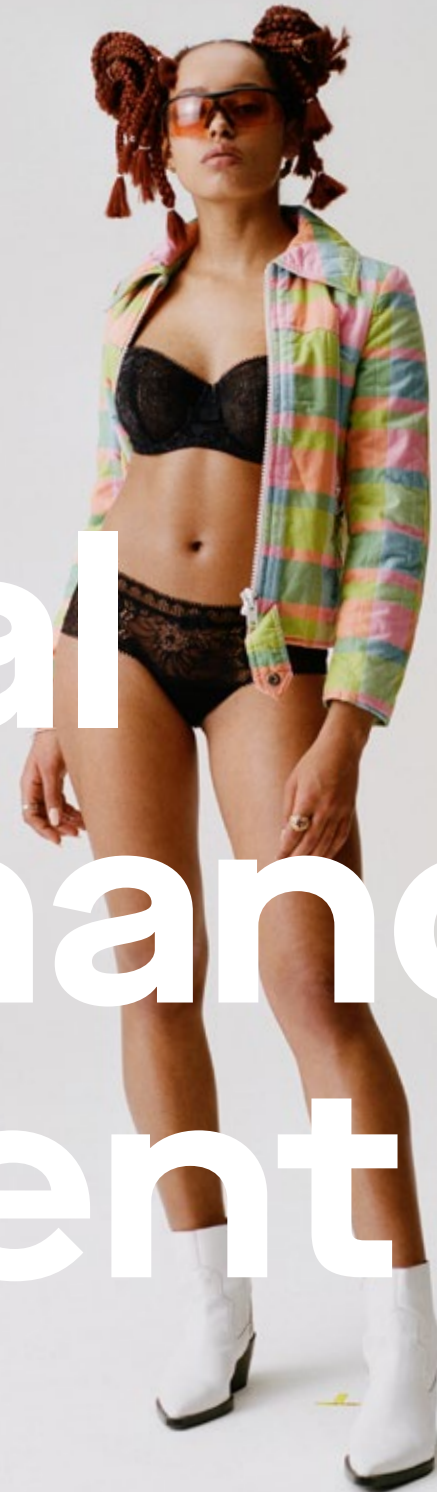


CHANTELLE

Non- Financial Performance Statement

2021



3	MESSAGE FROM PATRICE AND GUILLAUME KRETZ
4	EDITORIAL
5	THE CHANTELLE GROUP
6	OUR GOUVERNANCE
8	CHANTELLE IN FIGURES
9	OUR BUSINESS MODEL
10	OUR MAIN NON-FINANCIAL RISKS
12	OUR SUPPLIERS

13	OUR MATERIALITY MATRIX
14	CHANTELLE FOR CHANGE

Inclusivity

17	REPRESENT ALL WOMEN
18	EMPOWER ALL WOMEN

Circularity

21	MINIMIZE OUR IMPACT ON THE ENVIRONMENT
27	DEVELOP ECO-RESPONSIBLE COLLECTIONS
29	CONTRIBUTE TO THE CIRCULAR ECONOMY

Responsibility

35	GUARANTEE SAFE PRODUCTS
36	GUARANTEE THE SAFETY AND WELL-BEING OF OUR EMPLOYEES
40	DEVELOP OUR SOCIETAL ENGAGEMENT

45	NOTES AND APPENDICES
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Contents

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.

In 2020, the Chantelle group demonstrated its readiness to respond to the spread of the virus by mobilizing its industrial capacities. Thanks to our agility and determination, we were able to supply 14 million masks to public and private bodies and associations, working in close collaboration with the French Ministry for the Economy.

In 2021, the epidemic continued resulting in periods of business closures, and disruption to our manufacturing workshops and our partners' plants. In a worrying context, we chose to remain optimistic: we took care of our customers and employees, we increased our investment in associations, and we found new solutions to measure and reduce our environmental impact. Our optimism is unshakeable. It was bolstered in 2021 by the pleasure of being able to see you all once again when our shops re-opened; business was good in the second half of the year and our new collections have been well received. After all, we have been designing lingerie since 1876. Every season, we seek to strike the right balance between modernity and tradition, and beauty without any compromise in terms of comfort, softness, and quality of course, and to offer products for all women, of all shapes and sizes. The world is changing, but our eye for detail remains as sharp as ever.

The world is changing. Or perhaps it is the Earth that is changing? Are we suffering from the symptoms of ecological crises? In 2021, the company was disrupted by periods of lockdown in our workshops and by longer transport times. Are we going to suffer from further disruptions in the future? Probably and we will adapt. But we are also taking action. There is a strong desire within the Chantelle group to put the climate emergency at the forefront of what we do, and to measure the results of our actions. This is not something we are doing out of commercial necessity or as a marketing ploy. Our actions to reduce our environmental impact are not a way of allowing us to sell more. Our customers put their trust in us when they buy our products and we act in a way which is worthy of this trust. Our products cause pollution; the European Commission, with the help of the international scientific community, has identified 16 categories of impact which, when taken together and assessed over the entire life-cycle of textile products, are allowing us to improve our knowledge of the full impact of our lingerie on our natural environment. Our products cause pollution, but to an ever-decreasing degree. We work with high-end suppliers: our spinners, our knitters, and our dyers are investing in having access to their own energy sources, and in machines that generate as little pollution as possible. We are innovating and choosing new eco-friendly fibres. We are reducing our waste. We make products which last. All this requires attention to detail, and fortunately that is something we know how to do very well.

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

Message from Patrice and Guillaume Kretz

**Change is
a collective
adventure.**

This year, the Chantelle group, a family-owned company, one that cares about future generations, is, with the publication of its Non-Financial Performance Statement, reaffirming its ambition to build a future which is synonymous with growth, inclusion and sustainability.

This means economic growth of course, but also growth in the well-being of each and every one of us, through our capacity to remain attentive to our employees' professional fulfilment. Inclusion, to encourage equality of opportunities, regardless of origin, profile, or age, and, last but not least, sustainability, namely, taking our environmental impact into account to reduce climate risks in particular.

It is in this spirit that our **Chantelle For Change** initiative was drawn up and our pillars were set out in 2020 and deployed throughout 2021, in the context of a health crisis which was continuing to affect our employees, our partners, our suppliers and our customers. .

So we have focussed together on protecting our commercial activities, and on making progress on issues that are important for us and our stakeholders, ...priorities which emerged when updating our materiality matrix... namely, to reduce our environmental footprint, with a strong expectation of commitment to more circular approaches, and to be more involved socially, wishing to place considerable emphasis on the importance of generosity.

Our environmental footprint is thus at the forefront of our concerns, along with:

- preparing the environmental labelling of our products
- continuing to seek to develop a circular approach with the major launch of Chantelle One
- thinking about how to reduce the impact of our consumables, and plastic bags in particular.
- the recruitment of a Chief Sustainability Officer
- working together with Glimpact to ensure that we take a robust, measurable approach to our footprint, and contribute actively to Supporting studies and traceability pilots.

We have also our generosity by continuing to make donations of masks, helping the Wallah We Can association to fight against the period poverty of young women in Tunisia, with the Ecolibree project, and by providing ongoing support to associations working for causes which are close to our heart, such as Ruban Rose (Pink Ribbon), Cover Dressing, and Joséphine, etc.

2021 was also a year in which we were able to lay the groundwork for considerations as to how to anticipate our social impact with an equal degree of importance as our environmental impact and our societal involvement.

Committing to more responsible fashion is leading us to rethink our value chain in its entirety, and to be sincere and transparent in communicating about our initiatives.



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

It is essential to establish solid governance in order for us to continue to make progress and to maintain our results.

For this reason, in 2021, to strengthen the effectiveness of the operational CSR committee, made up of 10 people, representative of the group's various entities, we proceeded with the appointment of a CSR officer to the executive committee and formed a sustainable development committee, consisting of 5 managers, who sponsor projects and are responsible for addressing central questions proposed by the ISO 26 000 standard.

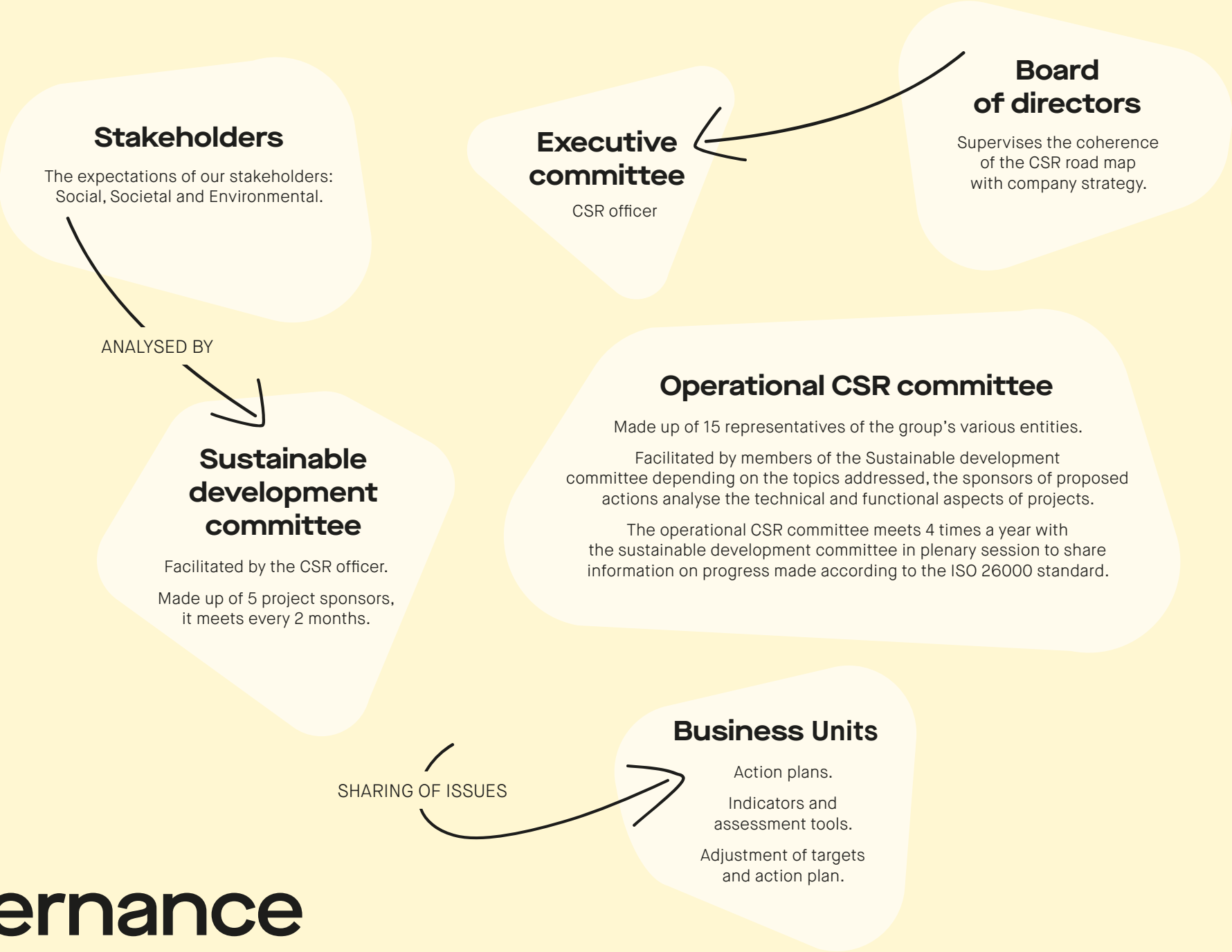
The CSR officer, working in close collaboration with the sustainable development committee, proposes and implements the group's CSR strategy and coordinates the approach with operational departments and subsidiaries of the group. The operational CSR committee meets every 2 months, facilitated by members of the sustainable development committee depending on the topics addressed, analyses the technical and functional aspects of projects.

In this way, we want to establish a link between our CSR ambitions and the company's strategy, to accelerate our transformation and take sustainable development goals into account more effectively.

The executive committee of the Chantelle Group, and the directors of its departments have this year been devoted in their efforts to deploy and explain our CSR approach and provide support for changes in behaviours and practices with their teams and partners.

Our governance

Our strong desire to put the climate emergency at the forefront of what we do, and to measure the results of our actions has led to us taking on a chief sustainability officer as of January 2022. His mission will be to measure our actual progress in terms of social and environmental impacts.



Our governance



Chantelle in figures



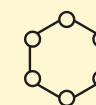
100 %

Launch of Chantelle One,
the first 100%
recyclable bra



99 %

99% of volumes
sold are OEKOTEX
standard 100-certified



7,6/10

The commitment score
of the “office” population
in France



235 000

masks donated in the
fight against Covid 19



4 %

4% of GHGs avoided
between 2021 and 2020

OUR MISSION

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

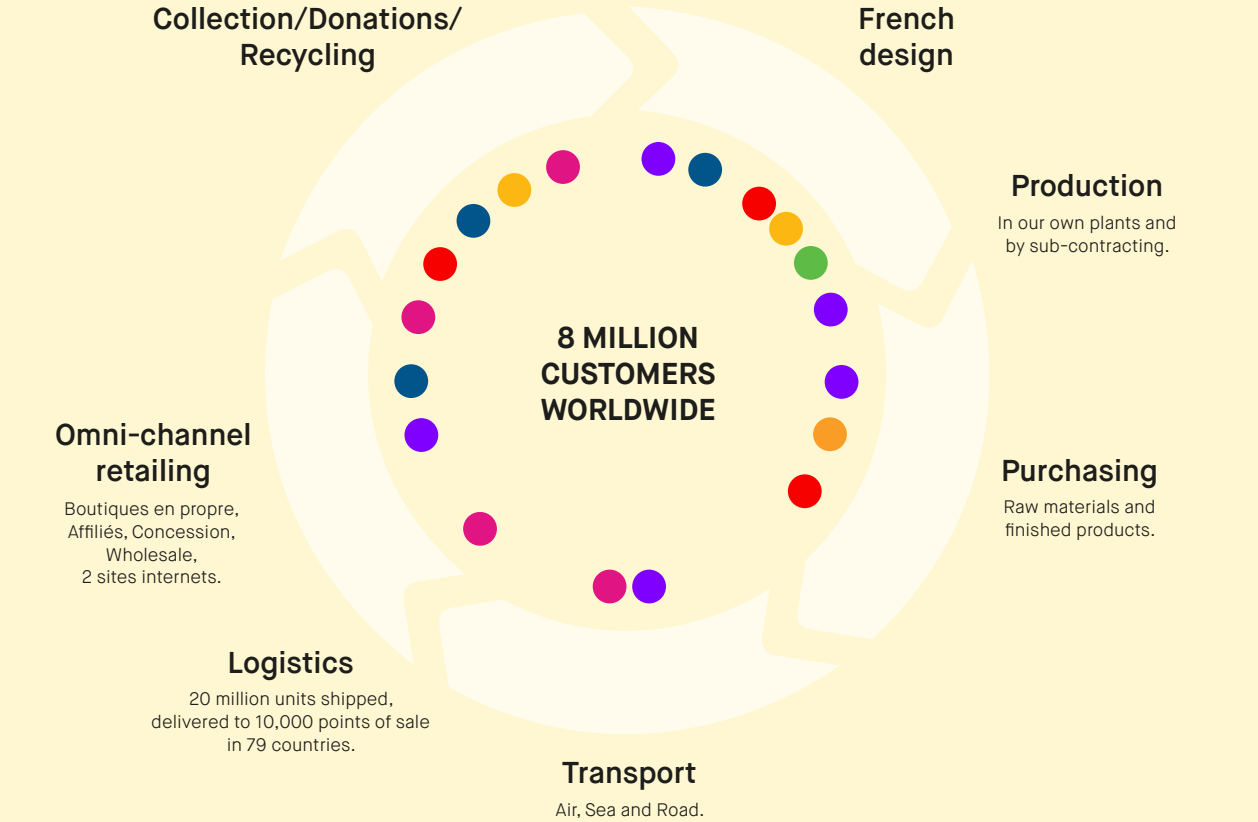
OUR VALUES

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.
- 3RESPONSABILITY
- 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
- € 301 M
- OUR CUSTOMERS
- An inclusive vision of women . Quality lingerie for women from bonnet A TO I cup .
- OUR PRODUCTS CONTAIN NO HARMFUL SUBSTANCES
- 99% of products sold are OEKOTEX standard 100-certified.
- OUR EMPLOYEES
- Employment and development France : Cachan, Corbie, Villers, Peronne, Epernay, for products made in France. Europe, États-Unis, Canada, Asie, Maghreb.
- FIGHT AGAINST SOCIAL ILLS
- Support in the fight against breast cancer. Merci bra. Donations to Octobre Rose for Breast Cancer Awareness Month in France
- PARTNERS, R&D, INNOVATION
- Chantelle One 100% recyclable

ETHICS

RISK

OPPORTUNITY

MEASUREMENT TOOL

ACTION

FUNDAMENTAL HUMAN RIGHTS

Serious violation of human rights, fundamental freedoms, and the health and safety of people.

Know how to identify or anticipate them in advance, manage change, improve our work on traceability, and improve the quality and the productivity of our partners.

Social Audits.

Raising of our production partners' awareness, Supervision by our contractors (auditors), Management of identified risks, Iterative process.

CORRUPTION

Acts of fraud, internal and external corruption.

Loyalty, integrity, trust in business relations.

Whistleblower form.

Signature of Code of conduct. Confidentiality agreement. Online training in "Doing business without bribery" proposed by the NGO Transparency international.

PROTECTION OF KNOW-HOW AND WORKING TOOLS

Cyberattack which paralyses business activity. Loss of trust of third parties.

Complete review of processes. Transparent and sincere communication.

Diagram of Information Systems Department and audits.

Overhaul of Information Systems Department architecture.

ENVIRONMENT

CLIMATE CHANGE

Physical risks.

Reduce our energy consumption, source our energy from more low-carbon sources, participate in biodiversity programmes, rethink our model.

Analysis of our Organization Environmental Footprint (OEF).

Photovoltaic panels being planned.

ENVIRONMENTAL IMPACTS

Lasting modification to the planet's eco-system and in particular pollution, impact on biodiversity, societal consequences.

Management of emissions and pollution. Protection and optimization of resources.

LCA for Products and Organization.

Scope 1 and 2 supplemented by Scope 3. Preparation of environmental labelling. Participation in supporting studies.

Our main non-financial risks

The purpose of mapping of our non-financial risks is to identify and assess the major social, environmental and societal risks, to implement and formalize a vigilance plan, to consider areas for improvement and establish appropriate governance.

EMPLOYEES

RISK

OPPORTUNITY

MEASUREMENT TOOL

ACTION

MEANING AND VALUE

Failure to engage due to a lack of meaning.

Employee engagement.
Attractiveness to future applicants.

My CL Experience survey.

Regular communication about strategy by members of the executive committee.

HEALTH AND SAFETY

Accidents, illnesses, psycho-social risks.

Health and safety.
Quality of life at work.

Annual training plan.
My CL Experience survey.

Training of managers in the prevention of psycho-social risks.

MANAGEMENT OF JOBS AND SKILLS

Loss of skills, not sufficiently attractive. Quality and availability of skills / change in professional disciplines.

Health and safety.
Quality of life at work.

Annual training plan.
My CL Experience survey.

Workplace project (teleworking, etc.)

CUSTOMERS AND SUPPLIERS

HEALTH AND SAFETY

Damage to health, during the production phase, then for the consumer during the lifetime of the product.

No harmful substances.
Compliance with regulations, go further in countries where the regulations are not sufficient.
Apply the strictest constraints based on scientific knowledge.

Reach, Oekotex Certification.

Monitoring and renewal of product certifications, laboratory tests, thinking about how to raise supplier awareness in relation to training of employees and the management of used products, encourage suppliers to control effluents, etc.

BAD IMAGE

Customer dissatisfaction
Loss of revenue.

Satisfaction. Recommendation.
Increase in average basket size.
Product innovation.

NPS

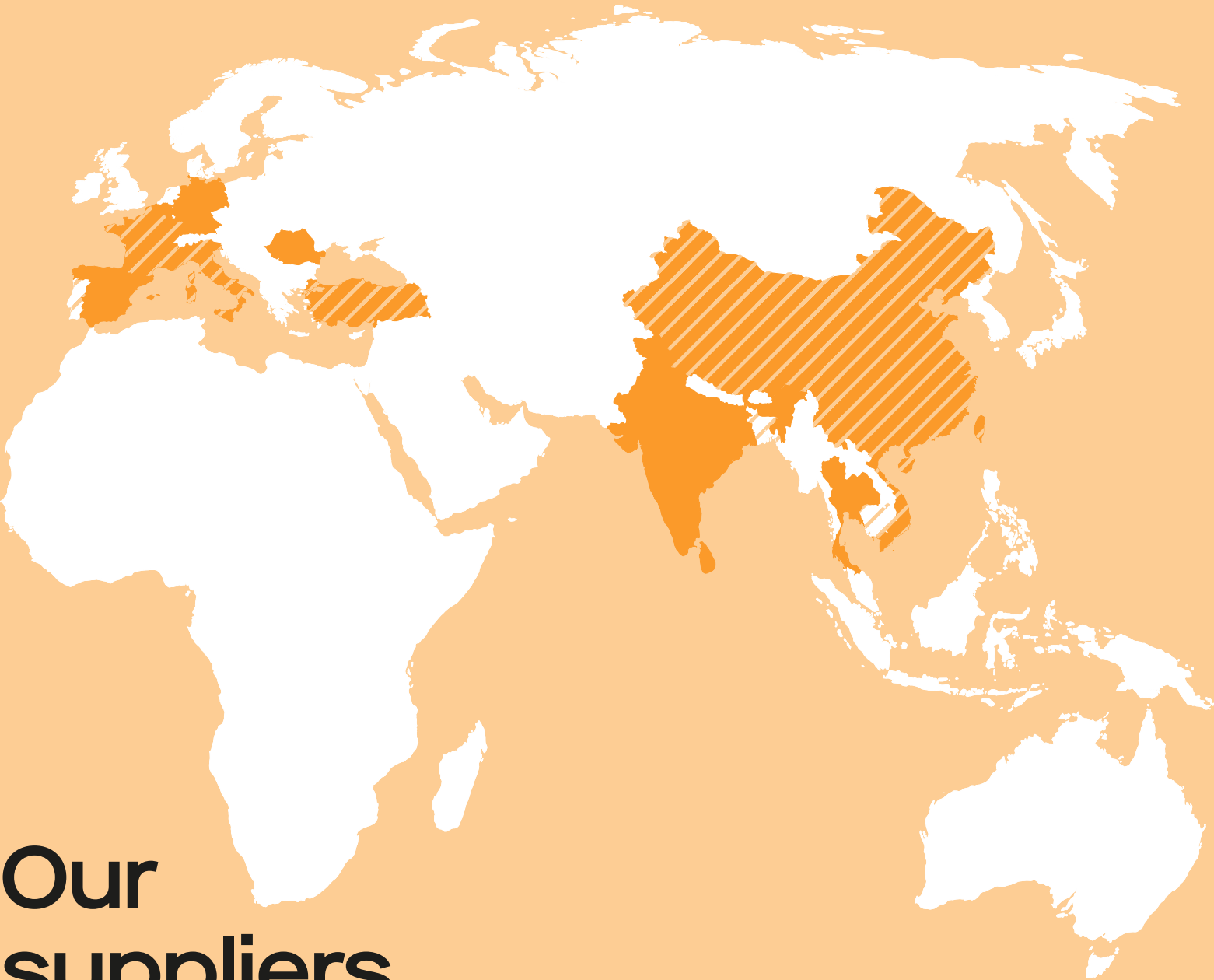
Monitoring of reputation of brand image: social networks.
Monitoring of NPS.

ECONOMIC

Withdrawal of products from the market.
Brand boycott.
Revelations of occupational diseases.

Prove to investors and to customers that we are taking all the preventive actions necessary.

Financial assessment of suppliers.
Calculation of rate of dependency.



Our suppliers

SUPPLIERS OF RAW MATERIALS			
EUROPE		ASIA	
FRANCE	12	CHINA	30
ROMANIA	1	THAILAND	19
ITALY	1	SRI LANKA	3
SWITZERLAND	2	TAIWAN	3
TURKEY	1	VIETNAM	1
SLOVENIA	1	INDIA	1
BELGIUM	1		
SPAIN	2		
TUNISIA	1		
GERMANY	1		

SUPPLIERS OF FINISHED PRODUCTS			
EUROPE		ASIA	
FRANCE	1	CHINE	14
ITALY	2	CAMBODIA	2
PORTUGAL	1	VIETNAM	1
TURKEY	1	BANGLADESH	1

SUPPLIERS OF OEKOTEX STANDARD 100-CERTIFIED FINISHED PRODUCTS	
CORSETRY	100 %
NIGHTWEAR	54 %
UNDERWEAR	100 %
SWIMWEAR	78 %
ACCESSORIES	57 %

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.

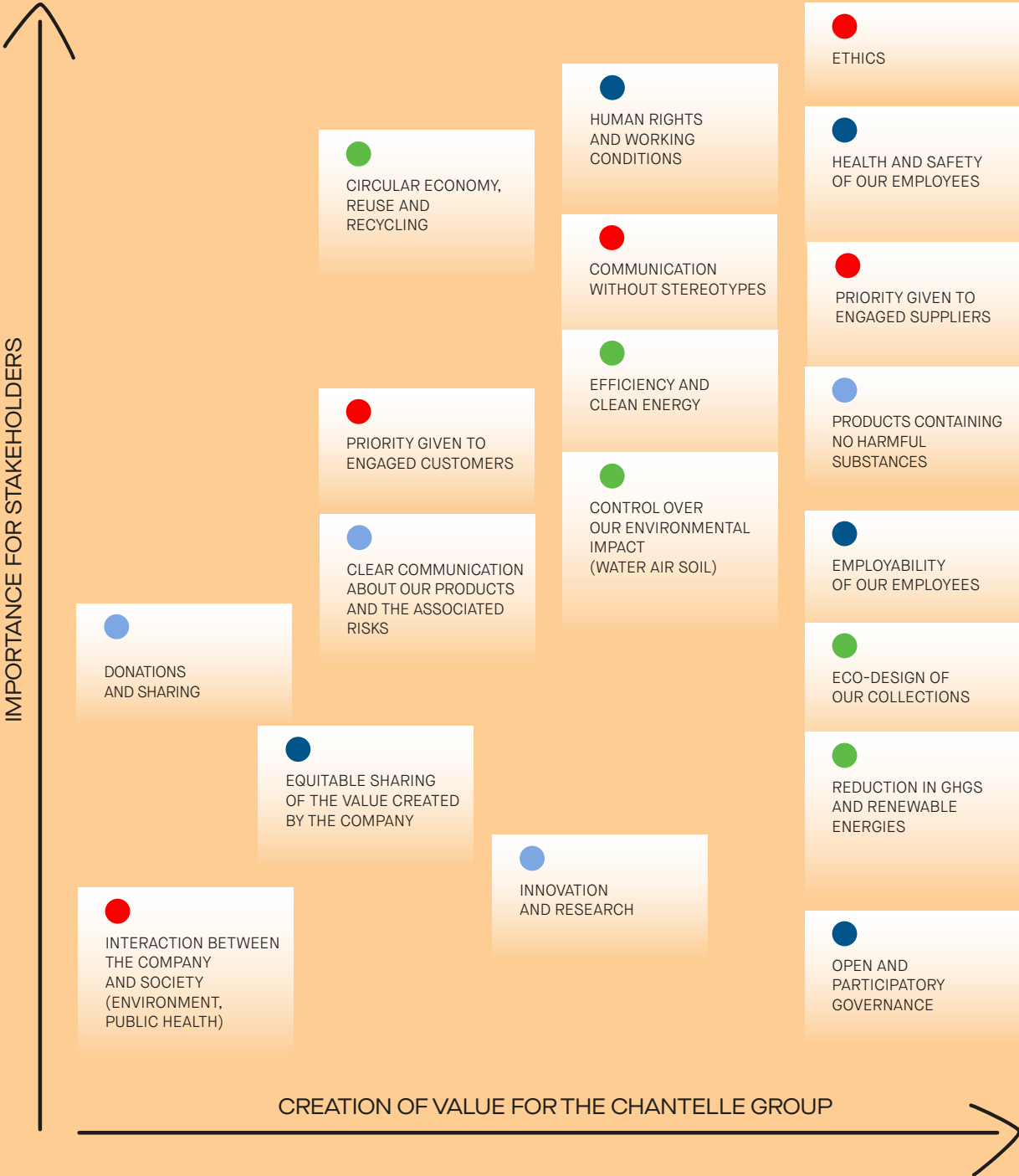
The unprecedented health crisis experienced since 2020 has led to clear and probably long-lasting changes in behaviours and our relationship to the world, and to a stronger need for proximity and a quest for meaning.

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 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



We are Chantelle – an international creative studio based 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-RESPONSIBLE
COLLECTIONS

#5

CONTRIBUTE TO THE
CIRCULAR ECONOMY

03

Responsability

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

#6

GUARANTEE SAFE PRODUCTS
FOR OUR CUSTOMERS

#7

GUARANTEE THE SAFETY AND
WELL-BEING OF OUR EMPLOYEES

#8

DEVELOP OUR
SOCIETAL ENGAGEMENT

Chantelle
for Change

Making our know-how available to empower all women means reinventing the conventions of lingerie to reveal beauty in all its forms while offering high-quality lingerie and inspiring brand experiences.

O1

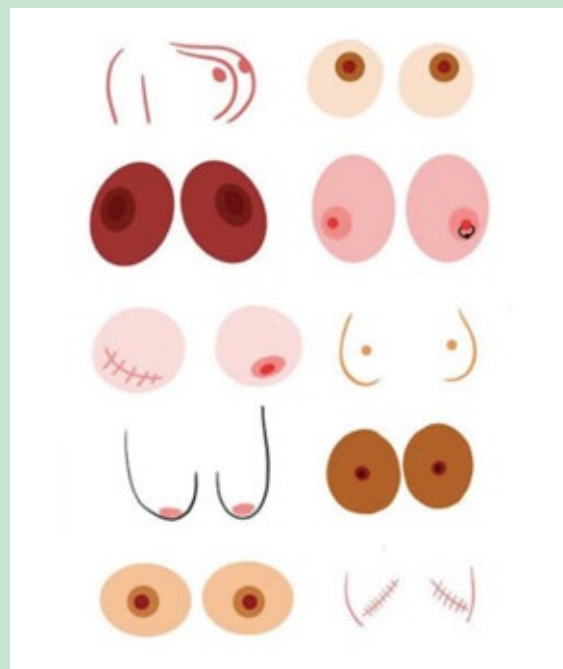
Inclusivity

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

#commitment 1:

Represent all women

As a lingerie company, the Chantelle group is committed to promoting an inclusive vision of women and fighting against stereotypes by embodying their diversity. In 2021, more than in previous seasons, our campaign promotes and values femininity in all its forms.





#commitment 2:

Empower all women

Empowering all women means continuing to make our know-how increasingly available to all women, by offering collections from A to I cup, and from size 38 to 54, through constant innovation, thanks to our Tech Lab, to meet womens' daily needs. (SoftStretch offer or Chantelle Life period-proof panties)

Thanks to co-construction with the French association Bien-à-porter, we now offer articles designed to meet the needs of people with reduced mobility or suffering from diseases affecting their skin sensitivity, such as Ehlers-Danlos syndrome.

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 focusing 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.

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.

CHALLENGES

2021 / ACHIEVEMENTS

2025 / AMBITIONS

commitment 1

Represent
all women

AN INCLUSIVE VISION
OF WOMEN AND
FIGHTING AGAINST
STEREOTYPES

Inclusive communications:

- Chantelle campaign
- Darjeeling #commejesuis campaign
- “ceciestmoncorps”
- (“thisismybody”) podcast
- BonjourmoncorpsX Darjeeling

Inclusivity: a no-brainer
for all lingerie brands.

commitment 2

Empower
all women

GREAT LINGERIE FOR ALL,
EVEN THE LEAST WELL-OFF
AND THOSE IN THE MOST
FRAGILE SITUATIONS

From A to I cup.

Softstretch workshops to help
people suffering from EDS
(Ehlers-Danlos Syndrome).

More innovation to meet
the needs of all body shapes.

Even more donations.

More innovation to
address women’s health.

Our commitments for 2025

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

The act of buying is becoming a societal act. Consumers are attaching increasing importance to the environmental impact and the traceability of products.

02

Circularity



Act for a better planet.

#commitment 3:

Minimize our
impact on the
environment

Water

Water is not used in our industrial processes in our plants. Consumption is limited to water consumed for sanitary purposes and drinking fountains. There are no specific difficulties with water supply as the sites are located in industrial areas. Nevertheless, close attention is paid to water consumption in Morocco and in Vietnam, the countries most concerned by water shortages, while the other sites, accounting for 70% of the group's industrial sites, are located in areas which do not face any particular problem with the depletion of water resources. In addition to this, our sites also process waste water.

REDUCE OUR GREENHOUSE GAS EMISSIONS

Our ambition is to gradually transition to a low-carbon strategy and to set a realistic target for 2025 and 2030, by mapping the Carbon footprint of our entire value chain, for scopes 1, 2 and 3, in 2022.

We are making efforts to reduce GHG emissions related to the transportation of our employees (company cars, rental) and our goods.

Our priority is to reduce our air traffic flows and we are starting to examine logistical solutions to achieve this goal.

DISTRIBUTION OF CO² EMISSIONS

	2021	2020
Share of air freight (industrial flows and distribution flows) out of the total for scopes 1, 2 and 3	59,96 %	59,52 %
Share of electricity out of the total for scopes 1, 2 and 3	24,27 %	25,63 %
Share of domestic fuel out of the total for scopes 1, 2 and 3	0,04 %	0,02 %
Share of transportation of persons for business purposes in private or rental cars (scope 3) and in cars owned or leased by the company	3,55 %	3,53 %
Share of business travel by rail and by air	0,63 %	1,09 %
Other	11,57 %	10,22 %

		GHG EMISSIONS PER CATEGORY (in Tonnes CO2eq)						GHG EMISSIONS AVOIDED IN %
		2021			NFPS 2020			BETWEEN 2021 & 2020
SCOPE 1	TOTAL	1,212		12 %	1,139		11 %	-6 %
poste 4/scope 1	Direct fugitive emissions	81,1	81		210	210		61 %
poste 1/scope 1	Natural gas	779,9			578			
poste 1/scope 1	Domestic fuel	4			2			
poste 1/scope 1	Pure diesel	0	784		0	580		-35 %
poste 2/scope 1	Cars (owned or leased by the company)							
	petrol from the pump	146			135			
	pure diesel	201	347		214	349		1 %
SCOPE 2	TOTAL	2,465		24 %	2,716		26 %	9 %
poste 6/scope 2	Electricity	2,465	2,465		2,716	2,716		9 %
SCOPE 3	TOTAL	6,480		64 %	6,744		64 %	4 %
	BUSINESS TRAVEL							
poste 13/scope 3	Rail and air, Cachan	43			74			
poste 13/scope 3	Rail and air, non-Cachan	22			42			
poste 13/scope 3	Private or rental cars							
	petrol from the pump							
	pure diesel	12	76		25	141		46 %
poste 12/scope 3	INDUSTRIAL FLOWS (RM et FP) and PRODUCT PURCHASING FLOWS							
	Air / Aircraft	5,059			5,526			
	Road (excluding journey from platforms to airport)	187			168			
	Sea	63	5,308		60	5,753		8 %
poste 18/scope 3	DISTRIBUTION FLOWS							
	Air / Aircraft	1,032			782			
	Road / Courier	64	1,096		68	850		-29 %
TOTAL SCOPES 1, 2 and 3		10,158			10,599			4 %
Number of products sold		17 147			19 798			
Amount of Teq of CO2 per 1000 products sold		0,59			0,54		CHANGE IN RATIO	11 %

Greenhouse gas emissions

DIRECT FUGITIVE EMISSIONS
NATURAL GAS (IN KWH/GCV)
PURE DIESEL (IN L)
INDUSTRIAL FLOWS (RM & FP) AND PRODUCT PURCHASING FLOWS
DISTRIBUTION FLOWS

AIR CONDITIONING COOLANT
(GCV FOR FRANCE AND BY DEFAULT FOR ALL OTHER COUNTRIES (AS LACK OF INFORMATION AS TO WHETHER GCV OR NCV)
(FOR COMBUSTION FROM BOILERS, GENERATORS, ETC.)
(UPSTREAM CORBIE, VILLERS AND CHAMPLAN) (EXCLUDING JOURNEY BETWEEN AIRPORTS/PLATFORMS)
(DOWNSTREAM CORBIE, VILLERS AND CHAMPLAN) (OF WHICH A MAXIMUM OF 5.8 % OF TONNES DISTRIBUTED (73T) NOT DETAILED, EXCLUDING
DELIVERY OF PURCHASES FROM E-COMMERCE TO THE CONSUMER AND EXCLUDING «AIRPORT»/PLATFORM OR CUSTOMER JOURNEY

A PARTIAL SCOPE 3 FOR INDIRECT GHG EMISSIONS IS PRESENTED FOR THE REPORTING YEAR 2021, FOR EMISSIONS RELATED TO TRANSPORTATION ONLY

REDUCE OUR ELECTRICITY CONSUMPTION

To reduce our greenhouse gas (GHG) emissions related to our electricity consumption, we are committed to the energy transition, systematizing recourse to less energy-hungry solutions, such as LED relamping in our stores, renewable energies at head office and our sites in France, and by following the Low Digital Carbon Company (LDCC) programme for digital ecology.

As a result, we have seen a decrease in electricity consumption in Kwh of 3.8% between 2021 and 2020.

In 2022, we will be equipping our sites in Tunisia with photovoltaic panels. These projects, initially planned in part to be carried in 2021, have been put back due to the health crisis.

ELECTRICITY CONSUMPTION IN KW/H	2020	2021	CHANGE
Delta	2 701 626	2 410 564	-10,77 %
Chantelle retail	5 157 09	4 97 185	-3,59 %
Sites in Tunisia	1 317 418	1 461 560	10,94 %
Sites in Morocco	613 031	402 767	-34,30 %
Sites in Thailand	1 451 726,98	1 414 201,24	-2,58 %
Sites in Vietnam	1 160 000	986 300	-14,97 %
Chantelle SA excl. Head office	1 412 501	1 529 753	8,3 %
CHANTELLE SA: Head office	1 295 271	1 369 212	5,7 %
TOTAL SITES	10 467 282,98	10 071 542,24	-3,8 %

MADE IN FRANCE

**In 2021, as in the previous year,
we continued to encourage
production which is Made in France.**

Our historical site in Epernay is thus making its know-how available to brands which want to emphasize the value of local production and is manufacturing our innovative Chantelle One product line, the first range of totally recyclable underwear.

**The furniture in our Chantelle
and Darjeeling stores is now
manufactured in Chartres.**



LA CHATTE DE FRANÇOISE

Collaboration with Marine Neuilly, the creator of the La Chatte de Françoise brand. The Epernay factory is making its know-how available to young creatives.

ZERO WASTE
Slow fashion,
Made in France.

We will not be able to achieve climate targets simply by making the energy transition; the circular economy has an essential role to play. It is with this in mind that we are managing our residual stocks of materials and our waste.

OUR RESIDUAL STOCKS OF MATERIALS

The Chantelle group is committed to permanent upcycling for our own collections or by making our unused materials available to other market players.



"LES JOLIS UPCYCLÉS"

Limited Edition Collection of the best Darjeeling fabric offcuts, "les jolis upcyclés", turned into scrunchies, panty pads.



CHANTELLE X LES RÉCUPÉRABLES

Created in 2016 by Anaïs Dautais, the Les Récupérables brand is committed to upcycling and creates its clothes by reusing quality textiles. In 2021, Darjeeling and Chantelle stores offered underwear created by Les Récupérables using dormant materials from the Chantelle group.

OUR CONSUMABLES

In 2021, thanks to the strong mobilisation of our industrial teams, we have focused our efforts on using plastics that are more virtuous in recycled material and thinner (35 microns instead of 40 microns) and on reducing the amount of plastics intended for either primary packaging or our industrial uses (plastic packaging and plastic films). These efforts will be seen in 2022 and we are aiming for a 50% reduction in the weight of our plastics in 2025 compared to 2019, i.e. 15,810 tonnes compared to 31,620 tonnes in 2019, and 17,711 tonnes in 2020 in a context of reduced activity due to Covid 19.

OUR WASTE

Reducing the environmental impact of our consumables is one of the priorities for 2021, in order to be compliant with France's Anti-wasteful and Circular Economy law (AGEC act) in 2022. This means reducing our waste on the one hand and recycling the waste generated on the other.

Our main waste products are textile waste, which will see a higher rate of recovery in 2021 vs. 2020, at 26% vs. 21%, and cardboard and paper, which will be 98% recovered in 2021.

TOTAL BY TYPE OF WASTE (IN METRIC TONS)

	2021	2020	2021	2020
TEXTILE WASTE				
Quantities produced	258,094	243,739	% RECOVERED	% RECOVERED
Quantities disposed of	67,437	51,579	26,13 %	21,16 %
Quantities recovered (donated, resold, recycled)	190,657	192,16		
CARDBOARD AND PAPER WASTE				
Quantities produced	221,559	253,525	% RECOVERED	% RECOVERED
Quantities recovered (donated, resold, recycled)	218,839	246,025	98,77 %	97,04 %
Quantities disposed of	0	7,5		

#commitment 4:

Develop eco-responsible collections

The initiative undertaken in 2019 to regularly train our teams in eco-design and to work with our suppliers has enabled us to propose a more eco-responsible offer in 2021.

Our approach is intended to be robust and progressive. We have undertaken to consider the weight of each element of our articles and determined that an article from the Chantelle group is eco-designed when it includes 15% of its total weight in eco-responsible materials.

15% may seem low in relation to the market... which has often chosen to consider only the main material of the articles and to omit the potential non-green effects of secondary materials. So in 2021, 9% of the colour references in the corsetry collections,

19% of the colour references in the lifewear collections, and 12% of the colour references in the swimwear collections will use more responsible materials. recycled fibres, organic cotton, and water-saving materials like tencel.

Our ambition is to eco-design 70% of our collections by 2025.

Responsible design also means guaranteeing the longevity of our products, through our quality tests during their development and via quality questionnaires sent to our customers, as long as 3 years after their purchase.

We are also participating in drafting of a sustainability standard, through a working group led by the French textile and clothing industries standardization bureau (BNITH). Each participant/marketer is responsible for putting forward the main causes of the end of life of finished articles in the framework of the French standard.

To accompany our collections, we use responsible packaging and labels made from recycled and recyclable materials, sourced locally in Italy, and we buy PEFC-certified paper from sustainably managed forests, and plant-based inks.

CO-CONSTRUCTING WITH OUR PARTNERS TO FASHION A POSITIVE TRANSITION FOR THE TEXTILE SECTOR...

That means taking part in the discussions led by the French agency for ecological transition (Ademe) on environmental labelling.

Chantelle is participating in the supporting studies. This involves a comparative evaluation of the environmental impact of garments in relation to the French technical baseline for environmental labelling and the Apparel & Footwear Product Environmental Footprint Category Rules (PEFCR) currently under development.

In addition, we have undertaken to calculate, display and reduce the environmental footprint of our products through initial tests and Life Cycle Analyses, using the PEF (Product Environmental Footprint) method, for a global, multi-criteria evaluation of environmental impacts.

The PEF method made available by the French digital platform Glimpact has enabled us to better understand the impact factors and to integrate them into the design of our products.

These step by step learnings have enabled us to aim for 70% of eco-designed collections by 2025, with a robust and reliable approach that meets the expectations of our customers and the climate challenges.

The PEF method provides a clear and scientifically robust framework for measuring global environmental footprint by taking into account 16 criteria for the impact of human activity on the planet, notably the carbon footprint, but also the use of both fossil and mineral natural resources, the use of water resources, the eutrophication of rivers and oceans, the emission of fine particles, use of farmland and toxicity.

Co-constructing means exchanging ideas among retailers, through our work as part of the French Club «Génération Responsable», a collective of committed retailers.

The purpose of this association, which brings together 75 retailers, representing more than 35,000 points of sale, is to promote higher standards of social justice and environmentally sustainable business practices within retail brands and networks.

It is also about sharing best practices, successes and failures between textile professionals to accelerate the eco-design of collections.

(Rouge gorge, Kiabi, Chantelle, Décathlon, Kiabi, Auchan, Etam, Art Martin, Noyon)

And bringing impetus to work to enable the recycling of bras.



#commitment 5:

Promote and develop circular economy

In 2021, we harnessed the group's resources to launch Chantelle One, the first 100% recyclable, zero waste bra. Our aim with this innovation is to initiate a true circular and responsible mode of consumption.

Our dearest wish is to succeed in transforming our articles into yarn and to completely refashion new underwear.

The Chantelle One line is expanding while maintaining its initial credo: the products are 100% recyclable and generate no waste.

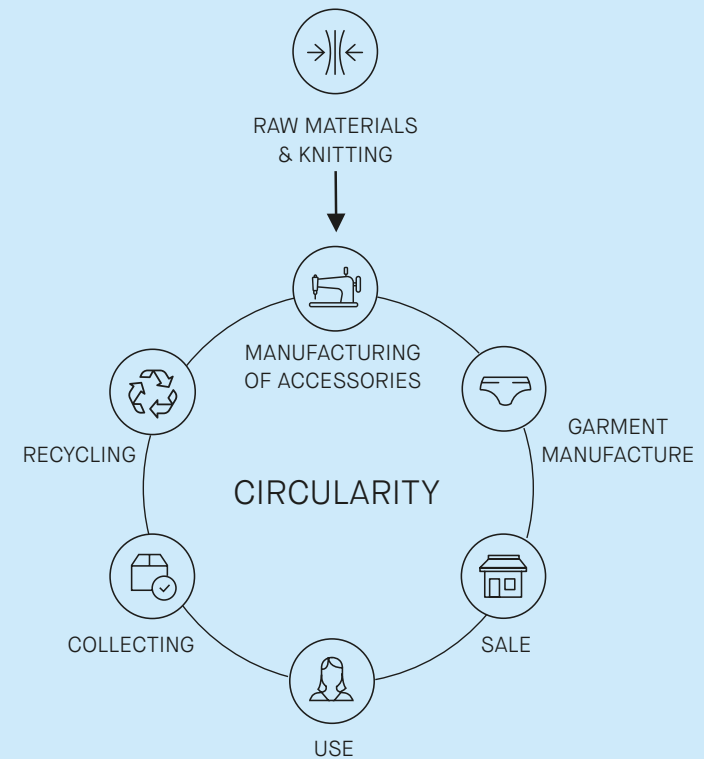
The Chantelle One range uses an innovative fibre that is solvent-free and recyclable even when mixed with other fibres, replacing the commonly used elastane.

How does it work?

- We keep the discarded offcuts from the production process.
- We collect Chantelle One products after use for recycling, and offer €-credits in exchange.
- We recycle them: they are completely melted and transformed into microbeads, which are then used to manufacture new Chantelle One bras (underwires, clasps, strap buckles...).

**Chantelle One products
are 100% recyclable
and generate zero waste.**

Technological innovation



Virtuous model



Chantelle One

CHALLENGES

2021 / ACHIEVEMENTS

2025 / AMBITIONS

commitment 3

Minimize our impact on the environment



REDUCE GHG EMISSIONS

4% of GHGs avoided overall for scopes 1, 2 and 3 for 2021 vs. 2020.

10% of GHGs avoided thanks to lower electricity consumption.

-40% reduction in GHG emissions vs. 2019.

Reduced air traffic.

CIRCULAR APPROACH TO OUR STOCKS OF MATERIALS AND PRODUCTS

Upcycling - Les récupérables X Chantelle.
"Les Jolis upcyclés" Darjeeling.

50% of our residual materials recycled, internally or externally.

FEWER CONSUMABLES

Creation of focus groups on limiting consumables

50% reduction in our consumables vs. 2019.

Our commitments for 2025

CHALLENGES

2021 / ACHIEVEMENTS

2025 / AMBITIONS

commitment 4

Develop eco-responsible collections



ECO-DESIGNED COLLECTIONS

3% of the group's corsetry eco-designed.

Preparation of a sustainable materials library.

70% of our collections will be eco-designed by 2025.

RESPONSIBLE CONSUMPTION

2 collections per year + repair service.

Long-lasting products.

BINTH project.

Increase our proportion of residual materials recycled, internally or externally.

commitment 5

Contribute to the circular economy



RAISE AWARENESS ON RE-USE AND RECYCLING AMONG OUR CUSTOMERS

Support for RRR.

Collection by I:CO.

Develop the rational for collection and recycling solutions.

RESOLVE BRA RECYCLING

Chantelle One:
100% recyclable, zero waste.

Chantelle One corsetry, swimwear, lifewear range.

To take part in the beauty of the world is to act for a more positive and just society. It means being ever more committed to the safety and well-being of everyone, our customers, our employees, our partners and future generations.

03

Responsibility



The Chantelle Group has always supported and promoted the development of a culture of compliance, ethics and integrity.

The positioning of these values in the materiality matrix demonstrates that this culture is essential for our Employees.

A code of conduct for all Group employees, which goes beyond the legal constraints of the fight against money laundering and corruption, defines expected behaviour in working relationships and of course prohibited behaviour (including all forms of harassment and discrimination). The alert mechanisms are accessible internally but also from the Group's website.

Chantelle is not only committed to respecting these provisions within its own establishments, but also requires its suppliers to respect its commitments. As such, social and environmental issues are taken into account in our purchasing policy from the very beginning of any commercial relationship with suppliers.

A follow-up of Responsible Purchasing records (collection of certificates and external audits) has been in place since 2019, supplemented by the signing of our detailed Responsible Purchasing Charter by our suppliers in 2021.

We have also decided that from 2022 onwards, all new employees who may be exposed to risk factors for economic integrity will be trained in transparency and the fight against corruption, via an online training module entitled «Doing business without bribery» proposed by the NGO Transparency International.

Acting for the well-being of
our employees and of 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 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 70% of our corsetry collections in our 7 factories, spread over 4 countries, so as to ensure complete control of our production system.

These sites will be subject to social audits, such as per the SMETA methodology, offering a common framework for conduct for companies wishing to make progress, as an addition to statutory legal audits. The disruption caused by the health crisis has led us to postpone the social audits of our Thai and Vietnamese sites until 2022. .

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

In 2021, 100% of our corsetry collections and 91% of our nightwear, swimwear and accessories collections are OEKO-TEX(R) standard certified and labelled accordingly.

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

This is why we have started to consolidate all the information about our supply chain and activities in a single internal repository. In doing so, we aim to be able to attest to the compliance of our practices and commitments.

#commitment 7:

Guarantee the safety and well-being of our employees

COUNTRY	NUMBER OF WOMEN 2021	NUMBER OF MEN 2021	TOTAL WORKFORCE	WORK-RELATED ACCIDENTS 2021	OCCUPATIONAL ILLNESSES 2021
Tunisia	722	110	-3,35 %	7	21
Morocco	403	71	-6,32 %	3	0
Thailand Sigma	311	40	-5,39 %	4	0
Thailand Chantasia ASC	69	25	-6,82 %	0	0
Vietnam	363	31	-1,25 %	0	0
Chantelle SA	610	128	-4,28 %	15	1
Delta	516	0	-5,15 %	7	0
Chantelle Retail	120	0	-5,51 %	0	0
TOTAL	3 114	405	3519	36	22
Gender distribution	88,49 %	11,51 %			
Change 2020/2021	-2,60 %	-2,17 %	-2,55 %	80 %	-4,35 %

End of month headcount: number of employees present on the 31st of the current month, regardless of the type of contract (fixed-term or permanent - excluding trainees).



Guarantee the safety and well-being of our employees

As at December 31, 2021, the workforce for the group scope per the DPEF amounted to 3,519 employees (-2.55% compared with the 2020 scope corrected for OCP). If we add the international commercial subsidiaries, the total headcount as at December 31, 2021 is 4225 employees (versus 4525 employees in 2020).

The protection of our employees is our priority.

As in 2020, we have worked to implement and enforce the health protocols recommended by the French Ministry of Labor to combat the COVID 19 crisis.

Protecting employees' health and safety means pursuing our proactive policy of prevention of work-related accidents and musculoskeletal disorders at our sites and points of sale.

In 2021, we have strengthened our efforts on the prevention of psycho-social risks by developing a digital training module available online as of the beginning of 2022 for all employees and by setting up steering committees at our various sites.

The know-how of the Chantelle group is carried on by the women and men who participate every day in the creation of our lingerie. Therefore, reconciling the fulfilment of our employees in their professional lives and the overall performance of our group is crucial in a changing environment, accelerated by the Covid 19 crisis. .

We are mindful of the ongoing employability of our people in conjunction with our strategic orientations and provide regular training tailored to their needs.

To this end, our employees can develop their skills with My Chantelle School and My Digital Workplace. Our aim is that everyone should become proactive in their own career development!

We are attentive to their work/life balance and endeavour to propose and adjust our working methods to reflect changing lifestyles and the contingencies of the crises that we experience, such as health crises, cyber-attacks, etc. As such, our employees have been able to telework in France and wherever possible overseas. .

Work/life balance is a motivational factor cited by 42% of survey respondents with a score of 7.5 out of 10.

TRAINING OUR EMPLOYEES

A total of 992 employees were trained in France, representing 7,649 hours dedicated to essential training in areas such as health, safety and well-being in the workplace, management, business and technical know-how, group tools, customer relations, etc.

CSR CULTURE *A PRIORITY IN 2021*

599 employees (i.e. 249 hours) took the CSR basics course and 510 employees (i.e. 87 hours) deepened their knowledge with **Chantelle for Change** and 334 (i.e. 53 hours) with "CSR, our customers and us", and 205 learners (i.e. 156 hours) took the "Fibres and materials" module.

Instilling a caring corporate culture means encouraging dialogue and promoting inclusiveness, in line with our brands' statements.

We offer each newcomer to the group the opportunity to participate in an onboarding programme to familiarise them with our corporate culture. We attach particular importance to the practice of feedback, through My CL experience and the HR module «continuous conversation», to encourage cohesion and collaboration within our teams, and to build for the future.

MY CL EXPERIENCE

A SURVEY QUESTIONNAIRE WHICH SERVES TO:

- Regularly measure our employees' engagement, satisfaction and well-being at work.
- Help managers develop their teams and embrace the role of manager coach.
- Bring our new values to life, develop a culture of feedback, transparency and collaboration (responses are individual and not anonymous).
- Fashion action plans for teams or at a company-wide level to preserve what is working well and to provide answers where scores are poorer.

In 2021, with a high participation rate of 74%, our engagement score of 7.6/10* places us among the most satisfying companies to work for! Our aim: to reach a score of at least 8/10 to be among the very best.

*RESULTS FOR OFFICE POPULATION FRANCE

Promoting gender equality is a key issue, all the more so as 89% of our employees are women (excluding foreign subsidiaries).

We have a company agreement in place on gender equality in the workplace and parental provisions within Chantelle SA.

We are raising our managers' awareness with regard to non-discrimination, in order to develop responsible management.

An e-learning module on the subject was sent to everyone in 2021 and is mandatory for all new hires.

Finally, we are also stepping up our deliberate policy of retaining and/or hiring disabled employees or students at all our sites by publishing all our job offers on the Handicap.fr website as of 2022.

In 2022, we are also joining the AFMD (Agence Française du Management de la Diversité - the French association of diversity managers) to learn how to build our diversity/inclusion policy and shape its implementation.



AFMD MANIFESTO

We, the members of the French Association of Diversity Managers, have been acting for ten years now, to make our organizations and our ecosystem more inclusive, our employees more respectful and respected. As French society evolves, as ways of working and professional relationships change, we wanted to anticipate future developments in diversity management in our organizations.



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

#commitment 8:

Develop our societal engagement

**Because the Chantelle group is committed
to supporting women at every stage of their
lives, we are actively involved in the fight
against illnesses affecting women.**

By participating in breast cancer prevention campaigns. We have been partnering with Odyssea since 2013 and with the association Ruban Rose and the Octobre Rose operation since 2019, through the donation of profits from the sale of a selection of products. In 2021, we donated 30,618 euros to the association Ruban Rose.

By running workshops on EDS (Ehlers-Danlos Syndrome).

By supporting efforts to raise awareness of endometriosis through the French language podcast “Mon endométriose” (My endometriosis): a series of portraits of women presented by the journalist Cécile Togni.

By continuing our involvement in the fight against Covid 19 with the donation of 235,780 masks.

The Chantelle group is also committed to the fight against feminine vulnerability and disadvantage.

By supporting the action of the association Joséphine, part of SOS Group, which helps women regain their confidence and be seen differently, thanks to the development of socially accessible beauty salons in France.

And supporting the Ecolibree project, initiated by the Wallah We Can association in Tunisia, to combat period poverty among young girls. The Wallah We Can association is a non-profit organization working for children and education in Tunisia.

Drawing on its know-how, Chantelle produces menstrual panties at zero margin for Wallah We Can, which will donate a portion of these products to young Tunisian women and resell a portion to NGOs in need around the world. .

Menstrual insecurity has negative effects on health, on self-esteem and disrupts the studies and also the professional integration of women who cannot afford to buy sanitary protection.



CHALLENGES

2021 / ACHIEVEMENTS

2025 / AMBITIONS



commitment 6
Guarantee safe products for our customers

TRACEABILITY
OF OUR PRODUCTS

Responsible purchasing charter signed by 95% of our raw material suppliers and by 68% of our finished product suppliers.

Code of conduct signed by 97% of our raw material suppliers and by 70% of our finished product suppliers.

Draft mapping of our risks and structure of our duty of care approach.

70% of our collections are produced in our own factories.

Adherence to relevant initiatives and certifications.

NO HARMFUL SUBSTANCES
IN OUR PRODUCTS

99% of products sold are OEKOTEX standard 100-certified.

100% of our products are OEKOTEX standard 100-certified.

TRANSPARENT
COMMUNICATION

Consolidation of our CSR data in a single tool.

Towards more open source.

Our commitments for 2025

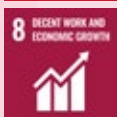
CHALLENGES

2021 / ACHIEVEMENTS

2025 / AMBITIONS

commitment 7

Guarantee
the safety and
well-being of
our employees



HEALTH AND SAFETY
OF OUR EMPLOYEES

WORK-LIFE BALANCE

INCLUSIVE
CORPORATE
CULTURE

CULTURE D'ENTREPRISE
APPRENANTE ET COLLABORATIVE

Implementation of hybrid working.

CHANTELLE
Seniors 55 and over: 157 people
or 21.27% of total workforce.
Apprentices: 27 or
3.66% of total workforce.
Persons with disabilities: 36 or 4.88%.

DELTA
Seniors 55 and over: 37 people
or 7.17% of total workforce.
Apprentices: 12 or
2.33% of total workforce.
Persons with disabilities:
6 or 1.16% of total workforce.

Practice of regular dialogue and feedback.

Commitment score of 7.6/10
for France and office population.

Training: 7,649 hours.

Recognition for the protection
of our employees' integrity.
Fewer and fewer accidents at work.

Harmonization of approaches
within the group.

Increase in the proportion
of disabled workers.

Membership of AMFD.

8/10 to be among the best
performing companies.

Towards ever more dialogue.

ENJEUX

2021 / RÉALISATIONS

2025 / AMBITIONS

commitment 8



Develop our
societal
engagement

**FIGHT AGAINST ILLNESS
AND EXCLUSION**

**ASSOCIATE OUR KNOW-HOW
WITH EMERGING BRANDS**

**ADDRESS THE CHALLENGES FACING
OUR SOCIETY, WHEREVER OUR
KNOW-HOW MAKES IT POSSIBLE**

30,618 € donated to Ruban Rose
(Pink Ribbon)

La chatte de Françoise
Les Récupérables

Ecolibree project in Tunisia to combat
period poverty among young girls.

**Increasing support for
partnered associations.**

Regular support for the brands.

**Increased research and
development for the benefit
of society.**

REPORTING PERIOD

The data collected covers the fiscal year ending December 31, 2021. 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 12.5% of the workforce. Commercial activities in France, which represent approximately 23% of the workforce, are included. Environmental reporting has included Delta lingerie since 2017. In 2021 we removed Rouafi from the reporting scope and restated the 2020 data without Rouafi.

THE ENTITIES INCLUDED IN THE REPORTING SCOPE

Company name	Adress	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. Takadoum 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 13% 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 78% 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

**TOTAL
WORKFORCE**

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.

**BREAKDOWN
OF WORKFORCE
BY GENDER,
AGE AND
GEOGRAPHIC
AREA**

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.

The workforce includes work-study students (apprentices and professionalization contracts) but does not include temporary staff or interns.

**HIRINGS AND
DISMISSALS**

Total number of new hires on permanent and fixed-term contracts and dismissals on permanent contracts within the Group during the year.

**COMPENSATION
AND CHANGES**

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.

INDICATORS

DESCRIPTION

**TRAINING
HOURS**

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).

**SUMMARY OF
COLLECTIVE
AGREEMENTS**

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.

**OCCUPATIONAL
DISEASES
IN FRANCE**

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.

**OCCUPATIONAL
DISEASES
IN TUNISIA**

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.

Social performance indicators

INDICATORS	DESCRIPTION	CONSOLIDATION AND INTERNAL CONTROL
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.	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.
ENERGY CONSUMPTION	Refers, on the basis of invoices adjusted on a pro rata basis for the reporting period, to electricity and gas consumption measured on sites in France, with the exception of the Retail scope, for which an estimate is made, as well as on Overseas sites, in kWh.	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.
WASTE	Refers to all waste measured for France scope, with the exception of Retail, for which an estimate is made. Waste produced by the sites in the Overseas scope is not measured systematically, but is monitored by type of waste.	

Environmental information indicators

APPENDICES

ASSOCIATIONS

RELAIS
 DONNONS LEUR
 UNE CHANCE
 SECOURS POPULAIRE
 BIEN-À-PORTER
 (COVERDRESSING)
 JOSÉPHINE
 RUBAN ROSE

SUPPLIERS

MATERIALS
 FINISHED PRODUCTS
 CONSUMABLES

**PROFESSIONAL
ORGANIZATIONS**

REFASHION
 ADEME
 CLUB GÉNÉRATION
 RESPONSABLE
 FÉDÉRATION DE LA MAILLE
 COSE 361
 YUKAN (GLIMPACT)
 AGENCE INTERIM
 (INSERTION...)
 CLEARFASHION

**UPCYCLING
PARTNERS**

I:CO
 LES RÉCUPÉRABLES

EMPLOYEES**CONTRACTORS**

UPS
 LA POSTE

**PARTNER
BRANDS**

LE SLIP FRANÇAIS
 LA CHATTE DE FRANÇOISE

**LOCAL
AUTHORITIES**

COMITÉ DE SOLIDARITÉ
 DE BENI HASSEN
 MUTUELLE DE LA PROTECTION
 CIVILE DE BENI HASSEN

**SCHOOL AND
SPORTS GROUP**

ECOLE HACHED
 DE BENI HASSEN
 CLUB DE HAND BALL
 CORBIE

CUSTOMERS

Our stakeholders

ANNUAL WATER CONSUMPTION IN M³

	2020	2021
Total for Darjeeling stores	NS	NS
Total for Passionata, CL stores	NS	NS
Sites in Tunisia	5 179	5 583
Sites in Morocco	3 902	4 134
Site in Thailand: Chantasia and ASC	1 884	1 612
Sites in Thailand: Sigma	0	0
Sites in Vietnam	5 065	5 487
Chantelle SA : Head Office	2 710	1 816
Chantelle SA : Epernay	5 344	607
Chantelle SA : Corbie	1 488	1 997
Chantelle SA : Villers	357	463
Chantelle SA : Peronne	894	808

WATER FRANCE & INTERNATIONAL

	2020	2021	CHANGE BETWEEN 2020 & 2021
Annual water consumption in m ³ for industrial sites and headquarters	26 823	22 507	-16 %
Total workforce of industrial sites, headquarters, Delta and Chantelle retail	3 611	3 519	-3 %
Annual water consumption in m ³ per person	7,4	6,4	-14 %

Annual water consumption in m³

SCOPE EXCLUDING ROUAFI 2020 AND 2021