

# CSR Report 2024

CHANTELLE



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# I am pleased to present our CSR report for the year 2024, reflecting our commitment to responsible business practices.

Its preparation involved the collection of data from our activities (production sites, warehouses, stores, head offices).

In 2024, our environmental and social responsibility strategy progressed; we have increased the transparency of the impact of products. The display of the eco-score on online products has been generalised. This display, based on 16 impact categories and calculated by Glimpact (PEF/OEF methodologies), concerned 75% of the collection in September 2024. Equivalences (e.g. electricity consumption of a European household) facilitate its understanding. Its extension to other European sites continues.

Local production and know-how (Épernay factory, France) are important; we wish to develop its role in circularity, beyond manufacturing. Circularity and eco-design are central. Inspired by our Chantelle One concept (100% recyclable lingerie, 2021), we are integrating end-of-life from the design stage by using low-impact fibres, by assessing durability (we are part of the Durhabi project, a unique initiative worldwide, led by the French Institute of Textiles and Clothing, with the support of ADEME and Refashion, and whose main objective is to standardise and make reliable the assessment of the physical durability of products), and by reducing cutting losses, packaging and shipping plastic. Product repair is being developed, particularly in Épernay, with the industrialisation of the service planned for 2025. The objective is to make repair accessible to stores, e-commerce customers and department stores.

In 2024, we strengthened supply chain management and traceability, via a pilot project with Trace for Good and the continuation of supplier audits (social/environmental compliance). Human rights and working conditions are a priority. This includes collaboration with the Fair Labor Association and the integration of Fairtrade cotton. We participated in discussions on the Digital Product Passport (DPP) and the use of QR codes for product information.

The reduction of our environmental footprint targets energy and greenhouse gas (GHG) emissions. In 2024, our GHG reduction targets were validated by SBTi; they are aligned with a 1.5°C warming with targets for 2029.

On the social front, we supported our employees (more than 7,500 hours of training in France in 2024) and ensured respect for human rights. Health and safety are priorities, via risk assessments and well-being initiatives. The representation of diversity (femininities, morphologies, ages) is essential for our Chantelle and Darjeeling brands. We continued our support for associations through donations and partnerships. We ensure good working conditions in our factories through internal/ external audits and certifications (e.g. WRAP). Employee mobility was assessed in order to work to reduce emissions from home-work travel.

This report sets out the decisions, actions and progress of 2024. Despite certain challenges (in particular data collection and the uncertainty of the regulatory context), our commitment to transparency and continuous improvement persists.

I would like to thank Grégory Darcy, who is in charge of our CSR projects, as well as all our teams for their work, loyalty and passion. In this year 2025, we are celebrating the 30th anniversary of our Darjeeling brand and we will celebrate the 150th anniversary of the Chantelle group in 2026. These anniversaries are theirs, as well as those of all the people who preceded them and contributed to our history. Transmission is at the heart of our DNA: transmission from our consumers to their daughters, transmission of know-how and transmission of the values that guide us.

## Guillaume Kretz Editorial

CHANTELLE Group Chief Executive Officer

## Science Based Target

The Science Based Target initiative has confirmed that the science-based greenhouse gas emissions reduction targets presented by the CHANTELLE group comply with SBTi criteria and recommendations (version 5.1).

The CHANTELLE group is committed to reducing its greenhouse gas emissions from scopes 1 and 2 in absolute terms by at least 47% by 2029 compared with 2019.

The CHANTELLE group is also committed to reducing scope 3 greenhouse gas emissions by 66% in absolute terms within the same timeframe.



# Highlights



# Highlights

## Low-Impact Fibres

**45%\*** increase in the use of low-impact fibres in our collections.

\* by weight in 2024 compared with 2023 for items/colours produced in our own factories.

## Enhanced Traceability

Thanks to our ongoing partnership with the Trace for Good traceability solution, over **90%** of our finished products from the Spring/Summer 2025 collection onwards benefit from enhanced traceability\*.

\* Reinforced traceability goes further than any measures included in industry regulations.

## Audit

**99%\*** of our nominated Tier 1 partners and **80%\*** of our nominated Tier 2 partners are audited by an independent third party using an internationally recognised social guidelines.

\* by purchase value.

## Solar Panels

Over **1,000,000 kw** of electricity has been generated thanks to the solar panels installed on the roofs of our factories in Vietnam and Tunisia.

## CSR Team

An expanded CSR team: arrival of a traceability and social compliance project manager.

## Training

**350 employees** have received training about the human impact on biodiversity and the responsibilities of the global textile industry.

## Equality Index

**89/100** on the gender equality index\* for Chantelle SA (head office, logistics warehouses in Picardy and factory in Epernay).

Fully **100%** of staff in the Chantelle and Darjeeling stores are female.

\* French regulations..

We believe that our mission is to create lingerie of exceptional quality, and that will not change. We constantly focus on innovation to enhance the beauty of the human body and contribute to the well-being of our consumers.

We believe in developing expertise in all aspects, from design to distribution, for all the products we make, in order to become the most ethical, sustainable and forward-thinking lingerie company in the industry.

We believe that we need to provide consumers with sufficient information on product quality to help them break the addiction to buying items that are too cheap and quickly discarded.

We believe in offering the best possible lingerie shopping experience, focused on the consumer.

We believe in the power of images to create an emotional connection with women, to shape the way lingerie is presented and purchased by consumers.

## We are Chantelle - an international family-owned company and design studio based in Paris that has been designing lingerie since 1876.

Through our brands, which are founded on the principles of teamwork and innovation, we aim to shake up conventional ways of conceiving, representing and thinking about lingerie.

For over 145 years, we have cherished our freedom. We invest in our in-house manufacturing capabilities so that we can grow independently and responsibly, and set high quality standards within our industry.

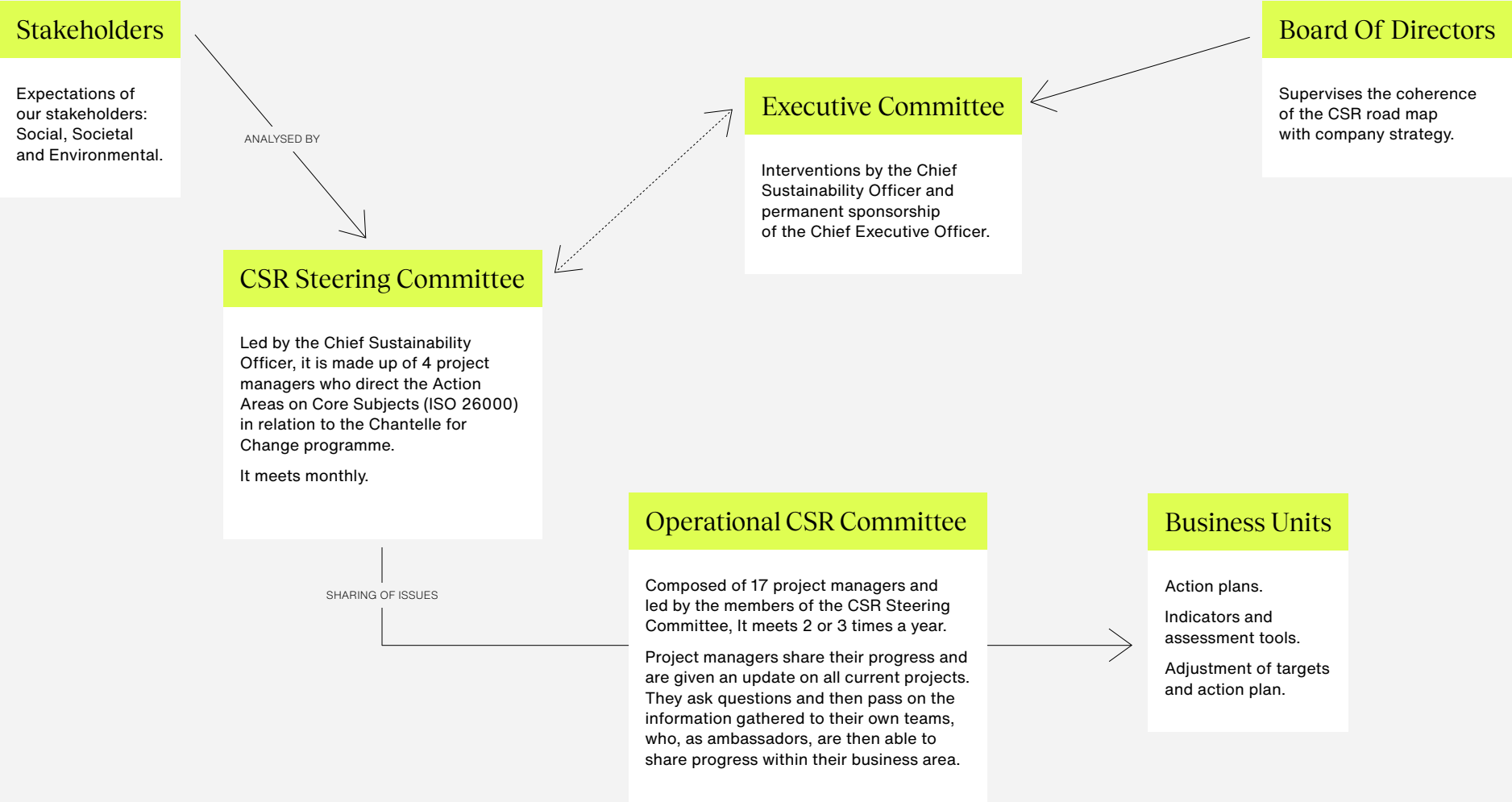
Guided by our desire to empower and serve all women, we work every day to offer responsible, long-lasting products that suit every body type and every need. Acting to promote a more inclusive, equitable and respectful society is of paramount importance to us: we create our own images, authentic and meaningful stories that are true to our values and that challenge the way women and lingerie have been portrayed until now.

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 strive for continuous improvement and work together with our stakeholders to do better and to be a driving force for progress. We attach great importance to transparency: we are committed to regularly measuring and sharing in-depth information on our global impact.

We are Chantelle, and we are convinced that we have a duty to make a difference. With you, together.

Change is a collective adventure.

# Our Vision



# Our Governance



# Our Business Model

Our commitments to address environmental and societal challenges.

- 01 Nature
- Act to protect our planet
- 02 Culture
- Act for a fairer society

| Our Resources   | Value Created  |
|---|--|
| <div>FINANCIAL RESOURCES</div> <div>Family shareholders.</div> <div>HISTORICAL KNOW-HOW</div> <div>Company founded in 1876 .</div> <div>EMPLOYEES</div> <div>3 989 employees worldwide.</div> <div>SUPPLIERS</div> <div>122 suppliers worldwide.</div> <div>PARTNERS</div> <div>Franchisees and distributors.</div> <div>TANGIBLE AND INTANGIBLE ASSETS</div> <div>Stores, own plants, Logistics warehouses .</div> <div>RAW MATERIALS</div> <div>Move towards more recycled or biological materials.</div> <div>KNOWING AND LISTENING TO OUR CUSTOMERS</div> <div>Surveys, creation of communities.</div> <div>INTELLECTUAL CAPITAL AND INNOVATION</div> <div>Co-creation with our partners.</div> | <div>REVENUE</div> <div>€M 331</div> <div>OUR CUSTOMERS</div> <div>An inclusive vision of women. Quality lingerie for women from A to I cup.</div> <div>OUR EMPLOYEES</div> <div>Employment and development France: Cachan, Corbie, Villers, Peronne, Epernay, for products made in France. Europe, Usa, Canada, Asia, Maghreb.</div> <div>FIGHT AGAINST SOCIAL ILLS</div> <div>Support for the associations Ruban Rose, Odyssea, En Avant Toutes, Règles Élémentaires, Agence du Don En Nature.</div> <div>INNOVATION</div> <div>Chantelle one, 1<sup>st</sup> 100% recyclable lingerie, Pulpies.</div> |



| Ethics                  | Main Risks                                       | Opportunities  | Plan Of Action<br><small>(with means employed, including organization)</small>   | Missions                 | Policies                                    | Measurement Tool                                  |
|-------------------------|--|--|--|--------------------------|---|---|
| <div>HUMAN RIGHTS</div> | 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. | ACT FOR A FAIRER SOCIETY | Uphold ethics and respect for human rights. | Social audits.                                    |
| <div>CORRUPTION</div>   | 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 A FAIRER SOCIETY | Uphold ethics and respect for human rights. | Recording, follow-up and annual review of alerts. |

CONTINUATION OF THE TABLE AND OTHER NON-FINANCIAL RISKS EXPRESSED ON THE FOLLOWING PAGES (10 TO 13)

| Environment   | Main Risks  | Opportunities  | Plan Of Action<br><small>(with means employed, including organization)</small>  | Missions                  | Policies  | Measurement Tool  |
|---|---|--|---|---------------------------|---|---|
| <b>ENVIRONMENTAL MANAGEMENT OF PRODUCTION SITES</b>                       | 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, Trace for Good traceability platform or questionnaire for our suppliers.   |
| <b>MULTI-FACTORIAL ENVIRONMENTAL IMPACTS OF THE ACTIVITY AND PRODUCTS</b> | 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 create sustainable products  | GLIMPACT platform, Environmental labelling.   |
| <b>CLIMATE CHANGE</b>   | 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 | Reduce our climate footprint.   | GLIMPACT platform.  |
| <b>ENERGY CONSUMPTION</b>   | 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. Tracking of consumption and billing.  |
| <b>LINEAR (VS. CIRCULAR) BUSINESS MODEL</b>                               | 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 | Create sustainable products.  | GLIMPACT platform.  |
| <b>BIODIVERSITY</b>   | Irreversible loss of biodiversity, essential to life.   | Valuing, preserving and respecting nature can confer a competitive advantage.  | Reduce our impact contributing to climate change, control pollution risks, and then consider other factors contributing to biodiversity loss.   | ACT TO PROTECT OUR PLANET | Minimize our impact on the environment and create sustainable products. | Volume of natural organically produced Vs conventional materials, Volume of recycled Vs conventional materials, Negatively interacting factors, including those related to global warming and water and soil pollution. |

| Social  | Main Risks   | Opportunities   | Plan Of Action<br><small>(with means employed, including organization)</small>  | Missions                 | Policies                                    | Measurement Tool  |
|---|--|---|---|--------------------------|---|---|
| <b>OCCUPATIONAL HEALTH AND SAFETY</b><br><br>(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, 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 A FAIRER SOCIETY | Commit to our employees.                    | Engagement rate, Monitoring of absenteeism, occupational accident/disease (in France AT/MP) rate  |
| <b>OCCUPATIONAL HEALTH AND SAFETY</b><br><br>(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 to recognised standards, identification of risks and support for improvement, with an iterative process of continuous improvement. | ACT FOR A FAIRER SOCIETY | Uphold ethics and respect for human rights. | Social audits.  |
| <b>CUSTOMER HEALTH</b><br><br>  | Toxicity, disease, loss of attractiveness, image risk.   | Guarantee safe products beyond regulations.   | Oekotex standard 100 certification for all our collections.   | ACT FOR A FAIRER SOCIETY | Create sustainable products.                | Renewal of Oekotex standard 100 certification.  |
| <b>JOBS AND SKILLS</b><br><br>(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, mentoring, communication on use of the personal training account (CPF), mobility committee.   | ACT FOR A FAIRER SOCIETY | Commit to our employees.                    | Internal recruitment rate, training indicators, staff attrition rate.   |
| <b>LABOUR RELATIONS</b><br><br>   | 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 A FAIRER SOCIETY | Commit to 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. |

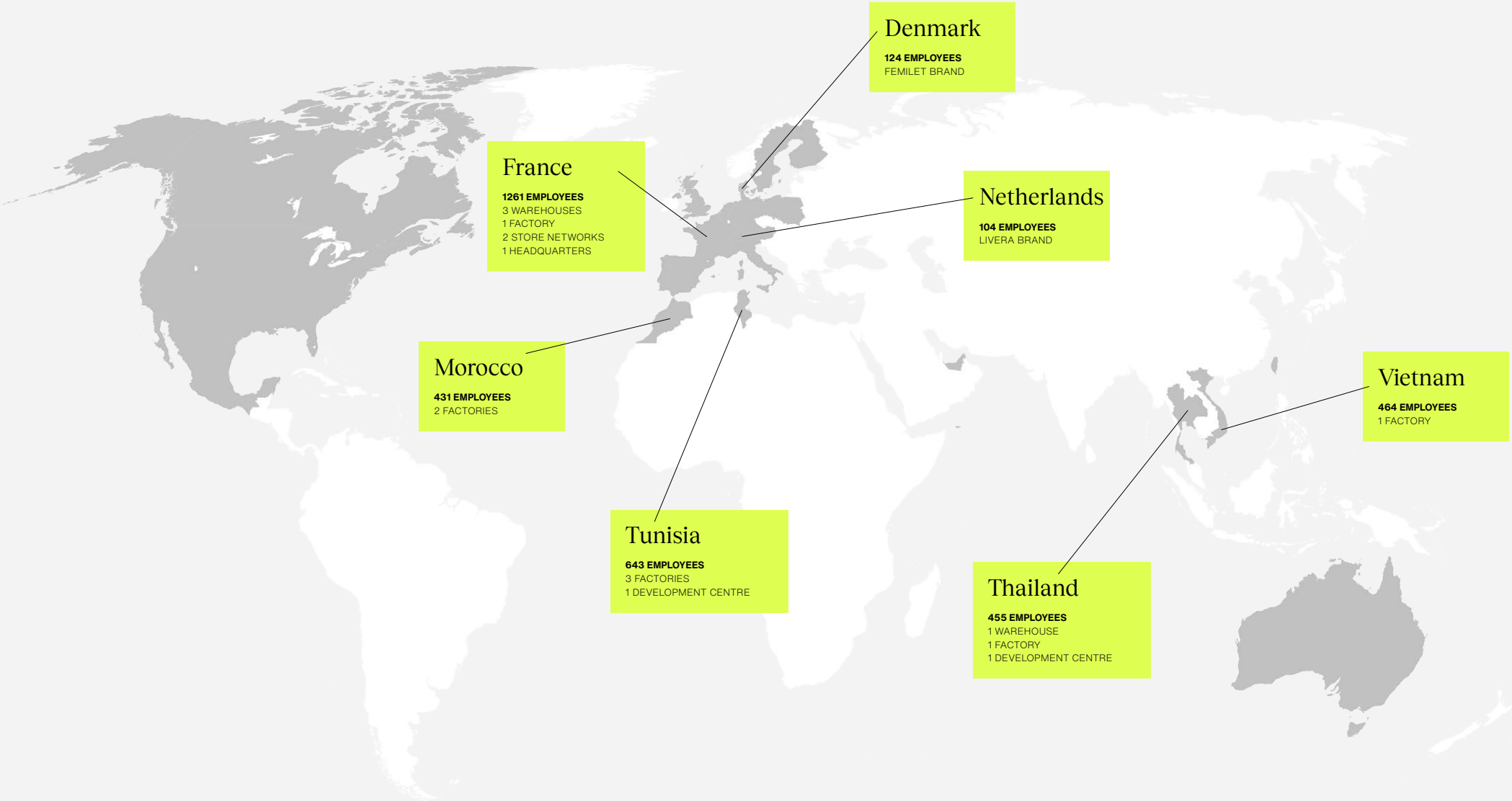
| Social  | Main Risks   | Opportunities  | Plan Of Action<br><small>(with means employed, including organization)</small>   | Missions  | Policies   | Measurement Tool   |
|---|--|--|--|---|--|--|
| <b>DIVERSITY</b>                                | Image, attractiveness.   | Quality of life, engagement, 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 A FAIRER SOCIETY                            | Commit to our employees.   | "Pénicaud" index, evolution of the rate of employment of disabled workers.   |
| <b>DISCRIMINATION</b>                           | 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 A FAIRER SOCIETY                            | Commit to our employees.   | "Pénicaud" index, evolution of the rate of employment of disabled workers.   |
| <b>PRODUCT QUALITY</b>                          | 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 TO PRESERVE OUR PLANET                          | Minimize our impact on the environment.  | Durability as per NF EN (in progress) and effect on environmental impact, and recognition through eco-modulations by ReFashion (eco-organisation responsible for TLC EPR). |
| <b>CUSTOMER RELATIONS</b>                       | 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 PRESERVE OUR PLANET                          | Act transparently.   | Customer satisfaction questionnaire (Wizville tool).   |
| <b>LACK OF KNOWLEDGE ABOUT THE SUPPLY CHAIN</b> | 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 OUR PLANET AND FOR A FAIRER SOCIETY | Minimize our impact on the environment and uphold ethics and respect for human rights. | Trace For Good.  |



# Our Suppliers

| Suppliers of Raw Materials & Supplies |  |    |            |  |    |
|---------------------------------------|--|----|------------|--|----|
| Europe                                |  | 20 | Asia       |  | 55 |
| Americas                              |  |    | 1          |  |    |
| Austria                               |  | 1  | China      |  | 25 |
| Belgium                               |  | 1  | Madagascar |  | 1  |
| Spain                                 |  | 2  | Sri Lanka  |  | 3  |
| France                                |  | 6  | Taiwan     |  | 5  |
| Italy                                 |  | 7  | Thailand   |  | 18 |
| Romania                               |  | 1  | Vietnam    |  | 3  |
| Slovenia                              |  | 1  |            |  |    |
| Turkey                                |  | 1  |            |  |    |

| Suppliers of<br>Finished Products |    |            |    |
|-----------------------------------|----|------------|----|
| Europe                            | 12 | Asia       | 34 |
| France                            | 3  | Bangladesh | 2  |
| Italy                             | 2  | Cambodia   | 2  |
| Portugal                          | 1  | China      | 19 |
| Poland                            | 1  | India      | 10 |
| Turkey                            | 5  | Vietnam    | 1  |



# Group Presence

| Sales Subsidiaries |                |
|--------------------|----------------|
| 507 EMPLOYEES      |                |
| Germany/Austria    | United Kingdom |
| Australia          | Italy          |
| Benelux            | Mexico         |
| Dubai              | Poland         |
| Spain-Portugal     | Sweden-Finland |
| USA                | Switzerland    |
| Canada             | Taiwan         |

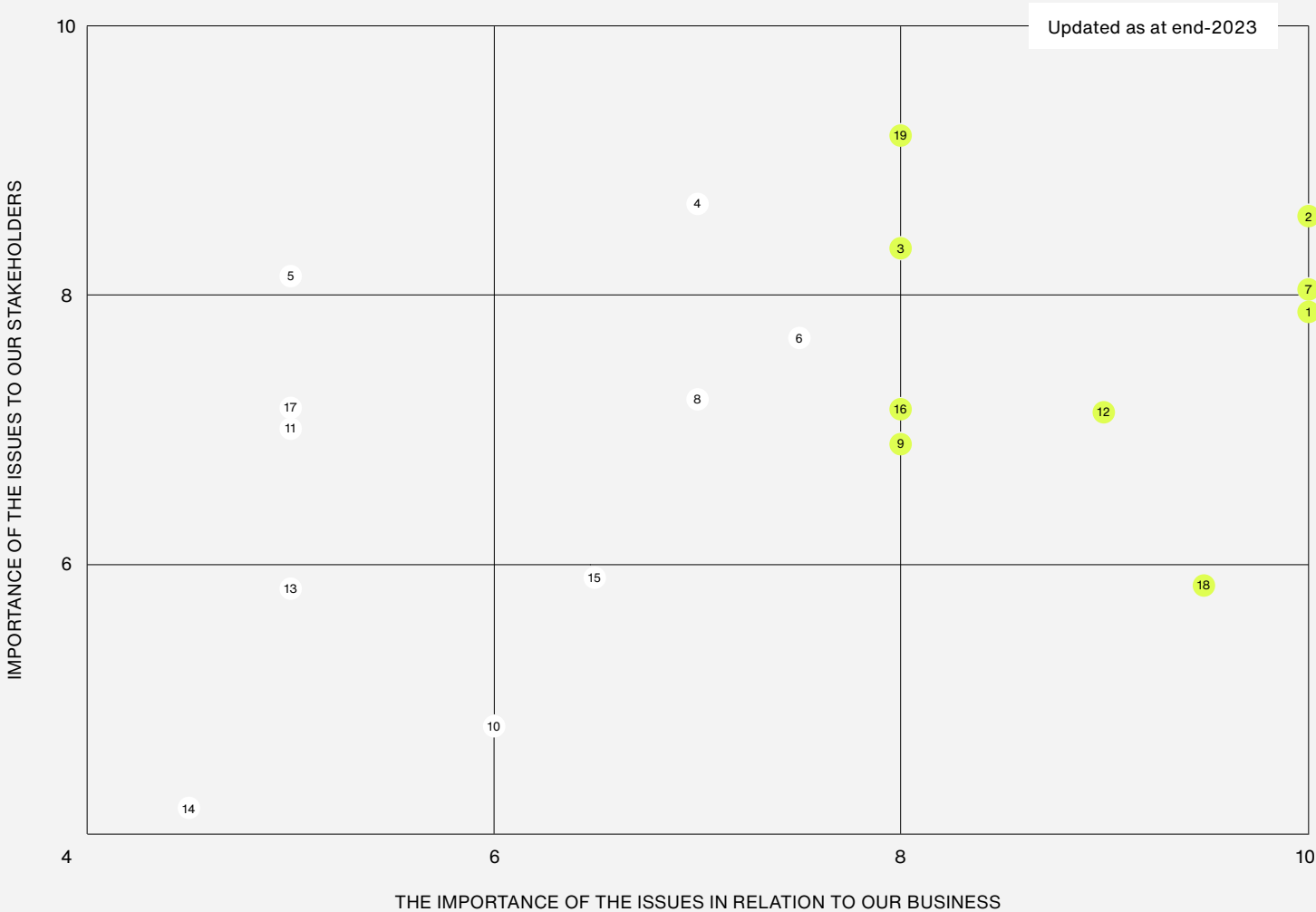
Our Chantelle for Change strategy is based on the materiality analysis shown opposite. It is structured around two pillars:

## Nature

- 6 Efficiency and clean energy
- 9 Environmental impact
- 12 Impact on climate
- 17 Biodiversity
- 5 Circular economy, reuse and recycling
- 7 Product quality and safety
- 10 Responsible and transparent communication about our products
- 16 Traceability and transparency in the value chain
- 11 Eco-design of our collections
- 15 Innovation and research

## Culture

- 18 Inclusive offerings accessible to all
- 1 Ethical commercial relations
- 2 Human rights and working conditions in the supply chain
- 3 Health, safety and well-being at work for our employees
- 4 Communication without stereotypes
- 8 Developing the skills and know-how of our employees
- 13 Donations and sharing
- 14 Equitable sharing of the value created by the company
- 19 Equality, diversity and inclusion



At the time of writing this statement, the Chantelle group was due to be subject to the European CSRD non-financial reporting directive transposed into French law from the 2025 financial year onwards. In this context, we have developed, with the support of KPMG, our double materiality matrix, which will be made public in 2026.

In order to define our Impacts, Risks and Opportunities, we have based ourselves on the issues identified in our materiality matrix opposite, which enable us to meet the expectations of all ESRs in the directive.

# Our Materiality Matrix



Chantelle for Change

01

Nature

Act To Protect Our Planet

|              |  |
|--------------|--|
| Commitment 1 | Minimize our Impact on the Environment |
| Commitment 2 | Reduce our Carbon Footprint            |
| Commitment 3 | Create Sustainable Products            |
| Commitment 4 | Act Transparently                      |

02

Culture

Act For A Fairer Society

|              |                                     |
|--------------|-------------------------------------|
| Commitment 5 | Empower and Represent All Women     |
| Commitment 6 | Committed to ourEmployees           |
| Commitment 7 | Ethics and Respect for Human Rights |
| Commitment 8 | Develop our Societal Initiatives    |



# 01 Nature

Act To Protect Our Planet





## Commitment 1

## Minimize our Environmental Impact

We carried out an assessment of our environmental footprint for the year 2024 in association with our partner, Yukan - Glimpact, as an extension of the work undertaken since 2022. This analysis comes as part of a comparative approach, with the figures being examined against both the previous year, 2023, and the reference year of 2019.

The assessments were carried out in accordance with the O.E.F. (Organisation Environmental Footprint) method, rigorously applying the v.1.3 methodology and using the v.3.1 database.

The activities taken into account, the impact criteria and the emission items are listed in the appendix (pages 62, 63 and 64).

# 6 757 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.

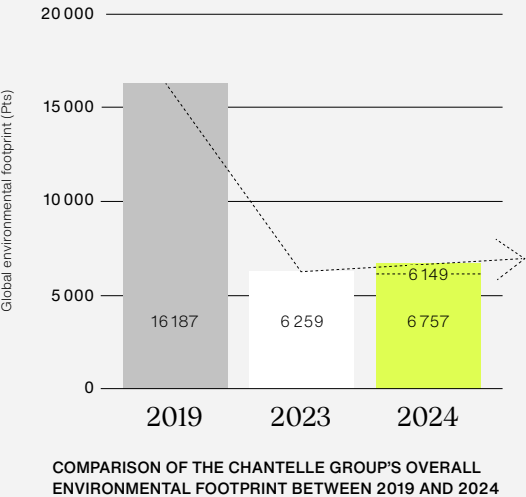
Greenhouse gas emissions, depletion of fossil resources, fine particle emissions and acidification (soil and oceans) account for 67% of the CHANTELLE group’s environmental footprint.

| IMPACT CATEGORIES          | SCORE (µPt)   | %   |
|----------------------------|---------------|-----|
| Acidification              | 411 450 016   | 6%  |
| Climate Change             | 1 690 285 638 | 25% |
| Freshwater Toxicity        | 287 906 223   | 4%  |
| Marine Eutrophication      | 180 656 358   | 3%  |
| Freshwater Eutrophication  | 61 714 096    | 1%  |
| Terrestrial Eutrophication | 215 187 140   | 3%  |
| Human Toxicity Cancer      | 84 676 817    | 1%  |
| Human Toxicity             | 85 086 222    | 1%  |
| Ionising Radiation         | 51 072 982    | 1%  |
| Land Use                   | 255 593 957   | 4%  |
| Ozone Layer Depletion      | 9 038 345     | 0%  |
| Ozone Formation            | 270 493 814   | 4%  |
| Use of Fossil Resources    | 1 063 899 890 | 16% |
| Mineral Depletion          | 758 506 462   | 11% |
| Water Use                  | 284 138 207   | 4%  |
| Fine Particles             | 1 047 420 406 | 16% |
| Environmental Footprint    | 6 757 126 572 |     |

| N°   | EMISSIONS ITEMS  | SCORE (Pts) | CONTRIBUTION SCORE GLOBAL |
|--|--|-------------|---------------------------|
| SCOPE 1<br><small>DIRECT EMISSIONS OF GREENHOUSE GASES</small> | 1 Direct Emissions from Stationary Combustion Sources  | 40          | 0,59%                     |
|  | 2 Direct Emissions from Mobile (Ice) Combustion Sources  | 57          | 0,84%                     |
|  | 3 Direct Process Emissions Excluding Energy  | 5           | 0,07%                     |
|  | 4 Direct Fugitive Emissions  | 17          | 0,26%                     |
|  | 5 Emissions From Biomass (Soil and Forests)  | 0           | 0%                        |
| SCOPE 2<br><small>INDIRECT ENERGY EMISSIONS</small>            | 6 Indirect Emissions Relating to Electricity Consumption   | 207         | 3,07%                     |
|  | 7 Indirect Emissions Relating to Steam, Heat or Cooling Consumption  | 0           | 0%                        |
| SCOPE 3<br><small>OTHER INDIRECT GHG EMISSIONS</small>         | 8 Emissions Related to Energy Not Included in the “Direct Ghg Emissions” and “Indirect Ghg Emissions Related to the Purchase of Energy” Categories | 72          | 1,07%                     |
|  | 9 Purchases of Goods and Services  | 3 473       | 51,40%                    |
|  | 10 Capital Goods   | 608         | 9%                        |
|  | 11 Waste   | -20         | -0,30%                    |
|  | 12 Upstream Transportation of Goods  | 834         | 12,35%                    |
|  | 13 Business Travel   | 17          | 0,26%                     |
|  | 14 Upstream Leased Assets  | 0           | 0%                        |
|  | 15 Investments   | 0           | 0%                        |
|  | 16 Transportation of Visitors and Customers  | 0           | 0%                        |
|  | 17 Downstream Transportation Of Goods  | 155         | 2,30%                     |
|  | 18 Use Of Sold Products  | 789         | 11,67%                    |
|  | 19 End-Of-Life of Products Sold  | -32         | -0,47%                    |
|  | 20 Downstream Franchises   | 0           | 0%                        |
|  | 21 Downstream Leasing  | 0           | 0%                        |
|  | 22 Employee Commuting  | 534         | 7,90%                     |
|  | 23 Other Indirect Emissions  | 0           | 0%                        |
| Total  |  | 6 757       |                           |

**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 2024



## COMPARISON OF THE OVERALL FOOTPRINT

The impact categories representing at least 70% of our global footprint are interdependent and relate to our direct or indirect consumption of fossil resources.

The commitment we have made over the past 3 years to take action to reduce our climate footprint (SEE COMMITMENT 2 ON PAGE 25) remains the most effective and consistent method to reduce our overall environmental footprint.

The use of European O.E.F. methodology to assess our performance each year also enables us to anticipate and prevent any risk of impact transfer that may otherwise come as a result of the strategic decisions we take.

## Methods Update

FROM O.E.F 2024, FOLLOWING THE INTEGRATION OF SBTI RECOMMENDATIONS

### ITEM 23. OTHER INDIRECT EMISSIONS

In 2023, this involved taking into account service expenditure estimated according to the OEFSR Retail recommendations (for x kg of products sold, expenditure of x thousand euros spread over various services such as legal fees, marketing, etc).

These emissions are now included in item 9 "Purchases of goods and services".

### ITEM 20. DOWNSTREAM FRANCHISES

In 2023, this took into account the impact of electricity and gas consumed in stores and warehouses not owned by Chantelle. This came on top of the share of emissions from the transport of goods between our warehouses and our BtoC customers' points of sale, as well as emissions relating to storage.

From now on, these emissions will be broken down into impacts linked to stores, under item 17 "Downstream transportation of goods", and impacts linked to warehouses, under item 12 "Upstream transportation of goods".

### ITEM 10. CAPITAL GOODS

Emissions resulting from the construction of our infrastructure (buildings used by our operations) have been accounted for, in accordance with the recommendations included in the BGES method (depreciation over the service life of fixed assets).

The 8% increase in our overall environmental footprint by 2024 is due to the inclusion of our infrastructure in item 10.

For these figures to be comparable, we need to update the OEFs from previous years. This should be achieved by 2025, at the same time as the update to take account of method version 3.1 of the Apparel & Footwear Product Environmental Footprint Category Rules (PEFCR). This rise in our environmental footprint can be attributed to the increase in ground space used, as well as more metal being used in buildings (mineral and metal resources).

Excluding the impact of capital goods, the environmental footprint in 2024 can be estimated at 6149 pts, representing a reduction of 1.8%.

This is mainly due to the reduction in the impact of low-carbon electricity consumption by our infrastructure, and to the more detailed monitoring of upstream methods of transportation.

Climate change and various forms of pollution, such as soil and ocean acidification, are among the top five causes of biodiversity loss.

Our commitment to reducing our climate footprint also means reducing the impact of our activities on biodiversity.

With this in mind, we will be developing fresh initiatives that are kind to both nature and our shared ecosystems in the coming years.

In 2024, environmental consultancy firm Des Enjeux & des Hommes assisted us in training our CSR Steering Committee and the project managers involved in reducing our environmental and climate footprint, through a Biodiversity Fresco.

The conclusions drawn from this exercise were used to draw up an awareness-raising tool which was presented to employees during a specially convened session at our head office in France.

This fresco, translated into English, was used as the basis for developing two digital training modules made available to all the Group's international employees:

- 1 — Understanding and preserving biodiversity,
- 2 — The textile and fashion industry and biodiversity.

We have also expanded our short-term commitments.

In all, more than 70 employees at our head office in France received further environmental awareness training.

In addition, nearly 280 employees in France and abroad received digital training at our industrial and sales subsidiaries.



COMPARISON OF THE OVERALL FOOTPRINT

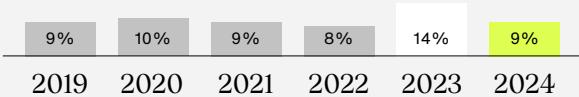


# Optimising the Life Cycle of our Materials

The materials and supplies used in our collections represented 43% of our overall environmental footprint in 2019, and another 25% in 2023. This is why it is essential for us to choose and use them as best we possibly can.

In 2024, we bought 1.8% more components (fabrics and supplies) than in 2023, while also navigating the changes to resources needed in relation to the manufacture of Passionata brand items, which we sold in the first half of the year. Despite this, we succeeded in optimising our consumption to achieve a reduction of almost 24% on our year-end residual balances.

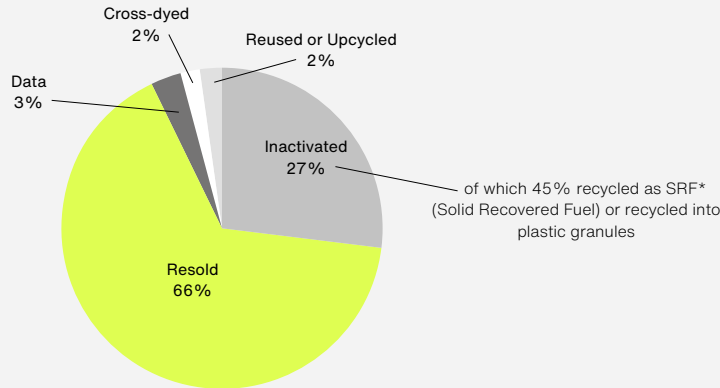
With regard to our aim of reducing the ratio of residual inventory to annual purchases, we have reached 9% compared with 14% last year, with a short-term target of 8%.



RATIO OF RESIDUAL INVENTORY TO ANNUAL PURCHASES

In 2024, we significantly exceeded our inventory consumption target, reaching a level of 73% against an initial target of 35%. This performance was mainly due to the inactivation of mesh stored since 2020, which had been used to manufacture protective masks during the COVID 19 shortage, and which could be resold.

Even excluding these quantities, we significantly exceeded our targets, with 47% of residual stock consumed thanks to our resale, donation, cross-dyeing, reuse and upcycling initiatives.



BREAKDOWN OF RESIDUAL STOCK CONSUMPTION

This year, our donations are estimated at over €72,000, most of which will go to educational establishments.

More than 1.7 tonnes of textiles were cross-dyed, changing from a seasonal colour to a permanent black, enabling them to be reused in recurring production runs.

\*Invoicing for these recovered quantities, for which the inventory movement took place in 2024, may take place in 2025.

| TOTAL (in Tonnes) | 2022  | 2023  | 2024  | 2024 VS 2022 |
|-------------------|-------|-------|-------|--------------|
| Waste produced    | 831,8 | 739,4 | 659   | -20,8%       |
| Waste recovered   | 346,2 | 429,1 | 501,2 | 44,8%        |
| Waste disposed of | 485,5 | 331,4 | 157,8 | -67,5%       |

TREND IN WASTE BY TYPE

The production of waste is directly linked to our Group activity. However, our reporting focuses on industrial activities in France and abroad, as well as those of our French headquarters based in Cachan in the Paris region.

Commercial activities (stores or subsidiaries) are not monitored, as they are the responsibility of the lessors of the rented premises or the municipalities and cannot be counted.

| TOTAL (in Tonnes)      | TEXTILE WASTE | CARDBOARD AND PAPER WASTE | OIW   | PLASTIC WASTE |
|------------------------|---------------|---------------------------|-------|---------------|
| Quantities produced    | 242,5         | 223,7                     | 167,2 | 21,1          |
| Quantities recovered   | 155,6         | 222,8                     | 98,9  | 18,7          |
| Quantities disposed of | 86,9          | 0,91                      | 67,3  | 2,4           |

MAIN TYPES OF WASTE IN 2024

The three main types of waste identified within the Group are textile waste, cardboard and paper, and OIW (Ordinary Industrial Waste).  
OIW is quantified at Chantelle SA and not at the industrial units abroad, as the organisations collecting this waste are mainly municipalities that have no arrangements for weighing it.

Textile waste comes from cutting operations prior to manufacture of materials delivered in widths (wide or narrow), and from inactive materials. These 2 typologies are being considered in ongoing projects to reduce cutting losses (see page 38) and optimise the life cycle of our materials. (see page 21)

In the interests of lessening the environmental impact of our in-house activities, this year has seen us continuing our efforts with clear objectives and measurable actions.

Reduce, reuse, sort and trace our waste: these are our guiding principles, having now become formal, written company policies.

We also pay close attention to the health and safety conditions applied by our collection, sorting and recycling partners, both in France and abroad.  
Over the past two years, we have reduced the weight of waste generated by our business by more than 20%, while increasing the proportion recycled by almost 45%. The result is a reduction of almost 68% in quantities destroyed.

Alongside all this, since April 2024, at our head office in France, we have been collecting bio-waste from catering separately so that it can be recovered by composting or methanization. Over nine months, this has represented 3600 kg, or 150 g per meal.

By 2025, we aim to be working hand-in-hand with our catering manager to raise awareness among kitchen staff and other employees who eat at the staff canteen, in order to reduce the amount of waste per meal and get closer to a threshold of 120g.

# Reduce & Recycle our Waste



# Water Management

| ANNUAL WATER CONSUMPTION IN (m³)        | 2023   | 2024   | CHANGE  |
|---|--------|--------|---------|
| Tunisia : Sofam, Sotufam, Chantuni, BSC | 5 495  | 4 363  | -20,60% |
| Morocco : Atma, Famaco                  | 4 313  | 3 989  | -7,51%  |
| Thailand : Chantasia, ASC               | 2 330  | 2 094  | -10,13% |
| Thailand : Sigma                        | 5 911  | 6 557  | 10,93%  |
| Vietnam : Chantnam                      | 4 848  | 6 944  | 43,23%  |
| Chantelle SA : Cachan                   | 2 377  | 1 868  | -21,41% |
| Chantelle SA : Épernay                  | 945    | 832    | -11,96% |
| Chantelle SA : Corbie                   | 1 454  | 2 209  | 51,92%  |
| Chantelle SA : Villers                  | 576    | 536    | -6,94%  |
| Chantelle SA : Péronne                  | 1 517  | 1 084  | -28,54% |
| Total                                   | 29 766 | 30 476 | 2,32%   |

In 2023, direct and indirect water consumption accounted for 3.8% of our overall environmental footprint. 89% of this footprint is linked to the production and use of the items in our collections. In detail:

- 35% comes directly from the cultivation of natural fibres,
- 25% from finishing processes,
- less than 20% from maintenance of items by our customers
- 7% can be attributed to the production of electricity consumed by our activities and those of our value chain
- approximately 2% comes from our sanitary and safety needs at our own sites

By focusing our efforts on reducing our direct or indirect consumption of fossil resources, in the medium term we will be able to work with our suppliers, particularly dyers, to limit the use of water in our production processes.

We also need to look at the countries and cultivation methods used to obtain natural fibres. We remain, however, committed to using 100% organic cotton by the end of 2026.

In the meantime, we are continuing our efforts to control water consumption at our own sites.

Although our consumption remained stable compared with last year, certain exceptional events such as a network leak in at our Corbie logistics site, the refilling of chillers for cold production and maintenance work on the fire tank in Vietnam, led to a significant increase in consumption.

The other entities have significantly reduced their water consumption, with the exception of our garment factory in Thailand, where, at the time of writing, our investigations were still in progress.



Commitment 2

# Reduce our Carbon Footprint

Our carbon footprint for Scopes 1, 2 and 3 is extracted from the evaluation of our overall footprint obtained applying the European O.E.F. (Organisation Environmental Footprint) method as per the 3.1 databases and calculated by our partner Yukan - Glimpact.



On 20 December 2024, SBTi\* confirmed that the greenhouse gas emissions reduction targets submitted by the Chantelle group were in line with its criteria and recommendations (Version 5.1).

In particular, SBTi acknowledged that the Chantelle group’s ambitions for Scopes 1 and 2 were in line with the 1.5°C trajectory (global warming by the end of the century compared with the pre-industrial era).

The Chantelle group is committed to reducing its greenhouse gas emissions in absolute terms by 47.43% on Scopes 1 and 2 in 2029, compared with the 2019 benchmark figures.

It is also committed to reducing its Scope 3 emissions by 66% in absolute terms, using the same timetable.

\*The Science Based Targets initiative (SBTi) is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resource Institute (WRI) and the World Wildlife Fund (WWF). SBTi defines and promotes best practices in science-based target settings, and independently assesses companies’ targets.

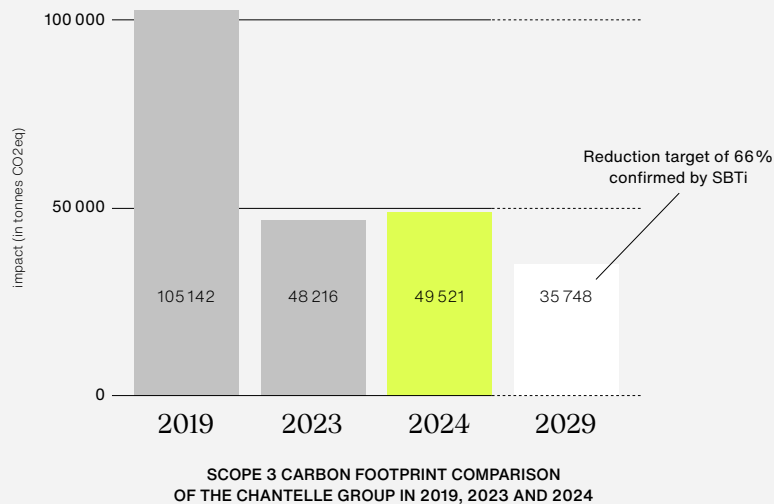
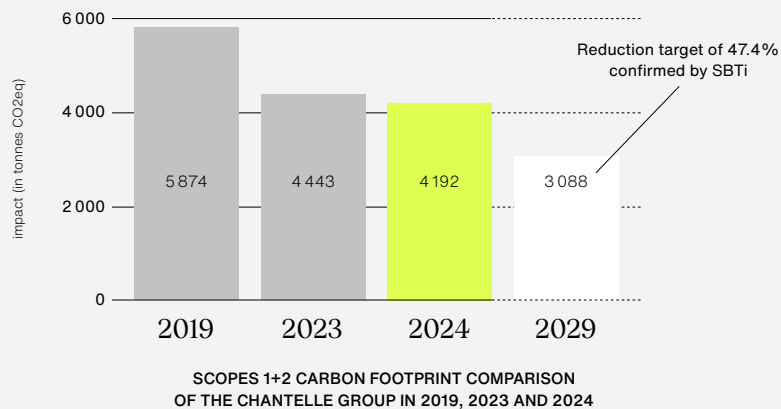
|  | N° | EMISSIONS ITEMS  | SCORE<br>(tons CO <sub>2</sub> Eq) | OPTIONAL<br>EMISSIONS<br>(tons CO <sub>2</sub> Eq) | OVERALL<br>CONTRIBUTION<br>SCORE |
|--|----|--|------------------------------------|--|----------------------------------|
| SCOPE 1<br>DIRECT GHG<br>EMISSIONS                         | 1  | Direct Emissions from Stationary Combustion Sources  | 744,76                             |  | 1,22%                            |
|  | 2  | Direct Emissions from Mobile (Ice) Combustion Sources  | 662,74                             |  | 1,08%                            |
|  | 3  | Direct Process Emissions Excluding Energy  | 0                                  |  | 0%                               |
|  | 4  | Direct Fugitive Emissions  | 388,40                             |  | 0,64%                            |
|  | 5  | Emissions from Biomass (Soil and Forests)  | 0                                  |  | 0%                               |
| SCOPE 2<br>INDIRECT EMISSIONS<br>ASSOCIATED WITH<br>ENERGY | 6  | Indirect Emissions Relating to Electricity Consumption (Location Based)                                | 3040,59                            |  | 4,98%                            |
|  |    | Indirect Emissions Relating to Electricity Consumption (Market Based)                                  | 2396*                              |  | 3,92%                            |
|  | 7  | Indirect Emissions Relating to Steam, Heat Or Cooling Consumption                                      | 0                                  |  | 0%                               |
| SCOPE 3<br>OTHER INDIRECT<br>GHG EMISSIONS                 | 8  | Emissions Related to Energy not Included in the<br>"Direct Ghg Emissions" and "Indirect Ghg Emissions" | 553,64                             |  | 0,91%                            |
|  | 9  | Purchases Of Goods and Services  | 25380,28                           |  | 41,54%                           |
|  | 10 | Capital Goods  | 2719,48                            |  | 4,45%                            |
|  | 11 | Waste  | 226,56                             | -31,73   | 0,37%                            |
|  | 12 | Upstream Transportation of Goods   | 11573,40                           |  | 18,94%                           |
|  | 13 | Business Travel  | 235,18                             |  | 0,38%                            |
|  | 14 | Upstream Leased Assets   | 0                                  |  | 0%                               |
|  | 15 | Investments  | 0                                  |  | 0%                               |
|  | 16 | Transportation of Visitors And Customers   | 0                                  |  | 0%                               |
|  | 17 | Downstream Transportation of Goods   | 1912,06                            |  | 3,13%                            |
|  | 18 | Use of Sold Products   | 0                                  | 7389,82  | 12,09%                           |
|  | 19 | End-Of-Life of Products Sold   | 899,76                             | -449,23  | 1,47%                            |
|  | 20 | Downstream Franchises  | 0                                  |  | 0%                               |
|  | 21 | Downstream Leasing   | 0                                  |  | 0%                               |
|  | 22 | Employee Commuting   | 6020,30                            |  | 9,85%                            |
|  | 23 | Other Indirect Emissions:  | 0                                  |  | 0%                               |
|  |    | <b>Total</b>   | <b>53 713</b>                      | <b>6 908,85</b>                                    |                                  |
|  |    | Score with Optional Emissions  | 60 621                             |  |                                  |

Group Scope

## GREENHOUSE GAS EMISSIONS IN 2024

for scopes 1 to 3

\* Value used for the overall score



## Methodological Note / GHG Protocol

### APPLICATION OF GHG PROTOCOL REQUIRED BY SBTi

For **Scope 2**, there are two methods for taking into account the impact of indirect emissions relating to electricity consumption: “Market-Based Method” and “Location-Based Method”, both of which must be calculated to meet both methodological requirements and SBTi figures.

The “Market-Based Method” allows us to take into account the specific sources of electricity used by the company, particularly renewable sources, with proven figures (for example, renewable energy supply contracts, etc). Impacts linked to electricity consumption are calculated on the depending on the country and on the specific source of electricity consumed.

In the case of the “Location-Based Method”, impacts are quantified using average, more generalised data, on either a regional or national scale.

The process used to assess our environmental and climate footprint is the “Market-Based” approach, corresponding to the reality of our electricity production and consumption. It has therefore been applied to all the years assessed since 2019, our benchmark year.

Turning our attention to **Scope 3**, the required methodology does not include greenhouse gas emissions generated by the customer’s use of our products.

Capital goods, however, i.e. the impact of the buildings we operate, is taken into account from 2024 onwards. This is why our overall carbon footprint (sum of the 3 Scopes) did not decrease between 2023 and 2024, even though we took steps to reduce our emissions as described below.

The GHG Protocol method differs from the O.E.F. method on this point, since all impacts are taken into account in the year of acquisition of an asset. These buildings have either not been acquired or have not been in operation since 2024, but we thought it more consistent to defer their impact to this year in the interests of clarity. Their carbon impact should therefore no longer be taken into account in future annual iterations.

# Our Ambitions

Our ambitions, in addition to the strategic choices deployed from 2020 onwards on the scope of our offering, product segments and brands united under the CHANTELLE mega-brand, are those presented in our 2023 non-financial performance statement and approved by the SBTi.

## Scopes 1 + 2

**Reduce our consumption of natural gas in France, notably to heat our logistics warehouses in Picardy and our factory in Epernay.** [MORE ON PAGE 30](#)

**Reduce leakage of refrigerants used in air conditioning systems, particularly at our factories in North Africa and Asia.**  
We began upgrading the air conditioning systems used at our factory in Vietnam in 2023 and continued in 2024. As well as lowering energy consumption by using more efficient equipment, we need to take care over which types of fluids we use, in order to minimise the risks associated with stratospheric ozone depletion and the associated GWP (Global Warming Potential).  
At Chantasia, our components warehouse in Thailand, we have introduced equipment running on R32, which has a GWP almost 3 times lower than the fluid used in previous facilities.

**Reduce the fuel consumption of company vehicles by renewing the fleet and electrifying part of it, particularly in France.**  
We have reached our target of 25% less energy consumption in Morocco and we are close to achieving a 10% reduction in Tunisia. These reductions are the result of actions such as grouping together inter-site shuttles or car-pooling, encouraging staff to use the train between our factories in Casablanca and Rabat, and gradually updating our fleet of vehicles using specifications based on the strictest French requirements (weight, fuel type, consumption).

INITIATIVES TAKEN IN FRANCE ARE DETAILED ON PAGE 31

**Make full use of the photovoltaic panels installed on the roofs of our factories in Tunisia.** [MORE ON PAGE 34](#)

**Install a solar farm in Vietnam.** [MORE ON PAGE 34](#)

## Scope 3

**Prioritize less polluting modes of transportation for the supply of materials and supplies delivered to our warehouse in Thailand.**

In 2024, 47% of our deliveries by weight were by road, 26% by ship and 27% by air.

For many years now, we have been building up a genuine partnership of trust with our suppliers. We anticipate our needs by reserving our threads and fabrics in advance, and share our forecasts transparently, based on our own sales estimates and requirements calculations. In return, we demand the same transparency and excellent quality of service. This approach enables us to better plan our supplies and thereby reduce the occurrence of emergency situations, helping to improve the Road / Sea / Air ratio of transportation needs. Our objective for the next three years is to achieve 50% of deliveries by road, 35% by sea and to reduce air transport to 15%.

**Prioritize less polluting modes of transport for the delivery of materials and supplies from our warehouse in Thailand to our factories in Asia and North Africa.**

As our factory in Thailand is close to our storage site, it is supplied with materials and supplies exclusively by road haulage.

Our production site in Vietnam is supplied 72.5% by ship, 16.5% by road and 11% by air.

As for our factories in North Africa, they receive almost 50% of their materials and supplies, by weight, by ferry/truck from our warehouse in France.

The rest is supplied by air from our Thai warehouse.

Thanks to 1/ the gradual increase in our production capacity in Asia and 2/ the work done to stabilise our supply chain, we are well on the way to achieving our targets.

**Maintain or increase our forward planning efforts to ensure that the majority of items purchased from our production partners, in particular the manufacturers of our Underwear and Nightwear collections, are delivered by sea.**

In 2024, land and sea transport of these garment categories accounted for 61% of our supplies by weight.

Vietnam, where one of our main production partners is located, is a key option for optimisation.

The TOM (Target Operating Model) project for the Supply Chain aims to offer a more stable and accurate view of our needs, to reduce the potential for emergency situations, thereby favouring sea transport from Vietnam.

**Use at least 50% reduced-impact materials (recycled, organic or eco-labelled) as a percentage of the total weight of our products.**

One commitment - creating sustainable products - is covered in its own right in this report. One ecodesign objective specifically concerns the materials we use. (SEE PAGE 38)

**Raise awareness around low-carbon mobility among our employees worldwide and, where possible, draw up a specific mobility plan for each site.**

A survey on employee mobility was carried out in France among Chantelle SA staff (Headquarters, Warehouses, Factory), as well as the Chantelle (Chantelle Retail) and Darjeeling (Delta SA) boutique networks. It has also been extended to sales subsidiaries in Germany, the Benelux countries, Spain, Italy and the Netherlands, covering over 40% of the Group's workforce. The high response rate reinforces the reliability of the results, with over 50% for France and a rate varying between nearly 30% and 60% for sales subsidiaries in Europe.

For factories outside Europe, which account for around 50% of our workforce, we drew up an average scenario in 2023, which was once again applied in 2024.

The proportion of our Scope 3 emissions, based on this factor, has risen from 1.36 t per person per year in 2023 to 1.47 t in 2024.

In the medium term, we plan to deploy specific actions to reduce the impact of our employees' mobility, starting with our head office in Cachan, France.

*In addition to these actions, and although they have yet to be included as measures for reducing our greenhouse gas emissions in the scenario approved by the SBTi, we are planning to ask our Tier 1 and Tier 2 suppliers to collect data specific to the processes used to manufacture our materials or finished products. This approach will enable us to support our partners in reducing their environmental and climate footprint, where necessary and feasible.*

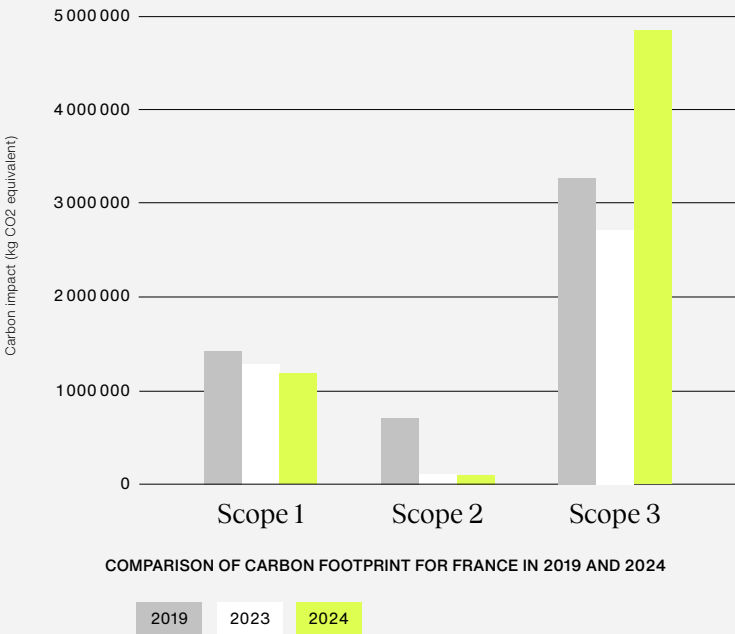
|  | N° | EMISSIONS ITEMS  | SCORE<br>(tonnes CO <sub>2</sub> Eq) | CONTRIBUTION<br>SCORE |
|--|----|--|--------------------------------------|-----------------------|
| SCOPE 1<br>DIRECT EMISSIONS<br>OF GREENHOUSE GASES | 1  | Direct Emissions from Stationary Combustion Sources  | 744,76                               | 12,40%                |
|  | 2  | Direct Emissions from Mobile (Ice) Combustion Sources  | 402,33                               | 6,70%                 |
|  | 3  | Direct Process Emissions Excluding Energy  | 0                                    | 0%                    |
|  | 4  | Direct Fugitive Emissions  | 0                                    | 0%                    |
|  | 5  | Emissions From Biomass (Soil and Forests)  | 0                                    | 0%                    |
| SCOPE 2<br>INDIRECT ENERGY<br>EMISSIONS            | 6  | Indirect Emissions Relating to Electricity Consumption   | 13,30                                | 0,22%                 |
|  | 7  | Indirect Emissions Relating to Steam, Heat or Cooling Consumption  | 0                                    | 0%                    |
| SCOPE 3<br>OTHER INDIRECT<br>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 | 223,44                               | 3,72%                 |
|  | 9  | Purchases Of Goods and Services  | 192,47                               | 3,20%                 |
|  | 10 | Capital Goods*   | 1585,86                              | 26,39%                |
|  | 11 | Waste  | -49,35                               | -0,82%                |
|  | 12 | Upstream Transportation of Goods   | 42,16                                | 0,70%                 |
|  | 13 | Business Travel  | 187,29                               | 3,12%                 |
|  | 14 | Upstream Leased Assets   | 0                                    | 0%                    |
|  | 15 | Investments  | 0                                    | 0%                    |
|  | 16 | Transportation of Visitors And Customers   | 0                                    | 0%                    |
|  | 17 | Downstream Transportation of Goods   | 0                                    | 0%                    |
|  | 18 | Use of Sold Products   | 0                                    | 0%                    |
|  | 19 | End-Of-Life of Products Sold   | 0                                    | 0%                    |
|  | 20 | Downstream Franchises  | 0                                    | 0%                    |
|  | 21 | Downstream Leasing   | 0                                    | 0%                    |
|  | 22 | Employee Commuting   | 2666,15                              | 44,37%                |
|  | 23 | Other Indirect Emissions   | 0                                    | 0%                    |
|  |    | Total  | 6008                                 |                       |

France Scope

## GREENHOUSE GAS EMISSIONS IN 2024

for Scopes 1 to 3

\* Inclusion and entry into inventories across all buildings, headquarters, warehouses, factories and stores operated by CHANTELLE.



France Scope

COMPARISON OF GREENHOUSE GAS EMISSIONS BETWEEN 2019 AND 2024

Scopes 1 + 2

We have been actively taking steps to reduce our energy consumption since 2022.  
(SEE PAGES 32 TO 35)

We have agreed to carry out a complete audit of our heat production facilities at our main logistics site in Picardy by 2025. Between now and the end of 2025, this analysis will enable us to identify the measures we need to implement in order to achieve our commitments in terms of emissions reductions across Scopes 1 + 2.

In 2024, our fleet of company vehicles increased by 3.8%. We have updated 17% of our vehicles, giving priority to ethanol-powered models.  
Although our consumption of petrol (E10) has increased by 5% compared with 2023, we have reduced our diesel consumption by 31%, thereby reducing other types of environmental impact. We increased the share of ethanol by 50% over the same period.  
By 2025, we aim to upgrade a further 6% of our fleet with electric vehicles working out of our logistics sites in Picardy. By the end of 2025, there should be no diesel-powered vehicles in our fleet.

We set ourselves a target of reducing our fuel consumption by 25% between 2019 and 2029, and have already achieved a cumulative reduction of 28%. Given that the CO2 equivalent emissions factor of petrol is slightly lower than that of diesel, and that the figure for ethanol is three times lower than that of petrol, this reduction is equivalent to an 11.5% cut in emissions.  
We remain actively committed to controlling our fuel consumption and continuing to reduce it by 2029, in particular by replacing 90% of our petrol-powered company vehicles with electric vehicles.

Scope 3

A study into the mobility of our employees around the world, particularly in France, has enabled us to better assess this impact. In 2024, it will represent 2666 t.e.CO2.  
In the medium term, we should be able to take action to promote alternative solutions to the most carbon-intensive means of transport, particularly at our head office.



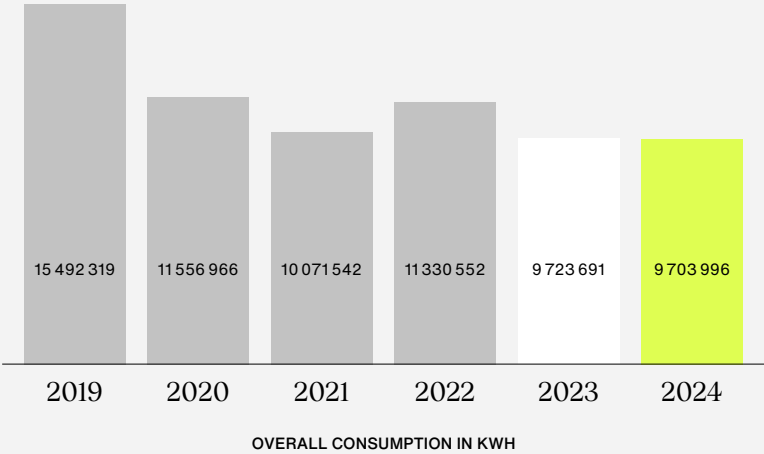
# Reduce our Energy Consumption

In 2024, we are pursuing our commitment to energy sobriety and efficiency in order to reduce our emissions across Scopes 1 + 2.

In line with this strategy, we are also strengthening our carbon-free electricity production capacity at our industrial sites worldwide. After Tunisia in 2023, this is now happening in Vietnam.



| SITE    |                  |                            | 2019       | 2023      | 2023 (détail) | 2024      | 2024 (détail) | 2024 vs 2023 | 2024 vs 2019 |
|---------|------------------|----------------------------|------------|-----------|---------------|-----------|---------------|--------------|--------------|
| FRANCE  | DELTA LINGERIE   | Darjeeling Store Network   | 3 312 139  | 2 209 073 | 2 209 073     | 2 262 263 | 2 262 263     | 2,41%        | -31,70%      |
|         | CHANTELLE RETAIL | Chantelle Store Network    | 0          | 443 778   | 443 778       | 439 713   | 439 713       | -0,92%       | -82,30%      |
|         | ROUAFI           | Orcanta Store Network      | 2 484 138  | N.A       | 0             | N.A       | N.A           | N.A          | N.A          |
|         | CACHAN           | Headquarters               |            |           | 1 134 856     |           | 1 040 490     | -8,32%       |              |
|         | CORBIE           | Logistics Warehouse        |            |           | 971 950       |           | 959 940       | -1,24%       |              |
|         | VILLIERS         | Logistics Warehouse        | 3 454 506  | 2 653 780 | 144 942       | 2 504 502 | 133 161       | -8,13%       | -27,50%      |
|         | PÉRONNE          | Logistics Warehouse        |            |           | 168 467       |           | 156 216       | -7,27%       |              |
|         | ÉPERNAY          | Garment Factory            |            |           | 233 565       |           | 214 695       | -8,08%       |              |
| MAGHREB | SOTUFAM          | Garment Factory            |            |           | 729 305*      |           | 825 945       | 13,25%       |              |
|         | SOFAM            | Garment Factory            |            |           | 243 977*      |           | 299 631       | 22,81%       |              |
|         | CHANTUNI         | Garment Factory            | 2 610 822  | 1 692 182 | 194 767*      | 1 708 516 | 41 760        | -78,56%      | -34,56%      |
|         | FAMACO           | Garment Factory            |            |           | 320 585       |           | 337 861       | 5,39%        |              |
|         | ATMA             | Garment Factory            |            |           | 203 548       |           | 203 319       | -0,11%       |              |
| ASIA    | SIGMA            | Garment Factory            |            |           | 1 173 348     |           | 1 207 440     | 2,91%        |              |
|         | CHANTNAM         | Garment Factory            |            |           | 1 253 700     |           | 1 287 328     | 2,68%        |              |
|         | CHANTASIA        | Logistics Warehouse        | 3 630 714  | 2 724 878 | 202 384       | 2 789 002 | 194 600       | -3,85%       | -23,18%      |
|         | ASC              | Product Development Office |            |           | 95 446        |           | 99 634        | 4,39%        |              |
|         |                  |                            | 15 492 319 | 9 723 691 | 9 723 691     | 9 703 996 | 9 703 996     | -0,20%       | -37,36%      |



\*Methodology update in relation to the non-financial performance statement 2023: the 2023 energy consumption of production sites in Tunisia now takes into account the share produced using the solar panels fitted to each plant.

ELECTRICITY CONSUMPTION IN KWH



In 2024, our electricity consumption remained stable compared with 2023, maintaining a reduction of 37.4% compared with 2019, the reference year.

At our international production sites, electricity consumption has remained fairly constant, despite a slight drop in production volumes compared with 2023.

This is due to the fact that more than half of all energy is given over to structural needs (lighting, air conditioning, IT equipment, etc.), making production intensity less of a determining factor.

Within this same scope, we have already achieved the 20% reduction target set as part of our greenhouse gas emissions reduction programme, as confirmed by the SBTi.

Our plant in Vietnam was fitted with solar panels in May 2024, keeping in step with our Tunisian production sites which started benefiting from solar power in 2023. These went into service the following month. Their production has enabled us to cover almost 20% of our annual needs.

In Tunisia, the share of electricity generated by solar panels will rise from just over 20% of our annual consumption in 2023 to almost 38% in 2024, with overall consumption remaining stable.

The restructuring of our Tunisian production sites led to an increase in consumption at Sotufam and Sofam and a decrease at Chantuni. As a result of faulty inverters at Sotufam and Sofam, we were unable to produce low-carbon electricity for almost 3 months at Sotufam, Tunisia's biggest consumer, and for over 5 months at Sofam.

By 2025, the adoption of an organisational model inspired by the structure implemented at our plant in Vietnam should enable us to significantly reduce our energy consumption.

In Thailand, our Chantasia components logistics warehouse has reduced its energy consumption thanks to investments in a new air-conditioning unit and a switch to LED lighting.

Our operations in France account for 56% of our electricity consumption and 100% of our natural gas consumption.

In 2024, the number of Delta stores operating the Darjeeling brand remained much the same, with one closing and one opening. We replaced the air-conditioning units in the Annemasse store and switched to LED lighting at the store in Vannes.

The Chantelle Retail network has also readjusted its store network.

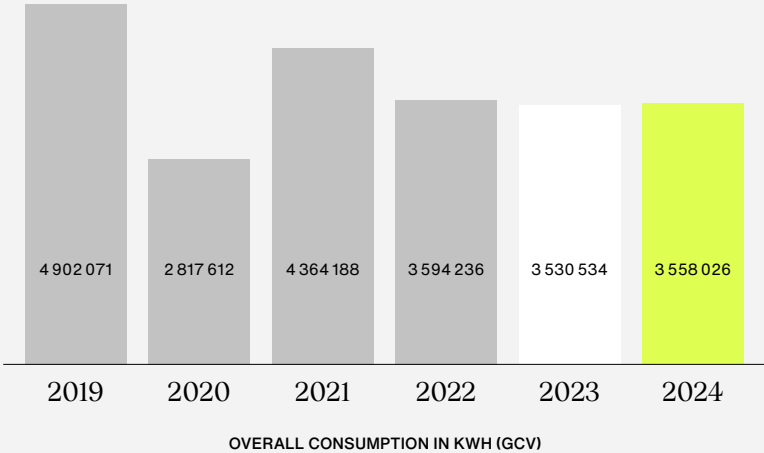
In the two buildings we operate at our headquarters and at our Picardy warehouses, optimisation mainly involved the deployment of additional LED lighting.

Investments to reduce our gas consumption - used exclusively to heat our warehouses and our Epervay plant - have been postponed until 2025. In particular, this involves the installation of BMS (Building Management Systems) to control our boiler rooms.

A study to replace the boiler at the Corbie warehouse is also scheduled for 2025.

Finally, 2025 will see our head office activity being refocused on two buildings, compared with three in 2024. This will automatically lead to lower energy consumption.

| SITE   |          | 2019                | 2023      | 2024      | 2024 vs 2019 | 2024 vs 2023 |        |
|--------|----------|---------------------|-----------|-----------|--------------|--------------|--------|
| FRANCE | CORBIE   | Logistics Warehouse | 2 524 277 | 1756 520  | 1688 766     | -33,10%      | -3,86% |
|        | VILLIERS | Logistics Warehouse | 1 030 507 | 741 609   | 812 787      | -21,13%      | 9,60%  |
|        | PÉRONNE  | Logistics Warehouse | 822 000   | 710 613   | 718 704      | -12,57%      | 1,14%  |
|        | ÉPERNAY  | Garment Factory     | 525 287   | 321 792   | 337 769      | -35,70%      | 4,97%  |
|        |          |                     | 4 902 071 | 3 530 534 | 3 558 026    | -27,42%      | 0,78%  |



In 2024, our consumption was stable compared with the previous year (+0.7%), despite a 2.7% increase in climatic intensity.

It nevertheless remains well below that of our benchmark year, with a reduction of -27.4%. The main reasons for this decline have already been explained in previous statements.

GAS CONSUMPTION IN KWH (GCV)



## Commitment 3

## Creating Sustainable Products

In 2019, products made in our own factories and by our production partners accounted for almost 92% of our environmental footprint and just over 89% of our climate footprint, over their entire life cycle.

In 2022, the precise impact assessments of the Autumn-Winter collection have enabled us to confirm the hotspots and reinvigorate the actions we are taking:

- in terms of **intrinsic durability** (*quality and lifespan*), in order to be able to measure, compare and subsequently optimise our product design to ensure high quality levels - a key component of Chantelle group brands.

- in terms of **fabric materials and supplies**.

- in our **consumption of materials and supplies**, specifically for items produced in our own factories, where we control the industrial manufacturing process from beginning to end.

- in the **weight of certain components**, while strictly ensuring the same functionality and level of quality.

Actions undertaken on collection items also focus on transport (see commitments 1 and 2) and on a repair project to extend the lifespan of our items, which has been rolled out across our Chantelle and Darjeeling networks in France since the end of 2024.

In addition to these initiatives, by 2026 we intend to ask our Tier 1 and Tier 2 suppliers to collect specific data on the processes used to manufacture our materials and finished products. This will enable us to work hand-in-hand with our partners to reduce their environmental and climate footprint, where this is both necessary and feasible. This project should be facilitated by the optimisation of traceability processes applied to our supply chain.

(SEE PAGE 42, COMMITMENT 4)

Manufacturing quality and intrinsic durability remain at the heart of what we stand for.

In line with the work carried out in 2023 (see Non-Financial Report 2023), we have continued our participation in the DURHABI project. More than 36 hours were spent meeting in technical committees and other brand commissions over the first 6 to 9 months of 2024.

The DURHABI methodology was approved at the end of November 2024.

At European Level

A vote by the PEF (Product Environmental Footprint) Technical Secretariat is scheduled for March 2025 to choose the methodology for measuring the intrinsic sustainability of products on the European market. To date, more than 80% of the PEF reference system is already based on the DURHABI reference systems.

Standards

The BNITH (Bureau de Normalisation de l'Industrie du Textile et Habillement - Textile and Clothing Industry Standardisation Body) and AFNOR (Agence Française de Normalisation - French Standardisation Agency) are joining forces to draw up a French standard to define the principles and methodology for qualifying the intrinsic durability for each product category (corsetry, swimwear, etc). Alongside this, work is underway between CEN (European Committee for Standardisation) and the BNITH to promote this standard Europe-wide.

At REP Level in France

In 2024, we were able to certify the products in our SoftStrech line by meeting the requirements of the Refashion eco-organization's sustainable eco-modulation specifications. We are awaiting the update of the standard in early 2025, which should be based on the work of DURHABI and applicable from 2026.

At Chantelle Group\* Level

A number of initiatives will be launched from 2025 onwards:

- updating our quality specifications to incorporate the specific features of the DURHABI methodology,
- the application of this methodology in our in-house laboratory in Thailand, after obtaining ISO 17025 certification. Take a look at the DURHABI initiative in the video available here:

Édith Nowé, Product Quality Manager

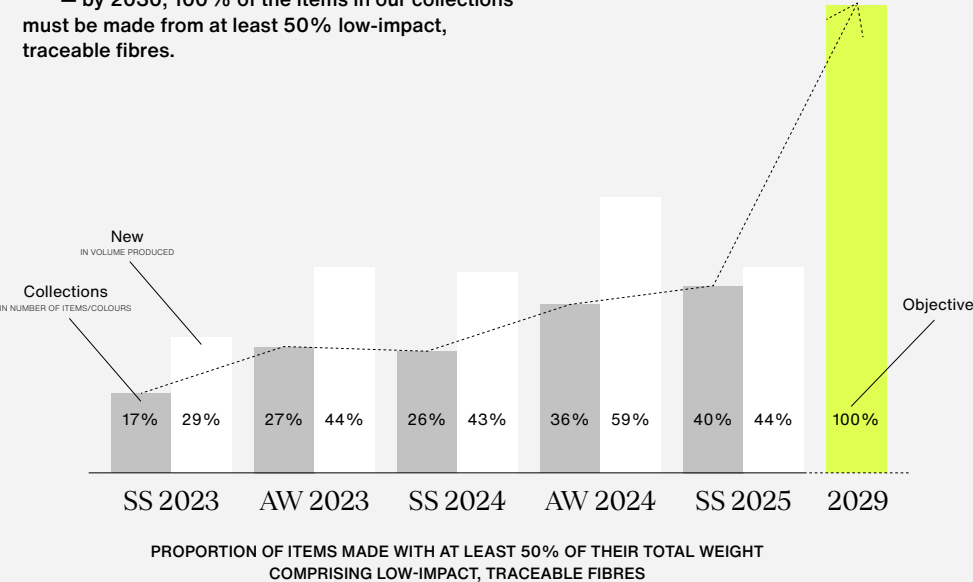
\*Excluding Livera production

In 2019, materials - mainly, but not exclusively, the fibres used in our textile fabrics and supplies - accounted for almost 43% of the Group's overall environmental footprint.

By 2023, they still accounted for 25% of our environmental footprint and 15% of our climate footprint.

In 2024, we continued our efforts to achieve our goal:

— by 2030, 100% of the items in our collections must be made from at least 50% low-impact, traceable fibres.



We have continued with our regular investments in this area since the Spring-Summer (SS) 2023 collection produced in 2022.

The slight upturn in the volume of new eco-designed products in the Autumn-Winter (AW) 2024 collection can be explained in part by the size of the range, compared with an SS collection that included swimwear and beachwear items.

In 2024, permanent or continued colour items comprise more than 50% of the range and 58% of production volumes, both in our own factories and those of our production partners.

In the same year, 48% of product volumes were manufactured in our workshops, with 95% of items coming from the corsetry, lingerie and underwear categories.

Since the beginning of our commitment, we have concentrated our efforts on the eco-design of our permanent corsetry items produced in-house. A huge research and development effort, carried out in association with our production partners, aims to duplicate this by integrating reduced-impact materials while preserving their intrinsic durability and good looks.

In 2024, the materials and supplies purchased for production at our own plants will be made up of almost 40% reduced-impact fibres by weight, representing a 45% increase between 2023 and 2024.

In addition to their integration in our permanent product line, the supplies and linings developed in a similar fashion are also used in the design of our seasonal corsetry products.

SPRING-SUMMER 2025 PRÊT-À-PORTER COLLECTION (LIFEWEAR, BEACHWEAR, NIGHTWEAR, ETC.)

58% of the items in this collection are currently made from over 80% reduced-impact fibres by weight. These items, often heavier than corsetry, have a significant impact on reducing our environmental footprint. Our goal for this category is to increase this proportion to 95% of the collection by 2030.

On top of this, 66% of these items are single-material, and 96% of them contain a maximum of 5% elastane, guaranteeing uncompromising wearing comfort for our customers. These two eco-design criteria enable circularity by making recycling possible.

Last but not least, 85% of our cotton products contain traceable organic cotton. This choice contributes to reducing pressure on ecosystems, improving working conditions for farmers and limiting health risks for local people where they are produced.

LOGISTICS INITIATIVE

Although our product packaging only represented 3% of our overall environmental footprint in 2023, we still took the decision to act further. Almost half of this impact is due to secondary packaging (cardboard boxes, e-commerce packaging, etc.), so we carried out an inventory that enabled us to draw up specifications applicable to our purchases using this type of packaging from 2025.

Our main warehouse in Picardie deals with specific requests from BtoB customers, who require the use of plastic film to secure pallets carrying cardboard boxes. To optimise our use of these resources, we have invested in solutions to reduce the weight of this plastic film by reducing its thickness. This has enabled us to reduce the weight of plastic used by almost 60% for equivalent shipping volumes. We have gone from using almost 2.2t of this type of film in 2021 to 0.9t in 2024.

Eco-design: Materials

EXCLUDING LIVERA BRAND PRODUCTS



Continuing the work begun in 2023, our multiple skilled staff of stylists, pattern makers and design offices have finalized a reference guide designed to anticipate losses caused by cutting delicate fabrics.

Already an integral part of the day-to-day work of Darjeeling's design teams, this efficient tool will also become standard for Chantelle by 2025.

Right from the design phase of corsetry items incorporating lace or embroidery bands or braids, we evaluate how much unused fabric comes from the manufacture of bras, briefs and thongs, etc. in our collections.

This project will also enable us to rationalize our stocks, and should help limit partial transfers of production batches that become unusable at the end of the season.

In the medium term, we should be able to assess the impact this project will have on the collections of the different brands operating under the Chantelle parent brand.

Late 2024 saw the launch of a study, conducted with our partner, Glimpact, to assess the "cutting losses" applied by the Apparel & Footwear Product Environmental Footprint Category Rules method compared to actual losses observed during the development of collections manufactured in our own factories. Since the Spring-Summer 2024 collection, this data has replaced the guidelines applied to assessing the multiple-factor environmental footprint of our collections.

The results of this analysis are expected in Q1 2025.

Last but not least, as a group more than a hundred years old, it is essential for us to pay constant attention to ensure we are using sound working processes. That's why we have honed in on certain methods of calculating our fabric consumption, which are set to be updated in the first half of 2025.

For example, we need to better assess the actual consumption of the cotton knit used to manufacture the gussets on our corsetry stockings.

## Eco-Design: Cutting Losses



Across all the permanent corsetry lines manufactured in our own factories, laminates and shells, used in particular for bra cups, account for 30 to 40% of the total weight. Main covering materials such as lace or mesh can reach the same proportion. Metal underwiring and associated strapping, when used, are also among the heaviest components, and therefore have the greatest impact. Finally, there are components such as certain linings or other decorative elements.

Among the many avenues explored by our project team, made up of representatives from the Style, Marketing, Purchasing, Development, Innovation and Quality departments, the introduction of removable spacer pads using low-impact materials was selected and will be introduced in our swimwear lines from Spring-Summer 2025.



REMOVABLE PADS USING LOW-IMPACT MATERIALS.

Steel underwires can weigh from 8 to 10 g. On some bras in our Chantelle One circular line, the underwires are made from a recyclable polyamide blend, which reduces the weight by 25%, as well as the impact. The most promising avenue for weight reduction, however, lies in the elimination of strapping and fittings, thanks to a different design being applied to our products. The aim is to offer our customers the same level of support, while preserving the product's aesthetic appeal. For the same product benefits, a bra without underwiring reduces the environmental impact by 10%.

Our project teams have also developed an innovative modeling tool that facilitates the design of liner-free products without compromising fit and comfort. This approach not only reduces the consumption of material, but also the time needed to design our patterns. The effectiveness of this innovation will be seen from the Spring-Summer 2026 collection onwards.

We were able to assess the impact of decorative elements from their use on swimsuit bottoms. A metal buckle can account for 25% of the impact of the entire product over its life cycle, compared with just 1.3% for a buckle made of synthetic materials, ideally recycled. In addition to this, and to facilitate the end-of-life of our products, we have opted to exclusively use removable decorative elements on future collections.

In 2025, we will continue our efforts targeting a reduction in linings and the further development of wire-free bras. If this option is not feasible for certain items, we will aim for low-impact, or even removable underwiring.

# Eco-Design: Item Weight



To make our business ever more circular, we have defined four areas for development.

## Increase the Use of Recycled Materials

En 2024, 90% des produits de nos collections, en volume, sont composés majoritairement de fibres synthétiques, choisies pour leur technicité. Pour atteindre notre ambition d'ici 2030 – une collection composée d'au moins 50% de fibres à impact réduit et traçables – nous misons sur les matériaux recyclés.

For the Spring-Summer 2025 collection, 75% of colour items incorporate recycled materials, and over 35% of our collections are made from at least 50% recycled fibres.

## Help in Collecting End-of-Life Clothing

In partnership with the company I:CO, Darjeeling collected swimwear (summer 2024) and bras (October 2024) from its customers in-store, totalling almost 3,600 kg of items. After sorting, 82% of them can be reused directly or after minimal reconditioning. The remainder will be recycled in an open loop or incinerated with energy recovery.

Livera collected almost 600 kg of clothes with its partner Drop & Loop, giving them a new lease of life.

## Offering a Repair Service

Repairing extends a product's lifespan and reduces the need for remanufacturing.

In the first half of 2024, we launched a repair service within the Chantelle brand boutique network. Initially tested at a single point of sale, we extended it to around ten addresses in the second half of the year. Repairs were carried out at our prototyping workshop in Cachan, near Paris. Our goal for 2025 is to roll out this repair service to all our sales outlets and our e-commerce site.

For Darjeeling, we plan to work with local alteration partners, close to our points of sale, so that we can meet our customers' expectations as quickly and efficiently as possible. These partners can be trained in the detailed work required for corsetry, and should be eligible for Refashion's Repair Bonus, open to lingerie-corsetry items from the first quarter of 2025.

During Black Friday, our Dutch brand Livera offered a repair service in a number of its stores. This campaign provided the opportunity to raise consumer awareness of the benefits of repairs to extend the life of textile products.

Repair services are now available in 60% of Livera stores, with the aim of reaching 100% of the network before long.

## Building Collective Solutions

2024 saw us take part in a brand collective in France made up of lingerie brands and big-name general prêt-à-porter brands led by Refashion, facilitated by Bluequest and supported by the Fédération de la Maille, de la Lingerie et du Balnéaire and the Institut du Textile Habillement.

Over the course of a year, we surveyed our customers and a number of alteration-repair networks, analysed the data collected by Refashion, and came to several conclusions: Complex lingerie items (bras, corsets, bodysuits, etc.) should be repairable in order to extend their life. This is a strong expectation among our customers, especially the younger generation.

The Repair Bonus set up in 2023 by Refashion for ready-to-wear items should be extended to corsetry and swimwear items.

The other types of clothing studied (briefs, thongs, swimwear, tights, etc.) should be recyclable. Together with our colleagues, we intend to continue the project in 2025 to study the possibility of creating a collection, sorting and recycling chain for these products, which are mainly made of polyamide, a technical synthetic fibre with high added value.

# Contribute to the Circular Economy



## Commitment 4

## Acting Transparently

The objectives we set ourselves for 2024, and which we shared in our previous extra-financial statement, have all been achieved.

As of March 2024, we have strengthened our CSR team with the arrival of a project manager working exclusively to promote social traceability and compliance.

At the same time, we tested the Trace for Good SaaS traceability platform on the Autumn-Winter 2024 collection, while optimizing our internal processes and those of our service provider to automate data collection and consolidation.

Thanks to the industrialization of the Trace for Good tool, we have been able to guarantee regulatory traceability for all our products in the Spring-Summer 2025 collection manufactured by our garment manufacturing partners from the Chantelle parent brand and Darjeeling. Over 90% of these products have benefited from enhanced traceability\*.

We are continuing our efforts with new inclusions starting with the Autumn-Winter 25 collection:

- our Liverra and Femilet brands will join the traceability system
- suppliers of specifically-nominated materials will be integrated into the process
- we will collect the data needed to calculate the multi-factor environmental impact according to the Apparel & Footwear Environmental Footprint Category Rules, for all items produced by our garment manufacturing partners across the entire Chantelle parent brand and Darjeeling.
- we will strengthen the reliability of integrated data by setting up random stress tests to check the consistency of proof provided by suppliers (invoices, purchase orders, etc.).

\*Reinforced traceability at Chantelle means that at least the name, address and country of third-party sites 1 to 3 (manufacture/knitting/weaving and dyeing) have been identified, for parts considered to be the main components (present on the care label, and up to 5).

From the Spring-Summer 2026 collection, i.e. by the second half of 2025, we will also include our tier 2 production partners (knitters, lacemakers, embroiderers, etc.), who supply our own garment factories. This will enable us to cover each and every item produced by the Chantelle group, anticipating future regulations, particularly European regulations, and reinforcing our oversight across the entire supply chain.

We will then be able to refine our environmental footprint calculation for 2025 and embark on a new stage: collecting data on our suppliers' industrial processes for manufacturing the components they deliver to us. This data will help us to better assess their impact and support them in reducing their energy consumption, managing water resources, dyeing products, ancillary items and so on.

From 2025 onwards, we will share our progress in reducing greenhouse gas emissions on an annual basis, in line with the commitments approved at the end of 2024 by the SBT initiative and extracted from the assessment of our multiple factor environmental footprint according to the European O.E.F. methodology.

We remain uncompromising about the safety of our products, going far beyond European or international regulatory standards.

For example, 99.6% of the collections by parent brand Chantelle and Darjeeling, by volume, are Oeko-tex Standard 100 certified. A guarantee of quality based on total control over our supply chain.

Finally, our approach also improves the identification of human rights risks, particularly within our direct sphere of influence. (SEE CULTURE PILLAR COMMITMENT 7 - ENSURING ETHICS AND RESPECT FOR HUMAN RIGHTS).

Following on from the initiatives taken in 2023, we are now displaying the environmental impact of most items in our collection on our e-commerce sites in Italy, Spain, Belgium, Denmark and Germany.

# 02 Culture

Towards a fairer society







## Commitment 5

## Empowering and Representing All Women

A highly versatile brand, Chantelle embodies femininity with a contemporary outlook. Chantelle listens, expands its portfolio to meet customer demands, and values women rather than objectifying them.

Women are breaking down the archetypes of masculine virility to reclaim feminine power, imbued with the new erotic and sensual charge of a changing femininity.

Neither princesses nor witches, but knights or cyber-heroines, pictures of parallel or distant realities, they wear the costumes of “virtual” heroes who are still all too often male.

Our vocation is to offer a wide choice of products to meet a variety of needs and desires.

The Chantelle Megabrand brings together everyday products with Easyfeel and more exceptional products with Chantelle X. Chantelle, our flagship brand, offers invisible, everyday products as well as fine lingerie. It is a perfect example of balancing women's needs.

The variety of cuts on offer is an extra way to serve the diversity of body shapes and how women wear our garments. Our technical teams work hard every day to guarantee unrivalled comfort, providing satisfaction and confidence for all women. The reference size is usually an E cup, which ensures an expert fit.

Our cutting expertise and capacity for innovation are among the Group's distinguishing features.

We provide innovation through Chantelle Lab to meet a wide range of specific needs and support women at each point in their lives: maternity, post-operative, sports, shapewear, period panties etc.

Chantelle is committed to supporting women at every stage of their lives, continually exploring innovative ways to achieve this, both through our collections and in strategic collaborations with specialist brands.

## Chantelle

2024 witnessed the launch of Chantelle Pulp in the Autumn-Winter season. This range is designed to better serve the expectations of women with a sexy and inclusive fit. It's clear to us that the expectations of women who take larger sizes go beyond traditional support and a good fit. Right from launch, we're offering bras from A to H cups, and from 65 to 100 back sizes (Europe). Not only this, but back size 65 has depths E to I. And all at attractive prices, around 25% less than the original Chantelle brand.

In addition, we continue to offer our customers more sizes, especially on bestsellers. Each season, we consult our subsidiaries. They tell us what they expect from the field, and from specialist retailers in particular: the best-selling Norah line, for example, is available from a B to a J cup.

These size ranges are above all customer extras and do not represent the core of our range, but they are part of our commitment to serving all women, everywhere.

This is a long-term commitment, with the addition of the G cup in 2005, the H cup in 2010, the I cup in 2016 and the J cup in 2023. And we are about to add the K cup.

Our swimwear saw the launch of a One size offer in swimwear with Chantelle Pulp. Based on the successful Softstretch principle, we offer extremely comfortable swimwear that adapts easily to our changing sizes (from 34 to 44 Europe).

From a brand point of view, we continue to represent different shapes and ages to break away from the classic representations of women and to avoid rendering normal women invisible:

– collaboration between Chantelle X and Ester Manas, a sexy designer brand, throughout 2024, with a fashion week show focusing on larger sizes (back size 90 on C & D cups, XL on the non-wired bra and bodysuit, size 46 on the high-waisted panties, for example).





## Darjeeling

In our stores, on our website and on our social networks, diversity lies at the heart of Darjeeling's image. Staying true to its roots and to the values of the Chantelle group, Darjeeling is determined to represent as many women as possible, encouraging them to feel comfortable in their own skin and feel welcome as they are. Our "Darjeeling supports women" advertising campaign in May and September highlighted the affordability of Darjeeling for all types of chest, origin and age.

In 2025, for its 30th anniversary, Darjeeling will continue in this direction, with the clear statement "Darjeeling has been supporting women for 30 years" through new visuals, illustrating diversity and sisterhood through gentleness, thanks to our photographer Luna.





Commitment 6

# Committed to Our Employees

Our employees lie at the heart of our story and our priorities. To adapt within a constantly changing environment, we are supporting the transition kicked off by the arrival of a new general management team in 2023 with agility and commitment, to meet both internal and external challenges and lay the foundations for a new cycle of performance and sustainable growth.

A review of our working practices and tools has begun with a view to improving efficiency and working conditions. The Colibri project was launched following an audit mission and backed up by some sixty interviews carried out before the summer. Driven by feedback from our employees, it aims to optimise our processes for greater efficiency and fluidity.

We are also strengthening our training support with My Chantelle School, our e-learning platform. Designed to promote skills development, it offers modules tailored to the needs of broad teams, from specific expertise to soft skills. As the work-life balance is a key issue, we are working on the 2025 launch of a module dedicated to parenthood, to provide the best possible support for young parents. Finally, the Group remains true to its commitments and is pursuing the HR projects already underway.

At 31/12/2024, the breakdown of the workforce is as shown in the table below.

| SITES                                | NUMBER OF WOMEN | NUMBER OF MEN |
|--------------------------------------|-----------------|---------------|
| Tunisia (Sofam + Sotufam + Chantuni) | 552             | 91            |
| Morocco (Atma + Famaco)              | 360             | 71            |
| Thailand (Sigma + Chantasia + ASC)   | 395             | 60            |
| Vietnam                              | 423             | 40            |
| Chantelle SA                         | 581             | 122           |
| Delta                                | 464             | 0             |
| Chantelle Retail                     | 94              | 0             |
| TOTAL                                | 2 869           | 384           |
| Gender distribution                  | 88,2%           | 11,8%         |
| CHANGE 2024 VS 2023                  | -2,49%          | -4,96%        |

STAFF DISTRIBUTION



Permanent

91,12%

Contract

5,08%

Within France

- excluding apprentices

Turn-Over

Turnover remains a major issue. In retail, it remains structurally high, particularly for sales advisor positions, but management initiatives to improve proximity, integration and certain benefits are helping to stabilise or even reduce it.

At headquarters, attractiveness and retention remain priorities. We are implementing a firm plan of action:

1 — Giving meaning to our work: aligning missions and group objectives via targeted communication, better correlating employees' annual objectives with those of the company, and creating a job reference framework to support their development.

2 — Clarifying roles: defining or structuring certain organisations, eliminating grey areas with shared processes and training managers in good management practices.

3 — Enhancing our attractiveness: reinforce training courses by dedicating time to them, promote employability (e.g., increasing skills in AI) and cultivate corporate culture and links between employees via internal events (HR café, living with the job, team meetings).

| COMPANY              | NUMBER OF EMPLOYEES < & = 25 Y-O | NUMBER OF EMPLOYEES AGED BETWEEN 25 & 34 | NUMBER OF EMPLOYEES AGED BETWEEN 35 & 45 | NUMBER OF EMPLOYEES > 45 Y-O |
|----------------------|----------------------------------|--|--|------------------------------|
| Famaco SA            | 1                                | 28                                       | 125                                      | 59                           |
| Atma SA              | 0                                | 5  | 84                                       | 129                          |
| Chantasia SA         | 2                                | 24                                       | 17                                       | 17                           |
| Chantelle SA Cachan  | 38                               | 125                                      | 89                                       | 189                          |
| Chantelle SA Corbie  | 2                                | 8  | 23                                       | 89                           |
| Chantelle SA Peronne | 0                                | 4  | 5  | 15                           |
| Chantelle SA Villers | 3                                | 2  | 9  | 13                           |
| Chantelle SA Epernay | 8                                | 6  | 7  | 68                           |
| Sofam SA             | 18                               | 49                                       | 104                                      | 76                           |
| Sotufam SA           | 4                                | 62                                       | 191                                      | 136                          |
| Delta                | 115                              | 125                                      | 89                                       | 135                          |
| Chantelle Retail     | 37                               | 25                                       | 13                                       | 19                           |
| Chantuni SA          | 0                                | 0  | 0  | 3                            |
| Sigma SA             | 5                                | 24                                       | 142                                      | 193                          |
| Chantnam Sa          | 19                               | 126                                      | 270                                      | 48                           |
| Asc                  | 1                                | 7  | 10                                       | 13                           |
| TOTAL (%)            | 8%                               | 19%                                      | 36%                                      | 37%                          |

BREAKDOWN OF TOTAL WORKFORCE BY AGE GROUP

KEY FIGURES

49

The Chantelle group is uncompromising about the safety of its employees. Preventing physical and psychological risks is a major issue. It is essential that we remain vigilant in these areas.

The number of occupational illnesses in France has increased slightly: 6 occupational illnesses were reported in 2024, compared with 3 in 2023. The number of workplace accidents has also increased slightly by almost 14%, with 19 accidents reported in 2024 compared with 18 in 2023. At other sites, occupational illnesses and accidents are down.

Convinced that health and safety issues need to be addressed as close to the workers as possible, in 2024 we introduced “safety talks” at Chantelle SA’s French sites to raise awareness among managers. These informal meetings, lasting just a few minutes, raise awareness by presenting risks in their specific contexts and promoting good practices.

Another development in 2024 was the introduction of accurate reports for our industrial subsidiaries on health and safety indicators such as short- and long-term accidents.

The company’s various changes require everyone to adapt, and we pay particular attention to local issues.

It is with this in mind that the “QLWC”<sup>\*</sup> Steering Committee(s), initially introduced in 2019 under the name of “PSR”<sup>\*\*</sup> Steering Committee(s), are being held. Arranged regularly since 2023, these meetings are integrated into our working methods on various projects, sometimes in consultation with occupational health services.

# Health & Safety

These steering committee(s) involve all Chantelle SA France sites, and provide an objective review of both physical and psychological risks, with the help of a multidisciplinary team. They were launched in 2024 with 4 stages planned over the year:

- 1 — Introduction to the approach and the current situation
- 2 — Workshop on data collection methods (questionnaires, diagnostics, field surveys, etc.)
- 3 — Analysis of collected data
- 4 — Proposing an action plan

Completion of the last two stages is scheduled over the course of 2025, along with the implementation of the actions selected by each establishment.

At head office, in response to employees’ growing need to better manage stress and improve their quality of life, we offered three “Chantelle en conscience” conferences, focusing on mindfulness practices. We are also boosting friendliness in the workplace with events including meals, snacks and other festive major public holidays (Christmas, Easter, etc.).

Last but not least, the head office provides an annual supply of flu vaccines on site.

We are pursuing well-being initiatives at our Épernay site. A special campaign enabled employees to register for workshops offered between January and June, with six sessions open to twelve participants each. On the programme: Discovering Pilates, Yoga, learning to relax and take care of your back.

Psychological support is also provided to help teams cope with difficulties such as conflict management or leaving the company. As part of this dynamic, initiatives have been set up to improve the social climate, including group training and a “QLWC” diagnosis carried out by an occupational psychologist.

In 2025, these initiatives will be gradually rolled out across our logistics sites.

<sup>\*</sup>QLWC: Quality of Life and Working Conditions  
<sup>\*\*</sup>PSR: Psycho-Social Risks



## Work-Study Programme

The Chantelle group cares deeply about passing on knowledge and generating accessibility for first professional work experience through work-study schemes.

The work-study programme is a real asset for the company, the student and his or her tutor. It provides an opportunity to pass on expertise, train future talent and bring a fresh perspective to our teams. For work-study students, it is a real immersion in the professional world, promoting learning and skills development. The tutor plays a key role in this transmission, developing their management skills while taking a step back from teaching.

**In 2024, 28 work-study students were recruited by Chantelle SA, bringing the total to 37 by the end of 2024. An increase compared to 2023: work-study students represented 4.7% of the workforce, rising to over 5.4% in 2024.**

This success is partly due to our strong partnerships with schools such as Mod'art and joint initiatives (business case, end-of-year jury, etc.). We intend to continue our efforts and have set a minimum target of 5% from 2025.

### PASSING ON EXPERTISE LIES AT THE HEART OF OUR DNA.

The integration of work-study students and interns is part of our approach to passing on and developing talent. While some countries, such as Italy, Switzerland, Vietnam and Thailand, have not joined in with the programme, others, such as the Portugal and Spain, Germany, Belgium, Luxembourg and the Netherlands are strengthening their partnerships with schools and universities. At the same time, North Africa is focusing on immersive initiatives and training programmes to promote employability. These actions reflect a shared ambition: to prepare the younger generation while enriching the expertise of our teams.

## Integration

The induction process is expanding to provide better support for every employee, be it in a boutique store or at head office.

On the retail side, as soon as they arrive, new employees follow a structured integration programme, including a welcome booklet covering the brand's history, daily life in the store, benefits and key contacts. A monthly "Chantelle & nous" webinar also enables them to learn more about the group. In France (offices & wholesale): every month from now on, a "Welcome day" plenary presentation (history, key figures, brands, objectives) is followed by a visit to the workshop to discover product design (new in 2024) and an in-store day entitled "On the floor".

Internationally, an appropriate integration programme has been set up in each geographical zone. In Italy and Switzerland, meetings with managers make it easier to take up a new position. In Vietnam and Thailand, structured support is provided by managers. In the Iberian Peninsula, Benelux and Germany, a special plan enables new employees to immerse themselves in their working environment. For office-based employees, an English-language webinar entitled "Welcome on board" is held twice a year to present the company and its operations.

## Continuing Education

The Chantelle group supports its employees throughout their careers to develop their expertise and employability. This led to over 7,505 hours of training in France offered in 2024.

To support each employee's professional development, an annual performance review provides an opportunity to take stock of career paths, possible future developments and training needs. All employees can express their requests for further training at any time.

Safety remains a priority, with rigorous training. At head office, for example, two fire drills are held every year, along with a practice session on the use of fire extinguishers.

Lastly, the "My Chantelle School" training platform is freely accessible in France to office and boutique store employees, and internationally to office sales staff.

In the Iberian Peninsula, teams at head office and in stores benefit from regular training. Product training takes place for each new campaign, and each newcomer follows an integration programme with initial training on the company, products, etc.

In Benelux and Germany, training courses are tailored to individual needs in association with managers. Two annual sessions are dedicated to products, while "My Chantelle School" offers digital modules. Every year, the office team undergoes a joint training course (e.g. communications), and a "Welcome on Board" programme supports new recruits. Webinars are also held for female sales staff, and safety training (e.g. fire prevention) is available online.

Fulfilled employees are key to a high-performance group. Quality of life at work remains a major focus of our attention.

In addition to the QLWC Steering Committee(s), we remain totally committed to our commitment survey via the Zest platform on Chantelle SA. The latest results are up, with a level of commitment appreciated at 8.96/10 and a participation rate of 73% among “office” employees in France and abroad. This survey has been extended to the Darjeeling and Chantelle retail networks, to strengthen dialogue and commitment.

In October 2024, an anonymous survey assessed the understanding and support of “office” employees in France for the Group’s strategy, with a 58% participation rate. To encourage transparency and involvement, quarterly meetings are held at head office and chaired by the COMEX. By 2025, these initiatives will be rolled out across all French industrial sites.

As an international group, we aim to promote an inclusive and open working environment for all. To this end, we have identified several areas for action that we intend to work on as projects, as they stand to take some time to complete.

## Cultivating Teamwork: Diversity/Inclusion



## Gender Equality

For Delta and Chantelle Retail, the index cannot be calculated because the workforce is exclusively female.

For Chantelle SA, in 2023, the score obtained was 88/100, marking an 8-point improvement on 2022 (80/100). In 2024, it will reach 89/100, continuing this positive trend.

For the past two years, the analysis has included socio-professional categories to reflect the company's true situation as accurately as possible. We are continuing our efforts to reduce the pay gap and ensure that women are represented among the top ten earners. The commitments set out in our 2022 agreement on gender equality, signed with our social partners, also remain our priority.

## People with Disabilities

In 2024, 51 people within Chantelle SA's scope of operations were recognised as disabled workers or had some form of disability.

As part of our commitment to inclusion, an action plan has been drawn up in collaboration with AGEFIPH, notably for retail, a sector that has traditionally seen less involvement with initiatives like these:

**MANDATORY TRAINING**  
An e-learning module on disability is included in the mandatory training courses.

**AWARENESS**  
Campaigns (videos, posters) will be mounted to raise awareness of the different types of disability.

**INCLUSIVE RECRUITMENT**  
All our advertisements now specify that positions are open to people with disabilities.

**DISABILITY RECOGNITION**  
An informative video has been produced to encourage employees to have their RQTH recognised. It details the steps to take, key contacts and guarantees confidentiality of information. It also introduces the company's disability advisor, who remains constantly on hand to listen to all employees.

**MONITORING OF EMPLOYEES CONCERNED**  
Un tableau de suivi permet d'identifier et de mieux répondre aux besoins des collaborateurs en situation de handicap.

Although inclusion is already more developed at Chantelle SA, a survey similar to the one carried out for retail is planned for the second half of 2025 at the Cachan and industrial sites, in partnership with AGEFIPH.

Complementary initiatives have been carried out in line with the Group's commitment:

**DUODAY**  
On 21 November 2024, as part of the European Week for the Employment of People with Disabilities (SEEPH), we took part in DuoDay. This initiative enables a disabled person to be welcomed into the company alongside a volunteer employee, thereby promoting inclusion and raising awareness among staff. For this first edition, ten trainees were welcomed between the network and the head office. This enriching experience, marked by kindness and exchange, will be repeated in 2025.

**SOCIAL COMMITMENT**  
A specific agreement on disability will be negotiated in 2025 for Chantelle SA with our social partners.

**APPOINTMENT OF A DISABILITY ADVISOR**  
A disability advisor has been appointed in France to support and advise the employees concerned. This person's role includes supporting disabled employees, raising awareness and training teams, implementing specific actions to promote inclusion, and keeping an active watch on legal developments and best practices.

**JOB RETENTION**  
Targeted actions are implemented to guarantee job adaptation and job retention, such as assistance with "Recognition of the Quality of a Disabled Worker" status and disability applications. For example, on our logistics sites, this has enabled us to support an employee in reducing her working hours to 50% (we have fitted out a seat adapted to her condition with special services, and we have created skills-sharing with administrative jobs for front desk positions exclusively for employees who have medical limitations and who cannot multi-skill at Picking.

Thanks to these initiatives, we are strengthening our commitment to a more inclusive working environment that respects differences.

## Parenting

A parenting guide for head office employees and managers has been developed and will shortly be rolled out to industrial sites, in addition to the one already in place for retail.

At head office, a rest and breastfeeding room has been set up to support young parents. Finally, conferences on parenthood are held for head office and retail teams (Chantelle and Darjeeling), to encourage a better work-life balance.

Dealing with diversity and inclusion globally, a bilingual (French/English) e-learning module on diversity and inclusion was rolled out in September 2024 for all Group employees. Designed around in 7 interactive modules, it provides a better understanding of the challenges of diversity in the workplace, identifies different forms of discrimination and helps you to take firm action in favour of inclusion.

To date, 237 employees have completed the training, while follow-up actions are planned for 2025 to encourage those who have not yet completed it.





Commitment 7

# Ethics and Respect for Human Rights

We are convinced that ensuring Ethics and Respect for Human Rights in our activities is based on the integration of a due diligence policy concerning all the players in our supply chain.

In 2023, with this requirement and a heightened awareness of the social and environmental risks associated with our value chain, we have sought the support of Bluequest. Together, we redefined our approach to supplier compliance for all Group entities, including the Livera and Femilet brands distributed in the Netherlands and Denmark respectively.

In 2024, a social compliance project manager joined our teams. Its main mission has been to identify, prevent and mitigate social risks in our supply chain.

An inventory was carried out of the social commitment of our production partners - garment makers, fabric or supply manufacturers - with whom we have a direct business relationship. A total of 98 production sites worldwide are affected.

All had previously signed our code of conduct, aligned with international charters such as the United Nations guiding principles, the conventions of the International Labour Organisation (ILO) and the guiding principles of the Organisation for Economic Cooperation and Development (OECD).

90% of our garment manufacturing partners, representing 99% of our purchases by value in this category, undergo annual social audits. Nearly 40% of them achieved a Satisfactory<sup>1</sup> result.

For production partners manufacturing our fabrics or supplies, the principle of monitoring applied through social audits was not an integral and systematic part of the practices implemented.

1 SATISFACTORY RESULT

Considered when practices comply with local regulations and the values required by our code of conduct. Minor non-systemic non-conformities may be present.

Based on this observation, and in order to minimise social risks in our supply chain, we have set ourselves the following medium-term objective: 100% of our production partners must be audited with a Satisfactory result.

To achieve this, four areas of work have been defined and will be implemented in 2024:

1 — Raise awareness of responsible purchasing and production practices among our in-house teams and partners, and support them in implementing our audit policy.

2 — Assess our partners' risks and opportunities in order to prioritise audits. Our previously audited partners whose reports are considered acceptable (less than one year old and based on an international social reference framework recognised by Chantelle<sup>2</sup>) have been carefully studied.

The non-conformities identified enabled us to assign them a score according to our internal scale. This ensures a fair rating, whatever the audit standard to which it has been subjected. We then identified the partners to be audited according to the SMETA by SEDEX standard. Those without a valid audit report and located in a high-risk country<sup>3</sup> are automatically selected.

3 — Support audited suppliers in dealing with non-conformities.

4 — Demand the same standards for our own factories, including those abroad, which are systematically audited according to the SMETA by SEDEX standard.

Thanks to all our actions, more than 60% of our tier 2 partners - fabric and supply manufacturers nominated, in particular, for production in our own factories - now have a valid audit report<sup>4</sup>, almost double the figure for last year. This represents over 80% of the value of our purchases in this category. No critical non-conformities were identified.

From now on, all these partners will benefit from attentive support, with the aim of intensifying their autonomy in terms of social vigilance.

This approach enables us to assess suppliers' social commitment, a criterion that is taken into account to a greater extent during the annual supplier evaluation carried out in partnership with all the teams in our production chain, including the purchasing and social compliance teams. The rating system, initially based on performance in terms of creativity, production lead times, product quality and commercial relations, now includes social maturity and, more globally, social and environmental commitment and actions.

In 2025, we are reinforcing this approach by updating our supplier risk mapping to include suppliers of non-merchant goods as well as non-nominated raw materials<sup>5</sup>, identified thanks to Trace for Good, the traceability tool we have been using since the Spring/Summer 25 season.

This platform enables us to ensure the traceability of our value chain beyond the French regulatory framework. It is also a key tool in the collection of specific data needed to assess the multi-factorial environmental impact of our collections, according to the Apparel & Footwear methodology Product Environmental Footprint Category Rules. This analysis will start with our products made by external partners, before being extended to the components of our corsetry collections, made in our own factories.

Our code of conduct, updated by our legal teams and reviewed by a specialist consultancy firm, will be distributed in the first half of 2025 - a few months behind our initial commitment - to our suppliers and internally throughout the Group.

It is accompanied by the deployment of a new online reporting tool, accessible via a secure link to all Group employees and external stakeholders, to report any human rights abuses.

As part of our drive for continuous improvement, we are also reinforcing compliance at our own factories. Already audited to SMETA by Sedex standards, with the exception of our French site, which will be audited in 2026, they will progressively follow a WRAP certification process to guarantee the highest level of compliance.

Our production site in Vietnam began this process in the second quarter of 2024. This should enable us to maintain a high level of social compliance over the long term.

Finally, we need to formalize our due diligence policy, accompanied by clear procedures, to guarantee ever more demanding practices.

2 HIGH-RISK COUNTRIES

Countries where compliance with international standards is not guaranteed, with a significant frequency of non-compliance with the main social and environmental standards, according to <https://www.statista.com/statistics/1498331/selected-countries-by-esg-ranking-in-europe/>

3 INTERNATIONAL SOCIAL STANDARDS RECOGNISED BY CHANTELLE

SMETA, BSCI, ICS, WCA, HIGG FSLM, WRAP, SA8000, BLUESIGN, OEKO-TEX STEP

4 VALID AUDIT

Less than 1 year old and made according to one of Chantelle's recognised standards.

5 UNNOMINATED RAW MATERIALS

Materials not selected by Chantelle, sourced by our partner, the garment maker.



#### Commitment 8

## Developing our Social Initiatives

Because women are traditionally at the heart of our company, it is only natural that the Chantelle group's commitment to society should revolve around the fight against the diseases and social ills that affect them. We also work to promote inclusion and combat precariousness, with the aim of making a concrete and lasting impact.



## En Avant Toutes

Since 2022, the French boutique network, Chantelle Retail, has supported En Avant Toutes, an association committed to the fight against sexist and sexual violence through prevention actions and support for victims and witnesses.

Throughout the year, Chantelle boutique stores offer a rounding-up system, enabling customers to add a donation to their credit card payments. All proceeds go to the association. A second collection operation is organised every year on the occasion of the VIP Days in Chantelle boutique stores and on the e-commerce site. In 2024, this initiative raised €3,500.

To add to these initiatives, an awareness-raising system has been set up in the fitting rooms of our stores year-round, enabling customers to visit the En Avant Toutes website and learn how to react when witnessing or being the victim of any form of assault in a public place.

In addition, every year Chantelle offers its employees in France a conference led by the En Avant Toutes teams on a specific topic. In 2024, our employees had the opportunity to discuss and debate the issue of gender stereotypes in the workplace.

## IMI (Institut de la Mode Inclusive)

Darjeeling continues its financial support for IMI and its initiatives to raise awareness of disability in the prêt-à-porter sector.

## Ruban Rose

For the past 5 years, Chantelle has been working alongside the Ruban Rose association in the collective fight against breast cancer. During Pink October, an operation was launched in Chantelle boutiques, on the brand's e-commerce site and in corners of department stores in France, offering to donate €2 to the association for every purchase of a product from a selection of our SoftStretch line.

This long-term collaboration has enabled us to donate over €90,000 to the association over the past 5 years.

In addition to these initiatives, we are committed to raising awareness of breast cancer prevention among our employees on an annual basis: how to use self-examination, the first signs of breast cancer, where to turn, etc., at all our French sites, which represent over 50% of our workforce worldwide.

## Odyssea

For the eleventh year running, Chantelle is renewing its support for Odyssea, an association committed to preventing and combating breast cancer throughout France.

Every October, Odyssea organises sporting challenges in a variety of formats, inviting individuals and companies to support the cause by walking or running.

In 2024, Chantelle broke its participation record, with almost 90 employees from Chantelle SA and Darjeeling taking part in a challenge, either face-to-face or remotely.

This year also marked a record for the Paris edition of Odyssea: 45,000 participants gathered at the Château de Vincennes to raise 1,000,000 euros. A total of 347,117 kilometers were covered.

The funds raised were distributed as follows: €935,000 to the Gustave Roussy hospital and €65,000 to the Prolific association.

## TLMC Partnership

For the second year running, Darjeeling has teamed up with Tout le monde contre le cancer to support the 9th edition of l'Échappée Rose, the first traveling wellness institute created in 2017 to offer moments of relaxation and a bubble of well-being to women with cancer. In a converted airstream caravan that tours France, beneficiaries can enjoy treatments and moments of sharing and escape with 7 beauticians. In 2023, 661 patients, carers and support staff took part in the Échappée Rose. The association can count on the support of dozens of brands from a variety of sectors: skin cosmetics with Eau Thermale Avène, food with Palais des Thés, and healthcare with Gilead Sciences.

This year, 18 Darjeeling boutique stores, selected on a voluntary basis and according to the cities involved in the Échappée Rose, held private shopping sessions to welcome 153 patients supported by the association. With 10 days to go before the first session, a presentation was given to the store teams to prepare them for the private sessions, answer questions and give teams who had taken part the previous year the opportunity to share their experience.

On the big day, patients were greeted and accompanied by our sales consultants, who presented them with an €80 gift card. They were able to take advantage of their time there to reconnect with their bodies and their femininity. This special, highly emotional experience, with staff being greatly touched by the customers, was once again greatly appreciated by the teams, who will be able to repeat the experience in 2025 on Mother's Day and Pink October.

A product-sharing operation was also set up, with the aim of donating €1 to the association for the purchase of any of 6 Darjeeling lines. A total of €7,000 was raised, and a further €14,400 was donated in the form of gift cards to the association's patients.



PRIVATE SHOPPING IN TOULOUSE



PRIVATE SHOPPING IN LA ROCHELLE

## Saint-Louis Hospital S  nop  le

For the first time, the Group's French brands Chantelle and Darjeeling have made a direct commitment to a hospital. Our collaboration began with support for the Pink October walk.

In line with our mission to support all women, our brands responded by offering several hundred products from our collections to participants, patients and caregivers.

In view of the positive feedback and the newly established relationship of trust, Darjeeling renewed its commitment in December with an even larger donation.

A local initiative that illustrates our values of solidarity and commitment, present in all Darjeeling's initiatives.



WALK ORGANISED BY THE S  N  P  LE OF THE H  PITAL SAINT-LOUIS IN PARIS

## Au Tambour!

Darjeeling has once again taken part in an appeal for donations launched by Au Tambour!, an association set up in 2019 in Lyon (France).

Its objectives:

- to help 100 women who are victims of uncertain living status, isolation and violence, hosting them in a safe, single-sex environment,
- to promote access to hygiene, care and health,
- informing and guiding women towards access to rights and entitlements
- to combat loss of self-confidence and self-esteem.

If households have regular needs for underwear (panties, bras and socks) and hygiene products

Thanks to the 600 items donated by Darjeeling, the association was able to prepare underwear kits for distribution to the women in its care.

*“Donations of underwear are very precious to us and are part of the quality services we try to provide to women. For us, they’re a highly effective way of encouraging women to reconnect with their intimacy and their bodies.”*

**Agn  s Poncet**, Association Administrator

## Agence du Don en Nature (ADN)

Agence du Don en Nature collects and redistributes new non-food products to combat social exclusion in France.

1 in 6 French people is in a situation of material insecurity. In fact, 54% say that buying a new product is a symbolic act, rather than a guarantee of quality. 36% of French people have seen their situation deteriorate over the last 4 years.

ADN works with 250 corporate sponsors and 1,500 partner associations. Companies deliver their donation to the warehouse, the donation is stored and put online in a catalogue, and donations are redistributed to associations according to their needs.

In 2024, nearly 16,000 products from our SoftStrech, Menstrual Panties (...) collections were distributed.

Over 9,000 items were sent to 87 beneficiary associations: Social integration enterprises, shelters and social grocery stores. These organisations cover 22 d  partements across France, from Nord to the Paris region, including Alpes-Maritimes, Bas-Rhin and C  tes-d'Armor.

# Notes & Appendices

## 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% of the workforce. Commercial activities in France, which represent approximately 46% of the workforce in France, are included.

— The environmental footprint of the group as of 2022 has been calculated including all the employees of the group, headcount representing a total of 3989 at December 31, 2024.

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.

## Reporting Period

The data collected covers the fiscal year ending December 31, 2024. Data is reported annually with a mid-year update.

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

**“France scope”** 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. Commercial subsidiaries located abroad, which together account for approximately 12% of the group's workforce, are not included in the report.

**“Group scope”** including France and Overseas, representing as per the rules explained above about 88% of the Chantelle group's workforce.

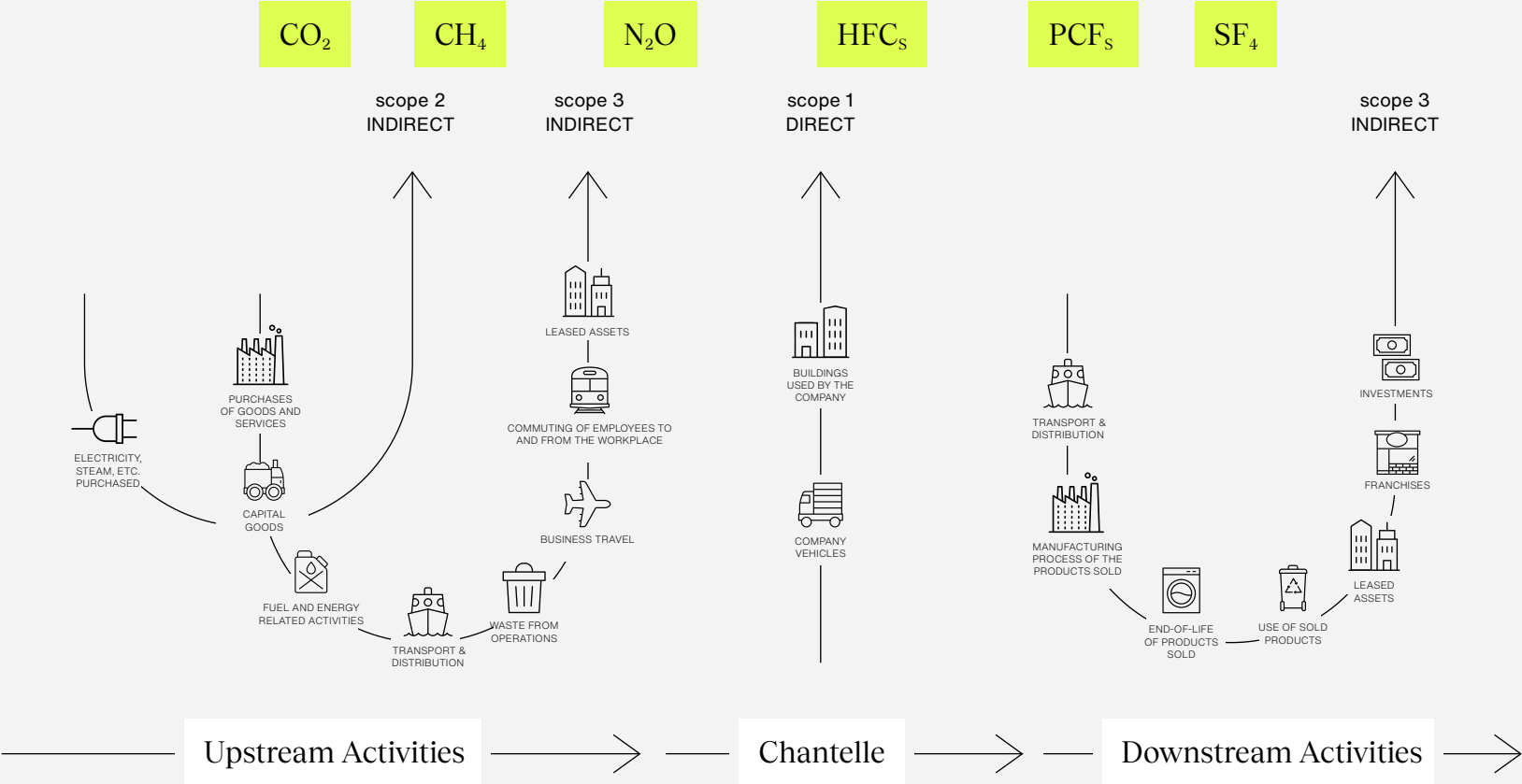
**“Cachan”** for the head office of the companies included in the France perimeter, covering, in particular, creation and development activities and the administrative headquarters located in Cachan (France) in the Paris suburbs (Dept 94).

Given the type of business that we are in, we do not focus on areas such as “combating food waste”, “eliminating food poverty”, “respect for animal welfare”, “responsible, fair and sustainable food”, or “initiatives aimed at promoting military links and support for commitment to the reserves”.

## 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



ACTIVITIES TAKEN INTO ACCOUNT IN ASSESSING THE OVERALL ENVIRONMENTAL FOOTPRINT

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

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

|  |  |   |
|--|--|---|
| <div>Climate</div> <div><div></div><div>Climate Change</div></div>  | <div>Biodiversity</div> <div><div><div></div><div>Acidification</div></div><div><div></div><div>Terrestrial Eutrophication</div></div><div><div></div><div>Freshwater Eutrophication</div></div><div><div></div><div>Marine Eutrophication</div></div><div><div></div><div>Freshwater Toxicity</div></div><div><div></div><div>Land Use</div></div></div> | <div>Environmental Health</div> <div><div><div></div><div>Ozone Layer Depletion</div></div><div><div></div><div>Ionising Radiation</div></div><div><div></div><div>Ozone Formation</div></div><div><div></div><div>Human Toxicity</div></div><div><div></div><div>Human Toxicity Cancer</div></div><div><div></div><div>Fine Particles</div></div></div> |
| <div>Resources</div> <div><div><div></div><div>Water Resources</div></div><div><div></div><div>Mineral Depletion</div></div><div><div></div><div>Depletion of Non-Renewable Energy Sources</div></div></div> |  |   |

ENVIRONMENTAL IMPACT CRITERIA

|  | N° | EMISSIONS ITEMS  | APPLICATION TO CHANTELLE  |
|--|----|--|---|
| SCOPE 1<br><small>DIRECT GHG EMISSIONS</small>                 | 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<br><small>INDIRECT ENERGY-ASSOCIATED EMISSIONS</small> | 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<br><small>OTHER INDIRECT GHG EMISSIONS</small>         | 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<br><i>E.g.: Gas Production</i>                             |
|  | 9  | Purchases of Goods and Services  | Finished Products (Impact of Raw Materials and Manufacturing) / Other Purchases.                                      |
|  | 10 | Capital Goods  | Included since 2024   |
|  | 11 | Waste  | Waste and Sewage  |
|  | 12 | Upstream Transportation of Goods   | Transport of Goods Whose Cost is Borne by Chantelle)<br><i>(Not Included In Direct And Indirect Energy Emissions)</i> |
|  | 13 | Business Travel  | Business Travel   |
|  | 14 | 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  |

## DETAILS OF EMISSION ITEMS