

CSR Report

2025

CHANTELLE



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Guillaume Kretz

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This CSR Report is a voluntary report, meeting the former requirements of the NFPS and supplemented by a double materiality analysis. The report is broadly structured according to ESRS standards. It does not constitute a 'Sustainability Statement' as defined by the CSRD Directive, but a publication based on an ad hoc framework defined by Chantelle. A list of indicators has been selected and audited by the firm KPMG. This list is presented in the appendix to the statutory auditors' report, which is attached to our CSR Report.

The year 2025 was marked by a double symbolism for the Chantelle Group: the celebration of the 30th anniversary of our brand Darjeeling and the approach of our 150th anniversary in 2026.

These milestones illustrate our capacity for constant reinvention, while remaining faithful to our fundamental mission: accompanying women at every moment of their lives

Chantelle finds itself today at the confluence of major challenges. Our group embodies the influence of France in the world, with distribution extending to 80 countries. Chantelle is, for example, the only European lingerie brand in the top 10 American brands. In a disrupted geopolitical context, we carry this message of universalism and this conviction that a reasoned and regulated international trade is a powerful engine of wealth and peace.

At the same time, we join those who wish to protect local commerce. With 180 boutiques, notably under the Darjeeling brand in the heart of French city centers, we defend the expertise of our advisors, our lingerie makers, and the emotional proximity with our female consumers. Faced with rising rents and more difficult access to sometimes moribund city centers, we support this physical presence, this human link. The service and intimate adjustment of bras are irreplaceable expertises that we will continue to offer.

Finally, we protect industrial expertise. The Épernay factory, the last corsetry factory still active in France, is our pride. It has been distinguished by the **Entreprise du Patrimoine Vivant (EPV)** label — *a mark of recognition from the State rewarding French companies with artisanal and industrial expertise of excellence* — highlighting the challenge of preserving this heritage on the territory.

These battles are incredibly difficult to combine, but they deserve all our energy and resilience. Chantelle is the living fruit of the revolutions that preceded us.

Our history can be told through the advertising slogans that marked us:

1949 Chantelle, the girdle that does not ride up.
A revolution allowing women to forget the rigid corset. Since then, we develop undergarments that “are forgotten”.

1972 Dance, they will not dance. Move, they will not move.
With the launch of the first molded bra, the Défi, we liberate movement.

1980 Chantelle loves all breasts.
A precursor message on inclusivity and the diversity of morphologies.

90s It is perhaps a detail, but it is a Chantelle.
A celebration of the uniqueness of each woman, of the beauty of laces and embroideries.

2000s Chantelle dresses the women of the world.
Affirmation of our universal vision.

2017 Soft Stretch.
The innovation of the one size, chosen today by 10 women per minute in the world.

2025 Something More.
Our new signature, quintessence of our hope for the future: proving that a bra is much more than a simple garment.

This promise to give “something more” to women cannot be conceived without an exemplary responsibility toward the planet and society. Our extra-financial performance is the foundation of this ambition. Uncertainty does not slow our action.

The first battle is played out on future labels. Chantelle was the first lingerie brand in the world to voluntarily display the **PEF (Product Environmental Footprint)** — *a standardized European method to measure the environmental footprint of a product over its entire life cycle*. This score measures 16 real impacts (greenhouse gas emissions, water pollution...).

Yet, a paradox slows this momentum: France now proposes **Ecobalyse** — *a future French environmental display specific to textiles*. This method adopts a different approach by integrating notably an “extrinsic” (or emotional) **durability**, a concept based on the idea that an expensive product would be kept longer. We have warned about this risk: Ecobalyse could favor a product for its price positioning rather than for its real technical durability. **For us, a garment must above all withstand the most wear-wash cycles: it is the prolonged use over very many years that defines its true environmental virtue.**

Editorial by Guillaume Kretz

CEO of the CHANTELLE Group

In this sense, we are strongly involved in the DURHABI works – *a project having resulted in the creation of a French standard, NF G30-113 currently being transposed at the European level, allowing the evaluation of physical or intrinsic durability* and we plead for these criteria to be retained in the target display method, a method which must be proposed by the **JRC** (Joint Research Centre) – *the internal scientific service of the European Commission* and we campaign for a convergence at the scale of Europe in order to weigh on the transformation of the sector everywhere in the world.

To guarantee this promise, Chantelle should be among the first brands to deploy the **DPP (Digital Product Passport)** – *a digital passport allowing access to all traceability and durability information of a product via a simple scan*. Thanks to the tool Trace for Good, we already ensure total transparency: more than 90% of products benefit from reinforced traceability as of 2025. A technical feat for a product sometimes counting 30 components.

The creation of our
Vigilance Committee
and the deployment
of a new alert tool
(Whistleblower)
come to consolidate
our vigilance system.

We demand from our partners the same standards of excellence that we apply to ourselves, in the image of the WRAP certification obtained by our Chantnam site in Vietnam.

Furthermore, to have a holistic vision of our challenges, we anticipated a European directive **CSRD (Corporate Sustainability Reporting Directive)** – *the new European regulation which harmonizes the sustainability reports of companies, but which for now only applies to very large groups*, and we realized our first “**double materiality**” analysis.

This concept consists of
evaluating two dimensions:
the impact of the company
on the environment and
society, but also the impact
of climate and social
challenges on the economic
viability of the company.

The conclusions allowed us to refine our strategy bearing on Environment, Social, and Governance: our **Chantelle for Change** program.

Our results are concrete: our decarbonization trajectory is now validated by the international initiative **SBTI (Science Based Targets initiative)** – *an organization that helps companies define greenhouse gas reduction targets based on climate science to limit global warming*.

The objective is ambitious
and it will be achieved:
reduce greenhouse gas
emissions by 47.4% on
scopes 1 and 2, and by
66% on scope 3 by 2029
compared to 2019.

scopes 1 & 2 **Direct emissions linked to our factories and offices, and indirect emissions linked to purchased energy (electricity).**

scope 3 **All other indirect emissions (raw materials, transport, end-of-life of products), representing more than 90% of the carbon footprint.**

In 2025, this effort extends to biodiversity: Chantelle now prioritizes fibers from sustainably managed forests and will tend to rationalize every drop of water.

We go further by transforming Épernay into an industrial repair center. We also campaign with the organization **Refashion** – *the eco-organization in charge of managing the end-of-life of textiles in France* – so that the **eco-modulation** system – *a financial bonus/malus system on taxes paid by brands based on the design of their products* – is fair and rewards real durability, repairability, and recyclability. The organization Refashion has the immense challenge of improving its operational efficiency in order to face the exponential growth of textiles arriving on our territory.

This rigor never forgets the human. Internally, it translates into our commitments for inclusion and gender equality. Externally, the Group supports vital associative actors such as **Odysséa**, **Ruban Rose**, and the **Sénopôle** in the fight against cancer, or again **Tout le monde contre le cancer**. We also act against precariousness, notably menstrual, alongside the **Agence du Don en Nature** and **Règles Élémentaires**.

Change is a collective
adventure. I wish to thank all
the employees and partners
of the Chantelle Group
for their daily passion.
Together, we have the duty
to make a difference
for the next 150 years.

Guillaume Kretz



Highlights

Chantelle Epernay: EPV Label

Delivered in September 2025 under the authority of the regional prefect of Grand Est, in order to distinguish French companies with artisanal and industrial expertise judged as excellent.



Reduced-impact Fibers

+10,6% (IN WEIGHT)

of reduced-impact fibers (of biological origin, recycled, eco-labeled...) used in 2025 compared to 2024.

Greenhouse Gas Emissions

-49,4% of greenhouse gas emissions in 2025 compared to 2019 per million euros of consolidated revenue.

Repair Workshop

The Chantelle Workshop, our repair service in France, is changing scale and now relies on the industrial expertise of our Épernay factory to cover all our points of sale in France.

Chantnam: WRAP Certification

WRAP certification of our industrial unit dedicated to manufacturing in Vietnam, Chantnam. The assurance of social compliance guaranteeing every day to our employees a fair remuneration, freedom of association, and a work framework respectful of human rights.



Reasonable Vigilance

+20% (IN REVENUE)

of "satisfactory" social audits in 2025 vs 2024.

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.

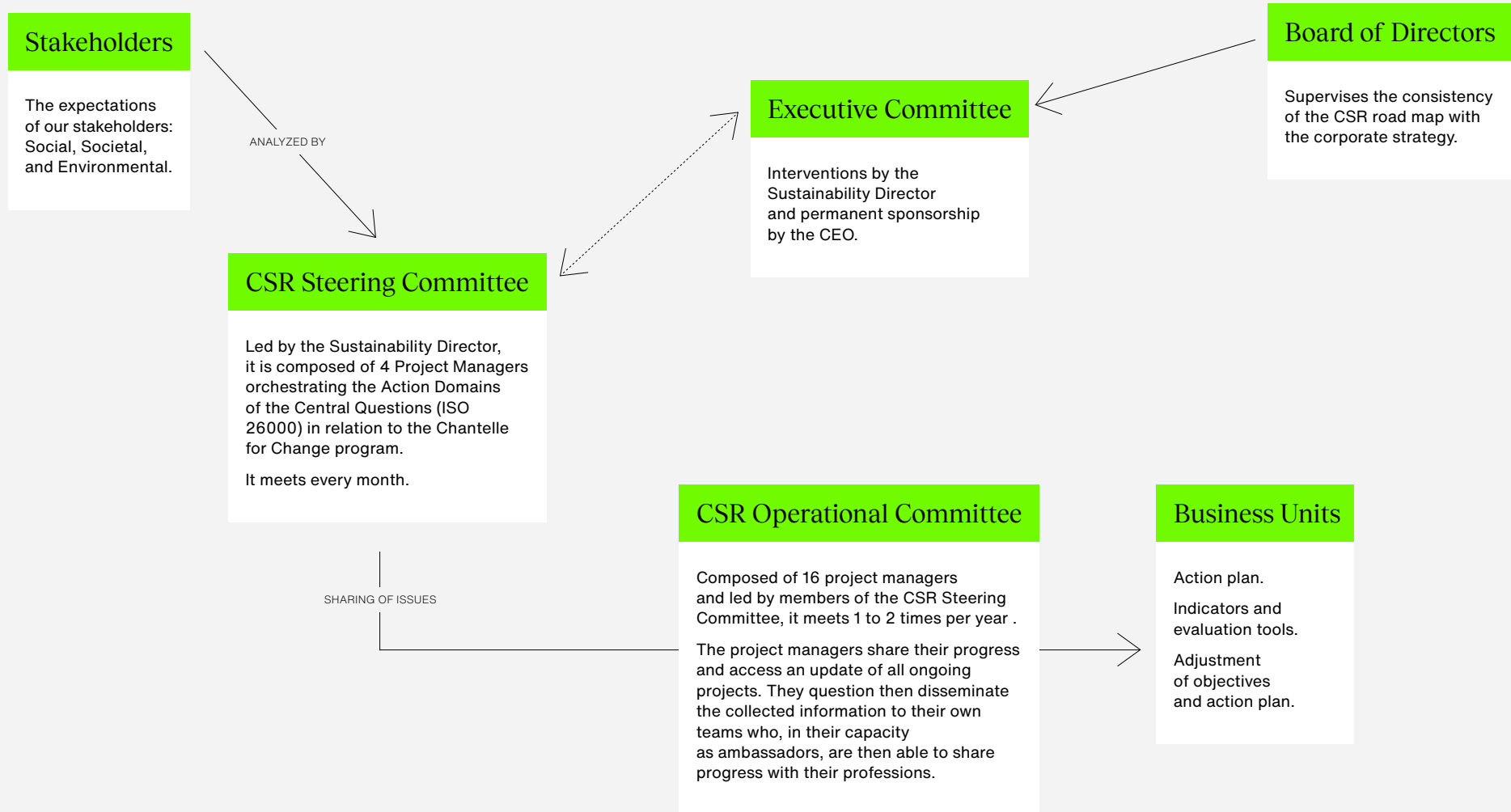
Guided by our desire to empower and serve all women, we work every day to offer responsible, long-lasting products that suit every body type and every need. Acting to promote a more inclusive, equitable and respectful society is of paramount importance to us: we create our own images, authentic and meaningful 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.

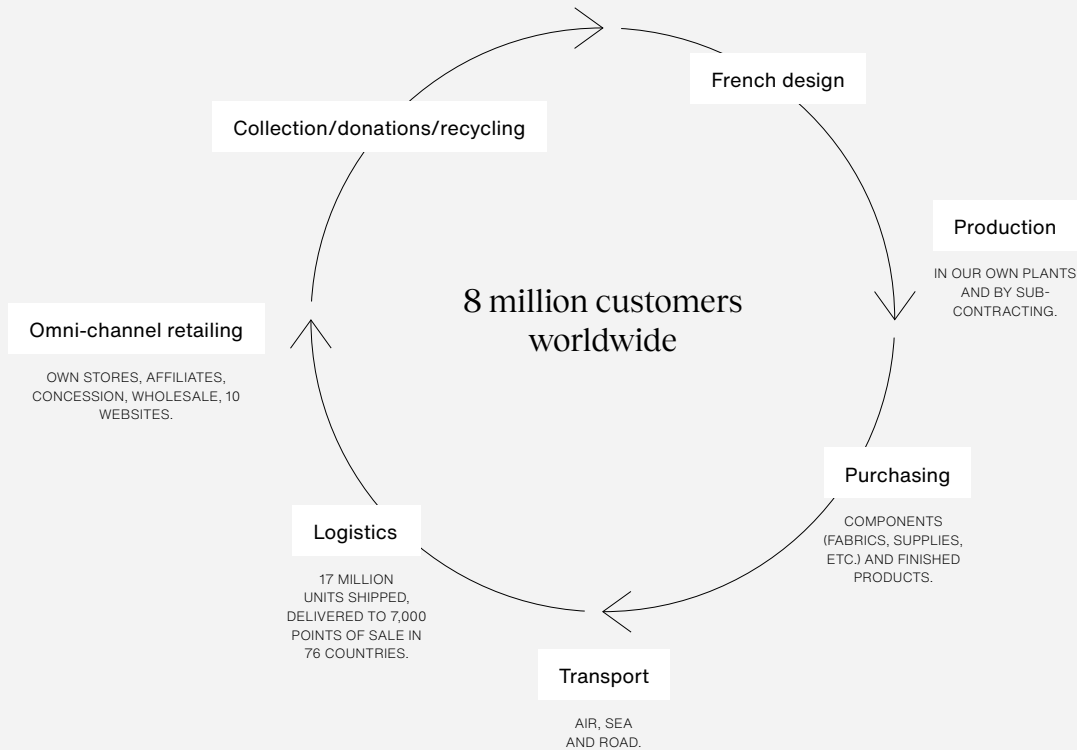
We are Chantelle, and we are convinced that we have a duty to make a difference. With you, together.

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

- FINANCIAL RESOURCES**
Family shareholders.
- HISTORICAL KNOW-HOW**
Company founded in 1876 .
- EMPLOYEES**
3 828 employees worldwide.
- SUPPLIERS**
112 suppliers worldwide.
- PARTNERS**
Franchisees and distributors.
- TANGIBLE AND INTANGIBLE ASSETS**
Stores, own plants, Logistics warehouses .
- RAW MATERIALS**
Move towards more recycled or biological materials.
- KNOWING AND LISTENING TO OUR CUSTOMERS**
Surveys, creation of communities.
- INTELLECTUAL CAPITAL AND INNOVATION**
Co-creation with our partners.

Value Created

- REVENUE**
€M 315
- OUR CUSTOMERS**
An inclusive vision of women. Quality lingerie for women from A to I cup.
- OUR EMPLOYEES**
Employment and development. France: Cachan, Corbie, Villers, Peronne, Epernay, in service of made in France. Europe, United States, Canada, Asia, Maghreb.
- FIGHT AGAINST SOCIAL ILLS**
Support for the associations Ruban Rose, Odyssea, Règles Élémentaires, Agence du don en Nature, Tout le monde contre le cancer
- INNOVATION**
Chantelle one, 1st 100% recyclable lingerie, Pulpies.



 Suppliers of Raw Materials & Supplies

 Suppliers of Finished Products

Euromed 20

Autriche	1
Belgique	1
Égypte	1
Espagne	1
France	5
Italie	5

Roumanie	1
Slovénie	1
Suisse	1
Tunisie	2
Turquie	1

Asie 58

Chine	32
Sri Lanka	2
Taiwan	3
Thaïlande	18
Vietnam	3

Europe 6

France	1
Italie	2
Turquie	3

Asie 28

Bangladesh	2
Cambodge	2
Chine	17
Inde	6
Vietnam	1

Our Suppliers



Sales Subsidiaries

- 479 EMPLOYEES**
- | | |
|--------------------|-----------------|
| Allemagne/Autriche | Grande Bretagne |
| Australie | Italie |
| Benelux | Mexique |
| Dubai | Pologne |
| Espagne-Portugal | Suède-Finlande |
| États-Unis | Suisse |
| Canada | Taiwan |

Group Presence

Employees 2025/12/31

Our Double Materiality Analysis

The Omnibus package validated by the European Commission at the end of 2025 lifted the obligation, for the Chantelle group, to publish a sustainability statement compliant with ESRS standards. Nevertheless, the decision was taken to replace our simple materiality analysis with a double materiality, a central element of the European regulation framing the publication of information in sustainability matters (Corporate Sustainability Reporting Directive-CSRD).

This system evaluates our performance according to two distinct axes:

Impact Materiality

The impacts (positive or negative) of our activities on people and the environment through our entire value chain.

Financial Materiality

The risks and opportunities linked to ESG (Environmental, Social, and Governance) challenges which can influence the financial performance and viability of the group.

Beyond the challenge of compliance, this analysis constitutes a structuring strategic tool to identify our priorities, refine our risk management, and seize opportunities linked to the sustainable transition.

Our Methodology

To build our double materiality matrix, we followed a rigorous methodology in four steps, in accordance with ESRS standards.

1 IDENTIFICATION OF ESG CHALLENGES

We began by consolidating the challenges already identified during the update of our simple materiality at the end of 2023. To ensure complete coverage of ESRS standards, we added new specific challenges such as:

- adaptation to climate change
- consequences of the sector's activities on local communities
- lobbying and influence in the sector
- "Made in France"

In total, 24 ESG challenges relevant to our activity were confirmed.

2 IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES (IROS)

For each of these 24 challenges, we identified the potential impacts, risks, and opportunities (IROS) across our entire value chain. This work allowed us to identify 104 IROS.

3 DEFINITION OF CRITERIA AND RATING THRESHOLDS

We established precise criteria to evaluate the materiality of each IRO:

FOR IMPACT MATERIALITY

We evaluated the severity (scale, irremediable character/remediability) of impacts on the environment, human rights, and health-safety.

FOR FINANCIAL MATERIALITY

We defined financial thresholds to evaluate risks and opportunities.

Mandatory criteria such as *PROBABILITY OF OCCURRENCE* and *TIME HORIZON* (short, medium, or long term) were applied to all IROs.

4 EVALUATION AND VALIDATION OF MATERIAL CHALLENGES

Each IRO was rated according to this evaluation grid in order to determine its material character. According to the ESRS methodology, an ESG challenge is considered material as soon as a single one of the IROs associated with it is judged material (whether on the impact axis or the financial axis).

This in-depth analysis allows us to identify priority challenges on which Chantelle commits to communicate, thus ensuring the relevance of our future voluntary reporting.

Double Materiality & Methodology

The reference framework implemented within this report on a voluntary basis can be consulted by our stakeholders upon simple request.

ESG Issue	ESRS	ESG Category	IRO	Title	Type	Definition
MITIGATION OF CLIMATE CHANGE	E1	ENV Environnement	7	Negative impact on the environment by contributing to climate disruption through GHG emissions (Scopes 1, 2 and 3).	NEGATIVE IMPACT	Contribution of the company to climate disruption, consequence of greenhouse gas emissions generated by direct or indirect activity across the entire value chain.
MITIGATION OF CLIMATE CHANGE	E1	ENV Environnement	9	Negative impact on human rights by contributing to climate change and its consequences (famine, forced migration,...) on populations through the company's GHG emissions (scopes 1, 2 and 3).	NEGATIVE IMPACT	Responsibility of the company towards populations affected by climate disruption. This consists of understanding how the company's contribution to global warming (through your GHG emissions) can endanger the fundamental rights of individuals and communities, such as access to water, food or security. It is therefore the evaluation of the social and human consequences of the company's carbon footprint.
MITIGATION OF CLIMATE CHANGE	E1	ENV Environnement	10	Risk of financial costs linked to investments in the decarbonization of activities and the value chain.	RISK	Evaluation and quantification of financial costs (investments, operating expenses, etc.) committed or necessary for decarbonization initiatives of the company's activities and its value chain. This includes expenses linked to the reduction of greenhouse gas emissions, the adoption of cleaner technologies, the improvement of energy efficiency, and the transition toward renewable energy sources. The objective is to measure the financial impact of these financial efforts and to identify the risks associated with these investments.
ENERGY EFFICIENCY & SOBRIETY	E1	ENV Environnement	18	Negative impact on the environment associated with high energy consumption.	NEGATIVE IMPACT	Environmental cost of the company's energy footprint. Implementation of reduction levers in connection with measures and investments linked to energy sobriety and efficiency of the processes applied by the company, notably on its own activities but also by the actors of its supply chain.
PRESERVATION OF WATER QUALITY	E2	ENV Environnement	21	Negative impact on the environment in case of water pollution (chemical, etc.) linked to the activities of the entity.	NEGATIVE IMPACT	Degradation of aquatic ecosystems and biodiversity caused by the company's activities. This includes the contamination of fresh and marine waters by released pollutant substances, leading to the destruction of natural habitats, threatening species and altering the quality of essential water resources.
PRESERVATION OF WATER QUALITY	E2	ENV Environnement	22	Negative impact on human rights (right to life, right to drinking water, right to health, right to security, etc.) in case of water pollution.	NEGATIVE IMPACT	Way in which the contamination of water by a company threatens the health and survival of populations. This corresponds to the degradation of access to drinking water, food security (via the contamination of crops and fishing) and public health, particularly affecting local communities and vulnerable populations who depend on these resources.

Material IROs Definition

ESG Issue	ESRS	ESG Category	IRO	Title	Type	Definition
MANAGEMENT OF TOXIC SUBSTANCES IN THE VALUE CHAIN	E2	ENV Environnement	30	Negative impact on the health and safety of consumers linked to the use of chemicals with proven risks (carcinogenic, reprotoxic,...).	NEGATIVE IMPACT	Direct health risks that the company's products pose to their users. This includes the use of chemicals with proven risks which can lead to illnesses, injuries or long-term damage for the consumer, from the use of a product until its end of life.
MANAGEMENT OF WATER RESOURCES	E3	ENV Environnement	38	Negative impact on human rights due to the violation of the right to food for local communities if the activities of the entity or its supply chain affect water availability.	NEGATIVE IMPACT	Poor water management resulting from the way a company compromises the access of local communities to water resources of sufficient quality and quantity, directly affecting their health, their security and their well-being.
PRESERVATION OF BIODIVERSITY	E4	ENV Environnement	42	Contribution to the destruction of biodiversity and ecosystems due to the company's activities and/or its value chain.	NEGATIVE IMPACT	The effect of the company's activities on the degradation of animal and plant life as well as their natural habitats. This includes pollution, deforestation and overexploitation of resources, throughout its value chain.
PRESERVATION OF BIODIVERSITY	E4	ENV Environnement	43	Contribution to the destruction of biodiversity and ecosystems due to the activities of the company and/or its value chain.	RISK	The effect of the company's activities on the degradation of animal and plant life as well as their natural habitats. This includes pollution, deforestation and overexploitation of resources, throughout its value chain.
PRODUCT CIRCULARITY & REASONED USE OF RESOURCES	E5	ENV Environnement	48	Negative impact on natural resources due to the risk of depletion if the use of resources in production is not managed in a sustainable way.	NEGATIVE IMPACT	Contribution of the company to the rarefaction of resources through its internal and external production processes. This corresponds to a non-sustainable (linear) use which leads to the depletion of natural stocks.
HEALTH, SAFETY & WELL-BEING AT WORK OF OUR EMPLOYEES	S1	SOC Social	58	Negative impact serious and irremediable on the health and safety of employees and their families in case of bad working conditions.	NEGATIVE IMPACT	Consequences of working conditions, which can cause death, permanent disability or irreversible psychological damage. This includes risks for families, who also suffer the repercussions of these serious accidents or occupational illnesses.
HUMAN RIGHTS & WORKING CONDITIONS IN THE SUPPLY CHAIN	S2	SOC Social	69	Violation of fundamental rights of workers in the value chain in case of bad working conditions at one or more suppliers.	NEGATIVE IMPACT	Effect of the company's activities which do not guarantee decent working conditions within the company's value chain. This includes forced labor, child labor, unsafe workplaces or insufficient wages, thus threatening dignity and essential human rights.

ESG Issue	ESRS	ESG Category	IRO	Title	Type	Definition
CONSEQUENCES OF THE SECTOR'S ACTIVITIES ON AFFECTED LOCAL COMMUNITIES	S3	SOC Social	70	Violation of human rights (land rights, cultural heritage, etc) of local communities whose territories are affected by the company's activities.	NEGATIVE IMPACT	Effect of the company's activities which negatively affect populations and their territories, notably entailing forced displacement, the destruction of cultural heritage or the pollution of water and soil which make their environment inhabitable.
INFORMATION TRANSPARENCY & PRODUCT TRACEABILITY	S4	SOC Social	73	Negative impact on the environment due to manufacturing processes, materials, transport of products.	NEGATIVE IMPACT	Incapacity of the company to prove and communicate the real environmental footprint of its products. This resulting from the absence of traceability, which prevents the company from precisely measuring pollution, resource consumption or GHG emissions generated by the manufacturing, materials and transport of its products. As a consequence, stakeholders, like consumers, cannot make informed choices.
PRODUCT INCLUSIVITY & COMMUNICATION	S4	SOC Social	77	Violations of human rights of consumers /end users resulting from discriminatory practices of the Group in matters of customer selection.	NEGATIVE IMPACT	Consequences for fundamental rights of individuals when the company's selling practices, including product offer, pricing or marketing are discriminatory. This has the effect of restricting access to its products or services for certain groups of the population.
PRODUCT QUALITY & SAFETY	S4	SOC Social	80	Negative impact on the environment due to incomplete, false or misleading information on the use and/or disposal of products or a shorter life span.	NEGATIVE IMPACT	Degradation of the environment caused by misleading information or a too short life span of products. This leads to the necessity of a too rapid product renewal, poor end-of-life management, increasing pollution and waste of resources.
WHISTLEBLOWING MANAGEMENT IN THE VALUE CHAIN	G1	GOV Gouvernance	92	Violation of human rights of whistleblowers in the absence of protection measure for whistleblowers (throughout the value chain).	NEGATIVE IMPACT	Adverse consequences suffered by a person who denounces illegal or unethical practices within a company or its value chain. This includes dismissal, intimidation or legal proceedings, in the absence of adequate protection mechanisms.

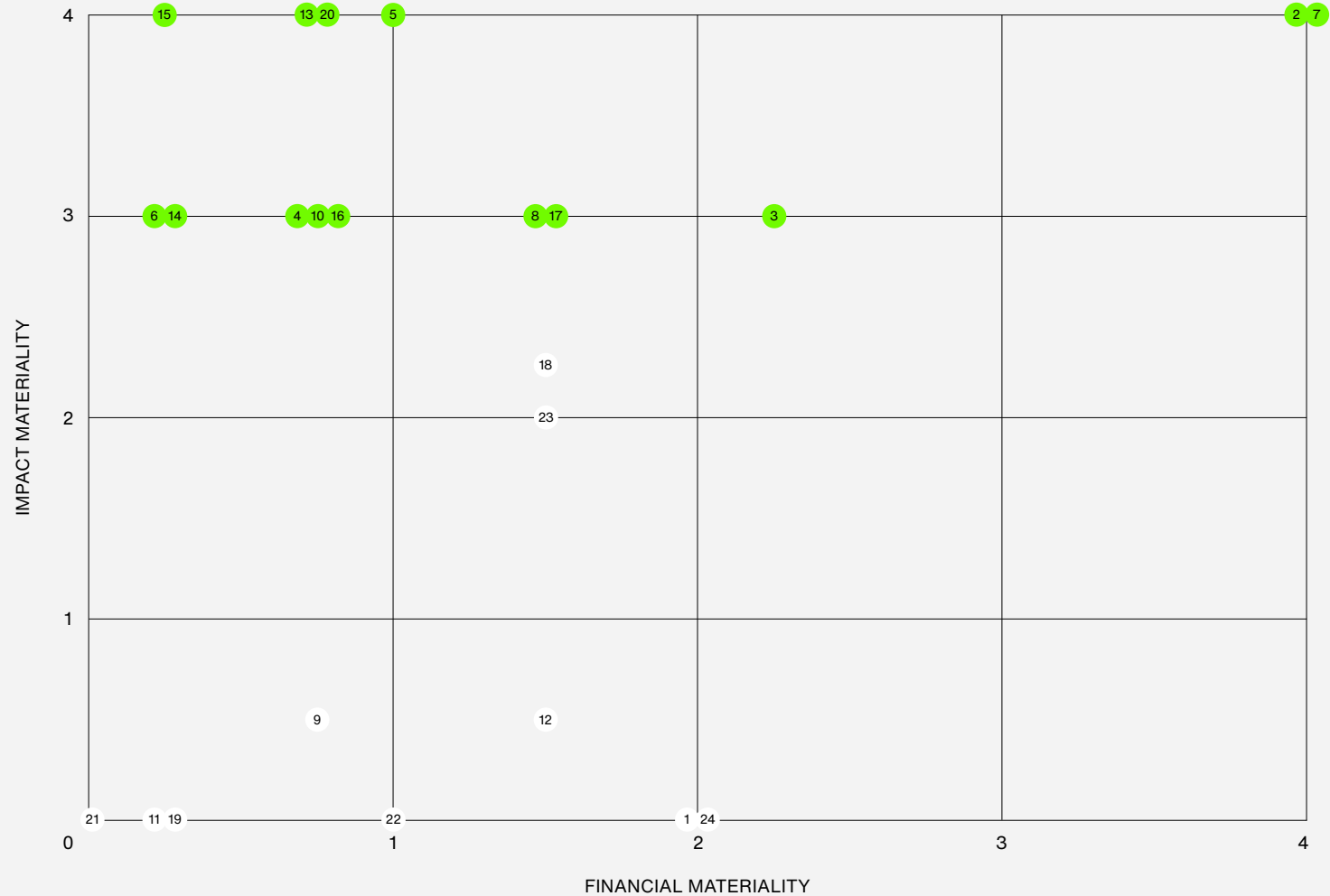
Our Chantelle for Change strategy, based on the foundations of the ISO 26000 standard and resting on the pillars Nature and Culture evolves:

Nature

- 1 Adaptation to climate change
- 2 **Mitigation of climate change**
- 3 **Energy efficiency and sobriety**
- 4 **Preservation of water quality**
- 5 **Management of toxic substances in the value chain**
- 6 **Management of water resources**
- 7 **Preservation of biodiversity**
- 8 **Circularity of products and reasoned use of resources**
- 9 Waste management
- 17 **Product quality**

Culture

- 10 **Health, safety and well-being at work of our employees**
- 11 Equality, diversity and inclusion
- 12 Development of know-how and life skills of our employees
- 13 **Human rights and working conditions in the supply chain**
- 14 **Consequences of the sector's activities on affected local communities**
- 15 **Information transparency and product traceability**
- 16 **Inclusivity of products and communication**
- 17 **Product safety**
- 18 Ethics in the commercial relationship
- 19 Equitable sharing of the value created by the company
- 20 **20 Whistleblowing management in the value chain**
- 21 Lobbying and influence in the sector
- 22 Communities and local development
- 23 Innovation
- 24 Made in France



Double Materiality Matrix

01 Nature

Act to preserve our planet

Commitment 1

Minimize our environmental impact

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS E2, E3 & E4

- Preservation of water quality
- Management of toxic substances in the value chain
- Management of water resources
- Preservation of biodiversity

Commitment 2

Reduce our carbon footprint

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS E1

- Mitigation of climate change
- Energy efficiency and sobriety

Commitment 3

Create sustainable products

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS E5 & S4

- Circularity of products and reasoned use of resources
- Product quality

02 Culture

Act for a fairer society

Commitment 4

Act transparently

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS S4

- Information transparency and product traceability
- Product safety

Commitment 5

Empower and represent all women

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS S4

- Inclusivity of products and communication

Commitment 6

Committed to our employees

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS S1

- Health, safety and well-being at work of our employees

Commitment 7

Ethics and respect for human rights

PERMITS TO RESPOND TO MATERIAL ISSUES SUPPORTED BY ESRS S2, S3 & G1

- Human rights and working conditions in the supply chain
- Consequences of the sector's activities on affected local communities
- Whistleblowing management in the value chain

01 Nature

Minimize our Environmental Impact





Commitment 1

Minimize our Environmental Impact

In the continuity of the works initiated in 2022 with our partner, the engineering firm Yukan-Glimpact, and taking into account the European validation of the P.E.F.C.R Apparel & Footwear methodology in version 3.1, we updated our environmental footprint evaluations at the Chantelle group level (O.E.F) for our reference year 2019 as well as for the years 2023 and 2024.

The analysis of our footprint for the year 2025 was also realized according to this scenario.

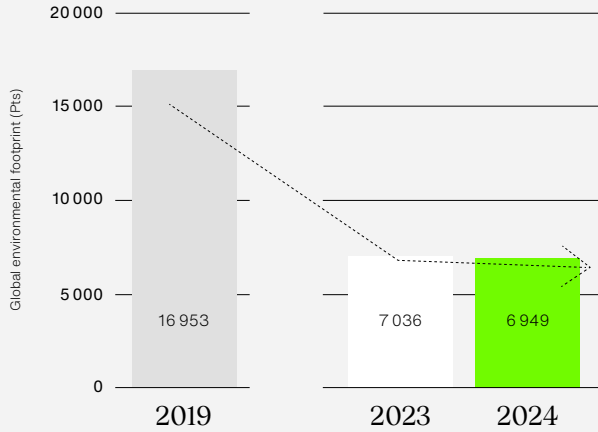
These rigorous evaluations, conducted over previous years, allowed us to structure our impact reduction strategy around a climate policy whose objectives were validated by the SBT (Science Based Targets) initiative end of 2024.

In 2025, we complete this engagement with a policy of preservation then in a second phase of restoration of biodiversity, extending our first actions conducted in 2024.

This additional orientation allows us to address in a more targeted way fundamental issues such as eutrophication, toxicity or water consumption.

The activities taken into account, the impact criteria and emission items are detailed in the appendix (pages 72 to 75).

To allow a reliable comparison of performances between 2019 (our reference year), 2023 and 2024, we proceeded to a systematic update of our calculation assumptions according to the following axes:



COMPARISON OF THE GLOBAL ENVIRONMENTAL FOOTPRINT OF THE CHANTELLE GROUP BETWEEN 2019 AND 2024

PEFCR A&F VERSION 3.1

Adjustments of the operational scope

SITES OPERATED BY THE CHANTELLE GROUP

INFRASTRUCTURES (BUILDINGS)

The impact of buildings is henceforth integrated for all sites on the basis of a depreciation period of 50 years. (Category 10 - Capital goods).

COLLECTIVE CATERING

The impact of canteens at the Cachan head office and the Vietnamese Chantnam factory was added for all years (2019, 2023, 2024), on the basis of one meal per employee.

COMMERCIAL ENTITIES

In order to be exhaustive, 19 international commercial subsidiaries were integrated into the reporting scope, with harmonized energy and water consumption assumptions (compared to known data of similar activities in the group notably in France).

JOINT-VENTURE STATUS

The Thai factory SIGMA being a joint venture 49% owned by Chantelle, we applied a coefficient of 0.49 to its scope 1 and 2 emissions. Its scope 3 emissions were excluded from the analysis. The remainder of scope 1 and 2 emissions was accounted for in scope 3, under category 15 - Investments.

Corrections and specifications of activity data

PACKAGING

A unit error on the mass of purchased packaging (cardboard, polyethylene and polypropylene) was corrected for 2019 and 2023, restoring real consumed volumes.

COMMUTING

The impact of bus trips, previously undocumented, is henceforth included for all evaluated years.

Evolution of calculations linked to products

MANAGEMENT OF UNSOLD PRODUCTS

Method 3.1 replaces the notion of “destruction of dormant stocks” by a global vision of “unsold items” (including customer returns not put back for sale). Failing precise historical data, we applied an average rate of unsold items of 6% on all products for 2019, 2023 and 2024.

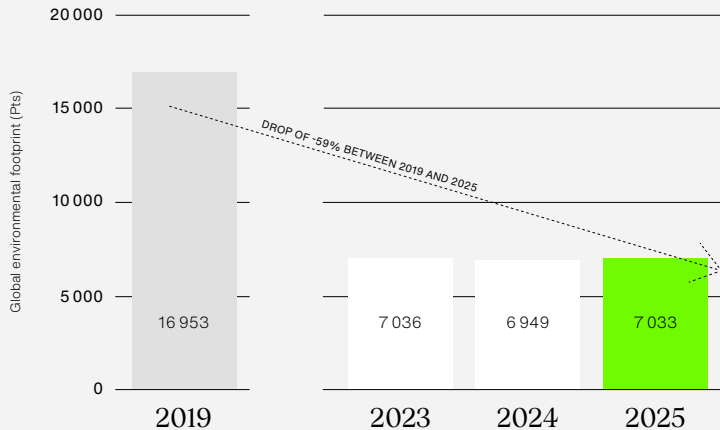
SIZE STANDARD

The reference size for corsetry tops was modified, passing from cup C to cup B still in size 75 (Europe), entailing a downward adjustment of the mass of raw materials used.

DISTRIBUTION SCENARIOS

The e-commerce distribution model was refined. We passed from a “Factory to Consumer” flow to an “E-commerce with warehouse” model, reflecting the reality of our logistics flows transiting through our platforms of Péronne and Corbie.

COMPARISON OF THE GLOBAL FOOTPRINT



COMPARISON OF THE GLOBAL ENVIRONMENTAL FOOTPRINT OF THE CHANTELLE GROUP BETWEEN 2019 AND 2025
PEFCR A&F VERSION 3.1

In the continuity of our traceability objectives, aiming to use specific data for the most impacting stages of our activity, we realized the following advances:

STARTING FROM THE AUTUMN-WINTER (AW) 2025 COLLECTION

For all segments of the global brand Chantelle as well as for the brand Darjeeling, we listed the structure of our components (textile, plastic, metal...) and the characteristics of the associated fibers (carded, combed, spun, recycled, biological... dyed, printed, ecru...) The corresponding certifications were also collected and verified.

FROM THE SPRING-SUMMER (SS) 2026 COLLECTION

This process was extended to products of the brands Livera and Femilet. We enriched our databases by integrating the precise binding mode of each fabric (knitting, weaving, lace and specificity, circular, flat, rachel, jacquard, leavers...), dyeing technologies as well as the classes of dyes used. Regarding primary packaging (polybags), we henceforth confirm the composition and unit weight for all references produced by our garment-making partners.

MANAGEMENT OF UNSOLD PRODUCTS

Use of real data.

PEFCR APPAREL & FOOTWEAR

Only 16% of items (in volume) produced internally or made up by our production partners were evaluated by applying proxies proposed by the PEFCR Apparel & Footwear method.

The stability of our environmental footprint in 2025 compared to 2023, in a context of production increase of 4.8%, confirms the relevance of our sustainability strategy.

The decarbonization and eco-design actions described in this report have thus largely neutralized the effect of the activity rise on our global balance sheet.

Compared to 2024, our environmental footprint slightly progressed, under the combined effect of a production rise (+1.4%) and a greater use of cotton and wool fibers for our ready-to-wear lines. These factors represent the main sources of this evolution.

Perspectives 2026 (COLLECTIONS AW26 & SS27)

Our priority will be to precisely identify the origin countries of cotton fibers, in consistency with our objective to exclusively use certified biological origin cotton by the end of 2026. In parallel, we will work with our production partners to obtain specific data regarding their water consumption and their energy mix.

COMPARISON OF THE GLOBAL FOOTPRINT

7 033 Pt

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

The impact categories (acidification, climate change, particulate matter, photochemical ozone formation, use of fossil resources) representing 66% of our global footprint are mostly interdependent. They originate, notably but not exclusively, from our direct or indirect consumption of fossil resources.

The commitment that we have taken since 2022 to act to reduce our climate footprint (see commitment 2 page 27) remains the most effective and consistent lever to reduce our global environmental footprint.

We must however remain vigilant to the consequences of the stronger integration of cotton and to a lesser extent wool in our ready-to-wear collections these last 2 years. The production of these fibers acts notably on particulate matter as well as acidification. But also to a lesser extent on eutrophication and water consumption.

CATÉGORIES D'IMPACT	SCORE (µPt)	%
Acidification	435 170 947	6,2%
Climate Change	1 668 257 687	23,7%
Ecotoxicity, Freshwater	259 543 397	3,7%
Ef-Particulate Matter	1 218 566 163	17,3%
Eutrophication Marine	200 379 087	2,8%
Eutrophication, Freshwater	77 750 518	1,1%
Eutrophication, Terrestrial	228 435 503	3,2%
Human Toxicity, Cancer	78 938 069	1,1%
Human Toxicity, Non-Cancer	94 984 357	1,4%
Ionising Radiation	51 574 619	0,7%
Land Use	281 405 859	4%
Ozone Depletion	5 441 881	0,1%
Photochemical Ozone Formation	267 362 337	3,8%
Resource Use, Fossils	1 023 393 482	14,6%
Resource Use, Minerals & Metals	797 926 671	11,3%
Water Use	344 189 270	4,9%
ENVIRONMENTAL FOOTPRINT	7 033 319 854	

SCOPE 1
DIRECT GHG EMISSIONS

SCOPE 2
INDIRECT EMISSIONS ASSOCIATED WITH ENERGY

SCOPE 3
OTHER INDIRECT GHG EMISSIONS

N°	POSTES D'ÉMISSIONS	SCORE (Pts)	CONTRIBUTION SCORE GLOBAL
1	Direct Emissions from Stationary Combustion Sources	40	1%
2	Direct Emissions from Thermal Engine Mobile Sources	28	0%
3	Direct Process Emissions Excluding Energy	3	0%
4	Direct Fugitive Emissions	3	0%
6	Indirect Emissions linked to Electricity Consumption	173	2%
8	Emissions linked to Energy not included in Scopes 1 & 2	69	1%
9	Purchases of Products and Services	3 948	56%
10	Capital Goods	635	9%
11	Waste	-24	0%
12	Upstream Transportation of Goods	617	9%
13	Business Travel	32	0%
15	Investments	48	1%
16	Transportation of Visitors and Customers	3	0%
17	Downstream Transportation of Goods	17	0%
18	Use of Sold Products	793	11%
19	End of Life of Sold Products	46	1%
22	Commuting	603	9%
	Total	7 033	

Scope taken into account

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

2025 ENVIRONMENTAL PERFORMANCE

The annual analysis of our organizational footprint allows confronting our strategic decisions with the reality of their impacts. This multidimensional view ensures a rigorous monitoring of potential impact transfers, guaranteeing that each climate advance is not made at the expense of another environmental indicator.

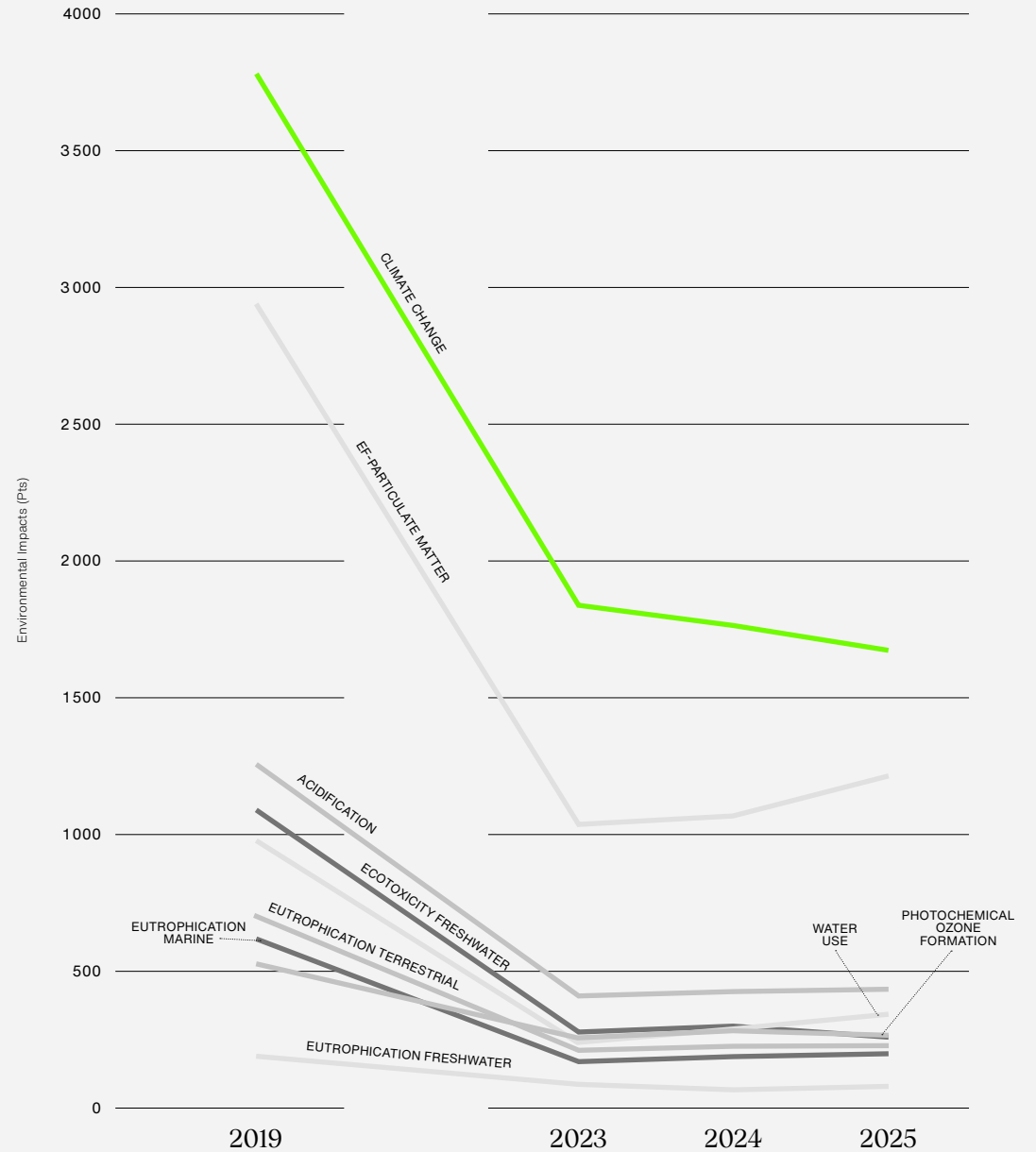
Beyond climate, our vigilance extends to the preservation of water quality, to the management of toxic substances in the value chain as well as to the management of water resources. The analysis below thus integrates indicators of eutrophication (terrestrial, fresh water, ocean), acidification, fresh water toxicity, ozone formation and fine particle emissions, completed by a strict measurement of water consumption over the entire life cycle of our collections.

Our steering model demonstrates a clear synergy between the drop in greenhouse gas emissions, the reduction of photochemical ozone and the protection of aquatic biodiversity (fresh water eco-toxicity). Acting on our climate levers allows treating these issues simultaneously.

However, if the global trajectory is downward since 2019, this convergence is not automatic for all indicators: acidification, fine particles and eutrophication present a stronger inertia.

This gap highlights the extremely important impact of our natural materials: on one hand, the use of wool, whose specific footprint on acidification or fine particle emissions remains preponderant despite limited volumes; on the other hand, the consumption of cotton whose irrigation weighs heavily on the water resource. These issues require transition strategies targeted on the material mix, distinct from energy performance alone.

Aware that the preservation of water resources is inseparable from respect for fundamental human rights, our actions tend to limit the footprint of our activities on water cycles in order to prevent any negative impact on the health and safety of populations. This vigilance is fully integrated into our global objective of sustainable transformation, aiming to reconcile operational performance and protection of local communities within our value chain.



EVOLUTION OF IMPACT BY CATEGORY FOR THE CHANTELLE GROUP BETWEEN 2019 AND 2025

IMPACT ANALYSIS

Our Ambitions

In 2025, we strengthen our environmental ambition by adopting a policy of preservation and restoration of biodiversity, extending our first initiatives of 2024. This global framework completes our decarbonization plan by targeting key impacts, such as eutrophication, toxicity or water consumption. Our objective is to correct the negative externalities of our activity by acting concretely on the five major pressures identified by the IPBES to protect and promote ecosystems.

1 LAND USE CHANGE

Our objective is to prevent deforestation or the conversion of natural ecosystems in our supply chain. Before end of 2028:

- 100% of man-made cellulosic fibers* (viscose, modal, lyocell) selected for our collections must be produced by a manufacturer ranked Green Shirt by the NGO Canopy by prioritizing eco-labeled fibers produced by the company Lenzing. Canopy is an international non-profit environmental organization dedicated to the protection of forests, species and climate in the world, as well as to the advancement of rights of traditional and indigenous communities by exploiting the power of the global market. The Hot Button report evaluates the forest procurement of artificial fiber producers and highlights other important data necessary for informed purchases, including producers' traceability initiatives, the use of FSC certified fibers and support for conservation solutions. Lenzing is a leader in cellulose-based fibers. It is an integrated European company established globally. "Integrated" means that it produces its raw material, by dissolving wood pulp, in its own factories.

- 100% of papers / cardboards purchased centrally or by our industrial entities* must be composed of recycled cellulose fibers and/or from sustainably managed forests and FSC or PEFC certified. The Forest Stewardship Council (FSC) is a global organization dedicated to the promotion of responsible management of forests across the world. FSC's mission is to promote responsible management of global forests, that is to say an

ecologically appropriate, socially beneficial and economically viable management, allowing meeting the needs of current and future generations. PEFC is an international certification system of sustainable forest management.

2 OVEREXPLOITATION OF RESOURCES

We aim to reduce our dependence on virgin resources and to promote a sustainable use of them.

- By 2030, 100% of our corsetry, swim and underwear collections must contain at least 50% of reduced-impact fibers*. Given the fibers mostly used within our collections, these are in a very large majority recycled fibers.

- Water Management
Before the end of 2026, we must identify and select cotton producing countries having the least recourse to irrigation.

Starting from 2026, we will begin to sensitize our main fabric manufacturing partners to their water consumption during dyeing processes. The objective is to identify levers of reduction of water consumed per kg of dyed material.

*Results reported within commitment 3 page 42.



3 POLLUTION

Our objective is to drastically reduce the release of chemical pollutants into the environment.

— 100% of our ready-to-wear collections (summerwear, nightwear, etc.) using cotton must resort to **biological origin cotton*** before the end of 2026.

— By certifying all of our collections with the **Oekotex Standard 100** label, we guarantee a high level of toxicological compliance to our customers, limiting the release of toxic substances during wearing and care. We wish to amplify this commitment by participating alongside our fabric production partners to promote, before the end of 2028, the **MRSLS** (Manufacturing Restricted Substances List) promulgated by the **ZDHC** (Zero Discharge of Hazardous Chemicals) organization. The ZDHC Foundation is a global independent and multi-stakeholder initiative based in Amsterdam. It brings together brands, manufacturers, chemical innovators and environmental leaders to lead a powerful mission: use sustainable chemistry to protect the planet and all those who depend on it. The Manufacturing Restricted Substances List (MRSL) is the fundamental contribution of ZDHC to global sustainability—a unified list based on scientific data which identifies chemical substances prohibited from intentional use in manufacturing processes.

— The European evaluation methodology of our footprint (PEFCR A&F) should evolve by integrating a criterion linked to the release of textile fiber microparticles. In parallel, we should follow the proposals of the organization **The Microfiber Consortium (TMC)** to evaluate the real release level during aqueous phase finishing. TMC is a non-profit organization, led by science, with the vision to work toward zero impact of textile fiber fragmentation on the natural environment.

4 CLIMATE CHANGE

Our ambitions are detailed within our commitment to Reduce our climate footprint. (V. page 27)

5 INVASIVE ALIEN SPECIES

Our commitment aims to put in place vigilance measures to prevent the introduction or propagation of invasive species.

— **In the medium term**, we will identify the appropriate organizations and training to sensitize logistics teams (Factories and Warehouses) to risks linked to invasive species.

— **In a second phase**, we will sensitize our production partners, garment makers and material and supply manufacturers.

*Results reported within commitment 3 page 43.

Research & Development

Besides the strategy and objectives stated in preceding paragraphs, it seems necessary and even important to participate in collective projects and support innovations bearing on the development of solutions aiming to offer reduced-impact fibers from recycling, notably in closed loop. These can be completed by new bio-sourced materials.

It could also be a matter of testing and supporting dyeing solutions which guarantee a quality similar to traditional dyes but whose environmental impact is less important (solution dyeing, dry process, low liquor ratio, plant-based dyes, less energy-consuming dyeing equipment...).

Finally, in the continuity of our objective aiming to evaluate the release of textile fiber microparticles, we should follow the potential development of capture technologies during aqueous phase finishing notably.

Protection & Restoration of Biodiversity

It seems natural that our actions of protection and restoration of biodiversity also pass through the identification and support of recognized organizations, working to sensitize the general public, protect and restore marine biodiversity. This ambition should be implemented starting from 2027.

Sensitize & Onboard

At the end of 2025, nearly 500 employees followed the 2 dedicated training modules made available at the end of 2024. In the month of December 2025, teams from Design, Marketing and Purchasing departments were able to participate in a sensitization session dedicated to the interaction between our sourcing, packaging, climate and biodiversity policies. Objective, to give meaning to our engagements intimately linked to the development of each of their seasonal collections.

Communication-sensitization actions targeted at consumers should also be able to be deployed from 2026.

Finally, we will pursue our efforts of sensitization of our suppliers to strengthen the alignment of their practices with our biodiversity preservation objectives.



Our annual water consumption concerns sanitary and security uses for the listed sites. Water consumption within our boutique networks in France and abroad as well as in offices of our commercial subsidiaries abroad are not taken into account.

ANNUAL WATER CONSUMPTION (in m ³)	2023	2024	2025	EVOLUTION between 2024 & 2025
Tunisia : Sofam, Sotufam, Chantuni, BSC	5 495	4 363	4 000	-8,32%
Morocco : Atma, Famaco	4 313	3 989	2 879	-27,83%
Thailand : Chantasia, ASC	2 330	2 094	1 585	-24,31%
Thailand : Sigma	5 911	6 557	7 730	17,89%
Vietnam : Chantnam	4 848	6 944	5 911	-14,88%
Chantelle SA : Cachan	2 377	1 868	1 692	-9,42%
Chantelle SA : Épernay	945	832	627	-24,64%
Chantelle SA : Corbie	1 454	2 285	1 721	-24,68%
Chantelle SA : Villers	576	536	296	-44,78%
Chantelle SA : Péronne	1 517	1 084	719	-33,67%
Total	29 766	30 552	27 160	-11,10%

In 2025, we pursued the reduction of our water consumption compared to the 2023 and 2024 exercises. Concerning the production unit having recorded a rise in its consumption, a corrective plan was immediately deployed: it includes the complete replacement of flush valves to guarantee a precise stop of the flow and prevent any leak. These technical measures are completed by sensitization actions for employees, whose effects are expected from 2026.

Water Management

In 2024, the use of water linked to our direct and indirect activities represented **4.1% of our global environmental footprint**, evaluated according to the O.E.F methodology. Taking into account water stress factors and water necessary for the production of consumed energy (AWARE method), this corresponds to a volume of a little more than **38.5 million m³ world-eq, against 32 million in 2023.**

91% of this footprint is the direct consequence of the production of our collections and the care of items by our female customers.

The detailed analysis of our impacts reveals the following distribution (excluding care):

NATURAL FIBERS

Culture and livestock are the primary contributors, responsible alone for **41.7% of our water footprint**. The global upward evolution noted between 2023 and 2024 is moreover explained mostly by the increase in volumes of cotton fibers (conventional and biological) consumed, passing from 35 tons in 2023 to **54 tons in 2024.**

FINISHING

Industrial processes, and notably the dyeing of our materials, represent nearly **10.8% of the impact.**

DIRECT ACTIVITIES

Conversely, only **1.3% of the water consumed** was so to respond to sanitary and security needs across all entities of the group.

In 2026, we intend to refine our measurement of real water use thanks to two action levers:

1 THE EXPLOITATION OF THE TRACEABILITY OF BIOLOGICAL ORIGIN COTTON

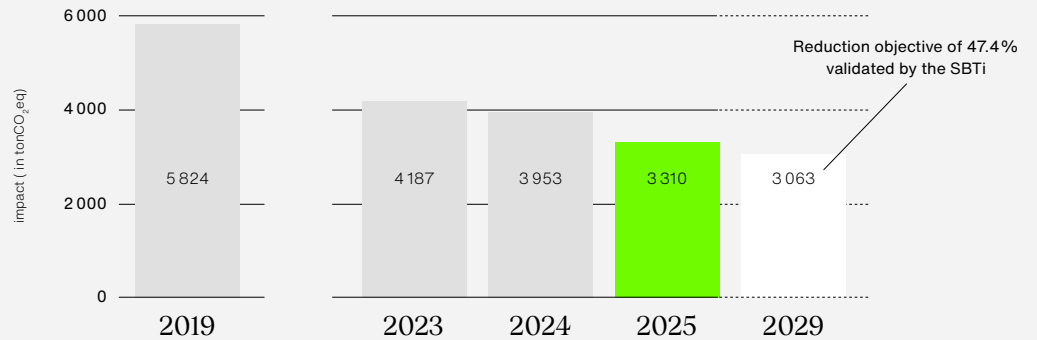
2 THE COLLECTION OF REAL WATER CONSUMPTION DATA FOR FINISHING PROCESSES FROM PART OF OUR PRODUCTION PARTNERS.

These actions are in concordance with our biodiversity impact reduction objectives according to the engagements developed on pages 23 and 24.

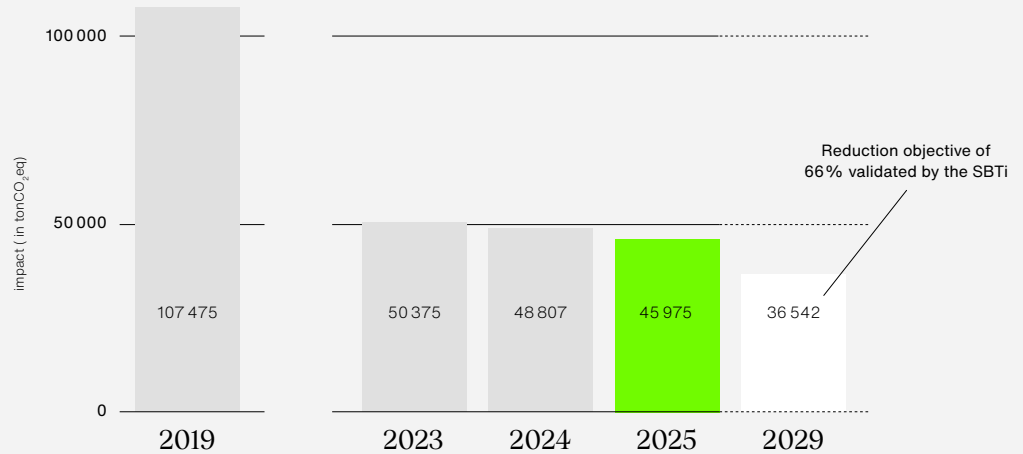
Commitment 2

Reduce our Carbon Footprint

Our carbon footprint respecting the rules of the GHG Protocol and established on scopes 1, 2 and 3 is extracted from our global environmental footprint obtained by application of the European methodology of the O.E.F and the P.E.F.C.R. Apparel & Footwear in version 3.1 (cf. pages 19 to 21).



COMPARISON OF THE CARBON FOOTPRINT OF SCOPE 1 + 2 OF THE CHANTELLE GROUP IN 2019, 2023, 2024 & 2025



COMPARISON OF THE CARBON FOOTPRINT OF SCOPE 3 OF THE CHANTELLE GROUP IN 2019, 2023, 2024 & 2025

N°	POSTES D'ÉMISSIONS	SCORE (tons CO ₂ Eq)	ÉMISSIONS OPTIONNELLES (tons CO ₂ Eq)	CONTRIBUTION SCORE GLOBAL
SCOPE 1 DIRECT GHG EMISSIONS	Direct Emissions from Thermal Engine Mobile Combustion Sources Owned/Controlled by the Company	311,15		1%
	Direct Emissions from Combustion of Fuels in Stationary Installations	756,60		2%
	Direct fugitive emissions from deliberate or accidental releases	67,42		0%
SCOPE 2 INDIRECT EMISSIONS ASSOCIATED WITH ENERGY	Indirect Emissions linked to Electricity Consumption (location based)	2 945		
	Indirect Emissions linked to Electricity Consumption (market based)	2 174,85		4%
SCOPE 3 OTHER INDIRECT GHG EMISSIONS	1 Purchased Products & Services	27 921,63	307,68	57%
	3 Emissions linked to Fuels and Energy (<i>not included in scope 1 & 2</i>)	507,99		1%
	4 Upstream Transport & Distribution	8047,78		16%
	5 Generated Waste	245,69	-36,98	0%
	6 Business Travel	412,29		1%
	7 Commuting	6 831,57		14%
	9 Downstream Transportation of Goods & Distribution	266,75		1%
	11 Use of Sold Products		7 438,53	0%
	12 End of Life of Sold Products	1109,55		2%
	15 Investments	631,88		1%
		Total	49 285,15	7 709,23
	Score with Optional Emissions	56994,23		

Group Scope

GREENHOUSE GAS EMISSIONS IN 2025

on scopes 1 to 3

Our Ambitions

The climate policy of the Chantelle group rests on ambitions supported by quantified engagements, evaluated and validated by the SBTi initiative end of December 2024. Each year, we will compare our achievements to the operational objectives that we assigned ourselves to end of 2029 compared to our reference year 2019.

Scopes 1 + 2

Reduce by 45% our natural gas consumption in France, serving notably to heat our logistics warehouses in Picardy and our factory located in Epervain

DEVELOPMENT ON PAGE 37

Compared to 2022 data, reduce by 50% refrigerant fluid leaks used in air conditioning, notably within our factories in Tunisia and in Asia.

Faced with partial 2019 data and the absence of a complete 2022 balance sheet, we undertook to calculate the equivalent in greenhouse gas emissions of refrigerant fluids (R134A, R410A, R32, R22) used in our installations, on the basis of the Global Warming Potential (GWP) revised according to the 6th IPCC report (Source ADEME). This targeted analysis reveals an encouraging **reduction trajectory**: refrigerant fluid leaks passed from 270.1 t eq. CO₂ in 2022 to 207.5 t in 2025, i.e., a relative decrease of **23.2%**. These results are the fruit of investments realized in previous years to replace part of the air conditioning of our factory in Vietnam as well as our warehouse in Thailand. To support these ambitions, the modernization of our air conditioning systems, notably in Tunisia and in our sewing workshop in Thailand, is already identified as a strategic lever whose budgetary arbitrations will intervene between 2027 and 2029.

Reduce by 25% the fuel consumption of company vehicles.

On industrial sites abroad in 2019 we had consumed 21,895 liters of fuel for diesel vehicles against 13,649 liters in 2025.

Regarding gasoline, its consumption was 30,160 liters in 2019 and reaches 25,166 liters in 2025. I.e., a reduction of 38% for diesel and 17% for gasoline.

In 2025, in order to faithfully reflect the diversity of fuels used by our fleet in France and abroad (SP95/98 Gasoline, E85 Superethanol and Diesel), we adopted the measurement in Tons of Oil Equivalent (TOE). This unit allows for a scientific consolidation of the global energy impact of our travels.

Conversions rely on the Lower Heating Values (LHV) of ADEME's Base Empreinte® and the conversion factors of the Energy Code. By applying this methodology, the **TOE in 2025 are 26% less important than in 2019**. We are aligned with our engagements even if we must maintain our efforts bearing notably on alternative solutions to the individual vehicle.

FOR FRANCE, ACTIONS ARE DESCRIBED ON PAGE 34

Produce at least 50% of electricity necessary for our factories in Tunisia and 30% for the one in Vietnam thanks to solar panels installed on their roofs.

DEVELOPMENT ON PAGES 35 & 36

Scope 3

Prioritize less carbon-intensive transport modes for the procurement of components (materials and supplies) necessary for sewing within the Chantelle group's own factories and delivered to our warehouse in Thailand.

Compared to the year 2024, in 2025, we reduced the share transported by air by 40%, passing thus from 27% to 16% of quantities (in weight) thus conveyed.

Our deliveries were operated at 55% by road, 29% by boat and 16% by air. The objective of reducing the share of air transport, until reaching 15% of deliveries seems within our reach.

Prioritize less carbon-intensive transport modes for the procurement of materials and supplies delivered from our warehouse in Thailand toward our factories in Asia and Maghreb.

In 2024, we shared factually the following situation: Our factory in Thailand is supplied exclusively by truck since it is near our warehouse.

Our production site in Vietnam was then supplied mostly by boat (72.5% in transported weight) against 16.5% by road and 11% by air. .

As for our factories in Maghreb, they received, still in weight, nearly 50% of their components by truck/ferry from our warehouse in Picardy (France). The rest being supplied by plane from our Thai warehouse.

In 2025, our Vietnamese sewing factory was supplied exclusively by boat (99.9%). The sewing workshops in Maghreb on the contrary saw the tonnages delivered by truck/ferry contract to reach 45% of their needs.

We remain however confident regarding the achievement of the objective that we set for ourselves: a supply of our sites located in Maghreb at 70% in weight by sea or by ferry/truck.

Progressively increase the share of items sewn in our factories in Asia and delivered to our warehouse in Picardy by sea.

Our objective by 2029, that 75% in weight, is thus delivered by boat.

Only 6.9% of items sewn within our Vietnamese factory could be delivered by sea. An in-depth analysis of possible improvements in terms of organization and planning must be conducted in 2026.

These results are however to be modulated thanks to the Asia/Maghreb production ratio allowing reaching 54% of internal productions (in weight) delivered by boat and by road.

Maintain or increase our anticipation efforts allowing a delivery mostly by sea of products purchased from our production partners, garment makers notably of our Underwear or Nightwear collections.

In 2025, land or sea transport of these clothing categories jumped to reach 73% (versus 61% in 2024) of our supplies in weight.

And even if we had not yet set objectives on this scope we can capitalize on a rate of 80% of deliveries intended for our customers from our Picard warehouse operated by road. The remaining 20% are transported by plane.

Use at least 50% reduced-impact materials (recycled, of biological origin or eco-labeled) on the total weight of our products.

An engagement, Create sustainable products, is treated in its own right within this report. An eco-design objective concerns specifically the materials we use. CF PAGE 42

Sensitize our employees to low-carbon mobilities and realize when we have the possibility, a specific mobility plan per establishment.

In the continuity of the engagements taken in 2024, we were able to capitalize on existing measures to contain the impact of the mobility of employees going to our head office, in Cachan (France): Teleworking, partial coverage of the subscription to public transport (legal), secure bicycle parking...

In 2026, we should be able to frame these practices within a policy that we could choose to expand with complementary and specific measures.

Then in 2027, we could deploy also a plan adapted for our main logistics site located in Picardy.

On the other hand, although we had considered for 2025 soliciting our tier 1 and 2 suppliers, in order to collect specific data on processes used for the manufacturing of our materials or finished products, the project will finally be initiated in 2026 by relying notably on previously identified tools such as the Worldly platform. This approach will allow us to accompany our partners in the reduction of their environmental, biodiversity and climate footprint, when this proves necessary and feasible.



ANALYSIS & PERSPECTIVES

CLIMATE RISKS & ADAPTATION TO CHANGE

In order to strengthen our actions aiming to mitigate the impact of Chantelle group activities on the climate, it seems relevant and even fundamental to be able to act at the R&D level by participating in collective projects and by supporting innovations bearing on the development of solutions aiming to offer reduced-impact fibers from recycling, notably in closed loop. These can be completed by new bio-sourced materials.

It could also be a matter of testing and supporting dyeing solutions which guarantee a quality similar to traditional dyes but whose environmental impact is less important (solution dyeing, dry process, low liquor ratio, plant-based dyes, less energy-consuming dyeing equipment...).

The transition risk linked to climate change could be evaluated as non-material during the work of structuring our double materiality realized during 2024. We estimate that market risks should not have an impact on our activities (lingerie, corsetry, swimwear). Regulatory, legal and reputation risks are managed by our ambitious climate mitigation strategy, made public in this voluntary sustainability report, validated by a third-party body and approved by the SBT initiative.

Nevertheless, we must be able to evaluate the impact of physical climate risks on our activity i.e., in a first phase, on our production tool and toward group employees. We should then broaden our vigilance to the entirety of our supply chain.

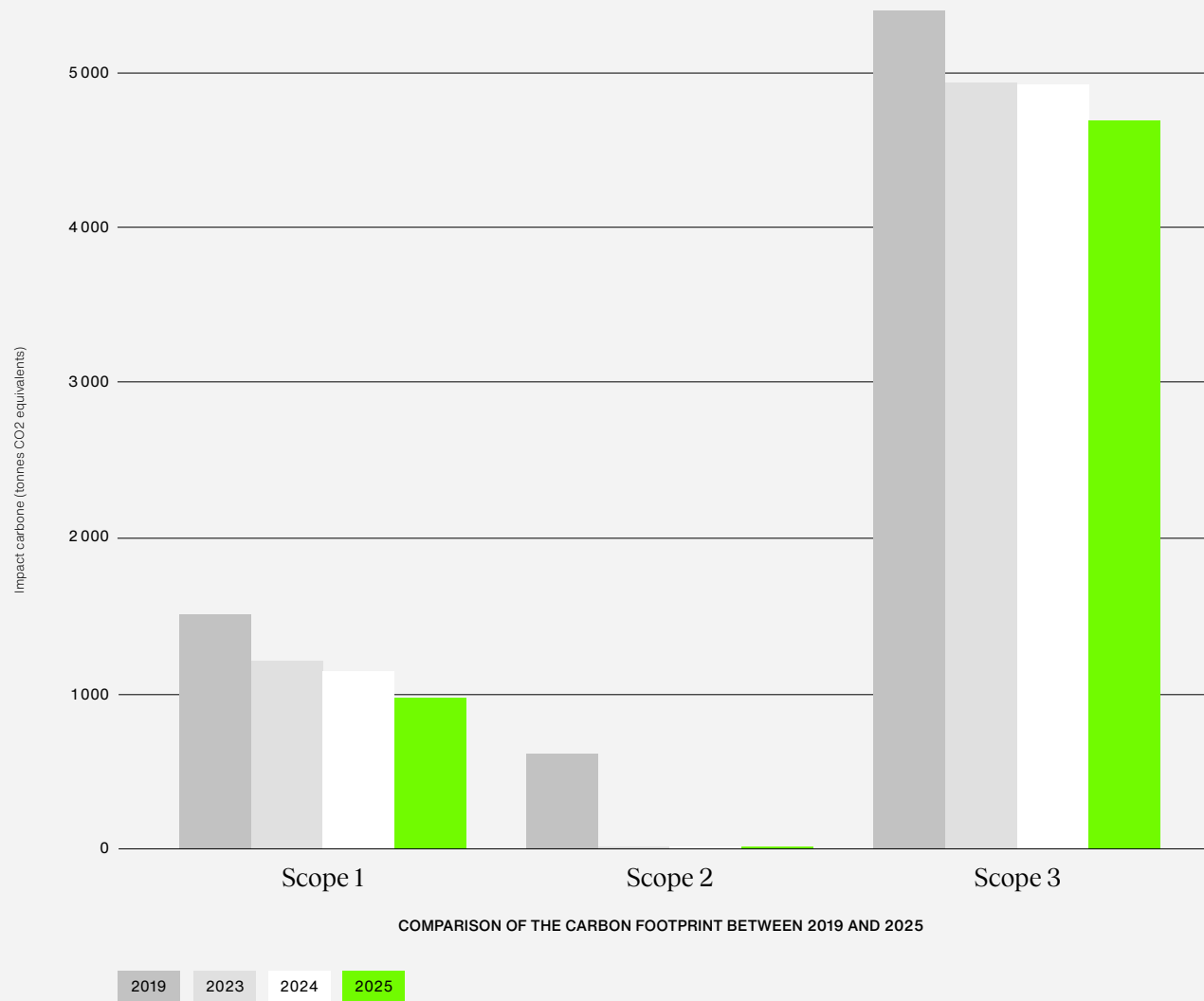
Also, after having solicited the insurance companies which cover our buildings, we should have recourse to studies allowing us to identify these physical risks, their potential occurrence, recurrence and severity. Thus we can establish adapted business continuity plans.

The objective would be to establish risk levels and begin work around adaptation plans between 2026 and 2027.

Starting with industrial buildings in France.

Then, we should evaluate our technological dependence on some of our suppliers and obtain from them a study equivalent to that which we will have been able to realize at the level of our buildings and the activity carried out there. We could be led to help them in the realization of these analyses. We should then ensure their capacity to also put in place ad hoc business continuity plans.

	N°	POSTES D'ÉMISSIONS	SCORE (tons CO ² Eq)	CONTRIBUTION SCORE GLOBAL
SCOPE 1 <small>DIRECT GHG EMISSIONS</small>	1	Direct Emissions from Stationary Combustion Sources	755,60	13%
	2	Direct Emissions from Mobile Combustion Sources	216,46	4%
	3	Émissions Directes des Procédés Hors Énergie	0	0%
	4	Direct Fugitive Emissions	0	0%
SCOPE 2 <small>INDIRECT EMISSIONS ASSOCIATED WITH ENERGY</small>	6	Indirect Emissions from Electricity Consumption	12,71	0%
SCOPE 3 <small>OTHER INDIRECT GHG EMISSIONS</small>	8	Emissions Linked to Energy Not Included in Items 1 to 7	221,46	4%
	9	Purchases of Products and Services	235,56	4%
	10	Capital Goods	1581,24	28%
	11	Waste of the Legal Entity	-70,65	-1%
	12	Upstream Transport	43,91	1%
	13	Business Travel	279,03	5%
	22	Employee Commuting	2400,52	42%
		Total	5675,85	



France Scope

COMPARISON OF GREENHOUSE GAS EMISSIONS BETWEEN 2019 & 2025

Scopes 1 + 2

The actions bearing on **energy sobriety and efficiency** of our internal activities are detailed on pages 35 to 37.

If these efforts concentrate mostly on natural gas and electricity of our sites (warehouses, factory, head office and boutiques), the transformation of our vehicle fleet constitutes an essential decarbonization lever for Scope 1.

EVOLUTION OF FUEL CONSUMPTION

In 2025, in order to faithfully reflect the diversity of fuels used by our fleet (SP 95/98 Gasoline, E85 Superethanol and Diesel), we adopted the measurement in Tons of Oil Equivalent (TOE). This unit allows for a scientific consolidation of the global energy impact of our travels.

Conversions rely on the Lower Heating Values (LHV) of ADEME's Base Empreinte® and the conversion factors of the Energy Code. For Superethanol-E85, a specific composite factor was applied to take into account its average biofuel content.

	TOE CONVERSION FACTOR	CONSUMPTION IN LITERS (2019)	CONSUMPTION IN LITERS (2025)
Gasoline (SP 95/98)	0,000774	21 510	62 342
Diesel	0,000851	95 639	6 070
Super ethanol (E85)	0,000542		19 657
TOE		98	64,1

PROGRESS AND AMBITIONS BY 2029

Thanks to rigorous management, the reduction of our consumption in TOE between 2019 and 2025 reaches 34.6%. This performance already exceeds our initial objective of -25% fuel consumption by end of 2029.

— At December 31, 2025:

48 vehicles total the current fleet.

3 vehicles still run on diesel, but their lease contracts will end in 2026 without full replacement, marking the end of diesel for our logistics activities in Picardy. 10 vehicles are already equipped with a flexible engine (Superethanol/Gasoline).

— Transition perspectives:

SALES FORCES Renewal will continue toward Flex-fuel models. A sensitization campaign will be conducted from the first quarter of 2026 to encourage the exclusive or majoritarian use of Superethanol by employees.

COMPANY CARS The transition toward electric will accelerate between end of 2026 and 2029. Although the objective of 90% electric vehicles is ambitious, we maintain this course to guarantee our decarbonization trajectory.

Scope 3

In the continuity of the engagements taken in 2024, we were able to capitalize on existing measures to contain the impact of the mobility of employees going to our head office, in Cachan (France): Teleworking, partial coverage of the subscription to public transport (legal), secure bicycle parking...

In 2026, we should be able to frame these practices within a policy that we could choose to expand with complementary and specific measures.

Then in 2027, we should be able to deploy also a plan adapted for our main logistics site located in Picardy.

In 2025, the Chantelle Group continues its energy efficiency and sobriety program driven by the acceleration of photovoltaic self-consumption internationally and a structural optimization in France.

Global Performance

We reduced our electricity consumption by **3% compared to 2024**, bringing the cumulative reduction to **39% compared to our reference year 2019**. On our international industrial sites, we now reach a drop of **28% at end of 2025**, exceeding our initial objective of -20%.

The Rise of Solar

The deployment of our strategy based on solar electricity production crossed a decisive step, confirming the relevance of our investments:

TUNISIA

Our three sites produced **889 MWh** of carbon-free electricity. **479 MWh (54%)** were directly self-consumed, covering **45%** of the annual needs of our local production. This total production represents **57%** of our consumption of the project's reference year (2022).

VIETNAM

The installation generated **431 MWh** fully self-consumed, ensuring **30.2%** of the site's annual consumption in **2025**. At equivalent hours produced, the site shows a consumption reduction of **22.9% compared to 2019**, a performance in perfect alignment with our forecasts.

Optimization of Activities

The reduction of our footprint also relies on a more agile management of our infrastructures:

HEAD OFFICE (CACHAN, FRANCE)

We grouped our activities into two buildings (instead of three) from mid-year 2025 which mostly explains the 9% reduction in our electricity consumption.

LOGISTICS (CORBIE, FRANCE)

A reduction of 12% compared to 2024 was obtained thanks to the technical reprogramming of automatic conveyors.

TUNISIAN FACTORIES

The replacement of 560 neon tubes with LED lighting allowed to immediately reduce the energy load. The implementation of a rigorous cleaning program for air conditioning systems guarantees optimal energy efficiency and limits losses.

CHANTASIA (THAILAND)

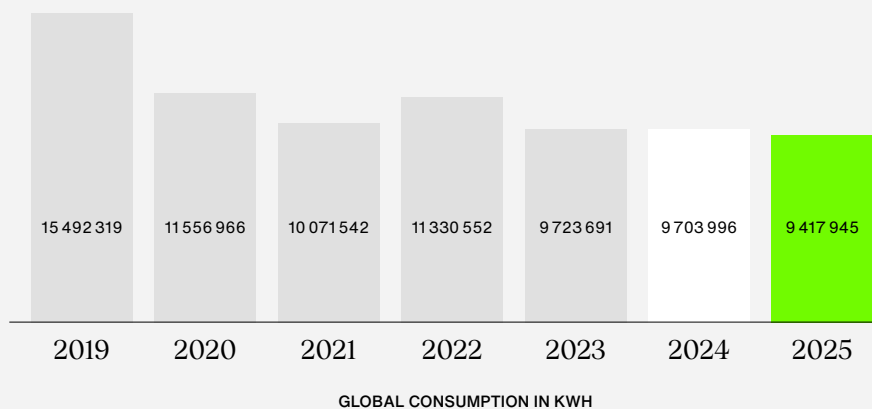
The site records a 10% drop in its consumption thanks to the renewal of air conditioning in 2024 and the reinforcement of sobriety protocols.

Perspectives

The continuous adaptation of our factory park abroad as well as our logistics projects in France should allow us to accentuate these reduction efforts from 2026.

Reduce our Energy Consumption

SITE		2019	2023	2024	2024 (detail)	2025	2025 (detail)	2025 vs 2024	2025 vs 2019
FRANCE	DELTA LINGERIE Network Darjeeling	3 312 139	2 209 073	2 262 263	2 262 263	2 290 000	2 290 000	1,23%	-30,86%
	CHANTELLE RETAIL Network Chantelle	0	443 778	439 713	439 713	390 000	390 000	-11,31%	-84,30%
	ROUAFI Network Orcanta	2 484 138	N.A	N.A	N.A	N.A	N.A	N.A	N.A
	CACHAN Head Office				1 040 490		957 000		
	CORBIE Logistics Warehouse				959 940		849 335		
	VILLIERS Logistics Warehouse	3 454 506	2 653 780	2 504 502	133 161	2 263 096	129 646	-9,64%	-34,49%
	PÉRONNE Logistics Warehouse				156 216		159 426		
	ÉPERNAY Sewing Factory				214 695		167 689		
THE MAGHREB	SOTUFAM Sewing Factory				825 945		779 125		
	SOFAM Sewing Factory				299 631		243 792		
	CHANTUNI Sewing Factory	2 610 822	1 692 182	1 708 516	41 760	1 584 651	38 124	-7,19%	-39,30%
	FAMACO Sewing Factory				337 861		331 743		
	ATMA Sewing Factory				203 319		192 867		
ASIA	SIGMA Sewing Factory				1 207 440		1 200 432		
	CHANTNAM Sewing Factory				1 287 328		1 426 622		
	CHANTASIA Logistics Warehouse	3 630 714	2 724 878	2 789 002	194 600	2 890 198	175 800	3,63%	-20,40%
	ASC Product development office				99 634		87 344		
		15 492 319	9 723 691	9 703 996	9 703 996	9 417 945	9 418 945	-2,94%	-39,21%

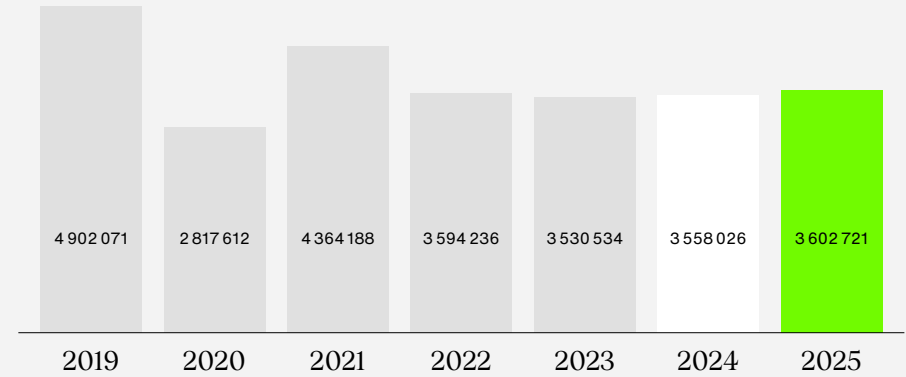


The energy consumption monitoring scope integrates all our distribution networks in France, our logistics sites (France and international), as well as all of our production units. Commercial subsidiaries abroad and their boutiques are not subject to direct monitoring in this specific analysis. Their consumption data are nevertheless modeled and integrated during the annual global environmental footprint (O.E.F) calculation in order to guarantee an exhaustive vision of our impact.

ELECTRICITY CONSUMPTION IN kWh

SITE		2019	2023	2024	2025	2025 vs 2019	2025 vs 2024
FRANCE	CORBIE Logistics Warehouse	2 524 277	1 756 520	1 688 766	1 804 166	-28,53%	6,83%
	VILLIERS Logistics Warehouse	1 030 507	741 609	812 787	778 761	-24,43%	-4,19%
	PÉRONNE Logistics Warehouse	822 000	710 613	718 704	663 749	-19,25%	-7,65%
	ÉPERNAY Sewing Factory	525 287	321 792	337 769	355 945	-32,24%	5,38%
		4 902 071	3 530 534	3 558 026	3 602 721	-26,51%	1,26%

GLOBAL CONSUMPTION IN kWh (GCV)



EVOLUTION OF THE GLOBAL CONSUMPTION IN kWh (GCV)

In the line of energy sobriety and efficiency actions committed since 2022, the Group pursues its efforts to limit its climate footprint linked to the heating of its infrastructures in France.

Analysis of the 2025 Performance

The year 2025 was marked by a **modest increase in our gas consumption compared to 2024**. This evolution is explained mainly by a **climate severity up by 5.8% over the period**, directly impacting the heating needs of our industrial and logistics sites.

Nevertheless, our global trajectory remains positive: compared to our reference year 2019, we maintain a **significant reduction in our consumption of about 26.5%**.

Perspectives & Levers for 2026

To achieve our climate ambitions, we cross a new technological step in the steering of our consumptions:

TECHNICAL OPTIMIZATION

Following the installation, in December 2025, of a **Building Management System (BMS)** on our most energy-consuming site – the **Corbie logistics warehouse in Picardy** – we will be able to steer our consumptions in a much finer way from 2026.

STRUCTURAL RATIONALIZATION

In 2026, our stock rationalization projects and the reorganization of our warehouses in France will constitute major levers to reduce our floor footprint and our structural energy needs.

These joint actions will allow us to converge toward our ambitious objective of **45% reduction of our consumptions by 2029**, as validated by our SBTi trajectory.

GAS CONSUMPTION IN kWh (GCV)



Commitment 3

Create Sustainable Products

The mastery of our environmental trajectory rests on a fundamental conviction: we can only reduce what we measure with precision. Since 2022, the Chantelle Group has imposed a rigorous discipline on itself by adopting the European methodology **PEFCR (Apparel & Footwear)** to evaluate the footprint of each reference-color in collection.

While ADEME's 2025 Eco-design Barometer highlights that only **7% of French companies** systematize the Life Cycle Assessment (LCA) of their products, we maintain this engagement for 100% of our creations, also integrating the group's Dutch brand, Livera, since the Spring-Summer 2026 collection.

This transparency requirement allows us not only to identify the most relevant action levers, but also to refine, season after season, the specific data of our activity and that of our supply chain.

Our environmental impact reduction strategy is structured around the structural transformation engaged in 2020 – which will be completed

in the first half of 2027 – and rests on four operational pillars concerning items in our collections:

INTRINSIC DURABILITY

Guaranteeing optimized quality and lifespan, historical pillars of our know-how.

RESOURCE OPTIMIZATION

Mastering the consumption of components, main fabrics, linings and supplies, particularly for products assembled within our own factories where we control the entire manufacturing process.

ECO-DESIGNED LIGHTENING

Reducing the mass of components without ever compromising comfort or support of our products.

SELECTION OF REDUCED-IMPACT MATERIALS

Selecting, right from upstream in the chain, fibers and materials with a smaller footprint (from recycling and certified for example) for the manufacturing of components, fabrics and supplies intended for our collections.

Finally, we strengthen our contribution to the circular economy to limit pressure on natural resources. This translates into the increasing integration of recycled materials, the industrialization of our repair service and our active participation in the structuring of viable collection and recycling sectors in France and Europe, in collaboration with all our stakeholders.

Sustainability at the Heart of Industrial Expertise

Since its founding in 1876, the Chantelle Group places **manufacturing quality and intrinsic durability within its priorities**. A sustainable product is a product that crosses time without losing its technical qualities or its aesthetics. This conviction has translated in recent years into a massive investment in research **on lifespan during use**, notably through our active participation in the **DURHABI project**. In 2024, the validation of the DURHABI methodology marked a decisive step to standardize the physical durability assessment of lingerie and swimwear.

In 2025, we cross a new strategic threshold by structuring our laboratory expertise to meet growing transparency requirements and European regulatory developments.

Structuring Laboratory Expertise & Regulatory Compliance

In 2025, the Chantelle Group validated the ISO 17025 accreditation project for its quality laboratory located in Thailand. This structuring step responds to three major issues:

1 PERPETUATION OF KNOW-HOW

Maintaining and developing our internal technical expertise, in accordance with Chantelle's integrated industrial strategy.

2 INDEPENDENCE AND RELIABILITY OF MEASUREMENTS

Guaranteeing total autonomy in carrying out performance tests. This approach follows directly from the French standard **NF G30-113** (Durability assessment) and anticipates the requirements of the future European regulation **ESPR** (Ecodesign for Sustainable Products Regulation).

3 VALORIZATION OF ECO-DESIGN

Scientifically justifying the eligibility of our products for **Refashion** eco-modulations on the French market thanks to certified test protocols.

The accreditation process will begin in the second half of 2026. It will allow the Group to be fully operational to meet the 2028 European regulatory deadlines, notably concerning the **ESPR** and the implementation of the **Digital Product Passport (DPP)**, a subject on which the Group initiated strategic reflections starting in 2024.

Optimisation de la Performance Circulaire

Parallel to the reliability of our measurements, we pursued in 2025 our efforts to obtain eco-modulations from the eco-organization Refashion. These requests, which aim to recognize the superior environmental performance of our products, prioritized:

1 THE ICONIC SOFTSTRETCH RANGE

True pillar of our offer already certified for its durability in 2024.

2 THE PILLARS OR ICONICS OF THE DARJEELING BRAND

In order to extend our durability engagements to the lines most favored by our female customers.

Eco-Design: Quality & Lifespan



Eco-Design: Weight of Items

FROM PRODUCT INNOVATION TO INDUSTRIAL STANDARD

In 2025, our approach to reducing product weight crossed the industrialization stage. The issue is no longer just about designing, but about deploying our solutions at scale to reconcile product performance and material sobriety.

2025 REVIEW: THE SCALING UP

We have generalized the use of a new covering mesh, in a matte finish, applied to push-up cups and whose weight is 10% less than the previous generic version. This operational integration henceforth covers all the Group's brands for light colors.

The weight reduction of cups and underwires passed from the study phase to a concrete application in production, guaranteeing the historical support of our products with a reduced material footprint.

2026 PERSPECTIVES: SUSTAINABILITY AS A MANUFACTURING ROUTINE

En 2026, eco-design definitely leaves "project" mode to become the standard for our workshops. Innovation integrates at the heart of our daily industrial processes:

- **technological breakthrough on underwires:** deployment of ultra-light non-metallic solutions, tested to meet industrial requirements for durability and comfort.

- **standardization of next-generation cups:** generalization of reduced-mass cups, minimizing environmental impact.

- **mastery of fit through data:** use of advanced modeling tools in the industrial development phase to ensure consistent quality and optimal support, while limiting the recourse to physical prototypes.

In the continuity of the works engaged in 2024, our partner Glimpact finalized a comparative study aiming to refine the environmental impact assessment of products manufactured by our own factories, under the prism of waste generated during fabric cutting.

This analysis replaces the flat-rate material loss rate of 20% (standard of the European PEFCR methodology) with our real loss rates weighted by mass. The study demonstrates that using the standard rate for 70% of references overestimates the real environmental footprint of our products.

In order to consolidate these data, the analysis was broadened to a representative panel of 540 references from the Spring-Summer 2026 collection. The results reveal that:

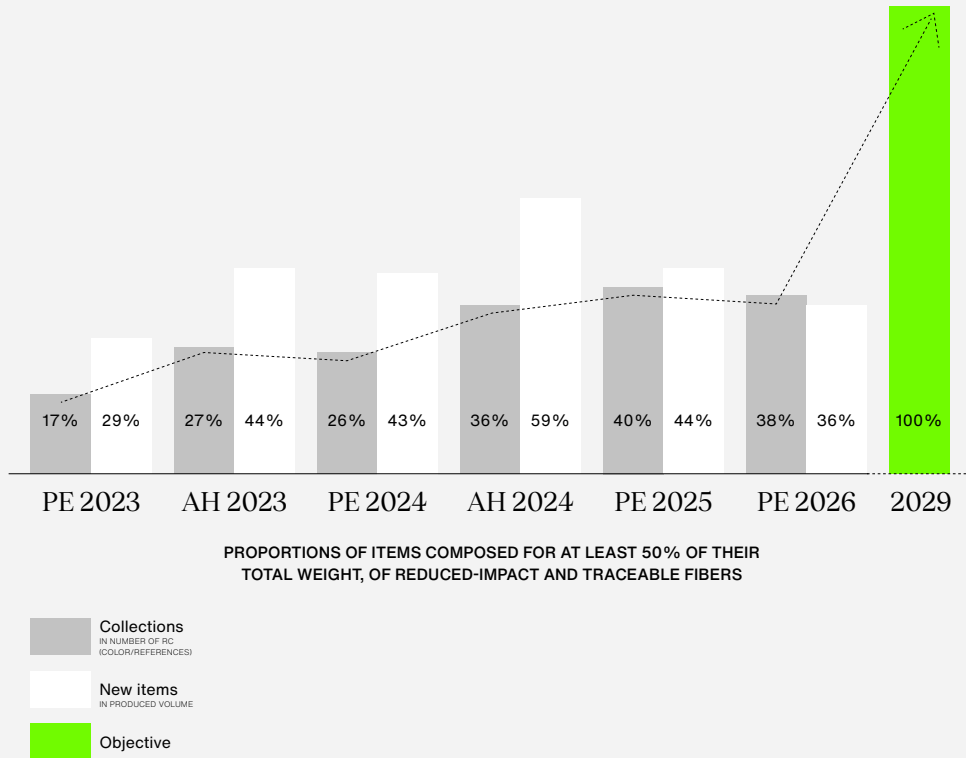
**Only 16%
(90 references)
show loss rates
higher than 20%.**

Among these, 9% are bras and 7% are lower-body items.

Strengthened by this precise knowledge of our processes, we are launching from 2026, for each collection, a targeted project by relying on this new calculation matrix and on our specific design methods. We will orient our rationalization efforts on the shape typologies that emit the most textile waste, thus guaranteeing an optimized environmental performance on this criterion.

Eco-Design: Optimization of Cutting Losses





The deep transformation of materials used is one of the levers of our environmental and climate impact reduction strategy.

We commit that all of our collections integrate reduced-impact and traceable fibers, selected right from upstream for the manufacturing of our fabrics and supplies.

To meet our global performance objectives, we set target thresholds by segment by 2030:

- 100% of collections must reach a minimum threshold of 50% of these fibers in their global composition.

- ready-to-wear (Night, Beachwear...) Due to the higher weight of these items, we complete our previous objective by application of a second tier at 80% on 95% of the range.

To date these objectives do not yet concern collections of brands Livera and Femilet representing together less than 10% of volumes produced or purchased by the group.

This mutation rests on our double industrial anchoring. It is made possible by the **mastery of the design** of our models sewn in our own factories, but also by the engagement of our **production partners**, sensitized and onboarded in this approach since 2022.

Finally, this transformation represents a true economic engagement.

The integration of these more virtuous materials generates higher costs that we strive to master thanks to the optimization of our processes and to a close collaboration with our supply chain, in order to guarantee the perpetuation of our model without compromise on quality.

The Autumn-Winter 2025 collection was not evaluated due to the migration of our product development systems (PLM) in the first half of 2025.

The results on the Spring-Summer 2026 collection are slightly down. They reflect above all short-term choices but do not call into question our objectives by 2030.

Eco-Design: Materials

54% of proposed references are composed in weight, of more than 80% of reduced-impact fibers, slightly down compared to the 58% of the Spring-Summer 2025 collection.

Furthermore, 79% of these references are mono-material, and 94% of them contain a maximum of 5% elastane, guaranteeing without compromising the comfort when wearing for our female customers. A reference is thus considered as mono-material if it is composed of a unique fabric. The use of an ornament, such as a lace or embroidery band as well as the use of supplies such as rings on shoulder straps remain nevertheless permitted. The selected fabrics must furthermore use the least elastane possible.

These 2 eco-design criteria allow facilitating circularity by facilitating recycling.

Finally, 54% of items integrating more than 30% cotton, on the total weight of the product, resort to a traceable biological origin fiber.

OUR ENGAGEMENT FOR THE PRESERVATION OF FOREST ECOSYSTEMS

By the end of 2028, the Chantelle group sets as its objective to integrate 100% of artificial cellulosic fibers (viscose, modal, lyocell) from manufacturers ranked “Green Shirt” by the NGO Canopy. This ambition, which is part of the extension of our initial engagements in favor of biodiversity (see page 23), primarily aims to prevent deforestation and the conversion of natural ecosystems. To reach this target, we prioritize the use of eco-labeled fibers, notably those produced by the company Lenzing.

This engagement rests on a dynamic already well engaged within our brands:

- for all our brands (Chantelle, Darjeeling, Livera and Femilet), 112 reference-colors are composed of at least 30% of cellulosic fibers in one of their components.
- to date, the share of fibers from Lenzing reaches 69% of our global supplies. And 1% of volumes comes from suppliers ranked Green Shirt (score > 30 points) by Canopy.
- for the mega-brand Chantelle as well as for Darjeeling, 63 reference-colors are concerned. Among them, 63% already use fibers produced by Lenzing, guaranteeing optimal traceability and a reduced environmental impact.

Performance indicators are established on the basis of contractual technical sheets from our suppliers, consolidated by traceability data collected via the Trace for Good platform (cf. Engagement 4: Act Transparently). The share of reduced-impact fibers is subject to a rigorous verification, supported by material certifications and corresponding transaction certificates.

READY-TO-WEAR SPRING-SUMMER 2026 COLLECTIONS



Evolution of Production Volumes

The mastery of materials is at the heart of our global environmental footprint reduction strategy.

In 2025, our fiber consumptions are distributed mainly in decreasing order between polyamide, polyester, cotton, elastane and viscose.

In a context of production growth, the total volume of materials consumed by the group progressed by **8%**, passing from 836 tons in 2024 to **907 tons in 2025**.

This increase is driven by a rise of **14.5%** (in weight) of items produced by our external partners, notably on product categories excluding corsetry and swimwear (Lifewear, Nightwear, Underwear).

Acceleration of the Transition toward Reduced-Impact Fibers

In accordance with our engagement to reach 100% of collections resorting to 50% of reduced-impact fibers in their global composition by 2030, we observe a continuous improvement of our material mix:

SHARE OF REDUCED-IMPACT FIBERS

It reaches 23.1% of the total mix in 2025, against 20.9% in 2024, marking a progression of 10.6%.

ECO-LABELED ARTIFICIAL FIBERS

Thanks to a finer analysis of our data, we now isolate fibers produced by Lenzing, which represent 10.6% of consumed artificial fibers.

BIOLOGICAL COTTON

The global volume of cotton almost doubled to reach 105 tons. In this dynamic, the share of biological origin cotton jumped by 78% compared to the previous year.

RECYCLED POLYESTER

The use of recycled polyester progressed by 122% since 2024, confirming our will to substitute virgin materials with circular alternatives.

WOOL

Although marginal in our global mix, wool consumption increased by 54% (see detailed analysis pages 21 and 22).

FIBERS (in tons)	2024	2025
Cotton	46,1	83,9
Cotton BIOLOGICAL	12	21,3
Polyester	105,3	128,6
Polyester RECYCLED	19,1	40,7
Elastane	248,4	252,6
Polyamide RECYCLED	139,6	131,6
Wool	7,6	11,7
Viscose	65,9	66,8
Viscose ECOVERO LENZING	0	7,6
Modal LENZING	0	4,2
Lyocell TENCEL LENZING	0,7	0,5
Silk	2,3	0,3
Linen	0,8	1,3
Elastane	95	94,2
Elastane RECYCLED	3	3,2
Steel	33,3	27,2
Modal	17,1	4,1
Lyocell	5,1	0,6
Zamak	5,6	5,6
Lurex	0,7	1,9
Acrylic	0,9	0,5
Polyurethane Foam	18,6	13,2
Latex	2,3	1,7
Others	7,6	3,6
Subtotal	835,9	906,3
Share of Reduced-Impact Fibers	20,9%	23,1%

MATERIAL CONSUMPTION
(excluding packaging, all collections combined including products of brands LIVERA and FEMILET)

MATERIAL CONSUMPTION

Although the packaging of our items only represents 2.3% of our global environmental footprint in 2024, we pursue our efforts to reduce this impact, of which nearly half is attributable to secondary packaging (mostly packing boxes).

A Rigorous Framework for our Supplies

In 2024, we finalized a complete inventory which allowed establishing new strict specifications for our packaging purchases, applicable starting in 2025. This approach follows directly from our climate and ecosystem impact reduction objectives.

PRIORITY TO RECYCLED MATERIALS IN OUR SECONDARY PACKAGING

In 2025, **94%** of the paper pulp used for our centrally purchased boxes comes from recycling. We maintain a rate higher than 90% since 2021, thus anticipating the future requirements of European regulation (recycled fiber integration threshold of 50%).

PRESERVATION OF FOREST RESOURCES FOR OUR PRIMARY PACKAGING

100% of fibers composing our labels (price and commercial) come from forests benefiting from certified sustainable management. For the year 2025, this represents a total consumption of **19.2 tons**.

Reliability of Traceability & Scope Expansion

Our ambition is to substitute documented proofs for declarative data across our entire value chain.

DATA SECURITY

In 2025, the traceability of our packaging rests on supplier technical sheets and monitoring of codification on invoices. Our objective is to evolve this system toward a documented and auditable traceability.

SCOPE EXPANSION

Currently concentrated on central logistics flows in Picardy, our sustainable purchasing criteria will be extended starting in 2026 to procurements carried out locally by our production units abroad.

RETAIL CONSUMABLES

The optimized management of paper and cardboard packaging for our Chantelle and Darjeeling boutique networks (envelopes, checkout bags, etc.) will be integrated into this strategy starting in 2026.

OPTIMIZE THE IMPACT OF OUR PACKAGING

Increase the Use of Materials from Recycling

As initiated within our engagement 1, on page 18, one of the objectives we impose on ourselves is to reduce our dependence on virgin resources.

By 2030, 100% of our corsetry, swim and underwear collections must contain at least 50% reduced-impact fibers.

Given the fibers mostly used within our collections, these are in very large majority recycled fibers.

On all the Spring-Summer 2026 collections including also the brands Livera and Femilet, **68% of reference-colors** integrate recycled materials and more than **31% of our collections** are composed of at least **50% recycled fibers**.

These results are down compared to the same season in 2025. But they do not call into question our strategy.

Participate in the Collection of End-of-Life Clothing

The Chantelle Group's engagement for circular fashion materializes through the deployment of collection solutions aiming to transform the product's end of life into a new value cycle.

CONVINCING RESULTS IN FRANCE AND THE NETHERLANDS

In 2024, our banners intensified their collection efforts thanks to strategic partnerships:

— Darjeeling x ReWay (France)

In collaboration with its partner ReWay, Darjeeling collected nearly **1,760 kg of clothing** from its female customers. A rigorous process of sorting, checking, cleaning and refurbishing was implemented. These operations allowed preparing 96% of the volume for direct reuse. These items are thus reused for their initial purpose without the need for heavy treatment.

— Livera x Drop & Loop (Netherlands)

The group's Dutch banner confirms its dynamic with a total of 851 kg of clothing collected in stores. This performance marks a progression of nearly 30% compared to the previous exercise, testifying to a growing mobilization of our female customers.

A EUROPEAN REGULATORY FRAMEWORK CATALYST FOR ENGAGEMENT

The deployment of **Extended Producer Responsibility (EPR)** within European Union member states, of which France is a pioneer, redefines textile industry standards:

— in the Netherlands

EPR legislation, strengthened since 2023, imposes ambitious collection and recycling objectives. Livera proactively fits into this framework by collaborating closely with the Dutch government on the 2025-2030 circular fashion project.

— European vision

The generalization of EPR at the EU scale is a major lever that will allow our brands to amplify their collection systems. This regulatory evolution favors not only innovation in sorting and recycling sectors, but also encourages stronger civic engagement from our female customers.

In France, our main logistics warehouse in Picardy, our sewing factory in Epernay as well as our head office in Ile-de-France are equipping themselves since end of 2025 with a clothing collection system intended for employees. This initiative is directly supported by the eco-organization Refashion. The first results are expected in 2026.

Contribute to the Circular Economy

Offer a Repair Service

REPAIR TO LAST

At Chantelle, each piece of lingerie tells a story. The Repair service was born from this simple conviction: beautiful lingerie deserves to be worn longer.

An idea born from know-how and respect for products.

Since always, Chantelle relies on demanding corset-making know-how, made of precise gestures and attention paid to detail.

The Repair project was born from the desire to preserve this know-how, while meeting the expectations of female customers, increasingly sensitive to **durability and responsible consumption**.

Repairing rather than throwing away means choosing to prolong the life of a loved bra, to keep a piece that accompanies daily life, and to limit the environmental impact linked to the production of new products.

It is in this spirit that L'Atelier Chantelle was born, a service thought to take care of lingerie pieces, **repair them and offer them a second life**.

A PROGRESSIVE AND MASTERED IMPLEMENTATION

1 PILOT PHASE
Compiègne (FR) Store
(April 2023 – 1st half 2024)

A test phase was launched in April 2023 in a pilot boutique in Compiègne, with the objective of validating customer interest, boutique paths and the operational organization of the service.

From this first step, repairs are centralized at the Cachan prototyping workshop, guaranteeing a homogeneous quality level and relying on the know-how of internal technical teams.

Volumes remain voluntarily limited in order to test the system in a mastered framework and to identify the first logistic friction points.

2 PARTIAL NETWORK DEPLOYMENT
(September 2024)

Faced with the first positive feedback, the service is progressively offered in 12 additional boutiques.

The operational model remains unchanged: repairs continue to be carried out at the Cachan workshop, initially mobilizing two seamstresses, then only one. This organization, adapted to a test phase, nevertheless shows its limits in a context of partial ramp-up and still low volumes:
– 22 repairs carried out over 2023 and 2024
– 12 repairs between January and July 2025.

This step highlights the necessity of a more industrialized model to support a network and omnichannel deployment.

3 INDUSTRIALIZATION VIA THE EPERNAY FACTORY
(starting from October 1st, 2025)

The Epernay factory, identified right from the start as the target solution, becomes the reference site to outsource and make the service reliable.

The switch operated on October 1st, 2025 allows responding to the needs of all 17 boutiques and the e-commerce site but also all concessions in department stores in France.

To date:
– 42 repair requests recorded
– 36 repairs carried out.

Each repair is a promise kept: that of respecting the product, the female customer and the environment.

02 Culture

Act for a fairer society



Commitment 4

Act Transparently

Our approach to risk management and transparency rests on a constant operational rigor. This will to go beyond international regulatory standards translates into our historical engagement with the **OEKO-TEX® Standard 100** label.

In 2025, 99.9% of collections (in volume) for the Chantelle and Darjeeling brands are certified, guaranteeing the harmlessness of our products, whether they come from our own factories or our garment-making partners.

Thanks to our integrated production model, we guarantee total traceability of our internal sewing. Direct steering of data by our teams – via our product life cycle management (PLM) tool – allows for a fine and mastered management of each manufacturing stage.

To guarantee total transparency on our external production cycles, we strengthened our collaboration with the **Trace for Good** platform, initiated during the Autumn-Winter 2024 (AW24) season.

The deployment continued in a progressive way, both on the scope of collection and on data precision:

AW25 SEASON

The AW25 season marked the integration of the Livera and Femilet brands onto the platform, thus harmonizing our traceability processes. On a total of **623 traced references**, we reached an AGECE anti-waste and for a circular economy law compliance rate of **86.4%** at the end of collection. This rate lower than 100% is explained by the exclusion of Livera and Femilet products from the obligation of compliance with French law. In parallel, we required specific data for the calculation of environmental impact according to the **P.E.F.C.R Apparel & Footwear** framework. Which led to the definition of a new performance indicator, that of the **PEF compliance rate, corresponding to the proportion of reference-colors for which these data were collected. This season, the compliance rate is higher than 90%**, which allowed us to refine the analysis of the most impacting stages of our activity.

Beyond technical data, the collection of certificates (OEKO-TEX, GOTS, GRS, etc...) and social audit reports remains systematic, as it is part of the foundation of our engagement for respect for human rights.

SS26 SEASON

For the SS26 season whose traceability campaign covers 836 reference-colors, we crossed a new step in the degree of granularity of information collected: as recalled on page 20, besides fiber structure, we collected data on weaving/knitting technologies, dyeing processes and types of dyes used, as well as on primary packaging (polybags).

If AGECE compliance borders 99%, PEF compliance stands at 65%. This relative decline is explained by more technical expected data, requiring that our tier 1 suppliers solicit their own partners (lower tiers), sometimes reluctant to provide data considered confidential. We note once again that accompanying our suppliers remains essential to keep their engagement and obtain that of their subcontractors; we are working on it.

Finally, in accordance with our announced ambitions, we initiated the integration of tier 2 material suppliers for our new items (representing 57 partners) of internally managed production. Although the complexity of collection on this segment imposes a technical maturation phase of one additional year with our provider, this trial confirms our will to precisely master the impact of each stage of the life cycle to better manage inherent risks as well as environmental impact assessment. This both on external and internal production. According to the first analyzed collected data, 21 distinct tier 3 (dye) were identified, only 2 were not already known to Chantelle. For the majority of our references (fabrics, knitting, embroidery, lace...), dyeing is carried out within the material garment entity. Social control of these entities is ensured by our internal vigilance process, applied on a voluntary basis despite the absence of legal obligation in France and Europe.



For the 2026 exercise, our priority is to secure and make the declared data reliable but also to consolidate our material traceability chains.

We will strengthen the precise identification of the geographical origin of fibers, in consistency with our objectives of integration of **100% certified biological origin cotton by end of 2026 and 100% cellulosic fibers (viscose, modal, lyocell) from manufacturers ranked “Green Shirt” by Canopy by 2028.**

To remedy the limits of declarative data, we will systematize the use of tangible proofs through **stress-tests**. These consist of requiring transaction documents (such as packing lists, delivery notes and invoices) to validate the data entered by the supplier on the platform. Today this control is carried out on 2% of the season’s reference-colors, we will increase this share to 5% on AW26.

Finally, the consolidation of our traceability campaigns will rest on a more agile operational monitoring. We will put in place weekly reports and dedicated steering dashboards. This system will allow detecting anomalies in real time, better accompanying our suppliers in the transmission of complex technical data and ensuring a continuous improvement of the quality of information received.

In parallel, we will pursue our work with our production partners to obtain specific data regarding their energy mix and their water consumption, elements indispensable to achieving our impact reduction trajectories.

This traceability that we strive to have over the whole of our activity is the sine qua non condition to achieving our engagement to act transparently.

In order to favor the outreach of our Chantelle for Change policy, we deployed a specific training module on our My Chantelle School platform intended for our boutique teams. This path allows our sales advisors to appropriate our actions in matters of duty of care and traceability, to transmit them with clarity and sincerity to our female customers.

Historically, we invited our community to consult our Non-Financial Performance Statement (NFPS) to follow our progress and our challenges. In 2025, while the regulatory calendar of the CSRD directive evolves, the Chantelle Group makes the deliberate choice to maintain the publication of its sustainability report.

For us, transparency is not a compliance constraint, but a proof of our accountability toward our ecosystem.

To go further, we will initiate as soon as this report is released a wide consultation with our customers, suppliers and employees. Gathering expectations of our stakeholders is essential to evaluate the relevance of our engagements and co-construct priorities for our future roadmap face to the challenges of our industry.

Our Process of Safety Assessment

The Chantelle group places the safety of its female customers at the top of its priorities. Beyond simple regulatory compliance, we apply a proactive approach to identify and mitigate potential dangers throughout the product life cycle.

In accordance with **Regulation (EU) 2023/988 on General Product Safety (GPSR)**, each new product or component now undergoes a systematic risk analysis via a rigorous **criticality matrix**, steered by our product safety and purchasing teams.

Carried out twice a year during the development of Autumn/Winter (AW) and Spring/Summer (SS) collections, this iterative process brings together a multidisciplinary work group (Purchasing, Marketing, Regulatory) around three key steps:

1 IDENTIFICATION OF DANGERS

We list potential risks — whether they are chemical, physical/mechanical, natural or linked to use — depending on technical design and selected components.

2 USE ANALYSIS

We define the context of normal use and anticipate “reasonably foreseeable” misuses, by paying particular attention to vulnerable consumer groups.

3 RISK ESTIMATION

For each identified danger, we evaluate the severity of potential damage and its probability of occurrence.

Decision Resulting from the Criticality Analysis

Each component or finished product is classified according to three risk levels:

1 ACCEPTABLE RISK

Development continues normally.

2 RISK TO BE MASTERED

A specific action plan (complementary tests, certifications) is implemented for validation before any production start.

3 UNACCEPTABLE RISK

The component is systematically rejected or the product design is completely reviewed.

Traceability & Due Diligence

The entire technical documentation — criticality matrices, product sheets and test reports — is archived in a centralized way by season and collection. In accordance with the law, these elements are kept at the disposal of market surveillance authorities for a period of ten years after commercialization.

Diligence & Notification

In case of detection of a post-market risk, the Chantelle group has strict withdrawal and recall protocols. We commit to:

1 Immediately notify competent authorities via the **Safety Business Gateway** platform (notably the DGCCRF in France).

2 Ensure a transparent and rapid communication with our female consumers to guarantee their optimal protection.

**GUARANTEE THE SAFETY OF OUR PRODUCTS:
COMPLIANCE WITH REGULATION (EU) 2023/988**



Commitment 5

Empower and Represent All Women

Since 1876, the Chantelle Group strives to value beauty in all its forms by refusing injunctions and by fighting against stereotypes.

This ambition is part of a long-term vision aiming to promote a more inclusive and respectful society model.

The group shapes its own images through authentic narratives that shake the conventional representation of lingerie and the female body. This engagement translates concretely into a constant will to improve the inclusivity of our products and the accessibility of our offer for all women.

The adaptation of our collections to the diversity of morphologies remains at the heart of our corset-making know-how. For the year 2025, this representative requirement is reflected in an expanded offer: 39% of our bra collection (in references and colors) is now available in cup sizes H, I and J, while 42% of the range offers back sizes from 95 and beyond. This inclusivity approach also extends to bottoms, of which more than 52% of the offer exceeds size 46. Faithful to our size management policy, we pursue our innovation efforts with the current development of models extending up to cup K.

Beyond the diversity of statures, the Group innovates to respond to specific needs linked to health and different stages of women's lives. We offer today 16 technical reference-colors dedicated to maternity, post-operative care as well as menstrual flows.

Our emblematic **Softstretch** line, with its 186 reference-colors, embodies this search for positive impact: thanks to its ultra-stretch "One size" technology, it offers a solution perfectly adapted to people with reduced mobility or going through morphological evolutions, thus limiting the need for repurchase.

Finally, our social mission involves strengthened financial accessibility, allowing each woman to access quality products. The brand **Pulp** plays a driving role in this strategy, with 79% of its sets and bodysuits offered at a price lower than or equal to 100 €. At the Group scale, 229 corsetry references (i.e. 15% of the total offer including Chantelle, Chantelle Easy Feel, Pulp and Chantelle X) are located under this threshold. This democratic will is particularly marked on the underwear segment, where the entirety of our offer is now available in sets for less than 100 €.

A Brand Promise at the Service of Representation of Women

In 2025, the brand Chantelle reveals its new signature: “**Something more.®**”, a promise which captures the very essence of the brand: listening to women, responding to the evolution of their needs and continually reinventing itself to better accompany them.

“**Something more.®**” is not just a campaign signature: it is the expression of a broader ambition.

That of bringing **more comfort, more confidence and more authenticity** in the relationship that women have with their lingerie and with themselves.

The campaign rests on a simple consumer truth: **there is a life before finding the perfect bra, and a life after.** With Chantelle, this “more” makes all the difference.

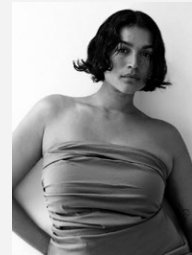
The campaign “**Something more.®**” captures those moments where Chantelle accompanies women in their daily lives, through their numerous preparation rituals – from morning to evening. From active days to moments of relaxation, lingerie becomes an intimate piece that supports, transforms and accompanies every step of the day.

Campaign visuals illustrate all those moments where this “more” takes life in the process: **more confidence, more authenticity, more comfort, more connection with oneself and others...**

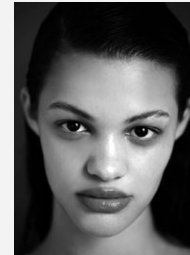
A Campaign Thought to Represent the Plurality of Women

In order to concretely embody this engagement, the campaign rests on a **casting of 11 models**, selected to represent a diversity of profiles, ages, morphologies and paths. Each model embodies a different facet of contemporary femininity, contributing to a more faithful and inclusive representation of women.

This will result in a significant investment in the casting — **representing 40% of the total production budget of “Something more.®”** — in order to guarantee an authentic diversity.



Jennifer Atilemile
CUP G & 176 CM



Kyla Coleman
CUP C & 180 CM



Anna Lena
CUP B & 180 CM



Amélie & Charlotte Kopf
CUP B/C & 170 CM



Tess Baldwin
CUP E & 175 CM



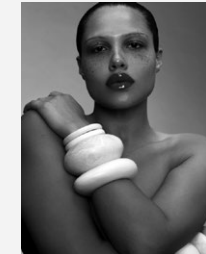
Arnelle Slot
CUP D/E & 175 CM



Gabi
CUP E & 176 CM



Tanya Ruban
CUP D & 178 CM

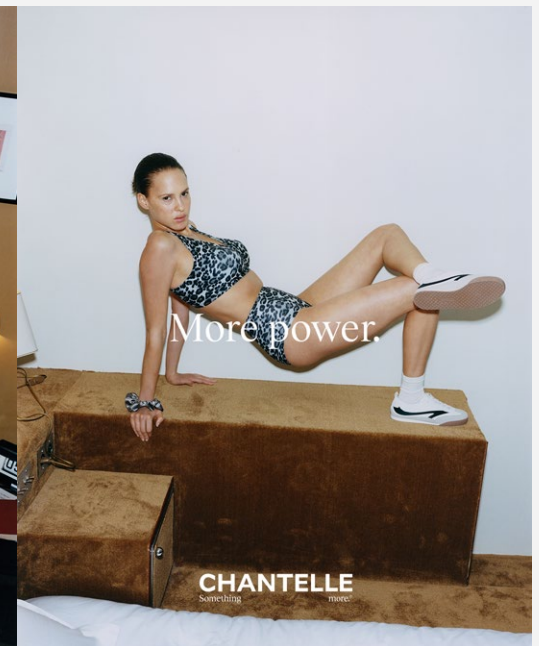
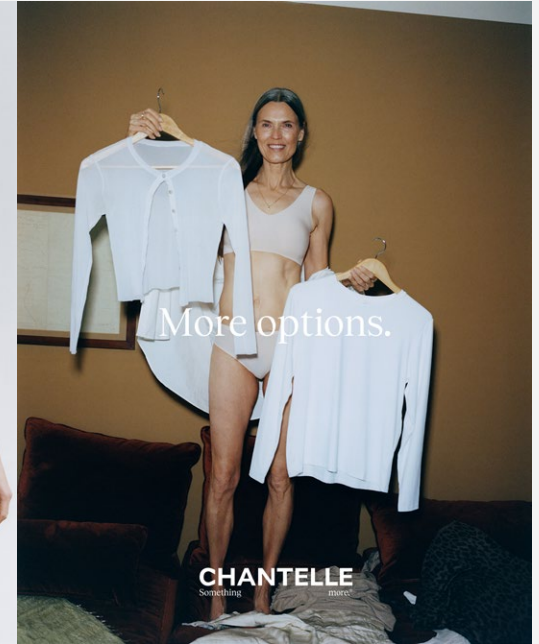
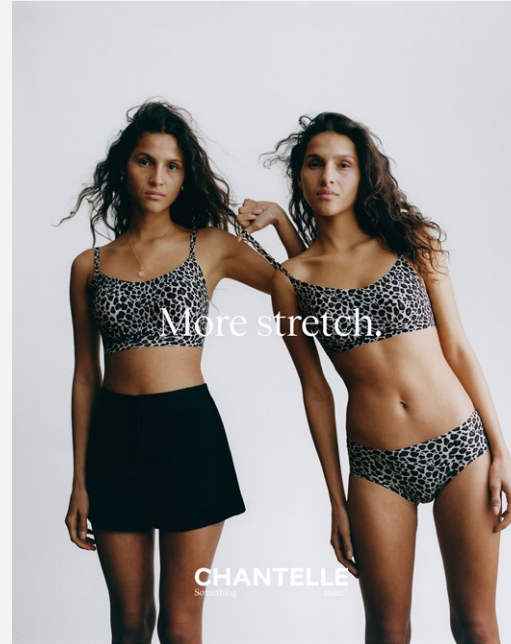


Alva Claire
CUP G & 175 CM

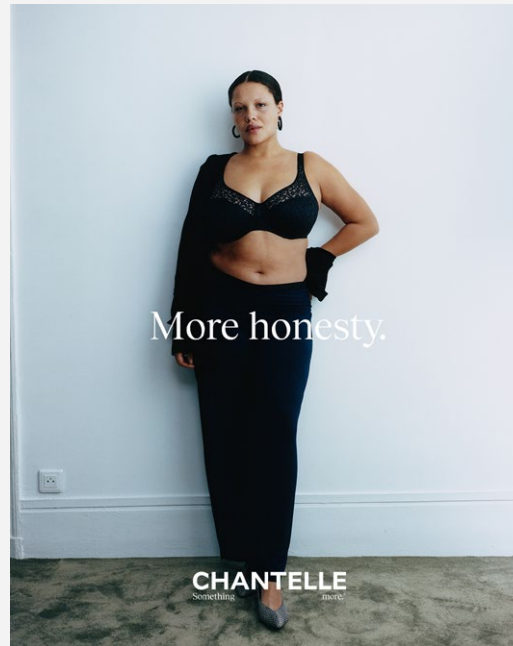
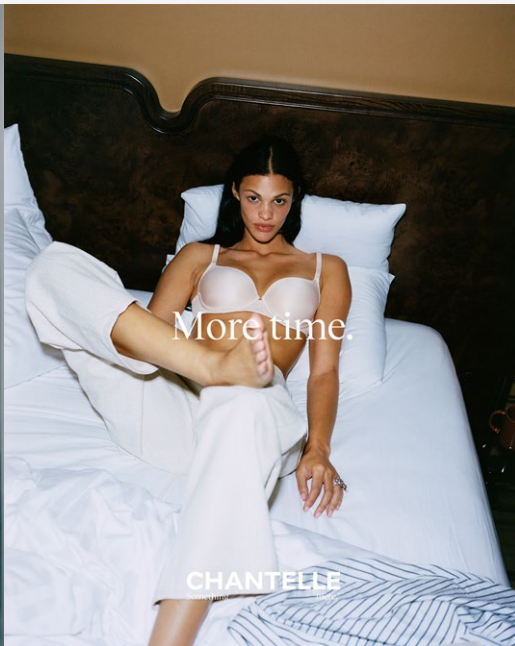
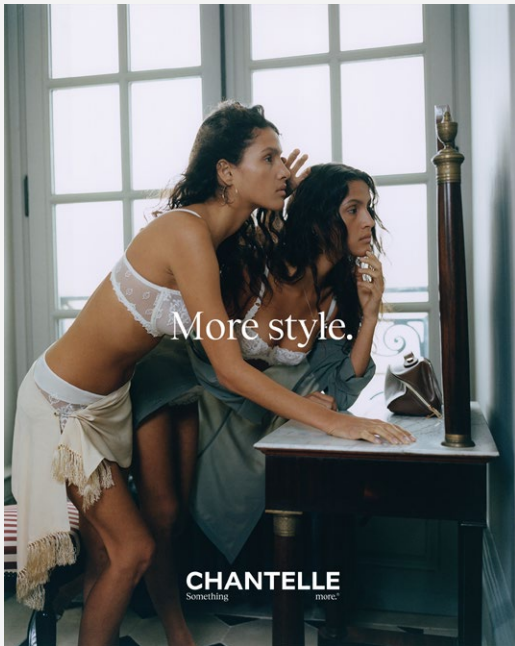


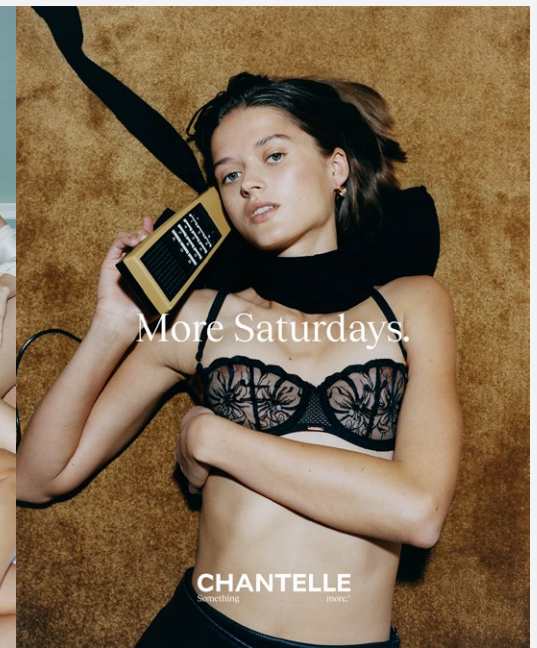
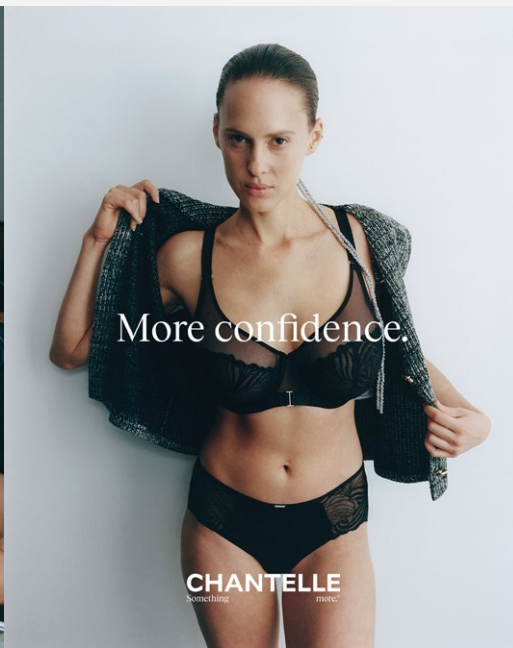
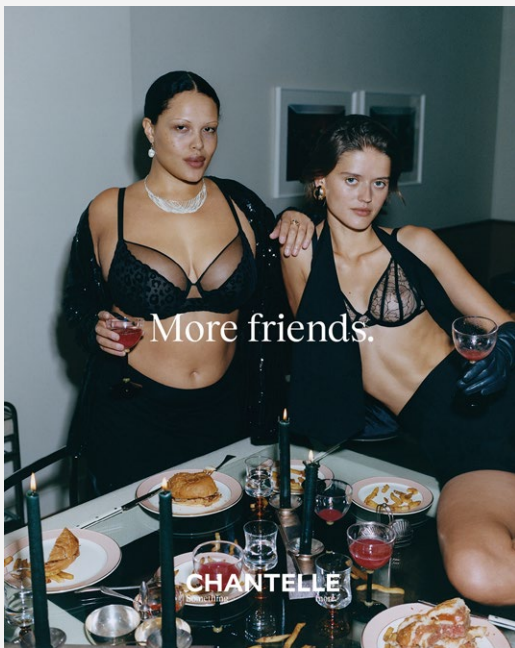
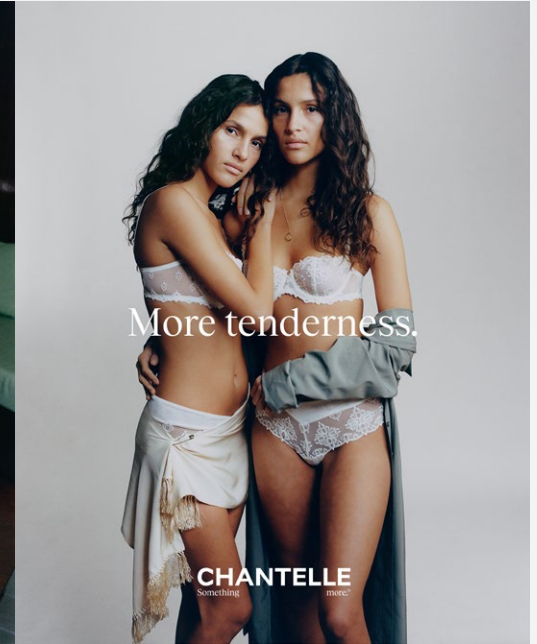
Bonnie Panasenکو
CUP B & 180 CM

“Something more.®” Campaign









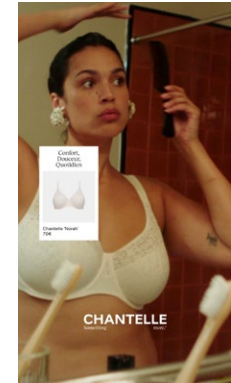


A Representation Recognized & Appreciated by Customers

This more inclusive representation approach and celebration of all women is also **perceived positively by female customers**, who salute the diversity of silhouettes and the authenticity of campaigns.

The “Self-love” video generates 1,054 likes and more than 100 positive comments.

- 
Magali Duthoy
 Bravo !!! Tellement juste et beau à la fois 🍷 merci et encore bravo 🍷
- 
Essia Ben Ammar
 Enfin, une marque qui célèbre la femme dans toute sa réalité, sans artifices ni complexes. Des corps vivants, avec leurs formes, leurs courbes, leurs marques, leur cellulite parce que c’est ça, la vraie beauté. Assez des illusions parfaites, place à l’authenticité. Parce que chaque femme mérite d’être représentée telle qu’elle est, sans filtre.
- 
Mimibzh Mtn
 J’adore cette pub ! Elle est tellement plus réaliste merci
- 
Christelle Langlace
 Très belle femme ...bravo à chantelle qui met en avant une femme à qui on peut s identifier
- 
La British Aventure
 Enfin une femme qui nous ressemble !! Merci !!!



“SELF-LOVE” VIDEO PUBLISHED ON INSTAGRAM

A Sustainable & Daily Commitment

The representativeness of femininities is not limited to the “Something more.®” campaign. It is declined **throughout the year** through several levers, including **editorial contents**, which value experiences and voices of women with varied profiles, **e-commerce visuals**, which highlight a diversity of models and silhouettes on the site chantelle.com (we collaborated with 14 different profiles in 2025);

and **product development**, thought to respond to a plurality of morphologies and needs.

This approach allows anchoring sustainably the brand’s engagement in its practices, beyond communication high points.

For its 30 years in 2025, Darjeeling put in place several collaborations on social networks which allowed it to reaffirm its engagements.

1 NOLD

With Nold, a media which addresses the 45-65 years generation, a target still too little represented in communication and advertising. Nold positions itself as the voice of those who feel too young to be old, and too old to be young.

Their positive, dynamic and inspiring approach around well-being, self-confidence and the pleasure of fully living one's age thus resonated perfectly with Darjeeling's DNA.

This collaboration allowed us to value lingerie as an ally of comfort and femininity at all ages. A newsletter as well as three carousels published on Instagram allowed generating more than 270,000 views.

2 MARGAUX MOTIN

Or also with Margaux Motin (435,000 followers on Instagram) whose illustrations celebrate all femininities with humor and fantasy. Three carousels were published: a first very inspirational one around the 30 years in May, a second on the collection of old bras in boutiques also in May, a third on October 18 around the world menopause day which met a true success..

The publication made nearly 900,000 views and created discussion around this taboo subject presented with delicacy and authenticity.

Perspectives

While the fashion industry is backpedaling on subjects like body positivism and criticism of ageism, Darjeeling will make it a point of honor in 2026 to go against these trends and to continue to represent all femininities, so that each one feels supported and welcomed as she is.





Commitment 6

Committed to our Employees

Our employees remain the central pillar of our history and our strategic priorities.

In 2025, the Group consolidates a sustainable dynamic, combining the agility of its structures with the engagement of its teams to meet the challenges of a world in metamorphosis.

The efficiency of our working modes is illustrated through the Colibri project. Fruit of attentive listening to the field, this initiative refines our processes to offer everyone a more fluid environment. This movement is supported by a cycle of conferences dedicated to resilience and change management.

In parallel, we reaffirm our vocation as a learning company. Our training platform My Chantelle School continues to deploy tailor-made paths, combining technical expertises and behavioral skills (soft skills).

In 2025, this offer is enriched with conferences devoted to parenthood, testifying to our will to accompany each employee in the key stages of their personal and professional life.

The voice of our talents remains our guide: the annual 2025 Engagement survey, equipped with new axes on corporate culture, allows measuring and nourishing the attachment of our teams across the world.

At December 31, 2025, the distribution of our 2,790 employees on the France and international industrial scopes, testifies to the diversity of our professions and our locations:

SITES	NB WOMEN	NB MEN
Tunisia ^A (Sofam + Sotufam + Chantuni)	513	85
Morocco ^A (Atma + Famacco)	362	68
Thailand ^A (Sigma + Chantasia + ASC)	368	60
Vietnam ^A (Chantnam)	453	33
Chantelle SA	545	118
Delta	472	0
Chantelle Retail	77	0
TOTAL	2 790	364
Distribution F/M	88,5%	11,5%
EVOLUTION 2025 vs 2024	-2,75%	-5,21%

DISTRIBUTION OF WORKFORCE
(all contract types (permanent, fixed-term, apprentices...) excluding interns)

Data are extracted using computer tools used by HR teams.

Permanent Contract (CDI) 93,03%

Fixed-term Contract (CDD) 6,97%

FRANCE PERIMETER

Turn-Over

The stability of our teams reflects the relevance of our social model. To measure its evolution, the Group follows a rigorous turnover indicator, calculated by the ratio between the average of annual movements of permanent (CDI) employees (sum of entries and exits divided by two) and the total workforce.

In the Retail world, where turnover is structurally more marked, our proximity management efforts and the evolution of social benefits are bearing fruit, **starting a stabilization of this indicator.**

To favor retention of its talents, the Group strives to develop a strategy centered on the human, where inclusion and active listening are placed at the heart of engagement levers. Through the strengthening of dialogue systems, like the new exchange formats “**Chantelle Coffee**” or thematic surveys, our will is to allow each employee to involve themselves in the company’s transformation. Strengthened by these engagements, the Group strives to pursue the analysis of this indicator in international industrial sites for the years to come.

This approach is accompanied by a training policy aiming notably to support employability, for example **via acculturation to Artificial Intelligence**. By thus seeking to better reconcile individual fulfillment and collective performance, notably through a specific accompaniment of parenthood, the Group wishes to create an environment more conducive to the loyalty of its teams.

COMPANY	NB EMPLOYEES < AND = 25 YEARS	NB EMPLOYEES BETWEEN 25 & 34 YEARS	NB EMPLOYEES BETWEEN 35 & 45 YEARS	NB EMPLOYEES > 45 YEARS
Famaco SA	2	28	107	79
Atma SA	0	3	66	145
Chantasia SA	5	22	15	19
Chantelle SA Cachan	35	117	84	177
Chantelle SA Corbie	2	6	24	86
Chantelle SA Peronne	0	1	7	14
Chantelle SA Villers	2	2	8	11
Chantelle SA Épernay	8	5	9	65
Sofam SA	12	53	96	76
Sotufam SA	4	48	167	126
Delta	113	121	98	140
Chantelle Retail	29	19	12	17
Chantuni SA	0	1	6	9
Sigma SA	2	25	131	183
Chantnam SA	25	127	281	53
ASC	0	2	12	12
TOTAL (%)	8%	18%	36%	38%

DISTRIBUTION OF THE GLOBAL WORKFORCE BY AGE CATEGORY

KEY FIGURES

The Chantelle Group shows itself intransigent with the safety of its employees.

The prevention of physical and psychic risks is a major issue and the vigilance brought to it is paramount.

At the CHANTELLE SA scope level, the number of occupational illnesses records a stabilization with 6 occupational illnesses declared in 2025 and 2024. Parallely, we observe an encouraging improvement on the front of workplace accidents*, whose number stands at 7 in 2025, marking a decline compared to 11 accidents recorded in 2024. On the rest of the scopes, **occupational illnesses and workplace accidents are down**. These data are extracted from our HR tools. These data are shared with the legally consulted bodies.

Convinced that health-safety issues take place closest to the field, we put in place in 2025 reminders on safety rules, notably via a safety note within the Head Office of the company CHANTELLE SA.

The different evolutions of the company require everyone's adaptation and are the subject of particular attention attached to local issues. It is in this framework that the steering committee concerning quality of work life, initially instituted in 2019 are regularly held and, since 2023, integrated into our working modes on different projects, sometimes in concert with occupational health services.

These committees concern all of Chantelle SA France establishments and allow having an objective review of physical as well as psychic risks, with the help of a multidisciplinary team. **In 2025, these committees were finalized with a progressive implementation of actions retained by each establishment.**

Within Chantelle SA establishments, in order to respond to the growing need of employees to better manage moments of tension and improve their quality of life, we offered conferences on Parental Influence and Caregivers. We also strengthen moments of conviviality with animations such as meals, snacks or others, around holidays (Christmas, Candlemas...).

Finally, the head office makes available an annual flu vaccine offer, on site.

We perpetuate our initiatives in favor of well-being within all of our establishments, while pursuing our actions to improve the social climate, supported by collective training programs.

*With work stoppage



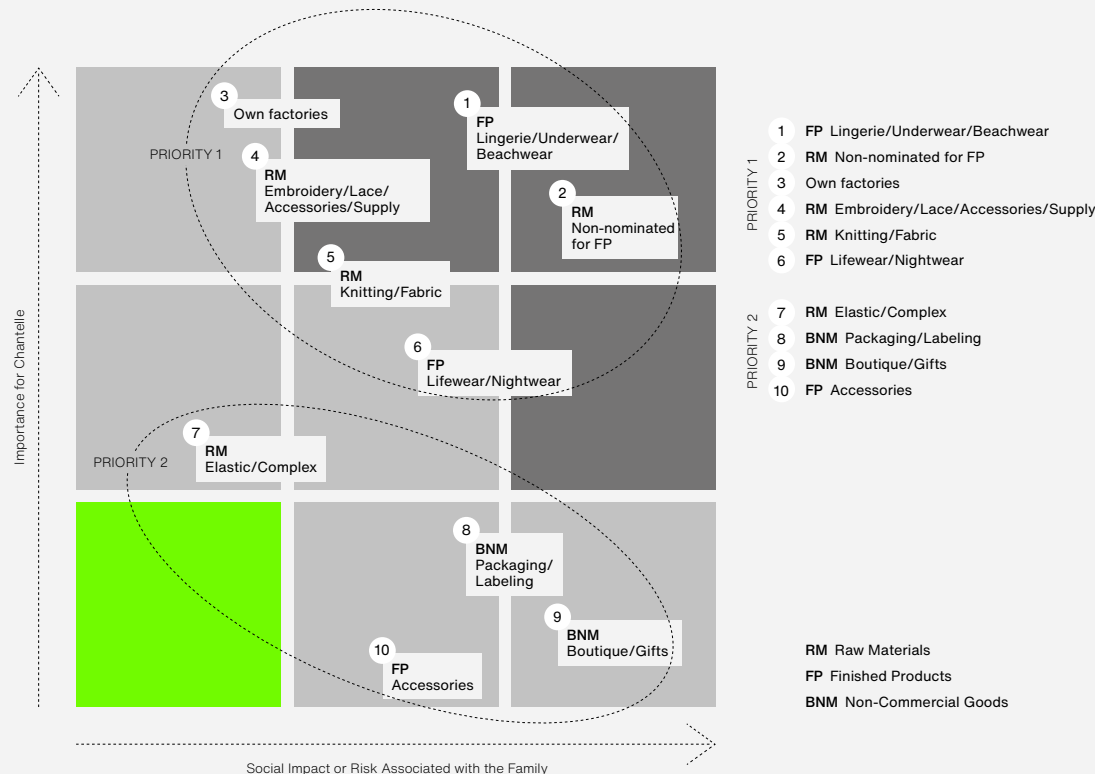
Health & Safety

Commitment 7

Ensure Ethics & Respect for Human Rights

To concretize our engagement, the year 2024 was devoted to the deployment of our due diligence approach, this system aiming to secure our operations over the entire value chain.

In 2025, we pursued this work through the update of our social risk mapping. In accordance with the recommendations from the support led by Bluequest in 2023, we concentrated our analysis on product-linked purchase families. This mapping exercise will henceforth be iterated each year in order to ensure dynamic monitoring and constant updating of our issues.



2025 SOCIAL RISK MAPPING
PRODUCT-LINKED PURCHASE FAMILIES

- Critical risks to reduce in priority
- Moderate to high risks
- Low risks (do not require specific action in the short term)

Contrary to the 2023 mapping which evaluated **gross risk** (theoretical), the 2025 edition analyzes **net risk**. This approach is more precise because it takes into account the efficiency of our prevention measures and controls already in place at our direct suppliers; that is to say our external garment makers (FP Suppliers), raw material suppliers supplying our own sewing factories (RM Suppliers) as well as our non-commercial goods (BNM) suppliers.

For this evaluation, we relied on precise quantitative and qualitative criteria, among which:

- geographical location
- purchase volumes and values
- product category
- level of transparency and compliance of partners.

This exercise allowed us to highlight the most at-risk categories and to refine our annual action plan in matters of **identification, prevention, mitigation and accountability**.

Identification

As announced in our previous report, the year 2024 was marked by the rigorous identification of our direct suppliers (FP* and RM*) and their practices. In 2025, the deployment of our traceability tool Trace for Good (TFG) allowed us to cross an additional step in the visibility of our value chain.

We were thus able to identify more precisely the actors of our value chain. Concerning our external production for the SS26 season, we have thus mapped **121 unique tier 2 suppliers**. Among them, **17% were already referenced by the Group**, either as nominated suppliers*, or via our production flows realized

in our own sewing factories. Note that for our so-called “vertical” partners, the tier 2 operations (knitting and/or dyeing) are directly integrated into the garment-making site; the tier 1 supplier, with which we operate directly, then also ensures the tier 2 role.

Parallely, on the Non-Commercial Goods (BNM) scope, the clarification of our supplier park allowed us to initiate a targeted social data collection from our partners judged strategic.

Prevention / Mitigation

In matters of prevention, we ensure the systematic recondonction of audits for suppliers already engaged in an active social monitoring*, while challenging those whose results are not yet judged fully satisfactory. For suppliers without visibility on their practices, we solicit our SGT accredited

partner when no engagement to conduct a first audit is concluded directly with the partner.

This year, **5 sites were audited according to the SMETA 4-Pillars framework by our accredited partner**: 4 RM sites and a dyeing site common to three of our RM suppliers.

To measure the efficiency of our risk management policy, ambitious quantified objectives were set for a **scope of our suppliers that we will name partners hereafter**. Partners at Chantelle designate suppliers with a significant invoiced value and with whom we have been working for several consecutive

years. Among the 112 production sites presented on page 9 of this report, partners only represent 82 (73%), these sites potentially belonging to our garment-making partners (FP) or material partners (RM) for internal production.

* DEFINITIONS

RM
Raw materials such as our fabrics/knits, laces, embroideries, complexes... Used for internal production (supplying our own factories).

FP
Finished products, referring to production external to our sewing entities.

BNM
Non-commercial goods, they encompass supplies for packaging, labeling, our boutiques and gifts.

Nominated Supplier
Supplier (of raw materials) selected by Chantelle for our external garment-making partners.

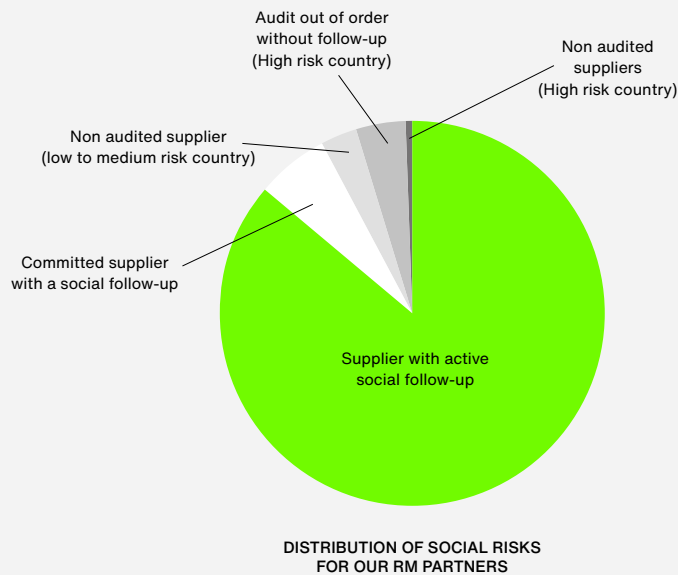
Active Social Monitoring
Social management in place with the conduct of social audit realized at regular frequency (annual or less depending on the result) according to a standard recognized by Chantelle (SMETA, BSCI, ICS, WCA, HIGG FSLM, WRAP, SA8000, BLUESIGN, OEKO-TEX STEP).

	SUPPLIER WITH SOCIAL MONITORING (HAVING A VALID REPORT OR CERTIFICATE) IN NB%/CA%				SUPPLIER WITH A "SATISFACTORY" AUDIT RESULT IN NB%/CA%				SUPPLIER WITH A "NEED SIGNIFICANT IMPROVEMENT" AUDIT RESULT IN NB%/CA%					
	2024		2025		2024		2025		2024		2025		2026	
	ACHIEVED	FIXED	ACHIEVED	FIXED	ACHIEVED	FIXED	ACHIEVED	FIXED	ACHIEVED	FIXED	ACHIEVED	FIXED	ACHIEVED	FIXED
RM (RAW MATERIAL) PARTNERS (INTERNAL PRODUCTION)	> 45% / > 65%	> 75% / > 85%	67% / 86,6%	> 70% / > 90%	> 18% / > 30%	> 25% / > 35%	16% / 29,1%	> 25% / > 40%	< 10% / < 10%	< 5% / < 5%	1,8% / 1%	< 2% / < 1%		
FP (FINISHED PRODUCTS) PARTNERS (EXTERNAL PRODUCTION)	> 90% / > 99%	> 95% / > 99%	100% / 100%	> 98% / > 99%	> 50% / > 60%	> 60% / > 70%	56% / 73,2%	> 65% / > 80%	< 2% / < 2%	0% / 0%	0% / 0%	0% / 0%		

SUPPLIER SOCIAL PERFORMANCE INDICATORS (KPI'S) FIXED AND ACHIEVED BY 2026
(2024 being the reference year for monitoring, there are no fixed figures)

Prevention / Mitigation

At end of 2025, consolidated figures demonstrate a solid mastery of our upstream supply chain. For the **Raw Materials** partners category, which brings together **55 production sites** (representing 96% of the invoiced value for the RM category over 2025, all suppliers combined), we reach a **mastery of social risks for 95.7%** (in Revenue). The following pie chart allows a better understanding of what this mastered risk represents for Chantelle:



Mastered risk brings together the following partners:

- **86,6% (Revenue)** have an active social monitoring* (follow-up). Within this group, a part representing **29.1% of global Revenue** presents a compliance level judged **“Satisfactory”*** according to Chantelle standards, while **1% is attributed a “Need significant improvement”*** result, requiring a specific accompaniment plan.
- **6,2% (Revenue)** are partners engaged in a progress approach, **with a first audit scheduled for 2026.**
- **2,9% (Revenue)** concern suppliers having never been audited but whose geographical location presents a **low or moderate risk***.

As for the potential risk, for which surveillance is paramount, here is how it breaks down:

- **4% (Revenue)** correspond to suppliers whose audit report arrived at maturity in **2025** and for whom no renewal engagement has yet been formalized.
- **0,3% (Revenue)** represent suppliers located in **at-risk areas*** not yet having manifested the will to engage in a third-party audit process.

Regarding the % of proven risk for the RM part, it is a partner for whom the number of major non-compliances is too high and mitigation measures are necessary. The specific case of this supplier was immediately reported to the vigilance committee.

The latter was initiated at the end of 2025 in order to watch over the application and respect of our new code of conduct, in addition to social audits which are key tools to ensure the integration of our requirements.

After consultation, we granted the supplier the possibility to reconduct an audit in the 1st quarter of 2026 in order to demonstrate to us the correction of non-compliant practices.

The next session of this committee will allow to note positive evolutions or not of this partner; faced with persistent non-respect of our standards, we will be led to apply coercive measures, such as the immediate reduction of order volumes.

Concerning our Finishing Products category partners, who already benefited from a robust social monitoring in 2024, **100% are audited regularly** according to international standards recognized by Chantelle.

At the end of 2025, only a residual share of 3.3% (Revenue) is undergoing audit renewal, following report expiration at end of exercise.

The maturity of this panel is confirmed by results: **73.2% (Revenue) of these FP partners show an audit result judged “Satisfactory”.**

Globally, fixed objectives for FP and RM categories are achieved. We record a **notable progression on all our indicators compared to 2024**: the most notable being the share of **satisfactory audit results, which jumps by 20 points.**

* DEFINITIONS

Satisfactory result
 Considered when practices are compliant with local regulations and with values required by our code of conduct. Minor non-systemic non-compliances may be present.

Low or moderate risk country
 Country presenting a regulatory framework in phase with international standards and globally applied, thus limiting the frequency of non-compliances with main social and environmental standards, according to <https://www.statista.com/statistics/1498331/selectedcountries-by-esg-ranking-ineurope/>

At-risk area
 Country where respect for international standards is not guaranteed, with a significant frequency of non-compliances with main social and environmental standards, according to <https://www.statista.com/statistics/1498331/selectedcountries-by-esg-ranking-ineurope/>

Accountability

Vigilance & Partners

Beyond operational monitoring, we have consolidated our vigilance system by the update of our **Ethics Charter** and the integration of a tool for the raising of alerts. A particular emphasis has been put on the **sensitization of our internal teams and notably that of the purchases**. Henceforth, the homologation of every new partner is conditioned by two strict requirements:

THE FORMAL COMMITMENT

Contractual adherence to the Group's standards, through the signature of our policies and our code of conduct notably.

THE TRANSPARENCY & THE PROGRESS

Transmission of a valid audit report and written commitment to correct every identified non-compliance.

These pillars, which are the **commitment**, the **transparency** and the **continuous improvement**, constitute the heart of our **Supplier Social Compliance Management Procedure**. This reference document is the foundation of our duty of care; it formalizes our ethical requirements and our long-term ambitions.

In addition to these very clear directives formulated to the purchasing department, we decided to go further by integrating CSR performance as a decision criterion in the same title as classic industrial performance indicators such as quality, style, delivery lead time, etc...

In practice, this steering relies on a close collaboration between CSR and Purchasing departments: during annual performance reviews, each partner receives a global score integrating its social results. This sharing of indicators guarantees a transversal vision of the maturity of our value chain. It allows product teams to carry out informed order allocations, in perfect consistency with the Group's values.

CSR notation is based on 2 pillars (until 5):

CSR ENGAGEMENT SCORE (AVERAGE 4/5)

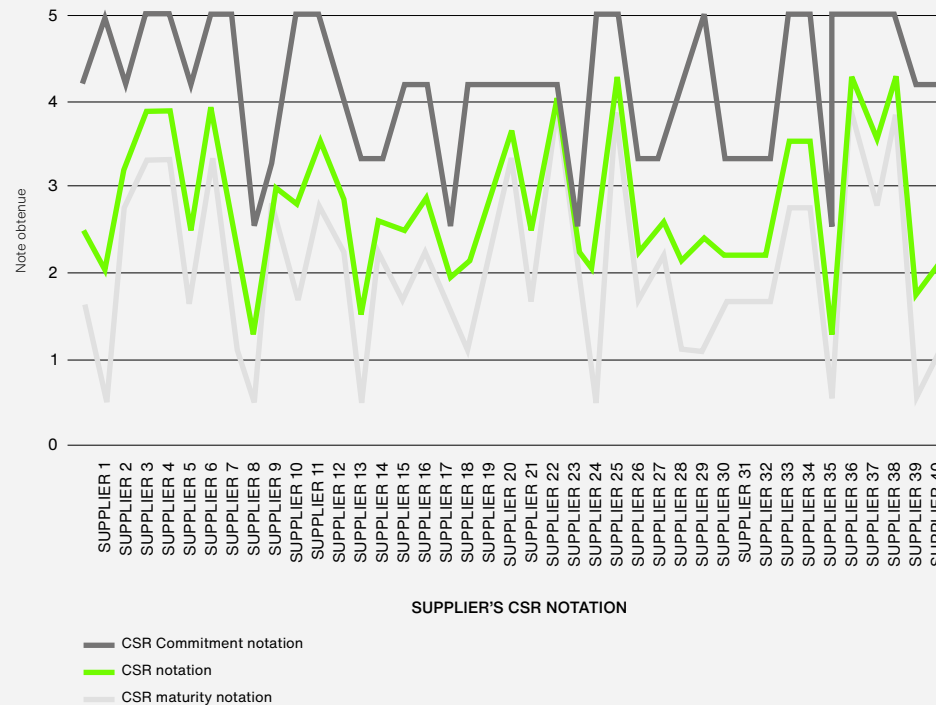
It measures the formal adherence to our values, notably via the signature of our Code of conduct. This result testifies to a real will for collaboration on these issues.

CSR MATURITY SCORE (AVERAGE 2,1/5)

It evaluates the concrete implementation of actions on the field. This more modest average highlights the challenge of transforming contractual engagements into robust operational practices. The environmental part is still too little addressed by our partners.

A strategy focused on progress

The global CSR score, which weights maturity more than engagement, barely reaches the average. This result confirms our priority for the years to come: accompanying our partners beyond simple social audit to anchor sustainable corrective actions covering all social, environmental and toxicological risks.



This CSR scoring approach allows us to manage our internal actions with precision, while ensuring full accountability to our internal and external stakeholders through our annual CSR report, which outlines all our actions and projects over the year.

Whistleblowing Culture & Transparency

To guarantee respect for our standards, we deployed in 2025 a robust vigilance system within our entities and subsidiaries:

1 DIFFUSION & TRAINING

Our sewing sites integrated the new requirements of the **Code of conduct**, diffused to production teams via dedicated trainings.

2 WHISTLEBLOWER SYSTEM

All workers in our ecosystem now have an anonymous reporting tool available, turnkey in case theirs would not be effective. This channel allows reporting any ethical breach or fact of corruption. To guarantee system efficiency, each employee follows an annual sensitization training in addition.

3 ACCOUNTABILITY

Alerts are processed by identified referents according to strict protocols and response times. The most sensitive cases are brought to the arbitration of the Vigilance Committee.

4 PROTECTION OF WHISTLEBLOWERS

In accordance with EU directive 2019/1937 and GDPR, the Chantelle Group guarantees the whistleblower a secure system strictly protecting their anonymity and the confidentiality of their identity. This system, relying on an end-to-end encrypted online tool certified ISO 27001, prevents any technical monitoring such as storage of IP addresses or metadata. The Group proscribes any form of retaliation, threats or disciplinary measures against persons reporting ethical or legal breaches in good faith. Protection also extends to third parties facilitating the reporting or linked to the whistleblower.

In accordance with our protection engagements, the Chantelle Group reserves the right to take appropriate measures against any third party, partner or external entity which would exercise retaliation measures or sanctions against a whistleblower.

This vigilance extends to our entire value chain to guarantee the integrity of the system and the safety of persons having reported a breach, including when pressures come from actors outside the Group.

Industrial Excellence & Third-Party Certifications

The journey of Chantelle for the recognition of its good industrial practices rests on a rigorous progress approach. Initially, we established the **Sedex SMETA audits** as an indispensable first step of assessment for our sites in Tunisia, in Vietnam as well as in Thailand. This diagnosis allowed us to initiate the correction of non-compliant practices and to harmonize the social standards on the entirety of our own garment-making sites.

Today, our will to strengthen this compliance leads us to cross a new step: that of the **certification**. This process of continuous improvement aims to have our practices validated by third-party bodies according to the most demanding standards.

After the **WRAP** certification of **Chantnam** (Garment-making site in Vietnam) in 2025, recognizing practices compliant with the most rigorous ethical standards and guaranteeing decent working conditions as well as a total logistical security, we pursue our work on the deployment of this label of social excellence within our entities. Our logistical platform **Chantasia** in Thailand, is expected this year. It will be followed by **Sotufam** (garment-making site in Tunisia), which will prioritize its social compliance after its certification according to the environmental standard **ISO 14001** that we aim for for the summer 2026. For our site **Sigma** (Thailand), we envisage the renewal of a **SMETA 4P** audit.

Know-how & Quality

Beyond the social facet, we value technical excellence. Our historical site of **Épernay** was distinguished by the **Entreprise du Patrimoine Vivant (EPV)** label in 2025. This recognition of the rare know-how of our corset-makers will be completed starting in 2026 by the initiation of an **ISO 9001** certification approach.

By this rigorous compliance of our own production sites, we apply to ourselves the standards of excellence that we require from our entire value chain.

Finally, the issue relative to the consequences of our activities on local communities identified as material within the framework of our new double materiality matrix, has been treated this year under the prism of the needs identified by our historical associative partners. Our convictions, their needs and those of all our stakeholders are described on following pages.

Internal Governance

The creation of our **Vigilance Committee** marks a major step in the mastery of our value chain. More than a control body, it ensures the consistency of our social governance, by encompassing our external partners as well as our own production units.



Develop Our Territorial & Solidarity Anchoring

Because women are at the heart of our story since 1876, our responsibility extends naturally beyond the design of our products.

For the Chantelle Group, acting in favor of a fairer society means tackling the ills that directly impact our social ecosystem: our female employees, our female customers and women living in our implementation territories.

In 2025, we transform our support model to become true action partners.

We do not content ourselves with financing causes; concretely, we put our boutiques and our know-how at the service of solidarity to respond to real needs identified by our associative stakeholders:

HEALTH & PREVENTION

Alongside **Ruban Rose** and **Odyssea**, historical pillars of our engagement, we strengthen sensitization to screening. Since 2024, our collaboration with the **Sénopôle of Saint-Louis Hospital** allows us to support an excellence care sector and research.

This solidarity embodies right into our points of sale: through the **Darjeeling** boutique network, we welcome the association **Tout le monde contre le cancer** to offer well-being moments outside the hospital framework.

SOLIDARITY & DIGNITY

To respond to the urgency of material and menstrual precariousness, we work hand in hand with the **Agence du Don en Nature** and **Règles Élémentaires**. These partners allow us to guarantee that each woman can live her daily life with dignity, by facilitating access to basic necessity products.

This active solidarity approach relies on listening to field actors.

It allows us to deploy perennial programs which favor a concrete accompaniment of women in all their diversity.

Saint-Louis Hospital *a precious link*

Our partnership with the S enop ole of Saint-Louis Hospital goes beyond simple financial support; it fits into patients' daily lives.

In 2025, we offered more than **500 lingerie pieces** to bring a little comfort during care. Even more, our  pernay teams put their know-how at the service of solidarity innovation by creating specific headbands to facilitate technical care protocols.

This year, our support also took a new and essential form: accompaniment through information. Our creative teams realized the **complete graphic redesign of the S enop ole's welcome booklet**. This document, first point of contact for many women, was rethought to be clearer and more soothing, in order to better guide and reassure them as soon as they arrive in the service.

Octobre Rose *a collective momentum that does not weaken*

The month of October is an important appointment. It is the moment where our employees, our boutiques and our female customers unite in the same fight against breast cancer.

RUN FOR RESEARCH

For the eleventh year, enthusiasm was at the appointment with the **Odys ea** association. No less than **105 employees** put on their sneakers to walk or run. Beyond the sporting effort, this solidarity momentum allowed collecting funds fully donated to research.

THE DONATION AT THE SERVICE OF CARE

Thanks to a special operation on our emblematic *Softstretch* and *Pulpies* lines, we reaffirmed our support to the Ruban Rose association. For every item sold within the Chantelle boutique network but also thanks to sales realized on the brand's website as well as in our concessions within the largest department stores in France, 3   per item were donated to the association.

PARENTHESES OF SOFTNESS

With the "L' chapp e Rose" operation of the association **Tout le monde contre le cancer**, 10 of our Darjeeling boutiques became refuges. We welcomed women affected by the illness there to offer them a suspended moment, care and particular attention.

Solidarit  Sans Fronti res *a family spirit*

This family spirit also deploys on all our production sites. In **Morocco** and **Tunisia**, our female employees' health is a priority: we organized sensitization days and covered essential medical exams. In France, from **Corbie** to ** pernay**, local walks brought our teams together around a common cause, proving that every step counts.

SUPPORT FOR FIELD ACTORS

Agence du Don en Nature (ADN) *a committed choice for women's dignity*

For more than three years, the Chantelle Group affirms its support to the most precarious through its partnership with the **Agence du Don en Nature (ADN)**. More than a simple product distribution, it is a deliberate decision of our group: subtract part of our collections from commercialization to put them at the service of social utility.

By offering these new items, we choose to transform our products' quality into a self-esteem lever for those who are deprived of it. ADN, thanks to its expertise in distribution of basic necessity products, guarantees that this choice of conviction translates into a concrete and immediate impact on the field.

2025 ACTIVITY AND IMPACT

In 2025, our engagement intensified with a will for continuity and proximity:

— voluntary donation:

3,500 new items were specifically allocated to the association this year. This donation comes to strengthen stocks already made available in previous years.

— **redistributed items:** the ADN network's agility allowed distributing 5,600 items over the entire exercise.

— solidarity network:

this support benefited 50 ADN partner associations, including social and solidarity grocery stores, accommodation centers, children's homes and day reception centers.

A RADIATION OVER 26 DEPARTMENTS

Our action deploys where needs are most crying. The partnership now covers 26 departments, with a particularly strong mobilization in three key regions:

- the North
- the Rhône-Alpes region
- the Île-de-France

"For the Chantelle Group, giving these new items is not a response to a constraint, but a chosen act of solidarity. It is putting our product excellence at the service of the fight against textile exclusion."

Fight Against Menstrual Precariousness *a sustainable engagement*

Faithful to its mission of supporting women in all stages of their life, the Chantelle Group intensified in 2025 its historical partnership with the **Règles Élémentaires** association, first French organization for the fight against menstrual precariousness.

In France, where nearly 4 million people are affected by this scourge, the lack of access to period protections heavily impacts the health, dignity and social insertion of women. To respond to this invisible injustice, our collaboration was structured around two major axes this year:

MASSIVE PRODUCT DONATION

In 2025, we donated nearly 10,000 menstrual panties to the association. This crucial material support allows perpetuating access to healthy and sustainable protections for beneficiaries. Over the last four years, the whole of our donations allowed accompanying **3,811 women** toward menstrual autonomy.

SOLIDARITY MOBILIZATION OF OUR EMPLOYEES

From October 7 to November 7, 2025, an internal period protection collection was organized within our Cachan head office, our Épernay factory and our logistics warehouses in Picardy. Products collected by our teams were redistributed locally to the **Villejuif Social and Solidarity Grocery Store**, which testifies to the direct impact of this action: *"We wish to address our most sincere thanks for the mobilization of Chantelle teams. Thanks to your engagement, we were able to graciously distribute these protections to our beneficiaries. They were delighted to be able to benefit from this opportunity during their checkout."*

Each donation of pads, tampons or menstrual panties constitutes a concrete victory to lift the period taboo and guarantee that access to protections is no longer a brake on daily life.

SUPPORT FOR FIELD ACTORS

Notes & Appendices

Scope of Reporting

The NON-FINANCIAL PERFORMANCE STATEMENT reporting scope aims to be representative of the extra-financial impacts of the group's activities. It is defined according to the following rules:

— Inclusion of France activities: head office activity and totality of commercial and industrial activities of cutting and sewing of female lingerie items as well as logistics activities operated in France.

— Inclusion of industrial activities of cutting and sewing of female lingerie items abroad, with eventual distinction of activities located in Asia/ outside Asia, as well as a logistics activity in Thailand.

— Exclusion, for the social part, of commercial activities abroad which represent approximately 18.5% of workforce. Commercial activities in France which represent approximately 52.1% of workforce on the French territory are included.

— The group's environmental footprint since 2022 is calculated by including the group's entire workforce: i.e., 3,828 people at December 31, 2025.

Products manufactured or purchased for all the group's commercial entities as well as quantities sold by all the group's brands were also taken into account.

Reporting Period

Collected data cover the accounting exercise closed at December 31, 2025. Data feedback is carried out at an annual frequency with a mid-year point.

In terms of readability, the following NON-FINANCIAL PERFORMANCE STATEMENT sub-scopes are communicated if relevant in the report.

“France Scope” designates all activities in France.

“Retail scope” designates inside the France Scope, all activities of stores of the company Delta Lingerie, under banner “Darjeeling” and “Chantelle” stores.

“Foreign scope” designates all logistics and industrial activities abroad. Commercial subsidiaries established abroad which represent cumulatively about 18.5% of group workforce are not subject to reporting.

“Group Scope” for France scope and Foreign Scope, representing with previously explained rules about 81.5% of the Chantelle Group workforce.

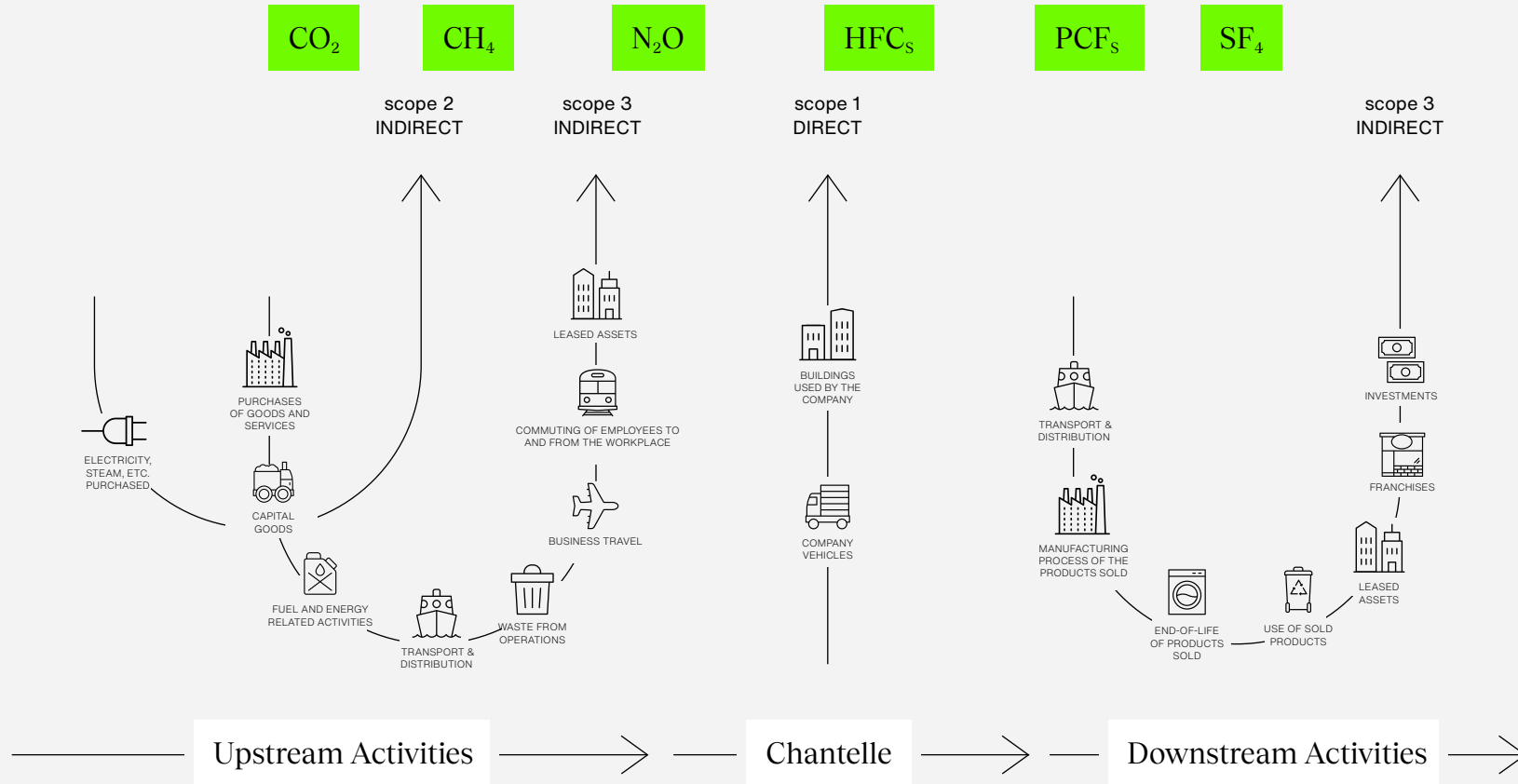
“Cachan” for the head office of companies appearing in the France Scope which brings together notably creation, development activities and administrative head offices located in Cachan (France) in near Paris suburbs (94).

From our activity's viewpoint, we are not concerned by sections such as « fight against food waste », « fight against food precariousness », « respect for animal welfare », « responsible, equitable and sustainable food », as well as « actions aiming to promote the national-army link and support engagement in the reserve ».

Entities Included in the Reporting Scope

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

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

ENVIRONMENTAL IMPACT CRITERIA

	N°	EMISSIONS ITEMS	APPLICATION TO CHANTELLE
SCOPE 1 <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 <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 <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 <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) <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