Non-Financial Performance Statement



2023



CHANTELLE NON-FINANCIAL PERFORMANCE STATEMENT

CONTENTS EDITORIAL

HIGHLIGHTS

NATURE

CHANTELLE STANDS OUT AS THE MOST INTERNATIONALLY RECOGNIZED, RESPECTED AND LOVED FRENCH LINGERIE BRAND.

Founded in 1876, this family-owned company has stood the test of time, by controlling its supply chain and demonstrating its unwavering commitment to ethics and human rights.

We produce and sell safe, durable products renowned for their quality and perfect fit.

Between 2019 and 2023, we have reduced our environmental impact by around 61%, thanks to ambitious initiatives including strategic choices to reorganise our offering in favour of lower-impact products, accelerating eco-design in collaboration with our suppliers, reducing our energy consumption and adopting renewable energies. These efforts are being supplemented by our commitment to joining the SBT (Science Based Targets) initiative in 2024, underlining our determination to minimise our greenhouse gas emissions for a low-carbon economy.

Innovation is a key element of our DNA, as evidenced by the launch of Chantelle One, the first 100% circular lingerie offer, and the forthcoming launch in 2024 of Pulpies, the lightest panties ever designed.

These social and environmental commitments represent considerable challenges. The world is itself a risky place, and we are keeping a close eye on developments.

The 2024 US presidential election is accentuating divides in the Chantelle brand's main market. Conflicts in the Middle East are disrupting our supply chains. Europe is facing a major conflict, and the economic slowdown in China in 2024 poses a risk of instability in Asia. Advances in Al in 2023 are as yet escaping regulation, as is cybercrime, of which we were the victims in 2022.

All this is fuelling a fragile economic situation, with inflation and high interest rates limiting global growth. Political and cultural tensions also add to uncertainties for companies caught in the crossfire.

So there is uncertainty, but not anxiety.

Uncertainty is often experienced as a source of anxiety. On the contrary, we welcome it with interest. With uncertainty, the world is not deterministic, our future depends on our actions, so we act. These actions are described in this 2023 edition of our non-financial performance statement and I would like to thank all the employees of the Chantelle group for their commitment.

And there is no cause for anxiety insofar as Chantelle continues to grow in 2023. We are driven by a singular challenge that has been close to our hearts for so many years: supporting women, supporting femininity.

LIFE GOES QUICKLY, LIFE PASSES
SO FAST. GRITTING OUR TEETH TO GET
TO WORK ON TIME, LOOKING AFTER
OUR CHILDREN AND LOVED ONES,
MAKING ENDS MEET, THE RISK IS THAT
WE FORGET OURSELVES. FORGET TO
TREAT OURSELVES, TO TAKE THE TIME,
FOR EXAMPLE, TO CHOOSE A BEAUTIFUL
BRA THAT FITS AND WILL LAST. AND YET
OUR SALES ASSISTANTS CAN'T COUNT
THE NUMBER OF TIMES A CUSTOMER
HAS TOLD THEM THEY'VE CHANGED
THEIR LIFE.

"AT LAST."

That's the effect our products have when they add something extra: a softness, a shape, a style, a hold, a special kind of support...

Our greatest challenge is to remind women to take time for themselves, to go and see a sales assistant who is a real expert in lingerie and... to feel good, "AT LAST."...

GUILLAUME KRETZ EDITORIAL



SCREENSHOT OF A PRODUCT RATING ON THE CHANTELLE.COM WEBSITE (SEPTEMBER 2023)

ENVIRONMENTAL LABELLING

Chantelle publicly displays the environmental footprint of its products on its website, a world first.

Innovative and forward-thinking in its creations, the Chantelle group is also pioneering in its CSR policy, spontaneously adopting the European PEF (Product Environmental Footprint) method for the deployment of its environmental labelling. With this major project,

Chantelle is reaffirming its commitment to transparency in the interests of informed consumers who care about their environmental impact.

The PEF methodology, a logical choice for a French player with international reach.

Since the autumn, Chantelle has been publicly displaying the environmental score of its collections on its website, for its customers and all its stakeholders. This score, rigorously measured according to the requirements of the Apparel & Footwear PEFCR method, has been adopted by the EU as the benchmark methodological framework under official EC recommendation no. 2021/2279 of 16 December 2021, Recommended and supported by the start-up Glimpact, an expert in the evaluation of multi-impact environmental performance using the PEF/OEF method, this is an unprecedented decision in France and worldwide, as well as the result of a long consortium effort in which Chantelle has been involved since 2022, in partnership with a number of major players in the French, European and global textile industry.

This environmental score, the eco-impact, appears on the vast majority of product pages in the form of a widget, providing total transparency on:

- the overall environmental footprint calculated on 16 impact categories covering the use of water, fossil and mineral resources, fine particle emissions, toxicity, land, marine and freshwater pollution, etc.
- carbon footprint.
- the product's Eco-impact score, per day worn.
- the percentage of recycled material in the product.

IT'S A MAJOR STEP FORWARD FOR THE GROUP ON THE IMMENSE ROAD TO ECOLOGICAL TRANSITION IN THE TEXTILE INDUSTRY, AND MARKS THE START OF A NEW ERA.

HIGHLIGHTS



CSR

CSR strategy

Reframed around 2 pillars: NATURE and CULTURE, which underpin our ambitions to Take Action to preserve our planet and build a fairer society.



88/100

gender equality index (Chantelle SA)

88/100, i.e. +10% compared with 2022
At both Chantelle Retail and Delta, 100% of the workforce is made up of women.



80%

more than 80% of our employees have permanent contracts

(Group-wide reporting scope)



-61%

environmental footprint

Environmental footprint reduced by 61% between 2019 and 2023 (EU O.E.F methodology, database 3.1)



-69000

tonnes of CO₂

emitted by the Group in 2023 compared with 2019



HIGHLIGHTS



our vision

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.

MANIFESTO

STAKEHOLDERS

Expectations of our stakeholders: Social, Societal and Environmental.



CSR STEERING COMMITTEE

Led by the Chief Sustainability Officer, it is made up of 6 project managers who direct the Action Areas on Core Subjects (ISO 26000) in relation to the Chantelle for Change programme.

It meets monthly.

EXECUTIVE COMMITTEE

Interventions by the Chief Sustainability Officer and permanent sponsorship of the Chief Executive Officer.



BOARD OF DIRECTORS

Supervises the coherence of the CSR road map with company strategy.

OPERATIONAL CSR COMMITTEE

Composed of 17 project managers and led by the members of the CSR Steering Committee, It meets 2 or 3 times a year.

Project managers share their progress and are given an update on all current projects. They ask questions and then pass on the information gathered to their own teams, who, as ambassadors, are then able to share progress within their business area.

SHARING OF ISSUES

BUSINESS UNITS

Action plans.

Indicators and assessment tools.

Adjustment of targets and action plan.

OUR GOVERNANCE

COLLECTION/ DONATIONS/ RECYCLING

FRENCH DESIGN

8 MILLION **CUSTOMERS** WORLDWIDE

OMNI-CHANNEL RETAILING

Own stores, Affiliates, Concession, Wholesale, 2 websites.

LOGISTICS

20 million units shipped, delivered to 10,000 points of sale in 79 countries.

TRANSPORT

Air, Sea and Road.

PRODUCTION

In our own plants and by sub-contracting.

PURCHASING

Raw materials and finished products.

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 4104 employees worldwide

SUPPLIERS 103 suppliers worldwide

PARTNERS Franchisees and distributors TANGIBLE AND INTANGIBLE ASSETS Stores, Own plants, Logistics warehouses

RAW MATERIALS Move towards more recycled or biological materials

KNOWING AND LISTENING TO OUR CUSTOMERS Surveys, creation of communities

INTELLECTUAL CAPITAL AND INNOVATION Co-creation with our partners

VALUE CREATED

REVENUE €M 340

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, for products made in France, Europe, USA, Canada, Asia, Maghreb.

FIGHT AGAINST SOCIAL ILLS Support for the associations Ruban Rose, Odyssea, Info Endométriose. En Avant Toutes.

INNOVATION Chantelle One, 1st 100% recyclable lingerie

OUR BUSINESS MODEL

CHANTELLE	NON-FINANCIAL PERFORMANCE STATEMENT	CONTENTS	FDITORIAL	HIGHI IGHTS	OBJECTIVES	THE GROUP	NATURE	CULTURE	NOTES & APPENDICES

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

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

OUR MAIN NON-FINANCIAL RISKS

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

ENVIRONMENT	MAIN RISKS	OPPORTUNITIES	PLAN OF ACTION (with means employed, including organization)	MISSIONS	POLICIES	MEASUREMENT TOOL
ENVIRONMENTAL MANAGEMENT OF PRODUCTION SITES	Lack of management of water, soil and air pollution, over-consumption of high-carbon energy.	Mapping its impacts, measuring them and identifying their origins makes it possible to reduce the use of non-renewable resources and limit the impact of humans on ecosystems.	Mettre en œuvre en pilote sur nos propres sites et déployer auprès de nos fournisseurs.	ACT TO PROTECT OUR PLANET	Minimize our impact on the environment.	CITRON platform for energy, waste management procedure and at-source reduction objectives, traceability platform or questionnaire for our suppliers.
MULTI-FACTORIAL ENVIRONMENTAL IMPACTS OF THE ACTIVITY AND PRODUCTS	Greenhouse gas emissions, water consumption, eutrophication, toxicity, fine particle emissions	Measure them, identify the main reasons, eco-design our products, share with our customers and stand out from the competition, be recognised for our actions.	Mesure de nos impacts selon les méthodologies européennes du Product Environmental Footprint et de l'Organisation Environmental Footprint, projets d'éco-conception produits, sensibilisation du consommateur, communication transparente.	ACT TO PROTECT OUR PLANET	Minimize our impact on the environment and Create sustainable products	Glimpact platform, Environmental labelling.
CLIMATE CHANGE	Damage to the global eco-system.	Reduce our energy consumption, use low-carbon energy, question our model.	Extraire nos émissions de gaz à effet de serre sur les scopes 1, 2 et 3 de notre calcul d'impact multi-factoriel, concevoir un plan de réduction, le soumettre dans le cadre de l'iniative du Science Based Target.	ACT TO PROTECT OUR PLANET	Minimize our impact on the environment.	Glimpact platform.
ENERGY CONSUMPTION	Prices subject to geopolitical contingencies and constantly rising, use of polluting non-renewable resources.	Control costs, reduce the impact of our activity.	Répondre à nos obligations légales en France, auditer nos sites, suivre notre consommation, investir pour réduire notre consommation, mesurer les réductions.	ACT TO PROTECT OUR PLANET	Minimize our impact on the environment.	CITRON platform, Audit reports.
LINEAR (VS. CIRCULAR) BUSINESS MODEL	Depletion of natural resources, pollution, rising prices of materials and processes.	Reduce our impact by using recycled materials, train teams around federative projects, create channels and local employment.	Utiliser les leviers de notre gamme CHANTELLE ONE pour les appliquer à toutes les collections, travailler en filière pour innover.	ACT TO PROTECT OUR PLANET	Create sustainable products.	Glimpact platform.
BIODIVERSITY	Irreversible loss of biodiversity, essential to life.	Valuing, preserving and respecting nature can confer a competitive advantage.	Identifier l'outil de mesure reliant notre activité à la préservation de la biodiversité, évaluer, mettre en relation avec l'éco-conception de nos produits.	ACT TO PROTECT OUR PLANET	Minimize our impact on the environment and Create sustainable products	Volume of natural organically produced Vs conventional materials, Volume of recycled Vs conventional materials, Negatively interacting factors, including those related to global warming assessed according to the European PEF methodology in the first instance.

SOCIAL	MAIN RISKS	OPPORTUNITIES	PLAN OF ACTION (with means employed, including organization)	MISSIONS	POLICIES	MEASUREMENT TOOL
OCCUPATIONAL HEALTH AND SAFETY (EMPLOYEES)	Disability, death, loss of attractiveness, image risk.	Quality of life, engagement, attractiveness for applicants	Social audits (industrial sites), PSR Steering Committee, employee satisfaction barometer, set up OHS on all foreign sites, maintain close relationship with Commissions on Health, Safety and Working Conditions (CSSCTs) (joint risk analysis), set up hybrid working, voluntary part-time work.	ACT FOR A FAIRER SOCIETY	Commit to our employees.	Engagement rate, Monitoring of absenteeism, occupational accident/ disease (in France AT/ MP) rate
OCCUPATIONAL HEALTH AND SAFETY (EMPLOYEES OF OUR SUPPLIERS)	Disability, death, loss of attractiveness, image risk.	Quality of life, engagement, productivity, product quality.	Awareness-raising among our production partners, engagement through the validation of our code of conduct and our responsible purchasing charter, evaluation by third-party auditors according to recognised standards, identification of risks and support for improvement, with an iterative process of continuous improvement.	ACT FOR A FAIRER SOCIETY	Uphold ethics and respect for human rights.	Social audits.
CUSTOMER HEALTH	Toxicity, disease, loss of attractiveness, image risk.	Guarantee safe products beyond regulations.	Oekotex standard 100 certification for all our collections.	ACT FOR A FAIRER SOCIETY	Create sustainable products.	Renewal of Oekotex standard 100 certification.
JOBS AND SKILLS (EMPLOYEES)	Loss of value-adding talent, reduced employability, adaptability to future jobs, productivity, innovation.	Develop the employability and mobility of our employees.	Deploy My Chantelle School, recruit a Chantelle SA training manager, mentoring, communication on use of the personal training account (CPF), mobility committee.	ACT FOR A FAIRER SOCIETY	Commit to our employees.	Internal recruitment rate, training indicators, staff attrition rate
LABOUR RELATIONS	Degradation of labour relations, strikes, reduced production, reduced supply.	Build peaceful and trusting employee-employer relations to maintain a healthy social climate, thus contributing to the achievement of the company's objectives.	Involve social partners in the running of the company (formal/informal meetings), set up of PSR Steering Committee, Business Continuity Plan.	ACT FOR A FAIRER SOCIETY	Commit to our employees.	Number of extraordinary CSE (internal Social and Economic Committee) / CSSCT (Health, Safety and Working Conditions Commission) meetings at the initiative of the employer, number of hours of downtime, number of agreements signed.

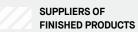
SOCIAL	MAIN RISKS	OPPORTUNITIES	PLAN OF ACTION (with means employed, including organization)	MISSIONS	POLICIES	MEASUREMENT TOOL
DIVERSITY	Image, attractiveness.	Quality of life, engagement, attractiveness for applicants, image.	Diversity/inclusion project groups: Gender equality, disability, job insecurity, breadth of offer, POS welcome, brand image Training session on non-discrimination and disability, analysis of the gender equality index.	ACT FOR A FAIRER SOCIETY	Commit to our employees.	"Pénicaud" index, evolution of the rate of employment of disabled workers.
DISCRIMINATION	Image, attractiveness.	Quality of life, engagement, attractiveness for applicants, image.	Diversity/inclusion project groups: gender equality, disability, job insecurity: Training session on non-discrimination and disability, analysis of the gender equality index.	ACT FOR A FAIRER SOCIETY	Commit to our employees.	"Pénicaud" index, evolution of the rate of employment of disabled workers.
PRODUCT QUALITY	Brand value and attractiveness, loss of revenue, environmental impact	Loyalty, recognition, product distinction	Ability to measure according to a recognised, standardised and comparable benchmark in France, then in Europe. Share our values, use as an eco-design tool.	ACT FOR A FAIRER SOCIETY AND TO PRESERVE OUR PLANET	Minimize our impact on the environment.	Durability as per NF EN (in progress) and impact on the P.E.F. score obtained.
CUSTOMER RELATIONS	Brand value and attractiveness, loss of revenue.	Loyalty building, differentiation.	Strengthen product information as forerunner from 2023 (voluntary environmental labelling), Definition and disclosure of our commitments in terms of eco-design.	ACT TO PRESERVE OUR PLANET	Act transparently.	Customer satisfaction questionnaire (Wizville tool).
LACK OF KNOWLEDGE ABOUT THE SUPPLY CHAIN	Reputation, supply disruption, cost control, unknown environmental impact.	Evaluate the risks.	Meet legal obligations in France, improve gathering of verifiable information, use of digital tools.	AGIR POUR PRESERVER NOTRE PLANETE ET POUR UNE SOCIÉTÉ PLUS JUSTE	Minimize our impact on the environment and Uphold ethics and respect for human rights.	Suitable SaaS platform.



OUR SUPPLIERS

SUPPLIERS OF RAW MATERIALS & SUPPLIES

EUROPE	27	ASIA	54
SWITZERLAND	2	CHINA	27
ITALY	7	THAILAND	21
FRANCE	10	SRI LANKA	2
ROMANIA	1	TAIWAN	3
SLOVENIA	1	VIETNAM	1
BELGIUM	1		
TURKEY	1		
GERMANY	1		
SPAIN	3		



EUROPE	12	ASIE	3
FRANCE	2	CHINA	19
ITALY	4	CAMBODIA	3
PORTUGAL	1	VIETNAM	1
TURKEY	5	BANGLADESH	2
		INDIA	8

Following an assessment of ESG factors by stakeholders in our business sector, these were considered from the point of view of our business. This is how we were able to update our materiality matrix, define or confirm our priorities and respond to these challenges with strong commitments that reflect our ambitions.

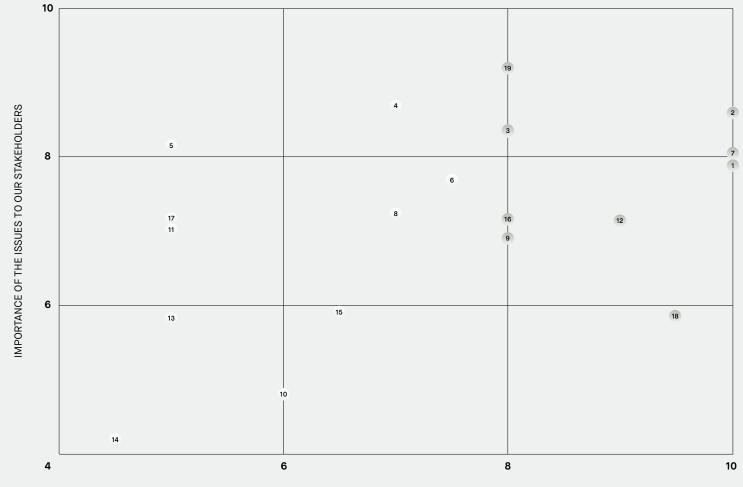
Our **CHANTELLE FOR CHANGE** strategy is evolving and is structured around 2 pillars:

nature

- 6 EFFICIENCY AND CLEAN ENERGY
- 9 ENVIRONMENTAL IMPACT
- 12 IMPACT ON CLIMATE
- 17 BIODIVERSITY
- 5 CIRCULAR ECONOMY, REUSE AND RECYCLING
- 7 PRODUCT QUALITY AND SAFETY
- 10 RESPONSIBLE AND TRANSPARENT COMMUNICATION ABOUT OUR PRODUCTS
- 16 TRACEABILITY AND TRANSPARENCY IN THE VALUE CHAIN
- 11 ECO-DESIGN OF OUR COLLECTIONS
- 15 INNOVATION AND RESEARCH

culture

- 18 INCLUSIVE OFFERINGS ACCESSIBLE TO ALL
- 1 ETHICAL COMMERCIAL RELATIONS
- 2 HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN
- 3 HEALTH, SAFETY AND WELL-BEING AT WORK FOR OUR EMPLOYEES
- 4 COMMUNICATION WITHOUT STEREOTYPES
- 8 DEVELOPING THE SKILLS AND KNOW-HOW OF OUR EMPLOYEES
- 13 DONATIONS AND SHARING
- 14 EQUITABLE SHARING OF THE VALUE CREATED BY THE COMPANY
- 19 EQUALITY, DIVERSITY AND INCLUSION



THE IMPORTANCE OF THE ISSUES IN RELATION TO OUR BUSINESS

OUR MATERIALITY MATRIX

NON-FINANCIAL PERFORMANCE STATEMENT CONTENTS EDITORIAL HIGHLIGHTS OBJECTIVES THE GROUP NATURE CULTURE



01 nature

ACT TO PROTECT OUR PLANET

ACT FOR A FAIRER SOCIETY

02 culture

COMMITMENT 1

Minimize our impact on the environment

NOTES & APPENDICES

Reduce our carbon footprint

Create sustainable products

COMMITMENT 4
Act transparently

Empower and represent all women

Committed to our employees

Ethics and respect for human rights

Develop our societal initiatives

CHANTELLE FOR CHANGE

nature

ACT TO PROTECT OUR PLANET





COMMITMENT 1

Minimize our impact on the environment

In 2022, we have decided to assess our overall environmental footprint by strictly applying the O.E.F. (Organisation Environmental Footprint) method adopted by the European Commission in its official recommendation of 16 December 2021.

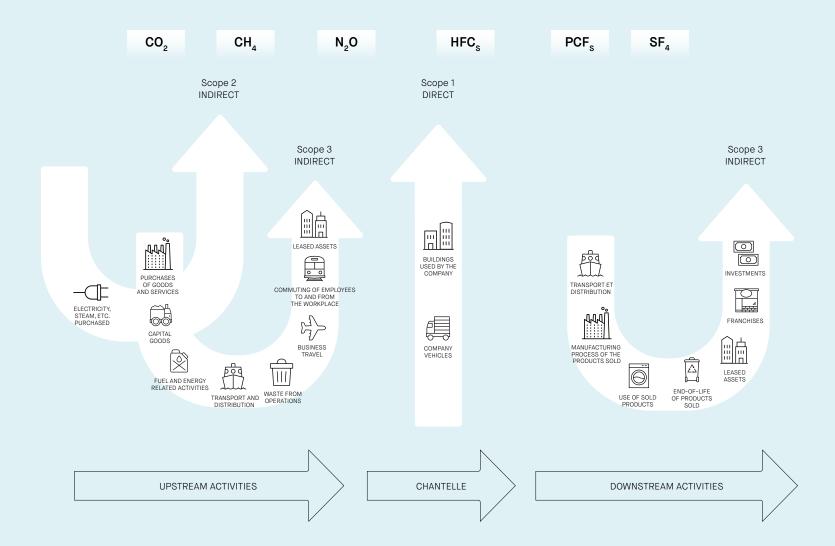
We have calculated it accordingly for the year 2022, and for the year 2019, which we have taken as the reference year. The database for the method was in version 2.0 at the time.

In the first half of 2023, the database was upgraded to version 3.1 (16 criteria taken into account compared with 13 in the previous version, weightings refined, etc.).

THIS UPDATE HAS BEEN INTEGRATED BY OUR PARTNER YUKAN-GLIMPACT.

In order to objectively compare the footprint of 2023 with that of our reference year, the assessments of these two years have been conducted using the latest available database.

Because we wished to present this data in this annual report within the allotted timeframe, we have decided not to update the assessment for 2022 in the same way.



Activities taken into account in assessing the overall environmental footprint

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

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

CLIMAT



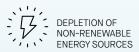
RESOURCES



WATER RESOURCES



MINERAL DEPLETION



BIODIVERSITY



ACIDIFICATION



TERRESTRIAL EUTROPHICATION



FRESHWATER EUTROPHICATION



MARINE EUTROPHICATION



FRESHWATER TOXICITY



LAND USE

ENVIRONMENTAL HEALTH



OZONE LAYER DEPLETION



IONISING RADIATION



OZONE FORMATION



HUMAN



HUMAN TOXICITY CANCER



O FINE O O PARTICLES

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

Details of emission items

16186Pt

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

FOR YEAR 2019

Greenhouse gas emissions, depletion of fossil resources, fine particle emissions and acidification (soil and oceans) account for 62% of the CHANTELLE group's environmental footprint.

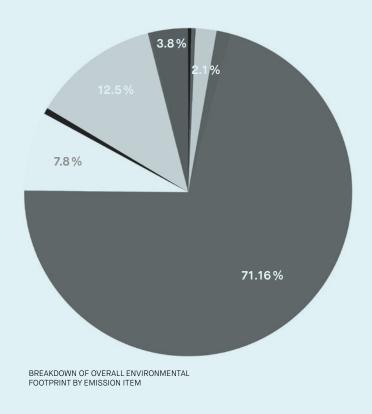
If we consider water use, the depletion of mineral and metal resources and ecotoxicity in water (upstream of processes), these criteria together account for 83% of the Group's footprint.

These predominant impacts are caused by our direct or indirect consumption of fossil fuels.

IMPACT CATEGORIES	SCORE µPt	%
ACIDIFICATION	1226054616	8%
CLIMATE CHANGE	3 628 433 970	22%
FRESHWATER TOXICITY	1069590100	7%
MARINE EUTROPHICATION	603176499	4%
FRESHWATER EUTROPHICATION	182 403 134	1%
TERRESTRIAL EUTROPHICATION	682 227 168	4%
HUMAN TOXICITY CANCER	126 966 759	1%
HUMAN TOXICITY	231 069 354	1%
IONISING RADIATION	178 864 242	1%
LAND USE	288 379 415	2%
OZONE LAYER DEPLETION	1527796	0%
OZONE FORMATION	547 581 153	3%
USE OF FOSSIL RESOURCES	2292819763	14 %
MINERAL DEPLETION	1260571717	8%
WATER USE	973 439 802	6%
FINE PARTICLES	2893393264	18%
ENVIRONMENTAL FOOTPRINT	16 186 498 751	

SCOPE CONSIDERED

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



	N°	EMISSIONS ITEMS	SCORE (Pts)	OVERALL CONTRIBUTION SCORE
SCOPE 1	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	49	0.30%
DIRECT EMISSIONS OF GREENHOUSE GASES	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	61	0.38%
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	5	0.03%
	4	DIRECT FUGITIVE EMISSIONS	1	0.01%
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0%
SCOPE 2	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	336	2.07%
INDIRECT ENERGY EMISSIONS	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0%
SCOPE 3 OTHER INDIRECT GHG EMISSIONS	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE"	233	1.44%
	9	PURCHASES OF GOODS AND SERVICES	11519	71.16%
	10	CAPITAL GOODS	0	0%
	11	WASTE	1	0.01%
	12	UPSTREAM TRANSPORTATION OF GOODS	1266	7.82%
	13	BUSINESS TRAVEL	8	0.05%
	14	UPSTREAM LEASED ASSETS	0	0%
	15	INVESTMENTS	0	0%
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	0	0%
	17	DOWNSTREAM TRANSPORTATION OF GOODS	89	0.55%
	18	USE OF SOLD PRODUCTS	2028	12.53%
	19	END-OF-LIFE OF PRODUCTS SOLD	-53	-0.33%
	20	DOWNSTREAM FRANCHISES	30	0.18 %
	21	DOWNSTREAM LEASING	0	0%
	22	EMPLOYEE COMMUTING	610	3.77%
	23	OTHER INDIRECT EMISSIONS	3	0.02%
		TOTAL	16186	

6259 Pt

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

FOR YEAR 2023

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

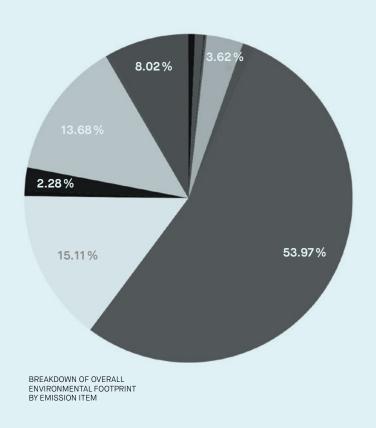
If we consider water use, the depletion of mineral and metal resources and ecotoxicity in water (upstream of processes), these criteria together account for 85% of the Group's footprint.

These predominant impacts, as for 2019, are caused by our direct or indirect consumption of fossil fuels.

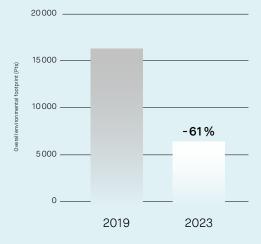
IMPACT CATEGORIES	SCORE µPt	%
ACIDIFICATION	382 979 974	6%
CLIMATE CHANGE	1692846182	27%
FRESHWATER TOXICITY	243 828 489	4%
MARINE EUTROPHICATION	157153458	3%
FRESHWATER EUTROPHICATION	54863130	1%
TERRESTRIAL EUTROPHICATION	188 652756	3%
HUMAN TOXICITY CANCER	86 874 175	1%
HUMAN TOXICITY	73 573 549	1%
IONISING RADIATION	50800229	1%
LAND USE	59 200 959	1%
OZONE LAYER DEPLETION	4250594	0%
OZONE FORMATION	272 002 259	4%
USE OF FOSSIL RESOURCES	1124026375	18%
MINERAL DEPLETION	631 078 083	10 %
WATER USE	237 937 028	4%
FINE PARTICLES	999 250 430	16 %
ENVIRONMENTAL FOOTPRINT	6259317671	

SCOPE CONSIDERED

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



	N°	EMISSIONS ITEMS	SCORE (Pts)	OVERALL CONTRIBUTION SCORE
SCOPE 1	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	39	0.63%
DIRECT EMISSIONS OF GREENHOUSE GASES	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	55	0.89%
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	5	0.08%
	4	DIRECT FUGITIVE EMISSIONS	14	0.22%
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0.00%
SCOPE 2	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	227	3.62%
INDIRECT ENERGY EMISSIONS	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0%
SCOPE 3 OTHER INDIRECT GHG EMISSIONS	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE"	72	1.15%
	9	PURCHASES OF GOODS AND SERVICES	3378	53.97%
	10	CAPITAL GOODS	0	0%
	11	WASTE	2	0.03%
	12	UPSTREAM TRANSPORTATION OF GOODS	946	15.11%
	13	BUSINESS TRAVEL	33	0.53%
	14	UPSTREAM LEASED ASSETS	0	0%
	15	INVESTMENTS	0	0%
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	0	0%
	17	DOWNSTREAM TRANSPORTATION OF GOODS	143	2.28%
	18	USE OF SOLD PRODUCTS	856	13.68%
	19	END-OF-LIFE OF PRODUCTS SOLD	-39	-0.63%
	20	DOWNSTREAM FRANCHISES	26	0.41%
	21	DOWNSTREAM LEASING	0	0%
	22	EMPLOYEE COMMUTING	502	8.02%
	23	OTHER INDIRECT EMISSIONS	1.40	0.02%
		TOTAL	6259	



COMPARISON OF THE CHANTELLE GROUP'S OVERALL ENVIRONMENTAL FOOTPRINT IN 2019 AND 2023

The significant reduction in our footprint can be explained mainly, but not exclusively, by:

- the strategic decisions to sell the Orcanta network and the Chantal Thomass brand have resulted in a reduction in the volume of items manufactured/bought, sold, transported and maintained, as well as a change in the product categories in the collection, affecting in particular weight and composition.
- the level of accuracy of the specific data for items produced in-house in 2023, i.e. by the factories we own (continuing from 2022) and affecting Scope 3:
- the weight of items manufactured is the sum of the weight of the components used,
- the quantity of items produced was addressed proportionally to its place of manufacture (whereas we had considered the country in which production had been most significant for the calculations relating to 2019)
- $\mbox{-}$ the manufacturing processes of each component were detailed.
- Approximately 75% of the items in the Autumn-Winter
 2023 collection have been assessed using the methodology recommended by the Apparel & Footwear PEFCR (Database
 3.1), including a significant proportion of permanent items sold in 2023.
- since 2022, we have taken into account the production of electricity from renewable sources on the French grid, and since 2023, the self-consumption of electricity produced by photovoltaic panels installed on the roofs of our three factories in Tunisia. This has an impact on the scope 2 results.

OUR AMBITIONS FOR 2030

The impact categories representing more than 80% of our global footprint are interdependent and closely linked to our direct or indirect consumption of fossil resources.

BY COMMITTING TO REDUCING THE IMPACT OF OUR ACTIVITIES ON THE CLIMATE, WE ARE HELPING TO REDUCE OUR OVERALL FOOTPRINT.
(cf. commitment 2)

Analyses carried out using the O.E.F. methodology also enable us to avoid any transfer of impact to other areas when we take strategic measures to reduce our greenhouse gas emissions.

THESE ACTIONS SHOULD ALSO HELP TO REDUCE THE INDIRECT PRESSURE OF OUR ACTIVITIES ON BIODIVERSITY. CONTENTS



The manufacture of corsetry items, such as bras, requires up to 25 components. Managing stocks of main materials, linings and supplies is therefore particularly complex.

Residual stocks* at the end of a collection's production period are an undeniable cost, both environmentally and financially. (See Overall environmental impact and role in scope 3 of items and materials on pages 24 and 26). So we naturally manage them carefully every season. However, since the beginning of 2023, we have decided to speed up the process.

> AFTER A HISTORICALLY HIGH LEVEL OF RESIDUAL STOCK AT THE END OF THE AUTUMN-WINTER 2022 AND SPRING-SUMMER 2023 SEASONS. LINKED TO THE POST-COVID RECOVERY IN GLOBAL ACTIVITY, PARTICULARLY IN ASIA, THE MONITORING AND ADJUSTMENT WORK HAS ENABLED THIS RESIDUAL STOCK TO BE REDUCED BY ALMOST 20% OVER AUTUMN-WINTER 2023 (VS. SPRING-SUMMER 2023).

We are again projecting a reduction at the close of the SPRING-SUMMER 2024 manufacturing season of around 15% (compared with AUTUMN-WINTER 2023).

Our short-term objective is to achieve a ratio of residual stocks to annual purchases of around 8%. We will then assess the need for and feasibility of new targets.

The residual stock in France, estimated at 14.35 tonnes in 2023, is never definitively inactivated. More than 62.9% of these volumes were resold. The remainder is donated (30.4%) or re-used.

Residual stocks in Thailand, at our warehouse in the Bangkok region, amount to 71.9 tonnes. 12.9 tonnes were consumed thanks to the following schemes:

- 30.6% for the manufacture of finished products at the end of the season in order to rebalance our stocks and facilitate their sale through traditional channels,
- 30% was donated to local associations recognised by the Thai authorities,
- 28%, corresponding to permanent materials from seasonal colours, were over-dyed in black so that they can be used every season,
- for the manufacture of lines dedicated to the markets in which our wholly-owned plants are located. We have decided to develop this niche in 2024.
- for the creation of new single items (e.g. the Remade Passionata line),
- or simply resold.

By 2025, our ambition is to consume at least 35% of the residual stocks accumulated in France and Thailand.

This should be seen in the context of a more fine-tuned purchasing volume, thanks to a review of our processes, and a lower level of residual stock.

In Thailand, around 18,000 metres of fabric, worth over €50,000, were donated to the following beneficiaries:

- Chon Buri Vocational College
- Bangsaen Technical College
- Status of Women Association in patronage
- Children Organization
- Bangkok University

These include public vocational training bodies, some dedicated to women, associations working for the health and well-being of children and an internationally recognised fashion training body.

> * of materials and supplies purchased for production in the factories we own, which in 2023 manufactured more than 56% of the items produced/purchased by the Chantelle group, excluding LIVERA.

QUANTITIES PRODUCED

QUANTITIES RECOVERED (donated, resold, recycled)

QUANTITIES DISPOSED OF

TOTAL AMOUNT	2022	2023	CHANGE
WASTE PRODUCED	831.76	739.4	-11.15%
WASTE RECOVERED	346.24	429.06	+23.92%
WASTE DISPOSED OF	485.51	331.44	-31.73 %

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

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

IN 2023, WE HAVE REDUCED OUR WASTE PRODUCTION BY MORE THAN 11% COMPARED TO 2022 FOR THIS SCOPE.

The three main types of waste identified within the Group are textile waste, cardboard and paper, and OIW (Ordinary Industrial Waste).

OIW is quantified at Chantelle SA and not

OIW is quantified at Chantelle SA and not at the industrial units abroad, as the organisations collecting this waste are mainly municipalities that have no arrangements for weighing it.

Textile waste comes from cutting operations prior to manufacture of materials delivered in widths (wide or narrow), and from inactive materials.

These 2 typologies are being considered in ongoing projects to reduce cutting losses (see page 53) and optimise the life cycle of our materials. (see page 28)

107.78 0 0

We are also seeking to recycle the residual

CARDBOARD

AND PAPER

WASTE

236.47

236.47

quantities that are still being disposed of.

PLASTIC

WASTE

15.29

15.29

NON-HAZARDOUS WASTE (OR ORDINARY

INDUSTRIAL WASTE

- OIW)

140.46

32.68

TEXTILE

WASTE

237.48

27.04

210.44

WASTE MADE UP OF PAPER, CARDBOARD AND PLASTIC WAS FULLY RECOVERED

REDUCE AND RECYCLE OUR WASTE

In 2023, a working group was formed, bringing together representatives from each industrial site, headquarters and stores in France, to draw up action plans based on the the 3Rs principle: Reduce, Reuse, Recycle.

An initial assessment has been carried out, and short- and medium-term objectives should be validated in 2024. Global and local actions have already begun to be implemented:

IN TUNISIA, WE HAVE
REDUCED OUR PURCHASES
OF PLASTIC BAGS USED IN
THE INDUSTRIAL PROCESS
TO PREPARE AND PROTECT
MATERIALS OR FINISHED
PRODUCTS BY 80%
COMPARED TO 2019.

In Morocco, where the same process has been implemented, 40% fewer purchases were made in 2023. Our aim is to eliminate the use of plastic in our industrial activities by 2026.

Internal reuse in our industrial processes has enabled us to reduce our paper and cardboard waste by 24% compared to the previous year 2022.

We regret, however, that in some countries where we operate, recycling options are limited, especially for small quantities and a variety of materials. This gives us an even greater incentive to reduce waste production.



Water is essential for life on Earth. It is our duty to preserve it, to adapt our consumption, and to return it to its original state after use.

It should be noted that most of our water consumption is indirect, coming from textile finishing operations such as dyeing, or from the washing of articles by our customers. Reducing the maintenance of items such as corsetry and lingerie is difficult.

AS A RESULT, WE FOCUS OUR EFFORTS ON DYEING OPERATIONS AND WORK CLOSELY WITH OUR PRODUCTION PARTNERS TO ENSURE RESPONSIBLE USE OF WATER THROUGHOUT OUR SUPPLY CHAIN. THIS IS OUR AMBITION FOR 2025.

The water used by the Group in its own activities is only used to meet sanitary and safety requirements.

We closely monitor data from our industrial activities abroad, in France and at headquarters. However, we do not have tracking for our commercial subsidiaries abroad or for our outlets in France.

By raising the awareness of our employees and installing mechanisms to reduce the flowrates on our current installations, we should be able to control this resource.

IN TUNISIA AND MOROCCO, THE SHORTAGE OF WATER IS SIGNIFICANT AND THE GOVERNMENTS ARE WORKING ON PLANS TO ENSURE THE SUBSISTENCE OF THE POPULATION AND ECOSYSTEMS.

We must support these initiatives and step up our actions.

IN TUNISIA, WE HAVE INVESTED OVER 16,000 EUROS IN AN OSMOSIS SYSTEM TO MAKE SURE OUR EMPLOYEES HAVE ACCESS TO GOOD QUALITY WATER, WHILE AT THE SAME TIME USING THE DISCHARGE FROM THE SYSTEM TO FLUSH TOILETS, THEREBY OPTIMISING USAGE.

We plan to recover water from air conditioners as from 2024. In Vietnam and Thailand, this system is already operational.

ANNUAL WATER CONSUMPTION IN M3	2022	2023	CHANGE
TOTAL FOR DELTA LINGERIE STORES	NS	NS	NS
TOTAL FOR CHANTELLE RETAIL STORES	NS	NS	NS
SITES IN TUNISIA	5776	5495	-4.86%
SITES IN MOROCCO	4024	4313	7.18 %
SITES IN THAILAND: CHANTASIA AND ASC	1970	2330	28.83%
SITE IN THAILAND: SIGMA	5 5 4 4	5911	6.62%
SITE IN VIETNAM	6599	4848	-26.53%
CHANTELLE SA: HEADQUARTERS	2038	2377	16.63%
CHANTELLE SA: EPERNAY	675	945	40.00 % (1)
CHANTELLE SA: CORBIE	1504	1454	-3.32%
CHANTELLE SA: VILLERS	595	576	-3.19 %
CHANTELLE SA: PERONNE	887	1 517	71.80 % (2)
TOTAL	29 608	29766	1.24%

⁽¹⁾ last year's metering was estimated (annual billing period from April to April) and the meter was changed because water management for the town of Epernay has been transferred to the public sector.

⁽²⁾ caused by human error when filling the sprinkler tank with water. The technical teams were immediately made aware of the problem.



COMMITMENT 2

HIGHLIGHTS

EDITORIAL

Reduce our carbon footprint

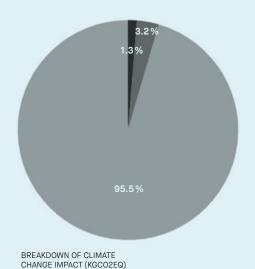
OBJECTIVES

THE GROUP

CULTURE

NOTES & APPENDICES

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



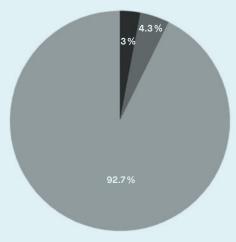
SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1670	1.3%
2	4204	3.2%
3	124259	95.5%
TOTAL	130132	

GREENHOUSE GAS EMISSIONS FOR THE 3 SCOPES ARE ESTIMATED AT JUST OVER 130,000 TONNES OF CO2 EQ.

GROUP SCOPE

Greenhouse gas emissions in 2019 FOR SCOPES 1 TO 3

	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 DIRECT EMISSIONS OF GREENHOUSE GASES	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	923	0.71%
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	711	0.55%
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0%
	4	DIRECT FUGITIVE EMISSIONS	36	0.03%
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0.00%
SCOPE 2 INDIRECT ENERGY EMISSIONS	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	4204	3.23%
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0%
SCOPE 3 OTHER INDIRECT GHG EMISSIONS	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE"	858	0.66%
	9	PURCHASES OF GOODS AND SERVICES	78227	60.11%
	10	CAPITAL GOODS	0	0%
	11	WASTE	89	0.07%
	12	UPSTREAM TRANSPORTATION OF GOODS	17280	13.28%
	13	BUSINESS TRAVEL	113	0.09%
	14	UPSTREAM LEASED ASSETS	0	0%
	15	INVESTMENTS	0	0%
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	0	0%
	17	DOWNSTREAM TRANSPORTATION OF GOODS	529	0.41%
	18	USE OF SOLD PRODUCTS	19117	14.69%
	19	END-OF-LIFE OF PRODUCTS SOLD	476	0.37%
	20	DOWNSTREAM FRANCHISES	423	0.32%
	21	DOWNSTREAM LEASING	0	0%
	22	EMPLOYEE COMMUTING	7086	5.45%
	23	OTHER INDIRECT EMISSIONS	61	0.05%
		TOTAL	130132	



BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)

SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1815	3%
2	2 628	4.3 %
3	56 270	92.7%
TOTAL	60713	

GREENHOUSE GAS EMISSIONS FOR THE 3 SCOPES ARE ESTIMATED AT JUST OVER 61,000 TONNES OF CO2 EQ.

GROUP SCOPE

Greenhouse gas emissions in 2023 FOR SCOPES 1 TO 3

	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 DIRECT EMISSIONS OF GREENHOUSE GASES	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	739	1.22%
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	644	1.06%
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0%
	4	DIRECT FUGITIVE EMISSIONS	432	0.71%
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0%
SCOPE 2	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	2628	4.33%
INDIRECT ENERGY EMISSIONS	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0%
SCOPE 3 OTHER INDIRECT GHG EMISSIONS	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE"	565	0.93%
	9	PURCHASES OF GOODS AND SERVICES	25778	42.46%
	10	CAPITAL GOODS	0	0%
	11	WASTE	57	0.09%
	12	UPSTREAM TRANSPORTATION OF GOODS	13188	21.72%
	13	BUSINESS TRAVEL	434	0.72%
	14	UPSTREAM LEASED ASSETS	0	0%
	15	INVESTMENTS	0	0%
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	0	0%
	17	DOWNSTREAM TRANSPORTATION OF GOODS	1792	2.95%
	18	USE OF SOLD PRODUCTS	8054	13.27%
	19	END-OF-LIFE OF PRODUCTS SOLD	195	0.32%
	20	DOWNSTREAM FRANCHISES	348	0.57%
	21	DOWNSTREAM LEASING	0	0%
	22	EMPLOYEE COMMUTING	5832	9.61%
	23	OTHER INDIRECT EMISSIONS	26,44	0.04%
		TOTAL	60713	



GROUP SCOPE

Comparison of greenhouse gas emissions between 2019 and 2023

IN JULY 2023, WE COMMITTED
TO SUBMITTING OUR ROADMAP
WITHIN 24 MONTHS TO THE SCIENCE
BASED TARGET INITIATIVE (SBTI)
ORGANISATION.

This will enable us to comply with the Paris Agreement by 2029, which aims to limit global warming to 1.5°C above pre-industrial levels.

THIS COMMITMENT CONSISTS OF REDUCING OUR GREENHOUSE GAS EMISSIONS BY AT LEAST 42% ACROSS SCOPES 1 + 2 AND 3 COMPARED WITH OUR EMISSIONS IN 2019, OUR BASELINE YEAR.

We should be in a position to submit our reduction methodology to the SBTi experts in the first half of 2024.

It will incorporate the ambitions described below which will supplement the strategic choices made by the CHANTELLE group since 2019 concerning the scope of its offering, the brands promoted by the CHANTELLE mega-brand and the product segments.

The impact of these decisions has already had a positive effect on our overall carbon footprint from 2022.

our ambitions

SCOPES 1 + 2

Reduce our consumption of natural gas in France, notably to heat our logistics warehouses in Picardy and our factory in Epernay.

Reduce leakage of refrigerants used in air conditioning systems, particularly at our factories in the Maghreb and Asia.

Reduce the fuel consumption of company vehicles by renewing the fleet and electrifying part of it, particularly in France.

Subscribe to electricity supply offers produced by renewable energies in France for the share of buildings or activities not covered by such supplies in 2022.

Make full use of the photovoltaic panels installed on the roofs of our factories in Tunisia.

Install solar farms in Vietnam and Morocco.

Invest in renewing some of our air conditioning and machine tools.

SCOPE 3

Favour less polluting modes of transport for the supply of materials and consumables delivered to our warehouse in Thailand (boat rather than plane).

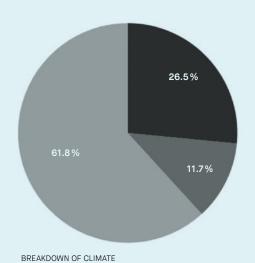
Likewise for supplying our factories from our warehouse in Thailand.

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

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

Compile specific energy consumption data from our partner suppliers, garment makers and especially fabric manufacturers (weaving, knitting, lace, embroidery and dyeing). Support them on their path to decarbonisation.

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



SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1392	26.5%
2	613	11.7 %
3	3242	61.8 %
TOTAL	5247	

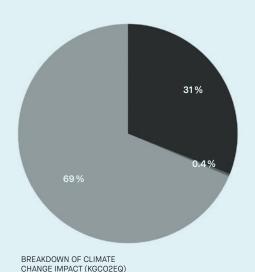
CHANGE IMPACT (KGC02EQ)

FRANCE SCOPE

Greenhouse gas emissions in 2019

SCORE CONTRIBUTION Ν° SCORE **EMISSIONS ITEMS** (tons CO2 Eq) 1 DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES SCOPE 1 923 17.59% DIRECT EMISSIONS OF 2 DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES 454 8.65% GREENHOUSE GASES 3 DIRECT PROCESS EMISSIONS EXCLUDING ENERGY 0 0.00% DIRECT FUGITIVE EMISSIONS 15 0.29% EMISSIONS FROM BIOMASS (SOIL AND FORESTS) 0 0% 5 INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION 613 SCOPE 2 6 11.68% INDIRECT ENERGY 7 INDIRECT EMISSIONS RELATING TO STEAM. EMISSIONS HEAT OR COOLING CONSUMPTION 0 0% 8 EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE SCOPE 3 "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS OTHER INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE " 336 6.40% 9 PURCHASES OF GOODS AND SERVICES 8 0.16% 10 CAPITAL GOODS 0 0% 11 WASTE 15 0.28% 12 0 UPSTREAM TRANSPORTATION OF GOODS 0% 13 **BUSINESS TRAVEL** 16 0.30% 0 14 **UPSTREAM LEASED ASSETS** 0% 15 **INVESTMENTS** 0 0% 16 TRANSPORTATION OF VISITORS AND CUSTOMERS 0 0% 17 DOWNSTREAM TRANSPORTATION OF GOODS 0 0% 18 USE OF SOLD PRODUCTS 0 0% 0 19 END-OF-LIFE OF PRODUCTS SOLD 0% 20 DOWNSTREAM FRANCHISES 0 0% 21 DOWNSTREAM LEASING 0 0% 22 **EMPLOYEE COMMUTING** 2867 54.65% 23 OTHER INDIRECT EMISSIONS 0 0% TOTAL 5247

OVERALL



SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1211	31%
2	14	0.4%
3	2677	69%
TOTAL	3902	

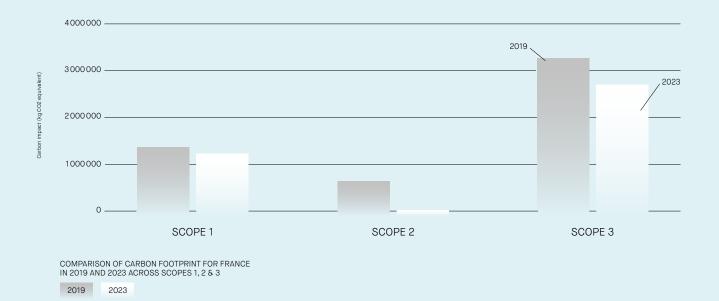
SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGC02EQ)
1	1211	31%
2	14	0.4%
3	2677	69 %
TOTAL	3902	

FRANCE SCOPE

Greenhouse gas emissions in 2023

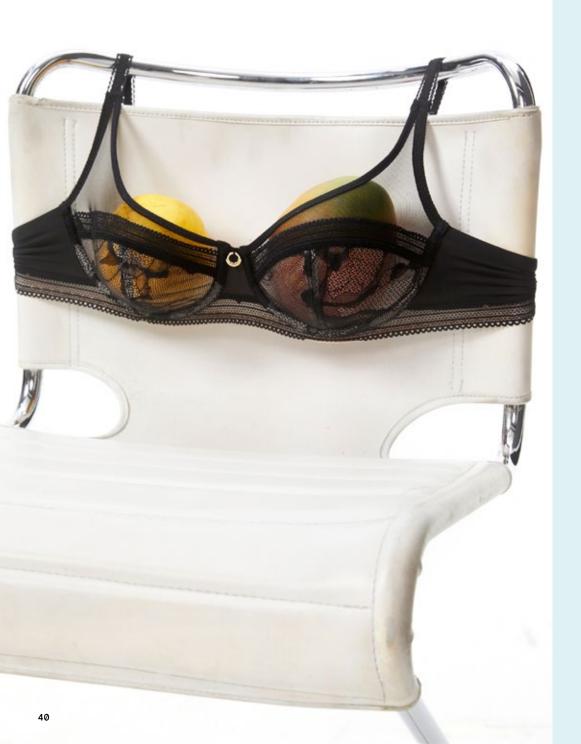
SCORE CONTRIBUTION Ν° **EMISSIONS ITEMS** SCORE (tons CO2 Eq) 1 DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES SCOPE 1 739 18.94% DIRECT EMISSIONS OF 2 DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES 424 10.86% GREENHOUSE GASES 3 DIRECT PROCESS EMISSIONS EXCLUDING ENERGY 0 0% DIRECT FUGITIVE EMISSIONS 48 1.24% EMISSIONS FROM BIOMASS (SOIL AND FORESTS) 0 0% 5 6 INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION 14 0.36% SCOPE 2 INDIRECT ENERGY 7 INDIRECT EMISSIONS RELATING TO STEAM. EMISSIONS HEAT OR COOLING CONSUMPTION 0 0% 8 EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE SCOPE 3 "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS OTHER INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE " 203 5.21% 9 PURCHASES OF GOODS AND SERVICES 6 0.16% 10 CAPITAL GOODS 0 0% 11 WASTE 11 0.27% 12 0 UPSTREAM TRANSPORTATION OF GOODS 0% 13 **BUSINESS TRAVEL** 350 8.97% 14 **UPSTREAM LEASED ASSETS** 0 0% 15 **INVESTMENTS** 0 0% 16 TRANSPORTATION OF VISITORS AND CUSTOMERS 0 0% 17 DOWNSTREAM TRANSPORTATION OF GOODS 0 0% 18 USE OF SOLD PRODUCTS 0 0% 0 19 END-OF-LIFE OF PRODUCTS SOLD 0% 20 DOWNSTREAM FRANCHISES 0 0% 21 DOWNSTREAM LEASING 0 0% 22 **EMPLOYEE COMMUTING** 2107 53.99% 23 OTHER INDIRECT EMISSIONS 0 0% TOTAL 3902

OVERALL



FRANCE SCOPE

Comparison of greenhouse gas emissions between 2019 and 2023



In 2019, our emissions representing over 80% of the carbon footprint in France were attributable to:

- employee travel between home and work (Scope 3),
- our consumption of natural gas to heat our logistics warehouses in Picardy and our factory in Epernay (Scope 1),
- our electricity consumption at headquarters, stores, warehouses and the factory (Scope 2),
- our fuel consumption for commercial or company vehicles (Scope 1).

Since 2021, 95.5% of the electricity (Scope 2) consumed in our offices, warehouses and outlets has been produced from renewable sources.

Since 2022, we have been implementing an ambitious plan to reduce our energy consumption, as described in the following pages.

It is designed to have a direct impact on natural gas consumption (Scope 1) and electricity consumption (Scope 2).

In 2023, more than 80% of our emissions are attributable to employee commuting, natural gas consumption and fuel consumption.

Our ambitions to meet the climate challenge for France scope are fully integrated with those defined at Group level for the World scope and will be assessed as part of our initiative with the SBTi organisation in 2024.

As far as employee travel is concerned, our ambition from 2024 is to initiate a mobility plan for our headquarters in Cachan (France 94), which concentrates the largest number of employees in one location.

In line with the actions implemented in 2022, energy audits of a representative number of entities in France, including logistics warehouses, garment factories, headquarters and boutiques in the DARJEELING network, have been carried out by an independent third party.

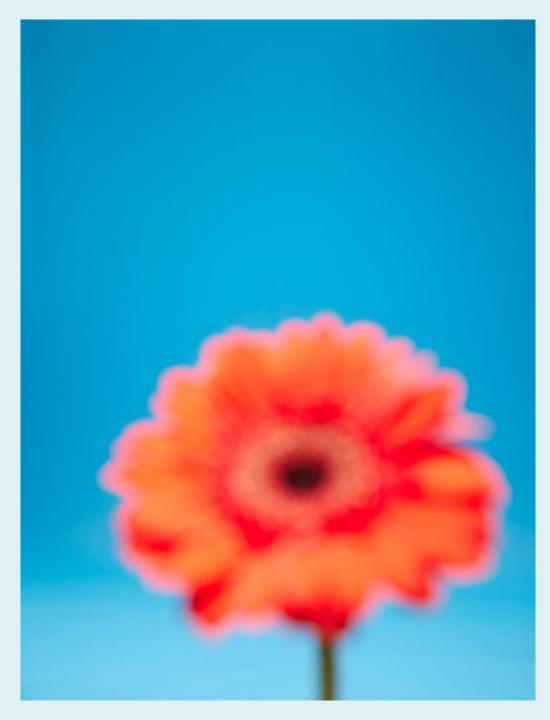
ANALYSIS OF RESULTS IN RELATION
TO THE LEGAL PROVISIONS SET OUT
IN THE TERTIARY SECTOR DECREE
SHOULD ENABLE US TO CONFIRM
THEACTIONS ON ENERGY SAVINGS
AND EFFICIENCIES AND THE RENEWAL
OF CERTAIN EQUIPMENT (FOR
COMPARABLE FOOTPRINT AND USE)
BY 2030.

We also apply these principles within our industrial entities abroad, in order to limit our exposure to changes in energy prices. We are investing to produce some of the electricity we consume.

WE ARE REORGANISING OUR
ACTIVITIES TO IMPROVE
PRODUCTIVITY WHILE REDUCING
CONSUMPTION.

All these actions together play a major role in the process of decarbonising our activities for Scopes 1 & 2.

REDUCE OUR ENERGY CONSUMPTION



	SITE		2019	2020	2021	2022	2022 DETAIL	2023	2023 DÉTAIL	2023 VS 2022	2023 VS 2019
	DELTA LINGERIE	DARJEELING store network	3 312 139	2701626	2410564	2867868	2867868	2209073	2209073	-22.97%	-33.30 %
	CHANTELLE RETAIL	CHANTELLE store network	0	0	497185	542720	542720	443778	443778	-18.23 %	-82.14%
	ROUAFI	ORCANTA store network	2484138	1605392	0	0	0	0	0		
E C E	CACHAN	Headquarters					1274431		1134856		
FRANCE	CORBIE	Logistics warehouse		2707772	2898965	2852374	1032542	2653780	971950		
	VILLIERS	Logistics warehouse	3454506				161620		144942	-6.96%	-23.18%
	PERONNE	Logistics warehouse					135191		168467		
	ÉPERNAY	Garment factory					248590		233 565		
	SOTUFAM	Garment factory		1930449	1864327	2156 022	1071926	1508223	706 021	-30.05%	-42.23%
_	SOFAM	Garment factory					285124		174 451		
MAGHREB	CHANTUNI	Garment factory	2610822				202352		103618		
Σ	FAMACO	Garment factory					361643		320 585		
	ATMA	Garment factory					234 977		203548		
	SIGMA	Garment factory					1280772	2729713	1173348	-6.25%	-24.82%
ASIA	CHANTNAM	Garment factory	3630714	2 611 727	2 400 501	2911568	1329100		1253700		
	CHANTASIA	Logistics warehouse	3030714				207096		202384		
	ASC	Product development office					94600		100281		
			15492319	11556966	10 071 542	11 330 552	11 330 552	9 544 567	9 544 567	-15.76 %	-38.39 %

Electricity consumption in kWh

95.5% of electricity in France comes from renewable sources, out of a total of over 5 million kWh used in 2023.

In Tunisia (see attached table), the installation of solar panels on the roofs of our three plants enabled us to generate more than 380,000 kWh in 2023.

66% went directly towards powering our garment manufacturing operations. The remaining third went back into the Tunisian national grid, thereby playing a role in reducing the country's overall carbon footprint.

THE PROPORTION OF ELECTRICITY
GENERATED BY OUR FACILITIES COVERED
MORE THAN 20% OF OUR ANNUAL
NEEDS ACROSS THE COMPANY'S THREE
PRODUCTION SITES.

This is merely the first step in our plans. From 2024 onwards, we believe our facilities will be able to generate sufficient electricity to cover at least 50% of our needs. The general trend can clearly be seen through the figures for our CHANTUNI site, which came online in March 2023.

In 2023, we began the process of installing solar panels on the roof of our factory in Vietnam, aiming to cover at least 50% of our energy needs.

The three production units in Tunisia and Vietnam are currently the biggest consumers of energy across our manufacturing facilities.

SHARE OF RENEWABLE ENERGY IN TUNISIA

COMMIS- SIONING	SITE	YTD	TOTAL ENERGY USED	STEG (NATIONAL GRID) (SOLAR PRODUCTION	SOLD ON	SHARE OF SELF GEN POWER
04/2023	SOFAM	12/2023	260812	174 451	86361	124931	38 570	33.11%
09/2023	SOTUFAM	12/2023	779 077	706 021	73 056	98252	17381	9.38%
03/2023	CHANTUNI	12/2023	191493	103618	87875	157954	70 080	45.89%
	TOTAL SITES		1231382	984090	247292	381137	126 031	20.08%
кwн								

CONTENTS

what we've done

What specific actions are we taking at our manufacturing sites outside France?

> BEGINNING IN 2019, OVER 2000 LIGHTS HAVE BEEN REPLACED BY LED TECHNOLOGY ACROSS ALL THREE OF THE CHANTELLE GROUP'S PLANTS IN TUNISIA, WITH THAT NUMBER RISING TO **OVER 3700 AT OUR MANUFACTURING** SITES IN MOROCCO.

Working alongside the owner of our warehouse in Thailand, we also replaced all our traditional bulbs with LED lighting tubes in late 2023. We expect to see a noticeable reduction in energy usage in 2024. Since LED light sources generate much less heat, they should also significantly reduce the need for air-conditioning.

> IN EARLY 2024, OUR WAREHOUSE IN THAILAND IS BEING PAINTED WITH A SPECIAL PAINT DESIGNED TO REFLECT UV RAYS, HELPING TO LIMIT THE ENERGY **NEED FOR AIR-CONDITIONING AND** VENTILATION.

Dozens of trees have also been planted alongside the building to protect it from the effect of the sun. We are looking into the possibility of replacing our existing air conditioning equipment with more energy-efficient solutions in 2024. This will enable us to lower our greenhouse gas emissions by restricting the possibility of any refrigerant fluid leaks. Our flagship facility in Chantnam (Vietnam) has set in motion an ambitious project to reduce its energy consumption.

> **OUR AIM: TO INCREASE PRODUCTION** BY 30% BETWEEN 2019 AND 2028. WHILE SIMULTANEOUSLY REDUCING **ELECTRICITY CONSUMPTION BY 30%.**

Rethinking our production strategy has begun to show results in the form of shorter working hours for our employees and a reduction in the energy used to power our air-conditioning, manufacturing equipment (such as automatic cutting tables) and lighting.

An initial test involving the replacement of an airconditioning unit with a chiller system has enabled us to both reduce the power needed to cool our working environments and help limit refrigerant fluid wastage.



	SITE		2019	2020	2021	2022	2023	2023 VS 2019	2023 VS 2022
	DELTA LINGERIE	DARJEELING store network				0	0		
	CHANTELLE RETAIL	CHANTELLE store network				0	0		
	ROUAFI	ORCANTA store network							
FRANCE	CACHAN	Headquarters				0	0		
FRAI	CORBIE	Logistics warehouse	2 524 277	1459011	1957249	1715 221	1756 520	-30.41%	2.41%
	VILLIERS	Logistics warehouse	1030507	896 471	1957249	679 582	741 609	-28.03%	9.13%
	PERONNE	Logistics warehouse	822000	125 828	559742	825466	710 613	-13.55%	-13.91%
	ÉPERNAY	Garment factory	525 287	336 302	559742	373 967	321792	-38.74%	-13.95%
	SOTUFAM	Garment factory				0	0		
ш	SOFAM	Garment factory				0	0		
MAGHREB	CHANTUNI	Garment factory				0	0		
2	FAMACO	Garment factory				0	0		
	ATMA	Garment factory				0	0		
	SIGMA	Garment factory				0	0		
ASIA	CHANTNAM	Garment factory				0	0		
AS	CHANTASIA	Logistics warehouse				0	0		
	ASC	Product development office				0	0		
			4902071	2817612	4364188	3594236	3 530 534	-27.98%	-1.77 %

Gas consumption in kWh (GCV)

analysis & future prospects

In France, the reduction in our energy consumption, both gas and electricity, is primarily due to the strategic choices we have been progressively making since 2019.

These include the sale of the Orcanta network, the restructuring of our Darjeeling store network to better suit local market needs and an increase in the volume of goods handled by our logistics platforms (bringing logistics operations for our Femilet and Livera brands in-house at our Péronne warehouse).

THE ENERGY-SAVING AND EFFICIENCY MEASURES WE HAVE BEEN IMPLEMENTING MORE BROADLY, PARTICULARLY AT OUR WAREHOUSES IN THE PICARDIE REGION, HAVE HELPED US WORK TOWARDS ACHIEVING OUR OBJECTIVES. WE HAVE REDUCED OUR ENERGY CONSUMPTION BY MORE THAN 20% PER M². LOWERING THE HEATING TEMPERATURE BY 1°C SINCE WINTER 2022 ACROSS OUR SITES HAS BROUGHT ABOUT A 5% REDUCTION IN THE AMOUNT OF GAS USED.

Other investments, such as the insulation of loading bays at our Péronne warehouse, should enable us to reduce our gas consumption by a further 5 to 10% by 2024.

Replacing domestic hot water production systems, as well as more general facilities such as BMS (Building Management Systems), will also enable us to reduce our electricity consumption.

AT OUR ÉPERNAY GARMENT FACTORY, LOWERING THE TEMPERATURE SET POINT ENABLED US TO REDUCE OUR GAS CONSUMPTION BY 10% BY 2023.

We managed to reduce our electricity consumption by between 1.4 and 4% in our two networks of stores across France by altering the times when we keep our storefronts and windows lit up, as well as by regularly asking staff to maintain suitable temperature settings for store heating and air conditioning.

THE RENOVATION OF BOTH MAIN BUILDINGS AT OUR HEADQUARTERS IN CACHAN HAS REDUCED ENERGY CONSUMPTION BY AROUND 5%.

2024 will see the deployment of more BMS units in our two other warehouses. We have plans to upgrade our automated sorting and delivery equipment. The deployment of BMS also stands to have a solid effect on our production unit in Epernay.

ACROSS THE DARJEELING STORE
NETWORK, THE WIDESPREAD
DEPLOYMENT OF LED LIGHTING SHOULD
ENABLE US TO REDUCE OUR OVERALL
ELECTRICITY CONSUMPTION.

Over the medium term, we plan to replace our natural gas boilers at our three warehouses and potentially install solar panels to generate electricity.

HOWEVER, ACHIEVING THE OBJECTIVES
OF THE DECREE TARGETING THE
TERTIARY SECTOR, I.E. A 40%
REDUCTION BY 2030 IN COMPARISON
WITH A STANDARD LEVEL OF ANNUAL
CONSUMPTION MAY PROVE TO BE
PROBLEMATIC, ESPECIALLY FOR
OUR STORES LOCATED IN SHOPPING
CENTRES.

Most of the energy consumption in this field of activity comes as a result of facilities managed by the building owners. This would include the building as a whole and part of the HVAC (Heating, Ventilation, Air Conditioning) arrangements.

Without concerted action to prevent rental prices from rising again, as they have in the post-Covid period, in line with inflation, we will be unable to to reduce our overall energy usage solely by focusing on our own facilities (lighting, IT equipment, etc).



COMMITMENT 3

Creating sustainable products

Chantelle has been in existence since 1876. It is down to our expertise in undergarments, the tools we use in our manufacturing operations and our innovative spirit that our customers have stayed with us over the generations.

WE REVIEW THE COLLECTIONS WE OFFER TWICE A YEAR, BUT IN 2023, THE ICONIC CORSETRY WE KEEP AVAILABLE ON A PERMANENT BASIS MADE UP 60% OF PRODUCTS IN THE CHANTELLE BRAND AND 33% OF THE RANGE PRESENTED BY OUR FRENCH BRAND, DARJEELING.

This stands testament to the attachment our customers have to products they appreciate as much for their style as for their functionality and quality. Essential features of Chantelle Group creations.

Maintaining our consistently high level requires ongoing training for our employees to instill in them what makes our brands unique. It means listening to our customers and setting up or promoting any fresh innovation that may make our products both timeless and modern.

It means working in partnership with suppliers that are rigorously selected for their long-term expertise. It also means providing creative support to up-and-coming designers and start-ups at our factory and at our development centre in Épernay (France), our original site for producing our corsetry collections.

DESIGNING PRODUCTS FROM AN ECOLOGICAL PERSPECTIVE INVOLVES CONSTANTLY STRIVING TO REDUCE OUR ENVIRONMENTAL IMPACT WHILE KEEPING IN LINE WITH OUR TRADITIONS. THIS MEANS CALLING ON THE EXPERTISE OF BOTH OUR EMPLOYEES AND OUR SUPPLIERS, PUTTING INNOVATION AT THE HEART OF THE PROCESS.

This is the challenge we take up every season, while sustaining a strong commitment to upholding the values embodied by our permanent collections.

Creating sustainable products means constantly pushing at the boundaries to be in a position to provide high-end products that are recognised as such.

It also means reducing the environmental impact of the materials we use, adjusting the weight of our products while maintaining their functionality and reducing waste when cutting materials before assembling the finished products in our factories.

Ultimately, it means creating Chantelle One as a laboratory of innovation, creating the last word in lingerie and swimwear and providing support for all Group brands* in Europe in every aspect of their work.

Creating sustainable products means offering collections bearing a label that goes further to guarantee quality than the most demanding of regulations. This is the Oekotex Standard 100 label, applied across our entire range.

In 2023, fully 100% of our Chantelle, Chantelle X, Passionata and Darjeeling corsetry collections and 96% of our nightwear, swimwear and accessories collections received Oekotex Standard 100 certification. This amounts to 98% of what we have to offer. Our items are all suitably labelled as such.



ITEMS THAT FELL SHORT OF THIS
CERTIFICATION (27 OUT OF 696)
WERE ALL TESTED AGAINST OEKOTEX
STANDARD 100 SPECIFICATIONS.
NOTHING LEAVES THE FACTORY BEFORE
CERTIFICATION RESULTS ARE KNOWN
AND APPROVED.

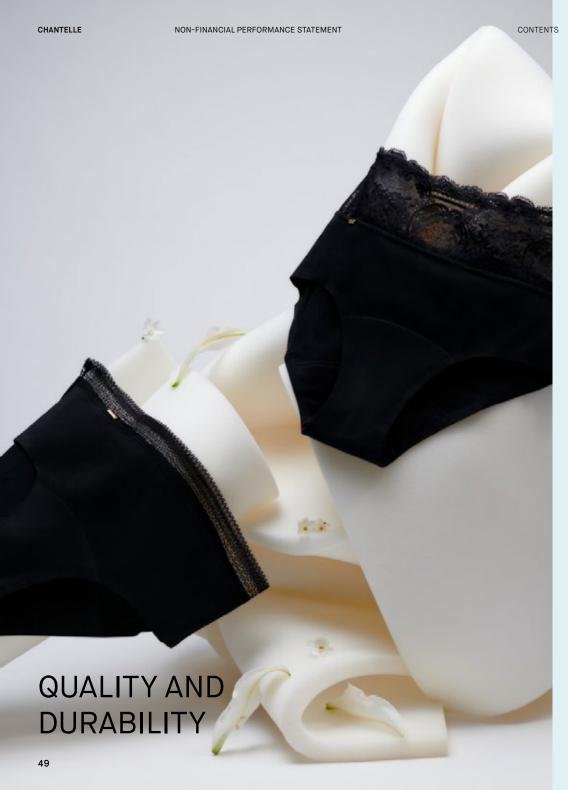
Every year, we carry out random checks on certified product items to keep on to of our quality commitments and limit any risks that may arise.

NO FEWER THAN 36 TEST CAMPAIGNS WERE CARRIED OUT IN 2023. 21 PRODUCT REFERENCES AND 15 MATERIALS WERE CHECKED.

Any non-compliance revealed by these tests would lead us to halt production, replace components considered to be at risk and potentially even recall items from sale.



^{*} Chantelle, Darjeeling, Livera.



Quality is our top priority. The whole product process, from creation to delivery for wholesale distribution takes at least 18 months.

HIGHLIGHTS

EDITORIAL

Procedures involved in assessing materials and supplies, approving fittings, wearability, etc. can take over 10 months.

Materials such as lace, embroidery, tulle and epaulets are tested by our Style teams to ensure they meet our requirements surrounding functionality, comfort, ease of care, durability, etc.

> **EVERY COMPONENT OF OUR PRODUCTS** IS SUBJECT TO AROUND FORTY STANDARDISED TESTS (ISO, EN, NF, ETC). EVERY YEAR, WE TEST OVER 450 MATERIALS AND SUPPLIES THAT ARRIVE AT OUR MANUFACTURING FACILITIES. INITIAL PRODUCTION IS CLOSELY INSPECTED BEFORE FULL PRODUCTION CAN BEGIN. THIS AMOUNTS TO OVER 4000 BATCHES OF PRODUCTS ANALYSED EACH YEAR.

Each product received during the production phase is rigorously checked for color conformity, technical characteristics and compliance with our specifications. This provides our customers with a guarantee of consistency in the items we make available in our collections.

> 17 EMPLOYEES WORKING IN TWO LABORATORIES IN FRANCE AND THAILAND ARE WORKING TO CONFIRM THE SUITABILITY OF THE MATERIALS SELECTED FOR OUR MANUFACTURING BUSINESS.

Items are then checked during production. Garments manufactured in our own factories undergo a 4 stage process: pre-production, the inspection of all items during their manufacture, pre-shipment inspection and then a random conformity inspection upon receipt at the warehouses prior to shipment to our BtoB customers, our stores (Darjeeling and Chantelle) and our customers. The products made by our external partners are also inspected prior to dispatch and on receipt in our warehouses.

Guaranteeing product quality also means listening to our customers' needs at the point of sale and to post-purchase feedback. This feedback helps us to make our products even better and to constantly improve our quality processes.

The durability of an article will depend on its technical characteristics and level of quality. This helps us to understand and reduce the environmental impact of our products.

Officially launched in March 2022 with the aim of assessing the durability of textile products by taking into account both usage and commercial feedback, the DURHABI project represents 80 partner brands. A rundown of its figures shows 10,000 products tested, 70,000 unit tests, 65 people mobilised across the board by the IFTH, 3 Technical Committee meetings a month, 2 consumer surveys with over 35,000 respondents, 1 draft standard led by BNITH (Bureau de Normalisation de l'Industrie du Textile et de l'Habillement - the Textiles and Clothing Industry Standardisation Office) and a budget of €1 million.

CHANTELLE is a member of the Technical Committee, which is made up of brands, laboratories, research centres and professional federation bodies.

The brands or groups represented are: Chantelle, Decathlon, Fast Retailing and Lacoste. In 2023, our project manager took part in 21 Technical Committees and 5 Brand Committees, amounting to almost 100 hours invested by Chantelle in this structuring project.

The goal for 2024: finalise the research project to draft the experimental French standard XP G30-113-1 on durability alongside BNITH and AFNOR.

In France, this project to assess the durability of clothing aims first and foremost to be the only recognised and usable methodology for environmental labelling. However, we are also seeking for it to be recognised as the benchmark for identifying the most sustainable items and to use an environmental model surrounding annual contributions to Refashion based on sales volume.

In Europe, the aim is to have the method recognised as scientifically robust and to have it integrated into P.E.F.C.R Apparel & Footwear standards. This is one factor underpinning the drive to use this standard since 2021.

THE METHOD, PROTOCOL, TESTING,
DELIVERABLES AND GENERAL APPROVAL
AMONG THE BRANDS PARTICIPATING
IN THE PROJECT WERE ALL PASSED
FOR THE LINGERIE SECTOR IN
NOVEMBER 2023. THE SWIMWEAR
SECTOR LOOKS SET TO FOLLOW SUIT
BY FEBRUARY 2024 AT THE LATEST.

18 to 23 individual tests - or repeated tests after multiple instances of garment maintenance - are planned in order to define a durability rating for lingerie and swimwear items. Some tests are already included in our quality specifications, while others are either partially included or use a different standard from that defined as an in-house reference.

Eventually, if DURHABI's reference systems are approved within the EU's PEFCR A&F guidelines, Refashion's environmental model, or even as indicators aimed at consumers in France, not only would we be among the first brands to implement this new standard, but we would be doing so with full transparency, sharing this information with our customers.



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

OUR AMBITION FOR 2022: ALL OUR PRODUCTS WILL BE MADE WITH AT LEAST 50% OF THEIR TOTAL WEIGHT COMPRISING LOW-IMPACT, TRACEABLE FIBRES BY 2030.

This figure could be substantially higher for items with simple designs, such as those in our Lifewear, Beachwear and Nightwear ranges, or some of our Underwear products, which could get to over 80% by weight. These changes may be accelerated for items made predominantly from cotton, potentially coming into play by 2026.

Our results for the mega-brand CHANTELLE and for DARJEELING*:

17% of Spring-Summer 2023 collections met the target, representing 29% of new items by volume (lines or colours)

27% of Autumn-Winter 2023 collections and 44% by volume of new items.

26% of the Spring-Summer 2024 collections and 44% by volume of new products.



PROPORTION OF ITEMS MADE WITH AT LEAST 50% OF THEIR TOTAL WEIGHT COMPRISING LOW-IMPACT, TRACEABLE FIBRES

The slight dip in these figures between the Autumn-Winter 2023 and Spring-Summer 2024 collections can in particular be explained by the broader scale of summertime products, which would swimwear.

As early as the Autumn-Winter 2024 collection, we may be in a position to achieve the level of 70% of products in our Femilet and Chantelle Lifewear collections meeting our commitments.

As part of the process of working with our longstanding production partners to manufacture Lifewear, Beachwear and Nightwear, we begin each new project by selecting the materials that best meet our objectives. We have been raising awareness of these issues among our suppliers since 2022.

THIS WORK IS DONE IN-HOUSE, DIRECTLY WITH OUR MATERIAL SUPPLIERS FOR OUR CORSETRY AND SWIMWEAR COLLECTIONS, WHICH WE MANUFACTURE IN OUR OWN FACTORIES.

Summer 2023 saw our choices definitively approved by successfully meeting the twin challenges posed by environmental impact and sustainable cost impact.

ECO-DESIGN: MATERIALS

1 out of every 2 products* is a permanent fixture in our collections. In terms of volume, more than 55% of the products in the 2023 collection were manufactured in our own factories. Corsetry accounts for 97% of these products.

We therefore believe it essential to set up a project group dedicated to the eco-design of these permanent corsetry lines produced in our facilities.

DEVELOPING THE MATERIALS
AND SUPPLIES FORMING THESE
PERMANENT PRODUCTS ALSO INVOLVES
ENSURING THAT THEIR QUALITY
AND FUNCTIONALITY MUST REMAIN
UNCHANGED.

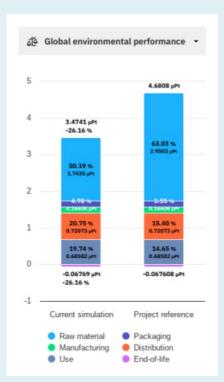
On all permanent corsetry lines, the weight of our items is distributed as follows: laminates and cups represent 30 to 40% of the total weight, followed by the main covering materials, from lace (30%) to knitted fabric (45%). Next come embroidery, elastic edging, strapping, underwiring, lining and other sundry elements.

By 2023, 1 in 2 knitted fabrics, 1 in 2 tulle designs, almost 1 in 2 elasticated edgings, more than 2 in 3 shoulder straps and more than 8 in 10 clasps and fasteners were made from reduced-impact fibres.

FROM 2024 ONWARDS, THIS STANDS TO BE 100% OF LAMINATES OR 80% OF CUPS, MORE THAN ¾ OF KNITTED FABRICS AND TULLES AND MORE THAN 8 OUT OF 10 SHOULDER STRAPS.

Thanks to the Glimpact platform, created by our partner, Yukan, we can assess how the use of materials or provisions made from reducedimpact fibres affects our environmental footprint. We are committed to using mainly low-impact materials, and we are seeking to assess the real environmental benefits of this approach. We also take care to avoid any transfer of impact between natural and synthetic fibres, as this would be counterproductive.

THE ESTIMATED IMPACT GAIN ON CUPS SHOULD BE 7 TO 11%, DEPENDING ON BRA SHAPE (ON A BASE SIZE 75/80), WHILE THE IMPACT OF CHANGING STRAPS SHOULD BE 2 TO 10%, AND 10 TO 15% FOR CERTAIN KNITTED FABRICS.



SOURCE: GLIMPACT PLATFORM

^{*1} item in 1 colour.

The level of up to 45% in wastage among certain materials (lace braiding, embroidered strips, etc.) during the cutting process prior to garment manufacture is environmentally and economically unacceptable. This wastage greatly impact our environmental footprint, coming as a result of the various stages of production, such as fibre manufacture, weaving, dyeing and transportation.

OUR PROJECT TEAMS SPENT OVER 230 HOURS IN 2023 STUDYING THE ISSUE, ULTIMATELY DECIDING TO PRIORITISE A DECREASE IN THE NUMBER OF CORSETRY PRODUCTS USING LACE OR EMBROIDERY.

Wastage generated at the time of cutting is higher for these materials, especially those made from narrow-width strips or braids. These are used for their decorative patterns and require careful positioning enhance cups, the front part of panties and the back of bras, in line with stylistic choices made in the development process.

SINCE NOVEMBER 2023, OUR STAFF
HAS BEEN WORKING ON A REFERENCE
SYSTEM DESIGNED TO ANTICIPATE
WASTAGE BASED ON THE WIDTH OF
BRAIDS OR STRIPS, FOR EACH PRODUCT
SHAPE AND SIZE.

This tool is set to come into use between April and September 2024, and will therefore apply from Autumn-Winter 2025 onwards. In addition to this, the project group has confirmed a reduction in the number of braid or strip widths so as to design products differently. This also stands to lower the use of these materials.

The Glimpact platform that we use to assess the environmental impact and eco-design of our products was updated in the last quarter of 2023. Until the Autumn-Winter 2023 collection, material wastage resulting from cutting was all lumped together and costed on a flat-rate basis. Starting with the Spring-Summer 2024 collection, which has been under evaluation since December 2023, we can now apply actual losses to each item in our workshops.

THIS MORE ACCURATE ANALYSIS WILL BE OVERSEEN BY OUR PROJECT TEAM FROM MARCH 2024, ENABLING US TO ASSESS THE REAL IMPACT OF EACH VOLUME OF WASTAGE BY MATERIAL OR ELEMENT.

The general cutting efficiency of the ready-to-wear sector involving materials in widths of more than one metre is almost 80%, resulting in around 20% of cutting waste. This is a realistic goal that we will be assessing over the course of 2024.



ECO-DESIGN: CUTTING LOSSES

The heavier the item, the more material it uses, having undergone several stages of transformation before being assembled. Then there is the impact of transportation, maintenance and end-of-usable life, which also increases with weight.

Our aim, which we believe to be truly innovative, is to reduce the weight of our corsetry items, starting with those made in our own facilities.

OUR EXPERTS HAVE ANALYSED OUR PRODUCTS AND IDENTIFIED WHAT MADE THEM HEAVY, BEFORE DEVISING ALTERNATIVE SOLUTIONS WITHOUT COMPROMISING ON FUNCTIONALITY AND DURABILITY.

The main areas currently being explored:

Finding an alternative to the underwiring and strapping that surround and support the breasts. Underwires are made of galvanised shape-memory steel, weighing from 8 to over 10 grams, depending on bra shape and cup depth. Can we remove them, replace them, or perhaps change the material from which they are made?

Lightening cups or replacing them with innovative materials offering the same functionality, comfort and discreet appearance.

Restricting the use of certain jewels or decorative elements on our products.

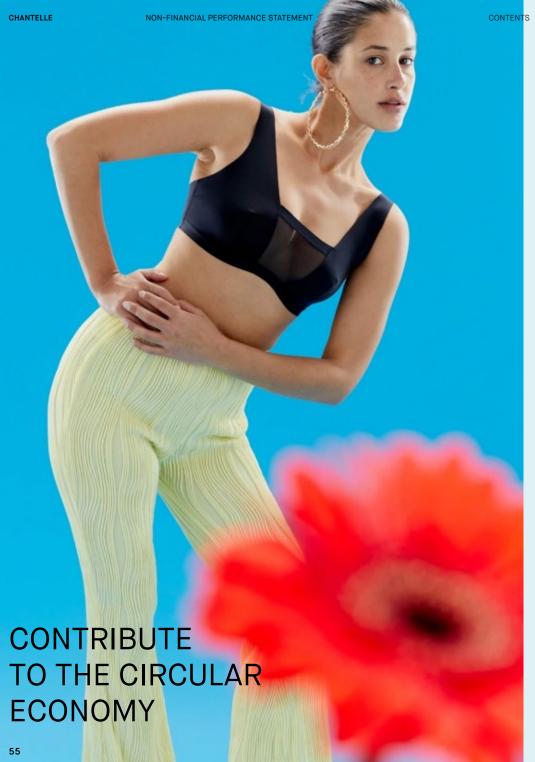
THE MOST SUCCESSFUL AREAS TO DATE:

Modifying the shape of the back of certain bras to reduce material usage

Reducing the use of linings which, to ensure functionality or quality, make the product heavier. To achieve this, we need to anticipate the behaviour of the materials we choose and ensure that they can meet our product commitments, without compromise.

EARLY 2024 SAW OUR STAFF STARTING TO ASSESS THE GAINS IN WEIGHT AND THEREFORE IMPACT OF EACH OF THESE INNOVATIONS.

ECO-DESIGN: ITEM WEIGHT



The Chantelle One line encourages circularity and has been acting as an incubator for innovation and eco-design since 2020.

FOR ALMOST 4 YEARS, WITH THREE YEARS ON THE MARKET AND NEARLY 25,000 ITEMS SOLD, THE CHANTELLE ONE CONCEPT HAS WORKED TO HELP US GROW.BY RAISING AWARENESS AND TRAINING AMONG OUR STAFF, FROM THE CREATIVE SIDE THROUGH TO SALES, AND INCLUDING THE INDUSTRIAL PROCESS, WE HAVE BEEN ABLE TO IMPLEMENT AN ESSENTIAL, FOUNDATIONAL STEP.

This has led to a step-up in our expertise in design: a bra presenting the same functionality and comfort with just 7 components, compared with 30 for the same conventional product* that typically featured in our collections in the past.

CHANTELLE ONE, FROM A MARKETING POINT OF VIEW, INTEGRATES ALL THE BEST PRACTICES OF THE FUTURE WORLD OF LINGERIE: A CONTEMPORARY LOOK, COMFORT AND ULTRA-SOFTNESS, MADE ALMOST INVISIBLE THROUGH ITS LAMINATING INSTEAD OF QUILTING AND FREE-EDGE CUTTING.

However, the results are mixed:

- we need consumers committed to engaging with the circular economy,
- consumers are not prepared to pay more for greener products,
- we have been unable to target the right customers.

CUSTOMERS APPRECIATE A PRODUCT FOR ITS LOOK AND COMFORT, BUT DON'T TEND TO CITE THE CIRCULAR ECONOMY AS A DIFFERENTIATING FACTOR CAUSING THEM TO MAKE A PURCHASE.

2024 looks set to be a year of consolidation and of in-depth reflection on the sustainability of our product line beyond its design. Eco-design and the guidelines we have been able to identify are at the heart of the impact reduction strategy we have been implementing since 2022.



^{*}Champs Elysées.

CONTENTS

what we've done

A number of French companies in the lingerie, corsetry, swimwear and footwear sectors - all well established across Europe and around the world have collectively approached the Refashion eco-organisation to form a working group dedicated to the circular economy.

The items we sell are rarely collected at the end of their usable life, if at all. Consumers have little or no information about recycling, and there is no industrial company dedicated to recycling and sorting through these products, which are too light to have been identified by the recycling industry as a priority source of materials for recycling.

Yet our products are partly composed of synthetic fibres such as polyamides, whose market value is appreciated year after year. Working on the endof-life of our products, whether in an open loop or ideally in a closed loop, prompts us to think about the eco-design of our collections and the actions we can take together to develop a recycling industry in France and Europe.

> **EARLY 2024 AN INITIAL MEETING WAS** ORGANISED TO LAY THE FOUNDATIONS FOR THIS MAJOR PROJECT.

Because the circular economy lies increasingly at the heart of our concerns, the Group's Dutch brand, LIVERA, is committed to it by collaborating with Drop & Loop, a subsidiary of the Wolkat Group, to collect end-of-life products that customers bring back to the store. A revolution for Dutch consumers. The law on Extended Producer Responsibility was enacted in 2023. Our staff have been proactive in this, and to date a collection system has been set up in six stores.

In-keeping with the spirit of this operation, the curtains in the fitting rooms of the new LIVERA stores in Groningen and Rotterdam were made from recycled textiles, by the Wolkat Group.

Standing testament to our international commitment, our staff are working with the Dutch government on the circular fashion project for the period running from 2025 to 2030.





COMMITMENT 4

Acting transparently

We are one of the first clothing retailers in France to display the information required by the French Anti-Waste for a Circular Economy Act (*loi Anti gaspillage pour une Économie Circulaire* – article 13-1) on our CHANTELLE and DARJEELING websites, starting in the first quarter of 2023.

ACTING TRANSPARENTLY ALSO
INVOLVES PROVIDING ACCESS TO
INFORMATION ON THE COMPOSITION,
TRACEABILITY AND RECYCLABILITY
OF ALL OUR PACKAGING. AND ABOVE
ALL TO IMPLEMENT RELIABLE,
VERIFIABLE TRACEABILITY PROCESSES.

We have decided to expand our workforce to strengthen this initiative from the 1st quarter of 2024. A Traceability Project Manager is joining us to work on risk analysis for our supplier base, its auditing and support for continuous improvement.

Together, we will test an innovative traceability solution in a pilot scheme designed to cover a significant part of the Autumn-Winter 2024 collection developed and produced by our external partners.

The support of our suppliers, the quality of the traced information and the ergonomics of the solution will all be scrutinised before scaling up this solution among all our suppliers and then across all the products included in our collections.

Some of the information being monitored will relate to the social and environmental characteristics of our industrial partners: tier 1 and tier 2. We hope to be in a position to move up the ranks as early as 2025.

Eventually, this concept will also enable us to manage our strategy for reducing the environmental impact of the manufacturing process and to assess the choices we need to make in order to minimise the social risks inherent to our business.



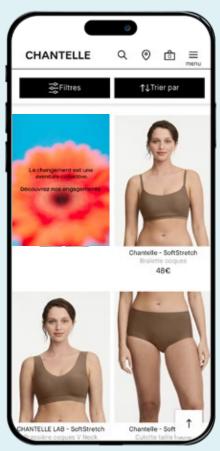
SCREENSHOT OF THE CHANTELLE.COM WEBSITE (SEPTEMBER 2023)

Publication of the page given over to the Chantelle For Change project.



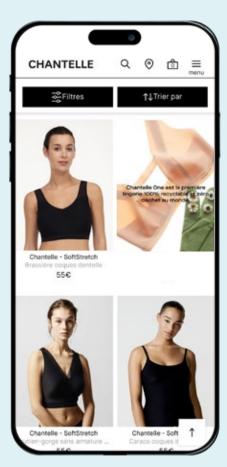
SCREENSHOT OF A PRODUCT RATING ON THE CHANTELLE.COM WEBSITE (SEPTEMBER 2023)

Publication of the eco-impact widget on product pages.



SCREENSHOT OF CHANTELLE.COM E-COMMERCE SITE (SEPTEMBER 2023)

Dedicated e-commerce site on chantelle.com, highlighted by a top banner, main banner and catalogue pages.







différence. Ensemble, avec vous.

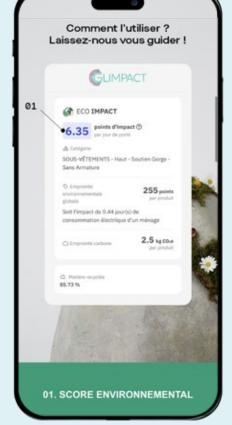
Le changement est une aventure collective.

DÉCOUVRIR NOS ENGAGEMENTS

SCREENSHOT (19 SEPTEMBER 2023)

"We are Chantelle" newsletter: presentation of the Manifesto and the Chantelle for Change web page.



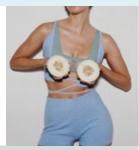


SCREENSHOT (21 NOVEMBER 2023)

Newsletter: "Explore the environmental impact of your product" dedicated to the Environmental Display widget.



activement au bien-être de nos collaborateurs.rices, partenaires et client.e.s.



Découvrez nos engagements



lingerie pour proposer des pièces de haute qualité adaptées à tou.t.es. Nous défendons la beauté sous toutes ses formes, et souhaitons

REPRÉSENTER TOUTES LES FÉMINITÉS

Nous sommes engagés à promouvoir une vision inclusive des femmes et à remettre en question les stéréotypes de beauté. Nous refusons toute forme d'injonctions et cherchons, à travers nos images, à célébrer la beauté dans toute sor richesse et diversité.



ENGAGEMENT #02 SERVIR TOUTES LES FÉMINITÉS

1. INCLUSIVITÉ

les identités, c'est réinventer les codes de la

Servir toutes les féminités, c'est mettre continuellement notre savoir-faire au service de toutes en proposant des collections du bonnet A à I, de la taille 36 à 50, en innovant sans cesse, grâce au Chantelle Lab, pour répondre aux attentes auotidiennes de toutes

PRESENTATION DOCUMENT (OCTOBER 2023)

B2B group pitch.



3. RESPONSABILITÉ

articiper à la beauté du monde, c'est agir our la sécurité et le bien-être de tous, de nos lient.es, de nos collaborateurs.rices, de nos artenaires et des générations futures. C'est ussi agir pour une société qui traite les ersonnes avec respect et dignité.

ENGAGEMENT #06 GARANTIR DES PRODUITS SÛRS ET DE QUALITÉ POUR NOS CLIENT.E.S

Nous soutenons une culture du respect, d' éthique et d'intégrité. Nous produisons la majorité de nos collections dans nos propres usines et travaillons avec un nombre limité de fournisseurs afin d'assurer traçabilité, qualité, sûreté et transparence.



ENGAGEMENT #07 PLACER NOS COLLABORATEURS.RICES AU COEUR DE NOTRE ENGAGEMENT

Nous nous soucions d'assurer des conditions de travail sûres et équitables. La santé, la sécurité et le bien-être de nos employés sont nos premières priorités.

ENGAGEMENT #08 DÉVELOPPER NOTRE ENGAGEMENT SOCIÉTAL

Nous avons à cœur de soutenir des initiatives sociales. Au côté de plusieurs associations, nous nous engageons dans la lutte contre les maladies affectant les femmes, et nous nous mobilisons contre la précarité et en faveur de l'inclusion.





DIRECTAL PER CHARGE

La méthodologie PEF, un choix de raison pour un acteur français, présent à l'international.

Depois la rentrier. Characterio effiche publiquement sur sun site, supris de su climitati est de Fenomenho de ser parties persantes, le sociore environmentati de ses coloctoras. Calvis-ci, rigonosissimitati essere parties persantes, est adapte par III di comme sadre inferiore que de religionamen en vertu de la recommendation dapte par III di comme sadre inferiore que de religionamen en vertu de la recommendation de la recommendation de la recommendation de la personamenta environmentation environmentation distripato, espectro dese l'evaluation de la performance environmentation environmentation un methodo (EFICOVI), il x significant de coloctorismo de la personamentation environmentation un methodo (EFICOVI), il x significant de coloctorismo de la personamentation environmentation anno de la mise de coloctorismo de la personamentation de la personamentation anno de la mise se activismo deligione de coloctorismo autopo Characteria e addition de la 2022 en participation anno de la mise se activismo deligione de coloctorismo autopo Characteria e addition de la 2022 en participation anno de la mise se activismo deligione de coloctorismo autopo Characteria e addition de la 2022 en participation anno de la mise se activismo deligione de coloctorismo autopo Characteria e addition de la 2022 en participation anno de la mise se activismo deligione de coloctorismo autopo Characteria en activismo della coloctorismo autopo de la coloctorismo autopo della coloctorismo autopo della coloctorismo autopo della coloctorismo autopo della coloctorismo alla coloctorismo autopo della coloctorismo autopo della coloctorismo autopo della coloctorismo alla coloctorismo autopo della coloctorismo alla coloctorismo autopo della coloctorismo alla coloctorismo all

Os score environmental i faco-impact, apparall sur une grande reportité des pages produits sous la forme d'un virigle apportant ainsi une totale trensperence sur : - fempleme continomentant policie cubuleu sur l'étançaire si d'impact couvrant notament l'utilisation des nessouvois en eas, festires et méritales, les émissions de perticuler finat, la saloital, les politiques terrestes, pour et or festio donné de perticuler finat, la saloital, les politiques terrestes, quant et de l'esta donné de perticuler finat, la saloital, les politiques terrestes, quantités.

- l'engrisirie carbone,
- le score l'op-impact du produit, par jour poné.
- le pourcentage de mattère recyclée compount le produit.
-

C'est une étape importante franchie par le Groupe sur le veste shemin de la transition écologique de l'industrie textile, qui dessine une nouvelle les.

L'adoption de la méthode PEF pour l'affichage environnemental g'inscrit dans la continuté du programme PEE D'antélie l'or Change, un programme besé sur 3 pillers : inclusivité de Responsabilité.

Addopavrir loi : shantelle.com/ti/chantelle-for-change.

Press release dedicated to the widget and the Manifesto.

PRESENTATION DOCUMENT (OCTOBER 2023)

Concrètement, comment cela se matérialise? Concrètement cela se matérialise. Concrèt

B2B training





PRESENTATION DOCUMENT (OCTOBER 2023)

B2B2C brochure dedicated to the CFC project.









95%

De notre consommation électrique en France est produite à partir de sources renouvelables.

Chantelle for Change

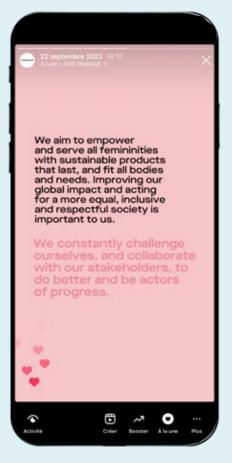
Nous nous engageons à ce que l'ensemble des articles de nos collections paraissent comme neuf après 50 lavages.

Chantelle for Change

WOBBLERS (OCTOBER 2023)

Set of 6 "Us, in figures" wobblers.





SCREENSHOT (22 SEPTEMBER 2023)

Instagram stories given over to the Manifesto and the Chantelle For Change web page.



SCREENSHOT (4 OCTOBER 2023)

Instagram stories dedicated to the Widget.



EDITORIAL

OBJECTIVES

Naturally, acting transparently has involved sharing the multiple factor environmental impact of our collections with our customers, calculated using the P.E.F.C.R Apparel & Footwear method on the Chantelle France website.

In 2023, over 56% of the items made for all the Chantelle, Chantelle X, Chantelle Easyfeel, Passionata and Darjeeling brands, including corsetry and swimwear, were produced in factories owned by the Chantelle Group.

AS OF THE AUTUMN-WINTER
2023 COLLECTION, 98.5% OF OUR
COLLECTIONS PRODUCED BY CHANTELLE
GROUP FACTORIES HAVE DISPLAYED
AN ENVIRONMENTAL RATING.

More than 40% of all other items produced by our manufacturing partners have also displayed such a rating.

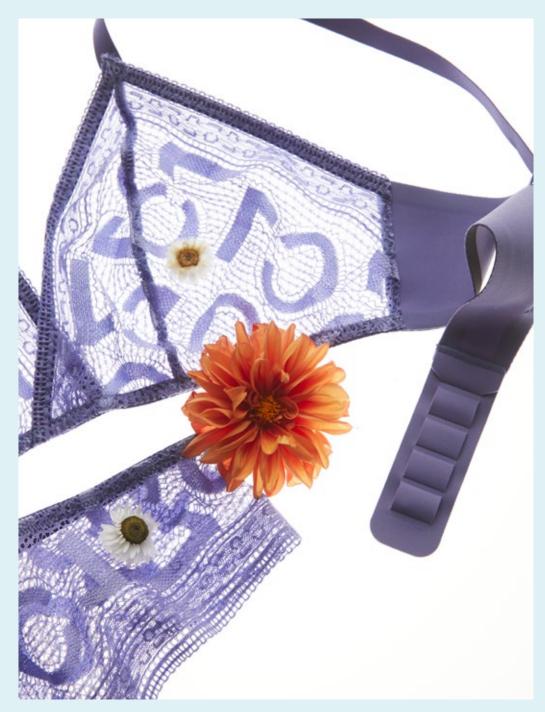
Starting with the Spring-Summer 2024 collection, we are proud to display ratings across everything made in our own factories and 65% of all our Chantelle, Chantelle X, Chantelle Easyfeel and Darjeeling collections. This environmental rating will also be shown on our websites in Belgium, Italy, Spain and Sweden.

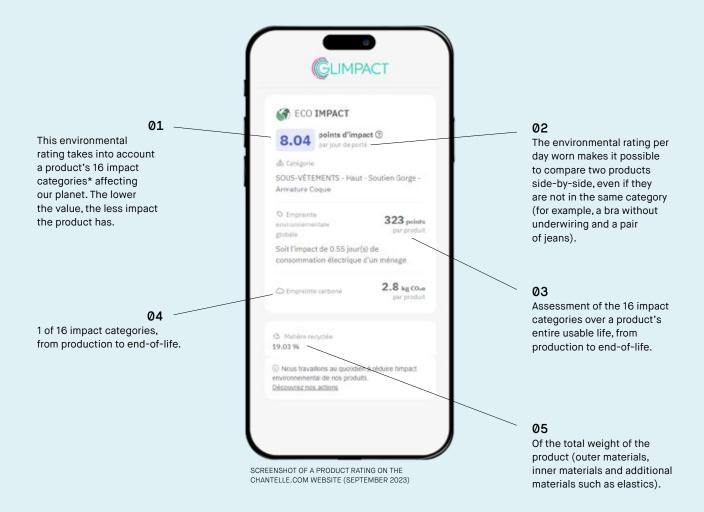
Our aim is to share the impact of our products in 95% of our collections by 2026 and to enable our customers to buy our products with a greater awareness of their environmental impact.

This will give people a way of comparing our products, and hopefully in the future seeing a comparison with the lingerie market as a whole. Consumer buying should involve informed choices. A product's impact on the environment should be considered in just the same way as the style and price of our collections.

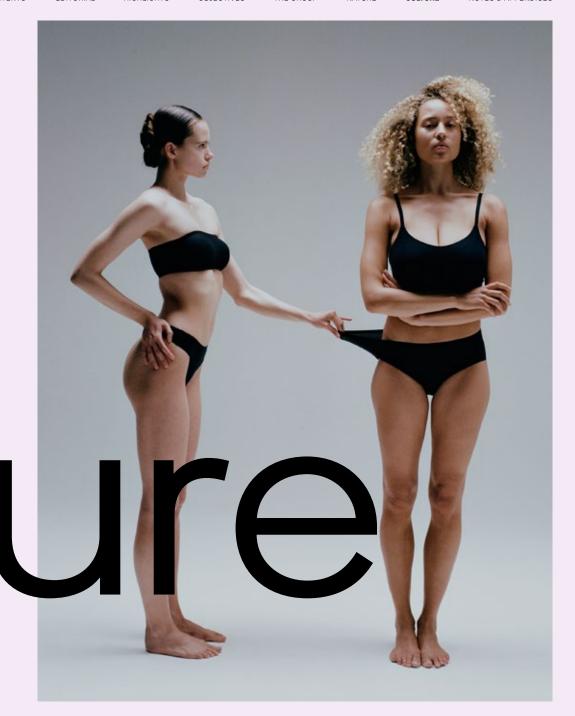
THE FIRST COMPANY IN THE WORLD
TO USE THE EUROPEAN P.E.F.C.R.
METHODOLOGY, WE EXPLAINED THE
PROCESS TO OUR CUSTOMERS VIA OUR
WEBSITE AND NEWSLETTERS AS SOON
AS WE LAUNCHED THE RATING SCHEME.

Most importantly, we have linked this approach to our overall strategy of reducing the Chantelle Group's environmental footprint, which will necessarily include the eco-design of our collections. What could be more relevant than analysing the environmental impact and understanding the reasons behind it - such as materials used, spinning, knitting, dyeing and transport processes - to make and share informed eco-design decisions?





TOWARDS A FAIRER SOCIETY



COMMITMENT 5

Empowering and representing all women

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

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

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

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

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

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

OUR COLLECTIONS ARE DESIGNED FOR ALL WOMEN AND ALL BODY TYPES.

CORSETRY

Our corsetry sizes range from A cup to J cup and back sizes from 65 to 105 (European sizes). E+ cups account for over 30% of our bra business across all brands*. D+ cups account for around 60% of Chantelle's business. Core offer sizes for the back range from 70 to 85.

We introduced G and H cups to our collections over 15 years ago. The I cup was introduced in 2016, and the J from 2023. We listen to our customers' needs to make their lives easier.

SOFTSTRETCH

Launched in 2016, our bestseller Softstretch is a new generation of ultra-stretch and invisible underwear, covering sizes 34 to 52 (European sizes), with the 2018 addition of niche products to better meet the need for sizes 46 to 52.

SWIMWEAR

With swimwear, the Chantelle group also puts its expertise at the service of women everywhere: comfortable for every figure, from A to G cups, and even H with the Femilet brand. Our best-selling sizes are backs 80 and 85 and D and E cups. G cups account for over 10% of business.

Overall, more than 80% of our revenue is from D+ cups and more than 50% in E+. The share of supply is globally proportional to sales.

Finally, efforts are also being made to gain greater exposure to the prêt-à-porter sector. We serve sizes XS to XL (European sizes 34 to 44).

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

^{*} Chantelle, Chantelle Easyfeel, Chantelle X and Passionata



GROUP

Driven by the desire to enhance and serve women in every way possibly, the Chantelle Group works hard every day to offer responsible, durable products suitable for all body shapes and needs. The group designs high-quality lingerie from A to I cups and sizes 36 to 54. Chantelle aims to protect beauty in all its forms. This includes each individual from the full spectrum of diversity.

CHANTELLE BRAND

Working towards a more inclusive, fairer and more respectful society is crucial for the Group's different brands. Since 2017, under the artistic direction of Renaud Cambuzat, the Chantelle brand has been shaping its own images, authentic, disruptive and meaningful ideas that stay true to its values and shake up the way women and lingerie have been represented. For its campaigns, the brand works with inspiring models season after season rich, creative personalities, eager to join in the creative process and participate in the overhaul of the industry and the deconstruction of its established order.

For the Autumn-Winter 2023 season, the "Poweroticism" concept serves as a guide for the artistic direction of the collection's images among the various Chantelle lines:

Women are breaking down the archetypes of masculine virility to reclaim feminine power, imbued with the new erotic and sensual charge of a changing femininity. Neither princesses nor witches, but knights or cyber-heroines, pictures of parallel or distant realities, they wear the costumes of "virtual" heroes who are still all too often male.

CHANTELLE AW23

Queen of the Knight

Exploring the past to better revisit the present and take a new look at history through the lens of the contemporary world.

In this story, femininity appropriates the archetypal knight, but is embodied as a woman. Like the heroines of the dark ages along the lines of Joan of Arc or Aliénor d'Aquitaine, the woman of today's new dark ages is adorned with a new warrior and all-conquered spirit, appropriating a single territory, namely their own body.

From epic crusades, they are out in search of freedom and mysticism, a return to nature, an inner journey where esotericism and eroticism have taken over from medieval violence.

Between this nod to history and a post-futuristic vision, they recreate history clad in post-modernist armour which conceals and reveals, imposing as the symbols of new, mystical and erotic power.

TANYA RUBAN



Tanya Ruban is an Ukrainian model and actress, born in Chernihiv. She now lives in Barcelona with her husband and their two children Maya and Martin. You might have seen her on magazine covers, Tanya has a very powerful attitude and mindset. She grew up with her family, living the quiet life in the Ukrainian countryside before entering an art school and finally moving to Europe to start her modeling career. She recently gave an interview for Vogue Magazine sharing her story and thoughts on what's happening in her home country.

NOOR MUTSAERS

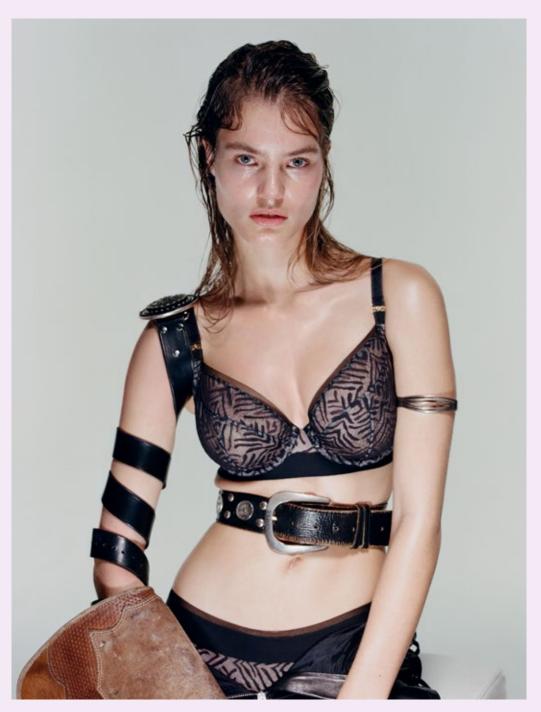


Noor is a Dutch and Indonesian young model. She's new to the industry and yet she's already walked for Bottega Veneta or Rejina Pyo. She's recently moved to the big city (London) to pursue her career but deep down she remains a nature girl: her parents own a forest in the Netherlands where they grow food and keep bees.

MYRTHE BOLT



23 years-old Dutch model Myrthe Bolt is a friend of the house. You might have seen her on our Retail SS22 campaign shot in Arles and on the last SS23 Swimwear campaign shot in Portugal. One could say she leads a double life as she is - on top of being a model, a med student. A model and a soon to be doctor, no less!



CHANTELLE X AW23

Female gaze

A NEW AGE OF EROTICISM

Placed at an intersection between power dressing and reinvented sensuality. While erotic zones are shifting to unexpected areas to create porous and even non-gendered sexiness, dress codes are blending and at the same time accentuating the codes of mal power and female eroticism. Outsized shoulders meeting with plays on transparency and underwear-overwear shaping the contours of an empowering sexuality.

TESTOSTERONES FOR WOMEN

An encounter of opposites, between female and male or when virility blends with sexiness and agrees with femininity. A reinvention of the codes of virility now working for womanhood. Raw blending with sophistication. Power and refinement, exacerbated femininity tinged with masculine looks and postures. Assumed over-sexiness for a very subtle 'Female gaze'.

PASHA HARULIA



Tanya Ruban is an Ukrainian model and actress, born in Chernihiv. She now lives in Barcelona with her husband and their two children Maya and Martin. You might have seen her on magazine covers, Tanya has a very powerful attitude and mindset. She grew up with her family, living the quiet life in the Ukrainian countryside before entering an art school and finally moving to Europe to start her modeling career. She recently gave an interview for Vogue Magazine sharing her story and thoughts on what's happening in her home country.

SYLKE GOLDING



56. Yes, that's her age! But don't rely on the number, as the German (living in NYC) model is such a wild spirit. One could say she's a friend of the house since she was first shot for Chantelle in Senegal for the SS21 season. Fun fact: she only listens to reggae music (and actually married a Jamaican reggae singer).



PASSIONATA AW23

Y2K Seduction

Over the past few seasons, the resurgence of Y2K fashion in all of its bright, blinged-out glory has been almost impossible to ignore — and for good reason. As the industry is launching into the metaverse, uncertainty about how high tech and high fashion will comingle is fueling nostalgia for the good old days when humble flip phones and flip-flops ruled.

The early aughts fervor was first ignited by Gen Z in 2020, when they began rocking bootcut jeans and silk scarves as tops on TikTok. Soon after, we saw the aesthetic pop up on the runways too. And now, the trend is gaining momentum on the streets as well. Over the summer, stars like Rihanna, Dua Lipa, Bella Hadid, and more have been dusting off their best Y2K wears and giving them a new, modern feel.

The Passionata AW23 campaign offers its own playful and seductive take on the Y2K trend.

MARIE BELLE



Marie Belle is a young French model living in Paris. You've probably seen her in Mugler's 2021 groupshot for the pride month, but you wouldn't recognize her as she just cut her hair to serve an amazing tomboy look.

NOOR CHALTIN



Noor is a 22yo model from Belgium. You might have noticed her on the catwalks as she's been doing shows for a few years now (Dolce&Gabbana, Burberry, Margiela, Comme des Garçons...). Believe it or not, she was first noticed while she was queuing at a Justin Bieber gig! Modelling was for her a way of fighting her shyness. She's the new face of our Passionata FW23 collection shoot.a



DARJEELING

Darjeeling continues to nurture long-term partnerships, such as the line co-created with Caroline Ida Ours, a muse for Darjeeling since 2021, carrying on with her aim of helping to reverse the trend of women being made to feel invisible after the age of 50. In a very similar vein, in its stores, on the e-commerce site and on social networks, diversity lies at the heart of Darjeeling's imagery. Staying true to its DNA and to the values of the Chantelle group, Darjeeling is determined to represent as many women as possible, encouraging them to feel comfortable in their own skin and feel welcome as they are.

These values of authenticity, diversity and freedom, as well as the commitment to representing all feminine forms, are intrinsic to all the Group's brands.





COMMITMENT 6

Committed to our employees

The Group has always placed the utmost importance on its employees. The Group has always placed the utmost importance on its employees. This is reflected in the company's resolutely proactive commitments, designed to cope with the reality of the volatile world around us.

At 31/12/2023, the breakdown of the workforce is as shown in the table opposite.

Within Chantelle SA France, 11.1% of employees* work part-time.

	NUMBER OF WOMEN 2023	NUMBER OF MEN 2023
Tunisia	582	106
Morocco	380	72
Thailand Sigma	298	41
Thailand Chantasia + ASC	75	20
Vietnam	419	38
Chantelle SA	609	127
Delta	477	0
Chantelle Retail	102	0
TOTAL	2942	404
Gender distribution	87.93%	12.07%
Change 2022/2023	- 7.69 %	- 6.05%

^{*} See appendix page 87.



80%

over 80% of the workforce is on permanent contracts

(within the Group's scope of reports)



5.5%

of the workforce is on fixed-term contracts

(within France Chantelle SA, and mainly on secondment assignments)

A working group set up in 2023 has been tasked with examining the "precariousness" of certain positions identified in advance, such as order pickers or sales assistants in France.

In logistics, our work with a group of employers has enabled us to secure three permanent jobs overall.

In contrast, however, the retail environment and geographical distribution make the exercise more difficult. To date, only one area of interest has been identified: the "double store attachment" contract, which is still very rare.

TURN-OVER

Since 2021, we have seen a slight increase in staff turnover at the Cachan headquarters, rising slightly above the national average expected for a Paris head office (16.1% versus the national average of 15%).

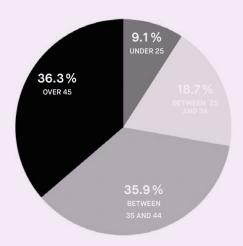
WE AIM TO REDUCE THIS RATE TO 10% OVER THE NEXT TWO YEARS.

To achieve this, we are implementing a firm plan of action:

- improve our managerial experience, in particular by working on employee onboarding
- facilitate the creation of "non-business" links with employees, in particular by offering opportunities for discussion and reflection on cross-disciplinary and societal issues
- work on our job postings to better communicate career opportunities in-house
- consider how to involve our employees more closely in our products

AGE DISTRIBUTION

We have a fairly balanced age distribution within the Chantelle Group.



BREAKDOWN OF TOTAL WORKFORCE BY AGE GROUP

FOR EMPLOYEES AGED OVER 55, MAINTAINING EMPLOYMENT IS BECOMING A MAJOR CHALLENGE FOR THE GROUP.

We have introduced a number of measures to respond to this, particularly for jobs surrounding materials handling, and more specifically in France: we can make it easier to switch to part-time work, while maintaining supplementary pension contributions.

Key figures

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

At CHANTELLE SA, the number of occupational illnesses has fallen sharply:

3 occupational illnesses were reported in 2023, compared with 6 in 2022. The number of workplace accidents has also fallen by almost 14%, with 18 accidents reported in 2023 compared with 21 in 2022.

Convinced that health and safety issues need to be addressed as close to the workers as possible, we intend to take our occupational risk prevention approach a step further by introducing "safety talks" at Chantelle SA's French sites in 2024, to raise awareness among managers.

These informal meetings, lasting just a few minutes, raise awareness by presenting risks in their specific contexts and highlighting good practices. These awareness-raising sessions must be sufficiently operational for managers to be able to apply them on a daily basis.

In addition, by 2024, "health and safety" indicators such as short- and long-term lost-time accidents will be the subject of individual reports among our industrial subsidiaries.

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

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

These steering committee(s) involve all Chantelle SA France sites, and provide an objective review of both physical and psychological risks, with the help of a multidisciplinary team.

FOLLOWING SOCIAL AUDITS CARRIED OUT AT OUR MANUFACTURING FACILITIES ABROAD BETWEEN 2022 AND EARLY 2023, WE ARE CONTINUING OUR IMPROVEMENT PROCESS BY COMMITTING TO WRAP CERTIFICATION FOR OUR PLANT IN VIETNAM IN 2024.

More than 75% of health and safety noncompliances at all audited sites had been addressed by the end of 2023.

Three are currently underway, but require the involvement of local authorities in a country that has undergone regulatory changes that have impacted operating rules. 16 are scheduled for 2024, as they require an investment that we have had to budget for.

HEALTH & SAFETY

^{*} QLWC: Quality of Life and Working Conditions

^{**} PSR: Psycho-Social Risks

STUDENT OPPORTUNITIES

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

IN 2023, WE RECRUITED 53 EMPLOYEES ON WORK-STUDY CONTRACTS, INCLUDING 49 ON APPRENTICESHIP CONTRACTS, MAINLY AT OUR HEADQUARTERS IN CACHAN (4.7% OF THE WORKFORCE) IN SUPPORT POSITIONS. OUT OF 49 CONTRACTS, 4 SUBSEQUENTLY BECAME PERMANENT CONTRACTS.

We are keen to maintain the close links we have forged with leading schools in our field, notably through meetings at student forums.

Among the schools with which we maintain close partnerships to foster the development of our candidates are:

INSEEC / ISG / MOD'ART / MODE SPE / ESMOD.

In addition to our specialist schools, we also aim to be firmly rooted in the local fabric, close to French schools and businesses, in particular by supporting the STÉPHANE HESSEL high school in Epernay (51), the LAMARCK high school in Albert (80), the CITÉ SCOLAIRE PIERRE MENDES FRANCE high school in Peronne (80) and the MAXIMILIEN SOBRE high school in Cachan (94).

PASSING ON EXPERTISE IS AT THE HEART OF OUR DNA.

In 2024, thanks to the experience that our longstanding employees can bring, a mentoring project is set to be at the heart of our HR policy objectives. de politique RH.

CONTINUING EDUCATION

The Chantelle Group supports its employees throughout their careers to develop their expertise and employability. This led to over 9,000 hours of training in France offered in 2023.

The four areas of training below reflect this desire:

- facilitating the transformation of our environment
- consolidating our specific know-how
- helping managers stay on course
- supporting all employees in developing their behavioural skills

As part of this strategy, the "Managers With Vision" training course was opened up to industrial and sales subsidiaries, with 22 managers trained out of the first 38 targeted.

In addition, new courses were launched in 2023 on our "MyChantelleSchool" platform:

Giving Feedback / Managing Emotions / Conducting Meetings / Recruiting.

Specific content on detecting and preventing corruption has been introduced, in line with our commitments already included in the Code of Conduct. Content addressing "health/safety" issues, such as the "Global Wellness Day" / "Movement and posture" training courses, has also been introduced.

Understanding the expertise behind our products is also an important message for our employees. For example, we have launched specific training content on period panties.

THE TRAINING BUDGET FOR 2023 WAS IDENTICAL TO THAT FOR 2022, I.E. ALMOST 3% OF THE CHANTELLE SA PAYROLL.

In France, we have 971 active users* on our "MyChantelleSchool" training platform.

We unveiled this digital platform in the Northern and Southern European sales zones in 2023, with 78 active users to date, representing almost a third of the workforce.

2023 revealed our commitment to developing digital coaching: today, 20 employees, including 2 in sales subsidiaries, have been trained in this way.

Our ambition for the first half of 2024 is to work with 24 people in this new training method.

Top 5 most popular courses:

- Preventing and detecting the risk of corruption
- In-store safety
- Period pants
- Movement and posture
- Recruitment

TRAINING & SKILLS

^{*} i.e. having completed at least 1 course during the year.

Employees who enjoy their work make a lasting contribution to the Group's performance. Quality of life at work remains a major focus of our attention.

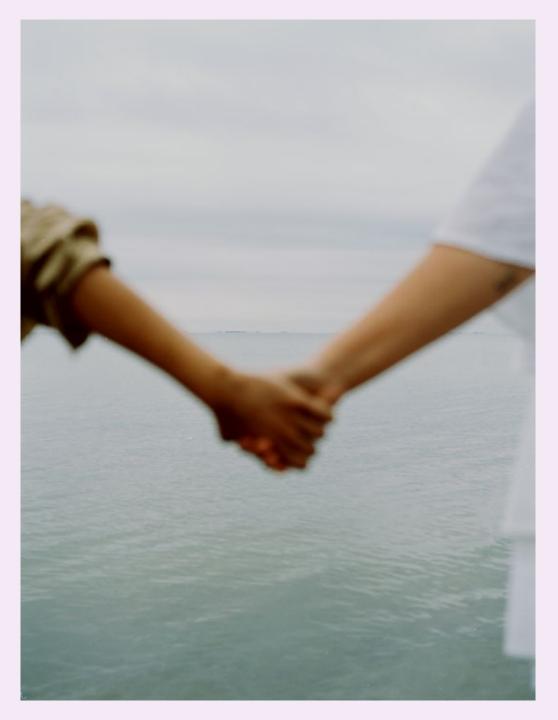
In addition to the QLWC Steering Committee(s), we are still totally committed to our commitment survey via the Zest platform on Chantelle SA. The latest results show a commitment score up on 2022, from 7.9/10 to 8.9/10, with a response rate of 78% at our headquarters in Cachan.

We launched this survey among employees at our industrial sites in France in the form of Google Forms in 2023. The rate of participation was respectable, given that this its first year: 66% for our logistics facilities and 54% for our garment factory, as well as a commitment rate of 8.8 and 8.2 respectively, but with a Net Promoter Score (NPS) that could be improved, at 7.2 and 6.8. The results were shared with the teams and were the subject of action plans which will once again be questioned during our next campaign.

RELATIONSHIPS WITH MANAGERS AND COLLEAGUES ARE THE HIGHEST-RATED MOTIVATION FOR COMMITMENT IN ALL THE ESTABLISHMENTS SURVEYED. THE LOWEST-RATED MOTIVATION IS CAREER.

In 2024, we are opening up this commitment survey to our industrial subsidiaries outside France via the Google Forms tool.

Remote working has been extended to our four industrial sites in France through site agreements signed in 2023.



CULTIVATING TEAMWORK: DIVERSITY / INCLUSION

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

To this end, we have identified several areas for action that we intend to work on as projects, as they stand to take some time to complete.

GENDER EQUALITY

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

For Chantelle SA, the overall score obtained in 2023 is 88/100, an 8-point improvement on 2022 (in line with our commitments made in 2022). By working on the gender pay gap and on certain socio-professional categories, we have been able to improve this indicator.

Our aim is to guarantee the application of our gender equality agreement, signed alongside our social partners, by 2022. To this end, the roadmap includes measures concerning work/life balance and career development.

As an example, we wanted to illustrate these two themes through videos of five of our female employees who have successfully grasped professional opportunities by overcoming preconceived ideas. The first three have already been posted on our intranet and can be viewed by clicking on this link:

WOMEN AT CHANTELLE

PEOPLE WITH DISABILITIES

In 2023, 65 people within Chantelle SA's scope of operations were recognised as disabled workers or had some form of disability.

At Delta and Chantelle Retail, aware that this subject is one of our priorities, a specific working group was set up at the end of 2023, with the help of AGEFIPH, called Handi Talk. This steering committee, chaired by a COMEX member, aims to identify the priority actions to be taken in order to implement an effective disability policy.

AN INITIAL DIAGNOSTIC PHASE IS EXPECTED IN EARLY 2024.



COMMITMENT 7

Ethics and respect for human rights

Upholding ethical conduct means combating corruption in business relations both upstream and downstream of our business, as well as providing training, information and neutral management for any alerts.

We have a duty to promote respect for human rights in our administrative, commercial and industrial operations, particularly in our foreign subsidiaries, which are sometimes subject to less stringent regulations than those we have in France and Europe. We also ensure that our production partners and their subcontractors comply with local regulations and international charters on human rights, thereby helping to improve working conditions throughout our supply chain. In the second quarter of 2023, we worked with Bluequest to make our responsible purchasing policy even stronger. We wanted to adopt an approach to comply with future regulations on due diligence required in relation to human, social and safety risks in our supply chain.

Thanks to the Bluequest project teams' valuable neutral viewpoint, this project enabled us to work on:

- a critical review of the standards developed and their improvement where necessary,
- a risk map for our purchasing activities,
- planning supplier audit campaigns.

This assignment took place over three stages:

- 1 Taking stock and sharing recommendations on what our duty of vigilance should be, and drawing up a risk map.
- 2 Definition of what supplier compliance management needs to include: standards, rating grid, internal structure and KPIs.
- **3** Updating our auditing project to be applied from 2024, raising awareness/training among our purchasing and quality employees, and providing us with a toolbox to support us in our approach.

and to ensure that their authorised suppliers or

subcontractors respect it.

THIS NEW CHARTER WILL BE EXPLAINED AND DISTRIBUTED TO ALL CHANTELLE GROUP EMPLOYEES IN 2024, PUBLISHED ON OUR INTERNAL NETWORKS, DISPLAYED IN EACH OF OUR SUBSIDIARIES, AND WILL FORM AN INTEGRAL PART OF THE INTERNAL POLICIES APPLICABLE IN OUR PRODUCTION UNITS ABROAD.

Its correct application will be verified by auditing our suppliers if necessary, and by maintaining the processes applied in our industrial subsidiaries following the SMETA by SEDEX audits of 2022. In 2024, we aim to achieve WRAP certification for our factory in Vietnam, which will serve as a model for all other Chantelle Group factories from 2025, in order to maintain a high level of compliance. We will then pass this on as a target value to all our partner suppliers.

By the end of 2023, only 10% of our clothing partners had been identified as needing special support by 2024.

We are likely to arrange for further audits to help them speed up the handling of identified issues. Objectives: to support our suppliers in dealing with discrepancies identified during the audit, and ensure that none of these have anything to do with what we would consider to be a 'zero tolerance' issue. This would immediately call into question our purchasing relationship. We would then maintain a high level of compliance by aiming for WRAP certification.

We have decided to expand our teams from the 1st quarter of 2024 with the arrival of a Social Compliance Project Manager who will be involved in risk analysis of our supplier base, auditing suppliers and supporting continuous improvement.

All our suppliers of textile components (knits, tulles, laces, elastics, supplies, etc.) are committed to respecting our code of conduct. We will submit the updated version to them in 2024. We also took the decision to launch more global audit campaigns, as some suppliers have yet to undergo this type of exercise, either due to client-related reasons or because they have not sought to. The results of this campaign will enable us to identify the need for support in dealing with discrepancy issues.

WE ALSO DECIDED TO GO ONE STEP FURTHER. IN 2025, WE WILL BEGIN TO SUPPORT THE SUPPLIERS WITH WHOM WE COLLABORATE FOR PROCUREMENT OUTSIDE THE PRODUCTION OF OUR COLLECTIONS.

The concept of corruption, an integral part of business ethics, is legally governed by applicable French law. We respect this legislation. Our code of conduct sets out what must be done, and above all what must not be done, in our relations with suppliers and customers (BtoB). We have decided to update this concept within the code of conduct being finalised in early 2024.

By 2023, 640 employees in France had completed the training in this area, which has just been updated by our legal and training teams. All commercial, industrial, administrative and management activities were involved.

In 2024, the annually updated training course will also be distributed across all our foreign subsidiaries. Our aim is to train all employees involved in sales or purchasing.

In addition, all new employees are made aware of the risks of corruption as part of their induction process. They are invited to take part in our training modules and complete a special questionnaire.

Finally, we are actively working to ensure that our alert form, which is designed to inform us of breaches of the values set out in our code of conduct, is more accessible not only in-house, but also to all employees of suppliers operating within our sphere of influence, and to employees of customers, and even to our customers directly.

It will be displayed in factories and made accessible through the footer of our websites during 2024.

We are also actively working on the development of a neutral ethics committee to deal with alerts sent to us in this way.



COMMITMENT 8

Developing our social initiatives

"Like a tree, an organisation can take root in its territories and communities. It draws from them the resources it needs to function. In return, it is able to pass on the benefits of its business to them, in particular by contributing to local development (investment, recruitment). Its involvement with local operators may be of direct interest to the organisation, or it can otherwise carry out initiatives in its capacity as a member of the local community."

THE CHANTELLE GROUP'S COMMITMENT TO SOCIETY IS NATURALLY BASED ON THE FIGHT AGAINST THE AILMENTS AND SOCIAL ILLS THAT AFFECT WOMEN. WE ALSO WORK TO FIGHT DEPRIVATION AND INSECURITY AND PROMOTE INCLUSION.

CHANTELLE

For the Chantelle brand, this means working with associations such as:

ODYSSEA

Since 2013, Chantelle has been working alongside the Odyssea association, which organises charity races across France every year during the month of Pink October, in support of breast cancer research. Every year, Chantelle employees in France are invited to take part in the sports challenge of their choice, either in person or remotely. Registrations are taken care of by the group.

The Paris edition of Odyssea 2023 raised funds for the Gustave Roussy Institute for breast cancer research, as well as for the Prolific Association and its ATIP III research project.

14 million euros have been raised by the association in France since 2002, thanks to the efforts of 1.2 million participants.

RUBAN ROSE

Chantelle has an ongoing commitment to the fight against breast cancer, as shown through its annual support for the Ruban Rose association. Every year, an event takes place in Chantelle boutiques and on the e-commerce site during Pink October, offering our customers the opportunity to donate €2 to the association for every purchase on a selection of products. In 2023, this initiative was extended in association with its partner, Veepee: €1 was donated for every purchase made of a selection of Chantelle products on the French platform.

In addition to its sales initiatives, Chantelle is committed to raising awareness among its employees about how to spot the signs of breast cancer, including self-examination, where to go for support, the different types of breast cancer, etc.

EN AVANT TOUTES

In 2022, Chantelle Retail entered into a partnership with this association, which campaigns for gender equality and an end to sexual and gender-based violence, by collecting donations in Chantelle boutiques and on its e-commerce site. In 2022, thanks to all the donations collected, the association was able to:

- continue to broaden and strengthen its "commentonsaime.fr" information and listening platform for victims, the general public and private entities.
- set up a hotline to welcome female victims in lesbian couples and/or gender minorities.
- deploy digital and physical prevention measures, in particular via social networks, in schools, companies, institutions, etc.

In addition to its financial support, Chantelle is committed to setting up an annual internal communications project:

- distribution of flyers and raising awareness.
- organisation of an annual conference led by members of En Avant Toutes on various topics: how to react to being a victim or witness of aggressive behaviour in a public space / response to violence against women - What might these include? How can they be identified? etc.
- creation of support for Chantelle store customers.

And for Darjeeling:

IMI

TRAINING COURSE ABOUT BREAST CANCER WITH IMI (INSTITUT DE LA MODE INCLUSIVE)

An expert in clothing for people affected by illness or disability, the Institut de la Mode Inclusive supports readyto-wear professionals in their search for solutions to meet the needs of this customer-base.

Darjeeling and IMI have designed an app-based training course to raise awareness of breast cancer among employees everywhere, helping them to better understand it and to welcome the patient-customers who turn to them for help.

TOUT LE MONDE CONTRE LE CANCER (EVERYONE AGAINST CANCER)



THE DARJEELING TEAM IN AIX-EN-PROVENCE WITH PART OF THE TOUT LE MONDE CONTRE LE CANCER ASSOCIATION TEAM

PRODUCT SHARING AND PRIVATE SHOPPING EVENT WITH TOUT LE MONDE CONTRE LE CANCER

In October, Darjeeling organised private shopping events in 13 stores in addition to its "product sharing" partnership, donating €1 for every purchase on a selection of 7 lingerie lines. 130 patient-customers were welcomed with breakfast, specialist sales advisors and gift cards worth €100 each. It was a real oasis of wellness designed to reconnect them with their femininity. A number of neighbouring stores, sympathetic to the approach, decided to lend their voluntary support by offering flowers, chocolates and hand massages. It was an emotionally-charged experience that genuinely touched the customers and made our staff enthusiastic to repeat the operation.

"TABOO" SUBJECTS



SOPHIE KUNE

WORKING TOGETHER ON "TABOO" SUBJECTS

We have supported and distributed Sophie Kune's Womanhood by Sophie brand, which "deconstructs" the taboo of menopause and enables women to go through the experience more easily.

We also worked with Leslye Granaud to offer crosspost content on the subject of menstruation: how to cope better with PMS and the different traditions surrounding the onset of menstruation around the world.

Our commitment also includes donations to associations that reflect our values and objectives:

RÈGLES ÉLÉMENTAIRES

An association that was founded in 2015, its role is to enable all women to go through their period under the right conditions and make it so having a period is no longer a hindrance to everyday life. The association works with 500 partners across France to deliver donations directly where they are needed, including SamuSocial de Paris and the French Red Cross.

In France, nearly 4,000,000 women suffer from period poverty. This lack of hygienic resources can lead to serious physical problems, loss of self-confidence and social repercussions such as the inability to study or work. The association also works to lift the taboo surrounding menstruation.

In 2023, we were able to provide them with 11 pallets or 30,000 period panties.

AGENCE DU DON EN NATURE

One of ADN's missions is to help the underprivileged by donating products. This is a social initiative focused squarely on combating poverty.

In the spring of 2023, we responded when the association launched a national appeal to prepare for the winter of 2023-2024 and meet the needs of people suffering from the cold due to their poor housing conditions or homelessness. The aim was to collect warm clothing to meet the needs of their association partners (including Emmaüs, the Salvation Army, etc). More than 19,000 items - sweatshirts, fleece jackets, second-skin t-shirts (...) - were handed over to ADN at the end of the summer.

MAMAMA



ASSOCIATION MAMAMA

Darjeeling donated product samples from the Spring-Summer 2023 collection to the Mamama association, which helps isolated mothers by preparing daily parcels to help women look after their children and deal with period poverty.

In 2024, Darjeeling and the Chantelle group are seeking to work alongside women and support them at each stage in their lives.

appendices

REPORTING PERIOD

The data collected covers the fiscal year ending December 31, 2023. Data is reported annually with a mid-year update.

SCOPE OF REPORTING

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

- Inclusion of activities in France: head office activity and all commercial and industrial activities related to the cutting and making of women's lingerie, as well as the logistics activities operated in France.
- Inclusion of industrial activities related to the cutting and making of women's lingerie overseas, with the possible distinction of activities located in Asia/outside Asia, as well as a logistics activity in Thailand.

- Exclusion of commercial activities abroad which represent approximately 17% of the workforce. Commercial activities in France, which represent approximately 44% of the workforce in France, are included.
- The environmental footprint of the group in 2022 has been calculated including all the employees of the group with the exception of the commercial subsidiary in Canada opened in November 22 (for a total of 4 people, i.e. less than 1/1000). The products manufactured or purchased for all business units of the group as well as the quantities sold by all brands of the group have also been taken into account.

THE ENTITIES INCLUDED IN THE REPORTING SCOPE

Company name	Address	Country	% Stake	Commercial/industrial activity
CHANTELLE SA	8/10 rue de Provigny 94230 CACHAN	France	Mère	Commercial and industrial
DELTA LINGERIE	8/10 rue de Provigny 94230 CACHAN	France	99.9	Commercial
CHANTELLE RETAIL	8/10 rue de Provigny 94230 CACHAN	France	100	Commercial
CHANTUNI	BENI HASSEN Gouvernorat de MONASTIR	Tunisia	99.9	Industrial
CHANTELLE VIETNAM	Thuan An District, Binh Duong Province	Vietnam	100	Industrial
SOFAM	B.P.17 5080 TEBOULBA	Tunisia	99.9	Industrial
SOTUFAM	BENI HASSEN Gouvernorat de Monastir	Tunisia	99.9	Industrial
CHANTMA	Lot 122 – Z.I du Sahel HADS OUALEM	Morocco	100	Industrial
FAMACO	HadSouale 26400 BERRECHID	Morocco	99.9	Industrial
CHANTASIA Co, LTD	Chachoengsao, 24180 Thailand	Thailand	100	Industrial (logistics)
ATMA LINGERIE	Z.I. Takadoum Lot N°26 RABAT	Morocco	99.9	Industrial
SIGMA Lingerie Co, LTD	Samutsakhon, 74130 Thailand	Thailand	49	Industrial

Methodological notes

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

- "France" refers to all activities in France.
- "Retail" refers to all the activities of Delta Lingerie stores under the "Darjeeling" banner and "Chantelle" stores selling the Chantelle, Passionata and Femilet brands. Rouafi, which was sold in September 2021, has been removed from the scope of the 2021 non-financial performance statement and the 2020 historical data.
- "Overseas" refers to all logistics and industrial activities abroad. The commercial subsidiaries located abroad, which together account for approximately 17% of the group's workforce, are not included in the reporting.
- "Group scope" including France and Overseas, representing as per the rules explained above about 83% of the Chantelle group's workforce.
- "Cachan" for the head office of the companies included in the France perimeter, covering, in particular, creation and development activities and the administrative headquarters located in Cachan (France) in the Paris suburbs (Dept 94).

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

CONSOLIDATION AND INTERNAL CONTROL

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

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

REPORTING ORGANIZATION AND INFORMATION COLLECTION PROCESS

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

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

SHARE OF FTE	EXEC	ЕМР	WORK	TECH	GENERAL TOTAL	TOTAL PART- TIME	TOTAL PART- TIME IN %
< 17,5 hours		7			7		
half-time: 17,5 hours		19			19		
>17,5 hours & < 24 hours		5		2	7		
24 hours		2			2		
> 24 hours & < 28 hours		1			1	82	11.14%
28 hours - 80%	3	18	3	6	30		
> 28 hours & < 35 hours	8	4		4	16		
35 hours	271	201	49	133	654		
General total	282	257	52	145	736		