

G R O U P E  
BEAUMANOIR



**2024  
2025**

# CSR REPORT

*Non-Financial Performance Statement*

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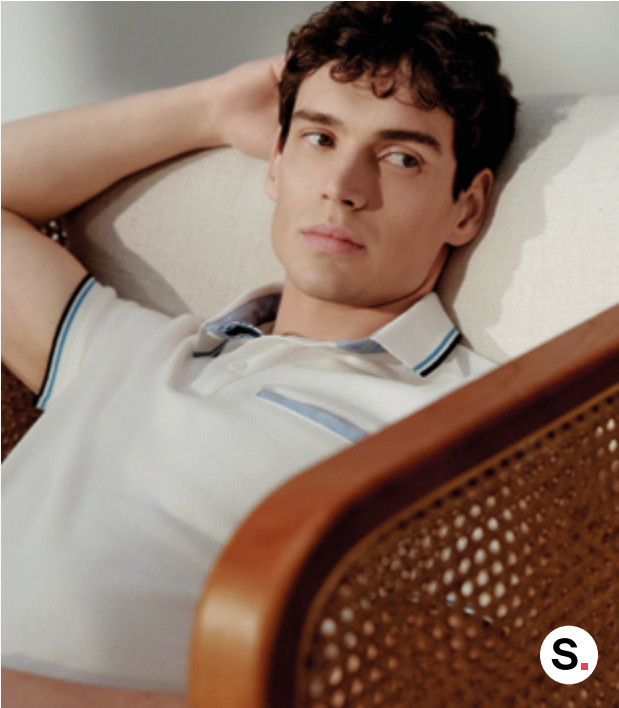
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# THE BEAUMANOIR GROUP



# 1 FOREWORD

Over the past four years, the Beaumanoir Group has demonstrated exceptional agility and a strong capacity to adapt by expanding and developing its operations.

The most recent financial years<sup>1</sup> have been marked by major changes in the Group's scope of activity, reflecting its ambition to accelerate strategic growth:

- In October 2021, the Group acquired the Caroll brand, thereby strengthening its Premium Accessible division alongside the Morgan brand.
- In November 2022, Sarenza.com joined the Beaumanoir Group to support the expansion of its e-commerce offering.
- In October 2023, the Group integrated Sarenza.com's logistics operations.
- In February 2024, the company Pégase, responsible for the design and distribution of the La Halle brand, joined the Group. The activities of La Halle are included in this report for the first time this year, with performance indicators presented both with and without La Halle to allow for clear comparison. The La Halle brand, along with its stores, its head offices in Paris and Lille, and the Montierchaume warehouse, were acquired by the Group's shareholders in July 2020.
- In June 2024, the Group took a further step in its expansion by acquiring the operations of the iconic Boardriders Group brands (Quiksilver, Roxy, Billabong, Element, DC Shoes, RVCA and Von Zipper) for Western Europe, thereby strengthening its Lifestyle brand portfolio. This acquisition also includes the Boardriders head office in Saint-Jean-de-Luz, which manages the design and distribution of the brands across all physical and digital channels.

Boardriders' operations are not included in this report due to their recent integration.



1. Financial exercise from 1st March N to 28th February N+1.

# 2 BUSINESS ACTIVITIES

## Business Activities

The Beaumanoir Group's business activities are structured around the following business lines:

- The design and distribution of ready-to-wear and footwear
- The supply chain

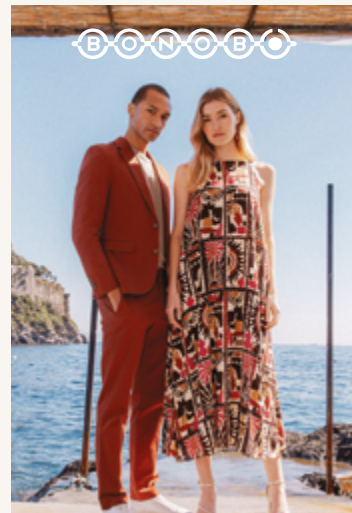
The Group's teams based in Saint-Malo, Paris, and Wasquehal design clothing and fashion accessories (footwear, jewellery, handbags, etc.) under its various brands. These products are manufactured in collaboration with its supplier partners, supported by the Group's local sourcing and buying offices located in key procurement countries.

The products are primarily sold through the Group's own stores - Cache Cache, Bonobo, Bréal, Vib's, Morgan, Caroll and La Halle - as well as through stores operated by affiliated and franchised partners, and online via the Group's proprietary e-commerce websites, Sarenza.com, and partners platforms.

Its logistics subsidiary, C-Log, is responsible for transporting products from various sourcing regions to the Group's ten logistics hubs, and then distributing them to stores or directly to customers for the whole e-commerce activity.

C-Log, as a freight forwarder and Registered Customs Representative (RCR), also provides its logistics, import, distribution and cross-channel order preparation expertise to other fashion and luxury brands.





### Ambition

Between 2019 and 2023, the retail market for clothing and footwear stores stagnated, heavily impacted by the public health crisis. The slowdown in sales, which had already begun in the 2010s, worsened due to competition from online retail specialists and sports stores, as well as the growing success of major new direct-to-consumer players abroad and the rising popularity of second-hand sales between private individuals.

The year 2024 confirmed this trend. It also asserts the integration of climate change into everyone's main concerns. Customer expectations regarding companies' commitments to greater sustainability and transparency have continued to grow.

Companies are now required to structure themselves to meet current and future economic and environmental challenges, while also addressing citizen expectations.

In this context, the Beaumanoir Group is continuing its digital, omnichannel, and sector-specific transformation in order to maintain its position as a market leader in France, serving its partners and meeting the needs of its customers.

*"Its vision: To become a leading player in omnichannel textile retail."*



Key Figures

2,2

BILLION IN REVENUE

8

BRANDS AND RETAIL CHAINS

8 190

EMPLOYEES

92,7

MILLION ITEMS SOLD



188

AFFILIATED & FRANCHISED PARTNERS IN FRANCE

2 011

STORES (COMPANY-OWNED, AFFILIATED AND OTHER)

6

SOURCING AND BUYING OFFICES

10

LOGISTICS WAREHOUSES



# 3 ITS VALUES

**The Beaumanoir Group structures its management approach around seven core values, which underpin its commitments to customers, employees, and partners.**

## *Entrepreneurial spirit*

Entrepreneurial spirit is at the heart of our DNA and guides all our actions. Each day, we mobilise our expertise to satisfy our customers and bring our entrepreneurial mindset of : taking on new challenges, thinking outside the box and being proactive are what drive us.

## *Humility*

Humility is a strong human value within the Beaumanoir Group. Being open to others, willing to question ourselves, and eager to improve our practices are essential to the long-term success of the company.

## *Closeness*

Closeness is key to building strong, lasting relationships with our employees, customers, and suppliers. We are convinced that only by staying close to our partners can we understand their needs, meet expectations, build mutual trust, and benefit from shared experience.

## *Respect*

Respect means embracing diversity, adapting to different cultures, and maintaining discipline in upholding our rules and best practices.

## *Responsiveness*

Responsiveness is both a necessity and a strength in a constantly evolving market. The Beaumanoir Group operates with an organisation that prioritises speed in identifying new ideas, decision-making, and implementation.

## *Passion*

Passion for our profession, enthusiasm, and the joy of succeeding together - these are the forces that drive us.

## *Progress*

Progress - both technical and human - is something to which every one of us contributes. By giving our employees real responsibilities and relying on continuous knowledge acquisition, we are building dynamic and forward-looking organisations.



# 4 OUR BUSINESS MODEL



## MAIN production countries



## MAIN production countries

2 011 stores worldwide

1 562 in France



MARKETING DISTRIBUTION OMNICHANNEL

DESIGN

Group Headquarters in Saint-Malo and Paris

GRUPE BEAUMANOIR  
CUSTOMERS  
10,7 million customer loyalty

PURCHASE OF FINISHED AND CUSTOMISED PRODUCTS

### Value created

**REVENUE**  
€2,2 billions

**CLOTHING AND FASHION ACCESSORIES**  
92,7 million items including 10,4 millions accessories

**ACCESSIBLE FASHION FOR WOMEN AND MEN**  
High proportion of outlets in small and medium-sized towns

**CUSTOMER SATISFACTION**  
NPS\* between 69 and 83

**QUALITY LOGISTICS SERVICES**  
105 million units shipped  
10,532 stores delivered



**EMPLOYMENT AND DEVELOPMENT**  
5 647 employees trained

**RESPONSIBLE AND INNOVATIVE PRODUCTS AND SERVICES**



21% of electricity from renewable sources  
56% of sustainable textile fibers

\*Net Promoter Score

### The resources we need

**EMPLOYEES**  
11 538 people, including 8 190 employees

**FINANCIAL RESOURCES**  
100% family-owned

**TANGIBLE AND INTANGIBLE ASSETS**  
Stores, Logistics warehouses, Service offerings  
6 sourcing and buying offices

**ENERGY**  
60,0 Gwh electricity  
4,7 Gwh de gas

**SUPPLIERS**  
405 finished product suppliers

**AFFILIATED PARTNERS AND FRANCHISEES**  
188 partners in France

**RAW MATERIALS**  
8 352 tonnes of cotton purchased

BTOC AND BTOB LOGISTICS

10

warehouses in France

TRANSPORT

Transport and logistics for third-party clients

Around 25 clients from the fashion and luxury sector



**THE GROUP'S  
SUSTAINABLE TABLE  
OF CONTENT APPROACH**

# THE MAIN SUSTAINABLE RISKS AND CHALLENGES<sup>1</sup>

## Approach and methodology

**A working group on the Non-Financial Performance Statement (NFPS), comprising representatives from the various departments, was set up in 2018. Its mission is to identify and assess the main sustainable risks and challenges - social, environmental, and societal - associated with the Beaumanoir Group's business model.**

To ensure the analysis is as relevant as possible, and although the Group is not a listed company as defined under Article L.225-102-1 of the French Commercial Code, it was decided to also include non-financial risks relating to human rights and the fight against corruption.

In the initial phase, the working group defined the scope of non-financial issues relevant to the company by drawing on ISO 26000, industry and media monitoring, and global sustainable benchmarks<sup>2</sup>.

As a result, 22 risk-related issues were selected, and their impacts on the Group's value chain were specified.

Issues such as food insecurity, responsible, fair and sustainable food, and food waste reduction were not retained as they are not applicable to our business activities.

The Group's materiality matrix was then developed, with each non-financial issue prioritised according to two criteria:

- Its impact on the Beaumanoir Group's economic performance, assessed by the NFPS working group based on three factors: severity of the impact on the Group, frequency of threats and opportunities linked to the issue, and the Group's level of risk management.
- Stakeholders expectations on these issues. To assess stakeholders expectations, three key stakeholder groups were surveyed by email or phone: employees, brand customers, and textile suppliers.

This process identified the most significant regulatory, financial, reputational, and operational risks for the Beaumanoir Group and its stakeholders.

Since then, the working group has met annually to reassess the issues in light of the business risks and opportunities they present, taking into account market trends, changes in the Group's activities, and evolving stakeholders expectations. The materiality matrix has therefore been adjusted over time, with some issues now emerging as priorities, while others have become less so.

<sup>1</sup> Corporate Social Responsibility  
<sup>2</sup> Apparel, Accessories & Footwear Sustainability Accounting Standard (SASB 2015), Environmental Impact of the Global Apparel & Footwear Industries Study (Quantis 2018), Pulse of the fashion Industry (BCG 2017) ...

## Twelve priority sustainable risks

The NFPS working group met at the end of 2024 to review the twelve sustainable risks identified in the Beaumanoir Group's 2023/2024 Non-Financial Performance Statement. The objective was to confirm that these risks remained significant and to determine whether any new risks had emerged in 2024, particularly in light of changes in the broader context (economic, environmental, social, health-related or regulatory) and the Group's evolving scope of operations.

Given the nature of its activities, the Group considered it inappropriate to include cultural and sporting issues in its scope of analysis, as referenced in Law No. 2022-296 of 2 March 2022. However, the Beaumanoir Group actively promotes physical and sporting activities among its employees through its corporate sports association and through regular dedicated partnerships (see section "Attracting and Retaining Talent" in the report).

The working group concluded that the twelve risks identified the previous year remained relevant for the Beaumanoir Group.

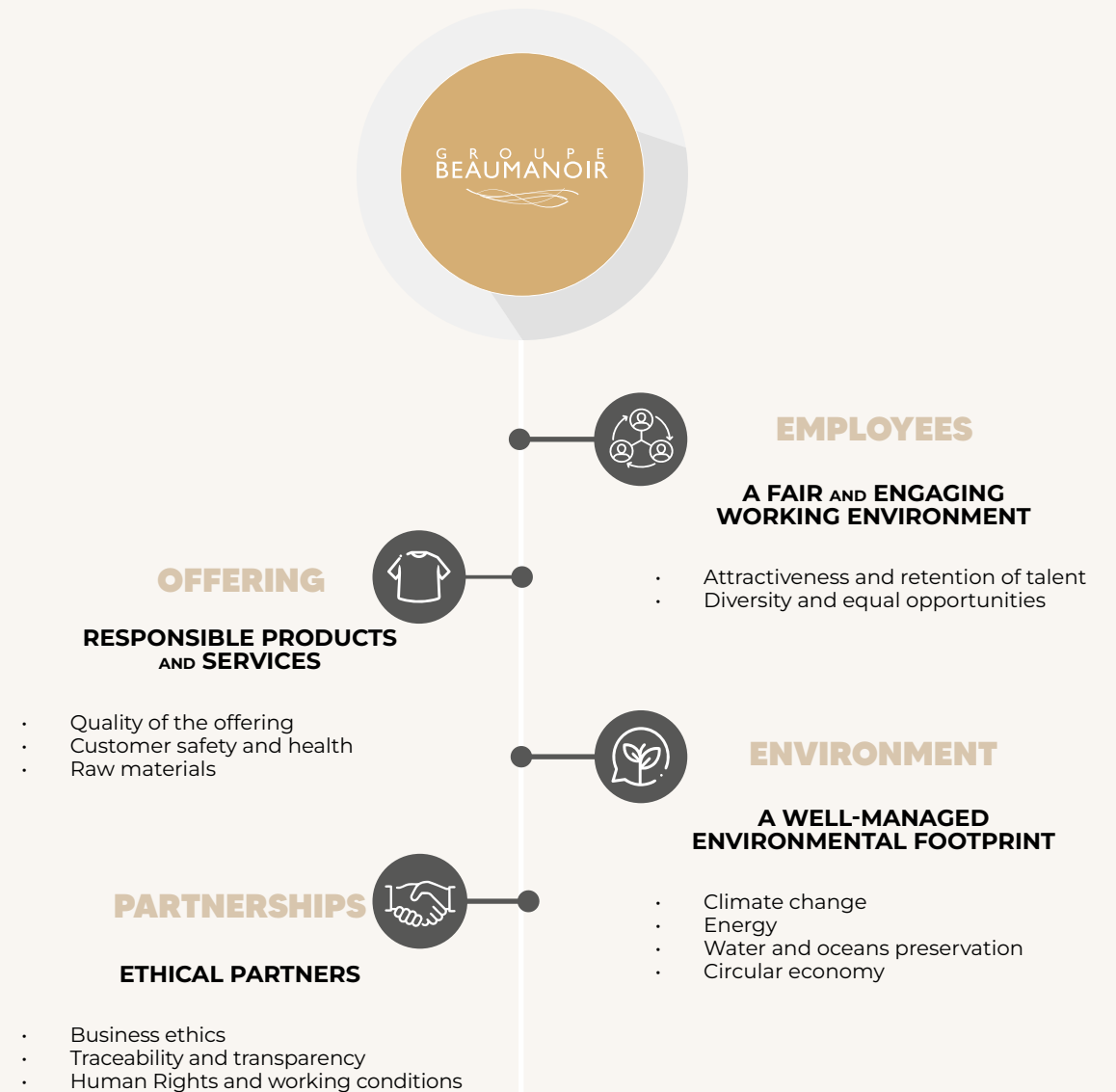
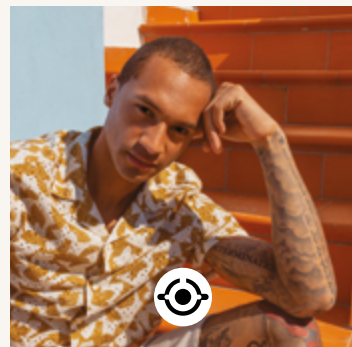
Due to the previous obligation to the Corporate Sustainability Reporting Directive (CSRD), a first double materiality matrix has been developed between February and July 2024, with the support of the consultancy firm EKODEV. An update is currently underway to incorporate the activities of the BOARDRIDERS brands. The issues addressed in this NFPS directly inform this work and will be further developed in the next sustainability report.

Challenges	Risks
PRODUCT OFFER QUALITY	Reputational risk and risk of customer dissatisfaction Financial risk related to product returns
CUSTOMER HEALTH AND SAFETY	Risk of non-compliance with regulations Reputational risk and loss of customers Financial risk related to product recalls and claims
TEXTILE MATERIALS	Risk of loss of competitiveness Operational and financial risks related to the depletion of natural resources Reputational risk
ATTRACTIVENESS AND RETENTION OF TALENT	Risk of skills obsolescence Financial risk linked to recruitment costs and loss of expertise Risk of employee disengagement
DIVERSITY AND EQUAL OPPORTUNITIES	Risk of non-compliance with regulations Risk of reduced attractiveness and employee engagement Risk of legal action
BUSINESS ETHICS	Risk of non-compliance with regulations Reputational risk Risk of legal disputes with suppliers
TRACEABILITY AND TRANSPARENCY	Risk of non-compliance with regulations Reputational risk
HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN	Risk of human rights violations among suppliers Operational risk linked to production disruptions Reputational risk
CLIMATE CHANGE	Climate-related risk across the supply chain
ENERGY	Financial risk due to energy costs Operational risk in the event of supply disruption Risk of non-compliance with regulations
PRESERVATION OF WATER AND OCEANS	Reputational risk Operational risk at factory level Risk of raw material shortages
CIRCULAR ECONOMY	Risk of loss of competitiveness Risk of non-compliance with regulations Reputational risk related to product end-of-life

# SUSTAINABLE COMMITMENTS

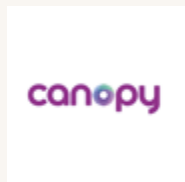
The ecological transition, its current and future impacts, and environmental protection are key concerns for the Beaumanoir Group. Regardless of the Group's activities or locations, it ensures full compliance with all applicable environmental laws and regulations.

The Beaumanoir Group's sustainable strategy is built around five key areas, with the first four encompassing the twelve priority non-financial risks across the Group's entire value chain, and the fifth reflecting locally driven actions:



# OUR PARTNERS

The Beaumanoir Group works with recognised partners and draws on their expertise to implement sustainable programmes, thereby engaging in a genuine process of continuous improvement.

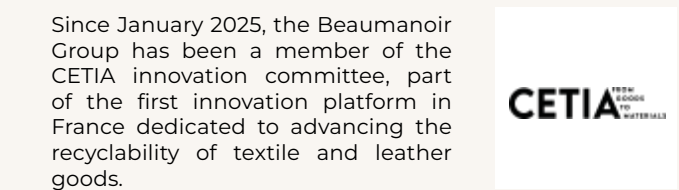


The Group has recently partnered with Canopy, a non-profit organisation committed to preserving the world's forests. Canopy works with brands and producers that purchase or manufacture cellulosic fibers and paper products, helping them adopt and implement ambitious policies to eliminate sourcing from climate-critical and biodiversity-rich forests. **For more information, visit: <https://canopyplanet.org>.**

The Group actively collaborates with Refashion, the eco-organization responsible for the EPR (Extended Producer Responsibility) scheme for textiles, household linen, and footwear. As a partner and key participant in thematic committees, the Group contributes to Refashion's strategy and supports its initiatives to accelerate circularity in the sector.



The Group is also an active member of Amfori, the leading global business association for open and sustainable trade. Through Amfori BSCI and Amfori BEPI, it works to enhance the social and environmental performance of its supply chains. **For more information, visit [www.amfori.org](http://www.amfori.org).**



Since January 2025, the Beaumanoir Group has been a member of the CETIA innovation committee, part of the first innovation platform in France dedicated to advancing the recyclability of textile and leather goods.



The Group has been a member of the Better Cotton Initiative (BCI) since 2016. BCI's mission is to help cotton-growing communities survive and thrive while protecting and restoring the environment. **For more information, visit: <https://bettercotton.org>.**



Finally, in November 2024, the Group's logistics subsidiary C-Log was awarded the EcoVadis Silver Medal, recognising its strong sustainable maturity across the entire logistics value chain.

The Group is a member of ICS: Initiative for Compliance and Sustainability, a multi-sector initiative aimed at improving working conditions and respecting the environment within global supply chains. ICS enables member companies to collaborate using shared tools and to pool audits, thereby reducing the number of overlapping audits in factories. ICS is a French organisation comprising purchasers from a range of industries. **For more information, visit <https://ics-asso.org>.**



As an active member of the Alliance du Commerce, the Group collaborates with other industry players to support and promote the transformation and long-term sustainability of the French textile retail sector.



The Group is also a member of Textile Exchange, a global non-profit organisation that brings together brands, manufacturers, and farmers in the textile and clothing industry, helping them adopt more responsible production practices from the very beginning of the supply chain. **For more information, visit: <https://textileexchange.org>.**



In February 2025, the Beaumanoir Group committed to submitting, by the end of 2025, a short-term greenhouse gas emissions reduction target aligned with climate science, through the Science Based Targets initiative (SBTi).

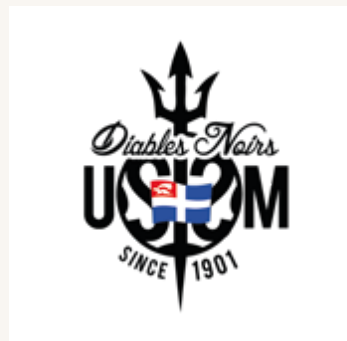


# 4 LOCAL ACTIONS

The Beaumanoir Group is also a company with strong local roots, especially in Saint-Malo and Brittany, where its historic head office is located. It is committed to supporting and developing local initiatives.

Since 2006, the Group has been actively involved in supporting the Union Sportive de Saint-Malo (USSM), in particular through the “dual career” programme, which enables athletes to pursue high-level sports while working professionally - with a strong focus on promoting women’s sport. This initiative also helps athletes prepare for life after sport by offering long-term career development opportunities.

In 2024, five women and two men participated in this programme, combining professional work within the Beaumanoir teams in Saint-Malo with elite-level sport at USSM.



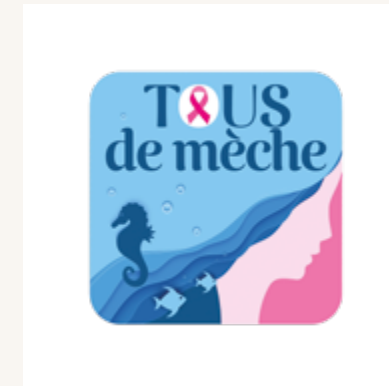
Since 2014, and at the initiative of Roland Beaumanoir, the Group has also been a committed supporter of the Bretagne Atlantique Ambition (BAA) endowment fund. Founded with the aim of supporting medical research and innovation in western France, the fund plays a key role in financing neuroscience projects.

Thanks to sponsorship and corporate engagement, including that of the Beaumanoir Group, internationally renowned scientific teams continue to advance research into neurological diseases such as Alzheimer’s, Parkinson’s, and multiple sclerosis.

In 2024, the Group’s involvement in “Octobre Rose” (Breast Cancer Awareness Month) deepened.

Teams in Brittany and Paris took part in self-examination awareness workshops led by the organisation Jeune & Rose, and participated in prominent fundraising runs, including the Odyssée in Paris and La Sinueuse in Saint-Malo.

Finally, several Brittany-based employees also donated their hair as part of the Rennes-area business initiative “Tous de Mèches”. These donations were used to create medical wigs for patients through the association Fake Hair Don’t Care, and to support marine pollution clean-up programmes run by the company Capillum.





# RISK MANAGEMENT

# 1 PRODUCT QUALITY AND CUSTOMER SERVICE

The quality of textile products is one of the main purchasing criteria for customers and is becoming increasingly important as awareness grows around the environmental impact of consumption patterns. To satisfy customers, foster loyalty and ensure continued growth in the coming years, it is therefore essential for the Beaumanoir Group's brands to offer high-quality products and services.

## Policies

The Beaumanoir Group has implemented a structured product quality policy based on its Supplier Quality Charter, laboratory testing and inspections, and year-round on-site support for its partners. In recent years, the Group has also been working to strengthen durability criteria for certain products. This includes aligning with the durability requirements set out in Refashion's product specifications.

The Group's ambition is to become the leader in customer relations. To that end, it has committed to a comprehensive quality approach throughout the entire purchasing journey, encompassing both logistics services and customer support.

## Objectives and performance

**75%**  
of product references tested for durability by 2025

**100%**  
of logistics warehouses certified to ISO 9001 and AEO standards

## Key performance indicators

PROPORTION OF PRODUCT REFERENCES WITH LABORATORY DURABILITY TESTING<sup>1</sup>

	WITHOUT LA HALLE	WITH LA HALLE
2024	77,3%	66%
2023	79,2%	65%

Note: no SARENZA data available for the 2023-2024 and 2024-2025 financial years.

1. Tests conducted on physical properties of products delivered to purchasing centres, including pilling resistance, appearance after washing, colour fastness, zip strength (for footwear), etc., in accordance with Beaumanoir Group quality standards.

## Key actions

### PRODUCT QUALITY MANAGEMENT

#### Highlights in 2024 :

- Launch of a dedicated project on physical durability, as part of a broader Group-wide initiative on eco-design.
  - The objective of this project is to define Brand-specific targets for the percentage of eco-designed models that meet physical durability criteria. With the objective that 100% of these models comply with REFASHION requirements and achieve a score above 14 according to the DURHABI rating system.
- Awareness-raising initiatives on physical durability were carried out among our material suppliers, including a dedicated session during the Fabrics Mills Review.
  - Awareness-raising actions were also conducted internally on eco-design, incorporating the concept of physical durability.



#### In addition to long-standing measures :

- Framework agreements have been signed by all suppliers, including specific requirements on the quality of products marketed, and were updated in 2024. A further revision is planned on a brand-by-brand basis, with the addition of specific criteria for models defined as "eco-designed."
- Product compliance in terms of fabric quality, manufacturing, fit and wearability, labelling and packaging, etc., is monitored by the Product Quality departments located in France (warehouses controls) and in the Group's sourcing countries (factory controls).
- Product durability testing (laboratory tests on physical properties) is carried out by trusted external service providers or by accredited suppliers, either prior to shipment or upon receipt of goods in the warehouses.
- In a spirit of trust and accountability, certain inspection and delivery validation tasks are delegated to suppliers, alongside the implementation of a supplier accreditation system for their quality control procedures.

## 2024 Results

**98,3%** Proportion of delivered items subject to quality control<sup>1</sup>

1. Controls carried out either at the factory or in the warehouse.

**Durability of textile products :**

- Quality requirements have been regularly strengthened across most product categories since 2019, particularly regarding wash performance and wear resistance.
- In 2022, the Group participated in working groups organised by the eco-organisation REFASHION, aimed at defining the new 2023-2028 specifications for the TLC (Textile, Household Linen and Footwear) sector.
- In 2024, the Group integrated the durability criteria set out in REFASHION's 2023 specifications, qualifying for eco-modulation bonuses – reduced contributions under the French EPR scheme based on product durability and environmental impact.

**Customer support :**

- Ongoing training is provided to Customer Service teams to ensure high-quality interactions, both by telephone and online, enabling them to answer enquiries and address potential pain points or complaints promptly and effectively.
- The Customer Service team systematically follows up with individuals who responded unfavourably to satisfaction surveys, in order to better understand their concerns and take appropriate corrective action.
- A post-contact satisfaction monitoring system is in place in France, allowing the Group to measure the quality of customer service delivered.

**High-quality logistics services :**

- Since 2013, Beaumanoir Group's logistics subsidiary C-LOG has pursued a systematic approach to ISO 9001<sup>1</sup> certification for its logistics sites. A renewal audit was conducted in October 2024. The Ascoux and Montierchaume logistics warehouses were successfully included in the certification scope in 2024.
- Performance indicators from C-LOG's quality and environmental management initiative, launched at the end of 2022 and continued in 2023, are actively monitored.
- C-LOG's head office and logistics warehouses have been AEO-certified<sup>2</sup> since 2017, ensuring high standards for customs procedures.

**2024 Results****90%**

9 out of 10 sites

Proportion of logistics warehouses  
ISO 9001 certified**80%**

8 out of 10 sites

Proportion of logistics warehouses  
AEO certified

1. Quality management system

2. Authorised Economic Operator status for customs compliance



# CUSTOMER HEALTH AND SAFETY

To achieve soft, durable textiles, stable dyes, and varied finishes, the fashion industry uses chemical substances during the manufacturing process. The Beaumanoir Group's absolute priority is to ensure that its clothing and fashion accessories fully comply with all applicable regulations, and that customers face no risk when purchasing or using its products, or visiting its stores. This level of rigour is essential to protect both the reputation and economic performance of the Group's brands and operations.

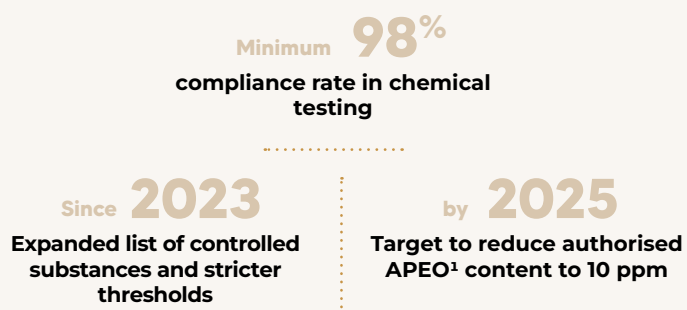
## Policies

To ensure the highest level of safety for its customers, the Beaumanoir Group has established a rigorous framework detailed in its Supplier Quality Charters. This includes robust product control procedures and a strict audit and laboratory testing policy.

The Group has also defined a policy on chemical substances used in its products and manufacturing processes. In some cases, this policy is stricter than applicable regulations, with the aim of better protecting health, ensuring safety throughout the production chain, and reducing environmental impact.

In each country where the Group operates stores, it ensures compliance with safety regulations applicable to public-access buildings.

## Objectives and performance



1. APEO: alkylphenol ethoxylates - synthetic chemicals used in textile processes such as dyeing and finishing for their surfactant properties

## Key performance indicators

### COMPLIANCE RATE IN CHEMICAL TESTING

	WITHOUT LA HALLE	WITH LA HALLE
2024	98,5%	98,5%
2023	99,2%	98,9%

Note: No SARENZA data available for the 2024-2025 financial year

## Key actions

### PRODUCT SAFETY

#### Highlights in 2024 :

- As part of LA HALLE's integration into the Group, the brand has aligned with the Group's requirements on chemical substance thresholds in products.

#### In addition to long-standing measures :

- Compliance with the European REACH Regulation, which governs the use of chemical substances and defines the types and quantities permitted in products sold by Beaumanoir Group brands.
- Framework agreements signed by all suppliers, which include strict requirements to guarantee product safety and compliance with local regulations in countries where the Group operates. These agreements were last updated in 2022, with the next update scheduled for 2024.
- For products not certified by labels such as OEKO-TEX<sup>1</sup>, chemical testing is carried out at the request of the Product Quality department by independent, recognised and accredited external laboratories to verify compliance.
- Non-compliant products - those containing unauthorised substances or levels exceeding contractual or regulatory limits - are systematically rejected.

1. The OEKO-TEX label certifies the absence or limited presence of substances potentially harmful to humans or the environment.



## 2024 Results

**8 965** Number of laboratory tests on chemical properties

### RESTRICTIONS ON CHEMICAL SUBSTANCES

#### Highlights in 2024 :

- As noted above, LA HALLE has adopted the Group's requirements.

#### In addition to long-standing measures :

- The Group has, for several years, pursued a proactive policy of lowering tolerance thresholds beyond legal requirements and, in some cases, eliminating certain chemical substances from its products and manufacturing processes - a policy reinforced in 2022, particularly for APEOs.
- A new testing plan was defined, incorporating a broader range of chemical substances identified as potentially posing critical health risks. 14 key families of chemical substances are now systematically monitored in laboratories.
- Suppliers are encouraged to use materials and components that comply with the OEKO-TEX standard, which certifies the absence or limited presence of a wide range of chemical substances.

## 2024 Results

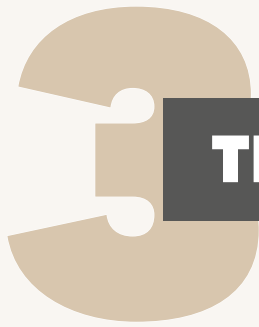
**14**  
Number of chemical substance families monitored in laboratories

**<50ppm**  
Authorised APEO threshold

#### Safety of retail locations :

- All Beaumanoir Group stores are equipped with fire safety systems (detection systems, extinguishers, wall-mounted hose reels, etc.) and panic safety equipment (alarms, emergency exits, etc.) in compliance with current regulations.
- Staff receive evacuation training.
- All safety equipment is subject to annual inspections by approved inspection bodies or qualified service providers.





# TEXTILE MATERIALS

In a textile product's Life Cycle Assessment, fibers represent one of the main sources of environmental impact. In light of this, as well as growing expectations from customers and stakeholders regarding environmental protection -and broader market trends - the Beaumanoir Group is committed to accelerating the shift towards more sustainable textile products, including the use of more responsible textile fibers.

Some of the raw materials used by the Group's brands are of animal origin. As animal welfare has become a significant concern for many consumers, it is also essential to offer alternatives to these materials or to ensure that animal welfare is respected.

## Policies

The Beaumanoir Group has defined and implemented an ambitious sourcing policy for lower-impact textile fibers across all its brands (excluding footwear, leather goods, and jewellery).

At the same time, the Group has, for several years now, banned the use of certain animal fibers in its brand collections and has introduced measures to ensure that its suppliers respect animal welfare.

## Objectives

**100%**  
Sustainable fibers  
by 2030

**100%**  
Sustainable cotton  
by 2025

**100%**  
Sustainable viscose  
by 2028

## Key performance indicators

PROPORTION OF SUSTAINABLE FIBERS<sup>1</sup>

	WITHOUT LA HALLE	WITH LA HALLE
2024	59%	56%
2023	45%	—

1. as a percentage of weight

## Key actions

### SOURCING OF LOWER-IMPACT TEXTILE FIBERS

#### Highlights in 2024 :

- Sustainable fibers roadmap revised following the integration of La Halle into the Group's scope. The target for 100% sustainable viscose has been postponed to 2028 (initially set for 2025).
- New 2030 ambitions: 55% recycled fibers and 32% recycled cotton, to strengthen the Group's circularity approach and reduce our brands' reliance on virgin raw materials.
- Addition to the sustainable fibers list of the viscose sourced from artificial fibre suppliers rated "Green Shirt" in the Hot Button Report by the Canopy Style initiative, and therefore considered free of deforestation risk.
- Completion of R&D work launched in 2023 on Lenzing's Next Generation viscose: Ecovero™ x REFIBRA™. As a result of this work, Bonobo developed and launched its first T-shirt<sup>1</sup> using this innovative, lower-impact fibre.

#### In addition to long-standing measures :

- Ongoing large-scale incorporation of organic<sup>2</sup>, recycled<sup>3</sup> or responsibly grown cotton<sup>4</sup> in the collections of the Group's brands to achieve the target of 100% sustainable cotton by 2025.
- Continued phase-out of conventional viscose to reach 100% sustainable viscose by 2028, including:
  - Green Shirt-rated viscose (as defined by Canopy Style)
  - Viscose from sustainably managed forests
  - Sustainable viscose (e.g. Ecovero™ by Lenzing™, LivaEco™ by Birla, Ecotang® by SANYOU)
  - Next Generation viscose made from recycled cellulosic textiles (e.g. Ecovero™ x REFIBRA™ by Lenzing).
- Ongoing replacement of conventional polyester with recycled polyester, for both main fabrics and fillings.
- Continued use of recycled synthetic fibers, including recycled acrylic and recycled polyamide.

1. Model PARFAIVRCOUF, available in two colours (Surf Spray and Peacoat), released in stores in July 2024. Composition: 50% Ecovero™ x REFIBRA™, 50% cotton.

2. Global Organic Textile Standard (GOTS) or Organic Content Standard (OCS)

3. Global Recycled Standard (GRS) or Recycled Claim Standard (RCS)

4. Partnership with the Better Cotton Initiative (BCI) since 2016

## THE BEAUMANOIR GROUP'S SUSTAINABLE TEXTILE FIBERS

	BEST	BETTER	IMPROVED	CONVENTIONAL
NATURAL FIBERS	Recycled Cotton Recycled Linen Recycled Hemp Recycled Jute	Organic Cotton Organic Linen Organic Hemp Organic Jute	BCI Cotton Linen Hemp Jute	Conventional Cotton
ARTIFICIAL FIBERS	Recycled Viscose REFIBRA™ Viscose Recycled LYOCCELL Recycled MODAL	Ecovero™ - Livaeco™ - Ecotang® Tencel™ LYOCCELL Tencel™ MODAL Seacell™	FSC Viscose / Canopy Green Viscose	Conventional Viscose Conventional LYOCCELL Conventional MODAL
SYNTHETIC FIBERS	Recycled Polyester Recycled Acrylic Recycled Polyamide	Bio-Polyester Bio-Polyamide		Conventional Polyester Conventional Acrylic Conventional Polyamide
ANIMAL FIBERS	Recycled Wool Recycled Mohair Recycled Silk	RWS Wool RMS Mohair		Conventional Wool Ⓢ Conventional Silk

← SUSTAINABLE FIBERS →

Ⓢ PROHIBITED FIBERS : Conventional Mohair / Angora / Real Fur.

### 2024 Results

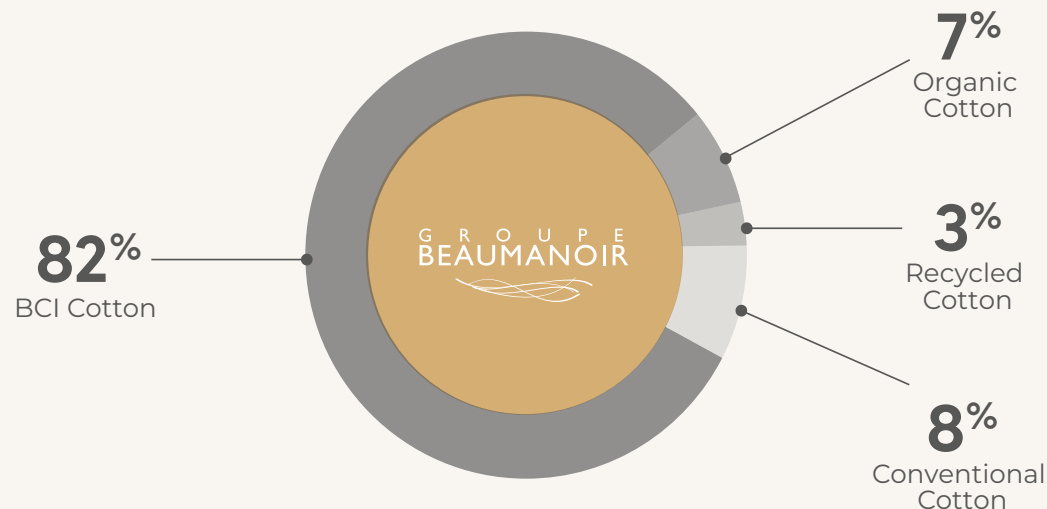
92%

Proportion of sustainable cotton

61%

Proportion of sustainable viscose

### TYPE OF COTTON USED IN TEXTILE COLLECTIONS IN 2024



## TEAM AND SUPPLIER SUPPORT

### Highlights in 2024 :

- Development of new tools to help teams better track sustainable fibers performance.
- Launch of a dedicated e-learning module to support the digitalisation of sustainable fibers training.
- Training of La Halle product teams on sustainable fibres.
- Training of Sarenza's communication and digital teams on best practices for sustainable product communication.

### In addition to long-standing measures :

- Ongoing training for purchasing teams in France and sourcing offices on the environmental impact of major textile fibers, alternative materials, and the Group's traceability requirements.
- Upgrades of IT tools to ensure robust traceability of sustainable fibers.
- Training for communication and digital teams on sustainable product communication best practices, ensuring compliance with legal frameworks and the delivery of clear, reliable, and relevant information to consumers.

## ANIMAL WELFARE

### Highlights in 2024 :

- Renewal of RMS, RWS and RDS certifications (responsible mohair, wool & down) for the Caroll brand.

### In addition to long-standing measures :

- The Group has, for several years, eliminated the use of real animal fur and angora rabbit hair from all its brands' collections.
- Since 2019, Bonobo has gradually replaced animal leather with paper or polyurethane for denim jacron<sup>1</sup> patches.
- The Group's Social and Environmental Charter - signed by 100% of suppliers - includes an «Animal Welfare» section aligned with international standards such as the Five Freedoms (as defined by the World Organisation for Animal Health) and CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora).

### 2024 Results

1,7% Proportion of fibers of animal origin

1. Jacron: label pieces, often made of leather, sewn onto the back of jeans.

# ATTRACTIVENESS AND TALENT DEVELOPMENT

The Beaumanoir Group owes its growth and success since its founding to the dedication and engagement of its employees. To ensure the future performance of its brands and operations, the Group is committed to retaining talent by promoting fulfilment and satisfaction, attracting new employees, and maintaining and developing the skills of all staff.

## Policies

To continue strengthening its reputation as an employer and to attract new talent, the Beaumanoir Group relies on a recruitment policy that prioritises permanent contracts, adopts innovative hiring practices, and fosters strong partnerships with leading schools across its key regions and areas of expertise.

The Group also implements a policy of continuous training and internal mobility, in line with its ambition to be a learning organisation, and with its aim to offer real advancement opportunities to employees who are curious, responsible, and entrepreneurial.

Finally, the Group promotes high-quality social dialogue and actively works to strengthen its employer brand.

The Beaumanoir Group is also acting in favour of the link between the Nation and the Army by supporting the commitment of its employees in France to the national reserve corps, in particular by arranging working hours for employees who are reservists and volunteer firefighters.

## Objectives and performance

+ than **88%**  
of the workforce on permanent contracts

**100%**  
of employees receive an annual performance review with their manager

**100%**  
of managers trained in management

## Key performance indicators

PROPORTION OF PERMANENT CONTRACTS WITHIN THE TOTAL WORKFORCE:

	WITHOUT LA HALLE	WITH LA HALLE
2024	91,3%	91,7%
2023	92,5%	—

PROPORTION OF EMPLOYEES<sup>1</sup> RECEIVING AN ANNUAL PERFORMANCE REVIEW WITH THEIR MANAGER (FRANCE):

	WITHOUT LA HALLE	WITH LA HALLE
2024	75%	77%
2023	60%	—

## Key actions

### RECRUITING NEW EMPLOYEES

#### Highlights in 2024 :

- The Group strengthened its partnerships with local stakeholders to regularly welcome interns into various departments.
- Consolidation of the Beaumanoir Group brand platform, based on :
  - Workshops to reflect on the Group's identity,
  - A structured editorial approach.
  - The creation of adaptable graphic assets.
- Roll-out of this brand platform through workshops, particularly with HR and sales teams, to support them in presenting the company externally.

#### In addition to long-standing measures :

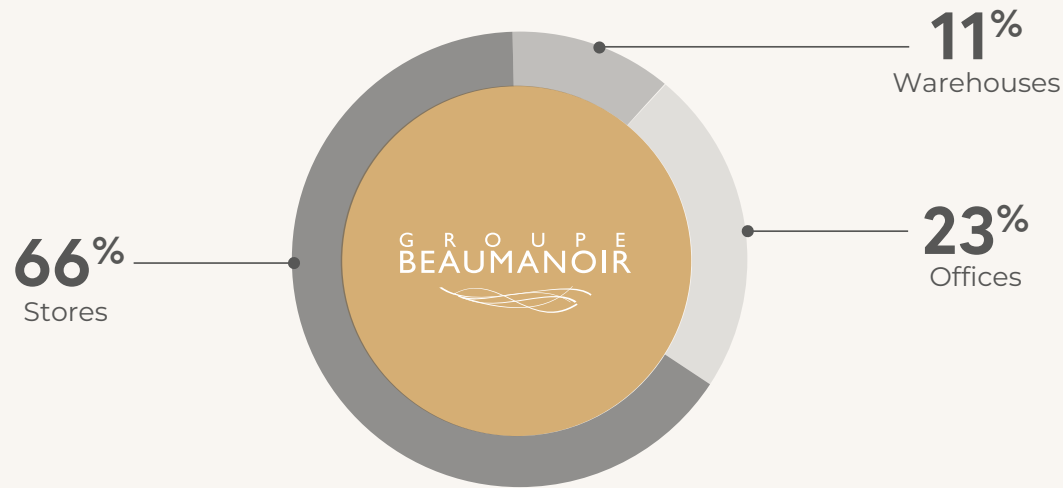
- Recruitment mainly on permanent contracts, with numerous hires each year in design, retail, and logistics roles across all Beaumanoir Group companies and regions.
- Agile use of platforms and digital tools (job boards, recruitment sites, social media, etc.) to help candidates discover the Group's careers and values.
- Ongoing promotion of existing recruitment initiatives: job dating events, referral programme, «Un Job pour mon Conjoint» scheme for employees relocating to Saint-Malo, and participation in school forums.
- Organisation of School Partnership Days to strengthen relationships with selected schools and better align with business needs.
- Strengthening of recruitment through apprenticeships and work-study placements, with sustained hiring campaigns to support the Group's growth.

## 2024 Results

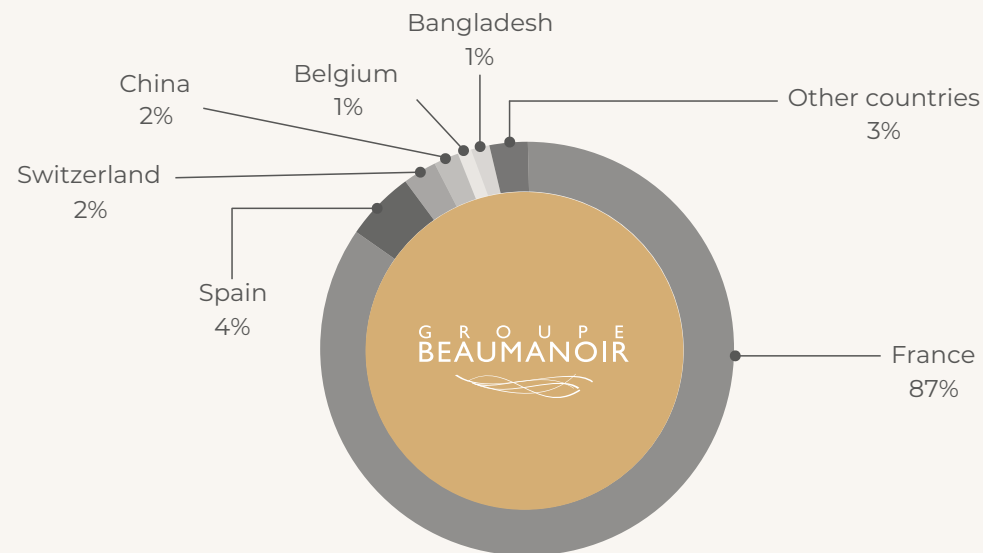
**8 190** Number of employees as of 28/02/2025 including la Halle

1. Employees present throughout the year

### WORKFORCE BY JOB CATEGORY



### WORKFORCE BY COUNTRY



- Roll-out of the “Be Welcome” onboarding programme for head office employees.
- HR workshops on management topics held for managers in the Premium division.

#### In addition to long-standing measures :

- Annual performance and development reviews, and career development interviews to facilitate meaningful dialogue between employees and their managers.
- Introduction of mid-year reviews for regular check-ins between certain store employees and their managers.
- All head office and store teams are included in the People Review career review process, enabling managers to share development perspectives and map career paths.
- Ongoing development of instructional design skills within the training team to co-create e-learning modules with internal subject-matter experts. Over 60 training pathways and nearly 400 modules and quizzes have been created for head office, store, and logistics teams using an e-learning authoring tool.
- Expansion of the Beaumanoir Fashion Academy, the Group’s internal digital training school launched in 2022, to support onboarding and upskilling in the purchasing divisions.
- Continued deployment of the Beaumanoir Talent Program, designed to train and support future managers.
- Relaunch in 2021 of the Group’s Ecole des Mairaines, where experienced store managers selected by HR help onboard new store managers.
- Redesign of school partnerships in 2022 to better align training curricula (initial and work-study) with company needs.
- Redesign in 2023 of the head office onboarding programme, to strengthen cohesion and accelerate understanding of the Group.

### 2024 Results

5 647

Number of employees trained including la Halle

78%

Proportion of managers trained in management (France) including la Halle

17

Number of school partnerships (France)

### EMPLOYER BRAND

#### Highlights in 2024 :

- Launch of an Internal Ambassador Programme, run monthly to promote the Group’s careers and activities externally via social media and event participation.
- Extension of the 2023 onboarding pathways to include new teams, particularly at the logistics subsidiary’s head office.
- Roll-out of onboarding programmes for apprentices at the Wasquehal site.
- Increased engagement with partner schools, including sponsorship of two student cohorts and staff involvement in teaching.

### TALENT DEVELOPMENT

#### Highlights in 2024 :

- Overhaul of the Be Manager programme with a certified diploma.
- Integration of an interactive training catalogue into the training section of the store intranet (EasyRetail portal).
- Digitalisation of performance reviews for international teams.
- Launch of the “Be Ready” onboarding programme for La Halle store managers.

**In addition to long-standing measures :**

- Active participation in job fairs across France to promote careers in fashion design, retail, and supply chain. Dedicated onboarding days for head office apprentices to support their integration into the company.
- Regular internal events (New Year gathering, Sustainability Week, regional meetings, etc.) to encourage team spirit.
- Support for ASGB, the Group's employee-led sports association for teams in Brittany and Paris, sponsored by the company.



**2024 Results**

**8,1** Average length  
years including la Halle

**SOCIAL DIALOGUE**

**Highlights in 2024 :**

- First two meetings of the Group Works Council.

**In addition to long-standing measures :**

- Creation in 2021 of a charter on working time and quality of life at work, in partnership with employee representatives, including remote work options for office staff.
- Renewal in 2022 of the Group-wide agreement on the employment of people with disabilities. Unanimous agreement signed with all representative trade unions for the French entities.
- Pre-retirement support scheme introduced in January 2023 (reduced working hours).



# DIVERSITY & EQUAL OPPORTUNITIES

Ensuring equal treatment and opportunity among employees is both a legal obligation and a strong societal and employee expectation. Beyond that, a lack of diversity in the workplace can limit the range of perspectives, reduce innovation capacity, and make it harder to meet stakeholder expectations.

Respect is one of the Beaumanoir Group's seven core values. The Group is committed to fighting all forms of discrimination and promoting equal opportunity. It also works to develop a genuinely inclusive policy, seen as a driver of both business development and economic performance across its brands and operations.

## Policies

Through its Ethics Charter, the Beaumanoir Group reaffirms its core principles of equal opportunity and treatment between women and men, diversity, and the right to work for all. Its social policy is based on skills and performance.

The Group supports youth employment through targeted recruitment of young graduates and ensures fair treatment for women and men throughout their career paths.

In 2022, the Group renewed its agreement on the employment and job retention of people with disabilities, covering all Group companies as of that date<sup>1</sup>. The agreement is approved by the DIRECCTE (Regional Directorate for Enterprises, Competition, Consumer Affairs, Labour and Employment). The Group has set specific targets and is committed to implementing short- and medium-term actions through its Disability Programme.

<sup>(1)</sup> Excluding Pegase (La Halle), Callista and Thelma

## Objectives and performance

>85

Gender balance in executive teams and continued Gender Equality Index above 85

over **20%**  
male representation in the  
total workforce by 2025

**5%**  
of the workforce in France on  
work-study contracts by 2024

over **4%**  
of employees with disabilities  
in France by 2025

## Key performance indicators

### PROPORTION OF WOMEN IN EXECUTIVE ROLES (FRANCE)

	WITHOUT LA HALLE	WITH LA HALLE
2024	58%	53%
2023	54%	—

### EMPLOYMENT RATE OF PEOPLE WITH DISABILITIES (FRANCE)

	WITHOUT LA HALLE	WITH LA HALLE
2024	3,2%	2,8%
2023	3,5%	—

Data as of 31/12/2024

## Key actions

### EQUAL OPPORTUNITIES

See Business Ethics section.

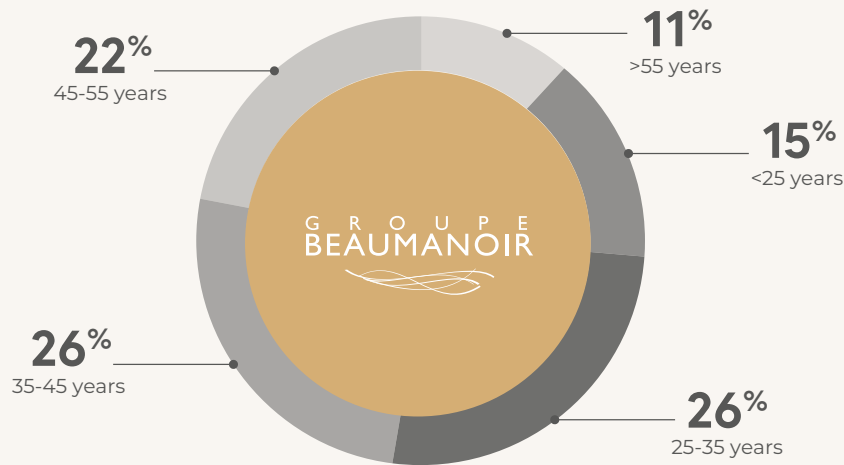
#### Integration of young people into the workforce :

- Over 40% of jobs in stores and warehouses held by young people; 300 roles opened annually. 41% of the Group's employees are under 35, reflecting a proactive policy of recruiting young people.
- Ongoing recruitment campaigns for apprenticeships and work-study contracts across all functions.
- Partnerships with numerous schools in France (e.g. IUT Saint-Malo, ESSCA Angers, IHECF, INSA, Faculté des Métiers, etc.).

## 2024 Results

**4%** Proportion of work-study contracts (France) including la Halle

### WORKFORCE BY AGE GROUP



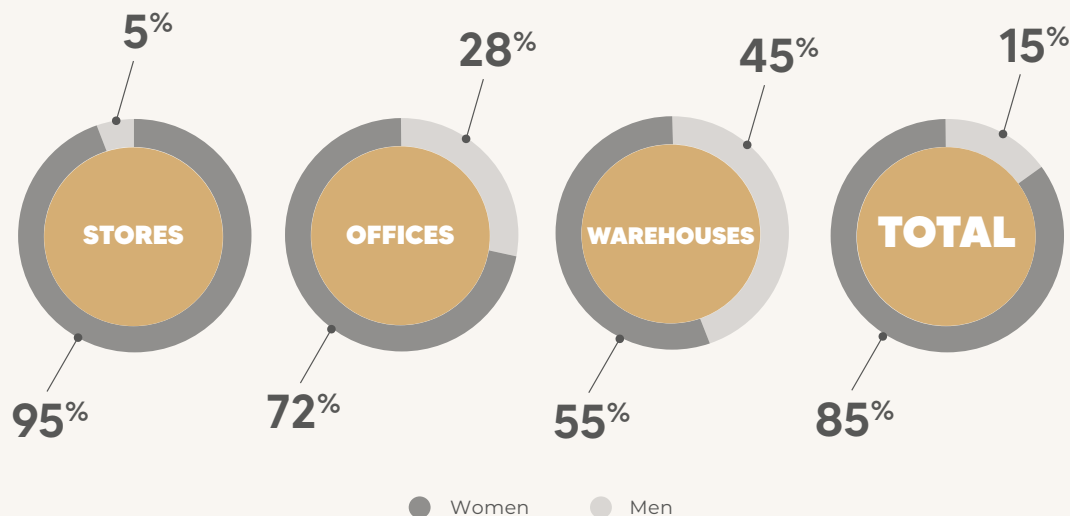
### Gender equality :

- Training and awareness for HR teams to ensure hiring decisions are based on skills and equal access to training.
- Annual reviews and joint initiatives with employee representatives as part of Gender Equality action plans.

## 2024 Results

**88/100** Gender Equality index (France) including la Halle

### WORKFORCE BY GENDER



## INCLUSION AND RETENTION OF WORKERS WITH DISABILITIES

### Highlights in 2024 :

- Roll-out of the «Un jour/un métier» initiative, welcoming 24 interns with disabilities at the Saint-Malo and Paris head offices.
- 3 global awareness and communication campaigns on the following themes: «Invisible Disabilities», «Chronic Illnesses», and «Women's Health».
- New partnership with ESAT KIGNON (protected employment centre) for biscuit orders linked to training events in Paris.

### In addition to long-standing measures :

- Twice a year participation in the Hello Handicap virtual job fair, primarily used to recruit candidates for fixed-term store contracts, as well as in other specialised job fairs.
- Year-round employment of home-based workers with severe disabilities for administrative tasks, in partnership with the Caliel's association.
- Disability awareness integrated into onboarding, including a dedicated e-learning module.
- 67% of managers trained in inclusive recruitment in 2024; added to onboarding pathway.
- Inclusive training offer accessible to all employees, with or without disabilities.
- Workplace adaptations made at head office, in stores, and in warehouses.
- Partnerships with protected employment centres: employees from CAT Armor and ESAT de l'Isles aux Bois integrated into logistics sites (Saint-Malo, Vatry); regular purchases of services and goods.
- Annual awareness plan including events during the European Week for the Employment of People with Disabilities: talks, workshops, challenges, DuoDay, etc.

### Inclusion :

- «FLAG!» programme deployed in stores to welcome and support LGBT+ individuals in the event of aggression. All store teams trained as part of the partnership.



# BUSINESS ETHICS

The regulatory context in terms of business ethics and relations between principals and suppliers is constantly evolving. It is essential for the Beaumanoir Group to comply with current regulations. It is also important to put in place responsible purchasing practices, in order to secure supplies and build solid partnerships with suppliers, capable of ensuring sustainable and profitable development for all.

## Policies

The Beaumanoir Group engages and raises awareness among its employees on business ethics, anti-corruption, and tax compliance through its Ethics Charter and a mandatory training policy.

It has established an appropriate governance framework to monitor and manage this risk, along with a whistleblowing system that allows anyone to report unethical behaviour to Management.

In parallel, the "Supplier Relationship Management" programme aims to build lasting, balanced, and trust-based relationships with textile and fashion accessory suppliers.

## Objectives and performance

100%

of employees trained in business ethics

85%

of key textile suppliers in stable partnerships with the Group's brands

## Key performance indicators

PROPORTION OF EMPLOYEES<sup>1</sup> TRAINED IN BUSINESS ETHICS

	WITHOUT LA HALLE	WITH LA HALLE
2024	90%	91%
2023	83%	

1. Office-based staff (excluding stores and logistics warehouses)

PROPORTION OF STABLE KEY SUPPLIERS<sup>2</sup>

	WITHOUT LA HALLE	WITH LA HALLE
2024		84%
2023	81%	81%

## Key actions

### EMPLOYEE ENGAGEMENT ON BUSINESS ETHICS

#### Highlights in 2024 :

- In Bangladesh: in-person training on business ethics for all employees, suppliers, and service providers
- Roll-out of the «All Ethical» e-learning module at the new purchasing office in Hong Kong
- Update of the Group's Ethics Charter

#### In addition to long-standing measures :

- Employee Ethics Charter (<https://www.groupe-beaumanoir.com/ethique-signalement/>) which outlines the Group's values and ethical principles in business conduct (reliability, integrity, fairness, social responsibility, and anti-corruption), as well as the rules that should guide employee behaviour in their professional activities.
- Mandatory «All Ethical» e-learning module - included in the onboarding programme for new employees at our head offices and purchasing offices.
- Since 2018, implementation of specific supplier onboarding and payment rules aimed at strengthening the anti-fraud and anti-tax evasion programme.
- «Compliance contacts» are in place in the Group's main subsidiaries (China, Bangladesh, Turkey, Switzerland, Spain) to help ensure the Group's commitments are upheld internationally.

### GOVERNANCE OF THE APPROACH AND WHISTLEBLOWING SYSTEM

#### Highlights in 2024 :

- Integration of LA HALLE into the Beaumanoir Group's whistleblowing system

2. Suppliers accounting for over 80% of the Beaumanoir Group's purchasing value, having worked with the Group's brands over the past two financial years

**In addition to long-standing measures :**

- Established in 2018, the Beaumanoir Group Ethics Committee is composed of Group executives and chaired by the Chief Compliance Officer. This Ethics Committee oversees the Group's ongoing compliance improvement efforts and ensures proper handling of potential reports.
- An internal whistleblowing procedure is available to all employees, enabling them to report any behaviour that does not align with the Group's values and ethical principles.
- A Data Protection Impact Assessment (DPIA) has been drafted to ensure the protection of personal data when processing alerts.

**SUPPLIER RELATIONSHIP MANAGEMENT**

**Highlights in 2024 :**

- Redesign of the supplier scorecard, with improved integration of sustainable criteria (e.g. share of sustainable fibers, product certifications, audit results, etc.)

**In addition to long-standing measures :**

- Ongoing improvement of the supplier relationship management tool, rolled out in 2017. It aims to enhance supplier knowledge, streamline and stabilise the supplier base, manage risks, monitor financial and non-financial performance, and better identify high-potential suppliers for strengthened partnerships and innovation support.

**2024 Results**

**405** Number of textile and fashion accessories suppliers including la Halle



# TRACEABILITY AND TRANSPARENCY

Understanding the supply chain is a key priority for companies in the textile sector, in order to manage and reduce potential social and environmental risks linked to both direct and indirect suppliers. It is also essential for meeting stakeholder expectations - particularly those of customers, who increasingly seek transparency about products, manufacturing conditions, and environmental impact to make informed purchasing decisions.

In this context, it is crucial for the Beaumanoir Group to have a clear and comprehensive view of its entire supplier base.

## Policies

For several years, the Beaumanoir Group has been working to streamline its supplier base and strengthen its knowledge of it. This continuous improvement approach includes extensive mapping of its direct and indirect suppliers, with the aim of improving product traceability across the entire supply chain.

In terms of transparency, the Group is continuing its work on environmental labelling, with Bonobo as the pilot brand, to enable customers to assess the environmental impact of garments.

## Objectives

100%  
of manufacturing factories mapped

100%  
of fabric mills<sup>1</sup> mapped by 2025

## Key performance indicators

NUMBER OF WEAVING, SPINNING, DYEING AND PRINTING FACTORIES MAPPED

	GROUP
2024	695
2023	444

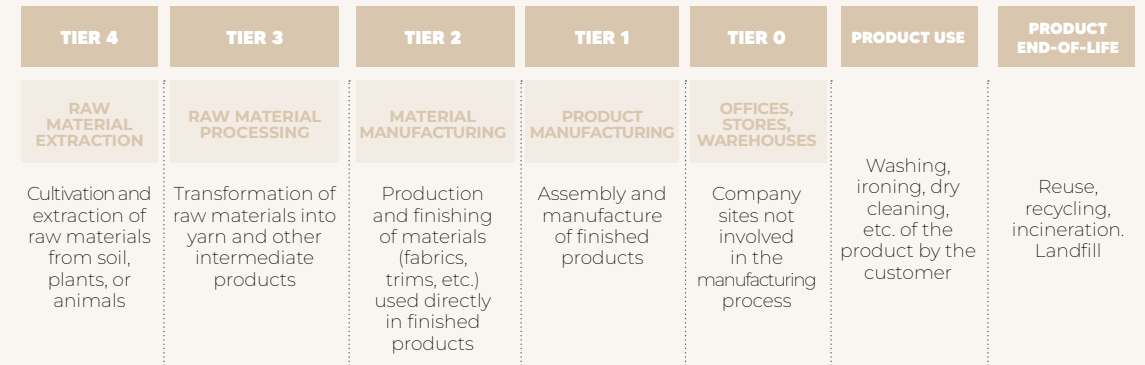
Group data includes La Halle's supplier base, which is not reported separately from the Group's other brands.

1. Fabrics from «nominated» suppliers / factories, i.e. selected by the Beaumanoir Group

## Key actions

### SUPPLY CHAIN MAPPING

#### THE CLOTHING INDUSTRY VALUE CHAIN



## LOGISTICS

Transport of materials and products throughout the value chain

Source : WRI authors.

- Full mapping of manufacturing factories.
- Full mapping of denim washing factories.
- Ongoing mapping of weaving, spinning and dyeing & printing factories.

## 2024 Results

26  
Number of production countries

100%  
Proportion of garment manufacturing factories mapped

#### NUMBER OF MANUFACTURING FACTORIES

911  
Total

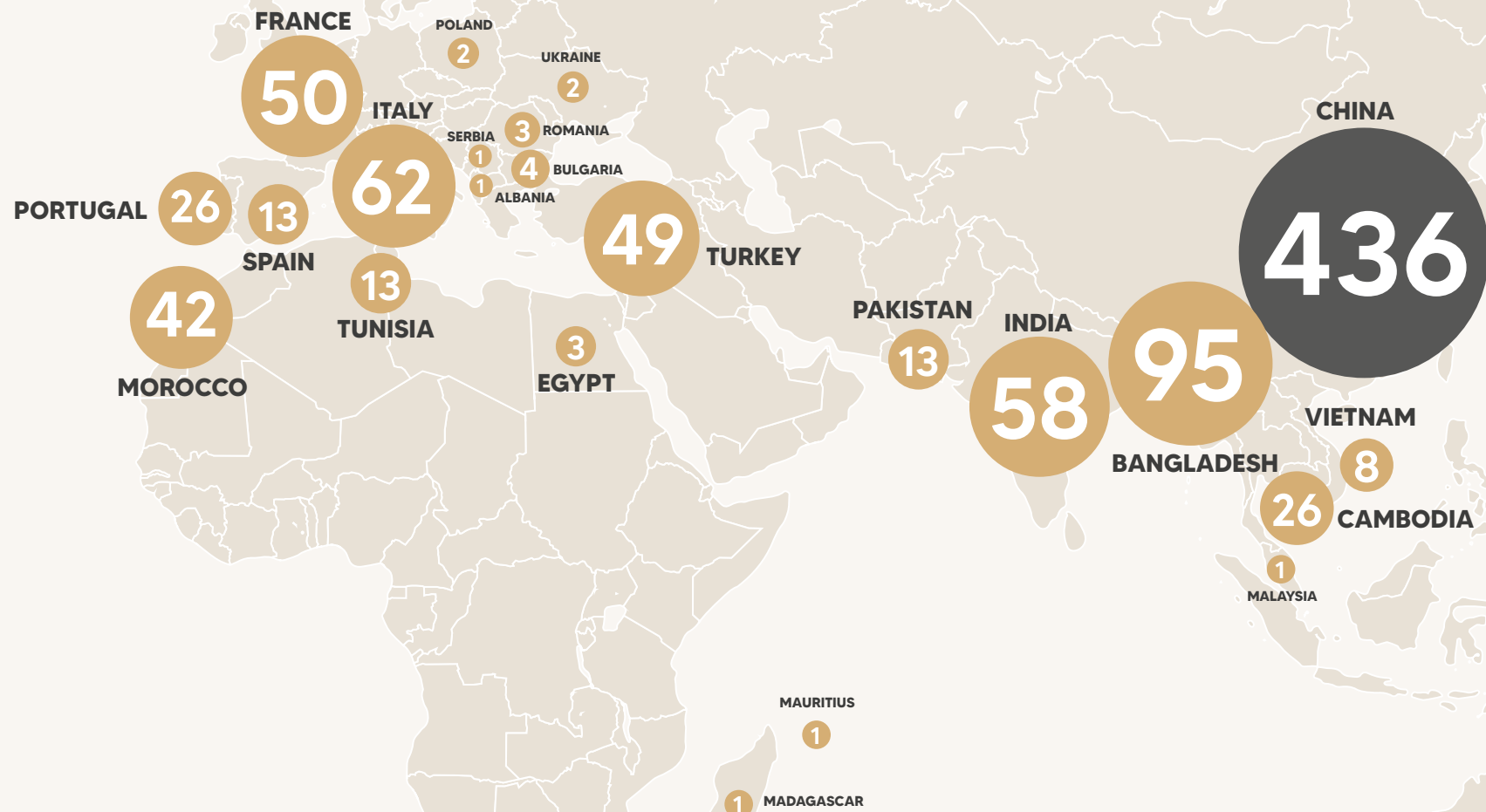
751  
Outside UE

#### Customer transparency :

- Participation in the European Union's work on calculating the environmental impact of products (PEF<sup>1</sup>).
- Active involvement in initiatives led by the French Ministry for the Ecological Transition to define a new national methodology for calculating environmental impact, with the ultimate goal of implementing environmental labelling for the textile sector.

1. Product Environmental Footprint

# 8 GEOGRAPHICAL BREAKDOWN OF MANUFACTURING FACTORIES



● Number of manufacturing plants    ● Country with the most manufacturing plants

# HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN

Like other industries, the textile sector can face instances of non-compliance with human rights and international labour standards by certain companies. As an international group and major buyer, it is essential for the Beaumanoir Group to take the necessary measures to ensure that the products sold under its brands are manufactured in accordance with internationally recognised social standards.

## Policies

The Beaumanoir Group has established a Social and Environmental Charter, outlining its requirements regarding respect for human rights and labour law. The Group works exclusively with suppliers who have signed this Charter.

To ensure that the Charter's social standards are upheld in factories, social audits and inspection visits are carried out across all of the Group's sourcing countries.

In parallel, a support programme has been put in place to help factories implement corrective actions when needed.

This is backed by a strict system of sanctions and supplier delisting in the event of persistent non-compliance.

## Objectives and performance

100%

of suppliers have signed the Social and Environmental Charter

100%

of manufacturing factories and fabric mills<sup>1</sup> outside the European Union audited by 2021 and 2025 respectively

## Key performance indicators

### PROPORTION OF MANUFACTURING FACTORIES OUTSIDE THE EUROPEAN UNION AUDITED

	GROUP
2024	100%
2023	100%

Group data includes La Halle's supplier base, which is not reported separately from the Group's other brands.

1. Fabrics from «nominated» suppliers / factories, i.e. selected by the Beaumanoir Group

### PROPORTION OF FABRIC MILLS OUTSIDE THE EUROPEAN UNION AUDITED

	GROUP
2024	37%
2023	43%

## Key actions

### SUPPLY CHAIN COMMITMENT

#### Highlights in 2024 :

- Creation of a «Human Rights and Duty of Vigilance» Project Manager role. Independent from operations and complementary to regional sustainable leads, this new position is designed to strengthen the Group's vigilance obligations.
- Withdrawal from Myanmar: Given the geopolitical context and following an in-depth assessment, the Group determined that it could no longer effectively fulfil its duty of vigilance in Myanmar. A decision was therefore made to gradually withdraw from the country, with prior notice to suppliers and factories, and efforts made to minimise negative impacts on workers. Final deliveries were completed in October 2024. Myanmar is now classified as a prohibited production country for the Group.

#### In addition to long-standing measures :

- Active member of amfori BSCI<sup>1</sup> since 2013.
- Active member of ICS<sup>1</sup> since 2021, with the goal of further enhancing the sharing of social audits with other textile brands and retail groups.
- All direct suppliers to the Group's brands are required to sign the Social and Environmental Charter, which includes the Beaumanoir Group's Code of Conduct for suppliers and business partners<sup>2</sup>, the rules governing the qualification of new factories, and a strict ban on undeclared subcontracting.
- Suppliers are systematically informed of the amfori BSCI and ICS frameworks, the audit process (carried out by internal teams or external providers), and the assessment criteria.
- Application of the «cascade effect» mechanism: suppliers must in turn share the Code of Conduct with their own subcontractors and suppliers.
- The Group's internal audit questionnaire is reviewed annually to ensure optimal monitoring of social and environmental risks and to adapt to the evolving challenges of the supply chain.
- In 2023, amfori's «Speak for Change» programme was rolled out in factories located in Vietnam, Turkey, Bangladesh, India, and Cambodia. This system allows factory workers to report their working conditions anonymously through various communication channels, such as phone, instant messaging apps, or online forms. This system allows the Beaumanoir Group to receive alerts directly from workers in production facilities and to investigate in order to verify the validity of the complaints received. The programme enables the Group to monitor daily compliance of its production sites with its Code of Conduct.

1. AMFORI BSCI AND ICS (Initiative for Compliance & Sustainability) are multi-sector initiatives bringing together purchasing companies to improve working conditions across their supply chains.

2. Code of Conduct based on internationally recognised conventions for the protection of workers' rights and setting out member requirements on social and environmental matters, including: prohibition of child labour and forced labour, special protection for young workers, working hours and remuneration, health and safety, freedom of association, non-discrimination, elimination of precarious employment, environmental protection, and social responsibility policy.

## 2024 Results

**100%** Proportion of suppliers that have signed the Group's Social and Environmental Charter

### SUPPLIER SOCIAL AUDITS

#### Highlights in 2024 :

- Development of a new audit format to allow for more in-depth checks and tailored support for factories on specific topics (e.g. working hours, recruitment processes, traceability, etc.), to be rolled out in 2025 alongside the existing audit process.

#### In addition to long-standing measures :

- Regular factory audits carried out either by the Group's in-house social auditors based in China, Turkey, Bangladesh, and France, or by recognised external providers accredited by amfori BSCI or ICS.
- Unannounced or semi-announced audits are conducted to provide a realistic view of working conditions.
- Key social compliance checkpoints are also monitored by staff from the Group's sourcing and liaison offices, located in major sourcing countries, during factory visits using the Group's «Factory Checklist».

## 2024 Results

**445\*** Number of audits conducted during the period

PRODUCTION REGION	TOTAL NUMBER OF FACTORIES	% OF FACTORIES AUDITED
EUROPEAN UNION	160	43%
OUTSIDE THE EUROPEAN UNION	751	100%
<b>TOTAL GROUP</b>	<b>911</b>	<b>90%</b>

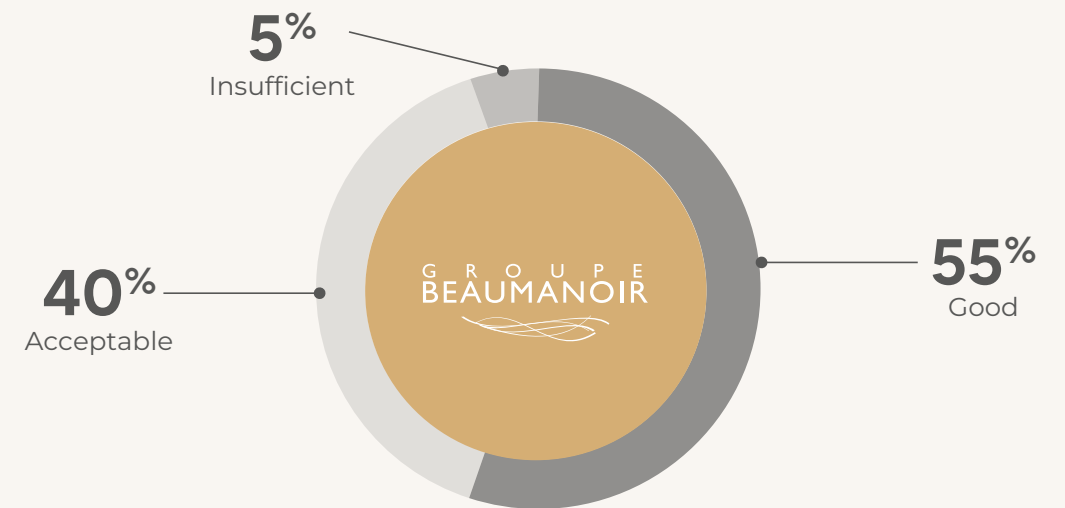
\*Number of social audits conducted at the request of the Beaumanoir Group: does not include audits commissioned by other amfori or ICS members in shared factories (audit pooling).

#### Supporting suppliers in a continuous improvement process :

- Support for factories in analysing the root causes of non-compliance and in implementing corrective action plans following insufficient audit results.
- Ongoing support for factories where major non-compliances have been identified.
- Access to ICS «social good practice sheets».
- Training sessions organised by amfori BSCI in sourcing countries, offered to factory compliance and production managers based on their needs or the type of non-compliance identified during audits.

## 2024 Results

**55%** Proportion of manufacturing factories outside the European Union with a «GOOD» audit rating



#### Compliance requirement

- Regular follow-up audits are conducted to verify the effective implementation of corrective actions.
- A graduated sanction system is in place, ranging from a formal warning for sites that commit to corrective measures, to the permanent termination of business relations for sites that refuse to engage in a continuous improvement process or fail to improve despite support from the Group.

# 10 CLIMATE CHANGE

Climate change poses a major risk to all economic activities worldwide. Under the Paris Agreement, countries have committed to limiting greenhouse gas emissions to keep the rise in global temperatures below 2°C.

In this context - and in response to new regulations, as well as growing expectations from civil society and its customers - the Beaumanoir Group is taking action across its entire value chain to reduce the climate impact of its activities, strengthen the resilience of its business model, and improve its overall performance.

## Policies

The Beaumanoir Group began annually assessing its greenhouse gas emissions more than 10 years ago, gradually expanding the scope to include its full operations and value chain since 2018. In 2020, the Group communicated its first emissions reduction trajectory, using 2019 as the baseline year.

Following the Group's expansion over the past four years, it was decided to update the baseline year to ensure sufficient granularity for effectively steering the emissions reduction strategy. The new reference year is now 2022, with a targeted 30% reduction in emissions by 2030.

The Group's commitment to the Science Based Targets initiative (SBTi), made in February 2025, will involve a review of its short-term emissions reduction targets during the year to align them with climate science. This updated trajectory is scheduled for submission by December 2025.

At the same time, the Group continues to implement the strategy in place for the past four years, relying in particular on ambitious purchasing policies that prioritise more sustainable, lower-impact products and services, a systematic policy of environmental certification for its logistics warehouses and energy efficiency initiatives across all operational sites.

In parallel, the Group raises awareness and engages its stakeholders (suppliers, affiliates, customers, and employees) on environmental issues to encourage active participation in driving change.

The revised emissions baseline continues to evolve and is recalculated to reflect acquisitions made by the Group. Integration of the Boardriders activities is already underway and will be fully completed in 2025.

## Objectives and performance

-30%

reduction in greenhouse gas emissions by 2030 (2022 baseline)

100%

of C-LOG logistics warehouses certified ISO 14001

## Key performance indicators

TOTAL CARBON EMISSIONS (SCOPES 1, 2 AND 3)

2024 809 550 tCO<sub>2</sub>eq

## Key actions

### CARBON EMISSION MEASUREMENT & MANAGEMENT

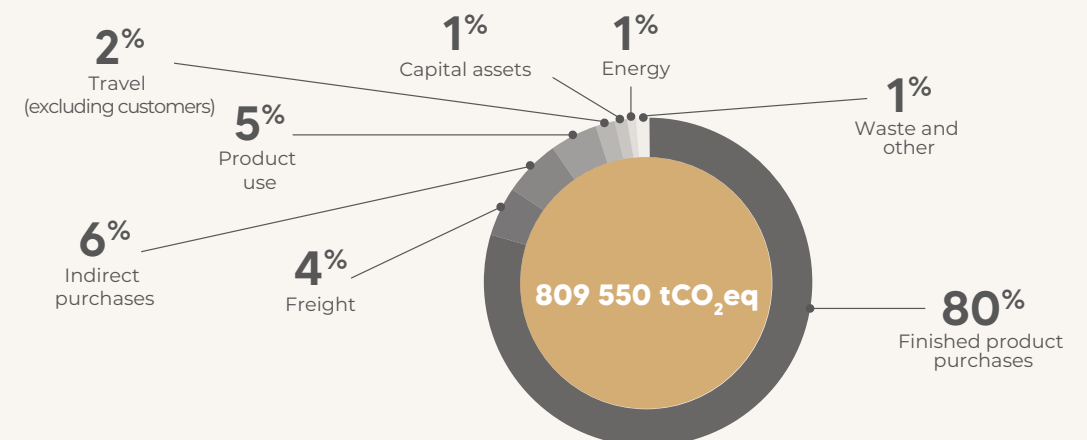
#### Highlights in 2024 :

- A 6.7% reduction in carbon emissions compared with the 2022–2023 baseline, largely due to the Group's strong commitment to using lower-impact fibers in its products. This reduction was partially offset in 2024 by the need to shift some product shipments to air freight to compensate for delays caused by geopolitical events, which significantly disrupted maritime traffic through the Red Sea and the Suez Canal.
- Deployment of Sightness, a carbon tracking tool for transport-related emissions, covering both upstream goods sourcing and downstream product deliveries to distribution points. The tool also enabled improved data quality for previous reporting years.
- A carbon audit of the Group's full IT scope was conducted with consultancy Sustainably, to assess the climate impact of digital activities and define a roadmap for this area by mid-2025.
- Awareness-raising activities on the climate impact of digital technologies were delivered to IT teams.

#### In addition to long-standing measures :

- Since 2022, the Group has partnered with a carbon management platform to annually measure and manage its GHG emissions across its consolidated perimeter (Scopes 1, 2, and 3).
- Awareness and engagement efforts with key service providers, including transport partners and external clients, to improve the quality of carbon data collected. The Group's carbon strategy is overseen by the Carbon Committee, composed of representatives from various departments. Since 2022, several working groups have been held with relevant teams to improve the Group's carbon footprint across product development, IT, and supply chain operations.

## 2024 Results



Emissions calculated using the GHG Protocol methodology, excluding carbon emissions related to customer travel to stores.

## RESPONSIBLE PURCHASING

### Highlights in 2024 :

- Definition of two new targets under the sustainable fibers programme:
  - 32% recycled cotton by 2030
  - 55% recycled fibers overall by 2030

These targets are intended to align the sustainable fibers programme with the Group's carbon reduction ambitions, as recycled fibers have a significantly lower environmental impact than virgin or even organic fibers.

- In order to accelerate the energy efficiency and transition project for our partner factories, two initiatives were launched in 2024 and will be expanded in 2025:
  - Testing of the ICS tool to collect energy mix data from our factories in Turkey
  - Inventory of supplier sites using the Higg FEM tool (Higg Facility Environmental Module). A platform for assessing and improving environmental performance across supply chains.

### In addition to long-standing measures :

- Use of sustainable textile fibers in collections to reduce product-related GHG emissions (see the «Textile Materials» section of this report).
- Renewable energy purchase contracts for operated sites (see the «Energy» section).
- 100% recycled paper shopping bags used by most brands, and paid carrier bags introduced in Cache Cache, Bonobo, Bréal, Vib's and La Halle stores to minimise environmental impact.
- Eco-designed plastic packaging for certain products (see «Water and Oceans» section for more detail).
- Roll-out of a responsible digital strategy, led by the Green IT Committee, focusing on selecting more durable equipment, optimising staff equipment rates, extending the lifespan of hardware, and improving data storage practices.

## PRODUCT TRANSPORT AND EMPLOYEE MOBILITY

### Highlights 2024 :

- Installation of two new electric vehicle charging stations for employees at one of the Group's sites in Saint-Malo, bringing the total to 25 charging stations across head office and logistics sites, to encourage the use of electric vehicles.
- Work on improving carton fill rates: an internal project was launched to measure empty space in cartons at warehouse dispatch. The goal is to gather reliable data by 2025 in order to set packaging optimisation targets.

### In addition to long-standing measures :

- Transport tender selection criteria have been updated to take into account providers' ability to offer more environmentally friendly solutions (e.g. use of alternative fuels such as biodiesel or natural gas).
- Optimisation of container fill rates through grouped shipments for maritime freight.
- Use of river transport for goods between Le Havre and Gennevilliers.
- Use of rail transport for goods between Le Havre and Vierzon.
- Delivery of around ten stores in the Rennes and Saint-Malo areas by electric or natural gas (NGV) vehicles, which are smaller, less polluting, and quieter.
- Transition of the corporate vehicle fleet to hybrid or electric vehicles, now representing over 80% of the fleet.
- Reduction in air freight for deliveries to external customers by using the Grain de Sail sailing cargo ship.

## ENVIRONMENTAL MANAGEMENT OF OPERATED SITES

### Highlights 2024 :

- Environmental certification of the logistics warehouses in Ascoux and Montierchaume.

### In addition to long-standing measures :

- Energy efficiency programme across all sites (see the «Energy» section for details).
- Implementation of energy monitoring tools, particularly for sites operated in France.
- ISO 14001 certification of the logistics headquarters and C-LOG warehouses.
- HQE Construction and THPE certification for the Saint-Malo warehouse and HQE Production for the Longueil-Sainte-Marie warehouse.
- BREEAM certification of the Epinoy and Poupry warehouses, obtained in 2021.

## 2024 Results

**90%**  
9 out of 10 sites  
**Proportion of logistics warehouses certified ISO 14001**

## STAKEHOLDER ENGAGEMENT IN RESOURCE CONSERVATION

### Highlights 2024 :

- Roll-out across all the Group's retail sites of sustainable care tips for textiles and footwear, helping reduce the environmental impact of product use.

### In addition to long-standing measures :

- Support for textile suppliers to improve environmental performance through ICS environmental audits of weaving, knitting, and dyeing factories, or via the amfori BEPI programme<sup>1</sup>.
- Customer awareness initiatives on sustainable textile care, supported by training for in-store teams.
- Training for retail staff on responsible resource use, delivered both in person and via e-learning (e.g. "My Responsible Store" module), and for head office staff as part of onboarding and other internal initiatives.
- Signing of the Responsible Digital Charter in late 2022.

<sup>1</sup> AMFORI BEPI (Business Environmental Performance Initiative) is an international organisation of which the Beaumanoir Group has been an active member since 2015. It brings together companies from different sectors with the goal of improving the environmental performance of supply chain factories in high-risk countries.

# ENERGY

The current energy crisis is creating new challenges for companies, including the need to secure supply and manage significant increases in energy costs.

To ensure continuity of operations, strengthen the resilience of its business model, and reduce its greenhouse gas emissions, the Beaumanoir Group must take action across its entire value chain. This commitment includes improving energy efficiency at its own sites and those of its partners, and supporting the development of renewable energy.

## Policies

The Beaumanoir Group has implemented a policy aimed at reducing energy consumption across its stores, warehouses, and offices, and relies on the environmental certification of its logistics sites.

For several years, the Group has also actively engaged and trained its suppliers and employees on energy issues, empowering them to take action.

In parallel - and despite rising energy costs - the Group continues to pursue a proactive renewable energy purchasing strategy.

## Objectives and performance

100%

renewable electricity in France by 2025

+20%

At least a 20% improvement in energy efficiency at operated stores by 2030

Compliance with the tertiary sector decree across eligible sites

## Key performance indicators

### PROPORTION OF ELECTRICITY FROM RENEWABLE SOURCES

	WITHOUT LA HALLE		WITH LA HALLE	
	FRANCE	WORLD	FRANCE	WORLD
2024	35%	34%	22%	21%
2023	37%	35%	21%	21%

## Key actions

### ENERGY EFFICIENCY PROGRAMMES AT OPERATED SITES

#### Highlights 2024 :

- A Building Management System (BMS) deployment was launched in June 2024 across the majority of company-operated stores and is expected to be completed by June 2025.
- As of end-February 2025, 65 stores had already been equipped.
- Energy-saving features are now systematically included in all store fit-out projects, including: installation of LED lighting and high-efficiency heating and air-conditioning systems, gradual improvement of thermal insulation and airtightness of buildings, systematic installation of presence detectors in secondary rooms, dusk sensors on exterior signage and optimisation of lighting levels in sales areas.

#### In addition to long-standing measures :

##### ENERGY IN STORES

- Ongoing monitoring and management of energy consumption and deviations across all operated stores, using a digital platform and support from a specialised service provider, with action plans in place.
- Energy awareness training for store teams via e-learning, in-store posters, onboarding programmes, and regular awareness activities for all sales teams.

##### ENERGY IN HEAD OFFICES

- Ongoing tracking and management of energy consumption using a digital platform and the support of a specialised provider.

##### ENERGY IN WAREHOUSES

- Energy management optimisation through Centralised Technical Management (CTM) and equipment programming.
- Adjustment of equipment settings (e.g. air conditioning units, water heaters, lighting).
- Lighting energy savings through gradual replacement with LEDs, use of zoning, and staff awareness.
- Site improvements to reduce air ingress, and replacement or retrofit of energy-intensive equipment.

## 2024 Results

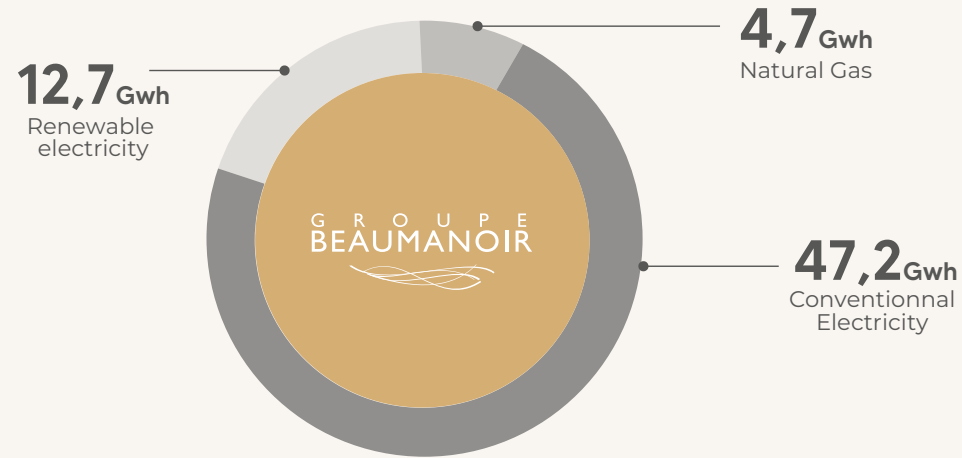
### ENERGY CONSUMPTION

59 887 Mwh  
Global

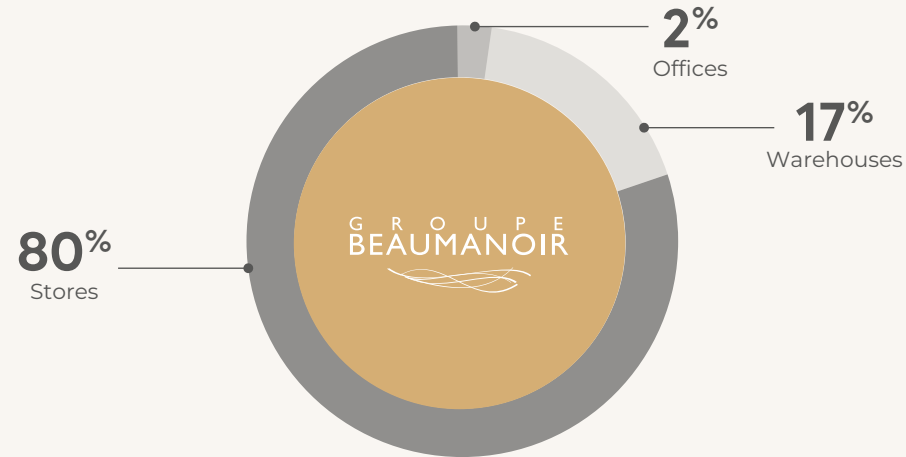
58 424 Mwh  
France

86 Kwh/sqm Average energy consumption of operated stores in France

**ENERGY CONSUMPTION - BEAUMANOIR GROUP 2024**



**BREAKDOWN BY SITE - BEAUMANOIR GROUP 2024**



**Supporting textile suppliers**

- A pilot energy efficiency project was launched in 2020 in partnership with BEPI, structured around several key stages: collection of energy data, training of factories on energy efficiency, tailored support from a specialised consultant where needed, and implementation of concrete energy-saving measures.
- In 2022, an online training module on energy efficiency was rolled out for 43 of the Group's suppliers in Bangladesh, Pakistan, and Turkey.

**RENEWABLE ENERGY PROCUREMENT**

**Highlights 2024 :**

- Due to unfavourable price developments, there was a slight delay in switching to renewable energy sources in 2024. This delay will be offset in the course of 2025.

**In addition to long-standing measures :**

- The Group has maintained its existing renewable energy purchase agreements for operated sites.



# 12

## WATER AND OCEANS CONSERVATION

Water plays a crucial role throughout the textile industry value chain - from upstream processes such as natural fibers production, textile dyeing, and washing, to downstream use by consumers. Preserving water is a priority for the Beaumanoir Group, especially to strengthen the resilience of its business model in the face of growing pressure on natural resources.

### Policies

The Beaumanoir Group is committed to reducing water consumption and preserving water quality throughout its supply chain. This commitment is implemented through targeted environmental audits at key production sites.

In addition, the Group's brands are rolling out eco-design approaches to reduce water use during manufacturing and minimise oceans pollution.

They also actively raise customer awareness of sustainable garment care practices.

### Objectives and performance

100%

of denim and trousers washing units audited

100%

of dyeing and printing factories outside the EU<sup>1</sup> audited by 2025

### Key performance indicators

#### PROPORTION OF DENIM WASHING UNITS AUDITED<sup>2</sup>

	GROUP
2024	100%
2023	94%

1. Supplier factories selected by the Beaumanoir Group («nominated» fabrics) and mapped to date.  
2. Environmental audits focusing on wastewater treatment facilities.

#### PROPORTION OF FABRIC DYEING AND PRINTING FACTORIES AUDITED<sup>1</sup>

	GROUP
2024	50%
2023	44%

\*No dyeing and printing factories have been specifically mapped for own-brand Sarenza products. Group data includes La Halle's factory network, which is not reported separately from the Group's other brands.



1. Supplier factories selected by the Beaumanoir Group («nominated» fabrics) and mapped to date.

## Key actions

### IMPROVED WATER MANAGEMENT IN FACTORIES

- Environmental audits of washing units used by denim and trousers suppliers have been carried out since 2018, with the primary objective of ensuring that each site is equipped with a fully operational wastewater treatment system.
- Since 2021, the Group has also rolled out an environmental audit programme for dyeing and printing facilities supplying nominated fabrics.
- Suppliers are supported and corrective action plans are implemented when needed.

### ECO-DESIGN APPROACH TO REDUCE WATER USE

- Conventional fibers are being replaced by alternatives that require less water, such as recycled cotton, organic cotton, EcoVero™ viscose, and TENCEL™. (See the «Textile Materials» section of the report for more details.)
- Production methods for Bonobo and Cache Cache jeans have also been adapted to favour technologies that use less water and fewer chemicals<sup>1</sup> such as ozone washing, laser treatments, and e-flow processes. This approach is guided by the EIM scoring system developed by Jeanologia<sup>2</sup>.

### REDUCTION OF PRODUCT PACKAGING USED IN THE LOGISTICS CHAIN

#### Highlights 2024 :

- The Group continued efforts to reduce the use of individual plastic product packaging (polybags) used to protect and transport goods from sourcing countries. A test is currently underway to replace some of these polybags with paper bands.
- A partnership was launched with Carton Vert to promote the reuse of undamaged cardboard boxes, resulting in the reuse of 2.6 tonnes of cardboard.
- A reverse logistics pilot is also underway between La Halle stores and the warehouses to increase the reuse rate of cardboard boxes.

#### In addition to long-standing measures :

- Comprehensive review of the Group's supply chain to minimise product packaging and wrapping to the strict minimum.
- Use of reusable e-commerce mailers made from 100% recycled plastic for the Morgan and Caroll brands.
- Use of kraft paper mailers, tailored to order size, for e-commerce shipments from Cache Cache, Bréal, Bonobo and Vib's.

1. Water savings of 70% to 100% and chemical reductions of at least 50% compared to conventional production processes

2. Jeanologia - Environmental Impact Measurement (EIM) software <https://www.jeanologia.com/portfolio/eim-environmental-impact-software/>



# 13 CIRCULAR ECONOMY

With increasing pressure on natural resources worldwide, legislators and economic stakeholders are being called upon to support a less extractive, more circular economy.

The Beaumanoir Group is committed to complying with new regulatory frameworks. It must also respond to resource scarcity, changing societal expectations, and evolving consumer behaviour by reducing and repurposing waste and offering more sustainable products and services.

## Policies

In recent seasons, the Group's brands have revised their textile purchasing strategies to optimise stock levels and reduce overproduction and unsold inventory.

They have also introduced new services to empower and engage customers in supporting a circular economy.

To promote product longevity, several initiatives are underway across the Group, including the roll-out of a garment repair service.

The Beaumanoir Group also aims to support the development of a circular textile value chain in France or, failing that, in Europe. As part of this commitment, 2024 marked the relaunch of used garment collection under a new model.

In parallel, the Group continues to implement and expand measures across its sites to give a second life to unused items - including store furniture - and to improve on-site waste recycling. It also supports its suppliers in engaging with these circular practices. The Group also supports its suppliers in adopting circular practices.

## Objectives and performance

100%

of Cache Cache, Bonobo, Bréal and Vib's stores in France to offer used garment take-back services

100%

of warehouses waste recovered and nearly 95% recycled by 2025

## Key performance indicator

### PROPORTION OF VIB'S STORES (FRANCE)<sup>1</sup> OFFERING USED CLOTHING COLLECTION:

This indicator cannot be tracked for the 2024-2025 reporting year, as a pilot to relaunch collection across the Cache Cache, Bonobo, Bréal and Vib's networks is currently underway.

1. Excluding Morgan, Caroll, La Halle and C-Stock, which are not included in the Group target

## Key actions

### REDUCING AND MANAGING UNSOLD INVENTORY

#### Highlights 2024 :

- La Halle's unsold inventory was integrated into the Group's textile and footwear donation pool, expanding the reach to additional beneficiary organisations.
- Fabric offcuts were donated to Oligocyte Bretagne, an association supporting brain cancer research. A special sale of items made from these fabrics was held at the Saint-Malo headquarters in December 2024.

#### In addition to long-standing measures :

- Upstream and downstream stock optimisation and reduction, supported by forecasting tools, close collaboration between buying offices and suppliers, flow management teams, and improved implementation of markdown strategies.
- Unsold inventory from the Group's brands is managed by C-Stock, a Beaumanoir Group subsidiary specialising in clearance, which uses a variety of distribution channels to give these products a commercial outlet.
- No products are destroyed unless they pose a health or safety risk.
- Partnership launched in 2023 with an ESAT (a French sheltered employment facility) to sort and recycle sample ranges and development leftovers.

### SECOND LIFE FOR TEXTILE PRODUCTS

#### Highlights 2024 :

- Following the end of the initial take-back scheme in October 2023 at Bonobo, Cache Cache, Bréal and Vib's stores, the Group launched a partnership with Nouvelles Fibres Textiles to organise a new collection programme for reuse and recycling within France. In October 2024, 32 shops in the Rhone Alpes region were deployed on a trial basis. 25 shops in the Alsace region were deployed on 3 March 2025, initiating the gradual roll-out across the whole of France.



#### In addition to long-standing measures :

- Ongoing donations to local charities (Les Restos du Cœur, Secours Populaire, French Red Cross, etc.) of clothing and fashion accessories with minor defects that could not be sold, as well as fabric samples received by the buying teams.

## 2024 Results

### NUMBER OF USED GARMENTS COLLECTED DURING THE PILOT PHASE:

25 881 items collected across 3% of stores involved in the test

## EXTENDING THE LIFESPAN OF TEXTILE PRODUCTS

### Highlights 2024 :

- Roll-out of a garment repair service across all Bonobo, Cache Cache, Bréal and Vib's company-operated stores - 354 in total - certified under the «REFASHION Repair Fund», offering clothing repairs to all customers.
- Communication by the Caroll brand of the 7 golden rules for caring for cashmere - its flagship product - supported by a partnership with Steamone.

### In addition to long-standing measures :

The Group launched several initiatives in 2023 that remain in place:

- A repair kit was added to the Bonobo range, along with freely accessible repair tutorials on the brand's website.
- The Bonobo Jeans Guarantee, which allows customers to have their jeans repaired free of charge for up to three years.

## OPERATIONAL WASTE RECOVERY

### Highlights 2024 :

- Following the introduction of performance criteria at each logistics site, the volume of operational waste decreased by 16% compared to the previous year. Notably, sorting practices improved significantly, with non-recoverable waste (landfilled or incinerated) down by 28% and recoverable materials up by 12%.
- The combined actions of implementing biowaste collection, separate sorting of textiles, and initiatives to promote waste sorting at the Saint-Malo headquarters led to a 21% reduction in non-recoverable waste and a 14% increase in recoverable waste.

### In addition to long-standing measures :

- Sorting and recycling of warehouse operational waste: cardboard, paper, wood, metal, glassine (label backing), plastics, and cores.
- Waste sorting systems for cardboard and certain plastics in Group-operated stores, where local recycling channels are available.
- Eco-office approach: systematic waste sorting and selective collection implemented across all sites.
- Support for suppliers in managing their waste, requiring compliance with legal obligations, possession of the necessary permits, sorting of hazardous and non-hazardous waste, worker training, and a strict ban on on-site incineration.

## 2024 Results

96,62%

Proportion of waste recovered<sup>1</sup> in warehouses

96,62%

Proportion of waste recycled<sup>2</sup> in warehouses

### Employee commitment to eco-design :

- Eco-design involves taking into account the environmental impacts of a product from the design phase and throughout its entire life cycle.
- The Beaumanoir Group is continuing to advance its circular economy strategy by going beyond its sustainable fibre programme. It is working to integrate new considerations from the design stage - such as the environmental impact of production processes, product repairability, and recyclability.

### Highlights in 2024: Eco-design training

- To meet upcoming challenges and regulations concerning the environmental impact of its products, the Group launched its first product-focused eco-design training programme.

This training enables employees to:

- Understand the complexity of products.
- Introduce concepts of environmental impact and eco-design.
- Explore ways to reduce a product's environmental footprint.

Approximately 360 employees involved in product design, both in France and in the Group's sourcing offices, received eco-design training in 2024.

1. Proportion of waste recycled or incinerated (energy recovery).

2. Proportion of waste recycled.



# SUSTAINABLE RESULTS



Exclu.LH

RISKS AND INDICATORS	TYPE	SCOPE	24-25	24-25
<b>QUALITY OF THE OFFERING</b>				
Proportion of product references tested for durability	KPI	Global	66 %	77 %
Proportion of delivered items with quality control	Result	Global	98 %	98 %
Proportion of logistics warehouses ISO 9001 certified	Result	Global	9/10	9/10
Proportion of logistics warehouses AEO certified	Result	Global	8/10	8/10
<b>CUSTOMER HEALTH AND SAFETY</b>				
Compliance rate in chemical testing	KPI	Global	98,5%	98,5%
Number of chemical substance families monitored in laboratories	Result	Global	14	14
Number of laboratory tests on chemical properties	Result	Global	13 116	6 777
APEO concentration	Result	Global	< 50 ppm	< 50 ppm
<b>TEXTILE MATERIALS</b>				
Proportion of sustainable fibers	KPI	Global	56 %	59 %
Proportion of sustainable cotton	Result	Global	92 %	98 %
Proportion of sustainable viscose	Result	Global	61 %	74 %
Proportion of animal fibers	Result	Global	1,7 %	2,4 %
<b>ATTRACTIVENESS AND RETENTION OF TALENT</b>				
Total workforce	Result	Global	8 190	6 240
Proportion of permanent contracts within the total workforce	KPI	Global	91,7 %	91,3 %
Proportion of employees receiving an annual review with their manager	KPI	France	77 %	75 %
Average seniority	Result	Global	8,1 années	7 années
Number of school partnerships	Result	France	17	17
Number of trained employees	Result	Global	5 647	4 045
Proportion of managers trained in management	Result	France	78 %	73 %
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>				
Proportion of women in executive roles	KPI	France	53 %	58 %
Gender equality index	Result	France	88/100	90/100
Employment rate of people with disabilities	KPI	France	2,8 %	3,2 %
Proportion of employees under the age of 35 within the total workforce	Result	Global	40 %	43 %
Proportion of work-study contracts within the total workforce	Result	France	4 %	4 %
Proportion of women within the total workforce	Result	Global	85 %	84 %
<b>BUSINESS ETHICS</b>				
Proportion of employees trained in business ethics	KPI	Global	91 %	90 %
Proportion of stable key suppliers	KPI	Global	84 %	N/A
Number of textile and fashion accessories suppliers	Result	Global	405	N/A
<b>TRACEABILITY AND TRANSPARENCY</b>				
Proportion of tier 1 factories mapped	Result	Global	100 %	N/A
Number of tier 2 & 3 factories mapped	KPI	Global	695	N/A
Number of production countries	Result	Global	26	26
Number of tier 1 factories	Result	Global	911	N/A
Number of tier 1 factories outside the EU	Result	Global	751	N/A
<b>HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN</b>				
Proportion of suppliers who have signed the Social and Environmental Charter	Result	Global	100 %	N/A
Proportion of tier 1 factories outside the EU audited	KPI	Global	100 %	N/A
Proportion of tier 2 factories outside the EU audited	KPI	Global	37 %	N/A
Proportion of tier 1 factories outside the EU ranked «GOOD»	Result	Global	55 %	N/A
Number of audits conducted during the period	Result	Global	445	N/A
<b>CLIMATE CHANGE</b>				
Carbon emissions	KPI	Global	809 550 tCO <sub>2</sub> eq	535 101 tCO <sub>2</sub> eq
Proportion of logistics warehouses ISO 14001 certified	Result	Global	9/10	9/10
<b>ENERGY</b>				
Energy consumption	Result	Global	59 887 MWh	28 978 MWh
Average energy consumption of operated stores	Result	France	86 Kwh/sqm	123 Kwh/sqm
Proportion of electricity from renewable sources	KPI	Global	21 %	34 %
<b>PRESERVATION OF WATER AND OCEANS</b>				
Proportion of denim washing units audited	KPI	Global	100 %	100 %
Proportion of fabric dyeing and printing factories audited	KPI	Global	50 %	50 %
<b>CIRCULAR ECONOMY</b>				
Proportion of stores offering to take back used garments	KPI	France	NC	N/A
Number of used garments collected	Result	Global	25 881	N/A
Proportion of waste recovered in warehouses	Result	Global	96,62 %	N/A
Proportion of waste recycled in warehouses	Result	Global	96,62 %	N/A



G R O U P E  
BEAUMANOIR



# NOTRE MONDE

**POUR DEMAIN**

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CACHE CACHE. BONOBO BRÉAL  Vib's  LOG

MORGAN CAROLL  stock SARENZA.com  LA HALLE  
PARIS Habille la vie

 ROXY    ELEMENT RVCA  VONZIPPER