

DÉCEMBRE 2025

ENVIRONMENTAL POLICY

G R O U P E
BEAUMANOIR



ENVIRONMENTAL POLICY

At Beaumanoir Group, we recognize our responsibility to minimize our environmental impact and contribute to a more sustainable future. As a leading player in the fashion and retail industry, we are committed to integrating environmental considerations into all aspects of our operations – from product design and sourcing to logistics and store management.

Jérôme DRIANNO - CEO

A handwritten signature in blue ink, appearing to read 'JD', enclosed within a thin green rectangular border.

SCOPE:

This environmental policy applies to the entire Beaumanoir Group, including all its subsidiaries and legal entities, regardless of geographic location or business activity. It covers all its brands, business units, employees, business partners and subcontractors. It serves as a common framework to guide our environmental actions and ensure consistency across the Group.

CLIMATE:

We are committed to reducing our climate impact in line with the Paris Agreement and having our targets validated by the Science Based Target Initiative.

Our climate strategy covers our global value chain, from production to retail.

We will reduce our greenhouse gas emissions across all our operations by 51% on scope 1 & 2 in 2030, vs a 2022 baseline and by 25% on scope 3 in 2030, vs a 2022 baseline.

ENERGY:

We foster energy efficiency by:

- Improving energy efficiency in stores and warehouses: in 2030, we will have improved the energy efficiency in all our operated buildings by 20%.
- Monitoring our key supplier's energy consumption by rolling out Higg FEM in our supply chain

We will transition to 100% renewable energy by 2027 in all our operated buildings in France and we will promote the use of renewable energy in our supply chain, prioritizing the suppliers who are using renewable and cleaner energy.

We will phase out coal boilers from our supply chain by 2030, so that no factory working with us uses coal as a source of energy. (on Tier 1, 2 and 3)

WATER:

We recognize water as a vital and shared resource and are committed to developing a water stewardship program that will ensure water quality & reduce water scarcity in our value chain (in our own operations and in our supply chain). Consequently, we will:

- Assess water risks in sourcing regions
- Reduce water consumption and monitor water usage in our own operations and in our supply chain, especially through Higg FEM.
- Prioritize suppliers who implement water efficiency technologies, especially in water intensive processes such as dyeing & finishing.
- Encourage sustainable farming practices for raw materials that reduce water use and pollution
- Collaborate with suppliers to improve wastewater treatment and reduce discharge of hazardous chemicals

CHEMICALS:

We commit to eliminating hazardous chemicals from our supply chain and ensure safe chemical use in line with the best industry practices and regulatory standards (e.g., REACH, ZDHC). Consequently:

- 100% of our products comply with Beaumanoir Group RSL (*Restricted Substance List*), verified through regular tests, conducted by 3rd party external laboratories.
- 100% of our suppliers have committed to complying with Beaumanoir Group MRSL (*Manufacturing Restricted Substance List*)

BIODIVERSITY:

We are committed to protecting and restoring biodiversity in our global value chain, by avoiding sourcing practices that contribute to deforestation, habitat destruction or ecosystem degradation.

As a signatory of the CANOPY STYLE and Pack4Good initiatives, Beaumanoir Group is committed to protecting the world's forests through our approach to procurement of pulp, paper, packaging and fabrics.

Beaumanoir Group is supporting approaches and systems to build a future that does not use Ancient and Endangered Forests in the packaging, paper or in man-made cellulosic

fabrics, including rayon, viscose, lyocell, modal and other trademarked brands. We influence these supply chains to protect the world's remaining Ancient and Endangered Forests and endangered species' habitat.

By 2030, 100% of our Man-Made Cellulosic fibers will be sourced from CANOPY GREEN fiber producers.

MATERIALS:

Recognizing that raw materials account for most of our Environmental and Nature footprints, we are committed to sourcing and using lower impact fibers as part of our sustainable development strategy. Consequently:

- We will transition to 100% of sustainable / preferred fibers by 2030
- We will source at least 55% of recycled fibers to reduce our dependence on virgin resources
- We will source fibers coming from regenerative agriculture practices
- We constantly update our "sustainable / preferred" fiber list, depending on market innovations, evolutions and knowledges and relying on solid standards and certifications.
- We foster innovation through R&D by collaborating with suppliers and innovation partners to develop and scale sustainable alternatives, Next-Gen fibers and circular materials.
- We will source 100% of preferred raw materials for our packaging.

WASTE & CIRCULAR ECONOMY:

Beaumanoir Group is committed to reducing waste generation and promoting circular economy model across its global value chain. This involves rethinking how products are designed, used and disposed of, with the objective of minimizing environmental impact and maximizing resource efficiency. Consequently:

- By 2026, all our buying and marketing teams will be trained in eco-design, enabling them to integrate circularity principles – such as durability, reparability, environmental impact, usage and recyclability – right from the product, packaging or communication materials design stage.
- We aim at reducing waste at source by optimizing production processes, packaging and marketing tools to prevent waste generation. Our goal is to achieve a 30% reduction in the waste generated by our operations by 2030.
- We foster extended product life by encouraging reuse, repair and resale through dedicated services and partnerships.

- Since 2025, all our VIBS stores have offered a repair service, and this will be gradually extended to our other brands
- We promote recycling by implementing systems to collect, sort and recycle textile, products and packaging waste.

ANIMAL WELFARE:

Beaumanoir Group is committed to upholding high standards of animal welfare across its sourcing and product development practices. The Groupe ensures that no harm is caused to animals in the production of its goods and actively avoids material and processes that involves animal exploitation.

- We prohibit, in all our collections, the use of real fur, angora, exotic skins and wool from animals that have undergone mutilation, particularly mulesing.
- By 2030, 100% of animal-derived materials will be ethically sourced, relying on recognized standards such as RWS, RMS, RAS, LWG, RDS, ...
- We require 100% of our suppliers to engage in animal welfare by signing our Social & Environmental charter mentioning the “5 domains” of animal welfare, an expansion of the five fundamentals freedoms established by the OIE (World Organization for Animal Health).

LEGAL COMPLIANCE:

Beaumanoir Group is committed to upholding all applicable environmental laws and regulations in the countries where it operates. The implementation of this Environmental Policy shall not, under any circumstances, result in a violation of local, national, or international laws.

In the event of any discrepancy between the provisions of this policy and the legal requirements of a specific country or jurisdiction, the applicable local law shall prevail.

Beaumanoir Group will adapt its environmental practices accordingly while maintaining the highest possible standards of sustainability within the legal framework.

WHISTLEBLOWING PROCEDURE:

If you wish to raise a concern or a potential breach of this Policy, you can use our whistleblowing procedure to contact our Ethics Committee by:

- Dedicated email address: compliance@groupe-beaumanoir.com
- Post:

BEAUMANOIR Group (Ethics Department)
10 impasse du Grand Jardin
ZAC La Moinerie
35418 SAINT-MALO
FRANCE

The Ethic Committee will be responsible for investigating the concern, and remediating it, as appropriate.

Beaumanoir Group does not tolerate any form of retaliation against any person who selflessly and in good faith reports a Human Rights violation.

ROLE & RESPONSIBILITIES:

The successful implementation of this Environmental Policy relies on the active involvement of all levels of the organization. Responsibilities are defined as follows:

Executive Committee:

- Endorses the Environmental Policy and ensures its alignment with the Groupe's strategic vision.
- Allocates the necessary resources (human, financial and technical) to achieve environmental objectives.
- Reviews progress annually and validates updates to the policy and related action plans.

Employees:

- Apply environmentally responsible practices in their daily work, in line with training and internal guidelines.
- Participate in awareness programs and contribute to the achievement of environmental goals.
- Report any environmental risks or non-compliance issues to their managers or to the sustainability teams.

CSR & Sustainable Sourcing teams:

- Coordinate the implementation of the Environmental Policy across all entities and across our global value chain.
- Support departments & business units in integrating the Environmental Policy into their operations.
- Monitors performance indicators, ensures regulatory compliance, and prepares internal & external reporting.
- Leads the annual review process

UPDATE & REVIEW:

To ensure its relevance and effectiveness, this Environmental Policy will be reviewed and updated annually, or more frequently if significant changes occur in the Groupe's operations, regulatory environment or sustainability strategy.

The CSR & Sustainable Sourcing departments are responsible for coordinating the review process, in collaboration with key departments, including, but not limited to, Sourcing, Logistics, Retail and Legal.

Updates will be validated by the Executive Committee and communicated to all entities within Beaumanoir Group.

RELATED POLICIES:

- Supplier & Business partners code of conduct
- Ethic Charter
- Social and environmental Charter
- Human Rights Policy