

CHOMARAT

CSR

Report

Chomarat
Textiles Industries

2022

Faithful for more than a century to this textile industry and to the region it emerged from, the Chomarar company has been able to rise to the challenges of today's world, and understand and grow with it. Looking to the future, it has made the deliberate choice of committing to a responsible approach through reasoned development, protecting the environment and people, and favouring eco-design.

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Chairman's message

The Covid19 pandemic has had a huge impact on our personal lives. This is also the case at the corporate level. It occurred at the start of 2020, just as Chomarats Textiles Industries was embarking on an ambitious transformation plan designed to put it back on track for manageable, controlled and profitable growth.

Due to its intensity and consequences, it has led the management team to deepen its current reflections by questioning its future: what would we like to be in 10 years' time? It was accompanied by a real quest for meaning: what really makes sense? Why? How?

It also highlighted the advantages of being part of a financially strong, resilient, family-owned company with strong values, as well as the possibility of living and working in a privileged environment: live and work in the countryside in Ardèche.

Finally, it confirmed the quality and high level of competence of its teams, who were able to adapt, respond and deploy themselves in these unprecedented times. It has also reinforced the need to support them, train them, change the way they work, communicate better and attract new talent.

All these questions and observations led us to formalise them and define the company's strategy for the next 10 years. The nature

of these reflections naturally guided us towards a CSR approach. Several working groups were set up in 2020, led by the Communication Department, to reflect on what would make sense for the company in the years to come, considering the changes in our environment, based on the ISO 26000 standard.

This approach took shape with the drafting and presentation to shareholders and all employees in mid-2021 of Chomarats Textiles Industries' strategic plan, which is based on CSR as the foundation of its corporate strategy. It was named: «Avenir» (Future) We are proud of the progress made and the opportunity to now share with you our first CSR report presenting our company, our

strategic priorities, our monitoring indicators and some of the major actions in progress.

We hope that you will enjoy reading it.

Florent Troubat



Chomarat in France - Chomarat Textiles Industries has been located in the heart of the Ardèche since 1898. It has developed extensive know-how based on strong human skills and a proficiency in complex technologies.

About us

Chomarat in France

Chomarat Textiles Industries has been located in the heart of Ardèche since 1898. It has developed extensive know-how based on strong human skills and a proficiency in complex technologies. It has 3 strategic areas of business: Reinforcements for composite materials, Reinforcements for Construction materials, Coated textiles & Technical films.

Chomarat in France employs 400 people on 3 sites. Having emerged from the Chomarat family's entrepreneurial spirit, the company cultivates its ability to undertake, diversify, anticipate future developments and seize opportunities. Its history is based on the enthusiasm and skills of several generations of employees.

Looking to the future, Chomarat is committed to responsible development in harmony with its roots, environment and values: long-term vision, boldness, respect in relationships and diversity.

These intrinsic and enduring commitments are reflected in its investments, its products and in the relationships established with each of its partners.



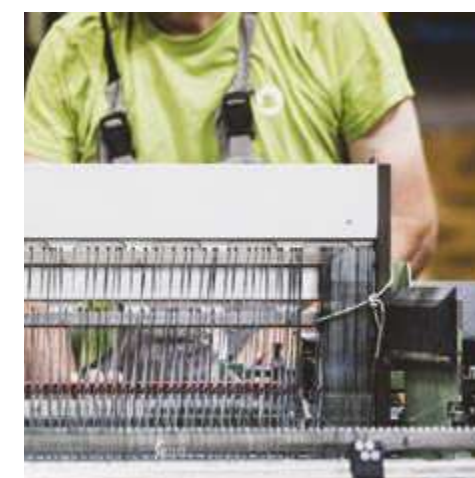
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2



3



4

- 1 - Carbon fibre weaving
- 2 - Extrusion line
- 3 - Mariac site
- 4 - Glass fibre weaving

«ensure sustainable profitability integrating societal and environmental issues in its development, etc.»

Our mission

Chomarat France is committed to ensuring sustainable profitability integrating societal and environmental issues in its development, benefiting all its stakeholders (customers, employees, suppliers, local population, etc.), in harmony with its roots (family group with strong regional attachment) and values.

Photograph of the Ardèche landscape by Esteban Jaramillo Muñoz

sustainable

Chomarat Textiles Industries is a simplified joint-stock company (SAS), a 100% subsidiary of the Chomarat Group, and has been a family-owned group since its creation in 1898.

Chairman

Management cmte.
Steering cmte.
CSR cmte.

Governance

A long term vision based on a family-based and sustainable organisation: the 3rd generation participates on the boards - the 4th generation manages the company - the 5th generation participates in its development and is training for the future. Decisions are shared between the Management Committee (CODIR) (longer term outlook) and the Steering Committee (COFIL) (for operational decisions).

The Management Committee
The Management Committee or CODIR is a working group for strategic reflection, projection and orientation. Its outlook is the medium to long term. It meets on a weekly basis to review the progress of the company's main projects, discuss and approve priorities. It is organised as

committees responsible for the handling of approved medium- and long-term action and progress plans. Each committee leader submits work progress and the major milestones to come in accordance with a pre-established schedule. Committee leaders ensure that the company is properly sized for these projects and its business. They ensure the company's proper managerial level. They monitor financial performance and approve the main innovation and development investment projects. They monitor the proper execution of the company's strategic plan and engage many stakeholders on important issues in order to track their successful completion.

The Steering Committee
The Steering Committee or COFIL is a

working group comprising the Industrial, Sales, Human Resources, Administrative and Financial, Technical & Quality, Communication departments and the Purchasing manager. Its outlook is the short term. Its aim is to ensure that operational management is well coordinated. It meets on a weekly basis. Each representative shares important operational information to be monitored or in progress. Minutes of these discussions are kept to ensure follow-up.

The CSR Committee
The CSR Committee supports the CSR manager in accomplishing their duties. One of its roles is to propose and monitor the CSR approach:

- Follow-up of action progress
 - Review of indicators
 - Proposals for work areas
- The CSR Committee has a multidisciplinary membership, with each member contributing their expertise in their field. It may call upon employees to join the committee's work on the basis of their voluntary and ad hoc involvement in certain subjects or areas of work. The CSR Committee meets once a quarter. The members of the steering committee are proposed by the CSR manager and approved by the CODIR.

Our business



1. Reinforcements for composite materials

Chomarat offers a unique range of solutions: fabrics, multi-axial, and complexes associated with materials such as glass, aramid, and carbon. Its expertise and the quality of its high-performance reinforcements are recognised by manufacturers of composite parts in the transportation, automotive, energy, marine and sports equipment industries.

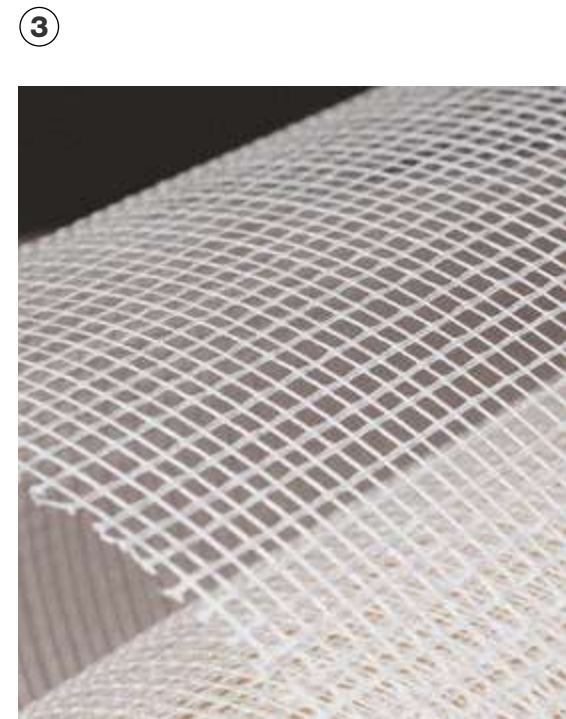
2. Coated textiles & technical films

Chomarat masters coating and extrusion technologies. Specialising in coated textiles for the automotive, luxury luggage, protective clothing and industrial sectors, it is also an expert in technical films for hot stamping.



3. Reinforcements in construction materials

Chomarat is an expert in scrim technology combining textile and chemical know-how for construction and civil engineering applications. Chomarat scrims reinforce roofing membranes, facades, roads, and allow the manufacturing of plasterboard or cement.



Varied resources

Human resources

- 418 employees (97% of which are on permanent contracts)
- Family governance

Industrial

- 3 sites
- 3 activities
- Varied technologies

Intellectual

- 2.4% of turnover devoted to R&D
- 15 active patents

Financial

- €17.5million in investment since 2018

Natural

- 22,684 MWh energy consumed
- 17,055 m³ water consumed
- Raw materials and chemicals
- 4.5% raw materials recycled

Relational

- Long-standing partnerships (71% of customers over 20 years old)

3 types of business



for 9 diversified markets



8 challenges identified

- 1 - Sustainable profitability
- 2 - Eco-design
- 3 - Transmission of know-how
- 4 - Health and Safety
- 5 - Reduction of our GHG emissions and waste
- 6 - Recycling
- 7 - Development of partnerships
- 8 - Ties with the region

Value creation

Human resources

- €254,000 in training
- 14 co-operative education students
- €591,000 in Profit-sharing

Industrial

- ISO9001, 14001, 50001 and IATF 16949 certifications
- Natural fibre textiles
- Reinforcements for lighter composites
- Water-based coated textiles
- Recycling

Financial

- €85.7million in turnover
- €5.8million in average Ebidta for the last 3 years

Natural

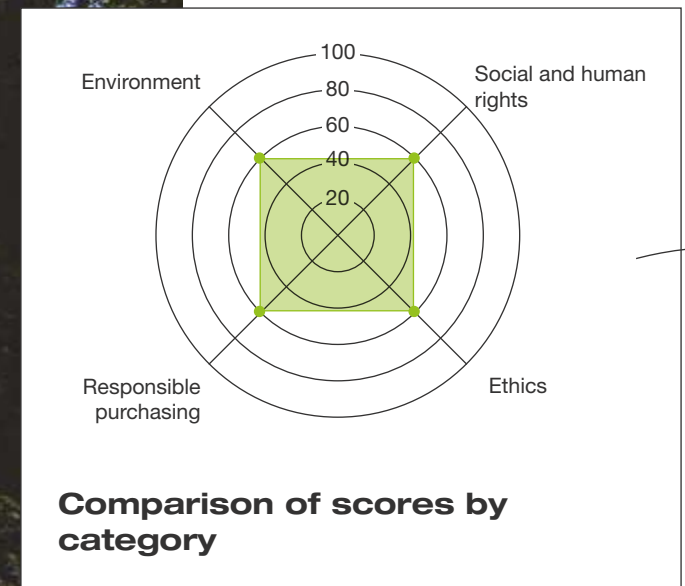
- 6,312 tCO₂e, scope 1+2
- 777 t of waste

Relational

- Leading employer in the region

Business model

Chomarat is committed to satisfying its customers in a sustainable way through an efficient management and quality system.



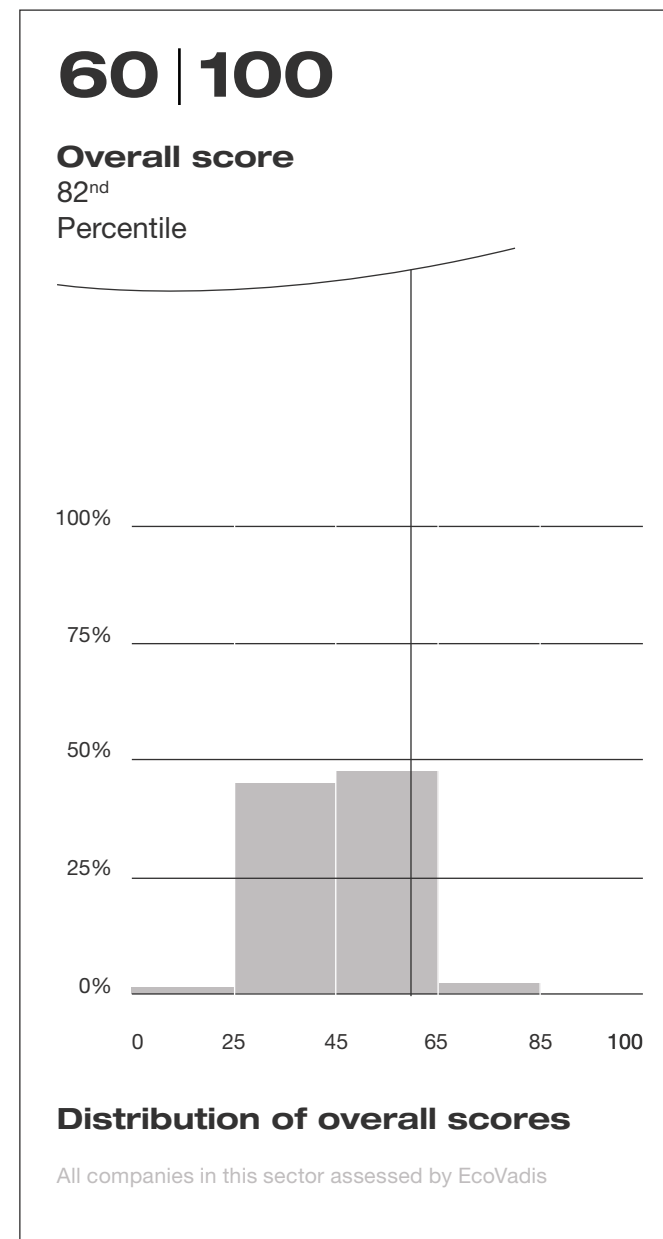
Our certifications



The three Chomarat Textiles Industries production sites are specialised by technology and cover all know-how. **Two of them are ISO 9001, ISO 14001, ISO 50001 and IATF 16949 certified.**

In 2022, our corporate social responsibility performance was assessed by the ECOVADIS platform. The silver label was awarded to us with a score of 60/100. This result places us in the top 9% of companies assessed in the industry sector: Manufacturing of other textile products.

Our aim for the next few years is to obtain and maintain the Ecovadis Gold Medal (by obtaining an overall score of 70/100 or higher).



60 | 100
Environment

Weight ●●●●

Average score for companies in this industry: 45 | 100

60 | 100
Social and human rights

Weight ●●●●

Average score for companies in this industry: 45 | 100

60 | 100
Ethics

Weight ●○○○

Average score for companies in this industry: 40 | 100

60 | 100
Responsible purchasing

Weight ●○○○

Average score for companies in this industry: 30 | 100

Establish constructive dialogue with all our stakeholders.

Our key stakeholders

We pay particular attention to our environment and have identified the stakeholders on which our business has a significant impact or conversely which may have a significant impact on our organisation. We are committed to establishing a constructive dialogue with all these stakeholders.

Regional players

Local population - Community of municipalities - Residents - Local associations

Shareholders

Customers

Employees

Social partners

Economic partners

Suppliers & subcontractors - Technical centres

Educational world

Schools- Universities -Research institutions

Environmental partners



Our strategic

priorities



Ensure the company's profitability to ensure its sustainability

Since 1898, Chomarat has cultivated its ability to undertake, diversify, anticipate future developments and seize opportunities. Family-owned, it is based on strong values and a long-term vision to ensure its sustainability.

This strategy is currently being leveraged in various ways:

- **Make choices:** give preference to what is most advantageous for the company in a Short-, Medium- and Long-term vision. The aim is not to seek frenetic growth, but rather to focus on business that is part of a long-term, sustainable strategy.
- Develop **the culture of results** and the seeking of performance.
- Make **productivity** a foundation of our culture
- Optimise our **operating methods**
- Improve our **quality performance** by getting it right the first time.
- Optimise our **key production tools** and make them more reliable, and gradually move our processes towards «**Best available technologies**».

Focus

Quality performance is central to customer satisfaction and the company's profitability.

Over the past three years, inside and outside quality results have improved significantly throughout the company. Overall, non-quality decreased by 60% between 2020 and 2022. These good results are the fruit of a more efficient organisation, with greater presence and better teamwork. A yearly quality improvement action plan has been drawn up. Daily, weekly and

monthly meetings allow us to quickly define the initiatives to be taken and to measure our performance.

19 people are currently trained as in-house auditors. These audits allow us to monitor certain critical points, and to anticipate and prevent risks. New computerised quality reporting tools have been developed to save time and increase responsiveness.

We have also strengthened our approach to quality support for our suppliers, which may even go as far as monitoring their own subcontractors. On the customer side, a specific team works in close cooperation with our customers in order to offer more responsiveness and sustainable solutions.

We have made significant progress, and many initiatives need to be finalised to continue to improve our performance and maintain this momentum in 2023.

Our tools

- Banque de France yearly ranking
- Financial reporting and results

2030 strategic goal

Maintain a Banque de France rating at least always higher than C3-.

Note: the Banque de France rating is an assessment of a company's ability to meet its financial commitments over a period of 1 to 3 years. It is calculated on the basis of quantitative and qualitative information (information, accounting, legal and markets). The score comprises a letter that corresponds to the business level (e.g. the letter C corresponds to business turnover ≥ €50million and < €150million) and a credit rating ranging from 8 (Highly compromised) to 1+ (Excellent ++)



Sustainable development goals



Our 2022 indicators

Banque de France rating	C1+
Turnover (k€)	85,722
Investments (k€)	1,567
Average Ebitda over 3 years (k€)	5 787
Equity capital/Balance sheet total	45%
Equity capital/Permanent capital	65%
Share of environmental and energy investments (% of total investments)	14.1%

Sustainable profitability

Adhere to ethical and social values and share them with our stakeholders

Our commitment is reflected in our rules of conduct. They aim to inspire each of our employees and partners to take fair and responsible decisions.

We are committed to **ensuring that our employees understand and adhere to our ethical charter** which is based on the fundamental values of respect for human rights, non-discrimination, equal treatment and fighting corruption.

We are committed to ensuring a responsible chain of business relationships **through the assessment of our suppliers and customers.**

We remain attentive to our stakeholders in order to meet their expectations.

Focus

Chomarat was founded on values that include integrity and compliance with laws and regulations.

In order to assert these values, Chomarat issued in 2020 an Anti-corruption Code of Conduct that is distributed and applicable to all its employees.

In 2021, the 31 employees who are most in contact with third parties received e-learning training on the risks of corruption and influence peddling.

In 2022, Chomarat conducted a first assessment of its customers and suppliers using a platform dedicated to due diligence on corruption risks and reprehensible practices. An initial selection was made from its entire portfolio of supplier

customers. As a result, 97 third parties were assessed and 17 will be subject to specific information requests and follow-ups.

These information, training and assessment initiatives will be continued as part of Chomarat's overall CSR policy and in compliance with current legislation.

Our tools

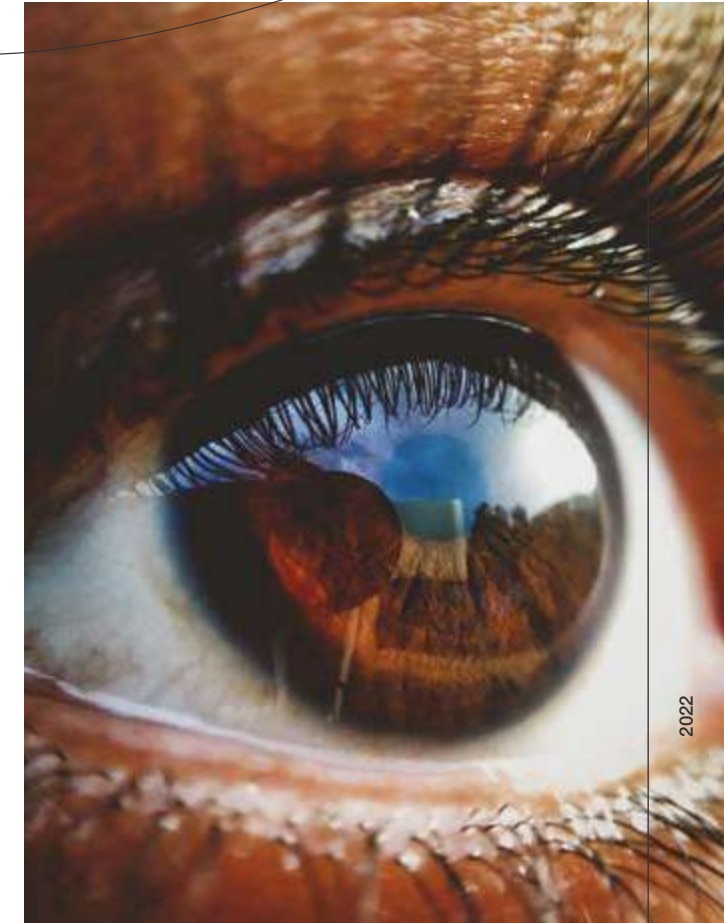
- Anti-corruption code
- Ethical charter
- Responsible purchasing charter

People - ethics

2030 strategic goal

Achieve an 80% rate of our stakeholders' uptake of an ethical approach.

Sustainable development goals



Our 2022 indicators

	Rate of our stakeholders' uptake of an ethical approach*	43%
a >	Ethical assessment of our customers (ethical charter, compliance, CSR approach)	54.5%
b >	Percentage of our suppliers who are signatories to the purchasing charter (as a % of purchases)	37%
c >	Managers (executives + supervisors) trained in compliance	39.5%
	Geographical distribution of our raw materials purchases (in value) in Europe/including France	84%/53%

*the uptake rate is calculated from indicators a, b, c at 25% /25%/50% respectively

Promote the development of our employees in accordance with our culture

Aware of the value of people and our responsibility for the well-being of our employees, we pay particular attention to the development of skills, non-discrimination and equal treatment. **We work to develop skills** and support the increase in qualifications of our teams through a tailored training plan and the **development of versatility**.

We are changing our organisation to develop the **autonomy and empowerment** of employees. We are committed to providing a work environment that fosters **work commitment** and pride of working for the company as well as maintaining a healthy work/life balance.

We also want to **promote the integration of women** in the organisation.

Our challenge for the next few years is to renew the generations that will be retiring and ensure the **transmission of know-how** by promoting the recruitment and training of young people.

Focus

It's no secret to say that the industry's professions suffer from a lack of attractiveness. In addition, the proportion of employees who are to leave the company to retire in the coming years is significant at CTI. In 2021, this twofold observation led us to create an in-house working group known as the «Commission jeunes» (youth committee), whose aim is to promote our businesses and our innovative know-how to a young audience. Various initiatives were undertaken to this effect in 2022: opening of our sites to the region's

middle-school pupils, talks in middle schools and high schools, recruitment campaigns for co-operative education programmes through various communication channels... We have also worked closely with Maya Campus, the training centre for the textile industry, and Polyvia Formation, the professional training organisation for the plastics and composite industry.

A total of 12 young people were hired in 2022, mainly co-operative education students and a PhD student. We will continue our efforts over the long term to promote our specific businesses and skills and attract future employees.

Our tools

- Yearly chart of recruitment/conversion/versatility needs
- Skills development system
- Training plan

People - employees

2030 strategic goal

Maintain a workforce turnover rate of around 5 %



Sustainable development goals



Our 2022 indicators

Workforce turnover rate	4.25%
Trend in average age as of 31 Dec.	49.5
Workforce by contract type (temporary/permanent) as of 31 Dec.	12/406
Average length of time in the company as of 31 Dec.	23.7 years
% of employees in co-operative education programmes or apprenticeships as of 31 Dec.	2.60%
% of senior employees (55 years or older) as of 31 Dec.	30.60%
Average number of hours of training completed by employees	20
Rate of absenteeism from work	4.54%
Gender equality index*	-
Gender pay gap	36/40
Individual pay rise gap*	-
Promotion rate gap*	-
% of employees who received a raise in the year following their return 15/15 from maternity leave	-
Number of employees of the under-represented gender in the 10 highest earners	5/10
Existence of a profit-sharing agreement	Yes
Versatility rate (in production) as of 31 Dec.	48%

*For the year 2022, this index is not calculable. The criteria for the individual pay rise gap and promotion rate gap cannot be calculated as the valid workforce represents less than 40% of the total workforce.

Ensure the health and safety of our employees and stakeholders

Our operations generate potential health risks for employees and stakeholders directly involved in our business. Our aim is **to achieve zero accidents through risk prevention.**

To ensure the health and safety of our employees, persons present on our sites, our customers and local residents, we have implemented a risk-prevention plan aimed at identifying, assessing and preventing risks.

We also focus on **awareness raising and training to improve behaviour** and avoid dangerous situations. Public health issues (prevention of smoking and cancer) are also the subject of awareness raising campaigns and posters with our employees.

We are committed to providing our customers with clear information on the composition and use of our products.

The manufacturing of some of our products is subject to the REACH regulation. We have been committed for several years to ensuring that **no new materials that could have an impact on health are incorporated into our developments.**

To go further, we are working on replacing certain substances potentially impacting health that are present in our formulations.

Focus

We are currently working to completely eliminate the use of solvent-based chemicals in coating formulas by replacing them with water-based substitutes. Although this change is under way, it is gradual as the consequences on processes and the products manufactured are significant. However, it is easier to replace the products

used to clean our machines. In 2022, the company thus worked on replacing «DMF» (N, N-Dimethylformamide), a substance classified as CMR (Carcinogenic, Mutagenic and Reprotoxic), which it used historically at the end of each production run to clean part of its equipment.

More than 20 replacements have been tested in the laboratory. The most promising of these have then been tested «in situ», while their formulation was adjusted to best meet the expectations of operators.

This work has led to the development of a cleaning agent that does not pose a health risk to employees, which was approved in a workshop for several months before the decision was taken at the start of 2023 to extend its use wherever the replacement of DMF as a cleaning solvent is possible.

Our tools

- Monitoring of substances of very high concern
- PULSSE, a chemical risk management tool
- Single risk-assessment document
- Risk prevention plan
- Awareness raising

2030 strategic goal

Aim for zero lost-time accidents and achieve a frequency rate of less than 8 and a severity rate of less than 0.5 on a long-term basis.



Sustainable development goals



People - health and safety

Our 2022 indicators

Number of accident-related absences from work	4
Frequency rate of accident-related absences from work	7.91
Severity rate of accident-related absences from work	1.53
Share of CMR raw materials in the total weight of chemicals purchased (as a volume)	14%
Number of safety training courses	436
Hours of safety training courses	2691.5
Share of investments devoted to safety out of total investments	15.2%

Reduce our environmental impact and promote the energy transition

Our business has an impact on the environment through the use of resources and energy. We are committed to reducing our impact by leveraging various aspects:

- **Reduce our Greenhouse Gas (GHG) emissions**
- **Reduce waste and direct and indirect pollution.** This criterion is considered in the design of products in order to limit waste generated by manufacturing processes.
- **Develop the recycling of the products we use and manufacture.** In 2021 and 2022, four new research projects were initiated to recycle our waste and reincorporate it into our processes.
- **Reduce our energy consumption and promote the use of low-carbon energies.** Since it is difficult to reduce something without measuring, the first step in our energy reduction plan was to set up a detailed metering plan. Then by focusing on our production launches, and on awareness raising, we were able to reduce our energy consumption by 26% between 2021 and 2022
- **Promote the reduction of our water consumption.** Located near waterways, our business is historically related to this element. As processes and business change, our dependence on water has decreased significantly in recent years, although we remain significant consumers in our region.

To support us in this process, we wanted to be ISO 14001 and ISO 50001 certified, and these certifications were successfully renewed in 2022.

Focus

The summer of 2022 will be remembered for the severe drought it brought and we had to take further action to reduce our water footprint. The

company has initiated a plan to reduce water consumption, the aim being to use the resource efficiently, economically and sustainably. The 1st essential step was to obtain a clear, precise vision of the supply and collection network plans. The 2nd step involved tracking leaks, identifying unnecessary portions of the network and carrying out the necessary maintenance or modification operations. A supervised metering system is being installed to identify potential drifts but also sources of savings. Through these initial actions, we managed to reduce our water consumption by 38% in 2022 compared to the previous year. For the past two years, the amount of waste landfilled has been challenged. We have implemented stricter monitoring in the workshops, awareness-raising messages and systematic weighing of production waste. At the same time, efforts have been continued to reduce quality defects, a major source of waste. Finally, reuse and recycling actions, based on more stringent sorting, have been initiated and will be expanded in the coming years.

Our tools

- Environmental footprint
- Energy footprint
- Carbon footprint

The environment

2030 strategic goal

Reduce our greenhouse gas emissions by 50% by 2030



Sustainable development goals



Our 2022 indicators

Reduction of our SCOPE 1+2 GHG emissions vs 2019	-18.8%
GHG, Scope 1 + 2 (tCO2e)	6,312
GHG emissions (scope 1+2)/turnover (tCO2e/M€)	73.6
Qty of OIW/turnover (kg/k€)	9.2
Weight of OIW/weight of quantities produced	7.70%
OIW (tonnes)	777
Total energy consumption/turnover (kWh/k€)	278.8
Electrical consumption (in MWh)	9,526
Gas consumption in MWh	13,158
Quantity of low-carbon energy/total energy	36%
Total water consumption (in m³)	17,055

Drive our business development through knowledge of and nearness to our markets

Our aim is to achieve balanced business development in line with our resources and market opportunities, as future growth drivers.

We are focused on **identifying and capitalising on high-potential customers in order to develop profitable sales that will ensure the sustainability of our business.**

We want to promote **long-term partnerships**, by focusing on regular relationships and developing customer satisfaction by honouring our commitments.

We are seeking to develop **growth drivers** by monitoring the relevant product/process/technology markets and by seizing opportunities associated with new needs (sustainable development, mobility, energy, digitalisation, etc.)

We believe that we cannot always succeed on our own and that our development depends on **market, development or innovation partnerships.**

Focus

The partnership concept is an integral part of our DNA. Throughout our history, we have established deep-seated relationships of trust and respect with our customers. This partnership spirit can be found in our relations with Chomarat's long-standing customers in the field of boating, skiing or protection.

While we have been working for many years with natural fibres such as linen, the need for eco-design has speeded up demand, in particular in the marine, sports and leisure industries. Through

our partnership and our skills, we have recently developed a reinforcement combining a hemp mat and a glass mat: Hemp was chosen for its low carbon footprint but also because it is grown in France. Associated with a bio-sourced resin, this reinforcement will be used to manufacture many parts such as boxes, boat covers, etc. Eventually, our customer will manufacture about 30,000 parts with our product.

A success based on the knowledge of our customers' needs and the relationship of trust established over the years.

Our tools

- Sales dashboards
- Visit reports
- Customer satisfaction indicator

2030 strategic goal

Achieve 20% new markets or customers compared to 2022.



Customers and markets

Our 2022 indicators

% of turnover from new markets or customers vs. 2022	-
% of turnover with partner customers (for >20 years)	71%
Customer Satisfaction Index (1 = Not on target / 4 = ON target)	2.9

Designing products with lower environmental impact through an eco-design approach

Our vision is to provide our customers with tangible solutions through eco-design and using and developing the technologies most suited to environmental concerns. We want to offer our customers **alternative solutions** in a sustainable development vision. This is why we include a **simplified life-cycle analysis** right from the product design phase. Our developments aim to promote the use of **recycled products** and integrate **recycling** right from the design stage. We participate in the development of **biobased materials** by including them in our product proposals. Our eco-design approach also aims to design products using more sustainable and **less energy consuming**

Focus

The recycling of plastics, composites and coated textiles is now a major issue. We need to look for solutions to deal sustainably with our volumes of waste. These solutions will reduce the volume of waste sent to landfill, as well as our consumption of materials, thereby helping to reduce our environmental impact. To this end, 4 major projects have been launched since 2021:

- The RESOL project is a collaborative project that analyses the recycling of our PVC-based products. While a recycling solution for these materials has been developed to separate the resin from the fibre, the recycled PVC does not have sufficiently good properties to be able to be reincorporated into our manufacturing processes. The aim of the RESOL project is therefore to work on the recycling process to obtain recycled PVC that can be reused in coating processes.
- The MC4 project is an EU-labelled project that

aims to address the end-of-life problem of composite materials by creating conversion processes and a European recycling chain. We are responsible for analysing our ability to use these recycled fibres in our weaving processes.

- The ReMAT project is an in-house project whose aim is to ascertain the feasibility of including glass waste from our manufacturing processes in our reinforcements. This will allow us in the longer term to reuse glass waste from the recycling of composite parts.
- The ReCOAT project is an in-house project approved by ADEME which aims to develop the recycling of our PVC and TPO coated textiles and our water-based varnishes. This represents a significant challenge as product requirements calls for us to ensure a high-level of stability in the properties of the materials used. We need to tailor our current production lines and equip ourselves to recycle and reuse these waste and recycled materials in our manufacturing processes.

Our tools

- Review of R&D projects
- Simplified qualitative life-cycle assessment (SQLA)

Eco-design

2030 strategic goal

Achieve 75% of projects having a positive impact* out of all projects.

* Note: by positive impact we mean new equipment and raw material projects that have a rating of 2 or less in the simplified qualitative life-cycle analysis (SQLA) matrix



Sustainable development goals



Our 2022 indicators

Number of projects that have a positive impact on all projects	35%
% of recycled materials used in the manufacture of our products	4.50%

Consolidate regional links

Nestled in the heart of the Boutières region, Chomarat's history and culture are closely connected with this part of the Ardèche department from which it emerged. This strong attachment creates an interdependence that is both a strength and a responsibility. We are committed to developing our actions in order to perpetuate our roots and develop this region's attractiveness.

- Develop initiatives in favour of **economic development with local manufacturers**
- Give preference to **local suppliers**
- Develop **educational partnerships** with local institutions
- Support and relay the **local initiatives** in favour of regional culture, sports, education, attractiveness or inclusion

Focus

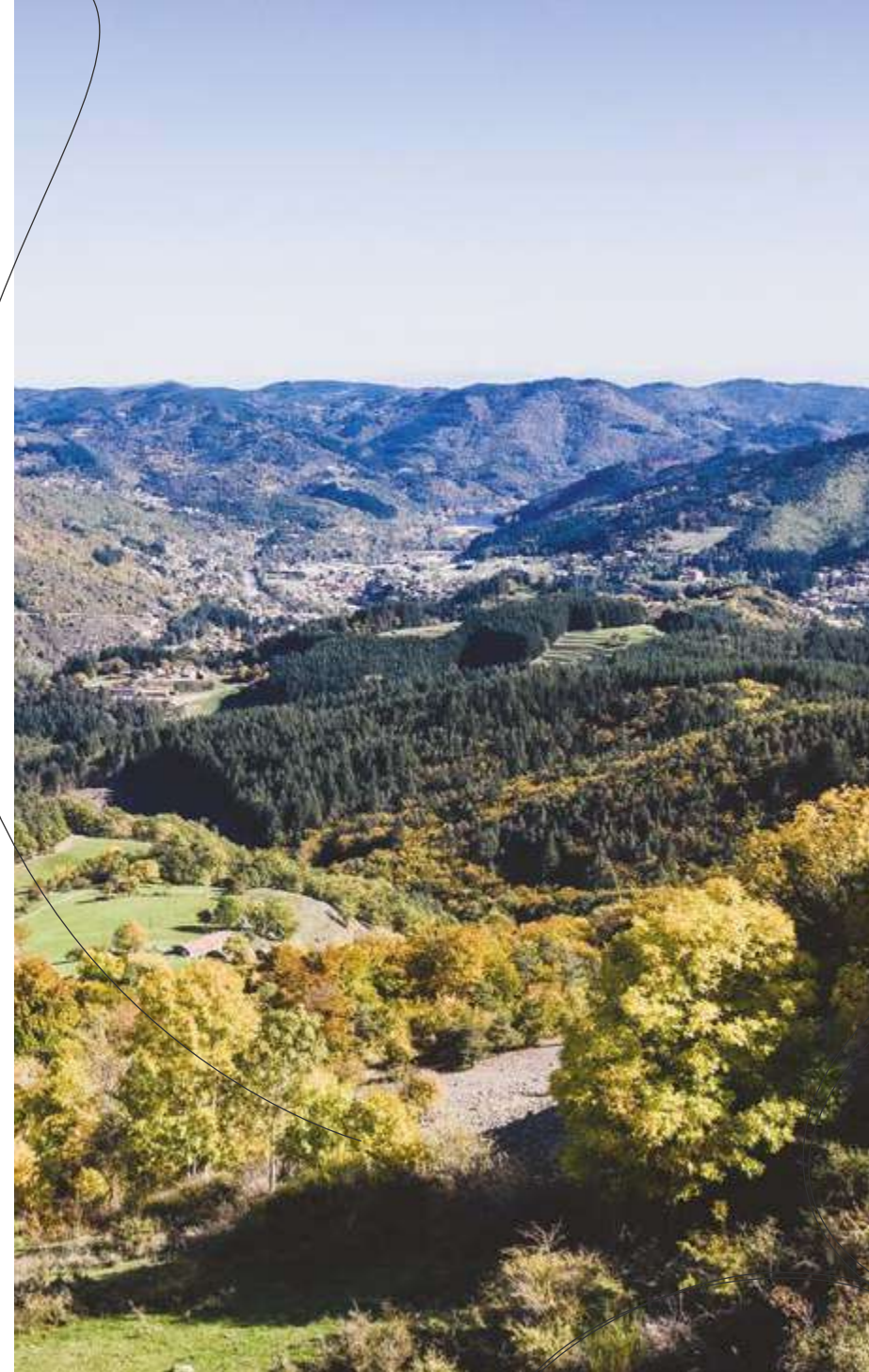
A region's vibrancy also lies in its ecosystem; the quality and number of social, sporting and cultural associations contribute to its attractiveness. These organisations rely heavily on the dedication and energy of volunteers. Each year, Chomarat tries to support the initiatives of these associations. In 2022, we wanted to make the eligibility criteria for these grants transparent and a charter was drafted. The aim is to direct support to local organisations whose actions are in line with the company's values and strategy and which benefit the greatest number of people. We also promote associations supported by our employees.

In 2022, we supported the Cycling club, the Basketball club, the «Entente Vivaroise

Athlétique», the Music Festival, the local Radio station and the students of the school complex during «Octobre Rose» (breast cancer awareness month) and the Telethon.

Chomarat is also a member of the «Émerveillés par l'Ardèche» association whose role is to develop the department's attractiveness and image. It includes 500 members from very different backgrounds throughout the region.

Chomarat has adopted a responsible purchasing policy, and sets its local and regional intentions in terms of purchasing goods and services, favouring local suppliers whenever possible. This approach is particularly aimed at purchases of office equipment, consumables, packaging materials, some materials and services. Through these commercial ties, Chomarat participates in maintaining and developing local and regional business.



VALEURIÉUX
Success story in Ardèche

ÉMERVEILLÉS PAR
L'ARDÈCHE

Regional roots

Our 2022 indicators

Percentage of overhead purchases (excluding raw materials) made with regional suppliers*	67%
Events supported by CTI in the region	3

*Suppliers located within a radius of 100 km around our sites

Summary of indicators

Category	Indicators	2022
CSR	ECOVADIS scoring	60/100
Category	Indicators	2022
Regional roots	Percentage of overhead purchases (excluding raw materials) made with regional suppliers	67%
	Events supported by CTI in the region	3
Category	Indicators	2022
Customers and markets	% of turnover from new markets or customers vs. 2022	-
	% of turnover with partner customers (for >20 years)	71%
	Customer Satisfaction Index (1 = Not on target / 4 = ON target)	2.9
Category	Indicators	2022
Employees	Workforce turnover rate	4.25%
	Trend in average age as of 31 Dec.	49.5
	Workforce by contract type (temporary/permanent) as of 31 Dec.	12/406
	Average length of time in the company as of 31 Dec.	23.7 years
	% of employees in co-operative education programmes or apprenticeships as of 31 Dec.	2.60%
	% of senior employees (55 years or older) as of 31 Dec.	30.60%
	Number of hours of training completed by employees	20
	Men	22
	Women	11
	Executives	14
	Clerical, technical and supervisory staff	16
	Workers	26
	Rate of absenteeism from work	4.54%
	Gender equality index	-

Gender pay gap	36/40
Individual pay rise gap	-
% of employees who received a raise in the year following their return from maternity leave	15/15
Number of employees of the under-represented gender in the 10 highest earners	5/10
Promotion rate gap	-
Existence of a profit-sharing agreement	Yes
Versatility rate (in production) as of 31 Dec.	48%

Category	Indicators	2022
Eco-design	Number of projects that have a positive impact on all projects	35%
	% of recycled materials used in the manufacture of our products	4.50%

Category	Indicators	2022
Environment	Reduction of our SCOPE 1+2 GHG emissions vs 2019	-18.8%
	GHG, scope 1 + 2 (tCO2e)	6,312
	GHG emissions (scope 1+2)/turnover (tCO2e/M€)	73.6
	Qty of OIW/turnover (kg/k€)	9.2
	Weight of OIW/weight of quantities produced	7.70%
	OIW (tonnes)	777
	Total energy consumption/turnover (kWh/k€)	278.8
	Electrical consumption (in MWh)	9,526
	Gas consumption in MWh	13,158
	Quantity of low-carbon energy/total energy	36%
	Total water consumption (in m³)	17,055

Category	Indicators	2022
Ethics	Rate of our stakeholders' uptake of an ethical approach	43%
	Ethical assessment of our customers (ethical charter, compliance, CSR approach)	54.5%
	Percentage of our suppliers who are signatories to the purchasing charter (as a % of purchases)	37%
	Managers (executives + supervisors) trained in compliance	39.5%
	Geographical distribution of our raw materials purchases (in value) in Europe/including France	84%/53%

Category	Indicators	2022
Sustainable profitability	Banque de France rating	C1+
	Turnover (k€)	85,722
	Investments (k€)	1,567
	Average Ebitda over 3 years (k€)	5,787
	Equity capital/Balance sheet total	45%
	Equity capital/Permanent capital	65%
	Share of environmental and energy investments (% of total investments)	14.1%

Category	Indicators	2022
Health and Safety	Number of accident-related absences from work	4
	Frequency rate of accident-related absences from work	7.91
	Severity rate of accident-related absences from work	1.53
	Share of CMR raw materials in the total weight of chemicals purchased (% of kg)	14%
	Number of safety training courses	436
	Hours of safety training courses	2,691.5
	Share of investments devoted to safety out of total investments	15.2%

This first CSR report is an illustration of our desire to share our commitments and our vision. We hope that it will help you understand our ambitions and contribute to your involvement in our project. While tomorrow's challenges are considerable and we still have much work ahead of us, things have been set in motion and the course planned. We are proud of how far we have come, and we hope you will be too.

2022 CSR report

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