

CHOMARAT

CSR

report

Chomarat
Textiles Industries

2023

Chairman's message

1 year ago, we shared our first CSR report. Chomarat France gave details of its organization and strategic roadmap, its "Future" project, based on its CSR policy. Our company also presented tangible achievements illustrating the implementation of its strategies. This deployment continued throughout 2023.

Chomarat France is now in an upward trend. The significant progress we have made in many areas is reflected not only in our solid financial performance, but also in promising development projects and recognition from outside organizations.

In this report, you'll discover the significant advances we've made to date. We have strengthened our initiatives to reduce our environmental footprint, promote ethical business practices and contribute to the well-being of our employees and the communities in which we operate.

However, we are well aware that we still have a long way to go to fully achieve our ambitious goals. We see this report as a significant milestone in our journey towards a more virtuous future. It reminds us that while we're on the right track, there are still challenges ahead. As an organization, we are committed to persevering in our efforts to continuously improve our social, environmental and economic performance. We are committed to working closely with our stakeholders to create a sustainable and prosperous future for all.

Florent Troubat

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Chomarat

in brief



Presentation

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

With a team of 400 employees at three sites in France, Chomarat perpetuates the entrepreneurial spirit of the family that founded it, cultivating 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.

With its sights firmly set on the future, Chomarat is committed to pursuing its development in a responsible manner, in harmony with its roots, its environment and its values such as long-term vision, boldness, diversity and respectful relations. These deep-rooted commitments are reflected in the company's investments and projects, as well as in the relations it maintains with each of its partners.

Mission

Chomarat France is committed to ensuring sustainable profitability, including social and environmental issues in its development, to the benefit of all its stakeholders, in harmony with its roots and values.

Discover our commitments:



Governance

The Management Committee

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

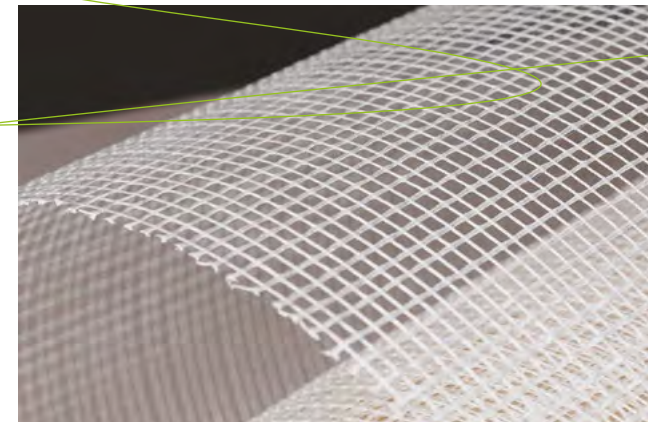
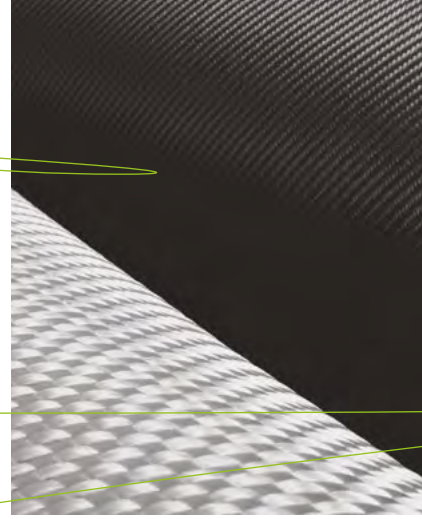
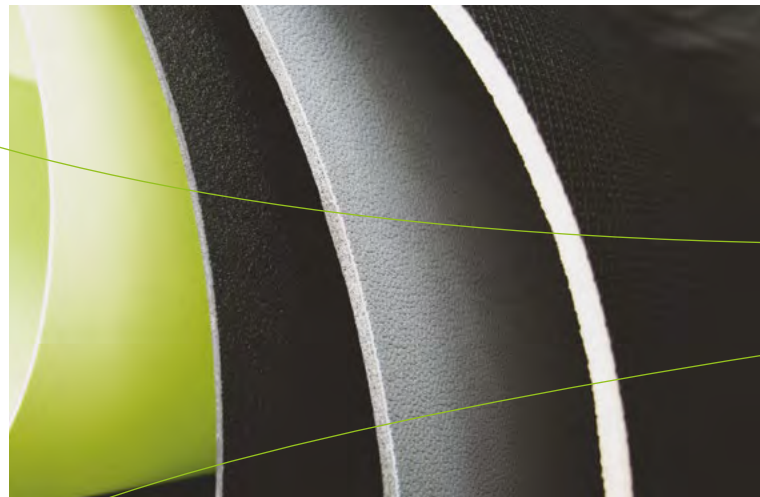
The Steering Committee

The Steering Committee or COPIL is a working group comprising the Industrial, Sales, Human Resources, Administrative and Financial, Technical & Quality and Communication departments and the Purchasing manager. Its outlook is the short term. Its aim is to ensure that operational management is well coordinated.

The CSR Committee

The CSR Committee supports the CSR manager in accomplishing their duties. 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.





Operations

Reinforcements for composite materials

Chomarar offers a unique range of solutions: multi-axial, and complex fabrics 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.

Coated textiles & technical films

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

Reinforcements in construction materials

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

Certifications

Our three production sites are ISO 9001, ISO 14001 and ISO 50001 certified. We are proud to have been awarded the Ecovadis GOLD label as early as 2023, meeting our 2022 target. We achieved a score of **71/100**, placing us in the top 2% of companies rated in the sector: Manufacturing of other textile products.



Score details

Overall score: **71/100**

95th percentile
Average score for companies in this industry:
52/100

Environment: **80/100**

Weight ●●●●
Average score for companies in this industry:
54/100

Social & human rights: **70/100**

Weight ●●●●
Average score for companies in this industry:
54/100

Ethic approach: **60/100**

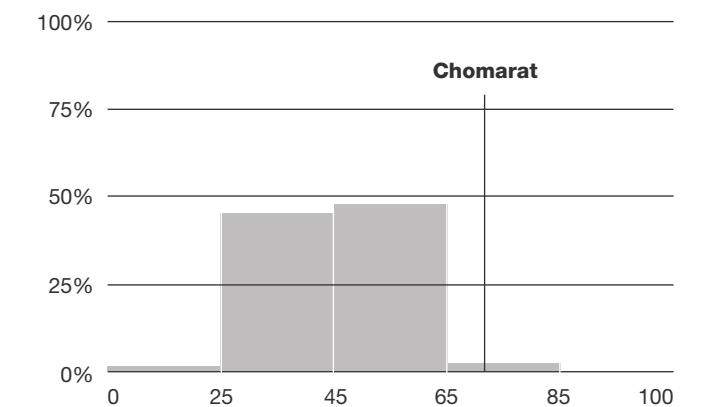
Weight ●●●○
Average score for companies in this industry:
46/100

Responsible purchasing: **60/100**

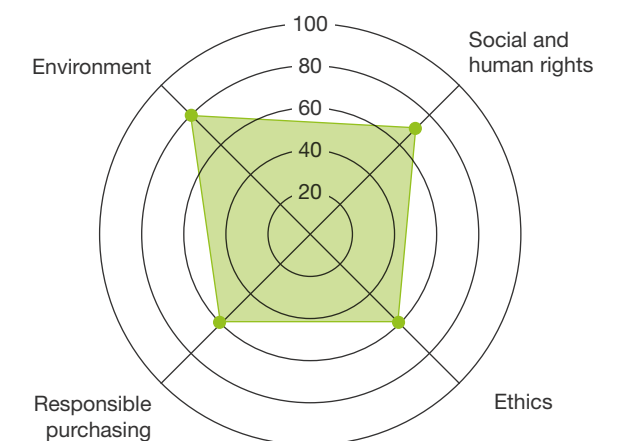
Weight ●○○○
Average score for companies in this industry:
42/100

Distribution of overall scores

All companies in this sector assessed by EcoVadis



Theme score comparison



Business model

Our stakeholders

- Regional players
- Shareholders
- Customers
- Employees
- Social partners
- Economic partners
- Educational world
- Environmental partners

8 challenges identified

- 01 Sustainable profitability
- 02 Eco-design
- 03 Passing on know-how
- 04 Health and Safety
- 05 Reduction of our GHG emissions and waste
- 06 Recycling
- 07 Developing partnerships
- 08 Ties with the region

Value creation

Human

- €249 thousand in training
- 10 co-operative education students
- €544 thousand in profit-sharing

Relational

- Leading employer in the region

Financial

- €89 million sales
- €7.30 million in average Ebidta for the last 3 years

Industrial

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

Natural

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

Varied resources

Human

- 407 employees (97% of whom are on permanent contracts)
- Family governance

Industrial

- 3 sites
- 3 businesses
- Varied technologies

Intellectual

- 3% of turnover devoted to R&D
- 15 active patents

Financial

- €12.70 million in investments over the last 5 years

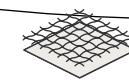
Natural

- 20,629 MWh energy consumed
- 15,355 m3 water consumed
- Raw materials and chemicals
- 6.27% raw materials recycled

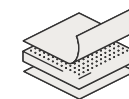
Relational

- Long-standing partnerships (68% of customers with over 20 years of collaboration)

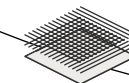
3 types of business ...



Reinforcements for composite materials

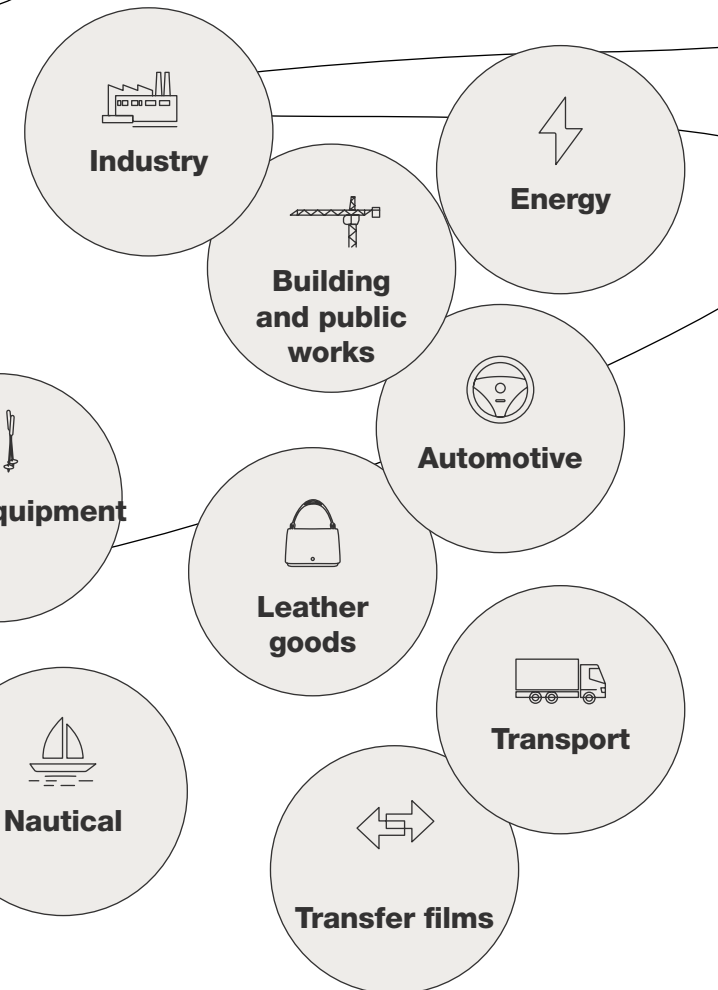


Coated textiles and technical films



Reinforcements for construction materials

... for 9 diversified markets



Our strategic priorities

Sustainable profitability

Ensuring the company's profitability to guarantee its sustainability

Our strategic commitment is reflected in increased investment in the environment and energy, and in financial health that consolidates our long-term positioning.

Manufacturing methods at the heart of continuous improvement

Over the past three years, the Manufacturing Methods department has grown significantly within our organization, becoming an essential part of our structure. The activities of this department, based on continuous improvement, are directly aligned with our sustainable profitability goals, in particular by making productivity a pillar of our corporate culture, optimizing our operational processes, improving our quality performance and initiating a gradual transition to "Best Available Technologies" to optimize and make our key production equipment more reliable.

This multi-faceted team divides its time between improving the reliability of technical data to optimize our operations, strengthening our production standards, and managing industrial projects. These methods have a significant impact on the environment, in particular by optimizing and standardizing waste management and recycling, and by defining cooperative, sustainable operating methods. A far-reaching initiative that draws on the company's synergies.

Convertir – An ambitious technological project

The *Convertir* project was launched as part of the stimulus package (call for projects to modernize the automotive sector). This project aims to transform and modernize an existing multi-axial glass machine into a production line dedicated to a specific range of reinforcements, with a dual objective of:

- Improving the productivity of the current carbon line by specializing in the production of more complex carbon reinforcements.
- Developing a second line capable of supplying a range of unidirectional carbon reinforcements to meet the growing needs of new automotive applications.

To achieve this goal, new equipment is being installed and the machine environment is being adapted. Initial customer developments are underway, with production scheduled to start in September 2024. This project will firmly establish Chomarar as a leading supplier of high-performance reinforcements to meet future mobility requirements (weight reduction, battery protection, hydrogen tanks, etc.).

A project funded by



2030 strategic goal

Maintain a Banque de France rating that is always at least 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 (accounting, legal and markets). The rating comprises a letter that corresponds to the business level (e.g. the letter C corresponds to business turnover ≥ €50 million and < €150 million) and a credit rating ranging from 8 (Highly compromised) to 1+ (Excellent ++)

Our tools

- Banque de France yearly ranking
- Financial reporting and results



Indicators	2022	2023
Banque de France rating	C1+	C1+
Turnover (€ thousand)	85 722	89 151
Investments (€ thousand)	1 567	3 226
Average Ebitda over 3 years (€ thousand)	5 787	7 280
Equity capital/Balance sheet total	45%	55%
Equity capital/Permanent capital	65%	75%
Share of environmental and energy investments (% of total investments)	14.1%	26.0%

Our strategic priorities

People

- Ethical approach

Adhering to ethical and social values and sharing these with our stakeholders

Our customers are increasingly demanding that we assume strong ethical commitments, which must be reflected in our value chain. The distribution of our ethics charter has played an important role in raising awareness among our suppliers, but maintaining a positive trend requires ongoing efforts.

Strengthening ethical and responsible commitments through the charter and purchasing policy

In 2023, Chomarar gave tangible expression to its ethical commitments by drawing up a charter distributed to all its employees. Committed to sustainable and responsible development, Chomarar France is committed to respecting fundamental ethical principles, with an emphasis on developing human capital, respecting an ethical approach, protecting health and preserving the environment.

The purpose of this charter is to set out the essential principles of ethical and responsible behaviour, while detailing the rules of conduct to be followed.

Keen to involve its suppliers in a virtuous trend, and in line with this ethical charter, Chomarar has asked its suppliers to commit to its responsible purchasing charter. By the end of 2023, 67% of our suppliers had signed our charter.

To take our responsible purchasing approach even further, we have drawn up and deployed our responsible purchasing policy. The aim is

to encourage the acquisition of products and services offering the best performance in terms of quality and social and environmental impact.

2030 strategic goal

Achieving 80% of our stakeholders adopting an ethical approach.

Our tools

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



Indicators	2022	2023
Rate of stakeholder uptake of an ethical approach	43%	48%
a) Eethical assessment of our customers (20/80 basis)	54.5%	50%
b) Percentage of our suppliers who are signatories to the purchasing charter (as a % of purchases)	37%	67%
Managers (executives + supervisors) trained in compliance	39.5%	37.8%
Geographical distribution of our raw materials purchases (in value) in Europe (including France)	84%	78%
Geographical distribution of our raw materials purchases (in value) in France	53%	43%



Our strategic priorities

People - Employees

Promoting our employees' development

Chomarar stands out for its long-term commitment of its employees, reflected in often long careers and staff stability. However, the average age of our staff means that we are considering recruiting a new generation of employees. This approach highlights the need to make our professions and our company more attractive.

Strengthening employee commitment and involvement and preserve work/life balance

Our aim is to encourage employees to embrace the *Future* strategy and get involved in the life of the company, while helping them to achieve a healthy work/life balance.

To encourage support for our strategy and raise awareness of environmental issues, we deployed the *Fresque du Climat* (Climate fresco) in 2024. This entertaining, half-day activity provides an in-depth understanding of the causes and consequences of global warming. Eight employees, who were particularly sensitive to these issues, were trained in 2023 to pass on their knowledge. We now offer this workshop to all our employees, thereby giving them a better understanding of climate change and how to prevent it in their daily work.

The involvement of employees in the life of the company is also encouraged through regular information on the various facets of the company's business and life. CTI is committed to communicating with its employees through a

variety of channels, including written materials, department meetings, workshops, employee representatives, management meetings and the in-house newsletter.

Involvement also involves more convivial events organized at a given frequency: Whether it's an *Open Doors event*, a ceremony for long-service awards or a retirement celebration, these events are important moments to share outside the strictly professional context.

Lastly, we are committed to improving work/life balance. This is why teleworking has been made permanent: The Covid-19 pandemic arrived suddenly in the company, and is now an integral part of the company's operations, in positions where it is compatible. Organized in measured proportions, teleworking takes personal constraints into better account without depriving people of the social ties that are so important to preserve. Disconnecting from digital tools outside working hours, or restricting the use of production work at weekends whenever possible, also helps to preserve this balance that the company wants to promote.

2030 strategic goal

Maintaining a workforce turnover rate of around 5%



Our tools

- Yearly chart of recruitment/re-training/versatility
- Skills development plan
- Training plan



Indicators	2022	2023
Workforce turnover rate	4.25%	2.46%
Trend in average age as of 31 Dec 2023	49.5	50 years
Workforce by contract type (temporary employees/permanent employees) as of 31 Dec 2023	12/406	12/395
Average length of time in the company as of 31 Dec 2023	23.7 years	24.1 years
% of employees in co-operative education programmes or apprenticeships as of 31 Dec 2023	2.60%	2.46%
% of senior employees (55 years or older) as of 31 Dec 2023	30.60%	33.41%
Average number of hours of training completed by employees	20	23
Rate of absenteeism from work	4.54%	3.77%
Gender equality index (rating awarded)	-	-
Gender pay gap	36/40	37/40
Individual pay rise gap	-	-
Promotion rate gap	-	-
Number of employees who received a raise in the year following their return from maternity leave	15/15	15/15
Number of employees of the under-represented gender in the 10 highest earners	5/10	5/10
Existence of a profit-sharing agreement	Yes	Yes
Versatility rate (in production) as of 31 Dec 2023	48%	50%

Our strategic priorities

People - Health and Safety

Ensuring the health and safety of our employees and stakeholders

Despite the intensity of our actions, the increase in lost-time accidents in 2023 underscores the need to step up our risk-prevention efforts.

Preventing risks and responding to them

Committed to preserving the health of our employees and preventing risks within the company, we widely promote safety-related training. Many of these training courses are run by employee volunteers who have been specially trained for the purpose. These training staff are therefore motivated and have good knowledge of the company's specificities, which makes their advice to employees all the more relevant.

Prevention includes Gestures and Postures training: starting with the anatomy of the human body, we review the postures used at work and their consequences on health. Good ergonomic practices are then recommended, first in the classroom, then during practical observations at the workstations of some of the participants. Over fifty employees were trained in this way in 2023.

While prevention is essential, incidents and accidents must also be prevented by training employees to be able to take action and help others in case of need. This is why we've been promoting workplace first-aid training for a long time. Once again, this knowledge is passed on by employee volunteers. Around seventy people are trained in this way each year, acquiring their

workplace first-aid officer certification. As a result, nearly a third of the company's employees are able to provide first aid if required.

2030 strategic goal

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



Our tools

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



Indicators	2022	2023
Number of lost-time accidents (LTA)	4	9
LTA frequency rate	7.91	17.69
LTA severity rate	1.53	1.58
Share of CMR raw materials in the total weight of chemicals purchased (volume)	14%	9%
Number of safety training courses	436	293
Hours of safety training courses	2 691.5	2 128
Share of investments devoted to safety out of total investments	15.2%	10.5%

Our strategic priorities

The environment

Reducing our environmental impact and promoting the energy transition

2030 strategic goal

Reduce our greenhouse gas emissions by 50% by 2030.

An action plan has been defined for 2023 as part of our decarbonization strategy, and projections confirm that the greenhouse gas reduction target should be achieved. A new carbon footprint will be drawn up in 2024 to ensure that we're on the right track.

Significant reduction in landfill waste

Chomarat achieved a significant 11% reduction in landfill waste in 2023. This is a promising figure, and we still need to make progress both in reducing our waste and in recycling it. This good result for 2023 is the fruit of various initiatives. First of all, sustained efforts have been made to raise awareness among our teams in the field, and particular attention has been paid to the responsible management of packaging, as well as to promoting in-house reuse and recycling. At the same time, we have strengthened our partnerships with companies specializing in external recycling, notably for our coated fabrics and fibreglass waste.

Preserving our water resources: a priority

Previous initiatives to detect and repair leaks in our networks have been successfully pursued, enabling us to reduce our consumption by 10% year-on-year. The summer of 2023 was characterised by a severe drought, but thanks to reserves built up in the spring, we avoided drawing water from rivers during the entire two-month crisis period. Our withdrawals from the natural environment have

fallen considerably, from 96,000 m³ in 2018 to just 9,500 m³ in 2023, i.e. a 10-fold reduction. These ongoing efforts reflect our commitment to responsibly managing our water resources and mitigating our impact on the environment.

Tangible energy progress

After reducing our energy consumption by 26% in 2022, we reduced it by a further 10% in 2023. Unfortunately, this reduction was not reflected in our energy bill, which continued to rise. Our actions include the transition of 2 out of 3 sites to LED lighting, the thermal insulation of our steam network, and the installation of a new, more gas-efficient burner on one of our boilers. A number of projects are underway to continue along this path. We must persevere in order to reach our decarbonization targets.



Our tools

- Environmental footprint
- Energy footprint
- Carbon footprint



Indicators	2022	2023
Reduction in our GHG emissions SCOPE 1+2 vs 2019	-18.8% in 2021	NC
GHG, Scope 1 + 2 (tCO2e)	6,312 in 2021	NC
GHG emissions (scope 1+2)/turnover (tCO2e/M€)	73.6	NC
Qty of OIW/turnover (kg/€ thousand)	9.2	8.6
Weight of OIW/weight of quantities produced	7.70%	6.00%
OIW (tonnes)	777	611
Total energy consumption/turnover (kWh/k€)	278.8	244
Electrical consumption (in MWh)	9526	8741
Gas consumption (in MWh)	13 158	11 888
Quantity of low-carbon energy/total energy	36%	40%
Total water consumption (in m ³)	17 055	15 355

Our strategic priorities

Customers and markets

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

We are making step-by-step progress to build loyalty and satisfy today's customers, while developing tomorrow's growth drivers.

Reinforced commitment to customer satisfaction and responsible innovation

Customer satisfaction is a daily priority. Although our satisfaction index is improving, we recognize the need to persevere. We are strengthening our customer relations in a spirit of mutual growth, while meeting new environmental challenges. We are exploring new avenues of development to create more responsible solutions and secure our future. In 2023, at the Jec Composites trade show, we also accommodated three innovative start-ups on our stand, with whom we are in close contact.

We work closely with our customers to make joint progress on environmental issues, participating in symposia to share best practices. In 2023, we also took part in The Arch onboard seminar, dedicated to speeding up the ecological transition.

In addition, we support our customers as they move towards transformation processes that have less impact on the environment and health, notably by organizing training courses and webinars on the transition to closed moulds in the composites sector. We have also developed G-Flow™, a structural draining reinforcement for infusion, reducing waste at our customers' sites.

2030 strategic goal

Achieve 20% new markets or customers compared to 2022



Our tools

- Sales dashboards
- Inspection reports
- Customer satisfaction indicator

Indicators	2022	2023
% of turnover from new markets or customers (vs. 2022)	-	0.9%
% of turnover with partner customers (for >20 years)	71%	67.8%
Customer Satisfaction Index (Scale of 1 to 4, from "not on target" to "on target")	2.9	3.0

Our strategic priorities

Eco-design

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

Chomarat is committed to innovating for more environmentally-friendly solutions by investing in research and development projects based on an eco-design approach. This initiative has resulted in an increase in our eco-design index: in 2023, 47% of our innovation projects had a lower environmental impact than the solution they replaced. To ensure that our solutions are eco-designed, we have invested in a multi-criteria life-cycle analysis tool, incorporating environmental protection right from the product design phase.

Focus on the *EcOflex* project

The *EcOflex* project, which started in March 2023 for two years and is backed by Techtera with the support of ADEME, aims to develop eco-designed solutions for leather goods and protective clothing.

In response to growing demand for environmentally-friendly solutions, *EcOflex* has set itself the goal of developing a new eco-designed fabric construction. This involves selecting fibres and resins according to their environmental impact and recyclability, favouring bio-sourced or recycled materials as well as single-material products.

The main challenge of the project lies in maintaining the technical performance of the finished product while using more environmentally-friendly materials. To achieve this, actions such as the replacement of solvents, varnishes and resins with a high carbon impact,

the use of eco-designed textiles such as linen and hemp, and the adoption of less energy-intensive manufacturing processes such as extrusion, will be undertaken. The project also includes detailed analysis of environmental gains using multi-criteria LCA software to confirm the eco-design dimension of the final solution.

In conclusion, *EcOflex* represents an innovative initiative in seeking environmentally-friendly solutions. Although the road to a fully eco-designed solution is still long, the initial results look promising.

A project funded by



2030 strategic goal

Achieve 75% of projects having a positive impact* on 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

Our tools

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



Indicators	2022	2023
% of projects having a positive impact on all projects	35%	47%
% of recycled materials used in the manufacture of our products	4.50%	6.27%
% of bio-based or bio-attributed materials used in the manufacture of our products	-	4.75%

Our strategic priorities

Regional roots

Consolidating regional links

True to its origins, Chomarat places its region at the forefront of its strategy. To consolidate this connection and increase the attractiveness of our region, various initiatives undertaken in 2023.

Contributing to the attractiveness of the region

The *Murs2couleurs* Festival illustrated this commitment. For three days, some fifteen European artists took to the walls of the Chomarat site in Mariac for the first Street Art Festival known as *MursdeCouleurs*. With its focus on sustainable development, the event showcased local cultural vitality. As a company committed to its community, Chomarat supported this initiative by offering almost 800 m² of walls to the creativity of these renowned artists.

As part of the Fête de la Science, Chomarat collaborated with the DENERIAZ company to organize a conference on the theme *Making a ski: a showcase for know-how, technical prowess and passion*. With testimonials from Olympic ski champion Antoine Deneriaz and Chomarat experts, participants got a behind-the-scenes look at the complex process of ski manufacturing.

Internally, initiatives such as the "*Mille et un regards sur notre territoire*" photo competition have been launched, showcasing both the Ardèche landscapes and the artistic talent of our employees.

Chomarat also supported numerous local associations in 2023, with 13 associations receiving grants. Raising the profile of our region is a long-term process that requires the mobilization of everyone.



MURS2COULEURS

VALEVRJEUX

ÉMERVEILLÉS PAR L'ARDÈCHE

- 1 Photograph of Cheylard by Jérôme Genée
- 2 Conference *Making a ski: know-how, technical prowess and passion* - Fête de la science 2023
- 3 *Murs2couleurs*

Indicators

	2022	2023
Share of overhead purchases (excluding materials) made with regional suppliers	67%	65%
Number of organizations supported by CTI in the region	9	13

Summary of indicators

Indicators – Sustainable profitability	2022	2023
Banque de France rating	C1+	C1+
Turnover (k€)	85 722	89 151
Investments (€ thousand)	1 567	3 226
Average Ebitda over 3 years (€ thousand)	5 787	7 280
Equity capital/Balance sheet total	45%	55%
Equity capital/Permanent capital	65%	75%
Share of environmental and energy investments (% of total investments)	14.1%	26.0%

Indicators	2022	2023
Rate of stakeholder uptake of an ethical approach	43%	48%
a) Ethical assessment of our customers (20/80 basis)	54.5%	50%
b) Percentage of our suppliers who are signatories to the purchasing charter (as a % of purchases)	37%	67%
c) Managers (executives + supervisors) trained in compliance	39.5%	37.8%
Geographical distribution of our raw materials purchases (in value) in Europe (including France)	84%	78%
Geographical distribution of our raw materials purchases (in value) in France	53%	43%

Indicators – People – Employees	2022	2023
Workforce turnover rate	4.25%	2.46%
Trend in average age as of 31 Dec 2023	49.5	50 years
Workforce by contract type (temporary employees/permanent employees) as of 31 Dec 2023	12/406	12/395
Average length of time in the company as of 31 Dec 2023	23.7 years	24.1 years
% of employees in co-operative education programmes or apprenticeships as of 31 Dec 2023	2.60%	2.46%
% of senior employees (55 years or older) as of 31 Dec 2023	30.60%	33.41%
Average number of hours of training completed by employees	20	23
Rate of absenteeism from work	4.54%	3.77%
Gender equality index (rating awarded)	-	-
Gender pay gap	36/40	37/40

Individual pay rise gap	-	-
Promotion rate gap	-	-
Number of employees who received a raise in the year following their return from maternity leave	15/15	15/15
Number of employees of the under-represented gender in the 10 highest earners	5/10	5/10
Existence of a profit-sharing agreement	Yes	Yes
Versatility rate (in production) as of 31 Dec 2023	48%	50%


Indicators – People – Health and safety	2022	2023
Number of lost-time accidents (LTA)	4	9
LTA frequency rate	7.91	17.69
LTA severity rate	1.53	1.58
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Number of safety training courses	436	293
Hours of safety training courses	2 691.5	2 128
Share of investments devoted to safety out of total investments	15.2%	10.5%

Indicators – Environment	2022	2023
Reduction in our GHG emissions SCOPE 1+2 vs 2019	-18.8% in 2021	NC
GHG, Scope 1 + 2 (tCO2e)	6,312 in 2021	NC
GHG emissions (scope 1+2)/turnover (tCO2e/M€)	73.6	NC
Qty of OIW/turnover (kg/€ thousand)	9.2	8.6
Weight of OIW/weight of quantities produced	7.70%	6.00%
OIW (tonnes)	777	611
Total energy consumption/turnover (kWh/k€)	278.8	244
Electrical consumption (in MWh)	9 526	8 741
Gas consumption (in MWh)	13 158	11 888
Quantity of low-carbon energy/total energy	36%	40%
Total water consumption (in m³)	17 055	15 355

Indicators – Customers and markets	2022	2023
% of turnover from new markets or customers (vs. 2022)	-	0.9%
% of turnover with partner customers (for >20 years)	71%	67.8%
Customer Satisfaction Index (Scale of 1 to 4, from "not on target" to "on target")	2.9	3.0

Indicators - Eco-design	2022	2023
% of projects having a positive impact on all projects	35%	47%
% of recycled materials used in the manufacture of our products	4.50%	6.27%
% of bio-based or bio-attributed materials used in the manufacture of our products	-	4.75%

Indicators – Regional roots	2022	2023
Share of overhead purchases (excluding materials) made with regional suppliers	67%	65%
Number of organizations supported by CTI in the region	9	13



This second CSR report demonstrates our company's long-term commitment to its sustainability objectives. It will certainly evolve over the coming years in line with new regulatory requirements.

In the meantime, the report invites us to celebrate our successes while acknowledging the progress we still need to make. It also reminds us of the importance of everyone's involvement in staying the course towards a more sustainable future.

2023 CSR report
Chomarat Textiles Industries

39 avenue Chabannes
07160 Le Cheylard
France

04 75 29 81 00
info@chomarat.com
www.chomarat.com

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