

Sustainability Report

2022/23

T D V
INDUSTRIES



THANKS

This report was prepared by TDV INDUSTRIES & KLOPMAN's CSR and Communications Departments, with contributions from all the CSR correspondents. We would particularly like to thank all the employees who have contributed to this report.

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Guide to the report

TDV Industries (subsequently "TDV Industries" or "TDV" or the "Company") is publishing its thirteenth Sustainability Report 2022/2023, which stands for transparency, discussing the company's threefold commitment to environmental stewardship, social responsibility, and economic vitality. This report serves as a comprehensive overview of TDV Industries achieved milestones.

Marking a significant milestone, this year's report has adopted the Global Sustainability Reporting Standards (GRI Standards). These internationally recognised standards, revamped in 2021 by the Global Reporting Initiative, underscore TDV Industries' commitment to aligning with the foremost benchmarks in non-financial data reporting. Embracing the 2021 "with reference" option to GRI Standards, the report embodies accuracy, balance, clarity, comparability, completeness, timeliness, and verifiability.

The report provides additional qualitative and quantitative insights into TDV's operations, results, and impacts. The holistic approach to information disclosure adheres to the principle of maximum transparency, ensuring stakeholders gain an in-depth understanding of the company's activities.

This report incorporates a materiality analysis, a comprehensive evaluation undertaken to better discuss the impacts the company has. This analytical process identifies and emphasises the most pertinent information crucial for stakeholders and the overall sustainability of the company. Such an approach bolsters the clarity and completeness of communication regarding sustainability performance.

Data tracking and collection for this report is a part of TDV's commitment to accuracy and relevance. The Company presents the leveraged findings from its general accounting and information systems, the quantitative information, including estimations, and any other relevant data. This reporting exercise introduces a comparative format, allowing readers to understand the company's evolving performance over the years. The document's reporting perimeter is confined to TDV Industries, ensuring a focused and accurate representation of the company's sustainability activities.

The data refers to the 2022/2023 reporting period (from April 3, 2022 to 1 April 2023). Any deviation of some ESG data from what was published in the previous report is caused by the different reporting time frame (solar year instead of fiscal year).

This report not only serves as a historical record, when possible, but also as a guidepost for the progressive strides that lie ahead.

With regards to the data contained in this document, it should be noted that the best data available at the time of this document have been used and details on the calculation method will be provided throughout the document.

The Sustainability Report was approved by TDV's CEO, Paul Delvilder, on 15/04/2024, and published on the website of the company.

Letter from the CEO

06



Paul
DEVILDER
CEO TDV Industries



Celebrating 154 years of operations, TDV Industries has prioritised product quality and workplace safety throughout its history. Our commitment to caring for both people and the planet has been integral to our purpose for decades.

Presently, our entire business tends to embrace the principles of the circular economy. With an integrated approach, we focus on reducing our ecological footprint, and promoting ethics. We are fully dedicated to producing fabrics derived from end-of-life garments, and the brand We-ar Circular serves as our platform to communicate and expedite the shift from a linear to a circular business model.

Aligning with this commitment, TDV and the Group have strategically responded to market demands, propelling us toward a future marked by innovative, sustainably crafted products. This commitment is steered by a dedicated management team ensuring employee wellbeing and job security.

Our dedication extends beyond products; it permeates our entire production plant. From the reuse of thermal waste to the recycling of water and all waste generated during processing, the concept of circularity is deeply embedded in our operations.

We are proud of the progress we've made and acknowledge that sustainability is a continuous journey. Today, we actively work towards a better tomorrow. Recognizing that transparency is essential for progress, we are pleased to present our 2022/23 Sustainability Report, which adheres to the GRI Standards 2021. We invite you to explore our report and join us in our commitment to a sustainable and responsible future.

TDV Industries in brief

07



As the first French manufacturer specialised in professional textiles and technical fabrics, TDV Industries has been producing and selling innovative textiles for workwear and protective clothing for over 150 years.

TDV Industries has been a pioneer in the textile industry, committed to customer satisfaction, innovation, and environmental responsibility, and promoting sustainability for decades.

Headquartered in Laval since 1938, TDV Industries has a rich history and a strong presence in the textile industry, operating as an integrated manufacturer, handling spinning, weaving, dyeing, and finishing processes on a single site.

Recognised for their blend of innovation and tradition, the company has received the Label Entreprise du Patrimoine Vivant (EPV), which distinguishes companies with exceptional skills and knowledge.



TDV Industries in figures



24000 m²
production
factory



5%
of annual income
invested in R&D



Over
150
Employees



1
integrated
production unit in
Laval, France



156
years of
existence in
2023



13th
sustainability
report



11%
of the annual
turnover from
greenwear offer



3M
workers protected
with our fabrics
every day



• WE-AR CIRCULAR

LAUNCH OF THE WE-AR CIRCULAR CONCEPT FOR FABRICS MADE FROM MULTIFIBRE POST-CONSUMER RECYCLED GARMENTS.

• 11%

11% OF OUR SALES ARE MADE FROM GREENWEAR FABRICS



• CSR STRATEGY REINFORCED

AND SUPPORTED BY A DEDICATED TEAM



• LCA FOR PRODUCTS

STARTED A LIFE CYCLE ASSESSMENT ON ALL OUR PRODUCTS





• NEW INVESTMENTS INSIDE THE COMPANY:

REDUCING ENERGY CONSUMPTION, AND INCREASING PRODUCTIVITY IN THE DYEING UNIT WITH : THERMEX + PADSTEAM. NEW PACKAGING MACHINE

• JOB STABILITY

96% OF EMPLOYEES ON A PERMANENT CONTRACT



STeP

22003041
IFTH

• OEKO-TEX® STEP

ACHIEVED (AND RENEWED) OEKO-TEX® STEP CERTIFICATION AND DETOX TO ZERO

• SUCCESSFUL PROVIDER OF THE FRENCH ARMY

OFFICIAL PROVIDER OF TECHNICAL RIPSTOP FABRICS FOR THE FRENCH ARMY





TDV INDUSTRIES MORE THAN 150 YEARS OF TEXTILE EXCELLENCE

THE TDV PRODUCTION PLANT IN LAVAL, MAYENNE, GATHERS EXTENSIVE "SAVOIR-FAIRE" IN THE TEXTILE PRODUCTION ON A SINGLE SITE. THIS INTEGRATION ENSURES CONSISTENT QUALITY, TOTAL TRACEABILITY AND OPERATIONAL EFFICIENCY, MINIMISING LEAD TIMES AND LOGISTICS COSTS.



LAVAL
MAYENNE, FRANCE

WHO WE ARE

1.1 Our philosophy



TDV Industries has a rich history deeply rooted in sustainability, reflecting its core philosophy as a company. From its inception as a family-run business in 1867, TDV has demonstrated a steadfast commitment to responsible practices and environmental stewardship. Early on, the company recognised the importance of integrating sustainability into its operations and has continually strived to minimise its environmental footprint while maximising positive social impact.

The company's philosophy revolves around the belief that sustainability is not just a goal but a guiding principle that permeates every aspect of its business operations.

The company prioritises the use of eco-friendly materials and suppliers who adhere to ethical labour practices. By carefully selecting its suppliers and materials, TDV ensures that its products are not only of the highest quality but also produced in a socially and environmentally responsible manner.

TDV Industries places a strong emphasis on reducing its carbon footprint and promoting energy efficiency. The company has implemented various measures to minimise energy consumption and reduce greenhouse gas emissions across its manufacturing facilities. Notably, TDV has invested and optimised its production processes to minimise waste and maximise resource efficiency.

TDV Industries also actively engages with stakeholders and industry partners to drive positive change and promote sustainability initiatives.

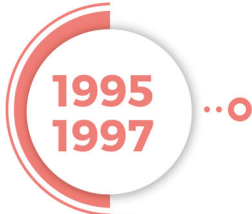
Through collaborations with organisations such as the UN Global Compact, TDV contributes to collective efforts aimed at addressing global sustainability challenges.

Next, discover a timeline that gives a clearer idea of how much the culture of sustainability has been a part of our operations and priorities for decades.

Sustainability Timeline

Raising awareness

The 90s brought with them the need to take action on the environment and consumer safety. Thanks to ISO 9001 and OEKO-TEX® std 100, TDV can guarantee the best quality.



Fairtrade and Ethical range

Since 2004, TDV Industries has been working with its stakeholders to set up a fair trade and organic cotton supply chain using a natural raw material certified by the Fairtrade NGO Max Havelaar.



Global Compact

Since becoming a member of the UN Global Compact in 2007, TDV has been integrating its values into its culture and daily activities, following the requirements of the SDGs.



ISO 26000 - 1st CSR Report

In 2012, TDV obtained ISO 26000 certification, and published its first CSR Report. It was also the first Carbon Print calculation.



Focus on carbon footprint

Focusing on more environmental issues, TDV has developed its own environmental calculator, and social and community calculator while releasing its 7th CSR Report.



Compensation and masks

Between years 2019 and 2021, TDV Industries led efforts into tree planting, and increased its certification level with ISO 14001. The COVID crisis also sparked the production of fabric masks.



Sustainable production

TDV has obtained new certifications for its sustainable management (ISO 50001 and OEKO-TEX® STeP), its particular skills in textiles and the production of fabrics with recycled raw materials.



We-ar Circular project

As a result of years of R&D, the project is now mature enough to provide to the market the most high-quality fabrics made from recycled end-of-life garments.



1.2 Our values



MISSION

Our aim is to clothe and protect staff in their workplace with high-quality fabrics that have the lowest possible environmental impact and the most positive social and societal impact.

VISION

Our guiding vision: Textile excellence. We design and manufacture technical and functional fabrics for workwear, protective clothing and industrial applications. We must ensure that our customers have confidence in the quality and high level of service provided by our products, but also in the sustainable process and materials used to produce them.

At TDV Industries, our values serve as the guiding principles that shape everything we do. Sustainability is not just a buzzword for us — it's deeply ingrained in our identity. We believe in conducting our business with integrity, recognising the impact of our actions on the environment and society. **Excellence is our standard, as we strive to meet the high expectations of our customers while upholding our commitment to corporate social responsibility.**

Innovation is at the heart of our approach to sustainability. We constantly seek new ways to minimise our environmental footprint and maximise our positive impact. Ethical business practices are non-negotiable for us; they are integral to our values and inform every decision we make.

At TDV Industries, our values extend beyond sustainability to encompass the wellbeing and protection of individuals in their daily lives and workplaces. We understand that our fabrics play a crucial role in safeguarding people, whether they're on the job or going about their everyday activities. Ensuring the comfort, safety, and protection of end-users is a top priority for us, and it's a value that guides everything we do.

Rooted in quality, sustainability, service, tradition, and people, these values shape our identity and guide our actions.

- **Quality** is paramount, ensuring that every product meets the highest standards of craftsmanship.
- **Sustainability** is a way of life, reflected in our efforts to minimise our environmental impact through responsible practices.
- **Service excellence** is our commitment, providing personalised solutions and unparalleled support to our customers.
- **Tradition** grounds us in our heritage. As a family-owned company with a rich history in the textile industry, we take pride in our legacy of integrity and craftsmanship, inspiring us to uphold the principles that have guided us for generations.
- **People** are at the heart of everything we do, fostering strong relationships built on respect and collaboration.

Together, these values define who we are and propel us towards a future of continued excellence and positive impact.



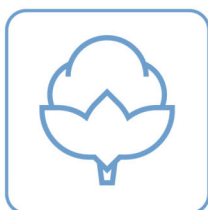
QUALITY



SERVICE



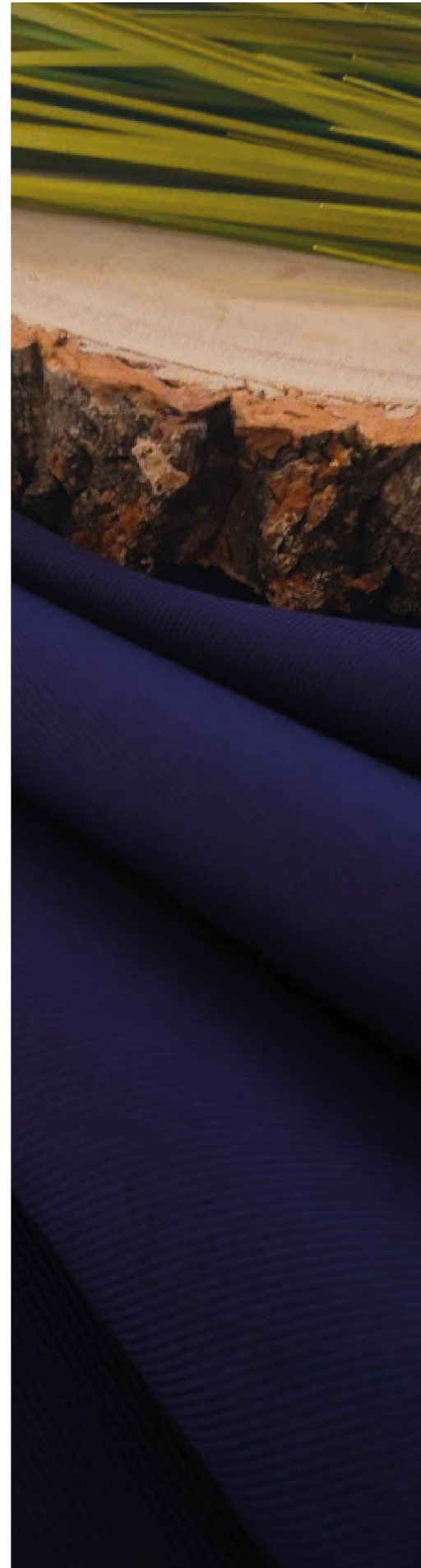
SUSTAINABILITY



TRADITION



PEOPLE



1.3 Company structure



Founded in 1867 by Henri Coisne and Léopold Lambert in northern France, the Coisne & Lambert Group is today an industrial textile group producing technical textiles for workwear, PPE and industrial applications.

The group represents excellence in the textile sector, and has solid financial and industrial foundations with production sites in France, Italy and Indonesia. This enables it to serve the entire European market and a large part of the Asian market. Coisne et Lambert, the parent company of TDV Industries, has also become the parent company of Klopman International, KAI and TAD, making it Europe's leading manufacturer of workwear fabrics, producing excellent quality fabrics with a sustainable approach to business.



Since joining forces, TDV Industries and Klopman have embarked on a dynamic collaboration that has not only strengthened their financial position, but has also strategically positioned them as influential players throughout Europe.

TDV Industries, renowned for its production and marketing of technical fabrics, has established itself as a leader in the protectivewear and workwear sectors.

TDV's integrated production plant is located in Mayenne, France. Its DNA is based on sustainable development, and more than 5% of its annual turnover is invested in research and development.

Klopman's production plant is located in Frosinone, Italy. The head office and a vast 70,000 square metre industrial site are located here. Cutting-edge technologies and centralised process controls are used, making this production plant an industrial jewel.

Our international presence

The Group has strategically expanded its global presence with sales offices in Düsseldorf, Lyon, Moscow, Borås (Sweden), Dubai and Bangkok. This network gives it a presence in all the major international markets. This diverse geographical spread reflects the company's commitment to providing tailor-made solutions and keeping in close touch with its customers' changing needs.

In addition, the Group's reach extends beyond European borders, with the production plant in Jakarta, Indonesia, operated by Klopman Argo International (KAI). With a capacity of over 15 million metres, this plant not only efficiently supplies European quality fabrics to customers in the region, but throughout South Asia.

Together, TDV Industries and Klopman have forged a powerful alliance that transcends borders, creating a global force in the textile industry with a shared commitment to innovation, quality and customer satisfaction.



1.4 Activities and value chain

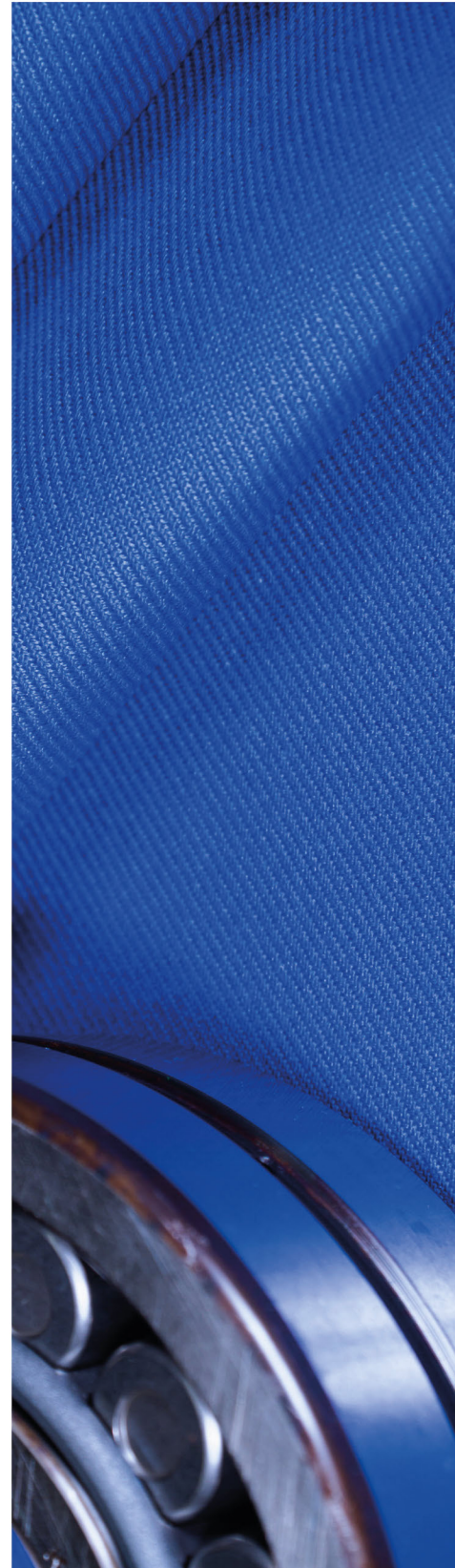
Since its foundation, TDV Industries has been dedicated to manufacturing high-performance fabrics that focus on protection, comfort and durability for users in a variety of industries.

Our wide range of TDV Industries fabrics includes different styles and blends, with the ability to customise designs to meet specific customer needs. From the selection of raw materials to the final product, TDV Industries is actively involved in every step of the production process to ensure the highest quality standards are met.

Our commitment to customer satisfaction is unwavering. TDV Industries fabrics are characterised by exceptional durability and innovative features. Designed for use in the most demanding working environments, our fabrics offer versatility and functionality, with options including poly/cotton blends and cotton-rich fabrics with antibacterial, antistatic, flame retardant and high visibility properties for PPE applications. Through strategic partnerships with leading chemical and fibre suppliers such as Cordura, Lycra, Kermel and Sanitised, we offer a wide range of finishes to enhance the performance of our fabrics, consolidating our position as one of the world's leading textile producers.

TDV Industries' workwear and protective fabrics are designed to offer exceptional performance and provide enhanced protection, even in the toughest conditions. With attributes such as durability, excellent tensile and tear strength, professional appearance and abrasion resistance, our fabrics consistently exceed industry standards. We have developed speciality textiles, including flame retardant fabrics, inherent fabrics to ISO 11612 and ISO 14116, high visibility fabrics to EN 20471, and multifunctional textiles to meet the diverse and demanding needs of our customers.

At TDV Industries, stringent quality control is applied at every step of the manufacturing process, ensuring that every fabric meets our strict quality and performance criteria.





FROM FIBRE SELECTION

In the initial stage, fibres undergo thorough analysis to assess their physical properties and quality consistency. Subsequently, they are meticulously cleaned and blended into slivers to achieve the desired blend proportion for the final fabric. These slivers are then drawn out, twisted together, and transformed into yarn using advanced ring-spinning or open-end spinning machines. This crucial step determines the unique fabric characteristics such as hand feel, strength, and comfort.



TO WEAVING

The subsequent stage involves preparing the fabric for weaving through processes like warping and slashing, followed by weaving on modern and recently upgraded looms. The resulting woven fabric, referred to as 'greige', is then primed for dyeing and finishing on sophisticated, highly automated continuous bleaching/mercerising, and continuous dye ranges.



TO DYEING AND FINISHING

The finishing and colouring process stands at the core of our production. One of the most distinctive features of TDV Industries fabrics is the absolute consistency in colour, recognised for its wide range, consistency, and fastness performance.



TO METICULOUS PRINTING PROCESS

Rotary printing machine allows us to completely integrate the production of multi-coloured fabrics and/or with complex designs (such as military camo). All the fabrics are controlled directly and immediately after printing.



FOR EXCEPTIONAL QUALITY

With a significant degree of automation across all processes, the majority of our plant's personnel focus on rigorous quality control and monitoring. This ensures the consistent maintenance of all fabric performance aspects. The amalgamation of TDV Industries' expertise across various areas and processes results in overall fabric stability and performance consistency, both during wear and throughout the laundry processing cycle.



Collaboration with industry leaders

At TDV Industries, we collaborate with some of the most innovative suppliers globally. Through strategic partnerships, we meticulously select high-quality raw materials and fibres to ensure the exceptional quality and enduring durability of our fabrics.

TENCEL™

Lyocell fibres are derived from sustainable wood sources, harvested from certified and controlled sources. TENCEL™ is a trademark of LENZING AG.



KERMEL®

An inherently flame-resistant fibre and a registered trademark of KERMEL® S.A.S.



NEGA STAT®

An anti-static filament and registered trademark of Barnet, offering efficient electrostatic dissipation for earthed and unearthed garments.



XLANCE®

The first polyolefin-based stretch fibre that delivers thermal stability up to 220°C, resistance to harsh chemicals and unique tensile response and stretch behaviour.



REPREEVE®

Recycled performance fibre, registered trademark of Unifi, Inc.



TEIJIN®

Teijin Aramid produces the para-aramid fibers Twaron® and Technora® and the meta-aramid fiber Teijinconex®.



LYCRA® T400®

A stretch fibre made with 68% sustainable resources, including recycled & renewable materials that makes it ideal for shirts and tops. LYCRA® T400® is a trademark of The LYCRA® Company.



1.5 Certifications

A sustainable approach to business is at the core of the Group's success in the marketplace. We want to contribute to a positive economy that combines technicality, new textile solutions, impact control, transparency, traceability and excellence.

Since 1995, TDV Industries has achieved the most prestigious certifications on the market, both for products and processes: ISO 9001 , ISO 14001 , Oeko-Tex® std 100 class 1 to 4, Fairtrade Certificate, and in 2023, we obtained ISO 50001 and OEKO-TEX® STeP certifications.

ISO 9001 international standard

which allows an organisation to demonstrate its ability to consistently deliver products and services that meet customer requirements and relevant laws and regulations. We fully comply with ISO 9001.



ISO 14001 international standard

with requirements for an environmental management system, which is used by an organisation to develop an environmental policy and ensure its implementation. The basis for the environmental management system is the 'plan-do-check-act' cycle (PDCA). We fully comply with ISO 14001.



ISO 50001:

In 2022, TDV Industries also obtained a certification for compliance with the international standard ISO 50001:2018 for Energy Management. ISO 50001 defines an energy management framework for establishing specific energy policies, processes, procedures, and tasks to meet an organisation's energy goals. It provides requirements for a systematic process, based on collected data and focused on continuous improvement of energy performance. With this certification TDV Industries is even more able to structure its approach to measuring and reducing even more our energy consumption as part of our sustainability commitment. A further proof of the company's commitment to sustainability and attention to a conscientious use of resources.



OEKO-TEX® STeP – SUSTAINABLE TEXTILE PRODUCTION

TDV Industries has achieved the prestigious STeP (Sustainable Textile Production) certification released by OEKO-TEX® to measure manufacturing performances in terms of environmental performance, workers' health and safety, social responsibility, chemical products and their use, and environmental management.

Part of the certification is the **Detox to Zero** program, an efficient verification system for the textile industry which aims to implement the criteria of the Greenpeace Detox campaign.



OEKO-TEX® STANDARD 100

OEKO-TEX® labels and certificates confirm the human-ecological safety of textile products at all stages of production (raw materials and fibres, yarns, fabrics, ready-to-use end products) along the textile value chain. Some also attest to socially and environmentally sound conditions in production facilities. (CQ 601/2, CQ 601/3 & CQ 601/4)



FAIRTRADE certificate

Fairtrade cotton is cotton that has been certified through Fairtrade International, an organisation that attempts to ensure that cotton producers receive a fair price for their crop. Cotton is one of several products that are subject to fair trade arrangements designed to connect farmers with customers who make purchase decisions with social considerations in mind.



GOTS CERTIFICATION

With nearly 30 years of experience in the audit and certification of organic products in France and in more than 130 countries, Ecocert is the world's leading specialist in the certification of sustainable practices.

GOTS certification guarantees:

- environmentally friendly production and industrial processes
- respect and improvement of working conditions
- promotion of the use of fibres from organic agriculture
- prohibition of hazardous inputs such as toxic heavy metals, aromatic solvents etc.



EGL/62719



GRS CERTIFICATION

The Global Recycled Standard is a certification program that guarantees products contain recycled materials while upholding stringent environmental and social criteria. Developed by the Textile Exchange, the GRS establishes requirements for the tracking and tracing of recycled materials throughout the supply chain, from input materials to the final product. This certification ensures transparency and credibility in the recycling process, allowing consumers to make informed choices about sustainable products.



EGL/62719

To achieve GRS certification, products must meet specific criteria, including the use of recycled materials derived from post-consumer or post-industrial sources, as well as adherence to social and environmental criteria such as chemical restrictions, wastewater management, and fair labour practices. The certification also encompasses requirements related to social responsibility, ensuring that workers' rights and welfare are protected throughout the production process.

Textile Exchange - licence number: EGL/ 62719

REACH REGULATION

All the products used and produced by TDV Industries are REACH compliant. The aim of REACH is to obtain complete control of the substances present on the European market, to improve the protection of human health and the environment and to ensure better cooperation between companies involved in the production chain.



We have also obtained labels and certifications for our French territory: Origine France Garantie, for some of our products, and the label EPV (Entreprise du Patrimoine Vivant) for the entire organisation.

Origine France Garantie:

OFG is a certification of traceability and French manufacturing that guarantees, for some of our products, our local processes of production. This label is specifically applied for the manufacture of dyed or printed fabrics for the following references:

1. Fluoline premium (0465-06)
2. Fluoline 300 Rpes (0580-06)
3. Fluoline 270 Rpes (0579-06)
4. Helevtys premium (0468-06)
5. MINAREP (0207-14)
6. MINABIPR (0473-14)
7. Nashnew5 (0378-13)
8. Securisteel (0218-25)
9. CCPEL250BIO (0451-11)
10. LAZA (0888-20-0887-00)
11. M60 (0663-20)
12. M450 (0666-22-1610-00)
13. SECURITHOR (0347-38-0575-00 + 0501-38-0574-00)
14. T-FIRE 205 BME (0581-43-1468-00)



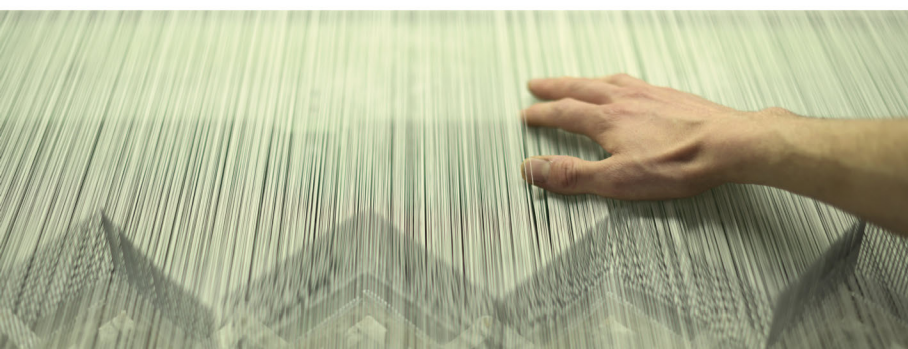
BV Cert. 6135868

Label EPV (Entreprise du Patrimoine Vivant):

Obtained in 2022 by TDV Industries, the EPV label (Entreprise du Patrimoine Vivant) is a mark of state recognition aimed at promoting French companies with exceptional know-how in terms of craft or industrial production.

Awarded for a period of five years, this quality label is based on a careful selection of companies, a visit by experts in the trade, an instruction report submitted to the ISM (Institut Supérieur des Métiers), and a final validation by the government.

For TDV Industries,, this label represents authentic proof of quality internationally and rewards the skilled and exceptional craftsmanship of its staff.





SUSTAINABILITY AT TDV: LEADING THE WAY

AT TDV, WE ARE FULLY COMMITTED TO SUSTAINABILITY. WITH AN INTEGRATED APPROACH, WE FOCUS ON REDUCING OUR ECOLOGICAL FOOTPRINT, PROMOTING ETHICS, AND SUPPORTING LOCAL COMMUNITIES. BY INVESTING IN SUSTAINABLE PRACTICES, WE ARE SHAPING A GREENER AND MORE EQUITABLE FUTURE.



SUSTAINABILITY
IN OUR DNA

OUR APPROACH TO SUSTAINABILITY

2.1 Sustainability strategy: our circular approach

SUSTAINABILITY AS A GUIDING PRINCIPLE

At TDV Industries, sustainability is not just a goal, it's a guiding principle that shapes every decision we make. With TDV Industries and Klopman leading the change, we are actively involved in a diverse range of projects aimed at revolutionising the workwear and protectivewear sectors for a more environmentally conscious future.

Our commitment to sustainability is at the heart of our operations, driving us to integrate eco-friendly practices into every aspect of our business.

1.7 - 2.1 MILLION TONS

of used textiles are collected annually in the EU

2.2 MILLION TONS

of textile waste will be available for recycling by 2030

Textiles and clothing are essential elements of our everyday lives. The global production of textile fibres has almost tripled since 1975.

Textiles are the fourth largest contributor to resource use (1321 kg/person) and greenhouse gas emissions (654 kg CO₂-equivalent/person). Textiles re-use and recycling preserves textile fibres in the circular economy and saves the equivalent of up to 98% of CO₂ when compared to the use of virgin materials.

MOVING FROM A LINEAR TO A CIRCULAR BUSINESS MODEL

From sustainable sourcing and manufacturing practices to employee wellbeing and community engagement, each aspect of our strategy is carefully designed to maximise positive impact while minimising environmental harm.

Through initiatives such as the incorporation of circular fibres, recycled polyester, Fairtrade, and organic cotton into our fabrics, we strive to reduce waste and lower our carbon footprint while maintaining the high quality and performance our customers expect. Additionally, we prioritise fair labour practices, safe working conditions, and respect for human rights throughout our supply chain.

Our sustainability strategy is comprehensive, covering key areas that encompass environmental, social, and governance topics. These areas serve as pillars supporting our mission to create a more sustainable and responsible textile industry.



THE FUTURE IS CIRCULAR: LEADING THE CHANGE

We strongly believe that the best way to preserve resources is to ensure that they are recycled. This is why we have started a research and development process that has led us to offer the market products that contain fibre from mechanically recycled polyester-cotton blends derived from garments at the end of their life cycle.

The concept of circularity, however, permeates all the stages of our production process, especially:

PRODUCT

We-ar Circular is the brand we have developed to communicate our will to accelerate the transition from a linear to a circular economy. (see Chapter 5.2 The Future is Circular)



PRODUCTION

Circularity involves not just recycling materials, but also reusing resources during our production process. Our heat recovery system gives a clear idea of the solutions that can be put in place in order to achieve a significant improvement of energy efficiency.



WASTE

For years we have had a strong waste control policy to that allowed us to recycle or reuse of most of the company's waste materials. (see Chapter 4.4).



WATER

We reintroduce into the river after depuration treatment the water that is taken and used in the production process, without using any underground water.



THE 8 PILLARS OF OUR SUSTAINABILITY STRATEGY

01 CIRCULAR ECONOMY

TDV Industries has completely embedded material recycling into its vision and business practices. By embracing the concept of circular economy, we have made substantial investments in multifibre recycling projects, aiming to "close the loop" on resource consumption and waste production. **TDV Industries' R&D laboratory continuously works to explore the best solutions to make recycling projects a reality.** We have also implemented circularity practices within our factory to reduce/optimize water consumption, recover thermal waste from production, to heat the facility (see section 5.2 The Future is Circular: Driving Change for more details).

02 PRODUCT LIFE CYCLE ASSESSMENTS

We have recently initiated a comprehensive life cycle assessment (LCA) process for all our product portfolios.

This represents a significant commitment to transparency, accountability, and continuous improvement. By analysing the complete life cycle of our fabrics, we aim to identify and address environmental hotspots, ensuring that our products meet the highest sustainability standards. This holistic understanding enables us to make informed decisions at every stage of the product life cycle, resulting in an overall reduction of environmental impact.

03 CSR REPORTING

Our 13th sustainability development report has adopted GRI standards for the first time. The objective is to anticipate, as much as possible, the obligations that will be imposed by the European Union under the Corporate Sustainability Reporting Directive (CSRD), anticipating what will become standards so that we are at the forefront of sustainability development.

04 PRODUCT AND COMPANY CERTIFICATIONS

TDV Industries complies with multiple standards and certifications outlined in section 1.5 Certifications.

This ensures the traceability of our sustainable development practices and the verification of our commitments by third parties.

05 WATER AND ENERGY CONSUMPTION

Effective control of water and energy consumption is essential for sustainable and responsible resource management.

Implementing advanced control systems enables companies to collect real-time data on water consumption, identify patterns, and pinpoint areas of inefficiency. This data-driven approach allows for proactive measures. Emphasis on these aspects will be analysed in section 4.

06 COMPANY CARBON FOOTPRINT

We monitor our company's carbon footprint closely. Key to this commitment is our focus on controlling and reducing emissions, using cutting-edge technologies and practices to mitigate our environmental impact. Concurrently, our research and development initiatives are dedicated to developing fabrics with a low environmental footprint, ensuring the harmonious coexistence of innovation and sustainability.

07 UNITED NATIONS GLOBAL COMPACT ENGAGEMENT

We have adhered to significant international frameworks. Details of TDV Industries' commitment to the UN Global Compact are explained in section 2.2.

08 SUPPLY CHAIN TRANSPARENCY

We ensure that our values are shared throughout our supply chain. Transparency is a fundamental principle of our sustainable development framework.

Our unwavering commitment to international frameworks, such as the UN Global Compact, underscores our willingness to align with global standards in sustainable development. Our commitment to traceability and transparency extends to every link in our supply chain, ensuring that our values are upheld at every stage. Through these multifaceted initiatives, we are not only setting the rules for the future of the workwear sector but also aspiring to be a catalyst for positive change across the industry, demonstrating how sustainability can drive innovation and responsible business practices.

2.2 Our Commitment to the Global Compact

In the 2000s, the Global Compact emerged as a beacon of global sustainability and ethical business practices, aiming to unite businesses around the world in promoting responsible corporate conduct. When businesses unite, they can be a powerful force for good

The journey of TDV Industries' commitment to the UN Global Compact traces back to the establishment of this influential initiative. Since the early days of the Global Compact's formation, TDV Industries recognised the importance of aligning with its principles. In 2007, we took a pivotal step forward by joining this esteemed network of companies dedicated to upholding human rights, labour standards, environmental protection, and anti-corruption measures.

Our integration into the Global Compact marked a significant milestone in our corporate history, guiding our ethos and shaping our approach to business.

At TDV Industries, we have embraced the values espoused by the Global Compact, embedding them into our corporate culture and daily operations.

From respecting the dignity and rights of all individuals to fostering safe working conditions and environmental sustainability, our commitment to the Global Compact principles runs deep within the fabric of our organisation. Through our membership, we actively contribute to a global movement striving to build a more sustainable and equitable world for all.

With a strong governance framework and a strict adherence to the principles and fundamental rights outlined by the International Labour Organisation (ILO), TDV Industries ensures that ethical standards are upheld across all facets of our operations. **Our membership of the Global Compact as a local ambassador in France reinforces our commitment to responsible business conduct and underscores our dedication to making a positive impact on the world stage.**



TDV IS COMMITTED TO THE FOLLOWING SDGS



In 2015, the United Nations approved the Global Agenda for sustainable development and defined 17 Sustainable Development Goals (SDGs) structured in 169 targets to be reached by 2030.

These SDGs serve as our CSR guideline, with all TDV's commitments in recent years related to 11 of those SDGs. For each commitment, we have set and reported quantified and qualified targets annually in our past CSR reports.

By incorporating the organisation's Ten Principles and the Sustainable Development Goals (SDGs) into strategies, policies and procedures, and establishing a culture of integrity, TDV Industries is not only upholding its basic responsibilities to people and planet, but also setting the stage for long-term success.

GLOBAL COMPACT'S 10 PRINCIPLES FOR BUSINESSES

| | | |
|----|---|-----------------|
| 1 | Support and respect the protection of internationally proclaimed human rights | HUMAN RIGHTS |
| 2 | Make sure not to be complicit in human rights abuses | |
| 3 | Uphold the freedom of association and the recognition of the right to collective bargaining | LABOUR |
| 4 | Elimination of all forms of forced and compulsory labour | |
| 5 | Effective abolition of child labour | |
| 6 | Elimination of discrimination in respect of employment and occupation | ENVIRONMENT |
| 7 | Support a precautionary approach to environmental challenges | |
| 8 | Undertake initiatives to promote greater environmental responsibility | |
| 9 | Encourage the development and diffusion of environmentally friendly technologies | ANTI-CORRUPTION |
| 10 | Work against corruption in all its forms, including extortion and bribery | |

2.3 Our stakeholders

At TDV Industries, we recognise the interconnectedness of our activities with the wider ecosystem in which we operate. That’s why we remain committed to transparent communication, active engagement and meaningful partnerships with all stakeholders in order to have a positive social and environmental impact.

Through ongoing dialogue and collaboration with employees, customers, suppliers, investors and communities, we strive to ensure that the interests and expectations of our stakeholders are taken into account and integrated into our decision-making processes. By building strong relationships with our stakeholders, we can better address their concerns, identify opportunities for improvement and work together to achieve common sustainability goals.



| CATEGORY | ENGAGEMENT ACTIVITY |
|-------------------|---|
| EMPLOYEES | Building our people’s skills and professional expertise through training and personal development, and rewarding success and high performance; |
| CUSTOMERS | We believe that our customers demand the best possible quality and performance from their products, as well as an unrivalled level of service. We strive to emphasise these aspects throughout our production, to study customers’ requirements and to do our utmost to satisfy them. |
| LOCAL COMMUNITIES | TDV Industries is proud to be a partner of local events and social initiatives, to help build a more inclusive and supportive society, and to create a union between individuals and the local area. |

| CATEGORY | ENGAGEMENT ACTIVITY |
|---|---|
| SUPPLIERS | <p>TDV Industries cultivates transparent and collaborative relationships with suppliers, emphasising trust and fairness. We prioritise open communication and sustainable practices to ensure high-quality materials and services. Through continuous engagement and innovation, we aim to build resilient and mutually beneficial supply chains.</p> |
| INVESTORS AND FINANCIAL INSTITUTIONS | <p>Transparency is at the core of all our operations towards investors and financial institutions. Only by building trust can we guarantee long-lasting business relationships.</p> |
| GOVERNMENT AND POLICY MAKERS | <p>We have ongoing, fruitful exchanges with various institutions. TDV Industries is a well-established company in the Laval and Mayenne region, and its role in the value creation chain is recognised in many aspects.</p> |
| TEXTILE INDUSTRY | <p>TDV Industries has been in the textile market for over 150 years and proudly represents the French workwear sector, well recognised at an international level for the performance of its fabrics.</p> |
| GOVERNANCE BODIES | <p>All strategic decisions are taken collaboratively within our governance bodies, ensuring that all points of view are taken into account in a fair and inclusive manner.</p> |
| CERTIFICATION BODIES | <p>TDV Industries process is ISO certified, including ISO 9001, ISO 14001, and ISO 50001, and we're always looking for ways to improve our already effective environmental management system.</p> |

2.4 Materiality Analysis



In order to identify the most relevant themes for the CSR report, TDV and Klopman implemented a Group-wide materiality analysis process, in accordance with the latest update of the GRI standards, which are used as a reference framework for preparing reports.

Writing a sustainability report that complies with GRI standards involves publishing information based on what are known as "material topics". This term refers to topics representing the company's economic impact, environmental and social issues, or topics that significantly affect stakeholder assessments and decisions. More specifically, an analysis was carried out of the sustainability reports produced by the main peers on the national and international scene, as well as an in-depth analysis of the company's internal documentation, market sector trends in sustainability and the sustainability reports of the main competitors, following the comparative analysis and the regulatory landscape. The whole process aimed to identify current and potential impacts, both positive and negative, that may be caused by the company's activities, from an environmental, social (including human rights) and governance perspective.

The impacts were estimated through the involvement of company staff members, called upon to express their point of view on the perception of the company, according to two principles: the magnitude of the impact, understood as severity/significance, measuring the consequences of the impact and any irremediability and duration, and the likelihood of occurrence of the impact. The severity/significance and likelihood were measured on a scale from 1 to 5. Then, the convergence of impacts into material topics was carried out, and followed by a scoring system and identification of a preliminary list of material topics.

The Group's Top Management prioritised our main environmental, social and governance interests to identify 9 material topics. The information and data concerning those issues that were not deemed material will be monitored and reported in future years.

The following table shows the material topics identified with their descriptions.

| | MATERIAL TOPICS | DESCRIPTION | SDGS |
|-------------|---|--|---|
| ENVIRONMENT | Circularity and Product Sustainability | The implementation of processes by which materials and products that are no longer needed are exploited to give them a second life, creating a closed-loop system where possible and retaining their value for as long as possible. |  |
| | Water Stewardship | The comprehensive approach to using, managing and conserving water in order to properly balance the needs of businesses, people and ecosystems. This process includes responsible sourcing, pollution prevention, and water recycling as much as possible. |  |
| | Climate Change and GHG Emissions | The responsible approach to reduce greenhouse gases generated through business operations that have a negative effect on global warming, which range from reducing the consumption of energy to using renewable energy where possible. |   |
| SOCIAL | Product Quality | The implementation of controls that ensure that all products are effective during use, through a set of certifications that the company obtains and frequent product verification checks. |  |
| | Customer Care | We work on a transparent product labelling system or "eco-score" for our products that meets customers' needs; and provide a service where customers can address any questions they may have. |  |
| | Health and Safety | Ensuring safety at work as a company priority, in order to provide the safest conditions in our plants and to protect the people wearing garments made with our protective fabrics, in adherence to the most stringent regulations. |  |
| | Human rights | The implementation of protection measures to implement all the rights inherent to human beings necessary for a life of dignity into their operations and their value chain. |  |
| GOVERNANCE | Business Ethics | To define the moral principles, values and standards that will guide individual behaviour within the company, encouraging transparency, integrity and fairness while ensuring compliance with legal regulations and industry standards. |  |
| | Transparency in the Value Chain | Creating a transparent collaboration with our suppliers, sharing the same values that drive our success in the marketplace: respect for the people at work, business integrity and all ESG practices in general. |  |



**LEADERSHIP INTEGRITY:
TDV'S GOVERNANCE
FRAMEWORK**

WITH TRANSPARENT POLICIES, ETHICAL STANDARDS, AND STRATEGIC OVERSIGHT, WE ENSURE ACCOUNTABILITY AND UPHOLD INTEGRITY IN ALL OUR OPERATIONS. THROUGH ROBUST GOVERNANCE PRACTICES, WE FOSTER TRUST AND DRIVE SUSTAINABLE GROWTH.



GOVERNANCE

3.1 Governance structure

THE MANAGEMENT TEAM IS RESPONSIBLE FOR DEFINING THE PURPOSE, VALUES AND MISSIONS OF THE COMPANY.

The role of the Management Team is crucial in ensuring that the company not only embraces the principles of sustainable development, but also integrates them deeply into its culture, strategy and day-to-day operations.

This will provide the foundation on which to build all of TDV's activities, including sustainability efforts.

The Management Team actively engages with stakeholders, who may include employees, customers, shareholders, local communities and others. This involvement can take place through consultations, dialogue sessions or other communication mechanisms.

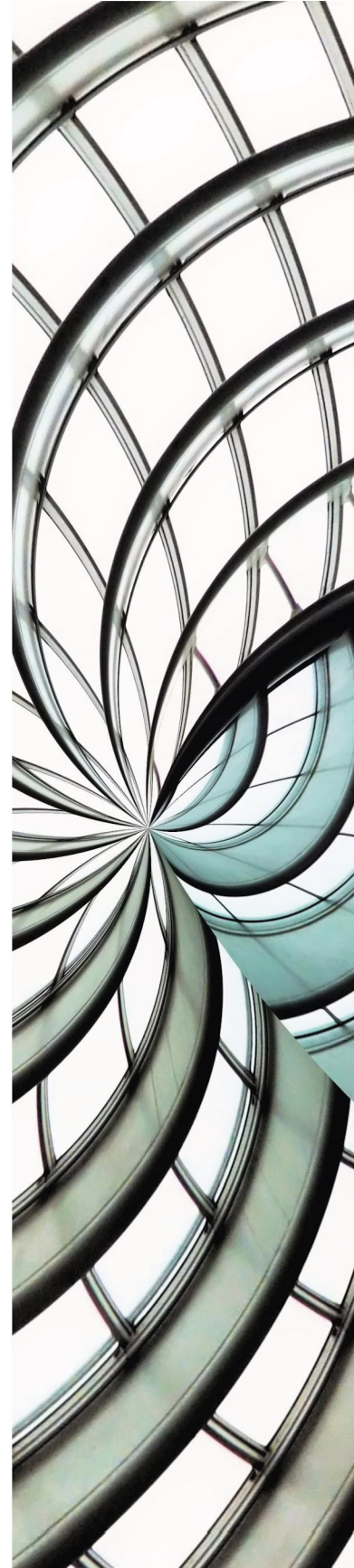
The aim is to understand stakeholders' expectations and concerns in order to integrate these perspectives into decision-making processes. The Management Team will encourage and support the effective participation of stakeholders in these due diligence processes.

These results will be integrated into the strategic and operational decisions of the company. Adopting policies and procedures based on due diligence outcomes can lead the organisation towards a more sustainable operating model. This could include changes in supply chains, investments in more sustainable technologies, or initiatives to improve community relations.

TDV's Management Team comprises the following members*:

- **PAUL DEVILDER** (former CEO now president of the Group Coisne et Lambert)
- **BASTIEN NOMMÉ** (Managing Director since 2024)
- **FRÉDÉRIQUE CHARDON** (R&D Manager)
- **AMELIE CASTAMAGNE** (Purchase Manager)
- **AMANDINE DELEBARRE** (Quality Manager)
- **MARIE POURCHER** (Product Manager)
- **BRUNO SIMON** (Production Director)
- **MAXIME VIARD** (Administrative & Financial Director)
- **JEAN-PHILIPPE HAACK** (Area Manager France)
- **ANTONIO DE LEON TORRES** (Market Manager)

*organisation updated March 2024



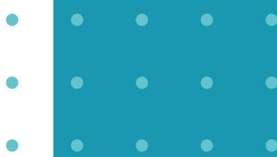
3.2 Business Ethics

As we interact with millions of people across many countries and cultures, such as customers, colleagues, business partners and other stakeholders, we firmly believe that mutual respect, integrity, transparency and honesty are essential to our business. This is why new stakeholders are required to read and sign our principles, standards of conduct and rules.

To achieve its business growth objectives and maintain its leadership in the textile industry, TDV Industries relies on solid values and principles through the **Company rules and regulations** and the **Code of conduct**.

The **Company rules and regulations** have been designed to set out the key human rights principles and working standards that we are committed to upholding in the workplace. Our employees are aware that compliance with this policy is no less important than meeting our high quality standards in terms of products and services.

It is the foundation of TDV Industries' commitment to ensuring that all workers and employees are fully informed of the behaviour they are expected to adopt.



“Under the leadership of the board, each manager and employee are actively working to create a corporate culture and climate where the rights and positions of stakeholders and sound business ethics are respected in accordance with our “Company rules and regulations”

In addition, with its Code of Conduct, Groupe Coisne et Lambert also reiterates its rejection of all forms of corruption, whether it be intended to obtain special treatment, influence the outcome of negotiations or secure an authorisation from a government administration at national, or international levels or from any other depositary of public authority. ”

Maxime Viard, Administrative & Financial Director in charge of Human Resources

Our Code of Conduct sets out the mission and values of our company, how we are expected to approach issues and the ethical principles by which we operate, based on the core values of our organisation.

Beyond underlining TDV Industries' commitment to the highest ethical standards, the company has implemented measures to prevent and avoid corruption and bribery by adopting a Code of Conduct, in accordance with the requirements of the Sapin II law.

The model we have adopted includes a risk analysis, assessments of the impact on the company and preventive or corrective actions based on the results of these assessments.

In addition to awareness-raising and prevention initiatives, the company has also set up a clear, secure and confidential procedure for reporting any behaviour that contravenes the code of conduct. This procedure is open both to company employees and to external and occasional employees such as temporary workers or service providers. This means that any employee who witnesses a situation that is deemed not to comply with the code of conduct can file an "alert" on the dedicated platform, which can be accessed via a link or a QR code displayed around the premises.

This organisational model and procedure are disseminated to employees, managers and other stakeholders through staff training, internal communication and the sharing of this document with customers.

THE CODE OF CONDUCT IN THE SAPIN II LAW



According to Article 17- II -1 of the law of 9 December 2016, a Code of Conduct "defining and illustrating the various behaviours to be proscribed as being likely to characterise acts of corruption or influence peddling" must be put in place in every company.



An aerial photograph of a dense forest with a road running through it. A small red car is visible on the road. The image is overlaid with several white geometric shapes: a square in the upper right, a large downward-pointing arrow on the right side, and a white box in the lower left containing text.

ENVIRONMENTAL
CONSERVATION

ENVIRONMENT



GUIDING INDUSTRY ECO-RESPONSIBILITY

WITH A STEADFAST COMMITMENT TO SUSTAINABILITY, WE INTEGRATE ECO-FRIENDLY PRACTICES INTO EVERY ASPECT OF OUR OPERATIONS. FROM REDUCING WASTE AND CARBON EMISSIONS, WE MINIMISE OUR IMPACT ON THE ENVIRONMENT FOR FUTURE GENERATIONS, ENSURING A GREENER AND HEALTHIER PLANET FOR ALL.

4.1 TDV Industries' Environmental Focus

In the dynamic sphere of corporate responsibility, TDV Industries recognises the considerable influence that companies have on the environment.

This chapter outlines our methodical approach to minimising our impact on the environment. From our rigorous manufacturing processes to the holistic review of our products' life cycles, we demonstrate our unwavering commitment to assessing and mitigating our environmental footprint. Every day, we carefully monitor our operations to identify opportunities for improvement, focusing on energy efficiency, water protection, circularity initiatives and waste management.

TDV Industries is committed to operating its plant in strict compliance with all applicable environmental regulations. We prioritise operating in a manner that safeguards the environment's integrity and the well-being of our employees.

More and more industries prioritise workwear uniforms and PPE that offer comfort and high performance while also emphasising environmental sustainability in both production processes and raw material selection. As a responsible leader in the textile industry, TDV Industries is also committed to investigating technology for a sustainable future. We promote internal transformation in all facets of our business, while helping our customers address their own environmental challenges. Through continuous assessment and improvement, we strive to reduce our impact on the environment and set a precedent for a more environmentally conscious industry.

This dedication to quality and attention to detail is confirmed by our ISO 14001 and ISO 50001 certifications, the world's highest standards for environmental responsibility and energy management.



4.2 Energy consumptions and emissions

In order to ensure a secure and sustainable future, companies must actively engage in improving energy efficiency and promoting prudent energy usage. **That's why, in recent years, our organisation has collectively prioritised energy-savings efforts both within our operations and through individual behaviours.**

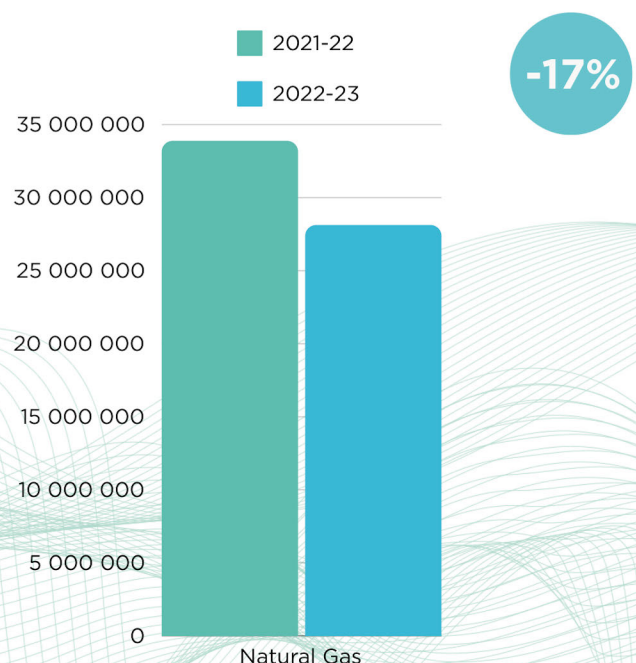
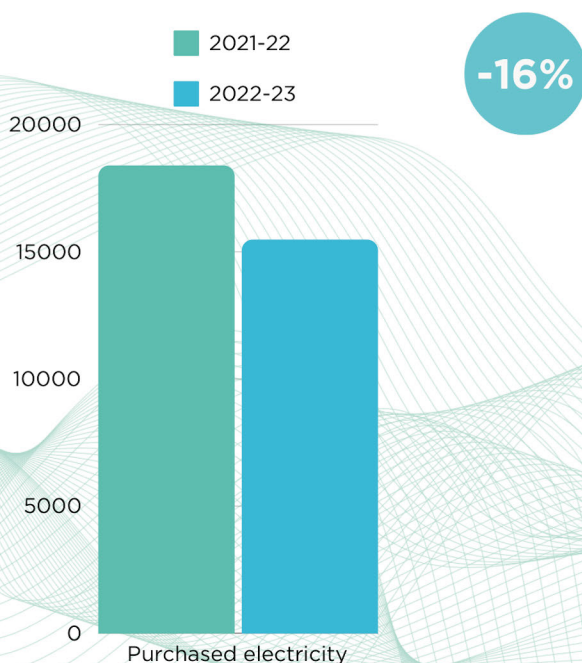
At TDV Industries, our commitment to improving energy efficiency and reducing CO2 emissions remains uncompromising as we take on new challenges and achieve tangible results through our continuous investment in technology and innovation.

To improve our plant's energy efficiency, competitiveness and product range, we have made major investments.

At TDV Industries, our energy consumption is distributed across various workshops: 60% is allocated to the weaving process, 30% to dyeing, and the remaining 10% covers overall site consumption.

In accordance with our dedication to responsible resource utilisation, we have achieved a significant achievement:

in 2022-23 we have successfully reduced natural gas consumption by 17% and purchased electricity consumption by 16%.



FOCUS: NEW INVESTMENTS



The significant investments made by TDV Industries aim at enhancing our operational efficiency while reducing our environmental impact. In the past year, we have completed a full renovation of our dyeing department and installed two new state-of-the-art machines (THERMEX & PADSTEAM). These improvements not only improve our performance but also contribute to lower energy consumption.



Looking ahead, we remain committed to further investments to ensure the long-term competitiveness of our company. Our ongoing efforts to modernise our production process will continue to drive efficiency and innovation.

This also underscores our dedication to sustainable growth and operational excellence.

Bruno Simon, Director of Production



4.3 A responsible use of water



Water is a vulnerable natural resource. It is the basis of all forms of life. We use it every day for our vital needs, our housing, food, the production of goods, culture and transport. We have a responsibility as a company to preserve it and contribute to its conservation for future generations.

2.5% FRESH WATER

Fresh water represents less than 2.5% of all water on earth, of which less than 1% is in liquid form and can therefore be used by humans.

1/3 POPULATION

1/3 of the world's population does not have access to drinking water: this currently represents 1.1 billion people in 80 countries (vs 26 countries in 2013)

(source: Water Information Centre <https://www.cieau.com/>)

From raw material to garment care, the textile industry has a considerable impact on water, which needs to be measured, controlled and, above all, reduced.

TDV takes this responsibility seriously and has invested considerable capital in water recycling systems, and resources to train and equip our wastewater treatment operators to run the systems efficiently and effectively.

Since 1987, the company has been equipped with an automated control system that modulates the demand for water from the machines according to different needs, process phases and equipment, and since 1990 with a pre-treatment station that homogenises and neutralises the waste water.

This system makes it possible to monitor and optimise the production process and the main energy parameters.

In response to environmental concerns, the company has drawn up plans to move from a linear to a circular production process. In the factory, the following organisational/managerial measures are taken to reduce/optimize water consumption:

- Use of an automated system that intervenes by adjusting the demand for water from the machines according to the different treatments, phases of the process and sets of machines
- Use of cooling water in the hot water production plant
- Implementation of a metering plan in order to monitor any changes
- Reduction in the demand for process water through the introduction of state-of-the-art machinery (investment in new equipment);
- Staff training and awareness-raising on the responsible use of water resources.

Our processes do not use groundwater. The primary water used in our plant is extracted entirely from surface water.

Industrial water at the TDV Industries plant is taken from the river (La Mayenne) using 2 lift pumps, filtered through sand filters and sent to a 50m³ storage tank.

The water is then distributed to the various dyeing facilities.

The drinking water used on the site comes from the town network.

Industrial effluents are sent to our pre-treatment station on the TDV site to neutralise them.

The water is then discharged via the city's wastewater network to the Laval wastewater treatment plant, where it is treated.

We withdraw 900 m³/day from our pre-treatment plant.

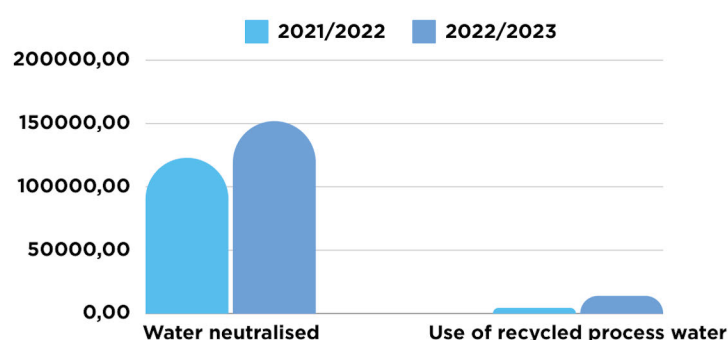
To monitor water quality, periodic physico-chemical analyses are carried out by accredited laboratories. Here too, we use our in-house laboratory to carry out daily analyses on samples taken at the outlet of the pre-treatment plant. This allows us to intervene quickly by adapting the system if the water quality is not adequate.

The measures adopted as part of our water production process have enabled us to neutralise :

- **2022 : 122 944 m³**
- **2023 : 151 927 m³**

Our hot water production facility uses an average of 70% recycled process water

- **2022 : 4445 m³**
- **2023 : 13 925 m³**



4.4 Waste Management

Managing waste is a fundamental aspect of our commitment to responsible operations at TDV Industries. Recognising the challenges posed by waste and product end-of-life in the textile industry, we prioritise effective waste management as a strategic imperative. By efficiently managing waste, we enhance operational efficiency, reduce costs, and minimise our environmental footprint by decreasing the demand for virgin resources.

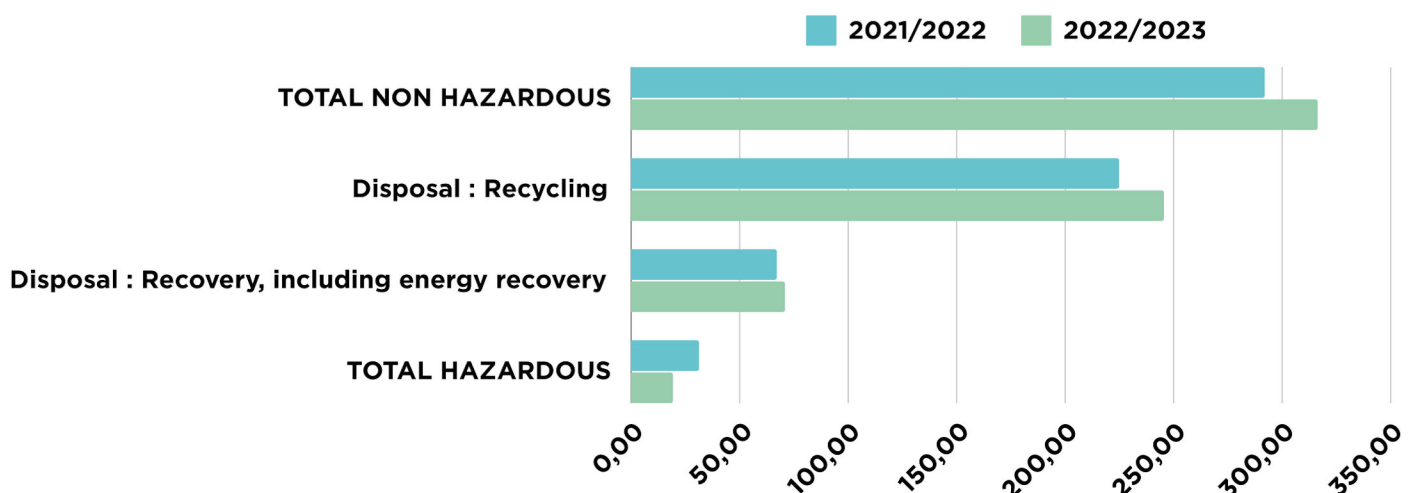
Recycling plays a central role in our waste management efforts, allowing us to recover and reuse materials wherever possible. Additionally, we collaborate closely with local, state, and federal authorities to develop environmentally sound solutions that are both practical and feasible. In the fiscal year 2023:

We have reduced by 38% the amount of hazardous waste and we have recycled over 70% of the global amount of our waste.

ENVIRONMENTALLY FRIENDLY PACKAGING

The use of efficient and durable materials and products reduces the overall demand for resources. In all cases where the reuse of materials is not possible, it is essential that the resources are recyclable and/or sourced sustainably. For this reason, we have been working carefully for years and have achieved several milestones:

- **Our packaging is 100% recyclable and/or comes from recycled resources.** The packaging is mainly made of plastic, cardboard, paper and wood, all fully recyclable.
- **All our marketing material is printed on FSC certified paper** and also printed, whenever possible, with certified suppliers as well.



The graphics above shows **the global reduction of the total hazardous waste by 38%**. The global production of non-hazardous waste has increased, but at the same time we have also made lot of efforts to increase **recycling and recovery in 2022-23**.



OPOPOP COLIS

In early 2023, we introduced a new system for sending our samples using reusable parcels supplied by Opopop Colis. These parcels include a waterproof fabric pouch and a pre-stamped envelope, enabling the packaging to be returned directly by post for reuse.

Our aim is to reuse the same packaging more than 100 times, thereby helping to reduce waste and preserve natural resources.

Opopop Colis helped us to define and adapt this ingenious and practical solution for both TDV and its customers.

We would like to thank our customers and partners for joining us in this circular economy initiative.

Together, we can all work towards a more sustainable future, where innovation and collaboration serve to protect our planet.



NEW PACKAGING MACHINE

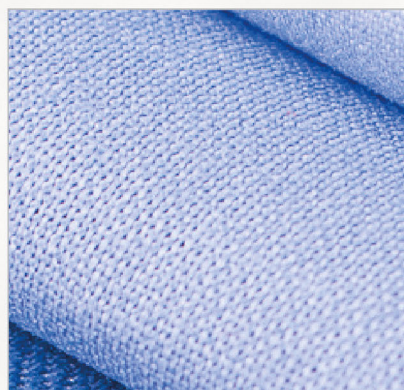
We are proud to have invested in a brand new packaging machine that allows us to reduce our global packaging consumption. The versatility of our machine also allows us to adapt to the latest trends in eco-friendly packaging, meeting the needs of our customers while fulfilling our commitment to the environment.

Our teams are working to improve our packaging methods and materials and we also continue to transform our transportation network to make it more sustainable.



ENSURING CUSTOMER SAFETY AND PRODUCT EXCELLENCE

WE PRIORITISE THE PRODUCTION OF HIGH-QUALITY PRODUCTS THAT MEET STRINGENT SAFETY STANDARDS, ENSURING RELIABILITY AND PEACE OF MIND FOR OUR CUSTOMERS. OUR RIGOROUS QUALITY CONTROL PROCESSES AND THOROUGH TESTING PROCEDURES GUARANTEE THAT EVERY PRODUCT DELIVERED ADHERES TO THE HIGHEST STANDARDS OF SAFETY AND PERFORMANCE.



**GUIDING VISION:
TEXTILE EXCELLENCE**

PRODUCT QUALITY AND SAFETY FOR OUR CUSTOMERS

5.1 Quality and textile excellence

Always focusing on product innovation, TDV never forgets its objectives: high ethical standards, market leadership and safe products for the user. We put the wellbeing of our customers first by applying rigorous standards to ensure that every product we distribute meets the highest levels of quality and safety.

Our commitment to providing exceptional products goes beyond simply complying with industry regulations - it's the cornerstone of our identity. Trust in our brand is based on the assurance that our products not only meet, but exceed your expectations for excellence and safety. Through meticulous testing, strict quality control measures and continuous improvement initiatives, we strive to provide you with products that not only enhance your experience, but also put your health and safety first.

Here are some of the steps TDV takes to ensure the highest quality:

- Careful selection of partners for high-quality chemicals and for all raw materials suppliers
- Numerous quality controls are carried out on raw materials
- Thousands of integrated control points across the different areas of the production lines
- Tests carried out in the facility cover 100% of all batches produced
- 100% traceability of all fabrics produced by our Laval plant.



5.2 Towards circularity: Shaping the future

Our mission is to transform textile circularity into a daily reality, harnessing the potential of textile waste to regenerate it into versatile fibres. We envisage a future where reliance on finite natural resources diminishes, replaced by innovative, sustainable alternatives.

CONSCIOUSLY LEADING THE CHANGE

TDV is leading the change in the sustainable fabric sector, promoting circular economy multi-fibre fabrics at an industrial scale. We partner with major players in the market in order to promote innovative circular economy projects that promise to revolutionise textiles at the end of their lifecycle. The innovative project starts with partners in Europe able to collect garments at the end of their lifecycle and to recycle them thanks to a mechanical recycling system.

Our primary partner in this operation is Renaissance Textile, and we also work with the leaders of recycling in the European textile market.

TDV and Klopman have recently launched polyester-cotton fabrics made partially from post-consumer garments that have been recycled into new fibres. This will allow the production of new fabrics, made with an increasing amount of recycled fibre, which can be put back on the market.

We want to be Europe's pioneer in promoting circular multi-fibre economy fabrics on an industrial scale. To achieve this target, we are also collaborating with other projects in northern Europe, that are also producing fibres from post-consumer garments.





RENAISSANCE TEXTILE

A key part of the process is the advanced technology of the company's 12,000 m² industrial building in Laval, France, where garments are grouped, sorted, and then transformed into raw material ready to be trimmed and woven. This plant receives the clothes once they have reached their end-of-life and shreds them to achieve a new fibre, which is then passed through a process of spinning, weaving and a finish to produce a new fabric. Our Group is part of Renaissance Textile, with a 1/3 share in the initiative.

OUR OBJECTIVE: building and developing the industrial capacity of the various circularity loops to accelerate deployment and maximise its economic, environmental and social impact.



WE-AR CIRCULAR

We-ar Circular is the concept the company has developed to support the development of this and other projects that aim to protect our planet by recycling resources.

We support our partners to ensure the supply of resources that can be transformed from leftovers into raw materials.

Once the fibre is spun, TDV Industries makes sure that it can be weaved back into a fabric that retains its original properties and can be reused in the same market.

Through the construction of this circular economic model, it will be possible to reduce and reuse materials and at the same time to save fundamental resources such as water, reduce the weight of transport thanks to a mainly European supply chain and make energy savings in each country.

5.3 Product development and R&D

Each year, TDV Industries allocates 5% of its annual turnover to research and development (R&D), demonstrating our steadfast commitment to innovation.

Our lean and efficient production structure and processes are specifically designed to support the development of cutting-edge solutions and meet the evolving needs of our clients. This strategic investment in R&D enables us to stay at the forefront of technological advancements in the textile industry, ensuring that we continuously deliver high-quality, innovative products that exceed our customers' expectations.

End-User Focus: Protecting Those Who Serve

Our R&D initiatives are deeply linked to the end users, particularly in the military and emergency sectors. We understand the critical importance of protective textiles in the defense duty and toughest conditions. Through close collaboration and feedback from end users, we develop advanced solutions that prioritise safety, durability, and performance, ensuring the wellbeing of those who rely on our products.



We-ar Circular Pioneering Sustainable Solutions

With our We-ar Circular initiative, we are leading the transition to a circular economy. By transforming recycled materials into high-quality fabrics, we minimise waste and environmental impact. Our circular products are offering to the market innovative solutions that promote resource conservation and environmental stewardship.



Innovative Fibres: Shaping the Future of Textiles

From bio-based materials to advanced recycling processes, our R&D initiatives are driving positive change and shaping the future of sustainable textile manufacturing. Through continuous innovation, we strive to create products that not only meet but exceed the evolving needs of our customers and the demands of a rapidly changing world.



Advancing Fabric Innovation through Recycled Fibres

Our R&D team actively explores mechanically and chemically derived recycled fibres, diving deep into their potential for integrating them into fabrics. Meticulous testing and analysis are core to our research, allowing us to assess the viability, properties, and environmental impact of these materials. This exploration forms the foundation for our fabric development initiatives.



Innovative fabric development

Building upon our research findings, we embark on fabric development projects that integrate these recycled fibres. Our focus on innovation drives us to engineer fabrics that meet the toughest industry standards, utilising these recycled materials as integral components and moving boundaries by constantly trying to increase the recycled content. This includes pioneering blends that maximise performance while enhancing sustainability attributes within our textiles.



Pushing boundaries in sustainability

Beyond fabric creation, our dedication extends to establishing a robust supply chain around these recycled fibres. Through strategic partnerships and collaborations, we've cultivated a supply network that enables us to access high-quality recycled materials.



Closing the loop solutions

By exploring mechanical and chemical recycling methods and utilising our supply chain, we actively engage in a process where materials are continuously reused, minimising waste and completing the cycle of resource utilisation. This means that we not only advance our research but also assist clients in establishing a system where used garments are recycled and reintegrated into the production cycle, promoting a sustainable closed-loop approach to resource management.



Eco-design initiatives

Another critical aspect of our future direction is dedicated to exploring fabric development aligned with eco-design principles. This entails focusing on creating textiles that prioritise recyclability at their core. Our aim is to engineer fabrics that facilitate and optimise the recycling process, ensuring they adhere to sustainable principles from production to end-of-life.



Forward-thinking commitment

Looking ahead, our commitment to R&D in sustainable textiles remains unwavering. We aim to expand our portfolio of products containing recycled fibres, delve deeper into their behaviour across various fabric applications, and innovate processes that elevate the circularity of our textiles. Another important aspect is to look into developing fabrics that are easier to recycle.

Because TDV Industries is active in several different areas of the textile industry, each product range is designed with its final purpose in mind, incorporating the appropriate materials. **The table below shows our available ranges.**

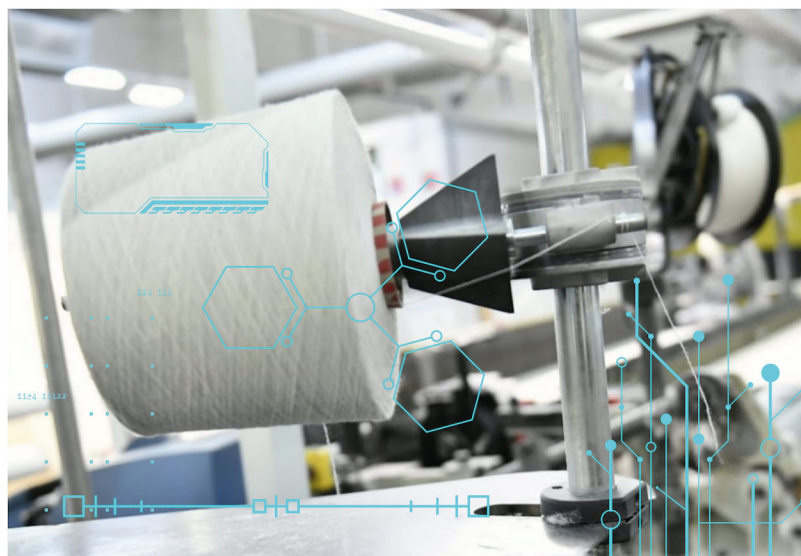
| WORKWEAR | PROTECTIVEWEAR | CORPORATEWEAR | TACTICALWEAR |
|---|---|--|--|
|  POLESTER/COTTON |  INHERENT FR |  OUTDOOR |  TACTICAL MILITARY |
|  COTTON-RICH |  MULTIFUNCTIONAL |  DENIM |  TACTICAL POLICE |
|  100% COTTON |  TREATED FR |  CAREER & APPAREL |  TACTICAL EMERGENCY |
|  STRETCH |  HIGHVISIBILITY |  CASUAL | |
|  TENCEL |  ANTISTATIC | | |
| |  BARRIER | | |
| |  FOULWEATHER | | |
| |  CHEMICAL PROTECTION | | |

Our commitment to fabric performance and continuous adoption of advanced technologies, together with our respect for the environment, runs through all aspects of our manufacturing process - from fibre selection, weaving and dyeing, through finishing.

Research and development (R&D) of new solutions are an absolute priority for us. Our R&D departments and our production engineers constantly work towards the minimisation of toxic substances, exploring alternatives for existing raw materials, waste reduction, reduction of energy use and increasing our use of renewable energies.

We are investing heavily in monitoring the real impact of our fabrics thanks to the calculations we are implementing for the life cycle assessment (LCA) of all the products in our portfolio. This is an important implementation that will allow our company to guarantee maximum transparency to customers and to choose the best fabric not only based on

the quality and characteristics of the materials, but also on environmental performance; a true revolution in the way of proposing and choosing a fabric. In the fiscal year 2022/2023, the company put considerable effort and resources into research and development aimed at identifying new products and new technologies capable of improving product performance and quality, reducing costs, and achieving positive environmental effects.



FOCUS: TACTICAL RANGE AND TENDER MANAGEMENT

TACTICAL RANGE

For several years now, TDV has developed its own know-how in printing, specifically in camouflage solutions for the military segment.

For the Ministry of Defense and garment makers in Europe, we develop unique fabric solutions that comply with technical specifications.

Conformity to colour shades, IR reflectance and colour gradation are our daily objective.

Our camouflage printed portfolio started a long time ago with 100% cotton and cotton/polyester fabrics.

Through the years, we've acquired a huge experience in technical blends like aramid/FR viscose which offer not only camo design but also flame-retardant properties, comfort and durability.

Over the past 5 years, camouflage printing has become more complex due to colour gradation to improve soldiers' stealth. This has enabled us to challenge ourselves, looking for solutions to engrave and print in the most appropriate way.



TENDER MANAGEMENT

We deeply believe in the benefit of close collaboration with key partners. More than ever, we build partnerships with garment makers to win tenders together in all segments, but specifically in industrial, military and police markets.

Developing together, and sharing experiences and insights, strengthens our ties and level of trust.



CONSTANT RESEARCH

We are constantly looking at fibre and process innovations to develop appropriate fabric solutions:

- with less impact for our planet
- that are more sustainable, more local, more traceable
- that are recyclable.

We are investigating new fibre blends and also new processes which reduce chemicals and save energy and water.



FOCUS: SUSTAINABLE DEVELOPMENTS

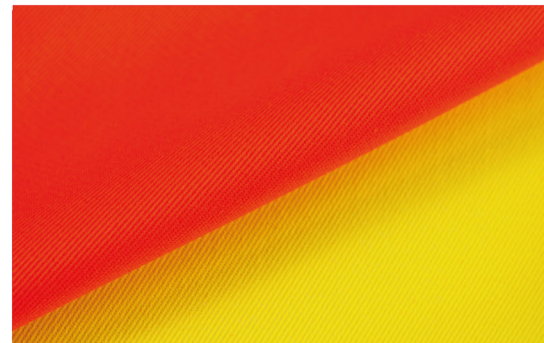
SUSTAINABLE DEVELOPMENTS

Drawing strength from our history and knowledge, TDV has always been ahead of the curve in anticipating the needs of the market and was amongst the first to work with organic cotton. We continue on this path by innovating nonstop through the incorporation of natural fibres in our fabrics, whether it be for an end-use for the non-clothing domain or for our renowned workwear, and of course, the incorporation of fibres from post-consumer garments through our new We-ar circular fabrics.

While some products mentioned below are still under development, they show very promising results and are worth sharing.

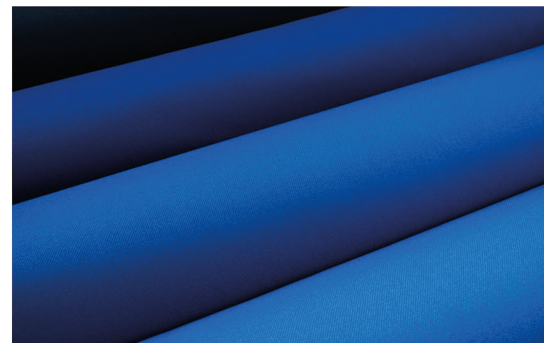
XMAINE 280 RPL

Another addition to our protectivewear range is the XMAINE 280 RPL. Through the panel of high visibility colours available and its composition of recycled polyester and lyocell, this stretch fabric will provide safety and comfort for all, while distancing itself from the environmental impact of other raw materials.



SUPERMAINE RPES

This fabric is the newest arrival to our workwear range. It allows the most optimal protection while preserving a sense of eco-responsibility. The Supermaine RPES, in fact, acts as an intermediary between the standard Supermaine and its premium version. It presents as the best compromise between quality/price/sustainability.



T-LITE & T-LITE FLEX 125

Both T-LITE versions represent the lightest fabrics in our range. Ideal for shirtwear, these fabrics will provide comfort with the stretch and durability as can testify the good pilling and resistance properties.



TEXTILE EXCELLENCE & QUALITY IN OUR DNA

The quality of our products is an integral part of the company's DNA. The company has an integrated management system so all procedures follow the quality, environment, safety and energy standards ISO 9001, ISO 14001, and ISO 50001.

To ensure that the batches released to the customer comply with what is described in the product technical data sheets, the company follows a **strict process and quality control policy**.

The process and quality control procedure aims at defining the responsibilities, criteria and methods of inspection and classification of the finished product in order to ensure that the product complies with the requirements expressed by the customer, by carrying out, before delivery, all checks, tests and the measurements necessary to eliminate those products that do not meet those requirements.

In the field of energy management and more specifically of process control, our company uses a control system for process automation, which has increased year after year together with the plant, allowing the monitoring and regulation of the process and therefore guaranteeing the quality and consistency of the process.

The company also relies on weekly quality controls that report certain relevant KPIs (e.g., efficiency of the systems, maintenance downtimes, fabric yield efficiency, second quality productions of the department, metres reworked) and highlights any deviations from the standard and any improvement trends. The quality report contains information about possible defects on the fabric and also data about the continuity of the colour.

Our internal controls highlight quality standards issues and allow us to preempt potential complaints, and allows our customer claims value to be so low.

Indeed, during the fiscal year 2022/23 and the previous year, the claims from customers, calculated as percentage of metres of customer claims over packed metres in the fiscal year, was less than 1% for both protective and non protective wear.



5.4 Customer health and safety



Ensuring the health and safety of our customers is our top priority : we guarantee a rigorous quality control process, comprehensive testing, and an unwavering commitment to product excellence and customer wellbeing.

Our product data sheets and service information ensures that all products are:

- **safe, in compliance with French and international laws applicable to the textile industry**
- **reliable, pursuant to our customers' needs and our internal quality standards.**

Each product has a technical data sheet (TDS) that summarises its performance and other technical characteristics useful to the customer/end user, plus information on substances that might produce an environmental or social impact within the fabric characteristics sections. The TDS also reports compliances to standards, norms, and the OEKO-TEX® certification. We have been complying with the specifications and guidelines of the OEKO-TEX® Standard 100 for many years. In addition, we comply strictly with the European chemicals regulation REACH, performing Detox to Zero analysis.

We value not only the health and safety of our customers, but understand that building and maintaining a strong relationship with them is key for our business growth. We rely on continuous interactions with them through our Customer Relationship Management (CRM) and TDV Customer portal.

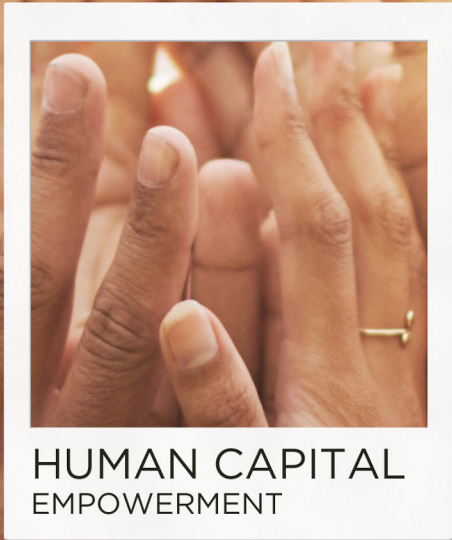
Through the Customer Portal, customers gain access to a platform where they can conveniently locate shipping documents, order references, packing lists detailing the shipped items, invoices, and updates on required lab dips.

This direct channel between customers and Customer Service plays a crucial role in delivering satisfying customer experiences, fostering trust and loyalty.



**DRIVING SUCCESS:
INVESTING IN OUR
TALENT**

AT TDV, OUR PEOPLE DRIVE OUR SUCCESS. WE VALUE THEIR DEDICATION AND TALENT, RECOGNISING THAT THEY ARE AT THE CORE OF OUR ACHIEVEMENTS. WE PRIORITISE EQUAL OPPORTUNITIES, FAIR TREATMENT, AND RESPECT FOR EACH INDIVIDUAL. WHILE CHALLENGES PERSIST IN PROMOTING GENDER DIVERSITY, WE REMAIN DEDICATED TO GENDER EQUALITY.



**HUMAN CAPITAL
EMPOWERMENT**

**OUR
PEOPLE**

6.1 Our Human Capital: Driving TDV's Success

At TDV, our success is driven by the dedication and talent of our people. We recognise that our employees are at the heart of everything we do, and their engagement and commitment fuel our achievements. Upholding human rights and fostering a supportive workplace culture are fundamental to us.

With approximately 150 employees in Laval and over 600 across all Group entities, we prioritise equal opportunities, fair treatment, and respect for the dignity of each individual. Our employees are supported, challenged, and treated equitably, with a focus on upholding local traditions and avoiding interference in political and religious affairs.

While the textile industry still faces challenges in promoting gender diversity, particularly in production areas, TDV remains dedicated to gender equality in our offices. We recognise the importance of gender balance at leadership levels and have taken steps to promote diversity in strategic roles. Recently, we hired three female managers to contribute to various aspects of product development, sales, and marketing, aligning with our commitment to inclusive decision-making and business strategy.

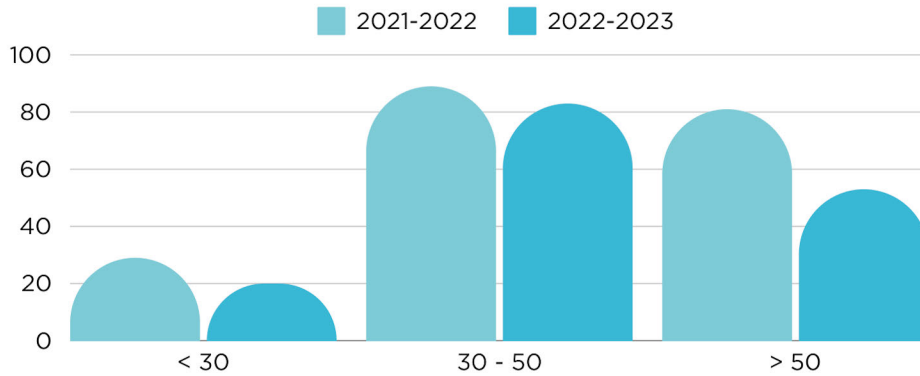


“The objective of our approach to human resources management is to guide the development of employees and their potential. We are actively involved in spreading the corporate culture within our company in order to share the aims and values that drive our approach to business, giving employees the opportunity to understand how their work contributes to the organisation's overall mission.”

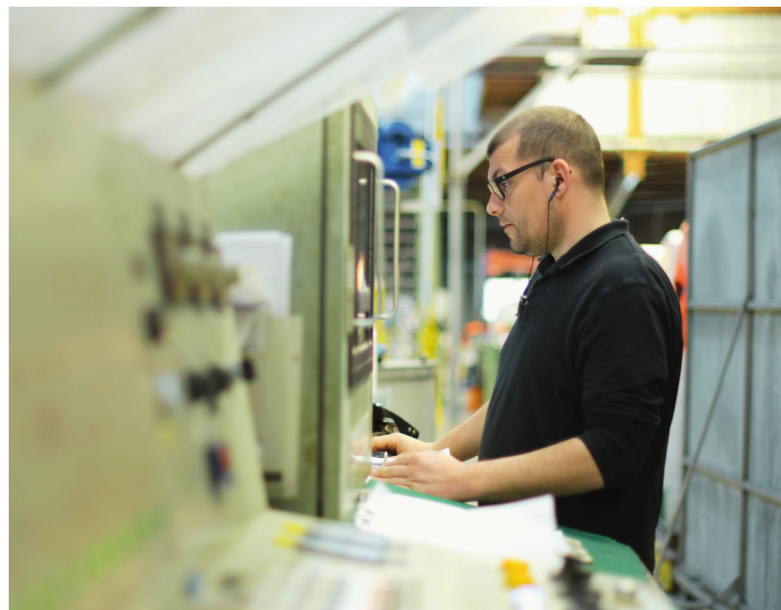
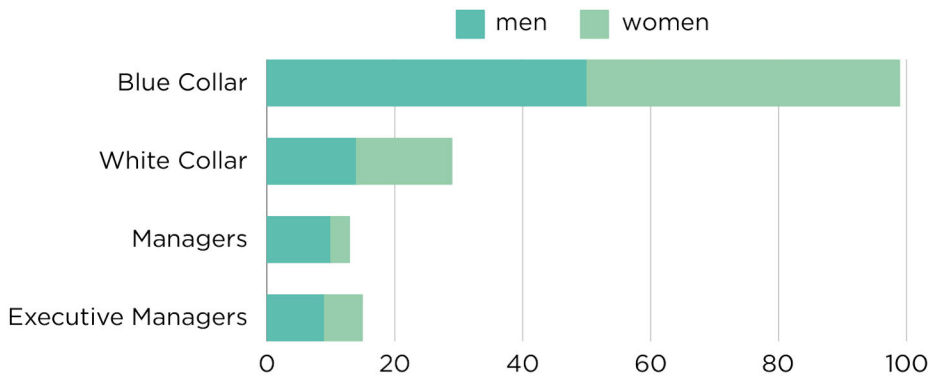
Maxime Viard, Administrative & Financial Director in charge of Human Resources

FOCUS: EMPLOYEES FACTS AND FIGURES

PEOPLE BY AGE GROUP



GENDER DISTRIBUTION YEAR 2022/2023



6.2 Taking care of our employees

At TDV, empowering our employees to reach their full potential is a core objective of our human resources strategy. To adapt to evolving business needs and foster specialised expertise, we have been developing competency models tailored to our organisation. **Our approach aims to support corporate strategic objectives outlined in the Business Plan, promote organisational behaviour aligned with our desired corporate culture, and identify and cultivate the managerial and technical skills essential for implementing corporate strategies. By prioritising competency development, we ensure that our workforce is equipped with the knowledge and capabilities needed to drive our business forward effectively.**

96% of our employees are in permanent contract.

We respect and recognise the unique role of each employee and their contribution to the success of the company. All colleagues - regardless of their position, nationality, gender, religion, age - are equally treated and supported by the executives.

For our employees, we:

- offer training and career development opportunities;
- have efficient communications, information and co-determination systems;
- pay appropriate salaries and wages;
- provide safe and hygienic working environments;
- carry out wellness projects;
- put a welfare plan in place.

TDV's workers are free to join trade unions, and the company sees that its relationships with the unions are cooperative and friendly, so that workers may report their opinions to Human Resources directly or via delegates.

During the fiscal year, our company maintained a collaborative and constructive relationship with union representatives that made it possible, among other things, to make the best use of the company's production capacity in the face of fluctuating phases of demand and to identify suitable solutions to cope with the abolition of certain tasks outdated by the company's organisational evolution. All employees are covered by collective bargaining agreements.



EMPLOYEE WELLBEING AT WORK

We recognise that a healthy and happy workforce is essential for achieving our business goals and fostering a positive work environment. To support employee well-being, we offer various initiatives and programs aimed at promoting physical health, mental wellness, and work-life balance. These may include free access to social care, with access to a social welfare agent once a month, but also healthcare benefits, flexible work arrangements, employee assistance programs, wellness activities, and ongoing professional development opportunities.

Indeed, it is essential for employees to work in a pleasant environment that is also favourable in terms of working conditions. This is why the Social and Economic Committee (CSE) is very active within the company.

The Committee is responsible for promoting health and safety, but also for ensuring the quality of working conditions within the company.

The elected members of the social and economic committee are empowered to take measures to protect employees, whether as a group or individually. These measures include preventing moral and sexual harassment and combatting sexist behaviour in the workplace.

In accordance with the law, 2 harassment representatives have been appointed by the CSE and trained to guide, inform and support employees in the fight against harassment in the workplace, sexual harassment and sexist behaviour.

Wellbeing in the spotlight at the annual collaborator meeting: velo-smoothies, back massage workshop and just for fun: selfies with colleagues (june 2023)



EMPOWERING A TALENTED AND DIVERSE WORKFORCE

We are still following our main objectives of the three-year training guidelines for 2022-2024, which are to:

- Develop access to training for all employees, in line with the development of each individual and on a regular basis, in particular through the CPF (Compte Personnel de Formation)
- Make each employee aware of the importance of the behavioural factor in terms of safety, in particular by training as many employees as possible as first aiders at work
- Use training and/or multi-skilling to minimise the use of the partial activity scheme
- Develop transversal skills to promote employability and internal mobility (other than technical)
- Secure the careers of our employees by promoting training leading to a diploma or certificate
- Develop and promote multi-skilling, through specific training on positions, in order to:
 - Enhance intra- and inter-workshop skills
 - Ensure continuity of activity in the event of absence (illness, epidemic, training, departure, etc.)
 - Reduce instances of partial activity
 - Develop the transmission of skills by strengthening the support of tutors and the training of internal trainers. Possible methods: AFEST (Action de Formation En Situation de Travail) = a course aimed at a professional objective, alternating phases of work and reflection, supported, assessed and traceable
- Raise awareness of good IT practices: email management and cybersecurity.

Helping people achieve their potential is one of our HR goals.

During year 2022/2023, the company was able to fulfil its commitment to support and promote employees' professional growth through an exceptional amount of training hours.

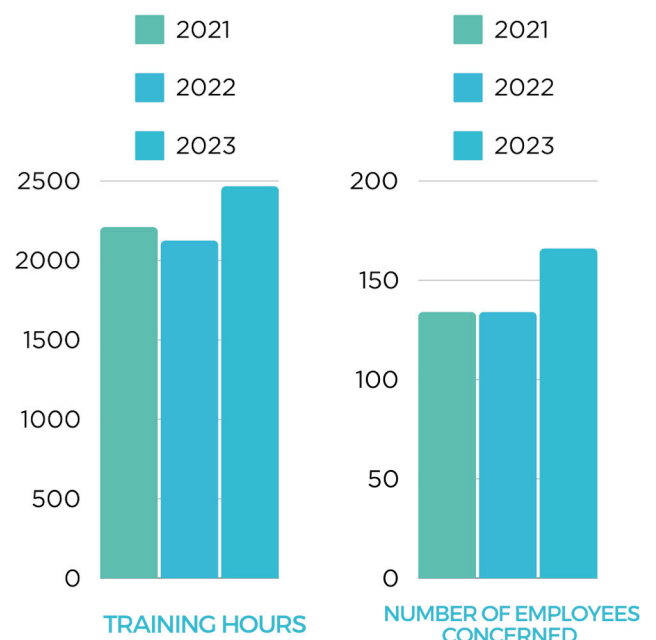
KEY FIGURES for year 2022/2023

For the year 2023, we can count 2467 hours of training and 166 employees concerned (vs 2125 hours of training and 134 employees trained in 2022) (excluding in-house training) **including :**

- **Foreign languages: 400 hours of training**
- **SST (first-aid attendant at work) training: 245 hours of training**
- **Fire training: 217 hours of training.**

Internal training also involved more than 18 people, including 12 new arrivals, 8 internal job changes and 19 multi-activity training courses.

TRAINING HOURS / NUMBER OF EMPLOYEES TRAINED



6.3 Our commitment to health and safety

The health and safety of our staff is an absolute priority at TDV Industries, and that's why we are deeply committed to integrating health and safety measures into our daily activities at all levels of management.

To ensure rigorous health and safety standards, we have set up a health and safety committee (CSSCT - Commission Santé Sécurité et Conditions de Travail) at plant level, and our QHSE (Quality, Health, Safety, Environment) manager is responsible for ensuring compliance with health and safety standards throughout the company.

They carry out quality audits to measure occupational risks and implement various processes to mitigate these risks.

TDV Industries has demonstrated its ongoing commitment to maintaining the highest standards of health and safety by adopting robust risk and data-based management systems designed to identify and mitigate health and safety risks, minimise accidents and proactively improve overall health and safety performance on an annual basis.

The occupational health and safety management system covers all our staff.

At TDV Industries, we are committed to:

- Providing a safe and healthy working environment to prevent injury, illness or damage to the health of employees, suppliers, customers and visitors.
- Continuously improving the performance of our management system, focusing not only on preventing work-related injuries and illnesses, but also on promoting the general wellbeing of employees.
- Facilitating access to non-professional medical and health services for all employees by offering free supplementary health insurance.
- Implementing risk assessment criteria for all work-related hazards, in accordance with national and international regulations, and establishing mechanisms to minimise the associated risks.
- Improving training and providing refresher courses for all employees to increase their awareness of the risks associated with their activities and working environment.
- Ensuring that all workers use their personal protective equipment correctly where necessary.
- Intensifying efforts to promote a safety culture among all suppliers and stakeholders involved in our operations.





Special security and safety workshops - organised every year for all the employees

Promoting employee engagement and providing thorough training on health and safety issues are key aspects of our approach. Our staff are made aware of standard protocols for recognising work-related hazards and dangerous situations, and have the opportunity to report concerns anonymously if they wish. We keep careful records of all incidents, whether occurring or avoided, and circulate them throughout the organisation, ensuring that appropriate corrective action is taken without delay.

HEALTH AND SAFETY MANUAL

We have developed a complete safety manual to ensure that all employees are fully aware of and understand the safety and health guidelines. As part of their induction process, employees receive this booklet and attend group training sessions to familiarise themselves with the safety rules applicable to our production site. The handbook also addresses health issues, providing advice on disease prevention and what to do in the case of an accident.

SST TRAININGS & SECURITY WORKSHOPS

TDV Industries is fully committed to making safety a priority. The welfare of our employees and customers is our top priority, and we continually invest in equipment, training and safety measures to maintain high standards and exceed legal requirements. To demonstrate our ongoing commitment to implementing effective health and safety strategies, we hold regular training sessions, resulting in 28 people receiving their SST (Sauveteur Secouriste du Travail) certificates after completing 245 hours of safety and security training in 2022.

Every year, we also organise training sessions about security and safety. Led by our experienced Health and Safety Manager, these sessions are conducted in small groups to ensure personalised attention and effective learning. By prioritising ongoing training and education, we empower our team members to maintain a safe and secure work environment.



REVEALING OUR VALUE CHAIN DYNAMICS

AT TDV INDUSTRIES, WE BELIEVE IN OPENNESS AND ACCOUNTABILITY AT EVERY STAGE OF PRODUCTION. FROM SOURCING RAW MATERIALS TO DELIVERING FINISHED PRODUCTS, TRANSPARENCY IS INGRAINED IN OUR PRACTICES.

A white-bordered rectangular inset photograph showing two workers in a factory. A man on the left is wearing a blue hard hat, glasses, and a high-visibility yellow jacket with reflective stripes. He is pointing upwards with his right hand. A woman on the right is wearing a white hard hat and a similar high-visibility yellow jacket. She is holding a tablet computer and looking towards the man. The background is a blurred industrial setting with metal structures and overhead lights.

TRANSPARENCY
AND INTEGRITY

TRANSPARENCY IN THE VALUE CHAIN

7.1 Transparency from sourcing to delivery

Over the past few years, there's been a significant increase in the demand for and interest in sustainable fabrics, driven by both consumers and the industry. This stems from a growing awareness of the reality of climate change and the environmental impact of the fashion industry, combined with the desire to choose better alternatives to help in the transition towards a more sustainable and circular industry.

When it comes to making real strides towards a more sustainable and circular industry that aligns with the 1.5 degrees target of the Paris Agreement, transparency is essential to guarantee sustainability, as it means being open and honest about where, when, and how a fabric was made through every step of the textile value chain, from the sourcing of raw materials to the final user.

Over the years, TDV has strived to address environmental concerns at all

levels of its supply chain, from the rigorous sourcing of raw materials to the implementation of measures to reduce the carbon footprint in logistics. By making sustainability a top priority in our supply chain operations, we are not only maintaining the quality and reliability of our products, but also making a significant contribution to the preservation of our planet and the stability of local communities.

During the period under review, TDV worked actively with over 58 suppliers, each one a valued partner with whom the company maintained business relationships throughout the year. Our strategic approach focuses on building strong, long-term partnerships characterised by mutual trust and transparency. We remain committed to ongoing collaboration with our suppliers, favouring progressive improvement initiatives rather than disrupting relationships.

At TDV Industries, transparency is a core value that guides all our operations. This commitment extends to our relationships with primary suppliers, who are required to adhere to our code of conduct. We expect them to uphold the same principles of integrity and fairness that have contributed to our company's success over the years.

7.2 Supply chain integrity

Traceability in textiles is not just a trend; it's a fundamental shift in the textile industry toward a more responsible, ethical, and sustainable future. It empowers all players, safeguards the environment, and promotes socially responsible practices.

By enabling raw materials, products and components to be tracked and traced throughout the supply chain, we can more easily identify any quality, safety or environmental issues, enabling the necessary measures to be taken to remedy them effectively.

Traceability in textiles is also essential in our approach to sustainable development, to promote ethical production and ensure consumer confidence. It allows us to address social issues such as fair labour practices and economic issues such as the efficient use of resources. In addition, traceability certification systems ensure compliance, transparency and accountability throughout the supply chain.



OUR ACTIONS IN 2022/2023 :

Platform for supply chain assessment: In order to improve our commitment to CSR, we joined Sedex in 2023, which is a platform that provides full visibility into suppliers and their supply chain sustainability performance.

We are currently requesting our suppliers to join the database and update their performance and third party audits, in order to build our supplier database and be updated on their performances.





BUILDING BRIDGES WITH OUR COMMUNITIES

AT TDV INDUSTRIES, WE SHOW OUR LOCAL COMMUNITIES THAT WE CARE BY ACTIVELY ENGAGING WITH THEM AND COMMUNICATING OUR CSR ACTIONS EFFECTIVELY. BY ENGAGING WITH LOCAL PARTNERS, ORGANISATIONS, AND RESIDENTS, WE AIM TO ADDRESS COMMUNITY NEEDS, PROMOTE SUSTAINABILITY, AND BUILD LASTING RELATIONSHIPS BASED ON MUTUAL RESPECT AND COLLABORATION.



**INITIATIVES
AND LOCAL COMMITMENT**

COMMUNICATION AND SOCIAL COMMITMENT

8.1 External initiatives

TDV's commitment to communication is part of its values of transparency, accountability and active engagement with stakeholders. The company believes that effective communication is essential to building trust and contributing to the enhancement of our society. TDV's strategy is to openly share information about its activities, policies and performance, enabling stakeholders to make informed decisions and hold the company to account.

The company is actively involved in initiatives that go beyond business objectives, focusing on environmental sustainability, community development and employee wellbeing. The company is convinced that profitability and social responsibility can coexist harmoniously in the textile industry, through its participation in various events and its communication about the company and its products.

EVENTS: TEAM MEETINGS

Communication for TDV Industries is not only a sales initiative but a way to create value for clients. We have very long-lasting relationships with our collaborators, and we will widen our existing supplier portal to be able to give an immediate overview of the source of our raw materials whenever requested. Here follows the entire list of events TDV organised or joined during the last fiscal year.

The TDV Industries & Klopman Innovation two-day program has seen a work group visit the Lenzing Group plant in Austria. Klopman and TDV Industries Innovation Days are a training and team-building activity the companies put on to grow their work group through the development of new skills and knowledge.



Klopman and TDV Industries' teams gathered in Roma for the annual sales conference in May 2022.



EVENTS: INTERNATIONAL AND NATIONAL FAIRS

MIF EXPO - November 2022

TDV Industries, alongside our partners LTC and SYNERGIES TLC, exhibited at the special event #usinedufutur to present new technologies for recycling our end-of-first-life clothing, particularly with Renaissance Textile.



TDV Industries also exhibited at Expoprotection with Klopman in Paris (15-17 November 2022), presenting our latest innovations in safety, risk prevention and management.

TDV Industries and Klopman participated at the Techtexsil in Frankfurt in April 2023 with a company booth.



PRODUCT AND CORPORATE COMMUNICATION

Responsible marketing is an important aspect of being a responsible company. We take it into consideration right from the start, when planning our communication campaigns and advertising our products, as we believe that responsible marketing builds trust between the company and its customers. Therefore, during the year, we raised awareness through our website and social media of relevant and sensitive ESG topics for the textile and workwear sector, ranging from energy efficiency, the quality and durability of fabrics, to the importance of certifications. Our aim is to create a real connection between the company and its communities, allowing everyone to find opportunities to help and share in the positive impact they've helped to create.



NEW FOLDERS FOR EACH RANGE

New folders have been developed with a new and stronger brand identity. The aim was to create a bigger impact by focusing on our products, and to reflect the company's values, image and company message so that customers can get to know TDV a little better. In order to let customers feel the products, all our fabrics are also sampled in small squares, along with the most important technical data.



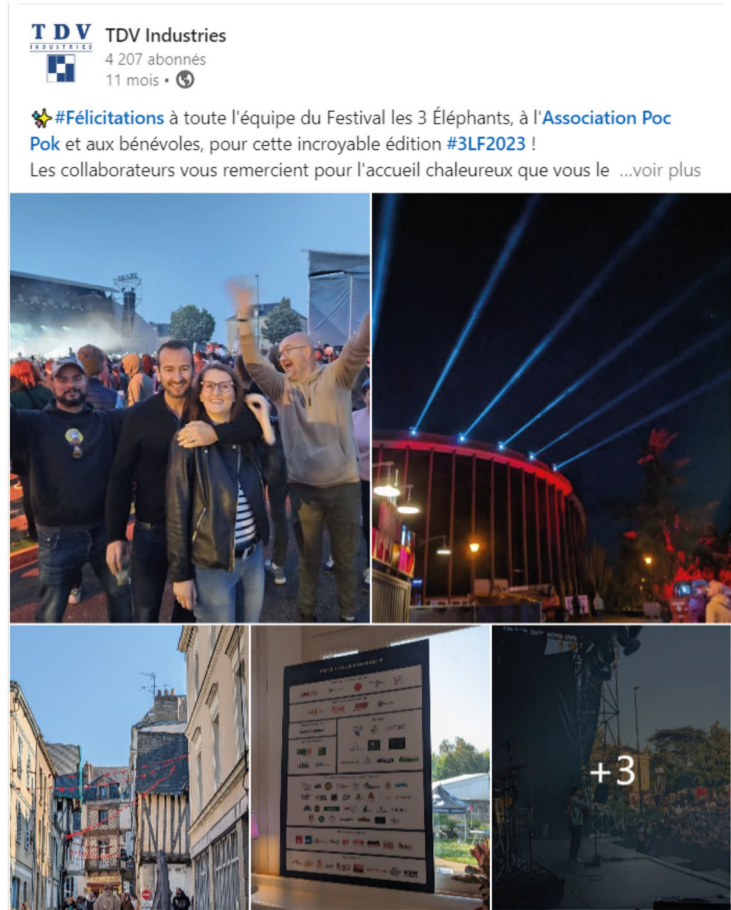
LOCAL COMMUNICATION AND PARTNERSHIPS

TDV Industries takes pride in engaging in local events and initiatives, with the aim of allowing local communities to get to know us better, and to give an insight into our savoir-faire and methods.

Some examples of our actions include:

PARTNERSHIP WITH FESTIVAL LES 3 ÉLÉPHANTS

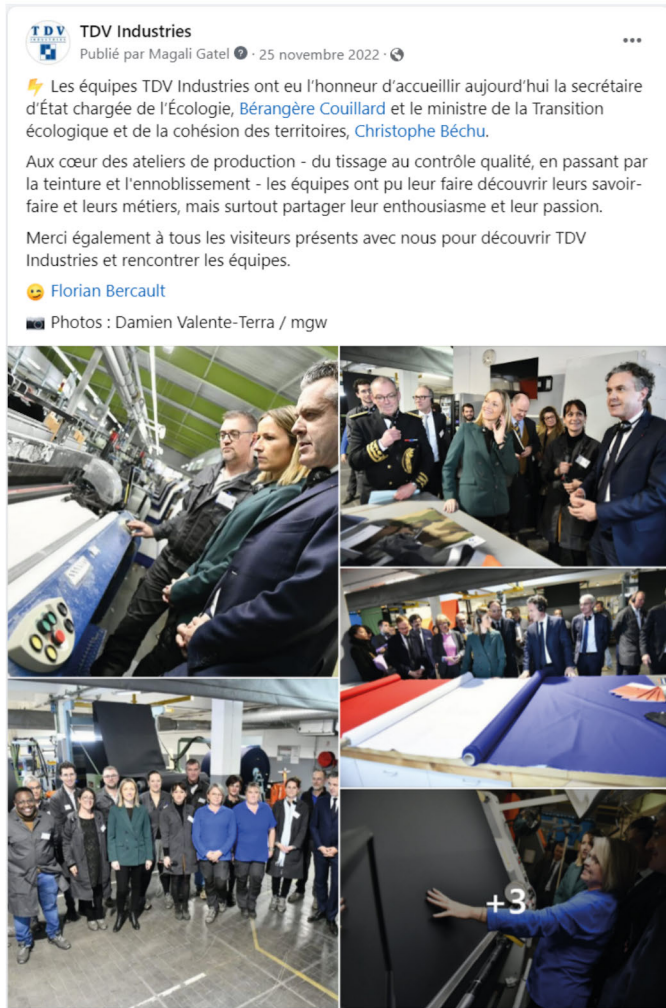
- A music festival that takes place every year in Laval and where young talents are promoted
- We have participated by donating our fabrics to partner associations to provide street decorations
- Our employees could win VIP tickets to attend the festival with many special advantages such as being on stage during some performances!



PARTNERSHIP WITH ATELIER VERDE FOR A LOCAL FASHION SHOW

We sponsored and gave fabrics to a young designer for her to organise a great parade around the theme of upcycling. Our fabrics were used for all sorts of garments, including dresses, trousers and tops.

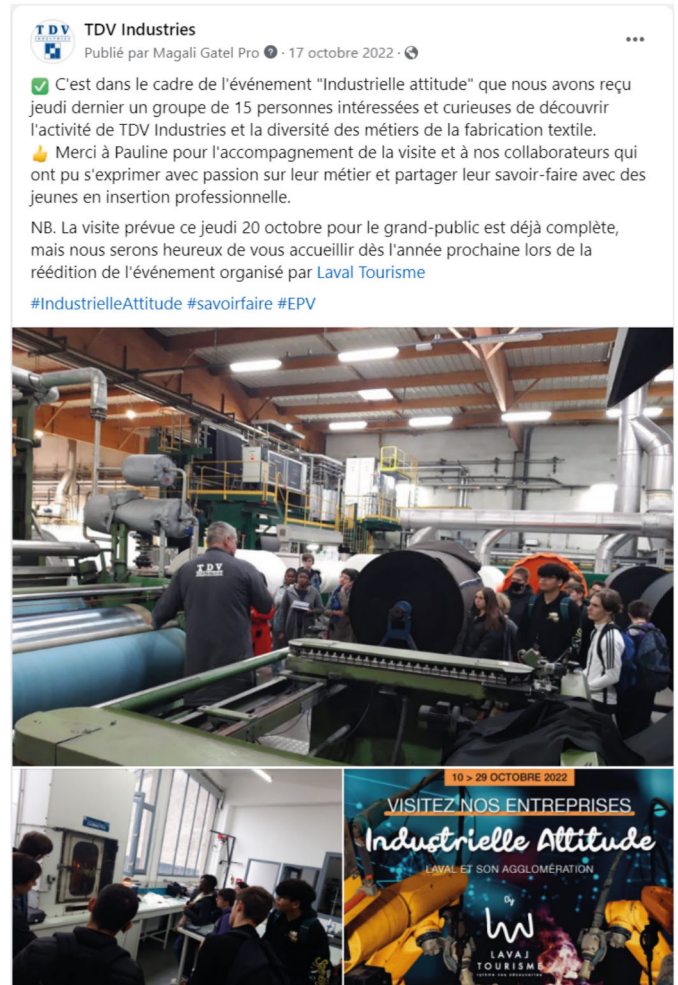
VISITS OF THE PRODUCTION SITE 76



TDV Industries had the honour of welcoming Christophe Béchu, Minister for Ecological Transition and Territorial Cohesion, and Bérangère Couillard, Secretary of State for Ecology, for a full visit of TDV workshops.

We highlighted our recent investments and the technical advances of our industrial tools and our products, which we supply both for the French Army and for major French and European companies.

TDV Industries is proud to contribute actively to the local economic dynamism of Mayenne, while highlighting the excellence of French textile production thanks to our know-how, tradition and spirit of innovation.



TDV Industries also participated in a local yearly event called “Industrielle Attitude”.

During 2 full days, we welcomed external people into our production site.

With a first day dedicated to the unemployed and to students, and a second day open to all, it allowed TDV to demonstrate our technologies and innovations, to showcase TDV Industries' activities, while giving visitors a chance to find out more about the textile industry and the local area.

INVESTING IN THE SOCIETY WE LIVE IN

THINKING GLOBAL, ACTING LOCAL

Increasingly, acting locally is just as important as acting globally. As much as it is beneficial for companies to take high-profile action on an international scale, there is an opportunity for businesses to make a really significant impact closer to home, within the communities surrounding their various premises. CSR is more than “grand gestures”, it is also about the smaller but essential impact that can be had locally.

Our aim is to create a real connection between the company and its communities, allowing everyone to find opportunities to help and share in the positive impact they've helped to create.

ENGAGING WITH OUR EMPLOYEES

We also engage our employees in the company with regular training and discussions about energy savings, or recycling projects.

Helping our colleagues' initiatives

We also offered some sponsorships and gifts to our collaborators' associations and initiatives **including running “Cross Corpo”** and volleyball clubs.

GIVING FABRICS A SECOND LIFE

We gift local associations such as Breizh Phenix, which helps industries to valorise their waste and to involve them in the circular economy scheme.

The total gift was 29,590 metres.



INTERNAL COMMUNICATION AND EVENTS

Many internal events at TDV Industries are driven by our objectives to protect and minimise risks to employees, particularly in relation to safety and environmental issues. Every year, we also gather everyone around for an annual staff meeting.

FIRE-FIGHTING TRAINING

Every year we organise on-site diverse workshops to raise awareness on security rules, and fire-fighting training open to all employees.



COMPOSTING TRAININGS

In partnership with the Laval town hall administration, we have also organised training on composting with individual compost bins as gifts for volunteers.



FIRST AID TRAINING

TDV provides all its employees with a First Aid at Work course. Training workers in first aid enables them to recognize and respond to potential safety hazards more quickly and effectively, thus reducing the risk of accidents and injuries. The result is greater efficiency and fewer costly and debilitating accidents.



ANNUAL STAFF MEETING

The annual collaborators' meeting serves as a crucial platform for sharing updates and outlining the vision for the future. It also provides an opportunity for all employees from various departments and levels within the organisation to align on key objectives, and exchange ideas.

Through open communication and collaboration, we aim to foster a sense of unity and shared purpose among our team, ensuring that everyone is informed, engaged, and motivated to contribute to our collective success.



The annual staff meeting in June 2022

“SURVIVOR” TEAM-BUILDING GATHERING OF ALL TDV’S EMPLOYEES

In July 2022, TDV orchestrated an epic team-building event inspired by the thrilling TV reality show “Survivor” (also known as “Koh Lanta” in French).

Teams were randomly assembled, blending employees from diverse backgrounds and skill sets. They embarked on an exhilarating journey, tackling a series of challenges that tested their problem-solving abilities, resilience, and teamwork. From deciphering puzzles to mastering the art of fire-building, braving insect-eating challenges, and sprinting with bags, each task pushed the limits of their ingenuity and cooperation.

After the challenges, participants enjoyed a delicious lunch followed by a variety of afternoon activities. These included inflatable games, team sports like volleyball and football, or simply relaxing in the park.

The event was a resounding success, fostering stronger bonds, new connections, and a shared sense of accomplishment among all employees united in pursuit of common goals.

Truly, it was a day of unforgettable adventure for all the teams, all in alignment with TDV’s commitment to fostering a supportive and collaborative work environment.



150 people team-building on the “Survivors” (Koh Lanta, in French) theme



GRI content index

| | |
|-----------------------------------|--|
| Statement of use | TDV Industries Srl has reported the information cited in this GRI content index for the period 04.2022-03.2023 with reference to the GRI Standards. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | No applicable GRI Sector standard is available to the date of publication of this report |

| GRI Standard | | Section | Remarks and Omissions |
|--|--|----------------------------|--|
| GENERAL DISCLOSURES | | | |
| GRI 2: General Disclosures 2021 | | | |
| 2-1 | Organisational details | Chapter 1.3 Chapter 1.4 | |
| 2-2 | Entities included in the organisation's sustainability reporting | Guide to the Report | |
| 2-3 | Reporting period, frequency and contact point | Guide to the Report | Contact point: rossella_deangelis@klopman.com |
| 2-4 | Restatements of information | Guide to the Report | |
| 2-5 | External assurance | - | The sustainability report has not been externally certified. |
| 2-6 | Activities, value chain, and other business relationships | Chapter 1.4 | |
| 2-7 | Employees | Chapter 6.1 | |
| 2-8 | Workers who are not employees | - | All requirements omitted due to confidentiality constraints. |
| 2-9 | Governance structure and composition | Chapter 3.1 | |

| GRI Standard | | Section | Remarks and Omissions |
|--------------|---|----------------------|--|
| 2-10 | Nomination and selection of the highest governance body | Chapter 3.1 | |
| 2-11 | Chair of the highest governance body | Chapter 3.1 | Letter b of the GRI requirement was not applicable. |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Chapter 3.1 | |
| 2-13 | Delegation of responsibility for managing impacts | Chapter 3.1 | |
| 2-14 | Role of the highest governance body in sustainability reporting | Chapter 3.1 | Information on Letter b of the GRI requirement was not reported. |
| 2-15 | Conflicts of interest | Chapter 3.2 | |
| 2-16 | Communication of critical concerns | Chapter 3.2 | |
| 2-17 | Collective knowledge of the highest governance body | Chapter 3.1 | |
| 2-18 | Evaluation of the performance of the highest governance body | Chapter 3.1 | |
| 2-19 | Remuneration policies | Chapter 6.2 | |
| 2-20 | Process to determine remuneration | Chapter 6.2 | Information on Letter b of the GRI requirement was not reported. |
| 2-21 | Annual total compensation ratio | | <i>Calculations in progress</i> |
| 2-22 | Statement on sustainable development strategy | Message from the CEO | |
| 2-23 | Policy commitments | Chapter 3.2 | |
| 2-24 | Embedding policy commitments | Chapter 3.2 | |

| GRI Standard | | Section | Remarks and Omissions |
|--------------|--|-------------|---|
| 2-25 | Processes to remediate negative impacts | Chapter 3.2 | Information on Letter b and c of the GRI requirement were not reported. |
| 2-26 | Mechanisms for seeking advice and raising concerns | Chapter 3.2 | |
| 2-27 | Compliance with laws and regulations | | During the reporting year there were no instances of non-compliance with laws and/or regulations in the social and economic area. |
| 2-28 | Membership associations | - | Not applicable. |
| 2-29 | Approach to stakeholder engagement | Chapter 2.3 | |
| 2-30 | Collective bargaining agreements | Chapter 6.2 | |

MATERIAL TOPICS

GRI 3: Material Topics 2021

| | | | |
|-----|--------------------------------------|-------------|--|
| 3-1 | Process to determine material topics | Chapter 2.4 | |
| 3-2 | List of material topics | Chapter 2.4 | |

CIRCULARITY AND PRODUCT SUSTAINABILITY

| | | | |
|-------|------------------------------------|-------------|--|
| 3-3 | Management of material topics | Chapter 5.1 | |
| 301-1 | Materials used by weight or volume | Chapter 4.4 | |
| 306-3 | Waste generated | Chapter 4.4 | |

WATER STEWARDSHIP

| | | | |
|-----|-------------------------------|-------------|--|
| 3-3 | Management of material topics | Chapter 4.3 | |
|-----|-------------------------------|-------------|--|

| GRI Standard | | Section | Remarks and Omissions |
|--------------|---|-------------|--|
| 303-1 | Interactions with water as a shared resource | Chapter 4.3 | |
| 303-2 | Management of water discharge-related impacts | Chapter 4.3 | |
| 303-3 | Water withdrawal | Chapter 4.3 | Data on water withdrawal on areas with water stress in megalitres were not available |
| 303-4 | Water discharge | Chapter 4.3 | Data on water withdrawal on areas with water stress in megalitres were not available |

CLIMATE CHANGE AND GHG EMISSIONS

| | | | |
|-------|--|-------------|--|
| 3-3 | Management of material topics | Chapter 4.2 | |
| 302-1 | Energy consumption within the organisation | Chapter 4.2 | |
| 305-1 | Direct (Scope 1) GHG emissions | Chapter 4.2 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Chapter 4.2 | |

PRODUCT QUALITY

| | | | |
|-------|--|-------------|--|
| 3-3 | Management of material topics | Chapter 5 | |
| 417-1 | Requirements for product and service information and labelling | Chapter 5.4 | |

CUSTOMER CARE

| | | | |
|-----|-------------------------------|-------------|--|
| 3-3 | Management of material topics | Chapter 5.4 | |
|-----|-------------------------------|-------------|--|

| GRI Standard | | Section | Remarks and Omissions |
|--------------|---|----------------------------|-----------------------|
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Chapter 5.3 Chapter 5.4 | |

HEALTH AND SAFETY

| | | | |
|-------|---|-------------|---|
| 3-3 | Management of material topics | Chapter 6.3 | |
| 403-1 | Occupational health and safety management system | Chapter 6.3 | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Chapter 6.3 | |
| 403-3 | Occupational health services | Chapter 6.3 | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Chapter 6.3 | |
| 403-5 | Worker training on occupational health and safety | Chapter 6.3 | |
| 403-6 | Promotion of worker health | Chapter 6.3 | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Chapter 6.3 | |
| 403-8 | Workers covered by an occupational health and safety management system | Chapter 6.3 | |
| 403-9 | Work-related injuries | Chapter 6.3 | Letter b of the GRI requirement was not applicable. |

HUMAN RIGHTS

| | | | |
|-------|--|---|--|
| 3-3 | Management of material topics | Chapter 3.2 Chapter 6.1 Chapter 6.2 | |
| 406-1 | Incidents of discrimination and corrective actions taken | | During the reporting year there were no incidents of discrimination. |

| GRI Standard | Section | Remarks and Omissions |
|--------------|---------|-----------------------|
|--------------|---------|-----------------------|

BUSINESS ETHICS

| | | | |
|-------|---|-------------|--|
| 3-3 | Management of material topics | Chapter 3.2 | |
| 205-3 | Confirmed incidents of corruption and actions taken | | During the reporting year there were no incidents of corruption. |

TRANSPARENCY IN THE VALUE CHAIN

| | | | |
|-----|-------------------------------|-----------|--|
| 3-3 | Management of material topics | Chapter 7 | |
|-----|-------------------------------|-----------|--|

GRI NOT RELATED TO ANY MATERIAL TOPICS

| | | | |
|-------|---|----------------------------|--|
| 401-1 | New employee hires and employee turnover | Chapter 6.1 Chapter 6.2 | |
| 404-1 | Average hours of training per year per employee | Chapter 6.2 | |
| 405-1 | Diversity of governance bodies and employees | Chapter 3.1 Chapter 6.1 | |

NOTES

NOTES

TDV
INDUSTRIES



THANK YOU

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