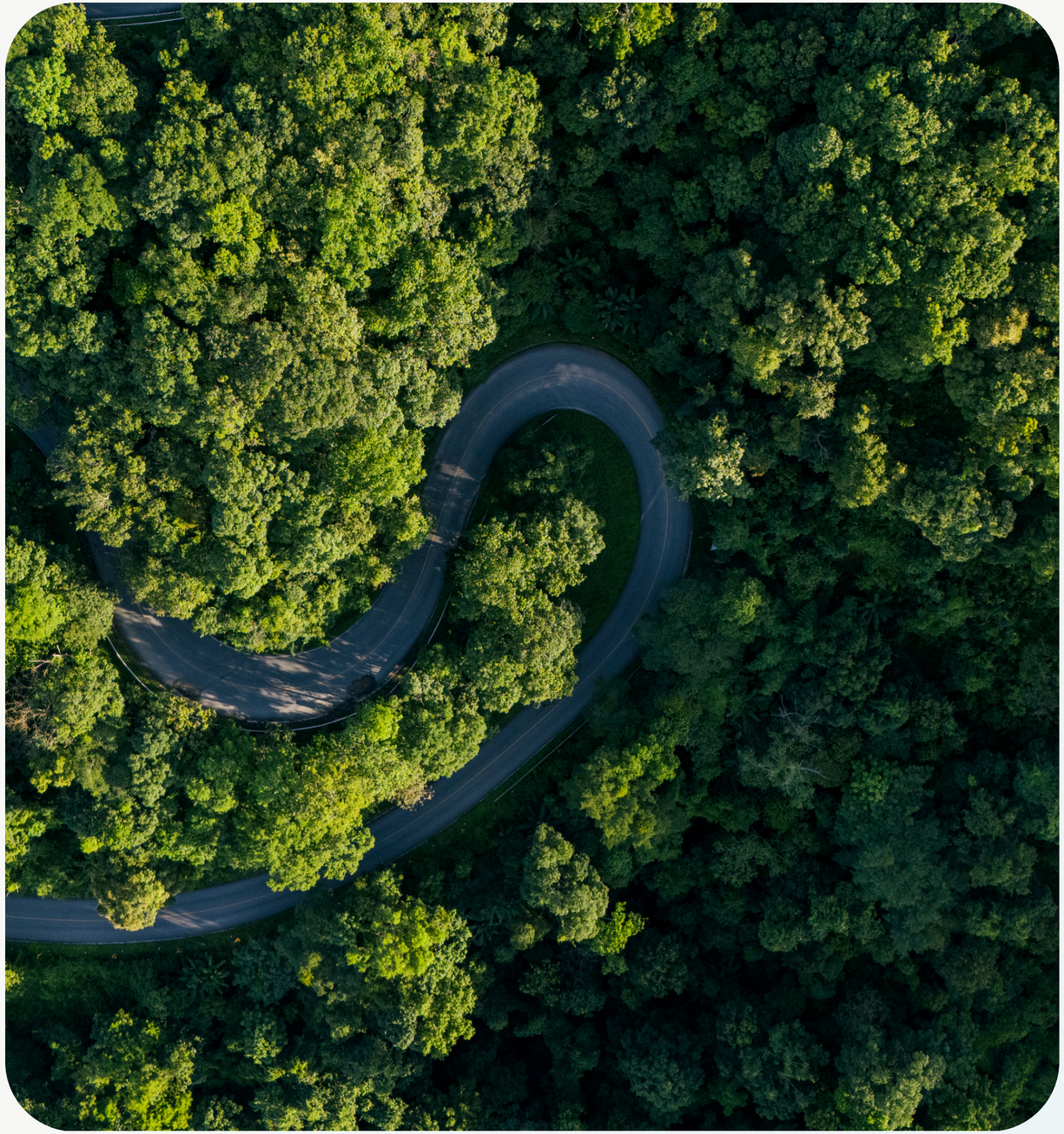
ESG PERFORMANCE STATEMENT

2026



EDITO

Today, companies operate in an environment marked by profound economic, environmental, social, and regulatory changes. In this context, corporate social responsibility is no longer merely a matter of compliance or risk management. It is a driver of resilience, competitiveness, and sustainable value creation.
Seven years ago, with the launch of our “Change Our World” program, we made the decision to place CSR at the heart of our strategy. Our ambition was clear: to make sustainability a driver of transformation for Damartex and to gradually integrate it into our governance, our business lines, and our corporate culture. Today, this ambition is being realized through the involvement of our governance bodies, the implementation of roadmaps across our business units, the engagement of our employees, and the gradual integration of ESG considerations into our decision-making processes.
The 2025–2026 fiscal year also takes place within a specific regulatory context. Recent changes to European regulations have led to the postponement of certain sustainability reporting obligations. As a result, the Damartex Group is currently not subject to any disclosure requirements under the CSRD.

Nevertheless, we have chosen to voluntarily continue this commitment to transparency:
- Because we are convinced that ESG issues will continue to shape our economic environment over the long term.
- Because our customers, employees, partners, and shareholders expect us to provide a clear vision of our path forward.
- And because measuring our impacts, risks, and progress is an essential tool for steering our transformation.

Once again this year, our actions have focused on three major priorities.
The first aims to accelerate the environmental transformation of our operations by reducing our carbon footprint and developing more sustainable products and circular solutions. These initiatives help differentiate our brands, prepare us for future regulations, and ensure the Group’s long-term competitiveness.

The second involves strengthening accountability throughout our value chain by improving our understanding of our suppliers, enhancing the traceability of our supplies, and mitigating human rights risks. These initiatives help secure our supply chain, build trust with our partners, and support the evolution of our market.

Finally, our social commitment remains a cornerstone of our identity. Through the On Seniors’ Side Foundation, the dedication of our employees, and our efforts to promote healthy aging, we are pursuing a goal that is true to Damartex’s history: to make a positive contribution to society and address the challenges associated with an aging population.
This report outlines the progress made during the fiscal year, as well as the challenges that still lie ahead. More than just a reporting exercise, it reflects our determination to continue transforming the Group with sincerity, high standards, and humility, convinced that a sustainable company is, above all, one capable of anticipating change, adapting, and creating value over the long term.

Joséphine Biernacki
Group CSR Director



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THE DAMARTEX GROUP TODAY

Three complementary business segments:

Fashion: style, comfort, and innovation, led by Damart and Xandres.

Home & Lifestyle: home goods and everyday well-being, with 3Pagen and Coopers of Stortford.

Healthcare: Each company in this segment operates in a complementary area of home healthcare.

Nearly **75 years** after its founding, the Group has reinvented its growth engine—shifting from a mail-order model to a data-driven omnichannel approach—without ever losing sight of its core values.

503.5
M€ REVENUE

14
M€ OF OPERATING EBITDA
(OR 2.8% OF REVENUE)

11.4
M€ OF CAPEX

2,500
EMPLOYEES

7.5
MILLION CUSTOMERS

119.3
M€ NET FINANCIAL DEBT

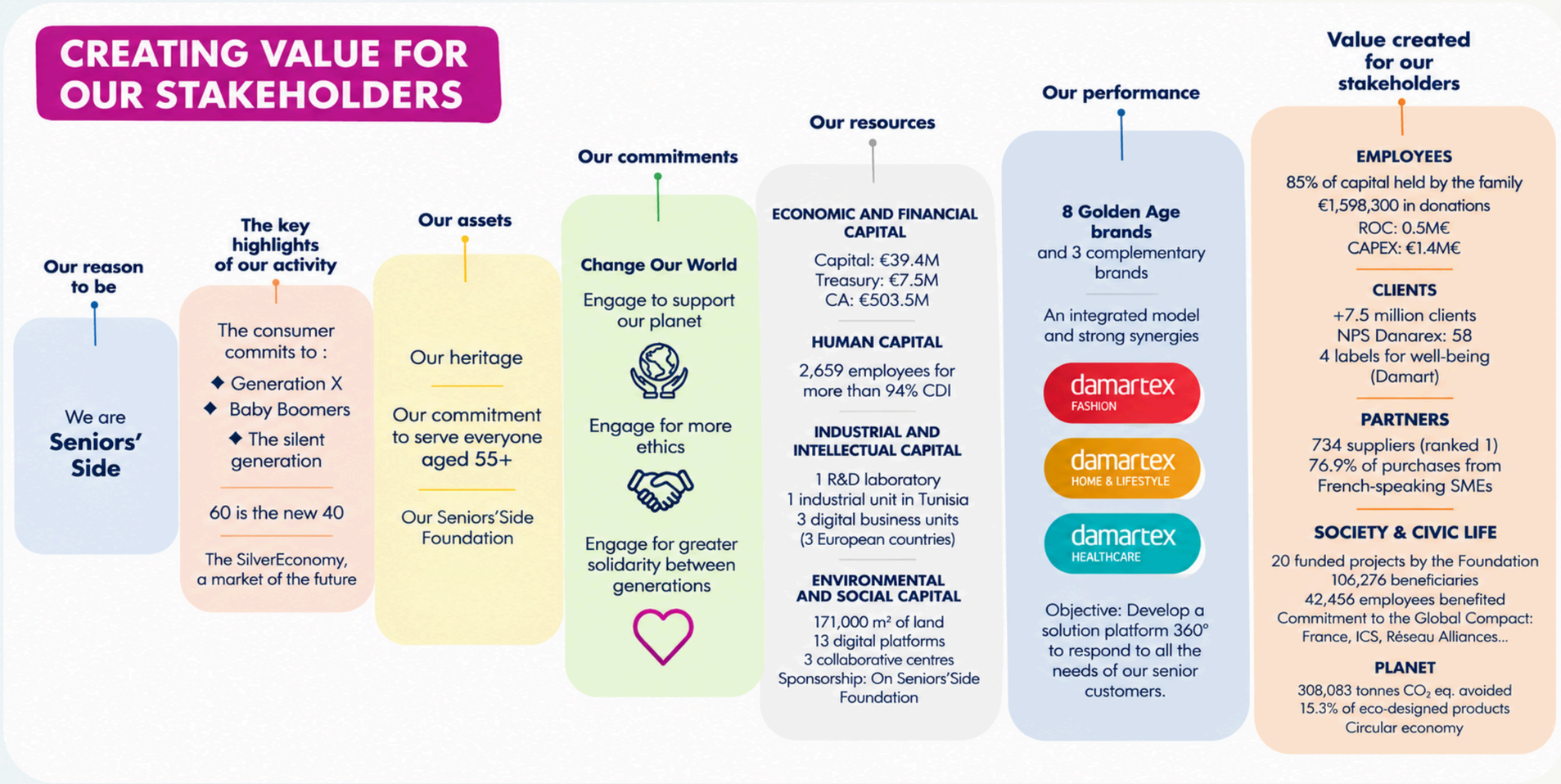
75
YEARS OF INNOVATION AND EXPERTISE
IN THE 55+ MARKET

9
COUNTRIES

DAMART · XANDRES BELGIUM · 3PAGEN · COOPERS OF STORTFORD · VITRINE magique · almadia · msanté · santéol · damartex GROUP

VALUE CREATION MODEL

Damartex, a solid business model based on three complementary business segments serving a market with a bright future: the Silver Economy.
With 70 years of expertise in the senior market and a sustainable business model built around three business segments and eight powerful brands, Damartex is expanding in a market with a bright future that is experiencing structural growth. Its mission: to offer the 55+ demographic the best in innovation, fashion, home goods, and health solutions that make everyday life easier or more enjoyable. Damartex is a young group with an entrepreneurial and family-oriented DNA, expanding through an ambitious external growth strategy in Europe.

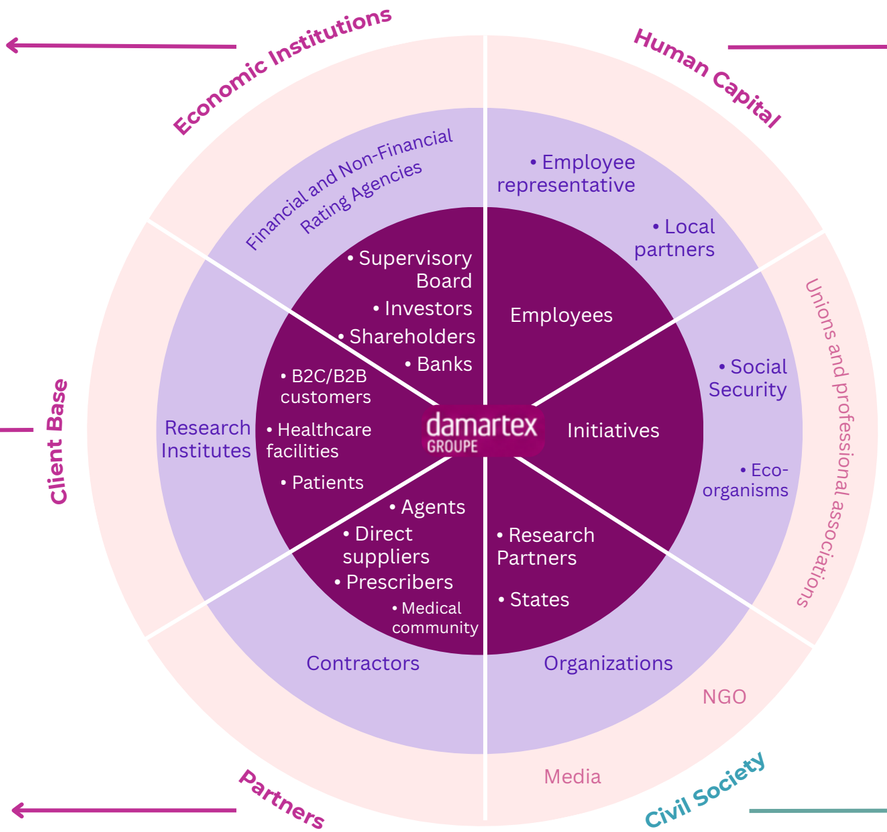


STAKEHOLDER MAPPING

- Presentations to investors on the occasion of the publication of the annual results
- Quarterly presentations in the Supervisory Board
- Quarterly press releases
- Individual of group meetings with banks and investors
- Signing of agreements with banks and the majority shareholder
- Questionnaire from rating agencies and analysts
- (financial and/or E3G)
- Publication of the annual report
- Strengthening ties through the shareholders' club

- Call us and customer relations teams
- Dedicated listening space for B2C customers: the Customer Lounge
- Handling of exchanges on social networks
- Points of contact: stores, agencies, pharmacies, call centres
- Calls for tenders
- Monitoring of the NPS (Net Promoter Score) to assess
- B2C customer satisfaction
- Relations with marketplace and Corporate customers
- Internal consumer research
- Properly to and reposition of consumer studies or market trends
- from external institutes (Kantar, Tinty, McQueen, as coming...)

- Commitment through the responsible purchasing charter
- Regular visits or remote meetings through buyers and their suppliers to ensure a reliable purchasing, eco-design objective.)
- Audits and action plans to verify conditions, working environment and health risks linked to the product at suppliers
- Tool for management, commercial, contractual and ethical relationships, banan online portal
- Capitalising on long-term relationships



- Surveys on Quality of Life at Work (most recent Tex Indicator survey in 2025)
- Annual performance reviews
- Signatories to the commitment for employees aged 50 and older
- Internal communication channels: meetings, newsletters, internal social network
- Negotiation, consultation, or information sharing with employee representative bodies
- Signing and revision of agreements
- Handling of concerns

- Member of eco-organizations (Citeo, Refashion, Ecologic, Ecomaison)
- Shareholder and member of the board of directors of Refashion (Damart)
- Member of the ICS (Initiative for Compliance and Sustainability) since 2017 and member of the Steering Committee since 2019
- Participation in working groups organized by these organizations (eco-modulation, communication) and the ICS (specific risks, reporting, grievance mechanisms, etc.)
- Term as a member of the executive board of the Alliance du Commerce (Damart)
- Term as vice president of FEVAD (chairman of the Damartex Group)

- Participation in the United Nations Global Compact; member since 2015, and serving as an ambassador company for the Hauts-de-France region since 2019
- Support for numerous nonprofit organizations through our On Seniors' Side Foundation, notably Duo for a Job and Kissing it Better
- Engagement with the media through quarterly press conferences and in response to ad hoc requests
- Demain's participation in the IFTH's DURHABI research project on textile sustainability
- Xandres' participation in the CETI's SCIRT research project on the implementation of a textile-to-textile recycling system

IDENTIFICATION OF IROS AND UPDATE OF THE DOUBLE MATERIALITY ANALYSIS

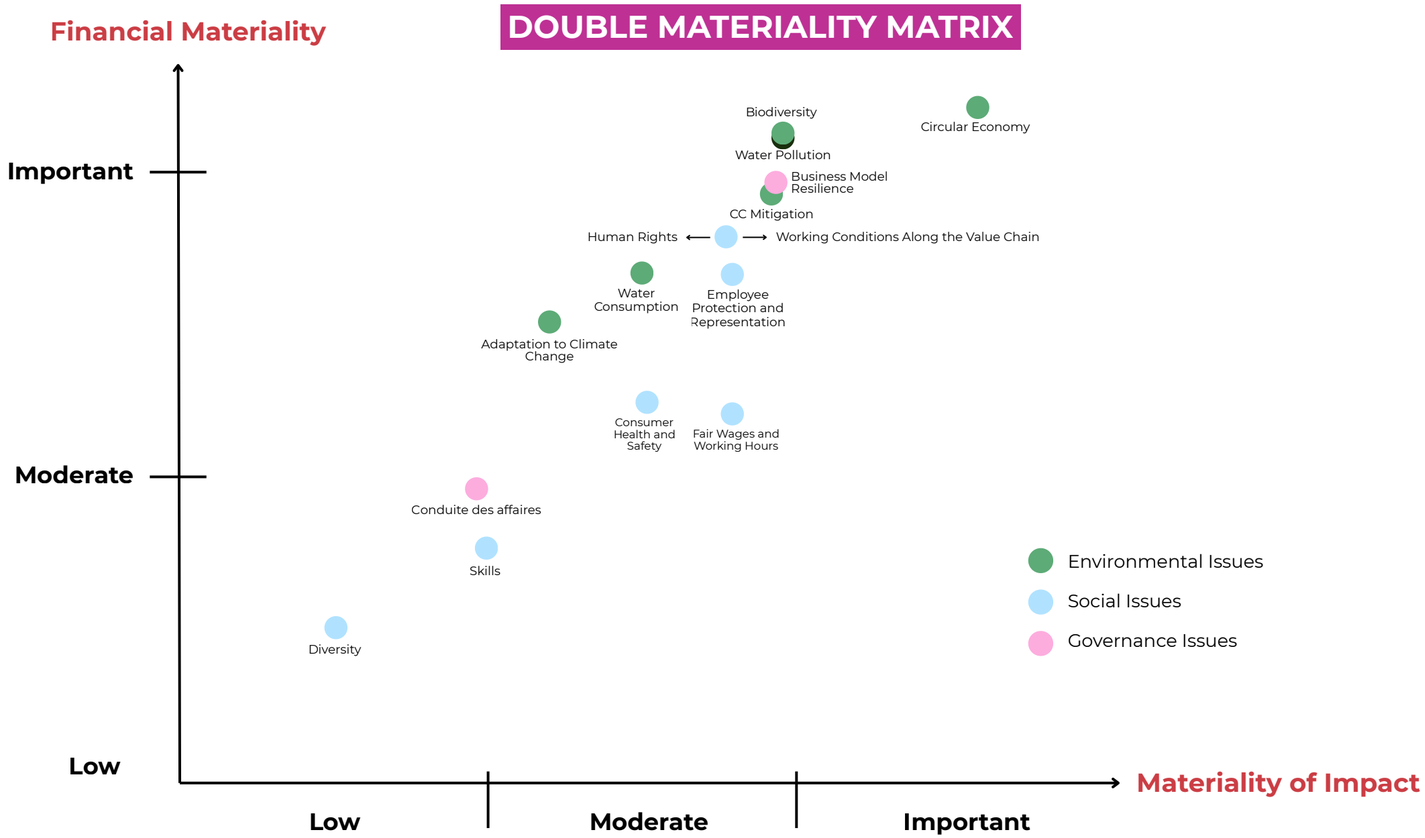
During the 2025–2026 fiscal year, the Damartex Group updated its double materiality analysis to **confirm and prioritize the most significant environmental, social, and governance issues** in light of its operations, value chain, and stakeholders.
This approach forms the foundation of the Group's CSR strategy. It enables the identification of the main impacts, risks, and opportunities (IROs) related to sustainability issues and guides priorities for action, ESG management efforts, and risk management.

In accordance with the principles defined by the CSRD and the ESRS, the analysis is based on two complementary dimensions:

- **Impact materiality,** which assesses the positive and negative impacts—actual or potential—of the Group's activities on the environment, people, and human rights.
- **Financial materiality**, which identifies risks and opportunities that could affect the Group's business model, financial position, performance, or outlook.

The 2025–2026 fiscal year strengthened the methodological robustness of the analysis by continuing the gradual alignment between the dual materiality work and the Group's overall risk management framework.

<u>The analysis was conducted according to the following steps:</u>
1) Updating the list of issues and IROs, based on sector-specific work carried out with the Alliance du Commerce, regulatory developments, and lessons learned from the previous fiscal year.
2) Review of the identified IROs to confirm their relevance to the Group's activities, business model, supply chain, and various regions of operation.
3) Alignment of scoring criteria with the Group's risk map to strengthen consistency between sustainability risk management and other risk categories monitored as part of the overall risk management framework.
4) Assessment of IROs by members of the Executive Committee, with each participant conducting an individual assessment of impacts, risks, and opportunities.
5) Consolidation of individual assessments to establish a shared understanding of the Group's key sustainability challenges and to identify any differences in assessment.
6) Definition and validation of materiality thresholds based on consolidated results and discussions within governance bodies.
7) Presentation and approval of the results by the CSR Committee.
This update confirmed the strategic importance of several issues, including climate change, the circular economy, the conservation of natural resources, human rights in the value chain, and the resilience of the business model.
The results of this analysis are presented in the following matrix ⬇️



CSR POLICY

Damartex is accelerating its transformation plan to fulfill its mission of caring for the planet and people wherever the Group operates. Convinced that business and sustainable development are inseparable, we place corporate social responsibility (CSR) at the heart of our business model by contributing to the Sustainable Development Goals (SDGs)* and prioritizing them in line with our strategic priorities.





REDUCING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS AND OPERATIONS

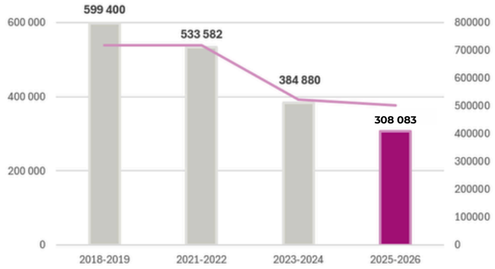
Improving the environmental performance of its offerings, conserving resources, and reducing greenhouse gas emissions are the main strategies the Group is implementing to reduce its environmental impact across its entire value chain

1 Taking Action on Climate Change

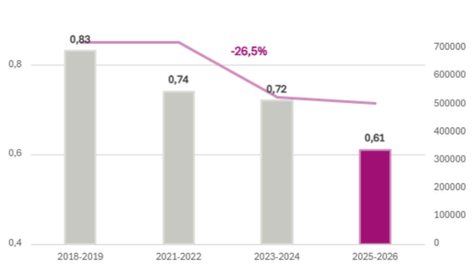
Climate change is one of the key environmental challenges identified by the Group.
Since its first carbon assessment in 2018–2019, Damartex has regularly measured its carbon footprint across its entire value chain to guide its action priorities and identify the key levers for reducing its greenhouse gas emissions. The 2025–2026 reporting period covers all Scopes 1, 2, and 3 in accordance with the GHG Protocol.

2025/2026 Group Results: Metrics verified by an independent third-party organization (✅)

- Total: 308,083 tCO_2e ✅
- Relative change compared to 2018–2019, the base year: 26.5%



Change in Absolute Terms Compared to 2018–2019 (TCO2eq)



Change in relative terms compared to 2018–2019 (kg CO2 eq./€ revenue)

UNDERSTANDING OUR CARBON FOOTPRINT

As is the case with most retail and mail-order companies, the majority of the Group's emissions occur upstream of its operations.

BREAKDOWN OF EMISSIONS BY SCOPE

An analysis of the carbon footprint shows that the majority of the Group's emissions fall under Scope 3, which encompasses indirect emissions generated throughout the value chain. In contrast, direct emissions (Scope 1) and emissions related to energy consumed at sites (Scope 2) account for a smaller portion of the overall carbon footprint.

2025/2026 Group Results: Metrics verified by an independent third-party organization (✅)

- Scope 1 Emissions: 4,362 tCO_2e ✅
- Scope 2 Emissions: 1,393 tCO_2e ✅
- Scope 3 Emissions: 302,328 tCO_2e ✅

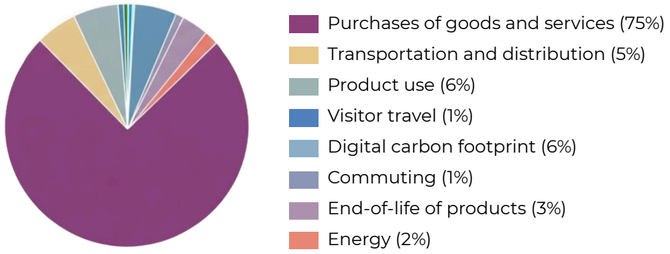
This breakdown confirms that the main drivers for reducing emissions lie upstream in the value chain.

A CARBON FOOTPRINT SPECIFIC TO EACH ACTIVITY

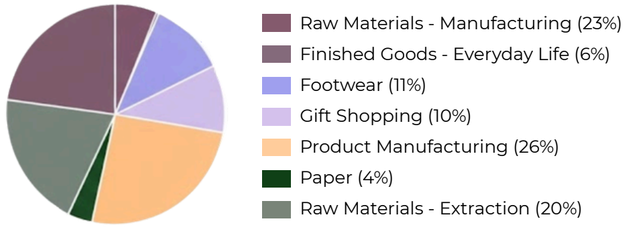
The carbon footprint analysis also highlights the specific characteristics of the Group's various business segments.
For the Fashion segment, which accounts for 74% ✅of the Group's carbon footprint, emissions are primarily linked to textiles, their processing, and the manufacturing of finished products.
In the Home & Lifestyle segment, which accounts for 24% ✅ of the Group's carbon footprint, emissions are more evenly distributed among marketed products, packaging, logistics, and the digital footprint associated with email promotional campaigns.
The Healthcare segment, which accounts for 2%✅, has a distinct profile, primarily related to medical devices, technicians' business travel, and patient-related services.
This diversity underscores the need to tailor climate action plans to the specific challenges of each business segment.

BREAKDOWN OF EMISSIONS BY EMISSION SOURCE

The Group's emissions are primarily concentrated in a few major categories. Purchases of goods and services account for nearly 75% ✅of the total carbon footprint and are by far the largest source of emissions. These emissions stem mainly from the production of raw materials, their processing, and the manufacturing of finished products. Consumer use of products and the digital footprint each account for 6% ✅of the Group's emissions. Transportation and distribution also constitute a significant source of emissions, accounting for 5% ✅of the total. This breakdown reflects the characteristics of the Group's business model and guides priorities for decarbonization efforts.



Breakdown of the Group's Issuance Positions



Breakdown of the "Issuance" Account: Purchases of Goods and Services

1 Taking Action on Climate Change

6 KEY AREAS FOR ACTION

Reducing the carbon footprint relies primarily on actions that target the areas contributing the most.

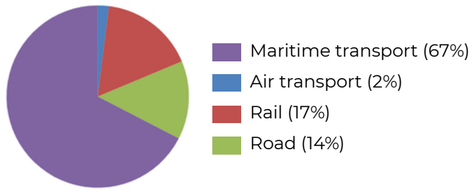
1 Designing products with a lower environmental impact:

The Group continues to roll out its strategy for more sustainable products. The goal is to reduce emissions starting at the product design phase by prioritizing materials with a lower environmental impact, more sustainable manufacturing processes, and products designed to last longer. This policy has led to a 4.8% reduction in emissions per metric ton of raw materials for the fashion division compared to the most recent carbon footprint assessment from 2023/2024. These initiatives are described in greater detail in the section on more sustainable products.

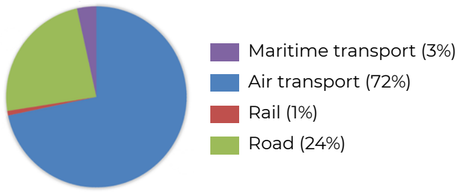
2 Decarbonizing our transportation system:

Transportation-related emissions are divided between upstream flows—which correspond to the supply of goods to the various retail chains—and downstream flows related to the distribution of products to customers.
In 2025/2026, upstream transportation accounted for 78% of transportation-related emissions, compared with 22% for downstream transportation.
For upstream transportation, the Group prioritizes maritime transport for shipping goods, a mode of transport with a significantly lower carbon footprint than air transport. The use of air freight remains limited to certain exceptional situations related to supply constraints or business continuity.
To reduce emissions associated with logistics flows between the DMT factory in Tunisia and the distribution centers, Damart has increased its use of rail transport between Tunisia and France. At Xandres, 14% of upstream transportation is by rail. This alternative helps limit emissions compared to road-based solutions and is part of the Group's overall strategy to decarbonize transportation.
Regarding downstream transportation, distribution flows—to stores or directly to customers—are handled by partners committed to reducing delivery-related emissions. In France, partnerships developed with logistics providers help promote the use of delivery solutions with a lower environmental impact.

Breakdown of the number of incoming units at the Group level by mode of transportation in 2025–2026



Breakdown of the Impact of Upstream Freight at the Group Level in 2025–2026 (in TCO2 eq)



Breakdown of the impact of downstream freight at the Group level in 2025–2026 (in TCO2 eq)



3 Reducing our plastic packaging:

The Group's various brands are continuing their efforts to reduce the amount of single-use plastic packaging they use. This approach is based on three principles: eliminating plastic whenever possible, replacing it with more sustainable alternatives, and incorporating more recycled materials.
In accordance with French regulations on the circular economy, the Group's French subsidiaries no longer use plastic wrap for shipping mail and catalogs. The Group's various brands are also continuing their efforts to reduce the use of plastic in product and logistics packaging.
At Damart, polybags have been eliminated whenever product characteristics allowed and replaced with recyclable cardboard packaging, glassine paper, or kraft solutions—such as for pants, sweaters, shapewear, and footwear—except for light-colored items and fragile materials.
At Xandres, deliveries are primarily made in cardboard boxes, while products are wrapped in tissue paper sourced from FSC-certified sustainably managed forests.

For plastic packaging that remains in use, the goal is to gradually increase the proportion of recycled materials. The bags used for shipping packages and customer returns in France and Belgium are now made from 60% recycled materials, 20% of which come from post-consumer recycling.
Plastic packaging removed from the Damart France warehouse—for products destined for stores—is also collected and sent to a recycling facility to promote its reuse.

1 Taking Action on Climate Change

Damart 2025/2026 Results:

- 122 metric tons of plastic packaging for products brought to market, a 50% reduction compared to 2024/2025
- 77% recycled material in the remaining plastic packaging for products brought to market, a 40% increase compared to 2024/2025

4 Developing the circular economy:

Initiatives involving secondhand goods, rentals, repairs, and material recovery help extend the lifespan of products and limit the use of new resources. They thus help reduce the emissions associated with the manufacture of new products. These initiatives are discussed in greater detail in the section on the circular economy.

5 Managing Our Digital Footprint:

The Group continues its efforts to better understand the environmental impact of its digital activities and to identify the most effective ways to reduce that impact. In 2025–2026, several awareness-raising initiatives were carried out among employees, notably through the organization of “Digital Clean Up” campaigns designed to promote more responsible digital practices. Everyone was encouraged to declutter their own digital workspace and to repair or repurpose their IT equipment.

6 Promoting more responsible use of products:

The Group is also taking action to address emissions generated during the product use phase. Product teams are gradually incorporating sustainability and quality criteria designed to extend product lifespans and reduce the frequency with which products need to be replaced.
For certain product categories, efforts are also focused on improving technical specifications to reduce energy, water, and maintenance requirements throughout the product’s lifecycle.
The various brands also help raise customer awareness about more responsible product use through care instructions, usage recommendations, and information designed to promote product durability and extend their lifespan. At Xandres, this approach is part of the Repair & Care program and the awareness-raising initiatives carried out during Green Friday. The various brands are also developing informational content designed to help consumers maintain and use their products.

REPAIR & CARE

Xandres' Repair & Care program aims to extend the life of clothing through repair and maintenance. In particular, Xandres offers free lifetime repairs on its clothing, as well as paid alterations and care advice.
The program is part of a circular economy approach, encouraging customers to repair, maintain, and keep their clothing longer rather than replacing it.

GREEN FRIDAY

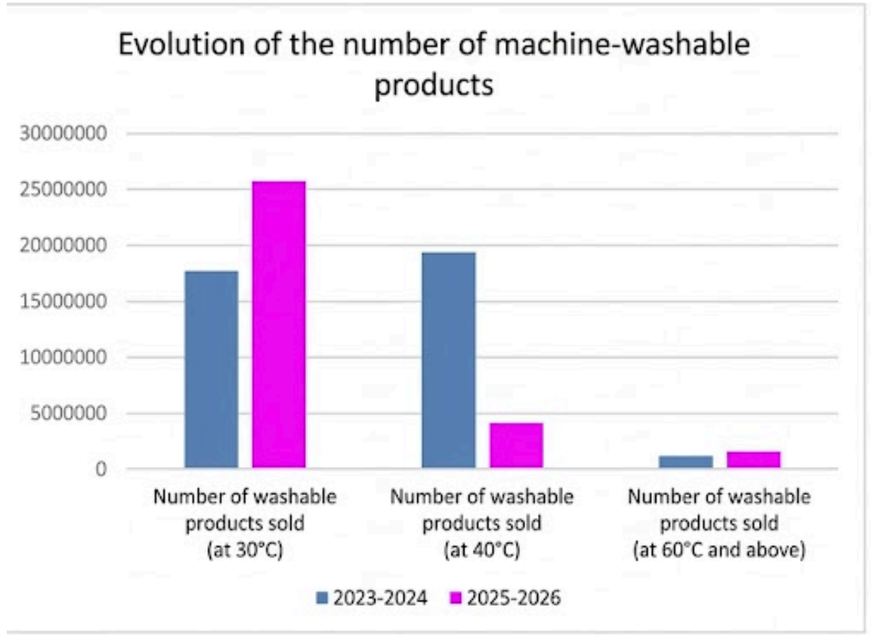
To mark Green Friday, the brand chose—for the fifth consecutive year—to close its stores and website in order to promote an approach focused on extending the lifespan of clothing rather than the impulsive consumption associated with Black Friday.

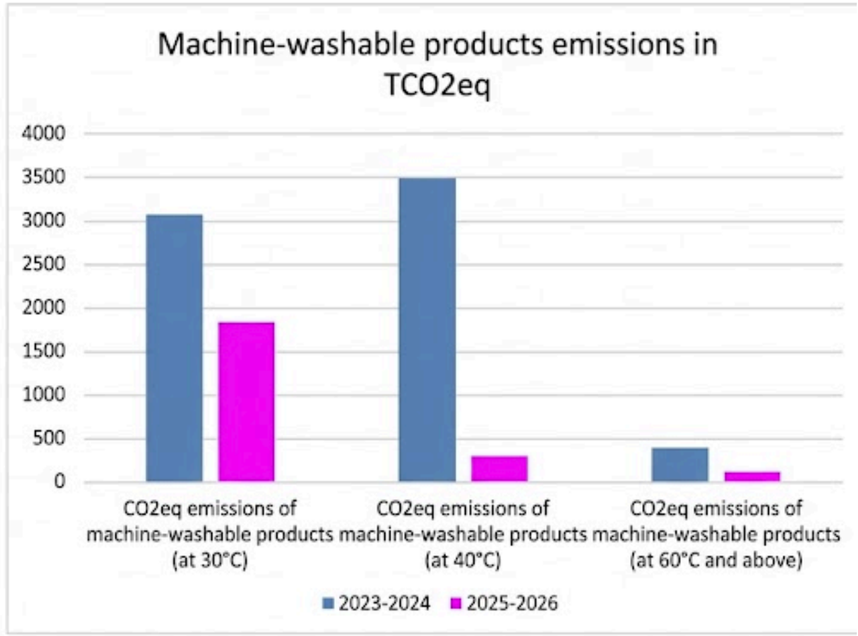
On November 28, 2026, employees gathered at the Destelbergen workshop to repair clothing brought in by customers free of charge. For each item restored, a tree was planted as part of the partnership with Go Forest, thereby helping to combine a circular approach with support for reforestation projects. A total of 2,720 trees were planted in Madagascar as part of this initiative.

The event also featured workshops on repairing, maintaining, and extending the lifespan of clothing, organized in collaboration with several specialized partners. By engaging its employees, customers, and ecosystem, Xandres helps promote circular practices and encourages the extension of the lifespan of textile products.

1 Taking Action on Climate Change

Thanks to these programs to raise customer awareness about product maintenance, **4,700 metric tons of CO2eq** were avoided across the Group.





By regularly measuring its carbon footprint, Damartex is gradually adjusting its action plans to focus its efforts on the areas that contribute the most and to support the transition of its various business units toward a more sustainable model.

MEDIUM-TERM OUTLOOK

Climate change remains one of the Group's key sustainability challenges. Damartex will continue on its path toward decarbonization by focusing its efforts on the main sources of emissions identified through its carbon footprint assessment, particularly raw materials, the manufacturing of finished products, transportation, and product use. The Group will also continue its efforts to strengthen the resilience and adaptability of its operations in the face of the consequences of climate change, by gradually integrating these issues into its investment decisions, sourcing choices, and product development.

2 Designing more sustainable products

Improving the environmental performance of the Group's offerings is one of its key strategies for reducing its impact across the entire value chain.

Purchases of goods and services are, in fact, the Group's primary source of greenhouse gas emissions and account for a significant portion of its overall environmental impact. Raw materials and product manufacturing are the main contributors. In light of this, Damartex has been implementing an eco-design approach for several years, aimed at gradually reducing the environmental impact of its products.

AN APPROACH TAILORED TO THE UNIQUE CHARACTERISTICS OF OUR BUSINESS

The Group applies different eco-design criteria depending on the nature of its activities. However, the level of maturity of eco-design initiatives varies by business segment. Historically developed within the fashion and textile businesses, eco-design approaches are now more advanced in the Fashion segment, while the Home & Lifestyle segment continues to gradually structure its frameworks and evaluation criteria tailored to the diversity of product categories it markets.

For the Fashion segment, sustainable products are identified through several key factors, including:

- The incorporation of more sustainable materials, such as recycled materials, organic materials, or certain low-impact fibers;
- The use of trusted certifications such as GOTS, GRS, OEKO-TEX®, OCS, or RWS;
- The use of more sustainable manufacturing processes that help reduce water consumption, among other benefits;
- The development of products with a lifespan that exceeds market standards;
- Manufacturing products in certain countries with a more favorable energy mix.



At Xandres, this approach is complemented by an internal material evaluation system that allows environmental criteria to be incorporated as early as the collection development phase.

This tool is based, in particular, on an analysis of material characteristics, certifications recognized by Textile Exchange, and certain licenses. It helps gradually steer collections toward materials with better environmental performance and enhances the transparency of product-related information.

As part of their commitment to transparency, Damart and Xandres continue to develop tools designed to enhance product traceability and the environmental information made available to consumers. This initiative also helps the companies prepare for future European requirements set forth in the Ecodesign for Sustainable Products Regulation (ESPR), which calls for the phased rollout of the Digital Product Passport for numerous product categories.

For the Home & Lifestyle business, the approach is based in particular on:

- The use of recycled, organic, or natural materials;
- The development of products that save energy or water;
- The promotion of reusable, washable, or recyclable products;
- The use of suppliers located in geographic areas with a more favorable energy mix

For the Group, a responsible product is a product that meets at least one of the eco-design criteria defined in the Group's methodology. The percentage of responsible products is calculated based on the products sold during the fiscal year that meet at least one of the criteria defined above.

Key Figures: Metrics verified by an independent third-party organization (✅)

- Percentage of sustainable products in the Fashion line: 55.7%
- Percentage of sustainable products in the Damart line: 50.5% ✅
- Percentage of sustainable products at Xandres: 88.5%

Percentage of sustainable products: HLS 7.2%

- Percentage of sustainable products at 3 Pagen: 9.9% ✅
- Percentage of sustainable products at Coopers: 4.3%



2 Designing more sustainable products

INNOVATION AT THE HEART OF DAMART'S DEVELOPMENTS

At Damart, **research and development** have long been key drivers of differentiation. In particular, the teams are working to improve product performance while gradually incorporating environmental criteria into new product developments.

This approach has, in particular, enabled the continued integration of recycled fibers into several of the brand's flagship product lines. After replacing virgin polyester with recycled polyester in a significant portion of production volumes, new developments have allowed for the gradual integration of recycled acrylic fibers into certain products.
The teams are also continuing their work to identify and develop materials that offer better environmental performance while maintaining the technical characteristics, comfort, and durability that customers expect.

(RE)CYLACTYL This innovative approach has led, in particular, to the development of the Recyclactyl program, which is presented in the section on the circular economy.

This culture of innovation is deeply rooted in the history of the Damart brand, which has been recognized for several decades for developing textile solutions that offer functional benefits in terms of thermal comfort, mobility, and well-being.

In addition to reducing environmental impacts starting at the design phase, the Group also develops solutions aimed at extending product lifespans and optimizing resource use throughout their entire life cycle.

MEDIUM-TERM OUTLOOK

The Group will continue to improve the environmental performance of its products by gradually strengthening the integration of the principles of eco-design, sustainability, and circularity. Efforts will focus in particular on developing materials with a lower environmental impact, improving the traceability of product information, obtaining relevant certifications, and preparing for future European requirements regarding eco-design and product transparency.

MADE to LAST

3 Promoting the circular economy

In response to the challenges of resource scarcity and waste reduction, the Group is gradually developing solutions that promote longer product lifespans, reuse, repair, and the recovery of materials at the end of their life cycle. These initiatives aim to limit the use of new resources and enhance the circularity of products and materials.

INITIATIVES THAT ARE CURRENTLY DRIVEN PRIMARILY BY THE FASHION DIVISION

The Fashion segment has launched several concrete initiatives aimed at extending product lifespans and developing new usage models. For the Home & Lifestyle segment, efforts are currently focused primarily on selecting more sustainable products, as opportunities related to circularity are still being evaluated.

This approach is based on a simple belief: the most sustainable product is often the one with an extended lifespan. The brand is therefore taking action on several complementary fronts to extend the lifespan of its products, notably through repair, reuse, resale, and new usage models.

Xandres Lab: Experimenting with New Circular Models
As a pioneer within the Group, Xandres continues to roll out several circular initiatives:

Offre de seconde main **Services de réparation** **Solutions de location**

As part of its **Repair & Care program,** the brand is also continuing to develop services designed to extend the life of clothing and make it easier to care for.

Xandres Key Figures 2025/2026

- Number of items repaired: 817, up 15.2% compared to 2024/2025
- Number of items collected for the secondhand program: 3,847, up 48.5% compared to 2024/2025
- Number of items resold secondhand: 768

(RE)CYLACTYL

DAMART: MAKING THE MOST OF MATERIALS THROUGH THE RECYCLACTYL PROGRAM

Damart continues to develop Recyclactyl, a circular economy program aimed at transforming textile scraps generated during cutting operations into new, valuable resources. Of the 120 metric tons of textile waste produced at its factory in Tunisia each year, approximately 20 metric tons can now be repurposed through this initiative.
After several years of research and development, the Recyclactyl program has reached a decisive milestone with the launch of the first products incorporating materials derived from recycled textile scraps. Starting with the Fall-Winter 2026 season, more than 20,000 pairs of socks and nearly 20,000 comforters will incorporate materials from the program.

This initiative provides concrete evidence of the industrial feasibility of circular solutions applied to significant production volumes. It demonstrates the Group's ability to transform a portion of its textile waste into resources and to develop new material recovery pathways.

Damart Key Figures 2025/2026
Textile materials recycled through Recyclactyl: 20 metric tons

SUPPORTING THE TRANSFORMATION OF THE TEXTILE INDUSTRY

In addition to its initiatives in eco-design and the circular economy, Damart actively participates in Extended Producer Responsibility (EPR) programs applicable to the textile industry. As such, the brand helps fund collection, reuse, and recycling networks for used textiles, aimed at promoting better recovery of end-of-life products.

The EPR framework serves as a key driver for accelerating the textile sector's transition toward a circular model, notably by supporting the development of recycling, innovation, eco-design, and reuse initiatives.
Damart is also represented on the Board of Directors of Refashion, an eco-organization accredited by the government to support the transformation of the textile, home furnishings, and footwear sectors. This involvement enables the Group to contribute to collective discussions on the challenges of circularity, eco-design, and end-of-life product management.

Through its involvement with Refashion and its increasing use of eco-modulation measures, Damart is helping to advance its eco-design practices while contributing to the development of a circular textile supply chain.

All of these initiatives help extend the lifespan of products, promote the reuse and recycling of materials, and support the transition to circular consumption patterns.

MEDIUM-TERM OUTLOOK

The circular economy initiatives launched by the Group's brands will continue to take shape. At Xandres, the Repair & Care program will be gradually rolled out in new markets to make repair services more accessible. Work will also continue to support the development of new circular economy models.



PROVIDING LONG-TERM SUPPORT TO OUR EMPLOYEES, PARTNERS, AND CUSTOMERS

1 Developing and Engaging Talent

Convinced that the success of its transformation depends above all on its employees, Damartex places human capital at the heart of its strategy. In a context marked by evolving business lines, organizational transformations, and the challenge of attracting talent, the Group strives to provide an inclusive and safe work environment that fosters the professional development of every employee.

Group Key Figures 2025/2026 ➤ Total workforce: 2,659 ➤ Percentage of permanent employees: 94%

PROMOTE AN INCLUSIVE WORK ENVIRONMENT

The Group is committed to promoting equal opportunity and ensuring that everyone has a respectful, inclusive work environment free from discrimination.
This approach is based on promoting diversity in all its forms, developing women's leadership, including people with disabilities, and implementing HR practices based on objective criteria of skills, performance, and responsibilities.

Given the demographic shifts in the workforce and the Group's long-standing commitment to serving seniors, the Group also pays particular attention to the employability of experienced employees, intergenerational dialogue, and support for employees who are caregivers. This commitment is part of the Group's adherence to the Club Landoy's 50+ Charter.

The Group's various entities conduct regular employee reviews to ensure fairness in decisions regarding career paths, skills development, and compensation.

DAMARTEX IS COMMITTED TO PROMOTING EMPLOYMENT FOR PEOPLE AGED 50 AND OLDER

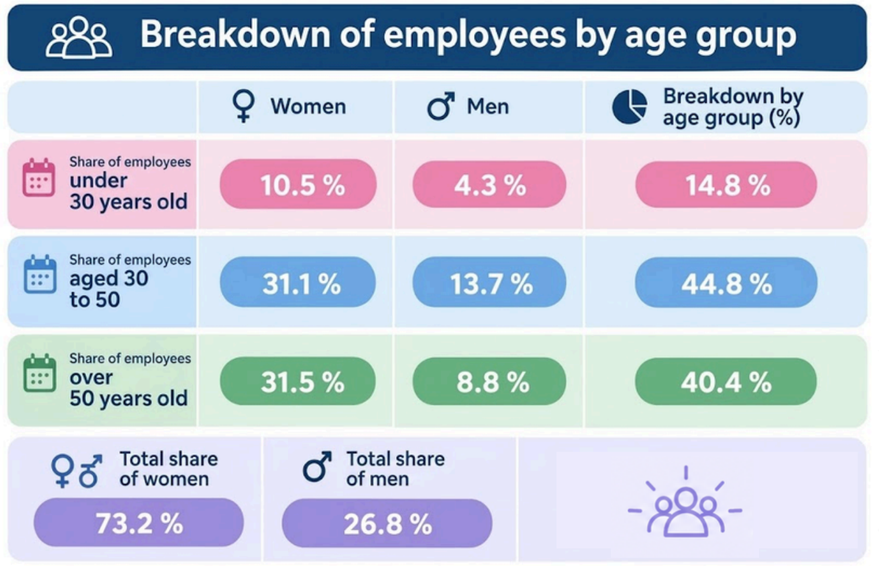
As a signatory to the 50+ Charter spearheaded by Club Landox, Damartex is committed to promoting employment, employability, and quality of life at work for experienced employees. This collective initiative, launched in 2022, aims to change perceptions of age in the workplace and to support the role of talent over the age of 50 throughout their careers.

The 50+ Charter is structured around ten commitments covering, in particular, recruitment, training, career development, the transfer of knowledge across generations, health and well-being at work, support for caregivers, and retirement planning.

With 40.4% of its workforce over the age of 50, Damartex views age diversity as an asset and strives to create conditions that allow everyone to develop their skills and contribute to the company's overall performance throughout their careers.

Group Key Figures 2025/2026

- Breakdown of the Group's workforce by age group:



- Percentage of women on the **Executive Committee:** 50%
- Percentage of women on the **Supervisory Board:** 22.2%
- Percentage of Group employees with **disabilities**: 3.87%
- **Gender Equality** Index: for Damart's French entities
  Damart France: 99%
  DSB: 87%

1 Developing and Engaging Talent

DEVELOPING SKILLS AND SUPPORTING CAREER PATHS

In a constantly changing environment, skills development is a key driver of employability, adaptability to change, and sustainable performance.

To keep pace with changes in its business lines, the Group relies on a range of training programs implemented across its various entities, as well as several cross-functional development paths offered Group-wide.

Organized primarily through Damartex University, these programs help foster a shared culture and support the Group's major transformations in areas such as artificial intelligence, social responsibility, ethics, corruption prevention, and personal and managerial development. Each subsidiary complements this framework with its own skills development plans tailored to the challenges of its business lines and markets.

Group Key Figures (Excluding Msanté and santéol) 2025/2026

- Total number of training hours: 19,249
- Average number of training hours per employee: 7.15

SAFEGUARDING THE HEALTH AND SAFETY OF EMPLOYEES

Given the diversity of its operations—which include, among others, logistics, production, sales, administrative, and service functions—the Group ensures that its preventive measures are tailored to the specific risks of each work environment.

The health and safety policy is based on three priorities:

Prévenir les risques professionnels **Améliorer durablement les conditions de travail**

Promouvoir une culture de prévention partagée

The measures implemented include regular risk assessments, employee training, monitoring of workplace accidents, training for first responders, and the implementation of corrective actions aimed at sustainably reducing the frequency of accidents.

The Group also pays particular attention to the prevention of psychosocial risks and quality of life at work in order to contribute to the well-being of its employees.

This focus is also reflected in the implementation of awareness and prevention initiatives that promote well-being at work. In June 2026, several Group entities organized "Human Weeks," a program dedicated to quality of life at work centered on topics such as nutrition, physical activity, stress management, and sleep quality. Conferences, workshops, and discussion sessions helped raise employees' awareness of practices that support their health and daily well-being, while also strengthening camaraderie and team bonds.



Group Key Figures 2025/2026

- Workplace accident rate*: 11.07%, a 25% decrease compared to 2024/2025

**This figure includes all workplace accidents, regardless of whether they resulted in lost time or not.*

PROMOTE SOCIAL DIALOGUE

Social dialogue is a key driver in supporting the Group's transformations and contributes to quality of life at work as well as social cohesion.
In all the countries where it operates, Damartex maintains regular relations with employee representatives and labor unions to foster an understanding of the issues at hand, anticipate changes, and seek solutions tailored to operational realities.

This approach involves facilitating social dialogue forums and negotiating agreements covering, in particular, working conditions, compensation, the organization of operations, and work-life balance. The Group views this dialogue as a key factor in fostering employee engagement and supporting organizational transformations.

Key Figures *2025/2026

Percentage of employees covered by collective bargaining agreements: 69.88%
*The scope of this indicator covers the Group's entities located in France, Belgium, and Tunisia.

STRENGTHENING EMPLOYEE ENGAGEMENT

As the Group undergoes a transformation, special attention is being paid to the employee experience and team engagement.

1 Developing and Engaging Talent

To gauge employee perceptions and identify key areas for improvement, Damartex regularly conducts an internal survey called the Tex Indicator. This tool assesses several aspects of the employee experience, including:

The Quality of Management | Opportunities for Professional Development | The sense of purpose | Collaboration among teams | Commitment to the changes the Group has undertaken

The results obtained help inform HR action plans and define priorities for improvement within the Group's various entities.
This approach helps foster a culture of listening to employees, support transformations, and maintain a high level of collective engagement. Internal surveys conducted within the Group also show an increase in the sense of engagement and in employees' perception of the support they receive.
The survey results lead to action plans developed within the Group's various entities to address the key expectations expressed by employees.

Group Results for 2025/2026

- ***Employee engagement rate (Tex Indicator): 81%***

The engagement rate represents the proportion of employees who express a favorable opinion regarding the key aspects of their employee experience, including their motivation, their alignment with the company's strategic direction, and their willingness to contribute to the company's success.

MEDIUM-TERM OUTLOOK

As the Group undergoes a transformation, the coming years will be dedicated to maintaining employee engagement, developing critical skills, supporting organizational changes, and enhancing the appeal of our business lines. The Group will also continue its efforts to improve quality of life at work in order to support its transformation.

2 Promoting responsible practices throughout our value chain

The manufacturing of a significant portion of the products sold by the Group is outsourced to external partners. In this context, respect for human rights, working conditions, and worker health and safety throughout the supply chain is a major priority for Damartex.

The Group therefore strives to develop long-term relationships with suppliers who share its ethical and social standards in order to contribute to the continuous improvement of working conditions throughout its value chain.

The Group's approach is based on **four complementary pillars:**

risk identification | the gradual improvement of supply chain transparency | monitoring working conditions through audit processes | the definition of common requirements for suppliers

IDENTIFY RISKS WITHIN OUR SUPPLY CHAIN

The Group pays particular attention to risks that could affect workers throughout its value chain, particularly with regard to human rights and fundamental freedoms, occupational health and safety, working hours, compensation, and the transparency of certain subcontracting practices.

To guide its due diligence efforts, Damartex conducts a risk analysis based on the country mapping developed as part of the Initiative for Compliance and Sustainability (ICS). This analysis draws in particular on data from international organizations regarding institutional stability, the enforcement of social regulations, the ratification of International Labor Organization (ILO) conventions, the quality of infrastructure, and the maturity of corporate social responsibility practices.

The mapping process then cross-references the risk level of supplier countries with the Group's purchase volumes to identify areas requiring heightened vigilance. This approach allows the Group to focus its monitoring and support efforts on the sourcing areas most at risk.

The main risks identified include, in particular:
➤ compliance with working hours / ➤ worker health and safety / ➤ transparency in certain subcontracting chains / ➤ respect for fundamental labor rights.

2 Promoting responsible practices throughout our value chain

Breakdown of Purchase Volumes by Country Risk Level

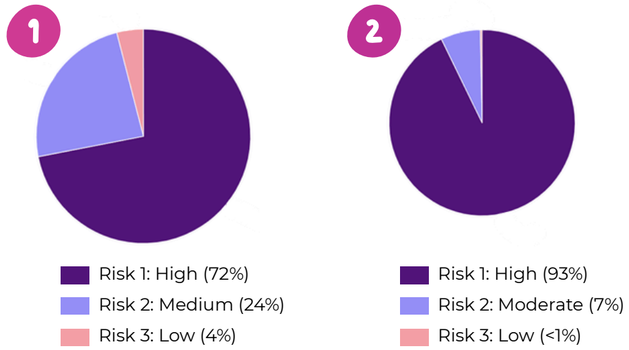


Chart 1 → Breakdown of Purchase Volumes by Risk Level
Chart 2 → Breakdown of Purchase Volumes from Audited Factories by Risk Level

A COLLECTIVE EFFORT THROUGH THE INITIATIVE FOR COMPLIANCE AND SUSTAINABILITY (ICS)

To strengthen its compliance framework, the Group has been a member of the Initiative for Compliance and Sustainability (ICS) since 2017, an international initiative that brings together companies committed to improving working conditions within global supply chains.
This membership allows the Group to benefit from a common risk assessment methodology, shared audits, collaborative work on social and environmental issues, and the exchange of best practices among member companies.
Beyond audits, the ICS also provides country risk analyses, monitoring of major incidents that could affect production sites, and working groups focused in particular on human rights, whistleblower mechanisms, audit follow-up, and environmental issues.
This collaborative approach enables the Group to enhance the quality of its due diligence framework and contribute to a collective effort to improve practices within supply chains.

A responsible procurement policy based on common requirements

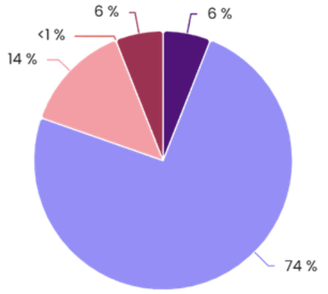
The Group's approach is based on a Responsible Procurement Charter inspired by the principles of the United Nations Global Compact—of which the Group has been a member since 2015—and the fundamental conventions of the ILO.
This charter formalizes the Group's expectations regarding respect for human rights, working conditions, health and safety, ethics, and regulatory compliance.
These requirements are incorporated into contractual relationships with the relevant suppliers and form a common foundation for the commitments expected throughout the supply chain.

The Procurement and Quality teams are fully involved in implementing the responsible procurement policy and integrate social and ethical considerations into their supplier selection processes, particularly through regular dialogue and an audit collection process. Furthermore, the onboarding of a new supplier is contingent upon signing the Charter, submitting a valid social audit, or undergoing a preliminary audit.

Audit and support suppliers with a focus on continuous improvement

Social audits are one of the main tools used to steer the Group's responsible procurement policy.
Depending on the business activities and sourcing regions involved, the Group relies on several recognized standards, including ICS audits, BSCI audits, and certain social certifications such as SA8000 or OEKO-TEX Step (Levels 2 and 3). In addition to collecting audit reports from suppliers, the Group conducts an annual ICS audit campaign, prioritizing the factories to be audited based on its risk analysis described above.

The acceptability criteria have been defined as follows: an audit is considered valid if it is semi-announced or unannounced, conducted within the last 2 years (within the last 1 year for a BSCI C audit), and includes an ongoing corrective action plan if the rating is not A or B.



Breakdown of Audit Scores for the Fashion Division as of June 30, 2026

- A full compliance
- B high compliance
- C moderate compliance
- D low compliance
- E very low compliance

2 Promoting responsible practices throughout our value chain

These systems make it possible to assess working conditions at production sites using recognized methodologies; in particular, they cover:

Management Systems	Forced Labor	Compensation Terms	Freedom of Association
Working Hours	Discrimination	Health and Safety	Early-warning mechanisms

Beyond ensuring compliance, these assessments are part of a process of continuous improvement through the implementation of corrective action plans.
The Group also ensures that its audit campaigns focus on sourcing areas with the highest levels of risk, in accordance with the results of its risk mapping.

Group Results for 2025/2026 (metric verified by an independent third-party organization) ✅

- Percentage of purchases from socially audited factories: 76.9% ✅
- Average audit compliance rate: 94.4%



DMT: A COMMITMENT TO SETTING AN EXAMPLE FOR OUR TUNISIAN PLANT

As a production site integrated into the Group, DMT receives special attention and is committed to setting an example in terms of working conditions, health and safety, and social compliance.
The most recent ICS audit took place in February 2025; **the plant achieved a 99% B compliance score during its ICS audit,** demonstrating the maturity of its social management system and its commitment to continuous improvement.
This requirement also extends to the plant's main suppliers and subcontractors, in order to promote the same social standards throughout its supply chain.
This result illustrates the Group's commitment to making its integrated industrial site a model for social performance and the dissemination of best practices within the value chain.

GRADUALLY IMPROVE OUR UNDERSTANDING OF OUR SUPPLY CHAIN

The Group continues its efforts to improve the transparency of its supply chain and strengthen its management of the social risks associated with the manufacture of its products.
This initiative is currently based primarily on knowledge of Tier 1 suppliers, which are the partners directly contracted by the Group's various brands. These partners are responsible for manufacturing goods or act as importers or trading companies, depending on the sourcing models of the various business units.
In the Home & Lifestyle business units, the CSR, Procurement, and Quality teams continued their efforts to systematize the collection and updating of information regarding Tier 1 suppliers and the factories they report. This approach has improved the quality, consistency, and centralization of the data available on the supply chain.
When Tier 1 suppliers use external manufacturing facilities, the Group requires them to provide social audits for the relevant production sites. This approach allows for the gradual expansion of visibility into manufacturing conditions beyond direct contractual partners, even though traceability between each order and its manufacturing facility is not yet systematically available within the Group's systems.
At Damart Manufacturing Tunisia (DMT), the work undertaken through the ICS platform is helping to deepen our understanding of the supply chain. The information collected is gradually helping to identify certain players upstream of direct suppliers and to improve our understanding of the various stages involved in manufacturing products.
These initiatives aim to gradually increase supply chain transparency, improve risk assessment, and support the implementation of the Group's responsible procurement policy.

OUTLOOK FOR 2026–2027

The Group will continue to strengthen its understanding of the supply chain. Efforts will focus, in particular, on improving the quality of supplier data, consolidating information on manufacturing sites provided by Tier 1 suppliers, and gradually developing the traceability tools needed to meet future European regulatory requirements.

3 Taking Action to Support Regions and Communities in Addressing the Challenges of an Aging Population

THE ON SENIORS'SIDE FOUNDATION: A COMMITMENT TO SERVING LOCAL COMMUNITIES

An aging population, social isolation, loss of independence, and the challenges faced by caregivers are major issues for the regions where the Group operates.
To help address these challenges, Damartex acts through its corporate foundation, On Seniors' Side. Established in 2019, the Foundation supports nonprofit organizations that work daily to benefit seniors and their loved ones in the main countries where the Group operates.

The Foundation operates in regions where Damartex conducts commercial or industrial activities. There, it supports local initiatives that benefit the most vulnerable older adults, thereby helping to strengthen its regional presence and its commitment to local communities.
Through its Foundation, the Group aims to put its long-standing expertise in issues related to aging to work for the benefit of the regions where it operates.

AN INITIATIVE STRUCTURED AROUND THREE PRIORITIES

To address the key challenges faced by seniors and their loved ones, the Foundation focuses its efforts on three complementary areas.

Maintaining independence and the ability to act

The Foundation supports initiatives that enable seniors to remain **active participants** in their daily lives through physical, cultural, creative, or community-based activities that promote their well-being, mobility, and participation in social life.

Building Connections and Combating Isolation

Because social connections are a key factor in quality of life, the Foundation supports projects that foster **encounters**, exchanges, and solidarity, particularly through intergenerational initiatives that bring generations together and highlight the role of older adults in society.

Supporting Caregivers

The Foundation also supports initiatives aimed at preserving the **independence** of older adults and providing support to caregivers, whose role is essential in the day-to-day care of vulnerable individuals

A COMMITTED LEADERSHIP TEAM DEDICATED TO SOCIAL IMPACT

The Foundation is governed by a board that includes representatives from the Group and external experts recognized for their expertise in issues related to aging. A Steering Committee composed of ambassadors from the Group's various entities participates in the evaluation, selection, and monitoring of the projects it supports. The initiatives supported are selected based on their social impact, sustainability, accessibility, and ability to meet the needs of seniors and their loved ones.

ENGAGING EMPLOYEES TO SERVE COMMUNITIES

One of the Foundation's pillars is the commitment of the Group's employees.
Each project supported is led by **an employee sponsor**, who serves as the link between the Foundation and the partner organization. This approach fosters direct employee involvement and strengthens the local roots of the initiatives undertaken.
Beyond financial support, employees regularly participate in events organized by the supported organizations and help raise their visibility among the Group's stakeholders. This dynamic serves as a powerful driver of engagement and community involvement.

CONCRETE ACTIONS TO BENEFIT SENIORS AND THEIR LOVED ONES

Among the projects supported in 2025–2026, several initiatives concretely illustrate the Foundation's priorities.

- **Promoting Independence and Social Participation**

The Silver Friday program, run in partnership with the LaM Museum in Villeneuve d'Ascq, offers free cultural events for seniors to promote access to culture, cognitive stimulation, and participation in social life. More than 2,500 people have participated in these activities.
In the United Kingdom, the "Creating Equitable Access to Nature For All" project, developed with the Yorkshire Dales Millennium Trust, facilitates access to nature for seniors—including those with limited mobility—while encouraging intergenerational exchanges and volunteerism. More than 20,000 people have benefited from the project.

- **Strengthening Intergenerational Bonds**

The Lire et Faire Lire association mobilizes senior volunteers in the Paris region who instill a love of reading in children through regular reading sessions in schools and childcare facilities. This initiative promotes knowledge sharing, civic engagement, and intergenerational connections.
The "Ce qui Compte Vraiment" project, meanwhile, enables high school students to collect the life stories of nursing home residents in order to preserve their memories and strengthen intergenerational exchanges.

- **Supporting Caregivers and Vulnerable Individuals**

The Foundation also supports projects dedicated to caregivers, such as Habitat & Humanisme Soin, which offers relaxation and music therapy workshops designed to provide moments of respite and well-being for people caring for an elderly loved one.

3 Taking Action to Support Regions and Communities in Addressing the Challenges of an Aging Population

In Tunisia, where the Group operates through its DMT plant, the Foundation supports the Association for the Promotion of the Elderly (APPA). This partnership helps fund paramedical equipment, in-home medical visits, and basic necessities for the most vulnerable elderly individuals. This initiative illustrates the Group's commitment to contributing to the development of local communities in the regions where it operates and to applying its social responsibility efforts to address the challenges of an aging population.

Key Figures for 2025–2026:
20 projects funded / 42,456 beneficiaries / €106,276 distributed

MEDIUM-TERM OUTLOOK

In light of the aging population across all its markets, the Group intends to continue expanding its social contribution to support seniors and their loved ones. The On Seniors' Side Foundation will continue to support initiatives with a strong social impact while strengthening employee engagement and the local roots of its initiatives. In this way, the Group aims to make a lasting contribution to the challenges of independence, social connections, and support for caregivers, and to grow its social impact over the long term.

4 Supporting people aged 55 and older and putting the customer at the heart of our commitments

The Group's brands aim to provide long-term support to people aged 55 and older by offering products and services tailored to their needs, promoting comfort, independence, and well-being in their daily lives. Thanks to a long-standing, close relationship with their customers, the various brands have in-depth knowledge of the habits and expectations of people aged 55 and older. This knowledge is a major asset in tailoring offerings, services, and the customer experience.

GAINING A BETTER UNDERSTANDING OF OUR CUSTOMERS' EXPECTATIONS

The Group's brands rely on several customer feedback mechanisms to better understand their customers' expectations: satisfaction surveys, verbatim analysis, market research, and focus groups.
Since 2025, a new AI-powered analytics tool has enabled the Group to analyze customer feedback more effectively and identify key areas for improvement. Damart's Customer Lounge complements this approach by directly involving consumers in the development of new services and the enhancement of the customer experience.

MEASURING SATISFACTION TO DRIVE IMPROVEMENT

Customer satisfaction is a key performance indicator for all of the Group's retail brands. It is tracked using the Net Promoter Score (NPS) and analyzed regularly to guide improvement plans.

2025–2026 Results

NPS Groupe : 58 **NPS Damart : 61** **NPS Xandres : 69** **NPS Coopers : 54** **NPS 3Pagen : 26**

ENSURING AN ACCESSIBLE AND TRUSTWORTHY EXPERIENCE

Given the Group's focus on the 55+ demographic, special attention is paid to the simplicity of user journeys, the quality of information, and the accessibility of services.
This approach is reflected in dedicated support programs, tailored customer service, the development of accessible content, and initiatives aimed at facilitating access to information for all audiences. In particular, Damart has partnered with Acceo to make its services accessible to people who are deaf, hard of hearing, blind, or aphasic.

ENSURING THE QUALITY AND SAFETY OF PRODUCTS AND SERVICES

The trust placed in the Group's brands is also based on the quality, safety, and compliance of the products and services offered. Inspections are conducted throughout the product lifecycle to ensure compliance with regulatory requirements and the quality standards defined by each brand.
Customer feedback and the analysis of complaints fuel a continuous improvement process aimed at sustainably enhancing the quality of the customer experience.

Fashion Division Results for 2025/2026:

- Damart product return rate: 7.8%
- Xandres product return rate: 11.8%

This approach of listening to customers and pursuing continuous improvement enables the Group to tailor its offerings to changing customer expectations and to sustainably enhance the quality of the experience provided by its various brands.



ENSURING RESPONSIBLE GOVERNANCE

1 Managing sustainability issues and associated risks

As it transforms its business activities and business model, Damartex continues to strengthen the integration of environmental, social, and governance (ESG) considerations into its decision-making and risk management processes.

As a company with majority family ownership, the Group operates under a dual-board governance structure consisting of an Executive Board and a Supervisory Board, ensuring a clear separation between operational management and strategic oversight.

The 2025–2026 fiscal year was notably marked by the update of the double materiality analysis, the strengthening of the CSR Committee's work, the gradual integration of ESG issues into the Group's steering bodies, and the deployment of operational roadmaps across the Group's various business units.

IDENTIFY AND PRIORITIZE SUSTAINABILITY ISSUES

The Group follows a structured approach to identifying, assessing, and prioritizing its sustainability impacts, risks, and opportunities.
The double materiality analysis, presented at the beginning of this report, is the Group's primary tool for prioritizing ESG issues. It assesses both the impacts of the Group's activities on the environment and society, as well as the risks and opportunities that could affect its economic performance.

During the fiscal year, Damartex strengthened the integration between its double materiality analysis and its overall risk management framework. The criteria for assessing sustainability issues have thus been aligned with those used in the Group's risk mapping to ensure a consistent understanding of strategic, financial, operational, and ESG issues.
The results of this work help define the Group's priorities, guide CSR roadmaps, and inform decisions made by the various governance bodies.



OVERSIGHT PROVIDED BY GOVERNING BODIES

The Supervisory Board oversees sustainability issues as part of its general responsibilities. It regularly reviews progress on the CSR strategy, key non-financial indicators, and proposed directions for future fiscal years.

To strengthen its oversight capabilities, its members participated in 2025 in awareness-raising sessions focused on ESG issues and European regulatory developments.
Established in 2025, the CSR Committee is the body responsible for reviewing the Group's sustainability strategy. It analyzes the results of the double materiality analysis, ESG roadmaps, key performance indicators, and emerging issues that could affect the Group's operations.

The Audit Committee, for its part, oversees the processes for preparing and monitoring financial and non-financial information in coordination with the CSR Committee.

IMPLEMENTATION LED BY THE OPERATIONAL TEAMS

The Executive Committee oversees the gradual integration of ESG issues into the management of the Group's activities.

During the fiscal year, several working sessions were devoted to key sustainability issues, including the double materiality analysis, climate issues, CSR roadmaps, European regulatory developments, and the initiatives led by the On Seniors' Side Foundation.
Reporting directly to the CEO, the Corporate CSR Department coordinates the implementation of the sustainability strategy across the Group.

It leads a cross-functional network comprising the key functions contributing to ESG issues and oversees work related to climate, responsible procurement, the supply chain, the Foundation, non-financial reporting, and regulatory developments.
The identified priorities are rolled out across the various entities through roadmaps and "Must Win Battles," which are regularly monitored.

Key Figures for 2025–2026

- CSR Committee meetings: 2
- Percentage of Supervisory Boards that addressed ESG issues: 50%
- ESG contributors engaged within the Group: 71

2 Ensuring the Integrity of Practices

Integrity, transparency, and compliance with regulations are fundamental principles of the Group's business conduct. In an international context and given the diversity of its activities, Damartex takes steps to prevent risks of corruption, conflicts of interest, fraud, or breaches of business ethics.

Requirements that apply across the entire Group

The Group's ethics framework is based on a Code of Conduct applicable to all subsidiaries, as well as on measures implemented under the Sapin II regulations.
This framework covers, in particular:

- The prevention of corruption and influence peddling;
- The management of conflicts of interest;
- Compliance with competition rules;
- The protection of confidential information;
- Respect for human rights and ethical principles in business relationships.

IDENTIFY AND PREVENT CORRUPTION RISKS

Corruption risk mapping is the cornerstone of the Group's prevention framework.
It helps identify the situations most at risk, high-risk roles, and relevant third parties in order to tailor control measures, audits, and awareness-raising initiatives.

During the fiscal year, several targeted audits were conducted, focusing on supplier risk as well as certain sensitive expenses such as gifts, invitations, and expense reports. These controls help prevent corruption risks and strengthen oversight of situations identified as sensitive. During the fiscal year, they did not reveal any significant irregularities requiring the implementation of specific corrective measures.

AN ALERT SYSTEM ACCESSIBLE TO EVERYONE

The Group provides its employees and external stakeholders with a whistleblowing system called **Transparency**.
Available in several languages, it allows users to confidentially report any behavior that may violate regulations, the Code of Conduct, or the Group's ethical principles.
Reports may include, among other things, instances of fraud, corruption, conflicts of interest, harassment, discrimination, or breaches of data confidentiality.

THE ETHICS COMMITTEE AT THE HEART OF THE SYSTEM

The Ethics Committee ensures that reports are handled in accordance with the principles of confidentiality, impartiality, and protection of the individuals involved.
When a violation is identified, the Committee defines and monitors the implementation of the necessary corrective measures to prevent the recurrence of such situations and to strengthen risk management systems.

RAISE EMPLOYEE AWARENESS

During the 2025–2026 fiscal year, the Group rolled out an e-learning course through Damartex University focused on the Sapin II framework and the operation of Transparency.
This course aims to strengthen employees' ability to identify, prevent, and report risky situations and will be incorporated into the onboarding process for relevant new hires.

Key Figures 2025/2026

- Number of alerts handled: 6

By relying on a structured system of prevention, monitoring, and early warning, Damartex aims to promote responsible practices and build lasting trust among its employees, business partners, and stakeholders.

3 Managing Risks and Enhancing the Reliability of ESG Information

Against the backdrop of increasingly stringent requirements for transparency and reliability in non-financial information, Damartex continues to improve its risk management, internal control, and data governance systems.

INTEGRATING ESG ISSUES INTO THE RISK MANAGEMENT FRAMEWORK

The Risk Committee oversees the Group's risk mapping and ensures that key environmental, social, ethical, regulatory, and operational risks are incorporated into risk management processes. In particular, it helped validate the results of the double materiality analysis conducted by the Group.

ENHANCING THE RELIABILITY OF ESG DATA

ESG information governance relies on a network of contributors spread across the Group's various functions and entities. Data is collected and consolidated within the Corporate CSR department via the Toovalu platform, which helps enhance its traceability, consistency, and reliability. This system is gradually enabling the Group to structure the management of sustainability data and prepare for the growing expectations of its stakeholders regarding the transparency and robustness of ESG information.

In this context, the Group has continued to conduct an external audit focused on several indicators deemed priorities, including greenhouse gas emissions, eco-design, and responsible procurement.

ENSURING THE PROTECTION OF PERSONAL DATA

Given its omnichannel retail, customer relationship management, and home healthcare services, Damartex pays particular attention to protecting the personal data entrusted to it by its customers, employees, patients, and partners.

Since 2021, the Group has operated under a decentralized structure supported by Data Protection Officers (DPOs) within its main entities.
Regular audits are conducted in accordance with the audit plan approved by the Group Audit Committee. The results and associated action plans are monitored on a regular basis to ensure compliance with applicable regulations and to strengthen the protection of the data processed.

During the fiscal year, the Group Legal Department initiated a specific GDPR assessment of the Healthcare division to evaluate the level of compliance of the entities involved. This assessment, which is still ongoing, will help identify potential areas for improvement and related actions regarding data protection.

By strengthening its risk management, internal control, data governance, and information protection systems, Damartex is equipping itself with increasingly reliable information to guide its actions, track changes in its key ESG indicators, and gradually enhance the robustness of its non-financial reporting

MEDIUM-TERM OUTLOOK

The Group will continue preparing its first sustainability report in accordance with the CSRD. Efforts will focus in particular on strengthening ESG governance, ensuring data reliability, improving non-financial internal control mechanisms, and gradually rolling out indicators aligned with future European sustainability reporting requirements.

CONCLUSION

The 2025–2026 fiscal year helped strengthen the integration of sustainability issues into the Group's management framework. The update to the double materiality analysis, the involvement of the Executive Committee, and the gradual alignment with the risk management framework have helped confirm Damartex's ESG priorities and better guide the actions undertaken.
The work carried out this year confirms, in particular, the strategic nature of issues related to climate, the circular economy, resource conservation, human rights in the value chain, and the resilience of the business model.
More than just a reporting exercise, this approach serves as a management tool to drive the Group's transformation. It enables us to better anticipate changes in our environment, strengthen the resilience of our operations, and pursue our ambition: to create sustainable value while remaining true to our long-standing commitment to supporting healthy aging.



APPENDICES

- Methodological Note
- List of Tables and Figures

METHODOLOGICAL NOTE

The social, environmental, and societal information presented in this report was prepared for the fiscal year ended June 30, 2026, in accordance with Articles L.225-102-1 and R.225-105-1 of the French Commercial Code.

- The scope of the 2025–2026 DPEF corresponds to the Group's scope as defined in the financial statements.
- Given the nature of the Group's activities, the following topics—combating food waste, combating food insecurity, responsible, fair, and sustainable food practices, and initiatives aimed at promoting the bond between the nation and the military and supporting participation in the reserves—are deemed irrelevant and do not warrant further discussion in this report.

Preparation for the CSRD

As outlined in the report's introduction, the Damartex Group conducted a double materiality analysis across all of its operations—excluding the Healthcare division—during the 2025–2026 fiscal year in anticipation of the CSRD.

This process made it possible to identify the most significant ESG issues in terms of their impact on society and the environment, as well as their effect on financial performance.

The results of this analysis guided the structure of this DPEF, both in prioritizing issues and in selecting indicators. The scope will be gradually expanded in future publications.

Identified as material as part of our double materiality analysis, the indicators presented in this report are detailed in this note. This first voluntary publication marks a step toward gradual compliance with the CSRD requirements.

Reducing the environmental impact of our products and operations

I. CLIMATE

Tons of CO2eq: CO2-equivalent emissions measured under the Group's Scopes 1, 2, and 3 for the 2025–2026 fiscal year, calculated using the GHG Protocol methodology, for the Group's scope (Fashion, Home & Lifestyle, and Health divisions).

- **Data sources:** internal sources (internal databases, financial reports, internal questionnaires, tracking records, etc.) and external sources (public databases, academic publications, etc.). The greenhouse gas inventory depends on the quality of the information provided by stakeholders.
- **Database:**

· ADEME - Empreinte Database (or equivalent national/regulatory factors where applicable): used by default for covered items, using the most recent version applicable to the fiscal year.

· Toovalu factors: used only when they are explicitly traced (source, version, assumptions) and correspond to a recognized source.

· Specific factors (internal / suppliers / carriers / service providers): used when standard factors do not adequately represent the flow (product/process/country-specific factors). They are justified and accompanied by calculation assumptions.

The prioritization of emission factors is based on the principle of giving priority to the most recognized and robust sources. Thus, factors from ADEME's Empreinte database are given priority. If these are unavailable, factors provided by Toovalu are used when they are available and explicitly traceable. Otherwise, specific emission factors may be derived from reliable and documented sources, ensuring their traceability and justification.

- **The scope of the 2025/2026 BGES** corresponds to the Damartex Group's consolidated financial statements for the fiscal year from July 1, 2025, to June 30, 2026. It covers all of the Group's business segments (operational activities and support functions). The organizational scope is presented below, by business segment, along with the main entities included:
  - ➤ Fashion: Damart (France, Belgium, UK), Xandres.
  - ➤ Home & Lifestyle: 3Pagen, Vitrine Magique, Coopers of Stortford.
  - ➤ Healthcare: Almadia (merger of Sédagyl and Médical Santé), Santéol, MSanté.
  - ➤ Support/Production: DMT (Tunisia), Damartex SA (Holding Company).

Total weight of plastic packaging used during the reporting period (incoming resources): total mass, expressed in metric tons, of plastic packaging (mailings, polybags, shipping bags, in-store bags, etc.) purchased during the reporting period from July 1, 2025, to June 30, 2026.

Recyclable content rate in product plastic packaging (outgoing resources):
weight of recyclable materials incorporated into the plastic packaging of products sold or placed on the market (mailings, polybags, shipping bags, in-store bags, etc.) during the reporting period from July 1, 2025, to June 30, 2026 / total weight of plastic product packaging sold during the reporting period from July 1, 2025, to June 30, 2026.

Packaging is considered recyclable if it is made of a single material and a recycling system exists for that material (PET, PE, PP, PS plastics). The following are excluded: PVC, ABS, PLA (source: Citéo).

II. MORE SUSTAINABLE PRODUCTS

More sustainable SKUs in the collection: total number of more sustainable color SKUs ordered during the reporting period from July 1, 2025, to June 30, 2026 / total number of color SKUs ordered during the reporting period from July 1, 2025, to June 30, 2026.

METHODOLOGICAL NOTE

A product is defined as more sustainable according to the following framework:

· For the fashion industry:

➤ More sustainable raw materials: number of products containing 50% (for single-component products) or 30% (for multi-component products) recycled, organic, or alternative materials (natural: flax, hemp, kapok, sisal, banana plant, cypress, jute, raffia, linen; or bio-based synthetic materials).
➤ Trusted certifications: GOTS, GRS, Oeko-Tex, RWS, RDS, LWG, GCS.
➤ More sustainable production: techniques aimed at reducing water or energy consumption (waterless processes, vegetable tanning, laser fading, solution dyeing, etc.).
➤ Lifespan exceeding market standards: number of products meeting Refashion's eco-modulation sustainability specifications (laboratory product tests meeting criteria for dimensional stability, abrasion resistance, tear resistance, appearance stability, and color retention after three wash cycles).
➤ Countries of manufacture within Europe with an energy mix below the European Union average: number of products manufactured in Albania, Austria, Belgium, Croatia, Denmark, Spain, France, Hungary, Italy, Latvia, Luxembourg, Norway, the Netherlands, Portugal, Slovakia, Slovenia, Sweden, and Switzerland.

· For the Home & Lifestyle sector:

➤ More sustainable raw materials: recycled or upcycled materials (rubber...), organic and natural materials (cotton...), alternative materials (pineapple or apple leather, sisal, coconut fiber...)
➤ More natural products: natural products (beeswax candles, etc.), reusable containers (jars, bulk bags, etc.), washable and recyclable hygiene products (makeup remover pads, reusable cotton swabs, menstrual pads, etc.)
➤ Products with low energy consumption: solar, LED, etc. or water-efficient
➤ Countries of manufacture worldwide with an energy mix below the European Union average: number of products manufactured in Vietnam, Pakistan, Ukraine, Japan, the Netherlands, Luxembourg, Italy, Sri Lanka, Denmark, Slovenia, Hungary, Myanmar, Portugal, Spain, Finland, Latvia, Belgium, Austria, Brazil, France, Switzerland, Lithuania, and the United Kingdom.

Providing long-term support to our employees, partners, and customers

I. TALENTS

→ Company employees

Total number of employees (M/F): the total number of employees on the payroll as of June 30, 2026, broken down by gender (men and women).

Number of employees with permanent contracts (M/F): employees with indefinite-term contracts (CDI) as of June 30, 2026.

→ Scope of collective bargaining

Percentage of employees covered by collective bargaining agreements in France: total number of the company's employees in France covered by collective bargaining agreements as of June 30, 2026 / total number of employees in France as of June 30, 2026.
Percentage of employees covered by collective bargaining agreements in Belgium: total number of the company's employees in Belgium covered by collective bargaining agreements as of June 30, 2026 / total number of employees in Belgium as of June 30, 2026.
Percentage of employees covered by collective bargaining agreements in Tunisia: total number of the company's employees in Tunisia covered by collective bargaining agreements as of June 30, 2026 / total number of employees in Tunisia as of June 30, 2026.

→ Diversity

Percentage of Women on the Executive Committee: the ratio of the number of women on the Executive Committee to the total number of Executive Committee members.
Percentage of Women on the Supervisory Board: the ratio of the number of women serving on the Supervisory Board to the total number of Supervisory Board members.
Gender Equality Index: a legal requirement for French subsidiaries; four indicators are assessed (pay gap, career advancement, hiring, and the awarding of exceptional raises) to measure gender parity within the company. The indices cover the calendar year 2025.
Distribution of employees under 30, between 30 and 50, and over 50 (M/F): number of employees under 30, between 30 and 50, and over 50 as of June 30, 2026, broken down by gender (M/F) / total number of employees as of June 30, 2026.
Percentage of employees with disabilities: number of employees who report having a disability as of June 30, 2026 / total number of employees as of June 30, 2026.

→ Training and Skills Development

Number of training hours per employee: Total number of training hours provided during the reporting period from July 1, 2025, to June 30, 2026
Average number of training hours per employee: Total number of training hours provided during the reference period from July 1, 2025, to June 30, 2026, broken down by gender (men and women) / total number of employees as of June 30, 2026.

METHODOLOGICAL NOTE

→ Health and Safety

Workplace accident rate among employees: (total number of workplace accidents involving employees during the reference period from July 1, 2025, to June 30, 2026 / theoretical hours worked) * 1,000,000.

These rates represent the number of cases per million hours worked. A rate based on 1,000,000 hours worked indicates the number of workplace accidents for 500 full-time workers over a one-year period.

→ Engagement

Employee engagement rate: number of employees who express a positive opinion about their work experience / total number of employees

II. VALUE CHAIN

Share of purchase volume by risk level: purchase volume of products from high-risk, medium-risk, or low-risk countries / total purchase volume.

- For the Fashion sector: quantity of products ordered for the AW24–SS25 seasons.
- For the Home & Lifestyle sector: quantity of products ordered during the reference period from July 1, 2025, to June 30, 2026.

Our sourcing countries are classified into three risk levels, based on the mapping of structural country risks derived from the 2025 ICS analysis, which evaluates the production countries of ICS members using data from major international institutions (ratification of ILO conventions, legal stability, infrastructure quality, CSR maturity, etc.), cross-referenced with the consolidated results of ICS audits. Thus, Risk Level 1 represents the highest risk, Risk Level 2 represents medium risk, and Risk Level 3 represents moderate risk.

Purchasing volume from audited factories: purchasing volume of products from factories with a valid audit / total purchasing volume of products.

- Valid ICS audit: an unannounced or semi-announced audit conducted within the last 2 years.
- Valid BSCI audit: an unannounced or semi-announced audit conducted within the last 2 years if rated A or B, or within the last year if rated C.
- Oeko-Tex STeP certification: a certificate issued within the last 3 years, Level 2 or 3.
- SA8000 certification: a valid certificate.

Compliance Level of Audited Facilities: Average percentage of the score obtained during a valid ICS audit.

III. LOCAL COMMUNITIES

Number of projects funded by the Foundation: total number of projects funded by the Foundation during the 2025–2026 fiscal year.
Number of beneficiaries: the number of people who received support from the Foundation, as reported by the supported organizations during the 2025–2026 fiscal year.
Total amount distributed to organizations: the sum of the amounts paid to organizations by the Foundation as part of a funded project during the 2025–2026 fiscal year.

IV. CUSTOMERS

Return Rate: Number of items returned during the reference period from July 1, 2025, to June 30, 2026 / Number of items sold during the reference period from July 1, 2025, to June 30, 2026.

NPS (Net Promoter Score): % of brand promoters – % of brand detractors
The concepts of promoters and detractors are assessed based on the question: “On a scale of 0 to 10, how likely are you to recommend this brand to your friends and family?” asked of customers after a purchase:

- Promoters: customers who gave a rating of 9 or 10.
- Detractors: customers who gave a rating below 6

Ensuring Responsible Governance

Number of alerts processed by the internal alert system: number of valid alerts (falling within the system’s scope) that were processed or are currently being processed from July 1, 2025, to June 30, 2026