

# Introducing stronger governance to drive sustainability

Ever since its founding in 1872, Compagnie Chargeurs Invest has demonstrated commitment to industrial transformation. The climate transition and recognition of social impacts represent a strategic turning point for our business activities across the board.

This new reality calls for a clearly defined social and environmental approach that reflects our Group's unique hybrid investor-operator model.

To drive sustainability, the Group introduced stronger governance, backed by the Board of Directors and a Committee of Experts, which supports the CSR Steering Committee.

At the heart of our sustainability strategy, **double materiality analysis** enables us to identify, assess, and communicate both environmental and societal impacts on the value created by our Group (financial materiality), and the impacts of our business activities on the environment and society (impact materiality).

The Group's 3 commitments reiterate that CSR acts as a driver of development:

- **Preserving the environment** – a way for the Group to stand out
- **Developing human capital**, a catalyst for resilience
- **Promoting business ethics**, through innovation and responsible practices.



Our Group is firmly focused on developing industrial leaders with global reach. We currently have a 2,600-strong team of people who are located in 100 countries worldwide, spanning Europe, the Americas, Asia and Middle East. Our Company is organized around 3 thematic platforms:

**Culture & Education**, through Museum Studio, the World No. 1 in cultural engineering. As the owner of companies navigating the entire spectrum of the heritage and publishing businesses, this division achieves revenue of €140 million.

**Fashion & know-how**, including Chargeurs PCC, the World No. 1 in industrial textiles, and traditional luxury brands for leather goods and accessories. Supported by 1,400 employees with a steadfast commitment to production and distribution, this division generates revenue of nearly €300 million.

**Innovative materials**, featuring Novacel, a global leader in surface protection and industrial process films, which employs 800 men and women. This division generates revenue of nearly €300 million.

## 3 milestones

### 1872

Compagnie Maritime des Chargeurs Réunis is founded. A pioneer in global trade, the Group later diversified into air transport, tourism, the textile and film industries.

### 2015

The Group is acquired by the Fribourg family, reinforcing its heritage. The Group consolidates its development by making strategic acquisitions and forming new businesses (Museum Studio, launched in 2020).

### 2025

Chargeurs celebrates 150 years of entrepreneurial spirit and becomes Compagnie Chargeurs Invest, underscoring its dual industrial and financial vocation.



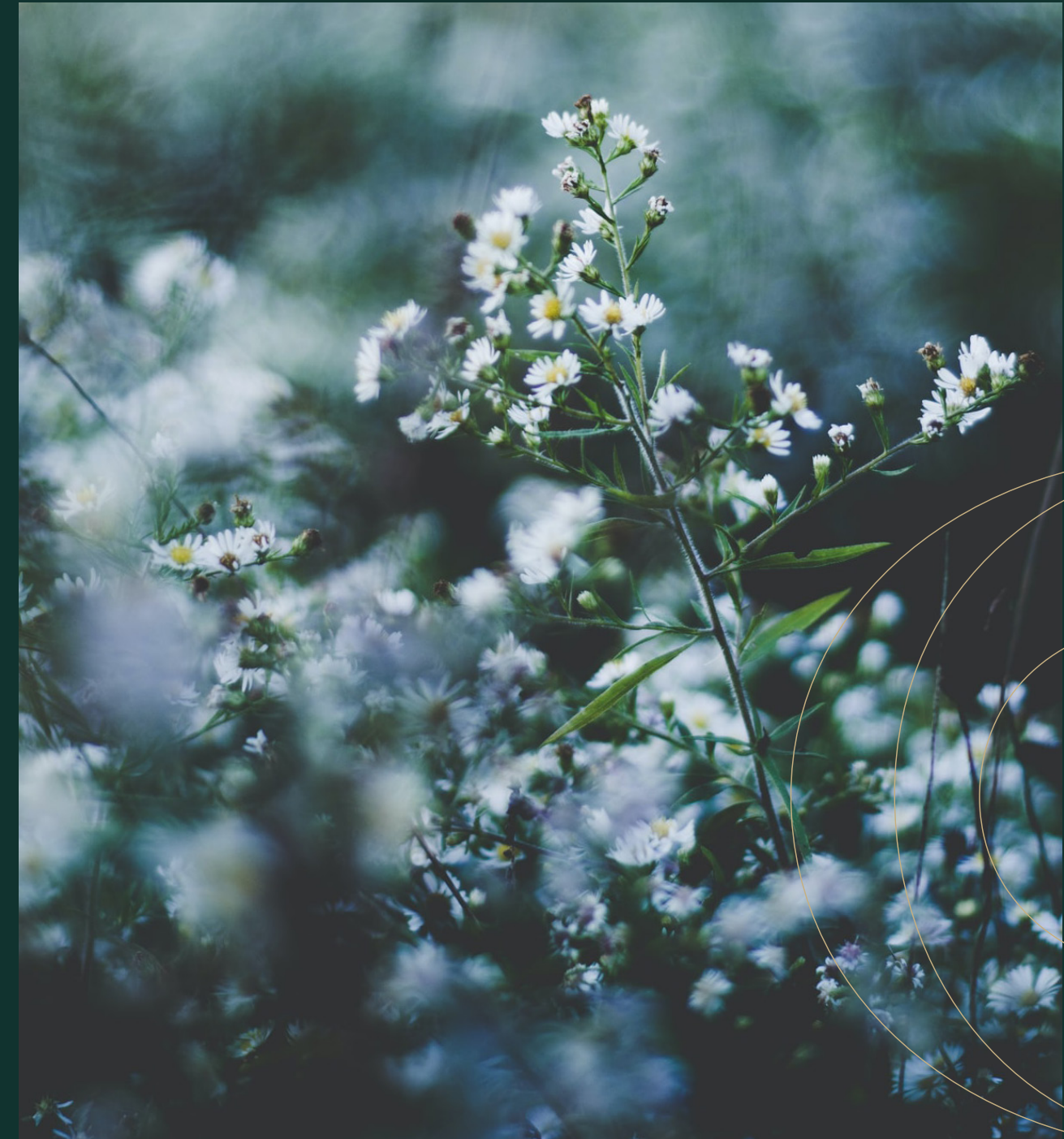
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# Sustainability Strategy

2025 – 2030

## Commitment No. 1

# Preserving the natural environment

### Priority No. 1: Respond to climate change

#### Cutting our greenhouse gas emissions is a critical performance driver.

Compagnie Chargeurs Invest is committed to substantially reducing its CO<sub>2</sub>eq emissions (scopes 1, 2 and 3) with the goal of attaining carbon-neutral status by 2050.

To this end, we are adopting foundational decarbonization measures. The latter include modernizing our manufacturing base and tapping into low-carbon energy sources.

Parallel to this, the Group is working tirelessly to sustain a resilient business model and production sites. With this in mind, we are leveling up our eco-designed solutions and closely monitoring the extent of on-site exposure to physical risks such as flooding, heatwaves and water shortages.

### Priority No. 2: Reduce the pressures on biodiversity

#### Our approach considers preserving natural environments and protecting resources.

2024 saw us review areas of high ecological value, collaborating with scientific partners to target our efforts in terms of biodiversity and water resources.

Concrete measures include the Group's investment to reduce the risks linked to chemical use (Chargeurs PCC's Restricted Substances List, in conjunction with TUV SÜD) coupled with cuts in water consumption through water recycling and optimized manufacturing processes.

What's more, we are stepping up our circular economy

practices by increasingly opting for recycled and bio-based materials in the development of our product and service ranges.

#### 2030 targets

-42%

CO<sub>2</sub> emissions (scopes 1 & 2)

-25%

CO<sub>2</sub> emissions (scope 3)

+30%

Strategic suppliers committed to climate

-30%

Water withdrawals

All of these targets are calculated on the basis of the 2022 reference year.



## Commitment No. 2

# Developing human capital

### Priority No. 3: Protect everyone's health and safety

#### For Compagnie Chargeurs Invest, the health and safety of its teams is a top priority.

We strive to establish a "zero accidents" culture throughout the Group, marrying top leader decisions with concrete actions. In 2024, 41% of our trainings were devoted to safety (vs. 24% in 2023), totaling more than 13,000 hours.

Such commitment is based on a collective ethos, with a consistent set of practical guidelines: Health and Safety Policy, Code of Conduct, Responsible Purchasing Charter, Teleworking Agreement, and an Onboarding Policy.

Year in, year out, all of the Group's employees rally together around a pressing issue during our Global Safety Day. This year's edition focused on preventing accidents and ensuring the well-being of our teams.



### Priority No. 4: Foster inclusion

#### We aspire to create a fair and inclusive working environment.

We routinely review our fair employment practices (salaries and wages, social protection).

The Group's global foothold encourages diversity. As such, our commitment to this cause is exemplified by our recruitment processes (women account for 35% of our workforce and senior managers) and Museum Studio's results in the 2024 Great Place to Work survey.

Training is still top of mind, with 1,200 hours of digital courses completed in 2024 (vs. 400 in 2022) and an increased amount of sustainability-driven content (8% in 2024).

#### 2030 targets

0 accidents

Ambitious commitment to reduce the frequency of accidents at work, year-on-year

40%

of women in senior management positions

22 hrs

of training per employee

## Commitment No. 3

# Promoting business ethics

### Priority No. 5: Act as a responsible partner with stakeholders

#### In an ever-evolving global marketplace, Compagnie Chargeurs Invest is raising its ethics and compliance standards.

In particular, we built an in-house network specializing in compliance, anti-corruption systems and best business practices to support human rights principles.

Employees with the most exposure, notably in purchasing and sales, enjoy access to training courses centered on risks to ethics and regulatory requirements.

We also ensure that everyone is made aware of the Group's whistleblowing system, which is intended to anonymously report any scenario posing a risk or contradicting our values. Alerts can be submitted at: [alertes@chargeurs.com](mailto:alertes@chargeurs.com)

Our drive for continuous improvement is supported by strategic collaboration with diverse external institutions ranging from non-financial rating agencies, industry organizations, scientific partners and non-profits. These partnerships inform our thinking and help us to deliver a more positive impact.

#### 2030 target

>32%

Percentage of revenue generated by more sustainable products and services versus market standards

This target illustrates our ambition to at least improve on performance reported for 2024



Platform user

Sedex | ecovadis

to assess suppliers

Sent to questionnaires



to determine overall sustainability performance

Label

