



Together, Let's weave a sustainable future !

2026
SUSTAINABILITY REPORT



DIATEX
LA FIBRE DE L'INDUSTRIE

DIATEX

La fibre de l'Industrie

EXECUTIVE FOREWORD

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OUR STRATEGIC SUSTAINABILITY PRIORITIES

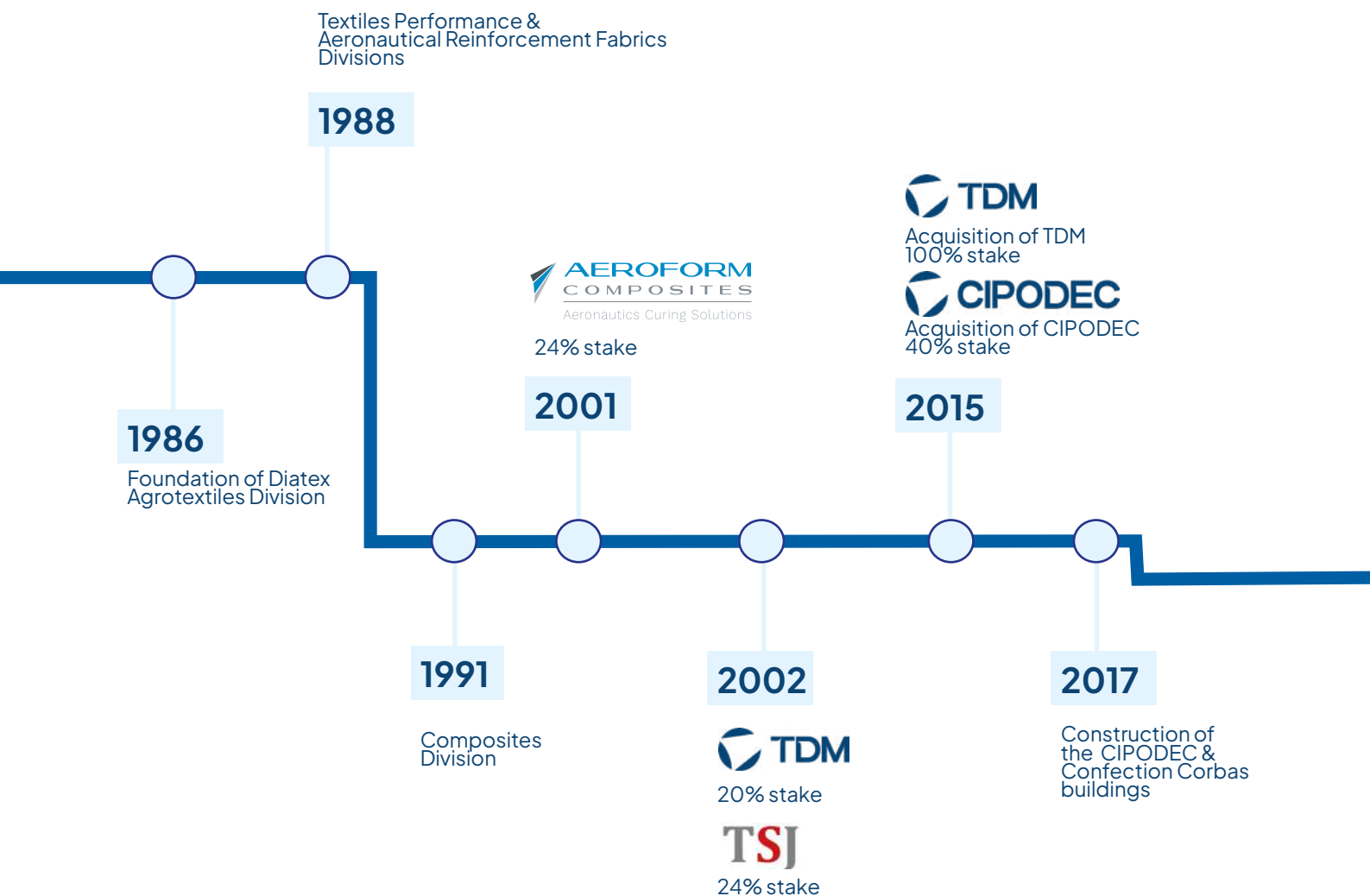
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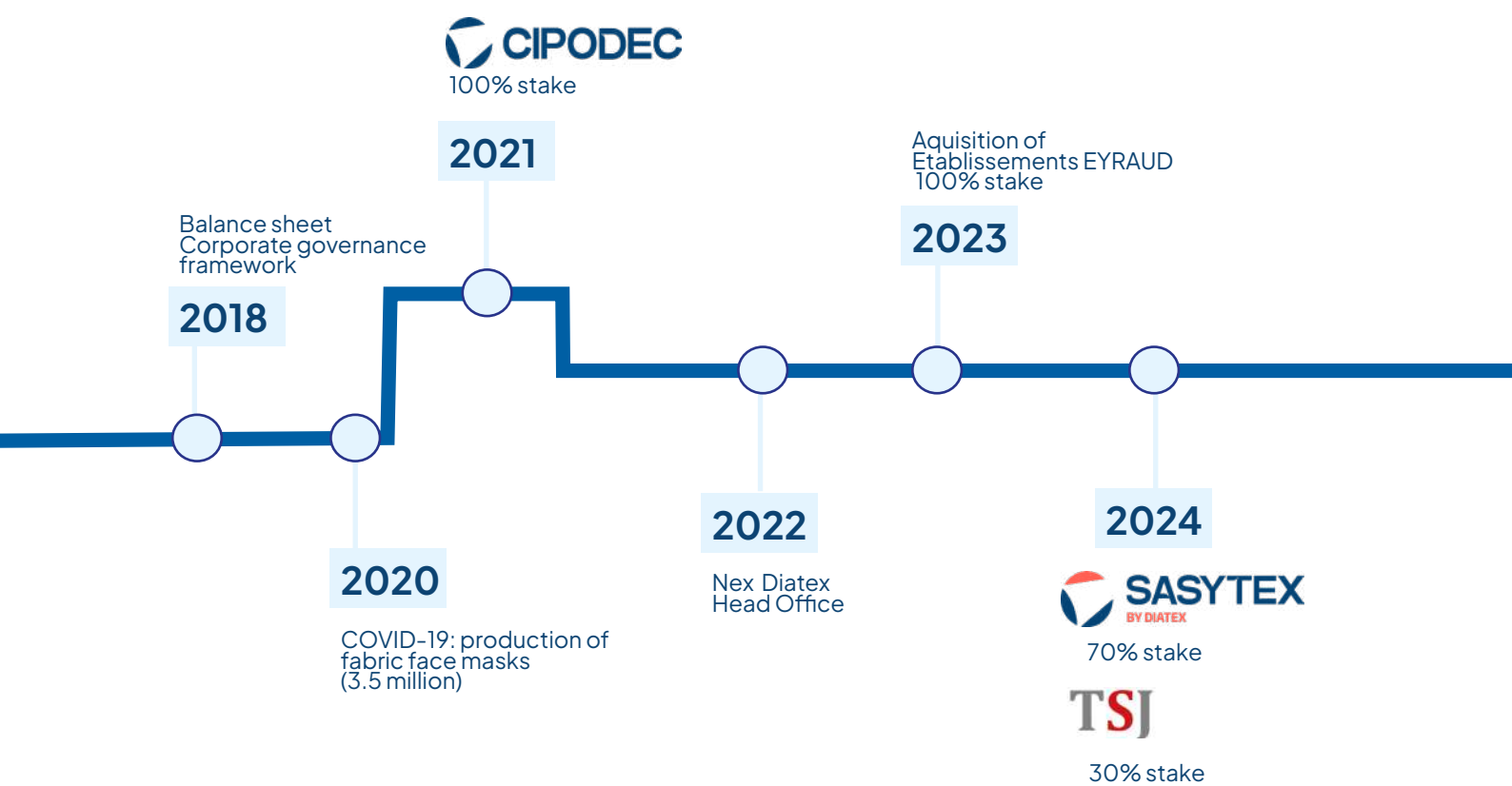
- Priority 1 : Preserving resources
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KEY FIGURES & INDICATORS

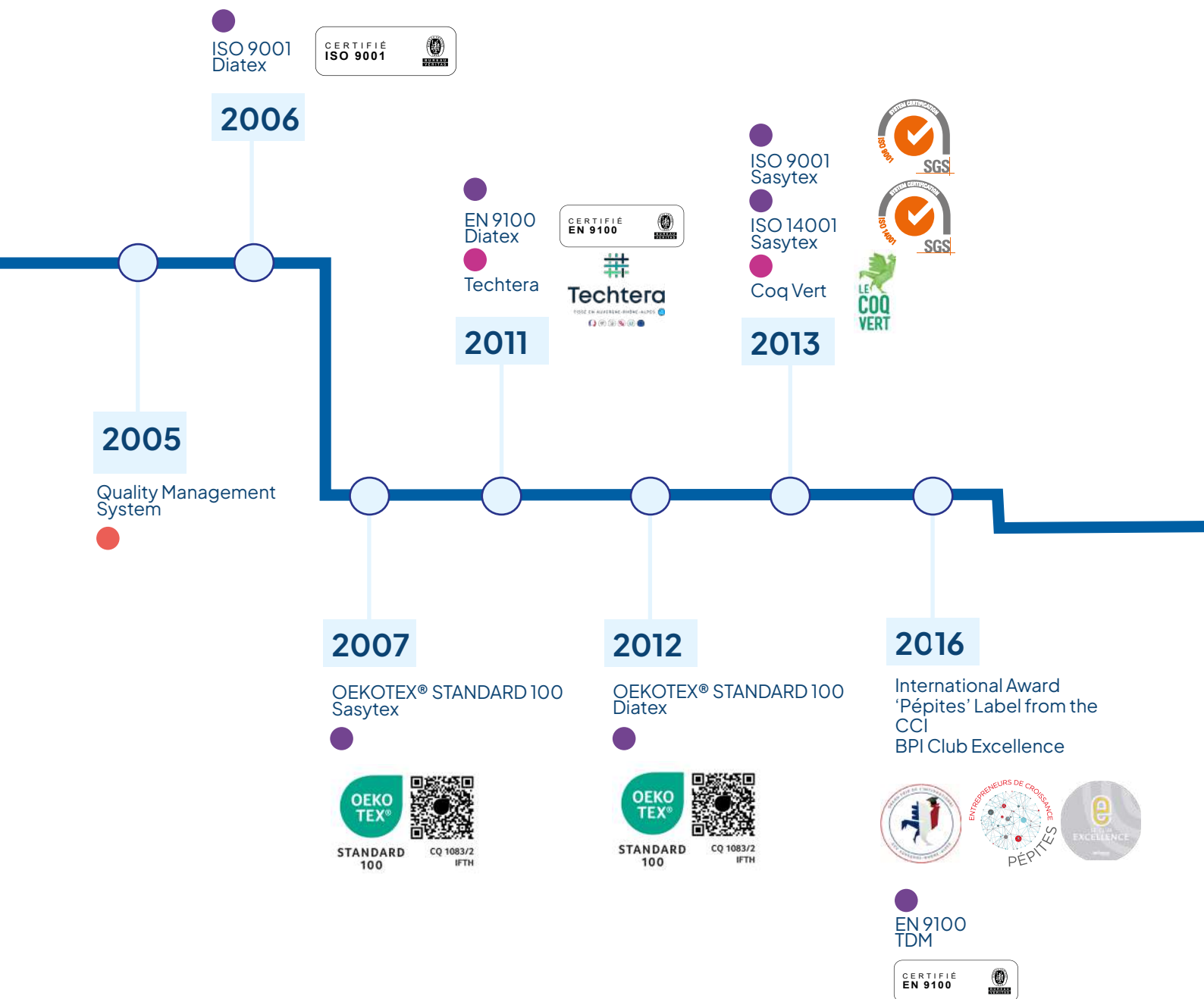
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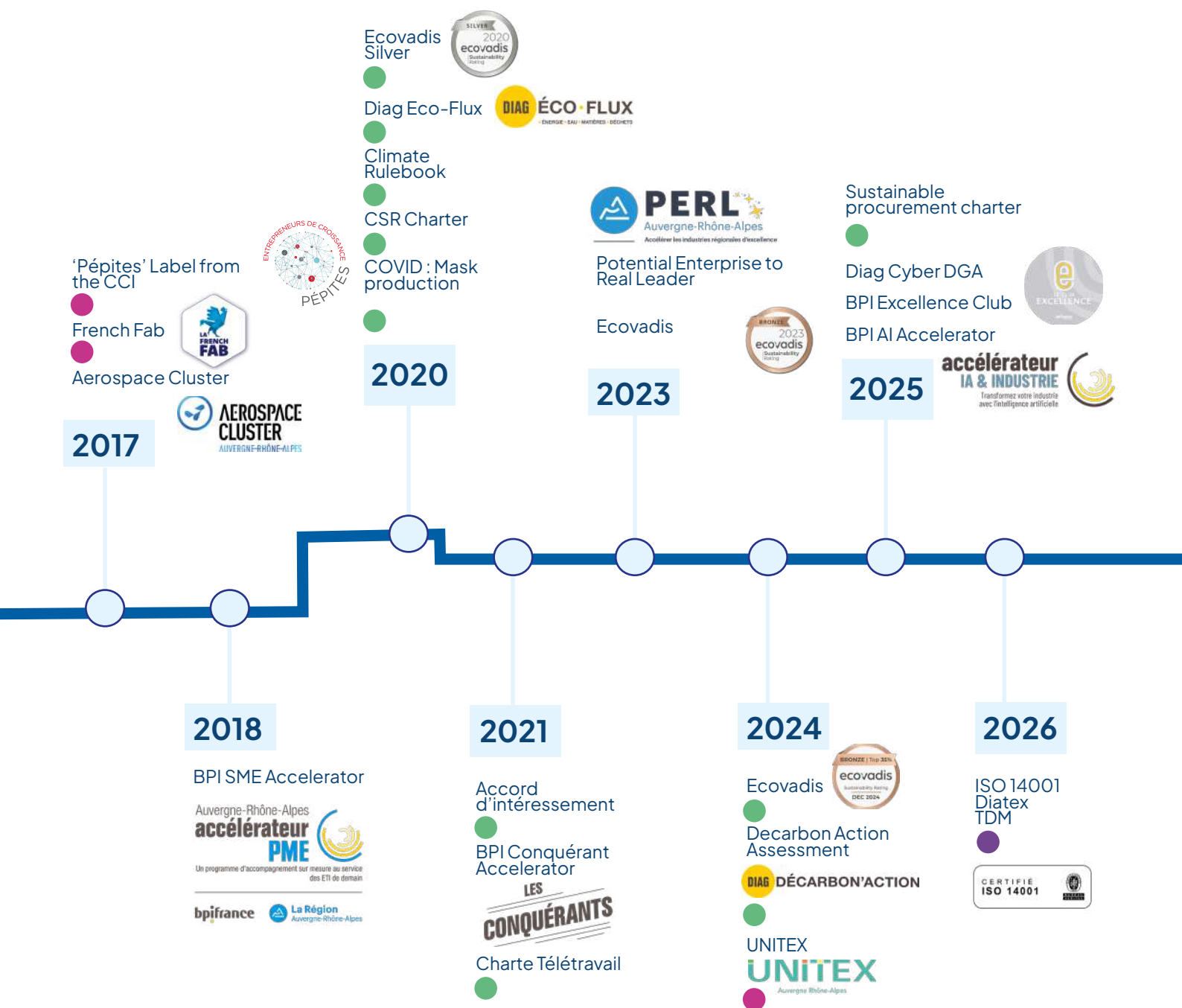
THE DIATEX GROUP'S DEVELOPMENT TIMELINE





CSR & QUALITY POLICY OF THE DIATEX GROUP





DIATEX

La fibre de l'industrie

Although DIATEX is not subject to any compliance requirements, the company chose to produce a sustainability report in the spirit of transparency and continuous improvement.

ECOVADIS BRONZE

Thanks to these efforts, Diatex has been awarded the **EcoVadis Bronze medal**, placing the company in the top 35 per cent of companies assessed worldwide.

This recognition highlights the actions we have taken to reduce our environmental impact, strengthen business ethics and develop more responsible procurement practices.

Diatex will continue its efforts to consolidate its best practices and aim for a higher-level award.



Upload the scorecard

MEMBER OF THE COMMUNITIES BPI FRANCE

The DIATEX Group benefits from the support of Bpifrance, a key partner in its development, and is fully engaged within several of its strategic communities.

As a **member of Club Excellence**, DIATEX joins the 2,000 business leaders within the Bpifrance network who embody entrepreneurial excellence, boldness, ambition and the desire to have a positive impact on society.

The company is also part of the **French Fab**, a community bringing together stakeholders committed to the development and promotion of an innovative, competitive and sustainable French industry.

Finally, DIATEX is part of the **Coq Vert community**, which unites companies committed to the ecological and energy transition.

These commitments reinforce the Group's drive towards responsible transformation and enrich its innovation ecosystem.



FOREWORD

Together, let's build a sustainable future

A company's performance is no longer measured solely by its financial results, but also by its ability to create sustainable value for all its stakeholders. At Diatex, we have always been convinced that sustainability is not a constraint, but an opportunity for collective progress and responsible innovation.

Specialist in technical fabrics and products and processes for the processing of composites, **Diatex** is committed to sustainable production, based on industrial excellence, the conservation of resources and respect for people. Our strategy is centred on **a dual materiality approach**, encompassing both financial and non-financial aspects, which guides every decision we make. This integrated vision has been part of our DNA since the group's inception, driven by a management team convinced that a successful company is, above all, a responsible one..

Our actions reflect this conviction: they combine **economic materiality**, by supporting competitiveness, sustainable growth and the resilience of our industrial model with **impact materiality**, through reducing our environmental footprint, creating societal value and encouraging sustainable innovation.

Our ambition is clear: to reconcile **performance, innovation** and **environmental responsibility**, in order to actively contribute to the influence and excellence of French industry.

Convinced that transparency is a key driver of trust, we have chosen to share the vision and results of our CSR approach in this 2025 **Sustainability Report**.

This approach is based on three key pillars:

- **Preserving resources**, by accelerating the decarbonisation of our operations and promoting the circular economy ;
- **Placing people at the heart of our work**, by supporting our staff and enhancing diversity ;
- **Governing with ethics and transparency**, making shared responsibility a driving force for collective performance.

This report builds on our commitment to **Bpifrance** and our participation in the **French Fab** and **Coq Vert communities**, which support our transition towards a more sustainable industrial model.

“ At Diatex, our commitment is embodied in our actions. Innovation is, above all, about acting with purpose: for our customers, our employees and our environment.



Bernard de MULATIER
Chairman of the Diatex Group



Our approach & our commitments

Our purpose

Since its foundation, Diatex has been harnessing innovation to create a more efficient and responsible industry.

Our purpose is based on a simple conviction: to provide sustainable technical solutions that support our clients' competitiveness whilst respecting the planet.

« For us, sustainability is not a secondary objective; it is a requirement that guides every one of our industrial decisions. » **Bernard de MULATIER – Chairman of the Diatex Group**

WHAT SETS US APART

Vision

At Diatex, every solution and every piece of personalised advice reflects our reliability and our commitment to building a lasting relationship of trust with our clients.

By placing close collaboration and expertise at the heart of our interactions, we do far more than simply support our clients: we share with them the same high standards and the same passion for the industry.

WHAT WE BRING

Mission

We are actively committed to promoting the excellence of French industry.

Our values

COMMITMENT

Making it a point of honour to address all the challenges we face.

AGILITY

Knowing how to keep moving forward and evolve with the world around us.

BOLDNESS

Raising the bar for the industry by continuing to innovate to meet the challenges of tomorrow.

SUSTAINABILITY

Working towards an industry that takes responsibility and minimises its impact on the environment.

Our offering

From design to manufacture, DIATEX supports its clients at every stage of their projects by providing advice, technical expertise and bespoke solutions.

The group offers a wide range of technical fabrics and solutions for composite processes, which it tailors to the specific requirements of each project and the industrial challenges faced by its clients, whilst developing dedicated innovations.

COMPOSITES

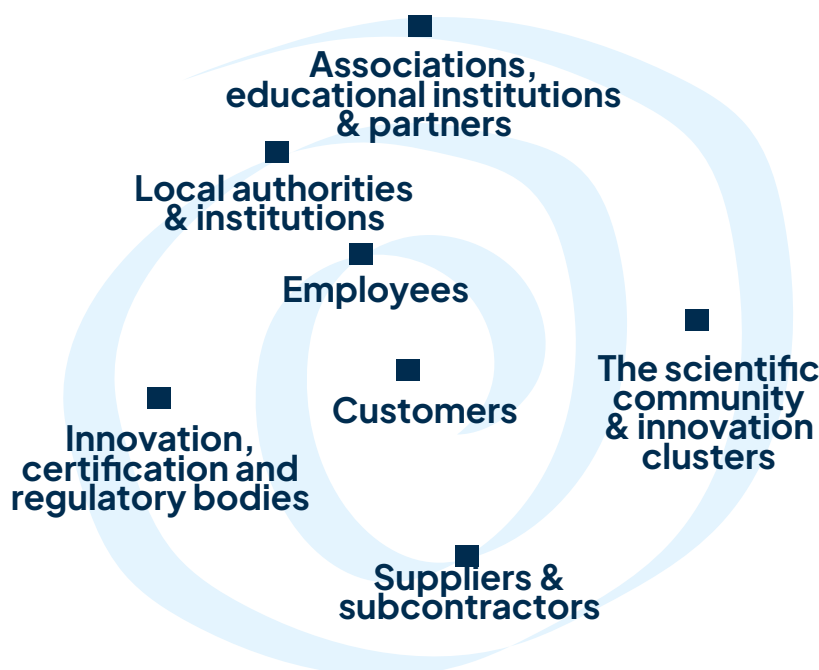
**HIGH
PERFORMANCE
TEXTILES**

AGROTEXTILES

**AERONAUTICAL
FABRICS**

Our stakeholders

Our CSR approach is based on regular and constructive dialogue with our key stakeholders. They are at the heart of our strategy and play a part in shaping our commitments:



- Clients : issus des secteurs aéronautique, industriel, industrie, défense, événementiel, luxe et recherche
- Collaborateurs : acteurs clés de la performance et de l'innovation du Groupe.
- Fournisseurs et sous-traitants : majoritairement locaux, engagés dans une démarche responsable.
- Collectivités et institutions : partenaires de notre ancrage territorial et de nos projets de transition.
- Associations, écoles et partenaires : contributeurs essentiels à la formation et à la transmission des savoir-faire.
- Organismes de certification & réglementation : conformité aux normes et réglementations (REACH, EN 9100, ISO 9001, ISO14001).
- Communauté scientifique & clusters d'innovation : partage de connaissances, codéveloppement, projets collaboratifs.

Our sustainable Development Goals (SDGs)

Diatex's CSR strategy is fully aligned with the Sustainable Development Goals (SDGs) set out by the United Nations. This approach enables us to structure our commitments, prioritise our actions and ensure a measurable contribution to the global challenges that matter to us.

We have identified six key SDGs for Diatex, selected on the basis of their relevance to our activities, our stakeholders and our actual impacts.

SDGS DIRECTLY RELATED TO OUR MARKETS AND CUSTOMER SATISFACTION



SDG 9 | INDUSTRY, INNOVATION AND SUSTAINABLE INFRASTRUCTURE

→ Development of innovative and sustainable textile solutions, modernisation of our equipment, energy optimisation and responsible digitalisation.



SDG 12 | RESPONSIBLE CONSUMPTION AND PRODUCTION

→ Implementation of responsible procurement, systematic eco-design, material circularity and waste reduction.



SDG 13 | CLIMATE ACTION

→ Carrying out a carbon footprint assessment, reducing Scope 1, 2 and 3 emissions, and investing to reduce our environmental footprint.

SDGS EMBEDDED IN THE GROUP'S HUMAN AND ETHICAL DNA



SDG 3 | GOOD HEALTH AND WELL-BEING

→ Risk prevention, health and safety at work, quality of life at work and support for social and sporting initiatives.



SDG 5 | GENDER EQUALITY

→ Inclusive HR policy, equal pay and the development of career paths accessible to all.



SDG 16 | PEACE, JUSTICE AND STRONG INSTITUTIONS

→ Ethical governance, the fight against corruption, transparency in practices and respect for human rights.

These commitments reinforce the Group's drive towards responsible transformation and enrich its innovation ecosystem.

OUR THREE FOUNDATIONAL PILLARS TO GUIDE OUR APPROACH

Diatex's CSR commitment is structured around three pillars, which form the backbone of our sustainability report:

PRESERVING RESOURCES

- Reducing our carbon footprint
- Optimising energy consumption
- Strengthening the circular economy
- Promoting more sustainable solutions through eco-design.

PUTTING PEOPLE AT THE HEART OF WHAT WE DO

- Developing skills
- Encouraging diversity
- Promoting health and wellbeing at work
- Strengthening long-term team engagement.

GOVERNING WITH TRANSPARENCY AND ETHICS

- Ensuring responsible management
- Improving data traceability
- Guaranteeing the integrity of our practices
- Aligning our strategic decisions with sustainability challenges.





Our strategic sustainability priorities



Conserving resources

Since 2021, Diatex has structured its environmental approach around Bpifrance's **Diag Ecoflux**.

This assessment has enabled the company to identify the key drivers of energy efficiency and to launch an ambitious action plan.

In 2024, the **Diag Decarbon'Action assessment**, carried out in partnership with Bpifrance, ADEME and the Association for the Low-Carbon Transition (ABC), formalised a multi-year decarbonisation plan aligned with national targets.

2030 Target
To reduce our carbon intensity
by 20 per cent compared with 2021.

OUR ACTION PLAN

- Decarbonise our industrial operations and optimise energy consumption
- Sort and recycle materials to reduce waste and make use of idle stock
- Innovate and sell sustainable solutions
- Purchase and source responsibly

Our key figures for 2025

Turnover/MWh consumed

CARBON-NEUTRAL ENERGY (TCO₂E) BETWEEN 2022 AND 2025

➡ +70,33 %

Total investment

SINCE 2015

➡ + 12M €

Carbon intensity

(TCO₂E)

➡ -0,02 %

Fabric recovered (kg)

SINCE 2022

➡ +31 %

Climate change & reducing CO₂ emissions

Climate change represents a major challenge for our industrial activities and is a priority area of our environmental approach. Aware of our responsibility, we are committed to measuring, managing and reducing our greenhouse gas emissions.

The completion of our 2024 Carbon Footprint Assessment is a key step in managing our environmental impacts. Data collection, now managed entirely in-house, comprehensively covers Scopes 1, 2 and 3.

This autonomy strengthens our ability to carry out reliable annual monitoring of our emissions using key performance indicators and to incorporate a more critical analysis of our investments, thereby maximising our contribution to reducing our carbon footprint.

Initial analyses confirm the effectiveness of the actions taken: a reduction in emissions linked to energy consumption and improved efficiency in our industrial processes.



Waste recovery & reduction

We have rolled out a strategy for textile upcycling and the recovery of our dormant stock, in partnership with committed organisations such as Feat Coop and Ratio.

Thanks to these collaborations, our unsold stock is given a new lease of life in the form of high value-added products (bags, satchels and sustainable accessories) made from fabrics sourced from our production surpluses.

These initiatives are fully in line with the principles of the circular economy. They also bolster local production by utilising our Tissages des Mûres factory, and help to create value within our region.

“ By giving our dormant fabrics a second life, we are forging a link between industrial heritage and sustainable innovation, for the benefit of our customers and French Industry. ”

Jean Philippe GAUDIAU

Responsible water management & prevention of impacts on the natural environment

Our water consumption is monitored regularly. Regulatory analyses are carried out, in conjunction with the relevant authorities, to ensure our practices comply with regulations.

The majority of the water withdrawn is returned to the natural environment, with over 90 per cent of the water consumed being discharged in a controlled manner.

Given the nature of our activities and the control measures in place, the impact of our water abstraction and discharge on water resources remains limited. This approach enables us to ensure the responsible use of water whilst contributing to the protection of ecosystems.

Developing & promoting sustainable, low-carbon solutions

At DIATEX, we innovate to offer solutions with a reduced carbon footprint, whilst maintaining the high standards of quality, performance and safety that characterise our products. Our approach is based on eco-design, waste reduction, extending the lifespan of materials and contributing to the circular economy.

“When bold ideas meet exceptional materials, innovation takes flight!”

Bernard de Mulatier

TISSUS NOUVELLE GÉNÉRATION POUR L'AÉRONAUTIQUE : INNOVER POUR LA DÉCARBONATION DU TRANSPORT AÉRIEN

Diatex applies its textile expertise to innovative aeronautics projects, particularly in the development of new-generation fabrics that are strong and durable, designed to:

- Maximise performance,
- Reduce on-board weight,
- Indirectly contribute to the decarbonisation of the sector.



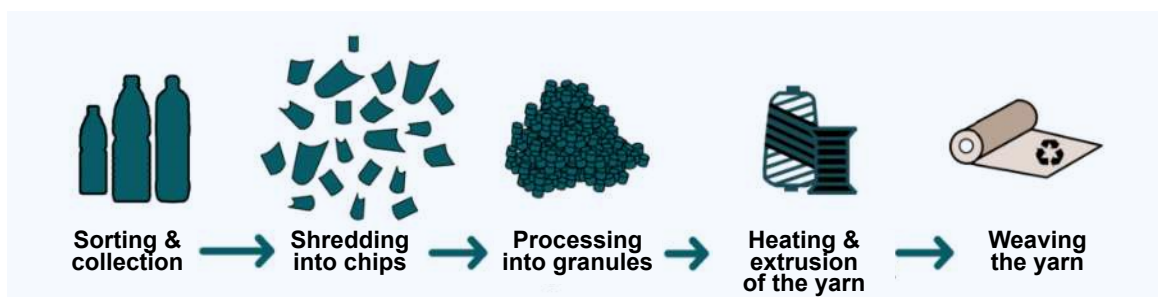
RECYCLED POLYESTER: A HIGH-PERFORMANCE, LOW-CARBON ALTERNATIVE TO VIRGIN POLYESTER

Made from post-consumer plastic bottles, our recycled polyester fabrics give new life to a material that would otherwise become waste.

Their production enables:

- 60 per cent less energy,
- 90 per cent less water,
- 45 per cent fewer CO₂ emissions (source : Advances Textile Solutions).

These textiles offer technical performance equivalent to that of virgin polyester, with a significantly reduced environmental impact.



CONTRIBUTING TO THE CIRCULAR ECONOMY: TOWARDS A TEXTILE RECYCLING SECTOR

Alongside Techtera and the RECIT club (Recycling and the Circular Economy in the Textile Industry), Diatex is actively involved in developing solutions for the recovery of textile waste. This initiative aims to:

- reduce waste through eco-design,
- transform production offcuts into recycled raw materials,
- promote upcycling through the creation of new products.



DIAPACK: ECO-DESIGNED PACKAGING TO REDUCE THE USE OF STRETCH FILM

Diapack aims to reduce the consumption of stretch film.

Reusable and robust, it helps to reduce plastic waste and improve the management of our packaging in line with a circular economy approach.



REUSABLE SILICONE MEMBRANES: REDUCING INDUSTRIAL WASTE

Our reusable silicone membranes replace the disposable films used in certain composite processes.

They enable:

- A significant reduction in industrial waste,
- Improved repeatability of operations,
- An extended service life for consumables.

A practical solution to enhance the efficiency and sustainability of processes.



Responsible purchasing and sourcing: a strategic driver of sustainability

At DIATEX, the procurement function is a key tool for ecological and societal transition.

Our responsible procurement policy sets out our commitments to ethics, transparency, traceability and environmental performance, and helps to build a sustainable and reliable supply chain.

“ Our sourcing choices reflect our values. By working with committed partners, we build relationships based on trust, transparency and sustainability. ”



Procurement Manager

SELECTING SUSTAINABLE RAW MATERIALS

We prioritise recycled yarns and materials certified to the **Oeko-Tex Standard 100**, guaranteeing the absence of harmful substances and the safety of end users.

These choices enable us to:

- Reduce our environmental impact right from the source
- And promote more responsible textile production.



MAKING PIONEERING AND SUSTAINABLE CHOICES: WATER-BASED MOLD RELEASE AGENTS

As early as the 1990s, DIATEX chose to invest in water-based mould release agents alongside Chem-Trend, bucking the trend in a market dominated by solvent-based solutions.

Today, these technologies combine industrial performance with reduced VOC emissions and improved working conditions. Their recognition by Airbus for demanding applications confirms the validity of this vision.

DIATEX is thus establishing itself as a pioneer in the transition towards more sustainable processes.



PROMOTING RESPONSIBLE PARTNERSHIPS

Our suppliers are assessed not only on their technical performance but also on their CSR maturity. We systematically ask our partners about:

- Their climate and emissions reduction policies
- Their environmental certifications
- And their commitment to ethical and sustainable practices.

FORMALISING OUR COMMITMENTS

Launched in 2024, our **Responsible Procurement Policy** sets out clear guidelines:

- Encouraging geographical proximity and traceability in our supply chain,
- Promoting fairness in supplier relationships
- Combating corruption and unfair practices.



Download the
sustainable
procurement
charter



Innovating and selling sustainable solutions

At Diatex, innovation goes hand in hand with responsible performance. We continually invest in our equipment, digital tools and products to reduce our environmental footprint whilst strengthening our competitiveness and industrial quality.

“ At Diatex, innovation means taking action for a more sustainable industry. Every technical improvement is an opportunity to reduce our environmental impact and strengthen our competitiveness. ”

Bernard de Mulatier,
Chairman

INVESTING IN INDUSTRIAL MODERNISATION

Between 2023 and 2025, we have launched a major investment programme for our weaving machines, incorporating:

- energy-efficient technologies,
- judicious automation to optimise production.

These investments enable us to reduce **energy consumption per unit produced** and improve the **precision of industrial processes** whilst minimising waste.

We have also installed **electric charging points** at our main site to promote **carbon-free mobility** for our staff and partners.



ECO-DESIGNING LOW-IMPACT PRODUCTS

Eco-design now guides our product development:

- We offer products with a **reduced carbon footprint**, whilst maintaining the same technical performance as their conventional equivalents.
- Each innovation is assessed using a **life cycle assessment (LCA)** to identify the most relevant areas for improvement.



OPTIMISING OUR DIGITAL INFRASTRUCTURE

We are modernising our IT infrastructure through the Green Optimizer programme (2023–2025):

- reducing server energy consumption,
- extending the lifespan of hardware,
- responsible management of end-of-life equipment.

STRENGTHENING CIRCULARITY AND THE SUPPLY CHAIN

- We engage our suppliers in sustainable sourcing
- We are rethinking our solutions and packaging using LCA (Life Cycle Assessment)
- We reuse and reprocess our packaging to minimise our environmental impact.

Towards ISO 14001 certification: strengthening our environmental management

This initiative builds on the actions already undertaken within the DIATEX Group.

Several of our production sites, including Teinture de Saint Jean, are already **ISO 14001** certified, demonstrating a structured, sustainable and exemplary commitment to an Environmental Management System.

It is now only natural that head office should build on this momentum by, in turn, embarking on the certification process. This new step reinforces the coherence of our environmental strategy and consolidates our drive for continuous improvement and our commitment to addressing environmental challenges across the entire Group.

“ This standard aims to formalise our practices, strengthen our Environmental Management System and ensure the continuous improvement of our actions in terms of environmental impacts. It will consolidate our CSR approach and provide external recognition of the rigour of our organisation.



Henrique COSTA
Quality and Environment Manager

Putting people at the heart of the project

The Group considers all forms of discrimination in the workplace to be unacceptable.

Diatex promotes equal opportunities in recruitment and employment, as well as equal treatment in terms of pay, training and promotion for all its employees.

OUR ACTION PLAN

- Looking after staff
- Developing skills
- Being an inclusive employer through diversity



Watch the video
of our head
office



Our key figures for 2025

Being an inclusive employer

PROPORTION OF WOMEN IN THE WORKFORCE (DIVERSITY)

⇒ 53,24 %

PROPORTION OF FEMALE MANAGERS

⇒ 30,43 %

Serious accidents

⇒ 0

Developing talent & skills

PROPORTION OF APPRENTICES

⇒ 5,20 %

Looking after our staff: creating an environment that fosters personal fulfilment for everyone

At Diatex, we place people at the heart of our performance. Every employee must be able to thrive, develop and contribute fully to our collective success. Guided by our values – **commitment**, **boldness**, **sustainability** and **agility** – we are building a working environment based on respect, collaboration and trust.

A RESPONSIBLE, SUSTAINABLE AND INCLUSIVE HR POLICY

Our approach is centred on five key success factors:

- Recruiting diverse, skilled and committed teams, with a particular focus on inclusion and equal opportunities.
- Aligning remuneration and recognition with collective performance, in a transparent and fair manner.
- Developing skills to support employability, career progression and long-term commitment.
- Offering attractive working conditions and an environment that promotes health, safety, wellbeing and work-life balance, whilst taking into account the new challenges posed by climate change.
- Supporting performance through responsible management, based on shared objectives and regular communication.

PROMOTING DIVERSITY AND EQUAL OPPORTUNITIES

At DIATEX, we believe that diversity in backgrounds and profiles is an asset to the company.

As part of this approach, we have recently recruited a person with a disability, demonstrating our commitment to opening up our roles to all talents. This initiative forms part of a broader policy aimed at ensuring equal opportunities, adapting working conditions where necessary and providing everyone with an environment conducive to their development.

Skills development: supporting every employee in their career progression

At Diatex, we regard skills development as a key driver of performance and social responsibility. Every employee plays an active role in shaping their own career path, and we are committed to creating an environment where continuous learning and access to training are encouraged and facilitated.

“Being a work-study student at Diatex means learning every day from passionate professionals and playing a part in transforming a dynamic industry.”

Testimonial from a work-study student, 2024

STRUCTURED AND INCLUSIVE SUPPORT TO ENHANCE EVERYONE'S EMPLOYABILITY

Diatex offers a range of training programmes covering the technical skills essential to our industrial trades, health and safety, management and leadership, as well as raising awareness of CSR issues. This structured support helps to develop versatility, support skills development and promote intergenerational knowledge transfer, which is essential to the long-term sustainability of our expertise.

By ensuring equal access to these programmes, Diatex also reaffirms its commitment to inclusion and professional development for all. This approach helps to enhance the appeal of industrial careers and to support our sector's transition towards a more sustainable industry.

Passing on knowledge and sharing a passion for industry

TRAINING AT THE HEART OF OUR COMPOSITE TRAINING CENTRE MEANS SUSTAINABLY STRENGTHENING THE SKILLS OF THE INDUSTRY.

Through our Composite Training Centre, Diatex welcomes clients, schools, employees and partners every year to share our recognised expertise in composite processes (infusion, RTM, vacuum infusion).

By offering direct access to our methods and quality standards, we promote the responsible dissemination of best practices, which are essential to the performance and sustainability of French composite production. This sharing is part of our commitment to being a dedicated player in the service of an industry that is more skilled, safer and more resource-efficient.

By opening this centre, Diatex supports:

- The development of skills among young people and professionals
- The preservation of French expertise
- The development of a high-performing and sustainable composites sector
- The intergenerational transfer of technical skills
- Equitable access to training for our stakeholders.



“ Passing on knowledge means preparing for the future. Today, we are training the talent that will shape the sustainable textile industry of tomorrow. ”

Bernard de MULATIER,
Managing Director

OPENING OUR FACTORIES TO SECONDARY SCHOOL PUPILS MEANS SUPPORTING THE DEVELOPMENT OF TOMORROW'S SKILLS

By opening our doors to secondary school pupils, we help raise awareness of the industry, its career opportunities and its strategic role in the transition to a more sustainable economy.

A single visit can be enough to change their perception: industry is an innovative, technology-driven and responsible sector with a high demand for skills. By offering them a hands-on experience, we support young people in making informed career choices and promote equal access to information about careers in industry.

This represents a strong social and regional commitment, as these visits help to:

- Showcase French expertise
- Boost the appeal of the textile sector
- Encourage young people to discover industrial careers
- Promote equal opportunities and inclusion in technical careers
- Inspire future talent in a sector with strong employment prospects.



“ At Diatex, we firmly believe that industry is best understood by seeing it, shared by experiencing it, and built by those who discover it today so that they can better embody it tomorrow. ”

*Bernard de MULATIER,
General Chairman*



Committing to society: supporting education, culture and sport

Through responsible and targeted sponsorship, we support initiatives that promote **access to education**, encourage **creativity**, strengthen **social cohesion** and contribute to the **well-being of communities**.

SUPPORTING YOUNG PEOPLE IN HANDICRAFTS AND CREATIVITY

We also support **Les Galapiats**, a Grenoble-based charity that introduces children to manual work, experimentation and driving. This initiative promotes independence, curiosity and the passing on of skills.



SUPPORTING EDUCATION AND THE TALENTS OF TOMORROW

We support several engineering schools and student associations (**INSA**, **EUROAVIA**, **ESTACA**, **Boquette Formula Student**, etc.) to strengthen scientific training, innovation and equal opportunities. This commitment aims to encourage the development of new skills within industrial and technological sectors.

FOSTERING CULTURAL CONNECTIONS

Diatex supports the **Nuits de Fourvière**, a major cultural event that helps make artistic creation accessible to as many people as possible and revitalises the local area.



PROMOTING SPORT AND ITS SOCIAL IMPACT

Through our support for **InterInvest**, and in particular the trimaran project, we are contributing to a meaningful sporting initiative: fundraising for initiatives promoting the wellbeing of **children hospitalised** at the Necker – Enfants malades Hospital (AP-HP). A practical way of putting sport at the service of solidarity.

Governance based on transparency and ethics

Our approach is based on trust, accountability and participation. Because a sustainable business is, above all, one that acts with integrity, we use responsible governance to drive collective performance..

Our aim : **to ensure clear, consistent and exemplary management** of our activities, for the benefit of our employees, our customers and all our stakeholders.

OUR ACTION PLAN

- Acting with transparency and honesty
- Facilitating convergence
- Co-creating and driving performance

Sharing a collective vision of success

“ Ethical governance is the prerequisite for and the essential shared sustainable performance.. ”

*Bernard de Mulatier,
Chairman*

Our management bodies ensure that CSR issues are systematically integrated into the company's overall strategy. A CSR roadmap, reviewed annually by a dedicated steering committee, guarantees consistency between our environmental, social and economic ambitions. This framework enables us to embed CSR at the heart of our overall performance and to rigorously monitor progress against our commitments.

Diatex operates under a unique governance model: 100 per cent of the share capital is owned by the employees.

This structure enhances transparency, commitment and collective ownership of strategic decisions. It also fosters a long-term vision based on trust, shared responsibility and sustainability.



Our key figures for 2025

Cybersecurity tests carried out

ACTING WITH
TRANSPARENCY & HONESTY

➡ 7 (0 major incident)

Ecovadis Rating

CO-CREATING &
CO-MANAGING PERFORMANCE

➡ 77th percentile

Proportion of sites with CRM

FACILITATING
CONVERGENCE

➡ 100%

Securing, harmonising, optimising performance: data as a driver of transformation

In a complex, multi-activity industrial environment, data is a strategic pillar of performance and management. Diatex has embarked on a transformation programme aimed at ensuring the reliability, harmonisation and security of all its information flows in order to enhance its operational efficiency.

Our divisions and subsidiaries now rely on a unified information system, ensuring greater consistency, enhanced traceability and optimised management across the Group.

This initiative is also part of a strong commitment to digital sovereignty, ensuring the protection, confidentiality and regulatory compliance of the Group's data.

Key developments since 2024:

- Integration of all sites into the Group's CRM system, enabling consistent monitoring of commercial activities and a more structured customer relationship.
- Centralisation and structuring of performance data within a consolidated reporting tool, improving the quality and reliability of analysis.
- Strengthening of cybersecurity, notably through internal phishing test campaigns designed to increase staff vigilance and cyber awareness.
- Strengthening of digital sovereignty by hosting the Group's data in data centres located in France.

“ The harmonisation of our information systems enhances our agility, our security and the quality of our management. ”

Bernard de Mulatier

Acting ethically and responsibly

At Diatex, ethics form an essential cornerstone of our corporate culture and our sustainable performance.

Our Code of Conduct commits all employees and partners to upholding the highest standards of integrity, transparency and compliance.

The pillars of our ethical approach:

- Strict compliance with laws, international labour standards and anti-corruption regulations
- Zero tolerance of corruption, unfair practices and conflicts of interest, with procedures for reporting and managing sensitive situations.
- Enhanced protection of confidential data, sensitive commercial information and the Group's intangible assets, in line with our cybersecurity policy.
- Active promotion of diversity, equity, inclusion and respect for human rights across all our operations and supplier relationships.

Diatex has formalised a structured ethics policy, which sets out the risks associated with corruption, prohibited conduct and the procedures for prevention, monitoring and reporting.

This approach helps to strengthen the trust of our stakeholders and to align our practices with international best practice.

“ Ethics is not a constraint: it is a pillar of trust that unites us with our customers, suppliers and employees. ”

*Catherine Bourdais,
Chief Financial Officer*

Jointly developing and managing sustainable performance

At Diatex, CSR is managed as a strategic priority, structured around participatory governance and measurable indicators. Our model is based on collaboration between divisions and subsidiaries, transparency of results and continuous improvement.

A structured and shared management approach:

- Key indicators monitored annually: carbon emissions, energy consumption, waste management, responsible procurement rates, diversity and safety.
- Inter-divisional meetings, enabling the harmonisation of practices, the sharing of feedback and the accelerated roll-out of impactful initiatives.
- Consolidated CSR dashboards, made available to senior management and business unit heads to ensure clear, well-documented management that is aligned with the Group's objectives.

This organisational structure encourages ownership of sustainability issues at all levels, enhances the consistency of actions and supports the company's overall performance.

“ Our CSR results are the fruit of a collective effort, rigorously managed and shared transparently. ”

Henrique COSTA
Head of Quality and Environment



Key figures & indicators

Conserving resources

All the figures

Decarbonising operations

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Turnover / MWh consumed	TDM	€	509	621	780	867	1000	SDG12 SDG13
Carbon-free energy (tCO ₂ e)	TDM	tCO ₂ e	100,02	100,03	100,01	100,00	100,00	SDG12 SDG13
Proportion of electric vehicles in the fleet	Diatex	%	NA	NA	NA	6 %	50 %	SDG12 SDG13

Sorting and recycling

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Recycling of cardboard and paper	TDM	T	13,08	19,73	20,56	17,86		SDG12 SDG13
Recycling of dyed and undyed polyester and polyamide fabrics and selvages	TDM	Kg	31 684	39 176	41 651	41 307		SDG12 SDG13

Innovating and selling sustainable solutions

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
CAPEXTOM investments / Turnover	TDM	%	NA	NA	6	24		SDG1 SDG9
CIR research tax credit	Diatex	Nb of days	826	845	880	725	1000	SDG9

Responsible purchasing and sourcing

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Proportion of purchases made from suppliers who have signed the sustainable procurement charter	Diatex	%	NA	NA	NA	64,7		SDG12 SDG13 SDG5
Proportion of purchases made in France and Europe	Diatex	%	NA	94,41 %	92,94 %	92,73 %	94 %	SDG12 SDG13

NA : not assessed

Putting people at the heart of the project

All the figures

Caring for staff

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Total workforce	Group		73	71	72	77	100	
Staff turnover (permanent contracts)	Group	%	20,20 %	37,5 %	17,59 %	19,02 %		SDG3
Absenteeism rate	Group	%	6,75 %	9,3 %	7,08 %	4,58 %		SDG3
Proportion of employees enrolled in the company health insurance scheme	Group	%	NA	NA	83 %	87 %		SDG3
Number of work-related accidents resulting in time off work	Group		NA	2	6	5	0	SDG3

Developing skills

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Average number of training hours per year (including work-study programmes)	Group	h	NA	965h45	1586h30	3076h	2600 h	SDG4 SDG5
Proportion of apprentices during the financial year	Group	%	0	0	4	4	5	SDG4 SDG5
Number of CSE meetings per month	Group	Nb of meetings / month	Carence	Carence	1	1	1	SDG5

Being an inclusive employer through diversity

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Female workforce	Group		35	35	36	41		
Proportion of women in the company	Group	%	47,95 %	49,3 %	50 %	53,24 %	50 %	SDG5
Proportion of female managers	Group	%	72,92 %	30 %	30 %	30,43 %		SDG5
Proportion of women on the Executive Committee	Group	%	20 %	20 %	20 %	20%	30 %	SDG5
Amount declared for subcontracting to a workshop employing workers with disabilities	Group		19 863 €	33 152 €	21 084 €	34 955 €		SDG5 SDG0

Governing with transparency and integrity

All the figures

Acting with transparency and honesty

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Number of tests carried out to raise awareness of cybersecurity incidents	Group		NS	NS	7	6	0	SDG16
Proportion of staff made aware of corruption	Group	%	NA	NA	NA	45,45 %		SDG16
Number of reported corruption incidents	Group		0	0	0	0	0	SDG16
Percentage of internal audits (Quality Management System)	Group		100	100	100	100 %	100 %	SDG16

Facilitating convergence

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Proportion of sites with a CRM system	Group	%	70 %	70 %	100 %	100 %	100 %	

Co-creating and managing performance

	Scope	Unit	2022	2023	2024	2025	2030 targets	SDGs
Ecovadis score	Group		78e	66e	77e	NE	99e	
Proportion of employees who are shareholders	Group	%	4	4	4	4	10	
Proportion of capital held by employees	Group	%	100 %	100 %	100 %	100 %	70 %	

NA : not assessed



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