



BOARDRIDERS™

SUSTAINABILITY REPORTING

2024



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BOARDRIDERS GROUP



FOREWORD

In June 2024, the Beaumanoir Group acquired from Authentic Brands Group, the operations of the BOARDRIDERS Group and the management of its iconic brands (QUIKSILVER, ROXY, BILLABONG, DC Shoes, ELEMENT, RVCA and VonZipper) in the territory of western Europe, including its headquarter and people in Saint-Jean-de-Luz. This acquisition diversifies the Group's portfolio in the distribution of lifestyle and outdoor brands, and also allows the development of wholesale operations, which are a key strategic area for the BOARDRIDERS Group.

Consequently, this sustainability report only includes the activity of BOARDRIDERS in western Europe.

BOARDRIDERS is a leading action sports and lifestyle company that designs, produces and distributes branded apparel, footwear and accessories for BOARDRIDERS around the world. The BOARDRIDERS head office is based in Saint Jean de Luz, France.

The products are manufactured in collaboration with its supplier partners, supported by the Group Beaumanoir local sourcing and buying offices located in key procurement countries.

Our apparel and footwear brands represent a casual lifestyle for young-minded people who are inspired by a passion for outdoor action sports.

The products are sold through:

- BOARDRIDERS owned stores as well as through stores operated by affiliated and franchised partners
- BOARDRIDERS e-commerce websites
- Wholesalers
- Marketplaces



BUSINESS ACTIVITIES



OUR BRANDS





At QUIKSILVER, we see surfing as a meaningful way to connect — with mountains, with waves, with ourselves, and with something far greater. We believe the culture and energy of surfing extend far beyond the beach and create products, experiences, and communities that share the mindset with everyone.

SOCIAL MEDIA COMMUNITY

BRAND : 10M FOLLOWERS TOTAL
TOP RIDERS : 7.7M FOLLOWERS TOTAL



ROXY celebrates the power of women to Make Waves & Move Mountains. Since 1990, we have delivered first-of-its-kind products that strike the balance between style, performance, and femininity. Made for women with an eye on the future, we are committed to honoring the well-being of the mountain & the wave while building communities of riders who feel responsible for a better world.

SOCIAL MEDIA COMMUNITY:

6.19 M PEOPLE



BILLABONG is an authentic, Australian inspired surf lifestyle brand offering high-end apparel and wetsuits that balances performance, style, and versatility for the needs of the surfer . Our Purpose: a world where everyone knows the feeling.

SUPPORTING

100 ATHLETES GLOBALLY

SOCIAL MEDIA COMMUNITY

10.4 M PEOPLE



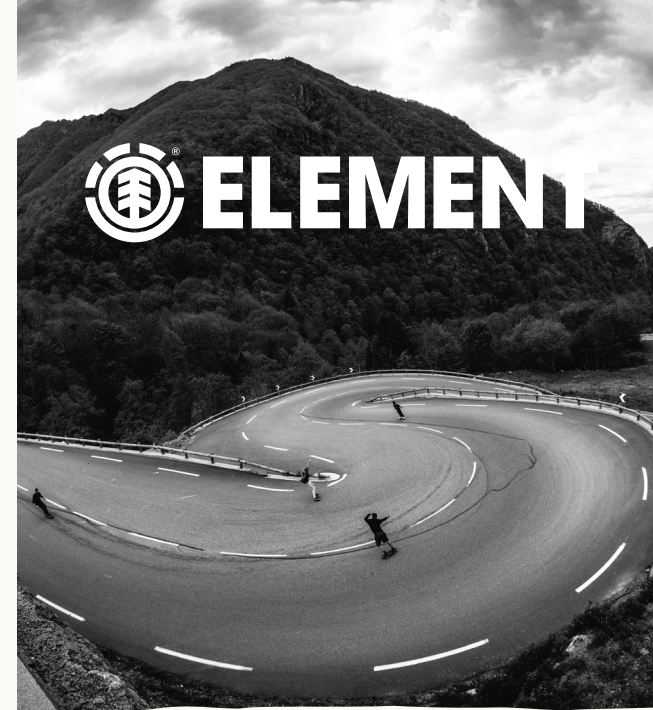
From inception, the DC brand has been drawn to epic challenges by a deep desire to push limits, defy convention, and create change. Like mastering a skateboarding trick, the pursuit of a cleaner planet requires creativity, collaboration, and commitment.

SOCIAL MEDIA COMMUNITY

21.4 M PEOPLE

RIDERS SUPPORTED

SUPPORTING 36 ATHLETES GLOBALLY



Since 1992, ELEMENT has been at the crossroads of skateboarding, nature, and culture. Born from a desire to steer skateboarding toward a more positive path, we've grown with a clear mission: lead the way as the most sustainable skate brand in the world. Skateboarding is our life - and living in harmony with the planet is our culture. From eco-conscious materials to responsible production, we design with purpose. Our team riders are global ambassadors, pushing boundaries on and off the board. We create gear that's built to last - for people who see the world differently. ELEMENT is here to connect communities, inspire change, and ride forward responsibly.

SUPPORTING

42 ARTISTS / 25 AMBASSADORS

SOCIAL MEDIA COMMUNITY

4.1M PEOPLE

RVCA



RVCA is a design-driven lifestyle brand free from passing trends. Our purpose is to create a platform for pushing the boundaries of art, music, fashion, and lifestyle. At the intersection of all these things lies the power to shape humanity, shift perspectives and change how we exist in the world. It's a tall order but it's one we've always been committed to.

RVCA | THE BALANCE OF OPPOSITES
The RVCA Name (Pronounced: REW-KA) was developed first and foremost out of the «V» and «A» = which symbolizes The Balance of Opposites and how they coexist: Nature x Industrialization, Woman x Man, Past x Present...Future. Today. Tomorrow. Life.

Artist Network Program : RVCA's intention from the very beginning has been to create a platform, which combines art, music, fashion and a modern lifestyle in an original way. At the forefront of this vision has been RVCA's artist network program (ANP) - a venture established to showcase the talents of accomplished as well as unknown artists who inspire our generation and push the boundaries of creative excellence.

SOCIAL MEDIA COMMUNITY

34M PEOPLE



Born in Southern California, VonZipper has been handcrafting premium eyewear for freethinkers and outsiders since 2000. For the last twenty plus years we've continued to elevate the views of fashion and sport eyewear, continually inspired to design next level products for those that choose not to blend in.

SOCIAL MEDIA COMMUNITY

INSTAGRAM : 114K FOLLOWERS

FACEBOOK : 179K FOLLOWERS

VALUES

**WE PROTECT
OUR PLAYGROUNDS**



**WE PLAY
TO WIN**



**WE LEAD
WITH INTEGRITY
& PASSION**



**WE BUILD AN INCLUSIVE
COMMUNITY**

BUSINESS MODEL

MAIN COUNTRIES OF PRODUCTION



THE RESOURCES WE NEED

- Employees:
1,727 people, including 1,387 salaried employees
- Financial resources:
100% family-owned
- Retail & Operational Assets
1 production site in France
1 purchasing and sourcing office
- Suppliers: Around 100 finished product suppliers
- Wholesale & Digital Partners:
2,946 partners in Europe, including 2,800 in retail
- Raw materials: 2,890 tonnes of cotton purchased
- Energy: 4 GWh of electricity

HOW WE CREATE VALUE

OUR VISION

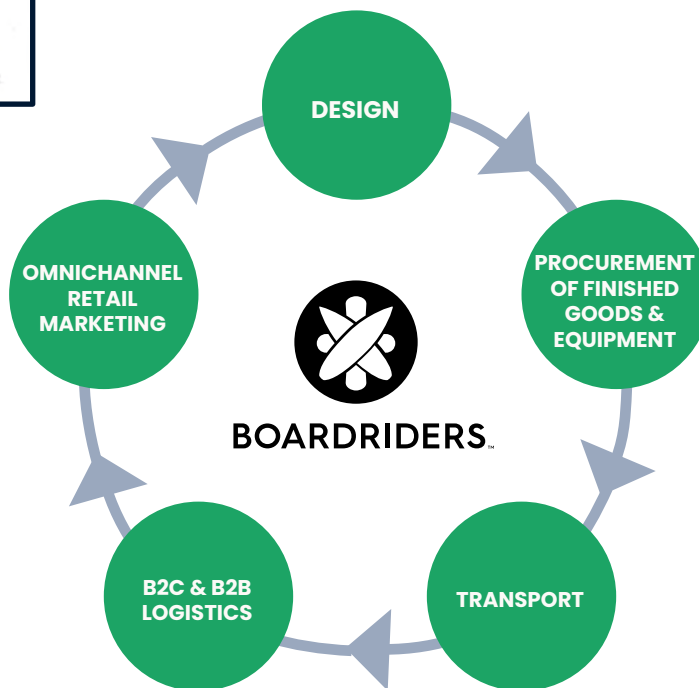


BOARDRIDERS are dreamers. They dream of things that never were and make them happen.

OUR VALUES

We protect our playgrounds
We play to win
We lead with integrity and passion
We build an inclusive community

G R O U P E
BEAUMANOIR



MAIN COUNTRIES OF OPERATION



274 POINTS OF SALE WORLDWIDE

54 IN FRANCE

THE VALUE CREATED

- Revenue: 585 M€
- Lifestyle apparel and accessories: 18,7 million items, including 2 million accessories
- Casual lifestyle brands for young-minded people who are inspired by a passion for outdoor action sports
- Employment and development: 59% of employees trained in France
- Responsible and innovative products and services
- 39% sustainable textile fibers

BOARDRIDERS
SUSTAINABILITY APPROACH

1. SUSTAINABILITY GOVERNANCE

BOARDRIDERS has now aligned its sustainability strategy with the Beaumanoir Group sustainability strategy.

Sustainability actions are based on 2 levels:

FOUNDATIONAL ACTIONS

Foundational actions are common to all brands and mandatory. They are defined at Group level and they are tackling legal topics and priority impacts.

BOOSTER ACTIONS

Booster actions are specific to each brand, defined by brands themselves, and will go beyond foundations. They will embody singularity of each brand and are optional.

Globally, 23 employees are working full time on sustainability, organized in 2 departments and in 4 different countries.

CSR DEPARTMENT

The mission of CSR department is to support the Group and the brands in defining and monitoring their CSR strategy (excluding sourcing) and to ensure their regulatory compliance in these areas. The team contributes to the implementation of certain actions as project leaders or experts working with brands and businesses. They also promote the approach internally and with stakeholders and raise awareness among Group employees so that they can become agents for change.

SUSTAINABLE SOURCING DEPARTMENT

The role of Sustainable Sourcing department is to guarantee respect for human rights, good working conditions and compliance with environmental standards in the Group's supply chain. This includes a program of on-site audits and support for plants where necessary. They also work on environmental impact assessment and improvement of products and materials and ensure their traceability.

2. SUSTAINABILITY COMMITMENTS

The ecological transition, its current and future impacts, and environmental protection are key concerns for BOARDRIDERS. Regardless of BOARDRIDERS' activities or locations, it ensures full compliance with all applicable environmental laws and regulations.

BOARDRIDERS sustainable strategy is built around five key areas



3. OUR PARTNERS

The Beaumanoir Group works with recognized partners and relies on their expertise to implement sustainable programs, thereby engaging in a genuine process of continuous improvement. By being part of the Beaumanoir Group, BOARDRIDERS automatically benefits from all Beaumanoir Group memberships & partnerships.



The Group has recently partnered with Canopy, a non-profit organisation committed to preserving the world's forests. Canopy works with brands and producers that purchase or manufacture cellulosic fibers and paper products, helping them adopt and implement ambitious policies to eliminate sourcing from climate-critical and biodiversity-rich forests. For more information, visit: <https://canopyplanet.org>



The Beaumanoir Group also works regularly with Refashion, the French eco-organisation for the EPR (Extended Producer Responsibility) scheme covering Clothing, Household Linen, and Footwear. As a member of its Board of Directors and various expert committees, the Group plays an active role in shaping Refashion's strategy and supports its actions to accelerate the shift towards a circular economy.



The Group has been a member of the Better Cotton Initiative (BCI) since 2016. BCI's mission is to help cotton-growing communities survive and thrive while protecting and restoring the environment. For more information, visit: <https://bettercotton.org>



The Group is also a member of Textile Exchange, a global non-profit organisation that brings together brands, manufacturers, and farmers in the textile and clothing industry, helping them adopt more responsible production practices from the very beginning of the supply chain. For more information, visit: <https://textileexchange.org>



Since January 2025, the Beaumanoir Group has been a member of the CETIA innovation committee, part of the first innovation platform in France dedicated to advancing the recyclability of textile and leather goods.



The Group is also an active member of Amfori, the leading global business association for open and sustainable trade. Through Amfori BSCI and Amfori BEPI, it works to enhance the social and environmental performance of its supply chains. For more information, visit www.amfori.org.



The Group is a member of ICS: Initiative for Compliance and Sustainability, a multi-sector initiative aimed at improving working conditions and respecting the environment within global supply chains. ICS enables member companies to collaborate using shared tools and to pool audits, thereby reducing the number of overlapping audits in factories. ICS is a French organisation comprising purchasers from a range of industries. For more information, visit <https://ics-asso.org>



Finally, in November 2024, the Group's logistics subsidiary C-Log was awarded the EcoVadis Silver Medal, recognizing its strong sustainable maturity across the entire logistics value chain.



As an active member of the Alliance du Commerce, the Group collaborates with other industry players to support and promote the transformation and long-term sustainability of the French textile retail sector.



In February 2025, the Beaumanoir Group committed to submitting, by the end of 2025, a short-term greenhouse gas emissions reduction target aligned with climate science, through the Science Based Targets initiative (SBTi)



In June 2025, through Beaumanoir Group, BOARDRIDERS became a member of Cascale, previously known as the Sustainable Apparel Coalition. Cascale is a trade organization for brands, retailers, manufacturers, government entities, NGOs, and academic experts. It shares with his partners Worldly a bold vision of accelerating sustainable transformation across the global consumer goods industry.



BOARDRIDERS is member of the EUROSIMA, a non-profit association, representing its members interests, guiding them towards innovation and accompanying their economic development.



BOARDRIDERS also works regularly with Ecologic, the French eco-organization for the EPR (Extended Producer Responsibility) scheme covering Sport and Leisure articles. As a member, BOARDRIDERS relies on and exploits the resources delegated by the EPR to accelerate the shift towards a circular economy.



CLUB NÉO-AQUITAIN DE LA MODE SOUTENABLE

Initiated by the Chaire Bali and supported by the Nouvelle Aquitaine region, the Neo-Aquitain club for sustainable fashion is a dynamic local network of committed players. It's a veritable sphere of exchange, sharing and learning, offering companies in the region a unique platform to engage and collaborate on keys issues and move towards more sustainable fashion.

4. REPORTING



In line with the Corporate Sustainability Reporting Directive (CSRD) requirements, BOARDRIDERS has been included into Beaumanoir group's first double materiality assessment, with the support of the consultancy firm EKODEV. Next year, BOARDRIDERS will be fully included in Beaumanoir Group sustainability reporting.

PRODUCTS



1. PRODUCT QUALITY

The quality of textile products is one of the main purchasing criteria for customers and is becoming increasingly important as awareness grows around the environmental impact of consumption patterns. To satisfy customers, foster loyalty and ensure continued growth in the coming years, it is therefore essential for the BOARDRIDERS brands to offer high-quality products and services.

POLICIES

BOARDRIDERS has implemented a structured product quality policy based on its different Supplier Charter, laboratory testing and inspections, and year-round on-site support for its partners. During this 2024 year, BOARDRIDERS, following the Beaumanoir Group quality policy, has begun to work to strengthen durability criteria for all products. This will include aligning with the durability requirements set out in Refashion's product specifications.

KEY PERFORMANCE INDICATORS

Proportion of product references with laboratory durability testing

(Tests conducted on physical properties of products delivered to purchasing centres, including pilling resistance, appearance after washing, colour fastness, zip strength (for footwear), etc., in accordance with BOARDRIDERS Group quality standards.)

2024 > 24%, - MORE THAN 4900 STYLE COLOR TESTED

Proportion of delivered items subject to quality control

(Controls carried out either at the factory, based on registration system)

2024 > 55%





KEY ACTIONS

LONG STANDING MEASURES :

- Framework agreements have been signed by all suppliers. A further revision is planned with the evolution of criteria's, following the Beaumanoir policy.
- Product compliance in terms of fabric quality, manufacturing, fit and wearability, labelling and packaging, etc., is monitored by the Quality departments located in our HK office and in the Group's sourcing countries.
- Product durability testing (laboratory tests on physical properties) is carried out by trusted external service providers or by accredited suppliers, prior to shipment or during development stages.
- In a spirit of trust and accountability, certain inspection and delivery validation tasks are delegated to suppliers, alongside the implementation of a supplier accreditation system for their quality control procedures.

2024 > 100% OF SUPPLIERS ARE ACCREDITED FOR INSPECTION.

DURABILITY OF TEXTILE PRODUCTS :

- Quality requirements will be strengthened across most product categories, particularly regarding wash performance and wear resistance.
- Physical testing program will be developed on 100% of the materials.
- In the coming year, BOARDRIDERS will integrate the durability criteria set out in Refashion's specifications, qualifying for eco-modulation bonuses – reduced contributions under the French EPR scheme based on product durability and environmental impact.

2. CUSTOMER HEALTH AND SAFETY

To achieve soft, durable textiles, stable dyes, varied finishes and technical promises, the textile industry uses chemical substances during the manufacturing process. BOARDRIDERS absolute priority is to ensure that its clothing, fashion and technical accessories fully comply with all applicable regulations, and that customers face no risk when purchasing or using its products or visiting its stores. This level of rigour is essential to protect both the reputation and economic performance of the Group's brands and operations.

POLICIES

To ensure the highest level of safety for its customers, BOARDRIDERS has established a rigorous framework detailed in its Supplier Quality Charters. This includes product control procedures and a strict audit and laboratory testing policy.

BOARDRIDERS has also defined a policy on chemical substances used in its products and manufacturing processes, with the aim of better protecting health, ensuring safety throughout the production chain, and reducing environmental impact.

KEY PERFORMANCE INDICATORS

Compliance rate in chemical testing

2024 > 99%

Nb of tests lab on chemical properties

2024 > 2912

Nb of chemical substances monitored in laboratories

2024 > 31

KEY ACTIONS

LONG STANDING MEASURES :

- Compliance with the European REACH Regulation as well as US global and specific regulation, which governs the use of chemical substances and defines the types and quantities permitted in products sold by BOARDRIDERS brands.
- Framework agreements signed by all suppliers, which include strict requirements to guarantee product safety and compliance with local regulations in countries where BOARDRIDERS operates.
- For products not certified by labels such as OEKO-TEX, chemical testing is carried out at the request of the Product Quality department by independent, recognised and accredited external laboratories to verify compliance.
- Non-compliant products – those containing unauthorised substances or levels exceeding contractual or regulatory limits – are systematically rejected.

IN ADDITION TO LONG-STANDING MEASURES:

- A new testing plan was defined, incorporating a broader range of chemical substances identified as potentially posing critical health risks. More than 10 families of chemical substances are systematically monitored in laboratories.
- A chemical core package has been worked and will be requested to all suppliers.
- Suppliers are encouraged to use materials and components that comply with the OEKO-TEX standard, which certifies the absence or limited presence of a wide range of chemical substances.



3. SUSTAINABLE FIBERS

In a textile product's Life Cycle Assessment, fibers represent one of the main sources of environmental impact. In light of this, as well as growing expectations from customers and stakeholders regarding environmental protection – and broader market trends – BOARDRIDERS brands are committed to accelerating the shift towards more sustainable textile products, including the use of more responsible textile fibers.

Some of the raw materials used by the brands are of animal origin. As animal welfare has become a significant concern for many consumers, it is also essential to offer alternatives to these materials or to ensure that animal welfare is respected.



POLICIES

BOARDRIDERS has defined and implemented an ambitious sourcing policy for lower-impact textile fibers across all its brands (excluding footwear, leather goods, jewellery and hard goods).

At the same time, BOARDRIDERS has banned the use of certain animal fibers in its brand collections and have introduced measures to ensure that its suppliers respect animal welfare.

OBJECTIVES

- 100% SUSTAINABLE FIBERS BY 2030
- 63% RECYCLED FIBERS BY 2030

KEY ACTIONS

REDEFINING AMBITIONS :

To align with Beaumanoir Group strategy, BOARDRIDERS has defined its new sustainable fibers roadmap with the ambition to reach 100% sustainable fibers by 2030 in the in the brands' textile collections.

REDEFINING REQUIREMENTS:

To align with Beaumanoir Group sustainable fibers requirements:

- BOARDRIDERS has reviewed and updated its sustainable fibers table, that are now classified according to their environmental impact.

- BOARDRIDERS has also reviewed and updated its sustainable fibers traceability requirements, raising the bar to improving the level of traceability of sustainable products. Consequently, from Spring Summer 2026, all sustainable fibers must at least be certified at fabric level, and as much as possible at product level. BOARDRIDERS will explore the possibility of being certified at brand level in 2026.

- These updates and new requirements have been communicated to all buying teams, in France and in local sourcing offices, as well as to all BOARDRIDERS vendors.

ACCELERATING INNOVATION :

BOARDRIDERS has continued its research and development activity this year to keep looking for sustainable fibers innovation.

- Within that framework, QUIKSILVER brand has started integrating Bio3 Carbon Capture polyester

into its products, in partnership with Far Eastern New Century Corporation and LanzaTech's technology. This technology converts industrial waste gas into low-carbon ethylene glycol, which is then used to produce recycled polyester.

BIO3 CARBON CAPTURE POLYESTER



TEXTILE TO TEXTILE

- For several years, the BOARDRIDERS group has been taking up the Textile to Textile closed-loop challenge for its materials. Since 2023, QUIKSILVER and ROXY have been working with supplier Zhejiang Jiaren New Materials to carry out a closed-loop recycling project. The project focuses on recycling cutting waste and fabric waste generated by BOARDRIDERS fabric and textile factories in China. Through a series of complex chemical recycling

processes such as depolymerization, decolorization, impurity removal, polymerization, etc, textile waste is reshaped into high-quality new polyester filament yarns and re-supplied to the production links of BOARDRIDERS partner brands to achieve the recycling and sustainable use of resources.

In 2024, **356 tons** of textiles have been recycled.



BOARDRIDERS SUSTAINABLE FIBERS TABLE

	BEST	BETTER	IMPROVED	CONVENTIONAL
NATURAL FIBERS	Recycled Cotton Recycled Linen Recycled Hemp Recycled Jute	Organic Cotton Organic Linen Organic Hemp Organic Jute	BCI Cotton Linen Hemp Jute	Conventional Cotton
ARTIFICIAL FIBERS	Recycled Viscose REFIBRA™ Viscose Recycled YOCELL Recycled MODAL	ECOVERO™ LIVAECO™ ECOTANG™ TENCEL™ LYOCELL TENCEL™ MODAL	FSC Viscose Canopy Green Viscose	Conventional Viscose Conventional LYOCELL Conventional MODAL
SYNTHETIC FIBERS	Recycled Polyester Recycled Acrylic Recycled Polyamide	Bio-Polyester Bio-Polyamide		Conventional Polyester Conventional Acrylic Conventional Polyamide
ANIMAL FIBERS	Recycled Wool Recycled Mohair	RWS Wool RMS Mohair		Conventional Wool <i>1</i>

← SUSTAINABLE FIBERS →

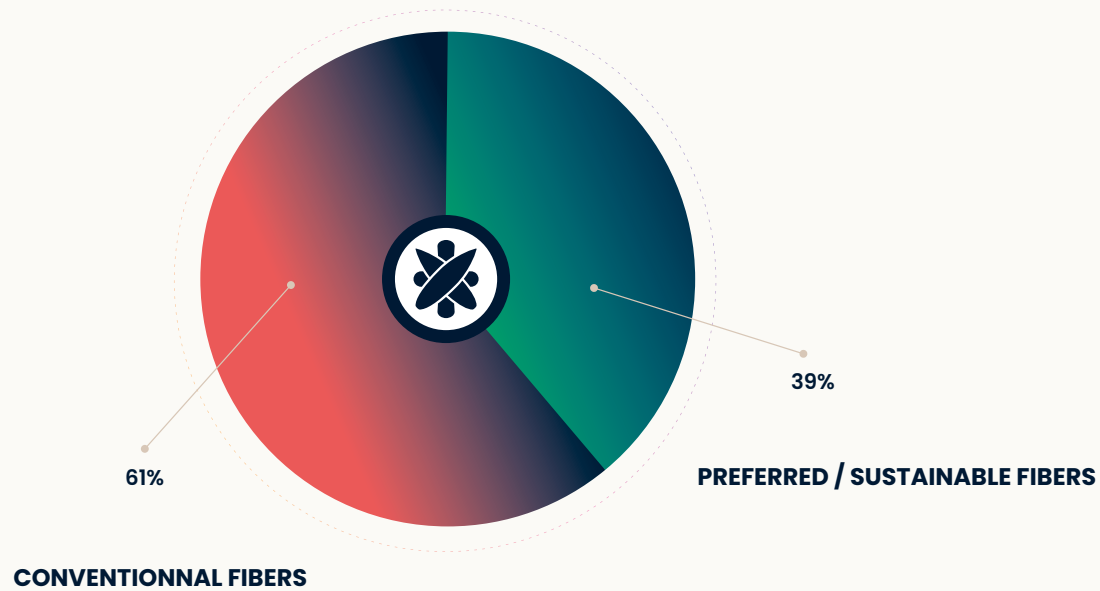
1 - PROHIBITED FIBERS : Conventional Mohair / Angora / Real Fur.



KEY PERFORMANCE INDICATORS

All figures are calculated in percentage of weight

BOARDRIDERS SUSTAINABLE FIBERS TABLE



SUSTAINABLE FIBERS DETAILS

% OF SUSTAINABLE / PREFERRED FIBERS	2024
% OF SUSTAINABLE FIBERS	39%
% OF RECYCLED FIBERS	28%
% OF SUSTAINABLE COTTON	26%
BCI COTTON	0,5%
ORGANIC COTTON	20%
RECYCLED COTTON	5%
% OF RECYCLED POLYESTER	60%
% OF RECYCLED POLYAMIDE	62%

4. PRODUCT ENVIRONMENTAL IMPACT

Since August 2024, the BOARDRIDERS Group has launched a pilot project through its brands QUIKSILVER and ROXY to measure and analyze the environmental impact of their products. This initiative was developed in response to customer demand, aiming to assess the carbon emissions and environmental footprint of selected products, while also introducing environmental impact concepts and raising awareness among internal teams.

Using the European Product Environmental Footprint (PEF) methodology, which is based on life cycle analyses, the brands have been able to evaluate the environmental impact of:

For Spring Summer 2024 : 45 products, 25 apparel products and 20 footwear

For Spring Summer 2025 : 36 products, 21 apparel products and 15 footwear

To better understand the production processes and refine our environmental impact calculation, in March 2025, the sustainability team visited technical products factories in China and Thailand to present the Life Cycle Assessment (LCA) project and explain upcoming European policies and directives related to environmental footprint and eco-design, such as Eco-design for Sustainable Products Regulation (ESPR).

SINCE EARLY 2024, THE ROXY BRAND HAS LAUNCHED SUSTAINABILITY AND ECO-DESIGN PROJECTS INVOLVING CROSS-FUNCTIONAL TEAMS, INCLUDING BUYING, DEVELOPMENT, PRODUCTION, MARKETING, AND LOGISTICS.

The objectives were to:

- Engage the entire ROXY value chain
- Develop a product-focused sustainability strategy
- Involve all ROXY employees
- Define and prioritize a clear strategic roadmap

ROXY'S ECO-DESIGN INITIATIVE WAS THEN EXTENDED TO ALL BOARDRIDERS BRANDS THROUGH THE "ECO-DESIGN WORKSHOP" STRATEGY, LAUNCHED BY THE BEAUMANOIR GROUP.

The Eco-design workshops began in November 2024, with the aim of assessing existing policies and actions across the group and proposing a global and aligned strategy for all brands around six key topics:

- Environmental impact
- Physical durability
- Increase Use
- Repair
- Eliminate waste
- Recyclability

EMPLOYEES



The BOARDRIDERS Group owes its growth and success since its founding to the dedication and engagement of its employees. To ensure the future performance of its brands and operations, BOARDRIDERS is committed to retaining talent by promoting fulfillment and satisfaction, attracting new employees, and maintaining and developing the skills of all staff.

POLICIES

Diversity & inclusion: BOARDRIDERS is committed to an HR policy based on inclusion, training and a positive internal culture. Its ethical commitment is visible both internally (equality, internships, onboarding) and externally (responsible sourcing).

Corporate culture: BOARDRIDERS promotes a dynamic, collaborative and sporty culture: good supervision, solidarity between teams and frequent internal events.

Skills development: BOARDRIDERS encourages a dynamic of continuous learning, fostering autonomy, pedagogical innovation and the constant development of skills to keep pace with the evolution of talents and careers.

Work conditions: BOARDRIDERS provides a flexible, well-supervised working environment, combining work-life balance, competitive benefits and tools adapted to promote employee well-being and efficiency.

KEY PERFORMANCE INDICATORS & 2024 RESULTS:

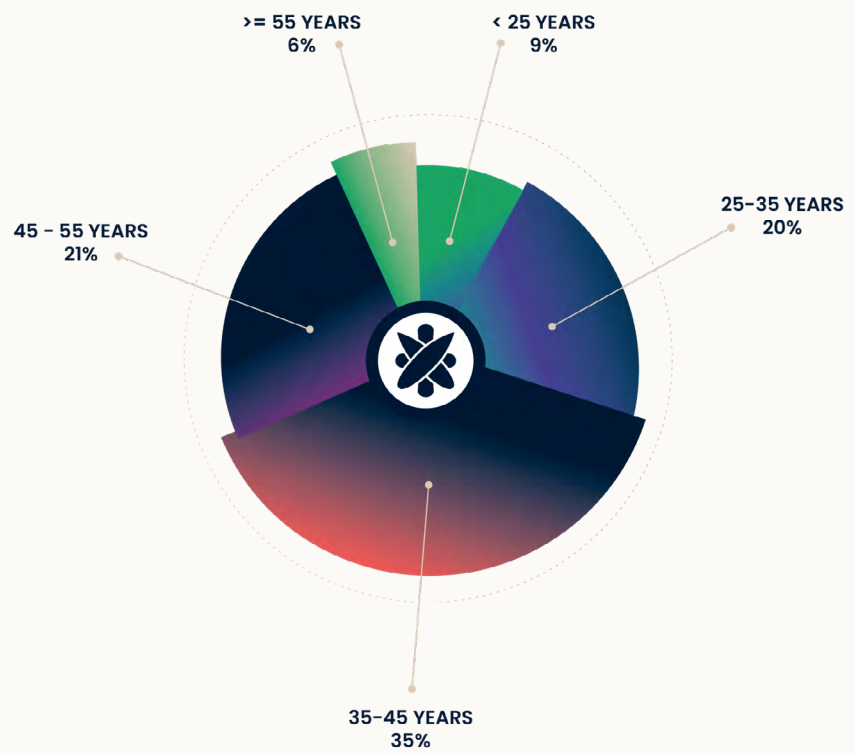
Some information's are only available on NAPALI's French scope, so we have adapted the scope of the indicators according to the data available.

GLOBAL:

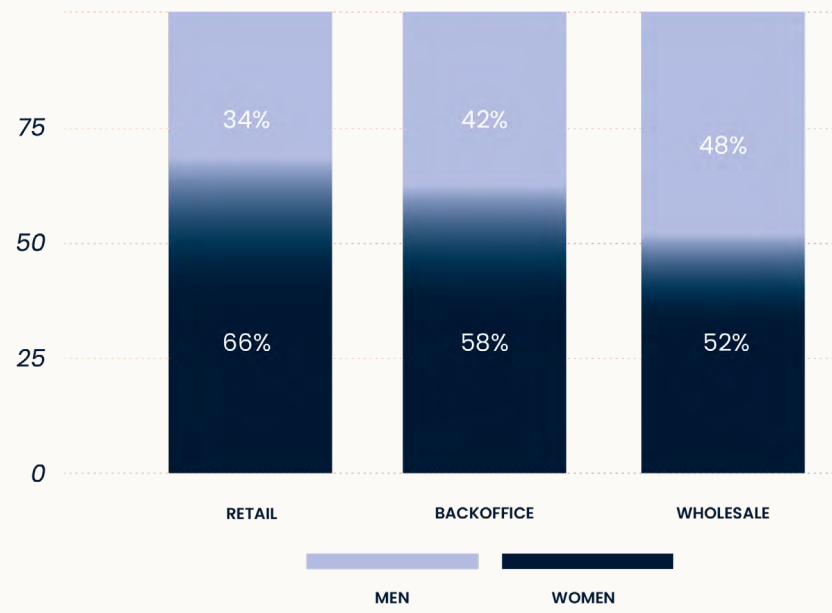
- 94 % OF PERMANENT CONTRACTS
- 9,26 AVERAGE LENGTH OF SERVICE (IN YEARS)
- 47 % OF WOMEN IN MANAGEMENT POSITION
- NUMBER OF EMPLOYEES AS OF 28/02/2025 (PHYSICAL HEADCOUNT) : 1387



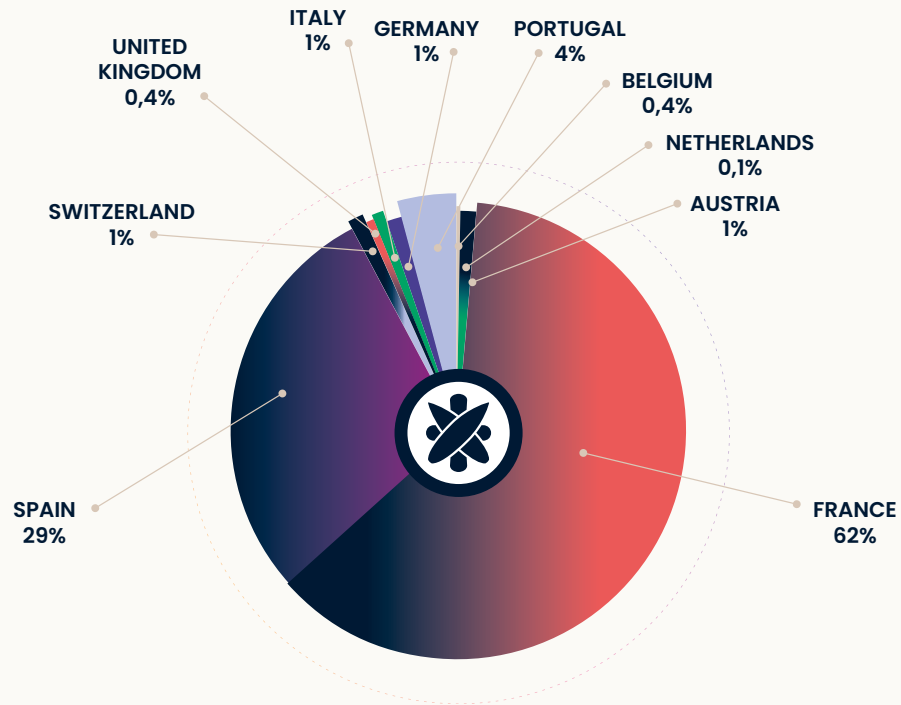
SPLIT OF EMPLOYEES PER AGE



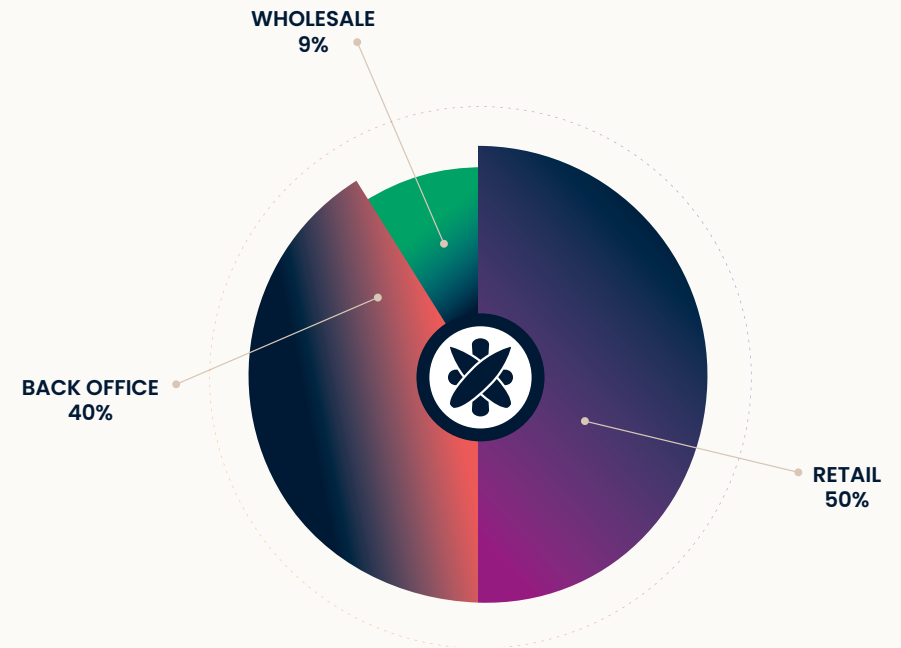
SPLIT OF EMPLOYEES PER GENDER



WORKFORCE BY COUNTRY



WORKFORCE BY JOB CATEGORY



FOCUS ON FRENCH TEAMS:

- 59 % OF EMPLOYEES HAVE RECEIVED A TRAINING IN 2024
- 100 % OF MANAGERS HAVE BEEN TRAINED ON MANAGEMENT
- 1,75 % OF DISABLED EMPLOYEES
- 75,2 % OF EMPLOYEES HAS GONE THROUGH THEIR ANNUAL PERFORMANCE REVIEW

PARTNERSHIPS

1. BUSINESS ETHICS

The regulatory context in terms of business ethics and relations between principals and suppliers is constantly evolving. It is essential for the Beaumanoir Group to comply with current regulations. It is also important to put in place responsible purchasing practices, in order to secure supplies and build solid partnerships with suppliers, capable of ensuring sustainable and profitable development for all.

POLICIES

BOARDRIDERS is working on engaging and raising awareness among its employees on business ethics, anti-corruption, and tax compliance through its Ethics Charter and a mandatory training policy.

It has established an appropriate governance framework to monitor and manage this risk, along with a whistleblowing system that allows anyone to report unethical behavior to management.



KEY ACTIONS

Within the framework of alignment with Beaumanoir Group practices on business ethics, BOARDRIDERS has:

- Adopted Beaumanoir Group Ethic Charter for employees, which has been communicated to and validated by all BOARDRIDERS Company Labor Committees. Employee Ethics Charter outlines the Group's values and ethical principles in business conduct (reliability, integrity, fairness, social responsibility, and anticorruption), as well as the rules that should guide employee behavior in their professional activities.
- Rolled-out the «All Ethical» e-learning module for all their Hong-Kong sourcing office employees.
- Adopted Beaumanoir Group Ethic Charter for suppliers, which has been included in the new BOARDRIDERS vendor agreement and signed by all BOARDRIDERS active vendors.
- Been integrated into the Beaumanoir Group's whistleblowing system
- Been integrated into the Beaumanoir Group Ethics Committee. Established in 2018, the Beaumanoir Group Ethics Committee is composed of Group executives and chaired by the Chief Compliance Officer. This Ethics Committee oversees the Group's ongoing compliance improvement efforts and ensures proper handling of potential alerts.

IN 2025, A MANDATORY BUSINESS ETHICS COURSE WILL BE ROLLED OUT TO ALL BOARDRIDERS EMPLOYEES, TO FOSTER ETHICAL BUSINESS PRACTICES AND CULTURE IN THE COMPANY ACTIVITIES.



2. TRACEABILITY AND TRANSPARENCY

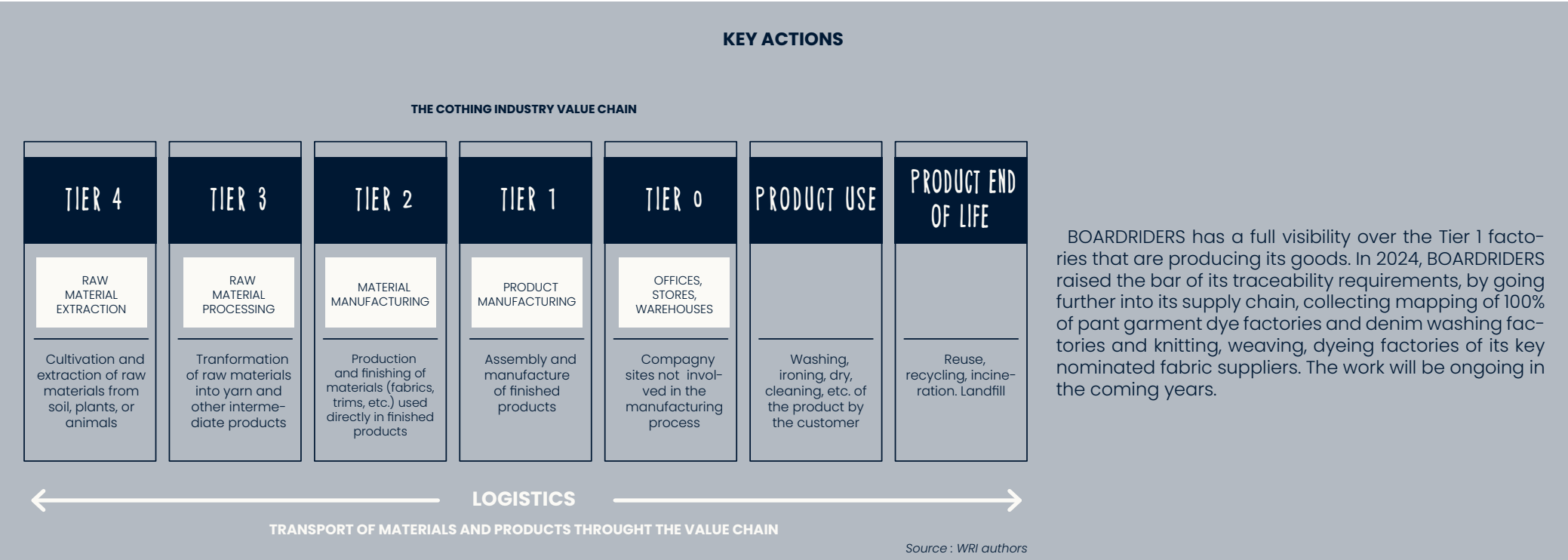
Understanding the supply chain is a key priority for companies in the textile sector, in order to manage and reduce potential social and environmental risks linked to both direct and indirect suppliers. It is also essential for meeting stakeholders' expectations - particularly those of customers, who increasingly seek transparency about products, manufacturing conditions, and environmental impact to make informed purchasing decisions.

In this context, it is crucial for BOARDRIDERS to have a clear and comprehensive view of its entire supplier base.

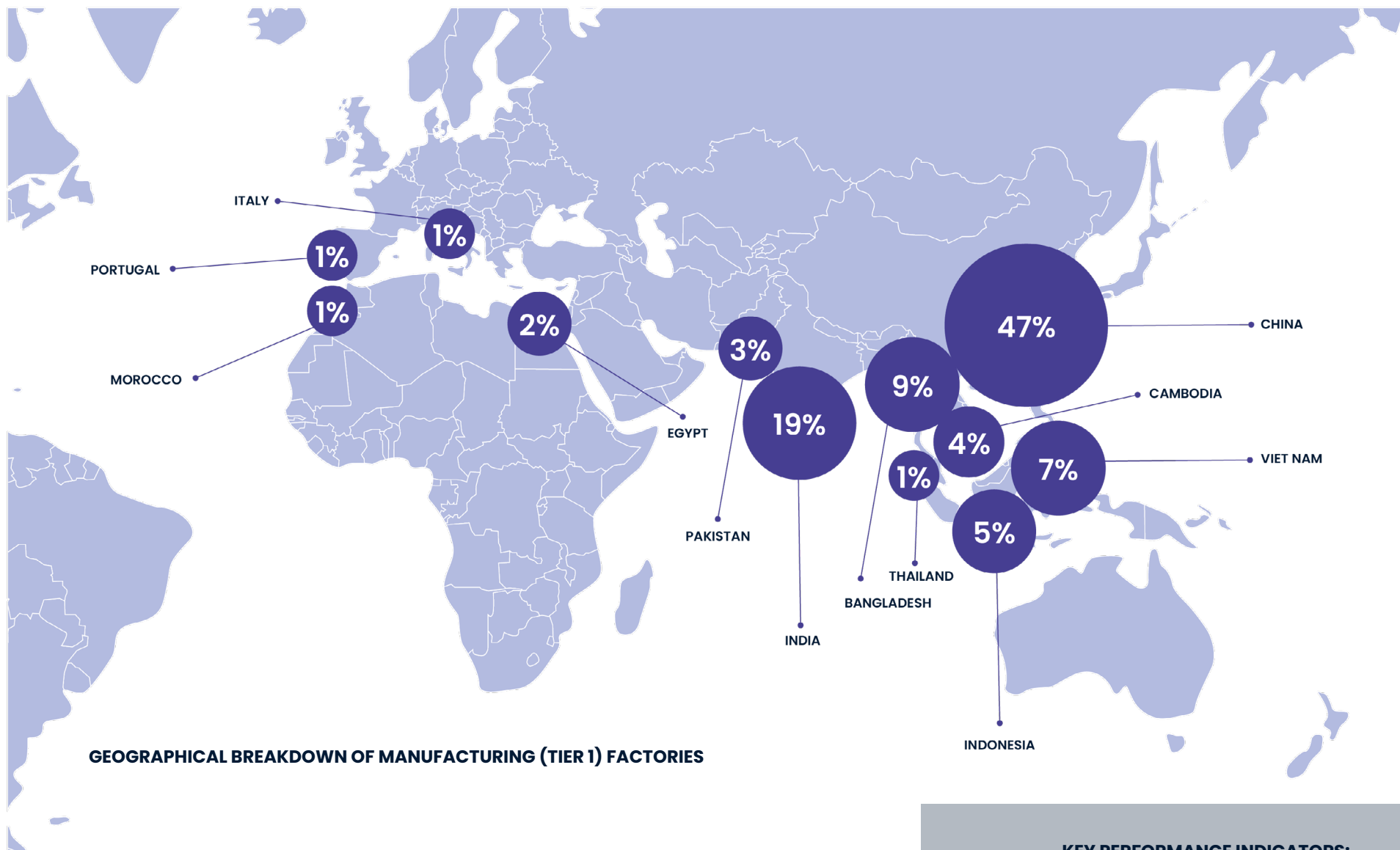


POLICIES

For several years, BOARDRIDERS has been working to streamline its supplier base and strengthen its knowledge of it. This continuous improvement approach includes extensive mapping of its direct and indirect suppliers, with the aim of improving product traceability across the entire supply chain.



BOARDRIDERS has a full visibility over the Tier 1 factories that are producing its goods. In 2024, BOARDRIDERS raised the bar of its traceability requirements, by going further into its supply chain, collecting mapping of 100% of pant garment dye factories and denim washing factories and knitting, weaving, dyeing factories of its key nominated fabric suppliers. The work will be ongoing in the coming years.



GEOGRAPHICAL BREAKDOWN OF MANUFACTURING (TIER 1) FACTORIES

KEY PERFORMANCE INDICATORS:

Number of sourcing countries: 20
 Number of vendors: 100
 Number of Tier 1 (manufacturing) factories: 125
 Number of Tier 2 to 3 (fabric) factories: 61

3. HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN

Like other industries, the textile sector can face instances of non-compliance with human rights and international labor standards by certain companies. As an international company and major buyer, it is essential for BOARDRIDERS to take the necessary measures to ensure that the products sold under its brands are manufactured in accordance with internationally recognized social standards.

POLICIES

BOARDRIDERS is committed to conducting business in an ethical manner and expects its manufacturing partners to share this same commitment. BOARDRIDERS has adopted the Beaumanoir Group Social and Environmental Charter, outlining its requirements regarding respect for human rights and labor law. BOARDRIDERS works exclusively with suppliers who have signed this Charter.

To ensure that the Charter's social standards are upheld in factories, social audits and inspection visits are carried out across all of the BOARDRIDERS sourcing countries.

In parallel, a support program has been implemented to help factories implement corrective actions when needed.

This is backed by a strict system of sanctions and supplier delisting in the event of persistent non-compliance.

KEY ACTIONS

Within the framework of alignment with Beaumanoir Group policies and standards, BOARDRIDERS:

- Became a member of ICS and Amfori BSCI which are multi-sector initiatives bringing together purchasing companies to improve working conditions across their supply chains.
- Requested all its direct vendors to sign the supplier Social & Environmental Charter which includes the Beaumanoir Group's Code of Conduct for suppliers and business partners, the rules governing qualifications of new factories, and a strict ban on undeclared subcontracting
- The Code of Conduct is based on internationally recognized conventions for the protection of workers' rights and setting out requirements on social and environmental matters, including: prohibition of child labor and forced labor, special protection for young workers, working hours and remuneration, health and safety, freedom of association, non-discrimination, elimination of precarious employment, environmental protection, and social responsibility policy.

• Implemented a new supplier compliance program, applying a risk-based approach to strengthen compliance and operational performance. This new framework was introduced, and implementation began in May 2025. Accordingly, the previous QUEST (QUICKSILVER Ethical Standards of Trade) audit process is being replaced by the ICS (Initiative for Compliance and Sustainability) social audit. The ICS audit is an internationally recognized standard that facilitates the sharing of audit results among textile brands and retail groups, thereby enhancing efficiency and reinforcing collective efforts toward improved social compliance. Factories compliance against Code Of Conduct is verified before placing any production, and then regular audits are conducted by nominated audit firms, accredited by ICS.

- Benefits from the full Regional Sustainability teams that are located in our main sourcing countries and ensure a daily presence on the field, regularly visiting our factories and accompanying them to implement corrective action plans whenever necessary.
- Supports suppliers in a continuous improvement process, helping the factories identify the root causes of non-compliances and implementing corrective action plans after potential insufficient audit results, organize regular follow-up audits & visits to verify the effectiveness of corrective action plans.
- Has aligned with the Beaumanoir Group graduated sanction system, ranging from a formal warning for sites that commit to corrective measures, to the permanent termination of business relations for sites that refuse to engage in a continuous improvement process or fail to improve despite support from our sustainability teams.

KEY PERFORMANCE INDICATORS

% of manufacturing factories audited (for Tier 1): 100%

Manufacturing factories audit rating ventilation :



ENVIRONMENT



1. CLIMATE CHANGE

Climate change poses a major risk to all economic activities worldwide. Under the Paris Agreement, countries have committed to limiting greenhouse gas emissions to keep the rise in global temperatures below 2°C.

In this context – and in response to new regulations, as well as growing expectations from civil society and its customers – the BOARDRIDERS Group is taking action across its entire value chain to reduce the climate impact of its activities, strengthen the resilience of its business model, and improve its overall performance.

POLICIES

In 2025, (following its acquisition by the Beaumanoir Group), BOARDRIDERS conducted its first-ever greenhouse gas emissions assessment, marking a foundational step in its sustainability journey. This assessment covers the full scope of its operations in line with GHG Protocol international standards and serves as the baseline for its emissions reduction strategy.

Aligned with the Beaumanoir Group’s climate commitments, BOARDRIDERS is adopting the Group’s ambitions under the Science Based Targets initiative (SBTi), with the submission currently being prepared.

The Beaumanoir Group’s official commitment to the SBTi, made in February 2025, entails a review of its short-term emissions reduction targets to ensure alignment with climate science. The trajectory and submission is scheduled for submission by December 2025.

At the same time, BOARDRIDERS is beginning to implement the proven strategies already in place within the Beaumanoir Group, including:

- Responsible purchasing policies that prioritize more sustainable, lower-impact products and services
- Product transport and employee mobility
- Energy efficiency initiatives across all operational sites.

OBJECTIVES AND PERFORMANCE

The next target will follow the trajectory defined in the SBTi submission, in line with the Group’s new climate action plan.

KEY PERFORMANCE INDICATORS

Total carbon emissions (Scopes 1, 2 and 3) 2024:

211 562 TCO₂EQ

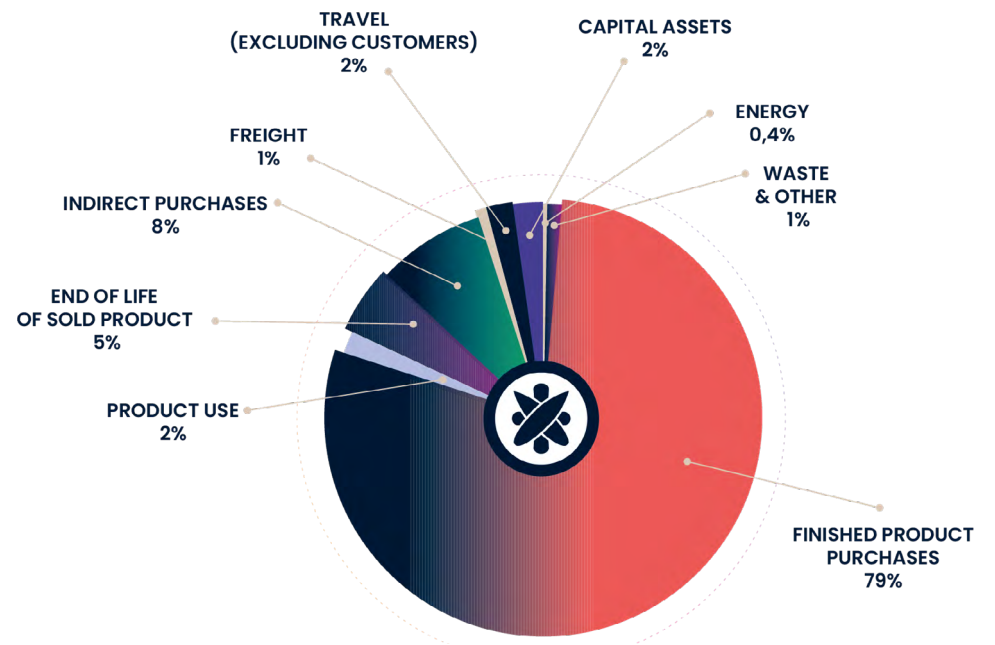
KEY ACTIONS

This year, the Group integrated the calculation of its GHG emissions (Scopes 1, 2, and 3) into its carbon management platform to enable comprehensive annual measurement and management across its consolidated perimeter.

Awareness and engagement efforts with key service providers, including transport partners and external clients, aim to improve the quality of carbon data collected. The Group’s carbon strategy is overseen by the Carbon Committee, composed of representatives from various departments. This year, the Group will also join dedicated working groups alongside relevant teams to further enhance its carbon footprint across product development, IT, and supply chain operations.



2024 RESULTS



PERSPECTIVES

The prospects for reducing our carbon emissions are identified and already underway, it includes these main projects :

- Continue the deployment of the sustainable fibers strategy, particularly on recycled fibers.
- Refining & securing its product impact assessment by covering 100% of products with full LCA. This initiative will enable BOARDRIDERS to enhance its carbon impact management during the production phase.
- Maintaining the management of energy consumption on own sites, and conversion of electricity sources to 100% renewable energy on French sites.
- Limit the use of air transport by strengthening pilotage and setting a maximum target of 3%.

2. ENERGY

The current energy crisis is creating new challenges for companies, including the need to secure supply and manage significant increases in energy costs.

To ensure continuity of operations, strengthen the resilience of its business model, and reduce its greenhouse gas emissions, the BOARDRIDERS Group must take action across its entire value chain. This commitment includes improving energy efficiency at its own sites and those of its partners and supporting the development of renewable energy.

OBJECTIVES AND PERFORMANCE

100 %

renewable electricity in France by 2027

2024 RESULTS

Energy consumption:

- 5 853 Mwh Global
- 4 228 Mwh France
- 119,6 Kwh/sqm – Average energy consumption of operated stores in France

KEY ACTIONS

ENERGY IN STORES

- BOARDRIDERS is preparing to implement a digital platform, supported by a specialised service provider, to enable systematic monitoring and management of energy consumption and deviations across all operated stores. This integration will support the development of targeted action plans.
- Energy awareness initiatives are currently being rolled out for store teams. These include e-learning modules, in-store posters, onboarding programmes, and regular awareness activities aimed at fostering energy-conscious behaviours across all sales teams.

ENERGY IN HEAD OFFICES

- A digital platform is also planned for the tracking and management of energy consumption at head office sites, with support from a specialised provider. This will enhance visibility and help identify opportunities for energy efficiency improvements.



ENERGY IN PARTNERS FACILITIES

36% of our carbon footprint is from fabric and garment production processes. Emissions of these two sub-items are generated mainly by the energy of the machinery used to produce the material (dyeing, printing, weaving, knitting...).

To reduce this impact, we commit to collect the energy sources and consumptions of our Tiers 1 and Tiers 2 key suppliers, namely all the wet-process facilities (such as washing plants, dye houses, printers...).

Our goal is to create a collaborative approach with these suppliers to monitor their impact, and their transition action plans, especially by asking our suppliers and their factories to :

- Phase out from coal
- Improve energy efficiency
- Develop renewable energy

We recognize that there are challenges we cannot address by ourselves, and we believe that working together is essential to find solutions and create lasting change. That's why BOARDRIDERS (through Groupe Beaumanoir) became a member of Cascale in June 2025 (formerly known as Sustainable Apparel Coalition, read more at <https://cascale.org/>).

With this partnership, we want to speed up our decarbonization process. Tools like the Higg FEM will empower us to measure our supplier's environmental footprint and the progress toward our 2030 sustainability targets.

3. WASTE

As of today, BOARDRIDERS does not have access to consolidated data on waste tonnage in stores, as waste management is primarily handled by public service providers who are currently unable to share detailed quantitative information.

KEY ACTIONS

REDUCTION OF PRODUCT PACKAGING USED IN THE LOGISTICS CHAIN

- The Group continued efforts to reduce the use of individual plastic product packaging (polybags) used to protect and transport goods from sourcing countries.
- Comprehensive review of the Group's supply chain to minimise product packaging and wrapping to the strict minimum.

CASTES IN STORES & HEAD OFFICES

Waste awareness initiatives are currently being rolled out. These include internal communication materials, onboarding content, and regular awareness activities aimed at encouraging responsible waste sorting and reduction practices across all employees.

4. CIRCULAR ECONOMY

IN ADDITION TO OUR HISTORIC AFTER SALES SERVICE ON TECHNICAL PRODUCTS:

- Launch in 2024 of a digital rental service pilot project for QUIKSILVER, especially for snow and surf equipment to promote use economy versus sell economy. This project is still ongoing. (www.quiksilver.fr/location-equipements-snow-surf)
- Launch in 2023 of a take back program for wetsuits in selected stores, following by R&D initiatives such as sunglasses and merchandising supports destined to the stores.

Besides, a general customers study was conducted in February 2025 to understand the customer's expectations regarding circular services (Repair, Reuse, Rental, Collect). This study will enable BOARDRIDERS to precise its future roadmap on circular business models.

REPAIRING / OUR SERVICES TOMORROW

- To offer a practical and accessible repair service for Apparel and Footwear, based on the same model as for technical products.
- Use our network of stores in France and Europe to provide a local service.
- Encourage our customers not to throw away our products but to repair them.
- Promote awareness of the government's Repair Bonus scheme, which is available and works well. Listening and transmitting to better design



5. NATURE

BOARDRIDERS is aware of its significant impact on the nature generated by its value chain. Raw material production is particularly impacting on water consumption and pollution, and on the risk of deforestation and soil pollution.

To reduce these impacts and restore ecosystems, BOARDRIDERS brands have defined new actions and targets for 2024 and 2025.

WATER

POLICIES

Within the framework of alignment with Beaumanoir Group policies, strategy & working processes, BOARDRIDERS has adopted Beaumanoir Group MRSL (Manufacturing Restricted Substance List) which outlines requirements related to chemicals used in production, with the objectives to encourage its business partners, suppliers, and factories, to reduce the use of hazardous chemicals.

UPCOMING ACTIONS

BOARDRIDERS is committed to maintaining water quality in key production units of its supply chain. To ensure that the wastewater discharged into nature by factories is compliant with national and international regulation, a new environmental audit strategy will be roll-out in 2025, relying on various environmental schemes such as ICS environmental audits, Amfori BEPI, ISO14001 and Higg FEM (Worldly).

BOARDRIDERS commits to cover as a priority:

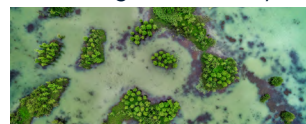
- Wet process units of our key suppliers: washing plant, dyeing houses, printing units, tanneries
- All denim and trousers washing plants

Beyond water quality, in 2025, BOARDRIDERS will also start working on water consumption of its key suppliers, implementing Higg FEM tool to collect specific water consumption data.

BIODIVERSITY

Biodiversity refers to the variety of life on Earth, including ecosystems, species and genes. It is essential for the maintenance of natural balances and the survival of humanity.

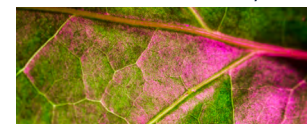
Ecological diversity



Species diversity



Genetic diversity



Beaumanoir Group has launched a new project in April 2025 to understand and quantify the impact of its brands on nature, and to co-build an integrated action plan. BOARDRIDERS brands are fully integrated into that new project. This mission will be completed in 2025 and will allow brands to implement the first reduction and restoration actions from 2026.

OUR STRATEGIC APPROACH:

- Accelerate and promote climate action: addressing both nature and climate issues is essential to meet climate commitments and goals
- Increase resilience and secure access to quality raw materials: understanding dependencies and risks is an opportunity to establish a more resilient supply chain
- Quantify impacts considering the location of activities
- Anticipate regulatory requirements: the CSRD requires the publication of information on nature and biodiversity for companies with significant presence in Europe
- Develop the group's Nature strategy, set ambitions and develop an action plan.

LOCAL COMMUNITIES



1. BOARDRIDERS ALSO ENGAGES ITS COMMUNITY OF EMPLOYEES AND CUSTOMERS

Employees regularly benefit from conferences on a variety of topics such as caregiver status or women's health.

In next October, they will also have the opportunity to donate their hair as part of the Rennes-area business initiative "Tous de Mèches". These donations will be used to create medical wigs for patients through the association Fake Hair Don't Care, and to support marine pollution clean-up programs run by the company Capillum.

The customer community is also actively involved. Thanks to the All Colibri program, which allows loyalty points to be converted into donations to associations working on tree planting, coral restoration, beach cleanups, or breast cancer prevention, their impact is significant.

IN 2024, THE COMMITMENT OF THE BOARDRIDERS COMMUNITY ENABLED

• The cleaning of a total of **1,697 m² of beach**, equivalent to **40.46 kg** of plastic removed, or **1,348.5** plastic bottles

• The removal of **496 kg of plastic**, equivalent to **99,200** plastic bags or **14,880** plastic bottles.

• The restoration of a total of **11.7 m² of coral** restored

• **35.9 hours** of breast cancer prevention, leading to **8.6** early breast cancers detected and **7.8** cancers with a chance of cure

• The plantation of **90 trees**, equivalent to **2.7 tons** of carbon absorbed per year, **7.2 hours** of work created, and **900 m²** of reforestation

DISCOVER ROXY'S IMPACT

1,284 m² of beaches cleaned
5.08 m² of coral restored
228.5 kg of plastic removed
35.9 h of breast cancer prevention

DISCOVER QUIKSILVER'S IMPACT

1,413 m² of beaches cleaned
6.62 m² of coral restored
267.5 kg of plastic removed

DISCOVER BILLABONG'S IMPACT

480 cm² saved the coral reef

DISCOVER ELEMENT'S IMPACT

90 trees planted

PLANT TREE



CHARITY NAVIGATOR
Your Guide To Intelligent Giving



RESTORE CORAL



REMOVE PLASTIC FROM OCEAN

CLEAN BEACH



BREAST CANCER PREVENTION

2. RETAIL - ROUNDING-UP INITIATIVE

A STRONG WAVE OF SOLIDARITY FOR PARA SURF

In August 2023, our store launched a charitable rounding-up initiative to support the Para Surf program of the French Surfing Federation.

Thanks to over 46,000 donations, more than €26,000 has already been raised to back Para Surf!

This incredible support will help Para Surf reach new heights: developing adapted training centers, providing pathways to elite competition, and improving access to events for athletes with disabilities.

The journey continues! The rounding-up initiative remains active in-store to support this great cause.

+ 46000 DONATIONS
+ 26000€



Nicolas Foulet and Julie Mauze alongside Laurie Phipps, Para Surf World Champion, and Céline Rouillard, Team World Champion.



BOARDRIDERS™