

# BALMAIN

DECLARATION OF EXTRA-FINANCIAL PERFORMANCE 2023





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# A MESSAGE FROM THE PRESIDENT

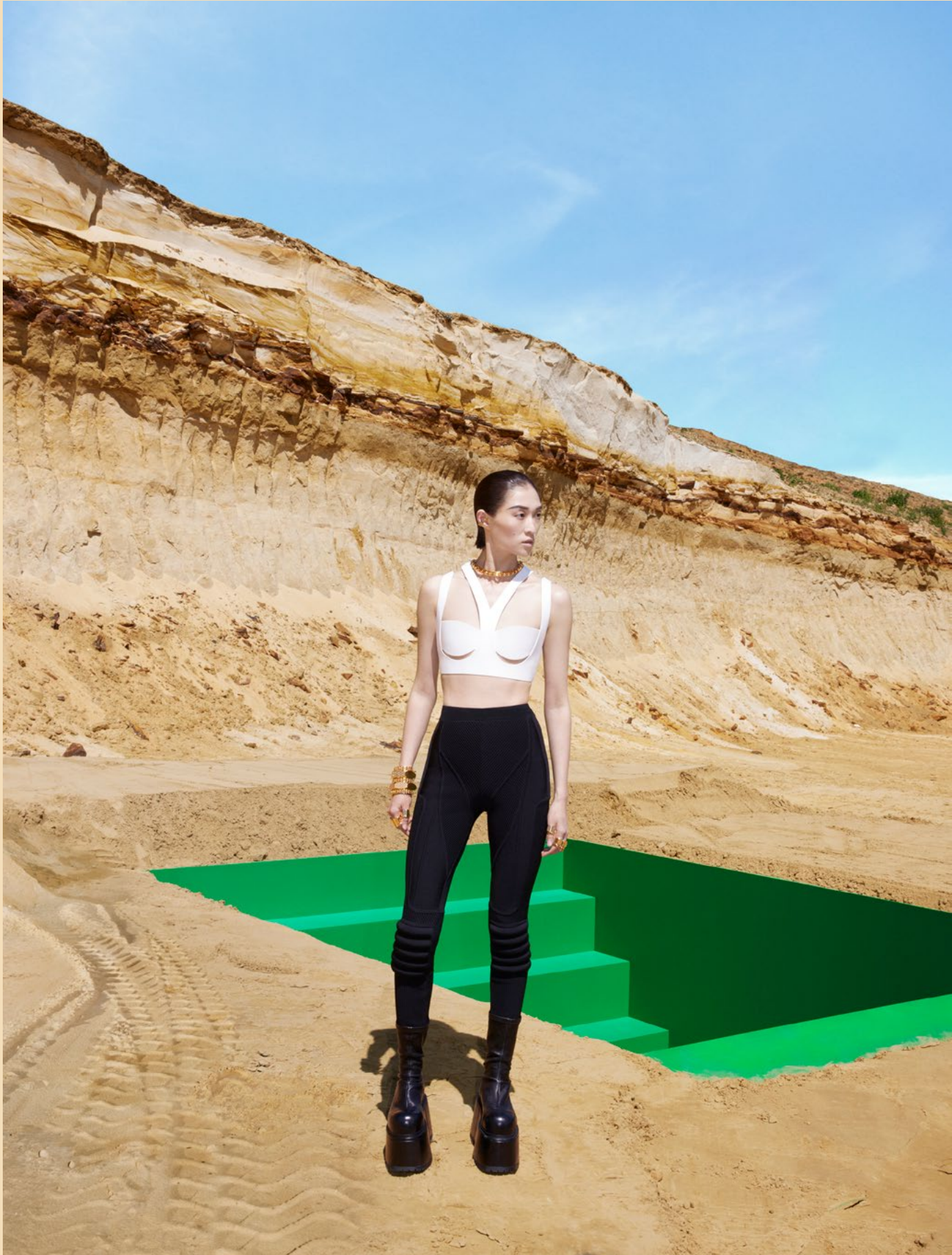
Balmain is a House that has always combined its strong Parisian heritage with a modern, bold, and courageous vision of fashion. A resilient house that has been reborn and accelerated, it faces, like the entire sector and society, environmental and climatic challenges and social issues which are becoming major, in an uncertain economic context where consumer patterns are changing quickly.

Our House, true to its values of optimism, inclusion, innovation and transcending the boundaries of society and luxury, wishes to continue to stand out by offering its unique, high-quality creations, ethically sourced and responsibly manufactured, to offer sustainable and virtuous fashion. Balmain did not wait to work on responsible packaging and to design a significant part of its products using eco-responsible materials, or in an eco-designed way. The strategy of enhancing our offering, based on exceptional and often rare know-how, contributes to the resilience of our model.

Our challenge is to support and nurture a large network of suppliers and manufacturers, most of them European, highly artisanal, small-scale, but with a creative vitality that is essential to our business. Supporting this know-how with a guarantee of ethics and demanding social criteria is a major strategic axis that we are deploying and will further strengthen in the years to come.

True to our values, to our customers, to our collaborators, to our partners, and in the line traced by our Artistic Director, we will continue to promote inclusive fashion, which values all silhouettes, and to speak to all generations whatever their origins. Participating in charitable missions, and promoting these values of inclusiveness, emancipation and optimism are part of our ongoing drive to positively influence the society around us. This spirit of difference and diversity characterises our teams, who contribute every day through their involvement, to making Balmain a living House, working for a luxury that celebrates difference. ■

**JEAN-JACQUES GUÉVEL**



# PRESENTATION AND METHODOLOGY



# 1 - PRESENTATION OF BALMAIN HOUSE

## BALMAIN IN A FEW DATES

**1945**

### Creation of the House

Pierre Balmain created his eponym House in Paris, based in 44 rue François 1<sup>er</sup>



**1953**

### Karl Lagerfeld's debuts

Balmain hires a promising talent as his assistant: Karl Lagerfeld

**1982**

### Death of Pierre Balmain

**2006**

### Christophe Decarnin

- The arrival of Decarnin as Creative Director is the beginning of the house rebirth
- New glamour, feminine & rock silhouette

**2024**

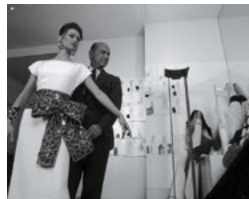
### Balmain continues its growth

- Opening of 4 new USA stores
- More than 40 stores worldwide
- Balmain is present in over 70 countries

**1950'S**

### The New French Style

- Balmain is praised for its New French Style
- Success of fragrances *Vent Vert* and *Jolie Madame*
- First step of ready-to-wear



**1992**

### Oscar de la Renta

- De la Renta becomes the new Creative Director of Balmain
- Numerous stars are wearing its creations, including Jackie Onassis



**2011**

### Olivier Rousteing

- Youngest Creative Director to be named as Head of a Parisian Maison
- Acceleration of Balmain as a leading French luxury name
- Retailization

**1968**

### Global fame

- Worldwide success of the House who is even working for Danish or Thai queens
- Balmain designs the costumes for Mexico Olympics Games



**Pierre Balmain founded his eponymous house in 1945 at the end of the Second World War, in a period marked by profound economic and social transformations and a need for renewal. In this context, its structured, modern, and daring silhouettes met with immediate success. This “new French style” became the signature of the House and Pierre Balmain established himself as an essential designer of Parisian fashion.**

### **The origins**

Originally from Saint-Jean-de-Maurienne, a small Alpine village located in Savoie, Pierre Balmain moved to Paris in 1933 to study architecture, which he quickly abandoned to pursue fashion.

After a stint with the British couturier Edward Molyneux then Lucien Lelong, where he met the young Christian Dior, Pierre Balmain decided to found his own fashion house in vibrant post-war Paris. He set up his workshop at 44 rue François Premier, a now emblematic address which has remained the flagship of the House in Paris for more than 75 years. His first collection in 1945 established the “New French style”: the silhouettes are slender, the waists cinched and the cuts sophisticated. In the 50s to 70s, Balmain’s success continued unabated: the most prestigious clients wore the House’s creations, including the royal families of Denmark and Thailand. Balmain is also distinguished by numerous collaborations with the biggest stars of the time such as Sophia Loren, Dalida and Joséphine Baker. The links forged between Maison Balmain and the world of music are, even today, unwavering.

### **2000s: the rebirth of the House**

After the death of Pierre Balmain in 1982, several artistic directors succeeded one another. In 1992, Oscar de la Renta was appointed creative head of the House. For 10 years, Balmain has once again been favoured by the biggest stars like Jacky Onassis.

But it was the arrival of Christophe Decarnin in 2006 that truly brought Balmain back to the forefront. The Balmain silhouette is revisited, more glamorous, more feminine but also more rock.

### **Olivier Rousteing: a decade of acceleration for Balmain**

When Olivier Rousteing, then only 25 years old, became Artistic Director of Balmain in 2011, he was one of the youngest designers at the head of a historic Parisian House.

In ten years, Olivier Rousteing has drawn inspiration from the House’s vast archive collection, the New French style inherited from its founder as well as the know-how of the workshops to reinvent the Balmain woman: a more modern, daring and inclusive.

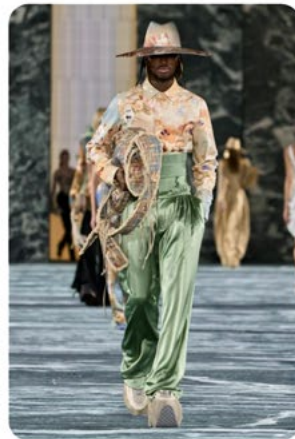
On these solid foundations, the House has been able to develop with the opening of new boutiques and the presence of the brand with multiple partners, particularly in the United States.

### **Balmain today**

Since its creation, Maison Balmain has sought to enhance all silhouettes with its bold and unique creations. Even today, Balmain continues to offer collections that push the boundaries of fashion, in a spirit of inclusiveness and responsibility for future generations.

The House is continuing its strategy of developing its own distribution channels and strengthening its range of accessories. In 2024, Balmain will also reconnect with its history by relaunching a beauty category.

## 2 - THE MAJOR CHALLENGES FOR THE SECTOR AND FOR BALMAIN



The textile industry is a major economic sector, employing more than 75 million people worldwide and generating a turnover of 1,412 billion euros<sup>1</sup>. If it generates many jobs – 1 million worldwide<sup>2</sup> – fashion, however, faces many challenges. Its economic model generates environmental and social impacts at all stages of the value chain.

## ENVIRONMENTAL

### Climate change

The textile industry has key responsibilities on climate change, given its global impact. Today it represents 4 billion tonnes of CO<sub>2</sub> equivalent per year, mainly linked to the manufacturing and transport of products<sup>3</sup>. If current trends persist, the sector could account for 26% of global greenhouse gas emissions by 2050. The luxury sector stands out from this fast-fashion movement with a model based on more measured production, on higher quality standards, allowing a longer lifespan of pieces. The question of mitigating the carbon impact nevertheless remains a challenge at the heart of the sector's concerns. This is one of the major reasons that prompted Balmain to measure its environmental footprint and reduce its emissions (see page 20).

### Scarcity of resources and threat to biodiversity

Today, fashion is based on a linear system which requires resorting to intensive cultivation and breeding or moving towards synthetic fibres. In addition, textiles are the 3<sup>rd</sup> most water-consuming sector in the world<sup>4</sup>. After the cultivation of wheat and rice<sup>5</sup>. Consumers are expressing growing expectations in favour of more responsible materials and animal welfare. So many subjects on which Balmain is working to guarantee increasingly responsible sourcing and manufacturing, by choosing more sustainable materials (see page 24).

### Pollution

Pollution from the textile industry does not stop at the production cycle. Synthetic fabrics release, with each wash, increasing quantities of microfibres which most often end up in the oceans. At the end of the chain, the question of the end of life of clothing, the majority of which is sent to landfill or incinerated, is a key question for the entire sector (4 million tons of textiles thrown away per year in Europe<sup>6</sup>). Faced with these observations, Maison Balmain is committed to reducing its waste throughout its entire chain, from supply to the end of life of materials and components (see page 20).

## SOCIAL

### Working conditions of our employees

Working conditions of our employees; operating in a demanding environment, our sector is constantly punctuated by sustained developments and significant workloads, particularly during the creation phases of each collection. Balmain creates between 4 and 6 collections of men's and women's clothing and accessories per year. It is therefore essential to prioritize the well-being and work-life balance of our employees. This reality has led us to place quality of life at work at the heart of our commitments (see page 27).

### Working conditions throughout the value chain

While the clothing sector is increasingly characterised by the relocation of the production chain, the absence of supervision of suppliers, the luxury sector, and our House in particular are committed to continuing to work with manufacturers who are geographically close and who respect social minimums. Our demands regarding the working conditions of our employees therefore extend beyond our own walls. Our House thus recognizes its extended responsibility towards those who contribute to all stages of the creation of our products and strives to establish high standards in terms of working conditions throughout its chain valuable (see page 30).

1- United Nations Industrial Development Organization (2023)

"The textile industry – Sustainability and Inclusivity at its core"

2- Ademe (2022) "Fashion upside down" (ademe.fr)

3- Ademe (2022) "Fashion upside down" (ademe.fr)

4- Ademe (2022) "Fashion upside down" (ademe.fr)

5- Oxfam (2020) "The impact of fashion: social, health and environmental drama"

6- Ademe (2022) "Fashion upside down" (ademe.fr)

## SOCIETAL

### Changing expectations and consumer habits

The sector must adapt to profound changes in consumer patterns and growing consumer expectations in terms of sustainability and animal welfare. In fact, 81% of people around the world want to make more sustainable choices when it comes to fashion<sup>7</sup>. Our customers expect products of an impeccable level of quality. The challenge for our House therefore lies in finding a balance between these high-quality standards and the reality of the market: lack of availability of responsible materials and alternatives to the use of plastic. These are all subjects on which Balmain focuses its efforts to offer its customers a sustainable luxury experience (see pages 20 and 32).



### Securing know-how

Preserving fashion and craft professions is essential for the sustainability of luxury houses. This task is even more crucial in a highly competitive environment, and where the generations holding the know-how are renewing themselves less and less. Succession is not ensured due to lack of promotion and vocation, thus entire sections of this French craftsmanship risk disappearing. Another significant challenge lies in the protection of intellectual property, particularly in the face of the rise of fast fashion, which reproduces certain creations from fashion houses at a frantic pace and at abnormally low prices. Balmain has therefore placed this issue at the heart of its roadmap, with the aim of preserving the heritage transmitted by Pierre Balmain and revisited by Olivier Rousteing with each collection (see page 32).

### Reinforcing societal expectations

Fashion frequently faces criticism for its lack of social and environmental responsibility. High-profile scandals, like the Rana Plaza affair in 2013, have impacted the reputation of many companies. In a context where regulatory obligations are increasing, Balmain adopts a resolute stance to guarantee ethical practices and rigorously comply with regulations (see page 37). Aware of its responsibility and motivated to take on these new challenges, Balmain is gradually committing to a long-term sustainable development approach. The transformation of the sector, although complex, is a source of creativity and innovation. New materials and business models are emerging, demonstrating that more responsible fashion is possible.

<sup>7</sup>- KANTAR (2023) "Fashion 2023: between fast fashion and sustainability"

# 3 - OUR BUSINESS MODEL

Our business model offers a global vision of the Maison's operations, and reflects the way in which it creates plural value through its activities. Each of our businesses contributes to the creation of economic, environmental, and social value within our Company.



Our business model integrates a vision of our operational value chain which includes 4 main activities: creation, sourcing, manufacturing, distribution, all guided by 4 key values: audacity, optimism, heritage, empowerment.

This diagram presents the human, material and financial resources used by Balmain in 2023.

The Balmain model has its own singularities:

- **A heritage of Parisian couture** through the creations of Pierre Balmain: 77 years of creative excellence and an inexhaustible source of inspiration for the artistic director and his team season after season
- **Clothing and accessories designed to last** and be passed down from generation to generation
- **Know-how and passion:** excellent tailoring know-how, daring fashion that breaks the traditional codes of luxury
- **Balmain is a House open to all,** which carries inclusive fashion, and which is aimed at visionary people, rich in their differences and eager to push the boundaries of society and fashion
- **Passionate employees encouraged to cultivate their talents**
- **A desire to work for more sustainable luxury:**
  - By controlling the environmental impact of our activities
  - By developing detailed knowledge of our value chain to prevent and control all social and environmental risks
  - By integrating a responsible dimension into the design of our products, beneficial both for our customers and for society



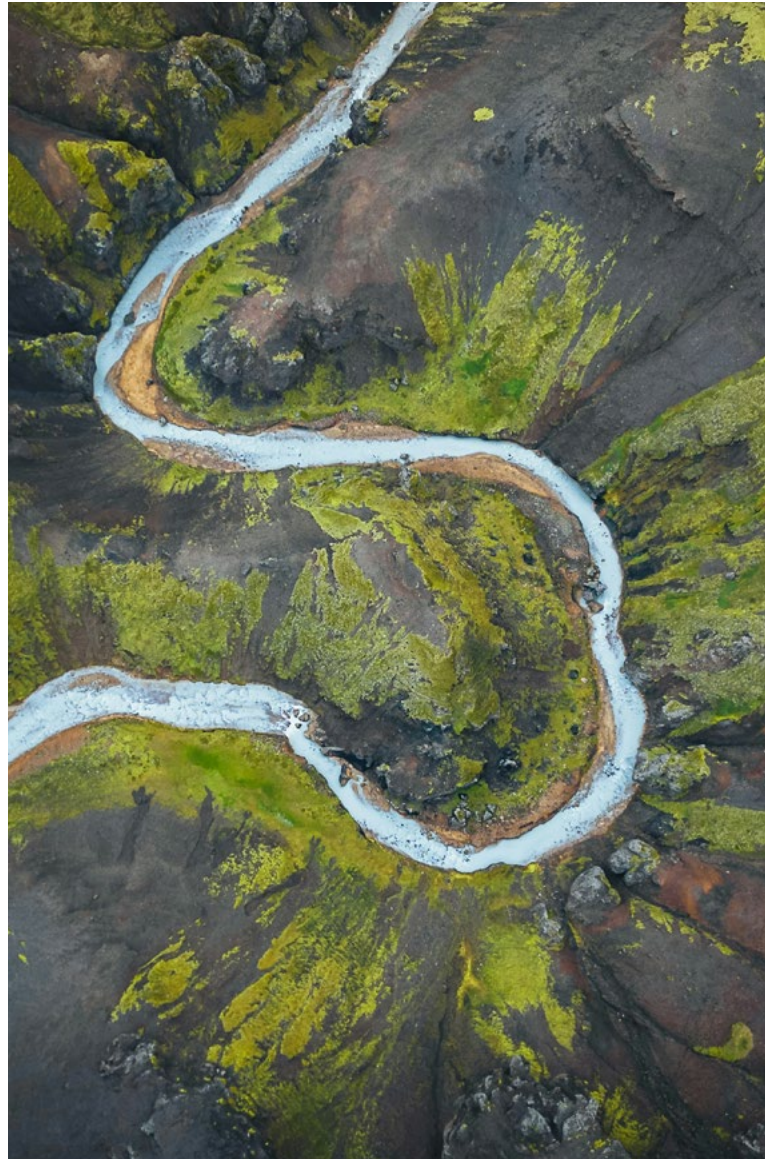
# 4 - PRIORITIZING OUR CSR RISKS

Faced with the diversity and complexity of the challenges to be met, it was imperative for our House to identify and prioritize them across all our activities. With this in mind, risk mapping has proven to be an essential tool for formalizing and classifying the environmental, social and societal issues that we face. This approach, undertaken in 2023, also allowed us to prioritize the actions to be integrated into our CSR roadmap.

To achieve this, we followed a process in two major steps:

- The first step consisted of **identifying the environmental, social, and societal issues** most relevant to Balmain, linked to general themes (compliant with the standards of the Corporate Sustainability Reporting Directive and ISO 26000) or specific to the luxury and luxury sector. clothing (examples: customer experience, preservation of know-how, sustainable innovation)
- The next phase involved an **“internal panel” consisting of 22 collaborators** representative of the various Balmain professions. These stakeholders were consulted via interviews to assess the level of CSR risk on each of these issues. The issues were qualified and rated on a scale of 1 to 4 in terms of probability and severity. The combination of the probability level and the severity level of the risk led to the determination of an overall criticality level calculated on a scale of 1 to 4
- **The risks linked to the countries in which the activities** are carried out were also considered in this analysis.




At the end of this process, the issues were prioritized according to their level of risk. Of these, 13 were identified as presenting major CSR risks. The results were presented and approved by the CSR Committee and the General Management of the House.



## CORRESPONDENCE TABLE

THEMATIC	PRIORITY ISSUE IDENTIFIED	DEFINITION OF THE ISSUE	NATURE OF RISK	REFERRAL/ WHERE TO FIND IT
 <p><b>CONTROL OUR ENVIRONMENTAL FOOTPRINT</b></p>	<ul style="list-style-type: none"> <li>Procurement and use of materials needed for production</li> </ul>	<p>This issue refers to the responsible management of the materials necessary for the company's production (raw materials, energy, water, etc.).</p>	<ul style="list-style-type: none"> <li>Financial risk (increase in material/resource costs)</li> <li>Reputational risk (image sent back to consumers)</li> <li>Regulatory risk</li> <li>Environmental risk</li> <li>Production risk (e.g. disruptions in the supply chain)</li> </ul>	<p><b>Guarantee responsible sourcing and manufacturing</b> p.24</p>
 <p><b>CONTROL OUR ENVIRONMENTAL FOOTPRINT</b></p>	<ul style="list-style-type: none"> <li>Pollution of air, water, soil, ecosystems</li> <li>Adaptation to climate change</li> <li>Climate change mitigation</li> <li>Energy management</li> <li>Water management (withdrawals and use)</li> <li>Impact on biodiversity</li> </ul>	<p>This issue refers to all the environmental impacts of activities and the supply chain.</p>	<ul style="list-style-type: none"> <li>Risk on the availability/ quality of arable land and raw materials (e.g. cotton, leather)</li> <li>Financial/operational risk (rising costs, supply instability, production and delivery delays)</li> <li>Regulatory risk</li> <li>Reputational risk</li> <li>Environmental risk: management of climatic events (e.g. floods in Italy)</li> </ul>	<p><b>Reduce our emissions and pollution</b> p.20</p>
 <p><b>OFFER FAIR AND MOTIVATING WORKING CONDITIONS</b></p>	<ul style="list-style-type: none"> <li>Safety, health, and well-being of employees (working conditions)</li> <li>Working conditions in the value chain</li> </ul>	<p>The working conditions of our employees cover material aspects (physical constraints, resources, health conditions, etc.), organisational aspects (working time, pace of work, autonomy and room for manoeuvre, etc.), and psychosocial aspects (relations with employees), clients, hierarchy and colleagues, feeling of usefulness, etc.) in which the professional activity is carried out. These working conditions extend throughout our value chain.</p>	<ul style="list-style-type: none"> <li>Human resources risk (retention, well-being, and motivation of collaborators)</li> <li>Financial risk (productivity, sanction)</li> <li>Reputational risk and loss of confidence of consumers and investors (e.g. revelations of unfair working conditions or social abuse, accentuated by social networks)</li> </ul>	<p><b>Taking care of our collaborators</b> p.27</p> <p><b>Caring for workers in our value chain</b> p.30</p>



THEMATIC	PRIORITY ISSUE IDENTIFIED	DEFINITION OF THE ISSUE	NATURE OF RISK	REFERRAL/ WHERE TO FIND IT
 <p><b>OFFER A SERVICE OF EXCELLENCE AND PROMOTE A MORE INCLUSIVE SOCIETY</b></p>	<ul style="list-style-type: none"> <li>Preservation of know-how</li> </ul>	<p>The preservation of know-how refers to the process of preserving and transmitting knowledge, skills, techniques, traditions and methods specific to a profession, an industry or a culture.</p>	<ul style="list-style-type: none"> <li>Operational risk (loss of know-how)</li> <li>Reputational risk (loss of historical know-how, loss of product quality)</li> <li>Financial risk (sustainability of the activity)</li> </ul>	<p><b>Providing a sustainable luxury experience to our customers</b> p.32</p>
 <p><b>CONDUCTING OUR BUSINESS ETHICALLY AND LEGALLY</b></p>	<ul style="list-style-type: none"> <li>Internal promotion of CSR</li> </ul>	<p>Internal promotion refers to the process of awareness and education within an organisation, aimed at informing, educating and involving employees on the social, environmental and ethical issues facing the company. This promotion is a key factor in perpetuating the company's CSR approach.</p>	<ul style="list-style-type: none"> <li>Human resources risk</li> <li>Operational risk (lack of dissemination of CSR practices and reflexes)</li> </ul>	<p><b>Spread a CSR culture</b> p.39</p>
 <p><b>CONDUCTING OUR BUSINESS ETHICALLY AND LEGALLY</b></p>	<ul style="list-style-type: none"> <li>Fight against corruption</li> <li>Protection of whistleblowers</li> </ul>	<p>This issue concerns ethical aspects such as the fight against corruption and the protection of whistleblowers.</p>	<ul style="list-style-type: none"> <li>Regulatory risk (legal and financial sanctions)</li> <li>Financial risk (confidence of employees, investors and consumers)</li> </ul>	<p><b>Guarantee ethical processes that comply with regulations</b> p.37</p>

The following regulatory issues, by their very nature, are not directly related to the company's activity and will not be dealt with in this report:

- the fight against food waste and food insecurity
- responsible, fair and sustainable food

Balmain has not set up any initiatives to promote physical activity and sport. Discussions were held with the CSE during the year and should result in new actions over the next few years. In 2023, Balmain has not concluded any collective agreements.

We are well aware of the law of August 1, 2023 on military programming for the years 2024 to 2030 "aimed at promoting the Nation-army link and supporting commitment to the reserves". This measure is applicable to all DPEFs established as of August 3, 2023, regardless of the opening or closing date of the fiscal year concerned. To date, Balmain has no reservists. No general policy has been put in place. These are individual actions.



# OUR CSR COMMITMENTS



# 1 - CONTROL OUR ENVIRONMENTAL FOOTPRINT

## REDUCE OUR EMISSIONS AND POLLUTION

### **Methodological note:**

Given the DPEF deadlines, certain data from the last half of 2023 necessary for carrying out the carbon footprint and the diagnosis of water, energy, and waste flows for the 2023 financial year were not available. We have therefore decided to carry out our first carbon assessment and flow diagnosis on all 2022 data to provide a complete annual vision of the carbon impact of our activities. Aware of this gap, we intend to improve and sustain the accounting of our carbon emissions and other flows to share each year a vision of our emissions for the year corresponding to the accounting year.



### **Our carbon footprint**

In order to be able to control the impacts of our activity on the environment, and thus, to commit more concretely to the fight against global warming, we carried out a first carbon assessment in 2023 on 2022 data, scope 1, 2 & 3, covering all of our activity globally, using the GHG protocol\* methodology.

Our total carbon footprint amounts to 32,063 tonnes eq. CO<sub>2</sub> for the year 2022, which will be our reference year. Our main sources of emissions are:

- **Our supplies of raw materials and the manufacturing of our products:**  
13,858 tCO<sub>2</sub>e or 43% of our emissions
- **Upstream and downstream transport and logistics of our products:**  
6,334 tCO<sub>2</sub>e, or 20% of our emissions
- **Purchases of products and services (excluding production and transport):**  
4,698 tCO<sub>2</sub>e, or 15% of our emissions

👤 **56,6** tCO<sub>2</sub>e/employees

€ **116,5** kgCO<sub>2</sub>e/k€

👕 **50** kgCO<sub>2</sub>e/products manufactured

Thanks to this inventory, we were able to define a trajectory for reducing our emissions, based on climate science through the recommendations of the Science Based Targets initiative (SBTI), in order to contribute, on our scale, to global efforts to limit the rise in temperatures to minus 2°C by 2032.

Our Company has set itself the objective of reducing its GHG emissions by 42% on scopes 1 & 2 (1.5°C trajectory) and by 25% on upstream and downstream transport, product packaging, and our supply chain from here to 2032. (Trajectory well-below 2°C)

\*International protocol for accounting and presentation of GHG (Greenhouse Gases)



Scope 1 455

Scope 2 711

Scope 3 30,897

### BREAKDOWN BY SCOPE (IN tCO<sub>2</sub>e)



### BREAKDOWN BY ACTIVITIES (IN tCO<sub>2</sub>e)

433  
Employees commute

561  
Sales

930  
Events

2,422  
Product use and end-of-life

2,827  
Sites and offices

4,698  
Purchases of services

6,334  
Upstream and downstream transport and logistics of our products

13,858  
Raw material and product manufacturing

## Our water, energy, and waste impacts

The preservation of water and energy resources is a major issue for our industry. We must control the water and energy consumer of our value chain, starting with our main workplaces: our head office and our materials warehouse.

In 2023, we wanted to assess our maturity on energy, water and waste issues by carrying out a diagnosis based on our 2022 data in order to:

- **Know our consumer** and our level of waste production and define relevant reference indicators
- **Think about reduction actions** to control our consumer and reduce our volume of waste
- **Sustain our activity** while limiting our environmental impact and ensuring compliance with current regulations

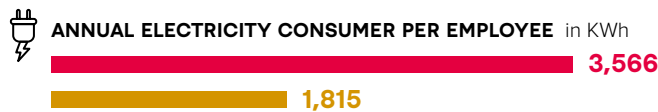
We were able to determine and calculate the following data for these two sites which will serve as references to measure our progress:

- **Our annual energy consumer** is 99 kWh/m<sup>2</sup> and 2867 kWh/employees
- **Our total annual water consumer** is 2,237 m<sup>3</sup> or 33L of water per day per employee, consumer lower than the national average which is 40L/day/employee\*
- **We have estimated**, based on interviews with our general services, that our annual quantity of waste is 96 tons, our priority is to control the volume and recovery

The building which houses our head office has energy-efficient, well-controlled and well-maintained equipment. Numerous energy efficiency and water reduction actions have been implemented over the last two years (examples: set temperatures, aerators on the taps, technical management of the building) and thus lead us to have a consumer of water and energy consumer lower than the national average.\*

\* Source OID 2022

## ELECTRICITY CONSUMER IN 2022



Our materials warehouse is recent and well insulated. LED lighting, presence detectors, and the collection of delivery pallets for our service providers are actions representative of measures already undertaken.

Waste and circular economy:

- Work carried out to broaden the identification of waste streams, and ensure that each waste from our workshop, warehouse and office is correctly sorted and recovered. 83 tonnes of waste in Gonesse and 96 tonnes in total. Our obsolete and non-branded collection fabrics are made available to our employees or given to fashion associations or schools
- Events: partnership with the arts reserve which provides recycled or already used decorations that can subsequently be reused (rugs/carpets)

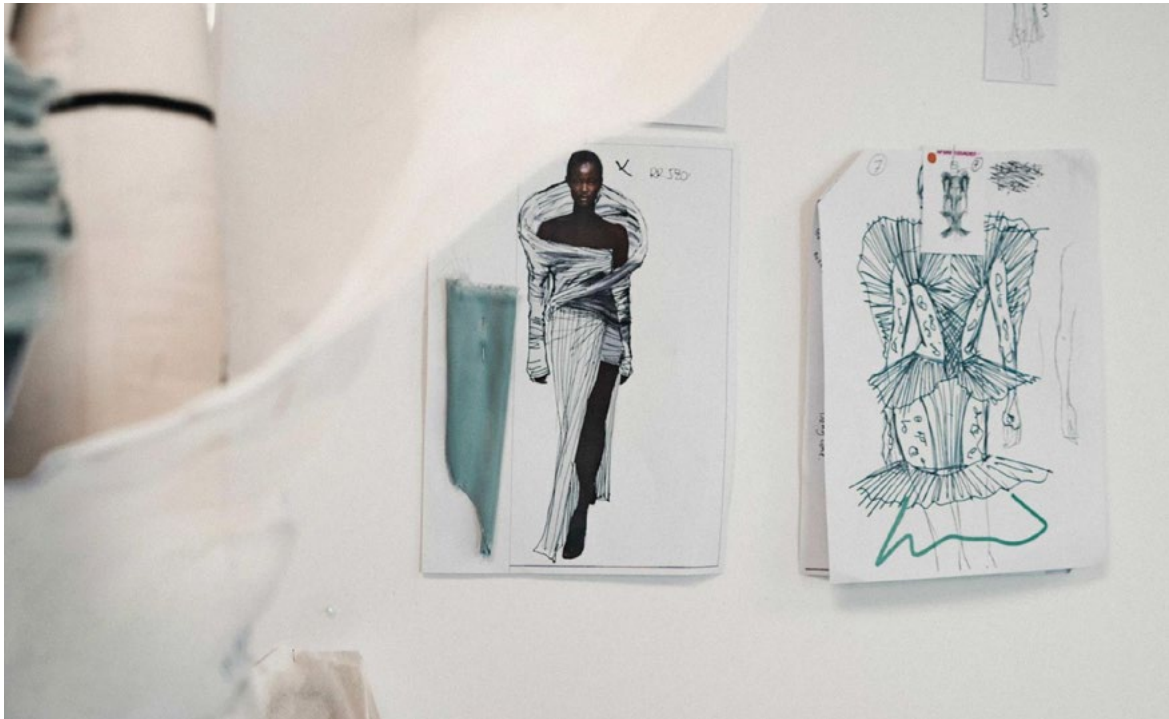
## OUTLOOK

Thanks to the detailed analysis of the results of these diagnostics, we will establish a roadmap and gradually implement relevant actions aimed at reducing our emissions and our energy impact:

- Deploy programs to promote the use of renewable energy in our sites and stores
- Continuously increase the share of recycled materials in our clothing while preserving our creativity and the quality level of our products
- Optimize the packaging of our products, both in terms of the type of packaging (sizing of secondary packaging) and filling, in order to reduce the vacuum transported upstream, from our manufacturers to the distribution center and downstream, to our customers
- Work on less emitting modes of transport and increase the share of maritime transport
- Reduce single-use plastic in our operational chain (example: packaging of our products, pallet film, etc.)
- Consolidate the sorting of waste from our sites (headquarters and raw material warehouse) and increase the share of material recovery from our waste
- Strengthen monitoring and reduce water consumer at our headquarters and warehouse (installation of water savers, eco-friendly gestures)



## GUARANTEE RESPONSIBLE SOURCING AND MANUFACTURING



### Responsible and certified materials

The development of our custom ready-to-wear products is mainly based on raw materials of natural and renewable origin (57% of our supplies). We also use synthetic materials (13%) and polyester-based fusible (30%).

Among our direct purchases of responsible materials in 2023:

- **36% of our wool purchases** (in meters) benefit from certification that respects animal welfare, knowing that the share of certified wool on the market in 2021 represented 2.6% of global wool production (source Textile-exchange)
- **80% of our viscose purchases** (in meters) come from sustainably managed and certified forests

Our House is committed to gradually increasing, in its direct material purchases, the share of materials with a reduced environmental footprint compared to conventional materials with the constant search for impeccable quality. Our objective is to prioritize the purchase of recycled and/or certified materials and components to limit our environmental impact as much as possible.

A responsible materials purchasing guide has been in place since 2020, intended to support our teams in choosing the certifications to favour according to the best existing standards and the risky geographic supply areas to be avoided.

Animal welfare also plays an important place in the House's culture, which is why Balmain has no longer used animal fur since 2019, apart from sheepskin and shearing used only for exceptional pieces.





## Responsible packaging

Our desire is to limit the environmental footprint linked to the packaging of our products and to find alternatives to the use of plastic.

We want to remain consistent with our vision of sustainability. Our current difficulty is to find less impactful materials which are just as resistant as conventional materials to guarantee optimal protection of the products during their journey, and thus their exceptional quality which makes our reputation. The House is also aware of the issues linked to the depletion of natural resources and is keen to exhaust all of its stocks before implementing responsible sourcing of its packaging.

Balmain therefore has a global approach to the development of its packaging. The work is in progress and our teams have carried out the following actions:

**100%** 

of our hangers in recycled and recyclable plastic, we are also aiming for the same objective for our polybags (16% of polybag units in recycled plastic in 2023)

**100%** 

of our paper boxes come from sustainably managed forests

**100%** 

of our garment covers contain 51% green polyethylene of plant origin

**7%** 

of our polybags (in units) are made from corn and are compostable

**100%** 

of the protective covers for our accessories are made from recycled cotton

**100%** 

of our composition stickers are made from recycled polyester

Despite the complexity of this change, we are aware that we must accelerate this approach to not only optimize the materials used, but also reduce the quantities of plastics in the years to come.

## Towards more responsible manufacturing

We recognize that we must **integrate environmental concerns into our sourcing strategy** by involving all suppliers and manufacturers in our value chain. We are initially focusing our efforts on ready-to-wear which represents 72% of volumes manufactured in 2023.

We have identified in 2023 the number of manufacturers and suppliers with certifications. Globally, 39% of our ready-to-wear manufacturers are certified either environmentally or socially, sometimes both, and 58% from our suppliers of materials and components in direct purchase.

The share of our suppliers and manufacturers with formalised environmental policies and/or environmental certifications must be improved: for ready-to-wear 31% of manufacturers and 56% of suppliers are environmentally certified.

As for the manufacturing of our leather goods and shoes, 100% of the tanneries from which our leathers come are LWG® (Leather Working Group) certified.

We must further engage all partners in our value chain in the search for production solutions with low environmental impact and support them in obtaining certifications.

## Compliance of controlled substances

As a responsible company marketing product, several processes allow us to guarantee the regulatory compliance of our products, in the countries where our Company operates:

- **Regulatory monitoring** carried out by a specialized service provider (Bureau Véritas)
- **Product validation** carried out at two levels:
  - Annual update of specifications for manufacturers and suppliers of materials with the list of regulated substances (the limit chosen being that of the most demanding regulations)
  - Tests carried out by qualified and certified external laboratories according to the testing standards required by the various regulations
- **69% of manufacturers signed the specifications in 2023** (including 73% of ready-to-wear manufacturers and 56% of accessories manufacturers), this is explained by the renewal of around 1/3 of our manufacturers each year for meet creative needs

## OUTLOOK

Concerning the materials that we purchase directly, we want to continue the efforts already underway in the purchase of more responsible and less environmentally impactful materials by setting ourselves the following objectives:



**80%**

of our wool purchases with certification guaranteeing animal welfare by 2025



**100%**

of our viscose purchases come from sustainably managed forests by 2025



**80%**

of our fusible purchases made from recycled polyester by 2025

- The definition and implementation of an internal charter for responsible purchasing will make it possible to raise awareness among our teams of materials buyers and product development to favour the referencing of environmentally certified suppliers and manufacturers
- Regarding the packaging of our items, the creation of a working group dedicated to the use of plastic in our packaging and the search for alternatives will gradually allow us to use more environmentally friendly materials
- In order to better inform our teams on future regulatory developments for substances, a newsletter will be distributed internally from the beginning of 2024 to all departments concerned, from design to industrialisation. Our teams will thus be able to better anticipate updating our requirements for our suppliers and manufacturers to reduce, eliminate or replace, if possible, toxic substances in our products. An internal regulatory database is being set up

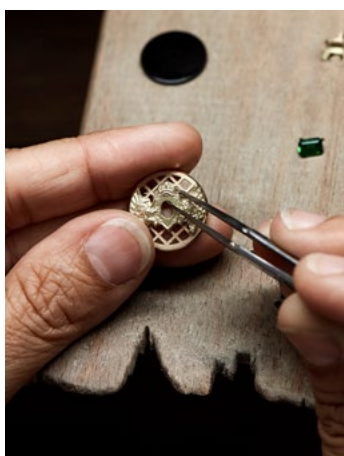
# 2 - OFFER FAIR AND MOTIVATING WORKING CONDITIONS

## TAKING CARE OF OUR COLLABORATORS

### Respect for human rights and well-being of our employees

The health and well-being of our employees is an absolute priority. This is why we are committed to providing a healthy and balanced work environment, conducive to everyone's personal and professional development. This commitment is expressed in several ways:

- A work accident rate of 0.34% across all our entities combined
- 455 hours of HSE training provided in Europe in 2023, to raise awareness among our employees of professional risks and give them the necessary tools to prevent these risks and guarantee their safety
- The implementation of home working and time flexibility, to promote a better balance between professional and private life
- The organisation of events dedicated to well-being, such as Summer & Winter Parties, massage, hairdressing, and makeup workshops. These workshops are organised via an adapted company specialising in well-being and quality of life at work and promoting the work of visually impaired people



The well-being of our teams also involves internal communication and the creation of meaning within the professions, not only thanks to short and open hierarchical lines where everyone's expression is encouraged, but also by using tools digital technologies that are flexible and accessible to all:

- **Balmain World** – our internal communications application, launched in 2023, aims to provide quality content on the fundamentals of Balmain to unite teams around a common culture
- **Balmain Carrière** – our platform dedicated to the development of employees, launched in 2018, allows everyone to apply for internal mobility, discover our training catalogues, carry out their annual development interviews and professional interviews

Balmain is committed to providing a respectful and rewarding working environment for all of its employees by guaranteeing respect and protection of human rights. More than 60% of our employees around the world benefit from the protection of conventional agreements guaranteeing fair and responsible working conditions. Social dialogue is at the heart of our corporate culture. In France, for example, we go beyond legal obligations by organizing regular news and social dialogue meetings with our partners representing employees. Our remuneration policy is based on internal fairness and competitiveness. We encourage the performance of our employees and recognize their contribution to the development of the House through sharing and profit-sharing schemes. Base salaries are reviewed each year to recognize the efforts made.

## Diversity and inclusion

Balmain is a company that celebrates diversity and inclusion. We are convinced that the richness of our teams lies in the variety of talents and experiences that make them up.

This is why we are committed to guaranteeing equal opportunities to all candidates, regardless of their origin, gender, religion or disability, as well as to promoting difference and authenticity on the catwalks of our fashion shows, in order to reflect the diversity of society. We are committed to the inclusion of people with disabilities through actions allowing everyone to build life projects. We promote inclusion, directly thanks to our partnership with Agefiph which supports us in the recruitment of people with disabilities within our structures, the training of our employees, but also indirectly via our inclusive partners:

- All breakfasts and snacks intended for our employees during training or workshops are prepared by our ESAT partners
- The 2023 greeting cards for our employees were printed by a solidarity printing company
- In 2022, our disability representative and our team dedicated to well-being at work organised a participatory theatre workshop in order to promote RQTH recognition and provide education on the different forms of disability
- In 2023, fun workshops led with *Diversidées* allowed around thirty employees to open up to different forms of disability and change their perception of them
- We pay particular attention to gender equality. Our 2023 index (France) of 86/100 reflects our commitment in this direction. We have 55% women managers worldwide. Within our Executive Committee, we have 43% women. We communicate using inclusive writing internally with our employees and externally on our job offers to encourage, promote and encourage possible bridges to female or male dominated professions



## Talent development and support

We are committed to developing talent and supporting everyone in developing their skills, at all levels of the company. From the recruitment stage, we look for both skills and talents, but also unique personalities who wish to pass on their knowledge and who share our values of inclusiveness and entrepreneurial spirit. To deal with cognitive biases and guarantee the principle of equal opportunities, we build predictive models before recruitment in order to define and put into perspective the profiles and motivations of candidates in relation to the position. Our human resources/recruitment teams guarantee the proper functioning of this system and support our managers in this regard. To support our teams in their professional journey, we have put in place an ambitious skills development plan, which includes:

- Training in languages, professions, IT/digital, security, management, and personal development
- Individual coaching to support managers in their new roles
- Unlimited access to a dedicated foreign language training platform allowing everyone to be autonomous and responsible in their learning process and to cope with the internationalization of our sector

In Europe, the average number of training hours per employee is 8 hours for a total of 3,263 hours of training organised within this scope.

Promotion and internal mobility are pillars of our success. Our available job offers are online on our website — Balmain Carrière — to allow everyone to apply easily. We encourage everyone to take part in their professional development.

## OUTLOOK

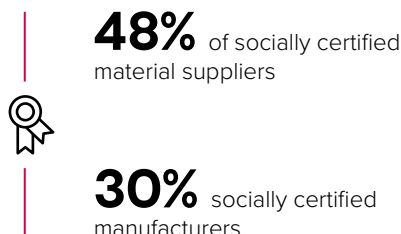
- Finalise the work undertaken over the past two years in order to build, formalise and disseminate our managerial model via dedicated training
- Deployment of our partnership with the Arpejeh association, which supports young people with disabilities in discovering careers and in their professional integration:
  - Participation in career discovery forums by meeting young people with disabilities
  - Participate in the “My role, my career” format in which our current employees will present their role and explain their job in establishments educating young people with disabilities
  - Organisation of visits to our company by welcoming groups of young people to introduce them to the diversity of our professions
  - Implementation of “professional coaching” to support young people in preparing for recruitment interviews through practical advice and simulations
  - Commitment to mentoring actions by supporting a young person in building their long-term professional project
- Set up solidarity days to give our employees the opportunity to get involved around the world and implement the values of sharing that unite us
- Carry out a quality of life at work (BEST) survey in order to know and monitor the well-being of our employees



## CARING FOR WORKERS IN OUR VALUE CHAIN

Balmain is aware that its social and environmental responsibility covers its entire supply chain and considers that respect for human rights applies to our employees as well as to the workers in its value chain. The majority of our manufacturers are located in Europe (90% in Europe including 53% in Italy and 19% in France), the risk of violation of fundamental social rights is mitigated by a rigorous regulatory base, but nevertheless requires monitoring.

This is why we carried out a study in 2023 with our manufacturers (Tier 1) and our direct material suppliers (Tier 2) to find out their level of social certifications:



Our charter for responsible purchasing and partners aims to implement among all our partners a common set of rules, practices and principles in terms of ethics, social responsibility and environmental protection. This charter, signed by our suppliers, manufacturers and soon all of our partners, is based on a reciprocal commitment to ensuring respect for decent and legal working conditions on the basis of the fundamental conventions of the ILO (International Labor Organisation).

For all suppliers or manufacturers wishing to work with Balmain, compliance with the charter constitutes an essential condition for the proper functioning of the commercial relationship.

Continuing to improve knowledge of our supply chain, the House has initiated work on the geographical origin of the different stages of manufacturing its products (weaving, knitting and dyeing) using a tool life cycle analysis (LCA). This work in collaboration with our partner Fairly Made® allowed us to go up to Tier 3 and obtain an initial identification of Tier 2 and Tier 3 countries with potential social risks. An alert system allows us to specifically monitor social risks among our material suppliers, and to quickly set up risk remediation with the supplier concerned if necessary.

For our last 3 2023 collections, we have identified 3 traceability stages (Tier 1, Tier 2, Tier 3) for 76% of ready-to-wear products and 100% of shoes.

This approach also allows us to provide our customers with precise information related to traceability through environmental display.

## OUTLOOK

- Strengthening the detection of social risks via a tool for consolidating economic, social and environmental data (dependency rate, social certifications, product quality, delivery times, etc.) allowing the monitoring of our relationship with the ready-to-wear manufacturers
- Implementation of a social risk matrix according to the geographical location of Balmain's material supplies
- Deployment of declarative audits among our manufacturers and suppliers, with a view to setting up physical audits among our partners identified as being most at risk
- Extension of the sending of CSR questionnaires (environmental, social, ethics and governance) to all suppliers and manufacturers
- Renewal of training for purchasing teams in responsible purchasing
- Structuring a responsible purchasing policy detailing the sustainability criteria essential to the selection of our partners



# 3 - OFFER A SERVICE OF EXCELLENCE AND PROMOTE A MORE INCLUSIVE SOCIETY

## OFFER A SUSTAINABLE LUXURY EXPERIENCE TO OUR CUSTOMERS



### Preserve our know-how

The preservation of the heritage transmitted by Mr. Pierre Balmain and revisited by our artistic director with each collection is the strength of the creation of the House. Our know-how is one of the key assets of our profession. Our sustainable development requires their preservation and the guarantee that they will be maintained over time. Their enrichment and transmission to our employees as well as to younger generations are essential for the sustainability of our activity.

Thus, our House wishes to encourage vocations in the arts and luxury professions among young people through partnerships with schools, particularly with fashion establishments where young students, from minorities, have more distant access in the world of luxury.

- A partnership between Balmain and the Casa Moda Academy, a leading fashion school in Morocco, has been set up. We supported the school's future winners as part of their end-of-studies project. This type of support puts students and interns in a professional situation and allows our employees to share their knowledge

- Our artistic director Olivier Rousteing is keen to pass on his knowledge to younger generations. He notably collaborated with the Instituto Marangoni by leading a Masterclass in front of the entire student body, by participating in a reflection on the different programs offered at the school, by inviting students to the Balmain Fashion Festival 2022, and by offering a new scholarship sponsored by Balmain for the 2022-2023 academic year
- Balmain welcomes groups of students from different schools, so that they can discover our professions, our boutiques and our history (International School of Luxury Marketing and Management, ISG Luxury Geneva, Bocconi University and London Business School)
- We welcome students on internships as well as work-study programs and consider this as springboards into employment within Balmain (20 people recruited on fixed-term contracts for 3 years following an internship or work-study program)

Preserving our know-how by participating in training and awakening vocations among younger generations is not enough, we must also support the actors in our value chain. Our ability to develop and manufacture exceptional products is strongly linked to the unique know-how of our suppliers and manufacturers. Our ready-to-wear production is largely entrusted to European manufacturers who make 96% of our volumes of which 12% made in France, some are labeled "Entreprise du Patrimoine Vivant" (EPV). These human-sized companies have techniques, such as tailoring know-how, that are essential to our business.

Most of the manufacturing of our leather goods, small leather goods and shoes is carried out in Italy (78% of our volumes), a country renowned for its leather craftsmanship, taught from generation to generation.



## Expand our range of responsible products

Our customers' expectations are evolving, their consumer habits are changing, they expect more transparency in terms of sustainability. To meet these new needs, we integrate a responsible dimension into the design of our products, beneficial both for our customers and for society.

Since 2021, we have gradually integrated sustainability criteria into the development of our products and packaging.

Balmain develops, from collection to collection, its responsible offering by implementing pragmatic criteria that qualified products must meet, such as at least a composition of 50% responsible material and one of the following criteria:

- **A fibre-based material independently recognised** as better from an environmental or animal welfare point of view or a material certified by an independent body relating to good environmental, social or welfare practices animal
- **A material production process** certified environmentally/socially by an independent organisation
- **A product production process** certified environmentally/socially by an independent organisation
- **Product packaging** whose production and materials meet environmental standards and certifications

These products have a reduced impact on the environment compared to our conventional products and represent an important part of the offering of the collections that we market.



# 42%

of responsible ready-to-wear products present in our collections in 2023 i.e. 54% of the volumes ordered by our wholesale and boutique customers



## Inform our customers transparently

It is also fundamental to train and raise awareness among our sales teams and our retail sales teams who interact with our customers and consumers. Thus, the "training books" intended to explain the inspirations and key products of the collections to our sales teams contain specific information on responsible products and their materials.

A guide explaining the basics of eco-design of products as well as the difference in terms of environmental and social impact between materials from organic farming and conventional materials has been distributed in our stores for all our sellers so that those -they are able to correctly inform our customers.

From 2022, we have participated in the reflection work around the environmental labeling of products via the workshops of the Fédération de la Haute Couture et de la Mode as part of the European PEF (Product Environmental Footprint) project. In order to comply with article 13 of the French AGEC law, we have, in 2023, developed a data collection tool in order to be able to provide the end consumer during their purchase with the expected information, for example:

- **The percentage of recycled fibres in our materials**
- **The country of manufacture of the product**
- **The country of weaving matter**
- **The country of finishing/printing of the material**

This information is also available on our website [Balmain.com](https://www.balmain.com).

## Offering excellent products and services to our customers

In a desire to constantly improve the quality of our products, we are demanding in the selection of our materials, the industrialisation of our products and the implementation of the know-how of our manufacturers. We guarantee the quality of all our products thanks to standardised controls at several levels of our value chain:

- Systematic inspection of raw materials
- Systematic inspection of products during and at the end of production
- Random inspections of finished products at our distribution centre

We encourage the repair of our products among our customers to promote more responsible consumption. Whenever possible and with the customer's agreement, we carry out a repair. Thus, 48% of products that were returned by customers in 2023 benefited from a repair. In 2023, we deployed an application dedicated to after-sales service allowing precise monitoring of product repairs to best satisfy our customers.

All teams in our retail network have been trained in the use of this software which allows us:

- To quantify the number of defective products returned by our customers worldwide
- To be informed within 24 hours of any failure that could harm the safety and health of our customers
- To withdraw products from sale in the rare cases of non-compliance

All of our in-store sales staff have benefited from tailor-made training, "Be Balmain" intended to provide our customers with an experience of excellence, inviting them to discover the Balmain universe, its values and its know-how. make it unique.

Many other operational tools have been deployed in our retail network, some of which are accessible online for our teams, allowing them to better understand our customers and their expectations and thus provide this experience of excellence.



## OUTLOOK

- Offer maintenance and repair services for products to prolong their use
- Strengthen the training of our sales teams in after-sales service and create an after-sales service ambassador mission in each store
- Identify and train a CSR ambassador in each store capable of explaining to the customer the eco-responsible approach around the product
- Think about the possibilities of a second life for Balmain products by offering our customers the opportunity to take back the pieces they no longer wear and reselling them "second hand" on our site

## PROMOTING INCLUSIVE, RESPONSIBLE AND INNOVATIVE LUXURY



Balmain is a house open to all, which is aimed at anyone looking to the future, of any age, gender, social origin and eager to push the boundaries of society and fashion.

We claim diversity and inclusiveness as the organic pillars of our corporate culture which are reflected in the spirit of belonging of our employees to the “Balmain Family” but also in our actions and our creations:

- Our muses are powerful women, of all origins, who have achieved unexpected fame. They embody our values
- The models in our fashion shows have long been representative of difference: diverse ethnic origins, different body shapes and skin colours, different age groups, etc.
- Creations that consider the needs of new generations looking for new ways of being and consuming more freely
- Bold silhouettes that celebrate women and encourage them to dare to assert their difference
- Proposal of inclusive sizes and unisex pieces in our collections



Inclusivity for Balmain also means democratising fashion and inviting a wide audience to attend Balmain’s concert shows, by selling tickets accessible to all online. The funds raised were donated to the RED association and The Global Fund which fight against AIDS.

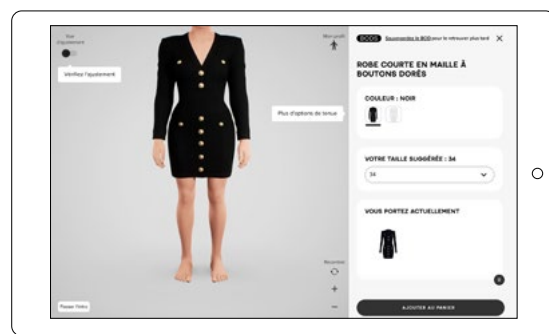
The field of creation and luxury must also contribute to a better, fairer, and more sustainable world:

- Since 2022, our House has been working alongside the HAWA au feminine association, which has set itself the mission of strengthening the emancipation and living conditions of women in precarious situations in France, by providing the excellence that drives us a lever for social and professional integration. We make regular donations of unused materials for the making of our collections (200 rolls of materials or 5,950 meters), which helps both reduce waste and train women in vulnerable situations in the tailoring profession
- Balmain supports students at the CERENE school dedicated to children with learning attention and cognitive disorders. The students were able to visit our stores and benefit from presentations of our professions. The House also offered employees the opportunity to support, during their working time, 3<sup>rd</sup> grade students in preparing for the patent exams

If inclusiveness is essential in our eyes to offer a sustainable luxury experience, innovation is also a key lever for differentiation and anticipation of the new expectations and needs of our customers. In 2023, our House partnered with an American fashion technology company, Bods, to integrate a 3D digital try-on function into our online sales site Balmain.com.

Customers will be able to create avatars corresponding to their measurements and virtually slip into a selection of photorealistic Balmain models featuring the brand's textiles, colours and ornaments, as well as cuts.

This function aims to help our customers make safer decisions, to reinforce immersion in the Balmain universe while helping to reduce our carbon footprint linked to our product returns.



"3D fitting" avatar from balmain.com website

## OUTLOOK

- Integrate questions on sustainability criteria into our customer surveys
- Continue and develop our partnerships with associations promoting societal causes
- Continue the development of responsible innovations around products and services



# 4 - CONDUCT OUR BUSINESS ETHICALLY AND LEGALLY

## GUARANTEE ETHICAL PROCESSES THAT COMPLY WITH REGULATIONS



Maison Balmain is determined to conduct its activities in strict compliance with the laws and regulations in force. In all circumstances, our absolute integrity must demonstrate that people can trust us, our authenticity and our impartiality.

Balmain commits to its stakeholders to:

- **Respect, ensure respect and promote human rights and fundamental freedoms** and to comply with national and international laws and regulations relating to labour law, in accordance with the principles of the ILO (International Labour Organisation)
- **Contribute to the preservation of the environment** by rigorously respecting the laws and regulations in force, integrating innovation and environmental creativity into the design of its products, and by generating collective commitment within its teams
- **Fight corruption**, influence peddling, fraud, money laundering and conflicts of interest in an uncompromising manner
- **Cultivate relationships of trust** with its suppliers, manufacturers, distributors and any other partners by preserving fair and ethical relationships and adopting particular vigilance to guarantee responsible payment practices
- **Preserve free and undistorted competition**, in compliance with the laws and practices in force, without obstacles to competition rules
- **Guarantee the confidentiality and integrity of information** relating to its employees, its clients, its partners, as well as internal information relating to the organisation and development of the House

Employees are encouraged to anonymously report any behavior in violation of these ethical principles, and a structured process for reporting information is being put in place.

The ethical framework within which all actions carried out by Balmain and its employees are carried out applies to all Balmain entities. We also expect our partners, including our suppliers, manufacturers, agents, representatives, distributors and consultants, to respect and comply with this common set of rules, practices and principles regarding ethics, responsibility social and environmental protection.

The responsible purchasing and partners charter is currently being deployed within our supply chain. Our desire is to continue to improve the commitment rate of our partners, however our difficulty lies in the frequent renewal from one collection to another of our supplier portfolio: 1/3 of our suppliers are renewed each year.

**76%** of manufacturers signed the charter in 2023



**21%** of suppliers signed the charter in 2023

## OUTLOOK

- Deploy the responsible purchasing and partners charter to all of our partners
- Formalise and implement a Code of Conduct for all of our employees worldwide
- Disseminate the Code of Conduct and train employees
- Formalise the communication channel allowing employees to report any situation contrary to the company's values, the Code of Conduct, or regulations. This channel will also make it possible to report situations of corruption, discrimination, harassment, likely to impact the smooth running of the House's activity and the well-being of employees.
- Integrate ethical principles into the integration manual distributed to each new employee
- Implement regulatory monitoring in order to anticipate future CSR legislation (environmental, social, ethical and governance)



## SPREAD A CSR CULTURE

The internal promotion of CSR constitutes a key factor in the success of the dissemination of our CSR approach within the House.

To guarantee the coherence and continuity of our CSR projects, we have formalised 4 fundamental pillars, on which we have based our CSR strategy. These areas are included in this report and should allow us to prioritise responsible actions to be carried out in the short and long term.

Formalising CSR governance is a first structuring step to ensure not only the implementation and monitoring of the CSR strategy, but also to promote the responsible actions and initiatives of each department. To this end, Balmain has established a CSR Committee in 2023, led and managed on a quarterly basis. As part of this initiative, CSR ambassadors have been identified in each department to ensure the influence of the approach. This Committee also has the mission of informing the Management Committee on the progress of projects and helping to integrate CSR into the decision-making process.

The establishment of these Committees made it possible to share indicators measuring the environmental footprint of our activities with all professions and thus to define short- and long-term objectives. To ensure robust and rigorous monitoring of our CSR performance, we need to develop a pragmatic, operational reporting tool distributed within the teams. This essential step will allow us to quantify and promote the positive impacts of our responsible projects.

Tailor-made CSR training has also been developed to raise awareness among employees. Divided into two modules, this training covers a wide range of subjects: major environmental and social issues on a global scale, regulatory requirements, Balmain's CSR approach, as well as ways of individual contribution as a citizen.

A guarantee of better overall performance, the dissemination of a CSR culture is a real lever of creativity and innovation for our teams. This dynamic allows us to develop new reflexes and responsible behaviours, as well as to fully deploy our CSR approach within each of our departments.

## OUTLOOK

- Strengthen CSR communication within the House to better engage employees
- Raise awareness among employees through events dedicated to CSR: Balmain RSE days.
- Consolidate quarterly CSR reporting
- Deploy CSR training to a larger number of employees



# APPENDICES

CORRESPONDENCE TABLE **2022 data** **2023 data** Worldwide scope unless specified.

INDICATORS	RESULTS
<b>1 - CONTROL OUR ENVIRONMENTAL FOOTPRINT</b>	
<b>REDUCE OUR EMISSIONS AND POLLUTION</b>	
Total carbon footprint (scopes 1, 2 ,3)	<b>32,063 tCO<sub>2</sub>e</b>
Scope 1	<b>455 tCO<sub>2</sub>e</b>
Scope 2	<b>711 tCO<sub>2</sub>e</b>
Scope 3	<b>30,897 tCO<sub>2</sub>e</b>
% of emissions linked to the supply of raw materials and manufacturing of products	<b>43% (13,858 tCO<sub>2</sub>e)</b>
% of emissions linked to upstream and downstream transport and logistics	<b>20% (6,334 tCO<sub>2</sub>e)</b>
% of emissions linked to purchases of products and services	<b>15% (4,698 tCO<sub>2</sub>e)</b>
Intensity of net GHG emissions per employee (Net emissions = gross emissions deducted from eliminated and/or offset emissions)	<b>56,6 tCO<sub>2</sub>e</b>
Intensity of net GHG emissions per product manufactured (All net emissions taken into account)	<b>50 kgCO<sub>2</sub>e</b>
Total net GHG emissions per €K of turnover (Total net emissions taken into account)	<b>116,5 kgCO<sub>2</sub>e</b>
Annual electricity consumption in KWh per employee – worldwide sites collecting and calculating KWh: 36% in real value, in KWh, 42% in real monetary value, 22% in estimated value on a surface basis	<b>3,566 KWh</b>
Annual electricity consumption per m <sup>2</sup> in KWh – worldwide sites	<b>91 KWh</b>
Annual electricity consumption per employee in KWh – France sites	<b>1,815 KWh</b>
Annual electricity consumption per m <sup>2</sup> in KWh – France sites	<b>43 KWh</b>
<b>GUARANTEE RESPONSIBLE SOURCING AND MANUFACTURING</b>	
% of raw materials of natural and renewable origin in supplies	<b>57%</b>
% of synthetic materials in supplies	<b>13%</b>
% of polyester-based fusible in supplies	<b>30%</b>
% of wool purchases (in meters) certified	<b>36%</b>
% of viscose purchases (in meters) certified and from sustainably managed forests	<b>80%</b>
% of ready-to-wear in the total volume manufactured	<b>72%</b>
% of ready-to-wear manufacturers with environmental certification	<b>31%</b>
% of environmentally certified ready-to-wear suppliers	<b>56%</b>
% of LWG® certified tanneries	<b>100%</b>
% of ready-to-wear and accessories manufacturers having signed the specifications	<b>69%</b>
% of hangers made from recycled and recyclable plastic	<b>100%</b>
% of polybags (in units) made from recycled plastic	<b>16%</b>
% of paper boxes coming from sustainably managed forests	<b>100%</b>
% of clothing covers containing 51% green polyethylene of plant origin	<b>100%</b>
% of polybags (in units) made from corn and compostable	<b>7%</b>
% of recycled polyester composition stickers	<b>100%</b>
% of accessory protective covers made from recycled cotton	<b>100%</b>



## INDICATORS

## RESULTS

**2 - OFFER FAIR AND MOTIVATING WORKING CONDITIONS****TAKING CARE OF OUR EMPLOYEES**

Work accident rate (World outside Japan – 1% of workforce*) (Number of lost-time accidents/average annual head count) /100	<b>0,34%</b>
Workplace accident frequency rate (index) Number of lost-time accidents/total number of hours worked x 1,000,000 Hours worked include both theoretical and actual hours, depending on data availability	<b>1,97</b>
Workplace accident severity rate (index) ((Number of calendar days lost due to workplace accidents + Number of days of lump-sum disability)/ Number of hours worked ) x 1,000	<b>0,3</b>
Number of hours of HSE training (France – 54% of workforce*)	<b>455 hours</b>
% of employees covered by conventional agreements	<b>60%</b>
Gender Equality Index (France – 54% of workforce*)	<b>86 / 100</b>
% of female managers	<b>55%</b>
% of women on the Executive Committee (France – 54% of workforce*)	<b>43%</b>
Average number of training hours per employee (France/UK/Italy – 65% of workforce*)	<b>8 hours</b>
Total number of training hours (France/UK/Italy – 65% of workforce*)	<b>3,263 hours</b>

\* Workforce = number of employees worldwide with an employment contract (fixed-term/permanent/alternate)

**TAKING CARE OF WORKERS IN OUR VALUE CHAIN**

% of manufacturers located in Europe	<b>90%</b>
% of manufacturers located in Italy	<b>53%</b>
% of manufacturers located in France	<b>19%</b>
% of socially certified material suppliers	<b>48%</b>
% of socially certified manufacturers	<b>30%</b>

**3 - OFFER A SERVICE OF EXCELLENCE AND PROMOTE A MORE INCLUSIVE SOCIETY****PROVIDING A SUSTAINABLE LUXURY EXPERIENCE TO OUR CUSTOMERS**

% of ready-to-wear volumes produced by European manufacturers	<b>96% (including 12% entrusted to French manufacturers)</b>
% of leather goods and footwear volumes produced in Italy	<b>78%</b>
% of responsible ready-to-wear products in collections	<b>42%</b>
% of products returned and repaired (all types of products)	<b>48%</b>

**PROMOTING INCLUSIVE, RESPONSIBLE AND INNOVATIVE LUXURY**

Number of materials donated to associations	<b>200 rolls (i.e. 5,950 meters)</b>
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**4. CONDUCT OUR BUSINESS ETHICALLY AND LEGALLY****GUARANTEE ETHICAL PROCESSES THAT COMPLY WITH REGULATIONS**

% of total suppliers having signed the purchasing charter and responsible partners	<b>21%</b>
% of total manufacturers having signed the purchasing charter and responsible partners	<b>74%</b>



## THANKS

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## CRÉDITS

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