

S É Z A N E

OUR SOCIAL AND ENVIRONMENTAL COMMITMENTS

-

2023 REPORT

An update on our sustainable actions

CONTENTS

A word from Morgane Sézalory, founder of Sézane

I. Introduction

1. Our story
2. Our method

II. Our Collections: 77% eco-friendly materials and 83% certified pieces in our ready-to-wear, shoe, bags, and accessories collections

1. Our eco-friendly materials & certified pieces
2. Prohibited materials in our collections

III. A fair and equitable value chain: 100% of our tier 1 ateliers are audited

1. Our production choices
2. The traceability of our production chain to ensure the highest standards
3. Our code of ethics and social audits with our partners
4. Our social projects to support our ateliers

IV. Minimizing our impact on the environment, biodiversity, and animal welfare

1. Our carbon footprint and carbon emission reduction strategy
2. Our actions for biodiversity
3. Our commitments to animal welfare

V. Commitment to society: being as supportive and equitable as possible

1. Our support for the DEMAIN solidarity program
2. Our partnerships to promote diversity
3. Employee engagement

VI. Rigorous independent labels: B-Corp & mission-driven company

1. B-Corp certification since 2021
2. Sézane, a mission-driven company since 2020

Appendices

A word from Morgane, founder of Sézane

«It's said that a company reflects the people who make it: its teams, customers, and founders. What a joy it is to share this review, which is, more than ever, a reflection of our shared story.

Constantly innovating but simultaneously improving inclusivity and sustainability is essential because our company always puts actions before words and people at the heart of its choices — without making easy promises but with a sincere desire to improve wherever possible.

Sézane is B-Corp and a mission-driven company. These stringent labels are testaments to the work of our teams and ateliers to meet our deeply rooted commitments: more than 3/4 of our materials are eco-friendly, 83% of our pieces are certified, and 100% of our tier 1 ateliers are audited. Furthermore, every month, we support the philanthropic program DEMAIN. Since 2018, 7 million euros have been raised to provide concrete support for dozens of partner organizations and thousands of children.

However, we know we can do even better and go further in the coming years. I leave you with this promise, and I thank you for helping us to grow alongside you.»

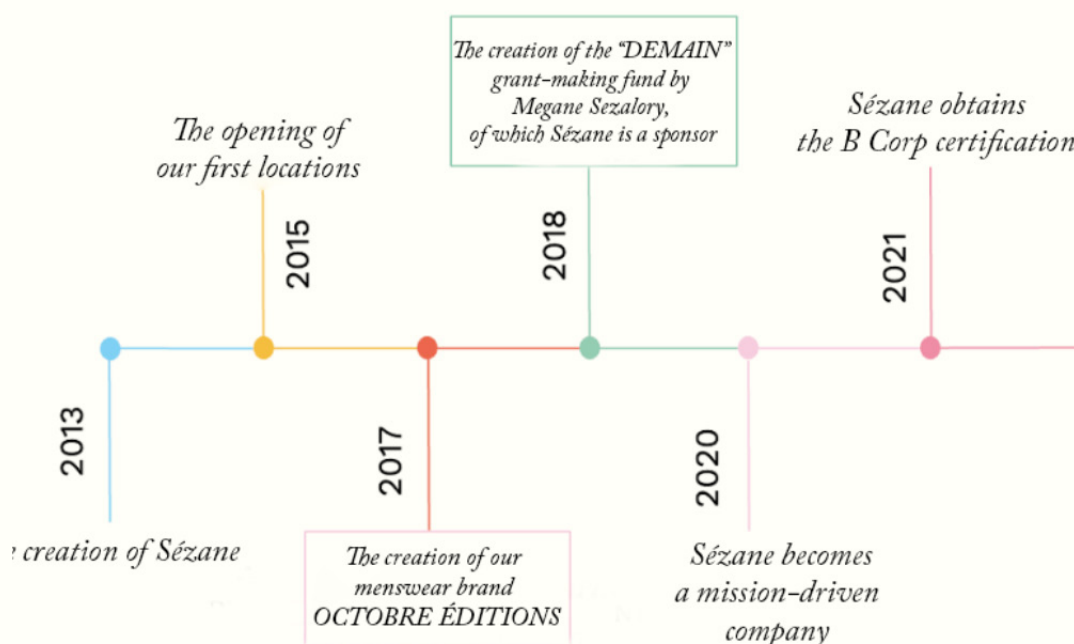
Morgane Sezalory

I. Introduction

1. Our Story

Founded in 2013 by Morgane Sézalory, Sézane is the first French fashion brand born online. Guided by people, creativity, and quality, we offer the most beautiful creations at the fairest price possible, designed to last and be passed on. As our story evolves, we seek to constantly improve to become more sustainable and more supportive of our partner organizations via DEMAIN. To realize these ideals, we had to abandon the beaten track and invent an alternative route. We've created a new type of brand born fully online, where the absence of intermediaries allows us to invest in quality while offering more accessible prices. We're a brand based on responsible stock volumes, in keeping with a lean production model. There is no overproduction, flash sales, excess inventory, or destruction, only our archives twice a year to give every piece from our past collections a home.

Our story in a few key dates :



3. Our method

This report's information is based on the work and data from all our departments. We prioritize public data, methodologies, and standards validated by independent third parties whenever possible.

We also rely on independent labels and certifications (GOTS, RAF, FSC, etc.) or external third parties (Ecocert, Control Union, etc.) for our materials and products and for conducting social audits with our partners (Elevate, Intertek, etc.).

II. Our collections: 77% eco-friendly materials and 83% certified pieces in our ready-to-wear, footwear, bag, and accessories collections

1. Our eco-friendly materials & certified pieces

Key Figures for 2023

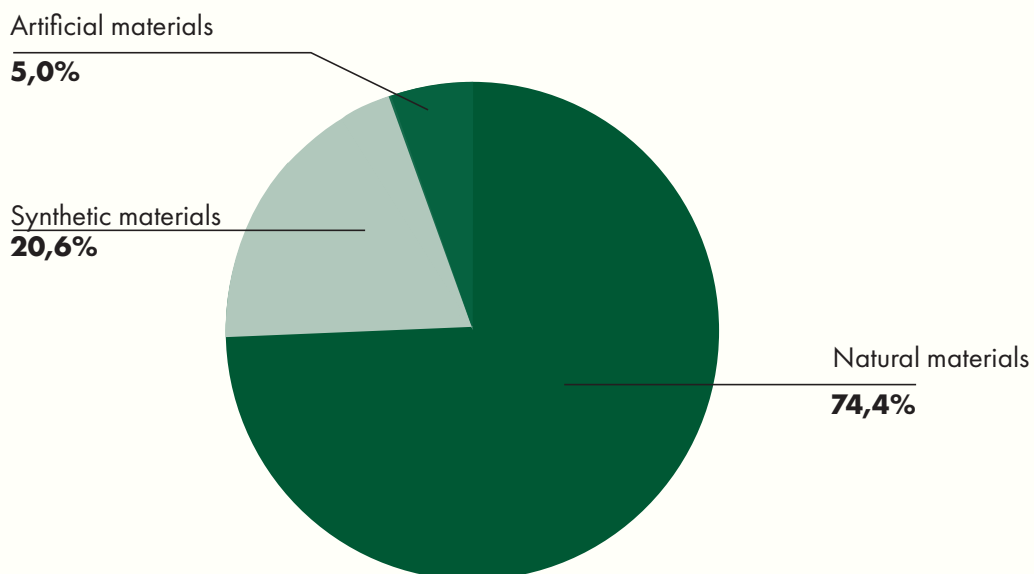
The Sézane Ready-to-wear, Footwear, Bag, and Accessories collections consist of:



Since the beginning, we have aimed to create the most beautiful pieces while being as respectful as possible, paying great attention to the choice of our materials and their certifications.

Types of materials

Our materials are categorized in Sézane collections into natural, artificial, and synthetic materials.



We select our materials for their properties, quality, and durability. In 2023, we prioritized natural materials, which accounted for 74% of our collections (stable compared to 2021). These materials, primarily cotton and wool, are more refined, pleasant to wear, and durable. Sometimes, we combine them with synthetic materials to enhance comfort, durability, or the overall performance of natural fibers.

Eco-friendly materials

What defines an eco-friendly material?

The term 'eco-friendly' can encompass various issues, including water and soil pollution, CO2 emissions, use of natural resources, and animal welfare. No single solution addresses all these issues comprehensively. All production impacts the planet, and we aim to make the best possible trade-offs.

For example, conventional or organic cotton is a natural material but requires land that could be used for food crops and is often grown far from our regions. Synthetic fibers do not use agricultural land but are made from petroleum, generate waste throughout their lifecycle, and release microplastics during washing. Leather, while being a durable natural material and a byproduct of the food industry, has a high carbon footprint due to livestock farming.

We prioritize materials with a lower environmental impact, better biodiversity practices, animal welfare, human health, or human rights standards than the industry average. In this report, eco-friendly materials primarily refer to those certified by independent third parties (such as GOTS, RWS, FSC, and GRS) and those cultivated in a way that respects ecosystems, such as linen, raffia, jute, ramie, and hemp. We review this classification annually to make progress and select the best possible materials.

In 2023, our materials considered eco-friendly were:

- **Natural materials:**

- Organic Cotton (GOTS or OCS)
- Recycled Cotton (GRS or RCS)
- Linen
- Raffia
- Jute
- Ramie
- Hemp
- Certified Silk (GOTS)
- Chrome-Free/Metal-Free/Vegetable-Tanned Leather
- Recycled Wool (GRS or RCS)
- Certified Wool (RWS)
- Certified Alpaca and Baby Alpaca (RAS)
- Certified Mohair, Kid Mohair, and Super Kid Mohair (RMS)

- **Artificial materials:**

- Acetate (FSC or Ecovero Certified)
- Recycled Acetate (GRS or RCS)
- Certified Bamboo
- Cupro (Trademarked)
- Lyocell/Tencel (Trademarked)
- Micromodal (Trademarked)
- Modal (Trademarked)
- Naia Acetate
- Rayon (FSC or Ecovero Certified)
- Triacetate(FSC or covero Certified)
- Viscose (FSC or Ecovero Certified)
- Recycled Viscose (GRS or RCS)

- **Synthetic materials:**

- All recycled synthetic fibers (GRS or RCS) (e.g., acrylic, polyester, polyamide, elastane)

The share of eco-friendly materials in our collections has been increasing, reaching 77% in our ready-to-wear, footwear, bags, and accessories collections in 2023 (up from 75% in 2022 and 68% in 2021).

We are working to improve sourcing for each material:

- **81% of our cotton is organic** (GOTS or OCS certified) or recycled (GRS or RCS certified), ensuring it is free from pesticides, insecticides, or GMOs.
- **82% of our wool is certified** by the Responsible Wool Standard (RWS) or recycled (GRS or RCS) and is always mulesing-free
- **100% of our leather tanning is done responsibly**, with all leather coming from tanneries certified by the Leather Working Group (LWG), of which we have been a member since 2019.
- **68% of our polyester is recycled and sourced from PET bottles**. We are committed to limiting polyester (recycled or not) in our collections for the upcoming seasons, as it can hinder the recycling and release of microplastics. In 2023, polyester (recycled or not) accounted for 7% of the materials used for our collections (**cf. Appendix**).
- **75% of our viscose comes from sustainably managed forests**, and certifications such as FSC Mix or LENZING™ ECOVERO™ ensure it does not contribute to deforestation.

Our ambition is to progressively generalize the use of these materials, continuing to reduce the proportion of non-eco-friendly materials over the coming seasons until they are no longer used.

Certifications in our collections:

In 2023, 83% of our models were certified, an increase of 8 percentage points from 2022 (75%) and 19 percentage points from 2021 (64%). We recently obtained GRS (Global Recycled Standard) certification, which will help us progress in future seasons.

Certifications:

- **Oeko-Tex** Ensures the chemical safety of textiles and components, verifying that no toxic chemicals harmful to human health or the environment are used.
- **GOTS** (Global Organic Textile Standards): An international standard for organic textiles, including social and environmental criteria from cotton fields to finished products.
- **RAF** (Responsible Animal Fiber): Covers various wool certifications, ensuring animal welfare and sustainable pasture management. Includes:
 - **RWS (Responsible Wool Standard)** for wool
 - **RMS (Responsible Mohair Standard)** for Mohair
 - **RAS (Responsible Alpaca Standard)** for alpaca
- **FSC (Forest Stewardship Council)**: This organization guarantees sustainable forest management for producing our FSC-certified viscose, preventing deforestation.
- **LENZING™ ECOVERO™** viscose is made from FSC—or PEFC-certified sources and has lower carbon and water impacts than traditional viscose.
- **GRS (Global Recycled Standard)**: Our most recent certification, obtained in 2024, labels pre- or post-consumer recycled textiles, ensuring traceability throughout the supply chain.

What hides behind a certification model?

For a model to be GOTS, RAF, GRS, or FSC certified, not only must the material meet the certification criteria (organic, recycled, animal welfare, etc.), but also all those involved in the transformation of this material and the making of the piece, from the field or pasture to Sézane, must have obtained certification during an audit carried out by an independent third party. Most of these audits are carried out annually. Suppose a link in the chain is not certified (for example, the garment factory). In that case, we cannot obtain certification for the model concerned, and we do not show certification on our product sheets, even if the material is certified.



For Oeko-Tex certification, every component must comply with chemical safety rules, from the thread to the button to the ink on the composition label. If a sewing thread, a button, or other model element is not Oeko-Tex, the model cannot be certified, even if the primary material is.

2. Prohibited materials in our collections

While we value eco-friendly materials, we also reject those with severe negative impacts on social conditions, climate, wildlife, flora, and human health. Each year, we update our list of materials and fibers we choose not to use in our collections.

In 2023, the list included:

- Mulesing wool
- Cashmere
- Angora rabbit wool
- Feathers and down
- Any material from wild animals, including protected, endangered, or threatened species, especially wild or endangered fur
- Exotic leathers or leathers from the Amazon biome
- Leathers from animals that were alive when the skin was taken or from aborted animals
- Horn and bone
- Viscose, wood, paper, and their derivatives from high-risk deforestation countries, including Indonesia, the Amazon, or pristine, tropical, or threatened forests (always prioritize FSC-certified viscose)
- Metals that directly or indirectly fund armed groups in high-risk countries
- Any material from domestic or wild dogs and cats
- Any material from cage-raised/captured or hunted animals
- Raw materials (especially cotton), products, and accessories from Syria, Uzbekistan, Turkmenistan, or the Xinjiang region in China

* Post-consumer recycled materials are made from textiles and products that have already been worn or used, whereas "pre-consumer" recycled materials come mainly from production offcuts.

Our objectives for upcoming seasons:

- For over a year now, we have been actively working on sourcing materials from regenerative agriculture. Starting in 2025, we will introduce wool and cotton from regenerative agriculture into our collections. This is a significant challenge as it requires long transitions at the field level and profound changes in agricultural and farming practices.
- We aim to exceed 80% eco-friendly materials and 85% certified pieces by 2024.
- We will continue prioritizing natural materials, aiming for them to constitute more than 75% of the materials used by 2024.
- We will introduce RAS (Responsible Alpaca Standard) certified alpaca into our collections starting in 2024.

III. A fair and equitable value chain: 100% of our Tier 1 ateliers are audited

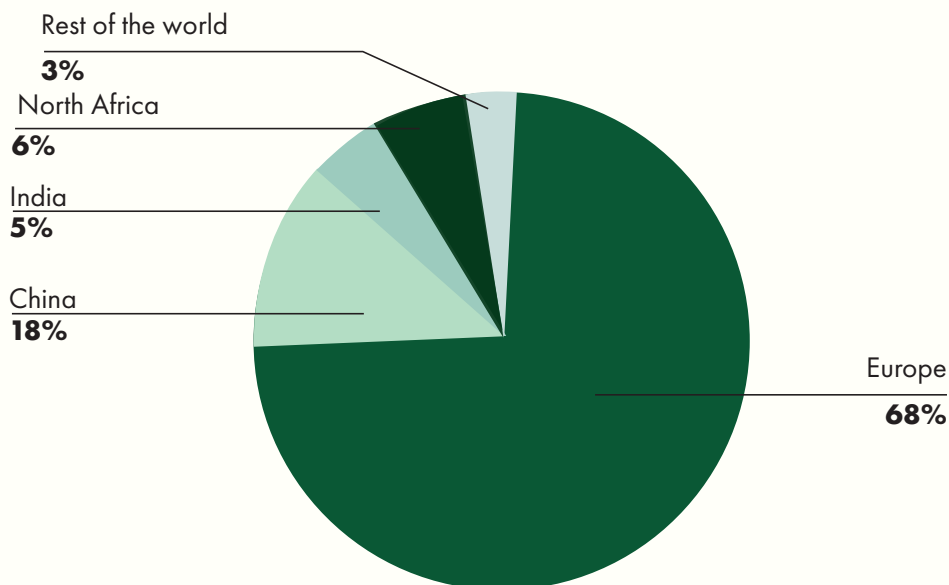
1. Our production choices

Key figures for 2023*

68%
of our pieces are manufactured
in Europe

74%
of our collections are made
through near-imports*

Breakdown of production volumes by geography in 2023 :



*We include European and Maghreb countries in our near-import business.

Whenever a country's expertise allows, we choose to produce as close as possible to support European industries and knowledge and encourage the growth of the European textile industry. The proportion of pieces made in Europe remains stable compared to 2022 (68% of the volume).

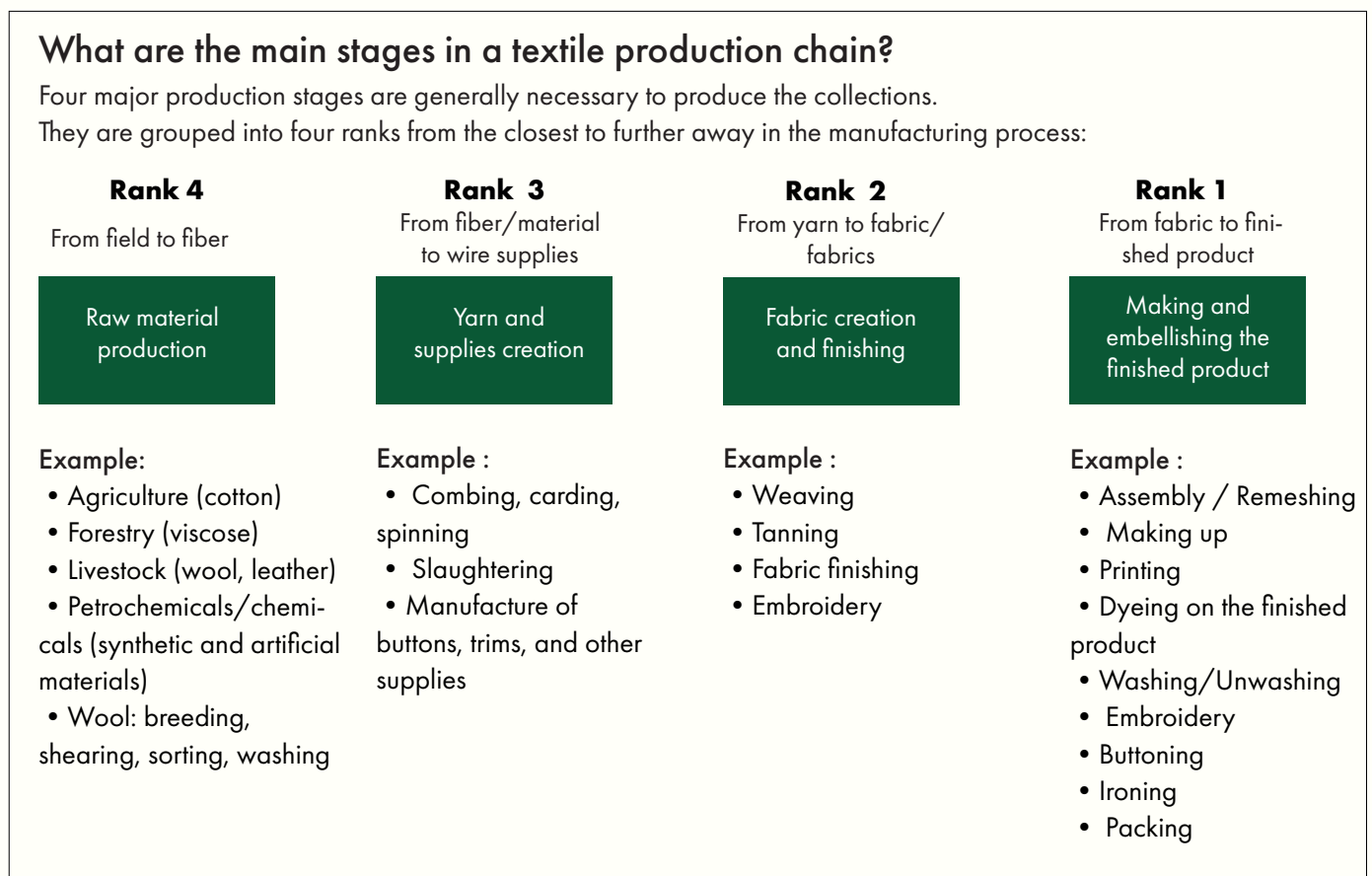
We value the mastery of techniques specific to each region:

- We create leather goods and jerseys in Portugal.
- We produce our knitwear in Italy using the country's historical techniques, and we favor Bulgaria for woven fabrics.
- We make our denim in Morocco, maintaining our long-standing partnership and supporting our partner's environmental commitments.
- We choose China for 18% of our pieces, particularly for the expertise in printed knits, a technique for which we cannot find an equivalent elsewhere. Silk work is also a specific local skill that we prioritize for this category of models.
- Given the region's ancestral expertise, we often opt for India for our embroidery.

For all our productions, particularly those in China or India, we strive to minimize the impact of transportation. In 2023, 90% of the transport from our suppliers to our warehouse was by sea or road.

2. The traceability of our production chain to ensure the highest standards

The textile supply and production chains are complex and still very opaque. They involve many suppliers from the field to the finishing and embellishment of the garment.



Since 2022, and by the AGEC law, we have displayed on our product sheets the countries of weaving/spinning, dyeing/printing, and garment manufacturing for our ready-to-wear pieces, as well as the stitching, finishing, and manufacturing of our shoes.

We are also developing an internal traceability tool to continue mapping our value chain, allowing us to know:

- 100% of our tier 1 suppliers
- 100% of our tanneries for ready-to-wear items and bags, footwear, and accessories
- More than half of our weavers and embroiderers (53%) in the Fabric & Trimmings category

We continue to map our value chain alongside our traceability tool's development and deployment, allowing us to trace all our pieces up to Tier 4.

3. Our code of ethics and social audits with our partners

The majority of our suppliers are long-standing partners. We have grown up with them and are committed to maintaining the fairest possible relations and conditions for every one manufacturing our products.

To this end, we have drawn up particularly demanding specifications, including a Supplier Code of Ethics. Our tier 1 and tier 2 partners annually renew their commitment to this code of ethics. By 2023, 100% of Tier 1 and 49% of Tier 2 workshops will have signed our Code of Ethics.

What does our Supplier Code of Ethics cover?

The Code of Ethics commits our partners to comply with all national and international laws, regulations, and conventions and adhere to its best practices. We update it periodically to adapt to our new requirements and best practices.

- It covers the following topics:
- Business ethics and integrity
- Respect for fundamental rights, standards, and working conditions
- Environmental compliance and best practices
- Responsible sourcing principles
- Subcontracting principles

All our Tier 1 ateliers are audited at least once a year to ensure compliance with the Supplier Code of Ethics and adherence to local and international regulations, as well as the social standards we have selected (ERSA, BSCI, SMETA, ICS, or WCA audits). The audits are conducted by independent experts and overseen by a dedicated team at Sézane. These audits aim to verify compliance with working conditions (health, safety, working hours, compensation, etc.) and the fair and equitable treatment of everyone, with a strict prohibition on child labor and forced or illegal labor, for which we have a zero-tolerance policy. In 2023, we initiated annual social audits for Tier 2 ateliers to ensure the same social and ethical standards throughout the production chain: 17% of Tier 2 ateliers were audited by independent experts. Audit results are translated into grades from A to D for our factories, with the following results for Tier 1. In 2023, over three-quarters of our Tier 1 ateliers were rated A or B. Only two ateliers were rated D (1%).

- **41%, Category A:** Excellent, no corrective actions identified. This often means they exceed our social standards, for example, by offering childcare solutions to employees or additional professional training.
- **37%, Category B:** Very Good. The ateliers generally meet our requirements, but a few minor non-conformities were noted during the audit that must be corrected promptly.
- **21%, Category C:** Compliant. The ateliers generally meet our requirements, but at least two notable non-conformities were identified during the audit that must be corrected promptly.
- **1%, Category D:** Non-Compliant, these two ateliers have failed to demonstrate serious adherence to our social standards. We never start new collaborations with ateliers rated D and work with our partners whose social standards have deteriorated to help them quickly meet our requirements.



For all ateliers, strict follow-up on non-conformity corrections is ensured by a dedicated team at Sézane, and follow-up audits are conducted as necessary to ensure the sustainable implementation of these corrections. We consistently favor a supportive approach because we want to continue growing with our partners. We only end a collaboration in cases of manifest non-cooperation.

3. Our social projects to support our ateliers

Over the past three years, we have initiated a series of measures to ensure the well-being of our partners' employees. Some of these measures were identified as relevant following an independent, anonymous opinion survey of employees.

- **Anonymous feedback:**

Implementation of a hotline in our partner ateliers in Italy, Bulgaria, China, and India, allowing each employee to contact us directly, if necessary, completely anonymously. Contact can be made by telephone or email, at any time, on a line managed by a dedicated representative, an expert in human rights at Sézane.

- **Redesigning living spaces:**

We oversaw the renovation and improvement of the canteen at one of our key partner ateliers in China, following the results of an independent employee survey that identified this as the main area for improving working conditions in the workshop. Hygiene, the variety of meals, and eating conditions have been overhauled to provide employees with a more pleasant environment.

- **Training to combat sexism:**

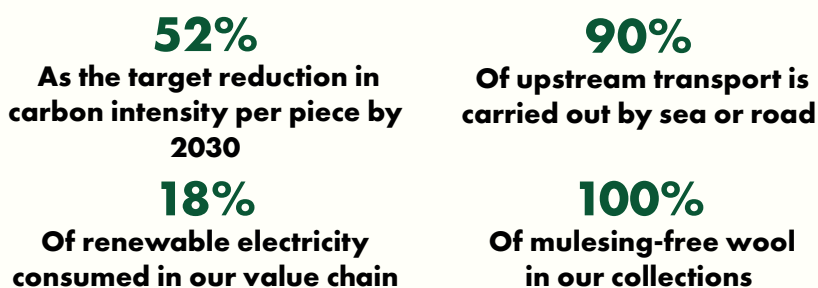
The training to combat sexism was introduced over four months at a workshop in India, following extensive employee feedback on the subject. Three different training courses were offered, depending on the roles held within the company, with tools to enable the best possible response to problem situations, enabling almost 80 people to undergo training.

For each project, we surveyed employees in the months following the implementation of the initiatives. Follow-up questionnaires showed that over 95% of employees were satisfied with the initiatives to optimize their working conditions in this area.

Finally, we are now extending the mailing list for the well-being questionnaire to include seven other ateliers so that we can implement relevant projects to our operation in 2024 and 2025.

IV. Minimizing our impact on the environment, biodiversity, and animal welfare

Key figures for 2023



1. Our carbon footprint and carbon emission reduction strategy

In 2023, we established 2030 targets aligned with the Science-Based Targets initiative (SBTi)* methodology, ensuring our goals contribute to the collective effort set by the Paris Agreement to limit global warming well below two °C by 2100:

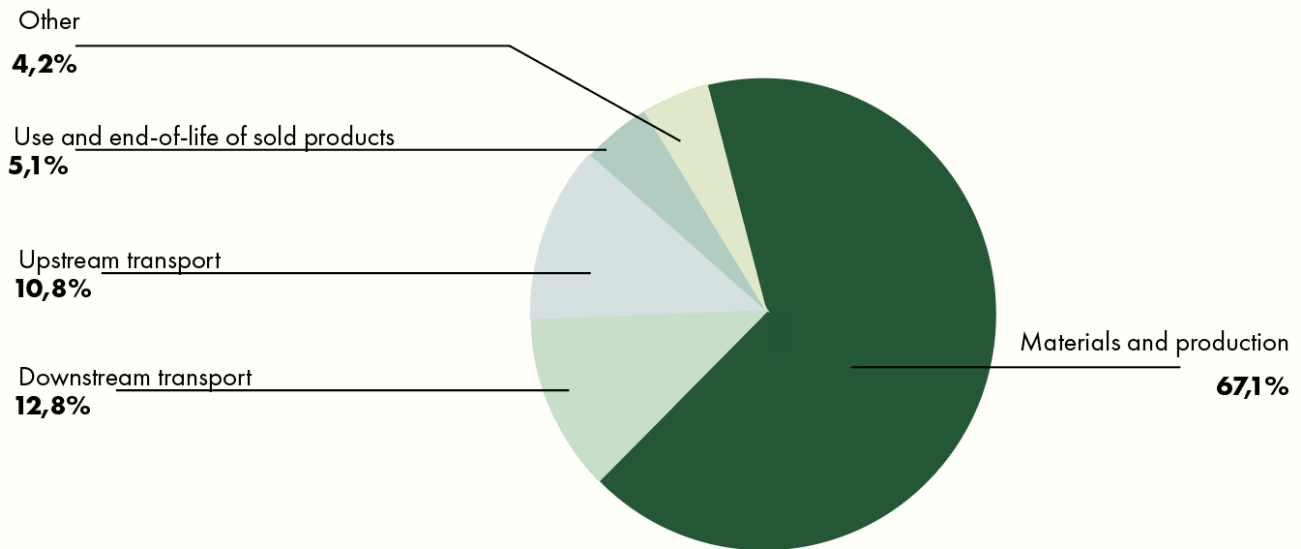
- Reduce carbon intensity per piece produced by 52% by 2030
- Reduce absolute emissions across scopes 1 and 2 by 42% by 2030**

Actions addressing the primary emission sources related to these objectives were strengthened in 2023.

* Science Based Targets initiative (SBTi): An initiative that brings together partners from the public sphere (United Nations Global Compact) and the private sector (World Wildlife Fund - WWF, World Resources Institute, Carbon Disclosure Project). It is responsible for validating science-based targets and climate trajectories of companies aligned with the goal of keeping global warming well below 2°C by 2100.

** Scope 1: Direct greenhouse gas emissions directly emitted by Sézane's activities (natural gas consumption in our offices and stores, company vehicles, refrigerant fluid consumption). Scope 2: Indirect greenhouse gas emissions from the production of electricity purchased and consumed by Sézane (electricity consumption, heat or steam consumption).

Reminder: Here is the breakdown of our carbon emissions by area:



What has been implemented in 2023

In 2023, we strengthened our actions to reduce greenhouse gas emissions, always seeking the best compromise between product quality and reduced carbon impact.

a. Raw materials: We prioritize materials with a reduced carbon impact whenever possible and continuously seek innovative, lower-emission alternatives without compromising on the quality and durability of our products. We increased their share in our collections in 2023. We work with our spinning partners to increase the proportion of recycled materials in our collections: in 2023, 57% of the synthetic materials used were recycled. We also decided to remove cashmere from our collections in 2023 due to its high impact on climate change, soil depletion and desertification, and the lack of recognized animal welfare standards.

b. Our value chain: Following the decarbonization projects of two of our partner workshops in Morocco and Bulgaria in previous seasons, we conducted a survey of all our Tier 1 suppliers to take stock of their environmental energy practices (energy intensity and mix) and promote decarbonized energy solutions to support our value chain transition effort. In 2023, 18% of the electricity consumed by our suppliers was of renewable origin, an increase on the previous year. In addition, we have demonstrated a 22% improvement in energy efficiency from a year earlier. In addition to this annual monitoring, we are continuing our environmental audits of our suppliers. We have launched audits of 5 of our long-standing suppliers to prioritize the concrete actions they can take to reduce the carbon footprint of their production processes.

We also carried out energy audits in our offices and three of our stores:

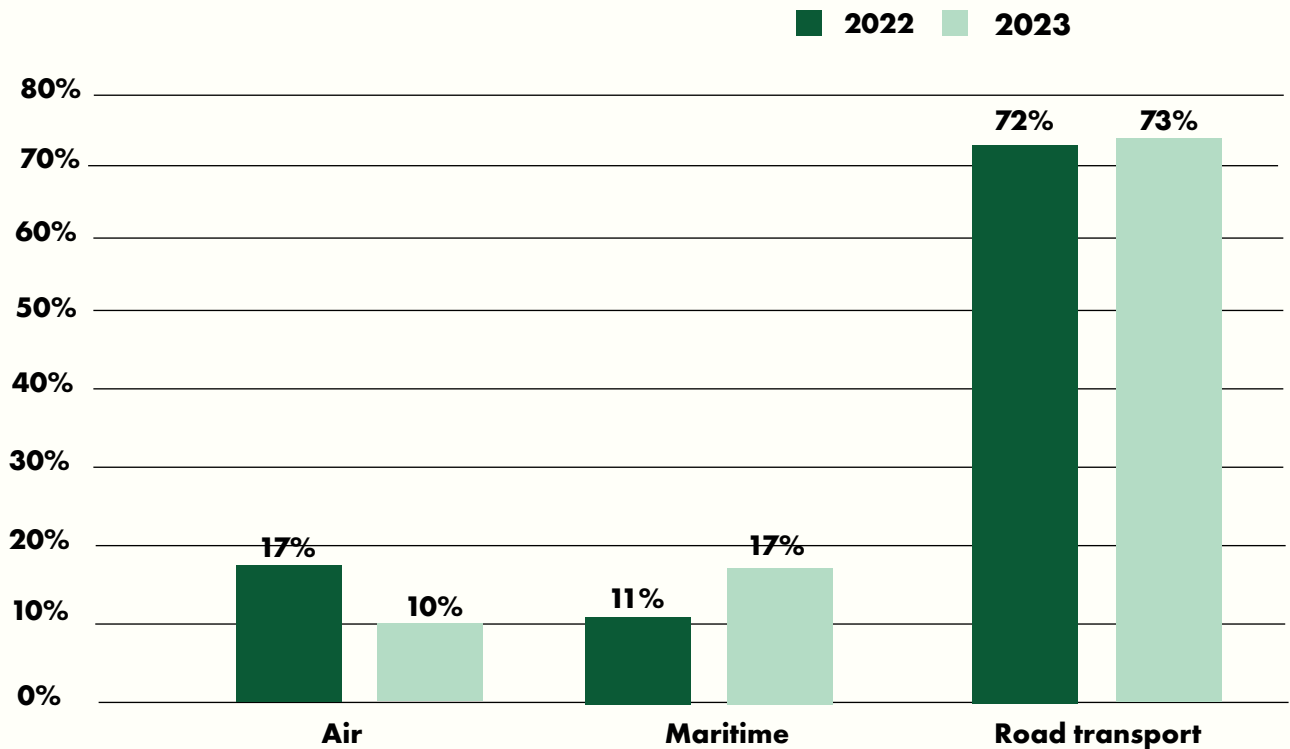
These audits enabled us to identify concrete actions to reduce energy consumption, such as systematically implementing temperature set points.

As in previous years, 100% of our permanent boutiques are powered by renewable energy.

c. Transport: Regarding transport activities, we continued our efforts across all our flows:

We converted a significant portion of upstream air transport (from our suppliers to our warehouse) to sea transport. Thus 2023, 90% of upstream transport was done by sea or road (compared to 17% in 2022).

Breakdown of upstream transport by mode of transport, as % of volume



- We also work closely with the carriers delivering products to our customers to increase the share of road transport using low-emission vehicles (biofuels, biogas, electricity, cargo bikes, and green hydrogen). For example, in 2023, 22% of deliveries in the European market by our primary carrier were made using low-emission vehicles.

d. Waste: We identified three main areas to reduce the impact of our waste: maximizing the reuse of packaging, using recycled packaging, and eliminating unnecessary packaging.

In 2023, 63% of industrial packaging (boxes, polybags, pallets, hangers) was reused at least once.

We implemented reusable poly bags to store specific products in the warehouse and reusable pouches for orders shipped in France. Finally, all polybags used to protect our products during transport and storage in the warehouse are made from 100% recycled polyethylene.

Our objectives for the upcoming seasons:

We have set specific goals for our climate strategy's four axes. These actions enable us to achieve our goal of a 52% reduction in carbon intensity per product by 2030.

- **Further advance in eco-friendly materials:** Increase the share of recycled materials and those from regenerative agriculture.
 - Support the decarbonization of our value chain: Improve the energy efficiency of our main partners and sites and increase the share of renewable energy.
 - Reduce freight emissions: Continue to minimize air transport and favor road transport using low-emission vehicles.
 - Reduce waste in our value chain: Maximize packaging reuse rates.

2. Our actions for biodiversity

We use a significant amount of natural, plant-based, or animal raw materials and, therefore, have a role in preserving nature and biodiversity throughout our value chain.

What is already in place:

- **Forest Preservation**

We are the first textile brand in France to obtain FSC certification. This allows us to offer pieces made from FSC-certified viscose (Forest Stewardship Council), a label that guarantees the sustainable management of the forests from which the wood originates. Beyond FSC certification, we also monitor the origin of the wood used in our products and packaging. We source our leather from countries with low deforestation risk for forest preservation, primarily in Europe.

- **Soil Depletion and Eutrophication**

We also contribute to sustainable soil management through our various certifications. We are certified RAF (Responsible Animal Fibers), which includes criteria for the sustainable management of pastures and soils. The same principle applies to GOTS certification, which requires that soils be cultivated sustainably without pesticides to prevent soil depletion. In 2023, we also secured a supply of regenerative wool and cotton, which allows for better soil regeneration and preservation, improved carbon sequestration, and consideration of the impacts on biodiversity and the natural resources needed (including water resources)

What is regenerative agriculture?

Regenerative agriculture is an approach that places people and ecosystems at the heart of its practices. Definitions of regenerative agriculture may vary, but three transparent pillars stand out:

- **Soil health & biodiversity:** improving soil regeneration and carbon sequestration while considering the impact on biodiversity and the natural resources required (particularly water).
- **Fairness & social justice:** guaranteeing strict respect for human rights, a sufficient level of social compliance, respect for the communities involved, and fair pay and remuneration for all.
- **Animal welfare:** For materials of animal origin, respect a minimum of the animal's five individual freedoms (absence of stress, fear, anxiety, distress, and the possibility of expressing behavior normal to its species).

- **Water consumption and pollution**

We aim to limit water consumption and pollution by focusing on three main levers:

Promote GOTS-certified organic cotton, which is less water-intensive than conventional cotton (81% of the cotton in our collections is either GOTS, OCS, or recycled).

Reduce water pollution from leather treatments, notably through LWG (Leather Working Group) certification, for which 100% of our partners for shoes and bags are audited. This certification ensures proper wastewater treatment following leather tanning.

Minimize the environmental impact of denim washing. We have engaged our leading denim partner in measuring and reducing the ecological impact of washing through the Environmental Impact Measuring (EIM) score developed by Jeanologia*. The EIM score measures the impact of washing across four dimensions: water, energy, chemicals, and worker health. Results in each dimension contribute to an overall score, determining the impact level of washing as high, medium, or low. In 2023, over half of our denim was produced using low-impact washing processes according to the EIM score, resulting in at least 50% savings in water, 31% in energy, and 50% in chemicals per piece compared to high-impact washing.

* Jeanologia is a company that develops technologies to improve productivity, reduce water and energy consumption, and minimize or even eliminate harmful emissions and waste in the textile industry.

Our goals for the upcoming seasons:

- Expand the use of fibers from regenerative agriculture to as many of our wool models as possible while maintaining RWS certification to ensure animal welfare.
- Use cotton and wool from regenerative agriculture in our collections.
- Support our suppliers in significantly reducing their water consumption by improving its efficiency and minimizing pollution from the treatment of our pieces.
- Extend the use of the EIM score to two new denim partners and achieve at least 75% low-impact washing*.

3. Our commitments to animal welfare

We use many animal-based materials in our collections, such as wool or leather, but we are committed to respecting the five domains of animal welfare throughout their lives.

The five domains are as follows:

- **Good nutrition**
- **Good physical environment**
- **Good health**
- **Appropriate behavioral interactions**
- **Positive mental experiences**

We have a strict policy on this matter, supported by our Supplier Code of Ethics, signed annually by all our Tier 1 partners.

For wools and other animal fibers, any wool produced using mulesing or removing part of the perianal skin is strictly prohibited. We prioritize, whenever possible, wools certified by RWS, RMS, RAS, and GRS. Wild animal fur is banned: we do not use any fur from wild or endangered animals, nor exotic leathers (such as crocodile leather). The leathers used by our tanneries come from animals raised in the food industry. We are also committed to animal welfare and select our materials (wool, leather, or silk) from supply chains that guarantee the best traceability.

What has already been done:

- 100% of the wool used in Sézane and Octobre Éditions collections is mulesing-free. We do not use any wool for which we do not have this guarantee.
- Our RAF certifications ensure animal welfare. Wool represented 21% of the fibers in our knitwear collections 2023, and more than half of our knitwear pieces were certified RWS.
- In 2023, we decided to cease production of cashmere models for our collections. In addition to the high carbon impact of cashmere goats and their contribution to soil desertification in Mongolia, there is no recognized animal welfare standard for cashmere.

Our list of banned materials presented earlier in the report complements our policy on animal welfare by prohibiting all materials for which we do not have guarantees regarding animal treatment.

Our goals for the upcoming seasons:

- Increase the proportion of animal materials certified by Responsible Animal Standard or recycled materials certified by GRS or RCS.
- Develop vegan alternative pieces in our collections to allow everyone to wear sustainable pieces that align with their ideals without compromising the quality of our items.
- We source more responsible alpaca and certified RAS for our collections to ensure the best possible welfare on the farms from which our yarns come.

* Among the washes carried out by our partners involved in the EIM score.

** Mulesing is a traumatic surgical procedure for the animal. It involves damaging the skin around the sheep's tail to prevent certain diseases that affect the health of the sheep and, thus, the quality of the wool. Mulesing free guarantees the non-use of this practice.

V. Commitment to society: being as supportive and equitable as possible

1. Our support for the DEMAINE solidarity program

Founded in 2018 by Morgane Sézalory, Founder of Sézane, the DEMAINE program aims to support concrete actions in favor of fundamental rights, health, and education—through numerous partner associations, including La Voix de l'Enfant, Bibliothèques Sans Frontières, Sport dans la Ville, and Solidarité Femmes.

In 2024, DEMAINE will support 17 associations worldwide in two main areas: Child Welfare and Equal Opportunities and Women's Physical and Mental Health. Each association has been rigorously selected based on four criteria: scope of intervention, governance, financial health, and impact measurement.

DEMAINE maintains a trusted and privileged relationship with its partners, committing to support them over the long term and directing funds where they are genuinely needed.

DEMAINE partage une relation privilégiée de confiance avec ses partenaires, et s'engage à les soutenir dans la durée et à affecter les fonds là où ils ont en vraiment besoin .

What we've already achieved:

- Since its creation in 2018, Sézane has raised more than €7 million through DEMAINE, the primary philanthropic initiative, to support more than 300 concrete projects and 45,000 beneficiaries.

- **The Call of the 21st Appeal**

On the 21st of every month, 10% of the day's sales + 100% of the net sales profits from a philanthropic creation are donated to the DEMAINE initiative and redistributed to organizations working for children and equal opportunities: La Voix de l'Enfant, Bibliothèques sans Frontières, Sport dans la Ville, La Fondation pour la Recherche Médicale, The Women's Cancer Research Fund and many more.

Since 2018, DEMAINE has funded more than 300 practical projects through some twenty organizations in France and abroad; distributed emergency aid and school kits; worked to prevent abuse; and enabled access to health, reading, sports, music, holidays, etc.

- **Pink Wednesdays**

On the first Wednesday of every month, 10% of the day's revenue from denim sales + 100% of the net sales profits from a philanthropic creation are donated to the DEMAINE initiative and redistributed to organizations working for women's physical and mental health, such as the Gustave Roussy Breast Cancer Research Center, The Women's Cancer Research Fund, The Pink Ribbon Foundation and Solidarité Femmes, which supports women who are victims of domestic violence.

Since 2022, this initiative has raised almost €1m for the fight against breast cancer, benefiting three significant institutions.

Year-round, Sézane and Octobre Editions also allow customers to donate to DEMAINE after each in-store or online purchase to support the DEMAINE initiative and its partner organizations.

Our objectives for upcoming seasons:

We want to strengthen our philanthropic actions in France and wherever Sézane is developing.

We will further develop DEMAINE's activities outside France, particularly in the United States and the United Kingdom.

We will use donor-advised funds to extend our action and support more organizations in these countries where we now have a presence. In the UK, DEMAINE is continuing its commitment to the Young Women's Trust, a feminist organization working for economic justice for young women.

Why DEMAIN?

With the DEMAIN fund, we encourage everyone to act with increasing solidarity and to promote engagement at all levels, whether it's the solidarity involvement of employees or your own.

Since its creation in 2018, DEMAIN has distributed €7 million to about fifteen associations, supporting 45,000 children in their fundamental rights and access to health, education, and culture. Notably, we have developed partnerships since DEMAIN's inception with organizations such as Bibliothèques Sans Frontières, La Voix de l'Enfant, Sport dans la Ville, Orchestre Demos, and, more recently, the Fondation pour la Recherche Médicale.

2. Our partnerships to promote diversity

We are committed to ensuring that everyone has access to the career opportunities that are right for them and that people who are victims of discrimination in the workplace can achieve professional fulfillment.

What's already in place:

We are actively working to ensure that everyone has access to the career opportunities that are right for them and that people who are victims of employment discrimination can achieve their full professional potential. To achieve this, we have developed partnerships with various organizations that enable us to call on talent from different backgrounds, entrusting them with projects and giving us both the chance to enrich our perspectives:

- **Partnership with Each One:** working for the professional integration of refugees. In 2024, 4 people will be coached and trained by the Each One and Sézane teams to become full members of our in-store teams.
- **Partnership with Atout Jeunes Université,** an organization that facilitates the professional integration of young people at university. Over several months, our teams worked with around thirty students on mentoring projects, giving them insight into the company.
- **Partnership with Sport dans la Ville,** an organization that supports young people in their social and professional integration through sport. Between 2022 and 2023, we will have taken on around ten young people on work experience placements, presented our professions to around twenty young people, and taken on two young people on sandwich courses and one on a fixed-term contract.
- **Participation for the 2nd year in DuoDay:** this is a day organized at a national level for companies who wish to welcome people with disabilities, each paired with an employee, to discover their daily lives. Twelve people from Sézane welcomed the participants and showed them their daily lives at the head office and our stores. To take things a step further, we are working with our partner organization, Agir et Vivre l'Autisme, to build immersion programs for autistic young people.

Our objectives for the upcoming seasons:

- **Develop and strengthen our partnerships for inclusion and diversity within our teams.** The four individuals recruited through Each One and joining our Apartments are part of this initiative, and we hope to achieve even more.

3. Employee engagement

At Sézane, we have supported commitment initiatives by encouraging our employees to participate in charitable activities.

What is already in place:

- In 2023, around twenty Sézane employees will be involved in skills sponsorship to help the DEMAIN initiative grow. The teams devoted more than 31 days to producing content, redesigning communications materials, setting up the micro-donation scheme, providing administrative and legal expertise, and much more.
- We launched the DEMAIN Minute on our internal social networks on the 21st of each month to raise teams' awareness of the various aspects of the charitable program and provide them with more concrete and regular information about the supported projects.
- Over 100 employees have participated in missions with the associations supported by DEMAIN.

Our goals for the upcoming seasons:

- In 2024, we want to give our employees more opportunities to get involved by offering each division the chance to run one community workshop a year, based on the needs expressed by non-profit organizations and the expertise of our teams: presentation of jobs for young people in integration with Des Jeunes et des Lettres, decoration of a children's hospital with la Voix de l'Enfant, fitting out of the premises of Agir et Vivre l'Autisme, sorting of books in the warehouse of Bibliothèque sans Frontières, self-image workshop for women who have been victims of domestic violence and are rebuilding their lives with Solidarité Femmes and more.

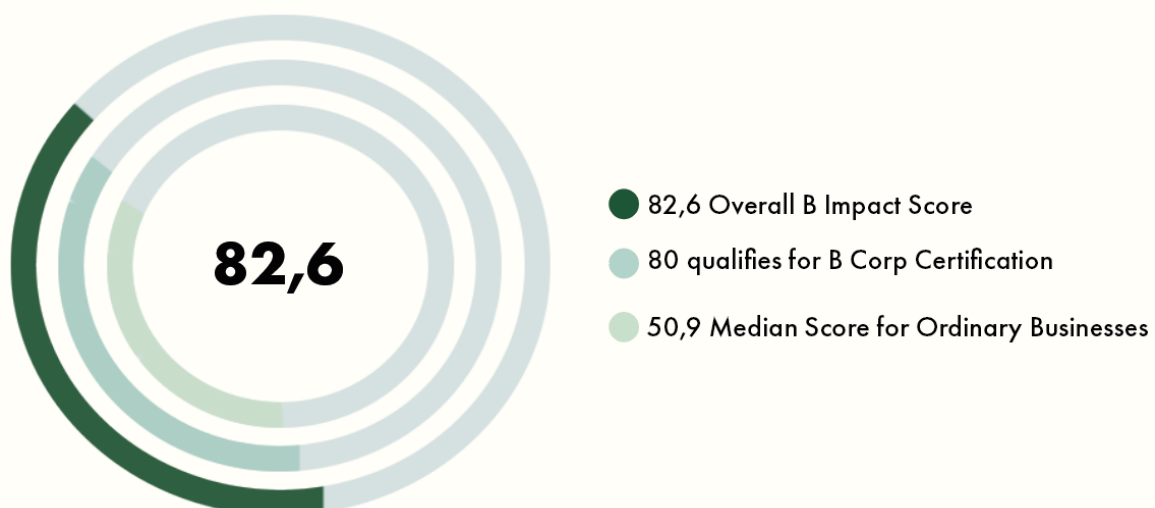
VI. Rigorous independent labels: B-corp & mission-driven company

1. B-Corp certification since 2021

In 2021, we achieved B-Corp certification. From the selection of materials to the manufacturing of pieces, from auditing each atelier to calculating our environmental footprint, from corporate governance to workplace well-being to charitable commitments—the overall impact of Sézane was rigorously assessed across more than 250 questions. We obtained an overall score of 82.6.

This questionnaire is based on five main pillars:

- **Governance** (score of 13.4) evaluates the company's overall mission, commitment, and existing mechanisms related to social and environmental impact, ethics, and transparency.
- **Employees** (19.6) measure the company's contributions to financial security, health and safety, well-being, career development, engagement, and employee satisfaction.
- **Community** (score of 17.8) assesses the company's commitment and impact on the communities where it operates, recruits, and sources. Topics include diversity, equity, inclusion, economic impact, civic and charitable engagement, and supply chain management. Examples reviewed during the audit include the content of the Supplier Code of Ethics and its enforcement, risk monitoring processes related to human rights in our ateliers, recruitment programs for people distant from employment, supplier relationship management and duration, impact on the local economy, and the operation of the DEMAIN program.
- **Environment** (score of 28.8) evaluates the company's overall environmental management practices and their impact on air, climate, water, land, and biodiversity, from the direct effects of the company's activities to its supply chain and distribution channels. This section also recognizes companies that offer products or services with a more positive environmental impact than the industry average: Sézane earned 2 Impact Business Model points in this dimension, specifically in Wildlife Conservation and Toxin Reduction, primarily due to efforts in material selection, certifications, and limited use of chemicals in production.
- **Customers** (score of 2.9) measure how we interact with our customers through our communication channels, data privacy management, and data security.



We are working on renewing the certification, which will take place in 2024. This daily effort drives us to advance our commitment and thinking continuously. It requires the involvement of every team so that each of the pillars can be improved.

2. Sézane, a mission-driven company since 2020

Since 2020, Sézane has been committed to being a mission-driven company. This status testifies to the hard work of our teams and our production partners: from the choice of materials to the manufacture of pieces, from the audit of each workshop to the calculation of our environmental footprint, and from well-being in the workplace to our community commitments.

We have chosen to follow what has always driven us since our beginnings: the desire and commitment to do things well and to improve everything that can be improved. The mission is the guiding principle we have set for ourselves, keeping us on track and providing concrete action points through the statutory goals of our mission-driven status.

In 2023, our purpose has slightly evolved, with fewer words—but more carefully chosen—to focus on what matters most. We have, therefore, defined our mission as follows:

«Transforming the way fashion is made by placing quality, people, commitment, and the customer at the heart of our decisions.»

This mission is broken down into four statutory objectives:

- **People:** Establishing a human, fair, and sustainable relationship with each partner: ateliers, suppliers, and employees.
- **Commitment:** acting for equal opportunities with the DEMAIN philanthropic initiative.
- **Our customers:** challenging and improving our processes to meet and exceed their expectations.

Our mission committee

To monitor the achievement of our objectives, we have set up a nine-person committee consisting of internal members and external experts.

Our mission committee comprises:

- **In-house experts:**

- Arnaud Ameline, Head of Operations at Sézane
- Marie Courteault, Production Manager at Sézane
- Marie Ferri, Head of Communications at Sézane
- François Tixier, Head of Customer Experience at Sézane
- Sarah Vienne, CSR Manager at Sézane
- Zoë Walker, Head of Recruitment at Sézane

- **External experts:**

- Elléore Bombstein, entrepreneur and former specialist in regenerative agriculture at Pur Project
- Elizabeth Soubelet, member of the B-Lab France Council
- Elise Curioni, Director of the DEMAIN Fund

Final word

As you can see, while the journey is still long, we are committed to sharing our progress through our CSR report year after year, constantly pushing our standards to do better than the day before.

If you have any questions or recommendations, please don't hesitate to contact our team. We will do our best to respond as quickly as possible: sustainability@sezane.com

Appendices

Annex 1: Our contribution to the sustainable development goals

In 2015, the UN established 17 sustainable development goals (SDGs) to be achieved by 2030, addressing critical issues such as:

- Eradicating poverty in all its forms and everywhere,
- Protecting the planet,
- Ensuring prosperity for all.

Through our activities and sustainability actions, we contribute directly or indirectly to 13 of these sustainable development goals:



- **Objective 2:** End hunger, achieve food security and improved nutrition, and promote sustainable agriculture
 - **Objective 3:** Ensure healthy lives and promote well-being for all at all ages
 - **Objective 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
 - **Objective 5:** Achieve gender equality and empower all women and girls
 - **Objective 6:** Ensure availability and sustainable management of water and sanitation for all
 - **Objective 7:** : Ensure access to affordable, reliable, sustainable, and modern energy for all
 - **Objective 8:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all
 - **Objective 10:** Reduce inequality within and among countries
 - **Objective 12:** Ensure sustainable consumption and production patterns
 - **Objective 13:** Take urgent action to combat climate change and its impacts contre les changements climatiques et leurs répercussions
 - **Objective 14:** Conserve and sustainably use the oceans, seas, and marine resources for sustainable development
 - **Objective 15:** Protect, restore, and promote sustainable use of terrestrial ecosystems, manage forests sustainably, combat desertification, halt and reverse land degradation, and halt biodiversity loss
 - **Objective 17:** Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Annex 2: Historical key figures

	2021	2022	2023
% of certified pieces	64%	75%	83%
% of eco-friendly materials	68%	75%	77%
% of natural materials	74%	67%	74%
% of organic cotton (certified GOTS or OCS) or recycled (certified GRS or RCS)	57%	58%	81%
% of wool RWS or recycled certified GRS or RCS	61%	51%	82%
% of wool mulesing free	100%	100%	100%
% of leather from LWG tanneries	42%	83%	100%
% of polyester	6% dont 68% recyclé	5% dont 63% recyclé	7% dont 68% recyclé certifié GRS ou RCS
% of tier 1 ateliers audited	100%	100%	100%
% of tier 2 ateliers audited	-	-	17%
% of production in Europe	65%	68%	68%