

2024 CSR REPORT

AN UPDATE ON OUR SUSTAINABLE ACTIONS

S É Z A N E

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INTRODUCTION



A WORD FROM OUR FOUNDER

Season after season, we measure how far we've come: reducing our impact, keeping our commitments and making Sézane the most sustainable and socially responsible brand possible. A balance sheet is more than just figures: it also reflects the energy of the people who make Sézane grow every day; our teams' investment, our partner workshops' expertise and our customers' commitment.

This report reflects the progress we have made together this year. Nearly 65% of our pieces are made in Europe, while 81% of our Ready-to-Wear collections are made from low-impact materials. At the same time, our DEMAIN solidarity programme

continues to develop, supporting organisations working for children's fundamental rights and women's health, including Gustave Roussy, Solidarité Femmes, Bibliothèques sans Frontières and La Voix de l'Enfant.

As a B-Corp and a Mission-driven Company, we are committed to going further. Our responsibility is to make continuous progress, to improve every stage of our value chain and to strengthen the positive impact of our company.

Thank you to everyone - teams, workshops and customers - for making this journey possible, and for contributing every day to this shared transformation.

Morgane Sézalory

KEY FIGURES

SÉZANE IN 2024

89%

of pieces certified for
our Ready-to-Wear collections.

75%

natural materials in
our Ready-to-Wear collections.

Nearly
65%

of pieces made
in Europe
(Ready-to-Wear and Footwear,
Bags and Accessories)

94%

inbound transport by
sea and road
(Ready-to-Wear and Footwear,
Bags and Accessories)

OUR STORY

2013 - SÉZANE IS ESTABLISHED

In 2009, creations were mixed with vintage pieces, but in 2013 it became clear that we had to devote ourselves fully to creation. That's how SÉZANE was born, with the desire to offer sustainable, authentic and accessible fashion, supported by a loyal community from the outset.

2015 - OPENING OF THE FIRST APARTMENT

A showroom in the heart of our offices to showcase our collections in real life.

2017 - LAUNCH OF OCTOBRE ÉDITIONS

A new men's wardrobe. Today, almost sixty people are carrying this story forward.

2018 - DEMAIN

Sézane has been supporting the Equal Opportunities programme for 7 years, working alongside its partner organisations to promote access to fundamental rights, health, education and culture.

2018 - SÉZANE BECOMES A MISSION-DRIVEN COMPANY

This status formalises what has always guided our choices: designing differently, acting responsibly and constantly improving what can be improved.

2021 - B-CORP CERTIFICATION

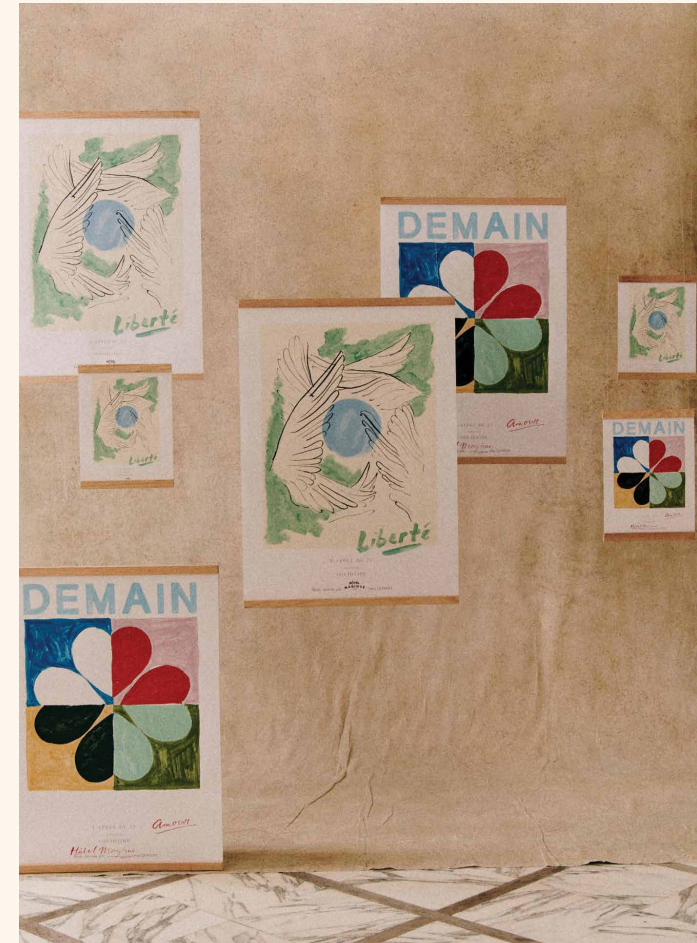
A certification recognised worldwide, which attests to the immense efforts of our teams and workshops to improve everything that can be improved.

2023 - THE (RE)BIRTH OF LES COMPOSANTES

Inspired by Sézane's origins, the Les Composantes brand returned with an Art de Vivre collection and an invitation to freely think, embody and compose your interior.

2023 - LAUNCH OF PETIT SÉZANE

The family grew with a new, cheerful collection for children of all ages.



CERTIFICATIONS & RAISON D'ÊTRE

MISSION-DRIVEN COMPANY
SINCE 2020

For four years, Sézane has been a mission-driven company. Our mission sets a clear and measurable course, which translates into concrete commitments at every stage: from the creation of our collections to our relationships with our suppliers and our solidarity initiatives.

Our raison d'être: "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 3 STATUTORY OBJECTIVES

01 - THE HUMAN

Establishing a humane, fair and sustainable relationship with each of our partners: workshops, suppliers and employees.

02 - QUALITY

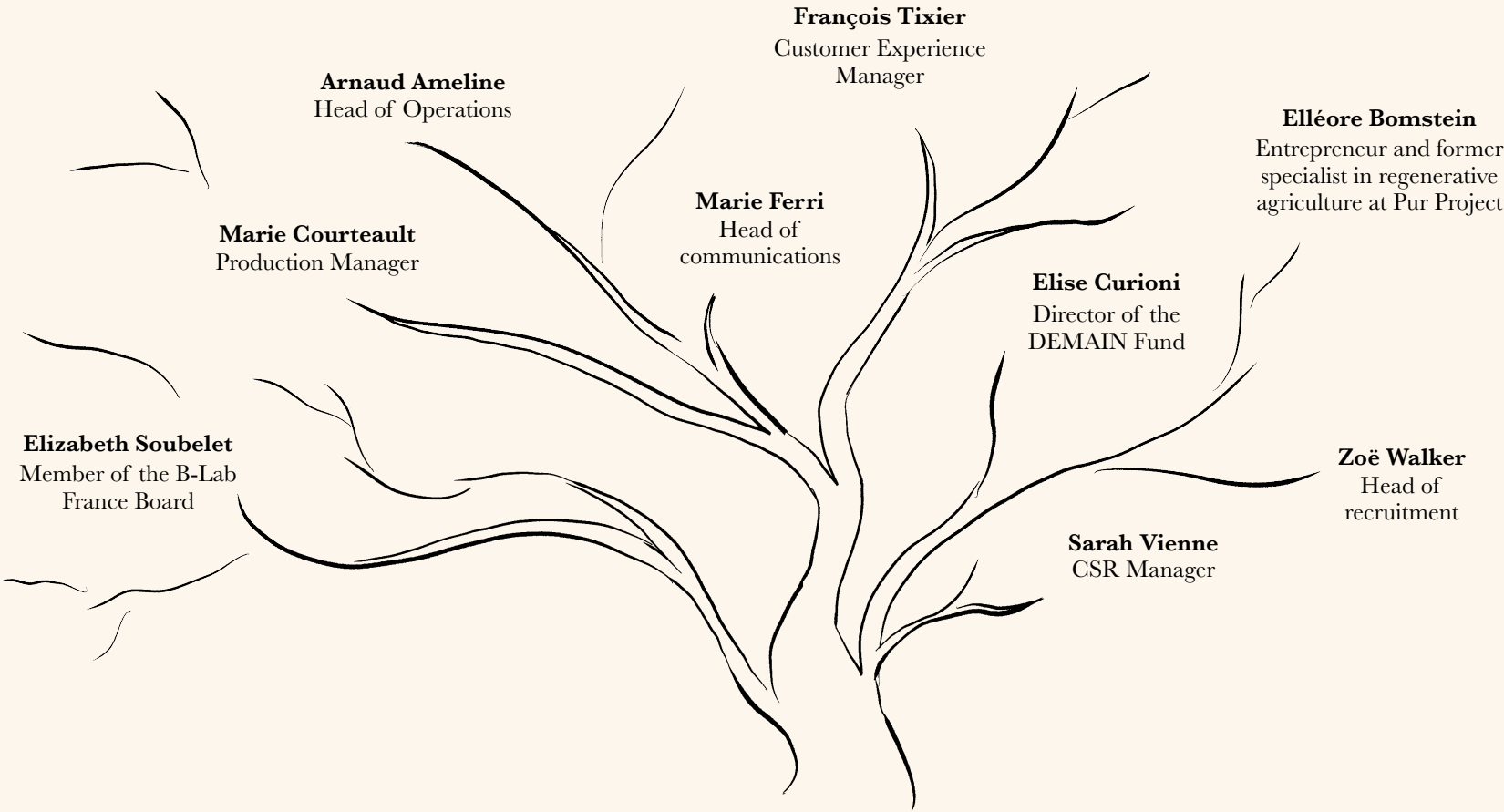
Offering the most dazzling creations at the fairest price, designed to last and to be passed on.

03 - COMMITMENT

Acting for equal opportunities with the DEMAINE solidarity initiative

OUR MISSION COMMITTEE

To monitor the achievement of our objectives, we have set up a 9-person committee, made up of internal members as well as experts from outside Sézane. It meets at least twice a year to monitor progress and the achievement of objectives.



B-CORP CERTIFICATION SINCE 2021

In 2021, Sézane obtained B-Corp certification. This certification is based on the evaluation of more than 250 criteria covering all our activities: choice of materials, manufacture of pieces, audit of our workshops, environmental footprint, governance, well-being in the workplace and solidarity commitments.

We achieved an overall score of 82.6, broken down into five main pillars:



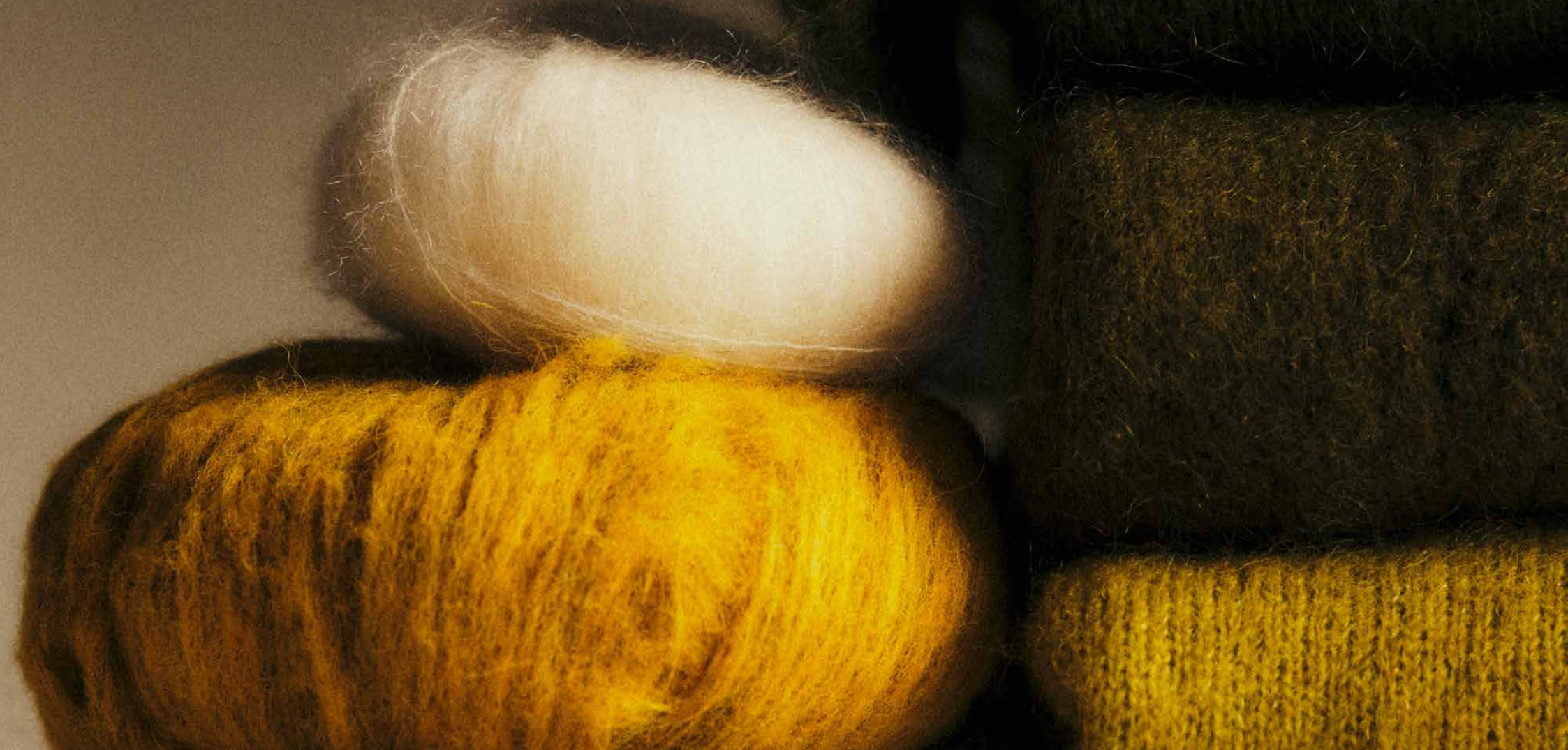
- **Environment: 28.9**
Carbon footprint, resource management, certifications, reduction of chemicals in our collections.
- **Employees: 19.6**
Financial security, health and safety, well-being, training and team commitment.
- **Local communities: 17.8**
Impact on the communities where we operate and recruit - diversity, equity and inclusion, responsible supply chain management, sustainable supplier relations, contribution to the local economy, support for DEMAINE programme actions.
- **Governance: 13.4**
Integrity, transparency and the company's social and environmental impact.
- **Customers: 2.9**
Customer relations, transparency, data protection and security.

This in-depth assessment confirms the robustness of our commitments, while highlighting the areas for improvement that now guide our strategy.

METHODOLOGICAL NOTE

The information shared in this report is based on the work and data of all the Sézane brand's Ready-to-Wear and Footwear, Bags and Accessories divisions. Whenever possible, we give preference to data, methodologies and standards that are publicly available or validated by independent third parties. We also use independent labels and certifications (GOTS, RAF, FSC, etc.) or external third parties (Ecocert, Control Union, etc.) for our materials and pieces, as well as for social audits carried out by our partners (LRQA, Intertek, etc.).





I. ENVIRONMENT & CLIMATE

Reducing the environmental impact of our production

A/ MATERIALS & CERTIFICATIONS

From the outset, our aim has been to create beautiful pieces that are respectful of the environment and animal welfare.

This commitment is reflected first and foremost in our choice of materials: we give priority to low-impact, certified and traced fibres, to reduce the environmental footprint of our collections right from the design stage.

Our objectives for the coming seasons: we are working on the sourcing of all our materials to achieve 90% reduced-impact materials and 95% certified pieces by 2030.



OUR READY-TO-WEAR COLLECTIONS

KEY FIGURES:

81%

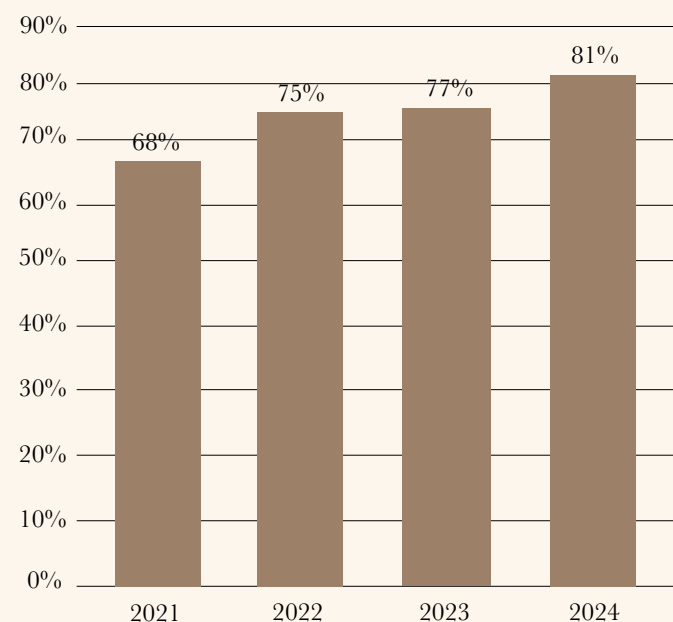
OF REDUCED-IMPACT
MATERIALS

- **100%** mulesing-free wool
- **86%** RWS or recycled GRS or RCS wool
- **98%** RMS mohair
- **100%** of the tanning of our leathers is carried out responsibly
- **78%** GRS or RCS recycled polyester
- **77%** of our FSC or Lenzing Ecovero viscose.
- **93%** organic GOTS or OCS or recycled GRS or RCS cotton

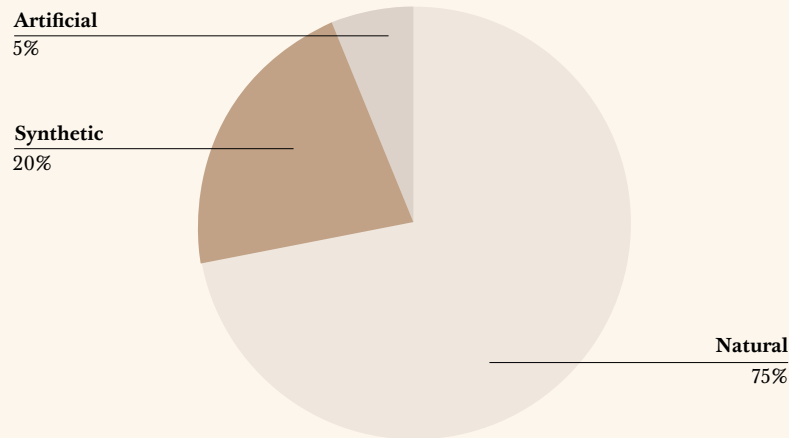
89%

OF CERTIFIED
PIECES

As the seasons have gone by, the weight of reduced-impact materials in our collections has increased, reaching 81% of all our Ready-to-Wear collections in 2024.



TYPES OF MATERIALS



Our materials are split between **natural materials** (75%, 1 percentage point higher compared to 2023), **artificial materials** (5%) and **synthetic materials** (20%), we select them for their properties, quality and durability. A natural material is a fibre that exists naturally in the environment, without human intervention. It can be of plant origin (cotton, linen, silk), animal origin (wool, leather, mohair) or mineral origin. An artificial material is a material transformed by man using technical or chemical processes, and obtained by transforming a natural material (viscose obtained from wood).

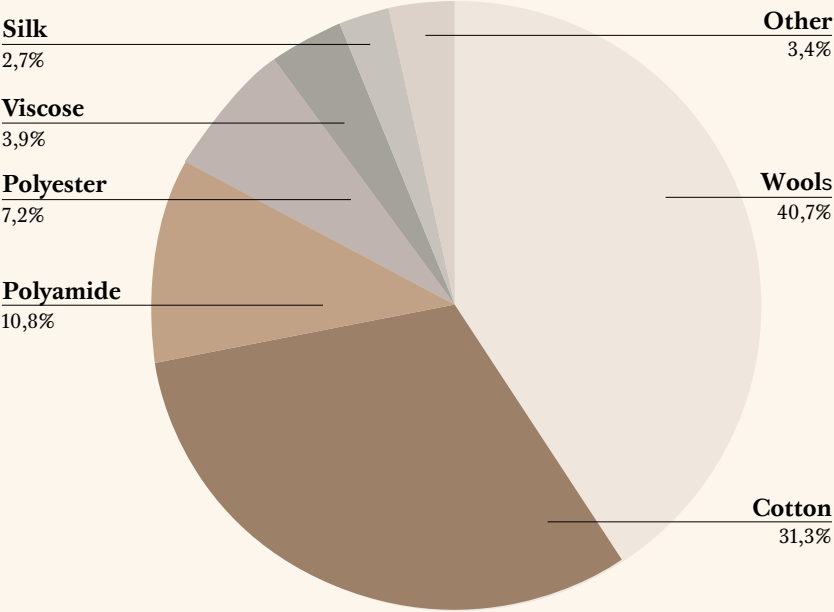
Why are synthetic materials used?

Synthetic materials, and polyester in particular, are the most widely used fibres in the textile industry today. Derived from petroleum, they raise environmental issues, in particular the release of microfibres during washing and their emissions at the end of their life.

At Sézane, around 20% of our materials are synthetic. We sometimes use them because they provide specific properties that are difficult to obtain otherwise: polyester, for example, allows pleated renderings, retains body heat while remaining breathable, and creases very little. Combined with natural fibres, these materials, such as polyamide, also offer greater comfort, resistance and elasticity, and improve the fit of garments.

Aware of their limitations, we are actively working to reduce the proportion of recycled materials in our collections, and give preference to recycled alternatives wherever possible: 78% of the polyester we use in our collections is now recycled.

The breakdown of the main fibres making up our mix in 2024:



Cotton and wools (sheep, alpaca, mohair goat and yak wool) alone account for 72% of materials used, compared with 63% in 2023. The "Other" category (3.4%) includes leather, elastane, linen, acetate, lyocell, acrylic, metal fibres and cupro.

Some of these materials have a reduced impact on the environment.



What is a reduced impact material?

The concept of "reduced impact materials" covers a wide range of issues: reducing soil and water pollution, limiting greenhouse gases, conserving resources and guaranteeing animal welfare. No material ticks all the boxes. All fibre production has an impact on the planet, and our major challenge is to find the right balance between these different impacts.

Cotton, whether conventional or organic, is a natural fibre, but it takes up land that could be used for food, and most of it is grown far from our regions. Synthetic fibres, on the other hand, do not use agricultural land but come from oil, generate waste throughout their life cycle and release microplastics when they are washed. As for leather, it has the advantage of being a sustainable material and a by-product of the food industry, but rearing it emits a lot of carbon and raises animal welfare issues. Leather tanning also produces waste.

According to our approach, a reduced impact material is one that we prioritise over another because its impact - on the environment, biodiversity, animal welfare, human health or human rights - is lower than the industry average.

In this report, when we talk about reduced-impact materials, we are referring mainly to materials certified by independent third parties (GOTS, RWS, FSC, GRS, etc.), but also to those whose cultivation methods are more respectful of ecosystems, such as linen, raffia, jute, ramie and hemp. We review these rankings every year to ensure that we are making progress and selecting the best possible materials.

LOW-IMPACT MATERIALS USED IN OUR COLLECTIONS

NATURAL MATERIALS

GOTS or OCS certified organic cotton; GRS or RCS certified recycled cotton; Conventional linen; European Flax or Masters of Linen certified linen; Raffia; Jute; Ramie; Hemp; GOTS or OCS certified silk; Chrome-free/metal-free/vegetable-tanned/Rishiri Evolo tanned leather; GRS or RCS recycled wool; RWS certified wool or British Wool; RAS certified alpaca and baby alpaca; Mohair; RMS certified kid mohair and super kid mohair.

ARTIFICIAL MATERIALS

GRS or RCS recycled acetate; Certified bamboo; Cupro™; Lenzing™ Tencel™; Lenzing™ Micromodal™; Lenzing™ Modal™; Naia™ acetate; FSC-certified Rayon or Lenzing™ Ecovero™; FSC-certified triacetate or Lenzing™ Ecovero™; FSC Viscose or Lenzing™ Ecovero™; GRS or RCS recycled viscose

SYNTHETIC MATERIALS

All recycled GRS or RCS synthetic fibres (acrylic, polyester, polyamide, elastane, etc.)

A list of our reduced-impact materials for each fibre can be found in the appendix to this document.

OUR READY-TO-WEAR COLLECTIONS CERTIFICATIONS

Certifications are based on standards established by independent third parties and are subject to audits. They make it possible to guarantee a lesser impact on social and environmental issues and animal welfare by regulating the methods used to grow and then process raw materials, as well as the methods used to produce finished products. They can be applied to fibres, materials or finished products. We use the following certifications for our finished products:



OEKO-TEX® STANDARD 100 (since 2019): guarantees the chemical safety of textiles and all components of a piece by ensuring that no chemicals that are harmful to human health or the environment are used. This certification goes further than the Reach standard, a European Union regulation that aims to better protect human health and the environment against the risks associated with chemical substances, in particular by limiting the use of certain substances.



FSC (Forest Stewardship Council, since 2019) allows us to guarantee the sustainable management of the forests from which the wood needed to manufacture our FSC viscose comes, and thus ensure that we are not participating in deforestation.



LENZING™ ECOVERO™ (since 2022) guarantees that the material is made from FSC or PEFC viscose and processed using LENZING™ ECOVERO™ techniques, which involve more responsible chemical processes to transform wood pulp into textile fibre.



GOTS (Global Organic Textile Standard, since 2019) is an independent international standard for organic textiles (mostly cotton but also wool, silk, linen, etc.). The fibres are tested to ensure that they are organic, i.e. grown without pesticides, chemical fertilisers or GMOs. GOTS certification also includes strict social and environmental criteria, from the cotton field to the finished product.



LWG (Leather Working Group) of which we have been a member since 2019. This guarantee attests to a responsible approach to water and energy consumption, solid waste and effluent management, atmospheric and noise emissions, traceability, health and safety, and the management of chemicals and regulated substances such as chromium.



RAF (Responsible Animal Fiber) is the set of certifications that covers the various wools and guarantees both animal welfare and the sustainable and fair management of pastures. In our collections, it comes in three certifications that cover the entire value chain, starting from the field:

- RWS: (Responsible Wool Standard, since 2020) for wool
- RMS (Responsible Mohair Standard, since 2021) for mohair
- RAS (Responsible Alpaca Standard, since 2022) for alpaca



GRS (Global Recycled Standard, since 2024) is our most recent certification, achieved in 2024. It enables items made from pre- or post-consumer recycled textiles* to be labelled, either chemically or mechanically, and applies to the entire value chain from recycling onwards to guarantee the traceability of recycled fibres. It includes social and environmental criteria.

* 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.

What's behind item certification?

For an item to be GOTS, RAF, GRS or FSC certified, not only must the material comply with the certification criteria (organic, recycled, animal welfare, etc.), but also all those involved in the transformation of this material and the manufacture of the garment, 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. If a link in the chain is not certified (e.g. the garment factory), we cannot obtain certification for the item concerned, and we do not show the certification on our product sheets.

Key stages in the value chain



For OEKO-TEX® STANDARD 100 certification, each component must be certified to comply with chemical safety rules, from the yarn to the button, right down to the ink on the composition label. If a sewing thread, button or any other element of the model is not OEKO-TEX® STANDARD 100, the item cannot be certified even if the main material is.

OUR FOOTWEAR, BAG AND ACCESSORY COLLECTIONS KEY FIGURES

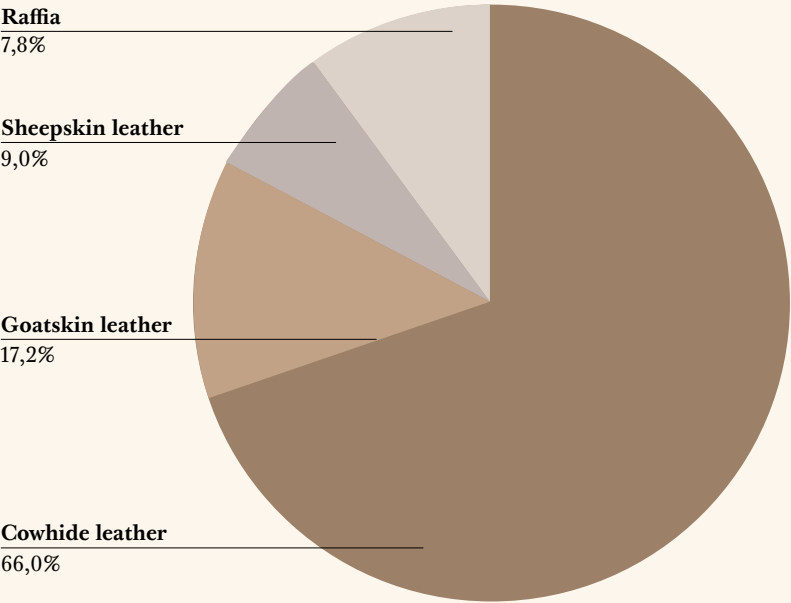
Our footwear, bags and accessory collections are made largely from cowhide, sheepskin and caprine leather, as well as raffia (excluding jewellery).

100%

of tanneries certified LWG, 60% of which are certified LWG Gold and 20% certified LWG Silver.

39%

of our tanning is less impactful tanning



The percentage of raffia used has increased by 2 points compared with 2023, as we have diversified our range of small goods made from raffia. Raffia, a low-impact material, is a responsible fibre in terms of its cultivation and harvesting. The proportion of cowhide leather has fallen, in favour of goat leather.

WHAT DO WE MEAN BY REDUCED-IMPACT TANNING?

Leather tanning is the chemical process that transforms raw hides into leather. This involves treating the hides with tannins or other tanning agents that stabilise the proteins in the hides, giving them strength, suppleness and durability.

By low-impact tanning, we mean the following types of tanning:

- vegetable tanning (with natural vegetable tannins)
- chrome-free tanning (no chrome used)
- metal-free tanning
- Rishiri Evolo tanning

Rishiri Evolo tanning includes waste recycling: around 40% of the materials used for tanning come from recycled waste (including chrome and other chemicals). The volume of chrome required is reduced by a factor of three compared to traditional processes, and production requires three times less water than conventional tanning.

WHAT DOES LWG CERTIFICATION MEAN FOR A TANNERY?

LWG certification (Leather Working Group) is an **international certification** that assesses the **environmental performance** and **sustainability of tanneries**. The Leather Working Group is a not-for-profit organisation that brings together leather brands, manufacturers and suppliers.

Its aim is to promote responsible practices in leather production in:

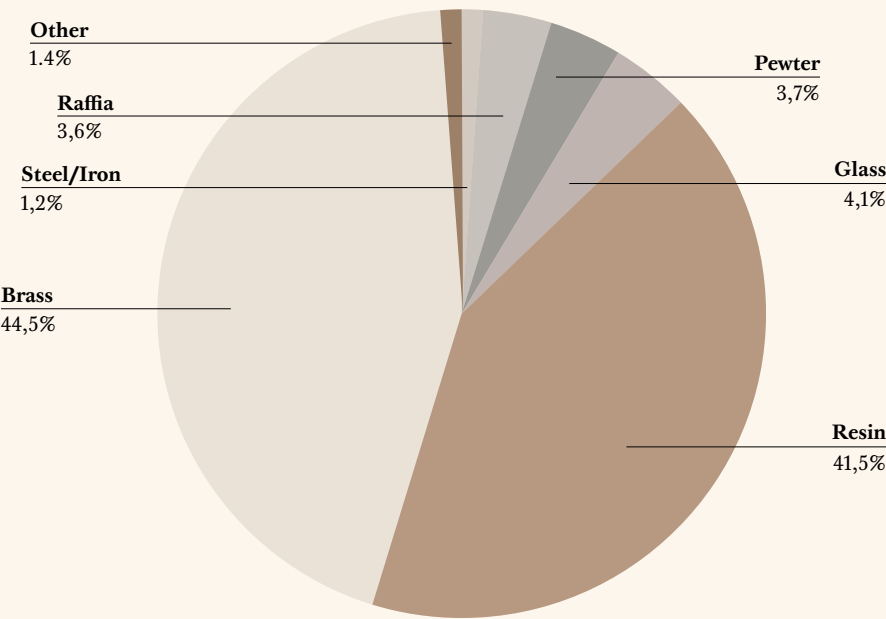
- Water and effluent management
- Energy consumption
- Traceability of raw materials
- Treatment of waste and emissions
- Compliance with chemical standards

There are several levels of certification: when a tannery is audited by the LWG, it receives an overall score based on a points system.

Depending on the score obtained, they obtain a medal:

- No medal: Basic level of compliance
- Bronze: Good level with some improvements to be made
- Silver: Good level
- Gold: Excellent level

BREAKDOWN OF MAIN MATERIALS FOR JEWELLERY IN 2024:



For jewellery, the mix of materials is dominated by brass, 89% of which is recycled, and resin. In 2024, we decided to replace mother-of-pearl with resin, which means we can trace the material. In fact, the mother-of-pearl used for our jewellery was more complicated to trace than that used for our buttons and supplies. For the stones, we chose to use reconstituted stones, made from chips of semi-precious stones. The stones are therefore recycled.



PROHIBITED MATERIALS IN OUR READY-TO-WEAR AND FOOTWEAR, BAG AND ACCESSORY COLLECTIONS

While we value materials with a low environmental impact, we also refuse to use those that have a detrimental effect on social conditions, the climate, wildlife, flora and human health. Every year we update the list of materials and fibres that we decide not to use in our collections.

In 2024, the list is as follows:

WOOL

Mulesing wool; Angora rabbit wool.

ANY MATERIAL FROM WILD ANIMALS

including protected, threatened or endangered species and in particular fur from wild or endangered animals;
Any material from domestic or wild dogs or cats;
Any material from animals raised in cages/captured or hunted in the wild.

EXOTIC LEATHER

or from the Amazon biome; Leather from hides taken while the animal is alive/from aborted animals.

HORN AND BONE

VISCOSE, WOOD, PAPER

and their by-products from countries with a high risk of deforestation, including Indonesia, the Amazon, or virgin, tropical or endangered forests (we always favour FSC viscose).

METALS

directly or indirectly financing armed groups in high-risk countries.

RAW MATERIALS

as well as products and accessories from Syria, Uzbekistan, Turkmenistan and the Xinjiang region of China.

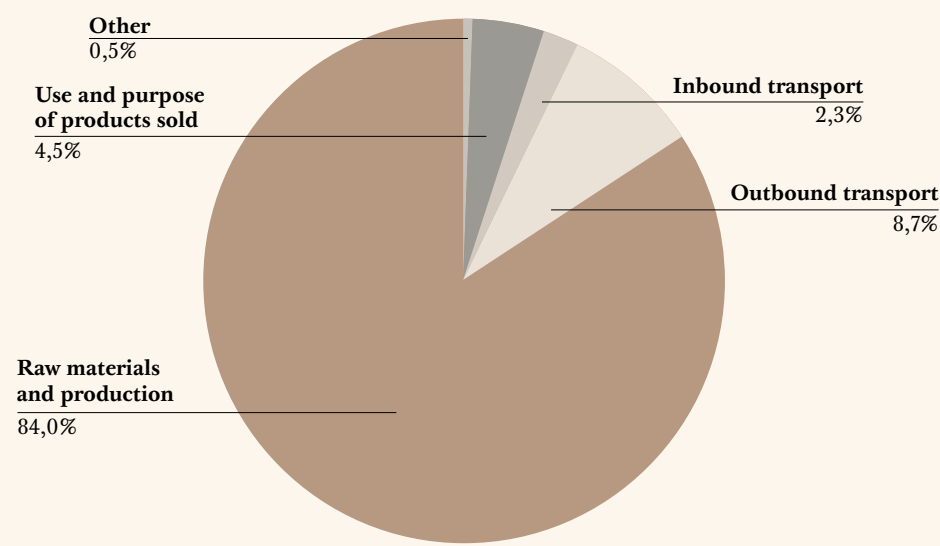
B/ DECARBONISATION

On the basis of our carbon footprint, we have drawn up a climate strategy to take action on our most significant emission sources and achieve our long-term reduction targets.



1. CARBON FOOTPRINT

BREAKDOWN OF CARBON EMISSIONS BY DIVISION OF SÉZANE, OCTOBRE AND PETIT SÉZANE IN 2024:



For our 2024 carbon footprint, we are continuing to use the international GHG Protocol method, which provides a standardised measurement of our emissions. We have, however, adapted the definition of inbound and outbound transport, defined opposite, and modified our emission factor base in 2024 to enable us to calculate our emissions more accurately.

What do we mean by inbound and outbound transport?

- Inbound transport: transporting products from our suppliers to our warehouses.
- Outbound transport: transporting our products from warehouses to customers.

2. EMISSIONS REDUCTION STRATEGY

In 2023, we defined targets for 2030 in line with the Science-Based Target initiative (SBTi)* methodology, to ensure that these targets contribute to the collective effort set by the Paris Agreement to limit global warming to below 2°C by 2100:

- **Reduce carbon intensity per unit produced by 52% by 2030 compared to 2020.**
- **Reduce emissions by 42% in absolute terms on scopes 1 and 2** by 2030 compared with 2020**

OUR ACTIONS IN 2024

In 2024, we continued our efforts to reduce our greenhouse gas emissions, always with the aim of finding the best compromise between product quality and reduced carbon impact.

Analysis of our carbon footprint has enabled us to identify the main levers for reducing our impact and to build an ambitious and realistic climate strategy based on 4 main areas:

- Raw materials
- Our value chain
- Transport
- Waste.



*Science Base Target Initiative (SBTi): an initiative bringing together partners from the public sector (United Nations Global Compact programme) and the private sector (World Wildlife Fund (WWF), World Resources Institute, Carbon Disclosure Project) responsible for validating science-based targets and corporate climate trajectories aligned with the objective of keeping global warming well below 2°C by 2100.

**Scope 1: direct greenhouse gas emissions generated as a result of Sézane's activities (natural gas consumption in our offices and shops, company vehicles, refrigerant consumption).
Scope 2: indirect greenhouse gas emissions resulting from the production of electricity purchased and consumed by Sézane (electricity consumption, heat or steam consumption).

RAW MATERIALS

As far as possible, we favour materials with a reduced carbon impact, and we are always on the lookout for innovative alternatives with lower emissions, without compromising on the quality and physical durability of our pieces.

We have increased their proportion in our collections in 2024 by more than 4 percentage points (from 77% to 81%).

We are working with our spinners to increase the proportion of recycled fibres within the synthetic materials in our collections: in 2024, 78% of the polyester used was recycled, an increase of 10 percentage points compared to 2023 when we had 68% recycled polyester in our collections.

In 2024, we began using a life cycle assessment (LCA) tool to measure the environmental impact of each of our products over their entire life cycle, using the PEFCR methodology.

This method allows us to assign a value in kgCO₂e to each of our products and to visualise the impact of each stage of production. The tool also enables us to measure the environmental impact that a change of material can have on a given product, so that our teams can favour materials with the lowest environmental impact.



OUR VALUE CHAIN

We want to support our partners in improving energy efficiency and increasing the proportion of renewable energy, to reduce greenhouse gas emissions in our value chain. In 2023, we conducted a survey of all our Tier 1 suppliers to take stock of their energy practices (energy intensity and mix) and promote low-carbon energy solutions to support the transition of our value chain. This work continued in 2024, with the integration of our tanneries into the decarbonisation process.

In 2024, 18% of the energy consumed by our tier 1 suppliers and tanneries came from renewable sources, and this percentage reached 35% for electricity, a very significant increase on the previous year (18% in 2023).

To identify ways of improving the energy efficiency of our sites, we also carried out energy audits in our offices and in three of our shops. These audits have enabled us to identify concrete actions to reduce our energy consumption: systematic implementation of temperature guidelines, use of more energy-efficient

air conditioning systems, installation of UV filters to protect against heat. The implementation of these actions began in 2024 and will continue in 2025.

At the same time, we want to support the development of renewable energies in the areas where we operate. In 2024, we strengthened our renewable energy requirements by applying them to our pop-ups and warehouses. For example, our French warehouse signed up to a 100% renewable electricity contract starting in September 2024.

We have converted all our electricity contracts to green electricity. For contracts that we do not hold, we have invited our service providers to convert them to renewable electricity contracts, or we have used guarantees of origin.

Thanks to these actions, 100% of the electricity consumed by our offices, permanent shops and pop-ups is covered by renewable energy.

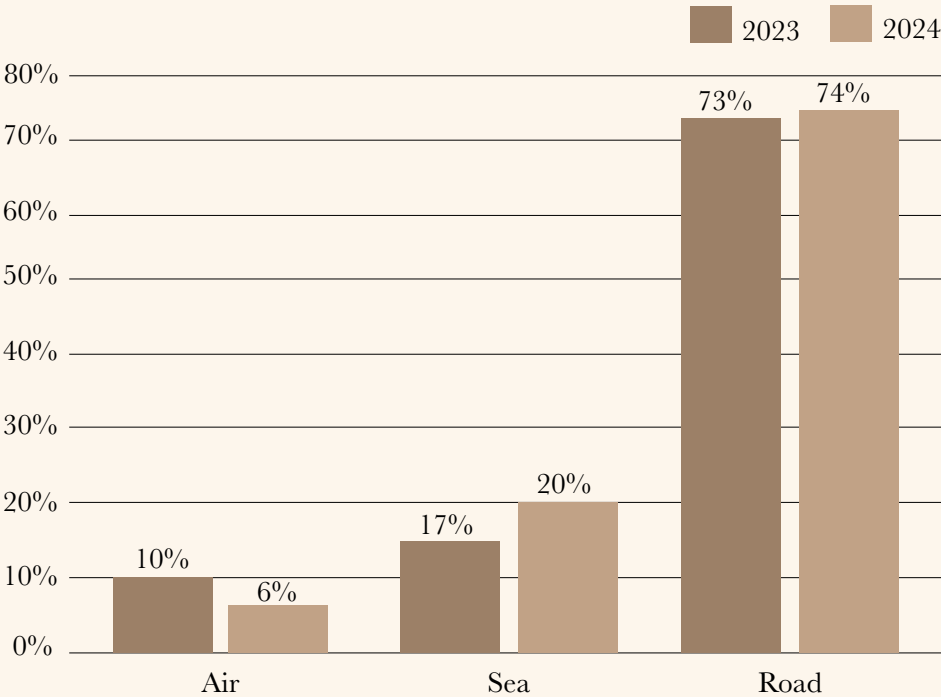
TRANSPORT

As far as transport is concerned, we are working with our hauliers to use less carbon-intensive modes of transport and alternative fuels for all our flows.

In 2024, we have continued our efforts to limit the use of air transport for our inbound flows (from our suppliers to our warehouses): for these flows, we have increased the proportion of transport carried out by sea or road to 94%, compared with 90% in 2023.

We are also working closely with the hauliers who deliver our pieces to our customers to increase the proportion of road transport using low-emission vehicles (biofuels, biogas, electricity, cargo bikes and green hydrogen). By 2024, 19% of deliveries in the European Union will be made using low-emission vehicles.

THE BREAKDOWN OF TRANSPORT FROM OUR SUPPLIERS TO OUR WAREHOUSES BY MODE OF TRANSPORT, AS A % OF VOLUMES.



WASTE

We have identified 3 main areas for reducing the impact of our waste: eliminating unnecessary packaging, maximising the re-use of packaging and using recycled packaging.

01. PACKAGING

By 2024, 47% of industrial packaging (cardboard, polybags, pallets, hangers) had been reused at least once.

02. DELIVERY

We use reusable pouches to deliver some of our orders in France, depending on available stocks.

03. POLYBAGS

Finally, all the polybags used to protect our products during transport and storage in our warehouses are made from 100% recycled polyethylene.



OUR OBJECTIVES FOR THE COMING SEASONS

01. GOING EVEN FURTHER

Go even further on reduced-impact materials by increasing the proportion of recycled materials and materials from regenerative agriculture. Our aim is to use 90% reduced-impact materials in our ready-to-wear collections by 2026, and to include materials from regenerative agriculture in our collections wherever possible.

02. SUPPORTING DECARBONISATION

Support the decarbonisation of our value chain by improving the energy efficiency of our main partners and business locations and increasing the proportion of renewable energy.

03. REDUCING EMISSIONS

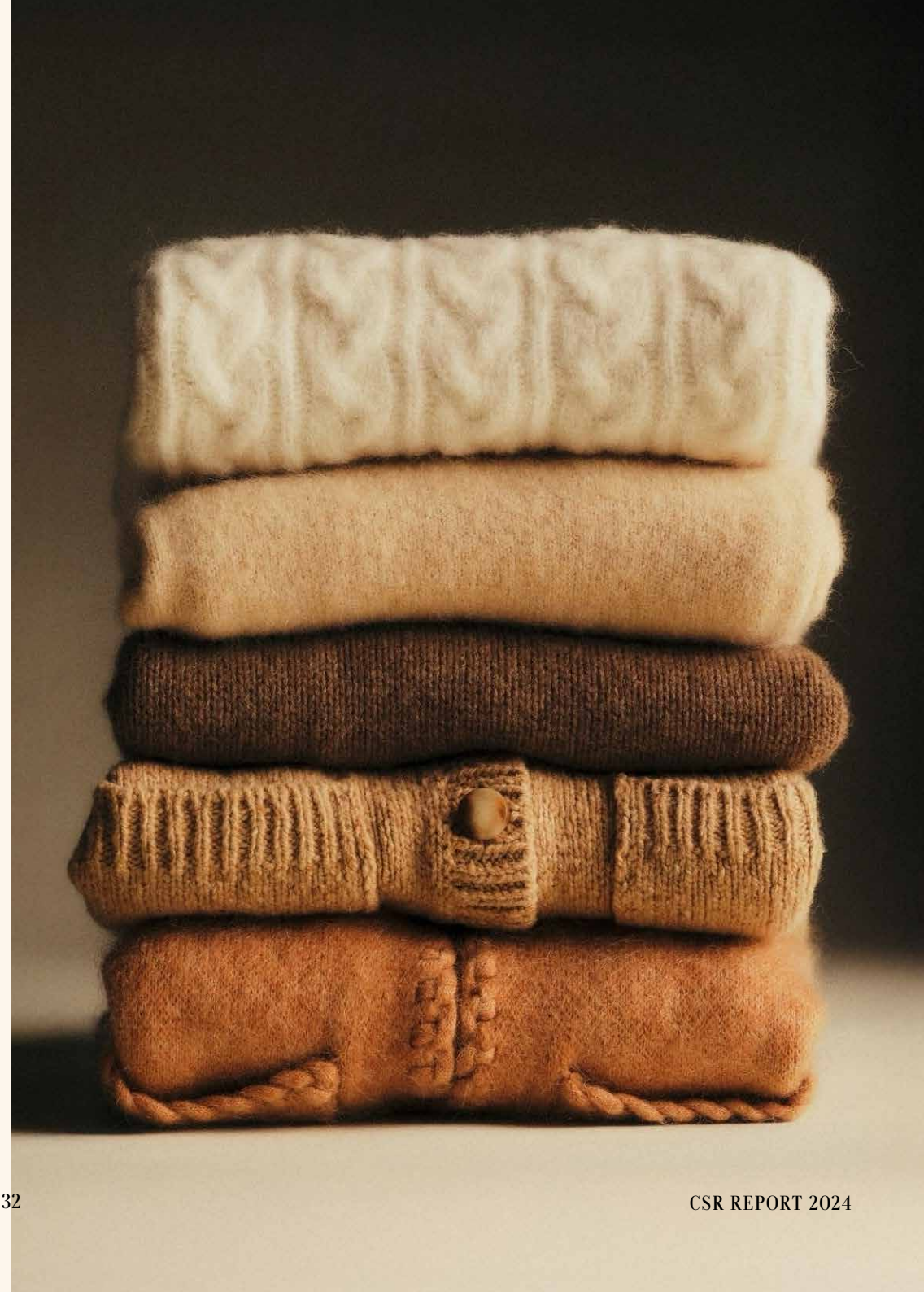
Reduce freight-related emissions by continuing our efforts to minimise air transport and favouring road transport using low-emission vehicles.

04. REDUCE WASTE

Reduce waste in our value chain by maximising the re-use of packaging, eliminating unnecessary packaging and favouring packaging made from recycled materials.

C/ BIODIVERSITY AND ANIMAL WELFARE

Our collections include a significant proportion of animal and plant materials, which is why we are committed to preserving biodiversity and respecting animal welfare.



OUR ACTIONS FOR BIODIVERSITY

We use a significant proportion of raw materials of natural origin, whether plant or animal, and we therefore have a role to play in preserving nature and biodiversity throughout our value chain. Most of the negative impact on biodiversity is reduced by selecting materials that have less impact.

Already implemented:

1. PRESERVING FORESTS

We were the first textile brand in France to obtain FSC certification.

This enables us to offer pieces made from viscose that is FSC (Forest Stewardship Council) certified, guaranteeing sustainable management of the forests from which the wood comes.

In addition to this certification, we also check the origin of the wood used in our pieces and packaging. To preserve forests, we also source our leather from countries with a low risk of deforestation, mainly in Europe, as well as Morocco and India for certain sheep and goat leathers.

2. SOIL DEPLETION AND EUTROPHICATION

We also contribute to sustainable soil management through our various certifications.

We are RAF (Responsible Animal Fiber) certified, a certification whose criteria include sustainable pasture and soil management. The same principle applies to GOTS, a certification that requires soils to be cultivated sustainably, without the use of pesticides to avoid depleting the soil. In 2024, we also found a supply of regenerative wool and cotton for our 2025 collections, enabling better soil regeneration and preservation, and allowing for better carbon sequestration, while taking into account the impacts on biodiversity and the natural resources required (in particular water resources). GOTS cotton will represent 77% of our cotton by 2024, and RWS wool 77% of all wool.

What is regenerative agriculture?

It is an approach to agriculture that places people and ecosystems at the heart of its practices. Definitions of regenerative agriculture may vary, but 3 clear pillars stand out:

• **Soil health & biodiversity:**

improving soil regeneration and carbon sequestration, while taking into account the impact on biodiversity and the natural resources required (in particular water resources).

• **Equity & social justice:**

guaranteeing strict respect for human rights, a sufficient level of social compliance, respect for the communities involved and fair remuneration for all.

• **Animal welfare:**

for materials of animal origin, comply with at least the 5 areas of animal welfare (see page 36).

3. WATER CONSUMPTION AND POLLUTION

We are striving to limit water consumption and pollution, and we are working in particular on **3 areas:**

- **Favour GOTS organic cotton,** which requires less water to grow than conventional cotton.
- **Limit water pollution attributed to treatments on leather,** in particular through LWG (Leather Working Group) certification: 100% of our partner tanneries for our footwear and bags are certified. It provides guarantees on the treatment of waste water following the tanning of leather.

- **Reduce the impact associated with denim washing.**

We have engaged our main denim partner in a process to measure and reduce the environmental impact of laundering using the Environmental Impact Measuring score (EIM score) developed by Jeanologia. The EIM score measures the impact of washing on 4 dimensions: water consumption, energy, chemical products and workers' health.

The results obtained on each of these dimensions are used to obtain an overall score and to determine the impact of washing according to 3 levels: high, medium or low.

For the spring-summer 2024 season, 60% of our denim was produced using low-impact washing processes according to the EIM score, saving at least 50% water, 31% energy and 50% chemicals per piece compared with high-impact washing.



OUR OBJECTIVES FOR THE COMING SEASONS

01. EXTENDING THE USE OF WOOL FROM REGENERATIVE AGRICULTURE

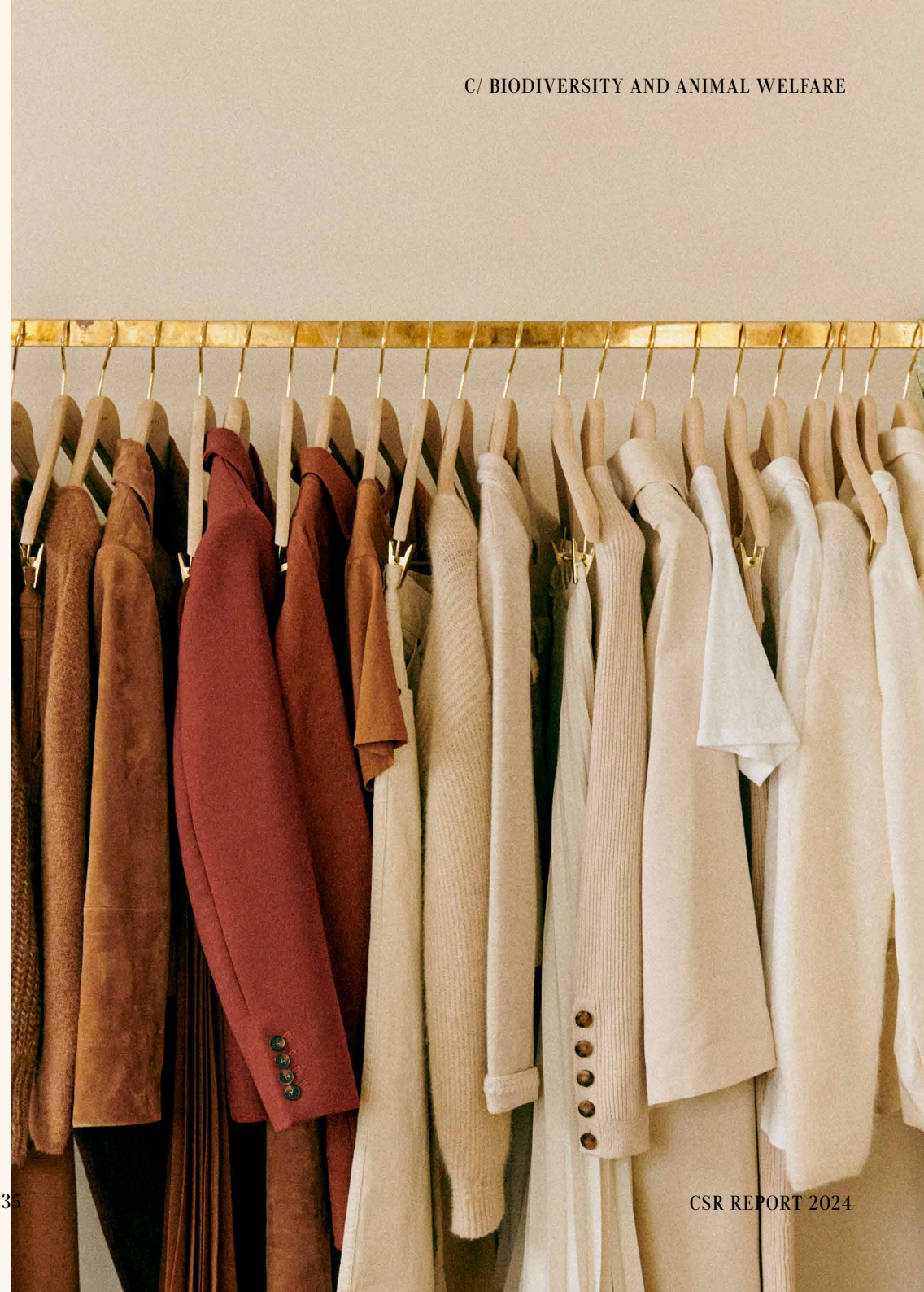
to as many of our wool items as possible,
while maintaining RWS certification to
continue to guarantee animal welfare.

02. USING COTTON FROM REGENERATIVE AGRICULTURE,

which helps to restore the soil and promote
biodiversity.

03. SUPPORTING OUR SUPPLIERS

to significantly reduce their water consumption
by improving the efficiency of its use, and to
limit as far as possible all pollution linked to the
treatment of our pieces by extending GOTS and
OEKO-TEX® STANDARD 100® certifications,
and by continuing to increase the proportion of
our washes that are low-impact.



OUR COMMITMENT TO ANIMAL WELFARE

Our collections use a significant proportion of materials of animal origin, such as wool and leather.

To guarantee respect for animal welfare, we have implemented a strict policy, developed with the international organisation Quatre Pattes, and incorporated it into our Supplier Code of Ethics, signed each year by all our direct suppliers.

It requires compliance with the five areas of animal welfare:

- good nutrition
- good physical environment
- good health
- appropriate behavioural interactions
- positive mental experiences

We select our materials (wool, leather, silk) from channels that guarantee us the best traceability and in this policy good practices to be followed by product category are outlined.

Already achieved:

- **100% of the wool used in Sézane collections is mulesing-free***. We do not use wool for which we do not have this guarantee.
- Whenever possible, we give priority to RWS, RMS, RAS and GRS wools, and aim to increase this proportion every year. Wool represented 26% of the fibres in our knitwear collections in 2024, and more than half of our knitwear was RAF-certified.
- **All fur from wild or endangered animals and all leathers from exotic animals are prohibited.**

* Mulesing is a traumatic surgical operation 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 therefore the quality of the wool. Mulesing-free guarantees that this practice will not be used.

OUR OBJECTIVES FOR THE COMING SEASONS

01. CONTINUING TO INCREASE THE PROPORTION OF CERTIFIED ANIMAL MATERIALS

Responsible Animal Fiber or GRS/RCS certified recycled.

The percentage of wool certified RWS, GRS or RCS has risen from 82% in 2023 to 86% in 2024.

RMS-certified mohair has also risen sharply in our collections, from 58% in 2023 to 98% in 2024.

02. EXPLORE VEGAN ALTERNATIVES

in our collections, so that we can offer animal-free products without compromising on quality. For example, in 2024 we started using a vegan jacron on our denim items to replace the previous patches, which were made from cowhide leather and represented the only part of the item made from animal leather. We also launched an initiative for our raffia baskets, on which the only leather element was jacron.

03. SOURCING MORE RAS-CERTIFIED RESPONSIBLE ALPACA

in our collections in order to guarantee the welfare of the animals at their farms of origin. The alpaca we use comes mainly from Peru, where the majority of farms are small and have difficulty covering the costs of RAS certification. Sourcing is therefore complex, but we were able to source our first certified yarns at the beginning of 2025, which will enable us to gradually integrate them into our collections.



II. THE VALUE CHAIN

Working for fair and equitable relations

Understanding and tracking our value chain is essential for Sézane, as textile supply and production chains remain very complex and often opaque.

Numerous suppliers are involved from field to finished product, and there are often several for each stage. Our aim is to track all our products up to tier 4. To achieve this, we are continuing to work with our manufacturers and their subcontractors to map our value chain using traceability tools.



A/ DISTRIBUTION OF PRODUCTION

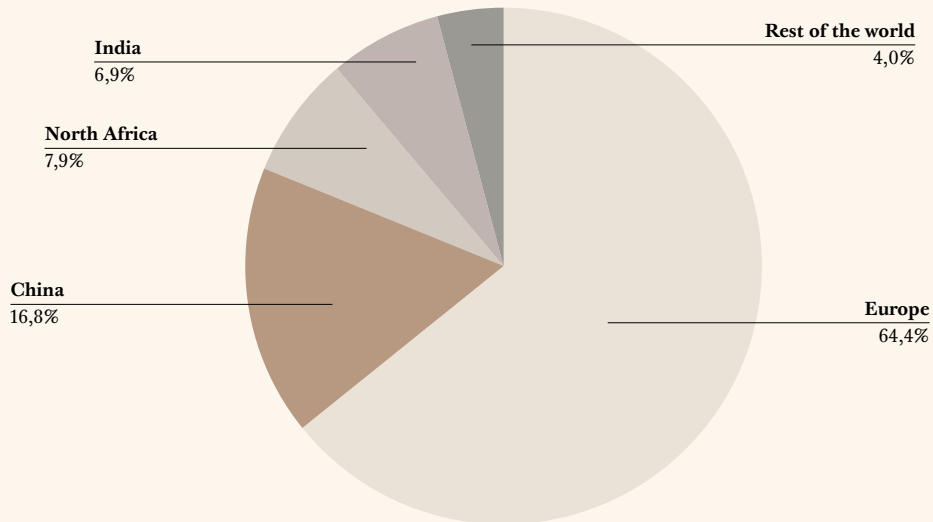
In 2024, the majority of our item manufacture (by volume) was carried out in Europe and nearby import markets (74%).



THE KEY FIGURES FOR 2024



OUR PRODUCTION LOCATIONS IN FIGURES



*We consider European countries and North African countries to be nearby import destinations.

OUR PRODUCTION LOCATIONS

In 2024, the production of our pieces (by volume) was spread across the following countries:

Almost 65% of our pieces are made in Europe. As soon as a country's expertise allows, we choose to manufacture as locally as possible in order to support European industries and expertise and encourage the development of the European textile industry. The proportion of pieces produced in Europe is down slightly on 2023 (65% compared with 68% of volumes). This was due to a slight increase in volumes produced in India and North Africa respectively, driven by demand for certain products such as denim and embroidered shirts and blouses.

We value expertise in techniques specific to each region:

- We produce leather goods and jersey in Portugal. We manufacture some of our knits in Italy, drawing on the country's long-standing expertise in this field, and we favour Bulgaria for warp and weft.
- We make our denim mostly in Morocco, and have recently started working with select partners in Tunisia and Turkey.
- We choose China for 17% of our parts, particularly for its expertise (in silk and knitwear).
- We usually choose India to produce our embroidery, as the region has ancestral expertise in this area.

B/ SOCIAL COMPLIANCE

At Sézane, we are committed to maintaining fair relationships with our suppliers, as well as fair working conditions throughout the value chain.



The majority of our suppliers have been working with us for many years. We've grown with them, and we're committed to maintaining fair relationships and working conditions for everyone involved in the manufacture of our pieces.

We have implemented particularly strict contractual requirements, incorporating a Supplier Code of Ethics. The commitment to this Code of Ethics is renewed annually with all our direct partners. We update it periodically to bring it into line with our new requirements and best practice. **By 2024, 100% of our direct manufacturers had signed our Code of Ethics.**

Our Supplier Code of Ethics

Our Code of Ethics commits our partners to comply with all national and international laws, regulations and conventions, and to adhere to the best practices specified. We update it regularly to bring it into line with our new requirements and best practice.

It covers the following topics:

- Business ethics and integrity
- Respect for fundamental rights, standards and working conditions
- Compliance and environmental practices
- Principles of responsible sourcing
- Outsourcing principles

We check that our Tier 1 workshops comply with local and international labour regulations, as well as the principles set out in our Supplier Code of Ethics.

To achieve this, we have chosen to recognise only the most demanding audit standards: BSCI, SMETA, ICS, ERSA, WCA and SA8000. The social audits we commission are entrusted to independent experts (LRQA, Intertek, etc.) supervised by a dedicated team at Sézane.

These field inspections enable us to check compliance with working conditions (health, safety, working hours, pay, etc.) and the fair and equitable treatment of everyone, with a strict ban on child labour, forced labour or illegal labour, for which we have a zero-tolerance policy. They also enable us to ensure that principles of integrity, such as the absence of corruption, are respected.

The results of these audits are translated into grades ranging from A to D for our plants.

39% CATEGORY A: EXCELLENT

No corrective action has been identified. This sometimes means that the workshops go beyond our requirements in terms of social standards and adopt emerging best practice in the sector.

41% CATEGORY B: VERY GOOD

Workshops comply with our requirements overall, but a few minor non-conformities were raised during the audit and need to be rectified as soon as possible.

19% CATEGORY C: COMPLIANT

Workshops comply with our requirements overall, but at least two notable non-conformities were raised during the audit and need to be rectified as soon as possible.

1% CATEGORY D: NON-COMPLIANT

These are the workshops that have not been able to demonstrate serious adherence to our social standards.

We never start new collaborations with D-rated workshops, and we support our partners whose social standards have deteriorated so that they can quickly apply standards in line with international requirements. In 2024, 80% of our workshops were rated A or B. Only 6 workshops were graded D, with corrective actions in progress (defined by the independent third-party organisation) and close monitoring by Sézane teams in conjunction with the manufacturer's teams. No factory rated D is left to continue with its rating unchanged.

We attach particular importance to raising awareness and helping our partners to understand the challenges of social compliance. Our dedicated team is in regular contact with them. It ensures strict monitoring of the correction of non-conformities. Follow-up audits are carried out as soon as necessary to ensure they are implemented over the long term. We will terminate a collaboration if there is a clear lack of cooperation and willingness to improve.



III. THE COMPANY

Commitment to our employees and society

A/ EMPLOYMENT AND EQUAL PAY

At Sézane, we want everyone to have access to professional opportunities that match their talents.



OUR PARTNERSHIPS TO PROMOTE ACCESS TO EMPLOYMENT

To achieve this objective, we have developed partnerships with organisations and initiatives that promote inclusion and diversity in the professional world, which we hope to continue to develop in the years to come.

EACH ONE: supports the professional integration of refugees. In 2024, two people were recruited on permanent contracts and one person received support and training to join our shop teams.

ATOUT JEUNES UNIVERSITÉ (SINCE 2023): facilitates the integration of university students into large companies. In 2024, our teams recruited one fixed-term contract employee and ten student interns, and supported around thirty students over several months through mentored projects enabling them to experience working in the company.

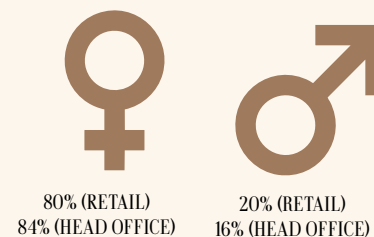
SPORT DANS LA VILLE: supports young people in their social and professional integration through sport. In 2024, we hosted six internships, took on two young people on work-study programmes and five on fixed-term contracts.

These initiatives reflect our desire to create concrete pathways to employment and to promote inclusion at all levels of the company, while enriching our outlook through the diversity of talent we encounter.

Gender Equality Index

The gender equality index is a tool used to calculate the pay gap between men and women in a company. It takes into account the difference in the rate of individual pay rises between men and women, the difference in the rate of promotions between men and women, and the percentage of female employees who received a pay rise in the year following their return from maternity leave. The overall score obtained was 94 out of 100, a high score which reflects the internal commitment to ensuring that we are all on an equal footing.

The gender ratio at
Sézane in 2024



OUR DISABILITY AWARENESS INITIATIVES

DuoDay is a national event promoting the inclusion of people with disabilities. In 2024, six Sézane employees welcomed pairs of visitors to their shops and headquarters to introduce them to their world. Two pairs went on to complete longer internships.

5 extra days' leave for workers with RQTH* status

In the course of a lifetime, disability can unfortunately occur, temporarily or permanently, and have an impact on everyday life. That's why, if a health problem impacts an employee's work, even partially, and makes it difficult, they can obtain recognition of their disability and adjustments can be made. In addition to the specific arrangements and assistance, we want to support the employees concerned by allowing up to 5 days' paid leave per year to deal with the administrative formalities associated with the disability and to attend medical appointments.



* Recognition as a Disabled Worker

B/ OUR SUPPORT FOR THE DEMAINE SOLIDARITY PROGRAMME

Created in 2018 by Morgane Sézalory, DEMAINE supports concrete actions in favour of fundamental rights: access to health, education, culture and leisure.



PROGRAMME PRESENTATION AND IMPACT 2024

In 2024, the DEMAIN programme supported 22 organisations in France and abroad with two major causes:

- access to children's fundamental rights
- women's physical and mental health

DEMAIN is based on three complementary structures: an endowment fund in France and two donor-advised funds in the United Kingdom and the United States, which support local organisations in each of these countries.

Since 2018, DEMAIN has redistributed €9.7 million to around thirty partner organisations and supported almost 80,000 beneficiaries. Key partners include Bibliothèques Sans Frontières (access to knowledge and information), Sport dans la Ville (inclusion through sport), La Voix de l'Enfant (child protection), Solidarité Femmes (domestic violence), the Fondation pour la Recherche Médicale (mental health), Gustave Roussy, The Women's Cancer Research Fund, The Pink Ribbon Foundation (breast cancer), Young Women's Trust (economic empowerment of young women), etc.

To find out more about all the initiatives supported:
www.demain-demain.com

Sézane and Octobre solidarity events:

L'APPEL DU 21: every 21st of the month, 10% of sales* and 100% of profits** from a solidarity creation are donated to DEMAIN to support organisations working for the fundamental rights of children.

LES MERCREDIS ROSES: every first Wednesday of the month, 10% of sales* of the 'Sézane denim' line and 100% of the profits from a pink creation** are donated to DEMAIN and redistributed to organisations working for women's health.

DONATION WITH EVERY PURCHASE: Sézane and Octobre Éditions offer the opportunity to directly support DEMAIN through a microdonation, online and in-store.

*Turnover for the day, net of returns

** Margin on variable costs, while stocks last

AN INNOVATIVE AND RIGOROUS APPROACH

The programme is based on a highly controlled system, supported by a voluntary board of directors and investment advisory committee, as well as an external auditor. The organisations are selected according to precise criteria: their field of action, the quality of their operations, their governance, their financial health and their ability to measure their impact, with ongoing exchanges on the ground to get the best possible understanding of the real needs.

DEMAÏN is based on a number of key principles: a long-term commitment, significant sums for a limited number of partners, and non-earmarked funds that enable them to take action where it really makes sense. This freedom is accompanied by rigorous reporting, both upstream and downstream, in order to accurately monitor the use of funds and the results achieved.

The ambitions for DEMAÏN: to strengthen the impact of the solidarity programme and support for our long-standing organisations, and to pursue international development, particularly in the UK and the USA, in order to support more local organisations with the same high standards.



APPENDIX

OVERVIEW OF KEY FIGURES

	2021	2022	2023	2024
% of certified pieces	64%	75%	83%	89%*
% reduced-impact materials	68%	75%	77%	81%
% natural materials	74%	67%	74%	75%
% organic cotton (GOTS or OCS recycled certified) (GRS or RCS certified)	57%	58%	81%	93%
GRS or RCS certified RWS or recycled wool	61%	51%	82%	86%
% mulesing-free wool	100%	100%	100%	100%
leather from LWG tanneries	42%	83%	100%	100%
% of polyester	6% of which 68% recycled	5% of which 63% recycled	7% of which 68% recycled GRS or RCS certified	7% of which 78% recycled GRS or RCS certified
% of tier 1 workshops audited	100%	100%	100%	100%
% of production in Europe	65%	68%	68%	65%

*In 2024, only items certified for Ready-to-Wear were counted (no certifications in 2024 for products from the Footwear, Bags and Accessories Sector).