MISSION REPORT

2025

SÉZANE - OCTOBRE ÉDITIONS - Petit Sézane

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I. INTRODUCTION

Our model today and tomorrow



A MESSAGE FROM OUR FOUNDER

MORGANE SÉZALORY

From day one, Sézane was founded on a simple belief: create differently. With high standards, sincerity and, above all, people at the heart of everything we do.

In an industry undergoing profound change, where expectations for sustainability, transparency and responsibility continue to grow, we recognise our responsibility. That means rethinking the way we work, developing our model and contributing, at our own level, to driving change across our industry. Our decision to become a mission-driven company forms part of this approach. It provides a framework, sets a high standard and gives our actions clear direction. It also commits us to measuring, reporting and progressing over time.

At Sézane, Octobre Éditions and Petit Sézane, we see these challenges as a genuine opportunity for innovation – in materials, craftsmanship and production methods. And also in how we work with our partners – workshops, suppliers and teams – with whom we have often spent many years building lasting relationships based on trust.

Beyond our commitments lies a tangible reality: a long-term collective effort. Supporting our partners as they continually improve their social and environmental practices, improving product traceability and raising our quality standards – all of this requires rigour, consistency and a shared determination to do better.

Looking after our teams is an integral part of this responsibility. Building a more people-centred company means creating the conditions for fair and rewarding work. We support our employees' development, foster continuous learning and ensure that everyone is seen and valued individually, building a more open and forward-looking company.

Looking ahead to 2026 and beyond, we will continue on this path as we expand our work on materials and certifications, support our partners over the long term and strengthen our commitments.

WHO ARE WE?

Founded by Morgane Sézalory in 2013, Sézane was the first French fashion brand to be founded online. Above all, Sézane grew from a firm belief: that cutting out intermediaries would allow us to invest in quality, create beautiful pieces and offer them at more accessible prices – with no overproduction and no sales, only our Archives twice a year to ensure nothing goes to waste.

Building on this approach, Octobre Éditions was launched in 2016, offering a timeless menswear wardrobe. The Sézane world later expanded with Les Composantes, a collaborative lifestyle label, and Petit Sézane for children.

A mission-driven company since 2020 and a certified B Corp since 2021, Sézane remains committed to continuous improvement. Its aim is to establish a more responsible business model for the long term, in step with its growth and international expansion.

"Far more than a story of fashion, Sézane is a story of lives – mine, yours and those of everyone who helps to write it. A team of passionate, talented people driven to keep learning, do better than the day before and continually improve everything that can be improved." Morgane Sézalory – Founder of Sézane



OUR STORY

2013 - THE BIRTH OF SÉZANE

Since 2009, original designs had been combined with vintage pieces, but in 2013 one thing became clear: it was time to devote ourselves fully to design. And so Sézane was born, with the ambition of offering lasting, honest and accessible fashion, supported by a loyal community from the very beginning.

2015 - THE FIRST APPARTEMENT OPENS

A showroom at the heart of our offices where our collections could be experienced in person.

2016 - OCTOBRE ÉDITIONS LAUNCHES

A new menswear wardrobe. Today, nearly sixty people are helping to write the next chapter.

2018 - DEMAIN

A major charitable programme promoting equal opportunities, supported by Sézane for the past seven years. Working alongside its partner charities, it helps provide access to fundamental rights, healthcare, education and culture.

2020 - SÉZANE BECOMES A MISSION-DRIVEN COMPANY

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

2021 - B CORP CERTIFICATION

A globally recognised certification that reflects the immense work undertaken by our teams and workshops to improve everything that can be improved.

2023 - THE (RE)BIRTH OF LES COMPOSANTES

Inspired by Sézane's origins, Les Composantes returns with an Art of Living collection and an invitation to imagine, express and curate your interior freely.

2023 - PETIT SÉZANE LAUNCHES

The family grows with a joyful new wardrobe for younger and older children.

2025 - B CORP RECERTIFICATION

Our continued efforts to improve our practices have once again been recognised through the renewal of our certification for the next three years.

2025 KEY FIGURES

ORGANISATION & NETWORK

3

brands

Sézane,
Octobre Éditions,
Petit Sézane

628

employees

79% AND 21%

women **men**

at head office and in shops

MORE THAN

30

permanent shops *(20)*
and pop-ups *(10)*
in France, Europe
and the United States

PRODUCTION & COMMITMENTS

NEARLY

TWO-THIRDS

of **items made in Europe** *(by volume)*

¾

of **certified items**

¾

of **lower-impact materials**

2

certifications
Mission-driven company
since 2020;
B Corp *since 2021*

WHY ADOPT A MISSION-DRIVEN BUSINESS MODEL?

Committing to being a mission-driven company means choosing to give your commitments a clear framework and embed them for the long term.

Since becoming a mission-led company in 2020, Sézane has established a purpose centred on quality, people and commitment. This approach is built on three pillars: fair and lasting relationships with all partners and employees; more responsible design prioritising lower-impact materials; and DEMAIN, a solidarity programme promoting equal fundamental rights for children and women.

To turn its commitments into action, the company relies on a Mission Committee made up of internal and external members, who jointly oversee its objectives and review and measure progress each year.



CENTRAL TO OUR CSR STRATEGY

Created in 2018, the CSR team is structured around four areas – Environment, Traceability, Materials & Certifications and Social Compliance – and leads the Group's CSR roadmap across all internal functions and with external partners.

Its priorities include reducing environmental impact across materials, climate, water and biodiversity; respecting animal welfare; improving traceability; upholding human rights throughout the value chain; and maintaining the company's certifications and statuses, including B Corp and mission-driven company status.





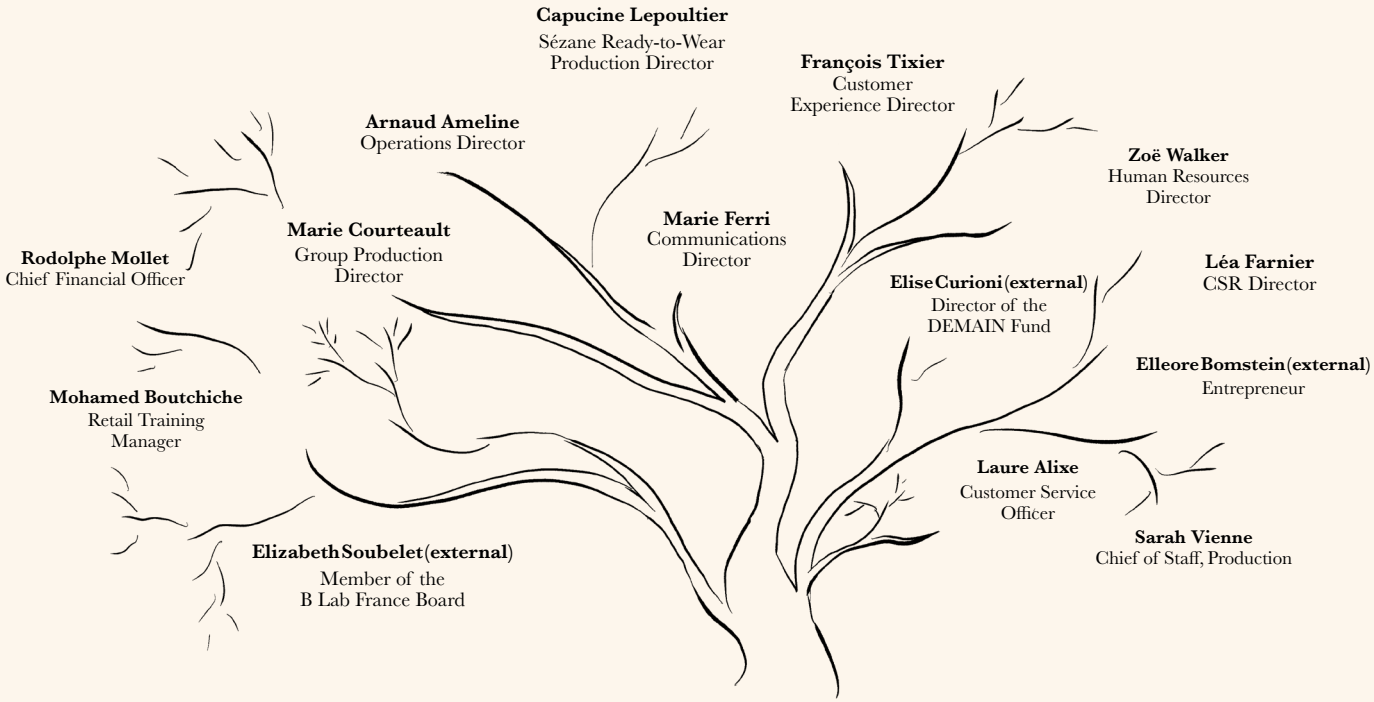
II. GOVERNANCE

Steering our mission over the long term

THE ROLE OF THE MISSION COMMITTEE

COMPOSITION

AS AT 31 DECEMBER 2025



ROLES & RESPONSIBILITIES OF THE MISSION COMMITTEE

To monitor progress towards our objectives, we established a Mission Committee composed of internal members and experts from outside the company. It meets at least twice a year to monitor progress towards the objectives and commitments and issue recommendations.

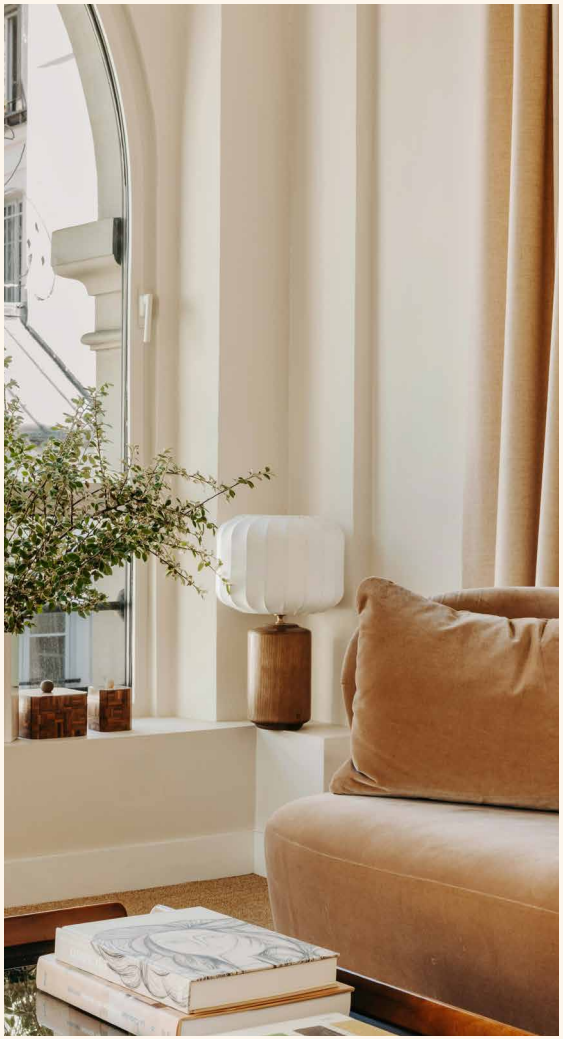
THE PERSPECTIVE OF THE INDEPENDENT THIRD-PARTY BODY (OTI)

As part of its mission-driven company status, Benda Bili – the legal entity comprising the Sézane, Octobre Éditions and Petit Sézane brands – has the implementation of its commitments assessed regularly by an independent third-party body.

AUPEAM is responsible for verifying compliance with the social and environmental objectives established within this framework and scope. This verification takes place every two years, with the next assessment due in June 2026. It is based on interviews with Mission Committee members and employees, as well as a review of documents including the Mission Report and certifications.

It assesses the consistency of the mission, the role of the Mission Committee and the implementation of commitments through the actions taken and results achieved, the performance indicators associated with the objectives, and an analysis of resources and context.

The OTI delivers an evidence-based opinion on the achievement of the objectives and highlights opportunities for further improvement.





III. PURPOSE

Our ambitions and key results

OUR PURPOSE

As part of our mission-led status, we have defined a purpose that informs all our decisions:

"Transforming fashion by making quality, humanity, commitment and our customers central to every decision we make."





OUR STATUTORY OBJECTIVES

Our purpose is expressed through three statutory objectives that shape our daily actions:

01 – PEOPLE

Establish fair, sustainable and human relationships with each of our partners – workshops, suppliers and employees.

02 – QUALITY

Offer the best designs at the fairest price, made to last and be passed on.

03 – COMMITMENT

Take action for equal rights through the DEMAIN solidarity programme.

KEY RESULTS

METHODOLOGY

The results presented below are based on the following reporting methodology.

REPORTING SCOPE

Benda Bili Group – head office and shops – for activities in France and internationally relating to the Sézane, Octobre Éditions and Petit Sézane brands, unless explicitly stated otherwise in the report.

REPORTING PERIOD

JANUARY 2025 ⟶ DECEMBER 2025

unless explicitly stated otherwise in the report.



SUMMARY DASHBOARD

OBJECTIVE #1

PEOPLE

Establish fair, sustainable and human relationships with each of our partners – workshops, suppliers and employees

	Indicator	2024 result	2025 result	2025 targets
#1.1 : Ensure fair and equitable treatment at each of our suppliers and service providers	Percentage of our suppliers that have signed our Production Code of Ethics	100% for Sézane and Octobre Éditions ready-to-wear; 94% overall	100% for Sézane and Octobre Éditions ready-to-wear; 96% overall	100% Partially achieved
	Percentage of our Tier 1* workshops audited or with an audit commissioned *Main factories and Tier 1 subcontractors	100%	94%	100% Partially achieved
#1.2 : Workshops & suppliers: Grow alongside our partners	Percentage of our C- and D-rated workshops subject to a corrective action plan	100%	100%	100% **✓Achieved**
	Supplier satisfaction score	4,5/5	4,6/5	>4 **✓Achieved**
	Percentage of active Tier 1 suppliers* in our supplier base holding at least one social and/or environmental certification** *Main factories **Relevant certifications: GOTS – RAF – GRS – OEKO-TEX® STANDARD 100 – RJC	*Not available*	43% of Sézane, Octobre Éditions and Petit Sézane suppliers 80% of suppliers for Sézane ready-to-wear	40% of Sézane, Octobre Éditions and Petit Sézane suppliers 80% of suppliers for Sézane ready-to-wear **✓Achieved**

SUMMARY DASHBOARD

OBJECTIVE #1

PEOPLE

Establish fair, sustainable and human relationships with each of our partners – workshops, suppliers and employees

	Indicator	2024 result	2025 result	2025 targets
#1.3 : Candidates: Establish partnerships and initiatives to promote equal access to employment	Number of internships and contracts filled through partnerships established with charities	27 hires through internships, apprenticeships or fixed-term contracts *(in shops)*	21 hires through internships, apprenticeships or fixed-term contracts *(20 in shops or the retail head office and one at head office)** **Through the following partners: Atout Jeunes Université, Each One, Sport dans la Ville and ARES*	15 hires in 2025 within partner charities *(internships, fixed-term contracts and apprenticeships)* **✓Achieved**
#1.4 : Employees: Ensure fair and equitable treatment of every employee and give everyone genuine access to professional-development opportunities	Number of key internal employees trained in or made aware of disability issues	More than 100 people trained on DEIB topics by an external expert	Training completed for the HR, Legal and Retail teams *(36 people)*	Key internal employees trained in disability issues **✓Achieved**
	Percentage of employees who participated in at least one wellbeing and personal-development initiative	*Not available*	52%	30% **✓Achieved**
	Employee recommendation score	Head office: 84,7 Retail: 83,3	Head office: 83 Retail: 88	80% **✓Achieved**

SUMMARY DASHBOARD

OBJECTIVE #2

QUALITY

Offer the best designs at the fairest price, made to last and be passed on

	Indicator	2024 result	2025 result	2025 targets
#2.1 : Select the most sustainable materials	Percentage of lower-impact materials* *(Sézane, Octobre Éditions, Petit Sézane)* *In our approach, a lower-impact material is one we prioritise over another because its impact – on the environment, biodiversity, animal welfare, human health or human rights – is below the industry average.	74%	77%	>75% ✓**Achieved**
#2.2 : Increase the circularity of our collections	Percentage of recycled synthetic materials in the total synthetic-material mix *(Sézane, Octobre Éditions and Petit Sézane)*	62%	58.2%	> 50% ✓**Achieved**

SUMMARY DASHBOARD

OBJECTIVE #3

COMMITMENT

Take action for equal rights through the DEMAIN solidarity programme

	Indicator	2024 result*	2025 result*	2025 targets
#3.1 : Support charities and provide assistance to beneficiaries	Amount redistributed to charities in 2025	3 092 731 €	3 997 291 €	3 000 000 € **✓Achieved**
	Number of beneficiaries supported by partner organisations in 2025	34 127	52 633	40 000 **✓Achieved**
#3.2 : Engage internal teams	Number of employees involved in charitable initiatives in 2025	250	220	200 **✓Achieved**

* These figures cover the solidarity programme as a whole, including the French endowment fund and the two DEMAIN Donor Advised Funds in the US and UK.



IV. IN PRACTICE

Turning our commitments into reality

OBJECTIVE #1

PEOPLE

Establish fair, sustainable and human relationships with each of our partners – workshops, suppliers and employees

1.1. ENSURE FAIR AND EQUITABLE TREATMENT AT EACH OF OUR KEY SUPPLIERS AND SERVICE PROVIDERS

Indicator	2024 result	2025 result	2025 targets
Percentage of our suppliers that have signed our Production Code of Ethics	100% for Sézane and Octobre Éditions ready-to-wear; 94% overall	100% for Sézane and Octobre Éditions ready-to-wear; 96% overall	100% Partially achieved
Percentage of our Tier 1* workshops audited or with an audit commissioned *Main factories and Tier 1 subcontractors	100%	94%	100% Partially achieved

Across our brands – Sézane, Petit Sézane and Octobre Éditions – building equitable relationships with our suppliers and ensuring fair working conditions throughout the value chain lie at the heart of our corporate responsibility.

Since 2019, a dedicated team within the CSR department has focused exclusively on social compliance and human-rights issues. We also draw on recognised expert partners – including LRQA and BSR – to strengthen our actions and raise our standards.

1.1.1. MOST OF OUR PRODUCTION IS IN EUROPE AND NEARBY SOURCING COUNTRIES[1]

IN 2025,

73%

of our items *(by volume)*
were made in Europe
or nearby sourcing countries[1]
including 63% made directly in Europe

We value the specialist expertise associated with each region:

- We produce leather goods and jersey garments in Portugal. We manufacture some of our knitwear in Italy, drawing on the country's historic expertise, and favour Bulgaria for woven garments.
- Most of our denim is made in Morocco, and we recently began working with selected partners in Tunisia and Turkey.
- We choose China for 15% of our items, particularly for its specialist expertise in silk and knitwear.
- India remains our preferred partner for embroidery, drawing on its renowned, long-established expertise.

Whenever a country's expertise allows, we choose to manufacture as close to home as possible, supporting European industries and expertise and encouraging the development of Europe's textile industry.

Our relationships with our partners are invaluable. Many of the suppliers we work with are long-standing partners. We have grown alongside them, and this approach enables us to build high standards together while maintaining equitable relationships and fair working conditions for everyone involved in making our products.

[1] Nearby sourcing countries: Morocco, Tunisia and Turkey

1.1.2. OUR CODE OF ETHICS AND SUPPLIER RISK MANAGEMENT

We have established particularly stringent specifications that include a Supplier Code of Ethics. Our direct partners renew their commitment to this Code of Ethics annually, and we update it regularly to reflect our evolving requirements and international best practice. In 2025, 100% of our direct manufacturers for Sézane and Octobre Éditions ready-to-wear signed our Code of Ethics. We are also continuing our efforts to improve the onboarding of new suppliers and achieve a 100% signature rate across our entire supplier base next year.

To ensure compliance with local and international labour regulations and our Supplier Code of Ethics at Tier 1 workshops, we use several complementary tools:

- A supplier map that guides our audit strategy
- A Tier 1 audit strategy based exclusively on the most stringent audit standards: ERSA, BSCI, SMETA, ICS, WCA and SA8000
- A grievance mechanism, the "*Sézane Integrity Line*" – currently deployed in Italy, China, India and Bulgaria – allowing workshop employees to report complaints anonymously

This rigorous approach gives us a clear view of our supply chain:

94%

coverage of our Tier 1 workshops

77%

of our partners demonstrate excellent or very good social performance, with A or B audit ratings

These indicators enable us to identify areas for improvement and focus our support where it is needed most. The 6% shortfall in audit coverage recorded this year, caused by late audits, will therefore be monitored more closely.

SOCIAL-AUDIT RATING SCALE

Audit rating (ERSA framework or equivalent)	**Social compliance performance**
A	Excellent performance. No corrective action identified. The workshops follow industry best practice.
B	Very good performance. Workshops comply with our requirements. A few minor non-compliances have been identified and must be corrected promptly.
C	Compliant performance. The workshops broadly comply with our requirements but have at least two significant non-compliances requiring immediate corrective action.
D	Non-compliant performance. Serious and/or numerous non-compliances have been identified. We provide tailored support to help our partners build a sustainable corrective action plan. Follow-up audits are conducted to ensure that the corrective measures are implemented sustainably. We never begin working with a D-rated workshop.

1.1.3. OUR RESPONSIBLE SOURCING POLICY

Our Responsible Sourcing Policy establishes a strict, rigorous framework for our suppliers and their subcontractors. It precisely maps the countries prohibited at every stage of our value chain – particularly because of high risks of forced labour or conditions contrary to international regulations – as well as countries requiring prior authorisation. It also sets material-specific requirements, prioritising recognised certifications including GOTS, RAF, FSC and GRS and requiring full traceability back to the source.

OBJECTIVES & NEW PROJECTS FOR 2026:

- **Gradually expanding the audit scope**
  As part of our continuous-improvement approach and efforts to strengthen our CSR policy, we will expand our audit scope beyond Tier 1 partners in 2026. This comprehensive approach aims to ensure compliance with our ethical and social standards throughout our supply chain.
- **Maintain commitment to our Code of Ethics and update our Responsible Sourcing Policy**
  In 2026, compliance with our Code of Ethics will remain mandatory for all Tier 1 partners and material suppliers. We will also revise our Responsible Sourcing Policy in response to developments in the international context and adapt our sourcing requirements accordingly.

1.2. WORKSHOPS & SUPPLIERS: GROW ALONGSIDE OUR PARTNERS

Indicator	2024 result	2025 result	2025 targets
% of our C- and D-rated workshops subject to a corrective action plan	100%	100%	100% **✓Achieved**
Supplier satisfaction score	4,5/5	4,6/5	>4 **✓Achieved**
% of active Tier 1 suppliers* in our supplier base holding at least one social and/or environmental certification** * Main factories ** Relevant certifications: GOTS – RAF – GRS – OEKO-TEX® STANDARD 100 – RJC	*Not available*	43% of Sézane, Octobre Éditions and Petit Sézane suppliers; 80% of suppliers for Sézane ready-to-wear	40% of Sézane, Octobre Éditions and Petit Sézane suppliers; 80% of suppliers for Sézane ready-to-wear **✓Achieved**

1.2.1. MONITORING AND IMPROVING THE SOCIAL PERFORMANCE OF OUR SUPPLIER BASE

77%

of our Tier 1 factories received an A or B rating

representing a level of social compliance consistent with our requirements

Providing progressive support to our partners

Partners that have not achieved a satisfactory level of compliance – 19% with a C rating and 4% with a D rating – are systematically placed under a corrective action plan that identifies non-compliances according to their severity and sets a realistic resolution timetable. Monitoring is based on regular discussions and evidence of progress. Follow-up audits are conducted according to a schedule tailored to the scale of the corrections required, verifying that improvements are effective and lasting.

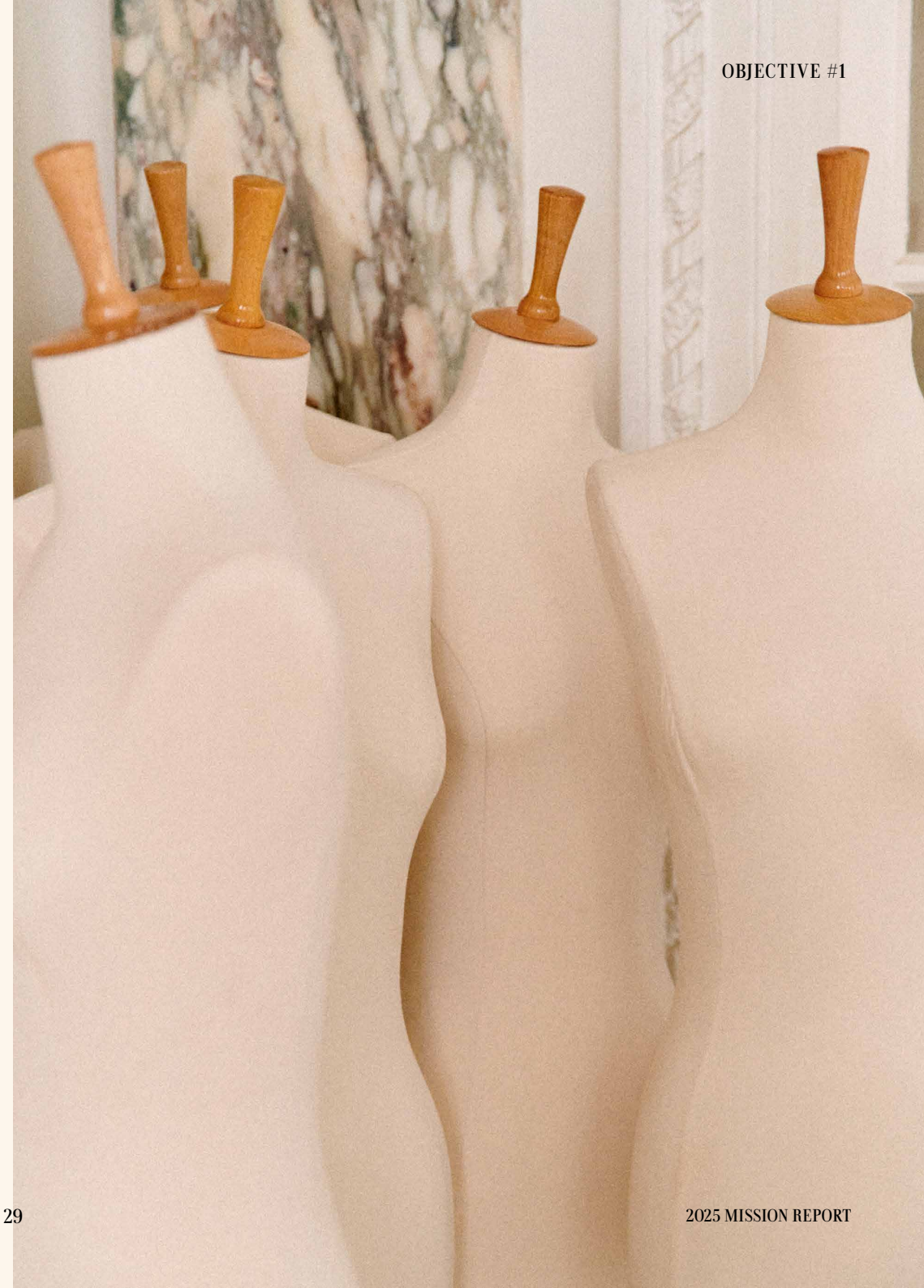
Limits of support and ending a partnership

If a partner nevertheless demonstrates a clear lack of cooperation or willingness to improve despite our support, we end the partnership. Certain violations are absolute red lines: we apply a zero-tolerance policy to child labour, forced labour and illegal employment, all of which result in the immediate termination of the partnership.

1.2.2. MATERIAL AND PRODUCT CERTIFICATIONS FOR OUR PARTNERS

We encourage our partners to use certifications wherever possible and support them through the process for four main reasons:

- **Promote accountability throughout the value chain:** certifications engage suppliers with essential CSR matters.
- **Ensure compliance with our standards:** certifications ensure that our essential criteria are met: traceability, human rights, quality, transparency and ethics. Annual certification audits reduce risks for both the company and our partners.
- **Obtain product certifications:** certain certifications – including RAF, GRS and GOTS – require our suppliers to be certified before our finished products can be certified, enabling us to communicate these standards and offer customers greater transparency.



In 2025:

- 43% of our active Tier 1 suppliers held at least one textile certification (GOTS – RAF – GRS – OEKO-TEX® STANDARD 100 – RJC)
- Seven fabric manufacturers or knitting-yarn suppliers received support in obtaining a textile certification (GOTS, RAF, GRS or OEKO-TEX® STANDARD 100)
- Seven workshops received support in obtaining a product certification (GOTS, RAF, GRS or OEKO-TEX® STANDARD 100)
- One tannery received support in obtaining OEKO-TEX® LEATHER STANDARD certification
- Four of our tanneries improved their LWG audit scores and achieved LWG Gold status

1.2.3. BUILDING LASTING SUPPLIER RELATIONSHIPS

Since 2024, we have invited every supplier in our supplier base to complete a questionnaire assessing their satisfaction with their relationship with the company, including order management, tools, commercial practices and relationships with employees.

2024	2025
4.5/5	4.6/5
average satisfaction score	average satisfaction score

In 2025, the average satisfaction score reached 4.6/5, compared with 4.5/5 in 2024, reflecting our continued commitment to fair, equitable and lasting supplier relationships.

OBJECTIVES & NEW PROJECTS FOR 2026:

We will continue developing our work on social and environmental standards by strengthening support for our industrial partners and accelerating certification throughout our production chain.

- **Strengthening support for strategic and high-risk suppliers**
  Building on our actions in 2025, we aim to deepen the support provided to suppliers and strengthen our continuous-improvement approach. We plan to intensify our monitoring system, with closer oversight of D- and C-rated sites through tailored monthly calls, more frequent visits to our partners' sites and assistance from our audit firm on corrective action plans requiring specialist technical expertise. This development will be accompanied by an overhaul of our re-audit protocols to maximise their effectiveness and operational relevance. As in 2025, persistent failure to meet our standards will continue to result in termination of the partnership, reaffirming our unwavering commitment to our values and social responsibility.

- **Supporting our partners' certification**
  In 2026, we will continue supporting our suppliers through their certification processes:

– Support our garment manufacturers in obtaining OEKO-TEX® STANDARD 100 certification
– Develop GOTS, RAF, GRS and OEKO-TEX® STANDARD 100 certification with Octobre Éditions partner workshops
– Support Petit Sézane workshops in obtaining GRS and RAF certifications
– Develop GRS certification among our jewellery suppliers
– Continue helping our LWG tanneries progress towards Gold status

1.3. CANDIDATES: ESTABLISH PARTNERSHIPS AND INITIATIVES TO PROMOTE EQUAL ACCESS TO EMPLOYMENT

Indicator	2024 result	2025 result	2025 targets
Number of internships and contracts filled through partnerships established with charities	27 hires through internships, apprenticeships or fixed-term contracts *(in shops)*	21 hires through internships, apprenticeships or fixed-term contracts *(20 in shops or the retail head office and one at head office)** *Through the following partners: Atout Jeunes Université, Each One, Sport dans la Ville and ARES	15 hires in 2025 within partner charities *(internships, fixed-term contracts and apprenticeships)* **✓Achieved**

For several years, we have developed partnerships with charities and initiatives that promote inclusion and diversity in professional life in France. These initiatives reflect our desire to create tangible pathways into employment and promote inclusion at every level of the company, while enriching our perspectives through the diversity of talent we encounter.

ATOUT JEUNES UNIVERSITÉS *(since September 2023)*

AJU helps students from partner universities enter large companies by working with those companies on student-support initiatives – including personalised coaching, supervised projects and career presentations – and recruitment. Sézane therefore organises recruitment events and encourages applications from Atout Jeunes Universités. Whether or not they lead to an internship or apprenticeship, these recruitment initiatives – with AJU or Sézane's other partner charities – give candidates an opportunity to practise interviews, receive feedback and improve their preparation. In 2025, our teams recruited two apprentices at head office, seven interns and three employees on fixed-term contracts in our shops. At head office, we also supported two supervised projects involving 39 students in total.

EACH ONE *(since September 2023)*

Each One supports refugees in entering the workforce. In 2025, we welcomed four students for internships.

ARES *(since 2021)*

ARES is a group of non-profit social enterprises and organisations whose principal purpose is to help people experiencing exclusion return to employment. ARES handled returns of defective Sézane items from April 2021 to October 2024. In 2025, we hosted two periods of work-based immersion (PMSMP) within our shop teams. A PMSMP is a period of workplace immersion lasting from one day to one month, enabling people seeking to enter or re-enter employment to discover a sector, occupation or company through real-world situations.

SPORT DANS LA VILLE *(since 2018)*

This long-standing partner of Sézane and the DEMAIN Fund supports young people's social and professional integration through sport. In 2025, we recruited two young people as apprentices and one on a fixed-term contract for the roles of Payroll and Personnel Administration Assistant, Stock Assistant and Sales Adviser.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue our long-standing partnerships with these organisations:

- With the ambition of **once again recruiting at least 15 interns or apprentices**. A work-experience placement will also be organised in June 2026 for around ten secondary-school pupils recommended by our partner charities.
- Every vacancy published on our careers site will also be posted on **AGEFIPH's employment website** to increase its accessibility and visibility among all candidates (April 2026).

1.4. EMPLOYEES: ENSURE FAIR AND EQUITABLE TREATMENT OF EVERY EMPLOYEE AND GIVE EVERYONE GENUINE ACCESS TO PROFESSIONAL-DEVELOPMENT OPPORTUNITIES

Indicator	2024 result	2025 result	2025 targets
Number of key internal employees trained in or made aware of disability issues	More than 100 people trained on DEIB topics by an external expert	Training completed for the HR, Legal and Retail teams *(36 people)*	Key internal employees trained in disability issues **✓Achieved**
Percentage of employees who participated in at least one wellbeing and personal-development initiative	*Not available*	52%	30% **✓Achieved**
Employee recommendation score	Head office: 84,7 Retail: 83,3	Head office: 83 Retail: 88	80% **✓Achieved**

1.4.1. DISABILITY AWARENESS AND TRAINING

A **Diagnostic Action assessment** was conducted with AGEFIPH during the second half of 2025 across our head office and shops. AGEFIPH is the association appointed by the French Government to help companies introduce inclusive policies for people with disabilities. The scheme assesses our current practices through an audit and defines a tailored short-, medium- and long-term action plan to facilitate the recruitment and continued employment of employees with disabilities.

In 2025, our objective was to **train key individuals or raise their awareness specifically about disability**. This objective was achieved: 15 people at head office – from the Legal, Human Resources and Retail teams – and 21 people in shops – disability contacts or shop managers – received disability training in 2025.

Two events were also organised in shops during the European Week for the Employment of People with Disabilities (SEEPH). In total, 96 people took part in at least one of the two awareness initiatives.

We have also participated in **DuoDays** since 2019. Every year during the European Week for the Employment of People with Disabilities, DuoDay enables people with disabilities to complete a one-day placement in a company, develop their career plans and discover a new occupation, while raising employees' awareness of different forms of disability.

2024	2025
6	16
pairs were formed with employees	**pairs were formed with employees**, one of which led to a ten-day placement *(seven in shops and nine at head office)*

Since 2019, six people have discovered Sézane through DuoDay before extending the experience through a longer placement, a secondment or even a permanent contract. DuoDay has enabled us to build partnerships with several ESATs and welcome several people through placements or secondments.

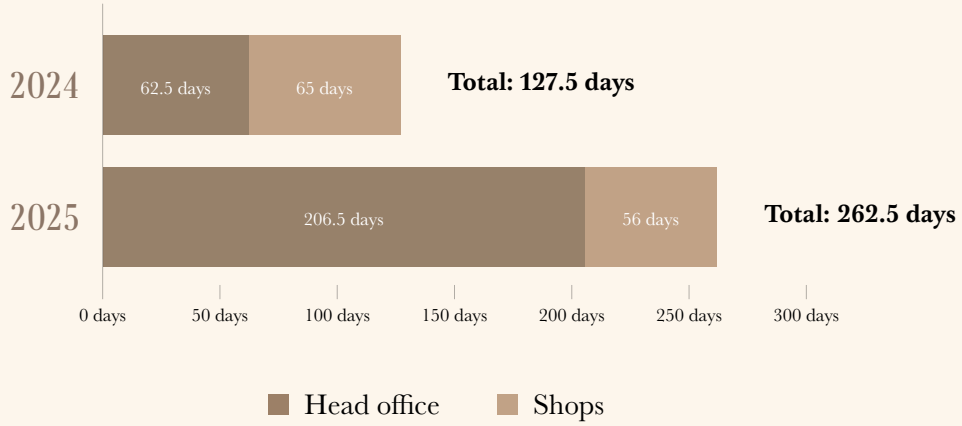
1.4.2. EQUAL PAY AMONG EMPLOYEES

The Gender Equality Index is a tool for calculating pay gaps between women and men within a company. It considers the difference in individual pay-rise rates between women and men, the difference in promotion rates, and the percentage of female employees who received a pay rise in the year following their return from maternity leave. The overall score achieved in 2025 was 79/100 at head office and 95/100 in shops.

	Head office	Shops
2024	94/100	94/100
2025	79/100	95/100

1.4.3. ADDITIONAL LEAVE FOR GREATER EQUITY

Since 2024, our employees have benefited from additional leave – including co-parent leave, leave to care for a sick child and RQTH leave – at key moments in their lives. In 2025, 262.5 days were taken, slightly more than twice as many as in 2024.



1.4.4. EMPLOYEE SATISFACTION SURVEY

Conducted across our head office and shops since 2024, this survey measures our employees' satisfaction with their experience at the company.

In particular, we measure the recommendation score: the percentage of employees awarding a score of seven or higher to the statement *"You would recommend Sézane, Octobre Éditions and Petit Sézane as a great place to work"*.
In 2025, the result was 83% at head office and 88% in shops.

	Head office	Shops
2024	85%	84%
2025	83%	88%

Wellbeing at work and personal development

In 2025, more than half of employees (52%) participated in at least one wellbeing or personal-development initiative. These initiatives are organised around three principal themes:

- **Culture & creativity**: creative after-work sessions – including visual arts, knitting and calligraphy – Book Club lunches and collective social events throughout the year.
- **Health & wellbeing**: professional services at preferential rates – including beauty treatments and massages – and naturopathy workshops, complemented by sessions dedicated to parenting and charitable engagement.
- **Financial freedom & personal development**: monthly workshops covering financial education and other personal-development topics, held during or outside working hours.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue our commitment to an increasingly inclusive working environment that is attentive to everyone's wellbeing. Several initiatives will structure this ambition throughout the year:

- We will launch an internal call for applications to appoint **one or more disability contacts**, who will receive the training required to support this approach over the long term.
- **Awareness across all teams** will also be strengthened through dedicated workshops and the inclusion of a specific module in onboarding programmes for new employees.
- Our Talent teams and managers involved in recruitment will receive support and training in **inclusive recruitment practices**.
- At the same time, we will roll out **the Fresque du Handicap** among our employees to promote understanding, dialogue and collective skills development on these issues.
- A new edition of **our satisfaction survey** will also be launched to gather feedback from our teams and align future actions as closely as possible with their expectations.
- Finally, we will continue expanding **our wellbeing and personal-development programme**, with new activities offered every month during our creative after-work sessions – including ceramic painting, DIY workshops and creative writing – Book Club meetings with authors, and cultural outings to bookshops and museums.

THE MISSION COMMITTEE'S OPINION

STATUTORY OBJECTIVE #1

The ambition underpinning this objective – to build fair, sustainable and human relationships with all partners and employees – is both sincere and fundamental to the company's model.

The Committee highlights the consistency between the commitments made and the actions implemented: rigorous management of corrective action plans for C- and D-rated workshops and the improvement in the supplier satisfaction score to 4.6/5 demonstrate strong partnerships and genuine attention to fairness throughout the supply chain. Employee initiatives – including exceeding the inclusion target through partnerships with charities, employee recommendation scores above 80% at both head office and in shops, and disability training – confirm a strong internal culture of commitment.

Although the Tier 1 audit-coverage target was not achieved – 94% against a target of 100% – for reasons beyond the company's control, it will require particular attention in 2026, while the scope is gradually extended to other tiers in line with the announced roadmap. Similarly, efforts must be strengthened to achieve 100% sign-up to the Code of Ethics in 2026 across all Tier 1 partners and material suppliers. The resources allocated – including a dedicated CSR team, partnerships with recognised external experts and risk mapping – are considered appropriate and proportionate to the issues involved.

The Committee encourages the continuation in 2026 of partnerships with charities promoting equal access to employment, stronger support for strategic suppliers on social compliance and human rights, and the expansion of internal disability training and awareness initiatives.

OBJECTIVE #2

QUALITY

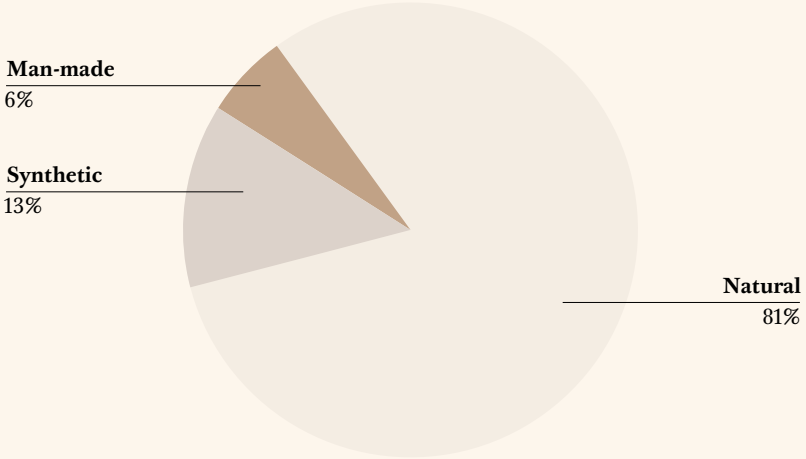
Offer the best designs at the fairest price, made to last and be passed on.

2.1. SELECT THE MOST SUSTAINABLE MATERIALS

Indicator	2024 result	2025 result	2025 targets
Percentage of lower-impact materials* (Sézane, Octobre Éditions, Petit Sézane) *In our approach, a lower-impact material is one we prioritise over another because its impact – on the environment, biodiversity, animal welfare, human health or human rights – is below the industry average.	74%	77%	>75% **✓Achieved**

2.1.1. MATERIALS USED IN OUR COLLECTIONS

2025 material types for
Sézane, Octobre Éditions and Petit Sézane
(Ready-to-wear and Footwear, Bags & Accessories)



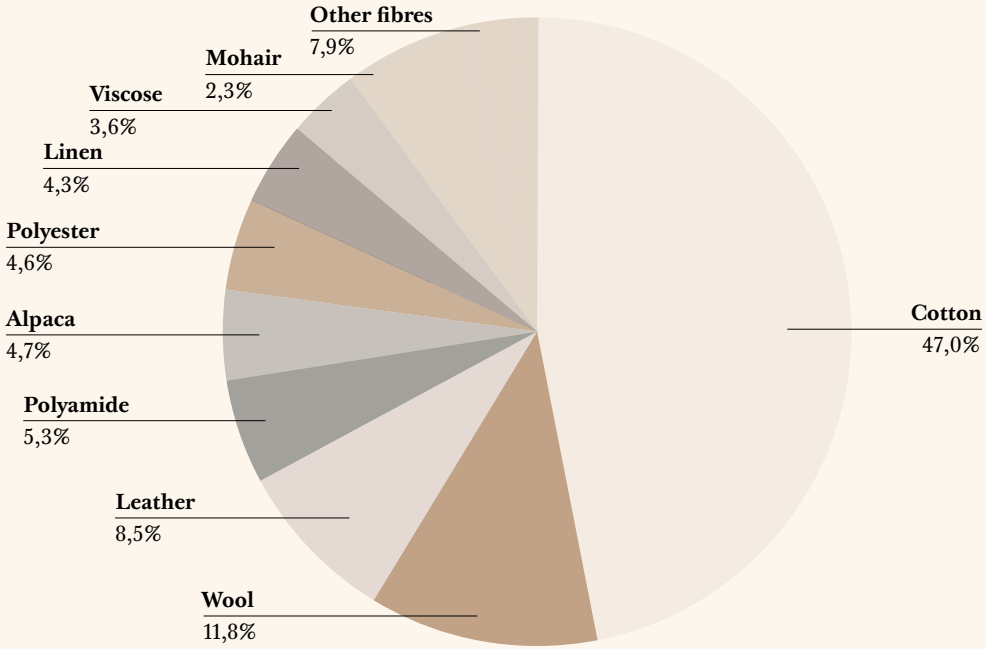
Our materials are divided into natural, synthetic and artificial materials.

In 2025, natural materials maintained their predominance across Sézane, Octobre Éditions and Petit Sézane, over synthetic and artificial materials.
Our material mix therefore remains largely dominated by natural fibres.



Fibres used by Sézane, Octobre Éditions and Petit Sézane in 2025

(Ready-to-wear and Footwear, Bags & Accessories)



Cotton is the most widely used fibre in our material mix, accounting for nearly half of the fibres in our collections. In 2024, it already accounted for 44% of all materials used in the Sézane, Octobre Éditions and Petit Sézane collections. It is followed by wool and then leather.

Why do we use synthetic materials?

Synthetic materials, particularly polyester, play an important role in the textile industry. As petroleum-derived materials, they raise environmental concerns, including the release of microfibres during washing, their carbon footprint and end-of-life management.

At Sézane, Octobre Éditions and Petit Sézane, synthetic materials account for around 13% of our materials – a proportion we have chosen to keep limited. We use them when specific properties justify doing so: polyester can create stable pleats, provide thermal insulation while remaining breathable, and resist creasing.

When blended with natural fibres, polyamide also improves elasticity, strength and comfort – qualities that contribute to garments' fit and durability.

Aware of their limitations, we are actively working to reduce their share in our collections and prioritise recycled alternatives wherever possible: 71% of the polyester used in our brands' collections in 2025 was recycled.

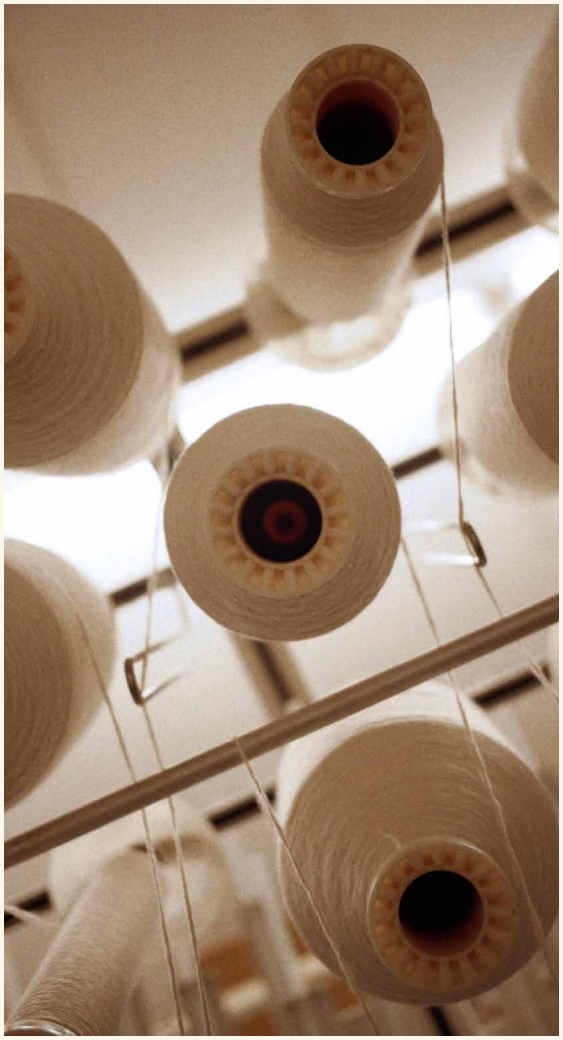
2.1.2. OUR LOWER-IMPACT MATERIALS

The concept of "**lower-impact materials**" encompasses multiple challenges: reducing soil and water pollution, limiting greenhouse-gas emissions, preserving resources and safeguarding animal welfare. No material ticks every box. All fibre production, regardless of type, has an impact on the planet; our principal challenge is finding the right balance among these different impacts.

For example, cotton – whether conventional or organic – is a natural fibre: growing it requires significant amounts of water, and it is mostly cultivated far from our regions. Synthetic fibres are derived from petroleum, generate waste throughout their life cycle and release microplastics during washing. Leather has the advantages of being durable and a by-product of the food industry, but livestock farming is highly carbon-intensive and raises animal-welfare concerns. Leather tanning also produces waste.

In our approach, a lower-impact material is one we prioritise over another because its impact – on the environment, biodiversity, animal welfare, human health or human rights – is below the industry average.

In this report, lower-impact materials refer primarily to materials certified by independent third parties – including GOTS, RWS, FSC and GRS – but also to materials grown using methods that are more respectful of ecosystems, such as linen, raffia, jute, ramie and hemp. We review this classification every year so that we can continue improving and select the best possible materials. The list of lower-impact materials is available in the appendix to this report.



LOWER-IMPACT MATERIALS – 2025 KEY FIGURES

The proportion of lower-impact materials used in our collections continues to rise.
In 2025, across Sézane, Octobre Éditions and Petit Sézane, **77% of the materials we used were lower-impact**, compared with 74% in 2024.

Sézane

READY-TO-WEAR

87%

lower-impact materials
Up 6 percentage points from 2024

97%

lower-impact cotton
(GOTS- or OCS-certified organic cotton, or GRS- or RCS-certified recycled cotton)
compared with 93% in 2024

100%

mulesing-free wool

96%

lower-impact wool
(RWS- or British Wool-certified, or GRS- or RCS-certified recycled wool)
compared with 86% in 2024

FOOTWEAR, BAGS & ACCESSORIES

100%

of our leather
is tanned in LWG-certified tanneries

70%

of our tanneries are LWG Gold-certified

42%

vegetable, chrome-free, metal-free or lower-impact Rishiri Evolo tanning

96%

of the brass used in our jewellery was GRS-certified recycled brass

Octobre Éditions

READY-TO-WEAR

73%

lower-impact materials

Up 5 percentage points from 2024

76%

lower-impact cotton

compared with 74% in 2024

64%

lower-impact wool

compared with 50% in 2024

FOOTWEAR, BAGS & ACCESSORIES

65%

lower-impact cotton

compared with 72% in 2024

26%

lower-impact leather

57% AND **88%**

OF SPRING/SUMMER LEATHER

OF AUTUMN/WINTER LEATHER

came from LWG-certified tanneries

compared with 50% in 2024

Petit Sézane

85%

lower-impact materials

Up 4 percentage points from 2024

100%

lower-impact cotton

compared with 94% in 2024

97%

lower-impact wool

compared with 91% in 2024



REGENERATIVE AGRICULTURE

We have introduced GOTS-certified organic cotton grown using regenerative farming methods into our collections. Its use expanded gradually across our collections in 2025, particularly in denim and jersey. In 2025, it was used in 33 styles across our collections.

In 2025, we also continued to increase the proportion of RWS-certified wool from regenerative farms used in our collections. As a result, in 2025 it accounted for 27% of the fibres used in Sézane's ready-to-wear collections.
This sourcing method has a 30% lower carbon footprint than conventional wool, based on their respective emission factors.

27%

wool from regenerative agriculture
and RWS-certified
in Sézane's ready-to-wear collections

What is regenerative agriculture?

Regenerative agriculture is an approach to farming that makes people and ecosystems central to its practices. Definitions of regenerative agriculture vary, but three clear pillars stand out:

- **Soil health & biodiversity**: support soil regeneration and carbon sequestration while factoring in impacts on biodiversity and the natural resources required, particularly water.
- **Equity and social justice**: ensure an adequate level of social compliance, respect the communities involved and guarantee fair remuneration for all.
- **Animal welfare**: for materials of animal origin, comply with at least the Five Domains of animal welfare.

PRIORITISING LOWER-IMPACT LEATHER

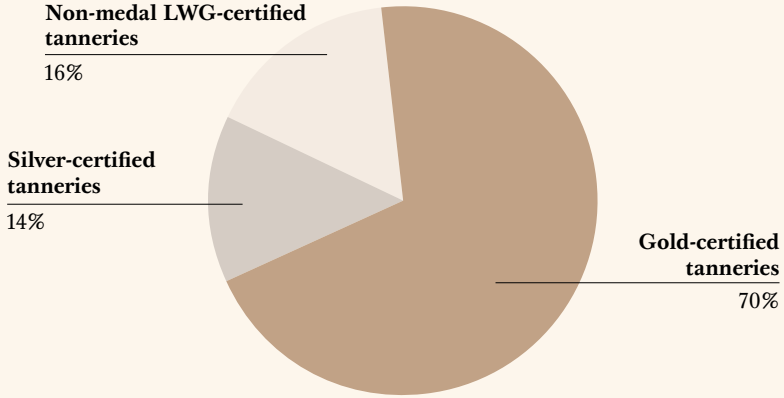
We are actively working to reduce the environmental impact of the leather we use by prioritising lower-impact tanning processes.

By lower-impact tanning, we mean the following:

- Vegetable tanning using natural plant-based tannins
- Chrome-free tanning, without the use of chrome
- Metal-free tanning, without the use of metals
- Rishiri Evolo tanning[2]

In 2025, 39% of the leather used by Sézane, Octobre Éditions and Petit Sézane was lower-impact: chrome-free, metal-free, mixed-tanned, vegetable-tanned or Rishiri/Evolo.

We also work exclusively with LWG-certified tanneries. LWG (Leather Working Group) certification is an international certification that assesses tanneries' environmental performance and sustainability. The Leather Working Group is a not-for-profit organisation bringing together leather brands, manufacturers and suppliers. Depending on their performance, certified organisations receive a certification level ranking from Gold to non-medal status.



In 2025, 70% of Sézane's partner tanneries for footwear, bags and accessories were Gold-certified, 14% were Silver-certified and the remainder held non-medal LWG certification. In 2025, four LWG-certified tanneries improved their audit scores and achieved Gold status, demonstrating our commitment to improving our practices and reinforcing the environmental standards applied to our leather.

[2] Rishiri Evolo tanning, for example, incorporates waste recycling: around 40% of the materials used in the tanning process come from recycled waste, including chromium and other chemicals. It uses one-third as much chromium as conventional processes and one-third as much water as conventional tanning.

2.1.3. OUR RESPONSIBLE SOURCING POLICY & PROHIBITED MATERIALS

Our Responsible Sourcing Policy, referred to in Operational Objective 1.1, is based on detailed mapping of our supply chains, from raw-material sourcing through to final production. We identify and prioritise geographical areas recognised for their high social and environmental standards, while clearly defining the countries that pose excessive risks at each stage of our value chain.

This policy sets material-specific requirements, prioritising recognised certifications (GOTS, RAF, FSC and GRS) and requiring full traceability back to the source. It requires particular vigilance in relation to certain suppliers, particularly for viscose, to reduce the risk of sourcing wood linked to deforestation.

This policy is reviewed regularly and adapted to the geopolitical context and emerging challenges. We are committed to promoting lower-impact materials while excluding those whose social, climate, biodiversity or health impacts are incompatible with our requirements. Each year, we update the list of materials and fibres that we exclude from our collections so that our choices reflect current knowledge and the responsibility inherent in our decisions.

In 2025, our list of prohibited materials and fibres was as follows:

- **WOOL**
  Wool from mulesed sheep; Angora rabbit wool.
- **ANY MATERIAL DERIVED FROM WILD ANIMALS**
  including protected, threatened or endangered species, particularly fur from wild or endangered animals; any material derived from domestic or wild dogs or cats; any material derived from animals reared in cages or captured or hunted in the wild.
- **VISCOSE, WOOD AND PAPER**
  and their derivatives originating from countries at high risk of deforestation, including Indonesia, the Amazon, or virgin, tropical or threatened forests (FSC-certified viscose must always be prioritised).
- **EXOTIC LEATHERS**
  or originating from the Amazon biome or any other region affected by deforestation; leather made from skin removed while the animal was alive or from aborted animals.
- **RAW MATERIALS**
  as well as products and accessories originating from Saudi Arabia, Uzbekistan, the Xinjiang region of China and Turkmenistan. Afghanistan, Belarus, North Korea, Iraq, Iran, Libya, Myanmar, Russia, Syria, Venezuela and Yemen are also prohibited.
- **HORN AND BONE**
- **METALS**
  that directly or indirectly finance armed groups in high-risk countries.

2.1.4. OUR MATERIAL AND PRODUCT CERTIFICATIONS

Across Sézane, Octobre Éditions and Petit Sézane, 77% of our products are certified (GOTS, RAF, GRS, OEKO-TEX STANDARD 100, FSC or LENZING ECOVERO). Full details of our certifications are available in the appendices.

2.1.5. PRODUCT LIFE-CYCLE ASSESSMENTS TO MANAGE THE IMPACT OF OUR MATERIALS

Since 2024, we have used a life-cycle assessment (LCA) tool to measure the environmental impact of each product throughout its life cycle, following the PEFCR methodology. This method enables us to assign a value in kgCO2e to each product and see how much of its impact is attributable to each stage of production. The tool also allows us to measure the environmental impact of changing the material used in a given product, helping our teams prioritise the lowest-impact materials.

We also work with our various partners to ensure that the benefits of our lower-impact materials are reflected through emission factors[3]. Not all lower-impact materials have yet been assigned a specific emission factor; these factors need to be developed to make our emission-reduction strategies even more accurate.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue working to reduce the impact of our collections by applying ever more stringent criteria when selecting our materials, processes and partners:

- We will continue to expand **the use of lower-impact fibres** in our collections while increasing the proportion of certified styles.
- At the same time, we will continue **actively monitoring materials, innovative processes and industry certifications**, with a particular objective of obtaining **RJC (Responsible Jewellery Council) certification for the gold used in all our jewellery** made from this material.
- Finally, we will continue **our informed material-selection approach**, drawing on product life-cycle assessments and our eco-design criteria to guide our development decisions.

[3] For a textile material, the emission factor is the ratio used to determine the quantity of greenhouse gases emitted in producing one kilogram of fibre or fabric. The emission factor covers the following production stages: Extraction or cultivation > Processing: Ginning, spinning and weaving > Chemical treatment: Dyeing and finishing (often the stages with the highest carbon and water impacts) > Use > End of life

2.2. INCREASING THE CIRCULARITY OF OUR COLLECTIONS

Indicator	2024 result	2025 result	2025 targets
Percentage of recycled synthetic materials in the total synthetic-material mix *(Sézane, Octobre Éditions and Petit Sézane)*	62%	58.2%	> 50% **✓Achieved**

2.2.1. INCORPORATING MORE RECYCLED MATERIALS INTO OUR COLLECTIONS

Our lower-impact synthetic materials category includes all GRS (Global Recycled Standard)- or RCS (Recycled Claim Standard)-certified recycled synthetic fibres: polyester, polyamide and elastane. Wherever possible, we prioritise pre- or post-consumer recycled materials to give reused materials a new life. Of our synthetic materials, **58.2%** were GRS- or RCS-certified recycled materials in the Sézane, Octobre Éditions and Petit Sézane collections in 2025. In 2025, 65% of our polyamide and 71% of our polyester were recycled and GRS- or RCS-certified.

By definition, recycled fibres are shorter than non-recycled fibres, which can increase pilling. This is why we always take care when incorporating recycled fibres into our products, ensuring that quality is never compromised.

2.2.2. REPAIRING ITEMS TO EXTEND THEIR LIFESPAN

To help our items last as long as possible, we offer repair and maintenance services – including simple alterations, adjustments and minor repairs – to customers through the concierge services at our Appartements. We have also created a dedicated repair workshop in one of our warehouses, where damaged items are reconditioned through specialist cleaning, stitching and more complex restoration work.

2.2.3. REUSING OUR MATERIALS

In 2025, an Octobre Éditions capsule collection was made using production offcuts. Produced in very limited quantities, the range was made using fabric offcuts left over from previous seasons' collections. In 2025, we also used leather offcuts from our footwear, bags and accessories to make leather keyrings.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue our initiatives to extend the lifespan of our products and promote more circular practices throughout their life cycles.

- We will continue to **incorporate recycled materials** into our collections wherever possible.
- Finally, **a repair service for our customers' items** will be launched at Octobre Éditions, with the aim of encouraging more responsible consumption and extending the useful life of our products.

THE MISSION COMMITTEE'S OPINION

STATUTORY OBJECTIVE #2

The Committee considers that the 2025 operational targets for this area were achieved, with 77% lower-impact materials – exceeding the 75% target – and recycled synthetics accounting for 58.2% of our synthetic materials, above the 50% threshold. These results reflect sustained, well-documented efforts supported by product life-cycle assessments and a rigorous certification system (GOTS, GRS, RWS, RMS, RAS and FSC).

The Committee also highlights the robustness of our product-quality approach, which is based on inspection standards exceeding market practice, audits by independent third parties and chemical-risk mapping. This approach sets a high standard for the physical durability of our products. The path towards the ambitious target of 80% lower-impact materials by the end of 2026 still requires significant progress but appears achievable, provided that the momentum behind regenerative and recycled materials is maintained.

OBJECTIVE #3

COMMITMENT

Taking action for equal rights through the DEMAIN solidarity programme.

3.1. SUPPORTING CHARITIES AND PROVIDING ASSISTANCE TO BENEFICIARIES

Indicator	2024 result*	2025 result*	2025 targets
Amount redistributed to charities in 2025	3 092 731 €	3 997 291 €	3 000 000 € **✓Achieved**
Number of beneficiaries supported by partner organisations in 2025	34 127	52 633	40 000 **✓Achieved**

* These figures cover the solidarity programme as a whole, including the French endowment fund and the two DEMAIN Donor Advised Funds in the US and UK.

In 2025, DEMAIN redistributed €3,997,291 among 22 partner organisations – the highest amount since the programme was created in 2018. These organisations supported 52,633 direct beneficiaries, compared with 34,127 in 2024 – an increase of more than 54%. These consolidated figures cover every entity in the solidarity programme: the French endowment fund, the US Donor Advised Fund and the UK Donor Advised Fund.

DEMAIN's model is based on long-term partnerships, flexible and unrestricted funding, and direct, close relationships with charities. It focuses on two main areas: children's fundamental rights (72% of funds, through the Appel du 21) and women's health (28% of funds, through the Mercredis Roses). It operates in France, the United Kingdom and the United States – three countries where Sézane has a presence – and funds the programme through its monthly charitable initiatives.

52,633
beneficiaries

22
organisations supported

€3,997,291
redistributed





2025 HIGHLIGHTS

THE OPENING OF THE SPORT DANS LA VILLE CAMPUS IN PANTIN

A sports and educational facility covering more than one hectare, located at the intersection of three of the most densely populated municipalities in the Île-de-France region and dedicated to the inclusion and empowerment of young people from priority neighbourhoods;

DEMAIN LIVE MAGAZINE EVENTS

Two charity performances in a live-journalism format combining stories and music, with all ticket proceeds donated to DEMAIN and more than 3,000 people attending at the Olympia and Salle Pleyel;

LAUNCH OF MICRO-DONATIONS IN THE UNITED STATES

In support of Girls Inc., an organisation that helps 114,000 girls and young women from disadvantaged backgrounds build confidence, gain access to education and become more independent.

OBJECTIVES FOR 2026:

Make DEMAIN a driver of engagement and transformation commensurate with Sézane's reach, ensuring that every initiative meets high standards of impact, consistency and rigour.

- **Increase the impact of partner organisations**

– Increase the funding allocated to partner organisations at a time when the charitable sector is becoming increasingly vulnerable.
– Build lasting partnerships through a flexible funding model based on trust and unrestricted support.
– Develop networking among partner organisations and gradually structure non-financial support in areas such as communications and digital technology.

- **Expand the solidarity programme and diversify its funding sources**

– Consolidate existing charitable initiatives (Appels du 21 and Mercredis Roses).
– Continue developing new charitable formats, including events and artistic collaborations.
– Strengthen our charitable products and corporate-philanthropy partnerships with other like-minded companies.
– Expand micro-donations.

- **Expand the programme's international reach**

– Expand DEMAIN in the United States and the United Kingdom through Donor Advised Funds.
– Adapt support mechanisms to local contexts while maintaining shared standards for impact, transparency and consistency with the programme's mission.
– Expand charitable fundraising mechanisms internationally, including micro-donations and events.

3.2. ENGAGING INTERNAL TEAMS

Indicator	2024 result	2025 result	2025 targets
Number of employees involved in charitable initiatives in 2025	250	220	200 **✓Achieved**

3.2.1. THE IMPACT OF TEAM ENGAGEMENT WITH DEMAIN AND PARTNER CHARITIES IN 2025

Beyond direct funding, Sézane and Octobre Éditions enable their teams to become directly involved with the solidarity programme and its partner charities throughout the year.

220

employees
took part in more than
20 varied initiatives

- On-the-ground workshops;
- Charity sporting events:
- Skills-based volunteering;
- Team awareness sessions.



115 employees were briefed on the solidarity programme to better understand the causes it supports and how DEMAIN takes concrete action.

105 employees became directly involved through on-the-ground or skills-based volunteering, including:

- running self-image and self-confidence workshops for women who have experienced violence;
- creating costumes for children;
- organising and running charity sales;
- creating logos, videos or content for charities;
- helping young people explore careers and take part in workplace immersion and internships.

Thirteen partner charities and organisations received non-financial support in France and internationally.

3.2.2. DISTRIBUTING DONATIONS IN KIND

With nearly **250 boxes of donated products**, Sézane supported 19 charities through DEMAIN by providing clothing, books, IT equipment and essential goods to advance health, social inclusion, equal rights and child protection.

A KEY PARTNERSHIP WITH LA CRAVATE SOLIDAIRE

La Cravate Solidaire is Sézane and Octobre Éditions' main partner for product donations. Through regular donations of clothing suitable for job interviews and workshops dedicated to job seeking, the charity promotes access to employment.

OTHER BENEFICIARY CHARITIES

Other partner charities regularly receive product donations, including Bibliothèques Sans Frontières, Ikambere, Solidarité Femmes, the Centre Flora Tristan and Robert-Debré Hospital, reflecting tangible partnerships focused on women's health, social inclusion and severe poverty.

OBJECTIVES FOR 2026:

In 2026, we aim to strengthen DEMAIN's role as a platform for collective engagement by involving our teams more closely and developing increasingly useful, practical forms of support for our partner charities.

- We will continue **developing non-financial support** around the needs expressed by the charities we support, particularly in organisational development, digital and data tools, communications and visibility, product donations and skills-based volunteering.
- At the same time, we will strengthen **internal awareness of the causes and issues championed by DEMAIN** to encourage employee engagement and a greater sense of ownership of the initiatives undertaken.

THE MISSION COMMITTEE'S OPINION

STATUTORY OBJECTIVE #3

The DEMAIN programme is a tangible and distinctive expression of the company's purpose. The Committee welcomes the fact that all three indicators for this objective were exceeded in 2025: distributions to partner charities surpassed the €3,000,000 target; the number of beneficiaries supported reached 52,633, 32% above the target; and 220 employees participated in charitable initiatives, exceeding the threshold of 200.

These results reflect both the strength of long-standing partnerships with charities such as Bibliothèques Sans Frontières, Sport dans la Ville and Agir et Vivre l'Autisme, and the increasing integration of charitable engagement into our internal culture.

For 2026, the Committee encourages stronger non-financial support for partner charities to amplify their impact beyond funding alone, and further development of internal awareness initiatives so that charitable engagement becomes an even more unifying force for all teams, including those outside France.



V. GOING FURTHER

Beyond our statutory objectives

2025 objectives and actions linked to our mission-driven company status

RAISE OUR QUALITY STANDARDS AT EVERY STAGE

IMPROVE PRODUCTS TO MAKE THEM LAST

Our approach to quality is based on the continued commitment of all our teams, from the rigorous selection of materials and the smallest manufacturing details through to a product's online launch.

For us, a quality item is one that:

- **Stands the test of time:** our Development team selects high-quality materials, while our Production team ensures robust construction so that every style withstands everyday use and wear.
- **Has the right cut:** our pattern cutters and technicians work with precise shapes and proportions, ensuring optimal fit and comfort for every design.
- **Provides a carefully controlled fit:** thanks to the expertise of our workshops, each item retains the right balance, whether in the drape of a fabric or the structure of a bag. This is the result of meticulous development work.
- **Is finished as carefully inside as out:** every design features finishes that embody our craftsmanship and help extend its lifespan.

To maintain this level of quality, our quality teams are involved at every stage of the product life cycle:

1/ PLANNING:

From the design stage onwards, we conduct risk assessments, physical-resistance tests and real-world wear tests.

→

2/ INDUSTRIALISATION:

We technically approve every prototype and production batch – including colours, leathers and embroidery – to ensure consistency.

→

3/ PRE-SHIPMENT INSPECTION:

We apply stricter criteria than market standards, with independent inspections by SGT and AS International covering 90% of our production.

→

4/ FINAL INSPECTION:

Once the goods arrive, we carry out final random checks at the warehouse to verify the finish and quality of our products.

FOCUS: HOW THE TOMBOY SHIRT HAS EVOLVED OVER TIME

Since its creation in 2017, the Tomboy shirt has been continuously improved to provide ever greater comfort and a more refined drape.

2017
AUTUMN/WINTER

STYLE IMPROVEMENTS

- Pockets added
- Cocotte stitch removed

2017
SPRING/SUMMER

LAUNCH OF THE TOMBOY SHIRT



2019
SPRING/SUMMER

IMPROVED COMFORT AND EASE

- Deeper neckline and armholes
- Wider sleeves and shoulders
- Dart raised

2020
AUTUMN/WINTER

CUSTOMER FEEDBACK TAKEN INTO ACCOUNT

- Dart removed
- Chest-button position adjusted

2022
SPRING/SUMMER

STYLE IMPROVEMENTS

- Pocket with clipped corners

2024
SPRING/SUMMER

OPTIMISED FIT

- Shortened length

2024
AUTUMN/WINTER

IMPROVED FIT AND TECHNICAL PRECISION

- Armhole height revised
- Pocket repositioned

2026
AUTUMN/WINTER

MAINTAINING A CONSISTENT FIT OVER TIME

- Grading reviewed across the full size range

CHEMICAL SAFETY AND HUMAN HEALTH

USING OEKO-TEX® STANDARD 100 AND GOTS TO GUARANTEE THE CHEMICAL SAFETY OF OUR PRODUCTS

In 2025, 74% of Sézane ready-to-wear styles and 51% of Octobre Éditions ready-to-wear styles were OEKO-TEX® STANDARD 100- or GOTS-certified.

Since 2025, for Sézane ready-to-wear materials that are not OEKO-TEX® STANDARD 100- or GOTS-certified – the most stringent textile certifications for chemical safety – we have mapped the highest-risk materials each season. We produce this risk map using the following indicators:

- Location of the fabric manufacturer
- Countries of weaving and dyeing
- Supplier's textile certifications
- Type of material
- Finishes and treatments applied to the material
- Direct or indirect contact with the skin

Depending on the risk level associated with each material, we decide whether to submit it for testing by our certification body, IFTH, which is accredited to award the OEKO-TEX® STANDARD 100 label.

For the first time, we also obtained OEKO-TEX® LEATHER STANDARD certification for our leather items in the Autumn/Winter 2025 season, confirming their chemical safety independently of our existing leather requirements.

OEKO-TEX® STANDARD 100 for Petit Sézane

In 2025, as part of developing the Petit Sézane brand and creating a newborn collection, we obtained OEKO-TEX® STANDARD 100 Class I certification, which imposes the strictest requirements, particularly for babies and children up to the age of three.

In 2025, thanks to this initiative, 58% of Petit Sézane items were certified to OEKO-TEX® STANDARD 100 Class I or GOTS, which also imposes very strict chemical-safety requirements.



RESPONSIBLE CHEMICAL MANAGEMENT THROUGH GOTS AND GRS CERTIFICATION

The GOTS (Global Organic Textile Standard) standard includes requirements for chemicals and inputs – Section 2.4 of its latest version – and defines criteria permitting or prohibiting chemicals used throughout the value chain for GOTS-certified styles and materials.

The GRS standard, which is based directly on the ZDHC MRSL (Manufacturing Restricted Substances List), also defines the chemicals prohibited or restricted in the manufacturing processes for certified styles.

In 2025, GOTS-certified styles accounted for **39% of Sézane ready-to-wear styles and 42% of Octobre Éditions styles in the same category**. GRS, our most recent certification, obtained in 2024, covered 7% of each brand's ready-to-wear styles.

USING CHROME-FREE TANNING FOR READY-TO-WEAR

100%

of our ready-to-wear leather collections use chrome-free tanning

Chrome-free tanning means that chrome is not used in the tanning process.

The chrome used in conventional tanning is one of the leather industry's most significant sources of pollution because it is released into soil, water and the surrounding groundwater. When chrome accumulates in soil, it alters its biological and chemical properties and can make land unsuitable for certain agricultural uses.
Choosing chrome-free tanning therefore reduces the chemical impact of our production chain on the ecosystems it passes through, as well as on human health.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue raising our standards for product safety and quality, paying particular attention to our collections and the checks conducted before products go on sale.

- We **will extend OEKO-TEX® STANDARD 100 certification to new product categories**, particularly within the Petit Sézane collections, to maintain high standards for the safety of the materials used.
- We will also **strengthen the quality checks** performed at our warehouse in France before items go on sale to ensure a high standard of product finishing.

GETTING TO KNOW OUR VALUE CHAIN BETTER

THROUGH TRACEABILITY

Understanding our value chain forms the foundation of our business strategy. This transparency enables us to make informed decisions and continuously improve our positive-impact approach. Supply-chain traceability is a fundamental responsibility. Our increasing understanding enables us to anticipate and better manage environmental and social risks and ensure respect for human rights at every identified stage of production.

Many suppliers are involved from field to finished product, often with several suppliers at each stage. Our objective is to trace all our products back to Tier 4*. To achieve this, we continue working with our manufacturers and their subcontractors to map our value chain using traceability tools.

In 2025, our internal traceability tool was managed by the CSR team and monitored daily by our production teams together with our partners, enabling us to comply with the requirements of France's AGEC Act.

At the same time, our teams collect information about material origins so that we can manage the associated risks from the cultivation, extraction or rearing stage onwards. This enables us to identify prohibited origins and ask suppliers to change their sourcing before we place orders.



* See the value-chain overview by tier on the next page

Value-chain overview by tier:

TIER 4
FROM FIELD TO FIBRE

RAW-MATERIAL PRODUCTION

Example:
- Agriculture (cotton)
- Forestry (viscose)
- Livestock farming (wool and leather)
- Petrochemicals/ chemicals (synthetic and artificial materials)
- Wool: rearing, shearing, sorting and washing

TIER 3
FROM FIBRE TO YARN

YARN AND COMPONENT PRODUCTION

Example:
- Combing, carding and spinning
- Slaughter
- Manufacture of buttons, trims and other components

TIER 2
FROM YARN TO FABRIC

FABRIC AND TEXTILE PRODUCTION AND FINISHING

Example:
- Weaving
- Tanning
- Fabric and textile finishing
- Embroidery

TIER 1
FROM FABRIC TO FINISHED PRODUCT

MANUFACTURING AND EMBELLISHMENT OF THE FINISHED PRODUCT

Example:
- Assembly/linking
- Garment manufacturing
- Finished-product dyeing
- Washing/fading
- Embroidery application
- Button attachment
- Pressing
- Packing

OBJECTIVES & NEW PROJECTS FOR 2026:

- **Launch our partnership with Fairly Made** and **automate traceability-data collection using this new tool across every stage of the supply chain**. Our ultimate objective is to achieve full visibility back to Tier 4 and build a comprehensive risk analysis.

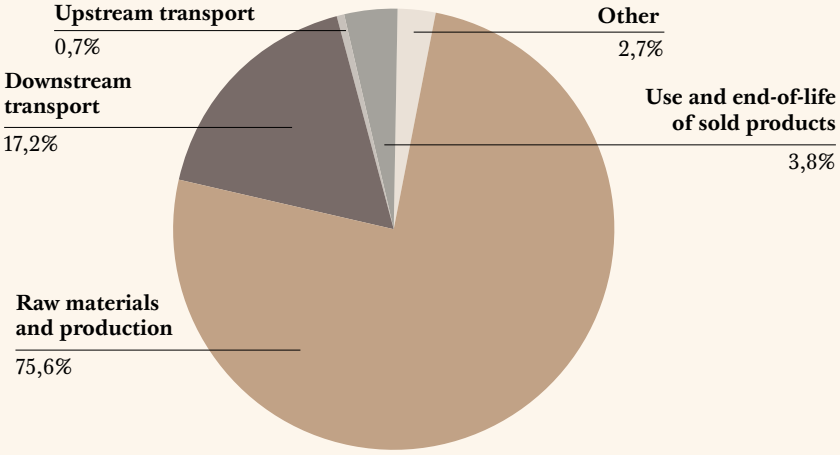
REDUCING OUR CARBON FOOTPRINT

Based on our carbon footprint assessment, we developed a climate strategy to address our most significant sources of emissions and achieve our long-term reduction targets.

2025 CARBON FOOTPRINT

For our 2025 carbon footprint assessment, we continued to use the international GHG Protocol, which provides a standardised measurement of our emissions across our French and international operations. We revised the definitions of upstream and downstream transport shown opposite and updated our emissions-factor database to calculate our emissions more accurately. This methodology was applied to all previous carbon footprint assessments.

Breakdown of Sézane, Octobre Éditions and Petit Sézane's 2025 carbon emissions by category



Our products – raw materials and production – represent our greatest impact. Downstream transport and distribution are our second-largest source of emissions, while upstream transport has a smaller impact. The use and end-of-life of our products account for 3.8% of our overall impact.

What do we mean by upstream and downstream transport?

- **Upstream transport:** transporting products from our suppliers to our warehouses
- **Downstream transport:** transporting our products from our warehouses to customers.

OUR ACTIONS TO REDUCE EMISSIONS

In 2025, we continued working to reduce our greenhouse-gas emissions, constantly seeking a balance between product quality and a smaller carbon footprint.

Our carbon footprint analysis identified the principal ways to reduce our impact and enabled us to build an ambitious yet realistic climate strategy based on four areas: raw materials, logistics flows, our value chain and the waste generated.

Our product life-cycle assessments also play a major role in reducing emissions by giving us visibility over every source of emissions, particularly those associated with materials. This enables us to choose lower-impact materials and encourages us to prioritise eco-design in our collections (see Section 2.1: “Selecting the most sustainable materials”).





1/ PRIORITISE LOWER-IMPACT MATERIALS

Wherever possible, we favour materials with a lower carbon impact and continually seek innovative, lower-emission alternatives without compromising the quality or physical durability of our products. In 2025, we also increased the proportion of lower-impact materials in the Sézane, Octobre Éditions and Petit Sézane collections by more than 3 percentage points, from 74% to 77%. We work with our spinners to increase the proportion of recycled fibres in the synthetic materials used in our collections: in 2025, 71% of the polyester used was recycled.

In 2024, we began using a life-cycle assessment (LCA) tool to measure the environmental impact of each product throughout its life cycle, following the PEFCR methodology. This methodology is explained in detail in Section 2.1: “Selecting the most sustainable materials”.

2/ DECARBONISE OUR LOGISTICS FLOWS

We work with our carriers to prioritise lower-carbon transport methods and alternative fuels across all our logistics flows.

In 2025, we continued working to limit air freight for upstream transport – from our suppliers to our warehouses – and increased the share transported by sea or road to 97%, compared with 94% in 2024.

In 2025, we introduced sea-air logistics, a multimodal transport solution combining sea and air freight. This alternative shortens transport times by several weeks while reducing our carbon footprint. It also provides flexibility when making up for potential production delays.

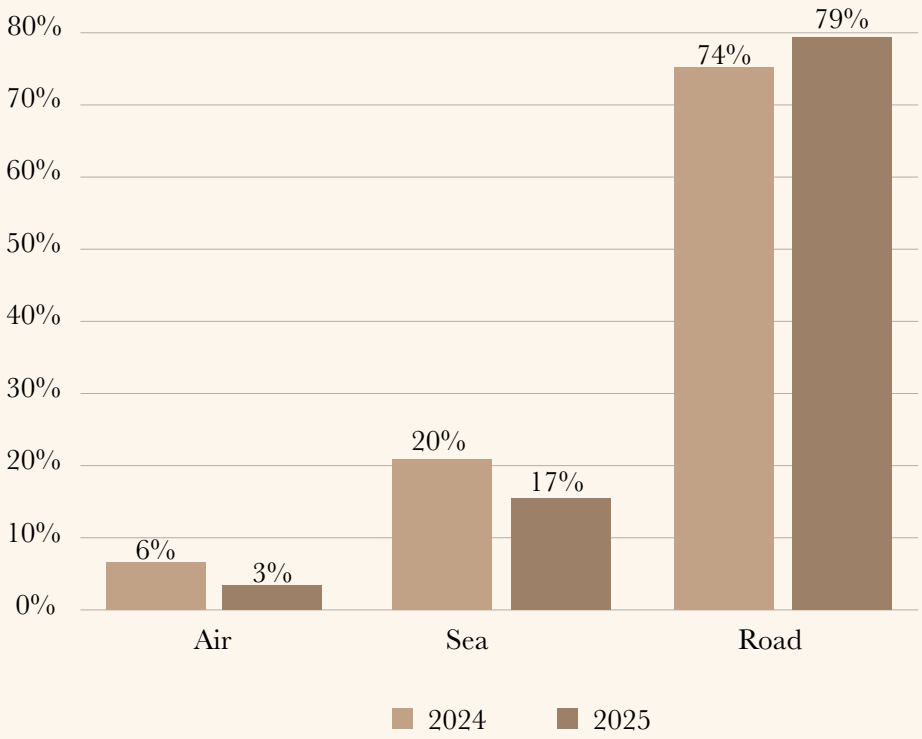
We also entered into an agreement with our maritime carrier to support the use of biofuels. Every journey is closely monitored, allowing us to calculate the emissions avoided accurately.

At the same time, we work closely with our last-mile delivery partners to maximise the proportion of low-emission road transport using biofuels, green gas, electricity, cargo bikes and hydrogen. We also prioritise rail freight for certain domestic flows, particularly between our warehouses and shops. As a result, 21% of our deliveries within the European Union in 2025 were made using low-emission vehicles.

Once a month, our consumables – packaging, shopping bags and similar items – and Eau Sézane are shipped to the United States by sailing ship through our partner Trowt. These flows are easy to plan and predict, allowing for longer transport times.

BREAKDOWN OF 2025 FLOWS

from our suppliers to our warehouses by mode of transport *(as a percentage of volume)*:





3/ SUPPORT THE DECARBONISATION OF OUR VALUE CHAIN

We aim to improve energy efficiency and encourage greater use of renewable energy to reduce greenhouse-gas emissions throughout our value chain.

We have switched all our electricity contracts to green-energy tariffs. At sites where we do not manage the energy contracts directly, we encourage our service providers to adopt renewable energy or purchase guarantees of origin. As a result of these initiatives, 100% of the electricity used by our offices, warehouses and retail locations – including permanent shops and pop-ups – now comes from renewable sources.

Energy audits of our shops identified specific measures to reduce energy consumption: systematically setting temperature guidelines, using more energy-efficient air-conditioning systems and installing heat-protective UV filters. Implementation of these measures began in 2025 and will continue in 2026 to extend these good practices to as many shops as possible.

Every year, we also survey all our Tier 1 suppliers to assess their energy-consumption practices – including energy intensity and energy mix – promote low-carbon solutions such as renewable energy and support our value chain's transition.

4/ REDUCE THE IMPACT OF OUR WASTE

Reducing our carbon emissions also requires rigorous waste management. To achieve this, we have defined three priorities: eliminate non-essential packaging, increase packaging reuse and prioritise recycled materials. This approach enables us to reduce the volume of resources consumed and extend the life cycle of our materials.

Specifically, we have removed plastic inserts from our bags and use only FSC-certified wooden hangers in our Appartements. Fabric pouches for footwear and jewellery are optional on our website, limiting unnecessary additional packaging. We also use reusable mailing pouches for some deliveries in France, subject to stock availability.

In 2025, we extended this approach to our internal logistics by introducing reusable crates to transport items from our warehouse to selected Paris shops, replacing cardboard boxes with durable containers. All polybags used to protect products during transport and warehouse storage are also made from 100% recycled polyethylene, reducing our use of virgin materials.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will continue reducing the environmental impact of our collections and operations by acting on material selection, transport methods and measurement.

- We will continue to **increase the proportion of lower-impact materials** in our collections, particularly recycled materials and materials sourced from regenerative agriculture. Our ambition is to **achieve 90% lower-impact materials in our ready-to-wear collections from 2026**, while incorporating materials from regenerative farming practices wherever possible.
- We will also continue to **prioritise road transport using low-emission vehicles** and maritime transport wherever possible.
- Finally, we will continue working with our partners to **develop life-cycle assessments specific to the various lower-impact materials** used in our collections, enabling increasingly precise and informed measurement.

PROTECTING WATER AND BIODIVERSITY

A significant proportion of our raw materials are of natural, plant or animal origin, so we have a role to play in protecting nature and biodiversity throughout our value chain.

We reduce most of our negative impact on biodiversity by selecting lower-impact materials.

TAKING ACTION TO PROTECT FORESTS

In 2019, we became the first textile brand in France to obtain FSC certification. This enables us to offer products made from FSC (Forest Stewardship Council)-certified viscose, guaranteeing the sustainable management of the forests from which the wood originates. Beyond this certification, we go further by also checking the origin of the wood used in our products and packaging. To protect forests, we also source leather from countries at low risk of deforestation, primarily in Europe, as well as Morocco and India for certain sheep and goat leathers.



COMBATING SOIL DEPLETION AND EUTROPHICATION

We also contribute to sustainable soil management through our various certifications. We hold Responsible Animal Fiber (RAF) certification, one criterion of which is the sustainable management of pastures and soils. The same principle applies to GOTS certification, which requires soil to be cultivated sustainably without pesticides that could deplete it. In 2025, we began using wool and cotton from regenerative agriculture in our collections, helping soils regenerate and remain healthy, improving carbon sequestration and taking into account impacts on biodiversity and the natural resources required, particularly water.

REDUCING WATER CONSUMPTION AND COMBATING POLLUTION

We work to limit water consumption and pollution, focusing particularly on four levers:

- **Prioritise GOTS-certified organic cotton,** which requires less water to grow than conventional cotton, as detailed in the GOTS standard.
- **Prioritise OEKO-TEX® STANDARD 100® certification**, which restricts the use of chemicals harmful to human health and therefore helps reduce their presence in wastewater.
- **Limit water pollution caused by leather treatments**, particularly through Leather Working Group (LWG) certification, which provides assurances about wastewater treatment following leather tanning.
- **Reduce the impact of denim washing:** we have involved our Sézane ready-to-wear denim workshops in measuring and reducing the environmental impact of washing through the Environmental Impact Measuring score (EIM score)[4] developed by Jeanologia. We therefore aim to prioritise denim made using washing processes rated as low-impact by the EIM score, saving water, energy and chemicals.
- **Prioritise regenerative agriculture:** regenerative agriculture is often recognised for reducing carbon emissions and regenerating soil. According to a study by the Regenerative Agriculture Alliance, it also helps retain water more effectively after rainfall – because it infiltrates the soil more efficiently – and slows the water cycle. This is an important issue today because certain agricultural practices have accelerated the water cycle.

[4]The EIM score measures the impact of washing across four dimensions: water consumption, energy consumption, chemical use and worker health. The results for each dimension produce an overall score and classify the impact of washing at one of three levels: high, medium or low.

OBJECTIVES & NEW PROJECTS FOR 2026:

We will continue strengthening our requirements for traceability, environmental quality and reducing the impact of our collections, working closely with our partners.

- Our ambition is to **continue using wool and cotton from regenerative agriculture** in as many styles as possible while maintaining RWS certification to guarantee animal welfare and GOTS certification to confirm that the materials used are organic.

- At the same time, we will continue supporting our suppliers in reducing water consumption and limiting pollution associated with processing our products. This will notably involve **extending GOTS, OEKO-TEX® STANDARD 100® and GRS certification and continually increasing the proportion of our low-impact washes**.

ENSURING RESPECT FOR ANIMAL WELFARE

Our collections use a significant proportion of animal-derived materials, such as wool and leather. To ensure respect for animal welfare, we have introduced a strict policy developed with the international organisation Four Paws and incorporated into our Supplier Code of Ethics, which our direct suppliers sign annually.

This policy requires compliance with the Five Domains of animal welfare:

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

100%

of the wool used in our collections is mulesing-free[5]

We select our materials – including wool, leather and silk – from supply chains that provide the highest level of traceability and have set out good practices by product category in this policy.
100% of the wool used in our collections is mulesing-free[5].
We do not use any wool for which we do not have this guarantee.

Wherever possible, we prioritise RWS-, RMS-, RAS- and GRS-certified wool and aim to increase its share each year. **The proportion of RWS-, GRS- or RCS-certified wool in the Sézane, Octobre Éditions and Petit Sézane collections rose from 79% in 2024** to 89% in 2025. Introducing wool from regenerative agriculture – which safeguards animal welfare – into our collections further strengthens this commitment.

Our sourcing policy and the list of prohibited materials mentioned above complete our animal-welfare strategy.

[5]Mulesing is a surgical procedure that causes trauma to the animal. It involves damaging the skin around a sheep's tail to prevent certain diseases that affect the sheep's health and therefore the quality of its wool. Mulesing-free wool guarantees that this practice has not been used.

OBJECTIVES & NEW PROJECTS FOR 2026:

In 2026, we will build on our work on animal welfare and traceability, continually improving our sourcing practices for every animal-derived material used in our collections.

- We will continue to **increase the proportion of Responsible Animal Fiber-certified animal-derived materials,** materials from regenerative agriculture, and recycled materials certified to GRS or RCS standards.

- We also aim to increase **the use of RAS-certified responsible alpaca in our collections** to safeguard the welfare of animals on the farms of origin. The alpaca used comes mainly from Peru, where most farms are small and may struggle to meet the costs of RAS certification.

- **The roll-out of our new traceability tool** will also allow us to strengthen monitoring of our value chain back to the farms for animal-derived materials. Although this information is already collected, the tool will enable us to obtain it systematically and enhance our monitoring and visibility.

- Finally, we will continue **regularly updating our sourcing policy** in line with changing risks in the various sourcing countries, ensuring that it remains aligned with our animal-welfare requirements.



VI. OUTLOOK FOR 2026 & CONCLUSION

OUTLOOK FOR 2026 & CONCLUSION

The company's three statutory objectives were broadly achieved in 2025, although areas for improvement were identified within certain operational objectives. In 2026, the company intends to maintain this momentum in a rigorous, structured manner, fully embracing its mission-driven company status.

To reinforce the credibility and rigour of our mission-driven approach, we will update the double-materiality assessment conducted in 2024. This will ensure that our strategic priorities remain fully aligned with the issues most material to the company and its stakeholders.

This work will be accompanied by the introduction of robust CSR data infrastructure to strengthen management, improve indicator reliability and anticipate regulatory developments.

Reviewing our mission and organisation to strengthen our impact as a mission-driven company

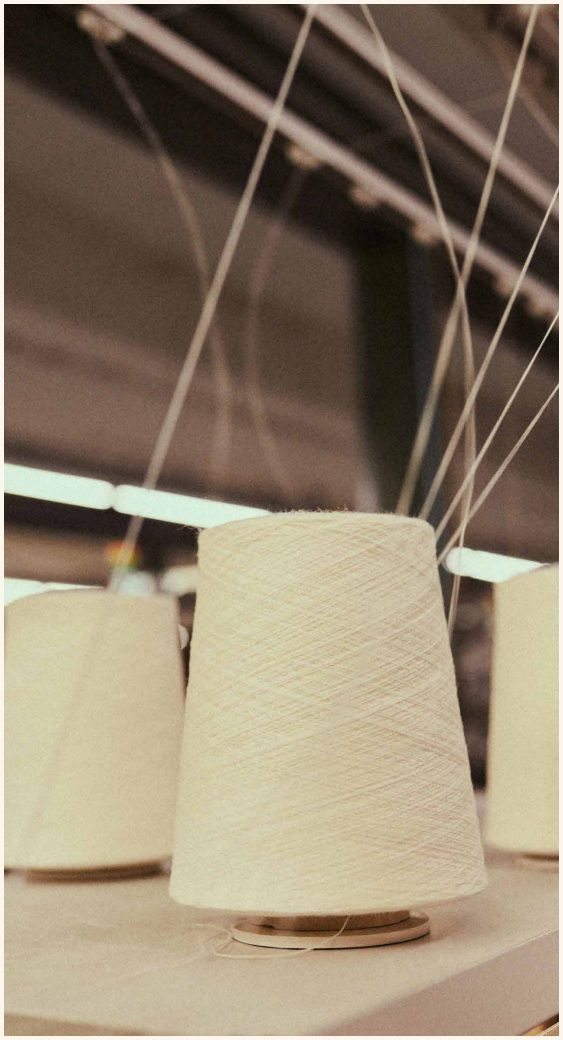
In November 2025, we launched a project to streamline our key indicators, improve management and simplify the associated 2025 reporting process.

We will begin reviewing the development of our mission framework in 2026. This has the dual objective of simplifying the framework and better representing our distinctive identity and impact. This work should also enable us to develop and improve the operation of our Mission Committee.

These plans reflect our clear intention to further structure our mission-driven approach, making it clearer, easier to manage and more rigorous. By consolidating our foundations – governance, data and materiality – and strengthening our assessment and certification standards, we are committing to a sustainable path towards creating differently.



APPENDICES



LOWER-IMPACT FIBRES USED IN OUR COLLECTIONS

NATURAL MATERIALS

GOTS- or OCS-certified organic cotton; GOTS- or OCS-certified organic cotton from regenerative agriculture; 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 or Rishiri Evolo-tanned leather; GRS- or RCS-certified recycled wool; RWS- or British Wool-certified wool; wool from regenerative agriculture; RAS-certified alpaca and baby alpaca; RMS-certified mohair, kid mohair and super kid mohair

MAN-MADE MATERIALS

GRS- or RCS-certified 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-certified viscose or Lenzing™ Ecovero™; GRS- or RCS-certified recycled viscose

SYNTHETIC MATERIALS

All GRS- or RCS-certified recycled synthetic fibres, including acrylic, polyester, polyamide and elastane

DETAILS OF OUR PRODUCT CERTIFICATIONS

Certifications are based on standards established by independent third parties and are subject to audits. They help guarantee lower social, environmental or animal-welfare impacts by governing how materials are cultivated and processed and how finished products are manufactured. They may apply to fibres, materials or products. We use the following certifications for our finished products:

RAF *(Responsible Animal Fiber)* is a set of certifications covering different types of wool and guaranteeing both animal welfare and the sustainable, equitable management of pastures. It comprises three certifications covering the entire value chain from the farm onwards:

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

OEKO-TEX® STANDARD 100 *(since 2019)*: guarantees the chemical safety of textiles and every component of an item by ensuring that chemicals toxic to human health and the environment are not used. This certification goes beyond REACH, a European Union regulation designed to better protect human health and the environment from chemical risks, notably by restricting the use of certain substances.

GOTS *(Global Organic Textile Standard, since 2019)* is an independent international standard for organic textiles, primarily cotton but also wool, silk and linen. The fibres are tested to verify that they are organic – that is, grown without pesticides, chemical fertilisers or genetically modified organisms. GOTS certification also includes strict social and environmental criteria, from the cotton field to the finished product.

LENZING™ ECOVERO™ *(since 2022)* guarantees that the material is made with FSC- or PEFC-certified viscose and processed using LENZING™ ECOVERO™ techniques, whose chemical processes for converting wood pulp into textile fibre are more responsible.

FSC *(Forest Stewardship Council, since 2019)* allows us to guarantee the sustainable management of the forests supplying the wood used to make our FSC-certified viscose, ensuring that we do not contribute to deforestation.

GRS *(Global Recycled Standard, since 2024)* is our most recent certification, obtained in 2024. It certifies styles made from pre- or post-consumer recycled textiles*, whether recycled chemically or mechanically, and applies to the entire value chain from the recycling stage 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 primarily from production offcuts.

LWG *(Leather Working Group)*, of which we have been a member since 2019. This certification attests to responsible practices regarding 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. Its purpose is to promote responsible practices in leather production in the following areas:

- Water and effluent management
- Energy consumption
- Raw-material traceability
- Waste and emissions treatment
- Compliance with chemical standards

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

- No medal: Basic compliance level
- Bronze: Good standard, with some improvements required
- Silver: Good standard
- Gold: Excellent standard

HISTORICAL KEY FIGURES

*Sézane, Octobre Éditions, Petit Sézane**

	2023	2024	2025
Percentage of certified items	66%	74%	77%
Percentage of lower-impact materials	75%	75%	77%
Percentage of natural materials	75%	82%	81%
Percentage of lower-impact cotton (GOTS- or OCS-certified organic cotton or GRS- or RCS-certified recycled cotton)	78%	73%	89%
Percentage of lower-impact wool (RWS-certified or GRS- or RCS-certified recycled wool)	69%	79%	89%
Percentage of mulesing-free wool	100%	100%	100%
Percentage of polyester	7% of which 65% was GRS- or RCS-certified recycled material	6% of which 72% was GRS- or RCS-certified recycled material	5% of which 71% was GRS- or RCS-certified recycled material

* Petit Sézane has been included in the calculations since 2025