

Chloé

Sustainability Report

—
2021



Introduction

Two years ago we made a commitment to shift our Maison towards a purpose-driven business model, embracing social and environmental sustainability in everything we do. Such a decision came from our belief that companies today need to reinvent themselves and take full responsibility and accountability for the impact they have on the planet and on all stakeholders. Amidst a very challenging external context between a global pandemic, a rising climate crisis and the global period of instability from a geopolitical perspective, it is more important than ever to reevaluate the role that our organisations play in the society and at Chloé, we strongly believe that it is our responsibility to use business as a force for good.

Our purpose – Women Forward. For a fairer future – is inspiring all our choices and is rooted in the conviction that uplifting and empowering women contribute positively to our society and our planet. We translated our purpose into a long term plan and a set of annual measurable goals and actions. We established a Sustainability Board to track the progress of our plan with transparency and to hold us accountable to it. This annual Sustainability Report describes the progress we made across all our commitments in 2021.

2021 marked our first achievements, such as B-Corp certification as well as important progress with regards to increasing the amount of lower impact materials used in our collections; Fair Trade and women-led social enterprise sourcing; transparency; community projects, and a first step for a more diverse and inclusive work environment. Importantly, our carbon footprint has reduced by 19% vs 2019 – exceeding our targets.

In partnership with the academic world, we have also completed the first pilot of our new Social Impact Measurement tool, as every improvement starts with proper measurement. We aim to make this tool open-source to stimulate greater levels of social responsibility in our industry. We also continued to invest in training our teams and educating our consumers to inspire better choices and responsible behaviours.

We are proud of this progress but we are aware that the path ahead is long and many areas still need improvement. This year's positive progress is what pushes us to set even stronger ambitions for the year ahead, and challenge ourselves even more to harness creativity, craft and savoir-faire so that Chloé continues to be a purposeful force for positive change.

— Riccardo Bellini, President & CEO

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Everything starts with design



Gabriela Hearst, Creative Director at Chloé, awarded Leader of Change for the Environment at the Fashion Awards and nominated by the Financial Times as one of the 25 most influential women of the year in 2021.

For Gabriela Hearst, responsible sourcing is inseparable from design. Whenever possible, Gabriela tries to reuse existing materials and lower impact materials. With her arrival at Chloé, we aim to achieve these objectives even faster, and possibly exceed them. On average this year, we reached 59% of lower impact materials.

Gabriela is a strong advocate of enhancing the work behind the result. She makes it a priority to shed light on the craft of the women and men who make our clothes and to adapt the way we work in order to generate collaborations with social enterprises whenever it is possible.

“This is part of Chloé’s mission: weaving purpose to business endeavors in a post pandemic world to help acknowledge and alleviate the hardship of others. A luxury brand has the duty to do so.”

— *Gabriela Hearst, Creative Director*



People



Sourcing



Communities



Planet

| <p>2025 Vision</p> <p>Advance Gender Equality and inclusion throughout the workplace while supporting and inspiring individuals to take action.</p> | <p>2025 Vision</p> <p>Reach more than 90% Lower Impact Products & 30% of Fair-Trade sourcing on all categories. Transparency & traceability protocol on 100% products.</p> | <p>2025 Vision</p> <p>Create opportunities and reduce inequalities for girls and women.</p> | <p>2025 Vision</p> <p>Reduce our impact on climate and biodiversity. Reach -25% on carbon emissions* per product, -25% of global water usage* & -25% packaging and logistic waste* with the aim of stopping the use of plastic.</p> |
|--|---|--|--|
| <p>2021 Objectives</p> <ul style="list-style-type: none"> ● 100% - Completed collaborators to have access to dedicated training on climate change, SDG and gender equality. 100% of product teams trained on lower impact materials & eco-design. ● 100% - Completed performance plans to include a sustainability KPI, for all collaborators. ● 2 000 hours - Partially completed of volunteering globally, in line with our commitment of dedicating 1% of our time by 2025 to volunteering. | <p>2021 Objectives</p> <ul style="list-style-type: none"> ● 55% - Exceeded (59%) of lower impact products on average in one year for both Chloé Ready-to-wear and See by Chloé collections. ● 20% - Partially completed (13%) fair Trade sourcing within Chloé Ready-to-wear. ● 80% - Completed of our main suppliers* published on our website for transparency. <p>* Tier 1 and Raw Materials suppliers</p> | <p>2021 Objectives</p> <ul style="list-style-type: none"> ● 30 000 - Completed girls impacted by Chloé's contribution to UNICEF GIRLS FORWARD partnership to provide girls with skills through education, entrepreneurship and digital. ● 0,23% - Exceeded (0,26%) of revenue donated to initiatives for gender equality. By 2025, we plan to reach 1%. ● 3 - Exceeded (6) social entrepreneurs to be supported and included in key visibility moments to « share the spotlight ». | <p>2021 Objectives</p> <ul style="list-style-type: none"> ● 15% - Exceeded (19%) reduction of global emissions per product. ● 36% - Completed carbon emissions offset across the supply chain (we currently are at 100% at HQ-level). ● 0 - Completed raw material destroyed. <p>*Compared to 2019 as the production pace was lower in 2020 due to Covid19</p> |

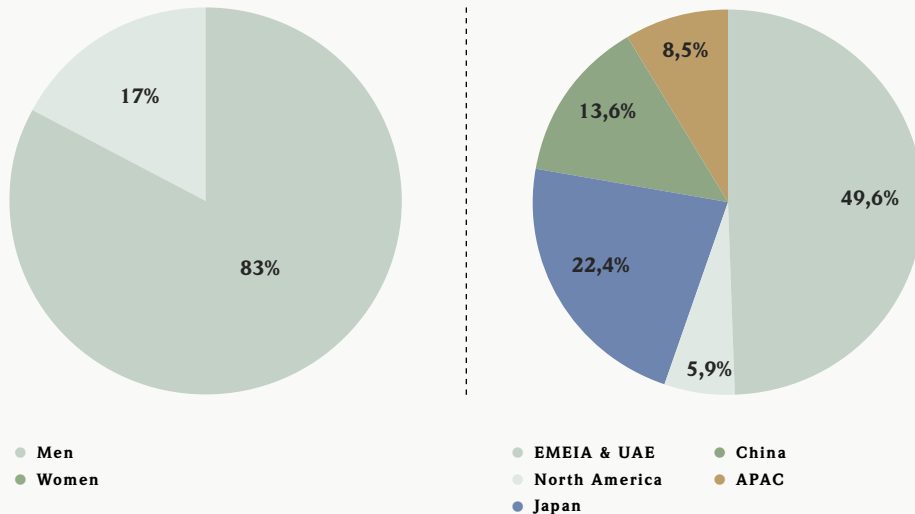
GLOBAL OBJECTIVES: B CORP CERTIFICATION + FIRST PILOT FOR SOCIAL IMPACT MEASUREMENT METHODOLOGY + CREATION OF A SUSTAINABILITY GOVERNANCE & BOARD INCLUDING 2 EXTERNAL ADVISORS

These 15 objectives are our main objectives, communicated on Chloe.com and tagged as «flagship objectives» in this report.

Methodology & Scope

Chloé organisation and teams

This report covers the activity of Chloé globally, corresponding to the following scope. Chloé currently has 1 065 employees.



Chloé is active in 16 countries in retail, 68 countries in wholesale and 69 countries online and operates across four categories: Ready-to-wear, Leather Goods, Shoes and Fashion Accessories.

Objectives setting

In line with the Richemont's practice, Chloé's reporting system covers the fiscal year that starts in April and finishes at the end of March. All of our KPIs except for the Planet ones are set to the fiscal year. For instance, our Sourcing KPIs for 2021 goes from April 1st 2021 to March 31st 2022. To make it easier to understand for our consumers, we call it year 2021. This is the reason why our report is issued in May. The Planet KPIs are set by calendar year, from January to December. For our Environmental Report 2021, we are collaborating with Carbone 4 to complete the analysis.

Audits

Our Fiscal year 2021 data has been audited through our B Corp Assessment process – the audit happened between July and September 2021. Ernst & Young Associates LLP (EY) was hired by Richemont to provide its Sustainability Report 2022 with an independent audit covering the group's sustainability performance, including the review of Chloé's 12 main KPIs of the year across its four action areas. Therefore, EY audited the sample date and information reported.

If you have any question on this report or methodology, you can write to sustainability@chloe.com

Global Objective 1

✓ COMPLETED

Achieve B Corp Certification

FLAGSHIP OBJECTIVE



Chloé achieved B Corp certification which is one of the most demanding certifications and evaluates brands' social and environmental impact and governance. This certification was the result of a collective work of over 18 months by our teams worldwide. By becoming B Corp certified, we reinforced our commitment to taking accountability for our impact on people and the planet.

Based on the B Impact assessment, Chloé earned an overall score of 85.2 points. The assessment measures our activities worldwide, at headquarter level but also in the retail network in all regions where we operate. The median score for ordinary businesses who complete the assessment is currently 55.

Rather than a final goal, this certification marks a new stage in our transformation towards a purpose-driven model. We are committing to increase our B Corp scoring year on year, seeking continuous improvement.

To know more about our B Corp score: <https://www.bcorporation.net/en-us/find-a-b-corp/company/c-h-l-o-e>

What is B Corp ?

B stands for Benefit for all.

B Lab is the nonprofit network transforming the global economy to benefit all people, communities, and the planet. It began in 2006 with the idea that a different kind of economy was not only possible but necessary and that business could pave the way for a new, stakeholder-driven model. B Lab became known for certifying B Corporations, which are companies that meet the highest standards of social and environmental performance, accountability, and transparency. Companies are evaluated on the positive impact they have on workers, communities, customers, governance and environment.

B Lab launched the B Corp Movement which is a global movement of people using business as a force for good. The aim is to collectively shift the current economic system from profiting only the few to benefitting all, from concentrating wealth and power to ensuring equity, from extraction to regeneration, and from prioritizing individualism to embracing interdependence. Today, the B Corp movement counts more than 5000 organisations worldwide.



- 85.2 Chloé overall B Impact score
- 80 Qualifies for B Corp Certification
- 55 Median Score for ordinary businesses

Global Objective 2

✓ COMPLETED

Launch a social impact measurement methodology

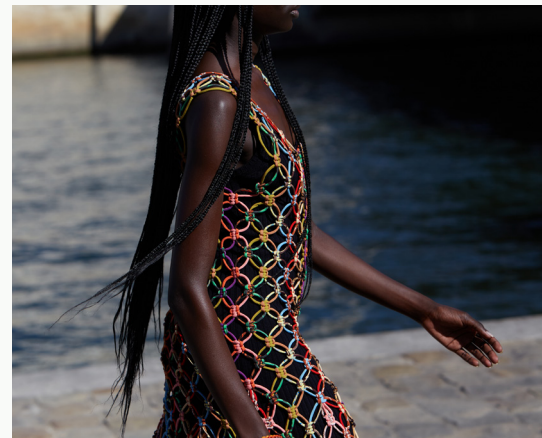
FLAGSHIP OBJECTIVE

An open-source tool which started with a collaboration

18 months ago, Chloé began the conception of the SP&L (Social Impact Measurement Tool), a methodology meant to measure, evaluate, and visualize positive social impacts all throughout our value chain and product lifecycles. The SP&L is an industry and academic collaboration between Chloé, the Institut Français de la Mode (IFM-Kering Sustainability Chair) and the Conservatoire National des Arts et Métiers (Foresight and Sustainable Development Department).

Visualizing social and environmental impacts in tandem

As combining social and environmental impacts is the cornerstone of our sustainability strategy, the rationale behind the conception of the SP&L was to enable a visualization in tandem with the social and environmental impacts of our activities, partners and products. The SP&L reflects Chloé's manifesto and long-term commitment to uplift women, eradicate gender-based inequalities and promote inclusivity through the creation of products that have a positive impact on people. The SP&L is designed to serve as a basis for an action plan to ensure that working conditions maintain, develop and improve positive social practices.



A Chloé Craft dress made by Akanjo in Madagascar. The social enterprise is a long-standing Chloé partner and member of the World Fair Trade Organisation. (Akanjo_Madagascar via Chloé, dress ref CHC22URO054849CA)

A tool complementary to the EP&L and to social auditing

The SP&L is complementary to both the EP&L (Environmental Profit & Loss), an accounting tool which enables the evaluation and visualization of environmental impact throughout fashion companies' value chains, and to social auditing, a process which verifies that working conditions within the supply chains are up to standard.

Global Objective 2

✓ COMPLETED

Launch a social impact measurement methodology

FLAGSHIP OBJECTIVE

Positive social impacts

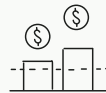
The SP&L's metrics are based on sustainable value creation reports and harmonization work published by the World Economic Forum and the International Business Council. The SP&L will enable brands to evaluate their own social performance as well as their supplier's performance focusing on the measurement and evaluation of six types of potentially positive impacts: gender equality, living wage, diversity and inclusion, training, well-being and job quality. While the first five impact categories are based on existing and shared standards, the job quality impact category (tenure, pay progression, promotion, employee turnover, soft skills) was defined based on the work of French economist Philippe Aghion, the son of Chloé's founder Gaby Aghion.



Diversity & Inclusion



Gender Equality



Living Wage



Well Being



Training



Job Quality

First tests and proof of concept

We organized a peer review of more than twenty-five interviews with economists, experts from international organisations and industry peers in order to finetune and update the initial methodology. A first test of the tool has been done through analysis of the Chloé Spring 2022 Ready-to-wear collection's impact, taking into account 80% of our Tier 1 suppliers (production and assembly), as well as headquarters and boutique deliveries.

The next steps

A second proof-of-concept was launched in April 2022 and is centered around a new product section "Chloé" shoes. The methodology has been reviewed by PricewaterhouseCoopers, and we are currently preparing the launch of an industry-wide consultation process in June. The consultation will involve six to eight brands piloting the methodology and making relevant updates, before the full methodology is shared in 2023.

Global Objective 3

✓ COMPLETED

Create a Sustainability Governance and Board including external advisors in line with our commitment to transparency and accountability

FLAGSHIP OBJECTIVE

Sustainability Board, including 2 external experts

Members: Amanda Nguyen (external expert), Elisabeth Laville (external expert), Riccardo Bellini (CEO), Gabriela Hearst (Creative Director), Chief Sustainability Officer, Human Resources Director, Communications Director, Chief Operations Officer and Responsible Sourcing, Traceability and Compliance Director

Objectives:

- 1) Evaluate and approve sustainability strategy relevance
- 2) Validate ambition and roadmap
- 3) Oversee progress on main sustainability key performance indicators
- 4) Create a laboratory to consider and implement new and proactive approaches

Frequency: Twice a year

People Committee Sourcing Committee Communities Committee Planet Committee

Members: Representatives of the relevant teams for each topic
Objectives: Drive strategy to roll-out across the four action areas
Frequency: Once every month

+ Monthly committee on research and innovation for lower impact materials with Richemont Innovation Team

A word from our advisors

“Any industry needs pioneers to pave the way for transformation - and Chloé is undoubtedly doing so in luxury, with efforts to minimize its direct or indirect footprint but also to maximize its brainprint, the capacity to effect cultural change to its ecosystem.”

— Elisabeth Laville

“A better world is one where all genders feel included. I am proud to serve on Chloé’s sustainability board as a gender advisor and to be a part of the change Chloé is making.”

— Amanda Nguyen

Chloé Sustainability Ecosystem

The Chloé Maison is honored to collaborate with an ecosystem of organisations acting to transform the industry

Certifications



Frameworks



“Collaboration and knowledge sharing is, I believe, the only approach to face our industry’s challenges. We are extremely honored to collaborate with other organisations that consider business and creativity as forces for good.”

— *Aude Vergne*,
Chief Sustainability Officer

Institutions



As we believe that facing today’s challenges must be addressed collectively,
Chloé is proudly committed in fruitful and long lasting collaborations with other leading organisations such as Patagonia, Ganni and Kering.
The Chloé Sustainability team also delivered over 40 hours of courses to universities and delivered 4 business cases for Sciences Po, HEC, IFM and IMD students.

To reach the Maison’s Sustainability objectives, measuring and analyzing our impact is key.
Chloé is supported in that mission by Carbone 4, Quantis, Utopies, CDC Biodiversité & Fashion Revolution.



People

OUR VISION

To advance gender equality and inclusion throughout the workplace while supporting and inspiring individuals to take action.



Objective 4

✓ COMPLETED

100% of collaborators to have access to trainings on SDGs, gender equality and climate change and 100% of product teams trained on lower impact materials & circularity

FLAGSHIP OBJECTIVE

We see people as change agents of our transition to a purpose-driven business model. For this reason, we committed to delivering trainings on Sustainability to 100% of Chloé employees. The objective was to raise their general awareness on social and environmental issues globally, and to provide teams with technical knowledge and expertise on their area of work. Overall, 1 481 hours of training were dedicated to sustainability worldwide, which represents 15% of our training hours globally.

These trainings were given in different forms:

- Company-wide conferences on Gender Equality, Climate Change and the Sustainable Development Goals, accessible to all.
- Dedicated 3-hour training compulsory for all Product Teams on lower impact materials and design.
- Climate Fresk workshops delivered, with more than 100 Chloé HQ employees (1 out of 3 in total) attending. Climate Fresk workshops are built to understand the implications of climate change and trigger action – a very powerful teambuilding experience to ignite personal and collective commitment.

On top of that, a sustainability Newsletter is sent every month to all employees worldwide to keep them updated with what is happening in the company, in our industry and in the world in terms of social and environmental responsibility.



“The Climate Fresk session was extremely enlightening and shed light in a playful yet concrete way on the threats & stakes presented by global warming. It led us all to rethink the way we consume and be more mindful of our impact on the planet and future generations.”

— *Georgette Bassil,*
Europe & Middle-East Wholesale Director



Objective 5

✓ COMPLETED

100% of performance plans to include a Sustainability Key Performance Indicator, for all collaborators

FLAGSHIP OBJECTIVE

Based on the global sustainability strategy of the Maison, we designed a comprehensive roadmap specifying measurable and timebound objectives as well as key performance indicators. To foster general mobilization and contribution to these Sustainability ambitions, our Maison is now integrating sustainability indicators into our HR processes; this means that every employee has objectives related to sustainability in their performance plans. Managers have been trained to set these KPIs and help teams achieve their objectives. Concretely, we translated the global Maison's Sustainability objectives into teams objectives, that were then split into personal objectives by each manager.



“To drive transformation at scale, the responsabilisation of each Chloé team member with an individual sustainability KPI was a priority.”

— *Claire de Coincy*,
Human Resources Director





Objective 6

✓ PARTIAL

Launch a volunteering program in France, the US, Japan & China, providing 8 hours of volunteering time to all employees and reaching 2000 hours of volunteering

FLAGSHIP OBJECTIVE

To engage teams to make a meaningful impact and translate the Maison's purpose into concrete actions in their daily lives, we are offering all our employees in France, the US, Japan and China access to 8 hours of volunteering during their working time. This represents 80% of our staff worldwide.

During this first year of deployment, our goal was to achieve 2000 hours of volunteering. In July 21, we introduced the program in France with a digital platform giving our employees access to NGOs delivering missions aligned with our purpose *Women Forward. For a fairer future.* The program includes several types of contributions to gender equality, environment, social equality, diversity and inclusion, through initiatives like mentoring, brainstorming, field missions, etc. Due to COVID restrictions, the launch was postponed to November 2021 in the US and February 2022 in China & Japan.

NGOs we work with for this program are carefully selected to be long-term partners of the Maison in order to focus and increase our impact.

In 2021, we achieved 800 hours of volunteering, in France, US and in Hong Kong. We aim to reach the objective of 2000 hours for our second year of volunteering.



“Thanks to Maison Chloé’s committed employees, we have been able to organize numerous product distributions that have a direct impact on the women in precarious situations we help.”

— *Rana Hamra,*
Founder of the NGO Humanity Diaspo



Objective 7

✓ COMPLETED

Launching a Diversity & Inclusion Charter

From the creation of Chloé in 1952, Gaby Aghion worked with women and men to develop their experience and skills in the workplace. Since then, we have continued this approach by recruiting talents from all backgrounds, encouraging employment that is inclusive and respectful of diversity. Our Human Resources teams created a Diversity & Inclusion policy, that was distributed to all collaborators worldwide in February 2022. The four pillars of our D&I charter are Gender Equality, Gender Identity & LGBTQ+, Social and Cultural Diversity and Accessibility.

This responsibility extends to all models working with the Maison whereby we have defined and put in place clear standards to ensure that they feel protected and valued at Chloé. As one example, Chloé will protect the personal identity of models, avoiding any misrepresentation of their culture, origins or beliefs. This includes skin lightening, hair straightening and removal of braids.

In January 2022, Chloé became a member of “L’Association Française des Managers de la Diversité” (the French Association of Managers for Diversity) to foster collaboration on the topic.

Focus on Gender Equality

In January 2021, Chloé signed the UN Women Empowerment Principles as part of its goal to provide women with better living conditions and to empower them.

As of now, women account for 69% of leadership positions (i.e. executive committee and their direct reports + heads of regions) in our Maison.

Our objective is to maintain this level and to launch an equal pay assessment.

Total Staff

83%
WOMEN

Leadership position

69%
WOMEN



Objective 8

✓ COMPLETED

Launch Engagement Survey and action plan

In March 2021, Chloé launched an engagement survey for all employees. This engagement survey helped us to identify in which areas we have improvements to be made, and to stimulate an open dialogue internally, on our strengths and challenges, as our vision is that our growth will be dependent on further nurturing such open and transparent dialogue internally. Following this survey, Chloé hired external coaches to run workshops with each team addressing the key topics that came up. As a result, all members of the executive committee were given a new objective as part of their performance plan. This approach aimed to improve engagement survey results for next year based on the actions decided in the different workshops.

We have also been promoting social dialogue: 11 meetings with staff representatives have been organised which represents 33 hours of consultations.

“Our role was to ensure that the experiences and needs from all employees, beyond data, were heard and that the action plans created at every level of the organisation were relevant and feasible in the long term.”

— *Céline Ricoce*, External Coach

Chloé engagement survey 2021 results extract
Results obtained on 737 responses

“At Chloé, we aim to have a positive impact.”

85% agree

Focus on COVID

Since the Covid-19 pandemic, several measures have been implemented across the various regions Chloé operates in. A vaccination campaign has also been led during this period within our Maison.



Sourcing

OUR VISION

Reach more than 90% Lower Impact Products & 30% of Fair-Trade sourcing on all categories, while ensuring transparency & traceability on all products.



Objective 9

✓ COMPLETED

>55% of lower impact products on average on one year for Ready-to-wear Chloé

FLAGSHIP OBJECTIVE

Based on our [environmental impact research](#) (available on [Chloe.com](#)), we learned that our biggest impact comes from raw materials. This has prompted us to work with external experts to identify lower impact materials. We are focused on increasing their proportion to be able to reach 90% by 2025 at the latest. For Gabriela Hearst, responsible sourcing is inseparable from design. Whenever possible, she tries to reuse existing materials and choose lower-impact materials. With her arrival at Chloé, we aim to achieve these objectives even faster, and possibly exceed them. This year, our aim was to reach 55% on Ready-to-wear, which we completed with an average of 59% throughout the year.

Our main lower impact materials are split into three main categories:

- **Organic:** organic materials involve better land management practices, respect for animal welfare, elimination of synthetic pesticides and fertilizers and reduction of water consumption. The outcome is fields that are healthier for farmers, wildlife and surrounding communities.
- **Recycled:** recycled materials keep their inherent quality with a reduced environmental impact, as they enable us to extend the lifespan of fabrics that have already been produced.
- **Deadstock:** leftover materials are transformed into new products to decrease the production of new materials while lowering our environmental footprint. Using deadstock is our favorite option, since reusing existing materials is invariably more sustainable than spending resources producing new ones.

You can find the full list of what Chloé considers as lower-impact materials and the certifications we use on [Chloe.com](#).

Regarding leather, we joined the Leather Working Group in 2017 to support more sustainable leather manufacturing. The Leather Working Group is an international organisation made up of stakeholders across the leather supply chain, working to promote environmental best practice within leather manufacturing and related industries.

Chloé is also committed to launch at least one bag using an innovative material coming from plant-based sources by the end of 2023. We do not accept any use of exotic leather or fur in our collections.

We also take into consideration the end of life of raw materials to avoid for example micro plastic pollution. Which is why we aim at always encouraging the use of natural materials rather than synthetic ones in our collections in order to gradually eliminate synthetic fibers. We also stopped producing any item containing PVC.

| Chloé's lower impact products | % of lower impact products in the assortment | % of lower impact products in production volume |
|-------------------------------|--|---|
| Ready-to-wear | 59% | 65% |
| Bags | 74% | 67% |
| Shoes | 47% | 64% |

Scope: from April 2021 to March 2022 (seasons Spring 22, Summer 22, Fall 22, Winter 22)

For Ready-to-wear and bags, a product is considered lower impact if its main material (above 80% of product weight) is a lower impact material. If a product is composed of 2 or more main materials, all the materials have to be lower impact so the product is considered lower impact.

For shoes, a product is considered lower impact if 50% of their weight is composed of lower impact materials.



Objective 10

✓ PARTIAL

>20% Fair Trade sourcing on Chloé Ready-to-wear

FLAGSHIP OBJECTIVE



The World Fair Trade Organisation is a global community of social enterprises that fully practice fair trade. Its guarantee system is the only international verification model focused on social enterprises that put the interests of people and the planet first.

Following a partnership signed with WFTO in September 2020, Chloé launched its first fair-trade luxury collections in March 2021, which were both ethically produced and environmentally responsible. Over time, we will increase the quantity of fair-trade items in our collections, maintaining the highest luxury quality, while making products that are beautiful and meaningful, and we aimed to reach 20% this year. As such, we are working on adding social enterprises to our existing supply chain partners, as well as helping existing suppliers work towards fair trade certification.

Launching a first-ever luxury Fair Trade collection was a big bet for the Maison, and we only partially reached our objective of 20%. One of the main challenges we face in Fair Trade production is to find partners that are able to produce at scale, and this will be our focus for the year to come.

| | % of lower impact products in the assortment | % of lower impact products in production volume |
|---------------|--|---|
| Ready-to-wear | 13% | 14% |
| Bags | 2% | 1% |

% of Fair Trade products

Scope: from April 2021 to March 2022 (seasons Spring 22, Summer 22, Fall 22, Winter 22)

A product is considered Fair Trade if it is manufactured by a Fair Trade-certified social enterprise.



Objective 10

✓ PARTIAL

>20% Fair Trade sourcing on Chloé Ready-to-wear



Focus on Mifuko Partnership

In Swahili ‘mifuko’ means pocket. With fair pay and less dependence on unpredictable farming as a source of income, Mifuko empowers its artisans in Kenya and ensures no one is left with empty pockets. Our collaboration with Mifuko started in our Fall21 collection. The Fall-Winter 2022 collection, marked the sixth consecutive season of Chloé’s collaboration with Mifuko. The social enterprise fair-trade certified by the World Fair Trade Organisation has been working with our Maison to produce some of our leather goods, bags and accessories. Mifuko employs 800 workers in Kenya.



Focus on Made51 Partnership

MADE51 is an initiative created by UNHCR – the United Nations Refugee Agency – which gives refugees in 23 countries the opportunity to build a livelihood through their craft. Our collaboration with Made51 that started in our Spring 22 collection is an example of our will to bring positive impact for women crafting our products. It uplifts some of the most vulnerable women – refugees who have fled persecution and violence – by giving them the opportunity to earn income and share their craft with the world. 707 refugee women worked on Chloé’s order. This order provided a rare opportunity for the women to earn income when many others were house-bound and unable to work.



Objective 10

Social Suppliers – Fair Trade

| | |
|----------------------------|--|
| Seeme | All of SeeMe pieces are handmade from recycled brass, by women survivors of violence. Through training, women learn the craft of jewelry making securing a workplace for themselves and a future for their families. |
| Cooperativa Alice | Cooperativa Alice is a Milan based, a non-for-profit cooperative, whose mission is to build an inclusive society that empowers individuals and supports sustainable development, through craftsmanship and ethical work practices. |
| Manos del Uruguay | Manos del Uruguay is a non-for-profit organisation. Since 1968, Manos supports the work of hundreds of artisan dyers, knitters and weavers. Honoring the legacy of Uruguayan craft, Manos create products with the highest quality and respect to our environment. Manos vision is that giving Uruguay's rural women jobs is much more than providing them with an income, it also empowers them to personally develop and gain independence, keeping their roots and traditions, close to their community and families. |
| Mifuko | In Swahili "mifuko" means pocket. With fair pay and less dependence on unpredictable farming as a source of income, Mifuko empowers its artisans in Kenya and ensures no one is left with empty pockets. |
| Akanjo | Akanjo is a social enterprise located in Madagascar that puts equal pay, employees health & wellbeing at the core of their priorities. A long-standing partner of Chloé for 15 years, Akanjo is also committed to training and promoting craftsmanship. |
| Made51 | MADE51 is an initiative created by UNHCR – the UN Refugee Agency – which gives refugees in 23 countries the opportunity to build a livelihood through their craft. |
| Coccon | Coccon is an Indo-German social entrepreneurship project. They invented an organically produced cruelty-free silk, that has made a large impact on biodiversity in the Jharkhand region. This project is also known as Fashion4biodiversity. |
| Creative Handicraft | Creative Handicrafts is a social enterprise based in Mumbai, India. Its mission is to empower disadvantaged women. They reinvest all their profits to benefit to women producers, and their social mission is enforced through their board and management. |



Objective 10

Social Suppliers – Other

| | |
|--------------------|---|
| Sheltersuit | Sheltersuit, a social justice organisation, provides direct protection against cold and rain for the homeless people through multifunctional clothing: full-length outerwear that combines a jacket and sleeping bag. Assembled in the Netherlands by refugees and former homeless people, each weather-resistant piece is made entirely from upcycled materials. |
| Ocean Sole | This product was made in collaboration with Ocean Sole. Ocean Sole is a Social Enterprise that removes trash from the oceans, coastlines and makes art to support marine conservation, whilst creating employment opportunities in high-impact areas. |
| Sarah's Bag | Established in 2000, Sarah's bag provides a livelihood for over 200 underprivileged women through the creation of elevated handcrafted fashion pieces, empowering both the women who make them and the women who wear them. |
| Gee's Bend | The Gee's Bend community, located in Alabama, is renowned for their exceptional artisanal skills in quilting which have been passed down through generations over the last two hundred years. |
| Amambaih | Amambaih is a social enterprise whose mission is to offer employment opportunities and income to the Maka artisan community in Paraguay. |



Objective 11

✓ COMPLETED

FLAGSHIP OBJECTIVE

80% of our main suppliers published on our website for transparency

We believe that collaboration with our supply chain partners is key to ensure we are reducing our environmental impact while increasing our positive impact on communities. We currently require all supply chain partners (Tier 1, Tier 2 and nominated raw materials suppliers) to comply with the Richemont Code of Conduct, a new version of which will be launched this year. The Chloé team can also ask for social audit reports prior to any business relationship or run, at any time, its own social audit using SMETA specifications, with the support of SGS, ELEVATE or Bureau Veritas.

In line with our commitment to greater transparency on our supply chain, we published as planned a list of 80% of our main suppliers on our website. This list will be updated every 6 months.

Lastly, we launched in April 2021 guidelines that were sent to all supply chain partners across all 4 categories, encouraging them to initiate a CSR strategy, measure progress, support innovation and seek certifications. We expect our suppliers to act in favor of gender equality; avoid any form of discrimination; promote under-represented minority workers' communities; and support local communities whenever possible.

% of audits on the scope of active T1, T2 and T3 suppliers

80%

Subcontractors

97

% of subcontractors contracted

69%

Amount of active* T1, T2 and T3 suppliers

180

By March 2023, we commit to reach 100% on T1, T2, T3 suppliers and subcontractors.

* T1 suppliers are finished goods suppliers.

T2 suppliers are semi-finished goods suppliers.

T3 are fabrics suppliers and tanneries.

A supplier is considered active if an order was placed in the last 12 months.



Objective 12

✓ COMPLETED

Reduce the impact on 1 Ready-to-wear and 1 Shoes key volume driver

To ensure that the environmental impact of our collections is reduced, we know that we need to tackle the products that are sold and produced the most, which we call “key volume drivers”.

Focus Denim Project

Developed in collaboration with Adriano Goldschmied, the Denim Project, launched in our Spring 22 collection, addresses essential items in every woman’s wardrobe with the goal of lowering their environmental impact. These denim products are made from recycled and recyclable materials and components. We were inspired by the Jeans Redesign Guidelines published by the Ellen MacArthur Foundation, which seeks to transform the way jeans are produced by tackling waste, pollution, and the use of harmful practices. Improving durability, material health, recyclability and traceability were all priorities, and our vision is to keep on running this journey through seasons to come and continuously improve its impact in the future.

- For our Spring 22 collection, we started using deadstock fabrics, eliminating all metals to favor recyclability and using lower impact wash.
- For our Fall 22 collection, we went one step further and developed an exclusive material made of 70% recycled cotton and 30% hemp, which is grown in France. Hemp cultivation emits less greenhouse gases (GHG) and requires less water compared to other conventional natural fibers.





Objective 12

✓ PARTIAL

Reduce the impact of our key volume drivers

Focus Nama

Having made its debut in the Spring 2022 collection, the Nama sneaker reflects the Maison's commitment to reducing its impact on the environment.

The purpose of the Nama's design is to lower our sneakers' overall environmental impact.

Through a screening life cycle assessment done in partnership with sustainability consulting group Quantis, which traces everything from the product's raw material extraction to production, we have calculated that the Nama emits 35% less greenhouse gases and consumes 80% less water than its predecessor the Sonnie sneaker. We were able to reach these results mainly by selecting exclusively lower-impact materials and introducing recycled materials and components, which make up 40% of the sneaker's materials in weight.



Going Further Exhibition

Chloé hosted on October 2021 in its Parisian headquarters, in collaboration with The Sustainable Angle, an exhibition that introduced lower impact fabrics and materials directly to the Chloé teams. The Sustainable Angle organized an exhibition that introduced responsibly produced fabrics and materials directly to the Chloé teams.

The Sustainable Angle is a not-for-profit organisation and founder of the Future Fabrics Expo that aims to effect positive change within the fashion industry by connecting and promoting innovators and suppliers of lower impact materials with fashion brands.



Objective 13

✓ COMPLETED

Include lower impact materials and Fair trade information in our IT systems to allow continuous improvement.

Our approach is first measuring the impact - social and environmental - and then acting upon it. To be able to achieve that, we need to have an access to relevant Sustainability data in our IT systems.

In 2021, we reworked on our Product Lifecycle Management software to include products' environmental and social attributes for each product. We collect for instance all raw materials certifications. The updated version was implemented on our Fall 22 collection.

We will continue to enrich our different systems allowing to better measure the impact of our activities especially regarding raw materials, manufacturing and transportation. This will be key in our commitment to more transparency and the roll-out of the digital ID on our products.



Going further: Digital ID

Chloé is part of the Prince of Wales' Sustainable Markets Initiative (SMI) Fashion Taskforce which, at the G20 in Rome, committed to rolling out a Digital ID – a transformative innovation that uses data to inform customers of the sustainability credentials of their purchases – along with a circular data protocol.

This technology will provide customers with access to information about how products are designed, manufactured and distributed. It will also unlock new opportunities for circularity at scale as key players in the fashion value chain – manufacturers, brands, retailers, resellers, recyclers and beyond – will be able to provide unprecedented transparency and traceability of their products.

The first test will be run on products among the Summer 23 collection.



Communities

OUR VISION

**To create opportunities and reduce
inequalities for girls and women.**



Objective 14

✓ COMPLETED

30 000 girls impacted by the GIRLS FORWARD initiative between Chloé and UNICEF which aims to provide girls with skills through education, entrepreneurship and digital.

FLAGSHIP OBJECTIVE

Young girls are three times more likely than young boys to be out of school*. With a secondary education, however, women may expect to earn twice as much as those with no education.

In 2019, we initiated GIRLS FORWARD, a four-year partnership with UNICEF to provide girls with skills to advance in the workplace through education, entrepreneurship, digital and training programmes in five countries: Bolivia, Jordan, Morocco, Senegal and Tajikistan. Thus far, Chloé has raised more than €1.3 million for the GIRLS FORWARD initiative since the start of the partnership, and will continue to collect funds to support UNICEF gender equality programmes. The goal was to impact 30,000 girls thanks to this initiative, a goal that was reached in 2021*.

*Source: UNICEF





Objective 15

✓ COMPLETED

For 0.23% of revenue donated to initiatives for gender equality.
By 2025, we plan to reach 1%.

FLAGSHIP OBJECTIVE



The World Economic Forum predicts that reaching Gender Equality will now take over 135 years, while closing the Economic Gender Gap will take 268 years. Yet the share of philanthropic giving to organisations supporting women & girls remains below 2% globally. At Chloé, we believe that girls & women can be essential change agents for a fairer future, and for that reason, we have pledged to create an Impact Fund dedicated to initiatives supporting gender equality. Our goal is to support civil society organisations that foster women's safety and economic, social, environmental, empowerment. We hope to lead the way for more organisations to join our pledge in a collective effort to achieve the Sustainable Development Goals (SDGs), with a focus on SDG5.

To achieve the objective of donating 1% of our revenue by 2025, we set an intermediary objective of donating 0.23% of our revenue in 2021, which was achieved. Our first partner in terms of donation was UNICEF, as we donated 700 000 € this year to the GIRLS FORWARD initiative. We also decided to implement a salary round-down in order to support projects and NGOs which promote the values we hold as a Maison, such as Maison des Femmes and Fondations des Femmes in France. For each micro-donation made by Chloé employees, our Maison commits to doubling it in order to amplify our people's generosity.

You can find the full list of our donations at the end of this section.

Emergency Donations

During this year, the world has faced many humanitarian crisis and geopolitical instability. In this context, we supported our partner UNHCR with emergency donations in solidarity with the Afghan and Ukrainian populations. UNHCR, the UN Refugee Agency, is a global organisation dedicated to saving lives and protecting the rights of refugees and forcibly displaced communities.



Objective 16

✓ COMPLETED

3 social entrepreneurs to be supported and included in key visibility moments to “ share the spotlight ”

FLAGSHIP OBJECTIVE

At Chloé, we believe that communication must play a key part in driving positive impact: our brand gives us an opportunity to carry messages and causes we support. That is what we call “ share the spotlight ”, using the power of our social platforms, our website and our products to share information that matters.



Giving visibility through products

It all started with our Fall Winter 21 show: while presenting her first Chloé collection, Gabriela Hearst invited Sheltersuit, an NGO that provides direct protection against cold and rain for homeless people thanks to multifunctional clothing, to participate. In collaboration with Sheltersuit, we created a backpack to finance the production of 1100 Sheltersuits.* These backpacks were presented on the runway, giving Sheltersuit a very special occasion for visibility, which led to the creation of their own label.

* For one backpack sold a sheltersuit could be produced. In total, 1 100 Sheltersuits were produced and distributed in France to Agir pour la Santé des Femmes, Utopia 56 and Samu Social between November 21 and February 22.

“ The bigger your platform, the more responsibility you have.”

— Gabriela Hearst, Creative Director



Objective 16

✓ COMPLETED

3 social entrepreneurs to be supported and included in key visibility moments to “ share the spotlight ”

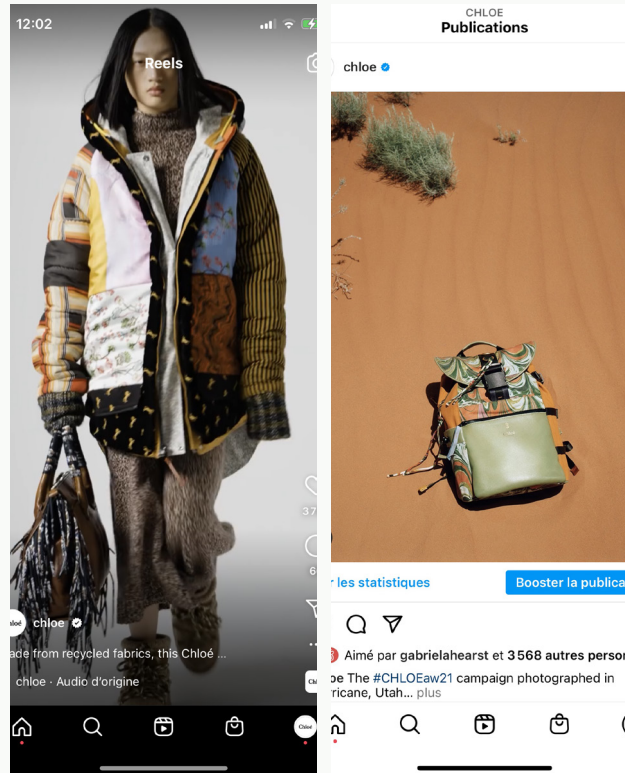
FLAGSHIP OBJECTIVE

Giving visibility through social media

Whenever possible, we invite our partners to be present on our social media channels, giving them an opportunity to share their message to a wider audience. For example, we co-created content with Sheltersuit about the distributions in Paris, and we invited Agir pour la Santé des Femmes to talk about violence against women On November 25, which is International Day for the Elimination of Violence against Women.

Example of Sheltersuit posts on Chloé Instagram:

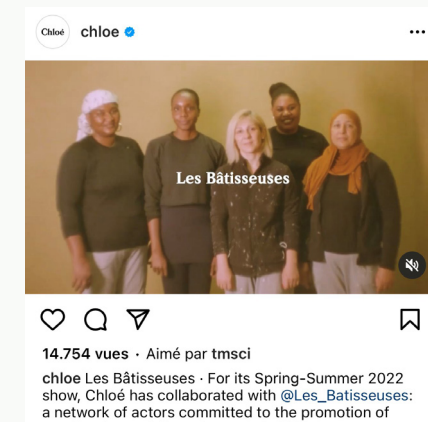
Reach stories 715 991
 Reach posts 904 504
 Likes 35 882



Giving visibility through events

For our Spring-Summer 22 show, we decided to use the traditional gifting to the show’s guests to share a message in line with the Maison’s values. Together with a box of colored pencils, guests received a note presenting the work of Agir pour la Santé des Femmes, and Chloé financed an art therapy program for women in precarious situations.

Another example of visibility through events were the seats at our Spring-Summer 2022 show, which were created in collaboration with Les Bâtisseuses, a network that trains women refugees in ecological construction so they are more included in society.





To achieve our objectives on Communities, we collaborate with a strong ecosystem of partners

Chloé's positive impact on communities is built through two types of partnerships,
with NGOs and social enterprises:



Partnerships inside our supply chain,

which you can find more about in our Sourcing section. For these partners, we aim to have an integrated approach, supporting them with product orders as well as donations and volunteering.



Partnerships outside our supply chain,

which are described on the next page. Our vision is to collaborate with a limited list of NGOs that reflect the Maison's values, to focus our impact. We collaborate long term with these organisations, via donations, specific projects and our volunteering program, and avoid one-off collaborations. You can find the list of our main partners on the next page. This list doesn't cover the supply chain partners, which are listed in the Sourcing section.

Our partners

| NGO | Partnership category | Description | Donations | Volunteering missions |
|--------------------------------------|---|--|---|--|
| Agir Pour La Santé des Femmes | Women Health & Safety | Agir Pour La Santé des Femmes aims to improve support and health conditions for women in situations of extreme exclusion by organizing actions that promote their access to healthcare adapted to their gender and their personal situation. | 10 000 € As part of Chloé's partnership with ADSF, a donation of 10 000€ was made to finance Art Therapy workshops for women victims of violence in France from September 2021 to February 2022 (one workshop per week). We are renewing this partnership this year. | We organized 2 volunteering activities with ADSF: one distribution of Sheltersuits in Paris, and a workshop to help ADSF foster ideas on how to raise awareness on women health as part of their 20 years anniversary. |
| Conservation International | Environment | Conservation International works around the world to protect the critical benefits that nature provides to people. | 100 000 € Chloé donated 100 000€ to support the Indigenous Women Fellowship implemented by Conservation International to foster female leadership in Indigenous communities and to help them protect their territories and forests. | |
| Humanity Diaspo | Gender Equality, Women Health & Safety | Humanity Diaspo provides support to vulnerable people with the main objective of promoting their empowerment. This association is also committed to the fight against hygienic and menstrual insecurity, gender violence and student precarity. | 6 400 € Chloé donated 6400€ to Humanity Diaspo and provided the organisation with 10 000 surgical masks following the Covid-19 pandemic. 300 perfumes were also donated by Chloé's licenses team as part of its festive campaign. | 170 hours of volunteering were completed by Chloé teams since the beginning of Chloé's collaboration with Humanity Diaspo such as goods collections and distributions. |
| Mifuko Trust* | Women Economic Inclusion | Mifuko Trust works to tackle poverty and empower families and communities through projects that improve their well-being in the rural region of Machakos in Kenya. Mifuko Trust is an organisation related to Mifuko which is a social enterprise we are proud to collaborate within our supply chain partners. | 10 000 € Chloé donated 10 000€ to support Mifuko Trust's Wash and Grow! Project which aims at building ecological dry toilets and training women and communities about hygiene and entrepreneurship in rural south-east Kenya. | |
| Sheltersuit Foundation* | Social Inequalities | Sheltersuit is a social justice organisation that provides direct protection against cold and rain for homeless people through multifunctional clothing. | 255 000 € For our Autumn-Winter21 collection, Chloé collaborated with Sheltersuit and co-created a backpack. The benefits made out of the sales were donated to finance the production of Sheltersuits. For one backpack sold a Sheltersuit could be produced. In total, 1,100 Sheltersuits were produced and distributed in France to Agir pour la Santé des Femmes, Utopia 56 and Samu Social between November 21 and February 22, corresponding to a donation of 255 000€. | 4 volunteering missions have been organized in collaboration with Utopia56 and Agir Pour la Santé Des Femmes for the distributions of Sheltersuits. For the launch of Sheltersuit Label (a brand created to financially support Sheltersuit Foundation), the Sheltersuit team was hosted at Chloé's HQ and supported by various teams. |
| Social Change Factory | Economic Inclusion | Social Change Factory works on education and economic insertion for young people in Senegal. The organisation is one of UNICEF's local partners. | 5 000 € 5 000€ were donated to Social Change factory as part of Chloé's partnership with UNICEF. | |
| UNHCR* | Refugees support/ Women safety and economic inclusion | UNHCR is a global organisation dedicated to saving lives and protecting the rights of refugees, forcibly displaced communities and stateless people. Made51, with whom we collaborate in our supply chain, is an initiative from the UNHCR. | 40 000 € Chloé donated 40 000€ to its partner the UNHCR, the UN Refugee Agency, as an emergency support for Afghanistan as well as 30 000€ to provide urgent help for forcibly displaced people following the war in Ukraine and to ensure they can seek for safety and protection. | |
| UNICEF | Gender Equality/ girls education | UNICEF works in the world's toughest places to reach the most disadvantaged children and adolescents – and to protect the rights of every child, everywhere. Across more than 190 countries and territories, we do whatever it takes to help children survive, thrive and fulfill their potential, from early childhood through adolescence. | 700 000 € GIRLS FORWARD Program- It is a four-year partnership with UNICEF to provide girls with skills to advance in the workplace through education, entrepreneurship and training programs in five countries. 700 000 € were donated to the GIRLS FORWARD program during the FY22 and 30 000 girls have been impacted since the beginning of the collaboration. In total and since 2019, 2 000 000 € have been donated to UNICEF to support the GIRLS FORWARD program. | |

*These partnerships are related to product orders in our supply chain.

TOTAL: 1 126 400 €



A word from our key partners

UNICEF



“One of the most inspiring things about this partnership is that it is impacting the lives of girls beyond our initial expectations. We have witnessed the first generation of graduates in our digital skills programme ‘paying it forward’ by becoming role models and advocates for other vulnerable girls in their community.”

— *Sonia Ziadeh*, Youth and Adolescent Development Programme Officer, UNICEF Jordan.

UNHCR



“Chloé’s decision to source from refugees through MADE51 has made a tremendous impact on the lives of nearly 800 refugee artisans living in displacement in Pakistan, Afghanistan and Rwanda. By creating dignified work for women who rarely have livelihoods opportunities, Chloé is leading by example, demonstrating can how companies can utilize their business practices to change lives.”

— *Heidi Christ*, MADE51 Leader at UNHCR

AGIR POUR LA SANTÉ DES FEMMES



“The impact was positive for the participants to the art therapy workshops. Some even started meeting outside, and they were able, through the workshops, to take their minds off their daily troubles.”

— *Marion Livran*, Art Therapist for Agir pour la Santé des Femmes



Planet

OUR VISION

Reduce our impacts on climate and biodiversity. Reach -25% on carbon emissions per product, -25% of global water usage and -25% packaging and logistic waste with the aim of stopping the use of plastic.



Objective 17

✓ COMPLETED

-15% of global emissions per product

FLAGSHIP OBJECTIVE

compared to 2019 as the production pace was lower in 2020 due to Covid19

We have been measuring our carbon footprint* every year since 2019. This enables us to map the biggest sources of our GHG emissions across our value chain. The more we know the impact we have in terms of CO₂ emissions, the better we can target actions. In 2021, more than 50% of our emissions were generated by raw materials and more than 20% by our supply chain, both of these two categories are part of scope 3.

Based on that, we identified materials as a key topic to tackle and initiated a consultation with external experts to identify lower impact materials and increase their proportion in our collections. This work led to the publication on our website of the list of what we consider lower impact materials. In 2021, 59% of our products included at least 80% lower impact materials in Chloé Ready-to-wear collections.

Our aim was to reach a reduction of 15% of CO₂e emissions per product, which we have over-achieved, as we reduced our emissions by 19% per product. This reduction was made possible thanks to the increased purchase of renewable energy (94% in 2021 vs 25% in 2019 - scope 1&2), and the transition to lower impact materials.

For more details on measurement and action plan, we invite you to read our environmental impact report, published in June 2021.

Energy Efficiency

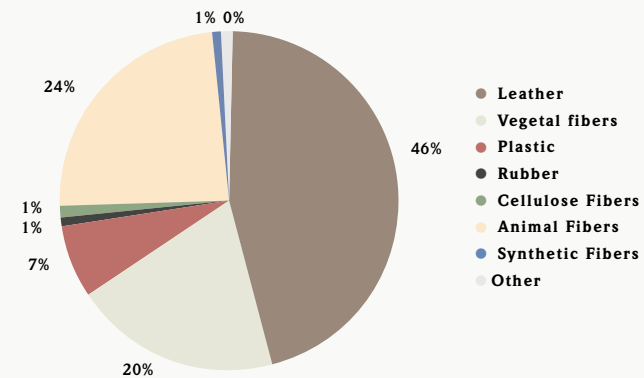
Our Headquarters purchase each year 100% renewable energy, to reduce our carbon footprint.

Also, monitoring the heating and cooling on a daily basis reduced by 16% our energy consumption between 2020 and 2021.

On top of this, our warehouse based in Cambrai, certified BREEAM Good, has a building management system monitoring the energy consumption and improving energy efficiency.

Focus on raw materials impact

As more than 50% of our impact comes from materials, you can see below the split of CO₂ emissions per material type.



*A carbon footprint is an evaluation of the quantity of greenhouse gases emitted (expressed in CO₂ equivalent) over the year by company's activities. The emissions are splitted into 3 items commonly called SCOPE. Scope 1 covers all emissions emitted directly by the company, such as emissions from company-owned cars. Scope 2 covers indirect emissions related to energy purchased for example. Scope 3 involves both upstream activities such as raw materials purchases, product manufacturing, business travel and downstream activities such as warehouses and shops.



Objective 18

✓ COMPLETED

36% carbon emissions offset
across the supply chain and 100% scope 1&2

FLAGSHIP OBJECTIVE

Reducing our impact is our main approach, even though we are aware that we will not be able to reduce it all. For this reason, we already offset 100% of CO₂e emissions for Scope 1 and Scope 2*, as well as the emissions from our fashion shows. We are currently reviewing our offsetting strategy. Our goal is to find the most effective and dynamic tool to compensate for the impact of our activities.



Show impact & offsetting

We carefully assess the CO₂ emissions of our shows in collaboration with the Fédération de la Haute Couture et de la Mode (FHCM), who are currently implementing an impact measurement tool as well as an eco-design tool with the assistance of professional services network PricewaterhouseCoopers (PwC). We also benefit from the learnings of our event partner Betak.

We work globally on reducing our emissions such as:

- Reusing and renting our material: for example for our 2022 Summer show, the cushions guests sat at the show were made from Chloé fabric leftover.
- Donating all catering leftovers: for example for our 2022 Summer show, we donated to Linkee, a Paris-based NGO fighting against food-waste, who distributes leftovers to people in need.
- We offset all remaining emissions through carbon offsetting projects. For Winter 2021, emissions are being directed towards a reforestation project of mangroves in Myanmar and for Summer 2022, we participated in a project to provide drinking water to people in Ethiopia.

*A carbon footprint is an evaluation of the quantity of greenhouse gases emitted (expressed in CO₂ equivalent) over the year by company's activities. The emissions are split into 3 items commonly called SCOPE. Scope 1 covers all emissions emitted directly by the company, such as emissions from company-owned cars. Scope 2 covers indirect emissions related to energy purchased for example. Scope 3 involves both upstream activities such as raw materials purchases, product manufacturing, business travel and downstream activities such as warehouses and shops.



Objective 19

0 Raw Material destroyed

✓ COMPLETED

FLAGSHIP OBJECTIVE

We developed a tool to account our deadstock materials (leather and fabrics). We also have a sample book available for all design teams to promote the reuse of these materials. In 2021, we reduced our deadstock value by 12% compared with 2019.

Various projects have been launched. For example:

- **C by Chloé Capsule:** 965 products have been produced by reusing our deadstock materials. The C by Chloé Capsule was designed around a circularity approach, the goal was to use only leftovers materials.
- **Sheltersuit partnership**
 - Reusing deadstock fabric and leather to create 550 backpacks and 142 jackets sold in our stores to support Sheltersuit Foundation.
 - Donation of deadstock to Sheltersuit Foundation: 1800 meters of fabric and 215 square meters of leather.
- We also donated deadstock fabrics to two schools (IFM and Cholet School) and also to “La reserve des Arts”, a Paris-based non-profit organisation which reuses materials for the culture industry. Our donation doubled between 2020 and 2021.

For the materials that we are not able to donate to partners, we work with a French partner who is able to recycle the fabrics.





Objective 20

✓ COMPLETED

Reducing plastic usage in BtoB packaging and eliminating plastic for BtoC packaging

Chloé has eliminated BtoC plastic packaging from bags and accessories in production, which will be effective in stores starting from the Fall 2022 collection.

We are also working on reducing our B2B plastic packaging: since June 2021, all new hangers purchased are made of 100% recycled paper and are fully recyclable. Thanks to this change, we avoided the consumption of 2 tons of plastic in 2021.

B2B and B2C, most of our packaging is made of paper and cardboard, which we are working to reduce through several ongoing projects.

We are currently enhancing our tools to measure the amount of packaging we use directly and indirectly and improving our knowledge of the packaging supply chain, allowing us to develop projects that cover a wider scope than before.

“The global packaging project is the opportunity to consume less and better: we are working on reducing packaging and logistic waste at every single link of the Supply Chain to decrease significantly our carbon footprint.”

— *Delphine Lafon*, Buyer/Planner POSM, packaging & spare parts

Supply chain

Based on carbon footprint, we learned that more than 20% of carbon emissions come from our supply chain. Our teams set up an action plan in order to reduce our CO₂e impact in 2022. Our goal is to switch freight transportations from air to maritime for up to 15% of our permanent accessories products by the end of 2023.

PVC Ban, starting in 2022

This ban covers every item, packaging, wrapping which is delivered, sold or offered to end-clients, whether it is single or multi-use, branded or not. By the end of March 2022, we have already removed every product that contains PVC as main material or major component from our sales platform. Other products containing PVC can continue to be distributed and sold until December 2022 but cannot be produced anymore.



Conclusion

Thank you for reading through our report

The commitment we initiated almost two years ago – to transforming our operations and shifting our mindset in everyday practices – is a long journey. Although obtaining B Corp certification last year was a meaningful step in this process, it comes with a greater sense of responsibility and accountability. This year, we reached or exceeded ten of our twelve flagship objectives and partially reached two of them. We are aware that there are still many improvements that need to be made, but these accomplishments fuel our ambition for continuous improvement.

Change takes on many forms and we are dedicated to this journey; every year, we will set stronger objectives for the following year. For 2022, some of our objectives consolidate the progress we made in 2021, such as the increased use of lower impact materials and Fair Trade sourcing. Some of the objectives and pilot projects we are launching are destined to accelerate our transformation, including our biodiversity impact assessment. You can find the full list of our objectives for next year on the next page.

Change does not happen overnight, and it can only happen if sustainability is an integral part of everyone's job in the company. We will continue to train all our teams and to include sustainability-related objectives into their performance plans. We know that we must accelerate our progress on the major topics of circularity, traceability and transparency. Every day, we strive to take action and innovate, which is why, for example, we have committed to launching a pilot of the Digital ID technology this year, and to make it available industrywide.

Systemic change will only happen through collaboration and openness. We encourage everyone – from individuals to organisations – to reach out to us and engage in conversation about the continuous improvements we are making, our Maison's impact and the industry's impact globally. With women as our change agents, inspiring and engaging us, we will follow our ultimate goal: to create beautiful products with a meaningful impact.

Women Forward. For a fairer future.

Objectives 2022



People



Sourcing



Communities



Planet

| 2022 Objectives | 2022 Objectives | 2022 Objectives | 2022 Objectives |
|--|--|---|---|
| <p>100% collaborators trained on Diversity and inclusion. All collaborators will also be provided with training on gender equality and environment.</p> <p>100% performance plan to include a sustainability objective.</p> <p>2 000 hours of volunteering delivered in France, US, China & Japan, in line with our objective of donating 1% of time by 2025.</p> | <p>> 60% of lower impact materials on average for one year on Chloé Ready-to-wear.</p> <p>> 20% Fair Trade & social enterprises sourcing on Chloé Ready-to-wear.</p> <p>90% of our main* suppliers published on our website for transparency.</p> | <p>30 000 girls impacted by Chloé's contribution to UNICEF Girls Forward partnership, and launch of 3 new local partnerships supporting gender equality in France, US and Asia.</p> <p>0,25% of revenue donated to initiatives for gender equality. By 2025, we plan to reach 1%.</p> <p>3 integrated (product orders + donation + volunteering) partnerships with social enterprises.</p> | <p>18% reduction of global emissions per product.</p> <p>45% carbon emissions offset across the supply chain and 100% scope 1&2.</p> <p>0 0 PVC, 0 plastic in our consumer packaging, 15% reduction of packaging's waste (consumer and BtoB)</p> |
| <p>Pilot project</p> <p>Implement a D&I measurement tool.</p> | <p>Pilot project</p> <p>Digital ID deployment on dedicated capsule to be released in March 23 to ensure full traceability and transparency.</p> | <p>Pilot project</p> <p>Involve our customers and partners into our volunteering program – test in France.</p> | <p>Pilot project</p> <p>Launch our first products supporting regenerative agriculture practices and accompany one partner into improving practices with a bio-diversity impact assesment.</p> |

SOCIAL IMPACT MEASUREMENT METHODOLOGY READY FOR INTERNAL DEPLOYMENT AND PILOT ON 30 SUPPLIERS MINIMUM.
IMPLEMENT B-CORP TASKFORCE FOR RE-CERTIFICATION WITH A GROWING SCORE / CREATE A CONSULTING SUSTAINABILITY COMMITTEE

Women Forward. For a fairer future.

Chloé