

Chloé

MISSION
REPORT 2023



2023 HIGHLIGHTS

GENDER EQUALITY

95,000

girls impacted
through our partnership
with UNICEF

PRODUCT

63%

of Chloé Ready-To-Wear
manufacturers covered
by our Social Profit & Loss tool

WOMEN FORWARD.
FOR A FAIRER FUTURE.

THE LEGACY
OF OUR FOUNDER,
GABY AGHION, AND HER
FORWARD-LOOKING VISION
OF FEMININITY, CONTINUE
TO INSPIRE OUR LONG-TERM
COMMITMENT TO SUPPORT
WOMEN'S ADVANCEMENT.
AT CHLOÉ, OUR PEOPLE
ARE AMBASSADORS
OF OUR VALUES.

PEOPLE

71%

of management⁽¹⁾
positions worldwide
held by women⁽²⁾

SUPPLY CHAIN

>20%

of Ready-To-Wear offer
manufactured by Fair Trade, social enterprises
or social impact sourcing partners

⁽¹⁾ Management positions are defined by the RJR (Richemont Job Ranking) methodology and tracked at both Maison and Group level

⁽²⁾ Women represent 80% of Chloé teams worldwide

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ABOUT THIS REPORT

OBJECTIVE

Reporting on our sustainability performance is part of our larger strategy of accountability and transparency. Transparency is crucial in nurturing the trust of our stakeholders: customers, employees, suppliers and shareholders. Chloé published two impact reports for 2021 and for 2022 and is determined to continue sharing information about its sustainability initiatives and progress annually.

This third edition of our Impact Report evolves to adjust to Chloé's new status as a "Société à Mission" (Purpose-Driven Company). Chloé decided to use the French PACTE* law framework to ensure long-term commitment and continuity in its social and environmental responsibility strategy. You can find details on our Purpose-Driven Company framework and Mission Committee on pages

10 and 11. As such, this year's report measures how Chloé is advancing against our Purpose or "raison d'être" to support women's advancement for a fairer future while adopting responsible environmental and social practices throughout its operations. The report sheds light on the company's progress across 16 key performance indicators (KPIs) split across Chloé's 4 statutory objectives.

The evolution of Chloé's Impact Report also addresses our 2023 objective to transition to a more structured reporting approach. We see this Mission Report as a first step in this direction. We aim to continuously improve our sustainability reporting and welcome feedback. Contact us at sustainability@chloe.com.

* The PACTE law (Action Plan for Business Growth and Transformation) was passed in May 2019.

ABOUT THIS REPORT

SCOPE

Chloé is one of Richemont's 28 Maisons and businesses. This report does not cover Richemont operations or employees unless expressly stated otherwise.

This report covers all of Chloé's direct operations, including retail stores, global and local warehouses, headquarters and regional offices. It covers four product categories: Ready-To-Wear, Leather Goods, Shoes and Fashion Accessories. Unless the context suggests otherwise, 'we', 'us', and 'our' refers to Chloé.

Products managed under licenses (Fragrance, Eyewear, Children's wear and See by Chloé Shoes) produced by our licensing partners are excluded from the environmental impact of the report.

With regard to our workforce, this report adopts a consolidated approach encompassing both Chloé SAS employees (Legal French entity) and the proportion of Chloé employees within Richemont regional offices.

In line with Richemont's practices and financial year, our Chloé Mission Report 2023 covers activities undertaken

between April 1st, 2023, and March 31st, 2024 (financial year 2024). To make it simpler for the reader, we refer to this timeframe as year 2023 throughout the report. Importantly, while most KPIs published in this report are provided for financial year 2024, our carbon and water footprints are measured over calendar year 2023.

METHODOLOGY

In preparation of this report, we worked with teams across Chloé to set relevant KPIs and implement a thorough data collection process throughout the year. Data collected over the reporting period was aggregated, analyzed, and collated in the Spring of 2024 to enable the publication of the report in July 2024, after a review by an Independent Third-Party Organization (OTI).

A detailed carbon assessment methodology, in line with GHG Protocol, is provided in the annex on page 56. Our water use assessment methodology is also provided in the annex on page 54. Our products and suppliers-related KPIs were internally developed and are specific to Chloé. You can find details in the annex on page 58.

The scope, methodologies, data, as well as a basis of preparation document for each of the 16 KPIs were shared with the OTI mandated to provide assurance on this report prior to its review of the final report.

INDEPENDENT THIRD-PARTY OPINION

In order to comply with the legal requirements that apply to any company that has adopted the mission-driven company status, the statutory objectives that Chloé has committed to pursuing, consistent with its corporate purpose and its activity, have been verified by PricewaterhouseCoopers (PwC) in its capacity as an independent third party. This verification was carried out in accordance with the professional standards of the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes – CNCC). A copy of PwC's report is attached as an appendix on page 49.

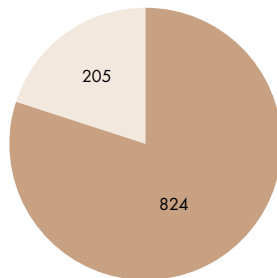
ABOUT CHLOÉ

Chloé was founded in 1952 by Gaby Aghion, an Egyptian-born Parisian. Creating one of the first luxury ready-to-wear houses, Gaby was a pioneer who helped liberate women from the conformist and restrictive fashion of the time. As a true visionary, Gaby Aghion believed that women should dare to be themselves. Today, the Maison is a leading luxury French fashion house, which continues to embrace its founder's vision of free-spirited femininity and effortlessness under the creative direction of Chemena Kamali.

CHLOÉ ORGANIZATIONAL STRUCTURE

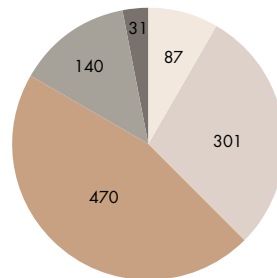
- Chloé operates across five geographical regions: North America, Europe, the Middle East and Africa, APAC (excluding Japan) and Japan.
- Chloé is organized into five product divisions: Ready-To-Wear, Accessories, Fashion Accessories, Shoes and Licenses.
- Chloé is present in 16 countries for retail, 67 countries for wholesale and is available in 100 countries online.

Chloé Team



Female Male

BREAKDOWN BY SELF IDENTIFIED GENDER



Europe APAC North America
Japan Middle East & Africa

BREAKDOWN BY REGION

“WHEN GABY AGHION FOUNDED CHLOÉ IN THE EARLY FIFTIES AFTER THE WAR, SHE WANTED TO LIBERATE WOMEN, ALLOW THEM TO BE FREE AND LIVE THEIR LIVES THE WAY THEY WANT. IT IS SOMETHING I EMPHASIZE IN MY COLLECTIONS - THAT WOMEN SHOULD BE FREE TO FOLLOW THEIR INTUITION, FOLLOW THEIR DREAMS, AND WEAR WHAT FEELS RIGHT IN A WAY THAT ALLOWS THEM TO BE THEMSELVES.”

Chemena Kamali
Creative Director

CEO LETTER



In 1952, Gaby Aghion founded Chloé with the visionary intuition that fashion design could advance women's emancipation. Her pioneering commitment to creating a luxury house "By women, for women" has been and continues to be our North star. Our mission – to champion gender equality and to build a fairer future – is more pertinent than ever in these uncertain times.

A highlight of 2023 has been welcoming Chemena Kamali as our new artistic director. Chemena, with her deep understanding and appreciation of the Chloé DNA, is poised to steer our creative journey towards the original roots of the house and build a Chloé that radiates with warmth and positivity. This new artistic direction sees dressing as a part of self-discovery and celebrates women evolving in different stages of their lives, continuing to embrace who they are.

This year Chloé became a "Société à Mission" (Purpose-Driven Company) marking a significant milestone that reinforces our social and environmental commitments. Our "Comité de Mission" (Mission Committee) ensures that our actions consistently reflect Chloé's purpose – support women's advancement for a fairer future while adopting responsible environmental and social practices throughout its operations. With this purpose always in mind we have continued to actively address some of the most significant challenges that face our industry.

Transparency and traceability across our supply chains is vital to achieving both our social and environmental goals. This year we launched our Digital ID and deployed it on 100% of Ready-To-Wear starting from the Winter 23 collection. We focused on sharing the provenance of our products and facilitating authentication and resale opportunities.

We continue our commitment to measuring and improving our social impact. We are doing this through the deployment of our Social Profit and Loss tool, using the data to influence our internal operations and those of our suppliers.

In terms of its carbon footprint, Chloé has also set a 25% reduction target per product (vs. 2019, on Scopes 1,2,3) by 2025, a goal we achieved 2 years ahead of schedule. Thus, Chloé established more ambitious carbon footprint objectives, targeting a 30% reduction per product by 2025, reaching 28% this year.

Our ongoing partnership with UNICEF remains at the heart of our mission. We renewed our collaboration for another 3 years to continue our shared commitment to equip girls and young women with the skills and confidence they need in three countries.

While we are proud of our achievements, we acknowledge the work we still have ahead of us. Both B Corp™ and our Purpose-Driven Company status offer us powerful frameworks.

Leading Chloé, a brand with a deeply ingrained ethos of social and environmental responsibility, is a source of immense pride. I would like to express my gratitude to our team and all our colleagues worldwide. Looking ahead to 2024 and beyond, our commitment to our foundational values remains unwavering and the spirit of Gaby Aghion's vision will continue to guide us.

LAURENT MALECAZE, CEO

OUR APPROACH TO SUSTAINABILITY

FRAMEWORKS

Chloé operates as a “Société à Mission” (Purpose-Driven Company) as of April 2023. This involves a specific legal framework further detailed on page 10 of the report. This legal statutory change reflects Chloé’s commitment to support women’s advancement for a fairer future while adopting responsible environmental and social practices throughout its operations.

In addition to using the legal “Société à Mission” framework for guidance on reaching its long-term goals, Chloé leverages its B Corp status as an additional framework to drive and measure transformation.

ORGANIZATION

The Chloé sustainability team is organized to support all departments of the Maison in achieving their sustainability KPIs. The Chief Sustainability Officer is a member of the executive committee. The Chloé and Richemont sustainability teams work together closely with the shared purpose of adopting more responsible business practices.

The Maison Chloé also collaborates with and contributes to different initiatives and institutions that you will find on the next page.

KEY FOCUS AREAS

We prioritized two focus areas:

1. Inclusive Stakeholder Engagement: Our transformation journey includes engaging with all stakeholders, recognizing that meaningful change comes from listening and collaborating. Initiatives engage stakeholders from NGOs, startups, and clients to integrate their perspectives into our decision-making processes.

Our second Materiality Assessment, conducted in 2023 with an external partner, focused on the double materiality principle and involved internal and external stakeholders. You can find its results in the annex on page 54.

2. Rethinking Our Business Model: This has led us to advance our B Corp Impact Business Models (IBM) that create a specific positive outcome for our stakeholders. The IBMs we are currently working on are called Supply Chain and Poverty Reduction (Fair Trade and social impact sourcing), Resource Conservation (use of recycled materials), and Toxin Reduction (use of materials with a reduced impact such as organic fibers).

B CORP CERTIFICATION

Chloé achieved B Corp Certification in October 2021, a certification that evaluates brands’ social and environmental impact and governance. All certified B Corps are required to go through a verification process within 3 years after initial certification.

Guided by our B Corp Task Force, we have embarked on a path of improvement. The team’s focus over the past year has been preparing for our next B Impact Assessment that we submitted in April 24, a process that challenges us to look critically at every aspect of our operations. We await the results of this assessment and are prepared to share our learnings and areas for growth. You can find additional information on B Corp [here](#).



“I WOULD LIKE TO THANK ALL THE TEAMS FOR THEIR EFFORT AND DEDICATION IN WORKING TOWARDS OUR B CORP RECERTIFICATION. THIS SECOND ASSESSMENT DEMONSTRATES OUR COMMITMENT TO CONTINUOUS IMPROVEMENT.”

Aude Vergne
Chief Sustainability Officer, Chloé

ECOSYSTEM PARTNERS

MAISON CHLOÉ IS HONORED TO COLLABORATE
AND CONTRIBUTE WITHIN A PURPOSE-DRIVEN ECOSYSTEM

FRAMEWORKS



INDUSTRY AWARDS RECEIVED THIS YEAR:

- WWD - Corporate Citizenship Honor
- CNMI's Sustainable Fashion Awards - Human Capital & Social Impact
- Green Store & Building Challenge
- LVMH x Paris Good Fashion Award

CERTIFICATIONS AND FRAMEWORKS



INITIATIVES AND INSTITUTIONS



PURPOSE-DRIVEN COMPANY FRAMEWORK

CHLOÉ'S PURPOSE IS TO SUPPORT WOMEN'S ADVANCEMENT FOR A FAIRER FUTURE WHILE ADOPTING RESPONSIBLE ENVIRONMENTAL AND SOCIAL PRACTICES THROUGHOUT ITS OPERATIONS.

STATUTORY
OBJECTIVE 1

EMPOWER
OUR PEOPLE
TO BE AGENTS
OF CHANGE

SECTION
PEOPLE

STATUTORY
OBJECTIVE 2

CREATING DESIRABLE
& LASTING PRODUCTS
WITH LOWER
ENVIRONMENTAL IMPACT

SECTION
PRODUCTS

STATUTORY
OBJECTIVE 3

DRIVE A TRANSPARENT,
TRACEABLE AND FAIR
SUPPLY CHAIN

SECTION
SUPPLY CHAIN

STATUTORY
OBJECTIVE 4

PROMOTE GENDER EQUALITY
WITHIN THE BUSINESS
AND BEYOND, INCLUDING
THROUGH EDUCATION AND
ECONOMIC INCLUSION

SECTION
GENDER EQUALITY

MISSION COMMITTEE

Our new Mission Committee replaces Chloé's advisory sustainability board presented in our previous reports. Comprising internal and external members, this committee convenes biannually to monitor the performance of the company towards its statutory purpose, to assess the compliance of the company's actions against its statutory objectives. To fulfill its mandate, the Mission Committee is expected to:

- Evaluate and approve Chloé's statutory model including its purpose and objectives
- Oversee progress on main sustainability Key Performance Indicators and assess achievement of statutory objectives
- Oversee Annual Mission report
- Provide representation for a variety of stakeholders from internal teams to external clients.

The Mission Committee aims to support an environment to foster innovative sustainability approaches.

Our first Mission Committee meeting on October 19, 2023, focused on evaluating our mid-year performance and discussing our long-term environmental strategy. Key topics included the advancement of our lower impact raw materials strategy, an in-depth review of our decarbonization plan, and the presentation of our first biodiversity assessment.

Our second mission-driven committee meeting took place on March 25, 2024, and focused on evaluating our end-of-year KPIs, reviewing the mission report draft and its preliminary approval. Additional topics included updates on our B Corp recertification and eco-design projects, as well as an overview of our Women Forward partnerships.

EXTERNAL MEMBERS



Lubomila Jordanova
CEO and Founder
of Plan A
Committee Member
since March 2023



Elisabeth Laville
CEO and Founder
of UTOPIES
Committee Member
since March 2021



Claire Simier
Executive Coach and Founder
of Simier Partners
Client Representative
Committee Member since October 2023

INTERNAL MEMBERS



Chemena Kamali
Creative Director



Laurent Malecaze
Chief Executive Officer



Aude Vergne
Chief Sustainability
Officer & Committee
Secretary



Yves Cauchon
Chief Operating Officer

OPERATIONAL OBJECTIVES & KPIS

OPERATIONAL OBJECTIVE	CORRESPONDING KPI	RESULTS 2023	TARGET 2023	TARGET 2024	TARGET 2025	COMMENTS 2023
1. EMPOWER OUR PEOPLE TO BE AGENTS OF CHANGE						
Incentivize our employees on sustainability	1. Share of employee performance plans including a sustainability objective	96%	100%	100%	100%	Year 3 of implementation
Upskill our organization so our teams can lead the change	2. Share of employees who have access to a Sustainability Training Path, with mandatory modules for Product Teams	100%	100%	New KPI: 95% of product and retail teams trained on sustainability fundamentals	New KPI: 95% of all employees trained on DEI	5% of total training hours done on sustainability, or roughly 700 hours
Provide an inspiring workplace where teams can act	3. Working hours donated to volunteering programs	2,099	2,000	2,200	2,500	46% of employees participating in 5 countries
2. CREATING DESIRABLE & LASTING PRODUCTS WITH LOWER ENVIRONMENTAL IMPACT						
Design our products to reduce our environmental footprint	4. Share of products with lower impact main materials in offer	65% of Ready-To-Wear >80% on average on all categories	65% of Ready-To-Wear	85% on average on all categories	90% on average on all categories	% in production volume higher than the share of the offer
	5. Reduction of global CO ₂ e emissions per product (in % of 2019 baseline)	28%	27%	29%	30%	Main decarbonization pillars: increased use of lower impact materials, higher share of sea transportation
	6. Water reduction in our production including raw materials and manufacturing (in % vs 2019)	>21%	21%	23%	25%	Material mix evolution: decrease of cotton and silk
Set up a repair, reuse, resell strategy with more circular products and services	7. Roll-out of our new circularity approach	1 project	1 project	Prepare for circular product and services KPI	New KPI: 5% of sales dedicated to circular product and services	Partnership with Vestiaire Collective on Ready-To-Wear and bags launched in June 23
3. DRIVE A TRANSPARENT, TRACEABLE AND FAIR SUPPLY CHAIN						
Increase products transparency and traceability	8. Share of our Tier 1, 2 and 3 suppliers based on order value, with all categories published on our website for transparency	80%	80%	85%	90%	List of our main suppliers
	9. Share of Digital ID on: • Ready-To-Wear • Leather Goods and Shoes	• 100% • 18%	• 100% • 25%	• 100% • 25%	• 100% • 30%	Industrial ramp-up longer than expected on Shoes due to technology (NFC)
	10. Share of Ready-To-Wear and Leather Goods products offered including fully traceable main raw material	10%	5%	10%	15%	Ready-To-Wear and Leather Goods pilot projects implemented

OPERATIONAL OBJECTIVES & KPIS

OPERATIONAL OBJECTIVE	CORRESPONDING KPI	RESULTS 2023	TARGET 2023	TARGET 2024	TARGET 2025	COMMENTS 2023
Promote a fair supply-chain beyond compliance	11. Share of Fair Trade, social enterprises and social sourcing on Chloé Ready-To-Wear offer	>20%	20%	22%	25%	2 new social sourcing contracts
	12. Share of manufacturing suppliers assessed with S P&L tool	64% of Ready-To-Wear manufacturing suppliers in order value 38% of all manufacturing suppliers in order value	All Ready-To-Wear manufacturing suppliers	40% of all manufacturing suppliers	50% of all manufacturing suppliers	We decided to test other categories to have a broader portfolio of suppliers: 5 suppliers assessed for Leather Goods and Shoes
4. PROMOTE GENDER EQUALITY WITHIN THE BUSINESS AND BEYOND, INCLUDING THROUGH EDUCATION AND ECONOMIC INCLUSION						
Continue to strengthen an exemplary working environment on gender equality	13. Share of management roles held by women	71%	70%	70%	70%	High share of women leadership maintained
	14. Equal pay certification worldwide	Certification	Certification	Certification	Certification	EQUAL-SALARY certification worldwide France Parity Index at 99
Provide more opportunities for education and economic inclusion for girls and women	15. Number of girls and young women impacted by Chloé's contribution to UNICEF Girls Forward partnership	95,000	95,000	98,000	105,000	This year is a renewal of a previous 4-year partnership
	16. Share of retail sales donated to initiatives for gender equality	0.4% of retail sales	0.3% of retail sales	0.6% of retail sales	1% of retail sales	Switch to global retail sales for more accurate sales tracking
ADDITIONAL KPIS						
1. Additional KPI	Weight reduction of consumer and BtoB packaging (in % vs 2021)	>15%	15%	20%	25%	See page 42
2. Additional KPI	Share of suppliers having signed the Code of Conduct	95% for Tier 1	95% for Tier 1	>95% for Tier 1, 2, 3	>98% for Tier 1, 2, 3	See page 32
3. Additional KPI	Share of audited Tier 1 suppliers	78%	/	/	>90%	See page 33

The additional indicators are not covered by the verification report on the implementation of social and environmental objectives issued by the independent third-party organization.



PEOPLE

STATUTORY OBJECTIVE 1

EMPOWER OUR PEOPLE TO BE AGENTS OF CHANGE

MISSION COMMITTEE REVIEW

“The success of a purpose-driven company is dependent on its people. Chloé has built an inclusive culture where all employees are encouraged to be leaders of change. As the client representative on the Mission Committee, I believe that management has transformed how the brand is perceived and experienced. It is obvious in interactions between clients and employees that Chloé takes sustainability and social impact seriously. This strong commitment stems from the company’s investment in meaningful training, sustainability KPIs and volunteering opportunities. By equipping employees with the tools to be active in sustainability, Chloé ensures that the ethos of the brand is not just maintained but championed by everyone within it. Looking ahead, I expect engagement levels in these initiatives to increase, guaranteeing that this transformative approach reaches every corner of the organization. It will create stronger bonds between the company’s employees – specifically the sales associates – and the clients and strengthen brand loyalty.”

Claire Simier
Executive Coach and Founder of Simier Partners
Client Representative

SUSTAINABILITY OBJECTIVES FOR EMPLOYEES

STATUTORY OBJECTIVE 1

✓ PARTIALLY COMPLETED

TARGET: 100% OF EMPLOYEE PERFORMANCE PLANS INCLUDE A SUSTAINABILITY OBJECTIVE

INTEGRATING SUSTAINABILITY INITIATIVES INTO EMPLOYEE PERFORMANCE ASSESSMENT

This year, 96% of all employee performance plans included a sustainability objective, narrowly missing our targeted 100%.

In the last three years, Chloé has made progress in embedding sustainability within our operational ethos. A key aspect of this journey has been the successful integration of Chloé's sustainability objectives into personalized Key Performance Indicators (KPIs) for every employee, spanning all departments. This strategic initiative, spearheaded by our Human Resources team, continues to foster engagement across teams.

This initiative involves setting specific, annual sustainability objectives for each team member, carefully determined by their managers. Managers not only assist in helping set these objectives but play a key role in mentoring and assisting team members to achieve them. Similar to other personal performance metrics, these sustainability KPIs are designed to be measurable and are bound by specific timelines.

INCENTIVIZING EMPLOYEES THROUGH SUSTAINABILITY-DRIVEN BONUSES

Chloé incentivizes sustainable practices among our workforce by incorporating sustainability performance indicators into our bonus structures. From 5% and up to 30% of an employee's bonus can be tied to their sustainability KPIs. This reinforces our commitment to integrating sustainability into Chloé's corporate culture, recognizing and rewarding our employees' contributions towards achieving our sustainability objectives.

EXAMPLES OF SUSTAINABILITY KPIS INCLUDE:

- Industrialization teams: increasing share of lower impact materials on category offers
- Product teams: launching circularity and eco-design pilot projects
- Communication teams: runway show emissions reduction targets
- E-commerce teams: deployment of Digital ID across product categories
- Retail teams: roll-out of sustainability training to boutique staff

"I SEE FIRST-HAND THE IMPACT OF INTEGRATING SUSTAINABILITY INTO OUR PERFORMANCE ASSESSMENTS. EACH EMPLOYEE, THROUGH PERSONALIZED SUSTAINABILITY KPIS, IS DIRECTLY CONTRIBUTING TO OUR SOCIAL OR ENVIRONMENTAL OBJECTIVES WHERE UP TO 30% OF BONUSES ARE LINKED TO THESE KPIS. WE'RE MAKING SUSTAINABILITY A MEASURABLE AND REWARDED ASPECT OF OUR WORK CULTURE. IT'S A PRACTICAL AND EFFECTIVE APPROACH, ENSURING THAT SUSTAINABILITY IS INGRAINED IN EVERY ASPECT OF OUR OPERATIONS."

Camille Pilliard
Head of International HR Development, Chloé

SUSTAINABILITY TRAINING

STATUTORY OBJECTIVE 1

✓ ACHIEVED

TARGET: 100% OF EMPLOYEES HAVE ACCESS TO A SUSTAINABILITY TRAINING PATH,
WITH COMPULSORY TRAINING FOR PRODUCT TEAMS ON LOWER IMPACT MATERIALS & CIRCULARITY

We see people as change agents with the power to accelerate our progress towards the sustainability objectives engraved in our new purpose-driven business model. Committed to raising awareness on social and environmental issues globally, our objective is to train all Chloé employees on sustainability, providing them with technical knowledge and expertise in their respective areas of work, and the tools to actively partake in this transition.

Chloé ensures that 100% of workers with permanent contracts worldwide, including those in our boutiques, have full access to our training programs. Sustainability is part of our onboarding program called “Devenez Chloé” and our global training program includes quarterly sustainability-focused sessions on topics such as eco-design, responsible sourcing, gender equality and Diversity, Equity & Inclusion (DE&I).

Equipping our employees with the appropriate tools and skills our training programs offer enables them to make decisions in their day-to-day that are aligned with our mission objectives.

FOCUS ON THE CLIMATE FRESK

We have continued to offer specialized climate change training to our headquarters and boutique staff. An integral part of this training has been the Climate Fresk workshops, which are conducted regularly by our dedicated team members.

In 2023, we held workshops that engaged 54 participants. This effort builds upon our ongoing collaboration with Climate Fresk, which has trained more than 313 Chloé employees worldwide since its inception in 2021.

FOCUS ON ECO-DESIGN AND LOWER IMPACT MATERIALS

This year 41 employees were trained on eco-design, lower impact materials and circularity, bringing the total of trained employees to more than 123 people, representing around 80% of our teams working directly with product creation.



Chloé employees participating in the Climate Fresk

VOLUNTEERING

STATUTORY OBJECTIVE 1

✓ ACHIEVED

TARGET: DONATE 2,000 WORKING HOURS TO VOLUNTEERING PROGRAMS

VOLUNTEERING WITH OUR EMPLOYEES

To inspire our teams to make a tangible difference and bring the Maison's purpose to life through their everyday actions, we offer all our employees' access to 16 hours of volunteering annually with NGOs aligned with our purpose: Women Forward. For a Fairer Future. We work with more than 15 NGOs globally that contribute to gender equality, environmental sustainability, and social equality through different services including mentoring, advocacy and field-work.

Volunteer work establishes a strong sense of community among the employees, clients, and organizations involved. These activities reinforce our mission objectives and create shared experiences around them.

VOLUNTEERING WITH OUR CLIENTS

We currently offer volunteering opportunities to our very important clients based in France.

Our goal is that interacting with NGOs creates an opportunity for clients to experience our commitment to the advancement of young women rather than simply reading or hearing about it. We believe this not only enhances the overall client experience with Chloé as it provides access to opportunities they might not be familiar with, but it is also our hope that by introducing clients to these NGOs, they become motivated to activate their own networks and continue to raise awareness for the NGO.

Building on these successful experiences, we plan to expand our client volunteering programs beyond France in 2024, offering even more opportunities for client engagement.

ACHIEVEMENTS AND ADJUSTMENTS

This year, we achieved our goal of 2,000 volunteer hours with 46% of employees participating in at least one volunteer mission. This accomplishment reflects the dedication and enthusiasm of our teams. Our objective is set to reach 2,200 hours for next year, on track to meet our goal of achieving 2,500 hours by 2025.

To facilitate a streamlined process for volunteering, next year we plan to organize a dedicated volunteer day at our Paris headquarters. By closing the office for a few hours, our aim is that this initiative will ensure that employees feel like they have the opportunity to participate in our volunteering efforts.

Total Volunteer Hours		
2021	2022	2023
800h	1,455h	2,099h

FOCUS ON RÊV'ELLES

ABOUT RÊV'ELLES

One of our Women Forward partners since October 2022, Rêv'Elles is a French non-profit founded in 2013 with a mission to offer girls the confidence, tools, and opportunities they need to overcome their difficulties and reveal their potential. Through the program, young girls and women from modest backgrounds are offered support to define and achieve their personal and professional goals. The young girls pitch their project to a jury composed of women, who provide them with guidance, advice and feedback followed by a three months-long mentorship scheme. More details on our contribution to this organization can be found on page 39.

EMPLOYEES

CLIENTS



© Pauline Gouablin

Naomi Soumahoro
Merchandising Management Assistant,
Chloé

"PARTICIPATING IN THE RÊV'ELLES MENTORSHIP PROGRAM HAS BEEN AN INCREDIBLY FULFILLING EXPERIENCE FOR ME. SEEING THE DETERMINATION AND ASPIRATION IN THESE YOUNG GIRLS' EYES AS THEY NAVIGATE THEIR DREAMS AND CHALLENGES REMINDED ME OF THE POWER OF GUIDANCE AND SUPPORT. THE EXPERIENCE WAS NOT JUST ABOUT IMPARTING KNOWLEDGE OR ADVICE; IT WAS A TWO-WAY JOURNEY WHERE I REMEMBERED THE RESILIENCE, HOPE, AND THE POTENTIAL WITHIN GIRLS WHEN WE GIVE THEM ACCESS TO OPPORTUNITIES. IT'S GRATIFYING TO KNOW THAT OUR COMPANY COMMITMENT IS HELPING TO PAVE THE WAY FOR A BRIGHTER FUTURE FOR THESE YOUNG WOMEN."



© Pauline Gouablin

One of our French clients speaking
at a RVL ton Potentiel event

This year, three Chloé clients were invited to sit on the jury of the "RVL ton Potentiel" (reveal your potential) program, one of the key initiatives run by Rêv'Elles with more than 250 young women participating over three sessions. This initiative started as a pilot project in 2022 and has since become a recurring event series for our Client Experience team. These experiences not only enrich our clients' understanding of our Women Forward partnerships but also foster a deeper connection between Chloé's values and the non-profits with whom we collaborate. By directly participating in these programs, our clients gain first-hand insight into the tangible impact of these initiatives.

68% OF THE YOUNG GIRLS WHO WERE SUPPORTED BY RÊV'ELLES REPORT THAT THEIR RELATIONSHIP WITH THEIR STUDIES HAS IMPROVED AND 92% REPORTED FEELING BETTER ABOUT THEMSELVES.



PRODUCTS

STATUTORY OBJECTIVE 2

CREATING DESIRABLE & LASTING PRODUCTS WITH LOWER ENVIRONMENTAL IMPACT

MISSION COMMITTEE REVIEW

“After reviewing Chloé’s Product KPIs, it’s clear they are deepening their understanding of emissions and advancing their sustainability objectives. Their initiatives in ecodesign and transportation modelling have reduced their carbon footprint. Chloé’s prioritization of lower impact materials and reduced water use from the start demonstrates a fundamental shift in their production practices. This contributed to them achieving their 2025 carbon targets two years early, supported by greater reliance on sea freight and optimized inventory processes. The introduction of circularity initiatives underscores their commitment to rethinking business as usual. Chloé has now to define its 2030 carbon trajectory.”

Lubomila Jordanova
CEO and Founder of Plan A
Committee Member since March 2023

LOWER IMPACT MATERIALS

STATUTORY OBJECTIVE 2

✓ ACHIEVED

TARGET: ON AVERAGE, 65% OF CHLOÉ'S ANNUAL READY-TO-WEAR OFFER IS MADE OF LOWER IMPACT MATERIALS

Raw materials account for the larger part of our carbon footprint (54% of our purchased goods and services, see further details on page 21) so we are transitioning to lower impact materials wherever possible.

LOWER IMPACT MATERIALS

Compared with their conventional equivalent, lower impact materials take into account – based on facts, scientific studies and certifications – a reduction of carbon footprint, water consumption, biodiversity loss, and/or improvement of animal welfare. For example:

- Sourcing certified organically grown materials
- Incorporating recycled materials to reduce the pressure on natural resources and agriculture
- Leather produced by tanneries that are following the best environmental practices

The full list and guidelines of what Chloé considers to be lower impact materials have been developed in cooperation with external experts and determined by Life Cycle Assessments (LCA). The list is updated annually and available on chloe.com. It also includes our policy on animal welfare.

Next year we aim for 86% of Chloé products to be made primarily from lower impact materials.



© linen mesh - Enrique Vilaluenga



© linen - Enrique Vilaluenga

OTHER INITIATIVES

We joined the Leather Working Group in 2017, a global multi-stakeholder community in the leather supply chain, working to promote environmental best practices within leather manufacturing and related industries.

We continue to work towards increasing the use of recycled synthetic materials in Ready-To-Wear to reduce the use of petrochemical virgin sources.

Category	Ready-To-Wear	Leather Goods	Shoes
% of lower impact products in the offer	65%	90%	93%
% of lower impact products in production volume	65%	79%	93%

Scope: from April 2023 to March 2024 (seasons Spring 24, Summer 24, Fall 24 and Winter 24)

Full calculation methodology to be found in the annex on page 58.

	2021	2022	2023
% lower impact products in the offer	61%	80%	86%

Scope: Categories Ready-To-Wear, Leather Goods and Shoes

CARBON EMISSIONS

TARGET: 27% OF REDUCTION OF GLOBAL CO₂e EMISSIONS PER PRODUCT VERSUS 2019

As a Richemont Maison, Chloé adheres to the Group's carbon reduction plan for 2025 and 2030⁽¹⁾ and contributes to the Group's Scope 3 economic intensity emissions, which decreased by 18% in 2023 compared to the 2019 baseline.

In 2023 our overall carbon footprint was 63,395 tons of CO₂e, over 99% of these emissions were generated by Scope 3 categories and less than 1% by Scope 1 & 2. Please see our Methodology on page 56.

Our aim was to reduce our CO₂e emissions by 27% per product in 2023 and aim for a further 30% reduction by 2025. We achieved our objective and reached a 28% reduction of CO₂e per product in 2023. This reduction can be largely attributed to three actions:

- Increasing the percentage of lower impact materials used in our collections allowed us to decrease purchases of conventional fabrics. This year, an average of 65% of lower impact materials were used in Chloé's Ready-To-Wear collections (see page 20)
- Discontinuing See By Chloé product line, reducing the impact of sourcing more globally
- Optimizing our sell-through across better inventory and purchasing processes

In particular, we have achieved a reduction in the weight of our Shoes, which has decreased the impact across our entire value chain, particularly in terms of transportation emissions. For instance, our high-volume Nama sneaker is 32% lighter than our previous Sonnie sneaker model.

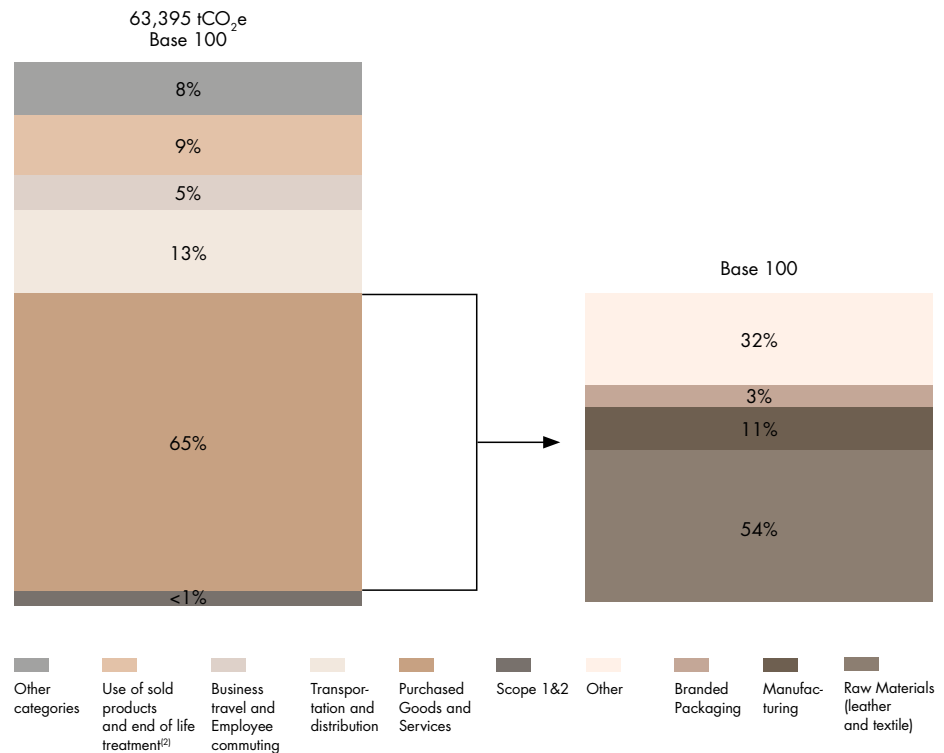
⁽¹⁾ 46% reduction of carbon emissions for Scope 1&2 in absolute terms, 55% reduction per dollar value added of carbon emissions in intensity terms for Scope 3 from purchased goods, services and business travels, 100% of renewable electricity for 2025 and 20% of Richemont suppliers by emissions covering purchased Goods and Services and Upstream transportation and distribution will have SBTs for 2025.

⁽²⁾ Relating to the category 3.1.1, "use of sold products", the data considers the localization where the products are sold, the number of days worn and different usage such as washing, caring and ironing. Several scenarios have been defined based on instructions in the label care. We will conduct a survey of our clients to finetune the measurement.

Graph 1: Reduction of CO₂e emissions per product

2021	2022	2023
-19% CO ₂ e	-25% CO ₂ e	-28% CO ₂ e

Graph 2: 2023 Global Carbon Emissions



CARBON EMISSIONS - FOCUS TRANSPORTATION

STATUTORY OBJECTIVE 2

✓ ACHIEVED

TARGET: 27% OF REDUCTION OF GLOBAL CO₂e EMISSIONS PER PRODUCT VERSUS 2019

Product transport and distribution is the second main contributor to our global carbon emissions, accounting for 13% of emissions.⁽¹⁾

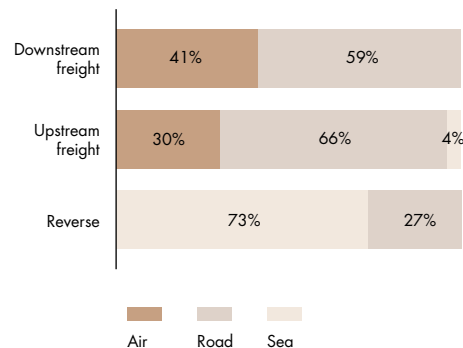
In 2023, these emissions were reduced by 34% versus 2019. This decrease can be attributed to the same key actions explained in the previous page as well as new measures put in place within our supply chain such as:

- Optimizing the fill rates of boxes transporting our products by 15%. This has mainly been achieved by reducing empty space on Leather Goods and Shoes product categories in secondary and tertiary packaging.
- Prioritizing sea freight for 40% of our carry-over products as sea transportation emits less CO₂e than air freight transportation.⁽²⁾

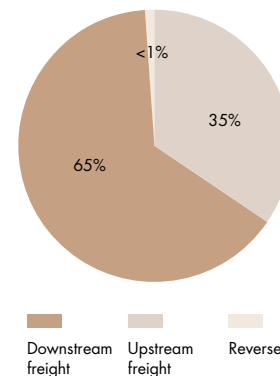
For 2024, we have set the following new objectives:

- Increasing the share of sea freight versus air to 60% for carry over products
- Increasing direct transportation flow from suppliers to regions reducing our tons per kilometer
- Further reducing the empty space in boxes by 5% by optimizing fill rate during transportation for Leather Goods and Shoes categories
- Launching a sailing boat pilot project for carry-over products and return of products

Graph 1: Percentage of delivery quantities per shipment option⁽³⁾



Graph 2: Share of our tCO₂e emissions within our supply chain⁽³⁾



“THE SUPPLY CHAIN TEAM IS COMMITTED TO HELPING REDUCE CHLOÉ’S CARBON EMISSIONS, IN PARTICULAR BY OPTIMIZING PRODUCT PACKAGING, REDUCING THE TONS PER KILOMETER AND BY REPLACING AIR FREIGHT WITH SEA FREIGHT WHENEVER POSSIBLE.”

Sébastien Vinet
Supply Chain Director, Chloé

⁽¹⁾ This includes all transportation and distribution operations (inbound, outbound and reverse), which are organized and paid by Richemont and Chloé (as Chloé belongs to Richemont), also considering shipments to customers (e-commerce delivery).

⁽²⁾ Source: Base Empreinte Ademe

⁽³⁾ This includes transportation and distribution operations (inbound, outbound and reverse) without shipments to customers and from Headquarters.

CARBON EMISSIONS - FOCUS SCOPE 1 & 2



TARGET: 25% REDUCTION OF CARBON EMISSIONS ON SCOPE 1 AND 2

Scope 1 and 2 emissions represent less than 1% of our total emissions.

In 2023, our Scope 1 and 2 emissions were equal to 459 tCO₂e compared to 2,471 tCO₂e in 2019. This represents a reduction of 81% (see Graph 1).

Originally, our aim was to reduce absolute Scope 1 & 2 carbon emissions by 25% by 2025 from the base year of 2019. This is equivalent to an absolute reduction of 4.2% each year, which is in line with the trajectory of 1.5°C set by the Paris Agreement, and in line with the Group's carbon reduction plan.

This goal has been exceeded, with a decrease of 81% largely due to the increase in the share of renewable electricity purchased: 25% in 2019 to 92% in 2023.

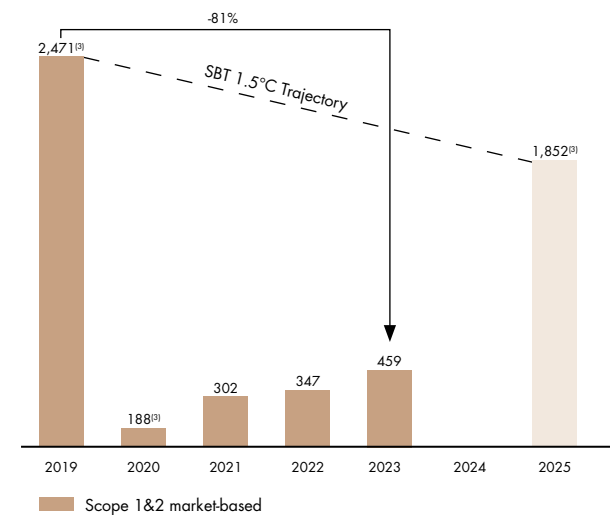
Purchasing renewable electricity through Energy Attributes Certificates (EACs) or local actions to switch to renewable electricity options provided by local suppliers, is only a partial solution to mitigating our carbon footprint.

We also need to reduce the energy consumption of our buildings in absolute terms.

Since 2022, Chloé has initiated the process of improving its building certifications. 4 new stores have been certified LEED Gold, reaching 7 stores certified GOLD, 2 warehouses certified LEED and BREEAM. Chloé set the goal of having 100% of our flagship stores and boutiques LEED certified by 2030 where applicable.⁽¹⁾

The energy consumption for all our buildings for 2023 was 5.68 GWh, a decrease of 20% compared to 2019, and an increase of 18% compared to 2022, due to more accurate and exhaustive data collection (see Graph 2). For our boutiques, we are continuing to ensure that LED lighting is provided within our retail network and working on equipping the shops with energy monitoring. For our Paris headquarters, in the context of the Tertiary sector degree,⁽²⁾ we put in place standard energy-saving practices such as switching lighting on via a timer and adjusting heating temperature according to presence on site, enabling us to achieve a 15% reduction on average.

Graph 1: Scope 1&2 tCO₂e emissions by year



Graph 2: Total energy consumption by year (Scope 1 & 2)

GWh	2019	2021	2022	2023
Direct energy consumption	0.52	0.93	0.94	0.40
Indirect energy consumption	6.55	4.48	3.86	5.28
Total energy consumption	7.07	5.41	4.8	5.68

⁽¹⁾ Where applicable means when Chloé is the principal stakeholder for the entire point of sale, the hull and the interior. Wholesales are excluded.

⁽²⁾ The tertiary sector degree or DEET requires companies in France to reduce the energy consumption of buildings used for tertiary activities by 60% by 2050.

Please see Ademe website.

⁽³⁾ Restated figures

WATER USE

STATUTORY OBJECTIVE 2



TARGET: 21% REDUCTION IN WATER USE INCLUDING RAW MATERIALS AND MANUFACTURING VERSUS 2019

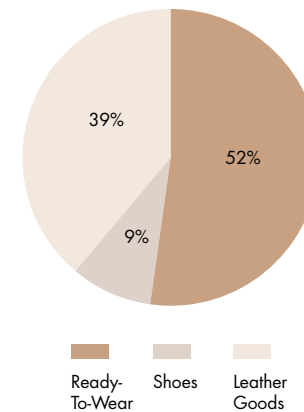
Between 2019 and 2023, after measuring the scope of our raw material,⁽¹⁾ manufacturing and building outputs, our water use decreased by 62%. In 2023, our overall water use in 2023 was 1,225,397 cubic meters.

Graph 1 shows the distribution of water use across different product categories.⁽²⁾ In comparison with 2019, the water use for Ready-To-Wear products (raw materials and manufacturing) decreased from 66% to 52% due to using less water-intensive materials:

- Cotton: 67% reduction in volume purchased in 2023 compared to 2019, and 25% increase in purchase of lower impact cotton for production
- Cashmere: 51% of recycled cashmere used in production in 2023, a double consumption compared to 2019
- Silk: 54% reduction in volume purchased in 2023 compared to 2019, and 20% lower impact silk used in production in 2023

We are conscious that water use is only one part of measuring water-related impact. Water scarcity is becoming critical and directly affects the availability of freshwater, posing significant threats to the communities in which we operate. This is why we have launched a new project aligned with the SBTN methodology to take into account water quantity and water quality across our value chain.

Graph 1: Distribution of water use per product categories in raw materials and manufacturing in 2023



Graph 2: Distribution in % of volume used in production and meters cubed consumed per raw material in 2023

	% tons	% m ³
Animal Fibers	5.0%	56.4%
Vegetal Fibers	21.6%	34.1%
Leather	41.2%	5.4%
Manmade Cellulosic Fibers	0.27%	<1%
Synthetic Fibers	9.5%	2.4%
Others	22.5%	1.8%

⁽¹⁾ See methodology in the annex section

⁽²⁾ We measure water use for our 4 products categories, Ready-To-Wear, Leather Goods, Shoes, and Fashion Accessories. As the impact of Fashion Accessories is very small (-1%), we decided to not integrate it in our graphs.

CIRCULARITY

STATUTORY OBJECTIVE 2

✓ ACHIEVED

TARGET: START DEPLOYING OUR NEW CIRCULARITY APPROACH

PARTNERSHIP WITH VESTIAIRE COLLECTIVE LAUNCHED IN JUNE 2023

In June 2023 Chloé launched a partnership with Vestiaire Collective, the certified B Corp® and global platform for pre-loved luxury fashion, allowing an “instant resale” function that extends the life of products and reflects the Maison’s commitment to the second-hand market. The service was a first in the industry. Customers can return and sell their pre-owned Chloé items via a co-branded platform, powered by Vestiaire Collective. All products with Digital IDs enjoy a streamlined customer selling experience. After landing on a dedicated Chloé x Vestiaire Collective pre-filled listing form, customers are able to confirm the condition of the item, upload product imagery, and receive an immediate price offer from Vestiaire Collective.

Once the price of an item has been agreed upon, the product authenticated and controlled by the resale platform, customers will receive payment without having to wait for a sale to be finalized.

Customers can choose from three exchange options:

- A voucher that can be redeemed on the Chloé website.
- A Vestiaire Collective voucher – a first for the platform – demonstrating Chloé’s support of the second-hand market.
- Alternatively – reflecting Chloé’s commitment to improving social impact – a charitable donation to UNICEF’s gender equality initiatives can be made.

Bags from all collections are also accepted in the partnership. The service is available in the USA, Europe and the UK. More information [here](#).

SET UP A REPAIR, REUSE, RESELL STRATEGY WITH MORE CIRCULAR PRODUCTS AND SERVICES

At Chloé, products are meant to last, to be cherished and to be passed from one woman to another. This is why part of our circularity strategy is to improve our after-sales offer with new services designed to extend the life of our products. However, we are aware that there is still room for improvement to enable our customers to extend the life of their Chloé products. This year, for example, we tested a pampering service for our bags in France, with the aim of launching it soon in key markets around the world.



GOING FURTHER:

5% share of our sales made from circular product or circular offer* by 2025

* See glossary for definitions



SUPPLY CHAIN

STATUTORY OBJECTIVE 3

DRIVE A TRANSPARENT, TRACEABLE AND FAIR SUPPLY CHAIN

MISSION COMMITTEE REVIEW

"After reviewing Chloé's Sourcing KPIs, it is evident that their strategic efforts are translating into measurable improvements within their supply chain. The key to a fashion house's progress on its social and environmental impacts is a detailed understanding of its value chain. For Chloé, this year has been about structuring and realizing several initiatives:

1. The successful testing of the Digital ID system, which already covers 100% of the RTW, with the very interesting idea of pairing this information with an authenticity certificate to facilitate potential resale and the second life of products. Driven by the AGEC law in France, the progress related to the Digital ID within their supply chain is complex to implement but is a testament to the robustness of their commitment.
2. The finalization and signing of the first 'Social Sourcing Contracts' – an approach that concretely advances traditional suppliers on issues of living wage, environmental performance, and ethics. This mechanism opens up necessary and courageous discussions."

Elisabeth Laville
CEO and Founder of UTOPIES

PRODUCT DIGITAL ID

STATUTORY OBJECTIVE 3

✓ PARTIALLY COMPLETED

TARGET: 100% DIGITAL ID ON ALL READY-TO-WEAR AND 25% ON SHOES AND LEATHER GOODS

Tracing materials from their origin in the field to the finished piece enhances our ability to select lower impact materials. By sharing this traceability information with our customers, we empower them to make more informed purchasing decisions.

Aligned with this goal, we introduced the Digital ID. This feature has been active since April 7th, 2023, starting with the launch of the Chloé Vertical collection. The Digital ID also helps us comply with the French act of law against waste and for a circular economy (AGEC), which mandates traceability information for shoes and ready-to-wear categories.

HOW IT WORKS

By scanning the unique Digital ID embedded in each product (QR codes or microchips), customers are directed to a web application providing details on the entire manufacturing process, care and repair instructions, as well as a Certificate of Authenticity through which customers have direct access to resale options for their item.

The technology can be used by our boutique staff to enhance the client experience, communicate Chloé's commitments and explain products' sustainability attributes.

"We are delighted to have supported Chloé with the success of the Digital ID project by bringing our woven and connected labels with unique QR codes. Trust and collaboration were essential in integrating the various technologies and know-how required for the project. The spirit of partnership fostered by Chloé's sustainability and operations teams demonstrated a concrete commitment to sustainability, customer experience and brand awareness."

Benoit Neyret
CEO and President, Neyret

TRACEABILITY INFORMATION

Traceability is central to improving our environmental and social impact. With the Digital ID platform, our customers are given visibility into the steps that went into making a product.

AUTHENTICITY

The Digital ID also provides a Certificate of Authenticity. This service reassures the client in their purchase and facilitates after-sales services such as care, repair and resale.

CUSTOMER ENGAGEMENT

Since the project's launch, one of our challenges has been encouraging customers to actively engage with and scan the Digital ID embedded in our products. For the coming year, we plan to enhance adoption by increasing communication efforts, training boutique staff more effectively, and introducing new services for customers.

OBJECTIVES

This year, our aim was to reach 100% of Chloé products equipped with Digital ID on Ready-To-Wear and 25% on Leather Goods and Shoes.

We achieved 100% on Ready-To-Wear and 18% on Leather Goods and Shoes. The lower completion rate for Leather Goods and Shoes was due to the complexity of embedding microchips in leather and the soles of shoes, which arises from the various materials used.

For 2025, we would like to continue the ramp up on more categories of product and reach 30% of Leather Goods and Shoes collections while keeping 100% on Ready-To-Wear.

% of products equipped with Digital ID in the assortment	
Ready-To-Wear	Leather Goods & Shoes
100%	18%

Scope: from April 2023 to March 2024 (seasons Spring 24, Summer 24, Fall 24 and Winter 24)



SCAN IT TO SEE THE CUSTOMER EXPERIENCE



RAW MATERIAL TRACEABILITY

STATUTORY OBJECTIVE 3

✓ ACHIEVED

TARGET: 5% OF READY-TO-WEAR AND LEATHER GOODS OFFER WITH MAIN RAW MATERIALS FULLY TRACEABLE

Traceability is the ability to track materials and products through the supply chain. Acquiring full traceability from field to finished product is an ongoing and challenging process.

We track our materials as their main impact on climate change and biodiversity can be traced back to the very start of the supply chain: agricultural practices in the field.*

DEFINITION

At Chloé, a fully traceable raw material has a known supply chain that is auditable, verifiable and constant during the production of an article.

A Ready-To-Wear or Leather Goods product is considered fully traceable if its main material is fully traceable. For each step of the supply chain, we require the names, addresses and precise regions (province, county, country) of the suppliers involved, including those of subcontractors.

LEATHER GOODS

To improve knowledge of our leather supply chain, we consulted our main Chloé tanneries (representing 80% of our leather volume),

and conducted interviews and on-site visits. We also demand all our tanneries and manufacturing partners sign a Letter of Engagement, committing to follow the Chloé sourcing rule that stipulates using bovine leather only sourced from animals that have been born, raised and slaughtered in Europe.

With these guidelines, we reached 11% of our Leather Goods product offer considered as being fully traceable, from the farm regions to the manufacturers. Additionally, we gathered data to trace each step from region of origin to finished goods.

READY-TO-WEAR

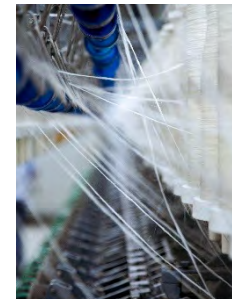
To pursue our efforts towards more traceability in Chloé Ready-To-Wear, in January 2024 we started a project to collect information related to all article components (fabrics, metallic pieces, trims...) from farms to manufacturers, starting from the Summer 24 collection.

With that knowledge, we were able to ensure that 7% of the Ready-To-Wear product offer is fully traceable.

	Leather Goods	Ready-To-Wear
% of fully traceable products in the offer	11%	7%
% of fully traceable products in production volume	6%	7%

Scope: from April 2023 to March 2024 (seasons Spring 24, Summer 24, Fall 24 and Winter 24)

Full calculation methodology to be found in annexes page 58



© Linen spinning - Enrique Vilalunga

"TRANSPARENCY IN RAW MATERIAL SOURCING IS CRUCIAL; IT NOT ONLY ENSURES MORE SUSTAINABLE PRACTICES BUT ALSO STRENGTHENS SUPPLY CHAIN RESILIENCE. OUR COMMITMENT TO THIS TRANSPARENCY FOSTERS TRUST WITH OUR SUPPLIERS AND EMBEDS LONG-TERM THINKING IN OUR OPERATIONS."

Yves Cauchon
Chief Operating Officer, Chloé

* Source: the Science Based Target guidance / Apparel and footwear sector (sciencebasedtargets.org)

FAIR TRADE AND SOCIAL IMPACT SOURCING

STATUTORY OBJECTIVE 3

✓ ACHIEVED

TARGET: 20% SOCIAL IMPACT SOURCING ON CHLOÉ READY-TO-WEAR OFFER

Chloé reached 28% of social impact sourcing on Ready-To-Wear offer. Building upon our existing partnership with the World Fair Trade Organization (WFTO), we have developed, with the support of external experts, a new social sourcing framework specific to Chloé, inspired by several existing standards such as French regulations for Fair Trade commerce and the French Law definition of a social enterprise. It includes the relevant due diligence to verify the entity's statement, more information on this is available in the methodology section page 60.

This new framework applies priority to suppliers based on two main criteria. First, if the supplier has an existing working relationship with Chloé and second, if the supplier can demonstrate a positive social impact, measured through social audits, Social P&L approach score and an evaluation of fair wages within the organization, verified by an independent third party. This led to the signature of two new supplier contracts with Marie Hélène Couture and Chizé Confection, two French long-standing Ready-To-Wear manufacturers of Chloé.

When we started in 2020, our ambition was to extend our fair trade and social sourcing approach to all categories. For Leather Goods and Shoes, we are advancing more slowly due to technical and quality constraints.

Category	Leather Goods	Ready-To-Wear
% of products made with social impact requirements in the offer	4%	28%
% of products made with social impact requirements in production volume	15%	26%

Scope: from April 2023 to March 2024 (seasons Spring 24, Summer 24, Fall 24 and Winter 24)

The percentage is calculated as following:

1. Quantities of styles made by WFTO-verified companies
2. Quantities of styles made by suppliers who have signed the Social Sourcing Framework addendums
3. Quantities of styles made by social entities according to the definition in French law and our internal due diligence of the business model

We compile the product quantities that meet these criteria and compare them to the total quantity of styles produced during the financial year that are presented as part of the offer.

	2021	2022	2023
% of products made with social impact requirements in the Ready-To-Wear offer	13%	12%	28%

FOCUS ON SELECTED PARTNERS

STATUTORY OBJECTIVE 3

✓ ACHIEVED

MARIE HÉLÈNE COUTURE

Marie Hélène Couture, a partner of Chloé of 38 years, excels in the specialized technique of couture 'frou', based in Morlaas, in the South West of France. Its expertise aligns with the rigorous standards set by the 'métiers de la mode, vêtement frou' certification, ensuring a high level of professional aptitudes in this delicate and skilled art form. It also promotes the preservation of a rare savoir-faire. Based on this relationship, we have signed the social sourcing framework addendums with pre-requisites, duties and commitments to add impact to this organization through actions such as providing a donation equal to 1% of order value for capacity-building programs.

"AFTER A 38-YEAR PARTNERSHIP, WE ARE VERY PROUD TO CONTINUE OUR COMMITMENT WITH CHLOÉ BY USING THIS INNOVATIVE SOCIAL IMPACT SOURCING FRAMEWORK AS IT RECOGNIZES OUR LONG-STANDING COMMITMENT TO IMPROVING OUR SOCIAL PRACTICES."

Michel Bertin
CEO, Marie Hélène Couture



MIFUKO

Our collaboration with Mifuko began in 2020 with our Fall 21 collection and our partnership has grown stronger in every season since. In 2023, over 35,000 baskets were woven for Chloé by more than 1,300 women artisans bringing the total number of baskets produced to 108,000 since 2020. Mifuko means 'pocket' in Swahili and for the artisans it means fair pay, empowerment, and less dependence on unpredictable farming as a source of income. Their handcraft skills come through in a range of Chloé basket bags – each a unique piece. With sustainability at the forefront of design and production, the baskets are long-lasting while making a positive social impact. Mifuko is a Finnish-Kenyan social enterprise and guaranteed member of the World Fair Trade Organization (WFTO).

"WE ARE VERY PROUD TO PARTNER WITH CHLOÉ, A COLLABORATION THAT RESONATES DEEPLY WITH OUR CORE VALUES OF SUSTAINABILITY AND COMMUNITY EMPOWERMENT. THIS PARTNERSHIP NOT ONLY CELEBRATES THE RICHNESS OF KENYAN CRAFTSMANSHIP, BUT ALSO HIGHLIGHTS OUR SHARED COMMITMENT TO ETHICAL PRACTICES IN THE FASHION INDUSTRY."

Minna Impio
CEO, Mifuko



Photo of a Mifuko artisan weaving a basket in Kenya

OUR SOCIAL P&L APPROACH

✓ PARTIALLY COMPLETED

TARGET: 100% READY-TO-WEAR MANUFACTURING SUPPLIERS PARTICIPATING IN OUR SOCIAL P&L APPROACH

After 3 years of academic research in partnership with The Institut Français de la Mode (IFM) and the Conservatoire National des Arts et Métiers (CNAM), we published our open-source S P&L approach and implemented it with our suppliers to further improve our compliance process. The tool aims to enhance Chloé’s social impact by better monitoring the company’s actions and activities and their resulting effects on stakeholders, and to facilitate our long-term commitment to uplifting women, eradicating gender-based inequalities and promoting inclusivity.

The S P&L approach is designed to ensure that working conditions adhere to positive social practices throughout the value chain and product life cycles. It evaluates 7 impact categories: gender equality, living wage, diversity, equity and inclusion, well-being, job quality, training and local engagement. Further information on the S P&L approach is available at chloe.com.

Social data such as age, gender, wages, absenteeism rate, turnover, trainings are collected through an online questionnaire sent to suppliers. To ensure the data accuracy, a verification is carried out independently by an external audit company with each supplier. The data is used to calculate different metrics rated from 1 to 5 related to the 7 impact categories.

2023	Ready-To-Wear
Number of manufacturing suppliers participating to the S P&L approach	10
% of manufacturing suppliers participating to the S P&L approach in order value	64%

We underestimated the level of support needed by suppliers to fill in the questionnaire and received an increased number of suppliers during the year with the change in Chloé creative direction, which is what we attribute to our partial completion of our goal for Ready-To-Wear manufacturing suppliers. Additionally, it was important for us to test the approach on other categories and we evaluated 5 randomly selected manufacturers of Shoes and Leather Goods and as well as Chloé Headquarters.

Chloé is co-leading a workshop on social impact within the Fédération de la Haute Couture et de la Mode (FHCM). On top of the S P&L use cases and improvements conversation, several topics are currently addressed such as gender pay gap and living wages assessment in the luxury supply chain.

	2023
Average S P&L Score (excl Chloé)	3.4
Gender Equality Average Score	3.2
Living Wage Average Score	4.2

The final S P&L score assesses a supplier’s positive social impact, with 1 being the lowest score and 5 the highest. With an average S P&L score of 3.4, the positive social impact measured for those 15 suppliers is higher than the minimum score we set to measure significant positive social impact (3) and correlates with the social audit results.

The S P&L approach enables us to highlight positive social practices implemented by our partners, to assess our suppliers during sourcing committees and to implement social sourcing contracts with some selected partners. However, we still need to develop the tool further, in particular by taking into account the size of the workforce and the geographical area of the sites evaluated.

“THE DATA COLLECTED IN 2023 ENABLED US TO IDENTIFY SEVERAL SOCIAL PRACTICES ALREADY IMPLEMENTED BY OUR SUPPLIERS. I AM VERY PROUD TO PILOT A TOOL THAT WILL HELP US MEASURE AND HIGHLIGHT INITIATIVES TO PRESERVE THE WELL-BEING OF EMPLOYEES ACROSS OUR SUPPLY CHAIN.”

Fabienne Sagory
Supplier Social Compliance Manager, Chloé

IMPROVE TRANSPARENCY THROUGHOUT THE VALUE CHAIN AND PROMOTE FAIR PRACTICES WITH OUR SUPPLIERS



TARGET: 80% OF OUR TIER 1, 2 AND 3 SUPPLIERS BASED ON ORDER VALUE, WITH ALL CATEGORIES PUBLISHED ON OUR WEBSITE FOR TRANSPARENCY

80% of our Tier 1,2 and 3 suppliers on all categories are published on our website for transparency. They are prioritized based on the size of order value.

TRANSPARENCY

In line with our commitment to greater supply chain transparency, we published [a list of main suppliers](#) for finished goods, materials and trims with an order value in 2023 higher than 100,000 Euros.

We believe that collaboration with our suppliers is key to ensure we reduce our environmental impact while increasing our positive impact on communities. We currently require suppliers to comply with the Richemont Supplier Code of Conduct, updated in 2022. 95% of Tier 1 suppliers signed the Code of Conduct.

The principal areas covered by the Richemont Supplier Code of Conduct are:

- Promotion of responsible practices along all supply chains and sourcing activities
- Creation of a transparency and traceability framework from raw material to finished product
- Focus on environmental stewardship and positive social impact.

The Richemont Supplier Code of Conduct integrates various requirements, including the International Labor Organization standards and the Declaration of Human Rights.

GUIDELINES FOR OUR SUPPLIERS

In January 2024 we shared the third iteration of our Sustainability Strategy - Guidelines for Supply Chain Partners with all our main finished goods suppliers.

Our Guidelines for Supply Chain partners are updated every year and are sent to 100% of the active Tier 1 suppliers across all product categories. We also organized two webinars and five dedicated workshops with some of our strategic suppliers and with new suppliers of finished goods.

We took this opportunity to share best practices such as how to encourage gender equality, avoid discrimination, promote underrepresented minority workers' communities, and support local communities. We also focused on subjects such as raw material sourcing and development, traceability and transparency, getting feedback from our suppliers on opportunities and ways to improve.

Our decision-making process for selecting vendors considers the environmental and social performance of each supplier and is evaluated by internal Sourcing Committee and led by the Chief Operating Officer.

REINFORCE OUR SOCIAL AND ENVIRONMENTAL AUDIT POLICY

Chloé allocates important resources to perform social and environmental audits, following SMETA 2P and 4P referential, with the support of independent third-party auditors. We also conduct on-site visits to our suppliers' factories.

The SMETA referential includes regulations covering health and safety, business ethics, entitlement to a safe work environment, and is widely recognized for its robustness.

After each audit, we rank the social audit performance of our suppliers from A to D, based on criteria of non-conformities and their recurrence.

Follow-up and corrective action plans are worked on with each supplier in a timely manner.

This regulatory performance score is also used to evaluate the global performance of our suppliers, and can lead to termination of our business relationship.

Social audits are also used to validate all potential new suppliers.

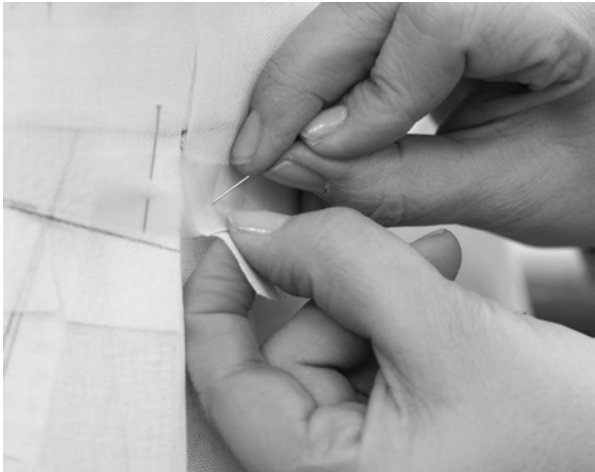


Image © Thomas Duval

⁽¹⁾ Audits are renewed every 2 years

⁽²⁾ Rank explanation:

- Scoring A:
- No non-compliance with fundamental human rights or Richemont Code of Conduct
 - Minimal non-compliance regarding legislative compliance

- Scoring B:
- Minor non-compliances regarding Labor topics
 - Non-compliance regarding legislative compliance with an action plan

78% of Chloé finished goods manufacturers are audited⁽¹⁾

95% of Chloé finished goods audited manufacturers have been ranked A or B or certified⁽²⁾



GENDER EQUALITY

STATUTORY OBJECTIVE 4

PROMOTE GENDER EQUALITY
WITHIN THE BUSINESS
AND BEYOND, INCLUDING
THROUGH EDUCATION
AND ECONOMIC INCLUSION

MISSION COMMITTEE REVIEW

"This year's KPIs showcase a commitment to gender equality, with 71% of management roles held by women – a reflection not just of numbers but of an organizational culture committed to enabling women's career growth. As Chloé continues to refine and improve its policies, it is important to strive to ensure that dedication to supporting talent of all genders is both strategic and effective."

Aude Vergne
Chief Sustainability Officer, Chloé

WOMEN IN LEADERSHIP ROLES

STATUTORY OBJECTIVE 4

✓ ACHIEVED

TARGET: MAINTAIN OVER 70% REPRESENTATION
OF WOMEN IN MANAGEMENT ROLES

AT CHLOÉ

This year, we have 71% of management roles held by women according to the RJR (Richemont Job Ranking) methodology and tracked at both Maison and Group level. We believe our high level of female representation in management is a result of our organizational culture, closely aligned with HR policies that specifically support women's career growth. Connecting these cultural elements with targeted HR strategies is crucial to support women within our organization. This practical, policy-driven approach forms the cornerstone of our efforts to maintain an environment where women can thrive professionally. We are committed to developing better policies and offering more significant mentorship opportunities, yet we acknowledge that finding the right balance and most effective methods is an ongoing process.

THE INDUSTRY

The McKinsey "Women in the Workplace 2023" report underscores the increasing ambition among women, boosted by workplace flexibility, but notes a disparity in

advancement, particularly for women of color in middle management. The report challenges misconceptions around women's career aspirations and identifies the initial managerial promotion as a significant hurdle, often referred to as the 'broken rung'. It also highlights the critical role of flexible working arrangements in supporting women's career progression and well-being in the workplace.

KEY INITIATIVES

To address these challenges, Chloé has implemented several key initiatives:

- Flexible Working Culture: Understanding that each parent's situation is unique, we offer flexible working hours.
- Remote Day: Chloé provides the option of a remote working day.

Gender Equality is one for the four focuses of our Diversity, Equity & Inclusion policy, which you can find [here](#).



"AS A CREATIVE DIRECTOR,
I AM DEEPLY CONVINCED
OF THE CRUCIAL ROLE FEMALE
LEADERSHIP PLAYS IN SHAPING
THE FUTURE OF OUR INDUSTRY.
THE FEMININE POINT OF VIEW
AND ENERGY IS INFUSED INTO OUR
COLLECTIONS, FROM THE PEOPLE
WHO CREATE, DESIGN, MAKE
AND WEAR OUR PRODUCTS.
I AM COMMITTED TO SUPPORTING
A CULTURE WHERE TALENT THRIVES
AND IS CELEBRATED."

Chemena Kamali
Creative Director, Chloé

* Source: "Women in the Workplace 2023", McKinsey & Co, 2023

EQUAL PAY

STATUTORY OBJECTIVE 4

✓ ACHIEVED

TARGET: 100% GENDER PAY GAP PUBLISHED IN ALL COUNTRIES

EQUAL PAY PLAN

As Chloé is part of Richemont, the Maison participated in the group's evaluation of its gender pay equity. The group implemented this evaluation and has received the EQUAL-SALARY Certification worldwide. The equal pay evaluation methodology involved assessing and comparing the wages of women and men for equal work, identifying any unexplained salary discrepancies. This achievement is a result of a detailed and rigorous process audited by PricewaterhouseCoopers (PwC), encompassing statistical analysis of compensation data, on-site audits, online surveys, and in-person interviews.

The certification process itself is based on a methodology developed with the University of Geneva, Switzerland, ensuring a robust and credible framework for analysis and implementation. The EQUAL-SALARY Certification, a process that allows verification and communication of gender equitable pay, was attained through several phases. These included a detailed statistical analysis ensuring that wage differences between men and women were within 5% or less, and an on-site review assessing how pay equity strategies are integrated into our HR processes. Upon meeting the

audit criteria set out by PwC and the EQUAL-SALARY Foundation, Richemont and thereby its Maisons were awarded the certification. This certification is valid for three years, during which we will undergo two monitoring audits to ensure the continuation of fair and non-discriminatory pay practices.

WHAT IS THE GENDER PAY GAP?

The gender pay gap is defined as the difference between male and female median wages divided by the male median wages. The OECD reports that the gender pay gap continues to be a significant issue, originating from deep-rooted structural imbalances. These include an unequal distribution of paid and unpaid labor and women, despite having similar skills, often holding different jobs and responsibilities within companies compared to men. In France, the gender pay gap for full-time workers stands at around 15%, which is higher than the OECD average.

Source: Joining Forces For Gender Equality, OECD 2023.



"THE COMMITMENT TO TRANSPARENCY IN COMPENSATION, IRRESPECTIVE OF GENDER, IS A COMMITMENT TO FAIRNESS AND EQUITY AND A CORE VALUE OF RICHEMONT AND CHLOÉ."

Souraya Nato
Head of Social Compliance
and Remuneration, Chloé

FOCUS ON UNICEF

STATUTORY OBJECTIVE 4

✓ ACHIEVED

TARGET: 95,000 GIRLS AND YOUNG WOMEN IMPACTED BY CHLOÉ'S CONTRIBUTION TO UNICEF GIRLS FORWARD PARTNERSHIP

OUR PARTNERSHIP

According to UNICEF, globally, the number of young people who are not in school is twice as high for girls as it is for boys. This means that in large parts of the world, girls are not given the chance to contribute fully to positive development of their own lives, and the development of their communities and societies at large.

Since 2019, Chloé has been a proud partner of Skills-4Girls, a UNICEF program that develops girls' skills in areas such as digital technologies and social entrepreneurship as well as life skills such as problem-solving, negotiation, confidence and communication. To date, this partnership has enabled the training of more than 95,000 girls and Chloé has raised more than €2.3 million and will continue to collect funds to support UNICEF gender equality programs.

This year, Chloé renewed a three-year agreement with UNICEF to bolster gender equality efforts in Morocco, Jordan, and Senegal. There is not an increase in the number of girls impacted from last year's number in our Impact Report. This is because the UNICEF reporting system is based on a calendar year and as they received our financial contribution in November, there was not sufficient time to implement programming.



Image © UNICEF Nadia Bseiso

UNICEF EVENTS

On March 25, 2024 Chloé hosted a company-wide fireside chat with Associate Director of Gender Equality, Lauren Rumble. The event focused on the vital importance of investing in girls and the broader implications of gender equality. It began with a discussion on why supporting girls is crucial, encouraging the audience to reflect on their own adolescence and its transformational nature. The talk offered surprising insights into gender equality and its universal impact. The involvement of luxury companies like ours was highlighted, stressing the significant impact we can have through partnerships with organizations like UNICEF, which leverage not just funding, but also increased visibility and spreading awareness.

"WORKING WITH CHLOÉ HAS BEEN A REMARKABLE JOURNEY IN ADVANCING OUR MISSION FOR GIRLS' EDUCATION. THE VISIBILITY AND COMMITMENT CHLOÉ BRINGS TO THIS CAUSE ARE INVALUABLE. WHEN A BRAND LIKE CHLOÉ STEPS FORWARD, IT DOESN'T JUST CONTRIBUTE RESOURCES; IT SETS AN EXAMPLE FOR OTHERS IN THE INDUSTRY. THIS PARTNERSHIP DEMONSTRATES THE POWER OF COLLABORATION BETWEEN THE PRIVATE SECTOR AND HUMANITARIAN ORGANIZATIONS. IT MOTIVATES OTHER COMPANIES TO PARTICIPATE AND AMPLIFIES OUR MESSAGE, SHOWING THE WORLD THE SIGNIFICANT IMPACT WE CAN ACHIEVE TOGETHER FOR GIRLS' EDUCATION."

Lauren Rumble
Associate Director of Gender Equality, UNICEF

FOCUS ON STEM FROM DANCE

SPOTLIGHT ON THE FOUNDER OF OUR UNITED STATES WOMEN FORWARD PARTNER

Founded by Yamilée Toussaint, STEM From Dance uniquely combines dance with the technical world of STEM to inspire confidence and a sense of belonging in girls of color, a group traditionally underrepresented in these fields.

STEM From Dance operates on the principle that engagement in STEM should not only be accessible but also fun. The program, through clubs, pop-up events and summer camps, offers girls aged 8 to 18 a hands-on approach to learning hardware and coding. They create light-up costumes and animated light shows for dance performances, choreographed to popular music and receive the opportunity to learn from inspiring women working in STEM who serve as mentors throughout the program. This approach not only teaches technical skills but also exposes girls to careers and role models in the STEM world.

Yamilée's journey, from a student at MIT to a high school algebra teacher, marked by her experiences as a woman of color in STEM, led to the creation of a program that goes beyond education. It is a space where young women can discover their potential in STEM through the expressive power of dance, building confidence for future generations in these essential fields.

We are honored to collaborate with Yamilée and STEM From Dance as we believe in supporting and investing in women who are determined to remove obstacles that hinder opportunities for girls and champion the next generation of women.

Chloé partnered with STEM From Dance for an initial three-year period from 2023-2025 where we will cover general programming support. You can find more details on our NGO contributions on page 39.



"THIS COLLABORATION IS A POWERFUL ALIGNMENT OF OUR SHARED MISSION TO UPLIFT GIRLS. CHLOÉ'S SUPPORT IS INSTRUMENTAL IN HELPING US EXPAND OUR REACH AND DEEPEN OUR PROGRAM'S IMPACT, ENABLING THESE YOUNG WOMEN TO ENVISION AND BUILD A FUTURE FILLED WITH ENDLESS POSSIBILITIES."

Yamilée Toussaint
Founder & CEO, STEM From Dance

WHAT IS STEM?

STEM is the curriculum centred on education in the disciplines of science, technology, engineering, and mathematics (STEM). The STEM acronym was introduced in 2001 by scientific administrators at the U.S. National Science Foundation (NSF).

Source: Hallinen, Judith. "STEM". Encyclopedia Britannica, 2024

DONATIONS TO GENDER EQUALITY INITIATIVES

STATUTORY OBJECTIVE 4

✓ ACHIEVED

TARGET: 0.4% RETAIL SALES DONATED TO INITIATIVES CONTRIBUTING TO GENDER EQUALITY

OUR GOAL

This year, we changed our KPI from global sales to retail sales. The reason for this change is that retail sales are easier to accurately forecast and track. A full list of our gender equality donations is displayed below, ordered by highest funding amount, and decreasing respectively.

We have set progressive yearly targets to philanthropically support gender equality. This year, our objective was reached, with a donation percentage of 0.4% of retail sales. We remain strong in our commitment to gender equality and are taking this experience as an opportunity to learn and adapt our strategies to meet our philanthropic goals in the coming years.

Percent of Sales		
2021 (global sales)	2022 (global sales)	2023 (retail sales)
0.23	0.23	0.40

NGO	PARTNERSHIP CATEGORY	DESCRIPTION	DONATIONS	VOLUNTEERING MISSIONS
UNICEF	Social inclusion, education, gender equality	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, it does whatever it takes to help children survive, thrive and fulfill their potential, from early childhood to adolescence.	Chloé supported Skills4Girls, a UNICEF program that develops girls' skills in areas such as STEM, digital technologies, and social entrepreneurship as well as life skills such as problem-solving, negotiation, self-esteem and communication.	
RÊV'ELLES	Social inclusion, education, gender equality	The French NGO inspires and supports young women from low-income neighborhood. Through self-confidence workshops, mentoring programs and dedicated events, Rêv'Elles aims to broaden these young women's horizons both personally and professionally.	As part of Chloé's partnership with Rêv'Elles, Chloé supported the launch of the eloquence program (RVL Ta Parole), the creation of the Maison Rêv'Elles and the operating cost of the organization.	127 hours of volunteering were completed by Chloé HQ teams with Rêv'Elles including participating in the triannual Rêv'Elles programming and 1-1 mentorships between Rêv'Elles participants and Chloé employees.
STEM FROM DANCE	Social inclusion, education, gender equality	STEM From Dance is transforming the field of Science, Technology, Engineering and Mathematics (STEM) by empowering girls of color with the know-how, experience, and confidence to dream big in STEM – all through the power of dance.	Chloé supported STEM From Dance with essential programming needs.	2 hours of volunteering were completed by Chloé FR team with STEM from Dance in capacity-building.
JAPAN PROGRAMMING IN COLLABORATION WITH LAUREUS SPORT FOR GOOD	Social inclusion, education, gender equality	Founded under the Patronage of Nelson Mandela, Laureus Sport for Good uses sport as a powerful and cost-effective tool to help children and young people overcome violence, discrimination and disadvantage in their lives.	Chloé supported Laureus Sport for Good as our partner to launch our pilot program supporting gender equality in Japan.	

NGO	PARTNERSHIP CATEGORY	DESCRIPTION	DONATIONS	VOLUNTEERING MISSIONS
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 organization affiliated to Mifuko, a social enterprise that we are proud to collaborate with as one of our supply chain partners.	Chloé supported Mifuko Trust's Wash and Grow! project which aims to promote ecological sanitation in partnership with the local health administration and trained sanitation ambassadors. It also creates new opportunities for entrepreneurship since the new project will expand its activities to promoting regenerative agriculture.	2 hours of volunteering were completed by Chloé FR teams in capacity-building.
HUMANITY DIASPO	Gender equality, women health and 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.	Chloé supported Humanity Diaspo by financing hygiene and food products for several distributions to students and women in very precarious situations.	341,5 hours of volunteering were completed by Chloé FR teams with Humanity Diaspo including goods collection and distribution.
AGIR POUR LA SANTÉ DES FEMMES	Women health and 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.	Chloé supported Agir pour la Santé des Femmes by financing hygiene products for women victims of violence in France.	43 hours of volunteering were completed by Chloé FR teams with ADSF. Collaborators helped the organization to prepare hygienic kits for women in precarious situations.
MAMAMA	Women and babies' health and safety, gender equality	MaMaMa is a French organization that distributes packages of essential items to at-risk mothers and babies in Ile-de-France.	Chloé supported MaMaMa by financing food, hygiene and well-being packages to at-risk mothers in precarious situations.	151.5 hours of volunteering were completed by Chloé FR teams with MaMaMa. Collaborators helped the organization to prepare hygienic kits for families. Additionally, the Chloé Digital team spent an afternoon helping MaMaMa develop their website and donor communication strategy.
THE BOWERY MISSION	Social inclusion	The Bowery Mission aims to promote the flourishing of New Yorkers overcoming homelessness and marginalization by providing emergency shelter, meals, medical and mental health support, job training, education programs and transitional housing.	Chloé supported the Bowery Mission in its activities.	42 hours of volunteering were completed by Chloé US teams with The Bowery Mission. Collaborators helped the organization to serve meals for the beneficiaries.
TRAVAIL ET VIE	Social inclusion, gender equality	Travail et Vie is the parent organization of a laundromat where the linens of Parisian hotel and catering professionals and social and solidarity organizations is processed. It is staffed exclusively by women from disadvantaged backgrounds, to create a space in which employees who have been victims of violence in their country of origin or on the street can feel safe in the workplace. A place where they feel free to work in a spirit of sisterhood.	Chloé supported Travail et Vie by contributing to a new electric delivery bicycle for their teams to deliver laundry.	
MANOS DEL URUGUAY	Women economic inclusion	Manos del Uruguay is a not-for-profit organization. Since 1968, Manos supports the work of hundreds of artisan dyers, knitters and weavers. Honoring the legacy of Uruguayan craft, Manos creates products with the highest quality and respect for 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.	Chloé supported Manos del Uruguay in its organizational capacity-building.	
MARIE HÉLÈNE COUTURE	Social inclusion	Marie Hélène Couture, a long-standing partner of Chloé, excels in the specialized technique of couture 'fou', based in Morlas, France. Its expertise aligns with the rigorous standards set by the 'métiers de la mode, vêtement fou' certification, ensuring a high level of professional aptitude in this delicate and skilled art form.	Chloé supported Marie Hélène Couture in its organizational capacity-building.	
CHIZÉ CONFECTION	Social inclusion	Chizé Confection, a long-standing partner of Chloé, operates as a Société Coopérative de Production (SCOP). This cooperative model stands out for its democratic governance, mandating that employee partners collectively hold a majority stake. This guarantees that no single associate can own more than half of the capital, thus promoting a collaborative and democratic work environment.	Chloé supported Chizé Confection in its organizational capacity-building.	



ADDITIONAL OBJECTIVES

THE FOLLOWING SECTION
HIGHLIGHTS
ADDITIONAL OBJECTIVES
THAT ARE CONNECTED
TO OUR STATUTORY
OBJECTIVES AS A
MISSION-DRIVEN COMPANY

PACKAGING



TARGET: 15% REDUCTION OF PACKAGING WEIGHT

Chloé launched our packaging strategy in January 2022 with the objective to:

- Eliminate gradually BtoC plastic packaging
- Reduce the weight of other types of packaging
- Select the best lower impact solutions

Our aim is to reach a 25% reduction in packaging⁽¹⁾ weight by 2025, versus 2021, a goal that we have achieved two years ahead of schedule. So, we decided to increase the target for 2025 to 30%.

This decrease is linked to two key factors:

- Avoiding extra packaging production (e.g. care leaflets)
- Opting for lighter cardboard solutions, for example our new small and medium shoe boxes weigh 25% less than historical boxes

Additionally, we plan to switch our dustbag from organic to recycled materials in order to reduce the pressure on natural resources. We initiated these changes in 2023 and we expect to see our progress continue in 2024.

For 2024, we will follow the 7 Rs of sustainability framework applied to Packaging principles (Rethink, Refuse, Reduce, Repurpose, Reuse, Recycle, Rot) that you can discover in our Guidelines for Sourcing 2024 on [chloe.com](https://www.chloe.com).

Overview of packaging materials in 2023

The gross weight of our packaging represents 287.5 tons of raw materials.

Raw material	Gross weight by raw materials (in %)	Lower impact attribute ⁽⁴⁾	Gross weight by attribute (in %)
Bio-Based plastic content ⁽²⁾ (Example: Polybag)	1.4%	Conventional	100%
Paper (Example: Shopping bag)	22.3%	Recycled	99%
		Conventional	1%
Cardboard (Example: Shoe box)	56.6%	Recycled	56%
		Other certified	37%
		Conventional	7%
Cotton (Example: Dustbag)	19%	Organic	90%
		Conventional	10%
Iron ⁽³⁾ (Example: Hangers)	0.5%	Conventional	100%

⁽¹⁾ Branded packaging (BtoC and BtoB) and Industrial Packaging (BtoB and BtoC) as compared to 2021. Please see our glossary for further details.

⁽²⁾ The bio-based plastic content is used for BtoB packaging (i.e. polybag) to protect consumer goods during transportation.

⁽³⁾ The iron used is the hook from our transport hangers.

⁽⁴⁾ Lower impact attributes: please see our Guidelines for Sourcing

RAW MATERIAL LEFTOVERS

✓ ACHIEVED

TARGET: 25% REDUCTION OF TEXTILE LEFTOVERS VALUE COMPARED TO MARCH 23

In 2023, we established new objectives to manage our textile and leather leftovers more effectively. Specifically, our goals were to:

- Reduce the volume of textile leftovers by 25% from the March 2023 baseline.
- Develop effective disposal channels for our leather leftovers.

We successfully exceeded these targets, achieving a 26% reduction from the previous year's baseline. To accomplish these objectives, we formed a quarterly task force committee comprising members from Operations, Merchandising, Finance, and Sustainability. This committee is tasked with developing guidelines and monitoring the achievement of these KPIs.

We took the following actions:

INTERNAL REUSE

We have a sample book available for all design teams to promote the reuse of materials.

- Fabric leftovers
 - 9,215 meters have been reused for products in last year's collections
 - 11,457 meters have been reused for different projects, for example, 1,955 meters used by our Boutiques to realize Furoshiki Christmas wrapping or internal reusing

by another Maison, AZ Factory for example, also part of Richemont.

- Leather leftovers
 - 16,000 square meters have been reused in our current manufacturing facilities and 245 square meters were used for an upcycled couch used in Chloé's showroom decoration as pictured.

DONATION

- 23,851 meters of fabric have been donated to three schools and to the NGO Ara Lumiere. Please see page 60 for further details.

RESALE

- 10,649 meters of textiles sold to Nona Source, following our successful pilot project led in 2023.

RECYCLING

Only for branded materials (e.g. prints) we partnered with different waste suppliers to recycle materials following both open and closed loops:

- 13,935 meters were ground down and used in other industries, to produce insulation for instance (open-loop recycling).
- 3,705 meters were shredded and are being used in trials to produce new fabrics (closed-loop recycling).



"AFTER A SUCCESSFUL PILOT LAUNCHED IN 2023 BETWEEN NONA SOURCE AND CHLOÉ, OUR COLLABORATIVE EFFORTS CONTINUE TO PROMOTE CIRCULARITY, BY REPURPOSING A SECOND STOCK OF EXCEPTIONAL LEFTOVER MATERIALS OF THE MAISON CHLOÉ."

Marie Falguera
Co-Founder Nona Source

Launched in 2021, Nona Source is the platform for overstock fabrics and leathers from the most exclusive Maisons de Couture.

CARBON REMOVAL STRATEGY

✓ ACHIEVED

TARGET: IMPLEMENT THREE PROJECTS OFFERING BIODIVERSITY BENEFITS THAT ALIGN WITH OUR CARBON REMOVAL STRATEGY

Reducing our carbon footprint throughout our supply chain is our top priority. However, despite their known limitations, carbon removal programs remain necessary to balance our remaining carbon footprint. In order to go beyond offsetting, we have revised our climate strategy to include a more comprehensive carbon removal program.

We finance 2 categories of carbon projects:

- Carbon Dioxide Removal (CDR), natural (reforestation) or innovative technological pilot (DAC+S)
- Insetting projects with value chain mitigation

Below, you can discover our projects within our 2023 portfolio. We currently support seven projects offering biodiversity co-benefits, with short-, medium- and long-term carbon contribution solutions.

Carbon removal is the process of capturing carbon dioxide from the atmosphere and harmlessly sequestering it in carbon sinks, including geological, terrestrial or ocean reservoirs.

Carbon insetting is the process of investing directly in the decarbonization of a value chain. Chloé focuses primarily within its supply chain, to help suppliers reducing their CO₂e emissions. An example of this could be helping them transition to renewable energy. These initiatives improve our suppliers' carbon footprint and benefit the industry as a whole.

Carbon Dioxide Removal (CDR) - natural



PROJECT:
Carbon removal and avoidance with biodiversity co-benefits

LOCATION:
France

PARTNER:
Agoterra

SCOPE:
5 farms where Chloé is helping to finance more sustainable farming practices
1,993 tCO₂e avoided within 5 years
A 5-year agreement.

CERTIFICATION:
Label bas carbone

PROJECT:
Reforestation with biodiversity co-benefits

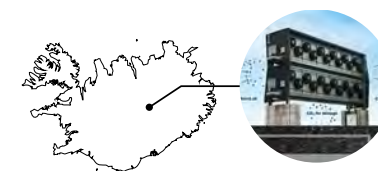
LOCATION:
France

PARTNER:
CNPF

SCOPE:
2 forest area which represent 9.18 hectares and with 9 species of trees planted per forest.
2,019 tCO₂e sequestered within 30 years
An 8-year agreement

CERTIFICATION:
Label bas carbone

Carbon Dioxide Removal (CDR) - innovative



PROJECT:
Direct air capture and storage (DAC+S)

LOCATION:
Iceland

PARTNER:
Climeworks

SCOPE:
210 tCO₂e within 9 years
A 9-year agreement

CERTIFICATION:
Puro.earth



CONCLUSION

THIS SECTION HIGHLIGHTS
THE COMMENTS
AND SUGGESTIONS
OF THE MISSION COMMITTEE
AFTER THEIR REVIEW
OF THE REPORT

MISSION COMMITTEE EVALUATION

STATUTORY OBJECTIVES	MISSION COMMITTEE EVALUATION
1. Empower our collaborators to be agents of change	Chloé's effort to create an inclusive culture that empowers employees as change leaders is fundamental to reach the other objectives, improve client interactions and strengthen the brand's core identity. Over the next two years, we aim to strengthen our operational training objectives.
2. Creating desirable & lasting products with lower environmental impact	Chloé's commitment to meeting key KPIs for lower-impact products and the value chain is evident in their significant carbon footprint reductions and major changes in production practices. Now, Chloé must define its goals for 2030.
3. Drive a transparent, traceable and fair supply chain	Chloé's advancements in supply chain transparency and equity, particularly through the Digital ID and Social Sourcing Contracts, mark significant progress in addressing complex social and environmental challenges.
4. Promote gender equality within the business and beyond, including through education and economic inclusion	Chloé fulfilled its commitment by allocating 0.4% of sales to gender equality programs and renewing its partnership with UNICEF. The focus now should be on actively involving employees in these efforts to enhance their integration and awareness of gender equality issues within the company culture.

"BEING A MISSION-DRIVEN COMPANY MEANS RETHINKING HOW WE OPERATE TO BECOME MORE EFFICIENT AND RESOURCEFUL, REDUCING OUR ENVIRONMENTAL IMPACTS NOT JUST BECAUSE IT'S THE RIGHT THING TO DO, BUT BECAUSE IT'S STRATEGIC AND VITAL TO OUR LONG-TERM BUSINESS SUCCESS."

Yves Cauchon
Chief Operating Officer, Chloé

MISSION COMMITTEE CONCLUSION

In this year's review of the Mission Committee's report, we evaluated Chloé's statutory objectives in its first year as a mission-driven company. Our review spanned the company's establishment of necessary processes to define and oversee its social and environmental goals, reflecting a strong commitment to its foundational mission.

For Objective 1, we commend Chloé's initiative in fostering an inclusive culture where employees are empowered as leaders of change. This transformation is evident across all client interactions, underpinned by investments in training and volunteering opportunities. Moving forward, we anticipate these initiatives to expand further, enhancing employee engagement and strengthening client relationships, thereby bolstering brand loyalty.

For Objective 2, noteworthy efforts in raw materials and transportation modeling have reduced the carbon footprint, with Chloé reaching its carbon reduction targets two years ahead of schedule. The brand's initiative in adopting circularity principles exemplifies its dedication to redefining its standard business practices.

For Objective 3, the assessment of Chloé's KPIs illustrates measurable improvements in its supply chain, underscored by the successful deployment of the Digital ID and the introduction of Social Sourcing Contracts.

For Objective 4, Chloé's commitment to gender equality is supported by the data indicating that 71% of management roles are held by women. This achievement sets a significant precedent for leadership representation in the luxury industry. We look forward to seeing how Chloé's partnerships focused on gender equality evolve, furthering their impact within and beyond the organization.

While Chloé has achieved or overachieved most of its 2023 objectives, we noted innovative areas needing enhanced focus, such as the deployment of the Digital ID across Leather Goods & Shoes and an increase of participation in the S P&L program. These are critical to fulfilling the company's stated mission objectives completely by 2025.

In conclusion, we commend Chloé's achievements over the past year and the goals set for the next two years. We acknowledge the team's dedication to the new B Corp assessment in recent months and look forward to the conclusion of this process to review Chloé's progress.

We are delighted to welcome a new member in June 2024: Niki Schilling, Chief Impact Officer at Rituals. Niki's extensive experience in transformation will be essential to help Chloé set ambitious targets for 2030. We look forward to pursuing this journey of continuous improvement with her.

THE MISSION COMMITTEE



ANNEX

THE ANNEX PROVIDES
ADDITIONAL INFORMATION
ON SPECIFIC SECTIONS
REFERENCED IN THE REPORT

PWC OTI REPORT

CHLOÉ

Report by the Statutory Auditor, appointed as an independent third party,
on the implementation of social and environmental objectives

For the period from 1 April 2023 to 31 March 2024

Chloé
5/7 avenue Percier
75008 Paris, France

This is a free translation into English of the Statutory Auditor's report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the Shareholders,

In our capacity as Statutory Auditor of Chloé, appointed as an independent third party (the "third party"), certified by Cofrac under number 3-1862 whose scope is available at www.cofrac.fr), we conducted our work in order to provide a report expressing a limited assurance conclusion on the historical information relating to the implementation of the social and environmental objectives that your entity has set for the scope resulting from its status as a mission-driven company (société à mission), as presented in the Mission Committee's report and relating to the period from 1 April 2023 to 31 March 2024, attached to the management report pursuant to the provisions of Article L. 210-10 of the French Commercial Code (Code de commerce).

Conclusion

For the statutory objective: "To give everyone the opportunity and tools to be agents of change", Chloé has incorporated sustainability indicators into its employee performance plans. These criteria have yet not been rolled out to all employees.

For the statutory objective "Drive a transparent, traceable and fair supply chain", Chloé has set the objective of rolling out a digital passport for all its Ready-to-Wear products and for some of its bags, shoes and small leather goods. For technical reasons, the objective relating to bags, shoes and small leather goods could not be met.

As a result of the above, we were not able to gather sufficient and adequate information to reach a conclusion on the entity's compliance with the social and environmental objectives, "To give everyone the opportunity and tools to be agents of change" and "To drive a transparent, traceable and fair supply chain", adopted pursuant to paragraph 2 of Article L. 210-10 of the French Commercial Code and set out in its Articles of Association, which Chloé has committed to pursuing, in keeping with its corporate purpose (raison d'être) and its business activity.

In addition, based on the procedures we have performed, as described in the "Nature and scope of our work" section, and the information we have obtained, for each of the other social and environmental objectives within the scope of the entity's status as a mission-driven company and at the end of the period covered by our work, nothing has come to our attention that calls into question:

- the fact that the entity has achieved the operational objectives set and that underlie the aforementioned social and environmental objectives;
- the fact that the entity has mobilised adequate and consistent means as regards its resources and the action plan defined by management; and that
- consequently, Chloé complies with each of the other social and environmental objectives it has committed to pursuing, in line with its corporate purpose and its business activity with regard to these social and environmental issues.

Preparation of the information relating to the implementation of social and environmental objectives

The absence of a generally accepted and commonly used reference framework or established practice on which to base the evaluation and measurement of the implementation of the social and environmental objectives permits the use of different, but acceptable, measurement techniques that may affect comparability between entities and through time.

Consequently, the information relating to the implementation of social and environmental objectives needs to be read and understood with reference to the entity's procedures (hereinafter the "Guidelines"), the key points of which are presented in the Mission Committee's report.

PWC OTI REPORT

Limitations inherent in preparing information relating to the implementation of social and environmental objectives

The information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of external data used. Some of the information presented is sensitive to methodological choices, assumptions and/or estimates made in its preparation.

The entity's responsibility

Management is responsible for:

- setting up a Mission Committee responsible for drawing up an annual report in accordance with the provisions of Article L. 210-10 of the French Commercial Code;
- selecting or setting suitable criteria and procedures in order to prepare the entity's Guidelines;
- developing, implementing and overseeing internal control procedures regarding the preparation of the Mission Committee's report, and implementing the internal control procedures it deems necessary for the preparation of information relating to the implementation of social and environmental objectives that is free from material misstatement, whether due to fraud or error;
- preparing information relating to the implementation of social and environmental objectives in accordance with the Guidelines, and making this information available to the Mission Committee.

It is the responsibility of the Mission Committee to draw up its report on the basis of the information provided by the entity on the implementation of its social and environmental objectives, and to carry out any verifications it deems appropriate.

This report is attached to the Chairman's management report.

Responsibility of the Statutory Auditor, appointed as an independent third party

Pursuant to the provisions of Article R. 210-21 of the French Commercial Code, it is our responsibility, on the basis of our work, to provide a report expressing a limited assurance conclusion on the entity's compliance with the social and environmental objectives it has set within the scope of its status as a mission-driven company.

As we are engaged to form an independent conclusion on the information related to the implementation of social and environmental objectives, we are not permitted to be involved in the preparation of the information, as doing so may compromise our independence.

Regulatory provisions and applicable French professional standards

The work described below was performed in accordance with the provisions of Article R. 210-21 of the French Commercial Code, with the professional guidance of the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes – CNCC) applicable to such engagements, in particular, the CNCC technical opinion – Statutory Auditor engagement – Independent third party engagement – Mission-driven companies, serving as the verification programme.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-28 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures to ensure compliance with applicable legal and regulatory requirements, the ethical requirements, and the French professional standards for Statutory Auditors applicable to such engagements.

Means and resources

Our work was carried out by a team of five people between April and June, and took a total of eight weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. In particular, we conducted 27 interviews with the people responsible for preparing the historical information related to the implementation of social and environmental objectives, representing in particular the Human Resources and Responsible Sourcing Departments.

Nature and scope of our work

We planned and performed our work taking into consideration the risk of material misstatement of the information relating to the implementation of the social and environmental objectives the entity has committed to pursuing within the scope of its status as a mission-driven company.

We consider that the procedures we performed, based on our professional judgement, allowed us to provide a limited assurance conclusion.

We obtained an understanding of the entity's business activities within the scope of its status as a mission-driven company, the formulation of its corporate purpose and its social and environmental challenges.

Our work focused on:

- the overall consistency of the entity's corporate purpose and the social and environmental objectives adopted pursuant to paragraph 2 of Article L. 210-10 of the French Commercial Code and set out in its Articles of Association, on the one hand; and
- the implementation of these objectives on the other hand.

With regard to the overall consistency of the entity's corporate purpose and social and environmental objectives, we assessed this in light of its business activities and the operational objectives it has set:

- Consistency of the corporate purpose and social and environmental objectives with the entity's business activities
 - We conducted interviews to assess the commitment of Management and members of the entity's governance with regard to the expectations of the main internal and external stakeholders concerned by the entity's business activities.
 - We assessed the processes set up in order to structure and document this approach, based on:
 - o the information available within the entity (e.g., materiality analysis);
 - o the mission-driven company roadmap and the most recent Mission Committee report, drawn up since the latest audit;
 - o where applicable, its publications (e.g., impact report, website).
 - We assessed whether the social and environmental objectives are consistent with the entity's corporate purpose, if they can be considered as drivers for achieving it, or commitments on how to achieve it.
 - We assessed whether the entity's corporate purpose and its social and environmental objectives:
 - o are explicitly stated, enabling a reader unfamiliar with the company to identify its business activities;
 - o help us to understand the company's contribution to society and whether it is able to manage and act upon its social and environmental challenges;
 - o are specific to the company, compared with those of other mission-driven companies in the same industry;
 - o are aligned with the entity's business model; in particular, we verified that the entity's revenue is not separated from its corporate purpose and the social and environmental objectives adopted, and that changes in revenue are not potentially unrelated, or even partially contradictory, to its corporate purpose and the social and environmental objectives adopted;
 - o are expressed using precise terminology consistent with the company's business activities and not just generic terms such as "sustainable" or "responsible".
- Consistency and formulation of the company's corporate purpose and social and environmental objectives with regard to its operational objectives

PWC OTI REPORT

We assessed whether:

- the operational objectives contribute to and are essential to compliance with the social or environmental objective and/or the corresponding commitment;
- the achievement of the operational objectives will provide evidence of compliance with the social or environmental objective and/or the corresponding commitment;
- the operational objectives are verifiable and the measures adopted are consistent with them.

Taking into account the entity's business activities, we therefore assessed the consistency between:

- the information collected;
- the corporate purpose; and
- the social and environmental objectives set out in the Articles of Association.

With regard to the implementation of social and environmental objectives, we verified the existence of operational objectives and key indicators for monitoring and measuring their achievement by the entity at the end of the period covered by the audit; we assessed whether the entity has mobilised adequate and consistent means as regards its resources and the defined action plan; and whether the operational objectives are in line with the expected results of the pathways defined by the entity within the scope of its status as a mission-driven company, as described in the Mission Committee's report, and whether they have been achieved.

To this end, we performed the following procedures:

- Collection of information
 - we examined the documentation prepared by the entity to report on the performance of its mission, in particular the provisions specifying the operational objectives and the related monitoring procedures, as well as the Mission Committee's report;
 - we held discussions with the Mission Committee concerning its assessment of the implementation of the social and environmental objectives and, where appropriate, with the stakeholders for the objectives relevant to them. Additionally, we reviewed the analysis presented in the Mission Committee's report, the results achieved upon completion of the operational objectives in relation to their defined pathways, in order to assess compliance with the social and environmental objectives. We also noted the way in which the Mission Committee reported on these results;
- Analysis of means and resources used
 - we interviewed the entity's governing body to assess the financial and non-financial resources deployed to ensure compliance with the social and environmental objectives,
 - in light of business trends over the period, we assessed the adequacy of the means and resources used and those specifically aimed at achieving the operational objectives in relation to their pathways;
- Assessment of the fairness of the performance indicators
 - we verified that the Mission Committee's report includes performance indicators that are consistent with the operational objectives set out, where applicable, and that enable the achievement of the operational objectives and progress towards the achievement of the defined pathways;
 - we assessed the fairness of all these indicators and, in particular, we:
 - assessed the appropriateness of the entity's Guidelines with respect to their relevance, completeness, reliability, objectivity and understandability,
 - verified that the indicators cover the entire scope resulting from the entity's status as a mission-driven company,
 - familiarised ourselves with the internal control procedures put in place by the entity and assessed the data collection process to ensure the fairness of these indicators,
 - implemented controls and analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,
 - implemented tests of details, using sampling techniques or other methods of selection, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. Where necessary, this work was carried out by verifying data at the entity's head office and covered between 20% and 100% of the data used to calculate the indicators,

- assessed the overall consistency of the Mission Committee's report(s) based on our knowledge of the entity and the scope resulting from its status as a mission-driven company.
- Assessment of any failure to comply with one or more of the social and environmental objectives.

We examined the reasons why one or more of the social and environmental objectives were not met, as set out in the Mission Committee's report. Taking into account the context of the entity, we assessed whether these reasons are linked to exceptional circumstances that are external to the entity, which could not be anticipated at the time the operational objectives were defined.

The procedures performed for a limited assurance engagement are less extensive than those required for a reasonable assurance engagement carried out in accordance with professional standards applicable in France; a higher level of assurance would have required us to carry out more extensive procedures.

Neuilly-sur-Seine, 28 June 2024

One of the Statutory Auditors
PricewaterhouseCoopers Audit

Amélie Wattel
Partner

Anne Parenty
Sustainable Development Partner

GLOSSARY AND ABBREVIATIONS

DEFINITION

Active supplier	Supplier producing for Chloé during financial year 2024.
Branded Packaging	All packaging branded with the Chloé logo, primary packaging e.g. shoe boxes, and secondary packaging e.g. shopping bags.
Circular economy	An economic system whereby the value of products, materials and other resources in the economy is maintained for as long as possible, enhancing their efficient use in production and consumption, thereby reducing the environmental impact of their use, minimizing waste and the release of hazardous substances at all stages of their life cycle, including through the application of the waste hierarchy. (source: ESR5 E5 Resource use and circular economy)
Circular Products	Products made of a minimum of 50% of recycled or recovered materials (ex. fabric or leather scraps)
Circularity Services	Services aimed at extending the life of a product or its usage, such as repair, rental, resale or remake.
Community impact	Sustained community impact in primary markets and sourcing backyards; NGO donations efforts; employee involvement and volunteering in communities.
Digital ID	A digital passport for individual products that includes information on its origins, supply chain history, sustainability of its production, authenticity, services and brand, all made available to customers through scanning a QR code or NFC chip inside the product.
Ecosystem services	Ecosystem services define the benefits that functioning ecosystems and natural resources provide to human development and well-being. These services can be categorized as either provisioning, supporting, regulating or cultural services.
Fully traceable	A fully traceable raw material has a full known supply chain that is auditable, verifiable, and constant during the production of an article. For each step of the supply chain, we require the names, addresses and precise regions (province, county, country) of the suppliers involved, including those of subcontractors.
Industrial Packaging	All our primary packaging, branded or not, to protect, store and sell the product (hangers, polybags, tissue paper).
Leather Working Group	A global multi-stakeholder community committed to building a sustainable future with responsible leather. They are a not-for-profit that drives best practices and positive social and environmental change for responsible leather production.
Life Cycle Assessment	Act of measuring the environmental impact of a product or service throughout its life cycle, from the resources used to create the product or service, across its use by the user, to its final end-of-life destination. In the case of Chloé Vertical, life cycle analyses have been made from field to thread for wool, linen and silk, and from breeding to tanning for leather.
Lower Impact Material	Lower Impact materials are materials that have reduced impact on carbon footprint, water consumption, biodiversity loss and/or animal welfare (based on scientific studies) compared with their conventional equivalent. The full list and guidelines of what Chloé considers to be lower impact materials have been developed in cooperation with external experts and supported by Life Cycle Assessments (LCA). The list is updated and available on chloe.com
Organic Material	Organic Material is defined as material sourced from agricultural processes that adhere to organic standards. It must be certified by standards such as GOTS or OCS100, both of which are recognized by Chloé.
Point of Sales Materials (POSM)	Point of Sales Materials include gifts, visual merchandising tools and uniforms for our retail teams

GLOSSARY AND ABBREVIATIONS

	DEFINITION
Purpose-Driven Company / Société à Mission	A 'société à mission' (purpose-driven company) is a French legal framework (PACTE Law) for companies that want to address the social and environmental challenges of the 21st century into their business models. The PACTE law (Action Plan for Business Growth and Transformation) was passed in May 2019.
Rank	Rank obtained by a supplier after independent social audit (SMETA 2P, 4P or Richemont referential) and Non-conformity remediation or action plan review, from A to D, A being the best.
Recycled Material	Recycled Material refers to material that contains at least 50% of material that has been recovered or diverted from non-hazardous waste. The material must be certified under a standard such as GRS or RCS 100, both of which are acknowledged by Chloé.
Reference / REF	The generic code of an article, without the size and the color. Ex: CHC24A04E08
Science-Based Targets (SBT)	Science-Based Targets (SBT) provide a clearly-defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth. Launched in 2015, the Science-Based Targets Initiative (SBTi) is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).
Science-Based Targets for Nature (SBTN)	The Science Based Targets for Nature (SBTN) network is a collaboration of leading global non-profits and mission-driven organizations working together to equip companies as well as cities with the guidance to set science-based targets for all of Earth's systems. They help them define a clear pathway to ensure they are doing enough across their value chain to address their impacts and dependencies on nature.
Scope 1	Scope 1 covers all the emissions that were directly induced by the company, such as company-owned car emissions.
Scope 2	Scope 2 covers indirect emissions related to energy purchases. The GHG protocol enables businesses to quantify their purchases of renewable energies according to a location-based method (based on the country's energy mix) or a market-based one (based on the renewable energies' origin).
Scope 3	Scope 3 involves both upstream activities such as raw materials purchases, product manufacturing, business travel and downstream activities such as downstream transport.
SKUS	The unique code given to an article Ex: CHC24A04E0810136W Note: the last 3 digits (36W) correspond to the size, and the 3 before that correspond to the color (101)
Statutory objectives	Long-term social and environmental goals included in a 'société à mission' by Laws and which contribute to the company's statutory Purpose.
Tier 1	Finished good supplier/manufacturer
Tier 2	Semi-finished good supplier/manufacturer (embroiderers for example) excluding Tier 1 subcontractors
Tier 3	Material processing suppliers (Textile, Leather, Metal parts)
Tier 4	Raw material supplier (fibers, skins, metal) and spinners (yarns)

GLOSSARY AND ABBREVIATIONS

ABBREVIATION	
CO ₂ e	Carbon dioxide equivalents
tCO ₂ e	Tons of carbon dioxide equivalents
LCA	Life Cycle Assessment
SBT	Science-Based Targets
SBTN	Science-Based Targets for Nature
T	Metric Ton which equals to 1,000 Kg
M3	Cubic meter which equals to 1,000 L
CY	Calendar Year
FY	Fiscal Year
LG	Leather Goods
RTW	Ready-To-Wear
S P&L	Social Profit & Loss approach developed by Chloé
KPI	Key Performance Indicator
PLM	Product Life Management
WFTO	World Fair Trade Organization
SMETA	Sedex Members Ethical Trade Audit
PRSL	Product Restricted Substance List
SCCC	Supplier Chemical Compliance Commitment
COC	Code of Conduct
IRF	Information Request Form
24W	Winter 24 collection
24S	Spring 24 collection
24U	Summer 24 collection
24F	Fall 24 collection

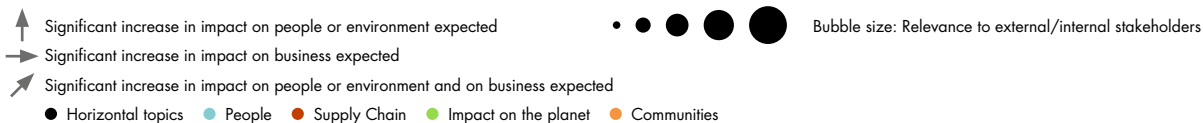
MATERIALITY ASSESSMENT



Conducting a materiality assessment is a way to proactively engage with internal and external stakeholders and gather insights to determine priority areas for future actions. In the spirit of continuous improvement, our second Materiality Assessment was conducted in 2023. It aimed to strengthen the methodology around the double materiality principle and to involve internal and external stakeholders.

This assessment is an essential tool as we refine our ESG reporting framework and evolve towards a focused performance-driven ESG strategy structured around material priorities. We will continue to monitor sustainability reporting requirements, to advance our future materiality assessments. More details on our materiality assessment can be found [here](#).

Our most relevant materials topics have been addressed through our statutory objectives and KPIs. However some materials topics are reflected in other KPI part of our extensive sustainability strategy.



METHODOLOGY FOR WATER USE

REPORTING PERIOD, FREQUENCY

The reporting cycle is annual, following the calendar year. Chloé's water use disclosed in the Report covers the period from January 2023 to December 2023.

Our Maison has been measuring its water use since 2019.

OBJECTIVES FOR 2025 AND BASELINE

All the targets in this report have been set using 2019 as a reference year, which Chloé continues to use as a baseline.

2023 data is provided along with historical data from 2019 onwards, for comparison. Some water use data reported in prior years may be restated to reflect 2023 data, as explained further below in the Restatement section.

To summarize, Chloé compares its 2023 water use impact to 2019 as a baseline year, as well as to our 2021 and 2022 restated water use impact.

Objective:

- Reduction of 25% of our overall water use in production (raw materials and manufacturing), versus 2019.

WATER ASSESSMENT

For water-impact related indicators, Chloé follows the EP&L framework.

Water use is a sum of all volumes of water collected according to the type of withdrawal, expressed in m³, over the year.

SCOPE

Chloé's operations cover four product categories – Ready-To-Wear, Leather Goods, Shoes and Fashion Accessories – operated by two brands, Chloé and See by Chloé.

1.2 Vertical scope

Chloé measures its water use across its operations (Regional offices, Headquarters, Boutiques and Warehouses) and throughout the extraction of raw materials and the manufacture of its products.

1.3 Exclusion

Products managed under licenses (Fragrance, Eyewear, Children's wear and See by Chloé Shoes – produced by our licensing partners), are not produced by Chloé supply chain and as such are not included in Chloé's water assessment.

METHODOLOGY FOR WATER USE

CALCULATION METHOD

2.1 General principles

Water use (m³) = Activity Data (unit) x impact Factor (m³/unit)

2.2 Methodology

The calculation we have in place to determine the water use is broken down into three aspects:

- Infrastructures: using primary data from our own sites.
- Raw materials: using water impact factors per raw material produced.
- Manufacturing: using an average water use per unit for each product line.

2.3 Impact factors

The impact factors are sourced from EP&L databases and cover the two aspects listed in section 2.2. Chloé uses the database 2018.

RESTATEMENT

Changes in methodology or improved data accuracy: Historical data may differ from previous reports due to the availability of more accurate data, improvements in data reporting or changes in methodology. Restatements of historical data, including base year adjustments, might be required in order to obtain meaningful comparisons and evaluate target achievements. All these variations will be evaluated on an individual basis. As a reference, when these changes induce variations larger than 5%, data will be restated for all previous years up to the 2019 base year. Restatement of data during data collection phase: Historical data may also need to be restated due to certain reporting inaccuracies (human error, data unavailability, system development, etc.). Restated data is clearly identified in the Mission Report.

METHODOLOGY FOR CARBON FOOTPRINT ASSESSMENT

REPORTING PERIOD, FREQUENCY

The reporting cycle is annual, following the calendar year. Chloé's carbon footprint disclosed in the Report covers the period from January 2023 to December 2023.

Our Maison has been measuring its carbon footprint since 2019.

OBJECTIVES FOR 2025 AND BASELINE

All the targets in this report have been set using 2019 as a reference year, which Chloé continues to use as a baseline.

2023 data is provided along with historical data from 2019 onwards, for comparison. Some carbon emissions data reported on prior years may be restated to reflect 2023 data, as explained further below in the Restatement section.

To summarize, Chloé compares its 2023 carbon footprint to 2019 as a baseline year, as well as to our 2021 and 2022 restated carbon footprints.

Objectives:

- Reduction of 25% of our carbon emissions on Scopes 1 & 2, in absolute terms, versus 2019 (in line with Richemont SBTi trajectory).
- Reduction of 30% of our global carbon emissions across all Scopes, per product, versus 2019.

CARBON FOOTPRINT ASSESSMENT

For carbon emission-related indicators, Chloé follows the Greenhouse Gas Protocol (GHG Protocol) Corporate Standard, in compliance with the ISO 14069 standards. A carbon footprint is an evaluation of the quantity of greenhouse gases (carbon dioxide, i.e. CO₂, methane, i.e. CH₄, nitrous oxide, i.e. N₂O, hydrofluorocarbons, i.e. HFCs, Sulphur hexafluoride, i.e. SF₆, Nitrogen trifluoride, i.e. NF₃), emitted (expressed in CO₂ equivalent, i.e. CO₂e) over the year by a company's activities.

SCOPE

1.1 Horizontal scope

Chloé's operations cover four product categories – Ready-To-Wear, Leather Goods, Shoes and Fashion Accessories – operated by two brands, Chloé and See by Chloé.

1.2 Vertical scope

Chloé measures the carbon footprint of its operations (horizontal scope) throughout the entire value chain.

1.3 Scopes

These emissions are split into 3 Scopes and 18 categories. At Chloé, we measure and publish our impact on all Scopes.

1.4 Exclusion

Products managed under licenses (Fragrance, Eyewear, Children's wear and See by Chloé Shoes – produced by our licensing partners) are not produced by Chloé supply chain and as such are not included in Chloé's carbon assessment.

METHODOLOGY FOR CARBON FOOTPRINT ASSESSMENT

CALCULATION METHOD

2.1 General principles

Carbon footprint (tCO₂e) = Activity Data (unit) x Emissions Factor (tCO₂e/unit) (Source: [Link](#))

2.2 Emission factors

Chloé applies emission factors taken from several databases: ADEME's, Ecoinvent's and other internationally recognized databases.

RESTATEMENT

Changes in methodology or improved data accuracy: Historical data may differ from previous reports due to the availability of more accurate data, improvements in data reporting or changes in methodology. Restatements of historical data, including base year adjustments, might be required in order to obtain meaningful comparisons and evaluate target achievements. All these variations will be evaluated on an individual basis. As a reference, when these changes induce variations larger than 5%, data will be restated for all previous years up to the 2019 base year. For example, since 2022, we have extended the scope of our carbon footprint assessment to include the Fashion Accessories product category, e-commerce freight, use of sold product (category 11 of the GHG Protocol) and end-of-life treatment of sold products (category 12 of the GHG Protocol). As a result, we restated the 2019 baseline disclosures with these new categories.

Restatement of data during data collection phase: Historical data may also need to be restated due to certain reporting inaccuracies (human error, data unavailability, system development, etc.). Restated data is clearly identified in the Mission Report.

METHODOLOGY FOR RESPONSIBLE SOURCING KPIS

SET UP THE KPIS

Responsible Sourcing KPIS are set on an annual basis. For example, 65% of products with lower impact main materials in Chloé Ready-to-wear offer in 2023.

Title	Version	Published	Link
KPIS online in Impact Report 2021	2021	Mid 2022	Here
KPIS online in Impact Report 2022	2022	Mid 2023	Here

The KPIS are approved by the Mission Committee annually and are published on [chloe.com](https://www.chloe.com).

SET UP THE RULES

The Sustainability team sets guidelines, rules and policies to determine for each raw material and product (across all categories) whether they meet the requirements to be considered as Lower Impact, Fully Traceable or Social Sourcing.

Guidelines and rules are discussed and set in collaboration with external experts, Richemont teams and the Mission Committee.

100% of collaborators have access to a Sustainability Training Path, with compulsory trainings for Product Teams on Responsible Sourcing and eco-design from which 90% of full time employees have participated in the training session.

Related documentation:

Title	Versions	Published	Link
Sustainability Strategy - Guidelines for sourcing	3.0	April 23	Here

METHODOLOGY FOR RESPONSIBLE SOURCING KPIS

RESPONSIBLE SOURCING RULES

LOWER IMPACT MATERIALS AND PRODUCTS

Lower Impact Materials are materials that have reduced impact on carbon footprint, water use, biodiversity loss and/or animal welfare (based on scientific studies) compared with their conventional equivalent. The full list and guidelines of what Chloé considers to be lower impact materials have been developed in cooperation with external experts and supported by Life Cycle Assessments (LCA). The list, currently in its third version, is updated annually and available at [chloe.com](https://www.chloe.com)

- A Ready-To-Wear or Leather Good product is considered as lower impact if its main material (above 80% of the product weight) is lower impact.
- Shoes are composed of two parts: A = upper/lining & B = sole, which can both be considered lower impact. A shoe is considered lower impact if A or B is lower impact and if its weight is more than 50% of total shoe weight.

FULLY TRACEABLE MATERIALS AND PRODUCTS

A fully traceable raw material has a full known supply chain which is auditable, verifiable, and constant during the manufacturing of a product. For each step of the supply chain, we require the names, addresses and precise regions (province, county, country) of the suppliers involved, including those of their direct subcontractors.

A Ready-To-Wear or Leather Goods product is considered fully traceable if its main material is made from a fully traceable raw material.

METHODOLOGY FOR RESPONSIBLE SOURCING KPIS

FAIR TRADE & SOCIAL SOURCING PRODUCTS

Fair Trade & Social Sourcing products are manufactured by a T1 supplier falling into one of the 3 following categories:

Fair Trade: entities that have been audited and verified by the World Fair Trade Organization, guaranteeing fair social practices and low environmental footprint.

- A least 90% of the product (weight) should be manufactured by a WFTO-verified supplier to be qualified as Fair Trade.

Social Sourcing Framework signatories are suppliers that are identified in our existing panel as having social practices above the requirements and matching certain pre-requisites, allowing them to enter Chloé's Social Sourcing Framework, which is further detailed below.

Social Sourcing Framework Pre-requisites are:

- A or B result in Social SMETA audits
- Assessment on S P&L Tool with global scoring over 3/5
- The assessment of their remuneration levels by a third party (Fair Wage Network) with positive result
- Existing business relationship with Chloé over 2 years

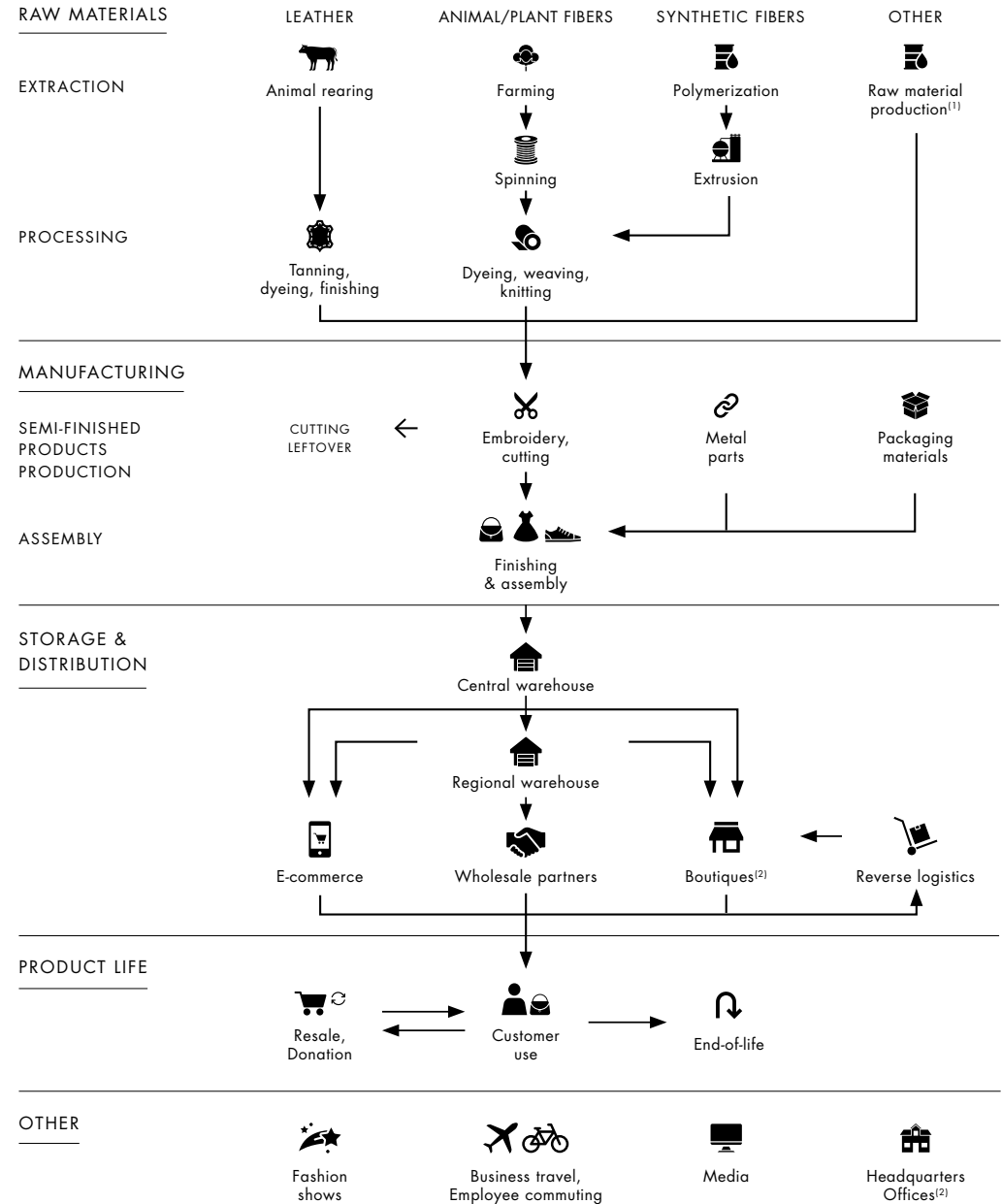
Please note that these pre-requisites are cumulative.

Social entities: social entities designate a set of structures organized in the form of companies, cooperatives, mutual, associations or foundations that place people at the center of their activity and whose social impact is a prerogative in their mission. They can reinvest part of their profit for the benefit of social projects but can also be nonprofit organizations and their governance must be democratic and participatory.

1- Criteria to qualify:

- a. Support to marginalized communities (mini 30% in the context of a manufacturing unit)
 - b. Positive social impact for the community they focus on and for society
 - c. Reinvestment of the results to social projects and/or environmental projects internally and/or externally or having a development fund/trust
 - d. Democratic and participatory governance
 - e. The social entity has the same commitments in terms of quality as other suppliers of Chloé
- a and b should be cumulative.

OVERVIEW OF CHLOÉ VALUE CHAIN 2023



⁽¹⁾ Raw material production includes packaging and trims.

⁽²⁾ Chloé's own operations.

FAIR TRADE & SOCIAL IMPACT SUPPLIERS

LIST OF CHLOÉ'S SUPPLIERS – FAIR TRADE & SOCIAL ENTREPRISES

AKANJO

Akanjo is a manufacturer located in Madagascar that puts equal pay, employees' health and well-being at the core of its priorities. A long-standing partner of Chloé for 15 years, Akanjo is also committed to training and promoting craftsmanship.

MADE FOR A WOMAN

Founded in 2019, Made For A Woman is a Madagascar-based social enterprise whose aim is to give a better life to women artisans through the traditional art of weaving. Over 350 women are employed, most of whom come from vulnerable backgrounds. They are provided with a fair and equitable living wage, as well as opportunities to grow and empower themselves through a wide range of social responsibility projects.

MANOS DEL URUGUAY

Manos del Uruguay is a not-for-profit organization. Since 1968, Manos supports the work of hundreds of artisan dyers, knitters and weavers. Honoring the legacy of Uruguayan craft, Manos creates products with the highest quality and respect for 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.

LA FABRIQUE NOMADE

Founded in 2016, La Fabrique Nomade is a non-profit dedicated to the professional integration of migrants and refugee artisans in France. It advocates for a new model of integration, which considers the individuals' goals and identifies their skillsets to help advance their professional aspirations.

MARIE HÉLÈNE COUTURE

Marie Hélène Couture, a long-standing partner of Chloé, excels in the specialized technique of couture 'fou', based in Morlas, France. Its expertise aligns with the rigorous standards set by the 'métiers de la mode, vêtement fou' certification, ensuring a high level of professional aptitude in this delicate and skilled art form.

CHIZÉ

Chizé Confection, a long-standing partner of Chloé, operates as a Société Coopérative de Production (SCOP). This cooperative model stands out for its democratic governance, mandating that employee partners collectively hold a majority stake. This guarantees that no single associate can own more than half of the capital, thus promoting a collaborative and democratic work environment.

LIST OF IN-KIND DONATIONS

NGO / SOCIAL ENTERPRISE / SCHOOL	PARTNERSHIP CATEGORY	DESCRIPTION	IN-KIND DONATIONS
HUMANITY DIASPO	Social inclusion	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.	Chloé donated gently used store uniforms.
MAMAMA	Social inclusion	MaMaMa is a French organization that distributes packages of essential items to at-risk mothers and babies in Ile-de-France.	Chloé donated 160 bags, 300 pairs of shoes, 2,000 pieces of RTW.
LYCÉE DE LA MODE (CHOLET)	Education	The lycée de la Mode is a public institution with the label "lycée des métiers de la mode" focusing on innovation and sustainable development. It is recognized as a center of excellence for students to gain professional knowledge and enter careers in fashion design, pattern or model making, manufacturing, sales and distribution, in the fields of Ready-To-Wear, Shoes and Leather Goods.	Chloé donated 1,678 linear meters of leftovers fabrics.
INSTITUT FRANCAIS DE LA MODE (IFM)	Education	Institut Français de la Mode is a higher education institution, a training center for apprentices, a provider of executive education, as well as a center of expertise for the textiles, fashion and luxury industries. Located in Paris, it provides, educational programs from vocational training to doctoral level, by cross-fertilizing design, management and know-how.	Chloé donated 15,400 linear meters of leftover fabric.
ESMOD (RENNES)	Education	ESMOD Rennes is a private higher education institution located in Rennes, France. It focuses on delivering specialized education in Fashion Design and Fashion Business. It places strong emphasis on professional practice and employability by providing its students the necessary skills to adapt and innovate.	Chloé donated 6,189 linear meters of leftover fabric.
ARA LUMIÈRE	Women economic inclusion, women health and safety	Ara Lumière is a project initiated to empower acid attack and burn survivors, weaving their stories of resilience and transformation into the fabric of high couture. The project empowers women and actively contributes to survivors' journey to self-sufficiency and healing.	Chloé donated 584 linear meters of leftovers cotton fabrics.

LIST OF RAW MATERIALS

SUMMARY OF THE RAW MATERIALS USED IN OUR PRODUCTS IN 2023

Raw material extraction and processing is the main contributor to our carbon emissions, representing 54% of Purchased goods and services emission category (i.e. upstream emissions from production). This explains our decisions to prioritize sourcing lower impact materials. You can see on the Graph 1, the share of lower impact materials per raw materials.

GROUP	GROSS WEIGHT (IN TONS AND % OF THE TOTAL WEIGHT)	RAW MATERIALS	GROSS WEIGHT BY RAW MATERIALS (IN %)	LOWER IMPACT ATTRIBUTE ⁽¹⁾	GROSS WEIGHT BY ATTRIBUTE (IN %)
Leather	353.2 (41.2%)	Bovine	87%	LWG	94%
				Conventional	6%
		Goat	2%	LWG	77%
				Conventional	23%
		Lamb	11%	LWG	97%
				Conventional	3%
Animal fibers	42.5 (5%)	Wool	67%	Lower Impact	36%
				Conventional	64%
		Cashmere	5%	Recycled	28%
				Conventional	72%
		Mohair	0.1%	Conventional	100%
		Silk	28%	Organic	20%
				Conventional	80%
		Vegetal fibers	185.3 (21.6%)	Cotton	31%
Organic	4%				
Conventional	71%				
Linen	59%			Lower Impact	100%
Jute	3%			Lower Impact	100%
Hemp	1%			Lower Impact	100%
Others (Ramie..)	7%			Conventional	100%

⁽¹⁾ Lower impact materials: see our Guidelines for Sourcing - V4

LIST OF RAW MATERIALS

SUMMARY OF THE RAW MATERIALS USED IN OUR PRODUCTS IN 2023

GROUP	GROSS WEIGHT (IN TONS AND % OF THE TOTAL WEIGHT)	RAW MATERIALS	GROSS WEIGHT BY RAW MATERIALS (IN %)	LOWER IMPACT ATTRIBUTE	GROSS WEIGHT BY ATTRIBUTE (IN %)
Synthetic fibers	81.9 (9.5%)	Polyester	69%	Conventional	100%
		Polyamide	31%	Recycled	5%
				Conventional	95%
Others	0.3%	Conventional	100%		
Manmade cellulosic fibers	2.3 (0.27%)	Viscose	99%	Conventional	100%
		Acetate	<1%	Conventional	100%
Others	192.7 (22.5%)	Rubber	12%	Conventional	100%
		Others (EVA, PU...)	79%	Conventional	100%
		Metal, Cork...	9%	Conventional	100%
Total weight raw materials for garments in tons					857.90
Packaging ⁽¹⁾	287.5 (100%)	Bio-based plastic content	1.4%	Other certified	100%
		Paper	22.3%	Recycled	99%
				Conventional	1%
		Cardboard	56.6%	Recycled	56%
				Other certified	37%
				Conventional	7%
Cotton	19%	Organic	90%		
		Conventional	10%		
Iron	0.5%	Conventional	100%		
Total weight raw materials for packaging in tons					287.50
TOTAL GROSS WEIGHT (IN TONS)					1,145.40

⁽¹⁾ Branded packaging: the scope includes both primary and secondary branded packaging