

ZADIG & VOLTAIRE



ESG 2024 update



CONTENT

LEADER IN EFFORTLESS LUXURY	P. 5
OUR VALUES	P. 6
OUR COMMITMENT IN KEY DATES	P. 7
2024 KEY DATA	P. 8
OUR INVOLVEMENT IN COLLECTIVE INITIATIVES	P.11
VOLTAIRE’S PURPOSE	P.12
PILLARS AND TARGETS TO 2025	P.13
2024 PERFORMANCE	P.14
CLIMATE AMBITION	P.15
SUSTAINABLE PRODUCTS & PACKAGING	P.17
CLIMATE & AIR IN OPERATIONS	P.25
MADE IN RESPECT	P.29



ZADIG&VOLTAIRE,
leader in Effortless luxury

Founded by Thierry Gillier in 1997, Zadig&Voltaire has redefined the very essence of a new type of luxury.

Indifferent to norms, diktats and traditional luxury codes, the brand has demonstrated over time its boundless love for freedom, a thirst which fuels its creativity and perpetuates its audacity.

Viscerally Parisian, drawing on its musical influences and immersed in contemporary art, it has made duality its signature.
The spirit of the brand is eternally young, and encourages its community to cherish uniqueness.
It emphasizes the importance of expressing yourself, loving yourself and cultivating an independent mind, to be free, again and again!
Zadig&Voltaire designs its collections at its head office in Paris.

As concerned about style as with quality, the brand is continuously developing its know-how in partnership within manufacturing workshops.

Zadig&Voltaire fully embraces the complex challenges of the 21st century by actively engaging in its global sustainability program VoltAIRe.

OUR VALUES

The brand’s identity is embodied by its three fundamental values which express the foundations on which the brand is built. We share these values with our community; they are the reason for our success, they ensure our longevity and are still essential in building the future of Zadig&Voltaire

COMMITTED FREEDOM

Freedom is our driving force, our raison d’être, our constant goal. It is expressed individually in the way we think and act, nothing holding us back.Every day, we strive to communicate this mindset to our community. We promote the freedom to dress however you want, to be unique rather than just like everyone else. The in-store experience with our Zadig Stylers is at the heart of this process



ENCOURAGED UNIQUENESS

Being **unique** is a source of strength and something we are proud to have cultivated from the creation of the brand. It demonstrates the freedom that underpins our DNA and is evident in the melting pot of personalities and cultures that come together to enrich the brand.
Uniqueness is expressed in the paths of those that fuel the brand. It is proof of the confidence we place in individuals and their talents. It prioritises enthusiasm and the pleasure of working together. It protects the creativity and agility that reign at Zadig&Voltaire.
This mindset resembles a philosophy: encouraging the members of our community to free themselves of external pressure.



SHARED HIGH STANDARDS

At Zadig&Voltaire, our **high standards** are reflected in the care we take to ensure we are professional, with ourselves and others. They invite us to be elegant in our actions and how we communicate. We believe that the quest for high standards is the path to excellence. We achieve this goal when boldness and collective determination meet the ambition that makes Zadig&Voltaire a brand that is constantly evolving. Our mission is to ensure you enjoy wearing our styles as much as we enjoy creating them



KEY DATES
of our commitment

2021

- February: **Creation of the Sustainability Department which reports to the CEO, and a Group CSR Committee**
- April: Joined the Leather Working Group
- May: Joined the Good Cashmere Standard
- June:
  Zadig&Voltaire's 1st certification according to GOTS, RWS, GRS and OCS standards
  Joined the United Nations Global Compact
- July: 1st report on greenhouse gas emissions (scope 1, 2 and 3)
- September:
  Launch of the *VoltAIRe* programme
  Distribution of the Group Code of Ethics

2022

- Spring/Summer: 1st collections including certified products and materials
- April : Renewal of Zadig&Voltaire certification according to GOTS, OCS, GRS and RWS standards
- November: Review of the Supplier Code of Conduct
- December:
  Launch of the Group's Energy Sobriety plan
- Partnership with *La Cravate Solidaire*

2023

- January: Joined the ICS (Initiative for Compliance & Sustainability)
- April :
  Partnership with Fairly Made® to go further on traceability
- Renewal of Zadig&Voltaire certification according to GOTS, OCS, RWS and GRS standards
- May: Validation by the Science Based Target initiative (SBTi) of climate objectives in line with the 1.5°C target defined by the Paris Agreement
- November: 3rd renewal of Zadig&Voltaire support to the *Fondation des Femmes*

2024

- Spring/Summer 24: display of the information on traceability up to raw materials
- April :
  Partnership with CANOPY – through its *CanopyStyle* and *Pack4Good* initiatives
- June:
  Renewal of Zadig&Voltaire certification according to GOTS, OCS, RWS and GRS standards
- November:
  4th renewal of Zadig&Voltaire support to the *Fondation des Femmes*

2024 KEY DATA

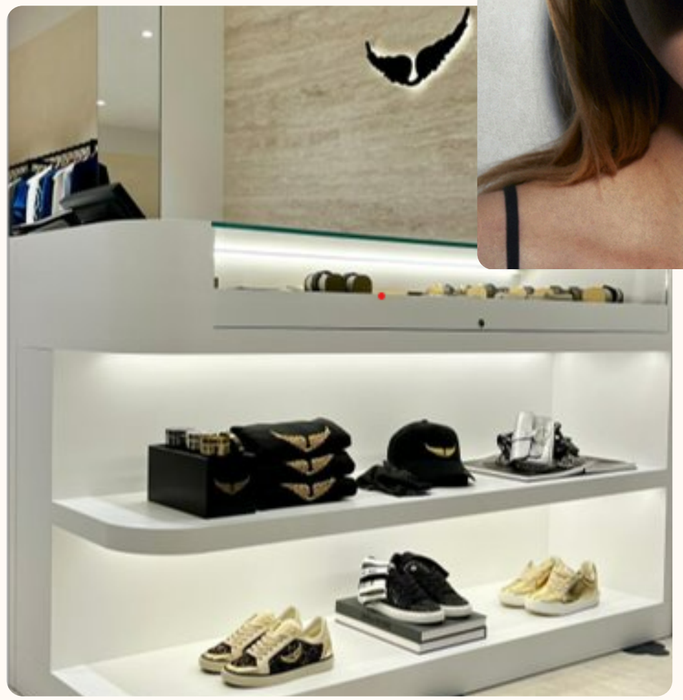
1,400 EMPLOYEES

+400 BOUTIQUES & CORNERS

+30 COUNTRIES







2024 KEY DATA

68% OF OUR BOUTIQUES & HQ SUPPLIED WITH GREEN ENERGY

-21% REDUCTION IN GLOBAL CO2 EMISSIONS VS.2023

-15% OF PRODUCTS TRANSPORTED (total weight) TOTAL) BY AIR vs. 2023



2024 KEY DATA

88% OF KEY RAW MATERIALS (IN KGS) USED IN OUR FW 24 RTW COLLECTION WERE CERTIFIED

62% OF THE PRODUCTS INCLUDED IN OUR COLLECTIONS CARRYTHE “MADE IN VOLTAIRE RESPECT” LOGO

55% OF THE PRODUCTS OF OUR FW24 RTW COLLECTION WERE CERTIFIED ALL ALONG THEIR VALUE CHAIN







OUR INVOLVEMENT IN COLLECTIVE INITIATIVES & PARTNERSHIPS
to accelerate positive transformation

Zadig&Voltaire joined the United Nations Global Compact in 2021, making a commitment to respect and promote its 10 principles regarding human rights, international labour standards, the environment and anti-bribery. The United Nations Global Pact brings together 19,000 members in 164 countries.

In 2022, Zadig&Voltaire started to work with the SBTi and obtained approval for its climate change objectives aligned with the 1.5°C target.
A coalition of four institutions - the Carbon Disclosure Project (CDP), United Nations Global Compact, World Resource Institute (WRI) and World Wildlife Fund (WWF) -, the SBTi strives to define and promote best practices to fix climate objectives based on scientific recommendations and independently assesses companies' objectives.

Zadig&Voltaire joined Canopy in April 24 and will participate through both CanopyStyle and Pack4Good initiatives. Canopy protects the world's forests, species, and climate by working hand in hand with companies from around the globe to transform unsustainable supply chains, catalyze innovative Next Generation Solutions, help advance frontline community rights, and conserve vital forest ecosystems all over the world.

In 2021, Zadig&Voltaire joined the Good Cashmere Standard. The Good Cashmere Standard® by AbTF is an independent standard that strives to develop a sustainable cashmere production by improving the welfare of goats, the working conditions of farmers and the environment in which they work.

In 2021, Zadig&Voltaire joined the Leather Working Group (LWG). This organisation, made up of brands, manufacturers and various stakeholders in the leather industry, developed an audit programme that certifies tanneries based on their environmental practices and performance.

Zadig&Voltaire is partnering with Fairly Made since 2023 to support the brand in its product traceability project. Fairly Made provides a platform enabling brands to trace and assess environmental impacts of their products

Zadig&Voltaire joined the ICS (*Initiative for Compliance and Sustainability*) in 2023.
This latest is dedicated to social compliance and strives to improve working conditions in companies' international supply chains.

PURPOSE
of the VoltAIRe program

Our ambition through VoltAIRe: drastically reduce the environmental impact of our activities, while fuelling our creativity.

It reflects our vision of luxury: combining desirability and durability by designing products that can be loved, worn and passed on, which wear well over time and are made in a way that respects people and ecosystems.

VoltAIRe formalises the brand's commitment to contribute, at its level, to protecting the Air in the broad sense of the term, through its activities.

An increasing concern across the world, protecting the Air is part of our values, and in particular that of Committed Freedom.

Protecting the Air also means preserving our art and raw materials over time and our freedom to create.
Protecting the Air means contributing at our level to combating pollution and climate change and preserving biodiversity.

VoltAIRe is a positive, pragmatic approach and an in-depth transformation rolled out on a large scale, designed to involve the entire Zadig&Voltaire community, our teams, partners and customers

3 PILLARS AND TARGETS TO 2025

SUSTAINABLE PRODUCTS & PACKAGING



- **100% of key raw materials certified from sustainable sources**
- **Zero virgin plastic made from fossil fuels**
- **100% sustainable, recyclable packaging**
- **100% traced products**

CLIMATE & AIR



- Switch to **100% green energy** wherever it is possible
- **100%** of new and renovated **stores aligned with Zadig&Voltaire Sustainable Store Standards**
- **100%** of our **products compliant with Zadig&Voltaire Sustainable Product Standards**

MADE IN RESPECT



- **100%** of our partners aligned with Zadig&Voltaire Standards
- **100/100 gender equality index**
- **100%** of our teams trained in the VoltAIRe programme

OUR PROGRESS AS OF END 2024

	END 2025 TARGETS	PROGRESS AS OF END 2024	Evolution N-1 FW23
SUSTAINABLE PRODUCTS & PACKAGING	**100% of key raw materials certified** from sustainable sources	▪ **90**% of the raw materials used to produce our collection are certified (FW24)	70%
	Zero virgin plastic made from fossil fuels	▪ **0** fossil fuel-based virgin plastics in our polybags ▪ **69%** of our polyester from GRS certified sources (FW24)	0 35%
	100% sustainable, recyclable packaging	▪ **100%** recyclable or bio-sourced polybags ▪ **100%** paper/cardboard from mix recycled /virgin certified sources ▪ **100%** packaging made from traceable ,certified and recyclable materials	100% 100% 100%
	100% traced products	▪ **100%** of FW24 shoes / textile products traced according to AGEC law ▪ **61%** of FW24 products which at least one of the main raw material is traced to the origin	100% NA
	100% of our products aligned with Z&V Products & Material Sustainability Standards	▪ **62%** of FW24 products carry the *Made In VoltAIRe Respect* logo ▪ **55%** of the products included in the FW24 collection are certified at each step and all along their supply chain	60% 46%
CLIMATE IN OPERATIONS	Switch to **100% green energy** wherever it is possible	▪ **68%** of our sites supplied with green energy	64%
	100% of our stores in full LED	▪ **44%** of our stores equipped in full LED	40%
	100% of new and renovated **stores aligned with Zadig&Voltaire Sustainable Store Standards**	▪ **100%** of new stores aligned	100%
MADE IN RESPECT	**100%** of our **T1 suppliers** with a **social audit**	▪ **94%** of T1 suppliers are covered by a social audit ▪ **100%** of the tanneries supplying Z&V leather are LWG certified	85% 100%
	100/100 gender equality index	▪ **98/100** gender equality score	99/100
	100% of our **teams trained** in the VoltAIRe programme	▪ **100%** of teams trained	100%

GLOBAL CLIMATE AMBITION

Our climate ambition is aligned to the 1.5° path of the Paris's Agreement

A CLEAR STRATEGY AND TARGETS TO 2025, AS A FIRST MILESTONE TO 2030 :

- 100% sustainable key raw materialS
- 100% of products in line with Zadig&Voltaire sustainable standards
- 100% green & efficient energy in our sites
- 100% new /refitted stores in line wiith Zadig&Voltaire sustainable stores standards
- reduce air freight transport and optimize the routes

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

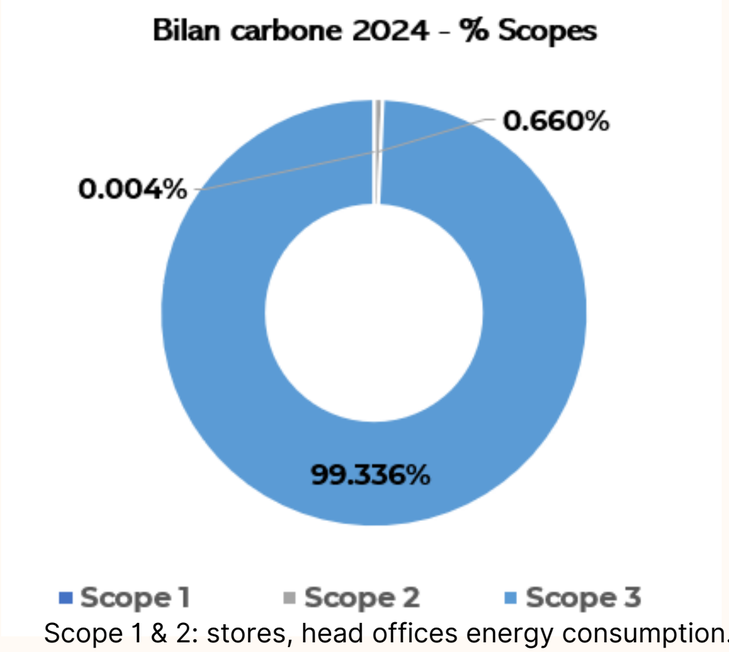


In May 2023, Zadig&Voltaire's ambitious climate objectives, aligned with the 1.5°C trajectory, have been verified and approved by the Science-Based Target Initiative (SBTi).
The latter are aligned with the objectives of the Paris Agreement and their validation constitutes an important step in our continuous commitment to play a role in combating climate change at our level.

In accordance with the SBTi's objectives, Zadig&Voltaire is committed to:

- reducing by 46.2% the absolute greenhouse gas emissions of its Scopes 1 and 2 by 2030 compared to the reference year 2019, and to increasing its annual renewable electricity supply from 0% in 2019 to 100% by 2030;
- reducing by 55% per euro of turnover the GHG emissions of its Scope 3 from goods and services purchased, as well as transport and distribution upstream, within the same time frame

2024 CARBON FOOTPRINT



Scope 1 & 2: stores, head offices energy consumption.
Scope 3: raw materials, transport, packaging , use etc.
...



Zadig&Voltaire has reduced its global CO2 emissions by **21%** in 2024 vs.2023

The **CO2 emissions reduction is mainly linked to three factors:**
•the optimization of the quantity produced
•the implementation of Zadig&Voltaire's Sustainable Material & Products Standards
•the deployment of the Green & Efficient Energy program

Evolution of CO2 emissions by scope since 2022

	tonsCO2e (FY22)	tonsCO2e (FY23)	tonsCO2e (FY24)
Scopes 1 & 2	1410	1352	**958**
Scope 3	210 691	206 751	**162 803**



SUSTAINABLE PRODUCTS & PACKAGING

BIODIVERSITY STRATEGY

THE PRODUCTION OF OUR COLLECTIONS MAINLY DEPENDS ON THE AVAILABILITY AND QUALITY OF RAW MATERIALS. NATURAL RAW MATERIALS REPRESENT 85% OF THE TEXTILES AND LEATHERS USED IN OUR COLLECTIONS.
THE PROTECTION OF NATURAL RESOURCES AND BIODIVERSITY IS THEREFORE ESSENTIAL FOR ZADIG&VOLTAIRE TO BE ABLE TO CONTINUE DESIGNING.

COMPLIANCE TO INTERNATIONAL RECOMMENDATIONS

Through its various standards, including its Animal Welfare Charter, the Maison ensures that its raw plant and animal-based materials respect recommendations published by the CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) and the International Union for Conservation of Nature (IUCN) red list.
The brand forbids the use of any fur nor exotic hides in its collections.

PRIORITY GIVEN TO USING RAW MATERIALS CERTIFIED FROM SUSTAINABLE SOURCES

For example, cotton which represents 25% of the raw materials used for the manufacturing of the brand's collections was among the first materials on which the transformation has been launched, starting with Jersey. From 3% of Jersey products in organic cotton and 0% of denim products in the FW21 collection, we reached respectively 97% and 100% for both these product categories in the FW24 collection, with the objective of reaching 100% for all product categories by 2025.

PROMOTING CIRCULARITY OF MATERIALS

To reduce the pressure on natural resources, Zadig&Voltaire's teams, in collaboration with the brand's partners, increase the use of recycled materials and fibers in their product developments.

- Our iconic japanese satin is made of 60% recycled fibers
- Our sneakers'soles include 30% of recycled fibers
- 20% of our FW24 knitwear collection include certified recycled wool fibers

Zadig&Voltaire biodiversity strategy is based on 4 main axes :

- **100 % of materials and products traceability**
- **100% sourcing of certified kew raw materials**
- **Zero deforestation in its supply chain**
- **Progressive increase in the use of recycled fibers and materials in its collections**

OUR PROGRESS AS OF 2024

80%
OF THE COTTON USED IN RTW COLLECTIONS IS MADE FROM CERTIFIED ORGANIC FIBERS

20%
OF COLOR REFRENCES OF THE WOOLEN PRODUCTS WITHIN THE KNITWEAR COLLECTION DINCLUDE RECYCLED FIBERS FIBRES RECYCLEES

BIODIVERSITY STRATEGY

FOCUS ON ZADIG&VOLTAIRE'S COMMITMENT TO FOREST PRESERVATION



ZERO DEFORESTATION COMMITMENT

Zadig&Voltaire's Zero Deforestation commitment is an integral part of the House's standards regarding the sourcing of raw materials used in its products and packaging.

As part of this commitment, the House has included specific provisions in its General Terms and Conditions of Purchase — signed by all its suppliers — to prohibit the sourcing of leather or viscose from areas considered to be at very high risk of deforestation.

Additionally, Zadig&Voltaire has set the objective of ensuring that by the end of 2025, 100% of its viscose fibers and wood pulp-based packaging materials come from responsibly managed forests or recycled sources.



PARTNERING WITH CANOPY AND TAKING PART TO THE CanopyStyle AND Pack4Good INITIATIVES

Because we are convinced of the importance of collective action to accelerate our efforts to fight deforestation, we chose in 2024 to become a partner of Canopy, an NGO committed to forest conservation.

Through the CanopyStyle initiative, and within the framework of this collaboration, we have integrated the Canopy Hot Button tool into our standards -a supplier assessment tool for the fashion industry's viscose supply chain. This tool ranks producers with a strong focus on forest preservation.

The "Green Shirt" rating is awarded to producers who do not source cellulosic fibres from ancient or endangered forests.

Each season, our teams carry out a thorough identification process of our viscose fibres suppliers to ensure they meet Canopy's requirements, with the objective that all of them achieve a Green Shirt rating.

Moreover, Zadig&Voltaire's packaging policy is aligned with Pack4Good ambitions, as 100% of the Maison's paper and cardboard packaging are made from certified fibers either recycled or sourced from well managed forests.

More information about Canopy: www.canopyplanet.org

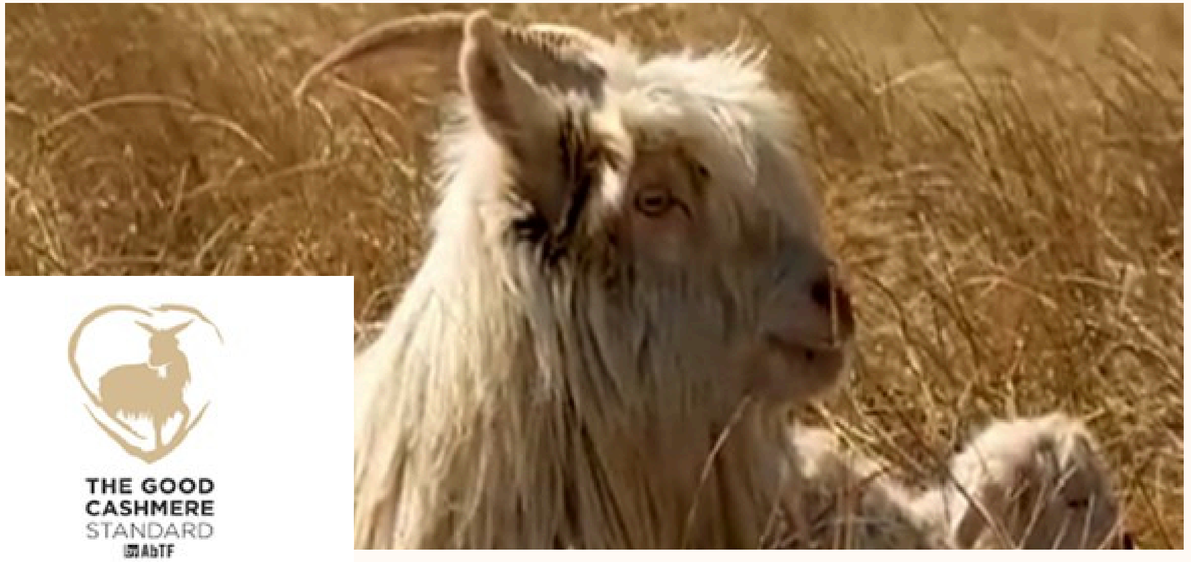
ANIMAL WELFARE POLICY

ENSURING ANIMAL WELFARE IN OUR SUPPLY CHAIN

Zadig&Voltaire's Animal Welfare Standards Charter, which formalizes the House's requirements, has been integrated into the contractual documents signed by all suppliers.
The Charter is based on key principles, notably the respect of the Five Freedoms defined by the Farm Animal Welfare Council in 1992, and included in the animal welfare definition used by the World Organisation for Animal Health (WOAH).
The House strictly prohibits any practices that may cause mistreatment or suffering to animals. In this regard, Zadig&Voltaire explicitly and strictly bans the particularly painful practice of mulesing on merino sheep.
Furthermore, for several years, Zadig&Voltaire has prohibited the use of fur and exotic skins in its collections.
The brand also bans the use of any animal skins regulated by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), also known as the Washington Convention.
Finally, the House does not use feathers in its collections.







THE GOOD CASHMERE STANDARD
AbTF

TOWARDS 100% OF WOOL AND CASHMERE FIBRES FROM FARMS CERTIFIED FOR ANIMAL WELFARE PRACTICES

Zadig&Voltaire prioritizes the use of merino wool from farms certified for their animal welfare practices.
In 2021, Zadig&Voltaire joined the Good Cashmere Standard® (GCS) to support sustainable cashmere production, with the goal of having 100% of the virgin cashmere used in its collections certified.
Cashmere certified by the Good Cashmere Standard® by AbTF guarantees the well-being of cashmere goats, the protection of natural resources, and supports local farmers. In October 2023, Zadig&Voltaire joined the GCS Advisory Board.
Since 2022, Zadig&Voltaire has been rolling out the sourcing of RWS-certified materials and products at scale for its collections, with the objective of sourcing 100% of virgin wool from certified sources by 2025.

REDUCING THE IMPACT OF OUR PROCESS AT TANNING LEVEL

Leather is one of the materials that are part of the brand’s DNA.

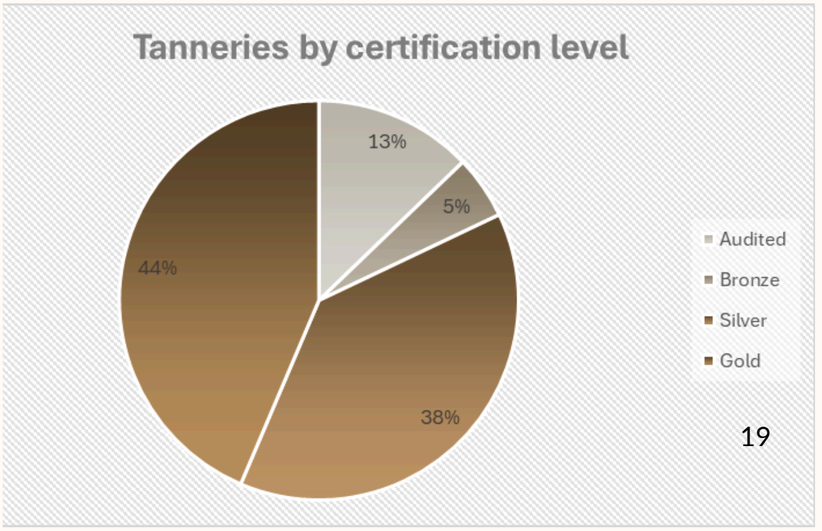
In order to support more sustainable leather production, Zadig&Voltaire has committed to only sourcing leather from certified Leather Working Group* (LWG) tanneries by 2025.

Zadig&Voltaire is also an LWG member. The Leather Working Group members include brands, suppliers, leather manufacturers and other stakeholders from the leather industry. The organisation has developed a programme of audits, which certify leather production sites based on their environmental performance level. Since end of 2022, 100% of leathers used for the Zadig&Voltaire ready-to-wear and accessories collections come from LWG certified tanneries..





MEMBER OF LEATHER WORKING GROUP



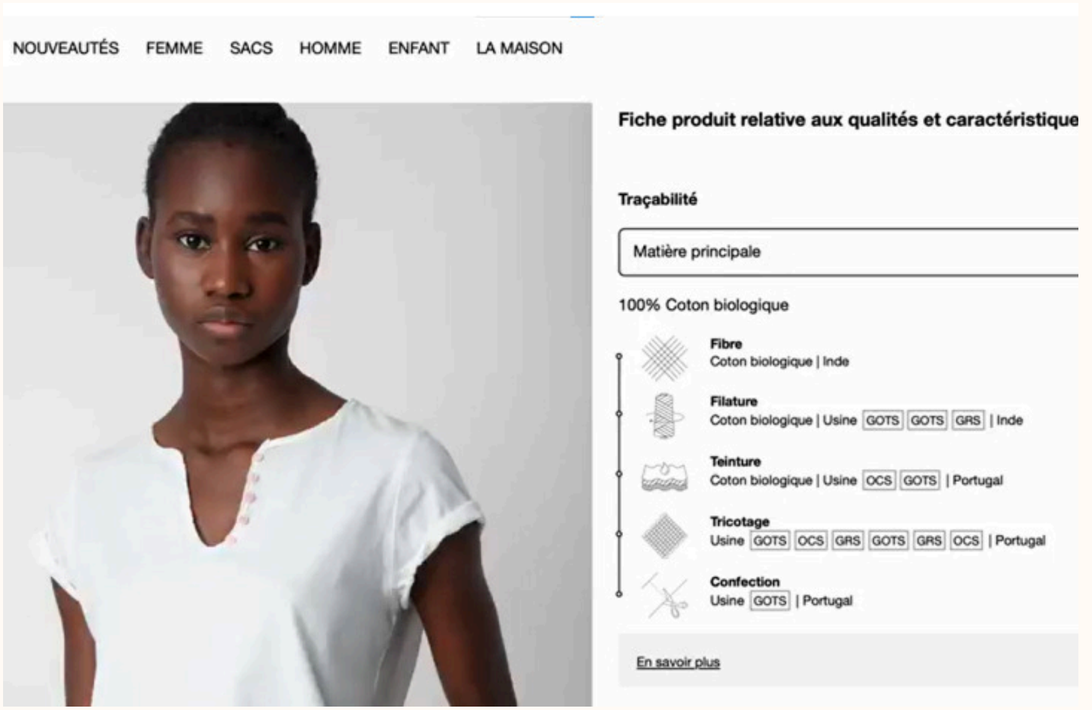
TRACEABILITY

PARTNERSHIP APPROACH TOWARDS 100% PRODUCTS TRACEABILITY BY END 2025

In 2022, Zadig&Voltaire launched a traceability approach to provide customers with online information up to the weaving/knitting and dyeing stages for ready-to-wear products, and up to the stitching stage for footwear.
Since April 2023, to go even further and gradually provide information on the origin of raw materials, Zadig&Voltaire has been working in partnership with Fairly Made®, which offers a traceability and impact assessment solution.
Launched with the Summer 2024 collection, the project enables the brand to progressively share more detailed traceability information and to further assess the environmental impact of its products in order to improve their performance.

FAIRLY MADE x ZADIG&VOLTAIRE

As of 2024, ready-to-wear collections are traceable at least to the weaving/knitting stage, and footwear collections are traceable to the sewing stage, with information displayed on the product pages.





A KEY PILLAR OF THE APPROACH: PROMOTING CERTIFICATION THROUGHOUT THE ENTIRE SUPPLY CHAIN

Beyond raw materials, Zadig&Voltaire is developing an approach aimed at certifying a large portion of its products throughout the supply chain.
This process ensures that traceability information is reliable and that each stage meets the requirements of recognized standards and best practices.
In this context, Zadig&Voltaire was certified for the fourth time in 2024 in accordance with some of the most recognized and rigorous standards, such as GOTS (Global Organic Textile Standard), OCS (Organic Content Standard), RWS (Responsible Wool Standard), and GRS (Global Recycled Standard).
In 2024, teams and partners mobilized to increase the number of certified products, resulting in 55% of the Fall/Winter 2024 ready-to-wear collection being certified throughout the supply chain (compared to 45% in Fall/Winter 2023).
These products are thus verified and traceable at every stage of the supply chain.

FOCUS ON “MADE IN VOLTAIRE RESPECT”

To enable customers to better identify products concerned by the transformation under the VoltAIRe programme, the brand introduced and rolled out the “Made in VoltAIRe Respect” mark on all care labels of the concerned products as well as on their product sheets available online

These products respect specific, rigorous specifications:
•any product certified through every stage of the supply chain
•any product composed of at least 90% certified raw materials
•any leather product which comes from tanneries with at least an LWG silver level certification
•any jewellery containing at least 75% recycled metal







100% RECYCLABLE, TRACED, RECYCLED OR BIO-BASED PACKAGING MATERIALS

Beyond reducing our packaging consumption whenever possible, ensuring that we do not contribute to deforestation in our supply chains as well as to phase out virgin fuel based plastics are important pillars of our sustainability strategy.

FOREST PRESERVATION

We are fully aware that forest conservation is a key challenge and are determined to contribute to their protection at our level, and through our sourcing decisions. As such, 100% of the wood pulp-based packaging materials used by Zadig&Voltaire are made from traced, certified well-managed forests and/or from certified recycled fibers. To formalize its commitment, Zadig&Voltaire joined the the Canopy organization and its *Pack4Good* initiative in 2024

ZERO VIRGIN FUEL BASED PLASTICS IN OUR POLYBAGS

Zadig&Voltaire is rolling out its policy regarding the use of zero virgin plastic from fossil fuels and integrates the use of recycled or biobased materials for its packaging. 100% of polybags used by the brand are made from biobased or recycled and 100% recyclable materials.

ENSURING THAT OUR PACKAGING CAN BE REALLY RECYCLED

Whether we are developing packaging to protect our products such as polybags, shoe boxes or textile pouches, or developing packaging which are aimed at displaying information such as hangtags or used by our customers to carry our products, such as our shopping bags, we require that all the materials used enable the packaging to be fully recycled. Moreover almost all of our packaging are made from monomaterial, to ease their recycling. To date 100% of our packaging are recyclable.

- **0 VIRGIN PLASTICS FROM FOSSIL FUELS**
- **0 DEFORESTATION**
- **100% RECYCLABLE**





CLIMATE IN OUR OPERATIONS

GREEN & EFFICIENT ENERGY IN STORES AND HEADQUARTERS

ROLL-OUT OF A GLOBAL EFFICIENT ENERGY PROGRAMME

The purpose of this programme launched in 2021 is to ensure more energy efficiency in our stores, installing 100% LED lighting in our stores and rolling out a series of energy sobriety and efficiency measures in Europe and in the United States These measures include the systematic closure of store doors as soon as air conditioning or heaters are on, the adjustment of temperatures and turning off illuminated signs and window displays. In 2023, a large scale maintenance program had been launched to provide all stores with necessary equipment to enable the effective technical implementation of these measures. An awareness raising campaign regarding energy saving techniques was also rolled out among store employees and head offices.

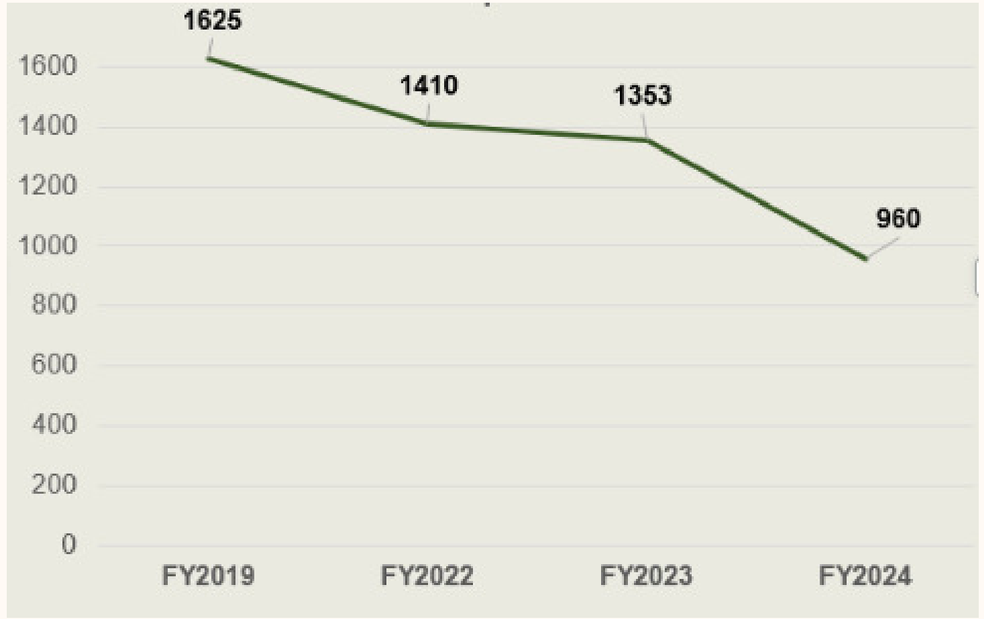


TOWARDS 100% GREEN ENERGY WHEREVER POSSIBLE

In parallel to the energy efficiency program, Zadig&Voltaire rolls out the switch to green energy of its own operations (stores /HQ) everywhere it is possible.

By end 2024, 74% of the boutiques in Europe and 50% of the boutiques in the US were under green energy contracts, with the aim of reaching 100% everywhere it is possible.

Evolution of Zadig&Voltaire CO2 emissions linked to scopes 1 & 2 (Co2 teq.)



OUR PRGRESS AS OF 2024

95%

OF OUR STORES AND HQ SWIITCHED TO GREEN ENERGY IN FRANCE

68%

OF OUR STORES AND HQ WORLDWIDE HAVE SWITCHED TO GREEN ENERGY

-21%

OF CO2 EMISSIONS LINKED TO SCOPES 1&2 IN 2024 VS 2023 THANKS TO THE SWITCH TO GREEN ENERGY, TO THE DEPLOYMENT OF THE ENERGY EFFICIENCY PROGRAM ANF TO THE OPTIMIZATION OF THE RETAIL NETWORK

TOWARDS 100% OF NEW AND REFITTED STORES ALIGNED WITH “ZADIG&VOLTAIRE SUSTAINABLE STORES STANDARDS”

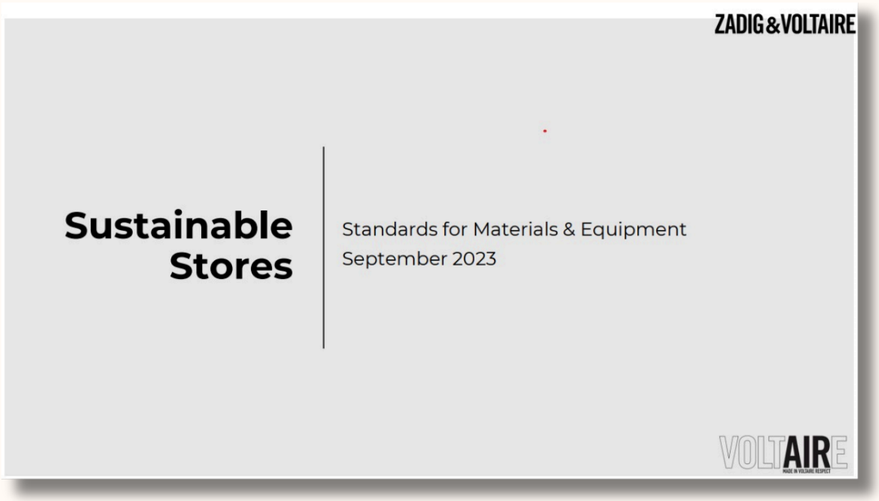


PILOT STAGE, FOLLOWED BY A ROLLOUT IN 2024

In early 2023, Zadig&Voltaire defined its standards and guidelines to integrate sustainability criteria into the design and operation of its stores. Implementation began with two pilot stores during the year 2023.

Beyond key aspects such as green energy and efficient equipment, this document outlines Zadig&Voltaire’s requirements regarding the use of low-emission materials, sustainable sourcing of materials, recycling practices, and more.

In 2024, the Sustainable Store Standards became part of the specifications for all store renovations and new store openings in Europe.
The gradual rollout continues, with the goal of covering 100% of new stores and renovations by the end of 2025.



REDUCING OUR IMPACTS LINKED TO TRANSPORT& LOGISTICS

INTEGRATION OF ENVIRONMENTAL CRITERIA INTO TRANSPORT PROVIDER CONTRACTS

In 2023, Zadig&Voltaire revised its logistics and transport requirements. The House integrated new environmental criteria into contracts for both transport services and warehouse operations.

Some of these actions include the adoption and prioritization of practices aimed at reducing emissions, saving energy, and optimizing transport routes.

ENABLING OUR TEAMS TO INCLUDE ENVIRONMENTAL IMPACT IN THEIR DECISIONS

An internal tool has been developed to enable the Production and Supply Chain teams to calculate the carbon impact of different modes of transport to encourage informed decision-making taking into account environmental Impact.

REDUCING AIR FREIGHT

To deliver its Fall/Winter 2024 collection, Zadig&Voltaire reduced air freight by 35% by shifting certain routes to lower-carbon transport modes, compared to the previous collection.

Combined with optimized production volumes, this allowed the House to achieve a 44% reduction in transport-related carbon emissions.

The brand's objective is to prioritize lower-carbon transport methods whenever possible.

Significant efforts were made by the teams in the U.S., resulting in a nearly 30% reduction in air transport for delivering the Fall/Winter 2024 collection compared to Fall/Winter 2023.

RÉDUCING IMPACTS LINKED TO OUR WAREHOUSES'ACTIVITY

As for our transport providers, Zadig&Voltaire has revised its sustainability requirements within its contracts with its warehouse partners. Beyond the requirements linked to reducing their environmental impacts, Zadig&Voltaire's warehouses are also required to be audited according to GOTS, OCS , RWS and GRS standards. These audit will ensure that the warehouses meet the standards'specifications regarding all regulations, traceability, human resources policy, health and safety and environmental management of the site.

In 2024, Zadig&Voltaire partnered with a new warehouse in the US which has implemented a sustainability strategy and actions to reduce the environmental impact of its activities. As such, the facility has solar panels and provide for its own energy consumption. Moreover, the site is fully equipped with LED lighting conversion , as well as motion detector sensors and with temperature controlled facility system. It has also implemented a sustainable purchase policy by using only certified and/or recycled cardboard and mailers for packing. The site also ensures the recycling of its waste through a certified "buy back program" with a partner company. Company Integrity).




MADE IN RESPECT

OUR ETHICS PROGRAM AND GUIDING PRINCIPLES

ZADIG&VOLTAIRE'S CODE OF ETHICS

In 2021, Zadig&Voltaire drew up a Code of Ethics which was distributed to the brand's teams. It is also given to and signed by each new employee joining the company. The latter defines the rules of conduct and principles that should guide the behaviour of all Zadig&Voltaire employees, its partners and the various stakeholders, when it comes to ethics and social, societal and environmental responsibility.



ZADIG&VOLTAIRE'S ETHICS ALERT LINE

An online system was established in 2022 to allow employees and partners to confidentially, securely, and in good faith report any violations of laws, regulations, or the principles outlined in the internal Code of Conduct.

In 2024, Zadig&Voltaire began revamping the system to strengthen it and adopt a more suitable tool.
Once the new tool is selected, it will be rolled out in 2025, alongside a global communication campaign on the House's overall ethics framework

ETHICS COMMITTEE

An Ethics Committee has been in place since 2022. It is composed of five members and is dedicated to three main missions:

- Monitoring and enforcing the Code of Ethics
- Responding to requests and handling alerts
- Developing policies and tools

TRAINING OUR TEAMS ON ETHICS

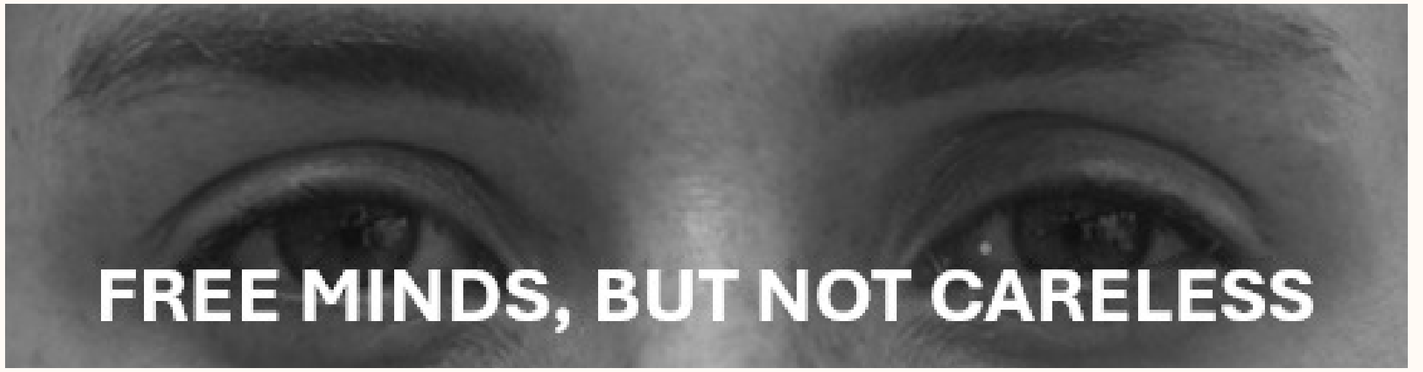
In 2023, the training program dedicated to Ethics has been updated and enhanced to set up a mandatory e-learning session to all French employees. The objective of this new program deployed in 2024 is to ensure that all our teams well understand the principles included in the Code of Conduct, through very concrete examples and a quizz.

OUR ETHICS PROGRAM AND GUIDING PRINCIPLES

The VoltAIRe programme reflects the brand's commitment to developing products and carrying out its activities in a way which respects men, women, animals and the environment. Whether its teams, partners, customers or community, the principle of Made in Respect guides Zadig&Voltaire's action in all its activities.

JOINING THE UNITED NATIONS GLOBAL COMPACT

In order to formalise its commitment, in 2021, Zadig&Voltaire joined the United Nations Global Compact, making a commitment to support and promote, through its activities, the UN's 10 principles regarding human rights, international labour standards, the environment and anti-bribery.



ZADIG&VOLTAIRE SUPPLIERS'CODE OF CONDUCT

A Supplier Code of Conduct is integrated into Zadig&Voltaire's Terms and Conditions of Purchase. All of the brand's suppliers sign these conditions and therefore undertake to respect, and ensure respect for, said conditions. The Code of Conduct defines in detail what the company expects from its partners in terms of ethics and in particular respecting human rights and fundamental freedoms and protecting the environment.



STRENGHTENiNG OUR PROCESS TO PREVENT SOURCING FROM HIGH RISK COUNTRIES

Zadig&Voltaire prohibits the sourcing and manufacturing of products in any area, region or country which is under international and / or European or US ban, or considered as "very high risk" for child labor, forced labor or modern slavery systems of production. Since 2023, a dedicated section has been included in the General Purchase Conditions, with the aim of being precise on the concerned areas.

Żadig&Voltaire supply chains must also not cause or contribute to the loss of natural ecosystems, including natural forests. To this end, Zadig&Voltaire prohibits the sourcing of forest derived products and the sourcing of leather from areas, regions or countries considered as "very high risk" of deforestation. As such, Zadig&Voltaire has prohibited the sourcing of leather from South America and will regularly inform its suppliers on the evolution of the countries considered as "very high risk" of deforestation for its supply chain.



ENSURING ANIMAL WELFARE THROUGHOUT OUR SUPPLY CHAINS

The Animal Welfare Charter is also included in the contractual documents signed by all the brand's suppliers.
It is based on fundamental principles, notably the Five Freedoms established by the Farm Animal Welfare Council in 1992 and reflected in the definition of animal welfare by the World Organisation for Animal Health (WOAH).
To take part in collective initiatives aimed at promoting best practices across the entire value chain, Zadig&Voltaire is a member of the Good Cashmere Standard (GCS) and is committed to sourcing 100% of its wool and cashmere from farms certified for their animal welfare practices.

COMMITTED FREEDOM. EMPOWERED INDIVIDUALITY. SHARED EXCELLENCE

At Zadig&Voltaire, social responsibility is built for the long term. It is rooted in a company culture founded on freedom, high standards, and respect for individuality, and is reflected in concrete commitments to our teams, wherever the House operates around the world.
Our ambition is clear: to create an inclusive, fair and empowering workplace, fostering talent development and equal opportunities throughout every stage of professional growth and career paths.

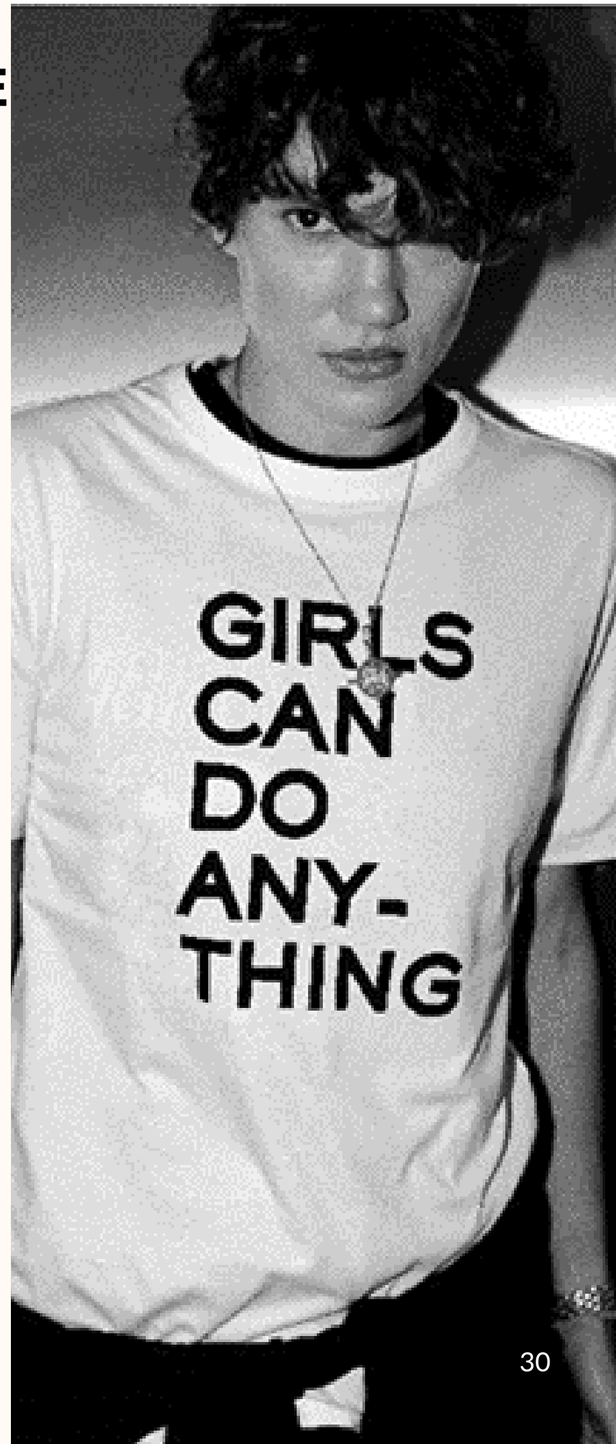
'WOMEN'S EMPOWERMENT — A REALITY EMBEDDED IN THE HOUSE'S CULTURE.

From the very beginning, the House has been built around women occupying key roles, grounded in trust, autonomy and responsibility.
The representation of women within the company is significant: 77% of all employees are women, 70% of leadership positions are held by women, and 78% of store managers are women.
Governance is supported by a diverse Executive Committee, bringing together complementary profiles and expertise, with balanced representation of women and men in strategic roles.
Beyond the numbers, the House's commitment is based on core principles including equal access to leadership opportunities, fairness in recruitment, compensation and career progression processes, and recognition of skills and career paths, regardless of gender.

WELCOMING AND GROWING YOUNG TALENT — FREEDOM TO LEARN, RESPONSIBILITY TO PASS IT ON

Zadig&Voltaire's inherent creative freedom and commitment to quality call for a strong focus on the transmission of expertise and the development of skills, especially among emerging young talent.
In this spirit, the House has built a structured recruitment and support policy for apprentices and interns, designed to foster professional integration, employability, and continuous skill development for young profiles — both at our headquarters and across our retail network.

This commitment has notably taken shape through the creation of a dedicated apprentice cohort developed in partnership with ESG Luxe, offering a tailored pathway that combines academic training with hands-on professional experience within the House.
Our support model is based on knowledge sharing, exposure to our métiers and environment, and a gradual integration into teams, enabling apprentices to grow confidently into their roles.
Through these initiatives, Zadig&Voltaire aims to champion individuality, value personal career paths, and sustainably build employability for young talent, in a culture centered on autonomy, responsibility, and long-term professional development.



GROWING AND DEVELOPING SKILLS

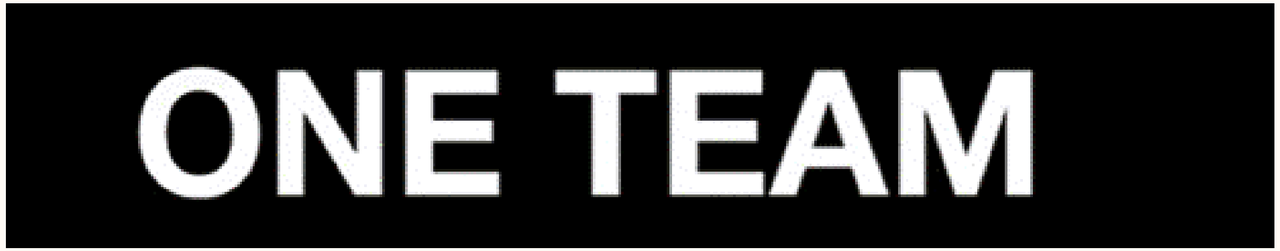
Zadig&Voltaire implements training and development programs designed to support the skills development of all its employees and reinforce a shared culture of excellence, promoting collective performance and customer experience.
The company relies in particular on an e-learning platform accessible to all employees worldwide, offering content dedicated to the company's history and values, its materials, products and collections, its collaborations and its various business lines. These tools help to share a common culture and strengthen understanding of the brand's challenges, regardless of scope or function.

DEVELOPING MANAGERIAL SKILLS

In 2024, Zadig&Voltaire continued to strengthen managerial skills, placing feedback at the heart of management practices, both at headquarters and in the retail network.
Dedicated training courses were rolled out to support managers in developing managerial practices based on listening, constructive feedback, and team engagement, with a view to fostering accountability and sustainable performance.
In addition, the company strengthened its support for store managers through specific workshops focusing on the human aspects of their role. These workshops aim to give them the keys to: recruit and integrate talent for the long term, build team loyalty and engagement, manage day-to-day performance, and contribute to a customer experience that is demanding and consistent with the company's standards.

INSPIRING AND ENGAGING TEAMS

Zadig&Voltaire attaches particular importance to inspiring and engaging its teams.
With this in mind, the brand regularly organizes Lunch & Learn sessions, open to employees, on a variety of topics related to design, culture, expertise, personal development, and contemporary issues.
These opportunities for sharing encourage openness, curiosity, and dialogue, while strengthening the connection with the brand's creative universe and the sense of belonging. They help to create a stimulating work environment that is conducive to engagement, creativity, and collective performance.



DEVELOPING PROFESSIONAL SKILLS

Zadig&Voltaire continued to roll out training programs dedicated to specific professions, with a particular focus on excellent customer relations and the in-store customer experience.
The professional training offered to retail teams aims to strengthen their mastery of the fundamentals of sales, the art of hospitality, and customer interaction, in order to deliver a distinctive experience that is faithful to the brand's DNA.
These programs are based on a combination of in-person training and digital modules accessible to all teams, promoting the consistent dissemination of standards and expertise on an international scale



MAKING OUR EMPLOYEES THE LEADING AMBASSADORS OF VOLTAIRE

Zadig&Voltaire's CSR approach, driven by the VoltAIRe program, is based on a strong conviction: the sustainable transformation of the company depends first and foremost on the commitment of its teams.
Designed as an inclusive approach, VoltAIRe aims to unite all Zadig&Voltaire communities around a common project, giving everyone the means to understand, embrace, and contribute to the company's commitments to sustainable development. This ambition is reflected in the desire to make every employee an agent of change, capable of integrating CSR issues into their work and becoming an ambassador for the company's commitments.

ENSURING THE AWARENESS OF ALL OUR TEAMS REGARDING OUR COMMITMENTS AND CONCRETE ACTIONS

Since 2023, a dedicated VoltAIRe training session is fully part of the integration program achieved by each new comer, including interns and apprentices. The objective is to ensure that each one is informed on Zadig&Voltaire’s sustainability commitments, objectives and progress. In 2024, a full e-learning training program for European retail teams has been created. This latest was rolled out in December 2024 and includes 4 modules: Zadig&Voltaire’s global Sustainability approach, Sustainable Products & Packaging, Climate Action and Made in Respect. As of end 2024, 78% of the retail European teams had completed the training. The next step is to launch and deploy a 5th module dedicated to material and product certification as well as to deploy the Sustainability training program among US retail teams.



ALL CHANGE MAKERS

Beyond raising awareness, Zadig&Voltaire is committed to integrating sustainable transformation into the daily lives of its teams, particularly within the Product, Development, Quality, and Production departments. Dedicated work and training sessions are organized to support teams in changing their practices through the integration of new policies and processes, the adoption of appropriate tools, and a better understanding of issues related to certification, social compliance, traceability, and responsible sourcing.
These measures aim to embed CSR issues in the business in the long term by promoting a cross-functional and collaborative approach to transformation.

A COLLECTIVE APPROACH LASTING OVER TIME

Through the VoltAIRe program, Zadig&Voltaire affirms its commitment to building sustainable transformation with and across its teams, based on training, engagement, and empowerment for all.
This approach helps make CSR a lever for consistency, meaning, and sustainable performance for the company.

MADE IN RESPECT:

COMMITTED WITH OUR PARTNERS

WORKING WITH PARTNERS WHO SHARE OUR VISION AND VALUES

Zadig&Voltaire's partners adhere to a set of rules, practices and principles regarding ethics, societal responsibility and protecting the environment, which have been incorporated into the contractual documents and which constitute Zadig&Voltaire's Standards, including the Supplier's Code of Conduct.
Updated in 2021, it defines what is expected of Zadig&Voltaire's partners regarding social responsibility, protecting the environment and business integrity
.

WORKING WITHIN A RECOGNIZED COLLECTIVE INITIATIVE TO STRENGTHEN AND ACCELERATE OUR SOCIAL COMPLIANCE MONITORING PROGRAM

Zadig&Voltaire is a member of the ICS, an organisation dedicated to social compliance which strives to improve working conditions within its members international supply chains (mapping of suppliers, early detection of problems, audit, corrective measures and training).

In the context of respect for its social compliance policy, Zadig&Voltaire also recognises other rigorous systems such as BSCI and SMETA SEDEX. The brand's objective is to have a social audit of 100% of its direct suppliers' sites by the end of 2025

Each supplier must provide Zadig&Voltaire with a social audit which is valid and recognized by the brand for all its production sites involved in Zadig&Voltaire manufacturing process. As such an unannounced or semi-announced audit must be have been performed by an accredited 3rd party audit firm, and following a system recognized by the Maison.
.
According to Zadig&Voltaire's social compliance policy, if the audit results reveal non-compliances, the supplier is required to implement corrective actions within the specified timeframe. Depending on the type and severity of the non-compliance, as well as the progress of the corrective action plan, the supplier must conduct a follow-up audit within a period of 3 to 12 months maximum.
The respect for Zadig&Voltaire's social and environmental Standards, based on ILO principles and on Zadig&Voltaire's Suppliers'Code of Conduct, is required from all the brand's manufacturers, suppliers, and their productions sites, with no exception.

Since 2023, Zadig&Voltaire trains its suppliers on its updated social compliance policy and social audit program. To support the implementation of these latest, a dedicated Supplier Social Compliance Program Toolkit has been sent to them, along with the ICS' audit preparation tools.

OUR PROGRESS AS OF END 2024

100%
OF OUR SUPPLIERS TRAINED ON ZADIG&VOLTAIRE SOCIAL COMPLIANCE PROGRAM

94%
OF THE PRODUCTION SITES OF OUR TIER 1 SUPPLIERS HAVE PERFORMED A SOCIAL AUDIT

100%
OF THE TANNERIES SUPPLYING OUR LEATHERS ARE CERTIFIED BY LWG ON THEIR ENVIRONMENTAL AND CHEMICAL PRACTICES



MADE IN RESPECT:

COMMITTED ALONGSIDE OUR PARTNERS

SUPPORTING THE IMPLEMENTATION AND THE COMPLIANCE WITH ZADIG&VOLTAIRE TRACEABILITY AND ENVIRONMENTAL STANDARDS

To strengthen its approach, Zadig&Voltaire gradually integrates into its Product Standards, its requirements in terms of traceability and transparency, sourcing of raw materials from sustainable certified sustainable sources and manufacturing processes which contribute to reduce the environmental impact of its products. Discussions, information sharing, and meetings are organised with its manufacturers in order to assist them with the transformation process and achieving compliance with these new requirements.

To further advance its traceability efforts and achieve its goal of 100% traceable products by 2025, Zadig&Voltaire has partnered with Fairly Made®, a French green tech start-up offering a product traceability and environmental performance measurement solution.
Rolled out with the Summer 2024 collection, this new step allows the brand to gradually provide customers with even more detailed traceability information on the Zadig&Voltaire website.

Furthermore, this will also enable Zadig&Voltaire to advance its product sustainability roadmap by accurately assessing the environmental impacts of its products throughout their life cycle and improving their overall performance.

SUPPORTING OUR SUPPLIERS IN THE ROLL OUT OF OUR CERTIFICATION STRATEGY

Aside from its objective to use 100% certified key raw materials by 2025, Zadig&Voltaire has embarked on a process seeking to certify its entire supply chain of products in its collections, each time it is possible and relevant.
In order to involve and support its partners, the Zadig&Voltaire teams organize dedicated discussions and produce informative documents providing operational assistance with this approach, including a dedicated email contact.
Moreover more detailed information, required documents and a checklist linked to certification for material as well as for finished products has been included in the General Purchase Conditions to ease the process for Zadig&Voltaire's suppliers.

OUR PROGRESS AS OF END 2024

61%
OF FW24 PRODUCTS TRACED BEYOND LEGAL REQUIREMENTS

90%
OF THE KEY RAW MATERIALS USED IN OUR COLLECTIONS FROM CERTIFIED SOURCES

55%
OF THE FW24 RTW COLLECTION ARE CERTIFIED INCLUDING
70% OF THE JERSEY COTTON AND
95% OF THE WOOLEN KNITWEAR COLLECTIONS





MADE IN RESPECT:

ENGAGED TO SUPPORT EMPOWERMENT



SUPPORTING THE EMPOWERMENT OF WOMEN VICTIMS OF VIOLENCE

Zadig&Voltaire supports the work of the Fondation des Femmes, a leading organization in France dedicated to promoting women's rights and fighting against gender-based violence.

Since April 2022, Zadig&Voltaire has offered tote bags made from the brand's archival fabrics across its network of stores in France. These bags are produced by companies within the Alliance network, which brings together social enterprises in Northern France that support people in vulnerable situations or with disabilities.

To support this cause, 100% of the profits from the sale of these tote bags are donated to the Fondation des Femmes. Since 2023, the initiative has been extended to 9 European countries. Thanks to the mobilization of our customers, near 28,000 tote bags have been sold from the begining of the project to end 2024.

SUPPORTING EMPOWERMENT THROUGH REINTEGRATION IN THE WORKPLACE

In France, since 2022, Zadig&Voltaire supports La Cravate Solidaire, a network of non-profit associations which work to ensure equal opportunities. Its mission is to allow people in need to take their interviews in the best possible conditions, in particular by restoring their self-confidence. The organization utilize donation of clothes for professional integration and supports 10,000 candidates per year.



SUPPORTING EMPOWERMENT THROUGH ART WITH THE "ART IS HOPE" PROGRAM

Since 2020, Zadig&Voltaire USA has developed the "Art is Hope" initiative to support the empowerment of creative minds.

Through this program, Zadig&Voltaire supports organizations such as the National Alliance on Mental Illness, Black Art In America, L.A. Dance Project, and Girls Inc., while also spotlighting the work and missions of artists and creatives like Jormi Graterol, Amanda Wachob, Benjamin Millepied, and Najee Dorsey from BAIA.

In 2024, the "Art is Hope" initiative supported the GLAM4GOOD Foundation. Through clothing donations from its fashion brand partners and volunteer involvement from their teams, this organization helps restore confidence and dignity to people in need.

.



VOLTAIRE

MADE IN VOLTAIRE RESPECT