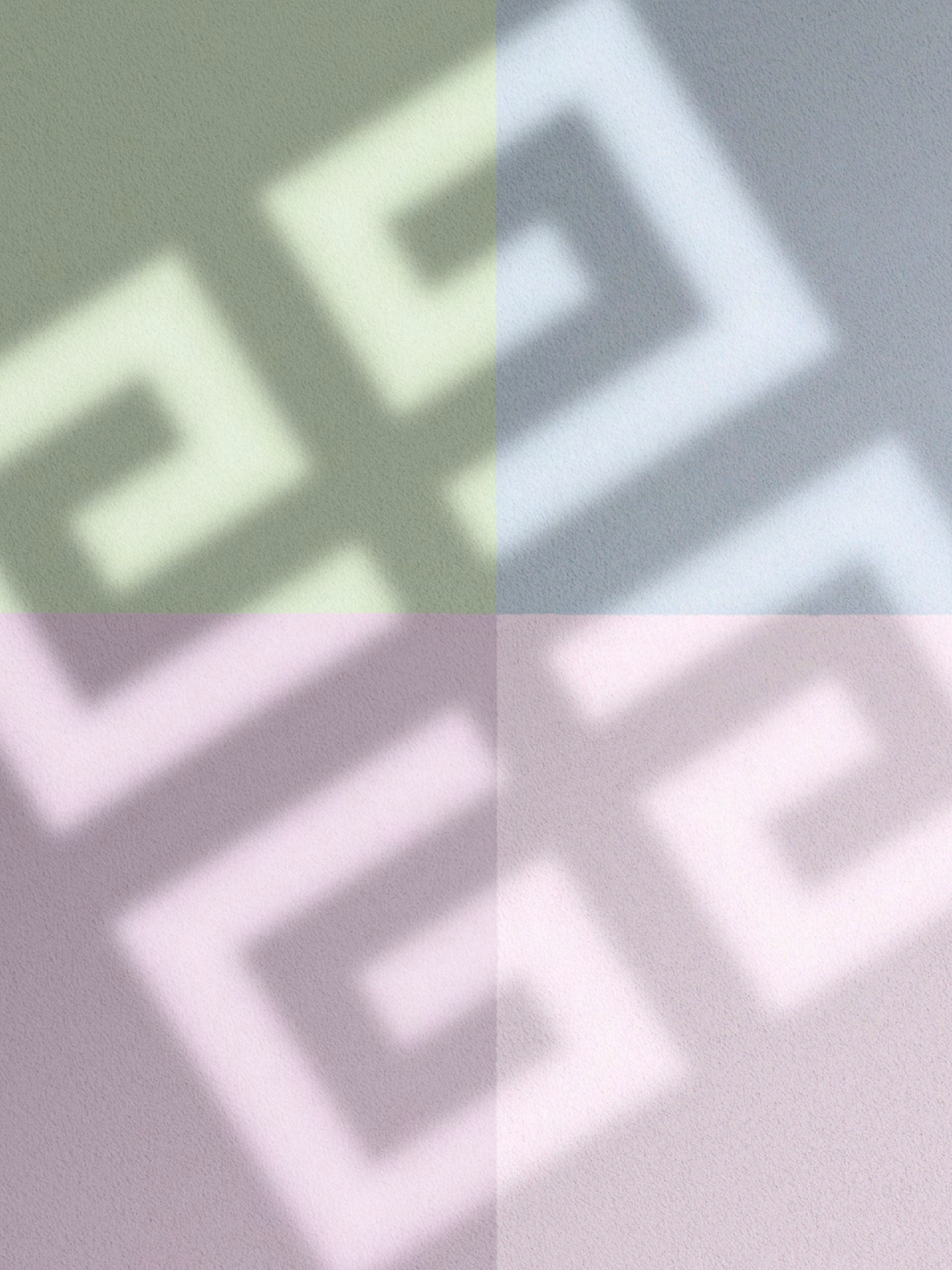


**2022 CORPORATE SOCIAL  
RESPONSIBILITY REPORT**



**GIVENCHY PARFUMS**



**03**  
EDITORIAL

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In 2022, Givenchy Parfums continued to reinvent itself. With a passion. With pragmatism.

And with determination, because this is our corporate culture. Our CSR approach is without preconceptions and outward-looking; it is a reflection of our curiosity and a gauge of our sustainability. It is also an extension of the intuition of the founder of our company, Hubert de Givenchy, who, over more than forty years, challenged codes, broke with convention, and extended himself beyond his profession as a couturier to adapt ever more closely to his times and to his dreams.

“Our CSR approach is without preconceptions and outward-looking: it is a reflection of our curiosity and a gauge of our sustainability. It is also an extension of the intuition of the founder of our company, Hubert de Givenchy, who, over more than forty years, challenged codes, broke with convention, and extended himself beyond his profession as a couturier to adapt ever more closely to his times and to his dreams.”

Launched in 2020, our CSR initiative has now been in action for 2 years, working towards reinvention. I am delighted to be able to share in this report the progress made by our company with a view to responding more effectively to the social and environmental challenges of the world around us.

This report is also an opportunity to unveil our new climate action plan in support of the transformation of our business in accordance with the objectives of the Paris Agreement on climate change.

Through our CSR strategy, we have incorporated the challenges of sustainable development into our product development process; we are monitoring new indicators on carbon and eco-design, and we have changed the way we operate.

We are aware that there are many challenges and that we need to act quickly. At Givenchy Parfums, we are driven by the creative energy of youth and by new ideas, and we know that we are fortunate in inheriting a world on the move, where great initiatives and great solidarity are born.

Enjoy reading.

**ROMAIN SPITZER**

CHAIRMAN AND CHIEF EXECUTIVE OFFICER,  
GIVENCHY PARFUMS



## OUR CSR STRATEGY DARE TO REINVENT

Like Hubert de Givenchy in his day, Givenchy Parfums has chosen to reinvent itself through its CSR initiative entitled “Dare to Reinvent”. Structured around four commitments, it is first and foremost a collective and sys-

tematic initiative involving the entire company. It is led by a dedicated CSR team who are supported by the commitment of the Givenchy Parfums teams and the collaboration of independent experts. The Givenchy

Parfums CSR initiative is part of the LIFE 360 roadmap, the LVMH Group’s environmental compass between now and 2026 and 2030.

## 4 COMMITMENTS FOR REINVENTING OURSELVES

1

### REINVENTING OUR PRODUCTS

By paying particular attention to the composition of our formulas and the design of our packaging.

2

### REINVENTING OUR OPERATIONS

to help combat climate change.

3

### REINVENTING OUR RELATIONSHIP WITH SOCIETY

by supporting causes that are close to our hearts: those that inspire young minds and offer new opportunities

4

### REINVENTING OURSELVES AS A TEAM

to promote a culture of respect, diversity, and inclusion.



# OUR 10 RESOLUTIONS FOR REINVENTING OURSELVES IN THE TIMEFRAME OF 2025/2030

## 01

**Ensuring traceability of 100% of natural raw materials** back to the country of origin and harvesting and committing to a UEBT (The Union for Ethical BioTrade) assessment/certification process for the brand's iconic ingredients by 2025.

## 02

**Guaranteeing that 100% of our new products comply with our Formulation Requirements**, which themselves exceed regulatory requirements.

## 03

**Improving the environmental profile of all packaging by 40%** through eco-design (compared to 2017) by 2025.

## 04

**Reducing the amount of virgin fossil-based plastic** used by 30%, and promoting recycled and bio-based materials (compared to 2017) by 2025.

## 05

**Promoting more sustainable modes of consumption** by encouraging sorting and creating refillable packaging for skincare products, perfumes and make-up.

## 06

**Implementing transparent communication** on the brand's commitments to all internal and external stakeholders.

## 07

**Sourcing 100% of our paper from sustainably managed forests** or controlled sources with FSC™ (Forest Stewardship Council®) certification by 2023.

## 08

**Reducing our carbon footprint by 26%** by 2030 (compared to 2021)

## 09

**Restricting air transport to factories and markets** and increasing the use of sea transport by 20 points (compared to 2017) by 2025.

## 10

**Supporting young people and their creative spirit through programmes that provide opportunities for those who need them most**, and enabling our employees to become involved in these programmes.

# REINVENTING OUR PRODUCTS FORMULAE & INGREDIENTS

## OUR COMMITMENTS FOR 2025

### 01

Providing 100% traceability of natural raw materials back to the country of origin and harvesting, and committing to a UEBT assessment/certification process for iconic ingredients for the brand.

### 02

Implementing a multi-criteria indicator for evaluating and optimising all skincare, make-up and fragrance formulas.

### 03

Guaranteeing that 100% of our new products comply with our formulation requirements, which exceed those of the regulations.

## OUR (RE)FORMULATION PRINCIPLES

Givenchy complies with the strictest cosmetics regulations in the world and has taken the necessary steps to proactively remove certain ingredients from its new formulations.

In particular, the company no longer uses synthetic silicone D5, even though this is legally permitted, because its impact in terms of biodegradation in nature does not satisfy the company's commitments. It also refuses to use mica from India if the mines have not been verified, in line with the LVMH Group's commitment to the Mica Responsible Initiative (MRI).

The selection of ingredients, whether natural or synthetic, is carried out by Givenchy Laboratories and is based on stringent criteria of quality, efficacy, safety, and environmental impact. **The Givenchy laboratories, based in France, use an internal tool to assess Givenchy formulas against 6 eco-formulation criteria:** the degree of naturalness, the level of traceability, the biodegradability & ecotoxicity of the for-

mula, the sustainability of sourcing and the number of ingredients in the formula. This tool helps the teams to develop new cosmetic formulae while ensuring the safety, efficacy, and sensorial qualities required for Givenchy products in order to guarantee customer satisfaction.

**Givenchy does not oppose synthetic and natural ingredients**, as we know that both are necessary for the composition of a perfume. The olfactory palette of our perfumers is made up of more than 3,000 notes, and we believe that it is the balance between natural ingredients sourced with respect for people and nature, and synthetics derived from green chemistry that we should be aiming for. This is the approach that we adopt with our partners and in our creations.

When we select natural ingredients, we refer to the ISO 16128 standard, which harmonises the principles and criteria of naturalness in cosmetics at an international level.

## TRACEABILITY AND SOURCING OF NATURAL INGREDIENTS

When Givenchy selects natural raw materials, it ensures compliance with regulations such as the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

Since 2022, **Givenchy has been a member of UEBT**, The Union for Ethical BioTrade. Created in 2007, this non-governmental organisation is internationally recognised for its standard which requires sourcing practices that respect biodiversity and protect the rights of workers and communities. As a member of UEBT, Givenchy is committed to sourcing in a way that respects people and biodiversity. As part of this approach, Givenchy is committed to as-

sessing all its iconic supply chains according to the UEBT standard by 2025. In December 2022, **66% of Givenchy's iconic ingredients had already been assessed according to the UEBT standard**, a rapidly rising proportion, since this value was 23% in 2021.

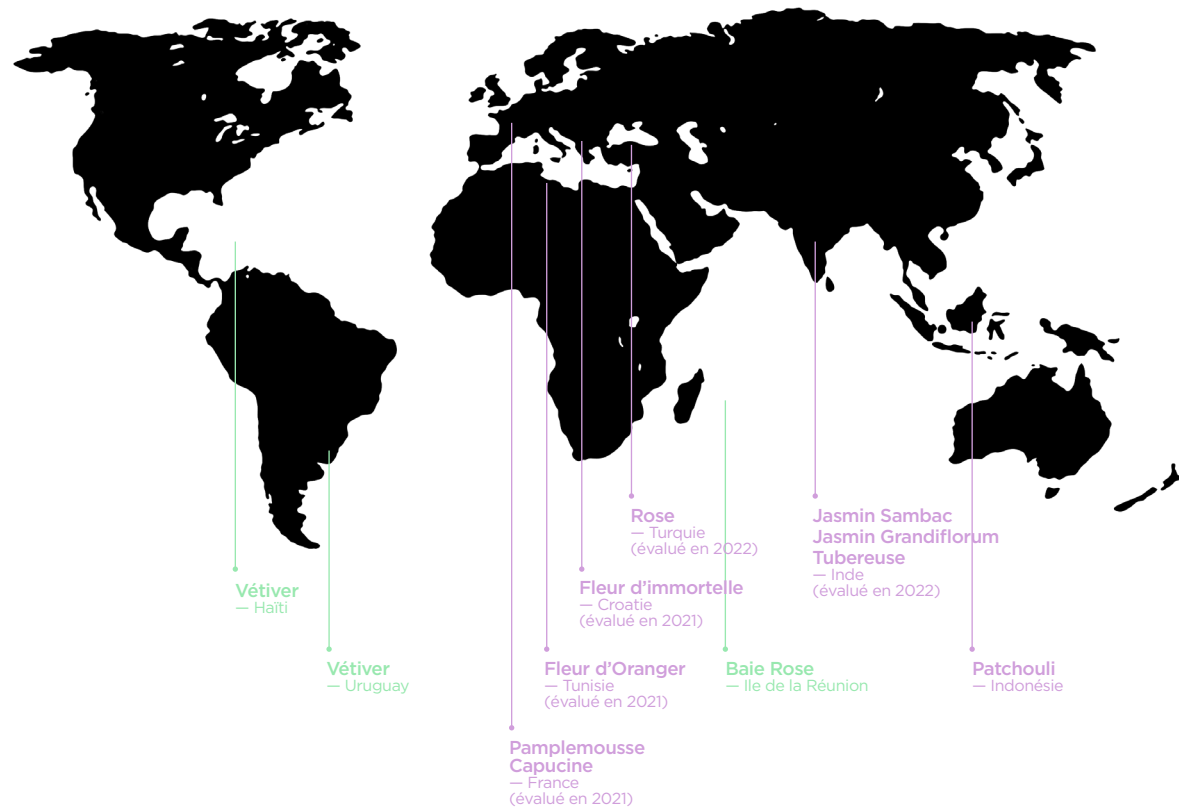
As part of its responsible sourcing policy, in 2022 the company worked with its main alcohol supplier on a programme that will enable the agroecological transition of several hundred hectares of French beet fields. As part of this project, Givenchy invited Genesis, a start-up company specialising in soil quality analysis, to take part.

# TRANSFORMATION IN ACTION

GIVENCHY PARFUMS COMMITS TO RESPONSIBLE SOURCING  
OF ITS ICONIC RAW MATERIALS

# 66%

of Givenchy's iconic ingredients assessed according  
to the UEBT standard (compared to 23% in 2021).



● INGREDIENTS ACHIEVING "UEBT RESPONSIBLY SOURCED STANDARD" \*

● INGREDIENTS UNDER EVALUATION

\* Under evaluation means that a verification has been carried out independently by UEBT teams who have certified in the fields that the minimum practices required by the UEBT standard and its 7 principles are applied and respected.



# REINVENTING OUR PACKAGING PRODUCTS

## MEASURING IN ORDER TO PROGRESS

Givenchy Parfums is committed to improving the Environmental Performance Index (EPI) of all its packaging by 40% by 2025 compared to 2017. The EPI index is used to measure and assess the proper application of Givenchy's eco-design principles to all new products.

The tool calculates a score out of 20 based on criteria such as the weight/volume ratio in relation to the formula quantity, the number of layers, weight reduction, incorporation of environmentally-friendly materials, packaging recyclability, and refillability.

## OUR OBJECTIVES FOR 2025

### 01

Improving the environmental performance index for all packaging by 40% through eco-design (compared to 2017).

### 02

Developing refill solutions.

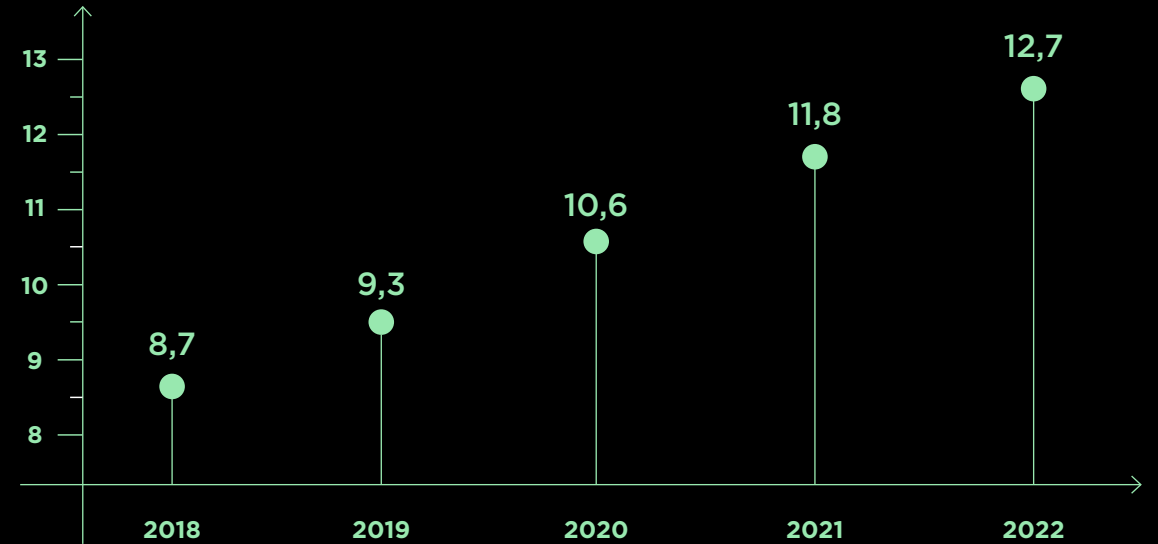
### 03

Reducing the amount of virgin fossil-based plastic used by 30% by promoting recycled and bio-based materials (compared to 2017).



L'Interdit shower oil refill launched in 2022.

## Increase in the average Environmental Performance Index (EPI) for launches since 2018



## Progression of the EPI by product line

	FRAGRANCES AVERAGE EPI	MAKE-UP AVERAGE EPI	SKINCARE AVERAGE EPI
2025 TARGET	11	10	12
SITUATION IN 2022	10,4	12,9	14,8
ACHIEVEMENT OF THE TARGET	In progress	Exceeded	Exceeded





## LESS WEIGHT, LESS VOLUME...

Reducing the weight and volume of packaging is the first eco-design lever that the company is seeking to implement. Givenchy Parfums' commitment to this approach is reflected in the three major launches in 2022:

- With the launch of the "Les Mythiques" collection, which brings together the company's historic fragrances, several iconic perfumes now feature a new bottle. For 5 of the 6 perfumes involved in 2022, the new design will reduce the weight of

glass by at least 15% compared to their historic bottles.

- The launch of **the new L'interdit Eau de Toilette was an opportunity for the company to offer a new bottle with 10% less glass.**

- The year's launches of the Le Soin Noir premium skin-care range are in line with the eco-design principles promoted by the company. **The new Noir & Blanc mask has a 46% smaller jar, while the eye cream is 44% lighter.**

## ... AND MORE ENVIRONMENTALLY -FRIENDLY MATERIALS

Givenchy Parfums' has committed to reducing its consumption of virgin fossil-based plastic by 30% by 2025. This commitment means replacing certain plastic components with glass - like the new Rose Perfecto Liquid Balm launched in 2022 - and using recycled or bio-based materials. **Between 2019 and 2022, the average proportion of virgin fossil plastic was reduced by 18%.**

The references in the catalogue in 2019 had an average of 39.5% virgin fossil plastic in 2019, compared to 32.4% at the end of 2022. In 2022, the company reworked its plastic trajectory in order to revalidate its priorities,

which were to find alternatives to Surlyn in the L'Interdit Franchise, to incorporate recycled materials in perfume samples, and include recycled or bio-sourced materials in the company's iconic products that do not already have them.

The incorporation of recycled materials is also being driven by glass bottles. **In December 2022, 48% of our glass bottles and jars will incorporate recycled glass** commonly known as "PCR" glass, compared to 6% in December 2021. **All paper packaging for Givenchy products comes from 100% sustainably managed forests** or controlled sources and is FSC® certified.

## MOVING TO MORE REFILLING SOLUTIONS

One of Givenchy's priorities is to offer refillable versions of all its iconic products by 2025. **To date, the company's Le Soin Noir and Skin Ressource creams, several lipsticks, and a Teint Cushion have been designed to be easily refilled.** In 2022, the company also de-

veloped its lipstick refill mechanism, developed in 2021, for its brand new le Rouge Interdit Intense Silk lipstick range. For this flagship launch in 2022, Givenchy Parfums has chosen to offer refills only on the company's most iconic shades.

# 28%

28% of our SKUs contain recycled or bio-sourced plastic in December 2022 (compared to 7% in 2021).



**PRISME LIBRE SKIN-CARING MATTE**  
72% recycled plastic in the Lid



**PRISME LIBRE PREP & SET GLOW MIST**  
30% recycled plastic in the Lid



**LE ROUGE INTERDIT INTENSE SILK**  
30% recycled plastic in the Lid



**PRISME LIBRE SKIN-CARING GLOW**  
72% recycled plastic in the Lid



**PRISME LIBRE SKIN-CARING CONCEALER & CORRECTOR**  
30% recycled plastic in the Lid



**L'INTERDIT BODY MILK**  
50% recycled plastic in the bottle



**L'INTERDIT SHOWER OIL**  
50% recycled plastic in the bottle



## GIVENCHY PARFUMS & DESSERTO COMMITTED TO A CACTUS-BASED CASE

For the first time in the world of make-up, the cap of the Rose Perfecto Liquid Balm is covered with a material made from cactus, which has been specially designed for Givenchy Parfums. After a year of research and development, Givenchy and its partner **Desserto**, a start-up and finalist

**in the 2020 LVMH Innovation Award**, have succeeded in developing this alternative to animal leather. The farms from which the cactus comes are registered and subject to social and environmental audits. The Desserto® plantations are organically grown and USDA\* certified.

Rose Perfecto Liquid Balm is the first Givenchy lip balm to feature a recyclable glass bottle.

\*USDA (United States Department of Agriculture) certification attests that the cactus is organically grown. This label is granted by the United States Department of Agriculture.

# REINVENTING OUR OPERATIONS

## OUR OBJECTIVES 2030

**01**

Achieving 100% low-carbon energy at all our sites by 2026.

**02**

Reducing greenhouse gas emissions from our own operations (compared to 2021)

**03**

Reducing greenhouse gas emissions from our value chain (compared to 2021)

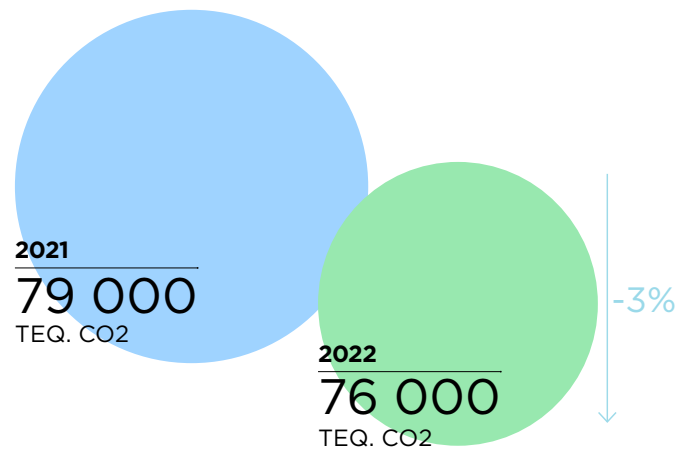
The objectives we have set ourselves are fully in line with the LVMH Group's carbon trajectory, which has been validated by the SBTi organisation. They were formulated and reviewed with the help of the independent consultancy Carbone 4 during 2022 and are based on a WB2D reduction scenario in absolute terms between now and 2030 (compared to 2021)

## UNDERSTANDING OUR CARBON FOOTPRINT

In 2022, the overall carbon footprint of LVMH Fragrance Brands was 76,000 tonnes of CO<sub>2</sub>e. Emissions from scopes 1 and 2 account for 3% of the footprint, compared to 97% for

scope 3 emissions. The carbon footprint of LVMH Fragrance Brands has decreased by 4% between 2021 and 2022.

Comparison of CO<sub>2</sub> emissions (in equivalent tonnes) between 2021\* - 2022



Data restated for a comparable perimeter 2021 & 2022



## MEASURING IN ORDER TO MOVE FORWARD

At Givenchy Parfums, we are convinced that managing our carbon trajectory depends on our ability to regularly gather precise data on our impacts. This is why we have decided that in 2022 our company

will carry out an **annual Carbon Audit in accordance with the Greenhouse Gas Protocol** (GHG Protocol). In addition, and in order to have a dynamic management of our trajectory, in 2022 Givenchy Parfums

developed a new internal tool, which, from 2023 will enable teams to precisely monitor the shipping methods of our products by reference, by country, and by product type (new products, catalogue products, POSM, etc.).

## REDUCING GREENHOUSE GAS EMISSIONS EMISSIONS FROM OUR OWN ACTIVITIES (SCOPE 1 AND 2)

Givenchy Parfums' two production workshops are located in France. **ISO 14001 certified since 2015**, they benefit from ongoing investments to improve their environmental performance. The sites' energy strategy is based on two principles: reducing energy consumption and replacing fossil fuels with low-carbon energies. In 2022, Givenchy invested in boilers that consume

less energy and reduced the heating temperature at its sites from 21°C to 19°C. These two actions have contributed to achieving a 7% reduction in the overall energy consumption of the factories compared to 2021. At the same time, Givenchy Parfums has installed photovoltaic panels on the roof of its main site, which, since 2022 have helped to decarbonise the energy used

in the production of its products. Overall, **Givenchy Parfums reduced the carbon footprint associated with energy use at its sites by 16% between 2022 and 2021**. Next year, the replacement of natural gas with biomethane will significantly improve this impact. By 2022, 100% of the company's French sites will be using electricity from renewable sources.

## REDUCING GREENHOUSE GAS EMISSIONS EMISSIONS FROM OUR VALUE CHAIN (SCOPE 3)

97% of the company's greenhouse gas emissions come from its value chain. **Transport flows and the raw materials for our packaging represent 48% and 25% respectively of Givenchy parfums' overall footprint**. These are our two priorities at the present time. The shipment of products from the Givenchy Parfums warehouse in France to Asian markets is by far the most impactful flow, accounting for 70% of the carbon footprint linked to downstream transport flows. Against this backdrop, and in

order to meet the logistical and commercial challenges facing our company, the supply chain teams have been working on the establishment of a new logistics site in Singapore in 2022. Through this new warehouse, **we plan to reduce our greenhouse gas emissions by more than 8,000 tonnes by increasing the use of ships to transport our products**. Following on from this initiative, in 2023 we will consolidate its decarbonisation strategy by focusing on its second most significant flow after the Asia-Pacific region: ship-

ments to the Chinese market. At the same time, in 2022 the company continued its efforts to incorporate more recycled materials into its products, thereby also reducing the carbon impact of its packaging. By the end of 2022, 51% of our glass bottles and jars will contain recycled glass, compared to 25% in December 2021. The proportion of products with recycled or bio-sourced plastic reached 28% in December 2022, compared to 7% a year earlier.

## MOBILISING EMPLOYEES ON CLIMATE ISSUES

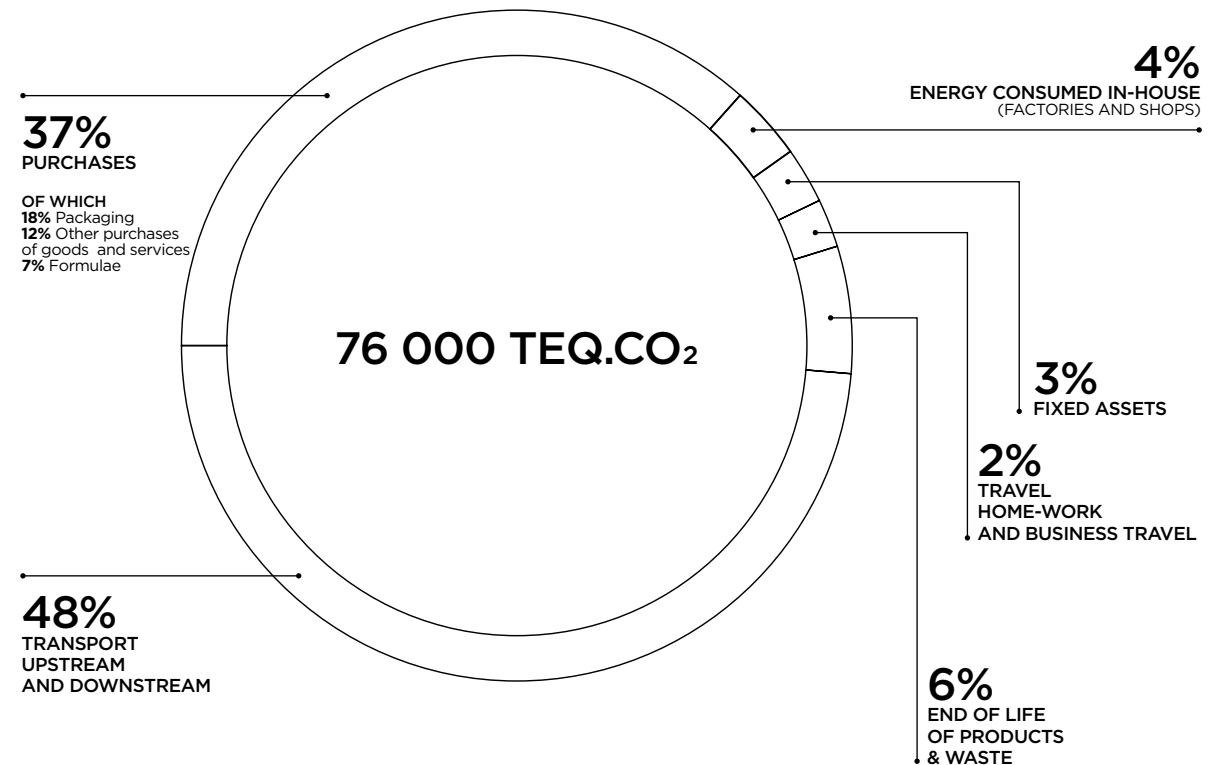
In 2022, **the entire Givenchy Parfums leadership community, including the Executive Committee and the country managers, took part in La Fresque du Climat [Climate Fresco] at an international seminar**. The company's CSR team was trained in the metho-

dology of this awareness-raising tool so that the workshop could be run in-house. La Fresque du Climat is a French association whose aim is to raise awareness of climate change by means of a professional collaborative simulation game. It enables participants

to acquire a better understanding of climate change and to take up the challenge of tackling it as a matter of urgency. In addition to this first session, workshops have been organised for employees in 2022, with a view to accelerating the process in 2023.

## LVMH FRAGRANCE BRANDS\* CARBON FOOTPRINT 2022

\*Legal entity of Givenchy Parfums



**8 PRIORITY PROJECTS TO BE ACHIEVED TO  
REDUCE OUR CARBON FOOTPRINT BY 26% BY  
BY 2030 (COMPARED TO 2021).**

## TRANSPORT

**01****TOOL**

A tool for dynamically measuring GHG emissions

**02****AIR FREIGHT**

Limiter le recours au transport aérien dans la région Asie-Pacifique (Excepted China)

**03****FRET AÉRIEN**

Limiting the use of air transport in the Asia-Pacific region (excluding China)

## PACKAGING

**04****PLASTIC**

Reducing the proportion of virgin fossil plastic in the company's packaging by 30% by reducing the weight of components and incorporating recycled materials.

**05****GLASS**

Using recycled glass in glass perfume bottles.

**06****REFILLING**

Developing a targeted range of rechargeable products.

## ENERGY

**07****ENERGY**

Achieving 100% low-carbon energy at all sites

## SUPPLIERS

**08****COLLABORATION**

Working with suppliers who have a validated carbon trajectory.

# REINVENTING OUR RELATIONSHIP WITH SOCIETY

## MENTORING PROGRAMMES

### OUR OBJECTIVES

Enabling our employees to take part in our mentoring programmes during their working hours.

### LIVE, THE VOCATIONAL INSTITUTE FOR EMPLOYMENT

Since 2020, Givenchy Parfums has been a partner of LIVE - L'Institut des Vocations pour l'Emploi [The Vocational Institute for Employment], which supports people wishing to return to working life. Funded by the LVMH Group, the Institute welcomes between 400 and 500 people each year to its 4 campuses, including around a

hundred to the one in Clichy-sous-Bois. They benefit from a consolidation of general skills (English, culture, mathematics, etc.) and workshops designed to help them put their career plans into practice (discovering professions, writing CVs, presentations, etc.). In total, each 'Liver' follows a 540-hour support programme and completes a two-week work

placement. Depending on their needs, they may be assigned a mentor from the Givenchy teams to provide additional professional support. **Since the launch of this programme in 2020, more than 120 employees have supported the beneficiaries of the LIVE programme through reflection, exchanges, and shared experiences.**

### OUR COMMUNITIES HAVE TALENT

Since 2021, the Maison has also set up a mentoring programme for its employees based in Beauvais, the brand's main production workshop. To this end, Givenchy Parfums has formed

a partnership with the 'Nos Quartiers ont des Talents' [Our Communities Have Talent] association, enabling around ten people to become mentors to young people.



# REINVENTING OUR RELATIONSHIP WITH SOCIETY ART & YOUTH

## OUR OBJECTIVES

Supporting young people and their creative spirit through programmes that provide opportunities for those who need them most.

## FOLLOWING IN HUBERT DE GIVENCHY'S FOOTSTEPS WITH THE ECOLE DES BEAUX-ARTS DE PARIS AND ITS VIA FERRATA PREPARATORY CLASS

Following in the footsteps of its founder, Givenchy Parfums is open to bold ideas and the energy of youth. **Since September 2021 and for 3 years, the company has been supporting the École des Beaux-Arts de Paris through its Via Ferrata programme.** This high-level artistic training programme offers individual support and high-quality facilities to 50 students from different social, cultural, and geographical backgrounds, giving them free access to preparatory classes for entrance examinations to higher art schools. With the support of Givenchy Parfums, the number of stu-

dents in this preparatory class (originally 25) has doubled, and it also includes artistic production projects with students and student tutoring.

With the support of Givenchy Parfums, the number of students in this preparatory class (originally 25) has doubled, and it also includes artistic production projects with students and student tutoring.

**The second graduating class supported by Givenchy Parfums, for the academic year 2022-23, saw 98% of students enter a higher art school.** Fourteen will go on to the Beaux-Arts de Paris, while

others will continue their studies at the École nationale supérieure d'arts de Paris-Cergy, the Villa Arson, the HEAR (Haute École des Arts du Rhin), the École nationale supérieure des Arts Décoratifs, and the École Boulle. Eleven of them have even passed the prestigious Beaux-Arts de Paris competition. The new class of 2022-2023 has 48 students. These talented young people from all social and cultural backgrounds come from all over France, as well as from Colombia, Poland, Germany, and Ukraine. They were selected from over 650 applications.



## OCTOBER 2022 THE GIVENCHY WORKSHOP AT THE BEAUX-ARTS IN PARIS

## “CAN WE GIVE FORM TO SOMETHING THAT, IN ESSENCE, HAS NONE?”

It was this seemingly paradoxical question that the VIA FERRATA students had to try to answer during the olfactory workshop organised each year jointly by the Givenchy Parfums teams and the teaching staff of the preparatory class. Led by Julie Genelin and Laurent Lacotte, artists and teachers

at the École des Beaux-Arts de Paris, this workshop in October 2022 invited students to discover works and artists that use scent as a creative medium, and to work for a week on a production based on one of the company's iconic fragrances: L'Interdit Eau de Parfum.

A number of well-known figures

worked with the students: Master Perfumer Dominique Ropion, who created L'Interdit by Givenchy, and Sandra Barré, a visual artist and author of *L'odeur de l'art: Un panorama de l'art olfactif*, published in 2021.



# REINVENTING OURSELVES AS A TEAM DIVERSITY & INCLUSION

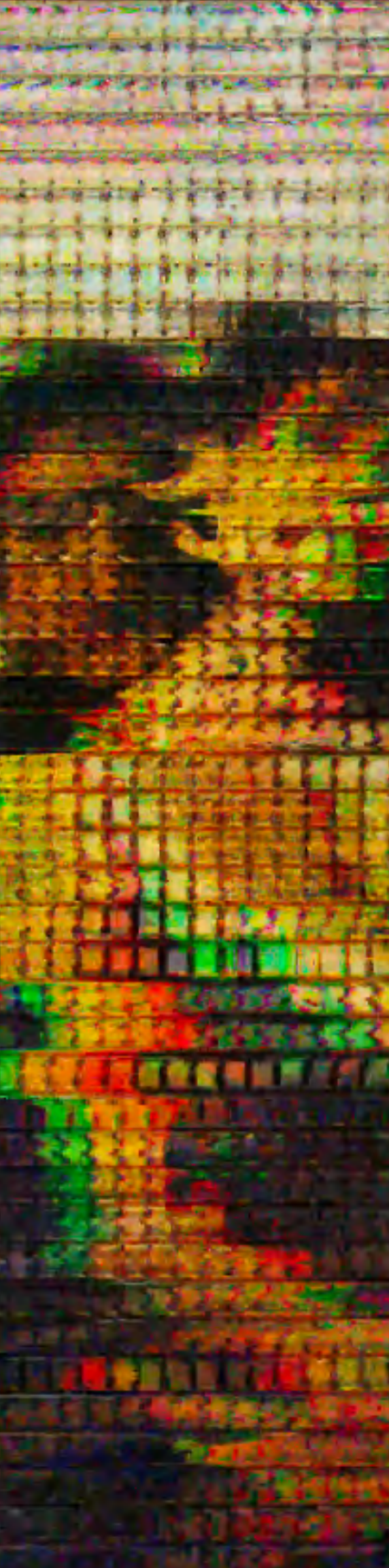
## OUR OBJECTIVES

Zero tolerance of discrimination.

### NFT: WHEN ART JOINS THE LGBTQIA+ CAUSE

For the second year running, Givenchy Parfums has joined forces with Pride Month as part of a global digital campaign. In 2022, the brand repeated its **collaboration with London gallery owner and LGBTQIA+ activist Amar Singh and the artists of Rewind Collective to create a new NFT digital work sold in aid of the Le MAG Jeunes LGBT+ association.** Inspired by the codes of Givenchy and more specifically Prisme Libre, the company's emblematic loose powder, as well as the colours of the LGBTQIA+ flag, this original virtual work was offered for sale in a limited series of 1,952 copies on VeVe, the largest platform for the sale of digital collectible items available on mobile. All copies were sold out in just a few hours. MAG Jeunes LGBT+ (Mouvement

d’Affirmation des Jeunes Gais, Lesbiennes, Bi & Trans) is a French association founded by and for young LGBTQIA+ people (aged 15 to 30). Focusing entirely on LGBTQIA+ youth, Le MAG Jeunes concentrates on support and guidance. With the funds raised, the association runs a drop-in centre in the heart of the capital, rue Quincampoix, Paris 4e. This space helps to combat the isolation of young LGBT+ people by offering them support and a wide range of activities. Two new branches have also been set up in Lyon and Clermont-Ferrand, and three youth workers have been recruited to help develop the association in the Ile-de-France and Auvergne-Rhône-Alpes regions. With these resources, Le MAG Jeunes LGBT+, which currently helps over 500 young people, aims to support 1600.



### GIVENCHY PARFUMS SIGNS THE AUTRE CERCLE COMMITMENT CHARTER

On 30 November 2022, the Chairman and CEO of Givenchy Parfums signed the LGBT+ Commitment Charter of L’Autre Cercle, a leading French association on LGBT+ diversity and inclusion in the workplace. The LGBT+ Commitment Charter, created in 2013, encourages companies to include LGBT+ issues in their policies to promote diversity and prevent discrimination.

It is based on 4 main elements:

- Creating an inclusive environment for LGBT+ employees
- Ensuring equal rights and equal

treatment for all employees, regardless of their sexual orientation and gender identity

- Supporting employees who are victims of discriminatory comments or acts
- Measuring progress and sharing good practice to improve the general working environment.

As part of the signing of this charter, **the company’s human resources teams are leading a network of “LGBT+ Role Models”** whose mission is to contribute, through their commitment and visibility, to a positive representation of LGBT+ people.

### GIVENCHY PARFUMS ACHIEVED 96/100 ON THE FRENCH GENDER EQUALITY INDEX.

THE SCORE ACHIEVED ON THE 2022 FRENCH INDEX on gender equality in the workplace by LVMH Fragrance Brands, Givenchy Parfums legal entity. This high score recognises, among other

things, the parity among the ten highest salaries in the company, as well as the proportion of women who received an individual salary increase when they returned from maternity leave.

### WITH OUR EMPLOYEES WITH DISABILITIES

For over fifteen years, the company has been committed to recruiting and retaining workers with disabilities. **From 14 to 18 November 2022, Givenchy Parfums took part in the 26th European Week for the Employment of People with Disabilities in France.** This year, Givenchy Parfums chose to take part in the DuoDay operation at its Beauvais and Vervins sites. The aim of DuoDay is to put companies in touch with a disabled per-

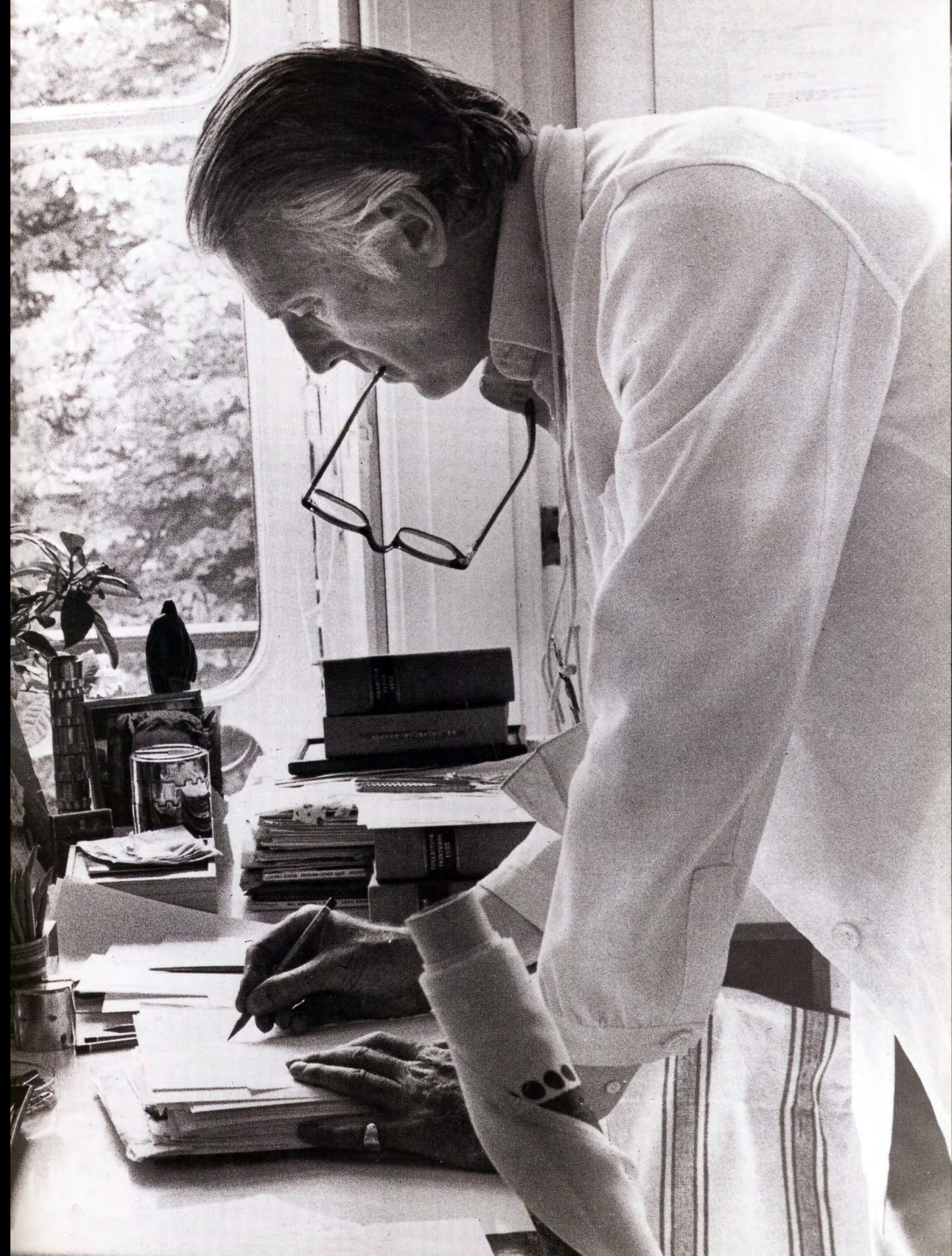
son for one day, to help them discover the different professions, and to encourage new vocations and opportunities for collaboration. The two sites had the pleasure of welcoming 11 people with disabilities who were looking for work: 5 people were welcomed at the Beauvais site and 6 people at the Vervins site. **In 2022, the proportion of workers with disabilities in the Givenchy Parfums teams was 6,33%.**

# AGAINST THE PREVAILING TRENDS OF HIS ERA, HUBERT DE GIVENCHY ADVOCATED INCLUSIVITY IN HIS FASHION SHOWS.

In November 1973, at an event hosted by the Château de Versailles, a fashion show competition called La Bataille de Versailles (The Battle of Versailles) brought together five French designers and five American designers, accompanied by models of diverse backgrounds. This event marked a small revolution for the French fashion industry.

It also served as a turning point for American ready-to-wear fashion and the fashion world as a whole. In 1981, Hubert de Givenchy met Monique-Antoine Orosmane, known as Mounia, a flight attendant at Orly Airport whose grace and elegance captivated him. He immediately offered her the opportu-

nity to walk the runway. Against the prevailing trends of his era, he advocated inclusivity in his fashion shows. As a result, in 1986, the runway for the Spring-Summer collection featured black and mixed-race models. Through his choices, Hubert de Givenchy demonstrated his modernity and open-mindedness.



# OUR 2022 INDICATORS

## 100%

New formulae meet Givenchy's formulation principles

## 60%

Iconic ingredients evaluated by the UEBT in 2021 (compared to 23% in 2021)

## 100%

Givenchy cases from responsible sources with FSC® (Forest Stewardship Council®) certification or other controlled sources

## 100%

Low-carbon electricity consumed in Givenchy Parfums' production facilities in 2022

## +6%

Employees with disabilities in France

## 96/100

French gender index

## 100%

Leather processed in LWG (Leather Working Group) gold certified tanneries

## -18%

On average, less plastic in Givenchy fragrance, make-up, and skincare products (compared to 2019)

## 28%

References with recycled or biosourced plastic (compared to 7% in 2021)

## + de 150

Employees involved in mentoring programmes in France since 2020

## 100

Students supported as part of the partnership with the Via Ferrata programme at the Ecole de Beaux-Arts in Paris since 2021

## -7%

Decrease in energy consumption of manufacturing workshops in 2022 (compared to 2021)

## 100%

Givenchy parfums' own manufacturing workshops ISO 14001 certified

## 51%

Glass jars and bottles recycled (compared to 25% in 2021)

## ABOUT GIVENCHY PARFUMS

Since 1957, Givenchy Parfums has been upholding the values instilled by its founder, Hubert de Givenchy. Driven by the spirit of audacity and reinvention, the House of Givenchy offers a free and modern vision of elegance, exploring new territories of expression and constantly innovating by providing a unique image of beauty.

From L'Interdit to Gentleman Society, the new fragrance for men, from Prisme Libre to Rouge Interdit and Le Soin Noir, its fragrance, make-up, and skincare lines celebrate individuality and advocate creative freedom.

The products created are the result of proven knowledge and expertise inherited from the world of Couture.

[www.givenchybeauty.com](http://www.givenchybeauty.com)

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