

2025 MISSION REPORT

sessùn

This mission report aims to present the actions carried out and the progress achieved in relation to our status as a Mission-driven Company and our statutory objectives, covering the whole of 2025 and the scope of Sessùn SAS.

Alongside this Mission, Sessùn implements a CSR strategy that more broadly addresses the company's social and environmental challenges. This strategy is presented in detail in our dedicated CSR report, available on our website.

The Mission-driven Company approach and the CSR strategy are interconnected and mutually reinforcing. Although they are structured and managed separately, together they contribute to the consistent and comprehensive implementation of Sessùn's vision and corporate social responsibility.

” Three years have passed since we embedded our mission into Sessùn’s legal status. Three years during which this demanding framework has guided our decisions, shaped our reflections, and shed light on both our progress and our uncertainties. If there is one lesson this third year has taught us, it is this: it is through acknowledging our limitations that the most meaningful roadmap emerges. Not to temper our ambition, but to better channel it - with clarity, consistency, and the enduring energy that has always driven us to strive to do better.

Some of our ambitions - at times formulated with expectations that exceeded what realities on the ground could sustain - were this year confronted with the complexity of our business, our supply chains, and the trade-offs inherent to our day-to-day operations. Some objectives were achieved, others were not. Far from discouraging us, these gaps have allowed us to grow. Because what gives value to a mission-driven approach is not the irreproachability of its results, but the transparency with which we assess the path travelled and the determination with which we adjust our course.

In 2025, we strengthened the traceability of our products by adopting a new methodology and working directly with our suppliers to gain deeper visibility into our value chains. We continued our commitment to lower-impact materials, surpassing the 65% threshold. We improved our carbon footprint performance. We brought the Cantillana project to life, contributing to the

preservation of a precious textile craft in Andalusia. We also continued to raise awareness, engage, and unite our teams, convinced that a mission can only truly exist when it is carried collectively.

But we also learned to let go. To acknowledge when an indicator was not working, or when an ambition needed to be reformulated in order to remain sincere. These adjustments are not failures. On the contrary, they are the sign of a living, evolving approach.

We are entering this new three-year cycle with confidence and determination, strengthened by the work accomplished and by everything these first three years have taught us. Sessùn is a living company, people-oriented and driven by the beauty of human connections. Our suppliers, artisans, employees, and customers: it is with them, and thanks to them, that we continue to carve our own path. A demanding path, certainly, but one we move forward on with ever greater clarity and commitment.

Beauty is in the journey. ”

Emma François-Grasset

*Founder, CEO and Artistic
Director of Sessùn*

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I. sessùn, as a Mission-driven Company

Sessùn is a women's fashion brand with a distinctive and timeless identity.

Founded in 1996 by Emma François, the brand was born from a desire to highlight traditional craftsmanship through meaningful pieces that tell the story of the hands that make them. Deeply attached to artisanal know-how and evolving outside the dominant codes of the industry, the brand has been built around a constant commitment: attention to detail, quality materials, long-lasting relationships with partners, and the development of a universe that goes beyond clothing to embody a true lifestyle.

Today, Sessùn is present in more than 600 points of sale worldwide, through both its own boutiques and multi-brand retailers, and brings together more than 300 employees. Guided by their expertise and a shared vision, they contribute to the evolution of a company whose authenticity, richness of human connections, dedication to craftsmanship, and collective commitment form the foundation of its long-term sustainability.

OUR JOURNEY TOWARDS BECOMING A MISSION-DRIVEN COMPANY

For almost 30 years, Sessùn has grown around a clear ambition: to build a meaningful, lasting, and unifying company project. One of a dynamic company, deeply committed to people and creativity, and aware of the responsibility it holds towards its employees, partners, customers, as well as the environment and society as a whole.

Over the years, this commitment has gradually become more structured through the implementation of a corporate social responsibility policy aimed at formalizing and strengthening these practices.

The upheaval caused by the COVID-19 health crisis marked a turning point. It led Sessùn to reconnect with its deeper purpose and to question the meaning of its actions. This period of reflection reinforced the belief that a formal and structuring commitment would both embody the company's philosophy and strengthen and expand its CSR approach.

France's 2019 *Pacte Law*, which introduced the possibility for companies to include a purpose and social and environmental objectives in their articles of association, appeared as a natural step for Sessùn. This legal status enables the company to sustainably anchor its vision by explicitly linking its economic success to its societal impact. It places at the heart of our corporate project the ambition to reconcile performance with contribution to the common good.

Choosing to become a Mission-driven Company was therefore a coherent and deliberate decision: a way of publicly affirming the convictions that have shaped Sessùn's identity since its creation and continue to guide each of its actions.

Following our own path, at our own pace.

Feeding off encounters along the way: artisans, craftsmen, creators, artists, cultures.

Admiration for their invaluable know-how, a desire to raise awareness around them and act to preserve them.

Reflecting on how the design process can be improved, including shorter supply chains and longer rhythms, to create clothes that last, and that we can love and enjoy for a long time.

Abandoning convention to offer our customers warm, welcoming stores that align with our aesthetics and ethics.

Remaining attentive and open-minded, placing respect for others and the love of work well done at the heart of all our actions.



OUR PURPOSE

Following an in-depth reflection process, a careful examination of the company's values, identity, ambitions, and responsibilities, and consultations with its stakeholders - employees, suppliers, B2B and B2C customers, service providers, and financial partners - Sessùn structured and formalized the Mission it seeks to pursue as a company.

” **Forging our own path to embody sensitive, sustainable fashion that values textile know-how, supports craftsmanship, cultivates the art of encounters and promotes long-lasting partnerships as part of a conscious approach based on respect for people and resources.** ”

A shorter version, intentionally more conceptual than the one included in the company's articles of association, was also developed to reflect the very foundation of the company's philosophy. Framed as a highly evocative statement, it captures the essence of the approach and is intended to guide, on a daily basis, every action, every decision, and every interaction:

To make « **The journey more beautiful than the destination itself.** »

OUR STATUTORY OBJECTIVES

Four statutory objectives were defined when Sessùn adopted Mission-driven Company status, in order to give concrete expression to its purpose and to structure the company's various initiatives:

OBJECTIVE 1	
Produce durable clothing (testing, warranty, repairability), manage impact effectively (natural materials, air freight, OEKO-TEX® certification, banned substances) and ensure maximum traceability	
1.1 Better understand and control the impact of our products and develop traceability in our supply chains	1.2 Maximizing the sustainability of our products while informing and engaging our customers
OBJECTIVE 2	
Promote craftsmanship, artistic professions and textile know-how (workshops, boutiques, and specialized partners).	
2.1 Promoting and supporting crafts and artistic professions	2.2 Supporting textile craftsmanship through our collections
OBJECTIVE 3	
Manage our consumption and engage our employees in ecological causes (meetings, infrastructure, awareness actions, and 5 hours of engagement credit per year).	
3.1 Measuring, controlling, and reducing our impact in our core business	3.2 Raise awareness and engage our employees about their own impact
OBJECTIVE 4	
Share our values and best practices with our suppliers (ethical charter, audits, partnerships, and long-term relationships).	
4.1 Ensuring adherence to a common set of values	4.2 Supporting our suppliers in improving their practices

II. our mission committe

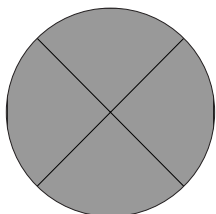
Our Mission Committee is structured to ensure that our key stakeholders are represented, bringing together complementary and relevant perspectives to support the fulfilment of our Mission and statutory objectives. Its role is to monitor the implementation of the Mission and assess the consistency of the company's model and actions, as well as its level of ambition, the resources deployed, and the actual progress made toward its statutory objectives.

These meetings foster meaningful discussions and reflections that support and guide our journey as a Mission-driven Company.

II. OUR MISSION COMMITTEE

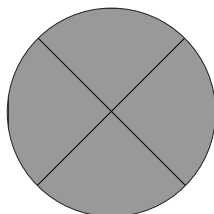
The Mission Committee is composed of 8 members, complemented by 2 permanent guests:

Members of the Committee :



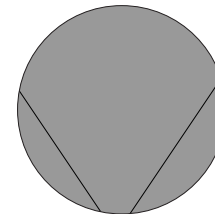
Sarah CORNE

impact entrepreneur, Founder of FOUNDERS FUTURE and Co-founder of SO GOOD MEDIA – ESG & Innovation Expert



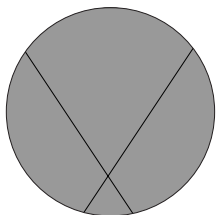
Wennassa GHERBOUDJ

CSR Manager at PELINTEX – Long-standing supplier



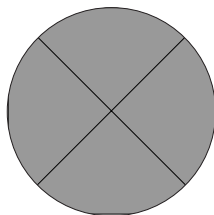
Daphné JANSSAUD

CSR Expert – Former SESSÙN employee



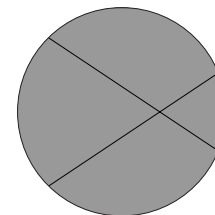
Françoise MOULIN

primary school teacher – Long-standing customer
photo ©Marie Pacifique Zeltner



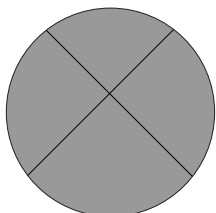
Caroline PERDRIX

Co-founder of ITINÉRANCE and TABLE, Artistic Director at BARTA STUDIO – Craftsmanship & artisanal know-how expert



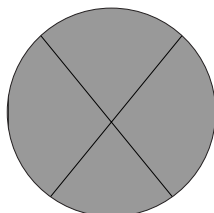
Guillaume VIGOUROUX

Co-founder of MARSATWORK – Purpose, Territories & Communication Expert



Trystan LEROUGE

Head of Ethics and Sustainable Development at GALERIES LAFAYETTE – Partner, B2B client, and competitor brand representative

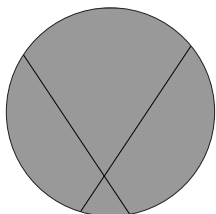


Lionel POTIN

South Area Manager at SESSÙN

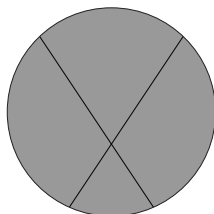
Please note that Alice Venes, Sustainable Development Project Manager at GALERIES LAFAYETTE, left her position and was replaced by Trystan Lerouge, who joined our Mission Committee as the Group's representative.

Permanent Guests :



Léa DHELIN

CSR Manager at SESSÙN – Internal Mission Lead

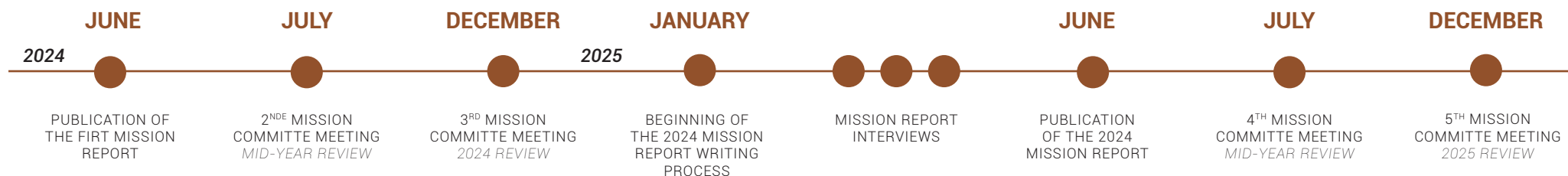


Emma FRANCOIS GRASSET

Founder, CEO and Artistic Director of SESSÙN

Please note that, following the change in the company's shareholding structure in 2025, Virginie Birade, representative of the previous shareholders (Experienced Capital), is no longer part of the Mission Committee as a permanent guest.

2025 MEETINGS



2025 was a year of collective work, shaped by dialogue, reflection, and collaboration.

The first meeting provided an opportunity to officially welcome Lionel Potin to the Mission Committee as the representative of Sessùn employees. As Léa Dhelin, who also serves as Mission Manager, could not assume both roles, she became a permanent guest of the Committee. Trystan Lerouge was also present as representative of Galeries Lafayette, replacing Alice Venes during her maternity leave. The publication of the 2024 Mission Report on the company website was also announced.

The meeting also provided an opportunity to review mid-year progress toward the various objectives, particularly to identify areas where Sessùn was falling behind schedule and the actions that would need to be anticipated before the end of the year.

The second and final meeting of the year focused on a collective review of the year's progress and key challenges, particularly regarding environmental labeling, product traceability, life cycle assessments, and the carbon footprint assessment. Discussions highlighted the progress achieved while also shedding light on certain current limitations, particularly in the strategic use of data and the trade-offs that still need to be addressed. The discussion also covered employee and supplier engagement, as well as the awareness-raising and governance mechanisms that should be further strengthened. Finally, the meeting provided an opportunity to discuss the renewal of the Mission Committee, emphasizing the value of rotating members and the desire to maintain a long-term and constructive dialogue beyond individual mandates.

THE MISSION COMMITTEE'S ASSESSMENT OF THE PAST YEAR

Feedback from the members of the Mission Committee was unanimously positive. Several members highlighted the quality of the discussions, marked by transparency, sincerity, and the valuable learnings they generated. Some also expressed the desire to maintain the connection and continue discussions beyond the end of their mandate, mentioning the possibility of remaining involved as ambassadors of the approach even after leaving the Committee.

Regarding the past year, members of the Mission Committee expressed a sense of more concrete and structured progress, with projects gaining maturity and follow-up considered both rigorous and committed. The efforts undertaken are now starting to show tangible results in certain areas, with stronger links to the company's economic model. The questioning of existing practices, the adjustment of objectives, and the honesty regarding what did - or did not - work were all perceived as signs of maturity and consistency in Sessùn's trajectory.

The fact that certain objectives were not achieved should not be seen as a failure. On the contrary, within the transformation processes we are undertaking, not all actions progress at the same pace. Acknowledging gaps, trade-offs, and the difficulties encountered reflects a stance of transparency and responsibility.

Embracing these vulnerabilities allows them to become drivers for learning and continuous improvement.

Several comments nevertheless pointed to a very high level of ambition in the definition of certain objectives, sometimes too detailed or ambitious in light of operational realities. The message was clear: preserve the momentum and ambition while finding the right balance to remain both engaging and understandable, particularly by simplifying or consolidating certain commitments.

The overall dynamic of the meetings was widely appreciated: the meeting frequency was considered appropriate, allowing enough time for reflection, while the complementarity between collective sessions and individual exchanges helped foster tangible progress. This second year was perceived as smoother and more collaborative, with a constructive and balanced working atmosphere.

The diversity of profiles within the Committee was regarded as a genuine strength: experts, nonprofit perspectives, customer voices, and varied experiences all contributed to stimulating discussions and helped challenge existing directions. Nevertheless, some points of attention emerged regarding participation in discussions, highlighting the need to better encourage quieter voices in order to preserve the diversity of perspectives.

Overall, the Committee is perceived as a demanding yet supportive, useful, and dynamic space that genuinely contributes to advancing the mission, while encouraging the company to maintain an ambitious direction grounded in reality.

” At first, when I joined, I felt like an observer. Now, I feel much more like an active participant. I discovered an entire vocabulary and knowledge that I wasn't familiar with before. I've truly seen things move forward, it was transparent, and I think that reflects a great deal of trust placed in us. ”

FRANÇOISE MOULIN

” You approach these topics with a great deal of rigor, sometimes even being too hard on yourselves when defining objectives. The level of ambition is very high. It is important to keep operational realities in mind. ”

TRYSTAN LEROUGE

” That is precisely the principle of a mission: it is not a framework or a checklist. Our mission model evolves and becomes more refined over time; the mission is about pursuing a purpose, a quest that gradually takes shape. We should focus on doing things that truly have impact and are done well. Along the way, we sometimes follow the wrong paths, turn back, and set off in another direction ”

GUILLAUME VIGOUROUX

III. assessment of the year 2025

2025 marks a decisive milestone for Sessùn. Three years after adopting Mission-driven Company status, a second independent audit will assess the company's mission model in 2026, with greater depth and higher expectations. The objective is no longer simply to verify commitments, but to evaluate their robustness, consistency, and ability to stand the test of time. This represents a stage of maturity, where the mission is fully confronted with operational realities. This process is demanding, yet constructive, as it will make it possible to measure the progress achieved and, where necessary, adjust our trajectory.

This report provides an overview of the past year for each of Sessùn's statutory objectives. It was designed to present the level of progress achieved for each annual objective. For every objective, the report outlines the current status, explanatory factors where targets were not met, the key lessons learned, the perspectives identified, and any adjustments made to the trajectory.

OBJECTIVE 1

Produce durable clothing, manage impacts effectively and ensure maximum traceability

Sessùn's first objective lies at the very core of its business: its products, its materials, and the way they are brought to life. It brings together targets that have been monitored for several years and have become strong reference points over time. These long-standing indicators reflect consistent efforts, structured investments, and a commitment to embedding responsibility as closely as possible to the creative process.

At the same time, this objective also encompasses more recent and still evolving initiatives. Durability, recyclability, traceability: all areas that are still under construction, where methodologies sometimes remain to be developed and frameworks still need to be stabilized. As such, it concentrates some of the mission's most strategic challenges: strengthening what is now well established, while embracing the uncertainty inherent in the deep transformation of the model.

Despite certain targets not being achieved, the Mission Committee considers that Sessùn has fulfilled its statutory objective and implemented the necessary means to pursue it.

1.1 Better understand and control the impact of our products and develop traceability in our supply chains

ACTIONS	2025 TARGETS	RESULTS	REACHING	CHANGE	2026 TARGETS
Implementation and monitoring of a LIM reporting system	> 55% lower-impact materials	68,2%	YES		> 60% lower-impact materials
Impact improvement actions for each material	95% LWG-certified leather	96,9%	YES		> 95% LWG-certified leather
	95% viscose certified from sustainable sources	96,2%	YES		> 95% viscose certified from sustainable sources
	95% recycled polyester	96,6%	YES		> 95% recycled polyester
	> 85% non-synthetic materials	90,3%	YES		> 85% non-synthetic materials
Measure and strengthen the traceability of our products	3/5	3,1/5	YES	Indicator to be reviewed	

MATERIALS

Since its creation, Sessùn has paid particular attention to the selection of materials used in its collections and to the assessment of their environmental impact. In 2019, the brand initiated a transition toward more responsible fibers, grouped under the term "lower-impact materials."

The objective is to prioritize these materials whenever possible, by monitoring their share within each collection and continuously increasing their proportion over time.

Significant progress has been observed season after season, allowing Sessùn to surpass the threshold of more than 65% lower-impact materials across its collections in 2025.

Sessùn has therefore achieved all of its objectives in this area while maintaining a high level of ambition. The increase in the share of lower-impact materials is part of a long-term commitment that has been underway for several years. Keeping synthetic fibers below 15% also reflects the efforts made to strike a balance between environmental impact and product durability. These results demonstrate tangible progress, while also reminding us that the transition toward more responsible materials remains a demanding journey, requiring continued efforts carried out with the same rigor and humility.

¹This figure is calculated based on all products actually produced for the Winter, Christmas, Summer and OUI (wedding) collections.

TRANSPARENCY AND TRACEABILITY

In terms of transparency and traceability, Sessùn achieved all of its 2025 objectives, with 100% of references providing environmental labeling, most of them going well beyond regulatory requirements. The traceability score calculated also reflects an increasing ability to identify stakeholders throughout the supply chain, all the way back to the origin of raw materials.

This performance is supported by a major methodological evolution introduced starting with the Winter 2025 collection, with Clear Fashion as a new partner. Traceability work was therefore carried out directly between Sessùn and its suppliers, making it possible to refine data quality and foster a more demanding dialogue. Whereas visibility previously sometimes stopped at the fabric mill level, Sessùn is now beginning to trace back to fiber suppliers, revealing a more detailed understanding of its value chain.

New performance indicators measured by Clear Fashion were also tested:

39% of products achieved full traceability (all stages identified) for the Winter collection (25W)

66% of products achieved traceability up to the spinning stage (tier 3)

96% achieved traceability up to the weaving / tannery stage (tier 2)

We observed improvements in traceability between the first season analyzed under this new methodology (25W) and the second one (25C), reflecting positive supplier engagement:

90,6% of references had at least one identified supplier at each stage of production for the Christmas 25C collection (vs. 32% for 25W)

This confirms the relevance of the selected partner and data collection methodology.

It should be noted that this work highlights both tangible progress and persistent blind spots within certain supply chains, such as the origin of the wood pulp used for viscose or the traceability of leather back to farming areas. Traceability also makes it possible to assess the efficiency of supply chains - by identifying the concentration of production stages within the same geographic area in order to limit transportation - and to detect certain inconsistencies that will need to be addressed in the future.

The challenge now is to fully leverage this data beyond a purely regulatory and risk-management approach, in order to better understand and tell the story of the supply chains from which Sessùn's collections originate.

¹Excluding jewellery, for which traceability is not yet provided by our partner Clear Fashion

²The term "supplier" corresponds to the terminology used by Clear Fashion for this indicator. It refers to industrial / production sites, meaning the facilities where at least one production step is carried out.

1.2 Maximizing the sustainability of our products while informing and engaging our customers

ACTIONS	TARGETS 2025	RESULTS	REACHING	CHANGE	2026 TARGETS
Measure and strengthen the recyclability of our products	3,25/5: Measurement, analysis of results, and improvement plan for priority categories	2,6/5	NO	Indicator to be removed	
Strengthen the physical durability of our products	Strengthen testing procedures and requirements Measure product lifespan	Study comparing testing methods + eco-modulation criteria Internal durability methodology + Écobalyse durability score	YES		Strengthen testing protocols and requirements Measure product durability: Écobalyse score, eco-modulation criteria, etc.
Strengthen the emotional durability of our products	Maintain the share of permanent and carry-over products at: 15% of references 25% of revenue	24% of references 26% of generated revenue	YES		Maintain the share of permanent and carry-over products at >15% of references > 25% of generated revenue
Inform and guide our customers	95% of references equipped with environmental labelling	96%	YES		Maintain >95% of references with environmental labelling available
Roll out alteration and repair services offerings	Roll-out across the South and the rest of Paris if the feedback/results are conclusive	Inconclusive test	IN PROGRESS	Indicator to be removed	

DURABILITY & RECYCLABILITY

In addition to the actions undertaken to prioritize lower-impact materials and strengthen product traceability, Sessùn continued in 2025 to advance its eco-design approach by further structuring the assessment of the durability and recyclability of its collections.

Two indicators were therefore developed to better measure these issues. The first focuses on product recyclability, assessed based on product composition and the presence or absence of accessories likely to complicate end-of-life recycling. This indicator had previously been measured by Fairly Made, and the challenge was to develop an internal methodology capable of replacing it.

The 2025 references were analysed using this methodology in order to test its relevance and evaluate the results, with the aim of identifying priority eco-design improvement areas on the subject. The target average score of 3.25/5 was not achieved, with a final score of 2.6/5. This gap is notably explained by the change in methodology, which was considered non-comparable by the Mission Committee, making the non-achievement of the target non-applicable. The Committee acknowledges that the initial target was not achieved, while noting that the other targets related to Statutory Objective 1 were achieved.

¹Recyclability: the ease with which a product can be processed at the end of its life cycle and transformed into a new raw material or product, without excessive loss of quality or unreasonable resource consumption.

The calculation was carried out based on the references produced across the 25W, 25C, 25S and 25O collections. As some references were carried over from one collection to another, duplicates were removed in order to obtain an overall recyclability score based on the different material compositions actually used in the products.

GRADE/5	MATERIALS/ ASSEMBLY	ACCESSORIES	INTERPRETATION
5	Single textile material	No accessories, or only easily removable fabric	Recyclable without sorting, direct recovery
4	A blend of two compatible materials (e.g. cotton/lyocell)	Textile or synthetic accessories that can be easily removed	Recyclable with simple sorting
3	Blend containing <10% synthetic fibre	Non-metallic accessories that are difficult to remove	Average recyclability
2	Blend of <3 materials / synthetic fibres <10%	Attached metal fittings (zips, eyelets, buttons, etc.)	Poor recyclability, must be sorted
1	Leather / composite materials / rubber / metal	Multiple accessories or non-detachable	Not recyclable or very difficult to recycle

Criteria - Recyclability Methodology 1

The second relates to durability, with a methodology designed according to product compositions, intended use and item typology, making it possible to measure average lifespans and associated scores.

GRADE/5	MATERIALS/ ASSEMBLY	LIFESPAN	INTERPRETATION
5	Leather, heavy denim, well-balanced cotton/linen or cotton/polyester blends	10 to 20 years	Very durable if well maintained; suitable for long-term use
4	Cotton blended with durable fibres (polyester <20%, lyocell, linen/polyamide)	5 to 10 years	Good strength, limited deformation
3	Pure cotton or delicate natural fibres (cashmere, fine wool)	4 to 7 years	Moderately durable, prone to wear and tear, highly dependent on maintenance
2	Complex blend containing delicate fibres (modal, viscose, elastane >10%)	3 to 6 years	Rapid wear and tear, risk of distortion, pilling
1	Very fine or unstable fibres (pure viscose, very soft blends or unbalanced blends)	2 to 5 years	Low durability, loss of shape, rapid deterioration, limited use

Criteria - Durability Methodology 1

Both methodologies proved to have a limited relevance and constrained by the absence of a common and official scientific framework within the sector, making comparisons difficult. Another limitation lies in the negative correlation between recyclability and durability scores for certain products: leather items or the addition of synthetic fibres in some compositions can increase product lifespan, while making the products less recyclable.

In addition, the recyclability methodology did not integrate certain criteria such as stitching, finishing and treatment techniques, nor the compatibility of end-of-life products with existing recycling channels. The durability methodology also did not include the following criteria:

Physical/technical resistance (already covered by the Mission objective "Strengthen testing and requirements")

Emotional durability (already addressed through the objective related to the percentage of permanent and carry-over products)

Discussions highlighted the tension between design, aesthetics and recyclability, making design trade-offs even more complex. The objective is therefore not to achieve a perfect score, but rather to support the results with an action plan, for example by limiting certain non-recyclable elements (eyelets, buttons, etc.). The aim is to improve the average score by setting milestones over the next two seasons for the most impacted product categories (e.g. denim, accessories). Another area for reflection is to differentiate targets according to product ranges: permanent products should aim for maximum durability. More broadly, this topic should not become a constraint on style or artistic expression, but rather an additional parameter to integrate into design decisions.

TO GO FURTHER:

” I find it challenging to implement a recyclability indicator without an official framework, shared standards or harmonised rules, especially as it does not allow benchmarking. Sessùn is pursuing an objective that could be valuable, but which remains difficult to monitor in its current form. What matters most is the willingness to continuously improve on the subject. ”

DAPHNÉE JANSSAUD

” Sometimes, recyclability does not depend on composition or intended use, but rather on recycling capabilities, and on the existence or proximity of recycling facilities. ”

TRYSTAN LEROUGE

These tools further reinforce Sessùn's vision of creative and timeless fashion, built around pieces designed to last. They complement the long-standing attention given to design, quality and product testing, as well as the commitment to maintaining, season after season, a significant share of permanent and carry-over pieces within the collections.

In 2025, durability was also assessed through the score developed under the French Ecobalyse methodology and by Clear Fashion. As the methodological criteria remain incomplete and are still evolving, this indicator is not currently intended to be used as a steering tool.

Teams also continued their work on physical product testing studies, related standards and associated requirements, comparing them with Refashion's durability eco-modulation criteria. Discussions are ongoing with our external laboratory partner and expert on the subject, SGS.

Following an audit of the purchasing, product offering and supply strategy, a new product segmentation distinguishing permanent, carry-over and "seasonal" products helped strengthen the offer structuring strategy and reaffirm the role of timeless pieces within it.

ALTERATIONS & REPAIRS

Furthermore, the pilot deployment of an alterations and repair service with Tilli, identified as an important lever for extending product lifespan, did not prove conclusive. Outsourcing the care and repair service ultimately did not appear to be the most effective option for either clients or teams (service lead times were too long, adoption by teams was difficult, operational efficiency was lacking, and there was no access to specific haberdashery items, etc.). The decision was therefore made to rethink the objective and launch internal initiatives to move the topic forward differently:

Launch of a working group on defective products and reflection on the internalisation of the process (definition of the required and available internal skills and resources, as well as logistical processes and organisation).

Review and communication of an alterations and repair policy for stores.

Implementation of a sorting system prior to end-of-season returns in order to better classify defective products and enable a greater proportion of them to be given a second life.

Review of the care guide intended for clients.

The project therefore remains under consideration, with the ambition of structuring a service adapted to operational needs, local capabilities and client expectations.

The Committee also highlights the role of clients at this stage of the product life cycle, emphasising the importance of raising awareness and encouraging the adoption of appropriate care and repair practices.

TO INFORM AND SUPPORT OUR CLIENTS

Since 2023, Sessùn has provided environmental labelling on its products, accessible in stores via a QR code displayed on product tags. Initially implemented in anticipation of the AGECE law, this system officially came into force in France for the textile sector on 1 October 2025. Environmental labelling aims to assign each product a numerical score reflecting its environmental impact across its entire life cycle, enabling clients to better compare and understand products. At Sessùn, this score is complemented by additional information regarding the countries involved in the different stages of manufacturing.

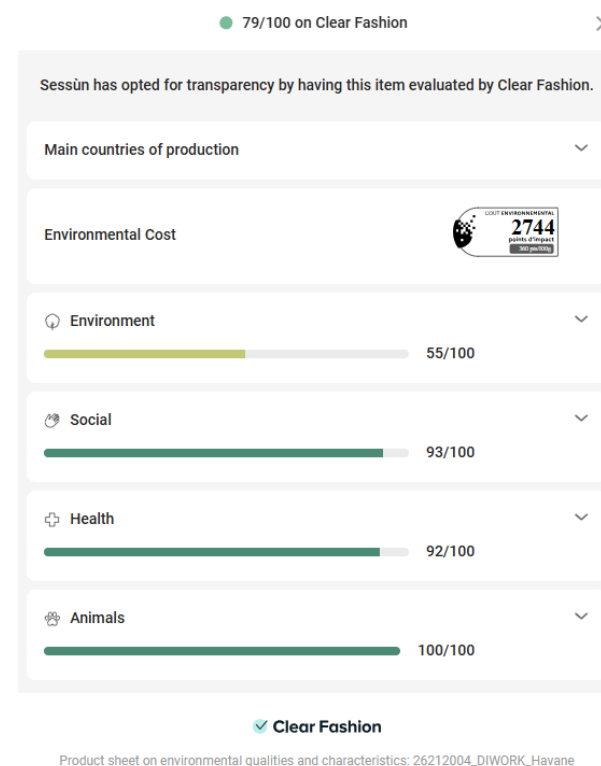
In order to support the implementation of the French textile environmental cost methodology “Écobalyse”, expressed as a points-based score (and considered difficult to read and interpret), Sessùn progressively evolved its environmental labelling tools. After an initial phase of collaboration with Fairly Made, the brand chose, from Winter 2025 onwards, to rely on the Fashion Score developed by Clear Fashion in order to provide a more comprehensive and educational understanding of product impacts (including social, health and animal welfare considerations).

Although this data does not yet constitute a steering or eco-design tool, it does fulfil the primary objective of transparency and customer decision support.

Initial feedback regarding QR code consultations remains modest, but the challenge goes beyond audience measurement alone: it lies in the commitment to transparency, including when scores are not particularly high or when methodological approaches differ. By going beyond legal requirements, Sessùn demonstrates a commitment to education and transparency, while recognising that leveraging impact data to guide decision-making and further develop eco-design now represents a key next step.

Discussions also highlighted the gaps between certain external scoring methodologies and Sessùn's own choices. While these philosophical differences are acknowledged, they reinforce the need to further explain the trade-offs being made, including when they may appear paradoxical. The challenge goes beyond simply displaying a score: it is about education, explaining underlying choices and supporting clients in understanding complex topics, where “recycled” does not necessarily mean “sustainable.”

Environmental labelling carried out by Clear Fashion for the Diwork jacket, color Havane, visible on the Sessùn website.



OBJECTIVE 2

Promote craftsmanship, artistic professions and textile know-how

The second objective of Sessùn's Mission-driven Company model reflects its deep commitment to craftsmanship, artisanal professions and textile savoir-faire. Driven by a unique connection to craftsmanship, cultures and creativity, the brand values the authenticity and singularity of artisanal gestures.

This sensitivity extends beyond the collections themselves to shape the entire creative approach, the identity of the stores and the brand's development strategy. In this regard, two complementary levels of commitment can be distinguished. On the one hand, highlighting artisans through stores, curation, collaborations and visibility spaces dedicated to singular creative practices. On the other hand, a more structural commitment embedded at the very heart of the collections and the brand's economic model: preserving, promoting and rehumanising the textile savoir-faire behind its products by making the gestures, workshops and people behind each material and each garment more visible.

The Mission Committee considers that Sessùn has fulfilled its statutory objective and implemented the necessary means to achieve it.

2.1 Promoting and supporting crafts and artistic professions

ACTIONS	2025 TARGETS	RESULTS	REACHING	2026 TARGETS
Organisation of craft workshops at the headquarters and at Alma, including impact and satisfaction measurement	> 15 workshops per year	18 workshops	YES	> 20 workshops per year
Promotion of artists and artisans, with visibility tracking	> 10 portraits > 8 million impressions Measure the impact and outcomes of this visibility for artisans	13 portraits 7,944,890 impressions / visibility vs. 6,001,356 in 2024	YES	> 10 portraits Increased visibility Measure the impact and outcomes of this visibility for artisans
Curated offering	Increase in generated revenue	155,381€ generated vs. 124,000€ in 2024 142 beneficiaries	YES	Increase in generated revenue
Artist support program	Measure the visibility provided to the selected winners and maintain support	Craft Prize: 49 beneficiaries 605,341 views (social media / website / store traffic) Floraïson Créative: 7 collaborating artists	YES	Measure the visibility provided to the selected winners Maintain support initiatives
Artistic and craft partnerships integrated into store conception and design	On average, one invited artist and one artisan per concept/store Maintain the integration of artisans and craft professions within projects Measure the visibility generated	11 collaborations	YES	On average, one invited artist and one artisan per concept/store Maintain the integration of artisans and craft professions within projects Measure generated visibility

IN OUR SUPPORT INITIATIVES

Driven by the desire to showcase creators and artisans, Sessùn continued and strengthened in 2025 its initiatives aimed at supporting and promoting craftsmanship through various initiatives.

” I think supporting craftsmanship is truly part of Sessùn's identity. It's interesting to read these profiles, and even when it is not directly reflected in the collections, it broadens perspectives on different forms of craftsmanship. It is part of Sessùn's DNA. ”

FRANÇOISE MOULIN

The Sessùn Craft Prize remains a cornerstone of Sessùn's commitment. For the third consecutive year, the competition supported a new generation of designers through an edition dedicated to the creation of a functional scenography inspired by the colour indigo.

This scenography notably supported the presentation of the BLUE selection (the 2025 edition of the Floraison Créative format), featuring pieces highlighting indigo and artisanal savoir-faire, alongside a curated selection of objects created specifically for the occasion by a community of artisans. These limited-edition handmade objects were also exhibited and sold at Sessùn Alma, Paris Bachaumont and on the Sessùn website. The initiative showcases and provides visibility to the unique work of seven designers and artisans.

In 2025, this commitment also extended to fostering connections between the general public and craftsmanship. Within its stores, these encounters took shape through the organisation of 18 craft workshops across the brand's flagships, including 9 at Sessùn Alma in Marseille and 9 at Sessùn Bachaumont in Paris.

TO GO FURTHER:

” It would be interesting to evolve the formats, expand the number of workshops, organise events and bring these initiatives to life beyond Alma and Bachaumont, in other stores as well (exhibitions, opening events, etc.). ”

LIONEL POTIN

” There is real momentum around Sessùn's 30th anniversary to further integrate craftsmanship and savoir-faire into the brand culture, beyond what is embodied by Emma, while also involving employees in the process. ”

GUILLAUME VIGOUROUX

” To go further, we could imagine round tables or conferences at Sessùn Alma, for example: more theoretical moments allowing people to explore the broader themes of craftsmanship in greater depth. This would help bring together different local audiences and raise awareness around these values and concepts even further. ”

CAROLINE PERDRIX

In addition, 13 artist and artisan profiles were created and shared across the brand's various platforms, highlighting the diversity of practices and collaborations, whether involving invited creators, artisans or partners from the value chain.

Finally, the curation offering is now available in five stores and on the Sessùn website, resulting in a tangible increase in both revenue and visibility generated for these artists and artisans, thereby confirming the relevance of this model at the intersection of creativity, craftsmanship and commercial activity.

IN OUR STORES AND DEDICATED SPACES

We envision our stores, department store corners and headquarters as true showcases embodying our art of living. The 9 store and corner openings and renovations carried out in 2025 provided opportunities to collaborate with artists, architects and designers in order to highlight their talent or local cultural heritage through the design and layout of these spaces. Each project was developed through collaborations that fostered inspiring encounters with various crafts and artistic professions, making every location unique - true showcases reflecting our art of living and promoting craftsmanship and savoir-faire.

While expressing an overall positive assessment, the Mission Committee also identified areas for improvement, particularly regarding the visibility of the Mission within stores.

TO GO FURTHER:

” **In stores, there is room to go further. Today, we do not yet fully enter into a truly embodied world of artisanal craftsmanship. The artists who contributed to the store architecture are not visible enough or sufficiently aware around the brand's history.** ”

SARAH CORNE

2.2 Supporting textile craftsmanship through our collections

ACTIONS	2025 TARGETS	RESULTS	REACHING	CHANGE	2026 TARGETS
Humanising craftsmanship through portraits of our suppliers	1 feature report per year	Pedrosa feature report	YES		1 feature report per
Highlighting textile craftsmanship and fibres	First valorisation project launched	Cantillana project	YES		A second valorisation project
	Publication of a first major educational document		N/A	Removed, as already covered by another objective	
Contributing to the preservation and transmission of craftsmanship skills			N/A	New objective	1 annual collaboration with local artisans, artists, or craft experts

HUMANISING CRAFTSMANSHIP: PORTRAITS OF OUR SUPPLIERS

We select our production partners and fabric suppliers according to their specific expertise, notably prioritising human-sized or family-run structures recognised for particular know-how. While information relating to manufacturing stages is already shared on product pages and in stores, Sessùn wanted to go further in highlighting the human dimension of its value chain.

Following discussions with the Mission Committee, this initiative took shape in 2025 through the creation of an in-depth portrait of one of our long-standing suppliers, Pedrosa. This Portuguese partner factory, with which Sessùn has collaborated for more than ten years, specialises in jersey production and manufactures some of the brand's iconic permanent products. This work made it possible to highlight the women and men behind the production process, as well as the expertise underpinning this long-term relationship, marking a first step towards further humanising the realities behind manufacturing.

HIGHLIGHTING TEXTILE CRAFTSMANSHIP & FIBRES

In 2024, we set new objectives to go further in highlighting and contributing to the preservation of textile craftsmanship. The aim was not only to promote these savoir-faire, but also to support the mapping and documentation of textile expertise in order to help transmit precious forms of heritage that are gradually disappearing. Preserving these rare professions is essential, as they sometimes embody regional cultural heritage or unique artisanal techniques that contribute to the richness of the global textile landscape.

These targets were revised in order to increase their relevance: the objective is now to contribute each year to a project dedicated to the promotion, documentation and mapping of textile craftsmanship. As such, the objective relating to the publication of a first major reference document is now considered an integral part of the broader valorisation project and is therefore no longer treated as a separate target.

Our partnership with Itinérance Méditerranée enabled us to achieve this objective by bringing to life a first project dedicated to documenting and showcasing textile craftsmanship: CANTILLANA.

Nestled in the hills above Seville, away from traditional tourist routes, Cantillana preserves the tradition of enrejado - a silk-knotting technique similar to macramé, used to adorn mantones de manila (traditional Andalusian shawls) and embodying a true cultural and community language. Passed down from mother to daughter, this technique, once central to the local economy, remains a living yet fragile practice today.

The Itinérance project enabled sixteen artisans to explore new contemporary applications of enrejado, broadening their creative and economic perspectives beyond local commissions. This collaboration strengthened their confidence, stimulated the interest of younger generations and increased the visibility of their craftsmanship through various artistic formats (photography, video and podcasts). By opening the door to new opportunities - including creations for fashion shows and diversified sources of income - the project also

reinforced social ties and the collective dynamic within the village

Following the reflections carried out throughout 2025, a new objective was defined in order to anchor this commitment even more deeply within Sessùn's core activity: its collections. The target is now to develop one collaboration each year with artists or artisans that highlights textile craftsmanship through Sessùn products themselves.

TO GO FURTHER:

” **I feel that what truly makes a difference - and what can genuinely support an artist or artisan - is having continuity in orders, with a long-term commitment, so that the product(s) born from the collaboration gradually become part of Sessùn's essentials. The idea of sustaining the project over several years is what allows for a real impact on the artisan or artist.** ”

CAROLINE PERDRIX

OBJECTIVE 3

Manage our consumption and engage our employees in ecological causes

The third objective of Sessùn's Mission-driven Company model aims to measure and manage impacts while engaging employees in a shared and coherent ecological approach. It is first rooted in sustained attention to the environmental impact of the brand's core activities - whether related to emissions from operations, the management of unsold products or textile waste - in order to better understand where the main responsibilities lie and, accordingly, guide strategic choices and action priorities.

This commitment also relies on the mobilisation of teams, based on the belief that the transition cannot be sustainably driven without understanding, ownership and collective engagement. The objective is therefore to align strategic environmental performance with internal culture, embedding the Mission both in everyday practices and in the company's broader structural decisions.

The Mission Committee considers that Sessùn has fulfilled its statutory objective and implemented the necessary means to achieve it.

3.1 Measuring, controlling, and reducing our impact in our core business

ACTIONS	2025 TARGETS	RESULTS	REACHING	2026 TARGETS
Carbon footprint: measurement and reduction	Baseline measurement of carbon intensity	176 kgCO2e/k€	YES	Define a decarbonisation strategy and set a target for carbon intensity
Control of transport-related impacts	Baseline measurement of transport's share within the carbon footprint	10.4% air freight share in produced quantities Freight = 5.3% of emissions in the 2025 carbon footprint	YES	
Production volumes and management of unsold stock	Explore and identify relevant KPIs related to production volumes and unsold stock	Value of discarded products over the year / annual turnover = 0.0223% in 2025	YES	To be determined based on the selected baseline indicators
Textile waste recovery and valorisation	Volumes of textile waste (weight/quantities)	Measurement of textile waste volumes	YES	Monitoring of recycled waste volumes Definition of an action plan following the audit
	Audit of purchasing strategy and unsold stock management	Audit of purchasing strategy and unsold stock management New product segmentation		
	Exploration of recovery and valorisation options	Research and discussions	YES	Exploration of recovery and valorisation options

OUR CARBON FOOTPRINT

Precisely understanding the impact of our activities is an essential step in defining our action priorities and guiding our reduction efforts. Knowing that, Sessùn has been measuring its annual carbon footprint for the past five years, across all scopes as defined by the GHG Protocol, in order to identify the main sources of emissions and monitor the evolution of its impacts over time.

In 2025, Sessùn carried out its carbon assessment with SAMI for the second consecutive year. Unlike previous assessments, which were conducted using different providers and methodologies, this methodological continuity now makes it possible to obtain comparable year-on-year results and establish a more reliable and structured monitoring of the company's carbon footprint evolution.

The economic carbon intensity for 2025 amounts to 176 kgCO₂e per k€ of revenue.

Freight accounted for 5.3% of 2025 emissions in the carbon assessment. This surprisingly low share sparked discussions regarding the relevance of maintaining a dedicated target on this topic. Ultimately, the decision was made to retain this specific indicator, as the results still need to be maintained and the issue crystallises internal tensions while symbolising a significant level of commitment from the production teams.

Some discussions raised the issue of the completeness of the carbon assessment and Scope 3 emissions in the absence of precise supplier data (such as manufacturers' energy consumption). Although the data is extrapolated using rigorous methodologies, a dedicated environmental data collection questionnaire is planned to be sent to suppliers in order to strengthen the reliability of the 2025 carbon assessment results.

Furthermore, in order to reinforce internal ownership of climate-related issues, Sessùn decided in 2025 to introduce a carbon criteria into its profit-sharing scheme. This mechanism is notably based on an indicator measuring carbon intensity relative to the number of employees, with the aim of raising awareness among teams and concretely involving them in the company's environmental impact reduction efforts. Considered a highly relevant lever by the Mission Committee, this initiative nevertheless raises questions regarding the reliability of declarative data and the actual scope for individual action.

The analysis of carbon intensity gaps between conventional materials and recycled alternatives also prompted strong reactions, while opening discussions around the balance to be found between climate transition and business development. These exchanges highlighted both the complexity of the trade-offs faced by the textile sector and the methodological limitations of carbon assessments, whose primary value lies in monitoring internal progress from one year to the next. Carbon-related indicators must therefore be taken into account, while necessarily being complemented by other impact measures and decision-making criteria.

The next identified steps include the development of a decarbonisation strategy, the testing of the profit-sharing criteria and the strengthening of awareness-raising initiatives, particularly regarding energy use within company premises.

CIRCULARITY

As a textile brand, a significant share of Sessùn's environmental impact lies in textile production. This impact is further amplified when products ultimately remain unused, thereby generating textile waste and unnecessary resource consumption. For this reason, the management of unsold products, defective items, prototypes and material offcuts represents a central issue in controlling our impacts. Aware of this responsibility, the brand takes action at several levels in support of a circular economy:

REDUCE

- First, by limiting the generation of this waste. Unlike certain practices within the sector, Sessùn has never produced volumes specifically intended for sales periods or for supplying outlet stores. Outlets, along with partner platforms such as Veepee or Les Bienfaiteurs, complement a clearance strategy that also includes the online sale of previous collections. This organisation significantly reduces residual stock and the amount of final waste sent for recycling. This indicator is measured through the share (in value) represented by products sent for recycling because they can no longer be commercialised, relative to the revenue generated during the same year. In 2025, residual stock represented 0.02% of revenue, compared with 0.05% in 2024.

- The brand also takes action through its management practices by questioning the accuracy of its production volumes and product offering. An audit was therefore launched to assess the efficiency of the purchasing strategy, product segmentation and multi-channel supply approach, with a dual objective: rationalising production and optimising product sell-through in order to limit overstock as much as possible. These efforts to "buy better" and develop greater agility in seasonal production launches are expected to generate visible positive impacts in the coming years by reducing overstocks and unsold inventory.

REUSE & RECYCLE

For several years, Sessùn has collaborated with a specialised partner ensuring the recycling and recovery of textile waste. Products are transformed and reintroduced into other sectors, helping to extend their usefulness and reduce their environmental impact.

The share of textile waste mechanically increases in proportion to the brand's growth, and open-loop recycling is not considered fully satisfactory. This is why, in 2025, we explored alternative recovery solutions with higher added value. Several avenues were investigated, although discussions have not yet led to a validated and testable solution at this stage.

However, numerous initiatives each year help give a second life to part of our non-marketable textile waste (unsold or defective products). In 2025, we upcycled certain dormant stocks to modernise pieces through alterations such as fabric cut-outs, collar additions and other accessories, combined with new photoshoots. Efforts were also led by the Style teams to reuse old fabric rolls available at Sessùn or from certain suppliers, thereby avoiding the production of new materials. In addition, a collaboration with TABLE enabled fabrics to be upcycled into unique tablecloths, napkins and other home linen pieces. Finally, a charity sale organised internally for employees using defective leather goods made it possible to test a new way of revalorising these stocks.

TO GO FURTHER:

” **To go further, we could explore the second-hand market: many competitors are entering this space, and there is a real opportunity for us there.**

Giving products a second life is a genuine lever. ”

LIONEL POTIN

3.2 Raise awareness and engage our employees about their own impact

ACTIONS	TARGETS 2025	RESULTS	REACHING	CHANGE	2026 TARGETS
Rollout of the 2025 roadmap actions and definition of the 2026 roadmap	% of actions completed	60%	IN PROGRESS	Indicator to be removed	
Engagement credit	> 25% of eligible employees used their engagement credit	26%	YES		> 50% of eligible employees used their engagement credit
	> 100 hours of engagement	214 hours	YES		> 200 hours of engagement
Awareness-raising: internal communication, Friday sessions, talks and workshops, etc.	> 1/3 of employees reached through awareness-raising initiatives	59%	YES		> 50% of employees reached through awareness-raising initiatives

Sessùn considers that its impact depends as much on the company's strategic directions as on the accumulation of everyday actions carried out by its employees. Engaging everyone in an awareness-raising approach therefore appears essential, by providing opportunities to understand, learn and take concrete action.

EMPLOYEE AWARENESS & ENGAGEMENT

Awareness-raising initiatives are embedded throughout every stage of the employee journey - from onboarding and seminars to ongoing internal communication initiatives throughout the year. The objective is to enable each team and profession to identify its own levers for action and adopt practices aligned with the Mission. On the internal platform YOOBIC, CSR-related content is shared every week, including news updates, charters, dedicated training modules (environmental labelling, B Corp, etc.), engagement highlights and awareness campaigns. In parallel, the engagement platform KOMÉET is made available to all teams, offering awareness challenges on various topics.

These different channels helped raise awareness among 59% of Sessùn employees, both at headquarters and across stores in France and internationally.

EMPLOYEE ENGAGEMENT

Beyond awareness-raising, Sessùn seeks to structure collective engagement. The activities of the Colline Committee, the company's first internal collaborative committee, reflect this ambition. Composed of volunteer employees from both headquarters and stores, alongside HR and CSR teams, its mission is to bring the brand's commitments to life in a concrete way. Through sharing ideas workshops and regular meetings, its members propose and implement actions adapted to the realities of different professions and teams.

Members of the Committee Colline therefore act as CSR ambassadors, contributing to awareness-raising initiatives and the deployment of actions addressing a range of issues - including waste, energy use and responsible digital practices. The roadmap established for 2025 was partially implemented, although some actions remain ongoing due to their complexity and time requirements, or have since been taken over by dedicated Working Groups created in the meantime.

Finally, the introduction of an engagement credit - taking the form of skills-based volunteering or community volunteering - enables employees to become even more involved. Each permanent employee is granted one day per year to dedicate, during working hours, to the association of their choice. The platform KOMEET facilitates these opportunities for engagement and makes it easier to take action, individually or collectively.

Midway through the year, the Mission Committee shared a clear-eyed assessment of internal mobilisation: after an encouraging initial momentum, engagement dynamics tended to lose momentum over time - a phenomenon considered relatively common. Discussions highlighted that collective initiatives appear more unifying than individual actions, even though operational constraints, particularly in stores, can sometimes limit their implementation. It also emerged that engagement cannot rely solely on spontaneous

goodwill; it needs to be sustained, embodied and more strongly "event-driven" in order to generate long-term momentum. Reflections converged around the idea of building a genuine culture of engagement, inclusive and accessible across all professions, while reducing potential gaps between retail teams and support functions. The organisation of shared collective moments - such as a solidarity day bringing together all employees - is considered a relevant lever to strengthen internal cohesion while giving tangible expression to the Mission.

In 2025, 432 employees were eligible for the Engagement Credit. In order to measure the appropriation of the programme more accurately, the decision was made to compare the number of employees who actually used their Engagement Credit with the number of employees holding an active Komeet account, rather than with the total number of eligible employees.

Following efforts to further mobilise employees, by the end of 2025 nearly 26% of registered employees had engaged with associations, representing 214 hours of community engagement dedicated to initiatives such as waste collection or support for food banks. Around fifty headquarters employees also took part in Climate Fresk workshops, helping to strengthen a shared internal culture that is informed, engaged and sensitive to climate-related issues.

Even though these actions are not the ones with the greatest impact on our strategic challenges, they help create overall coherence and give every team and profession the opportunity to contribute, at their own level, to Sessùn's Mission.

TO GO FURTHER:

” Over the past three years, I feel there has been a real movement around employee awareness and training. Things are starting to shift. At first, I sensed there could be a certain reluctance, particularly around the Colline Committee. Today, I feel there has been a cultural shift: the Mission is now perceived more as a unifying element for employees, and less as a business constraint. [...] If the Mission is now embodied within the company, the next challenge is to diffuse it more widely - to go one step further, moving from awareness to tangible implementation, from intention to integration within the business and day-to-day operations. ”

SARAH CORNE

” In terms of engagement and facilitation, there is still room for improvement, particularly regarding the involvement of teams and managers. If the direction is not clearly set, very few people truly take ownership of it [...] Area Managers should play a stronger role in driving the momentum and bringing stores together. We are fortunate to have this opportunity. We could imagine creating more collective highlights and moments to engage teams further. ”

LIONEL POTIN

OBJECTIVE 4

Share our values and best practices with our suppliers

This objective focuses on Sessùn's suppliers, who are essential partners within its value chain, and aims to align their practices with the company's values. It is first and foremost based on a structured framework that is now firmly established, providing a clear and shared common foundation. But beyond this essential base, the ambition is to go further by supporting partners along the path we ourselves have undertaken. Bringing them into this continuous improvement dynamic has proven to be more complex and less linear. It requires cooperation, transparency, and an understanding of each stakeholder's economic realities.

This objective therefore reflects Sessùn's desire to move beyond a traditional client-supplier relationship and instead build, together with its suppliers, a path of shared commitment and collective accountability.

Despite certain targets not being achieved, the Mission Committee considers that Sessùn has upheld its statutory objective and implemented the necessary means to pursue it.

4.1 Ensuring adherence to a common set of values

ACTIONS	2025 TARGETS	RESULTS	REACHING	CHANGE	2026 TARGETS
Supplier audits	> 90% of tier 1 suppliers audited	92,75%	YES		> 95%
	Launch of audits for tier 2 suppliers involved in finished product manufacturing		NO		Launch of audits for tier 2 suppliers involved in finished product manufacturing
Distribution and signature of the ethical charter	> 95%	98,55%	YES		> 95%
Drafting and sharing of the specifications document	> 95% of tier 1 suppliers signatories to the ethical charter		IN PROGRESS	Specifications document currently being updated	Sharing of specifications document

Each supplier Sessùn works with is carefully selected. The brand prioritizes partners who share its standards in terms of quality, commitment, and production conditions, and who possess recognized expertise essential to the precise execution of the designed products. Beyond the commercial relationship, Sessùn aims to foster these collaborations within a shared dynamic of continuous improvement, in order to collectively address the social, economic, and environmental challenges facing the industry.

AUDITING OUR SUPPLIERS

Understanding actual production conditions is an essential prerequisite for any meaningful improvement. In addition to the regular visits carried out by its teams, Sessùn has structured a demanding audit policy, strengthened in 2020 through its membership in the ICS (Initiative for Compliance and Sustainability) and the adoption of its standards, among the most rigorous in the industry. The ICS platform enables audit sharing between members, thereby limiting repeated requests to suppliers while facilitating the monitoring of corrective action plans and supporting suppliers in progressing toward better practices. In 2025, 92,75% of active suppliers had undergone a social audit. While the objective remains to increase this proportion, the seasonal fluctuation of the workshops involved - particularly when agents distribute production across smaller or occasional facilities - makes prioritization within the audit program more complex. In addition, in order to avoid placing this financial burden on its partners, Sessùn covers the cost of social audits itself. This requires annual arbitration based on production volumes, existing certifications (SMETA, BSCI, etc.), as well as the level of risk associated with the geographical area, type of production, or size of the workshop. To go further in 2025, we had set the objective of launching audits of tier-2 suppliers for finished products, namely the material suppliers (weavers and knitters) with whom we maintain direct relationships. We initiated this workstream but were unable to carry out any audits during 2025. We first began by identifying suppliers within the ICS database and collecting supporting documents and found that most of our main partners had already been audited.

However, we observed a different perception of audits among these suppliers. Audits are not yet widely established at tier-2 level, and discussions on the subject are less fluid than with tier-1 suppliers, particularly given Sessùn's relative size compared to these actors. This dynamic is shared across the industry and was confirmed by several members of the Mission Committee.

As a result, the objective was not fully achieved, and we are questioning the relevance of this action. Current reflections are leading us instead toward prioritizing audits for certain key and higher-risk production stages, such as "wet processes" (dyeing).

Every supplier with whom Sessùn works is carefully selected. The brand favours partners who share its standards regarding quality, commitment and production conditions, and who possess the recognised expertise essential to the precise creation of the designs.

Sessùn aims to ensure that these collaborations form part of a process of continuous and shared progress, so that we can collectively address the social, economic and environmental challenges facing the sector.

TO GO FURTHER:

” Launching audits for tier-2 suppliers is a particularly complex undertaking. Representing only a limited share of their business makes the cost-benefit balance less attractive for them. ”

DAPHNÉ JANSSAUD

” I believe the social aspect is the priority, and once this social roadmap is achieved, the next step will be the environmental roadmap. The delay is completely understandable: lack of time, budget constraints, and the need to prioritize... ”

FRANÇOISE MOULIN

” It is indeed complicated because they are not used to it – tier-2 audits are far from being widespread today. But this will gradually become more common, just as tier-1 audits did in their early days. The next step will be to start with the suppliers Sessùn works with directly, then identify those that present the highest risks, and so on. ”

WENNASSA GHERBOUDJ

FRAMING OUR RELATIONSHIPS

Every collaboration begins with the co-signing of Sessùn's Ethical Charter, a shared foundation that sets out the principles guiding its business relationships. This document, shared with both suppliers and employees, outlines social expectations - including respect for human rights, working conditions, and the prevention of illicit practices - as well as environmental commitments related to waste, energy, and wastewater management.

By the end of 2025, 98,55% of suppliers had signed this charter, reflecting the company's commitment to building relationships based on transparency, responsibility, and continuous improvement.

In addition, the supplier specifications document is intended to complement the Ethical Charter and provide a broader framework for relationships with partners, as well as for the expectations regarding their practices. Still being updated throughout 2025, it will ultimately only be shared with all suppliers for signature in connection with 2026 orders.

TO GO FURTHER:

” It is important to gain greater transparency across the value chain, but the challenge lies in knowing what to do with this data: what should we ask of these key, strategic suppliers? How does it contribute to the mission? How can it become a real management tool? ”

SARAH CORNE

4.2 Supporting our suppliers in improving their practices

ACTIONS	2025 TARGETS	RESULTS	REACHING	CHANGE	2026 TARGETS
Monitoring of corrective action plans	Measure the rate of corrective action plans resolved within the defined timeframe	Out of 9 CAPs in 2025, 3 were completed and closed	YES	Define a more relevant indicator	To be determined based on baseline indicators
Supplier training and resources	Roll out support initiatives or provide suppliers with useful resources to help improve their practices	No specific need identified	IN PROGRESS	Assess suppliers' resource and time constraints / needs	Roll out support initiatives or provide suppliers with useful resources to help improve their practices Continue environmental support initiatives
Supplier satisfaction (partnership-based, fair and long-term relationships)	End the supplier satisfaction survey	Survey sent	YES	Define a more relevant indicator	Implement improvement levers within supplier relationships based on the survey results
	Analyse the results	Average supplier satisfaction score: 9,1/10	YES		

SUPPORTING SUPPLIERS IN THEIR CONTINUOUS IMPROVEMENT

Supporting suppliers - particularly smaller structures such as family-run workshops - is an essential lever for improving social and environmental practices. Beyond the formal framework established through the Ethical Charter and audits, Sessùn seeks to provide practical support tailored to the resources and capacities of each partner. This notably includes close monitoring of corrective action plans established following audits: setting deadlines, maintaining regular dialogue, and supporting the implementation of identified improvements. In 2025, the objective was to define a reliable monitoring indicator to measure and highlight these actions. However, in light of the results and following discussions with the Mission Committee, it was ultimately concluded that this indicator did not adequately fulfil its purpose, notably due to disparities in timelines and in the relevance of corrective action plans.

It was therefore agreed to instead develop an indicator measuring progress between two audits following the implementation and monitoring of corrective action plans. Another objective identified for 2025 was the launch of environmental audits. This was ultimately not prioritized, as social audits were given precedence. Nevertheless, the choices made regarding raw materials contribute to a positive shift in suppliers' practices and culture. By prioritizing more responsible fibres, Sessùn sends a clear signal throughout its value chain and encourages the evolution of production practices toward greater sustainability. Sourcing decisions therefore become a lever for influence, encouraging partners to reduce their environmental impact and adapt to more demanding standards. Aware, however, that this support could be further strengthened, Sessùn had set the objective of identifying the most relevant ways to guide suppliers in improving their practices - through resource sharing, operational guidance, educational tools, or collaborative formats. The ambition was to build a more partnership-based approach, fostering tangible improvements - resource management, waste reduction, working conditions - and embedding progress over time, in line with the Mission. A dedicated survey was sent to suppliers and subsequently analysed, but the conclusions showed that, at this stage, partners do not expect Sessùn to take on this role and no specific needs were identified. Research will therefore continue in order to define the most relevant ways to support improvements in practices. However, to date, the objective remains pending and has not yet been achieved.

TO GO FURTHER:

” **For the action plan to be truly effective, it may be necessary to significantly narrow the scope at first: focusing efforts on a top 10 suppliers, or even a top 5. A first step could be to share ICS best practice guides with them, monitor the progress of their CAPs as you are already doing, and provide more concrete support when needed. It is really difficult to bring suppliers on board if the approach remains too broad [...] The idea would be to implement something more focused, allowing for real progress rather than spreading efforts too thin.** ”

TRYSTAN LEROUGE

MONITORING SUPPLIER SATISFACTION

Historically, Sessùn measured the share of production entrusted to its "historical suppliers", meaning long-standing partners. However, in a context of growth and the necessary diversification of sourcing to secure supply chains, this indicator became less relevant.

In 2025, a new evaluation tool was introduced: a satisfaction survey sent to all suppliers - agents and tier-1 manufacturers. The objective of this survey is to assess the quality of the collaboration, identify both strengths and areas for improvement, and better align mutual expectations within a long-term perspective. Twenty-six responses were collected, including three anonymous submissions, providing an initial structured basis for dialogue aimed at strengthening partnership relationships, although the survey remains limited by its lack of representativity.

The overall average satisfaction score was 9,1/10 , which is highly positive, and the few areas identified for improvement were noted and addressed. However, considering the conclusions of this survey, the relevance of the objective itself is being questioned.

Overall, the implementation of the Mission framework highlighted that Objective 4.2 was not fully relevant in its current form, and that both the challenges addressed and the ambitions we want to set will need to be redefined.

¹The survey was sent to all suppliers working with Sessùn, including agents and tier-1 manufacturers (70 in total over the course of 2025). Twenty-six responses were collected, including three anonymous submissions.

TO GO FURTHER:

” **What may be implied when suppliers say they do not wish to receive support is that 'support' can be perceived as additional monitoring and therefore more work on their side, more proximity, and less autonomy. It is essential to convey the brand's values and share materials in an encouraging format designed for suppliers - practical, concrete, illustrated [...] We need to find the right format to share the resources that matter most to Sessùn.** ”

WENNASSA GHERBOUDJ

” **Sessùn's role is to raise awareness, share our challenges, present our objectives and commitments, and bring suppliers on board with certain decisions.** ”

LIONEL POTIN

” **We need to find the right posture and tone to move away from a client-supplier power dynamic toward a more horizontal relationship based on ecosystem thinking and shared effort. From a pragmatic perspective, it is also important to help suppliers understand that engaging in such an approach is a way to grow their business, including for higher-tier suppliers.** ”

GUILLAUME VIGOUROUX

IV.
perspectives
et orientations

The past year marked a genuine turning point. Through the concrete implementation of our commitments, it allowed us to assess both the strength of our mission model and its limitations. This transition from framework to action taught us a great deal: about our ability to move forward, about our blind spots, and about the need to adjust in order to remain fair and consistent.

As a result, we will continue to develop our mission model to make it clearer, simpler, and more firmly grounded in operational realities. The objective is not to reduce our ambition, but to reposition it at the right level: refocusing our priorities on the issues with the greatest impact, clarifying our objectives, and finding a balance that is both demanding and mobilizing.

Within this dynamic, the Mission Committee itself will also evolve. We aim to welcome new members in order to bring in new perspectives, enrich discussions, and work more deeply on the structuring challenges of the years ahead.

We move forward with humility and determination. The road ahead remains long, but this pivotal year confirms that we are in motion: we are learning, adjusting, and growing - collectively - to build a trajectory that is more coherent, more demanding, and more alive.

Beauty is in the journey.

LA BEAUTÉ
EST DANS
LE DÉTAIL

sessùn