



 **WeCare!**

The essentials CSR *june 2022*




The Etam Group : key data points



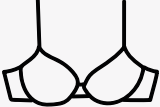
106 years
Family-owned, French and
100% independent.



N°1
Leader of the lingerie sector
in France and 7th worldwide



5 brands
1 Tech Center
3 warehouses



28M
WeCare products
in 2021




1301
Sales points in the world



50 countries
International presence



4 600
Collaborators



291
Suppliers in 2021

Etam

undiz

Maison 123

L I V Y

ysé

Our group is committed, **human**, and **visionary**, in line with our ambition.



In 2021, companies had to display remarkable resilience and agility to face the numerous challenges of today's fast changing world, including escalating costs (raw materials, energy, transport), and unprecedented supply chain bottlenecks.

Despite this challenging context, we are proud to stay on course with our objectives, which become more ambitious year after year. The illustration of that is WeCare, our program that guides our CSR action plan for each of our brands: Etam, Undiz, Maison 123 and Ysé. This impact report gives an overview of this year's accomplishments.

Our focus has been our core business: the product. In Fall-Winter 2019, 7% of our collections were eco-friendly, and we have almost triple that score in one year reaching 51% in Fall-Winter 2021. In Spring-Summer 2022, we continue our virtuous trajectory and now have 55% of WeCare products amongst our lines. This result was possible thanks to our team's involvement and profound desire to initiate change and have meaningful impact. To get to these results and move towards our goal of 80% in 2025, we are focusing on innovation and R&D. Our Tech Center, located in the North of France, is more than ever an asset to develop responsible innovations: menstrual underwear, plant dye, new materials... We are not afraid of being audacious and ambitious!

The subject of climate change is a major issue for companies today. The IPCC reports makes an alarming assessment of

our planet's state and gives us concrete solutions to improve the situation. After publishing our Climate & Carbon strategy in 2021, the first results are here: our actions allowed us to reduce our scope 1 and 2 emissions by 37% between 2019 and 2021. Concerning scope 3, the goal is clear: reduce by 40% the greenhouse gas emissions of our products by 2030.

In 2022, our work is far from finished: the climate and social issues of our industry will not stop tomorrow, and the WeCare program continues to guide our steps. We will persevere and place acts before words to relentlessly lead the projects we feel strongly about, hand in hand with other actors of the sector, our partners, our teams, and of course with our clients, for our children and for the world.

Laurent Milchior
Co-chairman of Etam Group



OUR 9 PILIERS

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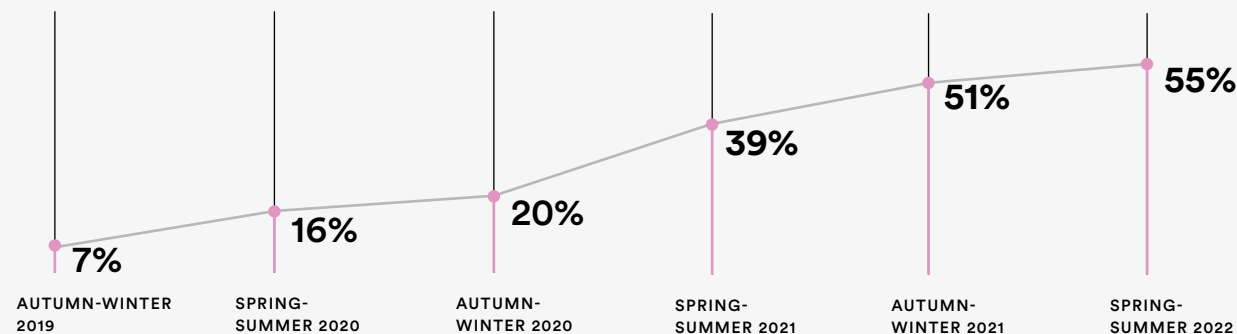
01. WeCare Collections



In spring 2022
55% OF OUR PRODUCTS ARE ECO-FRIENDLY.

Our target is to achieve 80% in 2025.

28 million WECARE PRODUCTS IN 2020



PERCENTAGE OF WECARE PRODUCTS IN ALL ETAM GROUP COLLECTIONS (ETAM, UNDIZ, MAISON 123 AND YSE) — **This acceleration testifies to the investment of our teams and our powerful desire to initiate change.**

WeCare products contain at least 50% of eco-friendly fibres or benefit from an innovation that significantly reduces their environmental footprint.

Our responsible materials and processes

ORGANIC AND RECYCLED COTTON
FRENCH OR EUROPEAN LINEN
RECYCLED POLYESTER
RECYCLED POLYAMIDE
RESPONSIBLE OR RECYCLED WOOL
RECYCLED CASHMERE
CERTIFIED CELLULOSE FIBRES
(Lyocell Lenzing, Modal Lenzing, Lenzing Ecovero, Viscose Liva Eco and Ecotang)
PLANT DYE
ECO WASH

66% of products
made from cotton are certified organic.

50% of products
made from synthetic fibres is made of recycled fibres certified by GRS.

50% of products
made from viscose is made of responsible viscose such as EcoVero.

The eco-friendly WeCare materials are **certified by rigorous and independent international labels** like GOTS (Global Organic Textile Standard), OCS 100 (Organic Content Standard 100), GRS (Global Recycled Standard) or RCS (Recycled Claim Standard), etc.



Library

In 2021, we have created in the Group headquarters a “**materials and processes library**” gathering over **300 references of responsible and innovative materials**, to encourage their integration into our products.

Animal welfare policy

Animal well-being and biodiversity are our priority, which is why we have developed strict policies that ban exotic skin and fur, as well as materials from endangered species. Materials under vigilance such as mohair, angora, duvet, feather, and wool are authorized under the condition that **animal well-being** is respected.

02 Savoir-faire & innovation

Corsetry Savoir-faire since 1916 and a group that is constantly innovating



The Tech Center, our industrial asset

The Group maintains its own innovation centre and prototyping workshop, the Tech Center, located in the North of France. This industrial asset, which concentrates a century of savoir-faire, is a place of creativity and expertise. It is the place where we improve the various steps involved in the making of our products: from studying and choosing materials, to measuring, cutting, mounting, etc.

+4 500
PROTOTYPES
MADE EACH YEAR
BY THE TECH
CENTER



106 years of corsetier savoir-faire

Unique Savoir-faire

106 years of fashion expertise, of Made in France designs, of technique and innovation.... Our laces are exclusive and all of our models are designed by our Style teams.

They collaborate with lace manufacturers and embroiderers, historical partners of the Group in France and the entire world for decades. Our annual lace consumption : over 7 million meters!

R&D sustainable innovation

The Tech Center is also in charge of developing eco-friendly innovations to reduce the environmental impact of the product's life cycle.

In 2021, the Tech Center launched 3D prototyping for a pilot collection. The goal is to develop this technique for all our products to limit the quantity of prototypes and to encourage the teams' creativity.

The Tech Center also developed a new **water-free dye technique**, which saves 150L of water for each kg of coloured material. This technique was applied on certain Etam and undiz models and is leading to industrial restructuring.

The Live Show runway

Etam's annual show is an important event that reflects the brand's expression through its technique and creativity.

Over 100 unique pieces were designed by our team and made in our Tech Center with the lace manufacturers, embroidery craftsmen, feather makers, dyers- essentially French partners.

In the 2021 annual runway show, the teams created a theme around nature, integrating natural materials in products, like algae or linen, and exploring ancestral techniques, such as vegetable dyes, zomed tataki, algae weaving, etc...





03. Transparency & Traceability

SINCE 2021 **100%**

of the Etam and Undiz lingerie items show full **transparency regarding the Tier 1 confection factory. The information is directly shown on the product's label and online.**

Total transparency on the confection factories of our products

In each Etam and Undiz store, the customer can scan a product label using a QR code giving them **immediate access to a video or information regarding the factory in which the product was made.** As an introduction, an "ID card" of the partner factory allows the customer to see the name, location, expertise, and seniority of the collaboration with Etam Group.



Better control of the supply chain

In 2021, a traceability tool was tested on a selection of references and will soon be deployed on the whole collection, in partnership with our suppliers. It will allow for better management of social and environmental risks throughout the supply chain.

Social Compliance, a priority for the Group

We give special attention to the working conditions of the factories that we work with. 92% of these factories have a social compliance certificate (as of 01/05/2022) such as BSCI, SMETA, SA8000 or ICS certifications that meet international social standards: fair remuneration, health protection, worker safety, the prohibition of child labour, the right to organize, etc.

92% of Tier 1 partners are certified **BSCI, SMETA, SA8000 or ICS**

The map of our partner factories on the next page



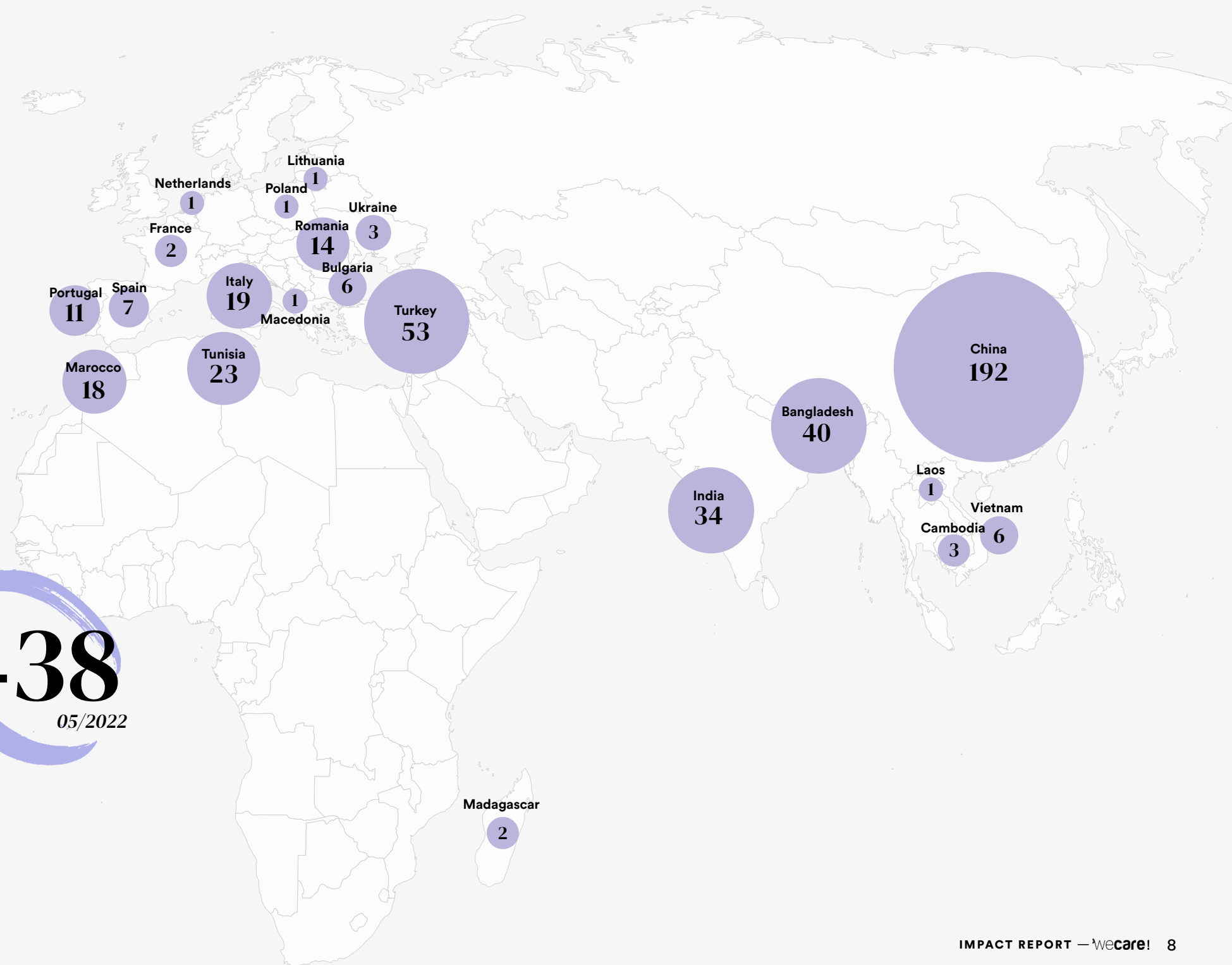
OUR PARTNER FACTORIES

With the aim of ensuring production transparency, since 2020, the Group publishes the exhaustive list of Tier 1 factories working for the Groupe on the Open Apparel Registry (OAR) website. This list is updated each season. The OAR is an open-source tool that lists clothing factories across the globe, and attributes a unique identity to each.

NUMBER
OF PARTNER
FACTORIES

438

05/2022



04. Circular Economy



75 000

BRAS COLLECTED
SINCE 2021

AND MORE THAN HALF HAVE BEEN
DONATED TO ORGANISATIONS

Our second-hand programs

Since 2021, the Etam program “Petit geste Joli Soutien” allows clients to come and drop their second-hand bras in 519 European shops. After being washed and sorted by an ESAT, the bras in a good state are then donated to women in need. 75 000 bras have been collected since 2021.

In summer 2022, Etam sold a portion of the collected bras in a fundraiser. All profits were donated to organizations that help women in need.



In June 2022, Undiz established donation stations dedicated to second-hand bathing suits in 52 of its shops in France, with the goal of giving a better end-of-life to these products.

In 2022, Ysé began offering a second-hand bathing suit collection decorated by embroiderers in a vocational reintegration workshop. Unique pieces, true jewels.

A collection centered around 100% circular lingerie

Etam developed its first line of circular lingerie, named Origine. This range is 100% composed by natural fibres, like linen or cotton, without dye or other components, which assures it a perfect recyclability.

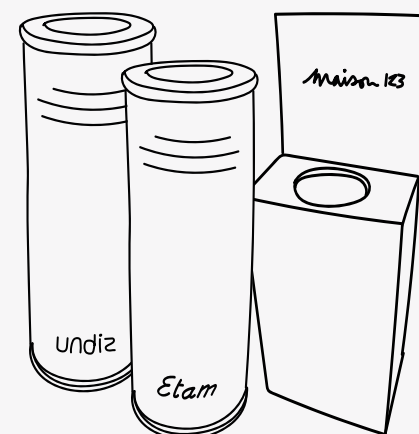


Etam Group does not destroy or throw away products in selling condition. Defective products are put in the hands of partners specialized in the circular economy, repairing, reusing, and recycling them. **This has given a second life to more than 25 tonnes of clothes since the beginning of the campaign.**

Since the end of 2018, Maison 123 collects used clothes in 171 shops in France and 30 in Germany, Belgium, Luxembourg and Switzerland. This operation encourages clients to better manage the end of life of their clothes. **23 tons of clothes were collected thanks to the Maison 123 shop network.**

54
TONS
OF CLOTHES
COLLECTED
SINCE 2018

772
IN-STORE
DONATION STATIONS





05. Plastic & Waste

A COMMITMENT TO

ZERO SINGLE USE PLASTIC

B2C IN 2025 • B2B IN 2030

We are committed to reducing the impact of all our packaging by reducing their usage and phasing out all components made from single use plastic.



Today, in the Group

Many single use plastics have already been removed: our shopping bags, our e-commerce and more packaging products are made of certified recycled kraft paper.

+600
TONS OF SINGLE USE PLASTIC
PER YEAR REMOVED SINCE 2020.



Shopping bags



Plastic hangers



E-commerce shipping pouches



Posters in stores

Our plastic reduction projects

Disposable coat hangers and polybags (plastic bags that surround the product during the transport) are the subject of an internal working group. Since 2021:

- We ration their use: for example, we have removed logistic coat hangers for ready-to-wear products.
- We engage in re-usability: the disposable coat hangers in certain regions can be recuperated and reused.
- We test eco-friendly alternatives, like paper polybags and wood cellulose coat hangers.
- We collaborate on these subjects with other actors of the sector in order to share our experiences and progress.



A packaging eco-conception guide was written and shared to encourage teams to replace our current marketing assets, displays and even labels with eco-designed alternatives.

100% 2025 OBJECTIVE
eco-designed alternatives

For example, since 2021, Etam's menstrual underwear and tights, as well as the hangers for Undiz slippers, are in eco-designed cardboard packaging.



In collaboration with Canopy, we are committed to eliminating all textile and paper-fibre supply sourced from old-growth, primary, and threatened forests.

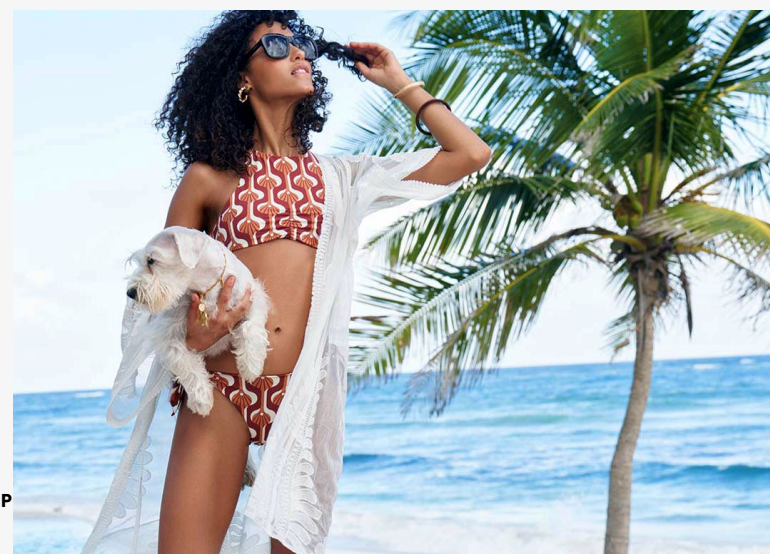
In 2021, Etam replaced its store displays made of PVC by FSC certified paper store displays, printed in vegetable inks.

06 Climate

We are committed to reducing by

40% the greenhouse gas emission of our products by 2030
SCOPE 3

In 2021, the Group defines its Climate & Carbon strategy and commits to reducing its greenhouse gas emissions by 80% on the scopes 1 and 2. This aligns with the 1.5 °C trajectory, recommended by the Sciences Based Target Initiative. On scope 3, the group is committed to **decreasing by 40% the greenhouse gas emissions of its products** by 2030 (kgCO2eq per product).

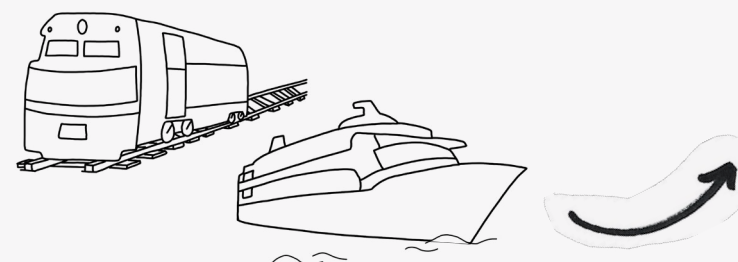


-37% of CO2 emissions on the scopes 1 and 2 between 2019 and 2021

SCOPE 1
2 500
tCO2eq

SCOPE 2
2 400
tCO2eq

SCOPE 3
337 000
tCO2eq



SINCE 2020

the headquarters, the shops, and the warehouses in France and in Belgium are

100%

supplied by renewable energy sources THROUGH GUARANTEES OF ORIGIN.

In 2021, the Group launched an energy related action plan, after a series of energy audits at our warehouses and in our stores: replacing traditional lights with LED lights and smart lighting systems, automating settings for heating or air conditioning when the premises are not being used, replacing energy-intensive equipment, etc.

At the beginning of 2022, the shops launched a year-long energy challenge to decrease the energetic consumption of our store network by 10%, via training and awareness campaigns with our store teams.

Transport of our products

We favour **maritime and railway transport**, which emit less greenhouse gas. The share of boat transport went from 93% in 2020 to 81% in 2021, because of the energy crisis and overall tension in global shipping. We are working towards going back to the original level.

We are also working on the last kilometres: Environmental criteria are now an integral part of our plan when selecting transport providers.

07 Plurality & Diversity



53
BRA SIZES

Etam offers 53 bra sizes going from 80A to 110G, and 8 underwear sizes from 34 to 48. Undiz reaffirms its inclusive DNA with the launch of its “Nothing to hide” campaign, in which the body is revealed, ready to accept its differences, and stepping confidently forward.

Towards more inclusivity

In the midst of an evolution towards more inclusivity, the fashion sector celebrates **the richness and diversity of men and women, in terms of gender, age and morphology, as well as culture and ethnicity**. This stance has become a priority for the three brands of the Group that seek to respond to the desires and expectations of all women.



Everybody is unique and should be able to find products in which they feel good, independently from beauty standards, body shape, age, gender, or ethnicity.

THE COLLECTIONS

GENDER FREE COLLECTION

In 2022, Etam launched its first gender-free collection, providing a comfortable and neutral design as well as innovative fabric to all, regardless of gender.

LOVE YOUR CURVES COLLECTION

A collection conceived specifically for D, E, F and G cups came to life after a lengthy and meticulous design process. The teams have completely re-thought the product in order to offer unparalleled support and comfort, whilst not compromising on the aesthetics.



MENSTRUAL UNDERWEAR

A comfortable period underwear collection at Etam and a collaboration with Sisters Republic for Undiz.

NO GENDER COLLECTION

A unisex lingerie capsule collection developed by Undiz conveying the message “style has no gender”.

ONE SIZE COLLECTION

A bathing suits collection that stretches and adapts thanks to its extensible fabric.

08 Solidarity

Donations to associations

The main organizations supported are:
Solidarité Femmes, Toutes à l'école, la Fondation des femmes, Rêv'Elles, la Maison des femmes, l'ADSF, Entourage, Cœur de forêt and Entrepreneurs du monde.



+ €818 000
OF DONATIONS
IN 2021



The group
involved
with women
since 1916

Donation campaigns that involve our clients via a rounding up campaign have allowed us to gather

+ €160 000

EN 2021

Volunteering days

Volunteering days are regularly organized to help our partner organizations redistribute the bras gathered as part of our second life program 'Petit Geste Joli Soutien.' These volunteer days allow us to put out **fitting expertise to the service of women in need** so that they can find the right bra for them.

Involvement of our employees

Our employees are encouraged to do micro donation each month, rounding up their salary, supporting NGOs partners in health, education, fight against precarity and preservation of the environment.



09. Our employees

Since 2021, the Group focuses on continuous training, integration, and recognition of its teams in the shops. Our new integration course, mixing headquarters, warehouse and shop teams, and our new app, Push up Academy are part of this new logic.



97/100

INDEX OF MEN/
WOMEN EQUALITY

Potentielles, a support program

Etam celebrates the launch of the Potentielles program, which allows unemployed women to train and become Etam salespeople. Fifteen motivated women have followed a 2-month custom training program with an internship in the shops. The goal is that they get recruited to work in one of our stores.

4 600
employees
in the Etam Group
OF WHICH 94% ARE WOMEN



Well-being at work

The HR action plan to improve well-being at work addresses the results of our company-wide bi-annual employee survey. This anonymous questionnaire, sent to all our employees has made it possible to establish more regular communication.

8 out of 10 employees would recommend working for the Etam Group to their friends and family.



Our alliances and partners

Convinced that the solution is collective, the Etam Group is a member of associations and groups that actively promote a more responsible textile industry sector. These partnerships and joint commitments with other players in the sector are essential for the Group to ensure the ecological and social transition of the textile industry.

THE FASHION PACT

Signatory and member of the Fashion Pact governance, Etam Group, along with 70 other fashion and textile actors, is committed to ambitious environmental goals: stalling global warming, restoration of biodiversity and ocean protection. Laurent Milchior, co-manager of the Group, has a seat at the Steering Committee of the Fashion Pact.

PARIS GOOD fashion

The Etam Group participates in work group initiated by Paris Good Fashion along with other actors of the sector in order to share good practices and efforts. The creation of a coat hanger recycling program and the development of reusable e-commerce packages and pouches are in process.



The Group is a member of Textile Exchange, an international non-profit organization which promotes the responsible expansion of the textile industry and the production of sustainable textiles.



United Nations
Climate Change

In May 2021, the Group signed the United Nations Fashion Industry Charter for Climate Action, which puts forward 16 principles aiming to make the entire sector progress in reducing its impact on climate change.

Re_fashion

Founding partner of EcoTLC, now know as Re_Fashion, the Group sits at the board of Directors and actively contributes to the work of the co-organism of the French textile industry. This includes the responsibility to support 5 000 companies in the prevention and management of the end of life of products they have placed on the market.



Amfori is the main world trade group that aims to improve working conditions in international supply chains. Partner and member of Amfori for many years, Etam Group entirely agrees with the principles of the organization's founders.

In short, WeCare!

N°1 WeCare collection

In spring 2022, **55% of our products are eco-friendly** for the totality of the Etam, Maison 123, Undiz and Ysé collections.

2025 objective: 80% of eco-friendly products.

WeCare products contain at least **50% of eco-friendly fibres** or benefit from an innovation that significantly reduces their environmental footprint.

N°2 Savoir-faire & innovation

Located in the north of France, The Tech Center, a prototyping workshop, is a real industrial asset for the Group. More than **4,500 prototypes produced per year**.

The Tech Center promotes innovation and research on new processes to reduce the environmental impact of our production., such as a new technique of colouring on material which allows to reduce water consumption saving up to 150 L of water per kg of material.



N°3 Transparency & Traceability

Transparency — Since 2021, **100% of Etam and Undiz lingerie displays industrial transparency** on the confection factory, accessible directly on the product's label and online.
Traceability- We have published an **exhaustive list of our Tier 1 suppliers** which have worked for the Group in 2021 on the Open Apparel Registry website.

2025 Objective: Carry out a complete **mapping of the supply chain, all the way to the raw material**.

N°4 Circular economy

Since 2018 more than **54 tons of clothes were collected** to recirculate (re-employment, re-utilization, recycling). Thanks to the 519 Etam donation stations in stores, more than 75,000 bras were collected and sorted.

N°5 Plastic and Waste

More than 600 tons of single use plastic were removed from our supply chain since 2020 (coat hangers, bags, packaging, etc.) We are internally testing eco-friendly alternatives, like paper polybags and cellulose coat hangers, to continue removing single-use plastic from our way of working.

2025 Objective: **zero single-use plastic in B2C (and B2B in 2030) and 100% of our eco-designed packaging**.

N°6 Climate

We published our Climate & Carbon strategy in 2021, basing ourselves on the carbon report for 2019, our year of reference. This allowed us to reinforce our action plan and work on improving the energy efficiency of our buildings. The plan includes a component on renewable energies: now, the Group's headquarters are fully provided with **renewable energy**. Between 2019 and 2021, the reduction of energy consumption and the switch to renewable electricity led to a **reduction of scope 1 and 2 emissions by 37%**.

In 2022, the **energy in shops challenge** was launched. Objective: reduce energy consumption by -10% in our shops.

2030 target: reduce the **greenhouse gas emissions of our products by -40% (scope 3), as well as 80% of our scopes 1 & 2 emissions**.

N°7 Plurality & diversity

53 bra sizes ranging from 80A to 110G and 8 stocking sizes ranging from 34 to 48 at Etam.
Our collections: IEL collection, Love your curves, one size, no gender, menstrual underwear etc.

N°8 Solidarity

Committed to helping women since 1916, the Group has generated **more than 2.3 million euros of donations and contributions** over 4 years to support women in need and the education of young people, in partnership with well-chosen associations.

N°9 Our employees

97/100 Index of men/ women equality
8 employees out of 10 would recommend working in the Etam Group to their friends and family, according to the last Group-wide employee survey.





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