

2024 MISSION REPORT

sessùn

The purpose of this mission report is to present the actions and progress specific to our status as a mission-driven company and our statutory objectives for Sessùn SAS in 2024.

In addition, we are implementing a broader Corporate Social Responsibility (CSR) strategy covering the social and environmental challenges facing the brand. We invite you to refer to the dedicated CSR report, available on our website, to learn more about the full extent of our commitments.

Mission and CSR trajectories coexist and often feed into each other. Although they are managed separately, together they allow us to coherently and comprehensively embody our vision and social responsibility.

” After several years of implementing, developing, and refining an ambitious, yet realistic, CSR policy, we decided to reinforce our choices and assert them, comprehensively and exactly, by enshrining our beliefs and the underlying principles of our company in our Articles of Association.

Our mission? “To follow our own path to embody sensitive, sustainable fashion that showcases textile know-how, supports craftsmanship, cultivates the art of encounters and fosters long-lasting partnerships as part of a conscious endeavor grounded in respect for people and resources, as well as the love of work well done.”

This means embracing both high standards and emotional intelligence in our daily actions, cultivating human connection, and committing wholeheartedly to a more respectful future, for people and for the planet.

Beyond the fundamental belief that all businesses have a duty to be fully aware of and accountable for their actions, becoming a mission-driven company is also a strong reflection of our desire to publicly and legally engage in economic, environmental and social transition. This requires us to continually question and reflect, to be fully engaged with the movements shaping our world, and wholeheartedly embrace the role we can play, welcoming it as an opportunity rather than a constraint.

Achieving the B Corp certification forms part of this journey. It marks a meaningful milestone—demanding and unifying, that fairly recognises the depth of our commitment. We are proud to join a community of changemakers who, each in their own way, work to generate positive impact.

An opportunity to be an agent of change and to accept this role with a heart full of respect, an open mind, and a soul ever-vibrant with the desire to do our best. ”

Emma François-Grasset

Founder, CEO & Artistic
Director of Sessùn

I. session, mission-driven company

II. our mission committee

- 2.1 Composition of the Committee
- 2.2 2024 Meetings
- 2.3 The Mission Committee's
assessment of the past year

III. one year as a mission-driven company, the first audit

- 3.1 Process and findings of the audit
- 3.2 Committee assessment and evolution
of the mission model

IV. 2024 review progress and evaluation

- 4.1 Objective 1 : Produce durable clothing, manage
impacts effectively and ensure maximum traceability
- 4.2 Objective 2 : Promote craftsmanship,
artistic professions and textile know-how
- 4.3 Objective 3 : Manage our consumption and engage
our employees in ecological causes
- 4.4 Objective 4 : Share our values and best practices
with our suppliers

V. perspectives & orientations

I. sessùn, mission-driven company

Sessùn is a unique and timeless brand of women's fashion.

Founded in 1996 by Emma François, it was born from a desire to promote traditional know-how through creations that tell the story of the hands that shape them. Closely linked to craftsmanship and developing outside industry norms, Sessùn has always stood out for its high standards, remarkable attention to detail, sustainable relationships with its partners and the extension of its universe to encompass a true art de vivre.

Sessùn now has 600 points of sale around the world, both own-name and in multi-brand outlets. It brings together more than 300 employees motivated by their profession and a desire to participate in the development of a company which endures thanks to authenticity, meaningful encounters, a love of work well done and collective commitment.

DECISION TO BECOME A MISSION-DRIVEN COMPANY

For more than 25 years, Sessùn has been shaped by the desire to develop and grow a unifying and meaningful business project. A project for a dynamic company, people-oriented, creative and fully aware of the role it can play with its employees, partners and customers, as well as towards the environment and society more broadly. For several years now, we have been structuring our commitment and those values through a policy of social responsibility.

Marked by the upheaval associated with Covid, we took the time to refocus on the deepest significance of Sessùn's existence, and emerged more convinced than ever that an official, structuring commitment would be the profound realisation of our entire corporate philosophy and complement the implementation of our CSR policy.

When we discovered the new legal status introduced by the French Pacte Law of May 22, 2019, allowing companies to include their raison d'être in their Articles of Association, along with the social and environmental objectives they set to achieve it, we immediately realised how perfectly it aligned with our vision. Intrinsically linking the success of Sessùn to its societal impact allows us to place our desire to reconcile our own performance with the common interest at the heart of our business project.

Choosing to become a Mission-Driven Company was a way for us to publicly assert what has always been the Sessùn's fundamental ethos, and what drives us every day:

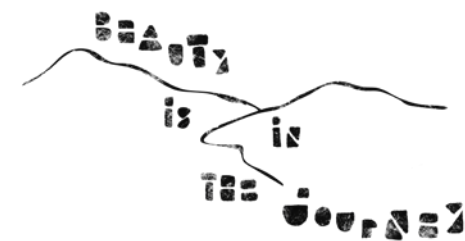
Following our own path, at our own pace.

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 RAISON D'ÊTRE

After a valuable period of reflection and a careful examination of our values, identity, aspirations and responsibilities, and after seeking the opinions of our stakeholders – employees, suppliers, BtoB and BtoC customers, service providers and financial partners – we have structured and formalised the mission we wish to set for ourselves 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 of our mission statement, deliberately more conceptual than the one in our Articles of Association, was created to capture and convey the very foundation of our corporate philosophy. This evocative phrase succinctly expresses the essence of our approach and is designed to guide our every action, decision and interaction daily.

It is « **Make the journey
even greater than the destination.** »

OUR STATUTORY OBJECTIVES

We have devised four statutory objectives for the company to give substance to our raison d'être and around which our various business projects will revolve:

1

PRODUCE DURABLE CLOTHING, MANAGE IMPACTS
EFFECTIVELY AND ENSURE MAXIMUM TRACEABILITY

2

PROMOTE CRAFTSMANSHIP, ARTISTIC PROFESSIONS
AND TEXTILE KNOW-HOW

3

MANAGE OUR CONSUMPTION AND ENGAGE
OUR EMPLOYEES IN ECOLOGICAL CAUSES

4

SHARE OUR VALUES AND BEST PRACTICES
WITH OUR SUPPLIERS

We then worked on the concrete implementation of each of these objectives, along with specific actions and measurable criteria, to lay the groundwork for the path to follow while remaining anchored in the operational reality of our company.

II. our mission committee

The mission committee is the body responsible for overseeing the execution of our mission. It serves as the reference point for assessing its relevance, coherence, the means implemented to fulfil it, as well as the extent of its ambition, and progress in real terms towards achieving its statutory objectives. We saw this as an ideal opportunity to create a space for dialogue and reflection, a way of guiding and supporting our approach, inciting reappraisal and helping us continuously move forward along the path we are shaping. Thanks to its representative and diverse nature, it gives us a comprehensive and expert external perspective of the different aspects of our mission.

II. OUR MISSION COMMITTEE

The mission committee comprises 8 members, supplemented by 2 permanent invitees:

Committee members :



Sarah CORNE

Impact Partner, FOUNDERS FUTURE/
Co-Founder SO GOOD MEDIA –
Expert in ESG & innovation



Léa DHELIN

CSR Manager –
Internal Mission Manager



Wennassa GHERBOUDJ

CSR Manager PELINTEX –
Historical supplier



Daphné JANSAUD

CSR Expert –
Former Sessùn employee



Françoise MOULIN

Schoolteacher –
Historical client
photo ©Marie Pacifique Zeltner



Caroline PERDRIX

Co-Founder ITINERANCE and TABLE,
Artistic Director BARTA STUDIO –
Expert on savoir-faire & craftsmanship



Alice VENES

sustainable development project
manager at GALERIES LAFAYETTE
– *Partner, B2B client, and
competing brand*



Guillaume VIGOUROUX

co-founder of MARSATWORK –
*Expert in corporate purpose,
regional impact and communication*

Please note that Isabelle BOUDET, former sustainable development project manager and audit manager at Galeries Lafayette, has stepped down from her position. She has been replaced by Alice Venes, who now joins our Mission Committee as the group's representative.

Invités permanents (par ordre alphabétique) :



Virginie BIRADE

Director EXPERIENCED CAPITAL –
Shareholding Partner

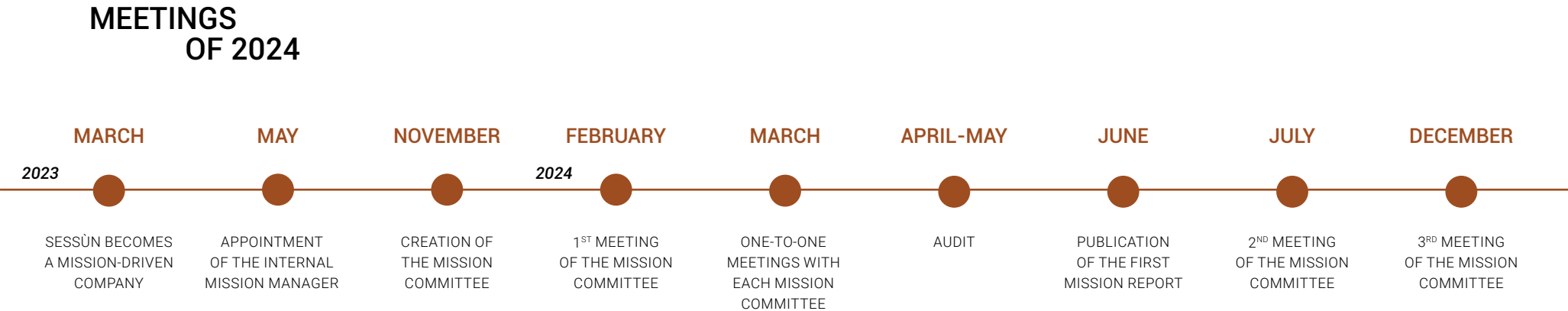


Emma FRANCOIS GRASSET

CEO, Founder and Artistic
Director of Sessùn

Please note that although Experienced Capital exited Sessùn's shareholding in August 2024, we chose to maintain Virginie Birade's position and role within our Mission Committee throughout the year. Her knowledge of the brand and her perspective remain invaluable to us and ensure continuity in the committee's contribution.

Also note that it has been decided to symbolically compensate external members of the Mission Committee for their time and participation in the work of 2024 with a 500€ Sessùn gift card.



The year 2024 was rich in dialogue, reflection and collective construction.

Following an initial introductory meeting, each member of the Mission Committee was individually consulted to deepen their views on the mission model and on the achievements of this first year. This allowed each member to fully engage with the actions and indicators linked to the statutory objectives assigned to them, based on their interests and areas of expertise. These one-on-one discussions also helped shape the drafting of this first Mission Report.

A second meeting was held after the audit, with the objective of sharing the audit's conclusions and the opinion of the auditor regarding the various components of the mission model, and to collectively validate and adjust the proposed improvements. The mission framework was subsequently refined to integrate the Committee's feedback.

The final meeting of the year was an opportunity to share company updates, including B Corp certification, changes in shareholders, and new partners for our carbon footprint, life cycle analysis and traceability processes. This meeting also served to validate the adjustments made to the mission framework, incorporating the key points raised during the previous gathering. It was also an occasion to reflect on the year's actions, present performance indicators and assess progress against our set goals.

These various moments of exchange and dialogue helped strengthen the Mission Committee's involvement and fostered a positive dynamic of transparency, mutual learning and stimulating discussion.

Looking ahead, Committee members expressed a desire to be more regularly informed of the brand's news and key milestones, so that future meetings can focus more on forward-looking debates rather than retrospective reporting.

” From the beginning, I've been enthusiastic, and I feel like everything has truly taken shape—there's a real momentum. Every time I attend, I feel things are moving forward. It's always a very positive experience, and it's not just a feeling: the objectives are being met and we're steadily advancing toward our mission. ”

FRANÇOISE MOULIN

” I appreciate the group dynamic. It's interesting to hear different perspectives that spark discussion. Sessùn is very transparent about its challenges, sharing not only its successes but also its difficulties. That's something I really value. ”

ALICE VENES

” It could be interesting for the committee to define a shared philosophy—a manifesto—that would serve as a common lens through which debates could unfold, ultimately supporting more operational decision-making. ”

GUILLAUME VIGOUROUX

” The meetings are well-prepared and structured, the information shared is relevant and clear, which makes the experience pleasant. Discussions are rich and diverse, everyone gets to speak, we hear varied viewpoints and learn a lot... This practice compels Sessùn to step back and reflect. It's a healthy process—the mission committee brings in external insight that helps broaden the internal perspective. ”

SARAH CORNE

III. one year as a mission-driven company: our first audit

In 2024, we entered our second year as a mission-driven company. As required by law, this year also marked the completion of our first audit by an independent third-party organization. The purpose of this audit was to assess the relevance and consistency of our mission framework, as well as the adequacy of the resources and actions implemented to meet our stated objectives.

AUDIT PROCESS AND CONCLUSION

Following an in-depth review and thorough verification of the actions taken and data collected, the OTI concluded that there is a strong alignment between Sessùn's mission, the execution of its operational objectives, the resources allocated, and the reliability of the key performance indicators (KPIs) and tracked data.

The audit also highlighted the need to further engage employees so they can truly embrace the mission and bring it to life on a daily basis.

This first audit has been particularly valuable in helping us better understand the expectations and level of rigor required as a mission-driven company. In response to the recommendations, we adjusted specific parts of our mission framework, which were subsequently validated by the Mission Committee.

ASSESSMENT OF THE MISSION COMMITTEE AND CHANGES TO THE MISSION MODEL

The auditor issued several recommendations to improve our mission framework and its deployment:

- 1 Involve an additional team member in the Mission Committee to better represent this key stakeholder group, as Léa DHELIN—while responsible for overseeing the mission internally—cannot effectively act as both representative and facilitator.
- 2 Restructure certain elements of the action plan to enhance clarity, relevance, and coherence in its implementation.
- 3 Integrate essential topics that are currently absent from the mission model but represent major priorities and firm commitments for Sessùn, such as transportation and product durability.
- 4 Define a three-year roadmap for each objective, broken down into annual targets.
- 5 Reduce the number of monitored indicators and avoid setting 100% targets, so that theoretical ambitions remain grounded in operational realities, which often involve trade-offs, unforeseen developments, and constraints. As a result, most targets have now been adjusted to a maximum of 95%.

Our operational objectives are now defined as follows:

OBJECTIVE 1

Produce durable clothing, manage impacts effectively 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.

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.

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.

4.1 Ensuring adherence to a common set of values.

4.2 Supporting our suppliers in improving their practices.

” It is completely natural for implementation to unfold progressively. The adjustments made following the audit help refine direction and identify the most effective levers for lasting alignment with the mission framework. ”

DAPHNÉ JANSAUD

” This is a very positive outcome, and I’m impressed—within just one year, the foundation is already in place. Everything is well managed, both operationally and in terms of governance. It’s clear that this approach stems from a strong vision led by the founder, and that there is a real awareness of the transformations needed. The groundwork, which forms the foundation for the future, has been solidly laid, even if not all objectives have been reached and some indicators still need refining. The priority now is to sharpen the model and learn how to steer it effectively. ”

GUILLAUME VIGOUROUX

IV. assessment of the year 2024

This report provides an opportunity to review the past year in relation to each of our statutory objectives. It has been designed to reflect the progress level towards each annual target. For each objective, the status of achievement is indicated, along with factor understanding for target non-attainment, key learning, perspectives and eventual changes of trajectory. It reflects our philosophy of continuous improvement and questioning.

OBJECTIVE 1 *Partially achieved*

Produce durable clothing, manage impacts effectively and ensure maximum traceability.

Following the audit and various discussions with the Mission Committee, this objective has been restructured to make it more operational and to refocus the mission in a more tangible and educational way. The statutory objective is now divided into two themes:

1.1 Better understand and control the impact of our products and develop traceability in our supply chains. *Partially achieved*

This aspect covers all upstream stages in the product life cycle. In order to maximize eco-design, it is essential to understand the environmental impact of materials and all stages of production.

MATERIALS

Since its creation, Sessùn has always paid special attention to the materials used in its collections, constantly questioning their environmental impact. Since 2019, we have begun transitioning towards more responsible fibres, which we refer to as “lower-impact materials.” Our goal is to prioritize these materials wherever possible, monitor their proportion in each collection quantitatively, and constantly work to increase it. We have also set clear targets for specific strategic fibres, including viscose, leather, and polyester. Significant progress is being made season after season, and we are proud to have surpassed the symbolic threshold of 50% of our materials qualifying as lower impact.

In 2024, two out of our five targets were not achieved :

The share of recycled polyester fell short of our target: despite the Style and Production teams’ efforts to identify alternatives, suppliers are sometimes still unable to provide recycled options, particularly when polyester represents only a small fraction of the overall blend.

In addition, transitioning and renegotiating alternative versions for carry-over or permanent products from previous seasons can be a lengthy and complex process. However, from summer 2025 onwards, polyester will be replaced by its recycled version for most of these products

The share of non-synthetic materials was slightly below the defined objective: opting for natural materials can be challenging, especially in winter collections, due to durability, care requirements, and mechanical properties. There are also stylistic considerations, as synthetic fibres play a key role in tailoring, technical fabrics, and metallic finishes.

When we originally set this ambition, we overlooked the durability aspect. We now realize that improving product longevity requires us to adjust this target. Finding the right balance will allow us to work toward a more holistic eco-design in our collections.

” **The target set for non-synthetic materials is very hard to meet. On this topic, brands can face limitations in terms of technical feasibility, quality, cost, and a reliance on suppliers who are not always able to offer alternatives.** ”

ALICE VENES

LIFE CYCLE ASSESSMENT AND TRACEABILITY

To support our understanding of the environmental impact of our design and production choices, we partnered with FAIRLY MADE, which carries out Life Cycle Assessment (LCA) for our products and enhances traceability across our supply chain. This partnership, launched with the winter 2023 collection (excluding jewellery, as impact data is not yet available), provides accurate and multi-criteria assessments of each item in a spirit of transparency and essential collaboration with our suppliers.

This year, one of our four targets was not met :

The average traceability score did not improve as much as expected, leading us to change both our approach and our partner. Previously managed by FAIRLY MADE, the traceability work faced limitations due to intermediated processes, supplier reluctance to share sensitive information with a third party, and a lack of flexibility and efficiency caused by automated data collection.

We have therefore decided to internalize this effort. Though time-consuming, this approach will give us better control over data collection and allow us to engage more effectively with our suppliers. We will continue monitoring this indicator for the summer 2025 collection. However, starting from winter 2025, we will need to define a new method to assess our traceability performance and its progress—a topic we have begun discussing with the experts of the company CLEAR FASHION.

REVIEW
AND INDICATORS

1.1	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
INCREASE USE OF LOWER-IMPACT MATERIALS	<ul style="list-style-type: none">▪ > 45% of products sold in 2024 made with lower-impact materials	<ul style="list-style-type: none">▪ 55,2%			<ul style="list-style-type: none">▪ 55%
	<ul style="list-style-type: none">▪ 90% LWG-certified leather▪ 90% sustainably sourced viscose▪ 90% recycled polyester▪ > 90% non-synthetic materials	<ul style="list-style-type: none">▪ 95% certified leather▪ 95% certified viscose		<ul style="list-style-type: none">▪ 83% recycled polyester▪ 87,2% non-synthetic materials	<ul style="list-style-type: none">▪ 95% LWG-certified leather▪ 95% sustainably sourced viscose▪ 95% recycled polyester▪ > 85% non-synthetic materials
MEASURE THE IMPACT OF OUR PRODUCTS AND STRENGTHEN TRACEABILITY	<ul style="list-style-type: none">▪ 85% of references with life cycle analysis (excluding jewellery and collaborations)	<ul style="list-style-type: none">▪ 85%			<ul style="list-style-type: none">▪ 95% of refereces evaluated by a LCA
	<ul style="list-style-type: none">▪ Traceability score of 2.5/5 (excluding jewellery and collaborations)		<ul style="list-style-type: none">▪ Supplier onboarding work	<ul style="list-style-type: none">▪ 2,43/5	<ul style="list-style-type: none">▪ 3/5 for Summer 25▪ Winter 25 : define a reliable indicator with CLEAR FASHION and onboard suppliers

1.2 Maximizing the sustainability of our products while informing and engaging our customers. *Partially achieved*

DURABILITY AND RECYCLABILITY

In parallel with efforts to favour lower-impact materials and improve product traceability, our eco-design approach also focuses on increasing the durability and recyclability of our collections.

Sessùn promotes a creative yet timeless approach to fashion, building a wardrobe of essentials designed to last. We pay close attention to design and quality so that our pieces stand the test of time. This is why all our products undergo extensive testing and why our collections include a significant proportion of permanent or recurring items. We aim to maintain a sufficient proportion of these each season.

In 2024, one of our five targets was not met : While our goal in terms of references for permanent and recurring items was achieved (21% achieved vs. 14% target), the goal in terms of volume was not (25% achieved vs. 30% target), even though these products represented 25% of units sold in 2024. Upon reflection, we realized that the volume-based indicator was not the most effective way to measure the share of our offer. Therefore, starting in 2025, we will monitor two indicators: the number of timeless references offered, and the share of annual sales revenue they represent, with a target of these items generating a quarter of our total sales volume across all channels.

In 2024, we reinforced our quality requirements by updating our Supplier Guidelines. We also began a complete review of our testing procedures, initially focusing on Accessories, a product category that is generally more sensitive.

INFORM AND SUPPORT OUR CUSTOMERS

Since 2023, we have offered environmental display for products in-store via a QR code printed on tags. This prepares us for future requirements under France's AGEC law while offering clear, detailed information about each product, its production, and environmental impact. Anticipating the rollout of the textile eco-score known as éco-balyse, which we believe lacks sufficient clarity for customer understanding, we decided to partner with CLEAR FASHION starting with winter 2025. Their Fashion Score integrates more comprehensive information to better support the reading of the éco-balyse. We hope that this level of transparency will empower our customers to make more informed choices.

In parallel, we also want to help customers extend the life of their clothing and have begun testing an in-store tailoring and repair service.

” **Materials and durability are not easy topics. Still, Sessùn has really taken a step ahead, and that's essential because this mission lies at the heart of the brand. You must keep moving forward and maintain that lead.** ”

VIRGINIE BIRADE

REVIEW AND INDICATORS

1.2	TARGET 2024	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
MEASURE AND REINFORCE THE RECYCLABILITY AND PHYSICAL AND EMOTIONAL DURABILITY OF OUR PRODUCTS	<ul style="list-style-type: none"> Average recyclability score of 3/5 (excluding jewellery and collaborations) 	<ul style="list-style-type: none"> 3,26/5 			<ul style="list-style-type: none"> 3,25/5 for Summer 25 Winter 25: define a reliable indicator with CLEAR FASHION
	<ul style="list-style-type: none"> Strengthen quality tests and requirements 	<ul style="list-style-type: none"> New supplier guidelines Recruitment for accessories quality control 	<ul style="list-style-type: none"> Launch of process review with SGS lab Reinforced testing for accessories 		<ul style="list-style-type: none"> Reinforce tests and quality standards Measure product lifespan: écobalyse score, eco-modulations...
	<ul style="list-style-type: none"> Share of permanent and recurring items: > 14% of styles > 30% of volumes 	<ul style="list-style-type: none"> 21% of styles 		<ul style="list-style-type: none"> 25% of volumes 	<ul style="list-style-type: none"> > 15% of styles > 25% of annual revenue
INFORM AND SUPPORT OUR CUSTOMERS IN EXTENDING THE LIFESPAN OF OUR PRODUCTS	<ul style="list-style-type: none"> 85% of styles with environmental display (excluding jewellery and collaborations) 	<ul style="list-style-type: none"> 85% 			<ul style="list-style-type: none"> 95%
	<ul style="list-style-type: none"> Deploy repair and alteration services 	<ul style="list-style-type: none"> Test launched in four Paris stores 			<ul style="list-style-type: none"> Process internalized, implementation of reporting and a global policy

OBJECTIVE 2 *Achieved*

Promote craftsmanship, artistic professions and textile know-how.

Since its inception, Sessùn has cultivated a deep bond with art and craftsmanship. Driven by a strong passion for aesthetics, savoir-faire, cultures and all forms of creation, we celebrate the authenticity and unique richness of handmade work. The world of artists and craftspeople does more than inspire our collections: it permeates our creative approach, our store layouts and our development choices.

2.1 Promoting and supporting crafts and artistic professions. *Achieved*

THROUGH OUR SUPPORT INITIATIVES

Guided by this commitment and a desire to shine an ever-brighter light on creators, we have structured and implemented specific support and promotion programmes for artists and craftspeople :

Floraison Créative, a travelling exhibition project giving carte blanche to five artisans and designers, invited to create freely around a shared theme.

Le Sessùn Craft Prize, an international design competition open to emerging creators, rewarding projects based on their creativity, feasibility, eco-responsibility and functionality.

Les Jolies Rencontres, portraits of artists and craftspeople highlighting their process and practice, to showcase their skills and increase their visibility on our platforms.

” I love these portraits, discovering new artists!
The communication is great, and I understand there can't
be more posts given the amount of work it takes. ”

FRANÇOISE MOULIN

IN OUR STORES AND IN A DEDICATED VENUE

We design our boutiques, department store corners and our headquarters as true showcases of our lifestyle. These spaces intentionally stand apart from standard retail environments – they are welcoming, inspiring places to shop, work, and explore. We are committed to preserving the historical character of each location, highlighting local cultural heritage and designing the layout in collaboration with architects, designers, cabinetmakers, artists, and above all, skilled craftspeople.

Following Sessùn Alma in 2019, we opened our Paris Bachaumont boutique in 2024, a new space dedicated to creation, sharing and encounters. These spaces present a curated selection of artworks, craft pieces, books, collaborations and limited editions, carefully sourced to spotlight passionate artisans and emerging talents. They also host our workshops, unique moments of transmission and creative exchange, fostering inspiring connections and making culture and craftsmanship more accessible. To extend this curation, we've featured a selection of these works in several of our boutiques in France and Spain, as well as on our website.

Each of our stores is designed in partnership with craftspeople, showcasing artisanal trades and making every location unique. These projects are also highlighted through storytelling portraits, revealing the collaboration, the pieces created, and the artisan's journey.

” The workshops are fantastic, especially when artisans return
multiple times. It would be interesting to go further by organising
recurring workshops that engage customers, while incorporating
themes of reuse and upcycling. ”

CAROLINE PERDRIX

REVIEW AND INDICATORS

2.1	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
IN OUR SUPPORT INITIATIVES	<ul style="list-style-type: none"> Write over 10 portraits of artists and craftspeople to reach over 6 million views 	<ul style="list-style-type: none"> 13 portraits 6 001 356 cumulative views generated for the featured artists and craftspeople 			<ul style="list-style-type: none"> > 10 portraits Increase visibility Measure the impact and outcomes of this visibility for the craftspeople
	<ul style="list-style-type: none"> Measure visibility brought to the winners of the Sessùn Craft Prize Maintain support programmes 	<ul style="list-style-type: none"> 100 participants at the Sessùn Craft Prize, 17 558 unique visitors on the website 15 artists featured and 7500 visitors during the DIVINE PALETTE exhibition 			<ul style="list-style-type: none"> Measure visibility brought to the winners Maintain support
IN OUR STORES AND IN A DEDICATED VENUE	<ul style="list-style-type: none"> Organise more than 15 workshops per year and launch the Bachaumont workshops 	<ul style="list-style-type: none"> 15 workshops held Bachaumont workshops launched 			<ul style="list-style-type: none"> > 15 workshops per year
	<ul style="list-style-type: none"> Increase turnover generated for artists and craftspeople through our curated selections 	<ul style="list-style-type: none"> +16% turnover generated between 2023 and 2024 			<ul style="list-style-type: none"> Increase turnover generated
	<ul style="list-style-type: none"> Have on average one artist and/or craftsperson invited per store concept Maintain collaboration with craftspeople and artistic trades in store projects Measure visibility 	<ul style="list-style-type: none"> 1 artist or craftsperson featured on average per store opening project Articles in the journal for store concepts highlighting collaborations 53 457 unique visitors on the dedicated web pages 			<ul style="list-style-type: none"> On average 1 artist and 1 craftsperson invited per store concept Maintain collaboration with craftspeople and artistic trades in store projects Measure visibility

2.2 Supporting textile craftsmanship through our collections. *Achieved*

HUMANISING KNOW-HOW : PORTRAITS OF OUR SUPPLIERS

We select our production partners and fabric suppliers based on their specific know-how. we also work with small-scale or family-run businesses, to whom we entrust the production of styles requiring particular expertise. As much as possible, we share with our customers, via our website product pages and our store teams, information on the craftsmanship behind each piece, without necessarily highlighting the suppliers themselves.

Following discussions with the mission committee on this subject, we felt it would be meaningful to go further in terms of transparency and recognition. That is why we are currently developing a project to produce portraits of our suppliers, both to showcase the behind-the-scenes of our production and to humanise the craftsmanship by highlighting the women and men behind our collections.

SHINING A LIGHT ON TEXTILE & FIBRE KNOW-HOW

Many textile skills and precious artisan traditions are now under threat of disappearing. these practices, passed down through generations, represent a true wealth of creativity and technique, but are at risk of fading away due to lack of recognition and transmission. We believe it is essential to preserve these professions, often associated with rare precision and expertise, as they reflect not only the cultural heritage of a region but also unique know-how that enriches the global textile landscape. Keen to contribute to their documentation and visibility to ensure their long-term preservation, we established in 2024 a partnership with the organisation ITINERANCE MEDITERANEE, which maps and promotes mediterranean textile know-how. our objective is for a first initiative to be launched in 2025.

” These projects will truly help preserve know-how, ensure its transmission, and highlight a strong matriarchal textile heritage across the Mediterranean. ”

CAROLINE PERDRIX

REVIEW
AND INDICATORS

2.2	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
HUMANISING KNOW-HOW: PORTRAITS OF OUR SUPPLIERS	<ul style="list-style-type: none">▪ Project under development		<ul style="list-style-type: none">▪ Project under development		<ul style="list-style-type: none">▪ 1 report per year
SHOWCASING TEXTILE AND FIBRE EXPERTISE	<ul style="list-style-type: none">▪ Launch of a first initiative		<ul style="list-style-type: none">▪ Project under development		<ul style="list-style-type: none">▪ First promotion initiative

OBJECTIVE 3 *Partially achieved*

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

3.1 Measuring, controlling, and reducing our impact in our core business. *Partially achieved*

Sessùn's commitment is based on thoughtful choices, driven by a desire to act with discernment—and above all, to continually strive for improvement. This mindset led us to adopt our status as a purpose-driven company, with the ambition to make it an integral part of our corporate culture, at the heart of everything we do. This means incorporating these values into our internal operations, while embracing our responsibility to lead by example and to foster awareness and learning within our teams.

OUR CARBON FOOTPRINT

We believe that fully understanding the impact of our operations is the first essential step in identifying priority areas and implementing meaningful reductions. For this reason, we have measured our annual carbon footprint over the past four years, helping us pinpoint the most emission-intensive areas across all scopes, as defined by the GHG Protocol. In addition to the total measurement of greenhouse gas emissions linked to our activities, we also monitor other indicators, such as carbon intensity, which relates emissions to revenue or employee numbers. This allows us to track our progress year over year in a context of growth. Our carbon intensity rose by 11% between 2023 and 2024.

” If there's one area Sessùn must focus on, it's its carbon trajectory.
Given the brand's size, this will inevitably become a regulatory issue.
The trajectory will enable true progress, the search for solutions,
and industry-wide comparison.

”

VIRGINIE BIRADE

In 2024, two of our four objectives were not achieved:

We changed service providers for our carbon assessment, as the initial partner's methodology did not allow us to fully capture all our emissions sources. We opted for a specialist that processes both physical and financial data, ensuring a comprehensive analysis of our activities. However, this new provider lacks textile expertise and does not currently allow us to build a reliable decarbonisation strategy—especially as 80% of our emissions come from our products, notably the raw materials. To define an effective pathway and reduction solutions, we need in-depth knowledge of fibres and alternatives. This is essential if we are to align with SBT (Science-Based Targets), which follow the Paris Agreement and scientific recommendations.

We have therefore postponed this work to 2025 or even 2026 to ensure a robust and meaningful approach. The associated reduction targets will also be defined once the trajectory is validated.

Nevertheless, we are already working to reduce our footprint. For instance, we are focusing on our freight methods, a significant source of emissions. We are increasing maritime and land transport while limiting air freight to only 8% of our logistics in 2024 (down from 11% in 2023), resulting in a 38% reduction in related emissions.

OUR TEXTILE WASTE

As a fashion brand, one of our main environmental impacts lies in the generation and management of textile waste: unsold items, defects, prototypes, offcuts... Aware of this issue, we are taking action on several fronts:

At the source, to reduce the amount of waste generated. Unlike common industry practices, Sessùn has never launched production runs solely for promotional events or to stock outlets. Our outlets, along with other inventory clearance channels such as Veepee or Les Bienfaiteurs, are complemented by the sale of previous-season items on our website, helping us limit excess and reach a final waste rate (recycled products) of just 0.52% of total pieces..

In our processes, to anticipate and reduce overproduction. In 2024, we launched an audit to assess the efficiency of our purchasing strategy, our product segmentation, our assortment planning, and our multi-channel supply. The goal is to better rationalise production and maximise sales to minimise leftover stock.

In end-of-life management. Textile waste includes items we are unable to sell and for which end-of-life handling is crucial. For several years, we've worked with a specialist organisation that ensures our textile waste is recycled and repurposed. This partner gives our products a second life in other industries, reducing their environmental impact. Through these actions, we actively contribute to waste reduction and the promotion of a circular economy.

In 2024, one of our five objectives was not met :

Despite our efforts to reduce waste at the source, we still have several seasons' worth of unsold inventory, which we are progressively clearing. This inevitably increases the volume of waste recorded each year.

REVIEW AND INDICATORS

3.1	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
CARBON IMPACT MEASUREMENT AND REDUCTION	<ul style="list-style-type: none"> ▪ Measurement of carbon intensity evolution ▪ Definition of a decarbonisation strategy aligned with SBTs 	<ul style="list-style-type: none"> ▪ Carbon intensity +11% between 2022 and 2023 		<ul style="list-style-type: none"> ▪ Absence of decarbonisation strategy due to unreliable data 	<ul style="list-style-type: none"> ▪ Measure a reliable carbon footprint with a new partner
	<ul style="list-style-type: none"> ▪ Measurement of freight-related emissions and share of air freight used for upstream logistics ▪ Reduction targets to be defined 	<ul style="list-style-type: none"> ▪ -38% between 2022 and 2023 including -60% for air freight ▪ 8% air freight use vs. 11% in 2023 		<ul style="list-style-type: none"> ▪ Reduction targets will be set once a reliable footprint is available 	<ul style="list-style-type: none"> ▪ Targets to be defined based on updated carbon resultscarbone
WASTE CONTROL AND REUSE OF TEXTILE MATERIALS	<ul style="list-style-type: none"> ▪ No production intended for sales or outlets ▪ Extension of product commercial lifespan ▪ Scrap rate 	<ul style="list-style-type: none"> ▪ No production intended for sales or outlets ▪ Previous collections sold on the website ▪ 0,52% scrap rate 	<ul style="list-style-type: none"> ▪ Project under development 		<ul style="list-style-type: none"> ▪ To be defined based on reference indicators
	<ul style="list-style-type: none"> ▪ Reduce textile waste volumes ▪ Explore higher-value reuse or closed-loop solutions 		<ul style="list-style-type: none"> ▪ Reuse solutions under review, internal working group launched, purchasing strategy and overstock audit initiated 	<ul style="list-style-type: none"> ▪ 5 190 kg of textile waste recycled, higher than 2023 	<ul style="list-style-type: none"> ▪ Monitor recycled waste volume ▪ Audit purchasing strategy and unsold stock ▪ Explore reuse options

3.2 Raise awareness and engage our employees about their own impact. *Achieved*

We believe that the collective and individual actions of our teams define Sessùn's impact as a company. This is why it is essential to involve all employees in a shared awareness effort, providing them with the tools to learn, grow, and act meaningfully.

EMPLOYEE AWARENESS

We integrate awareness sessions throughout the employee journey—from onboarding to team seminars—and maintain regular communication via our internal platform. Our goal is to enable each department to adopt best practices aligned with our Mission. On our internal communication tool, Yoobic, we publish weekly CSR content to share updates, documents (charters), raise awareness, and offer training on topics such as environmental display or B Corp certification.

To enrich and diversify our content, we also provide access to the VENDREDI platform, which offers programs on a wide range of social and environmental topics (energy sobriety, disability inclusion, gender equality...). In 2024, 9% of employees registered on the platform completed a full awareness program.

” The next challenge will be bringing this down to every level. The mistake would be to silo the Mission, CSR, and B Corp topics. The Mission is a strength—it tells a story and gives an accessible, clear framework. We need consistency, and employees must understand the Mission's goals to get involved.. ”

GUILLAUME VIGOUROUX

EMPLOYEE ENGAGEMENT

To create momentum around our Mission, we launched an internal committee tasked with promoting and embodying our CSR commitments daily. The Colline Committee consists of three headquarters employees and three store employees (volunteers), supported by our HR and CSR managers. It is the company's first collaborative committee. Through ideation workshops and monthly meetings, they develop and implement tailored actions based on job types, helping each employee take an active role in Sessùn's Mission.

Following its launch year, 2024 focused on defining a clear roadmap to prioritise key projects for 2025 and plan concrete actions. This year also saw the introduction of our “engagement credit,” or skills-based sponsorship program. Every permanent employee is granted one day per year to support the nonprofit of their choice, during working hours. The VENDREDI platform helps them connect with associations and find individual or group missions. We are proud to report that 22% of registered employees used their credit, resulting in a total of 133 hours of nonprofit engagement (waste clean-ups, food bank volunteering...).

REVIEW AND INDICATORS

3.2	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
TEAM AWARENESS	<ul style="list-style-type: none"> > 20% of employees made aware 	<ul style="list-style-type: none"> Awareness-raising via our internal communication tool YOOBIC: 48 CSR posts, 105 comments, 1764 reactions, 153 average views, 40% reach and 25% engagement rate Awareness-raising via VENDREDI: 9% of registered employees completed an awareness module 			<ul style="list-style-type: none"> > 1/3 of registered employees to complete awareness challenges
ENGAGEMENT DES COLLABORATEUR·RICE·S	<ul style="list-style-type: none"> Definition of the Committee Colline 2025 roadmap 	<ul style="list-style-type: none"> Roadmap defined with 4 key projects 			<ul style="list-style-type: none"> Deployment of 2025 roadmap actions and definition of the 2026 roadmap
	<ul style="list-style-type: none"> >15% of eligible employees used their engagement credit > 50 hours of engagement 	<ul style="list-style-type: none"> 22% of registered employees used their engagement credit, totalling 133 hours of volunteer work for associations 			<ul style="list-style-type: none"> > of eligible employees used their engagement credit > 100 hours of engagement

OBJECTIVE 4 *Achieved*
Partager nos valeurs et nos bonnes pratiques avec nos fournisseurs.

4.1 Ensuring adherence to a common set of values. *Achieved*

Every supplier we work with is carefully selected. We prioritise partners who place quality, commitment and production conditions at the heart of their operations, and who possess authentic know-how that enables them to execute our designs with precision and skill. We aim to advance industry practices together in order to address current social, economic and environmental challenges.

AUDITING OUR SUPPLIERS

To drive progress, it is essential to gain a clear understanding of the real conditions under which our products are made. This enables us to engage our suppliers in a process of continuous improvement. In addition to regular visits by our teams, we have implemented a rigorous and structured audit policy, strengthened in 2020 by our membership in ICS (Initiative for Compliance and Sustainability) and our adoption of its standards, which are among the strictest in the industry.

The ICS platform facilitates collaboration and audit-sharing among its members, helping us avoid placing unnecessary burdens on our partners. It also helps us support audited factories in developing and implementing corrective action plans, guiding them toward better practices.

” Considering the size of the company and the complexity of the task, having audited over 80% of suppliers is already very good. ”

ALICE VENES

In 2024, 82% of our suppliers had undergone a social audit. Although we aim to increase this percentage, a key challenge lies in the turnover of so-called “active” factories (those involved in production during a given season). In some cases, we work with agents who distribute production across various small-scale and sometimes ad hoc workshops, making it difficult to prioritise these smaller partners in our audit programme. Additionally, to avoid overburdening our suppliers, we have chosen to cover the cost of social audits ourselves, which requires us to adhere to a dedicated annual budget. Our audit choices are thus guided by production volumes per supplier, existing certifications and audits (such as SMETA or BSCI), and the associated risk level (geographic area, production type, factory size, etc.).

STRUCTURING OUR RELATIONSHIPS

The foundation of all our collaborations is the co-signing of our Ethical Charter, which clearly outlines for both our suppliers and our employees the core principles that guide our business practices. This approach is designed to provide a shared framework for our relationships by communicating our vision and expectations, while supporting our partners in the continuous improvement of their practices. The charter covers both our social requirements (respect for human rights, working conditions, prevention of illicit or hazardous practices) and our environmental commitments (waste, energy and effluent management). By the end of 2024, 96% of our suppliers had signed this charter. In addition, we strengthened this framework in 2024 by releasing a new version of our Supplier Specifications, evolving it from a technical document into a guide that incorporates more socially and environmentally responsible practices. This new version has been shared with all our suppliers and is currently in the process of being signed.

REVIEW
AND INDICATORS

4.1	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
AUDITING OUR SUPPLIERS	<ul style="list-style-type: none">> 80% of our Tier 1 suppliers audited	<ul style="list-style-type: none">82%			<ul style="list-style-type: none">> 90% of Tier 1 suppliers auditedLaunch of Tier 2 supplier audits for made-to-order production
FRAMING OUR PARTNERSHIPS	<ul style="list-style-type: none">> 95% of suppliers having signed the Ethical Charter	<ul style="list-style-type: none">96%			<ul style="list-style-type: none">> 95%
	<ul style="list-style-type: none">Share of suppliers who received and signed the new Supplier Specifications	<ul style="list-style-type: none">Specifications validated and sentSignatures in progress			<ul style="list-style-type: none">> 95 % of Tier 1 suppliers having signed the new version

4.2 Supporting our suppliers in improving their practices. *Achieved*

GUIDING SUPPLIERS IN THEIR CONTINUOUS IMPROVEMENT

Supporting our suppliers, particularly smaller structures such as family-run workshops, is essential to help them enhance their social and environmental practices. Beyond providing formal frameworks through official documents and verifying compliance through audits, it is crucial to offer practical, tailored support adapted to their capacities. This includes close monitoring of the corrective action plans defined after audits, to guide them step by step in their areas of improvement. We encourage them to set a target completion date and track their progress, aiming for full completion of the corrective plan by that deadline. In 2024, 40% of our suppliers had completed their plans on time.

In parallel, by choosing more responsible materials, we send a strong message to our suppliers: the importance of adopting more sustainable environmental practices. These choices push them to rethink their production methods, reduce their ecological footprint, and adapt to rising sustainability standards. Our sourcing decisions thus actively contribute to moving the entire production chain towards more responsible practices.

We aim to go further in supporting our suppliers and in 2024 launched discussions to define the best ways to help them adopt sustainable solutions—whether through practical advice, online resources, or other tools. This collaborative approach will reinforce their development while driving tangible improvements such as resource management, waste reduction, and better working conditions. By working together, we hope to foster significant and lasting changes, aligned with our Mission.

” In the long run, Sessùn could consider additional indicators—for instance, a supplier scoring system based on audit results or a measure of progress between audits to track the effectiveness of action plans and support provided. ”

WENNASSA GHERBOUDJ

MONITORING SUPPLIER SATISFACTION

Until now, we used an indicator that measured the proportion of our products manufactured by what we call our “historical suppliers”—partners we have worked with for more than 10 years, and in some cases far longer. However, in the context of Sessùn’s growth, this indicator has lost its relevance. As our supplier base expands to support long-term resilience through more diversified sourcing, we need new ways to evaluate relationships. That’s why, in 2024, we began developing a new index to assess the overall quality of our supplier relationships. A satisfaction survey is currently being prepared, with the aim of using its results to identify a new reference indicator for tracking and improving the quality of our partnerships.

REVIEW AND INDICATORS

4.2	2024 TARGET	GOALS ACHIEVED	GOALS IN PROGRESS	GOALS NOT ACHIEVED	2025 TARGET
SUPPORTING SUPPLIERS IN THEIR CONTINUOUS IMPROVEMENT	<ul style="list-style-type: none"> Measure the proportion of corrective action plans resolved on time 	<ul style="list-style-type: none"> 40% of corrective action plans resolved on time 			<ul style="list-style-type: none"> To be defined based on reference indicators
	<ul style="list-style-type: none"> Define the most appropriate support method for suppliers Environmental support for material suppliers through the choices made 	<ul style="list-style-type: none"> Environmental support provided through the selection of lower-impact fibres 	<ul style="list-style-type: none"> In progress 		<ul style="list-style-type: none"> Deploy support tools or provide useful resources to help suppliers improve their practices Continue environmental support
MONITORING SUPPLIER SATISFACTION	<ul style="list-style-type: none"> Development of a supplier satisfaction questionnaire 		<ul style="list-style-type: none"> In progress 		<ul style="list-style-type: none"> Distribute the supplier satisfaction questionnaire Analyse the results

V.
perspectives
et orientations

2024 was a year rich in learnings and introspection, marking these first two years as a mission-led company as fertile ground for building a solid foundation for the future. We've learned to navigate the mission-driven model, faced the demands of the audit process, and refined how we measure our objectives and indicators to move forward with greater clarity and confidence.

The strengthening of our mission model and its operational implementation—validated both by our auditors and by the members of our Mission Committee—now allows us to position ourselves on a path that is both robust and ambitious.

While some targets have not yet been reached, the commitment of our teams, the constructive dialogue with our Mission Committee, and the engagement at every level of governance continue to reinforce our pride and our conviction that we are moving in the right direction.

We move forward collectively, confident in our progress toward our goals, which will once again be audited at the start of 2026 based on the actions taken in 2025. This second audit will assess the solidity of our roadmap and its implementation, as well as our ability to meet the targets we've set—particularly within a context of growth shaped by economic and geopolitical uncertainties.

Now that our Mission Committee is fully aligned with us and we've together built a strong foundation, we can begin to deepen our exchanges—focusing on more operational, thematic discussions that will feed into our decision-making on strategic issues.

The upcoming completion of a carbon footprint assessment grounded in genuine textile expertise, along with the construction of a related decarbonisation strategy, will also give us the means to identify clear priorities, define the actions to take, and set the objectives to reach in the years to come. Another major challenge will be ensuring that our Mission is fully embraced across all Sessùn teams—encouraging everyone to engage in this ongoing journey of improvement, and to cultivate a collective and lasting will to move forward together.

Because what truly matters isn't just reaching the targets we've set, but also the questions we ask, the conversations we have, the projects we build, the lessons learned from our missteps, and the successes we celebrate. These are the milestones that mark our journey—and help us grow, every single day.

Beauty is in the journey.

BEAUTY
is in
the JOURNALS

sessùn