



GIVENCHY PARFUMS

CORPORATE SOCIAL RESPONSIBILITY REPORT
2023-2024



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EDITORIAL

Since 2020, Givenchy Parfums has been constantly reinventing itself, following in the footsteps of the founder of our company, Hubert de Givenchy, who, for over forty years, challenged codes, broke with convention, and went beyond his profession as a couturier in order to better adapt to his time and to his dreams. Throughout the world, from the company's historic workshops in Beauvais to its new head office and in our markets, we are looking to do things differently in order to reinvent ourselves and do things better. On this trajectory, we are driven by the energy of youth, by the ideas of our latest and future recruits, and by the ideas of start-ups who are rethinking the way things are done. Givenchy Parfum's CSR approach is unprejudiced, honest, benevolent, and humble. For the past 3 years, we have been working to improve our impact and to do this, we make it a point of honour to measure our actions and to draw on science, technology, and upon our history in order to move forward. I am delighted to be able to share, once again this year, the progress made by our company in providing a better response to the social and environmental challenges of the world around us.

This 3rd CSR report is testimony to this.

We hope you enjoy reading our story.

Romain Spitzer

Chairman and CEO, Givenchy Parfums



OUR CSR STRATEGY DARE TO REINVENT

Like Hubert de Givenchy in his day, Givenchy Parfums has chosen to reinvent itself through its CSR initiative entitled «Dare to Reinvent», launched in 2020. Built around four commitments, it is first and foremost a collective action involving all of the company's professions. It is steered by a CSR team that is also committed to listening, learning, and collaborating with external third parties - Carbone 4 for its carbon strategy, Coopérative Mu for its eco-design strategy, the UEBT for its responsible sourcing strategy, etc. - to ensure that our approach is as scientific as possible.



Givenchy Parfums' CSR approach forms part of the LIFE 360 roadmap, the LVMH Group's environmental compass between now and 2030.

4 COMMITMENTS FOR REINVENTING OURSELVES

01 **Reinventing our products**
by paying particular attention to the composition of our formulas and the design of our packaging

02 **Reinventing our operations**
to help combat climate change

03 **Reinventing our relationship with society** by supporting causes that are close to our hearts: those that inspire young minds and offer new opportunities

04 **Reinventing ourselves as a team**
to promote a culture of respect, diversity, and inclusion.

OUR 10 RESOLUTIONS FOR REINVENTING OURSELVES BY 2025

01

Providing traceability of 100% of our natural raw materials back to the country of production, and committing to a UEBT (The Union for Ethical BioTrade) assessment/certification process for the company's iconic ingredients.

02

Aiming for 100% of our new products to comply with our formulation requirements, which go beyond the regulations.

03

Improving the environmental profile of all packaging by 40% through eco-design (compared to 2019).

04

Reducing the quantity of virgin fossil-based plastic used by 30% and favouring recycled and bio-sourced materials (compared to 2019).

05

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

06

Putting in place transparent communication on the brand's commitments to all internal and external stakeholders.

07

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

08

Reducing greenhouse gas emissions by 26% by 2030 (compared to 2021) and using 100% renewable energy

09

Limiting air transport to factories and markets and increasing the use of sea transport by 20 percentage points (compared to 2017).

10

Encouraging a youthful spirit and giving those who need it new perspectives and career paths, and enabling our employees to involve themselves in these programmes.



01

REINVENTING OUR PRODUCTS

Our undertakings for 2025

Aiming for **100% of our new products to comply with our formulation requirements**, which go beyond regulations.

Ensuring **100% traceability of natural raw materials** back to the country of production and committing to a UEBT assessment/certification process for the brand's iconic ingredients.

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

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

Developing refill solutions.



OUR FORMULATION PRINCIPLES

Givenchy complies with the strictest cosmetics regulations in the world and has taken the necessary steps to proactively exclude certain ingredients from all its new formulas. For example, it also refuses to use mica from India if the mines have not been verified, in line with the LVMH Group's commitment to the Mica Responsible Initiative (MRI).

The selection of ingredients, whether natural or synthetic, is carried out by our Laboratories and is based on demanding criteria of quality, effectiveness and environmental impact.

Givenchy Parfums does not necessarily look for ingredients of natural origin as an end in itself, and believes in a healthy balance between natural ingredients that are traced and sourced with respect, and quality synthetic ingredients.

The company is also interested in ingredients derived from biotechnology, such as the vital seaweed grown in France used in its premium Le Soin Noir range. The company's reasoned approach consists of rigorously selecting natural and synthetic materials on the basis of their quality, efficacy, safety, and environmental impact. When the company selects natural ingredients, it refers to the ISO 16128 standard, which harmonises the principles and criteria of naturalness in cosmetics at the international level.

THE TRACEABILITY AND SOURCING OF NATURAL INGREDIENTS

When Givenchy selects natural raw materials, it ensures compliance with regulations such as the Convention on International Trade in Endangered Species (CITES) of wild fauna and flora. Givenchy has been a member of UEBT, The Union for Ethical BioTrade since 2021. In 2024, the UEBT will re-evaluate our responsible sourcing policy in order to measure the company's results since inception of its membership and to determine the company's next roadmap for the next 3 years. Created in 2007, this non-profit organisation is internationally recognised for its standard which requires sourcing practices that respect biodiversity and protect the rights of workers and local communities.

As a UEBT member, Givenchy is committed to sourcing in a way that respects people and biodiversity. As part of this approach, Givenchy is committed to assessing 13 of its iconic supply chains according to the UEBT standard by 2025. **December 2023, 12 sectors had already been assessed according to the UEBT standard, a figure that has risen sharply since 4 were assessed in 2021.**

SUPPORTING REGENERATIVE AGRICULTURE FOR THE ALCOHOL IN OUR FRAGRANCES

In addition to its commitment to its iconic industries, Givenchy Parfums has decided to work with Cristal Union, its main supplier of alcohol, to improve agricultural practices in the French beetroot industry, the source of alcohol for its fragrances. **Givenchy Parfums and Cristal Union have signed a partnership agreement based on the Regeneration Index** a tool developed by the Pour une Agriculture du Vivant association. It is used to assess the agro-ecological score of beet-producing farms and to support farmers in their progress. As part of this project, Givenchy Parfums is working with the start-up Genesis, selected by the LVMH Maison des Startups, and awarded a prize at VivaTech for its tool for measuring soil health and quality. Genesis is responsible for regularly collecting precise geolocalised information on soils in order to assess the impact of agricultural practices on their health and their contribution to ecosystem functions. **During the first year of this partnership, the company was able to purchase 30% of the alcohol from fields in transition to regenerative agriculture.** The aim is to reach 80% by 2027.



GIVENCHY PARFUMS X DESSERTO
USING AN ALTERNATIVE TO ANIMAL LEATHER

Since 2021, the company has been working with **Desserto®, a Mexican start-up that was a finalist in the 2020 LVMH Innovation Award**. Together, after a year of research and development, they have succeeded in developing a cactus-based alternative to animal leather, suitable for the protective casing required by make-up products. The farms from which the cactus comes are traced and are subject to social and environmental audits. Desserto® plantations are organically grown and USDA* certified. The Desserto® coating is used on all shades of Rose Perfecto liquid lip balm.

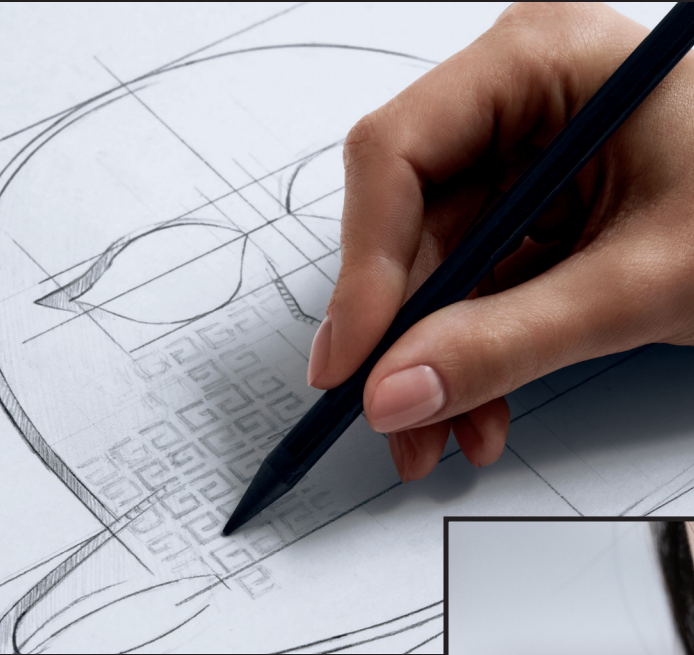


GIVENCHY PARFUMS & GENESIS
MEASURING SOIL HEALTH

Givenchy is collaborating with **Genesis, a French start-up incubated by the LVMH Maison des Startups in 2022**. This collaboration is part of the regenerative agriculture programme that the company is developing with its French alcohol supplier Cristal Union. Givenchy is relying on the Genesis tool developed by the French start-up to measure and rate the health of the soil cultivated by Cristal Union farmers involved in the programme to supply alcohol from fields in transition to regenerative agriculture that the house of Givenchy Parfums has been supporting since 2023.

**THE ELEMENT OF SURPRISE
& DOING THINGS DIFFERENTLY
WITH INNOVATIVE START-UPS**

In its quest for reinvention, Givenchy Parfums is interested in what is new, in those who have an alternative perspective, and in innovations that enable us to do things differently. While this mindset is deeply rooted in the company's digital strategy, it is also the case in its environmental strategy. To achieve this, the company relies on the LVMH Maison des startups, which each year identifies and incubates entrepreneurs who are devising alternative materials or new technologies. Givenchy Parfum is very proud to support them in their projects by taking part in the wider deployment of their ideas and initiatives.



THE COMPANY HAS IMPROVED THE ENVIRONMENTAL PERFORMANCE INDEX (EPI) OF ALL ITS PACKAGING BY AT LEAST **55%** SINCE 2019



THE IPE INDEX, A TOOL FOR MEASURING PROGRESS AND PROMOTING ECO-DESIGN MEASURES FOR OUR PACKAGING

Givenchy Parfums is committed to improving the Environmental Performance Index (EPI) of all its packaging by 40% by 2025, compared to 2017. This in-house tool, developed with the support of an independent eco-design consultancy, helps the Packaging teams to better design the company's packaging from an environmental point of view. **The lighter the product, the fewer layers it has, and the more recycled or bio-sourced materials it contains, the better the IPE rating of the packaging is.** All efforts to make products separable and refillable are also assessed by the tool. Although the IPE is not a life-cycle analysis tool, it is a great help to marketing and packaging teams in designing new packaging or redesigning existing packaging.

EVOLUTION OF THE IPE IN THE 3 GIVENCHY BEAUTY LINES

	2019	2023	Evolution since 2019	Target 2025
IPE on average – Givenchy Make up	7,4	14	+88%	+40%
IPE on average – Givenchy Fragrances	6	11	+85%	+40%
IPE on average – Givenchy Skincare	9,1	14,1	+55%	+40%

Given that the company has exceeded the targets set, in 2024 Givenchy Parfums will define new IPE targets for 2030. To do this, it will rely on the new version of its IPE tool, which was updated in 2023 in order to align it more closely with the European Product Environmental

Footprint benchmark and the work in progress of the SPICE initiative - Sustainable Packaging Initiative for Cosmetics. This update has been carried out with the support of an independent eco-design consultancy

ECO-DESIGN BASED ON SCIENTIFIC DATA

Since 2020, the house of Givenchy has been working closely with the eco-design agency Cooperative MU to carry out Life Cycle Analyses on its most iconic products. These scientific studies were carried out whenever packaging redesigns were envisaged by the marketing teams. These comparative analyses were carried out on 9 of the company's iconic products: Rouge Interdit lipstick renovated in 2022, Prisme Libre loose powder renovated in 2024, L'interdit Eau de Parfum available in a refillable version since 2024, Le Soin Noir cream and serum renovated in 2021, Le Soin Noir eye lotion and cream redesigned in 2022, Le Soin Noir Noir & Blanc mask redesigned in 2023 and Le Soin Noir lace mask completely reinvented in 2024.

A CONTINUOUS SEARCH FOR GREENER MATERIALS

Givenchy is committed to reducing its consumption of virgin fossil-based plastic by 30% by 2025 (compared to 2017). This commitment means replacing certain plastic components with glass, such as the Rose Perfecto Liquid Balm launched in 2022, the newRouge Interdit Cream Velvet unveiled in 2023 and the new L'Interdit Mascara Couture launched in early 2024. The company also favours the use of recycled or bio-sourced materials whenever possible. **Between 2019 and 2023, the average proportion of virgin fossil plastic in Givenchy Parfums packaging has fallen sharply.** In December 2023, 63% of Givenchy make-up products contained (at least 10%) recycled or bio-sourced fossil plastic, compared to 11% in December 2021.

CHANGE IN THE AVERAGE AMOUNT OF VIRGIN FOSSIL PLASTIC* IN THE 3 GIVENCHY BEAUTY LINES

	January 2020**	December 2023	Evolution since 2020	Target 2025
Quantity of fossil-based virgin plastic on average - Givenchy Make up	23,3 g	19,4 g	-17%	-30%
Average quantity of virgin fossil plastic in Givenchy Parfums	21,5 g	15,8 g	-27%	-30%
Average quantity of virgin fossil plastic in Givenchy care products	56,4 g	39,9 g	-29%	-30%

* The company started to accurately track its entire product catalogue from 2020.
** Plastic produced directly from petroleum.

The company is also committed to using recycled glass in its jars and bottles. **In December 2022, 59% of our fragrance bottles were made from recycled glass commonly referred to as «PCR»** [post-consumer recycled], compared to 6% in December 2021, and 48% in December 2022. On average, the company uses between 10% and 20% recycled glass in its creations.
All paper packaging for Givenchy Parfums products comes from 100% sustainably managed forests or controlled sources and is FSC certified.



PRISME LIBRE

AN ICONIC RANGE IN REINVENTION SINCE 2021



2021

PRISME LIBRE
SKIN-CARING GLOW

72% recycled plastic
in the cap



2022

PRISME LIBRE
SKIN-CARING MATT

30% recycled plastic
in the cap



2022

PRISME LIBRE
PREP & SET GLOW MIST

30% recycled plastic
in the cap



2023

PRISME LIBRE
SKIN-CARING CONCEALER
& CORRECTOR

30% recycled plastic
in the cap



2023

PRISME LIBRE
PRESSED POWDER

28% recycled plastic



2024

PRISME LIBRE
LOOSE POWDER

41% recycled
or bio-sourced



DEVELOPING REFILL SOLUTIONS WHEN IT MAKES SENSE

Givenchy is committed to offering refillable versions of its main iconic products by 2025. To date, Le Soin Noir, and Skin Ressource creams, the company's premium lipstick line and its cushions are refillable. **In 2024, the company will launch a new refillable format for its iconic Eau de Parfum L'Interdit and its Eau de Parfum Irrésistible.** To encourage consumers to refill their products, the company is developing refill systems that are easy to use and offer a high quality experience. The «refillable product» label is systematically affixed to the boxes of refillable products and promoted on our company's e-commerce site. In 2023, we also upgraded our website by creating a «refillable products» category accessible directly from the main menu.

The company's refill strategy is part of a pragmatic approach that aims to offer refills on installed products with a high level of loyalty. The company is keen to meet consumer demand for refill systems while minimising the risk of producing refills that are not sold. Each time the company works on the development of new refills, its CSR teams model a life cycle analysis (LCA) for the product with its eco-design firm in order to calculate the environmental impact of the system.

02

REINVENTING OUR OPERATIONS

**Our objectives
for 2030**

Reduce greenhouse gas emissions from our own operations by 42% - scope 1 & 2 (compared to 2021).

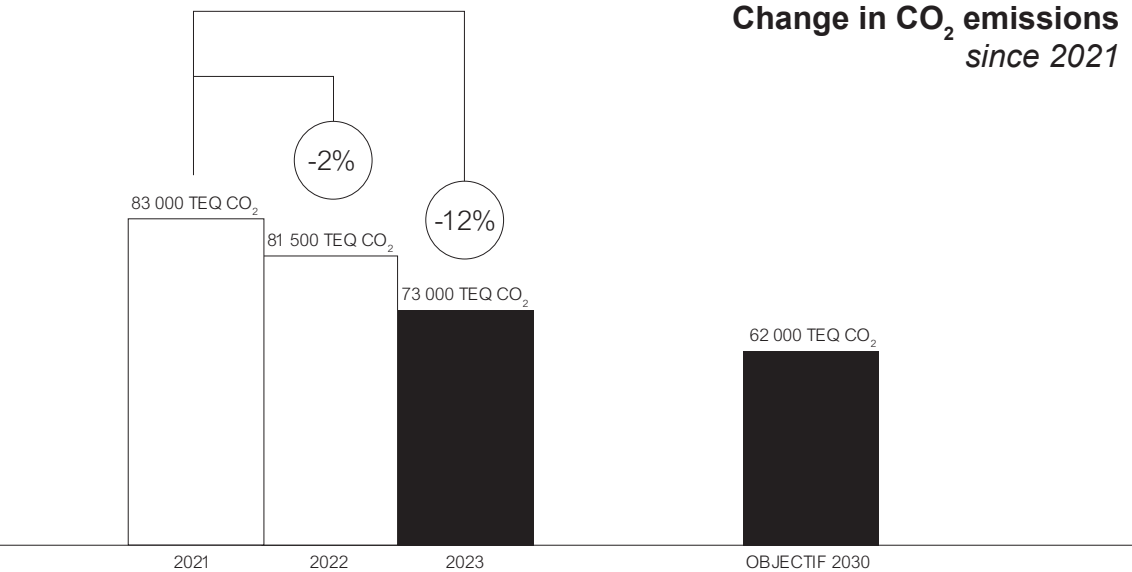
Reduce greenhouse gas emissions from our value chain by 25% - scope 3 (compared to 2021).

Achieve 100% renewable energy.

Limit air transport to factories and markets and increase the use of sea transport by 20 points (compared to 2017).

The objectives we have set ourselves are fully in line with the LVMH Group's carbon trajectory, which has been validated by the SBTi organisation. They have been constructed and reviewed with the help of the independent consultancy Carbone 4 during 2022.





UNDERSTANDING OUR CARBON FOOTPRINT

In 2023, the overall carbon footprint of LVMH Fragrance Brands, the legal entity to which Givenchy Parfums belongs, was 74,000 tonnes of CO₂ equivalent (tCO₂eq). Emissions from scopes 1 and 2 represent 3% of the footprint, compared to 97% for scope 3. **The carbon footprint of LVMH Fragrance Brands decreased by 11% between 2021 and 2023.**

MEASURING IN ORDER TO PROGRESS

At Givenchy Parfums, we are convinced that the management of our carbon trajectory depends on our ability to regularly collect precise data on our impacts. This is why in 2022 we validated the fact that each year our company will carry out a Carbon Footprint in accordance with the Greenhouse Gas Protocol (GHG Protocol). In addition, and in order to have a dynamic management of our trajectory, in 2022 Givenchy Parfums developed a new internal tool which, as of 2023, has enabled the teams to precisely monitor the shipping methods of our products by reference, by country and by type of product (new products, catalogue products, POSM, etc.).

In 2022, the company also signed a partnership agreement with Smart Impulse and Energy Box to equip all its own shops with energy meters, enabling precise, real-time measurement of energy consumption. **By December 2023, 97% of the company's shops will have been equipped with this type of metering system.**





-12% CO₂ EMISSIONS IN
2023 COMPARED
TO 2021, IN LINE WITH
THE CARBON
TRAJECTORY SET
FOR 2030.

REDUCING CO₂ EMISSIONS FROM OUR OWN ACTIVITIES (scope 1 and 2)

Givenchy Parfums' two production workshops are located in France. ISO 14001 certified since 2015, they benefit from ongoing investments to improve their environmental performance. The sites' energy strategy focuses on two major areas: reducing energy consumption and replacing fossil fuels with low-carbon alternatives.

In 2022, Givenchy substantiated its commitment to energy efficiency by investing in more energy-efficient boilers and lowering the heating temperature at its sites from 21°C to 19°C. These measures have reduced the plants' overall energy consumption by 7% compared to 2021. At the same time, the installation of photovoltaic panels on the roof of the main site since 2022 has helped to decarbonise the energy used to produce our products. **This initiative is part of a more global approach that has reduced the carbon footprint associated with energy use on the sites by 16% between 2023 and 2021.**

In 2023, the company took a further step forward by replacing natural gas with biomethane, accelerating its transition to a low-carbon energy supply. In parallel with this substitution, **Givenchy Parfums has also finalised the transition of 100% of its French sites to electricity from renewable sources since 2022.** This is being achieved through a combination of Guarantees of Origin (GO) and Power Purchase Agreements (PPA). The GOs certify the origin of the renewable electricity consumed, while the PPAs guarantee a long-term supply of clean energy at a competitive price.

REDUCING CO₂ EMISSIONS FROM OUR VALUE CHAIN (scope 3)

97% of the company's CO₂ emissions come from its value chain. Air transport and raw materials for our packaging represent 30% and 19% respectively of Givenchy parfums' global footprint. They are therefore our two absolute priorities to date.

To measure the proportion of our shipments by sea and air, at Givenchy Parfums we track a logistics indicator called the RAMA. It measures the weight of products transported by sea as a proportion of the total volume transported by sea and air. Givenchy has committed to improving this indicator by 20 points by 2025 compared to 2017. After several years of relative stability, due in particular to the effects of the COVID logistics regulations, **2023 saw a clear increase in this indicator, which rose to 59% in December 2023 compared to 51% in 2022. The target for 2025 is to achieve a RAMA of 70%.**

The increase in this RAMA indicator shows that the volume of products shipped by air fell sharply in 2023. This can be explained by the efforts invested over the last 2 years in reviewing logistical flows, particularly those to the Asia-Pacific region, which was our main source of CO₂ emissions. In parallel with this initiative, in 2023 Givenchy Parfums accelerated its decarbonisation strategy for its second largest source of CO₂ emissions after Asia-Pacific: shipments to the Chinese market, which account for 24% of CO₂ emissions from downstream freight. To achieve this, we were assisted by an external consultancy in carrying out a study of the France-China flow in order to understand the root causes of the use of air transport and to put in place a roadmap in line with our commercial and decarbonisation strategy. All the actions taken on this flow have enabled us to reduce greenhouse gas emissions by 2 tonnes of CO₂ equivalent per tonne transported in 2023 compared to 2022.

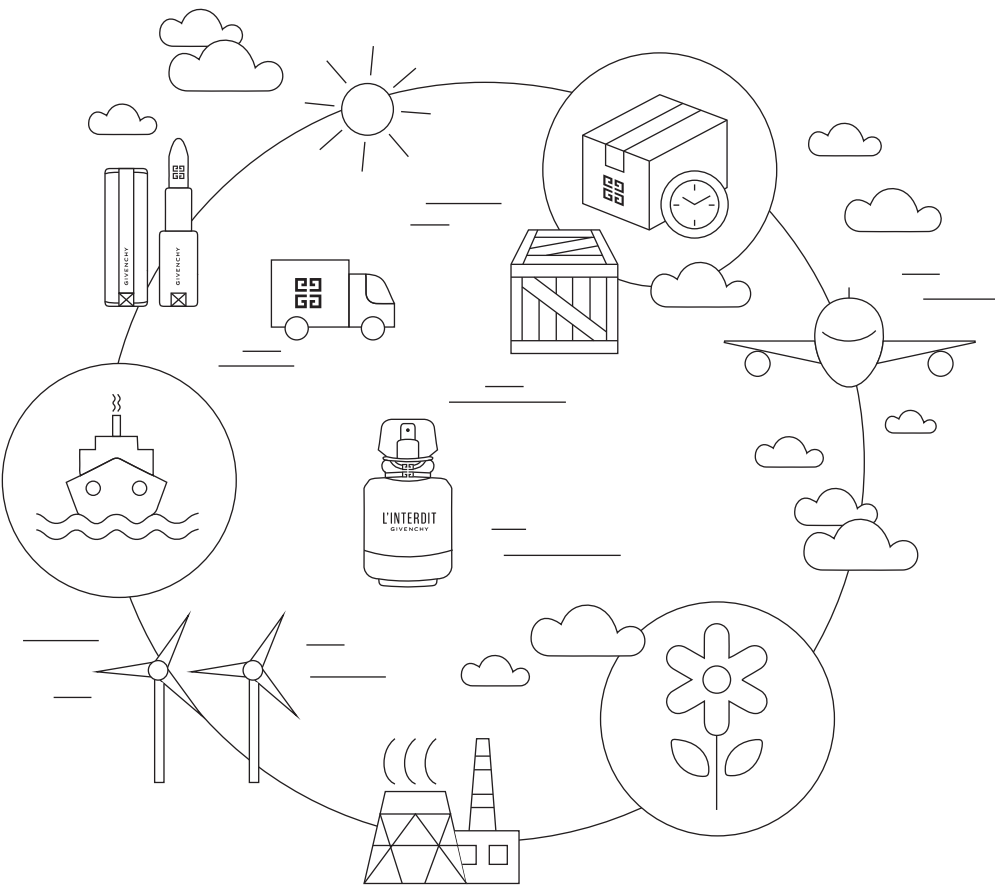
Finally, in 2023 the company stepped up its efforts to include more recycled materials in the packaging of our products, thereby reducing their carbon impact. At the end of 2023, 51% of glass bottles and jars for our fragrances were made from recycled glass commonly referred to as «PCR», an increase of 15 points compared to 2022. In 2021, the proportion was 21%. As for recycled plastic, the increase is also significant: 35% of products included it at the end of 2023, compared to 24% a year earlier, and only 5% in 2021.

ENGAGE OUR EMPLOYEES AROUND CLIMATE CHANGE

Since 2022, Givenchy Parfums has been raising awareness of climate change among its teams by organising Climate Fresco (Fresque du Climat) sessions at its sites around the world. The entire leadership community, including the Executive Committee and the Directors of the subsidiaries, participated in a session. **All the functional teams based in Hong Kong, Spain, Italy, Germany and the UK and the supply chain teams have had the opportunity to take part in such sessions.** La Fresque du Climat is a French association that uses a collaborative game to raise awareness of the challenges of climate change. The game enables participants to gain a better understanding of the causes and consequences of climate change and to take up the challenge of the climate emergency.



OUR 8 PRIORITY PROJECTS FOR THE REDUCTION OF OUR CO2 EMISSIONS AND ACHIEVING THE TARGET OF CUTTING OUR CO2 EMISSIONS BY 26% BY 2030 (COMPARED TO 2021).



TRANSPORTS

- 01 Developing a tool for dynamically measuring CO₂ emissions.
Status: achieved
- 02 Reducing the use of air transport in the APAC region.
Statut: in progress since 2022.
- 03 Reducing the use of air transport to China.
Statut: in progress since 2022.

PACKAGING

- 04 Reducing the proportion of virgin fossil plastic in the company's packaging by 30% by reducing the weight of components and integrating recycled materials.
Status: in progress since 2022.
- 05 Including recycled glass in glass perfume bottles.
Status: in progress since 2022.
- 06 Developing a relevant range of refillable products.
Status: in progress since 2022

ENERGY

- 07 Achieving 100% renewable energy at all sites.
Status: achieved

SUPPLIERS

- 08 Working with suppliers who have a validated carbon trajectory.
Status: in progress since 2022

03

REINVENTING OUR RELATIONSHIP WITH SOCIETY

Our objectives for 2025

Enabling our **employees to involve themselves** during their working hours.

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



A NEW HEADQUARTERS, SHOWCASING GIVENCHY PARFUMS' COMMITMENT

2023 marks an important milestone for the company, with the relocation of all its teams to a new head office called «CREATIVE». This building reflects the company's commitments. It has been designed to meet the requirements of BREEAM certification, which assesses the environmental performance of buildings. The interior layout has been designed to strict specifications, including an exclusive selection of removable and reusable designer furniture made in Europe, eco-approved paint with low VOC emissions, LED lighting with presence detection, recycled carpeting, optimised natural lighting, flowering plants on the terrace and a company restaurant that uses only local and seasonal ingredients. The site also has parking spaces with electric recharging points, a cycle and scooter park, and a free shared car hire service for employees travelling from head office to the company's two factories. To make life easier for employees, the site also has a gym and a concierge service.



BEING INFORMED FOR BETTER UNDERSTANDING OF THE ISSUES

SINCE APRIL 2021, 1,778 POINT-OF-SALE EMPLOYEES HAVE BEEN TRAINED IN SUSTAINABLE DEVELOPMENT

Givenchy Parfums regularly organises inspiring meetings on social and environmental issues at its head office: on gender equality, the rights of LGBTQIA+ people, disability, mental health, and breast cancer prevention, for example. They bring together internal and external experts who report on practices and/or trends within the beauty industry. In addition, **all new employees are made aware of the brand's sustainable development strategy as part of the internal induction programme.** In 2023, this awareness-raising programme will take the form of a responsible beauty fresco event, created and run by the sustainable development team to explain the major social and environmental issues to new arrivals in a fun and pragmatic way.

TRAINING TO BETTER MEET THE COMPANY'S CHALLENGES

Givenchy Parfums has established a training programme for its teams to help them strengthen their skills in sustainable development. In 2023, XX head office employees attended training sessions on cognitive bias, the fight against corruption, the management of environmental claims, the eco-design of packaging and Point of Sale Advertising and the challenges of regenerative agriculture. At the point of sale, the company's employees have access to a mobile training application that explains the company's commitments in a fun and interactive way. **By 2023, 677 of the company's sales staff had received training, with a CSR module completion rate of over 98%.** Since the launch of the first modules in April 2021, 1,778 employees have taken these training courses.

BECOMING INVOLVED WITH THE PAYROLL MICRODONATION SCHEME

Since 2023, Givenchy's French employees have been able to make payroll donations, a participative sponsorship mechanism to support associations. Under this scheme, employees donate a rounded-up sum or a fixed amount from their salary each month to an association of their choice. The company offers its employees the opportunity to support four associations: Le collectif de la fleur française, Mag jeune, Les Déterminés, and Arpejh. The company has teamed up with MicroDon, an ESUS (Entreprise Solidaire d'Utilité Sociale/social solidarity charitable company), whose business is to offer solutions to facilitate community involvement in the general interest. The amounts donated by employees are matched 100% by the company.

BECOMING INVOLVED THROUGH MENTORING

With the Institut des Vocations pour l'Emploi (LIVE)

Since 2020, Givenchy Parfums has been a partner of LIVE - L'Institut des Vocations pour l'Emploi, which supports people over the age of 25 who are determined to build a new professional project. Funded by the LVMH Group, the Institute aims to offer 'Livers' the opportunity to discover a vocation, to develop a professional project through a tailored support programme to access employment, either directly or through a transitional job or additional training. 500 places are available each year on the 5 campuses that make up the LIVE programme. Givenchy Parfums is committed to the Clichy-sous-Bois campus, which welcomes around a hundred people each year. Each 'Liver' is given 300 to 600 hours depending on the support programme, completes a two-week work placement and, depending on their needs, can be assigned a mentor from the Givenchy Parfums teams. **Since the launch of this mentoring programme in 2020, more than 160 employees have supported the beneficiaries of the LIVE programme through reflection, exchange, and experience sharing.**

With NQT

Since 2021, the company has also set up a mentoring programme for its employees based in Beauvais, the company's main production workshop. To this end, Givenchy Parfums has formed a partnership with the NQT association, enabling around ten employees to become mentors for young people.

**SINCE 2021,
GIVENCHY PARFUMS HAS SUPPORTED
THE ECOLE DES BEAUX-ARTS
DE PARIS AND ITS VIA FERRATA
PREPARATORY CLASS**



In 1945, when Hubert de Givenchy arrived in Paris to become a fashion designer, he took drawing classes at the famous École des Beaux-Arts de Paris to further his applied artistic skills, and turn his desire to become a couturier into a reality. Following in the footsteps of its founder, Givenchy Parfums entered into a partnership with the Beaux-Arts de Paris in 2021 through its Via Ferrata preparatory class. This public preparatory class offers individual support and high-quality facilities to 50 students from different social, cultural, and geographical backgrounds. Most of these young people receive grants to enter this unique class, which prepares them for a year of competitive entrance examinations to higher arts education establishments.

With the support of Givenchy, the number of students in this class has doubled, from a maximum of 25 per year before Givenchy Parfums became a sponsor of the programme. Since 2021, 148 young people have benefited from this high-quality training through the support of Givenchy Parfums.

98% of the students in the first two classes supported by GivenchyParfums have gone on to higher art establishments. Destinations have included the École nationale supérieure d'arts de Paris-Cergy, the Villa Arson, the HEAR (Haute École des Arts du Rhin), the École nationale supérieure des Arts Décoratifs, and the École Boulle. Eleven of them even passed the prestigious Beaux-Arts competition in Paris in 2021, and 14 in 2022.

In spring 2024, Givenchy Parfums decided to extend this partnership for a further 3 years. Each new class is selected by a jury of professors, in the presence of several Givenchy employees who attend these juries without voting rights. The young people who join the Via Ferrata preparatory class come from all over France and some are from other countries. On average, around 650 applications are submitted to the school's administration every year.

04

RE-INVENTING OURSELVES AS A TEAM

**Our objective
for 2025** ————— Zero tolerance of
discrimination.



GIVENCHY PARFUMS SIGNS THE COMMITMENT CHARTER OF L'AUTRE CERCLE

Since 2022, Givenchy Parfums has been a signatory to the LGBT+ Charter of Commitment of L'Autre Cercle, a leading French association on LGBT+ diversity and inclusion in the workplace. The LGBT+ Commitment Charter, created in 2013, encourages companies to include LGBT+ issues in their policy to promote diversity and prevent discrimination.

This is based on 4 main pillars:

- **Creating an inclusive environment for LGBTQIA+ employees**
- Ensuring equal rights and equal treatment for all employees, regardless of their sexual orientation and gender identity.
- **Supporting** employees who are victims of discriminatory comments or acts.
- **Measuring progress and sharing good practices** to improve the general working environment.

In the context of signing this charter, the company's human resources teams run a network of LGBT+ Role Models whose mission is to contribute, through their commitment and visibility, to a positive representation of LGBT+ people.

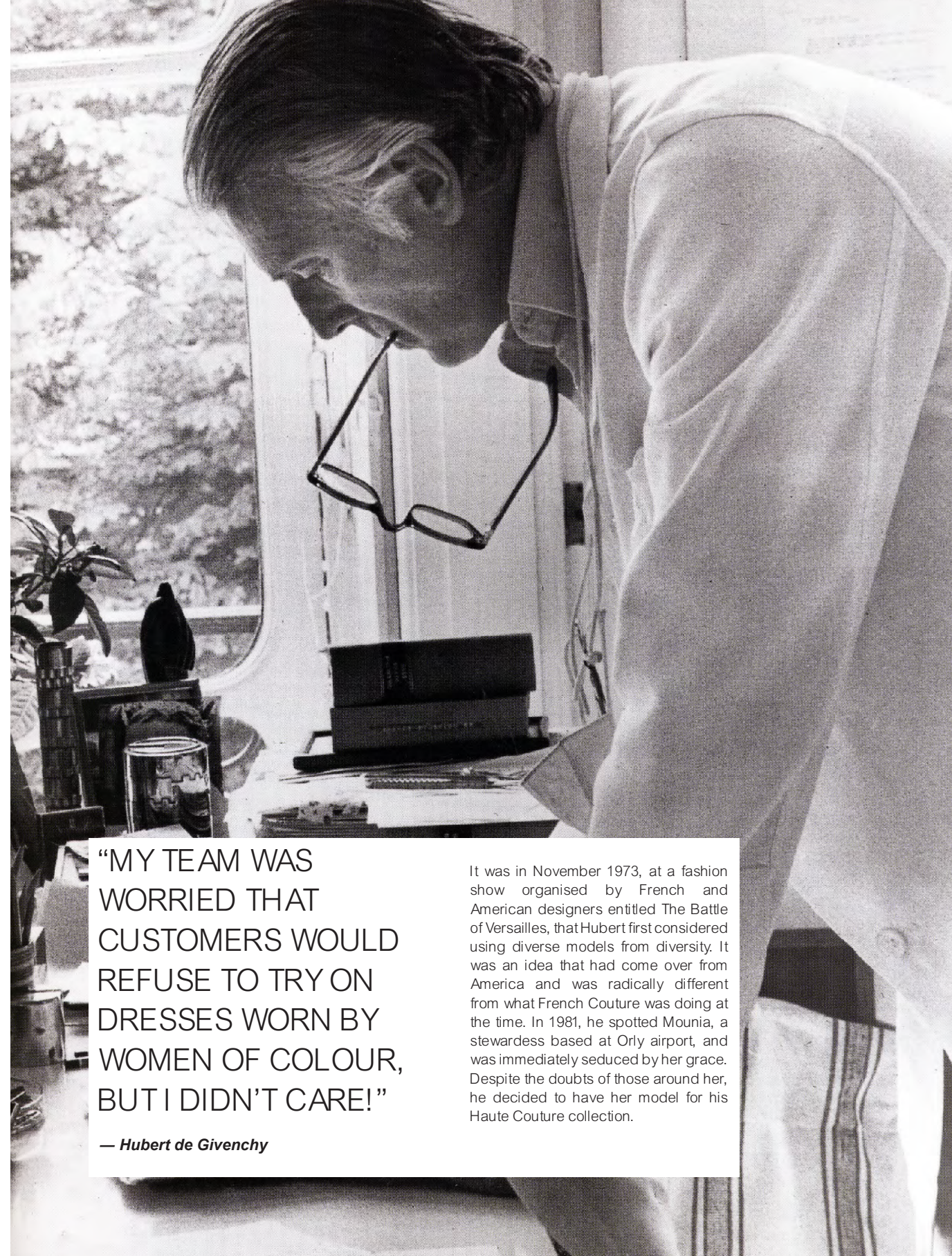
GIVENCHY PARFUMS RECOGNISED FOR ITS INITIATIVES TO PROMOTE GENDER EQUALITY

The French Gender Equality Index reflects the concrete actions taken by the company to ensure gender equality in the workplace. **In 2023, the company obtained a score of 96/100, a score that has risen since last year.** This very high score recognises, among other things, the parity of the ten highest salaries in the company, as well as the proportion of women who received an individual increase when they returned from maternity leave.

WITH OUR EMPLOYEES WITH DISABILITIES

For more than fifteen years, LVMH has been committed to recruiting and retaining workers with disabilities. **In 2023, LVMH fragrance Brands, the legal entity to which Givenchy Parfums belongs, had a proportion of employees with disabilities of 7%.** This figure bears witness to the ongoing efforts made by Givenchy Parfums to promote greater inclusion of people with disabilities in the world of work and encourages the Group to continue its actions in this area.

Each year, Givenchy Parfums takes part in the European Week for the Employment of People with Disabilities in France. In 2023, Givenchy Parfums has chosen to organise events at its head office and at its sites in Beauvais and Vervins. At the company's head office, employees were able to attend a conference with Axel Allétru, a disabled athlete, while the industrial sites renewed the «DuoDay» operation aimed at putting companies in contact with a person with a disability for one day. 11 people with disabilities who were looking for work were welcomed to the company's production workshops.



“MY TEAM WAS WORRIED THAT CUSTOMERS WOULD REFUSE TO TRY ON DRESSES WORN BY WOMEN OF COLOUR, BUT I DIDN'T CARE!”

— Hubert de Givenchy

It was in November 1973, at a fashion show organised by French and American designers entitled The Battle of Versailles, that Hubert first considered using diverse models from diversity. It was an idea that had come over from America and was radically different from what French Couture was doing at the time. In 1981, he spotted Mounia, a stewardess based at Orly airport, and was immediately seduced by her grace. Despite the doubts of those around her, he decided to have her model for his Haute Couture collection.

A LOOK BACK AT 4 YEARS OF ONGOING COMMITMENT TO THE LGBTQIA+ CAUSE

Givenchy Parfums is a disruptive brand in the field of digital, and has been a pioneer in supporting Pride Month every year since 2021. Givenchy Parfums sees virtual worlds as a field of limitless inventiveness and creativity, and a powerful means of expression for conveying messages of tolerance and inclusiveness.

ROBLOX

Roblox, an international immersive platform where more than 77 million people connect and communicate daily, is a privileged space of expression for Givenchy Parfums. According to a survey conducted by Roblox, 88% of respondents from Generation Z said that expressing themselves in the metaverse was likely to have helped them express themselves more confidently in real life



2021

The company has collaborated with London gallery owner and LGBTQIA+ activist Amar Singh and the artists of Rewind Collective to create NFTs sold in aid of the charity Le MAG Jeunes. 1952 digital works were auctioned on the specialist platform VeVe. The works were sold in less than two seconds, raising \$128,000. With this initiative, Givenchy Parfums became one of the first beauty brands to conceive of an NFT, placing this form of innovation at the service of an essential cause.

2022

In 2022, following its entry on Roblox, Givenchy Parfums repeated the experience and, again in collaboration with the Rewind collective and the London gallery Amar Singh, launched new NFTs for the cause. For this new edition, two digital creations inspired by the emblematic rainbow-coloured flag were offered in 1978 copies, in reference to the year the flag was created by artist Gilbert Bakers.

2023

In 2023, Givenchy Parfums celebrated Pride Month with the «Givenchy Beauty Pride Gallery», an original, ephemeral exhibition in the Metaverse. For this new project, Givenchy Parfums gave three digital artists carte blanche to exhibit their work on the Spatial platform. Known as the «metaverse for cultural events», this unique platform records 700,000 visits a month and has over a million users worldwide. The choice of these talents from the LGBTQIA+ community was no accident: they all shared the company's desire to promote the freedom to be oneself.

2024

During the month of June 2024, Givenchy Parfums is envisioning the Givenchy Pride Pop-Up, a space highlighting different forms of creative expression celebrating tolerance and inclusivity within the Roblox platform. This ephemeral pop-up in the colours of Pride Month was hosted at the Givenchy Beauty House. It has hosted a featured virtual content creator each week, who unveiled an exclusive digital element designed for the occasion. He or she was also responsible for selecting, in the manner of a curator, the best digital items created in Pride's colours on the platform. With this new space on Roblox, Givenchy Parfums has sought to offer a place where everyone has the freedom to express themselves fully through their avatar. A way of helping platform users express themselves with greater confidence both on the platform and in real life.



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