

# GOVERNANCE CHLOE SAS

VISION: CHLOÉ IS A LEADING BRAND FOR SOCIAL AND ENVIRONMENTAL SUSTAINABILITY WITH A MISSION: WOMEN FORWARD. FOR A FAIRER FUTURE, AND A HIGH B-CORP CERTIFICATION SCORE.

## JURIDIC STATUS

Chloé is a simplified joint-stock company (« société par actions simplifiée (SAS)») since 25 October 2004, subject in particular to the provisions of the French Commercial Code.

Chloé is “Entreprise à Mission” since March 2023.

## ASSOCIATES

The company has 2 partners, Philippe Aghion and Annie Paray, representing RICHEMONT HOLDING FRANCE

## PRESIDENT & CEO

The company is directed and administrated by a President, a natural person, named by collective decision of the partners. The president also holds the function of Executive Director.

## LEADERSHIP COMMITTEE

The Leadership committee is composed of the Following members:

- Human Resources Director
- Chief Marketing Officer
- Chief Merchandizing Officer
- Finance & Administration Director
- Chief Client & Digital Officer
- Chief Sustainability Officer
- Chief Operating Officer
- Supply Chain Director
- Chief Commercial Officer
- Ready-to-wear Director

*5 of these directors identify as Women, 5 as men.*

# GOVERNANCE CHLOE SAS

---

## SUSTAINABILITY BOARD / COMITE DE MISSION

### CORE COMMITTEE

- CEO
- Human Resources Director
- Chief Sustainability Officer
- Chief Operating Officer
- Chief Marketing Officer
- Chief Merchandising Officer
- Quality, Customer Service, Compliance and Responsible Sourcing Director
- Chemena Kamali, Chloé Creative Director
- Elisabeth Laville, Founder & CEO of Utopies
- Lubomila Jordanova, Founder & CEO of Plan A
- Claire Simier, Strategic consultant, Client expert

### MISSIONS

- Evaluate & Approve Sustainability Strategy relevance, ambition and roadmap.
- Drive the Sustainability performance in all aspects of the company decisions.
- Oversee progress on main sustainability Key Performance Indicators and Sustainability Report.
- Create a laboratory to consider and implement innovative sustainability approaches.

## SUSTAINABILITY COMMITTEES

4 committees, composed of members across all departments of the organization, are specifically driving the implementation of sustainability strategy on people, Sourcing, Communities and Planet.

## ETHICS & COMPLIANCE BOARD

### CORE COMMITTEE

- CEO
- Human Resources Director
- Chief Sustainability Officer
- Finance & Administration Director
- Chief Operating Officer
- Compliance & Internal Control Director

### MISSIONS

- Evaluate the compliance and ethical aspects of culture.
- Promote and foster an organizational culture of integrity and ethical decision-making.
- Ensure that all the C-Level, directors and employees conduct business in compliance with all applicable laws and regulations in their day-to-day activities.
- Maintain direct oversight over key compliance and ethical risks.
- Approve and sponsor Policies and Programs, oversee their implementation and guarantee their adherence by employees.
- Promote appropriate actions to prevent and detect unlawful and unethical conduct.
- Create an important leadership laboratory to implement new, proactive compliance strategies and solutions.