



CORPORATE SOCIAL RESPONSIBILITY REPORT 2023



Editorial	PAGE 6
Group news 2023	PAGE 8
Key challenges 2023	PAGE 14
Innovation and partnerships	PAGE 16
Innovation and eco-design: reducing our products' environmental footprint	PAGE 20
Local sourcing	PAGE 32
Partnerships	PAGE 38
Local establishments, territorial development	PAGE 44
Sustainability and environment	PAGE 46
Climate change mitigation	PAGE 50
Pollution and waste	PAGE 54
Water and marine resources: consumption and discharge	PAGE 55
Biodiversity and ecosystems	PAGE 56
Resources: consumption, impacts and traceability	PAGE 59
Savoir-faire and people	PAGE 60
Skills development - Attractiveness - Talent retention - Social relations	PAGE 66
Ethics and value sharing	PAGE 76
Equality, diversity and inclusion	PAGE 80
Health, safety and well-being of employees	PAGE 84
Respect for human rights throughout the value chain - Child labor	PAGE 89
Support for communities	PAGE 91
Performance and quality	PAGE 92
Consumer health and safety	PAGE 98
Responsible procurement processes, risk management: anti-corruption, data protection, fair competition, good practices	PAGE 100
Structure and Governance CSR	PAGE 102
Mission - Purpose and values - Alignment with the SDGs	PAGE 103
Regulatory environment	PAGE 106
Labels, standards and certifications	PAGE 107
2024 Forecast	PAGE 110

**Group Gainerie 91,
enhancer of luxury brand
products and creator of unique
eco-friendly experiences.**



Arnaud Haefelin
Chairman and CEO – Group Gainerie 91

EDITORIAL

The year 2023 marked a turning point for Group Gainerie 91 with the strengthening of our actions and commitment to CSR, which now constitutes the backbone of our development through several key initiatives.

Throughout this year, we continued to structure our activities around best practices in sustainability and social responsibility, allowing Group Gainerie 91 to consolidate the foundations of its long-term development. This approach was essential to prepare for 2024, the entry of new investors to strengthen our growth strategy. These strategic partners not only bring financial support but also share our vision of a responsible, committed, and sustainable company. Their involvement will allow us to accelerate our CSR projects and strengthen our

market positioning. As part of our international expansion, we have opened a sales office in Dubai. This strategic development gives us the opportunity to enhance our presence in a rapidly growing market while extending our CSR practices on a global scale.

Thus, Group Gainerie 91 establishes itself as a trendsetter in our sector, marked by the integration of sustainability into all aspects of our production. We have been able to anticipate and respond to the new expectations of our stakeholders regarding environmental and social responsibility..

We meet our clients’ demands by offering less impactful, more sustainable solutions while maintaining high standards of quality and ethics.

A stylized, handwritten signature in black ink, likely belonging to Arnaud Haefelin.

OUR TRADE SHOWS IN 2023

Implications & exchanges in France and internationally

Group Gainerie 91 participates in various trade shows, both in France and abroad, to showcase its know how as well as to be closer to our customers. In 2023, our teams attended **four trade shows**: 3 national and 1 international. These meeting points not only allow us to challenge our employees to propose new pro-

ducts each year, but also help to build up trust with both our clients and prospects. Through these human exchanges, our Group's expertise is highlighted, and the values of craftsmanship excellence, knowledge transfer, environmental responsibility, and innovation are proudly showcased.



JANUARY

PCD
Parc des Expositions, Paris

JUNE

Edition spéciale by Luxe Pack
Carreau du Temple, Paris

OCTOBER

Luxe Pack Monaco
Grimaldi Forum, Monaco

NOVEMBER

Les Places d'Or
Le Meurice, Paris

KEY HIGHLIGHTS IN 2023

WINNER OF THE FORMES DE LUXE PRIZE

The Formes de Luxe Awards rewards the best **innovations** in our industry each year. In 2023, Group Gainerie 91 won the competition with the gift box for Coutanseaux Aîné cognac. This faceted box, handcrafted, is inspired by the codes of luxury perfumery. With a complex polygonal shape, it is made of cardboard covered with fine paper. The challenges: ensuring a perfect seal between the lid and the base, **without hinges or metal closures**, while ensuring the support of the decanter weighing more than 2 kg.



PARTICIPATION IN THE SDGs RACE

Gainerie 91 France participated, for the first time, in the race organized by the UN Global Compact France Network in September 2023. The minimum cumulative distance was **17 kilometers**, symbolizing the 17 Sustainable Development Goals (SDGs). This was an opportunity, through this common challenge, to **reaffirm the commitment** as well as of our employees towards the SDGs.



SEMINAR IN PORTUGAL

In 2023, Group Gainerie 91 organized a seminar in Portugal to bring together all the members of the Group at one of the production sites. Employees participated in team-building activities (tasting local products, discovering the city by tram, visiting wine cellars, taking part of boat trips, etc.) and toured our workshops. A friendly way to strengthen the **company culture**, improve **internal communication** in a less formal setting, and immerse ourselves in our **various areas of expertise** beyond our borders. The trip was also punctuated by a team game with a brain-twister to solve each day. The winners had the privilege of receiving a hamper filled with local Portuguese products.



IDEA BOX COMPETITION

In order to showcase the talent of our artisans, we launched an "idea box" competition in May 2023. The goal was to create and provide an object that would allow everyone to **suggest improvements**. To do this, an internal jury selected the idea that best represented **the values of Gainerie 91 France**: craftsmanship, waste recovery, sustainability, etc. The craftsman then had to bring the idea to life. We received around ten projects. The selection process was challenging for our CSR committee!



Testimonials



Julia Vigneron
Project Manager France

In 2023, Group Gainerie 91 organized a seminar near its factory in Portugal to bring together our teams from the four corners of the world. What did you take away from this seminar?

A well-organized event with fantastic

activities that suited everyone. It was also an opportunity to get to know all the teams within Group Gainerie 91 better.

Did you feel that your interpersonal bonds and sense of belonging were strengthened through this team trip?

Absolutely, we were able to strengthen relationships with some team members from Group Gainerie 91 who are based outside of Lieusaint, as well as meet new colleagues or those with whom we hadn't had the chance to interact informally.

What did you think of the organization of such a seminar?

Transporting so many employees inevitably has an environmental impact; however, **the benefit** is real as it helps create and/or strengthen relationships. We were also able to discuss **our activities and projects** with members of our other factories in different ways than video calls, emails, or phone.

UTGKDCHEERFULALMBTR
HMAFDRHLKACTIVEHISMP
GFHJKESUNNYIAJHJHEPIV
CLENTHUSIASTICHPKJRPK
NHLUPLJFUHUYEBLFAMILY
UMKGKINTERESTINGMSKH

Verbatim from employees about their seminar in Portugal



Suraj Joyessur
Production Supervisor Mauritius

In 2023, Group Gainerie 91 organized a seminar near its factory in Portugal to bring together teams from all over the world. What did you take away from this seminar?

We first went to France to discover the new

premises of the production site in Lieusaint, and then to Portugal. The technologies, machines, and the industrialization of manufacturing processes particularly caught my attention, as I work in the technical field. It was also nice **to put a face on a name**, as not all Group employees know each other personally. The atmosphere and the connections created with those we interact with weekly, especially from France, were very pleasant. Meeting our counterparts was a great experience.

Did you feel that your interpersonal bonds and sense of belonging were strengthened through this team trip?

Yes, absolutely. Despite the distance between our factories, we didn't feel isolated and were **warmly welcomed**. It was a **friendly seminar with a family spirit**.

What did you think of the organization of such a seminar?

It was a **complex** yet flawlessly executed organization, with **undeniable human benefits**.

KEY CHALLENGES

In an evolving economic environment, our company has defined clear priority commitments guiding our strategic actions. The pillars established in 2023 by our departments have enabled us to focus our efforts on key areas that drive our growth, innovation, and positive impact on society.

Thus, **four pillars encompass our 22 priorities**, which you will find detailed in the following pages. For each of them, the key SDGs to which they can be linked will be highlighted.



INNOVATION AND PARTNERSHIPS



SUSTAINABILITY AND ENVIRONMENT



SAVOIR-FAIRE AND PEOPLE



PERFORMANCE AND QUALITY

6 of these priorities have been identified as key.



INNOVATION AND ECO-DESIGN: REDUCING OUR PRODUCTS' ENVIRONMENTAL FOOTPRINT

Innovate to reduce the environmental footprint of our products by integrating ecological criteria from the design stage, using sustainable materials, and promoting durability throughout their life cycle.



LOCAL SOURCING

Prioritize local suppliers to reduce transportation emissions and support the local economy. By helping them progress in their CSR challenges, we strengthen the resilience of our supply chains.



CLIMATE CHANGE MITIGATION

Measure and reduce our greenhouse gas emissions across all three scopes throughout our value chain, promoting the efficient use of resources and innovation for ecological solutions, while aligning our goals with international agreements and the SDGs - Sustainable Development Goals.



SKILLS DEVELOPMENT - ATTRACTIVENESS - TALENT RETENTION - SOCIAL RELATIONS

Offer opportunities and benefits to attract and retain employees, while providing training to develop their skills and improve their employability, including for young people and those without formal qualifications.



CONSUMER HEALTH AND SAFETY

Strengthen our procedures to protect the health and safety of consumers by implementing preventive actions to eliminate risks, and, ensuring transparent communication on our actions and results.



RESPONSIBLE PROCUREMENT PROCESSES, RISK MANAGEMENT: ANTI-CORRUPTION, DATA PROTECTION, FAIR COMPETITION, GOOD PRACTICES

Select responsible partners and suppliers by regularly evaluating them, raising awareness about sustainability, and ensuring that their practices comply with regulations and our values.





Pillar

Innovation and partnerships





Design creation



Key figures

“ Offering our clients innovative solutions that are at the heart of our business. ” André Fontes, Group Innovation Manager at Group Gainerie 91

+100

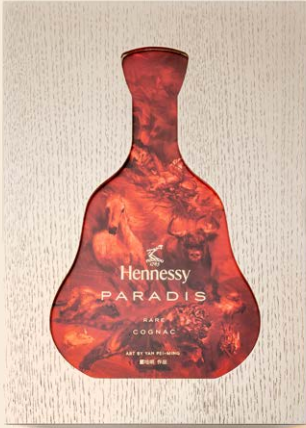
Products showcased at trade shows


11

Innovations presented in 2023

1

Winning product at the Formes de Luxe Innovation Awards







INNOVATION AND ECO-DESIGN: REDUCING OUR PRODUCTS' ENVIRONMENTAL FOOTPRINT

INNOVATION AND ECO-DESIGN: REDUCING OUR PRODUCTS' ENVIRONMENTAL FOOTPRINT



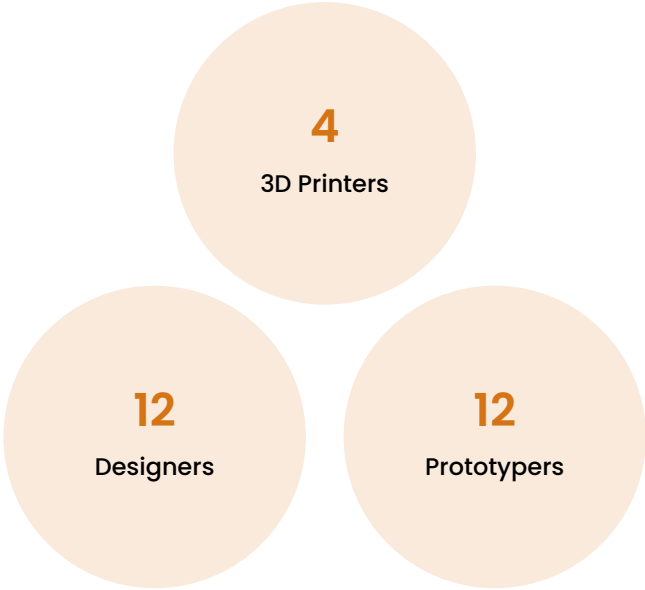
Our innovation approach involves constantly seeking new ways to combine ease of use, performance, elegance, and sustainability. We are focusing our development efforts to address, on one hand, the current resource constraints, and on the other hand, the challenges related to climate change. Our teams are committed to designing **lighter, more durable, and easily recyclable products**, prioritizing **mono-material** options and **less impactful industrial processes**.

THE DESIGN OFFICE OF GROUP GAINERIE 91, DEVELOPMENT OF UNIQUE AND CUSTOMIZED CONCEPTS

The evolution of our in-house design office highlights the importance of **innovation** within the Group.

Our teams of creative and passionate designers use their expertise and talents to design tailor-made products that meet the needs of our clients. The team is equipped with cutting-edge tools, such as **3D filament and resin printers**, enabling rapid, precise, and cost-effective prototyping. Our designers support the entire production process, from sourcing to quality control, including prototyping. They also **maintain continuous monitoring of new trends**, emerging materials, and new technologies to stay aligned with the luxury sector's movements. Our expertise is further enhanced by the uniqueness of our clients, whose artistic direction drives us toward excellence.

The design office is therefore a key player in our **innovative approach**.



HIGH-PERFORMING R&D AT THE SERVICE OF INNOVATIVE PROJECTS

Present at each production site, this department plays a crucial role : being an interface between clients, sales teams, and our infrastructures. In close collaboration with production, purchasing, and project managers, it supports the development process from the initial design to commercialization, while maintaining a commitment to continuous improvement and technical excellence. It serves as **the central pillar of innovation** within the Group.

Based on identified needs, the design

teams engage in research and design, which may include **laboratory experiments, computer simulations, prototyping, and extensive testing.**

INNOVATION AROUND ECO-DESIGN

For several years, **our eco-design approach has been part of Group Gainerie 91 DNA**, guiding the development of new projects.

By integrating **environmental considerations** from the design phase, we carefully examine each stage of our products' life cycle, thus optimizing their environmental impact by proposing alternative scenarios.



A CONSTANTLY EVOLVING MATERIAL LIBRARY

At Group Gainerie 91, **innovation** involves continuous reflection on product research and development on one hand, and manufacturing processes on the other. We innovate by building projects from A to Z that combine new designs, new tools, and new industrialization methods.

The **sourcing** stage of materials used to create a product is fundamental for identifying new suppliers, reducing the environmental footprint of our products, and differentiating ourselves by offering cutting-edge materials.

Since 2023, the Group has been developing a materials library constantly updated within its french factory. Always on the lookout for the latest trends and innovations on global market, the purchasing departments of each of our sites collaborate with the eco-design referent, allowing us to reference more than **600 materials**. This offers our customers unparalleled new perspectives. From bioplastics of various generations, bioresins, to plant-based alternatives for foams and casing elements, the possibilities are now limitless. Clients are supported in their choices by our experts, who can guide decisions based on the strengths and weaknesses of each alternative to offer the best possible option.



Focus on Innovative projects

As part of the **Innov'action Day** project launched annually by the prestigious luxury Group LVMH, which challenges its suppliers on innovation, our teams worked on developing two projects that were produced in-house.

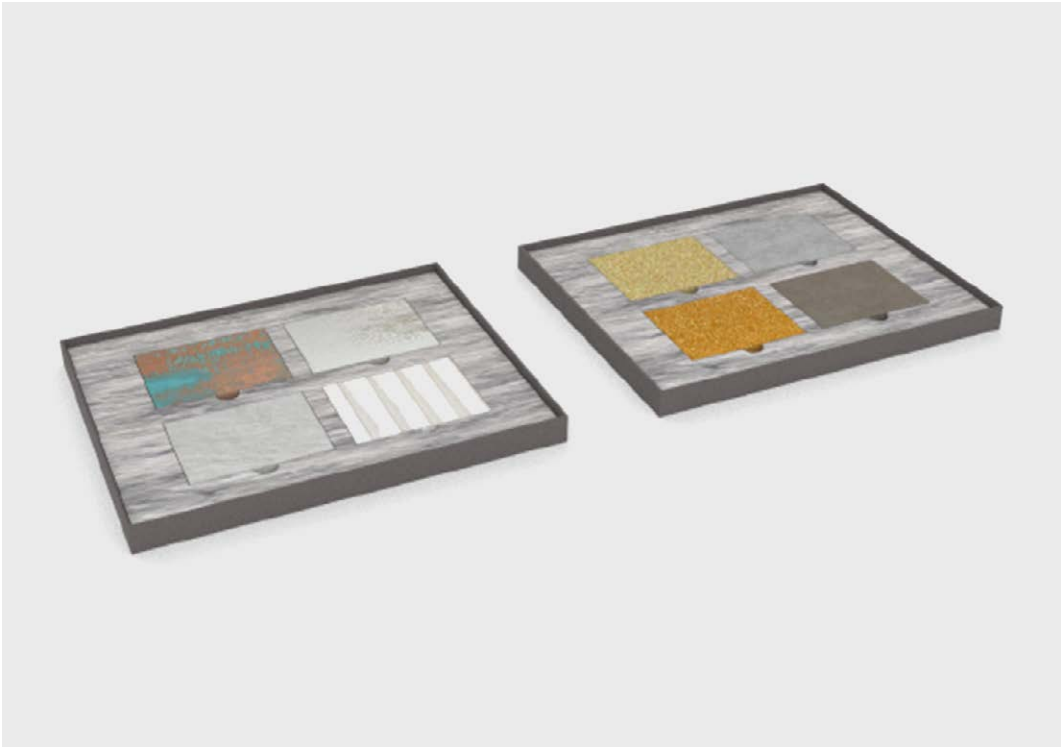
This challenge led by Veuve Clicquot focused on the theme of : **alliance between art and craftsmanship**. It was an opportunity to highlight the expertise of our craftsmen and push the boundaries of **innovation** to meet the expectations of luxury industrial players.

The first proposed project was a box specifically designed for the Wine & Spirits sector, incorporating the art of **Kintsugi**, a

Japanese movement that advocates repairing defective objects with gold powder to highlight imperfections. The box is made from burl wood, a forgotten material that has been brought up to date, with an interior lined with microfiber and enhanced with gold leaf.

The second was a set of multiple trays of stackable sample sets made from **innovative materials**.

This initiative allows the Group **to take on challenges** in order to better understand the needs of our customers, while respecting the strict set of specifications and enhancing our inactive stock through the integration of our artisanal techniques.





Focus on eco-design

8

Products created in 2023 that underwent a Life Cycle Assessment (LCA)

42

Employees across all departments trained and raised awareness on eco-design and environmental communication (in 2023)

In 2023, our Group has once again strengthened its actions in favor of eco-design. We conducted an in-depth analysis of product design in order to minimize negative environmental impacts throughout their lifecycle, without compromising their quality and performance. As a result, Group Gainerie 91 offers its clients concrete and internalized solutions to meet their challenges. In addition, Group Gainerie 91 invested

in a **support program** set up by ADEME (French Agency for Ecological Transition) and BPI France (French Public Investment Bank), lasting 10 months and delivered by the eco-design agency Coopérative Mu. By choosing to collaborate with this recognized player in environmental assessment within our industry, the employees of Group Gainerie 91 have been made aware of the eco-design culture.

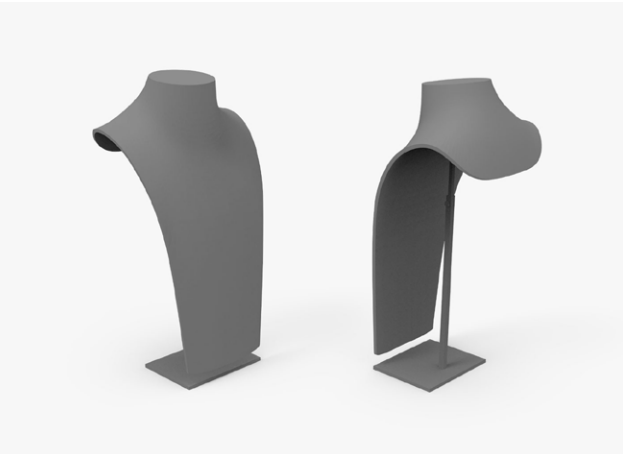


The development office team in a brainstorming session at our Gainerie 91 Studio Paris with Coopérative Mu



Eco-design levers

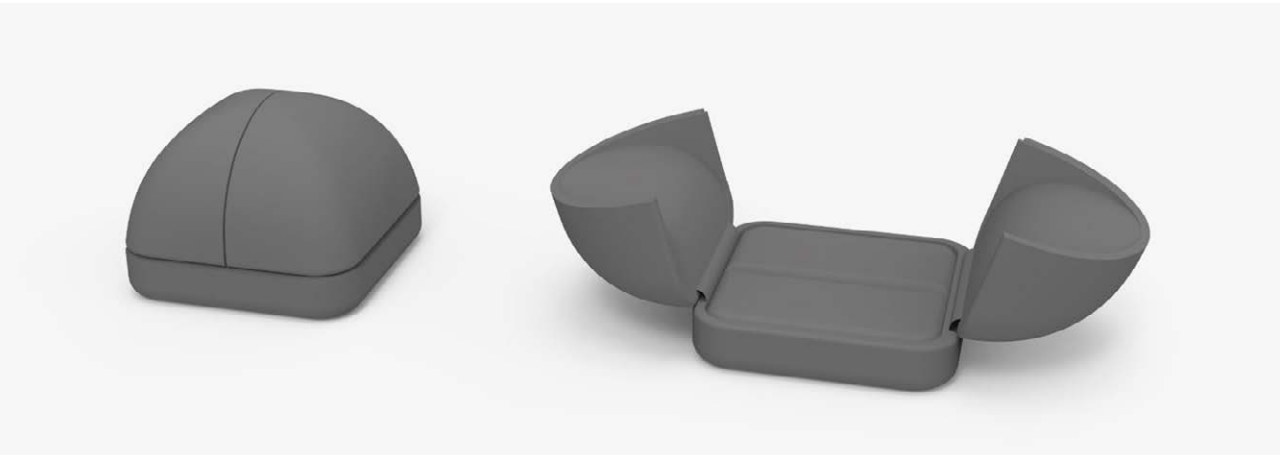
By selecting the three most representative products of our activity, the goal was to identify the main eco-design levers in order to implement long term replicable action.



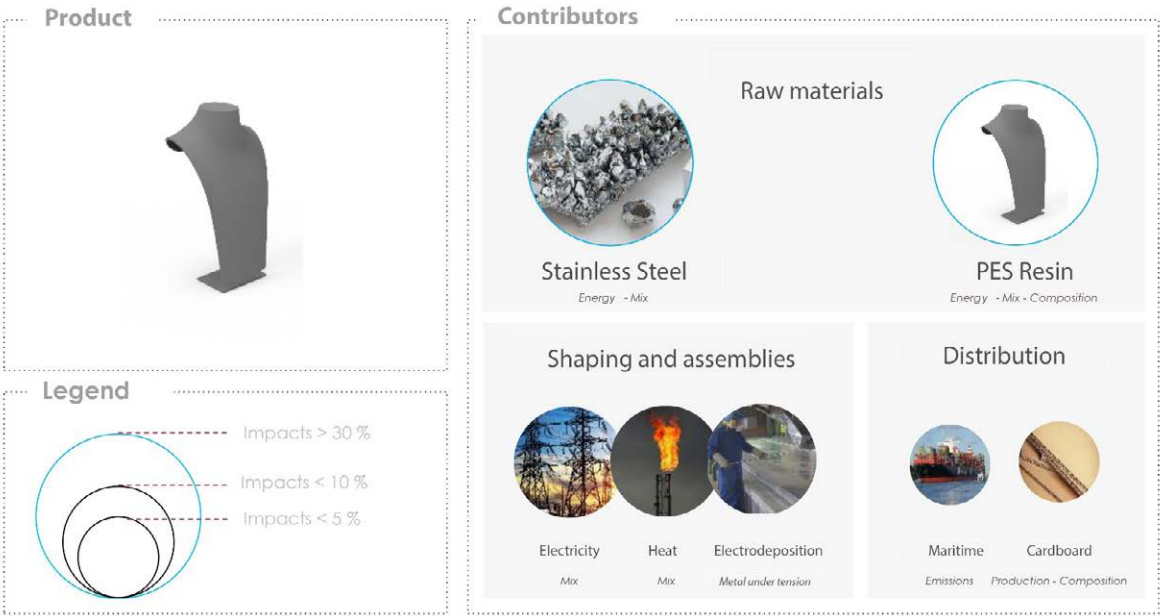
A bust



A display screen for window displays



A case and its pouch

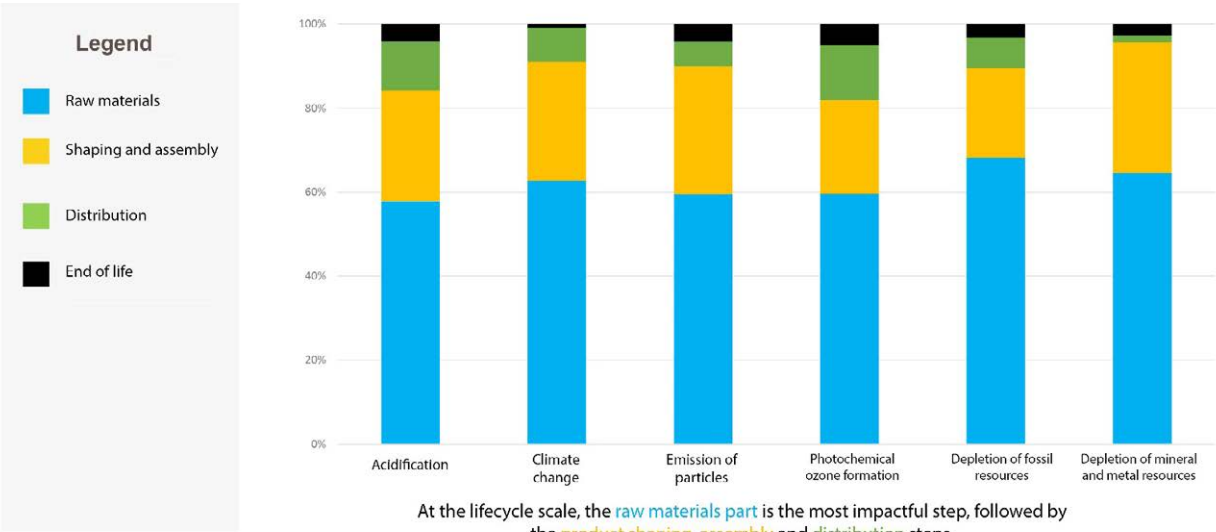


PRINCIPLE

Each of these products has undergone a Life Cycle Inventory (LCI) by collecting all relevant datas related to its production from our factories and suppliers. The Coopérative MU then conducted a life cycle assessment (LCA) to collaboratively identify the initial areas for improvement.

RESULTS

Regarding raw materials, we identified alternatives that are less impactful while maintaining the same aesthetic results. Subsequently, we considered the technical and financial aspects of these new solutions.





Provider of eco-designed solutions to our clients



Wendy Tonnerre
Key Account Manager Middle East

“ In 2019, an American skincare brand called upon our services for the realization of an eco-designed project. At that time, we did not yet have all the necessary skills, techniques, and suppliers for this request. However, I took this challenge seriously

and found suppliers in China. This led to the creation of our sourcing office in the country. We were then able to meet their expectations by offering products **made from corn and potato starch (PLA)**, something our competitors could not provide. We thus became their sole supplier. In 2023, as the previous project allowed me to understand their expectations, the brand reached out again regarding the search for **new materials**. This request arrived at the time when **the eco-design referent** position was being established within Group Gainerie 91. It represents added value for this client, for whom we should have previously sought support from specialized companies for the implementation of LCA (Life Cycle Assessment).

Thanks to this **new dedicated in-house division**, we achieved, in 2023, full control over the process from design to production of our products. We were therefore able to support them as best as possible and offer them the detailed and complete LCA. ”



AWARENESS MEETING ON ENVIRONMENTAL COMMUNICATION

To ensure that the sales teams of Group Gainerie 91 understand the stakes of our improvement initiatives and to be able to communicate them effectively to clients, an awareness meeting on environmental communication was organized in November 2023 with Coopérative Mu. This first step enabled the implementation of a survey and the formalization of internal responses to the identified needs. A toolbox containing a reminder of opportunities and constraints, particularly regulatory ones, with a focus on our eco-design approach through concrete examples has thus been formalized. As a result of this **awareness-raising initiative**, the improvement in our knowledge and **com-**

munication strengthens the **trust-based relationship** with our stakeholders, particularly our clients. This also translates into **increased project efficiency** through an integrated **corporate culture**.

THE ECO-DESIGN FRESK

Group Gainerie 91 also took the initiative to participate in workshops on creating the Eco-Design fresk. This tool, co-developed by the eco-design and eco-innovation consulting firm Gingko 21 and the training organization EVEA, is promoted by the Eco-Design Hub. Its goal is to introduce the key principles of eco-design while raising awareness of eco-responsible practices. It also serves to generate innovative eco-ideas and to engage teams in a fun and collaborative workshop.



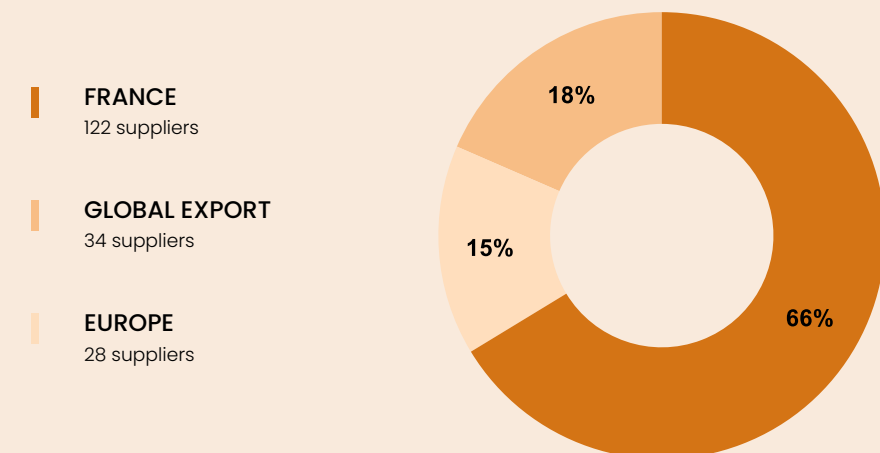


LOCAL SOURCING

Within Group Gainerie 91, we have set the objective of promoting partnerships with local suppliers. Thus, we primarily monitor the progress of two indicators at our french Lieusaint site:

- The percentage of French suppliers
- The percentage of European suppliers

SUPPLIERS DISTRIBUTION



The objective is to develop and foster trust-based relationships by allowing regular visits or even audits, especially when confirming a collaboration with a new partner. The same approach is implemented at each of our sites, as one of the main objectives of our deployment is precisely to be closer to our suppliers and our customers.

It is also about reducing our carbon footprint by limiting air freight whenever possible. Indeed, air transport represents a significant portion of our carbon emissions (nearly 28%) in our carbon footprint. Prioritizing shorter-distance road transport or maritime shipping is therefore part of our decarbonization strategy.

LOCAL SOURCING





Example in China with our sourcing office



Amanda Wu
Office Manager China

What does your role consist of within Group Gainerie 91? What types of projects are entrusted to you? What are your responsibilities?

My sourcing job involves many tasks, the main ones being:

- **Sourcing** finished products that Group Gainerie 91 produces less

frequently (boxes, bags, etc.) as well as **materials** and semi-finished products that our factories, outside of Gainerie 91 China, cannot purchase locally.

- **Supporting the Group in subcontracting** to other factories for the processing and shipping of products.
- Continuing **to expand the product** range based on client demands, offering Group Gainerie 91 more possibilities. For example, in 2023, we produced keychains and caps. Next year, we will manufacture UV lamps and even candles.
- **Researching, selecting, and training external suppliers** to meet the client's **CSR requirements**, while ensuring the follow-up on the development of new products, quality control, transportation, and after-sales service.

What are the differences and strengths of Group Gainerie 91 compared to other companies in the region?

First of all, our team truly treats **suppliers as partners** and is fully involved in the



collaboration. For example, during the early stages of development, we thoroughly analyze the client's needs and then explain them to the factory. We also assist the factory in sourcing materials, frequently visit the site to check on the progress of the project, and respond to factory inquiries in real-time. This continuous support also helps improve the **quality and processes** of our suppliers, attracting other clients to them. It's a win-win situation.

Additionally, through its unwavering respect for payment deadlines, Group Gainerie 91 establishes a relationship of trust with all its stakeholders. This provides it with a competitive advantage when clients select partners for project execution over other companies.

The fair and transparent approach of Group Gainerie 91 towards suppliers, especially when they are competing for the same project, is respected by the factories and admired by them. Group Gainerie 91 has **a high-end client profile** and a strong reputation in the industry, which **attracts many suppliers** offering superior quality.

What are the criteria you prioritize looking for suppliers for the needs of Group Gainerie 91?

The first thing to do is to verify that the factory is **operating normally**. We visit the site to check if the **working environment is safe**. We observe the **working conditions of the workers** and check the **environ-**

mental protection measures, including wastewater disposal. It is only once these basic conditions are met that we can look into the various certifications of the supplier, the configuration of their equipment, the strengths of their products, and finally, the **long-term vision** of the operator and the execution capabilities of their team.

At the social level, are criteria such as equality, inclusion, diversity, well-being at work, or others, requirements that you take into account in your decision-making process?

Yes, we prioritize these suppliers, which corresponds to **the values of Group Gainerie 91**. Our requirements push suppliers, both directly and indirectly, to optimize their production environment. In the post-pandemic era, as demand decreased, we observed that many factories lacking CSR practices and proper equipment struggled to survive. Conversely, factories adhering to principles of equality, inclusion, and diversity were more highly valued by buyers like us. Workers in these factories tend to feel a greater sense of belonging, leading them to work more efficiently and with greater commitment. This makes the factory more competitive and allows it to stand out in the industry. Our sourcing office also noted improvements in the practices of some factories following their collaboration with Group Gainerie 91. This aligns with one of the goals of our CSR policy: to contribute to positive evolution throughout the value chain.



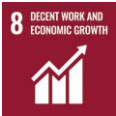
Internal events

For our internal events, we choose to **work with local partners**. This was the case for the Epiphany celebration in January 2023, which took place in our workshop. The galettes were made by a local artisan using **products from our region**, and these golden pastries delighted everyone's taste buds and **brought our teams together** for a moment of **conviviality**. It was an opportunity **to thank them** for the past year and wish them our best for the upcoming year...

For our summer meal, two food trucks from Seine-et-Marne set up in our parking lot for the day to offer sweet and savory dishes to Gainerie 91 France employees.

Burgers cooked with carefully selected ingredients for their quality, made to order to minimize waste. For dessert, homemade ice creams made from fresh seasonal fruits, limiting imports and ensuring an unrivaled taste.

Finally, in addition to the events that give rhythm to our company's life, Gainerie 91 France regularly works with a local caterer who provides meal trays for business meetings and employees' lunch needs. Since 2023, the caterer has been offering a different menu every day with fresh, seasonal products selected for their quality, delivering to our offices several times a week.



PARTNERSHIPS

Redefining the codes of luxury through innovative collaborations

Because our Group is convinced that partnerships are an excellent way to explore new possibilities and expertise, 2023 saw the creation of numerous connections with various actors from all fields (artists, designers, start-ups, entrepreneurs, artisans, etc.) to engage in collaborative thinking on diverse, varied, and innovative projects.

CLÉMENCE LORRIAUX

In 2023, Group Gainerie 91 and Clémence Lorriaux, an artisan designer, collaborated with the goal of combining their expertise. Overlooked materials, plastic elements, surplus leather, and industrial waste were given new life through luxury boxes, cases, and displays. This upcycling effort symbolizes the union of **art and eco-responsibility**.

EKCELI

Each year, during the holiday season, Group Gainerie 91 creates meaningful gifts that reflect our craft: **emotion, expertise, and heritage**. This year, the Ekceli studio

crafted a Christmas ornament from our production leather scraps, enhanced by exquisite hand-embroidered gold detailing.

NUVI

For our first collaboration, Group Gainerie 91 and Nüvi, an innovative company specialized in bio-sourced materials, are joining forces to create **products covered in eco-responsible materials**.

Non-toxic, plastic-free, vegan, and chalk-based, these materials replace the leather originally used. We are highlighting these unique materials to better address the challenges of tomorrow.



INSTITUT SAINTE-GENEVIÈVE

Supporting students and schools that will drive the innovations of tomorrow.

For several years now, Group Gainerie 91 has been donating its unused production leather to fashion schools. This initiative allows students to access **creative resources** for their school projects **free of charge**.

Taking this further, in 2023, the Group renewed its partnership with the Institut Sainte Geneviève in Paris. Led by Gainerie 91 France, the new generation of students was encouraged to tackle the industry's challenges. Young designers expressed their vision of luxury and the future through diverse and varied projects, supported by the R&D team at Gainerie 91 France. The finalized projects, centered around the theme of original utilitarian ob-

jects (the topic defined for 2023), were presented on January 5th in front of a jury composed of our CEO, our marketing manager, our sales manager, and a designer.

In 2023, three projects were launched: a desk pen holder and a luggage tag holder, both made from leather provided by Group Gainerie 91, as well as a phone stand made from wood and leather, sourced from our activities.



Testimony from a winner of the ISG Contest

You are one of the fortunate winners of the ISG contest, which rewards the work and research of students from your institution in partnership with Group Gainerie 91. This translates into the realization of concrete and tangible projects that address the current challenges of our profession. What did you think of this experience?

It was very inspiring because we worked on a topic that isn't easy. Thanks to the tools provided by Group Gainerie 91, we were able to create something tangible with our classmates. We are proud of our project.

Is it a challenge for you to integrate the eco-design constraints outlined in the issues provided by the Group?

Since I was already familiar with the company, as it has been working with our institution for several years, I had the eco-design dimension of Group Gainerie 91 in mind. I had some apprehensions, but I knew roughly what was expected in terms of result.

Will the resources and skills gained from this contest be useful to you in the future? Why?

Yes, a lot, as it's already a first step towards the professional world. Also, the project was very educational for me: mastering the art of covering or reworking 3D designs to meet professional expectations. This will certainly be very helpful for me in the future.

Paul Fleury, Student at ISG Paris



Chess game "Enjeux"



Johé Bruneau, Artist Designer

Actions aimed at bringing art and recycling/upcycling closer together were strengthened in 2023 by the Group. In this regard, you are the first artist to work with the Group on this type of project. Why Group Gainerie 91?

The dynamic of this project interested me because I was already working on recycling and upcycling. Therefore, it was an opportunity to create a project using the noble scraps from the Group, which is very exciting. Compared to other projects I've undertaken elsewhere, Group Gainerie 91 has truly committed to making something of large scale. This is a real credit to them. We also share common values: **upcycling, artistic creation, and highlighting manual craftsmanship and artisan skills.**

Did you find in this partnership a genuine commitment from Group Gainerie 91 to pursue a direction that combines innovation and eco-design?

Yes, developing the "Enjeux" chess game

at the end of 2023, **made entirely from plastic film waste**, was a great initiative. The challenge was to transform the unique object using **innovative methods and research**. This object remains a prototype. The next step in the challenge would be to integrate this product into a more scalable production.

What would you say to your colleagues who are hesitant about setting up partnerships like this?

I would say that this represents quite simply the future. In this regard, Group Gainerie 91 is clearly **ahead of its time**. As a trained designer, I am well aware of **eco-design** and the challenges it brings, and I know that for large companies, it's not always easy to figure with out. It's important to educate yourself, working with **designers specialized in eco-design**, which is what the Group is currently doing. This is therefore an encouraging first step that all companies should take.



LOCAL ESTABLISHMENTS, TERRITORIAL DEVELOPMENT

Local anchoring in the activity area of the site

Creation of a
collective
CSR/QWL event

Improvement
of public
transportation options

Sharing of
service providers
(waste, security,
maintenance, etc.)

Employment
&
Recruitment

Established since August 2022 in the business Parc du Levant in Lieusaint, an activity area that brings together nearly 110 companies, including 4 global leaders, our Group participated in November 2023 in a first meeting with the various stakeholders in this space. The main objective of these exchanges, organized by a project manager for the Development of businesses in Grand Paris Sud, was to connect the different entities in order to discuss challenges and issues related to area management. Among the topics discussed, there was a focus on raising the issues of phone network coverage in the area and debating the opportunity to establish an

inter-company restaurant, or to open a daycare center. There was also a desire to reflect on potential collaboration projects in the short, medium, and long term. This meeting led to the identification of four key themes on which a joint effort has been initiated. A schedule of thematic meetings is planned to allow everyone to continue discussions based on the expressed needs and progress made by all. The creation of an association for the companies in the business area is also being considered, which would give us the possibility to facilitate our actions and improve our representation with our stakeholders to support our requests.



The opening of the Dubai offices

Building on its strong performance in its main market, Group Gainerie 91 has been expanding globally its activities for several years. Present in Switzerland, China, and New York with commercial offices, it expanded into the Middle East in October 2023.

By paving the way for continuous improvement, innovation, and expanding its offerings, this commitment to the **United Arab Emirates** through its establishment in Dubai reflects its desire to maintain long-term proximity with its local clients. Thanks to our technical presence on-site,

we work alongside our clients to support them in the development of their projects.

To achieve this goal, our Group supported one of our sales representatives from France in her international transition. Passionate about our products and dedicated to the Group's development, she took on a dual challenge:

- The creation and development of Group Gainerie 91 representative office abroad.
- Expanding our client portfolio and growing sales in the United Arab Emirates and the Middle East.



Pillar

Sustainability and environment



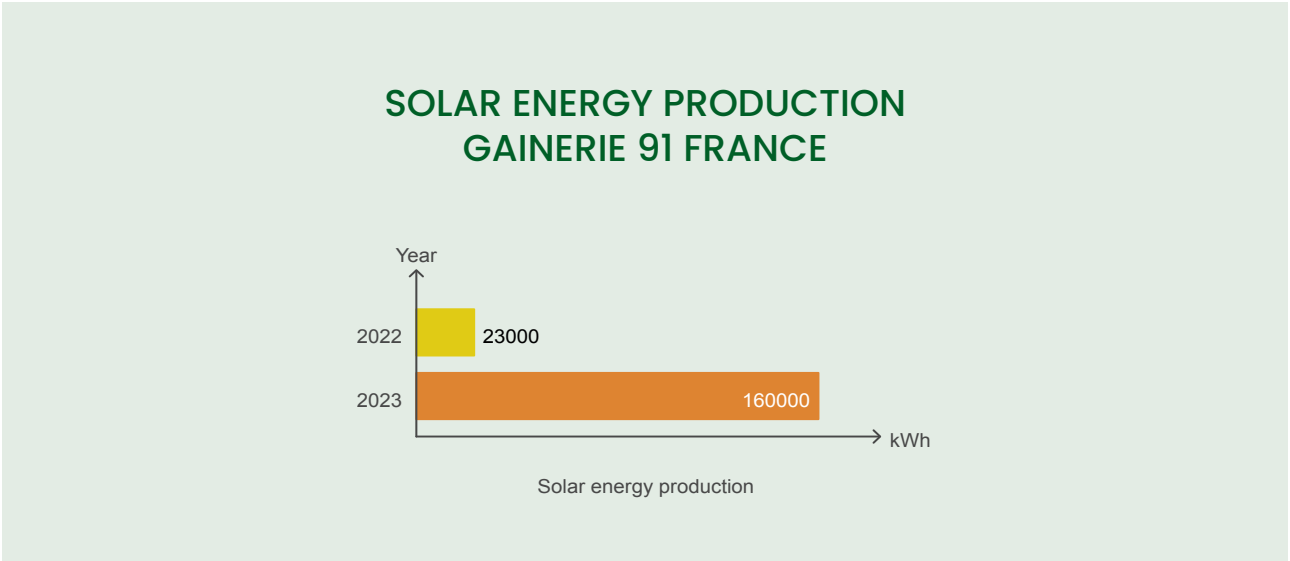
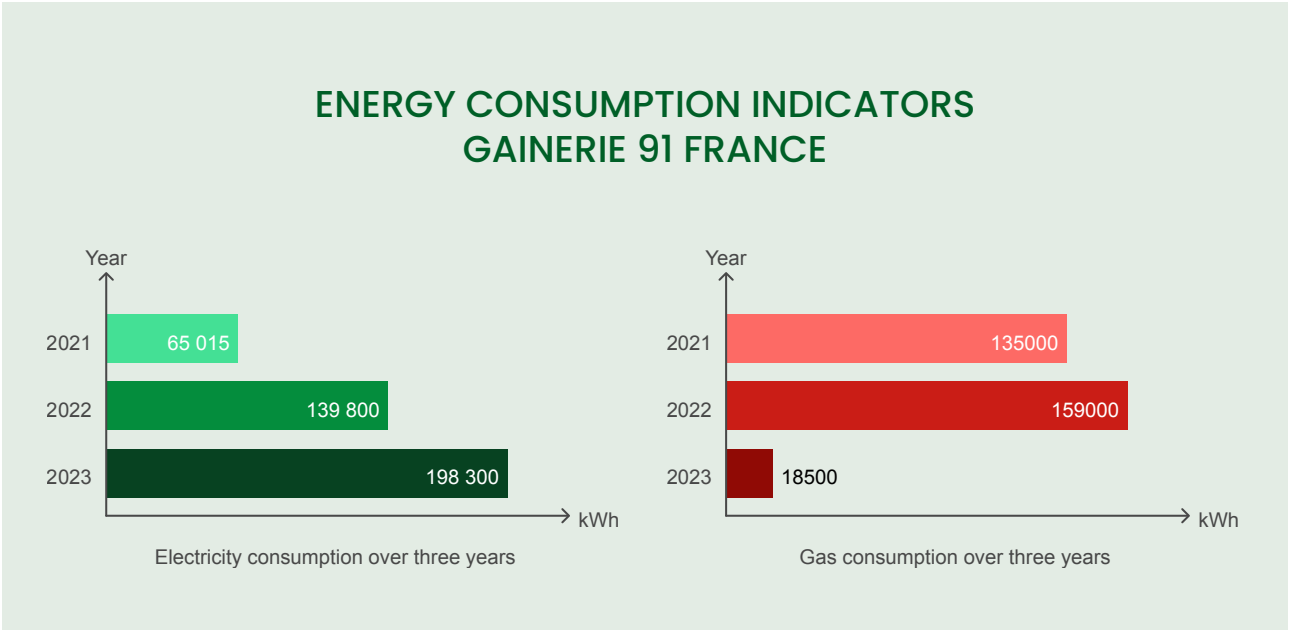


Solar panels at Gainerie 91 France site



Key figures

Gainerie 91 France moved to a new site in August 2022. This site is heated using a heat pump, resulting in higher electricity consumption, but this is offset by our solar production. Our gas consumption, on the other hand, has been significantly reduced.

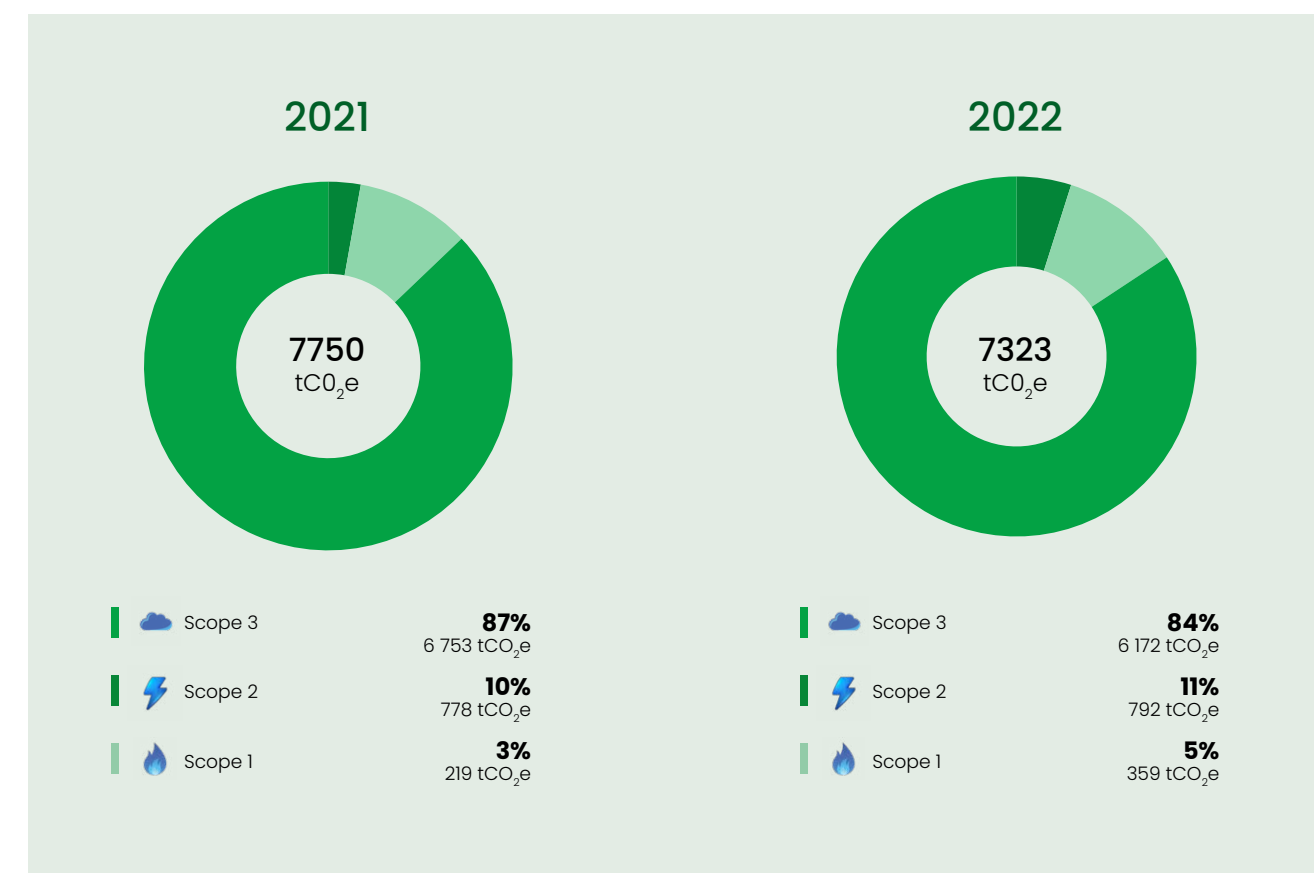




CLIMATE CHANGE MITIGATION

For the past two years, Group Gainerie 91 has been evaluating its carbon emissions. By comparing the data for 2021 and 2022, we identified an error in the carbon balance calculation for 2021, as reported in our 2022 CSR report. The data presented below are therefore the corrected figures. The emission calculations for 2023 are still in progress.

CLIMATE CHANGE MITIGATION





FREIGHT

All the service providers we work with for the transportation of our goods have developed offers that allow us to reduce the carbon impact of our shipments. We are more and more able to choose eco-friendly fuels, such as SAF (sustainable alternative fuel), and integrate electric vehicles for the last-mile delivery.

They have also developed tools that allow us to compare carbon emissions based on our choices.

RETHINKING TRANSPORTATION:
GAINERIE 91 CHINA

Rethinking our mobility to face up climate challenges is a mission that Group Gainerie 91 is increasingly committed to. Concerned about its transport impact, our various international sites are offering solutions to minimize their negative effects.

In 2023, Gainerie 91 China initiated an internal **carpool** system for factory visits, relying on a schedule to minimize travel and distances covered.

SECOND FOCUS: PROMOTING THE TRANSITION TO ELECTRIC VEHICLES

- 3 out of 8 people at Gainerie 91 China site have electric vehicles.
- The implementation of mileage reimbursement based on the same scale as for gasoline vehicles, despite the lower travel costs for electric vehicles, aims to encourage this mode of transportation.

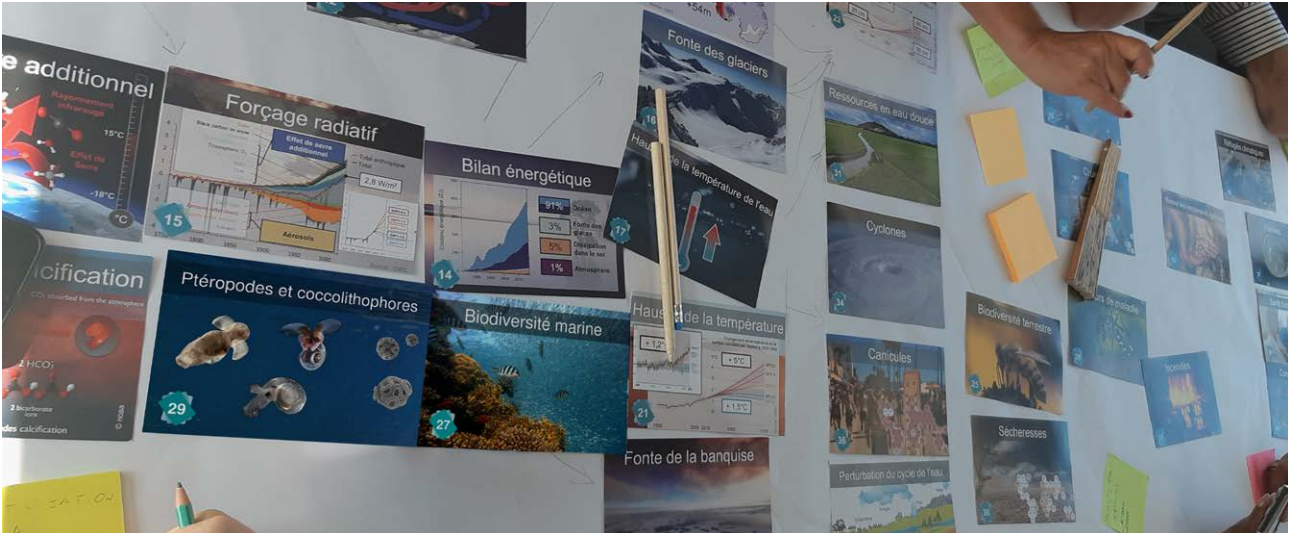
INVESTING IN GREENER ENERGY CONSUMPTION

Gainerie 91 Portugal is proud to have invested in 2023 in the installation of solar panels at its site with the goal of reducing its consumption of carbon-intensive energy (kWh). In February 2023, the production workshop, with the assistance of Prime Energy Solar System, a **green energy** producer and specialist in **renewable energy**, installed:

- 176 units of 555 W modules
- 4 inverters of 20 kW
- 1 inverter of 10 kW

Total power: 97.68 kWc

Results? The site's energy consumption has dropped from 120,666 kWh in 2022 to 60,752 kWh in 2023, representing a **reduction** of almost 50% in electricity consumption.



CLIMATE FRESK ON THE TRAIN HEADING TO LUXE PACK MONACO – OCTOBER 2023

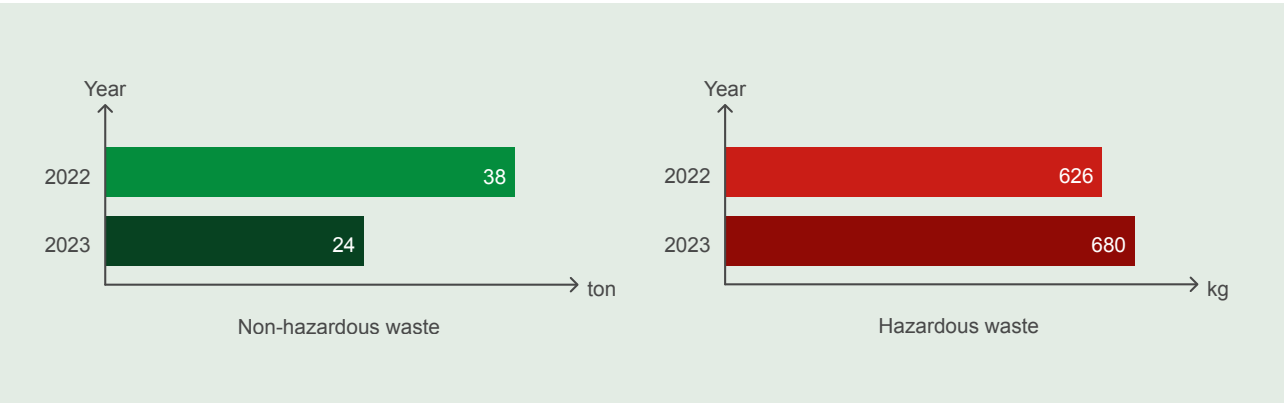
Group Gainerie 91 participated in a climate fresk workshop organized by Luxe Pack Monaco. This activity was offered to all the participants of the exhibition and took place during the Paris-Monaco train journey on the morning of Monday, October 2. Based on data from the scientific reports of the IPCC (Intergovernmental Panel on Climate Change), this fresk allowed us to engage with the topic of climate change in a **fun and collaborative way**. Participants reconstructed the cause-effect links and then explored the actions to be taken in both their personal and professional contexts.

COMMITMENTS TO MITIGATE CLIMATE CHANGE

We are aware of the risks posed by climate change. Indeed, our factories continue to implement practices at all levels to minimize our impacts, both in terms of purchasing (local sourcing) and within our processes and ongoing activities. These actions were priorities in 2023 and will be further strengthened next year. Moreover, our Gainerie 91 China and Gainerie 91 Mauritius sites could be exposed to climatic hazards that may lead to the temporary closure of the site for some time. Therefore, we plan to include these sites in our evaluations and business continuity plans.



POLLUTION AND WASTE



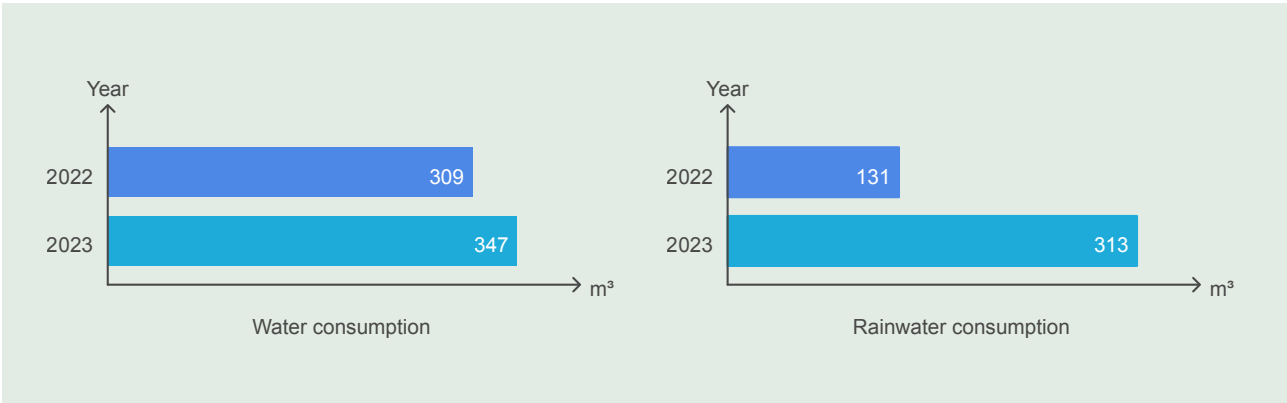
LEATHER WASTE MANAGEMENT AT GAINERIE 91 MAURITIUS

A project to highlight potentially recyclable waste began in 2023 to encourage reuse initiatives. This mainly concerns leather scraps collected during cutting operations and unused stock components.

Some depreciated materials from the stock were **recycled** to create **back supports for the chairs in our workshops**, following a general request from our artisans. Inspired by an existing and marketed model, this provides additional comfort to all 300 staff members.



WATER AND MARINE RESOURCES: CONSUMPTION AND DISCHARGE



Since our installation to the Lieusaint site in August 2022, we have been using rainwater collected in a 20m³ tank. In 2023, it covered half of our water usage. We continuously monitor indicators thanks to our two installed water meters, which allow us to evaluate our rainwater and municipal water inputs in real time. In terms of production, water has not been identified as an essential resource in our activities; our uses remain primarily domestic. However, we make sure to verify that water is considered as a precious resource by our suppliers: minimizing usage, recycling, and decontaminating before discharge into the natural environment. This is particularly an essential criterion

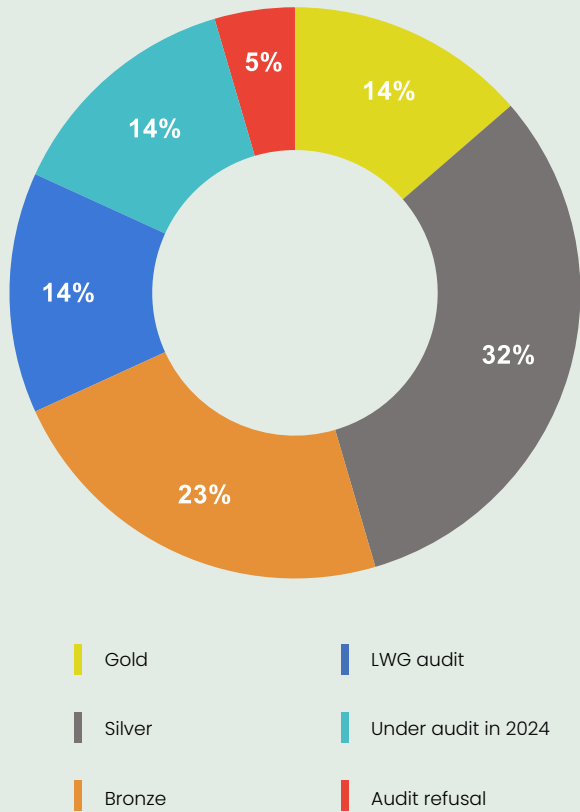
in our leather purchases, as the various treatments required to achieve the desired quality and shade can have significant impacts on the quantity consumed and the quality of the water to be treated. Additionally, we pay particular attention to both our daily water consumption and that of our employees. For example, water discharge is calculated and collected to be sent to wastewater treatment plants. The water used for cleaning brushes is stored in two separate containers: one for contaminated water and the other for contaminated solvents. Our specialized chemical waste provider handles their treatment to minimize their environmental impact.



BIODIVERSITY AND ECOSYSTEMS

We expect our leather suppliers to commit to obtaining the LWG (Leather Working Group) certification. This ensures that they comply with more environmentally friendly processes, particularly through increasingly stringent requirements on challenging issues such as traceability, deforestation, pollution, health and safety, social compliance, and governance. Monitoring their certifications allows us to support their progress or remove them from our supplier list.

INDICATOR: NUMBER OF LWG CERTIFICATIONS

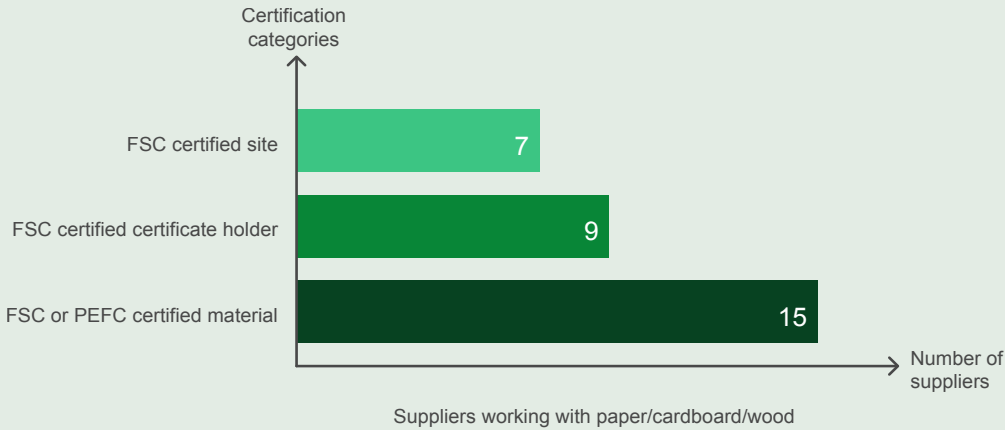


Commitment to certified wood

With the same objective of guaranteeing the quality and, above all, the origin of the materials used, including wood, in our productions, we ask our suppliers to increasingly source materials certified by FSC (Forest Stewardship Council) or PEFC (Pan European Forest Certification).

Our production facility in China is also FSC certified as it has set up a unique traceability system within our Group. At other sites, only certified wood is purchased, which allows us to meet our customers' demands.

INDICATOR: NUMBER OF FSC AND PEFC CERTIFICATIONS





Promoting sound professional activities

In China, March 12th has been designated each year as "Tree Day" since 1979. This event aims to raise awareness about nature conservation and to enrich the living environment. Gainerie 91 China also

planted trees on this special day in 2023. Through this activity, we hope to achieve sound insulation from the tree growth and, in the future, enhance the greenery in the region.



RESOURCES: CONSUMPTION, IMPACTS AND TRACEABILITY

Redefine the choice of materials in production

We are constantly evolving the materials used in our production to minimize the negative environmental impact on our ecosystem. Thus, whenever possible, our factories source alternatives to certain materials, particularly for the packaging and transport phase of our creations.

For example, Gainerie 91 China uses **kraft paper tape, cardboard, and tissue paper** for express packaging instead of plastic or foam rubber. **This packaging is 100% biodegradable and compostable**, decomposing itself naturally after a few weeks without causing pollution.

Protection tissue paper is also favored to replace the usual plastic protections, just like woven **plastic-free bags** for packaging more delicate products, which replace traditional polluting plastics.

Additionally, traditional plastic-based

adhesive tape has been changed into **kraft tape**, a more responsible solution that can be 100% recycled.

All packaging methods have been redefined with the goal of minimizing environmental impact and prioritizing revaluation (composting, recycling, etc.).

The paperless policy and the use of recycled paper for printing needs have also been implemented to support our sustainable commitment to environmental protection.

Gainerie 91 China closely monitors its heating and cooling consumption. To do so, the teams **systematically close the doors** when rooms and warehouse are not in use, in order to limit the spread of air conditioning into larger spaces and prevent energy loss.



Pillar

Savoir-faire and people





Workshop Gainerie 91 France



Key figures

“ To pass the savoir-faire and create a new talent pool to ensure the sustainability of the company and the leatherworking profession. Group Gainerie 91 is a pioneer in this movement, and we hope that in several years, it will serve as support and inspiration for other companies. ”
Corinne Armand, Artisan of Group Gainerie 91

1

Occupational accident
in 2023

1

Number of days off due to
a occupational accident

20%

Percentage of the workforce
under 30 years old

15%

Percentage of the workforce that
is senior (>45 years old)

4%

Proportion of employees
with disabilities (in FTE)



Testimonial



Corinne Armand
Artisan of Group Gainerie 91 and Campus Trainer

You have been a loyal craftswoman of Group Gainerie 91 for over 35 years. How do you feel within it, and how has it evolved since your beginnings?
I started in a small **family**-run structure in Montgeron, where we were about twenty

people. The entity gradually evolved with the founder, who left in 2000, making way for Mr. Haefelin, our current CEO. He launched **Group Gainerie 91** until it became what it is today.
We have evolved a lot, including a restructuring phase, due to globalization. Additionally, we have seen the development of sites in Mauritius, China, and Portugal, along with various hubs around the world.

What are the strengths of your workplace in terms of employee well-being? (Structure, layout, working methods, atmosphere, etc.)
The structure is very spacious, with peaks of intense production. Our production manager handles the workshop perfectly to ensure **smooth information transmission**. Today, thanks to our **new premises**, we no longer suffer from the heat; we have a dining area worthy of a restaurant, a break room that no one is complaining about, we have everything we need. We also occasionally **organize**



meals between colleagues (summer and year-end meals) with small kindnesses throughout the year. We also pay attention to both the long-standing employees and the renewal process within Group Gainerie 91. Personally, **I feel very well here**. I started in 1985 as part of a family, and I still consider myself to be part of it today. There's nothing I would change about my career.

As a trainer within the G91 Campus since its foundation, you pass on the skills and values of the Group to new hands. What are the objectives? How is the Group committed to the skills development of its employees?
The school was opened in 2023 with Mr. Haefelin's desire to revive the craft of leatherworkers, there has been no formal training in this profession since 1990, after the closure of the two main schools. The leatherworking profession had therefore been lost. To revitalize it, our CEO established this **Campus** with the help of France Travail, the government agency

responsible for employment in France. It's a 3-month **training program** where we relearn the craft of leather goods maker with a bit of leatherwork as support. At the end of this training, we offer the learners a fixed-term contract, which they can accept or decline. The goal is to pass on the savoir-faire and create a new talent pool to **ensure the longevity** of the company and the leatherworker profession.

Group Gainerie 91 is a **pioneer** in this movement, and we hope that, over the years, it will be a support and a source of inspiration for other companies. We are the only ones offering this course and also offering a CQP certification recognized nationally. If I had this opportunity at the beginning, I certainly wouldn't have approached my profession in the same way.



SKILLS DEVELOPMENT - ATTRACTIVENESS - TALENT RETENTION - SOCIAL RELATIONS

Campus

SKILLS DEVELOPMENT
ATTRACTIVENESS
TALENT RETENTION
SOCIAL RELATIONS



2

Internal trainers

3

Months of training

5

Internal students

3

Fixed-term contract
recruitments

We are convinced that **continuous learning** is the key to success for both our employees and our company.

Since October 2, 2023, our internal training campus, in partnership with the **Centre Technique du Cuir**, offers training opportunities to our employees. Delivered by our internal trainers who are experts in the field of leather working, this practical training, which includes concrete projects, case studies, and simulations, allows our talents to **enhance their skills**, boost their **confidence**, and marks the emergence of **new ideas and**

perspectives. It is also a **source of new external talent** as our Campus is opened to everyone.

Collective information sessions in partnership with France Travail are set up, supported by aptitude tests: the Recruitment Method by Simulation (MRS) for job seekers interested in the Gainerie 91 Campus. This grants equal opportunities regardless of the level of education and experience.

A transmission of our expertise and the preservation of our national heritage.



Our training in 2023

France site

As part of our commitment to enhance the skills of our employees and to certify the knowledge and expertise of our craftsmen, Group Gainerie 91 has implemented internal training sessions throughout the year 2023.

5

Annual regulatory training sessions

ELECTRICITY TRAINING	In January, three employees attended an internal training session provided by Neomis, a specialist in workplace safety training. The goal is to understand the electrical hazards in the workplace and to safely carry out interventions, replacements, and operations related to electricity safety.
CACES 1 TRAINING	The Aftral Group, specializing in transport, logistics, and supply chain training, is our intermediary for training related to the operation of our internal equipment. In January 2023, our logistics manager received basic training in operating powered industrial trucks.
CIRCULATE AND WORK IN ATEX ZONE	Half-day external training for the three painters on site to ensure their safety in explosive atmosphere zones. Awareness on recognizing risks and behaviors to adopt in the paint booth, along with identification of explosion mechanisms.
SURFACE COATING TRAINING 003	An internal training session was held to our painter by ISOPA, the European trade association of diisocyanate and polyol producers, on spraying in a ventilated booth, cleaning, waste management, and handling mixtures at room temperature.
BASIC TRAINING 045	Basic Level 1 training on surface coating was provided on our site.



5

Non-mandatory training provided

PROFESSIONAL QUALIFICATION CERTIFICATE OF LEATHER WORKING FOR 4 PRODUCTION EMPLOYEES	These sessions are organized with our trainer from CTC Lyon. Based on a written test and an observation phase at the workstation, this certification attests to the knowledge and skills of our artisans. It is a source of pride for our Group, which is thus enhancing its expertise.
INTERNAL TRAINING ON LEATHER PROCESSING TECHNIQUES	In partnership with the CTC of Lyon, the professional qualification certificate and the training in splitting, trimming, stitching, and leatherwork are conducted by our external instructor. Combining a written test with an observation phase at the artisans' workstation, this program ultimately results in a certified diploma in the craft of leather wrapping.
GROUP INTERNAL TRAINING	As part of the knowledge-sharing initiative, we conducted an exchange within the Group. Our carpenter spent a week in Portugal to be trained on CNC machines by our Group expert. Additionally, in November 2023, as part of a client project requiring specific skills, a painter from our Gainerie 91 Portugal site came to our Lieusaint premises to support and train our two in-house painters. This involved a 15-day training session in a paint booth for the production of boxes.
PURCHASING TRAINING CENTER	The Purchasing department also participated in a training session provided by CDAF Formation (Center for Purchasing Training), a reference for professionals in the field. Through this immersive approach, based on "gamified" training courses, participants were immersed in their own Purchasing Adventure, where they develop their skills in a fun and interactive way. The goal is to convey and strengthen the skills necessary for the success of purchasing activities.
MANAGEMENT TRAINING FOR LINE MANAGERS, WORKSHOP HEADS, AND DESIGN OFFICE MANAGERS	The members of Gainerie 91 France holding managerial responsibilities participated in a training program with the Seine-et-Marne Chamber of Commerce and Industry (CCI). This initiative aimed to provide them skills to position oneself as a representative with the team and deepen managerial techniques.



Our training in 2023

Mauritius site

3

Internal Training

TRAINING FOR SKILLS TRANSFER

Line managers training for the skills transfer (mechanical, technical, electrical, etc.) between artisans, followed by a one-month on-the-job review. This initiative aims to address potential staff absences and departures of long-serving employees who have been with the Gainerie 91 Mauritius site since its inception nearly 50 years ago.

HEALTH & SAFETY TRAINING

An annual training in occupational health and safety is organized for the site's first aid responders.

TECHNICAL TRAINING

We also collaborate with the University of Mauritius for technical training courses: Autocad Basic and 3D. Our technicians had the opportunity to broaden their knowledge and skills to master the software associated with new machines.

2

External Training

PROFESSIONAL LEADERSHIP TRAINING FOR LINE MANAGERS

This training was organized by two professors from the University of Mauritius externally. The two sessions took place over a weekend at a luxury hotel, with all expenses covered by the company. The 13 participants were paid overtime for their participation.

MACHINE TRAINING ABROAD

Several of our managers have undergone training abroad to master the specific expertise required for the use of new machines.

- Automatic stitching machine: one person trained at Gainerie 91 Portugal
- Painting booth: a technician trained for one week at Gainerie 91 China



Our training in 2023

Portugal site

In 2023, operators and team leaders underwent various technical and specialized training on machines and materials to enhance their skills and professional development.

3

Internal Training

WORKPLACE SAFETY AND QUALITY TRAINING

In April, the site manager and the heads of the various departments (7 people in total) attended a training day conducted by an external trainer from Cliwork, a Portuguese organization recognized in the field of workplace safety. The training focused on raising awareness of all the risks and shortcomings present on site that could lead to accidents (machines, fire Equipment, etc.), as well as all possible improvements in production to ensure quality standards. This meeting led to the second and third phases, which were carried out in July and November for a complete and updated follow-up. The same training was also provided to the temporary workers involved in production.

FIRE TRAINING

Three hours of training were conducted in July to train 10 new employees on fire risks and firefighting. This practical and theoretical training was organized by Vianas (certified by DGERT), enabling trainees to face the real challenges of our industry with confidence (confined space management, basic first aid for people in distress, firefighting, and rescue).

E-LEARNING

Five employees completed the Professional Training in General Workplace Safety through virtual learning. This training is designed to provide the knowledge and skills necessary to understand and apply workplace safety standards in a general environment. It covers various risks and preventive measures such as risk management, accident prevention, best practices in safety, and current regulations and standards.



Our training in 2023 Chine site

All our Chinese employees attended a **fire training session** in 2023 with the city's firefighters to ensure the safety of the teams in the event of a fire outbreak.

The employees were put into real-life situations, including the use of smoke generators and fire extinguishing equipment, to **learn the proper actions** and assess the appropriate behaviors.

The four main objectives were:

- Identify the fire alarm signal;
- Locate emergency exits and the safest route to reach them;
- Familiarize with fire safety instructions;
- Adopt the correct reflexes in the event of an incident.

Additionally, a practical session on first aid application followed, ensuring that everyone is equipped with the necessary skills to respond in case of an accident affecting a member of our teams. Everyone was feeling more confident and assured. These sessions are highly beneficial for Group Gainerie 91.



Highlighting our expertise externally: a boost in attractiveness

Learn While Exploring

Since 2019, Group Gainerie 91 has been a proud partner of the international program **Learn While Exploring (LWE)**. Developed by Agus Cattaneo, a fashion consultant, trend expert, and professor based in Paris, LWE was founded on the principle that "learning through experience is the best way to enhance classroom-based pedagogy."

Drawing on her extensive network of industry insiders, Agus personally designs the program, combining theoretical classroom topics with private visits to workplaces, factories, workshops, showrooms, publishing houses, and living heritage companies that provide practical insights into the topics covered. We are honored to have been selected as

ambassadors of French craftsmanship and to host, every September, a group of fashion and French craftsmanship enthusiasts.

In 2023, visitors had the opportunity to have lunch with our team members on our rooftop, followed by the privilege of taking part in a guided tour of our workshops, with explanations of our processes and answers to their questions. The meeting concluded with a hands-on workshop where participants created leather keychains with our artisans. The day ended with a remittance of gifts made in-house by the Group.

This initiative serves as an external promotion of **our craft and expertise**, elevating the **profession of leatherworker to the level of excellence**.



ETHICS AND VALUE SHARING

CSR mobilization 2023

To implement a long lasting CSR policy and engage all employees, awareness sessions were organized at the beginning of 2023. Besides presenting the concepts of CSR, ISO 26000, the SDGs, etc., it was also about defining the main lines of the actions that would be implemented within Group Gainerie 91.

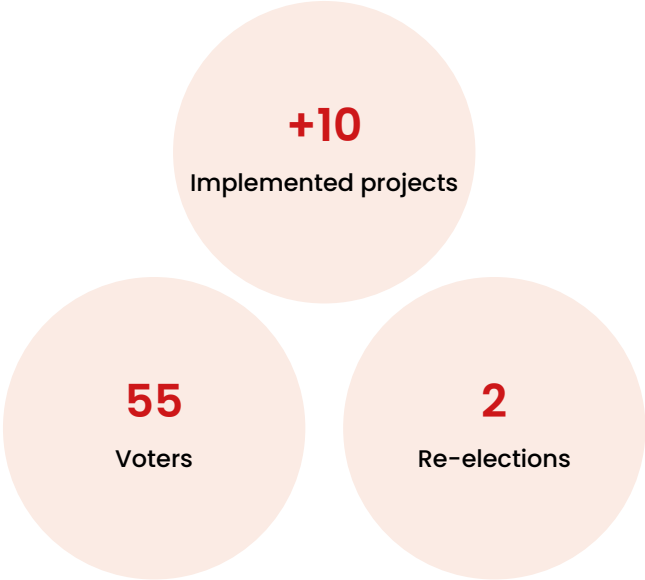
Two sessions were organized at the Lieusaint site, as well as one for each of our

subsidiaries and sales offices, bringing together representatives from all departments.

These sessions allowed everyone to feel involved in the topics discussed and to subsequently engage in the actions to be taken, whether it be on waste management, safety, or the data collection necessary for calculating the various indicators presented in this report.



Ethics and Employee Rights: 2023 CSE Election



In October 2023, the renewal of the CSE members took place at the Lieusaint site. This body, which was strengthened in 2023, is committed to defending employment, improving working conditions for our employees, and upholding their rights. The elected assembly, composed of six members, is entirely female. The CSE is represented by two primary members from management/superviso-

ry roles (a sales representative and a project manager), supported by their alternates, as well as one primary employee/worker member and her alternate. This new face of the Group Gainerie 91's dialogue body highlights our attention to the needs of employees, represented by their elected representatives, and strengthens their loyalty towards their employer.



Pause com'

Internal communication is a key element for Group Gainerie 91. Facilitating communication between employees, smoothing the flow of discussions, and strengthening ties and the feeling of belonging, the "Pause com'" are much more than informal meetings: they are true opportunities for exchanges.

Whether held around a breakfast or a drink, these moments allow our teams to stay informed about new arrivals, news from the various Group sites, internal video shoots, new internal rules, promotions, as

well as upcoming projects and events.

In 2023, the last "pause com'" took place in our cozy Atrium, where internal topics were discussed, including leather working certifications diplomas obtained by some of our artisans. It was also an opportunity to internally unveil a project that will come to life in 2024.

Because human exchanges are at the heart of our values, we believe these original professional moments foster **true harmony** and enhance **effectiveness and closeness** between our collaborators.





EQUALITY, DIVERSITY AND INCLUSION

Indicators monitored in France

Our gender equality index is published on our internal website. As women are in the majority in our teams, it is not possible for us to calculate an overall score.

35

Indicator salary rate gap
of increase between
women and men

5

Indicator of the number of employees
of the underrepresented gender
among the 10 highest salaries

INDICATORS MONITORED IN FRANCE	2023
% of women	75,4%
% of women on the Executive Committee (COMEX)	45,5%
% of women on the Steering Committee (COFIL)	58,3%
Indicator of the number of employees of the underrepresented gender among the 10 highest salaries	5
% of workers with disabilities in full-time equivalents (FTE)	4%



Employment

CAP EMPLOI 77

In 2023, our Group partnered with CAP emploi 77 (Seine et Marne Employment for People with Disabilities). This organization provides support for workers with disabilities and employers, assisting with job search, recruitment, and retention efforts. A true source of information and networking between businesses and workers with disabilities, CAP Emploi 77 has allowed us to raise awareness about our company and our profession within our business area. Furthermore, to benefit from a privileged contact for job offers related to our production needs, and to be supported in the arrangement of positions and in the improvement of working conditions for our disabled employees.



ESTABLISHMENT OF VIE CONTRACTS (INTERNATIONAL VOLUNTEER IN BUSINESS)

2023 also were devoted to the introduction of two international volunteer contracts within the company. As part of our efforts to strengthen our international presence, Group Gainerie 91 recruited two new employees in November 2023. They underwent a 15-day training at our French site in Lieusaint as part of their initial integration. Recruited as junior project managers, the two new hires then moved to our factory in Portugal for a 24-month period. This cultural diversity brings innovation and dynamism, making our company attractive to new talent.





INTERNSHIPS

In collaboration with France Travail, Group Gainerie 91 has been offering internships since 2023 for job seekers interested in our production jobs. These one-week discovery internships, in the form of conventioned training, help to strengthen our **inclusivity approach**, to discover new talents by assessing the skills and behavior of candidates in a real work environment. These periods of professional immersion (PMSMP) reduce recruitment errors and help promote our profession and sector to the general public.

Additionally, our other production sites also encourage internships to source new talent. For example, Gainerie 91 Mauritius works closely with several institutions offering internships to their students as part of their academic programs.

In 2023, we hosted interns from:

- Mauritius Institute of Training & Development: this organization is

committed to training technicians/operators for industrial sewing machines. Several of these interns were hired by us

- University of Mauritius: students in mechanical engineering, production management, management, and accounting
- University of the Mascareignes: internships in the technical field
- Polytechnics Mauritius: students in logistics

HIRING A FAMILY MEMBER

A family-owned business since its creation, Group Gainerie 91 is committed to ensuring long-term employment through close relationships. In 2023, our French factory had nine pairs of employees with strong family ties. These relationships promote collective commitment and direct communication, thus strengthening the trust climate, both among the Group members themselves and between management and employees.

EMPLOYMENT OF SENIORS

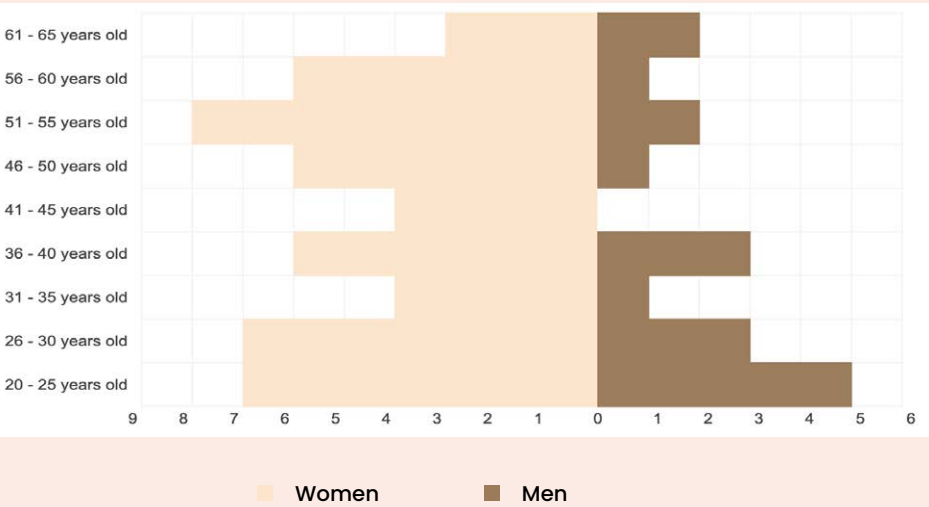
Group Gainerie 91 is committed to the employment of seniors (professionally established in terms of career and training at the age of 45). By focusing on recruiting both young talent and individuals over 45, the Group ensures diversity and richness within its teams. Beyond providing specialized expertise and solid

experience, seniors are key to true intergenerational knowledge transfer. This exchange of skills and savoir-faire forms the DNA of the Group, allowing for a rich human and professional experience.

Hires in 2023 and the age of recruits:

Out of 15 hires in 2023 at the Lieusaint site (France), 4 were over the age of 45, with a maximum age of 59.

AGE PYRAMID 2023
(STAFF BASED ON AGE RANGE)





HEALTH, SAFETY AND WELL-BEING OF EMPLOYEES

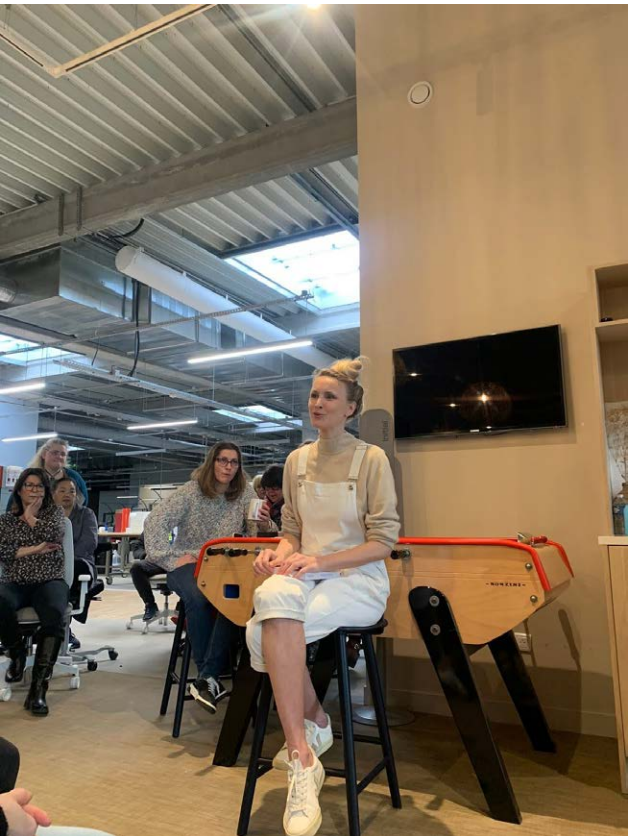
Workplace hygiene and safety awareness

5
Groups

41
individuals

Because the safety of our employees is important to us, all our production staff at Gainerie 91 France took part in awareness sessions in July and September 2023, jointly led by the CSR manager and the HR manager.

Each workshop provided a reminder of general guidelines regarding the use of PPE (Personal Protective Equipment), incident reporting, first-aid references, stress management related to noise, hygiene rules, chemicals, hazard symbols, and the preventive measures to be followed to minimize risks.



What if we started decluttering our interior?

On February 2nd and 6th, 2023, Gainerie 91 France organized the Green Days. Hosted by Marie Queru, founder of L'Arrangeuse, a consulting firm in Interior Ecology based in Paris, these days aimed to deeply transform our relationship with objects and the environment. They allowed participants to attend a 1.5-hour conference on the discovery of indoor ecology, take part in practical sorting workshops and implementation within the offices and production areas, and to reflect on the design of communal spaces with a focus on pollution

reduction well-being for all.

Here are the lessons learned and actions taken in 2023:

- Reduction of paper waste and an increase in the shift towards digital following the observation of heavy paper usage
- Rehabilitation of the storage space in the workshop to improve efficiency
- Improved communication between stakeholders to limit the excessive storage of unnecessary and obsolete files



Health

ERGONOMIC CHAIRS



Group Gainerie 91 places the health of its employees and its skilled workers at the heart of its internal concerns. Following a study conducted in 2022 by an ergonomist on the physical conditions and constraints of various production positions in our workshops, our Lieusaint site invested in an additional 15 state-of-the-art ergonomic chairs. Combining innovative design with an active workstation, these new tools offer great seating comfort and promote optimal posture, helping to reduce the discomfort associated with manual activities and preserving physical well-being in the long term.

SUPPORT FOR HEALTH



Continuing our commitment to contributing to the health and well-being of citizens is a priority. Therefore, Gainerie 91 Mauritius participates annually in a blood donation activity on-site, in collaboration with the Ministry of Health of Mauritius. In 2023, a third blood donation drive was organized. This voluntary exercise brought together around sixty employees. It serves not only to replenish the blood reserves in the territory but also to ensure access to blood for our employees in case of need.



Team building and internal events

To strengthen the team spirit of our employees and share more informal moments both within and outside of our premises, Group Gainerie 91 organized numerous internal challenges, meals, and exchange times in 2023, improving recognition and dialogue among employees from various departments.

FRANCE



What if the company also contributed to enhancing moments of sharing among employees? This is what our Group undertook as part of organizing a football tournament. On May 3, 2023, our pleasant relaxation room hosted the first Gainerie 91 France table soccer tournament. The volunteer competitors faced off to become the best foosball player of 2023. The two winners won a go-karting session, full of adrenaline and speed! A triple-objective initiative: to Unite, Challenge, and Communicate.

CHINA



In China, there is a principle known as "Guanxi" which requires every good manager to place human relationships at the heart of their actions. The Chinese are very sensitive to the quality of relationships and to good understanding in the workplace. Therefore, to strengthen bonds and increase our employees' sense of belonging among our employees, many team-building events and activities were organized in 2023.



End of year celebrations

FRANCE

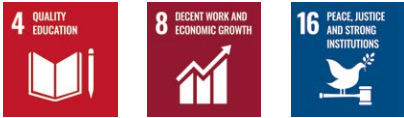


The traditional end-of-year company meal took place at Les Demeures de Varennes on December 11, 2023. A chartered bus provided for the occasion, allowed everyone to get there ,where guests enjoyed a Photo-booth to capture some memories, numerous gifts including the traditional chocolates, and a room decorated for the event to share the lunch. It was a way to end the year together and to demonstrate our Group's commitment to collective celebration and recognition of everyone's progress and performance.

MAURITIUS



At Gainerie 91 Mauritius, the year-end celebration took place on the Deux Cocos island for 200 participating employees. As the premier Corporate Events venue, it is the ideal location to bring staff together around a local buffet, traditional dances and music, and various activities to celebrate, on a dedicated day, the calendar year's end.

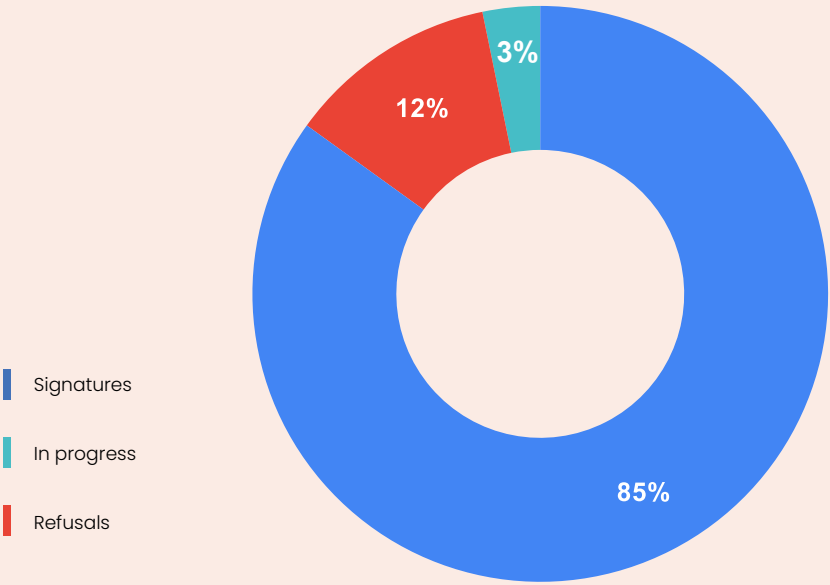


RESPECT FOR HUMAN RIGHTS THROUGHOUT THE VALUE CHAIN - CHILD LABOR

It is very important for Group Gainerie 91 to ensure compliance with local labor laws and human rights throughout our value chain. This is outlined in our ethical charters, which all employees at our sites commit to respecting, and in our CSR charters signed by our suppliers and subcontractors.

Each individual, at their level, commits to respecting our criteria. When faced with a refusal to sign, we analyze the supplier's reasons and may either remove them from our references or support them in understanding the issues so they can align their practices with our expectations.

SIGNATURES RATIO CSR CHART SUPPLIERS





Sponsoring

LES MARIANNES 92 – FRANCE



For the fourth consecutive year, our Group is sponsoring the women's volleyball team, **Les Mariannes 92**, a club from Levallois Paris Saint-Cloud. This initiative reflects **our commitment to supporting local sports activities** and our desire to **promote gender equality in sports**. These athletes embody determination, teamwork, and a competitive spirit—values that we share within Group Gainerie 91. We have closely followed their matches throughout the year, particularly their victory in Istanbul against the Turkish team, which was featured in one of our internal newsletter articles.

JCI – MAURITIUS



For several years, Group Gainerie 91 has been supporting the **development of entrepreneurship** with its title as a sponsor of JCI, the Junior Chamber International. The aim is to provide young people the necessary development opportunities to empower them to create **"positive changes."** In this context, a sponsored evening by Gainerie 91 Mauritius took place in September 2023 to reward the latest finalist for the title of Young Creative Entrepreneur.



SUPPORT FOR COMMUNITIES



TOY DRIVE

In a desire to combine the end-of-year celebrations with corporate solidarity, our Group took the initiative to organize a toy drive in December 2023 for those in need. In partnership with the town hall of Lieusaint, our teams collected a trunk full of toys and books for the children in need in the city.

SUPPORT FOR ESAT (SUPPORTED EMPLOYMENT WORKPLACE)

In December 2023, all our employees received a notebook made from recycled milk cartons and bricks. This gift, featuring our



Group, was produced by the communication agency Les Papillons du Jour. This adapted company supports us in our global communication strategy by offering office products and internal gifts for all occasions. Sharing the common value of inclusion through the integration of disabled workers for a more inclusive society, Gainerie 91 France and the agency have been working together for several years.

SUPPORT FOR THE MOST DISADVANTAGED COMMUNITIES

The Double Ninth Festival is a traditional Chinese celebration that is happening on the ninth day of



the ninth lunar month. In Chinese culture, the number "nine" symbolizes longevity and eternity. The two main themes of this festival are mountain climbing to receive blessings and gratitude and respect toward the elderly. The spirit of this festival lies in respect, care, and prayer for the health and longevity of our elders. This is why Gainerie 91 China usually takes advantage of this day to help those facing difficulties in life. Thus, on September 9, 2023, volunteers from our teams in China visited families living in poverty to provide them with support and assistance by supplying essential goods.



Pillar

Performance and quality





Leather working for the creation of a case



Key figures

A sharp and controlled quality at the service of our performance.

110 080,13

Hours worked
in 2023 in France

52,72%

Efficiency (production rate)
in 2023 in France

NEW SITE 3 – MAURITIUS 2023

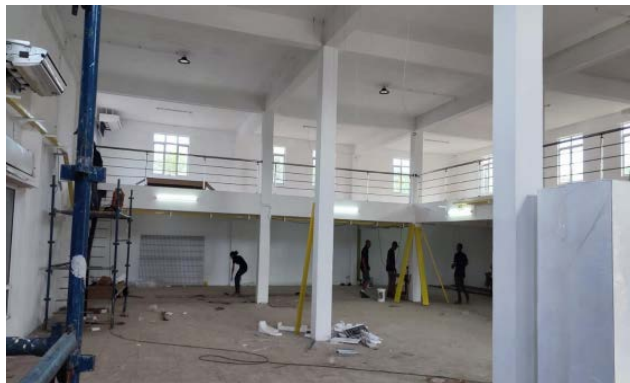
- 1,000 m²
- 100 employees, including 80 new hires
- 500 meters from the parent site
- Fully equipped workshop, from cutting to quality control
- Parc machine development
- Revision of production lines for increased performance
- Sustained growth



An extension as a sign of our performance: Gainerie 91 Mauritius



Site 3 before rehabilitation works



Site 3 after the completion of works

In response to the increase in our activity in 2023, our Gainerie 91 Mauritius site had to consider several actions:

- Recruit more employees
- Invest in new, more efficient and modern machines
- Implement new technologies
- Establish new lines of business

To adapt to all these changes, expansion and multi-site work were necessary. In this regard, in 2023, we set up a new site, commonly referred to as **Site 3**. This workshop was designed differently, with the primary objective of providing the staff with a more welcoming and plea-

sant environment. Special attention was given to the following aspects:

LIGHTING

The general lighting has been installed to combine natural light with ambient lighting. New work tables have been created with a modular lighting system directly onto the workspace.

LIVING SPACE

A larger and more comfortable locker room. More space between machines.



New counter-boxes
manufacturing machine



UV rate testing machine



Humidity-temperature testing
machine

MODERNIZATION AND MECHANIZATION

The expansion to a third site in 2023 also allowed for the acquisition of new machines for the production of counter-boxes. This task, which was previously done manually, has been automated thanks to the introduction of three machines.

Benefit: Increased productivity (4,000 units produced per week, or 800 to 1,000 units per day), improved quality, and complete mechanization of production, thereby reducing the physical arduousness of the task.

Challenges: Rethinking the entire op-

rating system, leading to significant disruptions and transformations. Adapting to new constraints and challenges from which Gainerie 91 Mauritius has emerged stronger from this transformation.

Furthermore, the parent site welcomed its first 3D printer for the production of samples and templates. It required the training of 10 employees for its use. It improves the **speed to market** of production and, as a result, its **efficiency**. Finally, two testers for UV resistance, humidity, and high and low temperatures have been installed at Gainerie 91 China to conduct climate tests on our products.



CONSUMER HEALTH AND SAFETY

Traceability and safety

CONSUMER HEALTH AND SAFETY



It is essential to ensure that all suppliers from whom we source comply with the expected quality, as well as chemical composition.

We pay particular attention to compliance with applicable regulations in the countries where we operate, as well as in those where our clients' products will be sold.

With regulations being complex and requirements increasing, we have therefore intensified our exchanges with our suppliers. Given the complexity of this subject, we are constantly improving our actions and our support to ensure the compliance of the products we bring to market.

RESPONSIBLE
PROCUREMENT
PROCESSES, RISK
MANAGEMENT:
ANTI-CORRUPTION,
DATA PROTECTION,
FAIR COMPETITION,
GOOD PRACTICES



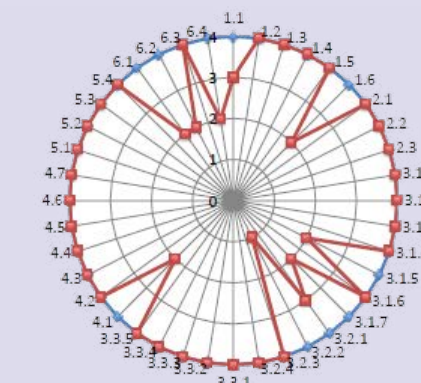
**RESPONSIBLE PROCUREMENT
PROCESSES, RISK MANAGEMENT:
ANTI-CORRUPTION, DATA
PROTECTION, FAIR COMPETITION,
GOOD PRACTICES**

A new self-assessment tool was implemented in 2023 to inquire about our suppliers' CSR practices and to support them in their progress when they identify a

need for additional information.

This tool allows us, through their responses to a comprehensive survey, to quickly visualize areas for improvement.

GRAPH OF SUPPLIER PERFORMANCE RELATIVE TO COMPANY REQUIREMENTS (SCALE OF 1 TO 4 ON CSR CRITERIA)



Thus, we must prioritize supporting our supplier by providing them with tools on: managing their own suppliers (question 3.2), controlling their supply chain (question 3.3), as well as meeting our ex-

expectations as a client and transmitting this within their value chain (question 1). Through this visual, a tailored support plan is proposed to help them improve and continue working with us.



STRUCTURE AND GOVERNANCE CSR

CSR initiatives at Group Gainerie 91

The organization established within the Group Gainerie 91 ensures that everyone is informed and can take action on CSR topics. The governance bodies are as follows:

- **COMEX:** It brings together the CEO, all site directors, the sales director, the technical director, the financial director, and the CSR manager. The COMEX meets quarterly. A presentation of CSR updates from each site and department is systematically included on the agenda.
- **COPIL:** It brings together the CEO and all department heads from the French site. The steering committee (COPIL) also meets every two to three months. Everyone is asked to share their updates, which helps to connect the needs and actions taken by all. CSR is also systematically included on the agenda.
- **CSR COMMISSION:** It brings together representatives from all departments of the company and meets every 6 to 8 weeks to review the progress of the action plan and decide on the strategy to be implemented. For each topic targeted by our action plan, an internal leader has been identified. They report on the progress of their work within the commission, who will make the expected decisions.



MISSION - PURPOSE AND VALUES - ALIGNMENT WITH THE SDGS

Implementation of profit sharing

In 2023, the CEO of Group Gainerie 91 concluded the implementation of a profit-sharing agreement for its employees. This profit-sharing, calculated based on the Group's turnover, will be received by employees in 2024.

This collective initiative will also be continued in 2024 and aims to reward em-

ployees for achieving objectives and to recognize the growing performance of the Group.

More than a common indicator to act upon, it now represents a response to employee expectations and a valuable anticipation, for our employees, of a future obligation.



Strict criteria in the selection of our suppliers

Ensuring that our suppliers share our values, meet our requirements, and comply with the criteria outlined in our specifications is a major and daily challenge for our Purchasing department in order to offer exceptional products that reflect

our image. This is the role of our sourcing office in Dongguan, China, which serves as the primary connector between our Group and the local actors in the region. For this reason, supplier selection is based on strict criteria:

<div>01</div> <div>Work environment, safety, and best production practices</div> <div>Example: requirement for the Use of Personal Protective Equipment (PPE)</div>	<div>02</div> <div>On-site environmental protection</div> <div>Example: equipment for wastewater treatment</div>
<div>03</div> <div>Systematic request for relevant factory certificates</div> <div>Qualification and annual update inspections</div>	<div>04</div> <div>Environmental protection in production</div> <div>PVC Ban, obligation to use recycled materials, priority to environmentally conscious suppliers</div>



Once the selection is made and the supplier chosen, the work continues throughout the collaboration between the two parties to ensure compliance with our processes and to monitor each step, so that they align with our long-term expectations.

Thus, Group Gainerie 91 positions itself as much more than just a client; it is a true partner to its suppliers. Encouraging, educating, and cooperating are the principles that guide our vision of this supplier-manufacturer relationship. We are therefore committed to:

- 1

Encouraging our main suppliers to reduce the use of padding materials such as EVA, EPE, and plastic bags for the customization of protective boxes, preferring instead the use of cardboard and tissue paper.
- 2

Paying particular attention to the packaging of finished products, both to limit breakage and to avoid the excessive use of materials such as magnets and EVA.
- 3

Raising awareness about the development and use of R-PP, fabric, microfiber, felt, pulp, hemp rope, cotton fabric, etc., to replace traditional materials made from chemical fibers such as polyester.
- 4

Educating and training our suppliers on the use of coatings and recyclable materials by promoting water-based inks, soy-based inks, biodegradable coatings, and recyclable paper for manufacturing products, while ensuring a reliable structure and consistent quality.
- 5

Encourage the reduction in size and weight of plastic and metal parts that cannot be substituted, and set up the disassembly of these in order to reuse them.
- 6

Cooperating with suppliers in the long term and sharing environmentally friendly actions to implement (e.g., new recycled materials).

The consequences of this close relationship with our suppliers: increased trust and reduced negative impacts of our productions, without compromising the required quality.



REGULATORY ENVIRONMENT

Quality commitment and performance enhancement

A PERFORMANCE DRIVEN BY A CONSTANT QUEST FOR QUALITY

In 2023, quality control visits were conducted at our suppliers' sites to ensure quality upstream of orders and compliance with delivery deadlines. This also allowed us to communicate our CSR principles to them and encourage their implementation within their own structure. For example, the manager of Gainerie 91 Mauritius factory visited our French leather supplier twice to oversee the selection process and ensure compliance with best practices. Additionally, the purchasing manager from the Mauritian factory traveled to Viet-

nam before purchasing new machines to guarantee the reliability of the investments and gain a better understanding of the manufacturer's environment and procedures.

NEW POSITIONS TO ENSURE THE DESIRED EXCELLENCE

Our Gainerie 91 Portugal site has also intensified its focus on performance and quality in 2023 through recruitment. A new quality technician role, with technical training, was created to improve processes and implement a quality management system.



LABELS, STANDARDS AND CERTIFICATIONS

Ecovadis

In 2023, Gainerie 91 France received the silver medal following its evaluation by ECOVADIS. This medal recognizes the CSR policy implemented at the site.

The evaluation was carried out for our activity in the "Manufacture of travel goods, leather goods, saddlery, and

harnessing" sector, which corresponds to our activity code. This overall score obviously reflects the processes and documentation put in place in response to the numerous questions about the environment, health, and safety in our workshops, as shown by the results obtained here:





Commitments

UN GLOBAL COMPACT – FRANCE NETWORK

Since 2021, Group Gainerie 91 has been proud to be a member of the United Nations Global Compact. This commitment highlights our determination to actively contribute to the Sustainable Development Goals (SDGs) in order to work towards a more sustainable world by 2030. As a company, we are committed to implementing concrete actions across all our sites, aligned with the principles of the United Nations Global Compact and in harmony with the SDGs. This approach reflects our social and environmental responsibility, as well as our contribution to achieving global goals for a better future.



SEDEX

All our sites are members of SEDEX and participate in the SAQ (Self-Assessment Questionnaire). This global platform allows us to assess our sustainable practices, measure our progress, and identify areas that require improvement. SEDEX also facilitates communication along the value chain. For a more thorough evaluation, we comply with the comprehensive audit framework, SMETA 4 pillars, covering labor, health and safety, environmental performance, and ethics. These audits, conducted by accredited local companies, are renewed every 3 years, accompanied by detailed reports and action plans.



SA 8000

This international certification standard addresses issues such as forced labor, child labor, health and safety at work, freedom of association, discrimination, disciplinary practices, working hours, remuneration, and management systems. Its goal is to develop, maintain, and adopt socially acceptable practices in the workplace.



ECOVADIS

Ecovadis evaluates our CSR (Corporate Social Responsibility) performance in the social, environmental, and ethical areas. This solution, recognized by many clients, allows for the automatic sharing of our assessments and continuous improvement initiatives.



CDP (CARBON DISCLOSURE PLATFORM)

The CDP platform allows us to provide our clients with detailed information on our carbon emissions and the mapping of our value chain, the measures taken to reduce our risks, and our commitments. By completing an online questionnaire, we contribute to the transparency of our practices.

2024 FORECAST

2024 is a year of transition that sees Group Gainerie 91 transforming.

The entry of investors, resulting from our actions taken last year and highlighting our influence and performance, allows for our international development to respond ever more efficiently to the needs of our clientele.

By becoming a Group, Gainerie 91 must comply with the CSRD (Corporate Sustainability Reporting Directive). This perspective accelerates the structuring of our CSR initiatives and dictates a clear framework.

The actions started in 2023 to prioritize our challenges and report on key indicators will therefore be completed and strengthened. We are also continuing to raise awareness among our teams about sustainable development across our sites. The dissemination of this information helps to explain and justify the

actions taken to gain acceptance from the largest number of people. Constraints are indeed numerous and can sometimes complicate operations by structuring them. It is therefore essential to explain the objectives of our requests and demonstrate how they allow us to act positively in order to face the global challenges that await us.

2024 will be an opportunity for us to go further, particularly by developing our double materiality matrix. This exercise will allow us to validate the choices made in 2023 and to deepen our exchanges with our stakeholders.

As a Group, our vision is increasingly focused on further internationalization with the opening of offices in regions where Group Gainerie 91 has not yet developed.. Expanding into overseas markets is a priority for us, as the potential there is significant.

Design

kizness.com

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