

VISION

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

JURIDIC STATUS

CHLOÉ IS A SIMPLIFIED JOINT-STOCK COMPANY (« SOCIÉTÉ PAR ACTIONS SIMPLIFIÉE (SAS)») SINCE 25 OCTOBER 2004, SUBJECT IN PARTICULAR TO THE PROVISIONS OF THE FRENCH COMMERCIAL CODE.

ASSOCIATES

THE COMPANY HAS 2 PARTNERS, PHILIPPE AGHION AND SOPHIE CAGNARD, REPRESENTING RICHEMONT.

PRESIDENT & CEO

THE COMPANY IS DIRECTED AND ADMINSTRATED BY A PRESIDENT, A NATURAL PERSON, NAMED BY COLLECTIVE DECISION OF THE PARTNERS. THE PRESIDENT ALSO HOLDS THE FUNCTION OF EXECUTIVE DIRECTOR.

LEADERSHIP COMMITTEE

THE LEADERSHIP COMMITTEE IS COMPOSED OF THE FOLLOWING MEMBERS:

- HUMAN RESOURCES DIRECTOR
- SUSTAINABILITY & LICENSES DIRECTOR
- COMMUNICATION DIRECTOR
- CHIEF MERCHANDISING OFFICER (OCT.)
- CHIEF FINANCIAL OFFICER
- CHIEF OPERATING & TRANSFORMATION OFFICER
- CHIEF COMMERCIAL OFFICER
- READY-TO-WEAR DIRECTOR

4 OF THESE DIRECTORS IDENTIFY AS WOMEN, 4 AS MEN.

SUSTAINABILITY BOARD

CORE COMMITTEE

CEO
HUMAN RESOURCES DIRECTOR
SUSTAINABILITY DIRECTOR
CHIEF OPERATING & TRANSFORMATION OFFICER
COMMUNICATION DIRECTOR
QUALITY, CUSTOMER SERVICE, COMPLIANCE AND CSR DIRECTOR
GABRIELA HEARST, CHLOÉ CREATIVE DIRECTOR
ELISABETH LAVILLE, FOUNDER & CEO OF UTOPIES
AMANDA NGUYEN, CIVIL RIGHTS ACTIVIST, FOUNDER & CEO OF RISE

MISSIONS

- EVALUATE & APPROVE SUSTAINABILITY STRATEGY RELEVANCE, AMBITION AND ROADMAP
- DRIVE THE SUSTAINABILITY PERFORMANCE IN ALL ASPECTS OF THE COMPANY DECISIONS
- OVERSEE PROGRESS ON MAIN SUSTAINABILITY KEY PERFORMANCE INDICATORS
- CREATE A LABORATORY TO CONSIDER AND IMPLEMENT INNOVATIVE SUSTAINABILITY APPROACHES

SUSTAINABILITY COMMITTEES

4 COMMITTEES, COMPOSED OF MEMBERS ACROSS ALL DEPARTMENTS OF THE ORGANIZATION, ARE SPECIFICALLY DRIVING THE IMPLEMENTATION OF SUSTAINABILITY STRATEGY ON PEOPLE, SOURCING, COMMUNITIES AND PLANET

ETHICS & COMPLIANCE BOARD

CORE COMMITTEE

CEO
HUMAN RESOURCES DIRECTOR
SUSTAINABILITY DIRECTOR
CHIEF FINANCIAL OFFICER
CHIEF OPERATING & TRANSFORMATION OFFICER
COMPLIANCE & INTERNAL CONTROL DIRECTOR

MISSIONS

- EVALUATE THE COMPLIANCE AND ETHICAL ASPECTS OF CULTURE
- PROMOTE AND FOSTER AN ORGANIZATIONAL CULTURE OF INTEGRITY AND ETHICAL DECISION-MAKING
- ENSURE THAT ALL THE C-LEVEL, DIRECTORS AND EMPLOYEES CONDUCT BUSINESS IN COMPLIANCE WITH ALL APPLICABLE LAWS AND REGULATIONS IN THEIR DAY-TO-DAY ACTIVITIES
- MAINTAIN DIRECT OVERSIGHT OVER KEY COMPLIANCE AND ETHICAL RISKS
- APPROVE AND SPONSOR POLICIES AND PROGRAMS, OVERSEE THEIR IMPLEMENTATION AND GUARANTEE THEIR ADHERENCE BY EMPLOYEES
- PROMOTE APPROPRIATE ACTIONS TO PREVENT AND DETECT UNLAWFUL AND UNETHICAL CONDUCT
- CREATE AN IMPORTANT LEADERSHIP LABORATORY TO IMPLEMENT NEW, PROACTIVE COMPLIANCE STRATEGIES AND SOLUTIONS