This report presents Lacoste’s progress on the targets set as part of its Durable Elegance approach. Except where specified, the data refer to 2021 and the information relating to the “For Communities” and “For the Planet” pillars concern textile products. The indicators presented have 2019 as the reference year and are subject to change as work progresses.
EDITORIAL.
THIERRY GUIBERT, CEO LACOSTE.

“ELEVATING ELEGANCE TO A VALUE THAT TRANSCENDS DIFFERENCES.”
More than an ambition, this is our very purpose that inspires our strategy, our actions and our commitments every day.

This same purpose guides our company and pushes us to work constantly towards greater equity and sustainability. In this spirit, and in line with the values of elegance, tenacity, audacity and teamwork that have shaped Lacoste’s history, our Durable Elegance approach formally expresses our commitment to be a responsible player in the fashion industry.

It signals our ambition to take concrete action supporting the people around us and the people we work with every day. It also reflects a dual obligation: to bring our business in line with the concerns of our time, while thinking of future generations.

This approach commits us to responsible action for the women and men who are part of our ecosystem, and invites us to work collectively, close to the communities in which we operate, respecting and protecting our planet’s balances. For we believe that by building deep, lasting, fair and equitable ties with partners that share our values, we can ensure sustainable growth.

Much remains to be done, but as we continue our actions and the sustainable development goals we have set for 2025, we move towards a virtuous transformation. And I am convinced that our company can count on the unfailing commitment of all its employees to bring to life and reflect the spirit of Durable Elegance in all the countries in which we operate.

In the future, let’s continue elevating elegance to a value that transcends differences, for people, for communities and for the planet.
LACOSTE.
AN IDENTITY IMBUED WITH BOLD, SUSTAINABLE ELEGANCE.

His legacy still guides the Brand today. Elegance and timelessness, freedom of movement, quality and durability. Lacoste's singular nature lives on through exacting designs that serve as a source of connection and trust for all our stakeholders.

Since its creation in 1933, Lacoste is proud to have maintained the same demand for quality, as demonstrated through:

- timelessness product lines designed to last.
- maintaining a rhythm of two collections per year for sustainable fashion.
- modernising the historic industrial site in Troyes, France, to preserve and transmit our know-how.

René Lacoste was a well-known tennis player and winner of multiple Grand Slam tournaments. But beyond that, he was also an inventor who revolutionised fashion by making the first polo shirt using a radically new mesh called “petit piqué”.

Lacoste is committed to a transformation process because we are convinced that long-term growth requires an economic model that demands less from the Planet and offers more to People. The company’s sustainable development strategy is intimately tied to this purpose.

ELEVATING ELEGANCE TO THE VALUE THAT TRANSCENDS DIFFERENCES.

To become the most inspiring brand in sports fashion.

PLAY AS ONE TEAM.

Play with Elegance.
Play by Daring.
Play with Tenacity.

FREEING MOVEMENT AND CONNECTING CULTURES.

DURABLE ELEGANCE.

SUSTAINABLE DEVELOPMENT STRATEGY
LACOSTE, TODAY.

Lacoste operates within a committed ecosystem. As a responsible player in the world of fashion, Lacoste creates, manufactures and sells textiles, shoes, bags and accessories that are respectful of People and the Environment.

LACOSTE, A BRAND OF MF BRANDS GROUP.
Lacoste is part of the Swiss Group MF Brands. Independent and global, the MF Brands Group is dedicated to developing and supporting inspiring brands, driven by passionate people who redefine products and experiences to make them more unique, groundbreaking, and impactful.

For more information: mf-brands.com
A STRONG REGIONAL STRATEGY.

In 2021, Lacoste reinforced its regional sourcing strategy, which allowed it to anticipate growing supply times due to the COVID-19 pandemic, among other things.

HOW IT WORKS.
Production is located in a country near to its consumer markets.

THE ADVANTAGES.
- Reduced transport-related environmental impacts.
- Reduced risk of supply failures.
- Faster time to market.

TARGET FOR 2026.
80% of each zone is supplied by its respective regional hub.

EUROMED
35%
supplies 50% of Europe

AMERICAS
20%
supplies 55% of the Americas

ASIA
45%
supplies 77% of Asia

PROGRESS REPORT 2021
DURABLE ELEGANCE, AN APPROACH DESIGNED BY LACOSTE.

Lacoste’s sustainable development strategy embodies its very purpose: to make elegance the value that transcends differences. Elegance is more than just style; instead it engages us in a responsible, concrete and collective approach.

ELEGANCE MAKES EVERY STEP FORWARD A VIRTUOUS DYNAMIC FOR PEOPLE AND THE PLANET.

ELEGANCE IS AN ATTITUDE. IT ENABLES WOMEN AND MEN TO WORK TOGETHER TO FIND NEW SOLUTIONS.

01 FOR PEOPLE.
Supporting vulnerable people to help them reach their full potential.

02 FOR COMMUNITIES.
Elevating our supply chain to sustainable growth.

03 FOR THE PLANET.
Elevating our products to environmental excellence.
TAKING ACTION COLLECTIVELY.

LACOSTE’S MOBILISATION WITHIN ITS ECOSYSTEM.

Lacoste is working with other players and through various initiatives to improve fashion sector practices and make them more virtuous.

LACOSTE IS A PARTNER OF:

Working in the Ellen MacArthur Foundation to bring the principles of circular economy to life in the clothing sector.

LACOSTE ALSO ADHERES TO:

Accelerating the adoption of more responsible raw materials in the textile industry.

Reducing the use and impact of chemicals in the clothing and footwear sector.

Assessing the social and environmental practices of production sites.

LACOSTE IS A MEMBER OF:

Transforming the fashion sector to halt global warming, restore biodiversity and protect our oceans.

Defining the methodology to measure the environmental performance of products in the fashion and footwear industry.

Committing to concrete actions for fashion that respects the environment and human rights.

LACOSTE IS A SIGNATORY TO:

Aligning our strategies and actions with the ten principles of human rights, labour, the environment and combating corruption.

Proposing a collective plan of action to decarbonise the fashion industry.

LACOSTE IS A PARTNER OF:

The Fashion Pact

Defining the methodology to measure the environmental performance of products in the fashion and footwear industry.

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LACOSTE IS A SIGNATORY TO:

Aligning our strategies and actions with the ten principles of human rights, labour, the environment and combating corruption.

Proposing a collective plan of action to decarbonise the fashion industry.
AN ORGANISATION THAT BRINGS SUSTAINABLE ELEGANCE TO LIFE.

THE EXECUTIVE COMMITTEE is the guarantor of the approach and its application.

EXECUTIVE COMMITTEE MEMBERS INCLUDE CATHERINE SPINDLER, CHIEF BRAND OFFICER, AND LAURENT MADELAINE, EVP OPERATIONS, WHO ARE SPONSORS OF THE CSR APPROACH.

A DEDICATED CSR TEAM steers Lacoste’s CSR approach.

IT IS LED BY FRÉDÉRIC LECOQ, GLOBAL CSR VP.

DIVISIONS deploy actions according to their priority.

CSR CHAMPIONS HELP DEPLOY THE APPROACH WITHIN THE DIVISIONS.

THE EXECUTIVE COMMITTEE is the guarantor of the approach and its application.
EIGHT COMMITMENTS TO DURABLE ELEGANCE BY 2025.

- 15% ENVIRONMENTAL IMPACT PER PRODUCT SOLD
- 100% TEXTILE WASTE AND UNSOLD PRODUCTS ARE GIVEN A SECOND LIFE
- X2 THE LIFESPAN OF THE ENTIRE RANGE OF POLO SHIRTS

FOR COMMUNITIES

100% OF TEXTILE MANUFACTURING PARTNERS RATED SILVER OR HIGHER

50 initiatives CO-FINANCED WITH LACOSTE BENEFITING LOCAL SUPPLY CHAIN COMMUNITIES

FOR PEOPLE

1,000 LACOSTE EMPLOYEES INVOLVED WITH VULNERABLE YOUNG PEOPLE

10,000 VULNERABLE PEOPLE ASSISTED IN THEIR SOCIAL AND PROFESSIONAL INTEGRATION

FOR THE PLANET

100% COTTON PRODUCERS RATED SILVER OR HIGHER

TEXTILE WASTE AND UNSOLD PRODUCTS ARE GIVEN A SECOND LIFE
01. FOR PEOPLE

SUPPORTING VULNERABLE PEOPLE TO HELP THEM REACH THEIR FULL POTENTIAL.
LACOSTE. COMMITTED TO VULNERABLE PEOPLE. A LOOK AT 2021.

OVER 100 COMMITTED CROCODILES WORKING WITH VULNERABLE YOUTHS AND ADULTS.

OVER 4,000 VULNERABLE PEOPLE ASSISTED IN THEIR SOCIAL AND PROFESSIONAL INTEGRATION.

LAUNCH OF THE SELF CONFIDENCE PROGRAM IN FRANCE AND THE UNITED STATES.

NEARLY 3,000 EMPLOYEES INVOLVED IN THE 12.12 CHALLENGE.

LAUNCH OF THE LACOSTE GALLERY WITH 46 EXCLUSIVE PRINTS.

7 NEW YOUTH ASSOCIATIONS SUPPORTED BY THE LACOSTE FOUNDATION IN 7 COUNTRIES.

FOR PEOPLE. A LOOK AT 2021.
LACOSTE ELEVATING JOURNEY.

Lacoste is committed to promoting equal opportunities through its Lacoste Elevation Journey roadmap. Designed to promote the social and professional integration of vulnerable, socially disadvantaged and disabled people, this program is dedicated to people not involved with Lacoste and works on three areas via:

- **Self-confidence and personal development**
  - Self-confidence program

- **Professional qualifications**
  - Manufacturing qualifications & Retail qualifications programs

- **Supporting business creation**
  - Starting Up program

DIVERSITY, EQUITY & INCLUSION.

It promotes equal opportunities, equitable recruitment opportunities and integration in Lacoste through three programs for:

- Youth from disadvantaged backgrounds with Elevate Youth
- People with disabilities with Embrace disabilities
- Women with Empower our Crocod’Elle

TARGETS FOR 2025.

10,000 PEOPLE ASSISTED TO REACH THEIR FULL POTENTIAL BY 1,000 COMMITTED CROCODILES*. 

* Committed Crocodiles are Lacoste employees who volunteer their time, sharing their values and knowledge with vulnerable people and people with disabilities.
THE SELF CONFIDENCE PROGRAM.

SELF CONFIDENCE, A LEVER FOR ACTION.

Lacoste launched this sponsorship program in France and the United States in 2021 with the aim of involving 390 young people by 2025.

Sponsors work with their young beneficiaries for a year to help them identify their potential and talents, create their career plan and learn about the company and jobs in fashion.

The program includes monthly meetings, discovery days, visits to stores and factories, simulated interviews, personal development workshops, etc.

SELF CONFIDENCE AT THE HEART OF OUR ACTION.

The Self Confidence sponsorship program pairs young people with Lacoste employees who act as their mentors. It aims to help youth learn more about themselves, discover the professional world so that they can envisage their future and define their own life plan. This approach is made possible through a partnership between the Lacoste Foundation, the associations it supports and the company.
PROFESSIONAL TRAINING.
PROMOTING EMPLOYABILITY FOR ALL.

RETAIL QUALIFICATIONS.
The program provides qualifying sales techniques and customer relations training modules in a three-month curriculum. Lacoste sponsors, trainers and store managers are involved in this inclusive effort to develop the skills of youth and to create passionate brand ambassadors. These modules will be gradually rolled out in other countries and will train 190 people in sales techniques by 2025.

IN 2021.
Five people participated in the first pilot project in Germany through a training program combining online theory and in-store practice.

MANUFACTURING QUALIFICATIONS.
Lacoste is creating qualifying training programs with the goal of reaching 100 people worldwide by 2025. This program supports equal opportunities and employability, is held over ten weeks and involves a Lacoste sponsor and trainers. It helps participants acquire the know-how they need to work in the company, discover manufacturing jobs and try their hand at the basics of garment making.

DEDICATED PROGRAMS AROUND THE WORLD.
Lacoste has created specific programs through its academies on three continents to facilitate the employability of vulnerable people wanting to work in retail and garment making.
STARTING UP.
SUPPORTING YOUNG ENTREPRENEURS.

HELPING WITH BUSINESS CREATION.

Because equal opportunity also means equality in entrepreneurship, Lacoste assists entrepreneurs wanting to develop their business in the fashion sector.

Starting in 2022, it aims to assist at least five entrepreneurs each year.

Lacoste sponsors support the beneficiaries, guide them within the company, advise them and provide access to resources and experts for their projects.

IN 2021, THE PROGRAM WAS HELD IN FRANCE AND HONG KONG, PROVIDING TWO LEVELS OF SUPPORT.

THE STARTING UP DAY.
FRANCE.

Five entrepreneurs in fashion and retail participated in a day of sponsorship and workshops led by Lacoste experts.

THE LACOSTE ADDED VALUE PROGRAM.
HONG-KONG.

Two promoters of projects selected on the basis of an initial business plan participated in an assistance program led by a sponsor and Lacoste experts, with grants worth €15,000.

IN 2021, 20 LACOSTE EXPERTS SUPPORTED THE PROGRAM.
THE DIVERSITY, EQUITY & INCLUSION STRATEGY.

2021, DEFINITION OF THE ROADMAP.
It formally states the strategy and its top-priority targets to promote equal opportunities, integration and recruitment opportunities at Lacoste. The programs in this roadmap will be deployed beginning in 2022 by an international team composed of a sponsor, a project leader and a specific team for each country.

3 AUDIENCES, 3 PROGRAMS.

Helping create opportunities for young talents from disadvantaged backgrounds
ELEVATE YOUTH

THE TOOLS
A recruitment platform featuring offers from partnerships with associations, agencies and specialised employment platforms.

Inclusion programs through integration and mentoring.

Promoting the employability of people with disabilities
EMBRACE DISABILITIES

THE TOOLS
Inclusion programs integrating sponsorship and "handimanagement".

Revealing women's potential
EMPOWER OUR CROCOD'ELLE

THE TOOLS
Programs encouraging career plans for women.

Work promoting parity and diversity in senior management positions.
For three weeks, Lacoste employees in twelve countries participated in the event for the first time. The principle is to offer a donation from the Lacoste Foundation to a local association based on the number of steps walked by employees during individual or group sports challenges. A shared app allowed the teams in each country to track their progress in real time; the amount of the donation to the associations depended on the teams’ final ranking. In addition to the collective commitment and awareness of all Lacoste teams over three weeks, and to the principles and ambitions of Durable Elegance, the challenge enabled all of the associations supported to continue working to promote equal opportunities and help vulnerable people.

THE PODIUM.

1 Hong Kong for Life Project 4 Youth €20,000 donation
2 Canada for The Remix Project €15,000 donation
3 Germany for Tausche Bildung Für Wohnen €10,000 donation
4 Korea for Childfund Korea

THE LACOSTE GALLERY.

Through this virtual gallery, Lacoste continues its action for equal opportunities. 46 exclusive brand prints are available for sale: illustrations, vintage advertisements, designs by Roger George, Lacoste’s first creative director, and photographs of the Lacoste family. All profits from the sale of these prints will be paid to the Lacoste Foundation to support its actions.

THE COMMITMENT FOR PEOPLE IN ALL THEIR FORMS.
THE LACOSTE FOUNDATION
MAKING EQUALITY OF OPPORTUNITY A REALITY.

EQUAL OPPORTUNITIES, THE VISION OF THE LACOSTE FOUNDATION.
Under the aegis of Fondation de France, the Lacoste Foundation works with its partners to promote the social and occupational integration of vulnerable people and people with disabilities.

IN 2021.
7 NEW YOUTH ASSOCIATIONS SUPPORTED IN 7 DIFFERENT COUNTRIES.

IN 2025.
TARGET FOR 100 PROJECTS ASSISTING YOUTH.

PROGRESS REPORT 2021

FOR PEOPLE.
THE LACOSTE FOUNDATION.
HELPING VULNERABLE YOUNG WOMEN THROUGH SPORTS ENTREPRENEURSHIP.

THE CONTEXT
Of the 1.3 billion youth aged 15 to 24 around the world, nearly half suffer from malnutrition, disease or violence. 30% live in slums and one billion will be living below the poverty line by 2025.

THE MISSION
To encourage the independence of young women aged 17 to 25, to empower them and help them become financially self-sufficient.

THE ASSOCIATION’S STRATEGY
Life Project 4 Youth is an association dedicated to the professional and social integration of young people living in extreme poverty and who suffer exclusion, in particular through entrepreneurship training. At the Payatas Training and Development Center, young women receive six months of training in project management to assist them in their professional integration. They apply what they learn by managing a sports centre.

THIS PROJECT WAS LAUNCHED IN 2021 IN PARTNERSHIP WITH THE LACOSTE FOUNDATION AND HAS ALREADY BENEFITED 36 YOUNG WOMEN.
HELPING YOUNG PEOPLE WITH DISABILITIES GROW AND FLOURISH.

THE CONTEXT
It can be difficult for people with physical or sensory disabilities to participate in sports.

THE MISSION
To promote the development of young people with motor, hearing or visual disabilities aged 10 to 20 years through adapted sports activities.

THE ASSOCIATION’S STRATEGY
Handisport takes into account the characteristics of each of the participants to offer them safe and adapted activities. Through two hours of dance per week for six months, this sports and artistic activity contributes to the well-being of the young people.

FRANCE
THROUGH THE HANDISPORT FEDERATION.

THIS PROJECT WAS LAUNCHED IN JANUARY 2021 IN PARTNERSHIP WITH THE LACOSTE FOUNDATION AND HAS ALREADY BENEFITED 41 YOUNG PEOPLE.

FOR PEOPLE.
THE LACOSTE FOUNDATION.
MONITORING ACTIONS WITH VULNERABLE PEOPLE.

<table>
<thead>
<tr>
<th>COMMITTED CROCODILES*</th>
<th>HORIZON 2025</th>
<th>TARGET 1,000</th>
<th>REVIEW OF 2021 103</th>
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<td>PEOPLE ASSISTED IN THEIR SOCIAL AND PROFESSIONAL INTEGRATION*</td>
<td>2025</td>
<td>10,000</td>
<td>4,332</td>
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</table>

* Cumulative.
02. FOR COMMUNITIES
**LACOSTE, COMMITTED WITH ITS ECOSYSTEM.**

A LOOK AT 2021.

**THE LIST OF ALL SUPPLIERS**

HAS BEEN AVAILABLE TO EVERYONE ON THE LACOSTE CORPORATE WEBSITE SINCE MARCH 2021*. IT IS UPDATED REGULARLY AND INCLUDES FACTORIES THAT MANUFACTURE TEXTILE PRODUCTS, FOOTWEAR AND LEATHER GOODS.

- All factories are audited for labour compliance and
- 100% of factories using water in their manufacturing process are audited for environmental compliance.

**DEPLOYMENT OF THE SUPPLIER PERFORMANCE ASSESSMENT TOOL.**

A LOOK AT 2021.

- 5 NEW LIVELIHOOD PROJECTS APPROVED IN 2021.

* Lacoste’s supply chain is divided into several tiers. For example, for textiles, the list includes spinning factories (Tier 4), textile manufacturing (Tier 3), textile dyeing and finishing (Tier 2) and garment making (Tier 1).
LACOSTE IS BUILDING A MORE SUSTAINABLE MODEL WITH ITS ECOSYSTEM.

SUPPLY CHAIN TRACEABILITY.

Lacoste is working to identify all of the players in its supply chain, which covers every stage of production. This will ensure the company can monitor and improve performance.

CONTINUOUS ASSESSMENT OF PARTNER LABOUR AND ENVIRONMENTAL PERFORMANCE.

To assess its suppliers’ impacts, Lacoste relies on an assessment system to identify the best performers based on economic, technical, labour and environmental criteria.

TARGETS FOR 2025.

100% OF COTTON PRODUCERS RATED SILVER OR HIGHER.
100% OF FACTORIES RATED SILVER OR HIGHER.

LIVELIHOOD, THE PROGRAM SUPPORTING LOCAL COMMUNITIES.

With its top-rated suppliers, Lacoste co-finances development projects for the local communities tied to its supply chain. The Livelihood program aims to make every location in which Lacoste operates an area of shared prosperity.

TARGET FOR 2025.

50 INITIATIVES BENEFITING LOCAL COMMUNITIES CO-FINANCED.
Supply Chain Traceability.

By identifying the cotton producers in its supply chain, Lacoste can select its top performers in terms of fibre quality, working conditions and good environmental practices. Lacoste also relies on GOTS certification to guarantee the traceability of its organic cotton.

In 2021, Lacoste has extended its use of the Oritain technology, a tool that verifies the geographical origin of cotton, to all suppliers. This allows for laboratory analysis of cotton fibres to verify its area of cultivation.

Lacoste has joined forces with the Earthworm Foundation to assess the labour and environmental impacts of its cotton from Peru.

In Turkey, Lacoste is experimenting with a new cotton selection procedure.

Identifying the Industrial Ecosystem.

Lacoste continues working to identify all of the players in its supply chain in order to guarantee the origin and quality of the materials used in its products. In March 2021, the company published on its website a list of all factories, covering every stage of production, from cotton spinning to product manufacturing.

In 2021, 779 factories were referenced.
EVALUATING SUPPLIER PRACTICES.

THE NEW SUPPLIER RATING SYSTEM.

Lacoste is deploying an assessment system to identify its best performing suppliers based on economic, labour and environmental criteria. They are assigned a score that combines economic and technical elements, ICS audits and key indicators obtained through the collection of environmental performance data.

Audits according to the ICS standard.
Lacoste uses one of the most rigorous audit standards — Initiative for Compliance and Sustainability (ICS) — to audit all factories for labour compliance, and all factories using water in manufacturing for environmental compliance.

Performance indicators.
These indicators complement audits by assessing the environmental impact of supply chain players and setting improvement targets.

This assessment system applies to all suppliers and producers and includes three levels of excellence: Silver, Gold, Platinum.

IN 2021.

- 83% response rate during the first collection of environmental performance data.
- Initial deployment of the new supplier assessment system, which challenges suppliers on their performance and which was used in selecting the first Livelihood projects.
- Three pilot projects were conducted in Asia using the Ulula tool, prior to deployment to other areas.

Ulula, a solution complementing ICS audits.
In 2021, Lacoste launched a pilot project using the tool developed by Ulula to conduct surveys directly with workers.
SUPPORTING LOCAL COMMUNITIES.

Each year, Lacoste and its partners commit to co-finance a growing number of development projects benefitting the local communities in which they are based. The goal is to make every place in which Lacoste operates an area of shared prosperity.

LIVELIHOOD, A PROGRAM CO-FINANCING SUPPLIERS’ PROJECTS.

Lacoste uses its assessment system ratings to identify the partners to which it wants to commit and to select the projects it will support. This program is open to all Gold or Platinum-rated suppliers, and is based on the identification of local associations submitting projects that provide labour or environmental benefits that are relevant to real local community needs. Whether by meeting infrastructure needs or implementing social transformation initiatives, Lacoste aims to use Livelihood to support the women and men who are intimately linked to its supply ecosystem. Lacoste provides up to several hundred thousand euros in financial support to the projects selected to back their deployment.

FIVE PROJECTS WERE CO-FINANCED IN PERU, COLOMBIA, SRI LANKA, TURKEY AND VIETNAM.

ISSUES SUPPORTED
Raising awareness of the importance of recycling, preserving biodiversity, supporting young people from disadvantaged backgrounds, and caring for orphans and abandoned children.
Recycling is of vital importance globally to protect both the environment and human health. However, most regions in Peru have neither recyclable waste collection programs nor recycling facilities.

**THE PROJECT.**
Lacoste partnered with the association Recicla PE! and the supplier Textil del Valle to educate the residents of Ica and Chincha about the importance of recycling and to provide the tools they need to develop a circular economy. It also supports improvement in the working conditions and standard of living of waste collectors.

Educational programs, installation and management of collection points, deployment of recycling campaigns. This project will run from February 2022 to February 2025 and will benefit 50 people aged 15 to 70 directly, and more than 300,000 people indirectly.

Indicators such as the volume of waste collected and the number of waste collectors assisted will be used to track progress.

**THE MAIN OBJECTIVE.**
To establish a recycling network in the cities of Ica and Chincha, provide citizens access to alternative waste disposal solutions and help improve the living conditions of waste collectors.

**A PROJECT BUILT ON THREE PILLARS.**
- Recyclable waste collection with the installation of the first collection points
- Local communities awareness
- Inclusion, particularly through training for local waste collectors and formal recognition of their status

**PERU WITH RECICLA PE!**

**50 DIRECT BENEFICIARIES**

**and over 300,000 INDIRECT BENEFICIARIES**

**FOR COMMUNITIES.**
**THE LIVELIHOOD PROGRAM.**

**RECYCLING EDUCATION AND TRAINING.**
PROGRESS REPORT 2021
WITH FEO.

Five percent of the area of Lunugamvehera National Park is covered by invasive alien plants that inhibit the growth of native plant species and threaten the habitat and grazing areas of plant-eating animals.

THE PROJECT.
In partnership with the association FEO and our supplier MAS, Lacoste aims to preserve biodiversity by eliminating invasive species and educating local communities.

Raising awareness of environmental threats among the population and country leaders supports the implementation of priority conservation projects. This initiative will run from January 2022 to December 2024 and will benefit 55 villagers aged 25 to 65 directly, and more than 200 people indirectly.

Indicators, such as the creation of a GPS map monitoring the evolution of invasive species and daily worker reports, will help to track progress.

THE MAIN OBJECTIVE.
To preserve biodiversity and support the communities living around the park by employing villagers to manually remove the invasive plants.

A PROJECT OFFERING MULTIPLE BENEFITS.
- preservation of biodiversity
- community awareness
- reduced human/wildlife conflicts and related damage
- additional income for local communities

PROTECTING BIODIVERSITY.

SRI LANKA

WITH FEO.

FOR COMMUNITIES. THE LIVELIHOOD PROGRAM.
## Monitoring Actions

Making Everywhere Lacoste Operates Areas of Shared Prosperity.

### COTTON PRODUCERS RATED SILVER OR HIGHER.

- **Horizon:** 2025
- **Target:** 100%
- **Review of 2021:** Pilot project underway.

### TEXTILE MANUFACTURING PARTNERS RATED SILVER OR HIGHER.

- **Horizon:** 2025
- **Target:** 100%
- **Review of 2021:** Pilot project underway.

### PROJECTS CO-FINANCED BY LACOSTE BENEFITING LOCAL COMMUNITIES LINKED TO THE SUPPLY CHAIN*

- **Horizon:** 2025
- **Target:** 50
- **2025:** 10

* Cumulative.

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**BASELINE: 2019**

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**PROGRESS REPORT 2021**
ELEVATING OUR PRODUCTS TO ENVIRONMENTAL EXCELLENCE.
LACOSTE IS COMMITTED TO THE PLANET. A LOOK AT 2021.

THE PROPORTION OF RESPONSIBLE MATERIALS IN LACOSTE’S COLLECTIONS:

- **10%** ORGANIC COTTON
- **34%** RWS* WOOL
- **9%** RECYCLED POLYESTER

*RW Standard (RWS) certification guarantees best breeding practices and the origin of wool.

- **-4.6%** ENVIRONMENTAL FOOTPRINT PER PRODUCT.

LACOSTE’S GREENHOUSE GAS EMISSIONS REDUCTION TARGETS UNDER THE SCIENCE-BASED TARGETS (SBT) INITIATIVE.

ZERO DESTRUCTION AT ALL FACTORIES AND WAREHOUSES MANAGED BY LACOSTE.

OVER 2,600 REFERENCES ANALYSED IN TERMS OF THEIR LIFECYCLE TO GUIDE PRODUCT & DESIGN TEAMS.
In 2021, Lacoste defined and submitted targets for reducing its greenhouse gas emissions based on the Science Based Targets initiative (SBTi), in line with its commitments under the Fashion Pact and UNFCCC. These objectives complement the studies conducted on Lacoste’s environmental impact since 2019, which highlight the predominant share represented by scope 3 in the Brand’s carbon footprint. This justifies the priority assigned by Durable Elegance to reducing the environmental footprint of the company’s products.

While the results show that the selection of raw materials and the environmental performance of manufacturing plants are significant sources of impact, they also represent the primary levers that can be used to meet Lacoste’s Durable Elegance objective for the planet: to elevate its products to environmental excellence.

**SCOPES 1 & 2**
Direct and indirect emissions related to the energy used at Lacoste sites.

**TARGET FOR 2030.**
Reduce GHG emissions* by 47% in absolute terms (compared to 2019).

**SCOPE 3**
Other indirect emissions related primarily to raw materials and product manufacturing.

**TARGET FOR 2030.**
Reduce GHG emissions* by 37% per product sold (compared to 2019).

SBT are targets for reducing greenhouse gas emissions. They provide organisations with an action trajectory aligned with the level of decarbonisation required to keep the global temperature increase below 1.5°C, in accordance with the recommendations of the IPCC* and the Paris Climate Accords.

* Inter-Governmental Panel on Climate Change.

* Greenhouse gas.
ELEVATING PRODUCTS TO ENVIRONMENTAL EXCELLENCE.

REDUCING THE ENVIRONMENTAL IMPACT PER PRODUCT SOLD.
Most of Lacoste’s impact is related to raw materials and product manufacturing processes. Lacoste is working on several levers to reduce its environmental footprint:
- more responsible fibres, including cotton
- water and energy consumption in factories
- dyeing and finishing processes

TARGET FOR 2025.
15% REDUCTION IN THE ENVIRONMENTAL IMPACT PER PRODUCT SOLD.

INCREASED LIFESPAN OF THE ENTIRE RANGE OF POLO SHIRTS.
Lacoste’s mantra: product durability. To reduce their environmental impact, the brand is working to make its products last longer and longer through:
- fibre quality
- product design

TARGET FOR 2025.
X2 THE LIFESPAN OF THE ENTIRE RANGE OF POLO SHIRTS.

SECOND LIFE FOR TEXTILE WASTE AND UNSOLD PRODUCTS.
Lacoste uses the principles of the circular economy to give textile waste and unsold products a second life by:
- using recycled materials from old Lacoste products when making new ones
- reusing textile waste through recycling channels
- exploring new avenues for end-of-life product collection and recycling

TARGET FOR 2025.
A SECOND LIFE FOR 100% OF TEXTILE WASTE AND UNSOLD PRODUCTS.
TRANSFORMING THE INDUSTRY THROUGH THE PEF.

In 2021, working with its peers and other stakeholders, Lacoste continued its involvement with the technical secretariat of the Product Environmental Footprint (EFP), a body supported by the European Commission.

The goal: To participate in the definition of a scientific method measuring the environmental performance of products to provide consumers a baseline for comparing the industry’s products.

In its participation, Lacoste shares and promotes the work done in-house on product durability.

PRODUCT ENVIRONMENTAL FOOTPRINT INDICATORS.

Lacoste assesses its impact using:
1. 16 quantitative indicators defined using the PEF method.
2. Assessments of the environmental relevance of its products using material, durability and recyclability criteria defined by Lacoste teams.

CONSOLIDATING ENVIRONMENTAL PERFORMANCE.

To design its products better, Lacoste uses Glimpact, an environmental footprint measurement tool aligned with the PEF method. This tool generates lifecycle analyses, identifies the best performing references and measures progress. In 2021, Lacoste analysed the lifecycle of over 2,600 references to help Product & Design teams design products that are increasingly environmentally friendly.

GUIDING TEAMS IN THEIR ECO-DESIGN APPROACH.

Analyses performed on products from previous seasons were used when drafting recommendations to guide design and development teams for new collections. These recommendations are shared with the teams twice a year at an event dedicated to eco-design.
USING RESPONSIBLE RAW MATERIALS.

The identification, selection and procurement of more responsible textile fibres, their cultivation and their manufacture are all essential levers for improving product environmental performance. Lacoste’s eco-design strategy aims to gradually increase the proportion of recycled, organic and responsible materials in its products, while preserving their quality and durability.

THE COTTON STRATEGY.

While the material used most by Lacoste has many qualities, it also has an environmental cost. Lacoste is working to identify its sources of cotton to increase the share of environmentally responsible fibres used in its products.

1. TRACEABILITY AND FARMING PRACTICES.

Lacoste identifies and selects cotton according to standards that validate the most responsible farming practices.

2. ORGANIC COTTON.

100% of the organic cotton used by Lacoste is GOTS certified. DNA tests are systematically performed to ensure cotton fibres contain no GMOs.

3. RECYCLED COTTON.

Lacoste is working to increase the proportion of recycled cotton used in its collections. GRS certification identifies the cotton’s origin.

TARGET FOR 2026.

100% more responsible cotton used in its textile collections, and organic cotton and recycled cotton, in particular.

THE PROPORTION OF RESPONSIBLE RAW MATERIALS IN COLLECTIONS.

<table>
<thead>
<tr>
<th>IN 2021</th>
<th>SYNTHETIC AND ANIMAL FIBRES.</th>
</tr>
</thead>
<tbody>
<tr>
<td>10% ORGANIC COTTON</td>
<td>Lacoste purchases recycled fibres, including polyester, and integrates them in its products. Like all other materials used by Lacoste, these fibres are GRS certified.</td>
</tr>
<tr>
<td>34% RWS WOOL</td>
<td>The Brand also focuses on responsible breeding and complies with the most rigorous standards, primarily those recommended by the Textile Exchange.</td>
</tr>
<tr>
<td>9% RECYCLED POLYESTER</td>
<td></td>
</tr>
</tbody>
</table>

FOR THE PLANET. ENVIRONMENTAL IMPACT: ECO-DESIGN.

03.01
Lacoste is working to optimise the environmental impact of manufacturing stages. The Brand is focussing on several areas: reducing water and energy consumption in factories, increasing the use of renewable energy sources and managing the use of chemicals. To reach its targets, Lacoste is having work done at its historic factory in Troyes and is helping its suppliers set up specific action plans.

**REDUCING WATER AND ENERGY CONSUMPTION.**
Lacoste assists and involves its suppliers in putting environmental performance action plans in place and urges them to stop using coal. The Brand is also taking action on its internal manufacturing processes through several areas for improvement.

**COLLECTION OF WATER AND ENERGY CONSUMPTION DATA**
at Lacoste and supplier factories, and analysis to create an action plan and prioritise efforts.

**DEPLOYMENT OF A PROJECT OF EXCELLENCE AT THE HISTORIC TROYES FACTORY**
to modernise machinery and reduce energy and water consumption.

**DEFINITION OF A TARGET TO USE RENEWABLE ENERGY SOURCES AT 100% OF LACOSTE SITES BY 2030**
(50% of sites by 2025). This target meets Lacoste’s commitment to the Fashion Pact.

**CHEMICALS MANAGEMENT.**
In 2021, Lacoste joined the ZDHC (Zero Discharge of Hazardous Chemicals) initiative, and began working to limit the use of certain chemicals, particularly in dyeing phases, and to protect the environment near fabric production areas. To involve its suppliers further, Lacoste is expanding its target to ensure that 100% of factories using water in their manufacturing processes reach ZDHC level 1 in 2023. It has defined a “Manufacturing Restricted Substance List” (MRSL) for the management of chemicals used in materials processing and industrial equipment maintenance.
REDUCING THE ENVIRONMENTAL IMPACT OF FOOTWEAR AND LEATHER GOODS.

To reduce its environmental footprint, Lacoste has aligned its targets for shoe and leather goods with those set for textiles. The Brand is working to optimise its selection of raw materials, increase the lifespan of its products and promote the principles of the circular economy.

REDUCING THE IMPACT OF MATERIALS AND INCREASING PRODUCT DURABILITY.

Lacoste is putting a number of analytical tools in place to define the most effective solutions to meet its new targets.

1. Materials environmental impact studies have identified the main levers of action: work is needed on polyester, leather and rubber.
2. Lacoste has also analysed the lifespan of its products through extreme product testing and based on customer reviews.
3. Lacoste’s materials impact study and analyses are complemented by a continuous improvement approach co-created with suppliers.

TARGETS FOR 2025.

- 100% of leather suppliers are LWG Gold certified.
- 100% of the leather used is recycled.
- 100% of the cotton, leather, polyester and rubber used is more responsible.

IN 2021.

- 80% recycled polyester for linings.
- 0% PVC.
- Increased lifespan of accessories containing metal parts.
INCREASING PRODUCT LIFESPAN.

THE MEANS IMPLEMENTED.

- The development of internal resources dedicated to technical innovation, products and materials.
- The durability protocol used during work to increase the lifespan of polo shirts sold from 2021 onwards.
- Technical audits and identification of the entire supply chain to verify product quality.
- Use of the PEF methodology and participation in the PEF’s work to raise the sustainability target to the level expected by Lacoste’s customers.
- In 2021, ISO 17025 certification of the laboratory at Lacoste’s historic factory, demonstrating its competence and ability to produce valid test results.

DOUBLING PRODUCTS’ LIFESPAN TO REDUCE THEIR ENVIRONMENTAL IMPACT.

For Lacoste, designing garments that last and that preserve their qualities wash after wash has always been a key way to reduce their environmental footprint through fibre quality and product design.

EXTENDING DURABILITY TARGETS.

The durability protocol has made it possible to measure the lifespan of Lacoste’s entire range of polo shirts.

IN 2021, THE DOUBLED LIFESPAN TARGET FOR THE POLO SHIRT RANGE WAS EXTENDED TO 100% OF ICONIC PRODUCTS (POLO SHIRTS, CAPS, ETC.).
REUSING LACOSTE’S TEXTILE WASTE.

Lacoste is working to decrease these losses by optimising cutting, beefing up quality processes, and developing 3D prototyping solutions. This approach offers a second life to textile materials that were manufactured but not sold, from:

- cutting scraps and materials not used during production
- products not sold because they fail to meet Lacoste’s quality requirements
- other types of textile waste such as loose fibres and defective materials from production phases, commercial samples, etc.

Lacoste works to identify the best ways to offer a second life to its materials, in particular by encouraging the reuse of recycled fibres from its own waste.

A collection pilot project for Lacoste products.

A pilot project collecting used polo shirts in Germany from October 2021 to April 2022 revealed that 80% of recovered polo shirts can be used in closed-loop recycling and to make new Lacoste products.

RECYCLING LACOSTE’S OWN WASTE TO CREATE NEW PRODUCTS.

Lacoste organises the recovery and closed-loop reuse of waste from its manufacturing processes.

Work was done in 2021 to identify recycling companies, and will continue in 2022. It will ensure factories can direct their waste to plants able to process them.

In addition to zero destruction in the factories and warehouses managed by Lacoste, investments were made in Lacoste’s historic factory to allow the sorting and organise the recycling of textile waste.

A collection pilot project for Lacoste products.

A pilot project collecting used polo shirts in Germany from October 2021 to April 2022 revealed that 80% of recovered polo shirts can be used in closed-loop recycling and to make new Lacoste products.

IN 2021.

15 RECYCLERS APPROVED WORLDWIDE.

5% OF FACTORIES* AND STORES worldwide use validated recycling solutions guaranteeing a second life to textile waste and unsold products.

* includes garment making factories of finished products.
MEASURING PERFORMANCE. IN 2021.

MATERIALS USED IN THE COLLECTIONS.

- 79% COTTON
- 13% POLYESTER
- 4% ANIMAL
- 4% ORGANIC COTTON
- 9% RECYCLED POLYESTER
- 4% OTHER

CARBON FOOTPRINT IN 2019.

<table>
<thead>
<tr>
<th>Scope</th>
<th>TONS CO₂eq</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>5,354</td>
</tr>
<tr>
<td>Scope 2</td>
<td>12,703</td>
</tr>
<tr>
<td>Scope 3</td>
<td>705,132</td>
</tr>
<tr>
<td>TOTAL</td>
<td>723,189</td>
</tr>
</tbody>
</table>

- 98% SCOPE 3
- 2% SCOPES 1 & 2

ENVIRONMENTAL IMPACT

OVER 2,600 REFERENCES analysed for their lifespan.

DURABILITY

- The doubled lifespan target for the range of polo shirts was extended to 100% OF ICONIC PRODUCTS (polo shirts, caps, etc.).

SECOND LIFE

- 15 RECYCLERS APPROVED worldwide.
- 5% OF FACTORIES’ AND STORES worldwide use validated recycling solutions guaranteeing a second life to textile waste and unsold products.

FOR THE PLANET. KPIs.

-4.6% ENVIRONMENTAL FOOTPRINT per product sold.

-15 TONS CO₂eq

*includes factories for the manufacture of finished products.
## FOR THE PLANET.
### REVIEW & TARGETS.

### MONITORING ACTIONS TO REDUCE LACOSTE’S AND ITS PRODUCTS’ ENVIRONMENTAL IMPACT.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Horizon</th>
<th>Target</th>
<th>Review of 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced environmental impact per product sold*</td>
<td>2025</td>
<td>-15%</td>
<td>-4.6%</td>
</tr>
<tr>
<td>Doubled lifespan of the entire range of polo shirts**</td>
<td>2025</td>
<td>100%</td>
<td>35%</td>
</tr>
<tr>
<td>Second life for textile waste and unsold products.</td>
<td>2025</td>
<td>100%</td>
<td>10%</td>
</tr>
<tr>
<td>Proportion of more responsible materials in collections***</td>
<td>2026</td>
<td>90%</td>
<td>12%</td>
</tr>
<tr>
<td>Reduced GHG emissions**. Scopes 1 and 2 – in absolute terms.</td>
<td>2030</td>
<td>-47%</td>
<td>Target Set</td>
</tr>
<tr>
<td>Reduced GHG emissions**. Scope 3 – in physical intensity.</td>
<td>2030</td>
<td>-37%</td>
<td>Target Set</td>
</tr>
</tbody>
</table>

* Textile products & underwear developed in 2021 and sold in 2022.
** Revised target: double the lifespan of all iconic products.
*** New targets added in 2021.