



Zadig & Voltaire

VoltAIRE PROGRAM

2021-2025 ROADMAP REVIEW

ABOUT THIS 2021-2025 ROADMAP REVIEW



Launched in 2021, *VoltAIRe*, our Sustainability approach, aims to drastically reduce the environmental impact of our activities while continuing to fuel our creativity.

It reflects our vision: combining desirability and sustainability by designing products that can be loved, worn and passed on, that stand the test of time, and that are made with respect for people, animals and ecosystems.

As *VoltAIRe*'s first roadmap set targets for 2025, this Report provides a summary of the progress achieved and the concrete results delivered at the close of this first stage. The Report particularly focuses on strategic raw material sourcing and product manufacturing paths, as they represent near 90% of the environmental impacts of the Maison.

In 2026, Zadig&Voltaire will build its 2026–2030 ESG roadmap, setting out the next steps in its approach and the ambitions the Maison has set for the next five years.

VoltAIRe remains a positive, pragmatic approach and a profound transformation deployed on a large scale, designed to engage the entire Zadig&Voltaire community: our teams, our partners and our customers.

THIS IS
ZADIG!

ZADIG&VOLTAIRE, LEADER OF THE EFFORTLESS LUXURY

Founded by Thierry Gillier in 1997, Zadig&Voltaire has redefined the very essence of a new type of luxury.

Indifferent to norms, diktats and traditional luxury codes, the brand has demonstrated over time its boundless love for freedom, a thirst which fuels its creativity and perpetuates its audacity.

Viscerally Parisian, drawing on its musical influences and immersed in contemporary art, it has made duality its signature.

The spirit of the brand is eternally young, and encourages its community to cherish uniqueness.

It emphasizes the importance of expressing yourself, loving yourself and cultivating an independent mind, to be free, again and again!

Zadig&Voltaire designs its collections at its head office in Paris.

As concerned about style as with quality, the brand is continuously developing its know-how in partnership within manufacturing workshops.

Zadig&Voltaire fully embraces the complex challenges of the 21st century by actively engaging in its global sustainability program VoltAIRe.

OUR VALUES

COMMITTED FREEDOM

Freedom is our driving force, our raison d'être, our constant goal. It is expressed individually in the way we think and act, nothing holding us back. Every day, we strive to communicate this mindset to our community. We promote the freedom to dress however you want, to be unique rather than just like everyone else. The in-store experience with our Zadig Stylers is at the heart of this process



SHARED HIGH STANDARDS

At Zadig&Voltaire, our high standards are reflected in the care we take to ensure we are professional, with ourselves and others. They invite us to be elegant in our actions and how we communicate. We believe that the quest for high standards is the path to excellence. We achieve this goal when boldness and collective determination meet the ambition that makes Zadig&Voltaire a brand that is constantly evolving. Our mission is to ensure you enjoy wearing our styles as much as we enjoy creating them



ENCOURAGED UNIQUENESS

Being unique is a source of strength and something we are proud to have cultivated from the creation of the brand. It demonstrates the freedom that underpins our DNA and is evident in the melting pot of personalities and cultures that come together to enrich the brand. Uniqueness is expressed in the paths of those that fuel the brand. It is proof of the confidence we place in individuals and their talents. It prioritises enthusiasm and the pleasure of working together. It protects the creativity and agility that reign at Zadig&Voltaire. This mindset resembles a philosophy: encouraging the members of our community to free themselves of external pressure.

2025 KEY DATA

1400

TEAM MEMBERS

+330

STORES AND CORNERS

+30

COUNTRIES



2025 KEY DATA

78%

OF OUR EUROPEAN STORES & FRENCH HQ
SUPPLIED WITH GREEN ENERGY

-11%

REDUCTION IN GLOBAL CO2 EMISSIONS VS.2024

0%

VIRGIN PLASTICS FROM FOSSIL FUELS IN OUR
POLYBAGS



2025 KEY DATA

89%

OF KEY RAW MATERIALS * (IN kgs) USED IN OUR FW 25
RTW COLLECTION WERE CERTIFIED
INCLUDED IN OUR MAIN MATERIAL

68%

OF THE PRODUCTS INCLUDED IN OUR COLLECTIONS
CARRYTHE “MADE IN VOLTAIRE RESPECT” LOGO

55%

OF THE PRODUCTS OF OUR FW24 RTW COLLECTION
WERE CERTIFIED ALL ALONG THEIR VALUE CHAIN



5 YEARS OF INVOLVEMENT IN COLLECTIVE INITIATIVES & PARTNERSHIPS TO ACCELERATE POSITIVE TRANSFORMATION

Zadig&Voltaire



In 2022, Zadig&Voltaire started to work with the SBTi and obtained approval for its climate change objectives aligned with the 1.5°C target. A coalition of four institutions - the Carbon Disclosure Project (CDP), United Nations Global Compact, World Resource Institute (WRI) and World Wildlife Fund (WWF) -, the SBTi strives to define and promote best practices to fix climate objectives based on scientific recommendations and independently assesses companies' objectives.



Zadig&Voltaire joined the United Nations Global Compact in 2021, making a commitment to respect and promote its 10 principles regarding human rights, international labour standards, the environment and anti-bribery. The United Nations Global Pact brings together 19,000 members in 164 countries.



Zadig&Voltaire joined Canopy in April 24 and will participate through both CanopyStyle and Pack4Good initiatives. Canopy protects the world's forests, species, and climate by working hand in hand with companies from around the globe to transform unsustainable supply chains, catalyze innovative Next Generation Solutions, help advance frontline community rights, and conserve vital forest ecosystems all over the world.



Zadig&Voltaire joined the ICS (*Initiative for Compliance and Sustainability*) in 2023. This latest is dedicated to social compliance and strives to improve working conditions in companies' international supply chains.



In 2021, Zadig&Voltaire joined the Good Cashmere Standard. The Good Cashmere Standard® by AbTF is an independent standard that strives to develop a sustainable cashmere production by improving the welfare of goats, the working conditions of farmers and the environment in which they work.



Zadig&Voltaire is partnering with Fairly Made since 2023 to support the brand in its product traceability project. Fairly Made provides a platform enabling brands to trace and assess environmental impacts of their products



In 2021, Zadig&Voltaire joined the Leather Working Group (LWG). This organisation, made up of brands, manufacturers and various stakeholders in the leather industry, developed an audit programme that certifies tanneries based on their environmental practices and performance.

3 PILLARS AND TARGETS TO 2025

SUSTAINABLE PRODUCTS & PACKAGING



- ★ **100% of key raw materials certified from sustainable sources**
- ★ **Zero virgin plastic made from fossil fuels**
- ★ **100% sustainable, recyclable packaging**
- ★ **100% traced products**

CLIMATE & AIR



- ★ Switch to **100% green energy** wherever it is possible
- ★ **100% of new and renovated stores aligned with Zadig&Voltaire Sustainable Store Standards**
- ★ **100% of our products compliant with Zadig&Voltaire Sustainable Product Standards**

MADE IN RESPECT



- ★ **100% of our partners aligned with Zadig&Voltaire Standards**
- ★ **100/100 gender equality index**
- ★ **100% of our teams trained in the VoltAIRE programme**

2021- 2025 ROADMAP PROGRESS OVERVIEW

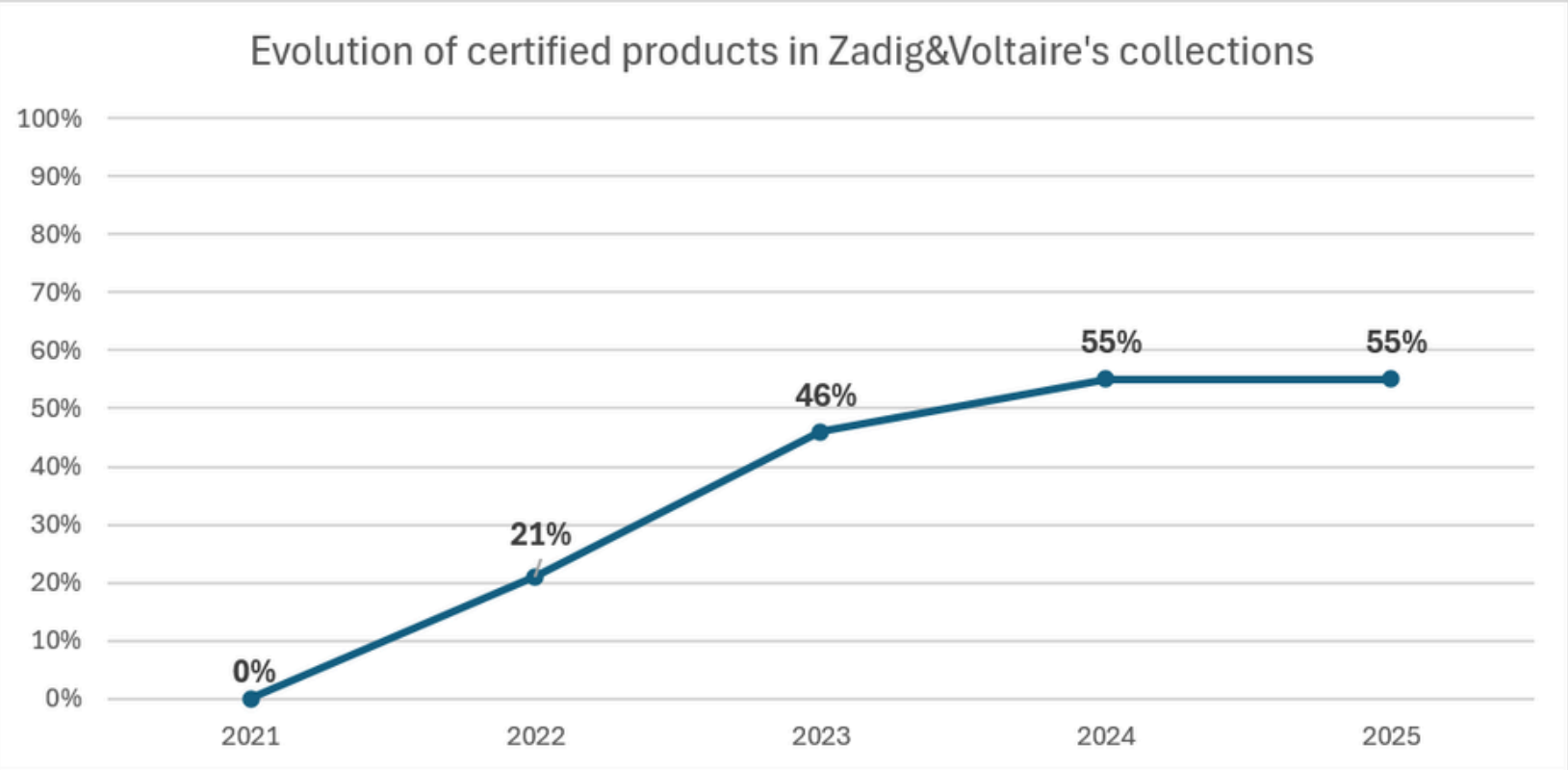
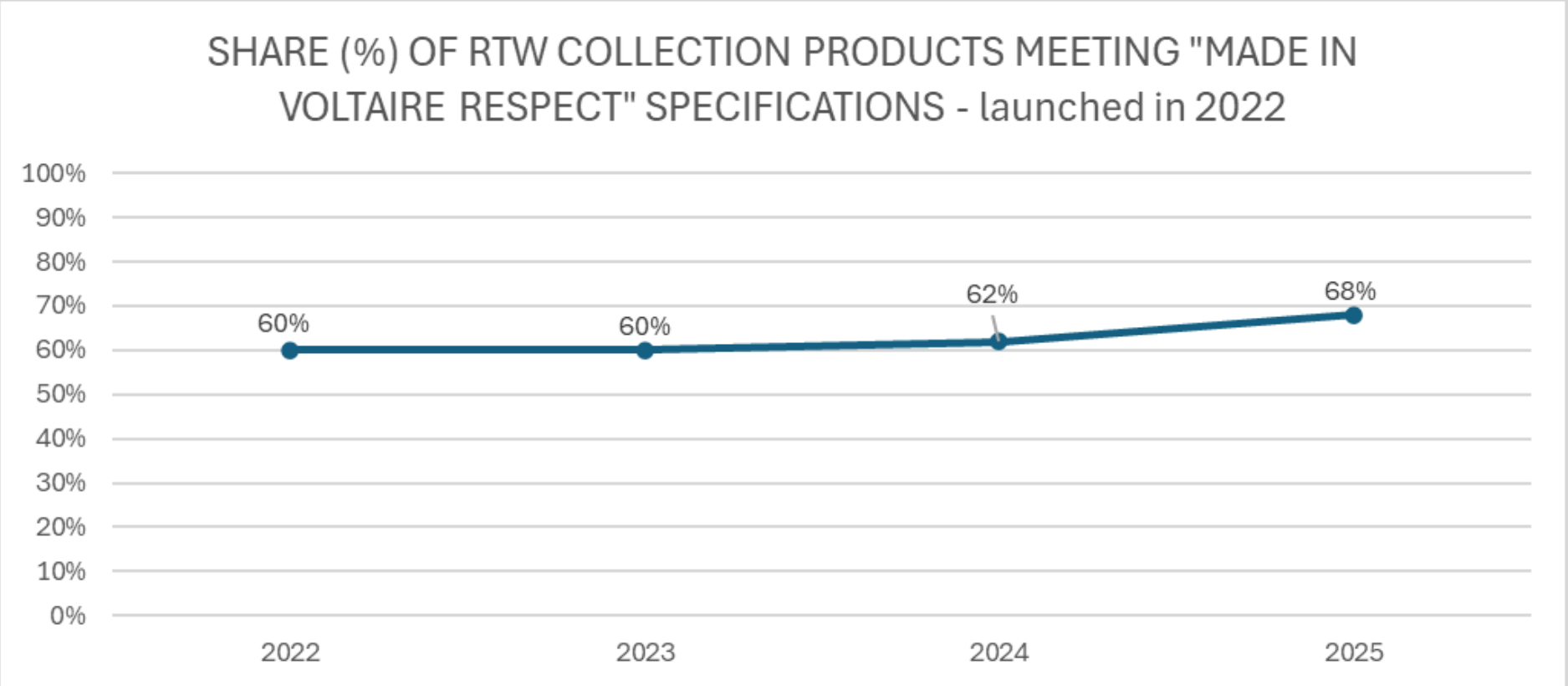
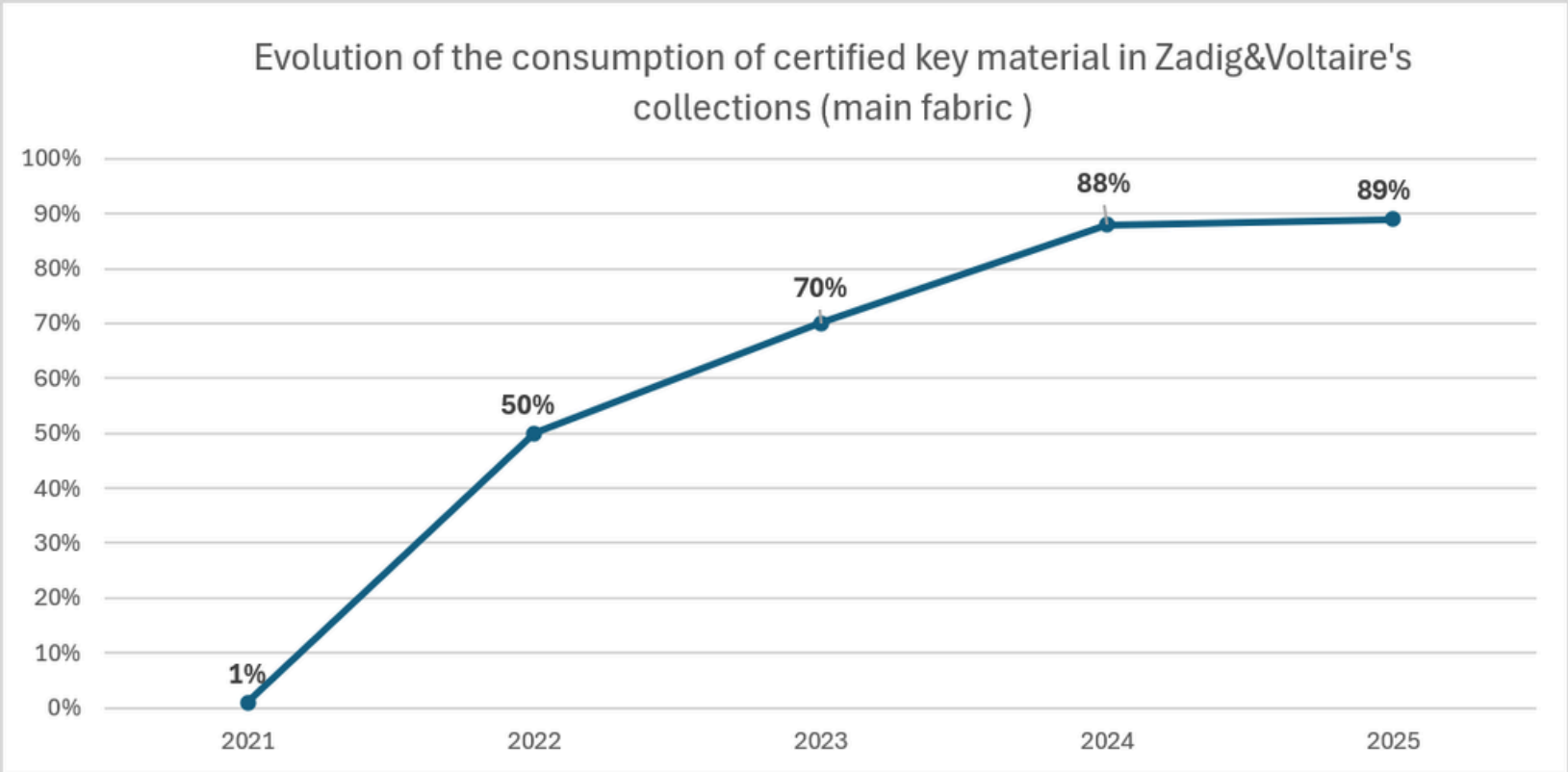
	2025 TARGETS	Progress Vs. target	RESULTS AS OF END 2025	Vs.2024	Vs. 2021
SUSTAINABLE PRODUCTS & PACKAGING	100% of key raw materials certified from sustainable sources (kgs.)		▪ 90%	90%	<1%
	100% of our packaging free from virgin plastics materials made from fossil fuels		▪ 100%	100%	0
	100% certified sustainable, recyclable packaging		▪ 100%	100%	0
	100% traced* products (*knitting /weaving/stitching steps)		▪ 86% up to weaving /knitting / stitching ▪ 63% at least one of the main material fibers traced up to its origin	97% 61%	0
CLIMATE IN OPERATIONS	Switch our sites to 100 % green energy (everywhere it is possible and available)		▪ 78% of European stores and 100% French HQ	78% Europe	0
	100 % new and refitted European boutiques aligned to ZV Sustainable Stores Standards		▪ 100%	100%	0
MADE IN RESPECT	100% of our T1 suppliers' production sites with a social audit		▪ 100% of our T1 ▪ 100% of the tanneries	94% 100%	0
	100/100 Gender Equity Score Index		▪ 98/100	99%	98/100
	100% of our teams trained on VoltAIRe program		▪ 100%	100%	0

Target reached

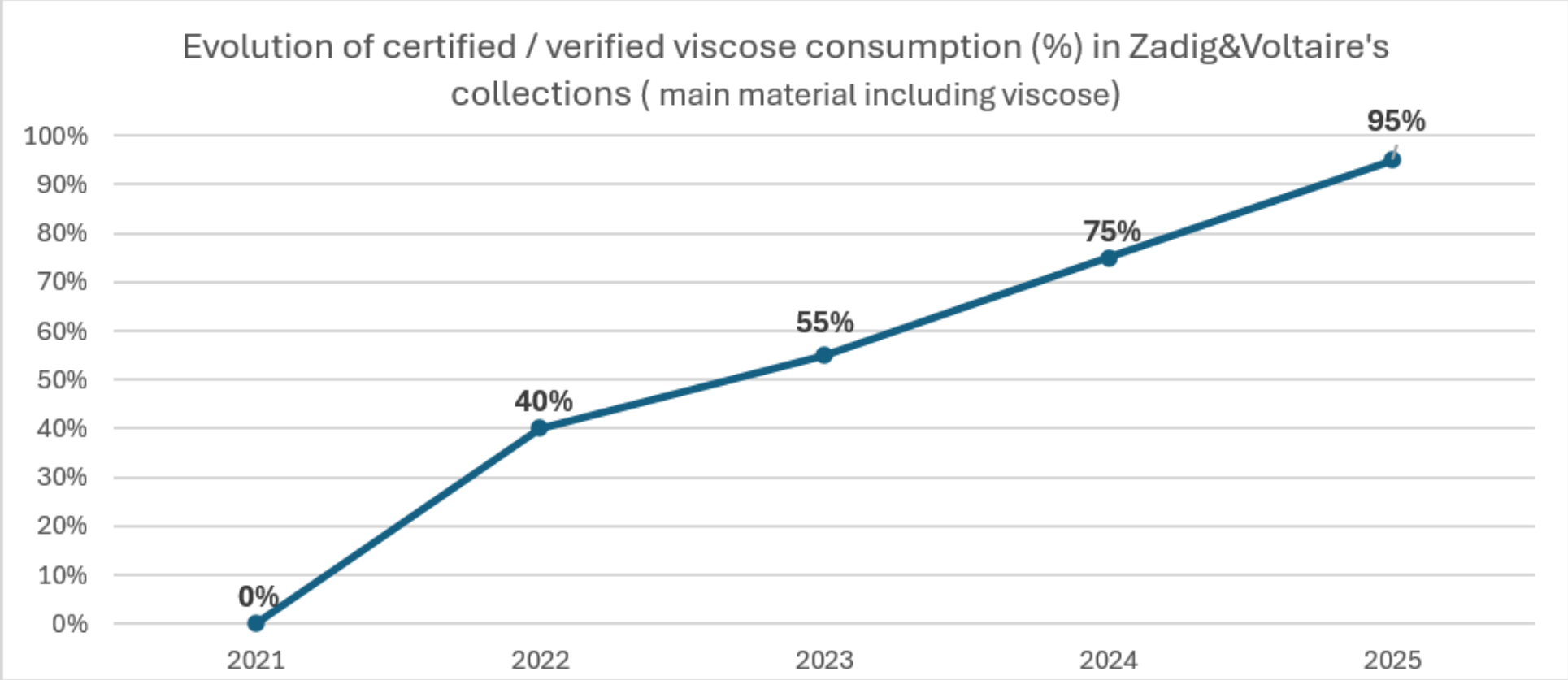
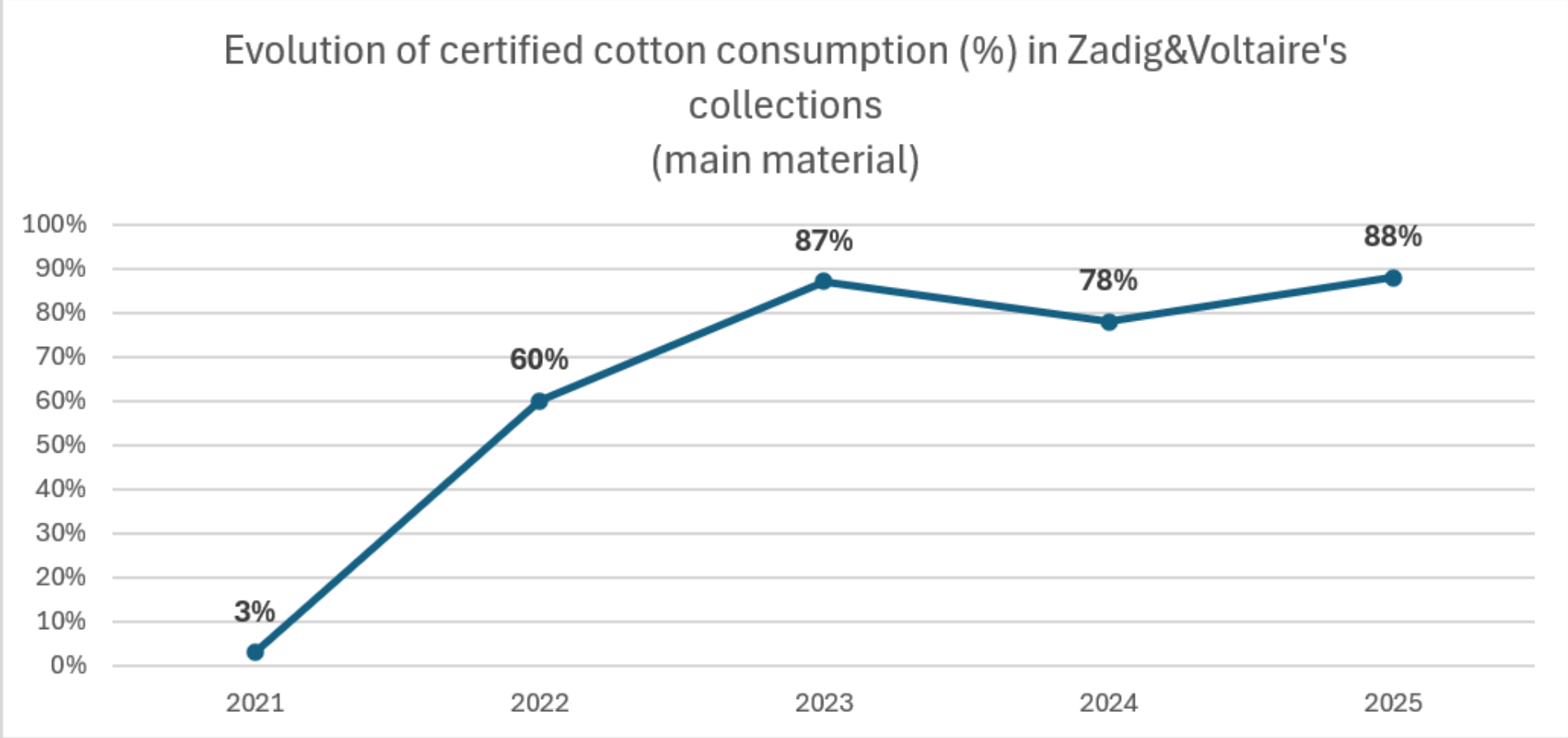
Very close to target

On on our way

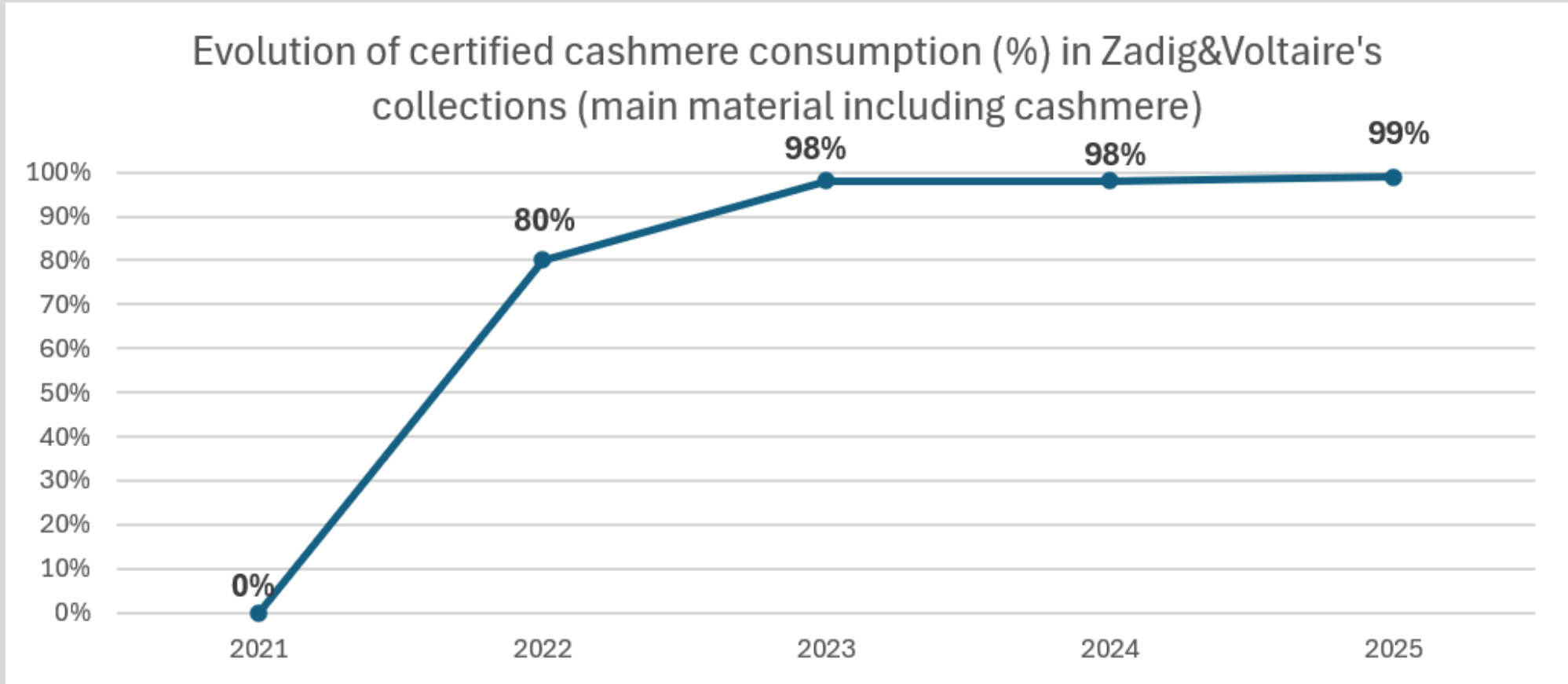
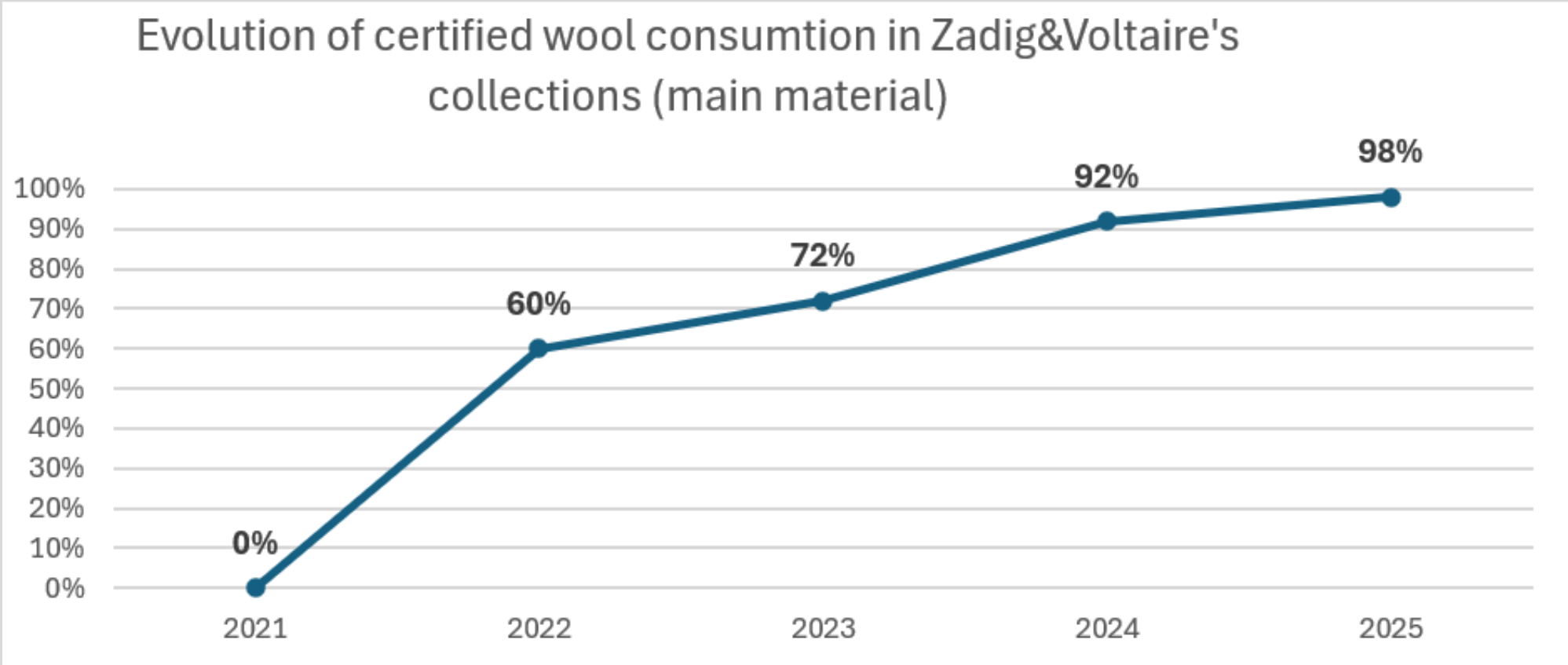
2021- 2025 SUSTAINABLE SOURCING PROGRESS OVERVIEW



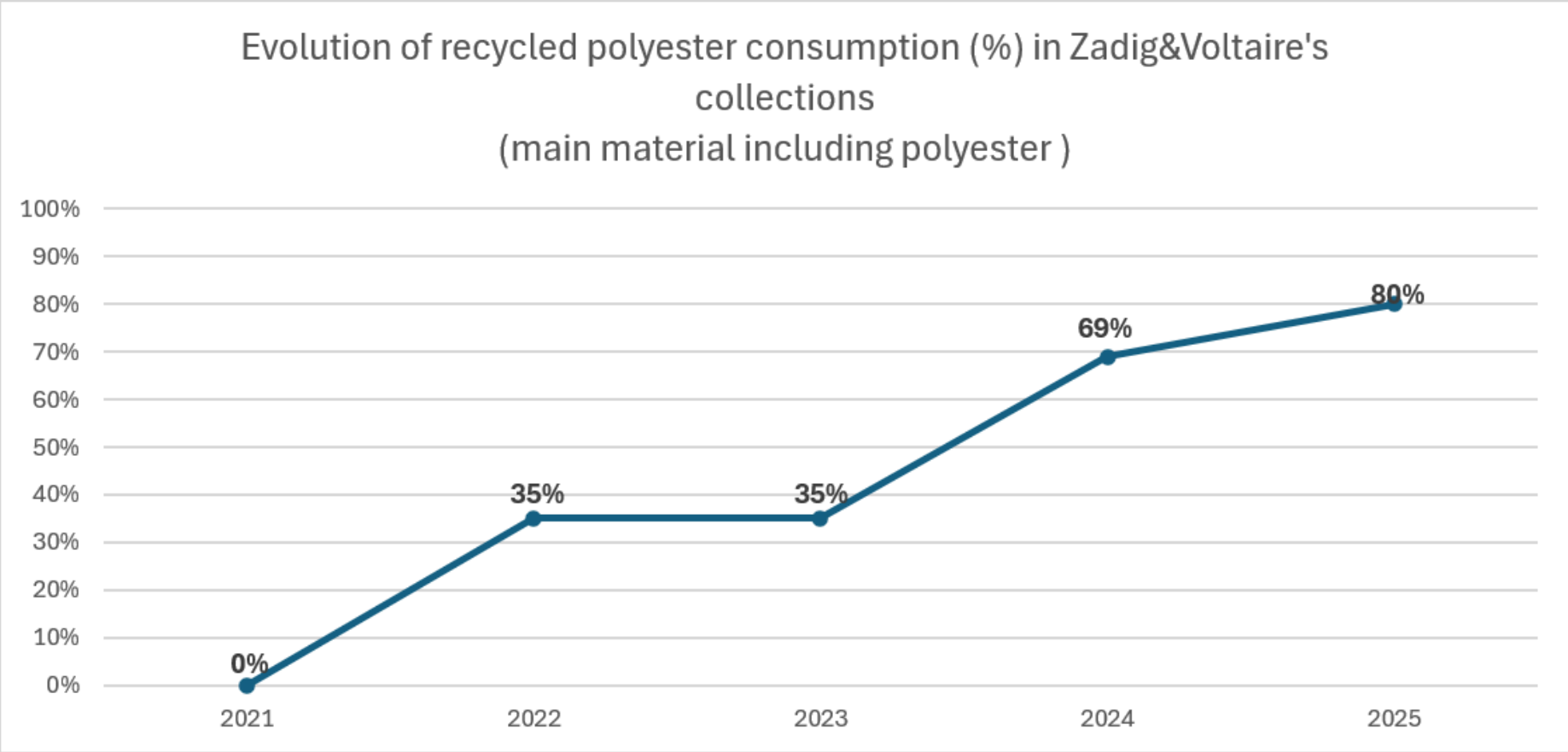
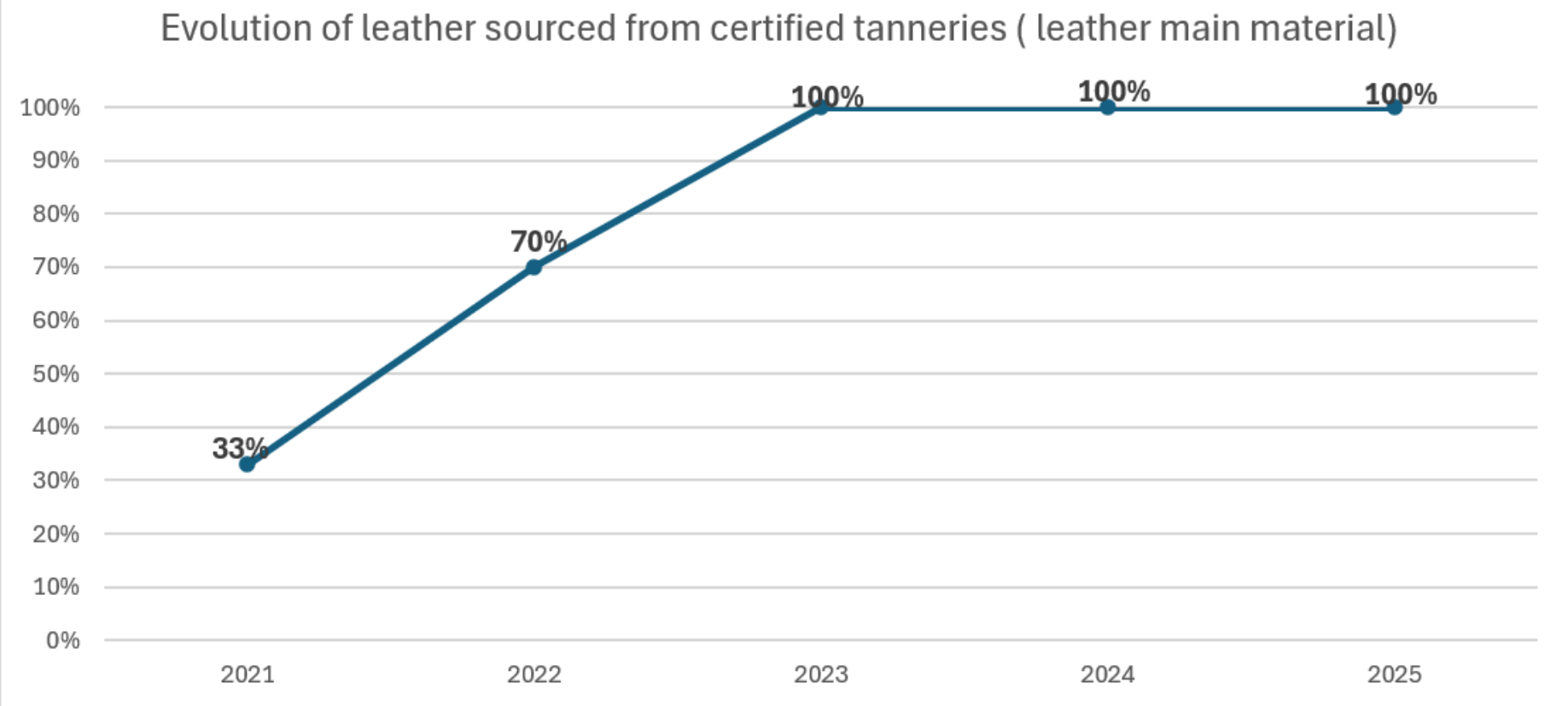
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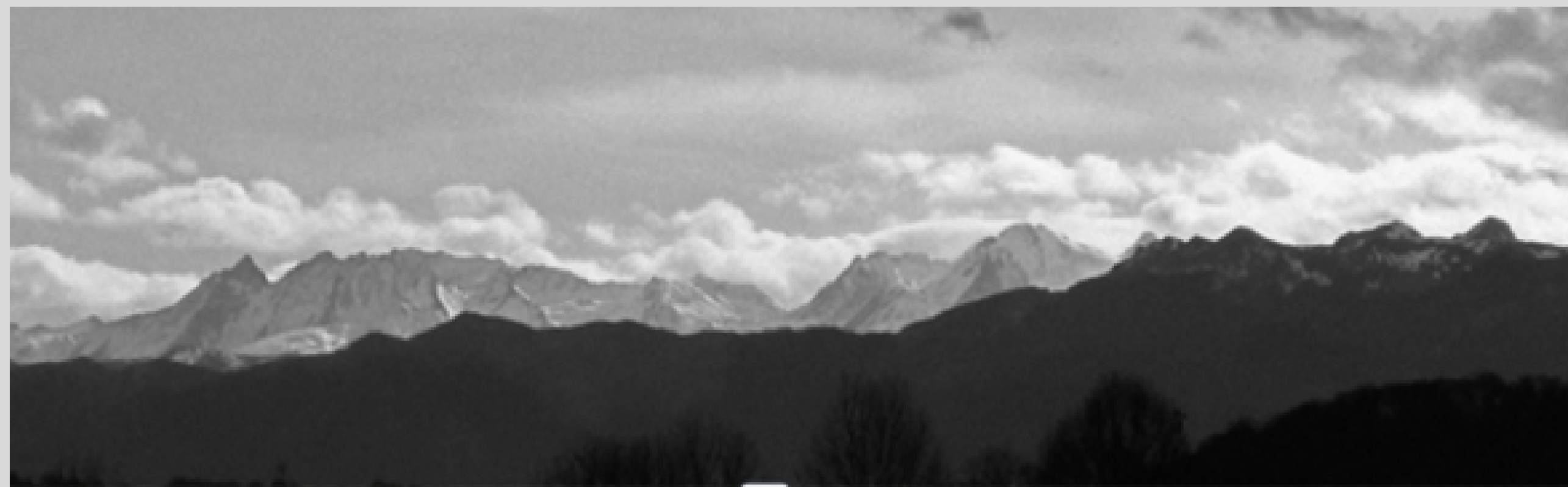
2021- 2025 SUSTAINABLE SOURCING PROGRESS OVERVIEW



CLIMATE AMBITION & STRATEGY TOWARDS 1.5° PATH OF PARIS AGREEMENT

A CLEAR STRATEGY AND TARGETS TO 2025, AS A FIRST MILESTONE TO 2030 :

- 100% sustainable key raw materials
- 100% of products in line with Zadig&Voltaire sustainable standards
- 100% green & efficient energy in our sites
- 100% new /refitted stores in line with Zadig&Voltaire sustainable stores standards
- reduce air freight transport and optimize the routes



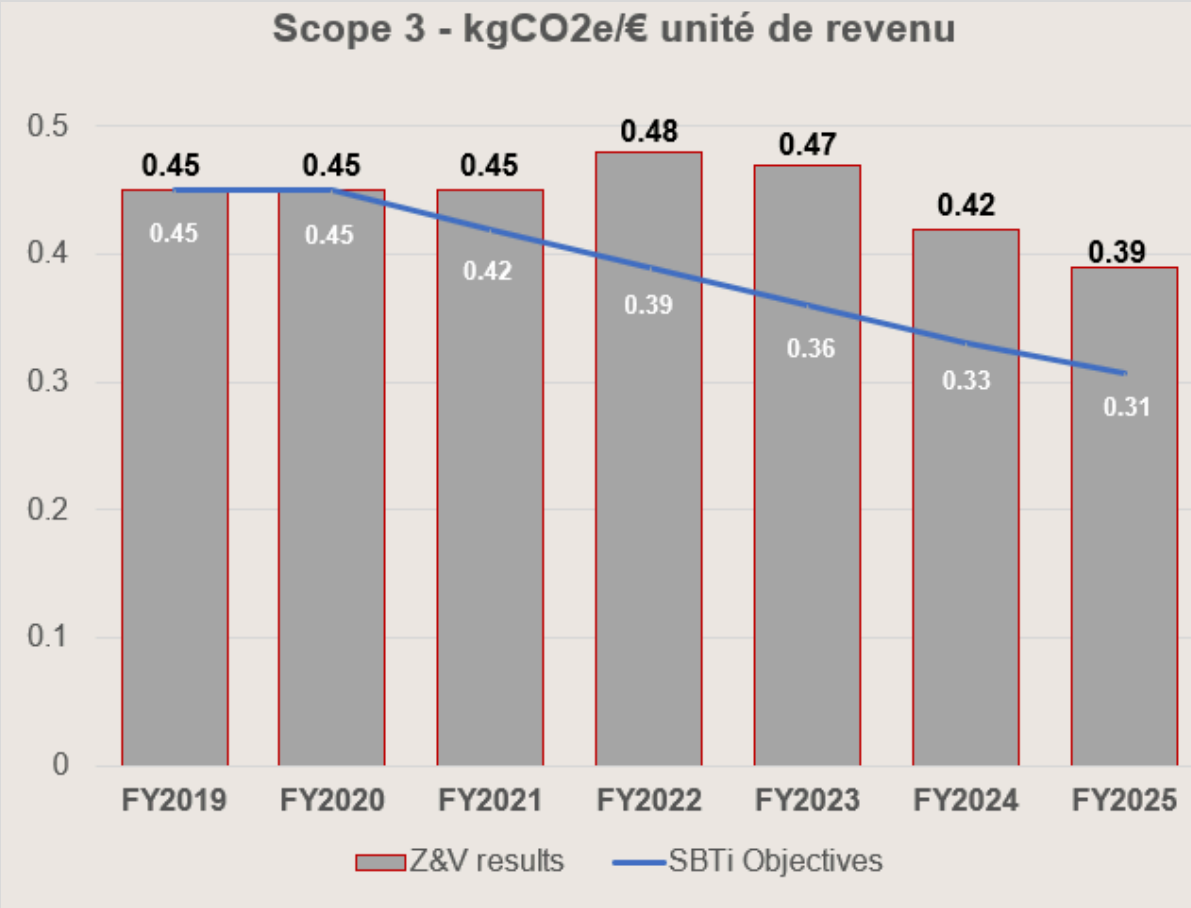
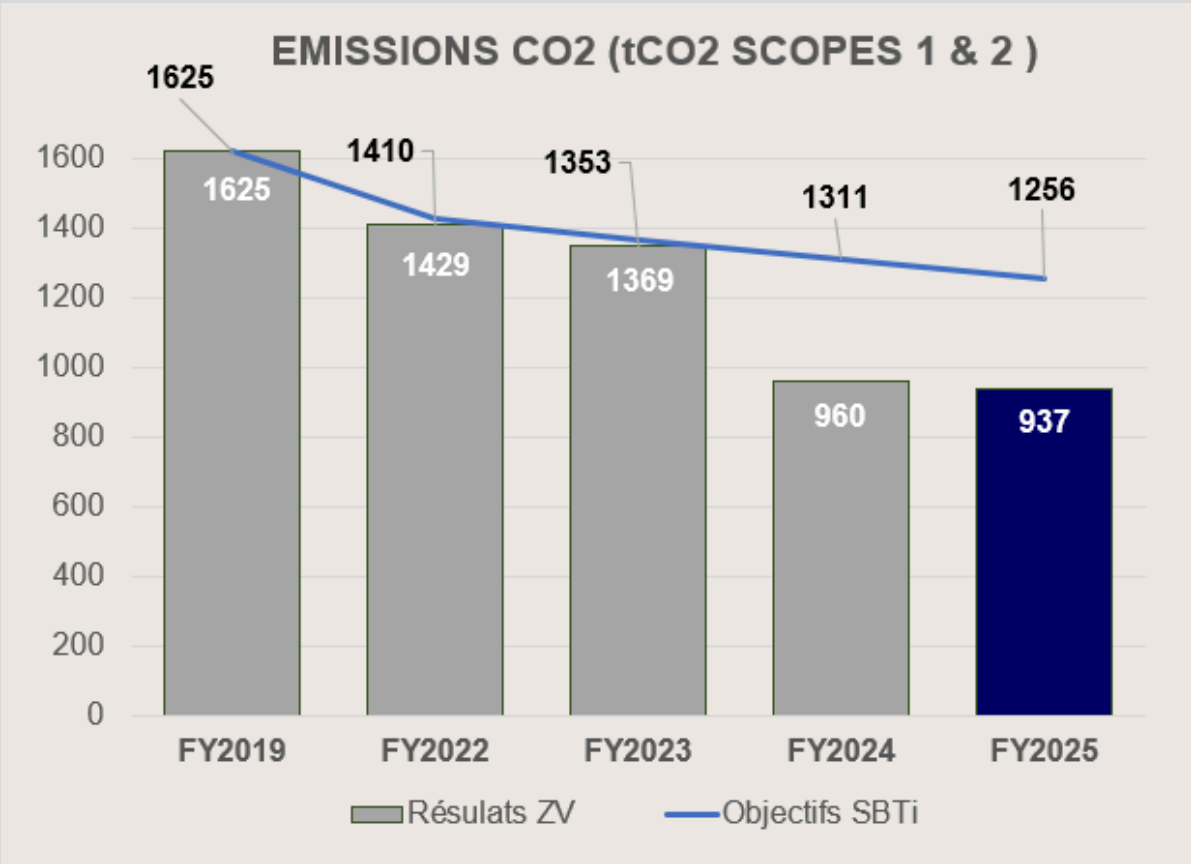
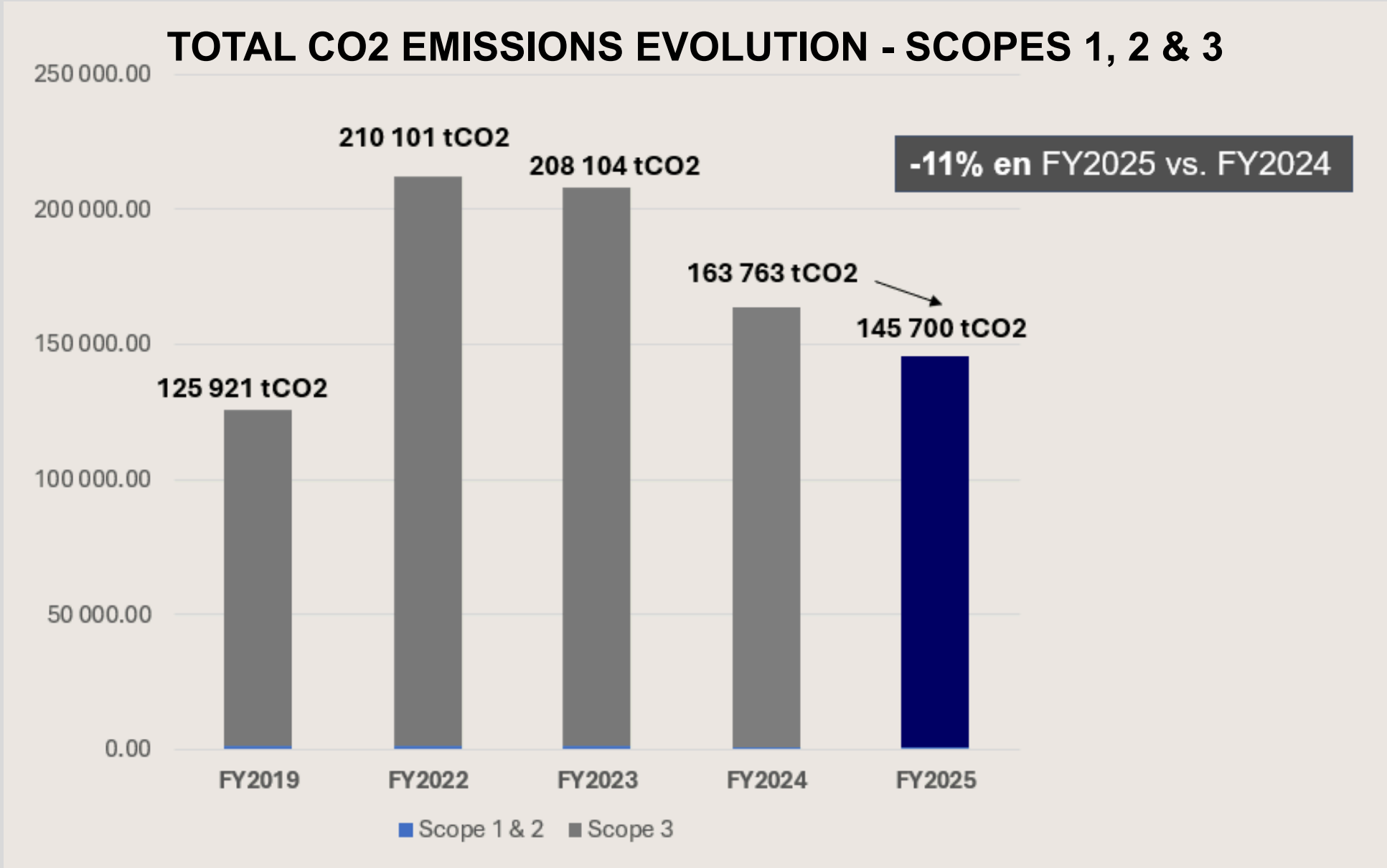
In May 2023, Zadig&Voltaire's ambitious climate objectives, aligned with the 1.5°C trajectory, have been verified and approved by the Science-Based Target Initiative (SBTi).

The latter are aligned with the objectives of the Paris Agreement and their validation constitutes an important step in our continuous commitment to play a role in combating climate change at our level.

In accordance with the SBTi's objectives, Zadig&Voltaire is committed to:

- reducing by 46.2% the absolute greenhouse gas emissions of its Scopes 1 and 2 by 2030 compared to the reference year 2019, and to increasing its annual renewable electricity supply from 0% in 2019 to 100% by 2030;
- reducing by 55% per euro of turnover the GHG emissions of its Scope 3 from goods and services purchased, as well as transport and distribution upstream, within the same time frame

CO2 EMISSIONS EVOLUTION SINCE 2019 & SBTI PATH



VOLTAIRE

MADE IN VOLTAIRE RESPECT

THANKS TO ALL ZADIG&VOLTAIRE TEAMS AND PARTNERS WHO MOBILIZE TO ALWAYS GO FURTHER, AND WHO MAKES THE VOLTAIRE PROGRAM A REAL COMMITMENT OF THE MAISON, ALONG WITH CONCRETE RESULTS