ENHANCING AND SHARING THE VERY BEST OF CHAMPAGNE

CSR report
2022-2023*

CHAMPAGNE CHARLES HEIDSIECK
Maison fondée à Reims en 1851

MAISON FONDÉE EN 1785
PIPER-HEIDSIECK
CHAMPAGNE

Rare
CHAMPAGNE

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*Report produced in 2023 based on data from the 2022 financial year.

Damien LAFAURIE
Chairman, EPI Wines and Champagnes

Céline DORLEANS
Head of HSE-RSE at Champagnes Piper-Heidsieck, Charles Heidsieck and Rare Champagne

What's happening in the sector at the moment?

DL. We're currently experiencing a revolution in the wine sector. Wine production is deeply rooted in our national history and heritage, and still remains first and foremost a question of passion. Today's consumers are increasingly attentive to quality and the origin of grape varieties and terroirs – and are seeking traditional winemaking know-how that corresponds to their quest for authenticity.

How are you meeting these expectations, and what are your challenges?

DL. The issue of global warming is crucial for us, as we are directly impacted by its effects. Episodes of drought, heavy rain or hailstorms are damaging our soils and vines with increasing frequency. In response, we must adapt, find new ways of working and change our practices. We need to take a long-term approach, while at the same time implementing a rapid pace of change that involves working on improved agricultural practices, protecting natural ecosystems and biodiversity and investing in R&D to improve the resilience of our vineyards.

CD. We can only meet these challenges if we combine our efforts. Actions such as teaming up with other industry players to prevent biodiversity loss and reduce inputs, supporting winegrowers in their efforts to gain sustainability certifications and labels, and working with our glass-making partners to reduce the weight of bottles are all priorities to ensure we reach the targets we have set ourselves.

Employee engagement is key to bringing about transformation. How do you motivate your teams?

CD. Getting B Corp certification in 2022 was a really significant step. It's both a testament to the progress we've made in terms of sustainability and an incentive to pursue our efforts. It's also an immense source of pride in our Houses for all those people who work hard every day to implement our CSR roadmap.

Last but not least, what is it that makes your Houses so special?

DL. Our pioneering spirit is the first thing that springs to mind. We firmly intend to carry on innovating, with the ambition of constantly challenging ourselves, pursuing our continuous improvement process and getting our entire ecosystem on board!

OUR 3 CHAMPAGNE HOUSES

Dating back almost 240 years and located in Reims in the heart of the Champagne region, despite their common roots, our Piper-Heidsieck, Charles Heidsieck and Rare Champagne Houses each have their own distinct character.

CHAMPAGNE CHARLES HEIDSIECK
Maison fondée à Reims en 1851

The secret of the House's unique style lies in the way it blends mature reserve wines into its Brut Réserve iconic cuvées. These still wines can be up to 25 years old, and bring a texture and aromatic complexity that is unrivalled in Champagne.

MAISON FONDÉE EN 1785
PIPER-HEIDSIECK
CHAMPAGNE

The House's unique character comes from inventive blending and the combination of exceptional wines. A quest for excellence and an open mind, featuring Pinot Noir as its signature grape variety, bringing aromas of red fruit, quince and freshly baked bread.

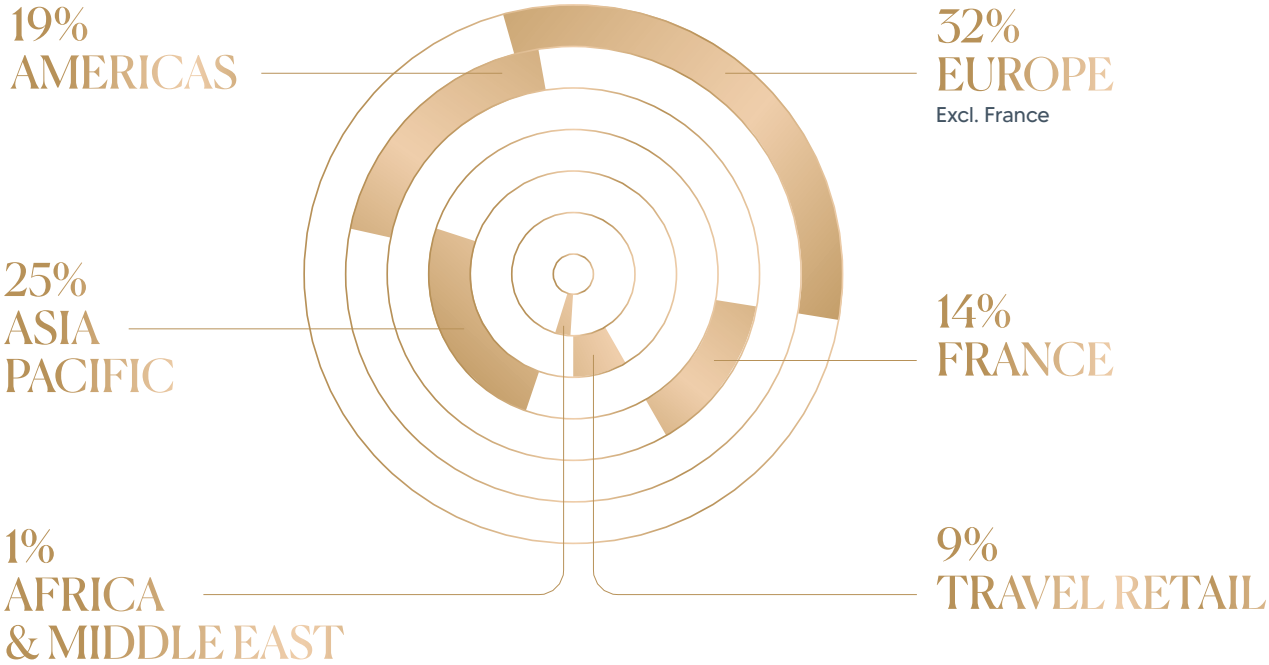
Rare
CHAMPAGNE

This jewel of the Champagne region transforms wine tasting into a sublime celebration of the art of sharing. Its fine, voluptuous structure reveals a generous fruitiness, a silky taste enhanced by the sensuality of warm, tropical notes and nuances of brioche. Exquisite refinement.

EPI GROUP

In 2011, the Houses of Piper-Heidsieck, Charles Heidsieck and Rare Champagne joined EPI, a French family-owned luxury group led by Christopher Descours. Expertise, quality and the transmission of French know-how are among the core values of the group, which is comprised of three divisions: Fashion and Luxury, Wines and Spirits, and Financial and Real Estate Investments.

BREAKDOWN OF OUR CHAMPAGNE SALES WORLDWIDE IN 2022



150
employees

1,437
winegrower and supplier partners

Gallo-Roman hillsides and chalk pits
Unesco World Heritage Champagne hillsides and chalk galleries

CHAMPAGNE: A DYNAMIC, VALUE-CREATING INDUSTRY[1]

The Champagne sector makes a key contribution to the vitality of the local economy, thanks to the combined efforts of winegrowers and champagne houses, who constantly strive to ensure that the quality and reputation of their terroir is preserved through the generations.

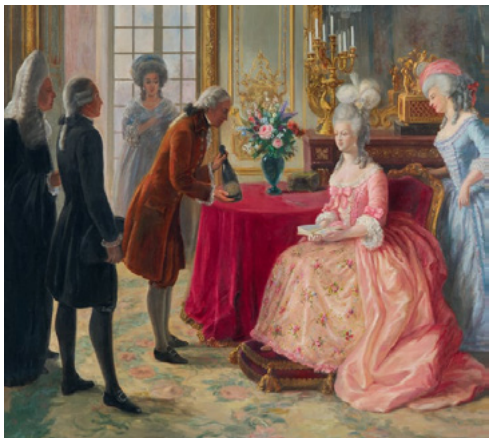
The industry provides 30,000 direct jobs for some 15,000 salaried employees, as well as around 120,000 seasonal workers at harvest time. Champagne is exported to over 190 countries and accounts for 10% of the world's sparkling wine consumption.

Champagne was the first wine-growing region in the world to carry out a carbon footprint assessment and to launch a range of mitigation initiatives, such as reducing the weight of glass bottles, recovering and reusing waste, preserving natural resources and protecting the environment, managing water resources, revegetating hillside vineyards and restoring the region's natural balance.

1. Source: Champagne Committee.

HOUSES THAT ARE STEEPED IN HISTORY

Family history, tradition, transmission and entrepreneurship have long been in our Houses' DNA.



1785

Creation of "Heidsieck et Cie" by the German Florens-Louis Heidsieck, inspired by his wife, the Champenoise Agathe Perthois. He decides to present his wine to the queen, Marie-Antoinette. Instantly won over, she becomes the House's first ambassador and, two hundred years later, remains the inspirational muse of Rare Champagne, honoured by the creation of "a cuvée fit for a queen".

1815

Christian Heidsieck, Florens-Louis Heidsieck's nephew, takes over the family business and joins forces with astute businessman Henri-Guillaume Piper. Heidsieck et Cie becomes Maison Piper-Heidsieck.

1851

At the age of 29, Florens-Louis Heidsieck's great nephew, Charles Heidsieck, founds his own Champagne House.

1852

Charles Heidsieck becomes the first Champagne House owner to cross the Atlantic and opens up the American market. His charisma and panache win over the Americans, who compose a song in his honour and affectionately nickname him "Champagne Charlie".

1867

In the heart of Reims, visionary entrepreneur Charles Heidsieck acquires a series of Gallo-Roman chalk galleries dating back thousands of years. Resembling underground cathedrals, they are an ideal location for ageing Champagne.

1976

Creation of the first cuvée of Rare Champagne. It is unveiled in 1985 at the Château de Versailles as a tribute to Marie-Antoinette, its inspirational muse. To mark the occasion, a special limited edition of three bottles is produced in partnership with Van Cleef & Arpels celebrating respectively the beauty of nature, women and Champagne.

OUR CSR MILESTONES

2007

First carbon assessment.

2009

Launch of lightweight bottles at Piper-Heidsieck.

ISO 22000 certification.

2012

Creation of the OPALE Group to prevent the consumption of alcohol in the workplace and the BEST Group for health and wellbeing at work.

2015

VDC (Sustainable Viticulture in Champagne) certification.

HVE (High Environmental Value) level 3 certification.

The BEST Group is superseded by the PSR-QWL steering committee.

2016

Development of hedgerow planting in the vineyard.

2017

Encouragement of winegrowing partners to commit to the VDC certification process.

2018

The OPALE is superseded by the PADE Group to prevent addictions in the workplace.

2019

Launch of Piper Lab.

2020

Launch of the B Corp certification project.

2021

Piper-Heidsieck becomes a shareholder of Team for the Planet.

A *raison d'être* is incorporated into the company's articles of association.

2022

All three Houses B Corp certified.

Definition of a climate strategy
Submission of objectives to SBTi.

Study on biodiversity in the vineyard.

ENHANCING AND SHARING THE VERY BEST OF CHAMPAGNE

Because we are so closely connected to the Earth, every day we observe the effects of climate change and their impact on the soil and natural cycles. So, together with our winegrowing partners, we are taking action to care for and preserve these fragile ecosystems.
To continue to produce the highest quality wines while respecting the needs of our vines, we are striving to innovate, to imagine new ways of doing things and to share our new agricultural practices with our community of winegrowers.

We are the custodians of a unique, centuries-old know-how that we aim to continue to develop and pass on to future generations. We are also committed to sharing and promoting responsible consumption in line with our values and traditional French *art de vivre.*
This ethos is what drives us, and our commitment to it is reflected in everything we do, every day. It is enshrined in our articles of association in the form of our corporate *raison d'être:* "Enhancing and sharing the very best of Champagne ".

Pillars	Commitments	2022 Indicators	Targets	SDGs
Perpetuating our cultural and environmental heritage	Aiming for excellence in winegrowing practices	100% of our own vineyards are HVE/VDC certified and traced 24% of our wine supplies are VDC certified and traced (% in absolute value of wines traced at the end of the campaign) 44.4% of our must (grape juice) supplies are VDC certified and traced	2030: over 90% of our partners to be certified or engaged in an environmental certification process	7, 12, 13, 15
	Preserving our cultural heritage: protecting the soil and biodiversity of our Champagne terroir	Over 1,000 shrubs planted since 2016	2024: planting of melliferous fallow land and new areas to attract wildlife (hedges, copses, etc.)	
	Reducing the environmental impact of our activities Aiming for carbon neutrality	-22.7% kWh of electricity consumed in absolute terms than in 2019 80% minimum of recycled glass in our bottles 82% of Charles Heidsieck 75 cl bottles are lighter, weighing 875 g compared to 905 g in 2019	2050: achieve net zero emissions 2025: 40% reduction in energy consumption compared to 2019 2030: 3% reduction in bottle weight compared to 2019	
	Embedding sustainability in our projects and decision-making	70% of our suppliers in France / 81% of suppliers in Europe 99.3% of champagne bottles sourced in France	2030: 100% of supplies sourced in Europe	
Valuing people and passing on our know-how	Passing on our know-how	90% of employees benefitted from at least one training session 84% of employees made aware of CSR issues as of 2022	2025: 80% of employees to benefit from at least one training session per year 100% of employees aware of CSR issues	4, 5, 8, 17
	Guaranteeing health, safety and wellbeing in the workplace	2 lost-time accidents 4 PSR-QLW steering committees set up 63% of average workforce participate in wellness days	2025: 0 serious workplace accidents with lost time At least 4 PSR-QLW steering committee meetings per year Over 50% of employees take part in wellness days annually (renewable on annual basis)	
	Putting dialogue at the heart of corporate relations	9 issues of the in-house newsletter *Entre Nos Mains* 9 meetings organised between employees and the Chairman	2025: at least 9 issues of the in-house newsletter At least 4 meetings organised between employees and the Chairman	
	Fostering equality in the workplace	48% of women in management/executive positions 4% disability rate	2025: 50% of women in management/executive positions 6% annual disability rate	
	Building sustainable partnerships and supporting local development	Average supplier relationship: 13 years Average winegrower relationship: 16 years	Stable compared to N-1	
Sharing much more than fine wines	Educating people on how to enjoy our champagnes responsibly	37.5% of customer events equipped with an alcohol monitoring system 100% of internal events equipped with an alcohol monitoring system	2025: 100% of customer events equipped with an alcohol monitoring system 100% of in-house events equipped with an alcohol monitoring system	3, 10, 11, 12
	Showcasing our know-how and commitments	€168,500 allocated to philanthropic projects	N/A	
	Providing help, support and investment related to our activity	€250,000 Piper-Heidsieck investment in Team for the Planet	N/A	
	Garanteeing transparency in our policies and practices	6 policies (Environmental, Responsible purchasing, Quality, Health, Safety and wellbeing in the workplace, Corporate philanthropy)	N/A	

COMMITTED ALONGSIDE OUR STAKEHOLDERS

In view of the scale of challenges we all face, we are convinced that the key to achieving rapid progress lies in the power of collective action and dialogue.
For this reason, we are committed to building close relationships with all our stakeholders, founded on trust and an equal balance between our respective interests.

WITH OUR EMPLOYEES

We endeavour to ensure that our ancestral know-how is passed on to future generations so that our core values regarding the land, our roots and the unique character of our Houses live on. We communicate regularly with our teams through a series of satisfaction questionnaires, internal publications and events organised by the Quality of Life at Work Committee.

WITH OUR WINEGROWING PARTNERS

We are committed to working closely with our winegrowing partners and building lasting relationships based on developing the local economy, sharing value fairly and protecting our cultural and environmental heritage.

WITH OUR CUSTOMERS

We bring our customers exceptional products from a unique terroir. We also encourage them to join us on our journey of transformation so that we can share much more than fine wines.

WITH THE GOVERNMENT AND LOCAL AUTHORITIES

We comply with all our legal obligations as a business. We strive to preserve and promote the Champagne region's cultural and natural heritage through a number of corporate philanthropy projects. We contribute to developing the local economy by fostering both direct and indirect local employment.

WITH OUR INVESTORS AND FINANCIAL PARTNERS

We aim to deliver sustainable growth that creates shared value.
We are committed to transparency in the communication of our financial and non-financial performance results.

WITH OUR SUPPLIERS AND DISTRIBUTORS

We are committed to building lasting partnerships based on transparency, communication and the sharing of information. A code of conduct commits both parties to adopting and upholding common values, standards and principles.

What is B Corp certification?

The B Corp label takes a global and holistic approach and makes a 360° assessment of companies' social and environmental impacts. Based on the BIA questionnaire, the audit analyses all criteria without exception. Each criterion is evaluated and must be justified by a precise detailed response from the company.

First B Corp-certified Champagne Houses

In 2022, after a rigorous process, monitored and validated by B Lab, we were awarded B Corp certification with a score of 91.9 points. The assessment comprises more than 200 questions covering five areas: governance, environment, employees, customers and the community.

"We are very proud to join B Corp and its community of pioneers who are spearheading a global movement to harness the power of business - generating positive social impact and transforming the economy for the benefit of the planet and people and communities everywhere.

We fully share B Lab's vision of working towards an inclusive, equitable and regenerative economic system. We are proud to be breaking new ground and hope that our responsible approach will spark new collective initiatives on social and environmental issues within the Champagne appellation."

Damien LAFAURIE
Chairman, EPI Wines and Champagnes

To find out more about our score and disclosure questionnaire, scan the QR Code:

I'd like to be part of the positive impact company movement

Click here

To ensure that the company stays on track with its transformation, we have set up a CSR committee composed of the Executive Committee and other members responsible for CSR issues.

The CSR Committee, chaired by the HSE-CSR Manager, defines and implements the company's CSR policy. Committee members meet every two months to monitor actions and related indicators, check that we are on course to achieve our agreed objectives and take strategic decisions. In 2022, as part of the B Corp certification process, the CSR Committee was tasked with formalising CSR actions and developing relevant CSR indicators.

To embed our CSR commitments in our strategy, and across all our activities and business lines, we have introduced a policy of variable remuneration indexed on non-financial criteria. At each annual performance review, a personal or collective CSR objective is set. For example, our profit-sharing criteria include environmental targets linked to our annual consumption of water and printing paper.

Guaranteeing transparency in our policies and practices

Five policies steered by CSR Committee members:

- **Environmental policy:** commitment to responsible and environmentally friendly production.
- **Responsible Purchasing Policy:** integration of CSR criteria into supplier selection, eco-design of packaging, purchases that contribute to protecting the environment and supporting the economic development of our stakeholders.
- **Quality policy:** food safety management system.
- **Health, Safety and Wellbeing policy:** commitments to guaranteeing the physical and mental health of our employees, improving quality of life and working conditions.
- **Corporate Philanthropy Policy:** selection of projects based on criteria of positive environmental, social and societal impact.

SUPERVISORY BOARD

COMMUNICATION WITH EMPLOYEES

CSR COMMITTEE

Members of the Executive Committee

An executive committee fully invested in our Houses' CSR commitments

Damien Lafaurie
Chairman, Wine and Champagne Division, EPI

Michaël Aidan
Chief Brand Officer, EPI Wines and Champagnes

Thierry Gomérieux
Site Director

Damien RIEGEL
Operations Director

Stephen LEROUX
Chief Executive Officer, Charles Heidsieck

Benoit COLLARD
Chief Executive Officer, Piper-Heidsieck

Patrice PROTH
Director, Administration, Finance & IT

Marie-Laure BARRAULT
Director, Human Resources

A CSR Committee tasked with rolling out our policy and action plans

Céline DORLEANS
HSE-CSR Manager

Manon PELLICIER
Environment and CSR Officer

Olivier DEVIE
Purchasing Manager

Jessy JOURDAIN
Technical Manager

Aurélia JAMAIN
Vineyard Manager

Mathilde GOYARD
HR Development Manager

Émilien BOUTILLAT
Cellar master, Piper-Heidsieck and Rare Champagne

Élise LOSFELT
Cellar master, Charles Heidsieck

Maud RABIN
Brand Director, Rare Champagne

Mehdy KHIMOUNE
Management Controller

PERPETUATING OUR CULTURAL AND ENVIRONMENTAL HERITAGE

NURTURING THE FRUIT OF OUR VINEYARDS

For centuries, our traditional know-how has been rooted in respect for natural cycles and the soil. Season after season, successive generations of wine growers have sown, harvested, and blended, striving to produce exceptional wines. Since we know that soil quality has an impact on grape quality, we are taking action to preserve the soil and to adapt our practices to meet the challenges of climate change.

AIMING FOR EXCELLENCE IN WINEGROWING PRACTICES

Champagne is the precious fruit of a unique know-how that has been honed over the centuries by generations of our forebears. Understanding the vine and its whole ecosystem, adopting new approaches and reinventing ourselves is more than just a philosophy - it's a question of balancing traditional winegrowing common sense and our demand for the highest standards in a way that enables us to move towards a more sustainable form of viticulture.

Improving our practices and supporting our partners with double certification

Teams in our different Houses have been working for many years to reduce the environmental impact of wine growing.

In 2015, 100% of our own vineyards were Viticulture Durable en Champagne (Sustainable Viticulture in Champagne) and HVE (High Environmental Value) certified. These two certifications are complementary and enable us both to meet the specific requirements of our vineyards and improve our practices.

100% of our own vineyards HVE/VDC certified and traced

44.4% of our supplies of must (grape juice) VDC certified and traced

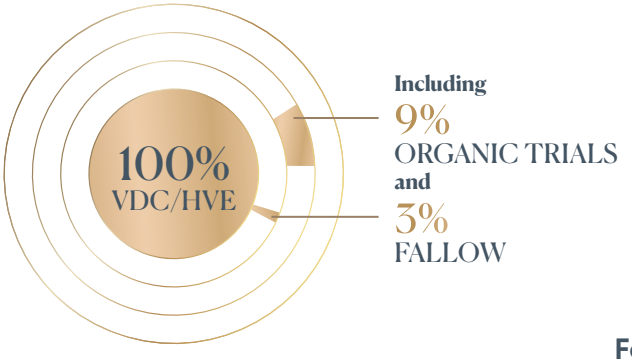
2030 TARGET

More than 90% of our winegrowing partners to be certified or engaged in an environmental certification process.

The *Viticulture Durable en Champagne* label, which applies specifically to our sector, encompasses a range of practices aiming to reduce our carbon footprint (soil, water, air), management of waste and by-products and landscape enhancement. HVE Level 3 certification covers phytosanitary strategy, fertilisation practices and the preservation of biodiversity.

We encourage all our winegrowing partners to engage in these improvement processes by offering an enhanced grape purchasing price and providing them with support to achieve certification. These are important steps on the road towards more sustainable viticulture.

2022 GROWING METHODS



Aurélia JAMAIN
Vineyard manager

"Our vineyards stretch across three sectors: Courmas, Ay/Bouzy and the Aubois area. We also manage another vineyard in Trélou-sur-Marne. They are all HVE/VDC certified. It's an overall continuous improvement process. We have to justify to a third-party organisation the treatments we use in our vineyards according to weather conditions and the prevalence of various diseases. It's a very thorough audit."

Fostering sustainable growing methods

As well as certifications, we are also working on our growing practices and transforming our production methods to meet the challenges of global warming and ensure the long-term sustainability of our terroirs. We are notably testing new methods and looking for alternative solutions to preserve biodiversity, such as using plant cover crops or agroforestry. By doing so, we can combine several different growing methods to further reduce our impact and cut back on the need for inputs.

Zero herbicide

Technological advances and an overhaul of winegrowing practices have enabled us to drastically reduce the use of herbicides, and we stopped using them altogether in 2021.
To care for the vines in the best possible conditions and keep weeds under control, we use **grass cover** and **weed-cutting** techniques.

These practices enable us to:

- Boost biological activity in the soil and reduce tractor use which may result in soil erosion and compaction.
- Keep tillage to a minimum to reduce the risk of erosion and compaction.
- Contribute to the development of local wildlife.

We restrict the use of conventional **phytosanitary products** as much as possible and opt for biocontrol products (products that influence natural mechanisms against external aggressions), which are more favourable to the development of local ecosystems and soil and groundwater conservation. Conventional products are used as a last resort, and only when the plants are at their most vulnerable. If leaves are thinned out early, there is generally sufficient ventilation to prevent the risk of the vines developing botrytis.

Since 2016, in order to limit the impact of pests such as eudemis and cochylis (two species of moth that damage vines by laying their eggs in grape clusters), we have been using **sexual confusion** techniques to disrupt the reproduction of these moths. This natural alternative, used in organic farming, also avoids the use of insecticides. Finally, the use of CMR[1] products is strictly forbidden in our vineyards for any purpose.

Zero irrigation

The chalky soil of the Champagne region naturally retains moisture and returns it to the vines. We leave it up to nature and do not irrigate our vineyards. Only new plants may be watered in a controlled manner.

Discontinuation of anti-frost systems

Cold spells and late spring frosts can expose the vines to very low temperatures, negatively impacting the harvest. For several years now, we have stopped using anti-frost control systems such as air heating systems and anti-frost candles as they give off carbon dioxide. In 2023, trials of winter cover to lower the risk of buds freezing were carried out in our vineyards.

1. Carcinogenic, mutagenic, reprotoxic.

PRESERVING OUR CULTURAL HERITAGE: PROTECTING THE SOIL AND BIODIVERSITY OF OUR CHAMPAGNE TERROIR

"Champagne hillsides, Houses and cellars" are listed as a UNESCO World Heritage Site. The entire Champagne community (Champagne Houses, local authorities, and winegrowers) seeks to ensure the long-term preservation of this unique asset so that it can be passed on to future generations. With this in mind, our Houses have decided to include heritage conservation in their activities.

Preserving our winegrowing heritage and biodiversity

Agriculture, particularly monoculture, is a threat to local ecosystems and wildlife and also leads to soil degradation. To protect and perpetuate our heritage, we are implementing a range of preservation measures in our vineyards, such as **renewing historic grape varieties** (Chardonnay, Pinot Noir and Pinot Meunier); **using traditional local manual methods**; **cutting back on conventional tillage and rejuvenating the vines,** which, for several years, has been one of the Appellation's major challenges.

Since 2016, we have been gradually renewing our vineyards. 3% of them are left fallow and sown with CIPAN (nitrogen-fixing intermediate crops) which capture nitrogen from the air and soil and keep it on the surface, avoiding groundwater pollution while at the same time providing essential nutrients for our future vines.

Eight beehives and solitary bee hotels have been installed near our Courmas vineyard, with this number set to increase over the next few years, mainly at our production site.

Aurélia JAMAIN
Vineyard manager

"Piper LAB alternative practices differ from conventional methods. They involve more appropriate management of manual labour. These methods have had unexpected effects on the vines, which are adapting to their environment and becoming more resistant to global warming. The living world has incalculable value".

We are **(re)planting trees and hedgerows** to protect our vineyards and provide a much-needed refuge for precious microfauna. Over 1,000 local species of trees and shrubs have been planted since 2016, including 300 in our Courmas vineyard as part of the "Plant your tree" operation.
We aim to continue our annual planting of local, drought-resistant species that thrive in our limestone soils.

Biodiversity study

This 2022 study included an ecological diagnosis of different habitats (endemic flora, birds, insects, amphibians, reptiles and mammals). A number of key species were identified, and based on our observations, we drew up a list of proposed adaptation measures to encourage diversification. These are now being progressively deployed and involve hedgerows, flowering fallows, areas of organic viticulture and grassing of the entire vineyard.

Innovating with the Piper LAB

Our Houses have always ensured that innovation and improvement are at the heart of what we do. The Piper LAB, a 5-hectare area of vineyards, is a key part of this approach.

At this pilot site, we can:

- Test **new varieties of vine** (e.g.: Voltis(R)) - more resilient to climate change and better equipped to meet the challenges of the future.
- Deploy **new fertilisation techniques** that keep pests and weeds in check while also respecting the environment.
- Test **new mulching methods** that use cover crops such as bluegrass, oats, mustard, fodder radish, rye, red clover and faba bean. This alternative has a range of benefits for soil: it brings organic matter, stimulates microbial life, improves the bearing capacity of the soil if machinery is used, and reduces run-off and gullying, thereby limiting erosion.
- Devote 9% of our vineyard area to **trialling viticultural practices** that are in line with the requirements of organic farming.

+ 1,000 trees and shrubs planted since 2016

OUR TARGETS

- Plant melliferous fallows (mixed flowers).
- Create new spaces to attract wildlife.
- Identification and classification of plant and animal species in our vineyards.

REDUCING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES AND AIMING FOR NET ZERO EMISSIONS

In Champagne, the consequences of climate change are already apparent. Between 1961 and 2020, temperatures rose by an average of 1.8°C. Harvesting now starts around 20 days earlier than in the past. These changes are prompting all industry players to take action to reduce the environmental impact of our activities.

Measuring our carbon footprint

If we are to respond to these environmental challenges and initiate a process of transformation in our Houses, measuring our carbon footprint is the first essential step.

Our carbon assessment has enabled us to identify our main sources of emissions:

- Purchases: 73.5%, with glass representing 42% of Purchasing emissions and 31% of our overall carbon footprint.
- Transport: 18.3%.
- Energy: 3.6%.

In 2022, our activities generated **20,472 tonnes of CO_2 equivalent.**

Climate roadmap

Based on the results of our carbon assessment, we were able to draw up our climate roadmap setting out medium- and long-term objectives and defining our priority actions.

We have committed to reducing our greenhouse gas emissions by fixing targets in line with the provisions of the Paris Agreement and the 1.5°C trajectory, which are as follows:

- **- 61**% in absolute terms for Scope 1 and 2 carbon emissions by 2030 (baseline 2019).
- **- 46**% in Scope 3 carbon intensity per bottle by 2030 (baseline 2019).
- **Achieve net zero emissions** by 2050.

Medium-term targets were submitted to and validated by the SBTi (Science-based Targets Initiative) in 2022.

CO_2 EMISSIONS IN 2022

SCOPE 1 Direct GHG emissions

Energy and Fuel
177 tCO_2

Refrigerants
87 tCO_2

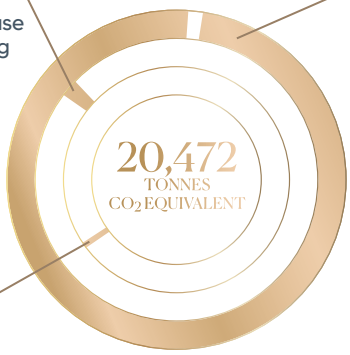
Wastewater
Changes to land use
Fertiliser spreading
7 tCO_2

Total
1.32%

SCOPE 2
Indirect emissions linked to energy

Electrical energy
99 tCO_2

Total
0.48%



SCOPE 3 Other indirect emissions

Other energy
458 tCO_2

Purchases (purchases of materials and services)
15,059 tCO_2

Staff travel
1,683 tCO_2

Freight
2,066 tCO_2

Fixed assets
281 tCO_2

End of life
292 tCO_2

Direct waste
81 tCO_2

Use
182 tCO_2

Total
98.20%

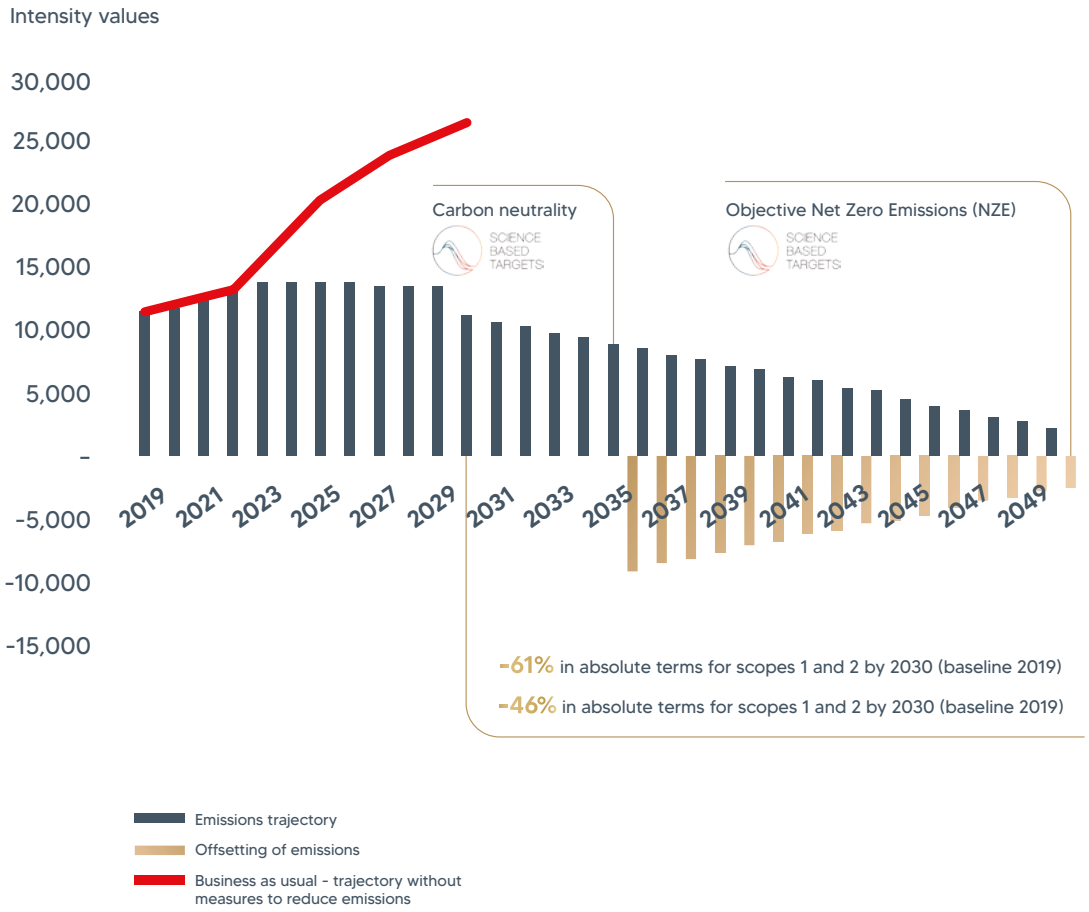
A collective approach

The success of our objectives depends on our ability to work as a team and collaborate with the whole sector. In 2022, we joined the **IWCA** (International Wineries for Climate Action), a working group of wine professionals seeking to decarbonise the wine industry on a global scale. At the same time, our teams are working alongside the ***Comité Champagne*** on a range of projects focussing on making strategic decisions with a real impact on the Champagne sector. We play an active role on several committees (AIDAC, the Sustainable Viticulture Commission, the Purchasing Commission) which are shaping the future development of the Appellation.

Carbon sequestration

We are investing in local projects aimed at reducing or sequestering atmospheric CO_2, including the Bois des Limons reforestation project. These Low Carbon-labelled woodlands are one such project. The 22.5-hectare ash grove, which was devastated by a fungus, should enable 3,700 tonnes of CO_2 to be sequestered once reforestation is complete. Ecological corridors will be created, and any trees deemed resilient will be retained to encourage biodiversity. Species to be replanted are selected for their high degree of resistance to water stress and low sensitivity to the pathogens present.

OUR CARBON TRAJECTORY UP TO 2050



The **SBTi** (Science-Based Targets initiative) is a scientific approach that enables companies to reduce their direct and indirect environmental impact by setting CO_2 emission reduction targets in line with the Paris Agreement.

To achieve our roadmap targets, we are using the following levers:

- **Reducing packaging weight,** with lighter glass bottles, bottle caps and less cardboard in boxes and cases.
- **Fewer bottles packaged** in boxes and cases.
- **Local sourcing.**
- **Low-carbon modes of transport** for professional travel and transporting our products.
- **Renewable energy sources.**
- **Reducing water and energy consumption** through awareness-raising, energy restructuring and installing water-saving devices using recycled water.

Measuring our carbon footprint to monitor the progress of our emissions and ensure they are in line with the trajectory we have set.

EMBEDDING SUSTAINABILITY IN OUR PROJECTS AND DECISION-MAKING

To decarbonise our business activities and achieve our carbon reduction targets, we are taking action across our entire value chain, focussing on the most carbon-intensive activities.

Building sustainable partnerships and supporting local development

Purchases of packaging (glass, cardboard, paper, etc.), grapes and services (communication and maintenance services) represent our largest source of greenhouse gas emissions, accounting for almost **74% of emissions.** Purchasing is therefore a major lever for improving our Scope 3 carbon footprint.

Assessing and supporting our partners

To progressively decarbonise our value chain, we use the following policies and tools:

- **Our responsible purchasing policy** designed to protect the environment, promote social progress and ensure fair remuneration for our communities and stakeholders, while giving priority to local suppliers;
- **Traceability of our supplies and the commitment of our partners** to our CSR approach. Our main suppliers and distributors are required to sign our Code of Conduct.

Prioritising local purchasing

We also have a responsibility to revive the local economic fabric and give priority to local purchasing, creating value in the region. We strive to foster a relationship of trust with our stakeholders by regularly organising events and meetings with our partners: winegrowers, distributors, suppliers and service providers. We also seek to work in a spirit of co-innovation and to rationally mitigate our carbon footprint by focussing on proximity.

As of 2022, 70% of our suppliers of dry packaging materials (glass, cardboard, labels, tie-in products, etc.) are national, 81% are European and the average duration of our supplier relationships is 13 years.

Olivier DEVIE
Purchasing Manager

"We give preference to local glass suppliers such as Owens-Illinois Inc (OI), whose main French plant is in Reims, and Verallia, based in Oiry (51). So 86% of our bottles are produced locally! We're also working together to foster co-innovation and reduce the weight of our bottles. Our expertise has now enabled Charles Heidsieck bottles to be engraved and their weight reduced to 875 g for the same size, despite the extra engraving."

SUPPLIERS

80% of our dry materials suppliers and distributors are subject to our Code of Conduct (by amount of purchase)

99.3% of our Champagne bottles are produced in France

81% of packaging suppliers are located in Europe

70% of packaging suppliers are located in France

OUR TARGETS

- **100% of suppliers** to be based in Europe by 2030.
- **100% of our dry materials suppliers** and distributors to be subject to our Code of Conduct in 2023.

GLASS

835 g weight of all 75cl Piper-Heidsieck bottles

82% of Charles Heidsieck special format 75 cl bottles now weigh 875 g (down from 905 g in 2019)

82% of recycled glass in our bottles

OUR TARGETS

- **Reduce packaging** volume (boxes) by 50% by 2030.
- **Reduce the weight** of Rare special bottles by 2025.

Glass: reducing bottle weight

Glass is one of our major challenges. It alone accounts for 31% of our total carbon footprint. To reduce this impact, we are working alongside the CIVC (Interprofessional Committee of Champagne Wines) to develop more virtuous techniques.

A minimum of 80% recycled glass (cullet) in our bottles and reducing the weight of special bottles to below the symbolic 900 g threshold are among the concrete measures we have put in place to achieve our objectives. We want to go further, while taking into account the safety requirements associated with the pressure inside the bottles.

TRANSPORT

Transport accounts for a significant proportion of our carbon footprint. We have therefore identified a range of actions and alternatives to reduce its impact.

Maritime

Maritime transport is responsible for 74% of our shipping emissions. The sector is still heavily dependent on fossil fuels and is currently facing a major challenge to reduce its footprint, turn to greener technologies and optimise the energy efficiency of ships. Investing in R&D is key to this issue, and for this reason we are a shareholder in Team for the Planet, a company that finances this type of project. (see chapter 3 page 38).

We are also seeking to reduce the use of refrigerated containers on long crossings because of their high level of energy consumption. In 2022, we therefore launched a study on how our champagnes react to being transported in dry containers.

20% of the fleet used for inter-site freight runs on biodiesel (B100 = oleo100®)

47.5% of our must (grape juice) is transported during harvest time by vehicles running on biofuel

2030 TARGETS

- **-20%** reduction in maritime shipping CO_2 emissions.
- **-100%** of trucks/tractors to be powered by electricity or biofuel (% of annual km).

Road

We aim to increase our use of alternative energy (electricity, biofuels, natural gas) for road freight. Since 2022, a minimum of one leg per day has been carried out by biodiesel-powered trucks for inter-site routes and for half of our harvest-related shipments.

Sustainable mobility

Within the company, we are encouraging green mobility through the implementation of a series of structural and organisational measures:

- Creation of parking spaces for bicycles and electric scooters.
- Installation of charging points for electric vehicles.
- Introduction of a fleet of electric and hybrid company cars.
- Rationalisation of employee travel through a teleworking agreement.
- Participation in the Greater Reims network of key sustainable mobility players to exchange ideas on mobility issues with other committed employers (development of alternatives to the private car for commuting to and from work).

Champagne Charlie sets sail for New York

On 12 April 2022, the Charles Heidsieck cuvée Champagne Charlie set sail to cross the Atlantic on the *Grain de Sail* sailing boat. This partnership - a perfect combination of the art of living and sustainable transport - continues to be developed and there is now one expedition every year.

The total carbon footprint of the crossing is an average of 95% lower.

ENERGY CONSUMPTION

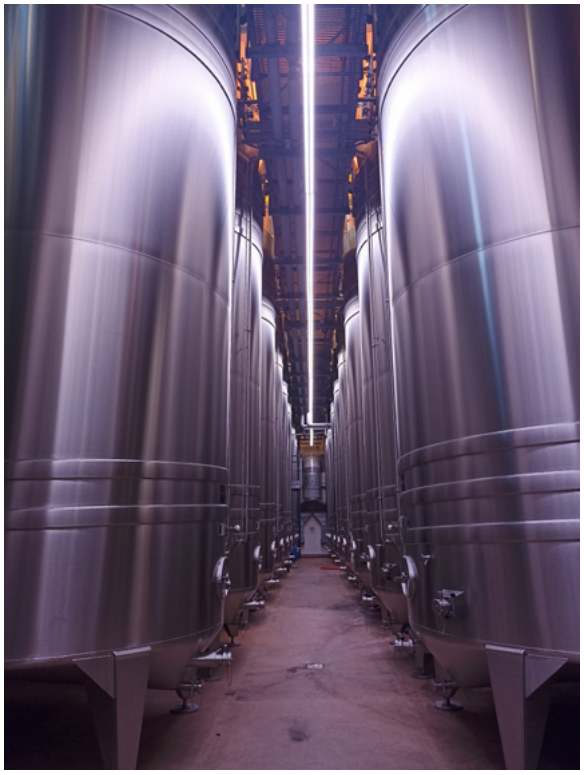
Energy is the fourth largest contributor to our carbon footprint, generating 734 tonnes of CO_2 emissions in 2022. This includes the consumption of gas, heating oil and electricity by our infrastructures; in-house fuel consumption by company vehicles and energy used to store our bottles outside of our premises. Our medium-term industrial strategy focuses on reducing our electricity consumption by means of an energy-saving plan managed by an energy coordinator and an energy sobriety ambassador.

Optimising industrial refrigeration

The production and use of refrigeration generate more than 64% of our electricity consumption. For this reason, we are embarking on an energy restructuring project to make our processes more energy efficient.

Cold production equipment for the vat room (-10°C), disgorging process (-28°C) and air treatment (-2°C) are being replaced from 2023 onwards, with the following benefits:

- 40% reduction in electricity consumption by 2025.
- Abandon of natural gas for heating purposes thanks to a heat recovery system installed on new equipment.
- Replacement of high global warming potential (GWP) refrigerant gases.



100% of electricity from renewable sources

2025 TARGET

-40% reduction in energy consumption compared to 2019.

Switching to green electricity

As of January 2022, our electricity supply contract is for 100% renewable energy: wind, solar, geothermal, aerothermal, hydrothermal, marine and hydraulic energy, as well as energy from biomass, landfill gas, wastewater treatment plant gas and biogas.

Lighting upgrade

To improve energy efficiency and modernise our winery, we have opted for LED lighting, which offers the following benefits:

- Energy savings.
- Five times longer lasting than existing installations, and fully recyclable.
- Visual comfort, with high levels of brightness and fewer dark areas.

Best practice in energy sobriety

Energy management requires an ongoing approach:

- Technical teams monitor utilities to align requirements with activity.
- Handling equipment is recharged during off-peak hours when energy demand is lower.
- Employee awareness has been raised on the need to save energy.
- Consumption at our production site is monitored on a monthly basis.

Since 2019, these initiatives have cumulatively helped to **reduce our electricity consumption by 39%,** on a like-for-like basis and in absolute terms.

Water management

Our production consumes a significant quantity of water. Monthly monitoring enables us to determine a sector-specific consumption profile. Some bottle washing, disgorging and packaging equipment is fitted with a water recycling system.
The overall aim of our new projects has been to recycle washwater. These measures, combined with employee incentives to encourage responsible use of this resource, have enabled water consumption to be brought down from 2.02 litres/bottle in 2019 to 1.59 litres/bottle in 2022.

We are also looking into:

- Rainwater harvesting in vineyards and at our production site.
- Continuous monitoring of consumption using a control system to detect potential leaks and automate our readings.
- The installation of timer systems on pumps.

Waste management

100% of co-products, waste materials and energy are recovered. We seek out the best recycling channels by reducing the proportion of energy recovery and favouring material recovery. All pressing residue (skins, pips, stalks) are sent to be distilled. Our employees are trained in waste sorting and monthly indicators are used to track and flag any anomalies.

Upstream in our value chain, we are working with our suppliers to eliminate or reduce packaging and to use returnable and/or reusable containers, such as the trays and crates in which foil sleeves, wire cages and plaques are packed. Corks are mainly recycled as thermal insulation in association with a local social enterprise.

-10% reduction in hazardous waste (chemical substances, organic waste from vat rooms) since 2019

2030 TARGET

Material recovery rate to **exceed 85%.**

VALUING PEOPLE AND PASSING ON OUR KNOW-HOW

ENHANCING THE WORK OF OUR EMPLOYEES

Our employees are essential to upholding our House's values of sharing and ensuring that our unique know-how is passed down through the generations, enabling us to continue to create exceptional champagnes.
Every stage in the champagne creation process is equally important - from caring for the soil right through to the role of the Hospitality and Communications departments who nurture and promote our rich cultural heritage.

SHARING OUR KNOW-HOW

Exemplarity and authenticity are the twin values that define our Houses and every day we strive to nurture them across every branch of our activity. While our brands are internationally renowned, our champagnes are deeply rooted in the origins of our terroirs. To successfully produce our premium champagnes, we attach the utmost importance to sharing experience and passing on our know-how.

Our employees are trained in both the champagne-making process and the history of our brands.
We organise regular visits to our historic sites so that employees can gain a better understanding of our Houses' unique identity and what makes our cuvées so special. Newcomers also get to visit our production site so that they can familiarise themselves with the winemaking process: pressing, alcoholic fermentation, blending, bottling, disgorging, etc.
Our Houses have a robust culture of talent integration based on a comprehensive, tailored programme (visits, induction interviews and training). Since 2015, 14 interns and work-study students have been taken on after their initial work experience.
Every year, our employees receive training in current social and environmental issues through a series of CSR workshops and training courses covering a range of themes such as the environment, diversity and inclusion, disability and safety at work.

Supporting career development

Each year, employees have an appraisal interview and a professional interview with their manager. This is then reviewed by the manager and the HR department, which provides the opportunity to assess the past year and set new objectives. This process may lead to an offer of a new position, or training corresponding to employees' aspirations, enabling them to grow and develop their career in line with the company's needs.

We also offer internal and external programmes to train employees in new skills.
These programmes offer a range of specific operational sessions (leading to electrical skills certification or CACES training to become a forklift operator), organisational or managerial sessions (management training, ISO 22 000 awareness, CSR), and refresher sessions on the regulatory framework (Evin law, tax and legal updates). When training is completed, employees are supervised by a designated mentor, who passes on knowledge and expertise.

Stefani FARIETA
Digital Communications Manager

"Piper-Heidsieck has been with me every step of the way in my professional journey from intern to Digital Communications Manager. Being of Colombian origin, I knew very little about the world of champagne and French culture when I got here. But as soon as I joined, I felt that the team was really caring and supportive! I'm also lucky to be able to keep regularly up to date with training courses related both to my role here and regulatory changes, such as the Evin law."

Raising employee awareness of CSR commitments

In 2022, all our employees participated in a CSR pathway consisting of 3 activities: a workshop to raise awareness of disability in the workplace led by the *Agefiph* (French association for the management of funds for the professional integration of disabled people); an Escape game on the theme of sustainable development and a "risk hunt" game on safety in the workplace.

90% of employees benefited from at least one training session during the year

2025 TARGET

80% of employees to benefit from at least one training session each year.

84% of employees made aware of CSR issues in 2022

2025 TARGET

100% of employees to be made aware of CSR issues.

GUARANTEEING HEALTH, SAFETY AND WELL-BEING AT WORK

We attach great importance to people having a sense of personal fulfillment, both within our Houses and in local communities. We feel it is essential to provide a working environment that reflects our human values. For this reason, we have created a shared vision and appreciation of the challenges related to quality of life in the workplace.

Nurturing a culture of conviviality and taking care of others

Health and safety in the workplace

As part of a continuous improvement process, our Health and Safety policy sets out guidelines and best practices designed to ensure the physical and mental health and safety of all our employees. Employees benefit from regular awareness campaigns and training so that they can also play an active role in ensuring their own safety. We are also engaged in a process of modifying workstations in line with occupational medicine recommendations.

In 2022, a physiotherapist visited our vineyard employees to raise awareness of appropriate movements and postures for working in the vines. An ergonomist also carried out a study of our manual labelling line to advise us on how to improve it.

Magalie LE ROUX
Planning Manager and member
of the PSR-QLW Steering Committee

"I joined the steering committee for the prevention of psychosocial risks and the improvement of quality of life and working conditions when it was set up in 2015. It is composed of around ten volunteer members from all over the company. Members of the committee organise a series of informal get-togethers to encourage people to get to know each other and we are always ready to listen to employees' ideas."

Prevention of psycho-social risks and quality of life at work

To prevent psycho-social risks (PSR), we have set up warning systems and procedures to reach out to employees. A counsellor is available to help them with problems relating to health, family, budget, work and housing.
As part of our continuous improvement process, independent psychology experts are tasked with carrying out a PSR audit every four years so that we can proactively identify at-risk situations at an early stage.

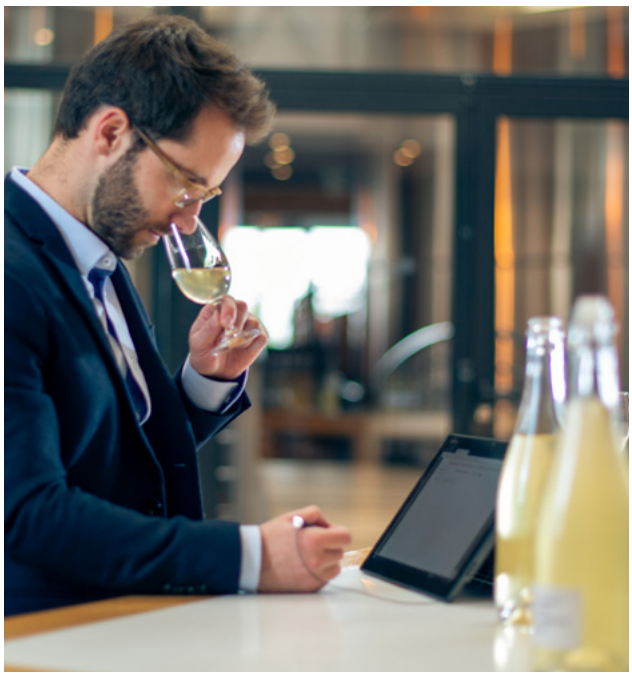
Putting dialogue at the heart of corporate relations

We have set up a number of channels to promote openness and dialogue within our Houses, as well as tools to facilitate communication:

- Suggestion boxes, with 45 ideas being submitted in 2022.
- Regular improvement questionnaires from the Human Resources department throughout the year.
- Our in-house magazine *Entre Nos Mains* (In Our Hands), which regularly reports on the latest news from the Houses and their teams.
- Nine informal breakfast meetings with the Chairman and employees were organised during the year. Other meetings between the Chairman and employees at various times throughout the year.

Main actions of the PSR-QLW Steering Committee in 2022

- Prevention and monitoring the psycho-social risk action plan.
- Refurbishment of the production building rest areas.
- Creation of outdoor relaxation areas.
- Provision of ergonomic chairs.
- Regular yoga classes.
- Organisation of informal events: beekeeping awareness workshops, tastings of our cuvées, participation in sporting events and charity campaigns.
- Organisation of Quality of Life and Working Conditions Week: micronutrition workshops, yoga classes, food-truck, etc.



Preventing addiction and encouraging responsible consumption

Our Houses bring people unique, unforgettable experiences based on the enjoyment of our products.
Employees are our foremost brand ambassadors and must demonstrate responsible behaviour based on moderation and reasonable consumption.
To help prevent all forms of addiction, we have introduced the measures outlined below.

Setting up of the **PADE (Prevention of Addictions in the Company) Group,** which aims to:

- Raise awareness and inform staff on how to prevent addictions (alcohol, drugs, prescription drugs, video games, etc.) through specially organised events and communications. In recent years, the PADE group has organised workshops and communication campaigns on the themes of digital technology, nutrition, drugs, alcohol, tobacco and road safety.
- Provide middle and senior management with advice and guidance.
- Help our Houses to manage and support employees in difficulty in strict confidentiality, with the creation of a specific procedure for managing employees with behavioural issues, including a designated go-to person, personalised follow-up, etc.

This initiative is complemented by:

- **The drafting of a responsible consumption charter** for employees and customers.
- **Responsible consumption training for employees** as soon as they join our Houses. Training covers applicable laws and regulations, the responsible consumption of alcohol and the prevention of any type of dependency.
- **Special instructions and protocols to follow for organising events in our Houses.** Procedures are clearly defined, and event organisers are made aware of their responsibilities in respect of these issues. Breathalysers are always available at events and spittoons are provided for tastings. Non-alcoholic drinks and snacks are systematically offered. In 2022, all our in-house events were equipped with an alcohol testing device.

13 wellbeing days organised

63% of average workforce participated in wellbeing days

2 accidents at work with lost time

2025 TARGETS

- **50% of employees** to take part in wellbeing days every year.
- **0** serious workplace accidents with lost time.

FOSTERING EQUALITY IN THE WORKPLACE

We are particularly attentive to the place of men and women within our organisation, and every year we pursue our efforts to achieve gender parity. We also seek to create an inclusive, caring working environment where all employees can express themselves freely.

Diversity: our contractual commitments

Our diversity and gender equality commitments encompass several policies (non-discrimination declaration, anti-harassment, anti-corruption, right to collective bargaining and freedom of association) agreements relating to equal pay and opportunities, and anti-discrimination measures. We always give due consideration to requests for flexible working hours and encourage gender-balanced recruitment, promotion and access to training, effective remuneration and work-life balance. Finally, we have introduced a right to disconnect charter.

48% of women in management and executive roles

2025 TARGET

50% of women in management and executive roles.

x 3 The number of women working in production tripled in one year

Encouraging social inclusion

Inclusion and fighting discrimination are among our core values and are apparent in our initiatives to help disabled employees and bridge the social divide to help young graduates find employment.

Disability

We have appointed a Disability Officer to further structure and coordinate our disability policy based on two pillars: raising employee awareness and adapting workstations. In 2022, as part of our CSR programme, the *Agefiph* consulted with employees, leading to a number of workstations being adapted for employees with disabilities or medical conditions. We support APF France Handicap, an organisation based in Reims that offers a co-packing service (packaging of goodies), stickers finished products (labelling of our bottle cases) and launders work clothing. Lastly, we also work with the Elise network, which creates long-term, local jobs for people who have difficulty finding work or who are disabled. The company specialises in recycling office waste and paper.

4% Disability rate

2025 TARGET

6% of employees with disabilities.

Professional integration

We have joined the *Nos Quartiers ont des Talents* (Our Neighbourhoolds have Talent) association, which strives to promote equal opportunities by helping young graduates from disadvantaged social backgrounds, priority neighbourhoods and rural regeneration areas. Several of our employees helped students and young graduates by advising them on how to write their CVs and cover letters, helping them to practise for interviews and putting them in contact with their network. In 2022, 11 young people were mentored in this way.

5 solidarity actions and programmes

- **Solidarity harvesting in partnership with the IME, Epernay.**
- **Staff solidarity harvest with donations going to a local charity (Roseau).**
- **Solidarity with Ukraine: fundraising + doubling of employee donations by EPI.**
- ***Nos Quartiers ont des Talents* partnership.**
- **Participation in competition juries and school presentations.**

SHARING MUCH MORE THAN FINE WINES

MAKING EVERY MOMENT SUBLIME

Our Houses celebrate "French art of living" with a host of events and experiences including tasting sessions with food and wine pairings and masterclasses to promote French gastronomy around the world. Champagne is synonymous with pleasure and conviviality, and we encourage people to enjoy it in a responsible way.

EDUCATING PEOPLE ON HOW TO ENJOY OUR CHAMPAGNES RESPONSIBLY

Discovering our champagnes in all their diversity, savouring them and enjoying them in moderation is something that is learned and passed on. For this reason, sharing, knowledge, conviviality and respect are the guiding values that underpin our actions involving the general public, professionals and official organisations.

We fully realise that we have a social responsibility to prevent the risks of excessive alcohol consumption by both our employees (see P31) and our customers, guests and partners, and so we rigorously apply the golden rules of our responsible consumption charter. We encourage people to consume in moderation.

We must ensure we help consumers who are legally old enough to enjoy our champagnes make responsible choices, such as deciding whether or not to consume alcohol and choosing when and how much to drink.

We keep close track of changes to legislation and ensure that the wines we deliver are compliant.

SHOWCASING OUR KNOW-HOW AND COMMITMENTS

Our vineyards, cellars, production facilities and reception areas are steeped in history. We organise regular tours for employees, customers and visitors so that they can discover our winemaking roots and share in our passion for creating champagne. The identity of our Houses has always been inspired and enhanced by the richness and diversity of the cultural and artistic heritage that we support both in France and abroad.

Our Gallo-Roman chalk galleries

Our chalk galleries are ancient underground quarries from which chalk blocks were extracted to build houses, churches and fortresses in Reims. These underground chalk mines later proved to be ideal for wine conservation. The temperature, high humidity, absence of light, noise and vibrations all combine to provide an optimal environment to conserve and develop champagne. They were acquired by Charles Heidsieck in 1867 and consist of a series of galleries stretching over 8 kilometres, 30 metres under the ground. Since 2015 they have enjoyed UNESCO World Heritage status. When necessary, we carry out maintenance operations on our chalk galleries, taking great care to preserve this precious heritage, which is part of the history of our House. Our chalk galleries house millions of bottles that lie patiently maturing, waiting to reach the peak of their aromatic complexity.

Piper-Heidsieck: flash-back to the 80s

Following the 2021 launch of our special 1971 Hors-série range celebrating the 70s, Piper-Heidsieck is proud to unveil the second opus in our Hors-série collection, this time drawing inspiration from the brightly coloured pop and street art of the 80s. The aim is to showcase the art and culture of the 80s through a range of graffiti, colour and stickers – from New York to Paris – with this exceptional new 1982 vintage.

Prize-winning architecture at our head office

In 2008, we decided to opt for bold architecture and innovation in the design of our head office. The facade evokes the sparkle of champagne bubbles through a golden aluminium mesh that partly covers the glass envelope of the offices.

In 2022, the building, designed by architects Ferrier Marchetti, was awarded the "Remarkable Contemporary Architecture" label by the regional department of cultural affairs. This label is granted to buildings, architectural ensembles, engineering structures and developments that are less than 100 years old and are not listed as historic monuments, but whose design is of architectural or technical interest.

Championing women in cinema

As official supplier to numerous film festivals since 1970, in 2022 Piper-Heidsieck decided to step up its support for festivals that promote creation and diversity in filmmaking. By sponsoring the 5th edition of the *Pluriel.les* festival in 2022, Piper-Heidsieck has committed to giving greater visibility to the role of women and promoting inclusion in cinema. Created in 2018, this festival supports and champions the inclusion of those minorities that are still under-represented in contemporary international cinema.

With this year's decision to broaden the festival's horizons to embrace all minorities, the festival is now opening up the debate on sexism, LGBT phobias, racism and ageism, becoming the first festival in France to take on all forms of inequality.

Piper-Heidsieck: longstanding and continuing support for cinema

The first bottle of Piper-Heidsieck champagne to grace the silver screen was in the 1933 Laurel and Hardy film "Sons of the Desert". Since then, as well as frequently appearing in major Hollywood and international films, we are proud to be a patron of the Cinémathèque Française, whose main role is to preserve and pass on France's rich cinematic heritage.
Our support mainly takes the form of participating in key events, such as vernissages, masterclasses and previews. In 2018, we provided financial support for the restoration of the Luis Buñuel film *"L'Age d'Or"*. In 2019, the 4K restored version (with a quality of definition approximately 4 times greater than full HD) was screened at Cannes Classics.

Festival Pluriel.les

LA CINEMATHEQUE FRANÇAISE

PROVIDING HELP, SUPPORT AND INVESTMENT RELATED TO OUR ACTIVITY

We organise regular initiatives and key events with entrepreneurs and partners with a clear commitment to the planet and the climate. In 2022, we implemented the following initiatives:

RAISING AWARENESS ON ENVIRONMENTAL ISSUES

Piper-Heidsieck and Team for the Planet: a winning combination

In 2021, Piper-Heidsieck became a shareholder in Team for the Planet, a company whose mission is to tackle climate change on a global scale by funding innovations such as:

- **Cool Roof France,** a company that uses reflective roof paint to improve thermal comfort in buildings and reduce the need for air conditioning.
- **Shyva,** which has developed a simple, robust organic process to produce green hydrogen.
- **Beyond The Sea,** whose mission is to make kite traction efficient, universal and essential for all types of vessels, including for goods transport.
- **Carbon Time,** a laboratory that uses olivine to naturally sequester gigatonnes of CO_2 from the atmosphere. Olivine is a rock that captures 10 - 20 times more CO_2 than it emits.
- **Leviathan Dynamics,** which is developing more efficient, greener refrigeration techniques that replace harmful, polluting refrigerant gases with water.

€250,000

Amount invested by Pyper-Heidsieck in socially responsible and sustainable share ownership since 2021

OUR TARGETS

- 2023 launch of the Piper-Heidsieck Drop the Box operation: each unpackaged "Drop the Box" bottle sold = funding for a Team for the Planet action.
- Raise awareness of the campaign in 2024.

A collaborative artistic venture by the Rare Champagne House and William Amor

William Amor is a renowned committed artist who gives a second life to waste and discarded materials by transforming them into something of true value. He has enhanced the beauty of Rare Millésime 2012 methuselahs by decorating them with delicate, poetic flowers made from waste materials.
The result is an intricate design worthy of the finest goldsmith, made from rose-tinted plastic bags, cauterised fishing line and crystallised potassium tartrate.

The Rare Champagne upcycled candle

Seeking to give a second life to Rare Champagne bottles in Reims and Paris, the House has teamed up with local company Marsault to create an exclusive range of handmade vases and candle holders. The scented candles are made from vegetable soya wax and coconut oil, certified CMR-free, with a wick made from untreated wood. This local, ethical partnership allows us to reduce part of our waste in a way that reflects the timeless elegance of the Rare Champagne brand. A unique collection.

SOLIDARITY IN ALL SHAPES AND FORMS

Philanthropy and solidarity are firmly embedded in our values and are set out in the relevant policies of our brands. Each brand pursues its own initiatives in line with its corporate identity, history and culture.

Support for Ukraine and the *Secours Populaire*

Our employees were keen to take action to help the Ukrainian people. A real surge of solidarity led to a large number of hygiene products and electrical appliances being collected. The donations were handed over to the Protection Civile, which then forwarded the items to Ukraine. Another collection to help disadvantaged families, organised by the Secours Populaire charity, provided children with much-needed school supplies for the start of the new school year.

Meaningful harvesting

LHarvesting is an essential part of our business. Every year during the grape harvest the Champagne region is bustling with activity. It's the ideal opportunity to talk to winegrowers in their natural environment. In 2022, we decided to share the conviviality of this occasion with others by organising two solidarity events:

- Young people with disabilities from the Épernay IME (Medico-Educational Institute) were invited to take part and find out about harvesting skills, promoting professional integration.
- A second solidarity harvest took place in our Courmas vineyard. A team of employees volunteered to take part and their share of their harvest was redistributed in the form of donations to the charity Roseau, which helps children with paediatric cancer at the University Hospital in Reims. This unique team effort resulted in a harvest of 1,200 kg of grapes. The money equivalent of the harvest was tripled by our Houses and *Roseau* therefore benefitted from a total donation of 2,500 euros.

Piper-Heidsieck committed to fighting AIDS

In May 2022, Piper-Heidsieck partnered the amfAR Foundation for AIDS Research for their annual charity gala at the Cannes Film Festival which raised €19 million for research programmes.

IN 2022

€ 168,500

dedicated to corporate philanthropy and donations of bottles

Promoting diversity in tennis

Piper-Heidsieck has been the official supplier of champagne to the Australian Open for the past four years. In 2022, to honour the city of Melbourne and showcase its cultural and artistic diversity, Piper-Heidsieck launched a new brand campaign called 'Melbourne Uncorked'. This arts programme featured a dazzling variety of artists, including violinists, ballerinas, singers, drag queens, saxophonists and street artists, all of whom were unable to perform for over 18 months because of the pandemic. The Piper Uncorked Crew was very much in the spotlight at the Open, performing at the House's stand and benefitting from significant media coverage.

KEY INDICATORS 2022

	KPI	RESULT		TARGET	SDGs
		2021	2022	2025 / 2030	
PERPETUATING OUR CULTURAL AND ENVIRONMENTAL HERITAGE					
Aiming for excellence in winegrowing practices	Percentage of partners participating in the Sustainable Viticulture survey	82%	N/A	100% by 2025	
	Response rate of partners to the Sustainable Viticulture survey	95%	N/A	90% in 2025	
	Rate of VDC-certified supplies	Must (grape juice): 30.5% Clear wine: 12%	Must (grape juice): 44.4% Clear wine: 24%	2030: over 90% of partners certified or committed to an environmental certification process	
	Number of trees/shrubs planted	300	300	Annual planting of local, drought-resistant species adapted to limestone soils	
Preserving our heritage	Hectares of new vines planted	1.9 ha	1.4 ha	To be renewed annually	
Reducing the environmental impact of our production	Percentage of renewables in electricity purchases	N/A	100%	100% in 2025	
	Quantity of water consumed	10,617 m^3	10,870 m^3	-15% 2025 compared to 2019	
	Waste recycling rate	100% of total waste tonnage generated	100% of total waste tonnage generated	100% in 2025	
	Percentage of waste recycled into materials rather than energy	77% of recycled waste tonnage	85% of recycled waste tonnage	85% in 2025	
	Tonnes of hazardous waste generated	13 t	37 t	-10% 2030 compared to 2019	
	Tonnes of non-hazardous waste generated	141 t	113 t	-15% 2030 compared to 2019	
	Electricity consumption	3,263,741 kWh	3,633,700 kWh	-40% 2025 compared to 2019	
	Gas consumption	2,489 049 kWh	2,259,163 kWh	0 by 2025	
	Number of active beehives	8	8	20 by 2025	
	SBTi - km flown on business trips	N/A	820,977 km	-50% in 2030 compared to 2019	
	Response rate of suppliers to general supplier CSR questionnaire	80%	N/A	80% by 2025 100% of packaging suppliers in 2023	

	KPI	RESULT		TARGET	SDGs
		2021	2022	2025 / 2030	
Aiming for carbon neutrality	Reduction in weight of all Piper-Heidsieck 75 cl bottles	835 g	835 g	-3% by 2030 (2019 baseline: 835g)	
	Rate of lighter 875g Charles Heidsieck 75 cl bottles (special format)	N/A	82%	Over 90% by 2030	
	Weight of Rare bottle	900 g	900 g	N/A	
	Tonnes of Scope 1 CO_2 emissions	N/A	300 tCO_2e	-61% by 2030 (2019 baseline: 754 tCO_2e)	
	Tonnes of Scope 2 CO_2 emissions	N/A	99 tCO_2e	-61% in absolute terms by 2030 (2019 baseline: 198 tCO_2e)	
	Tonnes of Scope 3 CO_2 emissions	N/A	20,071 tCO_2e total 14,093 tCO_2e intensity	-46% in intensity by 2030 (2019 baseline: 17,621 tCO_2e total - 12,359 tCO_2e intensity)	
	Tonnes of CO_2 emitted by PHCH SAS	N/A	20,472 tCO_2e	-61% in absolute terms by 2030 for scopes 1 and 2 compared to 2019 -46% in intensity by 2030 compared to 2019 for scope 3	
	Kg CO_2/bottle	N/A	3.05 kg CO_2/ bottle	-48% reduction in intensity by 2030 (2019 baseline: 3.67 kg CO_2/bottle)	
	Share of maritime goods transport	N/A	74%	N/A	
	Share of road haulage in goods transport	N/A	24%	N/A	
	Rate of electricity from renewables	100%	100%	100%	
	Rate of packaging suppliers based in Europe	N/A	81%	100% by 2030	
	SBTi - Weight of French glass production	93.7% of total glass supplies	99.3% of total glass supplies	100% by 2025	
	SBTi - Share of sales volume in boxes/VAP PH	39.4% of total sales volume	31.5% of total sales volume	-50% of PH-CH total volume by 2030 compared to 2019	
	SBTi - Share of sales volume in boxes/VAP CH	16.8% of total sales volume	10.8% of total sales volume	-50% of PH-CH total volume by 2030 compared to 2019	
	SBTi - Share of sales volume in boxes/VAP Rare	33.025 % of total sales volume	26.58 % of total sales volume	-50 % of PH-CH total volume by 2030 compared to 2019	
Embedding sustainability in our projects and decision-making	Percentage of boxes and cases/ eco-designed VAP (Value Added Product)	N/A	N/A	100% by 2025	
	Percentage of merchandising products ecodesigned/POS /POSM (Product of Sales-Materials)	N/A	N/A	100% by 2025	

	KPI	RESULT		TARGET	SDGs
		2021	2022	2025 / 2030	
VALUING PEOPLE AND PASSING ON OUR KNOW-HOW					
Passing on our know-how	Average employee seniority	13.91 years	12.83 years	13.75 ans	
	Rate of employees benefitting from salary increase	100%	100%	75% on annual basis	
	Rate of employees benefitting from training	97.88%	90%	Minimum 80% renewable on annual basis	
Guaranteeing health, safety and wellbeing in the workplace	Number of commuting accidents	0	0	0 on annual basis	
	Number of lost-time accidents (LTAs)	5	2	0 on annual basis	
	Number of minor work-related accidents	5	9	-10% compared to N-1 (on annual basis)	
	Number of non lost time accidents in the workplace (NLTAs)	0	3	-10% ompared to N-1 (on annual basis)	
	Number of PSR-QLW steering committee meetings	1	4	4 minimum on annual basis	
	Number of CSSCT (Health, Safety and Working Conditions Committee) meetings	4	4	4 on annual basis	
	Number of employees taking part in wellness days	N/A	63% of average staff number	50% on annual basis	
Putting dialogue at the heart of corporate relations	Number of new employees on fixed-term/permanent contracts	36	66	N/A	
	Number of departures for fixed-term/permanent contracts	30	56	N/A	
	Number of meetings with Chairman (breakfasts, staff meetings, management committees, production facility tours)	5	9	4 minimum on annual basis	
	Number of issues of the in-house company newsletter (ENM)	5	9	9	
	Percentage of employees subject to annual appraisal	90%	100%	100% on annual basis	
	Employee satisfaction or engagement rate	63%	N/A	65 %	
Fostering equality in the workplace	Gender Equality Index - Overall Score	Unquantifiable *	Unquantifiable *	75/100	
	Share of women in total workforce	37.35%	38%	50%	
	Percentage of women managers/ executives	40%	48%	50%	
	Percentage of employees with disabilities	5.02%	4%	6% on annual basis	
	Gender pay gap + CSP (internal calculation)	10%	8.9%	0%	
	Residual share of disability tax	€4,779	€1,686	€0	

*Distribution of workforce by gender, age and category too disparate.

	KPI	RESULT		TARGET	SDGs
		2021	2022	2025 / 2030	
Building sustainable partnerships and supporting local development	Average length of supplier relationship	N/A	13 years	stable compared to N-1	
	Average length of winegrower relationship	N/A	16 ans	stable compared to N-1	
	Rate of nationally sourced supplies	N/A	83.3%	80% minimum renewed annually	
	Rate of suppliers covered by our Code of Conduct	N/A	59.9%	100%	
	Rate of distributors covered by our Code of Conduct	68%	68%	100%	
	Rate of employees trained on our anti-corruption code over past year	100%	Online training for new recruits	100% of workforce concerned	
SHARING MUCH MORE THAN FINE WINES					
Educating people on how to consume our champagnes responsibly	Percentage of customer events covered by an alcohol monitoring system	33%	37.5%	100% by 2025	
	Percentage of in-house events covered by an alcohol monitoring system	N/A	100 %	100% in 2025	
	Number of in-house responsible consumption education events (PADE)	0	1	1 per year	
	Rate of employees trained in Evin Law compliance (% of workforce concerned)	100%	100%	100% in 2025	
Providing help, support and investment related to our activity	Investment in TFTP	€50,000	€200,000	N/A	
	Number of Nos quartiers ont des Talents students supported	N/A	11	N/A	
	Number of Pro Bono hours on CP	491 hrs	N/A	N/A	
	Number of Pro Bono hours in work time	96 h	N/A	N/A	
	Rate of employees involved in Pro Bono	14%	15%	N/A	
Guaranteeing transparency in our policies and practices	Certified sustainable products (% of sales)	0%	N/A	80% by 2030	
	Percentagee sold with full oenological traceability (date of disgorgement/laying down in cellar/dosage)	4.8%	8.4%	100% by 2030	

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