



**Hennessy**

Sustainable  
Development  
Report 2023

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**F**or centuries, Maison Hennessy has looked out beyond the seas to imagine new routes and conquer the market.

That need to project ourselves, the desire to imagine a collective adventure, is at the heart of our history as well as our corporate culture.

Today, at a time when the effects of climate change are making themselves felt, with communities around the world destabilized by recurring crises, it is incumbent on us to marshal the energy to do our part and even more.

By committing more quickly and more decisively to the fight against climate change, we are constantly innovating to adopt more sustainable practices. Agroecology is a powerful example. We are working with the entire community in the Cognac region to reinvent our viticultural methods and restore more resilient, living landscapes! By planting trees and hedges and preserving the land, we are doing more than just protecting biodiversity and regenerating soil – we are creating a landscape for the future.

To succeed in this transition, we are committed to ensuring progress for all those who contribute to the quality of our activities: our employees, partners and cognac artisans who are the pillars of our performance in sustainability. Not to mention those communities all over the world that identify with our brand and embrace our values.

We implement our commitments through concrete actions, by fostering inclusion and diversity in the workplace and promoting their further development.

Looking ahead, together, and seeking to push back our own individual limits is what our partnership with No Barriers, an association founded by Erik Weihenmayer, the first blind person to reach the summit of Mount Everest, is all about. There is so much we can learn from each other.

## LAURENT BOILLOT

President & CEO Maison Hennessy



By committing more quickly and more decisively to the fight against climate change, we are constantly innovating to adopt more sustainable practices.





## KEY FACTS AND FIGURES

1,000 PALISSES  
134KM OF HEDGEROWS FUNDED  
AS OF 12/31/2023

OBJECTIVE: 1,000KM OF HEDGEROWS  
PLANTED BY 2032

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CEC  
(COGNAC ENVIRONMENTAL CERTIFICATION)

20% OF SURFACES  
CERTIFIED CEC IN 2023

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NO BARRIERS PARTNERSHIP  
TO ENHANCE AWARENESS  
OF SURPASSING ONESELF

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15,020HA  
OF FOREST ECOSYSTEMS  
REGENERATED SINCE 2020

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AWARDED  
“LIVING HERITAGE COMPANY  
(EPV) LABEL”

DEVELOPMENT OF  
THE “IN THE PAINT” PROGRAM  
IN 7 COUNTRIES

18 BASKETBALL COURTS REHABILITATED  
AS OF END 2023

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WATER FOOTPRINT  
MEASUREMENT USING  
THE AWARE METHOD

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CERTIFICATION FOLLOW-UP  
FOR ISO 50001 AND 14001  
AND ENERGY SAVINGS PLAN

RESULT: -13% IN GAS AND ELECTRICITY  
CONSUMPTION (EXCLUDING DISTILLERIES)  
IN 2023 VS 2022

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1<sup>ST</sup> DIVERSITY AND INCLUSION  
WEEK AT HENNESSY

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97% RENEWABLE AND  
LOW-CARBON ENERGIES

ON ALL OUR ADMINISTRATIVE  
AND INDUSTRIAL SITES

# Cultivating the future, together

THE HERITAGE WE CULTIVATE

## OUR HISTORY

Founding of Maison Hennessy in 1765.

Facilities: 13 sites in Cognac

4 iconic brands: Hennessy V.S, Hennessy V.S.O.P, Hennessy X.O, Hennessy Paradis

## OUR SAVOIR-FAIRE

8<sup>th</sup> generation of Master Blenders

1,157 collaborators

Equality Index score: 94/100

Our specialized skills: master vine cutter, cellar master, distiller, cooper, calligrapher, Meilleur Ouvrier de France (Best Craftsman in France) in cooperage and maître d'hôtel

Suppliers: 7 partner cooperages, 800 distillers, 20 professional distillers

Entreprise du Patrimoine Vivant (EPV) label or "Living Heritage Company"



OUR VALUE CHAIN



VITICULTURE / VINIFICATION



DISTILLATION



MATURATION



SELECTION



## WITH OUR TALENTS

90% full-time employees receive training

88% full-time employees trained in responsible drinking

5.8% differently abled

Employee engagement rate: 81%

ISO 45001 (workplace health and safety)

## WITH OUR PARTNERS

34,700 local jobs generated directly or indirectly

54 best practice workshops (winegrowing, distillation, packaging suppliers, building and construction), led by Hennessy and technical experts

ESAT (Employment Assistance Centers) and disability-friendly employer partners

Financial support provided to cultural organizations in Charente: 334,000€

THE VALUE WE SHARE

## OUR RAISON D'ÊTRE

From generation to generation, we create exceptional cognacs, the fruit of a unique encounter between nature and human talent, served all around the world. This pioneering spirit always drives us to invest in the future by cultivating the best.

Motivated by a constant quest for excellence, we are committed to taking the preservation of the planet and the climate into account in all our decisions, to continually innovating while passing down what is essential, to bringing talents together in our collective adventure, to sharing meaningful tasting experiences and to embracing all the world's cultures.

## OUR TERROIR

Grape varieties: 99% Ugni Blanc  
AOC Cognac around the Charente river  
Total appellation area: 84,000ha  
Total Hennessy supply area: 33,576ha  
20% winegrowing areas certified CEC  
1,600 winegrowing partners

## INTERNATIONAL STANDING

93 million bottles shipped in 2023  
85% of volume distributed through Moët-Hennessy  
150 distributor countries  
2 wholly owned boutiques: Harrods (UK) & Taikoo Li (China)



ASSEMBLAGE



BOTTLING



TRANSPORT



CONSUMPTION



END OF LIFE  
CYCLE

## WITH OUR COMMUNITIES

Assistance to 1,050 people in the US:  
\$1 million  
18 basketball courts rehabilitated thanks to the "In the Paint" program  
Franco-Chinese cultural artistic partnership: Yishu8  
ISO 22000 (food safety management)

## FOR BIODIVERSITY

15,020ha of forest ecosystems regenerated in France and around the world  
134km of hedgerows financed  
100% of Hennessy vineyards tended without use of herbicides  
52.8% PEFC/FSC-certified wood  
Carbon footprint: -8% CO<sub>2</sub> emissions from 2019 through 2022 (scopes 1, 2, 3)  
ISO 14001 (environmental management)

# OUR SUSTAINABLE DEVELOPMENT STRATEGY

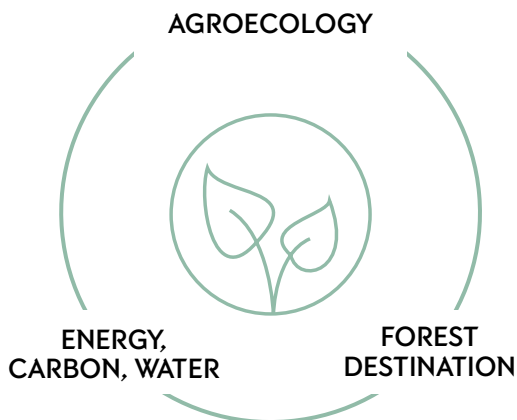
Together, Let's Cultivate the Future.

At Hennessy, we love the verb **to cultivate**.

It recalls our history: the cultivation of the land, of vines, of course, but also a preference for relationships cultivated over time. That holds true for our winegrowing partners, often from generation to generation; with the communities that have embraced us around the world, and with our employees. Together, we cultivate a shared future in a more sustainable and fairer world.

**Our ambition:** to become the reference for sustainability in luxury wines and spirits.

## PRESERVING AND ENRICHING OUR NATURAL ECOSYSTEMS



## PROGRESSING, TOGETHER





**Where does Hennessy stand today in terms of sustainable development?**

We are making progress and we have defined clear ambitions for each of our sustainability challenges. As most of our impact is not entirely in our own hands, progress can sometimes seem slow, but the collective effort is inspiring and we're gradually succeeding in rallying a growing number of stakeholders around ambitious projects. We're on the right track.

**What achievements and advancements are you most proud of for 2023?**

In 2023 we finalized the definition of our carbon trajectory and analyzed our water footprint, including indirect scopes for the first time.

Doing so gives us a clear measurement and direction for those two issues, with distinct indicators for action. We also organized two events to mobilize employees and partners around issues that are close to our heart. The first was the Flying Rivers Summit, for which we invited leading scientists to talk about the reconstitution of water cycles. Then there was a visit by Erik Weihenmayer, the founder of the association No Barriers, for workshops on the theme of diversity and inclusion. Those events generated a great deal of support and enthusiasm.

**What are Hennessy's next big challenges?**

We have a great ambition, which is to put nature back at the heart of everything we do; we have named the initiative "Living Landscapes." The aim is to reinforce biodiversity through plant cover, reintroducing hedges, and creating new landscapes with trees from Cognac and around the world, enabling people to live better off the land, protect it and pass it on to future generations. We must succeed in involving our entire ecosystem.

**How do you see the role of Director of Sustainable Development?**

The first step is to work with the entire management team to define an impact strategy that makes sense in terms of the value chain and sustainability issues. Once objectives have been defined, we need to communicate the strategy, determine plans of action with internal and external stakeholders, and track progress as we go along. That is how the team works to raise awareness, influence organization and monitor performance. We must succeed in getting our entire ecosystem, and sometimes even competitors, on board to advance collectively on issues such as water management and landscape enhancement. Our driving force is creating positive impact.

Three questions for  
**NATHALIE MEURER**

Director of Sustainable Development at Hennessy



We have a great ambition,  
which is to put nature back at  
the heart of everything we do.

# OUR ENVIRONMENTAL AND SOCIAL KEY DATES

...1930 | 1940 | 1950 | 1960 | 1970 | 1980

<p>◆</p> <p><b>1929</b> Introduction of paid vacation</p> <p><b>From 1850 onward</b> Members of the Hennessy family get involved in various charities</p>	<p><b>From 1950 onwards</b> Schieffelin &amp; Co x Hennessy: early supporters of the African American community</p> <p><b>1947</b> Creation of ISH: l'Institut Social Hennessy (Hennessy Social Institut)</p>	<p><b>1972</b> Creation of CSH: Le club sportif d'Hennessy (Hennessy sports club)</p> <p>Creation of REVICO for the treatment of distillation residues in co-management with Martell</p> <p><b>1977</b> Local partnership with the Arche association, which employs disabled people</p>	<p><b>Since 1980</b> Local, targeted support for festivals and cultural organizations</p>
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## 1990

**1991**

Organization of the environment commission

**Since 1996**

Establishing apprenticeships for the company's various departments, with cross-functional support

**1998**

Hennessy becomes the first spirits company to obtain ISO 14001 certification

## 2000

**2002**

First carbon footprint assessment with ADEME

**2004**

ISO 14001 certification for the La Groie distillery subsidiary - new environmental policy

**2006**

ISO 14001 certification for the vineyard and green spaces subsidiary

**2009**

Introduction of eco-design with new packaging for Fine de Cognac H<sub>2</sub>O

Launch of Mousqueton safety initiative

## 2010

**2011**

Part of the Hennessy vineyard registered as a benchmark under

**2013**

Launch of the electro-solar boat for visitors

**2015**

Introduction of a fleet of electric vehicles

**2016**

High Environmental Value (HVE) certification for the Hennessy vineyard

**2017**

First High Environmental Quality (HEQ) certification for Pont Neuf building

**2019**

Creation of the American Hennessy Fellows program/  
Deployment of a Solidarity Pool to allow in-house vacation donations

## 2020 ...

**2020**

Creation of a Sustainable Development Department by the Executive Committee

Creation of the Unfinished Business program/ISO 45001 health and safety certification

**2021**

Launch of an agroforestry project in our vineyard; birth of a 10-year partnership with Reforest'Action - 100% renewable gas and electricity on our administrative and industrial sites

Creation of the Never Stop Never Settle Society program/  
First initiative for the "In the Paint" global artistic collaborations with the artist Francorama in Montreal (Canada)

**2022**

ISO 50001 certification for energy management

**2023**

New method to quantitatively measure Hennessy's water footprint

New version of Cognac Environmental Certification (CEC)

Awarded "Entreprise du Patrimoine Vivant" (Living Heritage Company) label

Creation of a partnership with the association No Barriers to raise awareness of surpassing oneself

Contract signed with Joakim Noah, ambassador of the "In the Paint" program

# GOVERNANCE, ETHICS AND TRANSPARENCY

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## GOVERNANCE DEDICATED TO SUSTAINABLE DEVELOPMENT

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Reporting to the President & CEO of Maison Hennessy, with its own budget and dedicated team, the Sustainable Development Department at Hennessy is supported by various strategic committees and work groups on specific subjects (environment, agroecology, sustainable distillation, eco-design, etc.).

This form of expert governance makes it possible to measure progress and make effective decisions.

Hennessy has defined the objectives of its Sustainable Development strategy "Together, Let's Cultivate the Future" in keeping with the objectives in LVMH's LIFE 360 program, as well as with "Living Soils, Living Together," Moët Hennessy's Sustainable Development strategy.

## SUPPLIER RELATIONS

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The Maison maintains close relationships with its main suppliers, essential partners in its Sustainable Development strategy.

Winegrowers, distillers and professional distillers, suppliers of dry materials (packaging) and industrial service providers all contribute to the excellence of the Maison's products.

In this way, Hennessy supports its partners by sharing best practices on regulations and quality, on technical aspects of each specialized skill, and by organizing workshops and communicating its expectations in terms of Sustainable Development. Supplier specifications – in particular the Moët Hennessy "purchase for tomorrow" policy – as well as sustainable commitment indicators by material and by activity were reinforced in 2023.

Suppliers of dry materials and industrial services are assessed and audited annually, and their progress plans are monitored.

In addition, in 2023 the Maison organized several events to raise awareness among its partners of the shared challenges of decarbonization and life-cycle analysis.

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## OUR TRANSPARENCY PLATFORM: TRUST BASED ON PROOF

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To go beyond the regulatory traceability of its products, Hennessy wanted to share with its customers a behind-the-scenes look at the various stages of the life cycle of its cognacs, from vineyard to distribution.

A QR code available on products – Hennessy V.S, Hennessy V.S.O.P, James Hennessy and Hennessy X.O – sold in Europe enables consumers to discover the Maison's environmental and social initiatives as well as those of its partners and suppliers at every stage of the value chain.

Launched in early 2022, the platform has since been translated into five languages. It will be enriched over time, notably by covering all Hennessy products, and will be deployed beyond the European continent.



VISIT THE SITE

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## MAKING INFORMATION ACCESSIBLE

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The Sustainable Development Department communicates its "Together, Let's Cultivate the Future" strategy, its actions and progress throughout the year, using a variety of means.

All internal stakeholders receive solid training in Sustainable Development as soon as they join the Maison. Newsletters dedicated to these subjects are periodically sent to them, the Maison's CSR (Corporate Social Responsibility) news is shared with them on in-house social networks, balance sheets are commented on with employee representative bodies, and regular physical presentations are made to employees.

Our various external stakeholders are also kept regularly informed of our progress in Sustainable Development through the Maison's various channels of communication, and notably with the annual publication of our Sustainable Development Report.



# PRESERVING AND ENRICHING OUR NATURAL ECOSYSTEMS



## 2023 achievements and objectives

**20%**  
of surfaces certified CEC.  
100% in 2028

**100%**  
herbicide-free surfaces  
(on proprietary vineyards)

**134km**  
of hedgerows funded through end 2023  
1,000km planted by 2032

**15,020ha**  
of regenerated forest ecosystems  
50,000ha by 2030

**-8%**  
GHG emissions in 2022  
on scopes 1, 2 and 3  
-50% vs 2019

**Water footprint**  
AWARE method measurements  
conducted in 2023 on 2022 use  
-30% global water footprint  
by 2030 (vs 2019)



## Our Ambitions

- ◆ **Agroecology: our agricultural model for sustainable winegrowing**
- ◆ **Regenerate 50,000ha of forest ecosystems by 2030 to increase biodiversity in France and around the world**
- ◆ **Reduce our carbon footprint by half by 2030 to limit our impact on climate change**
- ◆ **Reduce our global water use footprint by 30% by 2030 (vs 2019)**



# Agroecology

## A new agricultural model

TO CULTIVATE THE FUTURE, THE MAISON CHOSE FOR ITS OWN VINEYARDS AGRICULTURAL PRACTICES THAT RESPECT THE ENVIRONMENT AND ARE INSPIRED BY NATURAL ECOLOGICAL BALANCE.

Agroecology is the path the Maison chose to produce quality grapes while also protecting people and the environment. This practice is based on four complementary pillars.

### FOSTERING BIODIVERSITY AND ENRICHING SOIL

To maintain the fertility of its soils and vineyards, Hennessy deploys new landscaping approaches:

- ◆ vineyard agroforestry, with the planting of hedges and trees that protect the vineyard and provide refuge for a microfauna of crop protectants;
- ◆ the use of plant cover between the rows of vines to enrich and aerate the soil over the seasons and prevent erosion;
- ◆ eco-grazing for sheep in our calcicole prairies\*, which encourages the development of a remarkable flora;
- ◆ housing beehives on Hennessy sites: bees, veritable guardians of the environment, enable us to assess the health of our ecosystems. Hive products are used for biocontrol testing.

### PRACTICING PRECISION IN WINEGROWING TO REDUCE THE USE OF PESTICIDES

Since 2011, the Maison's viticultural practices have included a reduction in chemical inputs, notably with a "zero herbicide" policy on our own vineyards, replaced by limited tillage and the widespread use of plant cover. As an alternative to chemicals, Hennessy is working with bio-controls\*\* and natural predators. Generalized detection of Flavescence Dorée in the region is also helpful for protecting crops from disease and limiting the use of insecticides.

To this end, a regional survey was carried out, for which Hennessy mobilized 188 participants over seven half-days. A total of 1,500ha was surveyed.



Plant cover with mustard at a Hennessy vineyard

\* A calcicole grassland has lime-rich soil of floristic interest. \*\* Biocontrol is a set of plant protection methods based on the use of natural mechanisms, such as macro-organism biocontrol agents (nematodes, auxiliary insects or mites), micro-organisms (bacteria, viruses, fungi), chemical mediators (including pheromones) and natural substances (of mineral, animal or plant origin). \*\*\* Using natural predators is a method of combating pests, such as invasive species, by introducing antagonistic living organisms, also known as biological control agents, which belong to the group of crop protectants.





Beehives in Hennessy vineyard

**ADAPTING PRACTICES TO REDUCE IMPACT AND ADAPT TO CLIMATE CHANGE**

Hennessy is working to optimize its cultivation itineraries (in particular through the choice of plant species, the type of machinery, techniques used, and the number of passages) to save energy and develop the use of alternative energy equipment. Initiatives are also underway to preserve water resources.

**SHARING AGROECOLOGY EXPERTISE WITH OTHER PLAYERS IN THE COGNAC REGION**

In its commitment to caring for the vineyards of Cognac, Maison Hennessy works to support winegrowing partners as they transition to agroecology – notably through CEC – and brings together industry players to share knowledge. Hennessy also offers educational programs to pass best practices down to future generations.



Two questions for...

**RAPHAËL BRISSON**

Sustainable viticulture manager, Hennessy

**As someone on the front line supporting the CEC, what initial feedback can you share?**

Test group feedback has been very positive, and meetings organized in the sector at the end of 2023 showed strong support from participants. This new, simplified yet ever stringent version is genuinely focused on winegrowing and best practices, which we know have a truly positive impact on the environment. There is also a progressive approach, with a minimum threshold and bonuses for those who are more advanced. This is a real way of rewarding all concerned, whatever their level of progress.

**What are the objectives specific to Maison Hennessy?**

To make progress toward its goal of supporting 100% of its winegrowing partners by 2025, Hennessy has mobilized the ecosystem of industry experts (cooperative technicians, chambers of agriculture, independent advisors, etc.) who will support the winegrowers in their path to certification. We now have 24 advisors working alongside our 800 winegrower partners who are certified or in the process of becoming so, and who will guide the next 800 over the next two years. That way, the entire Cognac ecosystem is aligned in one direction: certification for all by 2028.

**CEC: KEY FIGURES** \_\_\_\_\_

20% of surfaces certified in 2023 (objective: 100% in 2028)

400 winegrowers accompanied annually / 250 winegrowers certified annually



**A NEW COGNAC ENVIRONMENTAL CERTIFICATION (CEC)**

A driving force for the first certification, introduced in 2016, Hennessy encouraged partners in the industry to build and validate the latest version, which has been in testing since fall 2023. Its aim is to stimulate and facilitate the agro-ecological transformation of Cognac's vineyards. Centered on winegrowing and focused on sustainable vineyard practices, it incorporates 24 requirements based on five pillars: promoting biodiversity, ensuring water, air and soil quality; a restrictive approach to treatments, sustainable soil management and aiming for carbon sobriety. Operational implementation began in the first quarter of 2024.



# Forest destination

## A program in service of future generations

THIS PROGRAM AIMS TO PROTECT AND REGENERATE FOREST ECOSYSTEMS IN FRANCE AND AROUND THE WORLD, AND TO STUDY AND PASS ON KNOWLEDGE ABOUT THEM.



A tree plantation in the Guizhou region of China

2021 has sponsored an ONF program to replant a 25-hectare oak grove by 2026. In 2023, Hennessy teams took part in the planting of the first 4,000 trees, including 2,500 oaks and “precious” hardwoods such as nannyberry and cranberry. These trees, which promote biodiversity, are first grown as seedlings in the ONF nursery before being replanted in their natural habitat.

### NINE PROJECTS AROUND THE WORLD WITH REFOREST'ACTION

Alongside Reforest'Action\*, Hennessy is committed to a shared ambition: to protect and revitalize endangered forest ecosystems. Established in various zones where the company operates – in South Africa, China, the United States, Kenya, Madagascar, Nigeria, Senegal, and Tanzania – these projects directly contribute to supporting local communities.

For Hennessy, the forest is an integral part of the excellence of its cognacs, whose eaux-de-vie blossom upon contact with oak wood. By tending its own forests, the Bois de la Celle and the Bois de Bagnolet, for almost half a century, the Maison has developed a strong bond with those vital ecosystems. Convinced of the need to understand and preserve their many benefits for the future – in terms of biodiversity, water cycle, soil fertility and adaptation to climate change – the Maison committed to the preservation of ecosystems in France and abroad through various initiatives of reforestation and research. The goal is unique: to regenerate 50,000 hectares of forest ecosystems worldwide by 2030.

### IN FRANCE, WITH THE ONF (Office National des Forêts)

Due to successive storms, the Braconnie forest, in the heart of the Cognac region, suffered the loss of seed oaks. To maintain these local species and to work on growing oaks with superior resistance to drought, Hennessy since

They also support the challenge of passing on the fragile and precious resource that is the forest.

### PRESERVING WOOD RESOURCES

2023 Results: 52.8% of all wood or cardboard sources are FSC- or PEFC-certified.

Objective for 2026: 100% of wood or cardboard is FSC or PEFC certified, sourced from sustainably managed forests and with zero net deforestation.

### FACTS & FIGURES

2023: 15,020ha of forest ecosystems regenerated vs 4,500 as of end 2022.

Objective for 2030: 50,000ha regenerated



# The “1,000 Palisses” program: acting in the heart of vineyards

TO CULTIVATE THE FUTURE OF THE COGNAC AOC TERROIR, THIS INITIATIVE WILL CREATE 1,000KM OF HEDGEROWS AND FIELD TREES PLANTED IN 10 YEARS.

## ABOUT THE PROJECT

- ♦ Objective: 1,000km of hedgerows planted in the Charente region by 2032
- ♦ 134km of hedgerows financed\*\* by end 2023 in collaboration with 58 partner winegrowers

## ENVIRONMENTAL AND AGRONOMIC BENEFITS

Recognized as a Nature-based Solution by the IUCN\*\*\*, the 1,000 Palisses project aims to help reconstitute the green and blue web, creating continuity between ecological corridors within the vineyards of Cognac.

The ecological and agronomic benefits are numerous: developing biodiversity, stabilizing stream banks, increasing useful water reserves, capturing carbon, encouraging the presence of crop auxiliaries (small predators that control invasive pests), and preventing soil erosion. This transformation of the vineyard aims to make it more resilient to the effects of global warming.

## A COLLECTIVE PROJECT, BECAUSE THE LANDSCAPE BELONGS TO EVERYONE

Involving winegrowers and local authorities, promoting their best practices and reforging ties with local residents and environmental associations are the main social issues at the heart of the project. Maison Hennessy is orchestrating. The beauty of the landscape, now reshaped by a variety of tree species, is a benefit shared by all. The 1,000 Palisses program brings together a number of local associations and structures: Vitinnov, the Chambers of Agriculture, LPO, Prom'haies, CETEF (Centre d'Étude Technique Environnemental et Forestier).

Planting hedgerows on our own vineyard



\*Reforest'Action is a positive social and economic impact company whose mission is to create links between stakeholders in order to preserve, restore and create forests and develop their multiple benefits throughout the world. \*\*Depending on meteorological and planting conditions, there may be lag time between financing and planting. \*\*\*International Union for Conservation of Nature.



# Conference on the effect of forest ecosystems on water and the climate

SHARING KNOWLEDGE ABOUT THE ROLE FORESTS PLAY IN THE CYCLE OF ATMOSPHERIC WATER, AND REFLECTING ON HOW IT MIGHT BE APPLIED IN THE COGNAC REGION.



At the Flying Rivers Summit, from left to right: Laurent Boillot, Antonio Nobre, Anastassia Makarieva, Francis Hallé and Nathalie Meurer



Flying rivers are a poetic concept of rivers of water vapor that float through the atmosphere, above our heads.

ANTONIO NOBRE  
at the Flying Rivers Summit,  
July 2023

### THREE DAYS OF CONFERENCES

In July 2023, the Maison organized a three-day conference, for which 11 scientists from around the world gathered to reflect on how to build the Cognac region's climatic and ecological resilience around forest ecosystems, based on the concept of the "biotic pump."

Gathered for this series of workshops and conferences were:

- ◆ Prof. Antonio Nobre and Prof. Anastassia Makarieva and their group of international scientists specializing in the biotic pump;
- ◆ Prof. Francis Hallé, botanist, biologist and expert on primeval forests.

### WHAT ARE "FLYING RIVERS" AND THE "BIOTIC PUMP"?

Forests and trees, with their ability to draw water deep within the soil and return it to the atmosphere through evapotranspiration, play an essential role in the Earth's climate.

Prof. Antonio Nobre, a scientist committed to protecting the Amazon, shared the existence of "flying rivers" and described the phenomenon of the "biotic pump" formulated by Prof. Anastassia Makarieva and Prof. Victor Gorshov: large forests in good condition, like primeval forests, generate their own rainfall and influence wind direction.

Though controversial in the scientific community, research led by Prof. Nobre is advancing study into the relationship between forests and meteorological phenomena, and precipitation in particular.

### A STUDY CONDUCTED ON THE CHARENTE REGION

The concept of the biotic pump, for which the Maison commissioned a study, opens some intriguing avenues for reflection. Through the improvement of local forest ecosystems, reinforcement of the biotic pump, while limited, could bring benefits to our vineyards and to the entire Charente region.



# Exhibition: “cultivating our forests, cultivating our future.”

AS ESSENTIAL PLAYERS IN OUR FORESTS, TREES WERE HONORED IN AN EXHIBITION DESIGNED TO RAISE ECOLOGICAL AWARENESS AMONG VISITORS TO THE JARDIN D’ACCLIMATION IN PARIS.

## RAISING AWARENESS ABOUT THE ISSUES INVOLVED IN REFORESTATION

To share its commitment to preserving forests and biodiversity – as part of its Forest Destination program – Hennessy presented an educational exhibition “Cultivating our Forests, Cultivating our Future” at the Jardin d’Acclimation in Paris from June 12<sup>th</sup> to July 9<sup>th</sup>, 2023.

## PREPARING, PLANTING, CULTIVATING, PASSING DOWN

From the upstream preparation of reforestation through planting and harvesting to sharing knowledge with local communities, visitors discovered the various stages and benefits of this approach, which comes with the goal of regenerating 50,000 hectares of forest by 2030.



The Jardin d’Acclimation counts 18 hectares of prairies, flowers and fir trees, right in the heart of Paris. What could be a better showcase for raising public awareness about issues of forest conservation? We are proud to have been able to welcome the exhibition “Cultivating Our Forests, Cultivating Our Future,” which retraces Maison Hennessy’s commitment to forests and the communities that depend on them.

MARC-ANTOINE JAMET – President of the Jardin d’Acclimation



# Energy, carbon, water

## Improving energy efficiency and sobriety

ACROSS ITS SITES, HENNESSY IMPLEMENTS ACTIONS TO INCREASE THE ENERGY EFFICIENCY OF ITS EQUIPMENT AND DEMONSTRATE ITS COMMITMENT.

### REDUCING ENERGY IMPACT: AN ONGOING PROCESS

Maison Hennessy has been implementing solutions to manage and reduce its energy consumption, in addition to relying on renewable sources of energy, since 2017.

This pioneering approach made it possible to achieve 97% low-carbon energy usage. The management of gas and electricity consumption with Energisme supervision software, coupled with energy-saving practices (heating/air-conditioning setpoints, shutdown of hot-water tanks on-site, except in the maintenance workshop) and awareness raising among our partners, enabled a -13% reduction in energy consumption (gas and electricity – excluding distilleries) between 2022 and 2023.

### RESEARCH AND INNOVATION IN THE DISTILLERIES

For several years, Hennessy has invested in a plan to replace atmospheric burners at its distilleries with forced-air burners, favoring a reduction in gas consumption of approximately 12%.

Since 2022, 93% of our three distilleries have been equipped with such burners. The Le Peu experimental distillery continued its R&D program of hydrogen hybridization for its burners, which are now powered by a mix of natural gas and 20% hydrogen in order to reduce CO<sub>2</sub> emissions.

For this action, Hennessy and Bulane, its electrolyzer manufacturing partner, were awarded the Low-Carbon or Renewable Industry Award at the 2023 Trophées Hydrogénies.



Le Peu distillery

In 2022, seven exclusive professional distillers switched to biomethane with a Local Guarantee of Origin; in 2023 they received support from an expert consultancy to carry out energy audits. The report highlights a number of actions that will enable these distilleries to reduce their energy consumption by at least 10%.

### KEY FIGURES

More than 600 collaborators participated in the Energy Sobriety escape game on Hennessy's industrial sites

Reduction of 7,800 tons CO<sub>2</sub> emissions across Hennessy's wholly owned distilleries

7 partner distillers converted to biomethane (2022 action audited in 2023)



# Mobilizing to reduce our carbon footprint

## IN 2023, HENNESSY REFINED ITS ROADMAP TO DECARBONIZATION AND THE MEANS REQUIRED TO ACHIEVE IT.

In 2023, Hennessy specified its decarbonization roadmap, which is in line with Moët Hennessy's SBTi\* 1.5°C carbon trajectory, i.e. -50% in absolute terms by 2030.

All carbon emissions were specified for 2019 (base year) and 2022, in order to provide a complete picture of our carbon footprint\*\*. To achieve this, several departments participated: winegrowing and wine, distilleries, packaging development, marketing, supply chain, technical services, retail, and purchasing.

### THE HENNESSY ROADMAP IS BASED PRIMARILY ON ENERGY SOBRIETY AND EFFICIENCY

The resulting strategy and the actions permeate all the company's activities: optimization of heating and cooling equipment, eco-conception of products and buildings, the ever-increasing integration of circular economy practices, reducing the impact of transport, and even reducing the impact of digital.

### CARBON TRAJECTORY: A SUBJECT THAT CONCERNS EVERYONE

To involve its teams in this initiative, the Maison now includes new sustainable development indicators in its calculation of profit-sharing for the 2023-2025 period. These are:

- ♦ total energy performance index per employee: overall energy consumption (electricity and gas – excluding distilleries, housing and worksites) adjusted for climatic austerity;
- ♦ the quantity of bio-waste per person and per meal;
- ♦ and a societal bonus based on the above indicators and carbon: CO<sub>2</sub> emissions (scopes 1 and 2: energy and internal freight) per standardized case (IPC\*\*\*).



\* SBTi: Science Based Target Initiative.

\*\* Full carbon footprint = on scopes 1,2,3 i.e. Hennessy's direct and indirect emissions.

\*\*\* CO<sub>2</sub> Performance Index



# Using best practices in digital communication

IN 2023, THE MAISON CONDUCTED AN ANALYSIS AND DEPLOYMENT OF BEST PRACTICES IN ORDER TO REDUCE THE IMPACT OF ITS DIGITAL ACTIVITIES.

## MEASURING TO ACT EFFICIENTLY

In 2023, the Maison's Brand & Consumer Engagement team – which oversees communications and digital – measured the impact of its digital campaigns to better understand possible ways of reducing its impact.

## OBJECTIVE FOR 2024

Compiling a guide of best practices in digital communication for the use of the entire company.

Two questions for... **BÉRANGÈRE BOULON**  
Digital & Influence Director



### What were the key findings of this analysis?

The data was particularly astonishing! For example, by compressing our videos correctly, we can achieve a -13% reduction in greenhouse gas emissions.

Or, by reducing the length of our videos from 30s to 20s, which is possible without compromising the campaign experience, we can cut emissions by -40%.

Similarly, on our website, by eliminating autoplay (automatic video launch when a page is loaded), or by optimizing photos, typefaces and graphic elements, we can really reduce page weight and therefore our environmental impact.

### How did your team react to the recommendations ?

With great enthusiasm, because these are practices that we can very simply integrate into our daily routine, without affecting the customer experience or the Maison's image, which belongs to the world of luxury.

We are currently preparing a best practice guide for campaigns. We are also working on redesigning our website to incorporate these key principles.

We have everything to gain by taking a step back and optimizing our use of digital.







# Implementing a more sustainable freight policy

SHIPPING NOW REPRESENTS 9% OF HENNESSY'S CARBON EMISSIONS\* (VERSUS 15% IN 2019). THE MAISON IS IMPLEMENTING SUSTAINABLE ALTERNATIVES FOR IN-HOUSE FLEETS AS WELL AS FREIGHTAGE.



A tank truck powered by second-generation biofuel

## THE IN-HOUSE FLEET OF TRUCKS RUN ON SECOND-GENERATION BIOFUELS

All of Hennessy's trucks run on second-generation biofuel\*\*, mainly XTL/HVO, as well as ED95. These biofuels produced by the circular economy reduce CO<sub>2</sub> emissions by up to 90%. To transport wood barrels, the Maison has three carrier trucks, including an electric one since 2022.

## CREATING A MORE SUSTAINABLE SUPPLY CHAIN

With 99% of its sales generated internationally – mainly in the United States, Asia and Europe – Hennessy relies on various modes of transport: by sea mainly for long distances, by rail whenever possible and by land, for which it uses biofuels. Air transport accounted for 0.61 in tons per km in 2023 (versus 0.18% in tons per km in 2022 – a higher figure caused by supply issues).

## A NEW MARITIME MODEL: BUILDING THE NEOLINE SAILING FREIGHTER

Signed in 2020, a partnership initiating a future transatlantic link between Montoir-de-Bretagne (near Saint-Nazaire) and Baltimore (USA) aims to ship four million bottles of Hennessy cognac to the United States in 2025. NEOLINE aims to reduce carbon emissions by 80-90%. Construction began in 2023.



A model for the Neoline sailing freighter

## FACTS & FIGURES

In 2023, Hennessy's proportion of rail transport in France was 41%, up 3 points compared to 2022 (vs. an average of 10% in France).

\* Upstream and downstream transport to market warehouses. Source: carbon assessment conducted in 2023 for 2022.

\*\* Second-generation biofuels: ED95 (ethanol from the region's wine-pressing residues) and XTL/HVO (recycled and esterified oils and fats) and agrofuels (B100 = esterified rapeseed oil from the region).



# Promoting eco-design and circularity

PACKAGING AND TRANSPORT ACCOUNT FOR ALMOST A THIRD OF THE COMPANY'S CARBON FOOTPRINT. A DECARBONIZATION ROADMAP OUTLINES A PLAN OF ACTION TO REINFORCE OUR APPROACH TO CIRCULARITY BY 2030.



White cullet: broken glass ready for recycling

## **CIRCULARITY AND SHORT-CIRCUIT RECYCLING**

Maison Hennessy has joined forces with Verallia France and Veolia to set up a local, virtuous recycling system for its glass packaging. The aim of these three committed players from the Charente region is to recover and reuse glass waste from spirits bottles, transforming it into new glass packaging.

This material, which can be recycled ad infinitum with no reduction in quality, benefits from a highly efficient circular recycling chain.

Since December 2023, Hennessy has ensured that waste glass and

extra-white glass from its bottling lines are collected and sent to Everglass in Châteaubernard – a subsidiary of Verallia France. They are then recycled by Verallia to make new food containers. A furnace will be installed in 2024 to produce new cognac bottles from these remnants. This will contribute to the decarbonization of Hennessy's packaging, and also opens up the prospect for other cognac houses.

## **ECO-CONCEPTION**

The Maison has actively participated in the development and integration of new tools within Moët Hennessy.

This work has led to the development of a new common EPI (Environmental Performance Index) and a simplified LCA\* decision-making tool, eQopack.

## **A NEW EPI (Environmental Performance Index)**

A score out of 100 integrates the main criteria: weight, volume, circularity (recyclability of products and use of recycled materials).

A bonus/malus system completes the rating. 100% of products dispatched are assessed, and a global impact calculation is drawn up annually, which favors a process of a continuous improvement.

\* Life Cycle Analysis



Thanks to eco-design committees and teamwork, we defined and prioritized eco-conception initiatives.

STÉPHANE BEZOUT, Packaging Director, Hennessy

**RAISING TEAM AWARENESS ABOUT ECO-DESIGN**

- In 2023, all marketing, purchasing and packaging development teams were sensitized to eco-design.
- Hennessy's golden rules of eco-design, which have been shared internally and externally, were updated to align with environmental and decarbonization issues.
- Two eco-design committees convened in 2023.

**RESPONSIBLE PURCHASING: CRITERIA FOR SELECTING SUPPLIERS AND MATERIALS**

Since 2008, six evaluation criteria have been used to select suppliers of dry materials (packaging) for Hennessy. A new version of the quality specifications specifying the environmental commitments of the LVMH Group and Hennessy was published in 2023. It now includes a request to provide a carbon footprint, for which Hennessy organized awareness-raising sessions.

The choice of materials contributing to the Group's decarbonization roadmap must comply with the following rules:

- 100% of paper, cardboard and wood will be FSC(R) or PEFC certified by 2026
- the use of virgin fossil-based plastic will be banned as of 2026,
- products must incorporate 70% recycled content by 2030.

**ECO-DESIGNED BUILDINGS**

Hennessy is pursuing HQE certification for its buildings, such as the building housing maintenance teams at the Parc site, the "village" building at the Pont Neuf site, as well as the buildings at the Le Peu site, which are under construction following a certified eco-design phase. They will be delivered and audited in 2024.

**IMPROVED PACKAGING FOR A LIGHTER CARBON FOOTPRINT**

Thanks to a concerted effort by all our teams, the results are evident:

- The Paradis gift box is now 63% lighter than its initial weight and its external volume has been reduced by 11%.
- Thanks to changing materials, packaging optimization and reuse, its carbon impact has been reduced by 50% at equivalent transport levels.
- VSOP: reduced carbon footprint thanks to using more sustainable, recyclable materials for the outer packaging and cap.
- X.O: reduced carbon footprint with the removal of metals (zamak and pewter) from packaging.
- All Chinese New Year gift boxes are now lighter (VSOP, X.O and Paradis).
- Limited editions introduced without boxes: NBA, Carnival, Henny White.



Cognac Hennessy Paradis



Cognac Hennessy X.O

**FACTS & FIGURES**

66% external cullet integrated into Verallia's glass packaging production by 2030.

More than 45 people participated in creative workshops focused on the priority issues of eco-design.

More than 71% of Hennessy bottles were shipped without boxes in 2023.



# Water resources: Hennessy measures its water footprint

IN ORDER TO MEASURE AND REDUCE ITS WATER IMPACT, HENNESSY COMMITTED TO NEW INITIATIVES IN 2023.

## WHY MEASURE OUR WATER FOOTPRINT?

Water is a resource whose withdrawal from the planet has increased sixfold in a century, leaving a quarter of the world's population facing economic shortages. Indispensable to human activity, water is involved in every industrial process at various stages. The water footprint is a calculation method used to compile water withdrawals and consumption by a product or activity over its entire life cycle, and then to assess the related potential environmental impacts.

## MEASURING IN ORDER TO UNDERSTAND AND ACT

To define its water management strategy, Hennessy commissioned the Le Sommer Environnement consultancy to work with researchers from INSA Toulouse. The objective of this first stage was to map water withdrawals and consumption at all Hennessy sites and for all activities, integrating direct water use by partners linked to the purchase of goods and services.

This analysis was then translated into a Water Footprint, using a standardized ISO 14046 method (AWARE = Available WATER REMaining), which takes into account a factor characterizing water stress at the sampling site. This was used as the basis for an action and adaptation plan aimed at reducing consumption and optimizing water reuse.

## WATER FOOTPRINT

In 2022, Maison Hennessy's water footprint, for the direct scope, was 1.4 l AWARE of water per bottle, mainly due to cutting using osmosis water, produced using borehole water, water obviously being an ingredient in cognac. In its industrial process, bottling (including glass production) is the first water consumption item, followed by distillation, and then by human consumption linked to activities at headquarters.

**Objective:** -30% in global water footprint by 2030 vs. 2019.

Along the banks of the Charente, the river that runs through the Cognac winegrowing region.



## OF NOTE

Water consumption corresponds to the difference between the water withdrawn and the water discharged, in other words the quantity of water used (in a product or via evaporation/ evapotranspiration) but not directly returned to the natural environment.



## Three questions for... MICHEL LE SOMMER

RENEWABLE ENERGY SPECIALIST MICHEL LE SOMMER ADVISED HENNESSY AS IT PURSUED THE LVMH GROUP OBJECTIVE OF REDUCING WATER USE BY -30% BY 2030



### **What is your area of expertise?**

Our consultancy has been working with the LVMH group on environmental building certifications for almost 20 years. Over the last 15 years or so, we have also developed expertise in the water sector.

### **What steps have you taken with Maison Hennessy?**

It is an unprecedented industrial approach at the forefront of R&D, because while companies today measure their energy consumption and carbon emissions fairly accurately, there is virtually no analysis of water use and recycling of water. The first step was therefore to take a "snapshot" of the water footprint at 12 industrial sites belonging to the company and its partners. It was measured across the entire production chain: packaging, raw materials, effluents, and taking sampling periods into account. The Charente is, in fact, a region subject to water stress, with drought decrees enforced during certain periods. Here we are dealing with an industrial risk, since cognac production requires water. There is a real scientific challenge, which is to understand how we can alleviate pressure on this resource.

### **How did you gather information and what were the main lessons to be learned?**

After an essential phase of quantifying all activities, we worked with Hennessy's teams to identify potential areas for reduction. We then devised solutions together for closing the loop and reducing water use from vine to bottle (viticulture, partners, production of packaging). The next step will be to involve all suppliers in measuring and reducing their water use.



There is a real scientific challenge, which is to understand how we can alleviate pressure on this resource.

A refurbished basketball court in Johannesburg, South Africa, painted by the local artist African Ginger as part of Hennessy's "In the Paint" program



# PROGRESSING, TOGETHER



## 2023 Achievements and Objectives

**8,65** in 2023 vs 9.41 in 2022  
Lost time accident frequency rate  
in millions of worked hours  
3 in 2030

**88%** of collaborators trained  
in responsible drinking  
100% in 2024

**87%** Annual recommendation  
rate as a “Great Place to Work”  
> 85%

**94/100**  
Equality Index score

**81%** of collaborators benefited  
from development training beyond  
regulatory mandates.  
90% in 2030

**18** basketball courts refurbished  
by end 2023 as part of the “In the Paint”  
program.  
50 courts by 2026

**10<sup>th</sup> edition** of “Vignoble  
au féminin” (“Women in winegrowing.”)

**\$740,000**  
grant to the Thurgood Marshall  
College Fund



## Our ambitions

To engage our communities and help them progress:

- ◆ **OUR TALENTS** for a sustainable performance,
- ◆ **OUR ARTISANS** of cognac, contributors to the regional ecosystem
- ◆ **OUR COMMUNITIES** around the world, who identify with the Hennessy brand and share its values,

by taking care of them,  
by encouraging inclusion and diversity and by promoting their further development.



# Taking care of our talents

ONE OF THE MAISON'S AMBITIONS IS TO HAVE EACH PERSON PLAY A ROLE IN A PROFESSIONAL ENVIRONMENT THAT FOSTERS SUCCESS BOTH INDIVIDUALLY AND COLLECTIVELY.



## Three questions for... SYLVIE ATIENZA

Human Resources Director, Hennessy

### **How did "caring for others" manifest itself in 2023?**

Taking care of others includes the dimension of responsible drinking. This has been addressed in two ways: by making employees aware of their responsibilities with regard to alcohol consumption in the workplace, and by ensuring that our practices at group gatherings are safe for everyone. We created a tailor-made training course on responsible drinking behavior, which will now be deployed throughout the Maison with workshops and case studies to ensure that everyone applies it more effectively. We also launched an initiative on the prevention of addictive practices, always with a view to promoting health in the workplace and the lasting employability of our talents.

### **This year, Maison Hennessy made important progress in terms of inclusion and diversity. Could you please tell us more?**

We are very proud of the launch of Diversity and Inclusion Week, which gave the Maison the opportunity to make a strong statement through our partnership with the association No Barriers. The event opened with a memorable talk by Erik Weihenmayer, the association's founder, which enabled us to take a different look at each individual's uniqueness by overcoming the limits we set for ourselves and those we discern in the eyes of others. The week was then punctuated by presentations and group workshops attended by the entire management team. It was a true collective exchange, rich in proposals that will nurture our projects in the short, medium and long term.

### **How does Hennessy support advancement among its collaborators?**

Alongside our "mobility and development" training programs, 2023 saw the launch of the "Journées du Beau" ("Days of Beauty"). The aim is to give people the opportunity to get together and learn how to perceive the beauty of senses, places and people. The 20 people who took part in this first edition came away with an even stronger sense of pride and belonging to the Maison. As a pillar of H2030, our transformation program for Maison Hennessy, this event will become one of the company's fundamental programs, open to all employees.



We are very proud of the launch of Diversity and Inclusion Week (...)  
A true collective exchange, rich in proposals that will nurture our projects in the short, medium and long term.



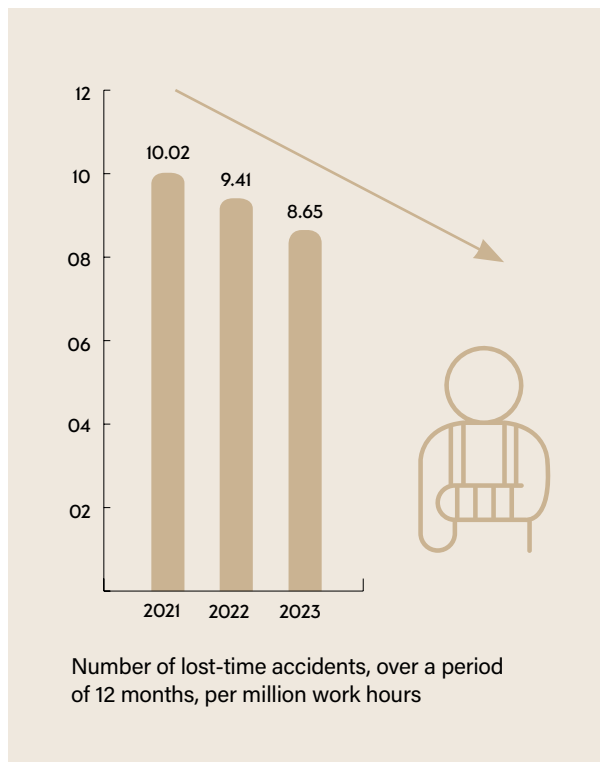


# Safety

ENSURING PHYSICAL SAFETY AND SECURITY FOR ALL IS ONE OF THE MAISON'S EVERYDAY OBJECTIVES.

## 2023 SAW FURTHER REDUCTION IN LOST-TIME ACCIDENTS

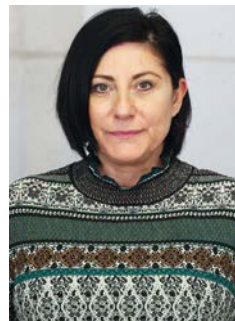
Hennessy has deployed a growing number of measures for the physical protection of employees, and the frequency rate of lost-time accidents has been decreasing steadily for the past three years.



## SPEACH™ INITIATIVE: EMPLOYEE INVOLVEMENT THROUGHOUT THE YEAR

A fusion of "Speak" and "Teach", SPEACH™ is a collaborative platform for posting videos filmed and produced by employees for awareness-raising purposes.

In 2023, five videos were reviewed by a committee and then posted online, including one, for example, on "flash point safety training."



**STÉPHANIE STENO**  
Methods coordinator,  
general services department,  
Hennessy

In 2023, we produced three educational videos to raise awareness among our colleagues, train new hires and share knowledge. This participatory approach is a new way of working together to design tools to communicate about safety risks, while at the same time letting us be proactive.

## A NEW SAFETY FEATURE ON MACHINES

The "Lock Out Tag Out" (LOTO) is a device that made it possible to reinforce safety on machines with so-called "white zones," i.e. access zones or work areas not visible from the control panel. It is now impossible to restart a machine when a person is present in the white zone. Thanks to this system, Hennessy was one of three Maisons to receive an MH Safety Award in 2023.



# Health and responsible drinking

ENCOURAGING THE PRESERVATION OF HEALTH FOR EVERYONE FIGURES AMONG THE MAISON'S ESSENTIAL INITIATIVES.

## PREVENTION ABOVE ALL

In 2023, Hennessy once again placed a priority on raising employee awareness of health issues. Preventive actions were carried out on several themes:

- ♦ deployment of individual coaching in partnership with Sport Santé Charente in the prevention of TMS (Musculoskeletal Disorders).

The Maison was granted TMS Pro accreditation from CARSAT\* for all its prevention initiatives;

- ♦ organization of breast cancer prevention workshops;
- ♦ communication efforts during "tobacco-free" month;
- ♦ organization of conferences on stroke prevention.

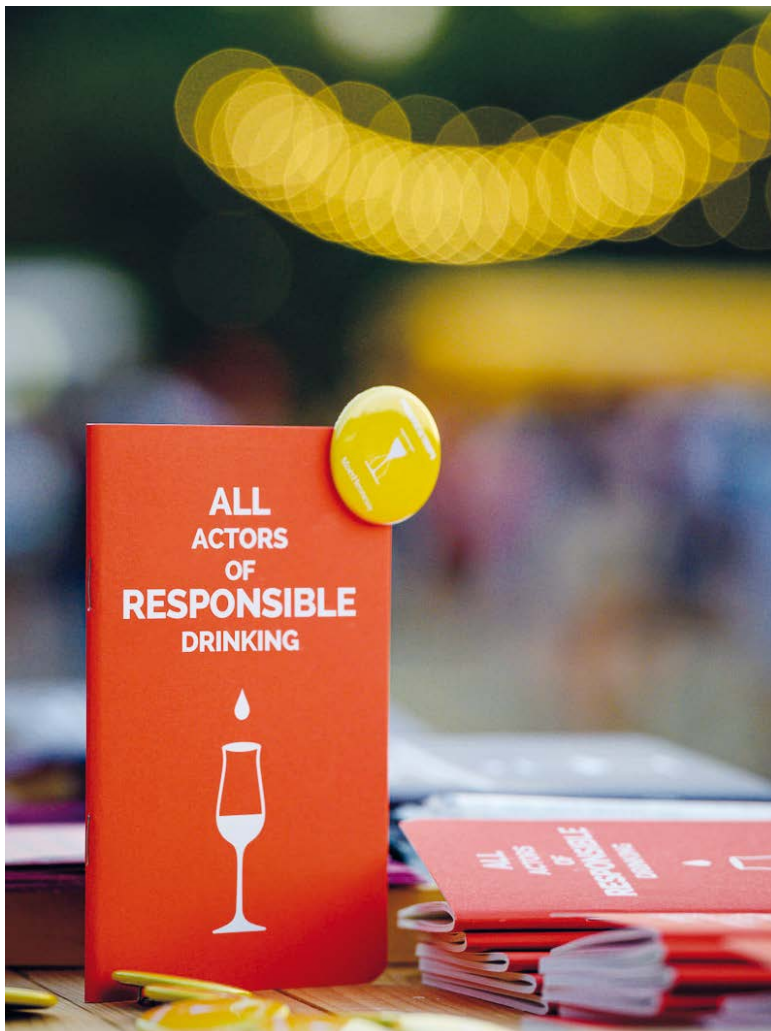
## FIRST-AID TRAINING

At Hennessy, we are committed to raising awareness about first aid for 100% of employees within three years, to encourage them to become proactive in everyday life. By 2023, 300 employees had been trained (i.e. nearly 26% of employees).

## A MORE RESPONSIBLE APPROACH TO DRINKING

In its "Raison d'Être," Hennessy highlights its commitment to drinking with a focus on meaningful tasting. In 2023, Hennessy stepped up its initiatives:

- ♦ An e-learning program was introduced across the Maison and adapted to an in-person format for all employees who do not work on computers. Since 2022, 88% of employees have followed awareness training for responsible drinking. The Maison is continuing its efforts to reach a target of 100%.
- ♦ A new workshop format was offered to employees to enhance understanding about alcohol consumption and work on practical cases illustrating everyday situations.
- ♦ Guidelines for internal events have been formalized and circulated throughout the Maison.



\* French pension and occupational health insurance fund



Rollout Meeting, 2023

## Quality of life at work

AT HENNESSY, EACH EMPLOYEE'S WELL-BEING RELIES ON WORK EQUIPMENT AND HAVING THE PROPER FACILITIES, BUT IT IS ALSO ROOTED IN MAJOR PROJECTS THAT WILL TRANSFORM THE MAISON IN THE YEARS AHEAD.

### ROLLOUT MEETINGS TO SUPPORT THE MAISON'S TRANSFORMATION

Initiated 15 years ago, these meetings let us share strategy and major projects that involve employees in the Maison's transformation and foster unity around a shared culture.

On the agenda for 2023: teams reviewed progress on our H2030\* strategy, focusing on the evolution of our workplaces and internal operating methods.

### NEW WORK CLOTHES

At Hennessy, most employees are engaged in physical labor and are therefore exposed to meteorological variables.

New workwear was designed to be comfortable, safe (high visibility – class 1), attractive, and aesthetically appealing. To meet these criteria, Hennessy included 5% of end users in design meetings.

### A TIME SAVINGS ACCOUNT FOR GREATER FLEXIBILITY

Signing an agreement to set up a Time Savings Account (Compte Epargne Temps – CET) gives employees greater flexibility in organizing their personal lives.



I joined in 2022 and for me participating in a rollout meeting was a real occasion to get to know the Maison better. It helped me understand Hennessy's strategy and to immerse myself in the Maison's culture.

It also was an opportunity to meet and speak with people I never would have had a chance to encounter otherwise in my everyday work life.

ESTELLE FARTARIA  
Human Resources  
Project Manager



\* Roadmap for strategic projects, aka Horizon 2030



PROGRESSING, TOGETHER

# Inclusion for all our talents

AT HENNESSY, WE WELCOME DIVERSITY, EXPLORE CULTURES AND NURTURE IMAGINATIONS.

## A STRONG COMMITMENT: HENNESSY PARTNERS WITH VETA

As part of its Disability policy, Hennessy aims to welcome people with ASD (Autism Spectrum Disorder). In May 2023, feasibility studies were carried out in partnership with the association VETA (Vivre et Travailler Autrement, "Living and Working Differently") to identify compatible professions and posts. A project could materialize as early as 2024.



### DISABILITY: A PARTNERSHIP WITH NO BARRIERS

Founded by Erik Weihenmayer, the first blind person to climb Mount Everest, the association No Barriers helps those with disabilities realize that "building an inclusive world for all, without barriers" is possible. Hennessy has signed a three-year partnership with No Barriers to inspire employees to change their perceptions about disability and surpass their own personal limits.



Workshops led by Erik Weihenmayer during Diversity and Inclusion Week

At left, medals represent the values of No Barriers



## Three questions for... ERIK WEIHENMAYER

Adventurer, author, director

### Why did you found No Barriers?

In my experiences as a blind person, I have met so many disabled people with various kinds of challenges, some visible and many invisible barriers, and these people tend to get shoved to the sidelines, which represents a huge waste of talent and potential. I started No Barriers to bring together a community of people, because challenge is not just about those with obvious physical disabilities, it unites us all. The aim is to realize that we have the agency to solve our problems if we can lean in and unite and come together and be one community, one Rope Team.

### Why did you develop a partnership with Hennessy?

During my visit at Hennessy, I learned how the cognac-making process is long and complex to create such a high-quality product. Similarly, the No Barriers life is also a complicated process to create a map to navigate the complexity of our lives. And at the end of that process, we are able to do magnificent things.

Whether making cognac or climbing mountains, we are all human beings who want to live meaningful and fulfilling lives. Secondly, Hennessy also has a very strong commitment to diversity and inclusion, to making sure they are bringing in all people, whether they have challenges, whether they have disabilities, all kinds of backgrounds and circumstances, to create this strong culture of achievement.

### What are the ambitions for this partnership in the next three years?

Too many people with challenges are swept to the sidelines, and they are not recognized at their fair value. Their contributions are lost to the world. So, we want to build a movement where people come together in these powerful communities, find a sense of belonging, and are inspired to solve problems and to live a "No Barriers life."



The cultures of Hennessy and No Barriers are truly linked.



### BUILDING ON THE VALUES OF SPORT

More than 50 years after the creation of the Club Sportif Hennessy (CSH, Hennessy Sporting Club), promoting sports to encourage inclusion is not a new initiative for Hennessy. In 2023, the CSH, and its 475 members, once again offered a wide choice among 17 activities: basketball, squash, fitness, running, etc. And the Fête des Sports (Sports Day) was once again an opportunity to promote the values of the company through athletic activities. Over 600 employees took part in a soccer tournament and other games.



# Supporting our talents as they grow

HENNESSY WANTS ITS EMPLOYEES TO BE ABLE TO PROGRESS BOTH PROFESSIONALLY AND PERSONALLY BY PARTICIPATING IN CONCRETE DEVELOPMENT INITIATIVES.

## PROMOTING MOBILITY

Events have been organized to help employees discover the diversity of our professions, as well as the richness of the LVMH group's business sectors. In 2023, at the second "Meet & Greet for Operations" event, 50 employees had a chance to get together with French and international human resources experts from the Maisons in the group's Wines and Spirits division.

In addition, to foster career development opportunities, the Maison offers a system of "in-house missions": assignments carried out within another department for a limited period of time. This initiative makes it easier for them to discover the Maison's professions and develop new skills.

## TRANSMITTING THE PASSION AND DIVERSITY OF OUR PROFESSIONS

With the 2023 exhibition "Visages & Métiers" (Faces & Trades) Hennessy highlighted the diversity and richness of the Maison's professions through portraits with comments from 15 employees. An ideal opportunity to talk about experiences and a shared passion for the brand.

Through these portraits, they felt valued, recognized and happy to transmit their passion for the Maison.

## PRESERVING OUR SAVOIR-FAIRE

From the vineyards to the refined details on carafes, the Maison allows specialized skills and craftsmanship to thrive.

A roundtable on the theme of Mobility, part of the event "Meet & Greet for Operations" in 2023





Portraits of employees from the 2023 "Visage et Métiers" (Faces & Trades) exhibition

The preservation and transmission of savoir-faire is an integral part of Hennessy's Raison d'Être. Through the years, the Maison has ensured that artisanal skills like calligraphy, the art of baudruchage – wrapping silk thread around the necks of prestige bottles – and cooperage (barrel making) live on.

**FACING TOMORROW'S CHALLENGES**

Sensitive to environmental issues, 40 people from management (Hennessy Leadership Team) and several departments (supply chain, maintenance, etc.) took part in the 2023 Climate Fresk workshops.

**SHARING ACCESS TO THE CULTURE OF BEAUTY**

In 2023, Hennessy initiated a program whose aim is to "experiment with beauty" by offering an opportunity to share in the culture of beauty, inviting employees to exercise and sharpen their eyes and senses, and discover beauty in all its forms from the heart, without pretention or predefined skills development objectives.

For five days, participants were able to explore "interpersonal relationships, emotions and interactions with respect to time and the environment." Through music, painting, literature and many other artistic experiences, they were able to discover how "beautiful" often interacts with their profession.

**RECOGNIZING "VIRTUOSOS"**

In 2021, LVMH created a "community of virtuosos" to bring together the Group's greatest talents from around the world. New employees are honored each year. Cyril Baudin, Pastry Chef at Maison Hennessy, received the "gastronomic virtuoso" distinction in 2023, a recognition of his perfect technical mastery combined with his great creativity. His work was also recognized for his talent in pairing sweet creations with the Maison's cognacs, in collaboration with Master Blender Renaud Fillieux de Gironde.

Being part of the LVMH virtuoso community is much more than an opportunity; it is a source of pride. It's a form of open-mindedness and the pleasure of sharing the secrets of Hennessy cognacs with my peers. It is the promise of a personally enriching experience with every encounter.

CYRIL BAUDIN,  
Pastry Chef





# Taking care of our artisans of cognac

HENNESSY SUPPORTS TRAINING AND THE PROMOTION OF COGNAC PROFESSIONS WITHIN THE MAISON AND AMONG ITS PARTNERS. AN APPROACH THAT REQUIRES CONSTANT COMMITMENT TO PROGRESS TOGETHER.

## SAFETY AND PREVENTION IN THE VINEYARD

For several years, Hennessy has been working in partnership with the MSA (French Agricultural Social Insurance) to train its partners in risk assessment and prevention campaigns on the main hazards associated with operations.

In 2022, the focus was on the risk of CO<sub>2</sub> poisoning in vats and cellars. Raising risk awareness about using tractors, trailers and other machinery was launched in 2023 with the communication campaign shown here.

## TRAINING FOR ADMINISTRATIVE MANAGERS

Today, growers are faced with real administrative challenges. To support them, Hennessy, alongside the Chamber of Commerce and Industry (CCI) and France Travail (the governmental agency for employment), participated in and co-financed the organization of a training course designed to create a network of professionals who will be able to assist our winegrowers.

This technical training course leads to certification and focuses on viticultural administration and business start-up support. In 2023, two sessions welcomed some 20 participants.

## PROMOTING VITICULTURAL SKILLS

Currently, the winegrowing industry is facing a deficit of qualified manual labor, due in part to a lack of knowledge about the industry's professions and job opportunities. To this end, the Maison developed a partnership with the Syndicat des Jeunes Agriculteurs (Young Farmers Union), which led to the creation of NEOVITI, a communication campaign that reached 250 middle school students in 2023, in full compliance with the Loi Évin (the French legal policy that regulates the promotion of alcohol) to familiarize them with winegrowing trades. This year, Hennessy also continued to support the development of the "Bachelor Cognac: production, distillation, management" program, which trains vineyard managers and supervisors.

RISKS ASSOCIATED WITH USING MACHINERY

**SAFEGUARD**  
HAZARDOUS MACHINE PARTS  
**KEEP OTHERS**  
KEEP OTHERS AWAY FROM DANGER  
**STOP**  
MOVING MACHINERY

Just because we're familiar with machines and use them every day, we mustn't forget about the potential hazards that come with operating them. It's important to learn (or be trained) specifically how to use them. The MSA and Hennessy are on hand to help you prevent risks and safely handle agricultural equipment on your land.

 health family pensions services **Hennessy x VITI**

 **REMEMBER TO PUT SAFETY FIRST AT ALL TIMES**  
PLEASE SCAN THE QR CODE TO VIEW OUR PREVENTION VIDEO

A communications campaign on the risks involved in working with machinery.





10<sup>th</sup> edition of "Le Vignoble au Féminin" (Women in Winegrowing)

# Inclusion for our artisans of cognac

## HENNESSY EXTENDS ITS PROMOTION OF DIVERSITY AND INCLUSION TO PLAYERS IN ITS REGIONAL ECOSYSTEM.

### HENNESSY PARTNERS WITH ASSOCIATIONS

As part of its commitment to inclusion, Hennessy works with local partners whenever possible, and in particular with ESAT (Etablissements et Services d'Aide par le Travail, employment assistance centers).

Some of the missions carried out by local ESATs and specialized companies include:

- ◆ L'Arche (see inset): co-packing, bottle recycling, barrel cork making, pallet repair and the integration of transponders, among other things.
- ◆ La CAPAC: cleaning the Maison's firefighting uniforms and supplying fresh vegetables to company restaurants.

- ◆ ASAR specialized atelier: application 100% of frets on Hennessy Paradis bottles.
- ◆ L'EIRC in Les Vauzelles: pruning selected green spaces and cleaning selected premises.

### WOMEN IN WINEGROWING

2023 marked the 10th anniversary of Hennessy's "Vignoble au Féminin," a program that recognizes and promotes the roles women play in the vineyards of Cognac and gives them the opportunity to share their passion by coming together as a community. This year's theme was "Savoir-faire d'excellence" (excellence in know-how): an opportunity to visit a Louis Vuitton production site and understand the importance of detail and care in developing every product made by the LVMH group, as Hennessy does in the production of cognac.

### L'ARCHE: A LONGSTANDING PARTNERSHIP

Created in 1969, l'Arche enjoyed a very special relationship with Hennessy right from the start. As early as 1977, a workshop for differently abled workers was set up on the La Vignerie site (the Hennessy bottling plant). Since then, Hennessy has subcontracted part of its co-packing activity to L'Arche. The two companies work hand in hand to promote the inclusion of disabled workers in the region. In the same spirit, every year Hennessy employees are invited to spend half a day in L'Arche's workshops to see what it does and how it operates.



# Development for our cognac artisans

MAISON HENNESSY SUPPORTS SKILL DEVELOPMENT FOR ITS PARTNERS IN ORDER TO MEET TOMORROW'S CHALLENGES.

## SUPPORTING ENHANCED TECHNICAL SKILLS

Hennessy is committed to helping its winegrowing partners progress by supporting them in skill development:

- ◆ Through workshops and technical meetings: at Hennessy vineyards, to guide, advise and share knowledge and experience on quality and sustainability issues (soil, spraying, effluent management, transition, etc.): nearly one third of winegrowing partners participated in 2023.
- ◆ Through communication tools: via various print media (the Hennessy x Viti newsletter) or in digital form, via the platform [www.hennessy-viti.fr](http://www.hennessy-viti.fr) which aggregates all technical content.
- ◆ Through the co-development of R&D tools and programs: Ampélos is a digital program co-developed by Hennessy, CEA-List and Studio Nyx as part of the Vinum Program, which received the 2023 gold medal for innovation at SITEVI (international trade fair for the wine, fruit and olive industries). This program enables operators to be trained in best pruning practices and postures thanks to virtual reality technology. Even outside the pruning season, Ampélos makes it possible to share know-how while modernizing the image of winegrowing, reducing Musculoskeletal Disorders (MSD) and generating interest in the winegrowing professions for new generations.



AMPELOS virtual reality software: a training tool for pruning

## RAISING AWARENESS ABOUT THE ENVIRONMENT

In 2023, "Les Rencontres Hennessy" brought together more than 200 representatives of industrial service companies, which underscored the Maison's commitment to sustainable development, in particular on carbon and LCA (Life Cycle Assessment).

In addition, "carbon breakfasts" were organized with the ecological transition and financial entities ADEME, BPI France and Coopérative Carbone. The event drew 92 participants over three sessions.

## HENNESSY: A LIVING HERITAGE COMPANY (EPV)

The Maison was awarded the "Entreprise du Patrimoine Vivant" (EPV) label for a period of five years. This recognition confirms Hennessy's commitment to excellence and enables it to join a network of 1,400 companies renowned for their expertise.





# Our communities and their cultures

## A long-term commitment

COMBINING ART AND SPORT, SUPPORTING EDUCATION AND ENTREPRENEURSHIP AS WELL AS CULTURE AND EXCELLENCE IN SAVOIR-FAIRE, HENNESSY CONTRIBUTES TO COMMUNITY DEVELOPMENT BOTH AT HOME AND AROUND THE WORLD.



### YISHU8: PROMOTING DIALOGUE BETWEEN FRENCH AND CHINESE CULTURES

In 2023, 120,000 euros were allocated to Yishu8, an association that supports French and Chinese artists, promoting dialogue between the cultures of the two countries through excellence of techniques, gesture and savoir-faire. In 2023, Hennessy awarded the Chinese craftsmanship prize to the young lacquer artist Yao Bangliang. This prize allowed him to travel to Paris to discover new techniques and to visit Cognac, where he discussed preserving traditional craftsmanship with Hennessy employees.

### CONTRIBUTING TO THE EDUCATION OF DESERVING STUDENTS THROUGH GRANTS AND FINANCING UNIVERSITY PROGRAMS

In the US, Hennessy contributes to the Thurgood Marshall College Fund, the nation's largest organization exclusively representing the Black college community. Students benefit from grants and innovative courses from grade school through higher education.

### RESTORING ABANDONED BASKETBALL COURTS WITH "IN THE PAINT"

Introduced in 2021, "In the Paint" embodies the values of community, artistic expression and the unifying power of basketball. This initiative unites local artists to rejuvenate disused courts, transforming them into vibrant canvases that merge the worlds of sports and art. Some 18 courts already have been renovated around the world over the last two years (Nigeria, Tanzania, South Africa, Hong Kong, Barbados, etc.), and no fewer than 12 courts are due to be refurbished over the next two.

The Maison also has forged a unique collaboration with Joakim Noah, the former NBA All-Star, to promote the "In the Paint" program.



I'm excited to have given a facelift to one of the courts that formed the man I am today. This artwork, which consists of bold curve patterns, colors and the Benin Queen bronze head represents the point where yesterday and tomorrow meet today.

OSA OKUNKPOLOR,  
the artist best known as  
OSA SEVEN

### FACTS & FIGURES

1,050 people benefitted from Hennessy's support in the United States, representing a global budget of \$1 million.



## Two questions for... JOAKIM NOAH

NBA legend and Ambassador for "In the Paint"

The alliance with Joakim Noah, a player celebrated for his philanthropy and social activism during his 15-season NBA journey, encapsulates the initiative's mission to give back.

Beyond attending the unveiling of these courts – for example in Lagos (Nigeria) – Joakim Noah will coordinate training camps at select courts, igniting not only a passion for the game but also contributing to the upliftment of these communities.



Joakim Noah, engagé dans programme "In The Paint"

### **Why did you get involved with Hennessy and its "In the Paint" initiative?**

Having grown up on basketball courts, I have personally witnessed the incredible impact they can have in building community, skills and shared experiences. Combining this with the essence of Hennessy and its commitment, the potential is immense. Having the opportunity to see first-hand the impact on the community here in Nigeria at the unveiling of this latest court has been incredible. Becoming a partner of "In the Paint" initiative was therefore a wonderful opportunity to carry out what has driven me for so many years.

### **How will you be involved ?**

My commitment stems from my deep connection to Africa through my family heritage, of course, but also through my dedication to promote education, sport and community development. You know, sports are the ultimate unifier. No matter where they come from, no matter what they are going through, it's a great way to bring communities together and put an eye on basketball: the opportunities are unlimited here on the African continent. Mentoring happens very organically; we'll see who's on the court. If this is of interest to people, I'm here for them. This is what I want to do. It's what I love doing, mentoring younger generations.

# OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT OBJECTIVES



**United Nations**  
Global Compact

The Global Compact is a UN Program that aims to involve businesses and non-profit organizations in respecting 10 key principles to build a more sustainable society, made up of 17 Sustainable Development Goals as part of Agenda 2030.

Maison Hennessy contributes to the following SDGs:

**3** GOOD HEALTH AND WELL-BEING



ENABLE PEOPLE TO LIVE IN GOOD HEALTH AND PROMOTE WELL-BEING

**5** GENDER EQUALITY



ACHIEVE GENDER EQUALITY

**6** CLEAN WATER AND SANITATION



ENSURE SUSTAINABLE MANAGEMENT OF WATER RESOURCES

**8** DECENT WORK AND ECONOMIC GROWTH



PROMOTE SUSTAINABLE ECONOMIC GROWTH AND GOOD EMPLOYMENT CONDITIONS

**10** REDUCED INEQUALITIES



REDUCE INEQUALITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



PROMOTE SUSTAINABLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION



TAKE ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

**15** LIFE ON LAND



PRESERVE AND RESTORE TERRESTRIAL ECOSYSTEMS, MANAGE FORESTS SUSTAINABLY, PROTECT SOIL AND BIODIVERSITY

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



BUILD EFFECTIVE, RESPONSIBLE AND TRANSPARENT ORGANIZATIONS

**17** PARTNERSHIPS FOR THE GOALS



SHARE SUSTAINABILITY WITH OUR STAKEHOLDERS AND AS MANY PEOPLE AS POSSIBLE

# 2023 KEY INDICATORS

## ENVIRONMENT

	2022 Results	2023 Results
Total energy consumption (electricity, gas and fuel for motor-driven equipment)	38,744 MWh	32,406 MWh
Total energy consumption for internal transport (vehicles, trucks, tractors)	N/A	2,485 MWh
Greenhouse gas emissions linked to energy consumption - scopes 1&2 (electricity, gas and fuel for internal transport) TCO <sub>2</sub> eq	1,490 tons CO <sub>2</sub>	272 tons CO <sub>2</sub> *
Greenhouse gas emissions generated by downstream transport - scope 3	18,296 tons CO <sub>2</sub>	17,424 tons CO <sub>2</sub>
Total water consumption for "process" needs	94,643m <sup>3</sup>	90,109m <sup>3</sup>
Total waste produced (excluding construction waste)	3,675 tons	3,542 tons
Waste recycling rate	99%	98%
Percentage of industrial and administrative sites using renewable energy (gas and electricity)	100%	100%
Number of employees on permanent contract trained on environment	667	653

## QUALITATIVE

### VITICULTURE

Self-contained sprayers since 2016	100%	100%
Certified Hennessy-owned vineyards (SODEPA)	100%	100%
Total kilometers of hedgerows on our own vineyards	7.1km	10.5km**
Percentage of herbicide-free owned vineyards	100%	100%
Number of winegrowing partners	1,600	1,600
Equivalent in hectares of winegrowing partners purchased Eaux-de-Vie	33,000	33,576
Percentage of winegrowers partners involved in CEC approach	100%	100%
Percentage of winegrowers partners being accompanied in CEC certification	25%	25%
Percentage of CEC-certified winegrowers partners	15%	15%
% in CEC-certified equivalent surface	20%	20%

### BIODIVERSITY AND FORESTS ON-SITE

Hectares of forest regenerated in partnership with ONF in the Braconne forest	5ha	5ha
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#### HENNESSY SITES

Area of regenerated forests	2,500m <sup>2</sup>	2,500m <sup>2</sup>
Beehives on Hennessy sites	300	165

#### REGENERATION PROGRAM OUTSIDE FRANCE

Total number of hectares of protected forests	4,490ha	15,020ha**
Tree equivalent	3.1 million	4.5 million**
Kilometers of hedgerows planted with the 1,000 Palisses program in Charentes	31km	84km
Kilometers of hedgerows financed through the 1,000 Palisses program in Charentes	33km	101km

### TRANSPORT

#### POLICY RELATIVE TO DOWNSTREAM TRANSPORT

Low-carbon transport (sea and rail)	94%	93%
Road	6%	6%
Air	0,18%	0,61%
Sea	89%	89%
Rail	5%	4%
Electric vehicles	120	161
Proportion of electric vehicles	76%	77%

### ECO-CONCEPTION

#### ENVIRONMENTAL PERFORMANCE INDEX (EPI) SCORE AND FOLLOW-UP

Percentage of our packaging evaluated according to the EPI	100%	100%
Percentage of certified packaging suppliers (ISO 14001 or ISO 50001 or Ecovadis)	N/A	86%

	2022 Results	2023 Results
<b>OUR TALENTS</b>		
<b>CARING FOR OTHERS</b>		
Number of employees on permanent contract	1,142	1,157
Permanent hires	127	74
Absenteeism	5.5%	5%
Lost Time Accident frequency rate (per million of worked hours)	9.41	8.65
Lost Time Accident severity rate (per 1,000 worked hours)	0.11	0.26
Number of employees on permanent contract trained on safety	N/A	488
Number of days of paid vacation donated via our Solidarity Pool	48	74
Number of members participating in Club Sportif Hennessy sports sections	398	475
Percentage of permanent employees receiving training in responsible drinking	32%	66% (of which cumul since 2022: 88%)
<b>INCLUSION</b>		
Gender parity among all staff on permanent contract	67% M / 33% W	66% M / 34% W
Gender parity in management positions	48% M / 52% W	49% M / 51% W
Equality Index score	94/100	94/100
Number of people of foreign nationality	18	22
Employment rate of disabled or differently abled people	5.4%	5.8%
Number of employees on permanent contract inclusion-trained	N/A	234
<b>DEVELOPMENT</b>		
Number of employees on permanent contract transferred to another LVMH entity	8	10
Number of permanent employees starting an in-house mission	14	28
<b>OUR COGNAC ARTISANS</b>		
<b>CARING FOR OTHERS</b>		
Number of students registered for the Viticampus program	180	152
Number of Cognac Bachelor students apprenticed at Hennessy	3	3
Jobs generated by Hennessy within the Cognac industry	30,000	34,700
<b>INCLUSION</b>		
Women winegrowers participating in "Vignoble au féminin"	200	187
Annual amounts of services invoiced by ESAT or EA establishments or entities providing assistance through work	868,681€	936,810€
<b>DEVELOPMENT</b>		
Support for cultural organizations in Charente	125,000€	334,000€
<b>OUR COMMUNITIES AND THEIR CULTURES</b>		
Amounts allocated to "In The Paint" initiatives and basketball court donations	504,000€	1,107,600€

**LIMITED ASSURANCE ISSUED BY DELOITTE & ASSOCIÉS**

The audit firm Deloitte & Associés performed an independent review of a selection of key quantitative and qualitative indicators presented on the sustainability statement of Hennessy for the year 2023. The methodology and the consolidation rules used to determine the social and environmental indicators are either defined in the social and environmental reporting protocol of LVMH, annually updated and made available to the public, or defined by the Maison in its own Hennessy ESG Reporting guidebook established in 2023. These methodologies applicable for the 2023' social and environmental indicators are available in the 2023' sustainability report of LVMH and the universal registered document of LVMH on the group website. The Hennessy ESG Reporting guidebook is available on request from the following e-mail address [environnementhennessy@moethennessy.com](mailto:environnementhennessy@moethennessy.com). The limited assurance report issued by Deloitte & Associés related to the independent review of a selection of key quantitative and qualitative indicators presented on the sustainability statement of Hennessy is available on the Hennessy website at the following address <https://hennessy.respect-code.org/>. Any other request can be sent at the e-mail address [environnementhennessy@moethennessy.com](mailto:environnementhennessy@moethennessy.com).

\* Variation due to the change in emission factors for green electricity and biogas. \*\* Cumulated



[WWW.HENNESSY.COM](http://WWW.HENNESSY.COM)

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