



Hennessy

2025 Sustainable
Development
Report

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Foreword

Charles Delapalme

President & CEO, Maison Hennessy

For nearly thirty years, Maison Hennessy has been committed to a sustainable development approach guided by a simple vision: preserving the climate, our terroirs, and the nature that offer us the very best.

Today, in the face of accelerating climate change, we act in close collaboration with our partner winegrowers, whom we support in their own transition journeys. This cooperation also requires acknowledging current economic realities in order to define a trajectory that reconciles the adaptation of viticultural practices with the long-term viability of farms.

For our winegrowers — and for all of us — this means reaffirming that the excellence of our cognacs is inseparable from the attention we devote to preserving living soils and a resilient natural environment. The ecological integrity of the vineyard is fundamental to the very qualities of our *eaux-de-vie*.

This is also what our consumers increasingly expect, as they pay ever closer attention to our viticultural practices and to our production methods.

In search of a tasting experience rich in meaning, many of them take an interest in our environmental initiatives and encourage us to continue on this path.

This work to preserve and regenerate ecosystems is not something we do alone. As the leading cognac Maison, Hennessy has a responsibility to the entire sector and territory to pursue the highest environmental ambition. We can rely on our partner winegrowers and all stakeholders across the region to work together towards this ambition.



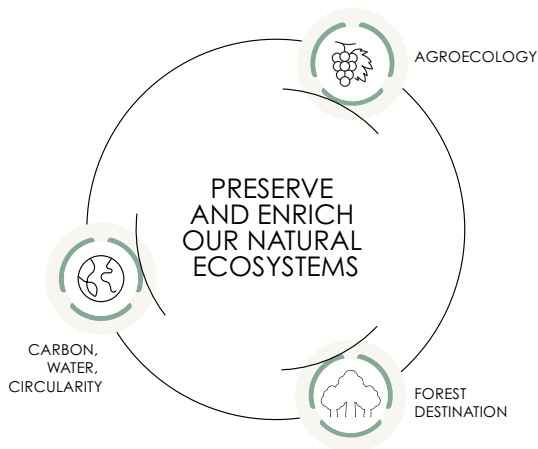
In environmental matters, as in our social and societal initiatives, sustainable development calls for long-term, demanding efforts and requires significant human and financial investments. This program is built on a shared vision embraced by all Maison employees, and on an everyday energy that will drive our successes of tomorrow.

Our sustainable development strategy

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

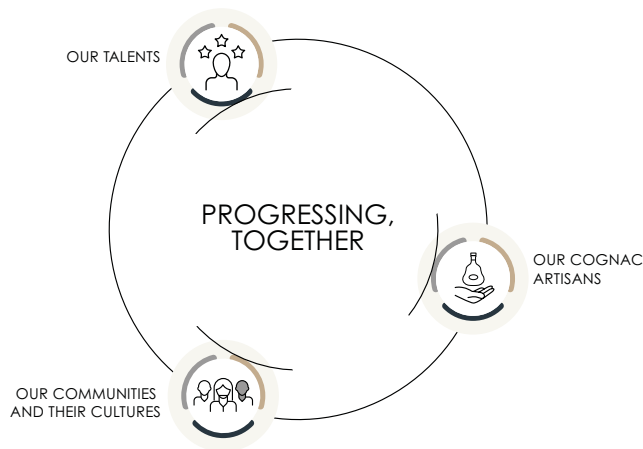
LIVING LANDSCAPES

More sustainable practices



LIVING COMMUNITIES

Caring, including, elevating



Our contribution to sustainable development objectives

The Global Compact is a UN Program that aims to involve businesses and non-profit organisations 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:



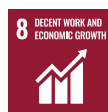
Enable people to live in good health and promote well-being



Achieve gender equality



Ensure sustainable management of water resources



Promote sustainable economic growth and good employment conditions



Reduce inequalities



Promote sustainable consumption and production



Take action to combat climate change and its impacts



Preserve and restore terrestrial ecosystems, manage forests sustainably, protect soil and biodiversity



Build effective, responsible and transparent organisations



Share sustainability with our stakeholders and as many people as possible

Three questions for... **Nathalie Meurer**

**Director of Sustainable Development,
Maison Hennessy**

Where does Maison Hennessy stand today in its sustainability journey?

Co-developed with our Executive Committee, our teams and our partners, Maison Hennessy's sustainability roadmap continues to mature in scope, structure and coherence. Delivering on our commitments is a demanding, long-term journey, shaped by both economic headwinds — as the cognac industry navigates a challenging period — and technological constraints, with some solutions still scaling up. Despite this context, we remain fully mobilised, guided by clear convictions and a strong sense of responsibility, and we continue to make progress across the environmental, social and governance dimensions of our strategy.

On the environmental front, we have further structured our decarbonisation trajectory and accelerated our transition to agroecology to reduce our impacts and strengthen the resilience of our supply base. On the social front, we are consolidating our foundations in health, safety and inclusion, while scaling initiatives that support women in the cognac sector through "Les Elles du cognac" — a program designed to strengthen women's role in vineyards and across the value chain. Internationally, we are pursuing our long-standing partnership with the Thurgood Marshall College Fund through scholarships and mentoring programs that support students in realising their potential.

Which 2025 achievements and milestones are you most proud of?

In 2025, several milestones were particularly significant. First, our alignment with CSRD requirements: a rigorous and essential process that helped reinforce the robustness, traceability and consistency of our approach — also recognised through our EcoVadis Gold rating. I am also proud of the first transatlantic shipment of Hennessy containers aboard a sailing cargo vessel. Beyond operational performance, it reflects our determination to test emerging solutions and explore alternative logistics pathways to reduce our footprint. It is both a tangible step forward and a strong signal of our capacity to innovate. I would also like to highlight the initiatives led by our teams on the ground — from monitoring *flavescence dorée*, to continuing the "1 000 Palisses" (1,000 hedgerows) program, and rolling out eco-design training. Lastly, our 260th anniversary limited edition holds particular meaning: for the first time, it was developed with inclusion and environmental responsibility as guiding principles, notably through our collaboration with John Bramblitt — a blind artist and long-standing partner of the No Barriers association — who designed the label for a Hennessy V.S bottle.



At Maison Hennessy,
the alliance of nature and people
guides our actions and gives
meaning to our ambition.”

What are Maison Hennessy's next major challenges?

Beyond carbon — whose long-term management remains a key challenge — our ambition is to strengthen our contribution to water stewardship. Preserving this vital resource, deepening our understanding of local water cycles, and better assessing interactions between water, soils and landscapes will be critical to the long-term resilience of our sector.

At Maison Hennessy, sustainability is not an objective alongside the business: it is embedded in our business model. Cognac is born from grapes, water and wood — nature is fundamental, as are the women and men who uphold and pass on this *savoir-faire*. This alliance between nature and people gives meaning to our ambition and guides our actions.

Cultivating the future, together

THE HERITAGE WE CULTIVATE

OUR HISTORY

Founded in 1765 by
Richard Hennessy

Facilities: 12 sites in Cognac

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

OUR SAVOIR-FAIRE

8th generation of Master Blenders

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

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



OUR VALUE CHAIN



VINIFICATION /
DISTILLATION



DOUBLE
DISTILLATION



MATURATION
IN FRENCH
OAK BARRELS



SELECTION



THE VALUE WE SHARE

WITH OUR TALENTS

1,061 full-time employees

Employee engagement rate:
85% in 2025

ISO 45001 (workplace health
and safety)

WITH OUR PARTNERS

1,514 winegrowing partners

767 *bouilleurs de cru* and 18 exclusive
professional distillers

5 partner cooperages

34,700 local jobs supported directly
or indirectly

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

Cognac AOC along the Charente river

Grape varieties: 99% Ugni Blanc

Total Hennessy supply area: 31,109 ha

INTERNATIONAL STANDING

65.5 million bottles shipped in 2025

150 distributor countries



ASSEMBLAGE



BOTTLING



TRANSPORT



CONSUMPTION



END OF LIFE CYCLE

WITH OUR COMMUNITIES

Support to 26,468 people worldwide

Thurgood Marshall College Fund:
75 students supported since 2019
in the United States

ISO 22000 (food safety management)

FOR BIODIVERSITY

200 km of hedgerows planted

92.5% PEFC/FSC-certified wood in 2025

40% reduction in direct water withdrawal
between 2019 and 2025

ISO 14001 (environmental management)
ISO 50001 (energy management)

Our key dates

ENVIRONMENTAL AND SOCIAL

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

<p>1929</p> <p>Introduction of paid vacation</p>	<p>From 1950 onwards</p> <p>Schieffelin & Co x Hennessy: early supporters of the African American community</p>	<p>1972</p> <p>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>Since 1980</p> <p>Local, targeted support for festivals and cultural organisations</p>
<p>From 1850 onwards</p> <p>Members of the Hennessy family get involved in various charities</p>	<p>1947</p> <p>Creation of ISH: l'Institut Social Hennessy (Hennessy Social Institut)</p>	<p>1977</p> <p>Local partnership with the Arche association, which employs disabled people</p>	

1990

2000

2010

2020 ...

1991

Organisation 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

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 H₂O

Launch of "Mousqueton" safety initiative

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

Launch of the Thurgood Marshall College Fund partnership

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 "1 000 Palisses"

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

Hennessy's water footprint – AWARE method

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

Joakim Noah, ambassador of the "In the Paint" program

2024

SBTn pilot for LVMH

Launch of the "Lignes de Vie" Health & Safety program

2025

EcoVadis Gold

First transatlantic crossing of Neoliner Origin

Launch of "Les Elles du cognac"

Celebration of our 260th anniversary with the first inclusive bottle



Hennessy

THE ORIGINAL X.O

1765

Hennessy
X.O
COGNAC

Our key highlights

ENVIRONMENTAL AND SOCIAL

CEC (COGNAC ENVIRONMENTAL CERTIFICATION)

49% OF VINEYARD SURFACES CERTIFIED IN 2025

23,064 HA OF FOREST ECOSYSTEMS REGENERATED OUTSIDE FRANCE SINCE 2020

TWO INNOVATIVE SUPPLIER PARTNERSHIPS: VERALLIA'S ELECTRIC FURNACE (LATE 2024) AND NEOLINE (OCTOBER 2025)

NEW HENNESSY HEALTH & SAFETY PROGRAM: "LIGNES DE VIE"

"LES ELLES DU COGNAC": NEW AMBITION BUILDING ON THE FORMER "VIGNOLE AU FÉMININ" PROGRAM, LAUNCHED IN NOVEMBER 2025

"1 000 PALISSES" PROGRAM: 200 KM OF HEDGEROWS PLANTED SINCE 2020

CARBON: -34% CARBON EMISSIONS IN 2024 VS. 2019

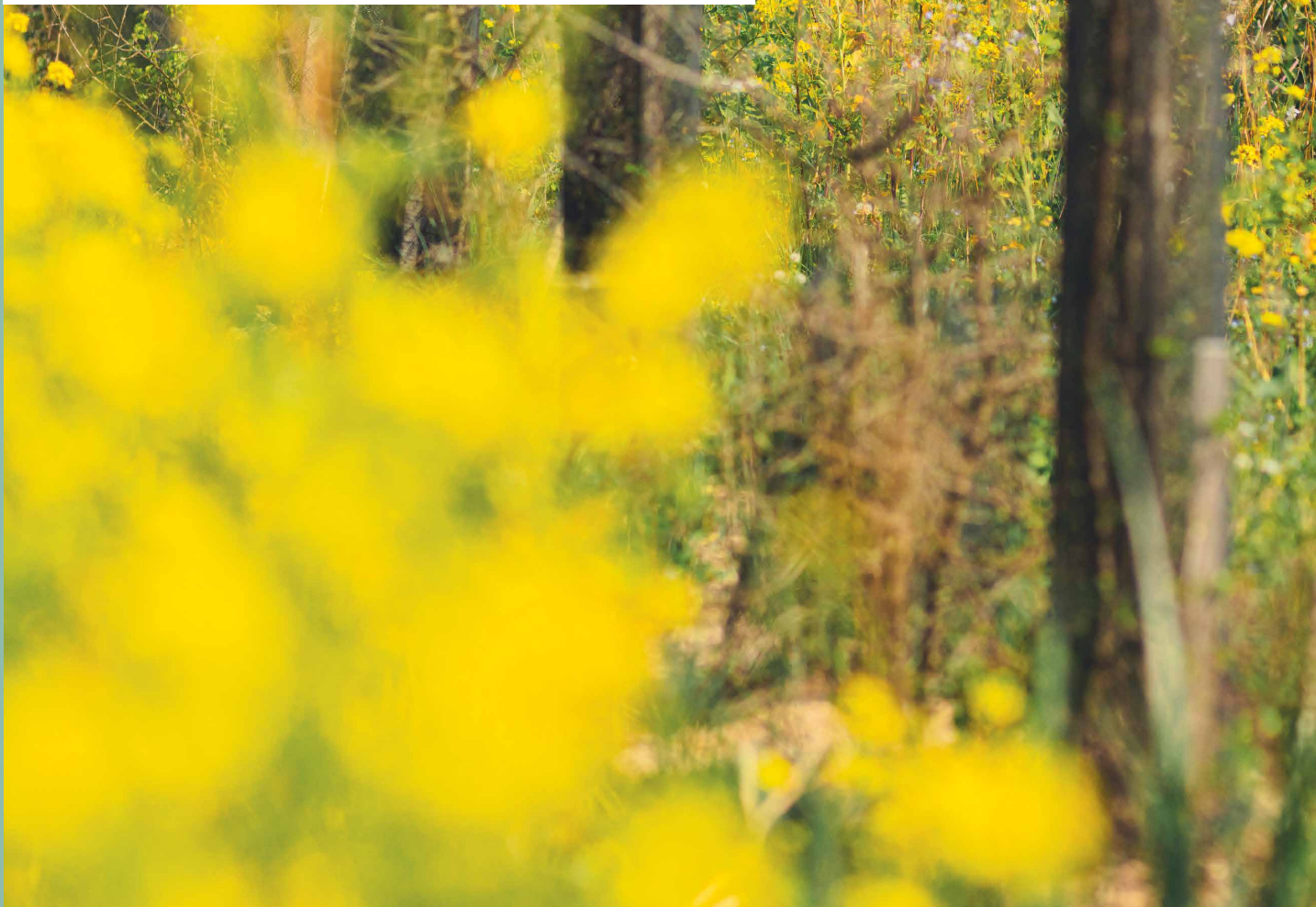
NEW CERTIFICATIONS: ECOVADIS GOLD, HQE CERTIFICATION FOR VILLAGE (2025) AND PARC & LE PEU (2024); RENEWAL OF ISO 50001, 14001, 45001 AND 22000 CERTIFICATIONS IN 2025

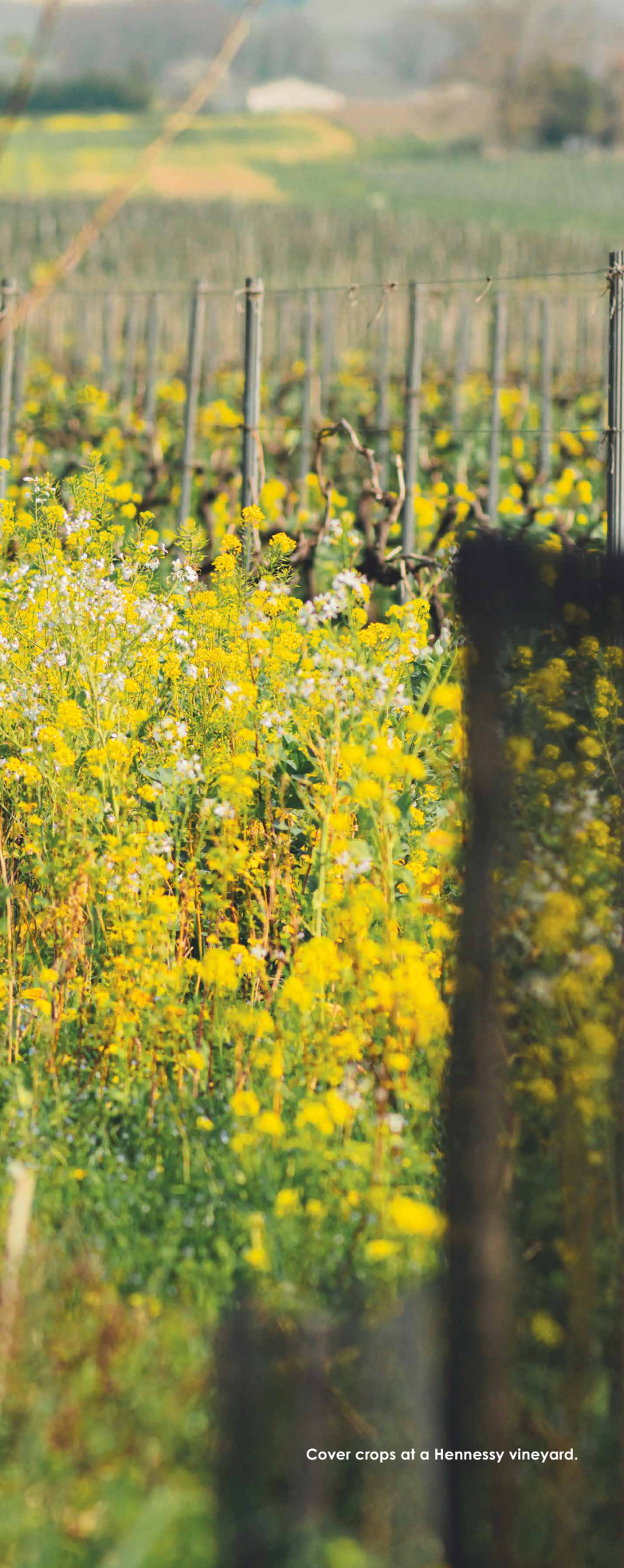
"IN THE PAINT" PROGRAM: 23 BASKETBALL COURTS REFURBISHED ACROSS 19 COUNTRIES AS OF END-2025

THURGOOD MARSHALL COLLEGE FUND: RENEWED FIVE-YEAR COMMITMENT; 75 STUDENTS SUPPORTED SINCE 2019



**PRESERVE
AND ENRICH
OUR NATURAL
ECOSYSTEMS**





Cover crops at a Hennessy vineyard.

OUR AMBITIONS

- ◆ Regenerate forest ecosystems to enhance biodiversity in France and around the world: 1,000 km of hedgerows in Charente region and 50,000 ha in the world by 2033.
- ◆ Reduce our carbon footprint to limit our impact on climate change: -30% by 2033 (vs. 2023).
- ◆ Reduce our global water withdrawal: -30% by 2030 (vs. 2019).



Agroecology: a positive viticultural model

The sustainable transformation of the Cognac vineyard

Maison Hennessy has chosen agroecology — viticultural practices inspired by natural ecosystems and designed to better preserve them.

Fourteen years ago, the Maison embarked on the agroecological transition of its vineyard, using it as a field of experimentation to identify and deploy practices that are both technically sound and economically viable. Zero herbicides and reduced inputs, cover crops between vine rows, hedgerows: these approaches maintain soil fertility, prevent erosion and provide refuge for wildlife. Once validated, best practices are shared with winegrowing partners to spread their adoption across the Cognac vineyard. Thanks to these practices, biodiversity is progressing, as evidenced by the return of meadow ants and certain wild pollinators recorded in field inventories.

Since 2024, "Living Landscapes" has embodied the Maison's long-term vision, mobilising the entire sector around a viticultural model based on soil protection and biodiversity. That same year, Hennessy initiated the GENESIS coalition with the Maisons Rémy Martin and Martell to collectively promote agroecology at the scale of the Cognac appellation. At the heart of this collective dynamic, the Cognac Environmental Certification (CEC)* remains a key driver of transformation.

The Maison's ambition is clear: 100% of its winegrowing partners must be certified under CEC by 2028. To achieve this, Maison Hennessy has relied on a network of local advisors (cooperative technicians, Chambers of Agriculture and independent consultants) who support winegrowers throughout their certification journey, since 2020.

Figures at the end of December 2025: 49% of Hennessy's supply (in ha) is CEC-certified. 54% of winegrowers are supported through the certification process (15,496 ha and 792 winegrowers), bringing the total to nearly 98% of winegrowers either certified or engaged in the certification process.

Two questions for...

Gaëlle Mont,
CEC-certified winegrower



Established since March 2021 and CEC-certified since 2022, Gaëlle Mont farms 27 ha of vines and distills her entire harvest.

Has CEC certification changed your viticultural practices?

Not really, as the CEC criteria were already fully aligned with the practices we had introduced on our vineyard: confined spraying throughout the season, a dedicated washing platform with effluent recovery, cover crops across all rows in winter, and alternatives to chemical weed control whenever possible. Receiving support from Maison Hennessy and the Chamber of Agriculture enabled us to confirm our compliance and continue progressing. Reassuringly, moving to CEC had no impact on either our yields or the quality of our production. CEC simply formalises the best practices required to reconcile performance, quality and environmental stewardship.

Beyond practices, what benefits do you draw from this certification?

It is first and foremost a recognition of our environmental commitment to our region. It enhances the value of our work in the eyes of our neighbours and helps foster constructive dialogue with them. CEC should not be perceived as a constraint as we receive both financial and administrative support from Maison Hennessy and the Chamber of Agriculture. I believe many winegrowers are already implementing these best practices or are well on their way to doing so. Today, all the tools are available, providing only good reasons to take the next step.

*Based on the principles of agroecology, CEC is officially recognized by the French Ministry of Agriculture. Its criteria address the development of biodiversity, the quality of soil, water and air, the reduction of treatments, the preservation of soil life and progress toward carbon sobriety.

Working alongside our winegrowers

Beyond CEC certification, Maison Hennessy actively shares knowledge and accelerates the transition through collective initiatives. Maison Hennessy hosted 28 technical workshops in 2025. They were designed to spark collective momentum and provide winegrowing partners with practical levers for action. The sessions covered key agroecological practices — from establishing cover crops to fine-tuning equipment — and an in-depth focus on soil fertility.

A living soil serving the vine

Three questions for...

Mathilde Boisseau,

Vine and Wine Director,
Maison Hennessy

&

Julia Lurton,

Technical Support Manager
and Living Soils Specialist,
Maison Hennessy



Why is soil such a critical focus for the Maison?

Mathilde Boisseau: Soil lies at the very heart of cognac quality and the long-term sustainability of the Cognac vineyard. It is an essential, non-renewable resource: without healthy soil, viticulture is impossible. We also know that nitrogen-based chemical fertilizers weigh heavily on the vineyard's carbon footprint. It seemed obvious to address this topic pragmatically through a dedicated support program.

What are the guiding principles of this program, known as "Clés de Sol"?

Julia Lurton: This program is built around hands-on field support, including: soil profiles, root system observations, soil analyses. This allows us to establish a precise diagnosis and guide our winegrowing partners toward the most appropriate practices, taking into account their production objectives.

What are the key practices you recommend?

Julia Lurton: Three core practices structure the approach: limiting soil tillage to preserve biological life, establishing cover crops to maintain microbial activity and adding organic matter. In parallel, the Maison published in 2024 the guide "A Living Soil Serving the Vine", which provides practical explanations of the practices that enhance soil life — and, as a result, soil fertility.

Focus

Driving economically viable solutions

In a challenging economic environment, striking the right balance between production, quality and environmental performance has become essential. The ambition remains clear: 100% of winegrowers certified (CEC, HVE, Organic or SRDE*) by 2028.

However, the pathway adapts to current realities. Today's priority is to identify and prioritise practices that simultaneously control costs (fewer passes, reduced inputs, etc.), reduce environmental impact, and optimise existing investments. Certification renewal costs must also be factored into this equation, alongside ongoing transition support.

Within this context, Maison Hennessy is implementing targeted, pragmatic support measures, aligned with the economic realities faced by its winegrowing partners.

*HVE (High Environmental Value), AB (Organic Farming) and SRDE (Sillon Responsible Environmental Initiative).



“1 000 Palisses”*: recreating ecological corridors

The “1 000 Palisses”* program brings together stakeholders in the Cognac AOC that share the same ambition: planting 1,000 km of hedgerows by 2033 to restore ecological corridors within the vineyard landscape.

A recognized initiative with multiple benefits

Recognized as a **Nature-based Solution** by IUCN France**, “1 000 Palisses” aims to:

- reconnecting biodiversity reservoirs through green and blue ecological networks across the vineyard;
- fostering biodiversity and beneficial species;
- stabilising soils and riverbanks, improving water management and sequestering carbon;
- strengthening the territory’s resilience to climate change.

A collective territorial dynamic

Coordinated by Maison Hennessy, “1 000 Palisses” brings together winegrowers, local authorities, associations and technical partners (Prom’Haies, Vitinnov, CETEF, Chambers of Agriculture). In practical terms, the Maison finances the plants, while winegrowing partners prepare the soil, carry out the planting and long-term maintenance. Together, they contribute to shaping a living landscape that is more resilient and sustainable.

In 2024, Maison Hennessy carried out an **ecological mapping study** with local associations to identify natural corridors that should be reconnected as a priority. The aim was to strengthen the existing green and blue web through strategic hedgerow planting, making it easier for wildlife to move across the vineyard — particularly around water catchment areas. The findings now provide a concrete basis for engaging municipalities, already supportive of the initiative, and encouraging coordinated action at the local level.

Tangible progress

The strong engagement of local stakeholders has been instrumental to the project’s momentum. By the end of 2025, a total of **200 km of hedgerows had been planted**, including 84 km during the autumn–winter 2024–2025 planting season.

Focus

A collective response to *flavescence dorée*

Flavescence dorée — a vine disease spread by an insect — calls for sustained mobilization each year from both Maison Hennessy’s teams and its winegrowing partners. In 2025, 680 ha — or 944 rugby pitches — were inspected by employees and growers. This close monitoring made it possible to identify 215 suspected contaminations across 178 plots, helping to curb further spread. Since 2025, the control strategy has evolved toward a more targeted approach: treatments are now focused around confirmed outbreak areas rather than applied systematically at municipal scale. This shift enables a more proportionate response, while better safeguarding biodiversity.



*Palisses: hedgerows in the Charente region. **IUCN: International Union for Conservation of Nature.

“Université de la Terre 2025”

On March 14 and 15, 2025, at UNESCO, Maison Hennessy showcased its commitment to living landscapes and the power of collective action in support of biodiversity.

As a partner of “Université de la Terre 2025”, the Maison took part in two days of dialogue and exchange, sharing its experience and concrete solutions to regenerate viticultural ecosystems, reflecting this year's theme, “Nature = Future.”

Conference on Nature-based Solutions

Mathilde Boisseau, Vine and Wine Director at Maison Hennessy, joined renowned biologist and ecologist Marc-André Selosse for a discussion dedicated to Nature-based Solutions. The conversation highlighted the “1 000 Palisses” program — a collective initiative that advances biodiversity, contributes to carbon sequestration and reinforces the resilience of the **Cognac region's vineyards** in the face of climate change.

Conference on the power of collective action

Sophie Gourbat Raimbault, Deputy Sustainable Development Director at Maison Hennessy, together with the association Les Collectifs, presented the Maison's internal community of “DD lovers” (Sustainable Development Lovers). These committed employees act as ambassadors and catalysts for change — serving as trainers, auditors and active participants in initiatives carried out with the French National Forestry Office (ONF), such as acorn collection campaigns and the planting of nursery-grown trees.

They play a key role in driving innovation and advancing environmental engagement within the company and across its broader ecosystem.

Focus

AMPÉLOS: digital training for vine pruning

At Université de la Terre, Hennessy also presented AMPÉLOS, an innovative training solution dedicated to vine pruning, already rolled out in several schools and universities*. Pruning is a defining moment, directly influencing both performance and the long-term resilience of the vineyard. When carried out with precision and respect for sap flow, it preserves plant vitality and helps prevent trunk diseases.

Co-developed by Maison Hennessy and CEA-List as part of the “Vinum” Program, AMPÉLOS harnesses virtual reality to train operators in best pruning practices throughout the year. By recreating Cognac vines in a highly immersive digital environment, the tool offers a new way to transmit expertise. Over time, it supports a more sustainable approach to vineyard management, including the reduction of inputs.

*Université de Bourgogne - IUVV, Institut de Richemont, EPLEFPA de Besançon, EPLEFPA Bordeaux Gironde, EPLEFPA de Mâcon - Davayé.





Wood: an essential component of cognac

Wood, in contact with our *eaux-de-vie*, shapes the identity of our cognacs. Preserving forests in the context of climate change and safeguarding the ancestral *savoir-faire* of the wood sector are essential commitments to ensuring the excellence of this unique alliance.

Oak, a core component of cognac

The role of oak in the ageing of *eaux-de-vie* has been recognized since the 18th century. Over time, the wood gradually releases its tannins, aromas and color. From this subtle dialogue between the air of the cellar and the oak barrels emerge the amber hue, the aromatic complexity and the distinctive character of Hennessy cognacs.

To ensure consistent quality, Maison Hennessy selects French oak sourced from sustainably managed forests, primarily in the Limousin region. Within its own cooperage workshop and partner coopers, time-honoured gestures perpetuate the art of toasting and bending the barrel. This craftsmanship of excellence forms part of the Maison's living heritage. The Tasting Committee then selects each barrel according to the profile of the *eaux-de-vie* it is destined to mature.

Maison Hennessy's commitment to forests

For Maison Hennessy, the forest is far more than a resource — it is a living heritage to be protected. This commitment is reflected in the management of its own forests, true laboratories of ecological balance. The Bois de la Celle, located in the Berry region, spans 460 ha, 95% of which are oak trees. Certified for sustainable management as early as 2002, it illustrates the Maison's dedication to natural regeneration, species diversity and adaptation to climate change. The Bagnolet forest in Cognac, covering 70 ha, is equally rich in biodiversity and maintained with the same level of care. These forests embody the Maison's ambition to anchor the wood sector within a virtuous cycle — from nurturing trees to crafting barrels.



Oak staves drying.



Two questions for...

Benoît Gindraud,

Expert Director – *Eaux-de-vie*
Quality, Ageing and Cooperage,
Member of the Tasting Committee

Why is oak so essential to Hennessy cognacs?

Quite simply, there is no cognac without oak, which is fundamental to the maturation of our *eaux-de-vie*. Fresh oak reveals the structure and intensity of an *eaux-de-vie* with depth and character. At the same time, older barrels are equally essential. Maison Hennessy preserves its barrels for decades — sometimes for as long as 50 years — through repair. The barrel remains indispensable throughout the ageing process, as the natural porosity of the wood allows the gradual exchanges and oxygenation that guide maturation. The cellar climate, its atmosphere and storage conditions are also critical in enabling the wood to fully express the character of the *eaux-de-vie* it holds.

How does the Maison ensure wood quality while preserving the forest?

At Hennessy, we use exclusively oak sourced from sustainably managed French forests. We select coarse-grained oak — trees with relatively wide growth rings — characteristic of the Charente region and used since cognac first came into being. Similar profiles are also found in central France where the Maison manages a beautiful forest, spanning nearly 500 ha. For decades, we have avoided clear-cutting entire parcels. Instead, we harvest only the trees suitable for barrel-making, as well as those whose proximity or density may hinder the development of exceptional specimens. This selective approach, which we have implemented for over 50 years, ensures the renewal of successive generations within the same parcel. It is even more relevant today in the context of climate change: by regulating stand density, we help preserve water resources for the remaining trees — an essential condition for the forest's long-term resilience.

Forest destination: a program serving local communities

Since 2020, Maison Hennessy has been partnering with Reforest'Action to preserve and restore threatened forest ecosystems around the world.

The Agriwezsha Project (Tanzania)

Three questions for...

Sophie Gourbat Raimbault,

Deputy Director of Sustainable
Development, Maison Hennessy



What is the context of the Agriwezsha project that you audited in Tanzania?

Since 2022, in partnership with Reforest'Action, we have been supporting the NGO Agriwezsha — meaning "support for farmers" — founded in 2019. In this mountainous, high-rainfall region, the organisation works to fight deforestation and soil erosion by promoting tropical agroforestry. The ambition is to protect soils and water resources while improving the living conditions of local communities.

How is the project structured and who benefits from it?

The project is built on a strong local organisational model. Fifteen village-based nurseries are managed by women, while farmers carry out planting on their own plots. The species are selected for their contribution to soil stabilization, food production and income generation. They include fruit trees (mango, avocado and coffee), timber and fuelwood species, as well as spice crops such as clove and cinnamon. In parallel, communities receive training in sustainable agricultural practices to encourage good practices and progressively reduce slash-and-burn cultivation.

- ♦ 10 projects worldwide
- ♦ 23,064 ha of forest ecosystems regenerated outside France since 2020
- ♦ 2033 objective: 50,000 ha regenerated

Where does the project stand today and what are the next steps?

The program reports a 76% tree survival rate, based on monitoring carried out jointly by Agriwezsha and Reforest'Action. Each plantation is audited after one year of planting to assess its impact on biodiversity and soil fertility. The second phase, launched at the end of 2024, provides for an additional 180,000 trees and the restoration of a wooded buffer zone around the Uluguru Nature Reserve, which plays a critical role in preserving the water cycle. This project illustrates the Maison's commitment to regenerating ecosystems while supporting the communities that depend on them.

Project overview:

- ♦ The NGO Agriwezsha employs **45 people, including three agronomists;**
- ♦ **440,000 trees planted** since 2022 (96% survival rate);
- ♦ **25 villages engaged** in the Morogoro region.



Plantations in the Morogoro region, Tanzania.



The Mangrove Project (Senegal)

Senegal has lost nearly half of its forest cover over the past 60 years. In response to this accelerating deforestation, Maison Hennessy supports Nébédjay, an NGO in the Fatick region, since 2021. The project focuses on restoring forest ecosystems and mangroves, which are essential for blue carbon* storage and home to unique biodiversity. Nébédjay emphasises the role of women — key agents of change for future generations — through environmental education initiatives in local communities.

Project overview:

- ◆ **221** ha restored (including 105.5 ha in 2024);
- ◆ **13,200** direct beneficiaries supported through the program.

Mangrove in the Fatick region, Senegal.



*Blue carbon refers to the organic carbon captured and stored by the ocean in vegetated coastal ecosystems, such as mangrove forests.

Celebrating the forest

The forest is a vital ally in the face of climate change. This unique bond — a bridge between heritage and the future — is one that Maison Hennessy carefully cultivates. Raising public awareness of these challenges is an integral part of our commitment.

Tree and nature festival

In May 2025, as part of the Tree and Nature Festival, the Maison organized events in the Bagnolet forest. The site hosted an educational walk highlighting the close relationship between Maison Hennessy and oak wood — an essential element in the crafting of its cognacs. Along the path, visitors learned about tree growth, discovered different species and were introduced to the importance of forest biodiversity.

Music as inspiration

This commitment to sharing both the beauty and the fragility of the forest was also expressed through an artistic initiative. In September 2025, Maison Hennessy welcomed an exceptional concert in the Bagnolet forest by cellist Olivia Gay, ambassador of the Office National des Forêts (ONF) endowment fund “Agir pour la forêt”. As part of her artistic initiative “Le Silence de la Forêt”, she performed alongside pianist Célia Oneto Bensaid, presenting works by major composers inspired by nature.



A unique concert in the Bagnolet forest.

A community in action for the Braconne forest

Alongside the ONF, Maison Hennessy is contributing to the replanting of a 25-hectare oak stand in the Braconne state forest. This partnership aims to maintain the forest's oak population — following the impact of successive storms on seed-bearing trees — while also strengthening their resilience to drought.

By the end of 2025, a total of 12.2 ha had been replanted, including 4.82 ha during the year alone.

In 2024 and 2025, members of the Maison Hennessy “DD lovers” community were invited to take part in planting young trees in the forest. The saplings were grown in nurseries from acorns collected locally. These moments of collective engagement — with around thirty volunteers participating in each session over the past two years — enabled employees to contribute directly to local forest regeneration alongside ONF experts.

Like the cognac barrels, my cello comes from the forest. Using my art to raise public awareness about the threats facing forests felt like an obvious commitment.”

Olivia Gay,

Cellist and Ambassador of the ONF
Endowment Fund – “Agir pour la forêt”

80

participants and institutional partners (ONF, OFB and partner cooperages) shared this unique experience among the trees. This performance was part of a seven-concert tour held in 2024-25 in exceptional French forests, supported through the patronage of Maison Hennessy.



Carbon, water and circularity: understanding to take action

In response to the impacts of climate change, Maison Hennessy is strengthening its understanding of water-related challenges within the Charente watershed by measuring its water footprint and taking concrete action to preserve this vital resource.

Since 2022, Maison Hennessy has implemented a program to optimize water withdrawals across all scopes. The first step was to calculate its water footprint across the entire value chain in 2023, using the AWARE methodology (as recommended by ISO 14046). This assessment was completed by a business continuity risks analysis related to climate change impacts. Acting as a pilot Maison for the LVMH Group within the Science Based Targets for Nature (SBTn) framework, Hennessy has committed to reducing its water withdrawals by 30% by 2030 (vs. 2019). The Maison is also scaling Nature-based Solutions — such as the “1 000 Palisses” hedgerow planting program — to strengthen soil water retention capacity in the face of climatic hazards, whether drought or flooding.

In 2025, this program received the Gold Award in the “Global Water Strategy” category at the inaugural LVMH LIFE 360 Awards, which recognize initiatives aligned with the Group’s environmental roadmap.

Objectives and progress

Validated in accordance with the SBTn methodology, the objective of the project aims to reduce direct water withdrawals by 30% by 2030 compared with 2019 (Scopes 1 & 3). Initial results are encouraging. In 2025, direct water withdrawals at Maison Hennessy sites (Scope 1) were reduced by 45%, partly reflecting the temporary slowdown in activity, by 40% when including partner suppliers (Scopes 1 & 3).

Maison Hennessy’s roadmap is structured around three key priorities:

- ◆ **preserving water used as an ingredient**, sourced on-site boreholes — notably blending water used in the crafting of cognac;
- ◆ **pursuing water efficiency across site-related uses** (cleaning, watering of green spaces, sanitary facilities, etc.) **and optimizing rainwater harvesting;**
- ◆ **developing soft hydrology* initiatives and closed-loop water reuse systems.**

*Soft hydrology refers to land management practices designed to promote slow water infiltration and reduce runoff and erosion, including hedgerows, ditches, embankments and ponds.
 **EPTB: Public Territorial Basin Establishment.

Local context and challenges

Water management is a critical issue for Maison Hennessy and the Cognac region — for its own operations, for those of its suppliers and for the overall balance of the Charente watershed. By 2050, groundwater recharge in the region could decrease by as much as 30%, with increasingly extreme cycles alternating between flooding and prolonged periods of water stress.

Within this context, an in-depth study was launched on one of the Maison’s boreholes. Conducted with Emma Haziza, PhD in Hydrology, this study builds on her research into the water cycle and the impacts of climate change. It aims to assess the sensitivity and long-term sustainability of this key resource for Maison Hennessy, enabling the Maison to anticipate industrial risks related to water availability. It should be noted that neither Maison Hennessy nor its suppliers irrigate their vineyards.

The Maison’s commitment is part of a broader territorial approach to water preservation, which involves collaboration with key stakeholders such as the EPTB** Charente. Their work is key in promoting coordinated, watershed-scale water management — across agricultural, industrial and tourism uses — and in supporting adaptation to climate change under the “Charente 2050” plan.



Charles Delapalme, President & CEO of Maison Hennessy, and Nathalie Meurer, Director of Sustainable Development, at the LVMH LIFE 360 Awards ceremony.

Two questions for...

Emma Haziza,

PhD in Hydrology and
President of Mayane



How are rising temperatures affecting the water cycle and resource management decisions?

Recent temperature increases and the growing frequency of heatwaves have led to a sharp rise in evapotranspiration* flows and a significant decline in soil moisture levels in the Cognac region. Persistent drought conditions have, in recent years, extended into September — and sometimes October — shifting the period of pressure on water resources. Analysing and understanding these dynamics is essential to sustain operations, both for Maison Hennessy and for its suppliers.

These rapid changes, which have accelerated since 2017, require a shift in perspective in how water resources are managed. The challenge is no longer to simply withstand crisis periods, but to anticipate them. Taken together, these indicators — which shape the balance of the Charente watershed — highlight the need to adapt uses and better anticipate restriction phases.

How do you assess the strategy implemented by Maison Hennessy to mitigate water scarcity risks within the Charente watershed?

The approach undertaken by Hennessy is both proactive and forward-looking, which is relatively uncommon. The in-depth assessment of the water cycle, initiated in 2023, makes local climate trends tangible and measurable. These data points foster greater awareness among internal teams and across the broader ecosystem of stakeholders who must understand to be able to respond to local climate shifts.

This clear understanding of disruptions to the local water cycle enables the Maison to define water withdrawal reduction targets, supported by concrete action levers — ranging from water efficiency and rainwater harvesting to agroforestry initiatives. Beyond Maison Hennessy, this approach helps secure an increasingly constrained resource for the benefit of all stakeholders across the watershed.



Focus

Hennessy leadership team: a day dedicated to water management

In September 2025, Maison Hennessy's Leadership Team took part in a dedicated awareness day focused on water-related challenges, opened by Charles Delapalme, President & CEO of the Maison. Internal and external speakers — Sophie Gourbat Raimbault, as well as Emma Haziza and Baptiste Sirot from the EPTB Charente — highlighted the importance of the water cycle and the specific challenges facing the Charente watershed. Educational and collaborative workshops completed the program of this thematic day, reinforcing collective understanding and engagement around water management.

*Evapotranspiration: the combined process through which water returns to the atmosphere via evaporation from soil and surface water, and through plant transpiration.



Maison Hennessy reaffirms its commitment

Long committed to reducing its carbon footprint, the Maison reports a 34% reduction in its emissions between 2019 and 2024, driven both by the actions implemented and by a temporary slowdown in activity. Looking ahead, the objectives remain fully aligned with those of the LVMH Group.

A long-standing commitment

A pioneer in the spirits sector, Maison Hennessy obtained ISO 14001 certification in 1998 and conducted its first greenhouse gas assessment covering Scopes 1, 2 and 3 as early as 2002.

Since 2021, emissions have been calculated annually, enabling the identification of targeted action levers. That same year, Hennessy served as a pilot company for ADEME's ACT@ Food program as well as for the CDP (Carbon Disclosure Project), assessing its decarbonisation roadmap in light of the specificities of the spirits segment within the agri-food sector. In 2024, when Moët Hennessy formally committed to the Science Based Targets initiative (SBTi), the Maison structured its approach by distinguishing between its FLAG (Forestry, Land and Agriculture) and E&I (Energy and Industry) emissions — two categories requiring tailored strategies.

Tangible results and a strategy for the future

Between 2019 and 2024, total emissions across all scopes decreased by 34%. Projections for 2025 indicate a reduction of between 40% and 43% compared with 2019 levels. These figures are partly attributable to lower production volumes in a challenging economic context. At the same time, meaningful progress has resulted from concrete actions, including the rollout of the Cognac Environmental Certification (CEC) among winegrowing partners, notably through reduced inputs; the sourcing of local biomethane Guarantees of Origin for industrial sites and partner distilleries; the decarbonisation of glass suppliers; and reduced reliance on air freight.

Looking ahead, the Maison has committed to reducing its emissions by 30% between 2023 and 2033, across all scopes, in alignment with the LVMH Group's climate commitments. For Maison Hennessy, where 99% of emissions fall under Scope 3, the detailed breakdown between FLAG and E&I categories was finalized in 2024. The strategy is structured around four key pillars: viticulture, packaging, distillation and freight. Maison Hennessy is actively supporting its entire value chain through this transition, with innovative solutions currently being deployed (see pages 25 to 29).



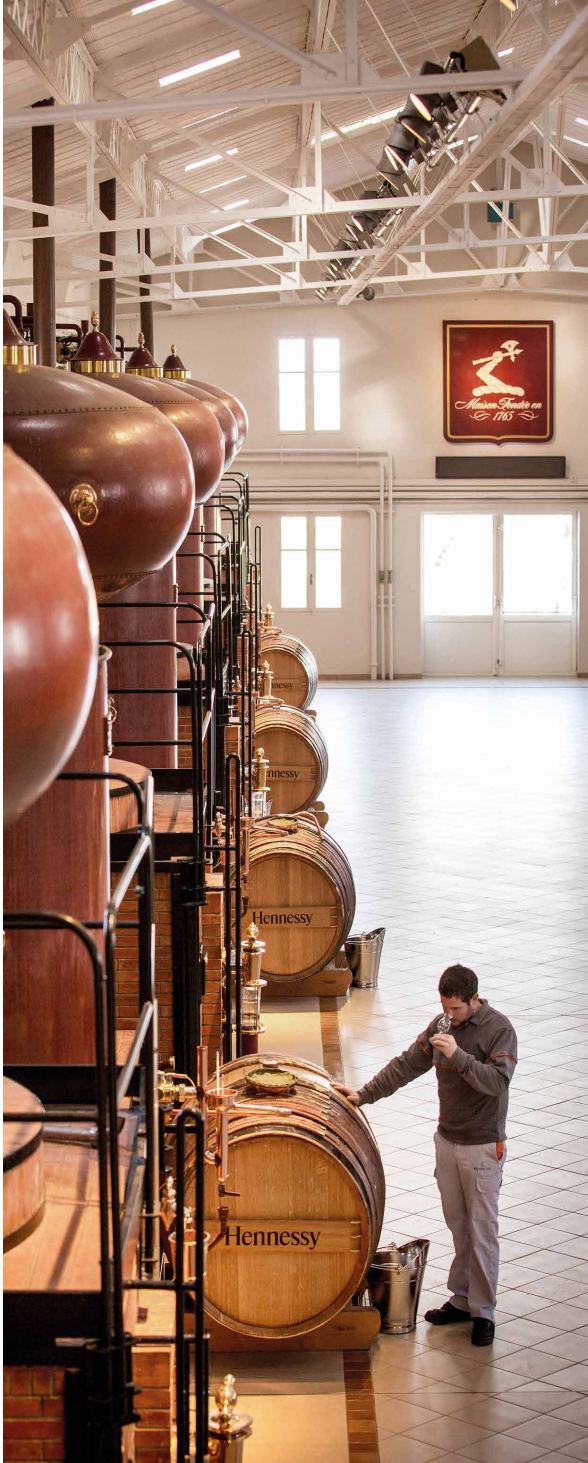
Low-carbon leaf removal machine in the Hennessy vineyard.

FLAG and E&I: Two Emissions Categories. Greenhouse gas emissions are divided into two categories. FLAG (Forestry, Land and Agriculture) covers agricultural and forestry activities. For Hennessy, this includes vineyard operations, wood purchases (barrels), carton and paper sourcing, as well as emissions related to winegrowing activities enabling the production of eaux-de-vie purchased by the Maison. E&I (Energy and Industry) encompasses all other sources of emissions. This distinction allows for the definition of decarbonisation targets tailored to the specific characteristics of each sector.

Reminder – Scope 3: includes upstream and downstream indirect emissions (purchases, transport, waste generated, product use and end-of-life).

Reducing the impact of distillation

For more than 25 years, Maison Hennessy has deployed energy efficiency and renewable energy solutions to reduce the impact of distillation.



Le Peu distillery.

Distillation — the cornerstone of Cognac savoir-faire — accounted for **19% of Maison Hennessy's CO₂ emissions in 2024**. Despite a slowdown in the sector, this area remains a major decarbonisation issue for the Maison. In accordance with the AOC Cognac specifications, open-flame distillation remains mandatory, as it contributes directly to the quality and authenticity of the product. Action levers therefore focus on three main pillars: energy sobriety, energy efficiency and the use of renewable energy.

Energy sobriety in distilleries

For 25 years, Maison Hennessy has pursued a deep transformation of distillation practices with its partners: 18 exclusive professional distillers and 767 *bouilleurs de cru* (*independent distiller*), each group accounting for half of the Maison's distillation-related emissions.

As early as the 2000s, **adjustments to atmospheric burners** enabled substantial energy savings by optimizing combustion. From 2010 onwards, the Maison promoted the adoption of **forced-air burners combined with sealed furnaces**, reducing energy consumption by 10% to 20%.

Since 2023, **energy audits have been carried out with the support of ADEME** across 15 exclusive distilleries, with the remaining audits scheduled for completion by the end of 2026. These structural initiatives contribute to lowering CO₂ emissions while strengthening the region's energy autonomy.

Heat recovery and energy valorisation

Since late 2023, Maison Hennessy has partnered with the BNIC and the Maisons Boinaud and Rémy Martin on the sector-wide CLP project (Closed-Loop Preheating). The objective is to recover and valorise waste heat generated during the distillation process — notably from cooling water and vinasses — to preheat the wine prior to distillation. This system reduces overall energy consumption by reusing heat that would otherwise be lost.



Using renewable energy

Since 2020, the Maison has relied on contracts backed by locally sourced biomethane Guarantees of Origin in its distilleries. This renewable energy is produced from organic waste. With the Maison's support, exclusive professional distiller partners connected to the natural gas grid have progressively adopted locally sourced biomethane Guarantees of Origin: seven in 2022, nine in 2025, with the objective of reaching all ten eligible distillers by 2027.

The 8 remaining exclusive professional distillers that cannot be connected to the gas grid use propane, as do 60% of partner *bouilleurs de cru*. One of the solutions currently being explored by the Maison is hydrogen hybridization. Produced from water and electricity, hydrogen can be blended with natural gas or propane at still burners level. This process can reduce emissions by 20% to 50% compared with the use of natural gas alone. Maison Hennessy has been testing this hybridization approach for several years. In 2024, a pilot project conducted with one exclusive professional distiller validated the scalability of the solution and the performance of several technological components.

The burners currently installed on the stills allow for hybridization of up to 25% of total power. The next step will be to develop a flexible burner capable of increasing this hybridization rate — and further reducing emissions.

Key Figures

15
energy audits conducted at exclusive distilleries with the support of ADEME since 2023.

9,200
tCO₂eq avoided in 2024 compared with 2019 through biomethane consumption across Maison Hennessy sites and 9 exclusive professional distillers.



Two questions for...
Antoine Chotard,
Néotopies' manager,
Think Tank and Solutions Lab
ADI Nouvelle-Aquitaine

How important is a local approach in identifying circularity opportunities, and how do you contribute?

Projects are effectively scaled at the territorial level — whether in terms of energy autonomy or issues related to material sourcing and reuse. This highlights the need to bring together stakeholders within each region. In this context, we act as facilitators by connecting stakeholders and directing them toward available public funding mechanisms. We also provide access to a catalogue of 900 low-carbon solutions dedicated to responsible purchasing for companies in Nouvelle-Aquitaine, along with carbon-focused educational support for procurement teams. Our ambition is to foster synergies with as many companies as possible, including the smallest ones.

“There is a strong need to bring together stakeholders within each region.”

How do you collaborate with Maison Hennessy?

Maison Hennessy participates in experience-sharing workshops focused on the decarbonisation of purchasing, providing both inspiring and instructive contributions to the regional economic ecosystem during best-practice dissemination sessions. It is also a key player structuring a significant regional value chain.

Innovating to drive decarbonisation

Maison Hennessy is addressing the key drivers of its carbon footprint by partnering to develop industrial innovations.

A first electric furnace for glass production

Glass accounts for a significant share of Maison Hennessy's carbon emissions. In 2024, the Maison supported its long-standing supplier Verallia in commissioning the first electric furnace dedicated to large-scale bottle production. Powered by electricity, this furnace eliminates direct fossil combustion emissions and represents a major milestone for the entire glass sector.

From the outset, Maison Hennessy committed to purchasing volumes produced by this new furnace, supporting its installation at Verallia's Cognac site. In parallel, the glassmaker developed a new white glass composition incorporating post-consumer recycled (PCR) content.

The first production run for Hennessy in April 2025 avoided approximately 993 tCO₂eq. By 2030, the system is expected to reduce emissions from bottle production by around 10,000 tCO₂eq per year. These estimates will be refined as the furnace ramps up and adjusted to the PCR integration rate.

- ◆ First Verallia electric furnace - Cognac site (2024).
- ◆ 993 tCO₂eq avoided from 2025 onward.
- ◆ Target: -10,000 tCO₂eq per year by 2030.



Production of Hennessy V.S. flasks in the Verallia electric furnace in Cognac.

Neoline: the first sailing cargo vessel for transatlantic shipping

Transport represents the third-largest contributor to Hennessy's Scope 3 emissions, accounting for more than 43,000 tCO₂eq in 2019. After several years of design and construction, the first Neoliner Origin sailing cargo vessel set sail in October 2025. This 136-meter ship, equipped with 3,000 m² of sails, now connects Montoir-de-Bretagne and Baltimore in 14 days, relying only minimally on auxiliary engine power. Since 2020, Maison Hennessy has committed to shipping 4 million bottles per year to the United States aboard this vessel (approximately 20 containers per month), avoiding around 350 tCO₂eq annually.

This first crossing marks an important step in the transition of the maritime sector. Maison Hennessy continues to support alternative solutions, to reach its objective of reducing emissions by 30% between 2023 and 2033.

- ◆ First transatlantic crossing by sailing cargo vessel (October 2025).
- ◆ Target: 4 million bottles shipped per year, representing approximately 350 tCO₂eq avoided annually.



The Neoliner Origin sailing cargo vessel.



Eco-design: aligning desirability and sustainability

As packaging accounts for one third of its carbon footprint, Maison Hennessy combines innovation and creativity to shape a more sustainable vision of luxury.

Packaging: a strategic priority

To meet its climate mitigation SBTi objective, Maison Hennessy has identified packaging as a major decarbonisation lever. It represents one third of the Maison's carbon footprint, 80% of which is linked to glass. Reducing packaging weight also lowers transport-related impact. Packaging is therefore a strategic priority for the Maison, both in terms of sustainability and of brand identity and consumer experience.

In line with LVMH Group's LIFE 360 roadmap, the Maison has set ambitious targets in eco-design, material circularity and responsible sourcing:

- ◆ zero virgin fossil-based plastic by 2026;
- ◆ 100% eco-designed products by 2030;
- ◆ 70% recycled content across all packaging.

In 2025, the Maison reached an Environmental Performance Index (EPI)* score of 68.6, with a target of 75 by 2030.

Concrete achievements in 2025

- ◆ 96.8% of paper, cardboard and wood are FSC or PEFC-certified**, supporting the fight against deforestation (92.5% including barrels and pallets).
- ◆ 72.8% of bottles are sold without outer packaging, representing a 20% reduction in CO₂ emissions per product.
- ◆ half of Hennessy V.S Upgrade bottles now incorporate recycled glass and are lighter than equivalent competing products.

In addressing sustainability challenges, packaging is a fertile ground for innovation, combining desirability and eco-design.”

Vincent Montalescot,

Marketing and CMO (Chief Marketing Officer)
Director, Maison Hennessy

Limited editions showcasing sustainable creativity

- ◆ **Hennessy X.O Spirit of Travel** reduced its weight threefold (120.6g versus 368g) through a 100% paper secondary skin and features a luggage tag made from 50% recycled leather.



- ◆ **The flask range**, designed with coloured labels and capsules, is now sold without outer packaging and is silicone-free.



- ◆ **Hennessy V.S Carnival special edition** was designed without an outer case.



Advancing circularity and preserving resources

Through research and development initiatives focused on bottle reuse and cork recovery, Maison Hennessy is exploring innovative solutions to strengthen material circularity in France and internationally.

Testing bottle reuse

In 2025, Maison Hennessy collected more than 12,000 bottles with the support of Eco In Pack, a Cognac-based start-up specializing in the collection and washing of reusable glass. The bottles were sourced from events, internal tastings and employee returns. This is a voluntary pilot initiative in a sector where reuse is not mandated by regulation. It also responds to mounting pressures on sand and white cullet supplies used in glass production — both essential to the manufacture of cognac bottles. The project will only be scaled once it fully meets the quality standards required by the Maison.

Giving cork a second life: a local and inclusive value chain

Since 2024, cork stoppers from production lines have been collected at Maison Hennessy sites. In partnership with L'Arche, a local organisation employing people with disabilities, the cork is manually separated from plastic components. It is then recycled by the association Echo-Mer and transformed in Saint-Astier into cork concrete — a low-carbon insulating material. In 2025, 868 kg of cork were

recovered and repurposed. The objective is to develop a regional value chain with Eco In Pack and other cognac houses, with the objective of repurposing two tonnes of cork per year.

Supporting glass recycling in the United States



In the United States, where only one third of glass is recycled (compared with an average of 85% in Europe), Maison Hennessy is committed to strengthening local recycling streams. In 2025, the Maison joined the “Don't Trash Glass” initiative in Chicago, led in partnership with the Glass Packaging Institute and GlassKing Recovery & Recycling.

The program engages bars, restaurants and local businesses to increase glass collection rates and promote recycling awareness.

Launched in September 2025, the initiative has already enabled the recovery of 350 tonnes of glass. Conscious of its responsibility through to the end-of-life of its products, the Maison supports this effort to help ensure the effective recycling of its bottles in key markets.

Empty bottles collected by employees.





PROGRESSING, TOGETHER





Employees and retirees gathered at Château de Bagnolet in Cognac to celebrate the 260th anniversary of Maison Hennessy.

OUR AMBITIONS

Engage and empower our communities.

◆ **OUR TALENTS** are at the heart of sustainable performance,

◆ **OUR COGNAC ARTISANS** are the key contributors to the regional ecosystem,

◆ **OUR COMMUNITIES** around the world, who identify with the Hennessy brand and share its values,

by supporting them, fostering inclusion and diversity, and promoting their development.



Growing talent, caring for everyone

What actions were taken in 2025 to ensure individual attention at Hennessy?

Caring for each employee has always been central to our approach, particularly in terms of health and safety. In 2025, our President, Charles Delapalme, signed our new QSE policy, and we launched the "Lignes de Vie" program, reaffirming that health and safety are foundational to the quality of life at work.

We are particularly proud of two major initiatives. First, all employees have access to the Concilio platform, a 24/7 medical concierge service, helping address the shortage of healthcare provision in the Cognac region. Second, the launch in October 2025 of the Teale platform, enabling employees to assess their mental well-being, access dedicated resources and benefit from tailored support when needed. We also inaugurated Village, an eco-designed timber building that provides high-quality workspaces for our teams.

How has Maison Hennessy strengthened inclusion and diversity in recent months?

We continue to advance the commitments set out in our disability agreement and, in 2025, report one of the highest rates of employees with disabilities within the LVMH Group. This rate reflects a strong level of integration and workplace adaptation. A new agreement was signed with our social partners at the end of November 2025.

The Sports Festival, organised by our sports club, is a highly anticipated event featuring inclusive sporting activities open to all. Bringing together employees from all our sites, mixed teams help break down functional and hierarchical silos in a friendly and convivial atmosphere.

Finally, the celebration of the Maison's 260th anniversary provided a meaningful moment of connection, bringing together employees and retirees and fully embodying our commitment to transmission and intergenerational dialogue.

Three questions for... Sylvie Atienza

Human Resources Director,
Maison Hennessy



How does Maison Hennessy contribute to the growth of its talent?

To support talent development, this year, we launched the "Savoir-faire ensemble" program, offering motivated employees the opportunity to learn exceptional skills — such as art of threading or calligraphy — through part-time assignments. It is a meaningful initiative that fosters the transmission of craftsmanship.

Our "Missions Internes" is a well-established program that has proven its value for over 15 years. It offers employees the opportunity to develop their skills through assignments lasting several months, while retaining their original role. It is a genuine springboard for internal mobility, and is particularly effective for non-managerial employees.

Finally, "Trajectoire Cadre" supports career progression into managerial roles through tailored training, mentoring and dedicated workshops. With more than one hundred professions represented within the Maison, we are committed to ensuring that our employees can seize the many opportunities available to advance their individual career paths.

A new health and safety program

Launched end of 2024, the “Lignes de Vie” program marks a new chapter in the Maison’s Health & Safety culture. Succeeding the “Mousqueton” program, it is grounded in a clear conviction: sustaining engagement requires continuous renewal. Focused on people and on individual and collective behaviours, “Lignes de Vie” aims to safeguard health capital and prevent workplace accidents. The Health & Safety Culture Week organized at the end of 2024, led by senior management, marked the official launch of the program, featuring inspiring testimonials, expert talks and collaborative workshops addressing at-risk behaviours and risk-control factors.

Two questions for...

Caroline Bertho,

Quality, Safety and Compliance Director, Maison Hennessy



What concrete initiatives have already been implemented?

During its first year, the program focused on reinforcing the fundamentals through the introduction of the eight Safety Golden Rules, minimum safety requirements that form the Maison’s internal framework for preventing serious or fatal accidents. Their rollout was supported by a dedicated internal communication campaign designed to embed these standards across teams. “Lignes de Vie” was also given a distinct visual identity, closely aligned with the Maison’s DNA, to ensure strong recognition and engagement.

What are the initial results and the targets set for “Lignes de Vie”?

Initial results are encouraging. As early as 2024, improved vigilance led to a reduction in the Lost Time Injury Frequency Rate (LTIFR*). From a plateau between eight and ten over the previous three years it went down to 4.1. Maintaining this level in 2025 reflects the progressive integration of best practices. The target set with Moët Hennessy for 2030 is to achieve a Frequency Rate below 3. The renewal in 2025 of ISO 45001 certification (Occupational Health & Safety Management) and the updated QSE policy, signed by the President, confirm that this commitment is driven at the highest level of the Maison.

Lignes de Vie
L'EXCELLENCE EN SANTÉ SÉCURITÉ

#2
INCENDIE & EXPLOSION

**RANGER
DÉTECTER
INTERVENIR**

Objectif
Prévenir les départs de feu et les explosions pouvant être à l'origine de graves brûlures, d'intoxications voire de décès et de destruction partielle ou totale des installations.

RÉSUMÉ
Le risque d'incendie et d'explosion est particulièrement élevé du fait du stockage important d'alcool sur nos sites.
Que ce soit dans les distilleries, dans les chais ou même sur la route avec les camions, le comportement exemplaire et la vigilance permanente et partagée sont la clé pour empêcher un départ de feu.

EXIGENCES

- 01 Je suis formé aux risques d'incendie, d'explosion ainsi qu'aux moyens de prévention et d'intervention.
- 02 J'intègre le risque d'incendie et d'explosion dès que je réalise des modifications dans mon environnement de travail (procédés, équipements, bâtiments...).
- 03 Je connais les zones à atmosphère explosive (ATEX) et avec un risque d'incendie au sein de mon environnement de travail.
- 04 Je laisse accessible et en bon état les moyens d'extinction et les issues de secours.
- 05 Je suis vigilant à tout signe inhabituel : odeur de brûlé, dégagement de fumée, échauffement...
- 06 Je maintiens en bon état mon matériel électrique.
- 07 Je respecte les zones fumeurs.
- 08 J'ai un permis feu signé pour tout travail par point chaud.
- 09 Je suis vigilant aux actes de malveillance potentiels.

Lignes de Vie
L'EXCELLENCE EN SANTÉ SÉCURITÉ

“Lignes de Vie” Safety Golden Rules campaign poster.

Focus

Life-saving awareness campaign: 820 employees trained

Led by in-house nurses and a team of internal firefighters, the Maison rolled out on-site awareness sessions on first aid techniques. This campaign enabled 820 employees to receive first-aid awareness training, equipping them with the life-saving actions to respond effectively in emergency situations. It complemented the training and refresher programs delivered to more than 250 certified workplace first-aiders. The objective of reaching 100% of employees by the end of 2025 — fostering a shared culture of responsibility and mutual care — has been achieved.

*LTIFR: number of workplace accidents with lost time per million hours worked.



Promoting more responsible drinking

Because a tasting experience only holds meaning when shared with moderation, responsible drinking is central to every event Maison Hennessy hosts.

A meaningful tasting experience, at every stage

Led by a dedicated working group, the Maison's commitment is reflected in careful attention at every stage of the organisation of internal and external events, with a constant focus on responsible drinking, respect and consideration for others.

This approach is drawn from the ten core principles of the Moët Hennessy Responsible Drinking Charter, which frame tasting practices and actively promote moderation.

Shared responsibility

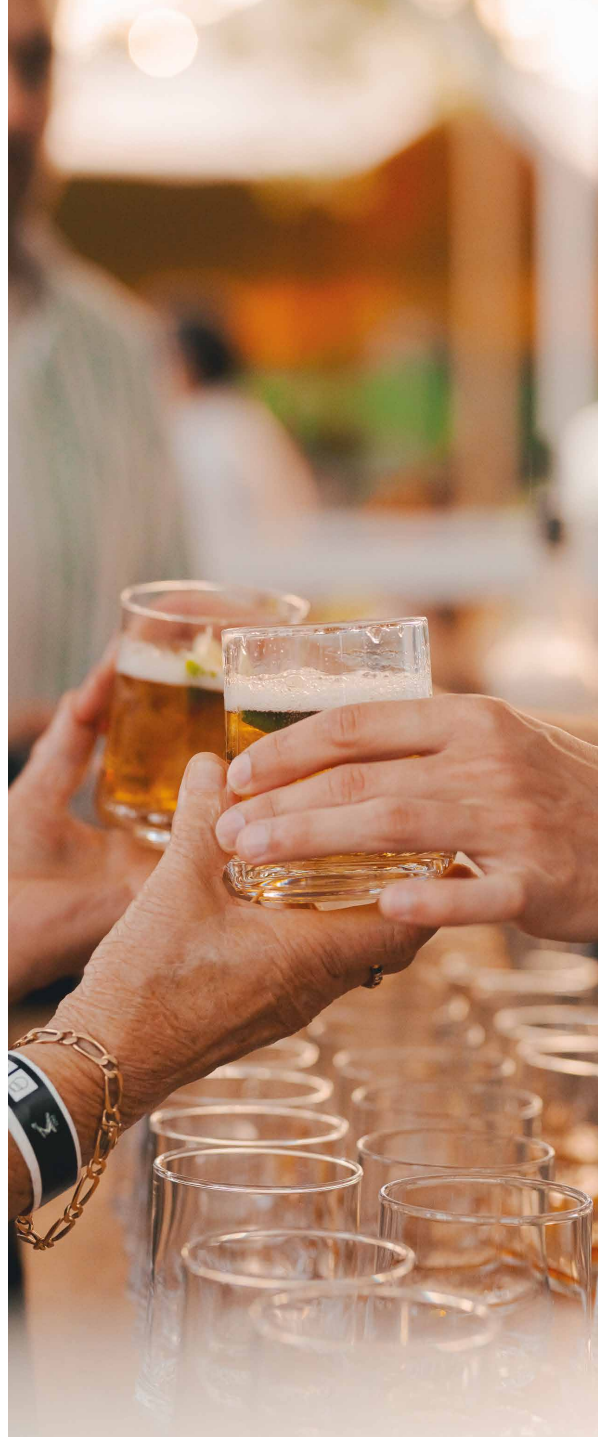
For several years, Maison Hennessy has implemented a responsible tasting awareness program. Three training modules have been rolled out: one Moët Hennessy e-learning module and two in-house modules tailored to the Maison's different roles. Combining digital formats and in-person sessions, these initiatives have **enabled 94% of employees to be trained in responsible drinking to date, with the objective of reaching 100%.**

Key figures

100%
of internal events aligned with the Maison Hennessy responsible drinking charter.

94%
of employees trained in responsible drinking.

Target: 100% of employees trained.



A wristband system is used to monitor responsible drinking during internal events.

Health and well-being everyday at work

From redesigned workspaces to mental health initiatives, employee well-being is at the center of Maison Hennessy's priorities.

Village: where wood meets light

Since May 2025, Village site has brought together half of the Maison's administrative teams. HQE-certified, it reflects Hennessy's commitment to sustainable, high-quality working environments. Fully integrated into the surrounding vineyard landscape, the building welcomes natural light through large openings. Its 185 prefabricated low-carbon timber modules were assembled on site, limiting construction impact in compliance with RE2020 environmental standards. Bio-based insulation, low-emission materials and continuous air renewal systems contribute to high indoor environmental quality. Acoustic performance and summer thermal comfort were key considerations throughout the project, which also supported the local economy and prioritized reuse wherever possible.

A building where wood is both the structure and the signature, in a quiet and luminous setting, at the foot of the vineyard hillsides.”

Nicolas Paschal
Project Director



Village building.

Strengthening team spirit

The “Rencontres Hennessy” are a key annual milestone, bringing together internal teams and winegrowing partners. It provides an opportunity to welcome new arrivals and to celebrate the talents who contribute each day to the Maison's excellence.

Encouraging soft mobility

In 2025, Maison Hennessy was awarded the “Employeur Pro-Vélo” label, recognizing companies committed to promoting cycling. By encouraging bicycle commuting, the Maison advances both its environmental commitments and the health of its employees.

Caring for everyone's health

As part of its Health and Safety program, “Lignes de Vie”, Hennessy introduced two innovative platforms in October 2025:

- ◆ **Teale**, which supports mental health by enabling employees to assess their well-being at work and access psychological support, the initial three sessions fully covered by Maison Hennessy;
- ◆ **Concilio**, which facilitates access to healthcare through a teleconsultation service available to employees and their families, addressing the growing scarcity of local medical services.

Throughout the year, the Maison also runs health prevention campaigns, in partnership with Concilio, in particular cancer awareness. In response to summer heatwaves in 2025, working hours were adapted for outdoor teams.

-
- ◆ End of 2025, 824 Concilio user accounts created, covering 1,758 beneficiaries.
 - ◆ Concilio satisfaction rate: 4.6/5.
 - ◆ Participation rate in the Moët Hennessy “Have Your Say” survey: 85%.



An anniversary edition with purpose

For its 260th anniversary, Maison Hennessy celebrated collective spirit through an exclusive edition of Hennessy Very Special — eco-designed, inclusive and dedicated to those who contribute each day to its success.

260 years of history. 260 years of collective ambition.

Since 1765, Maison Hennessy has been built on a foundation of high standards and cohesion. Now present in 150 countries, its success rests on the pioneering spirit and long-term vision of its leaders, the dedication of its employees and the trust of its partners.

A special edition reflecting the Maison's commitment to inclusion

This anniversary edition of Hennessy Very Special — the world's best-selling cognac — is more than a commemorative creation: it embodies a meaningful commitment. The Maison partnered with No Barriers, a U.S.-based nonprofit organisation dedicated to diversity and inclusion. Its motto resonates as a guiding principle: "What's within you is stronger than what's in your way."

In that spirit, John Bramblitt — a visually impaired artist and friend of the association — created *Mountain Peak*, the artwork featured on this exclusive bottle. The piece stands as a metaphor for the cooperation and resilience that have guided Maison Hennessy's teams for 260 years.

A commitment-driven approach across the entire bottle design process

The inclusive approach extends throughout the production process itself. The FSC-certified labels, printed with recyclable inks, were hand-applied by employees at CAPAC, a Charente-based company employing people with disabilities. For the first time in the Maison's history, the label also includes a Braille inscription: "Hennessy 260 ans." From an environmental perspective, the bottle selected — that of Hennessy Very Special — is among the lightest in the Maison's portfolio. It is presented without an outer box, a deliberate choice that contributes to reducing its carbon footprint.



Hennessy 260th Anniversary Edition.

A tribute to those who bring the Maison to life

The Hennessy Very Special 260 years edition was not released commercially. It was offered to those who contribute each day to the Maison's influence and excellence: employees, winegrowers, distillers, partners and key stakeholders.

From Cognac to markets around the world, nearly 7,700 bottles were distributed, celebrating team spirit and a shared commitment to progress.

The color palette seeks to evoke positivity and light. My hope is that the artwork resonates warmly with viewers and brings a smile to their faces.”

John Bramblitt

Texas-born artist John Bramblitt lost his sight in 2001. Rather than relinquish his passion, he developed a unique technique: painting through touch, distinguishing colours by the texture of the paint. Exhibited in more than 20 countries, his work celebrates resilience and joy.



Mountain Peak by John Bramblitt.

A clear and proactive commitment to inclusion

For 260 years, respect for everyone has been part of Maison Hennessy's core values. During the European Week for the Employment of People with Disabilities (17–23 November 2025), the Maison reaffirmed a commitment that extends beyond compliance. Inclusion is part of everyday life at the Maison, supported by tailored solutions designed to ensure that each employee can thrive in their role.

This commitment is further reinforced through a responsible purchasing policy focused on the disability employment sector. In 2025, over €1 million was dedicated to subcontracting with these partners, supporting professional inclusion across the Maison's value chain.

Each December, Duo Day offers employees from L'Arche* in Charente the opportunity to spend time within Hennessy teams and experience the Maison's working environment firsthand.

Showcasing the Maison's savoir-faire and expertise.

See next page.

Portraits of Hennessy teams as part of Yann Arthus-Bertrand's project "France, un album de famille."



*Local organisation employing people with disabilities and a long-standing partner of the Maison for nearly 50 years.



Developing our talents

Talent development at Maison Hennessy takes many forms: exploring new roles, transmitting exceptional savoir-faire and strengthening awareness of sustainability challenges.

Internal Assignments: exploring new roles

The Internal Missions program enables employees to broaden their skills by joining another department for several months while retaining their original position. Through this initiative, Anaïs Monnier, Subsidiaries Accounting Supervisor and a passionate cook, explored a new field as Pastry Sous-Chef alongside Cyril Baudin, the Maison's Pastry Chef and LVMH Virtuoso 2023.

The Virtuosos: a community of excellence

LVMH's "Métiers d'Excellence" bring together more than 280 *métiers* across Creation, Craftsmanship and Client Experience. Their mission is to ensure the transmission of expertise, foster talent and safeguard the Group's heritage.

◆ Nathalie Vequeau, LVMH Virtuoso 2024

An operator in the "Atelier des Éditions Rares" since 2018, Nathalie has been showcasing the exceptional decanters crafted for the Maison's most prestigious cognacs. Specializing in art of threading application and wax seal finishing, she lends her expertise to iconic creations such as Hennessy Paradis. She also contributes to the "Savoir-faire ensemble" program, ensuring the transmission of this delicate craft to new generations.



Nathalie Vequeau,
LVMH Virtuoso 2024

The pursuit of perfection is essential. This savoir-faire demands dexterity, precision and great patience. (...) It requires deep concentration, which also brings a genuine sense of inner calm."

Building capabilities to address sustainability challenges

Environmental awareness is part of Maison Hennessy's training framework since 1998. Every five years, all employees and managers participate in a dedicated program led by ten internal trainers from the HSE and Sustainable Development teams. The program combines a 90-minute core module with 30-minute site-specific sessions. Between 2020 and 2025, all permanent employees on staff as of December 31, 2025 (1,061 employees) completed the training cycle. In addition, Climate Fresk workshops continue to be rolled out across the Maison, and seven internal facilitators are now certified to lead the 2 Tonnes Workshop. In 2025, 50 directors also participated in the Water Fresk, strengthening their understanding of the water cycle and its impacts.

◆ Yoan Peponnet, LVMH Virtuoso 2025

Distillation & Technical Visits Manager, Yoan represents a strong example of internal career development. Having joined the Maison in 2012 as a Cellar Agent, he advanced to his current role in 2022 following dedicated in-house training in the transmission of distillation expertise. Today, he oversees distillation during the campaign season (November-March) and supports partner distillers on Quality & Excellence, decarbonisation and water-use optimisation.



Yoan Peponnet,
LVMH Virtuoso 2025

It is a highly operational role where you serve as an ambassador and embody Hennessy's excellence and savoir-faire."

Our commitment to cognac artisans

For several years, Maison Hennessy has worked with the MSA to protect the health and safety of its winegrowing partners and distillers.

A long-standing partnership with the MSA

Maison Hennessy places the safety and well-being of the winegrowers and distillers who sustain the cognac industry among its priorities. For several years, it has worked in partnership with the Mutualité Sociale Agricole (MSA), the French agricultural social insurance system, to raise awareness of occupational risks and help prevent workplace accidents.

Machinery-related operations account for one in five accidents in the region's vineyards. In response, Maison Hennessy and the MSA have intensified their collaboration to promote safer practices and reinforce risk awareness across the sector.



Vine pruning.



Mechanical harvesting.

2025 awareness campaign: "C'est passé à ça !"

In 2025, Maison Hennessy and the MSA launched the third edition of their joint safety awareness campaign for the viticulture sector. This year's theme addressed tasks carried out outside established, well-controlled processes — situations that often give rise to serious accidents. Such tasks are frequently performed under time constraints, sometimes without clear coordination or adequate risk training. Titled "It was a close call," the campaign features a series of short videos built around authentic testimonies from winegrowers who narrowly avoided severe accidents.

The idea behind this campaign was to highlight the importance of clear communication protocols and strict control procedures when operating machinery.

The initiative included a campaign poster (1,600 copies distributed via the Hennessy x VITI newsletter) and a series of short videos addressing specific risk points — tractor coupling, press cleaning and grape harvester blockages (1,564 views on YouTube). The objective is to reach all stakeholders across the vineyard ecosystem, promote lasting changes in behaviour and reduce accident risks.



Cooperate, stay alert, report. Awareness campaign in partnership with the MSA.



“Les Elles du cognac”: a renewed ambition to promote women across the sector

In 2025, Maison Hennessy launched “Les Elles du cognac,” a program designed to strengthen the role of women in winegrowing operations and across the wider cognac sector by 2035.

Building on a decade of engagement through the “Vignoble au féminin” initiative, supporting women winegrowers within the Maison’s network, Hennessy is expanding its commitment to drive long-term progress in gender representation. On November 27, 2025, in Cognac, the Maison officially introduced its new sector-wide program.

Over the next ten years, the ambition is clear: increase the number of women leading winegrowing operations and enhance their representation within sector governance bodies. The program is structured around three priorities: building a strong network of women and fostering peer support, strengthening skills — technical expertise, leadership capabilities and visibility, and increasing their presence to encourage more women to pursue careers in viticulture.

A strategic partnership with “Farm’Her”

To support this roadmap, Maison Hennessy partnered with HECTAR, the experimental farm co-founded by Audrey Bourolleau and Xavier Niel. HECTAR’s “Farm’Her” program shares the same ambition of advancing gender balance, extending beyond viticulture to the broader agricultural sector.

The launch event, held in late November 2025, brought together 120 participants for conferences and workshops addressing topics such as team management, work-life balance and mental load, succession planning, women’s leadership, gender bias, negotiation and impact.

I am convinced that supporting women in their leadership is essential to driving lasting change in agriculture. With ‘Les Elles du cognac,’ Hennessy has created a pioneering program dedicated to women leading winegrowing operations, designed to strengthen their visibility and influence. By working on assertiveness, emotional intelligence and the recognition of their individual strengths, we are building together economically viable and socially responsible models.”

Audrey Bourolleau,
Co-founder of HECTAR



Launch event of the “Les Elles du cognac” program.

Promoting the city of Cognac

Established in the heart of Cognac for 260 years, Maison Hennessy remains deeply committed to the city's heritage, urban greening and cultural life.

A historic presence at the center of the city

Founded by Richard Hennessy, the Maison has stood on the banks of the Charente since 1765. Its historic cellars and headquarters at La Richonne bear witness to this long-standing presence in the heart of Cognac.

Investing in heritage restoration

Maison Hennessy supported the restoration of the Porte Saint-Jacques, an emblematic monument located next to its facilities. Inaugurated in May 2025, this major project was integrated into the redevelopment of the La Richonne site and played a role in revitalizing the city's historic center. Hennessy also funded the associated archaeological excavations and supported the public presentation of the discoveries through exhibitions.

The 18-month restoration project represented an investment of more than €2 million, financed by the European Union, the French State, the Nouvelle-Aquitaine Region, Maison Hennessy and citizens who contributed through the "Fondation du Patrimoine".



Tree planting at Place François 1^{er}, Cognac.

Supporting urban greening

As part of its climate adaptation efforts, Maison Hennessy supports "Canopée", the City of Cognac's urban greening initiative. In spring 2025, the Maison financed the planting of 85 trees in the Crouin and Rentes districts, followed by 30 fruit trees in La Chaudronne, creating a community orchard for residents. Tree grafting was entrusted to the association "Mémoire Fruitière des Charentes", while planting operations were carried out by Escalé EMMA, a social integration organisation. The Maison also contributed to tree planting at Place François 1^{er}. Developed in collaboration with local shopkeepers, this new green space enhances the quality and comfort of the public realm. It features specially designed planting beds to support the long-term vitality of the trees, shrubs and perennials introduced at the end of 2025.

Supporting cultural life

Maison Hennessy has been a patron of the Cognac Blues Passions festival since 1994, supporting this major summer event brings life to the Jardin Public and the streets of the city each year. The Maison also supports and participates in numerous local cultural initiatives, including "Avant-Scène" and the "Coup de Chauffe" festival, the European Heritage Days, Les Abattoirs, the "Ban de la Distillation", the "Festival des Littératures Européennes", the Bourg-Charente sound-and-light show, and the classical music festival "Un Violon sur le Sable" in Royan.

This initiative is part of the long-standing support provided by Maison Hennessy to the city of Cognac through ambitious projects focused on urban greening, embellishment and ecological transition.”

Morgan Berger,
Mayor of Cognac



Basketball courts renovated as part of the Hennessy "In the Paint" program in South Africa, Barbados, the Dominican Republic, the Democratic Republic of Congo, Hong Kong, China and Cameroon.

Supporting communities and their cultures

From education to the arts, Maison Hennessy develops initiatives that resonate with communities and celebrate cultural expression around the world.

Thurgood Marshall College Fund for tomorrow's leaders in the United States

Since 2019, Maison Hennessy has partnered with the Thurgood Marshall College Fund. Through the Hennessy Fellows program, full MBA scholarships are awarded each year to students from Historically Black Colleges and Universities (HBCUs). **Over the past six years, 75 talented students have received financial support.** In 2024, the program expanded from 10 to 15 Fellows, further increasing its impact through real-world consulting projects with small businesses and the development of a stronger mentoring network that includes program alumni.

Amplifying African cultural voices

Maison Hennessy partners with Tems, the Nigerian artist and two-time Grammy Award winner, to support the "Leading Vibe Initiative". Inspired by her own journey, the program empowers the next generation of women artists, producers and music industry professionals across Africa.



Tems and participants at a "Leading Vibe Initiative" event in Lagos.

"In the Paint": a platform for local artists

Since 2021, Maison Hennessy supports local artists by inviting them to reimagine basketball courts. To date, 23 courts have been transformed across 19 countries in the Americas (Canada, Mexico, Panama, the Caribbean), Africa (Ghana, Nigeria, Cameroon, South Africa, the Democratic Republic of Congo, Kenya and Tanzania) and Asia (China, the Philippines, Hong Kong and Taiwan). Each project brings together local artists and community members to create unique court designs that reflect the cultural identity of each location.

Yishu8: preserving Chinese artistic craftsmanship

A sponsor of the Yishu8 – Golden Phoenix Prize since 2020, Maison Hennessy supports emerging Chinese artists and artisans. Each year, a laureate is selected around a specific theme (embroidery in 2025) and awarded a two-month residency in Paris at the Cité Internationale des Arts, followed by an immersion experience in Cognac. The 2025 laureate, Diao Juan, is a master of traditional Shu embroidery, which she reinterprets by integrating light and sound to create immersive works that bridge tradition and modernity. She participated in the 2025 European Heritage Days in Cognac with Maison Hennessy.

I'm excited to partner with Hennessy in bringing this initiative to life, supporting talented young women in music as they find their voices, embrace their power, and shape the future of the industry across Africa and beyond."

Tems



ACTING WITH INTEGRITY, CULTIVATING TRUST

Sustainable development: a cross-functional and strategic governance model

Sustainable development at Maison Hennessy is led by the Director of Sustainable Development, a member of the Executive Committee reporting directly to the President & CEO. Supported by a dedicated team and budget, she oversees the Cultivating the future, together strategy, drives engagement and monitors performance in alignment with the LVMH LIFE 360 program and Moët Hennessy's "Living Soils, Living Together" roadmap.

This governance framework is supported by thematic committees that define and monitor dedicated performance indicators. Employee engagement is reinforced through financial incentives tied to the achievement of CSR objectives. Since 2008, profit-sharing agreements have rewarded reductions in energy consumption and bio-waste. In both 2024 and 2025, the maximum payout level was achieved, reflecting a strong collective commitment.

Responsible purchasing and ethical commitment

At Maison Hennessy, actions are guided by LVMH's standards of ethics and integrity. To uphold these standards across its ecosystem, the Maison relies on clear codes of conduct and practical guidelines to guide the behaviour of its teams and partners.

Maison Hennessy follows Moët Hennessy's "Purchase 4 Tomorrow" policy as the foundation of its responsible purchasing approach. The framework defines clear environmental, social and governance standards and engages suppliers into a shared journey toward more sustainable sourcing.

The policy is structured around four commitments:

- ◆ promoting the sustainable management of agricultural resources;
- ◆ supporting partners in continuously improving their practices;
- ◆ contributing to the decarbonisation of the value chain;
- ◆ fostering a culture of responsibility within our teams.

Maison Hennessy also has a dedicated Vigilance Committee responsible for identifying and preventing risks related to human rights, health and safety, and environmental impacts across its value chains.

Suppliers are required to sign the Supplier Code of Conduct. This commitment is reinforced by the LVMH Anti-Corruption Charter, implemented within Moët Hennessy and reflected internally through a Code of Ethics and Compliance and a Gifts and Hospitality policy. Whistleblowing mechanisms and conflict-of-interest procedures further strengthen this framework of transparency and integrity.

The purchasing procedure includes specific conditions and prerequisites for supplier onboarding. Supplier compliance is documented through ESG certifications and labels such as EcoVadis, on-site audits and annual assessments conducted in collaboration with suppliers. Supplier audits include dedicated assessment grids covering Quality, Safety and Environment.

In 2024, 29 packaging suppliers were evaluated:

- ◆ 14 are ISO 14001 certified;
- ◆ 15 have completed a carbon footprint assessment;
- ◆ 9 are committed to the Science Based Targets initiative (SBTi).

Certifications and labels: a foundation for action

Maison Hennessy anchors its commitments in internationally recognized certifications. A pioneer in environmental management, the Maison has held ISO 14001 certification since 1998 and ISO 50001 certification for energy management — both renewed in 2025. It is also certified to ISO 45001 for occupational health and safety and ISO 22000 for food safety. More than 40 internal auditors oversee the continued application and performance of these standards across all sites. In 2025, the Maison was also awarded EcoVadis Gold.

Recent developments, including Village site, as well as refurbished facilities such as the Maintenance Park and the Le Peu distillery, have achieved HQE certification (High Environmental Quality), demonstrating a responsible approach to energy and resource management. Beyond environmental certifications, the Maison's headquarters was awarded the Silver "Employeur Pro-Vélo" label in 2025, promoting active mobility among employees. The Maison Hennessy Sports Club and the "Fête des Sports" event have also been Fair Play For Planet certified since 2025 — a first for a company.



Maison Hennessy awarded EcoVadis Gold

Maison Hennessy received the EcoVadis Gold medal following its first evaluation, placing the Maison among the top 5% of companies worldwide for corporate social responsibility performance. This distinction recognizes the robustness of Hennessy's CSR management system across the four assessed pillars: environment, social and human rights, ethics, and sustainable procurement.



Hennessy Sustainability team at a seminar at La Vallée de la Millière.

THE PLANET

LIVING LANDSCAPES



AGROECOLOGY

OUR SITES

Certified Hennessy-owned vineyards



2024



2025

Total kilometers of hedges on our own vineyards

10.5



12.4

Percentage of herbicide-free on our own vineyards



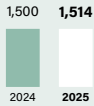
2024



2025

OUR PARTNERS

Equivalent in hectares of winegrowers partners



1,500

1,514



33,900

31,109

Areas in hectares involved in certification approach



16,036

15,496

Areas of certified hectares (all certifications, including CEC)



8,712

15,234



CARBON, WATER, CIRCULARITY

ENERGY, CARBON

Percentage of industrial and administrative sites using renewable energy (gas and electricity)



2024



2025

Greenhouse gas emissions linked to energy consumption - scopes 1 & 2 (electricity, gas and fuel for internal transport) tCO₂eq

109



259

Total carbon footprint - Greenhouse gas emission linked to scope 1, 2 & 3 tCO₂eq



220,465

195,000

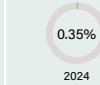
Percentage of downstream air transport



2024



2025



2024



2025

Percentage of trucks running on biofuels (Hennessy sites)



2024



2025

Percentage of electric vehicle (Hennessy sites)



2024



2025

WATER



83,079

70,353

Direct water withdrawal in m³ scope 3



5,570,438

4,574,937

CIRCULARITY

Total waste produced (excluding construction waste) on Hennessy sites in ton



3,253

2,937

Waste recycling rate (Hennessy Sites)



2024



2025

Number of naked bottles shipped



2024*



2025

% of recycled glass



2024*



2025

Percentage of our packaging evaluated according to the EPI



2024*



2025

Percentage of certified packaging suppliers (ISO 14001 or ISO 50001 or Ecovadis)



2024*



2025

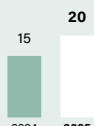
* Indicators audited by Deloitte for 2024 and/or 2025. ** Cumulative.



FOREST DESTINATION

COGNAC REGION

Hectares of forest regenerated in partnership with ONF in the Braconné forest**



15

20

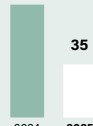
Kilometers of hedges financed through the "1 000 Palisses" program in Charentes**



116

200

Beehives on Hennessy sites



60

35

OUT OF FRANCE

Sustainable forest management: % of wood/cardboard/paper FSC/PEFC Certified

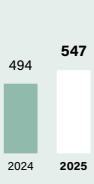


2024*



2025*

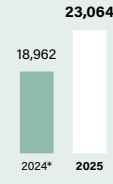
Number of employees on permanent contract trained on environment



494

547

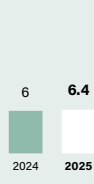
Areas** of regenerated financed forest ecosystems



18,962

23,064

Tree equivalent in million



6

6.4

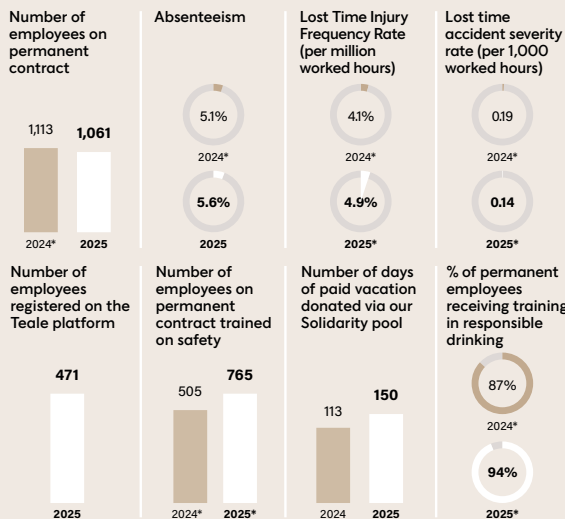
OUR COMMUNITIES

LIVING COMMUNITIES

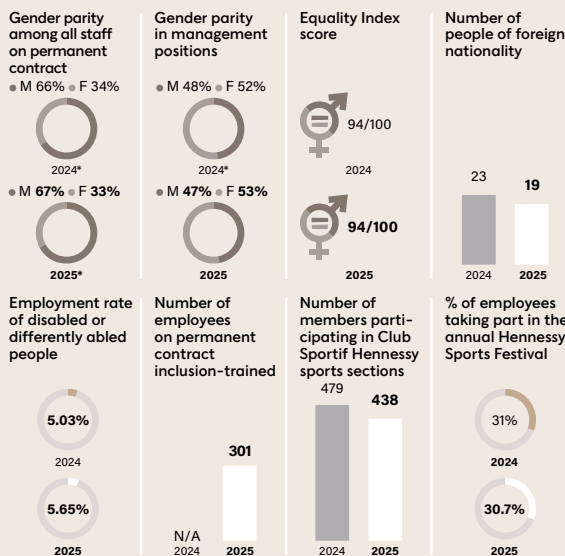


OUR TALENTS

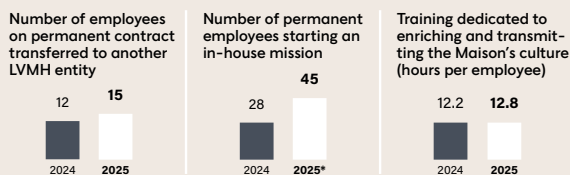
CARING FOR OTHERS



INCLUDING

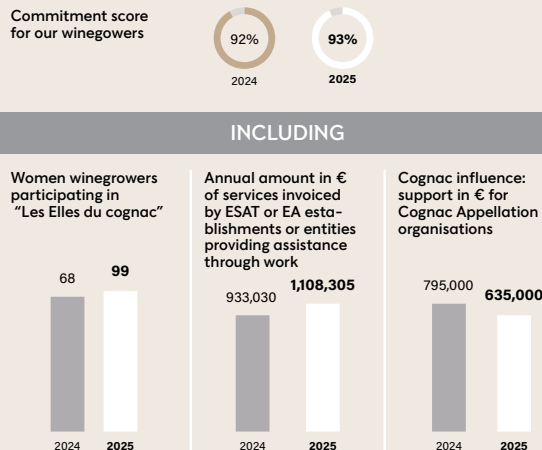


ELEVATING



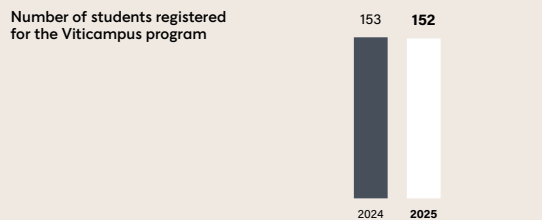
OUR COGNAC ARTISANS

CARING FOR OTHERS



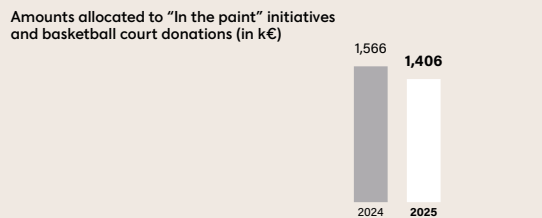
INCLUDING

ELEVATING



OUR COMMUNITIES AND THEIR CULTURES

INCLUDING



* Indicators audited by Deloitte for fiscal year 2024 and/or 2025.

Deloitte & Associés auditors conducted a verification of a sample of Hennessy's key quantitative ESG indicators for 2024 and 2025 (identified by * depending on the year of audit 2024 and/or 2025). The methodological details and consolidation rules applicable to the social and environmental indicators are defined either in LVMH's social and environmental reporting protocols, which are updated annually and made publicly available, or directly by the Maison through the complementary Hennessy ESG Reporting Framework established in 2024 and updated in 2025. The methodological notes applicable to the 2024 and 2025 social and environmental indicators are available in LVMH's 2024 and 2025 Sustainable Development Reports and in the Universal Registration Document published on the LVMH Group website. The complementary Hennessy ESG Reporting Framework is available upon request at: environnementhennessy@moethennessy.com. Deloitte's limited assurance report relating to the verification of a sample of Hennessy's key quantitative ESG indicators is available on the Hennessy transparency platform at: <https://hennessy.respect-code.org>. Any additional requests may be addressed to: environnementhennessy@moethennessy.com



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