



IZIPIZI®
PARIS

Entreprise



Certifiée

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Message from the Founders

At IZIPIZI, we are committed to offering products that are both accessible and built to last, while acting responsibly towards the environment, society, and everyone who makes the company what it is. This 2025 CSR Report is part of our commitment to transparency and continuous progress.

2024 marked a major milestone in reducing our carbon footprint, with **emissions per pair of glasses cut in half**. As we continue to grow, our priority is now to keep our emissions as low as possible, by strengthening our efforts on our main levers of action and exploring new complementary solutions.

In 2025, we reached a decisive stage on materials, with **production now entirely made from bio-sourced materials**. This transition improves the durability of our products and reduces our reliance on fossil resources. Reusing materials is now a key priority, notably through **eco-design initiatives aimed at improving the recyclability of our frames**.

Our commitment is also reflected in concrete solidarity actions, supporting non-profit organizations working to protect families, promote inclusion, and support disabilities. These commitments echo our Human Project: making IZIPIZI an inclusive and caring workplace, recognized by the Great Place To Work certification for the fifth consecutive year.

Convinced that it is possible to combine economic performance, controlled environmental impact and social progress, we continue on this path with high standards and humility.

Charles, Quentin & Xavier



table of contents

- Objectives ⁵
- Carbon footprint ⁶
- Sustainability ²¹
- Solidarity program ²⁹
- Human Project ³⁴
- Appendices ⁴⁰



SINCE 2023

IZIPIZI *is* *B Corp certified*

B Certified companies meet verified standards of social and environmental performance, transparency and accountability.

B Corp certification allows us to be part of a continuous improvement journey in terms of social and environmental impact, by joining a global community of companies working collectively in the service of people and the living world.

This certification recognizes our environmental and social commitments, detailed in the following pages.

Certified



Corporation

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objectives

Initiated in 2021, our CSR approach focuses on four key areas of action:

01

**Reducing our
carbon footprint**

02

**Improving
our materials**

03

**Supporting
a charitable
organization**

04

**Investing
in our teams**

carbon footprint

Between 2019 and 2023,
we reduced our carbon footprint
per pair of glasses by 50%

In a context of growth, we are continuing our efforts
to keep it as low as possible.

scope of analysis

A carbon footprint assessment measures all greenhouse gas emissions generated by a company. It provides a basis for understanding our environmental impact and identifying the most effective levers for reduction.



To calculate it, we rely on three scopes defined by ADEME:

scope 01

Greenhouse gases released directly by the company: heating in our premises, emissions from company-owned vehicles, etc.

scope 02

Indirect emissions linked to energy: emissions created during the energy production process.

scope 03

Other indirect emissions. In general, most of a company's emissions fall within this scope: purchasing goods, services, etc.

Since 2019, at IZIPIZI, we have been carrying out *an annual carbon footprint assessment covering all three scopes* in order to obtain the most complete view possible of our emissions.

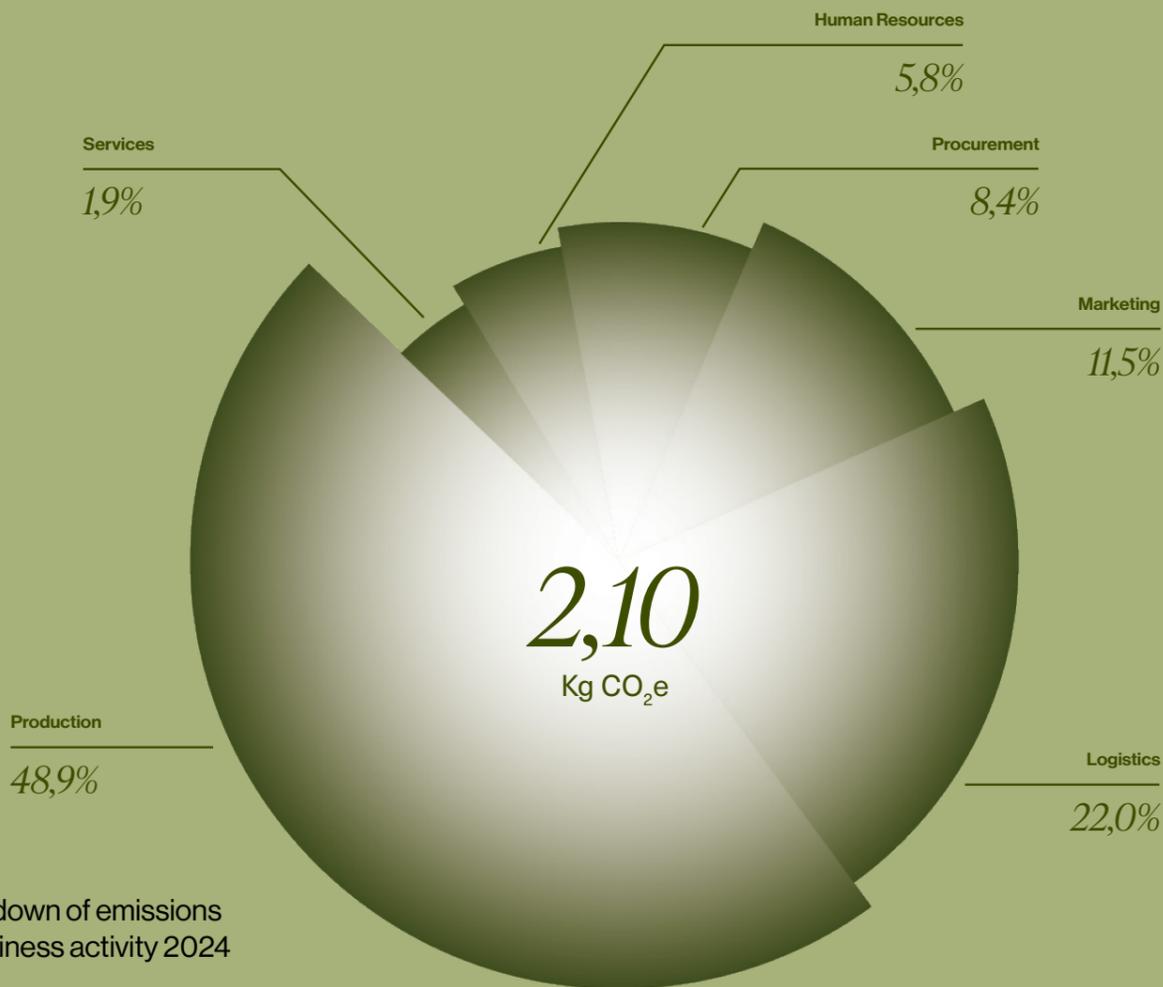
carbon footprint assessment

carbon footprint assessment 2024

In 2024, IZIPIZI's carbon footprint stands at **2.10 kg CO₂e** per pair of glasses.

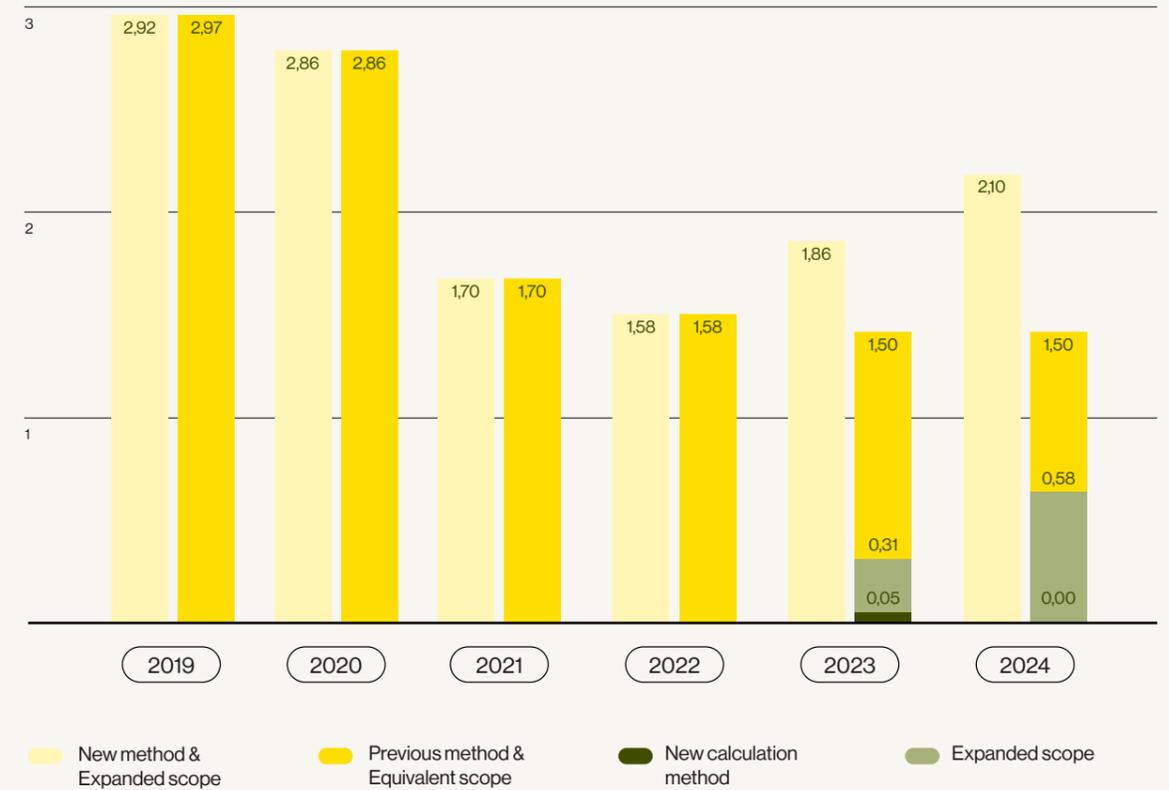
This figure represents a 16% increase compared to 2023. This change is largely explained by an **expanded scope of analysis and more accurate calculation methods**, allowing a better representation of the full range of our impacts.

As in previous years, the main sources of emissions remain Production, which accounts for 48% of our total carbon footprint, and Logistics, representing 22% of emissions.



Breakdown of emissions by business activity 2024

Change in carbon footprint per pair of glasses (Kg CO₂e)



There is not yet an international standard defining a single calculation method. Organizations rely on recognized frameworks (GHG Protocol, ADEME, etc.), and results may vary depending on the data available, the emission factors used, or the scope of analysis selected.

Continuous improvement

In order to manage our emissions as accurately as possible, we enhance our analysis every year, notably by refining the emission factors used and expanding the scope of the study. This approach may lead to **differences in results for the same year**, as well as variations from one year to the next. These differences do not necessarily reflect a real increase or decrease in our emissions, but rather a **more precise and more comprehensive measurement** of them.

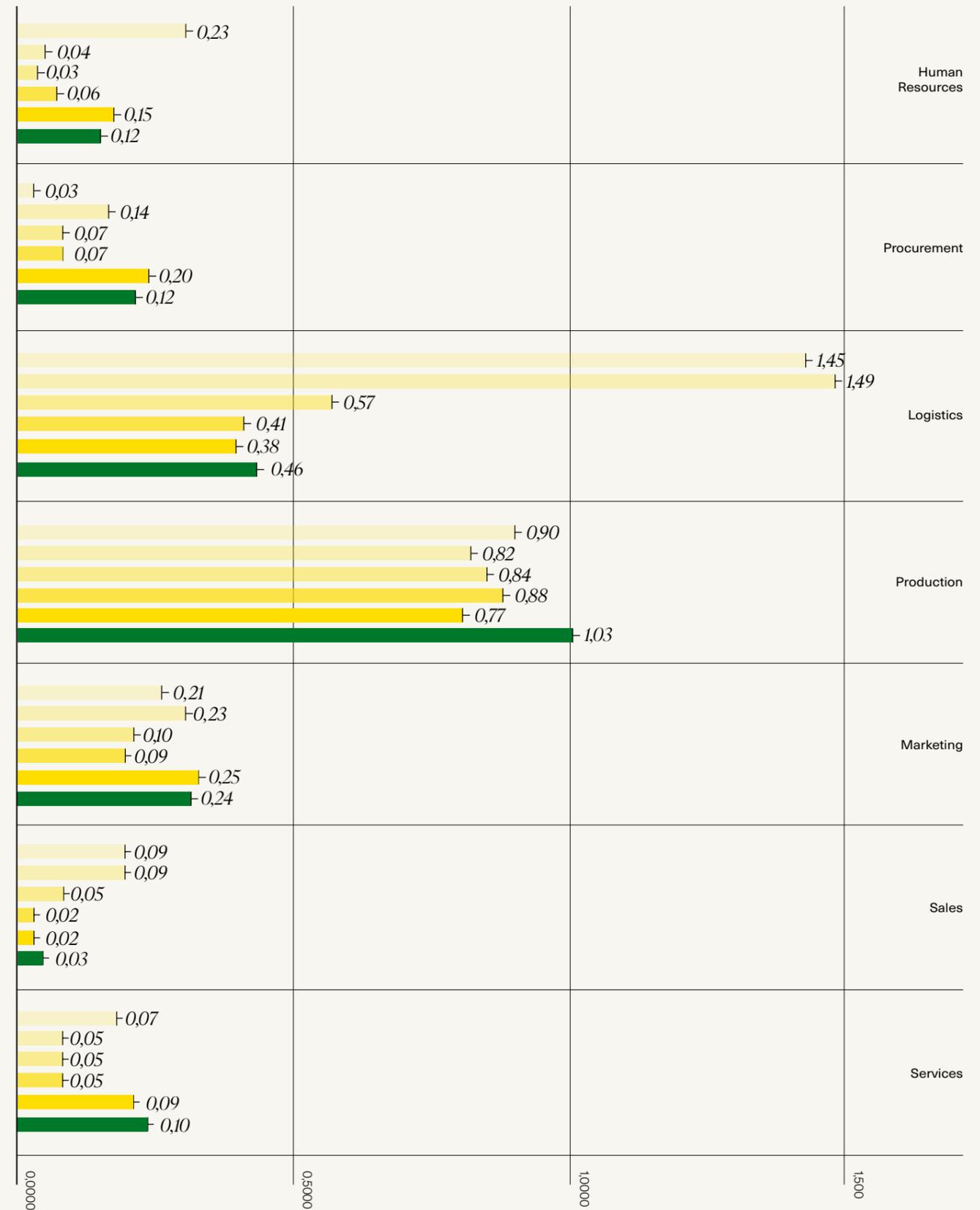
summary

The increase in our carbon footprint is driven by three areas.

Production activities (+34 %): this increase is primarily explained by improvements in our calculation methods — notably the refinement of emission factors — rather than by an actual rise in emissions. No major change was observed compared to 2023, either in terms of the materials used or production volumes.

Logistics (+21 %), linked to increased use of air freight for our inbound supplies.

Sales activities (+69 %), mainly due to an increase in business travel and higher energy consumption within our premises, linked to the integration of a larger number of stores into our analysis scope this year.



Change in emissions by business activity (Kg CO₂e per pair of glasses)

New calculation method – expanded scope

2019 2020 2021 2022 2023 2024

Our goal remains unchanged

*better understand our impact
in order to reduce it*

with full transparency and ever higher standards

analysis by emission source

transportation, inbound, outbound

production

transportation

Co₂ emissions related to transportation increased by **11 % compared to 2023**. This change is mainly explained by higher emissions from inbound transportation, i.e. flows between our suppliers and our warehouses.

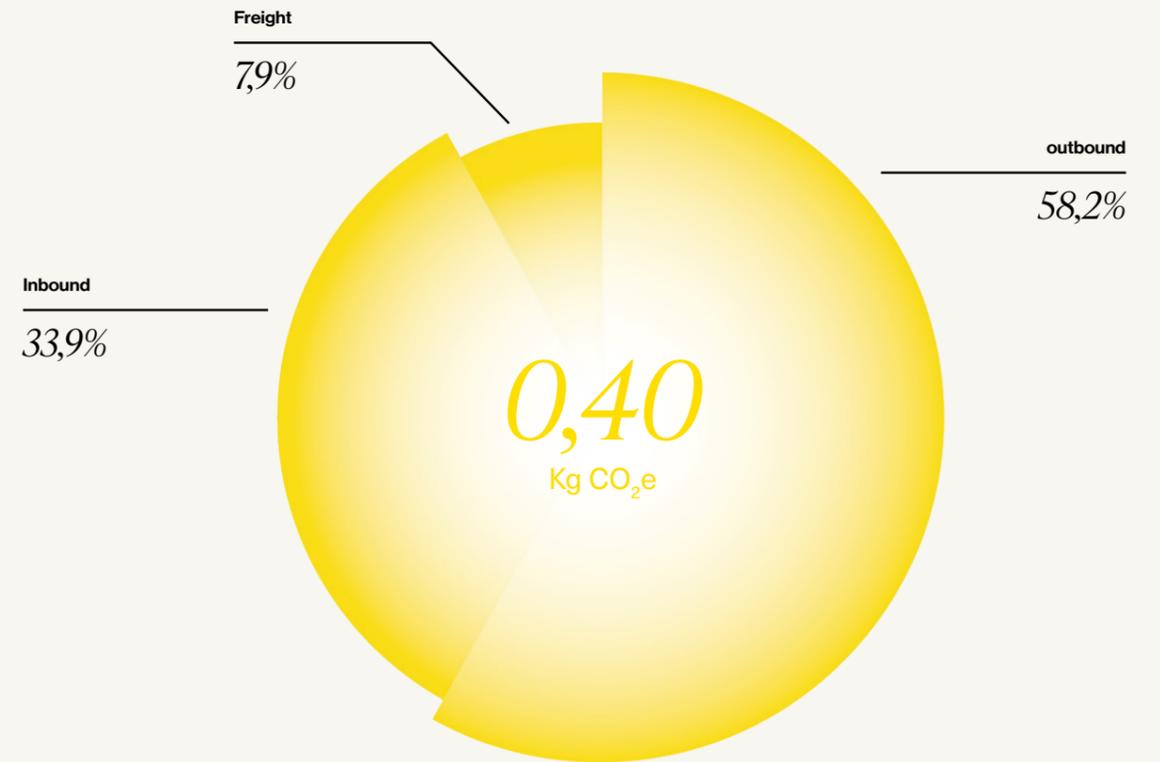
Despite this increase, the largest share of transportation-related emissions still comes from outbound transportation (58%), which corresponds to deliveries to our stores and customers. This area has nonetheless improved significantly, with a decrease of nearly 20% compared to the previous year.

Beyond the volume of glasses transported — which naturally increases with business growth — **the mode of transportation** plays a decisive role in emission levels. Air freight generates CO₂ emissions significantly higher than those of road or sea transportation. This is why we have chosen to strictly **limit the use of air freight**, both inbound and outbound.

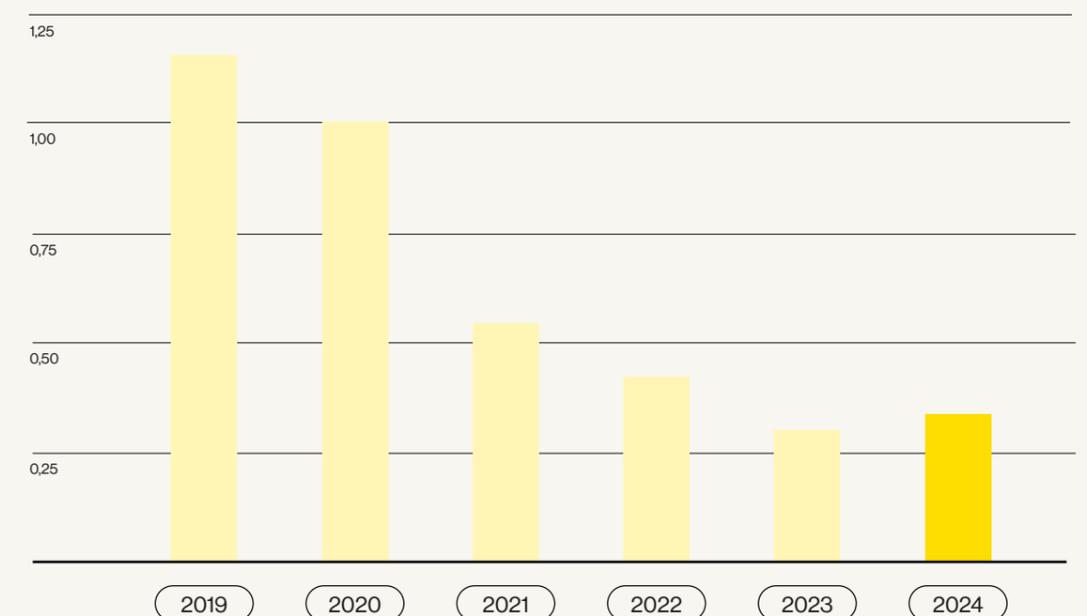
This decision requires a more rigorous planning. Alternative transportation modes require **greater anticipation of supplies**, with lead times that can be up to four times longer than air transportation.

While new, lower-emission logistics solutions are currently being developed, we are now reaching **a limit in the reduction levers that can be directly mobilized**. We are therefore also **exploring carbon sequestration solutions**, in order to help neutralize our residual emissions.

Emissions by activity logistics



Transportation-related emissions (Kg CO₂e)

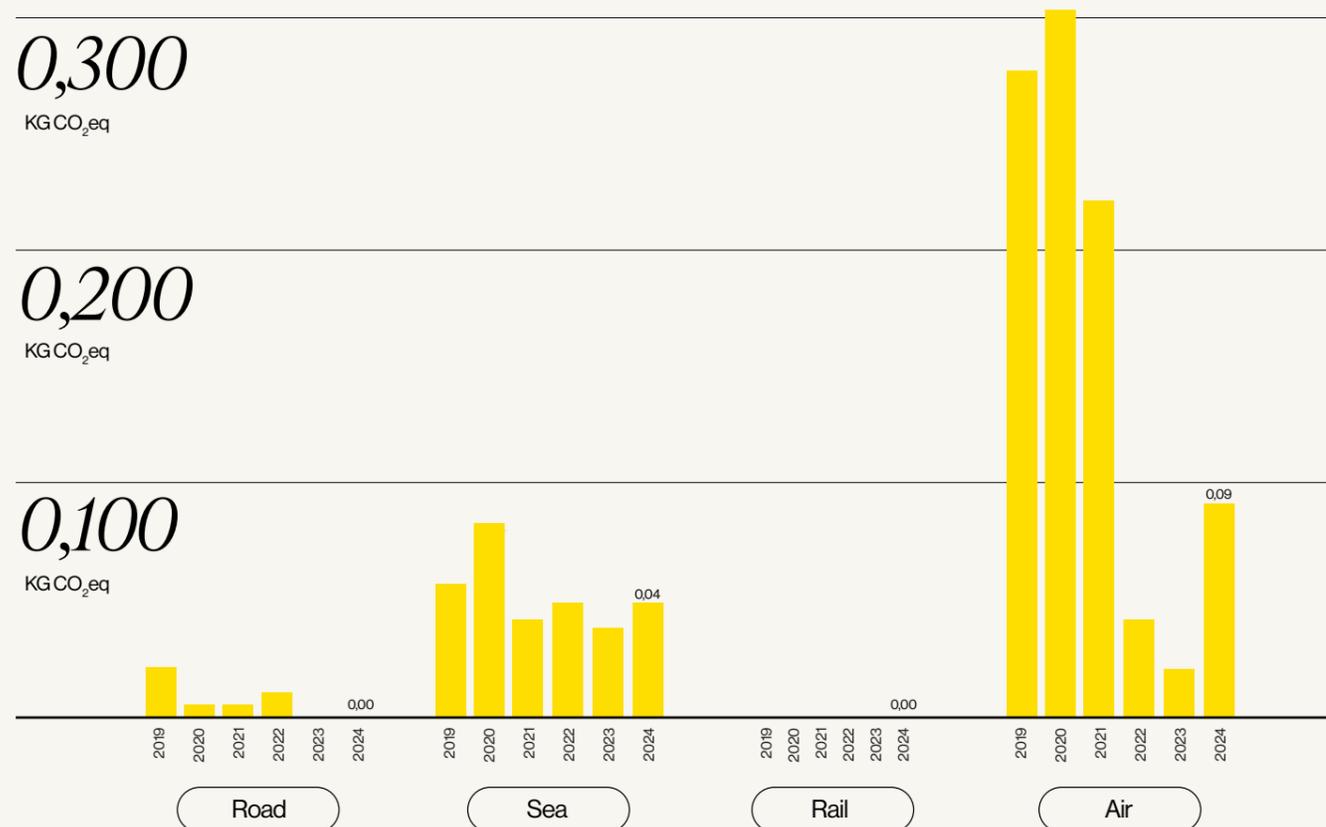


inbound transportation

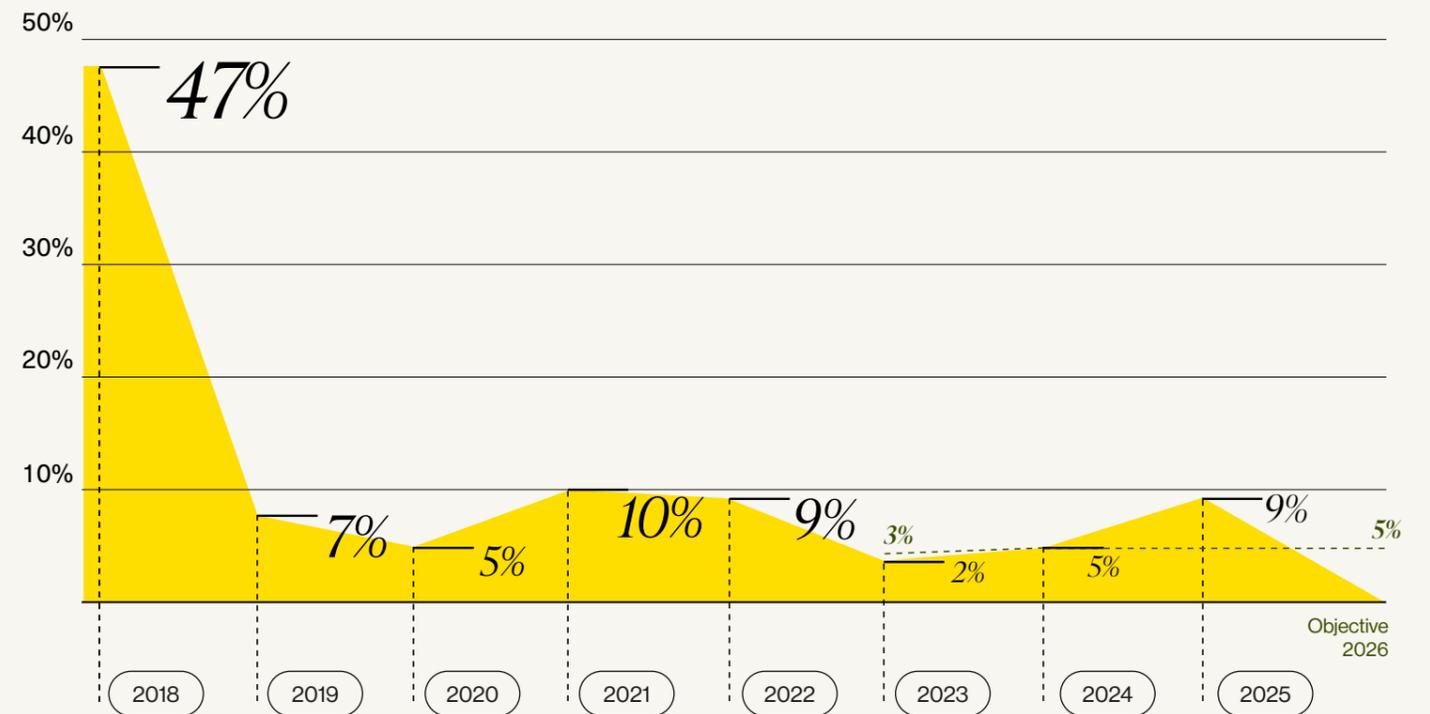
In 2024, air freight accounted for **5.3% of our flows between suppliers and warehouses** (compared to 2.3% in 2023), and alone represented **72% of our carbon emissions linked to these flows**. Our emissions for this item are therefore sharply up compared to 2023, mainly because we relied more heavily on air freight to compensate for initially insufficient forecasts for the launch of certain new products.

We already know that our next carbon footprint assessment, covering 2025, will not show an improvement compared to the previous year. To compensate for forecasting **gaps and production delays**, we had to continue relying on air freight in order to limit the impacts on our business operations. The share of air freight in our inbound supplies will therefore reach **9% in 2025**, versus an initial target set at 5%.

Evolution by mode of transportation - inbound (Kg CO₂e)



Evolution of air travel share - outbound



inbound transportation

For 2026, we are nevertheless confident in our ability to **keep the share of air freight below 5%**.

Diversifying our supplier base and defining a production master plan will enable better management of volumes and industrial capacity. These levers should also help reduce the production lead times we have experienced with certain long-standing partners, which have forced us to rely on air freight in order to meet our commercial commitments.

At the same time, **strengthening safety stock** — both during product launches and for our best-selling references — should allow us to limit the use of air freight to compensate for forecasting gaps.

When air freight remains necessary, we ensure its impact is reduced. In particular, we work with the Chrono Air Classic solution, which consolidates flows in order to **guarantee optimal aircraft load factors**.

Finally, for our sea freight supplies, we systematically favor the use of **liquefied natural gas (Lng)**, which reduces CO₂ emissions by more than 20% compared to conventional marine fuel.

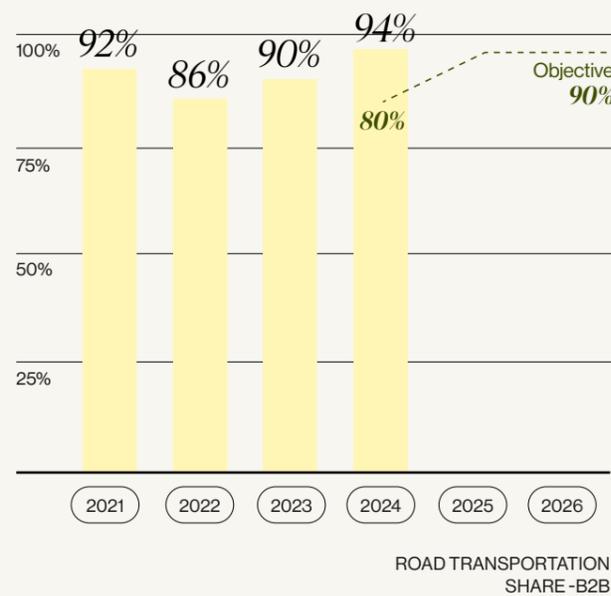
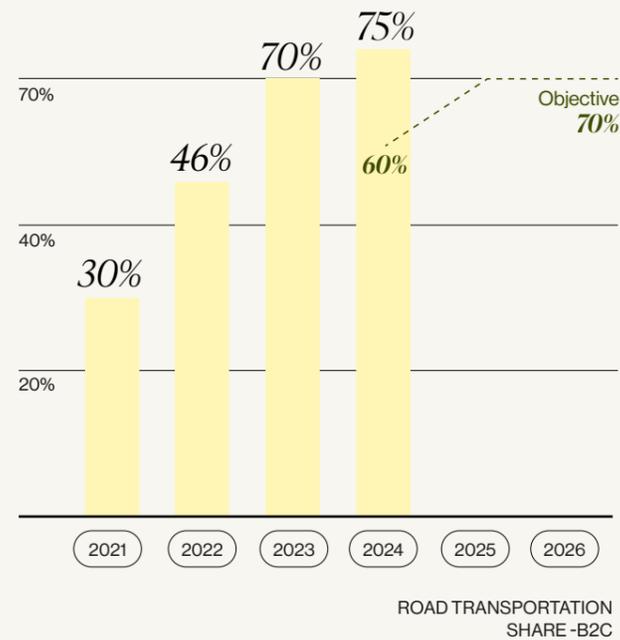


outbound transportation

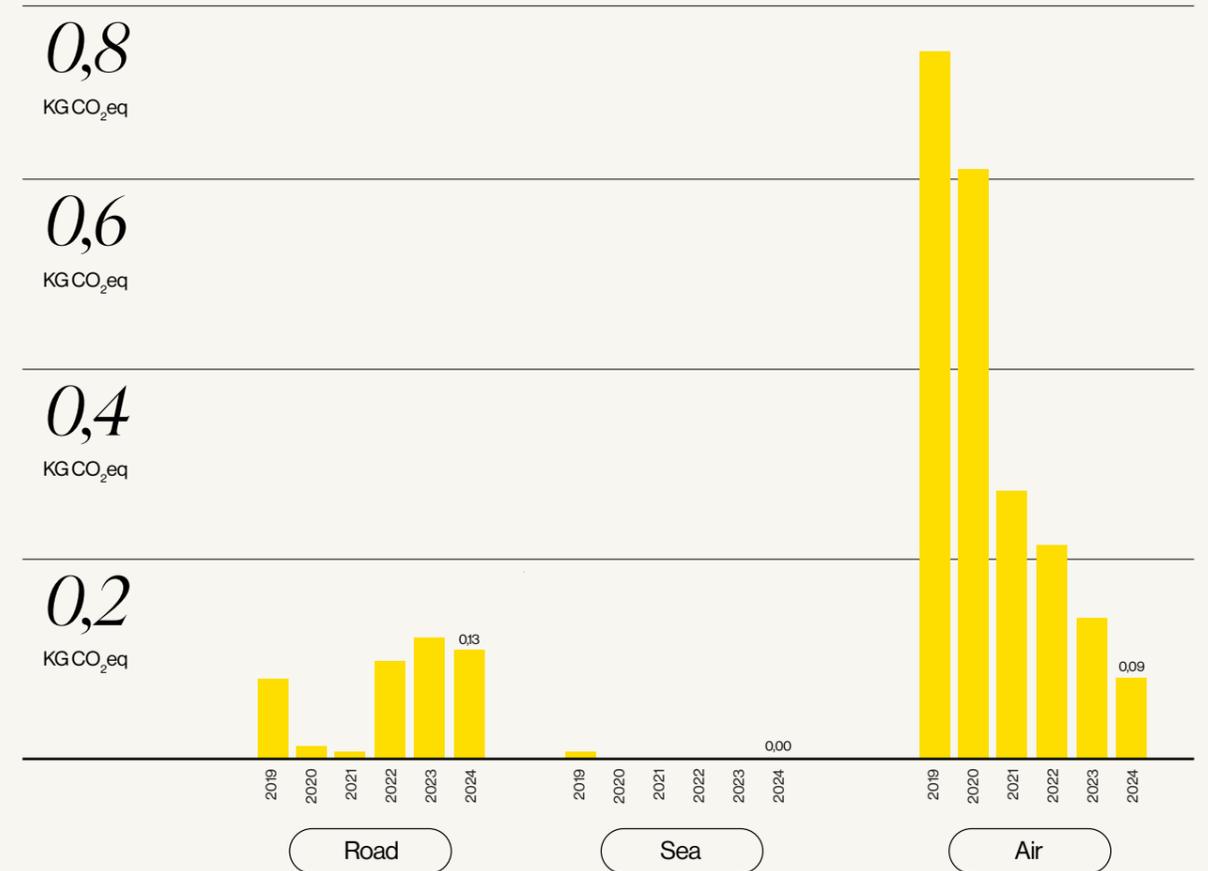
In 2024, we managed to reduce our outbound transportation emissions by nearly 20%, by favoring road transportation over air freight.

Air freight accounts for 40% of emissions despite representing only 10% of flows. Road transportation therefore represents almost 95% of our B2B flows to our retailers, and 75% of our B2C flows to our customers.

In 2025, several logistics flows were optimized in order to further strengthen the use of road transportation as a substitute for air transportation. This change will notably concern deliveries to Switzerland and Canada, made possible thanks to the opening of our new warehouse.



Evolution by mode of transportation - outbound (Kg CO₂e)



outbound transportation

Today, we are nevertheless reaching **a ceiling in our ability to further increase the share of road transportation.**

Almost all markets that can be served by this mode of transportation already are. The only option that would allow us to further reduce transportation-related emissions would be to open new warehouses, in order to bring storage locations even closer to end markets.

In this context, our leverage largely depends on our transportation partners' ability to **evolve their logistics solutions**. They continue to roll out innovations aimed at reducing the carbon impact of transportation, notably through hub optimization, the use of alternative fuels, the development of electric trucks, and improving the ratio of emissions per kilogram transported and per kilometer travelled.

Area for improvement

Even though our choices remain constrained by the solutions available on the market, we make sure to select our transportation partners **based on their commitments and progress in reducing emissions**. In this regard, we have subscribed for the past two years to DHL's GoGreen program, which includes mechanisms to offset CO₂ emissions.

In addition, we plan to carry out a comparative **study of the road transportation solutions offered by our carriers** (fuel types, fleet composition, environmental performance), in order to set a quantified target for **reducing CO₂ emissions per kilometer travelled**.

production

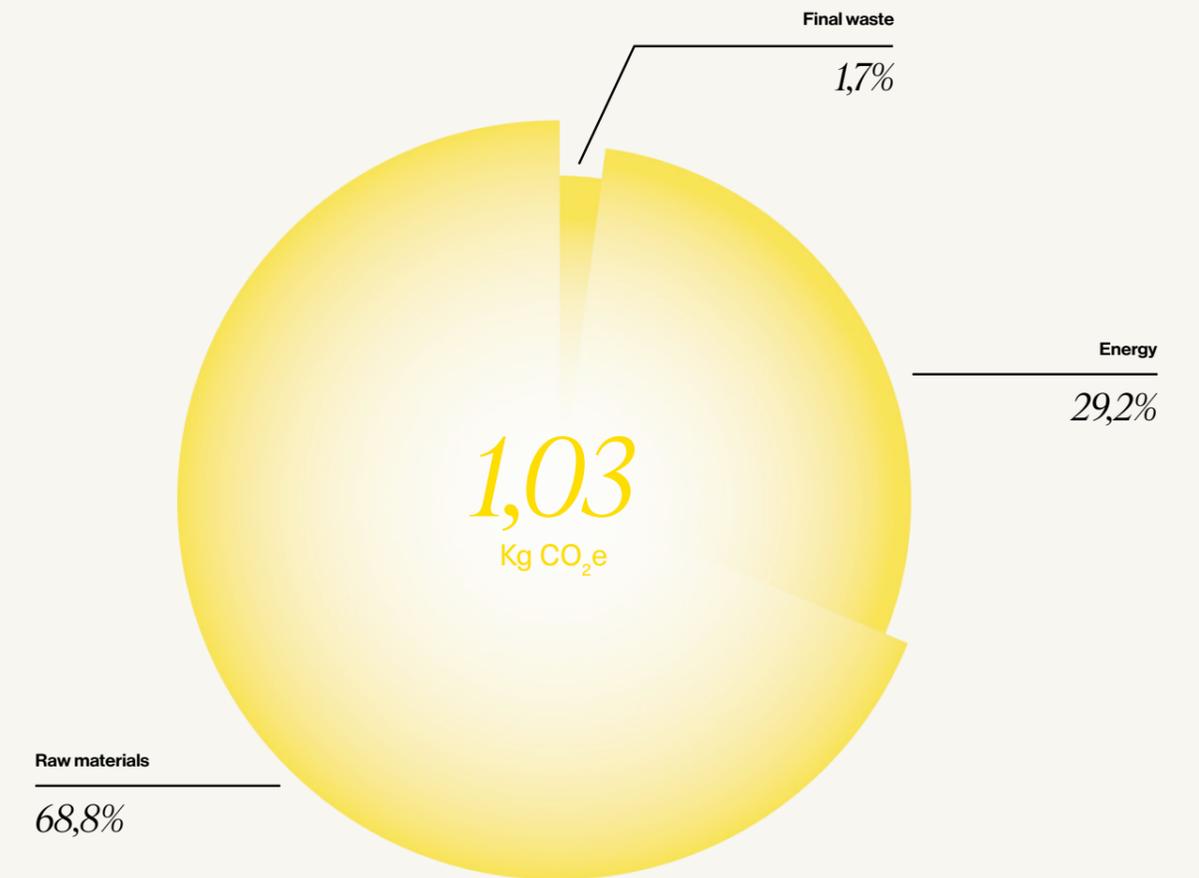
In 2024, CO₂ emissions linked to production increased by 34% compared to 2023. Emissions related specifically to frame production showed only a limited increase (+7%).

Changes in emissions(Kg CO₂e)



* of which 0.20 is due to the change in calculation method

Sources of emissions (Kg CO₂e)



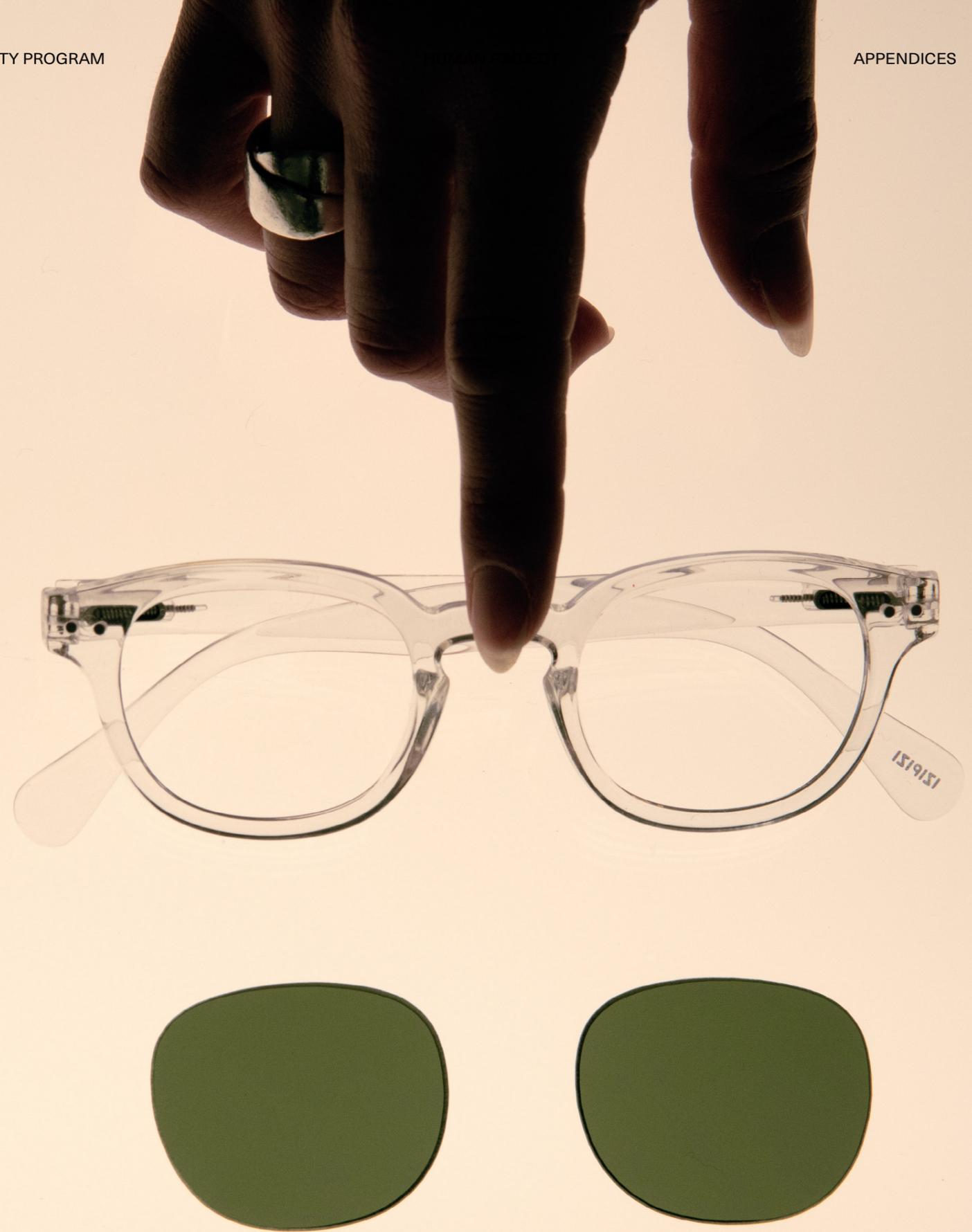
This change is mainly explained by business growth, and a refinement of our calculation methods — notably regarding the emission factors of the raw materials used in our packaging, which are now better taken into account in our analysis.

Raw materials now account for nearly **70% of emissions** for this category. Aware of this challenge, we have been working for several years on eco-design initiatives, focusing both on our frames and their packaging, in order to reduce the environmental impact from the earliest design stages. In particular, we plan to phase out high-emission materials such as textiles.

production

Beyond these actions on design and materials, additional reduction levers are available, directly linked to our suppliers' production methods, given their diverse contexts and practices.

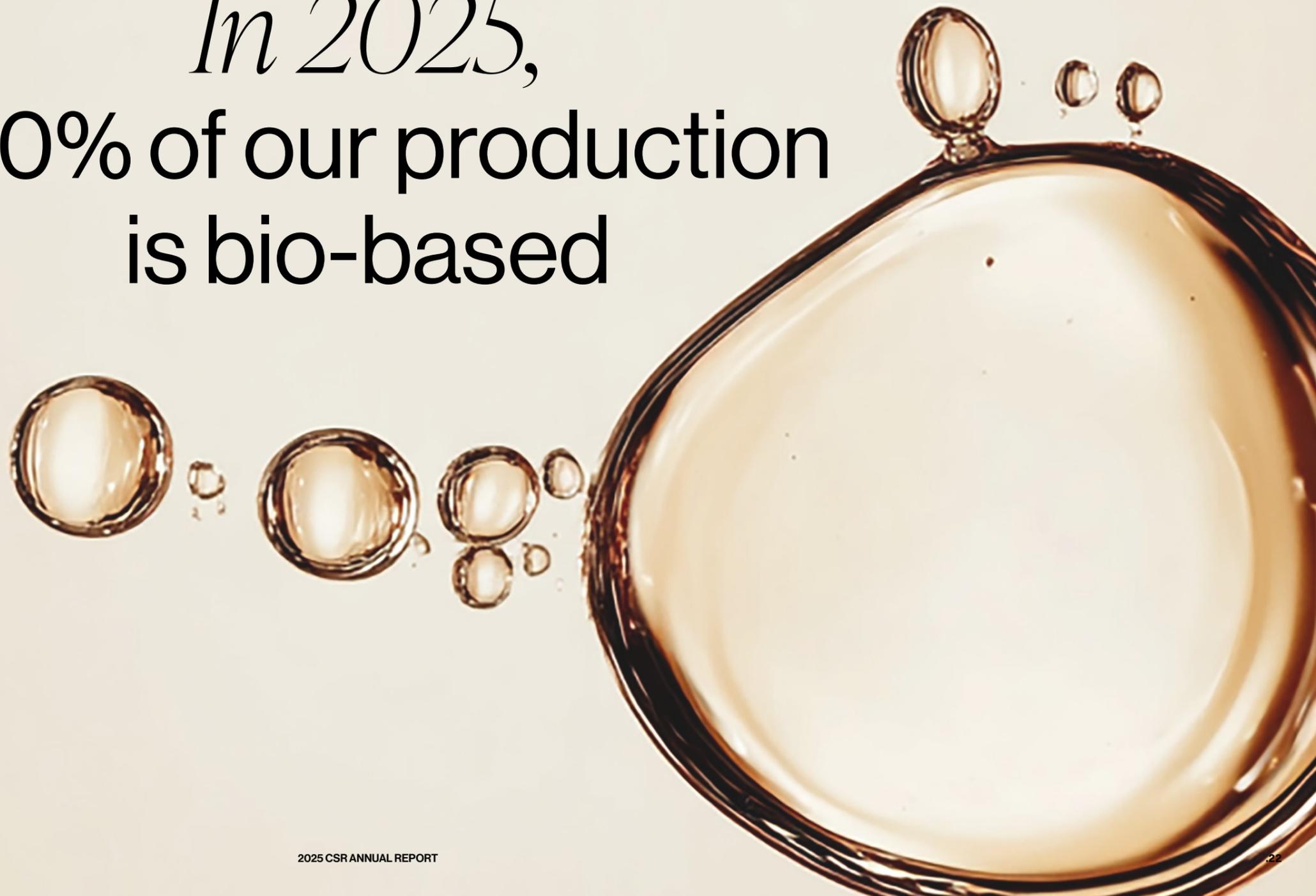
In order to better identify these levers, we plan to carry out a carbon footprint assessment by supplier and to implement a dedicated evaluation tool. This approach will allow us to define tailored action plans, in collaboration with our partners, with the objective of achieving a global and lasting reduction in CO₂ emissions linked to production.



sustainability



In 2025,
**100% of our production
is bio-based**



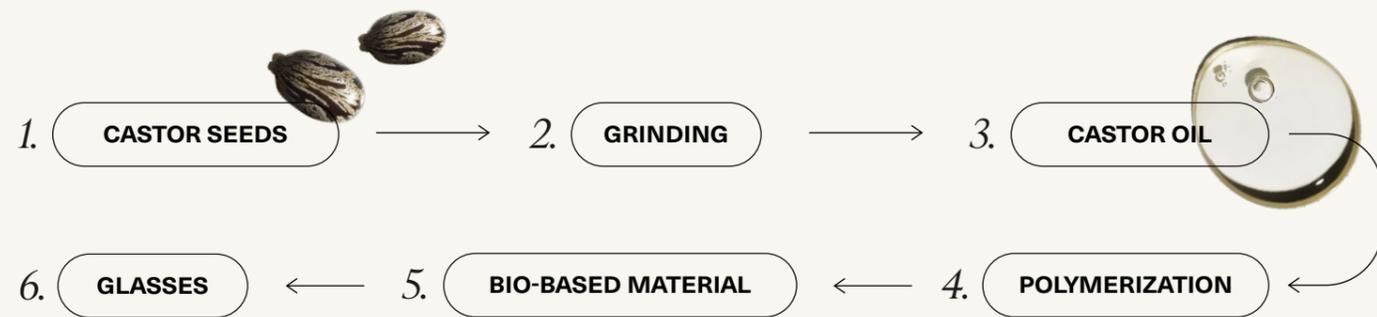
renewing our materials

Since 2018, we have been exploring **more sustainable alternatives to polycarbonate**, the material historically used to manufacture our frames. This approach involves addressing both **technical and economic challenges**: preserving the performance of our products while ensuring they remain accessible.

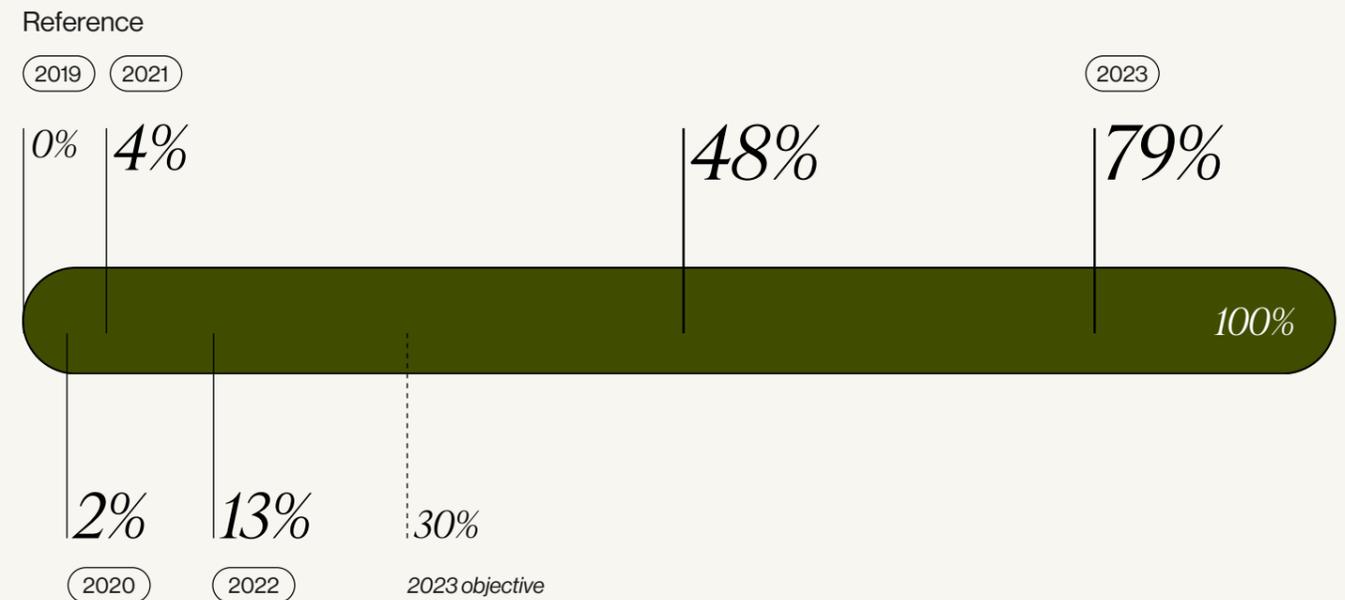
As early as 2021, we identified and tested Rilsan® G850 RNew, a **bio-based material made from 45% castor oil**, which significantly reduces reliance on fossil resources.

Today, we are proud to produce 100% of our permanent frames using bio-based materials.

Method of production of our bio-based materials:



Share of bio-based products in production:



Starting in 2022,

all of our new products were made using this material (excluding seasonal collections), before moving towards a larger-scale transformation aimed at gradually integrating it across our entire permanent production. At the same time, we upgraded the material used for our child models by adopting Pebax® 80 and BMNO, which are respectively **92% and 99% bio-based**.



renewing our materials

We are currently conducting tests on recycled materials with emission factors even more favorable than those of Rilsan® G850 RNew.

However, these materials do not all offer the same technical properties, particularly in terms of design possibilities.

We are therefore continuing our work to assess the opportunity to evolve our material mix depending on the desired outcomes, combining, where relevant, Rilsan® G850 RNew for certain types of models and other materials for different aesthetic results.



optimizing material

Injection sprue diagram



In order to extend the use of Rilsan® G850 RNew across all of our frames, we reviewed our entire production system to adapt our industrial tools to the specific characteristics of this material.

This transition also enabled us to **optimize material use in production by limiting unnecessary waste**. Reducing the volume of injection sprues resulted in material savings of approximately 1 tonne in 2023, nearly 4 tonnes in 2024, and more than 4 tonnes estimated in 2025.

In addition, the use of more sustainable materials has helped address quality issues identified with our historical material, thereby **extending the lifespan of our frames**. Thanks to this new material, the breakage rate of our frames has been reduced fivefold.

recycling

Since 2021, we have been collecting used pairs of glasses in our stores. However, before we can **give our glasses a second life**, we face volume-related challenges.

In order to integrate an existing recycling chain, the quantity of material required is extremely high: the necessary volumes correspond to **40,000 pairs of adult's frames and 80,000 pairs of child's frames**.

Beyond this volume constraint, the renewal of our materials requires us to study different recycling solutions depending on the type of plastic used.

We therefore need to distinguish between polycarbonate models — our historical material — and our bio-based frames, as the recycling channels and stakeholders differ for each material.

recycling

First leads for polycarbonate

Since 2024, we have carried out tests on our polycarbonate frames, which proved inconclusive. The latest trials conducted with ADEME, however, are promising.

Our challenge lies in the **diversity of materials** used in our pairs of glasses. A pair includes a plastic frame, but also metal parts — for example, to attach the temples to the front. Even when removing these elements upstream, **our frame materials are contaminated by metal residues**. The resulting plastic then loses its original properties — transparency and strength — which are what make the material valuable for further use.

We now know that **this recycled material cannot be reused to produce new frames** — which was our preferred circular approach. However, it can be used for furniture or decorative elements, and we are working on defining its future applications.



recycling

Recycling our bio-sourced frames

For our bio-based frames, we are gradually building sufficient volumes in order to integrate the Agiplast channel, the **recycling circuit of our Rilsan® G850 RNew supplier**.

The main constraint to reusing this material currently lies in the **prior removal of hinges and rivets**. As with polycarbonate, the material must be free of any metal parts in order **to preserve its technical properties**.

As part of a continuous improvement approach, we are continuing our **R&D work to design plastic hinges**. The development of mono-material models will therefore make it possible to expand the possibilities for reusing and recycling the material recovered from our glasses.

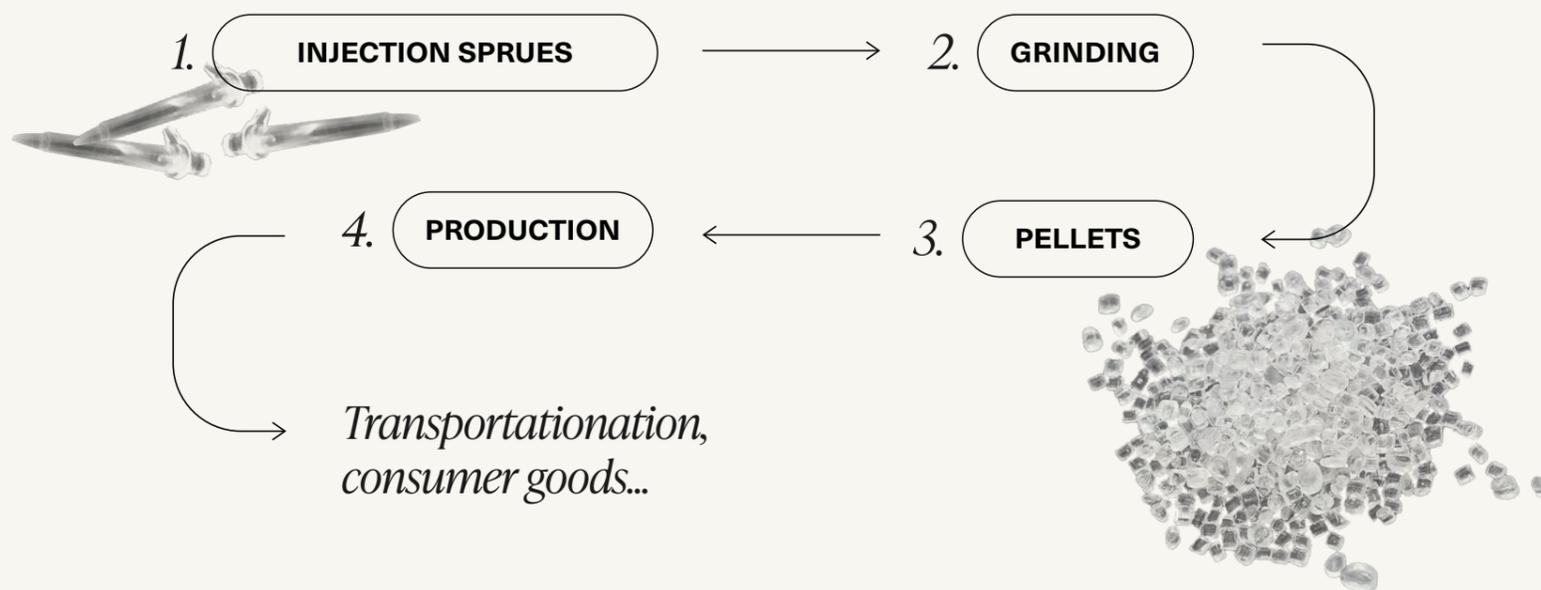
Expanding the collection of injection waste

Alongside the structuring projects carried out on our frames, we continue **collecting production waste initiated** with our historical supplier.

This approach has been **extended to other production sites**, with the collection of injection sprues, in order to allow the recovery and reuse of raw material.

In 2024, **5,429 kg of Rilsan® G850 were collected**.

The recovered material is then reused in other industries to manufacture a variety of objects.



Tomorrow

In the long term, we aim to integrate this practice into the specifications of all our future suppliers, in order to optimize material use and production across our entire value chain.



solidarity program

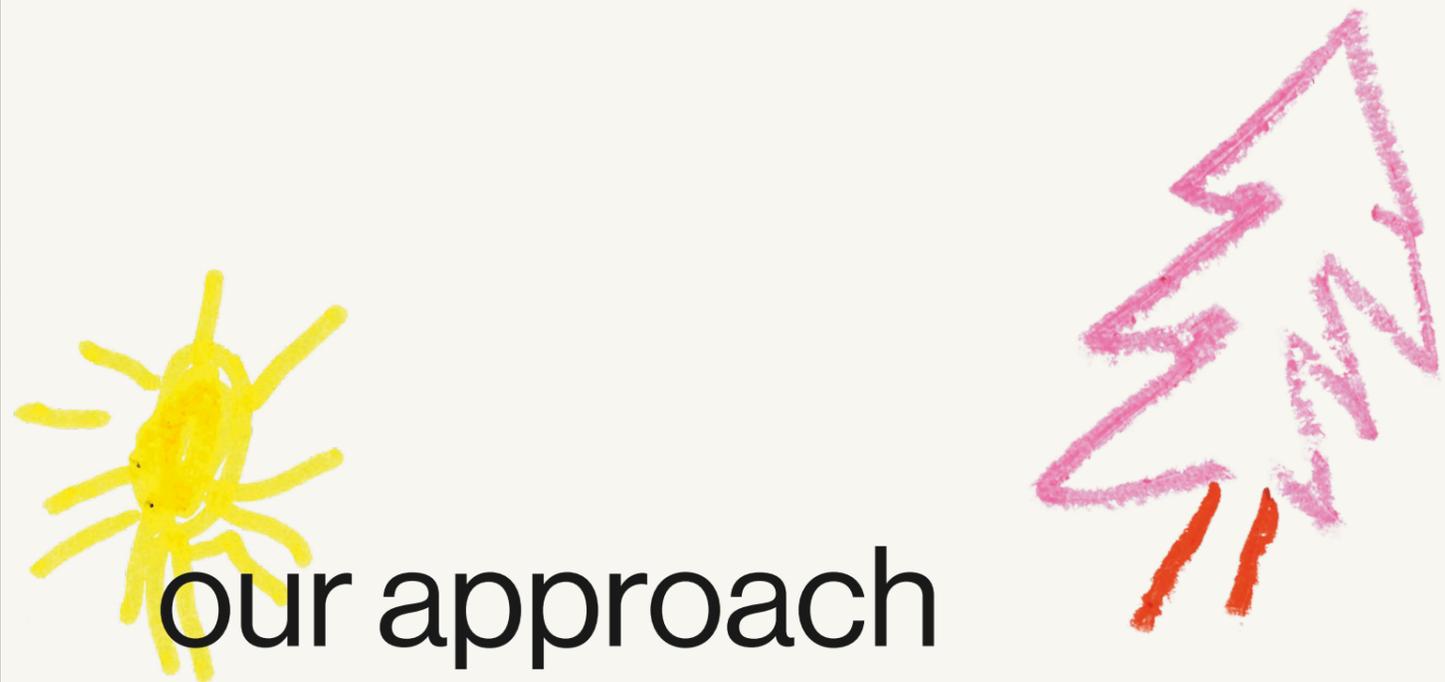




We are committed to supporting non-profit organizations working to

foster the well-being of children and families

by promoting protection, inclusion and equal opportunities.



our approach

At IZIPIZI, our commitment goes beyond designing everyday products.

True to our mission of **protecting families**, we support non-profit organizations that share our values of solidarity, responsibility and care for the most vulnerable.

Through these partnerships, we aim to act at our own scale in a concrete and lasting way, combining financial support, product donations and the mobilization of our teams.



a lasting partnership

Since 2021, IZIPIZI has been supporting *Union pour l'Enfance*, a public-interest association recognized since 1891, committed to supporting families in difficulty and protecting children.

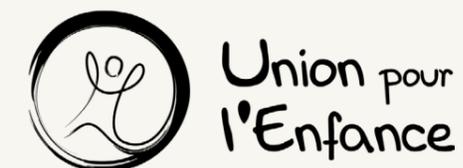
As a long-standing organization, *Union pour l'Enfance* works to offer children and their parents a secure environment that fosters autonomy, education and long-term social inclusion.



Our partnership is built around four complementary pillars:

- Financial support, notably for structuring projects such as the *Parcours pour la vie* program, which supports young people on their path to independence
- Regular product donations, for both the people supported and the volunteers
- Team involvement, through concrete actions such as taking part in youth employment forums or welcoming children during our Christmas Day
- The creation of a solidarity product, developed in collaboration with the association's children, with 50% of profits donated each year to Union pour l'Enfance

We will continue this partnership next year, with the ambition of increasing the association's visibility and continuing to create moments of sharing and joy for the children supported.



other solidarity commitments

Since 2023, IZIPIZI has been supporting the **Village des Enfants Extra-Ordinaires**, an association working for the inclusion of children with disabilities by developing living and reception spaces that foster their well-being, autonomy and support for families.

This support helps finance projects with strong social and educational impact, aimed at supporting relatives of children with disabilities and raising public awareness of issues related to disability and inclusion.

In addition to these structuring partnerships, we also continue our commitment through one-off solidarity actions. In particular, we continue to donate pairs of glasses to organizations that express a need, in order to respond in a concrete and adapted way to situations encountered in the field.





human project





Investing in our teams, the drivers of our sustainable performance

our values

Our values reflect the way each of us commits every day to the entrepreneurial journey that is IZIPIZI. They make us a close-knit and engaged team, and they shape each of our interactions.

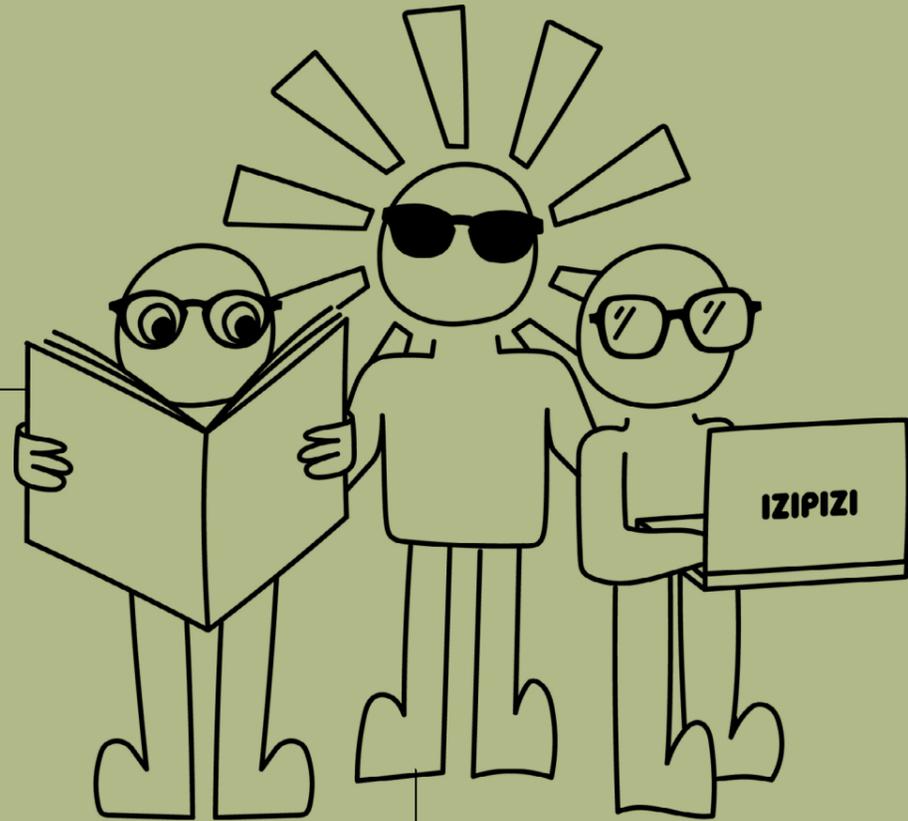


Be positive

We cultivate optimism and open-mindedness to unleash energy, promote well-being and stimulate creativity.

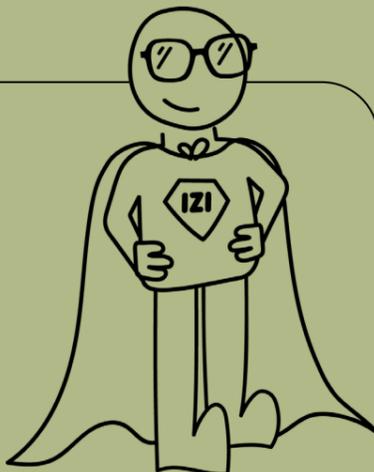
Play as a team

We know that together, we can go further. Sharing and fun are our secret to our success to stay united and supportive.



Make the difference

We see every challenge as an opportunity to progress, push ourselves and be proud of the journey.



people at the heart of our strategy

We firmly believe that our teams are our greatest strength, and that the power of collective spirit is the foundation of our success. That is why we have always placed our Human Project at the heart of our company strategy.

Building together

For more than 15 years, we have chosen to make IZIPIZI a **collective entrepreneurial journey**. Every contribution matters, and we build our success on our ability to work and grow together.

Sharing a clear collective vision and objectives transparently is essential to engage our teams and give meaning to their work — just as regularly sharing our results is.

Our goal: that everyone can fully contribute within a collaborative and co-constructive approach that drives performance.

Growing together

The development of our teams lies at the heart of our Human Project. We are committed to developing our talents, encouraging internal mobility so we can go further together.

In 2025, 62% of our teams benefited from training, and 16% were promoted.

Employee development must be supported to ensure it takes place smoothly. Our managers are therefore systematically trained and evaluated each year — both by their own manager and by their team members — on their ability to create meaning and support their teams' growth.

Our goal: that everyone can fully realize their potential within a framework that fosters mobility and support.





people at the heart of our strategy

Living together

Particular care is given to our **working environment**: we are committed to making everyday life easier and smoother for our teams.

Beyond warm offices and flexible remote-working arrangements, we are actively committed to professional equality between women and men. Our 2025 **gender equality index reached 86/100**, reflecting our constant vigilance on fairness and career development.

We also pay special attention to vulnerabilities, convinced that they can become real strengths for the collective. This commitment is reflected in disability awareness initiatives, notably during the EDEW, as well as a progressive inclusion approach within the company. We therefore work to guarantee equal opportunities, to recognize the diversity of profiles, and to ensure there is no difference in treatment.

Our goal

That everyone feels included and valued fairly, in an environment that fosters well-being.

commitments assessed by our employees

As part of a continuous improvement approach, and to ensure our actions are as targeted as possible, we have implemented quarterly anonymous surveys within each team. These surveys enable us to define very short-term action plans, with quick corrective measures if needed.

Our employees are also consulted each year to share feedback on their employee experience, their trust in management and their quality of life at work, as part of the Great Place To Work certification. This survey allows us to track key KPIs over time, in order to assess our HR performance regularly and benchmark it against the market.

We are proud that IZIPIZI has been certified **Great Place To Work for the fifth consecutive year.**

Tomorrow

Our commitment to our teams evolves every day to better address each individual's challenges. For the year ahead, our areas of improvement focus on key priorities:

- Expanding training and development for our teams
- Training our managers to take care of their teams by creating the conditions for a work environment that supports both physical and psychological well-being
- Clarifying our compensation and career development policies in order to strengthen transparency

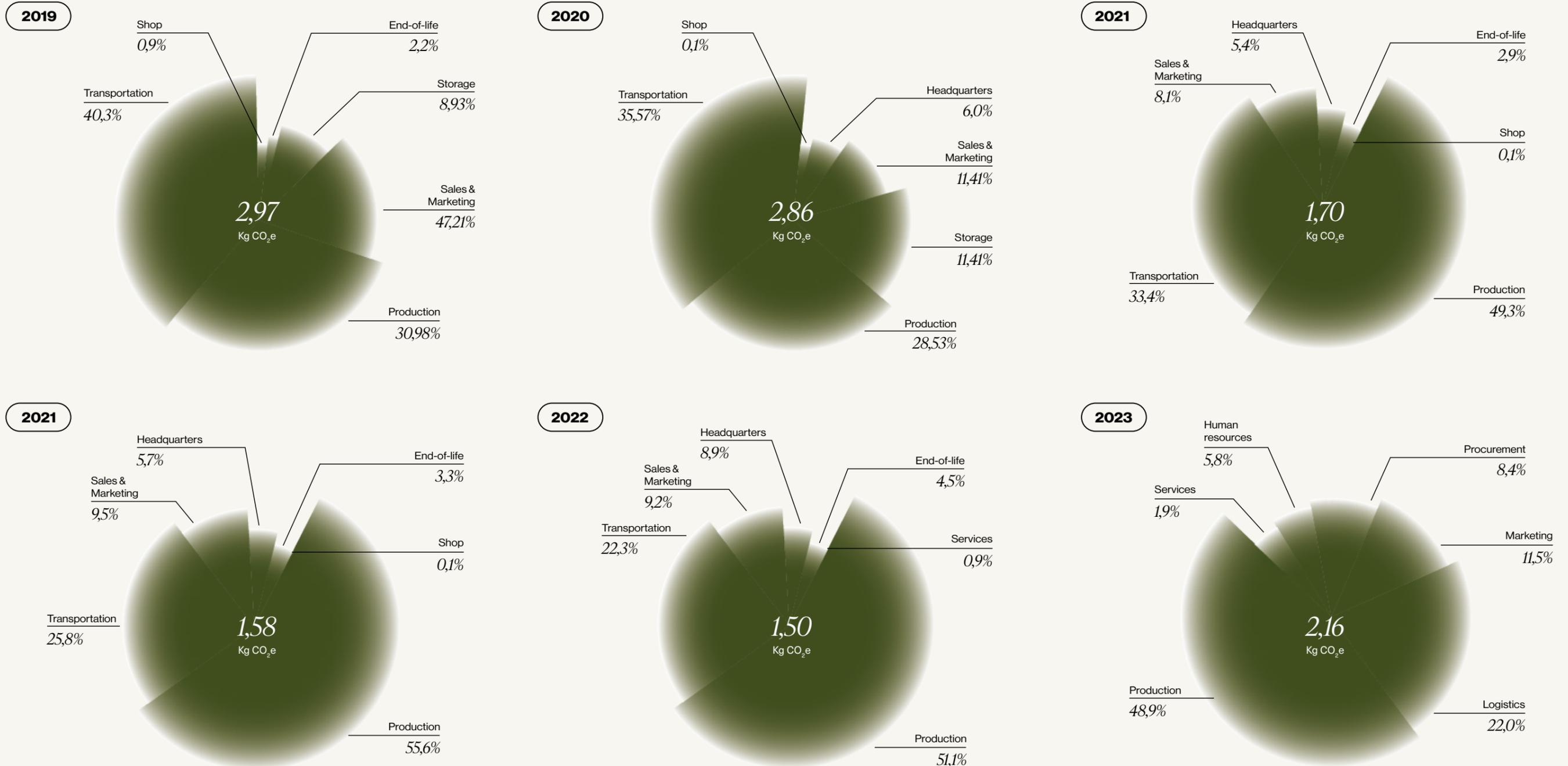
**Great
Place
To
Work®**



appendices

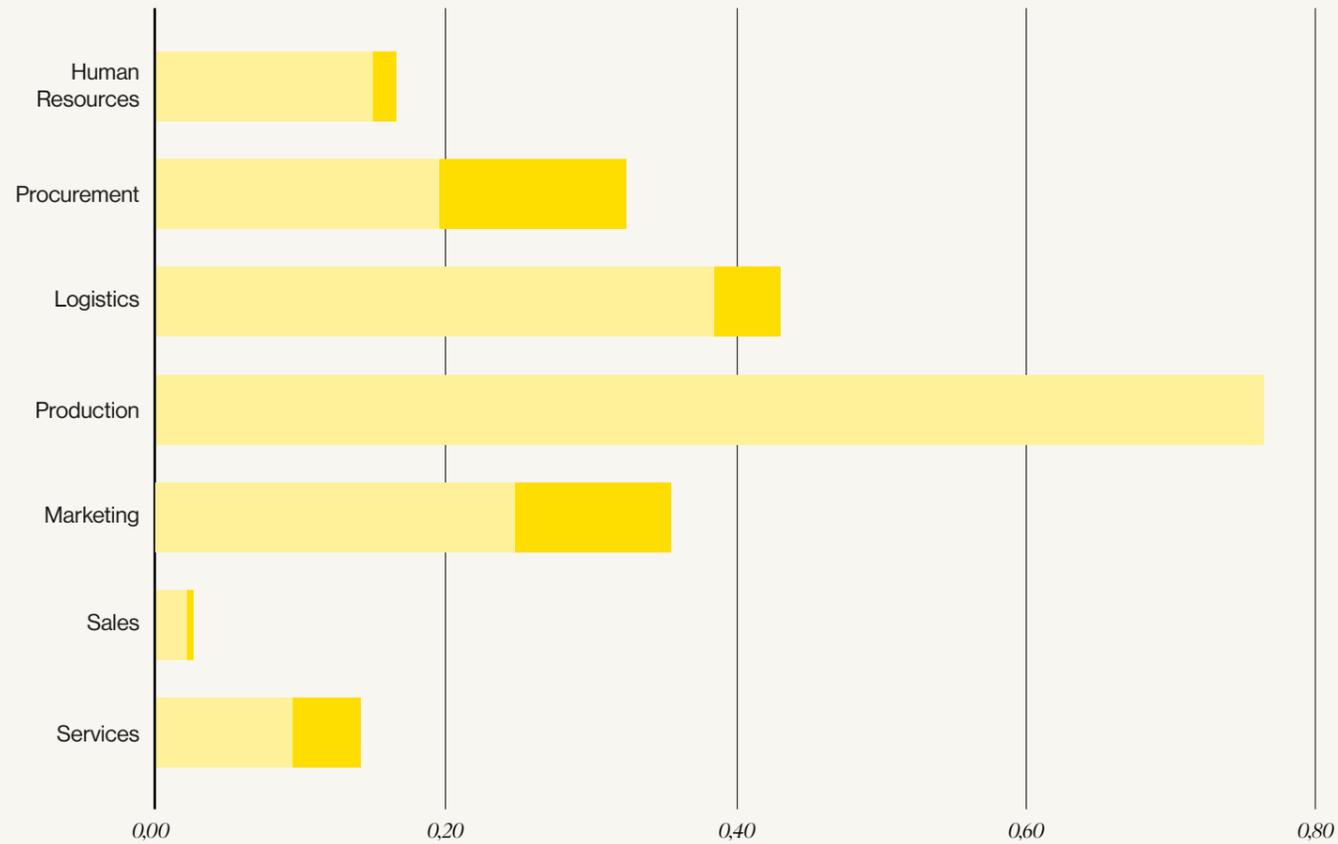
carbon footprint assessment

emissions by business area

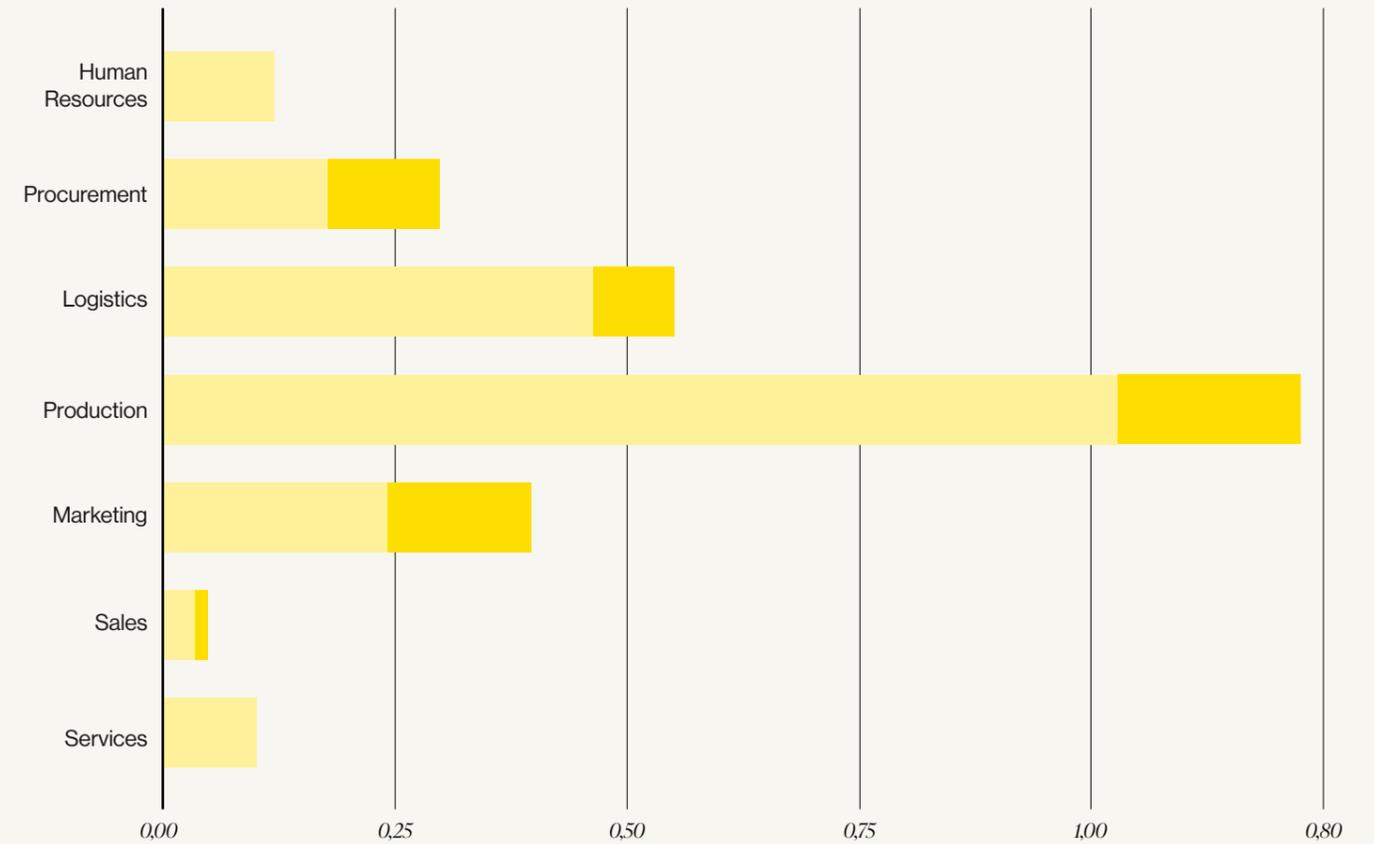


impact of calculation method

Comparable Expanded scope



Carbon emissions 2023
impact of calculation method



Carbon emissions 2024
impact of calculation method

emissions breakdown

by pairs of glasses

	2019	2020	2021	2022	2023	2024
HUMAN RESOURCES	0,23	0,04	0,03	0,06	0,15	0,12
PROCUREMENT	0,03	0,14	0,07	0,06	0,20	0,18
LOGISTICS	1,45	1,49	0,57	0,41	0,38	0,46
PRODUCTION	0,90	0,82	0,84	0,88	0,77	1,03
MARKETING	0,21	0,23	0,10	0,09	0,25	0,24
SALES	0,09	0,09	0,05	0,02	0,02	0,03
SERVICES	0,07	0,05	0,05	0,05	0,09	0,10
TOTAL	<i>2,97</i>	<i>2,86</i>	<i>1,70</i>	<i>1,58</i>	<i>1,86</i>	<i>2,16</i>

emissions breakdown

by pairs of glasses

	2019	2020	2021	2022	2023	2024
INBOUND	0,35	0,39	0,26	0,08	0,05	0,13
OUTBOUND	0,83	0,62	0,30	0,32	0,28	0,23
FREIGHT	0,01	0,01	0,01	0,01	0,02	0,03
INTER-WAREHOUSES						0,01
TOTAL	<i>1,18</i>	<i>1,82</i>	<i>0,57</i>	<i>0,41</i>	<i>0,35</i>	<i>0,40</i>

INBOUND TRANSPORTATION	2019	2020	2021	2022	2023	2024
ROAD	0,02	0,00	0,00	0,01	0,00	
SEA	0,05	0,08	0,03	0,04	0,03	0,04
RAIL		0,00				0,00
AIR	0,28	0,31	0,22	0,04	0,02	0,09
TOTAL	<i>0,35</i>	<i>0,39</i>	<i>0,26</i>	<i>0,08</i>	<i>0,05</i>	<i>0,13</i>

OUTBOUND TRANSPORTATION	2019	2020	2021	2022	2023	2024
ROAD	0,07	0,01	0,01	0,10	0,14	0,13
SEA	0,00					
AIR	0,75	0,61	0,30	0,21	0,14	0,09
TOTAL	<i>0,83</i>	<i>0,62</i>	<i>0,30</i>	<i>0,32</i>	<i>0,28</i>	<i>0,23</i>

emissions breakdown

by pairs of glasses

PRODUCTION	2019	2020	2021	2022	2023	2024
ACCESSORIES				0,01	0,00	
GLASSES	0,80	0,72	0,77	0,77	0,63	0,67
PACKAGING	0,09	0,09	0,03	0,07	0,10	0,35
POUCH	0,01	0,01	0,04	0,03	0,04	0,00
TOTAL	<i>0,90</i>	<i>0,82</i>	<i>0,84</i>	<i>0,88</i>	<i>0,77</i>	<i>1,03</i>

MARKETING	2019	2020	2021	2022	2023	2024
OFFLINE ADVERTISING	0,04	0,07	0,04	0,04	0,08	0,07
ONLINE ADVERTISING	0,16	0,16	0,06	0,05	0,17	0,18
TOTAL	<i>0,21</i>	<i>0,23</i>	<i>0,10</i>	<i>0,09</i>	<i>0,25</i>	<i>0,24</i>
SALES	2019	2020	2021	2022	2023	2024
DIGITAL TOOLS	0,09	0,09	0,05	0,02	0,01	0,01
TRAVEL					0,01	0,01
OVERHEAD COSTS					0,00	
PREMISES	0,00	0,00	0,00	0,00	0,00	0,01
TOTAL	<i>0,00</i>	<i>0,09</i>	<i>0,05</i>	<i>0,02</i>	<i>0,02</i>	<i>0,03</i>



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