## CORPORATE Social Responsibility Report 2021



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## **EDITORIAL** LIVE FULLY, LIVE RESPECTFULLY!



Throughout the year, Aigle designs clothes, boots and accessories... But not only that. Beyond the items we create, we have our commitments. They have always been there, behind every boot produced in France, behind our choices to offer clothes tailored for the outdoors. These strong convictions translate into concrete actions, and the will to act beyond our collections. These commitments have become a purpose: in 2020, we enshrined the desire to "enable everyone to make the most of their experiences without leaving any trace but their footprints" in our statutes. By becoming a purpose-driven company, we now have a compass that unites the entire company in one direction. In uncertain times, this purpose gives meaning to our daily work.

In 2021, Aigle therefore continued to advocate for more sustainable fashion, through three avenues for improvement: products (to manage our ecological impact), the planet (to protect biodiversity) and humanity - because we believe in

collective change. Therefore, this annual document lists and details each of the brand's CSR commitments. It contains major changes that reflect our ambition to make things happen on a large scale, and more modest decisions that also show we believe in small steps, which when added together can make a difference.

The program consists of an enhancement of our French manufacturing, a boost given to La Caserne, the transfer of part of the production of our children's boots in France, a Positive Friday to celebrate second hand items with our Second Souffle platform... And obviously our first year as a purpose-driven company. The opportunity to extend some ways of doing things and reinvent others to create clothes and accessories that are more ethical than ever. A work as ambitious as it is necessary, implemented throughout the year with our teams, partners and suppliers that allow us to get closer each day to our objectives and create a committed community.

# BUSINESS Model



## **ABOUT THE COMPANY**

Founded in 1853 by Hiram Hutchinson, Aigle preserves a unique sense of craftsmanship, exemplified by our iconic French-made natural rubber boots. Clothing and accessories designed for everyday life: designs that combine style & function, fashionable and fit for all weathers.

By championing French craftsmanship, designing pieces that are made to last and constantly increasing the amount of recycled materials in our collections, Aigle has made a commitment to limit its environmental impact and help to take care of the planet.

A subsidiary of the MF Brands Group, operating in 20 countries through 387 outlets (subsidiaries and partners), the demand for quality and attention to detail are at the heart of the design of the collections to guarantee a fair and long-lasting product.

Since April 2021, the brand has spread throughout the world thanks to a website that can be accessed in more than 220 geographical areas.

### **AIGLE'S FOUNDATIONS**

Our brand pillars expresses and formalises Aigle's identity and positioning.

#### PURPOSE



### **OUR VALUES & EXPERTISE**

- Sincerity We speak our mind and never pretend to be something else
- Generosity We give more than what is expected
- Strength Derived from nature
- Commitment Hutchinson as a symbol
- Freedom Go outside and be active, whatever the weather

**Master boot-makers** since 1853, with expertise unique to France, Aigle makes the majority of its boots by hand, in the Ingrandes-sur-Vienne factory, preserving a tradition of unique craftsmanship.

200 craftsmen work every day, paying the utmost attention to detail: it takes 2 years a master boot-maker to master the 60 steps involved in making a natural rubber boot.

In the boot category, we have constantly innovated and segmented our offerings so that they are aimed at all our customers: children's boots, lifestyle boots or boot lines dedicated to gardening.

Aigle is also one of the leading brands in the clothing and footwear categories: parkas, jackets, fleeces, shoes and accessories. To do this, we rely on suppliers who are experts in technical materials and their manufacturing, thus guaranteeing high-performance protection for our customers.



#### **OUR GOVERNANCE**

Globalisation and internationalisation of the organisation.



Since June 2019, **Sandrine Conseiller**, Chief Executive Officer of Aigle, has been accompanied by a Joint Executive Committee, enabling worldwide management of the brand in all of its markets.

### **A NEW ARTISTIC DIRECTION**

In October 2020, the Études Studio team members -Aurélien Arbet, Jérémie Egry, and José Lamali - were appointed as artistic directors at Aigle. Their daring and innovative vision was the perfect match for Aigle's century-old and engaged craftsmanship.

Simultaneously a fashion brand, a creative label, and a publishing house, Paris-based Études Studio has worked on a variety of projects since its creation in 2012. Now, this trio



of artistic directors is creating a new chapter in Aigle's history. Curiosity for new models of urban life, a keen interest in French-made products, a desire for fashion focused on the essentials in harmony with nature: all values shared by Aigle, Aurélien, Jérémie and José.

The arrival of Études within Aigle's artistic direction is part of the strategy to offer enduring fashion with high creative value, for all weathers and forever.

The Spring/Summer 2022 'Explore' collection is the first collection designed entirely by our artistic directors. Fashion is explored differently with a desire to innovate and with reinterpreted codes. Sustainability is the guiding principle of this upcoming collection:

- 41% of the collection is sustainable
- 100% of paddings are made of recycled polyester
- 91% is PFC Free

68% of the FW2022 collection is eco-designed.

### **OUR AMBITION**

In 2021, AIGLE achieved €335 million in brand sales, up 20% from 2020.

Our ambition is to continue to grow - by increasing profitability and reducing our company's carbon footprint.



### **A GLOBAL PRESENCE**



### THE DISTRIBUTION OF TURNOVER BY PRODUCT CATEGORY











GROWTH\*: + 19% €210 MILLION



GROWTH\*: + 10% €28 MILLION



GROWTH\*: + 24% €91 MILLION



GROWTH\*: + 24% €6 MILLION

### **OUR PEOPLE**





# WORLD









\* Growth vs 2020

## ONE YEAR AS A PURPOSE-DRIVEN COMPANY...

For almost 170 years, we have moved with the times, staying alert and listening to the world around us.

"To allow everyone to fully live experiences without leaving any other trace than those of their footsteps."

This purpose highlights not only the **pioneering spirit of Aigle** – the first heritage fashion brand to become a Purpose Driven company in December 2020 – but also its **investment in designing sustainable products, created with a real desire to make a positive impact.** This purpose also includes a strong ambition that stretches beyond our company: **to protect our planet so we can continue to enjoy it fully.** 

**Aigle officially became a purpose-driven company one year ago.** This symbolises the work that the teams have completed on the road to have a Positive Impact, and our willingness to accelerate and go even further, one step at a time.

The concept of a "purpose-driven company", introduced by the PACTE Law, enables a commercial company to integrate social and environmental objectives into its statutes, to which it devotes resources and monitoring.

A Purpose Committee is responsible for regularly verifying whether the company's management decisions are consistent with our purpose.

It met for the first time on 19 March 2021 - the day of the global climate change march. It met 4 times throughout the year to set our objectives and support us on these 5 commitments:

- 1. To design sustainable products: target of 100% sustainable products by 2028.
- 2. To select suppliers that comply with UN Global Compact principles: to have 100% of suppliers that comply with the UN Global Compact principles by 2022.
- 3. To encourage environmentally sensitive behaviour in the workplace: conferences organised to raise awareness of environmental and social issues, implementation of a recycling and waste sorting system at the Head Office, internal proposal for ecomobility with our partner Zenride.

- 4. To raise awareness of the circular economy and to protect the environment: target of equipping 50% of stores with an I:CO collection box in 2022, strengthen in-store repair workshops with Tilli Couture, increase awareness of our second-hand platform Second Souffle.
- 5. To support initiatives that protect the environment: support for the LPO, Merci Raymond, target of reducing our carbon footprint by -46% by 2030\*.

Each year, the Purpose Committee must issue a purpose report on these commitments.

\*Our target of -46% can be divided into two goals:

- an absolute reduction target of -46% for Scope 1 and 2

- a reduction target of relative value of -46% per product sold for Scope 3

## **OUR CSR POLICY**

Since its creation, Aigle has been active when it comes to sustainable development issues.

In 2020, a concrete transition based upon our Aigle Positive Impact plan was initiated. In 2021, it continued to inspire our course of action.

It is the backbone of our corporate strategy, upon which we base all of our actions. This program of commitments guides our objectives and actions towards the stepwise creation of sustainable and desirable fashion.

This plan is based on 3 founding pillars upon that shape all of our actions:



**Our Purpose** 

To allow everyone to fully live experiences without leaving any other trace than those of their footsteps.



### SOME HIGHLIGHTS OF AIGLE POSITIVE IMPACT IN 2021

A sustainable collaboration WITH FAGUO



#### **CIRCULAR FASHION**

Raising awareness in our communities of our second-hand platform Second Souffle, in-store I:CO collection box, in-store repair workshops.

A new

partnership



#### **-46%** BY 2030 - SBTI COMMITTMENT

Objective to reduce our carbon footprint across Scopes 1, 2 and 3.

with **LWG** 

Alliance FASHION with PACT THE FASHION PACT

FOOTBRIDGE

#### ORIGINE FRANCE GARANTIE LABELLING SINCE 2016

Initiation of the Traceability project with FOOTBRIDGE

Our suppliers are aligned with the principles of **THE UN GLOBAL COMPACT** 



Our Positive Friday on 26/11 with 48 OF OUR STORES AND OUR E-SHOP CLOSED IN OVER 220 COUNTRIES



Partnership with

LA CASERNE, The 1<sup>st</sup> incubator dedicated to sustainable fashion and design in Europe.





### **CATEGORIZATION OF OUR RISKS**

The risk analysis allowed us to determine our social, environmental, and societal responsibility issues that we followed in 2021 in order to move forward effectively, one step at a time.

In response to these issues, and as a result of this report, key monitoring indicators have been identified.

#### **1. SOCIAL ISSUES: PEOPLE AT THE HEART OF OUR BUSINESS PLAN**

- Social dialogue and quality of life at work
- The health and safety of our employees and our customers
- Developing & maintening expertise
- People at the heart of our development

#### 2. ENVIRONMENTAL ISSUES: INNOVATION AND PRODUCTS FOR THE PLANET

- Analysis of our carbon footprint, a pillar of our #aiglepositiveimpact plan
- Reducing our carbon footprint, a fundamental aspect of our energy consumption and transport
- Reducing our carbon footprint, a fundamental aspect of our durable and sustainable collections
- Reducing our carbon footprint, a new fashion & committed concept store
- Streamlining our production systems
- Concrete actions to preserve biodiversity

#### **3. SOCIETAL ISSUES: RAISING AWARENESS AND TAKING ACTION FOR THE FUTURE**

- · Ecological transition: a collective endeavour
- Shared commitments with our suppliers and partners
- Raising awareness of circular fashion in our communities
- · Being united in our charitable donations to support those in need
- Bringing our commitments to life in our workplaces and in our communities

## **OUR RISK MAPPING**

Aigle defines a risk as the possibility that an event may have consequences that could affect human, environmental, material, financial, and reputational capital. This table presents and describes the main non-financial risks identified within the business. The assessment of these risks is an ongoing process and can be added to as the internal and/or external context changes. To identify our main CSR risks and challenges, we have used the Grenelle II reference framework and conducted benchmarking exercises of sectoral practices. The methodology of the risk map is described in the methodological note.



Category of non-financial information with which a risk may be associated



Definition of the risk and justification of its significance

▼

Climate change, energy and water       Climate change       Risk of raw material supply disruption         Energy needs, renewable energy, and water       Management of energy and water bills, price increases         Circular Economy       Efficiency of recycled and upcycled materials       Decrease in quality and technicality         Waste recovery       Increase in management costs         Biodiversity       Degradation of biodiversity       Use of natural raw materials that may impact biodiversity					
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Circular Economy       and upcycled materials         Waste recovery       Increase in management costs         Biodiversity       Degradation of biodiversity       Use of natural raw materials that may impact biodiversity					
Waste recovery         Increase in management costs           Biodiversity         Degradation of biodiversity         Use of natural raw materials that may impact biodiversity					
that may impact biodiversity					
SOCIAL/SOCIETAL					
Global Health and Safety Pandemic and health risk for the company and employees, factory and store closures, office closures					
Health and Safety         Occupational Health and Safety         Quality of life at work, accidents, illness, psychosocial risks, brand risk, attracting new ta direct and indirect social costs (AT/MP contribut					
Health and Safety in stores Customer safety in stores, accidents					
Attracting and recruiting new talent         Loss of talent contributing to the value of the company, lack of planning for business developments					
and Expertise         Training and expertise         Maintaining our expertise, losing the expertise needed to meet business needs					
Quality Employee commitment Loss of employee commitment to the project, meaning and values					
of management and social dialogue         Social relations         Deterioration of the social environment, loss of productivity, strikes					
Diversity Attracting talent, brand risk					
Equal treatment         Discrimination         Brand risk, risk of bad feelings					
Product/service quality and customer relationsCustomer dissatisfaction, lack of loyalty, drop in cart amount, poor brand image, loss of turnover					
Societal commitments Management and knowledge of the supply chain Reputational risk, supply disruptions, production cost management					
Animal welfare Brand risk					
ANTI-CORRUPTION					
Anti-Corruption         Corruption/Ethics         No Integrity and/or loyalty, loss of trust in partner relations, internal and external fraud/corruption risk of fines, brand risk					
HUMAN RIGHTS					
Human RightsHuman Rights within our suppliersViolation of human rights, fundamental freedom and personal health and safety Reputational ris loss of consumer trust.					



## **SOCIAL ISSUES** PEOPLE AT THE HEART OF OUR BUSINESS PLAN





Aigle is committed to a social and human policy that is aligned with its values, and is convinced that employees who enjoy their work make a lasting contribution to the performance of the business. That's why quality of life at work is at the heart of the company's concerns. Aigle provides tools and a work environment in which employees can express themselves and operate freely.

Our Aigle Positive Impact plan and our purpose are also powerful levers of engagement and boost team dynamics in a way that directly creates value for the business.

## SOCIAL DIALOGUE AND QUALITY OF LIFE AT WORK

### **AN ESSENTIAL SOCIAL DIALOGUE**

With the ongoing health crisis, social dialogue has never been more important in order to be able to adapt work organization in different scenarios.

Staff representatives are regularly involved and consulted to lead joint discussions on employability, working conditions and quality of life at work.

In 2021, social dialogue led to two company agreements being signed - one on Mandatory Annual Negotiations and one on disability.

In addition to the CSSCT (occupational safety and health committee), housing, training and professional equality committees, we also met with employee representatives to discuss topics such as:

- Disability with a 3-year action plan,
- Mutual insurance and social security, to improve guarantees,
- Collective catering with the installation of a new service provider at our Ingrandes site, API catering, committed to responsible catering.



Performance indicators

Number of meetings with staff representative bodies: **50 meetings held in 2021** vs 51 in 2020.

Number of agreements in force giving rise to an annual monitoring committee: 2 in 2021 vs 5 in 2020

### **REVIEW OF OUR COMPANY AGREEMENTS**

A new agreement on disability was signed for three years (2021 to 2023) with trade unions and employers' organizations to promote the employment and retention of employees with disabilities, following a first agreement signed in 2018.

In practical terms, 22 Aigle employees with disabilities are currently supported by Mission Handicap; that's a 50% increase in our workers with disabilities thanks to the actions implemented in the agreement.

This commitment is fully consistent with our social and societal responsibility for equal opportunities and non-discrimination.



In order to take advantage of the remote working experience of 2020 and 2021, a remote work agreement is scheduled to be negotiated in 2022, replacing the agreement that was previously in force and supplementing it with appropriate measures.

### **SUPPORTING OUR EMPLOYEES**

#### The support offered by our partner FOCSIE

Concerned about the well-being of its employees and aware of the difficulties encountered by some of them on various issues (personal, financial, family, etc.), Aigle set up a support unit during the 2<sup>nd</sup> half of 2021, with a professional support available on-site every 15 days.

### DIVERSITY AT AIGLE – MEASURES FOR WORKERS WITH DISABILITIES

In 2018, Aigle International made a commitment by signing a company agreement for a 3-year disability plan, to pursue the following objectives:

- 1. Informing and raising awareness among employees about disability
- 2. Stepping up recruitment and integration of people with disabilities on permanent contracts and fixed-term contracts
- 3. Promoting the emergence of declaring disabilities among current employees
- 4. Promoting the continued employment of people with disabilities
- **5.** Continuing the development of the services entrusted to the protected sector (ESAT [working with the sheltered employment sector] or EA [adapted enterprises]).

In keeping with previous years, throughout 2021 we took several actions to recruit people with disabilities on permanent contracts and fixed-term contracts, in line with our agreement:

> We registered for the second year at Hello Handicap and took part in the recruitment sessions in May and October.

**Hello Handicap** is the largest online and mobile recruitment fair dedicated to candidates with disabilities. For Aigle, participating in this event is a great opportunity to recruit the profiles we are looking for and to affirm our solidarity and social commitment to a very wide audience.

> We have also signed a contract with Clever Connect so that all our job offers published on our Talent Soft HR IS can be posted on the AGEFIPH website, a French non-profit organisation that helps disabled



people find employment, to maximise the number of disabled candidates we reach.





2022 will be marked by several events to continue our commitment to the inclusion of disabled workers: sessions to raise awareness among our employees, creation of training modules on our e-learning platform, more regular communications on the topic.

### FOR GENDER EQUALITY - 2021 INDEX

Since the Professional Future Law of 5 September 2018, Aigle International has published its Gender Equality Index every year.

In accordance with Decree No. 2019-15 of 8 January 2019, this index (out of 100 points) is calculated using five indicators taking into account our total workforce:

- Indicator 1. Gender pay gap (/40 points)
- Indicator 2. Difference in individual raises between women & men (/20 points)
- Indicator 3. Difference in promotion rates between women & men (/15 points)
- **Indicator 4.** Percentage of female employees who received a raise within one year of returning from maternity leave (/15 points)
- Indicator 5. Number of employees of the under-represented sex among the 10 employees who received the highest pay (/10 points)

The minimum score required for this index is 75/1001.

For Aigle, according to the following scale, for the year 2018, published in **2019**, the index was **83 points**; for the year 2019, published in **2020**, it was **84 points**; for the year 2020, published in 2021, it was **97 points**; and finally, for the year 2021, published in 2022, **it was 99 points**.

Key performance indicator					
	2018	2019	2020	2021	
Indicator 1	38/40	39/40	37/40	39/40	
Indicator 2	20/20	20/20	20/20	20/20	
Indicator 3	15/15	15/15	15/15	15/15	
Indicator 4	0/15	0/15	15/15	non calculable	
Indicator 5	10/10	10/10	10/10	10/10	
TOTAL	83/100	84/100	97/100	99/100	

Aigle is proud of this result, which indicates a Human Resources policy that fully integrates the principle of equal treatment between men and women.

For example, in our Gender Equality Agreement, we decided that the use of maternity leave by women executives should not be taken into account when calculating their bonus.

We ensure the principle gender equality during recruitment and on a daily basis when it comes to the salary development of our employees.

<sup>1</sup>Reminder of the legislation: a score of less than 75/100 means that the company must implement corrective measures. Aigle is therefore not affected by this.

## THE HEALTH AND SAFETY OF OUR EMPLOYEES AND CUSTOMERS

As the COVID-19 crisis continued in 2021, the health of our employees was a core issue. We made it a priority to protect our employees during this difficult time.

#### ENSURING THE HEALTH & SAFETY OF OUR EMPLOYEES BY IMPLEMENTING A PREVENTION POLICY

**From the onset of the crisis, a crisis management unit was set up** which brought together, depending on the new developments and urgent issues, HR personnel, managers and health and safety services. This made it possible to constantly monitor the situation, communicate with employees, and implement the sanitary equipment and facilities necessary to maintain activity under optimal safety conditions for our employees and our customers.

All areas of the company were also provided with masks, hydroalcoholic gel, wipes and anti-viral disinfectant sprays. Partition walls or plexiglass were installed on workstations that required it. The way in which break rooms and catering areas were accessed was adapted to respond to the health crisis. At the same time, we implemented a protocol which was communicated to all managers to support the management of our symptomatic employees and close contacts.

The health protocol was distributed to all our employees, temporary employment agencies, and external companies with which we collaborate, and was adjusted according to the development of national health conditions and work organisation requirements.

The corporate teams continued to work remotely for two to three days a week, and had flexibility in terms of their schedules when it came to the days they spent at the office. Some of our stores were closed for several weeks in the spring due to lockdowns imposed by governments based on the size of the store.

Our Health, Safety and Environment department and the CSSCT work closely together on issues relating to health, safety and working conditions.

Despite the health crisis, the CSSCT was able to meet 4 times to come up with solutions to the various issues highlighted. Visits were also carried out to ensure that actions on the ground were followed up and implemented.

As communication is key to maintain the principle of prevention, in 2021 we continued the "health and safety news flashes", newsletters and emails from the CEO and HR department to raise awareness among all employees by giving them practical advice and sharing the latest news.

We also set up Inside Aigle – regular videoconference meetings between employees and members of the Executive Committee.

In order to respond to the difficulties encountered by certain employees relating to various issues (financial, personal, family, etc.), Management undertook to set up a support unit at the Ingrandes site as part of the mandatory annual negotiations. Thus, a social worker has been present for 2 days a month since 12 October to support employees in their work.



Key performance indicators

Workplace accident frequency rate: **31.99 in 2021** vs 30.68 in 2020.



Performance indicators

Number of recognised occupational illnesses: **5 in 2021** versus 5 in 2020.

**Overall absentee**ism rate in 2021: **7.2%** vs 7.34% in 2020 Overall paid absenteeism rate: **3.9%** vs 4.37% in 2020 Severity rate: **1.12 in 2021** versus 0.91 in 2020.

### **BEING VIGILANT ABOUT THE CHEMICAL RISK**

With the health of our employees in mind, our Health and Safety department is pursuing an active prevention policy. In fact, we are continuing our work to study and measure workplace exposure to solvent and dust emissions at the Ingrandessur-Vienne manufacturing site. These mandatory occupational exposure limit measurements are carried out by a COFRAC accredited body, which provides us with the results in a report. The solvent emission results of these studies are below the mandatory occupational exposure limits.

For dust emission results we have created 5 new Homogeneous Exposure Groups (HEGs). It appears that 2.HEGs do not allow the establishment of diagnostics and measurements will be extended over the next 2 years. The other homogeneous exposure groups comply with the mandatory occupational exposure limits.

We have also equipped operators with the P3 Mask Replica filter to protect them from dust.

In keeping with our efforts from 2020, we are continuing to raise our operators' awareness of the chemical risk, through safety flashes regarding the installation of containers.

In 2022, work will be launched on chemical risk assessment in order to better identify risks at workstations and possibly revise the HEGs for occupational exposure measurements.



### **IMPROVING WORKING CONDITIONS**

In line with our Aigle Positive Impact plan, our priority is to protect our employees from the risks associated with their professional activity and to ensure their quality of life at work.

To transfer our expertise, and develop our operational excellence, we have initiated a comprehensive ergonomics program at our Ingrandes plant.

The "ERGO+" project started in 2019: it is a fundamental project that we are deploying to improve many parameters in our jobs and daily lives, centred on health and working conditions, and in a spirit of sustainable development.

The aim of this project is to improve the work conditions of our master shoemakers while optimising the company's performance and passing on historical expertise.

The areas of improvement revolve around actions and physical mobility, management, the working environment, the layout of spaces, organisation... and give rise to new standards of movement.

An expert in ergonomics/ergomotricity joins us in this project to train the teams, allowing them to correct certain actions and capitalise on best practices.

The ERGO+ project is currently being implemented in the assembly sector with the support of the same ergomotor firm initially used for the gluing sector in 2019 (Firm: GxG consulting).

For flatbed assembly conveyors, 2021 was characterised by the transformation of conveyors to maintain a constant hand height, thus reducing the ergonomic constraints of the stations.

In a second phase, the multidisciplinary teams conducted 7 Gestes Justes (correct action) projects with the objective of defining and standardising efficient actions for our master shoemakers, thus managing quality, variability and the passing on of expertise.

Finally, a final educational engineering project was carried out with the aim of ensuring a robust training process. At the end of this project, a dedicated training station was set up, including video support for our master shoemakers.

This project will also continue throughout 2022 with the aim of continuing the Gestes Justes projects in the packaging sector.

### **TRAINING FIRST AND SECOND RESPONDERS**

The fight against fire risk is one of the major challenges in terms of on-site safety given the volume of storage at our manufacturing site. That's why we organize training for our employees to learn how to handle fire extinguishers: they are the first responders.

35 employees were trained in 2021.

The role of a Second Response **Team (ESI)** is to support and supplement the action of professional firefighters by providing and using additional extinguishing or protective measures.



### MANAGING OUR VOLATILE ORGANIC COMPOUND (VOC) EMISSIONS ON SITE

Manufacturing boots requires the use of solvents that generate gas and steam emissions, resulting in health-related and environmental impacts. To maintain the expected quality level of the product, Aigle's unique manufacturing process does not allow for the amount of heptane solvent to be reduced.

Given the lack of alternative solutions to the solvents used, Aigle has undertaken actions to manage the use of solvents as precisely as possible. In 2021, to further the reduction efforts, the company began operating a treatment unit to handle the discharge of Volatile Organic Compounds emitted by solvents on one of these production units.

This facility is the continuation of the project initiated in 2020 in the search for a treatment process and the validation of the technology using activated charcoal. The implementation and operation of this treatment unit represents a high budgetary commitment for Aigle in its approach to reducing VOC emissions.



The work started in 2021 will lead to a 25% reduction in the number of grammes of VOCs per pair over a full year period.



To go a step further in our approach to reducing VOC emissions, starting in the first quarter of 2022 work will be undertaken to address emissions from two additional production units.

With this work in 2022, we will achieve an additional 15% reduction in the number of grammes per VOC per pair over a full year period.

The work started in 2021 and 2022 resulted in a total reduction of 40% of the number of grammes per VOC per pair.

## DEVELOPING AND MAINTAINING EXPERTISE

The Aigle brand has a unique heritage and legacy. It is essential for the company to ensure that the expertise present within its manufacturing is passed on and developed, while maintaining a level of excellence within its employees.

### **AIGLE'S UNIVERSITY OF EXPERTISE**

Aigle International's aim is to promote a skills development and lifelong learning program and to ensure that all employees are constantly developing their knowledge and expertise.

At Aigle's University of Expertise (USF) we develop our training programs for all of our job areas: front-office, back-office, commercial functions (retail/wholesale), logistics and production professions, for both employees and managers.

In 2020, the total number of training hours was 2,254. A total of 178 trainees completed one or more training courses in 2020.

The training investment made in 2021 **amounted to €577,024, or 3.12% of the payroll** (vs. 2.39% in 2020).

During the year 2021, the total number of training hours amounted to 1,910 hours.

A total of **174 trainees** (trainee = trained person) benefited from one or more training courses in 2021, or **134 employees**.

This information (duration and number of trainees trained) does not include the internal training effort carried out in production dedicated to maintaining our expertise.

Our offering through the University of Expertise was deployed around 2 main axes in 2021 for our 3 main business areas (Corporate, Operations, Retail):

• USF Business areas, dedicated to the development of business area skills

• USF Management, dedicated to our managers' skills development programs



#### USF MÉTIERS

#### For the employee:

Developing their skills in support of customers and to meet the requirements of their role

#### For Aigle:

Developing a culture of customer focus and employability of their co-workers



#### USF MANAGEMENT

For the employee: Developing their management and leadership skills

For Aigle: Developing future leaders



#### Key Performance indicators

Total payroll allocated to training: **3.12% in 2021** vs. 2.39% in 2020.



#### Performance indicators

Number of trainees who have benefited from one or more training programs in France: **174 in 2021** vs 178 in 2020.

Number of internal training days dedicated to maintaining our master shoemakers' expertise: **1,254 days in 2021** vs 579 in 2020.

#### USF BUSINESS AREAS: RELAUNCHING OUR ADAPTED PROGRAMMES FOR EACH OF THE COMPANY'S BUSINESS AREAS

To honour the commitments made by our brand and support the modernization of our collections, we have taken the opportunity to align our sales training with our new brand platform and our Aigle Positive Impact plan.

- For wholesale, 2021 was an opportunity to continue our 2-year partnership with Activzone. The Nature team participated in a training day aimed at implementing Aigle's sales method **through role-playing tasks**. They also benefited from a new 2-day training course called "Negotiation Techniques".
- On the retail side, we have hired a new partner, the MAD Academy, to rethink our training program for selling ceremonies with a unique identifying signature: **the Signature Selling Ceremony**. This training has been available to all our retail sales teams since November through our e-learning platform.



#### In production: passing on and developing our expertise

Aigle is also investing in a manufacturing training program to preserve and develop its unique expertise. The expertise of our master shoemakers is a source of pride for the company. Passing this expertise on is a priority for the brand, which is deeply rooted in "French-made" manufacturing.

In 2021, we invested **25,000 hours** (18,000 on assembly alone) of in-house job-specific training. This training is essential to support new hires in learning the trade and to develop versatility within the workshop.



At the end of 2019, we started the first initiatives regarding the project to create our master shoemaker school.

Given that our expertise is unique in the world, **Aigle** wants to develop a school dedicated to it so that it can be preserved and passed on in the best possible way. Our aim is to make hands-on training more professional by creating training programs. We are prioritising the footwear assembly stations, which are a critical zone for optimizing movements and actions.

#### Over the course of 2021, this project was strengthened and made more professional:

Indeed, we created a new role - Training Coordinator - and 4 additional employees are entirely dedicated to training master shoemakers.

We were accompanied by an ergonomist to help us identify and define the 7 correct actions, or 'Gestes Justes', involved in doing a flat mount. The benefits of this approach are twofold: promoting actions that respect the human body and formalizing the expertise involved through educational modules and videos.

Today each new master shoemaker benefits from a 7-week training program, during which they are accompanied on a daily basis and trained by our expert trainers.

To support its integration and the acquisition of the necessary skills, we have developed booklets: company introduction, preparation & assembly, 'Stitching' training follow-up, 'Flat' training follow-up, 'Wrap' training follow-up...

The trainees' progress is tracked by the trainers through a diary that traces their program through evaluation grids at each stage to help them perfect their actions.

In the interest of continuous improvement, trainees are asked to complete an evaluation questionnaire at the end of the training.

In 2022, other modules will complement this program and we will develop communication tools.





Each year, teams from our Ingrandes site (logistics and manufacturing) are also given training on the regulatory and safety aspects of their role (authorisations, OHS, CACES, asbestos, etc.). In 2021, we carried out 23 refresher training courses and 9 initial training courses with service providers for an overall budget of more than €18,000 (educational costs).

#### USF BUSINESS AREAS: RELAUNCHING OUR ADAPTED PROGRAMMES FOR EACH OF THE COMPANY'S BUSINESS AREAS

#### PRODUCTION

As a reminder, in 2019, we launched a program to support our production management (sector managers & leaders).

After a break in 2020 due to the pandemic, this managerial program resumed in 2021. The aim of this program is to meet the requirements of increasing power and improving the performance of the industrial site.

#### **CORPORATE**

Targeted actions were undertaken in 2019 and 2020 to support new managers or those who have been promoted internally. These actions must be completed in 2022 and 2023 with the construction of a complete program for managers.

#### STORE MANAGERS

On 4 February 2021, Aigle's new Store Managers (new arrivals and those promoted internally) benefited from manager training: "Prepare and conduct an evaluation interview" (remotely) in order to equip and prepare them in the best way possible for their role as manager so that they can evaluate and support the development of their employees.



#### LEADERSHIP GROUP

In addition to training and in order to meet the company's growth ambitions, the members of our Leadership Group meet every 6 months.

The leadership group is made up of the 8 members of the Executive Committee and their 32 employees (subordinates). In 2021, 2 half-days were devoted to collaboration and positive



impact. During the first half of 2021, they took part in a My C02 workshops, where they learned how to calculate their carbon footprint.

The aim of these meetings is to exchange and share a vision and a common culture but also develop responses and shared tools that everyone can then take back to their teams.

## PEOPLE AT THE HEART OF OUR DEVELOPMENT

### **IMPROVING THE CANDIDATE EXPERIENCE**

2021 marked the launch of our careers.aigle.com career site, which is now the first showcase of our employer brand.

It replaces our employer page Welcome To The Jungle, with whom we stopped our partnership in October. This career site provides an optimized candidate experience, where you can discover the brand (particularly through video interviews with employees), access to all our job offers and submit spontaneous applications in a simple and fast way, all in the same place.




At the same time, we internally launched the TalentPass platform, which allows employees to easily apply for new roles within the group by applying directly via the platform. Furthermore, TalentPass is an effective way to comply with the GDPR as we can easily manage all applications received via the various job boards used, and therefore respect individuals' right for their data to be forgotten or stored.

In addition to the career site, in 2021 we continued to develop our employer page on LinkedIn and post ads there to increase our visibility as an employer and attract more candidates. At the end of 2020, we had 19,000 subscribers.

At the end of 2021, we reached 25,500 subscribers. In 2021, our job advertisements were visited more than 85,000 times, and on average 12% clicked to apply.

In addition to the career site and LinkedIn, we continue to be very present on Indeed and Fashionjob, two job boards that are widely used in the retail sector.

### FURTHER IMPROVEMENT OF EMPLOYEE INTEGRATION

On-boarding at a company is an important step for any new employee and we value that in our HR cycle. In order to ensure that the start of employment is as smooth as possible and that the employee quickly feels integrated into the company, each year Aigle continues to adapt and customize its integration processes which were originally implemented in 2017.

Each of the company's main business areas has its own process, and they are currently composed as follows:

#### CORPORATE

The "Made in Aigle" integration is based on three essential pillars:

- Team discovery (welcome lunch)
- Discover the retail and industrial business model (day in-store and factory visit)
- Discovery of business
  expertise (product training

and catch-up with different key functions)

A welcome booklet is issued to each employee just before their arrival, containing

an overview of the company and its integration schedule.

#### RETAIL

Store Manager: 2 weeks in the reference store + manager support via the Integration Kit until successful completion of the probationary period.

Assistant Manager: 1 week in the reference store + 1 week in the allocation store + manager support via the Integration Kit until the successful completion of the probationary period.

Sales teams: 2 weeks in the allocation store + manager support via the Integration Kit until the successful completion of the probationary period.

### **LOGISTIC & INDUSTRY**

For our employees based in Ingrandes-sur-Vienne, we are committed to integrating each person in accordance with safety rules.

That's why, upon their arrival, we set up the following:

A security check-point
 An HR Briefing

### FOCUS ON APPRENTICES

After welcoming apprentices in January and then last September, we have developed a tailor-made integration process to best support their first steps in the workplace. We therefore set up an integration webinar that allows them to discover the brand, the strategy and the ambitions of the company, and to talk with Sandrine Conseiller, our CEO. The apprentices were also able to spend half a day in the store to discover the brand's retail business model, and meet each other through organised lunches. Throughout the year, there are coffee catch-ups that take place, during which a person presents their job and role within the company. Last July, we also offered a webinar for apprentices on how to boost their employability. This will be repeated in 2022.



Total number of hires at Aigle International SA (permanent contracts, fixed-term contracts, apprenticeships): **239 for 2021** (versus 181 in 2020).

Number of employees leaving Aigle International SA (permanent contracts, fixed-term contracts, apprenticeships): **186 in 2021** (versus 182 in 2020).

# ENVIRONMENTAL ISSUES

# **INNOVATION AND PRODUCTS FOR THE PLANET**





**POSITIVE IMPACT** n. m. doing something good for today, for the future.

Our commitment to the environment is our response, and also our hope, to create fashion that is more respectful of the world around us.

There are many challenges ahead and now is the time to act. In 2021 we amped up the transformation we are actively leading in the choice of our raw materials, in our production and distribution models, in our consumption patterns, and also in our commitment to biodiversity.

Aigle's story, rooted in a pioneering and innovative spirit, is at the heart of this transformation. A pioneer in sustainable products, Aigle has been offering long-lasting clothing for all types of weather since 1853.

## ANALYSIS OF OUR CARBON FOOTPRINT, A PILLAR OF OUR #AIGLEPOSITIVEIMPACT PLAN

The Paris Agreement is a global agreement to **limit climate change** to a level well below 2, but preferably 1.5 degrees Celsius, compared to pre-industrial levels.

In this respect, Aigle wanted to establish an action plan to meet the climate issues, involving all internal stakeholders and its suppliers. The precise analysis of its carbon footprint has enabled the company to define a realistic trajectory towards a low-carbon economy.

## **SCOPE 1 AND 2 CARBON EMISSIONS**

The objective of a Greenhouse Gas (GHG) Carbon Report is to account for the impact of human activities on climate change. This diagnostic gives an analysis of the direct and/or indirect greenhouse gases emissions in "tC02e= tonnes C02 equivalent" over one year of activity of the company. This assessment is necessary to guide our activity in a world bound by energy and in transition towards a "low carbon" economy.

The scope of this report covers Aigle International's activities in **France under Scope 1 and 2**, including the consumption of Gas, Fuel, Gasoline and Electricity, as well as refrigerant gas leaks.

Within this scope of calculation, the first greenhouse gas emission measurement is that of direct emissions from stationary combustion sources (natural gas, propane gas, domestic fuel oil and non-road gas oil), followed by indirect emissions from electricity consumption.



### Key performance indicators

Scope 1 & 2 Greenhouse Gas Emissions in 2019: 1,301.67 TC02eq (measured in 2020) vs. 1,537.28 in 2018 (measured in 2019) - a decrease of **235 t** C02e, following, in particular, the implementation of COVID-19 related remote working and lockdowns. Base Carbon® version 19.

## **SCOPE 3 CARBON EMISSIONS**

In 2020, we started a detailed analysis of our greenhouse gas emissions: **our Scope** 1 - 2 - 3 carbon emissions versus the 2019 reference year.

Scope 3 is the most complete type of analysis for a company, as it takes into account emissions from the extraction of the raw materials necessary for production to the sale of products in store and then their end of life, through manufacturing, product transport and site emissions. This first scope 3 carbon assessment covering the year 2019 took place in the 1<sup>st</sup> half of 2020 with a high level of precision.

In line with our Aigle Positive Impact plan, this assessment was key to defining the main axes for reducing our emissions.

One of our first analysis tasks was to understand and measure the carbon impact of our plant located in France, then to identify the areas producing the most emissions in order to build our action plan to reduce the carbon generated by these areas. The result of this analysis is **95,139 tonnes of CO2 equivalent**.



- **The biggest problem area: 78% of** GHG emissions come from our purchases of finished textile/footwear products and raw material purchases;
- The two lowest areas of concern are energy consumption and transport.

## **10-YEAR PLAN TO REDUCE OUR EMISSIONS**

Once the assessment and analysis work has been carried out, Aigle has defined an improvement plan for the entire value chain and targets a 46% reduction in its emissions **by 2030**. This improvement plan is built and validated in partnership with the GoodPlanet **Foundation**.

## The outline of this carbon strategy was detailed in 2021 and will be implemented over 10 years – with yearly reduction targets.

The 3 main actions on which we are focusing our efforts to reduce our carbon footprint are:

- 1. Working on our product **collection** to encourage the purchase of low-carbonimpact raw materials;
- 2. Paying careful attention to the management of our transport and logistics;
- 3. Paying careful attention to our energy consumption.



In 2023, a new 2022 carbon emissions report will be established to manage and measure our progress: 68% sustainable products in the autumn-winter 2022 collection, with a goal of 100% by 2028.

## REDUCING OUR CARBON FOOTPRINT, A FUNDAMENTAL ASPECT OF OUR ENERGY CONSUMPTION AND TRANSPORT

In 2021, to achieve the target of a 46% reduction in carbon emissions by 2030, Aigle amped up the transformation actively carried out in its consumption and distribution models.

# MANAGING AND MONITORING OUR POWER CONSUMPTION

Managing energy and our consumption in France is a subject that we have always followed for ecological and financial reasons.

As such, our Infrastructure and Maintenance teams regularly check and monitor our facilities with a preventative approach.

In recent years, Aigle has committed itself to optimising its processes and improving their quality by implementing more efficient interior lighting using intelligent LED technology. This system now accounts for 90% of all fixtures currently deployed in the production plant and has benefited from an EEC (energy efficiency certificate) bonus.

As part of the reduction and management of energy consumption, for all preventive and restorative maintenance operations, we've replaced older technology with newer, more efficient technology (e.g. fluorescent tubes have been replaced by LED lightbulbs).



In 2021, as part of continuing audits undertaken on the energy networks, an audit of the state of the gas network was carried out to target areas of weakness and perform preventive maintenance.

To go a step further, Aigle is committed to researching and implementing a Facility Management policy on the energy delivered and produced.

On the production site:

- Gas and electricity consumption was similar for production years 2021 and 2019, excluding the lockdown period.
- We saw decreased water consumption in 2021, due to the decommissioning of water fountains.

At Head Office, the increased in-person staff presence in 2021 led to increased electricity consumption.

Energy consump at the production		2019	2020	2021
Electricity (MW,	/hr)	3,697	3,436	3,878
Natural gas (M)	N/hr)	7,233	6,145	7,394
Fuel (L)		24,756	19,390	23,988
Water (m <sub>3</sub> )		13,005	13,923	11,862
Store energy consumption		2019	2020	2021
Electricity (MW,	/hr)	995	808	842
Natural gas (M\	N/hr)	24	19	15
Energy consump at Head Office	tion	2019	2020	2021
Electricity (MW,	/hr)	180*	78	88
				1



Electricity consumption in France (Manufacturing Site + Head Office + Stores) was similar for all years of full operation **4,808 MW/H in 2021** vs 4,872 MW/H in 2019.

2020 is not referenced due to Covid-19 lockdown periods.

\*Consumption at the old Head Office in Boulogne Billancourt



### To go a step further

Achieve 50% renewable energy by 2025 and 100% by 2030 for our own operations.

aues / 45

## **TRANSPORT AND LOGISTICS**

Aigle's transportation carbon footprint accounts for 5% of the company's total emissions. Air freight emissions are the biggest contributor despite being the least used means of transport. Air freight is 100 to 500 times more emissive than sea freight per tonne/km.

In order to minimise mileage, Aigle products from Asian suppliers to Asian markets are managed in direct flows. Purchases made for European markets are centralised in the Ingrandes warehouse in France, next to our factory. This centralisation makes it possible to consolidate both orders for clothing and footwear products for each customer, regardless of the country of origin. This consolidation optimises downstream transport by ensuring the transport is as full as possible.

### UPSTREAM FLOW

Regarding GHG emissions, upstream transport (Supplier flow to Ingrandes) generates the most CO2. In order to reduce our environmental footprint, we are maximising the use of boat transport, the least polluting means per unit of distance travelled. Below is the breakdown of the means of transport for the flow received at Ingrandes.

In 2021, the share of freight carried by air and road was reduced by almost 10 points in favour of sea and rail transport. Air freight, one of the mode of transport which emits the most greenhouse gases, has seen the biggest drop accounting for just 4% of items received.



The downstream flow is less greenhouse gas-emitting due to the proximity of delivery points. Indeed, 74% of the volume shipped is destined for France (+ 1 pt compared to the previous year), while 23% (unchanged compared to last year) are destined for Europe or nearby countries that we reach by truck, and 3% (- 1 pt compared to the previous year) are destined for further away destinations that require sea or air transport.

To go a step further Target of no longer using air transport by 2025.

# REDUCING OUR CARBON FOOTPRINT, A FUNDAMENTAL ASPECT OF OUR DURABLE AND SUSTAINABLE COLLECTIONS

Aigle wants to provide concrete solutions to build more sustainable fashion that is more respectful of the planet and people. Known for the sustainability of our products, Aigle maintains an environmentally respectful production model. Items designed with a genuine desire to make a positive impact, and to protect our environment so we can continue to enjoy and make the most of it. Through our collections and support functions, we strive to reduce our environmental impact, while ensuring that we meet the needs of our customers.

## **RUBBER A NATURAL RAW MATERIAL**

Our laboratory at our factory has developed a mixture called "gum", made from natural rubber, and whose recipe has been kept secret for more than a century. Natural rubber provides essential technical characteristics, such as robustness, abrasion resistance, cushioning and flexibility. The live sap of the rubber tree, Hevea, is extracted through a slow harvesting process. Each tree provides ½ glass of sap per day, which it then naturally replenishes.

Just under 2 kg of rubber is needed to make one pair of boots. Aigle is aware that this is a true gift of nature and handles it with care in its manufacturing process.

The Hevea tree cannot be found everywhere in the world as it needs a particular climate in which to grow. 100% of our natural rubber suppliers are located in Vietnam.



We have expanded the dissemination of our Aigle Partner Code of Conduct to all stakeholders in the natural rubber sector of our manufacturing operations. Our Trader is FSC-certified and all plantations with which it is associated are either eligible for this certification or currently certified. Our plantations meet the RainForest Alliance of the Region standards, therefore guaranteeing Social, Environmental & Societal compliance.



We contribute through our partners to ensure good working conditions, additional income and a living environment through the development of multiple cultures within the rubber fields. We want to encourage insetting (integrated carbon offset) & agroforestry in support of farmer diversification. In 2023, we will begin a traceability exercise in the rubber boots trade sector.

### AIGLE BOOTS: SHORT SUPLLY CHAIN & LOCAL PRODUCTION

About 70% of our Aigle boots are made in France, in Ingrandes. Producing and consuming locally is part of our DNA.

While our natural raw material, rubber, comes from source countries based in South East Asia (Vietnam), 100% of our partners are European, 65% of which are French. This allows us to limit our carbon footprint by working with partners close to our factory whenever possible.

## **OUR 'ORIGINE FRANCE GARANTIE' LABELLING**

We represent French craftsmanship: our historic factory is a true gem in which 200 master shoemakers have been making our boots every day since 1853.

The boots manufactured in our Ingrandes-sur-Vienne factory have had **"Origine France Garantie"** labelling since 2016. This label, successfully renewed in 2019 for three years, allows us to continue our commitment to promoting French expertise.







Key performance indicator

In 2021, between 76% and 90% of the cost price of our boots made at our Ingrandes site was sourced in France for 4 of our product references.



Since September 2021, Aigle has relocated part of the production of children's boot to its factory in Ingrandes, with the aim of getting closer to its European clientele and limiting transportation needs.

## A DESIRE TO DEVELOP SUSTAINABLE COLLECTIONS

A sustainable product is a product that meets the following criteria:

- Main material: At least 40% sustainable fibres
- Sustainable Component: More than 50% of the total product weight
- •Lining composed of sustainable material only if the main material is made of sustainable materials
- Padding composition: 100% sustainable fibres
- For a fibre of the same nature, unauthorised mixing of conventional and sustainable fibres for the same component. No more than 5% elastane except when technically required
- No use of Metallic Fibres except when technically required
- Water repellent treatment: PFC-free

We have identified 3 levers on which different actions have been carried out:

- A premium level of quality ensures the durability of our products over time
- Sustainable materials made from fibres that are recycled, organic or respect animal welfare
- A product manufactured and sourced in good working and environmental conditions

### FAGUO

Aware of the climate crisis, Aigle and Faguo think differently about fashion. Together, the two companies have created a collaboration for people who care as much about their clothes as they do about the impact of their clothes on the environment.

A two-pronged strategy has been created to reduce CO2 emissions: using recycled materials and planting one tree for each garment made in order to neutralise emissions.

Aigle x Faguo forests were created in France in Saint-Laurent and La Ferté-Imbault.

A total of 13,137 trees have been planted.

### Aigle adopts UPCYCLING

2 products in the FW21 season collection have been developed and manufactured from surplus materials from our factories.

By reusing existing elements, we slow down the production of new products and the environmental impact thereof: pesticide use, excessive water consumption, chemical treatments, pollution related to transport, etc., just as we avoid waste.

By making a garment that lasts, upcycling allows for sustainable fashion and more responsible consumption.





### A DESIRE TO INTEGRATE SUSTAINABLE AND RESPONSIBLE MATERIALS

### TEXTILE EXCHANGE

Our carbon footprint has shown that a major part of our GHG emissions come from our purchases, including raw material purchases. In 2020, we laid the foundation to reduce our carbon impact within our collections. Initially, we worked on the selection of materials by favouring those made from recycled fibres and organic materials that respect animal welfare, while maintaining the expected performance.



Since 2020, Aigle has been a member of Textile Exchange, a global non-profit organisation that certifies and guarantees environmentally responsible materials. Using certified responsible materials allows brands to prioritise designing their products with sustainability in mind. Textile Exchangehas a positive impact on the climate by encouraging those involved to use preferred materials in the global textile industry. Textile Exchange has developed certification programs, which consumers are becoming increasingly aware of:

- Cotton: GOTS, OCS
- Polyester, polyamide: GRS
- Wool: **RWS**
- Down: RDS

Aigle selects materials certified by Textile Exchange for the development of its sustainable collections. With this in mind, Aigle is also developing its supplier base, which must also meet the requirements of Textile Exchange. This virtuous change allows each of our partners to join us in initiating positive change for the environment.



To go a step further

will be sustainable, with the ambition of 100% by 2028.

### LWG: LEATHER WORKING GROUP

LWG aims to develop and maintain protocols that assess both the environmental performance and the health and safety compliance of tanneries.

In 2021, Aigle confirmed its commitment to LWG and demonstrated its commitment to improving its materials and processes towards a more environmentally-friendly approach.



### 37% of the leather in our footwear is LWG certified.

Aigle selects certified materials according to international standards for the development of its sustainable collections. This virtuous change allows each of our partners to join us in initiating a positive change for the environment.

### REDUCING OUR USE OF PFC

Perfluorocarbons (PFCs) are hydrophobic molecules that can be used in waterproof or water-repellent fabric finishes. Also considered to be a Greenhouse Gas (GHG), we made the decision in 2016 to reduce the use of PFC-containing fabrics in our collections.



While maintaining a high level of water repellency, the majority of our rainproof clothing is now PFC 'free' (= PFC0) and PFC8 has been banned.



To go a step further

Aigle aims to offer 100% PFC Free collections by 2023.

### RESPECTING ANIMAL WELFARE

Aigle no longer uses animal fur in its collections. Our actions to preserve animal welfare are not limited to stopping the use of fur - they also include wool and down.



The introduction of relevant indicators mean that we can measure the change in quantities of items made of sustainable and responsible materials (e.g. recycled polyester, organic cotton, responsible down, recycled wool).

The steering of our action plan to increase the share of these quantities in the short and medium term will be ensured.



We are continuing our transformation plan for our collections in order to affirm Aigle's position as a responsible brand (see table below).

Activities	Target% 2021	Timeframe
Lining parkas with recycled fibres or RDS down	100%	Winter 2021 Collection
Recycled fibre linings	100%	Winter 2023 Collection
Main materials consisting of recycled or organic fibres	30%	Winter 2023 Collection
Custom woven supplies made from recycled fibres	100%	Winter 2023 Collection

## A PRODUCT TRACEABILITY APPROACH UNDERWAY

In line with our Carbon and Positive Impact ambitions, Aigle is opting for transparency with FOOTBRIDGE. Given the desire to maintain a relationship of trust with our customers, we are launching the Traceability project to increase our transparency when it comes to the manufacture of our products and their environmental impact.

55 SS22 references are involved, with the entire collection being equipped with a QR Code by the end of 2023. This QR Code will allow consumers to access all the relevant information and manufacturing steps for each product, as well as the life cycle analysis in terms of carbon emissions and impact on biodiversity related to its production.

Ultimately, this tool will support the product's environmental rating.





By the end of 2023, our target is for all of our POSITIVE IMPACT collection to have this QR Code to be used as an information tool about the history of each product and its environmental rating.

# REDUCING OUR CARBON FOOTPRINT, A NEW FASHION & COMMITTED CONCEPT STORE

On 2 June 2021, Aigle inaugurated its new concept store on the Boulevard des Capucines in Paris.

It provides an immersive experience into the very DNA of the brand and the Aigle Positive Impact plan. Aigle is proving its commitment through its choice of natural and sustainable materials: wood, rock, steel.

The furniture is made from 99% recyclable materials and is 100% Made in Europe. The hangers are made from grass fibres, which are made to order in Germany. The mannequins are recyclable and the POS systems are custom-made in France using products recovered from after-sales service and other fabric scraps.

As in other stores, collection boxes, provided by our partner I:CO, are there to give a second lease of life to the clothes dropped off there!

In 2021, three stores adopted the new concept from Paris (Capucines, Boulogne, Le Marais) and a corner opened in Hong Kong.



# STREAMLINING OUR PRODUCTION SYSTEMS

## **PREMIUM QUALITY GRADE**

The brand has always been committed to a quality process, which is perceived and recognised by our consumers. A 2021 study conducted by the French Institute of Public Opinion (IFOP) in France on a sample of 1,201 people showed that quality/ durability is the number 1 criterion of choice for Aigle consumers.

Control plans have been strengthened both in terms of manufacturing quality and the performance of materials:

- The production acceptance criteria were maintained in 2021 with our suppliers adapting their control methods on their manufacturing lines. AQL (Acceptance Quality Level) 1.5/2.5 (vs. 2.5/4 in 2019).
- "Tests packages" were defined by product category in order to test the resistance of materials as well as their technical performance and compliance with regulations.
- With regard to our boots, in order to guarantee optimal use for our customers, each of them undergoes a manual waterproofness test.



### CIRCULAR ECONOMY AND RESPONSIBLE WASTE MANAGEMENT

At Aigle, we recover our waste and contribute to the recycling of our products at our Ingrandes site.

To optimise the management of waste as part of its production, Aigle monitors its quantity monthly by type of treatment (landfilled, incinerated, recycled waste).

In FY 21, 37.6% of the waste produced at our Ingrandes-sur-Vienne manufacturing site was recovered. This significant decrease is explained by our unlined raw rubber waste, which has been awaiting processing for 3 years. We are still looking for a means of recycling this waste.

In 2020, we found a channel to transform our unlined vulcanised rubber waste into playground underlays via a granulation process, but we did not need to go down this path.



### Key performance indicators

Percentage of waste recovered from the production site: **37.6% in 2021** (53.6% in 2020; 51.1% in 2019).

Total tonnage of waste from the production site: **603.90 tonnes in 2021** (532.56 tonnes in 2020).



In 2021 we began recycling masks and paper cups with Versoo in order to develop a circular economy and give our waste a second life.

## **SUSTAINABLE PRODUCTION**

Our boot production system in France has been designed for sustainability.

Our main raw material, rubber, is a natural material, and its harvesting process is slow and thorough. Out of respect for this resource, we have optimised its use by minimising loss and waste. Our scrap recovery process recovers non-vulcanised rubber as well as liners.

Thus, on standard models of boots, which are produced in large quantities, the recycled content varies between 30% and 35%.

In order to limit our consumption of raw materials, we recycle part of our waste internally, and along the production chain: 89.8% of the "non-vulcanised" rubber is reused, without losing its properties.

It's then directly reintroduced during the first step of mixing the various ingredients necessary for the preparation of the gum. This will then be used to design the various parts of the boot, in particular the upper and the reinforcements. The lining scraps composed of non-vulcanised rubber and fabric are initially ground and broken down into confetti, then reinjected into a specific rubber intended to produce insoles.

Here is a diagram illustrating the use of recycled rubber on a boot:

- In our uppers
- In our reinforcements (more than 80% recycled material)
- In our first rubbers
- In some of our soles



# CONCRETE ACTIONS TO PRESERVE BIODIVERSITY

As we see nature as our playground, Aigle is a company committed to protecting the environment and biodiversity. This commitment is reflected in its support for the French Bird Protection League (LPO) and the establishment of a permaculture at its manufacturing site in Ingrandes-sur-Vienne.

# SUPPORTING THE PROTECTION AND SAFEGUARDING OF EAGLES IN FRANCE



The eagle is a totem animal and the symbol of our brand.

These 7 species present in France are threatened with extinction in our territory.

Since 2017, Aigle has been a partner of the LPO and renewed its 3-year contract in 2020, until **2023**. We are working together on a project to enable eagle experts to take action on the ground to raise awareness and protect eagles and give them the care they need.

This commitment helps with the overall support of the 7 species of eagles in France as well as specific protection programs that have been in place since 2018. Without these actions, it would be impossible to safeguard them with this level of monitoring and preservation measures in France.

### OUR COMMITMENT: THE YEAR IN REVIEW

### **Safeguarding species**

Our support and funding of the French **National Royal Eagle** Network allows the counting, monitoring and safeguarding of royal eagle pairs in France. Re-launched in 2018, thanks to our partnership, the network allows observation and better knowledge of the presence of these species throughout the country. Each year, the number of pairs observed increases, meaning that an adapted action plan can be implemented to keep this species in France.

The relaunch of this network, distributed over the entire territory, makes it possible to better monitor the pairs of royal eagles and thus to have a better knowledge of the evolution of the species. This network tracks a number of indicators: the number of confined pairs, the number of monitored pairs, the number of breeding pairs, the number of young fledgling pairs, and the number of supervisors.



In 2021, 14 eagles (12 Short-toed snake eagle and 2 Royal Eagles) were taken care of.

#### Other actions taken thanks to our partnership:

- Support and funding of healthcare centres to recover injured eagles, treat them and then release them when possible.
- Monitoring and maintaining the "Vigilance Poison" protocol in France for the 7 eagle species, allowing biological analyses to better understand the reasons for deaths.
- Monitoring and maintaining the "Electrocution/Percussion" protocol with ENEDIS & RTE to limit the impact of power lines, allowing a dedicated action plan.
- In September 2021: Stand Aigle X LPO at the congress of the International Union for Conservation of Nature, one of the main NGOs dedicated to environmental conservation. The IUCN World Conservation Congress is held every four years to set priorities and guide action on conservation and sustainable development.
- In November 2021: an article on our partnership in the magazine Rapaces de France.

Through our partnership, we are contributing to the funding of the National Action Plan for the Conservation of the **Osprey** and the **White-tailed Eagle**. This plan mandates 10 years within which to ensure the complete protection of these two species by all territorial stakeholders (associations, national parks, French National Office of Hunting and Wildlife...) in France.

AIGLE S'ENGAGE POUR VOUS PROTÉGER E

Communication and educational media:

- Deployment of a head-mounted display
- Website and overview of our partnership
- 8 monthly newsletters
- •1 leaflet and Aigle-branded kakemonos

 $\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{5}}}}}}}$  To go a step further

Our action plan for 2022: designating our garden as an LPO Refuge by l'Atelier57 to conserve nature and improve biodiversity.

## THE PERMACULTURE PROJECT AT OUR MANUFACTURING SITE IN INGRANDES

After an initial observation stage at the end of 2019, rooted in the principles of permaculture, we planted the first seeds in our community garden throughout 2020 at our Ingrandes site.

In 2021, the group of volunteers increased by 3 new employees (2 women, 1 man), bringing the total number of volunteers to 7 people.

The beginning of the year was marked by the planting of 50 fruit and ornamental trees, with a special turnout from other colleagues. These trees have the function of protecting the vegetable garden from northerly winds, developing animal and plant biodiversity, in addition to producing a multitude of fruits, as well as a shaded place for employees to take breaks.

Structures have been installed to meet the needs as identified by the group:

- 60 m of ganelle (locally-produced wooden fence), enclosing the vegetable garden, to protect crops from rabbits
- a rainwater receptacle for saving water and irrigating the orchard
- slate placards label the plants in an aesthetic way for visitors
- a garden shed to facilitate logistics and meetings

Last November, the group, accompanied by new employees, planted a mini-forest provided by the company Faguo. This very dense plantation allows for rapid tree growth and also aims to provide shelter from westerly winds and to welcome biodiversity.

In 2022, the team and volunteer employees will continue to practice the principles of permaculture by developing interactions (creation of a compost area, establishment of a dry hedge using dead branches on the ground, design of a pond...), while making the garden more aesthetically pleasing for the well-being of everyone at the heart of the company.







Tracking indicator

7 volunteers, 50 fruit and ornamental trees



# ENVIRONMENTAL ISSUES

**RAISING AWARENESS AND TAKING ACTION FOR THE FUTURE** 



# ECOLOGICAL TRANSITION: A COLLECTIVE ENDEAVOUR

Aigle's **Positive Impact adventure is marked by a powerful sense of voluntarism**. And we are convinced that this determination must be a shared **attitude**. We will not be able to address emerging issues on our own - particularly those related to fashion consumption and the development of a circular economy. To make the dream of a more sustainable fashion come true, and to echo our purpose - *"To allow everyone to fully live experiences without leaving any other trace than those of their footsteps."* - we need to develop our collaboration with **our customers and users**, strengthen our **partnerships**, strengthen our ties with local **stakeholders**, build new **alliances** and bring our shared commitments to life.

For Aigle, 2021 has seen new **collaborations**. This work allows us to affirm our commitments to sustainable development, strengthen our methodologies and contribute to a collective impact.

## **OUR INSTITUTIONAL COMMITMENTS**

In order to place Aigle's action in the global effort to achieve the goal of limiting climate change, our company has joined forces with several initiatives to take action together and have as big an impact as possible.

### FASHION PACT

In June 2020, Aigle joined forces with the signatories of the Fashion Pact initiative. Launched in August 2019 at the G7 Summit in Biarritz, the Fashion Pact aims to bring together all those involved in fashion and textiles and define common objectives around three issues to reduce the environmental impact of their sector: climate, biodiversity and oceans.

The members of the Fashion Pact meet regularly to discuss specific themes related to climate change and operational solutions. This series of commitments is intended to be broken down into actions by each company.

### SIGNATORIES

- ALDO GROUP - ASICS - AUCHAN RETAIL - BALLY - BESSON CHAUSSURES BESTSELLER ADIDAS AIGLE BONAVERI BURBERRY CALZEDONIA GROUP CAPRI HOLDINGS LIMITED CARREFOUR CHANEL CHLOE CELIO -DAMARTEX GROUP - DCM JENNYFER - DECATHLON - DESIGUAL - DIESEL - EL CORTE INGLES - ERALDA ERMENEGILDO ZEGNA - EVERYBODY & EVERYONE - FARFETCH - FASHION3 - FUNG GROUP GANT GROUPE GALERIES LAFAYETTE - GAP INC. GEOX - GROUPE BEAUMANOIR - GROUPE ERAM - GROUPE ETAM GROUPE IDKIDS GROUPE ROSSIGNOL - GRUPPO ARMANI - HANS BOODT MANNEQUINS - HEM GROUP - HERMES HERNO - HOUSE OF BAUKJEN - INDITEX - KARL LAGERFELD - KERING - KIABI - LACOSTE -MANGO MATCHESFASHION.COM MONCLER - MONOPRIX NIKE NOABRANDS NORDSTROM PAUL & JOE PRADA S.P.A. PROMOD - PUMA SE -PVH CORP. RALPH LAUREN - RUYI - SALVATORE FERRAGAMO SELFRIDGES GROUP - STELLA MCCARTNEY - TAPESTRY - TENDAM

#### **AS PART OF THE FASHION PACT, AIGLE HAS COMMITTED TO:**

- **Reduce its greenhouse gases by -30% by** 2030 (Aigle decided to go a step further and reduce its GHGs by -46% by 2030),
- Support sustainably managed forests by 2025 and combating deforestation,
- Eliminate unnecessary plastic packaging by 2025 for B2C and by 2030 for B2B,
- **Replace at least half of the remaining plastic packaging** with 100% recycled packaging by 2025 for B2C and by 2030 for B2B,
- Achieve 25% sourcing of low-impact raw materials by 2025 (our key raw materials already have low climate impact e.g. organic, regenerative, sustainable, etc.),
- Achieve 50% renewable energy by 2025 and 100% by 2030 in our own operations,
- Support biodiversity actions by the end of 2021.

### PARIS AGREEMENT AND UNFCCC

The Paris Agreement is a United Nations initiative that brings together 197 countries to combat climate change. Ratified in 2016 by France, it aims to keep global warming below 2 °C compared to the pre-industrial era, in order to limit disruptions to the Earth system.

Companies commit themselves by signing a United Nations Framework Convention on Climate Change aligned with the principles of the Paris Agreement. The ultimate objective of this convention is to stabilise greenhouse gas concentrations "at a level that would prevent dangerous anthropogenic human induced interference with the climate system". Aigle has been a signatory since July 2020 and, like other brands, is committed to reducing its greenhouse gas emissions by at least 30% by 2030.



### UN GLOBAL COMPACT

The Global Compact is a United Nations initiative that was launched in 2000. It is designed to encourage companies around the world to adopt a socially responsible attitude and to incorporate and promote several principles relating to human rights, international labour standards, the environment and the fight against corruption.

The signing of the Global Compact is a voluntary initiative for Aigle, who joined the movement in October 2020. The member companies commit to progress annually on each of the 4 themes of the Global Compact and to submit an annual report called the Communication on Progress (COP). These 4 themes bring together the 10 principles illustrated below:



# SHARED COMMITMENTS WITH OUR SUPPLIERS AND PARTNERS

Aigle wants to make a positive impact in all its activities. Since every action counts, it is committed to carefully choosing its suppliers and partners.

## **OUR AIGLE CODE OF CONDUCT**

At Aigle, sustainable and responsible purchasing means promoting good practices in terms of ethics and human rights. Stringent and transparent criteria have been defined and are applied both internally and with our partners.

The Aigle Partner Code of Conduct is aligned with the 10 universally recognised principles of the UN Global Compact. It is distributed to all our partners and suppliers in order to oversee all our purchases of finished products, as well as our purchases of raw materials for our boots manufactured in our factory

In parallel with this approach, Aigle defends purchasing behaviour among its employees who commit, through an internal charter, to fight against corruption and conflict of interest.



Key performance indicator

In 2021, 92% of our suppliers signed our Code of Conduct. (= 2020).



In 2022 our Code of Conduct will become a Code of Ethics. We are committed to having it signed by 100% of our suppliers and partners by 2023.

## **PERFORMANCE OF OUR SOCIAL AUDITS**

Since 2019, Aigle has been a member of the ICS association, mainly to assess the working conditions of its suppliers and support them in their progress.

The ICS, **the Initiative for Compliance and Sustainability**, is a multi-sectoral initiative to improve working conditions in global supply chains. The ICS is made up of 48 retail brands in the textile, footwear, electronics, food and home furnishings sectors.

The ICS enables member companies to collaborate with shared tools, to pool audits, and thus help reduce the number of concurrent audits in factories. ICS members share knowledge and best practices.

### The factories are audited based on 9 criteria:



Social audits began at the end of 2019 at our finished product suppliers.

Following an audit, a score consisting of a letter followed by a percentage is assigned to the member. This rating is broken down as follows:

- Letter (A E) = criticality of non-conformities observed
- Percentage = percentage of responses that meet the standard.

Our supplier base evolves according to our needs. For this, audits are initiated in the factories with which Aigle starts a new partnership, to ensure that our partners comply with our standards.

Aigle wanted to go a step further when choosing its suppliers by using the rating given to the factories as a criterion for evaluating and referencing of suppliers.



### **OUR PARTNERS**

### LA CASERNE



Simultaneously an incubator, a place to live and meet, a residence for young creators, La Caserne has been supported by Aigle since 2021.

This former fire station in the 10<sup>th</sup> arrondissement has been revived. Here, brands occupy offices or mini-studios and a pop-up store shines the spotlight on second hand items.

To welcome those who make the fashion of the future as well as those who will wear it, Aigle has made it possible for La Caserne to offer a green rooftop setting by Aigle with MERCI RAYMOND, the urban agriculture start-up that's collaborated with Aigle since 2020.

This space, a real green lung perched on the rooftop, encourages creativity, contemplation and discovery.

Our partnership with La Caserne includes several projects due to take place this year and in years to come:

- Master classes and speeches by our CEO during the various discussions on eco-responsibility in the textile industry.
- Gatherings with our partners on the rooftop
- Participation in workshops at La Caserne
- The development of an upcycling capsule collection in collaboration with the Marie Laurencin school throughout 2022.



### THE CONSCIOUS FESTIVAL



The Conscious Festival is one of the first events that took place in La Caserne, from September 24 to 26 2021. After being hosted in London, Singapore and Hong Kong, it made a stopover in the10th arrondissement of Paris and included various talks - including some with our CEO, Sandrine Conseiller - a village dedicated to second-hand goods, a vegan food market and sustainable fashion workshops. An Aigle pop-up store was also available, which had a selection of factory second items and a presentation of the different manufacturing stages of our boots.

#### MERCI RAYMOND

Through the adoption of a carefully considered and sustainable approach, Aigle and Merci Raymond have teamed up to create a green oasis.

Boasting more than 250 plants, the hanging garden is a great place to learn about the tinctorial plants used in natural dyes, and a great way to improve urban biodiversity and enhance the flavour of the food and drink served on the rooftop.

This space is a real green lung perched on the rooftop which encourages creativity and contemplation. Here, you can even discover the renowned Aigle rubber boots as well.



In 2021, Aigle also financially supported Merci Raymond by donating 10% of profits from private sales and pre-season sales on our e-shop and in retail stores.

### TILLI COUTURE

Since 2021, as part of the Aigle Positive Impact plan, we have created a partnership with TILLI COUTURE.

# Tilli is the first home tailoring service. From jeans with holes in need of mending or that require shortening, to a favourite dress that needs an update, TILLI is the perfect choice for touch-ups, alterations, or transformations when it comes to your wardrobe, all with a individualised and personal experience!

Initially, we offered several live workshops in 4 of our stores (Capucines Paris, Lyon, Bordeaux, Nantes) for back to school, as well as during both RRRR Week and Green Week. A Tilli seamstress/tailor is present throughout the day and mans the "Aigle Positive Impact" table. Customers can bring along their Aigle items for simple alterations: buttons, zippers, loop replacements, seam repairs, etc.

You can also UPCYCLE a classic grey Tealer crew neck sweatshirt by adding some hand embroidery. Embroidered Tealer sweatshirts are then made available on our Second Souffle website.

Finally, by the end of 2021/beginning of 2022, the TILLI COUTURE alteration service will be offered in 12 of our Parisian stores.

To go a step further: in 2022, we want to continue to make these workshops more regular, so that they become a real meeting place for our customers.

### 

Since October 2020, Aigle has been a partner of I:CO.

I:CO, short for I:Collect, offers a practical and effective solution to combat textile waste. I:CO collects, sorts, reuses and recycles used clothing and footwear collected by partner brands. It supports the transition to a more circular fashion industry, in which resources are reused, consumer engagement is increased, and the environment is protected.

Thanks to I:CO, we currently have 25 Aigle collection points across our stores and our main offices, which are equipped with collection boxes to give a second lease of life to all types of used clothing and shoes.





### Performance indicators

In 2021, Aigle collected **1,070 kg** of textiles. Each garment or pair of shoes is hand sorted in accordance with the waste management hierarchy: reuse before recycling. The items collected have a new life as second-hand goods, and those that cannot be carried over are recycled into new products. In 2022, 67 Aigle collection points will be available to our customers and employees.

## 1. Strategic and operational support to reduce our carbon footprint

# GoodPlanet

GoodPlanet supports Aigle on various CSR projects, the objective of which is to translate our strategy into operational actions. A report on the GHG emissions in our carbon footprint has allowed us to jointly identify strategic actions to reduce our carbon footprint over longer or shorter timeframes. In 2020, we began to carry out actions associated with a precise calculation of our carbon footprint reduction based on operational changes.

To confirm our commitment to a -46% carbon reduction, we made our commitment official through the Science Based Target Initiative in May 2021 (SBTi).

### 2. Raising employee awareness of Positive Impact



The #AiglePositiveImpact plan, which is at the heart of our corporate strategy, is supported by all of our employees.

In order to make everyone aware of environmental and societal topics, and to continuously develop our knowledge, Aigle offers educational content.

The GoodPlanet Foundation carries out various awareness-raising programs for companies on these topics. In October 2021, they conducted a participatory videoconference with headquarters and retail teams for Aigle. Taking stock of the state of our planet in terms of ecology and human rights,

this experience was also an opportunity to reflect on all the impact projects that we carried out and progressed in 2021, and those to come in the future to continue our transformation.

### CONSERVATION ALLIANCE JAPAN

Aigle is a partner of the Conservation Alliance Japan, an environmental organisation. In collaboration with other brands in the fashion industry, we are raising awareness of nature conservation. Members of the association select and support several initiatives that carry out environmental conservation activities.





National Parks of Japan Official Partner Aigle Japan is also becoming an official partner of national parks in agreement with the Ministry of Environment to promote the Aso-Kuju national park in Kumamoto. This partnership aims to help people in Japan and abroad better understand efforts to preserve the natural environment and revitalise the areas in which the country's national parks are located.

### Aigle HONG KONG x WWF: Volunteering at the Mai Po Nature Reserve

In commemoration of Earth Day, our Hong Kong staff, along with influencer, Manson Chung, took part in an effort to protect biodiversity at the Mai Po Nature Reserve\* on April 13<sup>th</sup>.

In partnership with the WWF, volunteers worked to eliminate invasive species in the wetlands surrounding the mangrove trees.



### Aigle HONG KONG x MASKON

Aigle Hong Kong is promoting "Made in France" at the French May Arts Festival by collaborating with Hong Kong brand MaskOn.\_ to produce masks

"Aigle x MaskOn.\_ mask" limited edition.

The two brands are joining forces to promote the heritage of craftsmanship and the development of local creativity, which jointly implement our Aigle Positive Impact plan. In May 2021, a photography exhibition took place in three MaskOn. stores,

recounting the history of the two factories in Ingrandes and Hong Kong.



\*The Mai Po Nature Reserve is known as Hong Kong's bird paradise. Its internationally renowned marshes provide winter refuge for about 90,000 migratory birds from 350 different species.



## RAISING AWARENESS OF CIRCULAR FASHION IN OUR COMMUNITIES

In line with our Positive Impact Aigle plan, we are working towards responsible fashion. To do this, we make our stakeholders aware of **the circular economy** and make it easier for them **to act**, so that they stop throwing away clothes that they don't use anymore or clothes which are considered to be too damaged or out of fashion. We believe that instead of pointing the finger, we can change behaviours by raising awareness and offering credible alternatives.

### **RRRR CAMPAIGN FRANCE**



After Aigle's initial participation in the 2020 #RRR (Re-Pair, Re-Use, Re-Cycle) campaign, which mobilised just over 100 brands and stakeholders in the circular economy, more than 150 brands joined the movement in 2021 to fight fast fashion. This year, a new R appeared, thus making consumers aware of downsizing their wardrobes and having more high-quality, sustainable items: Re-Duce.

The aim of this digital campaign is to raise awareness of the circular economy and, more specifically, repairing and reusing products that are still in good condition, and recycling those at the end of their life cycle. Each brand is committed to posting messages that raise awareness on their respective social media pages.

We are proud to have contributed to this joint endeavour. Indeed, the #RRRR campaign reached 55% of the French population (vs. 31% in 2020 and 27% in 2019). More than 36 million people reached via social media pages, representing 15 million people more than in 2020.

In parallel, we have made clothing collection boxes available in our stores to encourage our consumers to recycle while offering them, via alterations or customisation workshops, the chance to give their clothing a new look and a new lease of life. Internally, our employees have gotten involved by participating in free workshops on simple sewing techniques, conducted by Bobines et Combines.
### **RRR CAMPAIGN JAPAN**



8% of sales from our FW 2021 collection were donated to **More Trees**, a forest conservation organisation led by Academy Award-winning musician Mr. Ryuichi Sakamoto.

This donation was used towards More Trees forest conservation actions in Japan.

## SECOND SOUFFLE, OUR SECOND HAND PLATFORM

As part of our approach to raise awareness of the circular economy, Aigle launched a second-hand platform, Second Souffle, in October 2020. It also allows us to put into action our goals related to product reparability, clothing recycling and reducing our carbon footprint.

Aigle offers its customers the chance to resell clothes and boots that are lying around in their wardrobes and receive vouchers which can be used on Aigle.com and Second Souffle. Each product received by Aigle is cleaned and restored for immediate resale on the platform, and at a lower price. This gives customers the chance to purchase Aigle products at 30-40% of the original cost.





From the expertise to the materials used, the durability of the products and their ability to stick by our customers "for all weather and forever" have been at the heart of Aigle's DNA since 1853.

Throughout the year in Asia, various partners supported countries locally in collecting and recycling clothing: REDRESS in Hong Kong and BING in Japan.

## **OUR GREEN WEEK AND POSITIVE FRIDAY**

Beyond manufacturing sustainable products - our direct impact - we are committed to helping develop consumer behaviour - our indirect impact. This is the meaning behind the Positive Friday initiative. This year at Aigle, instead of participating in Black Friday, we decided again to promote a POSITIVE FRIDAY for responsible fashion. On a day that sees so much waste and overconsumption, we adopted



a constructive approach: instead of opening of our stores we collected clothes to give them a second lease of life, and we closed our e-shop in favour of our second-hand platform, Second Souffle. This action demonstrates the long-term commitments that we made when we became a purpose-driven company in December 2020.

We placed collection boxes in our stores to encourage consumers to sort through their wardrobes and to increase their awareness of the circular economy and more sustainable consumption and to encourage them to consider new consumption patterns. For each item of Aigle clothing or pair of boots dropped off in-store, the person donating the item receives a voucher that can be used on both Aigle.com and our second-hand platform, Second Souffle. We closed 48 stores and our website in over 220 countries.

We also engaged our employees by offering them a carbon footprint calculation workshop led by MyCo2.

During the week, 1,536 items were collected in-store and 70 items on the Second Souffle site. Site traffic increased by 52% during the week vs. last year.



That same week we continued our partnership with Redress Asia, a public charity in Hong Kong. From November 24 to December 31, 3% of total sales from our Fall-Winter 2021 Capsule Collection "Iconicity" present in 6 Aigle stores in Hong Kong and on the

online site have been donated to Redress to support their work to eliminate waste produced by the fashion industry.

## BEING UNITED IN OUR CHARITABLE DONATIONS TO SUPPORT THOSE IN NEED

Aigle has made a solid commitment by working closely with charitable organisations and raising funds for charity campaigns.

## **BOOT DONATIONS IN GERMANY**

Following the unusual weather conditions in July 2021 in Germany, Aigle donated **1,023 pairs of boots** to disaster relief organisations in the worst affected villages, such as Dernau and Ahrweiler.

## ARCAT

Since 1985, Arcat has been offering comprehensive support to people living with HIV and/or chronic hepatitis, most of whom are isolated, vulnerable and in a precarious situation.

Every year, Arcat's multidisciplinary team accompanies, advises and guides more than 600 people in order to offer them satisfactory access to rights, care and treatment. Arcat also participates in numerous expert groups and conducts awareness-raising, prevention and training activities on issues related to HIV and the fight against discrimination.

Created in 1993 by Pierre Bergé, then president of the association and the Maison Saint Laurent, the solidarity sale LES CRÉATEURS ONT DU CŒUR (designers have a heart) brings together the great names of FASHION, BEAUTY and DESIGN who join the Arcat association in its FIGHT. At every event, thousands of items are sold between -50% and -90% off the store price.

The full profits from the sale allow Arcat to sustain its programmes for people living with HIV and/or hepatitis. In addition, the revenue generated by the LES CRÉATEURS ONT DU COEUR event have been used for the last 10 years to support the AIDS and drug addiction information kiosks, Checkpoint Paris, an HIV and STI testing centre and the future community sexual health centre for Île-de-France, dedicated to the LGBT+ community.

In 2021 Aigle donated 18 items worth €1,616.

## SUSTAINED SUPPORT FOR LOCAL ASSOCIATIONS

Atout Solidaire The "Atout Solidaire Association" is both a "customisation" workshop and a store selling garments sold by textile industry partners. This integration project made it possible to implement some twenty contracts for women between the age of 21 and 61 in 2018.

In 2021, we donated 1,021 items (clothing, boots, shoes and accessories).

Created upon the initiative of volunteers of the Secours Catholique in 1993, **the Fringuette Association** aims to promote the social and professional integration of people in need through access to paid employment.



The association is approved as an A.C.I. (job integration workshop). It employs 30 people on an integration programme around the following activities:

Collecting and sorting second-hand clothing, selling second-hand clothing, creating fashion accessories and clothing alterations, etc.

Aigle supports this association, located in Nouvelle Aquitaine, through donations. In 2021, we donated 5,827 items (clothing, boots, shoes and accessories).



We participate in the shipment of containers, via **the Association France Touraine Madagascar**, consisting of agricultural equipment, tools, school supplies, bicycles, clothing, toys, dishes, etc., which are delivered to the Antsirabe school farm, located in the area of Antsahasoa. The profits from its activities means

that the school farm can operate. The college and high school bring together nearly 400 students including 140 interns.

In 2021, we sent 5,596 items (clothing, boots, shoes and accessories).



To help those most in need, Aigle collaborated once again in 2021 with **Les Restos du Cœur**. Thanks to these donations, we are also supporting two pillars of Les Restos: Employment and assistance for the homeless.

Aigle supported **Les Restos du Cœur de la Vienne** in 2021 by donating **840 items** (clothing, boots, shoes and accessories).



Aigle also participates in the development of the ALTEA CAPESTAN association by donating defective products as well as scraps of textile or leather. In November 2018 the Altea Cabestan association integrated a new service:

Remise à Flot. The sewing workshop produces bags, luggage, accessories and decorative products using recycled materials recovered from companies and individuals in the sector.

#### In 2021, Aigle donated 118 items (boots and materials).

#### 2021 SUMMARY:

Association	2021 Donations
Fringuette	5,827
Atout Solidaire	1,021
France Touraine Madagascar	5,596
Les Restaurants du Cœur	840
Altea Cabestan	118
Total	13,402



## **OUR SALES OF SOLIDARITY PRODUCTS**

#### AIGLE DAYS

During our one-time and recurring events, **10% of the profits from e-shop and retail sales** were donated to **Merci Raymond (43,000 euros)**. Together, we help to make the city more green with rooftop vegetable patches and urban gardens. These funds allow them to create more and more natural spaces in large urban centres.

#### GOOD DAYS

From November 18-21, we donated €1,468 to Good Planet at part of our Good Days. A joint collaboration with our partner, the aim of this project is to promote **women's autonomy for sustainable agriculture** in Loire-Atlantique.

The GoodPlanet Foundation implements various local programs that support ecology. This project helps women farmers find greater autonomy, with the aim of helping them find their place within the farm and supporting their desire for change towards sustainable agriculture.

## BRINGING OUR COMMITMENTS TO LIFE IN OUR WORKPLACES AND IN OUR COMMUNITIES

In line with the Aigle Positive Impact plan, Aigle is acting for the future by raising awareness of the environmental cause internally among its employees, an issue that is at the heart of the commitments made in its workplaces.

## OUR HEAD OFFICE, A SYMBOL OF OUR COMMITMENTS

Since March 2020, our new living space has been part of Aigle's real desire to reinvent the ways we work together while at the same time having a positive and responsible impact on our environment.

We strive to be an environmentally responsible player, committed to contributing to the protection of the planet by reducing our energy consumption and recycling our equipment and consumables.

A breath of fresh air sweeps through this open and bright space and with all of our expertise gathered under one roof, a swirl of creativity carries the brand, its concept and its offer.

So, where do we start? The existence of open offices, convivial spaces and multiple rooms in various formats invite us to work together differently, to combine skills and subjects to increase our collective knowledge and fuel innovation.

#### A POPCHEF DIGITAL CATERING CONCEPT



#### A sustainable, transparent and traceable digital canteen:

Direct, local and French products (95%) / Fresh and homemade dishes / Seasonal raw ingredients / Limited waste / Sustainable packaging / Reusable delivery boxes / Delivery via electric transport / Integrated social dimension / Collaboration with an ESAT (work assistance establishment)/ Zero food waste: Resto Du Cœur and associations.

#### #STOPAUXCAPSULES



ATELIER 57 installs new coffee machines. Say goodbye to pods and hello to ground coffee!

Kawa coffees come from farms or cooperatives. The coffee production zones (of the Arabica variety) are located between the tropics and at an altitude of more than 1000m. The coffees therefore come from Central & South America, Africa.

First and foremost, they have a known origin.

KAWA roasts their own coffee beans at their site in Paris. The beans are roasted slowly (in an artisanal way) so as not to burn them.

#### CLEANY

To support us in cleaning and maintaining our premises, we have decided to collaborate with Cleany, the responsible cleaning company.



- · Eco-friendly cleaning products
- · Green consumables management

Cleany has decided to recruit the majority of its cleaners on permanent contracts. The aim is to enable them to access and enhance their training through a precise career development plan. In 2022, in order to continue its CSR activities, Cleany is organising a partnership with the ARES organisation for the construction of an integration programme for people who are out of work through training and integration into Cleany's teams.

#### LEMONTRI



Lemon Tri supports us in recycling our waste by offering innovative, incentive-based and unified solutions.

Sorting boxes are available to the teams in the photocopy areas and on the ground floor in the kitchen.

Cette année grâce à notre partenariat avec Lemon Tri, nous avons pu recycler plus d'une tonne de produits. All our waste is collected, sorted and packaged by Lemon Tri.

It is then sent to recycling facilities in short supply chains in France. There are no individual trash cans!

This year, thanks to our partnership with Lemon Tri, we were able to recycle more than 1 tonne of products.



This allowed us to create 82 hours of employment for those on an insertion programme, but above all it meant that we were able to reduce our energy impact as well as our carbon index. We were also able to save more than 18,000 litres of water.



#### BENEFITS OF YOUR SORTING



#### ELECTRICITY

In order to reduce our energy consumption, the entire Head Office lighting system is on a timer and is only turned on during office hours.





#### RECYCLED PAPER

As part of our CSR approach, we only use 100%-recycled paper.

#### GOODIES

To each newcomer, we offer a kit filled with environmentally-friendly goodies made from natural materials: wood, cardboard, cotton, cork etc...



### ENCOURAGE ECO-MOBILITY WITH OUR CONSUMERS AND EMPLOYEES

#### AIGLE X ZENRIDE COLLABORATION

As part of improving the quality of life at work and our #AiglePositiveImpact commitments, Aigle has been thinking about new mobility solutions to improve its employees' daily commute.

In this process, we wanted to identify how interested they were in the implementation of a new, more environmentally-friendly transport offer with the Zenride long-term personal bike rental service.

Given the strong interest in this concept, it is now possible to rent a bike year-round! Every employee can choose their dream bike, and Aigle covers 70% of the rental fee.

By the end of 2021, 19 of our employees at our Paris and Ingrandes sites had signed up for this offer.





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## SPOTLIGHT ON OUR INDUSTRIAL HERITAGE

Introducing and promoting our business is part of our company's historical values.

With this commitment in mind, in 2017 we developed a tour of our manufacturing site to offer as many people as possible the opportunity to discover our nearly 170 years of French expertise and craftsmanship. This allows us to shine a spotlight on those who run it daily - **our master shoemakers.** 

Each year, we can welcome more than 1,000 visitors for a tour of our **historic manu**facturing site in Ingrandes which includes:

- Discovering our site
- Learning about the unusual history of our Ingrandes-sur-Vienne site
- Understanding the manufacturing process of our boots and showing the techniques involved
- Celebrating Made In France products with our consumers with transparency.

We continue our partnership with local organisations such as the **Châtellerault Tourism Office**, and have established a partnership with the Nouvelle Aquitaine **Region**, thanks to financial support that allows us to develop our heritage and tourism activity. Our site is now present in the **Guide du Routard**, a guide listing companies and factories to visit in France.

In 2019, we welcomed **1,092 visitors from** all walks of life (Europe, Asia, America, etc.), showing growth in this activity of **+7% vs. 2018**.

Unfortunately, since 2020, the COVID-19 pandemic and the various government measures implemented to keep everyone safe mean that we have had to suspend these visits.

We hope that our collective efforts, both internally and externally, will allow us to open our doors to the public in 2022 as soon as government measures allow so that we can continue with our commitments.

In 2021, there were several highlights that showcased our industrial heritage:

- We were selected to represent the Vienne department at the second Grande Exposition du Fabriqué en France held at the Elysée in July.
- We developed two new limited-edition pairs of boots in collaboration with the Elysée in celebration of Heritage Days in France on September 18 & 19.

The two exclusive models, one for men and one for women, proudly boast blue, white and red details as well as the Elysée emblem. This collaboration highlights our French heritage and the expertise we have acquired over nearly 170 years.



• We participated in the Made In France trade fair in Paris from November 11 to 14, which also significantly contributed towards promoting our industrial heritage. On this occasion, we showcased our natural rubber boots made in Ingrandes.







Aigle was present at the Made in France trade fair from Thursday, November 11 to Sunday November 14, 2021 in Porte de Versailles in Paris





Our project to create the Aigle museum is still relevant. This museum will be a valuable tool for promoting our French heritage, as well as an educational resource showcasing unique trades in France. We expect the project to complete by 2023.



# 2022 OUTLOOK

Aigle Positive Impact is a business plan that structures all our environmental and social actions. This direction, shared by all Aigle branches, led us to **become a purpose-driven company**, and to include our purpose in our statutes: **"To allow everyone to fully live experiences without leaving any other trace than those of their footsteps."** 

Next year, Aigle Positive Impact will continue to work in three areas: PRODUCT, PEOPLE and PLANET. Products, humans and the planet - three facets of the same action plan, to move towards ever-more sustainable fashion.



#### **Our Purpose**

To allow everyone to fully live experiences without leaving any other trace than those of their footsteps.



In 2022, Aigle's aims to go a step further and accelerate its commitments and actions.

**1. Our priority is to reduce our carbon footprint,** something that we made official through our commitment to the Science Based Targets initiative in May 2021.

Our target: 46% less emissions by 2030.

All teams are getting involved to achieve this ambitious number. Aigle is also working to obtain B-Corp certification in 2023. The B-Corp movement distinguishes between committed companies, i.e. those that reconcile profit-making (for profit) and collective interest (for purpose). It's structured around 5 areas of impact: Governance, Employees, Community, Environment and Customers. This is an international certification that will prove that Aigle is a **"force for good"** and that we integrate social, societal and environmental objectives into our business model and operations.

#### 2. Stylish and respectful products, to go a step further in sustainability

- Achieve 100% sustainable products by 2028.
- Increase our transparency when it comes to how our products are manufactured and their environmental impact through our traceability project with FOOTBRIDGE.
- Develop the awareness and extent of **Second Souffle**, our second-hand **platform** launched in October 2020.
- Promote **Made in France**, by increasing the production of our boot models at our Ingrandes factory.
- Strengthen our foothold in France, by investing in logistics within our Ingrandessur-Vienne site by mid-2023.
- Continue our actions in favour of a more committed design in collaboration with La Caserne, the Parisian incubator for the designers of the future.
- Renew our partnership with Ulule to **support committed young entrepreneurs**.
- Support **biodiversity** and reforestation in a concrete way, through the actions of our partners: the LPO and Merci Raymond.

#### 3. Customers and employees committed to making every action count

- Build a strong corporate culture and promote our new values.
- Measure the commitment of our teams, particularly in terms of the Positive Impact dimension, and grow their involvement in the subject.
- Train in our expertise to promote Made in France manufacturing through our master bootmakers' school.
- Continue to educate our customers in-store and on our e-commerce site so that they prioritise responsible shopping and recycle their products using our Second Souffle site.
- Ensure that our partners are committed to working with us in accordance with our Code of Ethics.

# **METHODOLOGICAL NOTES**

The transcription of the European Directive on non-financial reporting resulted in the publication of an order in the summer of 2017 and its implementing decree, replacing the current CSR reporting system known as "Grenelle II". (Decree No. 2017-1265 of 9 August 2017 and Order No. 2017-1180 of 19 July 2017).

With this new "Declaration of Non-Financial Performance" (DPEF) system, the intention is to move from the comprehensive nature previously required by Article 225 of Grenelle II, to a "relevance" approach to regulatory compliance.

In accordance with this new regulation, Aigle INTERNATIONAL SA has asked an independent third party body for a report containing a certificate relating to the compliance and truthfulness of information.

## **METHODOLOGICAL NOTES**

The purpose of these remarks is to explain the Corporate Social and Environmental Responsibility (CSR) methodology applied by Aigle INTERNATIONAL. They specify how we collect, validate and consolidate the indicators, the different responsibilities at various levels of the process and useful definitions for the proper comprehension of the data requested.

#### SCOPE

The scope of the CSR information included in the Declaration of Non-Financial Performance must be related to financial consolidation.

For this financial year, we have adopted a Global scope, to the extent possible, for our reporting including the PARIS 16 Head Office, the manufacturing site in Ingrandes-sur-Vienne, the stores owned by us, our three European subsidiaries (United Kingdom, Germany & Switzerland), and the Asian subsidiaries which are mainly joint ventures in retail distribution activities (China, Taiwan, Hong Kong, Mongolia, the Philippines, Japan).

The majority of our information relates to Europe. However, we will aim to gradually increase this data to include our Asian subsidiaries and develop good practices by taking the first steps with them as part of our commitments and values.

Excluding some exceptions, the quantitative and qualitative data covers the period from 1 January 2021 to 31 December 2021 corresponding to the financial year of the Aigle INTERNATIONAL GROUP.

Any exceptions will be explicitly stated in the report.

#### Scope of consolidation:

For the 2021 financial year, the data published relates to the Aigle Group, which alone represents 100% of consolidated turnover and 100% of the consolidated workforce. Within this target scope, the average coverage rate is 65%, with a breakdown by pillar as follows (calculated based on key performance indicators):

- Social information: 42.2%
- Environmental information: 51.9%
- Societal information: 100%

#### REPORTING PERIOD

Aigle International has opted for data consolidation for the accounting period of 2021. Unless otherwise stated, all CSR indicators reflect the activity from 1<sup>st</sup> January to 31<sup>st</sup> December of the year 2021.

#### PREVIOUS YEARS

In order to be able to compare the results from one year to the next, historical information reported, where available, covers the years N-1, N-2, with the corresponding methodologies.

#### DATA COLLECTION

The data is collected directly from the CSR contributors of the business divisions or from the departments concerned by the HR department. The timetable for drafting the report is based on creating the indicators during the months of January and February, followed by the drafting of the associated comments.

#### RISK MAP

In 2019, we defined and identified our main CSR risks and challenges, addressing each risk, the consequences for our business and our activities. We were able to determine for each category whether it represented a significant risk. We therefore defined the risk map according to a hierarchy of issues. These issues have been validated by the company's Executive Committee.

In 2020 and 2021, we changed the risk map and prioritisation of our issues. In line with our Aigle Positive Impact plan we can measure the progress of our actions and indicators and make this report a real management tool.

It should be noted, however, that certain categories, assessed without significant risk for the activity, are still dealt with in our report and are the subject of commitments or action plans, because we consider them to be significant in the company's commitment values.

In view of our activity, we considered that the following information was not relevant: the fight against food waste, food insecurity, responsible, fair and sustainable food.

#### METHODOLOGICAL DETAILS

#### Social and societal indicators

Social and qualitative information is collected centrally by the HR department for each of the scopes. The HR data is based on the same definitions and calculation as those of Aigle International SA's social report.

#### **Environmental indicators**

Environmental information is collected from the following sources: Excel tracking files, invoices, environmental audit reports, water consumption report, waste tracking register, waste tracking slips, etc.

Regarding the indicator relating to greenhouse gas emissions, the calculations were carried out by a firm specialising in calculating the carbon emissions of companies, RSE Développement.

# ACKNOWLEDGEMENTS

Aigle would like to thank everyone who participated in the development of this Declaration of Non-Financial Performance:

- All internal contributors, for their involvement in the process of gathering information on their actions and strategies, their monitoring and performance indicators.
- External stakeholders: customers, partners, organisations who have been willing to share their experiences and commitments with Aigle.
- Team lead and chief editor: Iris du Guerny.
- The editorial team: Laurent Hautier, Angélique Tarral-Idrio, Calypso Feracci, Camille André, Anne Lafon, Geneviève Richard, Nathalie Maroleau, Daniel Melier, Samuel Joly, Valéry Groleau, Virginie de Maillard, Leyla Zaidi, Eliott David, Sabine Laudillay, Océane Jeanne, Chloé Meffre, Andry Rantoanina, Corinne Artaud-Guibert, Mélanie Pinsolle, Anne Lafon.

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For the year ended December 31, **2021** 

INDEPENDENT THIRD-PARTY BODY REPORT ON CSR INFORMATION

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#### AIGLE INTERNATIONAL

## Report of the independent third party body (ITPB) on the verification of the social, environmental and societal information contained in the management report

For the year ended december 31, 2021

To the shareholders,

In our capacity as Statutory Auditor of your company (hereinafter the "entity), appointed as independent third party body and accredited by COFRAC under the license 3-1103 (COFRAC Inspection Accreditation, full scope available at www.cofrac.fr), we hereby report to you on the non-financial statement for the year ended december 31, 2021 (hereinafter the "Statement"), included in the management report pursuant to the requirements of articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

#### The entity's responsibility

The board of directors is responsible for preparing the Statement, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators (KPIs).

The Statement has been prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), the main elements of which are presented in the Statement.

#### Independence and quality control

Our independence is defined by the requirements of article L. 822-11-3 of the French Commercial Code and the French Code of Ethics of our profession.

In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance. The statement will be available on the company's website.

#### **GROUPE Y AUDIT**

Société d'Expertise Comptable et de Commissariat aux Comptes

Inscrite au tableau de l'Ordre de la Région Poitou-Charentes-Vendée – Membre de la Compagnie Régionale de Poitiers Membre indépendant du réseau Nexia International – Membre de l'Association Technique A.T.H.

SAS au capital de 37 000 € Siège social : 53 rue des Marais – CS 18421 – 79024 NIORT Cedex – Tél. : 05 49 32 49 01 RCS NIORT B 377 530 563 – APE 6920 Z – TVA : FR 10 377 530 563

FONTENAY-LE-COMTE - FUTUROSCOPE - LA ROCHE-SUR-YON - LUCON - NANTES - NIORT - PARIS



#### Responsibility of the Statutory Auditor, appointed as independent third-party body

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in accordance with article R. 225-105 I, 3° and II of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the "Information").

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, in particular the French duty of care and anti-bribery laws or the tax avoidance legislation, nor on the compliance of products and services with the applicable regulations.

#### Nature and scope of our work

The work described below was performed in accordance with the provisions of articles A. 225-1 *et seq.* of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements:

- we obtained an understanding of all the consolidated entities' activities and the description of the principal risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III;
- we verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of the principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- we verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;

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- we obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important<sup>1</sup>, we implemented :
  - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data ;
  - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was conducted at the level of the contributing entities Aigle SA, Aigle International, Aigle Deutschland GmbH, Vêtements Aigle (Suisse) SA, Aigle International UK Ltd, Aigle Asia Ltd, Li-Ning Aigle Ventures Company Ltd (China), Aigle Hong Kong Ltd and covers between 42.1% and 100% of the consolidated data for the key performance indicators and results selected for these tests

We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

#### Means and resources

Our work was carried out by a team of three people from November 2021 to February 2022 and through a total of two weeks of work.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted a dozen interviews with people responsible for preparing the Statement, with the departments in charge of the information-gathering processes and, where applicable, with the persons responsible for internal control and risk management procedures.

<sup>1</sup>Social information : gender equality index, payroll devoted to training, number of days of internal training devoted to maintaining master bootmaker know-how, frequency rate, grams of VOCs per pair of boots

*Environmental information :* Percentage of cost price of boots made in Ingrandes sourced in France, distribution of PFCs in SS21/FW21 on WR treatments, percentage of waste recovered from the production site, tonnage of waste from the production site, 2020 GHG balance.

Societal information : percentage of suppliers signing the code of conduct, percentage of tier 1 suppliers audited and evaluated B.

#### Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

#### Comments

Without modifying our conclusion and in accordance with article A. 225-3 of the French Commercial Code, we have the following comments :

- The reporting scope covers 42.1% of the consolidated workforce for the majority of the key performance indicators in the social and environmental pillars. We encourage you to review the level of ambition of your extra-financial reporting perimeter in order to extend the qualitative and quantitative information to your Asian subsidiaries ;
- Furthermore, we invite you to pay particular attention to the reliability of the collection channels, especially with regard to the monitoring indicator "maintenance of master bootmaker know-how", so as to ensure the robustness of the methodology for calculating this indicator ;
- Finally, we question the relevance of the key performance indicator relating to CO2 emissions (scopes 1 and 2), which you limit to the French national territory even though you have carried out a scope 3 carbon assessment on all the group's activities in France and internationally.

Prepared in Niort, February 25, 2022

#### THE INDEPENDENT THIRD PARTY BODY

GROUPE Y Audit

Arnaud MOYON

#### Head of the Sustainable Development Department

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