

AIGLE 1853 



To enable everyone
to make the most of their
experiences without
leaving any trace
but their footprints.

PURPOSE REPORT 2024

EDITORIAL

LAËTITIA RAMBAUD

Global Brand & CSR VP



2024 signified the renewal of a new three-year term for our Purpose Committee. Thanks to a restructured team and a new mandate, we were able to focus in depth on our key areas. A promising era is opening up for us – one shaped by increased ambition and more deeply rooted commitments.

From the beginning, AIGLE has shared unique experiences with those who love life in the great outdoors. Through this special connection to nature, our House continues to be underpinned by dedicated teams who fly the flag for its Corporate Social Responsibility programme, Aigle for tomorrow.

In 2024, we continued to build on groundwork based on our three pillars: Product, Planet and People, which included conducting more audits on our factories, acquiring ISO 50 001 certification and implementing our Leader for tomorrow management training. We can take pride in all these achievements.

With these solid foundations, we can look to the future with confidence and ambition. AIGLE is committed to continuing its responsible journey, while innovating and meeting the challenges of tomorrow. Together with our teams, partners and Purpose Committee, we will build a future in line with our values and vision.

Happy reading!

FOREWORD

**ÉLISABETH
LAVILLE**

President of the Purpose Committee
Founder and Director
of the UTOPIES agency



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We are currently living through an unsettling time in which ecological transition and corporate social responsibility seem to be losing ground. In companies, inflation, geopolitical instability and the emergence of new priorities such as AI have diverted people's attention away from sustainability issues. Behind this apparent setback, what is at stake is also the fact that companies are struggling to make a concrete transition and transform CSR into a driver of tangible and immediate value creation.

In this context, it would be easy to let pessimism and doom prevail. Yet the renewed commitment of companies like Aigle, who made a conscious decision four years ago to enshrine its purpose in its statutes, demonstrates that, on the contrary, it is not the worst-case scenario, and anything is still possible – provided that it takes action.

Taking action, moving forwards and sticking to its ambitions, opening up the way ahead, despite the obstacles: this is the commitment of Aigle, a company which has once again this year shown its ability to stay on course with the transformation it initiated when it became a purpose-driven company.

The achievements of 2024 highlight this commitment as well as an increasingly integrated approach: in-depth work on the product offer, renewed dynamics regarding social audits carried out with suppliers, deployment of a permanent repair offer, decarbonisation strategy and preliminary work on a biodiversity strategy, etc.

To monitor this progress, in early 2024 our Purpose Committee benefitted from the arrival of three new members who brought fresh momentum with new areas of expertise. In this report, we wanted to share these wide-ranging viewpoints on the key areas of Aigle's purpose, because they reflect the depth of our discussions with its teams.

In 2025, our collective will continue to support Aigle in its transformation, dedicating time to further reflection and focusing on the key challenges the company faces.

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PRESENTATION OF THE AIGLE BRAND



Founded in 1853 by Hiram Hutchinson, Aigle preserves a unique sense of craftsmanship, exemplified by its iconic French-made natural rubber boots. The clothing, shoes and accessories are designed for everyday life: designs that combine style and function, with a contemporary feel and for all weathers.

Having become a purpose-driven company in 2020, Aigle's ambition is to develop in a virtuous way, by defending French savoir-faire and the craft of master bootmaker, as well as by offering pieces created to last and by placing corporate social responsibility at the heart of its strategy.

BUSINESS MODEL

CSR GOVERNANCE



Aigle's sustainability strategy and policies are the responsibility of the Brand and CSR Vice President, a member of the Executive Committee who is supported and guided by the Head of CSR and a CSR project manager. A further two people work on CSR issues within the product teams: the Production Quality and CSR Director as well as another CSR product project manager. In recent years, Aigle has also recruited two project managers entirely focused on CSR issues.

In late 2022, a CSR director was appointed to the MF Brands Group Board of Directors, responsible for supporting brands in the implementation of the Group's global sustainability strategy. Since 2023, a biannual CSR executive meeting has been organised, as have monthly committee meetings between the Group's various brands.

Since 2024, all Executive Committee members have included greenhouse gas reduction targets in their list of long-term targets, thereby extending our climate goals to 2030. We have also validated individual annual CSR objectives for each member of the Leadership Group¹: part of the teams' variable remuneration is dependent on achieving this CSR objective.











¹ Executive Committee members in the previous year.

AIGLE, A CENTURY-OLD BRAND THAT BECAME ...

OUR RESOURCES	PRODUCT CREATION
<p><u>ORGANISATION</u></p> <p>Subsidiary of the MF Brands Group, made up of the Lacoste, The Kooples, Technifibre and Gant brands</p> <p>One entity</p> <p>AIGLE INTERNATIONAL</p> <p>↳ 2 active distribution subsidiaries in Europe: GREAT BRITAIN and GERMANY</p> <p>↳ 1 subsidiary in Hong Kong: AIGLE ASIA LIMITED</p> <p>↳ 2 Asian joint ventures: AIGLE HONG KONG GSM and AIGLE CHINA</p> <p><u>EMPLOYEES</u></p> <p>1,401 EMPLOYEES WORLDWIDE</p> <p>↳ 604 in Europe (592 in France) and 797 in Asia</p> <p>COMPLEMENTARY AND VARIED ROLES</p> <p>in production, logistics, corporate functions, sales, etc.</p> <p><u>SITES</u></p> <p>1 BOOT FACTORY in Ingrandes-sur-Vienne</p> <p>345 POINTS OF SALE</p> <p>↳ 59 in Europe</p> <p>↳ 285 in Asia (200 in China, 19 in Hong Kong, 26 in Taiwan, 39 in Japan and 1 in Mongolia)</p> <p>1 WAREHOUSE OF OUR OWN plus partner warehouses</p>	<p>Master bootmakers since 1853, with a level of expertise that is unique in France, Aigle makes its iconic boots by hand at the factory in Ingrandes-sur-Vienne.</p> <p>278 PEOPLE involved in boot production</p> <p>↳ including 71 master bootmakers</p> <p></p> <p>Our craftsmen and women work every day, paying the utmost attention to detail</p> <p>2 YEARS it takes a master bootmaker two years to master the</p> <p>60 STEPS involved in making a boot</p> <p>In the boot category, we have constantly innovated and segmented our offer so that we can better reach every single one of our customers</p> <p>↳ CHILDREN'S boots</p> <p>↳ LIFESTYLE boots</p> <p>↳ GARDENING boots</p> <p>↳ boot lines to PROFESSIONALS</p> <p></p> <p>479,000 PAIRS OF BOOTS produced in Ingrandes-sur-Vienne in 2024</p>

OUR STAKEHOLDERS	OUR EMPLOYEES	OUR CUSTOMERS	OUR SUPPLIERS AND BUSINESS PARTNERS	OUR SHAREHOLDERS
				




... A PURPOSE-DRIVEN COMPANY IN 2020

CLOTHING, SHOES, ACCESSORIES AND BOOTS	OUR RESULTS
<p>Aigle offers products (clothing, shoes, accessories and boots) that are not only created to last and for all weathers, but that also combine style and function.</p> <p></p> <p>CLOTHING SHOES ACCESSORIES BOOTS</p> <p>2 COLLECTIONS/YEAR designed by our French and international teams</p> <p>FOR OUR THREE CORE MARKETS AIGLE INTERNATIONAL for Europe AIGLE ASIA LIMITED for Hong-Kong AIGLE CHINA for China² to best meet customer needs</p> <p>812 PRODUCT REFERENCES in 2024</p> <p>The manufacturing of these products is then ensured by suppliers around the world who are experts in technical materials, thus guaranteeing high-performance protection for our customers.</p> <p>54 PARTNER SUPPLIERS in 2024 </p>	<p>276 MILLION³ € Global turnover</p> <p>Geographical distribution:</p> <p>↳ 97 million in Asia and 177 million in Europe</p> <p>↳ in 20 reference countries</p> <p>Distribution by product category:</p> <p> Clothing turnover: 203</p> <p> Shoes turnover: 50</p> <p> Boots turnover: 16</p> <p> Accessories turnover: 6</p> <p>Distribution by sales channel:</p> <p>↳ 59% B2C sales, of which 19% are online</p> <p>↳ 41% B2B sales</p>

² Products from a collection can be bought in smaller quantities by different markets. For example, Aigle Asia Limited buys certain products made by Aigle International and by Aigle China.

³ We have included Japan in our consolidated turnover and in the number of points of sale. This entity is not legally tied to Aigle, but to Lacoste; however, it is operationally dependent on us and does distribute Aigle products.

⁴ The Fashion Pact, the Centre for the Promotion and Excellence of Rubber (elanova), Communauté des Entreprises à Mission, Textile Exchange, UNGC (United Nation Global Compact), ICS (Initiative for Compliance and Sustainability), LWG (Leather Working Group).

OUR PURPOSE COMMITTEE	NONPROFIT ORGANIZATIONS	ENVIRONMENTAL ORGANIZATIONS	INDUSTRY ASSOCIATIONS INVOLVING OTHER KEY PLAYERS IN THE SECTOR ⁴
			

4 YEARS AS A PURPOSE- DRIVEN COMPANY



In December 2024, Aigle celebrated four years as a purpose-driven company. We were one of the first companies of this size in the textile and garment industry to obtain this status.

Becoming a purpose-driven company is a voluntary and socially-conscious commitment for the long term, an action which is both demanding and a source of opportunities for all our teams. For us, this initiative was natural and necessary, and it guides what we do as a socially-conscious fashion brand.

Our reports allow us to be transparent about this undertaking, both in relation to our concerns and difficulties and in relation to our successes.

Our first three years allowed us to come up with a strong, ambitious and concrete action plan. We began this fourth year with the confidence to implement this.

“

Since its transition to a purpose-driven company four years ago, Aigle has successfully maintained the course of its transformation by combining pragmatism with ambition despite an adverse context.

There are still many projects in the pipeline, but the teams are sincerely committed to progressing on these issues at a steady pace.

ÉLISABETH LAVILLE
Founder and Director of the UTOPIES agency
(President of the Purpose Committee)

“

Aigle is continuing on its ambitious journey as a purpose-driven company without becoming complacent. The company's teams are fully committed to this project and actively contribute to the progress being made.

MF Brands is delighted with the quality of the interactions within the Purpose Committee and welcomes the pragmatic contribution of each and every one of its experts.

PIERRE-ANDRÉ MAUS
MF Brands Vice President

The concept of a "purpose-driven company", introduced by the PACTE Law in 2019, allows a commercial company to include its purpose in its statutes, together with some social and environmental objectives, to which it must devote real resources and which it must monitor regularly.

A Purpose Committee is responsible for examining the company's decisions and regularly checking that they are consistent with our purpose.

Lastly, an independent third-party body is tasked with verifying that these objectives have been met.



OUR PURPOSE AND COMMITMENTS:
OUR GUIDING PRINCIPLE

To enable everyone to make the most of their experiences without leaving any trace but their footsteps.

This purpose, enshrined in our statutes, illustrates Aigle's pioneering spirit.

Five commitments (named "statutory objectives") embody this purpose and guide our actions. Our objectives are aligned with our Aigle for tomorrow CSR programme, which is organised around three pillars (PRODUCT, PLANET, PEOPLE).

PRODUCT

COMMITMENTS	OPERATIONAL OBJECTIVES
#1 DESIGN SUSTAINABLE PRODUCTS	➡ Increase our Aigle for tomorrow product offer
#2 SELECT SUPPLIERS THAT COMPLY WITH UN GLOBAL COMPACT PRINCIPLES	➡ Guarantee good working conditions across our supply chain
#3 RAISE AWARENESS OF THE CIRCULAR ECONOMY	➡ Offer a permanent repair service ➡ Develop the second-hand clothes business model via our Second Souffle site ➡ Encourage our customers to sort their used products

PLANET

COMMITMENT	OPERATIONAL OBJECTIVES
#4 SUPPORT AND PARTICIPATE IN ENVIRONMENTAL PROTECTION INITIATIVES	➡ Reduce our carbon footprint for Scopes 1, 2 and 3 following the SBTi trajectory of 1.5°C ➡ Recover waste from our operations ➡ Support biodiversity-related associations

PEOPLE

COMMITMENT	OPERATIONAL OBJECTIVES
#5 ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOURS IN THE WORKPLACE	➡ Train our employees on CSR issues ➡ Offer CSR-related events in-house

OUR PURPOSE COMMITTEE:
AN ORGANISATION
TO CHALLENGE US

The Purpose Committee is tasked with monitoring fulfilment of the purpose and aims to:

- ➡ Offer advice to Aigle's senior management team on its strategy and practices;
- ➡ Test out and improve, where necessary, the main commitments Aigle enshrined in its statutes. The Committee plays the role of a kind friend offering constructive criticism, and its task is to challenge the company.

PURPOSE COMMITTEE MEMBERS

Aigle set up the Purpose Committee with the aim of surrounding itself with all kinds of experienced professionals at the intersection between the fashion industry and sustainable development who would be capable of contributing their varied and complementary expertise.

For this second term, the Purpose Committee has welcomed seven new members.

External members:



Cédric Javanaud
Managing Director of
the GoodPlanet Foundation



Pierre-François Le Louët
President of NellyRodi



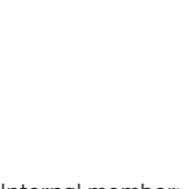
Élisabeth Laville
Founder and Director
of the UTOPIES agency
(President of the Purpose
Committee)



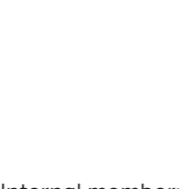
Pierre-André Maus
Vice-President of MF Brands
(shareholder)



Isabelle Lefort
Co-founder of
Paris Good Fashion



Cécile Lochard
Global Sustainability Director
at Parfums Christian Dior



Laëtitia Rambaud
Aigle Brand and
CSR Vice President

Internal member:

“

“Everyone committed” is one of our House’s core values. After reviewing our data on our purpose-driven company’s various commitments in late 2024, you can really sense the entire company’s desire to stand firm on its core values and to offer sustainable fashion to our customers. This is a collective, landmark project and a great source of pride for our staff.

LAËTITIA RAMBAUD
Aigle Brand and CSR Vice President

2024 COMMITTEE HIGHLIGHTS

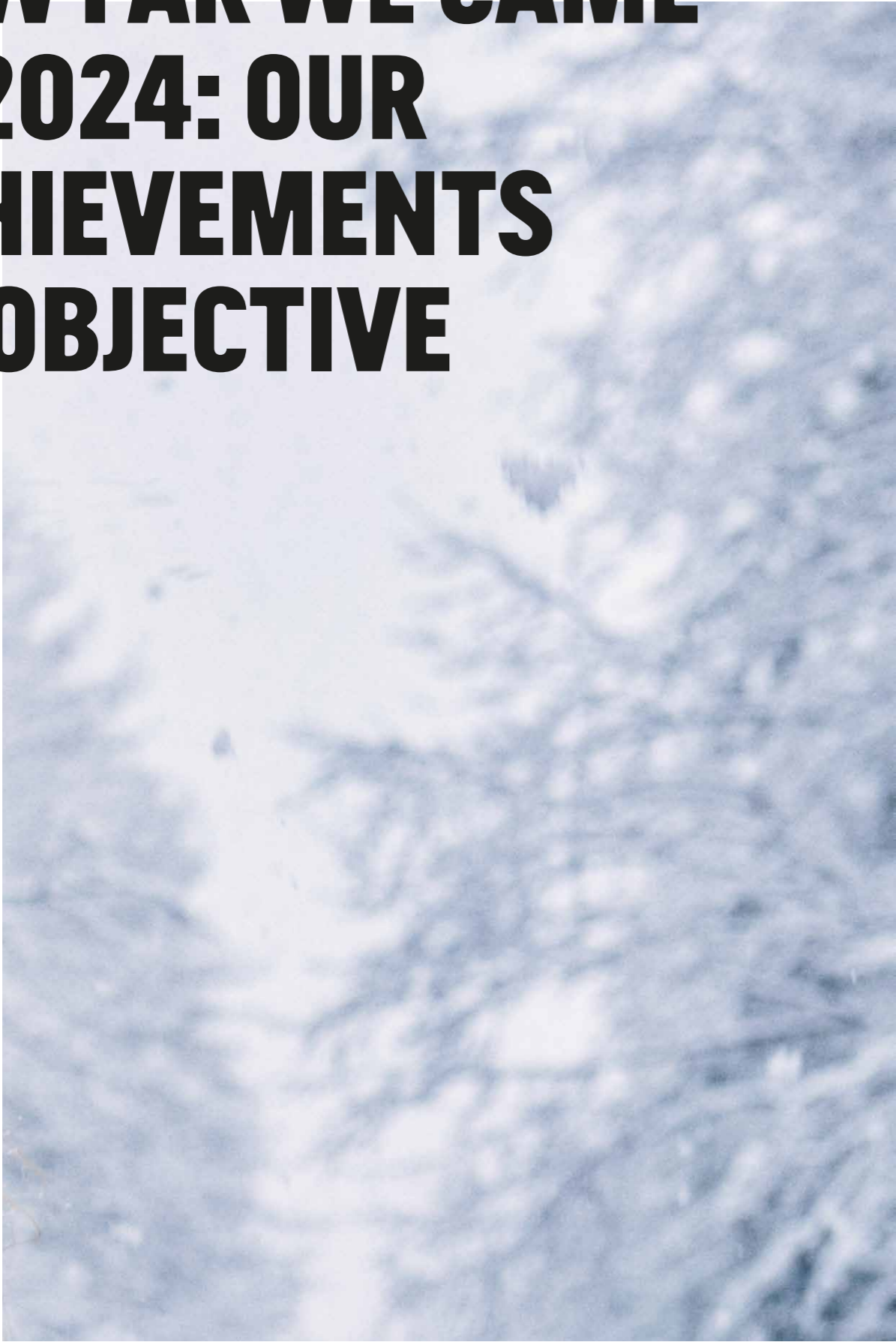
In 2024, Aigle’s Purpose Committee met twice, in June and November.

The June meeting ushered in the arrival of the Purpose Committee’s new members, Cédric Javanaud, Managing Director of the GoodPlanet Foundation, Isabelle Lefort, co-founder of Paris Good Fashion and Cécile Lochard, Global Sustainability Director at Parfums Christian Dior, and helped re-establish the key issues to be addressed during the year.

In November, the committee reviewed the measures implemented in 2024 on the three pillars of our Aigle for tomorrow programme (Product, Planet, People). In particular, we presented our progress on the Aigle for tomorrow products and their circularity, the decarbonisation of Scopes 1 and 2 with large-scale measures at our Ingrandes-sur-Vienne site and our ambitions for Scope 3, as well as training sessions and events to share information on Aigle’s commitment strategy.



HOW FAR WE CAME IN 2024: OUR ACHIEVEMENTS BY OBJECTIVE



COMMITMENT NO. 1

DESIGN SUSTAINABLE PRODUCTS

Aigle has been offering long-lasting clothing for all types of weather since 1853. In 2020, the brand launched a sustainable product offer named Aigle for tomorrow, based on the use of certified materials and manufacture in France.

To increase our Aigle for tomorrow product offer

At Aigle, an Aigle for tomorrow product meets one of the following criteria:

- ➡ **The product is made in France.**
- ➡ **The product's main material must be made from at least 50% sustainable and certified fibres. If the product is padded, the padding must be made from 100% sustainable fibres.**

These sustainable fibres are those whose production has allowed a reduction in environmental impact in comparison with their conventional equivalent. Since 2023, the materials we use have been compliant with a clear reference guide specifying the fibres permitted in our Aigle for tomorrow specification document and improved by incorporation of the MF Brands Group's materials policy. The full list of permitted materials was shared with our Collection teams who also completed two awareness-raising and training workshops on this topic in 2024.

NATURAL AND CELLULOSIC FIBRES THAT LIMIT THEIR IMPACT	RECYCLED FIBRES	ANIMAL FIBRES THAT LIMIT THEIR IMPACT	MF BRANDS MATERIAL POLICY
Cotton sourced from organic farming → <i>GOTS or OCS certified</i> Linen → <i>European Flax certified</i> → <i>GOTS or OCS</i> REFIBRA™ TENCEL™ Lyocell VEOCEL™ Lyocell LENZING™ ECOVERO™ → <i>Lenzing certified</i> SeaCell™ RUBBER FSC	Recycled polyester Recycled polyamide Recycled cotton Recycled wool → <i>GRS or RCS certified</i> <i>Fibre brands including QNOVA®, NewLife™, Seaqual® have GRS certification.</i> Certified nylon → <i>Econyl®</i>	RWS wool (Responsible Wool Standard) RAS alpaca (Responsible Alpaca Standard) RMS mohair (Responsible Mohair Standard) RDS down (Responsible Down Standard) LWG leather (Leather Working Group) Bronze / silver / gold	<u>DO NOT USE</u> • Mulesing wool • Angora wool • Non RMS mohair • Non RDS down and feathers • Leather and hides from outside the food industry • Fur — • The use of sandblasting techniques and of potassium permanganate are banned • Uzbek, Syrian, Tajik & Turkmen Cotton <small>Cf. Material Policy MF Brands</small>

This list may be revised at the end of the season, taking market developments into account

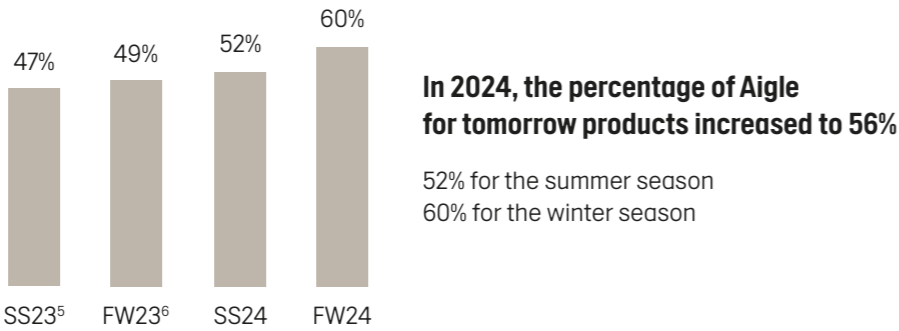
Our teams' hard work throughout the year has allowed us to achieve very promising results and actually increase our target, from 70% to 80% of Aigle for tomorrow products by 2027.

To meet our goal of 100% sustainable products in our collections by 2030, we are rolling out measures to involve our Collection teams in a joint project:

- ➔ **Monitoring and sharing the figures for Aigle for tomorrow products each season.**
- ➔ **Strengthening the sustainable design wheel for the footwear category in order to:**
 - **Ensure the stability of our permanent product range**
 - **Reinforce and raise our product quality and sustainability requirements**
 - **Collect and analyse data to reduce the impact of the shoe category**
- ➔ **Training the Collection teams on CSR issues and raising their awareness of those issues through regular meetings: topics include new product regulations and the implementation of new processes, particularly regarding collection and how to read a product certificate.**

For example, in 2024, Aigle delivered two training sessions on PFAS to the Collection teams to raise awareness about upcoming regulations, identify contamination risks and adopt best practices to prevent them, while ensuring the technical features in the collections were still at the same high level. We are also developing a testing policy on our products to ensure there is no trace of PFAS.

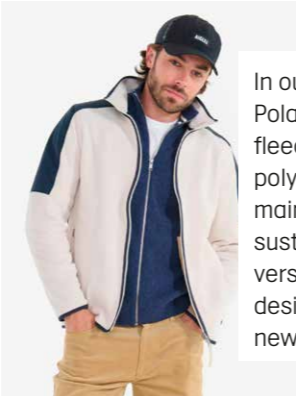
A fabric library was set up in order to pool more materials between our European and Hong Kong collections. The aim is to make work easier for our teams by centralising all the fibres that are certified and accepted in our Aigle for tomorrow reference guide.



Below are two examples of Aigle for tomorrow products launched in 2024:



In 2024, the Aigle teams developed a men's parka and a women's parka, both premium MTD^{®7} Made in France. Technical pieces with ultrasonic bonding and laser cutting, made by the Toptex³ factory.



In our T-KIT collection, Polartec microfibre fleece has recycled polyester as its main material. This sustainable and versatile product is designed to breathe new life into wardrobes.

Indicator	Target	2023	2024
Percentage of Aigle for tomorrow products in our collections (colour SKUs)	80% in 2027 100% in 2030	48%	56% IN PROGRESS

⁵ SS23: Spring Summer 2023.
⁶ FW23: Fall Winter 2023.
⁷ MTD[®] (Micro Tech Development): waterproof, breathable, windproof and water-repellent membrane developed by Aigle.

To continue our discussions with the Purpose Committee members, we worked on a sustainable design wheel that takes account not only of raw materials but also of a product's entire life cycle: from design and manufacturing to transportation, distribution and use. Therefore, this vision involves a wide range of roles and departments.

On the PRODUCT area of our sustainable design wheel for textile, four pillars were identified for launching this initiative:

01

ESTABLISH AND CONSOLIDATE A PERMANENT BASE

STREAMLINE AND POOL SUPPLIER MATERIALS & STOCK

↓

Increasing the use of common materials across all our various markets and reducing the number of suppliers and factories.

02

OPT FOR SUSTAINABLE MATERIALS

↓

Increasing our number of Aigle for tomorrow products.

03

ENSURE PRODUCTS ARE HIGH QUALITY

AND DEVELOP NEW USES

↓

Regularly reviewing our quality specifications and strengthening communication with our suppliers on the subject.

04

TRAIN, INSPIRE, EMBARK

SO THAT EVERYONE, EVERYWHERE, PLAYS THEIR PART

↓

Raising our Collection teams' awareness of CSR issues in the sector once per quarter and communicating our KPIs.

➔ *From 2025, we are aiming to roll out our sustainable design wheel to all the relevant teams and to add operational objectives resulting from this work to our commitments as a purpose-driven company, and in particular by incorporating an objective on quality.*

“ I can't thank the Aigle product teams enough for their efforts and willingness to design more sustainable products. The brand has demonstrated its commitment by developing more certified fabrics across the product offer, paying the utmost attention to manufacturing quality and rolling out repair services across its store network.

PIERRE-FRANÇOIS LE LOUËT
President of NellyRodi

Aigle's efforts to improve its offer are clear, with strengthened requirements for Aigle for tomorrow since 2023, a more concise materials policy and a formalised reference guide on sustainable design. These are things we called for, so we are pleased to see them gradually being rolled out across an increasing number of product categories. We congratulate the teams on the progress they have made, their growing skills on the subject and their desire to stick to the target set.

THE COMMITTEE'S CONCLUSION

COMMITMENT NO. 2

SELECT SUPPLIERS THAT COMPLY WITH THE UN GLOBAL COMPACT PRINCIPLES

We attach great importance to social compliance in our factories. For any new entrant, a valid social audit over the production period was required to join our supplier pool. Our registered partners have also been subject to a new social audit when necessary.

In order to best support our suppliers, who are our real partners, we are committed to monitoring and validating the corrective action plans they submit to us.

To ensure good working conditions across our supply chain

Ethics

In order to promote best practices in terms of ethics and human rights among its suppliers, Aigle established a set of requirement and transparency criteria that applies to all its partners, with a shared Code of Conduct which was revised in 2023 at the MF Brands Group level (formerly called the Code of Ethics within Aigle). It is distributed to all our tier 1⁸ suppliers to regulate all our purchases of finished products, as well as our purchases of raw materials for the boots made in our factory.



We have also signed the Global Compact, a United Nations initiative designed to encourage companies to promote several principles relating to human rights, employment rights, the environment and the fight against corruption.

Our Code of Conduct is thus in line with these principles.

Since 2024, tier 1 factories have been included in this indicator scope, which until then only included tier 1 suppliers for Aigle International and Aigle Asia. In addition, we have expanded the scope by integrating Aigle China's tier 1 suppliers and factories. This means that the target for the percentage of our suppliers and factories who have signed our Code of Conduct is set at 100% for 2025.

We are on course to meet this target because 99% of our tier 1 suppliers and factories have signed it in 2024.

Social audits



To guarantee the social compliance of the factories in which our products are made, Aigle has established a social auditing policy with its tier 1 suppliers, based on international human rights standards and regulations. We accept two reference systems: Initiatives for Compliance and Sustainability (ICS) of which we are members, and Business Social Compliance Initiatives (BSCI).

ICS and BSCI evaluate and audit working conditions in our factories while supporting them to make positive change.

⁸ Tier 1 suppliers refers to all the direct suppliers with whom we place orders.

Social audits allow Aigle to support its partner factories in the implementation of corrective measures when cases of non-compliance have been identified.

In March 2024, with a view to re-evaluating practices in our factories, we launched a new campaign of audits. The results of the proposed action plans following these audits will be available to view in the coming months.

In 2024, 80% of our tier 1 factories had a valid audit as of 01/01/2024. Our target is to achieve 100% in 2025.

Among our tier 1 factories with a valid audit, 68% were rated minimum B > 80% according to the ICS or B according to BSCI, a level of social compliance meeting the requirements of both standards. We had planned to achieve 100% by 2025, but we would prefer to focus on supporting those of our factories that have not met current standards and on strengthening the existing partnership. That is why we are now aiming to achieve 70% in 2025, 80% in 2028 and 90% in 2030.

Indicators 	Targets	2023	2024
Percentage of our tier 1 suppliers and tier 1 factories who have signed our Code of Conduct	100% in 2025	84%	99% IN PROGRESS
Percentage of tier 1 factories with a valid audit as of 01/01/2024	100% in 2025	49%	80% IN PROGRESS
Percentage of tier 1 factories with a valid audit audited with a minimum grade of B > 80% according to ICS or B according to BSCI	70% in 2025 80% in 2028 90% in 2030	67%	68% IN PROGRESS



“ We know that the issues surrounding this topic are complex and require attention in the long term. Aigle's teams were able to react and take adequate measures through a rigorous audit process based on robust reference systems. The objective now is to maintain this momentum as we go forward by conducting environmental audits on its tier 2 suppliers in the medium term.

CÉCILE LOCHARD
Global Sustainability Director
at Parfums Christian Dior

Traceability and transparency

The traceability of our supply chain and transparency for our customers are key components of our Aigle for tomorrow strategy in order to have a clear vision and to manage the environmental and social risks in our value chain (human rights and biodiversity), as well as to collect more accurate data for our product impact assessments.

Aigle already complies with the requirements of the AGEC Law: we are publishing the three countries in which our manufacturing operations are carried out on 100% of our product sheets, which are available on our website⁹.

We are also improving our transparency vis-à-vis our customers by featuring QR codes on some of our collection (55% of our references colours and sizes in 2024), with this same AGEC information as well as details of our CSR commitments. Our target is for 100% of our products to include a QR code by 2026.



Implementing full traceability that includes the raw materials has proven complex for several reasons: value chains in the textile world are not linear, our products are made of many different materials, the current technological tools for traceability are not fully developed and our suppliers need to be fully on-board with the project.



In 2025, our objective is to work closely on the issue of traceability alongside:
- *the teams using our traceability tool to optimise the platform and support us*
- *our suppliers, to train them on the platform with a view to entering information independently*
Familiarising ourselves better with our value chain will then allow us to roll out our social and environmental audits for our factories lower down the supply chain than tier 1.

In 2023, this statutory objective was declared invalid during the audit, with Aigle failing to achieve its objective on tier 1 suppliers signing the Code of Conduct. In 2024, Aigle successfully closed this gap by working hard to audit its tier 1 factories and through its willingness to support certain suppliers in improving their practices.

THE COMMITTEE'S CONCLUSION

⁹ On our product sheets, we also show the percentage of recycled materials included in our products and the presence of microplastics that are emitted during washing.



COMMITMENT NO. 3

RAISE AWARENESS OF THE CIRCULAR ECONOMY

At Aigle, we have always been firm believers in the importance of circularity, which is enabled primarily thanks to the high quality of our products, and we are developing new services to prolong their lifetime: by increasing the number of times each piece can be used by our customers, or by multiplying the number of people who can use each piece.

This is why we have been encouraging our customers for several years now to repair items, buy or sell them second hand and sort their used clothing. Today, our ambition is to go beyond raising awareness and to offer our customers as many circular alternatives as possible.

To offer a permanent repair service



In 2023, we chose a new partner to support us with repairs: Green Wolf specialises in repairing outdoor and technical clothing, and parkas in particular, a product central to both our business and our collections. Our aim is to prolong the lifetime of the parkas and to protect them against wear and tear by offering a high-quality repair service.

We offer a repair service along two main lines:

- ➔ We offer in-store repair workshops. In 2024, four workshops were held in our Saint-Germain-des-Prés, Ternes, Capucines and Bordeaux stores.
- ➔ Since October 2024, this service has been rolled out in all our standalone stores. We recover fabric and accessory offcuts (zips, press studs, etc.) from our products, which we then pass on to Green Wolf to optimise our repair service.



In 2025, we hope to extend this permanent repair offer to our e-commerce site. Plans are also being considered to roll out this service across our affiliated stores.



To achieve truly circular fashion, we must make a collective commitment, e.g. through our Purpose Committee, to implement sustainability from the design wheel to our products' end of life, by incorporating environmental, social and technological innovations.

ISABELLE LEFORT
Co-founder of Paris Good Fashion

Develop the second-hand clothes business model via our Second Souffle site

In 2024, Second Souffle – our secondhand platform managed by an external service provider – celebrated its four-year anniversary. This service has given us the opportunity to try out a new model of consumption and to encourage our customers to extend the lifespan of their Aigle products. Created to withstand the test of time, our pieces are suitable for wearing second-hand.

Aigle offers its customers the opportunity to bring back clothes and boots that they no longer wear and to receive vouchers in return. These can then be spent on Aigle.com, in store or on Second Souffle. Each product received by Aigle is cleaned and restored for resale on the platform.

We collected 894 products in 2021, 1,131 products in 2022, 1,403 in 2023 and 1,434 in 2024. This shows the consistent progress the initiative has made since its launch. However, the online customer experience in 2024 was not satisfactory and meant we failed to achieve the ambitious goal we had set. Next year, we intend to optimise browsing on our Second Souffle website in order to enhance the customer journey, as well as working with our teams to revitalise our offer.

Indicator	Target	2023	2024
Number of products collected via Second Souffle	2,250 products collected in 2024	1,403 products collected	1,434 products collected NOT ACHIEVED



With secondhand items, the challenge, both for Aigle and for many other clothing brands, is to find a viable business model with the potential to deliver growth, and this is what we are trying to achieve. As part of this, we are setting a new target of 1,700 products collected in 2025.



- To achieve this target, several tools have been identified to boost the service:*
- Work closely with our service provider to improve platform performance and optimise the website experience.*
 - Roll out action plans to boost online customer engagement.*
 - Optimise the website architecture to facilitate browsing.*


And continue encouraging our customers to sort their used products

Since October 2020, Aigle has offered its customers the opportunity to bring back used clothes and shoes that they no longer wear and are unable to resell on Second Souffle.

Our aim is to make our customers more aware of good recycling practices, as well as to ensure that textile products are dealt with in the right way at the end of their life cycle. Our service provider I:CO collects and sorts the used clothes and shoes before choosing the best option for their end-of-life: secondhand, recycling or as a last resort, items are recycled for energy purposes.

Since 2022, 100% of our stores in France have been recycling collection points, representing a total of 57 stores in 2024, of which 26 are equipped with their own I:CO collection box.

It is thanks to this that we were able to reach and surpass our 2024 goal of 2,266 kg by collecting 2,376 kg of used products this year. The service is still being offered in our stores and monitored by our in-house teams, but this indicator will no longer feature among our targets from 2025 onwards.

Indicator		Target	2023	2024
Tonnage of used products collected in-store		2,265 kg in 2024	1,970 kg	2,376 kg ACHIEVED

The Aigle teams are continuing the brand's momentum and delivering on its promise to offer sustainable products, in particular by making the parka repair service a permanent feature. The focus will now shift to the challenge of secondhand, with the shared objective of all stakeholders in the textile sector to be part of a viable business model.

Aigle has already identified the drivers to put in place in 2025, and our Committee will be there to support it in this process.

THE COMMITTEE'S CONCLUSION

COMMITMENT NO. 4

SUPPORT AND TAKE PART IN ENVIRONMENTAL PROTECTION INITIATIVES



We have always encouraged our customers to reconnect with nature. We now live in an era where nature is threatened by climate change, which also affects the fashion industry, as climate hazards disrupt the seasons and collection cycles. For example, an excessively long Indian summer has ramifications for sales of Autumn/ Winter collections, which have historically been available for purchase from September.

To act in line with our principles, we must be up to the task of tackling environmental issues. The House is committed to reducing its carbon footprint and recovering as much of its waste as possible, but also to supporting initiatives that promote biodiversity.

Reduce our carbon footprint on Scopes 1, 2 and 3 following the SBTi trajectory of 1.5°C



We have made commitments to reducing our greenhouse gas (GHG) emissions throughout our entire value chain, with a trajectory aligned to 1.5°C¹⁰, in line with the Paris Agreement targets.

Our targets for 2030 are set out in more detail below:

- ➔ **A target of reducing greenhouse gas emissions from our own activities (Scopes 1 & 2) by 46.2% in absolute terms compared with 2019**
- ➔ **Reducing greenhouse gas emissions per product purchased (Scope 3) by 55% compared with 2019**

These targets were officially validated in 2023 by the SBTi (Science Based Targets initiative), an international body that checks that companies' greenhouse gas reduction targets are aligned with the scientific recommendations set out in the Paris Agreement.

According to the Fashion Transparency Index 2024 published by the Fashion Revolution association, out of 250 fashion brands and retailers, almost half (47%) publish decarbonisation objectives for the whole of their value chain (covering Scopes 1, 2 and 3) that are also verified by the SBTi. This represents a 13-point increase compared with 2023 – and only 43% publish their progress.

¹⁰ This refers to the goal of limiting global warming to 1.5°C compared with the pre-industrial era (the late 18th century).

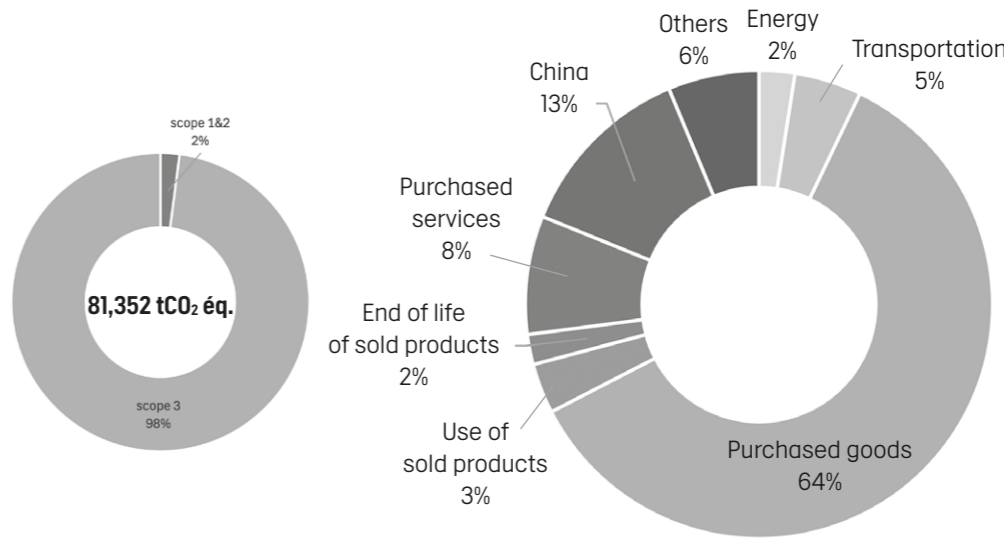
Our carbon footprint

To gain a clear overview of our main sources of emissions, we must regularly calculate our carbon footprint. This analysis provides a breakdown of all our direct and indirect greenhouse gas emissions in "tCO₂eq = tonnes of CO₂ equivalent" for Scopes 1, 2 and 3.

- ➔ **Scopes 1 and 2 correspond to the emissions from our own activities (the energy consumption of our head office, factory and stores, for example).**
- ➔ **Scope 3 refers to emissions across our entire value chain, both upstream and downstream of our activities (purchasing of finished products, transport and distribution to the end customer, etc.).**

In 2023, our carbon footprint amounted to 81,352 tCO₂eq¹¹. Scope 3 emissions accounted for 98% of this carbon footprint, of which 60% was due to product manufacture. Scope 1 and 2 emissions accounted for the remaining 2% and corresponded to the energy consumption of our Ingrandes-sur-Vienne production site.

We are currently in the process of calculating our 2024 footprint, which will be published during the course of 2025 on our website and in our next purpose report. We are unable to share it here due to the publication deadline for this report.



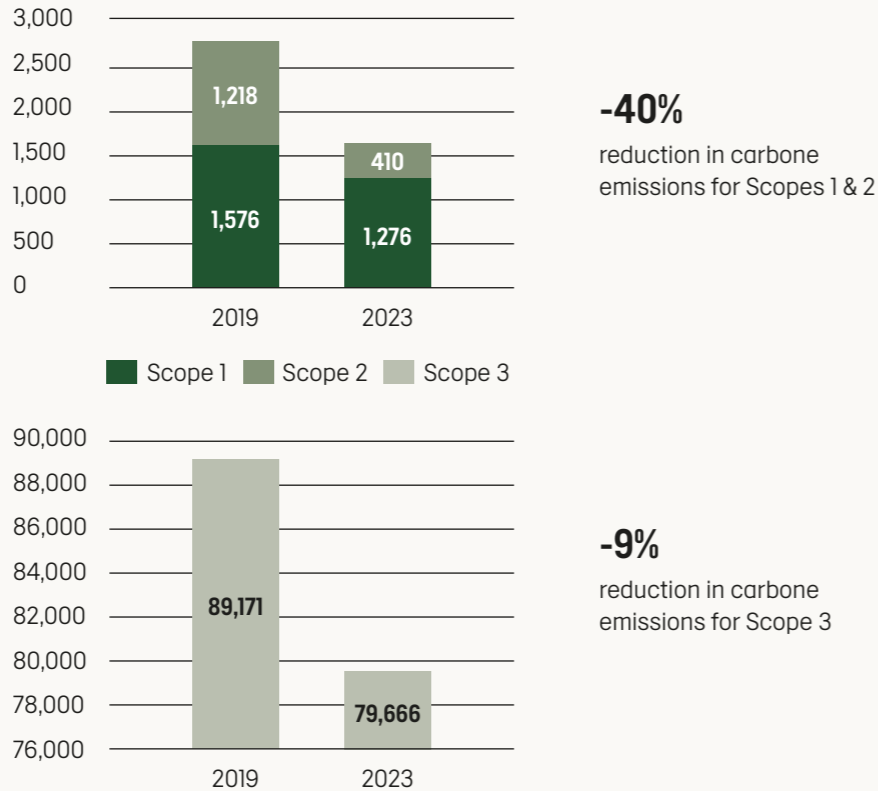
Between 2019 and 2023, Scope 1 and 2 emissions fell by 40% in absolute terms, thanks in particular to several measures at our Ingrandes-sur-Vienne site:

- ➔ **Installation of solar panels between 2022 and 2023**
- ➔ **Installation of heat pumps**
- ➔ **Reduction of natural gas for grills thanks to the installation of electric thermoregulators**

Meanwhile, Scope 3 emissions fell by 9% per product purchased. Despite the work carried out in 2024 on refining weight data and increasing the amount of certified materials in our collections, the product mix hampered our capacity to reduce Scope 3 emissions, which can be attributed to the increased number of parkas produced, as this category emits high levels of CO₂.

¹¹ Aigle's carbon footprint covers 100% of the Aigle International and Aigle Asia Limited entities, as well as 50% of Aigle China, in line with our operational and legal organisation.

These graphs show trends in our CO₂ emissions (tCO₂eq) between 2019 and 2023:



Indicators	Targets	2022	2023
Scope 1 and 2 greenhouse gas emissions and % reduction compared with 2019 (in absolute terms)	-46.2% in absolute terms (Scope 1 and 2) by 2030	Scope 1 and 2: 2,158 tCO ₂ eq -23% in absolute terms compared to 2019	Scope 1: 1,276 tCO ₂ eq Scope 2: 410 tCO ₂ eq -40% in absolute terms compared with 2019 IN PROGRESS
Scope 3 greenhouse gas emissions and % reduction compared with 2019 (per product purchased)	-55% per product purchased (Scope 3) by 2030	Scope 3: 81,350 tCO ₂ eq -28% per product purchased compared with 2019	Scope 3: 79,666 tCO ₂ eq -9% per product purchased compared with 2019 IN PROGRESS

Our decarbonisation plan

The three main decarbonisation measures we have identified to achieve our targets focus on the most significant sources of emissions in our carbon footprint that lie within our control:

- ➡ Reducing GHG emissions caused by the manufacturing of our products
- ➡ Reducing GHG emissions from our transportation
- ➡ Reducing GHG emissions from energy consumption at our Paris head office, in our stores and at our Ingrandes-sur-Vienne site

In 2024, we started working with Paris Good Fashion, of which we are members, on the ACT Fashion & Luxury (Assessing Low Carbon Transition) methodology for assessing the progress of our low-carbon transition plan. Covering nine issue-based modules, this methodology allows us to analyse our ambition, as well as examine our strategy, the robustness of our measures and our business model. This is an ongoing project throughout 2025, alongside the other brands in the MF Brands Group.

“ In a turbulent economic context, Aigle has decided to continue making large-scale investments with a view to significantly reducing greenhouse gas emissions from energy consumption at its Ingrandes-sur-Vienne production site and is thus demonstrating a strong commitment to the rollout of its decarbonisation plan. It is with this same level of motivation that the company is now going to tackle the challenge of reducing its emissions caused by the manufacturing of its products.

CÉDRIC JAVANAUD
Managing Director of
the GoodPlanet Foundation

➡ In 2025, one of our challenges will be to explain and quantify our Scope 3 decarbonisation plan.

Focus on the Ingrandes-sur-Vienne site: reduce GHG emissions from energy consumption

Our decarbonisation plan was presented at a Purpose Committee meeting by Thibaut Petiet, Technical and Risk Director. It has the dual objective of both significantly reducing our natural gas consumption and substituting other types of energy for gas, as well as producing electricity using solar panels.

In mid-2024, a second batch of solar panels was installed. This represents a total of 2,208 panels, supplying 30% of our Ingrandes-sur-Vienne site's electricity consumption, the equivalent of powering 30 homes. Cette installation nous permet de faire une réduction carbone 50t CO₂ eq.

Heat pumps were also installed in our factory, meaning we no longer need gas unit heaters for our heating. This contributes to better working conditions during periods of hot weather by providing air conditioning in production areas. This change has allowed us to reduce carbon emissions by 491t CO₂ eq.

? ... The decarbonisation of Ingrandes-sur-Vienne requires significant financial investment. We have decided to make incremental investments towards this, amounting to several million euros between now and 2030.



Recover waste from our operations

Since 2022, we have achieved our target of collecting and sorting 100% of our waste in Paris and we are now focusing our efforts on our Ingrandes-sur-Vienne production site, where the vast majority of our waste comes from.

This is why we keep monthly track of our waste volumes at Ingrandes-sur-Vienne. Our aim is to find ways to recover all types of waste: from production waste such as non-reusable rubber offcuts in our value chain to hazardous waste or more conventional waste such as ink cartridges, food waste, etc. This year, we upcycled the steel toe¹² caps that were used in the production of our boots.

In 2024, 665 tonnes of waste were collected and 59% was recovered. Our main waste items were boxes and paper, offcuts from boot production and routine industrial waste¹³.

Indicator	2022	2023	2024
Weight of waste collected from the Ingrandes-sur-Vienne site and % recovered	Definition in progress	619 tonnes 45%	665 tonnes 59% IN PROGRESS



In 2024, we took stock of our packaging and drafted an initial action plan for implementation.

Biodiversity: a more integrated approach

Historically, Aigle tackled the issue of biodiversity from a philanthropic standpoint, before shifting towards a dual partnership with WWF and the 'Entreprendre pour la Planète' club in 2024. This approach allows us to take more specific and clearer measures, focus our impact and demonstrate our commitment in both Europe and Asia.

Within the MF Brands Group, Aigle has taken part in a study conducted alongside a specialised firm on the impact of biodiversity on shared sectors across the Group's brands and will initiate more in-depth work on rubber, the House's key material.

¹² Steel toe caps: opaque plastic plates used to deposit the cut rubber.

¹³ Routine Industrial Waste. Routine industrial waste means waste that is neither inert nor hazardous and that is not generated by households or by the construction sector.

The associations we support:

WWF



Le Club PME & ETI du WWF France



In keeping with our commitments, Aigle has become a sponsor of the WWF's 'Entreprendre pour la Planète' club, alongside other committed SMEs and mid-caps, supporting the Nature Impact Fund with a €50,000 donation. This project aims to preserve, restore and sustainably manage forests with high biodiversity value in mainland France, offering unprecedented cooperation between forest stakeholders and the business world.



This support has partially been funded through our membership of 1% for the Planet, which commits us to donating 1% of our annual turnover from two key categories in our collections. In 2024, the operation covered our Tenere shoe and fleeces jackets.



MUSÉUM
NATIONAL D'HISTOIRE NATURELLE

The French National Museum of Natural History

France's National Museum of Natural History has been dedicated to nature and its relationship with humanity for nearly four centuries, working to protect biodiversity in particular.

In 2024, €13,000 was donated to the Museum. For the third consecutive year, this came from the proceeds of the annual gala dinner dedicated to raising funds for biodiversity.

Indicator	Target	2023	2024
Amount donated to a biodiversity association	€50,000 donated each year	€70,060	€64,650 € ACHIEVED



In 2024, we stepped up our commitment to biodiversity through two complementary approaches. Alongside the MF Brands Group, work began on a global scale to identify shared measures for implementation across the Group's brands, which we will continue during 2025. More specifically at Aigle, we will work on natural rubber, our House's historical material at the heart of our expertise.

Between major investments at its Ingrandes-sur-Vienne production site, participation in sector-specific initiatives and measures to reduce its Scope 3 greenhouse gas emissions, Aigle is fully committed to decarbonisation. The challenges faced in significantly reducing emissions related to its upstream and downstream value chain illustrate the need to pool efforts at sector level to distribute the investment efforts required for process innovations and new low-carbon technology. Starting to give serious consideration to the company's biodiversity strategy – something we called for, particularly in relation to the rubber sector, a highly strategic area for the brand – is positive news, and we look forward to seeing the first results available in 2025.

THE COMMITTEE'S CONCLUSION

COMMITMENT NO. 5

ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE


Our employees are proud brand representatives, and we want them to be true CSR ambassadors. To achieve this, we organise regular awareness-raising events, activities and conferences and develop training on topics related to sustainable development.


Train our employees on CSR issues

In 2024, the e-learning training module on our Aigle for tomorrow CSR programme and our purpose-driven company status was revised and improved. This module is designed for Corporate and Retail roles. 128 employees completed this module, compared with 41 in 2023.

In 2023, five employees received training by Climate Fresk so that we could offer sessions in-house. In 2024, 20% of Aigle's corporate staff completed training on climate issues by attending one of six Climate Fresk workshops that were organised over the year. The challenge of training our employees and raising their awareness on climate change is not to be underestimated. To meet the ambitions, we set out in the 2024 budget, we decided to develop our employees' skills based on five key areas, including CSR. As a result, this year we were able to train 30% of our corporate and retail staff and/or raise their awareness on CSR issues.


In order to regularly discuss CSR issues and learn about initiatives in different departments, we have appointed a CSR ambassador in every department. This community was launched in late 2024 and held its first meeting, which included a Fashion and Impact workshop.

Indicator 	Target	2023	2024
Percentage of employees trained on CSR issues each year	40% each year from 2025	19% ¹⁴	30% IN PROGRESS




In 2025, new in-house staff will take part in Climate Fresk's company training, enabling us to offer more sessions.

Offer CSR-related events in-house


Indicator 	Target	2023	2024
Number of events on CSR issues organised each year	10 times per year	10 times	14 times ACHIEVED

¹⁴ From now on, we are only including corporate and retail staff under the indicator. For operatives at our production site, we have not yet found suitable training methods for the specific nature of their job.

2024 saw an increase in the number of CSR-related activities, particularly the second edition of DAYS FOR TOMORROW. This concept was launched in 2023, with three days of events dedicated to showcasing the three pillars of our Aigle for tomorrow CSR programme (product, planet, people). This year, we extended it over a week which allowed us to offer more varied events in line with our commitments: Climate Fresks, a presentation on sedentary lifestyles, massages, workshops to make our offices greener as well as a quiz on the week's activities and Aigle for tomorrow programme.



This week was underpinned by other events throughout the year including a clean walk, meetings with the associations we support (The French Red Cross, Fringuettes, Touraine Madagascar), making oyas and a lecture on workplace health and safety.



Since 2024, we have started sharing best practices with our Asia offices, notably those in Hong Kong, which also held a DAY FOR TOMORROW day for employees.

In 2024, Aigle doubled down on training its employees on sustainability, a key issue given the need to involve all staff in the rollout of a new CSR roadmap – at the head office, in stores and in the factory. This should become a permanent approach in order to make every employee an ambassador of Aigle's commitments.

THE COMMITTEE'S CONCLUSION



SUMMARY OF OUR OBJECTIVES AND ACHIEVEMENTS IN 2024



Indicators or objectives that didn't change compared with 2022 / Indicators or objectives that changed compared with 2022						
STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	2023	2024	OBJECTIVES	TARGET ACHIEVED
DESIGN SUSTAINABLE PRODUCTS 	Increase our Aigle for tomorrow product offer	Percentage of Aigle for tomorrow products in our collections	47% SS23 49% FW23 48% annual	52% SS24 60% FW24 56% annual	2027: 80% 2030: 100%	IN PROGRESS
	Offer a permanent repair service	Definition in progress	Trial a permanent repair service in four stores	Four in-store repair workshops and rollout of permanent offer in all our standalone stores	Definition in progress	N/A
RAISE AWARENESS OF THE CIRCULAR ECONOMY 	Develop the second-hand business model via our Second Souffle site	Number of products collected via Second Souffle	1,403 products	1,434 products	2,250 products in 2024	NOT ACHIEVED
	Encourage our customers to sort their used clothing	Tonnage of used products collected in-store¹⁵	1,970 kg	2,376 kg	2,265 kg in 2024	ACHIEVED
SELECT SUPPLIERS THAT COMPLY WITH THE UN GLOBAL COMPACT PRINCIPLES 	Ensure good working conditions across our supply chain	Percentage of tier 1 suppliers and factories who have signed our Code of Conduct	84%	99%	100% in 2025	IN PROGRESS
		Percentage of tier 1 factories with a valid audit as of 01/01/2024	49%	80%	100% in 2025	IN PROGRESS
		Percentage of tier 1 factories with a valid audit as of 01/01/2024 and with a minimum grade of B > 80% according to ICS or B according to BSCI	67%	68%	70% in 2025 80% in 2028 90% in 2030	IN PROGRESS
TAKE PART IN AND SUPPORT ENVIRONMENTAL PROTECTION INITIATIVES 	Reduce our carbon footprint on Scopes 1, 2 and 3 following the SBTi trajectory of 1.5°C	Scope 1 & 2 greenhouse gas emissions and % reduction compared with 2019 (in absolute terms)	-40% in absolute terms compared with 2019	In progress	-46.2% in absolute terms by 2030	IN PROGRESS
		Scope 3 greenhouse gas emissions and % reduction compared with 2019 (per product purchased)	-9% per product purchased compared to 2019	In progress	-55% per product purchased by 2030	IN PROGRESS
	Recover waste from our operations	Weight of waste collected from Ingrandes-sur-Vienne site and % recovered	619 tonnes 45%	665 tonnes 59%	Definition in progress	N/A
ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE 	Support biodiversity associations	Amount donated to a biodiversity association	€70,060	€64,650	€50,000 per year	ACHIEVED
	Train employees on CSR issues	Percentage of employees trained on CSR issues each year	19%	30%	40% each year from 2025	IN PROGRESS
	Offer CSR-related events in-house	Number of events on CSR issues organised each year	10 times	14 times	10 times per year	ACHIEVED

¹⁵ From 1st January 2025, this indicator will no longer be listed among our targets, but the service will remain available to Aigle customers in our stores.

APPENDICES



METHODOLOGIQUE NOTES

REPORTING ORGANISATION

This Purpose Report presents Aigle's CSR-related commitments, achievements and projects for financial year 2024.

To produce it, we made the following arrangements:

- A reporting protocol including performance indicator definitions as well as the various data collection and consolidation procedures is updated and shared with the relevant contributors on a yearly basis.
- Both quantitative and qualitative data are provided by contributors from a range of operational activities. They are responsible for the reliability of the information they share as part of this reporting exercise.
- All this information is then put together by the CSR project manager who is in charge of the overall process: updating the reporting protocol, consolidating quantitative and qualitative data, organising the audit stages and compiling the report. For the editorial tasks, she has been assisted by an additional CSR project manager and a copy editor.
- Committee members check the report and offer their comments and corrections on specific points. They also ensure that the content reflects the reality of our actions. Lastly, they are invited to put forward verbatim observations in order to illustrate the points they deem relevant.

We are committed to an approach that favours progress and continuous improvement in order to strengthen the internal reporting process and to ensure that the data Aigle communicates in its purpose report is reliable. Since 2022, the yearly performance indicator sheets have featured definitions of the performance indicators and the key elements needed to consolidate them. The CSR project manager has also carried out consistency checks on quantitative data.

SCOPE

For this financial year, we have, for the most part, made our scope Aigle International, covering the Paris head office, the Ingrandes-sur-Vienne production site, our points of sale, our European subsidiaries (United Kingdom, Germany) and our Asian subsidiary, Aigle Asia Limited.

The table below sums up the scope for each piece of data. Additional explanations and details may be provided by indicator, specifying in particular which sites (points of sale, Paris headquarters, Ingrandes-sur-Vienne production site), which operating modes (own, partners) and which countries were included in the analysis.

INDICATORS	SCOPE
Percentage of Aigle for tomorrow products in our collections (colour SKUs)	Aigle International and Aigle Asia Limited
Percentage of tier 1 suppliers and factories who have signed our Code of Conduct	Aigle International, Aigle Asia Limited and Aigle China
Percentage of tier 1 factories with a valid audit as of 01/01/2024 and % of tier 1 factories with a valid audit as of 01/01/2024 and a minimum grade of B > 80 according to ICS, or B according to BSCI	Aigle International, Aigle Asia Limited and Aigle China

¹⁶ The term "Aigle Group" refers to the Aigle International entity and all its subsidiaries.

Number of products collected via Second Souffle	Aigle International – France
Tonnage of used products collected in-store	Aigle International – France
Scope 1 & 2 greenhouse gas emissions and % reduction compared with 2019	Aigle Group ¹⁶
Scope 3 greenhouse gas emissions and % reduction compared with 2019	Aigle Group
Tonnage of waste at the Ingrandes-sur-Vienne production site and % of recovered waste	Site d'Ingrandes-sur-Vienne
Amount donated to biodiversity associations	Aigle International – France
Percentage of employees trained on CSR issues each year	Aigle International – France
Number of events on CSR issues organised each year	Aigle International – France

PERIOD

By default, the quantitative and qualitative data covers the period from 1st January to 31 December of the past year, i.e. 1st January to 31 December 2024.

Exceptions correspond to data on our seasonal collections (Spring/Summer and Autumn/Winter) and are explicitly mentioned in the report. Our carbon footprint is also published one year behind – here, we are sharing our 2023 results, because the publication deadline of this report means that we are unable to share the 2024 footprint.

SOURCE DATA

The social and societal data concerning our employees is primarily provided by the Human Resources Department.

The environmental and product-related data is collected by the Production and Quality Department and the CSR Department. The data is generated mainly through processing data obtained from our management systems (order databases, logistics, waste register, accounting) or by collecting information from service providers and suppliers (invoices, environmental audit reports). With regard to the indicator relating to greenhouse gas emissions, the calculations were carried out by a consulting firm that specialises in calculating a company's carbon footprint.

PRODUCT

Percentage of Aigle for tomorrow products in our collections

The analysis covers all products purchased by Aigle International and Aigle Asia Limited: textiles (ready-to-wear and accessories) and footwear (French-made boots, trade boots and shoes). For trade boots, shoes and textiles, the reporting period corresponds to the Spring/Summer 2024 and Autumn/Winter 2024 seasons. For French-made boots, the reporting period is a calendar year (1st January to 31 December in the current year) because the boots are permanent products and are not manufactured according to summer or winter seasons. Items considered "purchased" are those from a confirmed order at the time of reporting.

A sustainable product at Aigle must meet one of the following criteria:

- The product must be made in France.
- At least 50% of the product's main material must be made of fibres that conform to the Aigle for tomorrow specification document. If the product is padded, 100% of the padding must be made of fibres that conform to the Aigle for tomorrow specification document. This report provides specific details of the fibres permitted.

The data is calculated by taking the percentage of Aigle for tomorrow products relative to all the products in our collections, ordered through colour SKUs. The figure is calculated based on the weighted average of the number of colour SKUs from the two seasons.

Percentage of tier 1 suppliers and factories who have signed our Code of Conduct

In 2024, the scope of this indicator was extended to include factories. The analysis covers all active tier 1 suppliers and factories who have worked for Aigle Asia Limited, Aigle International and Aigle China over at least one season in the year 2024, i.e. Spring/Summer 2024 and/or Autumn/Winter 2024. An active supplier or active factory means a supplier or factory with whom we have placed an order during the year. The supplier of our French-made boots at Ingrandes-sur-Vienne is not included here, because we are part of the same company.

The data is calculated by taking the percentage of our suppliers and factories who have signed the Code of Conduct relative to all our active tier 1 suppliers and factories in 2023.

Percentage of tier 1 factories with a valid audit as of 01/01/2024 and % of tier 1 factories with a valid audit as of 01/01/2024 with a minimum grade of B > 80 according to ICS or B according to BSCI

The analysis covers all active tier 1 factories that have worked for Aigle Asia Limited, Aigle International and Aigle China over at least one season in the year 2024, i.e. Spring/Summer 2024 and/or Autumn/Winter 2024. An active factory means a factory with which we have placed an order. Products excluded from this scope are footwear accessories (essentially our products to care for rubber) and products made in factories in France (including our own factory in Ingrandes-sur-Vienne).

The audit grades taken into account are those valid as of 01/01/2024 for all orders for our 2024 collections (Spring/Summer 2024 and Autumn/Winter 2024). A tolerance of plus or minus seven days is accepted due to a progressive alignment of our KPI with the MF Brands Group KPI for the CSRD, which is considered a valid audit if it is carried out during the year of the collection. BSCI audits are considered valid if the minimum grade is B and it is the first year we have worked with the supplier. The ICS audits observe the following rule.

The data is calculated by taking the percentage of active tier 1 factories with a valid audit grade as of 01/01/2024 and a minimum grade of B > 80% according to ICS, relative to all our active tier 1 factories with a valid audit grade as of 01/01/2024.

The audit validity period is given in line with rules set within the company:

- Grade A – B > 80: audit valid for two years
- Grade C > 60: audit valid for one year
- Grade D – E > 60: audit valid for six months
- Grade D – E < 60: end of collaboration with Aigle

Number of products collected via Second Souffle

The analysis covers all the Aigle products returned by consumers in France via the return forms (via the Second Souffle site or in-store) over the course of 2024.

Tonnage of used products collected in-store

The analysis covers all the used products collected by our service provider, I:CO, in our stores (boutiques and outlets), as well as at the head office in Paris and in Ingrandes-sur-Vienne.

Some stores are equipped with an I:CO collection box, while others are not, but all of them are collection points where customers can drop off their used clothing.

The data is calculated by taking the total weight (in tonnes) of collected clothes each month in 2024.

PLANET

Scope 1, 2 and 3 greenhouse gas emissions and % reduction compared with 2019

Aigle's carbon footprint is calculated according to the rules in the Greenhouse Gas Protocol (GHG Protocol). Aigle uses the most accurate methodologies based on the data currently available and is continuously improving in order to calculate its emissions more accurately each year.

Aigle's carbon footprint covers 100% of the Aigle International and Aigle Asia Limited entities, as well as 50% of Aigle China, in line with our operational and legal organisation.

Tonnage of waste at the Ingrandes-sur-Vienne production site and % of recovered waste

This indicator covers all waste from the Ingrandes-sur-Vienne site (hazardous and non-hazardous waste).

The percentage of recovered waste is calculated by taking the tonnage of recovered waste relative to the total tonnage of waste. The information on tonnages and waste treatment is provided by our various waste collection service providers.

Amount donated to biodiversity associations

This indicator covers all the money donated to the WWF, 1% for the Planet and the French National Museum of Natural History.

PEOPLE

Percentage of employees trained on CSR issues each year

This indicator covers the employees at the Paris head office and in Ingrandes-sur-Vienne, excluding operatives who have taken part in one or more CSR training activities over the course of 2024. CSR training is training on a social, societal and/or environmental issue.

The data is calculated by adding together the number of employees trained in one or more CSR subjects over the year, relative to the total number of employees as of 31/12, in France.

Number of events on CSR issues organised each year

This indicator comprises the sum of all events held in 2024 for employees at the Paris head office and in Ingrandes-sur-Vienne, excluding operatives. A CSR event is a digital or face-to-face event that deals with CSR issues (environmental/social/societal) presented by an internal or external speaker at the company (in the form of a lecture, workshop, discussion, etc.), or it may take the form of an activity engaged in by employees.

BIOGRAPHIES OF THE PURPOSE COMMITTEE MEMBERS

CÉDRIC JAVANAUD

Managing Director of the GoodPlanet Foundation

Cédric Javanaud holds a doctorate in marine biology and is an expert on ecosystem functioning. He joined the GoodPlanet Foundation in 2012 to create a dedicated awareness programme for ocean protection. This programme would become, among other things, the basis for 'L'Homme et la Mer' ('Man and the Sea'), a book published in eight countries, as well as for the photographic exhibition, 'Planet Ocean', and an app for responsible seafood consumption. In 2013, he coordinated projects for the creation of community-based protected marine areas and mangrove restoration in northern Indonesia, before leading human/elephant cohabitation projects in Botswana.

Alongside this, he also gives lectures both to members of the general public and to companies on the marine world and sustainability issues. With a keen interest in youth education issues, he created workshops and educational programmes in 2016 for Le Domaine de Longchamp, which now welcomes 13,000 schools and associations each year.

In 2019, he took over at the helm of the outreach team and developed the GoodPlanet school and educational kitchen, a venue dedicated to raising awareness in schools, companies and among the general public. At national level, he leads the 'Mission Energy' programme, which helps educate young people and the general public about energy-saving measures throughout France. In 2022, he co-founded and rolled out CAP 2030, a national awareness-raising and mobilisation programme for 15–25-year-olds.

He was appointed Managing Director of the GoodPlanet Foundation in September 2023.

ISABELLE LEFORT

Co-founder of Paris Good Fashion

With a bachelor's degree in literature and a master's degree in journalism from CELSA, Isabelle Lefort began her career at the French newspaper, Le Nouvel Observateur. During the first part of her career, she specialised in the art of living. After founding a mergers and acquisitions newsletter and bilingual magazine (International Cosmétique News), she gravitated towards television and radio, and above all, to print journalism, holding various jobs as editor-in-chief. In the second part of her career, she was keen to stop being a spectator and instead become more committed and take action. That is why she decided to specialise in the issues of gender equality, publishing '100 ans de combat pour la liberté des femmes' ('100 Years of Fighting for Women's Freedom') and sustainability (social and environmental).

To that end, from 2012 to 2018 she worked in close cooperation with Positive Planet, chaired by Jacques Attali, to promote the positive economy movement through a programme of events and writing books. In 2018, at the initiative of the City of Paris, she co-founded Paris Good Fashion together with Laure du Pavillon. This association established under the 1901 Law brought together key players in fashion with a view to making Paris the capital of more responsible fashion by the 2024 Olympics, and to turning Paris into a model of responsible fashion by 2030.

CÉCILE LOCHARD
Global Sustainability Director
at Parfums Christian Dior

A specialist in Corporate Social and Environmental Responsibility and environmental protection for more than 20 years, Cécile Lochard began her career in sustainable finance at HSBC in the SRI (Socially Responsible Investment) branch. After that, she took charge of the private partnerships of the WWF (World Wildlife Fund for Nature) and then of Département Philanthropie, with particular responsibility for the luxury industry. In 2011, she founded her own consulting firm, working with fashion brands on their CSR strategy as well as with international foundations and associations to establish environmental responsibility programmes. In the same year, she wrote the book 'Luxe et développement durable : la nouvelle alliance' ('Luxury and Sustainability: The New Alliance') through publishers Editions Eyrolles. Cécile joined the LVMH Group in 2015 as CSR Manager for the Cha Ling skincare brand, before joining Guerlain in January 2019 as Head of Sustainability. She joined Parfums Christian Dior in early 2024 as Global Sustainability Director.

ÉLISABETH LAVILLE
Founder and Director of UTOPIES

After graduating from the HEC Business School in 1988, five years later Elisabeth created UTOPIES, the first French consultancy firm dedicated to sustainability. She has since been recognised as one of Europe's leading experts on sustainability, received the Veuve Clicquot Business Woman Award in 2008 and was made a Knight of the Legion of Honour in the same year. She is the author of bestselling book 'L'entreprise verte' and several other works.

Élisabeth Laville and the UTOPIES team have supported numerous clients from all backgrounds in creating and implementing sustainability strategies. They range from CSR pioneers such as Veja, Le Slip Français, Ben & Jerry's, Nature & Découvertes and Interface to major international groups such as Danone, Kering, Carrefour, Sodexo and L'Oréal.

She sits on the board of directors for Nature & découvertes, Rabot Dutilleul and several other NGOs and foundations (including Unis-Cités and the Tour du Valat Foundation).

PIERRE-FRANÇOIS LE LOUËT
President of NellyRodi

A graduate of ESCP Europe and the French Fashion Institute, Pierre-François Le Louët launched his career at L'Oréal before joining consulting agency NellyRodi, founded by his mother in Paris. He has been President of NellyRodi since 2003 as well as its New York and Tokyo branches. He was President of the Fédération Française du Prêt-à-Porter Féminin between 2016 and 2022, and President of France Industries Créatives between 2020 and 2022. In January 2024, he was elected co-President of the Union Française des Industries Mode Habillement.

Pierre-François Le Louët is the director of the Bureau de l'Institut Français de la Mode.

He is a Knight of the National Order of Merit and of the Order of Arts and Letters.

PIERRE-ANDRÉ MAUS
MF Brands Vice-President

Pierre-André Maus, a former student at the École Normale Supérieure, holder of an agrégation diploma and Insead graduate, started his career in consulting before joining the Swiss family Group Maus Frères SA, where he is now Vice-President.

He is the administrator for the main companies in the Group, which is formed of the Switzerland-based Manor department stores and brands Lacoste, Aigle, The Kooples, Tecnofibre and Gant.

Pierre-André Maus has been President of the Lacoste Foundation since 2022. He is also an administrator of Les Arts Décoratifs.

LAËTITIA RAMBAUD
Global Brand & CSR VP

A graduate of Esmod International in fashion life cycle management, Laetitia Rambaud has more than 25 years of experience in the fashion and beauty industry. After starting her career with the Belgian stylist, Dries Van Noten, she joined Sephora in 2004, where she headed up advertising and public relations before becoming the brand's Communications Director then Marketing Director. In this role, she delivered creative and innovative campaigns to promote the Sephora brand. Since joining Aigle in 2022, she has been at the helm of the Brand & CSR teams.

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