

A man and a woman are shown in a forest setting. The man on the left is wearing a dark blue Aigle jacket and a dark cap, looking upwards. The woman on the right is wearing a green jacket over a cream-colored sweater and a dark cap, looking to the side. The background is a dense forest of tall, thin trees.

AIGLE 1853

PURPOSE REPORT 2023

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

EDITORIAL

LAËTITIA RAMBAUD

Global Brand & CSR VP



In 2023, we celebrated two anniversaries: the 170th anniversary of our House and three years as a Purpose-Driven Company. These two celebrations are both close to our heart because they matter to our future.

Since taking its first steps, Aigle has shared memorable experiences with those who love life in the great outdoors. Through its unique connection to nature, Aigle has managed to find dedicated teams to deliver its Corporate Social Responsibility programme: Aigle for tomorrow.

During these first three years as a Purpose-Driven Company, we have benefitted from both the support and expert advice of our Purpose Committee members. Despite another challenging year for the textile sector, we have been able to celebrate quite a few achievements thanks to these committed people. In 2023, we were able to set out a precise roadmap and learn from these members in order to look ahead and move forward at our own pace, as well as to accelerate when needed.

We would like to sincerely thank them for their invaluable advice, help and constructive feedback.

We are pleased to announce that three new members have joined our Purpose Committee: Isabelle Lefort, Cécile Lochard and Cédric Javanaud – thank you and welcome! Aigle is gaining new momentum, and together we are going to consolidate our achievements and develop a plan in line with our commitments.

2023 was a year of consolidating all the topics raised in previous years, and we made significant progress, especially as regards two of our impact pillars:

- On our **PRODUCT** pillar: we transformed our sustainable design strategy, which had been based solely on raw materials, into a 360° sustainable design strategy that takes account of the entire product life cycle.

- On our **PLANET** pillar: we finalised the calculation of our carbon footprint, the first since 2019, and had our greenhouse gas reduction targets validated by the SBTi.

Our aim for 2024 is to reinforce our **PEOPLE** pillar with concrete measures on social and societal issues. From our suppliers to our teams, we are all committed and firmly believe in our convictions.

Happy reading!

FOREWORD

**ÉLISABETH
LAVILLE**

President of the Purpose Committee
Founder and Director of UTOPIES



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It has already been three years since Aigle decided to change its statutes: it thereby became the first French textile brand to obtain the status of a Purpose-Driven Company as defined in the Pacte Law, which makes us a pioneer. Over these three years, it has managed to preserve its ambition and develop its practices, even when several crises hit the sector (the Covid-19 crisis, disruptions to the supply of raw materials, the inflation crisis, etc.). A year ago, in its previous report, Aigle's Purpose Committee, which I chair, therefore committed the company, following a change to our governance and the arrival of new management, to maintaining and even increasing the efforts it had made since it became a Purpose-Driven Company.

The evidence shows that our message was heard: a more robust sustainable design policy that not only concerns sustainable raw materials with a lower environmental impact but that also affects the approach to the collections, the timeless designs and the Made in France items; a decarbonisation trajectory validated by the Science Based Targets initiative with the first major decarbonisation measures already under way; a traceability campaign for the online store that fully complies with the AGEC Law

requirements, featuring QR codes on nearly 200 SKUs; the launch of a permanent repair service for parkas, etc. These many concrete projects demonstrate how much progress the brand is making on a transition plan to which it is committed for the long term.

Moreover, during Purpose Committee meetings the Aigle team members were able to discuss their operational and strategic concerns and difficulties with us in an atmosphere of openness and transparency – thus demonstrating their ability to understand both the scale of the changes required and the sacrifices that have to be made in order to move towards a sustainable business model.

The Purpose Committee has some new arrivals, and I would like to offer a warm welcome to Cécile Lochar, an expert in sustainable development in the luxury industry, Isabelle Lefort, co-founder of Paris Good Fashion, and Cédric Javanaud, CEO of Good Planet. In 2024, we look forward to our upcoming discussions with Aigle and to playing the role of "critical friends" in line with senior management's wishes, supporting Aigle in its challenges and encouraging its progress.



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PRESENTATION OF THE AIGLE BRAND



Founded in 1853 by Hiram Hutchinson, Aigle preserves a unique sense of craftsmanship, exemplified by our 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 bootmaker¹, 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 sustainable development 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 Transformation Director 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 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 sustainable development strategy. Since 2023, a biannual CSR executive meeting has been organised, as have monthly committee meetings between the Group's various brands.

From 2024, all Executive Committee members will include our greenhouse gas reduction commitments in their long-term targets in order to take our climate ambitions up to 2030. We have also validated individual annual CSR objectives for each member of the Leadership Group²: part of the teams' variable remuneration is dependent on achieving this CSR objective.

¹ Person trained in assembling all parts of the boot.

² Subordinate to the Executive Committee members.

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

OUR RESOURCES	PRODUCT CREATION
<p>ORGANISATION <small>Subsidiary of the MF Brands Group, made up of the Lacoste, The Kooples, Tecnifibre and Gant brands</small></p> <p>One entity</p> <p>AIGLE INTERNATIONAL </p> <ul style="list-style-type: none"> 1 active distribution subsidiaries in Europe: GREAT BRITAIN and GERMANY 1 subsidiary in Hong Kong: AIGLE ASIA LIMITED 2 Asian joint ventures: AIGLE HONG KONG GSM and AIGLE CHINA <p>EMPLOYEES</p> <p>1,395 EMPLOYEES WORLDWIDE</p> <ul style="list-style-type: none"> 606 in Europe (590 in France) and 790 in Asia <p>COMPLEMENTARY AND VARIED ROLES in production, logistics, corporate functions, sales, etc.</p> <p>SITES</p> <ul style="list-style-type: none"> 1 BOOT FACTORY in Ingrandes-sur-Vienne 359 POINTS OF SALE <ul style="list-style-type: none"> 61 in Europe 298 in Asia (204 in China, 18 in Hong Kong, 27 in Taiwan, 47 in Japan, 1 in the Philippines and 1 in Mongolia) 1 WAREHOUSE OF OUR OWN plus partner warehouses 	<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>265 PEOPLE involved in boot production</p> <ul style="list-style-type: none"> including 78 master bootmakers <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 ÉTAPES 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> <ul style="list-style-type: none"> CHILDREN'S boots LIFESTYLE boots GARDENING boots boot lines to PROFESSIONALS <p></p> <p>583,000 PAIRS OF BOOTS produced in Ingrandes in 2023</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>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 China³ to best meet customer needs</p> <p>961 PRODUCT REFERENCES in 2023</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>69 PARTNER SUPPLIERS in 2023 </p>	<p>269 MILLION⁴ € Global turnover</p> <p>Geographical distribution:</p> <ul style="list-style-type: none"> 178 million in Asia and 90 million in Europe in 20 reference countries <p>Distribution by product category:</p> <ul style="list-style-type: none"> Clothing turnover: 201 Shoes turnover: 17 Boots turnover: 46 Accessories turnover: 5 <p>Distribution by sales channel:</p> <ul style="list-style-type: none"> 75% B2C sales, of which 15% are online 25% B2B sales

³ 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.
⁴ 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.
⁵ 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 ⁵

THREE YEARS AS A PURPOSE-DRIVEN COMPANY



In December 2023, Aigle celebrated three 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.

After three years of dialogue with our Purpose Committee, we have produced a stronger action plan, more ambitious and specific, which we intend to roll out in an upcoming cycle.



Three years ago, Aigle embarked on a courageous journey as a Purpose-Driven Company by enshrining its mission within its statutes. Few companies of this size in the ready-to-wear sector have chosen to make this change. Over the last three years, the Purpose Committee has witnessed the extent of the teams' commitment and has helped set out a clear and ambitious roadmap that is allowing Aigle to make progress on the key aspects of its mission. While efforts are important, results are tangible. Training the teams, implementing a traceability system, reducing our carbon footprint, notably through the installation of solar panels at our Ingrandes factory, designing products in a sustainable way ... and so many other projects! There are many areas of activity, and they are making good progress.

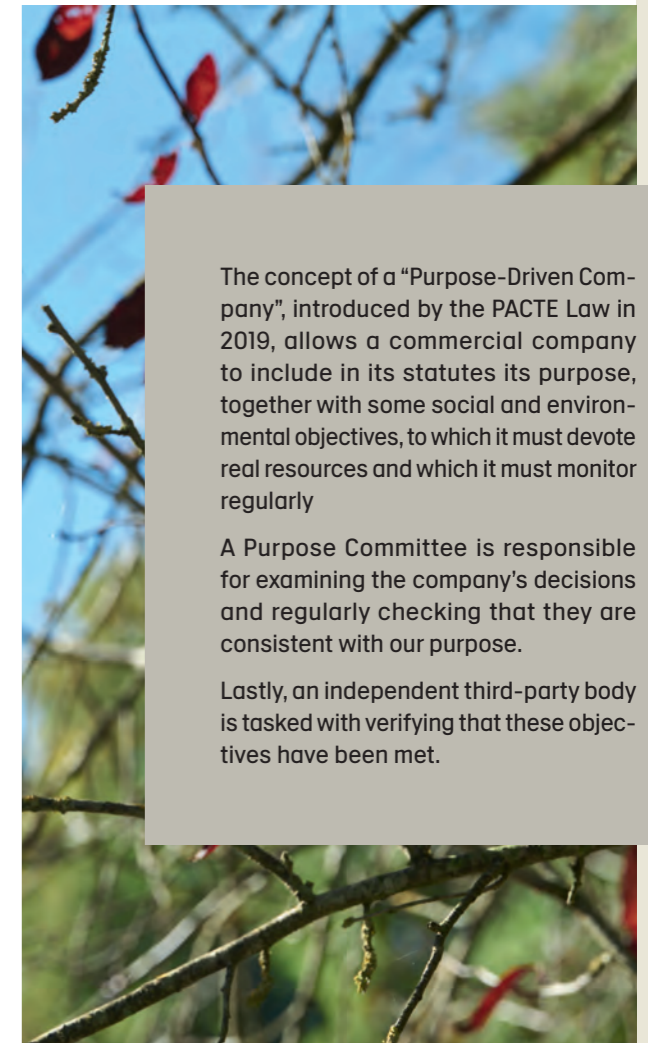
PIERRE-FRANÇOIS LE LOUËT
President of NellyRodi



Aigle decided to acquire the status of a Purpose-Driven Company on the eve of major disruption to global supply chains. Despite this challenging context, the company has made progress on its trajectory, refined its approach and achieved results.

Aigle has a clear roadmap for the coming years, set out in specific stages and shared transparently throughout the company. The MF Brands Group applauds the tenacity and pragmatism of both management and the teams, whom it supports wholeheartedly.

PIERRE-ANDRÉ MAUS
Vice-President MF Brands



The concept of a "Purpose-Driven Company", introduced by the PACTE Law in 2019, allows a commercial company to include in its statutes its purpose, 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 footprints.

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

Five commitments (called "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).

In 2023, we revised our operational objectives to provide more visibility on the key areas of action for our five commitments. Some performance indicators and objectives have been revised (amended or added to). These developments are outlined and explained in the body of the report.

PRODUCT

COMMITMENTS	OPERATIONAL OBJECTIVES
#1 TO DESIGN SUSTAINABLE PRODUCTS	➔ To increase our Aigle for tomorrow product offer
#2 TO SELECT SUPPLIERS THAT COMPLY WITH THE UN GLOBAL COMPACT	➔ To guarantee good working conditions across our supply chain
#3 TO RAISE AWARENESS OF THE CIRCULAR ECONOMY	<ul style="list-style-type: none"> ➔ To offer a permanent repair service ➔ To develop the second-hand clothes business model via our Second Souffle site ➔ To encourage our customers to sort their used products

PLANET

COMMITMENTS	OPERATIONAL OBJECTIVES
#4 TO SUPPORT AND TAKE PART IN ENVIRONMENTAL PROTECTION INITIATIVES	<ul style="list-style-type: none"> ➔ To reduce our carbon footprint on Scopes 1, 2 and 3 following the SBTi trajectory of 1.5°C ➔ To recover waste from our operations ➔ To support biodiversity associations

PEOPLE

COMMITMENTS	OPERATIONAL OBJECTIVES
#5 TO ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE	<ul style="list-style-type: none"> ➔ To train our employees on CSR issues ➔ To offer CSR-related events in-house

OUR PURPOSE COMMITTEE: AN ORGANISATION TO CHALLENGE US

The Purpose Committee is tasked with monitoring the 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 its first three years, the committee was formed of seven members⁶. We would like to sincerely thank them for this term of service – for their time, commitment and invaluable advice.

This year, on invitation, two other members also took part in the Purpose Committee: Valérie Dassier, CEO of Aigle, and Carole de Montgolfier, CSR Director of the MF Brands Group.

The committees are organised by the Transformation Director and the CSR Project Manager. Some of our employees have also taken part in committee meetings on an ad hoc basis, notably our Technical and Risk Director, Thibaut Petiet, and our Production, Quality and CSR Director, Vanessa Larroque.

External members:



Yann Arthus-Bertrand
Represented by Albane Godard,
Executive Director of
the GoodPlanet Foundation



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



Maéva Bessis
Executive Director
of La Caserne



Pierre-François Le Louët
President of NellyRodi



Guillaume Gibault
Founder and President
of Le Slip Français



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

Internal member:



Laëtitia Rambaud
Vice-Présidente Brand
et RSE de Aigle

⁶ You can find brief biographies of the members in the appendices.

We welcome for a new term two members who will replace Guillaume Gibault and Maéva Bessis and one member who will succeed Yann Arthus-Bertrand while taking over the management of the GoodPlanet Foundation:



Cédric Javanaud
Managing Director
of the GoodPlanet Foundation



Isabelle Lefort
Co-founder
of Paris Good Fashion



Cécile Lochard
Global Sustainability Director
at Parfums Christian Dior

“ The GoodPlanet Foundation is proud to be working alongside the Aigle brand, which, with transparency, honesty and dedication, has committed itself to being a Purpose-Driven Company. In three years, Aigle has demonstrated its ambition for continuous improvement and made its commitment a key factor in its development. I've been able to witness the emergence of a real collective momentum through the quality of Purpose Committee meeting discussions and, in particular, through the engagement and enthusiasm of the brand's employees. I'm convinced that what makes the brand valuable are its values. I'm delighted to be continuing on this journey. I am sure we will face many challenges but also achieve a lot.

CÉDRIC JAVANAUD
Managing Director
of the GoodPlanet Foundation

“ For several years now, I have observed Aigle's consistent and organised efforts to accelerate its sustainable transition, and I know that Aigle is serious about its climate trajectory, so it's a real honour to help fulfil the brand's purpose and join the other committee members, who are well known for their commitments.

CÉCILE LOCHARD
Global Sustainability Director
at Parfums Christian Dior





2023 COMMITTEE HIGHLIGHTS

In 2023, Aigle's Purpose Committee met twice, in May and November.

The first committee meeting provided members with an opportunity to visit our Ingrandes factory, the only manufacturing plant for rubber boots in France.

This committee gave us the opportunity to share Aigle's 2023-2027 strategic plan with the members. Developed by the senior management team and validated by the MF Brands Group, this plan presents CSR and the Aigle for tomorrow programme as one of Aigle's six strategic pillars. It is also part of the MF Brands Group's CSR strategic plan, presented by Carole de Montgolfier, the Group's CSR Director.

The Purpose Committee members encouraged us to broaden our vision of sustainable design, which had previously been focused solely on using raw materials with low environmental impact and on Made in France products, and to instead adopt a vision of the entire product life cycle.

In November, we gave an account of our progress on the concept of sustainable design, set out in our first statutory objective within this report. Committee members acknowledged the brand's hard work and efforts on this topic. This committee meeting was also an opportunity to present the results of our first double materiality analysis⁷.



The Purpose Committee had the chance to visit the Ingrandes factory in May 2023. This was a wonderful opportunity to discover an outstanding industrial heritage site. Located in former U.S. Army buildings, this factory is the only one that makes boots in France, drawing on the exceptional expertise of those who work there ... The craft is an old one and largely done by hand, but the factory is also looking to the future, with a project to meet part of the site's energy needs by installing solar panels, in line with the brand's decarbonisation objective.

ÉLISABETH LAVILLE
Founder and Director of UTOPIES

⁷ Our double materiality analysis will be published in our Declaration of Non-Financial Performance 2023.

HOW FAR WE CAME IN 2023: OUR ACHIEVEMENTS BY OBJECTIVE



ENGAGEMENT #1

TO 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.

Sustainable fibres mean fibres whose production methods had a low environmental impact or were better for animal welfare in comparison with their conventional equivalent. In 2023, we wrote and produced a clear reference guide, setting out the fibres permitted in our Aigle for tomorrow specification document, and we shared it with our teams.

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 → GOTS or OCS certified Linen → European Flax certified → GOTS or OCS REFIBRA™ TENCEL™ Lyocell VEOCEL™ Lyocell LENZING™ ECOVERO™ → Lenzing certified SeaCell™ RUBBER FSC	Recycled polyester Recycled polyamide Recycled cotton Recycled wool → GRS or RCS certified Fibre brands including QNOVA®, NewLife™, Seaqual® have GRS certification. Certified nylon → Econyl®	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 & Turkmen Cotton <i>Cf. Material Policy MF Brands</i>

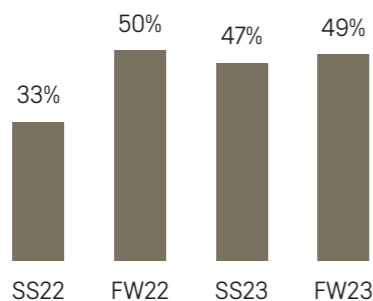
Amaterials policy was also drawn up at the MF Brands Group level. This document provides clear guidance to all business partners on the positions taken by our brands for raw materials and on the rules in terms of production.

Our ambitious target of achieving 100% sustainable products in our collections has been pushed back to 2030 – instead of 2028 as announced in the previous report – with an interim goal of 70% for 2027.

⋮ ? The difficult economic context in the textile and clothing sector, particularly the rising costs of raw materials, has forced us to defer some of our targets.

To succeed in this challenge, 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.**
- ➔ **Training the Collection teams on CSR issues and raising their awareness of them through regular meetings: topics include new product regulations and the implementation of new processes, particularly regarding collection and how to read a product certificate.**
- ➔ **Developing a fabric library in 2023 in order to pool more materials between our European and Hong Kong collections. The aim in 2024 is to give the library a wider variety of the fibres that are certified and accepted in our Aigle for tomorrow reference guide, so that the fabric library can be a proper tool for the teams.**



In 2023, the percentage of Aigle for tomorrow products was 48%

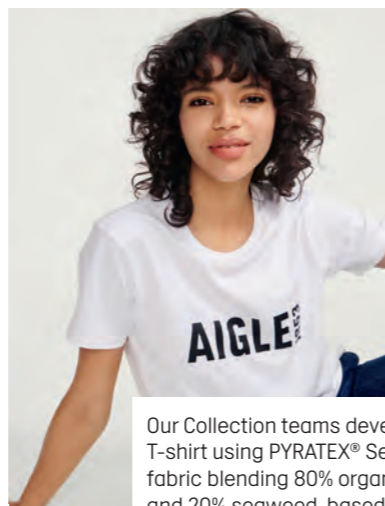
with: 47% for the summer season
49% for the winter season

The figure has stabilised over recent seasons following an initial rapid rise, largely due to the need for teams to incorporate changes to Aigle's definition of sustainable product (a definition that was amended in 2022) and to stabilise our sourcing of materials.

Below are two examples of Aigle for tomorrow products launched in 2023:



For the end of the year, Aigle introduced a Made in France accessory collection, manufactured at our wool-mill in Roanne and made from 75% RWS certified wool.



Our Collection teams developed a T-shirt using PYRATEx® Seacell, a fabric blending 80% organic cotton and 20% seaweed-based fibres. This unusual bio-based fibre is sourced in the North Atlantic and produced in a closed loop, with no chemicals released as waste.

Performance indicator	Target	2023
Percentage of Aigle for tomorrow products in our collections (colour SKUs)	70% in 2027 100% in 2030	48% IN PROGRESS

To follow up on the comments and discussions of 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, four pillars were identified to start 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 the use of common materials across all our various markets and reducing the number of suppliers and factories

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 2024, we are aiming to roll out our sustainable design wheel to all the relevant teams and to add operational objectives resulting from this work into our commitments as a Purpose-Driven Company, particularly by incorporating an objective on quality.

“ Beyond the commitments already made within its purpose framework, Aigle is now thinking of ways to improve its product longevity. This additional area of action will help to make the initiative undertaken by the company three years ago even more significant.

PIERRE-ANDRÉ MAUS
Vice-President MF Brands



ENGAGEMENT #2

TO SELECT SUPPLIERS THAT COMPLY WITH THE UN GLOBAL COMPACT

We attach great importance to social compliance in our factories. Our objective is to help our suppliers, whom we regard as genuine partners, to take a progressive approach.

To guarantee good working conditions across our supply chain

Ethics

In order to promote good 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, labour rights, the environment and the fight against corruption. Our Code of Ethics and Code of Conduct are thus in line with these principles.

In 2023, 84% of our tier 1 suppliers were signatories. We did not achieve our target of 100%, which we are pushing back to 2024.

We have decided to include tier 1 factories in this indicator for next year⁹. This means that the indicator will be the percentage of our suppliers and factories who have signed our Code of Ethics and/or Code of Conduct, and we have set a target of 100% to achieve by 2025.

Social audits

To guarantee the social compliance of the factories where our products are made, Aigle has established a social auditing policy with its tier 1 suppliers, based on the Initiative for Compliance and Sustainability (ICS), of which we are members.

ICS evaluates and audits working conditions in our factories while supporting them to make positive change. The factories are audited on the basis of nine criteria.

The grade awarded is used as a way to evaluate and categorize our factories.



⁸ Tier 1 suppliers refers to all the direct suppliers with whom we place orders.
⁹ Aigle works directly with suppliers, who may represent one or more factories.

In 2023, new audits were carried out, particularly of factories whose 2021 grades were about to expire. As a result of these audits, around 20 action plans were recommended to help factories improve, regardless of the grade awarded. The results will be available to view in the coming months.

In 2023, 49% of our tier 1 factories had a valid audit as of 01/01/2023¹⁰. Our target is to achieve 100% by 2025. On this basis, 67% have been awarded a minimum grade of B > 80% according to the ICS rating system.

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 these existing partnerships. Therefore, we are now hoping to achieve 70% by 2025, 80% by 2028 and 90% by 2030.

Performance indicators	Objectives	2023
Percentage of our tier 1 suppliers who have signed our Code of Ethics and/or Code of Conduct New indicator from 2024 onwards: % of our tier 1 suppliers and factories who have signed our Code of Ethics and/or Code of Conduct	100% in 2023 New target: 100% of our tier 1 suppliers and factories by 2025	84% NOT ACHIEVED
Percentage of tier 1 factories with a valid audit as of 01/01/23	100% in 2025	49% IN PROGRESS
Percentage of tier 1 factories with a valid audit audited with a minimum grade of B > 80% according to ICS	70% in 2025 80% in 2028 90% in 2030	67% IN PROGRESS

Traceability and transparency

Maintaining both traceability throughout our supply chain and transparency with our customers are key elements of our Aigle for tomorrow strategy. This will allow us to gain a clear overview and manage the environmental and social risks in our value chain, particularly in terms of human rights issues. Traceability will also allow us to collect more accurate data for our product impact analyses, such as the energy consumption of our suppliers further down the supply chain than tier 1¹¹.

We already comply with the requirements of the AGECE Law: we publish the three countries in which our manufacturing operations are carried out on 100% of our product sheets, which are available on our website¹².

In addition, we want to increase transparency for our customers: we are rolling out QR codes on some of our collection (135 SKUs with QR codes for our Autumn-Winter 2023 season) that show this information as well as details of our CSR commitments.

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 2024, our objective is to work closely on the issue of traceability alongside:
 - the company that has designed the technological tool, with a view to improving the tool
 - our suppliers with a view to raising their awareness and bringing them on board
 This will then allow us to carry out social and environmental audits for our factories lower down the supply chain than tier 1.

¹⁰ For 2023, we are adding a new performance indicator on the number of factories with a valid audit as of 01/01/2023. This indicator makes it possible to understand the basis for the indicator on ICS audit grades. By valid audit, we mean that the grade most recently obtained still falls within a period of validity: Two years for ICS grades A – B >80, one year for ICS grades C, six months for D – E <60.
¹¹ Tiers 2 and below refer to the steps carried out before products are made: extracting raw materials, spinning, weaving or knitting, finishing, etc.
¹² 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.

ENGAGEMENT #3

TO 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 as many circular alternatives as possible to our customers.

To offer a permanent repair service



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



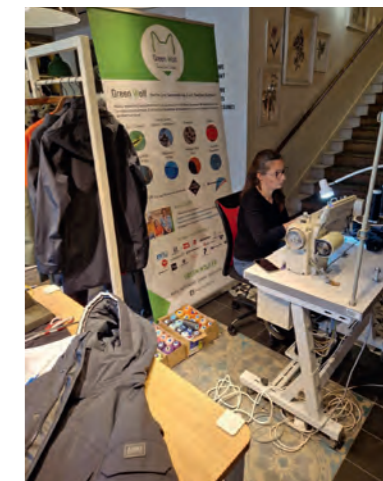
We decided to run repair workshops and a repair service for our parkas, in partnership with GREEN WOLF. We are proud to offer concrete solutions that can reduce the environmental impact of the textile industry by prolonging the lifetime of our products. Repairing clothes requires patience and care because every garment is unique. It also requires considerable expertise, especially for parkas. This is why we want to restore value to existing clothes and showcase the know-how of GREEN WOLF, an expert in technical materials.

CHLOÉ MEFFRE
Operational Marketing Manager



We offer a repair service along two main lines:

- ➔ We organise in-store repair workshops. In 2023, Aigle ran four workshops in our Ternes, Lyon and Bordeaux stores.
- ➔ We decided to go one step further in 2023 by offering a permanent repair service for our parkas. Since October 2023, we have carried out tests in four stores (Capucines, Ternes, Bordeaux and Beaugrenelle): we cover the costs of repairs for all products purchased in the last two years¹³ and charge the customer for those purchased over two years ago.



In 2024, we want to extend this permanent repair offer to our network of own-name stores and thus establish a new, more ambitious indicator for repairs, which would go above and beyond the number of workshops organised.

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

In 2023, Second Souffle – our second-hand platform – celebrated its three-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.



¹³ Under the legal guarantee of conformity.



In 2020, the chosen indicator for the second-hand business was the number of visits to the site, as our platform had only just been launched. From now on, it seems more appropriate to move to a performance indicator – the number of products collected, i.e. the number of Aigle products dropped off by our customers in stores or via the website.

This indicator allows us to see how much our customers like second-hand products and to test our ability to develop this business model through an enhanced product offer. In 2023, we collected 1,403 products. We are aiming to collect 2,250 products in 2024.

Performance indicator	Target	2023
Number of products collected via Second Souffle	2,250 products collected in 2024	1,403 products collected IN PROGRESS

With second hand, 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.

In 2024, we are launching a plan for events and marketing centred on Second Souffle to boost our offer and achieve our new target for collected products.

To encourage 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 collects and sorts the used clothes and shoes before choosing the best option for their end-of-life. Every item is sorted on the basis of the waste management hierarchy. Items in good condition will be reused wherever possible as second-hand clothing, while others will mostly be recycled (with the majority in an open loop), and a very small amount is used for energy recovery.

Since 2022, we have achieved our target: 100% of our stores are now recycling collection points, representing a total of 58 stores in 2023, of which 26 are equipped with their own collection box. We now want to roll out a new indicator – the tonnage of collected products.

Performance indicator	Target	2023
Tonnage of used products collected in-store	2,265 kg in 2024	1,970 kg IN PROGRESS

ENGAGEMENT #4

TO SUPPORT AND TAKE PART IN ENVIRONMENTAL PROTECTION INITIATIVES



Aigle has always encouraged its 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, Aigle 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.

To 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°C¹⁴, 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 to 2019**
- ➔ **A target of reducing our greenhouse gas emissions per product purchased (Scope 3) by 55% compared to 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 2023 published by the Fashion Revolution association, out of 250 fashion brands and retailers, only 34% publish decarbonisation objectives for the whole of their value chain (covering Scopes 1, 2 and 3) that are also verified by the SBTi.

¹⁴ This refers to the goal of limiting global warming to 1.5°C compared to the pre-industrial era (the late eighteenth century).

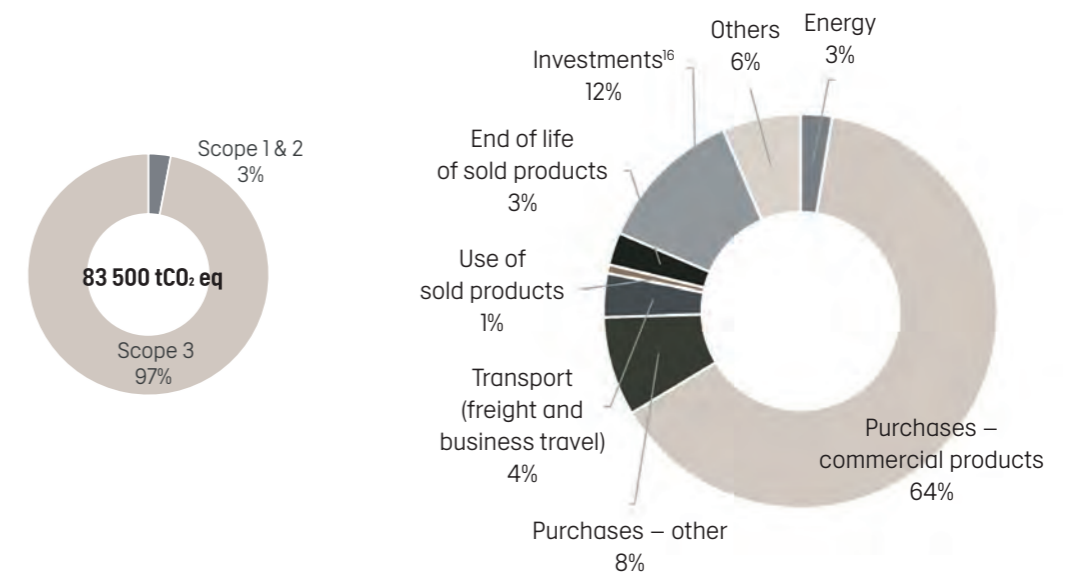
Our carbon footprint

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 2022, our carbon footprint amounted to 85,508 tCO₂eq¹⁵. Scope 3 emissions accounted for 97% of this carbon footprint, and around 65% was due to product manufacture. Scope 1 and 2 emissions accounted for the remaining 3% and mainly corresponded to the energy consumption of our Ingrandes production site.

We are currently in the process of calculating our 2023 footprint, which will be published during the course of 2024 on our website and in our next purpose report. We are unable to share it here due to the publication deadline for this report.



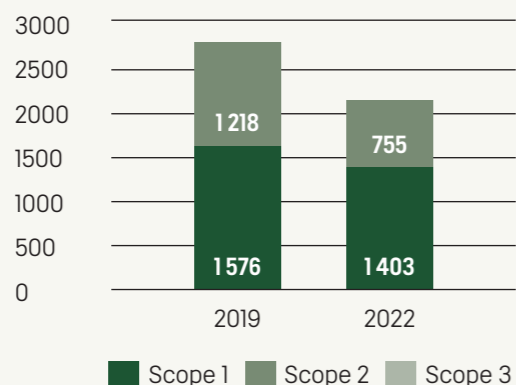
Between 2019 and 2022:

- ➔ **Scope 1 and 2 emissions were down 23% in absolute terms, thanks to a decrease in natural gas consumption at Ingrandes and in electricity consumption across our Asian stores, mainly due to forced Covid-related closures.**
- ➔ **Meanwhile, Scope 3 emissions fell by 28% per product purchased. This fall is attributable to three factors: we improved the quality of product-related data, particularly by fine-tuning their weight data; we incorporated more recycled fibres into our products, and we significantly reduced our use of air transport.**

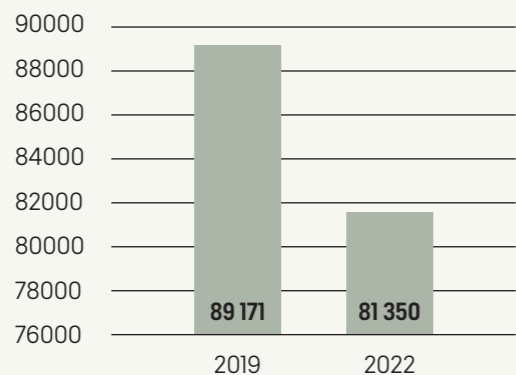
¹⁵ Aigle's carbon footprint covers 100% of the Aigle International and Aigle Asia Limited entities, as well as 50% of Aigle China, in line with our operational and legal organisation.

¹⁶ The 12% of our carbon footprint shown as Investments corresponds to 50% of the Aigle China entity's total emissions. See details in the methodological note.

These graphs show trends in our CO₂emissions (tCO₂eq) between 2019 and 2022:



-23 %
reduction in carbon emissions for scope 1 and 2 (in absolute terms)



-28 %
reduction in carbon emissions for scope 3 (per product purchased)

Performance indicators	Objectives	2022
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 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 to 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 manufacturing our products
- ➔ Reducing GHG emissions caused by our transport
- ➔ Reducing GHG emissions from energy consumption at our Paris head office, in our stores and at our Ingrandes site

In 2023, we organised a brainstorming workshop with all our departments to identify measures that we can implement.



“ Installing solar energy generation, renovating buildings, eliminating the use of natural gas and organizing our energy management system are the pillars of our decarbonisation plan for our production site. We have made a strong commitment in this area, inspired by our value: ‘All Committed’, doing what’s best for people, for the planet and for our products.

THIBAUT PETIET



In 2024, we hope to make a precise calculation in tCO₂eq of the gains resulting from each measure identified in our decarbonisation plan for the coming years and to track these with the departments.

Focus on the Ingrandes site: reducing 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.

With this in mind, in 2022, we installed a first batch of solar panels, representing an area of 8,100 m² of ground, or 3,300 m² of panels. In 2023, we approved the installation of new batches of solar panels for mid-2024, which should supply almost 30% of our total electricity consumption at Ingrandes in 2024.

This year, we also approved the installation of heat pumps in our factory, meaning we no longer need gas unit heaters for our heating. This also contributes to better working conditions during periods of hot weather by providing air conditioning in production areas.



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



To recover waste from our operations

In 2022, we achieved our target of collecting and sorting 100% of the waste we produce in Paris.

To go further and establish an indicator with an improved impact, we have now decided to work on our Ingrandes production site, from which the vast majority of our waste comes.

This is why we keep monthly track of our waste volumes at Ingrandes. Our aim is to find ways to recover most of these: from production waste such as non-reusable rubber offcuts in our value chain and pallets to more conventional types of waste such as ink cartridges, food waste, etc. In 2023, 619 tonnes of waste were collected and 45% was recovered.

As the indicator is new, we do not currently have a quantified target. We will set this and share it in 2024.

Performance indicator	Target	2023
Weight of waste collected from Ingrandes site and % recovered	To be defined in 2024	619 tonnes 45% IN PROGRESS



In 2024, we want to work on an action plan for our packaging, particularly plastic, and to include an operational objective here.

To support biodiversity initiatives

In 2023, we offered financial support to two organisations:

The League for the Protection of Birds (LPO) in France

The eagle is the totem animal and symbol of our brand. The seven species present in France are threatened with extinction in our country.

Since 2017, Aigle has been a partner of the LPO and renewed its 3-year contract in 2020 to last 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. Aigle has funded €100,000 worth of projects in the last three years. Thanks to our contribution, 11 eagles were taken in and cared for in the LPO's treatment centres in 2023.

The 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 2023, €36,727 was donated to the museum, mostly via a percentage of the profits from our special private sales.

Aigle's donations have thus enabled the museum to fund the third edition of 'Automne tropical', an exhibition held in the Grandes Serres (greenhouses) of the Jardin des Plantes in Paris. This exhibition showcases the many colours of autumnal foliage and illustrates how plants adapt to a lack of light, to predators and to reproducing in particular environments.

Aigle also supports off-site conservation efforts through cultivating and caring for endangered and rare plants in greenhouses, as well as through measures to raise public awareness of threats to biodiversity and through purchasing equipment to improve plant conservation.

For the second consecutive year, a proportion of the money donated to the Museum also came from the proceeds of the annual gala dinner dedicated to raising funds for biodiversity.

Performance indicator	Target	2023
Amount donated to a biodiversity-related association	€50,000 donated each year	70,060 € ACHIEVED

In 2023, we decided to merge our two indicators on sponsorship: the amount donated to the LPO, and the amount donated to another association that supports biodiversity. Our target is to donate €50,000 per year.



In 2024, we want to start working on biodiversity, so that we can define our ambitions and our strategy and go beyond philanthropy. The issue hasn't been tackled this year because we have focused on climate, the first building block of our commitments to the planet.

ENGAGEMENT #5


TO 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.

To train our employees on CSR issues

In 2023, an e-learning training module on our Aigle for tomorrow CSR programme and our Purpose-Driven Company status was launched for corporate and retail roles. 41 employees received training (in-store and office positions).


We also developed an internal training course that tackles communicating on CSR issues without greenwashing. Special attention was paid to environmental claims following the AGEC and Climate and Resilience Laws in particular. 41 employees received training (in marketing, communication, product and digital positions).

Performance indicator 	Target	2023
Percentage of employees trained on CSR issues each year	40% each year from 2025	19% ¹⁷ IN PROGRESS



In 2023, five employees received training during an event organised by the Climate Fresk. In 2024, we would like to expand this to corporate roles to train our staff on climate change issues.

To offer CSR-related events in-house

Performance indicator 	Target	2023
Number of events on CSR issues organised each year	3 times per year	10 times ACHIEVED

In 2023, we achieved our target of three events with 10 awareness-raising sessions. In particular, we launched the DAYS FOR TOMORROW concept in June 2023, three days of events dedicated to the three pillars of our Aigle for tomorrow CSR programme (product, planet, people).



For 2024, we have decided to be more ambitious, by setting a target of 10 CSR awareness-raising sessions per year.






¹⁷ 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.



SUMMARY OF OUR OBJECTIVES AND ACHIEVEMENTS OVER 2023



Indicators or objectives that didn't change compared to 2022 / Indicators or objectives that changed compared to 2022

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	2022	2023	OBJECTIVES	TARGET ACHIEVED
TO DESIGN SUSTAINABLE PRODUCTS 	To increase our Aigle for tomorrow product offer	Percentage of Aigle for tomorrow products in our collections	33% SS22 50% FW22 40% annual	47% SS23 49% FW23 48% annual	2027: 70% 2030: 100%	IN PROGRESS
	To offer a permanent repair service	Definition in progress	N/A	To test out a permanent repair service in four stores	Definition in progress	N/A
TO RAISE AWARENESS OF THE CIRCULAR ECONOMY 	To develop the second-hand clothes business model via our Second Souffle site	Number of products collected via Second Souffle	1,131 products	1,403 products	2,250 products in 2024	IN PROGRESS
	To encourage our customers to sort their used clothing	Tonnage of used products collected in-store	1,294 kg	1,970 kg	2,265 kg in 2024	IN PROGRESS
TO SELECT SUPPLIERS THAT COMPLY WITH THE UN GLOBAL COMPACT 	To guarantee good working conditions along our supply chain	Percentage of tier 1 suppliers who have signed our Code of Ethics or Code of Conduct	86%	84%	100% in 2023	NOT ACHIEVED
		% of tier 1 factories with a valid audit as of 01/01/23	68%	49%	100% in 2025	IN PROGRESS
		Percentage of tier 1 factories with a valid audit as of 01/01/23 with a minimum grade of B > 80% according to ICS	56%	67%	70% in 2025 80% in 2028 90% in 2030	IN PROGRESS
TO TAKE PART IN AND SUPPORT ENVIRONMENTAL PROTECTION PROGRAMMES 	To 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)	-23% in absolute terms compared to 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)	-28% per product purchased compared to 2019	In progress	-55% per product purchased by 2030	IN PROGRESS
	To recover waste from our operations	Weight of waste collected from Ingrandes site and % recovered	635 tonnes 54%	619 tonnes 45%	Definition in progress	N/A
TO ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE 	To support biodiversity associations	Amount donated to a biodiversity-related association	64,514€	70,060€	€50,000/year	ACHIEVED
	To train employees on CSR issues	Percentage of employees trained on CSR issues each year	15%	19%	40% each year from 2025	IN PROGRESS
	To offer CSR-related events in-house	Number of events on CSR issues organised each year	4 times	10 times/year	10 times/year	ACHIEVED

APPENDICES



METHODOLOGICAL NOTE

REPORTING ORGANISATION

This Purpose Report presents Aigle's CSR-related commitments, achievements and projects for the 2023 financial year.

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. On 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. In 2022, the work undertaken allowed us to introduce yearly performance indicator sheets which feature definitions of the performance indicators and the key elements needed to consolidate them. Ahead of the audits, the CSR project manager also carries out consistency checks on quantitative data.

In accordance with the regulations, this Purpose Report has been verified by an Independent Third-Party Body. Both their investigation and conclusions can be found at the end of this report.

SCOPE

For this financial year, we have made our scope, for the most part, 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.

PERFORMANCE INDICATORS	SCOPE
Percentage of Aigle for tomorrow products in our collections (colour SKUs)	Aigle International and Aigle Asia Limited
Percentage of tier 1 suppliers who have signed our Code of Ethics and/or Code of Conduct	Aigle International and Aigle Asia Limited
Percentage of tier 1 factories with a valid audit as of 01/01/2023 and % of tier 1 factories with a valid audit as of 01/01/2023 and a minimum grade of B > 80 according to ICS	Aigle International and Aigle Asia Limited
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 ¹⁸
Scope 3 Greenhouse Gas Emissions and % reduction compared with 2019	Aigle Group
Tonnage of waste at the Ingrandes production site and % of recovered waste	Ingrandes site
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 1 January to 31 December of the past year, i.e. 1 January to 31 December 2023.

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 2022 results, because the publication deadline of this report means that we are unable to share the 2023 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 that comes from our management systems (order databases, logistics, waste register, accounting) or by collecting information from service providers and suppliers (invoices, environmental audit reports). Regarding the indicator relating to greenhouse gas emissions, the calculations were carried out by a consulting firm that specializes in calculating a company's carbon footprint.

¹⁸ The term «Aigle Group» refers to the Aigle International entity and all its subsidiaries.

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 2023 and Autumn-Winter 2023 seasons. For French-made boots, the reporting period is a calendar year (1 January to 31 December 2023) 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 who have signed our Code of Ethics and/or Code of Conduct

The analysis covers all active tier 1 suppliers who have worked for Aigle Asia Limited and Aigle International over at least one season in the year 2023, i.e. Spring-Summer 2023 and/or Autumn-Winter 2023. An active supplier means a supplier with whom we have placed an order. The supplier of our French-made boots at Ingrandes is not included here, because we are part of the same company.

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

Percentage of tier 1 factories with a valid audit as of 01/01/2023 and percentage of tier 1 factories with a valid audit as of 01/01/2023 and a minimum grade of B > 80 according to ICS

The analysis covers all active tier 1 factories that have worked for Aigle Asia Limited and Aigle International over at least one season in the year 2023, i.e. Spring-Summer 2023 and/or Autumn-Winter 2023. An active factory means a factory from 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).

The audit grades taken into account are those valid as of 01/01/2023 for all orders for our 2023 collections (SS 2023 + AW 2023). BSCI audits are considered valid if 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 01/01/2023 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 01/01/2023.

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 2023.

Tonnage of used products collected in-store

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

Some stores are equipped with an ICO collection box, while others are not, but the latter are still 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 2023.

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, in a spirit of continuous improvement, it strives to calculate its emissions more accurately every year.

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

Tonnage of waste at the Ingrandes production site and % of recovered waste

This indicator covers all the waste from the Ingrandes 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 LPO and the French Natural History Museum.

PEOPLE

Percentage of employees trained on CSR issues each year

This indicator covers the employees at the Paris head office and in Ingrandes, excluding operatives, who have taken part in one or more CSR training activities over the course of 2023. 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 2023 for employees at the Paris head office and in Ingrandes, 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 PURPOSE COMMITTEE MEMBERS

YANN-ARTHUS BERTRAND

Founder and President of the GoodPlanet Foundation

Born in 1946, Yann Arthus-Bertrand has always been passionate about both the animal world and the countryside. He developed an interest in photography from a very young age as a way of recording his observations alongside his writing. In 1992, Yann launched an aerial photography project on the state of the world and its inhabitants entitled 'Earth from Above'. As an extension of his commitment to the environmental cause, Yann then created the GoodPlanet Foundation. Since 2005, this non-profit organisation has aimed to place ecology and humanism at the forefront of peoples' minds and to inspire them to take concrete action for the Earth and its inhabitants. In May 2017, alongside his foundation, he opened the first centre in Paris dedicated to ecology and humanism, the Domaine de Longchamp in the heart of the Bois de Boulogne. This centre provides visitors with a free space for experimentation where they can see committed works, meet people and have discussions, so that they can experience ecology fully.

His unwavering commitment led to him being appointed an 'Environment Goodwill Ambassador' in 2009 as part of the United Nations Environment Programme. He then started making a range of documentaries on the environment and humanity: 'Home' in 2009, 'Planet Ocean', co-directed with Michael Pitiot in 2011, 'A Thirsty World' in 2012, 'Human' in 2015 and 'Terra' in the same year. Yann Arthus-Bertrand has both directed and co-directed films and documentaries.

MAËVA BESSIS

Managing Director of LA CASERNE

Maëva Bessis is the Executive Director of LA CASERNE. A graduate of the Higher Institute of Management, she began her career in the digital department at Nina Ricci before joining the L'Exception team in 2012. She played a pivotal role in the company's success and held the post of Marketing Manager for three years before becoming Deputy CEO. Passionate about nature and ecosystems, in 2019 she was successful in a call for proposals launched by the Mayor of Paris to create a dedicated space for responsible fashion. Located in the former Château Landon fire station in Paris's 10th arrondissement, the site accommodates more than 40 people committed to transforming the fashion industry. From ready-to-wear and leather goods to responsible innovation, Maëva Bessis wants it to be "a meeting place and a research centre, but also a cultural space and a party venue, a creator of social connections". During the coronavirus pandemic, she took part in discussions run by the Strategic Committee of the Fashion and Luxury Sector and contributed to the 'Relocalisation and Sustainable Fashion' report published in January 2020.

GUILLAUME GIBAULT

Founder and President of Le Slip Français

Guillaume Gibault is a 36-year-old entrepreneur and the founder and President of Le Slip Français, a brand of clothing made locally in France. With 120 employees, 30 partner workshops across France and a turnover of over €20 million, Le Slip Français is a Purpose-Driven Company that aims to "reinvent the French clothing industry in style".

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 sustainable development. 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 the 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 sustainable development strategies. They range from CSR pioneers like 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 elected President of the Fédération Française du Prêt-à-Porter Féminin in 2016 and President of France Industries Créatives in 2020. Pierre-François Le Louët is also Vice President of the Union Française des Industries Mode Habillement and the Union Française des Arts du Costume. He is the director and secretary of the Bureau de l'Institut Français de la Mode.

He is also a Knight in the Order of Arts and Letters.

PIERRE-ANDRÉ MAUS
Vice-President MF Brands

Pierre-André Maus, a former student at the Ecole Normale Supérieure, agrégé de lettres and Insead graduate, began his career in consulting before joining the Swiss family group, MF Brands, where he is now Vice President.

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

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

LAËTITIA RAMBAUD
Brand & Positive Impact 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.

NEW MEMBERS

CÉDRIC JAVANAUD
Managing Director of the GoodPlanet Foundation

Cédric Javanaud holds a doctorate in marine biology and is an expert on ecosystem function. 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 sustainable development 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.

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 specialized in the topic of the art of living. After founding a mergers and acquisitions newsletter and bilingual magazine (International Cosmetique 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 wanted to stop being a spectator and instead become more committed and take action. This is why she decided to specialize in the issues of gender equality (publishing '100 ans de combat pour la liberté des femmes') and sustainable development (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 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. 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 Biodiversity Programmes. She became their Director of Sustainable Development in March 2020. On 1 February 2024, she was appointed Global Sustainability Director at Parfums Christian Dior.



ACKNOWLEDGEMENTS

Aigle would like to thank everyone involved in preparing this Purpose Report

- Committee members for their comments and verbatim contributions.
- All internal contributors, for their involvement in the process of gathering information on their action areas and strategies and their monitoring and performance indicators.

Project managers (steering and editing): Celya Cirak and Léa Jordy.

Photo credits: Aigle Marketing Department

AIGLE INTERNATIONAL

Report of the independent third-party body (TPB) on the audit of the implementation of social and environmental objectives

“At the general meeting,

In our capacity as an independent third party body (“third party”), whose audit activities are accredited by the Inspection division of the COFRAC under number 3-1877 (the details of which are available on www.cofrac.fr), we have carried out an investigation with a view to forming a reasoned opinion expressing a moderate level of assurance on the historical information related to the execution of the social and environmental objectives that your entity defined within its scope by virtue of its status as a Purpose-Driven Company and presented in the Purpose Committee reports for the period between 1 January 2022 and 31 December 2023, attached to the management report in application of the provisions of Article L. 210-10 of the French Commercial Code.”

“Conclusion

Non-compliance with one social and environmental objective and compliance with each of the other social and environmental objectives

Based on the procedures we implemented, as described in the “Nature and scope of investigation” section, and on the elements we collected, and taking into account the above, we observe that, for the social and environmental objective **“To select suppliers in line with the UN Global Compact”** adopted in application of 2° of Article L.210-10 and enshrined in its statutes, within the scope of the entity’s status as a purpose-driven company and at the end of the period covered by our audit:

- the entity did not achieve the operational objective that it had set out,
- the entity did not implement adequate measures in respect of the action plan set by the senior management team,
- and that
- therefore, the AIGLE INTERNATIONAL company has not met the aforementioned social and environmental objective that it had set out to achieve, in line with its purpose and its activity in relation to social and environmental issues.”

“Otherwise, we have no observation to make on the reasons set out in the paragraph **“To select suppliers in line with the UN Global Compact”** in the Purpose Committee’s report on the failure to meet this social and environmental objective.

Based on the procedures we implemented, as described in the “Nature and scope of investigation” section, and on the elements we collected, we have not identified any significant anomaly likely to call into question, for each of the other social and environmental objectives (namely, **“To design sustainable products”**, **“To raise awareness of the circular economy”**, **“To support and take part in environmental protection initiatives”** and **“To encourage environmentally sensitive behaviour in the workplace”**), within the scope defined by the status of Purpose-Driven Company and at the end of the period covered by our audit:

- the fact that the entity achieved its defined operational objectives,
- the fact that the entity implemented adequate measures in respect of the action plan set by the senior management team, and that
- therefore, the AIGLE INTERNATIONAL company has met each of the social and environmental objectives that it set out to achieve, in line with its purpose and activity in relation to social and environmental issues.”

“Comments

Without calling into question the conclusion expressed above, we have the following comments to make:

- We would like to highlight the results measured by AIGLE INTERNATIONAL regarding the strategy for reducing greenhouse gas emissions from its business activities. The reduction trajectory is perfectly in line with the objectives that the entity set for itself and attests to a real commitment to mitigating negative external impacts.
- We would like to draw the reader’s attention to the fact that over the course of the period under audit, the operational objective, **“To increase our Aigle for tomorrow product offer”**, was not achieved. The said objective was made the subject of a reconfiguration in relation to the previous reporting standards, as well as a new trajectory design that is both consistent and aligned with the entity’s activity and impacts.
- We also draw the reader’s attention to the methodology for reporting certain key monitoring indicators (in particular, those relating to suppliers who have signed the Code of Ethics and to the tonnage of waste), the robustness of which still needs to be strengthened.

Preparing information related to the implementation of social and environmental objectives

Given the lack of a generally accepted and commonly used framework or of any established practices on which to base the assessment and measurement of the implementation of social and environmental objectives, it is permissible to use varied, yet acceptable, measurement techniques, while they may affect comparability between entities and over time.

Therefore, the information related to the implementation of social and environmental objectives should be read and understood with reference to the entity’s procedures (hereinafter the **“Reporting Standards”**), the main elements of which are presented in the Purpose Committee reports.”

“Inherent limitations in preparing information related to the implementation of social and environmental objectives

The information may be subject to uncertainty inherently tied to the nature of scientific or economic knowledge and to the quality of the external data used. Some of the information presented may be affected by the methodological choices, assumptions and/or estimates made in preparing it.

Responsibility of the company

The senior management team is responsible for:

- appointing a Purpose Committee tasked with drawing up an annual report pursuant to the provisions of Article L.210-10 of the French Commercial Code;
- selecting or establishing criteria and procedures that are appropriate for creating the company’s Reporting Standards;
- establishing, implementing and maintaining internal monitoring of the relevant information for the preparation of the Purpose Committee’s report, as well as putting in place as many internal monitoring processes as it deems necessary for preparing information concerning the implementation of social and environmental objectives that is free of material misstatement, whether due to fraud or error.
- preparing information related to the implementation of social and environmental objectives in accordance with the Reporting Standards and made available to the Purpose Committee.

It is the responsibility of the Purpose Committee to prepare its reports by using information concerning the implementation of social and environmental objectives that is communicated by the company, and to carry out any verification of the information it deems appropriate.

These reports are attached to the Management Report of the Board of Directors.

Responsibility of the auditor designated an independent third party body

Pursuant to the provisions of Article R.210-21 of the French Commercial Code, it is our responsibility, based on our investigation, to provide a reasoned opinion expressing a moderate level of assurance on the company’s compliance with the social and environmental objectives that it defined within its scope as a Purpose-Driven Company.

As it is our responsibility to form an independent conclusion on the information concerning the implementation of social and environmental objectives, we are not permitted to be involved in the preparation of the aforementioned information as this could compromise our impartiality.

Regulatory provisions and applicable professional doctrine

Our work described below was performed in accordance with:

- the provisions of Article R.210-21 of the French Commercial Code,
- the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes (CNCC) relating to this activity, with particular reference to the technical opinion of the CNCC (The Activity of an Auditor, The Activity of the TPB – Purpose-Driven Companies),
- the Methodological Guide for the audit of Purpose-Driven Companies by Independent Third Party Bodies from the Community of Purpose-Driven Companies (“Communauté des entreprises à mission”),
- supplemented by our own procedures, annexed to this letter of engagement, in lieu of an audit programme.”

“Independence and quality control

Our independence is defined by the provisions of Article L.822.11 of the French Commercial Code and by the Code of Ethics of the audit profession. In addition, we have implemented a quality control system that includes documented policies and procedures aimed at ensuring compliance with applicable laws and regulations, ethical rules and the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes (CNCC) relating to this activity.

Means and resources

Our work required the skills of three people and took place between November and December over a total intervention period of approximately two weeks.

We called on our specialists in sustainable development and social responsibility to assist us in our work.

We conducted ten interviews with the persons responsible for preparing the Declaration, who represented the management of the transformation, human resources, production, quality, CSR, PR and operations departments.

Nature and scope of investigation

We planned and carried out our investigation taking into account the risk of material misstatements on the information relating to the implementation of social and environmental objectives that the entity defined within its scope as a Purpose-Driven Company.

In our opinion, the procedures we observed while exercising our professional judgment allow us to present a conclusion with a moderate level of assurance.

We took note of the entity’s activities within its scope as a Purpose-Driven Company, the formulation of its purpose as well as its social and environmental issues.

Our investigation concerned:

- first, the consistency of the social and environmental objectives adopted pursuant to 2° of Article L.210-10 and enshrined in its statutes, the purpose of the entity as specified in its statutes (hereinafter “purpose”) and its activity in relation to social and environmental issues;
- second, the implementation of these objectives.

In terms of the consistency between the company’s objectives, purpose and activity in relation to social and environmental issues:

- We conducted interviews to assess the commitment of the management and the directors in relation to the expectations of the main internal and external stakeholders concerned with the company’s activities.

- We assessed the processes in place to organize and formalize this initiative by using:
 - the information available within the entity (for example, minutes of board meetings, discussions with the social and economic committee, records of meetings and materials from meetings with internal or external stakeholders, risk analyses);
 - the roadmap of the Purpose-Driven Company’s and the most recent Purpose Committee reports compiled since the last audit;
 - if applicable, its publications (for example, commercial brochure, management report, integrated report, Declaration of Non-Financial Performance, material on the website).
- In considering the activity of the entity in relation to social and environmental issues, we assessed the consistency between:”

“• the information gathered;

- the purpose and
- the social and environmental objectives formulated in its statutes.

Regarding the implementation of social and environmental objectives, we inquired about the existence of operational objectives and key performance indicators for monitoring and measuring whether the entity had met these at the end of the period covered by the audit for each social and environmental objective, and we checked whether the entity had implemented adequate measures from the action plan it had set and whether the operational objectives had been achieved with regard to the trajectories defined by the entity within its scope as a Purpose-Driven Company.

In order to do this, we carried out the following steps:

– Review:

- we reviewed the documents prepared by the entity to report on the fulfilment of its purpose, including the provisions specifying operational objectives and the related monitoring procedures, as well as the Purpose Committee reports;
- we contacted the Purpose Committee to obtain their assessment of the implementation of social and environmental objectives and corroborated the information gathered with the stakeholders’ perception of the entity’s actions and impacts. In addition, we reviewed the analysis presented in the Purpose Committee reports together with the results achieved when operational objectives were due for completion, having regard to their defined trajectories, in order to assess whether the company had met its social and environmental objectives;

– Measures implemented:

- we contacted the company’s general management to inquire about the financial and non-financial measures implemented with a view to meeting social and environmental objectives;
- we evaluated the adequacy of the measures implemented and of the measures specifically intended to meet operational objectives in relation to their trajectories, having regard to the business situation over the period;

– Presence of performance indicators and truth and accuracy;

- we assessed the Purpose Committee reports to check whether the performance indicators were consistent with operational objectives and whether they were capable of showing the alignment of operational objectives to their defined trajectories;
- we verified the truth and accuracy of all these indicators and, in particular, we:
 - o evaluated the appropriateness of the entity’s Reporting Standards in terms of their relevance, completeness, reliability, neutrality and understandability;
 - o verified that the performance indicators encompassed all operations within its scope as a Purpose-Driven Company;
 - o reviewed the internal monitoring procedures put in place by the entity and evaluated the data collection process with the aim of ensuring the completeness and accuracy of the information;
 - o implemented analytical procedures consisting of checking the correct consolidation of the data collected as well as the consistency of its evolution;
 - o implemented detailed tests using surveys or other means of selection, which involved verifying the correct application of the definitions and procedures and reconciling the data with supporting documents. These operations were carried out by checks on site and at the entity’s head office and at a selection of contributing and representative entities within the scope of the company’s status as a Purpose-Driven Company, and they covered between 43.5% and 51.4% of the data used to calculate performance indicators;
 - o assessed the overall consistency of the Purpose Committee report or reports, having regard to our knowledge of the entity and the scope of the Purpose-Driven Company’s status.

The procedures performed to obtain moderate assurance are less extensive than those required for a reasonable assurance engagement performed in accordance with the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes (CNCC); a higher level of assurance would have required more extensive audit work.”

Completed in Niort, 23 February 2024

INDEPENDENT THIRD-PARTY BODY

Fanny Romestant

Director of the Sustainable Development Department

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