



AIGLE 1853

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

PURPOSE REPORT 2022

EDITORIAL

**LIVE FULLY,
LIVE RESPECTFULLY!**



Humanity, product innovation and the future of the planet are top of Aigle's priority list. For 170 years now, the company has listened to the world around us and advocated for more sustainable fashion.

Designing clothes, boots and accessories is one thing. But the journey towards a better world doesn't end there, particularly for a brand that became a purpose-driven company in 2020. Every day, we strive to offer on-trend, long-lasting clothing for all weathers. We can only strike this balance as a team, with the help of our partners, suppliers and employees.

In 2021 we set out three avenues for improvement: humanity (because we believe in collective change), products (to promote sustainable design) and the planet (to reduce our impact and protect biodiversity). In 2022 we translated these commitments into concrete actions. This Purpose Report lists and details each of the brand's CSR commitments.

On the agenda: continued sustainable design within our collections, in-depth work on the traceability of our products and transparency for our customers, decarbonisation of our Ingrandes factory through solar panels, etc. It goes without saying that our continued investment in the Ingrandes-Sur-Vienne production site – France's last remaining factory to manufacture rubber boots – is something we are very proud of.

This year once again, major changes reflect our ambition to make things happen on a large scale, and more modest decisions also show we believe in small steps, which when added together can make a real difference.

FOREWORD

**ÉLISABETH
LAVILLE**

President of the Purpose Committee



Today more than ever before, the clothing industry is being called upon to reinvent itself by changing its production model and, more particularly, its business model in order to minimise negative impacts and create greater value – not only environmental and human value, but also economic value because a new and more virtuous model is only possible if it is economically sustainable.

Beyond the environmental and social footprint – which clothing brands must take steps to dramatically reduce – they also have a ‘brainprint’, i.e., an influence on both trends and social standards. And in a context where ecological transition is first and foremost a cultural shift, not a purely technical one, clothing brands are tasked with the important responsibility of creating new and more appealing narratives.

Aigle has fully understood this responsibility. As one of the first fashion brands to become a purpose-driven company in 2020, it has played a leading role in writing this new story.

As a reminder, the legal status ‘purpose-driven company’ was first introduced by the PACTE Law and requires each company to develop human and financial resources to achieve the environmental and social objectives that it has set itself. The company must also authorise both a purpose committee and independent third-party body to verify the implementation of its stated purpose.

Since 2020 the purpose-driven company ecosystem has gained in momentum, and Aigle has come a long way on its journey. The Purpose Committee, which I have the honour of chairing, believes that over the course of 2021 the brand has proven its genuine commitment to develop its production methods and offering as well as to raise awareness of more circular fashion among both its customers and employees. Initial steps have been taken to fulfil this vision.

2022 was characterised by turbulent economic conditions for all businesses, including those in the clothing industry. It is within this context that our Purpose Committee met twice over the course of the year to monitor Aigle’s progress towards achieving its objectives, as outlined in this report. We have seen a willingness to stay the course and to consolidate the roadmap set out by managers and their teams. Aigle was also able to improve its practices to meet the requirements of the first audit, particularly in terms of responsible supply. In this respect, I would like to congratulate the Aigle teams for their hard work. The brand has already made a great deal of progress in terms of fulfilling its purpose. But naturally there is still a lot to be done in terms of implementing its vision – because purposes have a beginning but no end!

Even though Aigle experienced a change of governance in 2022, our Purpose Committee urges the new management to remain faithful to the convictions which led to the brand obtaining its purpose-driven company status and to keep pushing forward.

Our Purpose Committee will continue to play the role with which it is entrusted: to carefully monitor the implementation of the brand’s commitments and accompany it on its journey of transformation, with all its questions and its choices.

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INTRO- DUCTION

Nearly two years after obtaining purpose-driven company status, this report is an opportunity to review Aigle's progress on its roadmap towards fulfilling its commitments. What has happened over the last two years? In 2021, Aigle's first year as a purpose-driven company, the main objective was to set out the targets on the roadmap and the associated performance indicators with the help of the Purpose Committee. This year Aigle has also worked to create a dynamic of open dialogue within its Purpose Committee.

2022 was characterised by particularly challenging economic conditions for the clothing sector and by a change of governance in our Executive Board. Aigle showed its adaptability by prioritising the projects most closely related to its purpose: the sustainable design and traceability of its products, as well as the decarbonisation of its Ingrandes factory.

01. AIGLE'S PURPOSE AND PURPOSE COMMITTEE IN 2022



WHAT DOES 'PURPOSE-DRIVEN COMPANY' MEAN?

The purpose-driven company status was introduced in 2019 by the PACTE law in French company law. Within the meaning of the PACTE Law, every company aspiring to obtain this legal status must:

- ➔ Incorporate its *raison d'être* into its statutes;
- ➔ Incorporate one or several social, environmental and societal objectives into its statutes. It can thus combine financial performance and contribution to the general interest;
- ➔ Establish a purpose committee tasked with monitoring implementation of the purpose;
- ➔ Appoint an independent third-party body tasked with verifying the implementation of the objectives;
- ➔ Declare itself to the clerk of the commercial court.

AIGLE'S PURPOSE AND COMMITMENTS

In December 2020 Aigle became a purpose-driven company within the meaning of the PACTE Law by listing its *raison d'être* among its statutes:

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



Five commitments (named 'statutory objectives') embody this purpose and guide both Aigle's strategy and actions! These statutory objectives are aligned with Aigle's CSR programme which is organised around **THREE PILLARS**:



PRODUCTS THAT ARE RESPECTFUL



TO DESIGN SUSTAINABLE PRODUCTS



TO SELECT SUPPLIERS THAT COMPLY WITH *UN GLOBAL COMPACT* PRINCIPLES



TO MAKE EVERY ACTION COUNT



TO ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE



TO RAISE AWARENESS OF THE CIRCULAR ECONOMY AND PROTECTION OF THE ENVIRONMENT



TO PROTECT AND PRESERVE NATURE



TO TAKE PART IN AND SUPPORT PROTECTION OF THE ENVIRONMENT

*Entities included in the scope of the purpose-driven company: Europe, head office based in France (including corporate, retail, factory and warehouse).

AIGLE'S PURPOSE COMMITTEE

PURPOSE COMMITTEE MEMBERS

In accordance with the PACTE Law and in order to monitor the implementation of Aigle's purpose and commitments, a Purpose Committee formed of both external and internal members was established in 2021 and met on several occasions over the course of 2022.

Aigle set up the Purpose Committee with the aim of surrounding itself with various profiles at the intersection of the fashion industry, its impact and the CSR sector, able to contribute diverse but complementary expertise and reflecting both the brand's purpose and its main commitments.

It is formed of seven members*:

External members (in alphabetical order):



Yann Arthus-Bertrand,
Founder and President of the GoodPlanet Foundation, represented by Albane Godard, Executive Director of the GoodPlanet Foundation



Maëva Bessis,
Executive Director of La Caserne



Guillaume Gibault,
Founder and President of Le Slip Français



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



Pierre-François Le Louët,
President of the Fédération Française du Prêt-à-Porter Féminin and President of Nelly Rodi



Pierre-André Maus,
Vice-President of Maus Frères SA (shareholder)



Laetitia Rambaud,
Aigle Brand & Positive Impact Vice President

Internal members:

Sandrine Conseiller, Chief Executive Officer of Aigle until September 2022, then Valérie Dassier – who has since taken over the role – attended the meetings held by the Purpose Committee.

THE ROLE OF THE PURPOSE COMMITTEE

Within the meaning of the PACTE Law, the Purpose Committee is tasked with monitoring the implementation of the purpose as well as with publishing an annual purpose report to express its position. For members of Aigle's Purpose Committee, it also involves playing the role of a critical friend mobilised around the company in the implementation of its purpose.

Within this framework, the role of Aigle's Purpose Committee is to:

- ➔ offer advice to Aigle's senior management team on its strategy and practices;
- ➔ test out and improve, where necessary, the main commitments listed by Aigle in its statutes, and more generally to challenge the company and 'shake it up in a positive way'.

* Discover the biographies of Aigle's Purpose Committee members in the appendices



PURPOSE COMMITTEE HIGHLIGHTS

In 2022, Aigle's Purpose Committee met twice.

These moments of open exchange and dialogue, jointly prepared by the President of the Purpose Committee and the Aigle team, had several objectives:

- ➔ Present the main findings of the first audit carried out in early 2022 by the independent third-party body and report on actions taken as a result of the audit;
- ➔ Keep Purpose Committee members informed of projects and actions implemented by Aigle in relation to its main purpose commitments;
- ➔ In a more forward-looking way, start conversations through sectoral and regulatory insights on topics likely to change or impact Aigle's purpose and the implementation of its commitments (e.g., AGECL Law [French act of law against waste and for a circular economy]).

This wide-ranging scope has provided members with food for thought and on occasion led them to challenge certain directions taken by Aigle or to improve the roadmap to fulfilling its stated commitments.

In order to inform Purpose Committee members about the operational realities of some of the main commitments and ongoing projects (definition of sustainable design, traceability), Aigle employees were invited to attend committee meetings as guest members.

You can find the main points discussed during the 2022 Purpose Committee meetings in the appendices.

REVIEW OF THE AUDIT CARRIED OUT IN 2021/2022

The first audit of the Aigle purpose took place in February 2022 and an independent third-party body was authorised to examine both the roadmap and the implemented measures in detail.

The independent third-party body's conclusions pointed to strong overall coherence between Aigle's purpose and the implementation of operational objectives (resources allocated to objectives and accuracy of the published data). It highlighted both Aigle's ambition and the allocated resources.

Suggestions for improvement were made for the brand to be even clearer, more transparent and ambitious:

- ➔ Adapting and retaining the definition of sustainable design for clarification purposes
- ➔ Extending the scope of Aigle's traceability project to Tier 2 suppliers
- ➔ Extending the scope of awareness-raising and training activities beyond head office.

The Aigle teams have taken these suggestions on board and are working to incorporate this feedback into the roadmap for 2023 and beyond.






02. REVIEW OF THE IMPLEMENTATION OF AIGLE'S COMMITMENTS IN 2022

For each of its purpose-related commitments, Aigle has set quantified objectives and specific monitoring performance indicators. This performance review for each of Aigle's commitments provides a snapshot of our progress, of any difficulties or issues encountered in the implementation of actions as well as of ideas for further action by the Purpose Committee.

Some changes have been made to these monitoring performance indicators following suggestions from the Purpose Committee and even from teams who have encountered limitations.



OVERVIEW

	TARGET ACHIEVED	TARGET CURRENTLY BEING IMPLEMENTED OR EVALUATED	TARGET NOT ACHIEVED
 <p>DESIGNING SUSTAINABLE PRODUCTS</p>	Achieving 50% sustainable products by 2022 and 100% by 2028		
 <p>SELECTING SUPPLIERS THAT COMPLY WITH UN GLOBAL COMPACT PRINCIPLES</p>		100% of our suppliers evaluated B > 80% according to ICS by 2025	100% of our Tier 1 suppliers complied with <i>UN Global Compact</i> principles in 2022
 <p>ENCOURAGING ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE</p>	Raising employee awareness of environmental issues and social issues three times a year	40% of employees trained on CSR issues by 2025	
	Separating and recycling 100% of head office waste		
 <p>RAISING AWARENESS OF THE CIRCULAR ECONOMY AND PROTECTION OF THE ENVIRONMENT</p>	Regularly raising customer awareness of repairs through 10 annual workshops		Achieving 250,000 open sessions on the second-hand website 'Second Souffle' by 2022
	50% of stores in France are drop-off points by 2022		
 <p>TAKING PART IN AND SUPPORTING ENVIRONMENTAL PROTECTION THE ENVIRONMENT</p>	Renewing contract to support the League for the Protection of Birds in France (LPO) for the period 2020-2023.	- 46.2% greenhouse gases by 2030 (scope 1 & 2) - 55% of each product sold	
	Supporting projects linked to preserving biodiversity		

COMMITMENT #1

TO DESIGN SUSTAINABLE PRODUCTS



A pioneer in sustainable and quality products, Aigle has been offering long-lasting clothing for all types of weather since 1853.

Since 2020 Aigle has been developing its sustainable product offering in order to future proof and strengthen a production model that is more respectful of the environment.

The target: achieving 50% sustainable products by 2022 with the longer term goal of achieving a 100% sustainable product offering by 2028.

In 2022 the proportion of sustainable products in our collections reached 40% (for colour SKUs) and consisted of 50% for the Autumn-Winter 2022 season, compared to 16% for 2021. Season after season, Aigle has been making steady progress.

STRENGTHENING OUR SHARE OF SUSTAINABLE PRODUCTS

PERFORMANCE INDICATOR	IN 2022	TARGET
Percentage of sustainable products in our collections (colour SKUs, AI+AS)	40% over the course of the year 2022 (summer and winter seasons) 50% over the winter 2022 season	50% by 2022 100% by 2028

SUSTAINABLE DESIGN: NEW FOUNDATIONS TO REINFORCE OUR COMMITMENT

Following the audit in early 2022, which outlined the need to strengthen the definition of sustainable design at Aigle, the teams have worked to redefine our approach here in order to simplify it and make it more robust. Aigle has also been more ambitious in terms of scope, positioning itself on product SKUs that are actually ordered rather than those that feature in the collection plan, for example.

Taking the PACTE Law's scheduled timetable into consideration, Aigle was not required to carry out an audit of its purpose in 2022. However, the decision was made to perform an audit of our commitment to sustainable design in order to approve the changes made to the definition and the associated roadmap.



SUSTAINABLE DESIGN AT AIGLE A NEW AND IMPROVED DEFINITION

PREVIOUS

The product must meet one of the six below criteria, which feature on labels and external certification:

- Certified recycled fibres;
- Certified organic fibres;
- Sustainable cellulosic fibres;
- Sustainable animal fibres;
- Responsible leather;
- Made in France.

In addition, the brand must follow several rules according to the product category:

- Main fabric: at least 40% sustainable fibres;
- Sustainable components: more than 50% of the total product weight;
- Lining composed of sustainable material only if the main material is made of sustainable materials;
- Padding composition: 100% sustainable fibre;
- For a fibre of the same nature, unauthorised blend of conventional and sustainable fibres for the same component;
- No more than 5% elastane except when technically required;
- No use of metallic fibres except when technically required;
- Perfluorocarbon-free (PFC) water-repellent treatment;
- Molecules used in waterproof or water-repellent fabric finishes.

NEW DEFINITION

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

- Have been made in France;
- The product's main fabric must be made from at least 50% sustainable fibres. If the product features any padding, the padding must be made from 100% sustainable fibres.

Sustainable fibres are fibres whose production methods had a low environmental impact in comparison with their conventional equivalent. The list of authorised sustainable fibres has been published and can be accessed internally. These include certified fibres such as organic GOTS or OCS cotton, recycled GRS or RCS fibres, RWS certified wool, etc.





THE TRACEABILITY OF AIGLE PRODUCTS BEFORE THE AGEC LAW

With a view to continuous improvement, 2022 also saw Aigle set a new operational objective regarding the traceability of its products.

The project was launched in 2021 in partnership with Footbridge and uses a blockchain tool. Its objective is twofold:

- ➔ To ensure the traceability of clothing, shoe and boot collections in order to gain insight into our supply chain, particularly from Tier 2 and above;
- ➔ To measure the environmental impact of products on climate change as well as the use of fossil fuels and water eutrophication thanks to life cycle analyses (LCA).

It means that Tier 1 suppliers can declare their own suppliers who in turn declare theirs and so on – thus giving us greater control over the conditions in which our products are manufactured.

This project also meets customers' increasingly high expectations of transparency.

Rolled out in 2022, this project allows customers to access highly accurate information via a QR code: the product description, the steps and actors involved in manufacturing the product, an analysis of the product life cycle (including information on climate change, water eutrophication and the use of fossil fuels). For the Autumn-Winter 2022 season, 26% of our clothing and accessories SKUs had a QR code³. 2023 will see the brand consolidate a performance indicator for the percentage of traceable products.

³ AW22, EMEA, clothing and accessories, in SKUs

COMMITMENT #2

TO SELECT SUPPLIERS THAT COMPLY WITH UN GLOBAL COMPACT PRINCIPLES

In order to promote good practices in terms of ethics and human rights with its suppliers, Aigle established a set of requirement and transparency criteria that applies to all its partners.

GUARANTEEING THE RESPECT OF HUMAN RIGHTS AND ETHICS ACROSS OUR VALUE CHAIN

PERFORMANCE INDICATOR Percentage of suppliers who have signed our Aigle Code of Conduct (including UN Global Compact) – Tier 1	IN 2022 86%	TARGET 100% of our suppliers complied with UN Global Compact principles in 2022
PERFORMANCE INDICATOR Percentage of our factories scoring above B > 80% (ICS charter on social standards) – Tier 1	IN 2022 56%	TARGET Collaborating only with finished product suppliers rated A – B > 80% according to ICS by 2025

In 2022 the Aigle Code of Conduct was transformed into an Ethical Charter distributed to all our Tier 1 suppliers. The year was thus impacted by a transition period in the rollout of this Charter, which has now been signed by almost all our Tier 1 suppliers.

As part of its policy of carrying out a social audit of its factories, Aigle is a member of the organisation Initiative for Compliance and Sustainability (ICS), which assesses and audits the working conditions for all its suppliers by supporting them in a progressive approach.

Initiated in 2019, all audited factories receive a score following these social audits. Two thirds of Aigle's Tier 1 factories have now been audited and work is underway to check the audits of the remaining third. The aim is to only collaborate with finished product suppliers rated A – B > 80% according to ICS by 2025..

ABOUT ICS

ICS, 'Initiative for Compliance and Sustainability' is a multi-sector initiative which aims to improve working conditions across global supply chains. ICS is made up of retail brands in the textile, footwear, electronics, food and home furnishings sectors and enables member companies to collaborate with shared tools, to pool audits, and thus help reduce the number of concurrent audits in factories. Factories are audited on the basis of nine criteria.



COMMITMENT #3

TO ENCOURAGE ENVIRONMENTALLY SENSITIVE BEHAVIOUR IN THE WORKPLACE



Beyond manufacturing long-lasting and sustainable products, which represents Aigle's biggest impact, the company intends to use its influence by helping to change its employees' behaviour. In 2022 Aigle thus pursued its goal of raising its employees' awareness of both its commitments and the wider environmental cause via dedicated training and sessions.

DEVELOPING EMPLOYEE TRAINING ON SOCIAL AND ENVIRONMENTAL ISSUES

PERFORMANCE INDICATOR	IN 2022	OBJECTIF
Percentage of employees trained on CSR issues	9.5% of employees trained	40% of our employees trained on CSR issues

ENGAGING OUR EMPLOYEES ON ENVIRONMENTAL AND SOCIAL ISSUES

PERFORMANCE INDICATOR	IN 2022	OBJECTIF
Number of conferences organised to raise employees' awareness of environmental and social issues	4 awareness-raising sessions	Raising Aigle employees' awareness of environmental and social issues three times a year

PERFORMANCE INDICATOR	IN 2022	OBJECTIF
Total tonnage of waste from the head office and % of waste recovered	100% of head office waste separated and collected 1,498 kg – 1,120 kg of CO ₂ emissions avoided	Sorting 100% of waste from the Paris head office

Having taken the Purpose Committee's suggestions on board, Aigle set itself a new objective in 2022 regarding the training of its teams on CSR issues.

TRAINING OUR TEAMS ON ENVIRONMENTAL AND SOCIAL ISSUES

In 2021 the global pandemic made organising training sessions for our employees very complicated. In 2022 Aigle was able to reorganise these training sessions and train 100% of the collection team on sustainable design issues.

With a view to giving customers a deeper insight into the brand's commitments, Aigle's goal is to create a training programme for all its employees (Paris headquarters, Ingrandes industrial site, points of sale).

ENGAGING OUR EMPLOYEES ON ENVIRONMENTAL AND SOCIAL ISSUES

Aigle successfully fulfilled its commitment in 2022 by delivering four awareness-raising conferences on social and environmental issues for its teams. The objective now is to take this one step further by continuing to offer more impactful and awareness-raising sessions for all teams – at the head office, the Ingrandes industrial site as well as for retail teams.

The fixed commitment to sort waste was met, with 100% of waste sorted at the Paris head office in 2022. In line with this approach, the company is planning to extend this waste reduction measure to the offices at the Ingrandes factory in France.



COMMITMENT #4

TO RAISE AWARENESS OF THE CIRCULAR ECONOMY AND PROTECTION OF THE ENVIRONMENT

Convinced of the need to promote the circular economy throughout its product range, Aigle is raising its customers' awareness by offering solutions to extend product lifespans and suggest end-of-life solutions.

While our ambition was originally to make it easier to take action by raising customer awareness of used clothing repair and drop-off schemes, today the ambition is to consolidate already initiated actions.



DEVELOPING THE SECOND-HAND

PERFORMANCE INDICATOR	IN 2022	TARGET
Number of open sessions on the Second Souffle site	140,006 open sessions	250,000 sessions open in 2022

REGULARLY RAISING AWARENESS OF REPAIRS

PERFORMANCE INDICATOR	IN 2022	TARGET
Number of repair workshops for our customers organised in our stores each year	12 workshops run	Regularly raising awareness of repairs – 10 workshops per year

ROLLING OUT DROP-OFF POINTS IN ALL OUR POINTS OF SALE

PERFORMANCE INDICATOR	IN 2022	TARGET
Percentage of our stores in France equipped with a drop-off point (box or no box)	100% of our stores were drop-off points in 2022 1,294 kg of clothing dropped off	50% of stores in France to be drop-off points by the end of 2022

CONTINUING 'SECOND SOUFFLE', OUR SECOND-HAND WEBSITE

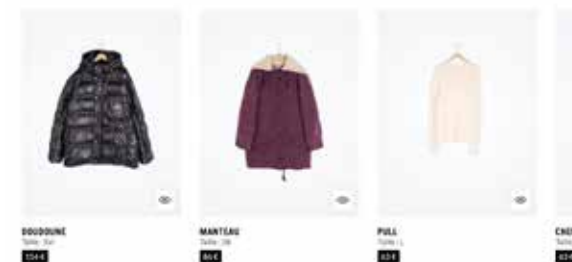
When it was first launched in 2021, the website 'Second Souffle', which offers our customers a platform to resell and/or buy second-hand Aigle products, met with resounding success thanks to the excellent press campaign on this new service. In 2022 there was a slowdown in the number of visitors to the site. As a result, the target of reaching 250,000 open sessions in 2022 was not achieved. In spite of this, we can see a huge appetite among customers for the second-hand Aigle products offered on the website, with the percentage of repeat buyers on 'Second Souffle' totalling 26%.



UNE DÉMARCHE SIMPLE

Nous avons créé Second Souffle par Aigle pour prolonger le cycle de vie de nos vêtements et bottes. En permettant à nos créations d'être réutilisées, vous agissez avec nous pour une mode plus durable !

NOUVEAUTÉS



RAISING OUR CUSTOMERS' AWARENESS OF REPAIRS

In 2022 Aigle remained committed to raising awareness of its in-store repair workshops across the organisation. The target for 2023 is to strengthen this ambition by launching a permanent repair service. Related discussions and trials are taking place at the moment, including a repair project for parkas, and these will be developed further over the course of the year.

ROLLING OUT DROP-OFF POINTS IN ALL OUR POINTS OF SALE

Aigle set itself an objective to equip 50% of its stores with a drop-off box by the end of 2022.

With certain stores lacking the space to accommodate these boxes, Aigle modified this performance indicator to measure the number of points of sale identified as stores where customers could get their used or upcycled clothing picked up by a collection and reuse/recycle service provider (with or without the option of providing a dedicated box). For the most part, this initial revised target was achieved in 2022, with 100% of stores in France serving as drop-off points (vs initial target of 50% by 2022).

COMMITMENT #5

TO TAKE PART IN AND SUPPORT ENVIRONMENTAL PROTECTION PROGRAMMES

Aigle's main operational objective in terms of environmental protection is to reduce its greenhouse gas emissions. In parallel, Aigle continues to support various philanthropic programmes in line with this commitment and, more particularly, with regard to biodiversity preservation. In addition, several concrete actions already taken by Aigle go above and beyond indirectly supporting environmental programmes.

REDUCING OUR GHG EMISSIONS BY 2030

PERFORMANCE INDICATOR	IN 2022	TARGET
% reduction of GES emissions (scope 1 to 3) vs 2019	N/A Results available in 2023 (2022 figures)	- 46.2% of greenhouse gas emissions by 2030 (scope 1 & 2) - 55% of each product sold

STRENGTHENING SUPPORT MEASURES FOR ENVIRONMENTAL PROTECTION

PERFORMANCE INDICATOR	IN 2022	TARGET
Amount donated by Aigle to the LPO protection programme & individual birds saved	€33,000 donated to the LPO 17 individuals supported in 4 of the 7 LPO care centres	Renewing contract to support the LPO for the period 2020-2023

PERFORMANCE INDICATOR	IN 2022	TARGET
Amount in € excl. tax donated to an organisation in connection with biodiversity	€32,514 tax excl.	Supporting projects linked to preserving biodiversity



FOCUS: THE DECARBONATION PROJECT AT THE INGRANDES FACTORY IN FRANCE

The results of our carbon assessment carried out in 2019 cite energy as one of our three main sources of CO₂ emissions.

The factory represents one of the most energy-intensive work stations due to the rubber vulcanisation step (3.7 million kWh consumed in 2019).

Investments are in the pipeline for 2023 to install solar panels on the Ingrandes factory site, which will produce renewable energy for the site's direct consumption. An initial batch of panels was already installed in 2022 and three more will be added in 2023. These installations should enable around 1 MWh to be generated, equating to 30% of the site's total electricity consumption.

In parallel, a project to renovate part of the factory will be phased in by 2030, which includes the insulation of the roof and walls as well as the installation of a reversible heat pump in order to move towards a discontinuation of the natural gas supply.

REDUCING OUR GHG EMISSIONS BY 46% ACROSS SCOPES 1 & 2 AND BY 55% PER PRODUCT SOLD BY 2030

For Aigle, protecting the environment means first and foremost reducing the impacts of its entire value chain. This is why, in order to comply with the Paris Agreement and deliver on climate issues, an Aigle GHG emission reduction plan – based on a carbon assessment (scopes 1 to 3) – has been created to set the company on both a realistic and ambitious path. In 2022 Aigle submitted a dossier to the Science Based Targets Initiative to present its emission reduction strategy and assess its contribution to the global agreement to limit climate change to 1.5 degrees (pending validation for 2023).

Aigle is therefore aiming for:

- ➔ an absolute reduction target of 46% in its GHG emissions for scope 1 and 2;
- ➔ a reduction of 55% per product sold for scope 3.

RESULTS OF OUR 2019 CARBON ASSESSMENT

Scope 1 GHG emissions	1 576 tCO ₂ eq
Scope 2 GHG emissions	1 218 tCO ₂ eq
Scope 3 GHG emissions	89 171 tCO ₂ eq
Total carbon footprint	91 965 tCO₂eq

The scope 3 emissions represented 97% of Aigle's carbon footprint in 2019. Of these emissions, around 70% were linked to product manufacturing and 6% to transportation (freight and Aigle employees' modes of transport).

Scope 1 and 2 emissions, on the other hand, accounted for the remaining 3% and corresponded to the energy consumption of the Ingrandes industrial site, the Paris head office and the stores.



A new carbon assessment in 2023 (2022 figures) will make it clear if Aigle is on the right track to achieve its targets. In 2023 Aigle is working on fleshing out the details of its action plan.

GOING FURTHER IN PROTECTING BIODIVERSITY

In order to go further in protecting ecosystems and based on a suggestion made by the Purpose Committee, Aigle is planning to conduct a study to measure the biodiversity footprint of its activities and products. This footprint will allow the company to form an action plan in order to limit the impact of its activities on ecosystems.

Aigle strongly believes that this approach is essential, and one which necessitates significant involvement from its team. In order to conduct this study, the brand has made the decision to fully focus its efforts on its climate roadmap for now and to instead launch its biodiversity approach at a later date.



KEY FINDINGS FROM THE PURPOSE COMMITTEE FOR YEAR NO. 2



“ Aigle is one of those rare and wonderful French fashion brands whose commitment to social and environmental performance holds true season after season. With an industrial site in France, a genuine willingness to design products in a sustainable way and a transparent approach towards its traceability, it has already made a great deal of progress. But there's still long way to go! And I know that Aigle's senior management and owners will succeed in living up to their lofty ambitions.”

PIERRE-FRANÇOIS LE LOUËT,
HONORARY PRESIDENT OF THE FÉDÉRATION FRANÇAISE DU PRÊT-À-PORTER FÉMININ AND PRESIDENT OF NELLY RODI



“ There are so many valuable findings to take away from Aigle's work in rolling out its approach as a purpose-driven company. Two years of structuring and launching projects within particularly challenging conditions for the sector have enabled us to measure the thoroughness and pragmatism of its commitment, especially when its initial action plan had to face reality. Aigle's ability to reflect and respond to the Purpose Committee's requests, to reassess its objectives and which resources to implement in response to difficulties, as well as to identify how to become more relevant and effective, without losing sight of the purpose it originally set out with, make it a case study.”

ALBANE GODARD,
EXECUTIVE DIRECTOR OF THE GOODPLANET FOUNDATION



“ For the past two years, Aigle has chosen to embark on the ambitious journey of being a purpose-driven company. By moving forward on many fronts, Aigle has proven its ability to contribute, in its own way, to making life better and the planet more habitable. The MF Brands Group is also proud to be able to offer high-quality Aigle boots, crafted in France. This year Aigle will be celebrating its 170th birthday. Such a long history can only inspire the brand in its committed and responsible approach.”

PIERRE-ANDRÉ MAUS,
VICE PRESIDENT OF MAUS FRÈRES SA

CONCLUSION : THE OUTLOOK FOR 2023-2024



Both through the efforts of its teams and discussions with the Purpose Committee, we have taken away many findings from Aigle's first two years as a purpose-driven company.

Despite difficult current conditions across all sectors, particularly that of clothing, Aigle is still just as ambitious today. The main short-term objective will be defining operational action plans to guarantee the implementation of defined actions and to adjust the speed at which the roadmap is rolled out.

Aigle also intends to capitalise on the most significant projects implemented and progress made in 2022, such as sustainable design, traceability and the decarbonisation of our Ingrandes factory.

Consideration has also been given and will continue to be given to protecting biodiversity and establishing both a repair service offer and a team training programme, particularly for sales teams.

Last but not least, conscious of the climate emergency, Aigle has made the decision to introduce an annual carbon assessment in order to monitor the results of all actions implemented on a more regular basis.

PURPOSE COMMITTEE MEMBERS

In alphabetical order

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 humanity at the forefront of peoples' minds and to inspire them to take concrete action for the Earth and its inhabitants. Alongside his foundation, in May 2017 he opened the first centre in Paris dedicated to ecology and humanity, the Domaine de Longchamp in the heart of the Bois de Boulogne. This centre provides visitors with a free space for experimentation, with committed works, meet-ups and discussions all on offer so that they can experience ecology fully.

His unwavering commitment led to him being appointed an "Environment Goodwill Ambassador" as part of the United Nations Environment Programme. He then started producing a range of documentaries on the environment and humanity: Home in 2009, Planet Ocean in coproduction with Michael Pitiot in 2011, A Thirsty World in 2012, Human in 2015 and Terra in the same year.

Yann Arthus-Bertrand embarked on a new challenge by coproducing Woman with Anastasia Mikova, which was released on 4 March 2020. This film is entirely dedicated to women around the world, with more than three years of footage, 60 countries visited and thousands of interviews required to produce it.

His latest documentary, Legacy, our heritage, was created from archival images and released in early 2021. He is currently working on numerous new photo exhibition projects as well as films and documentaries, including France, a love story.

MAËVA BESSIS

Executive Director of LA CASERNE

Maëva Bessis is the Executive Director of LA CASERNE. A graduate of the Higher Institute of Management, she started out 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' 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 GIBAUT

Founder and President of Le Slip Français

Guillaume Gibault, 36 years old, Parisian, entrepreneur, 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 awarded Knight of the Legion of Honour in the same year. She is the author of bestselling book 'L'entreprise verte' and several other works.

Élisabeth Laville and the UTOPIES team have supported numerous clients from all backgrounds in creating and implementing sustainable development strategies, ranging from CSR pioneers including Veja, Le Slip Français, Ben & Jerry's, Nature & Découvertes and Interface, to major international groups like Danone, Kering, Carrefour, Sodexo, L'Oréal, etc.

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

Honorary President of the Fédération Française du Prêt-à-Porter Féminin and President of Nelly Rodi

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.

President of the Fédération Française du Prêt-à-Porter Féminin until June 2022, he has since been made its Honorary President. Pierre-François Le Louët is also Vice President of the Union Française des Industries Mode Habillement, the Union Française des Arts du Costume and the France Industries Créatives. 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-Président Maus Frères SA

Pierre-André Maus, a former student at the École Normale Supérieure, agrégé de lettres and Insead graduate, started out his career in consulting before joining the Swiss family Group Maus Frères SA, where he is now Vice-President.

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

Pierre-André Maus has chaired the Lacoste Foundation since 2022. He is also the administrator of Arts Décoratifs.

LAETITIA RAMBAUD

VP Brand & Positive Impact

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

Since 2022 she has held the position of Brand & Positive Impact VP, in which she is committed to meeting the challenges of a brand with unique know-how.

AGENDAS FROM THE PURPOSE COMMITTEE MEETINGS IN 2022

MEETING NO. 1

16 MARCH 2022

- ➔ Presentation of the main findings from the audit carried out by the independent third-party body, the group Y-Nexia
- ➔ Presentation of updated suggestions for Aigle's operational objectives and performance indicators
- ➔ Presentation by Aigle of progress made in its traceability project to Committee members
- ➔ Presentation of the 2022 roadmap of Aigle's purpose-related projects to Committee members

MEETING NO. 2

13 DECEMBER 2022

- ➔ Presentation by Valérie Dassier to Purpose Committee members
- ➔ Review of the projects led by and the performance indicators linked to Aigle's commitments and their developments
- ➔ Presentation of Aigle's progress on sustainable design in connection with requirements of the AGEC Law
- ➔ Presentation of the Ingrandes site decarbonisation plan and the new Aigle store concept

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