ARITZIA

FY2024

Aritzia Community™ ESG Report

ABOUT THIS REPORT

Aritzia Community™ | ESG Report FY2024 (ESG Report) highlights our People and Planet initiatives, programs, strategies, and achievements throughout Aritzia's fiscal year: February 27, 2023–March 3, 2024 (Fiscal 2024). Where a year is stated throughout this report without "Fiscal" preceding it, the year refers to its calendar year dates. For the first time, we report our progress against our Community Goals and their associated targets. Throughout this report, all supplier and product-related data is reflective of Aritzia's exclusive brands' production and materials only and does not include third-party brands that Aritzia sells through our retail network or eCommerce platform.

The contents of this report are aligned with the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Standard and the United Nations Sustainable Development Goals (UNSDGs).

For further details and updates please visit Aritzia's Community pages on aritzia.com

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Introduction



IN THIS SECTION

A Message from Our Chief Executive Officer and Chief Impact Officer

A Message from our Chair, Environmental & Social Committee of the Board

Highlights

A Message from Our Chief Executive Officer and Chief Impact Officer

At Aritzia, our dedication to Everyday Luxury means acknowledging our business' social and environmental impact on the communities it touches. This includes the People in our value chain and the Planet on which we rely — which, together, make up what we call Community. As we continue to propel our business with a multi-year growth plan, we remain committed to our Aritzia Community Purpose™ — A Better Everyday. Together.™ Our success is dependent on it.

When we first began working together in 2020, we discussed the need to create a cohesive, integrated plan to ensure Community guides everything we do. We recognized that the topics spanning Community are complex and intertwined and that meaningful progress could only be made with a holistic approach. While Fiscal 2023 focused on measuring and benchmarking our impact, Fiscal 2024 expanded upon this foundational work to further evolve our Community governance structures and strategies. This led to the establishment of a new department dedicated to impact — with Renée E. Tirado at the helm as our first-ever Chief Impact Officer. In this position, Renée oversees the full scope of our Community initiatives — supporting our People, our Planet, and our future vision. As we look forward with plans to scale our business, we understand this also means scaling our impact. To do this in a positive, meaningful way, our Values — Creativity, Loyalty, Excellence, Good Judgment, Integrity, and Teamwork — are the foundation that upholds us and the fuel that drives us. And, since our Values dictate our culture, they act as a guiding compass, instilling the principles of impact into how we do business.

With this in mind, we launched our first-ever dedicated Aritzia Asks Culture Survey specifically focused on what Creativity, Teamwork, and Excellence mean to our People, and how these Values are experienced and exemplified across Aritzia. When led by our Values, our Aritzia Leadership Team, and our Impact Department, our People are empowered to instill Community into everything they do. Our future looks brighter than ever before.

Thank you for joining us on this journey as we continue to work toward A Better Everyday. Together.™



Jennifer Wong

Chief Executive Officer



Renée E. Tirado

Chief Impact Officer

A Message From Our Chair, Environmental & Social Committee of the Board

It has been a significant year of advancement across Aritzia's ESG agenda. Among numerous achievements, I would like to take this opportunity to reiterate our Board's commitment to the organization's long-term value. Extending beyond the fiduciary, the Board's responsibilities include assessing risks and opportunities related to how our brand meets the expectations of our stakeholders: our clients, employees, investors, industry partners, and civil society. As our success and the profile of our brand increases, so too do these expectations. Increasingly, our ESG performance — in addition to our financial reporting — is taken as an indicator of operational health and long-term sustainability.

Since the establishment of Aritzia's Environmental & Social Committee of the Board two years ago, great strides have been made by Aritzia's Management and Operational Subject Matter Experts to establish objectives, structures, and reporting — that consider risks and opportunities — to ensure our environmental and social agenda supports the growth of our business long term. Adapting to and mitigating the effects of climate change across our value chain is chief among these.

Growing a responsible business has always been essential to how we operate. Despite our progress, we recognize that sustainability practices, climate regulation, and reporting standards are ever evolving. We are committed to monitoring and adopting best practices that align with our material priorities to support improvements across our industry. In the future, we will adopt the Canadian Sustainability Disclosure Standards (CSDS) — aligned with the global International Sustainability Standards Board (ISSB). This will be an important step forward and a reflection of our dedication to forging purposeful impact.

As Chair of Aritzia's Environmental & Social Committee, I — along with other Board Members — meet quarterly to review and guide the organization's environmental and social programs. The content covered in this report reflects our collaborative work. It is incredibly rewarding to look back on everything the Aritzia Team has achieved over the past year — and the progress we've made in our annual ESG reporting.

We look forward to building a brand that's part of a global movement known for its increasingly transparent business practices. We're dedicated to continuously improving as we strive to make every day better than the last.



David Labistour

Chair of Aritzia's Environmental & Social Committee of the Board



Highlights

People



90% of our People participated in our first-ever Aritzia Asks Culture Survey

+80K hours of formal training provided to our People across all workplaces

$12.2M donated to Aritzia community organizations that share our Values — including financial support, volunteer hours, and product donations

Worker Voice

Program piloted to amplify the voices of people working in our supply chain

Planet



100% of the energy fuelling our Boutiques, Support Offices, and Distribution Centres comes from renewable sources[1] achieved through purchased Renewable Energy Credits (RECs)

34% of the raw materials[2] in our 2023 collections met an independent third-party lower impact certification

37% of the polyester[2] in our 2023 collections came from a recycled source certified by the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS)

Governance



Impact Leadership

We appointed our first-ever Chief Impact Officer to oversee the full scope of our Community initiatives

Limited Assurance

We received limited assurance on five KPIs, including Scope 1 & 2 GHG emissions

Climate Risk

We initiated a Climate Scenario Analysis in partnership with a leading consultancy – to be completed in Fiscal 2025

[1] Purchased RECs in Canada and the USA equivalent to our electricity consumption

[2] By raw material weight

Strategy

IN THIS SECTION

Our Approach
Our Values
Our Goals



Our Approach

At Aritzia, Community is integral to who we are and what we do. As one of our core business objectives, Community is considered in every one of our corporate decisions and strategies — we know that the success of our business is inextricably linked to the wellbeing of People and Planet. While our Community scope involves examining our impact across our workplaces, our value chain, and the surrounding communities our business touches, our Materiality Assessment[3] informs how we prioritize these impacts.

As the global landscape and our industry continue to evolve, we recognize the need to regularly reassess risks and opportunities related to our Community priorities and strategies to ensure they are informed by the latest information, industry standards, circumstances, and perspectives. With this in mind, we leverage the results of our Materiality Assessment to place our stakeholders at the centre of our approach to Community. Our Community scope also aligns to eight of the 17 United Nations Sustainable Development Goals (UNSDGS), as identified on this page.

We can proudly state that our vision for Community — and for the future of Aritzia — is clearer than ever before. We're committed to making continued strides toward A Better Everyday. Together.™

Community

A Better Everyday. Together.™

We are People on a Planet — and responsible to both. Together, we are committed to creating a better world, today, and tomorrow.

People

Aritzia impacts the lives of thousands at every stage of our value chain — our clients who purchase our beautiful product, the individuals we employ, people working throughout our supply chain, and the people in the surrounding communities our business touches. Across these stakeholder groups, we are committed to uplifting the lives of everyone we impact — enhancing their Opportunities, supporting their Wellbeing, and fostering their sense of Belonging.

OUR PEOPLE | **OUR SUPPLY CHAIN** | **COMMUNITIES**

RELEVANT UNSDGs



Planet

We consider our environmental impact across our entire value chain — from the way our raw materials are cultivated and extracted to monitoring our products' end-of-life impact. We measure and evaluate our impact on climate, monitor the water usage in our supply chain, and evaluate the materials in our products to promote and protect biodiversity.

CLIMATE | **WATER** | **MATERIALS**

RELEVANT UNSDGs

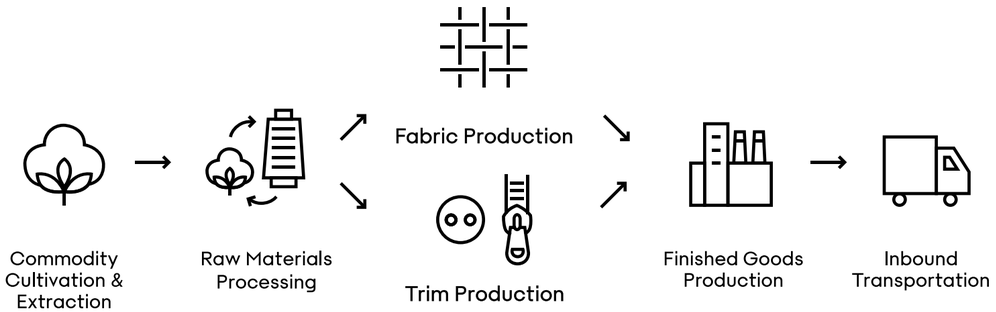


[3] See the Materiality Assessment section of this report for more details on our methodology, alignment with our Community priorities, and results

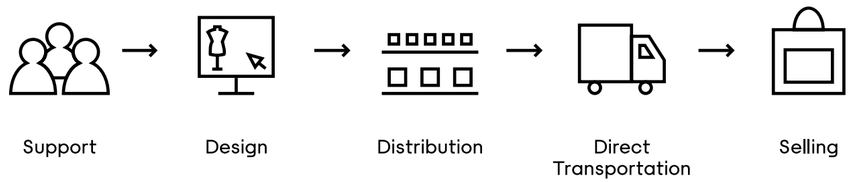


Aritzia's Value Chain

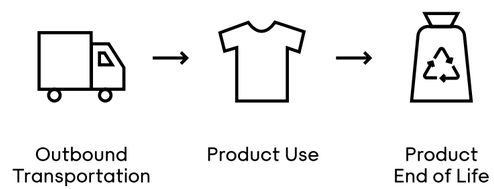
UPSTREAM OPERATIONS



DIRECT OPERATIONS



DOWNSTREAM OPERATIONS



Our Values

Our Values reflect who we are. They are the tenants of Everyday Luxury and the central, key beliefs that guide our actions, unite our People, and permeate everything we do.



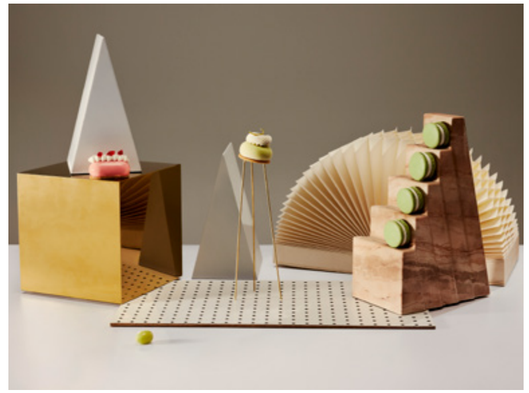
CREATIVITY

Creativity is at the core of everything we do.



LOYALTY

We count on each other.



EXCELLENCE

We relentlessly pursue world-class results.



GOOD JUDGEMENT

We think smart.



INTEGRITY

We always do what we believe is right.



TEAMWORK

Individually we're great, together we're exceptional.

Our Goals

In Fiscal 2023, we identified a series of targets, informed by the results of our Materiality Assessment, to measure our progress against our Community Goals. These targets keep us accountable as we make strides toward our overarching Community Purpose. See the following tables for an update on our progress.

KEY

- ▶ Target achieved, must maintain
- ▶ On track
- ▶▶ Needs acceleration

People

GOAL	MATERIALITY OPPORTUNITY	MEASURING OUR IMPACT	FISCAL 2024 PROGRESS	TARGET	TARGET YEAR	STATUS
Grow our world-class talent and support long-term, meaningful careers	Talent Management	Average # of hours of formal training provided per employee annually	10 hours	14 hours	Fiscal 2027	▶
		% of corporate positions[4] filled by internal pipeline of up-and-coming talent	47%	50%	Fiscal 2027	▶
		% participation in employee engagement survey	90%	85%[5]	Annually	▶
Foster Wellbeing across our workplaces	Talent Management	% of full-time and part-time employees and their family members with access to Aritzia Virtual Wellness[6]	100%	100%	Annually	▶
Foster Belonging across our workplaces	Equity, Diversity & Inclusion	% involvement and belonging score in employee engagement survey	75%	83%	Fiscal 2027	▶
		% engagement score in employee engagement survey	60%	75%	Fiscal 2027	▶▶
Promote fair and safe working conditions with our suppliers	Human Rights, Working Conditions and Living Wages	% of in-scope finished-goods supplier facilities[7] assessed by a third party	92%	100%[8]	Annually	▶
		% of in-scope fabric and trims supplier facilities[9] assessed by a third party	22 facilities[10]	100%[11]	Fiscal 2027	▶▶
		% of in-scope finished-goods supplier facilities with worker voice programs	6 facilities[12]	100%[13]	Fiscal 2028	▶
Invest in the communities we serve to drive positive change	Community Engagement	$ value invested in community organizations	$12.2M	$50M[14]	Fiscal 2028	▶

[4] All eligible positions including and up to associate-level

[5] Maintain annual target

[6] Maintain annual target, includes mental health support program

[7] Assessments are conducted in accordance with Aritzia's Supplier Workplace Standards Program (Program). In-scope finished-goods supplier facilities are those that meet or exceed Aritzia's production unit threshold of 5,000 units, have production with Aritzia in Fiscal 2024, and, in respect of which an assessment was required within Fiscal 2024 as per Aritzia's Program

[8] Maintain annual target

[9] In-scope fabric and trims supplier facilities include those selected to participate in Aritzia's Supplier Workplace standards program based on level of partnership and/or those producing key materials

[10] Since 2023, 22 fabric and trims supplier facilities, or Tier 3 supplier facilities, have been assessed by a third-party. Aritzia has only just begun to expand our supplier assessment program into our Tier 2 and in some cases, Tier 3 supplier facilities. We are building our ability to measure our progress as a % of our total number of Tier 2 supplier facilities

[11] Cumulative coverage from Fiscal 2023 to the end of Fiscal 2027

[12] Program is in its pilot phase. The learnings from the pilot will help inform scope and timing for broader implementation

[13] Cumulative coverage from Fiscal 2023 to the end of Fiscal 2028

[14] Cumulative contribution from Fiscal 2024 to the end of Fiscal 2028

Our Goals

We are proud of the progress we've made over the past year and the meaningful strides we've taken toward our upcoming targets. We feel optimistic about the future. Although progress takes time, we remain committed to making continuous improvements and being transparent in our reporting along the way.

Planet

GOAL	MATERIALITY OPPORTUNITY	MEASURING OUR IMPACT	FISCAL 2024 PROGRESS	TARGET	TARGET YEAR	STATUS
Reduce Scope 1, 2 & 3 greenhouse gas emissions	Climate, Energy and GHG Emissions	Establish science-based emissions reduction targets	In progress	Publish	Fiscal 2025	▶
Source renewable electricity for our owned and operated workplaces	Climate, Energy and GHG Emissions	% of renewable energy for Scope 2	100%[15]	100%	Annually	▶
Reduce the usage of water and protect its quality	Water	Water strategy established and approved	In progress	Publish	Fiscal 2025	▶
Adopt lower-impact materials and promote environmental stewardship throughout production processes	Product Stewardship	% of customer packaging[16] including 100% lower impact and only recyclable materials	71%	90%	Fiscal 2027	▶
		Average verified Higg FEM[17] score for finished-goods supplier facilities	69%	75%	Fiscal 2027	▶
		% of in-scope verified Higg FEM fabric supplier facilities[18]	10%[19]	100%[20]	Fiscal 2027	▶▶
		% of cotton that is Better Cotton, organic, or otherwise certified	42%[21]	100%	Fiscal 2027	▶
		% of polyester derived from recycled sources	37%	45%	Fiscal 2027	▶
		% of wood-based cellulosic sourced from responsibly managed forests	88%	100%	Fiscal 2027	▶
		% of designers trained on circular design principles	0%	100%[22]	Fiscal 2027	▶▶

[15] Maintain annual target

[16] Excludes A-OK Cafe food and beverage packaging

[17] Higg Facility Environmental Module (FEM) is a standardized assessment tool for facilities to assess their environmental performance across different categories

[18] In-scope fabric and trims supplier facilities (Tier 2) include those selected to participate in Higg vFEM based on level of partnership and/or those producing key materials

[19] Based on total global estimated raw materials costs for the calendar year ended December 31, 2022

[20] Cumulative coverage from Fiscal 2023 to the end of Fiscal 2027

[21] While Aritzia purchased 4,892,397 kg of Better Cotton, we were only able to claim 36% of these Better Cotton Claim Units due to improvements required and ultimately made to our internal data collection processes. When adjusted to account for Aritzia's full Better Cotton consumption, 95% of our cotton used in Fiscal 2024 was Better Cotton, organic, or otherwise certified. Moving forward, we have identified these discrepancies to accurately account for our cotton impacts. We have calculated our raw material volumes and their associated impacts to reflect the actual Better Cotton credits we were able to claim

[22] Cumulative coverage from Fiscal 2023 to the end of Fiscal 2027

People



IN THIS SECTION

Our People
Our Supply Chain
Communities

Our business success is shaped by the collective contributions of individuals across Aritzia's entire value chain. We are dedicated to investing in People — the employees in our Boutiques, Distribution Centres (DCs), Support Offices and Cafes as well as those working across our supply chain, and in the broader communities our business touches — by focusing on three core pillars:



As we pursue our People goals, we remain steadfast in upholding these pillars and will measure progress against our set targets to ensure accountability.



IN THIS SECTION	MATERIAL TOPICS COVERED	OUR PEOPLE GOALS
Our People	Talent Management	Grow our world-class talent and support long-term, meaningful careers
		Foster Wellbeing across our workplaces
	Equity, Diversity & Inclusion	Foster Belonging across our workplaces
Our Supply Chain	Human Rights, Working Conditions and Living Wages	Promote fair and safe working conditions with our suppliers
Communities	Community Engagement	Invest in the communities we serve to drive positive change

RELEVANT UNSDGs



Our People

OUR WHY

Our People are the engine that propels our business forward by expertly responding to the state of the world and the ever-evolving conditions of the industry. Across every one of Aritzia's workplaces, our People's loyalty and commitment to excellence drives our results, shapes our culture, exemplifies our Values and enables the delivery of Everyday Luxury to our clients.

We know that our People's success is our success — and that there is deep value in fostering a workforce that feels supported by our programs and connected to what we represent as a company. This philosophy was validated by the results of our Materiality Assessment — both Talent Management and Equity, Diversity and Inclusion (EDI) were named as top priorities for our stakeholders. As the workforce evolves with generational shifts, there is a growing focus on the need for employers to foster personal and professional growth, offer a healthy work-life balance, and promote values that align with current and prospective employees. We must embrace these evolving priorities to continue to attract and retain world-class talent.

OUR APPROACH

Our support for employees is anchored by three main pillars: providing our People with Opportunities for growth, supporting their Wellbeing, and fostering their sense of Belonging. We are investing in programs to propel each of these pillars across our Onboarding, Learning, and Development; Compensation and Benefits; and Employee Engagement programs.

There is no one-size-fits-all approach for how to support employees. Aritzia is dedicated to responding to our People's needs so we can continuously grow and improve our People programs.

OUR PROGRESS

Opportunity

GOAL:

Grow our world-class talent and support long-term, meaningful careers

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
Average 14 hours of formal training provided to each employee, annually, by Fiscal 2027	10 hours
50% of corporate positions[23] filled by internal pipeline of up-and-coming talent by Fiscal 2027	47%
85% participation in our employee engagement survey annually	90% — Achieved

[23]All eligible positions including and up to associate-level

Employee Training

We promote a culture of continuous learning and know that development happens through formal training as well as day-to-day engagements. In Fiscal 2024, we provided an average of 10 hours of formal training to each employee, exceeding 80,000 hours across all our workplaces. Our formal training includes in-person and remote instructor-led sessions as well as e-learning courses across three of our five schools that make up what we call Aritzia University:

SCHOOL OF ARITZIA
Supports building understanding and integration with Aritzia's culture

SCHOOL OF MANAGEMENT
Supports the development of personal and leadership effectiveness

SCHOOL OF TECHNICAL STUDIES
Supports building functional competency and confidence in each of our workplaces

This past fiscal year we invested in improving how we onboard people within our key functions: our Boutiques, Concierge division and our DCs. In the School of Technical Studies, we added over 80 new courses to our Retail Academy, over 50 in our Concierge Academy, and over 50 in our Supply Chain Academy.

Our emphasis on continuous learning means critical development happens every day — most of our training takes place informally through on-the-job coaching, guidance from managers, and developmental conversations. In Fiscal 2024, Aritzia provided over 700,000 hours of informal training.

We believe in empowering our employees through continuous learning, inside and outside of work. That's why we've provided all our People with access to MasterClass, a streaming platform with hundreds of video lessons taught by the world's best. This initiative offers a diverse range of world-class lessons to inspire professional and personal growth, fostering a culture of Creativity, Excellence, and Teamwork across our organization.

Supporting Up-And-Coming Talent

Aritzia recognizes the value and potential of early-career talent, as it brings fresh perspectives and a keenness to learn. Investment in up-and-coming talent continues to be a priority for how we attract talent and grow our teams.

In Fiscal 2024, we launched our third annual Summer Internship Program and were inspired by the enthusiasm seen in the high volume of quality applications. This strategic recruitment program has enabled us to build a pipeline of high-performing talent by providing selected students with Aritzia University training, cross-functional leadership, business exposure, and meaningful industry experience.

We acknowledge the advantage of workforce diversity and recognize the opportunity to use our internship program as an avenue to create equitable opportunities and foster belonging in our business. In the Summer 2024 Internship Program, we have reserved space for Indigenous students, underscoring our commitment to EDI. Moving forward, as our program expands, EDI will continue to be a central focus.

Development

We are dedicated to nurturing internal talent to shape Aritzia's future leaders and empower our People to grow alongside our business. As need for talent grows within our operations, we prioritize the development and promotion of high-performance internal candidates who are aligned to our Values, are loyal to our business, and understand how we operate. Our longest-running recruitment program has been elevating talent from Aritzia's frontlines — our Boutiques, Concierge Teams, and DCs — to corporate roles at our Support Office. In Fiscal 2024, 47% of our eligible associate-level, corporate positions were filled by our internal pipeline of up-and-coming talent working in our Boutiques, Concierge Teams, or DCs. Our aim is for this figure to represent 50% of eligible associate-level, corporate positions filled by Fiscal 2027.

To support our People in achieving their goals and advancing within Aritzia, we have built systems that facilitate ongoing development and avenues to further grow careers. Every year, Aritzia institutes a company-wide Talent Review whereby every employee discusses their growth, development, and goals with their leaders, and establishes a plan of action for pursuing them. This formalized, annual process is supplemented by ongoing discussions with leaders throughout the year, supported by a culture of continuous learning, growth, and recognition.

Listening to Our People

By continuously listening to feedback from our People and creating channels for open communication, we are able foster a culture and workplace where our employees feel motivated, inspired, and respected.

Since 2015, we've conducted annual Aritzia Asks Surveys, historically focused on engagement. Our surveys offer a platform for employees to voice what they value about working at Aritzia and provide input on how we can raise the bar. In past surveys, we identified that feeling motivated by Aritzia's culture is the number one thing that drives our People's engagement at work. In response to this finding, we launched our first Aritzia Asks Culture Survey in Fiscal 2024 to learn more.

In our Fiscal 2024 Aritzia Asks Culture Survey we surpassed our target, and we achieved a 90% participation rate across all our People. Through our survey results, we have grown an understanding of which of our Values resonate most with our employees and how, as a company, we can better characterize and embed them into everything we do.



Wellbeing

GOAL:

Foster wellbeing across our workplaces

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of full-time and part-time employees and their family members with access to Aritzia Virtual Wellness	100% — Achieved

At Aritzia, we view health and wellbeing as a foundational pillar for how we support our People. We're committed to investing in the mental, physical, financial, and social health of our employees to enable them to thrive at work and in life. The objectives of our Wellbeing programs span three stages: Awareness, Prevention, and Care.



Awareness

In Fiscal 2024, in partnership with a third-party expert, we piloted our first-ever Mental Health Certification program and developed an internal curriculum to equip our People with the skills to effectively address mental health challenges — for themselves and for individuals on their teams. In Fiscal 2025, we plan to integrate the learnings from our pilot and enroll all People leaders in this program.

Prevention

We provide our full-time employees with competitive and comprehensive benefits packages that include extended health and dental benefits covering a wide range of services. In Fiscal 2024, we extended our benefits program to include enhanced fertility procedures and gender affirmation coverages.

We continue to offer multiple on-site fitness facilities for our People to take care of their physical health. Our Vancouver Support Campus and two of our DCs have state-of-the-art gym facilities, allowing employees to attend subsidized fitness classes, book personal training sessions, or simply use as needed.

Understanding the complexity and individual nature of maintaining good mental health, we also provide our People with a competitive paid time-off program. In Fiscal 2024, we evolved our program to offer Wellbeing Days, encouraging our People to take paid time off to focus on whatever it is that supports their wellbeing.

Care

In Fiscal 2024, we achieved our target of providing 100% of full-time and part-time employees and their family members with access to our new, modernized health and wellness program, Aritzia Virtual Wellness. This program is an evolution of our previously known Employee Assistance Program (EAP), offering a meaningful expansion of the wellbeing services provided by EAP. Aritzia Virtual Wellness provides 24/7 support, resources, and information to all employees and their dependents, including unlimited access to mental health specialists and overall wellbeing support, anytime, any day.

Workplace Safety and Health

Our Workplace Safety and Health (WSH) Policy, as well as Respect in the Workplace Policy, collectively outlines Aritzia's health and safety protocols, our position against harassment, discrimination, violence and bullying, and provides clear procedures for handling any related issues or incidents. This past year, we expanded our WSH Team to have dedicated resources in our DCs and to support employees' return-to-work processes. With increased coverage, our team will be able to identify risks and implement strategic improvements to WSH practices throughout the organization.

Belonging

GOAL:

Foster belonging across our workplaces

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
83% involvement and belonging score in employee engagement survey by Fiscal 2027	75%
75% engagement score in employee engagement survey by Fiscal 2027	60%

Promoting EDI within our workforce is fundamental to building a culture that welcomes innovation and employee connection. As we endeavor to foster a sense of belonging for all those connected to our business, we are committed to listening, continuously learning, and taking action.

We believe that meaningful impact is made by embedding EDI principles into our established People processes. We are dedicated to fostering a culture of belonging for our People, though recognize it is an ongoing journey that requires unlearning, building infrastructure, and reestablishing systems. With this in mind, we have focused our efforts over the past year on sustaining the EDI initiatives we have in place and laying the foundation to support our Belonging goals.

Measuring Our People's Sense of Belonging

We believe that there is no truer way to measure our People's sense of belonging and inclusion than hearing it straight from the source. That's why our belonging goals are measured through involvement, belonging, and engagement scores in our Aritzia Asks Surveys. There is still progress to be made to achieve our targets by Fiscal 2027. The findings from our Fiscal 2023 Engagement Survey and Fiscal 2024 Culture Survey, coupled with our Belonging programs, will set us on track to foster belonging in an informed and intentional way.

A Holistic Approach to EDI

EDI remains a top priority for the leadership team at Aritzia. The pipeline of our Chief Impact Officer, transitioning from her role as our Chief EDI Officer, has encouraged a holistic EDI lens on all things People related: what programs we develop to engage and support our employees; who we represent in our marketing campaigns; the organizations and partners we support. In Fiscal 2023, we conducted an EDI audit of our People operations and policies to identify gaps as well as opportunities to help us improve. The review included an assessment of talent acquisition, an examination of talent management processes, and interviews with team leaders to analyze all People-related policies and procedures. In Fiscal 2024, we reviewed the findings to inform where opportunities exist and what we want to prioritize to support inclusivity across our business. To date, our findings have informed the opportunity to focus on education. We have invested in developing formalized training for our People to build their competencies as inclusive leaders.

Amplifying Voices

We actively support our employees by standing as allies and hosting educational sessions that honour a variety of Days of Observance and global events. These sessions are designed to embrace and support the diverse communities represented within our business. To amplify personal stories and perspectives, we prioritize the involvement of individuals with lived experience who identify with the communities being discussed. This year, our programming included guest speakers, workshops, and other resources to acknowledge and support Women's History Month, Pride Month, Orange Shirt Day, Lunar New Year, and Black History Month. Recognizing how global events impact our People, we host listening sessions during times in need, provide outlets to support our People, and encourage them to leverage our wellbeing resources that are available to them year-round, such as Aritzia Virtual Wellness. Throughout the year, these sessions and engagements have provided valuable insights to how we address EDI matters, encouraged meaningful dialogue, and educated our teams on topics that are central to supporting a culture of understanding and empathy.

Day of Observance

We continue to offer an annual Day of Observance for all employees to take one paid day off, of their choice, to celebrate or observe a day that is of particular significance to them individually, beyond statutory holidays.



Fostering Belonging Through Alliance

In Fiscal 2024, Aritzia's People Resource Groups (PRGs) continued to provide safe spaces for community members and their allies to share perspectives, learn from one another, and support an inclusive environment at Aritzia. Our PRGs are voluntary, People-led groups whose aim is to work with Aritzia to foster a diverse, equitable, and inclusive workplace aligned with our business objectives and goals. Our aim is to bring our rich diversity of People together to create a sense of belonging. Here's what PRGs accomplish:

- Support EDI organization-wide, and serve as advisors to our EDI Department on People engagement and sentiment around culture, diversity, and inclusion
- Model inclusive behaviours and foster a culture of inclusion
- Share knowledge, raise cultural awareness, and act as a bridge across cultural issues, thereby improving Aritzia's cultural competence
- Work as a support system for our People providing education, personal growth, information, and idea sharing
- Bring new ideas to Aritzia on ways to engage our People with EDI in a meaningful way

The active PRGs in Fiscal 2024 included:

THE MELANIN PROJECT

Purpose: To amplify Black voices, inspire allyship, and celebrate Black culture both within our Aritzia community and beyond.

ARITZIA ASIAN ALLIANCE

Purpose: To combat the monolithic view of Asians and Pacific Islanders by dismantling how we as individuals and organizations perpetuate systemic racism.

ARITZIA PRIDE COLLECTIVE

Purpose: To promote allyship and community, providing a safe, non-judgmental space and support network for the queer community.

WOMEN IN COMMON

Purpose: To create inclusive spaces for women to positively impact and engage with the intersectionality of the Aritzia community.

Representation Across Our People

From entry-level to executive-level positions, Aritzia is a place where all People — no matter their colour, creed, race, age, or sexual orientation — can enjoy successful careers. Our objective is for our employees to be representative of the communities we operate in.

REPRESENTATION OF OUR EMPLOYEES IN 2023:

74% of our total employees are women

92% of our Retail Leadership Team are women

73% of our Aritzia Leadership Team are women

58% of our total employees self-identify as BIPOC[24]

We are working on developing our internal systems to navigate how Aritzia gathers data on the diverse representation across our organization while protecting the identity and privacy of our People. We're committed to maintaining transparency around why such information is important for driving our EDI goals. Our priority is to create an environment that offers equitable opportunities at all levels of our organization. We are focused on ensuring employees who identify with underrepresented groups are supported in their career development and being given avenues for growth within Aritzia.

[24] Representative of employees who participated in Aritzia Asks Culture Survey and voluntarily answered this question including those who selected two or more races

Our Supply Chain

OUR WHY

Aritzia collaborates with third-party suppliers around the world to develop and manufacture our exclusive brands' products sold through our retail network and global eCommerce platform. We recognize our responsibility to uphold human and labour rights. This responsibility was further reinforced through our ESG Materiality Assessment which identified "Human Rights, and Working Conditions, and Living Wages" for people in our supply chain as material ESG topics for Aritzia and our stakeholders.

Every individual is entitled to having their human rights upheld with access to fair and safe working conditions. Collaborating among industry peers, suppliers, and other stakeholders is critical to supporting this work and building a fair and equitable industry. As a fashion brand with a global presence, we are committed to participating in these conversations to understand the role we can play.

OUR APPROACH

Aritzia aims to collaborate with finished-goods, fabric, and trim suppliers whose value is defined not only by the quality of the product but also by how they work. As part of our commitment to fair and safe working conditions, we aim to build meaningful relationships with suppliers who share our values. Together, we will work together to develop long-lasting improvements that extend along our supply chain.

We have a Supplier Workplace Standards Program which monitors our finished-goods supplier facilities and in-scope fabric and trims supplier facilities[25] performance against our Supplier Code of Conduct (CoC), including expectations on human and labour rights, which aims to enhance the wellbeing of people in our supply chain. We are working to expand the reach of our Social Impact programming further along our supply chain. For more information on the traceability of our products, see our Raw Materials Sourcing and Supply Chain Management in the Governance section of this report.

Aritzia's Supplier CoC sets the minimum expectations for our suppliers and their facilities in addressing environmental and social topics. This includes having an effective process in place to identify and evaluate labour and human rights risks, health and safety hazards, environmental impacts, and business ethics non-compliances. Aritzia expects these standards to be met not only by our suppliers' facilities but also by their subcontractors.

In Fiscal 2024, our finished-goods suppliers' facilities were located across the globe, in 15 countries, with a workforce comprised of 76% women and 24% men. Details on our finished-goods suppliers' facilities are summarized in the table based on relative distribution of the number of facilities in a given country.

[25] In-scope fabric and trims supplier facilities include those selected to participate in Aritzia's Supplier Workplace Standards Program based on level of partnership and/or those producing key materials

COUNTRY	% TOTAL FINISHED-GOODS SUPPLIER FACILITIES	% OF WORKERS IN FINISHED-GOODS SUPPLIER FACILITIES
Austria	1%	<1%
Cambodia	3%	5%
China	34%	18%
Guatemala	1%	1%
India	7%	6%
Italy	2%	<1%
Peru	1%	2%
Philippines	2%	3%
Portugal	4%	1%
Romania	6%	3%
Slovenia	1%	<1%
Sri Lanka	13%	19%
Turkey	4%	2%
United States of America	4%	<1%
Vietnam	17%	39%

OUR PROGRESS

Human Rights

Aritzia's Social Impact programs are focused on respecting and upholding human rights along Aritzia's supply chain. We are committed to doing business responsibly, and as such, we use the United Nations Guiding Principles on Business and Human Rights to help guide our work.

We recognize that global supply chains in the apparel industry may present various human and labour rights risks including the complex topics of child labour, forced labour, human trafficking, and slavery, which are often rooted in several causes including systemic inequalities. As outlined in our Supplier CoC, our suppliers must allow their workers the right to work freely and without harassment or undue penalty, and to participate in worker organizations of their choice.

Additionally, we conducted a Human Rights Impact Assessment across our value chain to better understand potential exposure to such risks. The results aim to inform our Social Impact programs and guide our risk mitigation strategies to focus on addressing salient human rights topics. In Fiscal 2024, we continued internal engagements to monitor our mitigation practices and identified a third-party human rights specialist to help build our human rights approach across the value chain. This work, formally kicked off in the first quarter of Fiscal 2025, will include a review of our human rights due diligence processes, including our Human Rights Impact Assessment, and our draft Human Rights Position Statement, as well as provide training and recommendations to further strengthen our efforts.

Workplace Standards

GOAL:

Promote fair and safe working conditions with our suppliers

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of in-scope finished-goods supplier facilities[26] assessed by a third party annually	92%
100% of in-scope fabric and trims supplier facilities[27] assessed by a third-party by Fiscal 2027	22 fabric and trims supplier facilities

[26] Assessments are conducted in accordance with our Supplier Workplace Standards Program (Program). In-scope finished-goods supplier facilities are those that meet or exceed Aritzia's production unit threshold of 5,000 units, have production with Aritzia in Fiscal 2024, and, in respect of which an assessment was required within Fiscal 2024 as per Aritzia's Program (refer to page 21 for more details on Aritzia's Supplier Workplace Standards Program)

[27] In-scope fabric and trims supplier facilities include those selected to participate in Aritzia's Supplier Workplace Standards Program based on level of partnership and/or those producing key materials

We aim to establish relationships with suppliers that are underpinned by trust, transparency, and continuous improvement. Our Supplier Workplace Standards Program is built with these principles in mind. We review suppliers' facilities workplace standards performance against our Supplier CoC as part of our supplier onboarding process. Once onboarded, Aritzia's Social Impact Team works closely with suppliers' facilities with the aim to build long-lasting and respectful relationships.

Our Social Impact Team oversees our Supplier Workplace Standards Program, which includes our Supplier CoC, developed based on leading standards including the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions, and the Ethical Trading Initiative Base Code. Aritzia's finished-goods suppliers facilities are enrolled in our Supplier Workplace Standards Program, requiring them to be monitored against our Supplier CoC on an ongoing basis.

We work with third-party specialty service providers to monitor and support suppliers in their compliance to our standards. Through our relationship with the ILO — International Finance Corporation Better Work Programme (Better Work) — we work to create lasting, positive change to supply chains through annual, unannounced facility assessments. The Better Work Programme also includes ongoing advisory services and training.

In Fiscal 2024, 92% of in-scope finished-goods supplier facilities were assessed by a third-party. The remaining in-scope facilities requiring assessments are being scheduled in the first half of Fiscal 2025. Of the assessments conducted, 88% were announced and the remaining 12% were unannounced. For more information on our assessment practices under the Supplier Workplace Standards Program, please see our website.

Starting in Fiscal 2023, we began conducting third-party assessments at in-scope fabric and trims supplier facilities and will continue to grow this program. Since 2023, 22 assessments have been performed at our fabric mill facilities and trim facilities. All assessments conducted at these facilities were announced and conducted by a third-party specialty service provider chosen by Aritzia.

Our Social Impact Team partners cross-functionally with our Manufacturing Team to provide social performance feedback to suppliers through sourcing and manufacturing scorecards. This process aims to integrate the Social Impact Team's program standards into our sourcing decisions and strategies. In Fiscal 2024, 41% of our in-scope finished-goods suppliers were covered by a sourcing and manufacturing scorecard.



Aritzia Supplier Workplace Standards Performance

We use our Supplier Workplace Standards Risk Rating Framework that was developed in partnership with an independent, non-profit civil society organization that specializes in fair labour and global supply chains. The risk rating scale reflects a greater focus on differentiating between isolated issues (level 4) that may not stem from ineffective management systems, and systemic issues that may stem from ineffective management systems (level 2 and 3). The goal of this approach is to develop effective, long-term remediation strategies to address the identified issues at their root cause, in collaboration with our suppliers and their facilities.

ARITZIA SUPPLIER WORKPLACE STANDARDS RISK RATINGS FRAMEWORK AND PERFORMANCE

RISK RATING	LEVEL 4	LEVEL 3	LEVEL 2	LEVEL 1	UNASSESSED
ARITZIA'S SUPPLIERS' PERFORMANCE[28]	25%	69%	4%	0%	2%
RISK RATING DESCRIPTION	Improvement opportunities are isolated and may not have a systemic root cause or indicate a management system issue.	Improvement opportunities may be due to a systemic root cause and may require revisions to management systems for sustained remediation.	Improvement opportunities may be due to a systemic root cause and may require improvements to management systems. If not remediated, concerns could pose risks to business operations and/or workplace standards.	Severe issues identified that pose a serious risk to workers or result in a human rights violation for which there is a zero-tolerance approach.	
ASSESSMENT SCHEDULE	Annual Assessments	Annual Assessments	Reassessed Within Four Months	Responsible Exit	
ACTION ITEMS	Biannual meeting with the supplier and Aritzia's Supplier Workplace Standards team to review remediation plan and progress and provide support where applicable.	Quarterly meetings with the supplier and Aritzia's Supplier Workplace Standards team to review remediation plan and progress and provide support where applicable.	Monthly meetings with Aritzia's Supplier Workplace Standards team (and/or a remediation partner) to ensure actions progress accordingly with regular updates from Aritzia's Manufacturing teams.	Once the finding has been verified, the relationship between Aritzia and the supplier will be terminated. A responsible exit strategy will be put into place which aims to minimize the negative impact on workers.	

Our Social Impact and Manufacturing Team maintain ongoing communication with suppliers to promote fair and safe working conditions. When findings that require remediation are identified, we take a collaborative approach and support suppliers and their facilities to develop plans where they are accountable for the remediation and implementation of lasting solutions. We aim to foster transparent relationships with suppliers and their facilities and collaborate for continuous and systemic improvement of workplace standards.

[28] Ratings are reflective of performance from assessments conducted of our finished-goods suppliers' facilities with whom we had a working relationship with as at March 3, 2024

Supplier Workplace Standards Assessments Findings

The standards that Aritzia's suppliers are reviewed against during assessments are outlined in the Aritzia Supplier CoC. The scope of our Workplace Standards can be grouped into four over-arching categories: Health and Safety, Labour, Governance and Management Systems, and Environmental Management. Non-compliances identified in assessments can be classified within any four of these categories. Of the non-compliances that were identified through assessments in Fiscal 2024, 56% were Health and Safety related, 34% were Labour related, 8% were related to suppliers' Governance and Management Systems, and 2% related to suppliers' Environmental Management.

HEALTH AND SAFETY

Assesses the physical and psychological wellbeing of workers in their workplaces, bathrooms, canteens, and dormitories. More specifically, this can include fire safety, equipment safety, access to proper grievance processes, equal opportunity, and non-discrimination.

LABOUR

Assesses suppliers' recruitment practices, worker experience, working hours, benefits, and the completeness and accuracy of employment records and wage payments.

GOVERNANCE AND MANAGEMENT SYSTEMS

Assesses suppliers' policies, practices, roles, and responsibilities for managing labour, business ethics, health and safety, and for obtaining required licenses and permits.

ENVIRONMENTAL MANAGEMENT

Reviews a suppliers' practices around monitoring, obtaining, and protecting required permits for emissions, water, and air discharge and hazardous waste handling.

Supplier Workplace Standards Corrective Action Plans

Our emphasis on continuous improvement and collaboration continues in our approach to remediation with suppliers and their facilities. If a non-compliance that requires remediation is identified, Aritzia works with the supplier to develop a Corrective Action Plan (CAP) that holds suppliers and their facilities accountable by implementing lasting solutions. Addressing the root cause of non-compliances is a key focus in our remediation process. CAPs are tailored to remedy suppliers' specific non-compliance(s), incorporating root-cause analysis alongside short-term remediation actions and long-term corrective measures. When necessary, we partner with specialty service providers who are local to suppliers' operations to provide additional support or expertise in the form of consulting or training.

In cases of a verified Level 1 non-compliance against the Supplier CoC, the relationship between Aritzia and the supplier will be terminated. A responsible exit strategy will be put into place which aims to mitigate the impact on workers.



Beyond Compliance

GOAL:

Promote fair and safe working conditions with our suppliers

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of in-scope finished-goods supplier facilities with worker voice programs by Fiscal 2028	6 facilities[29]

We recognize our business activities may impact our suppliers and how they operate. We conduct a feedback survey with our finished-goods suppliers, offering them the opportunity to share insights on how Aritzia is performing as a partner, and what we can do to better support them and their workers' wellbeing. We use the findings from these surveys to inform how we can enable effective and responsible practices for Aritzia and our suppliers alike. We conducted this survey in Fiscal 2022 and Fiscal 2023. In Fiscal 2024 we paused the rollout to review the survey questions, results, and lessons learned. We aim to strengthen our approach for the next phase of this survey in Fiscal 2025.

Worker Voice Pilot Program

Effective and accessible communication channels for people in our supply chain is key to informing how we work. Supporting our suppliers in maintaining appropriate communication channels for workers to engage in two-way dialogue and provide anonymous feedback is a top priority. Our Supplier CoC requires our suppliers to offer grievance management systems which we regularly monitor.

We've examined opportunities as we seek to amplify the voices of those who work in our supply chain. The information we've gathered has informed our development of a tailored, multi-stakeholder Worker Voice Program. This program consists of anonymous surveys to workers at participating facilities, a hotline allowing confidentiality, and training for facility management on how to strengthen communication channels.

In Fiscal 2024, we implemented a 15-month pilot of the Worker Voice Program in five supplier facilities in China, and one supplier facility in Cambodia. In the spirit of collaboration, we are starting with a pilot to evolve the program based on feedback from participating suppliers and service providers.

We piloted the program with a small number of suppliers with whom we have a longer-term relationship, ensuring they felt comfortable to share their feedback openly and transparently. We will continue the pilot throughout Fiscal 2025, implementing lessons learnt throughout the supply chain in the coming years.

Advancing Economic Security

Everyone has a right to economic security. We recognize this complex topic requires collaboration from multiple stakeholders. We're committed to:

- Working with suppliers to ensure our Supplier CoC, human rights, and best industry practices are upheld and respected
- Collaborating with stakeholders and experts to develop strategies that advance economic security in our supply chain
- Reviewing our practices and encouraging two-way dialogue with our suppliers to collaboratively develop a roadmap toward economic security

We take a data-driven approach to information gathering and wage analysis, which is part of deepening our understanding of wages throughout our supply chain. In Fiscal 2024, we created a wage ladder for all our supplier facilities, which has allowed us to baseline the wage practices of our supply chain relationships for further exploration in Fiscal 2025.

[29] Program is in its pilot phase. The learnings from the pilot will help inform scope and timing for broader implementation

Communities

OUR WHY

We believe we are responsible to support the communities in which our People live and work. As our footprint grows, so does our drive to give back in impactful and meaningful ways.

OUR APPROACH

Each community we impact comes with its own unique set of values, needs, and challenges, and we recognize that collaboration is required to best serve these communities. At Aritzia, we focus on building meaningful relationships with community partners and creating impactful programs to drive positive change — together. We care for and invest in communities by providing learning and growth Opportunities, supporting Wellbeing and fostering a sense Belonging, particularly for women and girls.



OUR PROGRESS

GOAL:

Invest in the communities we serve to drive positive change

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
$50 million invested in community organizations by the end of Fiscal 2028[30]	$12.2 million

In Fiscal 2024, we contributed more than $12.2 million in product donations, financial support, and volunteer hours to community organizations that share our Values. Aritzia is committed to investing in and caring for our communities — to date, we have cumulatively invested $66.4 million[31].

[30] Cumulative contribution from Fiscal 2024 to the end of Fiscal 2028

[31] In the Fiscal 2023 ESG Report, the cumulative invested total, as of the end of Fiscal 2023, was reported as $50 million, rounded down to the nearest ten-million increment. More accurately, this value was $54.2 million

SPOTLIGHT:

DAYS CELEBRATED AND HONOURED



INTERNATIONAL WOMEN'S DAY

In Fiscal 2024, we designed our third limited-edition Women to the Power of Women product collection to celebrate International Women's Day. 100% of proceeds[32] from this limited-edition collection were donated to Aritzia Community™ partner organizations that support women and girls.



ORANGE SHIRT DAY AND NATIONAL DAY FOR TRUTH & RECONCILIATION

To honour Orange Shirt Day, we partnered with Indigenous artist Alanah Morningstar Jewell to create our second specially designed Orange T-shirt. Morningstar is an illustrator, painter, and muralist with a French and First Nations background. She's Bear Clan from Oneida Nation of the Thames.

100% of the proceeds from the sales of this limited-edition T-shirt were donated to Orange Shirt Society — supporting their mission to raise awareness of "Every Child Matters" and the intergenerational impacts of Indian Residential Schools.



GIVING TUESDAY

To celebrate Giving Tuesday, a Global Day of Giving, we donated $10 of every purchase on this day to Aritzia Community™ partner organizations. Through this initiative, we reached our Fiscal 2024 donation goal of $250,000.

[32] Proceeds is defined as the retail selling price, less variable costs

Opportunity

We believe in creating opportunities that foster growth, development, and advancement with a focus on professional development and economic security for equity-seeking groups.

Supporting Women and Girls

Whether through donations, mentorship, or empowering youth leadership, we are passionate about creating opportunities and uplifting the women and girls in our surrounding communities, and we do so through close partnership with organizations who share this vision.

Cause We Care Foundation (CWCF) is one of Aritzia's longest standing Aritzia Community™ partners. CWCF was founded in 2007 by women to help single mothers achieve economic security, build capacity, and create positive futures for themselves and their children. Aritzia supports CWCF year-round through financial contributions, product donation, and volunteer support. In Fiscal 2024, we donated warm winter coats and winter accessories for their Holiday Care Package drive where Aritzia volunteers helped pack and deliver care packages to women who needed them most.

Minerva BC is an organization that Aritzia has partnered with for nearly a decade. Minerva BC is a Vancouver-based charity dedicated to advancing the leadership of self-identified women and girls across British Columbia (BC). Aritzia supports Minerva in the evolution of their youth leadership opportunities. In Fiscal 2024, we continued our support for the Minerva Youth Advisory Council (YAC) and as part of this, Aritzia leaders hosted a Career Readiness event that included a panel discussion, a presentation on professional skill building, and networking opportunities.

Wellbeing

Supporting Wellbeing Through Our Product

GIFT OF WARMTH PROGRAM

Fiscal 2024 marked the fourth year of The Gift of Warmth, our annual winter clothing donation program. As per our tradition, we selected and gifted 4,000 of our warmest parkas, puffers, wool coats, and jackets to our Aritzia Community™ partners so they could distribute these coats to people in our communities who need them most during the coldest times of the year. Since 2020, we've gifted winter coats to over 13,000 women and children across North America through community organizations such as Big Brothers Big Sisters Canada and YWCA Canada.

WAREHOUSE SALE COMMUNITY SHOP

For a second year in a row, we invited the community members of our local Aritzia Community™ partners to join us for a complimentary shopping experience at our renowned Vancouver Warehouse Sale. In Fiscal 2024, we provided 400 shoppers with a $250 shopping credit and welcomed them to fill their shopping bags with their favorite fall essentials, whether for back-to-school or work.

SEASONAL PRODUCT DONATIONS

For ten years, Aritzia has proudly supported Union Gospel Mission (UGM) and its programs that support women facing homelessness and addiction in Vancouver's Downtown Eastside. Aritzia makes regular product donations that go directly to women in UGM's programs and supports their Repair to Wear program — an empowerment initiative that provides women with skills training, flexible work, and community resources.



Belonging

Indigenous Peoples and Communities

As a company founded and led in Canada, Aritzia is committed to participating in acts of reconciliation and community support with Indigenous Peoples and groups.

AMPLIFYING INDIGENOUS VOICES

2023 was the 10th anniversary of Orange Shirt Day — Every Child Matters, also recognized as National Day for Truth and Reconciliation in Canada. To mark this milestone, we had a conversation with Aritzia Community™ partners Phyllis Webstad, Founder of Orange Shirt Day; Sunshine Tenasco, Founder and Chair of Pow Wow Pitch; and Cheryl Robinson, CEO of Urban Native Youth Association.

These three women graciously shared their personal stories, gave advice on what it means to be an ally, and shared what reconciliation means to them. Aritzia had the privilege of sharing their stories with our People and clients through our National Day for Truth & Reconciliation campaign, recognizing and honouring the tragic history of Residential Schools as we continue our reconciliation journey.

"The greatest moments being the ambassador for the Orange Shirt Society have been speaking with survivors — when survivors thank me for what I'm doing because not all of them are able to tell their story. I hold that with me. It gives me the strength to continue doing what I'm doing."

- Phyllis Webstad, Founder, Orange Shirt Day

UPLIFTING OPPORTUNITIES

Pow Wow Pitch is a non-profit organization supporting Indigenous entrepreneurs across Turtle Island (Canada and USA), providing a safe, collaborative, empowering, and culturally supportive environment that addresses the unique challenges of Indigenous entrepreneurs.

With the continued financial and volunteer support of Aritzia in Fiscal 2024, Pow Wow Pitch uplifted opportunities available to Indigenous entrepreneurs in its flagship Pitch Competition, where Aritzia awarded six fashion grants. As part of Aritzia's engagement with Pow Wow Pitch, Aritzia team members participated as judges in the competition and took part in selecting the final recipients of the fashion grants.

SUPPORTING INDIGENOUS YOUTH

Urban Native Youth Association (UNYA) is a Vancouver-based centre of Indigenous youth excellence, supporting youth on their journeys by amplifying and celebrating their voices. Aritzia has supported UNYA with financial support and product donations since 2021.

LGBTQIA2S+ Communities

Proud Today, Pride Forever isn't just Aritzia's Pride tagline — it is a north star that guides our support of the LBGTQIA2S+ community.

Stonewall Community Foundation is an organization committed to strengthening the LGBTQIA2S+ movement by making values-driven investments in dynamic organizations, projects, and leaders.

Rooted in purpose, they're explicitly committed to lifting all communities of colour, transgender, gender-nonconforming, and non-binary people; working to end racism and anti-Blackness; and supporting organizations that serve undocumented immigrants and people involved in survival economies.

Aritzia began supporting Stonewall Community Foundation in 2020 and since has donated product, provided financial support and collaborated on education initiatives. In Fiscal 2024, for the second year, we funded four Aritzia Scholarships through Stonewall, awarded to recipients enrolled in programs focused on mental health, advocacy, social justice, fashion design, or retail management.

"I am incredibly humbled to receive the Aritzia Scholarship from the Stonewall Community Foundation. This scholarship will allow me to attend national scholarly conferences where the most current conversations on LGBTQ+ human rights take place."

- Indira Rahman (they/them), 2023 scholarship recipient

Aritzia also extended support to Out My Closet, one of Stonewall's beneficiaries. This organization aims to address the critical needs of under-resourced and unhoused LBGTQIA2S+ youth and adults through specialized clothing donations, counselling services and educational workshops. Out My Closet hosted a series of pop-up events in Fiscal 2024 to which Aritzia donated product. For their New York City Pride Month pop-up shop, Aritzia furthered its involvement through employee volunteering.

Communities of Colour

UPLIFTING YOUNG LATINX AND BLACK WOMEN AND GIRLS

Since 1995, Brotherhood Sister Sol (BroSis) has been at the forefront of social justice, challenging inequity, and championing opportunity for all. At Aritiza, we believe in uplifting Black communities, voices, and organizations year-round. In Fiscal 2024 we supported BroSis programming serving young women through financial contribution, a retail career event, and a session to hear Aritzia executives talk about career readiness. This work supports hundreds of young LatinX and Black women and girls, in Harlem and New York City, to connect to their history and plan for their future.

AMPLIFYING CANADA'S BLACK VOICES

The Canadian Journalism Foundation (CJF) facilitates The Black Journalism Fellowships in partnership with CBC/Radio-Canada. These fellowship opportunities aim to amplify Black voices, improve coverage of Black issues in the news and cultivate future Black media leaders. Aritzia is proud to be the founding sponsor of the Black Women's Journalism Fellowship, and in 2023, continued supporting this fellowship for the third year.

"Thank you, Aritzia, for supporting the CJF-CBC/ Radio-Canada Black Women's Journalism Fellowship. My biggest learning from this fellowship has been the importance of representation and amplifying underrepresented voices in journalism. I have witnessed firsthand the power of diverse storytelling and the impact it can have on communities. I am committed to continuing this work and using my platform to elevate marginalized voices and shed light on important issues."

- Rahma Shafi, 2023 Fellow Recipient

Planet



IN THIS SECTION

Climate

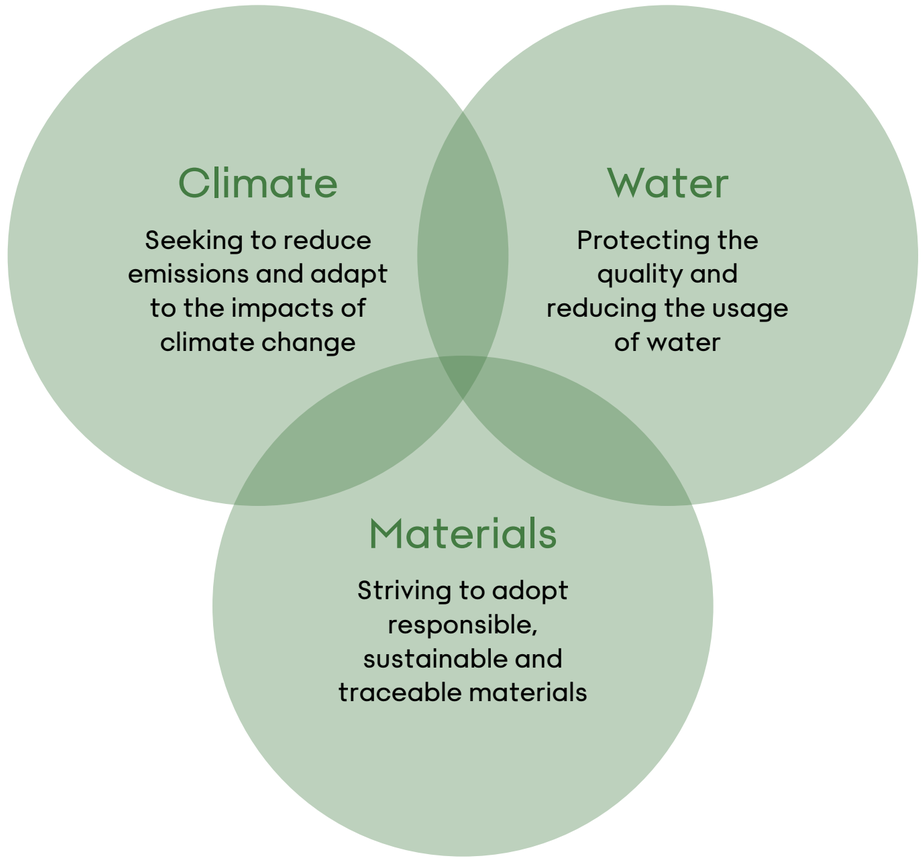
Water

Materials

Supplier Engagement

We recognize that our business has an impact on the health of our Planet — from the cultivation of raw materials, manufacturing, distribution, and the waste generated from our products to how we operate across our Boutiques, DCs, and Support Offices. We do this first by measuring and understanding our impacts to allow us to manage and reduce them in an informed and thoughtful way. We are working to minimize our impact in each stage of our value chain across three core pillars:

Aritzia's Environmental Position Statement outlines our commitment, our guiding principles, and the expectations we have for our operations across our supply chain.





IN THIS SECTION	MATERIAL TOPICS COVERED	OUR PLANET GOALS
Climate	Climate, energy and GHG emissions	Reduce Scope 1, 2 & 3 greenhouse gas emissions Source renewable electricity for our owned and operated workplaces
Water	Water	Reduce the usage of water and protect its quality
Materials	Product stewardship	Adopt lower-impact materials and promote environmental stewardship throughout production processes
	Waste management	No associated goal identified
Supplier Engagement	Climate, energy and GHG emissions, Product stewardship, Water, Waste management	Adopt lower-impact materials and promote environmental stewardship throughout production processes

RELEVANT UNSDGs



Climate

OUR WHY

As the climate crisis accelerates, it presents an impending threat not only to our business success, but to the wellbeing of People and our Planet. We are faced with a collective responsibility to mitigate our impacts. As such, we aim to reduce our Scope 1, 2, and 3 greenhouse gas (GHG) emissions, addressing both our direct and indirect impacts. Given the scale, complexity, and severity of climate change, the solution is far from simple — but that cannot deter progress.

Aritzia is faced with the need to not only reduce our impact on the climate, but also to manage climate's impact on Aritzia. The effects of climate change are being felt across our value chain today, and we must adapt and build resilience against the risks it presents.

OUR APPROACH

We take a methodical approach to reducing our emissions footprint. We measure our full emissions inventory, identify the areas of our business that have the highest emissions output, and prioritize initiatives accordingly. To date, the priority areas and largest sources of emissions identified include our raw material impact (purchased goods and services), upstream transportation and distribution, all of which are categorized as Scope 3 emissions. Refer to the Materials section for more details on our work to reduce our emissions through our raw materials sourcing.

We are continuously improving our emissions calculation methodologies by enhancing our data accuracy and staying informed on the latest industry information and emissions factors. With this foundational understanding, we are developing a formal climate strategy in accordance with our commitment to setting Science-Based Targets.

For the fifth consecutive year, we have continued to offset 100% of our Scope 1 emissions through carbon offsets and purchased Renewable Energy Credits (RECs) equivalent to 100% of our Scope 2 emissions. We recognize that purchasing carbon offsets and RECs isn't a long-term solution, but it continues to be a useful tool to build awareness of our impacts across the organisation. Our foremost priority, of course, is to focus on opportunities within our direct control to actively reduce our emissions. This includes continuing to look for carbon insetting opportunities through equipment efficiencies and electrification.

We continue to partner with specialist climate consultancies to gain expertise as we develop our climate roadmap and finalize our emissions reduction targets. We will prioritize partnerships across our value chain to enable scaled impact and reductions across the full scope of our GHG emissions. Lastly, in anticipation of California's SB 253 and the Canadian Sustainability Standard Board (CSSB) 2 disclosure requirements, we are continuing to build out internal controls and processes with the goal to achieve required assurance in line with their implementation timelines.

OUR PROGRESS

Emissions

GOAL:

Reduce Scope 1, 2, & 3 greenhouse gas emissions

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
Establish science-based emissions reduction targets by Fiscal 2025	In-progress

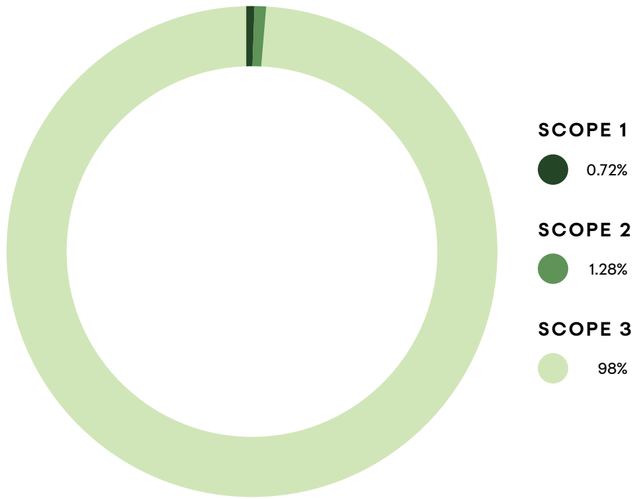
Our Emissions Inventory

We use a range of industry tools and commission support from specialty service providers to develop Aritzia's annual emissions inventory. Our methodology is aligned with the Greenhouse Gas Protocol, a global standard for calculating greenhouse gas emissions over the calendar year.

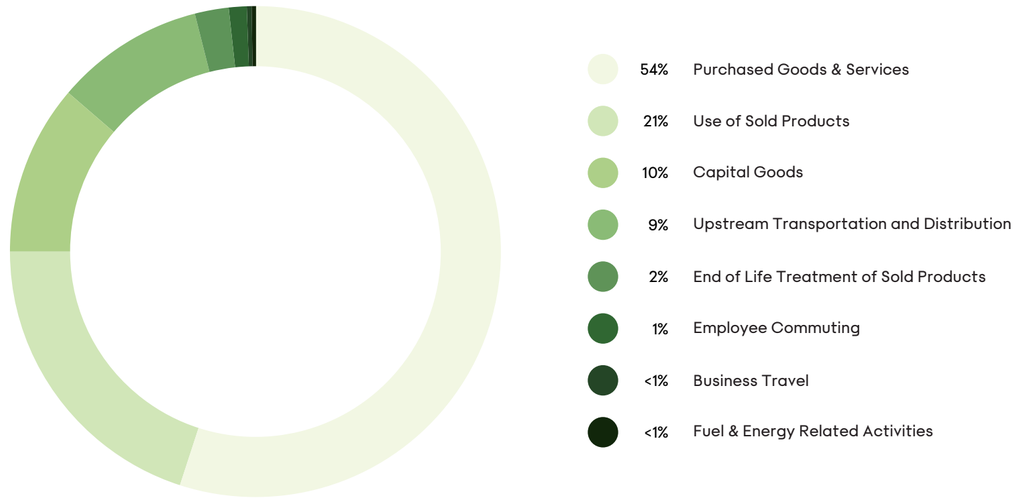
For 2022 (as well as 2021), we have restated our Scope 3 Purchased Goods & Services GHG emissions. This restatement reflects updates to our product-related raw materials GHG emissions calculation methodology, the identification of two required adjustments and a change in our time frame to a calendar year approach as compared to a product-based seasonal year approach. Our updated calculation methodology applies a more accurate fibre-to-fabric loss factor — across all fibres — instead of the previous, less precise fibre-to-product loss factor. The two adjustments result in an omission of fibre volumes leading to an understatement of 2022 emissions, partially offset by an overstatement of cashmere volumes. The restatement results in an overall 37% decrease from the previously reported 2022 Scope 3 emissions total of 781,412 tCO2e and a 2% increase in our 2021 Scope 3 emissions total of 385,525 tCO2e in our Fiscal 2023 ESG Report.

The 37% growth in Scope 1 & 2 emissions from 2022 to 2023 was driven by Aritzia's geographic expansion and the opening of our Ontario, Canada Distribution Center. The 27% reduction in Scope 3 emissions from 2022 to 2023 was primarily due to a decrease in raw materials-related emissions. This decrease is due to a reduction in cashmere and wool raw material sourcing (which are among the most emissions-intensive fabrics in our product assortment), and a focus on drawing down our committed raw materials with suppliers (for which emissions were reported in the prior year).

2023 EMISSIONS INVENTORY BREAKDOWN



2023 SCOPE 3 EMISSIONS BREAKDOWN BY CATEGORY



GREENHOUSE GAS EMISSIONS (tCO2e)

	2021	2022	2023
SCOPE 1[33] Owned & controlled operations	1,560	1,888	2,660
SCOPE 2[34] Owned & controlled operations (location-based)	2,936	3,496	4,706
SCOPE 3 All other indirect emissions across value chain not owned or controlled	393,308	490,321	360,128
TOTAL	397,804	495,705	367,494

[33] Due to a lack of data, some emissions are not possible to quantify, such as fugitive emissions and refrigerants

[34] Scope 2 emissions are calculated using a location-based methodology

Science-Based Emissions Reduction Targets

In 2022, Aritzia committed to setting and publishing emission reduction targets by submitting a Letter of Intent to the Science-Based Targets Initiative (SBTi). This year, we have been working to finalize the details of these targets and are on track to publish them by November 2024. While the specifics of Aritzia's targets are still being developed, it is evident that significant emissions reductions will be necessary across our supply chain, transportation methods, Boutiques, DCs, and Support Offices by 2033. While these are ambitious targets, we will prioritize collaboration and leadership throughout the organization to support these goals.

The Science-Based Targets Initiative (SBTi) positions brands to align their greenhouse gas reduction targets with scientific findings on climate change. These targets support the worldwide effort to limit global warming to 1.5 degrees Celsius above pre-industrial levels, reducing the risk of irreversible climate change.

Supporting Carbon Sequestration Projects

Aritzia's 2023 Scope 1 carbon emissions were neutralized by sourcing carbon offsets from two industrial projects within North America, where all our Scope 1 impact exists. One project is located in BC, Canada, and one is in Florida, USA. Both projects have received reasonable assurance through third-party verification on the completeness and accuracy of their project's asserted GHG emissions reduction.

NORTHWOOD PULP PROJECT

This project oversaw the upgrade of a recovery boiler to improve the efficiency of steam production and utilization as an energy source in a large lumber mill in northern BC. This efficiency improvement resulted in shutting down one of its four natural gas boilers, which is a more environmentally harmful source of energy. Now, the mill relies on steam utilization to meet 90% of its operational electricity needs. This upgrade creates a total project annual 19,000 tCO2e emissions reduction.

PHLOGISTON PHASE I PROJECT

Based in Florida, USA, the Phlogiston Phase I Project captures nitrous oxide (N2O) gas that is produced as a by-product of nylon manufacturing before it escapes into the atmosphere. N2O, is a greenhouse gas that has a global warming potential (GWP) 265 times higher than that of carbon dioxide (CO2) and is measured for comparability using a carbon dioxide equivalent (tCO2e) unit of measurement. This makes NO2 a powerful greenhouse gas with a greater capacity to trap heat in the atmosphere.

This project funds the construction of an absorption column to convert nitrous oxide gas emissions into nitric acid through a high-pressure water absorption process. This is the largest voluntary N_2O mitigation project in North America. Phase I operations of the project began in early 2021 and anticipates an approximate 50% reduction in GHG emissions, with about 98% reduction by its second phase.



Energy

GOAL:

Source renewable electricity for our owned and operated workplaces

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of energy for Scope 2 from renewable sources, annually	100% — Achieved[35]

Since 2019, Aritzia has purchased Renewable Energy Credits (RECs) in Canada and the USA equivalent to our electricity consumption. This enables us to reduce our emissions footprint across our Boutiques, DCs, and Support Offices, and in Fiscal 2024, allowed us to meet our target to source 100% renewable energy for Scope 2.

In 2024, Aritzia purchased RECs generated from third-party verified, Green-e® programs in the USA and Canada to account for our energy consumption in calendar year 2023. These programs support renewable energy projects built in the last 15 years that use Green-e® approved technologies. These region-specific RECs provide local communities with jobs and revenue streams linked to the renewable energy industry.

Green-e® Energy is North America's leading independent certification and verification program for renewable electricity, including wind and solar. Administered by Center for Resource Solutions, a nonprofit based in San Francisco, CA, it is a voluntary consumer protection program that certifies superior renewable electricity options offered by utilities and marketers in the voluntary renewable electricity market. The RECs purchased in Fiscal 2025, for Fiscal 2024 are certified under the Renewable Energy Standard for Canada and the United States v4.3 and are in alignment with the Greenhouse Gas Protocol.

In Fiscal 2024, Aritzia partnered with an ESG advisory and consultancy to explore a North American virtual Purchase Power Agreement (VPPA) opportunity in the coming years. By purchasing capacity in a VPPA, Aritzia aims to reduce its dependence on RECs to offset its Scope 2 emissions. VPPAs are considered more impactful than conventional unbundled RECs as VPPAs lead to the addition of new clean electricity to the grid.



Adaptation and Resilience

In addition to our Materiality Assessment, which identifies ESG risks and opportunities at a topical level, Aritzia annually conducts an internal assessment of our climate-related risks and opportunities — the details of which we share in our CDP Climate Change disclosures. For our Fiscal 2024 climate-related risks and opportunities assessment, we initiated a climate scenario analysis with the support of an external advisor to deepen our understanding and broaden our analysis of how climate change may impact Aritzia's business operations in the years to come. The quantitative details and finalized list of key climate-related risks and opportunities across our supply chain for the short and long term are still in development.

We aim to build resilience against climate change across our supply chain, anticipating physical disruptions as well as policy, market, and technological changes. The final results of our climate scenario analysis will be in alignment with incoming regulatory requirements and sustainability reporting standards, including, but not limited to, California SB-261, ISSB IFRS S2, and CSDS 2.

[35] Renewable sources obtained through purchased Renewable Energy Credits (RECs)

Water

OUR WHY

Access to clean water is essential for the health of communities and ecosystems and, therefore, Aritzia's business success. It's imperative that we consider the People and Planet impacts of Aritzia's use of chemicals and dependency on water, particularly in our upstream operations.

Chemistry plays a critical role in textile and clothing production, encompassing everything from raw material cultivation and processing to fabric finishing and dying. Chemistry supports our product's functionality and contributes to long-lasting performance. In each of these capacities, it is important to acknowledge the risk of water pollution within chemical processes, resulting from poor water management practices in our industry. With water scarcity becoming increasingly prevalent globally, we must reduce our consumption of fresh water through efficiencies, reclaim and reuse wastewater, and implement measures to prevent water pollution across our entire value chain.

OUR APPROACH

When evaluating our overall water impact, we consider the volume of water we use and how we manage chemicals to ensure that fresh water sources, biodiversity, and people who come into contact with our products are protected and safe. To ensure the safety of our products, Aritzia uses a hazard- and risk-based approach to chemical management. Our Restricted Substance List (RSL) protects our customers and the environment by implementing industry best practices in our supply chain.

OUR PROGRESS

GOAL:

Reduce the usage of water and protect its quality

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
Water strategy established and approved by Fiscal 2025	In-progress

Water Consumption

As we develop a strategy to reduce water usage across our value chain, we lead with the philosophy that "what can't be measured, can't be managed." Our ability to measure our water consumption relies heavily on external data sources and systems — we continue to leverage Higg FEM to assess water impacts within our finished-goods and fabric suppliers and are beginning to expand the stages of our value chain where we measure our water consumption. We plan to use our baseline water measurements to inform Aritzia's water strategy, which we expect to include targets and cover consumption, conservation, and chemical management. We are currently assessing the full scope of our water impacts and engaging our external stakeholders while we aim to develop and publish our water strategy in alignment with our target timeline for the end of Fiscal 2025.

As we build the infrastructure and long-term plan for addressing Aritzia's water footprint, we're simultaneously transitioning to more water-efficient materials. Based on industry insights, we know that much of our water impact exists in the commodity cultivation and extraction and raw material processing stages of our value chain. These impacts can be addressed through the adoption of less resource-intensive materials, including recycled materials, and partnering with organizations like Better Cotton that engage with farming communities on efficient water usage. The pillars of our Planet impacts are all interlinked, and the adoption of lower-impact materials discussed in the Materials section of this report have mutual benefits for our water goals.

Chemistry

To protect the water quality and the safety of people, Aritzia has a Restricted Substances List (RSL) which applies to the processing and treatment of materials and the manufacturing of all exclusive Aritzia products and packaging. At the start of Fiscal 2024, Aritzia became a member of the Apparel and Footwear International RSL Management (AFIRM) Group, an organization that provides resources to enable continuous advancement of chemical management best practices. Our RSL outlines testing protocols that each of our suppliers is expected to agree and adhere to. In October 2023, we published a revised Restricted Substances Policy to our finished-goods suppliers, fabric suppliers and trim suppliers, which continues to follow government laws and regulatory requirements. Per- and polyfluoroalkyl substances (PFAS), also known as "forever chemicals," have gained recent attention due to emerging regulatory requirements that restrict their use. PFAS are persistent in the environment and can be found in apparel, among other everyday products, typically to provide a water- or stain-resistant coating. Like many retailers, Aritzia is actively working to update its product to comply with these regulatory requirements as they come into effect.



Materials

OUR WHY

The creation of finished fabric, from raw material production through to dyeing and finishing, has significant impacts on the Planet. The production of raw materials makes up the majority of our value chain's climate, water, and biodiversity impacts, and our stakeholders recognize this. As such, Product Stewardship is the top priority among both Aritzia's internal and external stakeholders. It is critical that Aritzia takes measures to lower our product's impact throughout its journey across our value chain.

OUR APPROACH

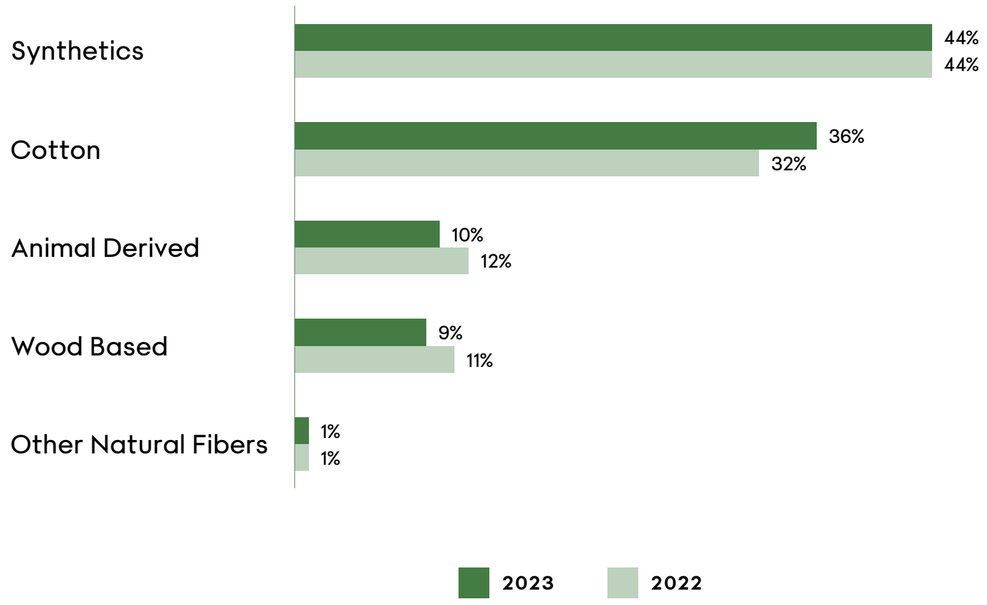
To address the footprint of Aritzia's materials, we are focused on increasing our adoption of lower-impact alternatives — those that use more responsible methods for cultivation, extraction, and processing, use less harmful chemicals, and promote circularity. Collectively, these avenues make up Aritzia's primary impact on biodiversity. Shifting our materials to lower-impact alternatives requires system-level thinking through collaboration across our value chain and internal teams. It is also crucial to work with industry associations, such as Textile Exchange and third-party certifying bodies, to support our journey and ensure the credibility of all product-related sustainability claims. At a foundational level, Aritzia's Material Sourcing Policy[36] outlines the practices and commitments we uphold when sourcing our materials, as well as our expectations of suppliers, including any animal-derived materials.

OUR PROGRESS

Our product's impact is primarily determined by the raw materials we source. We have focused our efforts on identifying the raw materials that have the largest Planet impact and set targets for increasing adoption of their lower-impact alternatives by Fiscal 2027. In 2023, we sourced 16,270,108 kg of raw materials[37] across synthetics, cotton, animal derived, wood-based cellulosics, and other natural fibres.

By weight, 34% (5,465,903 kg) of the raw materials used in our 2023 collections met an environmental or social certification. This means they either meet a sustainability standard (organic material, regenerative material, recycled material, responsible forestry, or animal welfare standard), or were tied to Better Cotton[38], an industry partner that promotes and supports more sustainable and responsible cotton production. We expect this number to increase in Fiscal 2025 due to closer collaboration with product teams at key stages of product development.

2023 MATERIALS USED IN OUR PRODUCTS BY WEIGHT (KG)



[36] As of Q1 Fiscal 2025, we combined our Material Sourcing Policy and Animal Materials Policy into a single document, titled Material Sourcing Policy

[37] Material-related data applies to all primary materials, down, and polyfill used in Aritzia's exclusive brands' apparel. Excludes linings, trims, and primary materials used exclusively for accessories

[38] Better Cotton is sourced via a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to end products, however, Better Cotton Farmers benefit from the demand for Better Cotton in equivalent volumes to those we source

Natural Fibres

GOAL:

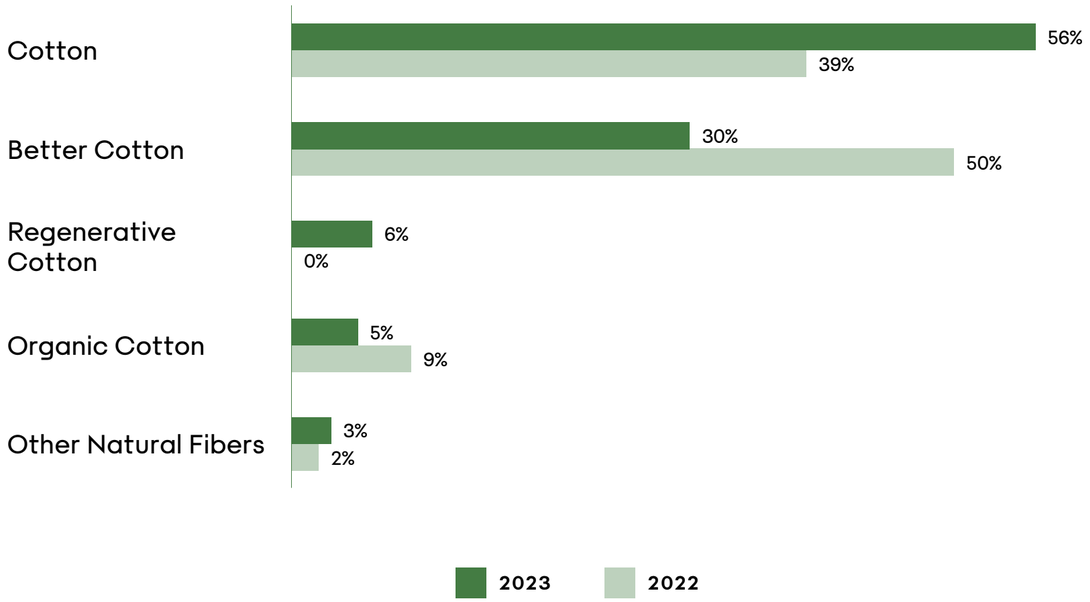
Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of cotton from Better Cotton[39], organic, or otherwise certified sources	42%[40]
100% of indigo styles in Denim Forum made with regenerative cotton	92%

While cotton is a renewable commodity, its production can require a significant amount of water, synthetic pesticides, and fertilizers, and can affect biodiversity including soil health. Natural fibres made up 37% of our raw material mix in 2023 — cotton alone accounting for 36%. Given the significant role of cotton in our product, we have continuously prioritized increasing our use of its lower-impact alternatives. In our Fiscal 2023 ESG Report, we stated that by the end of Fiscal 2027, 25% of our cotton would come from recycled sources. Since setting this target, traceability concerns associated with recycled cotton have surfaced within the industry. In response to this new and evolving information we have revised our recycled cotton sourcing target, and we remain committed to sourcing 100% of our cotton from other lower-impact sources, such as Better Cotton, organic, or regenerative, by Fiscal 2027. We will monitor how this information evolves and consider the role of recycled cotton in our lower-impact material sourcing strategies. In our 2023 collections, 42% of our cotton, by weight, came from lower-impact sources — with 31% Better Cotton, 5% organic cotton, 6% regenerative cotton, and 0.2% recycled cotton.

2023 ARITZIA NATURAL FIBRE USE (KG)



[39] Better Cotton is sourced via a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to end products, however, Better Cotton Farmers benefit from the demand for Better Cotton in equivalent volumes to those we source

[40] While Aritzia purchased 4,892,397 kg of Better Cotton, we were only able to claim 36% of these Better Cotton Claim Units due to improvements being made to our internal processes. When adjusted to account for Aritzia's full Better Cotton consumption, 95% of our cotton used in Fiscal 2024 was Better Cotton, organic, or otherwise certified. Moving forward, we have identified these discrepancies to accurately account for our cotton impacts. We have calculated our raw material volumes and their associated impacts to reflect the actual Better Cotton credits we were able to claim

SPOTLIGHT:

ADOPTING REGENERATIVE COTTON





This year we began incorporating regenerative cotton into our beloved Denim Forum collections. Regenerative cotton is produced using holistic farming methods that work with nature instead of against it, rebalancing ecosystems' natural functions. These practices aim to preserve long-term soil health and biodiversity by creating more resilient plants and contributing to carbon negative agriculture with the use of cover crops. Regenerative farming not only protects but enriches biodiversity in surrounding ecosystems. Starting in our 2023 collections, Denim Forum indigo styles were produced in an Italian mill that is a global leader in sustainable denim — using regenerative cotton.

Aritzia sources regenerative cotton from an international regenerative agriculture program that supports farms in the transition towards farming methods that increase soil health, promote biodiversity, and reduce greenhouse gas emissions, while also giving farmers access to additional funds.

Synthetics

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

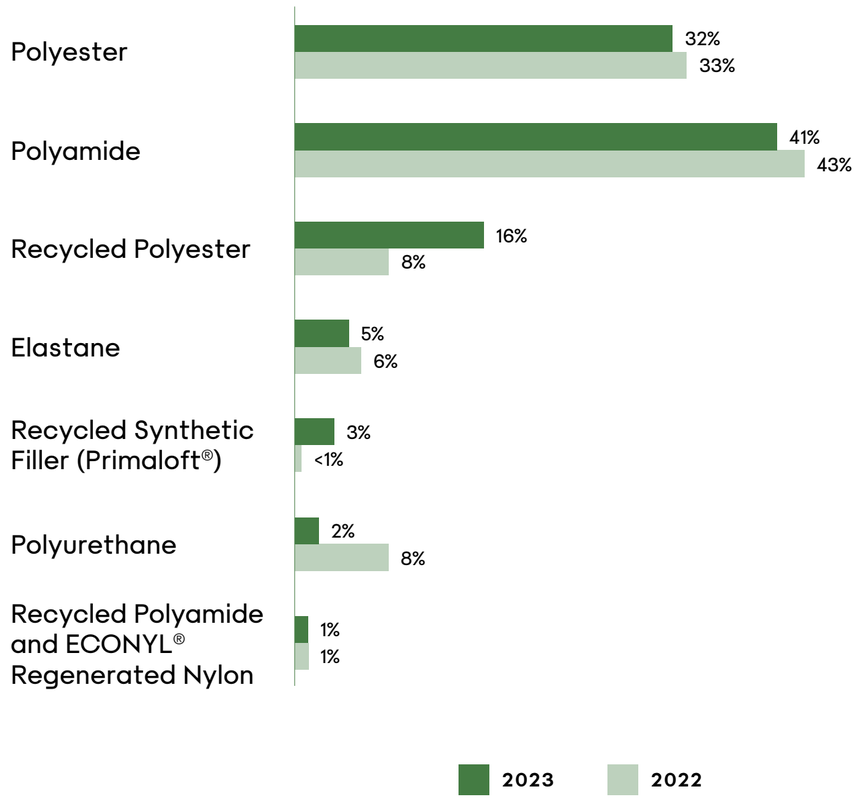
MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
25% of synthetics from recycled or bio-based sources by Fiscal 2027	19%
45% of polyester from recycled sources by Fiscal 2027	37%
6% of polyamide[41] from recycled sources by Fiscal 2027	3%

In our 2023 collections, synthetic materials made up 44% of our raw material mix. Aritzia is working toward increasing our use of recycled alternatives made from waste that would otherwise go to landfills, and decreasing our use of conventional materials made from fossil fuels. Aritzia's recycled polyester and polyamide is either certified by Global Recycled Standard (GRS) or Recycled Claim Standard (RCS), which means both fibres meet an internationally verified set of standards. To support with our conversion to recycled synthetics, we work closely with fabric mills to explore recycled fabric options whenever available, assessing each option to ensure quality is never compromised.

In 2023, 19% of the synthetic materials we used were recycled or regenerated (compared to 9% in 2022). Specifically, 37% of our polyester was recycled and 3% of our polyamide was either recycled or ECONYL® regenerated nylon. Amidst industry challenges with the availability of recycled synthetic materials, we believe that as the scalability of recycled synthetics improves, we are well positioned to continue this trajectory and meet our recycled polyester and recycled polyamide sourcing targets by Fiscal 2027.

2023 ARITZIA SYNTHETICS USE (KG)



[41] We have previously classified polyamide and nylon separately. For the purposes of this report, to enhance accuracy and to align with conventions established by Textile Exchange, we have classified nylon as polyamide

Animal-Derived Materials

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

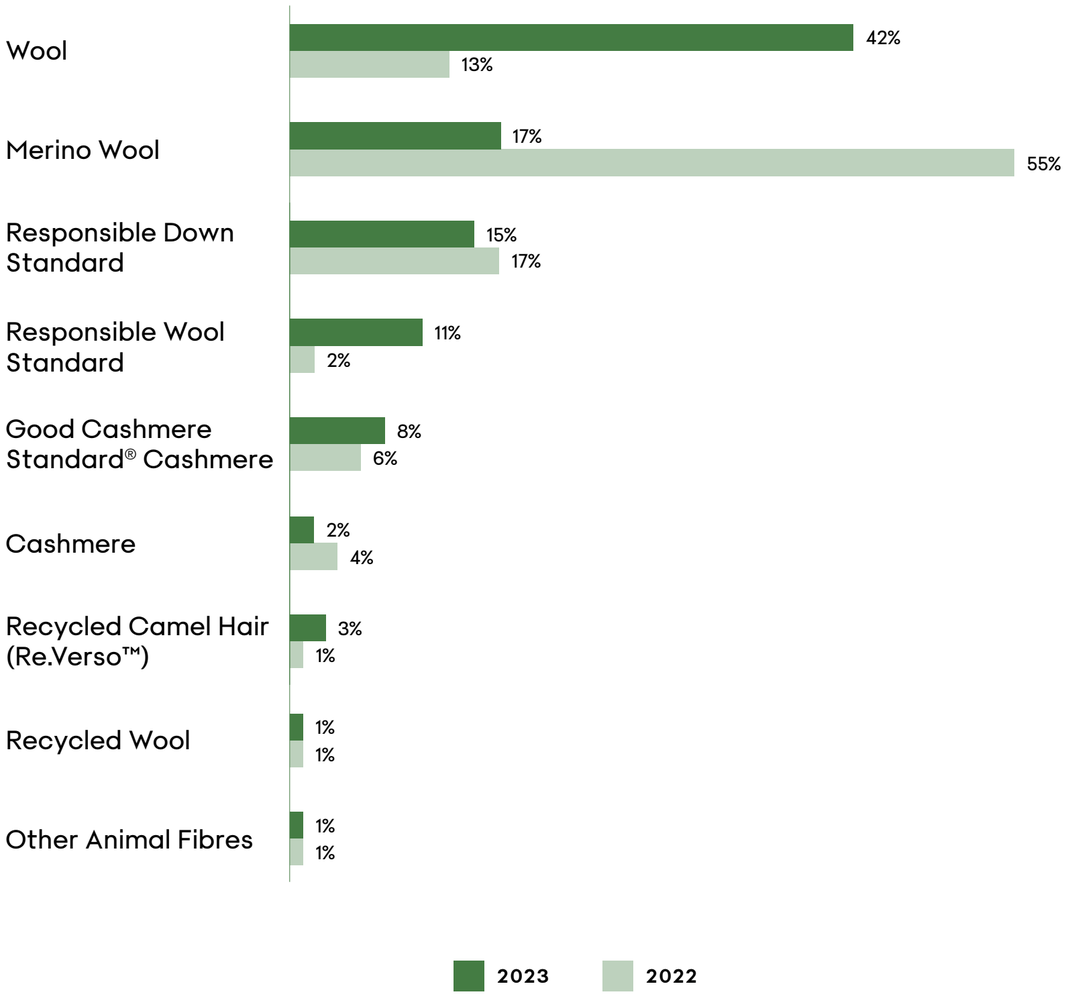
OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of all animal-derived materials certified to an animal welfare standard or from recycled sources	38%
100% of down will continue to be Responsible Down Standard or from recycled sources	100% — Achieved
100% of pure cashmere fabrics and yarns in apparel will continue to be Good Cashmere Standard® certified	100% — Achieved

We are working towards increasing our use of animal-derived materials that meet animal welfare standards informed by leading certification bodies, industry associations, animal welfare organizations, and guiding principles such as The Five Freedoms. Considering the substantial environmental impact of animal-derived materials, the standards we use often create mutual benefits for the protection of biodiversity through sustainable land management. We favour the use of recycled animal fibres as their production has notably lower GHG emissions compared to virgin fibres. Over the past year, we have invested in researching alternatives to the virgin animal-derived materials which account for the highest proportion of our raw material footprint. Our research entailed market research, collaboration among our internal product teams, working with suppliers to explore their offerings, and a product pilot — all with the objective of minimizing our environmental impact while preserving the quality and feel of our products.

Our Materials Sourcing Policy outlines our requirements for sourcing animal-derived materials in a more responsible way. We apply these expectations to suppliers involved in the production or manufacturing of Aritzia products, fabrics, or other components. To extend our support and commitment to animal welfare, we prohibit the use of fur, angora, and mohair in our products. We use Responsible Wool Standard (RWS) certified wool, Responsible Down Standard (RDS) certified down, and Good Cashmere Standard® (GCS) certified cashmere.

In 2023, 38% of the animal-derived materials in our product, by weight, were either recycled or certified to an animal welfare standard. With our target to increase this number to 100%, we will need to accelerate our progress within this material category to successfully reach our target timeline of Fiscal 2027. Within our wool, by weight, 15% was RWS certified (an increase of 14% from 2022) and 1% was recycled. We continue to exclusively use RDS or recycled down (98% RDS certified and 2% RE:DOWN® recycled down). Lastly, as of Fall 2023, 100% of our pure cashmere yarns and fabrics used in apparel are GCS certified. In our Fiscal 2023 ESG Report, we stated that, starting Fall 2023,100% of the cashmere we use in our apparel products will be GCS certified. We have since identified challenges in obtaining GCS certified cashmere for our cashmere blends, which accounted for 21% of our cashmere used in 2023 collections. While we are exploring adopting GCS for cashmere blends, we have adjusted our GCS target to reflect that 100% of our pure cashmere yarns and fabrics used in apparel are GCS certified. Within our cashmere, by weight, 0.1% was recycled and we are aiming to increase our use of recycled cashmere overall.

2023 ARITZIA ANIMAL-DERIVED MATERIAL USE (KG)





Wood-Based Materials

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

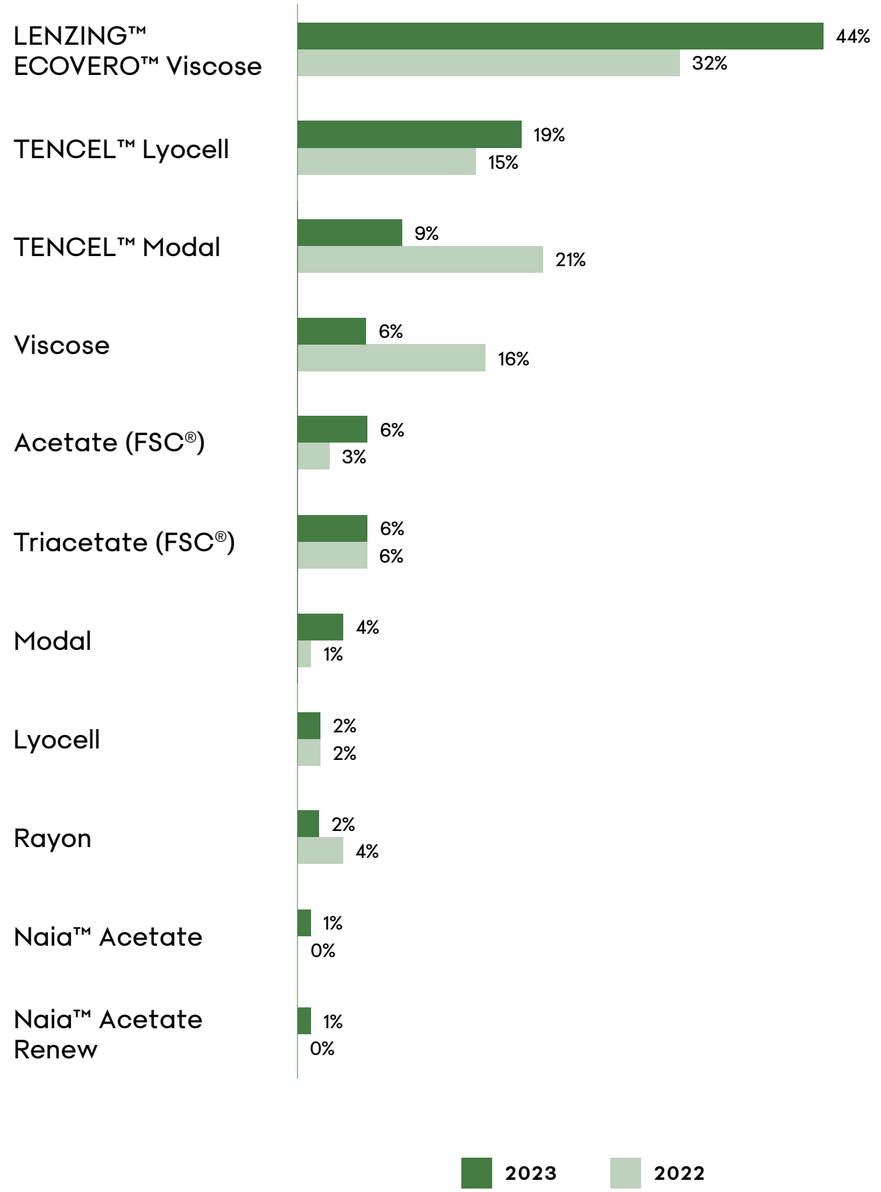
OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of wood-based cellulosics from responsibly managed forests	88%

We have been a signatory to the Canopy Style Commitment since 2014. As such, 100% of our wood-based cellulosic fibres are sourced from "green shirt" fibre producers, as per Canopy's Hot Button Report — a designation assigned based on suppliers' work to eliminate the use of ancient and endangered forests in their supply. Protecting these irreplaceable forest ecosystems is integral to stabilizing our climate by sustaining the rich biodiversity of life that they support.

To take this commitment one step further, we are now working towards sourcing 100% of our wood-based fibres from forests that are also certified to a responsibly managed forest standard, such as Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification™ (PEFC™). These standards ensure the highest level of rigour for the harvesting of forests and help to promote sustainable forest management and support community rights. We are making steady progress year over year in achieving this target — in 2023, 88% of our wood-based fibres were certified to FSC®, compared to 77% in 2022.

To help achieve this target, we partner with industry-leading companies Lenzing™ and Naia™ from Eastman who provide cellulosic fibres that are certified to FSC® and processed with unique resource-conserving technologies. In 2023, 44% of our wood-based cellulosic materials were LENZING™ ECOVERO™ Viscose, 9% TENCEL™ Modal, 19% TENCEL™ Lyocell, 1% Naia™ Acetate, and 1% Naia™ Renew Acetate.

2023 ARITZIA WOOD-BASED CELLULOSICS USE (KG)



Product Circularity

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
100% of designers trained on circular design principles	0%

Our commitment to Everyday Luxury includes the design, development, and manufacturing of top-quality products that are timeless and intended to last. To continuously develop products that meet this criteria, last year we set up foundations for product circularity by identifying opportunities in our product lifecycle, mapped current processes against this assessment, and developed a framework to guide our approach and future strategies for product circularity. We're working to integrate circularity into three stages of our product: design, use, and end of life.

DESIGN

We are on track to achieve our goal to train all our designers on circular design principles. This year, we explored partners who lead research and education in this space to build a bespoke circular design training curriculum and a set of Aritzia Circular Design Principles. This education program and these principles will serve as the basis for training our design teams, and as we extend this training across our remaining product teams, it will help integrate circularity into all stages of our product development lifecycle.

USE

Our Fabric Care Guide on aritzia.com serves as a tool to support the longevity of our product once it enters the hands of our clients. This page provides guidance for cleaning and caring for our product within our key fabric programs such that they last as long as possible, and encourages clients to use techniques that help conserve water and energy. Further, it provides best practices for reducing microfibre shedding into waterways. We continue to expand the fabric programs included and monitor the latest scientific findings on practices that can reduce microfibre shedding and other environmental impacts of product care.

For more details, visit Aritzia's Fabric Care Guide.

END OF LIFE

Our products are designed with longevity in mind so our clients can love their Aritzia products season after season. We aim to design timeless styles — styles likely to remain with our clients well beyond one or two seasons — rather than styles that are more trend-driven. While these definitions can be subjective, our success is evident in the carry-over styles that drive the majority of our business. The longevity of our products goes hand-in-hand with their timelessness — our products are intended to last, physically and aesthetically.

In the case of defective, sample, or otherwise unsellable products, Aritzia continues to partner with Debrand, an organization that diverts unsellable product and Aritzia fabric scraps from landfills by providing end-of-life solutions.

There are myriad places our product can end up after they have been loved and lived in by our clients. We recognize our responsibility to do what we can to keep our products and their materials in circulation and out of landfills for as long as possible. We will explore end-of-life solutions for our product, including repair, resale, minimized waste, and textile recycling — which all require, from the start, designing product with end-of-life in mind. While complex and challenging, we are looking forward to diving deeper into these new possibilities as the industry moves towards innovating on and adopting scalable circular models. We recognize that we're at the beginning of this journey and look forward to seeing how circularity will unfold alongside our long-term strategies.

SPOTLIGHT:

ARITZIA × DEBRAND



Aritzia has been partnering with Debrand since the early years of our product circularity journey in 2013. Founded in 2008, Debrand is the leading textile sustainability solutions provider partnering directly with the world's top apparel brands to help build sustainability systems into product end-of-life solutions. Debrand does this by providing proprietary, tech-enabled sortation services that send excess inventory to the highest-value channels through a vetted network of textile resale, donation, repair, recycling, and responsible disposal partners. Debrand is on a mission to propel the textile industry's sustainable future, finding ways to optimize the planet's finite resources by unlocking the potential in untapped products.

In Fiscal 2024, Aritzia diverted 34,666 kg of product from landfill: 59% of the product was downcycled into shoddy fibres to be used for various insulations and fills; 30% was incinerated and regenerated into energy for use by neighbouring facilities; and 11% was sent to down-fill recyclers for the down to be extracted and cleaned for reuse, with the remaining materials sent to incineration.

To learn more about their work and impact, visit debrand.ca

Packaging

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
90% of customer packaging[42] including 100% lower impact and only recyclable materials by Fiscal 2027	71%

We are mindful of our packaging's footprint, from the sourcing of its materials to its end-of-life destinations. Our packaging acts as a vessel for protecting our product during transport and communicates product information, serving as a critical function in the delivery of Everyday Luxury. While the complete elimination of packaging is not viable, we are committed to thoughtful design and to sourcing packaging materials with lower impacts.

As a partner of Canopy's Pack4Good initiative since 2021, we have focused our efforts on sourcing paper-based packaging made from recycled content and from forests certified by FSC. As a result, 100% of our paper-based eCommerce and retail packaging has a low risk of being sourced from ancient and endangered forests and/or contains recycled content. We have evolved our customer packaging commitments to extend beyond just our paper-based packaging. In Fiscal 2024, 71% of our customer packaging was made with 100% lower-impact and recyclable materials. Additionally, 82% of our retail bags were made with 40% post-consumer wastepaper and our retail bag handles were either 100% recyclable or made with 30% recycled content.

Reducing the use of plastic polybags is an environmental challenge across the apparel industry. While polybags keep products protected during their shipping process from suppliers, they create significant plastic waste. In response to this challenge, we're continuing to explore scalable alternative packing and shipping methods that reduce plastic waste without compromising the protection of our product during transport.

[42] Excludes A-OK Cafe food and beverage packaging



Waste

As an apparel company, our most significant waste footprint along our value chain comes from manufacturing, packaging, and product end of life. Within our supply chain, and as part of our expectations, our suppliers use Higg FEM to monitor and identify opportunities to reduce their waste (our upstream waste). As we work more closely with our suppliers to address environmental impacts, we aim to support their waste reduction solutions.

We are continuously working toward our target to increase our adoption of lower-impact and recyclable materials across our customer packaging. Read more about our Packaging initiatives in the Packaging section of this report. Our most significant opportunity to reduce waste exists at our products' end of life: finding ways to increase product longevity or find alternative end-of-life solutions. Read more about our existing product-end-of-life solutions in the Product Circularity section of this report.

We recognize the importance of addressing waste across our entire value chain and understand that we have a long way to go. To date, we've mobilized local partnerships around our Vancouver Support Campus to help divert waste from our offices and lessen the impact of our daily operations while simultaneously benefiting our People and the communities that surround us.

Supplier Engagement

OUR WHY

Aritzia's suppliers play a critical role in managing our environmental impacts across climate, water, and biodiversity. Climate Change, Energy, and GHG Emissions were among the top three topics identified in our Materiality Assessment — inclusive of energy and emissions from manufacturing — making this a critical area for us to address. Aritzia's suppliers' emissions are accounted for in our own emissions inventory as part of our Scope 3 emissions from Purchased Goods and Services. Although our suppliers' impacts are not within our direct control, we acknowledge our role in contributing to their environmental footprint and our responsibility to help to minimize it.

Beyond this, we recognize that industry partnership and engagement are essential for collectively working towards our shared objective to protect our Planet.

OUR APPROACH

The scope of our supplier Planet initiatives is aligned with our climate, water, and biodiversity priorities and are based on industry tools that provide a clear picture of the environmental impact of suppliers and their facilities. Since 2018, we've annually monitored the environmental performance of our finished-goods suppliers using the Higg Facility Environmental Module (FEM), which standardizes how facilities measure and evaluate their environmental performance, reducing redundancy and inefficiencies and creating a common language around sustainability throughout the industry. This enables both suppliers and brands to focus on improving their suppliers' performance across the assessment's different categories: environmental management systems, energy, water, wastewater, air emissions, waste, and chemicals. As part of the Higg FEM Program, Aritzia collaborates with our suppliers to develop Performance Improvement Plans (PIP) that support and guide the improvement of the facilities' environmental impact across the seven categories outlined in the table on the following page.

OUR PROGRESS

GOAL:

Adopt lower-impact materials and promote environmental stewardship throughout production processes

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2024 PROGRESS
Average verified Higg FEM score of 75% for finished-goods supplier facilities by Fiscal 2027	69%
100% of in-scope fabric supplier facilities who completed verified Higg FEM by Fiscal 2027	10%[43]

The Higg FEM evaluation cycle takes a year to complete — in Fiscal 2024, we report on the cycle conducted during 2023, which assesses supplier facilities' performance in 2022. In 2023, 84% of our finished-goods supplier facilities completed a self-assessment of their 2022 environmental performance through Higg FEM and of those, 70% obtained independent third-party verification of their submission results[44].

Upon reviewing the results of each verified Higg FEM assessment, Aritzia collaborates with suppliers to create a PIP which highlights areas for improvement. Each supplier then develops an action plan to address opportunities identified and reports progress back to Aritzia's Environmental Team. Our Environmental Team ranks suppliers based on their verified Higg FEM (Higg vFEM) results, and these rankings are integrated into Aritzia's supplier sourcing and manufacturing scorecards.

At the beginning of 2024, we requested all finished-goods supplier facilities to complete Higg vFEM. Additionally in 2024, we extended our request to have select fabric and trim suppliers complete a Higg FEM self-assessment and encouraged them to obtain third-party verification.

Since 2019, the number of finished-goods supplier facilities who have had their Higg FEM assessments independently verified by an approved third-party reviewer has risen from 49% to 70%. We attribute this to improved relationships with our suppliers, work towards consolidating our supplier base, as well as an increased prioritization of sustainability from our Manufacturing Team, our suppliers, and the overall industry.

[43] Based on total estimated global raw materials costs for the year ended December 31, 2022, 25% of Aritzia's fabric suppliers had one or more facilities complete the Higg FEM self-assessment. Of those, 10% had their assessments verified by a third-party (vFEM). Aritzia continues to evolve its process for tracking the Higg vFEM completion rates of its fabric supplier facilities

[44] Finished-goods supplier facilities in-scope for these KPIs are those suppliers with active facilities at December 31, 2022 and had production with Aritzia in the calendar year ended December 31, 2022, that self assess or are verified during the calendar year ended December 31, 2023

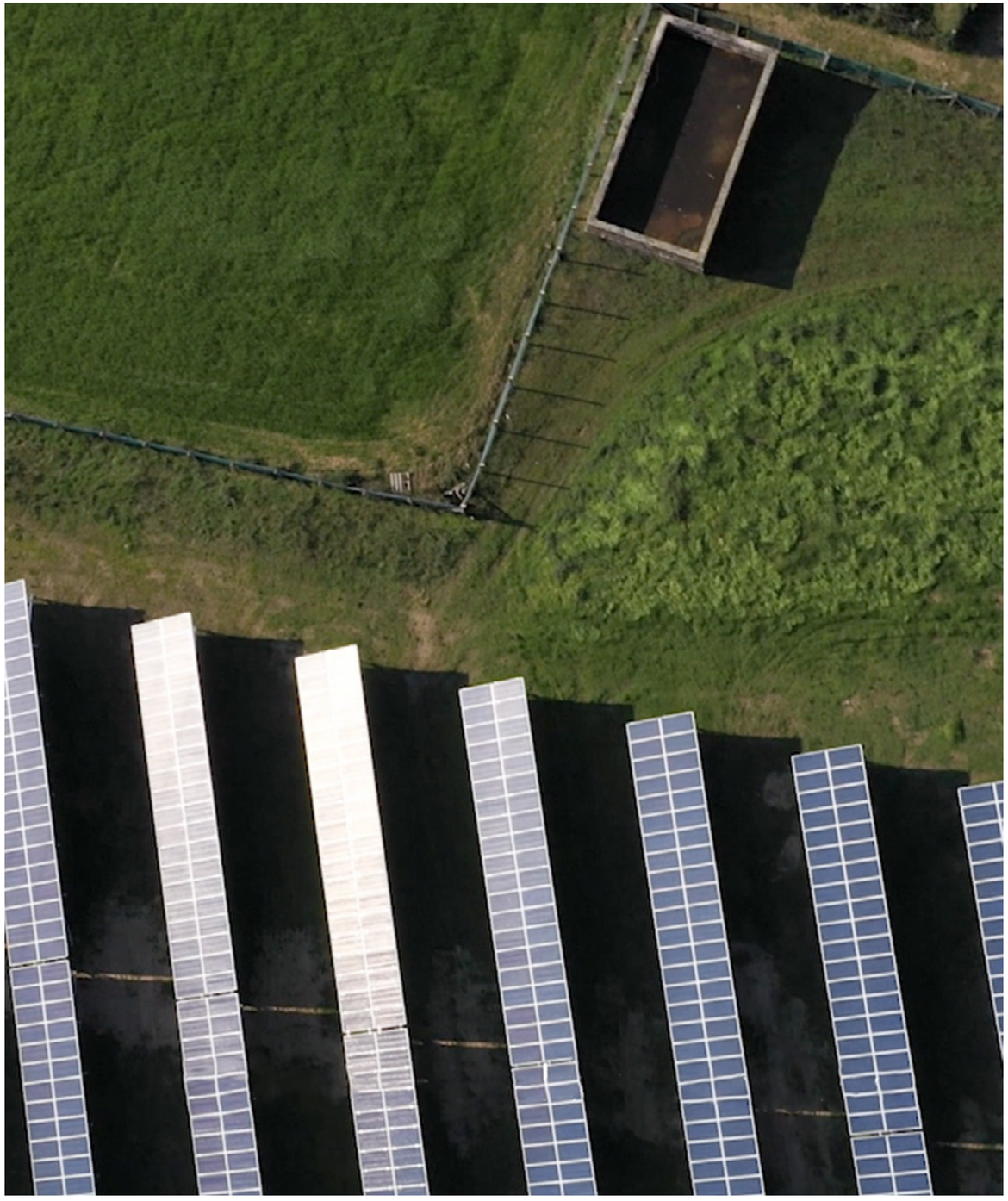
TIER 1 FINISHED-GOODS SUPPLIER FACILITIES HIGG vFEM RESULTS

	2019 (as at Dec. 31, 2020)	2020 (as at Dec. 31, 2021)	2021 (as at Dec. 31, 2022)	2022[45] (as at Dec. 31, 2023)
SUPPLIER HIGG VERIFICATION (vFEM) RATE	49%	51%	66%	70%
ARITZIA HIGG vFEM AVERAGE PERFORMANCE SCORE	56%	58%	67%	69%
INDUSTRY AVERAGE HIGG vFEM PERFORMANCE SCORE	53%	56%	66%	55%

SUPPLIER vFEM SCORES BY CATEGORY

	2019 (as at Dec. 31, 2020)	2020 (as at Dec. 31, 2021)	2021 (as at Dec. 31, 2022)	2022[45] (as at Dec. 31, 2023)
ENVIRONMENTAL MANAGEMENT SYSTEMS	57%	63%	72%	85%
ENERGY	67%	76%	82%	93%
WATER	63%	70%	72%	77%
WASTEWATER	72%	75%	77%	81%
AIR EMISSIONS	43%	33%	46%	55%
WASTE	39%	43%	47%	57%
CHEMICALS	36%	39%	40%	47%

[45] Higg FEM 2022 cycle ended December 31, 2023. Percentage is based on supplier facilities where we had estimated raw materials spend during calendar 2022. We reported our interim progress data in our Aritzia Community™ | ESG Report FY2023, which is now updated to reflect additional supplier facilities assessments received



Governance



IN THIS SECTION

Corporate Governance

Environmental and Social Governance

Sustainability Reporting Standards and Our Regulatory Reporting Journey

ESG Report Controls and Assurance

Risk Management

Materiality Assessment

Business Ethics and Responsible Business Conduct

Partnerships, Memberships & Collaborations

Aritzia is built on a foundation of integrity and strong governance across our operations and supply chain. We have thoughtfully implemented structures to support our growth journey while evolving our unwavering dedication to People and Planet to build a sustainable business. We believe in robust governance to manage our impacts and embed accountability into our business, all while working with partners to amplify the impact of our strategic initiatives.

IN THIS SECTION	MATERIAL TOPICS COVERED
Corporate Governance	Corporate Governance
Environmental and Social Governance	E&S Governance
Sustainability Reporting Standards and our Regulatory Reporting Journey	E&S Governance
ESG Report Controls and Assurance	E&S Governance
Risk Management	Corporate Governance
Materiality Assessment	Corporate Governance
Business Ethics and Responsible Business Conduct	Business Ethics Customer Experience Data Privacy and Data Security Raw Material Sourcing and Supply Chain Management
Partnerships, Memberships & Collaborations	Community Engagement

Corporate Governance

BOARD OF DIRECTORS OVERSIGHT

Annually, the Board of Directors reviews and approves Aritzia's strategic plan which considers, among other things, the opportunities and risks of the Company's business and affairs — including sustainability-related risks and opportunities (SRROs). The Board, in conjunction with management, are responsible for identifying the principal risks of Aritzia's business and overseeing management's implementation of appropriate systems to effectively monitor, manage, and mitigate the impact of such risks. The Chief Executive Officer (CEO) is a member of the Board of Directors with management responsibility for ESG and climate-related risks and opportunities.



Environmental and Social Governance

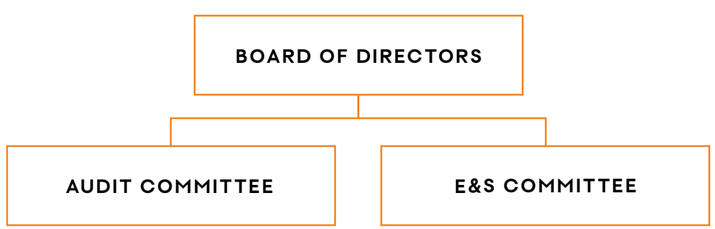
We've established strong governance and leadership at the highest level of our business to champion our People and Planet initiatives and remain accountable to continuous progress on our commitments. In January 2022, Aritzia established its Environmental and Social Committee (E&S Committee) of the Board to guide and inform Aritzia's environmental and social strategies and to help oversee the identification, management, and mitigation, where appropriate, of the environmental, social, and sustainability-related risks and opportunities (SRROs) we may face. The E&S Committee monitors progress against Community goals and targets and evaluates and provides leadership with respect to sustainability-related strategic programs, policies, practices, and reporting (including environmental performance of the Company's own operations and supply chain, human rights and supply chain labour practices, and diversity, equity, and inclusion). They review and approve our ESG Report and any other material environmental and social-related disclosures. In Fiscal 2025, as we refine our material climate change commitments, the E&S Committee will oversee the implementation of any material climate change commitments. The committee members are all independent Directors and include Marcia Smith, John Montalbano, Daniel Habashi, and the committee is chaired by David Labistour. Members were selected based on previous and current work experience in leadership and/or executive-level roles with direct oversight and accountability of climate-related and sustainability issues. The E&S Committee meets quarterly, and otherwise as needed, and reports to the full Board. The E&S Committee Charter is published on our website.

Reporting directly to the CEO, the Chief Impact Officer and the Chief Financial Officer, together, hold accountability for Aritzia's Community strategy, activities, and performance. In Fiscal 2023, Aritzia formed an executive Community Committee comprised of cross-functional leaders to act as a central body responsible for the development of strategies and implementation of initiatives for People and Planet priorities in alignment with business priorities. Beginning in the first quarter of Fiscal 2025, the Community Committee was renamed the Community Taskforce with an expansion of cross-functional membership and a depth of resources to accelerate our progress against Community goals and targets. See the Risk Management Section for more on our Enterprise Risk Management function. Leadership and execution of People and Planet priorities are driven across several areas of the business, including our Sustainability Department, which focuses on social impact across our supply chain and environmental impact across our entire value chain.

As it relates to climate-related issues, the following roles have specific responsibilities for Fiscal 2025:

- CEO — Responsible for aligning Corporate Strategy with Aritzia's ESG strategy, integrating and implementing ESG and climate-related strategies across the organization, and seeking Board input or approval of select initiatives and investment decisions. Responsible for keeping Environmental and Social ambitions high and promoting business ethics through clear policies and tangible initiatives. Responsible for strategic oversight and operational accountability of ESG priorities, including climate-related issues such as emissions reduction. Accountable for compliance with the Aritzia Environmental Position Statement, performance against sustainability priorities, and progress against ESG roadmaps.
- CFO — Responsible for overall financial impact of sustainability-related risks and opportunities, including climate. Participates in identifying and committing resources for ESG priorities, which include establishing an emissions reduction target and roadmap.

SUSTAINABILITY AND E&S GOVERNANCE



SPOTLIGHT:

MARCIA SMITH, BOARD MEMBER AND ENVIRONMENTAL & SOCIAL COMMITTEE MEMBER



Marcia Smith has served as a Director of Aritzia Inc. since 2018. In addition to her membership to our Board's Compensation & Nominating Committee, she joined the Environmental & Social Committee upon its formation given her wealth of ESG experience. Marcia's sustainability expertise dates back over a decade when she served as the Senior Vice President, Sustainability and External Affairs at Teck Resources Ltd. During her almost 13-year career at Teck, Marcia was responsible for a diverse portfolio, including health and safety, sustainability, environment, communities, government relations, corporate affairs, and relationships with Indigenous Peoples. Under her leadership, Teck made commitments to have a net positive impact on biodiversity, investing in numerous land conservation and restoration projects; announced targets to achieve net-zero emissions across their own operations; collaborated with communities and Indigenous Peoples to advance Indigenous reconciliation efforts and improve community well-being, making notable Indigenous-focused investments. As a result of this work, Teck is continuously recognized as a sustainability leader by organizations like Corporate Knights, S&P Corporate Sustainability Assessment, and Moody's. With an increasing focus on Governance of sustainability-related and climate-related risks and opportunities across the ESG landscape, Marcia's experience and insight serve as an invaluable asset to help guide Aritzia along its journey.

Sustainability Reporting Standards and Our Regulatory Reporting Journey

This year has seen the early stages of a global attempt to consolidate and uplift sustainability reporting standards, and the regulatory requirements for assurance thereof, that aim to make reporting more transparent, comparable amongst peers, more consistent year to year, and to ultimately build a closer relationship to financial statements. We embrace this reporting transformation and have spent the past year working on our readiness. Beginning in Fiscal 2024, we engaged with external consultants to advise on the evolving reporting requirements' implication to Aritzia, and to build a roadmap for adopting the International Sustainability Standard Board's (ISSB) International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards S1 and S2 finalized in June 2023. This is in preparation for the Canadian Sustainability Standards Board's (CSSB) future finalization of their draft proposed standards released in March 2024. The Canadian Securities Agency (CSA) has disclosed its intention to adopt at least those provisions that are necessary to support climate-related disclosures. We are closely monitoring the evolution of ESG reporting standards and our industry peers' adoption of various emerging standards, disclosure recommendations or frameworks, including TNFD[46], GRI[47], and the ESRS[48] and the potential implication on global stakeholder reporting expectations.

Expectations and reporting requirements for climate-related disclosures have increased significantly. The following new California climate reporting bills are relevant to Aritzia:

1. SB-253 Climate Corporate Data Accountability Act requires GHG emissions reporting (Scope 1, 2, 3) in line with the Greenhouse Gas Protocol framework, including limited assurance on Scope 1 & 2 disclosures beginning in 2026. Aritzia has reported its GHG emissions for Scope 1, 2 & 3 for the past three years and, for the first time, this year obtained limited assurance on Scope 1 & 2.

2. SB-261 Climate-Related Financial Risk Act requires disclosures of climate-related financial risks, and measures adopted to reduce and adapt them. We have begun building the infrastructure to meet these requirements starting in our Fiscal 2025 ESG Report.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDGS)

At the heart of every sustainability initiative we undertake are the UNSDGs. Aritzia has been a participant of the UN Global Compact (UNGC) since 2021. Annually, Aritzia submits a Communication on Progress to demonstrate our continued commitment to the UNGC's Ten Principles for responsible business.

CDP CLIMATE CHANGE

ARITZIA PERFORMANCE ON CDP CLIMATE

Aritzia recognizes CDP Climate Change as a leading environmental disclosure platform to disclose our performance. We agree with their belief that improving corporate awareness through measurement and disclosure is essential to the effective management of carbon and climate change risk. Since 2020, we've responded to the CDP Climate Change questionnaire, initially attaining an average, industry-level score before achieving above average scores, "B", in each of 2022 and 2023 compared to industry scores of "C" and "B-" respectively. We're driven by this measured growth and are inspired to continuously improve on our journey to address and mitigate climate change. The increase in our efforts and disclosures is shown in our incremental score improvements.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

We continue to align our sustainability disclosures to the SASB climate-related, industry-specific metrics. We understand the interoperability with the ISSB's directives and have selected and aligned to the most applicable industry standard metrics for Apparel, Accessories, & Footwear. Additionally, we align our disclosures with select aspects of the eCommerce standards we believe are important to our business, given the materiality of our eCommerce operations. See Supplemental Materials Section for a SASB Index of specific disclosures against the Apparel, Accessories & Footwear standards.

TASKFORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

Through Aritzia's response to the CDP Climate Change questionnaire, our climate-related disclosures are informed by and aligned to the TCFD. We continue to align our disclosures to the TCFD, as it is subsumed by the ISSB's directives in anticipation of our future alignment to ISSB and CSSB disclosure standards.

[46] Taskforce for Nature-related Financial Disclosures

[47] Global Reporting Initiative

[48] European Sustainability Reporting Standards

ESG Report Controls and Assurance

We aim to meet our ESG targets by providing accurate and transparent ESG reporting and by developing and implementing appropriate systems, processes, and controls around ESG Reporting. In Fiscal 2024, Aritzia conducted an assurance readiness assessment and commenced a gap analysis to build a roadmap towards the adoption of the ISSB sustainability standards which contain robust governance guidelines. The integration of a comprehensive ESG governance and reporting system is complex and requires a multi-year, continuous effort to set targets, measure progress, and report to stakeholders. The expectations of ESG metrics that are data intensive and judgment oriented have evolved as stakeholders demand a higher degree of transparency, credibility, completeness, reliability, and simultaneously an acceleration of the ESG reporting processes. This requires the implementation of effective governance and internal controls. To meet stakeholder and regulatory ESG reporting requirements, we are continuing to build our ESG reporting controllership capabilities to strengthen internal controls and reporting structures, develop measurement and reporting policies, ensure internal control and governance is appropriate, and monitor progress against our Community targets.

This year we obtained limited assurance over five ESG KPIs. Refer to Supplemental Materials for the Independent Assurance Report.

Risk Management

Aritzia's Board of Directors, in conjunction with management, is responsible for identifying the principal risks of the company's business and overseeing the implementation of appropriate systems to effectively monitor, manage, and mitigate the impact of such risks.

At the Board level, the Audit Committee governs our Enterprise Risk Management (ERM) policies, procedures, and practices, and oversees strategies to monitor and manage risks. The Audit Committee reviews enterprise risk updates and mitigation progress reports, which encompass sustainability risks.

At the management level, our Vice President of ERM and Chief Financial Officer oversee all ERM activities and have overall accountability for Aritzia's ERM strategies. We disclose our risks in line with the categories in our ERM framework — Financial, Brand, Culture, Operations, and Community — as well as mitigation strategies in our Annual Information Form, including ESG risks in the "Risk Factors" section. We will continue to identify and manage risks through ongoing assessments and mitigation strategies.

We strive to integrate risk management into our daily operations and long-term ESG objectives. Performed in Fiscal 2023, our Materiality Assessment informed our foundational understanding of our sustainability-related risks. In that same fiscal year, our ERM Department engaged in cross-functional risk identification and prioritization workshops resulting in an updated enterprise risk register. Our Sustainability Department inputs all risks identified in our Materiality Assessments and in our daily operations into the sustainability risk register. See the Governance Section for how ESG risks are reported to the E&S Committee of the Board. In Fiscal 2025 ERM will continue partnering with the Sustainability Department and Community Taskforce to manage and mitigate material ESG risks, and continue to evolve our ERM framework, including defining our risk appetite and ensuring an enhanced view of risks and controls across the organization.

We conduct climate-related risks and opportunities assessments and a Human Rights Impact Assessment across our value chain. In addition, management and the ERM Department proactively and periodically assess the risk of new and existing sourcing countries and suppliers — the results of which are factored into our business strategies and operations. In Fiscal 2025, our risk management principles will continue to be promoted and elevated through awareness education sessions and communications with employees, executives, and the Board.

Materiality Assessment

To ensure we are making progress and reporting on the issues with the most potential to impact our business, People and Planet, we prioritize sustainability issues through our Materiality Assessment process, through which we engage a broad group of internal and external stakeholders for feedback on key ESG topics. Our first detailed assessment was conducted in Fiscal 2023 in partnership with an independent consultancy. In Fiscal 2024, we performed our first lighter-touch refresh review of our Materiality Assessment with select stakeholders to build on and validate the findings in our previous detailed assessment.

In Fiscal 2024's review, we gathered the perspectives of an expanded group of stakeholders to understand how they prioritize the topics included in our Materiality Assessment. We met with members of our Aritzia Leadership Team and the E&S Committee of the Board to gain their updated view on evolving ESG-related issues and priorities. Through these engagements, and the supplement of desk-top research, we also identified emerging ESG topics. The following emerging topics reoccurred as important to multiple stakeholders: Nature and Biodiversity Loss, Artificial Intelligence, and Responsible Marketing. We intend to monitor how these topics impact our business.

Our detailed Materiality Assessment process includes the following steps:

- Perform desk-based landscape research of priority issues identified by our industry peers, public reporting organizations and frameworks, such as sustainability ratings agencies, SASB standards, UN SDGs and other apparel industry-specific issues to form a comprehensive list of potential material topics
- Gather internal and external stakeholder input through surveys, and interviews to validate the importance and rank the relative priority level of each issue
- For our first year, we commissioned an independent specialist consultancy to review our scoring and weighting methodology and findings to ensure reliable, accurate, and comprehensive results

Stakeholder Engagement

Engaging with our stakeholders is important to help us understand and progress on the topics that matter most. We directly engage stakeholders to understand their perspectives, share our progress against goals and targets, deepen our dialogue, and develop our understanding of important ESG issues. Continuously staying in touch and gathering their input informs our overall ESG strategic objectives and strengthens our ability to remain a sustainable business.

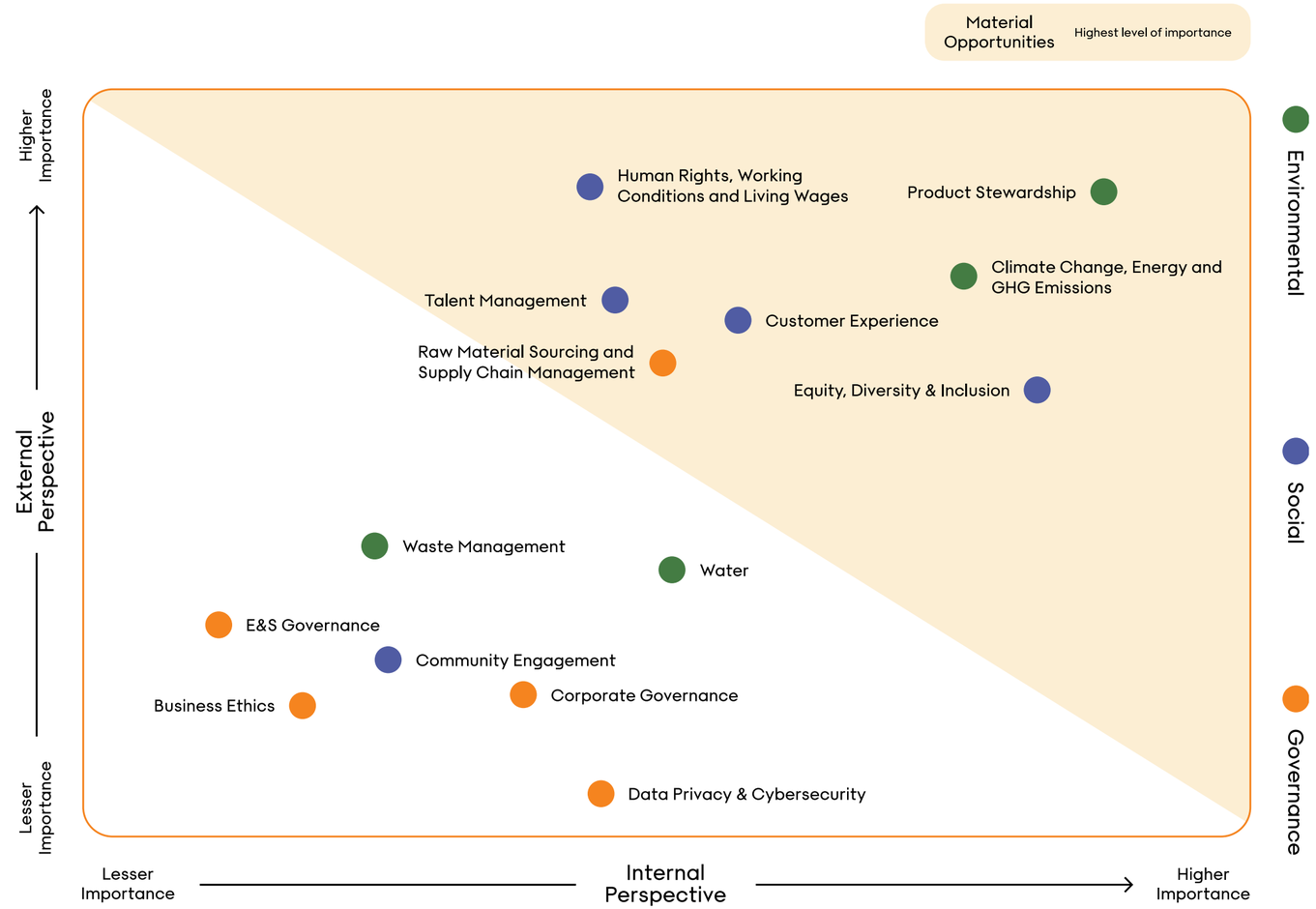
Our clients, employees, investors, rating agencies, regulators, industry and trade associations, our industry peers, our suppliers, the communities we serve, the organizations we partner with, civil society organizations, the media, and governments are all essential stakeholders.

LISTENING TO OUR STAKEHOLDERS

Each of our stakeholder groups plays an instrumental role in informing our business and, more specifically, our sustainability journey. With each group offering different perspectives and levels of interest, our approach to how we engage with and listen to them varies. Our method for engaging our stakeholders is primarily determined by the business objective we are aiming to fulfill. When soliciting direct input or feedback, we listen to stakeholders through surveys, interviews, social media, or other direct communications. We aim to keep stakeholders informed on ESG matters through product communications, ESG Reports, and our website. In recognition of our stakeholders' evolving and changing perspectives, we strive to keep a refreshed understanding of their priorities and interests.



ARITZIA'S MATERIALITY MATRIX



The findings from our detailed assessment show that priority issues vary slightly across stakeholder groups: Aritzia Senior Leadership Team, Aritzia's E&S Committee of the Board, investors, employees, suppliers, and clients. However, there was a consistent focus on the following key topics:

1. Product Stewardship

2. Climate Change, Energy and GHG Emissions

3. Human Rights, Working Conditions and Living Wages

We identified the seven most material areas of risks and opportunities, consistently ranked as most important to both our internal and external stakeholders, as seen in the top right section of the matrix below ("Significant Topics"). These risks and opportunities form the highest priority areas of our Community strategy. The other seven topics (bottom left), form the second highest level of priorities on our Community strategy ("Priority Topics").

People



TOPIC BREAKDOWN	REPORT REFERENCE
COMMUNITY ENGAGEMENT • Community engagement and donations • Employee volunteering	People — Communities
CUSTOMER EXPERIENCE • Brand values alignment • Customer satisfaction and experience • Healthy lifestyles	Governance — Business Ethics and Responsible Business Conduct
EQUITY, DIVERSITY & INCLUSION • Employee equity, diversity & inclusion • Inclusive products and services	Our People — Belonging
HUMAN RIGHTS, WORKING CONDITIONS AND LIVING WAGES • Manufacturing human rights and working conditions • Supplier fair and living wages	People — Supply Chain
TALENT MANAGEMENT • Employee relations and retention • Employee skills and training • Employee talent acquisition • Employee wellbeing	People — Our People

Planet



TOPIC BREAKDOWN	REPORT REFERENCE
CLIMATE, ENERGY AND GHG EMISSIONS • Climate change strategy • Manufacturing energy and emissions • Operational energy and emissions	Planet — Climate
PRODUCT STEWARDSHIP • Product circularity and end of life • Product and materials sustainability • Product quality and safety • Sustainable packaging	Planet — Materials
WATER • Water (consumption, chemicals and effluent)	Planet — Water
WASTE MANAGEMENT • Manufacturing waste management • Operational waste management	Planet — Materials

Governance



TOPIC BREAKDOWN	REPORT REFERENCE
BUSINESS ETHICS • Anti-corruption • Lobbying and political involvement • Tax strategy	Governance — Business Ethics and Responsible Business Conduct
CORPORATE GOVERNANCE • Board structure and ownership • Risk management • Stakeholder engagement strategy	Governance — Corporate Governance Governance — Risk Management Governance — Materiality Assessment
DATA PRIVACY AND DATA SECURITY • Data privacy and cybersecurity	Governance — Business Ethics and Responsible Business Conduct
E&S GOVERNANCE • Sustainability Accountability of Board and Leadership	Governance — Environmental and Social Governance
RAW MATERIAL SOURCING AND SUPPLY CHAIN MANAGEMENT • Animal welfare • Supply chain traceability	Planet — Materials People — Supply Chain Governance — Business Ethics and Responsible Business Conduct

KEY

Grey Text = Currently no public disclosure

Business Ethics and Responsible Business Conduct



Being responsible is foundational to how we do business. We have policies and teams in place to maintain accountability. For all People that work within and with Aritzia, including the Board of Directors, officers, employees, consultants, and contractors, we follow and uphold our Aritzia Code of Conduct ("Code") approved by the Board of Directors and published on our website. The Code outlines Aritzia's commitment to conducting business with honesty and integrity and in compliance with applicable laws and regulations. It preserves our reputation and deters unethical behaviour and wrongdoing. Operating with high standards is critical to achieving lasting success and protecting our reputation. The Code contains our policies on conflicts of interest, fair dealings, gifts, respect in the workplace, harassment, insider trading, and anti-bribery and anti-corruption.

In Fiscal 2023, we launched a team dedicated to People Practices and Compliance (PP&C) to develop, execute, and maintain progressive and equitable employment policies and practices. This year, the team expanded to ensure each workplace — and therefore all employees — have a PP&C lead. The team relaunched the Company Handbook with greater clarity and application of company policies, programs, and expectations, and launched a new investigation process to ensure all matters of potential misconduct are reviewed in a neutral and unbiased way. The team built a strategy and roadmap to develop programs that both protect our business and support our employees. A key achievement is the launch of our workplace assessment tool to identify key risks and opportunities to further engage and enhance our employees' experience at Aritzia.

RESPONSIBLE MARKETING

We are attuned to the impact our brand has on our stakeholders and have always been intentional and thoughtful with how we communicate and represent it. Integrity is a leading value at Aritzia, and we apply this as a principle for what we communicate to our clients and wider stakeholders, understanding our responsibility to market our brand and product with accuracy and clarity. Our marketing teams consult internal subject-matter experts to deliver clear and accurate information to ensure authenticity across our marketing channels. Our teams collaborate cross-functionally to ensure that product features and environmental or social product claims are grounded in third-party certification, and that each certification's communication guidelines are adhered to. When developing campaigns to honour Days of Observance or to amplify community voices, we consult a diverse set of perspectives, including our PRGs, with the aim of creating content that is culturally sensitive and representative of the communities being celebrated or honoured.

CLIENT EXPERIENCE

Every interaction with our clients helps shape Aritzia's brand and collectively forms our customer experience — making every touch point count. Whether in boutiques, online, or through our Concierge channels, we have established systems so that we deliver Everyday Luxury in every interaction. We continue to undertake work to deepen our understanding of our clients' evolving needs and how we can best meet them. With a culture of raising the bar, we prioritize training our customer-facing teams to instill our company Values and inclusivity in our client experience.

Gathering and incorporating feedback from clients is essential for both attracting new clients and enhancing the loyalty of existing ones. We use insights from client interactions to inform how we can uplift our service quality and product. Through this critical feedback loop, we harness real-time insights to strengthen our company's value proposition and brand.

DATA PRIVACY, DATA SECURITY, AND CYBERSECURITY

Aritzia's stakeholders have identified data privacy and cybersecurity as a material priority in our latest Materiality Assessment. Client data privacy is of critical importance to Aritzia. We value the trust of our clients and employees and are committed to the protection and security of their data. We have a Privacy Policy, which outlines how Aritzia handles personal information. Our Code of Conduct includes our Acceptable Use Policy.

We have a cybersecurity program with a multi-year roadmap designed to comply with security best practices, industry standards, applicable laws, and regulations while addressing cybersecurity risks. Our program includes security technologies, policies, training, and processes that include vendor security and data security assessments and the strategic use of external security organizations. In order to provide oversight, our Aritzia Leadership Team reports quarterly to the Audit Committee on cyber security and enterprise risk management matters.

The Fiscal 2024 AIF provides details on our key risks and risk mitigation programs under the Risk Factors sections.

TRACEABILITY

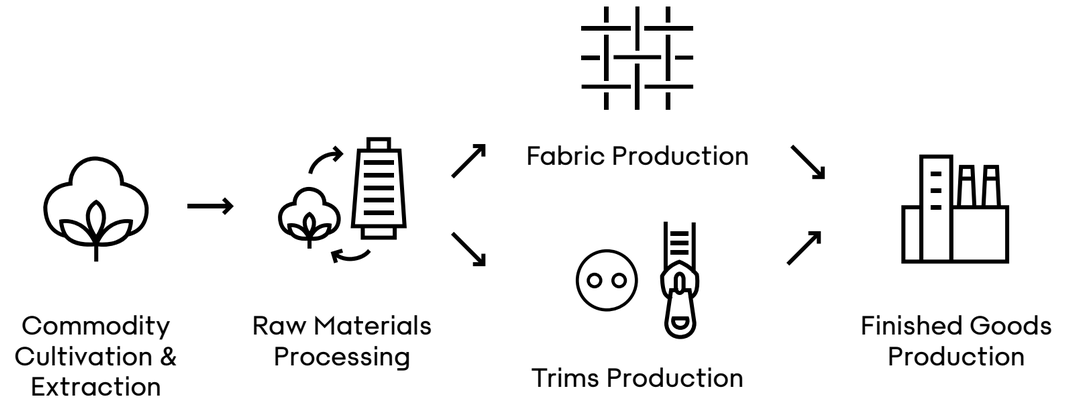
Effective and responsible management of the supply chain requires accurate and timely insight into our suppliers beyond our direct, finished-goods suppliers (Tier 1).

We directly select a large proportion of our fabrics and, therefore, many of our fabric and trims suppliers (Tier 2).

Over the past few years, we have continued to improve the traceability of our products and materials through the adoption of third-party certified, lower-impact materials, like the adoption of more responsible animal-derived and wood-based materials whose certifications have provided us with an understanding of and visibility into raw material (Tier 3) and/or commodity (Tier 4) sources. For example, our finished-goods supplier for our Good Cashmere Standard (GCS) certified products has direct relationships with their cashmere fibre suppliers, providing visibility into the herders, communities, and facilities where their cashmere fibre is sourced.

Beginning in Fiscal 2024 and continuing into Fiscal 2025, Aritzia is working on initiatives to further build transparency into its supply chain as our manufacturing, trade, sustainability, and product technology departments cross-functionally determine Aritzia's requirements to both manage supply chain risks and capitalize on supply chain opportunities. This is a complex, industry-wide issue with nascent and evolving solutions. We are currently assessing options, including sourcing a software platform, that will enable us to further improve our systemic supply chain transparency.

TIER-LEVEL VIEW OF OUR SUPPLY CHAIN



Partnerships, Memberships and Collaborations

Understanding that we make the greatest environmental and social impact by collaborating with organizations that are dedicated to making system-change across our industry, we're intentional about aligning with initiatives that reflect our Values and foster positivity in the communities we impact both locally and across the globe. Below are the organizations that we engaged with this year that are spotlighted throughout this report.

People

ORGANIZATION	TOPICS WE'RE WORKING ON TOGETHER	PAGE REFERENCE
THE BROTHERHOOD SISTER SOL	Community Engagement	pg. 28
Cause Me Care Foundation	Community Engagement	pg. 27
BetterWork	Human Rights, Working Conditions and Living Wages	pg. 21
MINERVA	Community Engagement	pg. 27
POW WOW PITCH	Community Engagement	pg. 28
STONEWALL Community Foundation	Equity, Diversity & Inclusion Community Engagement	pg. 28
UNION GOSPEL MISSION	Community Engagement	pg. 27
URBAN NATIVE YOUTH	Equity, Diversity & Inclusion Community Engagement	pg. 28

Governance

ORGANIZATION	TOPICS WE'RE WORKING ON TOGETHER	PAGE REFERENCE
Cascale	Product Stewardship	pg. 65
WE SUPPORT UN GLOBAL COMPACT	Human Rights, Working Conditions and Living Wages Talent Management Climate, Energy and GHG Emissions Product Stewardship Business Ethics	pg. 53

Planet

ORGANIZATION	TOPICS WE'RE WORKING ON TOGETHER	PAGE REFERENCE
AG AFIRM GROUP	Water	pg. 36
better cotton member	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 38
canopy	Product Stewardship	pg. 43
debrand	Product Stewardship	pg. 45
ECONYL®	Product Stewardship	pg. 40
THE GOOD CASHMERE STANDARD® by AbTF	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 41
Lenzing Innovative by nature	Product Stewardship	pg. 43
naia™ from Eastman	Product Stewardship	pg. 43
Textile Exchange	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 37

Supplemental Materials



IN THIS SECTION

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Independent Limited Assurance Report on Select Metrics

To the Directors of Aritzia Inc.

We have undertaken a limited assurance engagement of the following metrics (the subject matter) of Aritzia Inc. as presented within the FY2024 Aritzia Community ESG Report, during the calendar year ended December 31, 2023 unless otherwise noted[1]:

KEY PERFORMANCE INDICATOR (KPI)	FOR THE CALENDAR YEAR ENDED DECEMBER 31, 2023[1]
GHG Emissions - Direct (Scope 1) (tCO2e)	2,660
GHG Emissions - Indirect (Scope 2) (tCO2e) (location-based methodology)	4,706
% of in-scope finished-goods supplier facilities assessed by a third-party[1,2]	92%
% of finished-goods supplier facilities that have completed a Higg Facility Environmental Module (FEM) assessment[3]	84%
% of finished-goods supplier facilities that have had their Higg Facility Environmental Module (FEM) assessments independently verified by a third-party[3]	70%

ARITZIA INC.'S RESPONSIBILITY FOR THE SUBJECT MATTER

Aritzia Inc. is responsible for the preparation of the subject matter in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (The GHG Protocol) and management's internally generated criteria (the applicable criteria). Aritzia Inc. is also responsible for selecting the applicable criteria used. Aritzia Inc. is also responsible for the design, implementation and maintenance of internal control relevant to the preparation of the subject matter that is free from material misstatement, whether due to fraud or error.

OUR INDEPENDENCE AND QUALITY MANAGEMENT

We have complied with independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and of the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.

[1] For the KPI: % of in-scope finished-goods supplier facilities assessed by a third party: This metric is for the fiscal year from February 27, 2023 to March 3, 2024.

[2] For the KPI: % of in-scope finished-goods supplier facilities assessed by a third party: Assessments are conducted in accordance with Aritzia's Supplier Workplace Standards Program (Program). In-scope finished-goods supplier facilities are those that meet or exceed Aritzia's production unit threshold of 5,000 units, have production with Aritzia in Fiscal 2024, and in respect of which an assessment was required within Fiscal 2024 as per Aritzia's Program.

[3] For KPIs: % of finished-goods supplier facilities that have completed a Higg Facility Environmental Module (FEM) assessment and % of finished-goods supplier facilities that have their Higg Facility Environmental Module (FEM) assessments independently verified by a third-party: In-Scope for these KPIs are those suppliers with active facilities at December 31, 2022 and had production with Aritzia in the calendar year ended December 31, 2022, that self assess or are verified during the calendar year ended December 31, 2023.

Independent Limited Assurance Report on Select Metrics

pwc

OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the subject matter based on the procedures we have performed and evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board and in respect of greenhouse gas emissions, International Standard on Assurance Engagements (ISAE) 3410, *Assurance Engagements on Greenhouse Gas Statements* issued by the International Auditing and Assurance Standards Board.

These standards require that we plan and perform this engagement to obtain limited assurance about whether the subject matter is free from material misstatement.

A limited assurance engagement undertaken involves assessing the suitability in the circumstances of Aritzia Inc.'s use of the applicable criteria as the basis for the preparation of the subject matter, assessing the risks of material misstatement of the subject matter whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the subject matter. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Made inquiries of the persons responsible for the subject matter;
- Obtained an understanding of the overall governance and internal control processes relevant to the identification, management and reporting of the subject matter;
- Performed analytical reviews and trend analysis of the subject matter;
- Performed testing on a limited sample of the underlying data of the subject matter;
- Obtained a limited sample of third-party assessments performed; and
- Considered the disclosure and presentation of the subject matter.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Aritzia Inc.'s subject matter has been prepared, in all material respects, in accordance with the applicable criteria applied as explained in the subject matter.

SIGNIFICANT INHERENT LIMITATIONS

Non-financial data is subject to more limitations than financial data, given both the nature and the methods used for the determining, calculating, sampling, or estimating such data. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments.

GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Aritzia Inc.'s subject matter during the calendar year ended December 31, 2023 unless otherwise noted[1] is not prepared, in all material respects, in accordance with the applicable criteria.

PURPOSE OF STATEMENT AND RESTRICTION ON DISTRIBUTION AND USE OF OUR REPORT

The subject matter has been prepared in accordance with the applicable criteria to report and assist the management of Aritzia Inc. in assessing their select metrics. As a result, the subject matter may not be suitable for another purpose. Our report is intended solely for Aritzia Inc.

We neither assume nor accept any responsibility or liability to any third party in respect of this report.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Vancouver, BC

June 17, 2024

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[1] For the KPI: % of in-scope finished-goods supplier facilities assessed by a third party: This metric is for the fiscal year from February 27, 2023 to March 3, 2024.

Sustainability Accounting Standards Board (SASB) Index

As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards and has committed to maintain, enhance, and evolve the standards and encourages preparers and investors to continue to use them. In June 2023, the ISSB amended the climate-related topics and metrics in the SASB Standards to align them with the industry-based guidance accompanying IFRS S2 Climate-related Disclosures. In December 2023, the ISSB amended the non-climate-related topics and metrics in connection with the International Applicability of SASB Standards project resulting in SASB Version 2023-12.

This year marks the second year Aritzia has published a SASB Index. This index refers to relevant indicators from two SASB standards: Apparel, Accessories & Footwear (2018 standard); and E-commerce (2018 standard; selected disclosures).[49] We are working towards adoption of the latest 2023 standards.

[49] We have omitted indicators when content is proprietary or not part of our Materiality Topics Prioritization

KEY

- ● Full
- ◐ Partial
- ○ Omitted

SASB Standard - Apparel, Accessories & Footwear — Sustainable Industry Classification System (SICS)

MANAGEMENT OF CHEMICALS IN PRODUCTS

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	Aritzia requires its Tier 1 finished-goods suppliers to comply with our restricted substances list (RSL) and they are responsible to assure the compliance of their suppliers. Aritzia has not yet published its RSL.	◐	4.0 PLANET Water Chemistry
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	We have raw materials and product testing programs in place to review our products that go to market for compliance with our stringent requirements for fiber, fabric and production quality, and environmental and social responsibility.	◐	4.0 PLANET Water

Sustainability Accounting Standards Board (SASB) Index

SASB Standard - Apparel, Accessories & Footwear — Sustainable Industry Classification System (SICS)

ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement Includes discussion of entity's supply chain risks associated with discharge of water from supplier facilities and describes how it manages these risks	Quantitative + Discussion and Analysis	Percentage (%)	CG-AA-430a.1	Metrics not disclosed. Aritzia monitors its risks associated with discharge of water from Tier 1 finished-goods supplier facilities (for our exclusive brands) using the industry standard Higg FEM industry environmental monitoring tool and manages risk through the use of collaborative performance improvement plans (PIPs).	◐	4.0 PLANET Supplier Engagement
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's [now Cascale's] Higg Facility Environmental Module (FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	We collaborate with finished-goods supplier facilities to collect their facility-level environmental data through the Higg FEM. We collaborate with finished-goods supplier facilities to collect their facility-level environmental data through Higg FEM. The table below indicates the percentage of supplier facilities that have completed the Higg FEM self-assessment in calendar year 2023 (on their 2022 performance), as well as those that had their results independently verified by a third-party.	●	4.0 PLANET Supplier Engagement

FACILITY TYPE	% HIGG FEM ASSESSMENT COMPLETED	% VERIFIED
Tier 1 Finished-goods supplier facilities	84%	70%
Tier 2 Fabric supplier facilities	25%	10%

Based on total estimated global raw materials costs for the year ended December 31, 2022, 25% of Aritzia's fabric suppliers had one or more facilities complete the Higg FEM self-assessment. Of those, 10% had their assessments verified by a third-party (vFEM).

Aritzia continues to evolve its process for tracking the Higg vFEM completion rates of its Tier 2 suppliers facilities.

KEY

- ● Full
- ◐ Partial
- ○ Omitted

Sustainability Accounting Standards Board (SASB) Index

SASB Standard - Apparel, Accessories & Footwear — Sustainable Industry Classification System (SICS)

LABOUR CONDITIONS IN THE SUPPLY CHAIN

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	(1) 92% of in-scope finished-goods supplier facilities[50] assessed by a third-party. (2) 22 of our Tier 2 supplier facilities (fabric and trims supplier facilities) or Tier 3 supplier facilities have been assessed by a third-party. Aritzia continues to expand our supplier audit program into more of our Tier 2 supplier facilities. (3) 100% of assessments are conducted by a third-party specialty service provider.	●	3.0 PEOPLE Our Supply Chain Workplace Standards
(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits. Include a discussion of additional context around supply chain auditing, such as audit methodologies and supply chain transparency	Quantitative	Rate	CG-AA-430b.2	See report section for full details.	●	3.0 PEOPLE Our Supply Chain Workplace Standards
Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	Our expectations and requirements of every supplier are detailed in our Supplier Manual, which includes our Supplier Code of Conduct, which incorporates the principles and high-level. We update our requirements as needed to address any new identified risks and to align with new regulations. Aritzia identifies, assesses and determines climate-related risks through company-wide risk assessments and periodic assessments in both our operations and across our supply chain. These include materiality topics prioritizations, supply chain risk assessments, life cycle assessments (LCAs) and supplier data collection through the Higg FEM. We evaluate climate-related risks related to physical and transition risks in the short, medium and long term.	●	3.0 PEOPLE and 4.0 PLANET

KEY

● Full

◐ Partial

○ Omitted

[50] Assessments are conducted in accordance with our Supplier Workplace Standards Program (Program). In-scope finished-goods supplier facilities are those that meet or exceed Aritzia's production unit threshold of 5,000 units, have production with Aritzia in Fiscal 2024, and, in respect of which an assessment was required within Fiscal 2024 as per Aritzia's Program (refer to page 21 for more details on Aritzia's Supplier Workplace Standards Program)

Sustainability Accounting Standards Board (SASB) Index

SASB Standard - Apparel, Accessories & Footwear — Sustainable Industry Classification System (SICS)

RAW MATERIALS SOURCING

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
(2018 Standard): Description of environmental and social risks associated with sourcing priority raw materials (2023 Standard): (1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	CG-AA-440a.1 CG-AA-440a.3	COTTON (36%) Cotton is a plant-based fibre that can be a water intensive crop. Conventional cotton farming uses synthetic pesticides and fertilizers. We support farming programs with methods to reduce the use of water as well as reduce or eliminate pesticides and fertilizers. Cotton is our most-used fibre, and we rely on the availability of quality cotton. If we do not support more sustainable, lower-impact cotton, then our primary fiber may not be available or could be available in lesser volumes or poorer quality than required. If that were to happen, then the product offering could be affected. We are working toward our goal of using 100% cotton from Better Cotton, organic, or otherwise certified sources by 2027. To achieve this goal, we source cotton that is recycled, organic or regenerative. POLYESTER (22%) Polyester is a synthetic fiber derived from fossil fuels. There are inherent risks related to the use of polyester, including microplastic pollution and promoting the use of fossil fuels. It is needed for strength and performance of some products. If regulation against fossil fuel-derived materials or the mitigation of microplastic pollution comes into force quickly, then several of our polyester products could need to be redesigned. The opportunity with such regulation could be an industry shift to more innovative fibers that are brought to scale quickly. We are working to increase our use of recycled polyester. Aritzia is working toward increasing our use of recycled alternatives made from waste that would otherwise go to landfills. Our recycled polyester is either certified by Global Recycled Standard (GRS) or Recycled Claim Standard (RCS). We work closely with fabric mills to explore recycled fabric options whenever available, assessing each option to ensure quality is never compromised. POLYMIDE (19%) To learn more about risks and opportunities, refer to our CDP Climate Response and the "RISK FACTORS" section of our Annual Information Form (AIF).	●	4.0 PLANET Materials

KEY

- ● Full
- ◐ Partial
- ○ Omitted

Sustainability Accounting Standards Board (SASB) Index

SASB Standard - Apparel, Accessories & Footwear — Sustainable Industry Classification System (SICS)

RAW MATERIALS SOURCING

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
(2018 Standard): Percentage of raw materials third party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage (%) by weight Metric tonnes (t)	CG-AA-440a.2	(1) Natural fibres: Cotton – 5791.9 (t); Synthetics: Polyester – 3616.51 (t) Polyamide – 3049.038 (t) (2) Natural Fibres: Cotton – 42% to the following standards: • Better Cotton (BC) • Global Organic Textile Standard (GOTS) • Organic Content Standard (OCS) • regenagri® • Global Recycled Standard (GRS) Synthetics: Polyester – 37% Global Recycled Standard (GRS) or Recycled Claim Standard (RCS) Polyamide – 3% Global Recycled Standard (GRS), ECONYL Recycled Claim Standard (RCS), or ECONYL® regenerated nylon	●	4.0 PLANET Materials
(2023 Standard): (1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard			CG-AA-440a.4			

ACTIVITY METRIC

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE	REPORT COVERAGE	REFERENCE REPORT LOCATION
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1			000.A	Not disclosed.	○	

KEY

● Full

◐ Partial

○ Omitted

Glossary

TERM	DEFINITION
Ancient and Endangered Forests	Intact forest landscapes that have been made rare due to human activity, and/or forests that are ecologically critical for the protection of biodiversity.
Belonging	One of Aritzia's three Community People pillars. Belonging refers to Aritzia's accountability and activities related to Equity, Diversity & Inclusion (EDI).
Carbon Offsets	Carbon offsets are issued by projects whose activities lower the amount of carbon dioxide emitted (or already existing) in the atmosphere. Each carbon offset absorbs one tonne of carbon dioxide from the atmosphere. Through the purchase of carbon offsets equivalent to carbon emissions, emissions are neutralized.
Circularity	An approach aligning with the principles of a circular economy, which aims to create a closed-loop system through reducing waste and maximizing the lifespan of products and materials. Key aspects include designing for longevity and durability, using materials and production methods that minimize waste and environmental impact, encouraging reuse and repair, and implementing systems that allow for product to be fully recycled or biodegradable at end of life.
Climate	One of Aritzia's three Community Planet pillars. Climate refers to the activities of Aritzia and its value chain that relate to emissions, energy, adaptation, and resilience.
Client	This refers to anyone who purchases products from Aritiza on aritzia.com or in our boutiques.
Community	At Aritzia, Community encompasses our strategy, commitment, philosophy, and contributions toward People and the Planet.
DCs	Distribution Centre (DC) refers to Aritzia's owned facilities where products are received from suppliers and distributed to clients and boutiques. This does not include Aritzia's third-party logistics providers.
Fabric Supplier	An entity that manufactures textiles and other fabric products using raw materials. Also known as Tier 2 supplier.
Facility vs. Supplier	Suppliers refer to the governing companies Aritzia sources products or materials from who may own more than one facility where production or manufacturing activities take place.
Finished-Goods Supplier	An entity that Aritzia works with directly, where Aritzia's final product is sourced from. Also known as Tier 1 supplier.
Greenhouse Gas (GHG)	Greenhouse gases trap heat from the sun, causing the planet's average temperature to increase. The primary sources of greenhouse gas emissions are caused by human activities, including burning fossil fuels for electricity, heat, and transportation.
Higg FEM	The Higg Facility Environmental Module (FEM) is an industry tool, developed by Cascale, used to evaluate the environmental management and performance of suppliers against key impact areas: energy, water, wastewater, air emissions, waste, and chemicals.

Glossary

TERM	DEFINITION
Informal Training	At Aritzia, this includes onboarding support, on-the-job coaching, guidance from managers and leaders, and developmental conversations.
Lower Impact	This is a descriptor of products, materials, or practices that cause less harmful impact to the environment, relative to their conventional counterparts.
Materials	One of Aritzia's three Community Planet pillars. Materials encompasses those used in our products (including but not limited to synthetic, plant based, animal derived); materials used in our packaging; as well as the end-of-life destination and waste of all materials (product, packaging and domestic).
Opportunity	One of Aritzia's three Community People pillars. Opportunity refers to the jobs, wages, benefits, investments, and tools provided to People by Aritzia.
People	People, with a capital P, refers to our own employees who work within our Support Offices, Distribution Centres, Boutiques, and Concierge Team.
Regenerative	A view of agriculture using a set of farming practices that work with nature instead of against it, rebalancing ecosystem's natural function. These practices include restoration of soil health, protecting biodiversity and contributing to carbon negative agriculture.
Renewable Energy Credits (RECs)	Renewable Energy Credits (RECs) represent energy generated by renewable energy projects, such as solar or wind power initiatives, that Aritzia supports through the purchase of credits. RECs represent the clean energy attributes of renewable electricity and are not equivalent to purchasing electricity.
Responsibly Managed Forests	Independently certified forests to standards that promote sustainable forest management, including: Forest Stewardship Council (FSC®) and Program for Endorsement of Forest Certification (PEFC™).
Scope 1 Emissions	Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources controlled or owned by an organization.
Scope 2 Emissions	Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. They are calculated using a location-based methodology.
Scope 3 Emissions	Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain.
Social Impact	The impact of Aritzia's programs focused on respecting and upholding human rights and workplace standards for our suppliers' workers.
Specialty Service Providers	This refers to third-party individuals or organizations hired by Aritzia to carry out specified work and provide a specialized set of knowledge or capabilities.

Glossary

TERM	DEFINITION
Trim Supplier	An entity that manufactures materials or components used in apparel and accessories that are not the main fabric, like zippers, snaps, buttons, labels, and hangtags. Also known as Tier 2 supplier.
Value Chain	The entire scope of processes and activities that Aritzia's business impacts, from raw material extraction in our upstream operations to product design in our direct operations, all the way to our products' end of life in our downstream operations.
Vancouver Support Campus	Vancouver Support Campus is Aritzia's headquarters in Vancouver, BC, Canada, where we operate two Support Office buildings that the majority of Aritzia's corporate employees work from.
Water	One of Aritzia's Community Planet pillars. Water refers to the activities of Aritzia and its value chain that relate to freshwater consumption and chemical use.
Wellbeing	One of Aritzia's three Community People pillars. Wellbeing refers to the activities and support that Aritzia provides regarding mental, physical, financial, and social health.
Workers	This refers to people working within Aritzia's supply chain.

CYC Design Corp. Scoping Analysis



MATERIALITY ASSESSMENT AND SCOPING ANALYSIS FOR CYC DESIGN CORP. (CYC)

On June 25, 2021, Aritzia acquired 75% of the common shares in CYC Design Corp. (CYC), a leading designer and manufacturer of premium athletic wear — Reigning Champ (RC). CYC's results of operations, financial position, and cash flows are included in Aritzia's consolidated financial statements from the date of acquisition. Aritzia acquired the remaining 25% on May 26, 2023.

FINANCIAL IMPACT ANALYSIS

CYC comprises approximately 1.0% of Aritzia's consolidated total assets and 1.2% of Aritzia's consolidated net revenues. Based on these results, management concluded that CYC's impact to Aritzia's total financial position and financial results is not material.

GREENHOUSE GAS EMISSIONS IMPACT ANALYSIS

CYC's impact on Aritzia's Annual GHG Emission Inventory for Fiscal 2024 was calculated using the Cost-of-Goods-Sold spend-based methodology. CYC's GHG emissions represent approximately 0.7% of Aritzia's Annual GHG Emission Inventory for Fiscal 2024. Based on these materiality calculations, management concluded that CYC's impact to Aritzia's Annual GHG Emissions Inventory is not material.

FORWARD LOOKING

Management will continue to assess the impact of any forecasted growth of CYC's operations to Aritzia's consolidated sustainability related KPIs and metrics and potential future inclusion as we work towards full integration of our sustainability processes, practices, procedures, and systems.

Forward-Looking Statements

Certain statements made in this document may constitute forward-looking information under applicable securities laws. Although Aritzia's believes that the forward-looking statements are based on information, assumptions and beliefs that are current, reasonable, and complete, such information is necessarily subject to a number of business, economic, competitive and other risk factors that could cause actual results to differ materially from management's expectations and plans as set forth in such forward-looking information. Specific forward-looking information in this document include, but are not limited to, statements relating to: our adoption of disclosure and reporting standards and ability to align with incoming regulatory requirements and sustainability reporting standards; our Community goals, underlying targets and positioning against those targets; our focus and investments in People programs; the development of data collection systems, internal controls and reporting infrastructure capabilities; the expansion and continuation of supply chain transparency and programming; the timing of third-party assessments; our review of our human rights due diligence processes and related action plans; our development of a formal climate strategy; the publication of our science-based emission reduction targets; the development of our water strategy; our compliance with product regulatory requirements; our consideration for alternative sourcing strategies; our exploration of end-of-life product solutions; our plans to manage and mitigate key ESG risks; our promotion of our risk management principles; our future Materiality Assessments; and, ESG priority areas, plans, targets and expectations for FY25 and beyond.

These statements are based upon the current expectations and beliefs of management and are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in discussed in the "Risk Factors" section of our Fiscal 2024 Management's Discussion & Analysis and Fiscal 2024 Annual Information Form which are incorporated by reference into this document. A copy of these documents and Aritzia's other publicly filed documents can be accessed under Aritzia Inc.'s profile on SEDAR+ at www.sedarplus.com.

Readers are urged to consider the risks, uncertainties and assumptions carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information. The forward-looking information contained in this document represents our expectations as of the date of this document (or as of the date they are otherwise stated to be made) and are subject to change after such date. We disclaim any intention, obligation or undertaking to update or revise any forward-looking information, whether written or oral, as a result of new information, future events or otherwise, except as required under applicable laws.

