



FY2025

Aritzia Impact Report

TABLE OF CONTENTS

2	1.0 INTRODUCTION	19	4.0 PLANET
3	About This Report	20	Climate
4	A Message from Our Chief Executive Officer and Chief Impact Officer	26	Water
		27	Materials
		32	Supplier Engagement
5	2.0 STRATEGY	33	5.0 GOVERNANCE
6	Our Approach	34	Environmental and Social Governance
7	Our Progress on Goals	35	Risk Management
		36	Materiality Assessment
9	3.0 PEOPLE	38	Business Ethics and Responsible Business Conduct
10	Our People	39	Partnerships, Memberships & Collaborations
13	Our Supply Chain		
17	Communities		
		40	6.0 SUPPLEMENTAL MATERIALS
		41	Independent Limited Assurance Report on Select Metrics
		42	GHG Emissions Data
		45	Sustainability Accounting Standards Board (SASB) Index
		48	Glossary
		53	Forward-Looking Statements

Introduction

IN THIS SECTION

About This Report

A Message from Our Chief Executive
Officer and Chief Impact Officer



About This Report



FY2025 Aritzia Impact Report

The FY2025 Aritzia Impact Report provides an update on our People and Planet initiatives — also known as our Impact work — highlighting the progress we’ve made against our Impact goals and their associated targets. This report covers the related business activities and performance metrics for our fiscal year, March 4, 2024 to March 2, 2025, referred to as Fiscal 2025 or FY2025 throughout this report, unless otherwise specified.

This update builds on the foundational programs and sustainability strategies described in last year’s FY2024 Aritzia Community™ | ESG Report with a brief overview of our progress on select strategic initiatives. In Fiscal 2025, we began adopting the recently published Canadian Sustainability Standards Board’s (CSSB) Disclosure Standards (S1 and S2) as a leading practice sustainability reporting framework to complement our continued reporting of disclosures aligned to the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Standard.

We are also preparing for California’s new climate reporting regulations, as amended by SB-219. Prior to the January 1, 2026, deadline, we will publish a standalone report on our website detailing Aritzia’s climate-related financial risks and mitigation strategies to the extent required by the California Air Resources Board (CARB) under SB-261.

This report should be read in conjunction with our [Annual Financial Report](#), in addition to our key corporate governance reporting, which includes our [Annual Information Form \(AIF\)](#) and [Management Information Circular \(MIC\)](#). This report is further supplemented every year through our CDP report submission.

¹In Fiscal 2025, CYC comprised approximately 0.9% of Aritzia’s consolidated total assets and 1.4% 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 to include in this Impact Report.

This report covers Aritzia’s direct operations and, where specified, includes supplier-related information. Unless otherwise stated, all supplier and product-related data reflects only Aritzia’s exclusive brands and excludes third-party brands sold through our retail network and eCommerce platform. With the exception of greenhouse gas (GHG) emissions data and the data in Our People section, or as otherwise stated, this report does not include information related to CYC Design Corp Inc. (Reigning Champ brand) or A-OK operations, which represent an insignificant portion of our business¹.

In Fiscal Years 2024 and 2025, we obtained limited assurance from a third party over Aritzia’s Scope 1 and 2 GHG emissions. For details, refer to the Independent Assurance Report in the Supplemental Materials [section](#). We continue to review and improve our data collection, validation, and reporting processes in anticipation of expanding assurance and regulatory requirements related to Scope 3 GHG emissions and other key metrics over time.

Sustainability and climate-related disclosures contain inherent limitations due to the nature of and methods used to determine nonfinancial information. We recognize and monitor evolving measurement methodologies to help support accurate and complete reporting. As a result, we anticipate the need to update our measurement methodologies as improvements emerge. This may necessitate amendments to calculations for our current and previous reporting periods, including our baseline. Current methodologies, estimates, and other assumptions are based on information available during the current reporting period.

Where data has been restated throughout the report, we have addressed the nature and significance of the changes.

All information in this report is current only as of the original date of publication, unless otherwise specified. For more information, see Forward-Looking Statements.

A Message from Our Chief Executive Officer and Chief Impact Officer

At Aritzia, our dedication to Everyday Luxury™ extends beyond the products and experiences we create. It includes the impact we have on the People across our value chain and the Planet we rely on. Across our business we're guided by our Impact Purpose: to create A Better Everyday. Together.™

To do so, we must continually evolve our practices amidst a constantly shifting landscape and remain focused on doing what's right — both for our business and for the communities we touch.

In Fiscal 2024, we established a department dedicated to Impact and appointed our first-ever Chief Impact Officer. Now, with this foundation in place, we have continued to integrate this work more deeply across our operations in Fiscal 2025. Our investments into Impact are important to building a resilient business. To better represent the progress we're making, we've introduced the Impact Report, formerly the ESG Report. By renaming the report, we're acknowledging that our efforts go beyond compliance — they are central to how we create long-term value for our business.

As we continue to grow our business, we're deepening our efforts to embed sustainability into how we operate — focusing on the areas where we can make the greatest impact. Across our supply chain, this means continuing to invest in preferred materials and collaborating with partners to advance responsible business practices.

More broadly, we've expanded our climate strategy by setting science-based greenhouse gas emissions reduction targets. These targets were validated by the Science Based Targets initiative, reinforcing our commitment to taking meaningful action to mitigate climate change.

Additionally, we've enhanced our reporting practices to support greater transparency through clear, credible, and verifiable disclosures.

Fiscal 2025 was a foundational year focused on building long-term impact in an increasingly regulated sustainability landscape. We evolved our approach to Impact by prioritizing measurable progress, transparency, and accountability.

As we scale, we remain grounded in our Values — Creativity, Loyalty, Excellence, Good Judgment, Integrity, and Teamwork. These principles shape our culture and inform how we navigate challenges. Amidst the changes and uncertainties in our external landscape, Aritzia remains committed to working in a responsible way. And since we know trust is built on transparency, we're dedicated to sharing our sustainability efforts and progress.

With an ambitious vision for the future, we're excited for what's ahead. Thank you for your continued support as we work toward A Better Everyday. Together.™



Jennifer Wong
Chief Executive Officer



Renée E. Tirado
Chief Impact Officer

Strategy

IN THIS SECTION

Our Approach

Our Progress on Goals



Our Approach

Impact

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.

Our approach to Impact takes into account our entire value chain, including our workplaces, our supply chain, and the communities we impact, with our Materiality Assessment² guiding how we prioritize and report on our efforts.

As our industry and the global landscape evolve, we regularly assess sustainability-related risks and opportunities, and use the insights obtained to inform our Impact-strategic initiatives. We’re committed to making continued strides toward A Better Everyday. Together.™

PEOPLE

Aritzia engages with a range of stakeholders, including clients, employees, supply chain partners, and communities who neighbour our operations. Across these stakeholder groups, we believe in the value of creating Opportunities, supporting Wellbeing, and fostering a culture of Belonging.

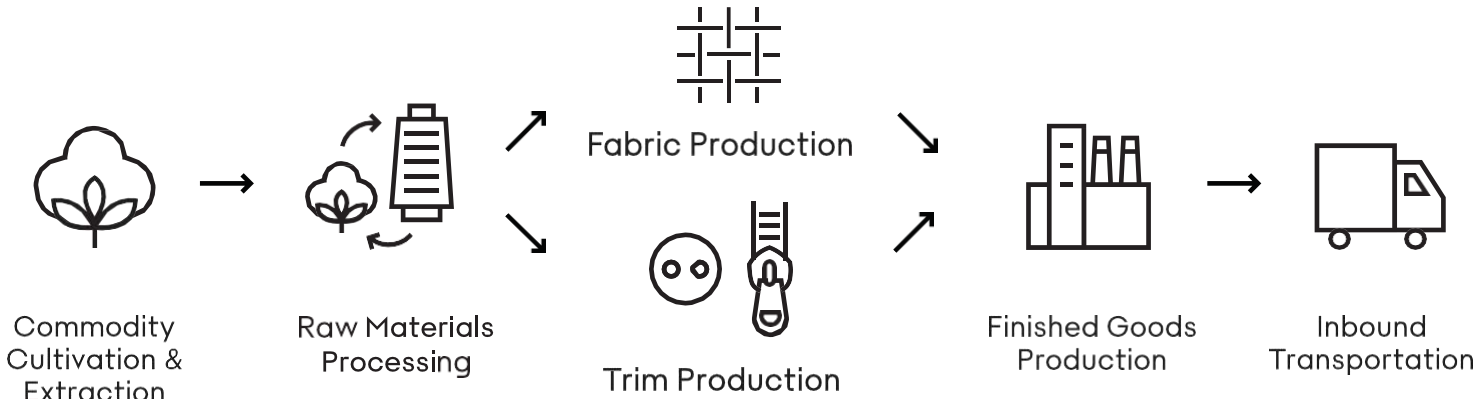
PLANET

We consider our environmental impact across our value chain — from the sourcing of raw materials to product end of life. Our focuses include evaluating our business’s effect on climate and water, and beginning to understand our impact on biodiversity to help guide meaningful action and mitigate our footprint.

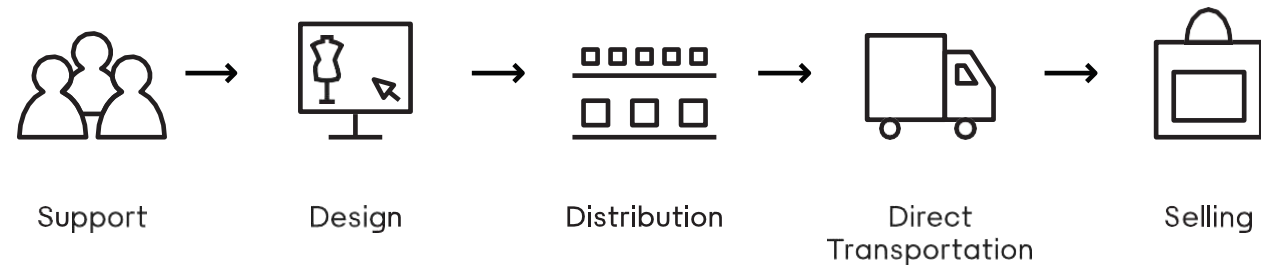
²See the Materiality Assessment [section](#) of this report for more details on our methodology, alignment with our Impact priorities, and results. In this Impact Report, we provide disclosures on sustainability topics, including climate-related matters, that may not meet the definition of materiality under applicable securities laws. When we discuss “materiality” in this context, it may be different than how we consider materiality for disclosure requirements under applicable securities laws and stock exchange requirements.

Aritzia’s Value Chain

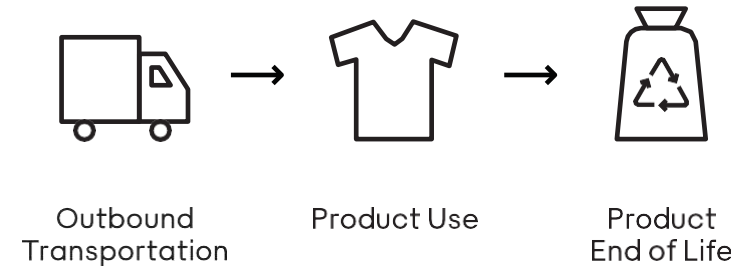
UPSTREAM OPERATIONS



DIRECT OPERATIONS



DOWNSTREAM OPERATIONS



Our Progress on Goals

The following targets, informed by the results of our Materiality Assessment, and as established in Fiscal 2023, measure our progress against our Goals.

People

GOAL	MATERIALITY OPPORTUNITY	MEASURING OUR IMPACT	FISCAL 2024	FISCAL 2025 PROGRESS	TARGET	TARGET YEAR
GROW OUR WORLD-CLASS TALENT AND SUPPORT MEANINGFUL, LONG-TERM CAREERS	Talent Management	Average # of hours of formal training provided per employee annually	10 hours	12 hours	14 hours	Fiscal 2027
		%of corporate positions, manager-level or below, filled by internal pipeline of up-and-coming talent	47%	62%	50%	Fiscal 2027
		%participation in employee engagement survey	90%	90%	85%	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	100%	100%	100%	Annually
FOSTER BELONGING ACROSS OUR WORKPLACES	Equity, Diversity & Inclusion	%involvement and belonging score in employee engagement survey	75%	80%	83%	Fiscal 2027
		%engagement score in employee engagement survey	60%	67%	75%	Fiscal 2027
PROMOTE FAIR AND SAFE WORKING CONDITIONS WITH OUR SUPPLIERS	Human Rights, Working Conditions and Wages	%of in-scope finished goods supplier facilities ³ assessed ⁴ by a third party	92%	99%	100%	Annually
		%of in-scope fabric and trim supplier facilities ⁵ assessed by a third party	37% ⁶	43% ⁶	100% ⁷	Fiscal 2027
		%of in-scope finished goods supplier facilities with worker voice programs	6 facilities	6 facilities	100% ⁸	Fiscal 2028
INVEST IN THE COMMUNITIES WE SERVE TO DRIVE POSITIVE CHANGE	Community Engagement	Cumulative \$ value invested in Community™ partners	\$12.2M	\$12.5M (\$24.8M cumulative)	\$50M Cumulative ⁹	Fiscal 2028

³In-scope finished goods supplier facilities means those that meet or exceed Aritzia’s production unit threshold. As at February 24, 2025, the production unit threshold was increased from up to 5,000 units to up to 20,000 units as we work to grow our business.

⁴Assessments are conducted in accordance with Aritzia’s Supplier Workplace Standards Program (Program). In-scope finished goods supplier facilities means those that meet or exceed Aritzia’s production unit threshold, have production with Aritzia in Fiscal 2025, and in respect of which an assessment was required within Fiscal 2025 as per Aritzia’s Program.

⁵In-scope fabric and trim supplier facilities (Tier 2) include those selected to participate in Aritzia’s Program based on level of partnership and/or those producing key materials.

⁶Based on finished goods purchases made and product received in each of the respective fiscal years. Purchase data is currently limited to include only primary fabrics and yarn and excludes trims. This is a cumulative metric, using the respective fiscal year purchase data, which means each year we include the assessments performed since we started the program in Fiscal 2023 and the purchase data for the fiscal year reported.

⁷Cumulative coverage from Fiscal 2023 to the end of Fiscal 2027.

⁸Cumulative coverage from Fiscal 2023 to the end of Fiscal 2028.

⁹Cumulative total commitment over the next five years (from Fiscal 2024 to the end of Fiscal 2028).

Planet

GOAL	MATERIALITY OPPORTUNITY	MEASURING OUR IMPACT	FISCAL 2024	FISCAL 2025 PROGRESS	TARGET	TARGET YEAR
REDUCE SCOPE 1, 2, AND 3 GREENHOUSE GAS EMISSIONS	Climate, Energy, and GHG Emissions	Establish science-based emissions reduction targets	In progress	Targets published ¹⁰	Publish	Fiscal 2025
SOURCE RENEWABLE ELECTRICITY FOR OUR OWNED AND OPERATED WORKPLACES	Climate, Energy, and GHG Emissions	%of electricity from renewable sources (Scope 2) ¹¹	100%	100%	100%	Annually
REDUCE THE USAGE OF WATER AND PROTECT ITS QUALITY	Water	Water strategy established and approved	In progress	Strategy established	Publish	Fiscal 2025
ADOPT PREFERRED MATERIALS AND PROMOTE ENVIRONMENTAL STEWARDSHIP THROUGHOUT PRODUCTION PROCESSES	Product Stewardship	%of customer packaging ¹² including 100% preferred and only recyclable materials	71%	73%	90%	Fiscal 2027
		%of finished goods supplier facilities that completed the Higg verified Facility Environmental Module (vFEM) ¹³	70%	75%	100%	Fiscal 2027
		%of in-scope fabric supplier facilities ¹⁴ that completed the Higg vFEM	10%	15% ¹⁵	100% ¹⁶	Fiscal 2027
		%of cotton that is Better Cotton, organic, or otherwise certified	54%	81%	100%	Fiscal 2027
		%of polyester derived from recycled content	24%	22%	45%	Fiscal 2027
		%of wood-based cellulosic sourced from responsibly managed forests	72%	78%	100%	Fiscal 2027
		%of designers trained on circular design Principles	0%	0%	100%	Fiscal 2027

¹⁰Published in this report for the first time. See Climate [section](#) for targets.

¹¹Maintain annual target.

¹²Excludes A-OK Cafe food and beverage packaging.

¹³See Planet Supplier Engagement [section](#) of this report for information on the update of this target in Fiscal 2025.

¹⁴In-scope fabric supplier facilities (Tier 2) include those selected to participate in Higg vFEM based on level of partnership and/or those producing key materials.

¹⁵Based on total finished goods purchased and received during the 12 months ended December 31, 2022 and 2023, respectively, in order to compare to the relevant Higg data's environmental performance year. Purchase data is currently limited to include only primary fabrics and yarn and excludes trims.

¹⁶Cumulative coverage from Fiscal 2023 to the end of Fiscal 2027.

People

IN THIS SECTION

- Our People

Opportunity
Wellbeing
Belonging
- Our Supply Chain

Human Rights
Workplace Standards
Our Programs in the Supply Chain
- Communities

Opportunity
Wellbeing
Belonging

RELEVANT UN SUSTAINABLE DEVELOPMENT GOALS (UNSDGs):

3

GOOD HEALTH AND WELLBEING

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES



Aritzia employees meeting at Vancouver Support Campus, Canada.

Our People

Opportunity

OUR GOAL:

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

EMPLOYEE TRAINING

We promote a culture of growth and know that development happens both through formal training and in our day-to-day work, including on-the-job coaching, guidance from managers, and performance conversations.

In Fiscal 2025, we provided an average of 12 hours of formal training to each employee, exceeding a total of 95,000 hours delivered across all our workplaces. Our formal training includes in-person and remote instructor-led sessions, as well as online courses through Aritzia University — our internal learning platform, which hosts courses available to our People across all workplaces.

Our progress was driven primarily by the launch of new courses within Aritzia University’s School of Management, which support the development of personal growth and leadership effectiveness. The launch included an updated onboarding program for Boutique managers that focuses on exposure and experience training. Expanding on our pre- existing offering of Aritzia University School of Management courses, the 25 courses launched in Fiscal 2025 cover a range of topics including:

- Black History and Awareness
- Communication
- Conflict Management
- Cross-Functional Collaboration
- Indigenous History and Awareness
- Mental Wellbeing
- Psychological Safety
- Recognition

SUPPORTING UP-AND- COMING TALENT

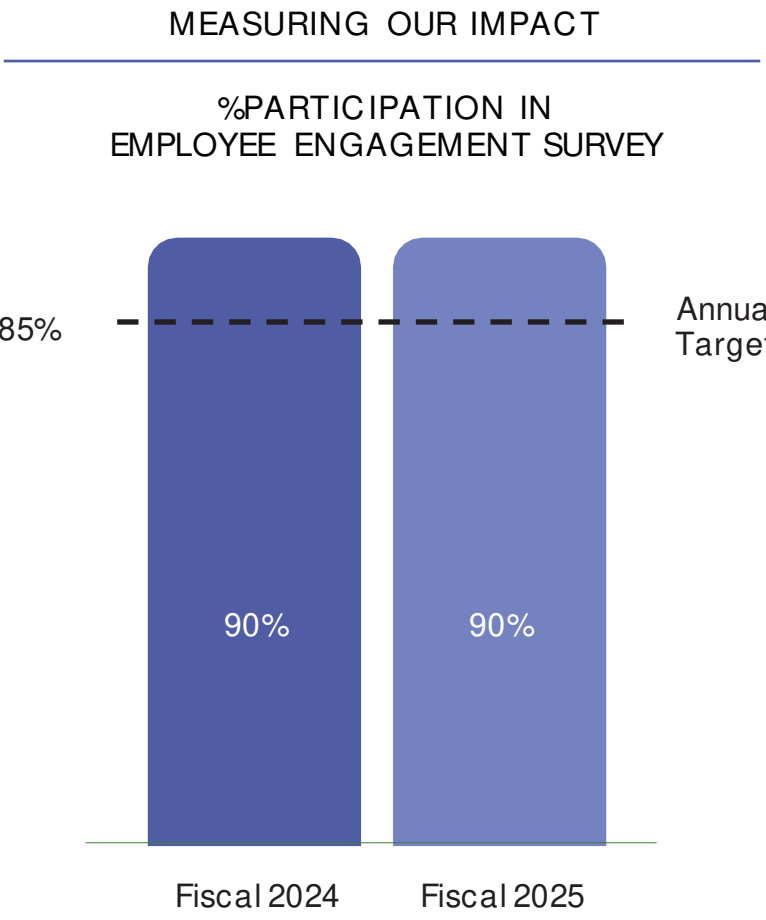
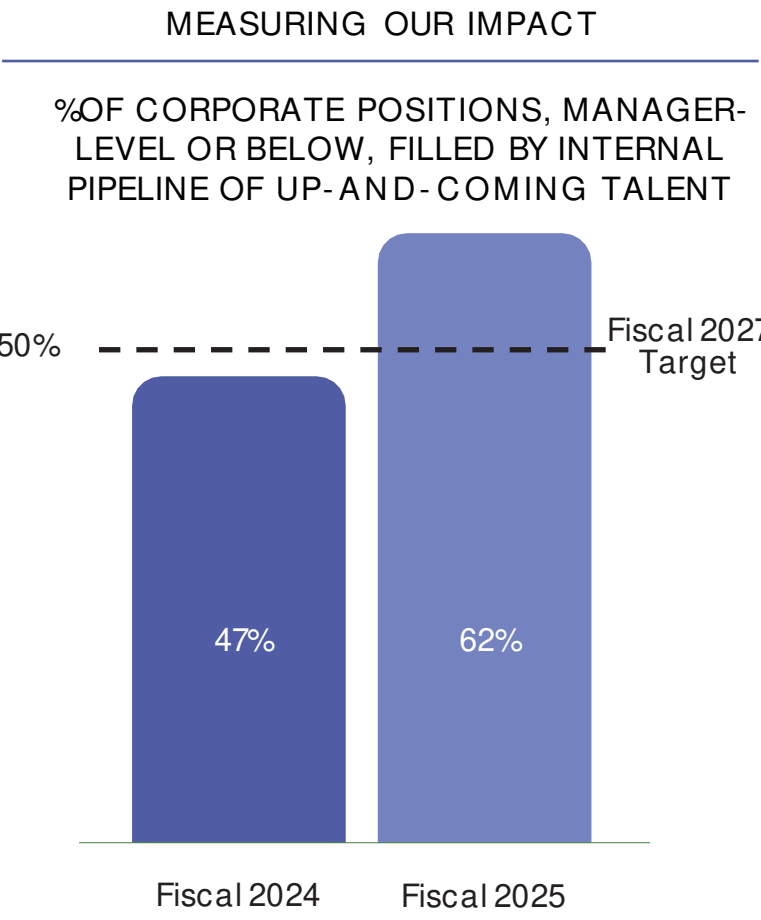
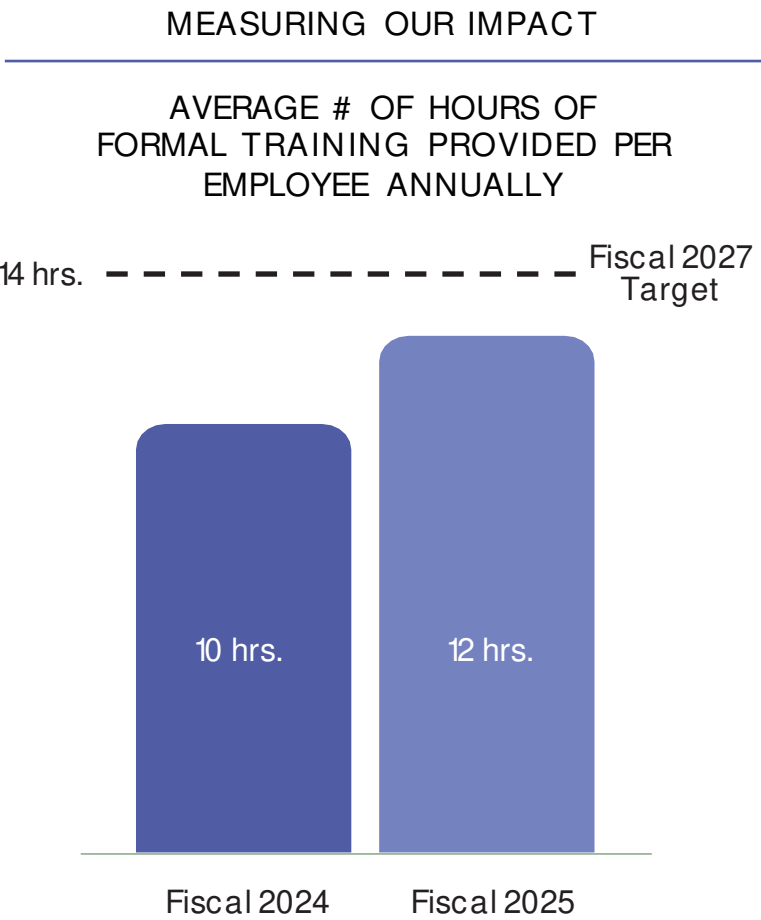
Our longest-running recruitment program has been the Aritzia People Pipeline (APP) Program, which elevates talent from Aritzia’s frontlines — our Boutique, Concierge, Distribution Centre, and Food & Beverage Teams — to corporate roles at our Support Offices. In Fiscal 2025, 62%of our eligible, manager-level or below corporate positions were filled by our APP Program’s up-and-coming talent. We surpassed our target of 50%by Fiscal 2027, reinforcing our commitment to developing and promoting from within. As our business grows and more job opportunities emerge across all workplaces, we remain dedicated to looking internally first to support career growth and long-term success.

LISTENING TO OUR PEOPLE

Our annual confidential Aritzia Asks Engagement Survey is a tool that helps us to develop an understanding of how employees feel across three important areas which are standard benchmarks in our industry:

- Engagement,
- Manager Effectiveness
- Performance Enablement

The insights gained from the results inform our investments across our People Programs. It’s a platform for employees to voice what they value about working at Aritzia and provide input on how we can raise the bar. It focuses primarily on employee engagement and explores other factors that drive engagement such as culture, communication, growth and development, and recognition. In our Fiscal 2025 Aritzia Asks Engagement Survey, we continued to surpass our participation target, achieving a 90%participation rate across all our People.

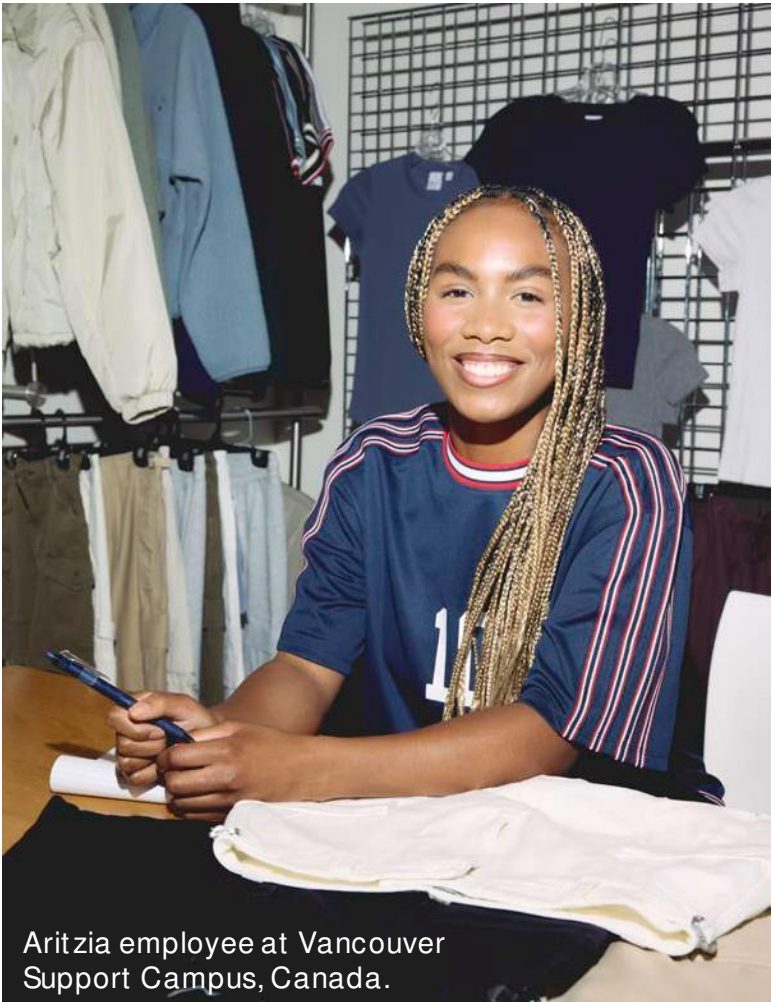
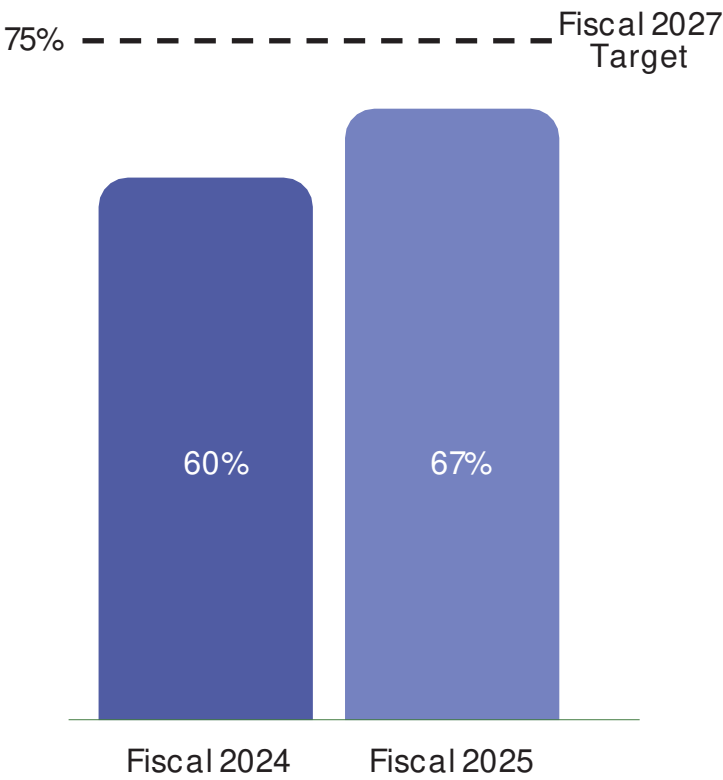


Wellbeing

OUR GOAL:
Foster Wellbeing across our workplaces

MEASURING OUR IMPACT

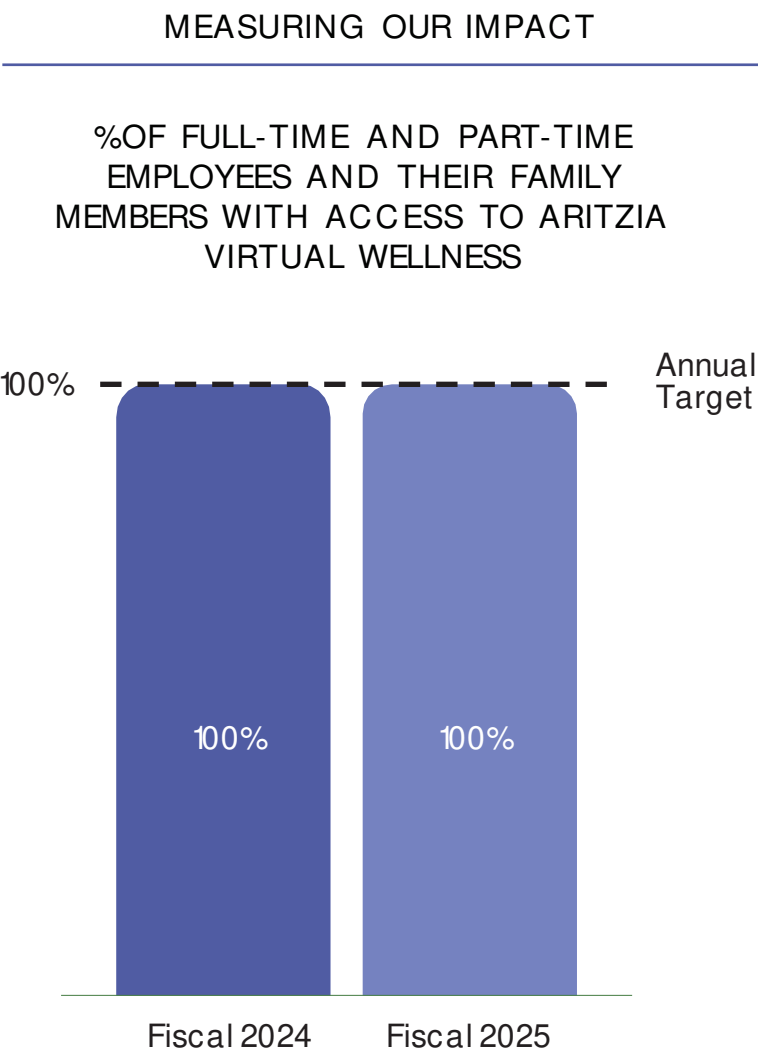
%ENGAGEMENT SCORE IN EMPLOYEE ENGAGEMENT SURVEY



Overall, our engagement score was 67%for Fiscal 2025. While this represents an increase of 7 percentage points from the previous year, we recognize there is more work to do, and we are committed to reaching our Fiscal 2027 target.

A few factors that may have contributed to the year over year improvement include:

- 1. Kickstarting our Culture Evolution work, including the recent introduction of our Culture Outcomes that support our People’s understanding how our Values come to life
- 2. High manager effectiveness, which reflects trust and connection between individuals and their immediate managers
- 3. Improvements that enable our People’s performance, such as continued optimization of tools and technology
- 4. Continued support of our People’s development through formal training including our new School of Management courses



At Aritzia, we are committed to our People’s wellbeing through every stage of personal and professional growth. In Fiscal 2025, we continued to achieve our target of providing 100%of full-time and part-time employees and their family members with access to our modern health and wellness program, Aritzia Virtual Wellness. This program provides our People with 24/7 access to healthcare support, resources, and information, including mental health specialists and overall wellbeing support, anytime, any day.

We provide our full-time employees with comprehensive benefits packages that include extended health and dental benefits covering a wide range of services. In Fiscal 2025, we officially introduced the Aritzia Baby Leave Program, our parental leave program.



The program includes our new Aritzia Baby Leave Top-Up, which is designed to support our People as they grow their families by providing top-up payment alongside any government-funded Maternity and Parental Benefits following the birth or adoption of a child. This program provides enhanced support and helps alleviate financial stress for expanding families by ensuring 100%of eligible employees’ salaries for up to 16 weeks, regardless of their gender or whether they welcome their child through birth, adoption, or surrogacy.

We continue to listen to our people to understand how we can support their wellbeing.

Belonging

OUR GOAL:

Foster Belonging across our workplaces

Progress on our goal pertaining to Belonging is measured in part through the involvement and belonging score in our Aritzia Asks Surveys.

The increase of 5 percentage points in this score from Fiscal 2024 to Fiscal 2025 is an indication that our Belonging programs are resonating with our People. With this information, we will continue to invest in the programs discussed throughout this section in pursuit of our goal.

We believe in taking a holistic approach to supporting our People’s sense of belonging and aim to integrate involvement and belonging tactics into our talent management processes. In the year ahead, we will provide education, tools, and insights to our client-facing employees on an ongoing basis to help develop inclusive people leaders and create a culture of safety.

FOSTERING BELONGING THROUGH ALLIANCE

A key driver of our People’s sense of belonging continues to be Aritzia’s People Resource Groups (PRGs), which saw growing participation and engagement in Fiscal 2025. Aritzia’s PRGs were established 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 safe and inclusive workplace aligned with our business objectives and goals.

The active PRGs in Fiscal 2025 included:

- THE MELANIN PROJECT
- ARITZIA ASIAN ALLIANCE
- ARITZIA PRIDE COLLECTIVE
- WOMEN IN COMMON

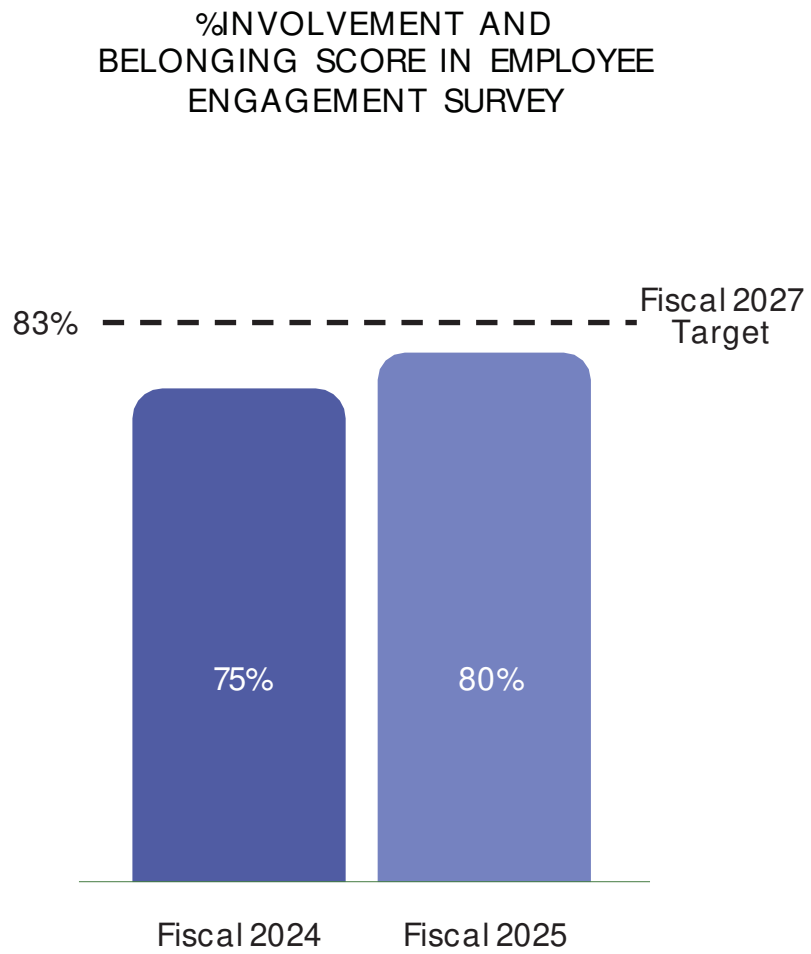
AMPLIFYING VOICES

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. Recognizing how global events impact our People, we host listening sessions in times of 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.

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.

MEASURING OUR IMPACT



MEASURING EMPLOYEE REPRESENTATION ¹⁷	FISCAL 2024	FISCAL 2025
TOTAL EMPLOYEES WHO ARE WOMEN	74%	74%
RETAIL LEADERSHIP TEAM WHO ARE WOMEN	92%	90%
SENIOR LEADERSHIP TEAM WHO ARE WOMEN	73%	75%
TOTAL EMPLOYEES WHO SELF-IDENTIFY AS BIPOC	58%	58%

¹⁷ Based on self-identification 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 GOAL:
Promote fair and safe working conditions with our suppliers

Aritzia aims to work with organizations that share our values and commitment to respecting and upholding human rights. We aim to achieve this through Social Impact programs along the supply chain. These include our Supplier Workplace Standards Program, which includes our Supplier Code of Conduct (Supplier CoC), developed based on standards including the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions, and the Ethical Trading Initiative Base Code.

Aritzia collaborates with third-party suppliers to develop and manufacture our exclusive brands’ products sold through our retail network and global eCommerce platform. As at March 2, 2025, our supply chain for finished goods suppliers’ facilities were located in 14 countries, with a workforce comprised of 75%women and 25%men. Details on our finished goods suppliers’ facilities are summarized in the table to the right.

Human Rights

Aritzia is committed to respecting and upholding human rights throughout its value chain in line with international standards and industry best practices. In Fiscal 2025, we published our inaugural [Human Rights Position Statement](#) which articulates our commitment and outlines our approach, the basis which is founded in the United Nations Guiding Principles on Business and Human Rights. We recognize that global supply chains in the apparel industry may present various human and labour rights risks, including the complex topics of modern slavery, which are often rooted in several causes, including systemic inequalities. For more information, see our [Statement Regarding Modern Slavery](#).

COUNTRY	%TOTAL FINISHED GOODS SUPPLIER FACILITIES	%OF TOTAL WORKERS IN FINISHED GOODS SUPPLIER FACILITIES ¹⁸
Austria	1%	<1%
Cambodia	9%	17%
China	35%	14%
Guatemala	1%	<1%
India	6%	5%
Italy	2%	<1%
Philippines	2%	2%
Portugal	2%	<1%
Romania	4%	1%
Slovenia	1%	<1%
Sri Lanka	5%	3%
Turkey	4%	2%
United States of America	1%	<1%
Vietnam	27%	56%

¹⁸Due to rounding, figures may not add up to 100%

In Fiscal 2022, we conducted a Human Rights Impact Assessment across our value chain to better understand potential exposure to such risks. We continue to use these results with the aim to inform our Social Impact programs and guide our risk mitigation strategies to focus on addressing salient human rights topics. In Fiscal 2025, with the support of an external specialist consultancy we reviewed our internal human rights due diligence frameworks, including our Human Rights Impact Assessment and our Human Rights Position Statement, to help identify opportunities to further strengthen our efforts. The outcomes of this engagement may be used to inform our future approach to assessing human rights risks along the value chain.

Workplace Standards

Aritzia’s Supplier Workplace Standards Program monitors our in-scope finished goods and in-scope fabric and trim supplier facilities’ performance against our Supplier CoC. This includes expectations that facilities have 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 by our suppliers’ facilities and any of their subcontractors. We commence the monitoring of the workplace standards performance of in-scope finished goods suppliers’ facilities as part of our supplier onboarding process. Once onboarded, Aritzia’s Social Impact Team works with suppliers’ facilities with the aim of building long-lasting, respectful relationships.

We work with third-party specialty service providers to monitor and support suppliers in their compliance to our standards. Additionally, Aritzia is a Buyer Partner of Better Work, a partnership between the ILO and the International Finance Corporation, who conducts both unannounced facility assessments, in line with International Labour Standards and national legal frameworks, and announced advisory facility visits, scheduled according to their framework. Better Work visits facilities participating in the program to provide ongoing capacity-building and advisory support.

Workplace Standards (continued)

SASB CG-AA-430a.2

Expansion of this program further along our supply chain is limited by our ability to trace and map our supply chain beyond our finished goods suppliers as covered in the next section.

TRACEABILITY

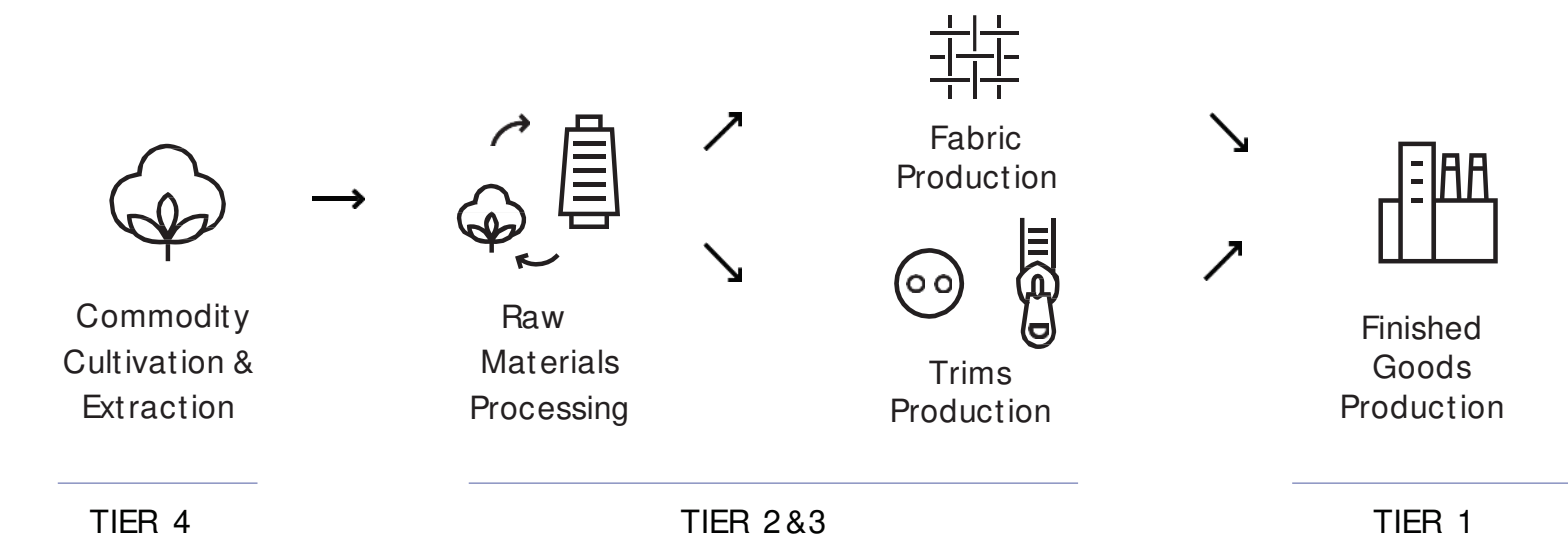
End-to-end product traceability, which means tracking the journey of materials and products from raw material sourcing to the final product, is a systemic challenge within our industry. It is the ability to track materials and products through each step of the supply chain. Effective and responsible management of Aritzia’s supply chain requires accurate and timely insight into our suppliers and traceability beyond our direct finished goods suppliers, known as Tier 1.

TRACEABILITY BEYOND TIER 1 SUPPLIERS

We select a large proportion of our fabrics directly and, therefore, maintain a list of all our nominated fabric mills and trim suppliers, known as Tier 2.

TIER-LEVEL VIEW OF OUR SUPPLY CHAIN

Below is a tier-level illustration defining the key activities performed at each tier of our supply chain.

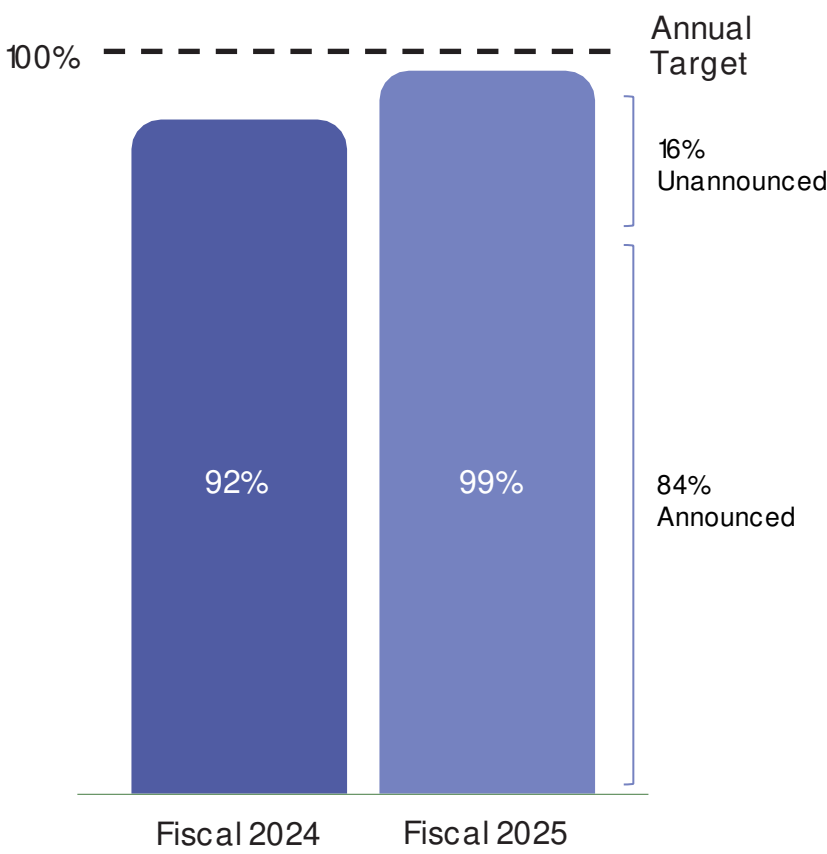


Today, we have visibility into the fabric mills that produce all our nominated fabrics and trims used to manufacture our products, giving us visibility into who supplies our fabrics and trims.

Additionally, we continue to explore supply chain traceability management systems that could support expanding our existing collection of supplier sourcing information beyond our directly selected fabrics and trims. This is a complex, industry-wide issue with nascent and evolving technology solutions. Over the past few years, we have improved the traceability of some of our products and materials by adopting third party-certified, preferred materials. The certifications of which have provided us with an understanding of and some visibility into our raw material (Tier 3) and/or commodity (Tier 4) suppliers.

MEASURING OUR IMPACT (TIER 1)

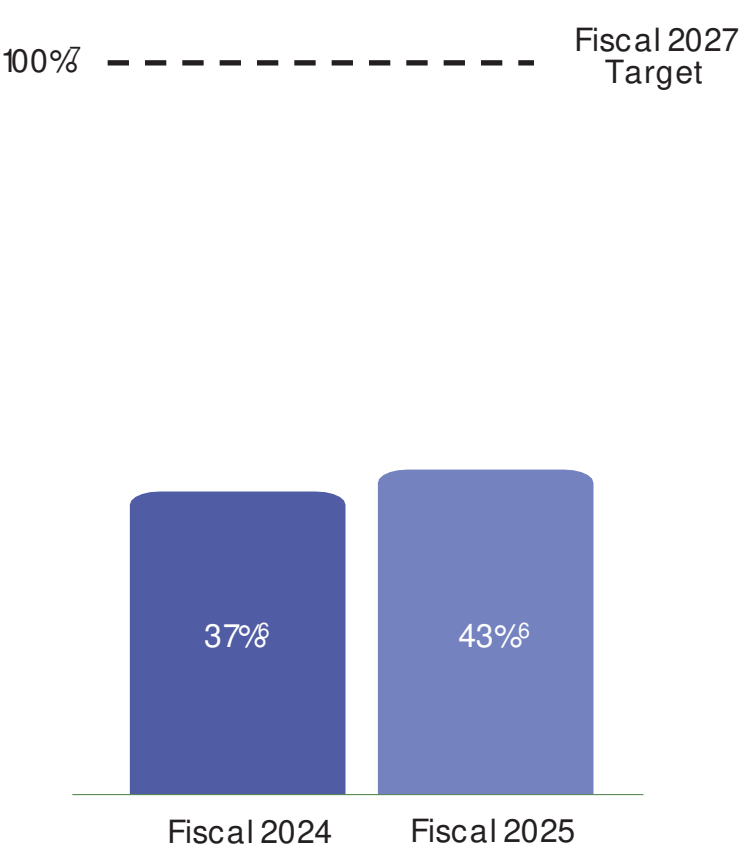
%OF IN-SCOPE FINISHED GOODS SUPPLIER FACILITIES³ ASSESSED⁴ BY A THIRD PARTY



During Fiscal 2025, third-party assessments were conducted at 99% of our in-scope finished goods suppliers’ facilities. 84% were announced and the remaining 16% were unannounced. For more information on our assessment practices under the Supplier Workplace Standards Program, please visit our [website](#).

MEASURING OUR IMPACT (TIER 2)

%OF IN-SCOPE FABRIC AND TRIM SUPPLIER FACILITIES⁵ ASSESSED BY A THIRD PARTY



We are working to expand the reach of this Program further along our supply chain. Starting in Fiscal 2023, we began conducting third-party assessments at in-scope fabric and trim suppliers’ facilities.

From Fiscal 2023 to the close of Fiscal 2025, assessments have been performed at 24 fabric mills and/or trims facilities. In Fiscal 2025, 43%⁸ of fabric supplier facilities had been assessed since we started the program in Fiscal 2023, using Fiscal 2025’s purchase data.

All assessments conducted at these facilities were announced and conducted by a third-party specialty service provider chosen by Aritzia.

Workplace Standards
(continued)

SASB CG-AA-430b.2

Our Social Impact Team partners cross-functionally with our Manufacturing Team to provide social performance feedback to suppliers through sourcing and manufacturing scorecards in our Annual Business Review (ABR) process. This process aims to integrate the Social Impact Team’s program standards into our sourcing decisions and strategies. In Fiscal 2025, 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, which was developed in partnership with an independent, nonprofit civil society organization that specializes in labour practices and global supply chains. The risk rating scale reflects a greater focus on differentiating between isolated issues (Level 4), which may not stem from ineffective management systems, and systemic issues (Level 2 and 3), which may stem from ineffective management systems. The goal of this approach is to develop long-term remediation strategies to address the identified issues at their root cause, in collaboration with our suppliers and their facilities.

We use this framework to assign a risk rating to each non-compliance identified in assessments conducted.

ARITZIA SUPPLIER WORKPLACE STANDARDS RISK RATINGS FRAMEWORK, PERFORMANCE, TIMING, AND NEXT STEPS – TIER 1

RISK RATING	LEVEL 4	LEVEL 3	LEVEL 2	LEVEL 1	UNASSESSED
ARITZIA’S SUPPLIERS’ PERFORMANCE ¹⁹	26%	69%	4%	0%	1%
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 the facilities’ 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.	

The below summarizes the general approach that guides how we work with supplier facilities. We remain flexible on timing, as necessary, to support the different business and supplier requirements that may arise each year.

ASSESSMENT SCHEDULE	Annual Assessments	Annual Assessments	Reassessed Within Four Months	Responsible Exit
NEXT STEPS	We aim to hold biannual meetings with the supplier and Aritzia’s Supplier Workplace Standards Team to review remediation plan and progress and provide support where applicable.	We aim to hold quarterly meetings with the supplier and Aritzia’s Supplier Workplace Standards Team to review remediation plan and progress and provide support where applicable.	We aim to hold monthly meetings with Aritzia’s Supplier Workplace Standards Team (and/or a remediation partner) to help 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 help minimize the negative impact on workers.

Our Social Impact and Manufacturing Teams 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. This year, we formalized an internal Responsible Exit Policy which guides our approach to conducting exits in a way that aims to help minimize the negative impact on a facility’s business continuity and the wellbeing of their workforce.

¹⁹ Ratings are reflective of performance from assessments conducted of finished goods suppliers’ facilities with whom we had a working relationship with as at March 2, 2025.

Workplace Standards (continued)

SASB CG-AA-430b.3

SUPPLIER WORKPLACE STANDARDS AUDIT FINDINGS

The standards that Aritzia’s suppliers are reviewed against during assessments are outlined in the Aritzia Supplier CoC. Non-compliances identified in assessments can be classified within any of the following four categories described to the right.

The non-compliances identified through assessment in Fiscal 2025, by category were:

- Health and Safety-related (53%)
- Labour-related (38%)
- Governance and Management Systems-related (8%)
- Environmental Management-related (1%)

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. CAPs are tailored to support suppliers’ remedy of 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 in line with our Responsible Exit Policy.

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 nondiscrimination.

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, and health and safety, and for obtaining required licenses and permits.

ENVIRONMENTAL MANAGEMENT

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

Our Programs in the Supply Chain

We recognize our business activities may impact our suppliers and how they operate. We have previously conducted a feedback survey with 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 and Fiscal 2025, we paused the rollout to review the insights drawn over the past two years and to review our approach in line with our planned evolution. We plan to reissue a survey in calendar year 2025.

For more information, please see our Aritzia Community™ | ESG Report FY2024.

WORKER VOICE PILOT PROGRAM

Effective and accessible communication channels for the people in our supply chain is key to informing how we work. Supporting our suppliers and their facilities in maintaining appropriate communication channels that allow for anonymous feedback and two-way dialogue is a priority. Additionally, our Supplier CoC requires our suppliers to offer grievance management systems, which we regularly monitor.

We’ve developed a tailored, multi-stakeholder Worker Voice Program, consisting of anonymous surveys to workers, a hotline allowing confidentiality, and training for facility management on strengthening communication channels. In the spirit of collaboration, we are starting with a pilot to evolve the program based on feedback from participating suppliers and service providers.

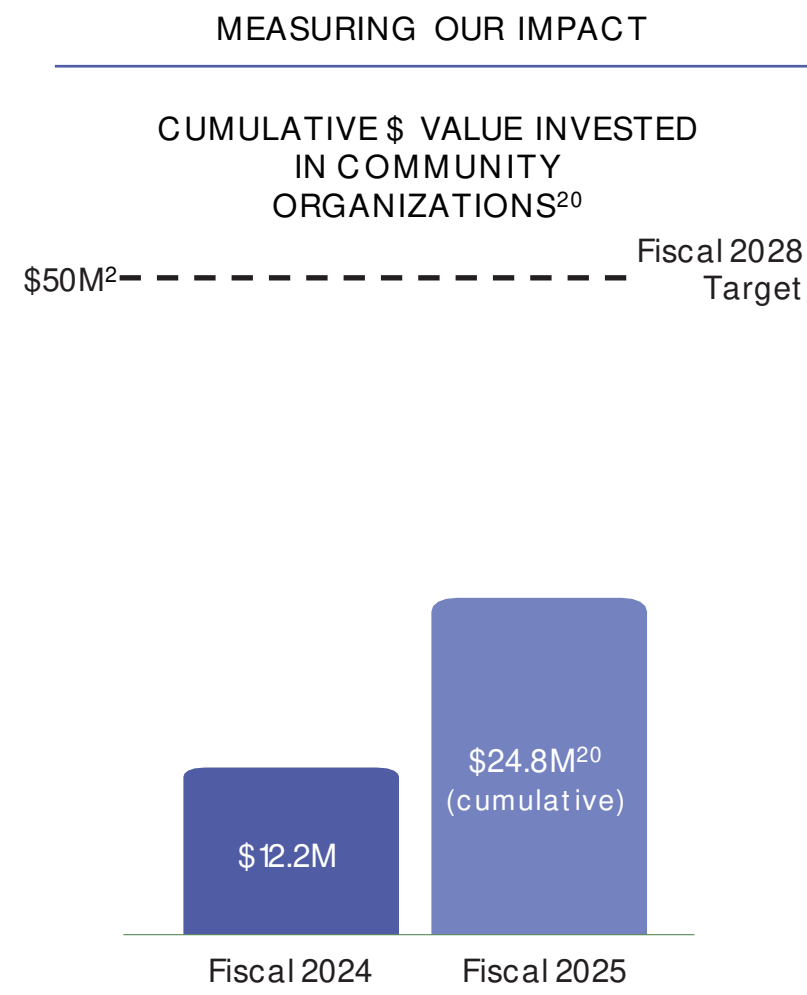
In Fiscal 2024, we implemented a 15-month pilot of the Worker Voice Program to run throughout Fiscal 2025 in five supplier facilities in China and one supplier facility in Cambodia. In Fiscal 2026, we will draw on the insights provided by the pilot to design the next iteration of the Worker Voice Program with the intent of implementing an expanded program with our strategic facilities across the supply chain.

Communities

OUR GOAL:

Invest in the communities we serve to drive positive change

We believe we are responsible for providing support to the communities in which our People live and work. At Aritzia, we focus on building meaningful relationships with community partners and engaging our People in giving back. We care for and invest in our communities by creating programs that help address the needs of our communities and create impact, particularly for women and girls, with a focus on our favourite equation-turned mantra — Women to the Power of Women™.



Since Fiscal 2024, we have contributed \$24.8 million²¹ in product donations, financial support, and volunteer hours to non-profit organizations and Aritzia Community™ partners that share our values.

This year, as we continue to expand our growth into the USA, we offered new ways for our American employees to give back to their communities. We developed a pilot project to expand Aritzia Volunteering to our US-based Flagship cities, with the goal of encouraging our People to volunteer locally. We channel our contributions toward partners, programs, and initiatives that create Opportunities, support Wellbeing, and foster Belonging for women and girls in our communities. Some of the key programs and initiatives included in our total contribution are detailed in this section.

Opportunity

We invest in opportunities that help foster growth, learning, and advancement for women and girls, with a focus on education and professional development. In support of this, in Fiscal 2025, Aritzia has funded scholarships, grants, fellowships, and mentorship programs in partnership with community organizations across North America.

This year, we established the Aritzia Indigenous Excellence Scholarship with the support of Indspire, a national charity dedicated to Indigenous education and achievement within Canada. Each year, we'll award ten \$5,000 scholarships to women-identifying Indigenous students who demonstrate excellence in post-secondary academic achievement and community engagement. Also in Fiscal 2025, we increased our engagement with existing Aritzia Community™ partners that are creating opportunity for women and girls, as listed on the right.

WHO WE PARTNER WITH	WHAT THEY DO	HOW WE SUPPORTED IN FISCAL 2025
MINERVA BC	A Vancouver-based charity that is dedicated to advancing the leadership of self-identified women and girls across British Columbia.	Aritzia became the Lead Supporter of the Minerva Learning to Lead™ Program, a leadership program for hundreds of young women and gender-diverse youth. We also hosted The Power of Confidence, an event which included a tour of the Aritzia office, a series of career readiness panels, and the opportunity to network with Aritzia leaders.
POW WOW PITCH	A not-for-profit organization dedicated to creating a world where Indigenous entrepreneurs can thrive and feel supported, safe, and empowered to develop their ideas and build businesses that create a positive cycle of growth.	We continued our support of the leading Indigenous Business Pitch Competition and the Aritzia Indigenous Fashion Grants (AIFG) initiative, which strive to uplift the next generation of Indigenous fashion entrepreneurs. In Fiscal 2025, for the first time, Aritzia employees engaged with these entrepreneurs in a mentorship capacity.
THE BROTHERHOOD SISTER SOL (BROSIS)	A not-for-profit organization at the forefront of social justice. Committed to educating, organizing, and training the next generation of Black and Latinx youth, BroSis is where young people claim the power of their history, identity, and community to build the future they want to see.	We continued to support their social justice work by funding self-identified girls' participation in the BroSis College, Career and Wellness Program. Through this initiative, hundreds of Black and Latinx youth in Harlem and New York City will gain exposure to the college experience and receive guidance to plan for their future. In Fiscal 2025, we also collaborated with BroSis to host our largest Gift of Warmth Coat Distribution event to date.

²⁰Starting in FY2025, amounts are shown on a cumulative contribution basis. The target is inclusive of contributions made from Fiscal 2024 to the end of Fiscal 2028.

²¹All Aritzia Community™ product donations are valued at fair market value in the Canadian currency equivalent. Volunteer hours are estimated using an estimated average hourly rate.

Wellbeing

We believe in supporting the holistic wellbeing of our communities. Specifically, we donate clothing to our community members and provide dignified shopping experiences.

In Fiscal 2025, Aritzia did this by:

- Holding our annual winter coat donation program, The Gift of Warmth, in New York City and Chicago. For this event, Aritzia volunteers participated in donating more than 2,000 of our warmest Super Puffs to the people who need them most during the coldest time of the year. Since 2020, we’ve gifted a warm winter coat to more than 15,000 women and girls in cities across North America.
- Donating overstock clothing to community organizations that serve women and girls across Canada and the USA.

Belonging

In Fiscal 2025, we designed dedicated collections for International Women’s Day and the National Day for Truth and Reconciliation, with 100%of the proceeds donated to Aritzia Community™ partner organizations.

- For International Women’s Day, we designed our fourth limited-edition Women to the Power of Women™ collection with 100%of the proceeds donated to Aritzia Community™ partner organizations that support women and girls.
- For Orange Shirt Day and National Day for Truth and Reconciliation, we designed our third Orange T-Shirt. Our 2024 Orange T-Shirt was designed by Saimaiyu Akesuk, an Inuit artist from Iqaluit, with 100%of the proceeds donated to Orange Shirt Society and other Indigenous community partners, supporting their mission to raise awareness of “Every Child Matters” and the intergenerational impacts of Residential Schools.



Super Puff recipient and Aritzia Volunteer at Aritzia’s The Gift of Warmth event, 2024, USA.

4.0

Planet

IN THIS SECTION

- Climate

Emissions

Energy

Climate Adaptation and Resilience
- Water

Water Consumption

Chemistry
- Materials

Plant-Based Fibres

Synthetics

Animal-Derived Fibres

Man-Made Cellulosics

Product Circularity

Packaging
- Supplier Engagement

RELEVANT UN SUSTAINABLE DEVELOPMENT GOALS (UNSDGS):

6

CLEAN WATER AND SANITATION

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

15

LIFE ON LAND

Landscape from a farm supported by The Good Cashmere Standard® by AbTF, Mongolia.

Climate

GHG Emissions

Each year, we calculate our greenhouse gas (GHG) emissions inventory to assess the emissions generated by our business across our value chain. We use a range of industry tools and commission support from specialty service providers to develop and refine Aritzia’s annual emissions inventory. Aritzia’s greenhouse gas (GHG) inventory is aligned with GHG Protocol (GHGP) guidance, an internationally recognized methodology.

All 2024 emissions data is for the twelve months ended December 31, 2024 (calendar year). Aritzia’s organizational boundary is defined by the GHGP as the operational control approach.

For Aritzia, like for most apparel companies, the vast majority of our emissions are within Scope 3 — our indirect emissions. Scope 3 emissions include those to make our product and, thus, outside of our direct control. This comes with a unique set of challenges as, rather than having access to primary data, we rely on third-party data and estimates that vary in quality and are continuously evolving. We continue to improve our data collection and calculation processes with the aim to improve completeness and accuracy over time.

We recognize that our emissions have significantly increased as a result of our considerable business growth during the period. To address this, the following section of this report, Science-Based Emissions Reduction Targets, outlines our ambition and newly established emissions reduction targets, which reflect our commitment to decarbonizing our business. Targets were set using the SBTi’s target setting tools for emissions reductions and have been validated by the SBTi.

ESTIMATE UNCERTAINTY AND RESTATEMENTS

Climate-related disclosures contain inherent limitations due to their complex nature and the methods used to determine nonfinancial information. We monitor evolving measurement methodologies to help support reporting. As a result, we anticipate the need to update our measurement methodologies as improvements emerge. As we continue to make improvements to our data quality and data collection processes, we may be required to make amendments to our emissions inventory and associated reduction targets for our current and previous reporting periods, including our baseline, although we undertake no obligation to do so, unless required by applicable law.

SCOPE 3 RAW MATERIALS VOLUME CALCULATION METHODOLOGY CHANGES

This year, we made significant changes to our Scope 3 Purchased Goods & Services (Category 1) methodology, specifically how we calculate the total raw material volumes used in Aritzia’s products. First, we broke our raw materials data into Forest, Land & Agriculture (FLAG) materials and non-FLAG materials, in line with new guidance by the Science Based Targets initiative (SBTi) and the draft Land Sector and Removals Guidance by the GHGP. Second, we now use finished goods purchase orders units received during the period to estimate our raw material volumes. For year-over-year comparability, we recalculated and restated our 2022 and 2023 data to reflect these changes.

OTHER CALCULATION METHODOLOGY CHANGES

We refined our GHG boundary by adding several new areas based on SBTi guidance. These updates were applied to our 2022, 2023, and 2024 data and are reflected in the restatements. See footnotes for details.

EMISSIONS (t CO₂e) BY SCOPE

METRIC CATEGORY	2022 (Baseline) (Restated)	2023 (Restated)	2024
SCOPE 1 Owned & controlled operations	2,474 ²²	3,333 ²²	3,661
SCOPE 2 Owned & controlled operations (location-based)	3,502 ²²	4,716 ²²	5,321
SCOPE 2 Owned & controlled operations (market-based)	6	0	0
Total Scope 1 & 2 (MARKET-BASED) ²³	2,480	3,333	3,661
SCOPE 3 Indirect emissions across value chain not owned or controlled			
3.1 Purchased Goods & Services (Category 1)	430,538 ²⁴	330,701 ²⁴	471,871
3.2 Capital Goods (Category 2)	15,321	25,929	33,029
3.4 Upstream Transportation & Distribution (Category 4)	64,622	33,877	63,221
3.12 End-of-Life Treatment of Sold Products (Category 12) ²⁵	10,232	8,321	10,615
Other Scope 3 emissions (Categories 3, 5, 6, 7) ²⁵	9,442	9,734	12,787
Total Primary Scope 3	530,154 ²⁶	408,562 ²⁶	591,524 ²⁶
Other voluntary disclosure categories			
3.11 Use of Sold Products (Category 11) ²⁵	79,987	49,941	77,921
TOTAL SCOPE 1,2, (MARKET-BASED) & 3	612,622	461,835	673,106

In 2024, our total Scope 1, 2 (market-based), and 3 emissions increased by 46% from restated 2023 levels. This is primarily due to a 43% increase in our raw materials, which fall under Scope 3, Category 1: Purchased Goods & Services — our largest emissions category, accounting for over two-thirds of our total GHG inventory. The rise reflects our business growth, including the opening of 12 new boutiques and a 21% increase in eCommerce net revenue in Fiscal 2025. See the Supplemental Materials [section](#), GHG Emissions Data, for more details on our methodology, restatements, inclusions, and exclusions in line with our restatement policy.

²²2022 and 2023 Scope 1 and 2 (location-based) emissions were restated due to improved data availability, resulting in the inclusion of emissions from refrigerants and emissions of CYC Design Inc. (Reigning Champ), an acquisition that occurred in 2023. Scope 1: 2022 emissions were restated from 1,888 to 2,474 tCO₂e, an increase of 175 tCO₂e relating to the inclusion of CYC and 411 tCO₂e from refrigerants. 2023 emissions have been restated from 2,660 tCO₂e to 3,333 tCO₂e, an increase of 208 tCO₂e relating to the inclusion of CYC and 465 tCO₂e from refrigerants. Scope 2 (location-based): 2022 emissions were restated from 3,496 tCO₂e to 3,502 tCO₂e. 2023 emissions were restated from 4,706 tCO₂e to 4,716 tCO₂e.

²³Subtotal reflects both location-based and market-based emissions, aligned with our target.

²⁴2022 and 2023 Scope 3, Category 1 raw materials emissions were restated to include FLAG emissions and to adopt a new calculation methodology based on finished goods purchase orders, resulting in increases of 39,371 tCO₂e (20%), and 77,792 tCO₂e (63%) respectively.

²⁵Categories 5, 6, 7, and 11 include Aritzia only. We do not have data available to calculate these categories for CYC Design Inc. (Reigning Champ).

²⁶Scope 3 inventory includes new emissions sources previously omitted as follows: a) cloud computing and data services in our non-capitalized goods (Category 1); b) wastewater (Category 5); and c) end of life-associated packaging (Category 12). We restated 2022 and 2023 to reflect these additions. The overall impact of these additions on our total footprint were minimal.

Climate (continued)

Science-Based Emissions Reduction Targets

In Fiscal 2025, Aritzia reached a milestone in its climate change efforts by meeting our near-term goal to establish science-based emissions reduction targets.

We understand it is a bold aspiration to reduce emissions as we continue to scale our business. For that reason, we set intensity targets where permitted by SBTi to allow for emissions reductions per unit of output. We are committed to continuing to measure, understand, and reduce our impact on climate change.

Using the SBTi target setting tools for FLAG and non-FLAG-related emissions, along with the support from a third-party climate consultant, we developed targets in line with the SBTi's criteria and guidance. Before presenting our targets to the SBTi for their review and approval, we presented our targets internally to respective business owners whose departments would be most impacted by our decarbonization efforts. They were validated by the SBTi and published on their website in early 2025.

Baseline data, on which the targets were set, was gathered or estimated following the internationally recognized GHG Protocol standards. The SBTi defines and promotes best practices in science-based climate target-setting and provides independent assessments of company's targets.

We partnered with a leading consultancy to help identify the most promising levers for reducing emissions — potential interventions that could drive meaningful impact across our operations. These levers are included on the right under How We Plan To Make It Happen. While these levers represent a strong starting point, they are not yet finalized or guaranteed to deliver the highest impact. In FY2026, we are commissioning work to refine these levers into actionable roadmaps that will define scope, priorities, and sequencing, and guide how we communicate and implement emissions reduction efforts across the business.

Aritzia is committed to achieving its emissions reduction targets in its own operations and its value chain (Scopes 1, 2, and 3) by 2033 (from a 2022 baseline).

OUR GOAL:

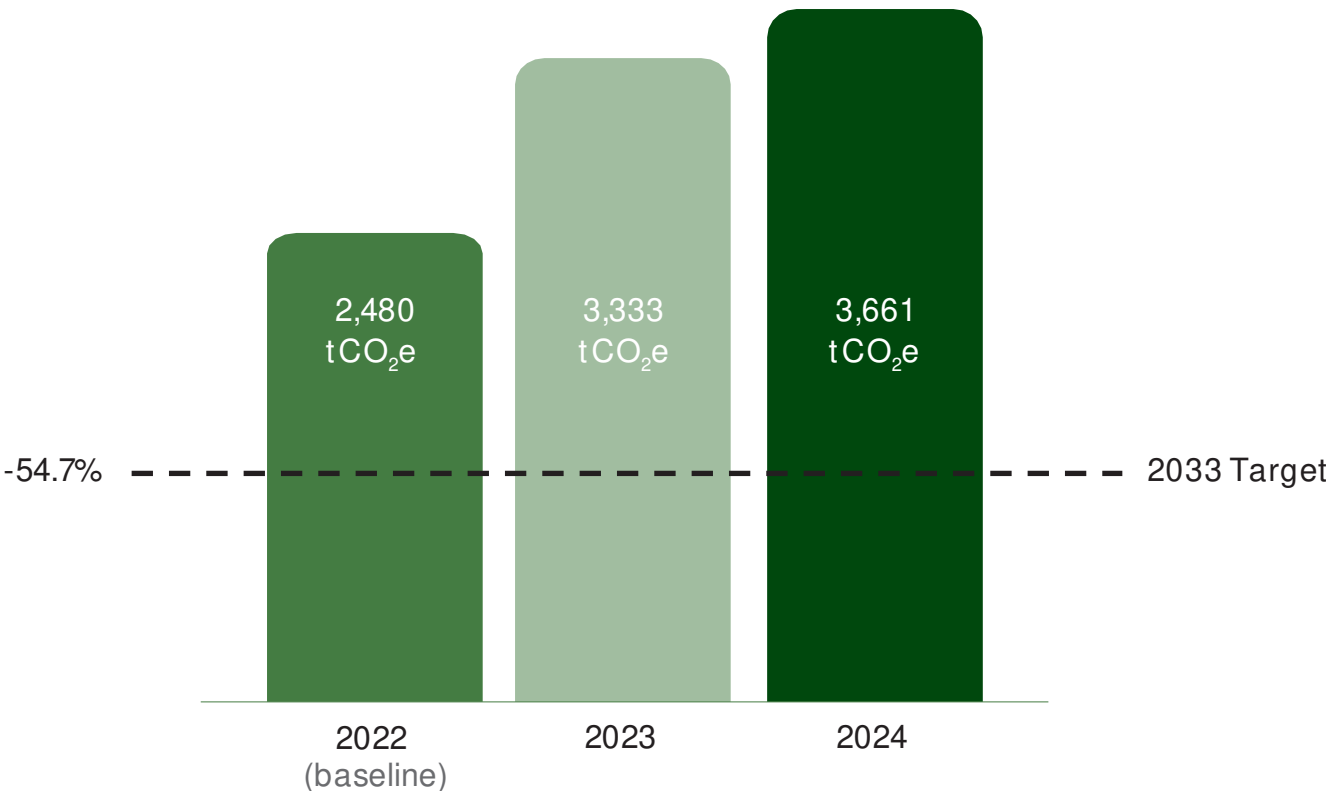
Reduce Scope 1, 2, and 3 greenhouse gas emissions

MEASURING OUR IMPACT

Establish Aritzia's science-based emissions reduction targets by Fiscal 2025.

NEAR-TERM TARGETS (BY 2033, 2022 BASELINE):

Reduce absolute Scope 1 and 2 (market-based) GHG emissions by 54.7%²⁷



HOW WE PLAN TO MAKE IT HAPPEN:

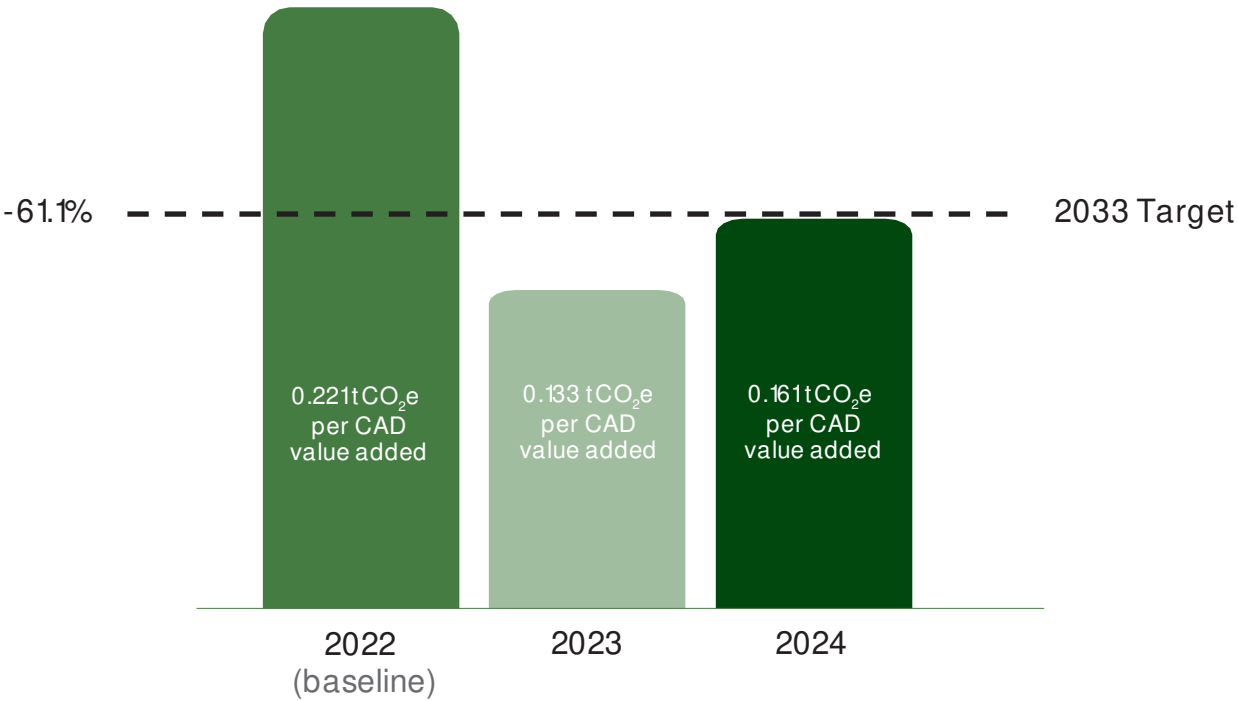
- We are taking a site-dependent approach to implementing decarbonization strategies. Site selection will be heavily dependent on what is feasible within the spaces we lease. With that in mind, we are focusing on the commissioning of Mechanical, Electrical, and Plumbing systems, smart thermostats, and glazing updates.
- We are continuing to source renewable electricity in the form of Renewable Energy Certificates (RECs) and are exploring the feasibility of virtual power purchase agreements (VPPAs).
- Opportunities we plan to investigate in the future include heat pumps, heat recovery ventilators, and on-site solar panels.

Once our detailed decarbonization roadmap is finalized, we will share more on our plan to achieve our targets and track progress over time.

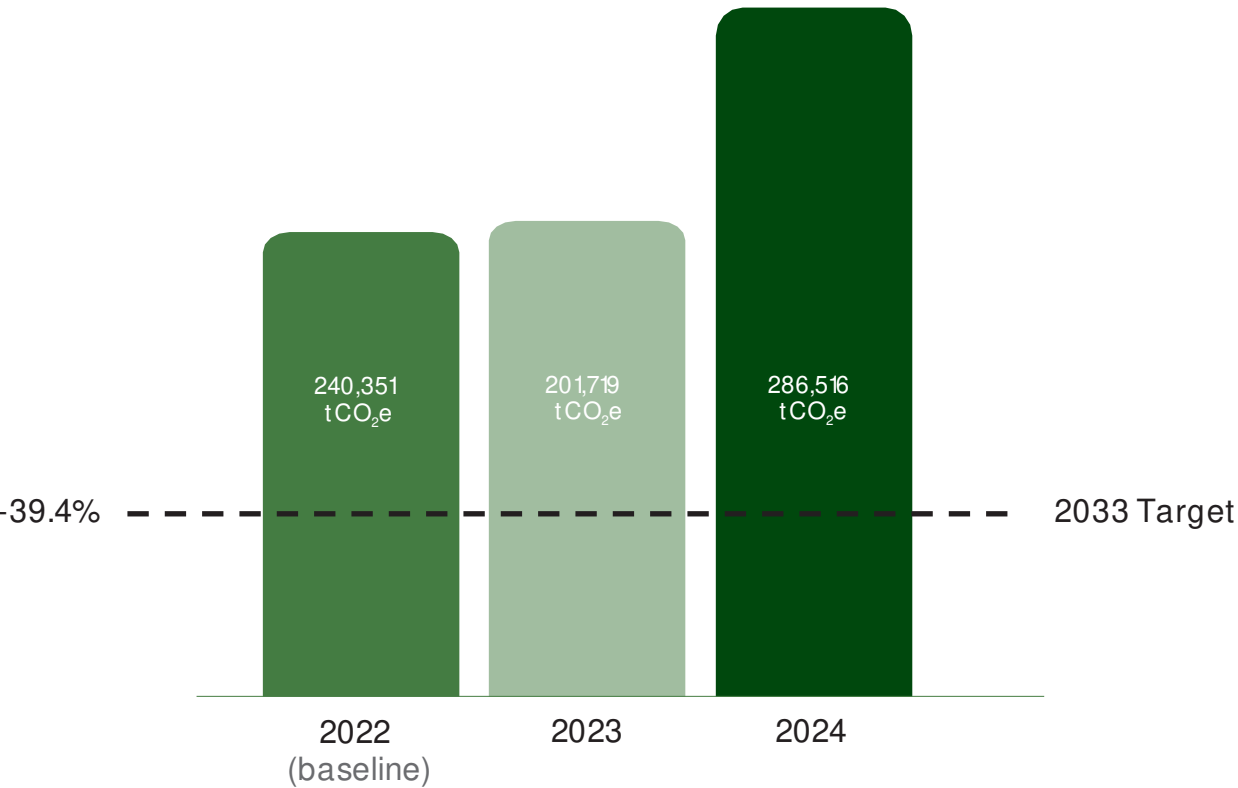
²⁷ Targets were set using SBTi's Corporate Near-Term Tool for emissions reductions and have been validated by the SBTi.

NEAR-TERM TARGETS (BY 2033, 2022 BASELINE):

Reduce Scope 3 GHG emissions from Purchased Goods & Services and Upstream Transportation & Distribution by **61.1%** per CAD value added ²⁸



Reduce Scope 3 GHG Forest, Land & Agriculture (FLAG) emissions by **39.4%** within the same time frame²⁹



HOW WE PLAN TO
MAKE IT HAPPEN:

The most promising emissions reduction levers, based on their relative reduction potential and ease of implementation, have been identified with the support of a leading consultancy. They are in the areas of preferred raw material use, supplier engagement to influence and support their decarbonization efforts, and transport optimization.

In FY2026, we are commissioning work to further investigate and refine these levers to develop actionable decarbonization roadmaps that will define scope, priorities, and sequencing, and guide how we communicate and implement emissions reduction efforts across the business.

Once our detailed decarbonization roadmap is finalized, we will share more on our plan to achieve our targets and track progress over time.

Purchased Goods & Services (Scope 3.1) make up the most significant proportion (80%) of Aritzia’s Primary Scope 3 emissions inventory. Our targets to adopt lower-emissions materials are a key component in achieving emissions reductions in this category. For more information on our approach and progress, refer to the Materials [section](#) of this report.

Achieving these targets will take collaboration and engagement across our value chain and industry, and we look forward to building out partnerships to support our collective success.

LOOKING FORWARD

In Fiscal 2026, we will focus on building on our decarbonization plans by refining a detailed roadmap of initiatives to reach our 2033 targets. The next step in our strategy is to prioritize the most achievable and scalable solutions and identify and understand any emissions hotspots.

In line with the criteria set out by SBTi, we plan to review our targets at least every five years to ensure they remain aligned with the most recent climate science. On an annual basis, we will measure our progress toward each of our targets and report our emissions and actions taken toward reducing them.

²⁸ Targets were set using SBTi’s Corporate Near-Term Tool for emissions reductions and have been validated by the SBTi.
²⁹ The target includes FLAG emissions and removals. Targets were set using SBTi’s FLAG Target-Setting Tool and have been validated by the SBTi.

Energy

OUR GOAL:

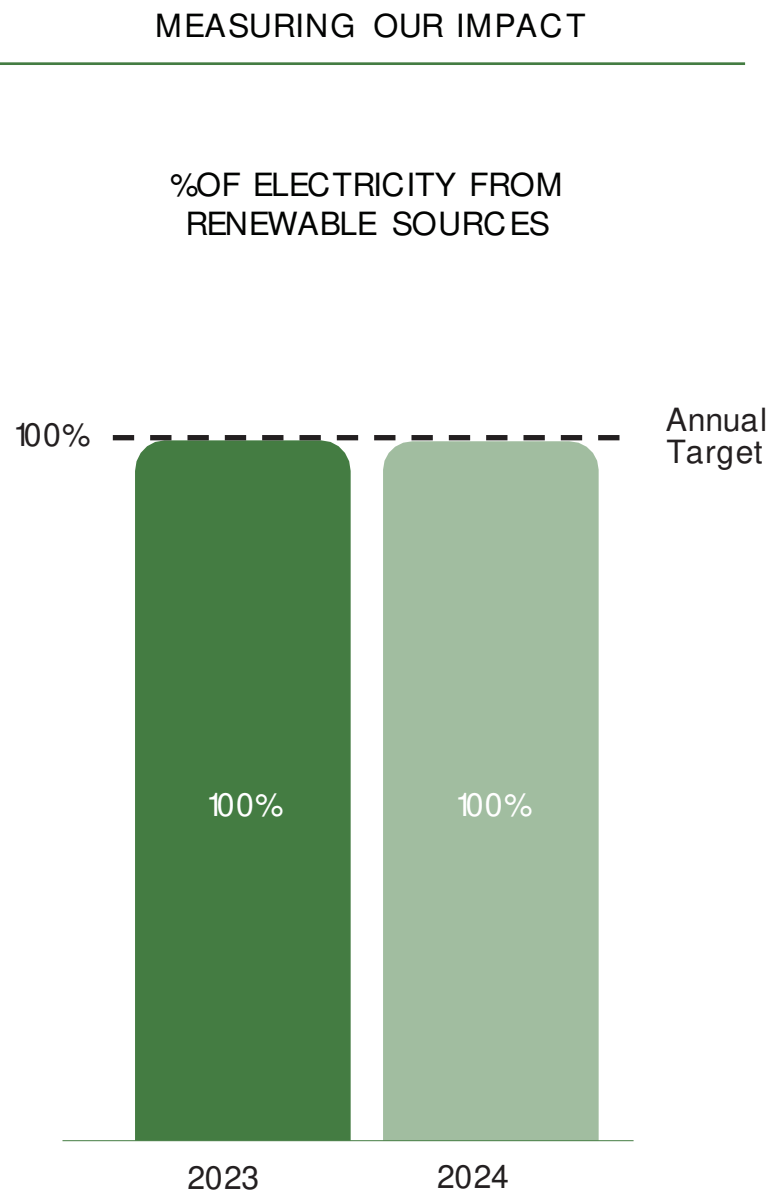
Source renewable electricity for our owned and operated workplaces

Over the past year, our energy consumption steadily rose in line with our geographic expansion across the United States and our increased entrenchment in existing markets. Our leased square footage grew by nearly 25%year over year. Similarly, our natural gas consumption increased by 3%and our electricity consumption grew by 15% resulting in increases in our emissions by 8%and 13% respectively.

Since 2019, annually, Aritzia has purchased Renewable Energy Credit (RECs), in Canada and the USA, to verify the use of renewable electricity contributing to Aritzia’s Scope 2 (market-based) emissions. This enables us to certify that one megawatt-hour (MWh) of electricity was generated from a renewable source and delivered to the power grid, allowing us to meet our target to source 100%renewable energy for Scope 2.

In Fiscal 2026, Aritzia purchased RECs generated from third party-verified, Green-e® programs in the USA and Canada to cover 100%of our electricity consumption in calendar year 2024 (31,237 MWh). These programs support renewable energy projects that use Green-e® approved technologies. They are certified under the Renewable Energy Standard for Canada and the United States v4.3 and are in alignment with the GHGP.

In Fiscal 2024, Aritzia began partnering with a sustainability advisory and consultancy firm to explore a North American Virtual Purchase Power Agreement (VPPA) opportunity in the coming years.



Aritzia’s Distribution Centre, Canada.

Climate Adaptation and Resilience

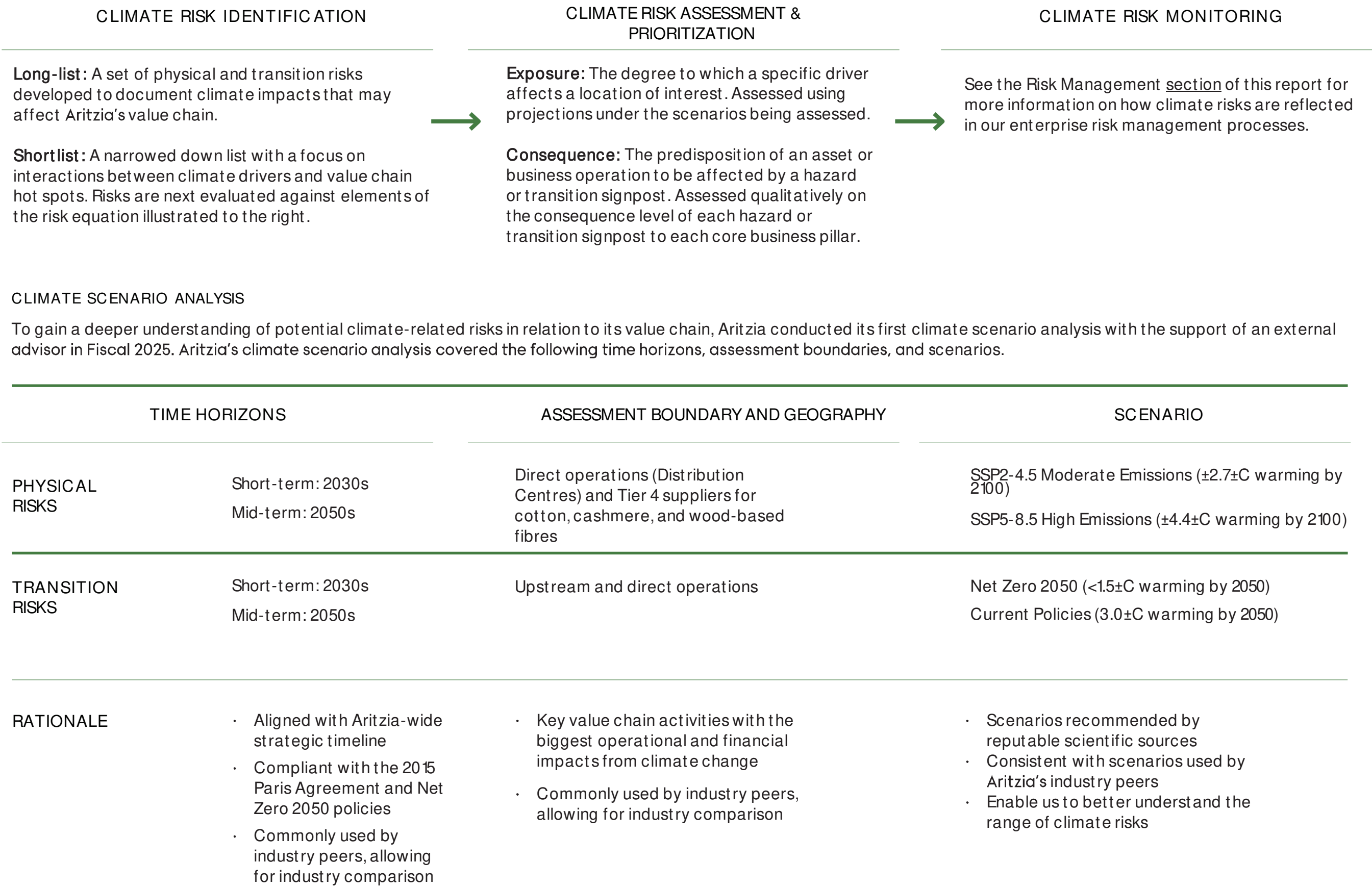
Climate change presents a vast range of risks for businesses globally — from extreme weather events and shifts in climate patterns to policy-driven impacts that arise from the transition to a lower-carbon economy — with each presenting potential impacts to an entity’s costs and financial performance. However, climate change also brings about potential opportunities, as consumers increasingly prioritize sustainability as a purchase consideration, such as seeking out products that support the use of preferred materials, responsible sourcing, and circular business models. With this, Aritzia understands the need to remain resilient to climate impacts and establish systems that will effectively identify, assess, prioritize, and monitor the climate-related risks and opportunities it is subject to across its value chain.

CLIMATE SCENARIO ANALYSIS PROCESS

To gain a deeper understanding of potential climate-related risks in relation to its value chain, Aritzia conducted its first climate scenario analysis with the support of an external advisor in Fiscal 2025. Aritzia’s climate scenario analysis covered the following time horizons, assessment boundaries, and scenarios.

Considering the broad scope of Aritzia’s climate scenario analysis, there are areas of uncertainty and a need for estimations and assumptions within the results. Specifically, the evaluation of Tier 4 of our supply chain is done at a regional level for relevant crops, and the findings are not specific to the suppliers of commodities used in Aritzia’s finished products.

Within the limitations of scope outlined above, physical and transition risks are identified, assessed, prioritized, and monitored using the process illustrated on the right.



Climate Adaptation and Resilience

(continued)

SASB CG-AA-440a.3

Considering representation across risk type, climate driver, and value chain sector, we selected the three risks listed on the right, on which to further conduct a quantitative analysis that will enable us to begin assessing our supply chain and distribution resilience.

We have conducted a comprehensive qualitative analysis of over 200 unique physical and transition risks and opportunities across our value chain. We ranked these risks and opportunities based on our Enterprise Risk Management risk matrix framework, across impact (scale), likelihood (probability of occurrence), and velocity (speed at which the risk or opportunity could occur). Through this exercise, Aritzia has an enhanced understanding of the types of climate risks we may face, as well as potential risk mitigation strategies we could implement to improve our climate resilience.

Our next step, planned for FY2027, is to quantify the financial impact of the most salient of these risks and opportunities and determine how Aritzia can build resilience against their negative impacts.

For further information on the oversight and management of Aritzia’s climate-related and sustainability-related risks, see the E&S Governance and Risk Management [sections](#) of this report.

RISK TYPE	DESCRIPTION	CLIMATE DRIVER / TRANSITION SIGNPOST	VALUE CHAIN SECTOR	RELEVANT LOCATIONS OF INTEREST
1) PHYSICAL	Shortage of cotton due to reduced crop productivity caused by extreme heat events affecting pollinators and plants or crop losses caused by uncontrolled wildfire events	Extreme heat and wildfire	Commodity Cultivation and Extraction	Brazil, USA, China, India, Pakistan
2) PHYSICAL	Slowdown in or temporary shutdown of operations due to flooding, preventing workers from arriving at the facility and causing damage to the infrastructure, equipment, and goods	Flooding	Distribution Centres	Canada (Greater Vancouver Area)
3) TRANSITION	Upstream partners adjust raw material prices to reflect increased operational costs due to new regulations on freshwater management	Increasingly stringent environmental regulations on freshwater management	Upstream Operations	USA, Brazil, China, India, Pakistan, Mongolia



Water

SASB CG-AA-250a.1; CG-AA-250a.2

OUR GOAL:

Reduce the usage of water and protect its quality

MEASURING OUR IMPACT

OUR TARGET	OUR FISCAL 2025 PROGRESS
Water strategy established and approved by Fiscal 2025	Strategy established

Water Consumption

We achieved our public goal to have a water strategy established and approved by the end of Fiscal 2025. Aritzia developed a water strategy that helped us to identify six priority areas of work in the supply chain for the next three years, which are: establishing water and wastewater metrics, setting water targets, developing a water reduction program, implementing wastewater guidelines, and adopting a wastewater and chemical management program. Our approach to addressing priority areas is through supplier engagement by understanding facility-specific needs and opportunities for their water and wastewater programs focusing on selected³⁰ finished goods suppliers’ and fabric and trim suppliers’ facilities.

Beginning in Fiscal 2026, Aritzia’s priority is increasing our engagement with finished goods suppliers’ and in-scope fabric and trim suppliers’ facilities⁵, particularly those in regions deemed to have water insecurity as per results of Aritzia’s 2024 Tier 1 and Tier 2 water risk assessment completed using World Wildlife Foundation (WWF) Risk Filter tool, and those with dyeing and wet-processing on site, due to their water dependency and wastewater discharge.

Based on this engagement and learning with suppliers and their facilities, we aim to develop and share our expectations with selected ³⁰ Tier 1 and Tier 2 suppliers’ facilities for establishing water and wastewater tracking, as well as for developing water reduction targets. We aim to work with selected suppliers’ facilities to have tracking and targets developed 12 months after the engagement phase has been finalized.

Chemistry

Aritzia is committed to supporting responsible chemicals management to support product safety. As part of this commitment, Aritzia maintains a Restricted Substances List (RSL) that governs the processing and treatment of materials and the manufacturing of all exclusive Aritzia products and packaging. This list includes chemicals that are restricted or banned from use in Aritzia products to comply with safety and environmental standards.

The Aritzia RSL is regularly monitored and updated to reflect advancements in manufacturing chemistry, industry best practices, and changes in government regulations in the Canadian and US markets where Aritzia operates. In cases where multiple regional regulations apply, Aritzia adopts the more stringent regulation and/or limit to uphold the highest safety and environmental standards.

Aritzia is a member of the Apparel and Footwear International RSL Management (AFIRM) Group, a coalition of apparel and footwear companies collaborating to promote responsible chemicals management in the global supply chain. This partnership helps Aritzia align its practices with international industry standards and best practices.

Aritzia requires all finished goods suppliers and nominated fabric and trim suppliers to sign the Aritzia Manufacturing Agreement, committing them to compliance with the Aritzia RSL throughout the entire production process.

These suppliers must validate their compliance through tests conducted by accredited, Aritzia-nominated third-party laboratories. Aritzia has established a standard operating procedure for verifying RSL compliance, integrating it into the material selection and approval process.

Aritzia conducts comprehensive testing on raw materials and finished products to support product safety and regulatory requirements. Testing follows AFIRM’s matrix, which assesses risk based on material substrate, identifying high- hazard and high-risk substances. Aritzia’s testing program enforces a regular testing cadence and includes random testing, as part of audits, to ensure ongoing compliance. In the event of noncompliance, Aritzia collaborates closely with suppliers to determine the root cause and implement corrective actions.

³⁰ Selected Tier 1 and Tier 2 suppliers’ facilities are those chosen to participate in Aritzia’s water program based on the results of Aritzia’s 2024 water risk assessment and potential identified gaps in their water and wastewater tracking and/or water reduction goals.

Materials

SASB CG-AA-440a.3; CG-AA-440a.4

OUR GOAL:

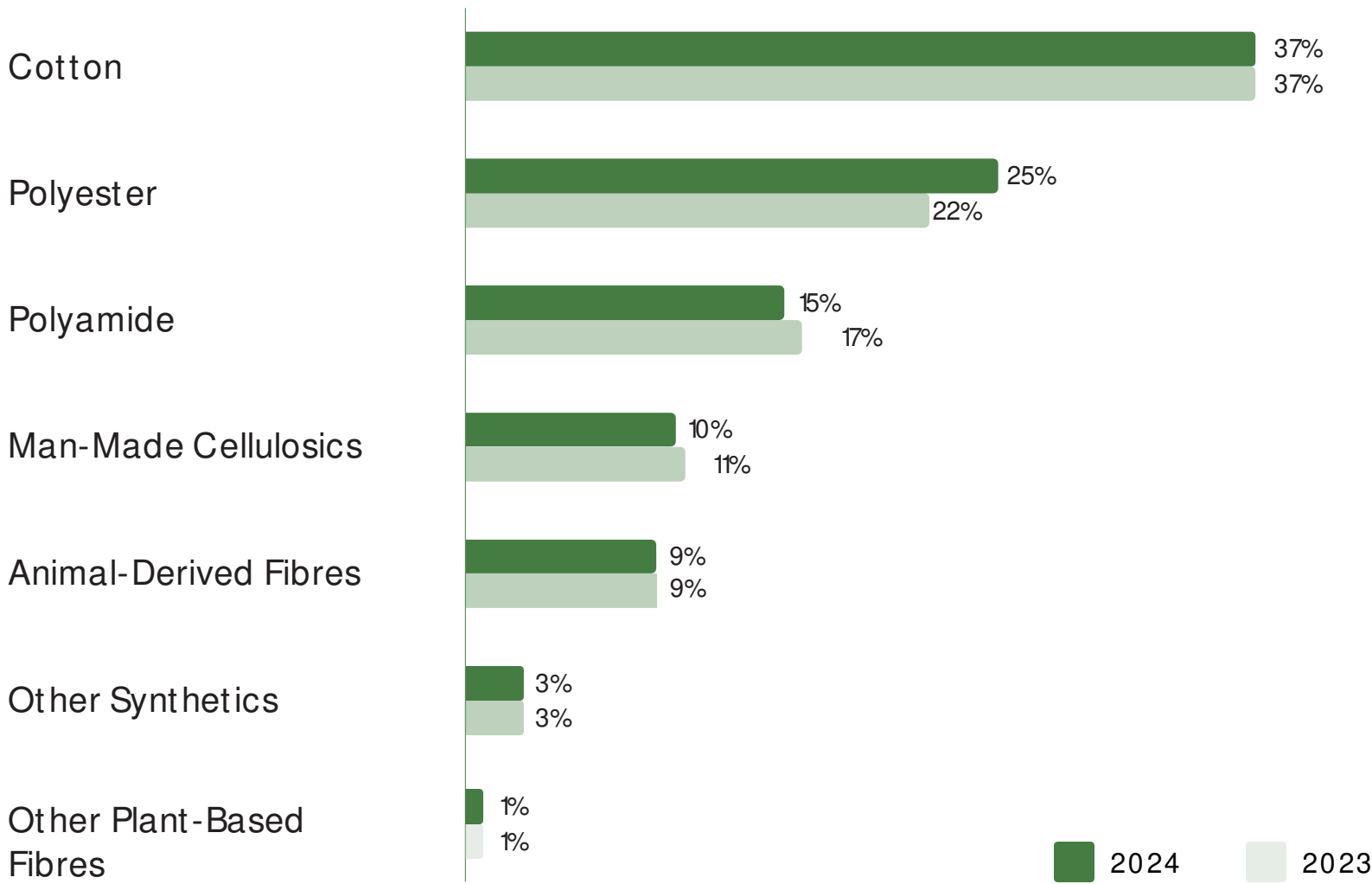
Adopt preferred materials and promote environmental stewardship throughout production processes

To help address the environmental footprint of Aritzia’s product, we have continued our efforts toward our targets to increase our adoption of preferred materials — those that deliver consistently reduced impacts and increased benefits for climate, nature, and people compared to their conventional equivalents, through a holistic approach to transforming production systems, aligned with Textile Exchange’s definition of preferred fibres or raw materials. We have adopted the term preferred materials in place of lower-impact materials to align with the terminology used by Textile Exchange, a global nonprofit that sets industry standards for sustainable fibres and materials to improve clarity and comparability. We use their Fiber and Materials Matrix to inform our preferred materials program and targets.

CALCULATION METHODOLOGY

As a part of continuous data improvements, our raw material volume calculation methodology has changed³¹. Where the gap between our current and targeted adoption of preferred materials has grown as a result of this change, we will prioritize how we can adopt more preferred materials through fabric-level analysis and continued integration with internal product teams in Fiscal 2026.

MATERIALS USED IN OUR PRODUCTS BY WEIGHT



The data in this section is based on the 12 months ended December 31, 2024 (calendar year). During this period, we sourced 16,940 metric tonnes (MT) of raw materials across cotton, polyester, polyamide, man-made cellulosics, animal-derived fibres, and other synthetics and plant-based fibres³².

PRIORITY MATERIALS

In line with SASB guidelines, Aritzia has identified cotton, polyester, and polyamide as priority raw materials based on the proportion that they make up in our exclusive brands’ products, by volume. The environmental considerations for sourcing cotton and Aritzia’s respective tactics for remaining resilient to such considerations are discussed in the Climate Adaptation and Resilience [section](#) of this report.

NO DEFORESTATION

Aritzia’s SBTi FLAG Targets include a commitment to no deforestation across our primary deforestation-linked commodities, with a target date of December 31st, 2025. According to the Accountability Framework initiative (AFi), a primary deforestation-linked commodity is one that 1) is associated with significant deforestation risk at global or regional scales; and 2) the company produces and sources in a nontrivial quantity. In Aritzia’s case, these commodities include man-made cellulosic fibres and paper packaging.

Our efforts across man-made cellulosic fibres and paper packaging to date have focused on Aritzia’s exclusive brands, and we are working to extend our commitment to our third-party brands in Fiscal 2026. This includes using AFi’s guidance to define and scope our work and updating our Materials Sourcing Policy to align with our commitment. See the Man-Made Cellulosics and Packaging [sections](#) of this report for further details on how our programs support Aritzia’s progress toward lower impact and no deforestation. Additionally, we have been reporting to the CDP Forests questionnaire since 2024, disclosing the proportion of deforestation-free sourcing and actions taken.

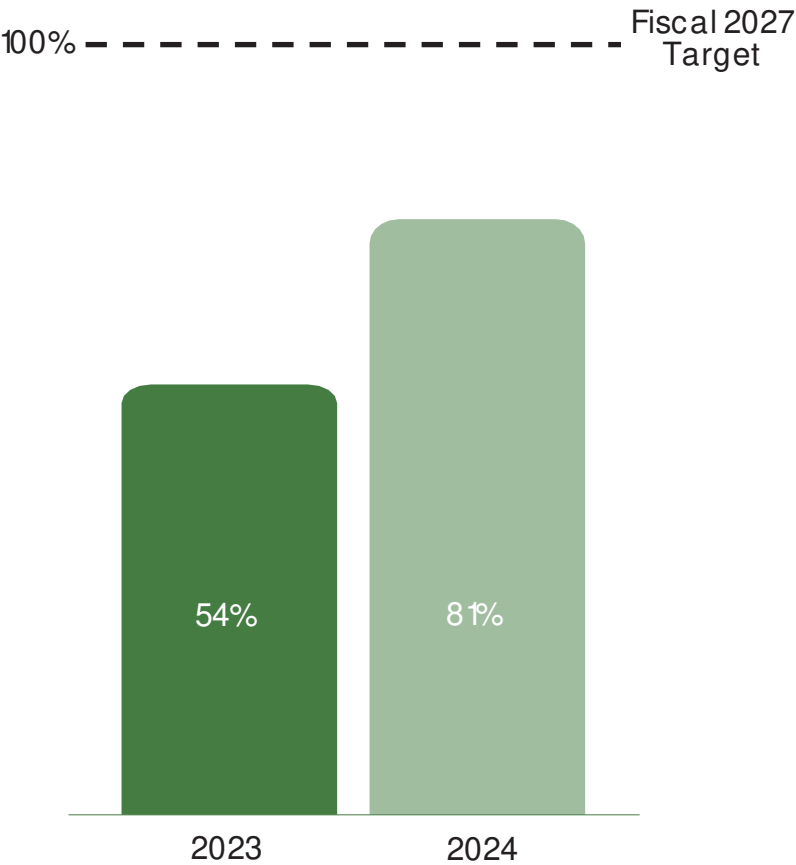
³¹See the Climate [section](#) of this report for details on changes made to our raw material volume calculation methodology.
³²Material-related data applies to all primary materials, down, and nominated polyfill used in Aritzia’s exclusive brands’ finished goods purchased and received during the 12-month period ended December 31, 2024. It excludes secondary fabrics, trims, supplier-sourced polyfill, and primary materials used exclusively for accessories due to data accessibility limitations.

Plant-Based Fibres

SASB CG-AA-440a.4

MEASURING OUR IMPACT

%OF COTTON FROM BETTER COTTON, ORGANIC, OR OTHERWISE CERTIFIED SOURCES



Plant-based fibres, particularly cotton — which comprises the majority of the plant-based fibres used in our products — can have significant environmental impacts, including high water usage, pesticide reliance, and land degradation, making their responsible sourcing a critical focus of our efforts.

In 2024, 81% of our cotton, by weight, was a preferred material — defined as either Better Cotton, or 7% regenerative cotton certified to regenagri®, and 4% organic cotton certified to Global Organic Textile Standard (GOTS) or Organic Content Standard (OCS).

Included in our cotton target is the sourcing of cotton that meets the Better Cotton Standard. Aritzia is a member of Better Cotton, an industry partner whose aim is to help Better Cotton Farmers produce cotton in a way that is better for themselves and their communities. Some of the practices Better Cotton promotes include supporting farming households in operating strong integrated farm management systems to support field-level impacts and promoting regenerative practices that improve soil health, conserve and enhance biodiversity and natural ecosystems, and optimize water quality and availability. While Better Cotton does not offer lower emissions than conventional cotton, being a member of Better Cotton, alongside other brands in the industry, enables us to invest in strengthening these farmers’ capacities to adopt the practices outlined above.

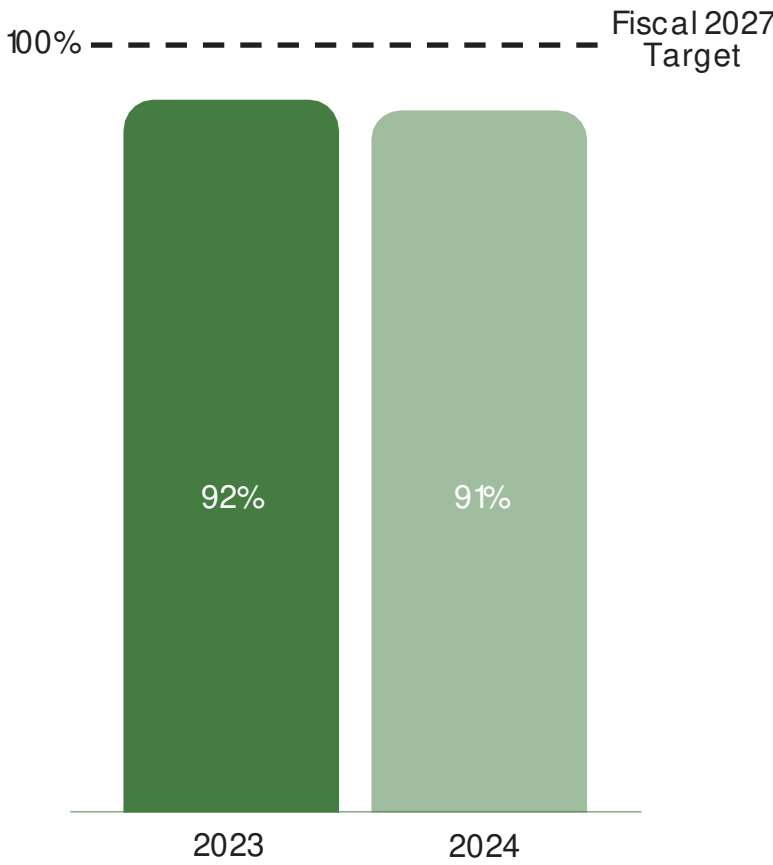
Better Cotton is a mass balance chain of custody, meaning it is not physically traceable to end products; however, Better Cotton Farmers benefit from the demand for Better Cotton in equivalent volumes to those we source.

Aritzia only reports its purchase of Better Cotton that has been claimed as Better Cotton Claim Units (BCCUs). Due to improvements being made to our internal processes in 2023, not all Better Cotton purchased by Aritzia had associated BCCUs and therefore the number reported is lower than the volume of Aritzia’s Better Cotton consumption — this is the reason for the significant jump in Aritzia’s adoption of Better Cotton between 2023 and 2024.

As we approach the achievement of our cotton sourcing target, we are beginning to strategize its next iteration such that we can further address the impacts of our cotton use. As part of this, in Fiscal 2026, we will begin exploring and thoroughly examining the range of industry cotton standards, evaluating their alignment with our targets, such as reducing emissions, as well as our business goals.

MEASURING OUR IMPACT

%OF INDIGO STYLES IN DENIM FORUM MADE WITH REGENERATIVE COTTON



We look to regenerative cotton as an environmentally leading alternative to conventional cotton and aim to incorporate regenagri®-certified cotton, particularly, into our Denim Forum collections. regenagri®-certified cotton is produced using regenerative farming practices that aim to preserve long-term soil health and biodiversity by creating more resilient plants and using cover crops to help remove more carbon from the atmosphere than the farming process emits.

In the next iteration of our targets, we will evaluate the proportion of our total cotton consumption attributed to Denim Forum and assess the impact of setting a specific target for its program.



Synthetics

SASB CG-AA-440a.4

The use of synthetic materials poses significant environmental challenges due to their fossil fuel origins, energy-intensive production, and contribution to microplastic pollution. Synthetics comprise a high proportion of our product mix, and Aritzia has identified polyester and polyamide³³ as priority raw materials with focused efforts to increase the adoption of their recycled alternatives.

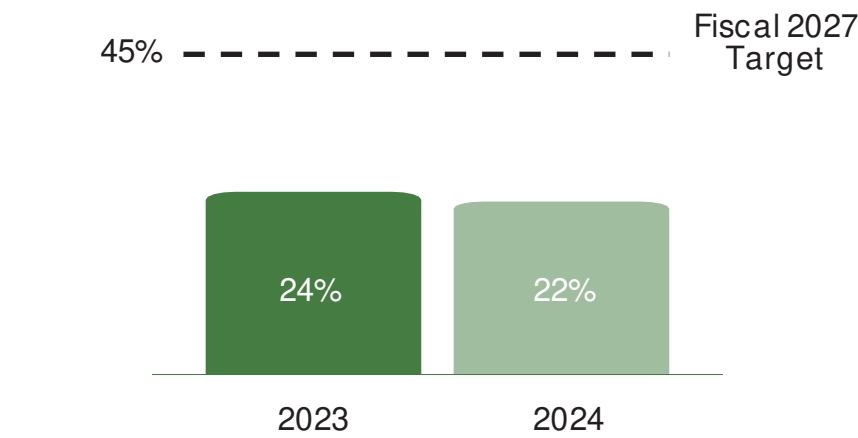
In 2024, 22%of the polyester used by Aritzia came from recycled sources — in line with 2023 results. Recycled polyester sourced by Aritzia is certified to the Global Recycled Standard (GRS) or Recycled Content Standard (RCS).

In 2024, 4%of the polyamide used by Aritzia was from recycled sources, reflecting the progress made toward our target in 2023. Recycled polyamide sourced by Aritzia is certified to GRS, RCS, or ECONYL®.

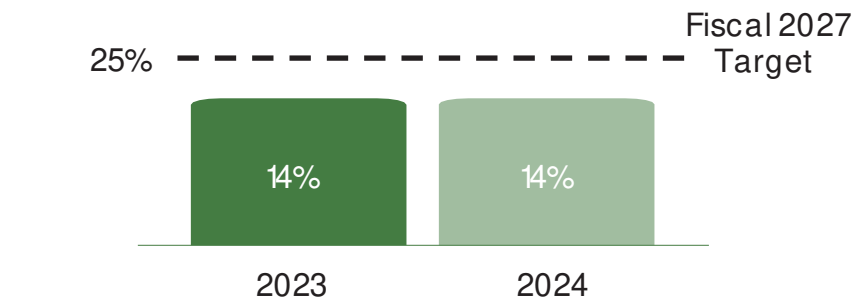


MEASURING OUR IMPACT

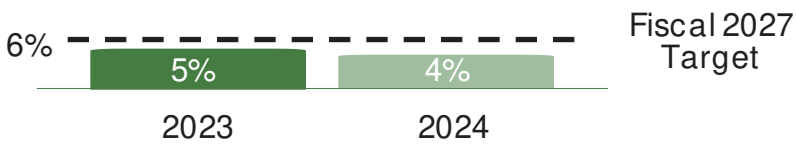
%OF POLYESTER FROM RECYCLED SOURCES



%OF SYNTHETICS FROM RECYCLED SOURCES



%OF POLYAMIDE FROM RECYCLED SOURCES



³³We 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 Fibres

The sourcing of animal-derived fibres requires consideration for both animal welfare, as well as environmental impacts, including land degradation from overgrazing and high methane emissions from livestock.

We are working toward 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. We favour the use of recycled animal fibres as their production tends to emit lower GHG emissions compared to virgin fibres.³⁴

In 2024, 32%of all animal-derived fibres were certified to an animal welfare standard or from recycled sources — 16%Responsible Wool Standard (RWS) certified wool, 11% Good Cashmere Standard (GCS) certified cashmere, 3%Responsible Down Standard (RDS) certified down, 1%Re.Verso certified recycled camel hair and 1%recycled wool.

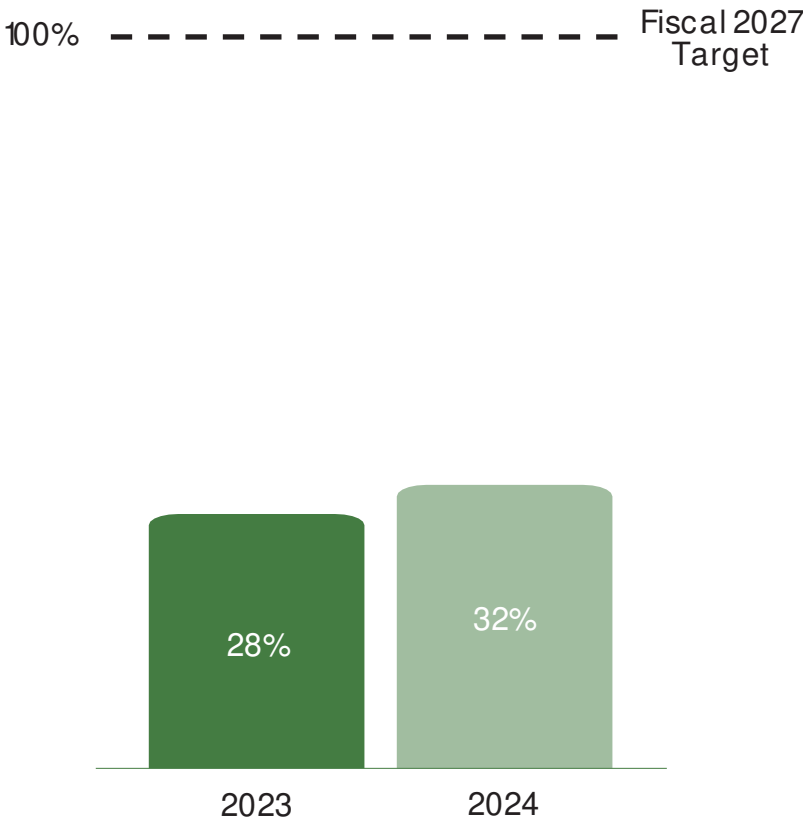
In line with our previously achieved target, 100%of the pure cashmere fabrics and yarns in our apparel products continue to be GCS certified.

We remain committed to sourcing 100%of our down from RDSor from recycled sources. In 2024, 100%of our down was certified to RDS, and we continue to seek recycled down sources that meet both our down quality and traceability standards.

Leather is featured in our accessories, and with this comes environmental, animal welfare, and social impacts. In Fiscal 2025, we began building a leather strategy to help us measure and address our leather’s impacts: at the farming stage, to address risks associated with deforestation; at the finishing stage, using internationally recognized tannery-level standards; and across the supply chain, to address the complex traceability challenges that accompany leather.

MEASURING OUR IMPACT

%OF ALL ANIMAL-DERIVED MATERIALS CERTIFIED TO AN ANIMAL WELFARE STANDARD OR MADE FROM RECYCLED SOURCES



³⁴According to Higg MSI Life Cycle Assessment (LCA) data.



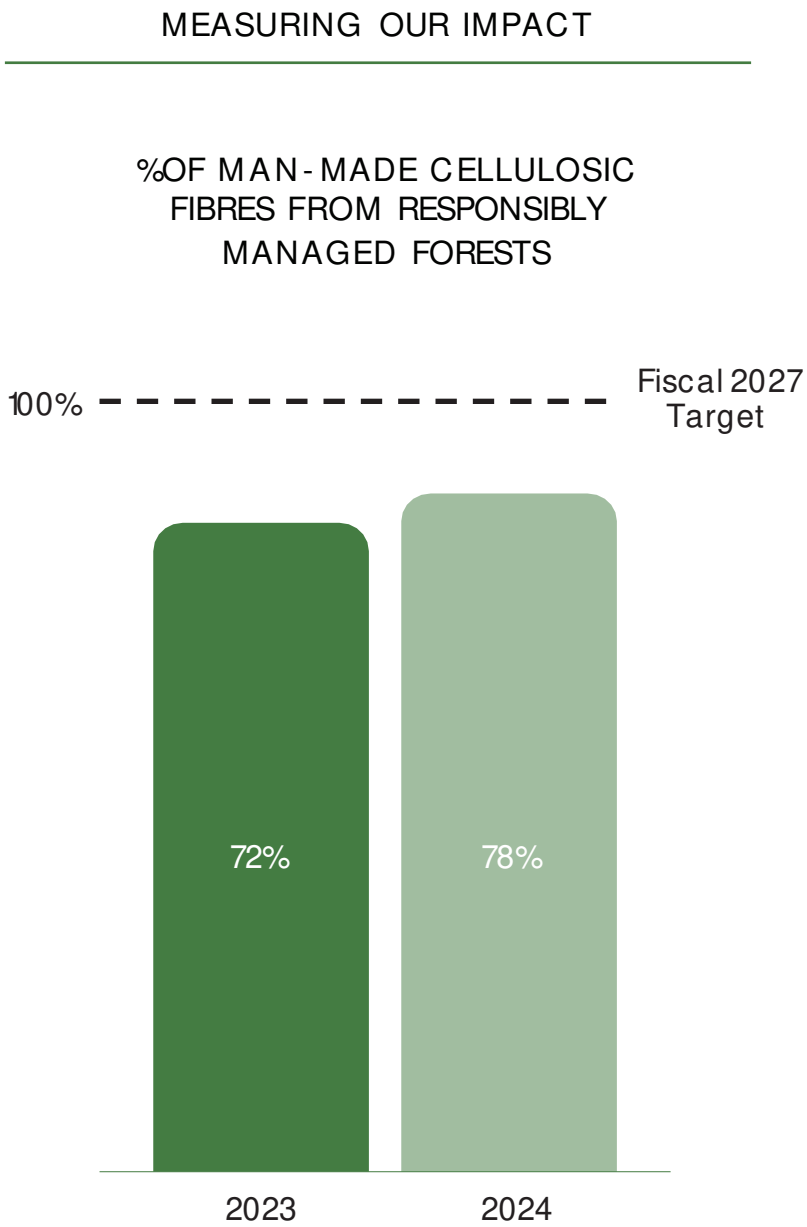
Goats on a farm supported by The Good Cashmere Standard® by AbTF, Mongolia.

Man-Made Cellulosics

In 2024, 78%of our man-made cellulosic fibres came from responsibly managed forests with the following certifications:

- 46%were LENZING™ ECOVERO™ Viscose,
- 24%TENCEL™ Lyocell,
- 4%Naia™ Renew acetate,
- 3%Naia™ acetate,
- 1%TENCEL™ Modal.

Our continued partnerships with fibre certifications, such as Naia™ from Eastman and LENZING™, and with mills that uphold these standards have helped us progress toward this target.



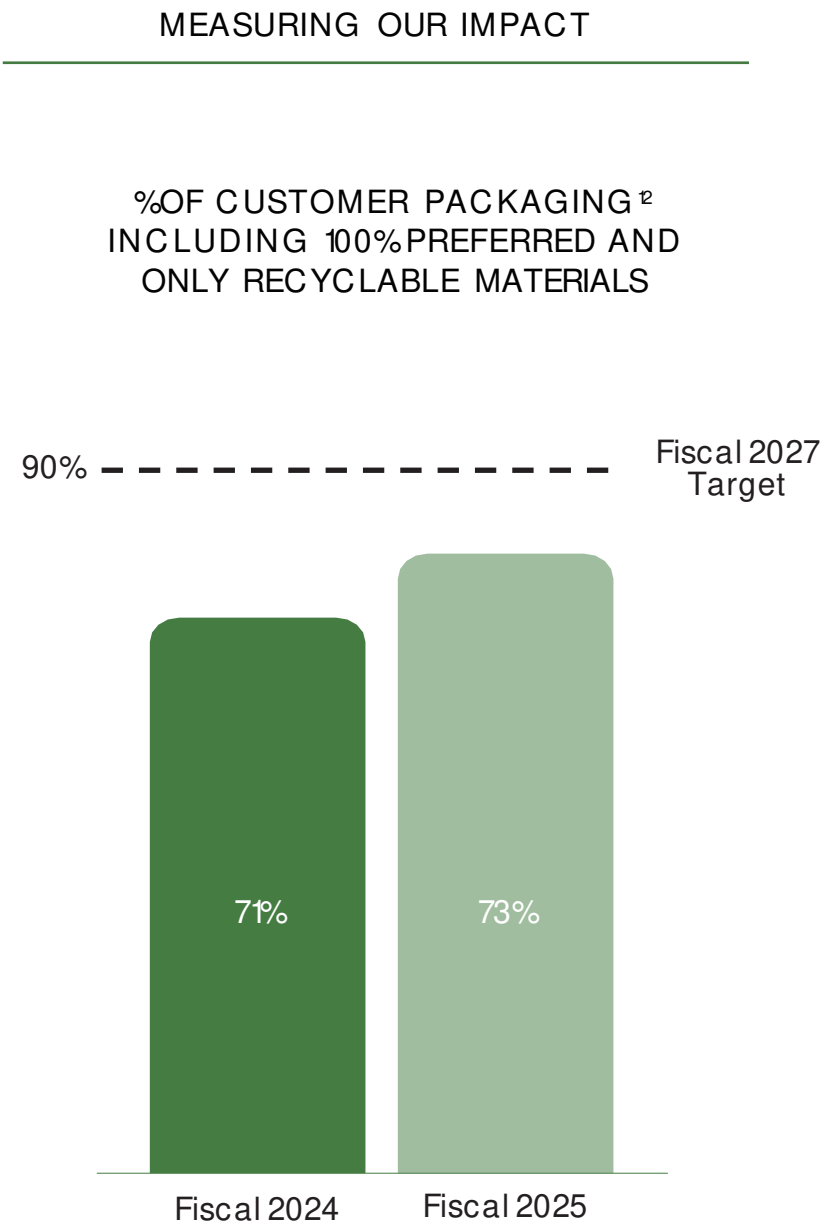
Man-made cellulosic fibres, which are derived from wood, can have environmental impacts, including deforestation. As demand for these fibres grows, responsible sourcing and manufacturing processes are important to reducing their environmental footprint.

Product Circularity

Our commitment to Everyday Luxury™ includes the design, development, and manufacturing of top-quality products that are timeless and intended to last. This year we carefully selected and began collaborating with a partner who is an industry leader in circular design education. In Fiscal 2026, this partner will help us build our curriculum, create our own Aritzia Circular Design Principles, and begin rolling out the training to our designers ahead of our Fiscal 2027 target timeline.

While the formal integration of circular design principles is a new and evolving pillar of Aritzia’s approach to product circularity, we have long worked with partners to help divert product from landfills. Our primary method for extending the life of unsellable product is through donations to Aritzia Community™ partners. For items that cannot be donated, we collaborate with end-of-life solution providers to divert product and fabric scraps from landfills, primarily through recycling, downcycling, and waste-to-energy solutions.

Packaging



Aritzia is committed to reducing the environmental impact of its customer-facing packaging through design and responsible sourcing.

In Fiscal 2025, 73%of our customer packaging, by weight, included 100%preferred and only recyclable materials. 83%of our retail bags included 40%post-consumer waste paper, and their handles were either 100%recyclable or made with 30%recycled content. Additionally, 81%of our paper-based eCommerce and retail packaging — such as retail bags, tissue, and gift boxes — contained FSC®-certified paper, an accepted certification for providing credible Deforestation- and Conversion-Free assurance. Aritzia remains fully compliant with local bylaws requiring 100% recyclable bags and anticipates increased packaging sustainability performance in Fiscal 2026, supporting our path to reach 90%preferred packaging by Fiscal 2027.

FOOD AND BEVERAGE PACKAGING

As we grow the footprint of our A-OK Cafes, we are starting to incorporate environmental considerations into our food and beverage packaging, however cafe packaging is not currently accounted for in our overall reported packaging data.

Currently, select cafe packaging components are designed to be compostable and/or recyclable, however this depends on the availability of appropriate facilities in the areas where they are served.

Supplier Engagement

SASB CG-AA-430a.2

The data in this section relates to the 2023 calendar year.³⁵

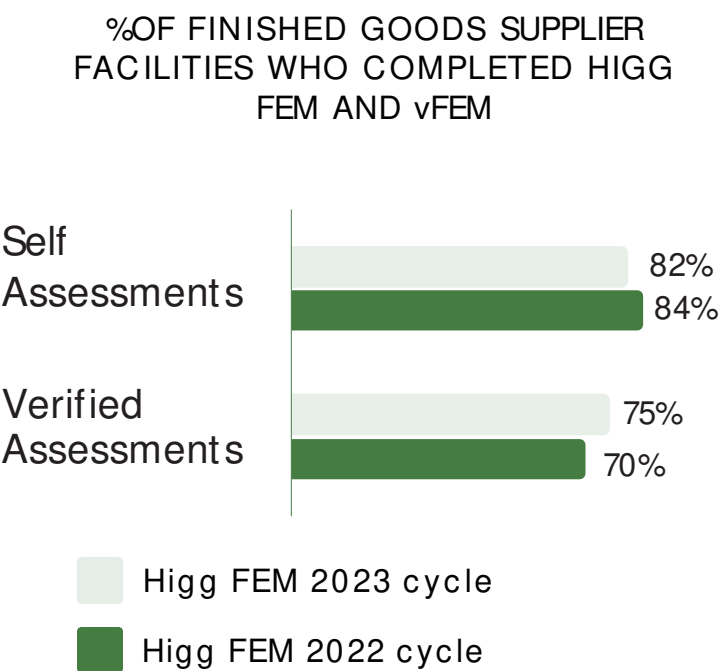
Aritzia continues to use the Higg Facility Environmental Module (FEM), a standardized, industry-wide assessment tool, to monitor the environmental performance of finished goods and in-scope fabric and trim suppliers’ facilities. This tool enables an evaluation across the following seven impact areas:

- Environmental Management Systems
- Water
- Wastewater
- Chemicals
- Energy
- Air Emissions
- Waste

In Fiscal 2025, our environmental engagement across finished goods suppliers’ facilities was focused on strengthening relationships and communication with suppliers and their facilities via two-way sharing of goals, priorities, and progress, including performance expectations for both their Higg FEM self-assessment and the third-party assessment verification (vFEM).

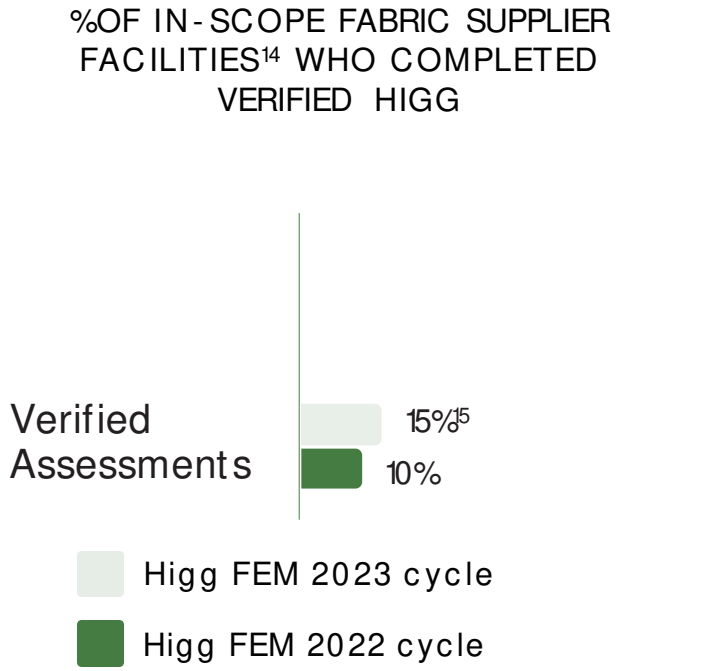
³⁵Disclosed data is in alignment with the results from the 2023 Higg FEM program, which assesses environmental performance from suppliers’ facilities each calendar year, and are the latest results available as at the end of Fiscal 2025.

MEASURING OUR IMPACT



While our formerly set target measured the average Higg vFEM score for finished goods supplier facilities, Cascale — the global nonprofit that develops and owns the Higg Index, exclusively available on the Worldly platform — launched the Higg FEM 4.0 in 2023, an updated tool that builds on prior versions to provide a more robust framework for evaluating environmental impacts.

As a result, year-over-year comparisons of average Higg FEM scores cannot be publicly shared by brands. This change reflects a recalibration period led by Cascale and Worldly, aimed at streamlining the verification process.



In Fiscal 2026, Aritzia will continue to internally track and monitor average Higg FEM scores as it continues to be a valuable indicator of our suppliers’ environmental performance. In support of the Higg Index's evolution, Aritzia has updated its target to measure the percentage of finished goods supplier facilities that completed Higg vFEM, aiming for 100%of finished goods supplier facilities to complete Higg vFEM annually.

Based on the results of vFEM assessments, Aritzia creates Performance Improvement Plans (PIPs) to highlight facilities’ strengths, as well as areas of improvement.

Participating facilities are asked to complete an action plan addressing priorities according to the assessment findings. We plan to maintain regular check-ins with suppliers’ facilities and continue monitoring progress on their action plans in the next year.

We partner cross-functionally with our Manufacturing Team to provide environmental performance feedback from the Higg FEM program to suppliers through sourcing and manufacturing scorecards in our ABR process. This process aims to integrate our environmental program into our sourcing decisions and strategies.

ENGAGEMENT WITH FABRIC SUPPLIERS (Tier 2)

Engagement with in-scope fabric and trim suppliers’ facilities regarding their environmental performance was an evolution of our program for Fiscal 2025. We strengthened our process to track and monitor these facilities and to provide timely communication and guidance on participation and performance expectations.

We also aligned our engagement model with the Supplier Workplace Standards Program, which helped us to continue fostering relationships with facilities.

Governance

- IN THIS SECTION
- Environmental and Social Governance
 - Risk Management Materiality Assessment
 - Business Ethics and Responsible Business Conduct
 - Partnerships, Memberships, and Collaborations



Aritzia employees meeting at Vancouver Support Campus, Canada.

Environmental and Social Governance

To drive progress against our Impact goals and targets, we have an integrated governance structure designed to build clear cross-functional accountabilities and embed sustainability initiatives across our organization.

BOARD-LEVEL E&S OVERSIGHT	
Members’ names, along with their experience and skills, are published in the Corporate Governance section of Aritzia’s Management Information Circular (MIC³) .	
GOVERNING BODIES OR ROLE	RESPONSIBILITIES
Environmental and Social Committee (E&S Committee)	As documented in the E&S Committee Charter, this Committee is delegated by the Board to fulfill its corporate sustainability oversight responsibilities with respect to the environmental (climate, water, and biodiversity) and social (human rights, wellbeing, and diversity, equity, and inclusion) impacts of Aritzia’s operations and supply chain. Members of the Committee guide and inform Aritzia’s E&S strategies. They also help oversee the identification, management, and mitigation of key sustainability-related risks and opportunities (SRROs), along with related reporting to stakeholders. The E&S Committee meets at least quarterly. Members of the Committee are selected based on previous and current work experience in leadership and/or executive-level roles, including oversight and understanding of sustainability and climate-related risks and opportunities.
Audit Committee	This Committee reviews the top E&S risks and related mitigations strategies at least annually as part of ERM’s regular business risk reporting.
Compensation and Nominating Committee	This Committee oversees Director continuing education designed to enhance our Directors’ abilities and ensure their understanding of our business remains current. This training includes coverage of sustainability-related topics. See the Orientation and Continuing Education section of the MIC for more information.
EXECUTIVE-LEVEL E&S OVERSIGHT	
The day-to-day, leadership, and execution of Impact priorities are driven across several areas of the business, including our Sustainability Department, which focuses on the environmental impact across our entire value chain and social impact within our supply chain.	
Chief Executive Officer (CEO)	Aritzia’s CEO sets our corporate direction and strategy. As part of this scope, the CEO approves Aritzia’s Impact strategy, our corresponding annual and multi-year planning, and its integration into our corporate strategy. The CEO seeks Board input on and approval of select E&S initiatives and investment decisions. The CEO’s strategic oversight and accountability of E&S includes climate-related issues, such as emissions reduction and use of renewable energy where required for our operations. This also includes accountability for compliance with the Aritzia Environmental Position Statement and for our performance against our Impact strategy. These topics are addressed in regular (typically biweekly) meetings between Aritzia’s CEO and CIO.
Chief Financial Officer (CFO)	Reporting to the CEO, the CFO holds financial responsibility for Aritzia’s Impact strategy, goals, activities, and performance.
Chief Impact Officer (CIO)	Reporting to the CEO, the CIO holds accountability for Aritzia’s Impact strategy, goals, activities, and performance. The CIO oversees the functions that manage Aritzia’s day-to-day Impact considerations, including our sustainability and climate initiatives. In partnership with the Executive Impact Taskforce, the CIO is responsible for integrating and implementing sustainability- and climate-related strategies across the organization. Through biweekly meetings with direct reports, the CIO maintains oversight and management of Aritzia’s latest environmental and social impact programs, practices, and reporting. These meetings provide a regular channel to escalate the identification and management of SRROs and their related strategies.
Executive Impact Taskforce (Taskforce)	The Taskforce is chaired by the CIO, and the CFO is its Executive Sponsor. Its membership is comprised of executive-level, cross-functional members from our Finance, Supply Chain, Facilities, Product, Brand, and People and Culture Departments with the goal of accelerating our progress against Impact goals and targets. It is a central body responsible for overseeing the implementation and execution of Impact initiatives in alignment with business priorities. The Taskforce meets in its entirety at least biannually on progress, while supplementary meetings with subsets of members are held more frequently to guide and advance work related to Impact initiatives (e.g. complex sustainability- and climate-related opportunities requiring cross-functional oversight and advocacy).

Risk Management

The Board and management share responsibility for identifying the principal risks associated with our business and overseeing the implementation of appropriate systems to effectively monitor, manage, and mitigate these risks. The delegation of risk management oversight from the Board to the Audit Committee, as it applies to all risks faced by Aritzia, includes sustainability-related risks, climate-related risks, and related compliance risks. Additionally, the E&S Committee (the ESC) provides focused oversight of sustainability- and climate- related risks. For further information on Aritzia’s approach to risk management, see the Enterprise Risk Management (ERM) section of our [Annual Information Form \(AIF\)](#).

Information regarding Aritzia’s key sustainability-related risks and opportunities (SRROs) and material climate-related risks and opportunities (CRROs) is presented by management during the quarterly ESC meetings. This information includes, but is not limited to, progress against Impact goals and targets and updates on sustainability-related strategic programs, policies, practices, and reporting. Using information shared with them in quarterly meetings, ESC members are able to integrate material E&S considerations into broader corporate strategy and risk management discussions during quarterly Board meetings. This governance structure supports embedding sustainability into our corporate-level decision-making.

SRROs are identified primarily through our Materiality Assessment, as well as ongoing risk identification and assessment reviews performed by sustainability management in partnership with the ERM team. During the identification and assessment process, management evaluates both short-term and medium-term time horizons, which are defined as 1 to 5 years, in line with our corporate strategic planning cycles. Climate-related risks, however, are evaluated on a longer-term horizon out of necessity. These risks are identified through a climate scenario analysis based on 2030 and 2050 time horizons, described in more detail in the Climate Adaptation and Resilience [section](#) of this report. Once Aritzia’s potential sustainability- and climate-related risks have been identified, they are evaluated against the corporate ERM framework, which assesses the potential impact, likelihood, and velocity of each risk. Based on this assessment, these risks are then prioritized against risks from all areas of the business. Risks identified as top priority across the business are overseen and monitored quarterly by the Audit Committee of the Board and managed by their associated business areas.

As of Fiscal 2025, top sustainability-related risks are monitored and reported to the Audit Committee at least annually. While these risks are not considered primary risks of the business, they are reviewed alongside the enterprise-level prioritized risks to ensure visibility by the Audit Committee.

In addition to the overarching risk evaluation process, the ESC conducts a more in-depth evaluation of sustainability- and climate-related risks on a quarterly basis. This oversight mechanism enables quarterly monitoring and review of sustainability risks, as well as of the effectiveness of their related controls or risk mitigation initiatives proposed or implemented.

The sustainability-related risks identified are outlined within the Sustainability and Impact category of “Risk Factors” in Aritzia’s AIF.

In addition to identifying KPIs to measure Aritzia’s Impact, as detailed in the Our Progress on Goals [section](#) of this report, we have also established risk appetite statements and related key risk indicators (KRIs) to reflect our approach to risk taking. These statements and KRIs will help the Audit Committee and management monitor adherence to our predefined risk tolerance levels.

Materiality Assessment

We conducted a Materiality Assessment to identify and prioritize impacts, risks, and opportunities across our value chain. This process involves engaging a diverse group of internal and external stakeholders to gather insights on key material topics. Our first assessment, illustrated on the right, took place in Fiscal 2023 in collaboration with an independent consultancy.

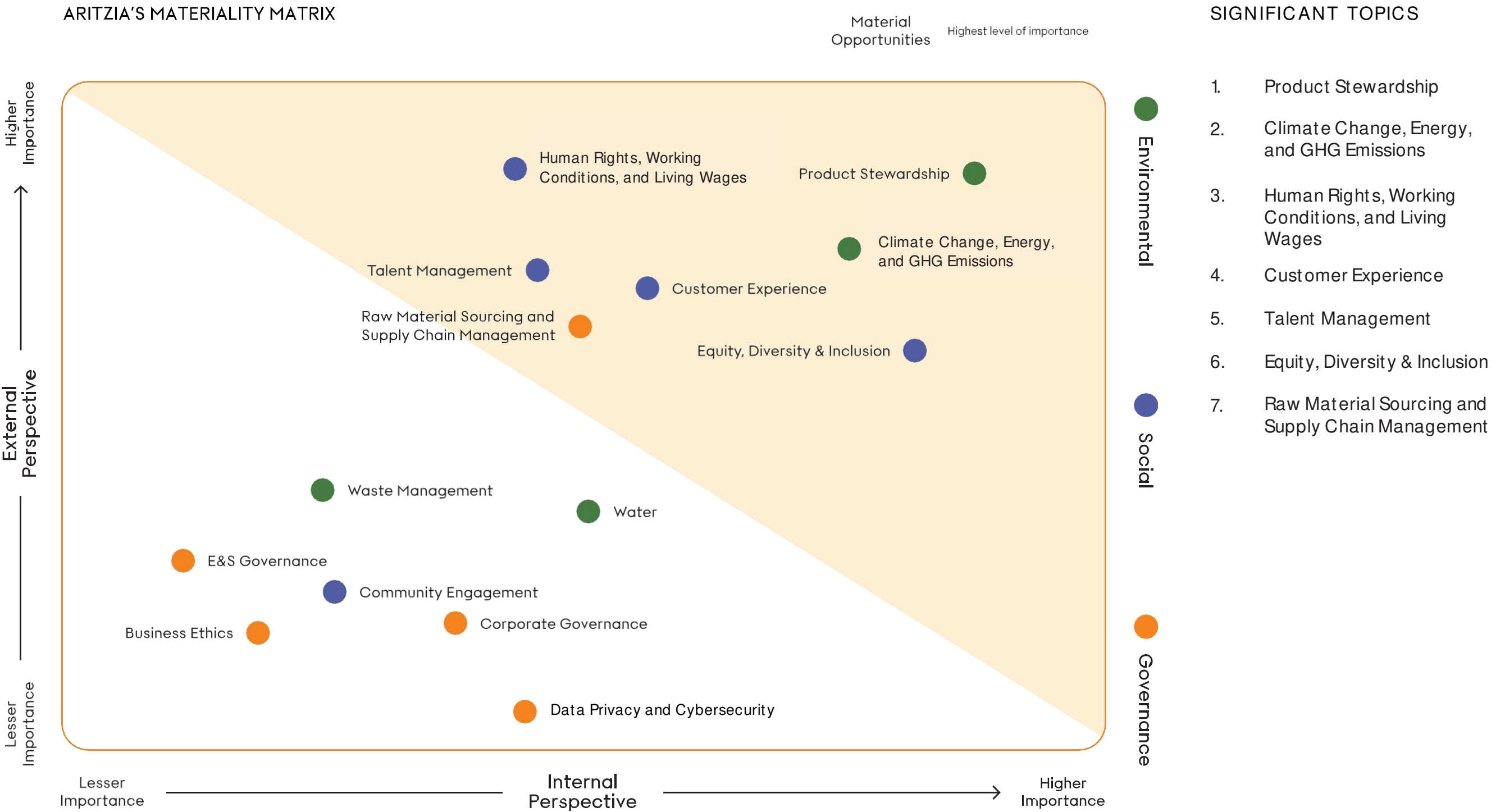
The findings showed that priority issues varied slightly across stakeholder groups: Aritzia Senior Leadership Team, Aritzia’s E&S Committee of the Board, investors, employees, suppliers, and clients. With a weighted consideration of these stakeholders’ priorities, we identified the seven most material areas of risk and opportunity, consistently ranked as most significant, as seen in the top right section of the matrix to the right.

In Fiscal 2024, we conducted a refresh with select stakeholders to update and validate our initial findings.

EVOLVING OUR APPROACH

We continue to monitor topics that may become increasingly relevant to our business and stakeholders, including nature and biodiversity loss, artificial intelligence, and responsible marketing.

In Fiscal 2026, we intend to perform an updated, full materiality assessment as part of our plan to regularly conduct these important assessments every two to three years.



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, and 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 — Our 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 - Energy and emissions (manufacturing) - Energy and emissions (owned operations and logistics)	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 - Anticorruption - Lobbying and political involvement - Tax strategy	Governance — Business Ethics and Responsible Business Conduct
CORPORATE GOVERNANCE - Board structure and ownership - Risk management - Stakeholder engagement strategy	Aritzia MIC FY2025 Aritzia AIF FY2025
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 disclosures on topic

Business Ethics and Responsible Business Conduct

At Aritzia, we are committed to conducting our business with high ethical standards, exercising transparency and accountability across our operations. Our [Aritzia Code of Conduct](#) ("Code"), which applies to all individuals within and connected to Aritzia, including the Board of Directors, employees, consultants, contractors, and suppliers, reflects this commitment. Approved by the Board and publicly accessible on our website, the Code serves as a framework for business conduct, guiding us in fostering trust with our stakeholders.

The Code outlines Aritzia's commitment to conducting business with honesty and integrity, and in compliance with applicable laws and regulations. It is designed to preserve our reputation and deter unethical behaviour and wrongdoing. The Code contains policies on conflicts of interest, fair dealings, gifts, respect in the workplace, harassment, insider trading, and anti-bribery and anticorruption, all of which guide our employees and partners in making ethical decisions across all business interactions.

RESPONSIBLE MARKETING

We understand the responsibility we have to our clients and stakeholders to be intentional and thoughtful with how we communicate and represent our brands, our business, and our products. Our approach to communications is led by one of our core values — Integrity. Our intention is to continuously challenge ourselves to optimize for accuracy, completeness, and transparency. Our Marketing Team collaborates with internal subject matter experts to build authenticity into our messaging across all of our channels.

Kicking off at the end of Fiscal 2025, we engaged a third-party specialty service provider to conduct an assessment of our environmental and social claims at both the business and product levels. The objective of this assessment was to align the clarity and verifiability to the standards required by regulation. This process has helped us identify opportunities to strengthen our claims about the environmental and social impact of our business and products.

As we grow our brand and reach more clients, we remain committed to making verifiable claims and building brand trust through honest, impactful marketing.

CLIENT EXPERIENCE

Every client interaction shapes our brand and collectively informs our brand experience, making every touchpoint count. Whether in boutiques, online, or through our Concierge channels, we strive to deliver Everyday Luxury™ at every step.

We continue to explore ways to better understand and meet our clients' evolving needs. Client feedback remains an important tool to help inform how we enhance service, refine products, and strengthen connections. We aim to incorporate real-time insights to support the continuous improvement of our customer experience and reinforce Aritzia's brand promise.

DATA PRIVACY, DATA SECURITY, AND CYBERSECURITY

Protecting client data privacy is a priority at Aritzia. We value the trust our clients and employees place in us, and we're committed to protecting their data. Our [Privacy Policy](#) outlines how we manage this data, while our Code of Conduct incorporates our Acceptable Use Policy to reinforce responsible handling of both Aritzia's and our clients' information.

We have a comprehensive cybersecurity program with a multi-year roadmap designed to comply with industry best practices, security standards, and applicable regulations while addressing cybersecurity risks. This program includes security technologies, policies, training, processes, and collaboration with external security organizations.

To support the oversight of data privacy and cybersecurity, our management provides quarterly updates to the Audit Committee on cybersecurity as part of our enterprise-level risk management processes.

Partnerships, Memberships, and Collaborations

Understanding that we make the greatest environmental and social impact by collaborating with organizations that are dedicated to making systemic change across our industry, we’re intentional about aligning with initiatives that reflect our Values. Below are the organizations 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. 17
 BetterWork	Human Rights, Working Conditions, and Living Wages	pg. 13
 Indspire	Community Engagement	pg. 17
 MINERVA	Community Engagement	pg. 17
 POW WOW PITCH	Community Engagement	pg. 17

Planet

ORGANIZATION	TOPICS WE'RE WORKING ON TOGETHER	PAGE REFERENCE
 AG AFIRM GROUP	Water	pg. 26
 better cotton member	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 28
 Cascade	Product Stewardship	pg. 32
 THE GOOD CASHMERE STANDARD	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 30
 Lenzing	Product Stewardship	pg. 31
 noia	Product Stewardship	pg. 31
 SCIENCE BASED TARGETS	Climate, Energy, and GHG Emissions	pg. 21
 Textile Exchange	Product Stewardship Raw Material Sourcing and Supply Chain Management	pg. 27

Supplemental Materials



IN THIS SECTION

Independent Limited Assurance
Report on Select Metrics

GHG Emissions Data

Sustainability Accounting Standards
Board (SASB) Index

Glossary

Forward-Looking Statements

Independent practitioner’s limited assurance report on Aritzia Inc.’s select performance metrics



To the Directors of Aritzia Inc.

We have undertaken a limited assurance engagement of the following select performance metrics (the subject matter) of Aritzia Inc. (Aritzia) as presented within the FY2025 Aritzia Impact Report, for the year ended December 31, 2024.

KEY PERFORMANCE INDICATOR (tCO2e)	2024
GHG Emissions - Direct (Scope 1)	3,661
GHG Emissions - Indirect (Scope 2) (location- based methodology)	5,321

MANAGEMENT’S RESPONSIBILITY FOR THE SUBJECT MATTER

Management is responsible for preparation of the subject matter in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (The GHG Protocol) (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.

PricewaterhouseCoopers LLP
PricewaterhouseCoopers Place, 250 Howe Street, Suite 1400, Vancouver,
British Columbia, Canada V6C 3S7 T: +1604 806 7000, F: +1604 806 7806,
www.pwc.com/ca
"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability
partnership.

Inherent limitations

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

Greenhouse gas emissions 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.

OUR INDEPENDENCE AND QUALITY MANAGEMENT

We have complied with independence and other ethical requirements 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.

PRACTITIONER’S RESPONSIBILITIES

Our responsibility is to express a limited assurance conclusion on the subject matter based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with Canadian Standard on Assurance Engagements (CSAE) 3410, *Assurance Engagements on Greenhouse Gas Statements* issued by the Auditing and Assurance Standards Board.

This standard requires 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 in accordance with CSAE 3410 involves assessing the suitability in the circumstances of Aritzia’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:
- obtained an understanding of the process for collecting and reporting the data included in the subject matter;
 - evaluated whether all information identified by the process to identify the information reported in the subject matter is included in the subject matter;
 - performed inquiries of relevant personnel and analytical procedures on selected information in 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;
 - compared selected information in the subject matter with the corresponding workbooks and supporting documentation; and
 - evaluated the appropriateness of quantification methods and reporting policies;
 - evaluated the methods, assumptions and data for developing estimates and forward looking information;
 - 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’s subject matter has been prepared, in all material respects, in accordance with the applicable criteria applied as explained in the subject matter.

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’s subject matter for the year ended December 31, 2024 is not prepared, in all material respects, in accordance with the applicable criteria.

RESTRICTION ON USE

Our report has been prepared solely for the Directors of Aritzia for the purpose of assisting management in reporting to the Directors on its subject matter. The subject matter therefore may not be suitable, and is not to be used, for any other purpose. Our report is intended solely for Aritzia.

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
October 08, 2025

GHG Emissions Data

TIMEFRAME AND ORGANIZATIONAL BOUNDARY

All emissions data is for the calendar year ended December 31, 2024, unless otherwise indicated. Following the guidance of the GHG Protocol (GHGP), Aritzia has selected the Operational Control approach to define our organizational and operational boundaries. Aritzia’s emissions inventory includes our exclusive brands, as well as CYC Design Corp Inc. (Reigning Champ brand) and A-OK operations, and excludes third-party brands sold through our retail network and eCommerce platform.

OVERVIEW

Aritzia’s greenhouse gas (GHG) inventory is aligned with GHGP guidance, an internationally recognized methodology. We have identified the following emissions sources as relevant and material to Aritzia:

- Direct GHG emissions (Scope 1), which include the emissions generated directly from Aritzia’s operations, such as vehicle fuel combustion and stationary emissions.
- Indirect energy-related GHG emissions (Scope 2), which include location- and market-based emissions associated with Aritzia’s electricity use in our Boutiques, Distribution Centres, and Support Offices.
- Other indirect GHG emissions (Scope 3), which include value chain emissions associated with Aritzia’s business activities.

GHG EMISSIONS BASELINE FORSCIENCE-BASED TARGETS

Aritzia has set the calendar year ended December 31, 2022, as the base year for our GHG inventory and near-term science-based targets.

MEASUREMENT UNCERTAINTY

Our reported GHG inventory emissions for Scopes 1, 2, and 3 are subject to inherent uncertainties arising from reliance on data that is estimated, assumed, and/or obtained from third parties. We follow, to the best of our abilities, the GHGP principles of relevance, completeness, consistency, accuracy, and transparency, and aim to use best available data, leading practice calculation methodologies, and the most up-to-date standards. However, given the complex nature of our value chain, our emissions inventory may not be accurate or complete. Additionally, due to differences in calculation approaches and methodologies, our data may not be comparable to that of other organizations.

A key element of our reporting strategy is reducing the level of uncertainty in our GHG emissions data by improving our data quality — moving to primary data where practicable, focusing on completeness in identifying any data gaps, and increasing our granularity, prioritizing the most material sources.

2024 GHG Emissions (tonnes CO₂e)

EMISSIONS SOURCE CATEGORY	2024 EMISSIONS	CALCULATION METHODOLOGY
SCOPE 1	3,661	NATURAL GAS We compiled natural gas consumption data from our Boutiques, Distribution Centres, and Support Offices using utility invoices, and applied emissions factors from US EPA MRR and Environment Canada's National Inventory Report (NIR). Where data was unavailable, we estimated emissions based on square footage, geography, and site type, combined with energy use intensity emissions factors provided by the EIA or NRCAN for respective US and Canadian sites. FLEET VEHICLES We used distance travelled and vehicle characteristics to estimate total fuel consumption. We then applied fuel emissions factors from the US EPA. REFRIGERANTS Taking the total square footage of our real estate portfolio, we estimated equipment refrigerant leakage during installation, usage, and decommissioning.
SCOPE 2 (LOCATION-BASED)	5,321	We compiled electricity consumption data from our Boutiques, Distribution Centres, and Support Offices using utility invoices. If utility invoices were not available, we estimated consumption by location type and space. Energy use intensity emissions factors from US EPA eGRID and Environment Canada were applied to our US and Canada sites, respectively. In 2024, 32%of our electricity consumption was estimated.
SCOPE 2 (MARKET-BASED)	0	Annual purchase of RECs equivalent to 100% of Aritzia’s electricity consumption.

2024 GHG Emissions (tonnes CO₂e)

EMISSIONS SOURCE CATEGORY	2024 EMISSIONS	CALCULATION METHODOLOGY
SCOPE 3 CATEGORY 1: PURCHASED GOODS & SERVICES	471,871	MANUFACTURING
		Emissions data from Aritzia’s exclusive brands’ Tier 1 suppliers was derived using energy consumption reported by suppliers through their Higg FEM assessments and resulting GHG emissions. Because suppliers serve multiple customers, total emissions were made into a per-unit emissions factor and multiplied by the number of units produced by Aritzia in that facility in 2024. For those Tier 1 supplier facilities who did not report energy consumption data through Higg FEM, Aritzia applied an average emissions factor derived from facilities that had provided this information.
		RAW MATERIALS
		Emissions related to the raw materials used to make Aritzia’s exclusive brands’ products were based on quantities of finished products purchased and received in the year using finished goods purchase orders. We used an internal database of raw material quantities including type, average yields, fabric and yarn weights, and fabric width measurements, as well as standard Textile Exchange loss factors and applied Higg MSI emissions factors to calculate our footprint. This is a different , more accurate method than used in prior years and we have therefore recalculated and restated our 2023 emissions for comparability. We have not yet recalculated our Baseline 2022 emissions to reflect this change in methodology due to data availability issues and plan to do so in a future year.
SCOPE 3 CATEGORY 2: CAPITAL GOODS	33,029	PACKAGING
		Packaging emissions from retail and eCommerce were calculated by collecting detailed packaging weights by material type (paper and plastic) and applying emissions factors from the UK Department for Energy Security and Net Zero (UK DESNZ). Due to system constraints, our packaging data is based on fiscal year 2025 volumes rather than 2024 calendar year. We intend to align the packaging emissions reporting timeframe with calendar year in the future.
		NON-CAPITALIZED GOODS
SCOPE 3 CATEGORY 3: FUEL & ENERGY-RELATED ACTIVITIES (NOT SCOPE 1 OR 2)	2,028	We used a spend-based method to calculate our emissions related to non-capitalized goods and services such as consulting services, data and cloud services, and office and retail supplies. The spend data was collected, categorized, and mapped to a commodity type with an associated emissions factor using the US EPA Supply Chain GHG NAICS database.
		We used a spend-based method to calculate our emissions related to capital goods including furniture, building materials, fixtures, and IT equipment. The spend data was collected, categorized, and mapped to a commodity type with an associated emissions factor using the US EPA Supply Chain GHG NAICS database.
SCOPE 3 CATEGORY 4: UPSTREAM TRANSPORTATION & DISTRIBUTION	63,221	We multiplied our Scope 1 and 2 energy consumption using UK DESNZ emissions factors for transportation and distribution, and well-to-tank to capture our upstream fuel- and energy-related emissions.
		We leveraged internal transport and distribution data for inbound transport activity and an external logistics software platform for outbound deliveries, using the weight and distance by transportation mode (air, ocean freight, rail, and truck) to calculate a tonne-km value. This was then multiplied by the UK DESNZ emissions factors for each transport mode. Additionally, Aritzia leases a distribution centre that we do not directly operate and emissions from this site are accounted for in this category.

2024 GHG Emissions (tonnes CO₂e)

EMISSIONS SOURCE CATEGORY	2024 EMISSIONS	CALCULATION METHODOLOGY
SCOPE 3 CATEGORY 5: WASTE GENERATED IN OPERATIONS	151	Using a 2021 study of our waste volumes broken out by facility type (Boutiques, Distribution Centre, and Support Office) and waste category (recycling, landfill, compost, and incineration), we scaled this volume based on the growth in our leased square footage. We then multiplied the respective waste volumes for each category by the UK's DESNZ emissions factors.
SCOPE 3 CATEGORY 6: BUSINESS TRAVEL	5,548	Leveraging our third-party travel platform and internal records, we used passenger per kilometer units for air travel, nights per employee at hotels, and spend data for tax and car rental, then multiplied the values by the UK's DESNZ emissions factors.
SCOPE 3 CATEGORY 7: EMPLOYEE COMMUTING	5,060	Employee commutes were separated by geography (Canada or USA), in-office or work-from-home, and commute mode (car, bus, rail, and walk/bicycle; this breakout would differ depending on a Canadian, American, or WFH employee). For in-office employees, we multiplied the average round-trip commute length by an assumed commute mode breakdown (provided by a third-party consultancy) per Canada or USA. This was further broken out by full-time and part-time employees, which would affect the number of days the employee was expected to be on site. In alignment with the Science Based Target initiative's guidance, we have excluded work-from-home emissions from our inventory. All emissions factors were taken from UK DESNZ.
SCOPE 3 CATEGORY 8: UPSTREAM LEASED ASSETS	0	Aritzia's upstream leased facilities are included in Scope 1 and 2 based on the operational control approach of the GHG Protocol.
SCOPE 3 CATEGORY 9: DOWNSTREAM TRANSPORTATION & DISTRIBUTION	0	We are building out the internal capabilities and processes to differentiate customer-paid (Category 9) versus Aritzia-paid (Category 4) outbound eCommerce shipments in our supply chain logistics tracking system. Meanwhile, all outbound eCommerce shipments are assumed to be paid for by Aritzia and thus included in Category 4.
SCOPE 3 CATEGORY 10: PROCESSING OF SOLD PRODUCTS	0	Not relevant.
SCOPE 3 CATEGORY 11: USE OF SOLD PRODUCTS	77,921	For simplicity, we assumed all garments were made of 100% cotton. We estimated total material weight by multiplying the average garment weight by the number of units sold during the calendar year. This figure was then multiplied by an average emissions factor, derived from three global life cycle assessments (LCAs) conducted in 2016 by Cotton Cultivated for t-shirts, collared shirts, and woven pants. These LCAs captured the environmental impacts of cotton across all life cycle stages — from farm production to consumer use.
SCOPE 3 CATEGORY 12: END- OF-LIFE TREATMENT OF SOLD PRODUCTS	10,615	Leveraging a third-party end of life LCA study on fabric materials, we estimated emissions outputs by multiplying the annual garment product-to-fibre weight for each fabric type in our product mix by disposal method. Disposal percentages were based on 2018 US EPA data on landfill, combustion, and recycling rates.
SCOPE 3 CATEGORY 13–15	0	Not relevant.

Sustainability Accounting Standards Board (SASB) Index

The International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS) Foundation continues to maintain, enhance, and evolve the Sustainability Accounting Standards Board (SASB) Standards. This index refers to relevant indicators from the Standard for Apparel, Accessories & Footwear (2023).

KEY

Full

Partial

Omitted

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

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE			REPORT COVERAGE	REFERENCE REPORT LOCATION									
MANAGEMENT OF CHEMICALS IN PRODUCTS																	
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	See report section for details.				4.0 PLANET Water Chemistry p. 26									
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	See report section for details.				4.0 PLANET Water Chemistry p. 26									
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN																	
Percentage of (1) Tier 1supplier facilities and (2) supplier facilities beyond Tier 1in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	Not disclosed.				N/A									
Percentage of (1) Tier 1supplier facilities and (2) supplier facilities beyond Tier 1that have completed the Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	We collect our finished goods supplier facility-level environmental data through the Higg FEM. The table below indicates the percentage of supplier facilities, by tier, that have completed the Higg FEM self-assessment in calendar year 2024 (based on their 2023 performance), as well as those that had their results independently verified by a third party. <table><tr><th>FACILITY TYPE</th><th>%HIGG FEM COMPLETED</th><th>%HIGG vFEM COMPLETED</th></tr><tr><td>(1) Tier 1Finished Goods Supplier Facilities</td><td>82%</td><td>75%</td></tr><tr><td>(2) Tier 2 Fabric Supplier Facilities</td><td>15%</td><td>15%</td></tr></table> Based on total production value, as determined by finished goods purchases for the year ended December 31, 2023.			FACILITY TYPE	%HIGG FEM COMPLETED	%HIGG vFEM COMPLETED	(1) Tier 1Finished Goods Supplier Facilities	82%	75%	(2) Tier 2 Fabric Supplier Facilities	15%	15%		4.0 PLANET Supplier Engagement p. 32
FACILITY TYPE	%HIGG FEM COMPLETED	%HIGG vFEM COMPLETED															
(1) Tier 1Finished Goods Supplier Facilities	82%	75%															
(2) Tier 2 Fabric Supplier Facilities	15%	15%															

Sustainability Accounting Standards Board (SASB) Index

- KEY
- Full
- Partial
- Omitted

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

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE		REPORT COVERAGE	REFERENCE REPORT LOCATION												
LABOUR CONDITIONS IN THE SUPPLY CHAIN																			
Percentage of (1) Tier 1supplier facilities and (2) supplier facilities beyond Tier 1that 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) During Fiscal 2025, 99%of in-scope finished goods supplier facilities ³ were assessed ⁴ by a third-party. (2) During Fiscal 2025, 43%of in-scope fabric supplier facilities ⁵ were assessed by a third-party. (3) 100%of assessments conducted at these facilities were conducted by a third-party specialty service provider chosen by Aritzia.			3.0 PEOPLE Our Supply Chain Workplace Standards p. 14												
(1) Priority nonconformance rate and (2) associated corrective action rate for suppliers’ labour code of conduct audits	Quantitative	Rate	CG-AA-430b.2	We use our Supplier Workplace Standards Risk Rating Framework to assign a risk rating to each noncompliance identified in assessments conducted. The risk rating scale reflects a greater focus on differentiating between isolated issues (Level 4), which may not stem from ineffective management systems, and systemic issues (Level 2 and 3), which may stem from ineffective management systems. <table><tr><th>RISK RATING</th><th>ARITZIA’S SUPPLIER PERFORMANCE⁹</th></tr><tr><td>Level 1</td><td>0%</td></tr><tr><td>Level 2</td><td>4%</td></tr><tr><td>Level 3</td><td>69%</td></tr><tr><td>Level 4</td><td>26%</td></tr><tr><td>Unassessed</td><td>1%</td></tr></table>		RISK RATING	ARITZIA’S SUPPLIER PERFORMANCE ⁹	Level 1	0%	Level 2	4%	Level 3	69%	Level 4	26%	Unassessed	1%		3.0 PEOPLE Our Supply Chain Workplace Standards p. 15
RISK RATING	ARITZIA’S SUPPLIER PERFORMANCE ⁹																		
Level 1	0%																		
Level 2	4%																		
Level 3	69%																		
Level 4	26%																		
Unassessed	1%																		
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	See report section for details.			3.0 PEOPLE Our Supply Chain Workplace Standards p. 16												

Sustainability Accounting Standards Board (SASB) Index

KEY

Full

Partial

Omitted

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

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE CODE	DATA AND RESPONSE			REPORT COVERAGE	REFERENCE REPORT LOCATION												
RAW MATERIALS SOURCING																				
(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.3	See report section for details.				4.0 PLANET Climate p. 25 Materials p. 27												
(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	Quantitative	Metric tonnes (t)	CG-AA-440a.4	Materials used in our products as a percentage of all materials sourced: <table><tr><th>PRIORITY RAW MATERIAL</th><th>AMOUNT PURCHASED</th><th>%CERTIFIED TO A THIRD-PARTY STANDARD</th></tr><tr><td>Cotton</td><td>6,330 MT</td><td>81%</td></tr><tr><td>Polyester</td><td>4,232 MT</td><td>22%</td></tr><tr><td>Polyamide</td><td>2,525 MT</td><td>4%</td></tr></table> Data is for the calendar year ended December 31, 2024. See page 27 for footnotes on data inclusions and exclusions.			PRIORITY RAW MATERIAL	AMOUNT PURCHASED	%CERTIFIED TO A THIRD-PARTY STANDARD	Cotton	6,330 MT	81%	Polyester	4,232 MT	22%	Polyamide	2,525 MT	4%		4.0 PLANET Materials p. 27
PRIORITY RAW MATERIAL	AMOUNT PURCHASED	%CERTIFIED TO A THIRD-PARTY STANDARD																		
Cotton	6,330 MT	81%																		
Polyester	4,232 MT	22%																		
Polyamide	2,525 MT	4%																		
ACTIVITY METRIC																				
Number of (1) Tier 1suppliers and (2) suppliers beyond Tier 1			CG-AA-000.A	Not disclosed.				N/A												

Glossary

TERM	DEFINITION
Absolute Emissions Reduction Targets	Focus on decreasing a company’s total GHG emissions by a set quantity within a defined timeframe.
Belonging	One of Aritzia’s three Impact People pillars. Belonging refers to Aritzia’s accountability and activities related to Equity, Diversity & Inclusion (EDI).
BIPOC	BIPOC is an acronym for Black, Indigenous and People of Colour. It also includes those who self-identify as two or more races.
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 Aritzia on aritzia.com or in our boutiques.
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.
Exclusive Brands	Aritzia's exclusive brands are in-house labels, such as Babaton, TNA, and Wilfred, that are designed and sold exclusively at Aritzia boutiques and on aritzia.com.
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: environmental management systems, water effluent, chemicals, energy, emissions, and waste.

Glossary

TERM	DEFINITION
Impact	Impact refers to Aritzia’s environmental and social impacts across our entire value chain, including our workplaces, our supply chain, and the communities we operate in.
In-Scope Finished Goods Suppliers (Tier 1)	This refers to supplier facilities that meet or exceed Aritzia’s production unit threshold. As at February 24, 2025, the production unit threshold was increased from up to 5,000 units to up to 20,000 units as we work to grow our business.
In-Scope Fabric and Trim Suppliers (Tier 2)	In-scope fabric and trim supplier facilities (Tier 2) include those selected to participate in Aritzia’s Program based on level of partnership and/or those producing key materials.
Intensity-Based Emissions Targets	Measure a company’s GHG emissions in relation to a physical or economic metric, allowing businesses to establish emissions reduction objectives while factoring in growth.
Market-Based Scope 2 Accounting	Reflects emissions based on Aritzia’s specific energy purchasing decisions, using factors from contracts like RECs or PPAs. Compared to location-based accounting, which uses the average emissions intensity of the grid where electricity was consumed. Both methods are required under the GHG Protocol to provide a comprehensive view of our carbon footprint, with location-based showing the impact of the local grid and market-based showing the impact of specific energy procurement choices.
Materials	Materials used in Aritzia’s exclusive brands’ products and materials used in our packaging, as well as the end-of-life destination of materials used in both product and packaging.
No Deforestation	No deforestation reflects our commitment to avoiding the conversion or degradation of natural forests linked to our operations and supply chain. As part of our commitment to SBTi, we aim to source key raw materials — man-made cellulosic fibres, leather, and paper packaging — from supply chains that are verified as deforestation-free.
Opportunity	One of Aritzia’s three Impact 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.
Preferred Materials	We have adopted the Textile Exchange's definition of Preferred Materials, defined as “a fibre or raw material that delivers consistently reduced impacts and increased benefits for climate, nature, and people against the conventional equivalent through a holistic approach to transforming production systems." Per the Textile Exchange's website, they are "a global non-profit driving beneficial outcomes for climate and nature across the fashion, textile, and apparel industry." Their standard-setting process follows, "the ISEAL Codes of Good Practice for all bodies that set standards [...] and through an International Working Group (IWG), which represents all the relevant parties, including animal welfare groups, brands, farmers, supply chain members, industry associations, and retailers."

Glossary

TERM	DEFINITION
Recyclable Materials	Recyclable materials are items that can be collected through most curbside recycling programs and processed into new products. To be considered recyclable, materials must be clean, free of contamination, and accepted by local recycling systems.
Regenerative	A view of agriculture using a set of farming practices that work with nature instead of against it , rebalancing an ecosystem’s natural function. These practices include restoring soil health, protecting biodiversity, and contributing to carbon negative agriculture.
Renewable Energy Credits (RECs)	Renewable Energy Credits (RECs) represent the environmental benefits of electricity generated from renewable sources, such as wind or solar. When Aritzia purchases RECs, it is supporting the generation of renewable energy by helping fund these projects. However, RECs do not involve the physical purchase or delivery of electricity to our operations. Instead, they serve as a market-based mechanism to claim the use of renewable energy and reduce the carbon footprint associated with electricity consumption.
Responsibly Managed Forests	Forests that : comply with applicable laws, regulations, and nationally ratified international treaties, conventions, and agreements; uphold the rights of Indigenous peoples and communities; are managed according to standards that prohibit deforestation — defined as the conversion of natural forest areas into plantations or non-forest uses — and any other forms of forest ecosystem degradation.
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.
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.
Sustainability	We have adopted the International Sustainability Standards Board (ISSB)'s definition of sustainability, as we agree that our ability to deliver value for our investors is inextricably linked to the stakeholders we work with and serve, the society we operate in, and the natural resources we draw on. Sustainability is defined in their General Sustainability-Related Disclosures Standard (S1) as the ability for a company to sustainably maintain resources and relationships with and manage its dependencies and impacts within its whole business ecosystem over the short , medium, and long term. Sustainability is a condition for a company to access over time the resources and relationships needed (such as financial, human, and natural), ensuring their proper preservation, development, and regeneration, to achieve its goals.

Glossary

TERM	DEFINITION
Third-Party Brands	Independent brands owned by external entities for which Aritzia is a retailer of their products.
Trim Supplier	An entity that manufactures materials or components used in apparel product that are not the main fabric, like zippers, snaps, buttons, labels, and hangtags. Also known as Tier 2 supplier.
Up-and-Coming talent	Employees early in their career, often recent post-secondary graduates, who bear little to no prior experience in corporate environments.
Water	One of Aritzia’s Impact 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 Impact People pillars. Wellbeing refers to the activities and support that Aritzia provides regarding mental, physical, financial, and social health.
Workers	This refers to employees working within Aritzia’s supply chain.

Forward-Looking Statements

Certain statements made in this document may constitute forward-looking information under applicable securities laws. Although Aritzia believes that these 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 includes, but is not limited to, statements relating to: our business strategy, goals, plans, opportunities, beliefs, and commitments and expected benefits therefrom; our Impact goals, underlying targets and positioning against those targets, including those related to People and Planet, including emissions reduction and expected benefits therefrom; our focus and investments in People programs; the development of data collection systems, calculation processes, internal controls, and reporting infrastructure capabilities and the expected results therefrom and reporting commitments; the expansion and continuation of supply chain transparency and programming; the timing of third-party assessments and other supplier assessments, surveys, and action items; our review of our human rights due diligence processes and related action plans; future engagements with SBTi; our development of a formal climate strategy and decarbonization roadmap; our water strategy priorities; our no deforestation commitment; our compliance with product regulatory requirements; our consideration for alternative sourcing strategies;

our climate change scenario analysis, uses of such analysis; 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 FY2026 and beyond.

These statements are based on 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 information. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in the Risk Factors section of our Fiscal 2025 Management’s Discussion & Analysis and Fiscal 2025 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 is 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.

