ARITZIA

FY2026

Aritzia Impact Update

A Better Everyday. Together.™

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About This Update

INTRODUCTION

This Fiscal 2026 Aritzia Impact Update (the **Impact Update**) provides an interim update on the sustainability topics and key performance indicators (KPIs) that Aritzia considers most material[1] to Aritzia's business and stakeholders. The Impact Update summarizes performance and progress since our FY2025 Aritzia Impact Report and is intended to be read alongside that report for detailed strategy, policies, and program information.

This update reflects Aritzia's approach to delivering timely, decision-useful sustainability disclosure between full reports. Relative to the FY2025 Aritzia Impact Report, this Impact Update prioritizes KPI performance, notable developments, and progress against established targets, while detailed program and policy descriptions remain available in prior disclosures.

This Impact Update covers Aritzia's fiscal year from **March 3, 2025, to March 1, 2026, (Fiscal 2026 and FY2026).**

REPORTING APPROACH

This Impact Update is structured with reference to the following commitments and frameworks:

- Aritzia's People and Planet goals and targets established in Fiscal 2023
- Progress toward our Science Based Targets initiative (SBTi)-validated greenhouse gas (GHG) emissions reduction targets
- The Greenhouse Gas Protocol (GHGP) for reporting on Scope 1, 2, and 3 emissions
- The Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Standard (2023)

The *Discussion & Analysis* section is intended to support interpretation of performance trends and material year-over-year variances.

For the third consecutive year, Aritzia obtained independent limited assurance over its Scope 1 and Scope 2 (location-based) GHG emissions. Details are provided in the *Independent Assurance Report* on page 22.

SCOPE, DATA COVERAGE, AND LIMITATIONS

This Impact Update covers Aritzia's direct operations and, where indicated, includes supplier-related information. Unless otherwise noted, all supplier and product-related data reflects only Aritzia's exclusive brands[2] and excludes third-party brands sold through our retail network and Digital business. Except for GHG emissions data and disclosures about People in our direct operations, this Impact Update excludes information related to CYC Design Corp. Inc. (Reigning Champ brand) and A-OK Cafe food and beverage services (A-OK), which represent an insignificant portion of Aritzia's business.

Sustainability and climate-related disclosures involve inherent uncertainty as they rely on estimates, assumptions, and data obtained from third parties, as well as methodologies for measuring nonfinancial information that continue to evolve. In particular, reported GHG emissions for Scopes 1, 2, and 3 are subject to estimation and methodological judgment, which may affect accuracy, completeness, and comparability relative to other organizations.

Aritzia applies the GHGP principles of relevance, completeness, consistency, accuracy, and transparency and uses best-available data and widely used methodologies. However, given the complexity of our global value chain, limitations remain. As data availability, methodologies, and measurement practices evolve, Aritzia may refine its approach, which could result in updates or restatements to current or previously reported data, including baseline periods. The methodologies, estimates, and assumptions used in the current reporting period, as applied to GHG emissions data and metrics measuring *Our Progress on Goals*, are described in the *Basis of Calculation* section of this report. Where data has been restated, the nature of the changes is described.

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 Impact goals, underlying targets, and positioning against those targets, including those related to People and Planet, including emissions reduction; the development of a decarbonization roadmap and our plans to share additional detail on achievement of the targets; our expectations regarding the evolution of data, methodologies, and measurement practices, including the possibility of resulting updates or restatements; our intentions to expand supplier assessment and monitoring programs, including across Tier 2 facilities and the scheduling of remaining assessments; our assessment of target timelines and feasibility; and our plans to leverage circularity strategy development to inform subsequent sustainability and training initiatives.

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 2026 Management's Discussion & Analysis and Fiscal 2026 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.

[1] In this Impact Update we provide voluntary 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.
[2] Excludes Fred Segal and Reigning Champ.

Our Reporting Universe

This table lists public documents related to and covering Aritzia's environment, social, and governance policies, practices, and/or performance.

NAME OF DOCUMENT	DESCRIPTION	REGULATION AND/OR FRAMEWORK COVERED	YEAR OF LATEST UPDATE	ENVIRONMENTAL COVERAGE	SOCIAL COVERAGE	GOVERNANCE COVERAGE
ANNUAL INFORMATION FORM (AIF)	Provides material information about Aritzia, operations, prospects, risks, and history per Canadian securities laws.	• Canadian securities law	2026			✓
ANNUAL REPORT	Outlines Aritzia's business performance each fiscal year, including information on strategy, financial results, risk factors, and corporate governance. Consolidated financial statements prepared in accordance with IFRS Accounting Standards and accompanying management discussion and analysis are embedded within the Annual Report.	• International Financial Reporting Standards (IFRS) Accounting Standards • Canadian securities laws	2026			✓
CDP	Provides standardized information on Aritzia's climate, water security, and forest-related risks, impacts, governance, and management practices.	• N/A	2025	✓		✓
ENVIRONMENTAL & SOCIAL COMMITTEE CHARTER	Sets forth the purpose, composition, responsibilities, and authority of the Environmental and Social Committee (E&S Committee) of the board of directors of Aritzia Inc.	• N/A	2026			✓
ENVIRONMENTAL POSITION STATEMENT	Outlines Aritzia's approach to managing environmental impacts across our value chain.	• N/A	2026	✓		
FY2026 IMPACT UPDATE	Provides an interim update on the sustainability topics and KPIs that Aritzia considers most material to Aritzia's business and stakeholders, including progress against targets set in Fiscal 2023 and against science-based GHG emissions reduction targets established in Fiscal 2025.	• SASB – Apparel, Accessories & Footwear Standards (2023) • California's Climate Corporate Data Accountability Act (SB-253)	2026	✓	✓	✓
HUMAN RIGHTS POSITION STATEMENT	Outlines Aritzia's approach to upholding internationally recognized human rights across our value chain.	• N/A	2026		✓	
MANAGEMENT INFORMATION CIRCULAR (MIC)	Outlines matters to be voted on at Aritzia's Annual General Meeting (AGM) per Canadian securities laws, the Toronto Stock Exchange (TSX) Company Manual and the Business Corporations Act (British Columbia).	• N/A	2026			✓
MATERIAL SOURCING POLICY	Sets minimum expectations on suppliers regarding the sourcing of materials for Aritzia, based on international frameworks and standards, and compliance with Aritzia's policies.	• N/A	2025	✓	✓	
OUR APPROACH TO WATER	Outlines Aritzia's approach to and priority areas regarding water and wastewater management in the supply chain.	• N/A	2026	✓		
STATEMENT REGARDING MODERN SLAVERY	Outlines Aritzia's actions to address the risk of modern slavery in its supply chain.	• Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211) • California Transparency in Supply Chains Act (SB-657)	2026		✓	
SUPPLIER CODE OF CONDUCT	Sets Aritzia's expectations of suppliers and their facilities with respect to social and environmental responsibility.	• N/A	2024	✓	✓	

Our Progress on Goals

The following targets, established in Fiscal 2023, measure our progress against our People and Planet Goals. See *Discussion & Analysis* section for analysis of performance drivers and business reasons for significant variances in year-over-year progress and relevant progress updates. See *Basis of Calculation* section in the *Appendix* for details about the definitions, calculation methodologies, and restatements applicable to the reporting period. The time frame of each metric may differ from fiscal year based on data availability; these exceptions are described in the *Basis of Calculation* section.

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

People

GOAL	MEASURING OUR IMPACT	FY2024 PROGRESS	FY2025 PROGRESS	FY2026 PROGRESS	FY2026 VS. FY2025	TARGET	TARGET YEAR	FY2026 PERFORMANCE
GROW OUR WORLD-CLASS TALENT AND SUPPORT MEANINGFUL, LONG-TERM CAREERS	Average # of hours of formal training provided per employee annually	10 hours	12 hours	14 hours	+2 hours	14 hours	Fiscal 2027	✓
	% of entry-level corporate positions filled by internal pipeline of up-and-coming talent	43% (restated)	58% (restated)	55%	-3 p.p.	50%	Fiscal 2027	✓
	% participation in employee engagement survey	90%	90%	91%	+1 p.p.	85%	Annually	✓
FOSTER WELLBEING ACROSS OUR WORKPLACES	% of full-time and part-time employees and their family members with access to Aritzia Virtual Wellness	100%	100%	100%	Maintained	100%	Annually	✓
FOSTER BELONGING ACROSS OUR WORKPLACES	% involvement and belonging score in employee engagement survey	75%	80%	83%	+3 p.p.	83%	Fiscal 2027	✓
	% engagement score in employee engagement survey	60%	67%	71%	+4 p.p.	75%	Fiscal 2027	→
PROMOTE FAIR AND SAFE WORKING CONDITIONS WITH OUR SUPPLIERS	% of in-scope finished goods supplier facilities assessed by a third party	92%	99%	95%	-4 p.p.	100%	Annually	←
	% of in-scope fabric and trim supplier facilities assessed by a third party	37%	43%	57%	+14 p.p.	100%	Fiscal 2027	→
	% of in-scope finished goods supplier facilities with worker voice programs[3]	←	6 facilities	→	Maintained	100%[4]	Fiscal 2028	–
INVEST IN THE COMMUNITIES WE SERVE TO DRIVE POSITIVE CHANGE	Cumulative $ value invested in community partners	$12.2M	$12.5M ($24.8M cumulative)	$11.9M ($36.6M cumulative)	+$11.9M	$50M cumulative[5]	Fiscal 2028	→

[3]For more information on Aritzia's Worker Voice Program pilot, please see the FY26 Statement Regarding Modern Slavery.
[4]Cumulative coverage from Fiscal 2023 to the end of Fiscal 2028.
[5]Cumulative total commitment from Fiscal 2024 to the end of Fiscal 2028.

Our Progress on Goals

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

Planet

GOAL	MEASURING OUR IMPACT	FY2024 PROGRESS	FY2025 PROGRESS	FY2026 PROGRESS	FY2026 VS. FY2025	TARGET	TARGET YEAR	FY2026 PERFORMANCE
REDUCE SCOPE 1, 2, AND 3 GREENHOUSE GAS EMISSIONS	Establish science-based emissions reduction targets	In progress	Complete	See *Greenhouse Gas Emissions* section for details	Maintained	Publish	Fiscal 2025	✓
SOURCE RENEWABLE ELECTRICITY FOR OUR ARITZIA-OPERATED WORKPLACES	% of electricity from renewable sources (Scope 2)[6]	100%	100%	100%	Maintained	100%	Annually	✓
REDUCE THE USAGE OF WATER AND PROTECT ITS QUALITY	Water strategy established and approved	In progress	Strategy established and approved	Strategy Year 1 Implemented[7]	Maintained	Publish	Fiscal 2025	→
ADOPT PREFERRED MATERIALS AND PROMOTE ENVIRONMENTAL STEWARDSHIP THROUGHOUT PRODUCTION PROCESSES	% of customer packaging made from both preferred and recyclable materials	71%	73%	83%	+10 p.p.	90%	Fiscal 2027	→
	% of finished goods supplier facilities that completed the Higg verified Facility Environmental Module (vFEM)	70%	75%	69%	-6 p.p.	100%	Fiscal 2027	←
	% of in-scope fabric supplier facilities that completed the Higg vFEM	10%	15%	41%	+26 p.p.	100%	Fiscal 2027	→
	% of cotton that is Better Cotton, organic, or otherwise certified	76% (restated)	100% (restated)	100%	+0 p.p.	100%	Fiscal 2027	✓
	% of polyester derived from recycled content	19% (restated)	20% (restated)	16%	-4 p.p.	45%	Fiscal 2027	←
	% of wood-based cellulosic sourced from responsibly managed forests	74% (restated)	76% (restated)	82%	+6 p.p.	100%	Fiscal 2027	→
	% of designers trained on circular design principles	0%	0%	22%	+22 p.p.	100%	Fiscal 2027[8]	→

[6]Aritzia has purchased Renewable Energy Credits, allowing us to meet our target to source 100% renewable electricity for Scope 2 (market-based) emissions, and certify that 100% of the equivalent electricity used in Aritzia-operated workplaces was generated from a renewable source delivered to the power grid.
[7]Strategy established and approved in FY2025 and published in FY2027 Q2.
[8]Target timeline under review.

Our People

Aritzia Employee Representation

	FY2024	FY2025	FY2026
% of all employees who are women	74%	74%	76%
% of senior leadership team who are women	73%	75%	69%
% of employees who self-identify as members of racially and ethnically diverse groups[9]	58%	58%	57%

Our Supply Chain

All data in this section is reflective of latest available information as at fiscal year end date, for each respective fiscal year being reported against, unless otherwise stated.

Aritzia Tier 1 Supplier Facilities Country List[10]

COUNTRY	% OF TOTAL FINISHED GOODS SUPPLIER FACILITIES	% OF TOTAL WORKERS IN FINISHED GOODS SUPPLIER FACILITIES
Austria	1%	<1%
Bangladesh	1%	4%
Cambodia	13%	13%
China	23%	8%
India	9%	7%
Italy	2%	<1%
Philippines	3%	2%
Portugal	1%	<1%
Romania	7%	1%
Slovenia	1%	<1%
Sri Lanka	4%	3%
Türkiye	3%	1%
United States of America	1%	<1%
Vietnam	31%	60%

Aritzia Tier 1 Supplier Facilities Gender Breakdown

GENDER	% OF TOTAL WORKERS IN FINISHED GOODS SUPPLIER FACILITIES		
	FY2024	FY2025	FY2026
Female	76%	75%	77%
Male	24%	25%	23%

[9]Based on voluntary self-identification data collected through the Aritzia Asks Engagement Survey. Results represent 88% of survey participants who elected to disclose their racial or ethnic identity.
[10] Percentages are rounded to the nearest whole percent. Amounts less than 1% are shown as <1%. Accordingly, totals may not sum to 100%.

Our Supply Chain

OUR GOAL:
Promote fair and safe working conditions with our suppliers.

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

Supplier Workplace Standards Program[11] – Monitoring Finished Goods Supplier Facilities

METRIC	FY2024	FY2025 (PROGRESS)	FY2026	FY2026 VS. FY2025	FY2026 PERFORMANCE	TARGET	TARGET YEAR
% of in-scope finished goods supplier facilities assessed by a third party	92%	99%	95%	-4 p.p.	←	100%	Annually
% of in-scope finished goods supplier facility assessments that were announced	88%	84%	72%				
% of in-scope finished goods suppliers covered by a sourcing and manufacturing scorecard	41%	41%	73%				

Aritzia Supplier Workplace Standards Risk Ratings Framework and Performance[12]

RISK RATING	RISK RATING DESCRIPTION[13]	ASSESSMENT SCHEDULE	SUPPLIER PERFORMANCE FY2024	FY2025	FY2026
LEVEL 4	Improvement opportunities are isolated and may not have a systemic root cause or indicate a management system issue.	Annual Assessments	25%	26%	24%
LEVEL 3	Improvement opportunities may be due to a systemic root cause and may require revisions to management systems for sustained remediation.	Annual Assessments	69%	69%	73%
LEVEL 2	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.	Reassessed Within Four Months	4%	4%	1%
LEVEL 1	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.	Responsible Exit	0%	0%	0%
UNASSESSED			2%	1%	2%

Aritzia Supplier Workplace Standards Audit Findings

NONCOMPLIANCE CATEGORIES	DESCRIPTION	SHARE OF NONCOMPLIANCES[14] FY2024	FY2025	FY2026
HEALTH & SAFETY-RELATED	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.	56%	53%	53%
LABOUR-RELATED	Assesses suppliers' recruitment practices, worker experience, working hours, benefits, and the completeness and accuracy of employment records and wage payments.	34%	38%	34%
GOVERNANCE AND MANAGEMENT SYSTEMS-RELATED	Assesses suppliers' policies, practices, roles, and responsibilities for managing labour, business ethics, and health and safety, and for obtaining required licenses and permits.	8%	8%	13%
ENVIRONMENTAL MANAGEMENT-RELATED	Reviews suppliers' practices around monitoring, obtaining, and protecting required permits for emissions, water discharge, air discharge, and hazardous waste handling.	2%	1%	0%

[11]For more information on Aritzia's Supplier Workplace Standards Program, please see the FY26 Statement Regarding Modern Slavery.
[12]Ratings are reflective of performance of in-scope finished goods supplier facilities from the most recent assessment conducted as at fiscal year end date, for each respective fiscal year being reported against.
[13]Refer to our FY2025 Aritzia Impact Report for details on our approach to remediating supplier facilities' noncompliances associated with each of these risk ratings.
[14]Percentage shown for each noncompliance category reflects the proportion of noncompliance findings across all risk ratings.

Greenhouse Gas Emissions

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

OUR GOAL:

Reduce Scope 1, 2, and 3 greenhouse gas emissions in line with science-based emissions reduction targets.

See *Discussion & Analysis* section for analysis of performance drivers and business reasons for material variances in year-over-year results and relevant progress updates.
See *Basis of Calculation* section in the *Appendix* for details about the greenhouse gas (GHG) emissions calculation methodologies and restatements applicable to the reporting period.

METRIC	UNIT	FY2023 BASELINE (Based on 12 months ended December 31, 2022)	FY2024 PROGRESS (Based on 12 months ended December 31, 2023)	FY2025 PROGRESS (Based on 12 months ended December 31, 2024)	FY2026 PROGRESS (Based on 12 months ended December 31, 2025)	FY2026 VS. FY2025	FY2026 VS. BASELINE	FY2026 TARGET PERFORMANCE
Total Scope 1 Aritzia-controlled operations	metric tonnes carbon dioxide equivalents (CO_2e)	2,474	3,333	3,661	3,950[15]			
Total Scope 2 Aritzia-controlled operations (location-based)	metric tonnes CO_2e	3,502	4,716	5,321	5,863[15]			
Total Scope 2 Aritzia-controlled operations (market-based)	metric tonnes CO_2e	6	0	0	0			
Total Scope 1 and 2 (market-based)	metric tonnes CO_2e	2,480	3,333	3,661	3,950			
SBTi target[16]: 54.7% absolute reduction of GHG emissions in Aritzia-operated facilities (Scope 1 and market-based Scope 2) by 2033	Percentage (%)					8%	59%	←
100% of electricity for our operated workplaces from renewable sources (Scope 2)[17]	Percentage (%) of electricity from renewable sources	100%	100%	100%	100%	0%	0%	✓
Total Scope 3 indirect emissions across value chain not owned or controlled	metric tonnes CO_2e	358,941 (restated)	262,117 (restated)	381,582 (restated)	541,856	42%	51%	
Purchased Goods & Services and Upstream Transportation & Distribution GHG emissions (metric tonnes CO2e) per CAD value added[18]	metric tonnes CO_2e per million dollars of annual gross profit	200 (restated)	124 (restated)	149 (restated)	137			
SBTi target[16]: 61.1% reduction per CAD value added in Scope 3 GHG emissions from Purchased Goods & Services and Upstream Transportation & Distribution by 2033	Percentage (%)					-8%	-32%	→
Forest, Land & Agriculture (FLAG) GHG emissions	metric tonnes CO_2e	62,329 (restated)	50,370 (restated)	71,736 (restated)	155,706			
SBTi target[16]: 39.4% reduction in Scope 3 GHG emissions from FLAG by 2033	Percentage (%)					117%	150%	←

[15] Limited assurance obtained by PwC, refer to the Report of Independent Accountants.
[16] Targets were set using SBTi's Corporate Near-Term Tool for emissions reductions. FLAG targets were set using SBTi's FLAG Target-Setting Tool. All targets have been validated by the SBTi.
[17] Aritzia has purchased Renewable Energy Credits, allowing us to meet our target to source 100% renewable electricity for Scope 2 (market-based) emissions, and certify that 100% of the equivalent electricity used in Aritzia-operated workplaces was generated from a renewable source delivered to the power grid.
[18] These are non-FLAG emissions only. This amount includes total Scope 3 Category 1 Purchased Goods & Services emissions and Scope 3 Category 4 Upstream Transportation and Distribution emissions less the FLAG GHG emissions disclosed in the table above. These non-FLAG emissions are then divided by our gross profit in the related financial statements to arrive at this intensity value.

Greenhouse Gas Emissions

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

Scope 3 GHG Emissions Inventory by Category

Emissions across value chain not owned or controlled. Reported in metric tonnes CO_2e.

EMISSIONS SOURCE CATEGORY	FY2023 Baseline (Based on 12 months ended December 31, 2022)	FY2024 (Based on 12 months ended December 31, 2023)	FY2025 (Based on 12 months ended December 31, 2024)	FY2026 (Based on 12 months ended December 31, 2025)	FY2026 VS. FY2025
Scope 3 Categories included in Aritzia's target boundary[19]					
Category 1: Purchased Goods & Services	180,257 (restated)	127,914 (restated)	184,667 (restated)	301,508	63%
Category 2: Capital Goods	15,321	25,929	33,029	28,343	-14%
Category 3: Fuel & Energy-Related Activities (not Scope 1 or 2)	1,335	1,810	2,028	2,198	8%
Category 4: Upstream Transportation & Distribution	64,622	33,877	63,221	81,582	29%
Category 5: Waste Generated in Operations	107	118	151	148	-2%
Category 6: Business Travel	3,044	2,708	5,548	3,426	-38%
Category 7: Employee Commuting	4,956	5,098	5,060	5,008	-1%
Category 12: End-of-Life Treatment of Sold Products	6,630 (restated)	5,725 (restated)	6,665 (restated)	8,847	33%
Total Primary Scope 3	276,271 (restated)	203,179 (restated)	300,369 (restated)	431,061	44%
Scope 3 Categories outside Aritzia's target boundary[20]					
Category 11: Use of Sold Products (indirect use phase)	82,670 (restated)	58,938 (restated)	81,213 (restated)	110,795	36%
Total Scope 3 Indirect Emissions	358,941 (restated)	262,117 (restated)	381,582 (restated)	541,856	42%

MEASUREMENT UNCERTAINTY

Our reported GHG inventory emissions 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.

[19]Included in Aritzia's climate target boundary, aligned with SBTi requirements.
[20]Category 11 is an indirect use phase category. While disclosed, it is excluded from the target boundary in line with GHGP and SBTi guidance.

Materials

KEY

→ Movement Toward Target	✓ Target Level Achieved
← Movement Away From Target	– Flat

Top five priority materials used in our products by percentage of all materials sourced[21]

PRIORITY RAW MATERIAL	METRIC	FY2024 PROGRESS (Based on 12 months ended December 31, 2023) (Restated)	FY2025 PROGRESS (Based on 12 months ended December 31, 2024) (Restated)	FY2026 PROGRESS (Based on 12 months ended December 31, 2025)	FY2026 VS. FY2025	FY2026 PERFORMANCE	TARGET BY 2027
Cotton	Volume purchased (metric tonnes, MT)	2,746	3,788	6,595	+74%		
	% of total raw materials purchased	36%	36%	46%	+10 p.p.		
	% that is a preferred material, Better Cotton, organic, or otherwise certified[22]	70%	100%	100%	0 p.p.	✓	100%
Polyester	Volume purchased (MT)	1,661	2,676	3,913	+46%		
	% of total raw materials purchased	22%	25%	27%	+2 p.p.		
	% certified to a third-party standard (% recycled content)	19%	20%	16%	-4 p.p.	←	45%
Polyamide	Volume purchased (MT)	1,190	1,555	1,179	-24%		
	% of total raw materials purchased	16%	15%	8%	-7 p.p.		
	% certified to a third-party standard (% recycled content)	5%	4%	2%	-2 p.p.		
Man-Made Cellulosics	Volume purchased (MT)	885	1,168	1,105	-5%		
	% of total raw materials purchased	12%	11%	8%	-3 p.p.		
	% certified to a third-party standard (% of wood-based cellulosics sourced from responsibly managed forests)	74%	76%	82%	+6 p.p.	→	100%
Animal-Derived Fibres	Volume purchased (MT)	899	925	982	+6%		
	% of total raw materials purchased	12%	9%	7%	-2 p.p.		
	% certified to a third-party standard	48%	53%	77%	+24 p.p.		
Total % of raw materials certified to a third-party standard		44%	62%	66%	+4 p.p.		

[21]Material-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, 2025. It excludes secondary fabrics, trims, supplier-sourced polyfill, and primary materials used exclusively for accessories due to data accessibility limitations.
[22]Based on data limitations we are no longer reporting against our previously stated Denim Forum indigo style target. Over the next year, we plan to reassess how this target fits in with our overall preferred materials program.

Discussion & Analysis

This section provides analysis of performance drivers for a selection of key performance indicators.

People

PROGRESS ON GOAL TO GROW OUR WORLD-CLASS TALENT AND SUPPORT MEANINGFUL, LONG-TERM CAREERS

Average training hours per employee increased by two hours, 17% , reflecting an expansion in the scope of Aritzia's training data tracking methodology to include instructor-led training across additional employee groups, which increased reported hours. Business growth also contributed to the increase, including new program launches and higher headcount within Concierge and Distribution Centre operations, resulting in greater onboarding and role-specific training requirements. Readers should note that year-over-year comparability is affected by the methodology change described above. Excluding the expanded tracking scope, the increase in training hours was primarily driven by higher training volumes associated with workforce growth.

PROGRESS ON GOAL TO FOSTER BELONGING ACROSS OUR WORKPLACES

Employee engagement score increased to 71% from 67% in the prior year. This increase may be attributable, in part, to prioritized initiatives supporting employee growth and development, meaningful recognition, enhanced two-way communication with leadership, and an improved overall experience across the organization.

PROGRESS ON GOAL TO PROMOTE FAIR AND SAFE WORKING CONDITIONS WITH OUR SUPPLIERS

Percentage of in-scope finished goods supplier facilities assessed by a third party moved to 95% from 99% in the prior year. The remaining in-scope supplier facilities requiring assessments are being scheduled in the first quarter of Fiscal 2027. Our approach to third-party assessments under the Supplier Workplace Standards Program is consistent with prior years and is detailed on pages 7 and 8 of Aritzia's FY26 Statement Regarding Modern Slavery.

The percentage of fabric supplier facilities that were assessed by a third party increased to 57% from 43% in the prior year. This is attributable to the expansion of the monitoring program in Tier 2 facilities, which are selected to participate in the monitoring program based on the level of business relationship and/or those producing key materials for our exclusive brands' products. We remain committed to further expanding this program across Tier 2.

The Worker Voice Program pilot launched in Fiscal 2024 and ended in Fiscal 2025. Therefore, the six supplier facilities reported in Fiscal 2026 are the same six which were reported in both Fiscal 2024 and Fiscal 2025. No new supplier facilities were added into the pilot in Fiscal 2026. Additional information on Aritzia's Worker Voice Program pilot is detailed on page 11 of Aritzia's FY26 Statement Regarding Modern Slavery.

The percentage of in-scope finished goods suppliers covered by a sourcing and manufacturing scorecard increased to 73% from 41% in the prior year. In FY2026, we expanded the scorecard coverage to include a broader range of suppliers with ongoing business engagement.

The percentage of Governance and Management-related noncompliances (NCs) increased to 13% from 8% in prior year, reflecting a shift in noncompliance trends. This was driven by a redistribution from Labour-related issues, with working hours NCs decreasing to 23% from 26% in the prior year, while Management Systems increased to 9% from 5% in prior year. Management Systems findings primarily relate to process setup and clarity of roles and responsibilities for employees, indicating system and communication gaps rather than fundamental social compliance requirements. 64% of these findings were Level 4 risk, which may indicate the audited facilities are strengthening baseline compliance and increasingly focusing on enhancing operational policies and management systems.

Discussion & Analysis

Planet

PROGRESS ON GOAL TO REDUCE SCOPE 1, 2, AND 3 GREENHOUSE GAS EMISSIONS

Total Scope 1, 2 (market-based), and 3 GHG emissions increased by 42% year-over-year compared to restated values, driven primarily by Scope 3 emissions from Purchased Goods & Services, which increased 63% primarily due to raw material consumption linked to business growth.

Absolute Scope 1 and 2 (location-based) GHG emissions increased 14% due to a growing proportion of US operations which have higher grid emission factors than Canada, which offset a decrease in electricity use of 5%.

Absolute Scope 1 and 2 (market-based) GHG emissions increased by 8% year-over-year, and by 59% compared to our 2022 baseline, reflecting expanded retail and distribution operations that increased Scope 1 emissions. Scope 2 (market-based) emissions were zero, resulting from maintained renewable electricity use through the purchase of Green-e®-certified renewable energy certificates covering 100% of electricity consumption.

Scope 3 GHG Forest, Land & Agriculture (FLAG) emissions increased by 117% year-over-year compared to restated values, and by 150% compared to our restated 2022 baseline, largely due to higher use of cashmere. Cashmere continues to be the most significant contributor to our FLAG emissions at 81%, followed by wool at 7% .

Scope 3 GHG Purchased Goods & Services (non-FLAG) and Upstream Transportation & Distribution absolute emissions increased by 29% year-over-year, driven by driven by higher production volumes, increased use of synthetic fibres and increased use of air freight.

Emissions intensity for Purchased Goods & Services (non-FLAG) and Upstream Transportation & Distribution per CAD value added decreased by 8% year-over-year compared to restated values. This suggests that despite the increase in absolute emissions from Purchased Goods & Services (non-FLAG) and Upstream Transportation & Distribution, gross profit grew at a faster rate. Compared to baseline, this is a 32% reduction in emissions intensity, moving Aritzia closer toward our SBTi target.

Across all reporting years, emissions were also impacted by calculation methodology refinements and data quality improvements, which resulted in lower emissions across raw material-driven Scope 3 categories, including Purchased Goods & Services. These updates and associated restatements are discussed in the *Basis of Calculation* section.

In late Fiscal 2026, we initiated the development of a decarbonization roadmap to establish a pathway for reducing emissions and to guide how reduction efforts are implemented and communicated across the business. We plan to share additional detail on our plans to achieve our targets in Fiscal 2027.

PROGRESS ON GOAL TO ADOPT PREFERRED MATERIALS AND PROMOTE ENVIRONMENTAL STEWARDSHIP THROUGHOUT PRODUCTION PROCESSES

Customer packaging made from preferred and recyclable materials increased to 83% from 73% in the prior year. This was largely driven by the expansion of preferred and recyclable materials used in our retail packaging.

The percentage of finished goods supplier facilities that completed the Higg verified Facility Environmental Module (vFEM) decreased to 69% from 75% in the prior year. This is attributable to adjustments in the supplier base in efforts to source high-quality products while working with suppliers who share our values and build long-lasting relationships. We remain committed to monitoring environmental metrics through the Higg Facility Environmental Module (FEM) and actively engaging with Tier 1 supplier facilities.

The percentage of fabric supplier facilities that completed the Higg verified Facility Environmental Module (vFEM) increased to 41%, up from 15% in the prior year. This is attributable to the expansion of the Higg FEM program in Tier 2 facilities, which are selected to participate in the Higg program based on the level of business relationship and/or those producing key materials for our exclusive brands' products. We remain committed to monitoring environmental metrics through the Higg Facility Environmental Module (FEM) and actively engaging with Tier 2 suppliers' facilities.

Across any of the raw materials used in our products, we work closely with fabric mills to explore preferred alternatives, assessing each option to ensure quality is never compromised.

The percentage of polyester derived from recycled content decreased to 16%, from 20% in the prior year. Progress toward our target to achieve 45% polyester from recycled content by Fiscal 2027 has been limited, primarily due to continued reliance on virgin polyester within key fabric programs and our focus on preserving the quality, feel, and performance our clients expect from our products. Performance to date reflects the complexity of transitioning material inputs at scale. Efforts to increase the use of recycled polyester remain focused on evaluating opportunities to reduce reliance on virgin polyester, particularly within key fabric programs.

Man-made cellulosic fibres sourced from responsibly managed forests increased to 82% from 76% in the prior year, driven primarily by higher volumes of TENCEL™ Lyocell-certified fibres across several woven fabrics and from introducing a new lightweight woven fabric containing TENCEL™ Modal.

We are reporting progress towards our circular design principles training target for the first time as Fiscal 2026 marked the initial year of designer training. The 22% progress reflects the first cohort of participating designers involved in the circular design principles training and a limited number of participants allowed under our contractual agreement with Centre for Sustainable Fashion at the London College of Fashion, University of Arts London (UAL). Considering competing business priorities and the need to develop a broader circularity strategy, we are reassessing the feasibility of our Fiscal 2027 target year as we aim to leverage insights from the early stages of our circularity strategy development to inform and enhance its subsequent training initiatives.

Sustainable Accounting Standards Board (SASB) Index

This index refers to relevant indicators from the Standard for Apparel, Accessories & Footwear (2023) against which Aritzia is reporting. Where relevant disclosures exist in other sections of the FY2026 Impact Update, or other materials published by Aritzia, they have been linked in the *Reference* column of the table below.

TOPIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE
MANAGEMENT OF CHEMICALS IN PRODUCTS					
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	No changes to processes applied in Fiscal 2026. See Chemistry section of FY2025 Aritzia Impact Report for disclosures on Aritzia's processes.	FY2025 Aritzia Impact Report
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		
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	Not disclosed.	N/A
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	We collect Tier 1 finished goods supplier facilities' and in-scope Tier 2 fabric supplier facilities' environmental data through Higg FEM. In the 2025 calendar year, 75% of Tier 1 finished goods supplier facilities and 41% of in-scope Tier 2 fabric supplier facilities completed Higg FEM self-assessments. Aritzia considers suppliers' Higg vFEM completion as a metric for Our Progress on Goals. For further information on the proportion of Higg FEM assessments that have undergone third-party verification, see *Our Progress on Goals* section.	*Our Progress on Goals* *Basis of Calculation* FY2025 Aritzia Impact Report
LABOUR CONDITIONS IN THE SUPPLY CHAIN					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	Aritzia's in-scope Tier 1 finished goods supplier facilities and in-scope Tier 2 fabric and trim supplier facilities are audited against Aritzia's Supplier Code of Conduct. See *Our Progress on Goals* section for the proportion of suppliers who were audited in Fiscal 2026. Supplier Workplace Standards assessments are always conducted by independent third-party specialty service providers chosen by Aritzia.	*Our Supply Chain* *Basis of Calculation* FY2025 Aritzia Impact Report Supplier Code of Conduct
Priority nonconformance rate and 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 the assessments conducted. For more information see this framework on age 7.	*Our Supply Chain* FY2025 Aritzia Impact Report Supplier Code of Conduct
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 *Our Supply Chain* section in this report and from our FY2025 Aritzia Impact Report.	*Our Supply Chain* FY2025 Aritzia Impact Report

Sustainable Accounting Standards Board (SASB) Index

TOPIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE
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 Our Supply Chain and Materials sections from our FY2025 Aritzia Impact Report for information about the environmental and social considerations of our raw material sourcing.	FY2025 Aritzia Impact Report
(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) and Percentage (%) by weight	CG-AA-440a.4	In line with SASB guidelines, Aritzia has identified cotton and polyester as priority raw materials based on the proportion that they make up in our exclusive brands' products, by volume. Break down of the certification percentage, by standard: **COTTON** 92% Better Cotton Initiative cotton 5% regenerative cotton certified to regenagri® 3% organic cotton certified to Global Organic Textile Standards (GOTS) or Organic Content Standards (OCS) **POLYESTER** 84% virgin polyester 16% recycled polyester certified to the Global Recycled Standard (GRS) or Recycled Content Standard (RCS)	*Materials*

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE
Number of (1) Tier 1 suppliers and (2) Suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	Not disclosed.	N/A

Basis of Calculation

Details about the definitions, calculation methodology, and restatements for the metrics used to measure Our Progress on Goals as well as our Greenhouse Gas Emissions are included in this section. Calculation methods, scope criteria, and data sources are applied consistently year-over-year unless otherwise disclosed.

Our Progress on Goals: People

METRIC	DEFINITION & CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
Average # of hours of formal training provided per employee annually	DEFINITION: Represents the mean number of hours of structured learning completed by in-scope employees during the fiscal year. In-scope employees for this metric include all active, permanent, and fixed-term Aritzia, A-OK, and Reigning Champ employees. Formal training includes both instructor-led and online learning activities delivered through Aritzia-approved training programs. CALCULATION: Total number of formal training hours completed by all in-scope employees during the fiscal year, divided by the average number of employee headcount for the same period. An employee's inclusion is prorated based on their number of active days relative to the total days in the fiscal year.	Number (#)	None
% of entry-level corporate positions filled by internal pipeline of up-and-coming talent	DEFINITION: Measures the proportion of entry-level Support Office roles that are filled by employees advancing from Aritzia's frontline and early-career talent pipelines during the fiscal year. This metric is intended to reflect internal career progression from frontline and experiential roles into corporate positions. CALCULATION: This metric is calculated by dividing the number of employees transferring from Aritzia's frontline or early career entry points into entry-level eligible Support Office roles during the fiscal year by the total number of entry-level eligible Support Office roles filled during the same period. Aritzia's frontline or early-career entry points, considered in the numerator, include positions in Boutiques, Concierge, Distribution Centres, A-OK Cafes, and internship programs. Internal transfers from full-time Support Office roles are not included in the numerator or denominator. The denominator includes all eligible corporate positions filled during the fiscal year, including roles filled through internal pipeline transfers and external hires. Entry-level Support Office roles are defined as permanent appointments and fixed-term positions with a duration of six months or longer in Support Office roles at senior analyst/associate-level or below that do not require specialized technical, professional, or creative experience typically obtained outside Aritzia.	Percentage (%)	The current reporting year methodology update resulted in material changes to progress previously reported. The methodology update includes fixed-term positions with a duration of six months or longer. Aritzia has restated progress for all prior years using the updated methodology to maintain consistency and comparability over time.
% participation in employee engagement survey	DEFINITION: Represents the proportion of eligible employees who completed Aritzia's annual employee engagement survey during the survey administration period. This metric is intended to indicate the level of employee participation in engagement feedback processes. CALCULATION: Survey participation is calculated by dividing the number of eligible employees who completed the employee engagement survey by the total number of eligible employees invited to participate during the survey administration period, expressed as a percentage. Eligible employees include permanent, active employees who meet a minimum tenure requirement of one month at the time the survey is distributed. Only completed surveys submitted within the survey response window are included in the numerator. Employees who are not eligible for participation are excluded from both the numerator and the denominator.	Percentage (%)	None
% of full-time and part-time employees and their family members with access to Aritzia Virtual Wellness	DEFINITION: Represents the proportion of Aritzia employees and their family members who are eligible for and provided access to the Aritzia Virtual Wellness platform during the fiscal year. Access is provided automatically to eligible employees through their Aritzia employee login. CALCULATION: This metric is calculated by dividing the number of eligible full-time and part-time employees with active access to Aritzia Virtual Wellness by the total number of eligible full-time and part-time Aritzia employees during the fiscal year, expressed as a percentage. All full-time and part-time Aritzia employees are automatically provided access to Aritzia Virtual Wellness through their Aritzia employee login. As a result, this metric reflects program eligibility and availability rather than utilization. Family members' access to Aritzia Virtual Wellness is provided through the employee's eligibility and login credentials and is not counted as a separate population in the calculation.	Percentage (%)	None
% involvement and belonging score in employee engagement survey	DEFINITION: Represents the average favourability of employee responses to a defined set of involvement and belonging survey questions included in Aritzia's annual employee engagement survey. This score reflects aggregated employee sentiment on involvement and belonging at the time the survey is administered. CALCULATION: The overall involvement and belonging score represents an unweighted average of favourability scores across the defined set of involvement and belonging indicators included in Aritzia's annual employee engagement survey. Favourability is determined based on the proportion of respondents who selected favourable response options for each involvement and belonging indicator, which remain consistent year-over-year unless otherwise disclosed. Responses are aggregated across all eligible permanent employees who were active at the time of survey deployment and who submitted completed survey responses.	Percentage (%)	None
% engagement score in employee engagement survey	DEFINITION: Represents the average favourability of employee responses to a defined set of engagement-related survey questions included in Aritzia's annual employee engagement survey. This score reflects aggregated employee sentiment related to engagement at the time the survey is administered. CALCULATION: The overall engagement score represents an unweighted average of favourability scores across the defined set of engagement indicators included in Aritzia's annual employee engagement survey. Favourability is determined based on the proportion of respondents who selected favourable response options for each engagement indicator, which remain consistent year-over-year unless otherwise disclosed. Responses are aggregated across all eligible permanent employees who were active at the time of survey deployment and who submitted completed survey responses.	Percentage (%)	None

Basis of Calculation

Our Progress on Goals: People (Supply Chain)

METRIC	DEFINITION & CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
% of in-scope finished goods supplier facilities assessed by a third party	DEFINITION: Represents the proportion of in-scope Tier 1 finished goods supplier facilities that underwent a third-party assessment under Aritzia's Supplier Workplace Standards Program within the fiscal year. CALCUATION: The metric is calculated by identifying the number of in-scope finished goods supplier facilities that completed a third-party assessment divided by the total number of in-scope finished goods supplier facilities that were required to have an assessment conducted. In-scope facilities are those that: 1) Produce Aritzia exclusive brand apparel and/or accessories products; 2) Have purchasing spend within the fiscal year; 3) Meet or exceed Aritzia's production threshold of 20,000 units; and 4) Were required to undergo an assessment in accordance with Aritzia's Supplier Workplace Standards Program. Third-party assessments include both announced and unannounced assessments conducted by an independent third-party specialty service provider.	Percentage (%)	None
% of in-scope fabric and trim supplier facilities assessed by a third party	DEFINITION: Represents the proportion of selected Tier 2 fabric and trim supplier facilities, associated with Aritzia's finished goods production, that have completed a third-party assessment under Aritzia's Supplier Workplace Standards Program. CALCUATION: This metric is based on finished goods purchases made associated with the corresponding Tier 1 finished goods suppliers. It is calculated by mapping the cumulative list of in-scope fabric and trim supplier facilities that have completed a third-party assessment since Fiscal 2023 to current-year finished goods purchasing data to identify which facilities in the reporting year have been assessed at any point since Fiscal 2023. The numerator reflects the purchasing goods data total spend associated with in-scope fabric and trim supplier facilities that have: 1) Completed a third-party assessment; and 2) Are associated with a Tier 1 supplier with active purchasing spend during fiscal year 2026. The denominator reflects the total purchasing spend of associated Tier 1 purchasing activity during the same period. Facilities that were assessed in prior years but do not have purchasing activity in the current fiscal year are excluded from the numerator. In-scope Tier 2 facilities include fabric and trim supplier facilities associated with Aritzia finished goods production that are selected for program participation based on level of business relationship and/or those producing key materials. Purchase data is currently limited to include only primary fabrics and yarns and excludes trims. Third-party assessments are conducted by independent third-party specialty service providers. Because the numerator reflects cumulative assessment completion and the denominator is recalculated annually, changes in the reported percentage may reflect both changes in sourcing activity and newly completed assessments. The calculation may include supplier facilities that perform both Tier 1 (finished goods production) and Tier 2 (fabric production) processes within the same facility.	Percentage (%)	None
% of in-scope finished goods supplier facilities with worker voice programs	DEFINITION: Represents the number of supplier facilities which have participated in Aritzia's Worker Voice Program pilot. CALCULATION: At this pilot stage, the metric reflects the total number of supplier facilities which have participated in Aritzia's Worker Voice Program pilot since its launch in Fiscal 2024 (as opposed to the % of Tier 1 supplier facilities). No new supplier facilities were added into the pilot in Fiscal 2026.	Number (#)	None

Basis of Calculation

Our Progress on Goals: People (Communities)

METRIC	DEFINITION & CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
Cumulative $ value invested in community partners	DEFINITION: Represents the cumulative Canadian dollar (CAD) value of product donations, direct financial contributions, gift cards, paid volunteer time, and food and beverage contributions provided to Aritzia's community partners since FY2024. This metric reflects cumulative contributions made over time and is updated annually based on donations made during each fiscal year. CALCULATION: This metric is calculated as the cumulative sum of the annual CAD value of donations provided to Aritzia's community partners since Fiscal 2024. Annual values are determined for each fiscal year and aggregated on a cumulative basis. Product donations are valued based on a discounted retail price. Discount rate applied is determined based on a categorization framework using standard valuation factors to reflect the estimated value of the donated product. The valuation guidelines are held consistent from year to year unless otherwise disclosed. Financial contributions are recorded at their cash value at the time of contribution. Gift cards are valued at face value. Paid volunteer time is valued based on total number of hours volunteered by all participating employees multiplied by a standardized hourly rate. The reported value represents the estimated monetary value of contributions made and does not reflect the social or community outcomes achieved. Community partners are organizations with which Aritzia has established community partner agreements in place and, in the case of smaller contributions, includes additional local non-profit organizations.	Canadian dollars ($)	None

Our Progress on Goals: Planet

METRIC	DEFINITION & CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
% of electricity from renewable sources (Scope 2)	DEFINITION: This metric measures the percentage of Scope 2 total megawatt-hour (MWh) of electricity has an equivalent purchased Renewable Energy Credit (RECs). CALCULATION: To account for the use of renewable electricity contributing to Aritzia's Scope 2 (market-based) emissions, Aritzia calculates the total megawatt-hour (MWh) of electricity consumption in Scope 2 (location-based) and obtains certification that the equivalent megawatt-hour (MWh) of electricity was generated from a renewable source and delivered to the power grid, allowing us to meet our target to report Scope 2 (market-based) emissions that reflect 100% renewable electricity procurement for Scope 2. Aritzia purchased a total of 29,770 MWh unbundled RECs generated from third party-verified, Green-e® programs in the USA and Canada. 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.	Percentage (%)	None
% of customer packaging made from both preferred and recyclable materials	DEFINITION: This metric represents the proportion of total consumer packaging, by weight, that meets Aritzia's internal criteria for preferred materials and recyclability during the reporting period. The weight of packaging consumed includes all retail and Digital business packaging purchased within the fiscal year. This metric excludes A-OK Cafe food and beverage packaging. CALCULATION: This metric is calculated by dividing the total weight of consumer packaging components that meet Aritzia's preferred material and recyclability criteria by the total weight of consumer packaging purchased for retail and Digital channels during the fiscal year. Packaging weight is calculated for each component by multiplying the component's weight by the number of units purchased during the fiscal year. For a packaging component to be included in the numerator, it must meet both of the following criteria: 1) Preferred material. The component includes materials designated as preferred under Aritzia's internal packaging standards, such as FSC®-certified paper or recycled content. 2) Recyclability. The component is designed to be recyclable within municipal recycling systems across the majority of Aritzia's selling jurisdictions based on available guidance at the time of assessment and industry-recognized recyclability standards in effect during the reporting period. This metric reflects packaging design and material selection and does not represent actual recycling rates or end-of-life outcomes.	Percentage (%)	None We have updated the language of this metric to support its clarity. Previously, this metric read "% of customer packaging including 100% preferred and only recyclable materials".

Basis of Calculation

Our Progress on Goals: Planet (continued)

METRIC	DEFINITION & CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
% of finished goods supplier facilities that completed the Higg verified Facility Environmental Module (vFEM)	DEFINITION: Represents the proportion of in-scope Tier 1 finished goods supplier facilities that have completed a Higg verified FEM assessment (vFEM), indicating those that have undergone third-party verification of their environmental performance self-assessments. For Fiscal 2026, this metric reflects vFEM assessments completed in calendar year 2025, which evaluate environmental performance for calendar year 2024. CALCULATION: This metric is calculated by dividing the number of in-scope finished goods supplier facilities that completed a vFEM assessment in 2025 by the total number of in-scope finished goods supplier facilities identified, based on finished goods purchasing activity in calendar 2024, expressed as a percentage. Finished goods supplier facilities include facilities producing Aritzia's exclusive-brand apparel and accessories that have Freight on Board (FOB) spend and meet or exceed Aritzia's production threshold for inclusion of 20,000 units. Supplier facilities that are no longer actively producing for Aritzia may be included in the reporting population when they fall within the defined reporting boundary, which can impact year-over-year comparability.	Percentage (%)	None
% of in-scope fabric supplier facilities that completed the Higg vFEM	DEFINITION: Represents the proportion of selected Tier 2 fabric and trim supplier facilities associated with Aritzia's finished goods production that have completed a third-party assessment under Aritzia's Supplier Workplace Standards Program. CALCUATION: This metric is based on finished goods purchases made associated with the corresponding Tier 1 finished goods suppliers. It is calculated by mapping the cumulative list of in-scope fabric and trim supplier facilities that have completed a third-party assessment since Fiscal 2023 to current-year finished goods purchasing data to identify which facilities in the reporting year have been assessed at any point since Fiscal 2023. The numerator reflects the purchasing goods data total spend, within the fiscal year, associated with in-scope fabric and trim supplier facilities that: 1) have completed a third-party assessment; and 2) are associated with a Tier 1 supplier with active purchasing spend during fiscal year 2026. The denominator reflects the total purchasing spend of associated Tier 1 purchasing activity from within the fiscal year. Facilities that were assessed in prior years but do not have purchasing activity in the current fiscal year are excluded from the numerator. In-scope Tier 2 facilities include fabric and trim supplier facilities associated with Aritzia finished goods production that are selected for program participation based on level of business relationship and/or those producing key materials. Purchase data is currently limited to include only primary fabrics and yarns and excludes trims. Third-party assessments are conducted by independent third-party specialty service providers. The calculation may include supplier facilities that perform both Tier 1 (finished goods production) and Tier 2 (fabric production) processes within the same facility.	Percentage (%)	None

Basis of Calculation

Our Progress on Goals: Planet (continued)

METRIC	CALCULATION METHODOLOGY	UNIT	RESTATEMENTS
% of cotton that is Better Cotton, organic, or otherwise certified	DEFINITION: This metric represents the total of all cotton that is certified as Better Cotton, organic or other third-party certifications. 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. CALCULATION: The metric calculates total cotton raw materials used to make Aritzia's exclusive brands' products based on the quantities of finished products purchased and received in the reporting year using finished goods purchase orders. Aritzia includes the purchase of Better Cotton that has been claimed as Better Cotton Claim Units (BCCUs) in the numerator of this calculation. Variations in cotton volume calculation methods across the supply chain result in discrepancies between the Better Cotton purchased by Aritzia and BCCU's received. In the current reporting year, we implemented an improved calculation methodology that uses 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 applied to calculate our fibre volumes. The certified volumes are divided by the total.	Percentage (%)	The current reporting year methodology update resulted in material changes to raw materials estimates. Aritzia has restated raw materials for all prior years using the updated methodology to maintain consistency and comparability over time.
% of polyester derived from recycled content	DEFINITION: This metric represents the total of all polyester that is certified as recycled content. CALCULATION: The metric calculates total polyester raw materials used to make Aritzia's exclusive brands' products based on the quantities of finished products purchased and received in the reporting year using finished goods purchase orders. In the current reporting year, we implemented an improved calculation methodology that uses 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 applied to calculate our fibre volumes. The certified volumes are divided by the total.	Percentage (%)	
% of wood-based cellulosics sourced from responsibly managed forests	DEFINITION: This metric represents the total of all man-made cellulosic fibres that came from responsibly managed forests, as verified by third-party certifications. CALCULATION: Same calculation methodology as polyester, using man-made cellulosic fibres.	Percentage (%)	
% of designers trained on circular design principles	DEFINITION: This metric represents the proportion of eligible designers who have completed Aritzia's circular design training program during the reporting period. This metric reflects participation in structured circular design training and does not assess application or outcomes. CALCULATION: This metric is calculated by dividing the number of eligible designers who completed Aritzia's circular design training program by the total number of eligible designers during the reporting period, expressed as a percentage. Designers are defined as active employees within product design departments across Aritzia and Reigning Champ. Employees on leave during the reporting period and designers responsible solely for third-party products are excluded from both the numerator and the denominator. A designer is considered trained upon completion of two foundational training workshops delivered as part of Aritzia's circular design training program, which was delivered in partnership with the Centre for Sustainable Fashion at the London College of Fashion, University of Arts London (UAL).	Percentage (%)	None

Basis of Calculation

Greenhouse Gas Emissions

TIME FRAME AND ORGANIZATIONAL BOUNDARY

All emissions data is for the calendar year ended December 31, 2025. Aritzia has selected the GHG Protocol (GHGP)'s 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. Our exclusive mix of fashion brands and products currently represents approximately 97% of Aritzia's net revenue. Our emissions inventory excludes operations and product associated with Fred Segal and third-party brands sold through our retail network and Digital business.

EMISSIONS SCOPE/ CATEGORY	CALCULATION METHODOLOGY	RESTATEMENTS
Scope 1	Direct GHG emissions, which include the emissions generated directly from Aritzia's operations, including vehicle fuel combustion and stationary emissions from natural gas and refrigerant use. NATURAL GAS. Consumption data from our Boutiques, Distribution Centres, and Support Offices is compiled using primary utility invoices, where available, and applied emissions factors from US EPA MRR and Environment Canada's National Inventory Report (NIR). Where primary data was unavailable, we estimated energy consumption by multiplying site square footage by Energy Use Intensity (EUI) factors based on Aritzia's current-year available primary data, segmented by geography and site type. FLEET VEHICLES. Emissions from fleet vehicles were calculated using the distance travelled and vehicle characteristics to estimate total fuel consumption and applied fuel emissions factors from the US EPA. REFRIGERANTS. Total time-weighted square footage for sites under Aritzia's operational control is used as a proxy to estimate HVAC equipment inventory and associated refrigerant leakage, applying standardized leakage rates and refrigerant assumptions to calculate refrigerant emissions. In 2025, commissioning and decommissioning life cycle stages were added to the calculation to better reflect emissions across the equipment life cycle. Refrigerant emissions from HVAC systems in mall-based stores that are owned and operated by landlords are excluded from Scope 1 as Aritzia does not have operational control over HVAC equipment, refrigerant selection, maintenance, or end-of-life management at these locations.	None
Scope 2 (location-based)	We compiled electricity consumption data from our Boutiques, Distribution Centres, and Support Offices using utility invoices where available. Emissions factors from US EPA eGRID and Environment Canada were applied to our US and Canadian sites based on geographic location. Where utility invoices were not available, we estimated electricity consumption by multiplying site square footage by Energy Use Intensity (EUI) factors based on Aritzia's current-year available primary data, segmented by geography and site type. Where utility invoices were partially available for the year, we estimated missing months by averaging consumption from adjacent months' utility invoices for the affected site.	None
Scope 2 (market-based)	Market-based Scope 2 emissions are calculated using contractual instruments that convey renewable electricity attributes. Aritzia purchases Renewable Energy Certificates (RECs) annually in an amount equivalent to 100% of electricity consumed across Boutiques, Distribution Centres, and Support Offices. RECs are sourced from geographically appropriate markets and applied in accordance with the GHG Protocol Scope 2 Guidance. Where RECs are applied, a zero-emissions factor is used for the covered electricity consumption.	None
Scope 3 Category 1 Purchased Goods & Services	MANUFACTURING. Emissions data from Aritzia's exclusive brands' Tier 1 and select Tier 2 supplier facilities, where data was available, was derived using energy consumption reported by suppliers through their Higg FEM assessments and resulting GHG emissions. The most recent available Higg FEM data (2024) was used as the basis for emissions calculations. Because suppliers serve multiple customers, total emissions were calculated using a per-unit emissions factor that was multiplied by the number of units produced for Aritzia in that facility in 2025. Applying 2024 Higg FEM data to 2025 production represents the best available supplier-specific data at the time of reporting. 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 are based on the quantities of finished products purchased and received in the reporting year using finished goods purchase orders. In the current reporting year, we implemented an improved calculation methodology that uses 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. The updated approach improves accuracy by better aligning raw material quantities with emissions factors to derive a more accurate list of materials. PACKAGING. Packaging emissions from retail and our Digital business 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 2026 volumes rather than those from the 2025 calendar year. NON-CAPITALIZED GOODS. 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 Emission Factors data set.	The current reporting year methodology update resulted in material changes to raw materials emissions estimates within Scope 3, Category 1. These changes were primarily driven by improvements to the calculation of total raw material volumes, including updated fabric loss factors to avoid double counting between the fabric and finished product stages of development, as well as targeted data clean-up. As a result, Aritzia has restated Scope 3 Category 1 emissions for all prior years, including the base year, to ensure consistency and comparability of disclosed emissions over time.

Basis of Calculation

Greenhouse Gas Emissions

EMISSIONS SCOPE/ CATEGORY	CALCULATION METHODOLOGY	RESTATEMENTS
Scope 3, Category 2: Capital Goods	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 Emission Factors dataset.	None
Scope 3, Category 3: Fuel & Energy-Related Activities	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.	None
Scope 3, Category 4: Upstream Transportation & Distribution	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. Reported values include customer-paid outbound Digital business shipments that may otherwise be classified under Category 9 emissions; See Scope 3, Category 9: Downstream Transportation & Distribution calculation methodology for more information.	None
Scope 3, Category 5: Waste Generated in Operations	Using a 2021 study of our waste volumes broken out by facility type (Boutiques, Distribution Centres, and Support Offices) 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 for waste. Note this original study did not include consideration of waste from A-OK Cafe food and beverage services.	None
Scope 3, Category 6: Business Travel	Leveraging our third-party travel platform and internal records, we used passenger per kilometre units by travel class and distance for air travel, kilometres travelled by train, hotel nights per employee, and spend data for taxi and car rental, then multiplied the values by the UK's DESNZ emissions factors for business travel.	None
Scope 3, Category 7: Employee Commuting	Employee commutes were separated by geography (Canada or USA), on-site or work-from-home, and commute mode. This includes employees working in Boutiques, Distribution Centres, and Support Offices. For on-site employees, we multiplied the average round-trip commute length by an assumed commute mode breakdown (provided by a third-party consultancy). 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 for employee commuting.	None
Scope 3, Category 8: Upstream Leased Assets	Aritzia's upstream leased facilities are included in Scope 1 and 2 based on the operational control approach of the GHG Protocol.	None
Scope 3, Category 9: Downstream Transportation & Distribution	We have not yet implemented the capability to differentiate between customer-paid (Category 9) and Aritzia-paid (Category 4) outbound Digital business shipments in our logistics tracking systems. In the absence of this distinction, all outbound Digital business shipments are currently classified as Aritzia-paid and included in Category 4.	None
Scope 3, Category 10	Not relevant.	N/A
Scope 3, Category 11: Use of Sold Products	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.	The methodology updates applied to Scope 3, Category 1 in the current reporting year also impacted Scope 3, Categories 11 and 12. Accordingly, Aritzia has restated Scope 3 Categories 11 and 12 emissions for all prior years, including the base year, to ensure consistency and comparability across reporting periods.
Scope 3, Category 12: End-of-Life Treatment of Sold Products	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	Not relevant.	N/A

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

To the Directors of Aritzia Inc.

REPORT ON SUBJECT MATTER

We have undertaken a limited assurance engagement of the select performance metrics that are part of the greenhouse gas statement of Aritzia Inc. (Aritzia) included in the FY2026 Aritzia Impact Update (the subject matter) for the year ended December 31, 2025.

KPI	FOR THE YEAR ENDED DECEMBER 31, 2025
GHG Emissions - Direct (Scope 1)	3,950 tCO_2e
GHG Emissions - Indirect (Scope 2) (location- based methodology)	5,863 tCO_2e

RESPONSIBILITY FOR THE SUBJECT MATTER

Management is responsible for preparation of the subject matter in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (the applicable criteria). Aritzia is also responsible for selecting the applicable criteria used. Aritzia 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.

Inherent limitations in preparing the subject matter

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.

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

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.

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 by:
  - performing subject matter walkthroughs with those responsible for the collection, reviews and reporting of the data;
- evaluated whether all material information identified by management has been considered for reporting on the subject matter;
- performed inquiries of relevant personnel and analytical procedures on selected information in the subject matter;
- performed substantive assurance procedures on selected information in the subject matter;
- compared selected information in the subject matter with the corresponding disclosures in the financial statements;
- evaluated the appropriateness of quantification methods and reporting policies;
- evaluated the methods, assumptions and data, or developing estimates and forward looking information; and
- considered the disclosure and presentation of the subject matter.

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

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, 2025 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, British Columbia

July 13, 2026