

ARDENE

THE

doing good

REPORT



ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE
FY 2023–2024

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Thank You



ABOUT THIS REPORT

We're stepping into the third year of publishing our ESG Report, and we're as excited as ever to share this year's edition with our community.

In 2024, we continued our commitment to improving and tracking our increase in sustainable products and processes. We're making strides every day.

We're all about learning and staying open to the best next steps. Our teams continued to seek knowledge at sustainability conferences, developed partnerships that really matter, and concentrated on increasing our sustainable contents in our products.

The steps we take – both big and small – are about taking care of our planet and everyone on it together. We're still not perfect, but every challenge we face is a chance to learn and improve, and that continues to be our biggest commitment of all.

When it comes to doing good, we're in it for the long haul.

OH CANADA!

As a proud Canadian-born company, born and raised in Montreal in the early 1980s, we acknowledge the beauty of our nature, wildlife and ecosystems and strive to help preserve our natural habitats. It's important to us to not only secure partnerships with international organizations but also to support local not-for-profit organizations whose priority is Canada. Making a difference worldwide starts in our own backyard – and we have a beautiful backyard.

In addition, we acknowledge that Ardene stores across North America are on the traditional and unceded territory of many diverse First Nations peoples. We recognize and respect these communities as the traditional stewards of this land.

A NOTE FROM OUR LEADER

At our core, we believe fashion should be a force for good. As we look ahead, we remain committed to making choices that benefit both people and the planet. Sustainability isn't just a goal— it's an ongoing journey, and we're taking meaningful steps to reduce our impact while ensuring our products remain accessible and inspiring for our customers.

In the past year, we've taken bold strides to integrate more responsible practices into our business. From expanding the use of recycled and repurposed materials to rethinking packaging solutions and prioritizing ethical sourcing, our teams are working to embed sustainability into everything we do. Change doesn't happen overnight, but every small decision brings us closer to a more conscious future.

Beyond our sustainability efforts, giving back is a fundamental part of who we are. Through the Ardenne Foundation, we continue to support causes that make a difference in the lives of others, donating over \$8 million to date. Our commitment to community, inclusivity, and empowerment drives us to use our platform for positive impact.

We know there's always more work to be done, and we're up for the challenge. By staying true to our values, listening to our customers, and pushing the boundaries of what's possible, we're shaping a future where fashion and responsibility go hand in hand. Together, we can build something better— one step at a time.

Mark D.

Chief Executive Officer



ARDENE AT A GLANCE

Hey, we're Ardene! We think of ourselves as the ultimate destination in North America and beyond for head-to-toe apparel, footwear, and accessories - all at the best prices. In the early '80s, we started as an accessories and jewellery retailer. Today, we're on a whole new level, with over 250+ stores in Canada, the USA and internationally - not to mention ardene.com and our app!

We believe that fashion shouldn't be exclusive or intimidating – it should be celebrated with youthful confidence and fearless enthusiasm.

Our journey is ongoing in this new era of retail, as we focus more than ever before on customer experience and sustainable practices.

25M

over 25 million total Ardene shoppers every year.

3500

close to 3,500 employees at our head office, stores, and at the DC.

2.25M

over 2.25 million sq. ft. of retail space globally.

1980

we opened our first 500sq. ft. store near Montreal, QC in 1982.

1M

close to 1 million sq. ft. of head office and DC space.

250

approximately 250 stores from coast to coast in North America and internationally.

33M

over 33 million annual visitors on ardene.com and our app.



Ardene store, Saint-Hyacinthe, Qc.

OUR MISSION & VISION

Mission

To empower customers everywhere to express themselves through fashion by offering affordable, head-to-toe, outfits designed with people and our planet in mind.

Vision

To pave the path to the future of fashion retail, while staying true to our belief in community, sustainability, and social responsibility.

OUR VALUES

Our values are the standards that strengthen and support our business.



We're Responsible

Integrity and accountability are important around here. We take ownership of our actions as individuals and as a company. We're committed to continuous improvement, and to being socially responsible corporate citizens.

We're Real

We value honesty and authenticity, no matter what. We're genuine with each other and our customers in everything we do, because positive relationships are built on trust and mutual respect.

We're Tuned-In

We listen to our customers and our teams – it's what helps us innovate, and it keeps us ahead of the curve. We pay attention where it counts, so we can openly embrace change and foster new ideas that drive us forward.

We're Magnetic

Our teams stick together. We value open collaboration and teamwork, and that's how we attract top talent and loyal customers. Our creative energy makes us interesting, and our open-minded culture inspires creativity every day.

We're Connected

We're accessible to people wherever, whenever, and however they want to engage with us. We invite our customers (and everyone!) to be inspired by our energetic brand and share in the Ardene fashion lifestyle experience.

We're a Community

Being a community extends beyond the company walls and reaches our neighborhoods and abroad. We do our part, along with the Ardene Foundation, to enrich people's lives – because it's the right thing to do.

CHAPTER ONE

OUR JOURNEY

We have an ongoing commitment to finding ways to reduce our impact on the environment. With the objective of building on this year over year, we understand that integrating sustainable and socially responsible practices into our business is a team effort. With support from every level and every department, we continued in 2024 to lay the framework for more eco-conscious products, more moments of education for customers and employees, and more partnerships to help us grow and hold us accountable.

OUR SOCIAL RESPONSIBILITY STATEMENT

We continue with our longstanding agreement with vendors to adhere to our Social Responsibility Statement. This helps us ensure fair and equal conditions for every worker along the supply chain, and all of our vendors must agree to comply with our Social Responsibility Statement.

- *All federal, provincial or state and local laws which relate to the manufacture and production of products regarding occupational health and safety, labor and employment practice, human rights, immigration, product safety, shipping and product labelling must be followed.*
- *Child labor, prison labor or slave labor in connection with the manufacture and production of products must never be used.*
- *Vendors must adhere to all other federal, provincial or state and local laws which relate to the manufacture and production of products regarding environmental matters and demonstrate continual improvement of their efforts to protect and preserve the environment.*
- *Workers should have equal access to jobs and training, on equal terms, regardless of their sex, race, colour, political opinion, religion, age, disability, sexual orientation, union membership, or social origin.*



THE UN'S SUSTAINABLE DEVELOPMENT GOALS

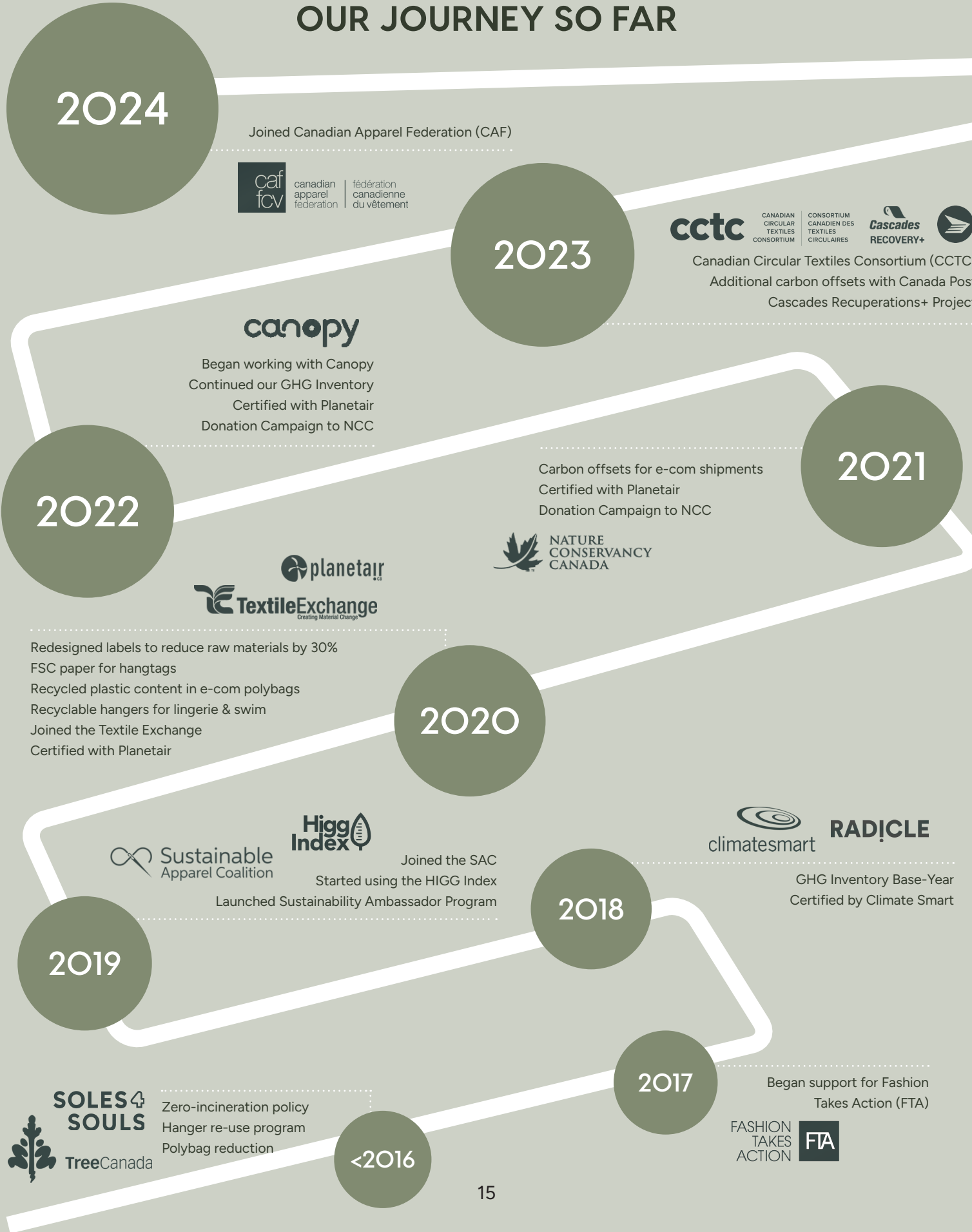


The United Nations has established 17 Sustainable Development Goals, or Global Goals, to pave a path towards a peaceful and prosperous future for all by 2030. These goals include ending poverty, providing education, encouraging economic growth and protecting the planet, and we know that we have a role to play in supporting the UN's targets. We continue to align our current partnerships, initiatives and projects with 6 SDG's in particular, which will be explained in more detail later in the report.

Our SDG's

3	Good Health & Wellbeing
4	Quality Education
5	Gender Equality
8	Decent Work & Economic Growth
12	Responsible Consumption & Production
13	Climate Action

OUR JOURNEY SO FAR



CHAPTER TWO

OUR PEOPLE

Our people are at the core of everything we do, and we are committed to creating a culture of belonging and inclusivity for all. These initiatives align with four of the UN’s SDG’s as well as the Canadian Supply Chains Act.



DIVERSITY, EQUITY, INCLUSION & BELONGING

We continue to be committed to the principle of Diversity, Equity, Inclusion and Belonging, and believe they are important facets in our organization and in society. Not only have we continued to grow our

companywide initiatives related to DEIB, but we continue to convey our support through campaigns and our partnerships.

In July 2023, we launched a full three-part Diversity, Equity, Inclusion and Belonging training to our 3,500 store team members, supported by a valued partnership with a local consulting firm who shared their knowledge and expertise. The topics covered were:

- Diversity, Equity, Inclusion and Belonging: Fundamentals
- Understanding Bias
- Inclusion in Action

In honour of Black History month (February), we dedicated our platforms to spotlight Kezna Dalz, a talented multidisciplinary artist from Montreal. We collaborated with Kenza to showcase her art and its connection to the Black experience. Kenza painted a mural in our flagship store and designed an exclusive BHM tote where all net proceeds were donated to The Black Healing Fund in support of the Black community.

In April 2024, we launched a demographic survey to stores to gather baseline information so we can continue to build and improve our programs and support our teams.

In 2024 during Pride month, we used our platform to amplify the voices of the 2SLGBTQIA+ community and share resources that foster inclusivity and awareness. In addition, we collaborated with artist Milkbox, aka Kayla Buium, who created a mural in our flagship store.

As well, we once again partnered with It Gets Better during Pride, and sold a tote bag in stores and online, with all net proceeds going to the organization.

MINDFULNESS & CONSCIOUS LEADERSHIP

Ardene is committed to promoting well-being through mindfulness and conscious leadership practices. By cultivating awareness of our thoughts, feelings, and sensations without judgment, we can act with calm and bring our best selves forward. With this in mind, we launched the Ardene Mindfulness program in 2018 with the objective of providing team members with techniques to help stay grounded and overcome stress.

Since then, the program has grown by embedding these principles into our culture and throughout the employee journey. Over the past year, we’ve innovated how we engage our teams with initiatives like a mindfulness mini-series, guided meditations, and micro-learning lessons on psychological safety for instance.

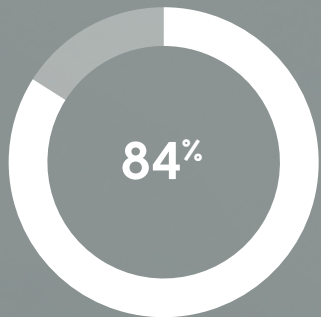
In 2022, we appointed our first Chief Leadership and Mindfulness Officer and introduced a conscious leadership training program. Over the past two years, we've expanded our programs with executive and group coaching, a dedicated communication channel, and presenting at keynote events such as the 2023 Mindful Leader Summit in Washington, DC. With incredible feedback from our teams and the growth opportunity it provides, our goal is to scale these programs sustainably, broaden our impact, and inspire others to follow our lead.

GREAT PLACE TO WORK® CERTIFIED

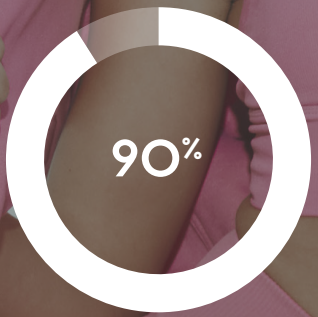
Ardene was once again Great Place to Work Certified in 2024. Based on a confidential poll shared with our 3,500 employees across North America, we took the pulse of our people to understand their experiences and learn how we can continue supporting them.

In addition, in 2024, we were recognized as a Top Employer in Québec and Canada, a Top Employer for Women, and were among the companies with the Most Trusted Executive Teams. Some of our strongest results have consistently been in the realms of diversity, equity, inclusivity, and belonging – something we are so proud of!

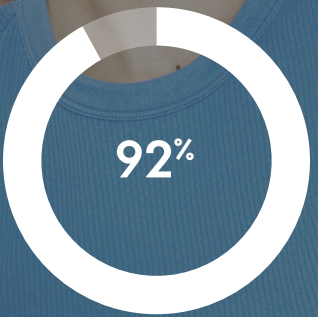
We continue to support our unique teams and to continually improve our programs & policies.



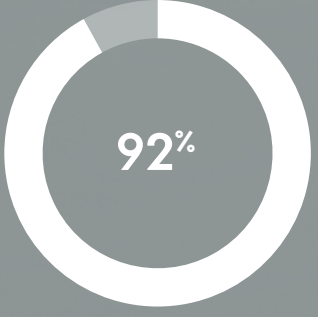
My manager shows a sincere interest in me as a person, not just an employee.



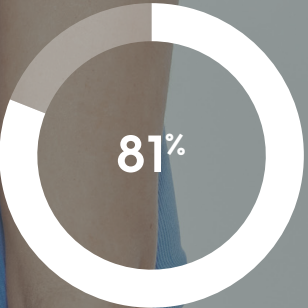
When you join the organization, you are made to feel welcome.



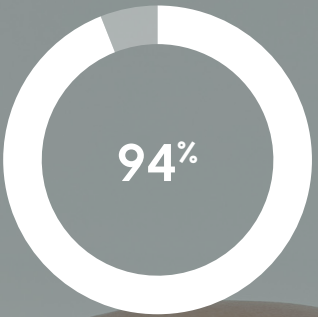
People here are treated fairly regardless of their race or ethnic origin.
(88% for those who identify as visible minorities)



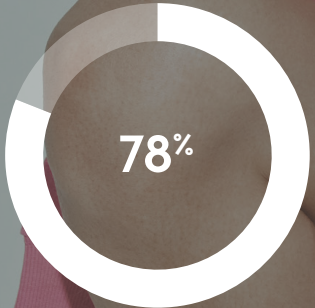
People here are treated fairly regardless of their gender.



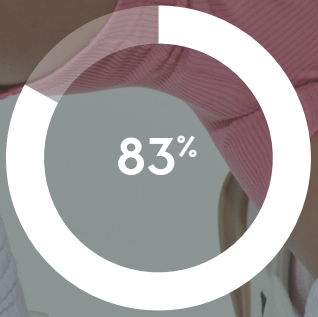
There are programs and resources available at Ardene to help me take care of my wellness and mental health.



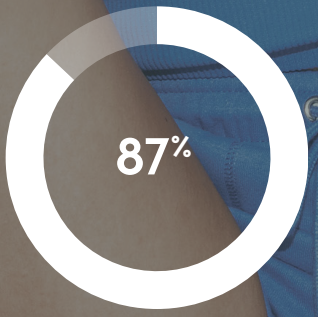
People here are treated fairly regardless of their sexual orientation.
(92% for those who identify as LGBTQ+)



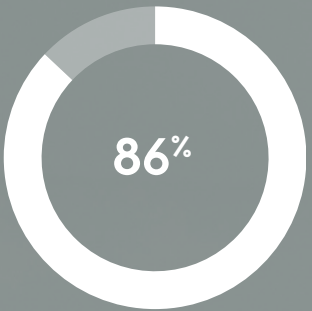
People feel comfortable and supported discussing mental health and wellness here.



I can be myself around here.



People here are treated fairly regardless of their age.



People care about each other here.

SPOTLIGHT: IT GETS BETTER

Inclusivity is one of Ardene's core values, and we believe in equality for everyone, so we recognize the importance of celebrating Pride and supporting the 2SLGBTQIA+ community.

Continuing our commitment to inclusivity, Ardene values equality for all and proudly supports the 2SLGBTQIA+ community.

It Gets Better empowers 2SLGBTQIA+ youth through educational programs and dynamic community initiatives, primarily through impactful storytelling campaigns. Their global storytelling efforts uplift 2SLGBTQIA+ youth across four continents and eight languages, fostering empowerment.

In 2024, we collaborated once again with the It Gets Better to raise funds for their mission. This year, we pledged a \$10,000 donation, contributing to a total donation of \$184,000 to date.



ARDENE x **IT GETS BETTER**

EXCLUSIVE
BAG

Designed by 2SLGBTQIA+ artist
Milkbox aka Kayla Buium.

Net profits will be donated to
It Gets Better.

[@milkboxtheartist](https://www.instagram.com/milkboxtheartist)



Scan to know more about It Gets Better.

SUSTAINABILITY AMBASSADORS

Our cross-department ambassador program continues at head office as well as in stores, helping us drive sustainability within specific areas of the business.

All employees read and signed Ardene’s Declaration for Sustainability Commitments that encourages them to review certain actions in their daily work to participate in the collective effort of reducing our impact on the environment.

SUPPLY CHAIN

Ardene recognizes the importance of fostering a quality work environment for those involved in all stages of production and distribution. Not only do we strive to offer an exceptional quality of work domestically, but we also demand a high ethical standard from our third-party suppliers abroad.

Our large supply chain is at the heart of our business and of our brand. Choosing vendors that operate ethically, according to our vendor code of conduct, is an essential part of our third-party selection process, and by working hand in hand with them, we can ensure that they comply with a high standard of ethical operation and are committed to continuously improving working conditions for their employees. The Ardene Vendor Code of Conduct is in place to ensure that all

our vendors respect these fundamental ethical requirements.

In order to maintain high standards across our supply chain, when it comes to responsible partnerships with vendors, we also regularly re-examine how we operate to ensure we’re on the right path.

CANADIAN SUPPLY CHAINS ACT

The measures introduced through the Canadian Supply Chains Act aim to increase industry awareness and transparency and drive businesses to improve their practices. Bill S-211 received Royal Assent on May 11, 2023 and came into force on January 1, 2024. Entities must, on or before May 31 of each year, submit a report to the Minister of Public Safety on:

- *The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.*
- *Its structure, activities and supply chains.*
- *Its policies and due diligence processes in relation to forced labour and child labour.*
- *The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.*

- *Any measures taken to remediate any forced labour or child labour.*
- *Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.*
- *The training provided to employees on forced labour and child labour.*
- *How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.*

In addition to submitting the report to the Minister, the entity must make the report available to the public, including publishing it in a prominent place on its website.

The reporting is directly linked to our supply chain and confirming that there is no forced or child labour within our supply chain.

In October 2024, we hosted a seminar given by NGO Fashion Takes Action to educate our teams on the risks of forced labour and child labour in supply chains. Our teams appreciated understanding why we need to be socially compliant throughout our supply chain, and the presentation gave added meaning into the extra effort we make to ensure there is no forced labour or child labour in our supply chains. We had a very interactive Q+A after the event, which further cemented our commitment to responsible supply chains.

SUMMARY

HIGHLIGHTS 2024

- Launched extensive DEIB training module to 3,500 store staff across the chain.
- Fostered partnerships with new and existing organizations that align with Ardene’s goals.
- Maintained the Sustainability Ambassador program.
- Supported multiple organizations, including Indspire, Shoebox Project, It Gets Better, Starlight, Jack.org, and more.
- Submitted and posted our Supply Chains Act statement.
- Launched employee training to educate our buying teams on the prohibition of forced labour and child labour in our supply chains.

GOALS 2025

- Establish clear and measurable ESG goals for each department.
- Continue to grow the Ambassador Program and seek new partnerships to support our goals.

SPOTLIGHT: JACK.ORG

We're honored to continually contribute to a future where young people have the education and resources needed for mental health support.

Back in 2021, we joined forces with Jack.org for the first time, sharing their mission to empower young individuals and eradicate the stigma surrounding mental health. Our dedication to mental wellbeing is also supported by established internal programs for our team members, making our collaboration with Jack.org a natural fit.

Since our partnership's inception, we've actively engaged in Jack Ride events, including sponsorship in 2024. Through our collective efforts, we raised \$97,314.62 in May and October 2024 alone, contributing to a total donation of \$252,534 to date.



Select images from Ardene's Jack Ride, 2024.



SPOTLIGHT: BLACK HISTORY MONTH

In 2024, in celebration of Black History Month, we honoured the rich heritage and contributions of the Black community by dedicating our platforms to spotlight Kezna Dalz, a talented multidisciplinary artist from Montreal, by showcasing her art and its connection to the Black experience.

Kenza painted a mural in our flagship store and designed an exclusive BHM tote where all net proceeds were donated to a charity of Kenzas choice in support on the Black community.

In support of BHM, we hosted many staff events at our head office, warehouse and in our stores. These included an online and in person trivia event, a themed lunch, sharing curated selections of literature, films- including the screening of The Photograph, podcasts and even an exclusive BHM music playlist!

Through these events, we aimed to spread messages of love, inspiration and inclusivity that resonate with all our customers and staff, embodying our commitment to diversity and community engagement.



Select images from Ardene's BHM artist spotlight, 2024.

CHAPTER THREE

OUR PLANET

Over the past year, we have strengthened our commitment to learning and enhancing our sustainability initiatives. We are actively collaborating with our sustainability partners and seeking new opportunities to further assess and ultimately minimize our overall environmental impact.



SUSTAINABILITY PARTNERSHIPS

We believe that through collaboration comes the greatest achievement, and so on top of our ongoing commitments to change in stores, at our head office, and in our distribution centre, we continue to work with partners to help us achieve our goals and keep us on track.

FASHION TAKES ACTION

Fashion Takes Action (FTA) is the foremost Canadian non-profit organization in the fashion industry dedicated to sustainability, and it's all about creating a conscious fashion future. FTA researches, educates, and collaborates with industry leaders to make changes in fashion that are better for the planet. FTA is focused on educating the next generation to better prepare them for the challenges in the fashion industry and to foster meaningful sustainable changes for the future.

TEXTILE EXCHANGE

The Textile Exchange is one of the most reputable global sustainable organizations and manages several large initiatives, which are responsible for certification in the chain of command of a product. This means the product has been certified every step of the way from raw material to the final fabric. The Textile Exchange helps us meet our certification needs, all while helping us learn and grow on our sustainability journey.

As a member of The Textile Exchange, we encourage vendor certification based on their standards, such as:

VENDOR CERTIFICATION STANDARDS
CCS - Content Claim Standard
GRS - Global Recycled Standard
OCS - Organic Cotton Standard
RCS - Recycled Claim Standard

CANADIAN CIRCULAR TEXTILES CONSORTIUM

Adapting to the principles of the circular economy is one way to reduce the textile and apparel industry's impact on our planet and support our communities. We believe that collective action is the way to achieve this systemic transformation.

Our long-time partner, Fashion Takes Action, established the Canadian Circular Textiles Consortium (CCTC) in 2023, and invited stakeholders to partner and turn their shared vision into reality. Ardene is happy to be one of these stakeholders.

SPOTLIGHT: CASCADES

Every day is Earth Day,
and let's continue to
invest in a secure
climate future together.

**EARTH
DAY 22
2024 APRIL**



IN RECOGNITION OF YOUR OUTSTANDING
ENVIRONMENTAL ACHIEVEMENT

LES PLACEMENTS ARDEN

RECOVERY ...PLUS® RECYCLING PROGRAM HELPED THE ENVIRONMENT BY SAVING:

9,553 Trees <small>MATURE TREES SAVED</small>	78,678 Water <small>BATHTUBS OF WATER SAVED (L)</small>	86 Houses <small>HOUSEHOLDS OF ENERGY SAVED (kW h)</small>	2,192 Landfill <small>BINS OF GARBAGE DIVERTED FROM LANDFILL (CUBIC YARDS)</small>
			



SPOTLIGHT: ONE TREE PLANTED

In 2024, we partnered with One Tree Planted, a non-profit organization dedicated to global reforestation by tree planting.

We donated the net proceeds of our Ardene Foundation product sales. Throughout April, net proceeds from these products were pledged to One Tree Planted, supporting their pledge of planting one tree for every dollar donated. In our first year of collaboration, we proudly donated close to \$8,900 towards global reforestation efforts, for a total contribution of \$33,200 to date.

Right: One Tree Planted Campaign, Store Signage, 2024.



ARDENE
IN PARTNERSHIP WITH
ONETREEPLANTED

From April 15th - 22nd, 2024,
net proceeds from Ardene Foundation
products will be donated to
One Tree Planted.

Every \$1 donated
= 1 tree planted



Scan here to find out more about One Tree Planted

TAKING INVENTORY OF OUR EMISSIONS WITH *BMO RADICLE*

We continue to work with BMO Radicle’s Climate Smart to provide us with tools so that we can track our annual greenhouse gas emissions correctly, and they certify our results annually. With their guidance, we commit to an annual reduction plan and are accountable for those reductions. With Climate Smart, we can continue to plan further emission reductions and continue to lower our footprint.

2023 Climate Smart Certification

In 2018, we partnered with Climate Smart, now known as BMO Radicle, to help us reduce our carbon footprint by tracking our greenhouse gas emissions, and we’ve made big strides since our base year.

In 2023, we achieved an overall decrease in our GHG emissions by 16%, a huge achievement. Although our Scope 1 emissions, mainly heating, and Scope 2 emissions, mainly electricity were quite flat year over year, our large decrease occurred in our Scope 3 emissions. This was mainly due to a new initiative that we employed for consolidating our trucking, thus decreasing our road (gas) emissions substantially. As well, we continue to offset all our ecommerce shipments to make them carbon neutral, and we purchased 34.45 tonnes of Gold Standard offsets to achieve this.

In 2024, we implemented a shuttle service to make using public transportation much easier for our head office and distribution centre staff. We also support a carpool scheme for these locations.



EMISSIONS BY SCOPE SINCE BASE YEAR 2018*

SCOPE 1	SCOPE 2	SCOPE 3
Direct emissions from our owned or controlled sources.	Indirect greenhouse gas emissions from purchased energy.	All indirect emissions that occur from our value chain. They are the result of activities from assets we don't own or control but that indirectly impact our value chain.
Fuel for Ardene-owned vehicles, natural gas used in owned buildings	Purchased electricity, purchased heat or cooling	Inbound & outbound third-party shipping, garbage, air travel, staff commuting, paper consumption
2018-2023: Emission increase of 2.5%	2018-2023: Emission reduction of 39%	2018-2023: Emission reduction of 32%

Total emissions for 2023: 10,132.49 tCO₂e

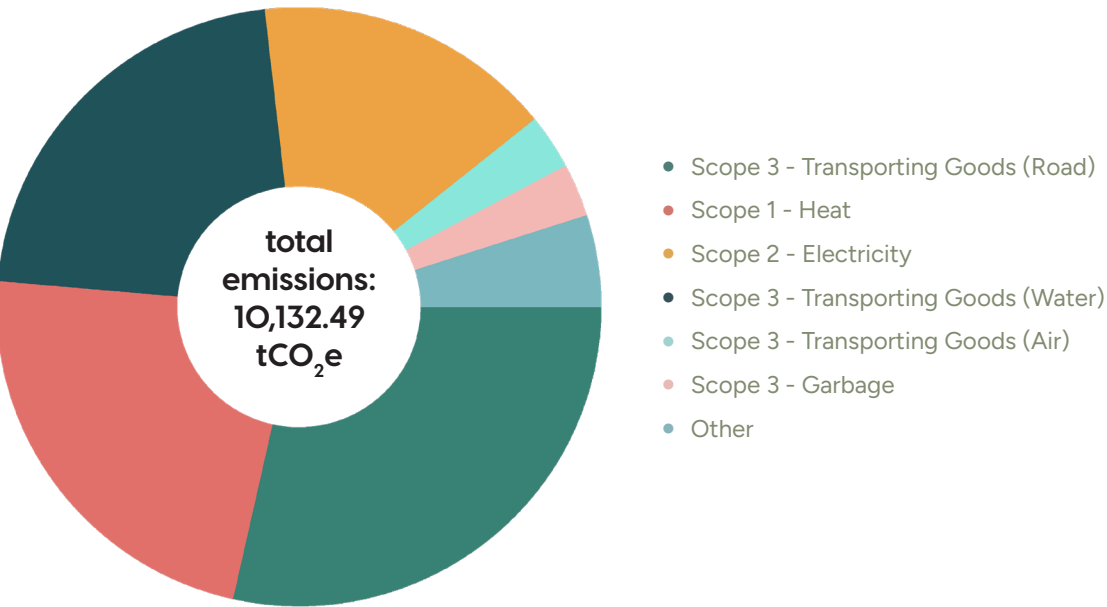
*tracked emissions are for one year prior to reporting year

*Ardene does not currently track the GHG emissions of its suppliers.

BMO RADICLE (CLIMATE SMART)

Ardene’s Carbon Emissions - Feb 1, 2023 to Jan 31, 2024

This report details the greenhouse gas emissions footprint for Ardene during the FY2023 Inventory, including the breakdown of emissions by source activity and Ardene’s plan to reduce their emissions going forwards. This report and inventory were compiled in compliance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition.



Ardene’s Emission Reduction Plan

Working closely with BMO Radicle’s guidelines, we’re committed to further reducing our overall GHG emissions.

	STRATEGY	ESTIMATED IMPACT	TARGETED ACTIVITY TYPE(S)
Planned	Changing Rooms	Low	Transporting People
Planned	Electronic invoices	Medium	Other
Planned	Electronic Reporting	Medium	Other
Planned	Shower Facilities	Low	Transporting People
Planned	Thermostat Settings	Medium	Electricity, Heat
Implemented	Adding sustainable actions and ideas to HR employee review	Low	
Implemented	Carbon Paper Use	Medium	Other
Implemented	Carpool Program	Low	Transporting People
Implemented	Change Mode of Transportation of Goods	Medium	Transporting Goods
Implemented	Devices Settings	Medium	Electricity
Implemented	Employees must sign a sustainable commitment document	Low	
Implemented	Energy Audit or Assessment	Medium	Electricity, Heat
Implemented	EV Charging Stations	High	Transporting People
Implemented	Expand Recycling Program	Medium	Other
Implemented	Implement Carbon Neutral ecommerce shipping program	Medium	Transporting Goods
Implemented	Infrastructure Upgrades	Medium	Heat
Implemented	LEED-Certified Building	Medium	Electricity, Heat, Other
Implemented	Light Bulb Changes	Medium	Electricity
Implemented	Natural Light	Medium	Electricity
Implemented	Plastic Curtains	Medium	Electricity, Heat, Other
Implemented	Programmable Thermostats	Medium	Electricity, Heat
Implemented	Remote Work	Medium	Transporting People
Implemented	Request GHG Emissions	Low	Transporting Goods
Implemented	Sensor Lighting	Medium	Electricity, Other
Implemented	Utility Consumption Monitoring	Medium	Electricity, Heat
Implemented	Work with regional teams to understand the types of waste retail shops handle to better inform reduction strategies	Low	Other
Considering	"Pin to Print"	Low	Other
Considering	Awareness on Energy Consumption	Low	Electricity, Heat
Considering	Bicycle Parking	Low	Transporting People
Considering	Building Optimization System	Medium	Electricity, Heat

	STRATEGY	ESTIMATED IMPACT	TARGETED ACTIVITY TYPE(S)
Considering	Commuting Incentives	Low	Transporting People
Considering	Customer/Vendor Awareness	Low	
Considering	Default Double-Sided Printer Settings	Medium	Other
Considering	Digital File Management	Low	Other
Considering	Digital Marketing	Medium	Other
Considering	Dishes and Cutlery	Low	Other
Considering	Electricity Consumption Reminders	Low	Electricity
Considering	Electronic Receipts	Medium	Other
Considering	Employee Awareness	Low	
Considering	Employee Involvement in Reduction Planning	Low	
Considering	External Waste Training Program	Low	Other
Considering	Green Team	Low	
Considering	Hand Dryer	Medium	Other
Considering	High-Efficiency and Diesel- Free Equipment	High	Equipment
Considering	Internal Communications on GHG Reductions	Low	
Considering	Internal Waste Training and Education	Low	Other
Considering	IT Backup During Work Hours	Medium	Electricity
Considering	Older Model(s) Retrofit	Medium	Electricity
Considering	Optional Receipts	Medium	Other
Considering	Paper Awareness Campaign	Low	Other
Considering	Paper Usage Audit	Medium	Other
Considering	Portable Generator(s)	High	Electricity, Equipment, Heat
Considering	Power Bars	Medium	Electricity
Considering	Proofing Monitors	Low	Other
Considering	Recycled Content for Receipts	Medium	Other
Considering	Reduce Office Days	Medium	Transporting People
Considering	Reduce Paper Consumption	Medium	Other
Considering	Reuse Paper	Low	Other
Considering	Ship in Original Packaging	Medium	Other
Considering	Shipping Promotions	Medium	Transporting Goods
Considering	Shuttle Bus	Medium	Transporting People
Considering	Sustainability Performance Metrics	Medium	
Considering	Timers on Transformers	Medium	Electricity
Considering	Transit Passes	Low	Transporting People
Considering	Upcycle Inbound Shipping Materials	Medium	Other
Considering	Waste Assessment/Audit	Medium	Other
Considering	Work with Industry Specialists	Low	

Methodology

As a Climate Smart business, Ardene conducted its GHG emissions inventory according to the GHG Protocol. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

Organizational Boundaries

Ardene used the operational control approach to determine its organizational boundary and included in its inventory all operations and facilities over which it has operational control.

Inventory Boundaries

The GHG Protocol requires the inclusion of Scope 1 and 2 emissions, and recommends including Scope 3 emissions from activities relevant to an organization’s business and goals, and for which reliable data can be obtained. Ardene included GHG emissions from the following activities under Scope 1, 2 and 3:

Scope 1: includes direct GHG emissions from sources that are owned or controlled by the reporting company or organization.

- Heat > Generated
- Transporting People > Vehicles you own > Road

Scope 2: includes indirect GHG emissions from purchased electricity and purchased heat.

- Electricity > Purchased

Scope 3: includes indirect GHG emissions that are consequences of the reporting company's operations but occur at sources owned by another company.

- Garbage
- Paper Consumption
- Staff Commuting
- Transporting Goods > Vehicles owned by others > Air
- Transporting Goods > Vehicles owned by others > Rail
- Transporting Goods > Vehicles owned by others > Road
- Transporting Goods > Vehicles owned by others > Water
- Transporting People > Vehicles owned by others > Air

Emission Factors

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart's emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency, and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

Climate Smart also acknowledges that complete adherence to the Protocol requires the seven major greenhouse gases to be accounted for separately and is working towards adding this feature at a future date. Further details on Climate Smart's emission factors, their sources, and methodology for updating them are available upon request to info@radiclebalance.com.

Sources of Data Included

Ardene used the following sources of data to estimate their greenhouse gas emissions for the FY2023 inventory. (right):



Activity	Data Source
Heat > Generated	The total giga-joules of natural gas used were entered based on utility bills.
Transporting People > Vehicles you own > Road	The total litres of fuel used were entered.
Electricity > Purchased	The total kilowatt-hours of electricity used, based on utility bills, were entered into the Climate Smart software tool.
Garbage	The total estimated weight of garbage was entered into the Climate Smart tool.
Paper Consumption	The paper type, paper bond weight, number of reams used and post- consumer recycled content were entered. The paperweight and paper type were entered into the paper calculator (http://papercalculator.org) to calculate emissions.
Staff Commuting	The distance commuted by each mode of transport was entered based on staff commuting survey.
Transporting Goods > Vehicles owned by others > Air	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Rail	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Road	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Water	Distance travelled and weight for each parcel were entered.
Transporting People > Vehicles owned by others > Air	The total kilometers travelled were entered by type of flight (short-, medium-, or long-haul).

VENDOR ENVIRONMENTAL COMMITMENT

In order for our sustainability initiatives to make a collective impact, we also expect our vendors to conduct their business in a manner that preserves and protects the environment as well. We encourage our vendors to adopt a clear environmental policy, implement appropriate environmental management systems, and adhere to the following environmental management and sustainability practices wherever feasible:

- Minimize waste, avoid excess packaging, use non-toxic recycled and recyclable materials where possible and promote energy efficiency.
- Obtain, keep current, and follow the reporting guidelines of all the required environmental permits and registrations to be at any time legally compliant.
- Optimize their consumption of natural resources, including energy and water.

- Implement and demonstrate sound measures to prevent pollution and minimize generation of solid waste, wastewater and air emissions. Prior to discharge or disposal, vendors should characterize and treat wastewater and solid waste appropriately and according to applicable laws and regulations.
- Minimize water usage and manage water discharge to minimize environmental impact.
- Monitor and assess energy used and carbon emitted to drive efficiency improvements and use alternative renewable energy options.
- Incorporate practices to recycle materials, use recyclable materials wherever possible, reduce waste and minimize packing materials as much as possible without compromising Ardene product.

SPOTLIGHT: CARBON OFFSETS

For a few years, we have been partnering with Planetair, a non-profit leader in the fight against climate change, to offset our carbon emissions on our e-commerce shipments. Through our partnership we have invested in global Gold Standard carbon offsets and supported other initiatives, such as the Nature Conservancy of Canada, in past years.

As of 2023, we now offset our carbon emissions in two impactful ways: like renewable energy, reforestation, and methane capture to neutralize the environmental impact.

CANADA POST CARBON NEUTRAL SHIPPING

Canada Post helps offset the carbon emissions generated during the transportation of our e-commerce packages. This means that the environmental impact of delivering Ardene goodies to our customers' doorstep is reduced through various sustainability initiatives

PLANETAIR CARBON OFFSETS

We continue with our ongoing initiatives to offset carbon emissions through diverse projects, including energy efficiency, renewable energy, and more.



SPOTLIGHT: LEED SILVER

LEED stands for Leadership in Energy and Environmental Design. Getting a LEED Silver certification means we’ve gone beyond the basic requirements to make our building more sustainable.

This certification isn’t just about using eco-friendly materials. It also looks at energy efficiency (which we’re still improving to be fully transparent), waste management during construction, indoor air quality, water efficiency, and even how comfortable the building is for its users. It also considers using regional materials, sustainable furniture, and other environmentally friendly choices.

In short, our building is not only green, but it was built with sustainability in mind. While constructing a LEED-certified building can cost more upfront, it’s a smart investment that reduces environmental impact and lowers costs over time by being energy efficient. It’s a step toward reducing our carbon footprint and making a positive impact.



SUMMARY: OUR PLANET HIGHLIGHTS AND GOALS

ONGOING INITIATIVES

We continue to make strides in implementing in-store and head office policies and practices focused on reducing waste, recycling and smart planning.

In previous years, we eliminated 99% of our individual polybags for merchandise shipments to stores, ran company-wide waste reduction and recycling programs, implemented a ban on single-use plastic and styrofoam, like cutlery and cups, built a Head Office organic community garden and beehives, and - of course - we have always maintained a zero-incineration policy, meaning our overstock is either donated or liquidated.

In 2024, not only did we publish our second ESG report, we ran a month-long sustainability challenge at our Head Office, offering eco-conscious activations and learning moments each week, including take-home resources and even a department-wide clothing swap, with all remaining garments being donated to local charities.

HIGHLIGHTS 2023-2024

- We reduced our GHG emissions by 57% since our base year
- We transitioned our operations to our new LEED-Certified HQ
- We continued working with Canada Post to bolster our carbon offsets
- We published our second ESG Report



SPOTLIGHT: OUR BEEHIVES

We opened the Ardene garden back in 2018, and it has been thriving since then. Over the years, not only have we added herbs and veggies that are being used to serve meals in our cafeteria, but we also installed beehives to support local colonies.

In 2024, we partnered with Apiguru to maintain our hives we lovingly named Bee-atrice and Miel-odie! While we've tended to our hives for several years, Apiguru's expertise has enhanced our beekeeping efforts.

They offer workshops for our employees to deepen their understanding of beekeeping. Our dedicated teams harvest,

bottle, and label the honey produced by our hives.

The honey is sold internally, with proceeds supporting the Ardene Foundation.



CHAPTER FOUR OUR PRODUCTS

Our design teams continue to work with suppliers to source sustainable materials and use better processes. In 2023 & 2024, our teams continued to launch new eco-conscious and Ardenne Collective collections, integrating better fabric choices more often, all using more sustainable packaging.



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

RESPONSIBLE MATERIALS AND PRODUCTION

Sustainable Processes

Made with better processes. Less harmful chemicals. Less water. Less waste.

JEWELLERY

We require vendors for all our necklaces, earrings, bracelets, rings, body jewellery, metal hair accessories and keychains to comply with all applicable jewellery guidelines and regulations.

In 2024, we started to use recycled plastic for the plastic content in our hair accessories. We hope to roll this out to other plastic accessories in short order.

CRUELTY-FREE COSMETICS

When it comes to our cosmetics and beauty products, we've always been committed to offering customers products that have not been tested on animals. In addition to the final product, none of the ingredients used in the production of the cosmetic can be tested on animals either.

The types of tests performed on animals include acute toxicity testing, eye and skin irritation testing, skin sensitivity testing, carcinogenicity testing and re-productivity and developmental toxicity testing. Instead, we use valid alternatives for these tests.

We introduced our first eco-conscious clothing collection in 2018, which included the use of recycled polyester and organic cotton. In 2024, over 5 million units and 1313 distinct products used recycled and/or sustainable materials. We strive to keep increasing the percentage of products using recycled and/or sustainable materials in our total assortment year over year.

In addition to our spotlight product categories that are now made from sustainable materials, we also have styles that are made from sustainable materials including dresses, sweatshirts, leggings, knit pants, t-shirts and sweatshirts.

In our pyjamas, the majority of our assortment is made from sustainable materials.

APPAREL

Our collection includes products made with natural materials, recycled content, or sustainable processes.

Natural Materials

Naturally derived or organic. Responsibly sourced materials with less environmental impact.

Recycled Content

Material with a new life. Made from post-consumer materials to reduce waste.

FOOTWEAR & ACCESSORIES

In 2023–24, we've implemented various types of recycled PUs and suedes in some of our fashion heels & boots; along with recycled furs & sherpa allowing us to make our entire HOME SLIPPERS collection (except OMG style) in recycled uppers and linings, this combines to nearly 850,000 pairs of footwear made with recycled materials.

253k

253,457 pairs of sneakers, flats, and heels made of 50% recycled post-consumer cotton.

132k

132,686 bags made of recycled materials.

433k

433,236 pairs of boots made of recycled materials.

116k

116,796 pairs of slippers made of recycled materials.

SPOTLIGHT: SOLES4SOULS CANADA

Since 2016, we've proudly partnered with Soles4Souls Canada, an organization dedicated to diverting unwanted shoes and clothing from landfills by putting them to good use.

This year, we launched a Back To School campaign—buy 1 pair of shoes and Ardenne donates 1 pair of shoes to Soles4Souls— which resulted in 62,000 pairs of shoes donated!

To date, the Ardenne Foundation has contributed over 1.8 million pairs of shoes and clothing items to support Soles4Souls' initiatives. In addition, our team actively volunteers with the organization on trips across the globe to give back directly to communities in need.

We were proud to support Soles4Souls this year by sending 6 Ardenne team members to Antigua Guatemala on a distribution trip. Once there, they distributed over 600 pairs of shoes to local communities for those in need.

We're honored to continue supporting their mission of providing relief and empowerment, ultimately breaking the cycle of poverty.



Photo from Madesoft campaign, 2024.

SPOTLIGHT: REACHING OUR GOALS

In 2024, we set out to accomplish many sustainability-related goals, including to offer ever more affordable and fashion focused products to our customers.

RECYCLED METAL IN JEWELLERY

Last year, we launched our first-ever sustainable jewellery collection consisting of bracelets, rings, earrings and necklaces made with recycled zinc, steel, iron and brass with Recycled Claim Standard (RCS). This year we added recycled plastic to our hair accessories, and hope to keep rolling out more products using recycled plastic instead of virgin plastic.

ECO-CONSCIOUS “OMG” PRODUCTS

Our teams set out to continue making eco-conscious options available and attainable to customers everywhere. In 2024, we continued to increase the amount of recycled materials in our affordably priced "OMG" products, including all our fleece styles, and a group of our seamless styles.

SUSTAINABLE MATERIALS IN OUR BASICS COLLECTION

We added a lot of styles that are made from sustainable materials, so a big part of our basics collection are now sustainable: all our tank tops are made from either sustainable polyester, sustainable nylon or organic cotton; and all our t-shirts and long sleeves tops are made from organic cotton. This was a huge initiative of which we are very proud to have achieved.

FABRICS IN 2024

Our collection includes products made with natural materials, recycled content, or sustainable processes.



Recycled Polyester

Fibers that are made using the recycled waste from bubble wrap, bottles and poly waste give a second life to materials that would have ended up in a landfill.



Organic Cotton

Organic cotton comes from non-GMO plants, and is grown without the use of synthetic agricultural chemicals (like fertilizers & pesticides).



Recycled Cotton

Recycled cotton takes existing cotton fabric from pre or post-consumer cotton waste and converts it into new cotton fiber that can be reused in textile products, eliminating the need to source virgin cotton.



Recycled Metal

Created by melting down and repurposing existing metal, recycled metal reduces carbon emissions because it reduces the need for metal mining and using raw materials, and it can easily be recycled again and again.



Recycled Nylon

Using recycled nylon reduces the need for new petroleum-based products, and uses fewer natural resources to produce. Some recycled nylon fabrics come from old fishing nets and leftover factory scraps, meaning less waste overall.



Bamboo

Bamboo is one of the fastest growing plants in the world, and grows without the use of pesticides or harmful chemicals, making it a sustainable raw material.

SPOTLIGHT: PHINEAS

For several years, we’ve been working together with Phineas Group, the leading manufacturer of sustainable hangers, to contribute to their ‘1 carton = 1 tree’ project in support of Ripple Africa’s reforestation projects.

Through this project, we have contributed to planting over 20,000 trees.

We're happy to help Phineas reach their pledge of one million trees planted by 2024 and continue to seek innovative partners for even more ways to give back to the planet!





1 million trees planted!



Phineas is extremely proud to announce that 1 Million trees have been planted through the Ripple Africa and the Phineas ‘1 carton = 1 tree’ project set up in April 2017 in Malawi!

1 million trees planted helps to support a minimum of 330 families with sustainable timber and sequester around 100 000 tonnes of CO2 in their lifetime. The project also contributes to the invaluable regeneration and protection of forests in Malawi.

Thank you so much

Ardene

for your contribution to planting

🌳 23,775 🌳

trees and help Phineas meet our pledge.





RECYCLING AND EPR

Extended Producer Responsibility (EPR) means the producer is responsible for the disposal of the post-consumer product by helping to prevent waste at the source.

We continue to partner with Circular Materials, a Canadian national not-for-profit producer responsibility organization (PRO) established to support producers with meeting their obligations under extended producer responsibility (EPR) regulations across Canada. Through them, we are registered for the Blue Box program, which holds us accountable for the disposal of materials such as hangtags, shopping bags and other materials that end up in our recycling blue boxes. In addition, we've continuously implemented reduction strategies by reviewing signage, tags and labels every year to see where we can reduce and how we can make better material choices. We've also introduced recycling programs, a hanger reuse program, and eliminated individual polybags for apparel shipments to stores. At Head Office, we eliminated single-use plastic many years ago.

RECYCLED PACKAGING

Our packaging team proactively makes conscious choices not only about the materials we use, but also the way we package goods. Innovation will not only help us reduce waste and our overall

carbon footprint but will allow us to share new and exciting products with customers.

By 2020, we had redesigned our price tickets to reduce paper usage by 30% (measured by weight), and we had begun using FSC paper. This, as well as our support of Canopy, continued through 2023–2024 and will continue to increase in coming years.

In 2023, in compliance with Canadian government regulations, we eliminated plastic shopping bags from our stores. We also have 100% recyclable hangers for all our lingerie and swim products, and our famous surprise bags are made from 100% recycled plastic as well. We've also reduced the size of our store signage and continue to use modular signs that can be reused throughout the year to avoid reprinting.

REDUCTION IN LABELS

Reducing the size and amount of our labeling is an important goal of ours as well; one that we've made huge strides with in 2021–2022, including reducing the labeling packaging on our denim by about 40%.

In 2022–2023, we increased our sustainable packaging even further and decreased the size of our hangtags to reduce our impact on paper consumption.

SUMMARY: OUR PRODUCT HIGHLIGHTS AND GOALS

HIGHLIGHTS 2023–2024

- We added new eco-conscious material options, including recycled plastic.
- We continued our work with key partners, such as Phineas, Soles4Souls, and more!
- We finalized our operations to our new LEED-Certified HQ.

GOALS 2025

Our goal in 2025 is to continue on our growth trajectory across the entire organization, with an increasing focus on Apparel, Footwear, and Accessories to bring more attainable eco-conscious options to customers and reduce our overall footprint.



CHAPTER FIVE

OUR COMMUNITY

Our community is part of who we are as an organization and it's part of our core values. Giving back through the Ardene Foundation is at our core, and our longstanding partnerships – as well as the new ones we build along the way – help us do good in the world.



ARDENE FOUNDATION

In 2015 The Ardene Foundation was founded as a completely independent not-for-profit organization with its own board of directors and financial statements. Its purpose was to help support numerous initiatives; initially working under four main pillars: empowerment, poverty, education, and health. This year we have set a new goal of raising \$10 million dollars by end of 2027 in charitable donations.

Foundation Partnerships

The Ardene Foundation partners with both local and international charity partners. Advocacy groups that help people navigate issues of mental health, charity partners that deploy resources to help break the cycle of poverty, and non-profits that provide hope to families in need represent some of the Foundation's top partners and main focuses.

The Ardene Foundation's dedication to making a positive impact on people's

lives has driven it to seek out some of the country's most impactful organizations. Through its growing partnerships, the Ardene Foundation continues to spread love, raise awareness and leverage the strength of local communities. The foundation continues its commitment to the community by continuing to seek out new partnerships and working with different non-profit organizations year over year:

- *Starlight Children's Foundation Canada*
- *Soles4Souls*
- *Jack.org*
- *It Gets Better*
- *Indspire*
- *Shoebbox Project*
- *The Montreal Children's Hospital*
- *One Tree Planted*
- *Apiguru*
- *Canadian Red Cross*

In 2024, Starlight Children's Foundation, and Soles4Souls continue to be our three largest and longest relationships.



VOLUNTEERING

Ardene team members have opportunities to create a lasting, positive impact in their communities and around the world. Each year, our teams generously give thousands of volunteer hours and participate in voluntary donation programs – often working with the same organizations over many years.

In 2023–2024, these initiatives once again included:

- *Packing boxes for the Shoebbox Project to donate to local women's shelters*
- *Volunteering to sort food at Moisson Montréal*
- *Helping naturalists from Guepe clean parks*
- *Helping clean and build kennels at the Refuge Magoo dog shelter*
- *Assisting at various Starlight Foundation Canada events and fundraisers*
- *Donating holiday gifts to local children, distributed by the Welcome Hall Mission*
- *Donating food baskets for the holidays for the West Montreal Readaptation Center*

SPOTLIGHT: THE SHOEBOX PROJECT

The Shoebox Project is a charitable organization that supports women experiencing homelessness or at risk of homelessness by providing them with shoeboxes filled with essential items, self-care products, and small gifts. These thoughtfully curated boxes, donated and assembled by Ardene employees, serve as a gesture of kindness, dignity, and support, helping women feel valued and remembered during difficult times. The organization operates across North America, partnering with shelters to distribute these gifts to those in need.

Since 2021, we have donated over 300 shoeboxes that are distributed in the Montreal area. We collect and distribute these boxes for International Women's Day and the Holiday season.



SPOTLIGHT: CANADIAN RED CROSS

The Canadian Red Cross is a humanitarian organization dedicated to helping people in times of crisis, both in Canada and around the world. They provide disaster relief, health services, and community support, offering aid to those affected by emergencies, conflicts, and hardships. Through their network of volunteers and partners, they bring care, comfort, and lifesaving assistance to those who need it most.

Ardene works closely with the Canadian Red Cross for disaster relief efforts around the world. Since 2017, we have donated close to \$50K.

In 2024, our Ardene Stores in Western Canada collected funds for the Forest Fires \$17K.



14

14 Starlight VR devices were delivered, designed to use the magic of virtual reality to transform the hospital experience by giving sick children an exciting way to escape their room and explore the world.

1

1 Fun Center was placed, with a mobile entertainment unit featuring a flat-screen tv and gaming system with a wide variety of games for every kid.

123

Thanks to the Ardene Foundation, 123 toy shipments will be delivered to hospitals across Canada.

30

30 Starlight Handhelds were delivered; a portable gaming device that encourages play, reduces stress & empowers kids.

15

In Banff, Alberta, the Ardene team warmly welcomed 15 families with seriously ill children for an exclusive VIP shopping spree.

5

Thanks to the Ardene Foundation, a year of wishes were granted for 5 deserving Starlight children across Canada!

\$3M

We have donated a total of over \$3 million in support of Starlight Children's Foundation Canada's inspiring initiatives since the start of our partnership.

STARLIGHT DONATIONS 2024

The Ardene Foundation is proud to celebrate 11 years of friendship, partnership, and impact with Starlight Children's Foundation Canada. In 2024, Ardene made an impact across various starlight initiatives, including event sponsorship such as Tea & Tiaras, the Starlight Open Golf Tournament, Trick or Suite, Drive for Smiles, and more.

"For eleven years, Ardene's generous support and commitment has been a driving force behind Starlight Children's Foundation Canada's mission to bring joy and laughter to families with hospitalized and seriously ill children. The Ardene Foundation exemplifies the idea that building a better world begins at the local level, with each Ardene store making a real a difference in their own community. Their remarkable leadership, dedication to philanthropy, and drive to create positive change have profoundly impacted thousands of Starlight families across Canada."

- Starlight Children's Foundation Canada



SPOTLIGHT: MONTREAL CHILDREN’S HOSPITAL “CARING FOR KIDS RADIOTHON”

For the past three years, we’ve proudly supported the Montreal Children’s Hospital through the Caring for Kids Radiothon.

This annual event provides vital funds for the hospital's programs and services, benefitting children in our community. Our contributions, totaling over \$35,000, demonstrate our commitment to supporting our local hospital and its young patients. Additionally, we actively participate in smaller events with the Montreal Children's Hospital, furthering our support for its mission. As a company deeply rooted in our community, we believe in giving back to organizations like the Montreal Children's Hospital to foster a healthier future for our children. This year, we participated in the Digital Match Campaign which ran from August 1-22, where every donation made online during that time period was matched (up to \$15K).



\$8 M 2.1 M

The Ardene Foundation had provided \$8 million in total donations to its charity partners by the end of 2024.

Over 2.1 million products have been donated to various charity initiatives since the Ardene Foundation began.



THANK YOU

At Ardene, making a positive impact is part of who we are. Every day, our teams— from Stores to the Distribution Center to HQ— come together with passion and purpose to push our commitment to social responsibility forward. Their dedication is what drives real change, allowing us to evolve, innovate, and make a difference in the communities we serve.

This report provides a glimpse into some of the meaningful initiatives we've championed in 2023–2024, though the full scope of our efforts goes far beyond these pages. From strengthening our sustainability efforts to expanding our philanthropic reach, we continue to seek out new ways to do better— for people and the planet.

We believe true change starts from within, which is why we're committed to fostering a workplace culture that prioritizes inclusivity, mental well-being, and respect for all. By investing in our teams and staying true to our values, we can create a ripple effect that extends far beyond our walls.

Together, we're building something bigger— because when we work with purpose, we can make a lasting impact.





The Doing Good Report was prepared by Ardene for FY 2023–2024 and outlines Ardene’s Environmental, Social, and Corporate Governance. It provides a summary of the company’s priorities related to People, Planet, Product, and Community. For more information, please visit ardenecorporate.com/social-responsibility.

#ardenelove

ARDENE