

Supply Chain Transparency Report

This Supply Chain Transparency Report (“report”) is published by The Aldo Group Inc., the reporting entity. The report provides an overview of the measures and diligence processes that The Aldo Group Inc. (together with its affiliates Aldo U.S. Inc. and Aldo Group International GmbH, “ALDO Group,” “we,” “us,” “the company,” or “our”) has implemented for the fiscal year starting February 2, 2025 and ending January 31, 2026 (“FY 2025” or “this reporting period”), to prevent and reduce the risk of forced labour and child labour in its operations and supply chains.

Since the ALDO Group has adopted a single and global approach to its social compliance program, we have prepared a comprehensive report. This report is intended to meet the disclosure requirements of certain jurisdictions: in respect of The Aldo Group Inc., this report is being furnished pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) and in respect of Aldo U.S. Inc., is being published pursuant to the Transparency in Supply Chains Act (California, US). These laws are collectively referred to in this report as the “Transparency Acts”.

Our policies and processes, as described in this report, define “forced labour” as per the definition of the International Labour Organization and covers “all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily”. This includes practices such as prison labour, indentured labour, bonded labour, human trafficking, or other similar conduct. As used in this report, references to “forced labour” and “child labour” shall have the meanings of such terms under the applicable Transparency Act.

Table of Contents

OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN2

POLICIES AND DUE DILIGENCE PROCESSES3

RISK ASSESSMENT 6

VERIFICATIONS, CERTIFICATIONS, AND AUDITS.....7

REMEDIATION MEASURES 8

TRAINING 9

EFFECTIVENESS 9

APPROVAL10



Our Structure, Activities, and Supply Chain

OUR STRUCTURE

BUSINESS OVERVIEW

With over 50 years of experience and specialization in stylish and accessible footwear, handbags, and accessories, the ALDO Group is one of the world's leading fashion retailers. We cover all corners of the footwear market with our signature brands, ALDO and Call It Spring. During FY 2025, we completed the sale of our GLOBO multi-brand family footwear business.

Across our portfolio of brands, we offer three core product categories: footwear, handbags, and fashion accessories.

We count more than 1500 points of sale in over 90 countries. We distribute our products through our direct-to-consumer channels (our branded brick & mortar stores and e-commerce sites) in North America, and through our network of franchise partners in all other international territories in which our signature brands are present. We also sell our products at wholesale through a network of retail accounts, such as department stores, national chains, and e-tailers. Furthermore, we have private label and licensing operations for a curated, growing portfolio of third-party brands.

OUR ALDO PRODUCT SERVICES (APS) DIVISION

The ALDO Group, through its APS division, works with a growing portfolio of licensed brands. We have licensing arrangements with the applicable trademark owners to design, produce and distribute their products in authorized channels and permitted territories. We also design and oversee the manufacture of products bearing the private label brands of our clients for their own resale through their distribution channels. In FY 2025, both the Sperry and G.H.BASS brands were integrated into APS operations following the execution of long-term licensing arrangements. As part of these transitions, APS assumed responsibility for their design, production, and distribution activities in North America, and both brands are now covered by the ALDO Group's established compliance, supplier oversight, and responsible sourcing standards.

OUR CORPORATE GROUP

The Aldo Group Inc. is our Canadian operating entity, a corporation duly incorporated under the Canadian Business Corporations Act, and the parent company of Aldo U.S. Inc., a corporation duly formed under the laws of Delaware, and Aldo Group International GmbH, a limited liability company in Switzerland.

Our head office is in Montreal, Canada. The ALDO Group also has international offices in Switzerland (city of Baar) and in China (city of Dongguan). At the end of FY 2025, we had approximately 4,450 employees across our offices, warehouses and retail stores (excluding stores operated through our franchise partners).

OUR SUPPLIERS & SUPPLY CHAIN STRUCTURE

THE ALDO GROUP SUPPLY BASE

The ALDO Group does not operate any manufacturing facilities. Our Suppliers can be categorized as follows, each having different supply chain participants:

1. Merchandise Suppliers

Merchandise Suppliers provide finished goods for our products, which are intended for resale by the ALDO Group. We maintain a long-standing network of Merchandise Suppliers to bring our designs to life in accordance with our standards and requirements. This category is comprised of finished goods suppliers that are responsible for the manufacture of products bearing an ALDO Group-owned brand or a licensed trademark, which are either contractually engaged by the ALDO Group or by a buying agent acting on behalf of the ALDO Group.

In this report, our emphasis is on addressing the risks of forced labour and child labour with our Merchandise Suppliers. Considering that they are involved with our core product offerings, and based on our overall risk assessment, we identify this area as having the highest likelihood of potential exposure to these risks. Yet, it is also where we can exert the most significant leverage to mitigate these risks, as detailed further in this report.

2. National Brand Suppliers

Other merchandise suppliers provide third-party branded products to the ALDO Group for resale, where the trademark is not owned or licensed to the ALDO Group. These suppliers were primarily associated with our GLOBO banner, which was sold during FY 2025. Accordingly, this disclosure applies only to the period in which the ALDO Group continued to operate GLOBO during the reporting period.

We assess the risks of forced labour and child labour associated with National Brand Suppliers to be minimal. While we are confident in such Suppliers' management of their respective supply chains, we continued to monitor their commitment to social compliance during the period in which the ALDO Group continued to operate GLOBO.

3. Non-Merchandise Suppliers

Non-Merchandise Suppliers provide products that are not intended for resale to customers; they can also be service providers that are engaged to support our operations, including for example, vendors of office supplies, certain marketing materials, and IT equipment.

We assess the risks of forced labour and child labour associated with Non-Merchandise Suppliers to be minimal. The ALDO Group addresses risks of forced labour and child labour associated with such Suppliers mainly through its Indirect Procurement Policy, Responsible Purchase Practice Policy as well as its Vendor Code of Conduct.

A DEEP DIVE ON OUR MERCHANDISE SUPPLIERS

All products for our owned and licensed brands are manufactured by independently contracted factories. The ALDO Group's sourcing office in Asia oversees product manufacturing and procurement, Supplier monitoring, quality assurance, and sustainability across the supply chain. All Merchandise Suppliers must meet our standards, and social and human rights compliance assessments are required as part of the onboarding process.

The production process involves multiple steps that vary by product category and materials. Supply agreements are established between Tier 1 Merchandise Suppliers responsible for the final stage of production, and the ALDO Group (or its buying agent). Through our supply chain mapping efforts, we maintain detailed knowledge of these Tier 1 Suppliers and their manufacturing facilities. Each Supplier must disclose the specific facilities used for every order we place. While we have detailed visibility into Tier 1 factories, visibility beyond Tier 1 remains limited due to the complexity of raw-material supply chains.

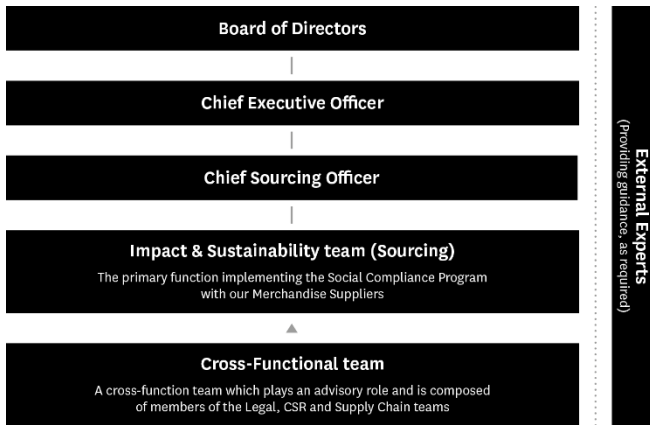
During FY 2025, our products were produced by our Merchandise Suppliers in 233 factories in 16 countries. Eighty-one per cent of our handbags and footwear production took place in 80 factories owned by 25 strategic Merchandise Suppliers based mainly in China, Cambodia, Vietnam, Morocco, Indonesia and Bangladesh.

Policies and Due Diligence Processes

The ALDO Group's approach to responsible sourcing is rooted in our corporate values of love, respect, and integrity. These values underpin our broader corporate social responsibility (CSR) strategy, which is structured around our *Planet*, *People* and *Responsible Business* pillars, and includes human rights as a priority area. This framework guides the policies, standards, and due diligence processes we apply to prevent and address risks of forced labour and child labour in our supply chain.

OUR ORGANIZATIONAL STRUCTURE FOR SOCIAL COMPLIANCE

In our operations, the Impact & Sustainability team, which is part of our Sourcing department and reports to the Chief Sourcing Officer, is the primary function responsible for upholding human rights standards throughout our merchandise supply chains. Our internal control measures for social compliance are implemented through the organizational structure depicted below.



Tasked with the Supplier management function, the Impact & Sustainability team evaluates and oversees Merchandise Suppliers to promote adherence to our social and environmental standards as set forth in our Code of Conduct and our Supplier Partnership Manual.

Furthermore, the ALDO Group uses a cross-functional approach to manage forced labour and child labour risks. This team includes members from Supply Chain, Legal, CSR, and Risk Management, and supports the company’s human rights strategy. When needed, our teams seek external specialist support by engaging with multi-stakeholder industry organizations, forums, and external consultants.

OUR SOCIAL COMPLIANCE PROGRAM AND KEY POLICIES

The ALDO Group’s commitment to human rights is reflected and implemented through the following company policies and internal programs forming part of its global social compliance program and compiled in our proprietary Supplier Partnership Manual. A revision of the Supplier Partnership Manual was conducted in FY 2025 and the human rights policies mentioned below were updated to ensure alignment with external recognized standards and our commitments to social responsibility, environmental stewardship, and diversity.

To communicate and effectively implement our social compliance programs our Supplier Partnership Manual is communicated to each new Merchandise Supplier with which we explore doing business.

VENDOR CODE OF CONDUCT

The ALDO Group’s Vendor Code of Conduct (“**Code of Conduct**”) is the cornerstone of our social compliance program.

Revised in FY 2025 to align with current legal requirements and our social responsibility commitments, the updated Code has been shared with all main Merchandise Suppliers.

- ▶ Our Code of Conduct sets out our expectations for our Suppliers and lays out the required minimum standards we expect each vendor to meet in producing our products and providing goods and services, and includes strict requirements for the fair treatment of workers. Our Code of Conduct includes the requirement for our vendors’ upstream vendors and subcontractors to be made aware of and comply with our Code of Conduct.

Our Code of Conduct is also provided to all our employees through the ALDO Group’s intranet, along with a publication to explain its content and scope of application.

A condensed version of the Code of Conduct in poster format has been provided to Merchandise Suppliers for the purpose of being displayed in their respective manufacturing facilities. The poster must be displayed in an area accessible to workers and includes information on whom to contact for complaints.

Already translated in Chinese and Khmer, during this reporting period, we expanded our efforts by translating the poster into six additional languages for Suppliers operating in Vietnam, Indonesia, Bangladesh, India, Morocco, and El Salvador, further supporting workers’ understanding and implementation across our key sourcing regions.

THE ALDO GROUP’S OTHER POLICIES RELATED TO HUMAN RIGHTS ISSUES

The standards set forth under the ALDO Group’s Code of Conduct are also cascaded down into supplemental policies related to specific topics. We have developed the following policies to guide our Merchandise Suppliers in implementing the principles of our Code of Conduct:

- ▶ **Forced Labour & Human Trafficking Policy:** This policy offers a more detailed definition of forced labour in its various forms, as well as human trafficking. It provides a list of key indicators of forced labour, as they have been defined by the International

Labour Organization (ILO). Additionally, this policy provides specific guidance on recruitment and employment practices for migrant workers, which have been identified as a particularly vulnerable group in our risk assessments for forced labour.

- ▶ **Child Labour Policy:** This policy provides detailed guidance on management systems, documentation, and due diligence measures that Suppliers must implement to prevent child labour. Suppliers are required to verify and document employee ages before hiring. For young workers, those older than the legal minimum age (or compulsory education age, or 15, whichever is highest) and under 18, the policy requires Suppliers to conduct appropriate risk assessments and monitor health and working conditions.
- ▶ **Subcontracting Policy:** This policy provides further guidance on the flow-down dissemination obligation of our Suppliers to ensure compliance with our Code of Conduct with their upstream suppliers.
- ▶ **Zero-Tolerance & Penalty Policy:** This policy sets forth a penalty application matrix for matters that have been identified as “zero-tolerance issues,” including child labour, forced labour, discrimination, and unacceptable forms of punishment to discipline workers. The ALDO Group reserves the right to take action on a responsible exit strategy and terminate the business relationship in instances of non-compliance or lack of cooperation in respect to zero-tolerance issues.

THE INDIRECT PROCUREMENT POLICY AND THE RESPONSIBLE PURCHASE PRACTICE POLICY

These two policies specifically relate to the procurement of non-merchandise goods and services, and they prohibit the use of forced labour and child labour. Risks of forced labour can also be present in products purchased for support functions and as such, these two policies work in tandem to provide guidance in our indirect procurement purchases and in evaluating our Non-Merchandise Suppliers in terms of risks associated with their social, environmental, and governance practices.

1. The Due Diligence Program

Our Supplier Partnership Manual sets forth the due diligence efforts we require from our new Merchandise Suppliers, which can be divided into five critical phases when engaging with any new merchandise supplier:

- 1 OUR REQUIREMENTS:** Prior to signing a contract with any new Merchandise Supplier, the ALDO Group has instituted the process of first communicating its Code of Conduct to said Supplier.
- 2 DISCLOSURE OF FACTORIES:** Unauthorized subcontracting is prohibited. All Merchandise Suppliers are required to disclose the factories, including the company name and addresses, in which they will manufacture products sold to the ALDO Group.
- 3 ASSESSMENT:** Our assessment approach involves verification, data collection and validation. All Merchandise Suppliers for the footwear and handbags categories are required to submit a valid and effective social audit using industry-standardized tools at the onset of the business relationship and on a continuous basis thereafter.
- 4 CORRECTIVE ACTION PLANS:** Any non-compliance issues will be reported to a Merchandise Supplier and be subject to a corrective or improvement action plan.
- 5 CONTINUOUS IMPROVEMENT:** The ALDO Group frequently convenes supplier events or learning communities designed to share information on our expectations for Suppliers, developments on local laws and regulations, and other sustainability best practices, including efforts to increase traceability within our supply chain.

2. Business Ethics Policy

All of the ALDO Group’s employees are expected to exhibit high ethical business conduct as laid out by our Business Ethics Policy. This policy is readily available to all employees on the company’s intranet. This policy specifically mandates that all employees maintain a high standard of ethical conduct in all business transactions and activities, including any decision relating to Suppliers.

Further, to ensure our work environment reflects our values, we maintain a third-party independent ethics hotline exclusive to the ALDO Group, which is accessible to our employees in multiple languages, 24 hours a day, 7 days a week. All calls are confidential and can be anonymous if requested. The hotline can, among other things, be used to ask questions about, or report, any suspected violations of our Business Ethics Policy.

Risk Assessment

A COLLECTIVE APPROACH

Our mitigation efforts are prioritized in areas where the ALDO Group has the greatest operational leverage, particularly with Tier 1 Merchandise Suppliers. Additionally, the ALDO Group engages in multi-stakeholder collaboration and supports industry-wide tools that promote transparency and avoid duplication.

- ▶ The ALDO Group is a member of Cascale, a group of brands, retailers, manufacturers, and experts that share a vision of a sustainable apparel and footwear industry. Cascale developed a common set of tools, called the Higg Index, which is used to evaluate the environmental and social impact of each of the stages of the production process, and identify opportunities for improvement for the entire industry.
- ▶ We're also a signatory of the Social Labour Convergence Program (SLCP), which aims to eliminate audit fatigue in global supply chains. As a Cascale member and a SLCP signatory, we have opted for the Higg Facility Social and Labour Module (FSLM) as our main tool. Additionally, we also accept reports with the following third-party auditing certifications: SMETA, BSCI, SA8000, WCA and WRAP.
- ▶ We are also a member of and accept audits from the ILO Better Work program, which involves a subscription program with access to the audit reports.

The ALDO Group also partners with external organizations such as the Footwear Distributors and Retailers of Americas (FDRA) and the Retail Council of Canada (RCC) to stay informed on industry issues related to social compliance and human rights.

MAPPING OUR RISKS

We employ a risk-based strategy to evaluate the forced labour and child labour risks associated with our operations and supply chain, and this effort is led by our Impact & Sustainability team.

Conclusions drawn from the internal risk assessment can be summarized as:

- ▶ **Geography:** Risks exist due to the locations of factories across South and East Asia where merchandise products are manufactured.
- ▶ **Unauthorized Subcontracting:** Risks of human rights violations exist due to possible unauthorized subcontracting.
- ▶ **Migrant Workers:** Risks exist in relation to certain vulnerable workers, such as migrant workers.
- ▶ **Homeworking:** Risks exist due to the decentralized nature of homeworking, which may result in increased worker vulnerability to unethical practices.
- ▶ **Materials:** Risks exist in relation to certain raw materials, such as cotton.

By weighing these risks by factoring in due diligence actions already in place, we have not categorized any Merchandise Supplier, factory, or supplier of materials as a high or extreme residual risk of the use of forced labour and/or child labour during the reporting period.

Nonetheless, we continuously assess forced labour and child labour risks through various methods, including social audits, implementing and tracking corrective action plans, staying informed about industry trends and media reports, and collaborating with industry peers.

TRACEABILITY EFFORTS

We require all Merchandise Suppliers to disclose their factories. This procedure allows us to monitor, among other things, compliance with our standards, and prevent our products from being produced in restricted regions.

We recognize that forced labour can be hidden deep in the supply chain (beyond the Merchandise Suppliers). Tracing down to the level of raw materials production is challenging, in particular with respect to tracing the origin of cotton. Nonetheless,

considering the heightened risks associated with cotton, we have an additional due diligence program for cotton. This cotton tracing program is how we can require our key strategic merchandise vendors to use nominated cotton suppliers which provide tracing documentation down to the raw materials. We also request documentation from Merchandise Suppliers every season that verifies the origin and the production steps of cotton used in our product.

Verifications, Certifications, and Audits

All the facilities used to manufacture our owned and licensed brands' products must comply with the standards set forth in our Code of Conduct.

PRE-SOURCING EVALUATIONS DURING THE ONBOARDING PROCESS AND ONGOING SOCIAL AUDITS

To monitor compliance with the standards communicated in our Code of Conduct and our Supplier Partnership Manual, we conduct pre-sourcing assessments of all Merchandise Suppliers for all categories of footwear, accessories, and handbags. All such Suppliers must have their final factory site(s) audited prior to working with the ALDO Group to assess the actual and potential risks of forced labour and child labour at those sites of manufacture.

In addition, audits are also conducted during our contractual relationship with our Merchandise Suppliers by third-party auditors, typically every 12 to 24 months. Several factors, including the results of the previous audit, dictate audit frequency. Unannounced audits can also be conducted and are authorized under our contractual arrangements with the Merchandise Suppliers.

The majority of our third-party factory site audits are carried out using the methodology of the Social & Labor Convergence Program (SLCP). The SLCP includes specific metrics relating to forced labour and child labour. In regions where the SLCP does not offer auditing capabilities, we accept factory site audits from the independent organization Better Work. Additionally, our Impact & Sustainability team located in the ALDO Group's sourcing office in Asia also has internal auditors.

Upon receiving valid audit reports, the ALDO Group's Impact & Sustainability team will issue an internal scoring grade based on the identification of any non-compliant findings. A factory with a passing grade will be approved for production but may still be required to work on a Corrective Action Plan (CAP) for any non-compliance findings. A factory with a failing grade will not be approved for production, until satisfactory progress is demonstrated through a corrective action plan.

CORRECTIVE ACTION PLANS

Even with a passing grade, instances of non-compliance, regardless of severity, will see a Corrective Action Plan (CAP) issued for a factory based on prioritized findings that are agreed upon with the Supplier, providing sufficient time to implement lasting improvements. We follow up on the actions of improvement through our compliance software, where Suppliers can submit documentation of their efforts and achievements. These efforts are verified by desktop reviews and/or on-site visits to ensure continuous improvement. We request audit renewal of all approved factories regularly based on a strategic annual vendor segmentation and the improvements documented in our continuous improvement program.

CERTIFICATIONS AND CONTRACTUAL UNDERTAKINGS

CONTRACTUAL RIGHTS UNDER OUR SUPPLIER AGREEMENTS

At the beginning or renewal of a relationship, all Merchandise Suppliers are required to acknowledge in writing our Code of Conduct, and Supplier Partnership Manual. In addition, all Merchandise Suppliers sign a supply agreement by which they are contractually obligated to:

- ▶ Abide by the ALDO Group's Code of Conduct, applicable guidelines, and policies communicated to the Suppliers. They must also comply with all applicable labour and employment laws and regulations, and have appropriate controls in place to identify any forced labour practices.
- ▶ Participate in the ALDO Group's traceability and social compliance initiatives.

- ▶ Disclose all manufacturing sites; no unauthorized subcontracting is allowed.
- ▶ Verify they are sourcing materials from vendors that are compliant with the ALDO Group’s Restricted Substances List (RSL).
- ▶ Confirm compliance with applicable import and export laws, including any applicable prohibited or restricted party lists.
- ▶ Warrant that the finished products and all components and raw materials thereof have not been sourced from restricted regions at any step of the production thereof.

Our supply agreements further grant the ALDO Group, or any nominated inspector, the right to conduct site visits of the manufacturing facilities.

MONITORING

The ALDO Group’s Impact & Sustainability team closely monitors social audit reports and the related corrective action plans (CAPs) to track Suppliers’ compliance measures. These insights support our ongoing forced labour risk assessment and help us identify and monitor emerging risks within our supply chain.

Remediation Measures

MEASURES TO PREVENT CONTRIBUTION TO FORCED LABOUR RISKS

At the ALDO Group, we are committed to act as a responsible partner with our Suppliers and we continuously work to improve our processes and methods in our operations. We work to improve our purchasing practices and planning processes in the following ways:

- ▶ We engage with prequalified Suppliers that have been through our onboarding process prior to production to avoid cancellation due to social audit failures.
- ▶ We share the purchasing plan with our strategic Merchandise Suppliers and communicate updates in a timely manner, in accordance with key milestone dates shared with Merchandise Suppliers.
- ▶ We continuously work to improve forecasting alignment, which involves coordination across geographies, categories, and product designs to get the right information and decisions made at the right time, including through the implementation of new technologies to assist in demand planning.

REMEDATION MEASURES AND REMEDIATION MEASURES FOR LOSS OF INCOME

In FY 2025, the ALDO Group did not undertake any remediation measures related to forced labour or child labour, as no such cases were identified in our activities or supply chains.

Accordingly, in FY 2025, we did not identify any loss of income for vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

We work collaboratively with our Suppliers to implement corrective actions and support continuous improvement. When progress is insufficient, cases are escalated to senior leadership in our Asia sourcing office, and in rare situations where a Supplier remains uncooperative, we may discontinue the business relationship. Supplier termination is used only as a last resort due to its potential impact on workers.

Our policies require that victims of forced or child labour receive appropriate remediation. This may include safe shelter, financial assistance, medical care, reimbursement of any fees deducted from wages, payment of all legally required wages and benefits, and either free transportation home or access to safe, suitable transition housing.

Training

Training and capacity building for both internal and external stakeholders are essential to protecting the integrity of our operations and supply chain.

INTERNAL TRAINING

To raise general awareness, all new employees must undertake an onboarding training program which includes a presentation of the ALDO Group, its values and corporate purpose, as well as an overview of its CSR initiatives (including those related to respecting human rights).

The ALDO Group also provides an internal training on human rights topics. This training is offered in both French and English and is available to all ALDO Group employees except store employees.

This 1-hour online course provides an overview of forced labour and child labour risks in global supply chains, explains ALDO Group's key requirements and employees' roles in mitigating these risks, and includes interactive questions.

All members of our executive leadership team completed the course along with more than 700 active employees, representing an overall participation rate of 84% for all employees, save for store employees.

TRAINING FOR OUR SUPPLIERS

Training and raising awareness among Suppliers are also key to ensuring the continuous improvement of the supply chain with a goal of safeguarding human rights. The ALDO Group's Impact & Sustainability team advises Suppliers through constant communication and shares training on our values to raise awareness and promote human rights and workers' wellbeing. Training programs cover topics related to the procedures and requirements of the ALDO Group, including its Code of Conduct, and prioritize impact areas identified through due diligence.

During this reporting period, a training on human rights was delivered to all Tier 1 Suppliers, including a new dedicated section on how to mitigate the risk of child labour.

Moreover, the ALDO Group also trained its Quality Assurance teams on social compliance standards, key indicators of forced and child labour, and the appropriate protocols for addressing workers' grievances in cases where concerns are raised.

Effectiveness

We monitor the effectiveness of our human rights measures through ongoing audits, corrective action follow-up, and Supplier performance tracking. When evidence of non-compliance is identified, we investigate and work with relevant stakeholders to address the issues at the facility or supplier level.

Audit results and corrective action progress feed into each Merchandise Supplier's rating within our internal supplier risk matrix, which influences outsourcing and business decisions. We maintain records of all social audits under our Social Compliance program, vet new factories, and regularly audit existing ones to ensure continued compliance.

We also consider feedback from stakeholders and engage periodically with industry experts to stay informed on emerging risks and regulatory developments.

KEY PERFORMANCE INDICATORS

To measure the effectiveness of our Social Compliance program, we monitor our performance against key indicators. Key achievements for FY 2025 include:

ACTIVITY	KEY PERFORMANCE INDICATORS DURING FY 2025
POLICIES & CONTRACTUAL ARRANGEMENTS	<ul style="list-style-type: none"> > Code of Conduct sent to all Merchandise Suppliers: 100% of acknowledgment forms were received.
AUDITS, VERIFICATIONS AND MONITORING	<ul style="list-style-type: none"> > Percentage of Merchandise Suppliers for which the ALDO Group has identified zero-tolerance issues for forced labour or child labour cases: 0% > Percentage of all our active strategic Supplier factories that have an internally reviewed and validated social audit report: 97% > Number of grievances reported via the reporting tools (ethics hotline and email for workers): 0
CORRECTIVE ACTION PLANS (CAP)	<ul style="list-style-type: none"> > 228 audit CAPs were issued (recurring issues are in respect to social insurance and occupational disease prevention; detailed corrective action plans are in place to address findings)
TRAININGS	<ul style="list-style-type: none"> > 84% of employees completed human rights training. > 100% of our executive leaders completed the human rights training. > All key strategic Tier 1 factories have completed the Human Rights Training (including sections on forced labour & child labour prevention).

LOOKING AHEAD

We acknowledge that we need to continuously adapt our actions as our Social Compliance Program continues to mature, taking into account our stakeholders’ feedback and best practices. We welcome your feedback on our efforts to prevent forced labour and child labour. Please email us at csr@aldogroup.com.

Approval

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. This report has been approved by the Board of Directors of The Aldo Group Inc. on May 19, 2026 pursuant to subparagraph 11(4)(b)(ii) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.



Aldo Bensadoun
 Founder and Director

Date: May 19, 2026

I have the authority to bind The Aldo Group Inc.