

Leadership & Sustainability

Third-party Assurance Statement to Vera Bradley INC in relation to the 2024 Sustainability Report

Introduction

Leadership & Sustainability Karin Ekberg GmbH has carried out an assurance engagement on the subject matter detailed below presented in **Vera Bradley INC's 2024 Sustainability Report**. The purpose of the assurance statement is to state whether anything has come to Leadership & Sustainability's attention that would cause to believe that the subject matter has not been reported and presented fairly in accordance with the Sustainable Accounting Standards Board (SASB) reporting criteria.

Scope, Sustainability Accounting Standards and Assurance Reference Standard

The 2024 Sustainability Report of Vera Bradley INC has been verified against the following Sustainability Accounting Standards:

- SASB Standards Application Guidance, Version 2018-10.
- Apparel, Accessories & Footwear, Version 2023-12.
- Multi-line & Specialty Retailers and Distributors, Version 2023-12.

The AA1000 assurance standard v3 from 2020 was used as the assurance reference standard for this project. Vera Bradley INC has chosen the "moderate level" of assurance.

Methodology

Evidence gathering procedures included but were not limited to

- Interviews with relevant personnel of Vera Bradley INC;
- Review of documentary evidence produced by Vera Bradley INC;
- Review of the corresponding sections in the 2024 Sustainability Report produced by Vera Bradley INC; and
- Review of Vera Bradley INC's data and information systems and methodology for collection, aggregation, analysis and review of information used to produce the 2024 Sustainability Report.

Vera Bradley INC's Responsibilities

Vera Bradley INC is responsible for the overall sustainability reporting process including preparation and presentation of the subject matter in the 2024 Sustainability Report in accordance with the reporting criteria. This responsibility includes establishing and maintaining internal controls relevant to the preparation and presentation of the 2024 Sustainability Report that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate reporting criteria; maintaining adequate records and making estimates that are reasonable under the reporting circumstances.

Leadership & Sustainability's Responsibilities

Leadership & Sustainability's responsibility includes to express an assurance statement according to a moderate level of assurance as to whether Leadership & Sustainability has become aware of any matter causing us to believe that the subject matter has not been prepared in accordance with the reporting criteria.

Conclusion

Based on the work described in this report, the performed procedures and the evidence obtained, nothing comes to Leadership & Sustainability's attention that could make us believe that the indicators and disclosures reviewed in Vera Bradley INC's 2024 Sustainability Report contain significant errors or have not been prepared in accordance with the reporting requirements established in the SASB Standards.

Statement of Independence, Impartiality and Competence

Leadership & Sustainability delivers a broad and deep spectrum of Consulting, Empowerment, Sustainable Business Models and Software & Tools in the sustainability area. We have global expertise and networks and operate worldwide. We can serve our clients wherever they are located.

We conducted this verification independently and, to our best understanding, there was no conflict of interest. Leadership & Sustainability has implemented a Code of Conduct for the entire company to ensure high ethical standards among employees in their everyday business activities. Leadership & Sustainability's verification team has a broad range of knowledge on environmental, chemical and social issues, particularly in the textile sector.



Karin Ekberg, Lead Auditor, Leadership & Sustainability Karin Ekberg GmbH
Sommerhausen, April 2nd, 2024