PVH

CORPORATE RESPONSIBILITY REPORT 2024

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About this Report

The PVH Corporate Responsibility (CR) Report provides information and performance data on non-financial operations from the PVH Corp. (PVH) fiscal year, February 5, 2024, to February 2, 2025, unless otherwise indicated. All monetary figures throughout this report are in U.S. dollars.

PVH continues to align progress reporting with the latest stakeholder expectations and evolving reporting requirements to hold the company and its partners accountable for achieving our CR targets.

PVH has taken steps over the last year to update methodologies, rebaseline key data sets, and continue efforts to improve data quality, which are noted throughout the report. This report is not subject to external assurance, however, it has undergone an internal quality review.

PVH reports in alignment with the following internationally recognized frameworks and standards: Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs).

In addition to the annual CR Report, the disclosures include key resources, public statements, and details surrounding governance and policies, which can be found in the Governance section of the report and at PVH.com/responsibility/resources.

Questions, comments or feedback regarding this report or the CR strategy can be directed to cr@pvh.com.

About PVH

Our vision is to build *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector.

1881
established

1920
listed for trading on the New York Stock Exchange

~28K
associates globally
(as of publication)

40+
countries in which we operate

A Note from our Chief Executive Officer

We are on a multi-year journey to build *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector. Our strategic, brand-building growth plan—the PVH+ Plan—guides us on this journey, and in 2024 we made significant progress.

Sustainability is a key factor in our ability to achieve the PVH+ Plan – from informing what we make and how we make it to the decisions that guide our day-to-day execution across PVH's entire value chain.

While many aspects of our operations are within our control, we recognize that our industry depends on essential, but finite, resources—such as energy, water and raw materials. Any changes within these systems can impact resource availability and costs, directly impacting our global operations. This volatility requires agility and resilience—so we can continue delivering iconic, high-quality products with newness that our consumers value and trust from us, no matter what comes our way.

As part of our data-driven approach to sustainability, we are focused on addressing the areas where our business has the highest impact and that pose the greatest material risk. These areas include: Products & Packaging, Operations and People. Whether it's designing products and packaging with the end-of-life in mind using recyclable, regenerative and resource-efficient materials or how we excite our consumers with newness while reducing waste and better matching supply with demand—we continue to integrate sustainability across our global business as we build PVH and our brands for the future.

In 2024, we made measurable progress across all three areas.

Products and Packaging

We are prioritizing recycled and regenerative materials to reduce emissions and waste.

- We increased the use of recycled content in our packaging to 62%, one step closer to achieving our goal of 75% recycled content.
- *TOMMY HILFIGER* transitioned from plastic polybags to 100% recycled content and reduced its plastic packaging footprint by 24% in 2024.
- *Calvin Klein* transitioned 100% of men's underwear boxes from plastic to paper packaging globally.

Operations

We are creating a more data- and demand-driven operating engine. This includes partnering with suppliers who are reducing their environmental impact and creating safe and healthy workplaces for the people who work in our supply chain.

- 87% of our key suppliers have developed climate action plans with defined measures to reduce greenhouse gas emissions.
- We signed a first-of-its-kind legally binding agreement with IndustriALL Global Union to provide the necessary conditions to establish a Collective Bargaining Agreement in the Cambodia garment sector.
- We know that responsible business practices drive mutual benefit for all stakeholders and, in 2024, we achieved a 43% increase in the number of suppliers who established representative worker management committees which improve working conditions and increase productivity.

People

One of PVH's greatest strengths is our people and our collective desire to create an inclusive workplace where every individual is valued, and every voice is heard. Our people and their unique lived experiences and perspectives are essential to our strategy to accelerate growth and drive business value.

- We are committed to creating a workplace that is truly inclusive for all – from how we work and market our brands to the products we create. This mindset permeates everything we do. In Asia Pacific, we were recognized for our leadership with a Gold Award at the 2024 Universal Design Award Scheme for outstanding contributions and adoption of universal design for people of all abilities.
- We are strongest when we come together and giving back to our communities is deeply embedded in PVH's culture. Through our Month of Giving program, associates and The PVH Foundation galvanized to support our local communities, donating time and more than USD $400K to qualifying organizations worldwide.

We are proud of the impact we continue to make and are energized about what's still to be done. I want to thank our PVH, Calvin Klein and Tommy Hilfiger teams, our partners and all global stakeholders, without whom this important work and progress would not be possible. Step-by-step, we are building a more sustainable and resilient business to endure for years to come.

Stefan Larsson
Chief Executive Officer

Corporate Responsibility Targets

Eliminate Greenhouse Gas (GHG) Emissions

Reach net-zero GHG emissions across the value chain by 2040: reduce absolute scope 1, 2, and 3 GHG emissions by 90% by 2040 from a 2021 base year.

5%

- Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030, from a 2021 base year.

  57%

- Our offices, distribution centers and stores will be powered by 100% renewable electricity by 2030.

  68%

- Reduce 42% of absolute Scope 3 GHG emissions by 2030, from a 2021 base year.

  9%

Innovate for Circularity

All PVH products will contribute to the circular economy throughout the product lifecycle (design, use, and end of life) by 2030.

Source Environmentally Preferred Materials

Sustainably source 100% of PVH's cotton, viscose, and wool by 2025 and 100% of polyester by 2030.

79% Cotton

65% Wool

80% Viscose

50% Polyester

Eliminate Owned & Operated Waste and Improve Packaging Sustainability

All PVH offices, distribution centers, and stores will achieve zero waste by 2030.

62%

Reduce Packaging: Reduce our average packaging weight by 20% by 2030.

90%

Transition to Recycled Content: Minimum 75% of our packaging weight will be made with recycled content, with a preference for post-consumer recycled material, by 2030.

83%

Provide Access to Water

Establish five collective action projects in our most water-stressed sourcing communities by 2025.

100%

Eliminate Hazardous Chemicals & Microfibers

Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.

94% Hazardous Chemicals

91% Microfibers

Empower Supply Chain Workers

Professional and life skills development programs and services will be made available to 500,000 workers across the PVH supply chain by 2030.

39%

Promote Safe Workplaces

100% of suppliers will promote and maintain safe and healthy work environments by 2025.

89%

100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety.

93%

Recruit Ethically

100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees by 2025.

99%

Amplify Worker Voice

100% of workers employed by key suppliers will have their voices heard through representative workplace committees by 2025.

86%

Advance Living Wages

100% of key suppliers will sign industry collective bargaining agreements in 2 countries by 2025, and 4 countries by 2030 to advance living wages.

7%

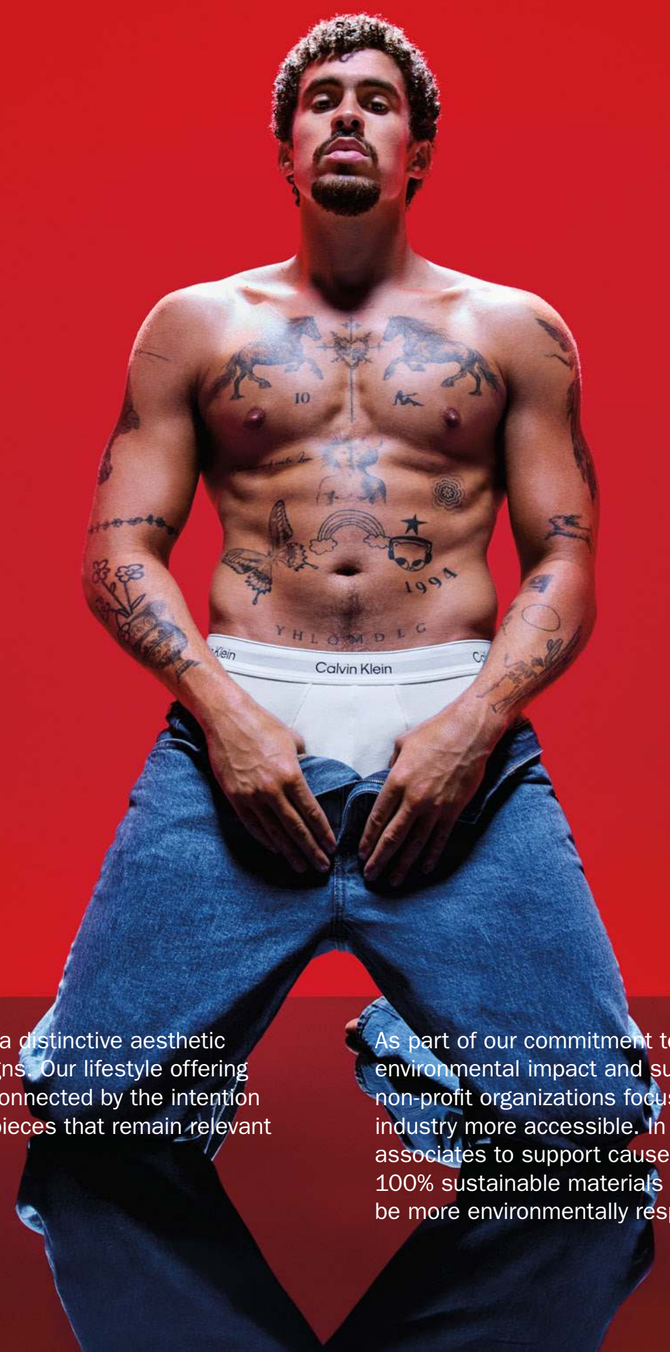
Source Responsibly

100% of suppliers will meet or exceed our environmental standards by 2030.

89%

100% of suppliers will meet or exceed our social standards by 2030.

87%



Calvin Klein

Calvin Klein is one of the world's leading global fashion lifestyle brands with a distinctive aesthetic that informs our approach to product design and modern marketing campaigns. Our lifestyle offering across underwear, denim, apparel, sport, and accessories businesses are connected by the intention and purpose of elevating everyday essentials to globally iconic status, with pieces that remain relevant season after season.

As part of our commitment to sustainability and inclusion, Calvin Klein continues its efforts to reduce environmental impact and support communities through partnerships and programs. We partner with non-profit organizations focused on inclusion, and on career programs designed to make the fashion industry more accessible. In 2024, we launched the Community Champions Challenge to empower associates to support causes they care about and expand our impact around the world. With goals like 100% sustainable materials by 2030, Calvin Klein is actively redesigning processes and packaging to be more environmentally responsible.

TOMMY HILFIGER

TOMMY HILFIGER is one of the world's most recognized premium lifestyle brands, welcoming and inspiring consumers since 1985. Originally established in New York City and infused with the spirit of Americana, the brand is defined by its red, white and blue DNA, rooted in expressions that are vibrant, confident and brave.

Tommy Hilfiger's sustainability strategy is built on three strategic pillars: Product, Stores & Packaging, and Circular Business. Together, they sharpen our brand focus and guide us toward a more responsible future. Transparency is embedded across each pillar to empower our consumers to make informed choices and foster trust. Committed to deliver against PVH's Corporate Responsibility targets, we take a data-driven approach, setting clear priorities, tracking our progress, and driving meaningful impact where it matters the most.

Governance

Materiality

In 2024, PVH conducted a double materiality assessment to focus our Corporate Responsibility efforts. The assessment identified 14 material risks to the business. These risks were then categorized based on their impact to PVH's financial performance (financial materiality) and their impact on stakeholders and the environment (impact materiality). The results of the materiality assessment are used to inform PVH's corporate strategy.

To ensure a comprehensive materiality assessment, PVH followed a structured four-step methodology:

(1) Identify material non-financial risks through peer benchmarking,
(2) Integrate perspectives from corporate functions, brands, and commercial region leaders across these risk areas,
(3) Evaluate financial and impact materiality using a weighted scoring system aligned with industry standards such as GRI standard guidelines, regulations, and external consultation,
(4) Prioritize topics based on risk exposure, likelihood and severity of impact, business priorities, investor expectations, and regulatory requirements.

PVH will continue to conduct a company-wide process to review this materiality assessment, including evaluation of whether material topics remain relevant. This will include analyzing changes across areas like PVH's organizational structure or the broader regulatory landscape, supply chain practices, and stakeholder expectations. Timing for this review will be based on regulatory requirements.

PVH also conducts climate-specific risk assessments, including a climate risk assessment and water risk assessment. See the Climate section in this report for more information.

PVH material topics identified by the Double Materiality Assessment include:

- Energy and Emissions Management
- Climate Change Resilience
- Pollution
- Biodiversity and Ecosystem Impacts
- Waste & Circularity
- Sustainable Employment (Own Workforce)
- Employee Diversity and Inclusion (Own Workforce)
- Data Privacy & Cybersecurity
- Sustainable Employment (Supply Chain Worker)
- Supply Chain Worker Fundamental Rights
- Community Impact
- Consumer Inclusion
- Consumer Awareness
- Product Quality and Safety

Board of Directors

PVH continued to execute the Board refreshment program, with a focus on the directors having a range of experiences and skills. Four current directors joined the Board within the last three years. Coupled with director retirements and resignations, this has reduced the average tenure of director nominees over the last three years from 7.5 years to 5.2 years.

The Board is instrumental in PVH's commitment to good governance, including aligning it and our executives with stockholder interests. The Board is elected annually and consists of nine independent directors and our CEO. The Board Chair is an independent director. The independent directors regularly meet in sessions without the CEO or other management present. Only independent directors serve on the Board's key committees.

All Board members must comply with our Code of Business Conduct and Ethics and the applicable provisions of our Corporate Governance Guidelines. More extensive governance and policy disclosures, as well as additional details regarding the composition of our Board, can be found in the Proxy Statement for our 2025 Annual Meeting of Stockholders.

PVH is committed to upholding strong anti-bribery and anti-corruption policies across our global operations. The company provides mandatory annual training for all associates, as well as the Board of Directors, through online and in-person sessions, ensuring understanding of policies in local languages.

ESG Oversight

The Board of Directors plays an active role in overseeing PVH's corporate responsibility and sustainability efforts, primarily through the Corporate Responsibility Committee. This Committee, composed of independent directors, provides guidance to both the Board and management with respect to policies and strategies that affect the Company's role as a socially responsible organization. It meets at least twice a year and engages directly with PVH's Chief Sustainability Officer and other senior leaders to monitor performance, guide strategic direction, and ensure alignment with PVH's values and stakeholder expectations. For a full description of the Committee's responsibilities and structure, please refer to the Charter of the Board of Directors' Corporate Responsibility Committee.

PVH's Compliance and Internal Audit teams partner with external auditors to conduct audits focused on compliance with our policies. Senior management and regional leaders play a key role in implementing and promoting these policies. Regular internal and external audits evaluate the effectiveness of programs.

Read the Proxy Statement for our 2025 Annual Meeting of Stockholders for additional governance and policy disclosures, as well as our:

- 2024 Form 10-K
- Code of Business Conduct and Ethics
- Code of Ethics for our Chief Executive Officer and Senior Financial Officers
- Committee Description and Membership
- Corporate Governance Guidelines

Stakeholder Engagement

PVH is committed to understanding the most significant interests of our internal and external stakeholders. Engagement efforts include collaboration with suppliers, workers, Non-Governmental Organizations (NGOs), governments, labor unions, investors, and consumers to shape programs, address challenges, and build long-term impact. Regular input is sought through direct partnerships, industry initiatives, worker interviews, grievance mechanisms, and communication channels.

Management of Grievances

Grievance mechanisms play a critical role in identifying and addressing workplace concerns across owned operations and the supply chain. PVH associates are encouraged to raise issues directly with managers, Human Resources, or Legal. Anonymous reporting channels, where legally permissible, are available in multiple languages and provide an additional option for confidentially raising concerns related to misconduct or violations of company policies.

PVH is committed to engage with key stakeholders to ensure that inquiries from working with sourcing communities are received and addressed. PVH has a dedicated team that is responsible for managing human rights and environmental issues and events throughout the supply chain, conducting investigations as issues arise.

In the supply chain, formal grievance mechanisms are supported through partnerships and third-party initiatives that includes the International Accord's grievance mechanism, currently operating in Bangladesh and Pakistan, which ensures impartial and expert investigation of health and safety matters.

Climate

Greenhouse Gas Emissions (GHG)

Reach net-zero GHG emissions across the value chain by 2040: reduce absolute scope 1, 2, and 3 GHG emissions by 90% by 2040.

5%

Achieved 4.7% reduction against a 2021 base year, driving 5% (4.7%/90%) progress against our target.

Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030.

57%

Achieved 40% reduction against a 2021 base year, driving 57% (40%/70%) progress against our target.

Our offices, distribution centers and stores will be powered by 100% renewable electricity by 2030.

68%

Achieved 68% global renewable electricity coverage across our owned and operated facilities.

Reduce 42% of absolute Scope 3 GHG emissions by 2030.

9%

Achieved 3.8% reduction against a 2021 base year, driving 9% (3.8%/42%) progress against our target.

Rising global temperatures and increasing weather volatility impact our business operations and the availability of raw materials used in our products. To mitigate these business risks, we are transitioning our operations to reduce energy use and increase renewable energy sourcing. We are also designing products and packaging with recycled and regenerative materials to reduce our reliance on materials that require higher amounts of energy and water, and produce more waste.

PVH has set targets to reduce our Scope 1, 2 and 3 GHG emissions, as well as to power our operations through renewable electricity. Our targets have been validated by the Science-Based Targets Initiative (SBTi)[1] and are aligned with the goal of limiting global temperature rise to 1.5° Celsius. As we recognize the emissions reductions needed between now and 2030, we plan to publish a detailed Climate Transition Action Plan in 2025 that further outlines our implementation strategies to achieve our near-term 2030 and 2040 net-zero targets.

To identify the highest-impact opportunities for decarbonization, PVH systematically mapped emissions across the value chain to understand the relative impact of each business activity and modeled reduction pathways, using proven initiatives and industry best practices.

Own Operations (Scope 1 & 2):

In 2024, PVH's emissions from our own operations represented 1.56% of our global SBTi target emissions. Direct decision-making authority within our own operations maximizes our ability to drive meaningful reductions and manage climate-related risks.

1. **Drive energy consumption efficiencies**
   Scale energy-saving initiatives in the design and operations of our offices, retail stores and distribution network through updating lighting equipment, optimizing HVAC systems, and regulating temperature controls.

2. **Procure 100% renewable electricity**
   PVH will continue increasing renewable electricity sourcing to 100%, across our own global operations through virtual power purchase agreements, on-site renewable electricity generation, and the purchase of Green-e and other certified renewable energy credits. We signed a Collective Virtual Power Purchase Agreement in partnership with 11 other fashion companies to procure renewable electricity, with the aim of adding more than 100,000 MWh per year of new renewable electricity generation to the grid in Europe.

Supply Chain Operations (Scope 3):

PVH's emissions from our Level 1, 2 and 3 suppliers represented 50% of our Scope 3 SBTi target emissions and the largest source of emissions across our value chain in 2024.[2]

1. **Reduce emissions in our highest emitting manufacturers**
   Engage with our Level 1 and key Level 2 suppliers to set specific and time-bound decarbonization targets and action plans to reduce their energy use, phase out of coal-fired boilers and carbon-intensive thermal energy and transition to renewable energy sources.

   To support our suppliers in establishing data-driven plans, we have worked to scale the adoption of industry supply chain improvement programs such as Apparel Impact Institute's (Aii) Carbon Leadership Program. These action plans enable investments and incentives for suppliers that are required to decarbonize their operations.

- ***Investments*** – New technology investments are needed for materials, production processes and energy and steam generation to drive meaningful reductions in the supply chain. Many of these technologies are in a nascent stage in the apparel industry, and investments are needed to test, model and scale these solutions. Our decarbonization strategy involves engaging in multi-stakeholder initiatives and catalytic funding to address innovation and technology gaps.

  PVH invested $10 million in Aii's Fashion Climate Fund that supports the development of the Climate Solutions Portfolio, which focuses on:

  – Testing and scaling proven supply chain decarbonization solutions with the goal to transition to renewable electricity.

  – Eliminating carbon-intensive thermal heat in manufacturing.

- ***Incentives*** – Creating financial incentives for high performing suppliers who excel in decarbonization plans and human rights allows us to reinforce positive behaviors, reduce long-term risks, and secure responsible partners creating supply chain resilience. Through the sustainable supply chain finance program and in partnership with HSBC, Standard Chartered and DBS Bank, competitive financing was provided to high-performing suppliers based on their social and environmental performance. In 2024, the banks provided collective savings of more than $600,000 to suppliers who met PVH's sustainability standards.

1 Science-based Targets Initiative, SBTi. "The Corporate Net-Zero Standard".
2 Level 1, Level 2 and Level 3 Supplier Emissions / Scope 3 SBTi Target Emissions.

Greenhouse Gas Emissions continued

2. **Create products with lower environmental impact**
   PVH's emissions from our raw materials and packaging accounted for 29% of our Scope 3 SBTi target emissions in 2024.[3] PVH is reducing these emissions through shifts in our design and raw materials sourcing strategies:

- Design and develop product that can be used longer and recycled
- Use materials in our product and packaging materials with lower environmental impact than conventional materials, including a greater percentage of recycled content

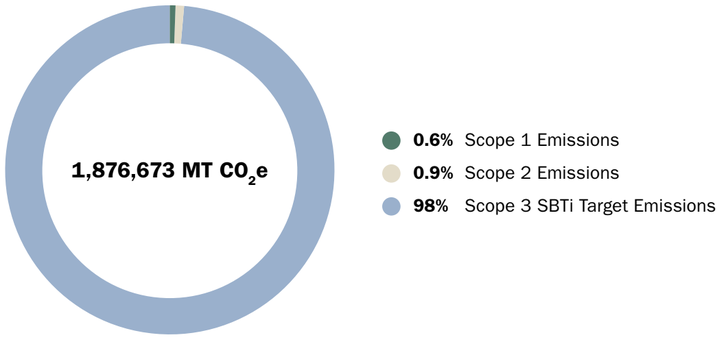
3. **Reduce emissions from transporting goods**
   In 2024, PVH's transport logistics emissions accounted for 10% of our Scope 3 SBTi target emissions.[4] We are implementing logistics strategies and operations that minimize emissions including consolidating shipments, standardizing packaging sizes, minimizing air freight and increasing the usage of electric and hybrid vehicles.

Notable Progress:

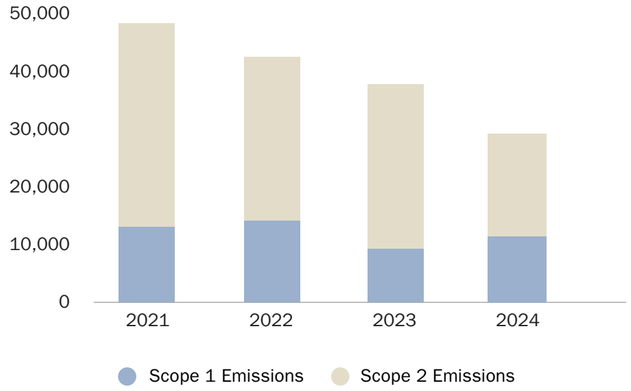
Scope 1 & 2:

- Our Scope 1 and 2 emissions footprint decreased in 2024 based on shifts in our business operations and energy efficiency initiatives within select facilities. Examples include:
  - Tommy Hilfiger implemented sustainable store guidelines in APAC, with our Guangzhou Taikoo Hui store earning LEED certification.
  - Installed timers to turn off all store lighting in the evenings in Germany and replaced burned out conventional light bulbs with LED alternatives.
- Our global renewable electricity sourcing percentage for our owned and operated facilities increased from 64% in 2023 to 68% in 2024.

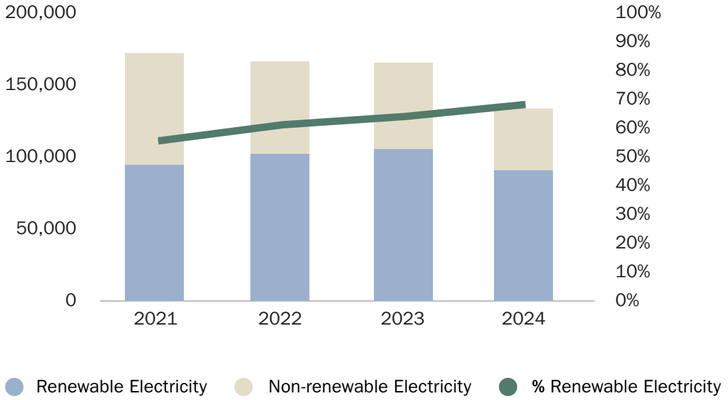
Scope 1, 2 & 3 Emissions (MT CO_2e)[5]



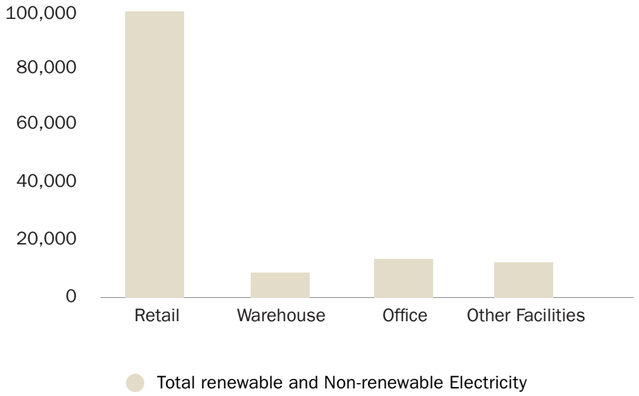
Scope 1 & 2 Emissions, 2021-2024 (MT CO_2e)[6]



Electricity Use Mix 2021-2024 (MWh)[7]



Total Electricity Usage Across Facilities (MWh)



3 Emissions percentage calculation: Raw Materials and Packaging Emissions / Scope 3 SBTi Target Emissions.
4 Upstream and Downstream Transportation Emissions/Scope 3 SBTi Target Emissions.
5 The total GHG emissions reflects categories included in our SBTi validated target: 100% of scope 1 and 2 emissions and designated categories of scope 3 emissions based on SBTi revised guidance and PVH's target boundaries. PVH's SBTi target excludes indirect emissions from use of sold products, capital goods, and employee commuting. Please see the data appendix for total emissions that includes all categories: 100% of scope 1 and scope 2 emissions and all relevant scope 3 categories as defined by the Greenhouse Gas Protocol, ensuring a comprehensive representation of our total emissions footprint.
6 PVH is continuing to leverage additional primary data in our Scope 1 and 2 GHG footprint calculations which drives more precise accounting of our owned and operated emissions.
7 Please refer to the data appendix for more detailed breakdown of electricity and energy usage.

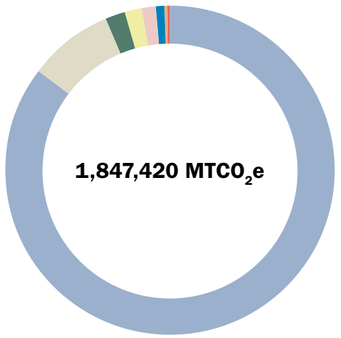
Greenhouse Gas Emissions continued

Notable Progress:

Scope 3:

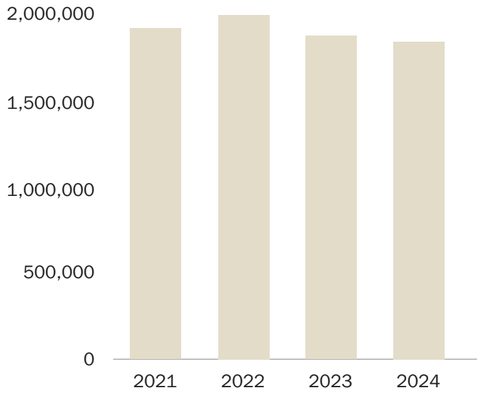
- We required all Level 1 and key Level 2 suppliers to set targets that reduce greenhouse gas emissions. As of 2024, 87.5% of those suppliers have developed climate action plans with defined actions to achieve that target.
- PVH's Scope 3 SBTi target emissions decreased from 1,920,178 $MTCO_2e$ in 2021 to 1,847,420 $MTCO_2e$ in 2024, representing a 3.8% absolute decrease and 9% progress toward the 2030 target.
- We are embedding work on emissions reductions into cross-functional sustainability roadmaps, including increasing recycled materials in the raw materials and packaging sourcing strategies. Please see the Environmentally Preferred Materials and Packaging sections of the report for further details.

Scope 3 SBTi Target Emissions by Category ($MTCO_2e$)



- **85%** Purchased Goods and Services
- **8.5%** Upstream Transportation and Distribution
- **1.8%** End of Life Treatment of Sold Products
- **1.7%** Franchises
- **1.4%** Downstream Transportation
- **0.8%** Fuel and Energy Related Activities
- **0.4%** Business Travels
- **0.1%** Waste Generated in Operations

Scope 3 SBTi Target Emissions, 2021-2024 ($MTCO_2e$)



Biodiversity

The soil quality, air and water resources that biodiversity helps maintain are essential for producing the raw materials that we rely on—from cotton to wool and other inputs. Conventional farming practices, such as monoculture farming or use of excessive pesticides, compromise biodiversity and pose direct threats to our supply chain, including creating instability within our raw materials. To focus our actions on reducing impact and preserving biodiversity, we are evaluating our most material business impacts and nature-related dependences across the value chain.

Assessing and Prioritizing Impact Areas

In 2024, we conducted our materiality screening and value chain assessment to better determine which business areas have the greatest impact on biodiversity.

- **Materiality Screening:** We conducted our initial screening using the Science Based Targets Network Materiality Screening Tool, evaluating which of our direct operations and upstream activities may impact key biodiversity categories such as land, water use, and soil pollution. Additional screening was conducted with the High Impact Commodity List, IUCN Red List and CITES databases.
- **Value Chain Assessment**: PVH focused our value chain assessment on our Level 4 supply chain activities given that the most material impacts on biodiversity are from raw materials generation and extraction. Leveraging Lifecycle Assessment Pressure data, we assessed our impact across activities that can negatively impact biodiversity, including deforestation, land degradation, soil pollution, water stress and water pollution.

Next Steps

In 2025, PVH will continue refining our understanding of our nature-related dependencies, impacts, risks and opportunities through the LEAP assessment approach (Locate, Evaluate, Assess and Prepare) to prepare disclosures aligned with The Taskforce on Nature-related Financial Disclosures recommendations. The results from our value chain assessment and due diligence through completion of LEAP will enable PVH to further focus our actions on prioritized locations and key commodities to mitigate biodiversity loss and contribute to nature restoration.

Circularity

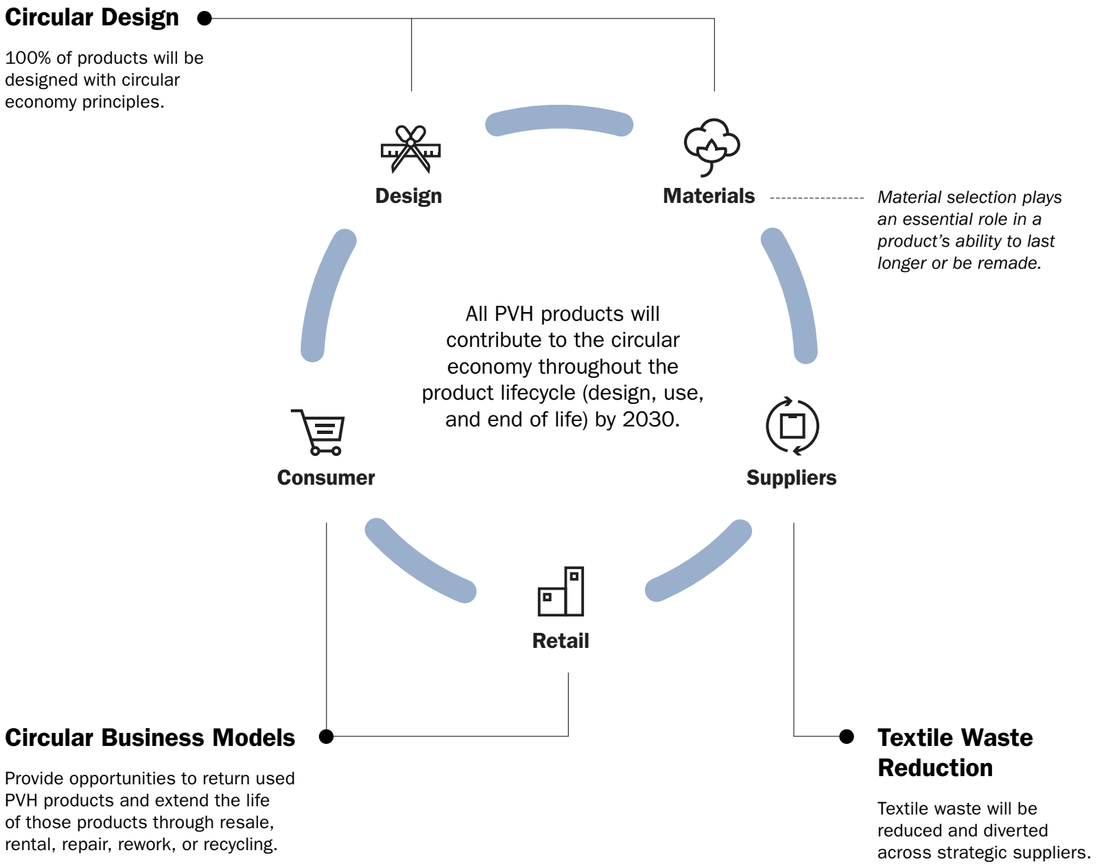
All PVH products will contribute to the circular economy throughout the product lifecycle (design, use, and end of life) by 2030.

The apparel industry relies on natural resources to create products that are limited in nature. PVH is reducing our use of virgin raw materials and designing products that can be used longer or recycled. This helps preserve the ecosystems that grow the raw materials our business depends on and minimizes waste.

As a member of the Ellen MacArthur Foundation's Network, and drawing from the circular principles of the Foundation's vision of a circular economy for fashion, PVH is working to integrate circularity into the entire lifecycle of a garment: from product development to post-consumer use.

To achieve our target of having all PVH products contribute to the circular economy by 2030, we are focused on three key areas:

1. **Circular Design**: PVH is implementing circular design requirements and training product development teams to create products that are:
   - Designed to be durable and used longer
   - Constructed so they can be reused, repaired, remade or recycled
   - Made from recycled and renewable materials
2. **Circular Business Models (CBM)**: Circular business models help extend the life of products by keeping them in use for longer and diverting waste. We are providing opportunities for consumers to return used PVH products and extending product and materials use through secondhand garments purchase, rework of existing products into new pieces, garment rental or recycling solutions.
3. **Textile Waste Reduction**: PVH is partnering with strategic suppliers to recycle fabric scraps generated during the production process and exploring how diverted waste can be converted into feedstock for circular, recycled materials with industry partners.



Our Circularity target includes three sub targets outlined above, all of which we aim to achieve by 2030.

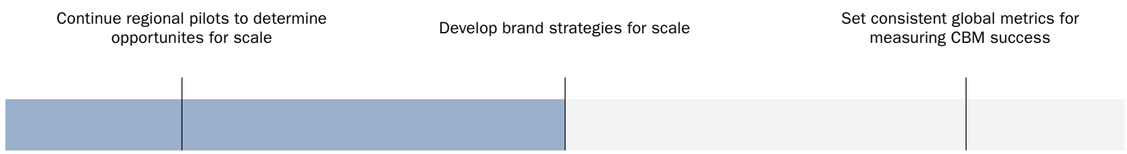
Circularity continued

Notable Progress:

Circular Design:

- In 2024, we updated our definition of circular product to better align with upcoming regulations and industry progress. This definition is built upon key pillars of material sustainability, product longevity and recyclability.
- We are finalizing PVH-tailored Global Circular Design Framework and Guidelines, based on circular.fashion's Circular Design Standard. We plan to roll out training on the framework for designers and product developers in 2026.

Circular Business Models: PVH recirculated 47,450 units[8] globally in 2024.



Both Calvin Klein and Tommy Hilfiger piloted business models aimed at extending product life and minimizing waste.

Calvin Klein is continuing to build a focus on takeback to fuel post-consumer product recycling, starting with our core product offerings.
In 2024, Calvin Klein:

- Conducted a men's clothing rental pilot in partnership with Hyde Closet, a rental start-up, repurposing 10,000 excess items from our supply chain.
- Resold 5,802 units of damaged[9] returns to Remix, a leading European secondhand fashion retailer.
- Tested the reuse of upcycled denim from discarded jeans in *Calvin Klein* samples, in partnership with Bank & Vogue and a strategic supply chain collaborator.

Tommy Hilfiger is expanding the *Tommy* Trade-In and *Tommy* Resale programs to grow the consumer base and strengthen loyalty among existing consumers. This is being implemented by driving traffic and conversion across Tommy's direct-to-consumer channels, enhancing commercial viability and giving products a second life while minimizing waste.
In 2024, Tommy Hilfiger:

- Resold 30,123 units of damaged returns for *Tommy* Resale program, providing these products to second-hand shoppers through various resale marketplaces across Europe, including Remix.
- Continued offering *Tommy* Remixed collection (*i.e.*, upcycling damaged returns that were ineligible for resale) in Japan.

Textile Waste Reduction:

- PVH is currently leveraging Higg FEM to collect additional data on textile waste generated across our Level 1 and key Level 2 suppliers. As we receive and interpret this data in 2025, we plan to determine quantitative waste diversion goals.

8 One garment or article of clothing.
9 "Damaged" refers to post-consumer unsellable returns with visible signs of wear.

Environmentally Preferred Materials

Sustainably source 100% of PVH's cotton, viscose, and wool by 2025 and 100% of polyester by 2030.[10]

79% Cotton

65% Wool

80% Viscose

50% Polyester

As a global fashion company, PVH is dependent on raw materials to develop garments that meet our consumers' needs. The production of these materials requires natural resources ranging from the water needed to irrigate crops to the energy required to extract and produce synthetic fibers. Strains on natural resources can compromise our ability to secure quality raw materials in sufficient quantities and at stable costs.

We prioritize the use of materials with lower environmental impact than conventional materials, including incorporating more recycled content, to reduce the demands of water and energy consumption.

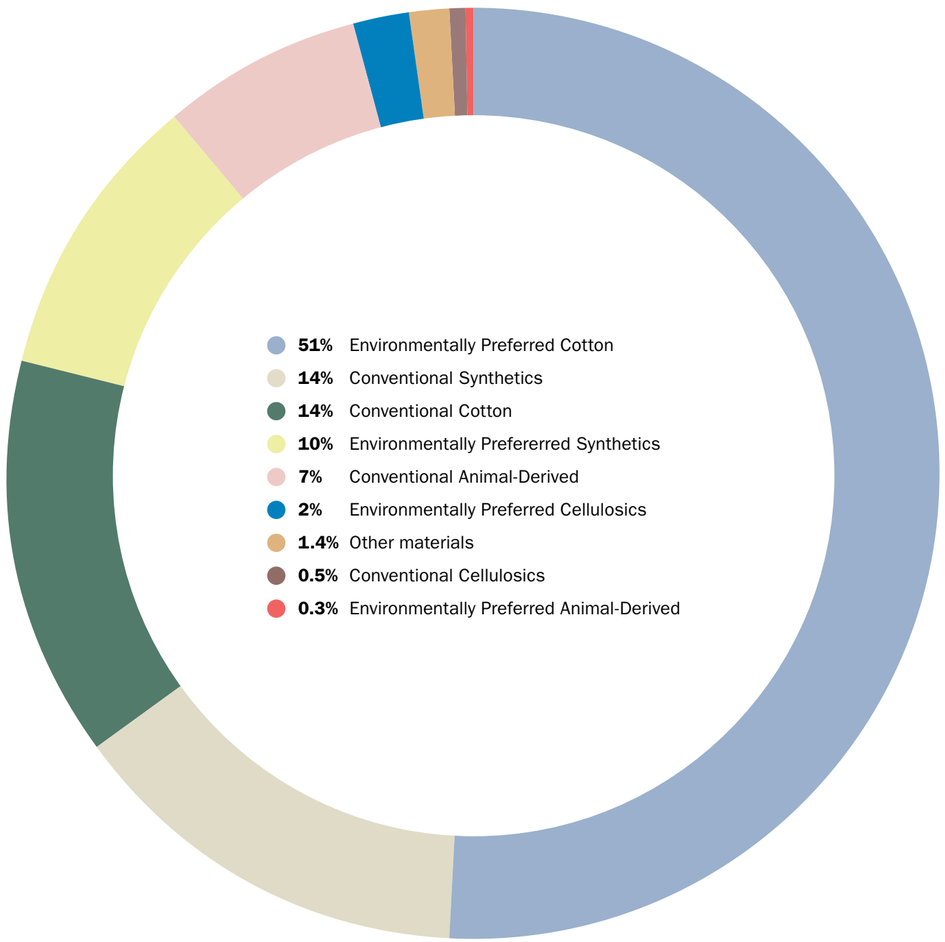
To guide our product development teams, we categorize materials and fibers into a tiered sourcing framework to identify environmentally preferred options as classified by PVH and informed by Textile Exchange's Fiber and Materials Matrix and other third-party verified data. This sourcing framework is regularly updated to align with evolving industry science, regulations and best practices.

Since 2022, PVH Europe has achieved Brand Certification annually against six Textile Exchange standards.

We continue to expand bio-based materials and new technologies, including alternative fibers and materials, to reduce reliance on virgin fibers and dyes, as well as animal-derived materials.

- Through the use of Bloom® in footwear products, Tommy Hilfiger saved 6.64 $MTCO_2$ equilavent and cleaned 8.78 million liters of water. Bloom is a bio-based material that leverages algae in foam and rubber.
- Tommy Hilfiger continued their collaboration with innovators such as Spinnova, Ecovative and Altag® by AltMat to trial new materials and prototypes, helping understand the best use-case of the materials.
- Calvin Klein expanded the use of *Midori*™, a 75%+ bio-based[11] softening and moisture-wicking finish, across 674,000 units in our core underwear programs.

Materials Use by Type



10 Environmentally Preferred Cotton defined as organic, recycled and third-party certified cotton.
Environmentally Preferred Viscose defined as certified material from responsibly managed forests, or recycled material/viscose.
Environmentally Preferred Wool defined as Responsible Wool Standard, recycled, organic and regenerative wool.
Environmentally Preferred Polyester defined as recycled polyester and bio-based polyester.
Other materials include hemp, jute, sisal, rattan, linen, flax, ramie, rubber (natural), metal and organic linen.

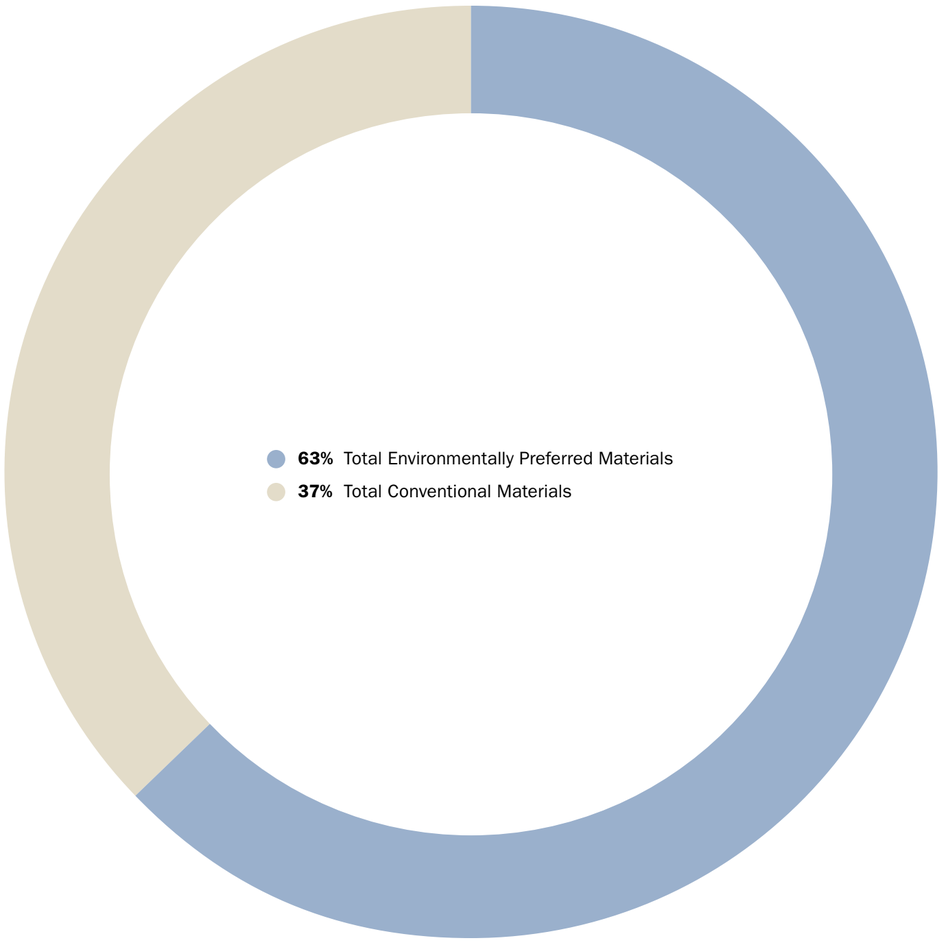
11 A biobased material means that the feedstock from which the material is made comes from a renewable, biobased source rather than from fossil-based non-renewable resources.

Environmentally Preferred Materials continued

Notable Progress:

- 63% of total materials were environmentally preferred materials in 2024, up from 61% in 2023.
- More than 25% of PVH's total cotton sourced was from certified regenerative or recycled sources in 2024, up from 13% in 2023.
  - 39% of Tommy Hilfiger's and 20% of Calvin Klein's cotton was regenerative or recycled in 2024.
- Both brands are working to incorporate more recycled content into our products to reduce our use of virgin materials and drive emissions reductions.
  - Tommy Hilfiger continued collaboration with Circulose®, introducing additional styles in 2024. Circulose® is created through a technology that transforms pre- and post consumer textile waste into a new pulp used in Manmade Cellulosic Fibers.
  - As part of our strategy to increase recycled polyester usage, PVH partnered with Unifi, Inc. to help divert more than 4.8 million post-consumer recycled plastic bottles from landfills, transforming them into durable high-performance REPREVE® recycled polyester fiber. Products made with REPREVE® help conserve natural resources and keep waste in circulation for longer.
  - Calvin Klein and Tommy Hilfiger collaborated with Fashion for Good, Canopy, and Finance Earth to develop a new financing framework for scaling textile-to-textile recycled fibers, helping to accelerate investment in circular material innovation.
  - Tommy Hilfiger is supporting a consortium with recycling innovator Carbios exploring enzymatic PET textile-to-textile recycling to advance circularity in the textile industry.

Total Material Use



Waste

All PVH offices, distribution centers, and stores will achieve zero waste by 2030.[12]

62%

To use resources more efficiently, PVH is working to reduce waste across our own operations and divert remaining waste from landfill and incineration. Our strategies prioritize recycling, reuse, and reducing our average packaging weight as packaging can be a source of waste.

In 2024, we conducted a waste audit and collected data through on-site waste audits, waste management company data tracking, and modeling based on regional waste data factors.[13] These insights help focus our approach for waste diversion optimization in our own operations.

Notable Progress

- In 2024, through our partnership with waste management company Renewi, PVH's office in Amsterdam redesigned its collection bin systems and signage to improve waste separation and reduce residual waste output.
- PVH Singapore has partnered with CapitaLand Investment and Singapore-based startup Magorium in the CapitaLand Sustainability X Challenge pilot initiative to recycle in-store plastic waste, such as polybags, into eco-asphalt premix, a sustainable material for road construction. This program ensures all plastic waste across our Raffles City Singapore and IMM store locations, are recycled.
- Tommy Hilfiger's Hong Kong stores transformed old Fall 2024 visual merchandising materials into functional furniture through modular redesign and upcycling, through a partnership with Editecture, a sustainable design company. The furniture sets were donated to a local charity, supporting community members in need.

Packaging

Reduce Packaging: Reduce our average packaging weight by 20% by 2030.

90%

Achieved 18% reduction of average packaging weight from a 2023 base year, driving 90% (18%/20%) progress against our target.

Transition to Recycled Content: Minimum 75% of our packaging weight will be made with recycled content, with a preference for post-consumer recycled material, by 2030.

83%

Achieved 62% average recycled content in our packaging, driving 83% (62%/75%) progress against our target.

The production of packaging from virgin materials like paper and plastic is resource-intensive, requiring energy and water to transform raw materials into usable forms. Improper disposal also creates waste, increasing the risk of pollution and health-related impacts.

To reduce our reliance on these finite natural resources required for packaging our products, PVH has set packaging[14] targets to mitigate emissions, water and waste while ensuring products are protected when moving from suppliers to end consumers.
Our strategies include:

- Reducing the amount of packaging used in our operations
- Sourcing packaging that can be reused
- Increasing packaging made with recycled materials

Reduce Packaging Footprint[15]

PVH is seeking to reduce total packaging consumption by weight that contributes to our overall reduction packaging target. Key actions include optimizing and standardizing packaging sizes to best fit the product and drive shipping efficiencies.

Expand Reusability

To minimize the amount of raw material inputs used to transport products to consumers, PVH will ensure that a minimum of 25% of all e-commerce mailers will be made reusable by 2030. We seek to increase the number of use cycles for packaging used in our e-commerce operations. Establishing used packaging collection and take-back mechanisms will be critical to meet this goal.

12 As defined by the Zero Waste International Alliance.
13 In our 2024 waste reporting, we used primary data from the North American waste audit and primary data supplied directly from Renewi, one of our main European waste management companies, to model our global waste footprint.
14 Packaging includes on-product (used to individually protect and/or identify a product), transit (used to protect and transport products), retail (used in retail stores for display or for customers to carry a product), operational (used to repack orders and ship to stores and wholesalers) and e-commerce (used to ship product to consumers from distribution centers).
15 Calculation used: Total annual packaging weight / total annual manufacturing units. PVH's 2024 packaging data now includes e-commerce packaging.

Packaging continued

Transition to Recycled Content[16]

Recycled materials, particularly those with post-consumer recycled content, generally use less energy and water to manufacture and generate lower emissions than virgin materials of the same type.

Through our participation in Canopy's Pack4Good initiative, we've been working to eliminate any paper-based packaging sourced from Ancient and Endangered Forests.

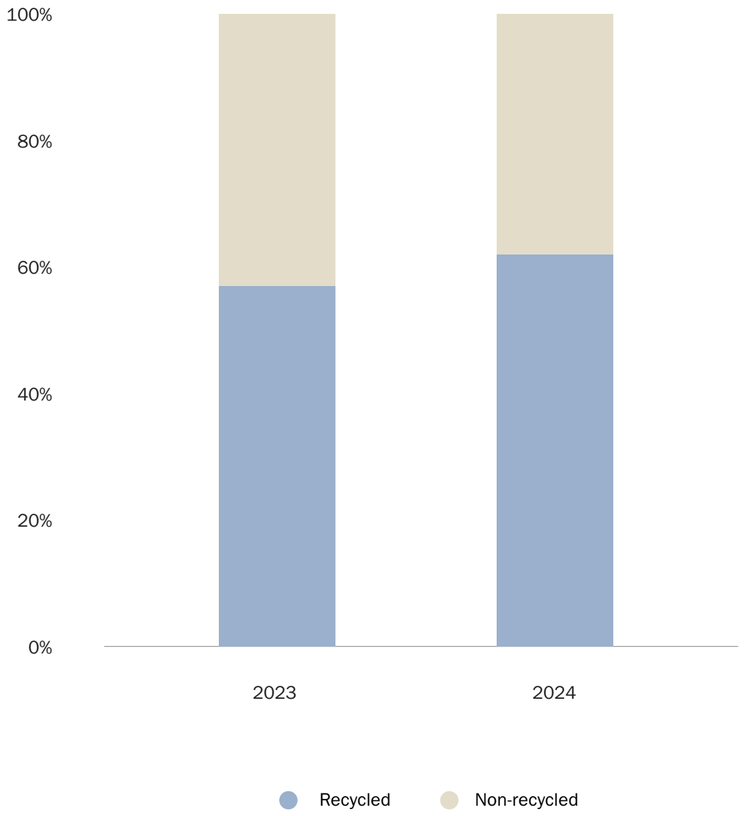
PVH is committed to sourcing paper that meets the following criteria:

- Made with a minimum of 50% post-consumer waste or recycled content, with a preference for post-consumer recycled materials;
- Certified as being sourced from responsibly managed forests.

Notable Progress

- PVH implemented operational shifts to globally reduce the number of cartons and consolidated carton dimensions for key product categories, contributing to a reduction in our average packaging weight. We will continue this work in 2025.
- PVH increased our use of recycled content to 62% in 2024. To prioritize this shift, we implemented measures including transitioning plastic underwear boxes to recycled paper content and increasing the use of polybags made with recycled content.
  - Calvin Klein completed the transition of all men's underwear boxes in Europe and Asia Pacific from plastic to recycled paper packaging following a successful pilot in North America.
  - Tommy Hilfiger reduced its plastic packaging footprint by 22% in 2024 and fully transitioned all plastic polybags to 100% recycled content.
- In 2024, both Tommy Hilfiger and Calvin Klein met Canopy Global Pack4Good target with 69% and 65% average paper-based recycled content respectively. We continue to work with Canopy to identify and eliminate any wood inputs that pose risks to Ancient and Endangered Forests, and endeavor to increase our recycled content over time.
- Achieved a "Leading" status designation from the Australian Packaging Covenant Organisation for the third year, continuing our role in meeting Australia's National Packaging Targets.
- Joined as a signatory to the Singapore Packaging Partnership Program, an industry capability development program that supports companies in their journeys towards adopting sustainable packaging waste management practices.

Packaging Recycled Content Percentage Mix



16 Calculation used: Total recycled content packaging weight / total packaging weight.

Water

Establish five collective action projects in our most water-stressed sourcing communities by 2025.

100%

The manufacturing of products and the production of cotton largely depends on water as a key resource. PVH is focused on protecting these key water resources, mitigating our impact in water-scarce regions and minimizing the risk to business operations.

We partnered with World Wildlife Fund (WWF) to conduct a water risk assessment in 2022, that helped identify the priority regions with material risks to our supply chain operations, such as increased flooding, water quality and water scarcity.

To mitigate the risks of water scarcity in our supply chain, we partnered with WWF to establish five collective action projects in our most water-stressed sourcing communities.

- Our collective action projects in the Mekong Delta in Vietnam and the Büyük Menderes basin in Turkey improved access to water in our sourcing communities.
  - In the Mekong Delta, textile and apparel factories were trained in water effectiveness solutions like wastewater recycling and circular economy principles. By adopting these water stewardship solutions, textile factories reduced their overall water usage by more than 2 million cubic meters.
  - In the Büyük Menderes basin, WWF identified technologies that support water savings and engaged with banks and the government to provide financial opportunities to support the implementation of those technologies.
- In India, the Noyyal Bhavani collective action project completed habitat restoration surveys and assessments in the Upper Bhavani catchment and implemented invasive plant management to improve stream water flows. Through the “Clean Tech and Better Water Management Practices” program in the Tirupper Textile cluster, urban and industrial water stewardship was scaled to facilitate capacity building, green financing and policy engagement.

With the successful completion of our target that resulted in the implementation of context-specific interventions in our high-risk basins, we have identified an opportunity to drive quantifiable impacts in our own water consumption footprint and the supply chain. We plan to launch an updated water target in 2025.

17 A wet processor is a facility that uses any water processes as part of production, for example dyeing, finishing, printing, and laundry facilities.

Hazardous Chemicals and Microfibers

Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.[17]

94% Hazardous Chemicals

91% Microfibers

To protect key water resources in and around our production facilities, PVH requires our wet processors to comply with industry wastewater standards to address water pollution that our suppliers and communities depend on. We implement this by:

1. Eliminating the use of hazardous chemicals from water leaving supplier facilities:

   PVH collaborates with strategic wet processing suppliers to ensure the elimination of hazardous chemicals from water leaving their processing facilities. Based on industry standards for wastewater, below are the compliance expectations for suppliers:

- Input Compliance: Adherence to the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) at the input level to ensure safer chemicals are used in every stage of production.
- Production Compliance: Safe handling and storage of chemicals in facilities based on PVH’s CR Supply Chain Guidelines.
- Output Compliance: Management of chemical outputs through adherence to the Apparel and Footwear International RSL Management (AFIRM Group) Restricted Substance List and ZDHC Wastewater Guidelines. We have integrated ZDHC wastewater compliance into the factory authorization process.
- We require our suppliers to maintain responsible chemical management systems at each stage of production. The scope of our chemical phase-out policies can be found in our Restricted Substances List.

   We have policies and procedures in place to prevent the intentional use of per- and polyfluoroalkyl substances (PFAS) in production processes. PVH suppliers are required to demonstrate conformity with the current AFIRM RSL to ensure compliance with PFAS regulations across all international markets.

2. Monitoring harmful microfibers in the production process:

   The Microfibre Consortium (TMC), a non-profit that convenes a global community of organisations leading the way toward mitigating fibre fragmentation from textile design, development and manufacturing through science-led action. TMC and the ZDHC Foundation are collaborating to empower the manufacturing community with robust approaches to tracking and mitigating fibre fragmentation in manufacturing effluent. A key outcome of this work is the integration of microfiber limits and testing requirements into the ZDHC Wastewater Guidelines to monitor filtering efficiency. We have built this testing into our factory authorization process.

Notable Progress

- The collaboration between ZDHC and TMC to identify a suitable test method to measure the concentration of fiber fragments within wastewater discharge enables improved wastewater compliance in the industry.
- In 2024, 94% of our suppliers were MRSL compliant, an increase of 14% from 2023.

Human Rights

Supply Chain Worker Empowerment

Professional and life skills development programs and services will be made available to 500,000 workers across the PVH supply chain by 2030.

39%

Workers in our global supply chain are critical to delivering quality products on time to our consumers. Providing workers with professional and life skills development programs that expand opportunities for their advancement and leadership enables a resilient and productive supply chain.

PVH's approach is to strengthen foundational skills for supply chain workers, increasing their confidence and agency to secure opportunities and uphold their rights. We continue to scale empowerment programs and services through partnerships with leading international development organizations.

RISE (Reimagining Industry to Support Equality)

PVH joined the RISE initiative,[18] which supports garment workers with practical skills in communication, decision making, time management, and financial literacy—tools that help workers overcome barriers such as limited financial literacy and the daily pressures of balancing work and family responsibilities.

We use the train-the-trainer model to empower vendors to implement these trainings in their facilities. This approach enables scale that support a resilient, productive and respected workforce where all people are recognized as essential for business success.

Project THRIVE

Now in it's third year, Project THRIVE, The PVH Foundation's five-year, $5 million collaboration with CARE, works in supply chain facilities and supply communities to scale personal and professional skills trainings in Bangladesh, a key manufacturing region.[19]

Power of Nutrition

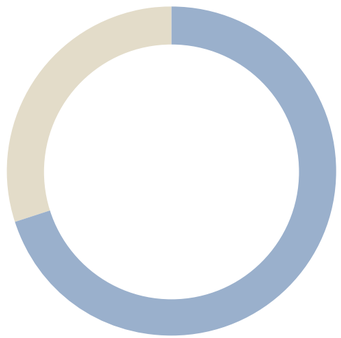
The Power of Nutrition is a leading charity organization that convenes catalytic funding and credible implementation partners around nutrition. The PVH Foundation has provided $250,000 toward a $15 million, five-year program designed to increase nutrition-enhancing programs in the apparel industry in Bangladesh and cotton farming communities in India.

PVH and the Power of Nutrition partnered to scale the Mothers @ Work initiative, launched by UNICEF. Since its inception, the program has reached more than 200,000 individuals in facilities and the communities where our workers live. The program offered maternal nutrition services like in-factory education, comprehensive training to the factory's healthcare providers and quality onsite health care facilities to support pregnant and lactating women while they are at work. Offering education and services to workers helps address significant nutritional challenges, including inadequate calorie and nutrient intake, which can lead to serious health risks such as low birth weight and developmental issues for babies. Offering these trainings and services in a key region of our supply chain ensures the resilience and productivity required to support our global business.

Notable Progress:

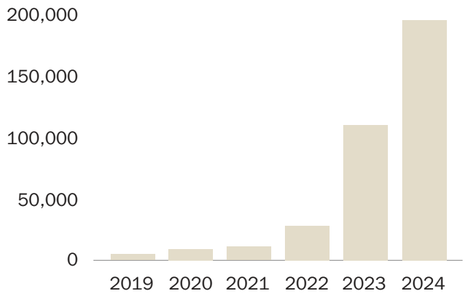
- Expanded the scale of our programming to reach 8% more workers than last year.
- The number of workers enrolled in community programs increased by 5,852 workers from 2023, driven by the increase in workers enrolled in the Power of Nutrition program that provided nutritional information to expecting mothers and children in Bangladesh.
- Drawing on the success of the Power of Nutrition program in Bangladesh, we expanded the program to the cotton farming community in India. India is the largest cotton producing country in the world, and workers in these communities may not have access to maternal nutrition services. Our focus will be to promote health and nutrition to a key population working in a critical part of the PVH supply chain.

Workers Enrolled in Community and Factory Programs



70% Total Workers Enrolled in Community Programs
30% Total Workers Enrolled in Factory Programs

Cumulative Total # of Workers Enrolled through PVH Programming



18 At the end of 2023, the P.A.C.E program was integrated into the RISE curriculum to enable industry alignment and scale and reduce duplication of efforts.
19 Project THRIVE consists of programs from CARE Bangladesh to expand professional development opportunities for workers in the ready-made garment sector by equipping them with market-oriented leadership skills. CARE works with PVH in factories and communities in Dhaka, Chattogram, and Narrayanganj districts.

Safe Workplaces

100% of suppliers will promote and maintain safe and healthy work environments by 2025.

89%

A demand-driven operating model requires a supply chain in which workers can do their job without fear of health and safety hazards. Compliance with health and safety standards at supplier facilities reduces the risk of incidents, protects workers' lives and minimizes operational disruptions.

PVH assesses occupational health and safety conditions at all our manufacturing facilities using industry aligned assessment tools. In countries where there is heightened risk around electrical, fire and structural safety, we partner with the International Accord for Health and Safety in the Garment and Textile Industry to leverage independent engineering and safety expertise and with over 250 other brands in driving safety in the manufacturing facilities. The International Accord is currently operating via country specific safety agreements in Bangladesh and Pakistan.

100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety.[20]

93%

Notable Progress:

- With the International Accord's operations having been established in Bangladesh, the Accord program was expanded to Pakistan in 2024 following a feasibility study in several regions. PVH is one of over 130 brands that has signed the Pakistan Accord.
- Starting in 2024, PVH expanded its target for Safe Workplaces to include global suppliers outside the Accord's program to measure Level 1 and key Level 2 suppliers' performance using health and safety indicators from Social Labor Convergence Program (SLCP)[21] assessments. PVH uses its assessment program, which includes occupational health and safety indicators, to promote safe and healthy work environments globally. If any health and safety issues are found, PVH works with the factories to remediate them as they occur.

Ethical Recruitment

100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees by 2025.

99%

Migrant labor plays a critical role in the global apparel supply chain, particularly in production hubs with limited domestic labor availability. The elimination of recruitment fees for migrant workers promotes compliance with international human rights standards and ensures business stability through supply chain continuity.

Recruitment fees are a critical non-compliance issue since it typically leads to migrant debt bondage, a key indicator of forced labor per the International Organization for Migration's guidance. PVH abides by the Employer Pays Principle established by the Institute for Human Rights and Business, as we partner with our suppliers to prevent the occurrence of recruitment fees. In partnership with the Responsible Labor Initiative, PVH's due diligence includes assessment of the presence of recruitment fees and ensures any identified fees are reimbursed. To work with PVH, select suppliers are required to complete trainings and undergo migrant labor assessments with ethical recruitment indicators. PVH ensures that workers are reimbursed in a timely and safe manner when it is determined that workers have been charged recruitment fees.

Notable Progress:

- PVH, leveraging SLCP data, has developed an enhanced understanding of fee payments in specific migration corridors and is using these insights to drive awareness and training at vendors in certain geographies.

20 This percentage is reflective of remediation progress in Bangladesh. Pakistan Accord operations only commenced in mid- 2024, and factories enrolled in the Accord program were still undergoing initial inspections as of year end.
21 The Social and Labor Convergence Program (SLCP) is a multi-stakeholder initiative committed to improving working conditions in global supply chains. SLCP Converged Assessment Framework (CAF) is a universal social assessment tool that delivers credible and actionable data, enabling stakeholders to shift focus from repetitive assessments to driving real improvements for workers.

Worker Voice

100% of workers employed by key suppliers will have their voices heard through representative workplace committees by 2025.

86%

Workplaces with strong worker-management communications experience fewer compliance violations and improved working conditions, according to independent studies commissioned by ILO Better Work. These environments foster a more engaged and productive workforce, contributing to a more stable supply chain and business.

Through the PVH Workplace Cooperation Program (WCP) built in partnership with ILO Better Work, PVH collaborates with workers and managers to establish representative worker-management committees at our most strategic suppliers. These committees are composed of 50% workers (including union representatives) and 50% management, all of whom are trained to address matters of mutual interest as close as possible to the factory floor.

Regular trainings are provided through the train-the-trainer model that provide workers and managers with the skills needed to establish effective workplace committees. More focused training sessions are provided on social dialogue to improve joint problem-solving, and mutual understanding of issues that affect workers, such as health and safety and working conditions. To expand reach of the program, PVH trains our most strategic suppliers, who then cascade the training at the factory-level through the train-the-trainer model.

PVH independently verifies the efficacy of the worker-management program through Social Dialogue Indicators (SDIs) which were developed in partnership with ILO Better Work. We review the committee's election procedure; composition; meeting frequency, attendance and substance; protections for members; and procedures, including written, well-defined procedures on grievances and dispute resolution.

Notable Progress:

- Continued scale of the WCP program resulting in a 43% increase in key suppliers that established and operated representative worker-management committees, as measured through the SDIs.

Living Wages

100% of key suppliers will sign industry collective bargaining agreements in 2 countries by 2025, and 4 countries by 2030 to advance living wages.[22]

7%

Fashion production depends on workers who create our products, and our business operations rely on a stable, fairly compensated workforce. At PVH, we recognize that appropriate wage structures are fundamental to this stability. We promote fair compensation through:

1. Wage compliance monitoring and wage data collection
2. Strategic industry collaboration through initiatives like Action Collaboration Transformation (ACT) to promote living wages and collective bargaining

PVH collected wage data in Bangladesh, Cambodia, Vietnam and Sri Lanka using the Fair Labor Association (FLA) Tool. The collected wage data allowed us to benchmark a factory's average net wage for non-management workers against each corresponding country's minimum wage and the Global Living Wage Coalition's benchmark, which uses the Anker Methodology for calculating a living wage.[23]

PVH is committed to advancing living wages for supply chain workers via collective bargaining agreements between suppliers and trade unions. This approach is a key component of the ILO Principles on wage setting and is central to PVH's involvement in ACT. As a member of ACT, we commit to purchasing practices and overall business operations that support long-term supplier partnerships and enable improvements in both wages and working conditions in the supply chain.[24]

In 2024 and as part of ACT, PVH negotiated and signed a first-of-its-kind legally binding brand supported agreement with IndustriALL Global Union to provide the conditions necessary to establish a Collective Bargaining Agreement in the Cambodia garment sector.

Notable Progress:

- First ever brand-supported collective bargaining agreement in the garment supply chain signed by a PVH supplier in Cambodia.

22 7% refers to two of seven key suppliers in Cambodia – one of which had signed the collective bargaining agreement by December 2024 and a second supplier which had taken all necessary legal steps to sign and was awaiting approval for the union in the facility to be affiliated to IndustriALL Global Union, the signatory partner for PVH, which is a necessary condition for the agreement to be valid.
23 The Anker Methodology uses a combination of primary and secondary data to create highly accurate, robust living wage estimates that are transparent, internationally comparable, and locally specific.
24 See ACT's Global Purchasing Practices Commitments.

Supplier Assessment & Sourcing

100% of suppliers will meet or exceed our environmental standards by 2030.

89% Environmentally Responsible Sourcing

100% of suppliers will meet or exceed our social standards by 2030.

87% Socially Ethical Sourcing

PVH's Corporate Responsibility Supplier Assessment Ratings[25]

Working with suppliers who comply with international labor standards, national labor laws and environmental regulations is critical to reduce the risk of supply chain disruptions and support long-term business operations.

To ensure that all our suppliers meet or exceed our environmental and social standards, PVH requires suppliers to conduct annual assessments using industry data collection tools (SLCP and Higg Facility Environmental Module (FEM)). Based on the assessment data, PVH assigns facilities color ratings to summarize their performance and determine impacts on the business relationship.

Environmental Assessments

Environmental assessments evaluate a factory's compliance to environmental standards and overall environmental performance. PVH employs Cascale's Higg FEM to collect data on our manufacturers and assign an environmental performance rating to each supplier. In 2024, PVH required Higg FEM assessments at all of our Level 1 and key Level 2 suppliers.

Social Assessments

Social assessments are a necessary tool to ensure that our suppliers meet A Shared Commitment, PVH's code of conduct for vendors and licensees. PVH assesses factories' human rights performance using the Social and Labor Convergence Program (SLCP) Converged Assessment Framework where available.[26]

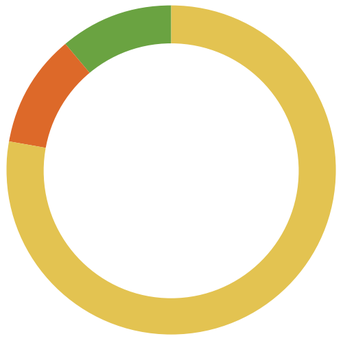
In regions where SLCP adoption is not available, we use similar standardized industry assessment frameworks, including the International Labor Organization's Better Work program and ABVTEX, a well-established assessment program in the Brazilian apparel and footwear industry.

We require environmental and social assessments to be conducted prior to onboarding a facility for manufacturing and establish a baseline for facility performance. Existing suppliers are assessed throughout the working relationship. If a supplier is not able to meet our baseline, we will not work with that facility.

Notable Progress:

- In 2023, we updated our standards to align with International Labor Standards and national labor law as a part of our regular policy and procedure review. These updates resulted in stricter requirements specifically around payments for legally required leave, bonus payments, and wage based benefits, which drove a temporary decrease in performance.

PVH Suppliers' Environmental Scorecard Ratings



78% Yellow
11% Orange
11% Green

PVH Suppliers' Social Scorecard Ratings[27]

53% Yellow
29% Green
13% Orange
5% Gold

Gold Supplier has been accredited by PVH or approved 3rd party to self-monitor facilities on an annual basis. Accreditation renews every 36 months, vendor submits self-assessments, or other third-party audits of facilities on an annual basis for review.

Green Factory exceeds PVH environmental and social standards and is authorized for production.

Yellow Factory meets minimum requirements for PVH environmental and social standards and is authorized for production.

Orange Factory has critical issues which require immediate remediation. Factory is authorized for production for 1 year. If issues persist, factory will not be reauthorized in the next cycle, and rating will be downgraded to red.

Red Not authorized for production; the factory has committed a zero-tolerance infraction and has not responded to warnings and/or demonstrated a lack of commitment and transparency.

25 PVH requires that all Level 1 and key Level 2 factories complete a human rights assessment. Direct Level 1, excluding de minimis, and key Level 2 factories must conduct the Higg Facility Environmental Module (FEM) self-assessment and verification. The cadence and exceptions for an annual human rights assessment are based on the color ratings. Environmental assessments are performed annually for all in-scope suppliers regardless of color rating. See our Supply Chain Guidelines for more information.
26 In FY2024, PVH revised its methodology for socially ethical and environmentally responsible sourcing targets in order to streamline and standardize the reporting process. The methodology now excludes "gray" and "white" factories, which represent factories that are either exempt from a full CR social and environmental assessments or have not been onboarded to the PVH supply chain.
27 Suppliers that met or exceeded PVH Code of Conduct Standards are suppliers with a Gold, Green and Yellow Rating.

Inclusion & Diversity

Inclusion and Diversity

As a global company serving consumers worldwide with operations in more than 40 countries, inclusion and diversity is integral to building *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and making PVH one of the highest performing brand groups in our sector. Both of our iconic brands have a long history of celebrating individuality — it is a part of our DNA, enabling us to connect more deeply with our diverse global consumer base.

Integral to how we do business is our approach to inclusion and diversity:

Marketplace

Connecting to the Global Consumer: Both of our iconic brands have a long history of celebrating individuality — it's a part of our DNA, enabling us to connect more deeply with our global consumers.

- Calvin Klein released high-impact, cut-through campaigns highlighting VIP talent — including Idris Elba, Jung Kook, Disha Patani, NewJeans, Jeremy Allen White, Camila Morrone, Greta Lee. In celebration of Pride, the brand launched the highly acclaimed "This Is Love" campaign starring Cara Delevingne and Jeremy Pope, reflecting the brand's approach to celebrating individuality.
- *TOMMY HILFIGER* became an Official Partner of F1 ACADEMY®, an all-women, junior-level racing championship founded by Formula 1®. *TOMMY HILFIGER* and F1® share the vision of raising the profile of the series and attracting new and more diverse audiences to the world of motorsports.

Workplace

Welcoming All: We are committed to fostering an inclusive work environment to unlock the full potential of all our associates and our business, and to creating a culture of belonging where every associate is welcomed, valued, respected and can thrive.

- In 2024, we established the Americas Inclusion and Diversity Council to continue to drive strong alignment between PVH's business and our inclusion and diversity objectives.
- Hosted a week-long activation in EMEA to raise awareness on the value and business impact of inclusion and diversity, Business Resource Groups (BRGs) and community partnerships.
- Received a gold award in APAC at the inaugural 2024 Universal Design Award Scheme, which recognizes companies with outstanding contributions and adoption of universal design for people of all abilities.

In addition, our BRGs, which are open to all global associates, continue to build community and provide mentoring, networking, career development, volunteer opportunities and contribute to the overall success of the business.

Community

Creating Opportunity in Communities: As part of our commitment to inclusion, we aim to create positive impacts in the communities in which we operate, supporting programs that promote access, opportunity, education and empowerment for all.

Calvin Klein launched the Community Champions Challenge, a pilot program designed to give Calvin Klein associates the opportunity to champion organizations they are passionate about and deepen our commitment to inclusion by expanding our partnerships with organizations around the world.

In 2024, more associates than ever participated in giving back initiatives with more than 200 associates delivering hundreds of hours of service with partner organizations including Runway of Dreams, Caramel Rock, Australian Business & Community Network (ABCN) and many more.

- Runway of Dreams (US) is committed to promoting disability inclusion in the fashion and beauty industries. Their programming is focused on paving the way for future generations in adaptive fashion through college club programs, internships, mentorship and skill development. Through our partnership in 2024, our contributions enabled 16 interns to be selected for the internship program — six with disabilities.
- Caramel Rock (UK) focuses on empowering future fashion talent through skill-enhancement trainings. The partnership provided garment technology training to 93 students, with an additional 1,752 young people receiving access to fashion skills facilities.
- ABCN (Australia) connects students facing structural barriers in accessing education and work opportunities with mentoring programs led by volunteers. In 2024, more than 100 PVH volunteers provided mentoring and education to more than 300 program participants. These sessions focused on career-building, navigating the workforce and interviewing skills.

Giving & Philanthropy

The PVH Foundation leads our global philanthropic efforts focused on advancing opportunity and renewal, including in underserved communities.

Power of Opportunity

The PVH Foundation paves the way for economic independence by providing building blocks and eliminating barriers to career success and cultivating belonging.

- In 2022, The PVH Foundation committed to investing $10 million globally to organizations that amplify access to opportunities in the fashion industry. Since then, the Foundation has partnered with more than 20 organizations around the globe. Our focus is now on leveraging key learnings to deepen and scale successful programs.
  - In 2024, more than 200 associates volunteered hundreds of hours with partner organizations.
- The PVH Foundation contributed $250,000 to the Resilience Fund for Women in Global Value Chains, a first-of-its-kind pooled funding initiative that seeks to create greater economic resilience in supply chain communities.
  - In 2024, the initiative expanded into Malaysia, the Philippines and Thailand. To date, $3.2 million in grants has been disbursed to 66 grantees in seven geographies in South and Southeast Asia.

Power of Renewal

The PVH Foundation seeks to ensure the long-term viability and vitality of vulnerable communities by fostering innovative solutions that address environmental pressures and help rebuild in the face of crises across the globe.

- In 2022, The PVH Foundation joined the Fashion Climate Fund as a lead funder with a $10 million contribution over eight years. The Fund unites fashion industry leaders to unlock innovation and the funding needed to scale decarbonization efforts in the supply chain.
- The PVH Foundation is a member of Americares Emergency Response Partners Program and provides annual funding to emergency relief efforts. This funding allows Americares to maintain a constant state of readiness for emergencies, including pre-positioning relief supplies in disaster-prone countries, maintaining an international roster of on-call disaster response experts, supporting needs assessments and deploying emergency response teams to disaster zones.

PVH Cares

PVH Cares is how we extend our philanthropic commitment to reflect the passions and priorities of the PVH workforce — organizing our associates around the world to dedicate their time, talent and resources in the communities where we work and live.

Donation Matching:

The PVH Foundation matches associate donations to qualifying nonprofits and provides an increased match for associates who serve on nonprofit boards.

- As part of The PVH Foundation's annual global Month of Giving, associates donated more than $150,000 to over 300 organizations. With The PVH Foundation's double match, our collective effort totaled nearly $400,000 to qualifying organizations worldwide.

Volunteerism:

Our volunteering program helps build a sense of purpose, meaning and connection in the communities where we work and live. Through the PVH Cares program, associates provided more than 4,300 hours of volunteer service across 11 geographies.

PVH offers corporate associates paid time off to volunteer and provides grants to organizations with which our associates volunteer through our Dollars for Doers program. Through our Community Grants Program, associates who volunteer as a group can nominate a local organization to receive a grant from The PVH Foundation.

Globally, during the month of April, The PVH Foundation organizes a Month of Service with volunteer events for associates around the world to support their communities and help make an impact locally. More than 500 associates participated in our 2024 Month of Service.

Associate Relief Fund (United States and U.S. territories):

Our Associate Relief Fund provides grants to eligible associates experiencing personal hardship, including the impacts of natural disasters. The Associate Relief Fund is available to all full- and part-time U.S. associates including corporate, retail and warehouse.

Data Appendix

Data Appendix

Emissions

Greenhouse Gas Emissions and SBTi Target Emissions 2021-2024 (MT CO_2e)	2021	2022	2023	2024
Scope 1 Emissions	**13,011**	**14,133**	**9,271**	**11,451**
Stationary Combustion	10,084	10,373	7,662	7,492
Mobile Combustion	1,863	2,746	629	1,239
Refrigerants	1,064	1,014	980	2,720
Scope 2 Emissions				
Purchased Electricity (location-based)	66,779	59,972	63,885	47,240
Purchased Electricity (market-based)	35,399	28,470	28,510	17,802
Total Scope 1 & 2 Emissions (location-based)	**79,790**	**74,105**	**73,156**	**58,691**
Total Scope 1 & 2 Emissions (market-based)	**48,410**	**42,603**	**37,781**	**29,253**
Scope 3 emissions	2,315,668	2,502,677	2,259,108	2,133,800
SBTi Target GHG Scope 3 Emissions	1,920,866	1,995,109	1,883,082	1,847,420
Total SBTi Target GHG Emissions	**1,969,276**	**2,037,712**	**1,920,863**	**1,876,673**
Total GHG Emissions	**2,364,078**	**2,545,280**	**2,296,889**	**2,163,053**

Data Appendix > Emissions continued

Scope 3 Emissions by Category, 2021-2024 (MT CO_2e)	2021	2022	2023	2024
Purchased goods and services	1,745,162	1,805,522	1,704,450	1,572,087
Upstream transportation and distribution	101,525	72,559	67,991	157,839
End of life treatment of sold products	34,204	32,313	34,329	33,188
Downstream transportation	12,519	25,818	22,013	26,729
Franchises	11,859	31,249	27,200	32,252
Fuel and energy related activities	11,566	19,871	19,553	15,682
Business travel	1,216	5,307	4,915	6,940
Waste generated in operations[28]	2,815	2,470	2,631	2,703
SBTi Target GHG Scope 3 Emissions	**1,920,866**	**1,995,109**	**1,883,082**	**1,847,420**
Use of sold products	298,271	419,411	313,040	234,607
Capital Goods	53,082	50,100	37,992	26,643
Employee Commuting	43,449	38,057	24,994	25,130
Total GHG Scope 3 Emissions	**2,315,668**	**2,502,677**	**2,259,108**	**2,133,800**

Greenhouse Gas Emissions by Raw Material, 2021-2024 (MT CO_2e)	2021	2022	2023	2024
Conventional Cotton	394,015	264,011	108,536	159,982
Environmentally Preferred Cotton	426,429	531,740	486,565	555,888
Environmentally Preferred Cellulosics	11,116	5,315	7,423	28,516
Conventional Cellulosics	36,703	38,397	22,368	11,785
Conventional Synthetics	286,939	247,952	245,388	192,084
Environmentally Preferred Synthetics	56,631	82,469	79,575	95,723
Environmentally Preferred Animal-Derived	1,903	2,059	6,801	9,637
Conventional Animal-Derived	123,023	134,971	229,915	146,007
Other Materials	7,217	35,822	29,998	21,999
Total GHG emissions of raw materials	**1,343,977**	**1,342,736**	**1,216,568**	**1,221,620**

28 Waste generated in Scope 3 operations have been recalculated based on updated waste audit data.

Data Appendix continued

Energy

Energy Use Mix, 2024 (MWh)	2024
Total Non-Renewable Energy	**87,370**
Grid-purchased electricity (heat, steam and cooling)	43,001
Natural Gas	39,518
Heating oil	78
Diesel	1,047
Gasoline	3,727
Nuclear	0
Total Renewable Energy	**90,643**
Renewable electricity	90,643
Americas	50,620
EMEA	40,023
Asia Pacific	0
Self-generated renewable energy	0
Total Energy Consumption (MWh)	**178,013**

Electricity Use by Facility Type, 2021–2024 (MWh)

	2021		2022		2023		2024	
	Renewable electricity	**Non-renewable electricity**	**Renewable electricity**	**Non-renewable electricity**	**Renewable electricity**	**Non-renewable electricity**	**Renewable electricity**	**Non-renewable electricity**
Retail	46,799	62,824	51,242	48,966	48,272	49,937	67,043	32,258
Warehouse	26,318	5,313	34,554	4,089	37,499	3,312	992	7,576
Office	18,035	8,770	13,983	11,096	16,285	6,773	10,603	2,821
Other facilities[29]	3,426	369	2,354	32	3,178	74	12,006	243
Total electricity use	94,579	77,276	102,133	64,182	105,234	60,096	90,643	42,897
YOY % Mix	**55%**	**45%**	**61%**	**39%**	**64%**	**36%**	**68%**	**32%**

Energy and Emissions Intensity, 2024

GHG Emissions - Scope 1 and Scope 2 (MT CO_2e) per USD of revenue	0.000003
GHG Emissions - Scope 3 (MT CO_2e) per USD of revenue	0.000214
GHG Emissions - Scope 1 and Scope 2 (MT CO_2e) per sq ft. of PVH - leased/owned space	0.001838
GHG Emissions - Scope 3 (MT CO_2e) per sq ft. of PVH -leased/owned space	0.134054
GHG Emissions - Scope 1 and Scope 2 (MT CO_2e) per full-time associate	1.755133
GHG Emissions - Scope 3 (MT CO_2e) per full-time associate	128.0255
Energy intensity ratio – Total kWh electricity consumption per USD of revenue	0.015433
Energy intensity ratio – Total electricity consumption (per full time associate)	8,012.255
Energy intensity ratio – Total kWh electricity consumption per full time associate	8.389510

29 Other facilities include vehicles, showrooms, and mixed-use facilities.

Data Appendix continued

Packaging

Packaging Type by Weight, 2023-2024 (MT)[30]	2023	2024
On Product	12,597	26,211
Operational	16,286	9,142
Retail	12,316	9,078
Transit	31,617	26,061
E-Commerce	NA	1,812
Total	**72,816**	**72,304**

Packaging Materials by Weight, 2023-2024 (MT)	2023	2024
Paper	34,050	33,240
Cardboard	19,352	26,635
High Density Polyethylene	12	412
Low Density Polyethylene	3,648	3,092
PET	516	197
Other	15,239	8,728
Total	**72,816**	**72,304**

Packaging by Recycled & Non-Recycled Content, 2023-2024 (MT)

	2023		2024	
	Recycled Content	**Non-Recycled Content**	**Recycled Content**	**Non-Recycled Content**
On Product	6,229	6,368	17,929	8,282
Operational	10,858	5,428	7,176	1,966
Retail	9,798	2,517	4,861	4,217
Transit	14,463	17,154	13,733	12,327
E-Commerce	NA	NA	1,336	477
Total weight	**41,349**	**31,467**	**45,035**	**27,269**

30 In 2024, PVH added data for the e-commerce packaging category and for Brazil.

Data Appendix continued

Materials

Environmentally Preferred Materials Use, 2018–2024 (MT)	2019	2020	2021	2022	2023	2024
Cotton	53,805	45,430	50,545	62,697	57,581	66,163
Viscose	274	249	764	429	420	1,117
Wool	0	21	60	84	194	380
Polyester	2,083	2,929	5,716	8,813	8,021	9,052

Materials Use by Weight, 2023–2024 (MT)

	2023		2024	
	MT	% of Total	MT	% of Total
Environmentally Preferred Cotton	57,581	51%	66,163	51%
Conventional Cotton	11,658	10%	17,855	14%
Environmentally Preferred Cellulosics	736	0.60%	2,192	2%
Conventional Cellulosics	1,752	2%	683	1%
Environmentally Preferred Synthetics	10,684	9%	12,823	10%
Conventional Synthetics	21,540	19%	18,460	14%
Environmentally Preferred Animal-Derived	285	0.30%	399	0%
Conventional Animal-Derived	6,190	5%	8,958	7%
Other materials	2,979	3%	1,781	1%
Total	**113,405**	**100%**	**129,314**	**100%**

Waste

Waste Composition, 2024	MT
Total non-Hazardous Waste	**15,805**
Construction Waste	15
Electronic Waste	16
Glass	42
Metal	73
Organic Waste	325
Paper/Cardboard	9,900
PDM	28
Plastic	2,316
Textile	26
Waste/Residual Waste	3,054
Wood	10
Hazardous Waste	**1**
Total Waste Generated	**15,806**
Percentage of waste was separated for recycling or composting	**62%**

Data Appendix continued

Water

Water Use in Owned & Operated Facilities, 2021-2024 (m^3)	2021	2022	2023	2024	% of Total for 2024
Warehouse & storage	160,736	147,016	155,139	130,110	33%
Office	104,917	100,723	105,213	93,444	24%
Retail	157,033	154,543	156,633	162,655	42%
Other facilities	11,402	10,848	9,225	5,341	1%
Total	**434,088**	**413,130**	**426,210**	**391,550**	**100%**

Water Use by Region, 2021-2024 (m^3)	2021	2022	2023	2024	% of Total for 2024
Americas	203,789	182,017	215,366	171,317	44%
EMEA[31]	169,589	175,853	166,717	178,093	45%
Asia Pacific	60,709	55,259	44,127	42,139	11%
Total	**434,087**	**413,129**	**426,210**	**391,550**	**100%**

Water Use by Material Type, 2021-2024 (m^3)	2021	2022	2023	2024	% of Total for 2024
Cotton	207,812,942	199,106,532	131,703,879	129,184,481	96%
Polyester	1,330,594	1,474,846	1,119,697	1,091,388	1%
Nylon	461,842	434,075	494,757	402,396	0%
Wool	73,905	77,224	60,424	63,213	0%
Cellulosics	838,245	754,766	656,391	720,874	1%
Packaging	173,206	515,354	1,676,243	931,842	1%
Other Materials[32]	2,769,737	2,762,770	5,017,563	2,369,576	2%
Total	**213,460,472**	**205,125,567**	**140,728,954**	**134,763,772**	**100%**

Water Use in the Supply Chain, 2024 (m^3)	2021	2022	2023	2024	% of Total for 2024
Level 1	4,196,908	7,024,274	9,394,564	3,765,388	3%
Level 2 and Beyond	213,460,472	205,125,567	140,728,954	134,763,772	97%
Total	**217,657,380**	**212,149,841**	**150,123,518**	**138,529,161**	**100%**

31 We are now reporting total water by region to align with GHG Reporting. Africa has been folded into EMEA region data.
32 In relation to water usage – other materials includes environmentally preferred viscose, wool, down, acrylic, organic linen, PVC, thermoplastics, and other materials with nominal usage representing less than 2% of materials water usage.

Data Appendix continued

PVH Suppliers and Assessments

PVH Supplier Numbers, 2024	Key Suppliers	Total L1 and L2 suppliers
Level 1	250	1,440
Level 2	223	1,683
Total	**473**	**3,123**

PVH Supplier Social Assessments, 2024	Total	% of Total
Suppliers subject to PVH Social Assessments	1,663	100%
Suppliers that were eligible for Social Assessment[33]	1,429	86%
Social Assessment Completion Rate for eligible Suppliers[34]	1,312	92%
Suppliers that were not eligible (of total supplier base) for Social Assessments[35]	234	14%
New suppliers subject to PVH Social Assessments	221	

PVH Supplier Environmental Assessments, 2024	Total	% of Total
Suppliers subject to PVH Environmental Assessments	631	100%
Suppliers that were eligible for Environmental Assessment	631	100%
Environmental Assessment Completion Rate for Eligible Suppliers	630	99.8%
Suppliers that were not eligible (of total supplier base) for Environmental Assessment	1,032	62%
New suppliers subject to PVH Environmental Assessments	56	

PVH Suppliers' Social Scorecard Ratings, 2024	Number of Suppliers	% of Total
Gold	67	5%
Green	407	30%
Yellow	730	53%
Orange	173	13%
Red	-	0%
Total	**1,377**	**100%**
Suppliers that met or exceeded PVH Code of Conduct standards	**1,204**	**87%**
Suppliers that did not meet minimum PVH Code of Conduct standards	**173**	**13%**

PVH Suppliers' Environmental Scorecard Ratings, 2024	Number of Suppliers	% of Total
Gold	-	0%
Green	65	11%
Yellow	449	77%
Orange	66	11%
Red	-	0%
Total	**580**	**100%**
Suppliers that met or exceeded PVH Code of Conduct standards	**514**	**89%**
Suppliers that did not meet minimum PVH Code of Conduct standards	**66**	**11%**

33 Please refer to PVH Sustainable Supply Chain Guidelines for more information on PVH Social Assessments and the scope of the assessments.
Please refer to PVH Sustainable Supply Chain Guidelines for more information on PVH Environmental Assessments and the scope of the assessments.
34 Some facilities may not have conducted a scheduled annual assessment within the allotted timeframe due to extenuating factors such as temporary closures, macro-level disruptions that limit safe or feasible access, or planned cessation of business relationship with supplier.
35 Suppliers that were not eligible for a social assessment in 2024 included suppliers that were subject to less frequent assessments due to high performance.

Data Appendix continued

Supply Chain Worker Empowerment

Workers Enrolled In PVH Empowerment Programming, 2019–2024	2019	2020	2021	2022	2023	2024
Workers Enrolled In PVH Programming	3,261	3,319	4,668	16,668	80,183	86,982
Total	**3,261**	**6,580**	**11,248**	**27,916**	**108,099**	**195,081**

Worker Empowerment Community Programs, 2024	2024
P.A.C.E Community Program, Ethiopia	1,880
Community Programs under Project Thrive	6,986
Power of Nutrition	52,200
Total	**61,066**

Worker Empowerment Factory Programs, 2024	2024
P.A.C.E Factory Program	7,111
Project Thrive	15,229
RISE Foundation	3,576
Total	**25,916**

Amplify Worker Voice

Factories Enrolled in Workplace Cooperation Programming, 2021–2024	2021	2022	2023	2024
Factories Enrolled	120	213	263	222

Workplace Cooperation Trainings at Level 1 Suppliers, 2021–2024	2021	2022	2023	2024
Trained Key Level 1 Suppliers	15	41	45	49
Trainings Led by Key Level 1 Suppliers	17	108	158	157

Data Appendix continued

Living Wage

Average Monthly Wage Comparison by Country (USD), 2023-2024[36]

	PVH Supplier Average Wage		Minimum Wage		Global Living Wage Coalition (GLWC) Wage	
	2023	2024	2023	2024	2023	2024
Bangladesh	115	122	74	74	234	234
Cambodia	231	207	194	200	210	225
Sri Lanka[37]	NA	95	NA	49	NA	320
Vietnam[38]	242	254	152	165	275	285
Türkiye	521	884	320	494	420	414

Safe Workplaces

Supply Chain Health and Safety, 2024	2024
Number of active L1 and key L2 factories that completed SLCP assessments for health and safety[39]	956
Number of active L1 and key L2 factories without zero tolerance and critical issues related to health and safety	848
Number of active L1 and key L2 factories with zero tolerance and critical issues related to health and safety	108
Compliance rate of active L1 and key L2 factories for health and safety issues	89%

Supply Chain Health and Safety, International Accord Program, 2024	2024
Number of in-scope factories in Bangladesh	74
Number of initial health and safety issues found at factories In Bangladesh	5,714
Remediation progress on initial health and safety issues found at factories in Bangladesh[40]	93%

36 Data collected in 2024 reflects wages in 2023.
37 In 2024, data from Sri Lanka was collected.
38 In Vietnam the minimum wage varies by region. The value represented in the graph is the average minimum wage value. The GLWC has more than one estimation for the Living Wage value (based on geographical region). The value represented in the graph is the average GLWC value for these countries.
39 Some facilities are out of scope for SLCP as they participate in Better Work, are de minimis, or PVH has planned to cease business relationships with supplier.
40 This figure represents factories that have developed and adopted remediation plans for initial health and safety issues in Bangladesh for the International Accord program.

Data Appendix continued

Global Workforce

Associates by Generation, 2024[41]	Associates	% of Total
Born 1928-1945 (Silent Generation)	5	0%
Born 1946-1964 (Baby Boomers)	1,056	3%
Born 1965-1980 (Gen X)	5,319	17%
Born 1981-1996 (Gen Y & Millennials)	11,548	37%
Born 1997 or later (Gen Z)	13,052	42%
Undeclared	10	0%
Total	**30,990**	**100%**

Associates by Level, 2024	Female	Male	Undeclared	Total
Senior Vice President & Above	61	84	-	145
Vice President	131	116	1	248
Director	506	371	1	878
Manager	3,611	2,091	15	5,717
Individual Contributor	14,671	7,205	388	22,264
Temp	1,046	685	5	1,736
Total	**20,026**	**10,552**	**410**	**30,988**

US Workforce

Job Categories	U.S. Equal Employment Opportunity Data-2024 EEO-1 Consolidated Report														
	Hispanic or Latino		Not Hispanic or Latino												Row Total
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	4	11	1	2	0	0	0	5	0	2	0	0	0	**27**
First/Mid-Level Officials and Managers	191	361	372	72	93	4	1	23	724	134	141	1	4	33	**2,154**
Professionals	24	51	106	10	41	0	0	6	228	23	91	2	0	7	**589**
Technicians	0	0	3	0	1	0	0	0	0	0	0	0	0	0	**4**
Sales Workers	707	1,277	252	192	77	5	4	40	410	252	157	5	11	43	**3,432**
Administrative Support Workers	20	33	34	17	7	0	0	2	135	35	17	0	1	13	**314**
Craft Workers	0	0	1	1	2	0	0	0	1	1	0	0	0	0	**6**
Operatives	16	10	107	77	0	0	1	4	30	50	0	0	0	0	**304**
Laborers and Helpers	60	139	51	40	5	1	1	3	68	71	14	2	2	0	**457**
Service Workers	0	8	2	5	0	0	0	0	0	0	0	0	0	0	**14**
Current 2024 Reporting Year Total	**1,020**	**1,882**	**939**	**415**	**228**	**10**	**7**	**78**	**1,610**	**566**	**422**	**10**	**18**	**96**	**7,301**

41 Gen Z includes employees who were born from 1997 onwards. Gen Y/Millennials includes employees who were born between 1981 and 1996. Gen X includes employees who were born between 1965 and 1980. Baby Boomers includes employees who were born between 1946 and 1964. Silent Generation includes employees who were born between 1928 and 1945.

Data Appendix continued

Giving and Philanthropy

Giving, 2024	
Foundation Cash Grants	4,238,872
Corporate Giving	363,221
In-kind Donations	5,132,230
Corporate Match and Incentives	340,271
Associate Fundraisers	82,612
Store Collections	407,451
Total Cash Grants (Foundation + Corporate Giving)	4,602,093
Total Giving	**10,074,594**

Frameworks

Sustainability Accounting Standards Board Index (SASB)

PVH has reported in accordance with SASB's latest Apparel, Accessories and Footwear sector standards for the period of February 5, 2024 to February 2, 2025.

Topic	Metric	Response/ Reference
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations.	PVH 2024 CR Report > Climate > Hazardous Chemicals and Microfibers > page 19 PVH Restricted Substances List
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	PVH Supply Chain Guidelines, Responsible Chemical Management > pages 105-112
Environmental Impacts in the Supply Chain	Percentage of (1) Level 1 supplier facilities and (2) supplier facilities beyond Level 1 in compliance with wastewater discharge permits and/or contractual agreement.	The PVH CR Supply Chain Guidelines require that the quantity and quality of all wastewater comply with relevant permits. 100% of suppliers are asked to maintain valid wastewater permits to ensure compliance with all applicable laws and regulations. We require compliance with the ZDHC wastewater guidelines, which is the prevailing industry standard.
	Percentage of (1) Level 1 supplier facilities and (2) supplier facilities beyond Level 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	(1) 100% (2) 100% PVH 2024 CR Report > Human Rights > Supplier Assessment > page 24
Labor Conditions in the Supply Chain	Percentage of (1) Level 1 supplier facilities and (2) supplier facilities beyond Level 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor.	(1) 91% (2) 97% (3) 97%
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.	PVH 2024 CR Report > Human Rights > Supplier Assessments and Sourcing > page 24
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	PVH 2024 CR Report > Governance > page 8 PVH 2024 CR Report > Human Rights > Supplier Assessments and Sourcing > page 24 PVH CR Supply Chain Guidelines > pages 63-87 PVH Approach to CR and Human Rights > pages 2-3 PVH Modern Slavery Statement
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities.	1) Cotton, wool, viscose, polyester 2) PVH 2024 CR Report > Climate > pages 9-19; Human Rights > pages 20-24 3) PVH 2024 CR Report > Climate > pages 9-19; PVH 2024 Frameworks > TCFD > page 41 4) PVH 2024 Frameworks > TCFD > page 41
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.	1) PVH 2024 CR Report > Data Appendix > pages 28-39 2) 100% of our priority environmentally preferred materials are certified. We leverage over 10 certifications for our priority materials. Examples include OCS (Organic Content Standard) for Cotton, Recycled Claim Standard (RCS) for Polyester, Responsible Wool Standard (RWS) for Wool and PEFC (Programme for the Endorsement of Forest Certification) for Viscose. For MT of environmentally preferred materials, refer to PVH 2024 CR Report > Data Appendix > pages 28-37
Activity Metric	Number of (1) Level 1 suppliers and (2) suppliers beyond Level 1.	(1) 1,440 (2) 223 (Key Level 2)

Frameworks continued

Task Force on Climate-related Financial Disclosures Index (TCFD)

In line with the recommendations made by the Task Force on Climate-related Financial Disclosures, we publicly disclose our standardized environmental data through our response to CDP's questionnaires (Climate Change and Water Security). In 2022, we completed a climate risk scenario analysis in line with TCFD recommendations. The index below maps TCFD prompts to our 2024 CDP Change questionnaire submission.

TCFD Disclosure	CDP 2024
Governance	
a) Describe the board's oversight of climate related risks and opportunities.	4.1.2
b) Describe management's role in assessing and managing climate related risks and opportunities.	4.3
Strategy	
a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	2.1, 2.2.2, 3.1, 3.1.1, 3.6, 3.6.1
b) Describe the impact of climaterelated risks and opportunities on the organization's businesses, strategy, and financial planning.	3.1.1, 5.1.2, 5.2, 5.3.1, 5.3.2, 5.14, 5.14.1
c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	5.1, 5.1.1, 5.1.2
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks.	2.1, 2.2.1, 2.2.2, 2.2.5, 2.2.6, 2.2.8, 2.2.9
b) Describe the organization's processes for managing climate-related risks.	2.1, 2.2.1, 2.2.8, 2.2.9
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2.1, 2.2.1
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	7.52, 7.54, 7.54.1, 7.54.2
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	7.6, 7.7, 7.8, 7.8.1, 12.1, 12.1.1, 12.1.3, 12.3
c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	7.53, 7.53.1, 7.53.2, 7.53.4, 7.54, 7.54.1, 7.54.2

Frameworks continued

Climate Risk Scenario Analysis: Identified Risks and Opportunities

Climate Risk Type	Risk	Description	Mitigation Measures
Short-Term (Present–2030) Risks			
Acute Physical Risk	Extreme weather impacts (e.g., wind, wildfires, severe storms, and flooding) on retail stores, offices and warehouses	Increased frequency and severity of extreme weather events (e.g. severe storms, flooding, wildfires, etc.) pose a risk to PVH's owned and operated facilities. Potential impacts include facility damages, increased expenditures from repair costs, technology infrastructure disruption, increased insurance deductibles, consumer shopping disruption, inventory loss, regional blackouts, and compromised employee health and wellbeing. We estimate a potential cost of USD $37-$39 million to the business due to such events.	Continue driving progress toward our science-based GHG emissions reduction targets. Train associates and implement key resources to prepare retail stores for extreme weather events, while ensuring our business is resilient during store closures. Grow online shopping offerings and boost e-commerce sales to mitigate the impact of store closures. Maintain strong governance around corporate responsibility strategy and climate action work, as insurers will use these as proxy measures to assess stability and set insurance rates.
	Extreme weather impacts on key distribution ports, logistics and distribution networks	Extreme weather impacts on ports, logistics or distribution networks can disrupt PVH's business operations, delay product shipments, and increase expenditures related to shipment costs. Analysis of both high- and low-carbon scenarios revealed that 100% of our sampled sites are exposed to at least one acute weather peril from 2020–2050, with extreme wind and severe storms expected to impact 80% of sites. By 2030, unmitigated financial risk due to increased shipping costs and delays could cost the business up to USD $24 million.	Continue driving progress toward our science-based GHG emissions reduction targets. Partner with peer companies and broader stakeholders to manage risks related to the impacts of climate change.
Medium-Term (2030–2040) Risks			
Transitional Risk	Increased costs from carbon taxes on GHG emissions	New and evolving climate-related legislation and disclosure requirements, coupled with new and rising carbon taxes, could increase both PVH's direct costs and suppliers' operational costs. PVH can estimate financial impact by mapping our business operations to countries that have implemented, or are scheduled to implement, carbon pricing initiatives.	Continue driving progress toward our science-based GHG emissions reduction targets to reduce our vulnerability to carbon pricing initiatives. Implement continued data improvements and carbon accounting best practices to more precisely measure progress. Collaborate with suppliers and industry stakeholders to drive emissions reductions across our supplier base.

	Opportunity	Description	Realization Measures
Opportunities (2030–2040)			
Transitional Opportunity	Additional long-term contracts and Virtual Power Purchase Agreement (VPPA) to secure stable renewable energy sourcing	Renewable energy sourcing presents a significant and strategic opportunity for PVH in direct operations as we continue to drive towards our sustainability commitments, reduce emissions and adopt renewable technology. Increased sourcing of renewable energy can reduce direct costs linked to energy procurement and diminish exposure to variation in energy costs.	Continued progress against our CR target to reach 100% renewable electricity in owned and operated facilities by 2030. Pursue rapid renewables procurement and reduce our exposure to electricity price fluctuations. Continue expansion of long term contracts, VPPAs and on-site renewables to unlock long-term financial benefits.

Frameworks continued

Global Reporting Initiative (GRI) Standards

PVH's report has been prepared in accordance with the GRI Standards, providing a broad overview of our Environmental, Social and Governance (ESG) performance to ensure transparency and ease of reference.

General Disclosures	2024 Response	SDG Mapping
GRI 2: GENERAL DISCLOSURES 2021		
2-1 Organizational details	PVH 2025 Form 10-K > page 1 / Headquarters location: New York, NY	
2-2 Entities included in the organization's sustainability reporting	PVH 2025 Form 10-K, Exhibit 21 > page 212.	
2-3 Reporting period, frequency and contact point	Reporting period: Fiscal year beginning February 5, 2024 and ended on February 2, 2025. If any data points are reported as other than fiscal year, this is noted. Reporting frequency: Annual Contact point: cr@pvh.com	
2-4 Restatements of information	No restatements have been made.	
2-5 External assurance	We have not obtained external assurance for this report.	
THE ORGANIZATION AND ITS REPORTING		
2-6 Activities, value chain and other business relationships	PVH 2025 Form 10-K > pages 1-13 PVH 2024 CR Report > Human Rights > pages 20-24	
2-7 Employees	PVH 2025 Form 10-K > page 12 PVH 2024 CR Report > Inclusion and Diversity > pages 25-26	
2-8 Workers who are not employees	PVH 2025 Form 10-K > page 12	
GOVERNANCE		
2-9 Governance structure and composition	PVH 2024 CR Report > Governance > Board of Directors > page 8 PVH 2025 Proxy Statement > Director Election, pages 6, 7, 10, Director Nominee Skills, page 25-28; Committees > pages 29-30	
2-10 Nomination and selection of the highest governance body	PVH 2024 CR Report > Governance > Board of Directors > page 8 PVH 2025 Proxy Statement > Director Election, pages 6, 7, 10, Director Nominee Skills > page 25-28; Committees > pages 29-30	
2-11 Chair of the highest governance body	PVH 2024 CR Report > Governance > Board of Directors > page 8 PVH 2025 Proxy Statement > Corporate Governance, page 18, Risk Oversight, page 19, Values, Governance, Human Capital Resources and Corporate Responsibility > page 33	
2-12 Role of the highest governance body in overseeing the management of impacts	PVH 2023 CR Report > Governance > Board of Directors > page 8 PVH 2025 Proxy Statement > Director Election > pages 6, 7, 10, Corporate Governance > page 18, Risk Oversight > page 19, Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > Page 33, 2024 Compensation Highlights > page 40	
2-13 Delegation of responsibility for managing impacts	PVH 2024 CR Report > Governance > Board of Directors > page 8 PVH 2025 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > Page 33	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
2-14 Role of the highest governance body in sustainability reporting	PVH Corporate Responsibility Committee of the Board of Directors Charter PVH Corporate Responsibility Governance & Stakeholder Engagement > page 1	
2-15 Conflicts of interest	PVH 2025 Proxy Statement > Transactions with Related Persons > page 32 PVH Code of Business Conduct and Ethics	
2-16 Communication of critical concerns	"Critical concerns" are reported to the board by Legal, Compliance, Corporate Responsibility, Information Security, and other teams during regular meetings or more often as necessary. We do not track the total number of "critical concerns" communicated during reporting periods.	
2-17 Collective knowledge of the highest governance body	PVH 2025 Proxy Statement, Ongoing Director Education > pages 27-28	
2-18 Evaluation of the performance of the highest governance body	PVH 2025 Proxy Statement, Board, Committee, and Director Evaluations > page 22	
2-19 Remuneration policies	PVH 2025 Proxy Statement, Director Compensation > pages 35-37 PVH Nominating, Governance & Management Development Committee of the Board of Directors Charter	
2-20 Process to determine remuneration	PVH 2025 Proxy Statement, Director Compensation > pages 35-37 PVH Nominating, Governance & Management Development Committee of the Board of Directors Charter	
2-21 Annual total compensation ratio	PVH 2025 Proxy Statement, CEO Pay Ratio > pages 82	
STRATEGY, POLICIES AND PRACTICES		
2-22 Statement on sustainable development strategy	PVH 2024 CR Report > About > A Note from Our CEO > page 4 PVH 2024 CR Report > Governance > ESG Oversight > page 8 PVH 2024 CR Report > Climate > pages 9-19 PVH 2024 CR Report > Human Rights > pages 20-24	
2-23 Policy commitments	PVH 2024 CR Report > About > page 3 PVH 2024 CR Report > Governance > page 8	
2-24 Embedding policy commitments	PVH 2024 CR Report > Governance > page 8	
2-25 Processes to remediate negative impacts	PVH 2024 CR Report > Governance > Management of Grievances > page 8 PVH 2024 CR Report > Climate > pages 9-19 PVH 2024 CR Report > Human Rights, pages 20-24	
2-26 Mechanisms for seeking advice and raising concerns	PVH 2024 CR Report > Human Rights > Supplier Assessments & Sourcing > page 24 Corporate Responsibility Governance & Stakeholder Engagement Code of Business Conduct & Ethics	
2-27 Compliance with laws and regulations	PVH 2025 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > Page 33	
2-28 Membership associations	Omission reason: Confidential information.	
2-29 Approach to stakeholder engagement	PVH 2024 CR Report > Climate > Environmentally Preferred Materials > pages 15-16; Waste & Packaging > pages 17-18	
2-30 Collective bargaining agreements	PVH 2025 Form 10-K > page 12	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 3: MATERIAL TOPICS 2024		
3-1 Process to determine material topics	PVH 2024 CR Report > Governance > Materiality > page 8	
3-2 List of material topics	PVH 2024 CR Report > Governance > Materiality > page 8	
GRI 201: ECONOMIC PERFORMANCE		**SDG 8, 9, 17**
3-3 Management of material topics	PVH 2025 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > Page 33 PVH 2024 CR Report > Governance > Materiality > page 8	
201-1 Direct economic value generated and distributed	PVH 2025 Proxy Statement, 2024 Business Highlights > page 8 PVH 2025 Form 10-K, F-2, F-4, F-5, and F-31	
201-2 Financial implications and other risks and opportunities due to climate change	PVH 2025 Form 10-K, Risk Factors > pages 15-29 PVH 2024 CR Report > About > page 3 PVH 2024 CR Report > Governance > page 8	
201-3 Defined benefit plan obligations and other retirement plans	PVH 2025 Form 10-K, Retirement and Benefit Plans > pages F31-F35	
201-4 Financial assistance received from government	The amount of government assistance recorded in the Company's consolidated financial statements was immaterial.	
GRI 204: PROCUREMENT PRACTICES		**SDGs 8, 10, 12**
3-3 Management of material topics	PVH's business model relies on outsourced production, which directly connects its strategy to the working conditions in its supply chain. The double materiality assessment identified risks such as unsafe working environments, excessive working hours, and weak grievance mechanisms. As a result, PVH has adapted its responsible sourcing strategy to: – Increase supplier training and capacity building, – Expand oversight of ethical recruitment, – Integrate social metrics into sourcing decisions. The company's Human Rights Policy is embodied in A Shared Commitment, PVH's global code of conduct for all business partners (suppliers, contractors, licensees, agents). This code, endorsed by PVH's CEO, affirms that respect for human and labor rights is a pre-requisite for establishing or continuing a relationship with PVH. PVH explicitly aligns these requirements with international standards, drawing on the Universal Declaration of Human Rights and the International Labour Organization's Core Conventions. The code encompasses ten fundamental labor standards – no discrimination or harassment, no forced or child labor, freedom of association, safe and healthy workplaces, fair compensation, reasonable working hours, and environmental compliance. To operationalize these commitments, PVH has detailed Supply Chain Standards and Guidelines that expand on A Shared Commitment and guide suppliers beyond essential compliance.	
204-1 Proportion of spending on local suppliers	Omission reason: Confidential information.	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 205: ANTI-CORRUPTION		**SDG 16**
3-3 Management of material topics	As a global company operating in several regions that are higher-risk for corruption, we take a risk-based approach to addressing this issue and are committed to upholding the highest moral, ethical, and legal standards. We have robust systems in place to implement and communicate strong anti-bribery and anti-corruption policies and procedures. To help associates understand and apply these standards, we require mandatory in-person and online compliance training in local languages, including guidance on identifying and reporting potential cases of bribery and corruption. Legal and Compliance personnel conduct ongoing risk assessments, while internal and external auditors perform periodic reviews of our anti-corruption program at the global, regional, country, and business unit levels to measure its effectiveness. Our policy development, training, and assessment efforts are reported to key stakeholders. We engage senior management, Legal, Audit, HR, Corporate Responsibility, and key business leaders in every region where we operate to support the dissemination and socialization of our compliance program, policies, and procedures.	
205-1 Operations assessed for risks related to corruption		
205-2 Communication and training about anti-corruption policies and procedures	All (100%) PVH Board members receive training on our anti-bribery policy and are required to sign an acknowledgment certifying that they understand the policy and agree to follow it. All PVH corporate associates are required to complete annually the PVH Complies online training course, which always includes a module on improper payments and the PVH anti-bribery policy and procedures. All PVH associates, including store associates, are also required to complete an annual acknowledgement stating they have received and reviewed the PVH anti-bribery policy and agree to follow it during their PVH employment. In addition, certain associates in high-risk regions and functions are required to participate in annual in-person training on anti-bribery and other related policies. All supplier and license agreements, and many other third-party business partner contracts globally, include representations and warranties regarding compliance with all applicable anti-bribery laws, but we do not have a way to quantify these numbers.	
205-3 Confirmed incidents of corruption and actions taken	Omission reason: Confidential information.	
GRI 206: ANTI-COMPETITIVE BEHAVIOR		**SDG 16**
3-3 Management of material topics	The annual PVH Complies mandatory online training course includes a module on confidentiality. The PVH Code of Business Conduct and Ethics summarizes PVH's policy on confidentiality; we also have a separate, more detailed policy on Confidentiality of Information. We also annually deliver voluntary online compliance training on topics such as social media best practices (which includes the topic of not sharing competitively sensitive information outside the company). We also participate in several trade associations (for example, AAFA, USFIA), which include other brands as members; an antitrust warning is delivered at the beginning of all industry association meetings that may be attended by our competitors. The PVH Legal team also provides antitrust-related advice on an ad hoc basis (for example, when business teams will be working on sustainability initiatives with other brands).	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0 in 2024	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 301: MATERIALS		**SDGs 12, 15**
3-3 Management of material topics	PVH 2024 CR Report > Climate > Environmentally Preferred Materials > pages 15-16; Waste & Packaging > pages 17-18	
301-1 Materials used by weight or volume	PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
301-2 Recycled input materials used	Product: 13% Packaging: 62%	
301-3 Reclaimed products and their packaging materials	Total PVH clothing units in recirculation: 47,450	
GRI 302: ENERGY		**SDGs 7, 12, 13**
3-3 Management of material topics	PVH 2024 CR Report > Climate > pages 9-19 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31 PVH Environment Policy 2024 CDP	
302-1 Energy consumption within the organization	a. Total non-renewable fuel consumption: 17,465 GJ b. Total renewable fuel consumption: 0 GJ c. Total electricity, heating, cooling, and steam consumption: 623,383 GJ d. Total electricity, heating, cooling, and steam sold: 0 GJ e. Total energy consumption: 640,848 GJ	
302-2 Energy consumption outside of the organization	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.	
302-3 Energy intensity	Energy intensity ratio: 0.015433 (Total electricity consumption (per kWh) per USD of revenue)	
302-4 Reduction of energy consumption	PVH 2024 CR Report > Climate > pages 9-19 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31 PVH 2024 Frameworks > TCFD > page 41	
302-5 Reductions in energy requirements of products and services	PVH 2024 CR Report > Climate > pages 9-19 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31 PVH 2024 Frameworks > TCFD > page 41	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 303: WATER AND EFFLUENTS		**SDGs 6, 12**
3-3 Management of material topics	PVH has established specific water-related targets for its corporate responsibility strategy. The "Provide Access to Water" target, aimed to establish five collective action water projects in PVH's most water-stressed sourcing communities by 2025. By 2023, PVH had successfully achieved this goal ahead of schedule – the company has launched five major community stewardship initiatives. With the five projects completed, the company is now evolving its water strategy to set new targets beyond 2025. PVH will shift its focus toward reducing water consumption in its supply chain and raw materials. This suggests that future targets may be more quantitative and informed by risk. Another long-term target PVH discloses is its aim that 100% of PVH suppliers will meet or exceed all of our social and environmental standards by 2030. This broad target, part of PVH's corporate responsibility goals, encompasses water and environmental performance in the supply chain. By 2030, every supplier should comply with PVH's environmental requirements, such as proper wastewater treatment and water efficiency measures. Achieving this will eliminate non-compliant wastewater discharges and ensure all factories follow best practices for water consumption. PVH has not yet publicly set a specific numeric reduction goal for the entire enterprise. However, PVH has been building the data foundation for such a target: the company updated its water footprint methodology in 2022 (to better account for supply chain water use). Regarding WASH (Water, Sanitation, and Hygiene), PVH ensures all its employees can access safe water and sanitation. It also encourages improvements in worker wellbeing in its supply chain communities. However, PVH has not yet set a standalone WASH target (such as a commitment to provide WASH access to a certain number of people by a deadline).	
303-1 Interactions with water as a shared resource		
303-2 Management of water discharge-related impacts		
303-3 Water withdrawal	PVH 2024 CR Report > Climate > Water > page 19 PVH 2024 CR Report > Data Appendix > Water > page 34	
303-4 Water discharge	PVH 2024 CR Report > Climate > Water > page 19 PVH 2024 CR Report > Data Appendix > Water > page 34	
303-5 Water consumption	PVH 2024 CR Report > Climate > Water > page 19 PVH 2024 CR Report > Data Appendix > Water > page 34	
GRI 305: EMISSIONS		**SDGs 3, 12, 13**
3-3 Management of material topics	PVH 2024 Proxy Statement > Values, Governance, Human Capital Resources and Corporate Responsibility > pages 33-34 PVH 2024 CR Report > Governance > Materiality > page 8	
305-1 Direct (Scope 1) GHG emissions	PVH 2024 CR Report > Climate > Greenhouse Gas Emissions > pages 10-12 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31	
305-2 Energy indirect (Scope 2) GHG emissions	PVH 2024 CR Report > Climate > Greenhouse Gas Emissions > pages 10-12 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31	
305-3 Other indirect (Scope 3) GHG emissions	PVH 2024 CR Report > Climate > Greenhouse Gas Emissions > pages 10-12 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31	
305-4 GHG emissions intensity	PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
305-5 Reduction of GHG emissions	PVH 2024 CR Report > Climate > Greenhouse Gas Emissions > pages 10-12 PVH 2024 CR Report > Data Appendix > Emissions and Electricity > pages 29-31	
305-6 Emissions of ozone-depleting substances (ODS)	0 for 2024	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	0 for 2024	
GRI 306: WASTE		**SDGs 3, 6, 11, 12, 14, 15**
3-3 Management of material topics	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18	
306-1 Waste generation and significant waste-related impacts	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18 PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
306-2 Management of significant waste-related impacts	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18 PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
306-3 Waste generated	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18 PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
306-4 Waste diverted from disposal	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18 PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
306-5 Waste directed to disposal	PVH 2024 CR Report > Climate > Waste and Packaging > pages 17-18 PVH 2024 CR Report > Data Appendix > Packaging, Materials and Waste > pages 32-33	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		**SDGs 12, 13, 15**
3-3 Management of material topics	PVH 2024 CR Report > Human Rights > Supplier Assessments and Sourcing > page 24 PVH Environment Policy PVH CR Supply Chain Guidelines	
308-1 New suppliers that were screened using environmental criteria	25% (New, direct Level 1 suppliers, key Level 2 and non de minimis factories are in the scope)	
308-2 Negative environmental impacts in the supply chain and actions taken	a. Number of suppliers assessed for environmental impacts: 630 b. Number of suppliers identified as having significant actual and potential negative environmental impacts: 66 c. Significant actual and potential negative environmental impacts identified in the supply chain: PVH assesses the following key environmental risks: Wastewater, Air Emissions, Chemicals, Waste, EMS, Energy and GHG Emissions, and Environmental Permits d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment: 11% (66/580 suppliers were given an orange rating).	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		**SDG 3, 8**
3-3 Management of material topics	We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and wellbeing and foster a positive work-life balance. In our warehouses and distribution centers, our management approach involves providing site and division safety leadership, ensuring facility and division compliance with corporate safety standards, implementing safety directives, continuously improving safety performance, and ensuring safety policies and procedures are aligned with governmental regulations. Retail store operations regularly walk the stores for risk identification and potential hazards. To measure effectiveness, we perform safety audits and inspect facilities, machinery, and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. We also conduct ergonomic evaluations of job functions and provide recommendations on methods and techniques. We investigate industrial accidents, near-miss incidents, and occupational injuries to determine causes, install preventive measures, and manage return-to-work activities. We set internal targets and objectives in relation to the above management approach. We also provide for the safety of associates through a business continuity program, which involves associate preparedness, local site preparations, crisis management, and business recovery. Occupational health and safety (OH&S) is managed by the combination of employees in Risk Management, Operations and Human Resources. Externally, we leverage the expertise of a safety consultant. We review the policies, procedures and training to identify areas of improvement.	
403-1 Occupational health and safety management system	Our Risk and Insurance Management System (RIMS) tracks the majority of the claims for insurance policies placed by Risk Management. It is also the database for Insurance Policies and certain data points that we gather for the renewals and claims management (Fleet, locations & OSHA logs). While it contains some Associate and customer injury information (related to the claims), it doesn't reach the level of detail tracked in an occupational Health and Safety system.	
403-2 Hazard identification, risk assessment, and incident investigation	Employees report hazards and potential risks in alignment with PVH's OH&S polices and procedures or Tell PVH. They are then reported to safety committees and the Risk Management team for resolution. Guidance is then provided to address the specific situation, as well as an additional evaluation of wider ranging exposure in other areas. Trend analysis is also conducted on losses to identify trending and emerging risks. PVH's warehouses and distribution centers have Safety Committees. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter. Safety Committees are made up of representatives from multiple departments. They represent all associates in their respective area(s), inclusive of the entire workforce.	
403-3 Occupational health services	We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and wellbeing and foster a positive work-life balance. In our warehouses and distribution centers, our management approach involves providing site and division safety leadership, ensuring facility and division compliance with corporate safety standards, implementing safety directives, continuously improving safety performance, and ensuring safety policies and procedures are aligned with governmental regulations. Retail store operations regularly walk the stores for risk identification and potential hazards. To measure effectiveness, we perform safety audits and inspect facilities, machinery, and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. We also conduct ergonomic evaluations of job functions and provide recommendations on methods and techniques. We investigate industrial accidents, near-miss incidents, and occupational injuries to determine causes, install preventive measures, and manage return-to-work activities. We set internal targets and objectives in relation to the above management approach. We also provide for the safety of associates through a business continuity program, which involves associate preparedness, local site preparations, crisis management, and business recovery. Occupational health and safety is managed by the combination of employees in Risk Management, Operations and Human Resources. Externally, we leverage the expertise of a safety consultant. We review the policies, procedures and training to identify areas of improvement.	
403-4 Worker participation, consultation, and communication on occupational health and safety	Our warehouses and distribution centers have Safety Committees composed of representatives from multiple departments. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter. They represent all associates in their respective areas, inclusive of the entire workforce, and ensure that workers are properly trained in health and safety procedures. Additionally, associates are often asked to participate in the retail site audit process.	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
403-5 Worker training on occupational health and safety	Formal safety training is incorporated into the onboarding process. Formal annual retraining is completed as legally required.	
403-6 Promotion of worker health	PVH facilitates access to non-occupational medical and healthcare services in a number of ways, including direct communication; access to a portal, Health Advocate benefit services; benefit fairs and more. Voluntary health promotions services and programs are offered through our wellbeing program, "You Matter", with incentives for healthy behaviors, care management programs, "Virgin Pulse" wellbeing portal and more.	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All PVH associates and third-party vendors are required to follow PVH safety guidelines while at any PVH location.	
403-8 Workers covered by an occupational health and safety management system	All PVH associates and third-party vendors are required to follow PVH safety guidelines while at any PVH location.	
403-9 Work-related injuries	Total fatalities: 0 / Number of recordable work-related injuries: 136 / Main types of work-related injuries: Strain and injury by lifting / Note: U.S. only data available in 2024	
403-10 Work-related ill health	Total ill health fatalities: 0 / Number of recordable work-related ill health for all employees: 136 / Note: U.S. only data available in 2024	
GRI 404: TRAINING AND EDUCATION		**SDGs 4, 8**
3-3 Management of material topics	PVH 2024 CR Report > Supply Chain Worker Empowerment > page 21 PVH 2024 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 26	
404-1 Average hours of training per year per employee	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.	
404-2 Programs for upgrading employee skills and transition assistance programs	PVH 2024 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 26	
404-3 Percentage of employees receiving regular performance and career development reviews	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		**SDGs 5, 8, 10**
3-3 Management of material topics	PVH 2024 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 26	
405-1 Diversity of governance bodies and employees	PVH 2024 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 26 PVH 2024 CR Report > Governance > Board of Directors > page 8 PVH 2024 CR Report > Data Appendix > Own Workforce > page 38 PVH 2025 Proxy Statement > Director Election > pages 6-7, Board Refreshment > pages 23-28, Committees > pages 29-30	
405-2 Ratio of basic salary and remuneration of women to men	We regularly review our compensation practices and make all legally required gender pay gap disclosures in accordance with law. These disclosures, when required, are available on PVH.com	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 406: NON-DISCRIMINATION		**SDGs 5, 8, 10, 16**
3-3 Management of material topics	PVH is firmly committed to ensuring that all officers, directors and associates are treated with dignity and respect in an environment free of harassment and discriminatory treatment. All associates must ensure that they understand their obligations under the Company's Global Anti-Harassment Policy, which strictly prohibits harassment – including sexual harassment – and discrimination. All corporate associates are required to complete an annual online training course, PVH Complies, that includes a module on the PVH Global Anti-Harassment Policy. All corporate, store, distribution center and warehouse employees are also required to review and acknowledge annually that they will comply with the PVH Global Anti-Harassment Policy.	
406-1 Incidents of discrimination and corrective actions taken	Confidential information.	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		**SDGs 8, 10**
3-3 Management of material topics	At PVH, we identify human rights risks through our assessment program, engagement with industry groups and partnerships, and our issues management process, as well as our regular materiality assessment. Our human rights policy is embodied in our A Shared Commitment code of conduct, which outlines our commitment to and expectations of our business partners, including suppliers, contractors, vendors, licensees and agents. A Shared Commitment is currently informed by the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization ("ILO"). It encompasses 10 standards, including Freedom of Association (FOA).	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	A Shared Commitment, PVH's Code of Conduct (CoC), includes FOA/collective bargaining agreements and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC. In the supply chain, we require our suppliers to support workers' rights to FOA through our Code of Conduct. Compliance is measured via specific indicators in our supplier assessment tool and verified via our Human Rights program. Any deliberate attempt to prohibit workers from exercising their rights to freedom of association or collective bargaining is given zero tolerance, with the potential to result in suspension of the business relationship. We also promote FOA through Corrective Action Plan remediation and training activities, or when challenges arise within worker-management relationships. If not resolved at this stage, PVH uses an internal escalation process to raise the issue with relevant internal cross-functional teams so that supplier engagement may occur in an impactful way with the aim of resolution. Subsequent interventions may involve collaborating with third parties and partners in civil society.	
GRI 408: CHILD LABOR		**SDGs 8, 16**
3-3 Management of material topics	At PVH, we identify human rights risks through our assessment program, engagement with industry groups and partnerships, and our issues management process, as well as our regular materiality assessment. Our human rights policy is embodied in our A Shared Commitment code of conduct, which outlines our commitment to and expectations of our business partners, including suppliers, contractors, vendors, licensees, and agents. A Shared Commitment is currently informed by the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization ("ILO"). It encompasses 10 standards, including child labor. Additionally, you may refer to the PVH CR Supply Chain Guidelines for further information on how PVH manages child labor risks.	
408-1 Operations and suppliers at significant risk for incidents of child labor	Refer to PVH's Modern Slavery Statement for analysis of key risk areas, and ongoing monitoring/addressing of risks. Additionally, the PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 409: FORCED OR COMPULSORY LABOR		**SDGs 8, 16**
3-3 Management of material topics	At PVH, we identify human rights risks through our assessment program, engagement with industry groups and partnerships, and our issues management process, as well as our regular materiality assessment. Our human rights policy is embodied in our A Shared Commitment code of conduct, which outlines our commitment to and expectations of our business partners, including suppliers, contractors, vendors, licensees, and agents. A Shared Commitment is currently informed by the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization ("ILO"). It encompasses 10 standards, including forced labor. Additionally, you may refer to the PVH CR Supply Chain Guidelines for further information on how PVH manages forced and compulsory labor risks.	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor: Refer to PVH's 2024 Modern Slavery Statement for analysis of key Risk Areas, and ongoing Monitoring/ Addressing of Risks. b. Measures to eliminate forced labor: PVH's Code of Conduct (called A Shared Commitment) prohibits all PVH suppliers, licensees, vendors, contractors and all other third party business partners from using forced labor. Compliance is measured via specific indicators in our assessment tool and verified via our Human Rights program. A finding of forced labor is given zero tolerance, with potential to result in suspension of the business relationship.	
GRI 410: SECURITY PRACTICES		
3-3 Management of material topics	PVH Supply Chain Guidelines	
GRI 413: LOCAL COMMUNITIES		**SDGs 11, 16**
3-3 Management of material topics	At PVH, we identify risks to local communities through our assessment program, engagement with industry groups and partnerships, and our issues management process, as well as our regular materiality assessment.	
413-1 Operations with local community engagement, impact assessments, and development programs	PVH does not currently disclose this datapoint.	
413-2 Operations with significant actual and potential negative impacts on local communities	PVH's Hazardous Chemicals and Water programs seek to minimize negative impacts to local communities. We collaborate with strategic wet processing suppliers to ensure the elimination of hazardous chemicals from water leaving their processing facilities. PVH has completed collective action projects in our most water-stressed sourcing communities, most recently completed in India, Turkey, and Vietnam.	
GRI 414: SUPPLIER SOCIAL ASSESSMENT		**SDGs 3, 8, 12**
3-3 Management of material topics	PVH 2024 CR Report > Human Rights > Supplier Assessments and Sourcing > page 24	
414-1 New suppliers that were screened using social criteria	221 New Suppliers (100%)	
414-2 Negative social impacts in the supply chain and actions taken	a. Number of suppliers assessed for social impacts: 1663 b. Number of suppliers identified as having significant actual and potential negative social impacts: 173 c. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment: 14% d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why: 0.40%	

Frameworks > GRI continued

General Disclosures	2024 Response	SDG Mapping
GRI 415: PUBLIC POLICY		**SDG 16**
3-3 Management of material topics	PVH 2025 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > page 34	
415-1 Political contributions	Omission reason: PVH does not disclose this information.	
GRI 416: CUSTOMER HEALTH AND SAFETY		**SDGs 3, 12**
3-3 Management of material topics	At PVH, we uphold the highest standards of product health and safety, ensuring our products are manufactured in accordance with our Global Quality Manual. Our product safety specifications align with the strictest international standards, with clear accountabilities in place to ensure consistent enforcement. We adhere to all global product safety regulations and have implemented a rigorous, multi-step risk assessment process throughout our supply chain to prevent and mitigate risks. Our methodology aligns with key regulations, including the General Product Safety Regulation (GPSR), while our adoption of the Apparel & Footwear International RSL Management (AFIRM) Group guidelines ensures chemical compliance, protecting our products from harmful substances. To further strengthen our safety protocols, we have implemented a risk-based Product Safety Audit Program to proactively identify and address potential risks throughout our supply chain. Our products, materials, trims, and packaging also undergo rigorous quality and safety control testing at multiple stages, conducted by certified independent third-party laboratories. Additionally, we have an established global process to monitor product safety complaints and take corrective action when needed. In the event of a potential non-compliance issue or injury claim, we take immediate action through our Product Escalation Management process. This multi-stakeholder approach enables swift decision-making and the implementation of necessary risk-mitigating measures. By proactively preventing and addressing product safety risks, we uphold our commitment to protecting the health and safety of both our supply chain workers, associates, and customers.	
416-1 Assessment of the health and safety impacts of product and service categories	Omission reason: Confidential information.	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omission reason: Confidential information.	
GRI 417: MARKETING AND LABELING		**SDG 12**
3-3 Management of material topics	PVH labels its products with legally required information about material composition.	
GRI 418: CUSTOMER PRIVACY		**SDG 16**
3-3 Management of material topics	PVH has adopted a best-in-class, consistent, and comprehensive global privacy program that complies with all local laws and regulations and enables us to appropriately and legally collect and use consumer data irrespective of where it was collected or where it is stored. Our privacy program has adopted the best practices that reflect consumer expectations and anticipate legal developments. It also ensures that we securely collect, store, and manage associate data in a manner that is compliant with all jurisdictions in which we operate.	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omission reason: Confidential information.	