

Investor Update

Spring 2021

Safe Harbor

We (PVH Corp.) obtained the market and competitive position data used throughout this presentation from research, surveys or studies conducted by third parties, information provided by customers and industry or general publications. Industry publications and surveys generally state that they have obtained information from sources believed to be reliable but do not guarantee the accuracy and completeness of such information. While we believe that each of these studies and publications and all other information are reliable, we have not independently verified such data and we do not make any representation as to the accuracy of such information.

The information in our presentation contains certain forward-looking statements which reflect our view as of March 30, 2021 of future events and financial performance. These forward-looking statements are subject to risks and uncertainties indicated from time to time in our SEC filings, as more fully discussed in our safe harbor statements and risk factors found in our SEC filings. These risks include our right to change plans, strategies, objectives, expectations and intentions; our ability to realize the anticipated benefits and savings from restructuring and similar plans, such as the North America office workforce reduction and the planned exit from the Heritage Brands Retail business announced in July 2020; our need to use significant cash flow to service our debt obligations; our vulnerability to weather, economic conditions, fuel prices, fashion trends, loss of retail accounts, consumer sentiment, epidemics and health-related concerns, such as the current COVID-19 pandemic, which could result in (and in the case of the COVID-19 pandemic, has resulted in certain of the following) closed factories, reduced workforces, scarcity of raw materials and scrutiny or embargoing of goods produced in infected areas, war, terrorism, fluctuations in foreign currency exchange rates and other factors; the imposition of duties or tariffs on goods, such as the increased tariffs imposed in 2019, and threatened increases in tariffs, on goods imported into the U.S. from China and Vietnam; the regulation of the transaction of business with specific individuals or entities and their affiliates or goods manufactured in certain regions by the U.S. Government or the governments of other places where we do business, such as the listing of a person or entity as a Specially Designated National or Blocked Person by the U.S. Department of the Treasury's Office of Foreign Assets Control and the issuance of Withhold Release Orders by the U.S. Customs and Border Patrol; the impact of new and revised tax legislation and regulations; our reliance on the sales of our business partners; and our exposure to the behavior of our associates, business partners and licensors. As such, our future results could differ materially from previous results or our expectations as of March 30, 2021.

We do not undertake any obligation to update publicly any forward-looking statement, whether as a result of the receipt of new information, future events or otherwise.





This presentation includes non-GAAP financial measures, as defined under SEC rules. Reconciliations of these measures are included at the end of this presentation. Our SEC filings are available on our website at *PVH.com* and the SEC's website at *sec.gov*.

PVH by the Numbers

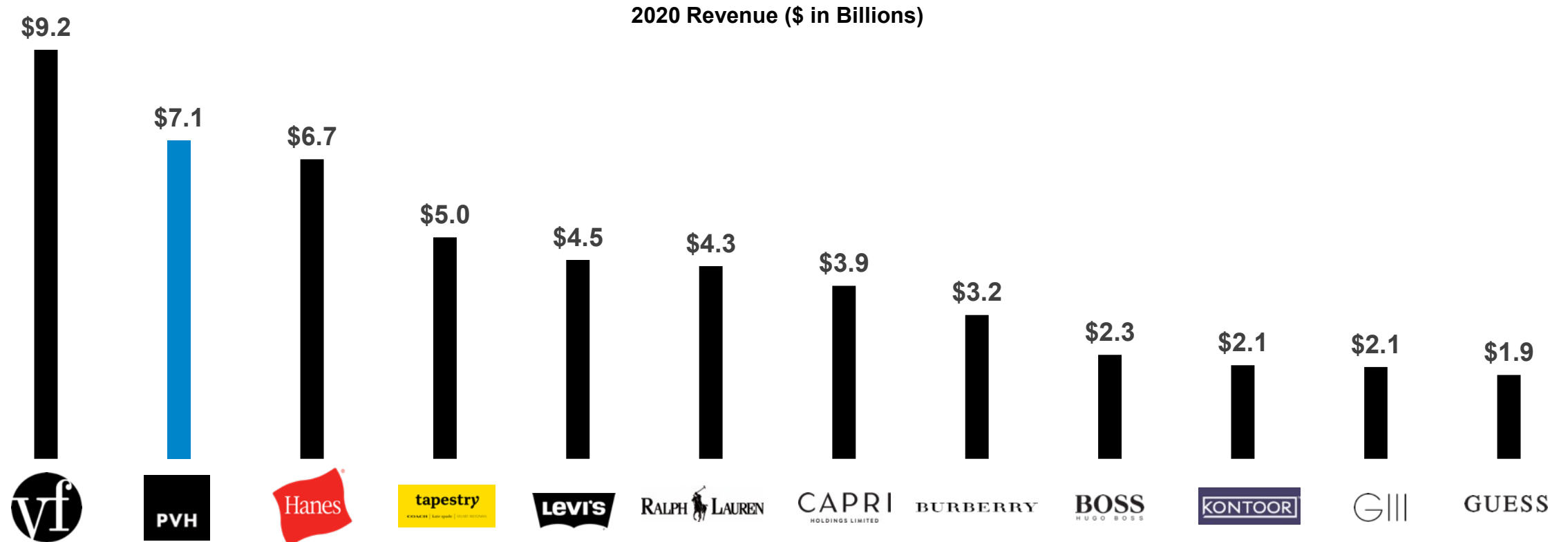
PVH Established in 1881	~33,000 Global Associates	PVH Foundation (the company's philanthropic division) has been in existence for 30+ Years
	15% CAGR for Non-GAAP Earnings per Share* from 2003-2019 (Pre-Pandemic)	>60% Revenues Generated Outside of the U.S.
\$7.1 Billion 2020 Reported Revenues	We Operate in Over 40 Countries	~\$15 Billion 2020 Global Retail Sales

Three Distinct Businesses, All Positioned for Global Growth

2020 Business Recap

			
<p>PVH CORP. Global Retail Sales: ~\$15B Revenues: \$7.1B</p>	<p>Tommy Hilfiger Global Retail Sales: \$6.9B Revenues: \$3.6B</p>	<p>Calvin Klein Global Retail Sales: \$6.2B Revenues: \$2.6B</p>	<p>Heritage Brands Global Retail Sales: \$1.8B Revenues: \$0.9B</p>

PVH is One of the Largest Global Apparel Companies with \$7.1 Billion in 2020 Revenues



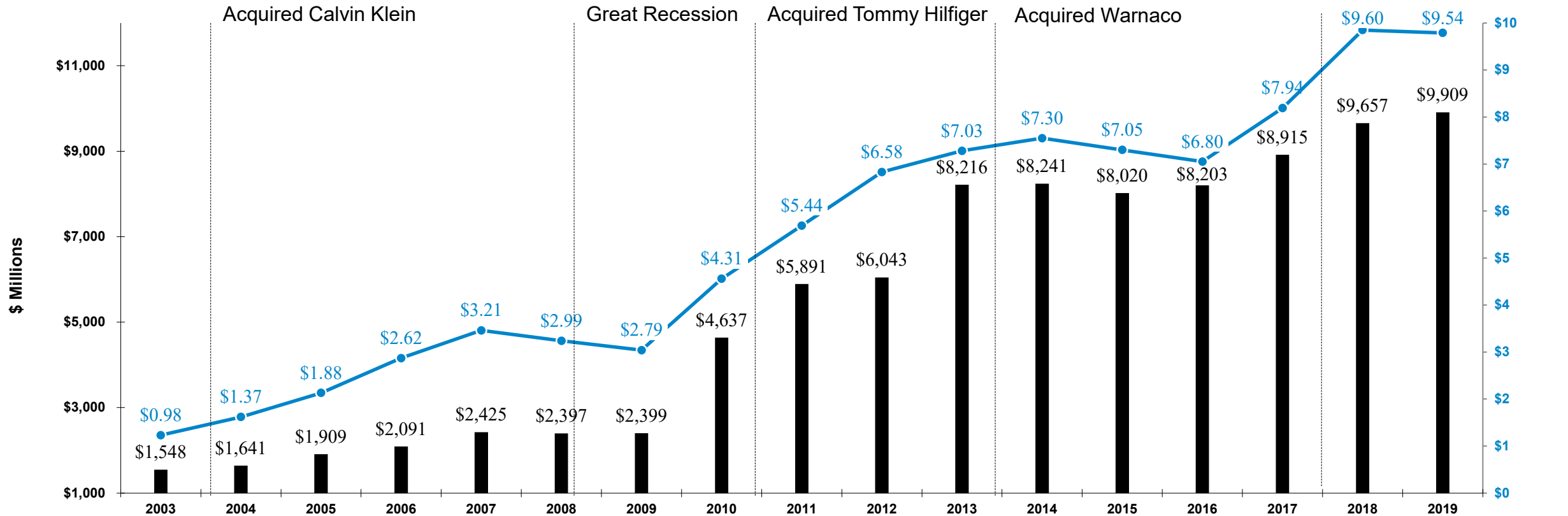
Source: Factset.



A Rich History of Revenue & Earnings Growth Pre-Pandemic

Revenue & EPS* Growth (2003 – 2019)

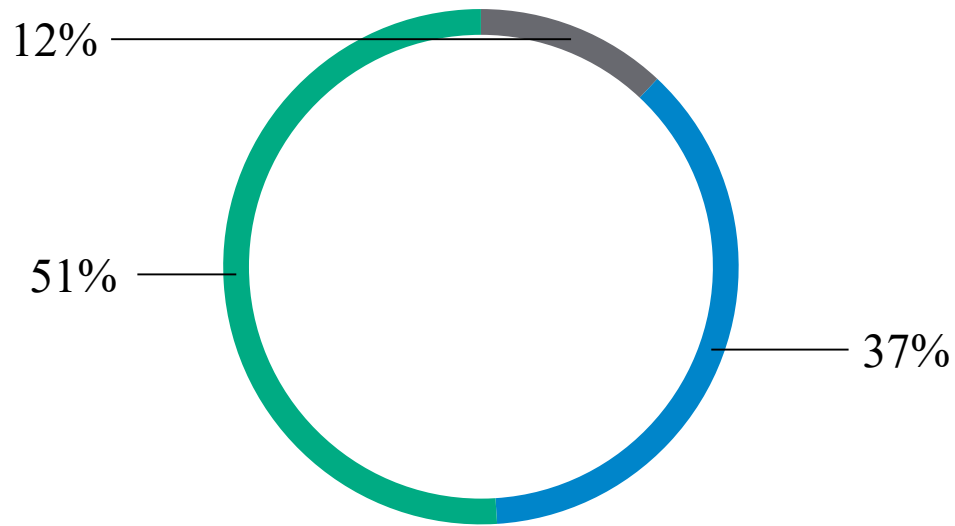
12% Revenue CAGR & 15% EPS* CAGR



Note: 2003-2007 figures not restated for change in accounting for retirement plans. (*) 2003-2006 and 2008-2019 figures exclude certain amounts that were deemed non-recurring or non-operational. Refer to Appendix for GAAP reconciliations.

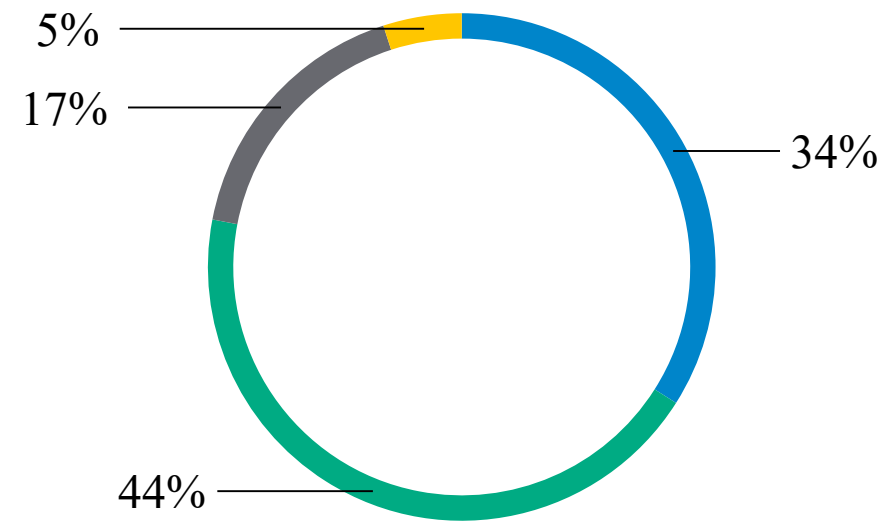
Diversified Global Business

Revenue by Business (2020)



■ Tommy Hilfiger ■ Calvin Klein ■ Heritage Brands

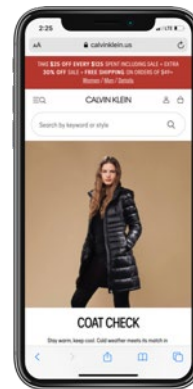
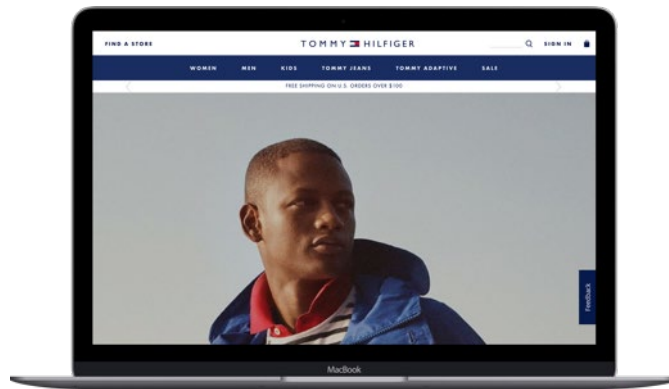
Revenue by Region ⁽¹⁾ (2020)



■ U.S. ■ Europe ■ Asia Pacific ■ Americas (excluding U.S.)

Significant Focus on Digital Expansion & Enhancements

- Over \$1 billion in digital sales through our digital sites and digital sites operated by our wholesale partners in 2020 (over 40% growth)
- Digital represented nearly 25% of our revenue in 2020 (through our own digital sites and digital sites operated by our wholesale partners), doubling in penetration versus the prior year
- Strength across all regions and forms of digital
- Significant growth in new users, in addition to strong engagement with repeat consumers
- New consumer events, enhanced site functionality and new selling models are contributing to the growth
- Continued investments & re-allocation of resources towards digital to drive growth and channel penetration



Owned & Operated

Wholesale Partners Online

Pure Plays

Focus on Product, Consumer and Supply Chain



Product

- Focused on growth categories, with more targeted assortments of key essentials and hero product
- 3-D design capabilities help reduce need for samples and expedites early-stage design process
- 3-D showrooms enhance experience for vendors, while being cost and time efficient
- Centers of Excellence leverage best practices and expertise across divisions

Consumer

- Build on core strengths and connect them closer to where the consumer is going
- Increased use of data, analytics & Consumer Insights
- Ability to tailor consumer experience based on data

Supply Chain

- Faster and more responsive supply chain
- Planning inventory closer to demand
- Leveraging 3-D Design and Showrooms
- Various speed models to optimize time to market
- Focus on circularity
- Navigating current supply chain disruptions

Driving Fashion Forward – for Good

Our Ambitions

ZERO Reduce negative impacts to zero

100% Increase positive impacts to 100%

1M+ Improve 1 million+ lives across our value chain

Our Priorities

- 01. Eliminate carbon emissions
- 02. End waste
- 03. Eliminate hazardous chemicals and microfibers
- 04. Innovate for circularity

- 05. Source ethically
- 06. Amplify worker voice
- 07. Promote safe workplaces
- 08. Advance living wages
- 09. Recruit ethically
- 10. Regenerate materials

- 11. Empower women
- 12. Foster inclusion & diversity
- 13. Develop talent
- 14. Provide access to water
- 15. Educate the future

PVH Values

Individuality

Partnership

Passion

Integrity

Accountability



TOMMY HILFIGER

- One of the world's leading designer lifestyle brands
 - Pioneer of classic American cool style
 - Strong global brand awareness

Tommy Hilfiger – Brand Overview

Distribution



HILFIGER COLLECTION

- Select Global Retail
- Global *tommy.com*
- Global Wholesale



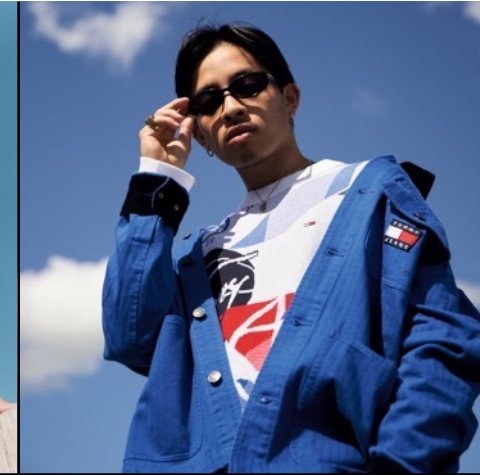
TOMMY HILFIGER TAILORED

- Select Global Retail
- Global *tommy.com*
- Global Wholesale



TOMMY HILFIGER

- Global Retail
- Global *tommy.com*
- Global Wholesale



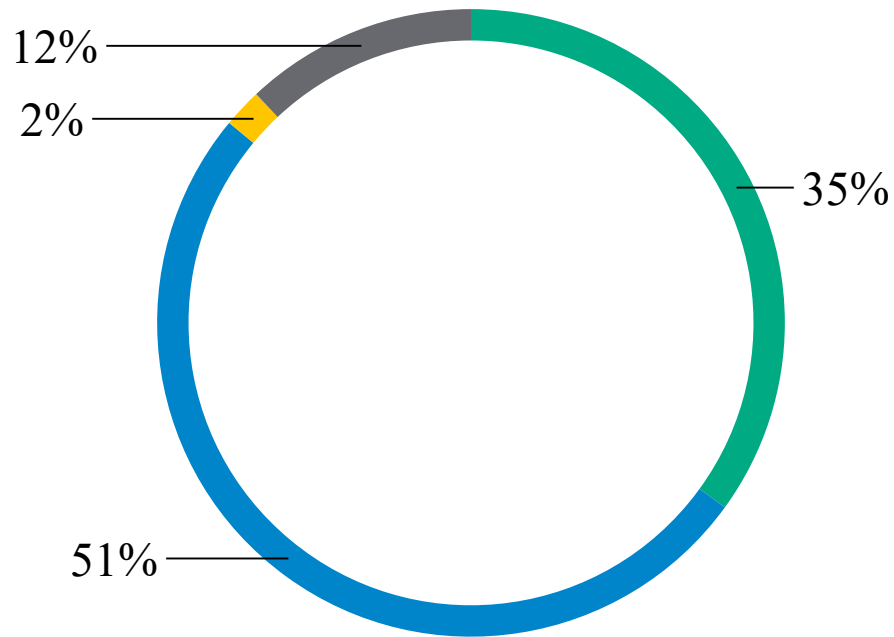
TOMMY JEANS

- Select Global Retail
- Global *tommy.com*
- Global Wholesale

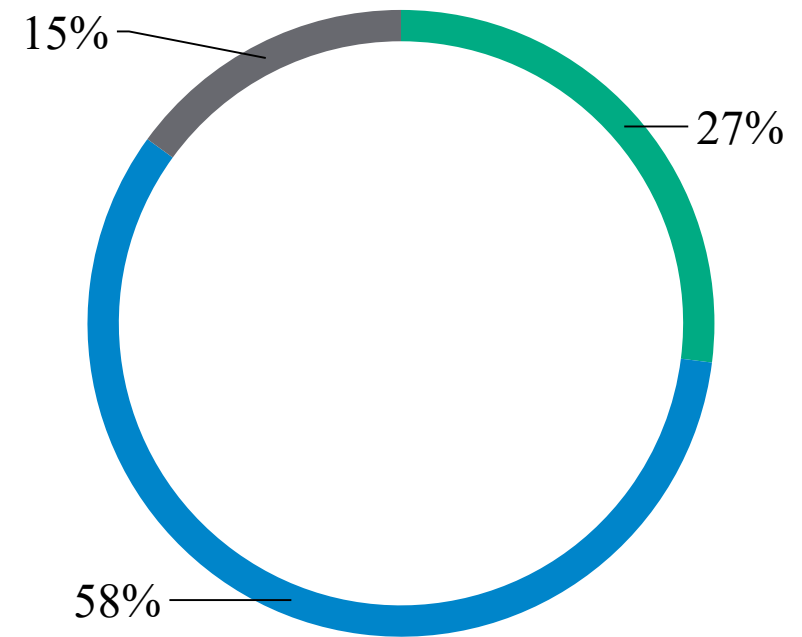
Tommy Hilfiger – Brand Overview

2020 Regional Breakout

Global Retail Sales: \$6.9 BN



Reported Revenues: \$3.6 BN



■ North America⁽¹⁾ ■ Latin America⁽²⁾ ■ Asia Pacific⁽³⁾ ■ Europe⁽⁴⁾

Tommy Hilfiger Strategies



1. Product Focus

Delivering compelling products that reflect *TOMMY HILFIGER*'s accessible premium positioning and classic American cool aesthetic, with a focus on sustainability and social innovation.

2. Category

Category expansion within denim, womenswear, accessories and underwear.

3. Regional

Regional expansion, particularly across the Asia Pacific region.

4. Brand Heat

Driving brand heat and conversion by delivering dynamic consumer engagement initiatives that include brand ambassadors, capsule collections, consumer activations and experiential events.

5. Digitize

Digitizing the complete brand experience from design to our showrooms for wholesale customers to our online and in-store experiences.

Tommy Hilfiger – Global Marketing & Communications

OBJECTIVE: Build on consumer-centric go-to-market strategies to maintain global brand relevance & momentum

FOCUS: Digitally led; Attracting a new generation of consumers globally; Blend of global and regional brand ambassadors to connect with consumers worldwide



Tommy Hilfiger – Business Overview & Financials

Tommy Hilfiger Business Summary

\$3.6B

2020 Reported Revenues

~\$2.7B

International Revenues

~\$1.0B

North America revenues



Tommy Hilfiger Europe – Overview

- Healthy brand with premium positioning
- Opportunity for further market share gains

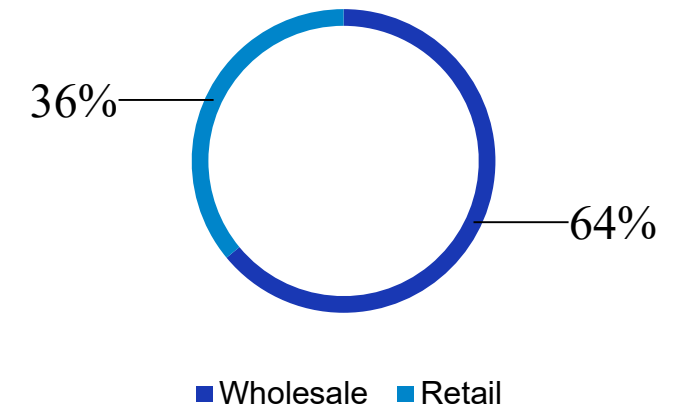
Largest Category Opportunities

Women's Apparel	Casual Categories
Accessories	Underwear

Largest Distribution Opportunities

- Outsized growth expected through digital:
 - Continued expansion of *tommy.com*
 - Expand business from pure play digital commerce retailers⁽¹⁾ to brick & mortar partners online
- Leverage inventory across channels through connected retail capabilities
- Expansion with our wholesale partners
- Strong historical performance across DTC, including enhanced omni-channel capabilities

2020 Europe Revenues by Distribution Model⁽²⁾



Tommy Hilfiger Asia – Overview

- Healthy brand with premium positioning
- China is the largest long-term regional opportunity for Tommy Hilfiger
- Strong growth opportunity in Australia

Largest Category Opportunities

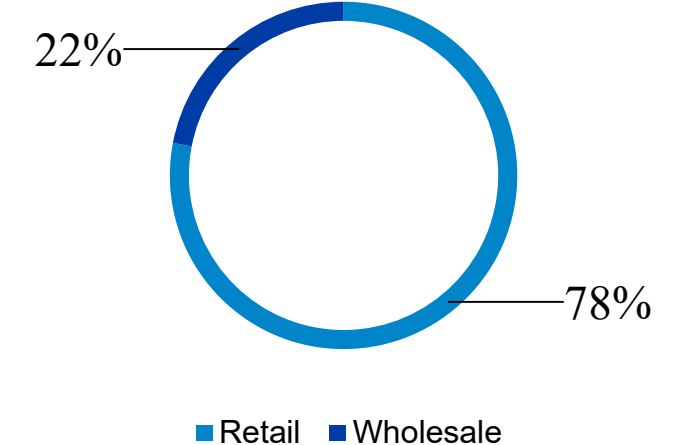
Women's Apparel	Denim
Casual Categories	Underwear
Accessories	Kids

Largest Distribution Opportunities

- Outsized growth expected through digital:
 - Continued expansion of *tommy.com*
 - Expand business with pure play digital commerce retailers
- Square footage expansion through new locations and renovate / expand / relocate key locations

2020 Asia Revenues

by Distribution Model⁽¹⁾



Tommy Hilfiger North America – Overview

- Healthy brand with premium positioning
- Opportunity for further market share gains
- Focus on local domestic consumer engagement

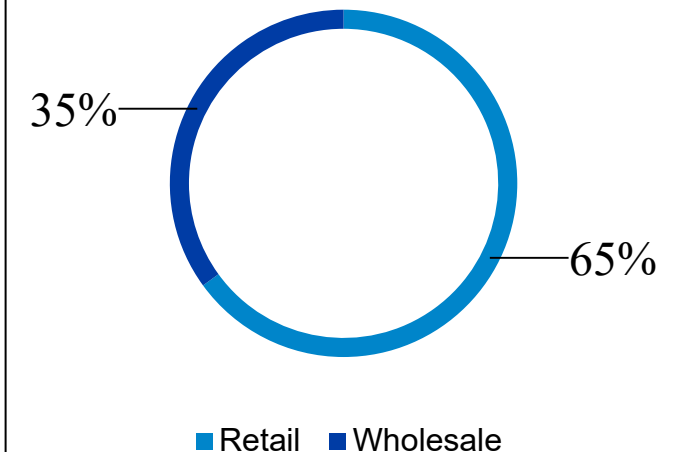
Largest Category Opportunities

Denim	Casual Categories
Underwear	Women's Apparel (Operated by G-III)
Accessories	

Largest Distribution Opportunities







- Significant digital opportunity:
 - Ability to further leverage and expand *tommy.com*
 - Expand business from pure play digital commerce retailers ⁽¹⁾ to brick & mortar partners online
 - Focus on loyalty members, while also capitalizing on new-to-file consumers
 - Improving omni-channel capabilities
- Wholesale sales, with a focus on digital:
 - U.S. – Focus on most productive wholesale doors; significant Amazon opportunity
- Retail: focus on productivity, including initiatives to drive traffic with local domestic consumers; optimize store size and square footage

2020 North America Revenues by Distribution Model⁽²⁾



Tommy Hilfiger Licensed Businesses

Notable Licenses

Regional	Product Categories			
<p>Joint Venture</p>	 <p>India Mexico Brazil</p>	 <p>Men's Outerwear and Women's Apparel (North America) G-III</p>	 <p>Footwear (North America) Marc Fisher</p>	 <p>Watches & Jewelry Movado</p>
<p>Distributor</p>	 <p>Indonesia Vietnam Philippines</p>	 <p>Men's Tailored Clothing (North America) Peerless</p>	 <p>Eyewear Safilo</p>	 <p>Fragrance Estee Lauder</p>
<p>License</p>	 <p>Korea Latam</p>			

A woman with dark, wavy hair is sitting on a grey surface, leaning back on her hands. She is wearing a black, short-sleeved, form-fitting dress and black boots with thick soles. The background is a plain, light grey wall.

CALVIN KLEIN

- One of the world's most recognized brands
- Bold, progressive ideals and a sensual aesthetic

Calvin Klein – Brand Overview

Distribution



ck
Calvin Klein

- Select Asia Retail
- Asia calvinklein.com
- Select Asia Wholesale



Calvin Klein

- Global Retail
- Global calvinklein.com
- Global Wholesale



Calvin Klein
Jeans

- Global Retail
- Global calvinklein.com
- Global Wholesale



Calvin Klein
Underwear

- Global Retail
- Global calvinklein.com
- Global Wholesale



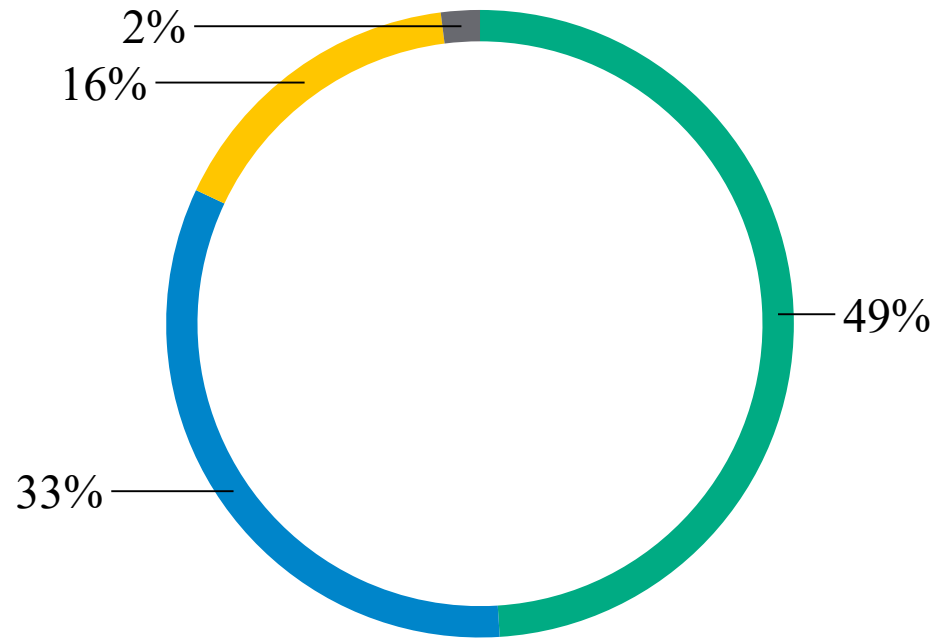
Calvin Klein
Performance

- Global Retail
- Global calvinklein.com
- Global Wholesale

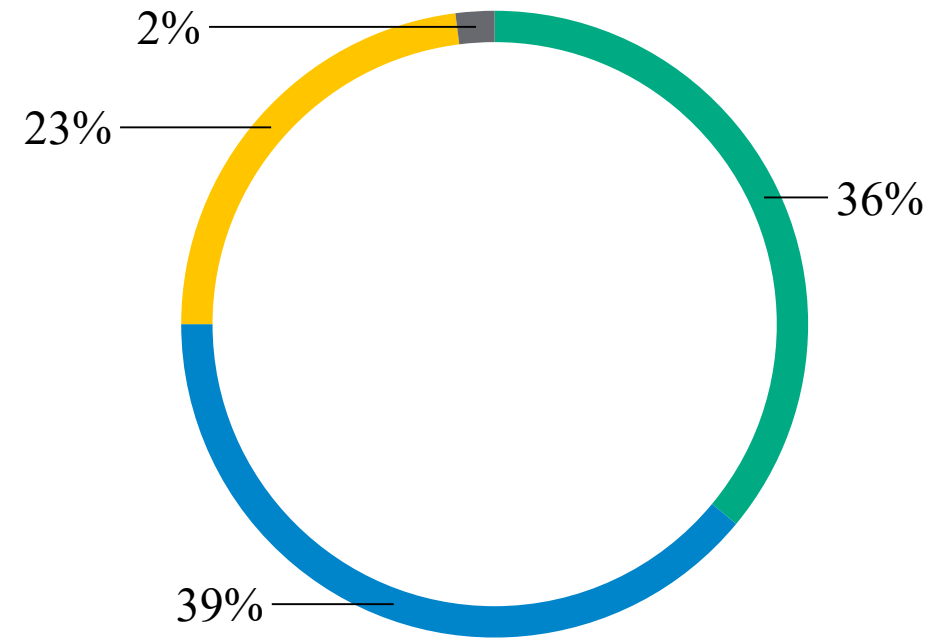
Calvin Klein – Brand Overview

2020 Regional Breakout

Global Retail Sales: \$6.2 Billion



Reported Revenues: \$2.6 Billion



■ North America⁽¹⁾ ■ Latin America⁽²⁾ ■ Asia Pacific⁽³⁾ ■ Europe⁽⁴⁾

Calvin Klein – Global Marketing & Communications

OBJECTIVE: A marketing approach that brings together all facets of the consumer marketing experience – from consumer engagement to data capabilities to the shopping experience

FOCUS: A truly digital first, socially powered marketing experience for consumers



Calvin Klein – Business Overview & Financials

Calvin Klein Business Summary

\$2.6B

2020 Reported Revenues

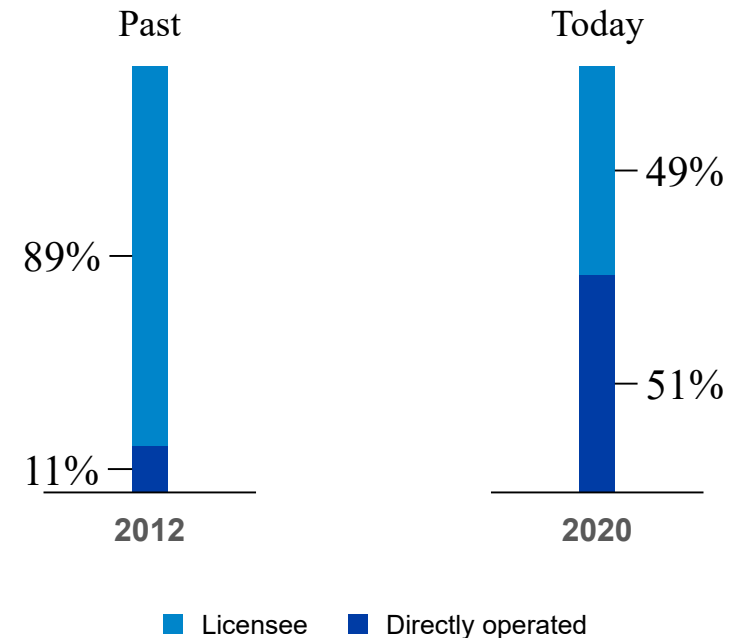
~\$1.7B

International Revenues

~\$1.0B

North America revenues

Approximately 50% of the brand's global retail sales continues to be from licensing.



Calvin Klein Strategies



1. Product Focus

Delivering compelling products that reflect *Calvin Klein's* accessible premium positioning and seductive aesthetic, with a focus on sustainable product creation.

2. Categories

Product improvement and expansion, particularly within jeanswear, men's and women's sportswear, accessories and women's intimates.

3. Regional

Regional expansion, particularly across Europe and the Asia Pacific region.

4. Engagement

Reigniting the brand and driving conversion with consumer engagement initiatives that include brand ambassadors, capsule collections, consumer activations and experiential events.

5. Digitize

Further digitizing the brand by growing online sales and expanding omni-channel capabilities.

6. Efficiencies

Identifying operating efficiencies across the business to drive improvements in our operating margins.

Calvin Klein North America – Overview

- Premium positioning
- Focus on driving productivity and operational efficiencies
- Focus on local consumer engagement

Largest Category Opportunities

Casual Categories
(Operated by G-III)

Women's Intimates

Men's Sportswear & Jeans

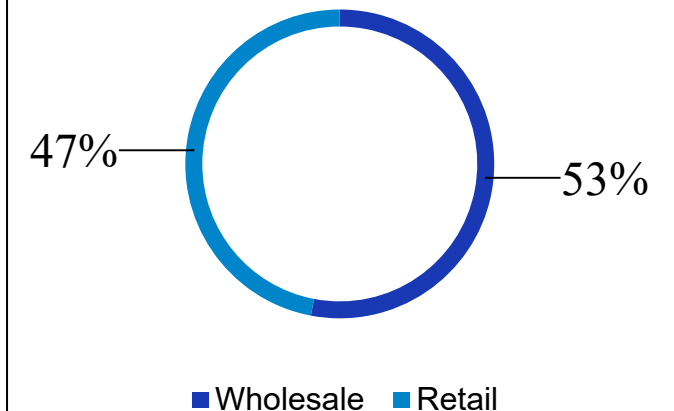
Women's Jeans
(Operated by G-III)

Accessories

Largest Distribution Opportunities

- Outsized growth expected through digital:
 - Continue to grow sales on *calvinklein.com* and focus on repeat purchasing with newly acquired consumers
 - Expand business from pure play digital commerce retailers⁽¹⁾ to brick & mortar partners online
 - Improving omni-channel capabilities
- Expansion with our wholesale partners, including select specialty apparel retailers and pure plays; focus on most productive wholesale doors; expand penetration online with traditional brick & mortar accounts
 - Launch of CK Underwear at Kohl's for Fall 2021
- Improved retail productivity, including optimizing store size and square footage, and assortments

2020 North America Revenues by Distribution Model⁽²⁾



Calvin Klein Europe – Overview

- Europe is the largest near-term regional opportunity for Calvin Klein
- Focus on driving productivity and operational efficiencies

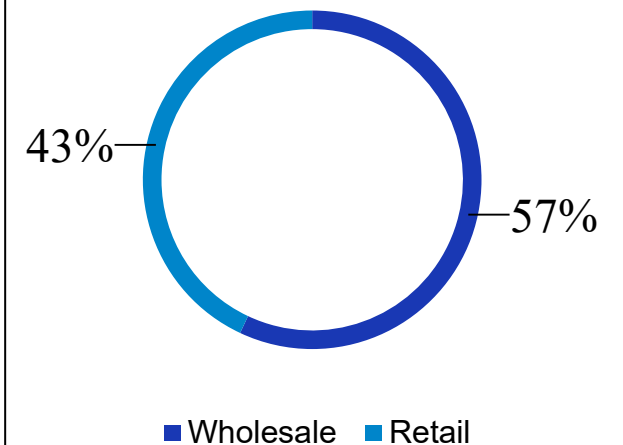
Largest Category Opportunities

Men's Apparel	Women's Apparel
Men's and Women's Jeanswear	Casual Categories
Accessories	Kids

Largest Distribution Opportunities

- Digital commerce expansion:
 - Continued expansion of *calvinklein.com*
 - Expand business from pure play digital commerce retailers ⁽¹⁾ to brick & mortar partners online
- Leverage inventory across channels through connected retail capabilities
- Expansion of wholesale presence
- Incremental square footage opportunity over time

2020 Europe Revenues by Distribution Model⁽²⁾



Calvin Klein Asia– Overview

- Healthy brand with premium positioning overseas
- Strong growth opportunity in region along with focus on driving productivity and operational efficiencies

Largest Category Opportunities

Men's and
Women's Jeanswear

Men's and
Women's Apparel

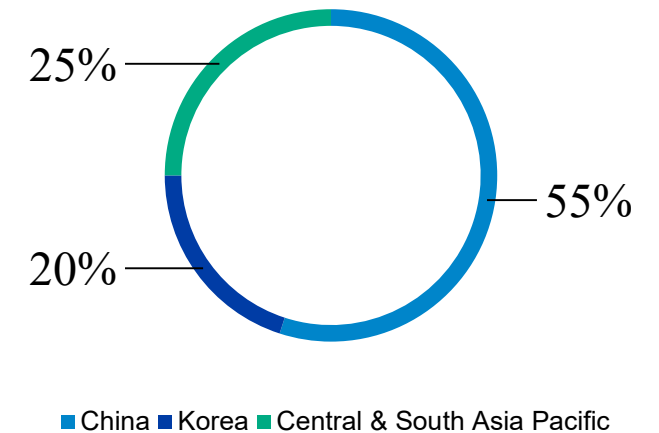
Casual
Categories

Accessories

Largest Distribution Opportunities

- Digital commerce expansion:
 - Continued expansion of *calvinklein.com*
 - Expand business from pure play digital commerce retailers to brick & mortar partners online
- Expansion of wholesale presence
- Square footage opportunity in key markets

2020 Asia Revenues by Region



Calvin Klein Latin America – Overview

- Owned business in Brazil
- Joint Venture for Mexico (Grupo Axo), which also includes our Tommy Hilfiger, Warner's and Olga businesses in Mexico
- Licensed business in Latin America, run by American Designer Fashion S.A.

Largest Category Opportunities in Brazil

Underwear

Men's and
Women's Apparel

Casual
Categories

Distribution Opportunities in Brazil

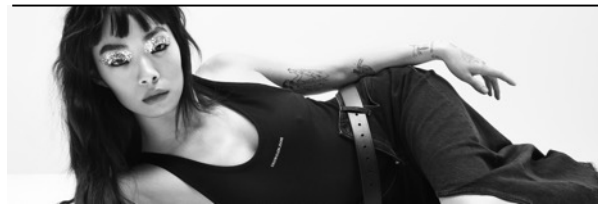
- Digital commerce expansion
- Select wholesale door and DTC expansion



Calvin Klein Licensed Businesses

7 significant partnerships represented over 80% of licensing and advertising revenue in 2020. Over time, we look to assume more direct control over various licensed businesses where we have core competencies.

Global Retail Sales



Women's Apparel / Other
G-III **\$1.2BN**



Fragrance
COTY **\$800MM**



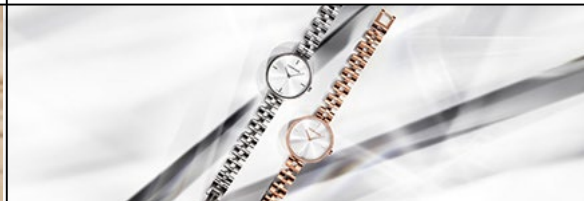
North America Footwear
Jimlar **~\$210MM**
(License for U.S and Canada transitioned to MBF Holdings in 2021; Europe and Asia brought in house in 2021)



CK Calvin Klein / Asia
CLUB **~\$60MM**



Eyewear
MARCHON **~\$105MM**



Watches & Jewelry*
SWATCH **~\$60MM**



Men's Tailored
PEERLESS **~\$80MM**

A high-angle photograph of three men sitting on a wooden boat with green cushions. The man on the left is wearing a blue sweater and light-colored pants. The man in the middle is wearing a red quilted vest over a patterned sweater and blue jeans. The man on the right is wearing a blue hoodie and blue jeans. The boat is on a body of water, and an American flag is visible on a pole in the background.

HERITAGE BRANDS

- Portfolio of iconic American brands
- Generate healthy cash flows
- Market share opportunities

Heritage Brands – Overview & Financials



IZOD



VAN HEUSEN



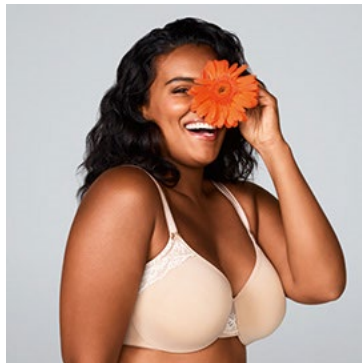
ARROW
USA • 1851



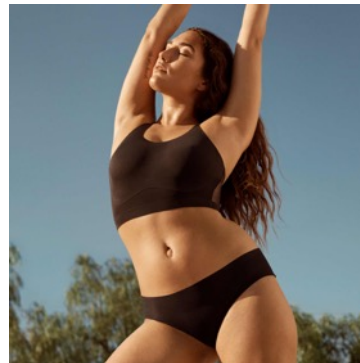
GEOFFREY BEENE



warners



Olga by warners



TRUE

Summary Financials

2020 reported revenues – **\$0.9 BN**

Heritage Brands

- Women's intimate apparel
- Men's sportswear
- Men's dress shirts and neckwear

Licensed Brands Include:

- *Kenneth Cole Reaction*
- *MICHAEL Michael Kors*
- *Michael Kors Collection*

Heritage Brands Strategies



1. Product Focus

Delivering trend-right products at an attractive value proposition, with a focus on new technologies, features and sustainability.

2. Share Gains

Leveraging and enhancing each brand's position in the market to drive market share gains, with a focus on the most profitable brands.

3. Distribution

Optimizing distribution, particularly in the mass market and digital channels, with a focus on driving profitable volume.

4. Enhance

Enhancing profitability by capitalizing on supply chain opportunities, reducing costs and maintaining a critical focus on inventory management. Closing Heritage Retail business by mid-2021, as it did not meet profitability targets.

Market Share Gains Continue to be a Focus for our Heritage Brands Business

Category	Unit share
Neckwear	>50%
Woven Shirts	10%⁽¹⁾
Bras & Panties	9%⁽¹⁾
Knit Shirts	6%⁽¹⁾
Casual Pants	4%⁽¹⁾





FINANCIAL OVERVIEW

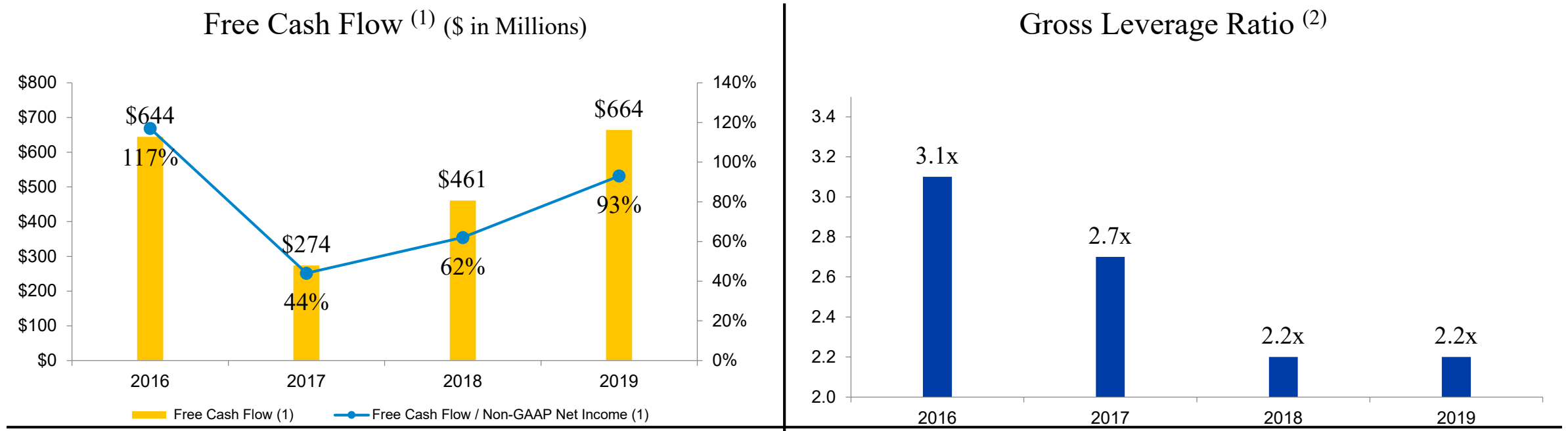
PVH Financial History Pre-Pandemic

\$ in Millions, Except per Share Data

Fiscal Year	2015 <i>(Ended 1/31/16)</i>	2016 <i>(Ended 1/29/17)</i>	2017 <i>(Ended 2/4/18)</i>	2018 <i>(Ended 2/3/19)</i>	2019 <i>(Ended 2/2/20)</i>
Revenues	\$8,020	\$8,203	\$8,915	\$9,657	\$9,909
Gross margin	51.6% ⁽¹⁾	53.4% ⁽¹⁾	54.9%	55.0%	54.7% ⁽¹⁾
EBIT ⁽¹⁾	\$842	\$794	\$864	\$971	\$931
EBIT margin ⁽¹⁾	10.5%	9.7%	9.7%	10.1%	9.4%

Includes (\$22MM) impact related to COVID-19 outbreak and (\$30MM) impact from FX fluctuations

PVH Financial History Pre-Pandemic



Generated Nearly \$500 million in Free Cash Flow (1) in 2020

NOTE: Free cash flow defined as cash flow from operations less capital expenditures and dividends. Updated guidance related to the classification of certain cash receipts and cash payments in the statement of cash flows was adopted in the first quarter of 2018. As a result, contingent payments to Mr. Klein were included in cash flow from operations.

2017 and 2018 free cash flows were principally impacted by larger capital expenditures compared to prior years, as well as an increase in inventories, principally driven by the 2018 acceleration of receipts in advance of tariffs on goods imported into the U.S. from China imposed in 2019.

(1) Figures exclude certain amounts that were deemed non-recurring or non-operational. Refer to Appendix for GAAP reconciliations.

(2) Gross leverage ratio does not include operating lease liabilities recorded as a result of the lease accounting guidance adopted in 2019. Figures exclude certain amounts that were deemed non-recurring or non-operational. Refer to Appendix for GAAP reconciliations.

APPENDIX

GAAP to Non-GAAP Net Income per Common Share Reconciliations (2003-2006)

GAAP to Non-GAAP Reconciliations

Net Income (Loss) Per Common Share

(Dollars and Shares in Millions, Except Per Share Data)

	2006			2005			2004			2003		
	GAAP	Adjustments ⁽¹⁾	Non-GAAP	GAAP	Adjustments ⁽²⁾	Non-GAAP	GAAP	Adjustments ⁽³⁾	Non-GAAP	GAAP	Adjustments ⁽⁴⁾	Non-GAAP
Net Income (Loss) per Common Share Calculation												
Net Income	\$ 155.2	\$ 6.4	\$ 148.8	\$ 103.9		\$ 103.9	\$ 58.6	\$ (12.1)	\$ 70.7	\$ 14.7	\$ (35.8)	\$ 50.5
Preferred Stock Dividends on Converted Stock	3.2	3.2		2.1	\$ 2.1					20.0		20.0
Inducement Payment and Offering Costs	10.9	10.9		14.2	14.2							
Net Income (Loss) Available to Common Stockholders	\$ 141.1	\$ (7.7)	\$ 148.8	\$ 87.6	\$ 16.3	\$ 103.9	\$ 58.6	\$ (12.1)	\$ 70.7	\$ (5.3)	\$ (35.8)	\$ 30.5
Total Shares for Diluted Net Income (Loss) per Common Share	53.5	(3.2)	56.7	51.7	(3.3)	55.0	51.6		51.6	30.3	(0.7)	31.0
Diluted Net Income (Loss) per Common Share	\$ 2.64		\$ 2.62	\$ 1.70		\$ 1.88	\$ 1.14		\$ 1.37	\$ (0.18)		\$ 0.98

- Adjustments for 2006 represent the elimination of (i) a gain associated with the sale by our subsidiary on January 31, 2006 of minority interests in certain entities that operate various licensed Calvin Klein jeans and sportswear businesses in Europe and Asia; (ii) costs resulting from the departure in February 2006 of our former chief executive officer; (iii) costs associated with closing our apparel manufacturing facility in Ozark, Alabama in May 2006; (iv) the tax effects associated with the foregoing pre-tax items; and (v) an inducement payment and offering costs incurred in connection with the voluntary conversion by the holders of our Series B convertible preferred stock of a portion of such stock into shares of common stock and the subsequent sale of a portion of such common shares by the holders. The inducement payment and offering costs resulted in a reduction of net income available to common stockholders for purposes of calculating diluted net income per common share.
- Adjustments for 2005 represent the elimination of (i) an inducement payment and offering costs incurred in connection with the voluntary conversion by the holders of our Series B convertible preferred stock of a portion of such stock into shares of common stock and the subsequent sale of such common shares by the holders. The inducement payment and offering costs resulted in a reduction of net income available to common stockholders for purposes of calculating diluted net income per common share.
- Adjustments for 2004 represent the elimination of (i) charges related to debt extinguishment costs; (ii) charges associated with the closing of certain outlet retail stores and exiting the wholesale footwear business and other related costs; (iii) the tax effects associated with the foregoing pre-tax costs; and (iv) a tax benefit associated with the realization of certain state net operating loss carryforwards.
- Adjustments for 2003 represent the elimination of (i) charges related to integration costs associated with our acquisition of Calvin Klein; (ii) charges associated with the impairment and closing of certain outlet retail stores and exiting the wholesale footwear business and other related costs; (iii) a gain resulting from our sale of the minority interest in Gant Company AB; and (iv) the tax effects associated with the foregoing pre-tax items. Calvin Klein integration costs consist of (a) the operating losses of certain Calvin Klein businesses, which we have closed or licensed, and associated costs in connection therewith and (b) the costs of certain duplicative personnel and facilities incurred during the integration of various logistical and back office functions.

GAAP to Non-GAAP Net Income per Common Share Reconciliations (2008-2010)

GAAP to Non-GAAP Reconciliations

Net Income Per Common Share

(Dollars and Shares in Millions, Except Per Share Data)

Net Income per Common Share Calculation

Net Income (Loss)
Total Shares for Diluted Net Income per Common Share
Diluted Net Income per Common Share

2010		
GAAP	Adjustments ⁽¹⁾	Non-GAAP
\$ 54.4	\$ (236.0)	\$ 290.4
67.4		67.4
\$ 0.81		\$ 4.31

2009		
GAAP	Adjustments ⁽²⁾	Non-GAAP
\$ 153.5	\$ 7.2	\$ 146.3
52.5		52.5
\$ 2.92		\$ 2.79

2008		
GAAP	Adjustments ⁽³⁾	Non-GAAP
\$ 39.1	\$ (116.9)	\$ 156.0
52.2		52.2
\$ 0.75		\$ 2.99

- Adjustments for 2010 represent the elimination of (i) the costs incurred in connection with our acquisition and integration of Tommy Hilfiger, including transaction, restructuring and debt extinguishment costs, short-lived non-cash valuation amortization charges and the effects of hedges against Euro to U.S. dollar exchange rates relating to the purchase price; (ii) the costs incurred in connection with our exit from the United Kingdom and Ireland Van Heusen dresswear and accessories business; (iii) the recognized actuarial loss on retirement plans; (iv) the tax effects associated with the foregoing pre-tax costs; and (v) a tax benefit related to the lapse of the statute of limitations with respect to certain previously unrecognized tax positions.
- Adjustments for 2009 represent the elimination of (i) the costs incurred in connection with our restructuring initiatives announced in the fourth quarter of 2008, including the shutdown of domestic production of machine-made neckwear, a realignment of our global sourcing organization, reductions in warehousing capacity and other initiatives to reduce corporate and administrative expenses; (ii) the recognized actuarial loss on retirement plans; (iii) the tax effects associated with the foregoing pre-tax costs; and (iv) a net tax benefit related principally to the lapse of the statute of limitations with respect to certain previously unrecognized tax positions.
- Adjustments for 2008 represent the elimination of (i) the costs incurred in connection with our restructuring initiatives announced in the fourth quarter of 2008, including the shutdown of domestic production of machine-made neckwear, a realignment of our global sourcing organization, reductions in warehousing capacity and other initiatives to reduce corporate and administrative expenses; (ii) fixed asset impairment charges for approximately 200 of our retail stores; (iii) the recognized actuarial loss on retirement plans; (iv) the operations of our Geoffrey Beene outlet retail division and the costs associated with the closing of such division; and (v) the tax effects associated with the foregoing pre-tax costs.

GAAP to Non-GAAP Net Income per Common Share Reconciliations (2011-2013)

GAAP to Non-GAAP Reconciliations

Net Income Per Common Share

(Dollars and Shares in Millions, Except Per Share Data)

	2013			2012			2011		
	GAAP	Adjustments ⁽¹⁾	Non-GAAP	GAAP	Adjustments ⁽²⁾	Non-GAAP	GAAP	Adjustments ⁽³⁾	Non-GAAP
Total Earnings Before Interest and Taxes	\$ 513.4	\$ (453.5)	\$ 966.9	\$ 660.4	\$ (91.2)	\$ 751.6	\$ 491.2	\$ (190.7)	\$ 681.9
Net Income per Common Share Calculation									
Net Income Attributable to PVH Corp.	\$ 143.5	\$ (437.5)	\$ 581.0	\$ 433.8	\$ (52.6)	\$ 486.4	\$ 275.7	\$ (121.2)	\$ 396.9
Total Shares for Diluted Net Income per Common Share	82.6		82.6	73.9		73.9	72.9		72.9
Diluted Net Income per Common Share	\$ 1.74		\$ 7.03	\$ 5.87		\$ 6.58	\$ 3.78		\$ 5.44

- 1) Adjustments for 2013 represent the elimination of (i) the costs incurred in connection with our acquisition and integration of The Warnaco Group, Inc. ("Warnaco") and the related restructuring; (ii) the loss incurred in connection with the sale of substantially all of the assets of the G. H. Bass & Co. ("Bass") business, including related costs; (iii) the income due to the amendment of an unfavorable contract, which resulted in the reduction of a liability recorded at the time of the Tommy Hilfiger acquisition; (iv) the costs incurred in connection with our debt modification and extinguishment; (v) the interest expense incurred prior to the Warnaco acquisition closing date related to the \$700 of senior notes issued in 2012; (vi) the recognized actuarial gains on retirement plans; (vii) the tax effects associated with the foregoing pre-tax items; (viii) non-recurring discrete tax items related to the Warnaco integration; and (ix) a non-recurring discrete tax item attributable to an increase in our previously-established liability for an uncertain tax position related to European and U.S. transfer pricing arrangements.
- 2) Adjustments for 2012 represent the elimination of (i) the costs incurred in connection with our integration of Tommy Hilfiger and the related restructuring; (ii) the costs incurred in connection with our acquisition of Warnaco; (iii) the interest expense incurred prior to the Warnaco acquisition closing date related to the \$700 of senior notes issued in 2012; (iv) the recognized actuarial losses on retirement plans; (v) the tax effects associated with the foregoing pre-tax costs; and (vi) the tax benefit resulting from the recognition of previously unrecognized net operating loss assets and tax credits.
- 3) Adjustments for 2011 represent the elimination of (i) the costs incurred in connection with our integration of Tommy Hilfiger and the related restructuring; (ii) the expense incurred associated with settling the unfavorable preexisting license agreement in connection with our buyout of the *TOMMY HILFIGER* perpetual license in India; (iii) the costs incurred in connection with our modification of our credit facility; (iv) the costs incurred in connection with our negotiated early termination of our license to market sportswear under the *Timberland* brand and the 2012 exit from the Izod women's wholesale sportswear business; (v) the recognized actuarial losses on retirement plans; (vi) the tax effects associated with the foregoing pre-tax costs; and (vii) the tax benefit resulting from revaluing certain deferred tax liabilities due to a decrease in the statutory tax rate in Japan.

GAAP to Non-GAAP Reconciliations (2014-2016)

GAAP to Non-GAAP Reconciliations

Net Income Per Common Share

(Dollars and Shares in Millions, Except Per Share Data)

	2016			2015			2014		
	GAAP	Adjustments ⁽¹⁾	Non-GAAP	GAAP	Adjustments ⁽²⁾	Non-GAAP	GAAP	Adjustments ⁽³⁾	Non-GAAP
Total Revenue	\$ 8,203.1	\$ -	\$ 8,203.1	\$ 8,020.3	\$ -	\$ 8,020.3	8,241.2	-	\$ 8,241.2
Total gross profit	4,370.3	(7.3)	4,377.6	4,161.6	19.5	4,142.1	4,326.7	(6.5)	4,333.2
Total EBIT	789.2	(4.9)	794.1	760.5	(81.0)	841.5	529.9	(390.7)	920.6
Net Income per Common Share Attributable to PVH Calculation									
Net Income	\$ 549.0	\$ (1.1)	\$ 550.1	\$ 572.4	\$ (13.3)	\$ 585.7	\$ 439.0	\$ (168.8)	\$ 607.8
Total Shares for Diluted Net Income per Common Share	80.9		80.9	83.1		83.1	83.3		83.3
Diluted Net Income per Common Share	\$ 6.79		\$ 6.80	\$ 6.89		\$ 7.05	\$ 5.27		\$ 7.30

⁽¹⁾ Adjustments for 2016 represent the elimination of (i) the costs incurred in connection with our integration Warnaco and the related restructuring; (ii) the costs incurred in connection with the discontinuation of several licensed product lines in the Heritage Brands dress furnishings business; (iii) the costs incurred in connection with the licensing to G-III Apparel Group, Ltd. of the Tommy Hilfiger womenswear wholesale business in the U.S. and Canada (the "G-III license"), which resulted in the discontinuation of our directly operated Tommy Hilfiger North America womenswear wholesale business in 2016; (iv) the costs incurred in connection with the restructuring associated with the new global creative strategy for *CALVIN KLEIN*; (v) the noncash gain recorded to write-up our equity investment in TH Asia, Ltd. ("TH China"), our former joint venture for *Tommy Hilfiger* in China, to fair value in connection with the acquisition of the 55% interest that we did not already own (the "TH China acquisition"); (vi) the one-time costs recorded on our equity investment in TH China prior to the TH China acquisition closing; (vii) the costs incurred in connection with the TH China acquisition, primarily consisting of noncash valuation adjustments and amortization of short-lived assets; (viii) the costs incurred in connection with the amendment of our credit facility; (ix) the noncash costs recorded in connection with the deconsolidation of our subsidiary that principally operated and managed our Calvin Klein business in Mexico ("the Mexico deconsolidation") in connection with the formation of a joint venture in Mexico to operate that and other businesses; (x) the gain recorded in connection with a payment made to us to exit a *Tommy Hilfiger* flagship store in Europe; (xi) the costs incurred in connection with the early termination of the license agreement for the Tommy Hilfiger men's tailored clothing business in North America (the "TH men's tailored license termination") in order to consolidate under a different licensee the men's tailored businesses for all brands in North America; (xii) the recognized actuarial gain on retirement plans; (xiii) the tax effects associated with the foregoing pre-tax items; and (xiv) the tax benefits associated with discrete items related to the resolution of uncertain tax positions.

⁽²⁾ Adjustments for 2015 represent the elimination of (i) the costs incurred in connection with our integration of Warnaco and the related restructuring; (ii) the costs incurred in connection with the operation of and exit from the Izod retail business; (iii) the costs incurred principally in connection with the discontinuation of several licensed product lines in the Heritage Brands dress furnishings business; (iv) the costs incurred in connection with the G-III license; (v) the gain recorded on our equity investment in the parent company of the *Karl Lagerfeld* brand ("Karl Lagerfeld"); (vi) the recognized actuarial gain on retirement plans; (vii) the tax effects associated with the foregoing pre-tax items; and (viii) the tax benefits associated with discrete items related to the resolution of uncertain tax positions and the impact of tax law and tax rate changes on deferred taxes.

⁽³⁾ Adjustments for 2014 represent the elimination of (i) the costs incurred in connection with our integration of Warnaco and the related restructuring; (ii) the costs incurred in connection with our exit from the Izod retail business, including noncash impairment charges; (iii) the costs incurred in connection with our exit from a discontinued product line in the Tommy Hilfiger Japan business; (iv) the impairment of certain *Tommy Hilfiger* stores in North America; (v) the costs incurred related to the sale of the Bass business; (vi) the costs incurred in connection with the amendment and restatement of our credit facility and the related redemption of our 7 3/8% senior notes due 2020; (vii) the net gain on the deconsolidation of certain Calvin Klein subsidiaries in Australia and New Zealand and the previously consolidated Calvin Klein joint venture in India; (viii) the recognized actuarial loss on retirement plans; (ix) the tax effects associated with the foregoing pre-tax items; and (x) the tax benefits associated with discrete items primarily related to the resolution of uncertain tax positions and various Warnaco integration activities.

GAAP to Non-GAAP Revenue & Gross Margin Reconciliations

(Dollars in Millions)

	<u>2013⁽¹⁾</u>	<u>2008⁽²⁾</u>	<u>2003⁽³⁾</u>
GAAP Revenue	\$ 8,186.4	\$ 2,492.0	\$ 1,569.0
Adjustments	30.0	(95.0)	(21.0)
Non-GAAP Revenue	8,216.4	2,397.0	1,548.0

⁽¹⁾ Adjustments for 2013 represent the revenue reduction due to sales returns for certain Warnaco wholesale customers in connection with initiative to reduce excess inventory levels and the costs incurred in connection with the acquisition and integration of Warnaco and the related restructuring.

⁽²⁾ Adjustments for 2008 represent the elimination of the operations of the Geoffrey Beene outlet retail division, which was closed.

⁽³⁾ Adjustments for 2003 represent the elimination of the operations of certain Calvin Klein businesses, which were closed or licensed.

GAAP to Non-GAAP Reconciliations (2017-2019)

GAAP to Non-GAAP Reconciliations

(Dollars and Shares in Millions, Except Per Share Data)

	2017			2018			2019		
	GAAP	Adjustments ⁽¹⁾	Non-GAAP	GAAP	Adjustments ⁽²⁾	Non-GAAP	GAAP	Adjustments ⁽³⁾	Non-GAAP
Revenue									
Total Revenue	\$ 8,914.8	\$ -	\$ 8,914.8	\$ 9,656.8	\$ -	\$ 9,656.8	\$ 9,909.0	\$ -	\$ 9,909.0
Total Gross Profit									
							5,388.4	29.4	5,417.8
EBIT									
Tommy Hilfiger	\$ 318.5	\$ (183.2)	\$ 501.7	\$ 610.9	(23.6)	\$ 634.5	\$ 561.7	\$ (73.5)	\$ 635.2
Calvin Klein	410.5	-	410.5	378.2	(40.7)	418.9	253.1	(161.2)	414.3
Heritage Brands	104.3	-	104.3	90.7	-	90.7	(81.9)	(143.8)	61.9
Corporate	(200.9)	(48.0)	(152.9)	(188.1)	(15.0)	(173.1)	(174.2)	6.6	(180.8)
Total EBIT	\$ 632.4	\$ (231.2)	\$ 863.6	\$ 891.7	\$ (79.3)	\$ 971.0	\$ 558.7	\$ (371.9)	\$ 930.6
Net Income per Common Share Attributable to PVH Calculation									
Net Income	\$ 537.8	\$ (86.6)	\$ 624.4	\$ 746.4	\$ 4.0	\$ 742.4	\$ 417.3	\$ (294.0)	\$ 711.3
Total Shares for Diluted Net Income per Common Share	78.6		78.6	77.3		77.3	74.6		74.6
Diluted Net Income per Common Share	\$ 6.84		\$ 7.94	\$ 9.65		\$ 9.60	\$ 5.60		\$ 9.54

⁽¹⁾ Adjustments for 2017 represent the elimination of (i) the costs incurred related to the TH China acquisition, primarily consisting of noncash amortization of short-lived assets; (ii) the costs incurred in connection with agreements to restructure our supply chain relationship with Li & Fung Trading Limited ("Li & Fung"), under which we terminated our non-exclusive buying agency agreement with Li & Fung in 2017 (the "Li & Fung termination"); (iii) the costs incurred in connection with the noncash settlement of certain of our benefit obligations related to our retirement plans as a result of an annuity purchased for certain participants, under which such obligations were transferred to an insurer; (iv) the costs incurred in connection with the relocation of the Tommy Hilfiger office in New York, including noncash depreciation expense; (v) the net costs incurred in connection with the consolidation within our warehouse and distribution network in North America, which included a gain recorded on the sale of a warehouse and distribution center; (vi) the costs incurred in connection with an amendment to Mr. Tommy Hilfiger's employment agreement pursuant to which we made a cash buyout of a portion of the future payment obligation (the "Mr. Hilfiger amendment"); (vii) the costs incurred in connection with the early redemption of our \$700 million 4 1/2% senior notes; (viii) the costs incurred in connection with the issuance of our €600 million 3 1/8% senior notes; (ix) the recognized actuarial loss on retirement plans; (x) the tax effects associated with the foregoing pre-tax items; (xi) the discrete tax benefits related to the resolution of uncertain tax positions; (xii) the discrete net tax benefit recorded in connection with the enactment of the U.S. Tax Cuts and Jobs Act of 2017 (the "U.S. Tax Legislation"); and (xiii) the discrete tax benefit related to an excess tax benefit from the exercise of stock options by our Chief Executive Officer.

⁽²⁾ Adjustments for 2018 represent the elimination of (i) the costs incurred related to the TH China acquisition, consisting of noncash amortization of short-lived assets; (ii) the costs incurred related to the Calvin Klein restructuring; (iii) the recognized actuarial loss on retirement plans; (iv) the discrete net tax benefit associated with the U.S. Tax Legislation; (v) the discrete tax benefit related to the remeasurement of certain of our net deferred tax liabilities in connection with the enactment of legislation in the Netherlands, which became effective on January 1, 2019; and (vi) the tax effects associated with the foregoing pre-tax items.

⁽³⁾ Adjustments for 2019 represent the elimination of (i) the costs incurred related to the Calvin Klein restructuring; (ii) the costs incurred in connection with the closure of our *TOMMY HILFIGER* flagship and anchor stores in the United States (the "TH U.S. store closures"), primarily consisting of noncash lease asset impairments; (iii) the costs incurred in connection with the refinancing of our senior credit facilities; (iv) the costs incurred related to the acquisition of the approximately 78% interest in Gazal Corporation Limited ("Gazal") that we did not already own (the "Australia acquisition") and the acquisition of the Tommy Hilfiger retail business in Central and Southeast Asia from our previous licensee in that market (the "TH CSAP acquisition"), primarily consisting of noncash valuation adjustments; (v) the noncash gain recorded to write up our previously held equity investments in Gazal and PVH Brands Australia Pty. Limited ("PVH Australia") to fair value in connection with the Australia acquisition; (vi) the one-time costs recorded on our equity investments in Gazal and PVH Australia prior to the Australia acquisition closing; (vii) the costs incurred in connection with the agreements to terminate early the licenses for the global Calvin Klein and Tommy Hilfiger North America socks and hosiery businesses (the "Socks and Hosiery transaction") in order to consolidate the socks and hosiery businesses for all our brands in North America in a newly formed joint venture and to bring in-house the international Calvin Klein socks and hosiery wholesale businesses; (viii) the expense resulting from the remeasurement of a mandatorily redeemable non-controlling interest that was recognized in connection with the Australia acquisition; (ix) the noncash loss related to the then-pending sale of the Speedo North America business in April 2020 (the "Speedo transaction"); (x) the recognized actuarial loss on retirement plans; (xi) the discrete tax benefit related to the write-off of deferred tax liabilities in connection with the Speedo transaction; and (xii) the tax effects associated with the other foregoing pre-tax items.

GAAP to Non-GAAP Gross Debt/Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA) Reconciliations

GAAP to Non-GAAP Reconciliations Debt/EBITDA

(Dollars in Millions, Except Ratios)

	2014 ⁽¹⁾	2015 ⁽²⁾	2016 ⁽³⁾	2017 ⁽⁴⁾	2018 ⁽⁵⁾	2019 ⁽⁶⁾
GAAP Net Income Attributable to PVH Corp.	\$ 439	\$ 572	\$ 549	\$ 538	\$ 746	\$ 417
Pre-Tax Items Deemed Non-recurring or Non-operational	391	81	5	231	79	381
GAAP Interest and Taxes	91	188	241	96	147	144
GAAP Depreciation and Amortization	245	257	322	325	335	324
Interest Items Deemed Non-recurring or Non-operational	-	-	-	-	-	(9)
Depreciation and Amortization Items Deemed Non-recurring or Non-operational	(6)	(6)	(50)	(38)	(24)	-
Non-GAAP EBITDA as presented	\$ 1,160	\$ 1,092	\$ 1,067	\$ 1,152	\$ 1,283	\$ 1,257
Gross Debt, Including Current Portion and Short-term Borrowings	\$ 3,557	\$ 3,225	\$ 3,242	\$ 3,106	\$ 2,852	\$ 2,775
Finance Lease Liabilities	18	15	16	16	17	15
Total Debt	\$ 3,575	\$ 3,240	\$ 3,258	\$ 3,122	\$ 2,869	\$ 2,790
Gross Leverage Ratio	3.1	3.0	3.1	2.7	2.2	2.2

⁽¹⁾ Amounts that were deemed non-recurring or non-operational for 2014 were (i) the costs incurred in connection with our integration of Warnaco and the related restructuring; (ii) the costs incurred in connection with our exit from the Izod retail business, including noncash impairment charges; (iii) the costs incurred in connection with our exit from a discontinued product line in the Tommy Hilfiger Japan business; (iv) the impairment of certain *TOMMY HILFIGER* stores in North America; (v) the costs incurred related to the sale of the Bass business; (vi) the costs incurred in connection with the amendment and restatement of our credit facility and the related redemption of our 7 3/8% senior notes due 2020; (vii) the net gain on the deconsolidation of certain Calvin Klein subsidiaries in Australia and New Zealand and the previously consolidated Calvin Klein joint venture in India; and (viii) the recognized actuarial loss on retirement plans.

⁽²⁾ Amounts that were deemed non-recurring or non-operational for 2015 were (i) the costs incurred in connection with our integration of Warnaco and the related restructuring; (ii) the costs incurred in connection with the operation of and exit from the Izod retail business; (iii) the costs incurred principally in connection with the discontinuation of several licensed product lines in the Heritage Brands dress furnishings business; (iv) the costs incurred in connection with the G-III license; (v) the gain recorded on our equity investment in Karl Lagerfeld; and (vi) the recognized actuarial gain on retirement plans.

⁽³⁾ Amounts that were deemed non-recurring or non-operational for 2016 were (i) the costs incurred in connection with our integration of Warnaco and the related restructuring; (ii) the costs incurred in connection with the discontinuation of several licensed product lines in the Heritage Brands dress furnishings business; (iii) the costs incurred in connection with the G-III license; (iv) the costs incurred in connection with the restructuring associated with the global creative strategy for *Calvin Klein*; (v) the noncash gain recorded to write-up our equity investment in TH China to fair value in connection with the TH China acquisition; (vi) the one-time costs recorded on our equity investment in TH China prior to the TH China acquisition closing; (vii) the costs incurred in connection with the TH China acquisition, primarily consisting of noncash valuation adjustments and amortization of short-lived assets; (viii) the costs incurred in connection with the amendment of our credit facility; (ix) the noncash costs recorded in connection with the Mexico deconsolidation; (x) the gain recorded in connection with a payment made to us to exit a *TOMMY HILFIGER* flagship store in Europe; (xi) the costs incurred in connection with the TH men's tailored license termination; and (xii) the recognized actuarial gain on retirement plans.

⁽⁴⁾ Amounts that were deemed non-recurring or non-operational for 2017 were (i) the costs incurred related to the TH China acquisition, primarily consisting of noncash amortization of short-lived assets; (ii) the costs incurred in connection with the Li & Fung termination; (iii) the costs incurred in connection with the noncash settlement of certain of our benefit obligations related to our retirement plans as a result of an annuity purchased for certain participants, under which such obligations were transferred to an insurer; (iv) the costs incurred in connection with the relocation of the Tommy Hilfiger office in New York, including noncash depreciation expense; (v) the net costs incurred in connection with the consolidation within our warehouse and distribution network in North America, which included a gain recorded on the sale of a warehouse and distribution center; (vi) the costs incurred in connection with the Mr. Hilfiger amendment; (vii) the costs incurred in connection with the early redemption of our \$700 million 4 1/2% senior notes; (viii) the costs incurred in connection with the issuance of our €600 million 3 1/8% senior notes; and (ix) the recognized actuarial loss on retirement plans.

⁽⁵⁾ Amounts that were deemed non-recurring or non-operational for 2018 were (i) the costs incurred related to the TH China acquisition, consisting of noncash amortization of short-lived assets; (ii) the costs related to the Calvin Klein restructuring; and (iii) the recognized actuarial loss on retirement plans.

⁽⁶⁾ Amounts that were deemed non-recurring or non-operational for 2019 were (i) the costs incurred related to the Calvin Klein restructuring; (ii) the costs incurred in connection with the TH U.S. store closures, primarily consisting of noncash lease asset impairments; (iii) the costs incurred in connection with the refinancing of our senior credit facilities; (iv) the costs related to the Australia and TH CSAP acquisitions, primarily consisting of noncash valuation adjustments; (v) the noncash gain recorded to write up our equity investments in Gazal and PVH Australia to fair value in connection with the Australia acquisition; (vi) the one-time costs recorded on our previously held equity investments in Gazal and PVH Australia prior to the Australia acquisition closing; (vii) the expense resulting from the remeasurement of a mandatorily redeemable non-controlling interest that was recognized in connection with the Australia acquisition; (viii) the costs in connection with the Socks and Hosiery transaction; (ix) the noncash loss related to the Speedo transaction; and (x) the recognized actuarial loss on retirement plans.

GAAP to Non-GAAP Cash Flow Reconciliations

GAAP to Non-GAAP Reconciliations

Cash Flow

(Dollars in Millions)

	2014	2015	2016	2017	2018	2019	2020
Cash Flow from Operations ⁽¹⁾	\$ 749	\$ 854	\$ 903	\$ 644	\$ 853	\$ 1,020	\$ 698
Less:							
Capital Expenditures	256	264	247	358	380	345	227
Dividends	12	12	12	12	12	11	3
Free Cash Flow	\$ 481	\$ 578	\$ 644	\$ 274	\$ 461	\$ 664	\$ 468

⁽¹⁾ Updated guidance related to the classification of certain cash receipts and cash payments in the statement of cash flows was adopted in the first quarter of 2018. As a result, contingent payments to Mr. Klein were included in cash flow from operations. Prior amounts have been adjusted to reflect the retrospective application of this guidance.

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