



CONTENTS

3 ABOUT

About this Report and About PVH

A Note from Our CEO

Corporate Responsibility Targets

Our Brands

9 GOVERNANCE

Materiality

Board of Directors

CR Oversight

Stakeholder Engagement

Reporting of Misconduct and Grievances

10 CLIMATE

Greenhouse Gas Emissions

Circularity

Materials

Waste and Packaging

Biodiversity

Water

Hazardous Chemicals and Microfibers

24 HUMAN RIGHTS

Supply Chain Worker Empowerment

Safe Workplaces

Ethical Recruitment

Worker Voice

Living Wages

Supplier Assessment and Sourcing

31 INCLUSION & DIVERSITY

Marketplace, Workplace, Community

33 GIVING & PHILANTHROPY

Giving and Philanthropy

34 DATA APPENDIX

Emissions and Electricity

Materials, Waste and Packaging

Water

Supplier Assessment and Sourcing

Own Workforce

Giving and Philanthropy

45 FRAMEWORKS

SASB

TCFD

GRI

ABOUT THIS REPORT

The PVH Corporate Responsibility (CR) Report provides information and performance data on non-financial operations for the PVH Corp. (PVH) 2025 fiscal year (February 3, 2025 to February 1, 2026), unless otherwise indicated. All monetary figures throughout this report are in U.S. dollars. This report is intended to respond to stakeholder expectations and evolving reporting requirements. PVH and our partners are accountable for achieving our CR targets and ensuring clear, transparent reporting on our progress.

As reporting requirements, data availability, and industry standards evolve, PVH continues to update its methodologies and improve data quality, and these instances are noted throughout the report. This report has not been externally assured; 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) and the Global Reporting Initiative (GRI).

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](https://www.pvh.com/responsibility/resources).

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

ABOUT PVH

1881
established

1920
listed for trading on the
New York Stock Exchange

~26K
associates globally

40+
countries in which
we operate

FORWARD-LOOKING STATEMENTS

The CR Report contains forward-looking statements within the meaning of the federal securities laws, including statements regarding PVH’s goals, targets, commitments, ambitions, strategies, initiatives, plans, expectations, priorities, progress, future performance and anticipated impacts related to corporate responsibility, sustainability, climate, human rights, inclusion and diversity, responsible sourcing, circularity, materials, packaging, water, waste and other environmental, social and governance matters.

Forward-looking statements are based on current expectations, assumptions, estimates and projections as of the date of this report and are not guarantees of future performance. These statements are subject to risks, uncertainties and other factors, many of which are outside PVH’s control, that could cause actual results, outcomes or progress to differ materially from those expressed or implied. Such factors include, among others, changes in business strategy, operations, consumer demand, macroeconomic, geopolitical, regulatory and legal conditions; the availability, quality and cost of renewable energy, lower-impact materials, technologies, infrastructure, financing, offsets, renewable energy certificates and other market-based instruments; supplier performance, capacity and cooperation; data availability, quality and verification; evolving methodologies, standards, definitions, frameworks and regulatory requirements; changes in scientific, technological and industry practices; and the actions or inaction of governments, suppliers, customers, consumers, business partners, industry organizations and other stakeholders.

Corporate responsibility and sustainability data, methodologies and standards continue to evolve. As a result, PVH may update, modify, recalculate, restate, replace or discontinue certain metrics, baselines, targets, goals or disclosures in future reporting periods, including to reflect improved data quality, changes in scope, changes in calculation methodologies, updates to emission factors, acquisitions or divestitures, organizational changes or evolving legal, regulatory or voluntary reporting requirements.

This report should be read together with PVH’s filings with the U.S. Securities and Exchange Commission, including the Safe Harbor Statement and risk factors included in PVH’s most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Except as required by law, PVH undertakes no obligation to update any forward-looking statements contained in this report, whether as a result of new information, future events or otherwise.

BASIS OF PREPARATION

This CR Report provides information and performance data regarding PVH and its corporate responsibility strategy, programs, initiatives and progress. Unless otherwise indicated, the information in this report covers PVH’s 2025 fiscal year. Unless otherwise stated, references to “PVH,” “we,” “us” and “our” refer to PVH Corp. and its consolidated subsidiaries. Monetary figures are presented in U.S. dollars.

The report includes information related to PVH’s own operations, including offices, stores, distribution centers and other facilities, as well as information related to PVH’s value chain, including suppliers, licensees, business partners and other third parties, where applicable and where data is available. The reported data may use different reporting periods, scopes, or methodologies, which are noted in context where relevant.

This report has been prepared with reference to internationally recognized sustainability and corporate responsibility reporting frameworks and standards, including the SASB, the TCFD recommendations and the GRI Standards. These frameworks are used to guide reporting and improve transparency and comparability; inclusion of information in this report should not be construed as a determination that such information is material for purposes of U.S. federal securities laws or other applicable legal requirements.

Non-financial information, including environmental, social, governance, operational and value chain metrics, is subject to inherent measurement limitations. Data may be based on estimates, assumptions, sampling, modeling, calculations, supplier or third-party submissions, industry factors, emission factors, or other methodologies that continue to evolve. Certain information may also be rounded, and totals may not be summed precisely. Methods, definitions, and data collection processes used for corporate responsibility reporting may differ from those used in PVH’s financial reporting.

PVH continually reviews its data, methodologies, baselines, and controls to improve accuracy, completeness, and comparability. As data quality, calculation methodologies, emission factors, organizational scope, operational scope, reporting frameworks or regulatory requirements evolve, PVH may update previously reported information, including baselines, prior-period performance data, targets or progress data. Where PVH makes a significant update or restatement, PVH seeks to describe the nature of the change in context.

PVH applies internal review processes to support the quality and consistency of the information reported. References to websites, reports, standards, organizations or other materials are provided for informational purposes only, and such information is not incorporated by reference into this report unless expressly stated.

A NOTE FROM OUR CHIEF EXECUTIVE OFFICER

We are on a multi-year journey through our PVH+ Plan to build Calvin Klein and TOMMY HILFIGER into their full potential, and position PVH as one of the highest performing brand groups in our sector.

Sustainability is an important part of how we deliver against the PVH+ Plan. Our industry depends on essential resources—energy, water, and raw materials—that are finite and increasingly constrained. At the same time, expectations from consumers and partners, together with regulatory requirements, continue to evolve. Integrating sustainability into how we run our business helps us navigate this complexity by supporting more efficient operations, strengthening our supply chain, and enabling us to continue delivering high-quality products that our consumers trust.

We concentrate on the areas that pose the greatest risk and where we see the strongest opportunities to create long-term value for our business.

Across our Products & Packaging, we continued to reduce our dependence on conventional materials by sourcing raw materials that require less energy and water use. We sourced 100% environmentally preferred cotton and increased sourcing of environmentally preferred materials to 77%, up from 63% in 2024.

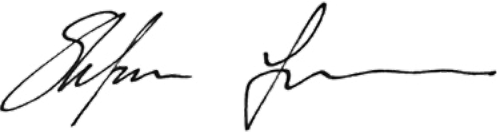
We also advanced our packaging strategy, reaching 71% recycled content across our global packaging footprint.

Across our Operations, we continued to improve the efficiency and resilience of our business. Renewable electricity coverage across our owned and operated facilities reached 72%, as we work toward our goal of 100% by 2030. We reduced absolute Scope 3 emissions by 13%, a step-up from a 4% reduction in 2024, relative to our 2021 baseline, recognizing the opportunity for continued progress where we have the greatest impact.

We are investing in people across our value chain. For all our associates, we are committed to fostering an inclusive workplace where every associate is welcomed, valued and respected. Throughout 2025, we celebrated heritage and cultural moments, and continued to strengthen a culture of belonging across our global workforce. Across our supply chain, we have achieved 99% progress toward remediating critical health and safety issues in factories, as we support improved working conditions, strengthen engagement, and build long-term capability.

Ultimately, this work is about strengthening our brands and our business. By focusing on Products and Packaging, Operations and People across the value chain, we are enhancing resilience, supporting innovation, and positioning PVH for sustained growth and increasing value creation.

I want to thank our PVH, Calvin Klein and TOMMY HILFIGER teams, our partners, and our global stakeholders for their continued commitment to this work.



Stefan Larsson
Chief Executive Officer



CORPORATE RESPONSIBILITY TARGETS

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 baseline.



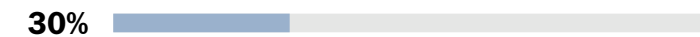
- Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030, from a 2021 baseline.



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



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



Circularity

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

Materials

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



Waste and Packaging

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



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



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.

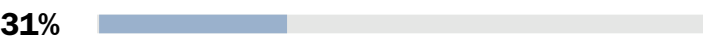


Water

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



Reduce and restore 30 billion liters of water in PVH’s supply chain by 2030



Hazardous Chemicals and Microfibers

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



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.



Safe Workplaces

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



100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety by 2025.



Ethical Recruitment

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



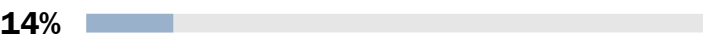
Worker Voice

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



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.



Supplier Assessment & Sourcing

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



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



Calvin Klein

Calvin Klein is one of the world’s leading global fashion lifestyle brands, founded in New York in 1968. Shaped by a way of living that meets culture, the brand’s distinctive, modern aesthetic informs its approach to iconic product design and influential brand storytelling. Across underwear, jeans, apparel, accessories, home and fragrance, *Calvin Klein* creates essential pieces that translate its American fashion roots to an international audience.

As part of our commitment to sustainability and inclusion, *Calvin Klein* continues its efforts to increase the use of environmentally preferred materials and support our communities through partnerships, programs and workshops. We partner with non-profit organizations focused on inclusion, and on programs designed to make the fashion industry more accessible. Following its introduction in 2024, we held the second annual Community Champions Challenge to empower associates to support causes they care about and broaden our impact around the world. Additionally, in 2025 we introduced the Re-Calvin takeback program to enable consumers in the U.S. to help extend the life of their pre-loved items, and we are working to scale the Re-Calvin takeback program globally. With targets aligned to increasing environmentally preferred materials by 2030, *Calvin Klein* is continuing to evolve product and process choices across materials, packaging and circular design.



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 defined by its Classic American Cool DNA, the brand celebrates “Prep Made Modern,” fusing timeless classics with a fresh twist.

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 considered approach to business. Transparency is embedded across each pillar to empower our consumers to make informed choices and foster trust. Committed to delivering against PVH’s CR targets, we take a data-driven approach, setting clear priorities, tracking our progress, and driving meaningful impact where it matters the most.



GOVERNANCE

Materiality

PVH conducted our latest double materiality assessment in 2024. The material risks identified in that assessment remain unchanged and are still used to inform PVH’s corporate strategy.

When conducting the assessment, PVH followed a structured four-step methodology to ensure a comprehensive output:

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

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

PVH also conducts climate-specific risk assessments, including a climate risk assessment and water risk assessment.

PVH material topics identified by our most recent 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 continues to have in place a 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 four years. Coupled with director retirements and resignations, this has reduced the average tenure of director nominees over the last five years from 8.8 years to 6.2 years.

The Board is instrumental in PVH’s commitment to good governance, including aligning Board and executive priorities 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. These include the Audit & Risk Management Committee, Compensation Committee, Nominating, Governance & Management Development Committee and the CR Committee.

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 2026 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 ethics and compliance training for all associates, as well as the Board of Directors, through online and in-person sessions in local languages, ensuring understanding of our policies.

CR Oversight

The Board of Directors plays an active role in overseeing PVH’s corporate responsibility and sustainability efforts, primarily through the CR Committee.

The CR Committee, composed of independent directors, is charged with acting in an advisory capacity, generally consisting of oversight and guidance, to the Board and management with respect to policies and strategies that affect PVH’s role as a responsible organization. The Committee receives reports on The PVH Foundation (our charitable and philanthropic organization), as well as our initiatives to foster an inclusive work environment, in order to unlock the full potential of all of our associates and our business. The Committee also oversees health and safety issues. It is required to meet 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 material risks and stakeholder expectations.

For a full description of the CR 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 2026 Annual Meeting of Stockholders](#) for additional governance and policy disclosures, as well as our:

- [Annual Report on Form 10-K for the 2025 fiscal year](#)
- [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](#)

All of these documents are available on our corporate website, [PVH.com](#), under the Investors tab.

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.

Reporting of Misconduct and Grievances

Reporting 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. PVH also maintains a reporting platform/tool, Tell PVH, operated by a third-party provider and available in multiple languages, through which associates and third-party business partners can confidentially raise concerns related to potential misconduct or violations of company policies, including anonymously where legally permissible.

PVH is committed to engaging with key stakeholders to ensure that inquiries from workers and 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.

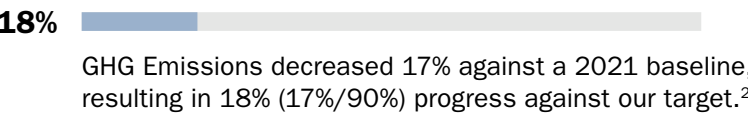
In the supply chain, formal grievance mechanisms are supported through partnerships and third-party initiatives that include the [International Accord’s](#) grievance mechanism, currently operating in Bangladesh and Pakistan, which ensures impartial and expert investigation of health and safety matters.

CLIMATE

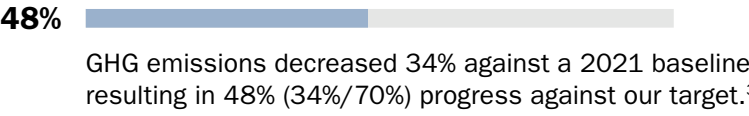


GREENHOUSE GAS EMISSIONS

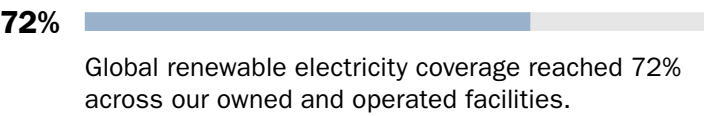
Reach net-zero GHG emissions across the value chain by 2040: reduce absolute Scope 1, 2, and 3 GHG emissions by 90% by 2040 from a 2021 baseline.



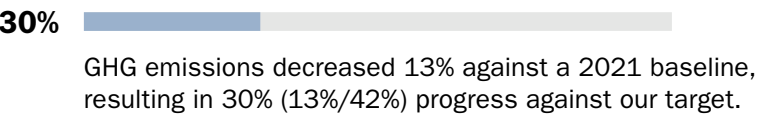
Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030, from a 2021 baseline.



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



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



Rising global temperatures and increasing weather volatility present physical risks to PVH’s business, with potential impacts on supplier operations, raw material availability, logistics networks, and owned facilities. At the same time, evolving climate-related regulations and stakeholder expectations on emissions reductions are increasing financial risks for companies that do not shift practices to reduce GHG emissions, influencing compliance requirements and operational decisions.

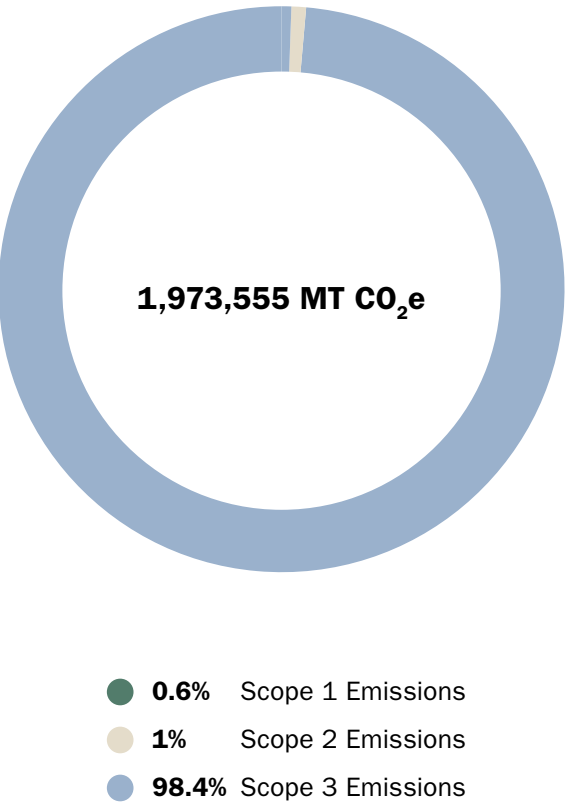
PVH operations generate GHG emissions across our value chain, as part of energy use in operations, raw materials production, and manufacturing processes. By reducing emissions across our value chain, PVH aims to reduce our impact to strengthen our resilience to climate-related disruptions, which is critical to maintaining operational continuity, managing costs, and ensuring long-term business stability.

OUR STRATEGY

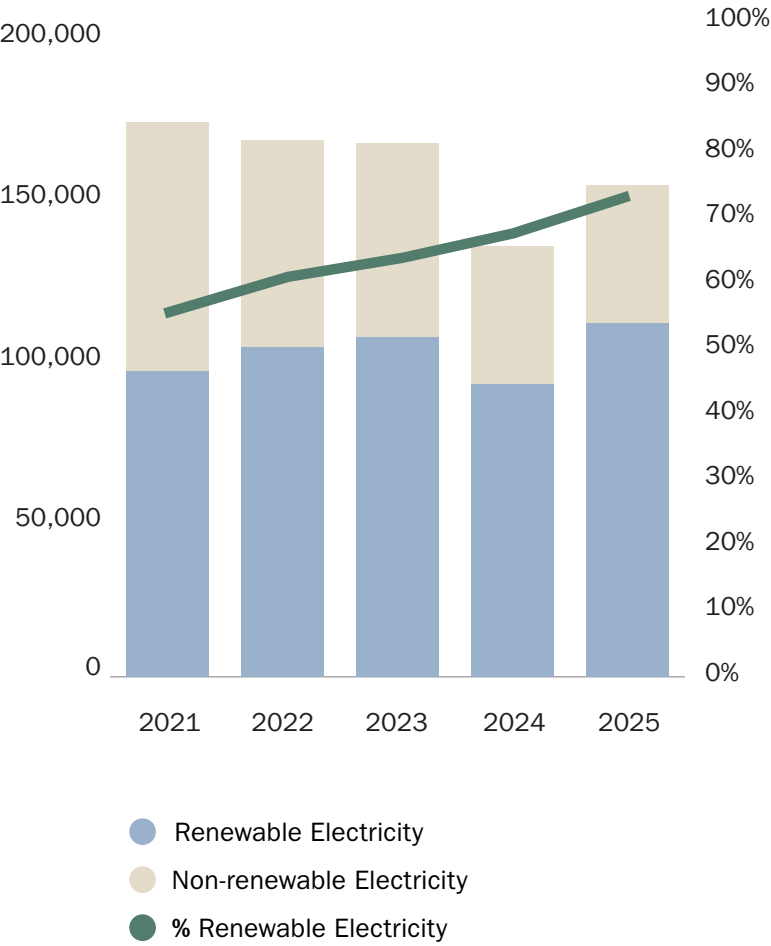
To address these risks and impacts, PVH's strategy is to reduce energy use and increase renewable energy sourcing across our own operations and the value chain. We are also transitioning toward materials with lower impact than conventional materials, including recycled and regenerative inputs, and improving product and packaging design to help reduce energy, water and waste.

PVH has established targets to reduce Scope 1, 2, and 3 GHG emissions and to increase the use of renewable electricity. These targets have been validated by the Science Based Targets Initiative (SBTi)¹ and are aligned with limiting global temperature rise to 1.5°C. To prioritize strategic actions, PVH has mapped emissions across its value chain to identify the most significant sources of impact. We work with internal and supply chain partners to implement initiatives that help enable emissions reductions as well as to scale industry best practices, supporting long-term resilience for our business.

Scope 1, 2 & 3 Emissions (MT CO₂e)



Electricity Use Mix 2021-2025 (MWh)⁴



1 Science-based Targets Initiative, SBTi. “The Corporate Net-Zero Standard”.

2 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.

3 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.

4 Please refer to the data appendix for more detailed breakdown of electricity and energy usage.

Greenhouse Gas Emissions continued

Own Operations (Scope 1 and 2):

In 2025, PVH’s emissions from our own operations represented 2% of our global SBTi target emissions. To reduce emissions associated with our own operations our focus is on reducing energy used and adopting of renewable electricity.

1. Drive energy consumption efficiencies
- Scale energy-saving initiatives in the design and operations of our offices, retail stores and distribution network by upgrading to high-efficiency lighting systems, optimizing HVAC performance, and enacting temperature control standards.
2. Procure 100% renewable electricity
- Advance toward sourcing 100% renewable electricity across our global operations through a combination of on-site renewable energy generation, virtual power purchase agreements, and the purchase of Green-e and other certified renewable energy credits. In 2023, PVH signed a Collective Virtual Power Purchase Agreement in partnership with 11 fashion companies to procure renewable energy from a solar energy project in Spain which will add more than 100,000 MWh of new renewable electricity generation annually to the grid in Europe. The new solar facility remains on track to be fully operational in 2026, supporting progress toward PVH's renewable electricity goals.

Supply Chain Operations (Scope 3):

The majority of GHG emissions are generated outside of our direct operations, primarily in the production of raw materials, manufacturing, and logistics across the value chain. PVH’s emissions from our Level 1, 2 and 3 suppliers represented 46% of our Scope 3 SBTi target emissions.⁵

1. Reduce emissions from our highest emitting manufacturers
- We 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, supporting efforts to phase out carbon-intensive thermal energy and transition to renewable energy sources. To support our suppliers in establishing data-driven plans, we have adopted 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 reductions in the supply chain. Many of these technologies are in nascent stages in the apparel industry, and investments are needed to test, model and scale these solutions. Our decarbonization strategy includes engaging in multi-stakeholder initiatives and catalytic funding to address innovation and technology gaps.

The PVH Foundation committed \$10 million over eight years to Apparel Impact Institute's (Aii) Fashion Climate Fund to support the development of the Climate Solutions Portfolio, which focuses on:

- Testing and scaling proven supply chain decarbonization solutions with the goal of transitioning to renewable electricity.
- Eliminating carbon-intensive thermal heat in manufacturing.
- Financing – Offering preferential financing facilities to suppliers with strong environmental and social performance allows us to reduce long-term operational risks, and partner with responsible suppliers to build 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 2025, the banks provided collective savings of more than \$447,000 to suppliers who met PVH’s sustainability standards.
2. Use materials with lower environmental impact than conventional materials
- PVH’s emissions from our raw materials and packaging accounted for 29% of our Scope 3 SBTi target emissions in 2025.⁶ PVH is aiming to reduce these emissions through shifts in our design and raw materials sourcing strategies:
- Source product and packaging materials with lower environmental impact than conventional materials, including a greater percentage of recycled or regenerative content
- Design and develop product that can be used longer and recycled after use

3. Reduce emissions from transporting goods
- In 2025, PVH’s transport logistics emissions accounted for 11% of our Scope 3 SBTi target emissions.⁷ We are implementing logistics strategies and operations that aim to reduce emissions including consolidating shipments, standardizing packaging sizes to maximize container utilization and reduce empty space, minimizing air freight and increasing the usage of electric and hybrid vehicles.

Climate and Human Rights:

Climate change impacts human rights across the global apparel supply chain. The most immediate climate-related human health challenge in the garment industry is workplace heat stress. PVH is partnering with experts and worker representatives, including the Global Labor Institute at Cornell University, and the International Accord for Health and Garment Safety in the Garment and Textile Industry, to address the gap in heat stress-related workplace safety standards in our industry. Our partnership with these organizations will inform our strategy to address workplace heat stress in our supply chain and how to extend our human rights approach as we seek to drive GHG emissions reductions.

5 Level 1, Level 2 and Level 3 Supplier Emissions / Scope 3 SBTi Target Emissions.

6 Emissions percentage calculation: Raw Materials and Packaging Emissions / Scope 3 SBTi Target Emissions.

7 Upstream and Downstream Transportation Emissions/Scope 3 SBTi Target Emissions.

Greenhouse Gas Emissions continued

2025 ACTIONS

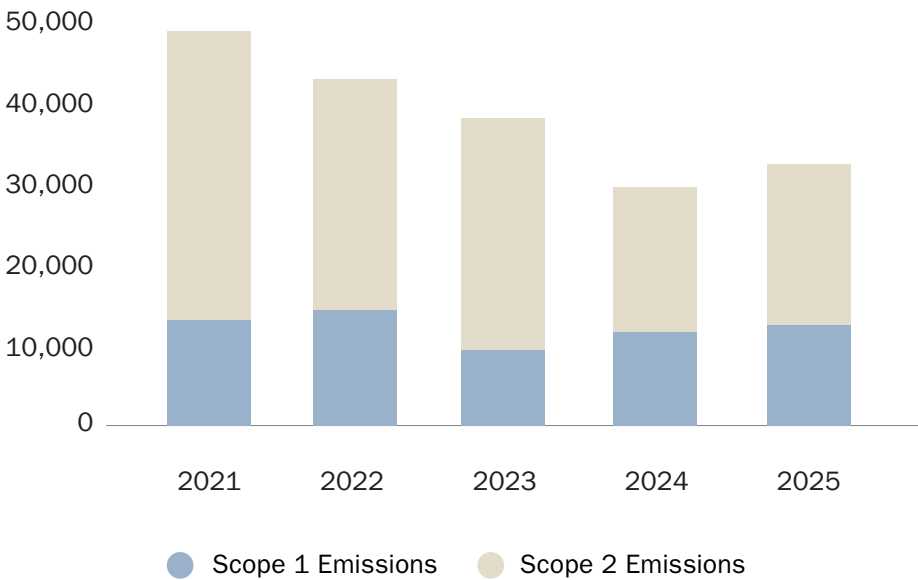
Scope 1 and 2 Emissions:

- Owned and operated offices and stores in Italy, Germany and France continued scaling operational controls to reduce energy use, through measures including smart meters, centralized telecontrol systems, and tracking energy performance.
- Increased renewable electricity sourcing in North America and Asia Pacific (APAC), including full coverage in Hong Kong SAR, and increased adoption in Australia and New Zealand.
- Reduced energy consumption across select APAC offices through an inter-office competition, driving behavior change for associates. Initiatives driven by this competition included the adoption of more energy-efficient measures, alongside the rollout of an awareness campaign encouraging associates to switch off lights and computer monitors when not in use.

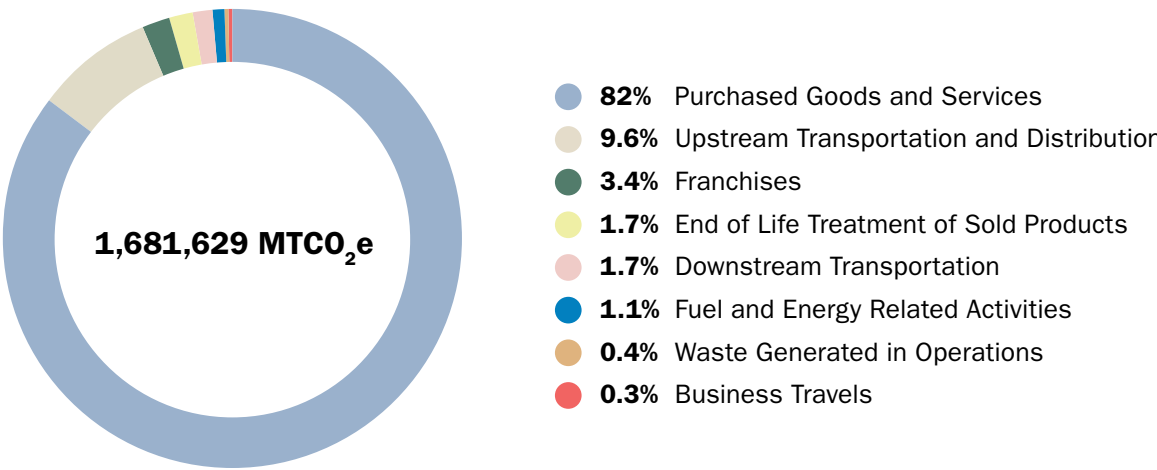
OUTCOMES

- The global renewable electricity sourcing percentage for our owned and operated facilities increased from 68% to 72%.
- PVH’s absolute Scope 1 and 2 emissions increased 10% between fiscal 2024 and fiscal 2025. This change reflects improved data accuracy of our footprint. Specifically, the increase in primary utility data from existing and new facilities as well as mobile-combustion data from company vehicles.

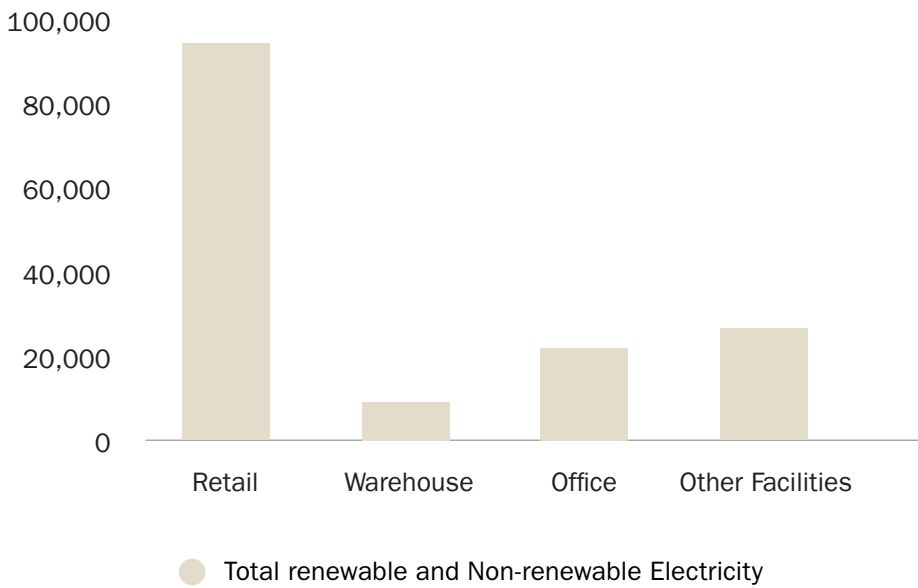
Scope 1 & 2 Emissions, 2021-2025 (MT CO₂e)



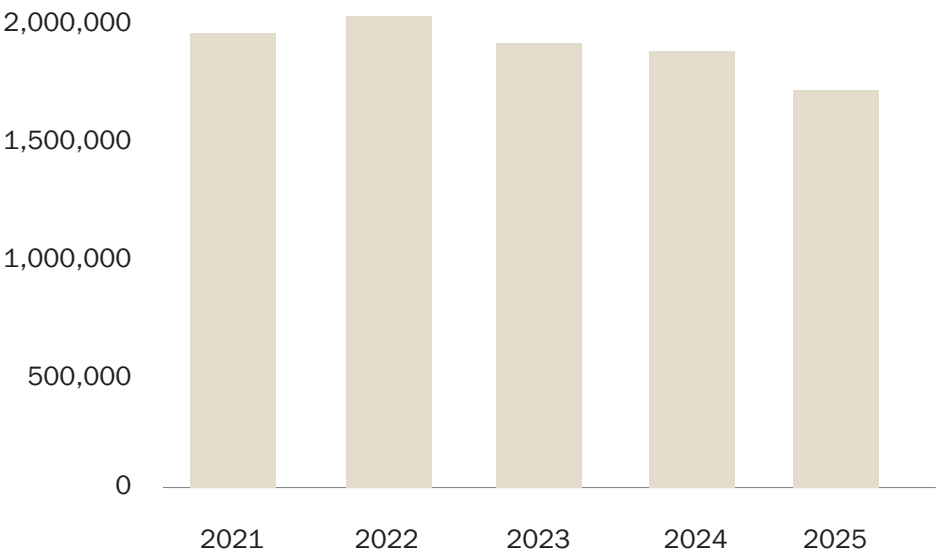
Scope 3 SBTi Target Emissions by Category (MTCO₂e)



Total Electricity Usage Across Facilities (MWh)



Scope 3 SBTi Target Emissions, 2021-2025 (MTCO₂e)



CIRCULARITY

PVH relies on natural resources such as energy, water, and raw materials to develop our products. However, the over-consumption of natural resources and waste generated during apparel production and post-consumer usage, could harm the ecosystems needed to produce the resources that our business depends on.

OUR STRATEGY

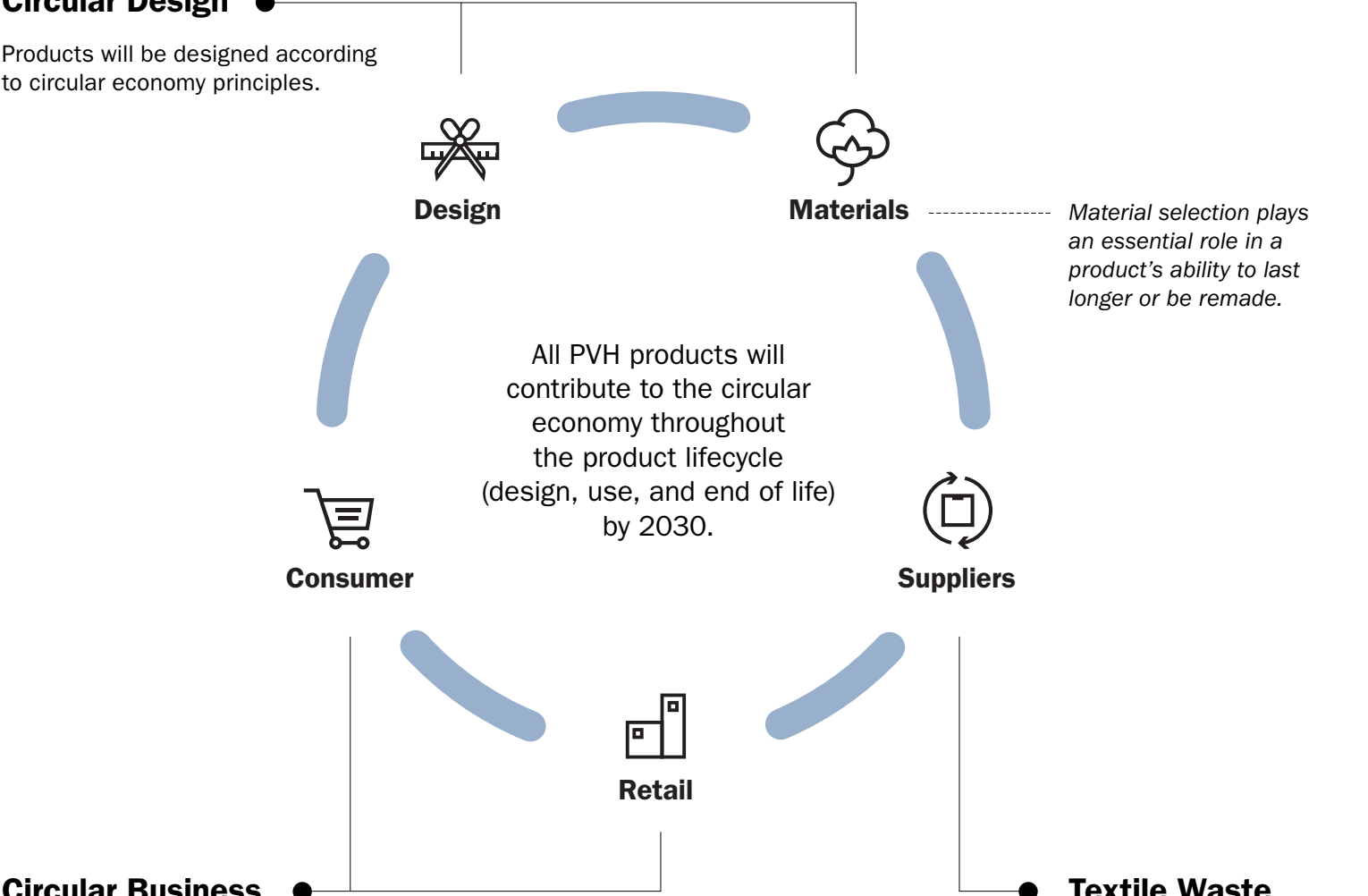
PVH is reducing the use of virgin raw materials and designing products that can be used longer or recycled after use. This is intended to help mitigate strain on critical and sensitive ecosystems and divert waste.

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. In a more circular economy for fashion, products are used more, made to be made again and made from safe and recycled or renewable materials. We have prioritized the following actions that align with the circular economy principles:

- 1. Circular Design:** PVH is implementing circular design principles across material sustainability and recyclability, and product longevity, 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:** Circular business models help extend the life of products by keeping them in use for longer and diverting waste. We aim to provide opportunities for consumers to return used PVH products and extend product and material use through second-hand garment purchases, 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, based on existing waste management and recycling infrastructure.

Circular Design

Products will be designed according to circular economy principles.



Circular Business Models

Provide opportunities to return used PVH products and extend the life of those products through resale, rental, repair, rework, or recycling programs.

Textile Waste Reduction

Textile waste will be reduced and diverted from landfill across strategic suppliers.

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

Circularity continued

2025 ACTIONS

Circular Design

- PVH defines a circular product as one designed to support material recyclability and environmentally preferred materials sourcing, and product longevity, aligned with emerging industry principles for circular design. In 2025, we continued to refine our circular design criteria through ongoing research informed by evolving regulation, industry best practices and our business strategy. In 2026, trainings around these criteria and principles will be introduced to teams to enable the improvement of durability, recyclability, and sustainability of our products.

Circular Business Models

Calvin Klein and Tommy Hilfiger continued to introduce new business models aimed at extending product life and minimizing waste:

- Calvin Klein is making circularity more accessible by introducing post-consumer product recycling programs that prioritize core products – including those with limited end-of-life pathways, such as underwear.
 - Calvin Klein broadened access to circularity through its Re-Calvin post-consumer collection program in the United States. The free take-back service accepts clothing, footwear and accessories from any brand, including bras, swimwear and underwear, categories often excluded from circularity programs.

- During the program's initial activation, 3,620 items (1,084 lbs.) were collected and directed to the most appropriate next use:
 - 20% prepared for reuse
 - 34% sent for fiber reclamation
 - 46% responsibly disposed of when no viable circular pathway existed
- Over 1,170 intimate apparel items (954 underwear pieces and 219 bras) were collected, highlighting consumer demand for responsible end-of-life solutions for products that are often excluded from circular programs.

- Introduced a six-week denim trade-in initiative where consumers in Australia and New Zealand donated jeans for resale in [Red Cross Australia](#) stores.
- Resold 12,875 units⁸ of damaged returns to Remix, a leading European second-hand fashion retailer, to try to extend the time products can be used.
- Hosted in-person denim upcycling workshops across seven stores in China to give consumers an interactive opportunity to transform pre-loved Calvin Klein denim pieces into handcrafted bags and accessories.

- Tommy Hilfiger is continuing to expand the Tommy Trade-In and Tommy Resale programs to offer new opportunities for consumer engagement. In 2025, Tommy Hilfiger:
 - Resold 34,193 units of damaged returned products with visible signs of wear for the Tommy Resale program, providing these products to second-hand shoppers through various resale marketplaces across Europe, including [Remix](#).
 - Collected 26,830 units of pre-loved items from customers, via partnerships with Remix in Europe, and [ThredUp](#) in North America.

Supplier Textile Waste Reduction

- Leveraged industry tools to gather information on current waste diversion practices across our supply chain partners and consulted suppliers to evaluate country-specific challenges and opportunities to improve supplier textile waste diversion rates.

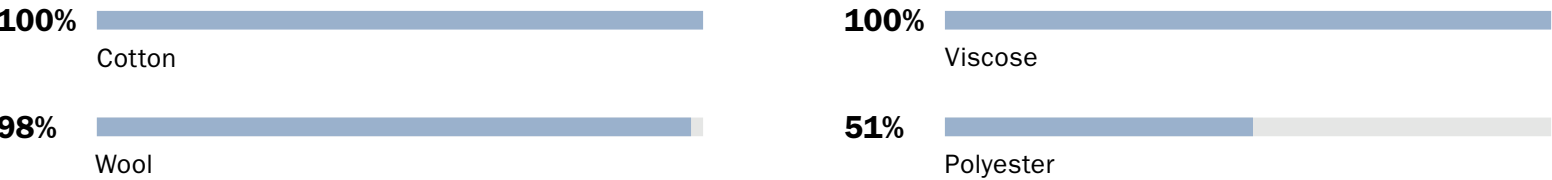
OUTCOMES

- Circular Business Models: PVH increased global recirculation of products through takeback, rental, resale, repair, and upcycling from 47,470 units in 2024 to 77,042 units in 2025.
- Supplier Textile Waste: 81.3% of supplier textile waste from key suppliers was diverted from landfill.⁹

⁸ One garment or article of clothing.
⁹ Diversion from landfill may include reuse, recycling, recovery, or other non-landfill pathways, depending on local infrastructure and data availability.

MATERIALS

Sustainably source 100% of PVH’s cotton, viscose, and wool by 2025 and 100% of polyester by 2030.¹⁰



Raw materials production requires natural resources, ranging from the water needed to irrigate crops, to the energy sources required to derive and produce synthetic fibers. As a global fashion company, PVH is dependent on raw materials to produce garments that meet our consumers’ needs. Scarcity of natural resources may reduce materials availability and increase cost volatility.

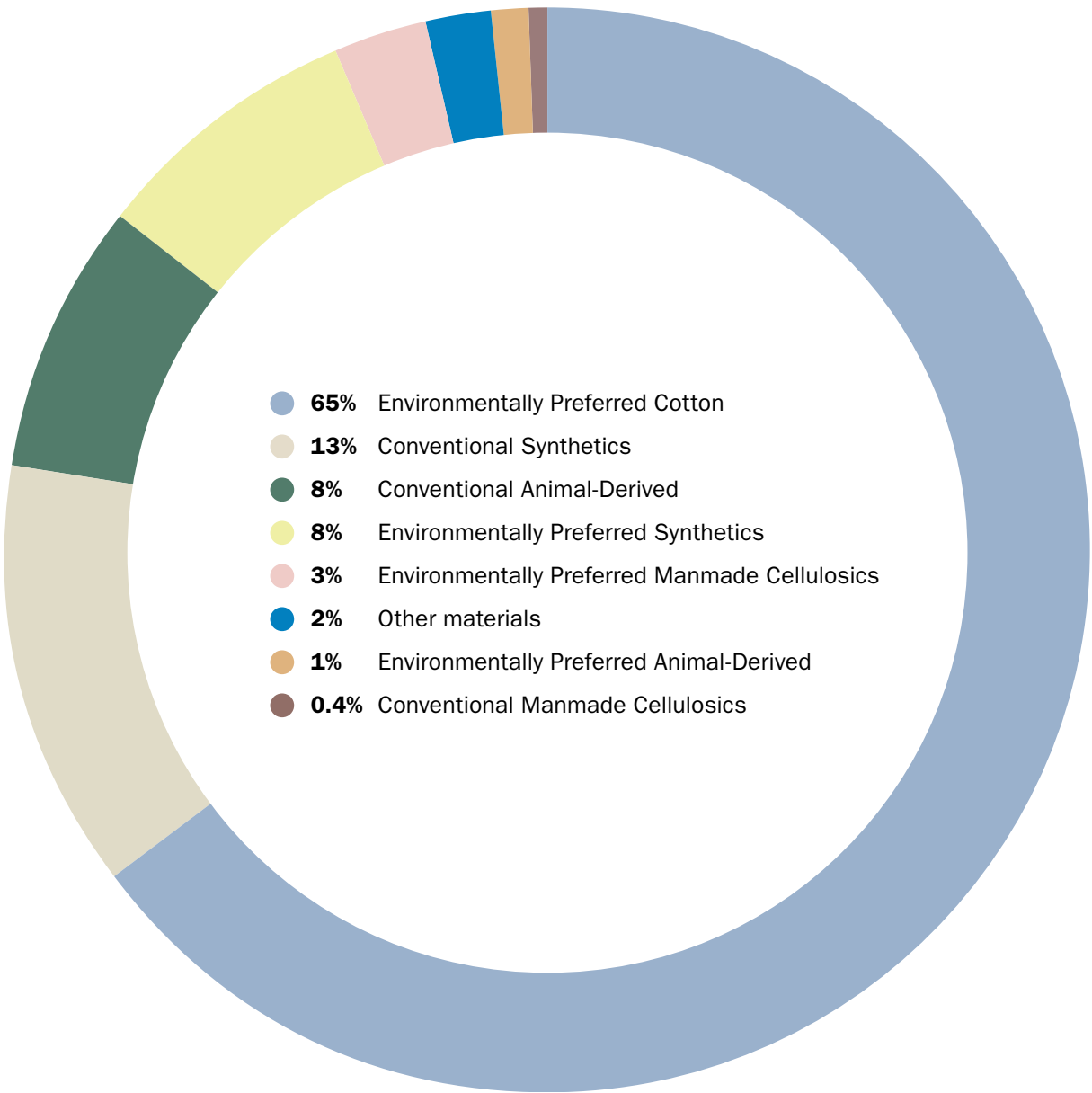
OUR STRATEGY

PVH set targets to prioritize sourcing materials with lower environmental impact than conventional materials, including incorporating more recycled

and regenerative content, to reduce energy and water use and support circular design principles. Our targets focus on cotton, polyester, wool and viscose, as these materials make up over 85% of PVH’s material usage annually, with cotton alone accounting for over 65% of our global footprint.

To guide product development teams, we categorize materials and fibers into a tiered sourcing framework to identify environmentally-preferred options, informed by [Textile Exchange’s Fiber and Materials Matrix](#) and third-party life cycle assessment data. This sourcing framework is updated regularly to align with evolving industry science, regulations and best practices.

Materials Use by Type



¹⁰ Environmentally Preferred Cotton defined as organic, regenerative, recycled and third-party certified cotton.
Environmentally Preferred Viscose defined as certified material from responsibly managed forests, or recycled material/viscose.
Environmentally Preferred Sheep’s 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.

Materials continued

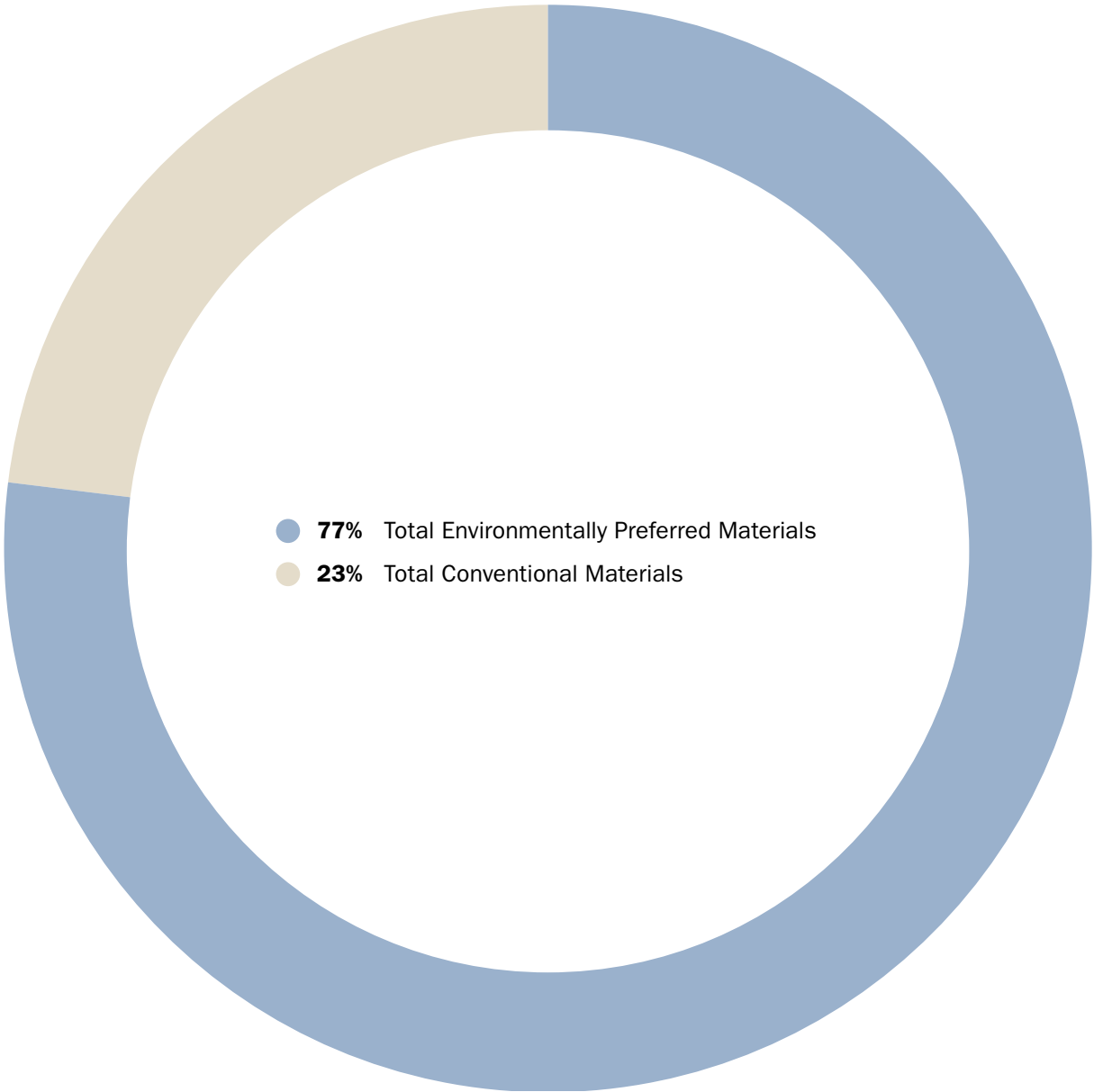
2025 ACTIONS

- Since 2022, PVH Europe has achieved Brand Certification annually, validating the use and traceability of preferred fibers in accordance with six Textile Exchange Standards.
- To reduce our use of virgin materials and drive emissions reductions, Tommy Hilfiger has been working to incorporate more recycled content into our products:
 - Continued to scale the adoption of CIRCULOSE®, a material made from recycled pulp, through a line of tees and tops for the TOMMY JEANS label, alongside the launch of our renewed iconic polo made with 30% viscose derived from CIRCULOSE® and 70% regenerative cotton, developed exclusively with Zalando.¹¹
 - Continued and scaled use of recycled cotton, especially in denim where over 75% of our styles are using at least 20% recycled cotton.
 - Through our partnership with InResST™, we introduced recycled nylon fibers derived from discarded fishing nets collected from coastal villages. These fibers have been successfully incorporated into a range of woven and knit product categories, helping scale the adoption of more recycled materials across our portfolio.

OUTCOMES

- 77% of total materials sourced were environmentally preferred materials in 2025, up from 63% in 2024.
- PVH sourced 100% environmentally preferred cotton and viscose in 2025.
- PVH sourced 98% environmentally preferred sheep’s wool in 2025. The remaining gap to achieving our target was partly tied to the decision to use sheep’s wool-based liability fabrics to reduce textile waste.¹²
- PVH will continue quantitative disclosures on environmentally preferred materials sourcing, with continued plans to increase sourcing of environmentally preferred polyester to achieve the 2030 target.

Total Material Use



¹¹ Circulose® is created through a technology that transforms pre- and post-consumer textile waste into a new pulp used in manmade cellulosic fibers. Regenerative cotton is backed by regenagri® certification.
¹² Liability fabrics are unused fabrics from previous seasons instead of developing new fabrics to reduce unnecessary textile waste.

WASTE AND PACKAGING

All PVH offices, distribution centers, and stores will achieve zero waste by 2030.¹³



Improper waste management can result in valuable resources being unnecessarily sent to landfill, and hazardous materials contaminating soil and water systems. Waste separation and recycling practices can help reduce landfill waste, extend the useful life of materials, and help minimize negative impacts on the ecosystems that our business depends on.

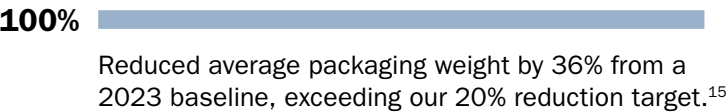
OUR STRATEGY

PVH is working to reduce waste across our own operations and divert remaining waste from landfill and incineration. Operational waste includes packaging-related waste, organics waste, electronics waste, product-related waste, and other waste generated through activities across our own operations. Since packaging is a major contributor to our operational waste volumes, our strategy is to focus on reducing our average packaging weight and prioritizing recycling and reuse across relevant waste streams.

2025 ACTIONS

- PVH continued to drive data improvements for a more accurate calculation of the global waste footprint through on-site audits, waste management company data inputs and modeling based on region-specific waste data factors.¹⁴
 - Expanded retail and office waste data through in-person audits, enabling the collection of more primary source data from the APAC region.
 - Engaged with PVH’s third-party waste management providers for enhanced waste data tracking.
- In partnership with [Renewi](#), PVH continued advancing waste management practices within the PVH Europe, Amsterdam campus through targeted reviews of waste separation processes and improved signage aimed at reducing residual waste. Additional system enhancements were implemented in the Amsterdam cafeteria to support more effective waste sorting for recycling and composting.
- In 2025, 65% of PVH’s operational waste was separated for recycling or composting.

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



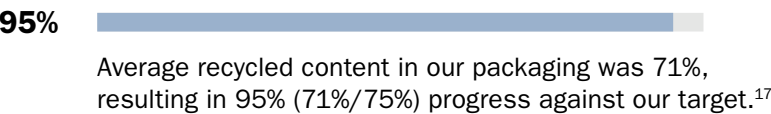
Packaging plays an essential role in protecting products during transport and providing important information to consumers. However, producing packaging from virgin materials such as paper and plastic requires significant energy, water, and natural resources. When improperly disposed, packaging can also contribute to waste and environmental pollution.¹⁶

OUR STRATEGY

PVH is redesigning our packaging to maintain performance while reducing waste and emissions. To reduce reliance on finite natural resources and deliver the best product to our consumers, we are:

- Reducing the amount of packaging used in our operations
- Sourcing packaging that can be reused
- Increasing the use of recycled content in our packaging

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.



Reduce Packaging Footprint

PVH is seeking to reduce total packaging consumption by optimizing and standardizing packaging sizes to best fit the product and drive shipping efficiencies. This improves stacking, reduces damage, and enables reuse, helping to reduce waste and lower emissions.

Expand Reusability

To minimize the amount of raw material inputs used to transport products to consumers, PVH is working to make 25% of all e-commerce mailers reusable by 2030. We aim to increase the number of use cycles for packaging in our e-commerce operations and are exploring collection and takeback systems to support this goal. Initial life cycle assessments indicate that reusable packaging can reduce emissions as use cycles increase. We recognize that impacts vary by context and will continue to monitor emerging research to inform our strategy.

¹³ As defined by the [Zero Waste International Alliance](#). For purposes of this target, "zero waste" refers to PVH's goal to reduce operational waste and divert remaining waste from landfill across in-scope offices, distribution centers, and stores, subject to local infrastructure, data availability, and operational control.

¹⁴ In our 2025 waste reporting, we used primary data from an in-person waste audit in APAC and primary data from key waste management vendors from North America (NA), Europe, the Middle East, and Africa (EMEA), and Asia Pacific (APAC), to model our global waste footprint.

¹⁵ Calculation used: Total annual packaging weight/total annual manufacturing units.

¹⁶ 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).

¹⁷ Calculation used: Total recycled content packaging weight / total packaging weight.

Packaging continued

Transition to Recycled Content

Recycled materials, particularly those with post-consumer recycled content, generally use less energy and water to manufacture and generate lower emissions than virgin materials. Through our participation in [Canopy’s Pack4Good](#) initiative, we have been working to eliminate any paper-based packaging sourced from Ancient and Endangered Forests.

PVH continues to source paper that meets the following criteria:

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

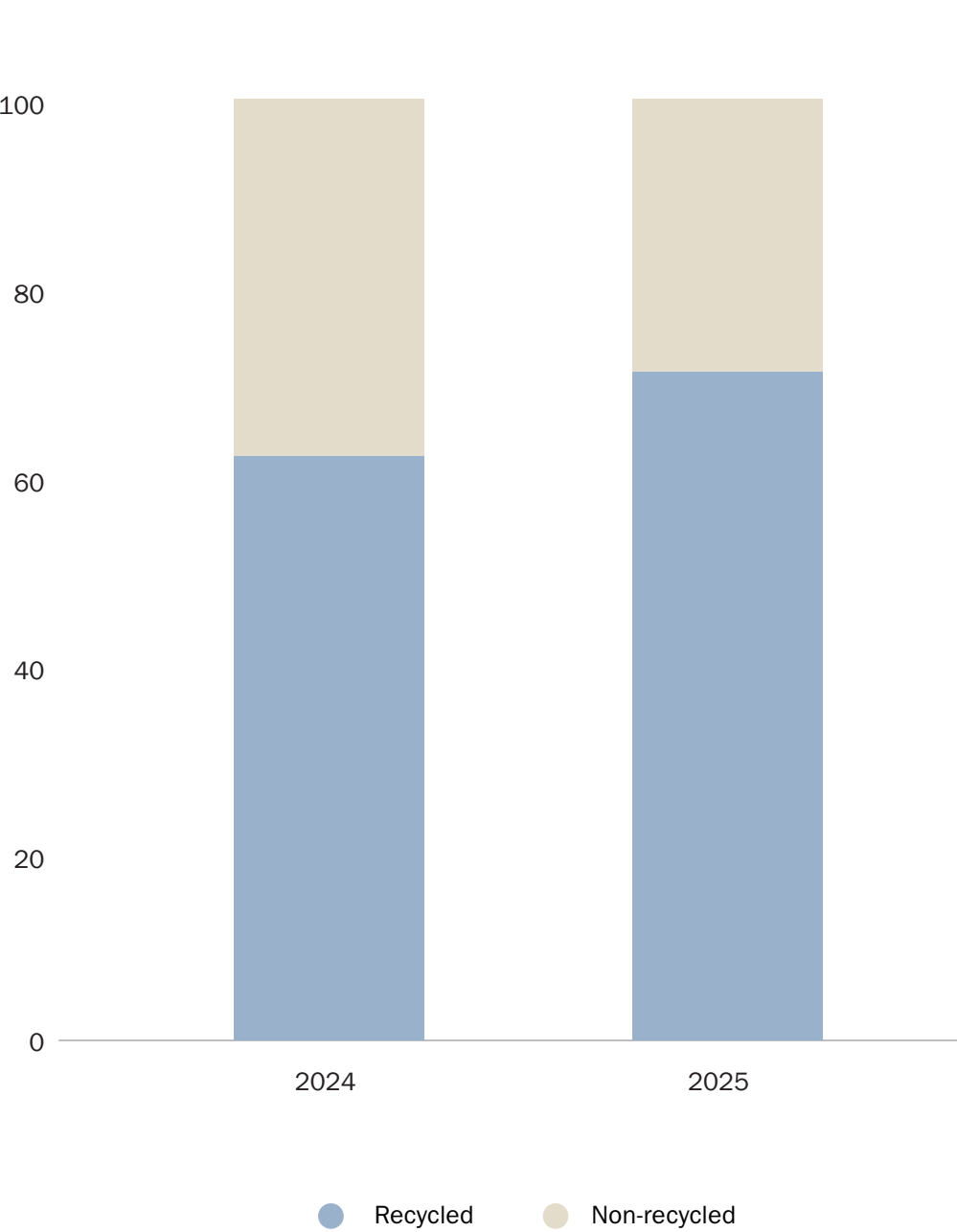
2025 ACTIONS

- Tommy Hilfiger removed physical sustainability hangtags and directed consumers to the website through QR codes, reducing paper use and packaging weight.
- Calvin Klein increased recycled content across on-product packaging, with a focus on adjusting materials and construction in paper-based underwear boxes and hangtags. This included specifying the color of underwear boxes to be compatible with a higher percentage of recycled content.
- PVH piloted the use of foldable, reusable plastic cartons to transport product from our distribution centers to ten retail stores in Hong Kong SAR. The stores returned the empty cartons to the distribution center for continued use.

OUTCOMES

- In 2025, PVH reduced the average total packaging weight by 36%, against our 2023 packaging baseline.
- PVH increased the use of recycled content to 71% of our overall packaging weight, in 2025.
- 72% of PVH’s plastic polybags used globally consisted of 100% recycled content.

Packaging Recycled Content Percentage Mix



BIODIVERSITY

Biodiversity helps maintain the quality of soil, air and water resources that are needed to produce the natural raw materials that PVH relies on, from cotton to wool and other inputs needed for our products. Conventional farming practices, such as monoculture farming or use of excessive pesticides, can adversely affect natural habitats, compromise biodiversity and impact our supply chain operations by threatening the ecosystems needed to produce and process these raw materials. PVH has an impact on biodiversity through the energy and water used across our direct operations and supply chain, the land where our business activities take place, and the raw materials sourced for our products and packaging.

OUR STRATEGY

PVH's objective is to reduce business impacts on nature. Based on the results of our biodiversity DIRO (Dependencies, Impacts, Risks, and Opportunities) assessment, we have identified raw materials sourcing strategies, renewable energy sourcing opportunities, and efforts to reduce supply chain water use, as the actions with the greatest potential to help reduce biodiversity-related risks across our business operations.

PVH has established and operationalized the following global policies to mitigate the risk of adverse impacts on natural resources:

- The [Environment Policy](#) and [Restricted Substance Lists](#): These translate sustainability commitments into operational expectations for using safer substances in materials and processes required to manufacture our products, and protect our consumers, workers, sourcing communities, and ecosystems where we operate.
- [The Forest Protection Policy](#): Provides established processes to eliminate sourcing of wood-derived materials from ancient or endangered forests, and banning the sourcing of leather from endangered species' habitats.
- The [Animal Welfare Policy](#) states PVH's requirements around the use of animal-derived materials to comply with applicable law and help preserve species conservation and land health.

Aligned with our strategies to reduce GHG emissions, minimize environmental impacts from packaging and operational waste, and support the transition to a circular economy, we are focused on the following actions:

1. Transition toward the use of materials and packaging with lower environmental impact than conventional materials, including the adoption of recycled and regenerative inputs
2. Scale sourcing of renewable energy across our own operations globally
3. Collaborate with our supply chain partners to reduce water usage in manufacturing

2025 ACTIONS

- PVH conducted a biodiversity DIRO assessment, aligned with the [Taskforce on Nature-related Financial Disclosures' LEAP](#) (Locate, Evaluate, Assess and Prepare) approach, to identify priority sites, products, and services where business activities intersect most closely with nature.
- The assessment scope focused on our direct operations (offices, warehouse and distribution centers), raw materials sourcing and manufacturing. The analysis considered nature-related dependencies, impacts, risks and opportunities using high-level biodiversity pressure indicators such as land use change, water use, soil pollution, and water pollution linked to production volumes and sourcing locations.

OUTCOMES

- The DIRO assessment determined that electricity consumption is the largest contributor to our direct operations' impacts, and raw materials sourcing is the largest opportunity to reduce biodiversity-related impacts.
 - Electricity usage: Across our global direct operations sites, electricity usage accounts for over 80% of our nature-related impacts. PVH plans to continue scaling renewable energy sourcing to achieve our 100% renewable electricity sourcing target and reduce reliance on conventional grid electricity, which can contribute to impacts on water, land and ecosystems.
 - Raw material sourcing: Cotton represents 65% of materials used in our products and its production is highly dependent on water and fertile land, supported by biodiverse ecosystems. Cultivation of cotton has potential negative impacts to key ecosystem benefits including pollination, freshwater availability, and soil health. PVH plans to prioritize the use of environmentally preferred materials, including increased sourcing of recycled content and regenerative materials, to decrease demand for virgin raw materials that can contribute to natural habitat destruction and require significant energy to produce.

WATER

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



Reduce and restore 30 billion liters of water in PVH’s supply chain by 2030.¹⁸



The manufacturing of apparel products, particularly cotton production, is highly water-dependent and often takes place in water-stressed regions. Processes such as dyeing, finishing, and raw material production require significant freshwater use and generate wastewater, contributing to pressure on local water resources, ecosystem degradation, and reduced access to clean water for communities. Effective water management helps reduce freshwater withdrawals, improve efficiency, and minimize pollution to reduce environmental impacts, and protect water resources. At the same time, addressing water scarcity, pollution risks, and evolving environmental regulations is critical to maintaining operational continuity – helping manage costs, strengthen supplier resilience, and reduce the risk of disruptions across our global manufacturing network.

After completing our 2025 collective action target, PVH set a new 2030 water target to reduce water use and restore water resources totaling 30 billion liters across our supply chain. Building from a 2024 baseline, this target reflects our commitment to reducing PVH’s water footprint while helping restore water quality and access in the communities connected to our supply chain.

The strategy for this new target focuses on two complementary areas, reducing water use across our value chain and restoring water in high-risk supplier communities. To reduce our water footprint, we will increase our purchasing of environmentally preferred cotton and work with manufacturers to reduce water use through industry-aligned programs. To support restoration, we will partner with credible stakeholders on collective action projects that increase groundwater storage in water-scarce basins, while also collaborating with key suppliers to restore water quality and access in high-risk manufacturing communities. Through these actions, we strive to create more resilient supply chains and healthier watersheds.

OUR STRATEGY

Since 2015, PVH has partnered with World Wildlife Fund (WWF) to implement basin-level water stewardship programs in our most water-stressed sourcing communities. Through this collaboration, PVH works with suppliers, local stakeholders, and other brands to address shared water challenges, improve water governance, and support collective action to protect freshwater resources. This approach recognizes that managing water availability requires coordinated efforts beyond individual factories to ensure the long-term availability and health of local water systems.

PVH Water Reduce & Restore Progress

	2024	2025	Total
PVH’s Water Footprint Total	118.21B L	109.40B L	8.81B L
Aii Water Reduction Total ¹⁹	-	0.46B L	0.46B L
WWF Water Reduction & Restoration Total	0.04B L	0.07B L	0.11B L
Water Reduce & Restore Total²⁰			9.38B L

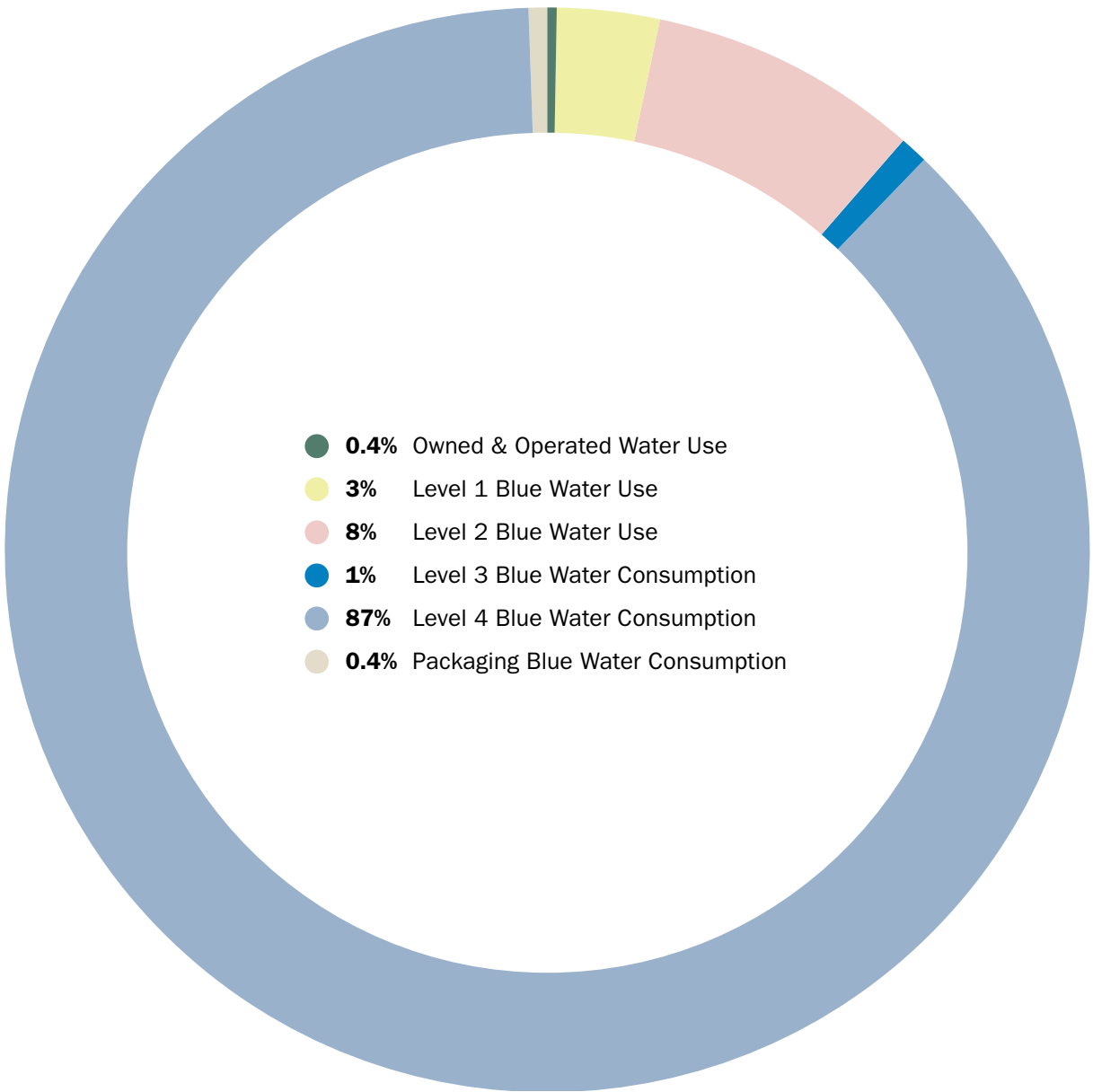
¹⁸ PVH Water Footprint Liters reduced is based on a 2024 baseline. Water use is defined as the total volume of water withdrawn for use during the reporting period. Water consumption is defined as the portion of water withdrawn that is not released back to surface water, groundwater, seawater or a third party during the reporting period. Blue Water sources include Groundwater, Surface Water, Condensate Water, Sea/Brackish Water, Rain Water, Municipal Blue and Municipal Unknown Water.

¹⁹ Water reduction savings attributed to the Aii and the WWF reflect outcomes from industry collective action programs that operate outside PVH’s direct supply chain. These figures are reported in accordance with each partner’s measurement and verification methodologies.

²⁰ All values shown in billions of liters. Total Reduced = Baseline Year – Current Year Water, plus additional reductions and restorations from partner investments.

Water continued

Water Footprint
by Level



2025 ACTIONS

- In Pakistan, PVH began Phase II of a project in South Punjab. The program focused on helping communities better manage water challenges caused by climate change, especially flooding, water shortages, and polluted water by repairing flood channels, capturing rainwater, and treating wastewater using natural systems.
- In India’s Noyyal-Bhavani basin, PVH partnered with WWF India to support water efficiency and wastewater management improvements across supplier facilities, including the implementation of cleaner technologies and the development of a digital self-assessment tool to help textile units identify water-saving opportunities. PVH also supported infrastructure investments such as groundwater recharge and enhanced wastewater treatment systems to strengthen local water resilience.
- In Vietnam, PVH collaborated with WWF Vietnam to deliver the Watermark Cuu Long training series, providing practical guidance to textile manufacturers on improving water and wastewater management. In parallel, PVH supported community-level interventions in the Mekong Delta to expand access to clean water through the extension of public water supply infrastructure in water-stressed areas.

In 2025, PVH developed its new water target using a data-driven approach grounded in supply chain water-use data, water impact factors for raw materials, and leading risk tools such as [World Resources Institute Aqueduct](#) to identify priority regions and actions. We also partnered with organizations such as WWF and the Apparel Impact Institute to inform water reduction and restoration strategies across key materials and manufacturing processes.

OUTCOMES

- In Pakistan, flood channels were restored so heavy floodwater can move safely through communities and soak back into the ground. This helped return nearly 2 million liters of water underground, enough to meet the estimated water needs of about 100 people for a year. Rainwater collection systems captured and added 42,000 liters into the ground, supporting around 25 people per month. Wastewater treatment enabled 12.8 million liters of water per year to be safely reused, enough to irrigate ~12 acres of farmland.
- In India’s Noyyal-Bhavani basin, 17 participating factories collectively saved 134,784,000 liters of freshwater, significantly reducing pressure on local water resources in a water-stressed region. Wastewater discharge was reduced by 78,515,000 liters following upgrades to wastewater treatment systems. The clean technology self-assessment platform reached 60 textile factories, with 27 factories fully onboarded, supporting the identification and adoption of water-saving opportunities. In addition, 5 groundwater recharge structures and 2 enhanced effluent treatment systems were implemented, contributing to improved water storage capacity and watershed resilience.
- In Vietnam, the Watermark Cuu Long training series reached approximately 400 textile factories and engaged around 700 participants. Community water access initiatives in the Mekong Delta provided 128 households with reliable access to clean, treated water through new pipeline infrastructure, reducing dependence on untreated groundwater sources.

HAZARDOUS CHEMICALS AND MICROFIBERS

Water leaving our strategic wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.²¹



Hazardous chemicals used in textile processing can contaminate water and soil if not properly managed, affecting ecosystems and communities in manufacturing regions. Similarly, textile fibers can shed microfibers during production, washing, and disposal, contributing to microplastic pollution in waterways and marine environments. Restrictions on certain substances, wastewater discharge requirements, and emerging regulations targeting microplastic pollution may affect manufacturing processes, sourcing decisions, and product design. Managing hazardous chemicals and microfiber release therefore helps reduce environmental impacts while supporting product safety and regulatory compliance.

OUR STRATEGY

Our strategy for managing hazardous chemicals and microfibers focuses on controlling chemical inputs, ensuring safe handling in manufacturing, and monitoring outputs to prevent harmful substances from entering products or the environment.

At the input level, PVH requires suppliers to comply with the Zero Discharge of Hazardous Chemicals’ (ZDHC) Manufacturing Restricted Substances List (MRSL), which restricts the use of hazardous chemicals during textile production. Suppliers are expected to implement chemical management systems that support safe storage, handling, and use of chemicals within manufacturing facilities. These requirements help reduce worker exposure risks and prevent the introduction of restricted substances into the production process.

At the output level, PVH verifies compliance through product testing against the Apparel and Footwear International RSL Management (AFIRM) Group’s Restricted Substances List (RSL) and through wastewater testing to the ZDHC Wastewater Guidelines at manufacturing facilities. Wastewater testing helps verify that chemical discharges from wet processing facilities meet environmental standards and do not release hazardous substances into local waterways.

2025 ACTIONS

- In 2025, PVH continued to execute its Wastewater and Microfiber compliance program using ZDHC Wastewater Guidelines and Cascale’s Higg Facility Environmental (FEM) verification, accompanied by targeted supplier engagement. Non-compliant facilities were targeted for enhanced remediation follow-up and validation of corrective actions to drive compliance with our standards.

OUTCOMES

- In 2025, all of our strategic wet processors had compliant ZDHC wastewater test reports and met PVH’s hazardous chemicals and microfiber compliance requirements.

21. Compliance is assessed through wastewater testing aligned with ZDHC Wastewater Guidelines and facility verification data, with corrective action validation for non-compliant facilities. A wet processor is a facility that uses any water processes as part of production, for example dyeing, finishing, printing, and laundry facilities.

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.



The global apparel supply chain depends on millions of workers who directly influence product quality and on-time delivery. Workers face limited opportunities for advancement in many sourcing countries due to factors such as limited access to workplace skills development and health services. Addressing these challenges can help reduce turnover, improve productivity, and strengthen supply chain resilience. By investing in fair opportunities, skills development, and worker well-being, PVH supports a more stable and capable workforce while also contributing to more resilient communities across our supply chain.

OUR STRATEGY

To engage 500,000 garment supply chain workers, we prioritize scalable programs that build worker skills, agency, rights awareness, and access to opportunity, while improving maternal and early childhood health and nutrition. These interventions address widespread, cross-cutting risks affecting a large share of workers in the supply chain and are designed for consistent deployment across regions and suppliers through standardized delivery models. Strengthening worker resilience, health, and engagement is intended to support retention, productivity, and workplace stability. These programs are designed to deliver measurable impact at scale. Together with our labor standards and due diligence systems, they help address underlying social and health factors while supporting a more resilient and productive supply chain.

Supply Chain Worker Trainings

RISE (Reimagining Industry to Support Equality)

PVH participates in the RISE initiative, which delivers workplace and life-skills training for garment workers. The program focuses on communication, decision-making, time management, and financial literacy to support workers in managing workplace and personal responsibilities.²²

Project THRIVE (CARE)

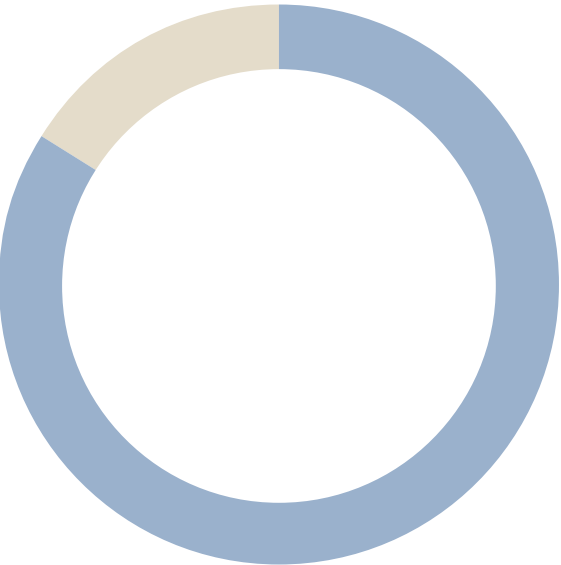
Project THRIVE is a \$5 million collaboration between The PVH Foundation and CARE International. The program provides personal and professional skills training to workers in Bangladesh, a key manufacturing region. Trainings are delivered in both supply chain facilities and surrounding communities to strengthen workers’ skills, financial resilience, and professional development opportunities.

Supply Chain Worker & Community Health Services

Mothers@Work (Power of Nutrition and UNICEF)

PVH partners with The Power of Nutrition to scale the Mothers@Work initiative launched by UNICEF. The program supports maternal and child health for workers through nutrition education, training for factory healthcare providers, and improvements to on-site health services for pregnant and lactating workers. The program addresses key nutrition challenges, including inadequate calorie and nutrient intake, which can contribute to health risks such as low birth weight and developmental challenges for infants.

Workers Enrolled in Community and Factory Programs



- 84% Total Workers Enrolled in Community Programs
- 16% Total Workers Enrolled in Factory Programs

²² The Personal Advancement & Career Enhancement (P.A.C.E.) Program is an evidence-based comprehensive learning program for female garment workers that offers courses in professional and life skills, such as communication and problem solving, as well as hygiene, health and legal and financial literacy. 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.

Supply Chain Worker Empowerment continued

2025 ACTIONS

In-Factory Worker Trainings

In 2025, PVH implemented worker well-being and empowerment initiatives through targeted capacity building programs across its supply chain. In Bangladesh, Project THRIVE strengthened in-factory training systems by preparing selected factory staff to serve as worker-training facilitators. The facilitators received training, tools, curricula, and coaching to deliver recurring professional and life skills sessions directly to workers. By building this capability within supplier facilities, the program supports continuous learning and helps embed worker training into factory operations. PVH further scaled this supplier-capacity approach through the RISE Foundation program, which uses a Train-the-Trainer model to help suppliers independently implement worker training. Through RISE Foundation, factory trainers equip workers with practical life and workplace skills, including communication, problem solving, time and stress management, financial literacy, and understanding worker rights and responsibilities. The program also supports worker well-being through training on topics such as basic health and hygiene, nutrition, and mental health. In 2025, the program expanded to Cambodia, China, India, Indonesia, and Sri Lanka, in addition to Vietnam, reaching six key production countries.

Health Services

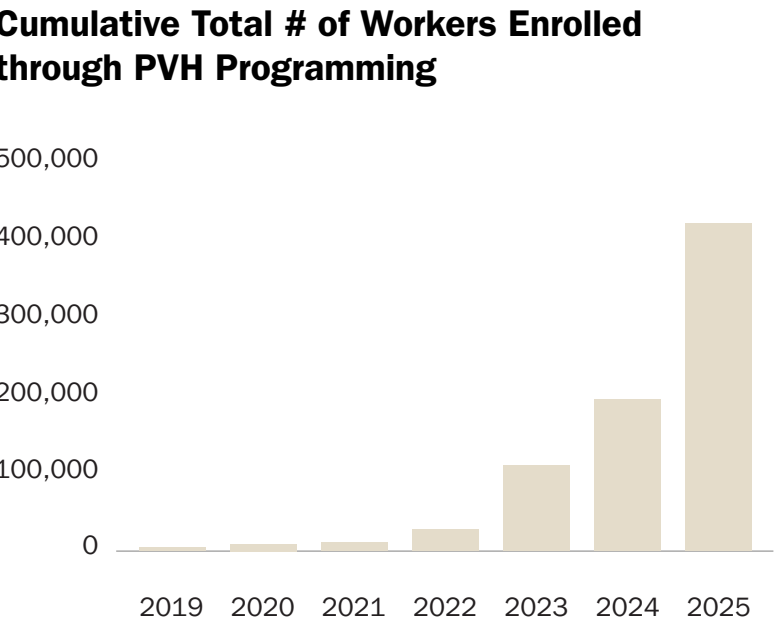
In 2025, we continued our partnership with the Power of Nutrition in Bangladesh to expand Mothers@Work and improve maternal and child nutrition through national policy support, health-system strengthening, community outreach, and workplace-based services in the ready-made garment sector. At the national level, it supported approval of the Maternal Nutrition Operational Guideline and advocacy for multiple micronutrient supplements to be recognized as a critical supplement for pregnant women. To strengthen frontline delivery, the program trained health and nutrition service providers, supported integrated service delivery through satellite clinics and growth-monitoring and immunization sessions, and advanced digital tools for service tracking, supervision, and nutrition supply-chain management. In factories, Mothers@Work built local health service provider capacity, supported workplace-based maternal nutrition services, mobilized iron and folic acid tablets for distribution to pregnant workers, and used digital dashboards and factory scorecards to monitor implementation of Mothers@Work standards.

Additionally, we expanded the reach of the Power of Nutrition partnership to Maharashtra, India to support pregnant and lactating women working in cotton fields. In collaboration with UNICEF and the Government of Maharashtra, the partnership introduced Vatsalya Plus, an enhanced component of the state’s maternal health program. Designed in partnership with state government and senior officials to create clear guidelines for protecting pregnant and breastfeeding women who work in cotton farming. As part of Vatsalya Plus Health, workers are trained on these guidelines to support conversations with pregnant and breastfeeding women in cotton farming about nutrition, anemia, pesticide safety, heat, workload, and when to seek medical help. The work is also connected to existing government health, nutrition, and women’s programs so it can continue long-term and reach more communities.

OUTCOMES

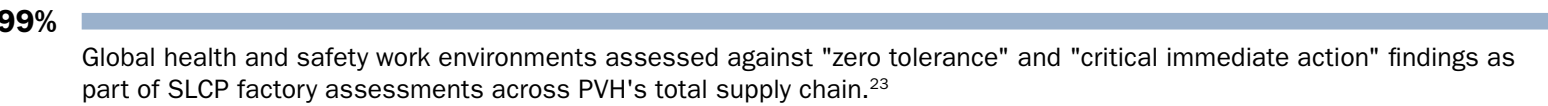
- 51 PVH facilities in Bangladesh participated in Project THRIVE, reaching over 17,000 workers.
- The RISE Foundation program engaged 70 facilities and reached more than 18,000 workers across the six countries.
- In Bangladesh, Mothers@Work reached 52,500 women and helped expand access to primary healthcare and maternal nutrition support across 197 ready-made garment factory sites. Nearly 25,000 pregnant women received improved nutrition care during pregnancy, more than 200,000 children were checked for healthy growth and provided feeding guidance, and over 15,000 women working in factories received essential vitamins. Care for babies born underweight also improved, with 9 out of 10 receiving proper home-based support. These efforts helped make maternal and child nutrition services more accessible, better monitored, and more consistently supplied for women workers and their families.
- In India, Vatsalya Plus reached 135,441 pregnant women during their first trimester to provide health guidance and support across their pregnancy and early infancy. Women received support on maternal nutrition, anemia prevention, supplement adherence, early danger sign recognition, and ways to reduce occupational risks linked to cotton farming, including heat stress, pesticide exposure, and heavy physical labor. Early findings indicate that awareness is improving, women are beginning to use protective gear, and farms are adjusting workloads to better support women during pregnancy and early motherhood while enabling continued participation in cotton farming.

- Expanded the scale of our programming to reach 160% more workers than last year.
- The RISE Foundation in-factory program scaled significantly, increasing by 9,954 (38%) compared to 2024.
- The number of workers enrolled in community programs increased by 128,892 (211%) compared with 2024, driven primarily by higher participation in the Power of Nutrition programs. These programs delivered nutritional education to expecting mothers and children in Bangladesh, and provided nutrition interventions for pregnant and lactating women working on cotton farms in India.



SAFE WORKPLACES

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



100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety by 2025.



Apparel production relies on large workforces that operate machinery and equipment in manufacturing facilities, making safe and well-managed working conditions essential to consistent production. Brand owners and their suppliers share responsibility for ensuring that workers who manufacture our product operate in safe working environments. Inadequate safety practices can lead to life-threatening health and safety hazards (e.g., fire, structural, electrical, boiler or occupational safety hazards). Inadequate safety practices can also create operational challenges such as full facility shutdowns, reduction of available labor and slow production lines. Maintaining strong health and safety standards helps protect workers’ well-being while supporting stable operations, product quality, and on-time delivery across our global supply chain.

OUR STRATEGY

To achieve our target that 100% of suppliers promoted and maintained safe and healthy work environments by 2025, we focused on rigorous tracking and remediation of critical health and safety issues under SLCP throughout the PVH global supply chain, and the identification and remediation of safety issues at Bangladesh factories supported by our membership in the International Accord on Health and Safety in the Garment Industry.

This strategy prioritized the most severe risks to worker safety, ensuring rapid identification, escalation, and corrective action where failures would have had the greatest potential harm. Through the International Accord’s legally binding framework, independent inspections, and enforceable remediation timelines, brands and suppliers were held accountable for resolving structural, electrical, fire, boiler, and other critical safety issues. By pairing our internal monitoring and remediation processes with the International Accord’s external oversight and worker-centered grievance mechanisms, we strived for consistent safety performance across suppliers.

2025 ACTIONS

- In 2025, PVH joined other apparel brands and global unions to renew the [Pakistan Accord](#), to commence in early 2026 upon the expiration of the preceding Agreement.
- The International Accord will also establish operations in Cambodia, following an extensive consultation project involving two global unions and 275 International Accord brand signatories.
- In Bangladesh, PVH tracked each outstanding safety issue identified by the International Accord country program and worked on an issue-by-issue basis to resolve each one.
- PVH engaged every factory with critical health and safety issues and safety indicators identified during SLCP assessments, to make improvements based upon curated and targeted data.

OUTCOMES

- 98.97% of active Level 1 and key Level 2 factories across PVH’s global supply chain complied with SLCP health and safety requirements. Currently, there are a total of 7 factories globally with open issues that are actively being remediated.
- 96.01% of initial health and safety issues identified through the International Accord at factories in Bangladesh have been remediated. The remaining gap to 100% is due to the dynamic and ongoing nature of factory remediation as it relates to new building expansion on existing factory premises and the technical expertise required for testing and commissioning of fire suppression systems. As part of PVH’s remediation plan, each outstanding issue is independently tracked, and each factory must demonstrate real, meaningful, and measurable progress toward resolution to remain within PVH’s supply chain.

²³ 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.

ETHICAL RECRUITMENT

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



Migrant labor plays a critical role in the global apparel supply chain, particularly in production hubs with limited domestic labor availability. Migrant workers may face heightened vulnerabilities, including recruitment fees, debt, and misleading hiring practices. These conditions can restrict workers’ mobility and increase their dependence on employers, making it harder to raise concerns or leave unsafe working environments.

At the same time, recruitment-related challenges can disrupt workforce stability. Delays in hiring, contract disputes, and high turnover make it more difficult for suppliers to maintain a consistent and adequately staffed workforce, which can, in turn, affect production continuity.

OUR STRATEGY

Recruitment fees are a critical non-compliance issue because they can lead to migrant debt bondage, a key indicator of forced labor per the [International Organization for Migration’s](#) guidance. Enforcing a no-fees recruitment policy removes the primary mechanism through which vulnerable migrant workers may be exploited, enabling early detection, remediation, and prevention of unethical recruitment practices across the value chain.

PVH abides by the Employer Pays Principle established by the [Institute for Human Rights and Business](#), and 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 that workers are reimbursed for any identified fees. To work with PVH, select suppliers are required to complete trainings and undergo migrant labor assessments with ethical recruitment indicators. PVH aims to ensure that workers are reimbursed in a timely and safe manner when it is determined that workers have been charged recruitment fees.

2025 ACTIONS

- In 2025, PVH used SLCP data to identify priority migration corridors and recruitment fee risks, enabling targeted engagement, training, and remediation.
- PVH tracked progress and accelerated remediation of outstanding recruitment fee cases to support timely and consistent reimbursement to affected workers.

OUTCOMES

- Improved supplier implementation of ethical recruitment practices, supported by targeted training and ongoing engagement.
- All in-scope Level 1 and key Level 2 suppliers employing migrant workers adopted the Employer Pays Principle, reimbursing workers for any recruitment fees identified, supported by ongoing monitoring to sustain compliance.

WORKER VOICE

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



Worker-management communication helps identify and resolve workplace issues in factories before they escalate further. When workers have safe, effective ways to raise concerns and engage with management, factories are better able to address risks related to working conditions, health and safety, and labor practices early on. This reduces the likelihood of disruptions such as strikes, reduced productivity, and bottlenecks across the supply chain. Without these channels, problems are more likely to go unnoticed or unresolved, increasing the risk of costly disruptions and instability in the supply chain. Strong communication systems therefore play a critical role in maintaining operational continuity by enabling faster issue detection, more efficient problem-solving, and smoother production flows.

OUR STRATEGY

Through the PVH Workplace Cooperation Program (WCP), built in partnership with International

Labour Organization (ILO) [Better Work](#), PVH provides training and guidance to workers and managers employed by our key suppliers to establish representative worker-management committees. These committees are composed of 50% worker representatives, including union representatives where present, and 50% management representatives. Members are trained to address matters of mutual interest at the department, line, or production-unit level, helping ensure workplace concerns are raised and addressed directly by those closest to day-to-day operations.

PVH independently verifies the efficacy of worker-management programs 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 its procedures, including written, well-defined procedures on grievances and dispute resolution.

2025 ACTIONS

- In 2025, PVH increased coverage of the WCP program to 100%, from 86% in 2024.
- In 2025, PVH continued to verify the efficacy of worker-management committees through validation of the SDIs.

OUTCOMES

- All key suppliers have established effective worker-management committees covering 100% of workers employed in those facilities.

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.²⁴



Wage practices directly impact the well-being of workers who make our products. Workers not receiving due wages, overtime pay or other legally-mandated payments could lead to industrial relations turmoil and, by extension, disrupt operations that can impact timely delivery and product costs.

OUR STRATEGY

PVH’s strategy is anchored in our membership in the [Action, Collaboration, Transformation \(ACT\)](#) initiative with 20 brands and [IndustriALL](#) Global Union. ACT is designed to bring brands, unions and suppliers together to drive pay growth with the use of collective bargaining agreements (CBAs), recognizing that although workers who make the product are employees of the supplier, not the brand, meaningful pay growth is impossible without all three parties actively engaged.

2025 ACTIONS

- PVH supported the ACT model in Cambodia by increasing the prices we pay to suppliers for PVH orders in a factory that signed the CBA. The price increases were in line with what was required on an order basis, to cover the factory’s direct and indirect labor costs related to paying workers the wages and benefits contained in the CBA.
- PVH used the [Fair Labor Association \(FLA\)](#) wage data tool across six other countries, covering 53% of global production volume in 145 factories, to benchmark wages against minimum and living wage standards, alongside our ongoing work to ensure that suppliers comply with legally mandated compensation.²⁵

OUTCOMES

- By the end of 2025, five PVH suppliers in Cambodia have signed CBAs delivering wage increases and added benefits, including enhanced paid parental leave, effective grievance and disciplinary procedures and access to skills training.
- Of the 145 factories in six countries where PVH utilized the FLA tool for analysis, it was found that none paid below the minimum wage.

²⁴ In 2025, 4 of 7 key suppliers in Cambodia had signed CBAs, representing 14% progress against the four-country 2030 target.
²⁵ 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. See ACT’s Global Purchasing Practices Commitments.

SUPPLIER ASSESSMENT AND SOURCING

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



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



Working with suppliers that comply with international, national, and local labor and environmental laws, regulations, and standards is critical to reducing supply chain risks and supporting stable, long-term business operations. Social and environmental assessments serve as a key due diligence tool to identify, prevent, and mitigate potential human rights and environmental impacts across our supply chain. These assessments help prevent incidents that can halt production, reduce workforce availability, or create inefficiencies in manufacturing processes. This strengthens operational continuity, improves supplier performance, and supports more consistent, predictable production outcomes across the supply chain.

OUR STRATEGY

PVH's approach to responsible supply chain management is based on measuring supplier performance using standardized industry assessment tools and integrating those results into business decision-making. We require suppliers to meet the expectations outlined in *A Shared Commitment*, PVH's code of conduct, for licensees, suppliers and other business partners, which aligns with international labor standards, national laws, and environmental regulations.

To evaluate performance consistently across our global supply chain, PVH requires suppliers to complete annual environmental and social assessments using recognized industry tools. Environmental performance is measured using FEM, which collects facility-level data on environmental management systems, energy use, water use, emissions, and waste management. Social and labor conditions are assessed using SLCP as well as established regional programs such as the International Labour Organization's Better Work program and ABVTEX in Brazil.

Assessment results are used to assign color ratings (red, orange, yellow and green), summarizing a facility's performance against PVH expectations. These ratings inform how PVH manages the supplier relationship, including decisions related to onboarding new facilities, continued sourcing, corrective action requirements, and supplier engagement.²⁶

PVH requires environmental and social assessments to achieve a yellow or green rating before onboarding new manufacturing facilities.

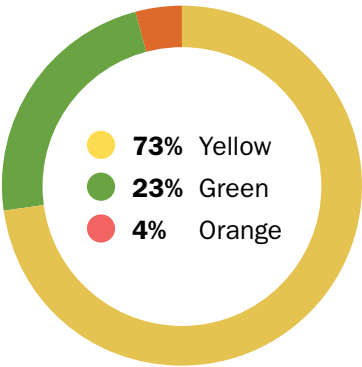
2025 ACTIONS

- In 2025, PVH strengthened supplier performance through targeted supplier engagement, with a focus on lower-rated suppliers, enhanced remediation follow-up, and validation of corrective actions to drive measurable compliance improvements.

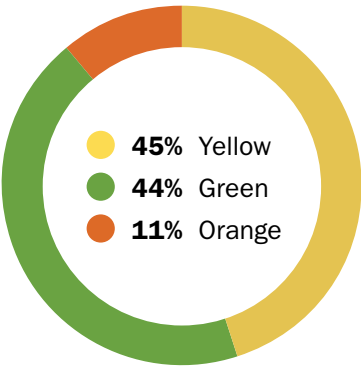
OUTCOMES

- Measurable reductions in orange and yellow ratings compared with 2024, reflecting successful supplier upgrades to green or yellow through enhanced engagement and verified improvements.²⁷
- This trend reflects our targeted efforts in fiscal 2025 to drive improvements in supplier performance through extended supplier engagement and evidence-based remediation.
- The orange rating decreased by 7% and the yellow rating fell by 4% compared with 2024, as suppliers were upgraded to green or yellow through extended supplier engagement.

PVH Suppliers' Environmental Scorecard Ratings



PVH Suppliers' Social Scorecard Ratings²⁸



- 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.

²⁶ 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 [PVH CR Supply Chain Guidelines](#) for more information.

²⁷ In FY2025, 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 full CR social and environmental assessments or have not been onboarded to the PVH supply chain.

²⁸ Although the Gold rating category was phased out, the 2025 Social Scorecard includes two suppliers, representing 0.2% of rated social suppliers, that retained a legacy Gold rating at year-end.

INCLUSION & DIVERSITY



INCLUSION & DIVERSITY

As a global company serving consumers worldwide with operations in more than 40 countries, inclusion and diversity are 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. The key pillars of our approach to inclusion and diversity are:

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 a global collective of inclusive talent – including Bad Bunny, Jung Kook, Cooper Koch, MINGYU, Jalen Green, Trent Alexander-Arnold, ROSALÍA, Nana, Disha Patani, and Idris and Sabrina Elba. In celebration of Pride, the brand released underwear and apparel in a limited-edition color palette along with an exclusive Pride-inspired *CK One* carton sleeve, highlighting its continued commitment to the LGBTQIA+ community.
- *TOMMY HILFIGER* was the title sponsor of the 2025 CFDA/Vogue Fashion Design Challenge, a program dedicated to spotlighting and supporting the next generation of American design talent. With Mr. Tommy Hilfiger, Principal Designer, serving as lead mentor, the challenge focused on adaptive design and highlighted the role of creativity and inclusive design in shaping the future of fashion.

Workplace

Welcoming All: We are committed to fostering an inclusive work environment for all associates, 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 2025, PVH celebrated various heritage and cultural moments allowing us to recognize and experience unique cultures and contributions of global associates. These moments create opportunities for learning, reflection and greater understanding while fostering a sense of community and connection. By honoring these moments, we build a more inclusive and connected workplace for all associates:

- Black History Month and Juneteenth in North America: Hosted multiple activations, including an event in partnership with Harlem’s Fashion Row, a premier platform dedicated to discovering, showcasing and supporting multicultural designers.
- Women’s History Month and International Women's Day: PVH associates around the globe celebrated Women’s History Month and International Women’s Day with 15 events across 13 offices, engaging more than 700 associates. Together, these moments acknowledged the power and impact of women across our organization.

- Pride Month: Pride was celebrated across the regions through several activations including participation in Pride Parades, fireside chats, Pride-themed Bingo events and many more.
- Disability Pride: The NA Empowering Women and Disability Inclusion Alliance Business Resource Groups (BRGs) collaborated on a learning event with Pulitzer Prize finalist Chloé Cooper Jones, on how accessibility is a gift to all.
- Diwali: Asian Alliance chapters celebrated Diwali across regions by sharing food, learning about the significance of the festival and experiencing the vibrant traditions of the holiday.
- Take Your Child to Work Day: The NA Working Families BRG welcomed over 100 children into our offices to celebrate Take Your Child to Work Day. The day captured the spirit of PVH, and our commitment to inspiring creativity, curiosity and connection in our communities.
- 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 for everyone, we aim to create positive impacts in the communities in which we operate, supporting programs that promote access, opportunity, education and empowerment for all.

- To date, PVH has partnered with 20+ organizations around the globe, with an investment of \$8.03 million to amplify awareness and access to opportunities in fashion.
- Calvin Klein launched partnerships for its Community Champions Challenge, a global program designed to give associates the opportunity to champion organizations they are passionate about and deepen the brand’s commitment to inclusion.
- PVH participated in Harlem’s Fashion Row’s Designer’s Retreat as a co-title sponsor. Various teams across Marketing, Design, Communications and Talent Acquisition provided mentorship and networking opportunities to 75+ attendees.

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 while 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 with an investment of \$8.03 million to date. The focus is now on leveraging key learnings to deepen and scale successful programs.
- The PVH Foundation is a founding partner of the Resilience Fund for Women in Global Value Chains, a pooled funding initiative that seeks to create greater economic resilience in supply chain communities. In 2025, partners of the Resilience Fund directly served and supported more than 160,000 people in four countries, of which approximately 60,000 were apparel workers.

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’ Rapid Impact and Support for Emergencies 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 non-profits and provides an increased match for associates who serve on non-profit boards.

- As part of The PVH Foundation’s annual global Month of Giving, associates donated more than \$130,000 to over 300 organizations in 2025. With The PVH Foundation’s double match, our collective effort totaled more than \$350,000 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 over 4,700 hours of volunteer service across 14 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. Nearly 500 associates participated in our 2025 Month of Service.

Associate Relief Fund (U.S. 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 2021-2025 (MT CO ₂ e)	2021	2022	2023	2024	2025
Scope 1 Emissions	13,011	14,133	9,271	11,451	12,301
Stationary Combustion	10,084	10,373	7,662	7,492	7,024
Mobile Combustion	1,863	2,746	629	1,239	2,052
Refrigerants	1,064	1,014	980	2,720	3,225
Scope 2 Emissions					
Purchased Electricity (location-based)	66,779	59,972	63,885	47,240	52,725
Purchased Electricity (market-based)	35,399	28,470	28,510	17,802	19,875
Total Scope 1 & 2 Emissions (location-based)	79,790	74,105	73,156	58,691	65,026
Total Scope 1 & 2 Emissions (market-based)	48,410	42,603	37,781	29,253	32,176
Scope 3 emissions	2,315,668	2,502,677	2,259,108	2,133,800	1,941,379
SBTi Target GHG Scope 3 Emissions	1,920,866	1,995,109	1,883,082	1,847,420	1,681,629
Total SBTi Target GHG Emissions	1,969,276	2,037,712	1,920,863	1,876,673	1,713,805
Total GHG Emissions	2,364,078	2,545,280	2,296,889	2,163,053	1,973,555

Scope 3 Emissions by Category, 2021-2025 (MT CO ₂ e)	2021	2022	2023	2024	2025
Purchased goods and services	1,745,162	1,805,522	1,704,450	1,572,087	1,374,923
Upstream transportation and distribution	101,525	72,559	67,991	157,839	161,038
End of life treatment of sold products	34,204	32,313	34,329	33,188	29,336
Downstream transportation	12,519	25,818	22,013	26,729	28,593
Franchises ²⁹	11,859	31,249	27,200	32,252	57,015
Fuel and energy related activities	11,566	19,871	19,553	15,682	17,969
Business travel	1,216	5,307	4,915	6,940	5,705
Waste generated in operations	2,815	2,470	2,631	2,703	7,050
SBTi Target GHG Scope 3 Emissions	1,920,866	1,995,109	1,883,082	1,847,420	1,681,629
Use of sold products	298,271	419,411	313,040	234,607	199,707
Capital goods	53,082	50,100	37,992	26,643	27,054
Employee commuting	43,449	38,057	24,994	25,130	23,014
Upstream leased assets ³⁰	-	-	-	-	9,976
Total GHG Scope 3 Emissions	2,315,668	2,502,677	2,259,108	2,133,800	1,941,379

²⁹ Emissions associated with 2025 Franchises are greater than 2024 and previous years due in part to the increased availability of primary data coverage.

³⁰ Category 8 Upstream leased assets was added in 2025 following updated guidance and is not included in PVH's SBTi target boundary. Historical data is not currently available. PVH drove improvements in primary data collection to capture information on shop-in-shop stores across our global portfolio that are not under operational control of PVH or our franchisees.

Data Appendix continued

Energy

Energy Use Mix, 2025 (MWh)	
Grid-purchased electricity (heat, steam and cooling)	42,994
Natural Gas	37,246
Propane (LPG)	78
Diesel	2,301
Gasoline	5,609
Nuclear	0
Total Non-Renewable Energy	88,228
Renewable electricity	109,586
Americas	64,019
EMEA	42,025
Asia Pacific	3,542
Self-generated renewable energy	0
Total Renewable Energy	109,586
Total Energy Consumption (MWh)	197,814

Electricity Use by Facility Type, 2021–2025 (MWh)										
	2021		2022		2023		2024		2025	
	Renewable electricity	Non-renewable electricity	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	55,236	39,501
Warehouse	26,318	5,313	34,554	4,089	37,499	3,312	992	7,576	8,531	582
Office	18,035	8,770	13,983	11,096	16,285	6,773	10,603	2,821	19,326	2,576
Other facilities ³¹	3,426	369	2,354	32	3,178	74	12,006	243	26,493	75
Total electricity use	94,579	77,276	102,133	64,182	105,234	60,096	90,643	42,897	109,586	42,734
YOY % Mix	55%	45%	61%	39%	64%	36%	68%	32%	72%	28%

Energy and Emissions Intensity, 2025	
GHG Emissions – Scope 1 and Scope 2 (MT CO ₂ e) per USD of revenue	0.0000036
GHG Emissions – Scope 3 (MT CO ₂ e) per USD of revenue	0.0002169
GHG Emissions – Scope 1 and Scope 2 (MT CO ₂ e) per sq ft. of PVH-leased/owned space	0.0018649
GHG Emissions – Scope 3 (MT CO ₂ e) per sq ft. of PVH-leased/owned space	0.1125196
GHG Emissions – Scope 1 and Scope 2 (MT CO ₂ e) per full-time associate	2.0742626
GHG Emissions – Scope 3 (MT CO ₂ e) per full-time associate	125.15339
Energy intensity ratio – Total kWh electricity consumption per USD of revenue	0.0170186
Energy intensity ratio – Total electricity consumption per full-time associate	9,819.493
Energy intensity ratio – Total kWh electricity consumption per sq. ft. of PVH-leased/owned space	8.8282499

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

Data Appendix continued

Materials

Environmentally Preferred Materials Use, 2019–2025 (MT)	2019	2020	2021	2022	2023	2024	2025
Cotton	53,805	45,430	50,545	62,697	57,581	66,163	83,379
Viscose	274	249	764	429	420	1,117	1,793
Sheep's Wool	0	21	60	84	194	380	605
Polyester	2,083	2,929	5,716	8,813	8,021	9,052	7,989

Materials Use by Weight, 2023–2025 (MT)						
	2023		2024		2025	
	MT	% of Total	MT	% of Total	MT	% of Total
Environmentally Preferred Cotton	57,581	51%	66,163	51%	83,379	65%
Conventional Cotton	11,658	10%	17,855	14%	0	0%
Environmentally Preferred Manmade Cellulosics	736	0.6%	2,192	2%	3,700	3%
Conventional Manmade Cellulosics	1,752	2%	683	1%	479	0%
Environmentally Preferred Synthetics	10,684	9%	12,823	10%	10,286	8%
Conventional Synthetics	21,540	19%	18,460	14%	16,241	13%
Environmentally Preferred Animal-Derived	285	0.3%	399	0%	769	1%
Conventional Animal-Derived	6,190	5%	8,958	7%	10,637	8%
Other materials	2,979	3%	1,781	1%	2,583	2%
Total	113,405	100%	129,314	100%	128,074	100%

Waste

Waste Composition, 2025 ³²	MT
Construction Waste	0
Electronic Waste	267
Glass	372
Metal	159
Organic Waste	2,450
Paper/Cardboard	10,812
Plastic	4,301
Textile	164
Residual Waste	4,746
Wood ³³	-
Single Stream Recyclable Waste	4,649
Total Non-Hazardous Waste	27,920
Hazardous Waste	37
Total Waste Generated	27,957
Percentage of waste was separated for recycling or composting	65%

32 In 2025, PVH continued to drive data improvements to enable a more accurate calculation of our global waste footprint. We expanded retail waste data through in-store audits and enhanced reporting from waste management providers. Netherlands “PDM” (plastic packaging, metal packaging, drink cartons) was disaggregated and allocated to relevant material streams.

33 Wood waste, primarily associated with reusable pallets, is reported as N/A this year due to insufficient data on pallet volumes, weights, and reuse rates to support accurate global modeling. PVH is working to improve data collection for future reporting cycles.

Data Appendix continued

Packaging

Packaging Type by Weight, 2023-2025 (MT)	2023	2024	2025	Packaging Materials by Weight, 2023-2025 (MT)	2023	2024	2025
On Product	12,597	26,211	9,306	Paper	34,050	33,240	15,239
Operational	16,286	9,142	10,331	Cardboard	19,352	26,635	29,846
Retail	12,316	9,078	4,338	High Density Polyethylene	12	412	77
Transit	31,617	26,061	26,579	Low Density Polyethylene	3,648	3,092	3,702
E-Commerce	-	1,812	2,547	PET	516	197	388
Total	72,816	72,304	53,101	Other	15,239	8,728	3,848
				Total	72,816	72,304	53,101

Packaging by Recycled & Non-Recycled Content, 2023-2025 (MT)					
	2023		2024		2025
	Recycled Content	Non-Recycled Content	Recycled Content	Non-Recycled Content	
On Product	6,229	6,368	17,929	8,282	7,583
Operational	10,858	5,428	7,176	1,966	7,158
Retail	9,798	2,517	4,861	4,217	2,900
Transit	14,463	17,154	13,733	12,327	17,924
E-Commerce	-	-	1,336	477	2,192
Total weight	41,349	31,467	45,035	27,269	37,757

Data Appendix continued

Water

Water Use in Owned & Operated Facilities, 2021-2025 (m³)	2021	2022	2023	2024	2025	% of Total for 2025
Warehouse & storage	160,736	147,016	155,139	130,110	191,703	45%
Office	104,917	100,723	105,213	93,444	94,313	22%
Retail	157,033	154,543	156,633	162,655	140,078	33%
Other facilities ³⁴	11,402	10,848	9,225	5,341	-	0%
Total	434,088	413,130	426,210	391,550	426,094	100%

Water Use by Region, 2021-2025 (m³)	2021	2022	2023	2024	2025	% of Total for 2025
Americas	203,789	182,017	215,366	171,317	170,883	40%
EMEA	169,589	175,853	166,717	178,093	202,183	47%
Asia Pacific	60,709	55,259	44,127	42,139	53,028	12%
Total	434,087	413,129	426,210	391,550	426,094	100%

Water Footprint by Level ³⁵		
Supply Chain Level	Volume (Liters)	%
Owned & Operated Water Use	426,094,240	0.4%
Level 1 Blue Water Use	3,217,833,084	3%
Level 2 Blue Water Use	8,602,401,465	8%
Level 3 Blue Water Consumption	1,557,839,208	1%
Level 4 Blue Water Consumption	95,146,049,888	87%
Packaging Blue Water Consumption	454,115,722	0.4%
Total Supply Chain Water Footprint	108,978,239,367	99.6%
Total PVH Water Footprint	109,404,333,607	100%

³⁴ From 2025, showroom water use is included in Retail rather than Other facilities; prior-year category-level data has not been restated.

³⁵ The 2024 Level 2 & Beyond Water Footprint has been restated to reflect an updated methodology that separately reports Level 2, Level 3, and Level 4 water footprints and removes previous double-counting in the process loss calculation. With this change in our reporting methodology, we have updated the table to be a by-level review rather than by material type.

Data Appendix continued

PVH Suppliers and Assessments

PVH Supplier Numbers, 2025 ³⁶	Key Suppliers	Total L1 and L2 suppliers
Level 1	227	1,349
Level 2	200	1,853
Total	427	3,202

PVH Supplier Social Assessments, 2025 ³⁷	Total	% of Total
Suppliers subject to PVH Social Assessments	1,549	100%
Suppliers that were eligible for Social Assessment ³⁸	1,294	84%
Social Assessment Completion Rate for eligible Suppliers ³⁹	1,230	95%
Suppliers that were not eligible (of total supplier base) for Social Assessments ⁴⁰	255	16%
New suppliers subject to PVH Social Assessments	322	

PVH Supplier Environmental Assessments, 2025	Total	% of Total
Suppliers subject to PVH Environmental Assessments	634	100%
Suppliers that were eligible for Environmental Assessment ³⁸	634	100%
Environmental Assessment Completion Rate for Eligible Suppliers ⁴⁰	634	100%
Suppliers that were not eligible (of total supplier base) for Environmental Assessment	0	0%
New suppliers subject to PVH Environmental Assessments	62	

PVH Suppliers’ Social Scorecard Ratings, 2025	Number of Suppliers	% of Total
Gold	2	0.2%
Green	522	44%
Yellow	530	45%
Orange	127	11%
Red	-	0%
Total	1,181	100%
Suppliers that met or exceeded PVH Code of Conduct standards	1054	89%
Suppliers that did not meet minimum PVH Code of Conduct standards	127	11%

PVH Suppliers’ Environmental Scorecard Ratings, 2025	Number of Suppliers	% of Total
Gold	-	0%
Green	121	23%
Yellow	392	73%
Orange	21	4%
Red	-	0%
Total	534	100%
Suppliers that met or exceeded PVH Code of Conduct standards	513	96%
Suppliers that did not meet minimum PVH Code of Conduct standards	21	4%

36 A total pool of 1,549 suppliers are active and subject to PVH assessments.

37 Please refer to PVH CR Supply Chain Guidelines for more information on PVH Social Assessments and the scope of the assessments.

38 Social and Environmental sourcing targets exclude de minimis suppliers and newly onboarded or pending authorization suppliers. They are either exempt from a full CR social assessment or brought into scope for Corporate Responsibility (CR) reporting from 2025 onwards, to streamline and standardize the reporting process.

39 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 a supplier.

40 Suppliers that were not eligible for a social assessment in 2025 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, 2019–2025	2019	2020	2021	2022	2023	2024	2025
Workers Enrolled In PVH Programming	3,261	3,319	4,668	16,668	80,183	86,982	225,828
Total	3,261	6,580	11,248	27,916	108,099	195,081	420,909

Worker Empowerment Community Programs, 2025							
P.A.C.E Community Program, Ethiopia ⁴¹							50
Community Programs under Project THRIVE							1,967
Power of Nutrition							187,941
Total							189,958

Worker Empowerment Factory Programs, 2025							
P.A.C.E Factory Program ⁴²							0
Project THRIVE							17,215
RISE Foundation							18,655
Total							35,870

Amplify Worker Voice

Factories Enrolled in Workplace Cooperation Programming, 2021–2025	2021	2022	2023	2024	2025
Factories Enrolled	120	213	263	222	187

Workplace Cooperation Trainings at Level 1 Suppliers, 2021–2025	2021	2022	2023	2024	2025
Trained Key Level 1 Suppliers	15	41	45	49	47
Trainings Led by Key Level 1 Suppliers	17	108	158	157	178

41 P.A.C.E Community Program, Ethiopia has been extended to April 30, 2025.
42 No P.A.C.E in-factory program in 2025.

Data Appendix continued

Living Wage

Average Monthly Wage Comparison by Country (USD), 2024-2025 ⁴³						
	PVH Supplier Average Wage		Minimum Wage		Global Living Wage Coalition (GLWC) Wage	
	2024	2025	2024	2025	2024	2025
Bangladesh	122	141	74	108	234	241
Cambodia	207	230	200	204	225	233
Sri Lanka	95	125	49	70	320	353
Vietnam ⁴⁴	254	271	165	173	285	290
Egypt ⁴⁵	NA	122	93	105	194	222
India ⁴⁶	NA	138	118	128	210	216

Safe Workplaces

Supply Chain Health and Safety, 2025		Supply Chain Health and Safety, International Accord Program, 2025	
Number of active L1 and key L2 factories that completed SLCP assessments for health and safety ⁴⁷	682	Number of in-scope factories in Bangladesh	67
Number of active L1 and key L2 factories without zero tolerance and critical issues related to health and safety	675	Number of initial health and safety issues found at factories in Bangladesh	4,864
Number of active L1 and key L2 factories with zero tolerance and critical issues related to health and safety	7	Remediation progress on initial health and safety issues found at factories in Bangladesh	96%
Compliance rate of active L1 and key L2 factories for health and safety issues	99%		

⁴³ Data collection conducted in 2025 reflects 2024 wage levels, with 10 percent on-site verification of self-reported data; Turkiye did not feature in 2025 as the expansion of SLCP to cover wage data in Turkiye removed the need to utilize the FLA tool for this purpose in 2025.

⁴⁴ In Vietnam, both minimum wages and GLWC living wage estimates differ by region with figures shown representing the averages for each.

⁴⁵ The minimum wage in Egypt increased significantly throughout 2024 with figure shown representing the average of these values. Egypt included in scope for first time in 2025.

⁴⁶ In India, minimum wages vary by state and worker category with figure shown representing the average minimum wage for the regions in which PVH supplier factories operate. India included in scope for first time in 2025.

⁴⁷ Some facilities are out of scope for SLCP as they participate in Better Work, are low-volume de minimis, or PVH has planned to cease business relationships with the supplier.

Data Appendix continued

Global Workforce

Associates by Generation, 2025	Associates	% of Total	Associates by Level, 2025	Female	Male	Undeclared	Total
Born 1928-1945 (Silent Generation)	4	0.02%	Senior Vice President & Above	59	67	0	126
Born 1946-1964 (Baby Boomers)	761	3%	Vice President	128	104	1	233
Born 1965-1980 (Gen X)	4,746	18%	Director	515	371	1	887
Born 1981-1996 (Gen Y & Millennials)	10,331	39%	Manager	2,504	1,374	21	3,899
Born 1997 or later (Gen Z)	10,641	40%	Individual Contributor	13,575	6,596	320	20,491
Undeclared	4	0.02%	Temp	489	361	1	851
Total	26,487	100%	Total	17,270	8,873	344	26,487

U.S. Workforce

Job Categories	U.S. Equal Employment Opportunity Data – 2025 EEO-1 Consolidated Report														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			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	9	9	53	4	15	1	0	1	79	6	15	0	0	2	194
First/Mid-Level Officials and Managers	202	402	309	87	78	5	2	20	669	137	135	5	9	41	2,101
Professionals	25	58	95	11	35	0	0	8	237	26	92	1	0	15	603
Technicians	0	0	2	1	2	0	0	0	0	0	0	0	0	0	5
Sales Workers	778	1,467	292	232	96	2	13	44	456	310	188	8	25	68	3,979
Administrative Support Workers	17	39	20	17	9	0	0	2	117	46	19	0	1	12	299
Craft Workers	0	2	2	2	2	0	0	0	2	3	0	0	0	0	13
Operatives	16	12	27	108	0	0	0	4	6	81	1	0	1	3	259
Laborers and Helpers	73	152	22	85	13	3	3	11	22	93	18	2	2	2	501
Service Workers	2	8	1	6	0	0	0	0	0	0	0	0	0	0	17
Total	1,122	2,149	823	553	250	11	18	90	1,588	702	468	16	38	143	7,971

Data Appendix continued

Giving and Philanthropy

Giving, 2025	
Foundation Cash Grants	5,745,911
Corporate Giving	208,767
In-kind Donations	2,789,421
Corporate Match and Incentives	299,386
Associate Fundraisers	35,229
Store Collections	354,608
Total Cash Grants (Foundation + Corporate Giving)	5,954,678
Total Giving	9,043,484

FRAMEWORKS

Sustainability Accounting Standards Board Index (SASB)

Topic	Metric	Response
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations.	PVH 2025 CR Report > Climate > Hazardous Chemicals and Microfibers > page 23 PVH Restricted Substances List
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	PVH CR Supply Chain Guidelines , Responsible Chemical Management > page 95
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 must 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 Cascale's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	(1) 100% (2) 100% PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30
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) 95% (2) 98% (3) 97%
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.	PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	PVH 2025 CR Report > Governance > page 9 PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30 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 2025 CR Report > Climate > pages 10-23; Human Rights > pages 24-30 3) PVH 2025 CR Report > Climate > pages 10-23; PVH 2025 Frameworks > TCFD > page 46 4) PVH 2025 Frameworks > TCFD > page 46
	(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 2025 CR Report > Data Appendix > page 37 2) Materials counted as environmentally preferred are supported by recognized certifications or verified standards. We leverage over 10 certifications for our priority materials. Examples include OCS (Organic Content Standard) for Cotton, GRS (Global Recycled Standard) for Polyester, RWS (Responsible Wool Standard) for Wool and FSC (Forest Stewardship Council) for Viscose. For MT of environmentally preferred materials, refer to PVH 2025 CR Report > Data Appendix > page 37
Activity Metric	Number of (1) Level 1 suppliers and (2) suppliers beyond Level 1.	(1) 1,349 (2) 1,853 (Total Level 2, of which 200 are Key L2 Suppliers)

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. The index below maps TCFD prompts to our [2025 CDP](#) questionnaire submission.

TCFD Disclosure	CDP 2025
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, 3.1, 3.1.1, 3.6, 3.6.1
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	3.1.1, 3.6.1, 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 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

Global Reporting Initiative (GRI) Standards

PVH prepared this index with reference to the GRI Standards, providing a broad overview of our Environmental, Social and Governance (ESG) performance to ensure transparency and ease of reference.

General Disclosures	2025 Response
GRI 2: GENERAL DISCLOSURES 2025	
2-1 Organizational details	PVH 2026 Form 10-K > page 1 / Headquarters location: New York, NY
2-2 Entities included in the organization’s sustainability reporting	PVH 2026 Form 10-K > Exhibit 21 > page 173
2-3 Reporting period, frequency and contact point	Reporting period: Fiscal year beginning February 3, 2025, and ending February 1, 2026. 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	PVH restated the 2024 Level 2 & Beyond Water Footprint to reflect an updated methodology; see Data Appendix > Water, footnote 35.
2-5 External assurance	We have not obtained external assurance for this report.
2-6 Activities, value chain and other business relationships	PVH 2026 Form 10-K > pages 1-13 PVH 2025 CR Report > Human Rights > pages 24-30
2-7 Employees	PVH 2026 Form 10-K > pages 11-12 PVH 2025 CR Report > Inclusion and Diversity > pages 31-32
2-8 Workers who are not employees	PVH 2026 Form 10-K > page 12
2-9 Governance structure and composition	PVH 2025 CR Report > Governance > Board of Directors > page 9 PVH 2026 Proxy Statement > Director Election > pages 6, 7, 10, Director Nominee Skills > pages 24-28; Committees > pages 29-30
2-10 Nomination and selection of the highest governance body	PVH 2025 CR Report > Governance > Board of Directors > page 9 PVH 2026 Proxy Statement > Director Election > pages 6, 7, 10, Director Nominee Skills > pages 24-28; Committees > pages 29-30
2-11 Chair of the highest governance body	PVH 2025 CR Report > Governance > Board of Directors > page 9 PVH 2026 Proxy Statement > Corporate Governance > page 18, Risk Oversight > page 19, Values, Governance, Human Capital Resources and Corporate Responsibility > page 33 PVH 2025 CR Report > Governance > Board of Directors > page 9
2-12 Role of the highest governance body in overseeing the management of impacts	PVH 2026 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, 2025 Compensation Highlights > page 40
2-13 Delegation of responsibility for managing impacts	PVH 2025 CR Report > Governance > Board of Directors > page 9 PVH 2026 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > page 33

Frameworks > GRI continued

General Disclosures	2025 Response
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 2026 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 2026 Proxy Statement > Ongoing Director Education > page 27
2-18 Evaluation of the performance of the highest governance body	PVH 2026 Proxy Statement > Board, Committee, and Director Evaluations > page 22
2-19 Remuneration policies	PVH 2026 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 2026 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 2026 Proxy Statement > CEO Pay Ratio > page 80
2-22 Statement on sustainable development strategy	PVH 2025 CR Report > About > A Note from Our CEO > page 5 PVH 2025 CR Report > Governance > CR Oversight > page 9 PVH 2025 CR Report > Climate > pages 10-23 PVH 2025 CR Report > Human Rights > pages 24-30
2-23 Policy commitments	PVH 2025 CR Report > About > pages 3-8 PVH 2025 CR Report > Governance > page 9
2-24 Embedding policy commitments	PVH 2025 CR Report > Governance > page 9
2-25 Processes to remediate negative impacts	PVH 2025 CR Report > Governance > Reporting of Misconduct and Grievances > page 9 PVH 2025 CR Report > Climate > pages 10-23 PVH 2025 CR Report > Human Rights, pages 24-30
2-26 Mechanisms for seeking advice and raising concerns	PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30 Corporate Responsibility Governance & Stakeholder Engagement Code of Business Conduct & Ethics
2-27 Compliance with laws and regulations	PVH 2026 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities
2-28 Membership associations	Omission reason: We do not collect this information.
2-29 Approach to stakeholder engagement	PVH 2025 CR Report > Governance > Stakeholder Engagement > page 9
2-30 Collective bargaining agreements	PVH 2026 Form 10-K > page 12

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 3: MATERIAL TOPICS	
3-1 Process to determine material topics	PVH 2025 CR Report > Governance > Materiality > page 9
3-2 List of material topics	PVH 2025 CR Report > Governance > Materiality > page 9
GRI 102: CLIMATE CHANGE	
102-1 Transition plan for climate change mitigation	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13
102-2 Climate change adaptation plan	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13
102-3 Just transition	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Human Rights > pages 24-30
102-4 GHG emissions reduction targets and progress	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13
102-5 Scope 1 GHG emissions	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36 Total GHG Scope 1 Emissions: 12,301 MTCO ₂ e • CO₂: 9,031 MTCO₂e • CH₄: 23 MTCO₂e • N₂O: 22 MTCO₂e • HFCs: 3,225 MTCO₂e Emissions are calculated using GWP100 values from the IPCC Sixth Assessment Report (AR6)
102-6 Scope 2 GHG emissions	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36 Total Scope 2 GHG Emissions (location based): 52,725 MTCO ₂ e • CO₂: 52,480 MTCO₂e • CH₄: 87 MTCO₂e • N₂O: 158 MTCO₂e • Biogenic CO₂ emissions from electricity: 0 MTCO₂e • Baseline: 2021 • Baseline emissions in metric tons of CO₂ equivalent separately for gross Scope 2 GHG emissions and biogenic CO₂ emissions: 66,779 MTCO₂e Emissions are calculated using GWP100 values from the IPCC Sixth Assessment Report (AR6)
102-7 Scope 3 GHG emissions	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
102-8 GHG emissions intensity	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
102-9 GHG removals in the value chain	PVH does not currently use GHG Removals in the value chain
102-10 Carbon credits	PVH does not currently purchase carbon credits

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 103: ENERGY	
103-1 Energy policies and commitments	PVH 2025 CR Report > Climate > Greenhouse Gas Emissions (GHG) > pages 11-13 PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
103-2 Energy consumption and self-generation within the organization	PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
103-3 Upstream and downstream energy consumption	PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
103-4 Energy intensity	PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
103-5 Reduction in energy consumption	PVH 2025 CR Report > Data Appendix > Emissions and Electricity > pages 35-36
GRI 201: ECONOMIC PERFORMANCE	
3-3 Management of material topics	PVH 2026 Proxy Statement > Values, Governance, Human Capital Resources, Corporate Responsibility, and Political and Lobbying Activities > page 33 PVH 2025 CR Report > Governance > Materiality > page 9
201-1 Direct economic value generated and distributed	PVH 2026 Proxy Statement > 2025 Business Highlights > page 6 PVH 2026 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 CR Report > Governance > page 9 CDP 2025
201-3 Defined benefit plan obligations and other retirement plans	PVH 2026 Form 10-K > Retirement and Benefit Plans > pages F33-F37
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	
3-3 Management of material topics	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 prerequisite to 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	2025 Response
GRI 205: ANTI-CORRUPTION	
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, CR, 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 for risks related to corruption	We regularly evaluate and monitor all of our operations globally for risks related to corruption.
GRI 206: ANTI-COMPETITIVE BEHAVIOR	
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 2025
GRI 301: MATERIALS	
3-3 Management of material topics	PVH 2025 CR Report > Climate > Environmentally Preferred Materials > pages 16-17; Waste and Packaging > pages 18-19
301-1 Materials used by weight or volume	PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38
301-2 Recycled input materials used	Product: 9% Packaging: 71%
301-3 Reclaimed products and their packaging materials	Total PVH clothing units in recirculation: 77,042

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 303: WATER AND EFFLUENTS	
3-3 Management of material topics	The manufacturing of products and the production of cotton depend largely on water as a key resource. PVH has three targets to manage water and effluents: (1) Provide Access to Water, (2) Eliminate Hazardous Chemicals and Microfibers, and (3) Reduce and Restore 30 Billion Liters of Water in PVH’s Supply Chain by 2030. PVH 2025 CR Report > Climate > Water > pages 21-22
303-1 Interactions with water as a shared resource	PVH 2025 CR Report > Climate > Water > pages 21-22
303-2 Management of water discharge-related impacts	PVH 2025 CR Report > Climate > Water > pages 21-22
303-3 Water withdrawal	PVH 2025 CR Report > Climate > Water > pages 21-22 PVH 2025 CR Report > Data Appendix > Water > page 39
303-4 Water discharge	PVH 2025 CR Report > Climate > Water > pages 21-22 PVH 2025 CR Report > Data Appendix > Water > page 39
303-5 Water consumption	PVH 2025 CR Report > Climate > Water > pages 21-22 PVH 2025 CR Report > Data Appendix > Water > page 39
GRI 306: WASTE	
3-3 Management of material topics	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19
306-1 Waste generation and significant waste-related impacts	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19 PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38
306-2 Management of significant waste-related impacts	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19 PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38
306-3 Waste generated	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19 PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38
306-4 Waste diverted from disposal	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19 PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38
306-5 Waste directed to disposal	PVH 2025 CR Report > Climate > Waste and Packaging > pages 18-19 PVH 2025 CR Report > Data Appendix > Materials, Waste and Packaging > pages 37-38

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	
	PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30 PVH Environment Policy PVH CR Supply Chain Guidelines Environmental assessments are required annually for all Level 1 suppliers and Key Level 2 suppliers globally; Licensees and de minimis suppliers are excluded. The CR team collaborates with relevant internal business teams to identify and select Key Level 2 suppliers to be included in the scope of the program based on the business relationship. Reactivated suppliers are required to undergo the necessary assessments to obtain a valid CR rating and be authorized for production.
3-3 Management of material topics	Verification: PVH requires annual FEM verification using Cascale accredited third-party verifiers. Assessment reports are then validated against PVH's Environmental standard and a color rating is assigned. - Suppliers that achieve a green or yellow rating will remain authorized in the PVH supply chain. - Suppliers that receive a first orange rating are authorized to remain within the PVH supply chain for 12 months with remediation plans in place - Suppliers who receive a second orange rating, remain authorized for 12 months, and if no improvement is made by the next assessment cycle, the factory will be moved to the red category and will be unauthorized for production. - Suppliers that receive a red or white rating are not authorized for production.
308-1 New suppliers that were screened using environmental criteria	19% (62/322) new suppliers screened against environmental criteria during the reporting period.
308-2 Negative environmental impacts in the supply chain and actions taken	a. Number of suppliers assessed for environmental impacts: 634 b. Number of suppliers identified as having significant actual and potential negative environmental impacts: 21 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: 4%
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	
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 well-being 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 for improvement.

Frameworks > GRI continued

General Disclosures	2025 Response
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, including fleet, locations and Occupational Safety and Health Administration (OSHA) logs. While it contains some associate and customer injury information related to the claims, it does not 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 occupational health and safety (OH&S) policies 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 areas, 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 well-being 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 for 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.
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 promotion services and programs are offered through our well-being program, “You Matter,” with incentives for healthy behaviors, care management programs, “Virgin Pulse” well-being 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 Total days lost due to sickness or injury: 1,926 Main types of work-related injuries: Strain and injury by lifting Note: U.S.-only data available in 2025
403-10 Work-related ill health	See above.

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 404: TRAINING AND EDUCATION	
3-3 Management of material topics	PVH 2025 CR Report > Supply Chain Worker Empowerment > pages 25-26 PVH 2025 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 32
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 2025 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 32
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	
3-3 Management of material topics	PVH 2025 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 32
405-1 Diversity of governance bodies and employees	PVH 2025 CR Report > Inclusion & Diversity > Marketplace, Workplace, Community > page 32 PVH 2025 CR Report > Governance > Board of Directors > page 9 PVH 2025 CR Report > Data Appendix > Own Workforce > page 43 PVH 2026 Proxy Statement > Director Election > pages 12-17, 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 .
GRI 406: NON-DISCRIMINATION	
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.

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
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 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). See Our Approach to CR and Human Rights and PVH CR Supply Chain Guidelines for more information on how PVH manages risks in the supply chain.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Approach to CR and Human Rights PVH CR Supply Chain Guidelines > Freedom of Association CR Report > Amplify Worker Voice
GRI 408: CHILD LABOR	
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 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. See Our Approach to CR and Human Rights and PVH CR Supply Chain Guidelines for more information on how PVH manages risks in the supply chain. Refer to PVH's Modern Slavery Statement for analysis of key risk areas and ongoing monitoring/addressing of risks. Additionally, the PVH Code of Conduct includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the Code of Conduct.
408-1 Operations and suppliers at significant risk for incidents of child labor	Our Approach to CR and Human Rights PVH CR Supply Chain Guidelines > Child Labor Modern Slavery Statement
GRI 409: FORCED OR COMPULSORY LABOR	
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 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. It encompasses 10 standards, including forced labor. Additionally, 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 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. Our Approach to CR and Human Rights PVH CR Supply Chain Guidelines > Forced Labor Modern Slavery Statement

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 410: SECURITY PRACTICES	
3-3 Management of material topics	PVH CR Supply Chain Guidelines
GRI 413: LOCAL COMMUNITIES	
3-3 Management of material topics	PVH identifies 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 collect this data.
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, Turkiye, and Vietnam, and is currently funding a water restoration project in Pakistan.
GRI 414: SUPPLIER SOCIAL ASSESSMENT	
	PVH 2025 CR Report > Human Rights > Supplier Assessment and Sourcing > page 30 Human Rights assessments are required annually for all Level 1 suppliers and Key Level 2 suppliers and Licensees globally. De minimis suppliers are excluded. The CR team collaborates with relevant internal business teams to identify and select Key Level 2 suppliers to be included in the scope of the program based on the business relationship. Reactivated suppliers are required to undergo the necessary assessments to obtain a valid CR rating and be authorized for production.
3-3 Management of material topics	Verification: PVH requires annual SLCP verification using SLCP accredited third-party verifiers. Assessment reports are then validated against PVH's Human Rights standard and a color rating is assigned. - Suppliers that achieve a green or yellow rating will remain authorized in the PVH supply chain. - Suppliers that receive a first orange rating are authorized to remain within the PVH supply chain for 12 months with remediation plans in place - Suppliers that receive a second orange rating remain authorized for 12 months, and if no improvement is made by the next assessment cycle, the factory will be moved to the red category and will be unauthorized for production. - Suppliers that receive a red or white rating are not authorized for production.
414-1 New suppliers that were screened using social criteria	100% Level 1 new suppliers (322) were screened against social criteria.
414-2 Negative social impacts in the supply chain and actions taken	a. Number of suppliers assessed for social impacts: 1,230 b. Number of suppliers identified as having significant actual and potential negative social impacts: 127 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: 8% 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: 1%

Frameworks > GRI continued

General Disclosures	2025 Response
GRI 415: PUBLIC POLICY	
3-3 Management of material topics	PVH 2026 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	
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 and 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 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	No public recalls in 2025.
GRI 417: MARKETING AND LABELING	
3-3 Management of material topics	PVH labels its products with legally required information about material composition.
GRI 418: CUSTOMER PRIVACY	
3-3 Management of material topics	PVH has adopted a comprehensive global privacy program that complies with local laws and regulations. It enables us to appropriately collect and use consumer data, irrespective of where it was collected or where it is stored. Our privacy program reflects consumer expectations and anticipates 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.