

*We have maintained a close dialogue with our suppliers in the affected area to understand their need for support, and we continue doing so with our colleagues on the ground. Despite the severe situation in the area the majority of our suppliers' factories were not heavily affected. Given the difficult situation we were flexible with deliveries and accepted delays from the very first moment. In addition to this, and as part of our regular payment terms, suppliers can opt to receive payment approximately three days after sending an invoice to H&M Group. This also applied to affected suppliers who received payments approximately 4 days after sending an invoice. In 2023, H&M Group also donated 100,000 USD to the Turkish organization AFAD in response to the humanitarian needs in the impacted area.*

*As part of our regular routines we monitor wage payments and grievances among other indicators and we conduct regular on-site assessments which include interviews with workers or their representatives. The last assessments of the factories in the affected areas took place during the fall of 2023. So far we have not been made aware of anything that indicates violations with our policies, but we will continue to monitor the situation closely as well as collaborate with our suppliers and other stakeholders. Among others, we have partnered with TENT to support refugees in the Turkish garment industry and have been working closely with MUDEM refugee support association for many years.*