

PVH Corp.

April 10th, 2024

Thank you for your inquiry. PVH sources from both Brandix and Footgearmex Footwear Co. PVH has dedicated teams and established processes to ensure we are monitoring and then addressing and resolving any reported issues.

With respect to Brandix, the supplier paid the discretionary bonus payment in consultation with the Employee Council. Full salaries and allowances were also provided to workers during the temporary factory closure in 2022. Upon receiving your inquiry, PVH revalidated this information.

Regarding Footgearmax, when PVH was made aware of the issue in 2022, we confirmed that any impacted workers received compensation in line with local laws and regulations.

As an ACT member, PVH has made global purchasing practices commitments across five key areas: 1) Negotiated wages as itemized costs in purchasing prices 2.) Fair terms of payments 3. Better planning and forecasting 4) Training global associates on responsible sourcing and buying 5) Responsible exit strategies, which you can read more about [here](#).