PVH Corp. Statement on Forced Labor, Child Labor, Human Trafficking and Modern Slavery for Fiscal Year 2025

This Statement provides an overview of the efforts that PVH Corp. (together with its subsidiaries, "PVH," the "Company," "we," "us" or "our") has taken, including during our fiscal year from February 3, 2025 to February 1, 2026 ("fiscal 2025"), to ensure that slavery, forced or compulsory labor, prison labor, indentured labor, bonded labor, child labor and human trafficking (together referred to herein as "forced and child labor") is not taking place in our business, including within our supply chain. We have prepared this Statement on a consolidated basis for PVH – although not all the entities in our consolidated group are subject to each or any of the California Transparency in Supply Chains Act, the United Kingdom ("UK") Modern Slavery Act, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act or the Australian Commonwealth Modern Slavery Act – because we have a single compliance program, with one set of policies, relating to forced and child labor. To the extent applicable, the signature pages in this Statement include additional disclosures specific to the entities required to prepare a statement under one or more of the laws listed above.

Company Overview

PVH is one of the largest global lifestyle companies in the world, driven by our iconic brands *Calvin Klein* and *TOMMY HILFIGER*. We have approximately 28,000 associates, operate in more than 40 countries and generated over $8.9 billion in fiscal year 2025 revenue.

We have an extensive network of worldwide sourcing partners that enables us to meet our customers' needs in an efficient manner without relying on any one vendor or factory or on vendors or factories in any one country. Our products were produced in approximately 1,000 factories in approximately 40 countries during fiscal 2025. We source finished products and, to a limited extent, raw materials and trim. Raw materials and trims include fabric, buttons, thread, labels and similar components. Finished products consist of manufactured and fully assembled products ready for shipment to our customers and our stores (apparel, footwear, accessories and related products). Raw material, trim, and finished product commitments are generally made two to six months prior to production. Our supply chain is constantly evolving, both at the manufacturer and market level. Please visit our supplier disclosure at responsibility.pvh.com for details about business partners from whom we source and their locations.

At PVH, corporate responsibility ("CR") has long been central to how we conduct business and plays a critical role in our PVH+ Plan multi-year growth strategy. Please visit responsibility.pvh.com to read about our strategy and to access our current and past annual Corporate Responsibility reports.

PVH's Alignment with International Standards and Regulations

PVH prohibits the use of forced and child labor in its operations and supply chain. This condition regarding doing business with PVH is based, in part, on the United Nations Universal Declaration of Human Rights, the International Labour Organization's ("ILO") Core Conventions and the United Nations Guiding Principles on Business and Human Rights, as well as on other third-party standards, such as the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, frameworks and codes of conduct, some of which are discussed in this Statement. We communicate our standards and requirements to our business partners through the following:

- A Shared Commitment, our code of conduct for all of our business partners, a copy of which is provided to each at the outset of our relationship. First introduced in 1991, A Shared Commitment prohibits forced and child labor and more generally requires our business partners to comply with ILO standards.
- CR Supply Chain Guidelines, which are provided to both suppliers and licensees during our onboarding process. The CR Supply Chain Guidelines provide guidance to our suppliers and licensees on how to comply with all elements of A Shared Commitment, including its prohibitions on forced and child labor.

Our Migrant Worker Policy, which is part of the CR Supply Chain Guidelines, requires suppliers and licensees to comply with a "no fees" policy, and ensures that the suppliers, and not the migrant workers, are responsible for paying fees or expenses to secure or maintain employment with the factory throughout the employment cycle. Additionally, our Migrant Worker Policy provides more detailed guidance to our suppliers and licensees on the requirements for the responsible recruitment of migrant workers, and how to address, in a comprehensive and sustained manner, the risks of forced and child labor. In support of our Migrant Worker Policy, we developed materials and practical tools to help suppliers improve their management and recruitment systems relating to migrant workers. These materials Our Approach to CR and Human Rights, which summarizes our efforts to respect, promote and realize fundamental principles and rights for workers in our supply chain.

PVH is also one of the signatories to the American Apparel & Footwear Association ("AAFA")/Fair Labor Association ("FLA") Apparel & Footwear Industry Commitment to Responsible Recruitment, which aims to address forced labor risks for migrant workers.

Risk Assessment

We believe that forced and child labor risks in our own workforce are minimal due to the strength of our internal employment policies and procedures. Forced and child labor risks in the apparel industry are most prevalent in the upper tiers a of the supply chain, where suppliers with whom we do not have a direct relationship may operate in jurisdictions with weaker protection or enforcement of workers' rights. This Statement discusses the steps put in place to address this risk.

Evaluating, Monitoring and Addressing Risks

We evaluate, monitor and address the risks of forced and child labor in our industry and supply chain in several ways:

Evaluation

We participate in multi-stakeholder initiatives that help us evaluate and address the risk of forced and child labor in our industry and in supply chains more broadly. PVH is a member of several industry associations and programs dedicated to protecting workers' rights, including the prevention of forced and child labor, such as AAFA, the United States Fashion Industry Association ("USFIA"), the International Accord for Health and Safety, and the Better Work Programme.

We also consult third-party resources and databases, conduct due diligence, utilize consultants and work with members of civil society to evaluate forced and child labor risks.

PVH provides transparency concerning our efforts to evaluate, monitor and address the risks of forced and child labor through reporting, survey responses, meetings with stakeholders and other means.

Monitoring/Addressing Risks

We continually monitor compliance with our CR requirements, including the prohibitions against forced and child labor, and promptly address identified risks or violations. We conduct pre-sourcing assessments at all Level 1 factories before they are allowed to produce any products for us. We also conduct pre-sourcing assessments at certain key Level 2 factories. In addition, we conduct regular audits at all Level 1 and key Level 2 factories once production begins, work closely with factories to remediate any identified deficiencies and, when necessary, terminate supplier factories that fail to comply with our policies, procedures or guidelines.

PVH is committed to building a transparent and traceable supply chain, from raw material to finished product, supported by supply chain mapping and material verification programs.

Contractual Terms and Certifications: At the beginning or renewal of a business relationship, suppliers and licensees are required to acknowledge A Shared Commitment and agree to implement its requirements. In addition, all Level 1 and key Level 2 suppliers are required to represent and warrant that they will not use any forced or child labor in the growing, harvesting, mining, extraction, processing, refining, manufacturing, production or assembly of any PVH products.

Factory Audits: Audits are conducted by reputable third-party auditors, typically every 12 to 24 months. Several factors, including the results of the previous audit, dictate audit frequency. Audits are usually scheduled in advance with the suppliers, in order to foster a relationship of trust and cooperation, but unannounced audits are also conducted.

Audits are guided by the Social Labor Convergence Project ("SLCP"), an industry-wide data collection tool that aims to create an efficient and sustainable solution for social audits, with a goal of alleviating audit fatigue for our suppliers and those of our licensees. The SLCP includes specific metrics relating to forced and child labor. In addition, as part of the audit, we seek workers' views in confidentially, so that we can hear first-hand about factory conditions. We also monitor factory conditions through assessments by independent organizations, such as the Better Work Programme.

Given the challenges posed by recruitment systems, migrant workers can be disproportionately vulnerable to forced and child labor. To enhance our monitoring capability relating to forced and child labor risks, we use a supplementary assessment tool as part of the factory audit for suppliers and licensee factories, as needed, that is focused on recruitment practices and treatment

of migrant workers. In parallel with these efforts, we have deepened our engagement with suppliers on the prohibition against the payment of recruitment fees and other migrant labor issues.

Remediation: PVH's audit program encourages our business partners, including our suppliers and licensees, to assume greater responsibility for their labor practices, and the labor practices in their supply chains, in connection with their general compliance around employment and worker issues, by providing the opportunity for suppliers to remediate most identified issues. We believe that remediation best serves the interests of workers by enabling the supplier to develop safe, compliant, and respectful workplaces. Continuous engagement with suppliers on their progress in addressing forced and child labor risks helps us ensure the effectiveness of our program. PVH has policies and procedures to appropriate is taken to remediate any finding of forced or child labor in our supply chain. We also incentivize those business partners that adopt and implement our standards and policies with continued business.

Termination: PVH views termination of a supplier or factory relationship as a remedy of last resort. This approach is intended to prevent additional harm to the employees of the supplier or factory and their families, (e.g., loss of income). We, therefore, first seek to remediate issues through direct engagement with the supplier or factory or in conjunction with civil society, industry organizations and/or governmental authorities. Wherever applicable, we will terminate a relationship with a supplier or factory only if (i) it fails to remediate issues uncovered by an audit, or (ii) we identify what we would consider an egregious violation of our policies or guidelines, and remediation is not or feasible.

Accountability & Training

To ensure the effectiveness of our efforts to eliminate forced and child labor, we hold ourselves accountable through a robust governance structure, and clearly established roles and responsibilities.

Our Executive Leadership Team has established and upholds our vision and has final accountability for the implementation of our CR programs across our supply chain. The CR Committee of the PVH Corp. Board of Directors provides support and guidance to our Executive Leadership Team and reports to the full Board of Directors with respect to our CR policies and strategies. The CR Committee, which consists of three independent directors, meets a year to monitor our CR-related performance and progress across social and human rights-focused key performance indicators ("KPIs") that are annually to advance the program's commitments.

We have established clear lines of accountability for CR throughout PVH, led by our Chief Sustainability Officer. Our CR team is composed of over 50 associates located in 10 countries across Europe, Asia and the Americas, who work closely with our business units and global supply chain teams to further align our commitments, as well as to implement on-the-ground assessments, remediation and capability-building programs in supplier regions.

All PVH associates are required to complete compliance and ethics training, which includes the review and certification of our core policies, upon hire and annually thereafter. The Company may take disciplinary action against any associate who violates any of our policies or guidelines or otherwise fails to uphold our moral, legal or ethical standards. Members of our CR team and other PVH associates such as those involved in supply chain-related activities attend external training programs and seminars on social compliance issues, including forced and child labor, to stay abreast of current regulatory risks, industry trends and best practices.

We also maintain a 24/7 reporting hotline (available online and by telephone in 21 languages) for use by associates, third-party business partners, workers at our suppliers' factories and certain other stakeholders, so that they may report potential legal, regulatory, or policy violations and other ethical concerns. Reports can be submitted anonymously and confidentially to the extent allowed under applicable law. Additionally, PVH has a dedicated team responsible for addressing and responding to human rights issues throughout our supply chain, including grievances raised by unions, non-governmental organizations and workers. We investigate issues as they arise. Issues are discussed weekly with PVH leadership and are shared as needed with other senior PVH leadership in order to ensure appropriate action is being taken.

External Training

To ensure that migrant workers in our Level 1 and key Level 2 supplier facilities do not pay recruitment fees, all suppliers and licensees in certain countries are required to complete a set of training modules and quizzes, on forced labor and recruitment of foreign migrant workers. We also require that key personnel at select suppliers complete the suite of training courses on forced labor during the factories' onboarding process.

Assessing the Effectiveness of our Actions

We track a number of KPIs to measure the effectiveness of our actions in regard to forced and child labor risks, including any audit findings and grievances submitted through our grievance mechanisms. We further track both the number and nature of findings and grievances. We also track the remediation of any identified issues.

In addition, we track applicable suppliers' compliance with our training requirements to ensure 100% completion.

Approvals

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

PVH Canada Inc. ("PVH Canada") is required to submit a statement pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Solely for purposes of compliance with the Act, this Statement was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of PVH Canada on April 20, 2026. PVH Canada is a wholly owned subsidiary of PVH.

PVH Canada's headquarters is located in Montreal, Quebec and it currently has approximately 2,000 employees. PVH Canada Inc. engages in local sales and marketing and provides related administrative support to PVH. PVH Canada does not engage in direct manufacturing or make manufacturing decisions. PVH Canada has one wholly owned subsidiary located in Brazil, WBR Industria e Comercio de Vestuario Ltda., which operates its own local and international supply chain. The Brazilian entity does not engage in any business activities in Canada, including importing or exporting goods from or into Canada. PVH Corp. administers PVH Canada's supply chain but maintains a separate order process to/from Canada. The principal risks of forced and child labor in PVH Canada's operations and supply chain, and the actions taken by PVH Canada to assess and address the risks of forced and child labor and to assess the effectiveness of actions being taken, are the same as those discussed earlier in this Statement.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Director of PVH Canada, attest that I have reviewed the information contained in the report on behalf of the governing body of PVH Canada. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Ghassan Hattab
Director, PVH Canada Inc.
Date: 11-May-2026 | 7:05 PM CEST



I have the authority to sign on behalf of PVH Canada Inc.

UK Modern Slavery Act

PVH UK Group Limited is required to publish a statement under the UK Modern Slavery Act. Solely for purposes of compliance with the UK Modern Slavery Act, this Statement was approved by the Board of Directors of PVH UK Group Limited on May 1, 2026 and signed by a director thereof.

Joe Ellis
Director, PVH UK Group Limited
Date: 13-May-2026 | 8:01 AM CEST



I have authority to sign on behalf of PVH UK Group Limited

Australian Commonwealth Modern Slavery Act

Sunshine A Pty Ltd., Australian Company Number 631684770 ("Sunshine A"), an indirect wholly owned subsidiary of PVH Corp., is required to submit a statement under the Australian Commonwealth Modern Slavery Act.

Sunshine A, including through its subsidiaries identified below, engages in local sales and marketing and provides related administrative support. It does not engage in direct manufacturing nor make manufacturing decisions. Its offices are located in Sydney, Australia and it currently has approximately 1,900 employees in Australia and 250 employees in New Zealand. Sunshine A has one direct subsidiary which operates in Australia, PVH Brands Australia Pty Ltd. Because of the nature of Sunshine A's operations, it does not have its own product supply chain separate from PVH Corp.

The principal risks of forced and child labor in Sunshine A's operations and supply chain, and the actions taken by Sunshine A to assess and address the risks of forced and child labor and to assess the effectiveness of actions being taken, are the same as those discussed earlier in this Statement.

This Statement was prepared after consultation with Sunshine A, including its subsidiary, by making such entities aware of its preparation and providing them with an opportunity to participate in its content. Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act, this Statement was approved by the Board of Sunshine A on May 7, 2026 and signed by a director thereof.

Craig Barnett
Director, Sunshine A Pty Ltd.
Date: 13-May-2026 | 11:39 PM CEST



I have authority to sign on behalf of Sunshine A Pty Ltd.