



Ralph Lauren Corporation

# 2024 CDP Corporate Questionnaire 2024

Word version

**Important: this export excludes unanswered questions**

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

- English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

- USD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

- Publicly traded organization

#### (1.3.3) Description of organization

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of luxury lifestyle products in five categories: apparel, footwear & accessories, home, fragrances and hospitality. For more than 50 years, Ralph Lauren has sought to inspire the dream of a better life through authenticity and timeless style. Its reputation and distinctive image have been developed across a wide range of products, brands, distribution channels and international markets. The Company's brand names — which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children and Chaps, among others — constitute one of the world's most widely recognized families of consumer brands. For more information, visit <https://corporate.ralphlauren.com>. Risks and opportunities described herein with the potential to have a "substantive financial or strategic impact on our business" are not necessarily "material" to investors as defined by the U.S. Securities and Exchange Commission (SEC). The results contained in this CDP survey are for Ralph Lauren's fiscal year 2024 (April 2, 2023, through March 31, 2024) which consisted of 362 days.

[Fixed row]

### (1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

#### (1.4.1) End date of reporting year

03/31/2024

#### (1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

Yes

#### (1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

Yes

#### (1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

4 years

#### (1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

4 years

#### (1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

1 year

[Fixed row]

#### (1.4.1) What is your organization's annual revenue for the reporting period?

6631400000

**(1.5) Provide details on your reporting boundary.**

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

**(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

**ISIN code - bond**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

**ISIN code - equity**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

**CUSIP number**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

## **Ticker symbol**

### **(1.6.1) Does your organization use this unique identifier?**

*Select from:*

Yes

### **(1.6.2) Provide your unique identifier**

*RL (NYSE)*

## **SEDOL code**

### **(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

## **LEI number**

### **(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

## **D-U-N-S number**

### **(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

## **Other unique identifier**

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

### (1.7) Select the countries/areas in which you operate.

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> China         | <input checked="" type="checkbox"/> Canada   |
| <input checked="" type="checkbox"/> India         | <input checked="" type="checkbox"/> France   |
| <input checked="" type="checkbox"/> Italy         | <input checked="" type="checkbox"/> Greece   |
| <input checked="" type="checkbox"/> Japan         | <input checked="" type="checkbox"/> Poland   |
| <input checked="" type="checkbox"/> Spain         | <input checked="" type="checkbox"/> Sweden   |
| <input checked="" type="checkbox"/> Turkey        | <input checked="" type="checkbox"/> Germany  |
| <input checked="" type="checkbox"/> Austria       | <input checked="" type="checkbox"/> Ireland  |
| <input checked="" type="checkbox"/> Belgium       | <input checked="" type="checkbox"/> Malaysia   |
| <input checked="" type="checkbox"/> Czechia       | <input checked="" type="checkbox"/> Portugal   |
| <input checked="" type="checkbox"/> Denmark       | <input checked="" type="checkbox"/> Australia  |
| <input checked="" type="checkbox"/> Singapore     | <input checked="" type="checkbox"/> Republic of Korea                                    |
| <input checked="" type="checkbox"/> Bangladesh    | <input checked="" type="checkbox"/> Hong Kong SAR, China                                 |
| <input checked="" type="checkbox"/> Netherlands   | <input checked="" type="checkbox"/> United States of America                             |
| <input checked="" type="checkbox"/> Switzerland   | <input checked="" type="checkbox"/> China, Macao Special Administrative Region           |
| <input checked="" type="checkbox"/> Taiwan, China | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |

### (1.8) Are you able to provide geolocation data for your facilities?

	<b>Are you able to provide geolocation data for your facilities?</b>
	<p><i>Select from:</i></p> <p><input checked="" type="checkbox"/> No, not currently but we intend to provide it within the next two years</p>

[Fixed row]

## (1.22) Provide details on the commodities that you produce and/or source.

### Timber products

#### (1.22.1) Produced and/or sourced

*Select from:*

- Sourced

#### (1.22.2) Commodity value chain stage

*Select all that apply*

- Retailing

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

*Select from:*

- No, the total volume is confidential

#### (1.22.11) Form of commodity

*Select all that apply*

- Cellulose-based textile fiber
- Primary packaging

#### **(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?**

Select from:

- Yes, disclosing

#### **(1.22.19) Please explain**

*The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time*

### **Cattle products**

#### **(1.22.1) Produced and/or sourced**

Select from:

- Sourced

#### **(1.22.2) Commodity value chain stage**

Select all that apply

- Retailing

#### **(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced**

Select from:

- No, the total volume is confidential

#### **(1.22.11) Form of commodity**

Select all that apply

- Hides/ leather

#### **(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?**

Select from:

- Yes, disclosing

### (1.22.19) Please explain

The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time  
[Fixed row]

## (1.24) Has your organization mapped its value chain?

### (1.24.1) Value chain mapped

Select from:

- Yes, we have mapped or are currently in the process of mapping our value chain

### (1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain

### (1.24.3) Highest supplier tier mapped

Select from:

- Tier 2 suppliers

### (1.24.4) Highest supplier tier known but not mapped

Select from:

- Tier 4+ suppliers

### (1.24.6) Smallholder inclusion in mapping

Select from:

- Smallholders relevant but not included

## (1.24.7) Description of mapping process and coverage

We are committed to continuously improving both transparency in global supply chains and the traceability of our products across Ralph Lauren-specific value chains. To support this, we have created a strong internal governance system and are investing in a combination of tools and processes that target different aspects of this work in addition to exploring new technologies as they become available. In order to map and disclose our supplier partners, we use Open Supply Hub to publish the name, location and parent company of Tier 1 value-adding processing units including sewing, washing, embroidery and printing facilities. The list is updated as needed and was last updated on April 24, 2024. In FY24, we worked with 378 active Tier 1 factories across 31 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had 190 active processing units for finished goods factories. Overall, FY24 disclosures included 94% of business coverage.

[Fixed row]

### (1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

#### (1.24.1.1) Plastics mapping

Select from:

- Yes, we have mapped or are currently in the process of mapping plastics in our value chain

#### (1.24.1.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain
- End-of-life management

#### (1.24.1.4) End-of-life management pathways mapped

Select all that apply

- Recycling
- Waste to Energy

Incineration

Landfill

[Fixed row]

**(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?**

	Value chain mapped for this sourced commodity	Highest supplier tier known but not mapped for this sourced commodity
Timber products	<i>Select from:</i> <input checked="" type="checkbox"/> No	<i>Select from:</i> <input checked="" type="checkbox"/> Tier 4+ suppliers
Cattle products	<i>Select from:</i> <input checked="" type="checkbox"/> No	<i>Select from:</i> <input checked="" type="checkbox"/> Tier 4+ suppliers

[Fixed row]

## **C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities**

**(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?**

### **Short-term**

**(2.1.1) From (years)**

0

**(2.1.3) To (years)**

1

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*Environmental dependencies, impacts, risks, and opportunities in our short-term time horizon are included in our annual Enterprise Risk Management (ERM) processes, which assesses risks and opportunities in the near future.*

### **Medium-term**

**(2.1.1) From (years)**

2

**(2.1.3) To (years)**

6

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*Environmental dependencies, impacts, risks, and opportunities in our medium-term time horizon are included in our long-term financial planning.*

## Long-term

### (2.1.1) From (years)

7

### (2.1.2) Is your long-term time horizon open ended?

Select from:

No

### (2.1.3) To (years)

26

### (2.1.4) How this time horizon is linked to strategic and/or financial planning

*This time horizon is not currently linked to strategic and/or financial planning.*

[Fixed row]

## (2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

**(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?**

**(2.2.1.1) Process in place**

Select from:

- Yes

**(2.2.1.2) Risks and/or opportunities evaluated in this process**

Select from:

- Both risks and opportunities

**(2.2.1.3) Is this process informed by the dependencies and/or impacts process?**

Select from:

- No

**(2.2.1.6) Explain why you do not have a process for evaluating both risks and opportunities that is informed by a dependencies and/or impacts process**

*While our current process has not been informed by the dependencies and/or impacts process, we are currently working on incorporating it into our TNFD assessment and plan to fully incorporate dependencies and impacts into our risk/opportunity evaluation process in the next two years.*

[Fixed row]

**(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.**

**Row 1**

**(2.2.2.1) Environmental issue**

Select all that apply

Climate change

#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- Risks
- Opportunities

#### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

#### (2.2.2.4) Coverage

*Select from:*

- Full

#### (2.2.2.5) Supplier tiers covered

*Select all that apply*

- Tier 1 suppliers
- Tier 2 suppliers

#### (2.2.2.7) Type of assessment

*Select from:*

- Qualitative and quantitative

#### (2.2.2.8) Frequency of assessment

Select from:

- Every two years

### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

### (2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

### (2.2.2.11) Location-specificity used

Select all that apply

- Site-specific

### (2.2.2.12) Tools and methods used

#### Enterprise Risk Management

- Enterprise Risk Management

#### Databases

- Other databases, please specify :Jupiter Intelligence Data

#### Other

- External consultants

### (2.2.2.13) Risk types and criteria considered

**Acute physical**

- Drought
- Heat waves
- Cyclones, hurricanes, typhoons
- Heavy precipitation (rain, hail, snow/ice)
- Flood (coastal, fluvial, pluvial, ground water)
- Storm (including blizzards, dust, and sandstorms)

**Chronic physical**

- Change in land-use
- Changing precipitation patterns and types (rain, hail, snow/ice)
- Changing temperature (air, freshwater, marine water)
- Changing wind patterns
- Sea level rise

**Policy**

- Carbon pricing mechanisms

**Market**

- Availability and/or increased cost of certified sustainable material
- Availability and/or increased cost of raw materials
- Changing customer behavior
- Other market, please specify :Availability and/or increased cost of recycled or renewable content

**Technology**

- Transition to lower emissions technology and products
- Other technology, please specify :Transition to increasing recycled content

**(2.2.2.14) Partners and stakeholders considered**

Select all that apply

- NGOs
- Customers
- Regulators

- Employees
- Investors
- Suppliers

#### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

#### (2.2.2.16) Further details of process

Our climate risk scenario analysis, conducted by an external consultant using Jupiter Intelligence Data with climate scenarios and time horizons based on IPCC guidance, included an assessment of potential exposure to physical climate risks and transition risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). Climate scenarios and time horizons were based on IPCC guidance to illustrate the potential pathways and outcomes at each time horizon. Risks were assessed, prioritized, and validated with our Climate Risk Taskforce, which includes representatives of our Sustainability, Internal Audit, Enterprise Risk Management, Logistics, Sourcing, Investor Relations, Asset Protection, Environmental Health & Safety, Communications, Finance, Treasury, Legal, and Worker Well-Being functions. The results of this climate risk and scenario assessment are then used as an input into our Enterprise Risk Management (ERM) process along with other broad ESG risks identified through other risk and opportunity assessments. ESG-related risks, including climate change, are identified and assessed annually through our ERM process, although on a less granular level than the climate risk scenario analysis. Issues that could materially impact the company are identified and communicated to our Executive Operating Committee and the Audit Committee of our Board of Directors.

### Row 2

#### (2.2.2.1) Environmental issue

Select all that apply

- Water

#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Risks

### (2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

### (2.2.2.4) Coverage

Select from:

- Full

### (2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

### (2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

### (2.2.2.8) Frequency of assessment

Select from:

- Every two years

### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

## (2.2.2.12) Tools and methods used

### Commercially/publicly available tools

WWF Water Risk Filter

### Enterprise Risk Management

Other enterprise risk management, please specify :Maplecroft Global Water Security Risk Indicator

## (2.2.2.13) Risk types and criteria considered

### Acute physical

Flood (coastal, fluvial, pluvial, ground water)

### Chronic physical

Declining water quality

Other chronic physical driver, please specify :Water Scarcity, Ecosystem Services Status

### Policy

Other policy, please specify :Enabling environment, institutions and governance, management instruments, infrastructure and finance

### Reputation

Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

## (2.2.2.14) Partners and stakeholders considered

Select all that apply

Employees

Local communities

Regulators

Suppliers

Other water users at the basin/catchment level

## (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

## (2.2.2.16) Further details of process

Ralph Lauren leverages the WWF Water Risk filter to assess basin and operational risk in our manufacturing supply chain across three dimensions: physical risk, regulatory risk, and reputational risk. This assessment enables us to better understand the type of physical risks such as scarcity, flooding, quality, and ecosystem services status risks, as well as regulatory and reputational risks facing manufacturing sites, as well as the scale of these risks, based on basin location as well as business activities including manufacturing and processing. We also utilize the Maplecroft database to analyze water risks at the country level.

### Row 3

#### (2.2.2.1) Environmental issue

Select all that apply

- Biodiversity

#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Impacts
- Opportunities

#### (2.2.2.3) Value chain stages covered

Select all that apply

- Upstream value chain

#### (2.2.2.4) Coverage

Select from:

- Partial

## (2.2.2.7) Type of assessment

Select from:

- Quantitative only

## (2.2.2.8) Frequency of assessment

Select from:

- Every three years or more

## (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

## (2.2.2.11) Location-specificity used

Select all that apply

- National

## (2.2.2.12) Tools and methods used

### Enterprise Risk Management

- Other enterprise risk management, please specify :SBTN, World Apparel and Footwear Lifecycle Assessment Database

## (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Employees
- Local communities
- Suppliers

## (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

## (2.2.2.16) Further details of process

*In FY24, we began leveraging the Science Based Targets (SBTs) for Nature methodology to shape our biodiversity goals and strategy. Through our engagement with Quantis, a leading environmental sustainability consultancy, we conducted a formal assessment of our nature-related impacts. Specifically, we completed Steps 1 and 2, which included conducting a fashion and retail sector materiality assessment, determining where we have the greatest impact within our value chain given our material use, and prioritizing the areas of highest nature impact. Following the SBTs for Nature methodology, our assessment took a location-specific and commodity-specific approach, examining the most pressing nature issues for Ralph Lauren — which include water quantity, water quality, soil pollution, land use change, land use and biodiversity — as well as identifying key raw materials to prioritize, in particular cotton and cashmere.*

## Row 4

### (2.2.2.1) Environmental issue

Select all that apply

- Forests

### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Impacts
- Opportunities

### (2.2.2.3) Value chain stages covered

Select all that apply

- Upstream value chain

### (2.2.2.4) Coverage

Select from:

- Partial

### (2.2.2.7) Type of assessment

Select from:

- Quantitative only

### (2.2.2.8) Frequency of assessment

Select from:

- Every three years or more

### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

### (2.2.2.11) Location-specificity used

Select all that apply

- National

### (2.2.2.12) Tools and methods used

#### Enterprise Risk Management

- Other enterprise risk management, please specify :SBTN, World Apparel and Footwear Lifecycle Assessment Database

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Employees

- Local communities
- Suppliers

#### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

#### (2.2.2.16) Further details of process

In FY24, we began leveraging the Science Based Targets (SBTs) for Nature methodology to shape our biodiversity goals and strategy. Through our engagement with Quantis, a leading environmental sustainability consultancy, we conducted a formal assessment of our nature-related impacts. Specifically, we completed Steps 1 and 2, which included conducting a fashion and retail sector materiality assessment, determining where we have the greatest impact within our value chain given our material use, and prioritizing the areas of highest nature impact. Following the SBTs for Nature methodology, our assessment took a location-specific and commodity-specific approach, examining the most pressing nature issues for Ralph Lauren — which include water quantity, water quality, soil pollution, land use change, land use and biodiversity — as well as identifying key raw materials to prioritize, in particular cotton and cashmere.

[Add row]

### (2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

#### (2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

- No

#### (2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

- No standardized procedure

#### (2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

*RL is in the process of a TNFD assessment and a CSRD-aligned double materiality assessment and has yet to assess interconnections. This will be a priority that Ralph Lauren continues to assess in coming years as we align closer to TNFD recommendations and comply with CSRD regulations.*  
[Fixed row]

## **(2.3) Have you identified priority locations across your value chain?**

### **(2.3.1) Identification of priority locations**

*Select from:*

- Yes, we have identified priority locations

### **(2.3.2) Value chain stages where priority locations have been identified**

*Select all that apply*

- Upstream value chain

### **(2.3.3) Types of priority locations identified**

#### **Sensitive locations**

- Areas important for biodiversity
- Areas of high ecosystem integrity
- Areas of rapid decline in ecosystem integrity
- Areas of limited water availability, flooding, and/or poor quality of water

### **(2.3.4) Description of process to identify priority locations**

*RL utilizes SBTN methodology to identify priority locations based on factors including land use, land use change, water factors, and ecosystem integrity.*

### **(2.3.5) Will you be disclosing a list/spatial map of priority locations?**

*Select from:*

- No, we do not have a list/geospatial map of priority locations

[Fixed row]

## (2.4) How does your organization define substantive effects on your organization?

### Risks

#### (2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

#### (2.4.2) Indicator used to define substantive effect

Select from:

- Other, please specify :Revenue, Operating margin

#### (2.4.3) Change to indicator

Select from:

- Absolute decrease

#### (2.4.5) Absolute increase/ decrease figure

350000000

#### (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring
- Time horizon over which the effect occurs
- Likelihood of effect occurring

#### (2.4.7) Application of definition

In our corporate Enterprise Risk Management process, risks rating criteria are used to assess the extent to which a risk event may affect the company's strategy, finances, operations, and/or reputation. Substantive financial or strategic impact is defined as any risks rated as "critical" or "high". A critical risk is defined as having

one or more of the following impacts: (1) a very high impact on the company's ability to meet strategic goals or execute priority initiatives; (2) leading to greater than 700 million impact on revenue or 70 million impact on our operating margin; (3) a national, sustained, negative reputational damage with stakeholders; or (4) leading to severe and potentially long-term impact on the operations of our business. A "high" risk is defined as having one or more of the following impacts: (1) a high impact on the company's ability to meet strategy goals or execute priority initiatives; (2) leading to between 350 million and 700 million impact on revenue or between 35 million and 70 million impact on our operating margin; (3) a national, short-term, negative reputational damage with stakeholders; or (4) leading to significant impact on the operations of our business. Risks and opportunities described herein with the potential to have a "substantive financial or strategic impact on our business" are not necessarily "material" to investors as defined by the SEC.

## Opportunities

### (2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- Other, please specify :Revenue, Ability to meet strategic goals, stakeholder reputation

### (2.4.3) Change to indicator

Select from:

- Absolute increase

### (2.4.5) Absolute increase/ decrease figure

350000000

### (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring
- Time horizon over which the effect occurs
- Likelihood of effect occurring

## (2.4.7) Application of definition

In our corporate Enterprise Risk Management process, risks rating criteria are used to assess the extent to which a risk event may affect the company's strategy, finances, operations, and/or reputation. Substantive financial or strategic impact is defined as any risks rated as "critical" or "high". A critical risk is defined as having one or more of the following impacts: (1) a very high impact on the company's ability to meet strategic goals or execute priority initiatives; (2) leading to greater than 700 million impact on revenue or 70 million impact on our operating margin; (3) a national, sustained, negative reputational damage with stakeholders; or (4) leading to severe and potentially long-term impact on the operations of our business. A "high" risk is defined as having one or more of the following impacts: (1) a high impact on the company's ability to meet strategy goals or execute priority initiatives; (2) leading to between 350 million and 700 million impact on revenue or between 35 million and 70 million impact on our operating margin; (3) a national, short-term, negative reputational damage with stakeholders; or (4) leading to significant impact on the operations of our business. Risks and opportunities described herein with the potential to have a "substantive financial or strategic impact on our business" are not necessarily "material" to investors as defined by the SEC.

[Add row]

## (2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

### (2.5.1) Identification and classification of potential water pollutants

Select from:

Yes, we identify and classify our potential water pollutants

### (2.5.2) How potential water pollutants are identified and classified

Ralph Lauren is a partner in the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, a cross-sector coalition aimed at advancing the industry toward zero discharge of hazardous chemicals. Through this partnership, we collaborate with peers and experts to eliminate the use and discharge of these chemicals across the apparel supply chain. We adopt the ZDHC Manufacturing Restricted Substances List (MRSList) and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSList-conformant, safer alternatives. In FY24, we continued expanding our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the MRSList, specifically in Tier 1 manufacturing facilities, which represent 91% of our business spend, compared to 79% in FY23. Of the chemicals reported, 84% conform with the MRSList. In our Tier 2 supply chain, we have chemical visibility on 63% of our woven, knit and sweater material business spend. Additionally, 94% of the chemicals reported conform with the MRSList. We are working closely with suppliers to achieve full MRSList conformance by 2025 and beyond.

[Fixed row]

**(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.**

**Row 1**

**(2.5.1.1) Water pollutant category**

Select from:

- Inorganic pollutants

**(2.5.1.2) Description of water pollutant and potential impacts**

*Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Inorganic pollutants can potentially impact water quality, and aquatic ecosystems and biodiversity. Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.*

**(2.5.1.3) Value chain stage**

Select all that apply

- Upstream value chain

**(2.5.1.4) Actions and procedures to minimize adverse impacts**

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

**(2.5.1.5) Please explain**

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

## Row 2

### (2.5.1.1) Water pollutant category

Select from:

- Other nutrients and oxygen demanding pollutants

### (2.5.1.2) Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Other nutrients and oxygen demanding pollutants can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSList) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSList include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSList goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSList approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements

- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

#### (2.5.1.5) Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSI and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSI conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

### Row 3

#### (2.5.1.1) Water pollutant category

Select from:

- Oil

#### (2.5.1.2) Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Oil can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSI) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSI include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSI goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSI approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

#### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

## (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

## (2.5.1.5) Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSList and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSList conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

## Row 4

### (2.5.1.1) Water pollutant category

Select from:

- Phosphates

### (2.5.1.2) Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Phosphates can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSList) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSList include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSList goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List – RSL) and is focused on consumer safety. The MRSList approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

#### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

#### (2.5.1.5) Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSI and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSI conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

### Row 6

#### (2.5.1.1) Water pollutant category

Select from:

- Other synthetic organic compounds

#### (2.5.1.2) Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Other synthetic organic compounds can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSI) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSI include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSI goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List

- RSL) and is focused on consumer safety. The MRS<sup>L</sup> approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

### (2.5.1.5) Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRS<sup>L</sup> and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRS<sup>L</sup> conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

## Row 7

### (2.5.1.1) Water pollutant category

Select from:

- Nitrates

### (2.5.1.2) Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Nitrates can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSList) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSList include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSList goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSList approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

### (2.5.1.5) Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSList and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSList conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

[Add row]

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### **(3.1.1) Environmental risks identified**

Select from:

Yes, both in direct operations and upstream/downstream value chain

#### Forests

##### **(3.1.1) Environmental risks identified**

Select from:

No

**(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain**

Select from:

Environmental risks exist, but none with the potential to have a substantive effect on our organization

##### **(3.1.3) Please explain**

*Ralph Lauren has prioritized risks and opportunities for climate- and water-related issues in the reporting year as they have a more substantive impact on our business. However, we recognize the importance of forest-related issues in our value chain and hope to incorporate forest-related risks and opportunities some time in the future.*

#### Water

### (3.1.1) Environmental risks identified

Select from:

- Yes, both in direct operations and upstream/downstream value chain

#### Plastics

### (3.1.1) Environmental risks identified

Select from:

- No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

- Environmental risks exist, but none with the potential to have a substantive effect on our organization

### (3.1.3) Please explain

*Ralph Lauren has prioritized risks and opportunities for climate- and water-related issues in the reporting year as they have a more substantive impact on our business. However, we recognize the importance of plastics-related issues in our value chain and hope to incorporate plastics-related risks and opportunities some time in the future.*

[Fixed row]

### (3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

#### Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

#### Market

Other market risk, please specify :Cost and availability of cotton fiber and fabric

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- Australia
- Brazil
- India
- Turkey
- United States of America

### (3.1.1.9) Organization-specific description of risk

*Most of Ralph Lauren's products rely on virgin cotton. As extreme weather events and droughts grow in frequency and severity, the cost and availability of cotton fabric and fiber will likely be impacted. Supply of cotton could be reduced and prices may increase. These costs may be absorbed by Ralph Lauren or passed through to consumers, with demand impacts.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

Long-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

About as likely as not

#### (3.1.1.14) Magnitude

Select from:

Medium

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

#### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

#### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

47000000

#### (3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

25000000

#### (3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

1007999999

#### (3.1.1.25) Explanation of financial effect figure

Our scenario analysis included an assessment of potential exposure to physical climate risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). For this report, SSP2-4.5 scenario numbers are used. This higher carbon scenario represents the greatest potential impact posed by the risks identified.

### (3.1.1.26) Primary response to risk

#### Diversification

- Increase supplier diversification

### (3.1.1.28) Explanation of cost calculation

Ralph Lauren has not yet quantified the cost to respond to this risk but we plan to address this in the next two years.

### (3.1.1.29) Description of response

The financial impact of this risk can be mitigated through our sourcing strategy. This includes strategies to achieve balanced diversified country allocation, near shoring, and localization of materials. We are working to consolidate our supply chain, with a goal for 80 percent of our business to be with strategic and key suppliers by 2025. Additionally, we are investing in the transition to alternative raw materials such as regenerative or recycled cotton to reduce reliance on traditional virgin cotton that is more susceptible to climate impacts.

## Water

### (3.1.1.1) Risk identifier

Select from:

- Risk6

### (3.1.1.3) Risk types and primary environmental risk driver

#### Chronic physical

- Water stress

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- India

### (3.1.1.7) River basin where the risk occurs

Select all that apply

- Other, please specify :Sutlej, Yamuna, Arabian Sea

### (3.1.1.9) Organization-specific description of risk

*The use of freshwater in our value chain is vital for our raw materials input (e.g., cotton growing) as well as manufacturing processes (e.g., fabric and garment dyeing and washing). As a result, water risks in locations where we source raw materials or manufactured goods may have the potential to result in supply chain disruptions. Ralph Lauren takes a holistic approach to water stewardship. We are committed to reducing water consumption across our value chain and to safeguarding and improving access to water resources in our communities.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in upstream value chain

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Likely

### (3.1.1.14) Magnitude

Select from:

- Medium-low

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

- Establish organization-wide targets

### (3.1.1.28) Explanation of cost calculation

*The cost of response remains unknown as we are tackling the issues holistically, and our value chain partners where our water risks predominantly lie are implementing water-related initiatives as an investment inherent to their business and corporate strategy.*

### (3.1.1.29) Description of response

We are committed to reducing water consumption across our value chain, and to safeguarding and improving access to water resources in our communities. We have a public goal to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. In FY24, we began the third year of our current 3-year partnership, which included continued participation in WWF's Noyyal-Bhavani Collective Action Program. This program is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. In addition to addressing regional textile industry impacts on freshwater, the program also focuses on improving farming water management practices, protecting freshwater biodiversity, clearing invasive species, improving groundwater supply and restoring vital habitats and wetlands. Over the past three years, a total of 50 clean-tech facility assessments have been completed through the program, enabling the identification of nearly 500 specific recommendations for water, energy and other operational improvements. Facilities that have adopted these recommendations have achieved a total water savings of more than 209,000 m<sup>3</sup> per year. We are also working to eliminate the use of hazardous chemicals in our production by 2025. We monitor our suppliers' conformance to the ZDHC MRS<sup>L</sup> and require our suppliers to conduct wastewater tests aligned with ZDHC Wastewater Guidelines.

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

### **Acute physical**

- Storm (including blizzards, dust and sandstorm)

#### **(3.1.1.4) Value chain stage where the risk occurs**

Select from:

- Upstream value chain

#### **(3.1.1.6) Country/area where the risk occurs**

Select all that apply

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Egypt                                      | <input checked="" type="checkbox"/> Cambodia   |
| <input checked="" type="checkbox"/> India                                      | <input checked="" type="checkbox"/> Viet Nam   |
| <input checked="" type="checkbox"/> Italy                                      | <input checked="" type="checkbox"/> Guatemala  |
| <input checked="" type="checkbox"/> Mexico                                     | <input checked="" type="checkbox"/> Sri Lanka  |
| <input checked="" type="checkbox"/> Turkey                                     | <input checked="" type="checkbox"/> Bangladesh |
| <input checked="" type="checkbox"/> Philippines                                |  |
| <input checked="" type="checkbox"/> Taiwan, China                              |  |
| <input checked="" type="checkbox"/> Hong Kong SAR, China                       |  |
| <input checked="" type="checkbox"/> United States of America                   |  |
| <input checked="" type="checkbox"/> China, Macao Special Administrative Region |  |

#### **(3.1.1.9) Organization-specific description of risk**

*An increasing frequency and severity of extreme weather events could affect both Ralph Lauren's supplier factories and our logistics supply chain, including transporting goods from finished goods suppliers to distribution centers and then to customers. We rely upon third-party transportation providers for substantially all our product shipments, including shipments to and from our distribution centers to our stores and shop-within-shops, and to our digital commerce and wholesale customers. Our utilization of these shipping services is subject to various risks, including severe weather caused by climate change. Weather events that lead to transportation infrastructure damage and flooding cause disruptions that can affect revenue by decreasing transportation availability and increasing wages and fuel prices, which could result in higher transportation costs. Additionally, severe winds from storms such as typhoons may lead to disruptions at suppliers' factories causing delays in product production.*

#### **(3.1.1.11) Primary financial effect of the risk**

Select from:

- Decreased revenues due to reduced production capacity

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term
- Long-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Very likely

#### (3.1.1.14) Magnitude

Select from:

- Medium

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- Yes

#### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

300000

#### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

2100000

#### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1500000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

8600000

### (3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

9400000

### (3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

66300000

### (3.1.1.25) Explanation of financial effect figure

*Our scenario analysis included an assessment of potential exposure to physical climate risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). For this report, SSP2-4.5 scenario numbers are used. The financial impacts from Storms are based off of Jupiter's loss modeling data for wind, which includes impacts from storms and tropical cyclones.*

### (3.1.1.26) Primary response to risk

#### Diversification

Increase supplier diversification

### (3.1.1.28) Explanation of cost calculation

*Ralph Lauren has not yet quantified the cost to respond to this risk but we plan to address this in the next two years.*

### (3.1.1.29) Description of response

*The financial impact of this risk can be mitigated through our sourcing strategy. This includes strategies to achieve balanced diversified country allocation, near shoring, and localization of materials including in-region fabric sourcing strategy. We are working to consolidate our supply chain, with a goal for 80 percent of our business to be with strategic and key suppliers by 2025.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk3

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

- Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> China                    | <input checked="" type="checkbox"/> Viet Nam   |
| <input checked="" type="checkbox"/> India                    | <input checked="" type="checkbox"/> Guatemala  |
| <input checked="" type="checkbox"/> Italy                    | <input checked="" type="checkbox"/> Indonesia  |
| <input checked="" type="checkbox"/> Mexico                   | <input checked="" type="checkbox"/> Sri Lanka  |
| <input checked="" type="checkbox"/> Cambodia                 | <input checked="" type="checkbox"/> Bangladesh   |
| <input checked="" type="checkbox"/> Philippines              | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Taiwan, China            |  |
| <input checked="" type="checkbox"/> Republic of Korea        |  |
| <input checked="" type="checkbox"/> Hong Kong SAR, China     |  |
| <input checked="" type="checkbox"/> United States of America |  |

### (3.1.1.9) Organization-specific description of risk

An increasing frequency and severity of extreme weather events could affect the operations of Ralph Lauren's finished goods suppliers and the communities where they operate, including flooding and other weather-related disruptions at factories. Weather events that cause manufacturing infrastructure damage and flooding cause disruptions in timing throughout the supply chain that can affect revenue by decreasing production capacity and reliability and increasing wages and fuel prices, which could result in higher manufacturing costs.

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term
- Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

### (3.1.1.14) Magnitude

Select from:

- Medium-low

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- Yes

### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

700000

### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

2600000

### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

2100000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10200000

### (3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

8600000

### (3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

68500000

### (3.1.1.25) Explanation of financial effect figure

*Our scenario analysis included an assessment of potential exposure to physical climate risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). For this report, SSP2-4.5 scenario numbers are used. The financial impacts from heavy precipitation are based off of Jupiter's loss modeling data for floods, which includes pluvial (rain) and fluvial (rivers) flooding, both of which are influenced by extreme precipitation. To be conservative, we consider all flood risk (also including coastal). Storms can also influence flood events.*

### (3.1.1.26) Primary response to risk

#### Diversification

Increase supplier diversification

### (3.1.1.28) Explanation of cost calculation

Ralph Lauren has not yet quantified the cost to respond to this risk but we plan to address this in the next two years.

### (3.1.1.29) Description of response

The financial impact of this risk can be mitigated through our sourcing strategy. This includes strategies to achieve balanced diversified country allocation, near shoring, and localization of materials including in-region fabric sourcing strategy. We are working to consolidate our supply chain, with a goal for 80 percent of our business to be with strategic and key suppliers by 2025.

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk4

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

- Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> China                | <input checked="" type="checkbox"/> France            |
| <input checked="" type="checkbox"/> Italy                | <input checked="" type="checkbox"/> Australia         |
| <input checked="" type="checkbox"/> Japan                | <input checked="" type="checkbox"/> Singapore         |
| <input checked="" type="checkbox"/> Spain                | <input checked="" type="checkbox"/> Taiwan, China     |
| <input checked="" type="checkbox"/> Canada               | <input checked="" type="checkbox"/> Republic of Korea |
| <input checked="" type="checkbox"/> Hong Kong SAR, China |   |

- United States of America
- United Kingdom of Great Britain and Northern Ireland

### (3.1.1.9) Organization-specific description of risk

*We have operations, including retail, distribution, and warehousing operations, in locations subject to natural disasters, such as severe weather caused by climate change, any of which could disrupt our operations. The occurrence of natural disasters or other catastrophic events may result in sudden disruptions in the business operations of the local economies affected, as well as of the regional and global economies. Any of these events could result in decreased demand for our products and disruptions in our sales channels and manufacturing and distribution networks, which could have a material adverse effect on our business, results of operations, and financial condition. Additionally, as storms become more severe and higher than average rainfall occurs as a result of climate change, the facilities operated by Ralph Lauren may have to spend more to protect from storm-related damage and losses. Potential impacts associated with this risk include increased frequency weather events leading to business disruption, expense and financial impact, costs to protect and retrofit existing facilities to be more resilient to extreme weather events. This also includes an increase in philanthropic contributions to relief organizations in response to natural disasters that occur in countries where we operate.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption to sales

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term
- Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Very likely

### (3.1.1.14) Magnitude

Select from:

- Low

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

3600000

### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

3600000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

14700000

### (3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

13400000

### (3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

104000000

### (3.1.1.25) Explanation of financial effect figure

*Our scenario analysis included an assessment of potential exposure to physical climate risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). For this report, SSP2-4.5 scenario numbers are used. The financial impacts from heavy precipitation are based off of Jupiter's loss modeling data for floods, which includes pluvial (rain) and fluvial (rivers) flooding, both of which are influenced by extreme precipitation. To be conservative, we consider all flood risk (also including coastal). Storms can also influence flood events.*

### (3.1.1.26) Primary response to risk

#### Policies and plans

- Develop flood emergency plans

### (3.1.1.28) Explanation of cost calculation

*Ralph Lauren has not yet quantified the cost to respond to this risk but we plan to address this in the next two years.*

### (3.1.1.29) Description of response

*The financial impact of this risk can be mitigated through business teams pre-planning—both physical resources (sandbags, plywood, flood barriers) and financial resources to further prepare. Additionally, business considerations like impact-resistant windows at certain locations will mitigate severe damage. We maintain insurance policies to minimize financial loss.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk5

### (3.1.1.3) Risk types and primary environmental risk driver

#### Technology

- Other technology risk, please specify :Supply chain continuity and resilience

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Egypt | <input checked="" type="checkbox"/> France |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Mexico |
| <input checked="" type="checkbox"/> Japan | <input checked="" type="checkbox"/> Panama |

- Spain
- Canada
- Germany
- Australia
- Switzerland
- Republic of Korea
- Hong Kong SAR, China
- Sweden
- Belgium
- United Arab Emirates
- United States of America
- United Kingdom of Great Britain and Northern Ireland

#### (3.1.1.9) Organization-specific description of risk

*The limited availability of sustainable and functional alternatives in logistics (e.g., fuel) due to technological obstacles and the lack of diverse shipping routes or port access leading to bottlenecks could limit Ralph Lauren's ability to mitigate emissions and increase operational disruptions and delays (that may also be driven by physical climate impacts). Any delays and/or higher prices of shipping could impact operating costs and could lead to potential lost sales due to insufficient inventory levels.*

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced production capacity

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term
- Long-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Very likely

#### (3.1.1.14) Magnitude

Select from:

Low

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

0

### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

2000000

### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

3000000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

8000000

### (3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

### (3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

51000000

### (3.1.1.25) Explanation of financial effect figure

*Our scenario analysis included an assessment of potential exposure to physical climate risks by our highest value operational facilities. We measured the potential loss in asset value as a result of physical climate risks at multiple decadal intervals. The range disclosed represents the potential financial impact of business*

disruption for these facilities in 2025 (short term), 2030 (medium term), and 2050 (long term) across two physical risk scenarios (SSP2-4.5 and SSP1-2.6). For this report, SSP2-4.5 scenario numbers are used.

### (3.1.1.26) Primary response to risk

#### Diversification

- Increase supplier diversification

### (3.1.1.28) Explanation of cost calculation

Ralph Lauren has not yet quantified the cost to respond to this risk but we plan to address this in the next two years.

### (3.1.1.29) Description of response

The financial impact of this risk is naturally limited and hedged by our product volume being split across multiple shipments and transport conveyances. Ralph Lauren has in place cargo insurance policies to mitigate financial loss to the organization and engages with its logistics partners to limit single-threading shipping lines and de-risk supply chain across key regions.

[Add row]

## (3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

### Row 1

#### (3.2.1) Country/Area & River basin

##### India

- Other, please specify :Yamuna, Sutlej, Arabian Sea

#### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

- Upstream value chain

### (3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

6

### (3.2.10) % organization's total global revenue that could be affected

Select from:

Less than 1%

### (3.2.11) Please explain

As we identified inherent water-related risks within our upstream value chain, we put in place mitigation efforts that focus on building our supply chain resilience to water-related risks. More information is provided in 3.1.1

[Add row]

### (3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: <input checked="" type="checkbox"/> No	No additional comment

[Fixed row]

### (3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

No, and we do not anticipate being regulated in the next three years

**(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

### **Climate change**

#### **(3.6.1) Environmental opportunities identified**

Select from:

- Yes, we have identified opportunities, and some/all are being realized

### **Forests**

#### **(3.6.1) Environmental opportunities identified**

Select from:

- No

#### **(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities**

Select from:

- Opportunities exist, but none anticipated to have a substantive effect on organization

#### **(3.6.3) Please explain**

*Ralph Lauren has prioritized risks and opportunities for climate- and water-related issues in the reporting year as they have a more substantive impact on our business. However, we recognize the importance of forest-related issues in our value chain and hope to incorporate forest-related risks and opportunities some time in the future.*

### **Water**

#### **(3.6.1) Environmental opportunities identified**

Select from:

- Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

**(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

### **Climate change**

#### **(3.6.1.1) Opportunity identifier**

*Select from:*

- Opp1

#### **(3.6.1.2) Commodity**

*Select all that apply*

- Not applicable

#### **(3.6.1.3) Opportunity type and primary environmental opportunity driver**

##### **Products and services**

- Other products and services opportunity, please specify :Development and/or expansion of low emission goods and services

#### **(3.6.1.4) Value chain stage where the opportunity occurs**

*Select from:*

- Direct operations

#### **(3.6.1.5) Country/area where the opportunity occurs**

*Select all that apply*

- United States of America

#### **(3.6.1.8) Organization specific description**

Ralph Lauren's climate strategy includes development of low emission products and materials. We are currently using and aiming to increase the use of recycled content for both synthetic and natural fibers, as well as cotton grown with less chemical inputs and irrigation water than conventional cotton. In FY22, we announced a comprehensive circularity strategy to further advance sustainability goals. Following the launch of our initial C2C Certified Gold products, the classic, luxury Cashmere Crewneck Sweater and luxury Cashmere Turtleneck Sweater, in FY24 we launched the luxury Flag Cashmere Sweater and the Polo Denim Flag Trucker Jacket. We will also continue to invest in scalable technologies that will elevate the quality of recycled materials so that they are of the same high quality and feel as virgin material. In 2020, Ralph Lauren invested in Natural Fiber Welding, a leading sustainable material science startup that is scaling a new industry standard for natural fiber recycling. As part of this commitment, Ralph Lauren will produce 100% recycled cotton products across our portfolio by 2025. We continue to source innovative materials, including through NFW, to launch new products. As we develop new and expanded circular and low emissions products, this could result in a competitive advantage, brand preference, and brand loyalty among customers.

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term
- Long-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

### (3.6.1.12) Magnitude

Select from:

- Medium

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

- Yes

### **(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)**

4000000

### **(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)**

13000000

### **(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)**

24000000

### **(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)**

169000000

### **(3.6.1.23) Explanation of financial effect figures**

*Projected financial values for sustainable products incorporate underlying market assumptions consistent with the current global momentum towards circular practices (i.e., a business-as-usual or "high carbon" scenario) including emerging circular economy principals, textile-to-textile recycling, and consumer education campaigns. Current revenue from sustainable product and estimated market growth for sustainable products are calculated with data from Ralph Lauren as well as Future Market Insights (Recycled Textiles), Apparel Resources (Sustainable Fabrics), and Global Newswire (Sustainable/Eco-Friendly Apparel)*

### **(3.6.1.25) Explanation of cost calculation**

*Ralph Lauren has not yet quantified the cost of realizing this opportunity but we plan to address this in the next two years.*

### **(3.6.1.26) Strategy to realize opportunity**

*This opportunity will be realized by pursuing our Live On promise to enable our past and future products to live on responsibly by 2030. The Ralph Lauren Live On promise builds on the Company's existing circularity strategy and is supported by three foundational pillars that guide initial goals: (1) Design for Circular: Ralph Lauren has committed to designing our products according to circular principles by 2025, including a goal to make five iconic products C2C Certified. In addition, we will offer high quality products made with 100% recycled cotton. (2) Enable Circular Consumer Experiences: We have committed to extend the life of our products by piloting ways for its consumers to rent, repair, and recirculate Ralph Lauren products by 2025, in select top cities. (3) Advance the Circular Economy: By 2025, we will also invest in scaling regenerative practices – such as the U.S. Regenerative Cotton Fund – and innovative technologies like those produced by Natural Fiber Welding, a leading sustainable material science startup that is scaling a new industry standard for natural fiber recycling.*

## Water

### (3.6.1.1) Opportunity identifier

Select from:

- Opp2

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

- Other resource efficiency opportunity, please specify :Improved water efficiency in operations

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Upstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- China
- India
- Indonesia
- Viet Nam

### (3.6.1.8) Organization specific description

Ralph Lauren is working with product manufacturers to use more water-efficient production methods and to capture water data through the Higg Index Facility Environment Module. In FY24, we continued our partnership with the Apparel Impact Institute (Aii) to expand the Carbon Leadership Program within our supply chain. We sponsored 48 facilities, representing approximately 47% of our raw materials business spend, including 19 strategic finished goods facilities. Through the Program, we invested in technical support for each participating manufacturing facility to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plans with near-, medium- and long-term priorities that align with broader industry ambitions and best practices, which is of strategic interest to our business in the face of climate change and water risk. In FY24, nominated facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the developed roadmaps for the nominated facilities, an aggregated saving estimation of 17 million cubic meters of water annually has been identified. We also continued

*our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY24, these transitions helped our suppliers avoid an estimated 240,000 cubic meters of water use.*

### **(3.6.1.9) Primary financial effect of the opportunity**

*Select from:*

- Reduced direct costs

### **(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization**

*Select all that apply*

- Short-term

### **(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon**

*Select from:*

- Likely (66–100%)

### **(3.6.1.12) Magnitude**

*Select from:*

- Medium

### **(3.6.1.15) Are you able to quantify the financial effects of the opportunity?**

*Select from:*

- No

### **(3.6.1.25) Explanation of cost calculation**

*Ralph Lauren has not yet quantified the cost of realizing this opportunity but we plan to address this in the next two years.*

### **(3.6.1.26) Strategy to realize opportunity**

*To realize this opportunity, we will work with product manufacturers through the Higg Index Facility Environment Module and continue our partnership with the Aii to expand the Carbon Leadership Program throughout our supply chain.*

## Water

### (3.6.1.1) Opportunity identifier

Select from:

- Opp3

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Products and services

- Development of new products or services through R&D and innovation

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Upstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- China
- India
- Indonesia
- Viet Nam

### (3.6.1.8) Organization specific description

*Ralph Lauren is committed to industry partnerships and investing in scalable, innovative technologies that enable further efficiencies in processes, material usage, water, and energy consumption. These initiatives help unlock opportunities in our value chain to reduce reliance in freshwater resources while also offering innovative products to our customers. Our water stewardship strategy includes development of lower impact products and materials. We continue to work towards increasing the use of recycled content for both synthetic and natural fibers. Our strategy also includes the use of regeneratively grown fibers and materials to support soil health. This past year, we certified two additional icons – the luxury Flag Cashmere Sweater and the Polo Denim Flag Trucker Jacket, our third and fourth products to be C2C Certified Gold. The jacket is also made with 75% Regenagri certified cotton and 25% recycled cotton and has removable buttons to enable recycling at the end of the product's life cycle. These products follow the launch of our initial C2C Certified Gold products, the classic, luxury Cashmere Crewneck Sweater and luxury*

*Cashmere Turtleneck Sweater. We also plan to continue working towards our goal of offering high-quality products made with 100% recycled cotton by 2025 and investing in scaling innovative technologies and regenerative practices to advance the circular economy by 2025.*

### **(3.6.1.9) Primary financial effect of the opportunity**

*Select from:*

- Increased revenues resulting from increased demand for products and services

### **(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization**

*Select all that apply*

- Short-term

### **(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon**

*Select from:*

- Likely (66–100%)

### **(3.6.1.12) Magnitude**

*Select from:*

- Medium

### **(3.6.1.15) Are you able to quantify the financial effects of the opportunity?**

*Select from:*

- No

### **(3.6.1.25) Explanation of cost calculation**

*Ralph Lauren has not yet quantified the cost of realizing this opportunity but we plan to address this in the next two years.*

### **(3.6.1.26) Strategy to realize opportunity**

*We will continue to expand the rollout of the program in our supply chain and work closely with our suppliers to track progress and support them in capability building and collective action programs that help overcome obstacles in implementing their action plan.*

## Water

### (3.6.1.1) Opportunity identifier

Select from:

- Opp4

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Markets

- Increased brand value

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Upstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- China
- India
- Indonesia
- Viet Nam

### (3.6.1.8) Organization specific description

Water stewardship is an important focus area in our industry. Ralph Lauren is working to ensure that water is used efficiently in our value chain. We believe our work in water stewardship will enable our business and our supply chain to build resilience and reduce the impact of our business in water resource availability and climate change, which we believe will elevate our brand value as we expect consumers to shift preferences to brands managing resources more responsibly and mitigating their impacts.

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

#### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term

#### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

#### (3.6.1.12) Magnitude

Select from:

- Low

#### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

- No

#### (3.6.1.25) Explanation of cost calculation

*Ralph Lauren has not yet quantified the cost of realizing this opportunity but we plan to address this in the next two years.*

#### (3.6.1.26) Strategy to realize opportunity

*We are continuously pursuing opportunities to create products with less water through partnerships with our supply chain partners and implementation of innovative technologies. We are committed to communicating our water stewardship efforts across our stakeholders.*

[Add row]

## C4. Governance

### (4.1) Does your organization have a board of directors or an equivalent governing body?

#### (4.1.1) Board of directors or equivalent governing body

Select from:

- Yes

#### (4.1.2) Frequency with which the board or equivalent meets

Select from:

- More frequently than quarterly

#### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

- Executive directors or equivalent
- Independent non-executive directors or equivalent

#### (4.1.4) Board diversity and inclusion policy

Select from:

- Yes, and it is publicly available

#### (4.1.5) Briefly describe what the policy covers

*Setting the criteria for composition of the Board and the selection of new directors are Board functions. The Nominating, Governance, Citizenship and Sustainability Committee works with the Board on an annual basis to determine appropriate characteristics, skills and experience for the Board and for its individual members. In general, the Board seeks members who combine a broad spectrum of business expertise, industry knowledge and financial expertise and possess high personal and professional ethics with a reputation for integrity and good judgment. Directors should have experience in positions with a high degree of responsibility, be current or former leaders in the companies or institutions with which they are affiliated and be selected based upon merit and the contributions they can make to the Board and management. Directors should be selected so that the Board is a diverse body, appropriately reflecting differences in thought, skills, regional and industry experience,*

background, race, ethnicity, gender, and other unique characteristics. Accordingly, the Nominating Committee includes, and has any search firm that it engages include, women and minority candidates in the pool from which it selects director candidates.

#### (4.1.6) Attach the policy (optional)

RLC Corporate Governance Policies 2024 (Final).pdf  
[Fixed row]

#### (4.1.1) Is there board-level oversight of environmental issues within your organization?

Board-level oversight of this environmental issue	
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Forests	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

#### (4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

##### Climate change

###### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Chief Executive Officer (CEO)
- Other C-Suite Officer
- Board-level committee

#### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

#### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Nominating, Governance, Citizenship & Sustainability Committee Charter, Talent, Culture, and Total Rewards Committee Charter

#### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Approving corporate policies and/or commitments
- Monitoring progress towards corporate targets
- Overseeing and guiding the development of a climate transition plan
- Overseeing and guiding the development of a business strategy
- Approving and/or overseeing employee incentives

#### (4.1.2.7) Please explain

Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. The full Board receives a report on citizenship and sustainability progress at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report and a summary

report of our climate related risks and mitigation strategies. The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board oversees ESG risks and opportunities and receives quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams. The Nominating Committee reviews initiatives, goals, and policies, and makes recommendations to the Board on ESG matters, including climate-related issues. Each quarterly update to the Nominating Committee includes a standing agenda item on ESG-related risks and opportunities, inclusive of climate risks. The Finance Committee and the Nominating Committee advise on the incorporation of goals into our corporate strategy and engagement on those business initiatives that influence corporate citizenship and sustainability. The Audit Committee of the Board reviews ESG risks as part of its overall Enterprise Risk Management review. The Talent, Culture & Total Rewards Committee (the Talent Committee) reviews and approves our compensation programs, including corporate metrics and milestones related to any ESG factors included in the compensation plans, and may consult the Nominating Committee on ESG goals when establishing, monitoring, or reviewing performance goals. For Fiscal 2024, ESG metrics in the form of a scorecard were selected by the Talent Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society. These ESG metrics serve as a strategic modifier goal which, if met, would adjust bonuses for director-level employees and above (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%.

## Forests

### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Chief Executive Officer (CEO)
- Other C-Suite Officer
- Board-level committee

### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Nominating, Governance, Citizenship & Sustainability Committee Charter, Talent, Culture, and Total Rewards Committee Charter

### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Approving corporate policies and/or commitments
- Monitoring progress towards corporate targets
- Overseeing and guiding the development of a climate transition plan
- Overseeing and guiding the development of a business strategy
- Approving and/or overseeing employee incentives

#### (4.1.2.7) Please explain

*Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. The full Board receives a report on citizenship and sustainability progress at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report. The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board receives quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams. The Nominating Committee reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including forests-related issues. Each quarterly update to the Nominating Committee also includes a standing agenda item on ESG-related risks, inclusive of forests risks. The Finance Committee of the Board and the Nominating committee advise on the incorporation of goals into our corporate strategy and engagement on those business initiatives that influence corporate citizenship and sustainability. The Audit Committee of the Board reviews ESG risks, including forests-related risks, as part of its overall Enterprise Risk Management review. The Talent, Culture & Total Rewards Committee (the Talent Committee) reviews and approves our compensation programs, including corporate metrics and milestones related to any ESG factors included in the compensation plans, and may consult the Nominating Committee on ESG goals when establishing, monitoring, or reviewing performance goals. For Fiscal 2024, ESG metrics in the form of a scorecard were selected by the Talent Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society. These ESG metrics serve as a strategic modifier goal which, if met, would adjust bonuses for director-level employees and above (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%.*

## Water

#### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Chief Executive Officer (CEO)
- Other C-Suite Officer
- Board-level committee

## (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

## (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Nominating, Governance, Citizenship & Sustainability Committee Charter, Talent, Culture, and Total Rewards Committee Charter

## (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

## (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Approving corporate policies and/or commitments
- Monitoring progress towards corporate targets
- Overseeing and guiding the development of a climate transition plan
- Overseeing and guiding the development of a business strategy
- Approving and/or overseeing employee incentives

## (4.1.2.7) Please explain

*Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. The full Board receives a report on citizenship and sustainability progress at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report. The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board receives quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams. The Nominating Committee reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including water-related issues. Each quarterly update to the Nominating Committee also includes a standing agenda item on ESG-related risks, inclusive of water risks. The Finance Committee of the Board and the Nominating committee advise on the incorporation of goals into our corporate strategy and engagement on those business initiatives that influence corporate citizenship and sustainability. The Audit Committee of the Board reviews ESG risks, including water-related risks, as part of its overall Enterprise Risk Management review. The Talent, Culture & Total Rewards Committee (the*

Talent Committee) reviews and approves our compensation programs, including corporate metrics and milestones related to any ESG factors included in the compensation plans, and may consult the Nominating Committee on ESG goals when establishing, monitoring, or reviewing performance goals. For Fiscal 2024, ESG metrics in the form of a scorecard were selected by the Talent Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society. These ESG metrics serve as a strategic modifier goal which, if met, would adjust bonuses for director-level employees and above (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%.

## Biodiversity

### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Chief Executive Officer (CEO)
- Other C-Suite Officer
- Board-level committee

### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Nominating, Governance, Citizenship & Sustainability Committee Charter, Talent, Culture, and Total Rewards Committee Charter

### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Approving corporate policies and/or commitments

- Monitoring progress towards corporate targets
- Overseeing and guiding the development of a climate transition plan
- Overseeing and guiding the development of a business strategy
- Approving and/or overseeing employee incentives

#### (4.1.2.7) Please explain

*Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. The full Board receives a report on citizenship and sustainability progress at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report. The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board receives quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams. The Nominating Committee reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including biodiversity-related issues. Each quarterly update to the Nominating Committee also includes a standing agenda item on ESG-related risks, inclusive of biodiversity risks. The Finance Committee of the Board and the Nominating committee advise on the incorporation of goals into our corporate strategy and engagement on those business initiatives that influence corporate citizenship and sustainability. The Audit Committee of the Board reviews ESG risks, including biodiversity-related risks, as part of its overall Enterprise Risk Management review. The Talent, Culture & Total Rewards Committee (the Talent Committee) reviews and approves our compensation programs, including corporate metrics and milestones related to any ESG factors included in the compensation plans, and may consult the Nominating Committee on ESG goals when establishing, monitoring, or reviewing performance goals. For Fiscal 2024, ESG metrics in the form of a scorecard were selected by the Talent Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society. These ESG metrics serve as a strategic modifier goal which, if met, would adjust bonuses for director-level employees and above (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%.*

[Fixed row]

## (4.2) Does your organization's board have competency on environmental issues?

### Climate change

#### (4.2.1) Board-level competency on this environmental issue

Select from:

- No, but we plan to within the next two years

#### (4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

Other, please specify :We will consider board members with competence on climate-related issues with any future changes to board membership

#### **(4.2.5) Explain why your organization does not have a board with competence on this environmental issue**

*For future changes to board membership, our Nominating Committee will consider board members with competence on climate -related issues while also ensuring board nominees maintain appropriate characteristics, skills and experience.*

#### **Forests**

##### **(4.2.1) Board-level competency on this environmental issue**

Select from:

No, but we plan to within the next two years

##### **(4.2.4) Primary reason for no board-level competency on this environmental issue**

Select from:

Other, please specify :We will consider board members with competence on climate-related issues, which are closely interrelated with forests-related issues, with any future changes to board membership

#### **(4.2.5) Explain why your organization does not have a board with competence on this environmental issue**

*For future changes to board membership, our Nominating Committee will consider board members with competence on climate -related issues, which are closely interrelated with forests issues, while also ensuring board nominees maintain appropriate characteristics, skills and experience.*

#### **Water**

##### **(4.2.1) Board-level competency on this environmental issue**

Select from:

No, but we plan to within the next two years

##### **(4.2.4) Primary reason for no board-level competency on this environmental issue**

Select from:

- Other, please specify :We will consider board members with competence on climate-related issues, which are closely interrelated with water-related issues, with any future changes to board membership

#### (4.2.5) Explain why your organization does not have a board with competence on this environmental issue

*For future changes to board membership, we will consider board members with competence on climate-related issues, which are closely interrelated with water issues, while also ensuring board nominees maintain appropriate characteristics, skills and experience.*

[Fixed row]

#### (4.3) Is there management-level responsibility for environmental issues within your organization?

Management-level responsibility for this environmental issue	
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Forests	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

#### (4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

**Climate change**

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Chief Executive Officer (CEO)

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

##### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our CEO, who also holds the title of President, is responsible for the daily management of our Company. Our CEO is also a member of our Board of Directors (the Board), who review climate related risks and mitigation strategies on an annual basis and attends meetings of our Nominating Committee, which reviews ESG-related risks and mitigation strategies, including climate-related issues, on a quarterly basis. Our CEO reviews and approves significant climate strategy and communications decisions, including reviewing our roadmap to achieve our 2030 greenhouse gas reduction target and our net-zero greenhouse gas emissions by 2040. Our CEO also serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pacts pillars: climate, biodiversity, and oceans.*

## Forests

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Chief Executive Officer (CEO)

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

#### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues

### (4.3.1.4) Reporting line

#### Select from:

- Reports to the board directly

### (4.3.1.5) Frequency of reporting to the board on environmental issues

#### Select from:

- Quarterly

### (4.3.1.6) Please explain

Our CEO, who is a member of our Board of Directors (the “Board”), is responsible for the daily management of our company. The formal governance of Global Citizenship & Sustainability, including water-related issues, sits with the Board. Our CEO reviews and approves significant ESG strategy and communications decisions, including any significant decisions that could arise in the future related to forests. Our CEO also serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pact pillars: climate, biodiversity, and oceans.

## Water

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Chief Executive Officer (CEO)

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

#### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues

### (4.3.1.4) Reporting line

#### Select from:

- Reports to the board directly

### (4.3.1.5) Frequency of reporting to the board on environmental issues

#### Select from:

- Quarterly

### (4.3.1.6) Please explain

Our CEO, who is a member of our Board of Directors (the “Board”), is responsible for the daily management of our company. The formal governance of Global Citizenship & Sustainability, including water-related issues, sits with the Board. Our CEO reviews and approves significant water strategy and communications decisions, including our target to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. Our CEO also serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pact pillars: climate, biodiversity, and oceans.

## Biodiversity

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Chief Executive Officer (CEO)

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

#### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues

### (4.3.1.4) Reporting line

#### Select from:

- Reports to the board directly

### (4.3.1.5) Frequency of reporting to the board on environmental issues

#### Select from:

- Quarterly

### (4.3.1.6) Please explain

Our CEO, who is a member of our Board of Directors (the “Board”), is responsible for the daily management of our company. The formal governance of Global Citizenship & Sustainability, including water-related issues, sits with the Board. Our CEO reviews and approves significant ESG strategy and communications decisions, including any significant decisions that could arise in the future related to biodiversity. Our CEO also serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pact pillars: climate, biodiversity, and oceans.

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Chief Financial Officer (CFO)

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

#### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing a climate transition plan
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing annual budgets related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

### (4.3.1.4) Reporting line

#### Select from:

- Reports to the Chief Executive Officer (CEO)

### (4.3.1.5) Frequency of reporting to the board on environmental issues

#### Select from:

- Quarterly

### (4.3.1.6) Please explain

*Our CFO is responsible for the daily management of our Company's finances. Our CFO reviews and approves significant climate strategy and communications decisions, including reviewing and approving our renewable power target and general strategy for sourcing renewable power.*

## **Climate change**

### **(4.3.1.1) Position of individual or committee with responsibility**

#### **Other**

- Other, please specify :Chief Global Impact & Communications Officer

### **(4.3.1.2) Environmental responsibilities of this position**

#### **Dependencies, impacts, risks and opportunities**

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### **Engagement**

- Managing public policy engagement related to environmental issues

#### **Policies, commitments, and targets**

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### **Strategy and financial planning**

- Developing a climate transition plan
- Implementing a climate transition plan
- Conducting environmental scenario analysis
- Managing annual budgets related to environmental issues
- Implementing the business strategy related to environmental issues
- Developing a business strategy which considers environmental issues
- Managing environmental reporting, audit, and verification processes

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief Global Impact & Communications Officer is responsible for day-to-day management of climate-related issues as part of our broader citizenship and sustainability program and reports directly to our CEO. Our Chief Global Impact & Communications Officer serves as chair of our Global Citizenship & Sustainability Steering Committee and, in that capacity, meets monthly with representatives from across our organization to prioritize and resource our approach for climate-related issues and other sustainability topics. She also meets regularly with our dedicated corporate sustainability team to advise on strategy, supplier engagement, and external communications related to climate change. She also serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the Steering Committee, establishing working groups, and supporting outreach to external partners and experts across all three of the Fashion Pacts pillars: climate, biodiversity, and oceans.*

### Climate change

#### (4.3.1.1) Position of individual or committee with responsibility

Other

- Other, please specify :Chief People Officer

#### (4.3.1.2) Environmental responsibilities of this position

##### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

Other

- Providing employee incentives related to environmental performance

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief People Officer is responsible for overseeing employee incentives and compensation, including our short-term incentive compensation plan as the strategic goal modifier to link short-term incentive payouts to the Company's progress on key ESG goals such as climate, water, waste, and diversity. She is also a member of our Global Citizenship & Sustainability Steering Committee.*

#### Climate change

#### (4.3.1.1) Position of individual or committee with responsibility

##### Other

- Other, please specify :Chief Product Officer

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

##### Engagement

- Managing value chain engagement related to environmental issues

##### Strategy and financial planning

- Implementing a climate transition plan

- Implementing the business strategy related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief Product Officer has responsibility for our end-to-end product lifecycle and creates a direct line between managing the development, production, and transport of our product and the climate change impacts of our product and operations. She is also a member of our Global Citizenship & Sustainability Steering Committee.*

#### Climate change

#### (4.3.1.1) Position of individual or committee with responsibility

Committee

- Other committee, please specify :Global Citizenship & Sustainability Steering Committee

#### (4.3.1.2) Environmental responsibilities of this position

##### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- Other, please specify :The Global Citizenship & Sustainability Steering Committee is chaired by our Chief Global Impact and Communications Officer, who reports to our CEO

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Global Citizenship & Sustainability Steering Committee has a stated mission to: inform and set strategy for citizenship and sustainability; champion and drive progress across citizenship and sustainability impact areas; review investment needs and opportunities as identified by working groups; ensure alignment with division heads on topics presented to our Board of Directors; and identify challenges to discuss and debate solutions.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Chief Financial Officer (CFO)

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

##### Strategy and financial planning

- Developing a business strategy which considers environmental issues  
 Implementing a climate transition plan  
 Implementing the business strategy related to environmental issues  
 Managing annual budgets related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our CFO, is responsible for the daily management of our company's finances. Our CFO reviews and approves any significant water strategy and communications decisions.*

### Forests

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Chief Financial Officer (CFO)

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

##### Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues
- Managing annual budgets related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our CFO, who also holds the title of COO, is responsible for the daily management of our company's finances. Our CFO reviews and approves any significant ESG strategy and communications decisions, including any significant decisions that could arise in the future related to forests.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Other C-Suite Officer, please specify :Chief Global Impact and Communications Officer

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

##### Engagement

- Managing public policy engagement related to environmental issues

##### Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets

- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### **Strategy and financial planning**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Developing a climate transition plan</li> <li><input checked="" type="checkbox"/> Implementing a climate transition plan</li> <li><input checked="" type="checkbox"/> Conducting environmental scenario analysis</li> <li><input checked="" type="checkbox"/> Managing annual budgets related to environmental issues</li> <li><input checked="" type="checkbox"/> Implementing the business strategy related to environmental issues</li> </ul> | <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Developing a business strategy which considers environmental issues</li> <li><input checked="" type="checkbox"/> Managing environmental reporting, audit, and verification processes</li> </ul> |
|---|--|

#### **(4.3.1.4) Reporting line**

Select from:

- Reports to the Chief Executive Officer (CEO)

#### **(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

- Quarterly

#### **(4.3.1.6) Please explain**

*Our Chief Global Impact & Communications Officer is responsible for day-to-day management of water-related issues as part of our global citizenship and sustainability (GC&S) program and reports directly to our CEO. Our Chief Global Impact & Communications Officer serves as chair of our GC&S Steering Committee and, in that role, meets regularly with representatives from across our organization to prioritize and resource our approach for water-related issues and other GC&S topics. She also meets regularly with our corporate sustainability team to advise on strategy, supplier engagement, and communications related to water stewardship. Our Chief Global Impact & Communications Officer also serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the Fashion Pact Steering Committee, establishing working groups, and supporting outreach to external partners and experts across all three of the Fashion Pacts pillars: climate, biodiversity, and oceans.*

#### **Forests**

#### **(4.3.1.1) Position of individual or committee with responsibility**

**Executive level**

Other C-Suite Officer, please specify :Chief Global Impact and Communications Officer

**(4.3.1.2) Environmental responsibilities of this position****Dependencies, impacts, risks and opportunities**

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

**Engagement**

- Managing public policy engagement related to environmental issues

**Policies, commitments, and targets**

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

**Strategy and financial planning**

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Developing a climate transition plan                               | <input checked="" type="checkbox"/> Developing a business strategy which considers environmental issues |
| <input checked="" type="checkbox"/> Implementing a climate transition plan                             | <input checked="" type="checkbox"/> Managing environmental reporting, audit, and verification processes |
| <input checked="" type="checkbox"/> Conducting environmental scenario analysis                         |   |
| <input checked="" type="checkbox"/> Managing annual budgets related to environmental issues            |   |
| <input checked="" type="checkbox"/> Implementing the business strategy related to environmental issues |   |

**(4.3.1.4) Reporting line**

Select from:

- Reports to the Chief Executive Officer (CEO)

**(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief Global Impact & Communications Officer is responsible for day-to-day management of forest-related issues as part of our global citizenship and sustainability (GC&S) program and reports directly to our CEO. Our Chief Global Impact & Communications Officer serves as chair of our GC&S Steering Committee and, in that role, meets regularly with representatives from across our organization to prioritize and resource our approach for forest-related issues and other GC&S topics. She also meets regularly with our corporate sustainability team to advise on strategy, supplier engagement, and communications related to forests. Our Chief Global Impact & Communications Officer also serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the Fashion Pact Steering Committee, establishing working groups, and supporting outreach to external partners and experts across all three of the Fashion Pacts pillars: climate, biodiversity, and oceans.*

#### Forests

##### (4.3.1.1) Position of individual or committee with responsibility

###### Executive level

- Other C-Suite Officer, please specify :Chief People Officer

##### (4.3.1.2) Environmental responsibilities of this position

###### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

###### Other

- Providing employee incentives related to environmental performance

##### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief People Officer is a member of our Global Citizenship & Sustainability Steering Committee, which meets regularly to prioritize and resource our approach for forest-related issues and other sustainability topics. The steering committee is composed of leaders from across the Company and is responsible for defining, tracking, and championing this work with the appropriate teams.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Other C-Suite Officer, please specify :Chief People Officer

#### (4.3.1.2) Environmental responsibilities of this position

##### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

##### Other

- Providing employee incentives related to environmental performance

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*Our Chief People Officer is a member of our Global Citizenship & Sustainability Steering Committee, which meets regularly to prioritize and resource our approach for water-related issues and other sustainability topics. The steering committee is composed of leaders from across the Company and is responsible for defining, tracking, and championing this work with the appropriate teams.*

#### Water

##### (4.3.1.1) Position of individual or committee with responsibility

###### Executive level

- Other C-Suite Officer, please specify :Chief Product Officer

##### (4.3.1.2) Environmental responsibilities of this position

###### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

###### Engagement

- Managing value chain engagement related to environmental issues

###### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

##### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

## (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

## (4.3.1.6) Please explain

*Our Chief Product Officer has responsibility for our end-to-end product lifecycle and creates a direct line between managing the development, production, and transport of our product and the water impacts of our product and operations. She is also a member of our Global Citizenship & Sustainability Steering Committee.*

### Forests

## (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Other C-Suite Officer, please specify :Chief Product Officer

## (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

#### Engagement

- Managing value chain engagement related to environmental issues

#### Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

## (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

## (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

## (4.3.1.6) Please explain

*Our Chief Product Officer has responsibility for our end-to-end product lifecycle and creates a direct line between managing the development, production, and transport of our product and the forests impacts of our product and operations. She is also a member of our Global Citizenship & Sustainability Steering Committee.*

### Forests

## (4.3.1.1) Position of individual or committee with responsibility

Committee

- Other committee, please specify :Global Citizenship & Sustainability Steering Committee

## (4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

- Implementing a climate transition plan
- Implementing the business strategy related to environmental issues

## (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

## (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

## (4.3.1.6) Please explain

*Our Global Citizenship & Sustainability Steering Committee has a stated mission to: inform and set strategy for citizenship and sustainability; champion and drive progress across citizenship and sustainability impact areas; review investment needs and opportunities as identified by working groups; ensure alignment with division heads on topics presented to our Board of Directors; and identify challenges to discuss and debate solutions.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Committee

- Other committee, please specify :Global Citizenship & Sustainability Steering Committee

#### (4.3.1.2) Environmental responsibilities of this position

##### Strategy and financial planning

- Developing a climate transition plan
- Implementing a climate transition plan

#### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

## (4.3.1.6) Please explain

*Our Global Citizenship & Sustainability Steering Committee has a stated mission to: inform and set strategy for citizenship and sustainability; champion and drive progress across citizenship and sustainability impact areas; review investment needs and opportunities as identified by working groups; ensure alignment with division heads on topics presented to our Board of Directors; and identify challenges to discuss and debate solutions.*

[Add row]

**(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?**

**Climate change**

**(4.5.1) Provision of monetary incentives related to this environmental issue**

Select from:

Yes

**(4.5.3) Please explain**

*To strengthen the relationship between pay and performance, our executive annual cash incentive bonus plan and our non-executive commission and bonus plans are subject to the achievement of pre-established performance goals, which are established independently of plan participants at the beginning of each fiscal year. In Fiscal 2024, we continued to include ESG metrics in our short-term incentive compensation plan as the strategic goal modifier to link short-term incentive compensation plan to support our key citizenship and sustainability goals, including climate, water, and sustainable materials (inclusive of some forest-based fibers).*

**Forests**

**(4.5.1) Provision of monetary incentives related to this environmental issue**

Select from:

Yes

**(4.5.3) Please explain**

*To strengthen the relationship between pay and performance, our executive annual cash incentive bonus plan and our non-executive commission and bonus plans are subject to the achievement of pre-established performance goals, which are established independently of plan participants at the beginning of each fiscal year. In Fiscal 2024, we continued to include ESG metrics in our short-term incentive compensation plan as the strategic goal modifier to link short-term incentive compensation plan to support our key citizenship and sustainability goals, including climate, water, and sustainable materials (inclusive of some forest-based fibers).*

**Water**

## (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

- Yes

## (4.5.3) Please explain

*To strengthen the relationship between pay and performance, our executive annual cash incentive bonus plan and our non-executive commission and bonus plans are subject to the achievement of pre-established performance goals, which are established independently of plan participants at the beginning of each fiscal year. In Fiscal 2024, we continued to include ESG metrics in our short-term incentive compensation plan as the strategic goal modifier to link short-term incentive compensation plan to support our key citizenship and sustainability goals, including climate, water, and sustainable materials (inclusive of some forest-based fibers). [Fixed row]*

## (4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

- Corporate executive team

#### (4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

#### (4.5.1.3) Performance metrics

##### Targets

- Progress towards environmental targets
- Achievement of environmental targets

## **Emission reduction**

- Implementation of an emissions reduction initiative

## **Engagement**

- Increased value chain visibility (traceability, mapping)

### **(4.5.1.4) Incentive plan the incentives are linked to**

*Select from:*

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

### **(4.5.1.5) Further details of incentives**

*Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.*

### **(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan**

*The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of “inspiring the dream of a better life, through authenticity and timeless style.” Our compensation programs are designed to reward sustainable business growth and results. The programs also are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our climate-related goals), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities and (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our climate-related goals.*

## **Forests**

### **(4.5.1.1) Position entitled to monetary incentive**

#### **Board or executive level**

- Corporate executive team

## (4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

## (4.5.1.3) Performance metrics

### Targets

- Other targets-related metrics, please specify :% of units meeting our sustainable material criteria

## (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

## (4.5.1.5) Further details of incentives

*Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.*

## (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of “inspiring the dream of a better life, through authenticity and timeless style.” Our compensation programs are designed to reward sustainable business growth and results. The programs also are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our climate-related goals), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities and (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our materials-related goal, which includes some forests products.*

## Water

## (4.5.1.1) Position entitled to monetary incentive

### Board or executive level

Corporate executive team

## (4.5.1.2) Incentives

Select all that apply

Bonus - % of salary

## (4.5.1.3) Performance metrics

### Resource use and efficiency

Reduction of water withdrawal and/or consumption volumes – upstream value chain (excluding direct operations)

## (4.5.1.4) Incentive plan the incentives are linked to

Select from:

Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

## (4.5.1.5) Further details of incentives

Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.

## (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of "Inspiring the dream of a better life, through authenticity and timeless style." Our compensation programs are designed to reward sustained business growth and results and are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our water-related goal), balancing the interests of our five stakeholder groups: Our Employees, Our

*Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities. (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our water-related goal.*

## **Climate change**

### **(4.5.1.1) Position entitled to monetary incentive**

#### **Senior-mid management**

Other senior-mid manager, please specify :All director-level employees and above (other than our Executive Chairman and Chief Creative Officer)

### **(4.5.1.2) Incentives**

*Select all that apply*

Bonus - % of salary

### **(4.5.1.3) Performance metrics**

#### **Targets**

Progress towards environmental targets

Achievement of environmental targets

#### **Emission reduction**

Implementation of an emissions reduction initiative

#### **Engagement**

Increased value chain visibility (traceability, mapping)

### **(4.5.1.4) Incentive plan the incentives are linked to**

*Select from:*

Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

### **(4.5.1.5) Further details of incentives**

Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of “inspiring the dream of a better life, through authenticity and timeless style.” Our compensation programs are designed to reward sustainable business growth and results. The programs also are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our climate-related goals), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities and (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our climate-related goals.

#### Water

##### (4.5.1.1) Position entitled to monetary incentive

###### Senior-mid management

- Other senior-mid manager, please specify :All director-level employees and above (other than our Executive Chairman and Chief Creative Officer)

##### (4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

##### (4.5.1.3) Performance metrics

###### Resource use and efficiency

- Reduction of water withdrawal and/or consumption volumes – upstream value chain (excluding direct operations)  
 Reduction of water withdrawal and/or consumption volumes – downstream value chain (excluding direct operations)

##### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

#### (4.5.1.5) Further details of incentives

*Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.*

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of “Inspiring the dream of a better life, through authenticity and timeless style.” Our compensation programs are designed to reward sustained business growth and results and are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our water-related goal), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities. (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our water-related goal.*

### Forests

#### (4.5.1.1) Position entitled to monetary incentive

##### Senior-mid management

- Other senior-mid manager, please specify :All director-level employees and above (other than our Executive Chairman and Chief Creative Officer)

#### (4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

#### (4.5.1.3) Performance metrics

## Targets

Other targets-related metrics, please specify :% of units meeting our sustainable material criteria

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

### (4.5.1.5) Further details of incentives

*Our compensation structure is linked to progress on a number of key performance indicators. These indicators include: a Digital Value Chain (DVC) metric, to unlock our goals toward sustainability and raw material usage; % of identified coal users in our supply chain that commit to eliminate coal by 2025; % of units meeting our sustainable material criteria; % waste diverted from landfill and incineration across our global distribution centers; number of supplier facilities that have set 2030 GHG and water reduction roadmaps; and % of chemical use transparency by business.*

### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of “inspiring the dream of a better life, through authenticity and timeless style.” Our compensation programs are designed to reward sustainable business growth and results. The programs also are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our climate-related goals), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities and (2) Inspire creativity and collaboration (“one team”, “one strategy”) to achieve our highest priority strategic and financial goals, including our materials-related goal, which includes some forests products.*

[Add row]

## (4.6) Does your organization have an environmental policy that addresses environmental issues?

	<b>Does your organization have any environmental policies?</b>
	<p><i>Select from:</i></p> <p><input checked="" type="checkbox"/> Yes</p>

[Fixed row]

#### (4.6.1) Provide details of your environmental policies.

**Row 1**

##### (4.6.1.1) Environmental issues covered

*Select all that apply*

- Climate change
- Forests
- Water
- Biodiversity

##### (4.6.1.2) Level of coverage

*Select from:*

- Organization-wide

##### (4.6.1.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

#### (4.6.1.4) Explain the coverage

Our environmental policy covers Ralph Lauren's principles and commitments around protecting the environment and biodiversity and integrating sustainability across our business and supply chain. This policy applies to Ralph Lauren Corporation (RLC), its affiliates and subsidiaries. Where RLC does not have operational control, the Company encourages our business partners to work towards the principles and commitments outlined in this policy.

#### (4.6.1.5) Environmental policy content

##### **Environmental commitments**

- Commitment to a circular economy strategy
- Commitment to stakeholder engagement and capacity building on environmental issues

##### **Climate-specific commitments**

- Commitment to 100% renewable energy
- Commitment to net-zero emissions
- Other climate-related commitment, please specify :Commitment to working towards eliminating onsite coal consumption from our manufacturing supply chain

##### **Forests-specific commitments**

- Other forests-related commitment, please specify :Commitment to ensure the Company does not source from endangered species habitat and ancient and endangered forests for man-made cellulosics and paper and packaging

##### **Water-specific commitments**

- Commitment to reduce or phase out hazardous substances
- Commitment to control/reduce/eliminate water pollution
- Commitment to reduce water consumption volumes
- Commitment to safely managed WASH in local communities
- Commitment to water stewardship and/or collective action

##### **Additional references/Descriptions**

- Description of commodities covered by the policy
- Description of environmental requirements for procurement
- Reference to timebound environmental milestones and targets

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement
- Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

#### (4.6.1.7) Public availability

Select from:

- Publicly available

#### (4.6.1.8) Attach the policy

RL\_EnvironmentalPolicy.pdf

[Add row]

### (4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

#### (4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- Yes

#### (4.10.2) Collaborative framework or initiative

Select all that apply

- RE100
- HerProject
- UN Global Compact
- We Are Still In
- Textile Exchange
- Science-Based Targets Initiative (SBTi)
- Ellen MacArthur Foundation Global Commitment
- The Fashion pact
- Race to Zero Campaign
- Leather Working Group
- Better Cotton Initiative (BCI)
- Sustainable Apparel Coalition (SAC)

- Zero Discharge of Hazardous Chemicals (ZDHC)

#### (4.10.3) Describe your organization's role within each framework or initiative

Ralph Lauren Corporation has been a member of the Better Cotton Initiative since 2016. Ralph Lauren Corporation is a member of Business for Social Responsibility. We have partnered with Business for Social Responsibility (BSR) to sponsor HERproject. Ralph Lauren Corporation is a member of Ellen MacArthur Foundation. Ralph Lauren Corporation is a member of Leather Working Group. Ralph Lauren Corporation is a Race to Zero Campaign member through our involvement with two partner organizations: the United Nations Fashion Charter for Climate Action and the Science-Based Targets Initiative. Ralph Lauren Corporation is a RE100 member. Ralph Lauren Corporation has committed to the Business Ambition for 1.5C campaign through the Science-based Targets Initiative (SBTi). Ralph Lauren Corporation is a member of Cascale, previously known as the Sustainable Apparel Coalition (SAC). Ralph Lauren Corporation is a member of Textile Exchange. Ralph Lauren Corporation is a signatory to the Fashion Pact. In addition, our CEO serves on the Fashion Pact's Steering Committee, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pact's pillars: climate, biodiversity, and oceans. Our Chief Global Impact & Communications Officer serves on the Operating Committee of the Fashion Pact. Ralph Lauren Corporation is a UN Global Compact participant. Ralph Lauren Corporation is a We Are Still In signatory. Ralph Lauren Corporation is a member of Zero Discharge of Hazardous Chemicals (ZDHC).

[Fixed row]

#### (4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

##### (4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

- Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

##### (4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

- Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

##### (4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

- Paris Agreement

#### (4.11.4) Attach commitment or position statement

RL\_EnvironmentalPolicy (1).pdf

#### (4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

- No

#### (4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

*Our Chief Global Impact & Communications Officer has responsibility for overseeing our climate change strategy as well as oversight for direct and indirect engagement with policy makers and our relationships with trade associations. She evaluates and approves any direct engagement with policy makers on climate change and directs any policy engagement through trade associations like the American Apparel and Footwear Association. In this capacity, she is positioned to identify and resolve any conflicts between our overall climate strategy and the policy priorities of our trade associations. Day-to-day responsibility for public policy engagement is managed by our Head of Public Affairs, who regularly meets with our climate and sustainability teams to understand, evaluate, and execute policy engagement actions. If we identify inconsistencies between our external engagements and partners and our climate commitments, we engage directly with the organization to provide feedback on its position, highlight the inconsistency, and encourage changes to its position to align with our climate commitments.*  
[Fixed row]

#### (4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

##### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via a trade association

##### (4.11.2.4) Trade association

**North America**

Other trade association in North America, please specify :American Apparel and Footwear Association

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

Select all that apply

Climate change

**(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

Select from:

Consistent

**(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year**

Select from:

No, we did not attempt to influence their position

**(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position**

Representing more than 1,000 brands, the American Apparel & Footwear Association (AAFA) is a public policy and political voice of the apparel and footwear industry, its management and shareholders, its four million U.S. workers, and its contribution of 384 billion in annual U.S. retail sales. The AAFA holds that the best way to reduce carbon emissions and therefore climate change is to pursue multilateral negotiations that would shape a post-Kyoto approach to global climate change policy. Ralph Lauren's Chief Product Officer is currently a member of the Executive Committee of the Board of Directors for AAFA and, as part of that role, participates in discussions of how AAFA supports apparel and footwear industry in addressing sustainability and climate change. During FY23, we worked with AAFA to develop a position on the California Climate Corporate Data Accountability Act (SB 253), advocating our support for the bill to require public disclosure of companies' Scope 1, 2, and 3 emissions

**(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

120000

**(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment**

*Funding provided for annual membership dues.*

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

*Select from:*

- Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

*Select all that apply*

- Paris Agreement

**Row 2**

**(4.11.2.1) Type of indirect engagement**

*Select from:*

- Indirect engagement via a trade association

**(4.11.2.4) Trade association**

**North America**

- Other trade association in North America, please specify :National Retail Federation

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

*Select all that apply*

Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The National Retail Federation (NRF) supports NRF members' efforts to address climate change. NRF continues to support and accelerate broad and collaborative efforts and advance pragmatic, cost-effective, economy-wide climate policy solutions and practices. This includes ongoing support for market-based incentives to decarbonize the energy and transportation sectors; improve the energy efficiency of buildings, facilities, and products; modernize and expand recycling infrastructure; and support investments in net-zero research and development activities. Several Ralph Lauren employees are a part of NRF's Policy Council and Sustainability Council.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

55100

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Funding provided for annual membership dues.

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

*Select all that apply*

Paris Agreement

### Row 3

#### (4.11.2.1) Type of indirect engagement

*Select from:*

Indirect engagement via a trade association

#### (4.11.2.4) Trade association

**Europe**

Other trade association in Europe, please specify :European Branded Clothing Alliance (EBAC)

#### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

*Select all that apply*

Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

*Select from:*

Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The European Branded Clothing Alliance (EBCA) is a coalition of European and global retail clothing brands. EBCA represents more than 70 brands and employ over 2500,000 people in our European operations. EBCA publicly shared its recommendations for the European Union's 2024-2029 political mandate, where they indicated their support for the EU Green Deal legislation, which harmonizes the implementation and rigorous enforcement of regulations that mitigate negative environmental impacts. In regards to climate, they publicly call on European leaders to provide guidance on the development of transition plans as part of the Corporate Sustainability Reporting Directive, leverage the experience of the SBTN and TNFD, support industry initiatives to better understand climate solutions, and supports trade sanctions for serious trade and sustainable development violations, including Paris Agreement.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

21432

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Funding provided for annual membership dues.

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement

## Row 4

#### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via a trade association

#### (4.11.2.4) Trade association

##### North America

- Other trade association in North America, please specify :Clean Energy Buyers Alliance (CEBA)

#### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*CEBA's Policy Innovation team enhances the ability of buyers to engage on policy by providing research, analysis, and actionable information so they are equipped with an understanding of the role and importance of policy to their own sustainability and clean energy goals. The Policy Innovation team also educates policymakers and other key stakeholders about policy needs of large energy buyers, so that they are reflected in their decisions.*

**(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

5000

**(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment**

*Funding provided for annual membership dues.*

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

*Select from:*

Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

*Select all that apply*

Paris Agreement

**Row 5**

**(4.11.2.1) Type of indirect engagement**

*Select from:*

Indirect engagement via other intermediary organization or individual

**(4.11.2.2) Type of organization or individual**

*Select from:*

Non-Governmental Organization (NGO) or charitable organization

**(4.11.2.3) State the organization or position of individual**

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

Select all that apply

- Forests

**(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

Select from:

- Consistent

**(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year**

Select from:

- No, we did not attempt to influence their position

**(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position**

*Canopy works with over 900 brands to protect the world's ancient and endangered forests. This has led to large scale conservation gains of 39 million acres. This mission is consistent with Ralph Lauren's Forest Policy, as we aim to ensure the Company does not source from endangered species habitat and ancient and endangered forests for man-made cellulosics and paper and packaging by the end of 2022.*

**(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

0

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

Select from:

- Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

*Select all that apply*

- Kunming-Montreal Global Biodiversity Framework

**Row 6**

**(4.11.2.1) Type of indirect engagement**

*Select from:*

- Indirect engagement via other intermediary organization or individual

**(4.11.2.2) Type of organization or individual**

*Select from:*

- Non-Governmental Organization (NGO) or charitable organization

**(4.11.2.3) State the organization or position of individual**

*Apparel Impact Institute*

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

*Select all that apply*

- Climate change

**(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

*Select from:*

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*The Apparel Impact Institute (Aii) is dedicated to identifying, funding, and scaling proven quality solutions to accelerate positive impact in the apparel and footwear industry. Aii is working to meet the industry's need to reduce environmental impacts, including supporting the United Nations' goal to achieve carbon neutrality by 2050. These goals are consistent with Ralph Lauren's climate ambitions. Additionally, Ralph Lauren serves on the Apparel Impact Roundtable, a strategic advisory body consisting of brands, retailers, and manufacturers responsible for driving the strategic scale and implementation of sponsored initiatives. The primary responsibility of the roundtable is to review and provide feedback on the recommended docket of the fund.*

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

500000

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for participating in Carbon Leadership Program. The Carbon Leadership Program offers a holistic solution to successfully decarbonize apparel supply chains and covers benchmarking, target setting, implementation, carbon target monitoring and third-party data validation.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

## Row 7

### (4.11.2.1) Type of indirect engagement

Select from:

Indirect engagement via other intermediary organization or individual

### (4.11.2.2) Type of organization or individual

Select from:

Non-Governmental Organization (NGO) or charitable organization

### (4.11.2.3) State the organization or position of individual

The Better Cotton Initiative

### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

Climate change  
 Forests  
 Water

### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*BCI supports farmers in using water efficiently to consume and pollute less water, thus achieving greater yields and building their resilience to climate change while promoting fair use and allocation of water resources amongst users beyond the farm and up to the watershed level. BCI supports farmers in developing better understanding and use of the soil. A healthy soil leads to significant increases in the quality and quantity of yields and to large cost reductions in fertilizers, pesticides, and labor. It also serves as a main asset for climate resilience. Promoting resilience to climate change and increasing water efficiency are consistent with Ralph Lauren's policies.*

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

333722

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee and volume-based fees for certified cotton.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement  
 Kunming-Montreal Global Biodiversity Framework  
 Sustainable Development Goal 6 on Clean Water and Sanitation

## Row 8

### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via other intermediary organization or individual

### (4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

### (4.11.2.3) State the organization or position of individual

*Ellen MacArthur Foundation*

### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Ellen MacArthur Foundation has been focused since its founding in 2010 on working with businesses, government, and academia to accelerate the transition to a circular economy. The Make Fashion Circular initiative brings together leaders from across the fashion industry, including brands, cities, philanthropists, NGOs, and innovators. Its aim is to stimulate the level of collaboration and innovation necessary to create a new textiles economy, aligned with the principles of the circular economy. The circular economy envisioned by the initiative tackles the root causes of global challenges such as climate change, biodiversity loss, and pollution, while creating opportunities for better growth. It is underpinned by three principles, all led by design: eliminate waste and pollution, keep products and materials in use, and regenerate natural systems. Promoting a circular economy is consistent with Ralph Lauren's 2025 circular economy goal and programs such as the Cashmere Recycling Program.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

125629

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Funding provided for membership fee. We have participated in a number of the Network events and offerings from the Ellen MacArthur Foundation such as industry workshops and master classes to further circularity efforts in our company.

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

**Row 9**

#### **(4.11.2.1) Type of indirect engagement**

*Select from:*

- Indirect engagement via other intermediary organization or individual

#### **(4.11.2.2) Type of organization or individual**

*Select from:*

- Non-Governmental Organization (NGO) or charitable organization

#### **(4.11.2.3) State the organization or position of individual**

*G7 Fashion Pact*

#### **(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

*Select all that apply*

- Climate change
- Forests
- Water

#### **(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

*Select from:*

- Consistent

#### **(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year**

*Select from:*

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*The Fashion Pact is the largest CEO-led initiative for sustainability in the fashion industry. The Fashion Pact works towards goals that are consistent with Ralph Lauren's climate goals, including mitigating climate change, restoring biodiversity, and protecting oceans and freshwater.*

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

99558

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee and participating in joint action activities. The Fashion Pact members commit to implement Science-Based Targets (SBTs) on climate and drive corporate actions that are consistent with a 1.5-degree pathway through a 'just transition' to achieve net-zero by 2050. Our CEO serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocating for increased sustainability standards and expectations within our industry across all three of the Fashion Pact's pillars: climate, biodiversity, and oceans. Our Chief Product Officer serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the Steering Committee, establishing working groups, and supporting outreach to external partners and experts across all three of the Fashion Pact's pillars: climate, biodiversity, and oceans.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement  
 Kunming-Montreal Global Biodiversity Framework  
 Sustainable Development Goal 6 on Clean Water and Sanitation

#### Row 10

#### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via other intermediary organization or individual

#### (4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

#### (4.11.2.3) State the organization or position of individual

*Global Fashion Agenda*

#### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*Global Fashion Agenda's vision is to accelerate the fashion industry towards a net positive industry for people and the planet. An industry that puts back more into society, the environment, and the global economy than it takes out. GFA organizes the international forum on sustainability in fashion, Global Fashion Summit, the Innovation Forum, thought leadership publications including Fashion CEO Agenda and Fashion on Climate and impact programs including the Circular Fashion Partnership.*

#### **(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

105220

#### **(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment**

*Funding provided for membership fee. Ralph Lauren is one of GFA's Strategic Partners, a small group of hand-picked companies, representing different market segments and geographies, who lead by example in their dedication to drive sustainable progress and provide essential leadership to support Global Fashion Agenda's mission. They act as a first sounding in shaping GFA's sustainability agenda and play an active role in content development, in particular by shaping and signing off on the CEO Agenda. Through GFA's Policy Hub, we are advocating for consistent and effective legislation, particularly in the United States and European Union. This includes encouraging transparency and the circular economy, such as efforts to adopt digital product identification, sustainability labeling, and infrastructure that allows for product circularity.*

#### **(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

Select from:

Yes, we have evaluated, and it is aligned

#### **(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

Select all that apply

Paris Agreement

### **Row 11**

#### **(4.11.2.1) Type of indirect engagement**

Select from:

- Indirect engagement via other intermediary organization or individual

#### (4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

#### (4.11.2.3) State the organization or position of individual

RE100

#### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

RE100 works to accelerate change towards zero carbon grids at scale. Ralph Lauren's position is consistent with this goal. As a member of RE100, we have a goal of powering our owned and operated offices, distribution centers and stores with 100% renewable electricity by 2025.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

6000

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee. RE100 members look to policymakers to enact the following policy measures to support corporate sourcing of renewable electricity: 1. Create a level playing field on which renewable electricity competes fairly with fossil-fuel electricity and reflects the cost-competitiveness of renewable electricity. 2. Remove regulatory barriers and implement stable frameworks to facilitate the uptake of corporate renewable electricity sourcing. 3. Create an electricity market structure that allows for direct trade between corporate buyers of all sizes and renewable electricity suppliers. 4. Work with utilities or electricity suppliers to provide options for corporate renewable electricity sourcing. 5. Promote direct investments in on-site and off-site renewable electricity projects. 6. Support a credible and transparent system for issuing, tracking, and certifying competitively priced Environmental Attribute Certificates (EACs).*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

### Row 12

#### (4.11.2.1) Type of indirect engagement

Select from:

Indirect engagement via other intermediary organization or individual

#### (4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

#### (4.11.2.3) State the organization or position of individual

Cascale

#### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

As a global industry association, Cascale (formerly the Sustainable Apparel Coalition or SAC) plays a thought leadership role in international collaboration and policy efforts to further the environmental and social vision of the organization. Cascale's environmental and social vision is consistent with the position of Ralph Lauren.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

54000

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee. Cascale takes an active role in shaping global policy that will benefit the health of our planet and the well-being of the individuals and communities that make up the global value chain.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement

### Row 13

#### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via other intermediary organization or individual

#### (4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

#### (4.11.2.3) State the organization or position of individual

*Textile Exchange*

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

Select all that apply

- Climate change

**(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

Select from:

- Consistent

**(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year**

Select from:

- No, we did not attempt to influence their position

**(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position**

*Textile Exchange is a global nonprofit that advocates for greater use of preferred fiber and materials in the textile industry. The group develops, manages, and promotes a suite of leading industry standards, as well as collects and publishes critical industry data and insights that enable brands and retailers to measure, manage, and track their use of preferred fiber and materials. With their Climate strategy, Textile Exchange is driving urgent climate action on textile fiber and materials with a goal of 45% reduced CO2 emissions from textile fiber and material production by 2030. Ralph Lauren became a certified brand in 2023. Our first fully certified product was Responsible Wool Standard(RWS) sweaters that became available in our Fall '23 Polo collection.*

**(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

12500

**(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment**

*Funding provided for membership fee.*

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

Select from:

- Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

Select all that apply

- Paris Agreement

**Row 14**

**(4.11.2.1) Type of indirect engagement**

Select from:

- Indirect engagement via other intermediary organization or individual

**(4.11.2.2) Type of organization or individual**

Select from:

- Non-Governmental Organization (NGO) or charitable organization

**(4.11.2.3) State the organization or position of individual**

*United Nations Fashion Industry Charter for Climate Action*

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

Select all that apply

- Climate change

#### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*The mission of the United Nations Fashion Industry Charter for Climate Action (FICCA) is to drive the fashion industry to net-zero greenhouse gas emissions no later than 2050. As a signatory to FICCA, we are working to identify opportunities to accelerate the elimination of coal across our industry.*

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

21008

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee. The Policy Engagement working group of the Fashion Industry Charter works to create a roadmap towards adherence to the following Charter Principles: - Together with other stakeholders, develop a strategy including targets and plans to advocate for the development of policies and laws to empower climate action in the fashion industry, especially in supply chains. - Establish a dialogue with governments in key countries to enable renewable energy, energy efficiency and the necessary infrastructure for a systemic change beyond the fashion industry.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

*Select all that apply*

- Paris Agreement

**Row 15**

**(4.11.2.1) Type of indirect engagement**

*Select from:*

- Indirect engagement via other intermediary organization or individual

**(4.11.2.2) Type of organization or individual**

*Select from:*

- Non-Governmental Organization (NGO) or charitable organization

**(4.11.2.3) State the organization or position of individual**

*World Wildlife Fund's Climate Business Network*

**(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

*Select all that apply*

- Climate change

**(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

*Select from:*

- Consistent

#### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*WWF works with companies that recognize the benefits of taking action on climate change and are prepared to take the steps needed to cut emissions throughout their value chain. The WWF Climate Business Network supports businesses on their path to align with a 1.5C world and achieve net-zero emissions by 2050. WWF Climate Business Network's work is consistent with Ralph Lauren's position.*

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

57750

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

*Funding provided for membership fee. Companies across diverse sectors and at different stages in their climate action journey can join the WWF Climate Business Network to rapidly advance their climate ambition, cut emissions from their own operations and throughout their supply chain, and add their voice to drive strong climate policy.*

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

## Row 16

### (4.11.2.1) Type of indirect engagement

Select from:

Indirect engagement via other intermediary organization or individual

### (4.11.2.2) Type of organization or individual

Select from:

Non-Governmental Organization (NGO) or charitable organization

### (4.11.2.3) State the organization or position of individual

*Zero Discharge of Hazardous Chemicals*

### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

Climate change

Water

### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

No, we did not attempt to influence their position

#### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Zero Discharge of Hazardous Chemicals (ZDHC) Programme is a global coalition of leading international brands in the apparel and footwear sector. ZDHC's mission is to enable brands and retailers in the textile, apparel, and footwear industries to implement sustainable chemical management best practice across the value chain. Through collaborative engagement, standard setting, and implementation, ZDHC works to advance towards zero discharge of hazardous chemicals.

#### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

32916

#### (4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Funding provided for membership fee and implementation hub. The implementation hub includes training for sustainable chemical management, a database of safer chemical alternatives and best practices, and a supplier platform offering different tools to support suppliers.

#### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

#### (4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

Sustainable Development Goal 6 on Clean Water and Sanitation

[Add row]

**(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

Select from:

Yes

**(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

**Row 1**

#### **(4.12.1.1) Publication**

Select from:

In mainstream reports

#### **(4.12.1.3) Environmental issues covered in publication**

Select all that apply

Climate change  
 Water

#### **(4.12.1.4) Status of the publication**

Select from:

Complete

#### **(4.12.1.5) Content elements**

Select all that apply

Risks & Opportunities

#### **(4.12.1.6) Page/section reference**

#### (4.12.1.7) Attach the relevant publication

0001037038-24-000014.pdf

#### (4.12.1.8) Comment

2024 10-K report attached

### Row 2

#### (4.12.1.1) Publication

Select from:

- In mainstream reports

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change
- Forests
- Water
- Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

- Complete

#### (4.12.1.5) Content elements

Select all that apply

- Governance
- Strategy

Emission targets

#### (4.12.1.6) Page/section reference

Governance: PP. 38 Strategy: PP. 43-45 Emission targets: PP. 76

#### (4.12.1.7) Attach the relevant publication

0001140361-24-030914.pdf

#### (4.12.1.8) Comment

2024 Proxy Statement attached.

### Row 3

#### (4.12.1.1) Publication

Select from:

In voluntary sustainability reports

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

Climate change

Forests

Water

Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

Complete

#### (4.12.1.5) Content elements

Select all that apply

- Strategy
- Governance
- Emission targets
- Emissions figures
- Risks & Opportunities
- Biodiversity indicators
- Other, please specify :**Other metrics**

#### (4.12.1.6) Page/section reference

Governance: PP. 3-5, 80-86 Strategy: Throughout Risks & opportunities: PP. 32, 106-109 Emissions figures: PP. 33-35, 97-99 Emission targets: PP. 8, 31-38 Other metrics: Throughout Biodiversity indicators: PP. 43-44

#### (4.12.1.7) Attach the relevant publication

RL-2024-GCSReport (1).pdf

#### (4.12.1.8) Comment

2024 Global Citizenship & Sustainability Report attached.  
[Add row]

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

Yes

##### (5.1.2) Frequency of analysis

Select from:

Every two years

#### Forests

##### (5.1.1) Use of scenario analysis

Select from:

No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Other, please specify :In progress

##### (5.1.4) Explain why your organization has not used scenario analysis

Ralph Lauren is in the process of a TNFD assessment.

#### Water

## (5.1.1) Use of scenario analysis

Select from:

Yes

## (5.1.2) Frequency of analysis

Select from:

Annually

[Fixed row]

### (5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

#### Climate change

##### (5.1.1.1) Scenario used

###### Climate transition scenarios

IEA STEPS (previously IEA NPS)

##### (5.1.1.3) Approach to scenario

Select from:

Qualitative and quantitative

##### (5.1.1.4) Scenario coverage

Select from:

Organization-wide

##### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Reputation
- Technology
- Acute physical

- Chronic physical

### (5.1.1.6) Temperature alignment of scenario

Select from:

- 1.6°C - 1.9°C

### (5.1.1.7) Reference year

2023

### (5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2030
- 2050

### (5.1.1.9) Driving forces in scenario

#### Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

#### Finance and insurance

- Cost of capital

#### Stakeholder and customer demands

- Consumer sentiment

## **Regulators, legal and policy regimes**

Global regulation

### **(5.1.1.10) Assumptions, uncertainties and constraints in scenario**

*In this low carbon scenario, the world experiences a rapid and coordinated acceptance of low-carbon technologies and a fundamental shift in consumer behavior. Policymakers implement policies at both national and international levels in a collaborative approach – triggering the key actions required for a low-carbon economy. The world produces and consumes energy cleanly and efficiently, attractive low-carbon investments are favored by investors and capital is directed towards technologies and businesses that support the low-carbon transition. Action to limit further emissions eventually reduces the severity of serious physical impacts. Key assumptions include: the global electricity mix consists of 52% renewables, 9% nuclear, 39% fossil fuels, the carbon price is 47 – 200 /tCO<sub>2</sub>e, the average investment in low carbon tech is 2,070 bn/year, the IEA crude oil price is 60/barrel, energy use in road freight is 25% Electric, 5% Fuel Cell, and global labor productivity for agriculture declines 4.5% from 1986-2006 levels.*

### **(5.1.1.11) Rationale for choice of scenario**

*In conducting scenario analysis, the focal question we are asking is - how should our corporate strategy and supporting investments change in response to potential climate change scenarios? We have selected scenarios to encompass physical and transition scenarios that address our highest priority climate risks related to physical impacts to our facilities and supply chain and transition risks presented by carbon pricing and other regulations. We selected these scenarios to ensure inclusion of multiple greater than 2 degrees aligned physical scenarios and multiple 2 degrees or lower transition scenarios. This scenario represents a 2 degrees or lower transition scenario.*

## **Water**

### **(5.1.1.1) Scenario used**

#### **Water scenarios**

WWF Water Risk Filter

### **(5.1.1.3) Approach to scenario**

*Select from:*

Qualitative and quantitative

### **(5.1.1.4) Scenario coverage**

Select from:

- Organization-wide

#### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical
- Policy
- Reputation

#### (5.1.1.7) Reference year

2020

#### (5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2050

#### (5.1.1.9) Driving forces in scenario

##### Local ecosystem asset interactions, dependencies and impacts

- Changes to the state of nature
- Number of ecosystems impacted
- Climate change (one of five drivers of nature change)

##### Regulators, legal and policy regimes

- Global regulation

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

The WWF Water Risk Filter utilizes three scenarios, an optimistic scenario, a current trend scenario, and a pessimistic scenario. The optimistic scenario assumes moderate mitigation measures so that GHG emissions are halved by 2050, rapid technological change, improved resource efficiency, more stringent environmental regulation, and that research and technology development reduce the challenges of access to safe water and improved sanitation. The current trend scenario assumes intermediate mitigation measures so that GHG emissions peak around mid-century, then start declining, technological progress but no major breakthroughs, moderate decline in resource use intensity, and that access to safe water and improved sanitation in low-income countries makes unsteady progress. The pessimistic scenario assumes business-as-usual so that GHG emissions continue to rise throughout the 21st century, low investment in technology investment, increase in resource use intensity, environmental policies have very little importance, and that growing populations and limited access to safe water and improved sanitation challenge human and natural systems.

### (5.1.1.11) Rationale for choice of scenario

The WWF Water Risk Filter was used as it includes assumptions specifically relating to water-risk and water-related issues such as access to water and sanitation. Furthermore, the WWF Water Risk Filter provides scenarios that include greater than 2 degrees aligned physical scenarios as well as 2 degrees or lower scenarios.

#### Climate change

##### (5.1.1.1) Scenario used

###### Climate transition scenarios

- IEA STEPS (previously IEA NPS)

##### (5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

##### (5.1.1.4) Scenario coverage

Select from:

- Organization-wide

##### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Chronic physical

- Market
- Reputation
- Technology
- Acute physical

#### (5.1.1.6) Temperature alignment of scenario

Select from:

- 2.5°C - 2.9°C

#### (5.1.1.7) Reference year

2023

#### (5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2030
- 2050

#### (5.1.1.9) Driving forces in scenario

##### Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

##### Finance and insurance

- Cost of capital

##### Stakeholder and customer demands

- Consumer sentiment

##### Regulators, legal and policy regimes

- Global regulation

### **(5.1.1.10) Assumptions, uncertainties and constraints in scenario**

*In this high carbon scenario, the world continues to move at the current pace of decarbonization towards a lower carbon economy. Renewable electricity and low-carbon technologies gain a significant foothold within different sectors of the economy, but at a slow pace to drive the change necessary to avoid dangerous climate change. Political, technological and consumer catalysts drive change in a patchy manner as international cooperation to prevent climate change impacts remains inadequate. Key assumptions include: the global electricity mix consists of 32% renewables, 6% nuclear, 62% fossil fuels, the carbon price is 29 – 113 /tCO2e, the average investment in low carbon tech is 1,375 bn/year, the IEA crude oil price is 95/barrel, energy use in road freight is 9% Electric, 1% Fuel Cell, and global labor productivity for agriculture declines 7.5% from 1986-2006 levels.*

### **(5.1.1.11) Rationale for choice of scenario**

*In conducting scenario analysis, the focal question we are asking is - how should our corporate strategy and supporting investments change in response to potential climate change scenarios? We have selected scenarios to encompass physical and transition scenarios that address our highest priority climate risks related to physical impacts to our facilities and supply chain and transition risks presented by carbon pricing and other regulations. We selected these scenarios to ensure inclusion of multiple greater than 2 degrees aligned physical scenarios and multiple 2 degrees or lower transition scenarios. This scenario represents a greater than 2 degrees scenario.*

[Add row]

## **(5.1.2) Provide details of the outcomes of your organization's scenario analysis.**

### **Climate change**

#### **(5.1.2.1) Business processes influenced by your analysis of the reported scenarios**

*Select all that apply*

- Risk and opportunities identification, assessment and management
- Resilience of business model and strategy
- Target setting and transition planning

#### **(5.1.2.2) Coverage of analysis**

*Select from:*

- Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The Ralph Lauren Climate Risk Taskforce has reviewed the results of our climate-related scenario analysis, has assessed how transition risks are potentially mitigated by implementing our existing strategy, and is developing plans for adjusting our business strategy and financial planning to better address the physical and transition risks under these scenarios. Based on this greater understanding of our focal question, in the next 12 months we are conducting an update to our greenhouse gas reduction pathway analysis to assess the expected investment required to achieve our targets across various strategies and scenarios. This analysis will account for emissions reductions, cost savings, and revenue opportunities from low-carbon products and services. Additionally, the results of our FY24 climate-related scenario analysis of physical risks quantified risk exposure at some of our largest owned and operated facilities and some priority supplier facilities. To identify specific actions to mitigate risks at these facilities and to expand our understanding of potential risk exposure for a greater share of owned and operated and supplier facilities, conducted an expanded analysis of physical climate risks using scenario analysis. This physical climate risk analysis helped to quantify the financial impact of certain climate risks, identify priority locations, and develop strategies to mitigate the identified risks.

## Water

### (5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Resilience of business model and strategy

### (5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

We leverage the WWF Water Risk filter to assess basin and operational risk in our manufacturing supply chain across 3 dimensions: physical, regulatory and reputational risk. This helps us understand physical risk types e.g. scarcity, flooding and quality, as well as regulatory and reputational risks facing manufacturing sites, and the scale of these risks. In our most recent assessment, 33% of suppliers assessed were identified as facing high or very high overall basin risk, and thus considered to have a potential substantive impact on water security based on manufacturing and processing activities. This scenario analysis helps to inform internal decision-making processes by providing a lens through which we identify priority sites and address water risk through investments, conservation initiatives, operational practice improvements, and sourcing strategy.

[Fixed row]

## (5.2) Does your organization's strategy include a climate transition plan?

## (5.2.1) Transition plan

Select from:

- Yes, we have a climate transition plan which aligns with a 1.5°C world

## (5.2.3) Publicly available climate transition plan

Select from:

- No

## (5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

- No, and we do not plan to add an explicit commitment within the next two years

## (5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

*Ralph Lauren no longer onboards any new facility with on-site coal usage for any purpose, since November 2022. All existing suppliers and facilities with coal consumption that were onboarded prior to November 2022 are required to submit a formal commitment to eliminate on-site coal usage by 2025, and a concrete action plan for fulfilling this commitment*

## (5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

- We do not have a feedback mechanism in place, and we do not plan to introduce one within the next two years

## (5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

- Water
- Biodiversity

## (5.2.14) Explain how the other environmental issues are considered in your climate transition plan

As part of our net zero strategy, we aim to supplement our reduction strategies with credible and impactful carbon removals. We also believe that restoring the planet's natural ecosystem functions and biodiversity are vital to reducing warming and enabling climate change resilience. Thus, we look to nature-based solutions and carbon removals as a means to supplement our reduction strategies. We aim to drive the conservation of high-functioning ecosystems such as the Noyyal and Bhavani river basins, advance sustainable regenerative agriculture to sequester carbon while building soil health and support reforestation projects where appropriate.

[Fixed row]

## (5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

### (5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

- Yes, both strategy and financial planning

### (5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- Products and services
- Upstream/downstream value chain
- Investment in R&D
- Operations

[Fixed row]

### (5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

#### Products and services

##### (5.3.1.1) Effect type

Select all that apply

- Risks

- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We take a holistic approach to sourcing preferred fibers and materials for our products, including the consideration of climate-related risks and opportunities. For example, we know that supporting the increased supply of sustainably grown, climate-resilient cotton on a global scale is imperative in order to meet our near-term 2025 goal of using 100% sustainably-sourced cotton. This year we continued our transition to cotton qualities we recognize as sustainable, such as organic or Better Cotton. We also continued to support the growth of regenerative cotton practices in the United States. The U.S. Regenerative Cotton Fund (USRCF), run by the Soil Health Institute (SHI) and established through a founding grant from The Ralph Lauren Corporate Foundation, is a unique, farmer-facing, science-based initiative housed at SHI that supports long-term, sustainable cotton production in the U.S. with a goal to eliminate one million metric tons of carbon dioxide equivalent from the atmosphere by 2026. The USRCF is focused on five key initiatives: standardizing soil measurement and goal setting through the development of soil health targets; establishing the business case through analysis of soil health economics; empowering farmer education through soil health training; building the regenerative movement through impact assessment and communication; creating a resilient future through diversity, equity and inclusion programs.

## Upstream/downstream value chain

### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Based on our assessment of our GHG emissions and climate risks within our supply chain, we established a roadmap to drive significant GHG reductions and risk mitigation in our manufacturing supply chain. As part of this roadmap, in FY20, we launched our Supplier Engagement Strategy to establish and maintain collaborative relationships and systems that foster increased transparency and accountability with our suppliers. Our sustainability expectations are included in the Supplier Engagement Strategy, which helps create an agile and resilient value chain ecosystem that can respond to disruption and change while meeting our shared and individual goals. For example, we strive for geographical diversity in our key and strategic suppliers, which will support our efforts to mitigate the risk of disruptions in our supply chain from climate change. Helping our manufacturers achieve significant emissions reductions will be critical for achieving our science-based GHG emissions target. We continue to progress towards our goal to conduct 80% of our business with suppliers that meet strategic and key supplier criteria, which includes business, quality, citizenship and sustainability performance. In FY24, 56% of our business was with suppliers that meet the strategic and key supplier criteria. We continued to fund technical support for our partners to develop their decarbonization strategies and set targets and implementation plans that align with the industry's timeline and ambition level through the Carbon Leadership Program in partnership with the Apparel Impact Institute (Aii). We conducted a supply chain carbon emission analysis prior to the roll out to identify priority facilities to develop a decarbonization pathway. Through the Program, each manufacturing facility is provided with technical support and toolkit to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plan with near-, medium- and long-term priorities that align with the broader industry ambitions and best practices. We expanded our roll out of the Carbon Leadership Program to cover 95 facilities, representing approximately 48% of our raw material business spend, and 28 finished goods facilities. Nominated facilities set carbon reduction targets between 14% and 80% by 2030 against their 2019 baseline. The average reduction targets committed by all the nominated facilities so far is 59%. Based on the roadmaps developed by the nominated facilities, an aggregated savings estimation of 1,792,905 tons of CO<sub>2</sub> equivalent annually has been identified.

## Investment in R&D

### (5.3.1.1) Effect type

Select all that apply

- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our Product and Business Model Innovation Teams invest and drive adoption of technologies and platforms that reduce the use of virgin raw materials, increase energy and resource use efficiency, and prolong the life and durability of our products. These investments have the potential to lead to increased revenues resulting from cost savings as well as innovation in sustainable customer offerings. Through the execution of our strategy of R&D investment, we expect to realize these opportunities in the medium-term (i.e., in the next two to five years). This includes a minority investment in Natural Fiber Welding, Inc. (NFW), a leading sustainable material science startup that has revolutionized the reuse of natural fibers – such as cotton waste – into patented, high-performance materials. Through this investment, we are looking to expand our use of recycled post-consumer cotton, helping to advance our progress toward sustainable sourcing of 100% of our key

materials, including cotton, by 2025 and integrating zero-waste principles across our business. The partnership has enabled us to begin replacing and reducing our reliance on non-biodegradable synthetics, such as polyester and nylon, while scaling the use of more sustainable and upcycled materials. As part of the 2024 Team USA Olympics Villagewear collection, we were proud to introduce the 100% Recycled Cotton CLARUS Polo Shirt. We've reimagined our most iconic product using CLARUS welding technology, a textile innovation from NFW. CLARUS transforms cotton fibers into a breathable, high-performance fabric with moisture management and quick-drying attributes similar to plastic-based synthetic fabrics like polyester and nylon. Notably, as the dyeing and finishing of cotton products are water intensive processes, we engage in trials with both startups and established companies to explore innovative solutions aimed at reducing water consumption across the pretreatment, dyeing, and rinsing stages of product manufacturing. These innovations have an indirect yet substantial impact on water usage, energy consumption, and carbon emissions in our supply chain.

## Operations

### (5.3.1.1) Effect type

Select all that apply

- Risks

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Ralph Lauren may become affected by carbon taxes and other pricing schemes that affect the cost of purchased electricity consumed at our offices, stores, and distribution centers. At the same time, Ralph Lauren will need to deploy lower emissions technologies in order to achieve our greenhouse gas reduction commitments and to meet our commitment to source 100% renewable electricity in our direct operations by 2025 (i.e., next year). This includes overcoming constraints in our facilities and lease arrangements to deploy energy efficiency technologies and source renewable power. To mitigate potential increases in the costs of non-renewable electricity and potential future carbon taxes applied to non-renewable electricity consumption, we have developed a global strategy for sourcing renewable electricity across our owned and operated facilities and have begun engaging various teams throughout our business to execute this strategy. A key aspect of our strategy has been signing a virtual power purchase agreements (VPPAs) in Europe. When fully implemented, this long-term agreement will provide us with renewable energy attribute certificates equivalent to the majority of our annual global electricity consumption in that region, mitigating the risk of carbon taxes from non-renewable electricity consumption. In evaluating and negotiating a VPPA throughout FY24, we convened our cross-functional working group that draws on the perspective and expertise of members of our sustainability, procurement, legal, tax, treasury, accounting, and finance business functions. In 2022 and 2023, the contributions of the members of the working groups informed the definition of key commercial terms and go-to-market strategy for sourcing a VPPA in Europe, evaluation and selection of specific projects and developers, and negotiation of contract terms.

## Operations

### (5.3.1.1) Effect type

Select all that apply

- Risks

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Ralph Lauren's Global Citizenship & Sustainability governance is important to developing our strategy in line with our goals for water. Within our governance structure, we have created the Water Stewardship Working Group, dedicated to driving progress on our water stewardship commitment and KPIs. In terms of long-term business objectives, we have set our water-related commitment across our material and finished goods manufacturing, supply chain, and direct operations. Our goal is to achieve at least a 20 percent reduction in total water use across our operations and value chain compared to a FY20 baseline by 2025. In our strategic business growth plan, we integrate citizenship and sustainability into our business principles and use sustainability and water KPIs as one of the metrics for measuring the success of our long-term business objectives.

[Add row]

## (5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

### Row 1

#### (5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Direct costs
- Indirect costs
- Capital expenditures
- Capital allocation

#### (5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- Climate change
- Water

### (5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

*Capital expenditure and indirect costs: Ralph Lauren may become affected by carbon taxes and other pricing schemes that affect the cost of purchased electricity consumed at our offices, stores, and distribution centers. Furthermore, Ralph Lauren will need to deploy lower emissions technologies in order to achieve our greenhouse gas reduction commitments and to meet our commitment to source 100% renewable electricity in our direct operations by 2025 (i.e., next year). As part of our financial planning, we have a portion of our budget dedicated to water-related programs. We financed and collaborated with Better Cotton, WWF, Aii, and organizations that focus on watershed health and community WASH solutions. Since 2018, the Company has been working with Give Me Tap to provide drinking water sources in rural communities in the Upper West Region of Ghana. In FY24, we funded 15 water pumps for a total of 58 pumps, improving safe water access to approximately 58,000 people since our partnership began. We are proud to expand our goal to fund 100 pumps by 2026. Capital allocation: To mitigate potential increases in the costs non-renewable electricity and potential future carbon taxes applied to non-renewable electricity consumption, we have developed a global strategy for sourcing renewable electricity across our owned and operated facilities and have begun building these associated costs into our financial budgets. Direct costs and Time horizons: A key aspect of our strategy has been signing a virtual power purchase agreements (VPPAs) in Europe. In evaluating VPPAs, our financial planning has considered the potential range of contract prices and expected monthly settlement prices to model anticipated costs across the 10-to-15-year lifetime of the agreement across a range of market scenarios. As we implemented this strategy by signing our first VPPA in the reporting year, we have incorporated the anticipated financial performance of the selected project into our corporate budgets.*

[Add row]

## (5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, but we plan to in the next two years</p>

[Fixed row]

## (5.10) Does your organization use an internal price on environmental externalities?

### (5.10.1) Use of internal pricing of environmental externalities

Select from:

- No, and we do not plan to in the next two years

### (5.10.3) Primary reason for not pricing environmental externalities

Select from:

- Not an immediate strategic priority

### (5.10.4) Explain why your organization does not price environmental externalities

*Ralph Lauren currently does not have an internal price for carbon or other environmental externalities. We are currently considering implementing a carbon price through supplier initiatives, however, and will revisit the topic in the future.*

[Fixed row]

## (5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> Climate change</p> <p><input checked="" type="checkbox"/> Forests</p> <p><input checked="" type="checkbox"/> Water</p>
Smallholders	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Select all that apply</p>
Customers	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> Climate change</p> <p><input checked="" type="checkbox"/> Water</p>
Investors and shareholders	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> Climate change</p> <p><input checked="" type="checkbox"/> Forests</p> <p><input checked="" type="checkbox"/> Water</p>
Other value chain stakeholders	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> Climate change</p> <p><input checked="" type="checkbox"/> Water</p>

[Fixed row]

#### (5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

##### Climate change

###### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- Yes, we assess the dependencies and/or impacts of our suppliers

#### (5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- Contribution to supplier-related Scope 3 emissions

#### (5.11.1.3) % Tier 1 suppliers assessed

Select from:

- 76-99%

#### (5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We screen and assess our supply base for any potential significant environmental impacts through the Higg Index FEM and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). This information is compiled into a supplier scorecard, in which our suppliers are graded based on sustainable chemicals management, water stewardship, waste management, and carbon/energy. 30% of the score for facilities with no chemical or water use

### Forests

#### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

### Water

#### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- Yes, we assess the dependencies and/or impacts of our suppliers

### (5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- Impact on pollution levels
- Other, please specify :Water use

### (5.11.1.3) % Tier 1 suppliers assessed

Select from:

- 76-99%

### (5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We screen and assess our supply base for any potential significant environmental impacts through the Higg Index FEM and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). This information is compiled into a supplier scorecard, in which our suppliers are graded based on sustainable chemicals management, water stewardship, waste management, and carbon/energy. For water issues, suppliers are classified based on their water usage.

[Fixed row]

## (5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

### Climate change

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- Material sourcing
- Procurement spend

- Regulatory compliance
- Reputation management
- Business risk mitigation
- Leverage over suppliers
- Vulnerability of suppliers
- Strategic status of suppliers
- Supplier performance improvement
- In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

#### (5.11.2.4) Please explain

*Our Supplier Engagement Strategy (SES) provides a framework for us to build and maintain mutual, long-term partnerships with our suppliers. To build a resilient and responsible value chain, we are continuing to create transparency and traceability, strengthen relationships with partners in our ecosystem and identify areas for improvement. Our strategic and key supplier segments are held to a higher standard and are incentivized through business and transparency. We prioritize our engagement in environmental issues such as supplier decarbonization with our strategic and key partners. We continue to progress towards our goal to conduct 80% of our business with suppliers that meet strategic and key supplier criteria, which includes business, quality, citizenship and sustainability performance. In FY24, 56% of our business was with suppliers that meet the strategic and key supplier criteria.*

#### Forests

##### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- No, we do not prioritize which suppliers to engage with on this environmental issue

#### Water

##### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

##### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- Material sourcing
- Procurement spend
- Regulatory compliance
- Reputation management
- Business risk mitigation
- Leverage over suppliers
- Vulnerability of suppliers
- Strategic status of suppliers
- Supplier performance improvement
- In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

#### (5.11.2.4) Please explain

*Our Supplier Engagement Strategy (SES) provides a framework for us to build and maintain mutual, long-term partnerships with our suppliers. We prioritize issues such as water reduction roadmap development with our key strategic partners. Based on the roadmaps developed and committed to by the nominated facilities, we estimate 22 million cubic meters of aggregate water consumption could be saved annually by 2030. Water efficiency projects have been identified as having the highest potential for reduction, followed by water recycling projects, which, on average, reduce freshwater usage by 16% and 13%, respectively. For example, specific actions such as using low liquor ratio baths for dyeing machines, reusing water in the dyeing system and retrofitting existing dyeing machines have been identified as the most effective water-saving measures. We also work closely with our suppliers to track progress and support capability building and collective action programs.*  
[Fixed row]

#### (5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

##### Climate change

#### (5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- Yes, environmental requirements related to this environmental issue are included in our supplier contracts

#### (5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- Yes, we have a policy in place for addressing non-compliance

### (5.11.5.3) Comment

*We are screening our supply base for any potential significant environmental impacts through the Higg Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities—at a minimum—to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken. We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations.*

## Forests

### (5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- Yes, environmental requirements related to this environmental issue are included in our supplier contracts

### (5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- Yes, we have a policy in place for addressing non-compliance

### (5.11.5.3) Comment

*As stated in our forest policy Ralph Lauren is working to ensure we avoid sourcing from high risk or controversial sources, such as companies that are logging forests illegally; tree plantations established after 1994 through the conversion or simplification of natural forests; or areas being logged in contravention of First Nations, tribal or indigenous peoples' and community rights, without Free Prior or Informed Consent. Should we find that any of our products are sourced from ancient and endangered forests, endangered species habitat or illegal logging, we will engage our suppliers to change practices and/or re-evaluate our relationship with them.*

## Water

## (5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- Yes, environmental requirements related to this environmental issue are included in our supplier contracts

## (5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- Yes, we have a policy in place for addressing non-compliance

## (5.11.5.3) Comment

*We are screening our supply base for any potential significant environmental impacts through the Higg Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities—at a minimum—to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken. We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations.*

[Fixed row]

## (5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

### Climate change

#### (5.11.6.1) Environmental requirement

Select from:

- Other, please specify :Complying with regulatory requirements

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Grievance mechanism/ Whistleblowing hotline
- Supplier scorecard or rating
- Other, please specify :Off-site third-party verification On-site third-party verification

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

#### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

#### (5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

#### (5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- 76-99%

#### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

#### (5.11.6.10) % of non-compliant suppliers engaged

Select from:

100%

### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

### (5.11.6.12) Comment

*Our supply chain sustainability policy outlines expectations for all of Ralph Lauren's tier 1 suppliers. This includes compliance with all local and national environmental regulations, including but not limited to environmental management and impact assessment requirements, energy and greenhouse gas emissions, water use, wastewater discharge, hazardous and non-hazardous waste management, air emissions, biodiversity protection and chemical management requirements. Suppliers shall disclose to Ralph Lauren any non-compliance against the local and national environmental regulations and any remediation measures taken to address and prevent the recurrence of such non-compliance.*

## Forests

### (5.11.6.1) Environmental requirement

Select from:

Other, please specify :Avoid sourcing from high risk or controversial sources

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

Certification

### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

100%

### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

#### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

#### (5.11.6.12) Comment

*Should we find that any of our products are sourced from ancient and endangered forests, endangered species habitat or illegal logging, we will engage our suppliers to change practices and/or re-evaluate our relationship with them.*

### Water

#### (5.11.6.1) Environmental requirement

Select from:

- Other, please specify :Complying with going beyond water-related regulatory requirements

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating
- Supplier self-assessment

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

#### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

#### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

#### (5.11.6.10) % of non-compliant suppliers engaged

Select from:

- 100%

#### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

#### (5.11.6.12) Comment

*Our Vendor Scorecard, which is implemented across our Tier 1 and 2 supply chain, has environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. One of the prerequisites for the vendor scorecard for facilities with wet processing is the annual ZDHC Wastewater Test, which assesses the quality of the wastewater against the ZDHC MRSL and Wastewater Guidelines that are beyond the regulatory requirements. In FY24, 86% of our Tier 1 facilities and 59% of our Tier 2 core fabric facilities (by business volume) have performed the wastewater test in accordance with the Guidelines. Of all the facilities that performed the test, 72% are in compliance with the ZDHC requirements, and out of the substances screened 99.7% comply with the ZDHC standard.*

#### Climate change

#### (5.11.6.1) Environmental requirement

Select from:

- Other, please specify :Climate-related disclosure through a non-public platform

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier self-assessment
- Other, please specify :Off-site third-party verification On-site third-party verification

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

#### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

#### (5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

#### (5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- 76-99%

#### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

#### (5.11.6.10) % of non-compliant suppliers engaged

Select from:

100%

#### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

#### (5.11.6.12) Comment

We are screening our supply base for any potential significant environmental impacts through the Higg Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities—at a minimum—to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken. Additionally, we explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations. Ralph Lauren expects that facilities manufacturing Ralph Lauren products track and report their environmental impact data via the Higg Index Facilities Environment Module (FEM) on an annual basis. As per our supply chain sustainability policy, we reserve the right to require third-party verification of the FEM data in accordance with protocols set by Cascale.

### Climate change

#### (5.11.6.1) Environmental requirement

Select from:

- Implementation of emissions reduction initiatives

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier scorecard or rating
- Other, please specify :Off-site third-party verification On-site third-party verification

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

100%

#### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

100%

#### (5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

#### (5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

26-50%

#### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

#### (5.11.6.10) % of non-compliant suppliers engaged

Select from:

100%

#### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

## (5.11.6.12) Comment

Our Vendor Scorecard, which is implemented across our Tier 1 and 2 supply chain and covers environmental performance indicators (including emission reduction targets and initiatives), enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. We provide trainings, external technical support, and program sponsorship such as Carbon Leadership Program, in addition to the regular Vendor Scorecard trainings and in-region supplier workshops. Each production facility utilized or engaged in the manufacture of Ralph Lauren Product is expected to operate in high resource use efficiency to minimize its energy and water consumption as well as its overall environmental footprint. As per our supply chain sustainability policy, we reserve the right to nominate facilities to collaborate and engage in performance improvement programs, that drive progress towards our environmental footprint reduction goals.

## Water

### (5.11.6.1) Environmental requirement

Select from:

- Other, please specify :Conducting water-related risk assessments on a regular basis (at least once annually)

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating
- Supplier self-assessment

### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

#### (5.11.6.10) % of non-compliant suppliers engaged

Select from:

- 100%

#### (5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

#### (5.11.6.12) Comment

*Our Vendor Scorecard, which is implemented across our Tier 1 and 2 supply chain, has environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. One of the prerequisites in the vendor scorecard is the annual Higg FEM assessment with 3rd party verification, which assesses supplier capability in water management. Facilities with high water use (more than 15 m<sup>3</sup> daily) and those located in areas of high/very high water risk are asked to complete the full section. Facilities are asked to evaluate their water risk and required to determine the applicable water risk rating. In FY24, 92% of our Tier 1 suppliers and 63% of our Tier 2 suppliers (by business spend) have reported through Higg FEM. 69 out of 88 suppliers with potential substantive impact have complied with this requirement.*

### Water

#### (5.11.6.1) Environmental requirement

Select from:

- Total water withdrawal volumes reduction

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating

Supplier self-assessment

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

100%

#### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

1-25%

#### (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

#### (5.11.6.12) Comment

*Our Supply Chain and Product Sustainability Policy outlines our water use reduction goal and states that each production facility utilized or engaged in the manufacture of Ralph Lauren product is expected to operate in high resource use efficiency to minimize its energy and water consumption. In FY24, we continued to support our partners in setting facility-level water reduction targets through the Carbon Leadership Program, whereby nominated facilities set 2025 and 2030 water reduction targets, then create corresponding roadmaps to reach these goals. Based on the roadmaps developed and committed to by the nominated facilities, we estimate 22 million m<sup>3</sup> of aggregate water consumption could be saved annually by 2030. Water efficiency projects have been identified as having the highest potential for reduction, followed by water recycling projects, which, on average, reduce freshwater usage by 16% and 13%, respectively. For example, specific actions such as using low liquor ratio baths for dyeing machines, reusing water in the dyeing system and retrofitting existing dyeing machines have been identified as the most effective water-saving measures. We also work closely with our suppliers to track progress and support capability building and collective action programs. 17 out of 88 suppliers with potential substantive impact have set a target and action plan to reduce total water withdrawal volumes and are progressing in implementation.*

## Water

#### (5.11.6.1) Environmental requirement

Select from:

Setting and monitoring withdrawal reduction targets

## (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating
- Supplier self-assessment

## (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

## (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 1-25%

## (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

## (5.11.6.12) Comment

In FY24, we continued to support our partners in setting facility-level water reduction targets through the Carbon Leadership Program, whereby nominated facilities set 2025 and 2030 water reduction targets, then create corresponding roadmaps to reach these goals. Based on the roadmaps developed and committed to by the nominated facilities, we estimate 22 million m<sup>3</sup> of aggregate water consumption could be saved annually by 2030. Water efficiency projects have been identified as having the highest potential for reduction, followed by water recycling projects, which, on average, reduce freshwater usage by 16% and 13%, respectively. For example, specific actions such as using low liquor ratio baths for dyeing machines, reusing water in the dyeing system and retrofitting existing dyeing machines have been identified as the most effective water-saving measures. We also work closely with our suppliers to track progress and support capability building and collective action programs. 17 out of 88 suppliers with potential substantive impact have set a target and action plan to reduce total water withdrawal volumes and are progressing in implementation.

## Water

## (5.11.6.1) Environmental requirement

Select from:

- Substitution of hazardous substances with less harmful substances

## (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating
- Supplier self-assessment

## (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

## (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

## (5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

## (5.11.6.12) Comment

In FY24, we continued to expand our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the ZDHC MRSL. We gained visibility of chemical inventories and MRSL conformance status of Tier 1 manufacturing facilities that represent 91% of our business spend. Of the chemicals reported, 84% conform with the MRSL. Additionally, in our Tier 2 supply chain, we have chemical visibility on 63% of our woven, knit and sweater material business spend. 94% of the chemicals reported conform with the MRSL. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond. 15 out of 88 suppliers with potential substantive impact have complied with this chemical monitoring requirement.

[Add row]

## (5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

### Climate change

#### (5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

#### (5.11.7.3) Type and details of engagement

##### Capacity building

- Provide training, support and best practices on how to mitigate environmental impact

#### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

#### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 26-50%

#### (5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 26-50%

#### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

*Our Supplier Engagement Strategy (SES) provides a framework for us to build and maintain mutual, long-term partnerships with our suppliers. The performance-based supply chain segmentation takes into account the supplier's performance in sustainability metrics, including climate, water stewardship, and sustainable*

chemicals management. Our strategic and key supplier segments are held to a higher degree of expectations and are incentivized through growing business and transparency. We rely on our partnership with the suppliers to drive reductions in our Scope 3 – manufacturing footprint to achieve our Science Based Target. We continue to invest in programs and initiatives that support our supply partners in setting up and implementing sustainability and climate roadmap that aligns with or exceed our goals. We are committed through the UNFCCC Fashion Industry Charter for Climate Action to continuously pursue energy efficiency measures, coal phase-out, and renewable energy adoption in our value chain. In FY24, we continued our roll out of the Carbon Leadership Program (CLP) through our partnership with the Apparel Impact Institute (Aii). Through the Program, we provided funding for expert technical support for nominated manufacturing facilities to establish their 2030 carbon and water reduction plans in alignment with broader industry ambitions and best practices. We expanded our CLP roll out to cover 95 facilities, representing suppliers with approximately 48% of our core fabric business volume, including 28 finished goods facilities. The average carbon reduction targets committed to by all the nominated facilities so far is 63% by 2030 compared to a 2019 baseline. We continue to engage with facilities in the program quarterly to track and review the implementation progress through Aii's Carbon Target Monitoring (CTM) work.

#### (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

- Yes, please specify the environmental requirement :Implementation of emissions reduction initiatives

#### Water

#### (5.11.7.2) Action driven by supplier engagement

Select from:

- Total water withdrawal volumes reduction

#### (5.11.7.3) Type and details of engagement

##### Innovation and collaboration

- Other innovation and collaboration activity, please specify :Encourage/incentivize innovation to reduce water impacts in products and services

#### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

## (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 26-50%

## (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We continued our partnership with the Apparel Impact Institute (Aii) to roll out the Carbon Leadership Program. Through the Carbon Leadership Program, we invested in technical support for each participating manufacturing facility to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plans with near-, medium-, and long-term priorities that align with broader industry ambitions and best practices. Success is measured by the number of suppliers enrolled in the program. Based on the roadmaps developed and committed to by the nominated facilities, we estimate 22 million m<sup>3</sup> of aggregate water consumption could be saved annually by 2030. Water efficiency projects have been identified as having the highest potential for reduction, followed by water recycling projects, which, on average, reduce freshwater usage by 16% and 13%, respectively. In addition, since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. Success is measured by the volume of avoided water use.

## (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

- Yes, please specify the environmental requirement :Total water withdrawal volumes reduction

### Climate change

## (5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

## (5.11.7.3) Type and details of engagement

### Capacity building

- Other capacity building activity, please specify :Compliance and Onboarding

### **Innovation and collaboration**

Other innovation and collaboration activity, please specify :Code of conduct featuring climate change KPIs; Climate change is integrated into supplier evaluation processes

#### **(5.11.7.4) Upstream value chain coverage**

*Select all that apply*

- Tier 1 suppliers
- Tier 2 suppliers

#### **(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement**

*Select from:*

- 100%

#### **(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement**

*Select from:*

- 100%

#### **(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action**

*We are committed to a 30% reduction in absolute scope 1, 2, and 3 GHG emissions by 2030 compared to a FY20 baseline. Through our Vendor Compliance Packet (VCP), our suppliers are made aware of our sustainability policy, and are expected to comply with the requirements set therein as they sign the agreement. Since FY21, we integrated citizenship and sustainability into our Supplier Engagement Strategy (SES), and launched our Vendor Management System (VMS), a database that enables us to share information and opportunities with all tier 1 and tier 2 suppliers. As part of our Supplier Engagement Strategy, we integrated citizenship and sustainability into our supplier evaluation scorecard, where sustainable materials, chemical management, water stewardship, and climate performance now sit alongside other business-critical issues such as quality.*

#### **(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue**

*Select from:*

- No, this engagement is unrelated to meeting an environmental requirement

## Climate change

### (5.11.7.2) Action driven by supplier engagement

Select from:

- Other, please specify :climate-related disclosure and transparency

### (5.11.7.3) Type and details of engagement

#### Information collection

- Collect environmental risk and opportunity information at least annually from suppliers

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers

### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 76-99%

### (5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 76-99%

### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We are committed to the industry's collective effort to increase visibility of environmental and climate data monitoring and drive the adoption of manufacturing best practices. Through the Higg Index Facility Environmental Module (FEM), we gain visibility to our supplier's environmental data on an annual basis. The data is used to monitor our footprint and progress made over time. In FY24, we collected Higg FEM data from 276 Tier 1 facilities, representing 92% of our supply chain spend. Among the reporting facilities, 263 facilities (91% of business volume) have completed data verification by verifiers approved by Cascale (formerly known as Sustainable Apparel Coalition). Facilities scored an average of 63 points across all sections (out of 100), with an average of 72 points in the water section, 26 points in chemical management section and 81 in the energy section. For raw material manufacturing, Higg FEM data collection covers 119 mills, representing our woven,

knit and sweater yarn production. A total of 115 mills have completed data verification, representing an estimated 62% of core fabric business volume. The mills scored an average of 69 points across all sections (out of 100), with an average of 71 points in the water section, 28 points in the chemical management section and 83 points in the energy section. This year, we have significantly increased our FEM roll out to our subcontracted finished goods facilities; a total of 131 facilities completed FEM and 125 facilities completed third-party verification. These facilities scored an average of 60 points across all sections (out of 100), with an average of 71 points in the water section, 28 points in the chemical management section and 82 points in the energy section.

#### (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

- Yes, please specify the environmental requirement :climate-related disclosure through a non-public platform

##### Water

#### (5.11.7.2) Action driven by supplier engagement

Select from:

- Waste and resource reduction and improved end-of-life management

#### (5.11.7.3) Type and details of engagement

##### Capacity building

- Other capacity building activity, please specify :Requirement to adhere to our code of conduct regarding water stewardship and management; Requirement to set and meet minimum standards for treatment of discharge

#### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

#### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

100%

### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

The success of our water stewardship strategy requires engagement with our suppliers to manage and reduce water use in our supply chain. Through our Vendor Compliance Packet (VCP), our suppliers are made aware of our sustainability policy, and are expected to comply with the requirements set therein as they sign the agreement. We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations. In addition to that, we are screening our supply base for any potential significant environmental impacts through the Higg Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities—at a minimum—to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken.

### (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

- Yes, please specify the environmental requirement :Requirement to set and meet minimum standards for treatment of discharge  
[Add row]

### (5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

#### (5.11.9.1) Type of stakeholder

Select from:

- Customers

#### (5.11.9.2) Type and details of engagement

Innovation and collaboration

- Run a campaign to encourage innovation to reduce environmental impacts

### (5.11.9.3) % of stakeholder type engaged

Select from:

- Unknown

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 100%

### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

The use and end-of-life treatment of our sold products contribute approximately 18% of our overall Scope 3 carbon footprint. Our circularity strategy aims to reduce those emissions by offering our customers innovative products and experiences. In June 2022 we announced our new Live On promise to enable our past and future products to live on responsibly by 2030. The Ralph Lauren Live On promise builds on the Company's existing circularity strategy and is supported by three foundational pillars that guide initial goals: (1) Design for Circular: Ralph Lauren has committed to designing our products according to circular principles by 2025, including a goal to make five iconic products C2C Certified. In addition, we will offer high quality products made with 100% recycled cotton. (2) Enable Circular Consumer Experiences: We have committed to extend the life of our products by piloting ways for its consumers to rent, repair, and recirculate Ralph Lauren products by 2025, in select top cities. (3) Advance the Circular Economy: By 2025, we will also invest in scaling regenerative practices – such as the U.S. Regenerative Cotton Fund – and innovative technologies like those produced by Natural Fiber Welding, a leading sustainable material science startup that is scaling a new industry standard for natural fiber recycling.

### (5.11.9.6) Effect of engagement and measures of success

The impact of this engagement will be measured based on our progress towards achieving the initial goals of our Live On promise. For example, we have committed to designing our products according to circular principles by 2025, including a goal to make five iconic products C2C Certified. In FY24 we Launched our C2C Certified Denim Flag Trucker Jacket and Flag Cashmere Sweater, marking four of five Ralph Lauren iconic products to be C2C Certified. We also introduced high-quality products with 100% recycled cotton, including a Polo shirt as part of our 2024 Olympics Villagewear collection and a denim capsule with the Ellen MacArthur Foundation. Finally, we developed circular principles with a cross-functional team and are working to implement these principles within the design and development process.

## Water

### (5.11.9.1) Type of stakeholder

Select from:

- Other value chain stakeholder, please specify :NGO, local community, industry peers

## (5.11.9.2) Type and details of engagement

### Other

Other, please specify :Innovation & collaboration- Encourage stakeholders to work collaboratively with other users in their river basins toward sustainable water management

## (5.11.9.3) % of stakeholder type engaged

Select from:

Unknown

## (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*Our rationale for prioritizing engagements with value chain partners is to understand our water footprint and water risk assessment. Our strategy includes engagements with manufacturing partners and local communities and entities where we operate. An example of this is our participation in WWF's Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region. The goal of the program is that by 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature. Over the past three years, a total of 50 clean-tech facility assessments have been completed through the program, enabling the identification of nearly 500 specific recommendations for water, energy and other operational improvements. Facilities that have adopted these recommendations have achieved a total water savings of more than 209,044 cubic meters per year.*

## (5.11.9.6) Effect of engagement and measures of success

*Success in this program is measured based on achievement of WWF's three objectives for the collective action program: to assess the interactions and trade-offs between users and sectors in representative zones of the Bhavani and Noyyal river basin; to demonstrate pilots in key sites to strengthen the positive interactions leading to healthy river ecosystems and water security; and to influence sectoral, local, regional and national policies that deliver on a shared vision and outcomes for sustainable river basin management.*

## Water

### (5.11.9.1) Type of stakeholder

Select from:

Other value chain stakeholder, please specify :NGOs, growers

## (5.11.9.2) Type and details of engagement

#### **Other**

Other, please specify :Support partners to increase adoption of soil health management systems

### **(5.11.9.3) % of stakeholder type engaged**

Select from:

Unknown

### **(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement**

*We are investing in engagement with U.S. cotton farmers through the U.S. Regenerative Cotton Fund (USRCF) led by the Soil Health Institute (SHI), who works with growers to support adoption of soil health management systems, including practices such as cover crops and reduced tillage, across more than 1 million acres of U.S. cotton cropland. The founding investment in USRCF from The Ralph Lauren Corporate Foundation enables SHI to accelerate and scale these efforts to reach farmers in a way they haven't before.*

### **(5.11.9.6) Effect of engagement and measures of success**

*Success is measured through increased adoption of soil health practices by cotton producers in the U.S. and associated improvements in key soil health metrics as tracked by SHI.*

#### **Water**

### **(5.11.9.1) Type of stakeholder**

Select from:

Other value chain stakeholder, please specify :NGOs, local communities

### **(5.11.9.2) Type and details of engagement**

#### **Other**

Other, please specify :Support partners in improving community access to safe water

### **(5.11.9.3) % of stakeholder type engaged**

Select from:

Unknown

#### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Safe drinking water is the most primary of human needs, yet worldwide, one in three people do not have access to this vital resource. To help end this disparity, we support organizations providing clean water for those in need. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural parts of the Upper West Region of Ghana. In FY24, we funded 15 water pumps for a total of 58 pumps, improving safe water access to more than 40,000 people since our partnership began. We are also proud to expand our goal to fund 100 pumps by 2026.

#### (5.11.9.6) Effect of engagement and measures of success

Success is measured through the number of pumps funded by the Company.

[Add row]

### (5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, and we do not plan to within the next two years</p>

[Fixed row]

## C6. Environmental Performance - Consolidation Approach

### (6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

#### Climate change

##### (6.1.1) Consolidation approach used

Select from:

- Operational control

##### (6.1.2) Provide the rationale for the choice of consolidation approach

*Through the operational control approach for calculating environmental performance data, we report on everything where Ralph Lauren or one of our subsidiaries has complete authority to create and apply operating policies. This approach aligns best with what Ralph Lauren feels responsible for as it focuses on our ability to make a difference at certain facilities.*

#### Forests

##### (6.1.1) Consolidation approach used

Select from:

- Operational control

##### (6.1.2) Provide the rationale for the choice of consolidation approach

*Through the operational control approach for calculating environmental performance data in relation to relevant material commodities and land use, we report on everything where Ralph Lauren or one of our subsidiaries has complete authority to create and apply operating policies. This approach aligns best with what Ralph Lauren feels responsible for as it focuses on our ability to make a difference at certain facilities.*

#### Water

##### (6.1.1) Consolidation approach used

Select from:

- Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Through the operational control approach for calculating water usage data, we report on everything where Ralph Lauren or one of its subsidiaries has complete authority to create and apply operating policies. This approach aligns best with what Ralph Lauren feels responsible for as it focuses on our ability to make a difference at certain facilities.*

## Plastics

### (6.1.1) Consolidation approach used

Select from:

- Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Through the operational control approach for calculating environmental performance data, we report on everything where Ralph Lauren or one of our subsidiaries has complete authority to create and apply operating policies. This approach aligns best with what Ralph Lauren feels responsible for as it focuses on our ability to make a difference at certain facilities.*

## Biodiversity

### (6.1.1) Consolidation approach used

Select from:

- Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Through the operational control approach for calculating environmental performance data, we report on everything where Ralph Lauren or one of our subsidiaries has complete authority to create and apply operating policies. This approach aligns best with what Ralph Lauren feels responsible for as it focuses on our ability to make a difference at certain facilities.*

[Fixed row]

## C7. Environmental performance - Climate Change

### (7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

#### (7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	<i>Select all that apply</i> <input checked="" type="checkbox"/> No

[Fixed row]

#### (7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	<i>Select all that apply</i> <input checked="" type="checkbox"/> No

[Fixed row]

**(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

*Select all that apply*

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

**(7.3) Describe your organization's approach to reporting Scope 2 emissions.**

	Scope 2, location-based	Scope 2, market-based
	<i>Select from:</i> <input checked="" type="checkbox"/> We are reporting a Scope 2, location-based figure	<i>Select from:</i> <input checked="" type="checkbox"/> We are reporting a Scope 2, market-based figure

*[Fixed row]*

**(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

*Select from:*

- No

**(7.5) Provide your base year and base year emissions.**

**Scope 1**

**(7.5.1) Base year end**

03/28/2020

## (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

16248.0

## (7.5.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using US EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.*

### Scope 2 (location-based)

## (7.5.1) Base year end

03/28/2020

## (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

84224.0

## (7.5.3) Methodological details

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data from the US EPA.*

### Scope 2 (market-based)

## (7.5.1) Base year end

03/28/2020

## (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

90380.0

## (7.5.3) Methodological details

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from location/state based data from the US EPA.*

## **Scope 3 category 1: Purchased goods and services**

### **(7.5.1) Base year end**

03/28/2020

### **(7.5.2) Base year emissions (metric tons CO2e)**

1243375.0

### **(7.5.3) Methodological details**

*Cat1 - This category is calculated in 3 separate ways and includes 1) emissions associated with non-merch spend, 2) the PG&S factory footprint, and 3) the PG&S raw materials footprint.*

## **Scope 3 category 2: Capital goods**

### **(7.5.1) Base year end**

03/28/2020

### **(7.5.3) Methodological details**

*Not relevant.*

## **Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)**

### **(7.5.1) Base year end**

03/28/2020

### **(7.5.2) Base year emissions (metric tons CO2e)**

20228.0

### **(7.5.3) Methodological details**

*Fuel & Energy related Activities: Category 3 is calculated from total fuel and electricity usage data taken from the Scope 1&2 footprinting file. This category captures the emissions that occur before the electricity is consumed or fuel is used by a Scope 1&2 facility or activity. The total energy usage amounts are aggregated by country for electricity or by region for fuel type and are then multiplied by the appropriate DEFRA well-to-tank (WTT) emission factors.*

## **Scope 3 category 4: Upstream transportation and distribution**

### **(7.5.1) Base year end**

03/28/2020

### **(7.5.2) Base year emissions (metric tons CO2e)**

77166.0

### **(7.5.3) Methodological details**

*Category 4 is calculated from the transportation data. Tonne-km data is converted to ton-miles, where applicable. Multi-modal international outbound shipments were only available as a spend total (USD). Weight-based emission factors are taken from the EPA's GHG Emission Factors Hub and spend-based emission factors from the EPA's Supply Chain GHG Emission Factors for US Industries and Commodities. Each type of transport's activity data is multiplied by an appropriate emission factor. The emissions are converted from kilograms to metric tons.*

## **Scope 3 category 5: Waste generated in operations**

### **(7.5.1) Base year end**

03/28/2020

### **(7.5.2) Base year emissions (metric tons CO2e)**

849

### **(7.5.3) Methodological details**

*Category 5 - Waste Generated in Operations: 'Category 5 is calculated by taking data of waste totals (kg) for RL Distribution Centers and Stores, as well as deriving an estimation of office waste. The waste types are reported in kilograms, converted to metric tons and multiplied by the appropriate emission factor. The estimation relies on actual square footage of RL owned & operated offices, as well as data taken from the EIA's Commercial Building Energy Consumption Survey (CBECS) and the EPA's Advancing Sustainable Materials Management's 2018 Facts and Figures Fact Sheet. Assumptions and estimated figures can be seen below. Notably,*

waste generation is informed by reports from the RL sustainability team that estimated corporate workers were in the office 2 days a week, on average. This assumption is consistent with commuting patterns used to calculate Category 7.

## Scope 3 category 6: Business travel

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO2e)

28273.0

### (7.5.3) Methodological details

*Category 6 - Business Travel: Category 6 calculates all of the emissions associated with business travel in fiscal year. Air travel emissions are calculated by classifying the flight miles as short, medium, or long haul flights. Each short, medium, and long haul flight has a specific emission factor that is multiplied by the total passenger-miles and converted to metric tonnes resulting in the final emission values. Rail travel emissions are calculated by multiplying mileage by the rail emission factor and converting to metric tonnes. Hotel emissions are calculated by multiplying the total night stays by the country-specific emission factor. The final emission values are converted to metric tonnes. Car emissions are calculated by multiplying the total miles by the car emission factor (the car emission factor can be found on the "Other EFs" tab under the "Category 6 Business Travel" section). The final emission values are converted to metric tonnes. Charter flights are calculated by dividing the nautical miles by fuel economy which results in an estimate of consumed fuel, in gallons. This consumption value is then converted to metric tonnes.*

## Scope 3 category 7: Employee commuting

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO2e)

27383.0

### (7.5.3) Methodological details

*Category 7 - Employee Commuting: Category 7 is calculated using an estimation of the average retail and office employee commuting pattern given limited data. Part-time employees are conservatively assumed equivalent to 1 FTE. Based on conversations with the RL Sustainability team, all retail workers are assumed to*

commute 5 days a week, whereas office/corporate employees are estimated to have commuted only 2 days a week, on average, due to impacts related to COVID-19. Statista commute data in the first table is used to inform commuting types by country or region. Average percentages of the commute type are utilized due to the lack of country specific commute data. The commute type emission factors (respective of the commute patterns by employee type) are multiplied by the amount of employees and specific commute percentage, country and commute type.

## Scope 3 category 8: Upstream leased assets

### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

## Scope 3 category 9: Downstream transportation and distribution

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

39168.0

### (7.5.3) Methodological details

Category 9 is calculated by using transportation data. Tonne-km data is converted to ton-miles, where applicable. Multi-modal international outbound shipments were only available as a spend total (USD). Weight-based emission factors are taken from the EPA's GHG Emission Factors Hub and spend-based emission factors from the EPA's Supply Chain GHG Emission Factors for US Industries and Commodities. Each type of transport's activity data is multiplied by an appropriate emission factor. The emissions are converted from kilograms to metric tons.

## Scope 3 category 10: Processing of sold products

### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

## Scope 3 category 11: Use of sold products

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO2e)

266839.0

### (7.5.3) Methodological details

*Category 11 - Use of Sold Products: Category 11 is calculated by using total units of each item category and multiplying by the weight of each applicable garment type, kWh per appliance type and International Energy Agency (IEA) emission factors. It is assumed that the delivery country is aligned to the country of sale. Items are categorized as washed, dried or ironed. Each item category was given an average energy use per unit sold by factoring in regional average washer and drier specifications, the weight of the item, and average frequency of washing, drying or ironing per lifetime of clothing. This determined an average energy use per unit (kWh per lifetime) which was then multiplied by the total units sold by item type and region. The region-level IEA electricity emissions factor is applied to calculate total emissions in MT CO2e.*

## Scope 3 category 12: End of life treatment of sold products

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO2e)

34250.0

### (7.5.3) Methodological details

*Category 12 - End of Life (EOL) Treatment of Sold Products: Category 12 is calculated by taking the total weight of each raw material shared by the client and multiplying by the EPA emission factor for each unique material ending its life in a landfill, if available. DEFRA factors rely on metric tonnes of material, whereas EPA*

factors rely on short tons. Appropriate conversions were made before calculating emissions totals of products. A generic DEFRA emission factor for clothing ending its life in a landfill was applied to all other materials.

## Scope 3 category 13: Downstream leased assets

### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

## Scope 3 category 14: Franchises

### (7.5.1) Base year end

03/28/2020

### (7.5.2) Base year emissions (metric tons CO2e)

17574.0

### (7.5.3) Methodological details

*Category 14 - Franchises: Category 14 is calculated by estimating the direct (Scope 1 & 2) emissions from all active RL licensed retail store operations. Estimated electricity usage, fuel usage, and refrigerant leakage rely on energy usage intensities (EUIs) of usage per square foot. The EUI metrics and climate zone designations are from the EIA's Commercial Buildings Energy Consumption Survey (CBECS). Footprint used the 2012 CBECS survey data, which includes updated climate zone designations. It is assumed R-410 is the refrigerant used across all locations, which is also consistent with the Scope 1 & 2 methodology. Both location- & market-based electricity emissions were calculated, but final emission totals are market-based.*

## Scope 3 category 15: Investments

### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

#### Scope 3: Other (upstream)

##### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

#### Scope 3: Other (downstream)

##### (7.5.1) Base year end

03/28/2020

### (7.5.3) Methodological details

*Not relevant.*

[Fixed row]

## (7.6) What were your organization's gross global Scope 1 emissions in metric tons CO<sub>2</sub>e?

#### Reporting year

##### (7.6.1) Gross global Scope 1 emissions (metric tons CO<sub>2</sub>e)

14679

### (7.6.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.*

## Past year 1

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

12206

### (7.6.2) End date

04/01/2023

### (7.6.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.*

## Past year 2

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

11582

### (7.6.2) End date

04/02/2022

### (7.6.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.*

## Past year 3

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

14681

### (7.6.2) End date

04/03/2021

### (7.6.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.*

### Past year 4

#### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

16248

### (7.6.2) End date

03/28/2020

### (7.6.3) Methodological details

*Scope 1 emissions are calculated by totaling emissions for company facilities and refrigerant leakage. Facilities emissions are split by natural gas, fuel oil, and propane using EPA emission factors. Refrigerant type, capacity, and leakage values are based on assumptions from the US EPA.  
[Fixed row]*

## (7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

### Reporting year

#### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

58601

**(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)**

22362

**(7.7.4) Methodological details**

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data and location-based state level from the US EPA.*

**Past year 1****(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)**

60808

**(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)**

62381

**(7.7.3) End date**

04/01/2023

**(7.7.4) Methodological details**

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data and location-based state level from the US EPA.*

**Past year 2****(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)**

68054

**(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)**

69291

#### (7.7.3) End date

04/02/2022

#### (7.7.4) Methodological details

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data and location-based state level from the US EPA.*

### Past year 3

#### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

77854

#### (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

78305

#### (7.7.3) End date

04/03/2021

#### (7.7.4) Methodological details

*Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data and location-based state level from the US EPA.*

### Past year 4

#### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

84224

## (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

90380

## (7.7.3) End date

03/28/2020

## (7.7.4) Methodological details

Scope 2 emissions are calculated with purchased electricity data and uses assumptions from market-based e-GRID data and location-based state level from the US EPA.

[Fixed row]

## (7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

### Purchased goods and services

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

846477

#### (7.8.3) Emissions calculation methodology

Select all that apply

Other, please specify :Emissions in this category were comprised of three main elements: raw materials, factory emissions, and other non-merchandise spend.

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

40.35

### (7.8.5) Please explain

*This category is calculated using business allocation and factory data. The business allocation data, the percentage of goods sourced from a factory by Ralph Lauren, Energy, and emissions resulting from goods produced in each factory are gathered from the Higg FEM database; this data is populated directly from each factory.*

#### Capital goods

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*Capital Goods emissions are already accounted for in Ralph Lauren's Purchased Goods & Services emissions from non-merchandise spend.*

#### Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

9759

### (7.8.3) Emissions calculation methodology

Select all that apply

- Other, please specify :Emissions from fuel-and-energy-related activities were calculated using energy usage data from Ralph Lauren's scope 1 and 2 footprinting process.

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*This category captures the emissions that occur before the electricity is consumed or fuel is used by a Scope 1 & 2 facility or activity. The total energy usage amounts are aggregated by country for electricity or by region for fuel type and are then multiplied by the appropriate DEFRA 2021 well-to-tank (WTT) emission factors.*

### Upstream transportation and distribution

#### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

74996

#### (7.8.3) Emissions calculation methodology

Select all that apply

- Spend-based method
- Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*Emissions from T&D were calculated by splitting out total shipments by mode, using tonne-kilometer values. Distance-based emission factors are taken from the EPA's GHG Emission Factors Hub and spend-based emission factors from the EPA's Supply Chain GHG Emission Factors for US Industries and Commodities.*

### Waste generated in operations

#### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

1390

### (7.8.3) Emissions calculation methodology

Select all that apply

- Waste-type-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

Category 5 is calculated based on waste amounts (kg) gathered from RL distribution centers. Waste amounts are estimated for RL retail stores and offices. The waste types are reported in kilograms, converted to metric tons and multiplied by the appropriate emission factor from EPA or DEFRA.

## Business travel

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

3962

### (7.8.3) Emissions calculation methodology

Select all that apply

- Hybrid method

Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*Business travel synthesizes air travel, hotel stay, rental car use, rail travel, and charter flight data into a single emissions category. Flight distances are classified as short, medium, or long haul flights and multiplied with passenger-mile emission factors from EPA. Rail and car travel is calculated using mileage and EPA emission factors. Hotel stay multiplies the total number of nights by country-specific DEFRA emission factors.*

#### Employee commuting

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

29470

#### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

Category 7 is calculated using an estimation of the average retail and office employee commuting pattern based on Statista commute data, employee status (FTE and part-time), and assumptions on the frequency and commute type by country or region. The commute emission factors by type (car, public transportation, etc.) are from EPA.

## Upstream leased assets

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

Ralph Lauren does not lease any spaces which are not included in Scope 1&2 footprinting, so this category is deemed not relevant.

## Downstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

4220

### (7.8.3) Emissions calculation methodology

Select all that apply

- Spend-based method
- Distance-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

## (7.8.5) Please explain

*Emissions from T&D were calculated by splitting out total shipments by mode, using tonne-kilometer values. Distance-based emission factors are taken from the EPA's GHG Emission Factors Hub and spend-based emission factors from the EPA's Supply Chain GHG Emission Factors for US Industries and Commodities.*

### Processing of sold products

#### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

## (7.8.5) Please explain

*Ralph Lauren does not sell any intermediate products that are further processed by other organizations prior to sale (all factory emissions are calculated in category 1, Purchased Goods and Services). Therefore, this category is not relevant for Ralph Lauren.*

### Use of sold products

#### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

204523

#### (7.8.3) Emissions calculation methodology

Select all that apply

- Average product method
- Asset-specific method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*Category 11 is calculated by using total units of each item category and multiplying by the weight of each applicable garment type, kWh per appliance type and International Energy Agency (IEA) emission factors.*

#### End of life treatment of sold products

##### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

##### (7.8.2) Emissions in reporting year (metric tons CO2e)

23880

##### (7.8.3) Emissions calculation methodology

Select all that apply

- Other, please specify :End of life emissions were calculated using the raw material data used for the Purchased Goods and Services category.

##### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*Category 12 is calculated by taking the total weight of each raw material as found in the raw materials section of the purchased goods and services footprint and multiplying by the EPA emission factor for each unique material ending its life in a landfill, if available. A generic DEFRA emission factor for clothing ending its life in a landfill was applied to all other materials.*

#### Downstream leased assets

##### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*Ralph Lauren does not have any assets leased to third parties, so this category is deemed to be not relevant.*

## Franchises

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

6955

### (7.8.3) Emissions calculation methodology

Select all that apply

- Other, please specify :Franchise emissions were calculated using the same methodology as for Scope 1 and 2 emissions. This process accounted for each facility's electricity, natural gas, other fuel, and refrigerant use.

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*Franchise emissions were calculated using the same methodology as for Scope 1 and 2 emissions. This process accounted for each facility's electricity, natural gas, other fuel, and refrigerant use.*

## Investments

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*Ralph Lauren does not have any significant investments, so this category is deemed to be not relevant.*

#### Other (upstream)

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*No relevant "other upstream" emissions identified.*

#### Other (downstream)

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*No relevant "other downstream" emissions identified.*

[Fixed row]

### (7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

#### Past year 1

**(7.8.1.1) End date**

03/31/2023

**(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

862168

**(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

0

**(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

20018

**(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

74365

**(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

15648

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

3690

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

28107

**(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)**

0

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO<sub>2</sub>e)**

2417

**(7.8.1.11) Scope 3: Processing of sold products (metric tons CO<sub>2</sub>e)**

0

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO<sub>2</sub>e)**

215883

**(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO<sub>2</sub>e)**

15289

**(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO<sub>2</sub>e)**

0

**(7.8.1.15) Scope 3: Franchises (metric tons CO<sub>2</sub>e)**

5176

**(7.8.1.16) Scope 3: Investments (metric tons CO<sub>2</sub>e)**

0

**(7.8.1.17) Scope 3: Other (upstream) (metric tons CO<sub>2</sub>e)**

0

**(7.8.1.18) Scope 3: Other (downstream) (metric tons CO<sub>2</sub>e)**

0

### (7.8.1.19) Comment

No additional comment  
[Fixed row]

### (7.9) Indicate the verification/assurance status that applies to your reported emissions.

Verification/assurance status	
Scope 1	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

### (7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

#### (7.9.1.1) Verification or assurance cycle in place

*Select from:*  
 Annual process

#### (7.9.1.2) Status in the current reporting year

Select from:

Complete

#### (7.9.1.3) Type of verification or assurance

Select from:

Limited assurance

#### (7.9.1.4) Attach the statement

*Corporate Carbon Footprint Assurance Statement\_FY24.pdf*

#### (7.9.1.5) Page/section reference

1-3

#### (7.9.1.6) Relevant standard

Select from:

ISO14064-3

#### (7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

### (7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

#### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 location-based

#### (7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

#### (7.9.2.3) Status in the current reporting year

Select from:

Complete

#### (7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

#### (7.9.2.5) Attach the statement

*Corporate Carbon Footprint Assurance Statement\_FY24.pdf*

#### (7.9.2.6) Page/ section reference

1-3

#### (7.9.2.7) Relevant standard

Select from:

ISO14064-3

#### (7.9.2.8) Proportion of reported emissions verified (%)

100

**Row 2**

## (7.9.2.1) Scope 2 approach

Select from:

- Scope 2 market-based

## (7.9.2.2) Verification or assurance cycle in place

Select from:

- Annual process

## (7.9.2.3) Status in the current reporting year

Select from:

- Complete

## (7.9.2.4) Type of verification or assurance

Select from:

- Limited assurance

## (7.9.2.5) Attach the statement

*Corporate Carbon Footprint Assurance Statement\_FY24.pdf*

## (7.9.2.6) Page/ section reference

1-3

## (7.9.2.7) Relevant standard

Select from:

- ISO14064-3

## (7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

**(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.**

**Row 1**

**(7.9.3.1) Scope 3 category**

*Select all that apply*

- Scope 3: Franchises
- Scope 3: Capital goods
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Use of sold products
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Purchased goods and services
- Scope 3: Waste generated in operations
- Scope 3: End-of-life treatment of sold products
- Scope 3: Upstream transportation and distribution
- Scope 3: Downstream transportation and distribution

**(7.9.3.2) Verification or assurance cycle in place**

*Select from:*

- Annual process

**(7.9.3.3) Status in the current reporting year**

*Select from:*

- Complete

**(7.9.3.4) Type of verification or assurance**

*Select from:*

- Limited assurance

### (7.9.3.5) Attach the statement

*Corporate Carbon Footprint Assurance Statement\_FY24.pdf*

### (7.9.3.6) Page/section reference

1-3

### (7.9.3.7) Relevant standard

Select from:

ISO14064-3

### (7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

## (7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

Decreased

### (7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

#### Change in renewable energy consumption

### (7.10.1.1) Change in emissions (metric tons CO2e)

36760

### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

### (7.10.1.3) Emissions value (percentage)

50

### (7.10.1.4) Please explain calculation

*The reduction in CO2e emissions can be attributed in part to our increased use of renewable energy sources.*

[Fixed row]

## (7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

Market-based

## (7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

Yes

## (7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

### (7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

23479

### (7.12.1.2) Comment

*Biogenic carbon emissions were calculated using the % of business in factories by facility site and the final amount of unallocated final fuel emissions in biomass.*

[Fixed row]

## **(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?**

*Select from:*

Yes

### **(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).**

**Row 1**

#### **(7.15.1.1) Greenhouse gas**

*Select from:*

CO<sub>2</sub>

#### **(7.15.1.2) Scope 1 emissions (metric tons of CO<sub>2</sub>e)**

13830

#### **(7.15.1.3) GWP Reference**

*Select from:*

IPCC Fourth Assessment Report (AR4 - 100 year)

**Row 2**

#### **(7.15.1.1) Greenhouse gas**

*Select from:*

CH<sub>4</sub>

#### **(7.15.1.2) Scope 1 emissions (metric tons of CO<sub>2</sub>e)**

6.5

### (7.15.1.3) GWP Reference

Select from:

- IPCC Fourth Assessment Report (AR4 - 100 year)

**Row 3**

### (7.15.1.1) Greenhouse gas

Select from:

- N2O

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

7.8

### (7.15.1.3) GWP Reference

Select from:

- IPCC Fourth Assessment Report (AR4 - 100 year)

**Row 4**

### (7.15.1.1) Greenhouse gas

Select from:

- HFCs

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

835.1

### (7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

[Add row]

## (7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

### Australia

#### (7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)

214.045

#### (7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)

1251.691

#### (7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)

1251.691

### Austria

#### (7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)

55.414

#### (7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)

62.877

#### (7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)

0

### Bangladesh

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

5.971

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

37.358

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

37.358

**Belgium**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

52.777

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

71.608

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

19.782

**Canada**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

231.839

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

306.412

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

306.412

**China**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

586.719

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

3770.31

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

0

**China, Macao Special Administrative Region**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

7.147

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

47.203

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

47.203

**Czechia**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

24.887

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

113.921

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

187.018

**Denmark**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

5.188

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

6.095

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

31.166

**France**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

260.475

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

131.301

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

124.206

## **Germany**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

212.98

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

690.732

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

270.108

## **Greece**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

36.835

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

135.778

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

210.965

## **Hong Kong SAR, China**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

871.545

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

2365.982

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

0

**India**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

45.146

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

348.692

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

348.692

**Ireland**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

23.075

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

61.814

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

92.622

## **Italy**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

1558.613

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

4617.494

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

6718.925

## **Japan**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

1733.891

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

8694.823

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

3114.823

## **Malaysia**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

49.615

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

360.532

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

360.532

**Netherlands**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

77.522

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

179.99

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

109.126

**Poland**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

18.606

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

79.341

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

103.806

**Portugal**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

41.514

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

61.538

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

43.794

**Republic of Korea**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

749.496

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

3098.087

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

1655.123

**Singapore**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

36.72

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

231.154

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

231.154

**Spain**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

172.465

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

251.178

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

0

**Sweden**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

70.226

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

6.097

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

13.047

**Switzerland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

84.136

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

15.465

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

0

**Taiwan, China**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

169.001

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

1433.712

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

1433.712

**Turkey**

**(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

15.748

**(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

73.509

**(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

73.509

## **United Kingdom of Great Britain and Northern Ireland**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

380.622

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

1112.361

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

476.596

## **United States of America**

### **(7.16.1) Scope 1 emissions (metric tons CO<sub>2</sub>e)**

6003.359

### **(7.16.2) Scope 2, location-based (metric tons CO<sub>2</sub>e)**

28602.512

### **(7.16.3) Scope 2, market-based (metric tons CO<sub>2</sub>e)**

4718.503

[Fixed row]

## **(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

*Select all that apply*

By business division

By activity

**(7.17.1) Break down your total gross global Scope 1 emissions by business division.**

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	<i>Storage</i>	19
Row 2	<i>Office</i>	3376
Row 3	<i>Retail</i>	7945
Row 4	<i>Distribution Center</i>	3339

[Add row]

**(7.17.3) Break down your total gross global Scope 1 emissions by business activity.**

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Stationary Combustion - Other Fuels</i>	14
Row 2	<i>Refrigerant Leakage</i>	835
Row 3	<i>Stationary Combustion- Natural Gas</i>	13830

[Add row]

**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

Select all that apply

- By business division
- By activity

**(7.20.1) Break down your total gross global Scope 2 emissions by business division.**

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Retail</i>	34029	11469
Row 2	<i>Storage</i>	70	75
Row 3	<i>Office</i>	9530	1529
Row 4	<i>Distribution Center</i>	14973	9289

[Add row]

**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Electricity Use</i>	58463	22223
Row 2	<i>Steam, Hot Water, Cold Water Use</i>	139	139

[Add row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

## **Consolidated accounting group**

### **(7.22.1) Scope 1 emissions (metric tons CO2e)**

14679

### **(7.22.2) Scope 2, location-based emissions (metric tons CO2e)**

58601

### **(7.22.3) Scope 2, market-based emissions (metric tons CO2e)**

22362

### **(7.22.4) Please explain**

*Ralph Lauren considers the entire organization to be included in the company's consolidated accounting group.*

## **All other entities**

### **(7.22.1) Scope 1 emissions (metric tons CO2e)**

0

### **(7.22.2) Scope 2, location-based emissions (metric tons CO2e)**

0

### **(7.22.3) Scope 2, market-based emissions (metric tons CO2e)**

0

### **(7.22.4) Please explain**

*Not relevant for Ralph Lauren  
[Fixed row]*

**(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

Select from:

No

**(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

**Row 1**

**(7.27.1) Allocation challenges**

Select from:

Diversity of product lines makes accurately accounting for each product/product line cost ineffective

**(7.27.2) Please explain what would help you overcome these challenges**

*In order to calculate emissions for customers reliably, we require more granularity in data and the ability to calculate and track emissions at the product level. This information is not currently available due to the size and scope of our product and customer base and the limitations on accurate product-level emissions information.*

**Row 2**

**(7.27.1) Allocation challenges**

Select from:

Customer base is too large and diverse to accurately track emissions to the customer level

**(7.27.2) Please explain what would help you overcome these challenges**

*In order to calculate emissions for customers reliably, we require more granularity in data and the ability to calculate and track emissions at the product level. This information is not currently available due to the size and scope of our product and customer base and the limitations on accurate product-level emissions information.*

### Row 3

#### (7.27.1) Allocation challenges

Select from:

- Doing so would require we disclose business sensitive/proprietary information

#### (7.27.2) Please explain what would help you overcome these challenges

*In order to calculate emissions for customers reliably, we require more granularity in data and the ability to calculate and track emissions at the product level. This information is not currently available due to the size and scope of our product and customer base and the limitations on accurate product-level emissions information.*

### Row 4

#### (7.27.1) Allocation challenges

Select from:

- Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

#### (7.27.2) Please explain what would help you overcome these challenges

*In order to calculate emissions for customers reliably, we require more granularity in data and the ability to calculate and track emissions at the product level. This information is not currently available due to the size and scope of our product and customer base and the limitations on accurate product-level emissions information.*  
[Add row]

### (7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

- More than 0% but less than or equal to 5%

### (7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Consumption of purchased or acquired electricity	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Consumption of purchased or acquired heat	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Consumption of purchased or acquired steam	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Consumption of purchased or acquired cooling	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Generation of electricity, heat, steam, or cooling	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>

[Fixed row]

### (7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

#### Consumption of fuel (excluding feedstock)

##### (7.30.1.1) Heating value

Select from:

LHV (lower heating value)

##### (7.30.1.2) MWh from renewable sources

### (7.30.1.3) MWh from non-renewable sources

76368

### (7.30.1.4) Total (renewable and non-renewable) MWh

76368

## Consumption of purchased or acquired electricity

### (7.30.1.1) Heating value

Select from:

HHV (higher heating value)

### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.3) MWh from non-renewable sources

158814

### (7.30.1.4) Total (renewable and non-renewable) MWh

158814

## Consumption of purchased or acquired heat

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

0

#### (7.30.1.3) MWh from non-renewable sources

49

#### (7.30.1.4) Total (renewable and non-renewable) MWh

49

### Consumption of purchased or acquired steam

#### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

#### (7.30.1.2) MWh from renewable sources

0

#### (7.30.1.3) MWh from non-renewable sources

0

#### (7.30.1.4) Total (renewable and non-renewable) MWh

0

### Consumption of purchased or acquired cooling

#### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

0

**(7.30.1.3) MWh from non-renewable sources**

358

**(7.30.1.4) Total (renewable and non-renewable) MWh**

358

**Total energy consumption****(7.30.1.1) Heating value***Select from:* Unable to confirm heating value**(7.30.1.2) MWh from renewable sources**

0

**(7.30.1.3) MWh from non-renewable sources**

235589

**(7.30.1.4) Total (renewable and non-renewable) MWh**

235589

*[Fixed row]***(7.30.6) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>
Consumption of fuel for the generation of heat	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>
Consumption of fuel for the generation of steam	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>
Consumption of fuel for the generation of cooling	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>
Consumption of fuel for co-generation or tri-generation	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>

[Fixed row]

#### (7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

##### Sustainable biomass

###### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

###### (7.30.7.2) Total fuel MWh consumed by the organization

0

###### (7.30.7.8) Comment

*Not used by organization*

## **Other biomass**

### **(7.30.7.1) Heating value**

*Select from:*

- Unable to confirm heating value

### **(7.30.7.2) Total fuel MWh consumed by the organization**

0

### **(7.30.7.8) Comment**

*Not used by organization*

## **Other renewable fuels (e.g. renewable hydrogen)**

### **(7.30.7.1) Heating value**

*Select from:*

- Unable to confirm heating value

### **(7.30.7.2) Total fuel MWh consumed by the organization**

0

### **(7.30.7.8) Comment**

*Not used by organization*

## **Coal**

### **(7.30.7.1) Heating value**

Select from:

- Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

0

#### (7.30.7.8) Comment

*Not used by organization*

**Oil**

#### (7.30.7.1) Heating value

Select from:

- Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

35

#### (7.30.7.8) Comment

*fuel oil*

**Gas**

#### (7.30.7.1) Heating value

Select from:

- Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

76312

### (7.30.7.8) Comment

*Propane and natural gas*

### Other non-renewable fuels (e.g. non-renewable hydrogen)

#### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*Not used by organization*

### Total fuel

#### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

76347

### (7.30.7.8) Comment

*Total of applicable fuels*

*[Fixed row]*

**(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.**

## Australia

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1921.54

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1921.54

## Austria

**(7.30.16.1) Consumption of purchased electricity (MWh)**

473.11

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

473.11

**Bangladesh**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

64.35

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

64.35

**Belgium**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

525.37

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

525.37

**Canada**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2551.3

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2551.30

**China**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

6152.6

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

6152.60

**China, Macao Special Administrative Region**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

77.03

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

77.03

## **Czechia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

268.24

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

268.24

## **Denmark**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

55.91

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

55.91

**France**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2515.35

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2515.35

**Germany**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1979.17

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1979.17

**Greece**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

397.01

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

397.01

**Hong Kong SAR, China**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

3693.38

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

3693.38

## **India**

### **(7.30.16.1) Consumption of purchased electricity (MWh)**

486.59

### **(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

### **(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

### **(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

### **(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

486.59

## **Ireland**

### **(7.30.16.1) Consumption of purchased electricity (MWh)**

195.06

### **(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

### **(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

195.06

**Italy**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

16339.33

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

16339.33

**Japan**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

18698.54

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

18698.54

**Malaysia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

581.03

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

581.03

## Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

575.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

575.97

## Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

117.95

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

48.83

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

166.78

**Portugal**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

405.92

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

405.92

**Republic of Korea**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

6771.78

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

6771.78

**Singapore**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

309.98

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

293.08

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

603.06

**Spain**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1667.85

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1667.85

**Sweden**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

534.84

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

534.84

## **Switzerland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

599.42

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

599.42

## **Taiwan, China**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1821.51

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1821.51

**Turkey**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

169.73

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

169.73

**United Kingdom of Great Britain and Northern Ireland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

5277.17

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

64.98

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

5342.15

**United States of America**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

83061.55

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

83061.55

[Fixed row]

**(7.30.17) Provide details of your organization's renewable electricity purchases in the reporting year by country/area.**

**Row 1**

**(7.30.17.1) Country/area of consumption of purchased renewable electricity**

Select from:

United States of America

**(7.30.17.2) Sourcing method**

Select from:

Unbundled procurement of Energy Attribute Certificates (EACs)

**(7.30.17.3) Renewable electricity technology type**

Select from:

Wind

**(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)**

64749

#### (7.30.17.5) Tracking instrument used

Select from:

US-REC

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

United States of America

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

2023

#### (7.30.17.10) Supply arrangement start year

2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

Green-e Certified(R) Renewable Energy

#### (7.30.17.12) Comment

*Data pulled from the proof of delivery certificate for this REC*

## **Row 2**

### **(7.30.17.1) Country/area of consumption of purchased renewable electricity**

*Select from:*

- Japan

### **(7.30.17.2) Sourcing method**

*Select from:*

- Unbundled procurement of Energy Attribute Certificates (EACs)

### **(7.30.17.3) Renewable electricity technology type**

*Select from:*

- Solar

### **(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)**

12000

### **(7.30.17.5) Tracking instrument used**

*Select from:*

- Other, please specify :JPEX

### **(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity**

*Select from:*

- Japan

### **(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

#### (7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

2023

#### (7.30.17.10) Supply arrangement start year

2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

No additional, voluntary label

#### (7.30.17.12) Comment

*Data pulled from the proof of delivery certificate for this REC*

**Row 3**

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

China

#### (7.30.17.2) Sourcing method

Select from:

- Unbundled procurement of Energy Attribute Certificates (EACs)

#### (7.30.17.3) Renewable electricity technology type

Select from:

- Wind

#### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

13000

#### (7.30.17.5) Tracking instrument used

Select from:

- GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- China

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- Yes

#### (7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

## (7.30.17.10) Supply arrangement start year

2023

## (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

## (7.30.17.12) Comment

*Data pulled from the proof of delivery certificate for this REC*

### Row 4

## (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- United Kingdom of Great Britain and Northern Ireland

## (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

## (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

## (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

4037

## (7.30.17.5) Tracking instrument used

Select from:

GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

United Kingdom of Great Britain and Northern Ireland

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

**Row 5**

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

France

#### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1521

### (7.30.17.5) Tracking instrument used

Select from:

- GO

### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- France

### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

### Row 6

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

Germany

#### (7.30.17.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.17.3) Renewable electricity technology type

Select from:

Renewable electricity mix, please specify :Unknown mix

#### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1584

#### (7.30.17.5) Tracking instrument used

Select from:

GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

Germany

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

### Row 7

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

Italy

#### (7.30.17.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

#### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1642

#### (7.30.17.5) Tracking instrument used

Select from:

- GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Italy

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

## Row 8

### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Switzerland

### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

481

### (7.30.17.5) Tracking instrument used

Select from:

- GO

### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Switzerland

### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

## Row 9

### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Sweden

### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown max

### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

200

### (7.30.17.5) Tracking instrument used

Select from:

- GO

### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Sweden

### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

## Row 10

### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Spain

## (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

## (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

## (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1668

## (7.30.17.5) Tracking instrument used

Select from:

- GO

## (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Spain

## (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

## (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

## (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

### Row 11

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Belgium

#### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

#### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

388

#### (7.30.17.5) Tracking instrument used

Select from:

- GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Belgium

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

### Row 12

#### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Netherlands

#### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

#### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

327

#### (7.30.17.5) Tracking instrument used

Select from:

- GO

#### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Netherlands

#### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

#### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

#### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

#### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

## Row 13

### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Portugal

### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown Mix

### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

308

### (7.30.17.5) Tracking instrument used

Select from:

- GO

### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Portugal

### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*

## Row 14

### (7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

- Austria

### (7.30.17.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.17.3) Renewable electricity technology type

Select from:

- Renewable electricity mix, please specify :Unknown mix

### (7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

### (7.30.17.5) Tracking instrument used

Select from:

- GO

### (7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

- Austria

### (7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

- 2023

### (7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

- No additional, voluntary label

### (7.30.17.12) Comment

*This REC is received directly from energy utilities at the corresponding facility*  
[Add row]

## (7.30.18) Provide details of your organization's low-carbon heat, steam, and cooling purchases in the reporting year by country/area.

	Sourcing method	Comment
Row 1	<p>Select from:</p> <p><input checked="" type="checkbox"/> None (no purchases of low-carbon heat, steam, or cooling)</p>	No additional comment

[Add row]

**(7.30.20) Describe how your organization's renewable electricity sourcing strategy directly or indirectly contributes to bringing new capacity into the grid in the countries/areas in which you operate.**

In FY24, we signed a 10-year Collective Virtual Power Purchase Agreement (VPPA) with 12 other Fashion Pact members. The project, located in Spain, is expected to begin operating in 2026 and will match approximately 89% of Ralph Lauren's power consumption in Europe with renewable electricity. In identifying and sourcing new-build solar projects and signing long-term power purchase agreements, we are directly contributing to bringing new capacity into the grid in the regions where we operate. For any remaining renewable electricity needs, we will source renewable energy credits (RECs) and equivalent certificates. We believe these purchases will indirectly contribute to bringing new capacity into the grid in the regions where we operate by sending a market signal about the growing demand for renewable electricity.

**(7.30.21) In the reporting year, has your organization faced barriers or challenges to sourcing renewable electricity?**

	Challenges to sourcing renewable electricity
	<p>Select from:</p> <p><input checked="" type="checkbox"/> No</p>

[Fixed row]

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Row 1**

**(7.45.1) Intensity figure**

0.000005586

**(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

37041

**(7.45.3) Metric denominator**

Select from:

unit total revenue

**(7.45.4) Metric denominator: Unit total**

6631400000

**(7.45.5) Scope 2 figure used**

Select from:

Market-based

**(7.45.6) % change from previous year**

51.74

**(7.45.7) Direction of change**

Select from:

Decreased

## (7.45.8) Reasons for change

Select all that apply

- Change in renewable energy consumption
- Other emissions reduction activities

## (7.45.9) Please explain

*Our Scope 1 and Scope 2 footprint decreased in FY24 relative to FY23 as a result of energy efficiency measures and increased use of renewable electricity. This includes our purchase of renewable energy attribute certificates.*

[Add row]

## (7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

- Absolute target

### (7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

#### Row 1

#### (7.53.1.1) Target reference number

Select from:

- Abs 1

#### (7.53.1.2) Is this a science-based target?

Select from:

- Yes, and this target has been approved by the Science Based Targets initiative

#### (7.53.1.3) Science Based Targets initiative official validation letter

*RALP-USA-001-OFF Target Validation Decision Letter.pdf*

#### (7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

#### (7.53.1.5) Date target was set

06/05/2020

#### (7.53.1.6) Target coverage

Select from:

- Organization-wide

#### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH<sub>4</sub>)
- Sulphur hexafluoride (SF<sub>6</sub>)
- Nitrous oxide (N<sub>2</sub>O)
- Nitrogen trifluoride (NF<sub>3</sub>)
- Carbon dioxide (CO<sub>2</sub>)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)

#### (7.53.1.8) Scopes

Select all that apply

- Scope 1
- Scope 2
- Scope 3

#### (7.53.1.9) Scope 2 accounting method

Select from:

- Market-based

### (7.53.1.10) Scope 3 categories

Select all that apply

- Scope 3, Category 14 – Franchises
- Scope 3, Category 2 – Capital goods
- Scope 3, Category 6 – Business travel
- Scope 3, Category 7 – Employee commuting
- Scope 3, Category 11 – Use of sold products
- Scope 3, Category 9 – Downstream transportation and distribution
- Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
- Scope 3, Category 8 - Upstream leased assets
- Scope 3, Category 1 – Purchased goods and services
- Scope 3, Category 5 – Waste generated in operations
- Scope 3, Category 12 – End-of-life treatment of sold products
- Scope 3, Category 4 – Upstream transportation and distribution

### (7.53.1.11) End date of base year

03/28/2020

### (7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

16248

### (7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

90380

### (7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1243375

### (7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

### (7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

20228

**(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO<sub>2</sub>e)**

77166

**(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO<sub>2</sub>e)**

849

**(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO<sub>2</sub>e)**

28273

**(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO<sub>2</sub>e)**

27383

**(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO<sub>2</sub>e)**

0

**(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO<sub>2</sub>e)**

39168

**(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO<sub>2</sub>e)**

266839

**(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO<sub>2</sub>e)**

34250

**(7.53.1.27) Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

17574

**(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)**

1755105.000

**(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

1861733.000

**(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

100

**(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

100

**(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

100

**(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

100

**(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

100

**(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

100

**(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

100

**(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

100

**(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

100

**(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

100

**(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

100

**(7.53.1.48) Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

100

**(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

03/31/2030

**(7.53.1.55) Targeted reduction from base year (%)**

30

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

1303213.100

**(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

14679

**(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

22362

**(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

846476.59

**(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

0

**(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

9759.42

**(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

74995.53

**(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

1390.36

**(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

3962.07

**(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO<sub>2</sub>e)**

29469.66

**(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

0

**(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

4220.39

**(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

204522.86

**(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

23880.11

**(7.53.1.72) Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

6955.46

**(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

1205632.450

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

1242673.450

**(7.53.1.78) Land-related emissions covered by target**

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

### (7.53.1.79) % of target achieved relative to base year

110.84

### (7.53.1.80) Target status in reporting year

Select from:

Underway

### (7.53.1.82) Explain target coverage and identify any exclusions

In FY20, we established a science-based target to reduce our absolute GHG emissions by 30 percent by 2030, compared to 2020 levels. This target includes reducing emissions from our operations (Scope 1 and 2) by sourcing 100 percent renewable electricity and reducing emissions from our supply chain (scope 3). In June 2020, SBTi verified that this target is aligned with GHG reductions required to keep global temperature rise to 1.5C for Scope 1 and 2 and well below 2C for Scope 3. Beyond 2030, we intend to achieve net zero GHG emissions by 2040. To accompany these commitments, we published a Net Zero Commitment Statement that details how we will achieve these targets. Ralph Lauren's annual carbon footprints are aligned with our fiscal years. The baseline year of our science-based target is aligned with FY20, which ran from April 2019 to March 2020. However, the target language of the SBTi specifies 2030 as the target year. Due to our reporting cycle being misaligned with the reporting year, we are aiming to achieve our 2030 goal in our FY31 reporting, which will cover April 2030 to March 2031.

### (7.53.1.83) Target objective

Our commitment to lowering our emissions is aligned with the urgency required to limit global temperature rise to 1.5C in accordance with the goal of the United Nations Framework Convention on Climate Change. This 2030 target complements our near-term target of sourcing 100% renewable electricity at our facilities by 2025 in providing a roadmap and a significant milestone for our longer term goal of achieving net zero emissions by 2040.

### (7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Achieving and sustaining our 2030 greenhouse gas reduction target will require adoption of low- and zero-carbon practices throughout our supply chain. As we develop and refine our roadmap to achieving this goal, we have identified the strategies that will be most important to reach this target. These strategies include: Achieving and maintaining our target of sourcing 100% renewable electricity at our facilities; increasing the share of low-carbon materials in our products (e.g., recycled fiber or regenerative cotton farming practices); expanding and accelerating decarbonization practices with our product manufacturing suppliers, including supplier GHG reduction roadmap development and coal phase-out; prioritizing ocean freight and minimizing air freight to transport our products; investing in our circularity strategy; and working with partners and action networks for industry-wide change. Our absolute emissions decreased by 33% in FY24 from our FY20 baseline. This reduction was mainly driven by a reduction in units produced, as a result of our corporate strategy, as well as decarbonization efforts across our supply chain.

### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

#### (7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

- Targets to increase or maintain low-carbon energy consumption or production
- Net-zero targets

#### (7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

##### (7.54.1.1) Target reference number

Select from:

Low 1

##### (7.54.1.2) Date target was set

06/05/2020

##### (7.54.1.3) Target coverage

Select from:

Organization-wide

##### (7.54.1.4) Target type: energy carrier

Select from:

Electricity

##### (7.54.1.5) Target type: activity

Select from:

Consumption

#### (7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

#### (7.54.1.7) End date of base year

03/28/2020

#### (7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

4298

#### (7.54.1.9) % share of low-carbon or renewable energy in base year

2

#### (7.54.1.10) End date of target

03/31/2025

#### (7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

#### (7.54.1.12) % share of low-carbon or renewable energy in reporting year

64

#### (7.54.1.13) % of target achieved relative to base year

63.27

#### (7.54.1.14) Target status in reporting year

Select from:

- Underway

#### (7.54.1.16) Is this target part of an emissions target?

Yes, Abs1. In FY20, we established a science-based target to reduce our absolute GHG emissions by 30 percent by 2030, compared to 2020 levels. This target includes reducing emissions from our operations (Scope 1 and 2) by sourcing 100 percent renewable electricity.

#### (7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

- RE100
- Science Based Targets initiative

#### (7.54.1.19) Explain target coverage and identify any exclusions

In FY20, we joined RE100 and committed to the goal of powering our owned and operated offices, distribution centers and stores with 100 percent renewable electricity by 2025. As of FY24, 64% percent of electricity used in our operations was from renewable sources. We expect this number to significantly increase as we put our renewable energy strategy into action.

#### (7.54.1.20) Target objective

As part of our commitment to the climate goals outlined in the Paris Agreement, our ambitious long-term action to decarbonize our operations and value chain will be matched with near-term ambition. By committing to using 100 percent renewable electricity in our stores, offices and distribution centers, we are prioritizing eliminating emissions within our value chain. Achieving this goal is a key step along the way to achieving net zero emissions by 2040, and transitioning to a 1.5 C aligned future.

#### (7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

In FY24, 64% of electricity used in our operations was from renewable sources, such as wind power. This is an increase from the share of renewable electricity used in FY23 and represents renewable energy attribute certificate purchases in North America, EMEA and APAC. In FY24, we signed a 10-year Collective Virtual Power Purchase Agreement (VPPA) with 12 other Fashion Pact members. The project, located in Spain, is expected to begin operating in 2026 and will match approximately 89% of Ralph Lauren's power consumption in Europe with renewable electricity.  
[Add row]

### (7.54.3) Provide details of your net-zero target(s).

#### Row 1

##### (7.54.3.1) Target reference number

Select from:

- NZ1

##### (7.54.3.2) Date target was set

06/30/2021

##### (7.54.3.3) Target Coverage

Select from:

- Organization-wide

##### (7.54.3.4) Targets linked to this net zero target

Select all that apply

- Abs1

##### (7.54.3.5) End date of target for achieving net zero

03/31/2040

##### (7.54.3.6) Is this a science-based target?

Select from:

- Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

##### (7.54.3.8) Scopes

Select all that apply

- Scope 1
- Scope 2
- Scope 3

#### (7.54.3.9) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

#### (7.54.3.10) Explain target coverage and identify any exclusions

We have set a target to achieve net zero emissions across our value chain by 2040. In setting this target in 2021, we aligned our target with the 10 initial recommendations defined in the Science Based Targets Initiative's Foundations for Science-Based Net-Zero Target Setting In The Corporate Sector. We have submitted our net zero target for SBTi approval. Upon completion of this review and approval process, we will update our target coverage and communicate any exclusions.

#### (7.54.3.11) Target objective

As part of our commitment to the climate goals outlined in the Paris Agreement, Ralph Lauren has the ambition to limit global temperature rise to 1.5C in accordance with the goal of the United Nations Framework Convention on Climate Change. This commitment must be met with ambitious targets for both the near-term and long-term. Our 2040 target to achieve net zero GHG emissions across the value chain from a FY20 base year helps to develop and refine a roadmap so that our operations and value chain are aligned with a 1.5C world.

#### (7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

- Yes

#### (7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

Yes, and we have already acted on this in the reporting year

#### (7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

No, we do not plan to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation

#### (7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We believe nature-based climate solutions are a key part of a holistic net zero strategy. While we ramp up our use of regenerative and recycled materials, taking action now to build capacity and supply of these fibers—through investment in our value chain and purchasing carbon removals—will be key to ensuring that fiber from regenerative systems is available in the future. With approximately 80 percent of our products made of cotton, protecting and regenerating ecosystems will be core to our carbon removals strategy. In selecting carbon removals projects, we will prioritize land-based interventions that help preserve and enhance carbon stocks both within and beyond our own value chain. As we evaluate these projects, we will be looking at more than just the amount of carbon removed to ensure these interventions lead to: robust social and environmental co-benefits, including preserving the biodiversity of local ecosystems and cultures as well as ensuring equitable access to natural resources; additional removals that would otherwise not have occurred; permanent carbon storage with mitigation plans for leakage; quantifiable and unique removals that can be verified by an accredited third-party. Further details of our investments for neutralization have been included in the next question of 7.54.3.

#### (7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

In FY23 we purchased our first credits from nature-based carbon removal projects. These projects provide incentives for newly adopted regenerative farming practices, allowing farmers to earn income from verified carbon credits. By supporting financial incentives for U.S. growers to prioritize soil health and regenerative practices, we believe we can accelerate progress toward our net zero commitments.

#### (7.54.3.17) Target status in reporting year

Select from:

Underway

#### (7.54.3.19) Process for reviewing target

We have submitted our net zero target for SBTi approval and expect to complete the review. Upon completion of this review and approval process, we will update our target coverage and communicate any exclusions.

[Add row]

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

Yes

**(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	`Numeric input
To be implemented	0	0
Implementation commenced	0	0
Implemented	3	5790
Not to be implemented	0	`Numeric input

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

**Row 1**

**(7.55.2.1) Initiative category & Initiative type**

**Energy efficiency in buildings**

Lighting

## (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

468

## (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 2 (market-based)

## (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

## (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

1543000

## (7.55.2.6) Investment required (unit currency – as specified in C0.4)

2840000

## (7.55.2.7) Payback period

Select from:

- 1-3 years

## (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 3-5 years

## (7.55.2.9) Comment

We have finished our LED lighting retrofits at two of our North Carolina distribution centers, which have resulted in a total building electricity reduction of 20% in FY24, compared to FY23.

## Row 2

### (7.55.2.1) Initiative category & Initiative type

**Low-carbon energy consumption**

Low-carbon electricity mix

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

41671

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

194250

### (7.55.2.7) Payback period

*Select from:*

No payback

## (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 1-2 years

## (7.55.2.9) Comment

We sourced renewable electricity at our stores, offices, and warehouses in North America, Europe, and Asia through bundled and unbundled environmental attribute certificates.

### Row 3

## (7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

- Solid biofuels

## (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

796

## (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 2 (market-based)

## (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

## (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

## (7.55.2.6) Investment required (unit currency – as specified in C0.4)

2776

## (7.55.2.7) Payback period

Select from:

- No payback

## (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 1-2 years

## (7.55.2.9) Comment

We sourced renewable electricity at our Nutley, NJ office through the annual purchase of 2,749 MWh of unbundled, Green-e Certified renewable energy certificates  
[Add row]

## (7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

### (7.55.3.1) Method

Select from:

- Dedicated budget for low-carbon product R&D

### (7.55.3.2) Comment

Beginning in FY22, we made an early investment in Natural Fiber Welding (NFW), whose groundbreaking technology is enabling us to reduce our use of synthetic materials. As part of the 2024 Team USA Olympics Villagewear collection, we were proud to introduce the 100% Recycled Cotton CLARUS Polo Shirt. We've reimagined our most iconic product using CLARUS welding technology. CLARUS was developed by NFW.

Row 2

### (7.55.3.1) Method

Select from:

- Dedicated budget for other emissions reduction activities

### (7.55.3.2) Comment

*Cotton is the most widely used natural fiber for clothing production and accounts for nearly 80% of our material use. We invest in the increased use of sustainable cotton and seek to support the scaling of improved practices in cotton cultivation, which benefits our business, the environment and the farmers that grow it.*

**Row 3**

### (7.55.3.1) Method

Select from:

- Dedicated budget for other emissions reduction activities

### (7.55.3.2) Comment

*In FY24, we continued our partnership with the Apparel Impact Institute to roll out the Carbon Leadership Program within our supply chain. Through the Program, we provided funding for expert technical support for nominated manufacturing facilities to establish their 2030 carbon and water reduction plans in alignment with broader industry ambitions and best practices. We expanded our CLP roll out to cover 95 facilities, representing suppliers with approximately 48% of our core fabric business volume, including 28 finished goods facilities. The average carbon reduction targets committed to by all the nominated facilities so far is 63% by 2030 compared to a 2019 baseline. We continue to engage with facilities in the program quarterly to track and review the implementation progress through Aii's Carbon Target Monitoring (CTM) work.*

[Add row]

## (7.73) Are you providing product level data for your organization's goods or services?

Select from:

- No, I am not providing data

## (7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

Yes

#### (7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

##### Row 1

###### (7.74.1.1) Level of aggregation

Select from:

Group of products or services

###### (7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

No taxonomy used to classify product(s) or service(s) as low carbon

###### (7.74.1.3) Type of product(s) or service(s)

Other

Other, please specify :Apparel products that use recycled materials

###### (7.74.1.4) Description of product(s) or service(s)

*We currently sell products that use recycled materials, including cotton, wool, cashmere, and polyester. These products can be classified as low-carbon products because manufacturing them requires less virgin raw materials. By using recycled material inputs, we avoid the need for virgin materials and therefore avoid the emissions associated with virgin material production*

###### (7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

No

[Add row]

**(7.79) Has your organization canceled any project-based carbon credits within the reporting year?**

Select from:

Yes

**(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.**

**Row 1**

**(7.79.1.1) Project type**

Select from:

Landfill gas

**(7.79.1.2) Type of mitigation activity**

Select from:

Emissions reduction

**(7.79.1.3) Project description**

New River Landfill Gas Methane Destruction Project (VA)

**(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO<sub>2</sub>e)**

92

**(7.79.1.5) Purpose of cancelation**

Select from:

Voluntary offsetting

**(7.79.1.6) Are you able to report the vintage of the credits at cancelation?**

Select from:

Yes

#### (7.79.1.7) Vintage of credits at cancelation

2017

#### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

#### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

CAR (The Climate Action Reserve)

#### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Other, please specify :Methods to assess additionality are not known

#### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

Other, please specify :Approaches for addressing reversal risk are not known

#### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Other, please specify :Potential sources of leakage assessed are not known.

#### (7.79.1.13) Provide details of other issues the selected program requires projects to address

No additional details available

## (7.79.1.14) Please explain

*This data was pulled from the certificates provided by 3Degrees for the relevant carbon credit.*

### Row 2

#### (7.79.1.1) Project type

Select from:

Landfill gas

#### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

#### (7.79.1.3) Project description

Greenville County Landfill Gas Utilization Project (SC)

#### (7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

735

#### (7.79.1.5) Purpose of cancelation

Select from:

Voluntary offsetting

#### (7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

Yes

#### (7.79.1.7) Vintage of credits at cancelation

#### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

- Purchased

#### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- CAR (The Climate Action Reserve)

#### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Other, please specify :Methods to assess additionality are not known

#### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Other, please specify :Approaches for addressing reversal risk are not known

#### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Other, please specify :Potential sources of leakage assessed are not known.

#### (7.79.1.13) Provide details of other issues the selected program requires projects to address

No additional details available

#### (7.79.1.14) Please explain

This data was pulled from the certificates provided by 3Degrees for the relevant carbon credit.

**Row 3**

### (7.79.1.1) Project type

Select from:

- Landfill gas

### (7.79.1.2) Type of mitigation activity

Select from:

- Emissions reduction

### (7.79.1.3) Project description

Hilltop Sand and Gravel Landfill GHG Project (VA)

### (7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

61

### (7.79.1.5) Purpose of cancelation

Select from:

- Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

- Yes

### (7.79.1.7) Vintage of credits at cancelation

2019

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

#### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

CAR (The Climate Action Reserve)

#### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Other, please specify :Methods to assess additionality are not known

#### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

Other, please specify :Approaches for addressing reversal risk are not known

#### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Other, please specify :Potential sources of leakage assessed are not known.

#### (7.79.1.13) Provide details of other issues the selected program requires projects to address

No additional details available

#### (7.79.1.14) Please explain

This data was pulled from the certificates provided by 3Degrees for the relevant carbon credit.

[Add row]

## C8. Environmental performance - Forests

### (8.1) Are there any exclusions from your disclosure of forests-related data?

Exclusion from disclosure	
Timber products	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Cattle products	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

### (8.1.1) Provide details on these exclusions.

#### Timber products

##### (8.1.1.1) Exclusion

*Select from:*

Business activities

##### (8.1.1.2) Description of exclusion

The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time.

##### (8.1.1.3) Value chain stage

Select from:

- Upstream value chain

#### (8.1.1.4) Reason for exclusion

Select from:

- Other, please specify :In the context of this disclosure, the terms “commodity”, “products”, “produce”, “producer”, and “source” are separate from, and not necessarily identical to, their definition or use under the EU Deforestation Regulation.

#### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests - related data

Select from:

- No, the volume excluded is confidential

#### (8.1.1.10) Please explain

*The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time.*

### Cattle products

#### (8.1.1.1) Exclusion

Select from:

- Business activities

#### (8.1.1.2) Description of exclusion

*The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time.*

#### (8.1.1.3) Value chain stage

Select from:

- Upstream value chain

#### (8.1.1.4) Reason for exclusion

Select from:

- Other, please specify :In the context of this disclosure, the terms “commodity”, “products”, “produce”, “producer”, and “source” are separate from, and not necessarily identical to, their definition or use under the EU Deforestation Regulation.

#### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests - related data

Select from:

- No, the volume excluded is confidential

#### (8.1.1.10) Please explain

*The terms “commodities” and “products” are not defined in this CDP survey and thus are not necessarily identical to the “relevant commodities” and “relevant products” listed in Annex I of the EU Deforestation Regulation. As such, this disclosure does not bear upon our due diligence requirements for “relevant products” under the EU Deforestation Regulation. We are aligning with definitions used by EUDR in this disclosure at this time.*

[Add row]

### (8.2) Provide a breakdown of your disclosure volume per commodity.

	Volume type
Timber products	<i>Select all that apply</i> <input checked="" type="checkbox"/> Sourced
Cattle products	<i>Select all that apply</i>

	Volume type
	<input checked="" type="checkbox"/> Sourced

[Fixed row]

## (8.5) Provide details on the origins of your sourced volumes.

### Timber products

#### (8.5.2) First level administrative division

Select from:

- Not disclosing

#### (8.5.7) Please explain

Ralph Lauren is not disclosing sourced volumes this year due to need for further clarity on CDP's definition of "Timber products" and its consistency or inconsistency with the wood commodities listed as "relevant products" in Annex I of the EUDR. We have aligned with the EUDR for this response and are thus not disclosing volumes of sourced timber products.

### Cattle products

#### (8.5.2) First level administrative division

Select from:

- Not disclosing

#### (8.5.7) Please explain

*Ralph Lauren is not disclosing sourced volumes this year due to need for further clarity on CDP's definition of "Cattle products" and its consistency or inconsistency with the cattle products listed as "relevant products" in Annex I of the EUDR. We have aligned with the EUDR for this response and are thus not disclosing volumes of sourced cattle products.*

[Add row]

**(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?**

**Timber products**

**(8.7.1) Active no-deforestation or no-conversion target**

Select from:

- No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

**(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year**

Select from:

- No standardized procedure

**(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year**

*Ralph Lauren has not implemented no-deforestation/conversion targets for timber. While we do not have specific targets for no-deforestation or no-conversion, we recognize the importance of limiting deforestation and land conversion and are working towards these objectives through other goals and initiatives. Further details are provided in 8.7.2 and 8.16.1. Ralph Lauren is in the process of standardizing an internal procedure for the long-term monitoring and assessment of these risks and targets. Notwithstanding the above, Ralph Lauren is monitoring its obligations under the EUDR.*

**(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target**

Select from:

- Yes, we have other targets related to this commodity

**Cattle products**

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

- No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

- No standardized procedure

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

Ralph Lauren has not implemented no-deforestation/conversion targets for timber. While we do not have specific targets for no-deforestation or no-conversion, we recognize the importance of limiting deforestation and land conversion and are working towards these objectives through other goals and initiatives. Further details are provided in 8.7.2 and 8.16.1. Ralph Lauren is in the process of standardizing an internal procedure for the long-term monitoring and assessment of these risks and targets. Notwithstanding the above, Ralph Lauren is monitoring its obligations under the EUDR.

### (8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

- Yes, we have other targets related to this commodity

[Fixed row]

### (8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.

#### Timber products

##### (8.7.2.1) Target reference number

Select from:

- Target 1

### (8.7.2.3) Target coverage

Select from:

- Organization-wide (including suppliers)

### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

- Total commodity volume

### (8.7.2.5) Category of target & Quantitative metric

#### Third-party certification

- % of volume third-party certified

### (8.7.2.7) Third-party certification scheme

#### Forest management unit/Producer certification

- Other forest management/producer certification, please specify :CanopyStyle

### (8.7.2.8) Date target was set

06/11/2019

### (8.7.2.9) End date of base year

03/28/2020

### (8.7.2.11) End date of target

12/31/2025

### (8.7.2.12) Target year figure

**(8.7.2.13) Reporting year figure**

78

**(8.7.2.14) Target status in reporting year***Select from:* Underway**(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target***Select all that apply*

- Kunming-Montreal Global Biodiversity Framework
- Paris Agreement

**(8.7.2.17) Explain target coverage and identify any exclusions**

*This target covers 100% of the viscose that Ralph Lauren sources, with no exclusions.*

**(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year**

*We ask our suppliers to source viscose from manufacturers who have a Green Shirt audit score in Canopy's Hot Button report and are exploring opportunities to use viscose that incorporates recycled material inputs. At the end of FY24, 78% of our viscose was sourced and verified through CanopyStyle audits.*

**(8.7.2.20) Further details of target**

*Ralph Lauren has committed to 100% CanopyStyle-verified viscose by 2025. The aim of these audits is to help producers uncover challenges, recognize opportunities and support them on their journey to avoid sourcing from the world's Ancient and Endangered Forests and other controversial sources. We have reported progress towards this target as a percentage rather than an absolute value based on the data we have collected.*

**Cattle products****(8.7.2.1) Target reference number**

Select from:

Target 3

### (8.7.2.3) Target coverage

Select from:

Product level

### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

Total commodity volume associated with operations or locations covered by target

### (8.7.2.5) Category of target & Quantitative metric

#### Third-party certification

% of volume third-party certified

### (8.7.2.7) Third-party certification scheme

#### Forest management unit/Producer certification

Other forest management/producer certification, please specify :Leather Working Group

### (8.7.2.8) Date target was set

06/11/2019

### (8.7.2.9) End date of base year

03/28/2020

### (8.7.2.11) End date of target

12/31/2025

### (8.7.2.12) Target year figure

100

### (8.7.2.13) Reporting year figure

90

### (8.7.2.14) Target status in reporting year

Select from:

Underway

### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

- Kunming-Montreal Global Biodiversity Framework
- Paris Agreement

### (8.7.2.17) Explain target coverage and identify any exclusions

This target covers 100% of our leather products.

### (8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

At the end of FY24, 90% of our tanned leather was Leather Working Group Certified.

### (8.7.2.20) Further details of target

Ralph Lauren has committed to 100% Leather Working Group-certified tanned leather by 2025. Leather Working Group's(LWG) certification supports sustainability on multiple fronts, including water/energy use, waste management, traceability, chemical management, labor, and deforestation. LWG aims to achieve deforestation and conversion-free leather by 2030. We have reported progress towards this target as a percentage rather than an absolute value based on the data we have collected.

### Timber products

### (8.7.2.1) Target reference number

Select from:

Target 2

### (8.7.2.3) Target coverage

Select from:

Organization-wide (including suppliers)

### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

Total commodity volume

### (8.7.2.5) Category of target & Quantitative metric

#### Other target category, please specify

Other target metric, please specify :100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025

### (8.7.2.8) Date target was set

06/15/2021

### (8.7.2.9) End date of base year

12/31/2021

### (8.7.2.10) Base year figure

0

### (8.7.2.11) End date of target

12/31/2025

### (8.7.2.12) Target year figure

100

### (8.7.2.13) Reporting year figure

63

### (8.7.2.14) Target status in reporting year

Select from:

Underway

### (8.7.2.15) % of target achieved relative to base year

63.00

### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

- Kunming-Montreal Global Biodiversity Framework
- Paris Agreement

### (8.7.2.17) Explain target coverage and identify any exclusions

*This target covers 100% of our key wood suppliers that provide wood substrates for new Ralph Lauren store interiors*

### (8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

*Since Ralph Lauren announced this goal, progress has been made towards wood flooring in our retail and outlet stores. 71% of wood flooring installed in all retail and outlet stores globally in FY24 was sustainably sourced. At the end of FY24, 63% of our suppliers had committed to meeting the benchmark, compared to 37% in FY23.*

### (8.7.2.20) Further details of target

*100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025. We have reported progress towards this target as a percentage rather than an absolute value based on the data we have collected.*  
[Add row]

**(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.**

**Timber products**

**(8.8.1) Traceability system**

*Select from:*

- No, but we plan to establish one within the next two years

**(8.8.4) Primary reason your organization does not have a traceability system**

*Select from:*

- Not an immediate strategic priority

**(8.8.5) Explain why your organization does not have a traceability system**

*Ralph Lauren is committed to increasing traceability throughout our supply chain. We are following regulatory developments to ensure our traceability capabilities will be in compliance with regulatory requirements.*

**Cattle products**

**(8.8.1) Traceability system**

*Select from:*

- Yes

**(8.8.2) Methods/tools used in traceability system**

*Select all that apply*

Value chain mapping

### (8.8.3) Description of methods/tools used in traceability system

Ralph Lauren has a goal to source 100% of tanned-leather from Leather Working Group (LWG)-certified sources by 2025. Traceability is an important part of the LWG certification. As a part of the leather manufacturer audit, the proportion of material that is traceable to the slaughterhouse, group of slaughterhouses, or point of collection is assessed and scored. Types of traceability recognized include: a. Physical traceability: material is traceable to an individual slaughterhouse through physical marking (e.g., stamp or laser mark) on the hide or skin b. Documented traceability: material is traceable to an individual slaughterhouse through documentation c. Group traceability: material is traceable either through physical or documented means to a group of supplying slaughterhouses  
[Fixed row]

#### (8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

##### Cattle products

###### (8.8.1.1) % of sourced volume traceable to production unit

0

###### (8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

###### (8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

90

###### (8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

###### (8.8.1.5) % of sourced volume from unknown origin

10

### (8.8.1.6) % of sourced volume reported

100.00

[Fixed row]

## (8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

### Timber products

#### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- No, and we do not plan to do so within the next two years

#### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

- Not an immediate strategic priority

#### (8.9.8) Explain why you have not assessed DF/DCF status

*Ralph Lauren has not assessed DF/DCF status in the reporting year. While we have not addressed DF/DCF status, we have made a commitment to ensure that we do not source from endangered species habitats and ancient and endangered forests for man-made cellulosics, paper, and packaging. While this is not a DF/DCF assessment or commitment, we do assess our supplier base for these characteristics in the most vulnerable forests.*

### Cattle products

#### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- No, and we do not plan to do so within the next two years

#### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

- Not an immediate strategic priority

#### (8.9.8) Explain why you have not assessed DF/DCF status

*Ralph Lauren has not assessed DF/DCF status in the reporting year. While we have not addressed DF/DCF status, we have made a commitment to have 100% Leather Working Group (LWG) tanned leather by 2025. LWG aims to achieve deforestation and conversion-free (DCF) leather by 2030. Ralph Lauren supports this aim and has taken part in LWG's deforestation working group in FY23.*

[Fixed row]

#### (8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

##### Timber products

###### (8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

- No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

###### (8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

- No standardized procedure

###### (8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

*Ralph Lauren is not disclosing deforestation and conversion footprint data this year due to discrepancies between CDP and EUDR. We have aligned with EUDR for this response and are thus not disclosing volumes of sourced timber products.*

##### Cattle products

###### (8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

- No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

#### (8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

- No standardized procedure

#### (8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Ralph Lauren is not disclosing deforestation and conversion footprint data this year due to discrepancies between CDP and EUDR. We have aligned with EUDR for this response and are thus not disclosing volumes of sourced timber products.

[Fixed row]

#### (8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

Actions taken to increase production or sourcing of DCF volumes	
Timber products	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years
Cattle products	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years

[Fixed row]

#### (8.12) Indicate if certification details are available for the commodity volumes sold to requesting CDP Supply Chain members.

	Third-party certification scheme adopted	Primary reason that third-party certification has not been adopted
Timber products	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, and we do not plan to adopt third-party certification within the next two years</p>	<p>Select from:</p> <p><input checked="" type="checkbox"/> Not an immediate strategic priority</p>
Cattle products	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, and we do not plan to adopt third-party certification within the next two years</p>	<p>Select from:</p> <p><input checked="" type="checkbox"/> Not an immediate strategic priority</p>

[Fixed row]

**(8.13) Does your organization calculate the GHG emission reductions and/or removals from land use management and land use change that have occurred in your direct operations and/or upstream value chain?**

	GHG emissions reductions and removals from land use management and land use change calculated	Primary reason your organization does not calculate GHG emissions reductions and removals from land use management and land use change
Timber products	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, and do not plan to do so in the next two years</p>	<p>Select from:</p> <p><input checked="" type="checkbox"/> No standardized procedure</p>
Cattle products	<p>Select from:</p> <p><input checked="" type="checkbox"/> No, and do not plan to do so in the next two years</p>	<p>Select from:</p> <p><input checked="" type="checkbox"/> No standardized procedure</p>

[Fixed row]

**(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.**

## (8.14.1) Assess legal compliance with forest regulations

Select from:

- Yes, from suppliers

## (8.14.2) Aspects of legislation considered

Select all that apply

- Environmental protection
- Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting

## (8.14.3) Procedure to ensure legal compliance

Select all that apply

- Certification

## (8.14.5) Please explain

Ralph Lauren recognizes the importance of forest ecosystems, particularly ancient and endangered forests. We assess our supplier base and ensure we avoid sourcing from high risk or controversial sources, such as companies that are logging forests illegally. Should we find that any of our products are sourced from ancient and endangered forests, endangered species habitats or illegal logging, we will engage our suppliers to change practices and/or re-evaluate our relationship with them. Where applicable, Ralph Lauren will request that all fabric, packaging, and paper sourced from forests are from responsibly managed forests, certified to the Forest Stewardship Council certification system. For our cattle products, we have the goal of sourcing 100% Leather Working Group (LWG) certified tanned-leather by 2025. LWG is working towards achieving DCF leather by 2030.

[Fixed row]

## (8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

### (8.15.1) Engagement in landscape/jurisdictional initiatives

Select from:

- No, we do not engage in landscape/jurisdictional initiatives, but we plan to in the next two years

### (8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

Select from:

- Not an immediate strategic priority

### (8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

*Ralph Lauren fully supports progress towards sustainable land use goals and engages in multiple initiatives to reduce deforestation and enhance ecosystem resiliency. However, these initiatives are better fit and are further detailed in 8.16 and 8.17.*

[Fixed row]

## (8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:

- Yes

### (8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

#### (8.16.1.1) Commodity

Select all that apply

- Timber products

#### (8.16.1.2) Activities

Select all that apply

- Engaging with non-governmental organizations

#### (8.16.1.3) Country/area

Select from:

- Not applicable

#### (8.16.1.4) Subnational area

Select from:

- Not applicable

#### (8.16.1.5) Provide further details of the activity

Ralph Lauren will collaborate with Canopy's Pack4Good initiative to move towards the development of closed loop next generation solutions for packaging and paper. We will use Canopy's Ecopaper database and The Paper Steps as a guide for paper and packaging sourcing. Over the next three years, Ralph Lauren will prioritize sourcing paper/packaging with high-recycled content (reaching an overall recycled fiber content of at least 50% on average), source paper/packaging from alternative fibers such as wheat straw or other agricultural residues where possible, and develop a reduction and reuse strategy to support the necessary shift away from single-use plastics while addressing the concurrent need for conversion of ancient and endangered forests.

**Row 2**

#### (8.16.1.1) Commodity

Select all that apply

- Cattle products

#### (8.16.1.2) Activities

Select all that apply

- Engaging with non-governmental organizations

#### (8.16.1.3) Country/area

Select from:

- Brazil

#### (8.16.1.4) Subnational area

Select from:

- Not applicable

### **(8.16.1.5) Provide further details of the activity**

*For a third year, we purchased Impact Partnership Incentives through the Textile Exchange Leather Impact Accelerator (LIA). Impact Partnership Incentives directly supports Produzindo Certo, an on-the-ground organization working with cattle farms in Brazil. It seeks to improve their practices to achieve animal welfare certification within three years and have their farms third-party verified as deforestation / conversion-free annually. In FY24, our support for LIA helped to empower eight cattle farms in Brazil to work towards achieving Textile Exchange's benchmarked standards for animal welfare and zero deforestation.*

[Add row]

### **(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long -term protection?**

Select from:

Yes

#### **(8.17.1) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).**

**Row 1**

##### **(8.17.1.1) Project reference**

Select from:

Project 1

##### **(8.17.1.2) Project type**

Select from:

Other ecosystem restoration

##### **(8.17.1.3) Expected benefits of project**

Select all that apply

- Improvement of water availability and quality
- Net gain in biodiversity and ecosystem integrity

#### **(8.17.1.4) Is this project originating any carbon credits?**

Select from:

No

#### **(8.17.1.5) Description of project**

*This program is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. In addition to addressing regional textile industry impacts on freshwater, the program also focuses on improving farming water management practices, protecting freshwater biodiversity and clearing of invasive species that harm water systems.*

#### **(8.17.1.6) Where is the project taking place in relation to your value chain?**

Select all that apply

Project based in sourcing area(s)

#### **(8.17.1.7) Start year**

2019

#### **(8.17.1.8) Target year**

Select from:

2030

#### **(8.17.1.9) Project area to date (Hectares)**

97.1

#### **(8.17.1.10) Project area in the target year (Hectares)**

97.1

#### **(8.17.1.11) Country/Area**

Select from:

India

#### (8.17.1.14) Monitoring frequency

Select from:

Annually

#### (8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

Improvement of water availability and quality

#### (8.17.1.17) Please explain

WWF's Noyyal Bhavani program is a collective action program that involves multiple stakeholders in the textiles sector. The program started in 2019 and is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. Due to the nature of the program, the project area will remain the same. While the program involves multiple stakeholders and we do not directly monitor the health of the ecosystem, we do measure our progress towards increasing the number of our facilities that join the program and work to identify water-management improvement opportunities that will restore the ecosystem each year. Over the past three years, a total of 50 clean-tech facility assessments have been completed through the program, enabling the identification of nearly 500 specific recommendations for water, energy and other operational improvements. Facilities that have adopted these recommendations have achieved a total water savings of more than 209,000 m<sup>3</sup> per year.

[Add row]

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

- No

### (9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

#### Water withdrawals – total volumes

##### (9.2.1) % of sites/facilities/operations

Select from:

- 76-99

##### (9.2.2) Frequency of measurement

Select from:

- Yearly

##### (9.2.3) Method of measurement

The facility water consumption was totaled for facilities with reported water consumption data collected from utility bills. For facilities without water consumption data, water intensity values ( $m^3/\text{sqft}$ ) were matched with the facility type (e.g., office, retail, etc.) using an EPA source and multiplied by the total square footage to estimate the water consumption at those sites.

##### (9.2.4) Please explain

Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, yearly monitoring of water withdrawals by total volumes is considered sufficient.

#### Water withdrawals – volumes by source

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy, which typically withdraw from third party (municipal) sources. As a result, it is not relevant to monitor water withdrawal volumes by source.*

## Water withdrawals quality

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water withdrawals quality.*

## Water discharges – total volumes

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor total volume of water discharges.*

## Water discharges – volumes by destination

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor volume of water discharges by destination.*

## Water discharges – volumes by treatment method

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor volume of water discharges by treatment method.*

## Water discharge quality – by standard effluent parameters

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water discharge quality by standard effluent parameters.*

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor emissions to water.*

## Water discharge quality – temperature

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water discharge temperature.*

## Water consumption – total volume

## (9.2.1) % of sites/facilities/operations

Select from:

- Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water consumption.*

## Water recycled/reused

## (9.2.1) % of sites/facilities/operations

Select from:

Not relevant

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water recycling or reuse.*

## The provision of fully-functioning, safely managed WASH services to all workers

## (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

## (9.2.4) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. Provision of fullyfunctioning, safely managed WASH services to all workers is not regularly monitored but our Human Rights Policy stipulates that our Global Health and Safety team ensures a safe and healthy work environment for all Ralph Lauren Corporation employees, customers, contractors, and visitors.*

[Fixed row]

## (9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

### Total withdrawals

#### (9.2.2.1) Volume (megaliters/year)

268481.3

## (9.2.2.2) Comparison with previous reporting year

Select from:

- Lower

## (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

- Increase/decrease in business activity

## (9.2.2.4) Five-year forecast

Select from:

- About the same

## (9.2.2.5) Primary reason for forecast

Select from:

- Other, please specify :We expect facility occupancy—and therefore total water withdrawals—to remain relatively stable.

## (9.2.2.6) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, changes in water use are correlated with facility occupancy by employees. Regarding the five-year forecast, we expect facility occupancy—and therefore total water withdrawals—to remain relatively stable and any other changes in water use efficiency are largely dependent on technology availability and adoption by those buildings.*

[Fixed row]

## (9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

### (9.2.4.1) Withdrawals are from areas with water stress

Select from:

No

#### (9.2.4.9) Please explain

*Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multitenant buildings that our facilities largely occupy. As a result, owned and operated facilities have not been included in our water risk analysis but will be considered for future risk analyses.*

[Fixed row]

### **(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?**

#### **Direct operations**

##### **(9.3.1) Identification of facilities in the value chain stage**

Select from:

No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

#### (9.3.4) Please explain

*Ralph Lauren's directly owned and operated facilities have been assessed and we have determined no substantive water-related dependencies, impacts, risks, and opportunities. As we identified inherent water-related risks within our value chain beyond our operations, we put in place mitigation efforts that focus on building our supply chain resilience to water-related risks.*

#### **Upstream value chain**

##### **(9.3.1) Identification of facilities in the value chain stage**

Select from:

Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

##### **(9.3.2) Total number of facilities identified**

**(9.3.4) Please explain**

Ralph Lauren identifies facilities with substantive water-related risks through the WWF Water Risk Filter tool. In FY24, 12 facilities were identified as having substantive water-related dependencies, impacts, risks, or opportunities. RL defined facilities as having substantive water-related risks that rate "Very high risk" for Basin Physical Risk, "Medium risk" for Basin Regulatory Risk, and "Very high risk" for Basin Reputational Risk.

[Fixed row]

**(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?**

Select from:

- No, CDP supply chain members do not buy goods or services from facilities listed in 9.3.1

**(9.5) Provide a figure for your organization's total water withdrawal efficiency.****(9.5.1) Revenue (currency)**

6631400000

**(9.5.2) Total water withdrawal efficiency**

24699.67

**(9.5.3) Anticipated forward trend**

Water use in our owned and operated facilities is only related to domestic purposes that don't represent high water intensity. Reduction in water use in our business operations is largely dependent upon the availability and adoption of water efficiency technology in the leased multi-tenant buildings we largely occupy. As such, we do not expect total water withdrawal volumes to change substantively going forward; however, total water withdrawal efficiency may change depending on company revenue.

[Fixed row]

**(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?**

### **(9.13.1) Products contain hazardous substances**

Select from:

No

### **(9.13.2) Comment**

*Ralph Lauren product integrity is assessed at various stages of our operations through a robust Global Testing and Quality Assurance Program. We require all materials, components and products supplied or used in the manufacture of Ralph Lauren product to comply with applicable chemical content requirements and chemical laws of the country in which those products are manufactured and distributed. We adopt the American Apparel and Footwear Association Restricted Substances List (“AAFA RSL” or “RSL”), which sets forth specific chemical substances bans, limitations or test methods as specified by government or regulatory agencies. Accordingly, all Ralph Lauren suppliers must acknowledge, warrant and agree to supply components and products that conform with, or exceed the requirements set forth in the AAFA RSL. The RSL is updated on a regular basis and may be supplemented with additional resources to assist our suppliers in understanding and complying with our expectations and requirements*

[Fixed row]

## **(9.14) Do you classify any of your current products and/or services as low water impact?**

### **(9.14.1) Products and/or services classified as low water impact**

Select from:

Yes

### **(9.14.2) Definition used to classify low water impact**

*We define low water impact products as those that are designed to reduce water use and/or pollution in the manufacturing of our products, including the raw material production phase.*

### **(9.14.4) Please explain**

*We’re working on applying the principles of Cradle to Cradle (C2C) as foundational inspiration for design, development, manufacturing, packaging and the post-sale experience. C2C-Certified assesses the safety, circularity and responsibility of materials and products across five categories of sustainability performance, including*

water and soil stewardship. In FY24 we launched our C2C Certified Denim Flag Trucker Jacket and Flag Cashmere Sweater, marking four of five Ralph Lauren iconic products to be C2C Certified. We are also cascading our learnings from the certification process to inform the design and development of future products.  
[Fixed row]

### (9.15) Do you have any water-related targets?

Select from:

Yes

#### (9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Water withdrawals	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Water, Sanitation, and Hygiene (WASH) services	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Other	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years	No other targets

[Fixed row]

#### (9.15.2) Provide details of your water-related targets and the progress made.

Row 1

## (9.15.2.1) Target reference number

Select from:

Target 1

## (9.15.2.2) Target coverage

Select from:

Organization-wide (including suppliers)

## (9.15.2.3) Category of target & Quantitative metric

### Water withdrawals

Reduction in total water withdrawals

## (9.15.2.4) Date target was set

06/11/2019

## (9.15.2.5) End date of base year

03/28/2020

## (9.15.2.6) Base year figure

14870315

## (9.15.2.7) End date of target year

12/31/2025

## (9.15.2.8) Target year figure

11896252

## (9.15.2.9) Reporting year figure

10932002

## (9.15.2.10) Target status in reporting year

Select from:

Underway

## (9.15.2.11) % of target achieved relative to base year

132

## (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

Fair Water Footprints

## (9.15.2.13) Explain target coverage and identify any exclusions

*This target covers total water use in our operations and value chain compared with a FY20 baseline.*

## (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

*We have already achieved a 20% reduction in total water use across our operations and value chain compared with FY20. This year, we further decreased our water use by 218,601 m<sup>3</sup>. In FY24, we collaborated directly with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing.*

## (9.15.2.16) Further details of target

*Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Our industry depends on water, from irrigation for fiber crop cultivation to dyeing and washing processes in manufacturing to management of our owned and operated facilities. As a result, we look to conserve water in our operations, protect its sources, responsibly manage wastewater and help improve community access to this fundamental resource. Our goal is to achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by 2025. In FY24, our water footprint was 10,932,002 m<sup>3</sup> — a 26% reduction compared to FY20. This reduction was driven by production volumes decreasing, which contributed significantly to our supply chain water consumption, as well as improved visibility into supplier water consumption. In parallel, we continued our direct collaboration with suppliers to improve water*

*management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY24, these transitions helped our suppliers avoid over 209,000 cubic meters of water use.*

## Row 2

### (9.15.2.1) Target reference number

Select from:

Target 2

### (9.15.2.2) Target coverage

Select from:

Country/area/region

### (9.15.2.3) Category of target & Quantitative metric

#### Water, Sanitation, and Hygiene (WASH) services

Other WASH, please specify :Number of water pumps funded for local population.

### (9.15.2.4) Date target was set

06/20/2023

### (9.15.2.5) End date of base year

12/31/2023

### (9.15.2.6) Base year figure

43

### (9.15.2.7) End date of target year

12/31/2026

### (9.15.2.8) Target year figure

100

### (9.15.2.9) Reporting year figure

58

### (9.15.2.10) Target status in reporting year

Select from:

Underway

### (9.15.2.11) % of target achieved relative to base year

26

### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

Sustainable Development Goal 6

### (9.15.2.13) Explain target coverage and identify any exclusions

Ralph Lauren has been working with the organization GiveMeTap to provide increased access to clean water for those in need. This target covers provision of funding for a total of 100 water pumps in rural communities in the Upper West Region of Ghana by 2026.

### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

We plan to achieve this target by continuing our investment in water pumps. By the end of the reporting year, we have funded 58 total pumps, reaching almost 60% of our goal. In FY24, we contributed funding for 15 additional water pumps to improve safe water access.

### (9.15.2.16) Further details of target

Safe drinking water is the most primary of human needs, yet worldwide, one in three people do not have access to this vital resource. To help end this disparity, we support organizations providing clean water for those in need. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural

communities in the Upper West Region of Ghana. In FY24, we funded 15 water pumps for a total of 58 pumps, which will improve safe water access to approximately 43,000 people since our partnership began. We are also proud to expand our goal to fund 100 pumps by 2026.

### Row 3

#### (9.15.2.1) Target reference number

Select from:

Target 3

#### (9.15.2.2) Target coverage

Select from:

Organization-wide (including suppliers)

#### (9.15.2.3) Category of target & Quantitative metric

##### Water pollution

Other water pollution, please specify :Increase ZDHC Compliance

#### (9.15.2.4) Date target was set

06/11/2019

#### (9.15.2.5) End date of base year

03/28/2020

#### (9.15.2.6) Base year figure

72.0

#### (9.15.2.7) End date of target year

12/31/2025

### (9.15.2.8) Target year figure

100.0

### (9.15.2.9) Reporting year figure

83

### (9.15.2.10) Target status in reporting year

Select from:

Underway

### (9.15.2.11) % of target achieved relative to base year

39

### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

Zero Discharge of Hazardous Chemicals (ZDHC)

### (9.15.2.13) Explain target coverage and identify any exclusions

This target covers all manufacturing facilities with water-related processes in our supply chain.

### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

We plan to reach this target by requiring manufacturing facilities with wet processing to test their wastewater output and share results. By working closely with suppliers, the percentage of suppliers compliant with the ZDHC requirement has jumped from 72% in our base year to 83% in FY24. In FY24, we worked closely with and encouraged our suppliers to achieve full MRSI conformance.

### (9.15.2.16) Further details of target

Aligned with the ZDHC approach to confirm that MRSI substances are not intentionally used, we require manufacturing facilities with wet processing to test their wastewater output against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. Among our facilities, 66% of Tier 1 and 56% of Tier 2

(by business spend) have performed wastewater tests in accordance with the Guidelines; of these 83% comply with the ZDHC requirement (compared to 72% in FY21), with 99.8% of the substances screened compliant with the ZDHC standard. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond. Note that base year figure, target year figure, and reporting year figure are percentages (72%, 100%, and 83% respectively).

[Add row]

## C10. Environmental performance - Plastics

### (10.1) Do you have plastics-related targets, and if so what type?

#### (10.1.1) Targets in place

Select from:

Yes

#### (10.1.2) Target type and metric

##### Plastic packaging

- Reduce the total weight of virgin content in plastic packaging
- Increase the proportion of post-consumer recycled content in plastic packaging
- Increase the proportion of plastic packaging that is recyclable in practice and at scale
- Increase the proportion of plastic packaging that is reusable

##### Plastic goods/products

- Eliminate problematic and unnecessary plastics within our goods/products
- Reduce the total weight of virgin content in plastic goods/products

##### End-of-life management

- Increase the proportion of recyclable plastic waste that we collect, sort, and recycle

#### (10.1.3) Please explain

We have a goal to achieve 100% recyclable, reusable or sustainably sourced packaging materials by 2025. We consider packaging a component of the product and are working toward using materials that reduce environmental impact and minimize waste. In FY24, we began a shift to 100% recycled plastic fasteners, which will continue in the coming years. We also began transitioning to alternatives for much of our lock, seal and string volume that contain recycled materials. Since 2023, we have continued to achieve zero waste to landfill across our distribution centers. (Using the Zero Waste International Alliance definition of zero waste, we will divert

*(more than 90% of the waste generated at our distribution centers from landfill and incineration.). We are proud to have diverted 94% of waste from landfill and incineration across our distribution centers, meeting the Zero Waste International Alliance definition of zero waste. We have a goal to achieve 100% recycled polyester by 2025 as part of our sustainable material sourcing goals. In our supply chain, we are accelerating the elimination of Polyvinyl chloride, commonly referred to as "PVC" or "vinyl". Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC.*

[Fixed row]

## **(10.2) Indicate whether your organization engages in the following activities.**

### **Production/commercialization of plastic polymers (including plastic converters)**

#### **(10.2.1) Activity applies**

Select from:

No

#### **(10.2.2) Comment**

*Not engaged in this activity*

### **Production/commercialization of durable plastic goods and/or components (including mixed materials)**

#### **(10.2.1) Activity applies**

Select from:

Yes

#### **(10.2.2) Comment**

*We use some amount of plastics in our products in the form of materials such as polyester, nylon, etc. Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC.*

### **Usage of durable plastics goods and/or components (including mixed materials)**

## (10.2.1) Activity applies

Select from:

No

## (10.2.2) Comment

*Not engaged in this activity*

**Production/commercialization of plastic packaging**

## (10.2.1) Activity applies

Select from:

No

## (10.2.2) Comment

*Not engaged in this activity*

**Production/commercialization of goods/products packaged in plastics**

## (10.2.1) Activity applies

Select from:

No

## (10.2.2) Comment

*Not engaged in this activity*

**Provision/commercialization of services that use plastic packaging (e.g., food services)**

## (10.2.1) Activity applies

Select from:

Yes

### (10.2.2) Comment

*We use plastics in packaging items used directly for our products and in transporting our products from suppliers to our end customer.*

### Provision of waste management and/or water management services

#### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not engaged in this activity*

### Provision of financial products and/or services for plastics-related activities

#### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not engaged in this activity*

### Other activities not specified

#### (10.2.1) Activity applies

Select from:

No

## (10.2.2) Comment

*Not engaged in this activity  
[Fixed row]*

## C11. Environmental performance - Biodiversity

### (11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

#### (11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

- Yes, we are taking actions to progress our biodiversity-related commitments

#### (11.2.2) Type of action taken to progress biodiversity-related commitments

Select all that apply

- Land/water protection  
 Land/water management  
 Species management  
 Other, please specify :We have engaged a leading environmental sustainability consultancy, to conduct a formal assessment of our nature-related impacts and dependencies, and develop a comprehensive biodiversity strategy.

[Fixed row]

### (11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[Fixed row]

## C13. Further information & sign off

**(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?**

**(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party**

Select from:

No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

**(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party**

Select from:

Not an immediate strategic priority

**(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party**

*We are in the process of preparing for third party assurance of additional environmental information as part of readiness for the EU Corporate Sustainability Reporting Directive.*

[Fixed row]

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

**(13.3.1) Job title**

*Ralph Lauren's Chief Executive Officer (CEO) and Chief Global Impact & Communications Officer have both signed off on this disclosure.*

**(13.3.2) Corresponding job category**

*Select from:*

Chief Executive Officer (CEO)

[Fixed row]

**(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.**

*Select from:*

No

