

RALPH LAUREN

2025 GLOBAL CITIZENSHIP
& SUSTAINABILITY REPORT





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A Message from Our Chairman and Our CEO



Ralph Lauren

RALPH LAUREN

Executive Chairman and Chief Creative Officer



Patrice Louvet

PATRICE LOUVET

President and Chief Executive Officer

For nearly 60 years, Ralph Lauren has been guided by our Purpose — *to inspire the dream of a better life through authenticity and timeless style*. It is central to everything we do, and when it comes to our approach to citizenship and sustainability, it guides how we support the resilience of the teams, communities, partners and natural resources that enable our business.

In collaboration with our industry, community and supply chain partners, and driven by our committed teams around the world, we made meaningful progress across each of the goals in our Timeless by Design strategy.

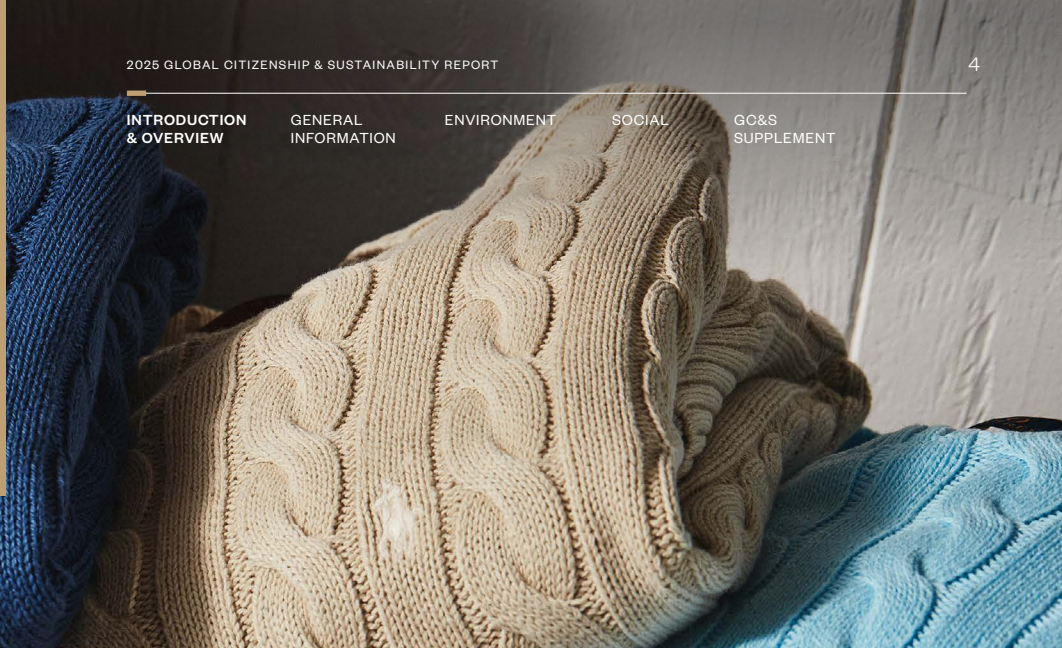
Key highlights from this year include:

- Meeting at least one of our sustainable material criteria¹ in 98% of units produced;
- Introducing our fifth Cradle to Cradle Certified® product;
- Launching a denim recycling program in North America, piloting a repair service and expanding our Ralph Lauren Vintage offering;
- Achieving a 34% reduction in our absolute emissions from our FY20 baseline;
- Introducing the second Artist in Residence collaboration, featuring Diné (Navajo) artist Zefren-M; and
- Opening our third cancer center in the U.S., with the Ralph Lauren Center for Cancer Prevention at USC Norris Comprehensive Cancer Center in Los Angeles.

As we close out this phase of our strategy, our progress will shape our next chapter. We look forward to sharing more about how we are operationalizing and integrating this work into our everyday in early 2026. Thank you to our teams and partners whose dedication and innovation continue to drive our progress towards our vision of a better life for generations to come.

¹ Sustainably-sourced key materials are defined as: *Cotton*: organic, transitional/in-conversion, Better Cotton, recycled, regenerative or U.S. Cotton Trust Protocol; *Polyester*: recycled; *Wool*: Responsible Wool Standard (RWS)-certified or recycled; *Viscose*: CanopyStyle verified suppliers; *Down*: Responsible Down Standard (RDS)-certified or recycled; *Leather*: Leather Working Group (LWG)-certified tanneries; and *Cashmere*: Sustainable Fibre Alliance (SFA)-certified (or equivalent) or recycled.

Progress on Our Goals



Create with Intent

TARGET

PROGRESS

Integrated Circularity

Enable our past and future products to live on responsibly by 2030

Continued to make advancements toward our circular product, experience and investment goals

Five of our iconic products will be Cradle to Cradle (C2C) Certified® by the end of 2025

Achieved the target to introduce five Cradle to Cradle Certified® iconic products by launching the Oversize Cashmere Boatneck Sweater

Offer high-quality products made with 100% recycled cotton by the end of 2025

Achieved our target by offering Polo denim styles made from 100% recycled cotton

Set and implement Circular Design Principles into our design and development process by the end of 2025

Developed actionable implementation guidance for our Circular Design Principles and led teams through education sessions

Invest in scaling innovative technologies and regenerative practices to advance a circular economy by 2025

Continued to test and develop innovative products with partners and identify opportunities to use regenerative fibers in our products

Connect consumers with options to rent, repair and recirculate our products in select key cities by the end of 2025

Launched a denim recycling program in North America, piloted a repair service and expanded our Ralph Lauren Vintage offering

Sustainable Materials

Achieve 100% sustainably-sourced key materials² by the end of 2025

98% of our units produced met at least one of our sustainable material criteria³ in FY25 — compared to 92% in FY24

100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably-sourced wood substrates⁴ by the end of 2025

86% of our key wood suppliers had committed to meeting the benchmark by the end of FY25 — compared to 63% in FY24

Value Chain for Impact

80% of our business will be with suppliers that meet our strategic and key supplier criteria, which include business, quality, citizenship and sustainability performance, by the end of 2025

70% of our business was with strategic and key suppliers that met our business, quality, citizenship and sustainability performance criteria — compared to 56% in FY24

² Cotton, polyester, wool, viscose, tanned leather and cashmere. This also includes down in apparel only.

³ Sustainably-sourced key materials are defined as: *Cotton*: organic, transitional/in-conversion, Better Cotton, recycled, regenerative or U.S. Cotton Trust Protocol; *Polyester*: recycled; *Wool*: Responsible Wool Standard (RWS)-certified or recycled; *Viscose*: CanopyStyle verified suppliers; *Down*: Responsible Down Standard (RDS)-certified or recycled; *Leather*: Leather Working Group (LWG)-certified tanneries; and *Cashmere*: Sustainable Fibre Alliance (SFA)-certified (or equivalent) or recycled.

⁴ Sustainably-sourced wood substrates are those which are certified by a forest management system, repurposed or recycled.

Protect the Environment

TARGET

PROGRESS

Climate

Reduce absolute Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 30% by 2030 (Science Based Targets initiative approved) from a FY20 base year

Decreased absolute emissions by 34% in FY25 from our FY20 baseline

Power our owned and operated offices, distribution centers and stores with 100% renewable electricity by the end of 2025

Achieved our target by continuing to invest in renewable energy attribute certificates, accounting for 100% of our global electricity use in our owned and operated facilities

Water Stewardship

Achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by the end of 2025

Decreased total water use across our operations and value chain by 32% from our FY20 baseline

Waste Management

Achieve 100% recyclable, reusable or sustainably-sourced packaging materials⁵ by the end of 2025

80% of our total packaging volume met at least one of our sustainable packaging criteria⁵ in 2025, an increase from 79% in 2024

Chemical Management

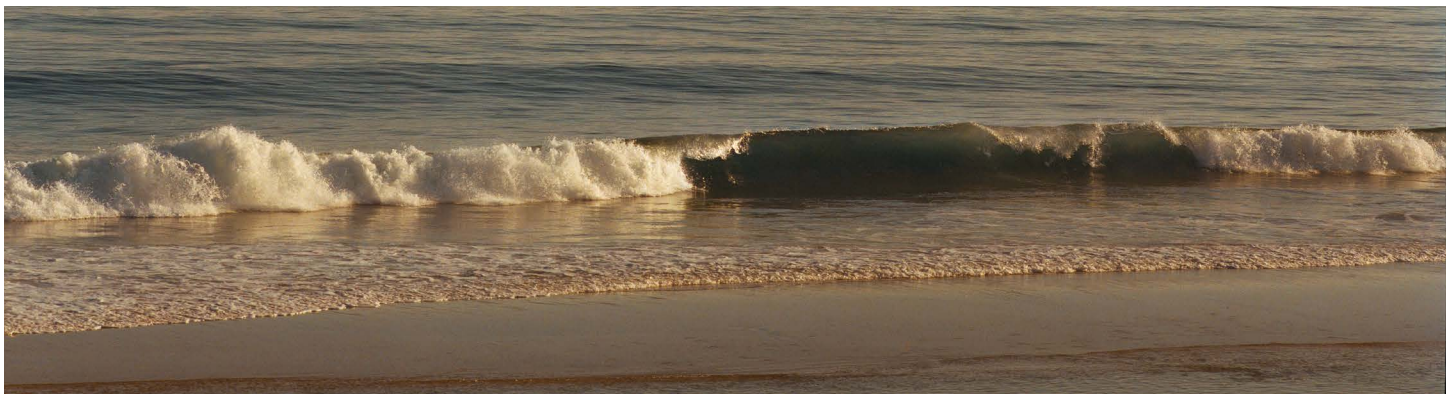
Use safer and more sustainable chemicals throughout our business to address their human and environmental impact

Gained 95% visibility of chemical use in manufacturing (by spend);⁶ achieved 88% conformance with the ZDHC Manufacturing Restricted Substances List (MRSL) across reported chemicals⁷

Biodiversity

Develop a biodiversity strategy and set goals aligned⁸ with the science-based targets for nature by 2024

Finalized our biodiversity strategy and goals in adherence to Step 3 of the open-source guidelines for setting science-based targets for nature



⁵ Sustainably-sourced packaging materials are defined based on material type:

- Forest-based packaging (e.g., paper, corrugate, wood) must contain a minimum of 20% recycled content and/or be certified by one of the following: Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) or Program for the Endorsement of Forest Certification (PEFC).
- Plastic-based packaging (e.g., PET, LDPE) must contain a minimum of 20% recycled content.
- Textile-based packaging must meet our sustainably-sourced key material criteria.

⁶ Gained 97% visibility of chemical use in manufacturing for suppliers representing top 85% of spend.

⁷ The remaining 12% includes substances not yet verified against the MRSL, such as commodity chemicals or those pending registration in the ZDHC Gateway. These are not necessarily hazardous and are managed through wastewater testing, supplier partnerships and a phased transition plan.

⁸ While our goals are aligned with environmental priorities, "aligned" in this context means they are strategically oriented toward addressing identified environmental impacts, not that they have been externally validated or certified by Science Based Targets Network.

Champion Better Lives

TARGET

PROGRESS

Belonging & Equity

Reach 87% total Company favorability on employee survey responses to questions about Belonging & Equity

Achieved 87% favorable responses in the most recent employee survey

Reach 80% favorability on employee survey responses to questions about managers supporting Belonging & Equity

Achieved 85% favorable responses in the most recent employee survey

Include diverse candidates at the VP level and above throughout our interview process

Achieved broad and balanced candidate representation during interview processes for U.S.-based VP leadership positions and above

Include minority business enterprise and women suppliers in open request for proposals

Achieved balanced supplier or business enterprise representation across our open requests for proposals

Community Engagement & Philanthropy

Increase Company employee volunteer hours by 25% compared to a FY22 baseline by the end of 2025

Achieved in FY23 and continue to significantly increase volunteer hours each year

Rights & Empowerment in the Supply Chain

Make empowerment and life skills programs available to 250,000 workers across our supply chain by 2030

Reached over 144,000 supply chain workers through our empowerment and life skills programs to date

Ensure all strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation by 2030

Deployed our Human Resource Management Playbook across select suppliers in four countries to test impact and inform wider rollout

Photo credit: Soil Health Institute

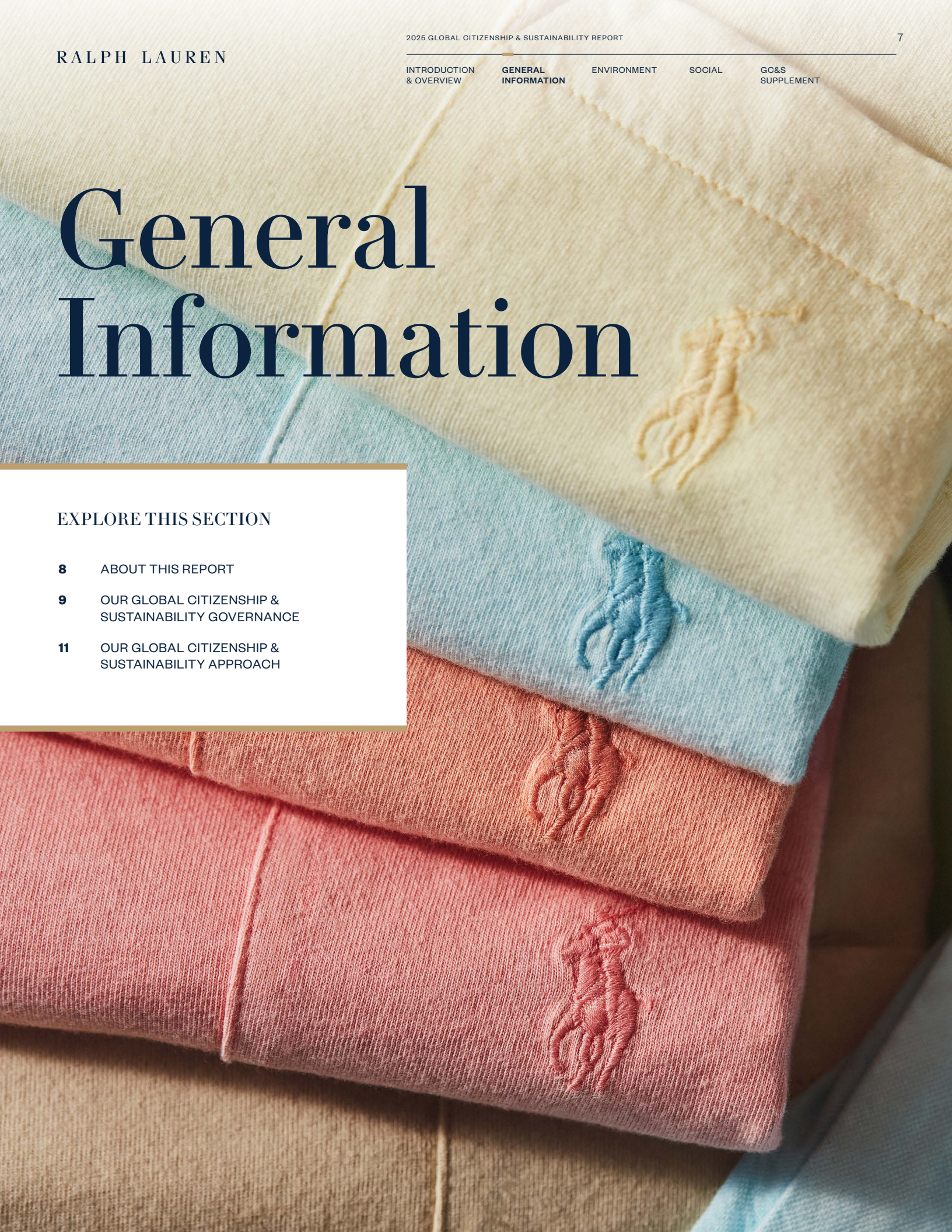
Learn more about how we **Champion Better Lives** on our [website](#).



General Information

EXPLORE THIS SECTION

- 8** ABOUT THIS REPORT
- 9** OUR GLOBAL CITIZENSHIP & SUSTAINABILITY GOVERNANCE
- 11** OUR GLOBAL CITIZENSHIP & SUSTAINABILITY APPROACH



Forward-Looking Statements

This report contains goals, initiatives and forward-looking statements (“Forward-Looking Statements”) based on current expectations. Various statements in this report or incorporated by reference in this report, in previously submitted and future filings with the Securities and Exchange Commission, in our press releases and in oral statements made from time to time by us or on our behalf, constitute Forward-Looking Statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-Looking Statements are based on current expectations and are indicated by words or phrases such as aim, anticipate, outlook, estimate, ensure, commit, expect, project, believe, envision, goal, target, can, will and similar words or phrases.

These Forward-Looking Statements involve known and unknown risks, uncertainties and other factors that may cause actual results, performance or achievements to be materially different from the future results, performance or achievements expressed in or implied by such Forward-Looking Statements. These Forward-Looking Statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control. These risks include, but are not limited to, those identified in our Company’s Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Form 8-K reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update or revise any Forward-Looking Statements, whether as a result of new information, future events or otherwise.

About this Report

Ralph Lauren is committed to transparent reporting on our Global Citizenship and Sustainability (GC&S) strategy, programs and initiatives. Our annual GC&S Report outlines our commitments and progress toward our goals. For FY25, we have structured the report to reflect partial alignment with the European Sustainability Reporting Standards (ESRS), as part of our preparation for future compliance with the Corporate Sustainability Reporting Directive (CSRD). While this report is formatted to incorporate aspects of the ESRS framework, we do not claim compliance with CSRD or ESRS for this reporting period. Learn more about our GC&S strategy, programs and highlights on our [website](#).

Our climate-related disclosures follow the recommendations of the former Task Force on Climate-related Financial Disclosures (TCFD) and are partially aligned with International Financial Reporting Standard S2: Climate-related Disclosures, issued by the International Sustainability Standards Board (ISSB), which integrates those recommendations.

Additional detail is provided in our [GC&S Supplement](#), which maps our disclosures to ESRS, the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and TCFD.

This report covers fiscal year 2025 (FY25), from March 31, 2024 to March 29, 2025.⁹ References to “Ralph Lauren,” “we,” “our,” “us,” and “the Company” refer to Ralph Lauren Corporation (RLC) and its subsidiaries, unless otherwise noted.

Basis for Preparation

Our GC&S reporting approach is informed in part by the results of our FY25 double materiality assessment, which assesses the impacts of our own operations and upstream and downstream value chain on people and the environment (impact materiality), and the financial risks and opportunities sustainability issues present to our business (financial materiality). In FY25, we performed a double materiality assessment to align with the CSRD and the ESRS, along with European Financial Reporting Advisory Group’s (EFRAG) Implementation Guidance for Double Materiality. Our 2025 GC&S Report, along with our double materiality assessment, has been prepared to partially align with the format of the upcoming reporting requirements, although it does not claim compliance with the CSRD or ESRS. Our GC&S Report is prepared on a consolidated basis.

Ralph Lauren uses short-, medium- and long-term time horizons to identify any risks to our business. We define short-term as 0-2 years, medium-term as 2-5 years and long-term as five or more years in alignment with financial horizons defined in our Enterprise Risk Management framework. In our climate risk assessment, we have used extended time horizons aligned with best practices for assessing climate risk. This is detailed in the [Climate](#) section of this report where we discuss physical and transitional risks.

The information presented in this report reflects the current precision of our data collection and analysis methods, which continue to evolve and improve over time. Due to inherent limitations in these methodologies, some data may be subject to uncertainty. Additionally, all figures referenced are based on the quality and completeness of internal and external reporting available to the Company and may represent approximate or estimated values. Please note that data availability may vary across different sections of this report.

For information on our Company strategy, business model and financial performance, please see our [2025 Annual Report on Form 10-K](#), filed with the Securities and Exchange Commission.

⁹ Availability of data varies with respect to fiscal or calendar year format. References to fiscal year will be represented as follows: Fiscal followed by the year; for example, Fiscal 2025 or FY25. References to calendar year will be represented by the year alone; for example, 2025. In general, throughout this report, metrics and data are presented in a fiscal year format, and activities and events are presented in a calendar year format. We use a 52- to 53-week fiscal year ending on the Saturday closest to March 31. All references to Fiscal 2020 (FY20) represent the fiscal year ended March 28, 2020; references to Fiscal 2021 (FY21) represent the fiscal year ended March 27, 2021; references to Fiscal 2022 (FY22) represent the fiscal year ended April 2, 2022; references to Fiscal 2023 (FY23) represent the fiscal year ended April 1, 2023; references to Fiscal 2024 (FY24) represent the fiscal year ended March 30, 2024; references to Fiscal 2025 (FY25) represent the fiscal year ended March 29, 2025; and references to Fiscal 2026 (FY26) represent the fiscal year ending March 28, 2026.

Our Global Citizenship & Sustainability Governance

Ralph Lauren's Board of Directors (the Board) and corporate governance structure create the foundation to ensure oversight and management of impacts, risks and opportunities and facilitate alignment between our corporate and GC&S strategy. For more information on Corporate Governance and Board composition, please see our [2025 Proxy Statement](#).

GC&S is integrated throughout all levels of our organization and is governed by our Board. Our Chief Global Impact & Communications Officer leads our Global Citizenship & Sustainability Steering Committee, comprised of leaders from across the Company. The Committee provides oversight and direction to internal working groups across business functions, facilitating the development, execution and evaluation of our citizenship and sustainability initiatives to ensure continuous improvement and maximize impact.

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 FY25, we continued to include citizenship and sustainability metrics as a strategic goal modifier in our short-term incentive compensation plan to support our key citizenship and sustainability goals, including our initiatives to Create with Intent, Protect the Environment and Champion Better Lives.

Our Chief Global Impact & Communications Officer oversees GC&S policy engagement, including interactions with trade associations and research organizations on material citizenship and sustainability matters. They approve direct policy engagement and manage our positions within industry groups like the American Apparel and Footwear Association, enabling them to address any potential conflicts between our strategy and trade association priorities. The Head of Public Affairs & Traceability and Transparency handles daily policy matters in coordination with our citizenship and sustainability teams. When we discover inconsistencies between the positions of external partners and our commitments, we directly engage these organizations to highlight discrepancies and advocate for alignment with our standards.

Our GC&S Report includes references to our **policies and disclosures**, which are available on our corporate [website](#).



Board of Directors GC&S Responsibility

GC&S is an important element of our business strategy and the Board's strategic oversight. The full Board receives progress updates at least once per year from our Chief Global Impact & Communications Officer and reviews our annual GC&S Report before publication. Board committees have responsibilities in the following areas related to GC&S:

NOMINATING COMMITTEE

The Nominating, Governance, Citizenship and Sustainability Committee (Nominating Committee) receives quarterly updates from senior leaders, including the Chief Global Impact & Communications Officer, Chief Product & Merchandising Officer and Chief People Officer & Head of The Ralph Lauren Corporate Foundation. These updates support the Committee's oversight of GC&S-related risks and opportunities, review of key initiatives, goals, policies and recommendations to the full Board.

FINANCE COMMITTEE

The Finance Committee provides guidance on embedding goals into our corporate strategy and supports the advancement of business initiatives that shape our approach to citizenship and sustainability.

AUDIT COMMITTEE

The Audit Committee assesses GC&S risks as part of its broader oversight of Enterprise Risk Management.

TALENT, CULTURE AND TOTAL REWARDS COMMITTEE

The Talent, Culture and Total Rewards Committee considers key performance indicators, including those related to GC&S, in executive compensation decisions. For more information on how GC&S indicators are integrated into incentive schemes and the role of the Talent, Culture and Total Rewards Committee in this process, see the [Committee's Charter](#) and our [2025 Proxy Statement](#).

RISK MANAGEMENT

The Board holds overall responsibility for overseeing risk management at Ralph Lauren and regularly engages with senior leadership to ensure risks are managed across the Company. We conduct regular risk assessments to identify key risks to our business operations and value chain. The Audit Committee routinely reviews and assesses Ralph Lauren's Enterprise Risk Management process, including material GC&S risks. The Nominating Committee receives quarterly updates on key environmental and human rights risks in our merchandise supply chain. In addition, we assess climate-related risks regularly and provide updates to the Board and CEO at least annually. For more information, see our approach to risk management in the [Climate](#), [Water](#) and [Workers in the Value Chain](#) sections of this report.

For more information about our **Board of Directors and Corporate Governance**, visit our [website](#).



Our Global Citizenship & Sustainability Approach

For nearly 60 years, we have created iconic products that are timeless — that can be worn, loved and passed on to the next generation. Our Global Citizenship & Sustainability strategy, *Timeless by Design*, is grounded in this philosophy and how we weave our Purpose — *to inspire the dream of a better life through authenticity and timeless style* — throughout our business. We bring this to life through the three pillars of our strategy.

CREATE WITH INTENT

From design concept to material selection, every choice made in creating a Ralph Lauren product is considered and intentional. We are reimagining what and how we create — and the stories we tell through our products and campaigns. This includes our work to embed inclusivity and incorporate circular principles into our designs, enabling our most iconic products to live on through generations.

PROTECT THE ENVIRONMENT

We are continuing to shift to lower-impact resources, in line with our commitments to be better stewards of our environment for future generations. In addition to creating products more responsibly, we are transitioning to using more renewable energy, diverting waste, reducing pollution from manufacturing and enhancing water use efficiency and management in priority geographies.

CHAMPION BETTER LIVES

Shaping a business that is timeless and has a positive impact for years to come means building relationships that stand the test of time and focusing on actions that simultaneously benefit our communities, our teams and our Company. That's why we're committed to working to help people thrive today and build a brighter future for tomorrow.



Our Business Model and Value Chain

Our products include apparel, footwear and accessories for men, women and children, as well as our fragrance and home collections and hospitality portfolio. Across our business and in partnership with licensees, we deliver a broad lifestyle product portfolio with a unified vision.

OUR VALUE CHAIN¹⁰

Our value chain encompasses every step necessary to bring our products to life, from raw material sourcing to end-of-life. Inputs are structured across three segments:

Upstream

Our upstream value chain includes all activities related to the sourcing, processing, manufacturing and inbound logistics of materials and products needed to create our timeless products. We work with trusted partners to produce our products and, as such, a significant portion of our actual and potential impacts occur in our upstream value chain. More information can be found in relevant **Environment** and **Social** sections of this report.



- » **Tier 1:** Finished goods manufacturers and value-adding processes (processing units) such as washing, embroidery and printing
- » **Tier 2:** Material production (mills, weaving, knitting, dye houses and washing facilities, sundry suppliers, tanneries, outsole manufacturers, embroiderers, screen printers, trim suppliers and packaging suppliers)
- » **Tier 3:** Raw material processing (spinning and yarn production)
- » **Tier 4:** Raw material source/feedstock production (farms, ginning, forestry and extraction)

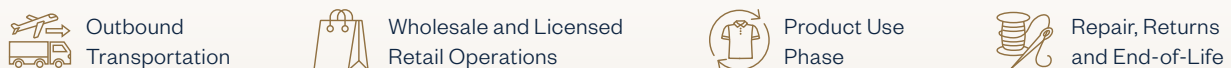
Own Operations

Our own operations encompass the core business activities that bring our brand and products to life. These functions are integrated into our Enterprise Risk Management framework and are subject to oversight by senior leadership and the Board.



Downstream

Our downstream value chain captures how our products reach consumers and how they are used, returned, repaired or disposed of. We are committed to minimizing downstream impacts where possible and advancing circularity. More information can be found in our **Resource Use & Circularity** section of this report.



¹⁰ This value chain maps our material sustainability topics and stakeholder impacts across our core operations. It focuses on key materials and activities rather than providing a comprehensive overview of all business activities.

RESPONSIBLE PURCHASING PRACTICES

Responsible purchasing practices (RPP) define how Ralph Lauren conducts business with integrity, transparency, respect for human and labor rights and environmental sustainability. With responsible purchasing at the core of our operations, we conduct mandatory training in these practices for our buying and sourcing teams. We also partner with industry peers, as well as review standards and expectations from nongovernmental organizations (NGOs) to identify opportunities for continuously improving our RPP.

SUPPLIER ENGAGEMENT STRATEGY

Our **Supplier Engagement Strategy** continues to focus on strengthening performance in the key areas of business, quality, citizenship and sustainability. We initiated the strategy in FY20 with our Tier 1 suppliers and expanded to our Tier 2 suppliers in FY23. Our work in supplier engagement helps create an agile and resilient value chain ecosystem that can respond to disruption and change while meeting our shared and individual goals.

In FY25, 70% of our business was conducted with suppliers that met our strategic and key supplier criteria, bringing us closer to our goal of reaching 80%. Throughout the year, we host roundtables with suppliers to share expectations and have two-way dialogue on key topics. For example, in Cambodia, the GC&S team focused the discussion on expectations and proactively preventing verbal abuse and harassment, while in Vietnam and Indonesia, we emphasized the importance of open communication across our supply chain.

Supplier Engagement Scorecard

Our Supplier Engagement Scorecard includes environmental and social performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor supplier progress and strengthen collaboration.

One of the key components of the scorecard is environmental impact data collected from **Worldly's** Facility Environmental Module (FEM) and Facility Data Manager (FDM). In FY25, we collected FEM and FDM data from more than 290 Tier 1 facilities, representing approximately 97% of our supply chain spend. Among the reporting facilities, over 280 facilities, representing approximately 96% of business spend, have completed data verification. Facilities scored an average of 55 points (out of 100) across all sections, with an average of 61 points in the water section, 45 points in chemical management section and 54 points in the energy section. For raw material manufacturing, FEM and FDM data collection covers approximately 150 mills and our woven, knit and sweater yarn production. More than 140 mills have completed data verification, representing an estimated 85% of the production. The mills scored an average of 50 points (out of 100) across all sections, including an average of 56 points in the water section, 39 points in the chemical section and 53 points in the energy section. For our subcontracted processing facilities, more than 135 facilities completed FEM and FDM and over 130 facilities completed third-party verification. The subcontracted facilities had an average score of 50 points (out of 100), including 57 points in the water section, 43 points in the chemical section and 49 points in the energy section.



Our Double Materiality Assessment

A double materiality assessment is a structured approach to identifying the most material sustainability topics for our business and stakeholders. This approach considers two perspectives to determine the materiality of sustainability topics:

- **Financial:** Financial risks and opportunities that may have significant financial implications for our Company
- **Impact:** The actual or potential positive or negative impacts our Company may have on people or the environment

We regularly engage with key stakeholders to ensure their perspectives and concerns are heard. While we value these insights, we carefully consider their relevance before reflecting them in our business strategy, activities and policies. Our engagement process includes workshops, surveys and discussions throughout the year to gather insights into how stakeholders may be impacted by our business and value chain activities, as well as their views on the efficacy of our mitigation strategies. Most recently, we engaged stakeholders as part of our FY25 double materiality assessment, which identified and assessed material impacts, risks and opportunities across our value chain.

OUR DOUBLE MATERIALITY PROCESS

In FY25, we performed an updated double materiality assessment to better align with the format of the upcoming reporting requirements. While we have prepared our assessment to fit these new standards, we do not claim compliance with the CSRD or ESRS for this reporting period. Broadly, the process included:

Identifying and Defining Topics: Leveraging the results from our previous double materiality assessment and a diverse range of sources, including topical ESRS, GRI Standards, SASB Standards and stakeholder inputs, we determined our list of potential material topics.

Mapping our Operations and Value Chain: We conducted a broad analysis of our entire value chain, encompassing upstream (Tier 1 - Tier 4), our own operations and downstream activities, to identify where impacts, risks and opportunities are likely to occur.

Engaging Stakeholders: Throughout the process, we engaged internal and external stakeholders via workshops and discussions to gather insights on how our value chain activities impact them and the effectiveness of our current mitigation strategies. Their input enabled us to assess impacts based on severity, scale, scope, irremediability and likelihood. We also evaluated the likelihood of risks and opportunities by considering their potential financial, reputational, strategic, operational and legal implications.

Validating the Results: We considered the impacts and financial risks and opportunities alongside additional context from stakeholder engagement to validate and finalize our list of material topics.


OUR MATERIAL TOPICS

The following topics¹¹ have been identified as material from a financial and/or impact materiality perspective through our double materiality assessment process:


 **Climate**

 **Biodiversity & Land Use**

 **Chemical Management & Pollution**

 **Resource Use & Circularity**

 **Water**

 **Workers in the Value Chain**

All data included in this report has been assessed as either material, based on our double materiality assessment or of strategic importance. For an index of ESRS-aligned disclosures we have included in this year's report, see [page 44](#).

We are using our double materiality assessment to partially align our 2025 GC&S Report with ESRS, in preparation for future compliance with CSRD. However, we do not claim compliance with CSRD or ESRS in this year's report.

For topics that may not be covered in this report, you can learn more on our [website](#).



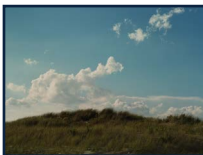
¹¹ Our double materiality assessment topics are presented in the order of ESRS Topical Disclosures and do not denote order of priority.

Environment

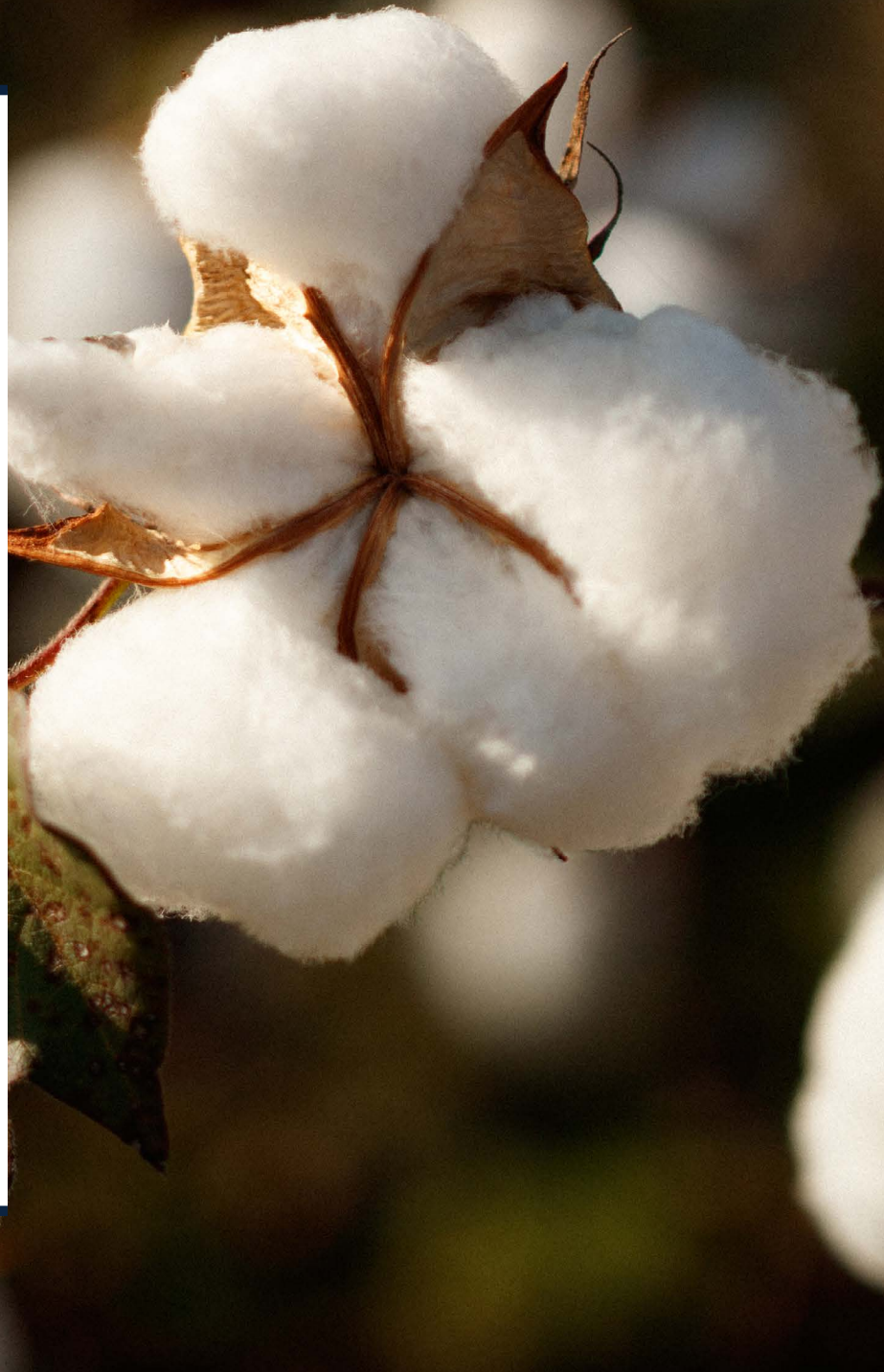
We can be stewards of the natural world for generations to come and operate an enduring business by embracing practices that lighten our footprint and protect biodiversity. This not only includes creating products more thoughtfully, but it extends to how we operate our business: transitioning to renewable energy, diverting waste from landfill and managing water use with care across our operations and value chain.

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- 31 RESOURCE USE & CIRCULARITY



Learn more about our work to **Protect the Environment** on our [website](#).



Climate

Increasing climate change risks require a collective effort to make significant reductions to global greenhouse gas (GHG) emissions so we can protect and preserve our planet. To support our decarbonization roadmap and targets, we have defined key strategies for reducing GHG emissions across our value chain.

TARGETS

Reduce absolute Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 30% by 2030¹² from a FY20 base year

Power our owned and operated offices, distribution centers and stores with 100% renewable electricity by the end of 2025

POLICIES

[Environmental Policy](#)

[Operating Standards](#)

KEY ACTIONS


Continued to invest in renewable energy attribute certificates, accounting for 100% of our global electricity use from our owned and operated offices, distribution centers and stores, achieving our target


Expanded Carbon Leadership Program (CLP) engagement to approximately 170 facilities, representing close to 60% of our raw material business spend


Continued to phase out on-site¹³ coal consumption from our manufacturing supply chain


KEY DECARBONIZATION STRATEGIES


 Achieving and maintaining our target of **sourcing 100% renewable electricity** for power used at our owned and operated offices, distribution centers and stores

 Increasing the share of **low-carbon materials in our products** (e.g., recycled fiber or regenerative 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

 Advancing toward a **circular fashion industry** through strategic investments and innovative practices

 **Working with partners** and action networks for industry-wide change

Our work is guided by our **Environmental Policy** and **Operating Standards**, which outlines our climate goals and our commitments to reduce our absolute GHG emissions by 30% by 2030 from a FY20 baseline.

CLIMATE RISK

Climate-related risks impact our value chain and our transition to a low-carbon economy. We address these risks through ongoing assessments, contingency planning and regular reviews by our CEO and the Board, conducted at least annually as part of our broader risk oversight approach. Our Climate Risk Taskforce is informed and consulted annually to update our Climate Risk Report. The Taskforce identifies key risks, evaluates their likelihood and potential impact and assigns risk ratings based on their relevance to our strategic and financial objectives across a range of climate scenarios.

In 2024, we conducted a scenario analysis of our exposure to climate-related physical and transitional risks and opportunities. Our analysis is aligned with recommendations from TCFD¹⁴ and informed by established scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA) World Energy Outlook (WEO).

CLIMATE RISK SCENARIOS

Risk Type	Low Emissions Scenario	High Emissions Scenario
Physical	SSP1-2.6 (1.8°C)	SSP2-4.5 (2.7°C) SSP5-8.5 (4.4°C)
Transition	IEA WEO 2023 Stated Policies Scenarios (STEPS)	IEA WEO 2023 Announced Pledges Scenario (APS)

¹² Science-Based Targets initiative validated.

¹³ On-site refers to the coal consumption of the on-site equipment of our manufacturing partners.

¹⁴ As of 2023, the recommendations of the former Task Force on Climate-related Financial Disclosures (TCFD) are integrated into IFRS S2.

The scenarios were chosen to consider two pathways:

1. A “business as usual” scenario with a moderate amount of GHG emissions that is implied by existing climate and energy-related policy settings (SSP2-4.5); and
2. A more sustainable pathway with ambitious decarbonization efforts and decreasing GHG emissions (SSP1-2.6).

In addition, we incorporated two other climate scenarios (a 1.5°C transition scenario and a very high emissions scenario, SSP5-8.5) on a qualitative basis to assess high-impact, lower-probability pathways for physical and transition risks.¹⁵ The scenarios were chosen to encompass our highest priority climate risks and to guide us in determining how our corporate strategy and supporting investments change in response to potential climate change scenarios.

The assessment included approximately 300 sites across our value chain, including owned and operated facilities and factories in our supply chain based on strategic and financial importance across multiple time intervals. The range represents potential disruptions at these sites across short- (2025), medium- (2030) and long-term (2050) horizons.

We engaged subject matter experts across our organization to support the analysis. 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 and Safety, Communications, Finance, Treasury, Legal and Worker Well-Being functions.

The following tables outline the key climate-related risks and opportunities identified through our scenario analysis and the work of our Climate Risk Taskforce:

PHYSICAL CLIMATE RISKS

Risk	Description	Type of Risk & Timeframe ¹⁶
Precipitation	Localized extreme precipitation could result in damage to facilities across our value chain, decreased workforce productivity, prolonged power outages, rising insurance premiums and a disruption in consumer shopping patterns.	Acute Medium-term, Long-term
Wind	Wind-related events, primarily extreme wind speeds, can cause structural damage to buildings, transportation disruptions, power outages and agricultural damage that can have long-term effects on operations and local communities.	Acute Short-term
Severe storms	Severe storms may result in damage to our facilities and those in our value chain, lost revenue due to repairs to facilities, store closures and technology and logistics disruptions. Although localized risk may vary, primarily our supply chain assets are at heightened risk due to severe storms.	Acute Short-term

¹⁵ Key assumptions in the low carbon scenario include: the global energy mix consists of 52% renewables, 9% nuclear and 39% fossil fuels; the carbon price is \$47 - \$200/tCO2e; the average investment in low carbon technology is \$2.07 trillion per year; the IEA crude oil price is \$60 per barrel; energy use in road freight is 25% electric, 5% fuel cell; and global labor productivity for agriculture declines 4.5% from 1986-2000 levels.

¹⁶ The outcomes of the climate risk assessment were adjusted from the short- (2025), medium- (2030) and long-term (2050) time horizons used in the assessment to match the financial time horizons defined in our Enterprise Risk Management framework, in which we define short-term as 0-2 years, medium-term as 2-5 years and long-term as five or more years.

TRANSITION CLIMATE RISKS

Risk	Description	Timeframe ¹⁷
Market	The shifting cost and availability of cotton in key production and processing regions due to shifting agricultural land use or other climate change-related events may result in increased operational expenditures and upstream supply chain disruptions.	Long-term
Technology	The limited availability of sustainable and functional alternatives in logistics due to technological obstacles and the lack of diverse shipping routes or port access could lead to bottlenecks and limit our ability to mitigate value chain emissions, as well as potentially increase operational disruptions.	Short-term

CLIMATE OPPORTUNITIES

Risk	Description	Timeframe ¹⁷
Technology	Proactively developing new products through climate and sustainability-focused research and development and innovation and integrating them throughout the value chain could increase our ability to meet our GC&S commitments by reducing the quantity of virgin materials used in manufacturing and increasing the number of commonly purchased input materials that are completely circular.	Medium-term, Long-term



For more information about how we assess and plan for climate risk, see our [CDP 2024 Corporate Questionnaire](#)¹⁸ and [TCFD Index](#). ↗

The results of our climate risk and scenario assessment are reviewed and refreshed annually and serve as an input to our Enterprise Risk Management process, alongside other key environmental and human rights risks. Issues with the potential to materially impact the Company are identified and communicated to our Executive Operating Committee and the Audit Committee of the Board.

¹⁷ The outcomes of the climate risk assessment were adjusted from the short- (2025), medium- (2030) and long-term (2050) time horizons used in the assessment to match the financial time horizons defined in our Enterprise Risk Management framework, in which we define short-term as 0-2 years, medium-term as 2-5 years and long-term as five or more years.

¹⁸ Our CDP 2025 Corporate Questionnaire, covering our FY25 activities, will be available in 2026.

Photo credit: Soil Health Institute



CLIMATE

Our Actions & Resources

We are pursuing renewable energy contracts and efficiency improvements to meet climate targets while collaborating with suppliers on carbon reduction goals. We view climate action as a shared responsibility that extends beyond Ralph Lauren's own operations to include industry-wide efforts.

OPERATIONS EMISSIONS

To help meet our targets and contribute additional renewable electricity to the grid, we have contracted for renewable power from a new project currently under development and are sourcing renewable electricity for the remainder of our operations. We have also continued to implement energy efficiency measures in our own operations to decrease our energy intensity.

Renewable Energy

We signed a 10-year Collective Virtual Power Purchase Agreement (VPPA) with 12 other Fashion Pact members in FY24. Located in Spain, this project is expected to begin operating in 2026 and will match close to 80% of Ralph Lauren's power consumption in Europe with renewable power. In FY25, we continued to invest in renewable energy attribute certificates, accounting for 100% of our global electricity use.

SUPPLY CHAIN EMISSIONS

Recognizing that a significant portion of our emissions originate in our supply chain, we work closely with our suppliers to develop and implement targeted carbon reduction goals. In addition to addressing emissions within our value chain, we actively contribute to industry-wide efforts to advance collective climate action.

The Carbon Leadership Program

We continue to take part in the Carbon Leadership Program (CLP) through our partnership with the **Apparel Impact Institute (Aii)**. As of FY25, we expanded CLP engagement to include approximately 170 facilities, representing close to 60% of our raw material business spend, including more than 70 strategic finished goods facilities. To date, participating facilities have committed to an average carbon reduction target of approximately 64% by 2030, compared to a 2019 baseline.

We continue to engage quarterly with more than 55 facilities currently participating in the program, tracking and reviewing their implementation progress through Aii's Carbon Target Monitoring (CTM) initiative. We also support suppliers with capability building and collective action initiatives to drive the implementation of the identified reduction opportunities.

Future Supplier Initiative

In FY25, we joined the **Future Supplier Initiative**, in partnership with Aii. The initiative offers a collective financing model to support deep decarbonization in the apparel sector, facilitating brands and suppliers in developing and funding projects that enable emissions reductions across global fashion supply chains.

Coal Phase Out

As we improve transparency in our supply chain, we are working to phase out on-site¹⁹ coal use from our identified Tier 1 and Tier 2 manufacturing facilities by the end of 2025. To support this transition, we partner with suppliers to develop GHG, energy and water reduction roadmaps through targeted engagement programs.

As of the end of FY25, we have identified and engaged with 80 on-site¹⁹ coal users globally, including Tier 1, Tier 2 and subcontracted facilities. Of these, 66 facilities have successfully phased out on-site coal use, while 13 are either no longer active or in the process of deactivation, leaving only one active coal user at the end of FY25.

Through the implementation of our internal coal phase out policy and procedure, we continue to engage existing suppliers in phasing out coal. Since November 2022, we have also committed to not onboard any new coal-using facilities into our supply chain.

¹⁹ On-site refers to the coal consumption of the on-site equipment of our manufacturing partners.



CLIMATE

Our Metrics & Targets

We decreased absolute emissions by 34% in FY25 from our FY20 baseline. This reduction was mainly driven by a reduction in units produced, as a result of our corporate elevation strategy, as well as decarbonization efforts across our supply chain.

GHG FOOTPRINT OVERVIEW: SCOPE 1, 2 AND 3²⁰ (MTCO₂e)



- **1%** Scope 1: Heating & Cooling
- **<1%** Scope 2: Purchased Electricity
- **99%** Scope 3: Value Chain

SCOPE 3 EMISSIONS, BY SOURCE

- 26%** Raw Materials
- 18%** Manufacturing & Processing (Tier 2)
- 17%** Consumer Product Use²¹
- 13%** Transportation & Distribution
- 10%** Non-Merchandise Spend
- 8%** Manufacturing & Processing (Tier 1)
- 3%** Business Travel & Employee Commuting
- 2%** Product End-of-Life
- 2%** Other Value Chain²²

OUR SCIENCE-BASED TARGET

We have established a science-based target to reduce our absolute GHG emissions by 30% by 2030, compared to FY20. This target includes reducing emissions from our operations (Scope 1 and 2) by sourcing 100% renewable electricity and reducing emissions from our value chain (Scope 3). In June 2020, SBTi validated that this target is aligned with GHG reductions required to keep global temperature rise to 1.5 degrees Celsius for Scope 1 and 2 and well below 2 degrees Celsius for Scope 3.

To achieve meaningful, long-term impact, Ralph Lauren will shift from a net-zero greenhouse gas goal in favor of setting rolling five-year milestones, with a near-term focus on our SBTi-validated 2030 goal. We will continue to follow a science-based methodology aligned with the Paris Agreement to advance our work — further scaling proven approaches across raw materials sourcing; direct supplier engagement to phase out on-site coal; and advancing collective financing mechanisms to fund relevant supplier initiatives. This approach is intended to deliver impactful results and drive accountability as we continue to work together with industry, government and other stakeholders to address systemic complexities like the availability of scaled recycling technology and the need for grid decarbonization throughout the global supply chain.

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 through 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 through March 2031. This 2030 target complements our near-term target of sourcing 100% renewable electricity at our facilities by 2025.

Ralph Lauren confirms that no material structural changes (e.g., acquisitions, divestments, mergers) occurred during the reporting year that would impact the GHG emissions boundary. If any such changes occur in future years, they will be disclosed and quantified accordingly.

For our 2030 target, there have been no changes in corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25. With the shift described above, we are retiring our net-zero by 2040 target.

²⁰ Values less than 1% are shown as <1%. Totals may not add up to 100% due to rounding.
²¹ Consumer Product Use includes emissions from product washing, drying, dry cleaning and/or ironing.
²² Other Value Chain includes upstream energy production and waste generated in operations and licensed stores.

TOTAL GHG EMISSIONS, BY SOURCE (MTCO₂e)²³

	FY25	FY24	FY20 (baseline)
Total Emissions	1,230,541	1,242,673	1,861,735
Total Scope 1 Emissions²⁴	13,526	14,679	16,248
Stationary combustion- Other fuels	194	14	1,207
Refrigerant leakage	902	835	3,345
Stationary combustion- Natural gas	12,430	13,830	11,696
Scope 2 Emissions (location-based)	61,606	58,601	84,224
Scope 2 Emissions (market-based)	76	22,362	90,380
Total Scope 3 Emissions²⁵	1,217,000	1,206,000	1,755,000
Category 1: Purchased goods and services	765,000	846,000	1,243,000
Category 3: Fuel-and-energy-related activities	23,000	10,000	20,000
Category 4: Upstream transportation and distribution	145,000	75,000	77,000
Category 5: Waste generated in operations	2,000	1,000	<1,000
Category 6: Business travel	6,000	4,000	28,000
Category 7: Employee commuting	29,000	29,000	27,000
Category 9: Downstream transportation and distribution	12,000	4,000	39,000
Category 11: Use of sold products	211,000	205,000	267,000
Category 12: End-of-life treatment of sold products	23,000	24,000	34,000
Category 14: Franchises	2,000	7,000	18,000
GHG Intensity (MtCO₂e/\$ million revenue)	174	187	302

TOTAL SCOPE 1 GHG EMISSIONS, BY TYPE (MTCO₂e)

	FY25	FY24	FY20 (baseline)
CO₂	12,610	13,830	12,887
CH₄	6	7	8
N₂O	8	8	8
HFCs	902	835	3,345

TOTAL ENERGY CONSUMPTION,²⁶ BY SOURCE (MWh)

	FY25
Total energy consumption from renewable sources	167,000
Total energy consumption from non-renewable sources	70,000

²³ We measure and calculate our emissions according to the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol, the industry standard and international tool for carbon accounting.

²⁴ We have not adopted European Union Emissions Trading System and are not planning to incorporate them in the next three years.

²⁵ Scope 3 emissions data are rounded to the nearest thousand metric tons.

²⁶ Ralph Lauren does not generate electricity, heat, steam or cooling. Figures exclude feedstock and are rounded to the nearest thousand.



Climate Methodology

We calculate and report GHG emissions using established international standards to ensure accuracy, consistency, and transparency.

We follow the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol, including the Corporate Accounting and Reporting Standard (Revised Edition) and the Corporate Value Chain (Scope 3) Standard. Emissions are consolidated using an operational control approach. Our inventory covers CO₂, CH₄, N₂O, and

HFOs, which are reported in metric tons of CO₂-equivalents (MTCO_{2e}) using 100-year Global Warming Potentials (GWPs) from the IPCC Fifth Assessment Report (AR5). Emission factors are drawn from internationally recognized sources, including eGRID, Green-e, IEA, Association of Issuing Bodies (AIB), U.K. Department for Environment, Food and Rural Affairs (DEFRA), the U.S. Environmental Protection Agency (EPA), Energy Information Administration (EIA) and Worldly's Material Sustainability Index (MSI).

The GHG Protocol categorizes emissions into three scopes:

- **Scope 1 emissions** include fuel use and refrigerant leakage from cooling systems in Company-operated facilities (retail stores, offices and distribution centers). These emissions are calculated using facility-level fuel consumption data, categorized by fuel type (natural gas, fuel oil and propane) and EPA emission factors. Refrigerant emissions are calculated based on assumed refrigerant type, capacity and leakage rates, following EPA guidance. Facility-specific fuel use is determined by using a three-tiered methodology based on the availability of primary data for the fiscal year. Where full-year primary data is available, fuel use is summed directly. For facilities with partial data, usage is scaled based on geographic region and facility type. In the absence of primary data, fuel use is modeled using facility square footage and fuel use intensity benchmarks by climate zone and facility type.
- **Scope 2 emissions** include purchased electricity, heat, cooling or steam used in Company-operated facilities (retail stores, offices and distribution centers). These emissions are calculated using purchased energy data and reported using both market-based (EPA eGRID) and location-based (EPA state-level factors) methods. Facility-specific electricity use is determined by using a three-tiered methodology based on the availability of primary data for the fiscal year. Where full-year primary data is available, electricity use is summed directly. For facilities with partial data, usage is scaled based on geographic region and facility type. In the absence of primary data, electricity use is modeled using facility square footage and electricity use intensity benchmarks by climate zone and facility type.
- **Scope 3 emissions** account for most of our footprint and represent all other indirect emissions throughout our value chain, including all greenhouse gases covered under the GHG Protocol. These calculations exclude any removals, as well as purchased, sold or transferred carbon credits. Calculation methodologies vary by Scope 3 emissions category, described below.

Relevant Scope 3 emissions categories

- **Purchased goods and services (Category 1):** Emissions are calculated using appropriate primary data and emission factors for merchandise manufacturing and processing (Tier 1 and 2), merchandise raw materials, and non-merchandise spend. Primary environmental impact data for merchandise manufacturing and processing are collected from Worldly's Facility Environmental Module (FEM) and Facility Data Manager (FDM). Merchandise raw material data are calculated based on total volume of raw materials used in sold products sources from merchandise bill of materials and multiplied by relevant life-cycle emissions factors from MSI and Woolmark. Non-merchandise spend activity data are sourced from our corporate procurement records. Relevant emissions from Capital Goods (Category 2) are included in reported Category 1 emissions based on non-merchandise spend data.
- **Fuel-and-energy-related activities (Category 3):** Emissions derive from fuel and electricity consumed prior to energy consumption in Company-operated facilities (as reported in Scope 1 or 2 activities). Emissions are calculated by applying DEFRA well-to-tank emission factors to total energy consumption by country or region.
- **Upstream and downstream transportation and distribution (Categories 4 and 9):** Emissions are calculated using transportation data, converted from tonne-kilometers to ton-miles where applicable. For multi-modal international outbound shipments, data are currently available only as total spend (USD). Weight-based

emission factors are sourced from the EPA's GHG Emission Factors Hub, while spend-based factors are from the EPA's Supply Chain GHG Emission Factors for U.S. Industries and Commodities. Emissions for each transport mode are calculated by applying the appropriate emission factor to the relevant activity data.

- **Waste generated in operations (Category 5):** Emissions are calculated using waste volumes at distribution centers, stores and estimated office waste, using EPA and DEFRA emission factors. Office waste is estimated using EIA and EPA benchmarks.
 - **Business travel (Category 6):** Emissions are calculated using company data on air, rail, hotel and car travel. Activity data such as passenger miles, nights stayed and miles driven are multiplied by the relevant emission factors sourced from EPA and DEFRA.
 - **Employee commuting (Category 7):** Emissions are estimated using average commuting patterns for retail and office employees. Part-time employees are normalized to full-time equivalents (FTEs). Due to limited country-specific data, average commute mode percentages are applied. Emissions are then determined by multiplying the number of employees by the percentage of each commute type, country and corresponding emission factor.
 - **Use of sold products (Category 11):** Emissions are calculated using total units sold by product category, product weight, appliance energy consumption (kWh) and IEA emission factors. Products are grouped by consumer use behavior (washing, drying or ironing), with assumptions for frequency of use over the product lifetime. Regional average appliance specifications are applied to determine energy use per unit. Total emissions are then calculated by multiplying energy use by units sold and applying the appropriate regional emission factor.
 - **End-of-life treatment for sold products (Category 12):** Emissions are calculated using the total weight of raw materials used in sold products, applying EPA emission factors for landfill disposal. DEFRA emission factors are used for materials without EPA data and a generic DEFRA emission factor for landfilled clothing is applied to all remaining materials.
 - **Franchises (Category 14):** Emissions are estimated for licensed retail stores using EIA benchmarks for average energy use per square foot, combined with assumed refrigerant type and leakage rates consistent with our Scope 1 and 2 methodology. Final totals reflect market-based emissions.
- ## Excluded Scope 3 emission categories
- **Capital Goods (Category 2):** Relevant emissions are included in reported Purchased Goods and Services (Category 1) emissions.
 - **Upstream Leased Assets (Category 8):** Emissions are included in Scope 1 and Scope 2 emissions.
 - **Processing of sold products (Category 10):** Ralph Lauren merchandise is not processed after sale.
 - **Downstream Leased Assets (Category 13):** Ralph Lauren does not lease any owned assets.
 - **Investments (Category 15):** Ralph Lauren does not maintain significant investments.

Chemical Management & Pollution

We actively monitor and reduce the use and discharge of hazardous chemicals and we are committed to incorporating safer, more sustainable alternatives across our operations to minimize impacts on people and the environment. Our approach to chemical management is a collaborative effort aimed at eliminating the intentional use and discharge of hazardous substances across our industry's collective supply chain. As chemical formulations and applications evolve, we continue to enhance our chemical management strategy through more targeted impact measurement and deeper integration across our business.

TARGETS

We are committed to using safer and more sustainable chemicals throughout our business to address their human and environmental impact

POLICIES

[Environmental Policy](#)

[Operating Standards](#)

[Sustainable Chemical Management Policy](#)

KEY ACTIONS

Completed the elimination of potassium permanganate (PP) from our production processes, including non-denim

Gained 95% visibility of chemical use in manufacturing (by spend)²⁷

Achieved 88% conformance with the ZDHC Manufacturing Restricted Substances List (MRSL) across reported chemicals²⁸

We are committed to assessing our environmental impacts and establishing targets that reference the open-source methodology for science-based targets for nature. Our approach includes location- and commodity-specific analyses to address the most pressing nature issues for our Company, such as water quality, soil pollution and biodiversity. While our chemical management efforts aim to reduce pollution in manufacturing and processing, they are not the primary driver for our nature targets. For more information, please refer to the [Biodiversity & Land Use](#) section of this report.

Our [Environmental Policy](#), [Operating Standards](#) and [Sustainable Chemical Management Policy](#) define our approach to assessing the impacts of the chemicals in our supply chain and how we partner with manufacturers and licensees to ensure responsible chemical management practices. The Sustainable Chemical Management Policy sets clear expectations for chemical selection and processing and outlines our commitment to monitoring and reducing the environmental, health and safety risks associated with the use and discharge of hazardous chemicals in manufacturing and processing.

ELIMINATING PRIORITY CHEMICALS

In addition to the implementation of ZDHC MRSL, we no longer design products that require the intentional use of the following chemicals:



PFAS (per- and polyfluoroalkyl substances) in water repellent/resistant fabrics. PFAS have been incorporated into our product testing manual to ensure product compliance with our Restricted Substances List (RSL) standard.



PVC (polyvinyl chloride) in product materials and prints. PVC has been incorporated into our product testing manual to ensure that our prints are not PVC-based.



PP (potassium permanganate) in our denim washes. In FY25, we successfully completed the elimination of PP from our production processes, including non-denim.

ZERO DISCHARGE OF HAZARDOUS CHEMICALS PROGRAMME

Ralph Lauren is a signatory in the [Zero Discharge of Hazardous Chemicals \(ZDHC\) Programme](#), a sector-wide coalition aimed at advancing the industry toward zero discharge of hazardous chemicals. Through this collaboration, we work with peers and experts to drive safer chemical practices across the apparel supply chain. Since 2020, we have adopted the [ZDHC MRSL](#) and ZDHC-approved Chemical Inventory List Management Tools. These 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 safer, MRSL-conformant alternatives.

In FY25, we expanded our visibility into chemical products used in our manufacturing supply chain and their conformance with the MRSL. In Tier 1 manufacturing facilities, we increased chemical visibility to 95% of our business volume (by spend),²⁷ compared to 91% in FY24. Of the chemicals reported, 88% conform with the MRSL.²⁹ In our Tier 2 supply chain, we have chemical visibility for approximately 70% of our woven, knit and sweater material business spend. Additionally, approximately 93% of the chemicals reported conform with the MRSL.

We apply ZDHC's chemical inventory verification methodology, with an added step to validate the commodity chemical products used across our supply chain. In FY25, this process covered more than 60 wet processing facilities, including our strategic and key suppliers. The results showed that approximately 97% of these facilities achieved

²⁷ Gained 97% visibility of chemical use in manufacturing for suppliers representing top 85% of spend.

²⁸ The remaining 12% includes substances not yet verified against the MRSL, such as commodity chemicals or those pending registration in the ZDHC Gateway. These are not necessarily hazardous and are managed through wastewater testing, supplier partnerships and a phased transition plan.

²⁹ Ralph Lauren's measurement of these metrics has been validated by ZDHC.

CHEMICAL MANAGEMENT & POLLUTION

Our Actions & Resources

We are committed to using safer, more sustainable chemicals to reduce impacts on human health and the environment. Through collaboration with partners and suppliers, we promote responsible chemical use across our value chain and align with evolving standards and best practices.

an overall passing score, with an average of approximately 94% of chemical products verified as compliant with the ZDHC standard. In addition, we evaluated the operational aspects of chemical management at the facility level using the Chemical Management section of the Worldly FEM.

We adopt the ZDHC MRSL Wastewater Guidelines to guide our efforts in eliminating the use and discharge of hazardous chemicals. The Guidelines detail effluent testing methods, parameters, limits and reporting approaches to ensure our manufacturing facilities are not discharging hazardous chemicals. In FY25, we expanded the rollout of the ZDHC Wastewater test in our supply base as part of our sustainable chemicals management strategy to monitor the facility's conformance against the ZDHC MRSL. Although the wastewater test provides only a snapshot of the facility's effluent quality, it ensures annual monitoring. This allows us to follow up and address any nonconformance at its source through a root cause analysis approach aligned with the ZDHC guidelines. This process informs both the facility and Ralph Lauren on targeted chemical phaseouts at the facility level. Among our facilities, approximately 95% of Tier 1 and approximately 68% of Tier 2 facilities (by business spend) have performed wastewater tests in accordance with the Guidelines. Of the substances screened, over 99% comply with the ZDHC standard.

CHEMICAL MANAGEMENT & POLLUTION

Our Metrics & Targets

We are focused on monitoring and reducing the use and discharge of hazardous chemicals in our manufacturing supply chain by collaborating with peers and experts, including ZDHC.

In FY24, we established a new commitment for chemical management to replace our previous goal, which aligns with industry-wide shifts toward a more holistic chemical management approach — prioritizing safety, sustainability and continuous improvement.

We recognize that nitrogen oxides, sulfur oxides and other significant air pollutants may be generated from the use of fossil fuels in our supply chain, such as coal. For more information on our climate strategy and decarbonization efforts, please see the [Climate](#) section of this report.

For chemical management and pollution, there have been no changes in targets and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25.



Water

Water is critical for communities and ecosystems to thrive; it's 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, help suppliers improve water efficiency and wastewater management and participate in initiatives that enhance community water access.

TARGETS

Achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by the end of 2025

POLICIES

[Environmental Policy](#)

[Operating Standards](#)

[Supply Chain and Product Sustainability Policy](#)

KEY ACTIONS

Reduced our water use by 32% from our FY20 baseline

Continued expanding the Carbon Leadership Program within our supply chain



Ralph Lauren's owned and operated facilities have minimal freshwater use, primarily for drinking and sanitation in leased, multi-tenant buildings. Given their negligible water footprint compared to our overall value chain, these facilities are not currently included in our water risk analysis or monitoring programs, as they do not pose substantive or strategic water-related risks.

Our work related to water stewardship is guided by our [Environmental Policy](#), [Operating Standards](#) and [Supply Chain and Product Sustainability Policy](#).

WATER RISK

Using the [World Wildlife Fund \(WWF\)](#) Water Risk Filter, we assess basin and operational risk in our manufacturing supply chain across three dimensions: physical risk, regulatory risk and reputational risk. This assessment identifies the scope and scale of physical risks (scarcity, flooding, quality and ecosystem services), regulatory risks and reputational risks at manufacturing sites based on both basin location and specific business operations. We also utilize the [Maplecroft](#) database to analyze water risks at the country level.

We assess supplier water dependency and impact using our water footprint analysis, Worldly FEM and FDM data and supplier scorecard, factoring in procurement spend to prioritize high-impact suppliers. This comprehensive approach enables suppliers to better understand their specific water risks and implement targeted interventions that support improved water stewardship and management practices.

WATER IN OUR VALUE CHAIN

We prioritize partnerships across our value chain to deepen our understanding of water-related risks and impacts. Our strategy emphasizes collaboration with manufacturers and local communities in key sourcing regions, working closely with production partners to implement water-efficient practices and capture performance data through Worldly FEM and FDM. As part of our broader climate and water stewardship efforts, the expansion of the **Carbon Leadership Program** provides nominated manufacturing facilities with technical support to develop and implement water reduction plans.

We expect all suppliers and facilities to manage and treat wastewater and byproducts in accordance with, or exceeding, applicable legal requirements. As outlined in the **Chemical Management & Pollution** section of this report, we are a signatory of the **ZDHC Programme**, working to eliminate the use and discharge of hazardous chemicals across our global apparel supply chain.

We have adopted the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to ensure transparency and traceability of chemical use in creating our products, enabling us to assess supplier impacts on water quality.

A third-party water hotspot analysis of our supply chain identified mills and vertical suppliers with wet processing as major contributors to our water footprint. These insights inform our efforts to drive water use improvements in priority manufacturing regions.

WATER

Our Actions & Resources

Water is essential to our industry — for irrigating fiber crops, dyeing and washing during manufacturing. We regularly assess water use throughout our value chain, seeking opportunities to improve efficiency and help our suppliers set and achieve water reduction targets.

WATER EFFICIENCY

We are committed to reducing total water consumption by at least 20% across our operations and value chain by the end of 2025, compared to a FY20 baseline. To support this goal, we work closely with suppliers to adopt more water-efficient processing methods, particularly in dyeing and finishing. We also continue to explore innovative solutions — from alternative chemicals to advanced machinery — to reduce water use, energy consumption and emissions across key stages of manufacturing.

THE CARBON LEADERSHIP PROGRAM

Through the **Carbon Leadership Program**, we help partner facilities set 2025 and 2030 water reduction targets and develop roadmaps to achieve them. These plans could save an estimated 26 million m³ of aggregate water consumption annually from all the participating facilities by 2030. Water efficiency and recycling projects offer the greatest potential, reducing freshwater use by an average of 14% and 26%, respectively. Key measures include low liquor ratio dyeing, water reuse in the dyeing system and dyeing machine retrofits. We also support suppliers with progress tracking, capability building and collective action initiatives.

WATER

Our Metrics & Targets

We are committed to reducing total water consumption by at least 20% across our operations and value chain by the end of 2025, compared to our FY20 baseline. This target relates to a key objective of our Environmental Policy: reducing our impact on the environment by creating products responsibly and operating our business in ways that respect our planet.

WATER FOOTPRINT

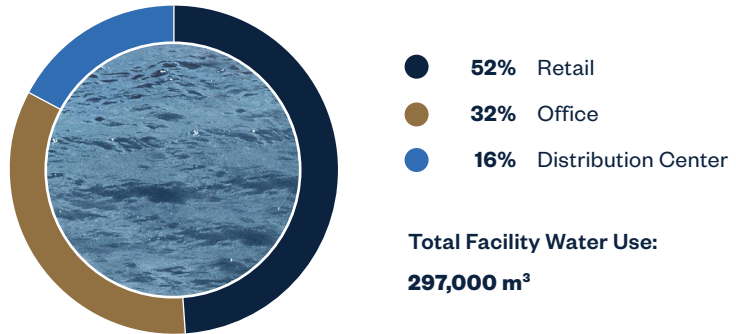
In FY25, our water footprint was approximately 10,110,000 m³ — a 32% reduction compared to FY20. This reduction was driven by decreased production volumes, which significantly impacted our supply chain water consumption, along with improved visibility into supplier water consumption. In parallel, we strengthened direct collaboration with suppliers to promote improved water management practices, including the adoption of more water-efficient processing for our material and product manufacturing. These efforts were complemented by broader industry-wide initiatives aimed at collective water stewardship.

For water, there have been no changes in targets and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25.

TOTAL WATER FOOTPRINT, BY SOURCE (m³)³⁰

	FY25	FY24	FY20 (baseline)
Manufacturing & Processing	9,813,000 (97%)	10,664,000 (98%)	14,573,000 (98%)
Owned & Operated Facilities	297,000 (3%)	268,000 (2%)	297,000 (2%)
Total	10,110,000	10,932,000	14,870,000

TOTAL WATER USE, BY SOURCE



³⁰ Water footprint data are rounded to the nearest thousand.

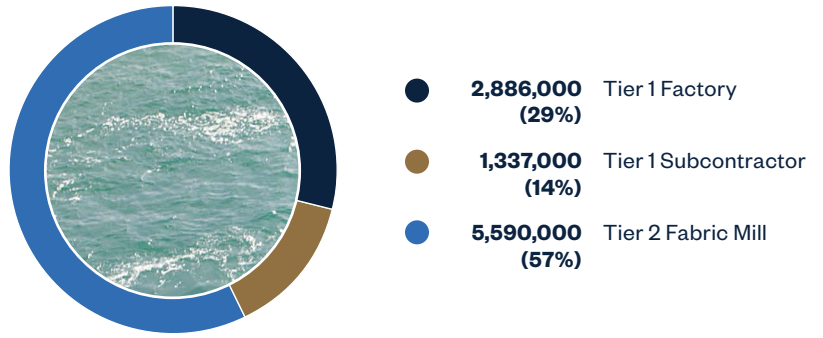


SUPPLY CHAIN WATER USE

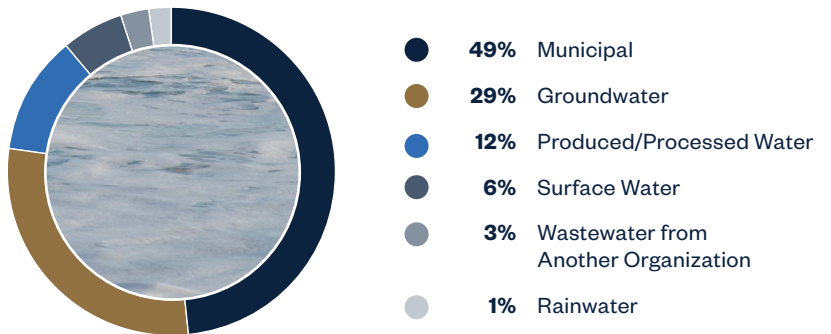
We adopt the ZDHC Wastewater Guidelines, a standardized methodology for sampling, testing and reporting wastewater in the apparel and footwear industry. In cases where non-conformant chemicals are being used in the manufacturing process, we expect facilities to conduct a root cause analysis, implement corrective actions and establish preventive measures to avoid recurrence.

Aligned with ZDHC’s approach to verifying that MRSL-listed substances are not intentionally used, we require all manufacturing facilities with wet processing to test their wastewater against the ZDHC Wastewater Guidelines and upload results to the ZDHC Gateway. For more information on ZDHC, see the [Chemical Management & Pollution](#) section of this report.

SUPPLY CHAIN WATER USE, BY FACILITY TYPE (m³)³¹



SUPPLY CHAIN WATER USE, BY SOURCE



³¹ Supply chain water use by facility type data are rounded to the nearest thousand.

Biodiversity & Land Use

Biodiversity affects every part of our value chain and we are committed to leveraging globally recognized frameworks to understand and address our key impacts on nature.

TARGETS

Develop a biodiversity strategy and set goals aligned³² with the science-based targets for nature by 2024

POLICIES

[Environmental Policy](#)

[Operating Standards](#)

KEY ACTIONS

Finalized our biodiversity strategy and goals in adherence to Step 3 of the open-source guidelines for setting science-based targets for nature

Our approach to addressing our impact on nature is integrated with and builds upon our existing actions related to climate change, water stewardship and chemical management. This includes:

- Identifying ways to avoid new negative impacts and reduce existing ones, where possible
- Developing strategies to restore and regenerate ecosystems in our value chain and engaging in transformative efforts to address root causes of nature loss

Biodiversity impacts all aspects of our value chain, so we are committed to engaging with our supply chain partners in our goals and initiatives.

Our work related to biodiversity and land use is informed by our [Environmental Policy](#) and [Operating Standards](#). We continue to evolve these policies to incorporate our new biodiversity strategy and resolve any existing gaps in our approach.



Learn more about our work to **Protect the Environment** on our [website](#). ↗

³² While our goals are aligned with environmental priorities, "aligned" in this context means they are strategically oriented toward addressing identified environmental impacts, not that they have been externally validated or certified by Science Based Targets Network.



BIODIVERSITY & LAND USE

Our Actions & Resources

Referencing open-source methodology for science-based targets for nature, we assessed our environmental impacts and established targets to reduce negative impacts and increase positive ones for nature and people. In FY24, 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. Taking a location- and commodity-specific approach, we examined the most central nature pressures for Ralph Lauren — including water quantity, water quality, soil pollution, land use and land use change — as well as identifying key raw materials to prioritize, in particular cotton and cashmere.

In FY25, we leveraged findings from Steps 1 and 2 to inform the development of a comprehensive biodiversity strategy. We completed Step 3 by finalizing our goal set, which references open-source methodology for science-based targets for nature. We recognize that biodiversity impacts all aspects of our value chain, so as we move forward with our nature strategy, we will engage our supply chain partners in our goals and initiatives. We plan to share our comprehensive biodiversity strategy after the publication of this report.

For more information on actions we took this year that support our biodiversity efforts, see the [Resource Use & Circularity](#) section of this report.

OUR BIODIVERSITY JOURNEY

We are shaping our nature goals and strategy by using open-source methodology and following these steps:



BIODIVERSITY & LAND USE

Our Metrics & Targets

We are committed to reducing our overall impact on nature and, in FY25, we achieved our goal of developing a biodiversity strategy and setting goals aligned³³ with the open-source methodology for setting science-based targets for nature.

Through this process, we evaluated our environmental footprint while establishing goals that minimize harm and enhance benefits for ecosystems and communities. We do not own or operate sites located in or near biodiversity hotspots. However, we continue to evaluate our value chain sites, with a particular focus on Tier 4, considering the land footprint of our Tier 4 suppliers compared to other tiers. Identifying the most significant nature-related stressors throughout our value chain is important, so we can focus on key areas where environmental factors and business activities intersect.

For biodiversity and land use, there have been no changes in targets and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25.

³³ While our goals are aligned with environmental priorities, "aligned" in this context means they are strategically oriented toward addressing identified environmental impacts, not that they have been externally validated or certified by Science Based Targets Network.

Resource Use & Circularity

Rooted in our ethos of timelessness, we are reimagining how our products are designed, crafted, passed down through generations and made again. Focusing our efforts on the key materials³⁴ that make up the chief content of 95% of our apparel units, we prioritize materials certified to credible third-party standards. Our commitment to using high-quality materials ensures each Ralph Lauren piece stands the test of time and helps enable responsible recirculation, while also helping to address ecological impact, protect biodiversity and animal welfare and support producer livelihoods.

TARGETS

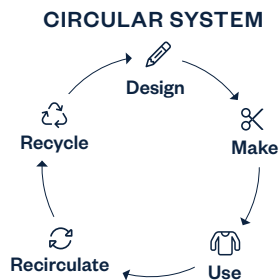
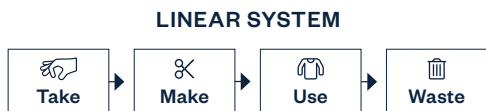
- Enable our past and future products to live on responsibly by 2030
- Five of our iconic products will be Cradle to Cradle (C2C) Certified® by the end of 2025
- Offer high-quality products made with 100% recycled cotton by the end of 2025
- Set and implement Circular Design Principles into our design and development process by the end of 2025
- Invest in scaling innovative technologies and regenerative practices to advance a circular economy by 2025
- Connect consumers with options to rent, repair and recirculate our products in select key cities by the end of 2025
- Achieve 100% sustainably sourced key materials³⁴ by the end of 2025
- 100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates³⁵ by the end of 2025
- Achieve 100% recyclable, reusable or sustainably sourced packaging materials³⁶ by the end of 2025

KEY ACTIONS

- Achieved the target to introduce five Cradle to Cradle Certified® iconic products by launching the Oversize Cashmere Boatneck Sweater
- Piloted a repair service and expanded our Ralph Lauren Vintage offering
- Developed Circular Design Principles implementation guidance
- Launched a denim recycling program in North America
- 98% of our units met at least one of our sustainable material criteria³⁷
- 86% of our key wood suppliers had committed to using sustainably sourced wood substrates³⁵
- 80% of our total packaging volume met at least one of our sustainable packaging criteria³⁶ in 2025

POLICIES

- [Animal Welfare Policy](#)
- [Environmental Policy](#)
- [Operating Standards](#)
- [Supply Chain and Product Sustainability Policy](#)



CIRCULARITY AT RALPH LAUREN

We are designing products with the end in mind, connecting consumers to opportunities for repair, resale and recycling, and also investing in scalable innovations.

Our circularity strategy focuses on three key areas:

1. Designing and making **products** through the lens of Circular Design Principles
2. Connecting consumers to **services** that enable product longevity and reuse
3. Investing in circular **systems** and innovation across the industry

Our work related to resource use and circularity is guided by our **Animal Welfare Policy**, **Environmental Policy**, and **Supply Chain and Product Sustainability Policy**. In addition, all Ralph Lauren suppliers are required to sign our Vendor Compliance Packet, which includes our **Operating Standards**.

³⁴ Cotton, polyester, wool, viscose, tanned leather and cashmere. This also includes down in apparel only.

³⁵ Sustainably-sourced wood substrates are those which are certified by a forest management system, repurposed or recycled.

³⁶ Sustainably-sourced packaging materials are defined based on material type:

- Forest-based packaging (e.g., paper, corrugate, wood) must contain a minimum of 20% recycled content and/or be certified by one of the following: Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) or Program for the Endorsement of Forest Certification (PEFC).
- Plastic-based packaging (e.g., PET, LDPE) must contain a minimum of 20% recycled content.
- Textile-based packaging must meet our sustainably-sourced key material criteria.

³⁷ Sustainably-sourced key materials are defined as: *Cotton*: organic, transitional/in-conversion, Better Cotton, recycled, regenerative or U.S. Cotton Trust Protocol; *Polyester*: recycled; *Wool*: Responsible Wool Standard (RWS)-certified or recycled; *Viscose*: CanopyStyle verified suppliers; *Down*: Responsible Down Standard (RDS)-certified or recycled; *Leather*: Leather Working Group (LWG)-certified tanneries; and *Cashmere*: Sustainable Fibre Alliance (SFA)-certified (or equivalent) or recycled.

RESOURCE USE & CIRCULARITY

Our Actions & Resources

We craft high-quality, enduring products with deliberate care, making intentional decisions at every step. From material selection and waste management practices, we prioritize more sustainable options aimed at reducing environmental impact while meeting the quality standards our consumers expect from our brand. Every choice reflects our dedication to creating timeless pieces that are as mindful of the planet as they are beautiful and durable.



DESIGNING FOR TIMELESSNESS

Our Circular Design Principles, developed through collaborative cross-functional engagement, are intended to support our design and product development teams to create products that are made to endure for years to come.

Cradle to Cradle Certified®

Cradle to Cradle (C2C) certification is the global standard for products that are safe and circular. Ralph Lauren partners with an independent assessment body to ensure that every component of our C2C Certified® products meets the criteria set by the Cradle to Cradle Products Innovation Institute (C2CPII). Certification is based on performance across five categories — material health, product circularity, clean air and climate protection, water and soil stewardship and social fairness. Products with active certification are listed in the publicly available [Cradle to Cradle Certified® Product Registry](#).

In FY25, we expanded our collection of C2C Certified® Gold luxury cashmere sweaters with the introduction of the Oversize Cashmere Boatneck Sweater. We also submitted an application for an additional product to receive certification, with a planned launch in 2025. In parallel, we submitted four existing styles — the crewneck, turtleneck, flag and boatneck cashmere sweaters — for recertification.

Ellen MacArthur Foundation

Since 2021, we have been a Network Partner of the [Ellen MacArthur Foundation \(EMF\)](#), engaging in collaborative efforts to accelerate the transition to a circular economy across our industry. In FY25, we renewed our membership with EMF for three more years, continued our participation on the EMF Fashion Advisory Board and attended the EMF Keystone Summit.


OUR CIRCULAR DESIGN PRINCIPLES


CREATE RESPONSIBLY
Use sustainable materials and processes

DESIGN FOR LONGEVITY
Create durable, timeless silhouettes

DESIGN FOR CYCLABILITY
Enable material recycling

INSPIRE CIRCULATION
Support care, repair and recirculation



Learn more about our **Cradle to Cradle Certified®** products on our [website](#). 



ENABLING CIRCULARITY

We are committed to extending the life of our products by empowering consumers to make conscious choices throughout their post-purchase and product use journey. We continue to invest in innovative, scalable solutions while maintaining the signature quality that defines our brand.

In FY25, we launched a dedicated recycling channel for Ralph Lauren denim in partnership with **Cotton Inc.'s Blue Jeans Go Green™** program, offering customers a responsible end-of-life solution for their denim. We also continued to expand our circular services by launching a repair pilot in eight London-area stores and introduced enhanced care guidance for some of our most iconic products.

Digital Product ID (DPID)

We have integrated DPID into our product offering since 2019 as a way for consumers to verify the authenticity and details of their Ralph Lauren products easily and seamlessly. With more than 400 million individual items equipped with DPIDs, we are continuing to leverage DPID to identify counterfeiters and to ensure customers can easily report fraudulent products to Ralph Lauren. In FY25, we activated more than 100 million DPIDs.

KEY MATERIALS

We focus on using materials that help reduce environmental impact and support animal welfare — without compromising on quality or durability. Our efforts center on the core materials that make up 95% of our apparel units: cotton, polyester, tanned leather, wool, viscose, cashmere and down. We are committed to sourcing materials certified to credible third-party standards and advancing traceability throughout our supply chain.

Cotton

Cotton is the most widely used natural fiber for clothing production³⁸ and is the chief content in approximately 80% of our apparel units. In FY25, 99% of the cotton apparel units we produced met at least one of our defined sustainability attributes (organic, transitional/in-conversion, Better Cotton, recycled, regenerative or U.S. Cotton Trust Protocol).

Through the **U.S. Regenerative Cotton Fund (USRCF)**, The Ralph Lauren Corporate Foundation also supports the increased adoption of regenerative practices, such as reduced tillage and cover cropping, among U.S. cotton farmers.



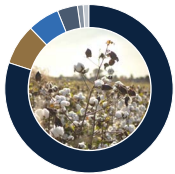
Learn more about the
**U.S. Regenerative
Cotton Fund** on
our [website](#).



³⁸ World Resources Institute



KEY MATERIALS IN OUR PORTFOLIO^{34, 35}



- 80% Cotton
- 8% Animal derived
- 6% Polyester
- 4% Other
- <1% Nylon
- <1% Viscose

ANIMAL DERIVED



- 5% Leather/Skins
- 2% Wool
- <1% Cashmere
- <1% Silk

Polyester

Polyester is the chief content in approximately 6% of our apparel units and is critical to performance in certain product categories, such as outerwear, swim and certain types of knit shirts. In FY25, 85% of our polyester apparel units were made with recycled polyester.

Tanned Leather

Tanned leather is the chief component of approximately 5% of our units, in product categories such as handbags, shoes and some apparel. In FY25, we continued making progress toward our goal of sourcing all our tanned leather from **Leather Working Group (LWG)**-certified tanneries, achieving a total of 99%. LWG seeks to drive best practices and positive environmental and social change in leather production; the cornerstone of its efforts is the LWG Leather Manufacture Audit Standard, which assesses the environmental impact of leather production at the facility level.

Wool

Wool is the chief content in approximately 2% of our apparel units, in product categories such as sweaters, suiting and outerwear. **The Responsible Wool Standard (RWS)** is a certification that aims to protect animal welfare and promote progressive methods of land management at the farm level. As wool moves through the supply chain, the Content Claim Standard established by **Textile Exchange** ensures a strong chain of custody is in place at every stage, so the consumer can be confident the finished product contains wool from a RWS-certified farm. In FY25, 93% of our chief content wool apparel products were made with RWS or recycled wool.

Viscose

Viscose and other man-made cellulosic fibers (MMCF) are used in less than 1% of the apparel units we produce. These materials are typically made from wood pulp, which presents risk related to forest protection and management. The **Canopy Hot Button Report** serves as the fashion sector's primary tool for evaluating MMCF manufacturers' sourcing performance. Our materials sourcing team requests that



Learn more about the **Team USA collection** on our [website](#).



EXCESS INVENTORY MANAGEMENT PRINCIPLES

These principles guide our approach to limiting excess inventory and maximizing waste diversion across our value chain.



suppliers source MMCFs exclusively from “green shirt” manufacturers, those rated highest on the CanopyStyle audit. In FY25, 92% of our strategic and key yarn and fabric suppliers reported they sourced MMCF from green shirt manufacturers.

Cashmere

Although cashmere represents a small percentage of our material use, it exemplifies quality with its luxurious hand-feel. The **Sustainable Fibre Alliance (SFA)** standard is a certification that aims to protect animal welfare and support socially responsible practices, tracing certified cashmere from herders to final product. In FY25, 93% of our chief content cashmere product was SFA-certified or recycled. This is in addition to our C2C Certified® cashmere products, which you can learn more about on [page 32](#) of this report.


Down

We started using **Responsible Down Standard (RDS)**-certified virgin down in 2019 and have only used 100% RDS-certified down in apparel since 2023. RDS is a globally recognized standard that aims to improve the welfare of ducks and geese used for down and feathers while working to verify that the chain of custody was intact throughout the supply chain.

WASTE MANAGEMENT

We prioritize responsible waste management to protect natural resources and extend the useful life of materials across our products and operations. Through donation, reuse and recycling initiatives, we actively divert waste from landfill and incineration while working to minimize waste generation across our operations. Our ongoing commitment is to integrate zero-waste principles throughout all aspects of our business practices.

Our Waste Working Group has established partnerships in several regions to support our waste diversion efforts. This includes piloting and partnering with new recycling vendors globally to identify higher value uses for our excess materials. We prioritize disposition methods that extend the life of our products with donations and employee sales.



Learn more about how we **Create with Intent** on our [website](#). ↗



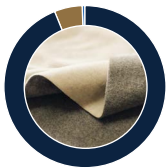
RESOURCE USE & CIRCULARITY

Our Metrics
& Targets

Ralph Lauren is committed to enabling our past and future products to live on responsibly. We are doing this by focusing on our key materials, ensuring they are 100% sustainably-sourced by the end of 2025.

We are pursuing C2C certification for select iconic products and investing in innovative technologies and regenerative practices.

As we implement Circular Design Principles, we're expanding consumer access to repair and recirculation services, while also managing our waste and moving to recyclable, reusable or sustainably-sourced packaging across our operations.

WASTE DIVERSION, BY METHOD (MT)^{39, 40}

- **8,400** Recycling
- **500** Preparation for reuse
- **20** Composting

Total Waste Diversion: **8,900 MT**

Total Non-Recycled Waste: **17%**

SUSTAINABLE MATERIALS

In FY25, 98% of the units we produced met at least one of our sustainable materials criteria⁴¹ — up from 92% in FY24.

SUSTAINABLE STORE INTERIORS

Sustainability guidelines from the **U.S. Green Building Council (USGBC)** and the **Forest Stewardship Council (FSC)** currently inform our store interior materials sourcing. Our goal is to have 100% of our key wood suppliers use sustainably-sourced⁴² wood substrates for new Ralph Lauren store interiors by the end of 2025. Over 50 suppliers committed to meeting the benchmark by the end of FY25, which represents 86% of our key wood suppliers, compared to 63% in FY24. In FY25, our key wood suppliers represented 96% of our business volume in this category.

WASTE MANAGEMENT

Our waste diversion efforts cover both product and operational waste, including recycling, composting and reuse. We extend the useful life of unsellable or excess items by donating them to established global charities whenever possible.

We have diverted 93% of waste from landfill and incineration across our distribution centers, exceeding the **Zero Waste International Alliance** definition of zero waste.⁴³ We are continually working to identify actions we can take in our corporate offices that contribute to waste reduction and diversion.

In 2025, we continued to make progress toward our sustainable packaging goal with 80% of our total packaging volume meeting at least one of our sustainable packaging criteria, an increase from 79% in FY24.⁴⁴

For resource use and circularity, there have been no changes in targets and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25.

WASTE DIVERSION, BY SOURCE (MT)³⁹

	Waste Generated	Waste Diverted	Diversion Rate
Distribution centers	6,900	6,400	93%
Retail stores	2,600	2,200	84%
Offices	600	300	50%
Total	10,100	8,900	88%

³⁹ Our non-hazardous waste includes:

- Product Waste: This includes unsellable or excess products discarded during operations. Products that cannot be donated are either recycled or incinerated with energy recovery. This includes items damaged in-store, online, during transport or due to production faults.
- Operational Waste: This consists of unusable materials from our distribution centers, retail locations and offices. Primarily, this includes secondary packaging such as cardboard boxes, polybags, stretch-film, wood pallets and plastic hangers, most of which are recycled. Waste from bathrooms and breakrooms is managed by local waste management providers and sent to landfills.

⁴⁰ These waste diversion methods are off-site from our facilities.

⁴¹ Sustainably-sourced key materials are defined as: *Cotton*: organic, transitional/in-conversion, Better Cotton, recycled, regenerative or U.S. Cotton Trust Protocol; *Polyester*: recycled; *Wool*: Responsible Wool Standard (RWS)-certified or recycled; *Viscose*: CanopyStyle verified suppliers; *Down*: Responsible Down Standard (RDS)-certified or recycled; *Leather*: Leather Working Group (LWG)-certified tanneries; and *Cashmere*: Sustainable Fibre Alliance (SFA)-certified (or equivalent) or recycled.

⁴² Sustainably-sourced wood substrates are those which are certified by a forest management system, repurposed or recycled.

⁴³ Aligned with the Zero Waste International Alliance definition of zero waste, we divert more than 90% of the waste generated at our distribution centers from landfill and incineration.

⁴⁴ Sustainably-sourced packaging materials are defined based on material type:

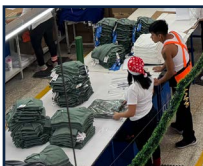
- Forest-based packaging (e.g., paper, corrugate, wood) must contain a minimum of 20% recycled content and/or be certified by one of the following: Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) or Program for the Endorsement of Forest Certification (PEFC).
- Plastic-based packaging (e.g., PET, LDPE) must contain a minimum of 20% recycled content.
- Textile-based packaging must meet our sustainably-sourced key material criteria.

Social

Building strong relationships and focusing on initiatives that benefit our communities, teams and Company are vital to creating an enduring business that transcends time.

EXPLORE THIS SECTION

38 WORKERS IN THE VALUE CHAIN



Learn more about how we **Champion Better Lives** on our [website](#).



Workers in the Value Chain

Our Purpose — *to inspire the dream of a better life through authenticity and timeless style* — is grounded in a commitment to respect the human rights of all those connected to our global operations. We will continue building a resilient and ethical value chain by promoting transparency, strengthening partnerships and continuously improving our practices. We work closely with suppliers to respect human rights, protect the environment and empower workers through capability-building, risk assessments, monitoring and industry collaboration.

In FY25, in addition to routine country-level risk assessments, we conducted an in-depth human rights risk assessment of key raw materials, including cotton, leather, wool and polyester. The results will inform our upstream due diligence priorities and strategies.



TARGETS

Make empowerment and life skills programs available to 250,000 workers across our supply chain by 2030

Ensure all strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation by 2030

POLICIES

[Foreign Migrant Worker Standards](#)

[Human Rights Disclosure](#)

[Human Rights Policy](#)

[Operating Standards](#)

[Responsible Exit Policy](#)

[Responsible Purchasing Practices Policy](#)

KEY ACTIONS

Reached over 144,000 supply chain workers through our empowerment and life skills programs to date

Rolled out Reimagining Industry to Support Equality (RISE) programs at five factories

Deployed our Human Resource Management (HRM) Playbook across select suppliers in four countries to test impact and inform wider rollout

OUR COMMITMENT TO RESPECT HUMAN RIGHTS

Outlined in our [Human Rights Policy](#), our commitment to respect human rights is implemented in our value chain through human rights due diligence (HRDD) efforts that prevent, mitigate and remediate risks within our own operations and with our business partners. We employ a systematic approach to HRDD by continuously identifying, assessing, mitigating and remedying potential or actual negative impacts on people. We do so in alignment with the [Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#) and the [United Nations Guiding Principles](#).


We continuously assess and evolve our approach to HRDD to align with best practices and regulatory requirements. In FY25, we formed a cross-functional working group to share learnings and align on HRDD processes across our value chain, including the development of a global human rights dashboard. For additional details on our commitment to respect human rights, view our [Human Rights Disclosure](#).


RIGHTS AND EMPOWERMENT IN THE SUPPLY CHAIN

Our approach to championing workers in our supply chain has three key focus areas, which work together to represent a holistic approach to supporting and advancing factory workers, a majority of whom are women. These include:

- **Women's Empowerment:** We empower women across our supply chain by supporting leadership opportunities through career development, fostering inclusive workplaces and amplifying worker voices.
- **Life Skills:** We partner with a range of organizations and specialists to implement programs that support workers on topics such as financial literacy, preventing violence and harassment, health and stress management.
- **Wage Management:** Through focused workstreams, we support workers in receiving fair and timely compensation.

As we support workers in the supply chain, our work and actions are guided and informed by our [Foreign Migrant Worker Standards](#), [Human Rights Disclosure](#), [Human Rights Policy](#), [Operating Standards](#), [Responsible Exit Policy](#) and [Responsible Purchasing Practices Policy](#).



Learn more about our **commitment to respect human rights** on our [website](#). 

WORKERS IN THE VALUE CHAIN

Our Actions
& Resources

To help us reach our goal to provide 250,000 supply chain workers access to life skills programming, we partner with local organizations and global experts to assess worker needs and implement support programs. We also engage suppliers and their management teams to expand initiatives that promote worker well-being.



WORKER PROGRAMS

We partner with a range of local organizations and specialists to implement life skills and empowerment programs that support workers. As of FY25, we reached over 144,000 supply chain workers.

Reimagining Industry to Support Equality (RISE)

Ralph Lauren partners with **RISE**, which focuses on life skills, worker engagement and women's empowerment in the apparel industry. In FY25, we launched the following RISE programs:

RISE Respect (India): This program focuses on empowering women and promoting gender equality by proactively preventing and addressing violence and harassment in the workplace. In FY25, we kicked off the RISE Respect Program at one factory in India. The program includes training related to:

- Interpersonal communication
- Violence in relationships
- Positive gender attitude

RISE Digital (Cambodia): This program enhances learning opportunities, engagement and digital well-being among workers. In FY25, we established the RISE Digital Program at one factory in Cambodia. The program includes training related to:

- How to use a tablet
- How to disseminate information with your peers
- Hygiene and health
- Family health
- Managing finances
- Digital financial services
- Building harmonious relationships
- Stress management

RISE Foundations (China and India): This program focuses on employee development and fostering a positive workplace environment. In FY25, we kicked off the RISE Foundations Program at one factory in China and one factory in India. The program includes training related to:

- Time and stress management
- Gender and communication
- Problem solving and decision making
- Fundamental principles and rights to fair working conditions
- Behavior changes of workers
- Communication
- Management-worker relationships

RISE Financial Health (Guatemala): This program supports workers on how to use and benefit from financial products and services to improve their financial health. In FY25, we launched the RISE Financial Health Program at one factory in Guatemala. The program includes training related to:

- Using digital financial services
- Budgeting
- Savings and borrowing



Photo credit: RISE/BSR

Social Awareness and Voluntary Education (SAVE)

In FY25, we continued our partnership with **SAVE** through our participation in the South India Textile and Garment Supply Chain Program, reinforcing our commitment to strengthening ethical recruitment practices in Tamil Nadu. The program's three-pillar approach engages key stakeholders — including recruitment agents, communities and spinning mills — to promote responsible labor practices. Through this collaboration, workers received training on financial literacy and grievance mechanisms, while medical camps were also organized to support worker well-being. At the community level, the program delivered awareness sessions on topics such as occupational health and safety, labor rights, gender-based violence and modern slavery.




Photo credit: RISE/BSR

The Centre for Child Rights and Business

Child labor is a salient risk in the apparel sector generally and a risk present in Bangladesh. To mitigate that risk in FY25, we worked with **The Centre for Child Rights and Business** to provide on-site training to more than 10 Tier 2 factories in Bangladesh, focused on preventing and remediating child labor. The training improved participant awareness and knowledge with a focus on policies and procedures, age verification, selecting the right business partners, managing youth workers and action planning for suspected and identified cases of child labor.

Apparel Training & Design Centre (ATDC)

In FY25, we continued our collaboration with the **Apparel Training & Design Centre (ATDC)** through the Women in Factory Leadership Program, reinforcing our commitment to advancing gender equity in India's apparel sector. The program focused on equipping women factory workers with the interpersonal and technical skills essential for leadership roles. Following the pilot, an independent impact assessment by **iMentor** affirmed the program's effectiveness in supporting career advancement and provided valuable insights to guide future scaling efforts.



Learn more about how we **Champion Better Lives** on our [website](#).




Photo credit: BetterWork

We are currently evaluating the strategic direction for the next phase of the Women in Factory Leadership Program, with plans to expand its reach beyond Ralph Lauren's factory base — amplifying its impact across the broader apparel industry in India.



Photo credit: BetterWork

WAGE MANAGEMENT STRATEGY



WAGE MANAGEMENT

Ralph Lauren remains committed to advancing fair compensation across our supply chain. In FY25, we continued to implement our wage management strategy, with a focus on strengthening supplier capabilities and systems to support fair and timely worker compensation. As part of this effort, we piloted a Human Resource Management (HRM) Playbook across multiple countries to gather feedback and refine the tool to ensure it meets its intended purpose.

Our goal is to equip suppliers with practical, comprehensive resources that foster a deeper understanding of HRM excellence — enabling them to assess and enhance their existing practices. To support this, we will pair the HRM Playbook with our continued use of the **Fair Labor Association (FLA)** Fair Compensation toolkit, which offers a standardized approach to wage data collection and analysis. These tools help both Ralph Lauren and our suppliers identify wage trends and opportunities for improvement. We plan to continue our biennial wage data collection in FY26 to inform ongoing progress.

ENGAGING SUPPLY CHAIN WORKERS

In FY24, we partnered with third-party providers, **Ulula** and **Labor Solutions**, to launch a worker survey across select factories in India, China and the Philippines. The survey established a baseline to identify opportunities for enhancing worker engagement and life skills training. Based on the findings, we developed and implemented tailored action plans at each factory to address key focus areas such as stress management, communication and financial well-being.

In FY25, follow-up assessments indicated meaningful progress across these areas, underscoring the effectiveness of the action plans and the positive impact of life skills e-learnings. We continue to monitor implementation to support sustained improvement and worker well-being.

RL Hotline

We are committed to fostering a culture of open and honest communication — within our workplace, with our partners and across our value chain. Ensuring access to effective grievance mechanisms — free from fear of retaliation — is a core component of our human rights due diligence. To support this, we provide multiple channels for raising concerns, including the RL Hotline, hosted by **NAVEX**, which is available 24/7 via internet or telephone.

To further expand access to grievance mechanisms for supply chain workers, we supplement the RL Hotline with the RL Grievance Mechanism Program. This initiative complements supplier-managed processes and ensures workers have clear, accessible pathways to voice concerns. Information is prominently displayed in local languages throughout factories, and workers can escalate issues via email using a QR code-enabled system.



Photo credit: RISE/BSR



For more information, see our **Human Rights Disclosure** and **Modern Slavery Statements**



Photo credit: RISE/BSR

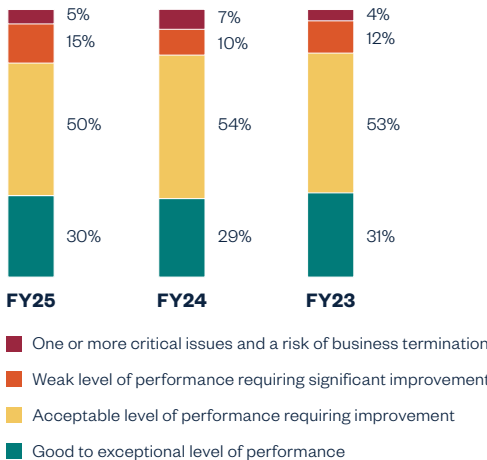
WORKERS IN THE VALUE CHAIN

Our Metrics & Targets

Our 2030 goals are to make empowerment and life skills programs available to 250,000 workers across our supply chain and ensure all strategic and key suppliers have the capabilities and systems in place to deliver fair and timely compensation to workers.

In FY25, we reached over 144,000 workers through our life skills and empowerment programs. We also introduced the Human Resource Management Playbook across select suppliers in four countries to assess its effectiveness and gather insights to inform broader implementation.

FACTORY RATINGS



TOP SUPPLIER NONCONFORMANCE, BY CATEGORY



- **50%** Health & Safety
- **17%** Working Hours
- **13%** Wages & Benefits
- **13%** Other
- **7%** Environmental Management

TRANSPARENCY

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 disclosure and publication of supply chain data supports stakeholders in collaborating to address human rights and environmental challenges and drive positive impact. In FY25, we worked with over 350 active Tier 1 factories across approximately 30 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had approximately 160 active processing units for finished goods factories. Overall, our FY25 disclosures covered nearly 100% of Tier 1 factories and processing units by business volume.

In FY25, we assessed 87% of our facilities for social compliance, up from 79% in FY24. In addition, we continue to conduct assessments at our Tier 2 facilities.

SUPPLIER ASSESSMENTS

Our Global Citizenship team conducts human rights due diligence through a comprehensive approach that includes risk assessment, prevention, mitigation and remediation. We work closely with suppliers to identify root causes of issues and implement corrective action plans that prioritize worker welfare.

Our approach integrates continuous monitoring, site-based risk assessments, independent third-party evaluations and the use of industry-aligned tools such as Better Work and the Social and Labor Convergence Program (SLOCP). These efforts inform our **Supplier Engagement Strategy** and influence sourcing decisions and risk profiles.

In addition to routine assessments, we initiate targeted evaluations and deploy remediation tools or investigations in response to identified or suspected risks.

For workers in the value chain, there have been no changes in targets and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and processes to collect data adopted in FY25.

SUPPLIER ASSESSMENTS⁴⁵

	FY25	FY24	FY23
Percentage of factories assessed	87%	79%	81%
Number of Tier 1 factories assessed	310 ⁴⁶	478	420
Number of subcontractors assessed	134	91	162
Assessments conducted by 3rd party	276	217	369
Assessments conducted by Better Work	94	68	84
Assessments adopted from SLOCP⁴⁷	150	192	124

⁴⁵ Assessments include both on-site and remote.

⁴⁶ Previously reported figures included multiple assessments per Tier 1 (T1) factory and subcontractor sites. This year, we report the number of unique T1 factories assessed, excluding subcontractors.

⁴⁷ FY23 was the first year that we started adopting SLOCP as part of our program. Previously reported figures included assessments for T1 factories and Tier 2 (T2) facilities. This year, we report the number of assessments at T1 factories, excluding T2 facilities.

GC&S Supplement

Our 2025 GC&S Supplement is informed by the European Sustainability Reporting Standards (ESRS) and Sustainability Accounting Standards Board (SASB) Index for the Apparel, Accessories and Footwear industry. It is written with reference to the Global Reporting Initiative (GRI) and also features our Task Force on Climate-Related Financial Disclosures (TCFD) index.

EXPLORE THIS SECTION

- 44** EUROPEAN SUSTAINABILITY REPORTING STANDARDS INDEX
- 45** GLOBAL REPORTING INITIATIVE INDEX
- 49** SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX
- 51** TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX



European Sustainability Reporting Standards (ESRS) Index

ESRS Indicator	Location
ESRS 2: General Disclosures	
Basis for Preparation	p. 8
Governance	p. 9 2025 Proxy Statement 2025 Annual Report on Form 10-K
Strategy	p. 11 2025 Annual Report on Form 10-K
Impact, Risk and Opportunity Management	p. 14
ESRS Topical Disclosures	
ESRS E1: Climate Change	
E1-1: Transition plan for climate change mitigation	p. 16-18
E1-2: Policies related to climate change mitigation and adaptation	p. 16
E1-3: Actions and resources in relation to climate change policies	p. 19
E1-4: Targets related to climate change mitigation and adaptation	p. 20
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E1-6: Gross scopes 1, 2, 3 and total GHG emissions	p. 21
ESRS E2: Pollution	
E2-1: Policies related to pollution	p. 23
E2-2: Actions and resources related to pollution	p. 23-24
E2-3: Targets related to pollution	p. 24
E2-4: Pollution of air, water and soil	p. 23-24
ESRS E3: Water and Marine Resources	
E3-1: Policies related to water and marine resources	p. 25
E3-2: Actions and resources related to water and marine resources	p. 26
E3-3: Targets related to water and marine resources	p. 27-28
E3-4: Water consumption	p. 27-28

ESRS Indicator	Location
ESRS E4: Biodiversity and Ecosystems	
E4-1: Transition plan and consideration of biodiversity and ecosystems in strategy and business model	p. 29
E4-2: Policies related to biodiversity and ecosystems	p. 29
E4-3: Actions and resources related to biodiversity and ecosystems	p. 30
E4-4: Targets related to biodiversity and ecosystems	p. 30
ESRS E5: Resource Use and Circular Economy	
E5-1: Policies related to resource use and circular economy	p. 31
E5-2: Actions and resources related to resource use and circular economy	p. 32-35
E5-3: Targets related to resource use and circular economy	p. 36
E5-4: Resource inflows	p. 32-35
E5-5: Resource outflows	p. 36
ESRS S2: Workers in the Value Chain	
S2-1: Policies related to value chain workers	p. 38
S2-2: Processes for engaging with value chain workers about impacts	p. 39-41
S2-3: Processes to remediate negative impacts and channels for value chain workers to raise concerns	p. 41
S2-4: Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	p. 39-41
S2-5: Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	p. 42

Global Reporting Initiative (GRI) Index

THIS REPORT HAS BEEN PREPARED WITH REFERENCE TO THE GRI STANDARDS.

Disclosure	Disclosure Title	Response
GRI 2: General Disclosures		
2-1	Organizational details	2025 Global Citizenship & Sustainability Report, Basis for Preparation, p. 8 2025 Annual Report on Form 10-K
2-2	Entities included in the organization's sustainability reporting	2025 Global Citizenship & Sustainability Report, About this Report, p. 8 2025 Annual Report on Form 10-K
2-3	Reporting period, frequency and contact point	Ralph Lauren Corporation reports annually. Contact: GlobalCorporateCommunications@RalphLauren.com
2-4	Restatements of information	There are no restatements of information for this year's report.
2-5	External assurance	External assurance was not sought for this report.
2-6	Activities, value chain and other business relationships	2025 Annual Report on Form 10-K
2-7	Employees	2025 Global Citizenship & Sustainability Report, Citizenship & Sustainability Governance, p. 9 2025 Annual Report on Form 10-K 2025 Proxy Statement
2-8	Workers who are not employees	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38
2-9	Governance structure and composition	2025 Global Citizenship & Sustainability Report, Citizenship & Sustainability Governance, p. 9 2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy Statement
2-15	Conflicts of interest	2025 Proxy Statement
2-16	Communication of critical concerns	2025 Global Citizenship & Sustainability Report, Citizenship & Sustainability Governance, p. 9 2025 Proxy Statement
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement

Disclosure	Disclosure Title	Response
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	2025 Global Citizenship & Sustainability Report, A Message from Our Chairman and Our CEO, p. 3
2-23	Policy commitments	See additional policy statements on our Reports & Policies website.
2-24	Embedding policy commitments	See additional policy statements on our Reports & Policies website.
2-25	Processes to remediate negative impacts	See our Human Rights Policy .
2-26	Mechanisms for seeking advice and raising concerns	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38
2-27	Compliance with laws and regulations	See our Investor Relations website; Corporate Governance .
2-28	Membership associations	See our Collaborating for Impact website.
2-29	Approach to stakeholder engagement	2025 Global Citizenship & Sustainability Report, Our Business Model and Value Chain, p. 12
2-30	Collective bargaining agreements	2025 Annual Report on Form 10-K
GRI 3: Material Topics		
3-1	Process to determine material topics	2025 Global Citizenship & Sustainability Report, Our Double Materiality Assessment, p. 14
3-2	List of material topics	2025 Global Citizenship & Sustainability Report, Our Double Materiality Assessment, p. 14
GRI 201: Economic Performance		
3-3	Management of material topics	2025 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	2025 Global Citizenship & Sustainability Report, Climate, p. 16 2025 Global Citizenship & Sustainability Report, TCFD Index, p. 51
GRI 301: Materials		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
301-1	Materials used by weight or volume	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
301-2	Recycled input material used	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
GRI 302: Energy		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Climate, p. 16
302-1	Energy consumption within the organization	2025 Global Citizenship & Sustainability Report, Climate, p. 16
302-3	Energy intensity	2025 Global Citizenship & Sustainability Report, Climate, p. 16
302-4	Reduction of energy consumption	2025 Global Citizenship & Sustainability Report, Climate, p. 16

Disclosure	Disclosure Title	Response
GRI 303: Water and Effluents		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Water, p. 25
303-1	Interactions with water as a shared resource	2025 Global Citizenship & Sustainability Report, Water, p. 25
303-3	Water withdrawal	2025 Global Citizenship & Sustainability Report, Water, p. 25
303-4	Water discharge	2025 Global Citizenship & Sustainability Report, Water, p. 25
GRI 304: Biodiversity		
3-3	Management of the material topic	2025 Global Citizenship & Sustainability Report, Biodiversity & Land Use, p. 29
304-2	Significant impacts of activities, products, and services on biodiversity	2025 Global Citizenship & Sustainability Report, Biodiversity & Land Use, p. 29
GRI 305: Emissions		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-1	Scope 1 emissions	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-2	Scope 2 emissions	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-3	Scope 3 emissions	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-4	GHG emissions intensity	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-5	Reduction of GHG emissions	2025 Global Citizenship & Sustainability Report, Climate, p. 16
305-6	Emissions of ozone-depleting substances (ODS)	2025 Global Citizenship & Sustainability Report, Climate, p. 16
GRI 306: Waste		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
306-1	Waste generation	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
306-2	Management of significant waste-related impacts	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
306-3	Waste generated	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
306-4	Waste diverted to disposal	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
306-5	Waste directed to disposal	2025 Global Citizenship & Sustainability Report, Resource Use & Circularity, p. 31
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38
308-1	Suppliers screened using environmental criteria	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38
308-2	Negative environmental impacts in supply chain and actions taken	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38

Disclosure	Disclosure Title	Response
GRI 408: Child Labor		
3-3	Management of material topics	See our Human Rights Disclosure .
408-1	Operations and suppliers at significant risk for incidents of child labor	See our Human Rights Disclosure .
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topics	See our Human Rights Disclosure .
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See our Human Rights Disclosure .
GRI 414: Supplier Social Assessment		
3-3	Management of material topics	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38
414-1	New suppliers that were screened using social criteria	2025 Global Citizenship & Sustainability Report, Workers in the Value Chain, p. 38

Sustainability Accounting Standards Board (SASB) Index

SASB Topic	Response
Management of Chemicals in Products	
<p>Discussion of processes to maintain compliance with restricted substances regulations</p>	<p>Ralph Lauren has Vendor Compliance Packets (VCP) for all mills and finished-goods suppliers. The VCP states suppliers must comply with American Apparel & Footwear Association (AAFA) Restricted Substances List (RSL). We adopt the AAFA RSL to serve as a practical tool that sets forth specific chemical substance bans, limitations or test methods, as specified by government or regulatory agencies.</p> <p>We test to the strictest global standard. Tests are performed through our Apparel Testing Program, which ensures our products meet compliance requirements, regardless of their markets of distribution. It also contains protocols on how tests should be conducted, including all fabrics, trims or related materials, apparel, accessories, footwear, home textiles and components that are supplied or sold to our Company for use in the manufacturing or distribution of any Ralph Lauren product. A zero tolerance policy is in effect on any product not meeting the Ralph Lauren standards as defined in the protocol. Suppliers are required to use only Ralph Lauren-nominated independent third-party testing labs to achieve passing test reports for raw materials and finished products prior to the shipping of product.</p> <p>We also use independent third-party labs to conduct raw material risk assessments of our lines each year to ensure our raw material suppliers are clear on our development standards and deliver fabric that will meet our compliance requirements.</p> <p>Our three stages of testing are:</p> <ol style="list-style-type: none"> 1. Fabric testing for apparel: The testing is required for bulk yardage in all colorways and where approved raw-material-risk-assessment exists. A completed and passing fabric test is valid for six months. 2. Component testing for apparel, footwear and accessories: Suppliers are allowed to test the raw material and subcomponents used to produce an item. A completed and passing subcomponent test is valid for 12 months. 3. Finished-goods testing for home, apparel and footwear: Finished goods testing must be done in bulk fabric with bulk trim items. A completed and passing finished goods test is valid for six months.
<p>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</p>	<p>Our process for assessing and managing risks and/or hazards associated with chemicals in products is described above. Policies and practices are fully aligned across our brands and product categories. As described above, all raw materials and finished products undergo testing to confirm compliance with regulations. Depending on the volume of orders, some styles may undergo more testing than others. We take a combination of hazard- and risk-based approaches to chemical management.</p> <p>As mentioned above, we complete extensive risk assessments each year by raw material. We are fully compliant with all laws and regulations and are currently exploring innovations for reduction, elimination or assessment outside of that scope. The third-party certifications used and our approach to chemical management at each stage of the product life cycle are discussed above. We partner with the Zero Discharge of Hazardous Chemicals (ZDHC) to work toward the alignment and collective action across the industry in monitoring and eliminating the usage and discharge of hazardous chemicals in textile, apparel, footwear and leather manufacturing, as well as promoting the development and adoption of safer chemical alternatives. We fully adopt the ZDHC Manufacturing Restricted Substances List (MRSL) and have communicated expectations to our supply chain through our Sustainable Chemicals Management Policy, as well as our VCP. In FY24, we established a new commitment for chemical management to replace our previous goal ("Eliminate the use of hazardous chemicals in our supply chain by 2025"), to align with the industry-wide shifts toward a more holistic chemical management approach — prioritizing safety, sustainability and continuous improvement.</p> <p>More details on our management of chemicals in products can be found in the Chemical Management & Pollution section (p. 23) of our 2025 Global Citizenship & Sustainability Report.</p>

SASB Topic	Response
Environmental Impacts in the Supply Chain	
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	<p>In FY25, all of Tier 1 direct supplier, subcontracted processing and Tier 2 facilities that reported on Worldly's FEM have valid wastewater discharge permits and/or contractual agreements for wastewater treatment. 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, included, 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. Our compliance audit also includes the compliance with wastewater regulations as part of the health and safety requirement. Our main supply chain risks associated with the wastewater discharge are related to the usage of chemicals in production and the effluent treatment system put in place.</p> <p>Our supplier facilities implement effluent treatment methods in accordance with the local regulatory requirements. This may include operating an on-site effluent treatment plant (ETP), partnering with an off-site ETP and, for some, implementing a zero liquid discharge effluent treatment system. In addition to the regulatory compliance, we adopt the ZDHC MRSL and its suite of tools to guide and align our efforts to eliminate the use and discharge of hazardous chemicals with the industry's standards and best practices. This includes the implementation of ZDHC Wastewater Guidelines, which goes beyond the regulatory compliance and provide clear guidance in effluent testing methods, parameters, limits and reporting approach as a way to confirm that our manufacturing facility is not discharging hazardous chemicals into the environment. In FY25, we expanded the rollout of the ZDHC Wastewater test in our supply base to monitor the facility's conformance against the ZDHC MRSL. This annual monitoring allows us to address any nonconformance at its source through a root cause analysis approach aligned with ZDHC guidelines, which informs both the facility and Ralph Lauren on targeted chemical phaseouts. Among our facilities, approximately 95% of Tier 1 and approximately 68% of Tier 2 facilities (by business spend) have performed wastewater tests in accordance with the Guidelines. Of the substances screened, over 99% comply with the ZDHC standard.</p>
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Worldly FEM assessment or an equivalent environmental data assessment	Approximately 97% of Tier 1 suppliers and an estimated 85% of facilities beyond Tier 1 have completed Worldly's FEM and FDM assessments, by supply chain spend.
Labor Conditions in the Supply Chain	
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	<p>We monitor labor compliance with local and national laws, as well as our Operating Standards, through a combination of independent third-party audits and evaluations conducted in collaboration with Better Work and the Social & Labor Convergence Program (SLCP). To reduce audit duplication, we partner with Better Work and SLCP to conduct assessments in select facilities.</p> <p>In FY25, we assessed 87% of our facilities for environmental and social compliance, up from 79% in FY24. In addition, we continue to conduct assessments of our Tier 2 facilities.</p> <p>For more detail on our supply chain auditing practices — including methodology, supplier engagement, transparency efforts and capacity building — please refer to the Supplier Engagement Strategy (p. 13) and Supplier Assessments (p. 42) sections of our 2025 Global Citizenship & Sustainability Report.</p>
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	For more information on our audit process — including methodology, supplier engagement and how we address nonconformance — please refer to the Supplier Engagement Strategy (p. 13) and Supplier Assessments (p. 42) sections of our 2025 Global Citizenship & Sustainability Report.
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	See our Human Rights Disclosure .
Raw Materials Sourcing	
(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Our raw materials strategy, assessment and goals are disclosed in the Biodiversity & Land Use (p. 29) and Resource Use & Circularity (p. 31) sections of our 2025 Global Citizenship & Sustainability Report. Business risks and opportunities associated with social factors are disclosed in the Workers in the Value Chain (p. 38) section of our Global Citizenship & Sustainability Report. For additional information, please see our Human Rights Disclosure .
Activity Metric	
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	In FY25, we worked with over 350 active Tier 1 factories across approximately 30 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had approximately 160 active processing units for finished goods factories. Overall, our FY25 disclosures covered nearly 100% of Tier 1 factories and processing units by business volume.

Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendation	Disclosures	Response
Governance: Disclose the organization's governance around climate-related risks and opportunities.	Describe the Board's oversight of climate-related risks and opportunities.	CDP Corporate Questionnaire 2025: Module 04 Global Citizenship & Sustainability Report: Corporate, Citizenship & Sustainability Governance, p. 9 ;
	Describe management's role in assessing and managing climate-related risks and opportunities.	Climate, p. 16
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning, where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Corporate Questionnaire 2024: Module 03 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire 2024: Module 03, 05 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Corporate Questionnaire 2024: Module 05 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe the organization's processes for identifying and assessing climate-related risks.	CDP Corporate Questionnaire 2024: Module 02 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe the organization's processes for managing climate-related risks.	CDP Corporate Questionnaire 2024: Module 02, 03, 05 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Corporate Questionnaire 2024: Module 02 Global Citizenship & Sustainability Report: Corporate, Citizenship & Sustainability Governance, p. 9 ; Climate, p. 16
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Corporate Questionnaire 2024: Module 02, 03, 05 Global Citizenship & Sustainability Report: Climate, p. 16
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Corporate Questionnaire 2024: Module 07 Global Citizenship & Sustainability Report: Climate, p. 16
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Corporate Questionnaire: Module 07 Global Citizenship & Sustainability Report: Climate, p. 16

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