



2022

Global Citizenship & Sustainability Report

RALPH LAUREN

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ABOUT THIS REPORT

A Message From Our Chairman and CEO

Dear Teams, Customers, Community and Business Partners,
Investors and Friends,

For more than half a century, we've stood for things that last — that never go out of style. This core belief in timelessness influences everything we create – from our iconic Polo shirt to our cashmere sweaters and hand-stitched ties. These products and more were created to be worn, loved and passed on through generations.

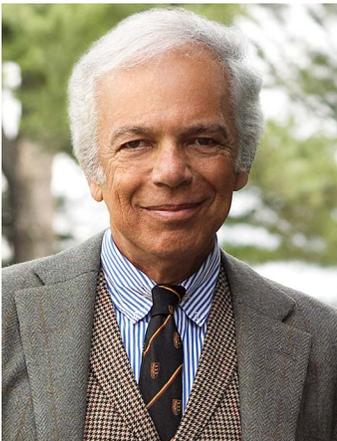
Today, we are applying this philosophy beyond the products we make and into the world around us. We are calling this next chapter in our Citizenship and Sustainability journey — *Timeless by Design*. It represents our commitment to ensure timelessness is embedded from inspiration through to products' every use and reuse across generations — taking into account how we value nature, and how we champion the people and communities that intersect our business.

This year's Global Citizenship and Sustainability Report captures this ambition and reflects on this past year's progress, including:

- Strengthening our commitment to advancing a circular economy through our new Live On promise to enable our past and future products to live on responsibly by 2030;

- Establishing an internal *Design with Intent* department focused on culturally sustainable design, product development and storytelling;
- Deepening our work across Native and Indigenous communities, including the launch of our *Artists in Residence* program;
- Expanding our portrayal of the American dream through our HBCU collaboration Polo Ralph Lauren Exclusively for Morehouse and Spelman Colleges Collection;
- Introducing the RLX CLARUS® Polo Shirt, made with the world's first high-performance cotton fabric comprised of 50% recycled cotton; and
- Creating the U.S. Regenerative Cotton Fund with the Soil Health Institute to expand climate-smart agriculture on American cotton farms.

Our commitments and this progress reflect the incredible passion of our teams and represent a strong foundation on which we will continue to build. Our Timeless by Design philosophy was embodied in the very first tie created more than 55 years ago, and today, it extends wider and deeper into the precious world and communities around us.



Ralph Lauren

RALPH LAUREN

Executive Chairman and
Chief Creative Officer



Patrice Louvet

PATRICE LOUVET

President and Chief
Executive Officer

Our Global Citizenship & Sustainability Approach

For more than 50 years, we've stood for values and things that last — things that are timeless and enduring, things to cherish as they age and that never fall out of style.

This belief remains central to who we are today. It is with this core belief that we have reimagined our pursuit of a more equitable and sustainable future. We are taking what it means to create timeless style and creating a business and products that are not only enduring but can inspire the dream of a better life with a plan for a better future.

We call this evolution **Timeless by Design**.

With Timeless by Design, we are taking our philosophy of creating products that are meant to be passed down through generations and applying it to everything that we do — from how we make our products, to how we impact the Earth and how we champion our people and our communities.

Our Timeless by Design approach is supported by three pillars: *Create with Intent*, *Protect the Environment* and *Champion Better Lives*.



“I discovered the heritage of a timeless world, uncontrived, free-formed and free-spirited, natural and from the earth, and it touched me and became the living part of all I design.”

RALPH LAUREN

CREATE WITH INTENT

We've always created products that are meant to be loved and passed down from generation to generation. Now, we are making those pieces more responsibly: with more sustainable materials, according to circular design principles and by instilling cultural sustainability practices. By designing timelessness in from the start, we'll enable all our products to live on responsibly.



PROTECT THE ENVIRONMENT

Creating timeless products goes beyond their design. We strive to operate our business in ways that respect our planet, such as using renewable energy, managing our waste properly and using our water responsibly. By adopting practices that help preserve the world's natural sources, we can be stewards in protecting our environment for generations to come.

CHAMPION BETTER LIVES

Creating a business that is timeless and has a positive impact on tomorrow means building relationships that stand the test of time — ensuring everyone is included, respected and empowered. That's why we're committed to working with and supporting our employees, partners and communities to build a brighter future.



Our Goals

CREATE WITH INTENT

Ensure all of our design, production and merchant teams receive annual training on sustainable, circular, inclusive and culturally aware design

 ACHIEVED FOR FY22

Five of our iconic products will be C2C-Certified® by 2025

 ON TRACK

Offer high quality products made with 100% recycled cotton by 2025

 ON TRACK

Enable our past and future products to Live On responsibly by 2030

 NEW

Set and implement circular principles into our design and development process by 2025

 NEW

Connect consumers with options to rent, repair and recirculate our products in select top cities by 2025

 NEW

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

 NEW

Achieve 100% sustainably sourced key materials by 2025

 ON TRACK

100% of animal-derived materials will be certified to an animal welfare standard and traceable by 2025

 ON TRACK

Achieve 100% wood substrates used in key elements of new store interiors Forest Stewardship Council (or equivalent) Certified repurposed or recycled by 2025

 ON TRACK

80% of our business will be with key and strategic suppliers that meet the criteria across business, social and environmental performances and potential by 2025

 ON TRACK

PROTECT THE ENVIRONMENT

Reduce absolute Scope 1, 2 and 3 GHG emissions by 30% by 2030 (SBTi-approved) from a FY20 base year and achieve net zero by 2040

 ON TRACK

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

 ON TRACK

Develop a biodiversity strategy and set goals aligned with the Science Based Targets for Nature by 2024

 NEW

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

 ON TRACK

Achieve zero waste to landfill across our distribution centers by 2023

 ON TRACK

Achieve 100% recyclable, reusable or sustainably sourced packaging materials by 2025

 ON TRACK

Eliminate the use of hazardous chemicals in our supply chain by 2025

 ON TRACK

CHAMPION BETTER LIVES

Ensure at least 20% of our Global Leadership Team is comprised of underrepresented racial and ethnic groups by FY23

 ON TRACK

Maintain gender parity with equal representation in leadership positions at the VP level and above

 ACHIEVED FOR FY22

Increase employee volunteer hours by 25% compared to a FY22 baseline by 2025

 ON TRACK

Roll out our Wage Management Strategy to all of our strategic and key suppliers to address fair and timely compensation for factory workers by FY23

 ON TRACK

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

 ON TRACK

Achieve a 25% increase of women in factory leadership that seeks to create a path to parity by 2025

 ON TRACK



Our Year in Review

CREATE WITH INTENT

- Transitioned 95% of Ralph Lauren Home core bedding and bath and new fashion bedding to cotton qualities we consider sustainable, such as organic or Better Cotton
- 77% of our units produced in FY22 met at least one sustainable material criterion — up from 33% in FY21
- Established an internal *Design with Intent* department focused on culturally sustainable design, product development and storytelling
- Continued our commitment to full transparency with disclosure of Tier 1 factories and processing units covering 98% of our business

PROTECT THE ENVIRONMENT

- Open-sourced the ECOFAST™ Manual to improve dyeing process and accelerate change in the industry and launched Color on Demand as part of our in-store experience
- Achieved 92% waste diversion rate in our North America-owned distribution centers, including diverting more than 17,000 pounds of hangers at our North Carolina distribution center from landfill by working with local recycling vendors

CHAMPION BETTER LIVES

- Donated over \$2.5 million from the Ralph Lauren Corporation and The Ralph Lauren Corporate Foundation to scholarship funds and educational entities dedicated to providing equitable access to higher education across all races and ethnicities
- Provided more than 42,000 workers, of which 66% are female, with access to health education programs, as part of our partnership with HERproject™
- Deepened transparency on our human rights due diligence throughout our supply chain, sharing more details and progress on our goals in wage management and women's empowerment



Governance

Global Citizenship & Sustainability is integrated across all levels of our organization and governed by our Board of Directors.

Our Board of Directors (the Board) is responsible for formal governance of Global Citizenship & Sustainability (GC&S). The Board receives progress updates at least once a year and reviews our annual GC&S Report.

Various Board committees have additional responsibilities:

- The Nominating, Governance, Citizenship & Sustainability Committee oversees our environmental, social and governance (ESG) risks and opportunities. The committee receives quarterly updates; reviews initiatives, goals and policies; and makes recommendations to the Board on ESG matters. Each quarterly update includes a detailed analysis on a specific ESG topic.
- The Finance Committee and the Nominating, Governance, Citizenship & Sustainability Committee advise on the incorporation of goals into our corporate strategy and engagement of business initiatives that influence corporate citizenship and sustainability.
- The Audit Committee assesses ESG risks as part of its overall Enterprise Risk Management (ERM) review.
- The Talent, Culture and Total Rewards Committee considers performance against Company ESG key performance indicators in their compensation decisions.

Our Global Citizenship & Sustainability Steering Committee includes senior leaders from across our Company and meets regularly to prioritize our approach and allocate resources. Committee members also define, track and champion our citizenship and sustainability work, including diversity, equity and inclusion across the organization.

In April 2022, we expanded the responsibility and accountability of our Chief Communications Officer into the new role of Chief Impact & Communications Officer. This position was created in recognition of the evolving role business plays at the intersection of ESG strategy, policy, communication and action.

For more information on our governance structure, policies and other additions, please see our [2022 Proxy Statement](#).



MATERIALITY

As part of regular business operations, we complete an updated materiality assessment every two to three years to refine our understanding of key priority issues based on sustainability risks, opportunities and impacts. We aim to align these with stakeholder expectations for how we react to impacts of issues on business success, as well as the impacts of the business on the economy, environment and people.

We worked with Business for Social Responsibility (BSR), a third-party consulting company, to complete the assessment using their Double Materiality methodology in 2022.

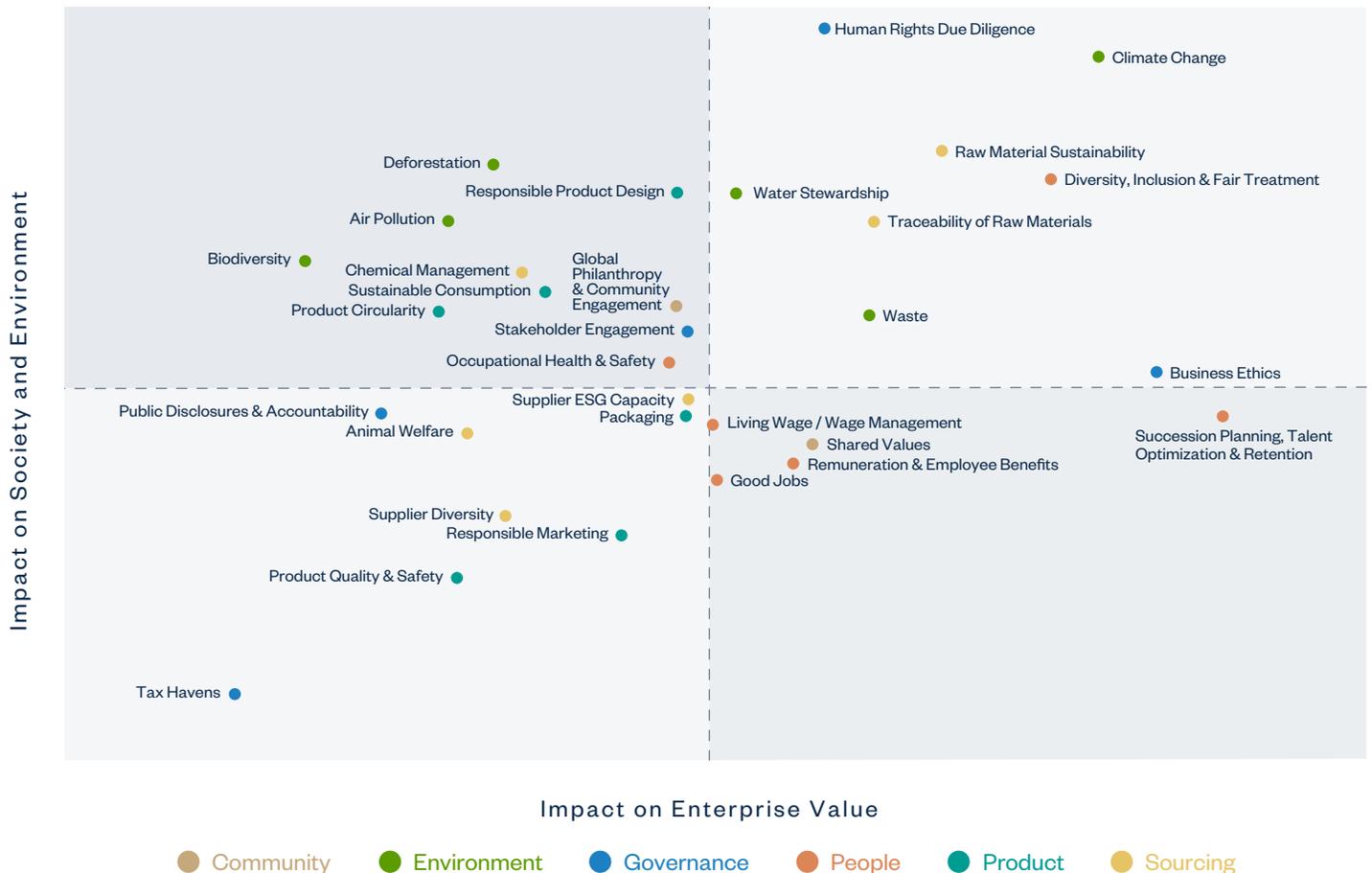
BSR engaged internal and external stakeholders through interviews, focus groups and surveys to analyze our Company’s impact on society and the environment, along with our enterprise value. Among the external stakeholders were environmental and social NGOs, supplier and licensee partners and global retailers. Internal stakeholders

included employees across all functions, all geographies and levels of the organization.

As this latest assessment was completed in May 2022, the FY22 report will primarily use our prior materiality assessment as a basis for reporting. We found that similar issues to our last assessment remained material along with an increased focus on:

- Business Ethics
- Climate Change
- Diversity, Inclusion & Fair Treatment
- Human Rights Due Diligence
- Raw Material Sustainability
- Traceability of Raw Materials
- Waste
- Water Stewardship

The ranking of issues seen below will influence and drive our future GC&S strategy.





Create With Intent

Since the inception of our Company, we've always believed in creating things that last. Today, we are embracing our philosophy of timelessness to create more responsibly – with more sustainable materials, according to circular design principles and by instilling cultural sustainability practices. With Timeless by Design, we are embedding timelessness from inspiration through to products' every use and reuse across generations.

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Integrated Circularity

We have always believed in creating timeless products that are meant to be worn, loved and endure the test of time. Embracing this philosophy, we are implementing responsible design practices, according to circular principles, and extending to consumer experiences.

2030 GOAL

Enable our past and future products to Live On responsibly

2025 GOALS

- Five of our iconic products will be Cradle-to-Cradle® (C2C)-certified
- Offer high quality products made with 100% recycled cotton
- Invest in scaling innovative technologies and regenerative practices to advance a circular economy
- Set and implement circular principles into our design and development process

Anchored in this commitment and our long-standing vision of timeless style, our circularity strategy is helping to shape our approach to product development and to supporting a more circular textile economy.

We continue to explore partnerships with credible experts within the industry. In 2021, Ralph Lauren joined the **Ellen MacArthur Foundation (EMF)** as a Network Partner and member of the Fashion Advisory Board. EMF is the world's

leading circular economy network — bringing together businesses, innovators, cities, universities and thought leaders to build a circular economy and scale solutions globally. EMF and its fashion industry partners work to drive momentum toward its Make Fashion Circular vision where clothes are used more, made to be made again and crafted from safe and recycled or renewable materials. As part of this, Ralph Lauren will capture circularity progress across our operations using Circulytics, a company-level measuring tool developed by EMF. We also joined a coalition of 100 brands, mills and manufacturers in EMF's Jeans Redesign Project, to contribute to a blueprint for scaling denim production based on the principles of a circular economy.

Additionally, we are committed to designing new products according to circular principles, and extending the life of current apparel by piloting ways to rent, repair and recirculate. Investing in circular innovation across the industry is also integral to our mission.



The Three Pillars of Our Circularity Strategy

PILLAR	 PRODUCT Design for Circularity	 SERVICE Enable Circular Consumer Experiences	 SYSTEMS Advance the Circular Economy
GOALS	<p>By 2025, five of our iconic products will be C2C-Certified®.</p> <p>By 2025, we will offer high quality products made with 100% recycled cotton.</p> <p>We will set and implement circular principles into our design and development process by 2025.</p>	<p>By 2025, we will connect consumers with options to rent, repair and recirculate our products in select top cities.</p>	<p>By 2025, we will invest in scaling innovative technologies and regenerative practices to advance the circular economy.</p>
OUR COMMITMENT	<p>We will pursue Cradle to Cradle® certification for additional products, leverage innovative technologies to further our development of high-quality, 100% recycled cotton products and work cross-functionally to develop a set of circular design principles tailored to Ralph Lauren.</p>	<p>We will establish both physical and digital platforms that connect consumers to services that help extend the life of their Ralph Lauren products. These include opportunities to sell and buy preloved items, rent iconic pieces and locate resources for recycling maintenance and repair</p>	<p>We will deepen our investment in innovative technologies and regenerative practices to accelerate the production of high-quality, nature-based raw materials and products.</p>

DESIGN PRODUCTS FOR CIRCULARITY

We're focused on applying the principles of Cradle to Cradle® (C2C) as foundational inspiration for all aspects of design, development, manufacturing, packaging and the post-sale experience. Ralph Lauren has been working closely with the [Cradle to Cradle Products Innovation Institute](#) to support the adoption of the latest version of the C2C® standard and to provide apparel brand perspective on its use.

In FY22, we began working on our first C2C-Certified® product, a luxury cashmere sweater, which will be in-market late 2022. Later this year, we will be kicking off two additional C2C product certification projects and

begin leveraging circular principals to influence additional design and development. We will begin applying circularity to our broader design and development approach through the development of Ralph Lauren specific circularity principles. These will be developed with our design and development teams and in collaboration with sustainability and circularity experts. By 2030, our new products will be designed, developed, manufactured and packaged in alignment with these principles.

CREATE CIRCULAR CONSUMER EXPERIENCES

Ralph Lauren has committed to extend the life of its products by 2025 by providing consumers ways to rent, repair and recirculate our products.

Rental continues to be one of the pillars of our circular strategy. This year, we are broadening The Lauren Look, our first subscription apparel rental platform, beyond the Lauren Ralph Lauren brand, to include our women's Polo Ralph Lauren brand. In addition to introducing rental programs to consumers, we are donating products that are no longer in circulation to Delivering Good, a nonprofit that gives manufacturers and retailers an efficient way to share excess inventory across their network of nonprofits to help those stricken by poverty, or to provide disaster relief to communities in need across the United States.

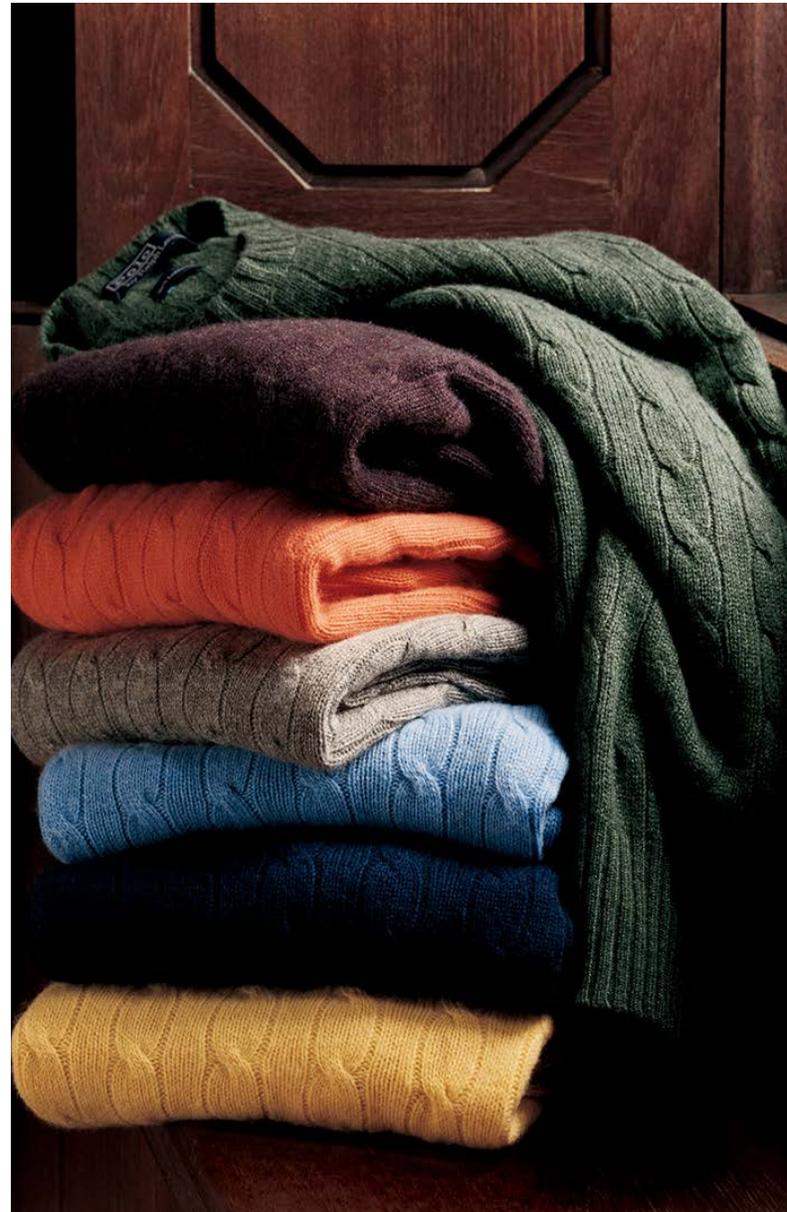
We will offer more circular services for consumers as we continue to enable the recirculation of Ralph Lauren product through our various digital and brick and mortar distribution channels. We will also continue to lean into upcycling Ralph Lauren products.

Our Digital Product ID (DPIDs) system provides a scannable QR code on product labels that enable consumers to authenticate garments, affirming the value of products in resale markets. This digital data platform will be further leveraged to support other recirculation opportunities such as recycling and repair.



ADVANCE A CIRCULAR PRODUCT ECONOMY

We believe Ralph Lauren has a unique and important role to play in supporting the advancement of a more circular apparel economy. We will continue to invest in collaborative and innovative partners to help scale technology and materials solutions. Specific investments, such as our significant support of **Natural Fiber Welding Inc.**, help to increase the availability of high-quality inputs and significantly reduce dependence on the extraction of virgin materials.



Sustainable Materials

We commit to using more materials in a way that results in positive social and environmental impact, protects biodiversity, advances animal welfare and continuously improves the traceability of our raw materials.

2025 GOALS

- Achieve 100% sustainably sourced key materials
- 100% of animal-derived materials will be certified to an animal welfare standard and traceable
- Achieve 100% wood substrates used in key elements of new store interiors Forest Stewardship Council (or equivalent) Certified repurposed or recycled by 2025

Our focus on quality and authenticity drives us to look for sustainable raw materials through the lenses of durability, craftsmanship and performance. Our sustainable material strategy is driven by our ethos of creating more positive environmental and social outcomes through the sourcing decisions we make.

We recognize the importance of supporting fiber production that contributes to ecosystem functioning and soil health to support a sustainable and profitable fiber industry. A key aspect of our sustainable materials strategy is to pioneer, foster and scale impact through industry partnerships like the Fashion Pact, UNFCCC's Raw Materials Working Group and Textile Exchange, as well as make long-term commitments that advance our goals. This includes an investment in Leather Impact Partnership Incentives through Textile Exchange's **Leather Impact Accelerator** and

The Ralph Lauren Corporate Foundation's founding contribution to the Soil Health Institute to create the **U.S. Regenerative Cotton Fund (USRCF)**.

In FY22, we continued to increase transparency and traceability of our material use by:

- Continuing to map our supply chain to enable material origin visibility across each step of the textile and garment supply chain to inform a robust sourcing strategy, provide assurance of sustainability impacts and mitigate risk. We are piloting technologies to digitally trace U.S.-grown cotton as well as certified fibers in our supply chain. In addition, we are using FIBRETRACE®, a technology which relies on luminescent pigments within the fiber to enable physical traceability, piloting on transitional cotton sourced from India.
- Continuing to work towards developing systems to measure the total volume (by weight) of materials used in our product, which will enable us to systematically track our usage more accurately and thus analyze the sustainable attributes and the impact of our material usage.

In January, we launched our Global R&D Studio (Fabrics and Leathers) as a physical and virtual resource built on the principle that all materials must have sustainable attributes. The Studio is a central resource hub for material and processes criteria, guidelines and developments, including our raw material sustainability dashboard. Designers are able to leverage this resource to source vetted and secured materials.

KEY MATERIAL GOALS

- 100% of our cotton will be sustainably sourced, defined as: Better Cotton, organic, transitional, recycled, regenerative or Fair Trade-certified by 2025
- 100% recycled polyester by 2025
- 100% Responsible Wool Standard-certified or recycled wool by 2025
- 100% of viscose will be sourced and verified through CanopyStyle audits by 2025
- 100% of leather will be traceable and verified to animal welfare and land management standards, or covered by Impact Incentives and 100% of our tanned leather will be Leather Working Group-certified by 2025
- 100% Responsible Down Standard-certified or recycled down and feathers by 2023
- 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025
- 100% of the wood substrates used in key elements of new store interiors will be FSC-certified (or equivalent), repurposed or recycled by 2025

77%

of our units produced met at least one of our sustainable material criteria in FY22 — up from 33% in FY21.

DIGITAL PRODUCT IDENTIFICATION

In 2019, we launched a digital product identification program to link our physical product with the digital world in order to power product authentication, further digitize our supply chain operations, deliver an enhanced consumer experience and enable a platform upon which to build future services and experiences.

Our DPIDs are hosted on an agile platform so that we can continue to add and scale new features and capabilities, such as facilitating the reuse, resale and recycling of our products to enable a more circular life cycle. The overall goal is to reduce the environmental impact of labeling while improving consumer information access and enabling continuous cycling of textile resources.

To date, we've incorporated more than 200 factories into the DPID program, and as a result, a majority of our apparel products now have digital IDs, and we expect every product to have a digital ID by 2024.





Further Committing to Nature

We're ramping up our cross-industry collaborative efforts alongside the refinement of our own goals. One example is our continued work with the Fashion Pact and Textile Exchange to solidify our biodiversity strategy. We are participating in working groups that are developing ways to address biodiversity issues in the leather and cashmere supply chains. This work will leverage the insights provided by the [Biodiversity Insights Report](#), published by Textile Exchange in November 2021. This report provides the first tool for the apparel and textile industry to benchmark the sector's impacts on biodiversity.

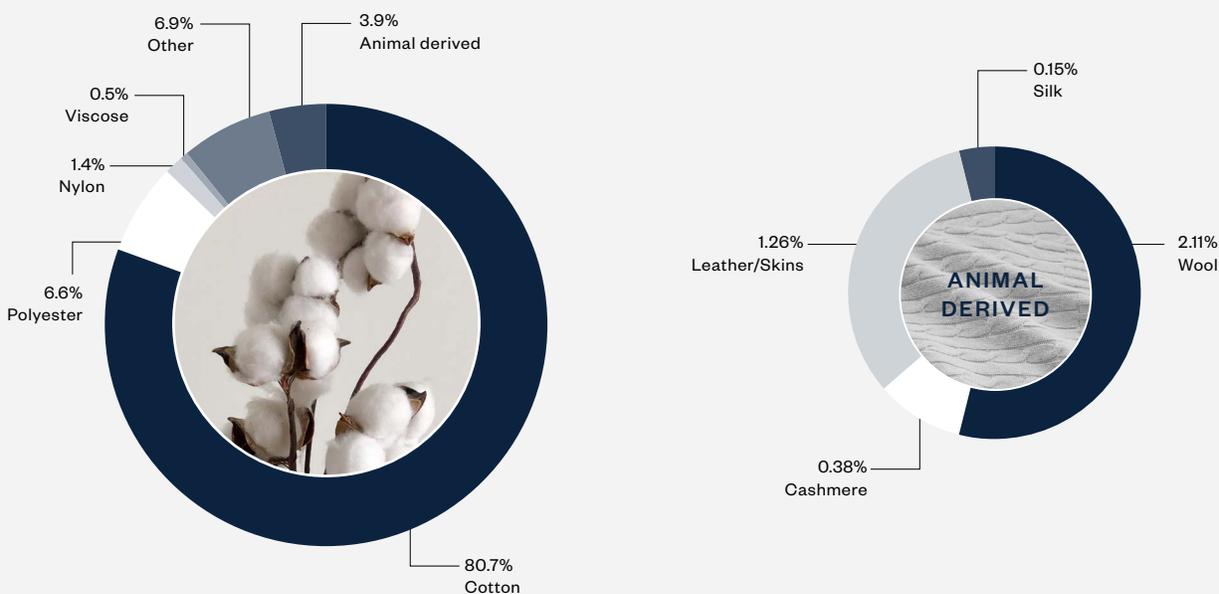
More holistically, we are evaluating how our existing climate, water and materials initiatives intersect with the protection and conservation of the natural world and where we have further opportunities. Our work today — from our materials goals to our climate commitments — provides a strong foundation for our biodiversity strategy, and we will build upon this foundation as we set further commitments to establish Science-Cased Targets for Nature.

SUSTAINABLE INNOVATIONS IN SPORTSWEAR

In FY22, we enjoyed success through two separate endeavors in the world of sport. First, our partnership with Natural Fiber Welding was on display at the 2022 Australian Open with the launch of the RLX CLARUS® Polo Shirt. It marked the unveiling of a first-to-market patented platform that transforms virgin and recycled cotton in ways previously not possible. The shirt featured a high-performance cotton that performs similarly to plastic-based synthetic fabrics like polyester and nylon, but without the use of petroleum-based fossil fuels. The shirt will be available to consumers worldwide in summer 2022.

Second, we continued our partnership with the U.S. Olympic and Paralympic teams as their official Opening and Closing Ceremonies outfitter. These winter collections featured a range of sustainable materials and traceable production practices, including the use of recycled polyester, nylon and down along with [Responsible Wool Standard \(RWS\)](#)-certified, U.S.-grown wool. We were proud to dress the more than 1,000 members of Team USA who competed in Beijing.

FY22 MATERIAL USE



¹ FY22 percentages are based on units, not weight of raw materials. Percentages may not add up to 100 due to rounding.

² Primarily includes additional materials used in our accessory and footwear products.

Cotton

Cotton accounts for more than 80% of our total material use. In FY22, 84% of our cotton products met at least one of our defined sustainability attributes.

This year we continued our transition to sustainable cotton for apparel products, including polo shirts, knits and shirts, Ralph Lauren Home transitioned 95% of core bedding and bath and new fashion bedding to cotton qualities we recognize as sustainable, such as organic or Better Cotton. In 2021, we sourced more than 19,000 metric tons of cotton lint as **Better Cotton**, while supporting the not-for-profit's holistic efforts to make cotton a more climate-resilient, socially-viable and, ultimately, more sustainable crop.

Supporting the increased supply of sustainably grown cotton on a global scale is imperative in order to meet our 2025 goal of using 100% sustainably sourced cotton.

In the U.S., **The U.S. Regenerative Cotton Fund (USRCF)** works with growers to support adoption of soil health management systems, including practices such as cover crops and reduced tillage, across more than 1 million acres of U.S. cotton cropland.

The USRCF is led by the **Soil Health Institute (SHI)**, a nonprofit with a mission to safeguard and enhance the vitality and productivity of soil through scientific research and advancement. The USRCF is a first-of-its-kind, farmer-focused and science-based effort to support long-term, sustainable cotton production in the U.S. The USRCF brings together a diverse group of farmers, advisors, landowners, conservationists, soil scientists, educators, business leaders, philanthropists and others who share a common belief that together we can create a long-term sustainable cotton industry in the U.S. The founding investment from The Ralph Lauren Corporate Foundation enables SHI to accelerate and scale these efforts to reach farmers in a way they haven't before.

Further, we plan to join the **U.S. Cotton Trust Protocol** in FY23. The Trust Protocol is a voluntary organization for U.S. cotton producers whose goal is to provide a comprehensive program of verification against Trust Protocol benchmarks. The Trust Protocol cotton is measured and analyzed at the field level to help farmers demonstrate their environmental credentials. This offers brands such as Ralph Lauren a unique set of assurances to measure sustainability commitments and to work towards tracing U.S. cotton through the supply chain.

Organic cotton fiber currently makes up less than 1% of cotton grown annually. There are significant barriers for farmers who want to switch from conventional to certified organic farming, including financial challenges and a two- to three-year transitional period before achieving certification. Directly supporting farmers during this transition provides an opportunity for brands like Ralph Lauren to help increase the quantity of organic cotton available on the market. In Spring 2023, with the help of **The Sourcing** and our mill and factory partners, we will introduce products made with transitional or in-conversion cotton from farmers in India.

POLYESTER, NYLON AND VISCOSE

We are continuing our efforts to phase out virgin sources of polyester and nylon and switch to recycled options or natural fibers. Currently, polyester accounts for 6.6% of our total material use.

In 2021, we:

- Used almost six million pounds of recycled polyester — the equivalent of 52 million recycled plastic bottles and representative of 41% of our total polyester use (an 18% increase from FY21)
- Converted eight major programs across men's, women's and children's Polo outerwear to recycled polyester

Our material teams continue to work with our suppliers to increase the percent of our viscose coming from viscose manufacturers with a "green shirt" rating on **The CanopyStyle Audit**. Through supplier surveys and other efforts, we achieved our bridge goal of sourcing 50% of our viscose from low-risk manufacturers in FY22.



Animal-Derived Materials

Around 4% of our total material use comes from animal-derived sources. We are committed to the well-being and respectful treatment of animals, as described in our **Animal Welfare Policy**, which includes our approach to sourcing exotic skins and our long-standing ban on the use of fur. In FY22, we continued increasing our uptake of sustainable materials and our focus on traceability.

LEATHER

In 2021, 64% of our leather tanneries were certified by the Leather Working Group (LWG).

Over the past year we elevated our support of sustainable leather in multiple ways. Ralph Lauren was a pioneer brand in Textile Exchange's Impact Partnership Incentives for the Leather Impact Accelerator, investing directly in support of Brazilian cattle farms to be verified as Deforestation/Conversion-Free (DCF) and to achieve animal welfare certification in the next three years. We also joined LWG's **Traceability Task Force** and deforestation working groups to help guide further improvements in the leather trade. Lastly, we are participating in the steering committee for the development and finalization of the Responsible Reptile Sourcing Standard (RRSS) as part of the **Southeast Asian Reptile Conservation Alliance (SARCA)**.



NFW MIRUM



MIRUM® is a revolutionary alternative material made from renewable resources that include plant-based materials and agricultural byproducts while also being free of synthetic plastics. We developed the **MIRUM® Olympic Patch** in partnership with Natural Fiber Welding Inc, and added it to Team USA's parade apparel at the 2020 Tokyo Olympics as an initial test of the material's potential. We are currently sampling the material further to determine its best consumer utilization with an intention to launch the product in 2023.

DOWN

We use 100% Responsible Down Standard-certified virgin down or recycled down across our product offerings. We also continue to leverage Primaloft's® ThermoPlume™ down alternative, where applicable.

Products using recycled down will be introduced in our stores in Fall 2022.

WOOL

We continue to prioritize working with **Responsible Wool Standard (RWS)**-certified suppliers. We're exploring additional opportunities for our wool strategy in FY23, such as partnering with growers who are using regenerative practices and other certification options.

CASHMERE

Our cashmere strategy focuses on sourcing preferred fibers such as **Sustainable Fibre Alliance**-certified cashmere that address animal welfare and land management risks, and recycled cashmere, which minimizes waste and has a smaller environmental impact compared to virgin material. In FY22, we used 3,691 pounds of recycled cashmere in sweater programs. In FY23, we plan to engage in project-based initiatives in cashmere-growing regions to support systemic change and grassland restoration.



Sustainable Store Interiors

We are committed to designing and building Ralph Lauren stores with materials that minimize environmental impact and maximize occupant health.

In FY22, we continued formalizing our approach to creating more sustainable spaces in our stores. Our goal is to ensure all the key elements in our new store interiors — including fixtures, displays, flooring, hangers and signage — are sustainably-sourced and made from materials that minimize environmental impact and maximize occupant health.

We base our approach on guidelines from leading green building and sourcing organizations, including the U.S. Green Building Council (USGBC) and the Forest Stewardship Council (or equivalent).

HIGHLIGHTS OF OUR PROGRESS INCLUDE:

82%

of wood hangers produced for RL retail stores, shop-in-shops and outlets in FY22 were made from FSC-certified (or equivalent) woods.

100%

of Children's and Lauren millwork fixtures and wall units produced for North America shop-in-shops in FY22 were made from FSC-certified (or equivalent) woods.

43%

of shop-in-shops installed in Europe in FY22 used only millwork fixtures and wall units produced from FSC-certified (or equivalent), repurposed or recycled woods.

100%

of wood floors installed in new Polo boutique retail stores and Polo outlet stores in Europe in FY22 were made from FSC-certified (or equivalent) materials.

Consistent with our Forest Protection Policy, we set a 2025 goal for 100% of the wood substrates (solids, veneers and composites) used in key elements of new store interiors to be FSC-certified (or equivalent), repurposed or recycled. In 2021, we began tracking the percentage of key wood suppliers for store design and construction that meet this standard and confirmed 10 met the benchmark by the end of fiscal year 2022, which represents 11% of our suppliers.

Responsible Design

In addition to adopting circular principles, we commit to embedding environmental and cultural sustainability, inclusivity and celebration into the products we design and stories we tell.

ONGOING GOAL

Ensure all of our design, production and merchant teams will receive annual training on sustainable, circular, inclusive and culturally aware design

Our Approach to Design

Since our founding, Ralph Lauren's design ethos has been inspired by the many beautiful, complex and interconnected pieces that make up the fabric of America: its history, arts, crafts, cultures and — most of all — its vibrant people. The breadth and reach of our brands across generations and cultures creates a style that is authentic, timeless and truly personal. We take our responsibility seriously to use the inspiration that captivates our imagination in a way that is culturally aware and appropriate. We challenge ourselves to think differently and expansively about each stage of the design and development process.

In 2020, we launched Design with Intent, a workstream aiming to identify and pursue opportunities to be intentional and impactful in all that Ralph Lauren represents — from product inception to marketing and every point along the customer journey, including store design and e-commerce. In early 2022, we took the step

to elevate this workstream of passionate individuals throughout our organization to a functional department of the same name. Now deeply embedded within our Company's organizational design, our Design with Intent department is being resourced with expert insight into culturally cognizant design and product development to think holistically about the stories we champion through product creation and storytelling.

As one of its first efforts, Design with Intent is piloting an Artists in Residence program, inviting artisans working with a variety of skillsets, mediums and materials to collaborate with Ralph Lauren's design teams. This is intended to be a mutually beneficial exchange of resources, talent and trade techniques. During their tenure, we expect each Artist in Residence to have the opportunity to create a special product collaboration, melding the brilliance and unique skill of the artisan with our core brand sensibilities.

Our Cultural Awareness Guidelines also support our design approach. We update these annually, working with advisors and thought leaders within this space, and distribute them to all enterprise teams with a role in design, advertising and marketing. We support our teams to apply the guidelines in practice with our cultural awareness educational program, which is mandatory as part of our new hire onboarding process for all creative, design, marketing and advertising functions. Existing teams receive annual training and special workshops to stay current.

Native American & Indigenous Community Engagement

For 55 years, our brand has been a window for the world into American life and values. This is an immense responsibility, one that is deeply ingrained in our Purpose. We have drawn design and storytelling inspiration from the beautiful lands and individuals around us, and as we continue to evolve and grow, we believe it is important to more closely partner with the communities that inspire us. We recognize that we must honor the Native and Indigenous communities that so richly contribute to the culture of this country and many others.

As we continue to expand our understanding and awareness, we are reviewing our internal creative processes — focused on forging and expanding meaningful partnerships with community members and artisans and pursuing long-term pathways for collaboration. We intend to use our platform to amplify Native and Indigenous perspectives and create space for holistic and authentic storytelling. We seek to establish a credible model of cultural sustainability, where Native and Indigenous communities play a role in creating culturally relevant programming, storytelling and timeless products.

In this work, we are developing Native philanthropic and partnership programs under the following pillars: community resilience reinforcement, scholarship and

education support, cancer care and prevention, social partnerships, water accessibility and environmental preservation and design with intent.

We approach this journey with humility and, above all, with dignity and respect for Native and Indigenous communities as our guiding principle. Our current efforts include:

COMPANY

Increase Representation, Recognition and Celebration

- Forming an external advisory body, comprised of diverse Native voices across industries and creative disciplines to help inform our actions.
- Launching an internal Employee Resource Group (ERG), known as our Native American & Indigenous Advisory Council, that will work in partnership with our DE&I and Design with Intent departments to advise on our Native and Indigenous cultural sustainability work. With this effort, we aim to reconnect with current employees and strengthen our ERG recruitment efforts for new employees who identify as Native American or Indigenous.
- Aiming to deepen our talent pipelines and academic partnerships — through programs like the Creative Futures Collective, Institute of American Indian Arts (IAIA) and the American Indian College Fund — intending to reduce barriers to entry into the fashion industry and providing more opportunities for Native and Indigenous talent at various levels of our Company.
- Continuing to honor moments in the calendar important to Native communities, centering around the amplification of Native and Indigenous voices and perspectives, including but not limited to Native American & Indigenous Heritage Month.

Strengthen Structured Education Practices

- Continuing to expand upon our mandatory cultural awareness trainings for all design, marketing and merchandising teams, specifically examining their content through a Native and Indigenous lens.
- Continuing to curate and host regular Speaker Series for our employees to learn directly from Native leaders, artisans, designers, historians, activists and more.



COMMUNITY

Broaden Our Brand and Product Storytelling

- Seeking new ways to leverage our platform to amplify Native stories, perspectives and priorities.
- Recognizing Native and Indigenous provenance across product categories, including product descriptions and promotional storytelling.
- Increasing representation in front of and behind the camera, so that Native and Indigenous people are featured prominently on our owned platforms and have a stronger presence as creators behind-the-scenes.

Design with Intent

- Evolving our creative design process to include culturally relevant collaborations, beginning with our Artists in Residence program, which launches in 2022.

Expand Our Supply Chain Network

- Engaging responsibly and creatively with the global handcraft community and broadening our network of Native artisans, makers and sources.
- Aiming to diversify our investments in product development partners so that more of the sourcing organizations we work with are Indigenous-owned and -operated.

SOCIETY

Forge New and Deepen Existing Partnerships

- Continuing to support organizations that elevate priorities and needs in Native communities through our Company and The Ralph Lauren Corporate Foundation, from equitable healthcare experiences to economic resilience programs to water access and beyond – including plans to support the Johns Hopkins Center for American Indian Health, Arrowhead Entrepreneurship Program and DigDeep Navajo Water Project, among others.
- Creating pathways to engage with Native artisans and makers, building relationships based on respect and culturally sustainable practices, including partnering with and contributing to the IAIA and the IAIA Museum of Contemporary Native Arts.

- Engaging our employees in this work by creating opportunities for them to donate via our Ralph Lauren Matching Gift initiative and participate in our Ralph Lauren Gives Back volunteering program.

Invest in Education

- Continuing to fund scholarships for Native and Indigenous students via the American Indian College Fund and IAIA, with hopes of expanding to additional programs and academic institutions in the future.
- Continuing to promote the adoption of inclusive curricula that details the full history of Native and Indigenous Americans, as demonstrated by our prior support of the Smithsonian National Museum of the American Indian's Native Knowledge 360° education initiative.

This framework will continue to evolve as our actions progress, and we will share our progress as we move forward in this work.



CASE STUDY

In Honor of Black Collegiate Style



In March 2022, we were proud to build on our partnership with Morehouse College and Spelman College with a limited-edition collection inspired by the schools' rich heritage and esteemed traditions. The collection seeks to honor the history of both colleges and widen the aperture of Ralph Lauren's storytelling — including the nature of life at historically Black colleges and universities (HBCUs), a story previously untold in depictions of Ralph Lauren's collegiate sensibility.

Conceptualized and designed by Morehouse and Spelman alumni at Ralph Lauren, the collection also marks the first time the brand has produced a campaign with an all-Black cast including its photographer, creative directors, cinematographer and talent — predominantly comprising students, faculty and alumni at both institutions. Our first-of-its-kind film, "A Portrait of the American Dream," and commemorative yearbook detail the founding and historical significance of HBCUs through the lens of these two institutions, demonstrating the use of style as an expression of aspiration, a form of self-empowerment and a tool of resistance.

Further, The Ralph Lauren Corporate Foundation announced a **\$2 million commitment** to support scholarships for Black students, including those at Morehouse College and Spelman College. Within this commitment, The Ralph Lauren Corporate Foundation will also support 10 additional HBCUs through the United Negro College Fund (UNCF).

We also continued scholarship support for academic programs and scholarships supporting underrepresented students via the American Indian College Fund, Asian Americans for Equality, Asian & Pacific Islander American Scholars, the Asian University for Women in Bangladesh, the Hispanic Scholarship Fund and the Fashion Institute of Technology's Social Justice Center.

Responsible Sourcing

We seek to work with partners who share our values and our commitment to conduct business with social and environmental integrity at heart.

2025 GOAL

80% of our business will be with suppliers that meet key and strategic supplier criteria with potential in business, social and environmental performance.

Supplier Engagement

Our **Supplier Engagement Strategy (SES)** aims to achieve mutual, long-term, positive impacts across our supply chain. This requires enduring partnerships based on transparency and trust.

Our SES guides us in building and maintaining these partnerships. It enables us to drive continuous improvement and positive impact based on shared transparency, accountability and value creation. We continue to strengthen our framework with frequent one-on-one supplier check-ins, semi-annual supplier summits and roundtable discussions.

In FY21, we started working with the Better Buying Initiative to collect our business partners' anonymous

feedback on Responsible Purchasing Practices. Based on this feedback, internal working groups were established to focus on key improvement areas on five purchasing practices. Based on FY21 Better Buying Survey results, we updated our Responsible Purchasing Practices to support more understanding across our entire organization. We invited select suppliers to speak at various events across the Company to further inform our workforce about improvements in our overall efforts.

We also created a mandatory training program for our entire Buying/Sourcing/Cross Functional teams and our working groups will continue to work with our teams on Responsible Purchasing Practices for constant improvements. We expect to collect the next round of Better Buying Survey feedback in summer 2022.

During Supplier Summits and in one-on-one Supplier Engagement meetings, we communicated our expectations in Business, Quality Assurance, Global Citizenship & Sustainability, and sought feedback on expectations of us as a responsible partner. We also discussed how we can grow together with all suppliers, focusing on our key and strategic suppliers that represent the majority of our business.

For more on our supplier and worker empowerment efforts, please see **[Rights and Empowerment in the Supply Chain](#)**.

Our Responsible Purchasing Practices define how Ralph Lauren conducts business with integrity, transparency, respect for universal human and labor rights and environmental sustainability. These standards are critical to our work as responsible corporate citizens.

MAKING PROGRESS AMID ONGOING CHALLENGES

Even with pandemic-related challenges and disruptions, we continued to increase our business purchase value in FY22, to 53% (a 3% increase from FY21) with our Strategic and Key suppliers, aiming for 80% by 2025. We continue to make progress despite managing various country and factory lockdowns as well as ongoing worker shortages, which heavily impact our partners. Together with our partners, we took necessary actions to support and reallocate certain products between their factories or countries to mitigate risk and create supply chain agility.

In FY22, we continued our efforts to empower suppliers to maintain and/or improve the performance of our product while reducing back and forth communication, sampling and reference materials. This important work is done through our continued efforts to certify suppliers' internal testing labs for performance attributes of product, calibration/certification as it pertains to fit and construction approvals and the implementation of digital product approvals using 3D capabilities (where applicable). We also partnered with our mills via an independent third-party provider to digitize color approvals via spectrophotometer readings.

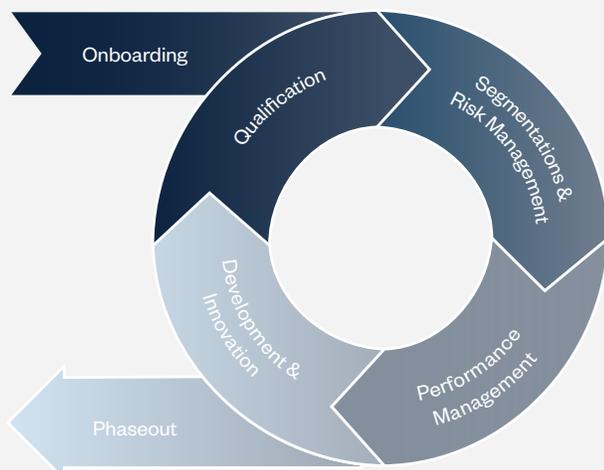


In FY22, we expanded the rollout of the Sustainable Apparel Coalition's (SAC) **Higg Index Facility Environment Module (FEM)** to cover our broader supply chain and increased visibility of our supply chain's environmental performance data.

- We collected data from 273 Tier 1 facilities, representing 92% of our supply chain spend — an increase from 77% last year.
- Within the reporting facilities, 229 (87% of our business spend) have completed data verification by an SAC-approved third party.
- Facilities scored an average of 46 points across all sections, with an average of 59 points in the water section and 71 in the energy section.
- The expanded FEM rollout also covered 50 mills (up from 31 facilities last year), representing approximately 54% of our woven and knit fabric and sweater yarn production.
- A total of 48 mills (25 facilities in FY21) have completed third-party verification, with an average score of 58 points (49 last year) across all sections.
- The mills scored an average of 87 points in the energy section, 70 points in the water section and 39 points in the chemical section.

In the coming years, we will expand this effort to increase visibility of our supply chain environmental and chemical management performance data in our Tier 1 facilities, subcontracted processing facilities, and Tier 2 raw material manufacturing.

OUR APPROACH TO SUPPLIER ENGAGEMENT





LINKING SUPPLIER CAPACITY AND PERFORMANCE TO PURCHASING DECISIONS

Our teams continue to assess supplier capabilities, capacities and performance, which in turn supports workers at the factory level. During FY22, we continued our efforts to develop a capacity management tool to collect and visualize global capacity, with an upcoming rollout plan for our Tier 1 Suppliers. This will help us avoid placing orders that might lead suppliers to subcontract without our authorization or to place pressure on workers to work excessive hours. To avoid making requests of our suppliers that could exceed their capacity to supply us on time, we plan orders early, keep factory capacity and capabilities under review and work to anticipate the need for new capabilities.

In FY22, we fully integrated citizenship and sustainability into our SES and launched our Vendor Management System (VMS) — a database that enables us to share information and opportunities with all Tier 1, subcontracted processing

facilities and Tier 2 suppliers. We also integrated and evolved citizenship and sustainability key performance indicators into our vendor scorecard, with specific focuses on carbon, water and sustainable chemical management performance, and social and environmental targets, which now sit alongside other business-critical issues, such as quality. This allows us to transparently communicate our sustainability expectations, evaluate and monitor progress of our suppliers and strengthen focus and collaboration towards continuous facility-level improvement.

We work to support our suppliers by clearly communicating expectations and leveraging forums where we enable suppliers to share challenges and learnings to develop a common understanding of our requirements. In light of pandemic-related travel restrictions in FY22, we continued the frequency of online webinars and meetings to engage suppliers on key issues. We also organized multiple weekly sustainability office hours to stay connected with our suppliers and discuss their input and questions related to our sustainability initiatives and launches.



Protect the Environment

Through scalable innovation and strong partnerships, we are working across our supply chain to reduce our climate and water impacts and avoid waste.

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Climate

We are committed to playing our part to address the climate crisis by reducing greenhouse gas emissions across our supply chain to a level consistent with reaching global net zero emissions.

2040 GOAL

Achieve net zero GHG emissions from a FY20 base year

2030 GOAL

Reduce absolute Scope 1, 2 and 3 GHG emissions by 30% (SBTi-approved) compared to a FY20 base year

2025 GOAL

Power our owned and operated offices, distribution centers and stores with 100% renewable electricity

Our Climate Strategy

Our GHG reduction goal was approved by the Science-Based Targets Initiative (SBTi) in June 2020. This goal is in line with GHG reductions required to keep global temperature rise to 1.5°C for Scope 1 and 2 and well below 2°C for Scope 3. We plan to increase the ambition of this 2030 target alongside our industry to align with a 1.5°C scenario across Scope 1, 2, and 3. Beyond meeting our 2030 emissions reductions goals, we intend to achieve net zero GHG emissions by 2040. We plan to seek SBTi approval for our new 2030 target and our net zero target in calendar year 2022. To accompany these commitments, we published a **Net Zero Commitment Statement** that details how we will achieve these targets.

Achieving and sustaining net zero emissions will require adoption of low- and zero-carbon practices throughout our supply chain. As we develop and refine our roadmap to achieving net zero by 2040, we have identified the strategies that will be most important to reach this target. These strategies include the electricity used in our operations, energy used by our suppliers, how we transport our goods, the raw materials in our products and the circular products and experiences we offer to customers.

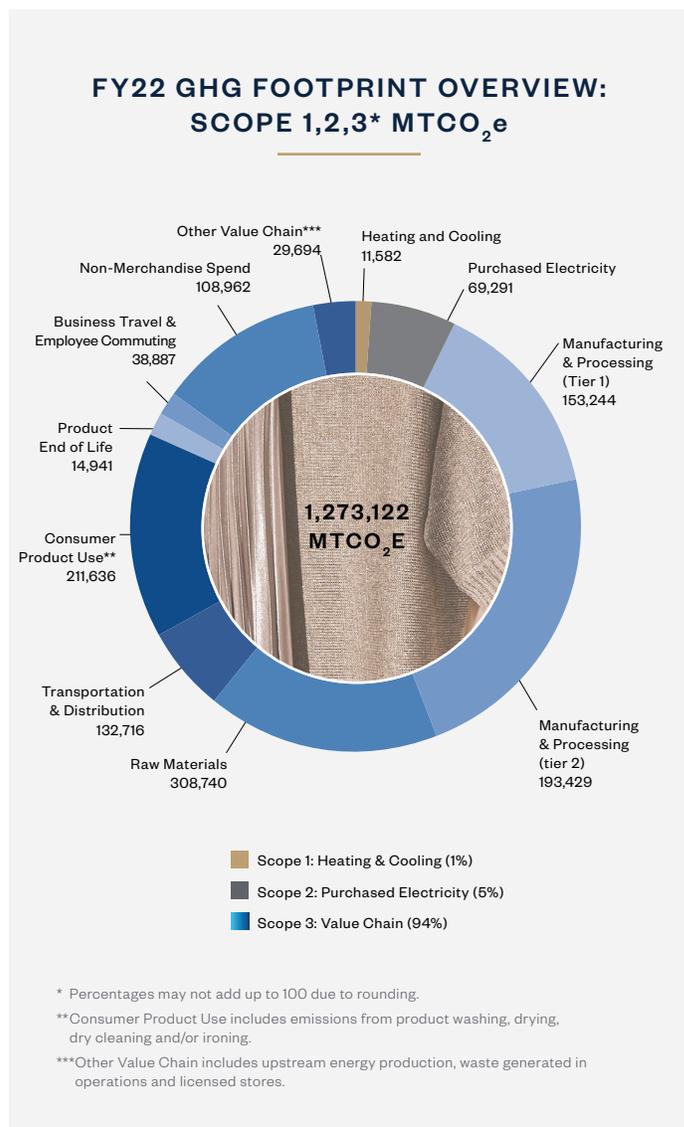




Our industry collaborates to address many of the decarbonization challenges we face, including the transition to renewable energy across our supply chains and enabling a more circular economy. We participate in many of these organizations, including RE100, UN Fashion Industry Charter for Climate Action, the G7 Fashion Pact, Clean Energy Buyers Alliance and the Sustainable Apparel Coalition. We have also voiced our support for bold U.S. climate policy action to ensure the transition to a low-carbon world.

To make our Company more resilient to evolving climate-related risks, we developed a cross-functional Climate Risk Task Force. The Task Force meets semiannually to identify and describe key climate risks, communicate climate risks to key stakeholders — including our leadership team and the Board — and ensure key actions are being taken to address risks. We align our climate risk disclosures with the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD), as summarized in the **TCFD Index of this report** and our annual **CDP Climate response**.

Continuing trends from last year, the lingering business disruptions from COVID-19 are reflected in our overall carbon footprint, as our absolute emissions decreased by 32% in FY22 from our FY20 baseline. These changes are driven by production volumes decreasing by over 25.6% compared to FY20, which contributes significantly to our Scope 3 emissions from manufacturing and raw materials. These changes in emissions are also driven by regular improvements to our carbon footprint methodology consistent with carbon accounting best practices, including collecting more complete data from our suppliers and updates to our underlying emission factors. We remain committed to implementing our GHG action plan for achieving our carbon reduction targets.



Our Operations

We're working to mitigate the operational contributors to our carbon footprint. We're investing in a number of renewable energy programs and initiatives to help transition to an energy future that's truly sustainable.

RENEWABLE ENERGY & ENERGY EFFICIENCY

Moving to 100% renewable electricity for our owned and operated facilities is essential to meeting our GHG reduction goals.

In FY22, 6% of electricity used in our operations was from renewable sources, such as wind power. This is consistent with the share of renewable electricity used in FY21 and represents renewable energy attribute certificate purchases in Europe.

We continued to implement our renewables strategy in FY22 focused on virtual power purchase agreements (VPPAs) in North America and Europe. We expect to sign our first VPPA in FY23. For any remaining renewable electricity needs, we will source renewable energy credits (RECs) and equivalent certificates.

We also continued to improve the energy efficiency of our stores and offices. We are focused on reducing energy-intensive components like lighting, heating and cooling through energy management systems and the installation of more efficient technology. Over the last 12 months, we began to deploy new energy management systems at our North American retail stores. These systems allow us to more accurately track energy use and adjust our lighting, heating and cooling for greater efficiency. We also completed heating, ventilation and air conditioning system upgrades at 19 European stores to provide more efficient temperature control.

Also, we are beginning to implement UV protection films at our stores to protect our products from excessive sun exposure while reducing the need for air conditioning in warmer months. We are working to install UV protection on windows at all stores in Europe by the end of FY24.

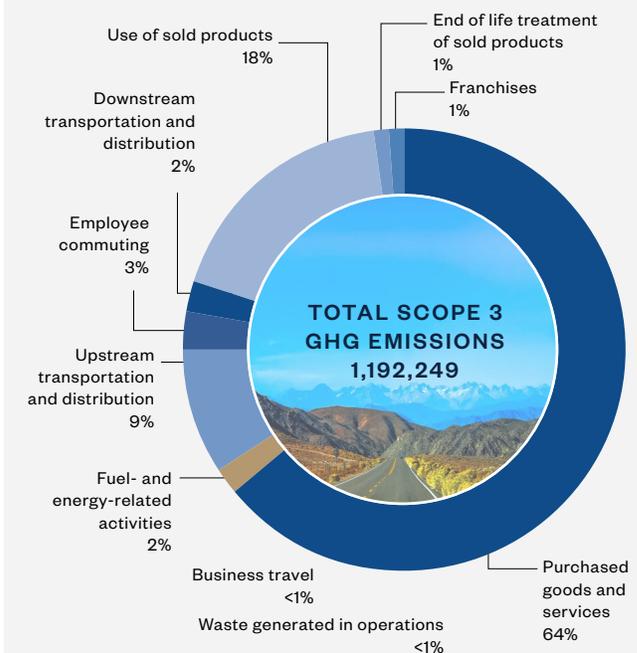
CARBON FOOTPRINT (SCOPE 1, 2 AND 3) (MTCO₂e)¹

	FY20	FY21	FY22 ²
Total Emissions	1,861,736	1,237,017	1,273,122
Scope 1 Emissions	16,248	14,661	11,582
Scope 2 Emissions	90,380	78,305	69,291
Scope 3 Emissions	1,755,107	1,144,031	1,192,249
Carbon Intensity (MTCO₂e/\$ million revenue)	302.24	281.09	204.73

¹ We measure and calculate our emissions according to the World Resources Institute Greenhouse Gas Protocol, the industry standard and international tool for carbon accounting. For a more detailed methodology, see our [ESG Supplement](#).

² Our FY22 carbon footprint has received third-party assurance according to the ISO 14064-3: 2020 standard. For our full assurance statement, please see our [Reports and Policies page](#).

TOTAL SCOPE 3 GHG EMISSIONS





By the end of FY24, all our retail stores in North America and Europe will be equipped with efficient lighting. We are also initiating a full LED retrofit at our North Carolina distribution center campus that is expected to begin installation in FY23.

100

stores in North America, Europe and Asia were retrofitted for energy-efficient LED lighting, as we continued installation at new stores in FY22

Our Supply Chain

In FY22, we increased our engagement with our manufacturing partners to ensure carbon footprint reduction is fully integrated into their strategic roadmap. We began to invest in technical support for our partners to develop decarbonization strategy, set targets and implementation plans that align with the industry's timeline and ambition level. We believe this is a critical step to unlock long-term visibility for our partners and further align on our mutual climate and business trajectory.

CARBON LEADERSHIP PROGRAM

In FY22, we continued our partnership with the Apparel Impact Institute (aII) to roll out the **Carbon Leadership Program** within our supply chain. We conducted a supply chain carbon emission analysis prior to the roll out to identify priority facilities to develop a decarbonization pathway. Through the Program, we invested in technical support for each manufacturing facility to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plan with near-, medium- and long-term priorities that align with broader industry ambitions and best practices.

We enrolled 24 fabric mill and vertical facilities (those with both material and finished goods production in the same location), representing approximately 45% of our raw material business spend, and nine strategic finished goods facilities into our first cohort of the Program.

In FY22, the nominated facilities have set carbon reduction targets between 14 to 78% by 2030 against their 2019 baseline. Based on the developed roadmaps for the nominated facilities, it is estimated that the aggregate annual carbon and water savings at the facility level will reach 800,000 tons of CO₂ equivalent and 8 million m³ of water, respectively, by the end of the decade. We will continue to expand the rollout of the program in our supply chain and work closely with our suppliers to track progress and support them in capability building and collective action programs that help overcome obstacles in implementing their action plan.

MANUFACTURING & PROCESSING

In FY20, we enrolled five Tier 2 fabric mills in the Aii's **Mill/Impact Program** to help reduce their overall environmental impact, including carbon and energy use. In FY22, they completed an 18-month program focusing on efficiency and optimization. On average, the facilities completed 90% of all recommended measures, including 46 projects in total with an average investment payback period of 7.9 months. Through the completion of these optimization projects, our facilities achieved an estimated annual total savings of:

- 679,637 m³ of water
- 80,489 tons of steam
- 11,299 MWh of electricity
- 2,467 tons of coal
- 1,541,666 tons of natural gas
- 42,692 tons of CO₂



TRANSPORTATION & DISTRIBUTION

Our Scope 3 footprint includes emissions from product transport, such as train, ship and air freight. To mitigate cost and environmental impact, we prioritize efficiency when choosing how to transport products to our distribution centers. We only allow vendors to deliver products by air in rare circumstances, such as when production does not meet delivery deadlines and there is a risk to keeping our promise to our customers.

AIR FREIGHT ¹				
	FY19	FY20	FY21	FY22
Air Freight (% of shipments)	5.8%	3.8%	6.7%	14.5%

¹ Inbound shipment from factory to global point-of-receipt managed directly by Ralph Lauren.

In FY22, air freight managed directly by Ralph Lauren was 14.5% compared with 6.7% in FY21. This increase was due to a combination of factors, including efforts not to buy ahead and create excess stock and time constraints linked to factory closures or ocean shipping and pandemic-related port delays. In FY22, vendor-managed air accounted for 6.3% of total shipments, compared with 2.4% in FY21.

Beginning this year, our logistics provider selection process includes a sustainability scorecard that measures candidates' sustainability practices — from the presence of a company sustainability strategy to performance measurement and continuous improvement plans.

We are signatories to the Ocean Conservancy's **Arctic Corporate Shipping Pledge**, committing us to not hire carriers to ship our products through Arctic Trans-shipment Routes.

Biodiversity

2024 GOAL

Develop a biodiversity strategy and set goals aligned with Science Based Targets for Nature

By 2024, we will set new goals aimed at protecting and regenerating nature in alignment with forthcoming comprehensive Science-Based Targets for Nature guidance.

Long-term, we are working to reduce our impact and regenerate the natural ecosystems in our supply chain, where possible. To date, we have established goals and strategies that address many aspects of the target areas already identified in the initial Science-Based Targets for Nature guidance. For example, as part of our membership in the Fashion Pact, we are participating in working groups that are creating a framework to address biodiversity issues in the leather and cashmere supply chains. This work will leverage the insights provided by [Textile Exchange's](#)

Biodiversity Insights Report, a resource enabling the apparel and textile industry to benchmark its impacts on biodiversity.

We are also working with partners to promote the broader adoption of regenerative practices, particularly in cotton farming, and our Company is making investments to address deforestation in the bovine ranching sector in Brazil. The below table includes select illustrative examples of how some of our existing goals and initiatives align with the Avoid, Reduce, Restore & Regenerate and Transform (AR³T) framework created by the Science-Based Targets Network.

Our business, and the communities we are a part of, depend on healthy, well-functioning natural ecosystems, and we know that protecting and restoring biodiversity is a critical component in addressing climate change. Over the next two years, we will refine and solidify our biodiversity strategy, setting new goals aligned with the forthcoming Science-Based Targets for Nature guidance. These goals will leverage and build upon many of our existing initiatives.

ALIGNMENT WITH AR³T FRAMEWORK

	AVOID	REDUCE	RESTORE & REGENERATE	TRANSFORM
Goal		Reduce absolute Scope 1, 2 and 3 GHG emissions by 30% by 2030 By 2040 achieve net zero GHG emissions Achieve at least a 20% reduction in total water use across our operations and value chain by 2025	Achieve 100% sustainably sourced key materials by 2025	By 2025, we will connect consumers with options to rent, repair and recirculate our products in select top cities
Policy	Forest Protection Policy, Animal Welfare Policy			
Program	Leather Impact Accelerator CanopyStyle	ECOFAST™ and Color on Demand	WWF Water Stewardship Collective Action	
			U.S. Regenerative Cotton Fund ¹	

¹ Funded by The Ralph Lauren Corporate Foundation

Water Stewardship

We commit to reducing water consumption across our value chain and to safeguarding and preserving water resources in our communities.

2025 GOAL

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

Freshwater is an essential resource for people and wildlife and a foundation for healthy ecosystems and thriving economies. It's also a resource that the apparel industry is heavily reliant on — from growing cotton to dyeing and washing fabric. Our approach to water stewardship includes actions that address overall use and quality, and protecting watersheds and ensuring access.

Conservation

In FY22, we continued to collaborate with World Wildlife Fund (WWF) to advance our conservation work and set a comprehensive strategy for water stewardship and water use reductions in our value chain. We are in the process of setting contextual water targets to better align our reduction goal with localized water challenges. In priority water-stressed locations, we are contributing in collective action projects and local partnerships to scale water use assessments and reduction strategies. Through our FY21 water risk analysis, we identified priority basins in our supply chain that are in great need for watershed conservation, reduced water consumption and improved community access to water. In FY22, our footprint was 11,087,765 m³ — a 23.9 % reduction compared to FY20.

This decrease was primarily driven by COVID-19-related business impacts, such as production volumes decreasing by over 25.6% compared to FY20, which contributes significantly to our supply chain water consumption.

WATER STEWARDSHIP APPROACH

CONSERVATION

Safeguard and preserve water resources where we operate through contextual water targets and collective action program implementation in priority geographies with high water stress.

COTTON

Sustainably source cotton and accelerate the adoption of regenerative farming practices.

COMMUNITY

Partner with organizations focused on watershed health and community WASH (Water, Sanitation and Hygiene) solutions through The Ralph Lauren Corporate Foundation.

CASE STUDY

Partnering for Water Conservation in India

In FY22, we joined WWF's **Noyyal-Bhavani Collective Action Program** to help address industry impacts on freshwater in the region in collaboration with WWF-India and two other corporate partners. The objective of the collective action program is to ensure that by 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature. We nominated six manufacturing facilities in the area to identify opportunities to improve their efficiency in energy and water use, which in turn will help reduce overall impacts from manufacturing.

This program aims to address shared basin challenges through:

- A strong foundation of science-based actions;
- Pilots to help inform policy making in the region, which is responsible for 90% of total cotton knitwear exports from India; and
- Clear key performance indicators which measure the impact on the landscape.

Key achievements from the program include:

- Completed a cross-section and Aquatic Biodiversity survey, and installed a Water Level Recorder (WLR) in Moyar for e-flow assessment, which gives an overview of the flow regime to assess if the e-flow for aquatic biodiversity is met.
- Implemented pilots in select wetlands for community-led monitoring, water quality improvement and invasive species management by distributing water quality kits to citizen groups. A mutual understanding was reached to form a working group in Sulur Lake with local NGOs, industrialists and government officials.
- Completed a scoping study for 10 textile units in Tirupur and developed improvement plans for four units.
- 255 participants attended eight training sessions under two modules — Best Practices on Energy and Water Conservation.
- Completed River Health Assessments (RHAs) for three seasons in Noyyal and Moyar basins, which will facilitate the development of a river health card in the upcoming quarter.

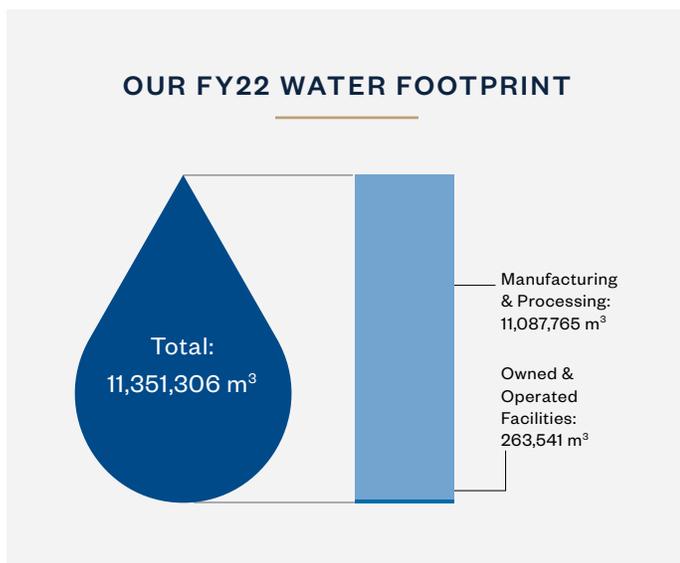


Cotton

As part of our water stewardship strategy, we evaluated the impacts of cotton farming. We looked at our key cotton growing regions through the **WWF Water Risk Filter** to identify geographies with high risk for water scarcity. We also estimated total water use (rainfed and irrigated) in cotton agriculture — the volume used is significant and our focus is on reducing water use in cotton production and increasing effectiveness of water use. A key driver of this is the adoption of regenerative farming practices that make better use of rainfall and irrigated land. These practices increase soil fertility, water holding capacity and carbon capture; reduce erosion and pollution runoff; and create more resilience against floods and droughts. Read more about our work to increase the adoption of more **sustainable cotton**.

Community

Essential to our overall water stewardship strategy is supporting watershed health through conservation interventions — including wetland restoration, stakeholder engagement and the adoption of preferable land use management practices. We will invest in a number of water conservation programs in the coming year, and further our partnerships with local organizations focused on community access and water, sanitation and hygiene (WASH) solutions.

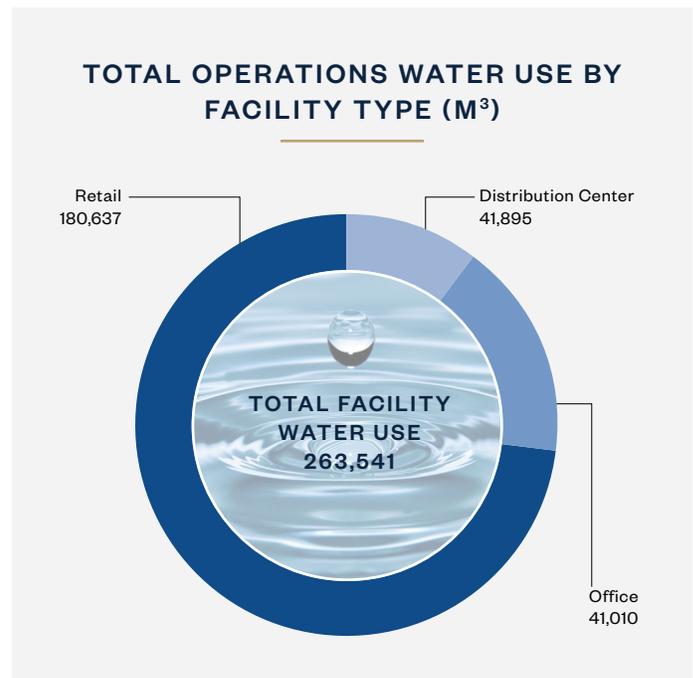


In FY22, we submitted our first CDP water response (an unscored version of the questionnaire) with plans to increase our disclosures to a more extensive, scored version in the future.

FURTHER WATER ACCESS EFFORTS

Worldwide, one in three people do not have access to safe drinking water. To help end this disparity, we support organizations providing clean water sources for those in need. Through our continued partnership with **GiveMeTap**, we helped fund 18 incremental drinking water projects in rural Africa in FY22. We also donate at least \$2 for every Polo-branded bottle sold on RalphLauren.com to help fund the installation of water pumps across rural Ghana. By FY2023 the program is expected to provide 36 water pumps in the Upper West region of Ghana benefiting more than 36,000 people.

The Ralph Lauren Corporate Foundation has made several additional commitments to improve access to clean water and general water functions around the world. More information about these efforts can be found in **[Access to Clean Water](#)**.



WATER STEWARDSHIP IN OUR SUPPLY CHAIN

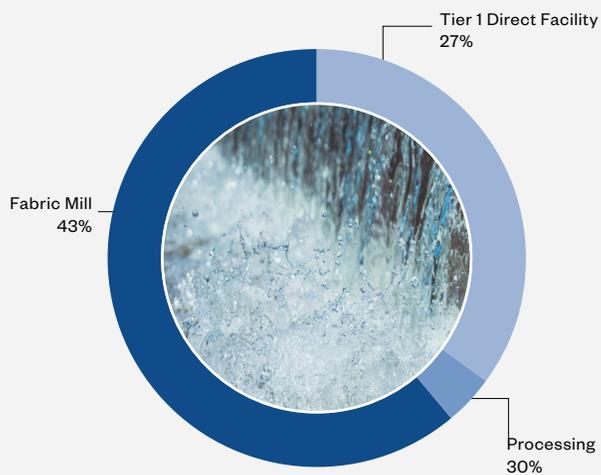
We are supporting our suppliers to improve their water reduction targets through the **Carbon Leadership Program**. In FY22, nominated facilities set water reduction targets ranging up to 72% by 2030 against their 2019 baseline.

Other water stewardship initiatives in FY22 included:

- Continued our direct collaboration with manufacturers in improving water use efficiency. Since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. These transitions have helped our suppliers avoid an estimated 169,992 cubic meters of water use in FY22.
- Launched an open-source ECOFAST manual in collaboration with Dow to support faster adoption of an improved dyeing process. This effort aims to help the industry integrate new methods to reduce the amount of water, chemicals and energy needed to color cotton.
- Continued to reduce the use of water-intensive chemicals and processing in the production of our core Polo and Lauren denim products. For more information, see **Chemical Management**.

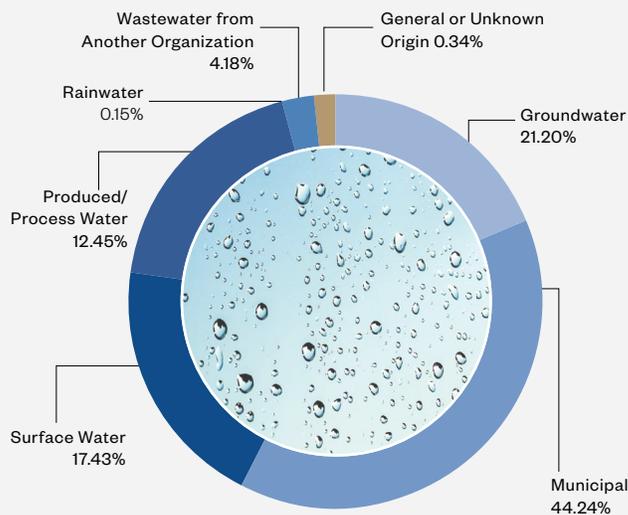


TOTAL SUPPLY CHAIN WATER USE (M³)¹



¹ Percentages may not add up to 100 due to rounding.

TOTAL SUPPLY CHAIN WATER USE BY SOURCE (M³)



Waste Management

We commit to integrating zero-waste principles across our business, focusing on reducing waste at its source and diverting waste from landfill through increased recycling, reuse and other methods. As we work to become a more circular business, we're aiming to reduce excess inventory, keep materials in use for as long as possible and minimize waste generated at our facilities.

2025 GOAL

Achieve 100% recyclable, reusable or sustainably sourced packaging materials

2023 GOAL

Achieve zero waste to landfill across our distribution centers¹

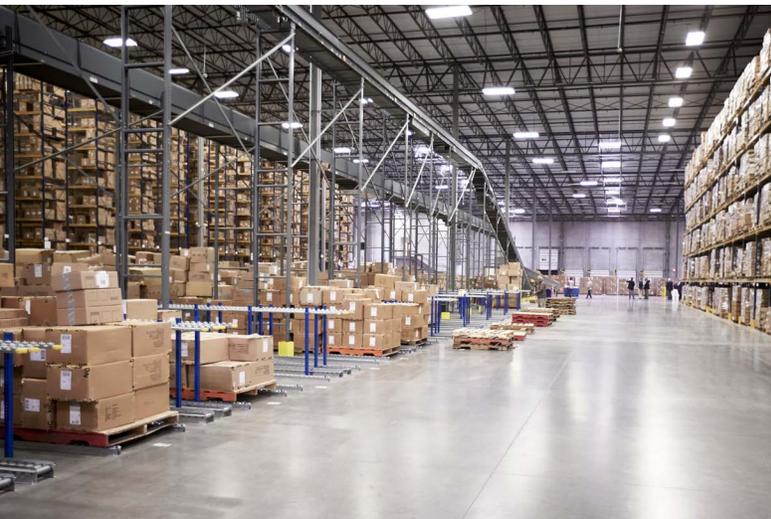
¹ Using the Zero Waste International Alliance definition of zero waste, we will divert more than 90% of the waste generated at our distribution centers from landfill and incineration.

Waste in Our Operations

Across our distribution centers, offices and stores, we work to minimize waste and avoid sending materials to incineration or landfill, including excess inventory. In FY22, overall operational waste volumes returned to FY20 levels in line with the increase in business activities. We generated approximately 5,767 metric tons of waste at our distribution centers and diverted 88% of this from landfill — on track to meet our 2023 goal. In our North America-owned distribution centers, we achieved a 92% diversion rate in FY22. We also collected detailed waste data for all of our third-party operated distribution centers in Europe and Asia.

DISTRIBUTION CENTERS

In FY22, we worked with local recycling vendors to divert over 17,000 pounds of hangers from landfill at our North Carolina distribution center. In FY22, we conducted a waste audit of our North Carolina distribution center, identifying several operational improvements to increase waste diversion. As a result of one of these recommendations, in FY23, we plan to acquire plastic film balers to allow efficient collection and recycling for a greater share of the plastic waste generated at our facilities.



OFFICES, SUPPLIERS AND STORES

We are reducing the number of samples being created and shipped by working with suppliers to test their materials in-house, rather than sending samples to third parties. We are also increasing the use of digitization so suppliers can create new products virtually, reducing sampling components, color approvals and related transportation. We continued our partnership with **FABSCRAP** to recycle fabric trim and samples in our offices. Since initiating in 2020, we've recycled over 21,000 pounds of fabric waste and reused more than 7,500 pounds of fabric.

Our sustainability employee resource group, Green Ponies, continued to play an active role in other office waste reduction efforts. In FY22, the New York-area Green Ponies team identified a local business, **aNYbag**, that collects and upcycles flexible plastic into tote bags. To address the limited options for plastic film recycling, they brought plastic waste from offices and retail stores. Green Ponies are currently exploring options for expanding this partnership in FY23.

We are also exploring organic waste diversion for composting at our global headquarters in partnership with our building landlord.

WASTE GENERATED AT OUR FACILITIES		
	METRIC TONS	DIVERSION RATE
Distribution Centers	5,767	88%
Stores¹	2,226	81%
Offices¹	278	35%
Total	8,271	84%

¹ Comprehensive site-specific waste data was not available for all offices and stores. Waste data was modeled for these sites.

Managing Excess Inventory

The immense amount of textile waste created annually throughout the fashion industry is a systemic problem, and one we're determined to help eliminate. Our Excess Inventory Management Principles standardize the steps we take to prevent our products from becoming waste. The principles are supported by a waste management hierarchy to guide our decision-making for inventory and commercial waste.



PREVENTING EXCESS AT THE SOURCE

Our first step to reducing inventory waste is to prevent the production of excess products. Minimizing overproduction is a challenge across our industry. A key part of the solution is predicting product demand so we produce only what we need. We are working toward this by shortening product lead times and implementing agile production models. We are also applying intelligent buying techniques that better predict demand and match it with manufacturing.

In FY22, we expanded a pilot project to minimize overproduction of wholesale orders in multiple markets. Using supply and demand balancing, we ensured wholesale orders occur only after confirmation of customer orders. By refining our sales models, we reduced production by approximately 267,000 units to avoid excess production.

SALES CHANNELS EXPANSIONS AND MAXIMIZING A NEXT LIFE FOR PRODUCT

Once we have offered our products at full price across our range of channels and regions, we consider alternative sales channels for unsold products within planned timeframes, including via our outlet stores and various clearance partners globally. Moving units between markets can also be an effective way of opening up new sales options for existing products. In FY22, we continued to transfer units globally, including moving units in Asia through clearance channels in Europe.

After putting employee sale events on hold in FY21 due to the pandemic, we restarted in-person employee sales globally in FY22. Employee sale events in North America, Europe and Asia allowed us to divert 72,000 units of excess inventory from disposal.



DONATE FOR POSITIVE IMPACT

We advanced Ralph Lauren's global donation principles by elevating partnerships that can meet both the needs of the communities our workforce represents and communities of concern and in need. We established partnerships with 501(c)(3) or charity-equivalent product donation aggregators. These organizations help ensure that we deepen our impact and expand our reach to those in need. Our primary partners for this work are [Delivering Good](#) and [World Vision](#).



RECYCLING

Recycling products at scale continues to be a technical challenge for our industry, particularly for apparel with blended fabrics and non-textile products like footwear and handbags. We are finding more opportunities to recycle excess products by exploring new partnerships and innovations. In FY22, we expanded partnerships with recyclers in North America and Europe and initiated regular recycling throughout the year. We also continued an upcycling pilot project in North America to apply advanced technologies for decoloring cotton textile waste to allow for spinning into recycled fabric and yarns.

DISPOSAL

Once all other options have been exhausted, our last resort is product disposal or destruction. We try to avoid this wherever we can and prioritize waste-to-energy disposal methods where available. We continue to ramp up our donation and recycling partnerships to avoid the need for disposal. Ultimately, we aim to cease this option altogether.

SUSTAINABLE PACKAGING

Environmentally responsible packaging is an essential part of a circular future. By 2025, 100% of our packaging material will be recyclable, reusable or sustainably-sourced, which includes packaging made from post-consumer or post-industrial recycled content, or is FSC-certified (or equivalent).

In FY22, 82% of our packaging volume met at least one of our sustainable packaging criteria. Additionally, we transitioned to a regular, standardized reporting process for our suppliers to allow us to track sustainable aspects of our packaging across brands, packaging types and regions throughout the year.

Our **Forest Protection Policy** supports our 2025 goal, describing our commitment to responsibly source any fabric, pulp and paper used in packaging. We collaborate with Canopy's **Pack4Good** initiative, evaluating paper-based alternatives to plastic packaging and ensuring that we are responsibly sourcing these paper alternatives.



We continue to use FSC-certified paper for our hangtags for core items and are developing new hangtags for other items using paper with the same certification. In FY22, we made significant progress toward eliminating non-essential decorative tags by leveraging our digital development portal.

We will shift all regional polybag suppliers to using 100% recycled content in our plastic polybags by the end of FY23. This is an interim milestone as we work to reduce the need for polybags overall. Further, we're continuing our work with partners and innovators through the Fashion Pact's Oceans pillar to identify and test paper-based polybag alternatives in our global supply chain that meet our performance requirements while also being recyclable at scale. We are also currently working to reduce use of individual unit polybags in sales samples sent to offices and showrooms by shipping samples in master bags.

Through RalphLauren.com, our reduced packaging option gives customers the ability to remove plastic or paper inserts, hangers, garment bags, promotional materials and paper invoices from their orders. In FY22, we continued to remove and recycle all of the polybags from reduced packaging orders, which represented 14% of all orders placed through RalphLauren.com.



Chemical Management

As we monitor and reduce hazardous chemical use and discharge, our ultimate goal is to eliminate all hazardous chemicals from our product manufacturing.

2025 GOAL

Eliminate the use of hazardous chemicals in our supply chain

Chemicals play an important role in the creation and manufacturing processes of our products. We have a responsibility to ensure the chemicals used to make our products are safe for people and the environment. Our **Sustainable Chemical Management Policy** outlines our approach in assessing the impacts of the chemicals in our supply chain and in partnering with our manufacturers in responsible chemical management practices.

ZERO DISCHARGE OF HAZARDOUS CHEMICALS PROGRAMME

Our work in sustainable chemical management is built upon a collaborative foundation among brands in our industry, their supply chain and chemical producers. As partners in the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, we collaborate with peers and experts to eliminate the use and discharge of hazardous chemicals across our apparel supply chain. We adopted the **ZDHC Manufacturing Restricted Substances List (MRSL)** in FY20 to align with industry standards and help our suppliers track and report on all chemicals used to develop and manufacture our products and to prioritize the removal of harmful chemicals.

¹ The number is a self-reported number by our Tier 2 raw material suppliers

In FY22, we expanded our chemical transparency tool to cover the broader supply chain and increase visibility of chemical products used in our manufacturing as well as their conformance status with the MRSL. We gained transparency of chemical inventories and MRSL conformance status of manufacturing facilities that represents 72% of our supply chain spend, compared to 31% last year. Of the chemicals reported, 82% conform with the MRSL, up from 59% last year.

We established visibility to the chemical use of our Tier 2 manufacturing facilities that represents 30% of our woven, knit, and sweater material business spend.¹ We utilize the Chemical Management section within the Higg Index Facility Environmental Module (FEM) to assess the operational aspect of chemical management at the facility level. Based on the third-party verified assessment, our Tier 1 and Tier 2 suppliers scored an average 24 and 39 points in the Chemical Management section, respectively. In order to confirm the MRSL substances are not intentionally used, we require manufacturing facilities with wet processing to test wastewater against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. Fifty seven percent of the Tier 1 facilities and 29% of the Tier 2 facilities by business spend have performed wastewater tests in accordance with the Guidelines.¹ Eighty four percent of the facilities that tested comply with the ZDHC requirement, and out of the substances screened, 99.9% comply with the ZDHC standard.



We incorporated the chemical transparency, MRSL conformance status and wastewater test results into our Supplier Engagement Strategy (SES), which allows manufacturing facilities to be evaluated and scored based on their performance in sustainable chemical management practices. It also helps us build transparency in tracking progress and encourages continuous improvement at the facility level to ensure progress is made in the adoption of safer chemistry to achieve our goal of full MRSL conformance and elimination of hazardous chemicals by 2025.

We analyzed our suppliers' data and identified common challenges in the implementation of sustainable chemical management practice at the facility level. While the facilities have a basic understanding of chemical applications, we identified the need to build up their capability in sustainable chemical management practices to align with industry standards and best practices.

In order to help close these knowledge gaps, we partner with a ZDHC-approved training provider to develop and deliver a customized capability building program for suppliers that provides practical technical guidance and industry best practices. The training program is deployed on a rolling basis, starting with our strategic and key suppliers, top wet processing facilities and top mills. Each supplier nominates a relevant representative (often facility chemical and technical managers) to take the training and act as a leader to effectively drive the implementation of sustainable chemical management practices at their manufacturing facilities. We also organize periodic webinars in collaboration with the ZDHC-approved

chemical inventory management tool, which helps to strengthen our suppliers' capabilities of self-monitoring their chemical inventory and MRSL conformance status.

All of these efforts empower our suppliers to self-monitor their chemical use, which helps address issues at the source and guides conformance with the MRSL. Further, it also helps identify chemicals in their inventory that are not MRSL-certified, therefore becoming a top priority for phase-out.

ELIMINATION OF PFAS

In FY22, we continued to focus on accelerating the elimination of PFAS (perfluoroalkyl and polyfluoroalkyl substances) in accordance with our **Sustainable Chemical Management Policy**. Over the last two fiscal years, we've collaborated cross-functionally with our manufacturing partners to successfully develop PFAS-free water repellent materials, effectively phasing out the chemical. We are in the final phase and on track for full elimination by the end of calendar year 2022.

We recognize that an industry-wide elimination of PFAS requires a collaborative effort. In FY22, we joined the **PFAS Movement**, a joint initiative for corporations organized by ChemSec with a clear mission to drive stricter regulations on PFAS chemicals and encourage corporations to eliminate all nonessential PFAS use.

We have eliminated the use of pumice stones in all of our denim manufacturing for Polo and Lauren Brands. Additionally, the majority of our Polo and Lauren denim washes have transitioned away from the use of potassium permanganate (PP). We are working closely with our vendors in India and Indonesia to convert all washes from conventional washing methods using stone and PP to synthetic stones and PP alternatives.



Champion Better Lives

We aim to create a more equitable world and positively impact the lives of people in our workforce, communities and supply chain.

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Diversity, Equity & Inclusion

We unite and inspire the communities within our Company and those we serve by amplifying voices and perspectives to create a culture of belonging, equality, inclusion and fairness for all.

FY23 GOAL

Ensure at least 20% of our Global Leadership Team is comprised of underrepresented racial and ethnic groups

ONGOING GOAL

Maintain gender parity with equal representation in leadership positions at the VP level and above

Our DE&I strategy spans three pillars:

Talent

- Cultivate diverse teams, ensuring that fostering a culture of inclusion and belonging is a priority enterprise-wide, and elevate underrepresented talent into leadership ranks.

Engagement

- Enable open dialogue and create spaces for the amplification of diverse voices and perspectives with an emphasis on psychological safety.
- Offer opportunities to acknowledge, celebrate and discuss our unique differences through heritage events and structured programming.

Education

- Build a Company culture centered around trust, inclusivity and belonging through educational and awareness programming and content sharing.
- Establish and enforce structured education and DE&I training participation with an emphasis on accountability for leaders and managers.
- Advocate for equitable access to education for all, bolstering community resilience and generating opportunity throughout our industry, the communities we serve and our society.

Our Strategic Approach

Ralph Lauren's Diversity, Equity & Inclusion (DE&I) strategy continues to reinforce our Purpose: to inspire the dream of a better life through authenticity and timeless style. With a deepened focus on equity, we seek to address systemic inequities marginalized communities face and create conditions for all to thrive. We strive to fulfill our DE&I commitments through policies, programming and action that drives meaningful impact across our Company, among our customers, our partners and throughout society.

Continued Parity in Leadership Representation

In FY22, we maintained our gender parity in leadership representation goals for leaders at the VP level and above. Fifty percent of Company leaders at these levels are women and more than 50% of all new hires and promotions at the VP level and above are women.

We launched a pilot program to sponsor these female leaders to join two peer mentorship networks — **Chief** and the **WIE Suite** — spaces where female corporate leaders use their collective knowledge and expertise to help one another advance, succeed and thrive.

In FY22, 59% of our global new hires were female, an increase compared to FY21 metrics and a return to pre-pandemic levels

In FY22, 64% of our global workforce was female, maintaining the prior year's male-to-female ratio

PAY PARITY

We take a proactive approach to pay equity and continually monitor our compensation programs to ensure fairness. In Fiscal 2022, we shifted from biennial to annual assessments and expanded our gender pay equity assessment globally. In addition, we established a new partnership with an independent firm who is the creator of a software platform used to analyze our employee compensation based on gender, race and ethnicity. As of Fiscal 2022, our female employees in the U.S. earned an average of 99 cents for every \$1 earned by males and 98 cents for every \$1 globally. In the U.S., our non-white employees earned an average of 99 cents for every dollar earned by white employees.

In addition, this software platform allows us to make a comparison of employees, identify pay patterns with more precision and determine any necessary corrective actions

needed to ensure fairness of pay. We review these results and remediate where necessary.

Employee Engagement

Our teams are composed of people from many different backgrounds, and we value the varied perspectives they bring. We are creating a culture in which all employees feel welcome and can thrive through the celebration of identities, structured training and by encouraging participation in employee resource groups (ERGs).

Ralph Lauren has a range of global employee-led communities and Advisory Councils, empowered to directly advise our Executive Leadership Team, leaders within specific functions, long-term business practices and marketing campaigns.

These ERGs include:

- Gender Parity RL Community
- #RLPRIDE Community
- Disability, Mental Health and Wellness RL Community
- Working Parents RL Community

Along with two new groups launched in FY22:

- Veterans RL Community
- Religion, Faith and Spirituality RL Community

Both serve to broaden the inclusivity of our workforce and support specific experiences of their members.

Our Advisory Councils include:

- Black Advisory Council
- Native American and Indigenous Advisory Council
- Latin and Hispanic Advisory Council
- Asian and Pacific Islander Advisory Council
- Our Race and Ethnicity Group in EMEA

Many of our ERGs also welcomed new executive sponsors, focusing on the importance of ERG succession planning as a critical factor in sustaining momentum, keeping members engaged and passing the torch to new leadership. We are always striving to listen, learn and deepen our work to create environments that reflect the values that define our brand — authenticity, dignity and respect for one another. We want everyone to experience these values consistently.

LATIN & HISPANIC ADVISORY COUNCIL FOCUS AREAS

In FY22, the Council kicked off Latin and Hispanic leadership dialogue at our stores during Hispanic Heritage Month to encourage open dialogue about issues important to these communities. Further, they helped guide clear and accurate employee communication with Spanish translations by ensuring proper translation of store signage.

A LEGACY OF PRIDE

A longtime ally of the LGBTQIA+ community, Ralph Lauren has always been inspired by those who champion creativity, love and self-expression. Through volunteer activations, corporate initiatives, omnichannel brand campaigns and financial grants, the Company and The Ralph Lauren Corporate Foundation have partnered with organizations such as Stonewall Community Foundation, the Hetrick-Martin Institute, amfAR, AIDS Walk New York, the New York City AIDS Memorial, God's Love We Deliver and the Elton John AIDS Foundation.

Within our own Company, we are proud to offer transgender-inclusive healthcare benefits, which include coverage for gender-affirming care. As one of our largest ERGs, #RLPride's membership base helps to lead and drive LGBTQIA+ education and awareness programming. For more, see [LGBTQIA+ Equity and Inclusion](#).

ELEVATING ALL COMMUNITIES

We make a conscious effort to celebrate all of the communities that make up our diverse global workforce. Internally, many of these efforts occur during designated heritage and affinity moments such as Black History Month, Mental Health Awareness

Month and International Women's Day, among others. Our programming strategy includes engaging cultural exchange opportunities such as cooking classes, dance lessons, artist expos, speaker series, educational forums and more. We empower and resource our ERGs to ideate and organize these initiatives and offer additional planning, development and execution support.

Among the highlights from our heritage celebrations, for Black History Month in February 2022, our Black Advisory Council (BAC) nominated iconic Black figures to be featured in several short animations, created by Anthony Blue Jr. with narration by BAC members, and released across multiple brand social channels. This initiative led to the conception and creation of a mural by artist Shantell Martin in Brooklyn, New York, highlighting cultural icons who have shaped American history and inspire us to dream.

The BAC also played a critical role in the development of our partnership with Morehouse and Spelman Colleges and the [Polo Ralph Lauren Exclusively for Morehouse and Spelman Colleges Collection](#).



KEEPING THE LINES OF COMMUNICATION OPEN

Our Courageous Conversations series has served as an open forum and safe space for all Ralph Lauren employees to comfortably share their thoughts, feelings and experiences. Initiated in 2020, these monthly employee roundtables offer a direct line to executive leadership, encourage education and empathy, build community and empower our teams to mobilize action for meaningful impact. They intentionally have no agenda — inviting employees worldwide to discuss topics pertaining to DE&I; react to current events and express their vulnerability.



Ralph Lauren earned a 100% score on the Human Rights Campaign Corporate Equality Index for the third consecutive year.

PIN OF SOLIDARITY

In November 2021, we introduced the Ralph Lauren Pin of Solidarity — a timeless, tangible symbol of allyship and unity with Black, African and African American communities. Designed by our Black Advisory Council, the pin is intended to be a gateway for conversation, connection and understanding. One hundred percent of the profits from the sale of each pin benefit the UNCF Ralph Lauren Scholarship Program, created to support the educational endeavors of Black college students throughout the U.S. The pin also went on sale in five major markets throughout Europe in April 2022 with 100% of profits supporting the UK-based [Stephen Lawrence Day Foundation](#).

DISABILITY STRATEGY

We recognize and value the potential, talent and contribution that people with disabilities add to our organization. In May 2021, Ralph Lauren signed the [Valuable 500](#) pledge, committing to adding disability awareness to our Board's DE&I agenda. We hope this public commitment, made alongside 499 other brands, will help ignite systematic change toward disability equity.

We were proud to earn a top place on the [Disability Equality Index](#), resulting in a nomination to its “2021 Best Places to Work for People with Disabilities” list.

We also launched a global, internal 360 disability equity strategy in FY22, focusing on six key pillars:

DISABILITY EQUITY STRATEGY

Education: Ensure all employees are educated and trained on disability inclusion.

Culture: Embed disability inclusion, cognizance and belonging into our culture.

Marketing and Communications: Amplify the visibility of members of the disabled community in our internal and external storytelling efforts.

Talent: Increase representation of employees with disabilities within our global employee population.

Design: Integrate broader product offerings to better meet consumers with disability needs and ensure all retail and digital storefronts are best-in-class for accessibility.

Partnership: Identify and collaborate with key internal and external disability-focused partners to meaningfully progress our work.

During the past year, we partnered with an external organization to deliver keynote speaker sessions with core Company groups to increase awareness and understanding about issues within communities with disabilities and provide a baseline of education about our disability strategy.

COMPANY DEMOGRAPHIC DISCLOSURE

EMPLOYEES BY GENDER (% OF TOTAL)				
	FY19	FY20	FY21	FY22
Female	64%	64%	64%	64%
Male	36%	36%	36%	36%

NEW HIRES BY GENDER (% OF TOTAL)				
	FY19	FY20	FY21	FY22
Female	57%	59%	58%	59%
Male	43%	41%	42%	41%

WOMEN IN LEADERSHIP				
	FY20	FY21	FY22	
VP Level and Above Positions Held by Women	49%	48%	50%	



GLOBAL FEMALE REPRESENTATION				
	FY19	FY20	FY21	FY22
% of total global employees that are female	64%	64%	64%	64%
% of non-corporate employees that are female (retail, storeline)	63%	63%	64%	63%
% of corporate employees that are female	67%	66%	66%	65%
% of corporate management (leadership, VP+) employees that are female	49%	49%	48%	50%
% of corporate executive leadership (our Global Leadership Team and above) that are female	42%	45%	42%	45%

U.S. REPRESENTATION OF UNDERREPRESENTED RACIAL AND ETHNIC GROUPS				
	FY19	FY20	FY21	FY22
% of total U.S. employees from underrepresented groups	58%	60%	60%	62%
% of non-corporate employees from underrepresented groups	67%	70%	67%	68%
% of corporate employees from underrepresented groups	45%	46%	48%	47%
% of corporate management (VP+) from underrepresented groups	14%	15%	20%	21%
% of corporate executive leadership (our Global Leadership Team and above) from underrepresented groups	7%	12%	13%	17%

BOARD OF DIRECTOR REPRESENTATION				
	FY19	FY20	FY21	FY22
% of the Board that is female	29%	25%	31%	33%
% of the Board from underrepresented groups	7%	8%	15%	17%

U.S. EMPLOYEES, BY RACE AND ETHNICITY (% OF TOTAL)

	FY19	FY20	FY21	FY22
U.S. employees, by race and ethnicity (% of total)	100%	100%	100%	100%
White	39%	37%	38%	33%
All diverse talent*	58%	60%	59%	62%
Asian	8%	8%	8%	7%
Black or African American	23%	24%	24%	27%
Hispanic or Latino	23%	24%	23%	24%
American Indian or Alaskan Native	0.5%	0.5%	0.4%	0.5%
Native Hawaiian or Pacific Islander	0.5%	0.5%	0.4%	0.5%
Two or more races	3%	4%	3%	3%
Undeclared	3%	3%	3%	5%

*Employees who identify with one or more non-white groups

U.S. NEW HIRES, BY RACE AND ETHNICITY (% OF TOTAL)

	FY19	FY20	FY21	FY22
U.S. employees, by race and ethnicity (% of total)	100%	100%	100%	100%
White	31%	29%	34%	25%
All diverse talent*	67%	68%	62%	67%
Asian	7%	6%	4%	6%
Black or African American	27%	29%	31%	30%
Hispanic or Latino	26%	27%	21%	26%
American Indian or Alaskan Native	1%	0.4%	1%	0.6%
Native Hawaiian or Pacific Islander	0.5%	0.4%	1%	0.4%
Two or more races	5%	5%	5%	4%
Undeclared	4%	3%	4%	8%

*Employees who identify with one or more non-white groups



Employee Well-Being

The physical, emotional, social and financial needs of our employees and their families is important to us. THRIVE, our global wellness program, provides access to benefits such as flexible work arrangements, sabbaticals and other support. In FY22, we launched the THRIVE app to give employees real-time access to tools to help them set measurable wellness goals and track their progress.

Employee Compensation & Benefits Equity

Our retail and distribution and fulfillment center populations are the most racially and ethnically diverse areas of our Company. During FY22, we further expanded our medical benefits in the U.S. to a larger portion of our part-time employees, ensuring equitable benefits for our frontline employees. We introduced a new healthcare benefit for our Puerto Rico retail employees and in our U.S. distribution center which allows them to benefit from a reduction in total cost of care. Additionally, we launched a multi-year plan to increase hourly wages for our store and distribution center employees.

Learning & Development

We are committed to the growth and development of our talent and offer a wide range of development programs for all levels. In addition to receiving ongoing on-the-job training and coaching, our employees can build skills and prepare for the future through our Ralph Lauren Learning Portal.

This year, we launched our Ralph Lauren Success Drivers. These are attributes, skills, ways of thinking and behaviors that create the conditions for individual and team success. The Success Drivers act as a common language that defines high performance and leadership excellence.

We also launched our RL Learning Academy. This collection of customized collaborative and experiential learning programs are rooted in the RL Success Drivers and support our talents, careers, our Company culture and promote overall wellness and balance. We continue to build our learning portfolio and have added new courses this year, many of which focus on hybrid working, leading hybrid teams and DE&I education.

Specific to DE&I education, we focused on inclusive leadership and added to our DE&I Curriculum the 'Includership' program globally, in addition to cultural awareness training. We also support learning beyond our walls through tuition assistance and external partnerships and programs. These collective learning and development programs help foster career mobility for our employees, while simultaneously allowing us to fill open positions with existing employees who know our Company best.



Community Engagement & Philanthropy

We make a meaningful difference in our communities through our dedication to social and environmental causes and our global employee volunteerism.

2025 GOAL

Increase employee volunteer hours by 25% compared to a FY22 baseline

The Ralph Lauren Corporation (the Company) makes monetary and product donations to support local community groups. Our Company also provides funding, including a portion of cause marketing proceeds, to The Ralph Lauren Corporate Foundation (the Foundation), a distinct charitable entity established in 2001. Combined FY22 contributions from the Company and The Ralph Lauren Corporate Foundation totaled more than \$11.4 million (\$4.6 million from the Company and \$6.8 million from the Foundation).

GLOBAL SOCIAL PARTNERSHIPS AND PHILANTHROPY

In October 2021, Ralph Lauren established a Global Social Partnerships and Philanthropy (SPP) department. This department seeks to make the dream of a better life reality through strategically aligned relationships, partnerships and initiatives that champion equity, provide scholarships and deliver volunteering moments that make a positive, sustainable community impact.

SPP's strategic approach is guided and defined by the following principles: Clearly Defined and Accessible Giving Processes, Authentic Partnerships and Relationships, Measurable Reach, Impact and Outcomes, Global Employee Engagement and Deliver Equity has a center-led governance model that centralizes \$5 million of our corporate giving budget and activities, thereby improving the efficacy of our programs, investments, interventions and impact. This department is focused on allocating resources to support wellness and prevention, citizenship and sustainability, education and DE&I culture and community cohort.



The Ralph Lauren Corporate Foundation

The Ralph Lauren Corporate Foundation works to make the dream of a better life reality by championing equity and empowering underserved communities around the world. Established in 2001, The Ralph Lauren Corporate Foundation is committed to making a difference across its core areas of focus: supporting cancer care and prevention, protecting the environment, fostering advocacy and access and strengthening community resilience. It hopes to deliver meaningful change in its communities through its nonprofit partnerships, investments and volunteering programs.



In honor of its philanthropic leadership and stewardship towards a variety of causes through the years, the Ralph Lauren Corporation received the Lifetime Achievement Award from the nonprofit **Delivering Good** in November 2021. This is in response to our commitment to extending product life cycles through national donation aggregators (such as Delivering Good), and internationally with World Vision to ensure we create less waste and reduce our carbon imprint in post-production.

HIGHLIGHT

Investing in the Future of Cotton



As our most-used raw material and a key component of our overall circularity efforts, the viability of sustainable cotton is an immense piece of our future. In October 2021, The Ralph Lauren Corporate Foundation and the Soil Health Institute announced the creation of the **U.S. Regenerative Cotton Fund (USRCF)** as a unique, farmer-facing, science-based initiative that will support long-term, sustainable cotton production in the U.S. The fund's goal is to eliminate one million metric tons of carbon dioxide equivalent (CO₂e) from the atmosphere by 2026 through innovation in agriculture. In November 2021, it received recognition as an **AIM for Climate** Innovation Sprint Partner at COP26, denoting leadership in climate-smart agricultural practices.

While there is no initial intention for the Company to source cotton from the farms connected to this program, we hope this work will make a difference through larger industry impact. For now, the fund is supporting efforts in four states and will feature opportunities for underrepresented students to enter this rapidly growing space.



CANCER CARE & PREVENTION

In 2003, the Ralph Lauren Center for Cancer Care was established in partnership with one of the nation's leading cancer centers, Memorial Sloan Kettering Cancer Center (MSK) in New York City, to provide high-quality cancer screening, diagnosis and treatment and to help reduce health disparities and improve outcomes. In 2019, MSK formally incorporated MSK Ralph Lauren Center (MSK RLC) onto its operating certificate.

Since it was founded, MSK RLC has cared for thousands of patients, making it a beacon for accessible, compassionate cancer care for residents of Harlem and beyond. MSK RLC's doctors and staff offer care in a warm and welcoming environment. The center provides cancer screenings, treatment services, surgical and radiation oncology referrals and chemotherapy and access to clinical trials and supportive services, including patient navigation programs, financial counseling and a medically tailored food pantry supplemented with nutritional counseling.

Early cancer detection often leads to a better prognosis. People who face economic or personal hardships may avoid screenings because they cannot take time off work or from other responsibilities. In 2019, MSK RLC purchased a 3D mammography machine to bring state-of-the-art care to patients closer to where they live. In 2022, MSK RLC will expand these services: hiring an on-site radiologist, building a space where scans can be interpreted and performing on-site biopsies, which will reduce the time needed to diagnose breast cancer. By offering these services with no appointment necessary, MSK RLC simplifies the screening process and encourages community members to receive routine screenings.

Our annual Pink Pony campaign underpins our support for hospitals that provide cancer care and prevention. FY22 highlights included:

- Leadership and/or participation in 15 events globally, which included fundraising, virtual and in-person volunteering and walks/runs in support of cancer care and prevention in the U.K., Italy, Iberia, Germany, France, Scandinavia and Switzerland.
- Continued support of the **Johns Hopkins Center for American Indian Health** and its programs, focused on providing tribal communities cultural strengths-based educational tools and a patient navigator program designed to improve screening rates and reduce mortality and morbidity, particularly from breast cancer.
- A G2-hosted gaming event, which raised money for **The Royal Marsden Cancer Charity**, a Pink Pony partner.
- The release of **ROMANCE Pink Pony Edition**, from which Ralph Lauren Fragrances donated 25% of the profits to the Pink Pony Fund of The Ralph Lauren Corporate Foundation.



RESILIENCE FUND FOR WOMEN IN GLOBAL VALUE CHAINS

Launched in spring 2021, the **Resilience Fund for Women in Global Value Chains** is a first-of-its-kind collaborative funding initiative bringing investors like The Ralph Lauren Corporate Foundation together with foundations and NGO partners to invest in the health, safety and economic resilience of the women who form the backbone of global value chains. It aims to raise at least \$10 million over three years to support locally driven solutions to the systemic problems that make women more vulnerable to crises like the COVID-19 pandemic.

The Fund was established as a joint initiative of BSR, the United Nations Foundation's Universal Access Project and Women Win/Win-Win Strategies in close collaboration with founding corporate partners and investors The Ralph Lauren Corporate Foundation, PVH Foundation, Gap Foundation, H&M Foundation and the VF Foundation.

This innovative collaboration provides unrestricted funds to organizations in South Asia, trusting local and regional women's funds, women-led organizations and feminist leaders to know what their communities need and enabling them to direct resources to yield the strongest outcomes.

to Ukrainian families — and double matched employee donations to CARE. Our Company is also partnering with our network of international charities to donate essential clothing that will be distributed throughout Ukraine and in bordering countries to reach refugees. Additional Company support came from our corporate and retail divisions of Holland, Italy and the United Kingdom in the form of survival supplies, sample apparel and employee-led cash donations. We have ceased all operations in Russia and do not have any owned or controlled stores in the country.

LGBTQIA+ EQUITY & INCLUSION

In FY21, we launched a Pride campaign that included a unisex Polo Pride collection for adults and children. The campaign was another example of our proud support of the LGBTQIA+ community, spanning more than three decades.



FY22 marks the third year of our partnership with the **Stonewall Community Foundation**. The organization prioritizes and lifts the most vulnerable members of the LGBTQIA+ community, including people of color and those identifying as transgender, gender-nonconforming and/or nonbinary. Through this partnership, we are proud to contribute to LGBTQIA+-focused organizations around the world. Additionally, we are evolving our partnership to move from donating product capsule proceeds to program-enhancing donations, with Stonewall being our formal thought partner in causes related to global Pride. Our areas of focus will be investing in education, storytelling, volunteering, advocacy and access.

RELIEF EFFORTS

Our Company and The Ralph Lauren Corporate Foundation are committed to providing timely and appropriate assistance for those in need around the world. In response to the events unfolding in Ukraine, the Foundation made an immediate donation to **CARE** — an organization working with partners to provide critical support and aid

ACCESS TO CLEAN WATER

More than 2.2 million Americans don't have access to running water or basic plumbing. In 2020, The Ralph Lauren Corporate Foundation made a three-year commitment to **DigDeep**, a nonprofit helping to close the gap in water accessibility to help ensure that every American has access to clean, running water.



The Ralph Lauren Corporate Foundation's donation supports DigDeep's Navajo Water Project to bring clean, running water to Navajo families in remote areas across New Mexico, Utah and Arizona. To date, the donation has helped fund the installation of home water systems, off-grid water solutions and solar power panels.

Since its founding, DigDeep has installed over 300 Home Water Systems, ensuring more families have access to running water in their own homes. When the pandemic made it difficult to conduct in-home installations, DigDeep pivoted and created a 'Suitcase' Home Water System for contactless installation just outside family homes. These 100 systems are currently being converted and moved inside for in-home water access. Through the remainder of calendar year 2022, DigDeep will install new Home Water Systems in more than 200 residences. This expansion accompanies assistance for first-time piped-water connections for up to 50 homes and piloting sanitation solutions in several homes for the Navajo Nation.

WATERAID

In 2022, The Ralph Lauren Corporate Foundation launched a year-long partnership with **WaterAid**, empowering women in the town of Budhni, India, to make sustainable access to water, sanitation and hygiene (WASH) a reality.

Budhni is a small town with significant WASH needs that is more difficult to reach compared to industrial hubs where the situation is less acute.

This commitment builds on The Ralph Lauren Corporate Foundation's goal to address critical community needs and empower vulnerable populations. It supports WaterAid's mission to help people in the world's most vulnerable communities transform their lives through access to clean water, decent toilets and good hygiene.

Our partnership with WaterAid will bring clean water systems, hygiene and menstrual hygiene education to 25,000 people in Budhni homes, schools and healthcare centers. It will also deliver essential WASH services to factories in coordination with another Company partner, **HERproject™**.

ADAPTING TO MAKE A DIFFERENCE

While the pandemic made it difficult to volunteer in-person, our employees found other ways to support worthwhile causes. Many participated in virtual walks, including the AIDS Walk, Light the Night and Race to Deliver, regardless of their location. Additionally, employees joined virtual events with Project Sunshine, creating activity books for children in hospitals. We encouraged employees and their families to volunteer on their own time with various local organizations in their areas if they felt safe and comfortable doing so. As locations and opportunities begin to open up once again and offer in-person volunteering opportunities, our goal is to increase employee volunteer hours by 25% from FY22 levels by the end of FY25.

Giving Time and Talent

Our SPP team works in cohort with the broader Company to support our social and environmental causes. Additionally, SPP ensures the empowerment and facilitation of our global employee groups. We strengthen their efforts to give back, educate and engage in alignment with our volunteerism goals.

“As a Community Food Bank of New Jersey Corporate Impact Partner at the Volunteer level, Ralph Lauren is providing meaningful support at this challenging time of rising consumer costs and lasting pandemic effects for our neighbors in need in New Jersey. We are so grateful for your partnership.”

- [Community Food Bank of New Jersey](#)



RALPH LAUREN GIVES BACK

The Ralph Lauren Gives Back (RLGB) program enables our employees to volunteer year-round across social and environmental causes. In FY22, we adapted the program to meet employees where they were with broad support of a range of organizations.

Inspired by employees' passion for philanthropy and our Company's culture of giving back, the Ralph Lauren Matching Gift program empowers employees across all business verticals to make a positive impact in the communities where they live and work. Through the program, donations between \$25 to \$1,000 made to nonprofit organizations by employees who have been with Ralph Lauren for at least one year are matched on a one-to-one basis by The Ralph Lauren Corporate Foundation, up to a total of \$1 million per fiscal year. To-date, teams from all around the world — including corporate, retail and distribution employees — have taken part in this program, which now includes more than 500 nonprofits across 15 countries.

As the global employee community returns to their workspaces and our partners fully reactivate their programs and events, our goals will align to this movement. The future of RL volunteering include the following goals:

- Create full company engagement strategy to reach our global community
- An increase to four RLGB volunteer months (April, August, October, December) versus the previous designation of three weeks
- Increase employee volunteer hours by 25% by FY25
- Increase volunteer organization representation that aligns to the diversity of our global workforce

Rights and Empowerment in the Supply Chain

At Ralph Lauren, we are committed to conducting our global operations ethically with respect for the dignity of all people who make our products, putting factory workers at the center of our approach to human rights and worker empowerment.

2030 GOAL

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

2025 GOAL

Achieve a 25% increase of women in factory leadership that seeks to create a path to parity

FY23 GOAL

Roll out our Wage Management Strategy to all our strategic and key suppliers to address fair and timely compensation for factory workers

Putting Factory Workers at the Center

We believe that workers realize a better life through safe, enabling, inclusive and sustainable workplaces. To support this, Ralph Lauren works with suppliers to build capabilities, with workers to engage and empower and with industry partners to collaborate for positive change.

Our comprehensive approach to supply chain management integrates risk assessment, monitoring, remediation and capability building with life skills programs and empowerment opportunities, which supports the rights and well-being of the factory workers in our supply chain.

Our Commitment to Respect Human Rights

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 who are affected by our global operations. Our **Human Rights Policy** outlines this commitment in detail.

We implement this policy through our human rights due diligence (HRDD) efforts where we seek to identify, prevent, mitigate and remediate any adverse human rights impacts in alignment with the **OECD** Due Diligence Guidance for



Responsible Supply Chains in the Garment & Footwear Sector and the **United Nations Guiding Principles (UNGP)**.

Underlying these efforts is a robust risk assessment process that identifies where and how risk is evolving in our own operations and supply chain. We leverage the outcomes of our risk assessment to identify salient risks and prioritize actual and potential negative impacts on people. These findings are integrated into our decision-making process and inform our prevention and mitigation activities. In our supply chain, we have prioritized our efforts for vulnerable groups, such as women and foreign migrant workers (FMWs), in addition to cornerstone issues, such as fair compensation.

Read more about how we respect the rights of factory workers in our **Human Rights Disclosure**.



Championing Workers

The issues that impact workers are interconnected, and therefore, we take an integrated approach to support better lives for workers in our supply chain. To that end, we are focusing on empowerment through life skills, women's leadership and wages to drive long-lasting and systemic impact. We chose these areas because they address the root causes of issues in our supply chain and are areas where we believe we can drive positive impact. We further recognize the structural challenges of the global garment supply chain operating in shared factories where other brands also source. We are collaborating with stakeholders across the industry to increase efficiency and scale impact.

To fully champion workers, they must be empowered with knowledge and skills to advocate for themselves. Given that most industry garment workers are women, we have a specific focus on empowering women in our supply chain. Empowering women to take control of their health and other aspects of their life, like personal finances, professional development and equipping them with the knowledge and skills to effectively manage them, removes barriers that affect their ability to attend school or work regularly, both of which impact their income. To achieve our goal of empowering more than 250,000 workers in our supply chain through life skills programs and training, we partner with a range of local specialists.

HEALTH EDUCATION AND DIGITAL LEARNING

We have a long-standing partnership with BSR to sponsor **HERproject™**, a collaborative initiative to empower women working in global supply chains. This initiative offers several workplace-based interventions on topics that are important to workers. Currently, we are participating in **HERhealth™** in Bangladesh and Vietnam.

In FY22, we co-sponsored the adaptation and pilot of **HERessentials™** in India to build workers' adaptive capacity and resilience in the face of crisis through digital learning. This app-based program engages workers and managers on health, financial inclusion and gender equality. The program is designed to increase the digital literacy of workers in some cases, this may be the first time that workers have had the opportunity to use electronic tablets, empowering women in an increasingly technology-driven world.

In FY23, as part of a brand collaboration, we will sponsor the adaptation and pilot of HERessentials™ in Guatemala — a country of focus for our women’s empowerment work.

The completed HERhealth™ trainings at RL-supplying factories have reported positive outcomes, such as:

- On average, a 36 percentage point increase in the number of women using menstrual hygiene products.
- On average, a 13 percentage point increase in the number of women using modern family planning methods.
- On average, a 35 percentage point increase in the number of women who strongly agree with having high confidence in speaking to management about a work issue.

To date, these programs have impacted almost 43,000 workers (with over 66% identifying as women), exceeding our goal of impacting 40,000 workers through the HERproject™ by 2023.

We adapt our approach not only to circumstances like the global pandemic, but also to different geographies and settings. In China, groups of highly skilled hand knitters produce sweaters for women’s Polo and Collection. These women do not have access to the workplace wellness programs of a traditional factory environment, so we fulfill our commitment to women’s health and empowerment through our local partner Training Auditing Organization Systems (TAOS) Network delivering health education to these women directly in the villages.

At other times, our work requires us to align, simplify and build off the good work that others have already done. This is why we look forward to participating in the **Empower@Work** collaborative, which brings together some of the world’s largest women’s empowerment programs in global supply chains to leverage their experience and deliver a harmonized approach.



TO DATE, THROUGH OUR LIFE SKILLS AND EMPOWERMENT PROGRAMS, WE HAVE REACHED 64,760 WORKERS





CASE STUDY

Empowerment Beyond Tier 1: Community Engagement and Worker Voice

We recognize the longstanding forced labor risks to young women and girls working in the spinning and textile mills across the South Indian state of Tamil Nadu. In FY22, we joined a multi-stakeholder initiative implemented by a local non-governmental organization **Social Awareness and Voluntary Education (SAVE)** along with three other brands to mitigate these risks and create a textile and garment industry that respects human rights, empowers workers and promotes fair recruitment practices in mills and factories across Tamil Nadu.

The project focuses on 1) the labor agents who recruit workers to the mills; 2) the community where workers are from; and 3) the spinning mills who employ them, to bring about positive changes. As many mills rely on labor agents to recruit workers, ensuring that these agents are aware of legal requirements and best practices is key to preventing forced and child labor. To that end, the program trains labor agents on fair recruitment practices.

Within the community, the program emphasizes building awareness on financial literacy, legal rights, reproductive health, pre-departure training and more. As most of the workers may be economically vulnerable and socially marginalized, teaching these life skills is critical to developing the awareness and confidence to handle difficult situations both in their personal and professional lives. Training and tools are also introduced at the mill-level, including **Timby**, a technology enabled platform for workers to raise concerns and grievances about any aspect of the employment process, including recruitment and working conditions. This platform will be rolled out in participating mills and the community to help develop stronger worker-manager relationships and communication channels among stakeholders. We plan to roll out the program to more than 1,000 mill workers from three RL-nominated spinning mills and 3,000 workers in the broader Tamil Nadu community by February 2023.

INCREASING WOMEN IN FACTORY LEADERSHIP

Complementing our commitment to equal representation in leadership positions at the VP level and above in our internal operations, we are also committed to increasing the percentage of women in factory leadership.

On average, women account for 65% of the workforce at our suppliers, a level which is typical for our sector, but is a fall of two percentage points from the number of female workers last year. A similar trend is seen in the ratio of female supervisors to total supervisors, which stands at 40% in FY22, a four percentage point decrease from FY21. This decrease may reflect the global impact of the pandemic on women in the workforce who have been slower to recover pandemic-related job losses than men. Despite this global setback, we are committed to realizing our goal of increasing women in factory leadership.

Our efforts are focused on countries where our gender ratio data shows the most opportunity for improvement: Bangladesh, Guatemala, India and Peru. For this work to be sustainable we are taking a holistic approach, where we focus both on empowering and upskilling the female workers to be able to take on these leadership roles, but also work on the wider factory systems with the managers to counter approaches that have previously prevented these women from accessing more senior roles.

In FY22, we continued our partnership with the **IFC and ILO in Bangladesh to implement the Gender Equality and Returns (GEAR) Program**. GEAR aims to ease the path for women working in garment factories to progress into supervisory roles, which improves their access to better jobs, contributes to increased line-level productivity and reduces gender imbalances at management levels. We invited all our supplier factories in Bangladesh to participate in GEAR. This program launched at the end of FY20 and we rolled out our final cohort of factories in FY22. To date, the factories that have completed the GEAR training have an average promotion rate of 60% of trainees. Notably, three of the factories that completed GEAR did not previously have a single female supervisor. We expect that all scheduled factories will complete GEAR training with an average promotion rate of 50% of trainees, thereby increasing the percentage of women in supervisory roles in our supply chain.

In Peru, where we are working with our strategic suppliers on gender action plans, we have also seen an increase of 6% of women in factory leadership. In Guatemala and India, our progress has been delayed due to COVID-19 and factory access issues. We are working to identify ways to accelerate progress where possible in FY23 and beyond.

While we are over halfway towards achieving our female leadership goal in our focus sourcing countries, we know that sustaining these results is the key, especially considering the disproportionate challenges that women continue to face through the pandemic. Our life skills and empowerment programs that support women workers will help us address some of the structural barriers that make achieving gender equity a challenging, yet critically important endeavor. In FY23, we will be partnering with the **International Center for Research on Women (ICRW)** together with a number of other brands and retailers to assess and address the barriers that women face in the workplace.

Creating diverse, equal and inclusive workplaces is something Ralph Lauren strives hard to accomplish, in our supply chains, as in our own operations. This year, our DE&I workstream, made up of our strategic suppliers, continued to meet online quarterly. Building off the work focused on the diversity dimensions of gender and age from last year, we focused this year's discussions on language and culture and how this impacts inclusion in the workplace.



As a result, our strategic suppliers updated or developed their new DE&I strategies and presented these strategies to fit their respective local contexts. In addition to other strategic priorities, we hope this work promotes work cultures that further the promotion of women into leadership roles.

WAGE MANAGEMENT

We are collaborating with suppliers to develop their capabilities to address living wages, a salient human rights issue. We directly address the issue of living wages through our Wage Management Strategy. Our focus is on wage management systems at the factory level and the impact of our own purchasing practices to encourage suppliers to deliver fair compensation to workers in our supply chain.

WAGE DATA INSIGHTS

Wage data analysis is the foundation of our approach to improving wage management at suppliers. We continue to gather detailed wage data from suppliers, most recently in Bangladesh. This ongoing analysis of wage levels and structures and the ability to monitor relative performance between suppliers help inform our wage strategy. We do this work collaboratively with suppliers as we understand that there are multiple factors that determine wage levels.

In FY22, we shared more than 72 detailed wage ladders with suppliers and their factories. This wage ladder tool benchmarks them against other factories locally and across product groups. Suppliers reported that these ladders help them understand prevailing wage levels in their regions and to consider how to use compensation more strategically to recruit the best workers.

PARTNERSHIP WITH THE FAIR WAGE NETWORK

The **Fair Wage Network (FWN)** is an independent nonprofit that we partnered with over the last year to carry out a series of fair wage assessments in Italy and India. These assessments have provided deeper insight into suppliers' performance on living wages, validated our wage data collection efforts and provided us the opportunity to hear directly from workers about their wages.

In FY22, fair wage assessments were conducted with some of our strategic and key suppliers in Italy and India. The FWN results for Italy have confirmed our findings that suppliers not only pay above the minimum wage set by sectoral collective bargaining, but also above the living wage level for Italy. The suppliers all achieved at least FWN's "relatively fair" score, the second highest level, based on an assessment of FWN's 12 Fair Wage dimensions. One supplier reached the top level and a "Fair Wage" certification.

Areas identified for improvement included tying wages to worker performance and to skills, worker representation and a lack of a coherent wage policy within human resources and sustainability strategies. Workers themselves expressed the need for improved social dialogue around wage policies.

The fair wage assessments for India are ongoing and we expect results by Q1 of FY23. Results and learnings from our collaboration with FWN will continue to inform the Wage Management Strategy.

Wage Management Tools

We continue to develop tools to support suppliers to improve their wage management systems, their understanding of the cost of recruitment and to link wages to workers' skills. We are also developing a "Wage Maturity Index," a diagnostic and remediation tool that assesses suppliers' approach to wage management and provides guidance on how to improve across the dimensions that influence wages such as worker training and performance management. These tools will be piloted next year ahead of a wider roll out across our supply chain.

Factory Improvement Program

Insights drawn from our wage data analysis last year identified the largest opportunities to improve wages in our supply chain in Cambodia, Indonesia, India and in certain product categories in Vietnam. It is therefore in these regions where we are beginning our in-factory work to improve wage systems, labor productivity and worker engagement. This is done in partnership with suppliers, supported by local labor productivity and human resource management specialists and our own Ralph Lauren cross functional team. As we continue to scale this work with other strategic and key suppliers, we will evolve the program to optimize our impact.

Supplier Summits

In partnership with our Sourcing team, we held supplier summits on wage management where we discussed the importance of strong wage management systems and how strategic compensation is a tool to attract and retain talent, especially when labor markets are competitive. In Bangladesh, specifically, we held a supplier roundtable and training session to introduce our wage strategy and discuss what a living wage is, why it's important and why data collection is the key first step.

Responsible Purchasing Practices

Our work on Responsible Purchasing Practices helps us create the conditions for factories to deliver fair compensation. For more information, please see [Responsible Sourcing](#).

CASE STUDY

Tier 2 Supplier Management Systems Development Program

We use capability building as part of our program to drive sustainable social and labor improvement through strengthening management systems. We also leverage capability building to proactively address salient human rights risks or reactively as a form of remediation. In FY22, we assessed our top fabric mills in four countries: China, Taiwan, Vietnam and India. Upon receiving the assessment results, we noticed non-compliance trends across health and safety, record keeping and grievance mechanisms. To remediate these issues, we worked with a local firm to develop training to support the mills in understanding the importance of social compliance and how to develop a proper management system. The firm conducted a training session, provided management system templates and offered remote support to complete the templates that would be appropriate for their operations. This level of collaboration helped our suppliers learn and build a stronger framework and system to support social and labor compliance.



ASSESSMENTS, MONITORING AND REMEDIATION

Our Global Citizenship team monitors supplier compliance as part of our due diligence processes. The team has an established communication and engagement approach with cross-functional teams and suppliers.

We regularly evaluate supplier relationships based on their performance and potential. This starts with our **Operating Standards** (“OS”), which communicate our expectations of suppliers. In FY22, we updated our OS to align with best practices more closely on fair compensation, use of homeworking and equal pay for equal work with a particular focus on vulnerable groups, including women. We communicated the changes in our OS to suppliers through our new supplier manual with training provided internally and to suppliers. With the launch of the supplier manual, we are guiding our suppliers further on our expectations of providing a safe and comfortable workplace.

All new suppliers must meet our standards before we place an order with them. We undertake due diligence with existing suppliers by scoping potential risks, preventing and mitigating identified risks through supplier and other assessments and remediating issues when found. Our approach encourages transparency and continuous improvement. We work with suppliers to identify the root cause of issues — such as inadequate management systems or lack of training — and agree on corrective

action plans (“CAPs”) that prioritize workers’ welfare and livelihoods. We remain committed to ensuring that workers have access to effective grievance mechanisms and that they can voice their concerns to factory management without fear of retaliation. Read more about [how we are working with suppliers](#).

Alongside industry-wide assessment tools, like **Better Work** and the **Social & Labor Convergence Program (“SLCP”)**, we use independent third-party assessments to complement our continuous due diligence and site-based risk monitoring processes. Assessment results segment factories into different groups, increasing or decreasing their overall risk profile. These risk profiles feed into our overall supplier scoring in our Supplier Engagement Strategy (“SES”) which directly influences our sourcing decisions, and our strategy for managing, mitigating and eliminating risks in our supply chain.

In FY22, all our active factories received a risk rating. Most factories (58%) were rated as medium risk (yellow). We saw a nine percentage point increase in low-risk (green), a one percentage point increase in high-risk (red) ratings and saw a five percentage point decrease in high-medium risk (orange).



ADOPTING INDUSTRY-WIDE COLLABORATIVE ASSESSMENT TOOLS

We recognize the industry-wide need to streamline the monitoring process, reduce audit fatigue and re-allocate resources to further drive impact to workers through capability building and worker well-being initiatives. As such, Ralph Lauren is committed to scaling positive impact via industry tools and partnerships. We are adopting the **SLCP** to complement our social compliance assessment tools. SLCP is an industry-wide data collection tool that aims to create an efficient and sustainable solution for social and labor assessments. **Better Work** also adopted this mutually recognized assessment in 2021.

Our adoption of SLCP reinforces our approach to supplier management. We understand that it is essential to shift our focus from monitoring to capability building to support our suppliers so that they can focus their resources on having sustainable improvement with solid management systems to champion better lives of their workers. Adopting SLCP creates an opportunity for us to partner with industry stakeholders (e.g., suppliers and other brands) who also accept the verified results to jointly remediate and increase the capability of our suppliers to build a socially sustainable supply chain.

We aim to adopt these tools and programs to factories representing at least 50% of RL direct business and will increase our adoption to factories producing 80% of RL direct business by FY25. At the same time, we will expand the adoption of SLCP to upstream suppliers in FY23 and beyond.

SUPPLIER ASSESSMENTS

We take a risk-based approach to our assessments to ensure we are prioritizing areas for action. We assessed 84% of factories supplying Ralph Lauren in FY22, representing 82% of our business volume. We also assessed key subcontractors in FY22 with 110 assessments. At Tier 2, we monitored fabric mill suppliers that made up 36% of our core fabric business, using SLCP. We were able to conduct 21% more assessments in FY22 than FY21 because of a decrease in COVID restrictions.

The most common categories of nonconformance were health and safety (58%), wages and benefits (12%) and working hours (11%). After reviewing all nonconformance issues with the supplier, we agree on a corrective action plan and follow up to ensure issues are addressed in a timely manner.

Less than 1% of assessment findings revealed zero-tolerance issues (28 of 4,640 total findings). We deactivated five factories that were unable to remediate these issues or other OS requirements.

SUPPLIER ASSESSMENTS¹

	FY19	FY20	FY21	FY22
POTENTIAL NEW SUPPLIERS				
Initial social assessments	52	65	56	124
EXISTING SUPPLIERS				
Percentage of factories assessed	71%	75%	63%	84%
Number of Tier 1 factories assessed	401	392	307	359
Number of Tier 1 subcontractors assessed	22	74	57	110
Assessments conducted by third party	334	333	312	392
Assessments conducted by RL	14	48	8	71
Assessments conducted by Better Work	75	85	67	83
Percentage of total assessments that were unannounced³	72%	72%	76%	90%

² Assessments include both onsite and remote.

³ Percentage excludes audits performed in countries where unannounced audits are not permissible as well as pre-approval audits

Ongoing Dialogue with Suppliers

In FY22, we rolled out a new supplier dialogue tool to engage with suppliers beyond assessments. This tool covers demographic information, country-level and factory-level risks. Our Global Citizenship staff use the tool to conduct two-way supplier dialogue, allowing for more touch points with suppliers and an iterative process to better assess social compliance, understand supplier and worker needs and tailor capability-building. The tool can be deployed rapidly to assess emerging situations. For example, we used such interactions to better understand the impact on suppliers as COVID variants brought new and unexpected challenges. In FY22, we used the tool to engage with 69 factories.

Working with Licensees

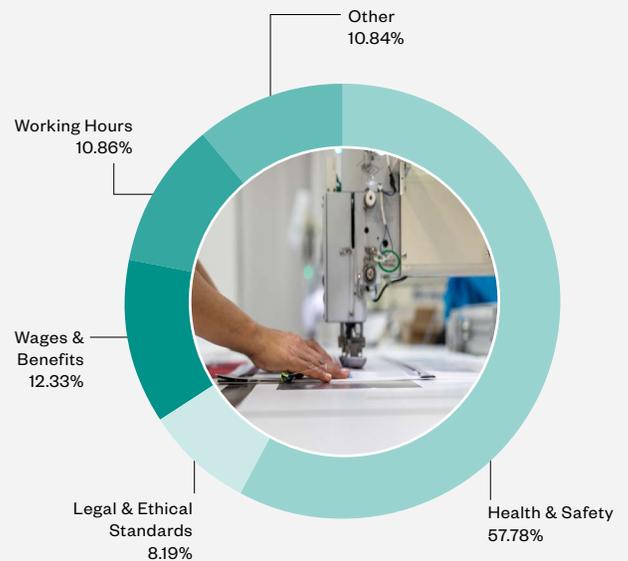
In addition to our own products, we license the Ralph Lauren brands to selected companies. All licensees are required to have social compliance programs and standards equivalent to our own. We separately assess licensee supplier compliance programs and review their assessments to ensure that they meet our requirements. In FY22, 28 licensees used approximately 332 factories to make licensed products.

CORRECTIVE ACTION STATUS¹



¹ Corrective action status is based on our third-party audits.

NONCONFORMANCE BY CATEGORY





2022 ESG Supplement

Our FY22 ESG Supplement is informed by the Sustainability Accounting Standards Board (SASB) Index for the Apparel, Accessories and Footwear industry and is Global Reporting Initiative (GRI) referenced. It also features our second Task Force on Climate-Related Financial Disclosures (TCFD) index. This supplement was developed in conjunction with our FY22 Global Citizenship & Sustainability Report.

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Factory Disclosure

We are committed to increasing transparency about how and where we operate. The following map details our global supply chain and denotes progress toward 100% disclosure across the overall business.



OUR FACTORY TIER SYSTEM

In order to understand the business complexity and create full visibility in our supply chain we divide the chain into tiers. This helps our Business, Quality Assurance and Citizenship and Sustainability teams build specific capability developments to secure future business and mitigate potential disruptions.

TIER 1 SUPPLIERS

Finished good suppliers and value-adding processes such as washing, embroidery and printing

TIER 2 SUPPLIERS

Material production (mills — weaving, knitting and value-adding processes such as dyeing, washing, embroidery and printing)

TIER 3 SUPPLIERS

Raw material processing
(spinning — yarn production)

TIER 4 SUPPLIERS

Raw material source/feedstock production
(farms, ginning, forestry, extraction)

Collaborating for Impact

We are keenly aware that alone, we cannot meaningfully address the social and environmental challenges of the apparel industry. We continue to find collaborations through memberships, initiatives and partnerships that will help us drive progress across citizenship and sustainability within our Company, our industry and society. Below is a list of many third-party partnerships that help us carry this work forward. Learn more about this work by visiting our [website](#).

Memberships

We are active members of the following organizations:



Initiatives

We have signed on to or implemented the following initiatives:



Partnerships

We have formally partnered with the following organizations:



Partnerships (Continued)

CANOPYSTYLE



GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
102-1	Name of the Organization	Ralph Lauren Corporation
102-2	Activities, brands, products and services	Ralph Lauren Corporation 2022 10-K
102-3	Location of headquarters	New York City, New York
102-4	Location of operations	We are located in 504 retail stores and 684 concession-based shops-within-shops in North America, Europe and Asia. In addition to our directly operated stores and shops, our international licensing partners operate 148 stores and shops.
102-5	Ownership and legal form	Ralph Lauren Corporation 2022 10-K
102-6	Markets served	Ralph Lauren Corporation 2022 10-K
102-7	Scale of the organization	Ralph Lauren Corporation 2022 10-K
102-8	Information on employees and other workers	<p>a. Permanent — Female: 12,705, Male: 7,331 Temporary — Female: 1,443, Male: 602, Unknown: 91</p> <p>b. Permanent — North America: 10,901, APAC: 5,179, EMEA: 4,040 Temporary — North America: 43, APAC: 1,339, EMEA: 670</p> <p>c. Full Time — Female: 8,760 Male: 4,651, Unknown: 39 Part Time — Female: 5,388, Male: 3,282, Unknown: 52</p> <p>d. Data cannot be provided at this time</p> <p>e. Ralph Lauren headcount data as of 4.2.2022</p> <p>f. Data Source: RL HRIS system</p>
102-9	Supply chain	See the Rights and Empowerment in the Supply Chain section of our 2022 Global Citizenship & Sustainability Report.
102-10	Significant changes to the organization and its supply chain	We did not have any changes to our share capital structure or other related capital formations.
102-11	Precautionary Principle or approach	As members of UNGC, we are committed to the Precautionary Principle.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
102-12	External initiatives	<p>Ralph Lauren Corporation subscribes to external initiatives including:</p> <p>AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment, Apparel Impact Institute Carbon Leadership, Arctic Corporate Shipping Pledge, Better Work, CDP — Climate Change, CDP Water, CEO Action for Diversity & Inclusion, Ellen MacArthur Foundation, Fashion Pact, Gender Equality and Returns (GEAR), HERproject (w. BSR), Nest, Open to All, Parity.org, RE100, Responsible Luxury Initiative. (w. BSR), Science Based Targets initiative, SEO Scholars, UNFCCC Fashion Industry Charter for Climate Action (FICCA), UN Global Compact, America is All In, World Vision, WWF Climate Business Network, WWF Noyyal Bhavani Collective Action Program, Zero Discharge of Hazardous Chemicals (ZDHC).</p> <p>More details on external initiatives can be found in our 2022 Global Citizenship & Sustainability Report.</p>
102-13	Membership of associations	<p>Ralph Lauren Corporation is a member of many organizations including: American Apparel & Footwear Association, Better Cotton Initiative, BLC Leather Technology Centre, Business for Social Responsibility, Clean Energy Buyers Association, Council of Fashion Designers of America, Green Power Partnership (w. EPA), National Retail Federation, Responsible Luxury Initiative (w. BSR), SmartWay Program (w. EPA), Sustainable Apparel Coalition, Textile Exchange, U.S. Fashion Industry Association, Zero Discharge of Hazardous Chemicals (ZDHC).</p>
102-14	Statement from senior decision-maker	A Message From Our Chairman and Our CEO
102-16	Values, principles, standards and norms of behavior	<u>Ralph Lauren Corporation Code of Business Conduct and Ethics</u> , <u>Ralph Lauren Operating Guidelines</u>
102-18	Governance structure	<p>As a public company, RLC is governed by a Board of Directors. The Board has four committees, consisting of only independent directors. The committees are the Audit Committee, the Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee), the Talent, Culture and Total Rewards Committee and the Finance Committee. The Nominating Committee has oversight of companywide environmental, social and governance (ESG) policies and initiatives. The Audit Committee oversees the enterprise risk management process, including ESG risk. The Finance Committee joins the Nominating Committee in advising on incorporating sustainability goals into our corporate strategy and engagement on strategy initiatives influencing sustainability and corporate citizenship. The Talent, Culture and Total Rewards Committee considers performance against Company ESG key performance indicators in their compensation decisions. See the Global Citizenship & Sustainability Governance section on page 8 of our 2022 Global Citizenship & Sustainability Report.</p>
102-20	Executive-level responsibility for economic, environmental and social topics	<u>Proxy Statement – 2022</u>
102-21	Consulting stakeholders on economic, environmental and social topics	<u>Proxy Statement – 2022</u>

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
102-22	Composition of the highest governance body and its committees	<u>Proxy Statement - 2022</u>
102-23	Chair of the highest governance body	<u>Proxy Statement - 2022</u>
102-24	Nominating and selecting the highest governance body	<u>Proxy Statement - 2022</u>
102-25	Conflicts of interest	<u>Proxy Statement - 2022</u>
102-26	Role of highest governance body in setting purpose, values and strategy	<u>Proxy Statement - 2022</u>
102-27	Collective knowledge of highest governance body	<u>Proxy Statement - 2022</u>
102-28	Evaluating the highest governance body's performance	<u>Proxy Statement - 2022</u>
102-29	Identifying and managing economic, environmental and social impacts	<u>Proxy Statement - 2022</u>
102-30	Effectiveness of risk management processes	<u>Proxy Statement - 2022</u>
102-31	Review of economic, environmental and social topics	<u>Proxy Statement - 2022</u>
102-32	Highest governance body's role in sustainability reporting	<u>Proxy Statement - 2022</u>
102-33	Communicating critical concerns	<u>Code of Business Conduct and Ethics</u>
102-34	Nature and total number of critical concerns	No disclosure due to confidential nature of this information.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
102-35	Remuneration policies	Proxy Statement - 2022
102-36	Process for determining remuneration	Proxy Statement - 2022
102-37	Stakeholders' involvement in remuneration	Proxy Statement - 2022
102-38	Annual total compensation ratio	Proxy Statement - 2022
102-39	Percentage increase in annual total compensation ratio	Proxy Statement - 2022
102-40	List of stakeholder groups	Employees, consumers, NGOs, investors, suppliers and partners, workers in our supply chain, industry associations, labor unions and government.
102-41	Collective bargaining agreements	Ralph Lauren Corporation 2022 10-K
102-42	Identifying and selecting stakeholders	We work with a number of NGOs and multistakeholder initiatives, identifying partners that share our values and long-term goals and that bring expertise and complementary skill sets to our strategies and initiatives. See the Materiality section on page 9 of our 2022 Global Citizenship & Sustainability Report.

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INDICATOR	DISCLOSURES	RESPONSE
102-43	Approach to stakeholder engagement	<p>We engage with our stakeholders at varying frequencies and in different formats to inform our citizenship and sustainability strategy.</p> <p>We completed a new materiality assessment in May 2022 which will inform future strategy and reporting. This report (FY22) is primarily guided by our prior materiality assessment (FY19).</p> <p>We completed a new materiality assessment in May 2022 which will inform future strategy and reporting. This report (FY22) is primarily guided by our prior materiality assessment (FY19). In FY19, we conducted a materiality assessment to help identify and prioritize the sustainability issues, risks and opportunities that matter most to our business and stakeholders. The assessment was conducted by a third party and included extensive engagement with internal and external stakeholders, including employees, selected licensees, suppliers, partners, NGOs and consumers. Based on this assessment, we set goals for each of our priority material issues and selected issues in other categories, which are shared in our 2022 Global Citizenship & Sustainability Report. We also communicate regularly with investors on ESG issues, typically either through the regular course of investor meetings or one-off meeting requests.</p>
102-44	Key topics and concerns raised	See Materiality on page 9 of our 2022 Global Citizenship & Sustainability Report.
102-45	Entities included in the consolidated financial statements	Ralph Lauren Corporation 2022 10-K . All entities included in our consolidated financial statements are covered by this report. See the About this Report section on page 95 of our 2022 Global Citizenship & Sustainability Report.
102-46	Defining report content and topic boundaries	See Timeless by Design on page 5 of our 2022 Global Citizenship & Sustainability Report.
102-47	List of material topics	See Materiality on page 9 of our 2022 Global Citizenship & Sustainability Report.
102-48	Restatements of information	Any restatements are noted throughout our 2022 Global Citizenship & Sustainability report.
102-49	Changes in reporting	None
102-50	Reporting period	See About this Report on page 95 of our 2022 Global Citizenship & Sustainability report.
102-51	Date of most recent report	June 15, 2021
102-52	Reporting cycle	Annual

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INDICATOR	DISCLOSURES	RESPONSE
102-53	Contact point for questions regarding the report	GlobalCorporateCommunications@RalphLauren.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is GRI-referenced.
102-55	GRI content index	We reference the GRI Standards in our 2022 Global Citizenship & Sustainability report.
201-1	Direct economic value generated and distributed	<u>Ralph Lauren Corporation 2022 10-K</u>
201-2	Financial implications and other risks and opportunities due to climate change	See our Index of Task Force on Climate-Related Financial Disclosures.
205-1	Operations assessed for risks related to corruption	<u>Code of Business Conduct and Ethics</u>
301-1	Materials used by weight or volume	<p>Percentage (%) of total material use*:</p> <ul style="list-style-type: none"> • Cotton: 80.7% • Polyester: 6.6% • Nylon: 1.4% • Viscose: 0.5% • Other: 6.9% • Animal derived total: 3.9% <ul style="list-style-type: none"> • Wool: 2.11% • Cashmere: 0.38% • Leather/skins: 1.26% • Silk: 0.15% <p>* Percentage of units produced, classified by material is primary content for manufacturing.</p>

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
301-2	Recycled input materials used	<ul style="list-style-type: none"> • 41% of our polyester was recycled in FY22, an 18% increase from FY21 • In 2021, we used almost six million pounds of recycled polyester – the equivalent of 52 million recycled plastic bottles and representative of 41% of our total polyester use (an 18% increase from FY21). • Converted seven major programs across men's and women's and children's Polo Outerwear to recycled polyester • In FY22, we used 3,691 pounds of recycled cashmere in sweater programs. <p>We have established key material goals including:</p> <ul style="list-style-type: none"> • 100% of our cotton will be sustainably sourced, defined as: Better Cotton, organic, transitional, recycled, regenerative or Fair Trade-certified by 2025 • 100% recycled polyester by 2025 • 100% Responsible Wool Standard-certified or recycled wool by 2025 • 100% of viscose will be sourced and verified through CanopyStyle audits by 2025 • 100% of leather will be traceable and verified to animal welfare and land management standards, or covered by Impact Incentives and 100% of our tanned leather will be Leather Working Group-certified by 2025 • 100% Responsible Down Standard-certified or recycled down and feathers by 2023 • 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025 • 100% of the wood substrates used in key elements of new store interiors will be FSC-certified (or equivalent), repurposed or recycled by 2025.
301-3	Reclaimed products and their packaging materials	<ul style="list-style-type: none"> • In FY22, 82% of our packaging volume met at least one of our sustainable packaging criteria. • We will shift all regional polybag suppliers to using 100% recycled content in our plastic polybags by the end of FY23. <p>By 2025, 100% of our packaging material will be recyclable, reusable or sustainably-sourced, which includes packaging made from post-consumer or post-industrial recycled content, or is FSC-certified (or equivalent).</p>

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
302-1	Energy consumption within the organization	<p>Total fuel consumption within the organization from nonrenewable sources: 820,897 GJ of natural gas, propane, fuel oil, electricity, steam and cooling.</p> <p>Total fuel consumption within the organization from renewable sources: 40,599 GJ of electricity.</p> <ul style="list-style-type: none"> • Electricity consumption: 627,365 GJ • Heating consumption: 219,566 GJ • Cooling consumption: 3,479 GJ • Steam consumption: 11,085 GJ • Total energy consumption within the organization: 861,496 GJ <p>Standards, methodologies, assumptions, calculation tools and conversion factors used: World Resources Institute Greenhouse Gas Protocol. Energy consumption calculated for energy from natural gas, diesel, propane, fuel oil, electricity, steam and cooling consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, a regression is attempted based on typical yearly weather data to fill gaps. Finally, if the regression fails or we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type.</p> <p>More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>
302-3	Energy intensity	<p>We provide two energy intensity ratios for our organization, described below:</p> <ul style="list-style-type: none"> • For our owned and operated global retail stores: <ul style="list-style-type: none"> • Energy intensity ratio: 31.6 kWh/square foot • RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores • Types of energy included: All • Boundary for our ratio: Within the organization, energy used in owned and operated global retail stores • For our owned and operated global retail stores, offices and distribution centers: <ul style="list-style-type: none"> • Energy intensity ratio: 38,483 kWh/Million USD • RLC-chosen metric to calculate the ratio: Million USD of revenue • Types of energy included: All • Boundary for our ratio: Within the organization, energy used in owned and operated global retail stores, offices and distribution centers

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INDICATOR	DISCLOSURES	RESPONSE
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> Energy consumption reduced as a direct result of conservation and efficiency initiatives: 2,812 MWh Types of energy included: Electricity used in owned and operated global retail stores Base year: Fiscal year 2021 (April 1, 2020-March 31, 2021) <p>Standards, methodologies, assumptions and calculation tools used: Calculated based on average annual store electricity savings from LED lighting retrofits. Assuming half of annual electricity savings realized in FY22 for 100 retrofitted stores in North America, Europe and Asia. Additional information for this indicator is available in 302-1.</p> <p>More details on our energy efficiency initiatives can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>
303-2	Interactions with water as a shared resource	<p>In FY22, we continued to collaborate with World Wildlife Fund (WWF) to advance our work in this area and set a comprehensive strategy for water stewardship and water use reductions in our value chain. Our goal to reduce water use by at least 20% by 2025 relates to manufacturing and processing in our supply chain and water use in our owned and operated facilities, compared to an FY20 baseline of 14,870,315 m³. In FY22, our footprint was 11,351,306 m³. We are in the process of setting contextual water targets to better align our reduction goal with surrounding water challenges. In priority water-stressed locations, we are contributing in collective action projects and local partnerships to scale water use assessments and reduction strategies. Through our FY21 water risk analysis, we identified priority basins in our supply chain that are in great need for watershed conservation, reduced water consumption and improved community access to water. More details on our water footprint is available in the Water Stewardship section on page 35 of our 2022 Global Citizenship & Sustainability Report.</p> <p>In FY22, we joined WWF's Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region in collaboration with WWF-India and two other corporate partners. The objective of the collective action program is to ensure that by 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature. Within our manufacturing supply chain, we are supporting our suppliers to set water reduction targets through the Carbon Leadership Program in collaboration with the Apparel Impact Institute (aii). In FY22, nominated facilities set water reduction targets ranging up to 72% by 2030 against their 2019 baseline.</p> <p>Other water stewardship initiatives in FY22 include:</p> <ul style="list-style-type: none"> Continued our direct collaboration with manufacturers in improving water use efficiency. Since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. These transitions have helped our suppliers avoid an estimated 169,992 cubic meters of water use in FY22. Launched an open-source ECOFAST manual in collaboration with Dow to support faster adoption of an improved dyeing process. This effort aims to help the industry integrate new methods to reduce the amount of water, chemicals and energy needed to color cotton. Continued to reduce the use of water-intensive chemicals and processing in the production of our core Polo and Lauren denim products. For more information, see Chemical Management on page 43. <p>In FY22, we submitted our first CDP Water Response, with plans to increase our disclosures in this area in the future. We will submit our first scored CDP Water response in FY23, as part of our effort in increasing transparency in water-related impact across the industry.</p>

GLOBAL REPORTING INITIATIVE (GRI) INDEX

INDICATOR	DISCLOSURES	RESPONSE
303-2	Management of water discharge-related impacts	See the Water Stewardship section on page 35 of our 2022 Global Citizenship & Sustainability Report.
303-3	Water withdrawal	<p>Total supply chain water use by source:</p> <ul style="list-style-type: none"> • Groundwater: 2,351,123 m³ • Municipal: 4,904,968 m³ • Surface water: 1,932,818 m³ • Produced/processed water: 1,380,196 m³ • Rainwater: 17,083 m³ • Wastewater from other organizations: 463,972 m³ • General or unknown origin: 37,604 m³
303-4	Water discharge	<p>In FY22, 109 facilities in our Tier 1 and 2 supply chain reported wastewater quantity through the third party-verified Higg Index Facility Environmental Module (vFEM), totaling at 54,733,188 m³. Out of the reporting facilities, 134 have industrial wastewater, among which:</p> <ul style="list-style-type: none"> • 42 facilities (31%) have a combined on-site and off-site treatment method • 58 facilities (43%) have on-site wastewater treatment • 20 facilities (15%) utilize off-site treatment • 10 facilities (7%) have a Zero Liquid Discharge system • 4 facilities (3%) have other methods of wastewater management <p>We will continue to expand our Higg vFEM adoption amongst our supply base and continue to report our manufacturing facilities' wastewater management approach in the future.</p>
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> • Scope 1 GHG emissions: 11,582 metric tons of CO₂e • Gases included: CO₂, CH₄, N₂O, R-410A • Biogenic emissions: n/a • Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 16,248 MTCO₂e. • Emission factor sources: eGrid, Green-e, IEA, AIB and EPA • GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) • Consolidation approach: Operational control <p>Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Emissions calculated for refrigerants and energy from natural gas, propane, fuel oil consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, a regression is attempted based on typical yearly weather data to fill gaps. Finally, if the regression fails or we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type.</p> <p>More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>

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INDICATOR	DISCLOSURES	RESPONSE
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Gross location-based, Scope 2 GHG emissions: 68,054 MTCO₂e Gross market-based Scope 2 GHG emissions: 69,291 MTCO₂e Gases included: CO₂, CH₄, N₂O Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 84,224 MTCO₂e location-based, 90,380 MTCO₂e market-based. Emission factor sources: eGrid, Green-e, IEA, AIB and EPA GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) Consolidation approach: Operational control <p>Standards, methodologies, assumptions and calculation tools used:</p> <p>World Resources Institute Greenhouse Gas Protocol. Emissions calculated for electricity (renewable and nonrenewable sources), steam and cooling consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, a regression is attempted based on typical yearly weather data to fill gaps. Finally, if the regression fails or we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type.</p> <p>More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> Gross Scope 3 GHG emissions: 1,192,249 MTCO₂e Gases included: All included <p>Other Scope 3 emissions categories and activities reported:</p> <ul style="list-style-type: none"> Purchased goods and services: 764,375 MTCO₂e Fuel- and energy-related activities: 21,163 MTCO₂e Upstream transportation and distribution: 108,884 MTCO₂e Waste generated in operations: 322 MTCO₂e Business travel: 2,268 MTCO₂e Employee commuting: 36,618 MTCO₂e Downstream transportation and distribution: 23,832 MTCO₂e Use of sold products: 211,636 MTCO₂e End-of-life treatment of sold products: 14,941 MTCO₂e Franchises: 8,209 MTCO₂e Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 1,755,107 MTCO₂e Emission factor sources: eGrid, Green-e, IEA, AIB and EPA. GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) <p>Standards, methodologies, assumptions and calculation tools used:</p> <p>World Resources Institute Greenhouse Gas Protocol. Supply chain energy usage and emissions were calculated using material volumes, data from supplier factories, transportation and distribution statistics and other activity data.</p> <p>More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>

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INDICATOR	DISCLOSURES	RESPONSE
305-4	GHG emissions intensity	<p>We provide two GHG emissions intensity ratios for our organization, described below. More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p> <p>For the organization, inclusive of Scope 1, 2 and 3 emissions:</p> <ul style="list-style-type: none"> • GHG emissions intensity ratio: 204.65 MTCO₂e/ Million USD • RLC-chosen metric to calculate the ratio: Million USD of revenue • Types of GHG emissions included: Scope 1, 2 and 3 emissions • Gases included: All • For our owned and operated global retail stores, offices and distribution centers: GHG emissions intensity ratio: 0.0080 MTCO₂e/ square foot • RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores, offices and distribution centers • Types of GHG emissions included: Scope 1 and 2 emissions • Gases included: CO₂, CH₄, N₂O, R-410A
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> • GHG emissions reduced as a direct result of reduction initiatives: 2,778 MTCO₂e reduced (Scope 2) • Gases included: CO₂, CH₄, N₂O • Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) • Scopes where reductions took place: Scope 2, market-based. • Standards, methodologies, assumptions and calculation tools used: Additional information for this indicator is available in 305-2. <p>More details on our footprint can be found in the Climate section on page 29 of our 2022 Global Citizenship & Sustainability Report.</p>
306-1	Waste generation and significant waste-related impact	See the Waste Management section on page 39 of our 2022 Global Citizenship & Sustainability Report.
306-2	Management of significant waste-related impacts	See the Waste Management section on page 39 of our 2022 Global Citizenship & Sustainability Report.
306-3	Waste generated	<ul style="list-style-type: none"> • Total weight of hazardous waste: 0 metric tons (MT) • Total weight of nonhazardous waste: 8,271 MT • Non-hazardous waste from distribution centers: 5,767 MT • Non-hazardous waste from retail stores: 2,226 MT • Non-hazardous waste from offices: 278 MT

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INDICATOR	DISCLOSURES	RESPONSE
306-4	Waste diverted for disposal	<ul style="list-style-type: none"> • Total weight of hazardous waste diverted from disposal: 0 MT • Total weight of non-hazardous waste diverted from disposal: 6,959 MT • Non-hazardous waste from distribution centers diverted from disposal: 5,066 MT • Non-hazardous waste from retail stores diverted from disposal: 1,796 MT • Non-hazardous waste from offices diverted from disposal: 97 MT • Total weight of non-hazardous waste diverted from disposal through preparation for reuse (offsite): 504 MT • Total weight of non-hazardous waste diverted from disposal through recycling (offsite): 6,427 MT • Total weight of non-hazardous waste diverted from disposal through composting (offsite): 28 MT
306-5	Waste directed to disposal	<ul style="list-style-type: none"> • Total weight of hazardous waste directed to disposal: 0 MT • Total weight of non-hazardous waste directed to disposal: 1,312 MT • Non-hazardous waste from distribution centers directed to disposal: 701 MT • Non-hazardous waste from retail stores directed to disposal: 430 MT • Non-hazardous waste from offices directed to disposal: 181 MT • Total weight of non-hazardous waste directed to disposal through incineration with energy recovery (offsite): 447 MT • Total weight of non-hazardous waste directed to disposal through landfilling (offsite): 865 MT
307-1	Non-compliance with environmental laws and regulations	Ralph Lauren was not subject to any material fines or nonmonetary sanctions for noncompliance with environmental laws and/or regulations in FY22.
308-1	New suppliers that were screened using environmental criteria	<p>In FY22, we expanded our Supplier Engagement Strategy (SES) to evaluate and score suppliers using enhanced social and environmental criteria.</p> <p>Further details can be found in the Supplier Engagement section on page 25 of the 2022 Global Citizenship & Sustainability Report.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations. In addition to that, we are screening our supply base for any potential significant environmental impacts through the Higg Index Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities — at a minimum — to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken.</p> <p>In FY22, we screened all our Tier 1 facilities and our top mills through these platforms. We identified 13 facilities with potential significant environmental impacts related to industrial wastewater, permits and air emissions. We do not use Higg FEM assessment results or IPE records to terminate business relationships with suppliers. We addressed all the identified facilities to ensure corrective action and preventive measures are in place.</p>

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INDICATOR	DISCLOSURES	RESPONSE
403-8	Workers covered by an occupational health and safety management system	In FY22: <ul style="list-style-type: none"> • 324 associates went through multiple Powered Equipment Trainings • 3,074 associates received the Safety Training that is included in New Hire Orientation
404-2	Programs for upgrading employee skills and transition assistance programs	We offer a number of learning and development tools for our employees and workers in our supply chain. More details on these are available in the Diversity, Equity & Inclusion and Rights and Empowerment in the Supply Chain sections of our 2022 Global Citizenship & Sustainability Report.
405-1	Diversity of governance bodies and employees	Detailed workforce data can be found in the Diversity, Equity & Inclusion section on page 46 of our 2022 Global Citizenship & Sustainability Report.
405-2	Ratio of basic salary and remuneration of women to men	We take a proactive approach to pay equity and continually monitor our compensation programs to ensure fairness. As of Fiscal 2022, our female employees in the U.S. earned an average of 99 cents for every \$1 earned by males and 98 cents for every \$1 globally.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Details on preventing forced or compulsory labor can be found in the Rights and Empowerment in the Supply Chain section on page 59 of our 2022 Global Citizenship & Sustainability Report.
414-1	New suppliers that were screened using social criteria	All our new suppliers must pass an initial on-site evaluation or social audit before beginning work with us. Additionally, all suppliers, new or established, must meet the standards set out in our Operating Standards, which includes social compliance.

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>CG-AA-250a.1</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 RLC 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 with our development standards and deliver fabric that will meet our compliance requirements. The raw material risk assessment result will reset fabric testing and garment testing standards if needed. As such, fabric testing cannot begin until an approved raw material risk assessment exists.</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.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB TOPIC	RESPONSE
<p>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</p> <p>CG-AA-250a.2</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. 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.</p> <p>We partner with the Zero Discharge of Hazardous Chemicals (ZDHC) to work towards the alignment and collective action across the industry in monitoring and eliminating the usage and discharge of hazardous chemicals in textile, apparel and leather manufacturing, as well as promoting the development and adoption of safer chemical alternatives. We aim to eliminate the use of hazardous chemicals in our supply chain by 2025. 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.</p> <p>In FY22, we expanded our chemical transparency tool to cover the broader supply chain and increase visibility of chemical products used in our manufacturing as well as their conformance status with the MRSL. We gained transparency of chemical inventories and MRSL conformance status of manufacturing facilities that represents 72% of our supply chain spend, compared to 31% last year. Of the chemicals reported, 82% conforms with the MRSL, up from 59% last year. Eighty-two percent of the chemicals reported conform with the MRSL. We established visibility to the chemical use our Tier 2 manufacturing facilities that represents 30% of our woven, knit, and sweater material business spend.¹ We utilize the Chemical Management section within the Higg Index Facility Environmental Module (FEM) to assess the operational aspect of chemical management at the facility level. Based on the third-party verified assessment, our Tier 1 and Tier 2 suppliers scored an average 24 and 39 points in the Chemical Management section, respectively. In order to confirm the MRSL substances are not intentionally used, we require manufacturing facilities with wet processing to test wastewater against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. Fifty-seven percent of the Tier 1 facilities and 29% of the Tier 2 facilities² by business spend have performed wastewater test in accordance with the Guidelines. Eighty-four percent of the facilities that tested comply with the ZDHC requirement, and out of the substances screened, 99.9% comply with the ZDHC standard.</p> <p>We incorporated the chemical transparency, MRSL conformance status and wastewater test results into our Supplier Engagement Strategy (SES), which allows manufacturing facilities to be evaluated and scored based on their performance in sustainable chemical management practices. It also helps us build transparency in tracking progress and encourages continuous improvement at the facility level to ensure progress is made in the adoption of safer chemistry to achieve our goal of full MRSL conformance and elimination of hazardous chemicals by 2025. We analyzed our suppliers' data and identified common challenges in the implementation of sustainable chemical management practice at the facility level. While the facilities have a basic understanding of chemical applications, we identified the need to build up their capability in sustainable chemical management practices to align with industry standards and best practices.</p> <p>In conjunction with these collaborative efforts, we developed a chemical phaseout program internally as an initiative to proactively eliminate the use of the priority chemicals in current and future design and production. In FY22, we continued to focus on accelerating the elimination of PFAS (perfluoroalkyl and polyfluoroalkyl substances) in accordance with our Sustainable Chemical Management Policy. Over the last two fiscal years, we've collaborated cross-functionally with our manufacturing partners to successfully develop PFAS-free water repellent materials, effectively phasing out the chemical. We are in the final phase and on track for full elimination by the end of calendar year 2022. We recognize that an industry-wide elimination of PFAS requires a collaborative effort. In FY22, we joined the PFAS Movement, a joint initiative for corporations organized by ChemSec with a clear mission to drive stricter regulations on PFAS chemicals and encourage corporations to eliminate all non-essential PFAS use.</p> <p>We have eliminated the use of pumice stones in all of our denim manufacturing for Polo and Lauren Brands. Additionally, the majority of our Polo and Lauren denim washes have transitioned away from the use of potassium permanganate (PP). We are working closely with our vendors in India and Indonesia to convert all washes from conventional washing methods, using stone and PP, to synthetic stones and PP alternatives.</p>

¹ The number is a self-reported number by our Tier 2 raw material suppliers.

² The number is a self-reported number by our Tier 2 raw material suppliers.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB TOPIC	RESPONSE
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN	
<p>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> <p>CG-AA-430a.1</p>	<p>In FY22, 98.9% of Tier 1 direct supplier facilities were in compliance with wastewater discharge permits and/or contractual agreements.</p> <p>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 to wastewater regulations as part of the health and safety requirement.</p> <p>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.</p> <p>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. The ZDHC Wastewater Guidelines 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 to the environment. We expanded the roll out of the ZDHC Wastewater Test in our supply base as part of our sustainable chemicals management initiative to monitor the facility's conformance against the ZDHC MRSL. While the wastewater test is only a snapshot of the effluent quality of the facility, it ensures an annual monitoring that allows us to follow up and address any nonconformance from its source through a root cause analysis approach that aligns with the ZDHC. This helps inform both the facility and Ralph Lauren on targeted chemicals phaseout at the facility level. Fifty-seven percent of the Tier 1 facilities by business spend have performed wastewater test in accordance with the Guidelines. Eighty-four percent of the facilities that tested comply with the ZDHC requirement, and out of the substances screened, 99.9% comply with the ZDHC standard.</p>
<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment</p> <p>CG-AA-430a.2</p>	<p>(1) 92%</p> <p>(2) 54%</p> <p>In FY22, we expanded the rollout of the Sustainable Apparel Coalition's (SAC) Higg Index Facility Environment Module (FEM) to cover our broader supply chain and increased visibility of our supply chain's environmental performance data. We collected data from 273 Tier 1 facilities, representing 92% of our supply chain spend — an increase from 77% last year. Within the reporting facilities, 229 (87% of our business spend) have completed data verification by an SAC-approved third party. Facilities scored an average of 46 points across all sections, with an average of 59 points in the water section and 71 in the energy section. The expanded FEM rollout also covered 50 mills (up from 31 facilities last year), representing approximately 54% of our woven and knit fabric, as well as sweater yarn production. A total of 48 mills (25 facilities in FY21) have completed third-party verification, with an average score of 58 points (49 last year) across all sections. The mills scored an average of 87 points in the energy section, 70 points in the water section and 39 points in the chemical section. In the coming years, we will expand this effort to increase visibility of our supply chain environmental and chemical management performance data in our Tier 1 facilities, subcontracted processing facilities, as well as Tier 2 raw material manufacturing.</p>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB TOPIC	RESPONSE
LABOR CONDITIONS IN THE SUPPLY CHAIN	
<p>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> <p>CG-AA</p>	<p>(1) 82 %</p> <p>We monitor labor compliance against local law, national law and our Operating Standards through independent third-party audits, together with audits conducted by our in-house team and assessments from Better Work the Social & Labor Convergence Program ("SLCP"). In FY22, 82% of our Tier 1 direct supplier factories were audited, and 80% of these were conducted by an independent third party. To reduce duplication of audits, we work with Better Work, an international organization focused on improving working conditions in the garment industry, to conduct audits in some of our factories.</p> <p>In FY22, we also prioritized auditing our raw material suppliers, completing audits for approximately 43% of our top 85% knit and woven fabric supplier spend. One hundred percent of these were conducted by an independent third party.</p> <p>For additional information on our supply chain auditing, including methodology, relationship with suppliers, transparency and efforts toward capacity building, as well as our nonconformance rate, see the Rights and Empowerment in the Supply Chain section on page 59 of our 2022 Global Citizenship & Sustainability Report.</p>
<p>Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits</p> <p>CG-AA-430b.2</p>	<p>(1) Not disclosed</p> <p>(2) 100%</p> <p>In FY22, the most common categories of nonconformance were health and safety (57.78%), wages and benefits (12.33%), working hours (10.86%) and legal and ethical standards (8.19%). We review all nonconformance issues with the supplier and require that they be addressed in a timely manner. Every audit has a corrective plan that is later verified. In FY22, 55.71% of nonconformances were remediated, 43.75% are remediated pending verification and .54% are in remediation.</p> <p>A description of our audit process can be found in the Rights and Empowerment in the Supply Chain section on page 59 of our 2022 Global Citizenship & Sustainability Report.</p>
<p>Description of the greatest (1) labor and (2) environmental, health and safety risks in the supply chain</p> <p>CG-AA-430b.3</p>	<p>Greatest labor risks:</p> <ul style="list-style-type: none"> • COVID-19 • Forced labor • Minimum wage <p>Greatest environmental, health and safety risks:</p> <ul style="list-style-type: none"> • Fire safety • Wastewater • Chemical safety • Indoor air emissions

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB TOPIC	RESPONSE
RAW MATERIALS SOURCING	
<p>Description of environmental and social risks Discussion and associated with sourcing priority raw materials Analysis</p> <p>CG-AA-440a.1</p>	<p>We identify priority (key) raw materials based on three criteria: top volume materials, such as cotton, materials with high environmental and social risks and impacts, such as cashmere and materials of high importance to the Ralph Lauren brand, such as down. The scope of our risk assessment includes apparel and other Ralph Lauren products, including home goods, footwear and accessories. We identified seven key raw materials: cotton, polyester, leather, cashmere, wool, down and viscose. The environmental risks associated with these raw materials include water scarcity and stress, climate change, soil health, chemical management and animal welfare. The primary social risks include unsafe workplace conditions, exposure to toxic chemicals and unfair pay.</p> <p>To manage our risk associated with priority raw materials, we set a 2025 goal for 100% of our key materials to be sustainably sourced. We also set a goal for 100% of our animal-derived materials — as covered by our Animal Welfare Policy — to be certified to an animal welfare standard and traceable by 2025. We define sustainably sourced with specific standards and certifications for each key raw material.</p> <p>In partnership with World Wildlife Fund (WWF), we conducted a global water risk assessment in FY21 across the Ralph Lauren value chain. In FY22, we continued to collaborate with WWF to advance our conservation work and set a comprehensive strategy for water stewardship and water use reductions in our value chain, including the risk associated with cotton growing. Our key cotton growing regions, including India and China, are vulnerable to water scarcity and stress. To reduce these risks, we are continuing to support cotton grown according to the Better Cotton Initiative, whose mission is to address the environmental, social and economic issues associated with growing cotton. In 2021, we sourced more than 19,000 metric tons of cotton lint sourced as Better Cotton. By 2025, 100% of our cotton will be sustainably sourced. Utilizing recycled cotton and polyester fibers is another way we are mitigating raw material risks to reduce carbon emissions, energy and natural resources needed to produce virgin materials. We leverage trusted third-party standards, such as the Responsible Wool and Down Standards. We are also researching recycled alternatives to reduce our use of virgin material.</p> <p>Our raw materials assessment and goals are disclosed in the Sustainable Materials section on page 14 of our 2022 Global Citizenship & Sustainability Report.</p>
ACTIVITY METRIC	
<p>Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1</p> <p>CG-AA-000.A</p>	<p>At the end of FY22, we had 425 active factories, which primarily represents our Tier 1 suppliers, with select suppliers beyond Tier 1.</p>

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 Climate Response 2021: C1.1 Global Citizenship & Sustainability Report: Global Citizenship & Sustainability Governance, Global Citizenship & Sustainability Report: Climate
	Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Climate Response 2021: C1.1b, C1.2, C1.3
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 Climate Response 2021: C2.3, C2.4
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Climate Response 2021: C2.3, C2.4, C3.3, C3.4 Global Citizenship & Sustainability Report: Climate
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Response 2021: C3
	Describe the organization's processes for identifying and assessing climate-related risks.	CDP Climate Response 2021: C2.1, C2.2
	Describe the organization's processes for managing climate-related risks.	CDP Climate Response 2021: C2.2
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Response 2021: C2.2
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 Climate Response 2021: C2
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Climate Response 2021: C6 Global Citizenship & Sustainability Report: Climate GRI Index: 305-1, 305-2, 305-3, 305-4, 305-5
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate Response 2021: C4.1, C4.2 Global Citizenship & Sustainability Report: Climate

About this Report

Our report covers fiscal year 2022 (FY22), from March 28, 2021 to April 2, 2022¹. The report is supported by our ESG Supplement, which includes the Global Reporting Initiative, the Sustainability Accounting Standards Board and the Task Force on Climate Related Financial Disclosures. We are committed to the United Nations Global Compact (UNGC) Ten Principles, and this report serves as our Communication on Progress. For information on our Company and financial performance, please see our **2022 Annual Report on Form 10-K, filed with the Securities and Exchange Commission.**

Throughout this report, references to Ralph Lauren, ourselves, we, our, us and Company refer to Ralph Lauren Corporation (RLC) and its subsidiaries, unless the context indicates otherwise.

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 by us 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 anticipate, outlook, estimate, expect, project, believe, envision, ensure, can, commit, will, aim, seek, goal, target and similar words or phrases. These Forward-Looking Statements involve known and unknown risks, uncertainties and other factors which 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, that could cause actual results, performance or achievements to materially differ. 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.

The information indicated herein is subject to the precision of our data collection and analysis method, which is subject to future evolution and calibration. Such information is subject to additional uncertainties, as there are limitations inherent in our data collection and analysis method. While we consider information from external resources and consultants to be reliable, we do not assume responsibility for its accuracy. Additionally, all numbers referenced are subject to the quality and comprehensiveness of the reporting received by the Company from internal and external sources and, therefore, are approximate and/or estimated values. It is also important to note that the availability of data varies from section to section in this report.



¹Availability 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 2022 or FY22. References to calendar year will be represented by the year alone; for example, 2021. 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 2019 (FY19) represent the fiscal year, ending March 30, 2019; references to Fiscal 2020 (FY20) represent the fiscal year ending March 28, 2020; references to Fiscal 2021 (FY21) represent the fiscal year ending March 27, 2021; references to Fiscal 2022 (FY22) represent the fiscal year ending April 2, 2022.



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