

ADDENDUM TO THE 2020 SUSTAINABILITY REPORT

OCTOBER 2021

Subsequent to the release of our 2020 Sustainability Report, we announced that we are going fur-free, ending the use of all fur in our products.

Through a phased approach, we will end the purchase of fur by the end of 2021 and cease manufacturing with fur no later than the end of 2022. This decision is a fur-free transition, including the reclaimed fur offering outlined in the 2020 Sustainability Report. This is driven by our purpose platform, HUMANATURE, our focus on relentless innovation, and the evolution of our lifestyle offerings. We will continue to deliver exceptional quality and protection from the elements through products designed with intention, purpose, and functionality.