



HUMAN RIGHTS STATEMENT

(as of April 28, 2023)

I. OUR COMMITMENT TO HUMAN RIGHTS

At Capri Holdings Limited (together with its consolidated subsidiaries, “Capri”, the “Company”, “we” or “our”), we are committed to principles of ethical business practice and recognition of the dignity of others, including responsible labor practices throughout our value chain. We support all internationally recognized human rights, including those contained in the United Nations (“UN”) Universal Declaration of Human Rights (“UDHR”).

We are committed to respecting and safeguarding the fundamental human rights of persons who are directly or indirectly impacted by Capri, including our value chain partners. We are also committed to taking measures, based on due diligence processes, to avoid causing or contributing to adverse human rights impacts through our own activities, and to addressing and remediating such impacts should they occur. We further seek to prevent or mitigate adverse human rights impacts directly linked to Capri’s operations, our brands’ products and/or our business relationships, even if the Company has not contributed to those impacts. These global commitments to human rights are core components of how we engage our employees, the workers throughout our supply chain, the local communities where we operate and our customers.

Our human rights-related commitments are informed by internationally accepted labor standards and guidance including the International Labor Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development (“OECD”) Guidelines for Multinational Enterprises, the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights (“UNGPs”). We also adhere to local labor laws in each country where we do business and to the ILO Core Labor Standards, including the rights to freedom of association and participation in collective bargaining. Where there is potential for adverse impacts on vulnerable people or groups in our value chain, we will additionally consider other relevant standards and principles that elaborate on the rights of such individuals or groups.

II. OUR COMMITMENT TO TRANSPARENCY

We are committed to regular public reporting on our environmental, social and corporate governance (“ESG”) risks and opportunities, including those related to human rights, and on the progress we are making toward our corporate social responsibility (“CSR”) goals. This Human Rights Statement (“Statement”) describes the procedures Capri has put in place to protect and uphold fundamental human rights wherever the Company operates, and the various mechanisms used to identify and address any

actual and potential adverse human rights impacts that Capri may cause or contribute to, either directly or indirectly through its business relationships. This Statement was developed with reference to the International Bill of Human Rights and the UNGPs. We have also taken into consideration input from relevant internal and external stakeholders in preparing this Statement.

III. EMBEDDING HUMAN RIGHTS IN OUR POLICIES

This Statement is supported by, and Capri's commitments to human rights are embedded within, various corporate policies informed by relevant internal and external stakeholder feedback and approved by senior Capri executives. These policies include the Company's Code of Business Conduct and Ethics ("Employee Code"), Code of Conduct for Business Partners ("Supplier Code", and together with the Employee Code, the "Codes"), and Migrant Worker Policy, all of which are available at capriholdings.com/CSR. The standards set out in these policies are reflected in various operational programs and procedures necessary to embed our human rights commitments throughout our organization.

The Employee Code applies to all of the Company's employees, officers and directors. In addition to requiring that all persons obey the law, the Employee Code reflects Capri's commitment to a safe, healthy and comfortable work environment in which all individuals are treated with respect and are free from discriminatory practices. We provide all employees with the Employee Code upon hire to guide them in ethical decisions at work. The Employee Code is supported by other Company policies and trainings covering issues including anti-harassment and anti-discrimination, along with the Company's diversity and inclusion, employee engagement and wellbeing initiatives, which are covered in more detail in Capri's most recent CSR report, available at capriholdings.com/CSR.

The Supplier Code embodies the Company's commitment to respect the internationally recognized human rights of the workers who manufacture products (or components thereof) for any Capri brand. The Supplier Code applies to all of the Company's business partners, including all third-party supply chain partners and product licensees. The Supplier Code is informed by the UN's UDHR and is based on the Core Conventions of the ILO. It is regularly reviewed by the Company with relevant internal and external stakeholders and may be updated from time to time. The Supplier Code conveys Capri's high expectations around wages, benefits and working hours; prison, forced and child labor; freedom of association and collective bargaining; and other legal requirements and ethical standards that our business partners must abide by. The Supplier Code is a critical part of the Company's supply chain compliance program ("Compliance Program"), communicated during supplier onboarding and regularly thereafter, and forming the basis of the Compliance Program's third-party audits, as described in further detail below.

The Codes are available in multiple languages and are posted on our internal and external websites, and the Supplier Code is posted in the common areas of our own and our direct supply chain partners' workplaces, in language(s) commonly understood by workers.

We recognize that migrant workers within the global fashion supply chain can be particularly vulnerable to unfair working conditions, exploitation and forced labor. Capri's Migrant Worker Policy supplements the Supplier Code and conveys our expectations around heightened and additional risks faced by migrant workers. The requirements set out in the Migrant Worker Policy are intended to enhance our direct suppliers' respect for the fundamental human rights of migrant workers involved in the production of our

products (or components thereof), during their recruitment and employment, and throughout their travel.

In addition to the above policies, Capri's human rights commitments are also reflected and embodied in certain Company resources and reporting, including, for example, our Global Hotline, Supply Chain Disclosure and annual CSR reporting, which are made publicly available at [capriholdings.com/CSR](https://www.capriholdings.com/CSR).

IV. OUR DUE DILIGENCE PROCESS

In accordance with the UNGPs, our approach to managing adverse human rights impacts across our value chain involves ongoing risk-based due diligence, including tailored risk assessments and monitoring activities; delivering targeted training, remediation and capacity building programming; and, where relevant, supporting multi-stakeholder initiatives.

The findings from our identification and assessment of actual or potential adverse human rights impacts are used to inform subsequent steps in our due diligence process. We integrate and act upon these findings with the aim of preventing, mitigating and/or, as necessary, remedying such adverse human rights impacts. Capri regularly tracks responses to these activities and reviews its diligence process drawing on feedback from both internal and external sources, including affected stakeholders where relevant, as may be necessary and in light of changes in the relevant risk or regulatory landscapes. Our goal is to ensure the Company's human rights-related diligence activities remain relevant and impactful. We will continue to communicate how adverse human rights impacts are identified, assessed and addressed by Capri in updates to this Statement.

Capri's business involves the design, manufacture and sale of fashion luxury products around the world. We directly employ a global workforce, and we are linked to the employment of even more workers by our business partners, including through our business relationships with third-party supply chain partners across the globe. While adverse human rights impacts have the potential to occur across any business setting, we understand that Capri's involvement in these impacts is most likely to occur through our relationships with supply chain partners. We also recognize that systemic human rights issues inherently exist within global supply chains. These understandings are reflected in the ongoing due diligence processes embedded in our Compliance Program, through which we aim to identify, address, evaluate and communicate the risks of adverse human rights impacts in the global fashion supply chain, in addition to our efforts to provide for, or cooperate in, the prevention, mitigation and/or remediation of adverse human rights which we have caused or contributed to, or which we are linked to through our business relationships.

V. IDENTIFYING AND ASSESSING OUR HUMAN RIGHTS IMPACTS

In order to gauge human rights risks, we strive to regularly identify and assess any actual or potential adverse human rights impacts with which we may be involved either through our own activities or as a result of our business relationships. Our regular risk assessments also include special consideration of vulnerable groups and meaningful engagement with affected stakeholders or their representatives where appropriate.

A. MATERIALITY ASSESSEMENTS. We regularly conduct materiality assessments through which we identify and prioritize the ESG topics most relevant to Capri's business and stakeholders. Human rights were identified as the most relevant ESG topic to Capri during our most recent materiality assessment.

Details on how we conducted our latest assessment, along with the full results of this stakeholder engagement and the definitions of our material ESG topics, can be found in our most recent CSR report, available at capriholdings.com/CSR.

B. STAKEHOLDER ENGAGEMENT. Continued engagement with internal and external stakeholders around material ESG topics is another way that we identify and assess relevant human rights risks, including within the global fashion supply chain. In order to increase our collective impact, we are members of the following ESG-focused organizations and have committed to and/or report in line with the following ESG initiatives: the UN Global Compact, the UN Sustainable Development Goals, the UN Women's Empowerment Principles, the Sustainable Apparel Coalition ("SAC"), the Business for Social Responsibility ("BSR"), RISE, the Sustainability Accounting Standards Board ("SASB") Standards and the American Apparel & Footwear Association's ("AAFA") Commitment to Responsible Recruitment. Fashion supply chains are notoriously long and complex, and our involvement in these organizations and initiatives allows us to draw on independent external human rights expertise, consult on updated standards, engage in meaningful consultation with potentially affected groups and other relevant stakeholders, and work on collective ways to drive systemic change. Additional information on our social and environmental sustainability-focused partnerships and commitments can be found in our most recent CSR report, available at capriholdings.com/CSR.

C. COMPLIANCE PROGRAM. Finally, we identify and assess actual or potential adverse human rights impacts through the due diligence processes embedded within our Compliance Program. Participation in our Compliance Program is mandatory for all of our direct supply chain partners, which include Tier 1 suppliers and may include Tier 2 suppliers, and adhering to our Compliance Program requirements is a prerequisite for establishing and continuing a business relationship with the Company. The requirements of our Compliance Program are aimed at identifying, assessing and addressing the most salient environmental and social risks, including those related to fundamental human rights, in our supply chain. We expect our supply chain partners to conduct their operations in line with the requirements of the Compliance Program, including by certifying their compliance with the Supplier Code, and to ensure compliance with our program and policies by their own suppliers and subcontractors.

We have recently enhanced our Compliance Program to further support our supply chain partners and to better align with prevailing industry standards. Our Compliance Program includes preliminary due diligence screens of potential suppliers to identify and assess associated human rights risks, including through holistic supplier assessments which incorporate more evolved environmental and social criteria. These screens involve supplier questionnaires (including around where the labor and materials used to produce our brands' products are sourced), receipt of certain social assessment or audit results which the supplier may already have undertaken, and geographic risk assessments. As a part of our Compliance Program onboarding, direct suppliers are required to register their facilities with the Company and authorize us to conduct compliance audits, which may be undertaken prior to granting any business to a potential supplier if determined appropriate, and which also serve as a means of verifying feedback received via supplier questionnaires. Our increased acceptance of approved independent, third-party social assessments complements our own due diligence audits and helps to reduce audit fatigue for our suppliers, including during onboarding. In addition to the insight gathered through supplier questionnaires and previous assessment and audit reports, we also strive to identify and assess human rights-related risks by considering the geographic location of suppliers' facilities and the nature and volume of manufacturing or sourcing activities being conducted on behalf of our brands. Local jurisdictional context

and regulatory environments have the potential to impact human rights, including adversely, even though such impacts may not be directly caused or contributed to by Capri. The geographic risk assessments incorporated into our supplier due diligence screens are informed by learnings from our participation in multi-stakeholder initiatives as discussed above, the findings from past assessments and audits, general industry learnings, and insights gathered through a cloud-based risk assessment software. This software is utilized by our Compliance Program team to identify potential or inherent human rights impacts in the jurisdictions or regions where our suppliers' facilities are located, or where certain parts of the broader global fashion supply chain, including raw material production, are generally known or understood to take place. We recognize that the nature of the work being conducted in certain jurisdictions or regions may also result in adverse human rights impacts, which we consider as a part of our geographic risk assessment. For example, raw materials are harvested seasonally, oftentimes by migrant workers who may travel to the region for the harvest which may take place in isolated conditions, resulting in fewer visitations by labor inspectors and difficulty for workers to report abuse. This software tool is an important part of our overall due diligence process, complementing our audits and assessment which serve to identify actual or potential risks at the supplier level. We know that traceability is a critical first step toward environmental and social responsibility, and our supply chain traceability program, discussed in greater detail below, is an important part of verifying the information we learn, including from suppliers, as a part of our initial risk assessments.

We leverage our initial due diligence processes to learn from potential suppliers and incorporate our findings into supplier risk ratings (including based on the level and type of human rights-related risks identified). We also use these findings to establish associated monitoring activities (including an appropriate audit and assessment cycle for each supplier). Business may only be commenced or continued with suppliers that attain an acceptable risk rating; responsible exits to the relationship will be undertaken in the event we move away from a supplier who does not meet our Compliance Program requirements. Our monitoring activities, including ongoing dialogue with suppliers, workers and their representatives, and in-person or desktop audits and assessments, are tailored to each supplier's risk rating and serve as verification tools to ensure we are appropriately addressing and remediating any actual adverse impacts. Monitoring activities (including type and frequency) may be revisited by Capri as circumstances warrant. We leverage cloud-based compliance software to maintain consistent dialogue with our direct suppliers, including around existing and revised Compliance Program requirements. We also maintain a Global Hotline, as discussed in further detail below, to allow all supply chain workers and their representatives the ability to share concerns with Capri in confidence. The communication enabled by these two tools provides Capri with an additional means of identifying human rights-related impacts which may be present in our supply chain. We leverage approved third-party audits and assessments of our direct suppliers to verify the results of our initial supplier due diligence screens; this combined approach of inherent and actual risk assessment provides Capri with a comprehensive view of proposed and existing supplier relationships and enables the Company to work to remediate potential adverse human rights impacts before they happen. We engage independent third-party auditors to conduct announced and unannounced audits and site inspections focused on working hours; wages and compensation; child, forced and prison labor; disciplinary practices; discrimination; health and safety; and worker welfare. Desktop and on-site audits should cover all relevant supplier facilities including all production areas, offices, dormitories and cafeteria/canteen areas (if any). Worker interviews are an essential part of our desktop and in-person audit protocols, and suppliers are expected to provide free access to all workers in their facilities, including management personnel, worker representatives and migrant workers (if any),

and to identify to Capri in advance whether any translation services may be required to facilitate such interviews. If a supplier facility uses a labor recruitment agency or an in-house subcontractor for any part of the recruitment or production process, the facility must ensure the recruitment agency and all subcontractors comply with our audit protocols, including by providing all relevant documentation and access to workers as requested. In addition to our own audit protocol, we continue to leverage SAC tools, including the SAC's Facility Social Labor Module (FSLM) as a part of our Compliance Program. We also recognize the industry-wide need to streamline the audit process and have encouraged suppliers to participate in Better Work, adopting these assessments to complement our own audits. We are able to leverage FSLM and Better Work assessment reports to measure the strength of our suppliers' management systems to identify, mitigate and prevent social and labor risks in their facilities and supply chains. Our Compliance Program team determines the nature and type of assessments or audits that will be considered acceptable at any point during our business relationship with a particular supplier taking into consideration the findings from our initial supplier screens and any subsequent due diligence assessments; the receipt of FSLM, Better Work or other relevant and approved assessment reports; and the nature and volume of products manufactured.

Throughout the due diligence process embedded in our Compliance Program, we look beyond the scope of typical social compliance audits by partnering with our suppliers to address shared goals. Our goal is to only work with factories that are honest, transparent and committed to making continuous improvements. We set our expectations around this topic at the outset; suppliers are informed during Compliance Program onboarding that Capri considers any attempt to influence the results of an audit or assessment, including by discouraging workers to speak with or to provide false information to Capri or its auditors, or by retaliating against personnel who provide information to Capri or its auditors, to be a violation of the Supplier Code. We also engage supplier management, workers and worker representatives (where relevant) in open discussions on audit and assessment findings, exploring root causes of instances of non-compliance during the development of time-bound corrective action plans ("CAPs"). Suppliers are expected to address all identified instances of non-compliance in each CAP, with priority given to the most serious issues. Continuous improvement must be made against all instances of non-compliance for a supplier to be awarded new or additional business with Capri. We support remediation where possible, but we reserve the right to terminate and responsibly exit our relationship with partners who do not address compliance issues or who are found to have committed zero-tolerance violations. Engagement with suppliers during the CAP process is an additional way Capri identifies and assesses actual or potential adverse human rights impacts in its supply chain, as well as being a critical component to Capri's approach to actioning and remediating those impacts.

VI. OUR SALIENT HUMAN RIGHTS RISKS

Our understanding of human rights risks is regularly reviewed and evaluated, drawing on feedback from internal and external stakeholders. Through our due diligence processes described above, and after consideration of the most rigorous frameworks available, we have identified the following human rights issues as being salient to Capri:

- Child labor
- Discrimination
- Ethical recruitment, including of migrant workers
- Forced or compulsory labor

- Freedom of association and collective bargaining
- Harassment, abuse and disciplinary practices
- Health and safety
- Wages and benefits
- Working hours

VII. INTEGRATING OUR FINDINGS AND TAKING ACTION, INCLUDING THROUGH REMEDIATION

We are committed to taking appropriate measures to address the adverse human rights impacts that were identified during our due diligence processes as described above. We believe appropriate action varies depending on whether Capri causes or contributes to an adverse impact, or whether we are involved solely because the impact is linked to our operations, products or services as a result of a business relationship. We prioritize taking action where we have the most leverage or otherwise where delayed responses would make adverse impacts irreparable. At the same time, we aim to increase our leverage to take action on adverse human rights impacts where we can, including through our engagement with multi-stakeholder initiatives. If we do not have sufficient leverage or the direct ability to act, we support industry-wide collaboration and, where appropriate, government action to more effectively address adverse human rights impacts, including in the case of complex and evolving risk landscapes.

We have put into place operational policies, tools and programs aimed at protecting the fundamental human rights of our stakeholders, including as a result of certain specific due diligence findings. Our due diligence efforts are supported by:

A. POLICIES. As discussed above, the Supplier Code and the Migrant Worker Policy, along with the requirements and adherence to Capri's Compliance Program, embed our commitments to safeguarding human rights throughout our supply chain. We regularly review Company policies to ensure they remain responsive and impactful in light of the findings of our due diligence processes. For example, protecting the rights of collective bargaining and freedom of association were identified as salient risks for Capri; we then took steps to strengthen our policy around these topics within the Supplier Code. The Supplier Code now conveys the Company's belief that suppliers should engage with local and global unions to improve freedom of association and to promote alternative forms of organizing. By accepting Better Work audits as a part of our enhanced Compliance Program requirements, we are now further supporting facilities that have ensured an alternative form of grievance resolution is made available in lieu of a traditional union. The Better Work program assists with the implementation of fairly elected worker-management committees focused on proactively improving working conditions and amplifying the voice of workers. In addition to regularly reviewing and enhancing our human rights-related policies, we also strive to swiftly address instances of non-compliance with our policies by working closely with suppliers and third-party audit partners, and multi-stakeholder groups where appropriate, to pursue time-bound CAPs, as discussed above. Specific details around the CAPs issued, evidencing the action Capri took to drive compliance with our policies, during our last fiscal year can be found in our most recent CSR report, available at capriholdings.com/CSR.

B. TRAINING & RESPONSIBLE PURCHASING PRACTICES. We take steps to ensure that persons throughout our value chain, including decision makers within the Company and various supplier tiers, have the necessary skills to effectively implement the Company's policies. The implementation of our policies is

also supported by effective disciplinary procedures. It is critical that relevant stakeholders are aware of the risks related to forced labor and human trafficking in the global fashion supply chain, including the specific topics we identified as a part of our due diligence processes. We continue to conduct training for all Company employees on our Employee Code and our Anti-Bribery Policy upon hire and on a regular cadence thereafter. Additional employee trainings based on location, level and role are also required as a part of our ethical business practices program, including annual training for all relevant internal stakeholders on human rights risks inherent in the global fashion supply chain, and specifically around the standards set out in our Supplier Code. As a result of our ongoing due diligence process described above, we recognized that responsible purchasing practices are a critical component of ensuring the fundamental human rights of supply chain workers are respected. We will require all relevant Company employees to undergo regular training related to these practices including proper planning and forecasting. This training is prepared in line with industry best practices, including guidance from the Better Buying Initiative.

Additionally, our enhanced Compliance Program includes training materials for suppliers on the Supplier Code and Migrant Worker Policy, including best practice guidance for compliance with our standards around responsible recruitment practices, freedom of association and collective bargaining. We are committed to continuing to engage in capacity building with our direct suppliers to enable these business partners to cascade our relevant policies to their own supply chains; our updated Compliance Program handbook encourages our business partners to share this new Supplier Code and Migrant Worker Policy guidance with their own subcontractors and suppliers. We will provide additional training resources to our direct partners around specific human rights risks identified during our ongoing due diligence audits and assessments, as may be appropriate.

C. SUPPLY CHAIN TRACEABILITY & RESPONSIBLE SOURCING PRACTICES. As noted above, fashion supply chains are notoriously long and complex. Having reliable data on each step of our brands' products' life cycles gives us the ability to identify the greatest ESG risks and opportunities within our supply chain. Full traceability is an important part of not only verifying the information around potential adverse human rights impacts that we learn as a part of our due diligence process but it would also enable Capri to identify actual adverse human rights impacts linked to our products or operations. We have invested in resources and technology to enable us to dig deep – starting within our leather supply chain, which is a key raw material used in two of our largest product categories (increasing our leverage to take action) – accessories and footwear. We have been engaging with our key strategic tannery partners through our traceability platform with the goal of identifying and mapping our leather supply chain. In mapping this supply chain, we seek to verify and monitor hide countries of origin, pilot new risk levels and scoring for raw materials supply chains, and determine ongoing requirements for material purchases and supplier onboarding. Not only will increased traceability allow us to identify adverse human rights impacts in the leather supply chain, but it may enable us to identify opportunities to support better livelihoods for both workers and local communities in our value chain as well. At the same time, we continue to prioritize the responsible tanning of leather as a part of Capri's Better Leather strategy, another example of how we take action against our diligence findings. Certain risks are inherent to the sourcing of particular raw materials, and we are committed to addressing relevant sectoral risks which may not be otherwise identified as a part of our direct supplier audit protocol. For example, we know, including through the findings from our due diligence process, that the leather industry has the potential to adversely impact human rights, notably at the tanning stage of production due to chemical inputs which may affect workers and resulting wastewater that may affect local sourcing communities. We have taken action against these

inherent risks by ensuring a significant majority of the leather we purchase comes from Leather Working Group (LWG) Gold- or Silver-certified tanneries. This level of certification requires tanneries to meet strict standards around safe chemical management, responsible water use and wastewater discharge. By setting ambitious targets around sourcing leather from LWG-certified tanneries, and supporting these responsible tannery practices by prioritizing the purchase of hides from certified facilities, we are not only reducing the likelihood of potential adverse human rights impacts to persons and communities in our own supply chain, but we are leveraging this multi-stakeholder initiative to promote an overall more responsible leather industry. Additional information on how Capri's Better Leather strategy seeks to address the social impacts of the leather industry, along with the Company's most-current progress toward its LWG sourcing goal, can be found in our more recent CSR report, available at capriholdings.com/CSR.

D. EMPOWERMENT PROGRAMMING. The global fashion supply chain is, in large part, driven by women, and we are committed to empowering the women workers within our value chain and ensuring our suppliers' workplaces are free from discrimination – one of the potential adverse human rights impacts identified as a part of our due diligence. Our Supplier Code prohibits the practice of any form of discrimination on the basis of personal characteristics or beliefs, including gender identity and sex. As part of our CSR strategy, we committed to establishing and implementing supply chain empowerment programs in line with the UN Framework for Corporate Action on Workplace Women's Health and Empowerment. We also joined RISE, a platform that serves to catalyze collective action at scale for the benefit of women workers and gender equality in global supply chains. As a member of RISE, we are committed to implementing workplace trainings at strategic partner facilities and leveraging the organization's industry-wide and data-driven solutions to positively impact a greater number of women workers within our value chain. Additional information on our supply chain empowerment programming initiative can be found in our most recent CSR report, available at capriholdings.com/CSR.

E. STAKEHOLDER ENGAGEMENT & COMMUNICATION. We actively engage with relevant stakeholders around ESG topics most material to our business. We are committed to transparently reporting on our identification, evaluation, prevention and, if necessary, remediation of human rights impacts through outcome-based reporting, including in our annual CSR reports and in periodic updates to this Statement.

F. PROTECTING RIGHTS-HOLDERS. We respect those who advocate for human rights and are committed to providing appropriate remedies where persons are adversely affected by our business activities. We will not interfere with the work of human rights defenders who voice concerns about adverse human rights impacts relating to our Company or business relationships.

G. COMMITMENT TO REMEDY. We are committed to remedying any adverse human rights impacts that we have caused or contributed to should they arise, including through collaboration with third-party non-governmental organizations (NGOs) where appropriate. We recognize that this should not obstruct access to any other remedies. The affected stakeholders of any adverse human rights impacts concerning or associated with our operations or business relationships will remain our foremost priority.

VIII. GRIEVANCE MECHANISMS

To ensure that human rights in our supply chain are respected, we believe it is critical to promote and protect the channels through which workers can exercise their fundamental rights and express their concerns, views and grievances, including grievance hotlines, trade unions, worker organizations, other

forms of collectives and, where relevant, individually. The actions described in this Statement are additionally supported by our Global Hotline and our requirement that all of our direct suppliers maintain their own appropriate and effective grievance mechanisms that are communicated to, understood by and applied fairly to workers.

We encourage our stakeholders, including our Board of Directors, employees, agents and workers within our supply chain, to always act with integrity and to report any concerns about improper, unethical or unlawful behavior, including concerns related to actual or suspected violations of the Codes or the Migrant Worker Policy. Affected stakeholders and their representatives may report concerns to our Global Hotline confidentially and, if desired, anonymously where local law permits. Local phone numbers and support in local languages are provided through this Company grievance mechanism. We require all direct suppliers to post an informational poster related to our Global Hotline (translated into the relevant language(s) understood by workers at their facilities) in common spaces accessible to workers, and to distribute these posters to all off-site workers engaged in the production or sourcing of our products (or components thereof); this is verified as a part of our Compliance Program. Because of our commitment to engage with stakeholders, including NGOs, we receive and respond to inquiries, through our Global Hotline or otherwise, from NGOs engaging with our sourcing communities. All grievances received through the Global Hotline are logged and processed, with outcomes formally recorded. The effectiveness of the Global Hotline is continuously reviewed with internal and external stakeholders. In addition to our operational grievance mechanism, we expect our direct suppliers to provide their workers with an effective grievance mechanism to confidentially and anonymously report workplace concerns to management; suppliers' compliance with this requirement is verified as a part of our Compliance Program. As a part of our commitment to capacity building and remediation, we will partner with supply chain partners to ensure their grievance mechanisms are legitimate, accessible, transparent and effective. In jurisdictions where traditional grievance systems, such as trade unions or collective bargaining, are not permitted or supported, we encourage suppliers to support multi-stakeholder and/or NGO grievance mechanisms, and to permit and engage with alternative forms of organizing as stated in our Supplier Code.

IX. RESPONSIBILITY

We believe responsible business practices start from the top. We take seriously our commitment to CSR and embed ESG, including our commitments to human rights, throughout the Company and within our governance practices. Responsibility for implementing Capri's commitments as outlined in this Statement is assumed at both a strategic and operational level. Our CSR governance model includes a multi-level structure to ensure our Board of Directors, executive management team and business leaders across our brands are aligned on the most important ESG risks and opportunities for Capri, including those related to human rights.

Our Governance, Nominating and Corporate Social Responsibility Committee provides Board-level oversight of our CSR strategy, inclusive of our human rights commitments, our long-term CSR goals and reporting. This Committee is ultimately responsible for the overall strategic direction of the Company's CSR programming, including our approach to and processes for respecting human rights and our supply chain policies that address forced labor. The Company's CSR Executive Committee, made up of executive-level brand and Company leadership, also provides direction and support for all pillars and focus areas within our CSR strategy, including human rights considerations within our own workplace. More

information on our CSR governance structure can be found in our most recent CSR report, available at capriholdings.com/CSR.

Overall responsibility for the implementation of Capri's human rights-related commitments has been assigned to the Company's Senior Vice President, General Counsel & Chief Sustainability Officer, who reports to the Capri CEO, and who is supported by dedicated supply chain compliance, CSR, human resources, diversity and inclusion, and legal teams. The requirements of our Compliance Program were developed by a cross-functional team of Company executives, including our Senior Vice President, General Counsel & Chief Sustainability Officer, and executives within our internal audit, supply chain operations, brand production/sourcing, CSR and legal departments. Our supply chain compliance team is responsible for addressing and responding to human rights issues and events throughout our supply chain, and for day-to-day execution of our Compliance Program. We investigate issues as they arise and escalate to relevant Company leadership as needed in order to ensure appropriate action is being taken. When we deem it necessary, we post updates to policies, resources and positions on capriholdings.com/CSR.