Due diligence for responsible business conduct with regards to people, animals, society and the environment

Account reporting year 2025

for Helly Hansen AS

Ethical Trade Norway has assessed the report of Helly Hansen AS to meet the criteria of our Base Level. More information about our Base Level can be found ***here****.*

To Readers Of The Report

Private enterprises, the public sector and organizations have a significant impact on people, society, the environment, the climate and animals. Enterprises contribute to development, innovation and improved living conditions, but their activities also entail risk and real harm. Enterprises therefore play a key role in efforts to achieve the UN Sustainable Development Goals and the Paris Agreement's 1.5-degree target. This work is most effective when done in collaboration.

Ethical Trade Norway is a membership organization and a multi-stakeholder initiative bringing together businesses, trade unions, employer organizations, civil society and the public sector to jointly address the complex challenges in global supply chains that no single company can solve alone.

Transparency, accountability and continuous improvement are fundamental to this work. This membership report can be used as a statement under the Norwegian Transparency Act, but it also covers broader topics such as climate, environment and anti-corruption. Our framework is based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance – internationally recognized standards that form the basis for Ethical Trade Norway's 13 principles for sustainable business practices. These principles cover human rights, decent work, environment and climate, animal welfare and anti-corruption.

All members of Ethical Trade Norway are required to carry out risk-based due diligence and to report annually on progress in their own work. Companies at our quality level Basic meet the requirements of the Transparency Act for due diligence reporting. Members can also strive to achieve the levels *Implementing* and, from 2026, *Leading*.

Due diligence is not about being "risk-free", but about being transparent and systematic: identifying risks, preventing and mitigating negative impacts, communicating openly about how these are addressed, and – where necessary – contributing to remediation.

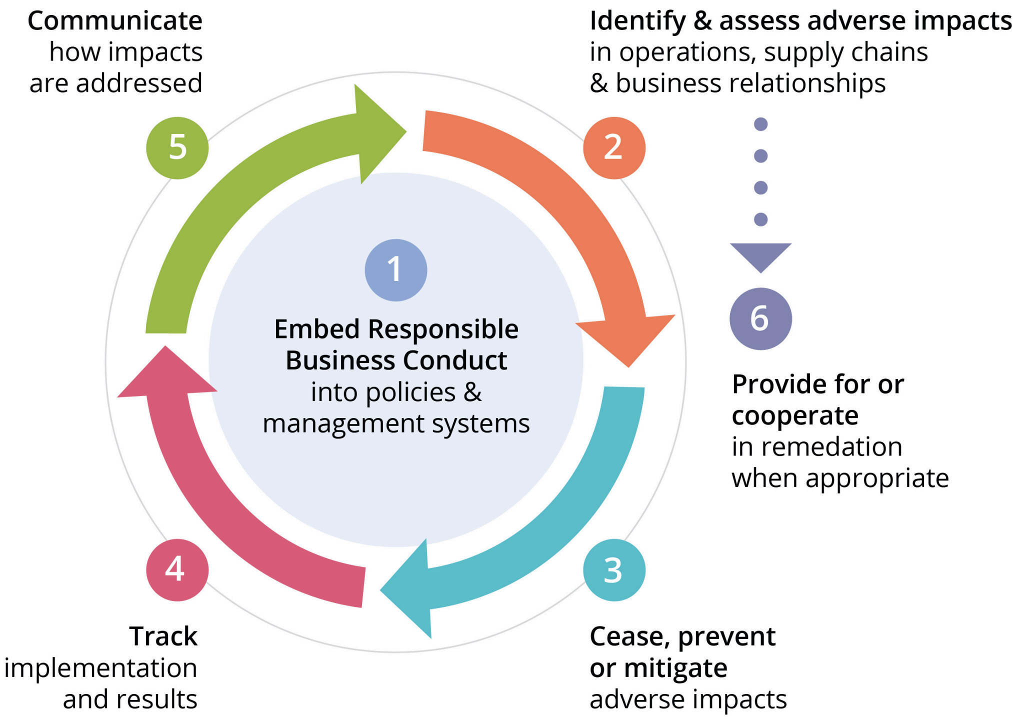
I would like to thank all members for their efforts, openness and willingness to contribute to responsible supply chains. Together, we demonstrate how responsible trade can be in the best interests of people, animals, society and the environment.

Heidi Furustøl
Executive Director
Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

2025 has been a transformative year for Helly Hansen, one marked by geopolitical uncertainty, shifting trade conditions, and increasing regulatory pressure across the industry, alongside the brand's significant milestone of joining the Kontoor Brands, Inc. (“Kontoor Brands”) family.

The expanding body of global regulation around environmental and social sustainability has given clear direction to our work over the past year. These requirements shape the goals we set, and how we translate ambition into practice across the company from supplier engagement to strengthening internal processes, governance, and prioritization. Risk-based due diligence remains central, ensuring that commercial decisions and operational changes do not increase human risk or reduce transparency in our supply chain.

Becoming part of Kontoor Brands has further strengthened our compliance framework and expectations. As part of a U.S. publicly listed company, we operate within a more formalized global governance structure while continuing to build capability and alignment across the organization. We see this as increased accountability, not a shift of responsibility, and remain fully committed to due diligence in line with the OECD Guidelines, the UN Guiding Principles, the Norwegian Transparency Act, and Ethical Trade Norway’s methodology.

Alongside this ongoing development, 2025 also marked several important milestones including:
- Science Based Targets validation: Helly Hansen’s Science Based Targets were validated and approved by the Science Based Targets initiative. Setting absolute targets across Scope 1, 2, and 3 reflects our strong ambition and a clear commitment to reducing our overall carbon footprint.
- ESG Supplier Summit in Hong Kong: We brought together key product vendors and material suppliers for an ESG summit focused on our strategy, goals, and expectations related to climate, preferred materials, chemical management, traceability, and social responsibility. The summit was followed by one-to-one supplier meetings to strengthen alignment and support preparedness for upcoming global legislation.
- Supplier training for Kontoor Brands’ Responsible Sourcing Program: All Tier 1 and Tier 2 suppliers were integrated into Kontoor Brands’ Responsible Sourcing Program through global online training sessions covering mandatory requirements and expectations.
- ESG intranet platform: An internal ESG platform was launched to make information, tools, and guidance on environmental, social, and responsible business topics easily accessible to all employees, supporting ESG integration in daily work.

This report reflects how we work in practice, offering a transparent account of our progress and priorities, highlighting where we have strengthened our approach, where challenges remain, and where continued focus is needed to reduce risk and drive positive impact across our value chain.

Børre Hegbom
SVP and Global Head of Helly Hansen

Board Signature

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Thomas Lee Doerr Jr (sign.) *Chairman of the Board*	Børre Hegbom (Sign.) CEO and Board Member
Kari Kaugerud (sign.) *Board member*	Susan Denise Sumner (sign.) *Board member*
James Michael Brook (sign.) *Board member*	Ellen Andersen (sign.) *Board member*
Kristin Erika Sköld (sign.) *Board member*	
Issam Yousef (sign.) *Board member*	

Oslo
29.06.2025

Enterprise information and enterprise context

Key enterprise information

Enterprise name

Helly Hansen AS

Head office address

Munkedamsveien 35

Main brands, products and services offered by the enterprise

Helly Hansen and Musto apparel, footwear and accessories

Description of enterprise structure

CTC Triangle I (Norway) AS owns Helly Hansen Holding AS, which owns Helly Hansen AS (Norway) and Musto Topco Ltd, UK. Helly Hansen AS has the exclusive rights to manufacture and distribute Musto products worldwide. The revenue figures presented in this report are derived from the financial accounts of Helly Hansen AS. Number of employees is for the whole Helly Hansen group.

Revenue in reporting year (NOK)

3 940 000 000

Number of employees

1 331

Is the enterprise covered by the Transparency Act?

Yes

Major changes to the enterprise since last and current reporting period

On February 19th 2025, Kontoor Brands announced it had signed a definitive agreement to acquire 100% of Helly Hansen from Canadian Tire Corporation. The transaction closed in the second fiscal quarter of 2025.

Contact person for the report (name and title)

Lisa Lier Brekke, ESG Reporting Manager

Email for contact person for the report

lisa.brekke@hellyhansen.com

Supply chain information

General description of the enterprise's sourcing model and supply chain

Helly Hansen chooses its suppliers based on criteria including, but not limited to, opportunities, skill set, innovation, quality levels, raw material availability, ethical conduct, and geographical proximity. Helly Hansen also takes Free Trade Agreements and the ongoing geo-political climate into consideration. Currently, Helly Hansen has suppliers in Asia and Europe.

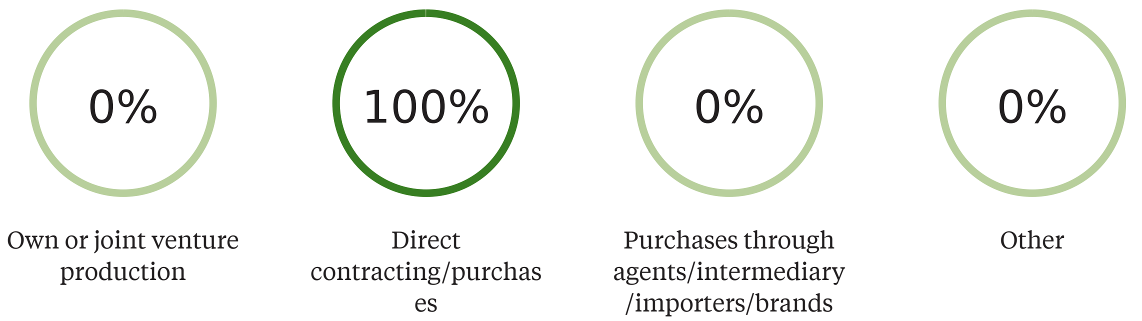
Number of suppliers with which the enterprise has had commercial relations in the reporting year

95

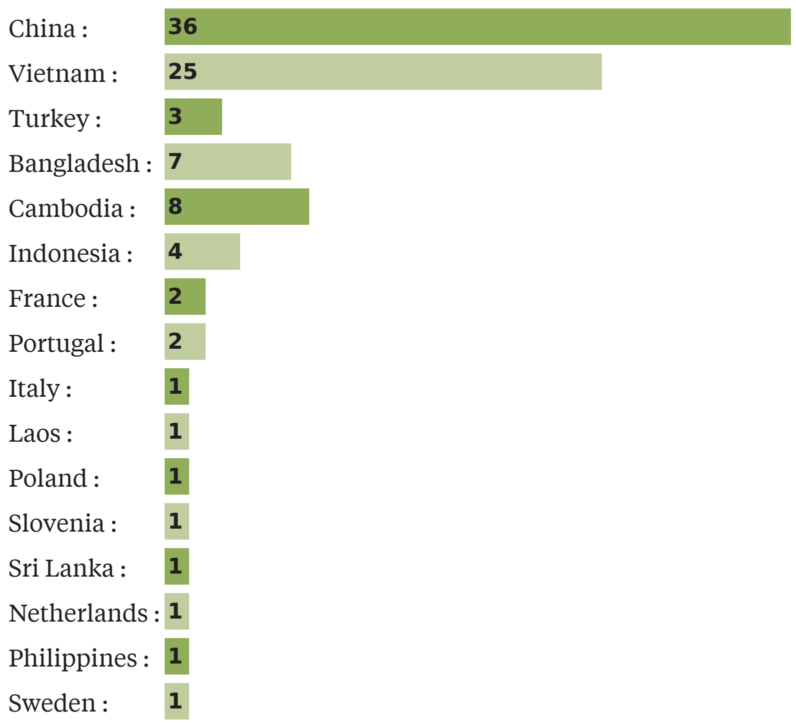
Comments

The number of suppliers is Tier 1 facilities

Type of purchasing/ suppliers relationships



List of first tier suppliers (producers) by country



State the number of workers at first tier producers

Number of workers

96 069

Comments to number of workers

The information on the numbers of workers has been collected from third-party Social Audit reports.

Key inputs/raw materials for products or services and associated geographies

Polyester	China Taiwan Vietnam
Polyamide	China Taiwan Vietnam
Cotton	Australia Brazil China India Sri Lanka Pakistan Turkey USA
Down	China
Polyurethane	China Japan Taiwan
Polypropylene	Brazil China Thailand Taiwan
Wool	Australia New Zealand South Africa

Packaging and trims are excluded from the list.

Is the enterprise a supplier to the public sector?

Yes

Goals and progress

Process goals and progress for the reporting year

1

Goal : **42% absolute emission reduction by 2030**
Targets to be verified by Science Based Target Initiative (SBTi) by 2025. We begun work on our transition plan including actions which will help us to achieve our targets. This target will cover Scope 1, 2 and 3.

Status : Our target was officially verified and approved by the SBTi in Q1 2025.

2

Goal : **Preferred materials to be 100% certified by 2030.**
100% recycled polyester
100% recycled polyamide
100% organic cotton
100% certified animal origin materials

Status : In 2025, we had in total 16,86 percent preferred material where 14,27 percent was certified.

3

Goal : **Preferred production processes in place to reduce suppliers' environmental impacts.**
Reduce freshwater use and wastage intensity: by increasing low-impact processes in our Tier 2 supply chain, rolling out water efficiency programs to reduce water consumption and increasing the use of recycled water in production processes. Helly Hansen will during 2025 join a water initiative to set the agenda for how to best measure water consumption and scarcity, set targets and develop a roadmap for 2030.

Status : As a member of STICA+, we joined a water initiative with several other textile brands and used the WWF Water Risk Filter to evaluate water-related risks across our supply chain. We will continue this work to set targets and explore proactive mitigation strategies in 2026. Additionally, in 2025, we hosted a Supplier Summit in Hong Kong and engaged in one-on-one meetings with all Tier 2 key suppliers to gain deeper insights into the actions and measures they have implemented, while identifying opportunities where we can provide support.

4

Goal : **Circular design**
All new developments follow our set of circular design principles.
These core principles are:
- Product with purpose
- Durable and long-lasting products
- Resource efficiency
- End-of-life in mind
Start implementation in design teams in Q1 2025.

Status : Circular design principles have been implemented and rolled out across key departments. These principles are now established as best practice and integrated as the standard during Q4 2025.

5

Chemical Management Process Training

Goal : Will be implemented throughout 2025 for key Helly Hansen employees and Key Tier 1 and Tier 2 vendors.

Status : Chemical management process training sessions were rolled out for Helly Hansen employees, including VPs, design teams, and development managers. However, following Helly Hansen's acquisition by Kontoor Brands, the integration of this process was put on hold. We are now working on adapting Kontoor's chemical management process going forward.

6

HIGG FEM

Goal : 100% of key Tier 1 and Tier 2 suppliers assessed and verified annually via Higg FEM (Facility Environmental Module). In place by 2027.

Status : 51% of our Key Tier 1 and Tier 2 suppliers are assessed and verified via Higg FEM as of 2025.

7

Host Supplier Summit

Goal : To achieve our future targets, close collaboration with our suppliers is essential. By hosting supplier summits, we can create a platform to present our ESG strategy, outline key focus areas, and address potential challenges suppliers may face. This should serve as an open forum where all parties can voice their concerns. Completion is targeted for 2025.

Status : The ESG Team invited all key Tier 1 and 2 suppliers from Asia to a supplier summit in Hong Kong in 2025. The ESG Team went through our strategy, our goals and the expectations towards our suppliers, both for environmental and social topics, such as climate, preferred materials, chemical management, traceability, social compliance and worker wellbeing programs. The summit was followed by a workshop, in which suppliers could give their feedback on the presented topics and requirements.

8

TrusTrace - continuous mapping

Goal : Our goal is to have all key Tier 1 and Tier 2 suppliers have their supply chain mapping in TrusTrace completed by end of 2025. Also, start implementing PO tracing on our high volume products to be started in Q1 -Q2 2025.

Status : We ask our Tier 1 and 2 suppliers to complete the supply chain mapping in TrusTrace. 70% of our key Tier 1 suppliers have completed their supply chain mapping, while 66.7% of our key Tier 2 suppliers have done supply chain mapping. We started PO tracing on cotton products in 2025, but this PO tracing will be a continued priority in 2026.

9

AMFORI grievance mechanism program

Goal : "Amfori Speak For Change" is a supply chain grievance mechanism program that enables Helly Hansen to provide support to impacted workers in our supply chain. In short, the program collects grievances, reviews and investigate the complaints. The investigation then informs the development and execution of a remediation plan. Scope for the program is Vietnam, Bangladesh, Turkey and Cambodia. The program will be implemented with Key Tier 1 suppliers by 2025.

Status : Helly Hansen has conducted extensive mapping and a gap analyses of available and comprehensive supply chain grievance mechanisms, including the Amfori 'Speak for Change' program, but has not yet identified an option that meets the effectiveness criteria outlined in UN Guiding Principle 31.

10

Goal : **Create a Visual Observation Form (VOF) for Helly Hansen employees to use during visits to supply chain partners.**
Conduct training sessions for teams visiting factories on how to effectively use the form. A VOF will include sections for health and safety observations, workers well-being and general observations. This form will be ready by Q2 2025.

Status : In 2025, we started to use the amfori BSCI Checklist to help teams without specific social compliance expertise to identify and assess risks related to a supplier's social performance and due diligence. We piloted the checklist with several Helly Hansen employees to share their observations from on-site visits. As part of Helly Hansen's integration and alignment with Kontoor Brands' Responsible Sourcing Program, we are implementing updates to the requirements for all Helly Hansen Tier 1 and Tier 2 suppliers. These changes will be designed to uphold workers rights and improve workplace safety.

11

Goal : **Supplier Code of Conduct to be translated into local languages.**
Focus on key supplier location. Languages to be Chinese, Bengali, and Vietnamese. To be performed throughout 2025.

Status : Following the mid-year acquisition by Kontoor Brands, our focus shifted toward aligning with their policies and standards. Consequently, the planned translations were not completed in 2025. However, the integration process provided an opportunity to adopt Kontoor's existing policy framework, in which many documents are already available in key local languages such as Chinese, Bengali, and Vietnamese.

12

Goal : **Create a set of policies in line with the ESRS reporting.**
- Environmental policy for own operations.
- Environmental policy for suppliers.
- Policy on Freedom of Association.
- Grievance Mechanism policy.
will be in place by Q4 2025.

Status : Following the acquisition by Kontoor Brands mid-year, we have been working to integrate their set of policies and standards to ensure consistency. The following policies includes Helly Hansen: Facility Guidelines, Human Rights Standard, Global Compliance Principles, and Global Responsible Materials.

13

Goal : **Supplier Scorecard**
Develop and implement a supplier scorecard where key factors like ESG performance are considered, in addition to quality, strategic importance and on-time delivery. This work was started in Q1 2025, and the scorecard will be ready by Q2-Q3 2025.

Status :	As part of Helly Hansen's ongoing integration and alignment with Kontoor Brands' Responsible Sourcing Program, we will implement a Sustainability scorecard. The scorecard evaluates overall sustainability performance of a factory across four key areas: - Factory Compliance Audit - Critical Life Safety Assessments - Environmental Sustainability - Worker Wellbeing

Process goals for coming year

1

Emissions

Climate target:
Helly Hansen commits to reduce absolute scope 1, 2 and 3 GHG emissions 42% by 2030 from a 2022 base year. In 2026, we will establish a clear and consistent process for monitoring and reporting progress toward our 2030 climate targets.

Higg FEM verification:
100% of key Tier 1/ Tier 2 suppliers assessed and verified annually via Higg FEM (Facility Environmental Module). This will be in place by 2027.

2

Materials

Preferred materials to be 100% certified by 2030:
100% recycled polyester
100% recycled polyamide
100% organic cotton
100% certified animal origin materials

TrusTrace - traceability:
Persistent supply chain mapping for all key Tier 1 and Tier 2 suppliers in TrusTrace. To be completed in 2026. We will start implementing PO tracing on our high-volume products.

3

Water

Water target:
By the end of 2026, Helly Hansen will establish a Tier 2 water baseline and evaluate water consumption per mill to enable measurable water-reduction targets from 2027 onwards. Our long term target is to reduce water usage in our supply chain and invest in technologies that support both water and energy reduction—such as solution dye—while implementing water recycling systems and in addition, as an alternative to the non-bluesign system partner, begin working with Zero Discharge of Hazardous Chemicals (ZDHC) on the wastewater program by integrating ZDHC wastewater testing and measurement to ensure responsible and transparent water management.

4

Chemicals

Chemical management:
Strengthen chemical management and sustainability practices across all direct-sourced suppliers—including Tier I (primary and subcontractors) and Tier II (fabric mills and vendor-managed mills)—by actively promoting bluesign partnership for responsible production. For our non-bluesign system partners: strengthen their collaboration with ZDHC to align with global best practices, and leveraging the BHIVE platform to map and monitor chemical inventories for improved transparency and risk mitigation.

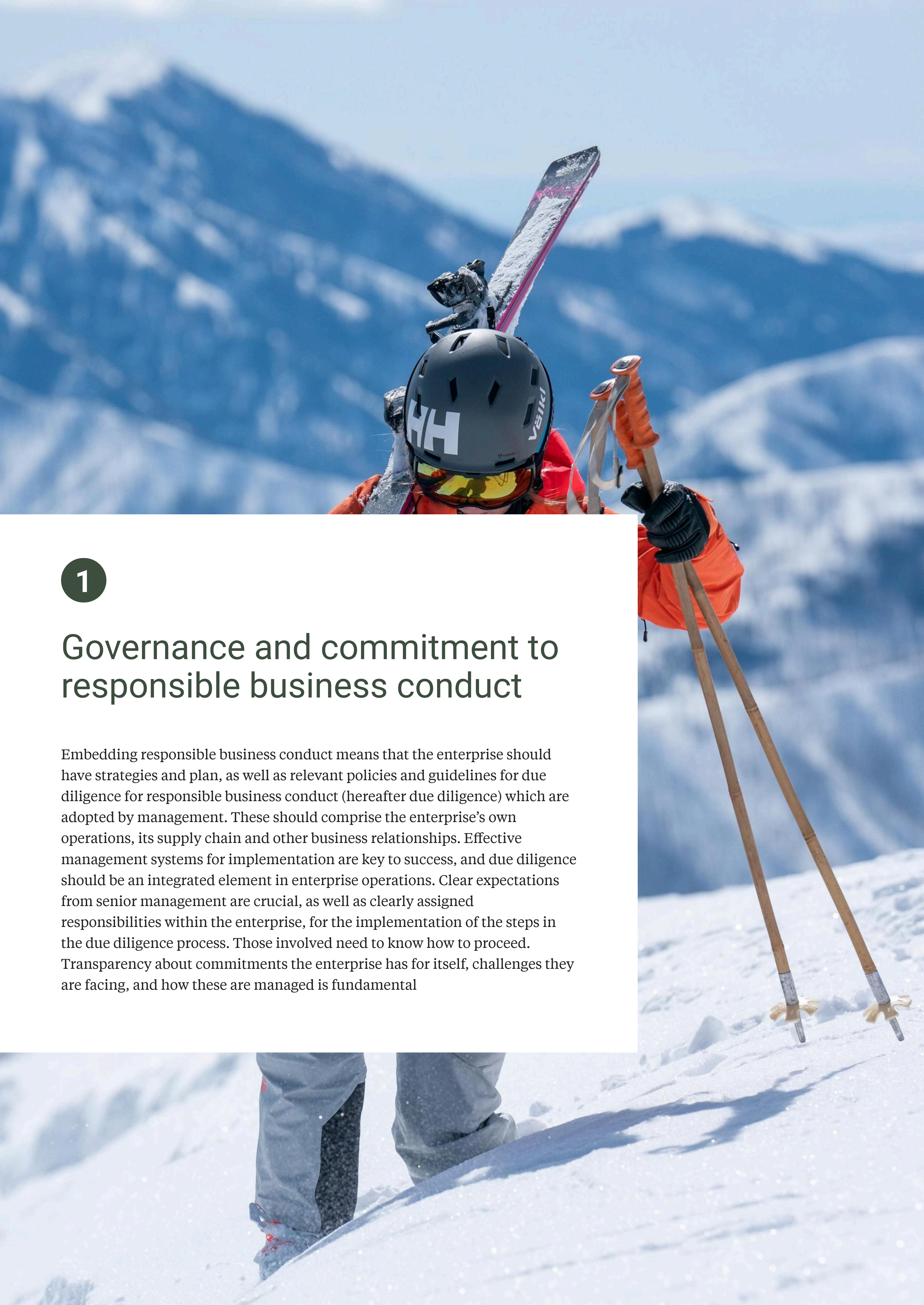
5

Wellbeing

Worker Well-Being Program

Work only with key factories supporting Kontoor's expanded Worker Well-Being program by 2030, embedded with Human Rights Due Diligence and with at least three of Kontoor's seven well-being dimensions:

- Physical
- Intellectual
- Emotional / Mental
- Social
- Environmental
- Financial
- Inclusion & Belonging



1

Governance and commitment to responsible business conduct

Embedding responsible business conduct means that the enterprise should have strategies and plan, as well as relevant policies and guidelines for due diligence for responsible business conduct (hereafter due diligence) which are adopted by management. These should comprise the enterprise's own operations, its supply chain and other business relationships. Effective management systems for implementation are key to success, and due diligence should be an integrated element in enterprise operations. Clear expectations from senior management are crucial, as well as clearly assigned responsibilities within the enterprise, for the implementation of the steps in the due diligence process. Those involved need to know how to proceed. Transparency about commitments the enterprise has for itself, challenges they are facing, and how these are managed is fundamental

1.A Policy for own enterprise

1.A.1 Link to publicly accessible policy for own enterprise

https://www.hellyhansen.com/sustainability

1.A.2 What does the enterprise say publicly about its commitments to respect people, animals, society and the environment?

Our aspiration is to make products that can live through generations. Long-lasting products require durable materials, which is a priority for us and an advantage for the environment. Therefore, we constantly work to develop and choose materials with the lowest environmental impact. This is done while making sure that we undertake social due diligence procedures for all the people that are working in our supply chain.

We have policies and procedures in place, and we are transparent about whom we work with and where our products are being produced. We openly share our supplier list for Tier 1 and Tier 2 on Open Supply Hub and our website. For Tier 1 we include the details of gender split, total number of workers in the factory, migrant worker status, and status on labor organizations and collective bargaining.

Our Policy on Responsible Business Conduct and our Supplier Code of Conduct are published on our website to communicate to external stakeholders our commitment to carrying out due diligence in the supply chains in which we operate.

1.A.3 How has the policy/commitment been developed and how is it embedded in the enterprise?

Commitment to responsible business conduct has been a key element for Helly Hansen for many years and this is clearly communicated on our website alongside our governance documents. In 2025, we have further strengthened our compliance policies. These updated policies have been shared with all Helly Hansen employees involved in supply chain management and supplier relations to ensure alignment and accountability. Throughout 2025, we have actively engaged with our suppliers to ensure these requirements are understood and integrated into their practices.

1.B Organisation and internal communication

1.B.1 How is the due diligence work organized within the enterprise, embedded in internal guidelines and routines?

The following structure outlines how our due diligence work is organized across the enterprise, embedded in established internal guidelines, defined roles, and operational routines.

There are seven people working in the ESG team:
- Sustainability Director
- Sustainability Specialist Data & Environment
- Sustainability Specialist Product
- Sr Sustainability Specialist Traceability
- CSR and Compliance Manager
- Responsible Sourcing Specialist
- ESG Reporting Manager

In 2025, two new colleagues, a Responsible Sourcing Specialist and an ESG Reporting Manager, joined the ESG team.

Description of ESG team:

- *The Sustainability Director* is steering the overall ESG work which includes leading the team of Sustainability Specialists, working with governance and compliance, educating both internally and externally and working close with Marketing on Sustainability communications.

- *The CSR and Compliance Manager* is steering the company's Social Compliance program, including leading the Responsible Sourcing Specialist and managing compliance and governance activities related to our supply chain. The role involves close collaboration with both internal and external stakeholders. In addition, the position leads the Chemical Management process, ensuring proper procedures are in place and providing internal and external training on chemical management and risk.

- *Sustainability Specialist Data & Environment* is analyzing and tracking the organizations environmental impact and measures progress against set KPI's and working with decarbonization in our supply chain.

- *The Sustainability Specialist Product* is responsible for the lifecycle of the product, from design to end of life, working closely with both internal stakeholders including design and product development as well as external partners.

- *The Sr. Sustainability Specialist Traceability* is managing our supply chain, product and material traceability. This role is situated in Hong Kong and works closely with our suppliers on related topics.

- *The Responsible Sourcing Specialist* plays a crucial role in understanding our Tier 1 and Tier 2 suppliers, ensuring proper supplier onboarding and follow-up on social audits and compliance. The role also involves analyzing supply chain risks, industry challenges, and supplier performance to identify key improvement areas. The role collaborates closely with internal stakeholders while supporting supplier engagement and long-term improvement programs.

- *The ESG Reporting Manager* is responsible for ensuring that Helly Hansen's ESG disclosures are accurate, compliant, and aligned with both regulatory requirements and strategic sustainability goals.

Reporting lines were revised following the mid-year acquisition to reflect the new organizational structure with Kontoor Brands. The Sustainability Director previously reported to VP Strategy & Operations, while the CSR and Compliance Manager previously reported to Group General Counsel. After the acquisition, the Sustainability

Director reports to VP, Sustainability, Innovation, & Development at Kontoor Brands while the CSR and Compliance Manager reports to Business Operations Director Sourcing at Kontoor Brands. These changes were implemented to ensure clear accountability, streamlined decision-making, and alignment with integration priorities.

Throughout 2025, the ESG team has internally presented all of our ESG initiatives, including the rollout of our ESG intranet.

1.B.2 How is the significance of the enterprise's due diligence work defined and clarified for the employees through their job description (or the like), work tasks and incentive structures?

The ESG team has been given the task of, and is continuously working on, informing and educating internal stakeholders on topics surrounding environmental attributes, responsible purchasing practices, CSR procedures and environmental goals.

Following the mid-year acquisition, Helly Hansen plans to adopt the 'Sustainability Ambassador' approach. In 2026, we anticipate engagement from 'Sustainability Ambassadors' - who are functional leaders and experts integrating the collective sustainability priorities into everyday operations by managing data processes, supporting internal controls, collaborating across teams, and driving progress toward goals.

The different departments have throughout 2025 been presented with our ESG strategy and the associated targets and goals. For roles that have specific responsibilities related to sustainability and responsible business conduct, this is included in their job description.

The ESG team clearly communicates that responsibility for implementing our targets lies with all departments. Throughout 2026, we will continue to educate and support the teams in meeting these targets.

1.B.3 How does the enterprise make sure employees have adequate competence to work on due diligence for responsible business conduct?

Throughout 2025 we have continued to educate the organization on our due diligence processes for both planet and people. The capacity building has been implemented through workshops, internal presentations, webinars and seminars, and at seasonal sales meetings. Additionally, our ESG strategy work has involved senior management in various workshops. For example, in 2025, we arranged an internal training focused on chemical management compliance. Our key focus has been on educating about upcoming legislations and preparing the organization to meet future requirements. All internal stakeholders are informed of their roles and how they can contribute to achieving targets that have been, and will continue, to be set.

We collaborate with several NGOs and partners, including bluesign, Cascale (Worldly), amfori, Kemikaliegruppen, European Outdoor Group, STICA, The American Apparel & Footwear Association, Outdoor Industry Association, and Ethical Trade Norway.

1.C. Plans and resources

1.C.1 How are the enterprise's commitments to respect people, animals, society and the environment embedded in strategies and action plans?

Throughout 2025, Helly Hansen advanced the implementation of its ESG strategy, building on the foundation established in 2024. As part of this work, we conducted a comprehensive double materiality assessment to evaluate our impacts, risks, and opportunities. This process resulted in the identification of 12 material topics across Environment, Social, and Governance. Based on those findings, we prioritized areas of highest risk and defined clear targets to guide our progress toward 2030. We are currently conducting a new double materiality assessment together with Kontoor Brands to ensure that the most material issues are harmonized and reflect the updated organization structure. In 2025, integration efforts to align material topics across the combined organization were initiated.

Environment:

Our ESG strategy is grounded in compliance, and it will guide us towards our 2030 targets. We have set ambitious climate targets and are committed to taking responsibility for reducing emissions and limiting global warming. For climate, we have started developing an action plan towards our target of reducing our emissions by 42% against a 2022 baseline year. We annually report on our emissions for Scope 1,2, and 3 and the progress towards our climate target to STICA and other membership organizations.

Currently, we are part of two decarbonization programs (EOG & STICA) that focus on education, energy assessments, and setting targets for energy efficiency and renewable energy. By the end of 2025, we included 10 Tier 2 facilities in these two programs.

Prior to onboarding any new Tier 1 and Tier 2 partnerships, we also communicate our material policy, emphasizing preferred materials for our most used fiber types and preferred production processes. Helly Hansen is today certified with several material certifications. We have scope certificates under the Content Claim Standard (CCS) for recycled content like Recycled Claim Standard (RCS) and Global Recycled Standard (GRS), the Organic Content Standard (OCS), as well as animal welfare standards like the Responsible Wool Standard and the Responsible Down Standard.

We also work closely with our Tier 1 and Tier 2 supply chain partners to set goals for reducing our environmental footprint related to the production of our materials and products. During 2025, we set a requirement for all our Tier 1 and Tier 2 suppliers to participate and complete the Higg FEM (Facility Environmental Module) and the Higg FDM (Facility Data Management) module on an annual basis as well as being verified. We will use this data for our own climate and water calculations, monitoring the progress of set targets in our supply chain. This data will help us identify focus areas for measurable climate action and support our suppliers in transitioning to reduce their environmental footprints.

People and society:

Social auditing and onboarding processes are in place, and expectations for their implementation are clearly communicated to our supply chain partners. When any instances of non-conformance are identified, the Helly Hansen team, along with the responsible sourcing team in Kontoor Brands, collaborates with the vendors to develop a corrective action plan, verified through subsequent third-party social audits and supplier engagement. Social non-conformances often involve systemic issues such as excessive overtime and inadequate management systems. To address these, we need to go beyond social auditing and focus on meaningful engagement with suppliers, long-term projects, and our own purchasing practices.

1.C.2 How are the strategies and action plans for sustainable business conduct followed up by senior management and the board?

Throughout 2025, Helly Hansen continued to advance the implementation of its ESG strategy, which was originally developed in 2024. Senior management remains actively engaged in this process through meetings, and regular reviews, ensuring that sustainability considerations are embedded in strategic decision-making. The Board of Directors are updated annually on ESG progress and oversees the integration of sustainability objectives into overall business priorities.

The Sustainability Director and CSR and Compliance Manager provide quarterly updates to the Helly Hansen leadership team on required actions and upcoming strategic decisions.

In addition, the Sustainability Governance Council of Kontoor Brands offers cross-functional oversight on sustainability matters, ensuring that the sustainability strategy remains aligned with business objectives and that progress is monitored against established commitments. The Council approves all materials elevated to the Executive Leadership Team and the Board of Directors. Its members represent key functions across Kontoor and Helly Hansen, including Finance, Audit and Risk, Information Technology, Legal, Marketing, and Merchandising, among others.

1.D Partnerships and collaboration with business relationships

1.D.1 How does the enterprise communicate the importance of responsible business conduct in its business relationships?

For decades, Helly Hansen has been focused on building long-term relationships with its vendors. We view this as highly important to maintaining close dialogues and identifying areas for improvement. Simultaneously, we have strict compliance processes which must be followed and to which we require new and existing suppliers to adhere. All new Tier 1 and Tier 2 vendors are required to sign our Supplier Code of Conduct which outlines our standards and policies on labor, working conditions, wages, health and safety and the environment. The Supplier Code of Conduct is supported by a social compliance program for all Tier 1 factories, which includes training modules to help our suppliers understand and apply all necessary policies. Risk assessments for all Tier 1 and Tier 2 suppliers are carried out and cover country and geopolitical risks, factory inspections, and third-party social audits (Tier 1). Based on these findings—including audit ratings, ethical and environmental performance, and any required corrective actions—Helly Hansen sets the appropriate level of monitoring and engagement for each supplier.

Helly Hansen also requires that all of our Tier 1 and Tier 2 suppliers review, are prepared for, and are in compliance with REACH. They must sign our Chemical Compliance Contract which outlines the expectations we have when it comes to chemical management.

By building trust and long-term relationships with our suppliers, it is easier to set expectations concerning respect for people, society and environment and the expectations regarding our purchasing practices. This is mainly related to how we place our orders, lead-times, and payment terms. Close dialogue with our purchasing team and the suppliers throughout the year makes it possible to solve any unexpected situations that may occur.

1.E Experiences and changes

1.E.1 What experiences have the enterprise encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

During 2025, Helly Hansen encountered increased regulatory complexity and uncertainty in global legislations. Additionally, in February 2025, Kontoor Brands announced it had signed a definitive agreement to acquire 100% of Helly Hansen from Canadian Tire Corporation. The transaction closed in the second fiscal quarter of 2025. Integrating our combined organisations and managing the volume of work across both existing and new functions has been a key focus this year. These developments, combined with deeper insights from our supply chain due diligence activities, led to several adjustments to our policies, guidelines, and management systems.

Material-level transparency and certification documentation:
The work to increase traceability in our supply chain continued during 2025. We are using TrusTrace, a software tool that supports both supply chain mapping, PO-tracing, and collection of evidence of purchase. We are also using the tool for collection of Transaction Certificates for certified products. By year-end 2025, 110 suppliers have been onboarded to TrusTrace including 40 vendors, 53 fabric suppliers, 9 footwear and 8 trims & packaging suppliers. TrusTrace is integrated into our certification and transparency management, collecting transaction certificates and scope certificates to enable accurate, evidenced material claims.

During 2025, we made new configurations on footwear and trained our footwear suppliers on the platform. We rolled out the first PO tracing of cotton products and piloting the PO evidence with selected cotton suppliers and there has been a new configuration of the tool supporting our business model of working with nominated material suppliers.

We have also continued to use the Kharon tool. This screening tool allows us to screen our suppliers and their supply-chain and can provide us with crucial data related to human right risks and how suppliers are exposed to these risks.

We see the work with traceability as an ongoing work; it comes with the challenges of a supply chain that is not used to disclose data of upstream suppliers. To overcome these challenges, we have been discussing our expectations in one-on-one meetings with our suppliers.

Supplier summit and supplier engagement:
As mentioned earlier in the report, the ESG Team invited all key Tier 1 and 2 suppliers from Asia to a supplier summit in Hong Kong in September 2025. The ESG Team went through the ESG strategy, different goals and the expectations of our suppliers, both for environmental and social topics, such as climate, preferred materials, chemical management, traceability social compliance, and worker well-being programs. The summit was followed by a workshop where suppliers could give their feedback on the presented topics and requirements. Following the summit, we engaged with suppliers in one-to-one meeting to follow-up on the different topics discussed during the summit.

Chemical Management Process:
Helly Hansen has finalized its Chemical Management Process, designed to support compliance and strengthen decision-making in material and product development. An internal training program was rolled out in Q2 2025, focusing on equipping employees with the knowledge needed to navigate complex chemical regulations. In 2026, our efforts will focus on aligning with Kontoor's chemical management process. This work will prioritize integrating the ZDHC wastewater program and the BHive chemical inventory management system for our non-bluesign system partners that have not yet implemented these initiatives.

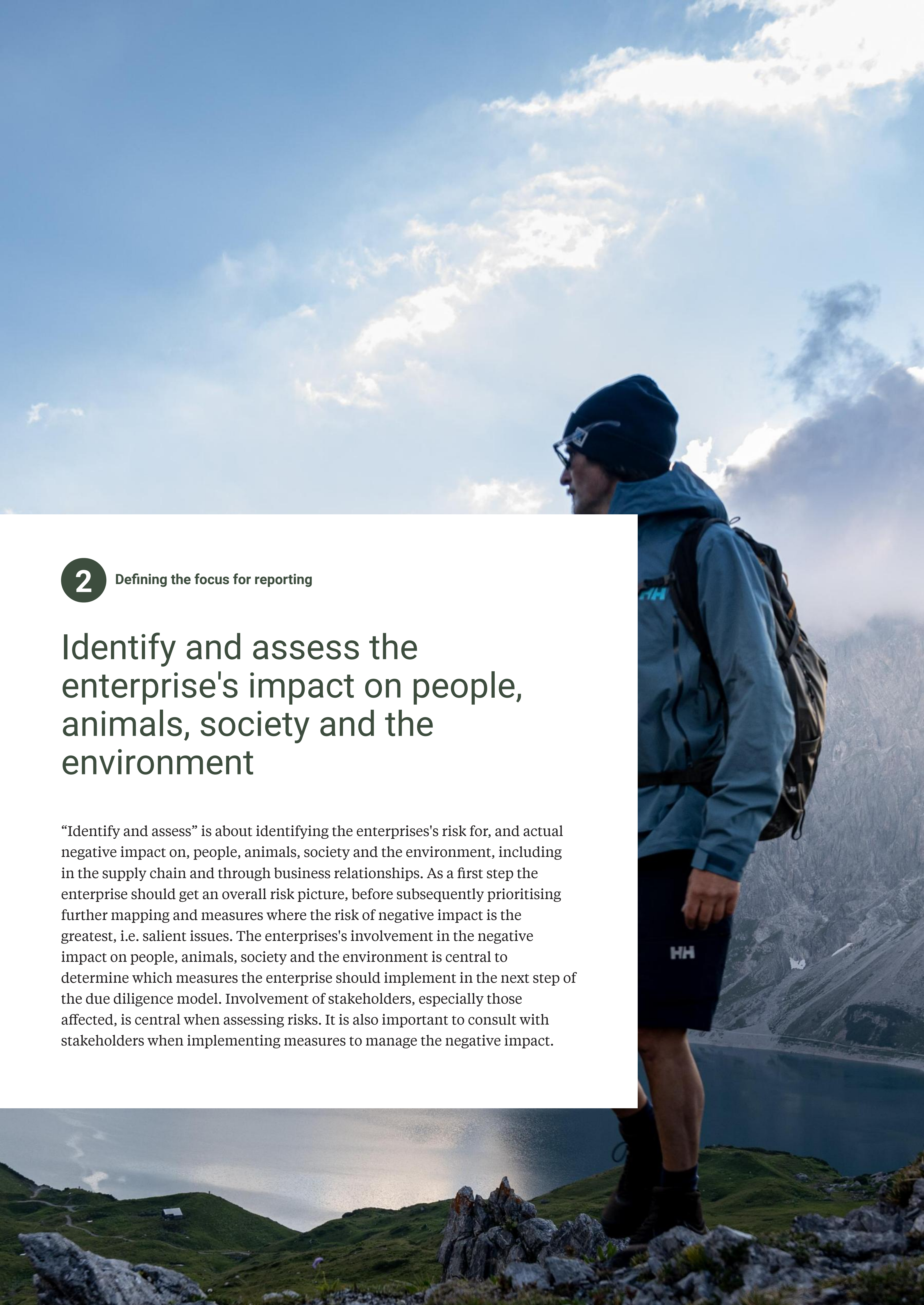
Active memberships and initiatives:
In 2025, Helly Hansen was part of three different climate initiatives and decarbonization programs:

- EOG Carbon Reduction Project
- STICA (Scandinavian Textile Initiative for Climate Action)
- Climate Action Corp through the Outdoor Industry Association

With the insights gained by using the Higg Tools, we have a clearer picture of our Scope 3 emissions, of our own product impact at design stage and how we as a brand impact our supply chain. This can result in further discussion and collaboration.

In 2025, we attended Cascale's global annual meeting, learning more about the tools including use of the Higg BRM, FEM, and MSI tools to map performance, supplier impact, and product design impact, and ESG in general. We also participated in workshops and met with peers. Today, we use three different tools:
-Higg BRM: to map our own performance and identify where Helly Hansen's risks and opportunities lie
-Higg FEM: to measure supplier impact and set targets and goals in collaboration with our suppliers
-Higg MSI: to measure product impact and identify how we can reduce our environmental footprint at the design stage

Growing demand from customers for product-level sustainability information:
In 2025, we saw a growing demand from customers for product-level sustainability information. As a result, we developed our ESG Intranet site to provide internal stakeholders with guidelines and tools and ensure consistent, accurate sustainability communication (e.g. for sales or customer operations to use for product-level sustainability information).



2 **Defining the focus for reporting**

Identify and assess the enterprise's impact on people, animals, society and the environment

"Identify and assess" is about identifying the enterprises's risk for, and actual negative impact on, people, animals, society and the environment, including in the supply chain and through business relationships. As a first step the enterprise should get an overall risk picture, before subsequently prioritising further mapping and measures where the risk of negative impact is the greatest, i.e. salient issues. The enterprises's involvement in the negative impact on people, animals, society and the environment is central to determine which measures the enterprise should implement in the next step of the due diligence model. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

PRIORITISED ACTUAL OR POTENTIAL NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List prioritized significant risks and/or actual negative impacts on people, animals, society and the environment.

Salient issue	Related topic	Geography
Hazardous chemicals	Environment Emission Water Use of materials	Global
Climate impact	Environment Greenhouse gas emission Energy	Global
Water: scarcity, consumption and pollution	Environment Water Use of materials	Global
Health and safety	Occupational Health and safety	Bangladesh China Indonesia Cambodia Laos Sri Lanka Turkey Taiwan Vietnam
Forced labor	Forced labour Child labour Harsh and inhumane treatment	Bangladesh China Turkey Taiwan
Discrimination and harassment	Discrimination Marginalized populations	Bangladesh China Indonesia Cambodia Turkey Vietnam

The right to form and join trade unions and to bargain collectively	Freedom of association and collective bargaining	Bangladesh China Indonesia Cambodia Turkey Vietnam
Occupational heat stress	Occupational Health and safety Environment	Bangladesh Cambodia Laos Sri Lanka Vietnam

JUSTIFICATION FOR THE PRIORITISATION OF RISKS OF NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

2.A.2 Describe: a) the enterprise's routines for mapping and identifying risk and show how the negative impact was identified and prioritized b) activities or sections of the enterprise not covered in this report , if any (product groups, own products, departments etc.), and why c) how the information was gathered, what sources were used, and which stakeholders have been involved d) whether you have identified areas where information is lacking, and how you are planning to proceed to collect more information about this.

Risk mapping for Helly Hansen's supply chain involves identifying the countries we operate in, the types of products we produce, the raw materials used in our products, the number of suppliers we work with, and whether we source directly from them or through agents. Given our complex supply chain, considering all these factors helps us determine where higher risks exist and where we need to focus our efforts.

a) Helly Hansen's risk mapping is primarily conducted through:
• Reviewing third-party audit reports
• Conducting country-based risk assessments
• Screening suppliers using Kharon, a supply chain risk mapping tool
• Visiting factories, meeting suppliers, and communicating with other brands producing at the same facilities
• Engaging in stakeholder dialogue
• Utilizing HIGG FEM and HIGG FSLM
• Responding to customer requests and demands
• Reviewing NGO reports
• Addressing international pollution concerns supported by scientific reports
• Preparing for upcoming legislation

Helly Hansen's sourcing model is based on direct contact with suppliers and factories, striving to build strong, long-term relationships. We also aim to consolidate our production facilities to reduce the number of factories we work with whenever possible.

b) Sections of the enterprise not covered in this report
The risk assessment described in this report focuses on our supply chain, prioritizing areas with a higher risk of adverse impacts on human rights linked to the production of our products and raw materials (Tier 1 and Tier 2). We do not identify the same degree of risk in our head office, warehouses, or retail operations.

c) Data for a proper risk assessments

General tools for broader ESG risk assessments:
• Gathering country briefings from AAFA and Amfori ESG Risk Compass, which provide good indications of the country's overall state based on internationally recognized sources.
• Analyzing third-party audits and CAPs to get an overview of the facility, demographics, and historic audit results. Facilities are involved in this process and in creating the CAP, which is later worked on together with Helly Hansen.
• Using HIGG to assess and analyse our supply chain partners concerning environmental and social risks (HIGG FEM and HIGG FSLM).
• Visiting factories and conversing with suppliers and other brands producing in the same facilities to understand the facility's operations and setup.
• Highlighting risks from four different angles in our ESG strategy work: circularity, value chain resilience, product transparency, and corporate narrative and reporting. This work was done during workshops with the executive team.

Using social specific tool:

• Screening suppliers in the Kharon risk tool to determine if they have any connections with entities using forced labour.

Using environmental specific tools:
• Stakeholder collaboration initiatives that provide platforms for discussing environmental risks and coordinating mitigation efforts. Examples include Kemikaliegruppen, the European Outdoor Group, Cascale, STICA, and AAFA.

d) Identifying gaps
Through this process explained above, we have identified gaps related to worker involvement in the facilities where we operate and the need for a more stringent onboarding procedure. We addressed these gaps with new onboarding routines and by rolling out Kontoor Brands' Responsible Sourcing Program, which evaluates overall sustainability performance of a factory across four key areas:
• Factory Compliance Audit
• Critical Life Safety Assessments
• Environmental Sustainability
• Worker Wellbeing Programs

ADDITIONAL SEVERE IMPACTS

2.A.3 Describe other risks of negative impacts on people, animals, society and the environment that were identified but not prioritized, and how these have been handled.

The risk of negative impacts in the textile industry is inevitable due to the resource-intensive and labor-intensive nature of our supply chain. While salient risk areas are described in section 2.A.1, there are additional areas that, although not as prominent, still require our attention and strategic focus. These areas include:

Waste management:
We generate waste during production processes, but an efficient waste management system can help reduce this waste. This can be achieved through improved marker planning, implementing recycling programs for pre-consumer waste, and better design and production practices. Post-consumer waste can be addressed through recycling and upcycling initiatives.

Circular economy and recycling:
By transitioning from a linear business model to a more circular one, we can significantly reduce our environmental impact. This involves:
- designing products that have a purpose and are durable and long-lasting
- being mindful of the amount of resources we use
- working with low impact processes and chemistry
- promoting garment repair, reuse and recycling and,
- collaborating with industry peers to develop fibre-to-fibre recycling systems.

Lack of Management Systems in our supply chain:
Many facilities we work with lack structured management systems, leading to inefficiency and poor oversight. The lack of formal mechanisms makes it difficult for suppliers to address the systematic issues that can arise. Helly Hansen can contribute to improving this through the policy work we are doing right now, by partnering with amfori on processes like grievance mechanism programs and giving the suppliers better guidelines on workers rights. These are all areas that we will address throughout 2026.

Overtime in our supply chain:
Excessive working hours remain a common finding in our social audits, reflecting systemic pressures in the garment sector such as high production demand and limited planning capacity. Helly Hansen is in the early stages of strengthening its approach to working-hour management. In 2025, we introduced a more formal process by requesting Working Hour Management Plans from suppliers who are not compliant. These plans outline initial measures — such as improved production planning and strengthened time-recording systems — to help suppliers move gradually toward legal compliance.

3 Management of salient issues

Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings from the risk assessment in a good way. The most salient negative impact on people, animals, society and the environment should be prioritised first. This does not mean that other risks are insignificant or that they are not handled. The way the enterprise is involved in the negative impact is key to taking the appropriate action. Negative impact that the enterprise causes or contributes to must cease, be prevented and be reduced. To address negative impact directly linked to the enterprise, e.g. in the supply chain, the business must use its leverage to in¬fluence the entity causing the negative impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the enterprise's own policy documents and management systems. Effective management of the negative impact on people, animals, society, and the environment is a major contribution to the achievement of the Sustainable Development Goals (SDGs).

3. A Cease, prevent or mitigate

3.A.1 Describe goals and progress status for the measures you have implemented to reduce the enterprise's prioritized negative impact

	Hazardous chemicals
Goal :	Helly Hansen aims to be in compliance with all global chemical regulations and making sure that there is no hazardous exposure of chemicals to the people in our supply chain, the end user, and the environment where the product is being produced and used.
Status :	Ongoing
Goals in reporting year :	Throughout 2025, Helly Hansen continued to expand our bluesign approved material portfolio, regularly testing non-bluesign approved materials based on chemical risk. Testing was also conducted on materials reviewed due to specific country legislations.

Describe already implemented or planned measures :

Throughout 2025, we have been ensuring that our Chemical Management Process Guidelines, including the Chemical Compliance Contract, are signed by all Tier 1 and Tier 2 suppliers. The contract outlines key global chemical legislation requirements to ensure all suppliers understand our expectations and apply these requirements in their work at the factories.

Helly Hansen is a member of Kemikaliegruppen, OIA Clean Chemistry & Materials Coalition, AAFA Product Safety Council, and EOG, where global chemical compliance topics are discussed, and legal advice is available. Through these organizations, we stay informed about upcoming laws and requirements.

Helly Hansen has continued its collaboration with bluesign, aiming to increase the number of bluesign approved materials and trims in our collection. Our goal for 2030 is to have 80% of our products bluesign certified. We are committed to ensuring that most of Helly Hansen's materials and trims are bluesign approved, with an increasing number of products achieving bluesign certification. Bluesign and its Input Stream Management System ensure that chemical processes are managed correctly from the outset. This process ensures that both the manufacturing process and the final product have the lowest possible impact on people and the environment.

We as a brand are encouraged to work with our suppliers on applying the substitution principle so that all unwanted substances in the products are replaced with safe substances.

Our Restricted Substances List (RSL) is updated annually, with a separate RSL for footwear, both published on our website.

Helly Hansen continued its efforts throughout 2025 to eliminate PFAS from the remaining product categories. By the end of the year, only a small number of workwear products still contain intentionally added PFAS, and these specific products are exempt from current regulations in both the EU and the United States. In the U.S., specialized offshore products are exempt from PFAS restrictions but require disclosure until 2028. However, we have already removed PFAS from all our offshore products. We expect to be fully compliant by 2028, when a nationwide PFAS ban comes into force, with California acting as a key driver behind these regulatory changes. In France, we are no longer permitted to place any PFAS containing products on the market as of 1 January 2026. In Denmark, a PFAS ban will take effect on 1 June 2026, followed by the rest of the EU on 10 October 2026.

The increased use of recycled materials has raised concerns about hazardous chemicals, many of which are unknown and unregulated. We will monitor our material portfolio carefully and perform necessary tests to eliminate risks. Throughout 2025, we implemented the Chemical Management Process and arranged workshops to educate product management, design, and product development teams on processes and risks related to human and environmental impact. We will continue to work with NGOs and organizations to track and implement relevant upcoming legislations.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

New Chemical Management Program Following Change of Ownership
In June 2025, Helly Hansen was acquired by Kontoor Brands. As part of the transition, we have introduced a strengthened approach to how we steer chemical management across our supply chain.

Many of our suppliers are already bluesign system partners and therefore operate with robust chemical management practices. Building on this foundation, we will increase our focus on wastewater management, with the objective of ensuring safe and sustainable production while preventing pollution at the source.

For suppliers that are not bluesign system partners, we are introducing more stringent chemical management requirements. These suppliers will be required to work closely with the ZDHC (Zero Discharge of Hazardous Chemicals) program to align with globally recognized best practices. As part of ZDHC, suppliers will also be expected to adopt the BHive platform—a digital tool used to map, monitor, and manage chemical inventories. This platform enhances transparency, supports compliance, and enables data driven improvements in chemical usage and risk reduction.

Throughout 2026, we will deliver training and guidance to help suppliers meet these updated requirements. Internally, we will also provide training to ensure that our teams are equipped to support the transition.

	Climate impact
Goal :	Helly Hansen commits to reduce absolute 42% in Scope 1, 2 and 3 emissions by 2030 from a 2022 base year.
Status :	Ongoing
Goals in reporting year :	Our goal for 2025 was to have our submitted Science Based Targets validated by the initiative and this was achieved in April 2025. As part of that validation, we increased the scope of what is included in our climate accounting. We have a strategy with actions and sub-targets that is identified to reduce our emissions in line with the set target and those include both increase of low impact materials, working with suppliers on decarbonization and identify low impact processes (e.g. dyeing of fabrics).

Describe already implemented or planned measures :

In April 2025, we had our climate goals verified by the Science Based Targets initiative. We calculated our greenhouse gas emissions across all three scopes to identify where our largest emissions occur. By doing so, we acknowledge that our biggest impact comes from the production of our products and the materials used in them. This accounts for more than 90% of our total emissions.

By setting a 2030 climate target, we have a better understanding of the actions we need to take to reach it. The actions we have initiated include:
- Increasing the use of low-impact raw materials. This involves switching from virgin synthetic fibres to recycled fibres and transitioning away from conventional cotton in favor of organic cotton.
- Increasing the level of low-impact dyeing. In 2025, we achieved savings of 378 289 kg CO_2 by dyeing a total of 252 079 kg of materials using solution-dye techniques.
- Increasing the use of bluesign-approved materials in our products, supporting the use of better chemistry and reducing total energy and water consumption.
- Participating in decarbonization programs with our suppliers, increasing awareness and investment in a lower-impact supply chain
- Hosting one-to-one meetings with key material suppliers to understand what has already been implemented and how Helly Hansen can support their transition.

Helly Hansen is part of three climate initiatives: Outdoor Industry Association (OIA), Scandinavian Textile Initiative for Climate Action (STICA), and the Carbon Reduction Project under the European Outdoor Group (EOG). By participating in these initiatives, we collaborate with other brands to lower the impact of our supply chain and learn best practices. Additionally, we use the Higg Facility Environmental Module (FEM) and ask all our Tier 1 and Tier 2 suppliers to participate in the FEM assessment, giving us a clear view of their environmental performance.

Lastly, as part of our transition toward our 2030 target, we have rolled out and implemented circular design principles for our design and product teams. These principles are:
- products with purpose
- durable and long-lasting products

- resource efficiency
- end of life in mind

As part of the Circular Principles, we have also worked on establishing a framework for using preferred materials and delivering a Preferred Material Handbook to the product team. The methodology behind these principles has been developed in collaboration with our design and category leads.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

We will continue to work towards a low-impact production processes of our products and take the necessary steps throughout all phases of the product life cycle. By collaborating closely with our suppliers, we will increasingly rely on more primary data, which will improve the accuracy of our GHG emission calculations and help us identify areas that require the most attention.

Helly Hansen and Kontoor Brands will continue to align our climate-related processes, preparing a joint report and incorporating Helly Hansen's climate emissions into Kontoor Brands validated Science Based Targets.

As part of integrating Helly Hansen into Kontoor Brands, we rolled out a Responsible Sourcing Program to all our Tier 1 and Tier 2 suppliers in Q4 2025. This program introduces requirements for suppliers to work proactively with key environmental topics such as climate and decarbonization, water stewardship, chemical management, and waste management. We will follow up on this work throughout 2026 and provide training to our suppliers to support their progress.

	Water: scarcity, consumption and pollution
Goal :	In 2026 we will set our water target and establish a baseline.
Status :	Ongoing
Goals in reporting year :	In the same way as we have set climate targets, we will set a water target. Our long-term target will be defined during 2026 when we have explored best practice for how to measure water usage, water scarcity, setting our baseline and identifying the actions needed to reach the target. This could include reducing or removing hazardous chemicals from wastewater streams from our supply chain partners and to reducing total water usage in the production of our materials.

Describe already implemented or planned measures :

Even though we do not have an official water target, we have taken several actions to reduce our impact:
- Increase the use of bluesign approved materials. Evidence shows that improving chemical inputs reduces water usage.
- Move away from conventional cotton to more organic cotton.
- Increased the share of materials dyed with techniques that use no or less water.
- We source Ocean Bound plastic - recycled material made from plastic bottles collected within a 50 kilometers radius of coastal areas.
- Continuing to decrease the use of materials and processes that require large amounts of water.
- Hosted a supplier summit for our key Tier 1 and Tier 2 suppliers, where we presented our full ESG strategy and set targets. The summit was followed by one-to-one meetings with all participating suppliers.
- Rolled out a Responsible Sourcing Program including requirements related to water.
- Measuring water scarcity in our production using various Higg tools, both on material level and by collecting water data from our suppliers. Through the Higg FEM, we have increased awareness around water preservation and will continue the dialogue with suppliers on future projects Helly Hansen can participate in.

Additionally, through our bluesign collaboration, we work closely with our Tier 2 suppliers to ensure that water management remains a key focus. By selecting bluesign materials - known to reduce water impact - we also ensure the elimination of harmful chemicals from water streams. Many of our key suppliers are also integrating water treatment plants that enable reuse of water in production. In parallel with bluesign requirements for our Tier 2 suppliers, we will roll out a ZDHC wastewater program. All suppliers with wet-processing operations who are not bluesign system partners will be required to join this program.

Lastly, as part of STICA+, we participated in two WWF programs in 2025- the Biodiversity and Water program. We used the WWF Water Risk Filter to assess risks for five key cotton suppliers. Through this, we have gained an understanding of water risk assessments, the purpose with the WWF Water Risk Filter, how it fits into the overall water management and how to work with it concretely. Helly Hansen will continue its environmental risk assessment related to water scarcity and consider this data when deciding on its sourcing location and sourcing partners.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

During 2026, Helly Hansen will continue with the STICA+ water program to set the agenda on how to measure water consumption and assess water scarcity, set targets and make a roadmap for 2030.

	Health and safety
Goal :	A key focus for Helly Hansen is to provide a healthy and safe working environment for all the people in our supply chain. To achieve this, we are performing regular audits and working in close collaboration with the factory if any non-compliance issues have been identified. Key focus areas within health and safety are fire, electrical and structural integrity, chemical handling and labelling, correct use of PPE equipment and health checks for workers.
Status :	Ongoing
Goals in reporting year :	Implementing on-ground health and safety improvements is an ongoing process, which we monitor throughout the year. By performing social audits, we are not only pinpointing hotspots in factories but also creating awareness around health and safety and how to comply with national and international regulations. Throughout 2025, all Tier 1 suppliers have a third-party audit conducted.

Describe already implemented or planned measures :

As outlined in Chapter 6, Helly Hansen structures its Social Due Diligence Process in two parts: our Social Compliance Program and Worker Wellbeing Programs.

Social Compliance Program
In 2025, our auditing efforts focused on identifying risk areas and ensuring continuous improvement toward full factory compliance. We adhere to the strict procedures outlined in the amfori BSCI System Manual, and through the Amfori membership, support factories by equipping them with the knowledge to identify and address non-compliances. In addition to BSCI audits, we conduct regular third-party audits, with health and safety as a key focus area. We have good dialogue with our suppliers regarding Corrective Action Plans, and we ask for evidence of when the improvements have been made. This is typically through documents, images, or videos. Through follow-up audits at our factories, we ensure that continuous improvement is occurring and that identified actions are being implemented.

Now, as part of Kontoor Brands, we are rolling out a Critical Life Safety Assessment Program across all Tier 1 and Tier 2 facilities. This is a comprehensive life safety assessment based on recognized international standards (NFPA, ICC, IBC, IFC). The assessment identifies priority improvement areas across three disciplines:
- Electrical Safety Assessment
- Fire Safety Assessment
- Structural Safety Assessment

Worker Wellbeing Programs
In 2025, common issues included insufficient use of PPE, blocked escape routes, missing lighting in exit signs, improper storage and labelling of chemicals, and inadequate worker training. To address consistent health and safety findings, we encourage factories to implement worker well-being programs and educate workers on these topics to implement long-term improvements. An example of such a program is the China Pilot Project which we launched in 2025. We organized interactive workshops and fire-safety trainings for both workers and management. The goal was to strengthen awareness, build engagement, and improve

understanding of the purpose and importance of social compliance in each of the five factories included in the pilot. (See indicator 6.A.2 for additional information.)

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

As part of Helly Hansen's integration and alignment with Kontoor Brands' Responsible Sourcing Program we are implementing updates to the requirements for all Helly Hansen Tier 1 and Tier 2 suppliers. All factories must undergo a Kontoor Brands Factory Compliance Audit and Critical Life Safety Assessment to pinpoint improvement areas around health and safety and implement progress. Through our Worker Wellbeing program, we have begun to explore long-term initiatives around health and safety and will continue to do so going forward in 2026.

	Forced labor
Goal :	Forced labor is a serious violation of human rights, and the textile industry is considered high risk due to its complex global supply chains, labor intensive production processes, and concentration in countries with weaker labor laws. It is essential that our suppliers provide fair and safe working conditions for all workers in our supply chain. This can be achieved by ensuring our suppliers adhere to ethical and legally codified contracts, as well as providing adequate training for management and workers on their rights and responsibilities.
Status :	Ongoing
Goals in reporting year :	Helly Hansen is committed to upholding ethical and responsible business practices across our supply chain, with a strong focus on combating forced labor. We use Kharon both as a screening tool during onboarding and throughout the supplier relationship. When combined with TrusTrace, it enables ongoing screening across all mapped tiers—not only Tier 1 but also deeper parts of the supply chain. In addition to this, regular social audits are conducted at our facilities (either amfori BSCI, WRAP, SMETA 4-pillar, SA8000 or SLCP / FSLM) and we routinely map vulnerable groups in the factories.

Describe already implemented or planned measures :

By fostering greater transparency and gaining deeper insights into our supply chain, we are better equipped to monitor and mitigate forced labor risks.

Supply chain mapping and risk screening
Throughout 2025, we continued to ensure that suppliers map their supply chains through the TrusTrace platform. This provides visibility beyond Tier 1, reaching Tier 2, 3, and 4 facilities.

In combination with TrusTrace, the Kharon risk mapping tool enables us to continuously monitor and screen these facilities. Prior to onboarding a new facility, Kharon allows us to screen this potential new supplier for forced labor risks. If the facility is flagged on Kharon, we do not proceed with onboarding them. For existing facilities in our supply chain, we have established internal routines for follow-up whenever risks are flagged on Kharon and will continue to explore how we will tackle these effectively going forward.

Supplier engagement and expectations
We maintain active dialogue with our suppliers to ensure they understand our policies, standards, and expectations regarding the prohibition of forced labor. This is reinforced through our Supplier Code of Conduct and our supplier onboarding process. We will continue to engage suppliers in discussions on the importance of appropriate worker policies and procedures and how these should be implemented in practice.

Close dialogue with our suppliers is essential, and in 2025 we held a supplier summit for our key Tier 1 and 2 suppliers where these issues were discussed in depth.

In 2024, the U.S.-based organisation Transparentem published findings on the use of recruitment fees and other labor risks in Taiwanese textile mills. The report listed 47 brands, including Helly Hansen, and referenced two external Tier 2 suppliers. Throughout 2025, Helly Hansen strengthened its due-diligence efforts by continuing regular audits across our supply chain and working with industry partners to develop and implement corrective action plans. We also engaged with Taiwanese authorities to address systemic issues and participated in a multi-stakeholder visit to support coordinated action. In addition, we committed to working with the Taiwan Textile Federation to advance responsible recruitment metrics. Discussions between brands and the relevant suppliers are ongoing to ensure that suppliers repay recruitment fees to their workers, including consideration of what role brands may need to play should suppliers refuse to take responsibility. (See indicator 6.A.2 for additional information.)

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Through effective risk assessment tools, we carefully evaluate our suppliers, identify potential hotspots, and clearly communicate our expectations regarding forced labor risks. This also enables us to establish appropriate mitigation processes when concerns arise.

	Discrimination and harassment
Goal :	Modern slavery, migrant worker discrimination, female discrimination, sexual harassment and other forms of harassment are salient issues that we seek to minimize through regular audits, close dialogue and awareness training with our supply chain partners.
Status :	Ongoing
Goals in reporting year :	In 2025, we continued to monitor issues related to discrimination and harassment mainly through our social compliance audits and the Amader Kotha helpline up until our acquisition by Kontoor Brands.

Describe already implemented or planned measures :

Discrimination and harassment represents a salient issue in the textile supply chain because the industry relies heavily on vulnerable workers, predominantly women, migrants, and marginalized groups. They face systemic power imbalances, low wages, weak legal protections, and entrenched social inequalities that enable exploitation, violence, and discriminatory treatment to persist across global factories. As a brand we must ensure that our supply chain follows strict due diligence processes and prioritizes the wellbeing and safety of the workers that produce our products. Our long-term relationships with most of our key suppliers also make it possible to have an open and honest dialogue around issues related to discrimination. Non-conformance issues are addressed directly with the factory, and a concrete remediation plan is drafted and followed up throughout the process.

To prevent or mitigate negative impacts related to discrimination and harassment, Helly Hansen continued its work with the Amader Kotha helpline in Bangladesh up until the acquisition by Kontoor Brands. In 2025, we had no reported cases on discrimination and harassment to the helpline.

Helly Hansen's Social Compliance Program requires all suppliers to comply with our Supplier Code of Conduct; this code states they shall provide equal opportunities to all workers and not engage in or tolerate discrimination and shall also protect their workers from harassment. Continuous social audits at our facilities, such as amfori BSCI or SMETA 4-pillar, cover the topic of discrimination and harassment and help us to monitor this salient issue.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Addressing discrimination and harassment can be complex and requires a systematic approach. To make progress towards this, in 2026, we plan to explore solutions through worker involvement programs and capacity building, including on-site training and e-learning platforms. We have mapped some potential long-term projects throughout the year and going forward, will implement more Worker Wellbeing Programs through Kontoor Brands. Through capacity building and by further exploring grievance mechanism channels, we are working towards a supply chain built on trust and where workers feel heard.

	The right to form and join trade unions and to bargain collectively
Goal :	Our goal is to establish fair ways for the workers in our supply chain to be able to express their opinions and concerns related to their work life. There should be clear and open communication between the workers and factory management. Having on-site worker representatives or a workers union should be encouraged as this has an overall positive impact on the stakeholders throughout our supply chain.
Status :	Ongoing
Goals in reporting year :	In 2025, we continued to monitor this topic across our factories through social audits, identifying how many of our factories have trade unions and worker representatives in place. These insights help us understand how each factory is structured and how worker representation is set up. If a factory does not have a trade union or a worker representative, we follow up to understand why this is the case. Having a system where people can freely join a trade union or elect their own worker representative is critical to maintaining a healthy work environment. We continued to explore this throughout 2025, and in 2026, we will strive to make further progress through our Worker Well-being Programs through Kontoor Brands.

Describe already implemented or planned measures :

Helly Hansen continues to monitor its suppliers and has a strong focus on close dialogue with them. The right to form and join trade unions and to bargain collectively is embedded in our Supplier Code of Conduct, Kontoor Brands Facility Guidelines and social audits, which set minimum criteria that suppliers are required to meet. Our Supplier Code of Conduct has also been updated, and a separate paragraph describes our expectation of our suppliers to do their due diligence related to freedom of association and the right to collective bargaining.

Currently, 45 of the 95 Tier 1 facilities we work with have trade unions, and 84 have elected worker representatives. We have not yet established direct communication with these union representatives to understand their roles or their influence in facility-level decision-making. However, we recognise the importance of developing a shared understanding of these dynamics together with our suppliers. While a formal, comprehensive approach is not yet in place, we have begun taking initial steps, such as capacity-building during supplier onboarding and integrating relevant checks into our facility audits. This work is ongoing and will continue to evolve over time.

In 2025, we invited several supplier to one-to-one meetings. Furthermore, we hosted a supplier summit where we facilitated workshops where expectations around international labor standards were highlighted and how these can be practically implemented at facilities and recognized and suppliers that have good practices in place.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Through capacity building, our goal is to increase understanding amongst workers and factory management on what their rights and responsibilities are, to create a closer collaboration between them.

	Occupational heat stress
Goal :	Occupational heat stress is a salient issue for Helly Hansen because a large proportion of our Tier 1 and 2 production is in countries where extreme heat is rapidly intensifying and directly affecting the textile sector and its workers. Our goal is to develop a long-term strategy to prevent and mitigate occupational heat stress across our supply chain, to ensure that all workers in our supply chain understand heat stress symptoms and their rights to rest and safety, and all facilities explore practical solutions to tackle the issue.
Status :	Ongoing
Goals in reporting year :	In 2025, we identified occupational heat stress as a new salient issue in our supply chain, to elevate the topic within our due diligence. Through strengthened policies, risk assessments, promoting facility improvements, and empowering workers, we aim to build a more resilient and responsible supply chain in the coming years.

Describe already implemented or planned measures :

Climate-driven heat stress in key sourcing countries, like Vietnam, Bangladesh, Cambodia and China, poses a material and escalating threat to worker safety. ILO research shows a continued increase in the number of days with dangerously high heat levels, with projections indicating that heat stress days will rise by more than 50% by 2030 in cities like Dhaka, Phnom Penh, Hanoi and Ho Chi Minh City. Excessive heat already contributes to widespread worker illness, reduced productivity, and higher rates of injury and chronic kidney disease among garment workers. Therefore, as a brand, we have decided to add this as a salient issue for 2025 and the next reporting periods.

Our first priority is to conduct a heat stress exposure mapping exercise and incorporate occupational heat stress into our governance, by integrating the issue into our policies and supplier expectations. Once this has been achieved, in the following years, other measures that we may explore include:
- Broader Supply Chain Risk Assessment measures like facility temperature logs, or supplier heat-risk self-assessment surveys.
- Exploring preventative and corrective actions at facilities, such as improvements in ventilation, passive cooling and hydration and sanitation facilities.
- Monitoring through worker surveys and supervisor logs to track heat-related illnesses, or integrating heat risk checks in audits, as well as exploring remediation support where needed.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

In 2026, our goal is to develop a long-term strategy to prevent and mitigate occupational heat stress across our supply chain. Through heat-stress exposure mapping, we plan to identify high-risk facilities and build the foundation for scaled future actions around occupational heat stress.

3.B Other actions related to management of negative impact

3.B.1 Reduction of nature- and environmental impact

Our overarching environmental objective is to significantly reduce our nature and environmental impact. Our general measures to prevent or mitigate negative impact include:
- Calculating of our environmental footprint with a focus on GHG emissions and water usage.
- Applying tools and policies such as HIGG Index and bluesign.
- Focusing on introducing materials and treatments with a better environmental profile such as recycled, solution dyed, and organic cotton.
- Applying a circular perspective with the priority order: Quality, Reuse, Repair, Recycle.
- Respecting animal lives and treat animals fairly in line with internationally recognized standards.

3.B.2 Reduction of greenhouse gas emissions

Helly Hansen are active members of the Scandinavian Textile Initiative for Climate Action (STICA), European Outdoor Group (EOG), and Outdoor Industry Association (OIA), among others. These memberships expect us to report on our climate emissions annually. Additionally, as mentioned earlier in this report, Helly Hansen has committed to Science Based Target Initiative (STBi) and got our short-term goal approved in 2025. Annually, we calculate our Scope 1, 2 and 3 emissions, and our climate accounting is based on the Greenhouse Gas Protocol initiative.

3.B.3 Improvements in own purchasing practices

In 2025, we focused on tighter inventory control, supplier collaboration, and strategic adjustments to our purchasing approach. Key measures implemented include:

Improved planning accuracy through advance systems
Controls are in place to avoid overbuying. We are investing in advanced planning capabilities through the 'Anaplan' platform. We will be applying best planning practices to reduce variance between original buy plans and actual purchase orders. This system provides monthly visibility into requirement levels, an important improvement from our previous seasonal-level planning. It will enhance granularity and enable suppliers to benefit from more precise and predictable demand signals. Ultimately, improved planning accuracy helps streamline operations, supports more stable production scheduling, and contributes to reducing excess inventory across the value chain, creating a more efficient, predictable and beneficial partnership with the suppliers.

Off-season production and pre-build strategy
Purchase orders are increasingly placed off season through a structured pre-build approach. This supports optimized factory capacity utilization, smoother production flows, and reduced last-minute changes. Earlier PO placement also reduces the need for air shipments, contributing to lower environmental impact.

Dedicated planning organization and governance
The planning organization has been restructured to create clear ownership and accountability:
- Demand Planning focuses on forecast and market signals.
- Supply Planning is responsible for PO placement and capacity alignment.
- Item Master & Analytics ensures data accuracy and works with Anaplan
- Production planning team in Hong Kong

While the organization is currently in a transition phase, the new structure is expected to be fully up to speed within approximately six months. This separation of responsibilities strengthens planning discipline and supports more sustainable buying decisions.

Product discontinuation management
Buying decisions are closely linked to product phase-outs resulting from shifts toward preferred, lower-impact material options. When styles are updated with materials that have a reduced environmental footprint, inventory levels of the previous versions are carefully monitored to ensure stock is run down in a timely manner, minimising the risk of excess or obsolete inventory.

Size-level planning and demand alignment
Size-level planning will be enabled within Anaplan, providing a capability that was not available previously. This allows more accurate buy quantities by size, reducing imbalances, excess stock, and unnecessary production.

Supplier collaboration and relationship strengthening
We are actively strengthening collaboration with key suppliers through more predictable buying patterns and earlier engagement. Planned factory visits support closer alignment, transparency, and shared understanding of capacity, constraints, and sustainability objectives. Improved collaboration enables suppliers to plan production more efficiently, supporting stable operations and responsible resource use.

Metrics
The effectiveness of sustainable purchasing practices is monitored through inventory on hand, which reflects inventory efficiency and alignment between supply and demand. Improved planning accuracy, earlier PO placement, and optimized inventory management are expected to contribute to more inventory on hand over time. As planning maturity increases, inventory on hand will serve as a baseline metric for evaluating the impact of sustainable buying initiatives.

3.B.4 Choice of products and certifications

Helly Hansen recognizes that the products we are producing can potentially have a negative impact on the environment, but by considering the decisions we make in the design and development stage we can contribute towards reducing our footprint.

Some of these action points are:
• Establishing a material strategy with low impact materials.
• Implementing circular design principles, since 80% of the impact from a product is decided in the design phase.
• Requesting that our T1 and T2 suppliers to do the Higg FEM assessment to show progress on environmental issues
• Continuing to source bluesign materials and increase the percentage of bluesign approved products in our collections.
• Increasing the volume of recycled and solution dyed materials.
• Continuing to use ZQ certified merino wool and for other wool focus on certified Responsible Wool Standard, which we also are certified to.
• Ensuring our products are high quality and made for longevity.
• Investigating different solutions for textile-to-textile recycling by participating in industry research as well as
• Working with our most important suppliers in T2 to reduce their carbon emissions. Building capacity, making energy assessments and roadmaps to phase out coal, as well as implement energy efficiency measures and renewable energy.
• Continuing to monitor the phase-out of all PFAS used in our collections. This is done through strict inventory control, monitoring global legislations making sure we are compliant and continue to develop and test PFAS free solutions making sure the correct performance requirements are in place.

3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

The factories that Helly Hansen collaborates with have signed our Supplier Code of Conduct, which clearly states that workers have the right to join or form trade unions, shall not be discriminated, and should have access to perform their representative functions within the workplace. Suppliers have legally agreed to uphold the values outlined in the Supplier Code of Conduct.

Additionally, the Supplier Code of Conduct specifies that in regions or countries where the right to freedom of association and/or collective bargaining is legally restricted, suppliers must facilitate, rather than obstruct, the development of alternative forms of independent and free worker representation and negotiation. This is particularly relevant in China, where it is crucial for us to provide alternative reporting channels or ways for workers to express concerns.

In 2025, through our Worker Wellbeing programs, we have begun to explore long-term initiatives around worker involvement and will continue to do so going forward.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

Developing internal capacity and providing training, for both our teams and suppliers and workers across the supply chain, is essential to ensuring everyone remains proficient in the platforms and tools we use to track metrics and traceability.

Throughout 2025 we held several training sessions for our suppliers on the use of TrusTrace. All key suppliers receive SCM (Supply Chain Mapping) requests periodically to keep their supply chain data updated. Several material certification trainings have also taken place. During 2025, we have made new configurations on footwear and trained our footwear suppliers on the platform as well.

We have during 2025 required all our Tier 1 and Tier 2 suppliers to participate and do the Higg FEM (Facility Environmental Module) and the Higg FDM (Facility Data Management) module on an annual basis. This data also needs to be verified. We will use this data for our own climate and water calculations as well as monitoring the progress of set targets in our supply chain.

The Higg BRM (Brand and Retail Module) provides us with a clear indication of our environmental and social performance across several areas, including management systems, brand, stores, operations, and logistics. In 2025, we conducted a self-assessment in which all relevant departments at Helly Hansen contributed data. The results gave us valuable insights into our internal gaps and helped us identify key areas to focus on going forward. We decided not to pursue external verification of the assessment for 2025, as we were working on improving the results from the previous year and felt that the changes made since then were not significant enough to warrant verification.

In addition, when working with Amfori BSCI there are several requirements related to training and worker involvement. This is part of the annual audit procedure for our suppliers and informs us if Corrective Action Plans needs to be addressed. By collaborating with suppliers and have a strict implementation of compliance procedures we are able to look at the gaps where focus needs to be on training and development.

In December 2025, we held 5 training sessions for all of our Helly Hansen Tier 1 and 2 suppliers; 3 of the sessions were conducted in English and 2 in Mandarin. A total of 496 people attended those training sessions. The goal of these sessions was to introduce our suppliers to the Kontoor Responsible Sourcing Program, which we are rolling out from January 2026 onwards. We discussed each component of the program, identifying our new supplier requirements, their scope and next steps. Each training session was rounded off with a Q&A, giving the suppliers the opportunity to ask further questions.

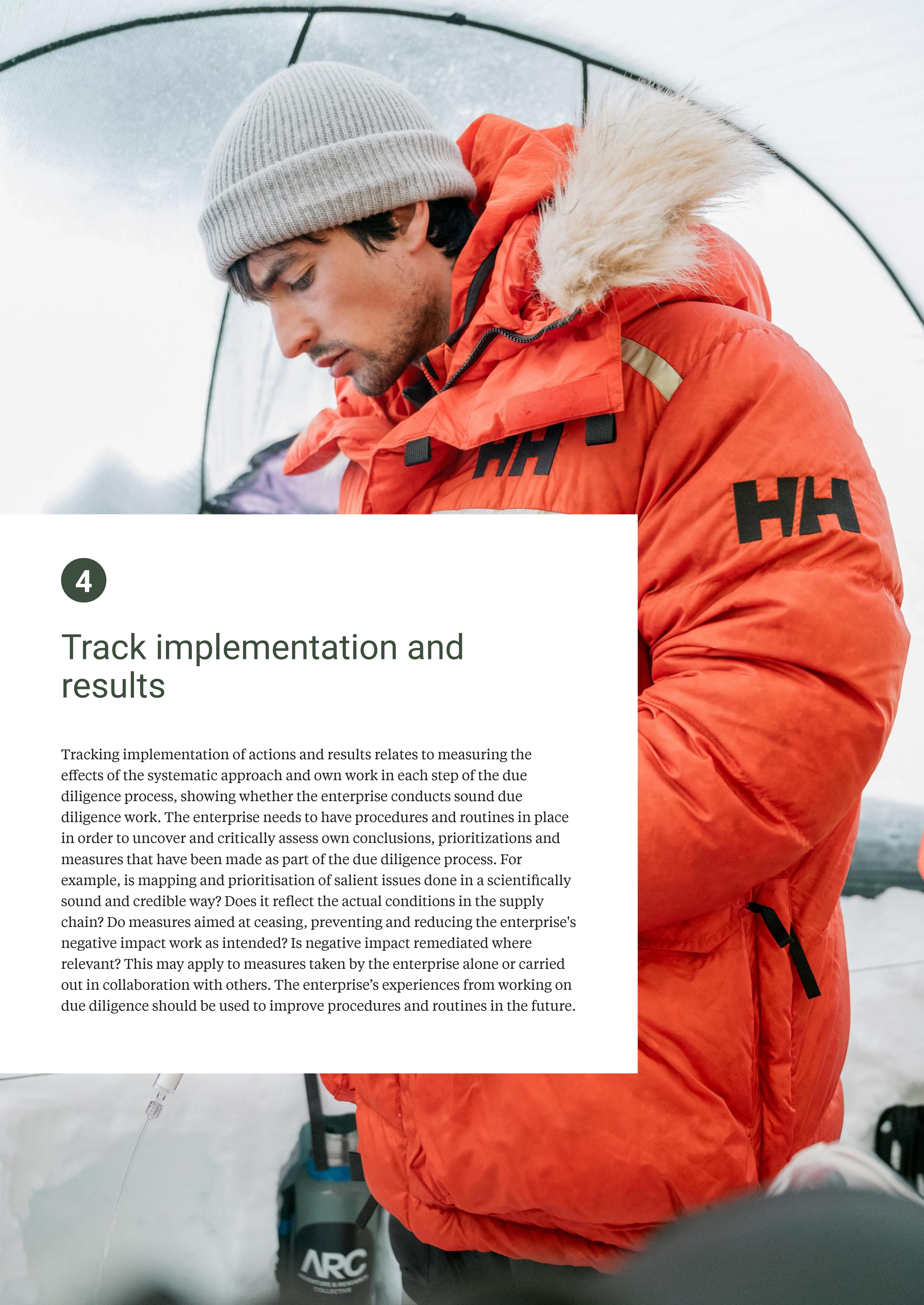
3.B.7 Combatting corruption and bribery in own enterprise and supply chain.

Helly Hansen take a systematic approach to preventing corruption and bribery across our operations and supply chain. Our framework is built around two key areas: internal compliance for Helly Hansen employees and external requirements for our suppliers and partners.

All Helly Hansen employees are required to sign and adhere to the Kontoor Brands, Inc.'s Anti-Corruption Policy, which sets clear expectations for ethical behaviour and outlines our zero-tolerance position on bribery, fraud, and financial misconduct. Following the Kontoor acquisition, internal compliance was further strengthened through mandatory online training for all employees. This training includes a dedicated module, "Bribery and Other Improper Payments," which reinforces our ethical standards and provides awareness of key anti-corruption risks across the organisation.

Our supply chain partners are required to comply with the Supplier Code of Conduct, which includes strict expectations around ethical business behaviour. During social audits, suppliers are assessed against this topic; for instance, Performance Area 13 of the amfori BSCI System Manual covers issues such as falsification, fraud, misrepresentation, corruption, extortion, embezzlement, and bribery. In addition, after the Kontoor acquisition, suppliers must also comply with the Kontoor Terms of Engagement and Global Compliance Principles. This document defines the foundational principles under which suppliers must operate. Principle 1 – Legal and Ethical Business Practices specifically addresses anti-bribery and anti-corruption requirements and is assessed during compliance audits.

3.B.8 Other relevant information concerning the enterprise's work to reduce, prevent, and manage negative impact



4

Track implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the enterprise conducts sound due diligence work. The enterprise needs to have procedures and routines in place in order to uncover and critically assess own conclusions, prioritizations and measures that have been made as part of the due diligence process. For example, is mapping and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect the actual conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the enterprise's negative impact work as intended? Is negative impact remediated where relevant? This may apply to measures taken by the enterprise alone or carried out in collaboration with others. The enterprise's experiences from working on due diligence should be used to improve procedures and routines in the future.

4.A. Track and assess

4.A.1 Describe a) assignment of responsibility for tracking the effect and result of implemented measures, as well as how the tracking is carried out in practice, b) who is responsible for evaluating the enterprise's implementation and work with due diligence, and how the evaluation is carried out in practice.

a) Tracking responsibility & practical implementation
As described earlier in the report (1.B1), the Sustainability Director, together with the CSR and Compliance Manager, leads Helly Hansen's overall ESG and due diligence work. The Sustainability Team is responsible for monitoring suppliers' environmental and social performance using standardized tools and industry platforms like Higg Index via Cascale/Wordly.

All suppliers must have valid third-party social audits in place before orders are placed. Identified non-compliances and corrective action plans (CAPs) are followed up by the CSR and Compliance Manager and the Responsible Sourcing Specialist. Supplier performance is further monitored through regular factory visits. In addition, regular internal inspections are carried out across Helly Hansen's factory portfolio to ensure ongoing compliance. Findings from audits, capacity assessments, supplier data, and internal monitoring are used to assess the effectiveness of implemented measures and to inform continuous improvement of our due diligence processes.

b) Evaluation of implemented measures
The evaluation of due diligence implementation is led by CSR and Compliance Manager together with the Responsible Sourcing Specialist. Operational impacts, including capacity management and overtime risks, are continuously evaluated by the Supply Planning and Production Planning teams through regular supplier dialogue and factory visits. Findings are used to adjust measures and strengthen responsible supply chain practices.

The Supply Planning team, together with the Production Planning team in Hong Kong, is responsible for tracking the effectiveness of implemented measures and works closely with suppliers throughout the production seasons. They conduct regular factory visits to assess production planning, sample development, waste management, and capacity utilization, with a focus on minimizing overbooking and keeping production schedules balanced. They also work with factories to adjust samples, improve workflows, and reduce waste.

The Sustainability Director and the CSR and Compliance Manager jointly steer the company's ESG work. This includes leading the Sustainability Specialists team, managing governance and compliance, providing internal and external training, collaborating with Marketing on sustainability communication, and overseeing the Social Compliance program, including the Responsible Sourcing function. The CSR and Compliance Manager also leads the Chemical Management process, ensuring appropriate procedures are in place and providing training related to chemical compliance and risk management.

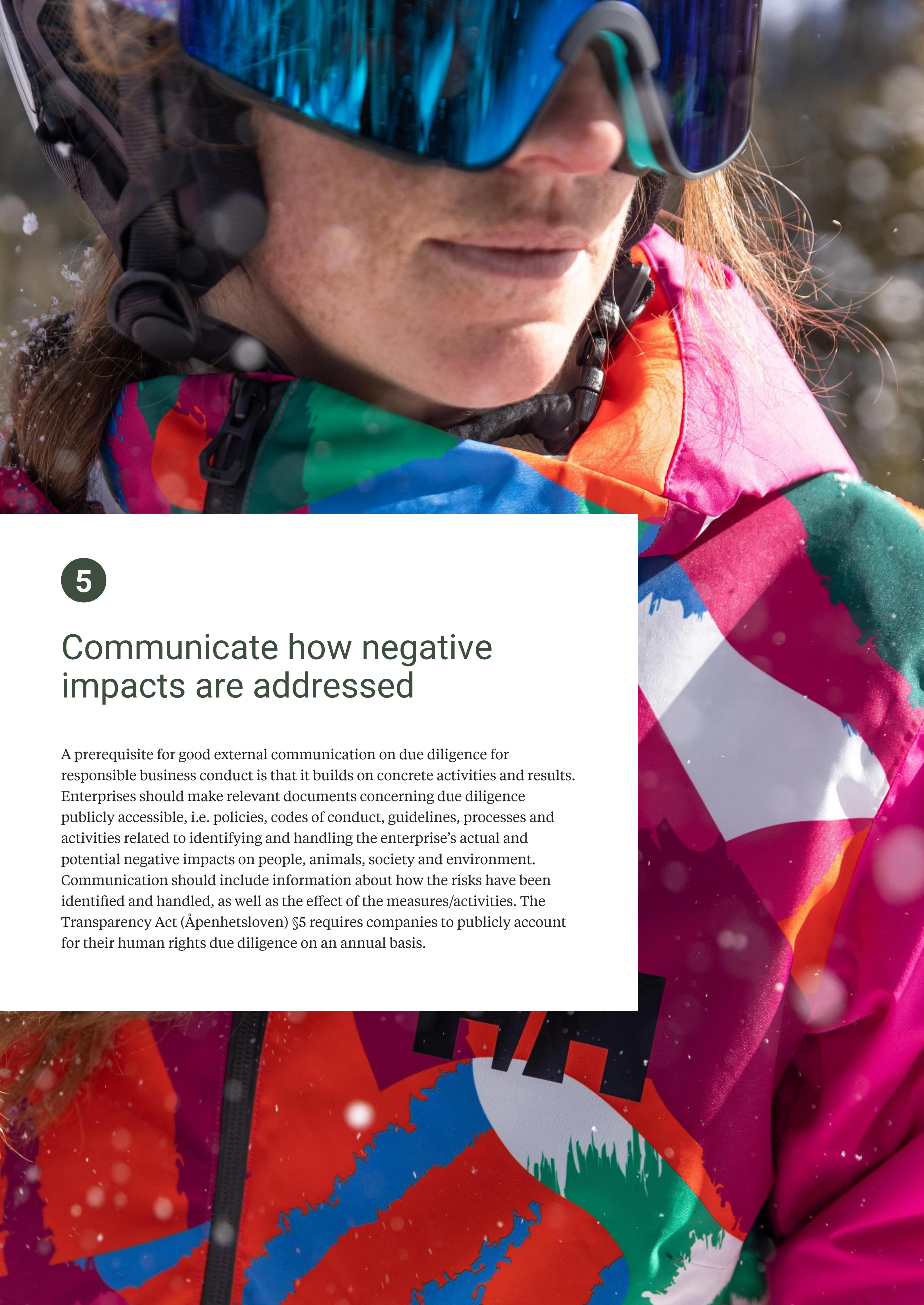
4.A.2 Describe how you track the effect, and/or demonstrate the probability of effect, of meassures taken to reduce negative impact.

We have established several tracking processes through our membership reporting in Cascale, Higg BRM, bluesign brand assessment, and internal ESG team evaluations.

Helly Hansen annually verifies its suppliers by using Amfori BSCI standards, WRAP, SMETA 4-pillar, SA8000, SLCP/ HIGG FSLM. We accept these specific audits because they're globally recognized and aligned with international legislation and standards, such as the ILO and UN, and national regulation.

The verification process itself is done by 3rd party auditing companies. This process specifically focuses on the areas that are outlined in the BSCI's Code of Conduct that are based on the same international standards as our Supplier Code of Conduct. Monitoring of our factories gives us good indications on their social performance and allows us to engage when non-compliance issues are found and work with them on a corrective action plan.

Helly Hansen performs regular factory visits, and we have quality inspection personnel in our key factories who act as our on-the-ground observers, reporting any findings back to us. They also maintain direct dialogue with factory workers.



5

Communicate how negative impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. Enterprises should make relevant documents concerning due diligence publicly accessible, i.e. policies, codes of conduct, guidelines, processes and activities related to identifying and handling the enterprise’s actual and potential negative impacts on people, animals, society and environment. Communication should include information about how the risks have been identified and handled, as well as the effect of the measures/activities. The Transparency Act (Åpenhetsloven) §5 requires companies to publicly account for their human rights due diligence on an annual basis.

5.A External communication

5.A.1 Describe how the enteprise communicates with affected stakeholders about managing negative impact

Helly Hansen is aware that the industry we operate in can have negative impact on both the environment and people. It is therefore important for us to communicate these risks towards our stakeholders and explain how we work to manage and mitigate such impacts. Engaging in dialogue with various stakeholders is crucial to gaining a better understanding of the challenges we face, as well as identifying appropriate measures if we have contributed to any alleged violations of human rights or decent working conditions in our supply chain.

We have partnered with external stakeholders through various NGO memberships like American Apparel & Footwear Association (AAFA), Amfori, Outdoor Industry Association and bluesign, participation in working groups and environmental and social dialogue with our suppliers. These dialogues and training sessions can be supplier training related to certified material compliance and supply chain mapping, webinars, summits and seminars with other brands discussing how we can work on these challenges together, decarbonization programs like EOG Supply Chain Decarbonization Project and STICA (Scandinavian Textile Initiative for Climate Action): Working Group Vietnam/China, Cascale and Worldly where we work with the HIGG tools to onboards the majority of our suppliers to both the FEM (Facility Environmental Module) and FSLM (Facility Social and Labor Module).

In addition to this we have a Supplier Code of Conduct that is accessible for everyone through our website. Our Supplier Code of Conduct is also shared with all the factories we work with. The Supplier Code of Conduct should be shared with the workers by making it visible on notice boards or communicated in worker meetings.

Our suppliers are informed about our due diligence processes during onboarding, and it includes social audits and corrective actions taken if there are negative findings. Through the social audit program, training is also mandatory making sure that our due diligence process is understood.

Helly Hansen do have regular supplier meetings at the end of each season, and we do also have training sessions with the suppliers where we communicate how we want to work on managing negative impact.

Through our website we communicate how we work on reducing our impact by looking at preferred materials, how the products should be used and cared for and what to do with the product at end-of-life.

When non-compliance issues arise in our supply chain, such as a critical infraction or zero tolerance reported at one of our factories, we collaborate with the management at the affected facilities to resolve and mitigate these issues. This process includes discussions with our parent company (previously Canadian Tire's Ethical Sourcing team and now Kontoor Brands Responsible Sourcing team), meetings with facility management and workers, training sessions, and follow ups with surveys to ensure the training is understood.

Many of the non-compliance findings are systemic issues that require more time to address. With our Responsible Sourcing Specialist onboarded, this role focusses on working closely with workers, union representatives, and factory management to find solutions and mitigate findings.

5.A.2 Describe how the enterprise publicly communicates its own work on identifying and managing negative impact/harm

We communicate our sustainability efforts through our official website https://www.hellyhansen.com/sustainability.

Our yearly report to Ethical Trade Norway informs how we comply with the Norwegian Transparency Act and can be read on Ethical Trade Norway's web-page (https://etiskhandel.no/vare-medlemmer-3/) as well as our own website: https://www.hellyhansen.com/sustainability.

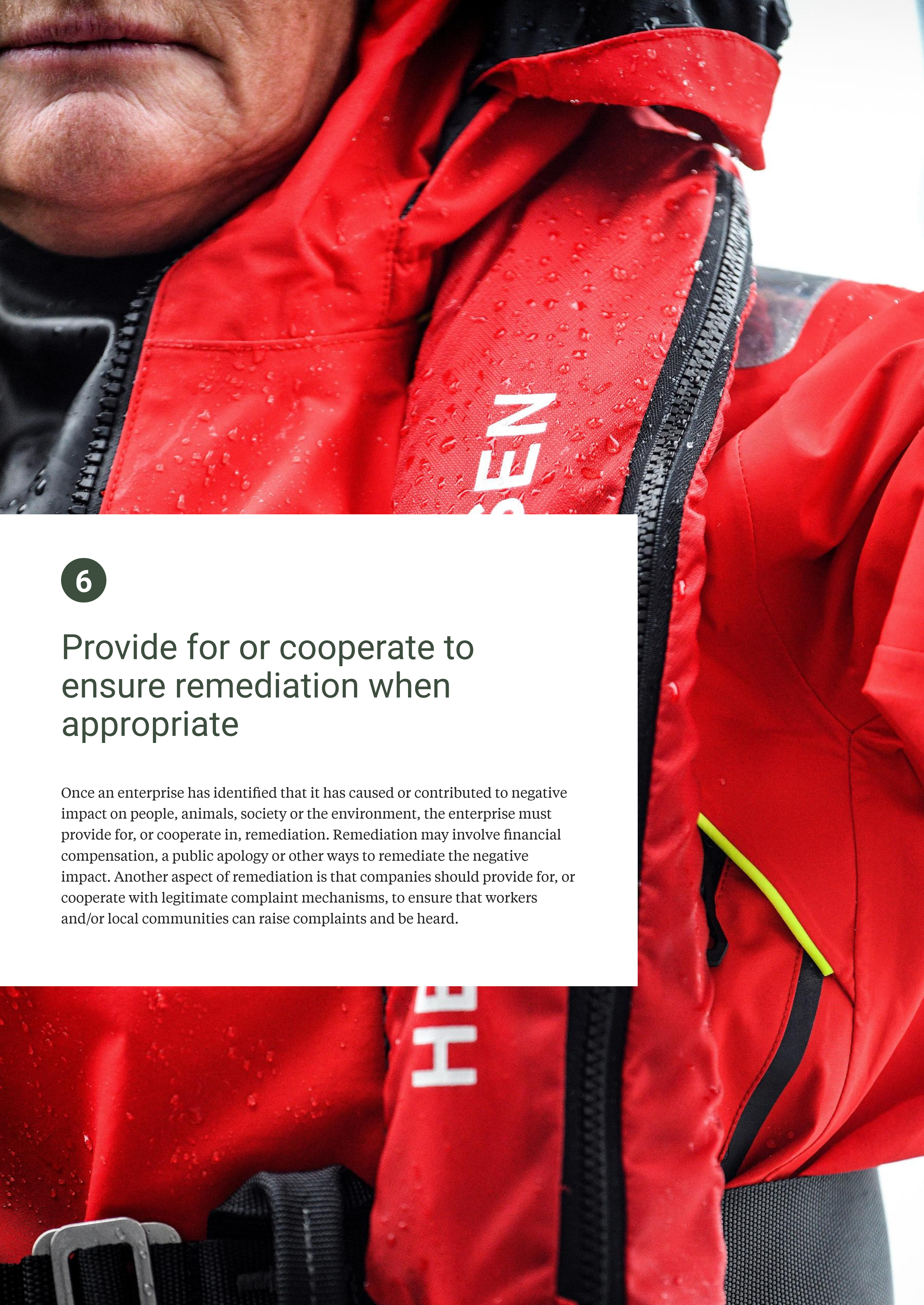
Additionally, as a STICA signatory member we are required to report our climate accounting. STICA's Company Climate Action Program 2025 Progress Report presents individual company disclosures and can be read here: https://sustainablefashionacademy.org/stica/reporting-guidelines-annual-reports/progressreport2025/

5.A.3 Describe the enterprise's routines for answering external inquiries related to the information requirement imposed by the Transparency Act

Helly Hansen has a dedicated two-person team responsible for responding to external inquiries related to the Transparency Act. Information is available on our website, and we also refer to the Ethical Trade Norway report, which covers much of the information typically requested by customers.

We handle inquiries on a case-by-case basis and respond either through direct communication or online surveys.

In 2025, we received approximately eight customer requests specifically related to the Norwegian Transparency Act.



6

Provide for or cooperate to ensure remediation when appropriate

Once an enterprise has identified that it has caused or contributed to negative impact on people, animals, society or the environment, the enterprise must provide for, or cooperate in, remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. Another aspect of remediation is that companies should provide for, or cooperate with legitimate complaint mechanisms, to ensure that workers and/or local communities can raise complaints and be heard.

6.A Remediation

6.A.1 Describe the enteprise's policy for remediation of negative impact

Helly Hansen has structured its Social Due Diligence Process into two parts: our Social Compliance Program and Worker Wellbeing Programs. Firstly, regarding social compliance, Helly Hansen focuses on continuous improvement with its suppliers. As a brand, we strive to support our suppliers to make progress between their social audits and ensure that findings do not get repeated. After each social audit, we communicate openly with the supplier to discuss any findings or non-compliances that arose in the audit and request a Corrective Action Plan from them. The goal of the CAP is for the supplier to reflect on the root causes of each finding and establish concrete, tangible and effective actions to address these over time. Each action is to have a responsible individual and date of completion linked to it, and evidence per finding is to be shared to prove that they are being tackled. We acknowledge that some issues are more systemic and challenging to fix and that they will not be resolved overnight, for instance working hour management or social insurance coverage (particularly in the case of China). Such issues require step-by-step improvements and therefore, Helly Hansen focuses on promoting continuous improvement in these areas year after year. Open dialogue with our suppliers is key; our goal is to be able to transparently discuss findings with them and focus on ways that we can support them to address social compliance issues.

Secondly, our Worker Wellbeing Programs are long-term human rights projects, designed to take steps beyond social audits and remediate systemic issues or negative impacts at our facilities. The purpose of them is to enhance awareness around social compliance – why exactly are we doing it – and the importance of worker wellbeing. They are capacity building initiatives that foster increased engagement and two-way communication with our suppliers and help us to identify best practices in our supply chain and celebrate these. The aim is to enhance suppliers' awareness of their own operations (their strengths and opportunities for improvement), build internal capacity in factories to solve and increase their readiness for social compliance and global human rights legislations.

In combination, these two parts ensure that Helly Hansen approaches its remediation of negative impact in a structured and comprehensive way.

6.A.2 If relevant, describe cases of remediation in the reporting year

As outlined in the previous section, our remediation cases for 2025 can be broken down into the two parts of the Social Due Diligence Process: Social Compliance Program and Worker Wellbeing Programs.

Firstly, through our social compliance program and CAP efforts, we addressed and closed a range of supply chain non-compliances. including:
• *Health & Safety findings:* such as missing PPE, poor chemical storage and labelling, or blocked emergency exits.
• *Excessive working hours:* Long working and overtime hours, remain a common finding across suppliers. While difficult to fully resolve, Helly Hansen focuses on continuous improvement and requires factories to submit working-hour management plans.
• *Insufficient social insurance coverage:* A frequent finding, especially in China, where gaps in pension, medical, unemployment, injury, and maternity insurance persist. These gaps often stem from (1) factories struggling with contribution costs, and (2) worker misunderstandings about the benefits of social insurance. To address this, we encourage factories to:
1. Develop step-by-step financial plans for covering contribution costs.
2. Educate factory workers on the purpose and benefits of social insurance.

Secondly, as part of our Worker Wellbeing Programs, we launched a Pilot Project in China this year to work in-depth on remediation. In collaboration with a Chinese consultancy, we conducted on-site human rights risk assessments at 5 of our key factories in China, to identify best practices in our supply chain and areas for improvement there. The purpose of this project was to go beyond our social audits and directly engage with our factories on human rights issues. Through open dialogue, our goal was to build trust with our suppliers and collaboratively formulate action plans to tackle systemic issues at these factories. The focus areas were: workplace fire management, occupational health and safety, effective grievance mechanisms, remuneration and working hours, and forced labor risks. During the visits, we organized interactive workshops and fire safety trainings with both workers and management, to get everyone involved and enhance awareness of the importance and purpose of worker wellbeing. After the visits, our Chinese partner followed up with the factories to support them with the implementation of the actions around the focus areas. The visits highlighted the importance of 2-way communication between our suppliers and us as a brand. It is crucial that we, as Helly Hansen, reflect on how we can better support our factories and by communicating openly with them, help them to remediate challenges.

In 2024, Transparentem highlighted concerns about recruitment-related fees within several Taiwanese textile mills. Building on the initial disclosure, and to ensure an effective and coordinated response, the involved brands organized themselves by appointing lead brands for each mill. These lead brands supported structured communication and helped align collective engagement with the implicated suppliers. Throughout 2025, Helly Hansen continued working with other brands through the American Apparel & Footwear Association (AAFA) and the Fair Labor Association (FLA) to follow up on the findings, engage with the Taiwan textile industry and government stakeholders, and support efforts toward responsible recruitment practices and an employer-pays model. Discussions with the implicated suppliers remained ongoing throughout 2025, including efforts to encourage them to remediate affected workers, commit to corrective actions, and discontinue any recruitment practices involving fees. Helly Hansen remains engaged in this collaborative work and continues to support broader industry improvements through AAFA and FLA.

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the enterprise does to ensure that employees and other stakeholders, especially impacted workers and local communities have access to whistleblowin systems and grievance mechanisms

Helly Hansen has a whistleblowing policy that applies to all Helly Hansen employees available on our intranet.

Through our Amfori membership, we require suppliers to establish effective operational level grievance mechanisms and to maintain accurate records of any cases raised. Regular audits enable us to review these factory-level mechanisms, identify issues brought forward, and assess how they have been managed.

To strengthen the operational grievance mechanisms in factories, a brand should ideally also have a supply chain grievance mechanism in place. This handles broader and more systemic human rights issues that occur in the company's wider supply chain – issues that may not be addressable at the individual factory level and may require solutions to be found across multiple suppliers. Currently, Helly Hansen does not have such a supply chain grievance mechanism in place. Helly Hansen has conducted extensive mapping and gap analyses of available and comprehensive supply chain grievance mechanisms, including the amfori 'Speak for Change' program, but has not yet identified an option that meets the effectiveness criteria outlined in UN Guiding Principle 31. Our assessments—including supplier visits and dialogue with peer brands—have shown that many existing mechanisms lack the accessibility, trust, visibility, and on-the-ground implementation support required to function effectively for vulnerable workers, including those with limited literacy. To ensure legitimacy, anonymity, and meaningful uptake, we believe that a tailored rollout with in-factory training and clear communication is essential. Our decision not to adopt an existing program reflects careful consideration and our commitment to implementing a trusted and genuinely effective supply chain grievance mechanism.

Contact details:

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