

## NORWEGIAN TRANSPARENCY ACT STATEMENT

This Statement has been prepared in line with the requirements of the Norwegian Transparency Act (“Act”) and describes the activities of J. Choo Norway AS (“Jimmy Choo Norway”) to promote respect for human rights and decent working conditions in our operations, through our business relationships, and throughout our supply chain. Jimmy Choo Norway has minimal operations and a small number of full-time employees in Norway, and none of our consolidated subsidiaries have independent reporting obligations under the Act.

Jimmy Choo Norway is committed to respecting human rights and decent working conditions as a fundamental principle in our operations. The products and value chains of Jimmy Choo Norway are largely the same as those of other Jimmy Choo entities that are not subject to the Norwegian Transparency Act. In addition, human rights and labor compliance for Jimmy Choo Norway and its value chain are largely managed at the global, rather than at the Jimmy Choo Norway level. Accordingly, references in this Statement to Jimmy Choo pertain to the Jimmy Choo group as a whole, including Jimmy Choo Norway, unless otherwise indicated (collectively, “Jimmy Choo,” the “Company,” “we” or “our”).

### BUSINESS

Jimmy Choo is a leading global luxury house with an empowering sense of glamour and a playfully daring spirit. Since its founding in London in 1996, Jimmy Choo continues to be known for its red-carpet celebrity dressing and exceptional craftsmanship.

Jimmy Choo Norway is a private limited liability company incorporated under the Norwegian legislation. Jimmy Choo Norway, along with all of its affiliates and subsidiaries, make up the Capri Holdings Limited global luxury fashion group (none of which, with the exception of Jimmy Choo Norway, are subject to the Act). Jimmy Choo Norway operations are limited to the ownership and operation of one physical retail store, presently located in Oslo, Norway at Nedre Slottsgate 17, 0157 Oslo, Norway, at which Jimmy Choo offers branded products for sale to end customers. As of the date of last signature below, Jimmy Choo Norway had five (5) full-time employees, each of which were engaged in retail selling positions.

Jimmy Choo conducts its operations in accordance with all applicable laws, including local labor laws. Given Jimmy Choo Norway’s limited number of employees in Norway and robust policies (including the Employee Code, discussed below) and procedures we have in place to minimize adverse human rights risks for our employees, we believe the risks of adverse human rights impacts in Jimmy Choo Norway’s own operations are minimal.

Jimmy Choo Norway’s business partners involve third-party suppliers of routine goods and services. Jimmy Choo Norway has a relatively small number of business partners. Given our limited operations in Norway and robust policies (including the Code, discussed below) and procedures we have in place to help ensure we conduct business with value-aligned business partners, we believe the risks of adverse human rights impacts in Jimmy Choo Norway’s business relationships are minimal.

Jimmy Choo products are primarily manufactured by independent third-party manufacturing contractors and our owned Italian atelier and shoe manufacturing facility. Jimmy Choo also licenses to third parties the right to use our brands’ trademarks and other intellectual property on certain products. These third-party product licensees are responsible for the entire manufacturing process. Jimmy Choo Norway purchases from Jimmy Choo or its third party licensees, as applicable, the products sold in Norway.

## POLICIES AND PRACTICES

Jimmy Choo is committed to principles of ethical business practice and recognition of the dignity of others, including responsible labor practices throughout our value chain. Our holistic approach to human rights and decent working conditions begins with our various policies and codes of conduct (discussed further below). We have also put into place operational programs and practices designed to identify and address risks and impacts to fundamental human rights and decent working conditions in our value chain.

We regularly engage with multistakeholder groups and nongovernmental organizations (NGOs) to identify potential human rights risks and opportunities and to assess collective solutions to preserve the integrity of our supply chain. The Company also requires relevant employees and executives to undergo training regarding our Code, including best practice for identifying and addressing risks and impacts on human rights and decent working conditions.

**Human Rights Statement:** Our [Human Rights Statement](#) describes the policies and procedures we have in place to protect and uphold fundamental human rights wherever we operate, and the various mechanisms used to identify and address any actual or potential adverse impacts on fundamental human rights and decent working conditions that Jimmy Choo may cause or contribute to, either directly or independently through its business relationships.

**Migrant Worker Policy:** Our [Migrant Worker Policy](#) conveys our expectations around heightened and additional risks faced by migrant workers, including safe and decent working and living conditions. The requirements set out in the Migrant Worker Policy are intended to enhance our direct suppliers' respect for the fundamental human rights of migrant workers involved in the production of our products (or components thereof), during their recruitment and employment, and throughout their travel. Our suppliers are responsible for communicating the Migrant Worker Policy to their own suppliers and subcontractors and for ensuring their supply chain partners comply with the requirements set forth therein.

**Code of Business Conduct and Ethics (the "Employee Code"):** The [Employee Code](#) applies to all of the Company's employees, officers and directors. In addition to requiring that all persons obey the law, the Employee Code reflects our commitment to a safe, healthy and comfortable work environment in which all individuals are treated with respect and are free from discriminatory practices. We provide all employees with the Employee Code upon hire to guide them in making ethical decisions at work. The Employee Code is supported by other Company policies and trainings covering issues including anti-harassment and anti-discrimination, along with the Company's diversity and inclusion, employee engagement and wellbeing initiatives.

**Code of Conduct for Business Partners (the "Code"):** The Company conducts our operations in accordance with the criteria set out in the [Code](#) and we expect our business partners and suppliers to respect and adhere to the same standards in the operation of their business. The Code applies to all of the Company's suppliers, business partners and product licensees. The Code conveys the Company's high expectations around legal requirements and ethical standards that our suppliers and business partners must abide by.

**Global Ethics Hotline:** We encourage our stakeholders, including our directors, employees and the workers within our supply chain, to always act with integrity and to report any concerns about improper, unethical or unlawful behavior, including concerns related to actual or suspected violations of the Employee Code or the Code. Affected stakeholders and their representatives may report concerns confidentially through the [hotline](#) and, if desired, anonymously where local law permits.

**Supply Chain Compliance Program:** We expect our suppliers to conduct their operations in line with our robust factory compliance program, designed to ensure the dignity of workers is recognized. As part of our typical risk assessment process, we conduct preliminary due diligence of each new potential direct supplier facility and require detailed questionnaires addressing human rights and local regulatory compliance to be completed. We may also require on-site audits to be conducted for certain facilities before business is awarded, in addition to our regular audit protocol. In the event of a violation of the Code, we reserve the right to either terminate our relationship with the supplier or to work with the supplier to implement corrective action to remedy the nonconformance. We also provide training materials to our suppliers, including best practice guidance for compliance with our Code and Migrant Worker Policy.

For more information regarding our supply chain compliance program or other programs and practices addressing human rights and decent working conditions, please see our Human Rights Statement discussed above.

#### **CLOSING**

Jimmy Choo Norway has prepared this Statement in line with the requirements of the Act. This Statement will be made available at [www.row.jimmychoo.com](http://www.row.jimmychoo.com) and will be reviewed annually. This Statement may be updated from time to time, including as circumstances warrant.

Inquiries related to the Act may be made by contacting Jimmy Choo Norway via email at [privacy@jimmychoo.com](mailto:privacy@jimmychoo.com). To properly address requests, please provide Jimmy Choo Norway with the following information: full name, Country/Region, and nature of the request.

#### **APPROVAL**

J Choo Norway is required to prepare this Statement pursuant to the Norwegian Transparency Act. Solely for purposes of compliance with the Norwegian Transparency Act, this Statement was approved by the Board of Directors of J Choo Norway on June 25, 2023 and signed by a [director] of that entity as indicated below.



Hannah Merritt  
June 29, 2023