PREMIUM BRANDS OPCO LLC STATEMENT ON SUPPLY CHAIN TRANSPARENCY

This disclosure is made pursuant to the California Transparency in Supply Chains Act of 2010 (SB 657) and applies Premium Brands Opco LLC and its brands, Ann Taylor, Ann Taylor Factory, LOFT, and LOFT outlet.

Premium Brand Opco LLC is committed to conducting business ethically and responsibly and to respecting human rights throughout its operations and supply chain. We prohibit the use of forced labor, human trafficking, and modern slavery in any form. Our approach is overseen by our Corporate Social Responsibility (CSR) team and is grounded in a set of enterprise-wide policies, including our Code of Conduct for Merchandise Suppliers, Human Rights Policy, and Forced Labor Policy.

We are taking the following actions to mitigate the risks of human trafficking and slavery in our direct product supply chain:

1. VERIFICATION OF SUPPLY CHAINS

Premium Brand Opco LLC maintains an ongoing internal risk assessment program led by its CSR team to identify and assess potential risks related to forced labor and human trafficking within the supply chain. This process draws on a range of publicly available information, stakeholder input, and other credible sources to inform risk awareness and decision-making. When evaluating new sourcing locations or suppliers, the Company follows a structured approval process involving multiple internal stakeholders and considers a variety of factors, including social compliance risks. New production facilities are reviewed by our CSR team for compliance with applicable laws and our policies and standards prior to the commencement of production and are subject to ongoing monitoring thereafter.

2. AUDITING

Through independent third-party auditors, Premium Brand Opco LLC conducts regular semi-announced audits to assess compliance with our Code of Conduct for Merchandise Suppliers. During the audit, a factory tour and confidential employee interviews are conducted. Non-compliance findings are documented in a Corrective Action Plan (CAP), which requires suppliers to outline how issues will be addressed and remedied in a timely manner. We review CAPs for adequacy and undertake appropriate follow-up. Our sourcing partners are regularly advised of factories' compliance performance, and we have and will terminate factories with significant issues when there is insufficient evidence of improvement.

3. SUPPLIER CERTIFICATION

All Vendors are bound by contract, and do represent and warrant in our agreement, to abide by all applicable employment and human rights laws, including slavery and human trafficking laws, governing materials incorporated into our products. In addition, upon commencement of the business relationship and regularly after that, suppliers must certify their compliance with our Code of Conduct for Merchandise Suppliers, which, among other things, prohibits the use of child labor and forced or involuntary labor, forced overtime, discrimination, or bonded or prison labor. Our Corporate Social Responsibility program seeks to promote the maintenance of these standards in our manufacturing facilities and assesses compliance with our Code of Conduct.

4. MAINTENANCE OF INTERNAL ACCOUNTABILITY STANDARDS AND PROCEDURES

Premium Brand Opco LLC strives for a workplace culture that has a deep commitment to integrity, honesty, and respect for all. In upholding this principle, associates are expected to reflect these values and exercise the highest levels of individual and corporate integrity in all actions and relationships that may affect the company.

Our Code of Business Conduct and Ethics (the “Code”) provides guidance for associates to make decisions consistent with these principles. Associates are responsible for reading, understanding and complying with this Code and for knowing and following the laws and policies that relate to their position and responsibilities. Associates are trained and required to report any suspected violations of the Code to their supervisor, Human Resources, the Legal Department, or to the Corporate Compliance & Ethics Hotline. Associates who violate the Code are subject to discipline, up to and including termination.

5. STAFF TRAINING ON IDENTIFYING AND PREVENTING SLAVERY AND HUMAN TRAFFICKING

Relevant trainings are conducted for associates and managers with direct responsibility for supply chain management to aid them in identifying and addressing human trafficking and slavery in our direct supply chain. Suppliers also participate in training and are trained more frequently when related risks are identified.