

LANDS' END

A Legacy of Responsible Apparel

2024 Sustainability Report



Table of Contents

A Message from Our CEO	1	Ensuring Quality and Operating Responsibly	26
		Safe, Quality Products	28
2024 at a Glance	2	Supply Chain Impacts	31
		Raw Materials Sourcing	35
About this Report	3	Conserving Resources and Reducing Our Impact	36
Stakeholder Engagement	4	Climate Change and GHG Emissions	37
Material Topics	5	Reducing Waste	40
Forward-Looking Statements	7		
Lands' End: Ready for Life's Every Journey™	8	Appendix	41
Our Vision and Values	10	ESG Performance Metrics	41
Our Approach to Sustainability	10	GRI Content Index	48
		SASB Disclosure Index	54
Operating with Integrity	12		
Risk Management	13		
Business Conduct and Ethics	14		
Taking Care of Our Team	16		
Rewarding Great Work	17		
Excellence for All	20		
Employee Health and Safety	22		
Human Rights and Ethical Labor Practices	23		
Community Engagement	25		

A Message from Our CEO

At Lands' End, we are customer obsessed. We believe taking care of the customer serves all of us, which is reflected by our approach to sustainability. We prioritize taking care of our people, minimizing our environmental footprint, and acting with integrity in everything we do while delivering customer-focused solutions. We embrace innovation to make our products better, use socially responsible manufacturers, and reduce our products environmental impact. Our sustainability principles have been an important factor contributing to our success and foster life-long relationships with our customers.



Our products are produced globally by independent manufacturers who are selected, monitored, and coordinated by our internal sourcing team and external sourcing experts. It is important to us that our partners share the same core values as we do, therefore, we require that all vendors comply with applicable legal requirements, agree to our global compliance requirements, and meet our product quality standards. The long-lasting quality of Lands' End products carries with it a sustainable value that helps set us above the disposable, fast-fashion industry.

While producing quality products helps maintain a sustainable path, we are working towards improving our sustainable footprint through key practices like waste reduction and developing products made from recycled materials, among other things. We have initiated a broad range of recycling and waste management activities at our corporate office and distribution centers. We hope our efforts inspire customers and other corporations to increase sustainability awareness and initiatives in all aspects of their lives.

Outside of our product development, Lands' End has formed strategic relationships to support habitats and watersheds throughout the United States and in our local area of Wisconsin. Over the last ten years, we have supported the National Forest Foundation which has planted over 1.5 million trees in national forests.

Sustainability is a journey that is never finished. As a global company we are committed to continuing that journey for current and future customers. I intend to keep Lands' End an ethical and responsible brand that is a sustainable destination for life's every journey.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew McLean'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Andrew McLean, CEO, Lands' End

2024 at a Glance



Governance

- **50% of independent Board members** are women including our Board chair
- **Updated** Environmental and Human Rights policies
- **Formalized new policies** on Chemical Management and Sustainable Procurement
- **100% of employees signed our Code of Conduct**



Social/People

- **4,228 team members employed** across our global operations
- **Year-round employee engagement surveys** conducted to track sentiment and feedback
- **7 Business Resource Groups** with a combined 250 members
- **1.34 Total Recordable Incident Rate (TRIR)** compared to industry average of 2.8



Supply Chain/Products

- **600+ partners engaged** across 20+ countries through our global supply chain
- **100% down sustainably sourced** for animal welfare and traceability¹
- **76% of Tier 1 suppliers (by cost) shared Higg Index data** supporting supply chain transparency
- **80% of supplier facilities audited** to a labor Code of Conduct within the last two years.
- **100% of cotton products on track for sustainable sourcing** under our responsible materials goal²



Environment/Planet

- **Reported on Scope 1, 2, and 3 emissions and evaluated decarbonization pathways in support of establishing** science-based emissions target aligned with the Science Based Targets initiative (SBTi)
- **TRUE Zero Waste Certification achieved** at our global headquarters
- **100% of branded poly bags and hang tags made from recycled materials** across all product lines
- **15.1 MT CO₂e/\$M** Revenue GHG emissions intensity
- **93% of waste diverted** from landfill across operations⁵
- **7,000+ fluorescent bulbs replaced with LEDs** to reduce energy use and emissions⁴
- **100% of buildings** equipped with energy-efficient HVAC systems



About this Report

We are pleased to present our first annual Sustainability Report (‘the’ or ‘this Report’), which covers our environmental, social, and governance (ESG)-related performance for the period of our Fiscal Year (February 3, 2024 through January 31, 2025). The Report was developed to inform our stakeholders of the impacts that our organization may have on economic, social, and environmental topics. In it, we provide an overview of who we are as a company, our values and commitments, how we engage stakeholders, and provide details of our approach to addressing our sustainability-related impacts.

The scope of this Report has been determined based on material ESG topics, which are addressed in the Materiality section, and the scope of our sustainability performance includes all entities for which Lands’ End holds management responsibility. Unless stated otherwise, the scope of our ESG data encompasses all Lands’ End’s activities during the reporting period. The reporting boundary of this Report is our US corporate headquarters, our US and international customer service, offices and distribution centers (DCs), and our company-operated retail stores.

We have referenced selected disclosures, or parts of their content, from the Global Reporting Initiative

(GRI) Standards framework as well as from the SASB Apparel, and Accessories & Footwear Standards, to better align our non-financial reporting with global sustainability reporting standards. A content index is included as a tool to help readers more easily locate relevant information across the Report and Lands’ End’s web-based resources and to demonstrate compliance with the GRI Standards.







The Nominating and Corporate Governance Committee of the Lands’ End Board of Directors has reviewed the information shared in this Report, which has been approved by our Senior Leadership Team.

Stakeholder Engagement

At Lands' End, we believe that consistent stakeholder engagement—with our shareholders, employees, customers, suppliers, charities and local communities, and business partners—is important for developing and maintaining strong relationships that enable us to understand our stakeholders' unique needs, perceptions, and concerns. Providing our stakeholders with the information they need is of great importance to us, so that they may make informed judgments about our business and approach to sustainability. As such, we are committed to regularly engaging with our stakeholders about our business as well as on key sustainability topics. Beyond for sustainability reporting purposes, we promote two-way communication and respond to stakeholders' expectations and requirements through a variety of communication channels.

As we recognize that each of our stakeholder groups places different expectations upon our business, we communicate and engage with them in a variety of different ways depending on what they want to know and the significance of their concerns. Throughout the year, we actively engage our key stakeholders

through a wide range of communication channels such as regular meetings, calls, reports, events, and customer surveys. These channels allow us to collect important feedback and opinions from our stakeholders to strategically identify areas for improvement.

Stakeholder Group	Engagement Channel(s)
 Shareholders	<ul style="list-style-type: none"> • Annual Shareholder's Meeting and announcements • Regular corporate publications, including financial reports • Enquiries or feedback to the Board
 Employees	<ul style="list-style-type: none"> • Regular all-staff communications • Chief Executive Officer presentations • Learning and development seminars and workshops • Employee engagement survey • Townhall and focus group meetings whenever needed • Wellness sessions and social activities
 Customers	<ul style="list-style-type: none"> • Website, email and direct mail, catalogs, and social media • Participation in Supplier Sustainability Assessments for our Business Outfitter Customers
 Suppliers	<ul style="list-style-type: none"> • Cascale's Higg Index Tools • Provide notices for procurement of products/services • Policy governance and implementation as well as process monitoring
 Charities and Local Communities	<ul style="list-style-type: none"> • Regular dialogue with charities and community partners • Community outreach and volunteering activities
 Business Partners	<ul style="list-style-type: none"> • Regular dialogue with our marketplace, third-party, and license partners

Material Topics

Materiality is a critical input into our sustainability report as it ensures that we provide our stakeholders with the information on sustainability-related topics most relevant to them. To determine these topics, we conducted a double materiality assessment guided by the GRI Standards to identify the most significant impacts of our business on people and the natural environment, and to identify important social and environmental issues that impact our business.

We worked with a third-party consulting firm in 2024 to conduct our inaugural assessment. This systematic process enabled us to evaluate material issues aligned with established reporting and rating frameworks as well as industry norms. We aimed to

align these with stakeholder expectations for how we react to impacts of issues on business success, as well as the impacts of the business on the economy, environment, and people. The process involved the following key steps:

Double Materiality Assessment Process

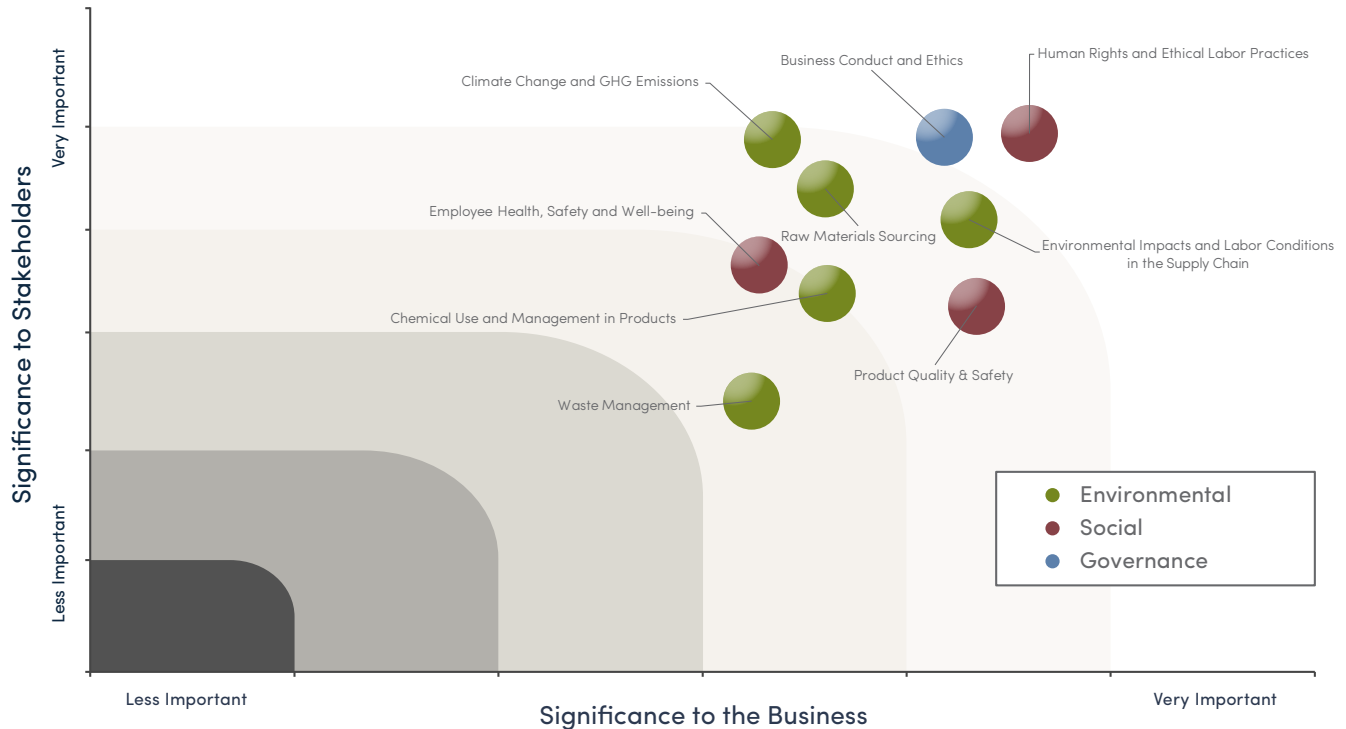


From this process, we identified nine priority topics based on their importance to both our business and our stakeholders. All nine are covered in this report and will continue to drive our sustainability efforts and reporting going forward.

Operating with Integrity	Taking Care of Our Team	Ensuring Quality and Operating Responsibly	Conserving Resources and Reducing Our Impact
Business Conduct and Ethics	Employee Health, Safety and Well-being	Product Quality & Safety	Climate Change and GHG Emissions
	Human Rights and Ethical Labor Practices	Environmental Impacts and Labor Conditions in the Supply Chain	Waste Management
		Raw Materials Sourcing	
		Chemical Use and Management in Products	

The resulting matrix identifies areas of importance for Lands’ End. Topics such as Human Rights and Ethical Labor Practices, Business Conduct and Ethics, and Climate Change and Greenhouse Gas (GHG) Emissions have been, and expect to be, top priorities for our organization and we look forward to continuing to drive those topics, and all topics from the assessment, forward into the future. The ranking of issues seen below will influence and drive our future sustainability strategy.

Materiality Assessment



We will continue to collect feedback from our stakeholders to ensure that there are no substantive changes to the topics that matter to them or that are relevant to our business and will adjust our topics for future reporting accordingly, as needed.

Forward-Looking Statements

The information detailed in this report may contain forward-looking statements that speak to reasonable expectations and assumptions with our current understanding of our work. These statements may include phrases such as, but are not limited to “aim,” “believe,” “commit,” “could,” “drive,” “estimate,” “ensure,” “expect,” “goal,” “intend,” “may,” “might,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target” and “will” or similar expressions to identify forward-looking statements. All statements other than statements of historical or current facts, including statements regarding any goals, strategy and roadmap, potential impact statements, plans, initiatives, projections, commitments, expectations or prospects, are forward-looking.

Forward-looking statements involve risks and uncertainties. Important factors and uncertainties could cause actual results to differ materially from those described in these forward-looking statements, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations and geographic regions, our ability to implement and execute the sustainability program or other changes in circumstances, and the risks, uncertainties and factors discussed in the “Risk Factors” sections of the Company’s Annual Report on Form 10-K for the fiscal year ended January 30, 2026. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. We intend the forward-looking statements to speak only as of the time made and do not undertake to update or revise them as more information becomes available, except as required by law.

We value
your
feedback

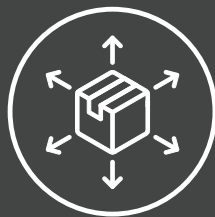
We welcome feedback and questions about this Report and encourage you to share any queries or comments with us at LESustain@landsend.com

Lands' End: Ready for Life's Every Journey™

We meet our customers where they are and serve the whole family.



\$1.36 billion
net revenue
in FY 2024



154,344 units
shipped daily average
from Dodgeville and
Reedsburg locations



20+ countries
where our products
are manufactured



25 retail stores
in the U.S.

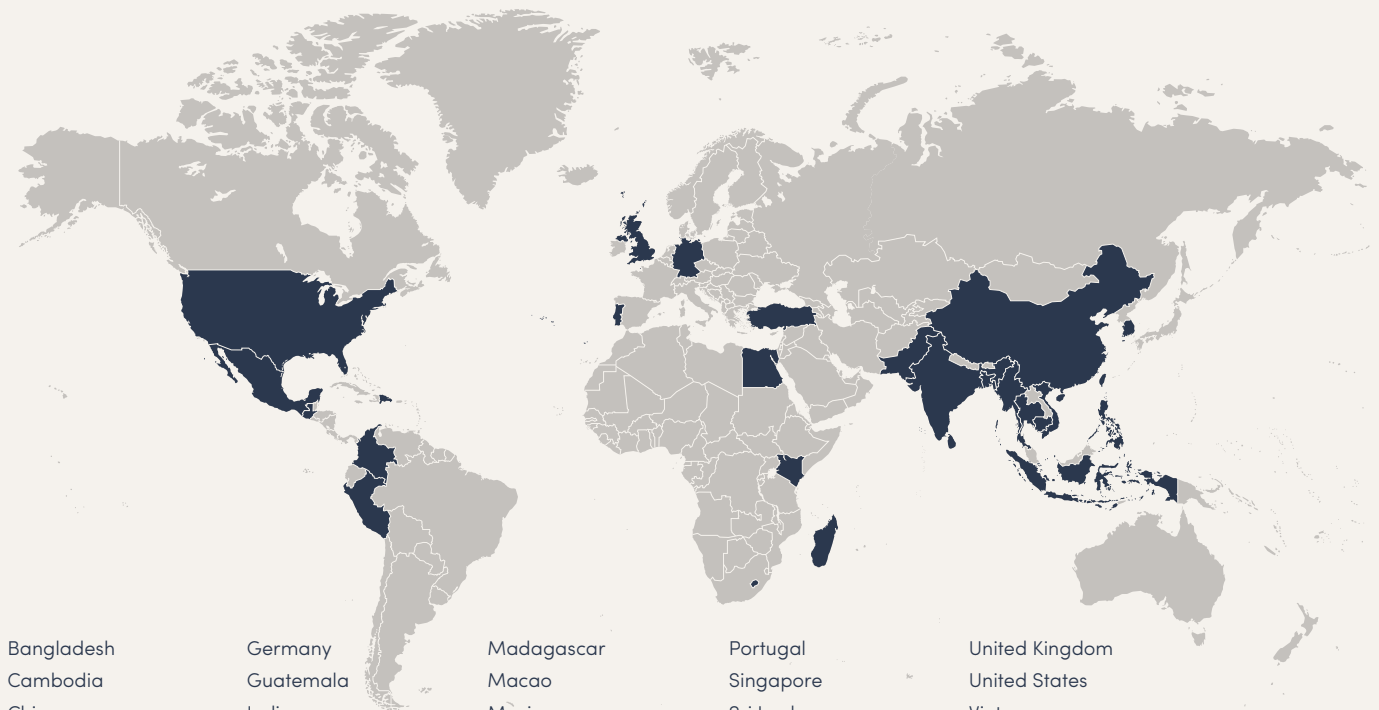
Since 1963, Lands' End, Inc. (referred to as "Lands' End," "the company," "we," and "our") has pioneered the creation of solution-based apparel for the whole family. As a classic American lifestyle brand, we create solutions for life's every journey through our apparel, swimwear, outerwear, accessories, footwear, home products, and uniforms. We lead with a digitally native culture and approach with offering products online, as well as through third-party distribution channels and our own retail stores. We also offer products to businesses and schools, for their employees and students, through our Outfitters distribution channel.

Proudly headquartered in Dodgeville, Wisconsin, our U.S. retail footprint consists of 25 company-operated stores, and we own and operate a DC in Oakham, United Kingdom in addition to our three main DCs in Dodgeville, Reedsburg, and Stevens Point, Wisconsin.

Quality. Service.
Value. These
Three Words
Define Everything
We Do.

We bring quality to our products, and service, value and innovation to our clients.

Global Manufacturing and Supplier Footprint



- | | | | | |
|--------------------|-----------|-------------|-----------|----------------|
| Bangladesh | Germany | Madagascar | Portugal | United Kingdom |
| Cambodia | Guatemala | Macao | Singapore | United States |
| China | India | Mexico | Sri Lanka | Vietnam |
| Columbia | Indonesia | Pakistan | Taiwan | |
| Dominican Republic | Kenya | Peru | Thailand | |
| Egypt | Lesotho | Philippines | Turkey | |

Our Vision and Values

At Lands' End, we believe that by constantly assessing our success and always seeking opportunities for improvement, we are on the right path of being a company that consistently does right by our customers, employees, and stakeholders.

We are the innovative, solutions brand for life's every journey. We achieve this by staying true to our core Principles of Doing Business. These principles guide on how we do business and how we ensure a sustainable way of working. Our Principles of Doing

Business are not empty words, but solid indicators of our daily work and commitment to quality. Our leadership team and CEO guide us via these principles.

Our Approach to Sustainability

Our approach to sustainability is centered around delivering great quality, uncompromising service, and exceptional value to our customers. We are committed to instilling sustainable and environmentally considerate practices within our company culture, across our supply chain, and for our customers. As a leading, vertically integrated digital retailer that manages most aspects of our design, marketing, and distribution in-house, we are committed to doing better for our environment, one step at a time.

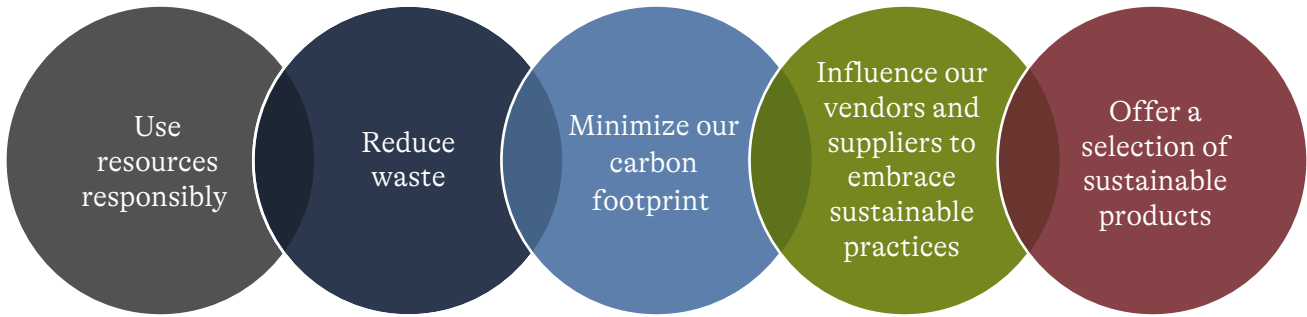
Our corporate culture has always focused on being a responsible member of the business community. However, more than anything, it is our leaders who collectively believe and recognize that we owe it to our children to pass on the world in the best shape possible. Such action cannot be left to others, and we at Lands' End consider it our responsibility to help however we can.

From the start, Lands' End has prioritized implementing sustainable and socially responsible

practices into everyday operations. Practices like developing products that are made to last and nurturing long-lasting relationships with our customers and suppliers have always been our standard.

As the industry's relationship to sustainability has evolved and matured, so has our approach. We seek to understand our impact on the planet and continuously improve our business to achieve the following sustainability goals:

Sustainability Goals



The driving force behind our efforts comes from a top-down cross-functional approach, with an emphasis on governance and advocacy. Dedicated working groups within our facilities, sustainability and health and safety, compliance, legal, human resources (HR), product sustainability, and sourcing teams collaborate to ensure all sustainability topics are well managed and communicated across the company.

Over the years, this mindset has served as a guiding compass towards the adoption of multifaceted sustainable initiatives. The progress and achievements of the corresponding initiatives are reported to the Senior Leadership Team.

Throughout 2024 we have focused our efforts on taking stock of our existing practices and finding alignment across the company on ways to balance efficiency enhancements with socially and ecologically considerate practices. Our teams have assessed data, initiatives, legislation, and regulatory requirements to establish relative baselines. In 2024, in response to our internal preliminary research, our teams have developed or expanded upon various ESG-policies including Chemical Management, Sustainable Procurement, Environmental Management, and Human Rights.





Operating with Integrity

We couldn't be the Innovative, Solutions Brand that we are today without sticking to our core philosophy of acting with integrity in everything we do.

After 62 years of investment, innovation, and leadership in apparel, our success as a company has come from a solid foundation of strong governance practices and by building a culture of ethical behavior while minimizing business risk. We value honesty, integrity, and adherence to the highest ethical standards. We require every employee to uphold these values and maintain a commitment to the basic principles of business ethics and good judgment. By acting with integrity, we earn the trust of our customers, business partners, and other stakeholders. Beyond abiding by applicable laws, regulations, and normative guidance, we have a comprehensive corporate governance framework, internal controls, and systems for risk management.

Our Board of Directors (the Board) sets high standards for our employees, officers, and directors. Implicit in this philosophy is the importance of sound corporate governance. To fulfill its strategic leadership responsibilities, the Board follows the procedures and standards that are outlined in our

Corporate Governance Guidelines. The Board is responsible for overseeing and directing the company's strategies and major business activities, while the leadership team makes decisions on the company's general operations, driving Lands' End forward in its sustainable growth.

Our Board is comprised of seven members, six of which are independent according to the NASDAQ stock listing rules. Additional details relating to Board members and their tenure,

significant positions and commitments, as well as compensation, nomination and selection processes can be found in our Proxy Statement for our annual meeting.

The Board has appointed the Audit, Compensation and Nominating and Corporate Governance Committees:

- The Audit Committee is appointed by the Board to assist the Board in overseeing the accounting and financial reporting processes of the Company, the audits of the Company's financial statements and the integrity of the Company's financial statements, the independent auditor's qualifications and independence, the performance of the Company's internal audit function and independent auditors, the effectiveness of the Company's internal control structure, and the compliance by the Company with legal and regulatory requirements.
- The Compensation Committee is appointed by the Board to discharge the Board's responsibilities relating to compensation of the company's CEO, executive officers, and other senior executives of the Company, as determined by the Compensation Committee from time to time (the "Senior Executives"). The Compensation Committee has overall responsibility for approving and evaluating all compensation plans, policies, and programs of the Company as they affect the CEO and the Senior Executives.
- The Nominating and Corporate Governance Committee is appointed by the Board to:
 - assist the Board by identifying individuals qualified to become Board members and recommend to the Board the director nominees for the next annual meeting of stockholders;
 - recommend to the Board changes to the Company's Corporate Governance Guidelines;
 - lead the Board when it conducts reviews of its performance;
 - take a leadership role in shaping the corporate governance policies of the Company; and
 - recommend to the Board director nominees for each committee.

The Nominating and Corporate Governance Committee also has oversight of our sustainability-related efforts.

Risk Management

When it comes to risk management—from regional disturbances created by severe weather patterns to global pandemics, we aim to maintain productivity and business continuity, no matter the circumstance. We achieve this by assessing not only the typical financial and operational risks that may affect our business but also by considering the environmental and social impacts of our business and by pre-emptively managing related risks to the best of our abilities.

Our robust business continuity plan (BCP) includes financial, operational, environmental, and social impacts, providing us the ability to efficiently prepare for and respond to potential risks. We apply a decentralized Enterprise Risk Management (ERM)

framework and structure whereby every department manages its relevant compliance factors and shares updates with the Senior Leadership Team when needed.

To safeguard the interests of our stakeholders, the Board oversees risk management and internal control policies and strategies. Risk management and internal control systems and procedures are

regularly reviewed and improved upon, when necessary, in response to the ever-shifting regulatory and geopolitical landscape in which we operate.

Business Conduct and Ethics

Our brand and reputation are built on the daily actions of our people. To maintain this, we are guided by several corporate governance and sustainability-oriented policies, programs, and charters. Our long-established Code of Conduct and Corporate Governance Guidelines help form the basis for our company-wide conduct and our Supply Chain Partner Code of Conduct and Global Compliance Program support the integrity of our relationships with our vendors and suppliers.

Principal among these is our Code of Conduct (COC) which is at the essence of our management philosophy and provides an overview of standards of behavior applicable to all Lands' End employees. The Code outlines our stance on the most crucial of business conduct and ethics topics, including antitrust, charitable contributions and political activities, bribery and corruption, confidential information and privacy, conflicts of interest, personal benefits, and fraud.

Upon initial employment and once annually, all employees and contractors are required to acknowledge the COC. In May of 2024, 100% of active Lands' End employees acknowledging the COC. Lands' End expects compliance with its COC and all other corporate policies. Discipline for violations of the COC or corporate policies results in discipline up to and including termination of employment. Employees with questions regarding the COC or any other corporate policy are encouraged to contact Human Resources or the Legal Department. Employees who suspect or who have knowledge of improper conduct or a violation of the COC or our corporate policies

are encouraged to report the matter to their supervisor or department manager, a Human Resource representative, or our Legal Department. In addition, Lands' End makes available to all its employees a confidential Ethics Hotline, available 24-7 to make reports.

Our mandatory annual ethics and compliance training topics include Anti-harassment, Business Ethics Code of Conduct, Safety, Disability Discrimination and Accommodation, and Global Data Privacy. Modules were assigned to employee groups on a rolling basis during 2024 and into 2025. Compliance training is required for all new hires and throughout the year to all other employees.

In addition, any contractor who has access to our systems or facilities is required, upon commencement of services and annually thereafter, to acknowledge the Lands' End Contractor Code of Conduct. In 2024, 100% of contractors acknowledged the Contractor Code of Conduct.

Regarding the ethical actions of our supply chain partnerships, our Supply Chain Partner Code of Conduct (SCPCoC) mandates that Lands' End

employees and independent auditors acting on behalf of Lands' End are prohibited from accepting gratuities from supply chain partners (Partners) with whom we presently conduct business, have done business or any entity that may be considered for future business. Gratuities include gifts, money,

trips, meals, lodging, or special favors. Failure to comply as well as retaliation or penalty against any person who in good faith reports unlawful or inappropriate activity related to this SCPCoC and/or the audit process may result in termination of the business relationship.

Communication of Critical Concerns

We require employees and Partners to speak up if they have a concern regarding ethical conduct. Our confidential Ethics Hotline is maintained by an independent service provider, EthicsPoint, and enables employees and Partners to report complaints, violations, and other concerns. The Ethics Hotline can be accessed by mail, phone, or online 24 hours a day, seven days a week. As stated in our Code, Lands' End does not engage in or tolerate retaliation of any kind against anyone for providing information in good faith about suspected unethical or illegal conduct. Managers are also expected to guard against retaliatory conduct by reporting any observed conduct that could be a sign of retaliation.

Additionally, we require that Supply Chain Partners ensure their employees, agents, and representatives understand and comply with our SCPCoC. Partners are asked to proactively inform Lands' End when they are aware of a violation of the SCPCoC and

are expected to report questionable behavior or a possible violation by e-mail to an officer of the company to compliance@landsend.com or through Lands' End's confidential ethics hotline.



Taking Care of Our Team

People, the individuals we employ, the customers we serve, and their families, are the heart of our company.

Our team of dedicated employees—from sourcing, marketing, information technology, home agents, distribution center employees, and finance to product development and design—all work together to make our collective success possible. What we do as a team makes Lands' End a great place to shop and an even better place to work. As an employer of choice, we support our employees on every journey—in life and their career.

We employ approximately 4,400 employees: approximately 4,100 employees in the United States and approximately 300 employees outside

“The really important thing that makes Lands' End what it has become is people. You, me, everyone around us. It is what we do as people that make this a great place to come to work.”

— Gary Comer, Lands' End Founder

the United States, predominately in Europe. The U.S. workforce consists of approximately 48% part-time employees, 55% full-time hourly employees, and 18% full-time salaried employees. With the seasonal nature of the fourth quarter holiday shopping season in the retail industry, approximately 1,500 additional, flexible, part-time employees are hired in the U.S. to support our customer service and DCs.

Lands' End corporate headquarters in Dodgeville, Wisconsin, sits on over 200 acres of beautifully manicured land, providing employees countless opportunities to enjoy the great outdoors. Our employees take breaks and go on team walks on our many walking trails throughout the campus that

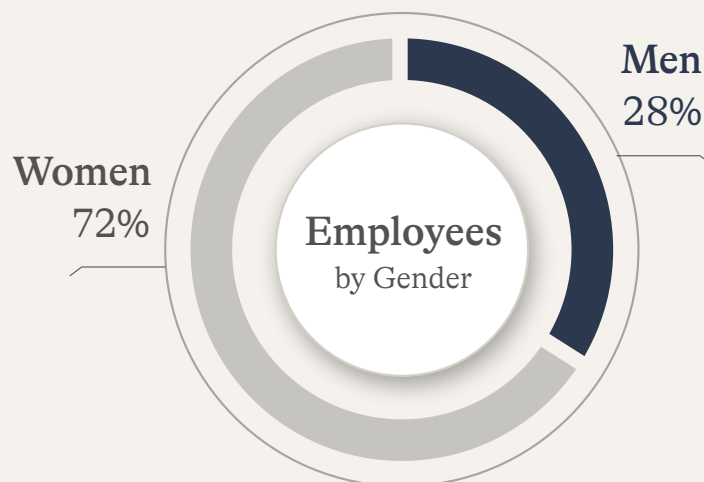
meander through woods, 55 acres of restored native wildflower and prairie grass, and a 3.5-acre butterfly garden. In addition to walking trails, our campus features outdoor volleyball, pickleball, tennis, and basketball courts that are free for any of our team to use. We also maintain a fruit orchard, complete with over 70 fruit trees that bear a variety of apples and pears. Our team is welcome to pick fruit at their leisure and we provide updates when fruits are ready. Directly across from the fruit orchard is a 10-acre garden, with 50 garden plots and a pumpkin patch that provide pumpkins for employees and their families to enjoy. Our facilities grounds group picks the pumpkins, which are used at our annual Fall Family Festival. Garden plots can be reserved by employees and their families.

Rewarding Great Work

We expect all employees to contribute to our company culture by being ambassadors for our values. To make sure we hold up our end of the bargain, we are committed to fostering a working environment where contributions are recognized, valued, and rewarded.

We are committed to offering a variety of benefits that support the diverse needs of our employees and their families, including programs for physical and mental health, financial education and security, work-life balance, and community giving. Our Total Rewards Philosophy is rooted in the fundamental principle that our employees are the driving force behind our success, and we proudly offer a competitive rewards program that includes compensation, benefits, and opportunities. We align our Total Rewards programs, core values, and strategic business objectives to attract, retain, and engage top talent while fostering a culture of collaboration, growth, and excellence. Our benefit team members assist employees with any questions while navigating through significant life events like marriage, divorce, family planning, illness, and death of a family member.

Outside of the U.S., we provide competitive benefits that align with market-specific needs and regulations, including comprehensive health, dental, and vision coverage, pension plans, employer-provided life insurance, and paid time off benefits such as paid leave, vacation, and holidays.





Physical Health and Wellness

We offer benefits to employees working 32+ hours per week, including comprehensive medical, dental, and vision plans; supplemental medical plans; and company-paid life and disability insurance. Chiropractic and acupuncture are also covered as well as a variety of on-site wellness services:

- **Fitness Facilities:** We offer an 80,000-square-foot fitness and activity center on the Dodgeville Campus as well as on-site fitness centers at our Reedsburg and Stevens Point campuses. Programs include fitness evaluations, personal training, physical therapy, massage therapy, wellness classes and clubs, swimming lessons, and recreation programs.
- **Lands' End Clinic:** We have partnered with Everside Health to provide convenient and quality care with no fees at our onsite clinics in Dodgeville and Reedsburg. In 2024, we partnered with Anovia Health to add a near-site clinic option for our Stevens Point employees.
- **Massage Therapy:** Onsite massage (at a discounted rate) is available at the Comer Center in Dodgeville.
- **Physical and Occupational Therapy:** Available for a small copay to all employees using the Lands' End health plan.
- **Registered Dietitian:** Nutrition counseling with a registered dietitian is available for free.

As part of our family-friendly policies and benefits, Lands' End supports breastfeeding employees by accommodating the employee who needs to express during their workday. 100% of our campus facilities have lactation rooms in all buildings. Work support practices are in place to support breastfeeding employees and 100% of our campus facilities have expectant mother parking.

Mental Health

We provide an Employee Assistance Program for all employees and family members at no cost. Additionally, the Headspace Care benefit is available to members of the Lands' End Health Care Plan. Headspace offers confidential mental health support with live, text-based coaching, video-based therapy and psychiatry, and a library of skill-building resources. The App offers one-on-one coaching, therapy, and psychiatry services alongside guided meditations, sleep content, and mindfulness tips. The Headspace Care benefit was added to our suite of benefits in May 2024 and is available for all employees and their family members.

Financial Health

Our core benefits package includes a 401(k) plan with a matching contribution as well as flexible spending accounts. Lands' End also partners with Next Level Planning and Wealth Management and FEDlogic to provide Medicare education and resources during open enrollment and throughout the year. We also offer a Caregiver benefit which provides time off with pay to care for a spouse or dependent child with a terminal illness. Employees may qualify for up to four weeks of time off at 70% of their normal weekly pay. We also have an internal employee-driven Making Wishes Come True program that allows employees to submit wishes for coworkers who are in need or going through a difficult stage of life. Lands' End provides four weeks of paid time off for all new parents and birth parents also receive disability benefits under the short-term disability benefit.





Excellence for All

Our founder, Gary Comer, made one of the cornerstones of Lands' End the employee, stating, "Take care of the customer, take care of the employee and the rest takes care of itself." Lands' End knows that one of its strengths is a workplace where the joining of every employees' backgrounds, contributions and talents are celebrated and valued.

Lands' End has continually strived to be a great place to work for every employee at every level of the company. We strive to optimize our decision-making and team performance by ensuring that Lands' End has an ethical and respectful work environment where the contributions of all employees are valued.

Lands' End maintains an Excellence for All Council. The Council oversees educational programming designed to celebrate and create awareness of

the backgrounds and contributions of our global workforce and create opportunities for interaction and communication between all employees. The Council communicates with all employees across a wide range of subjects via our intranet site, featuring educational content that includes individual employee highlights. The Council also publishes a monthly newsletter that is distributed company-wide highlighting upcoming events and cultural learning opportunities.

Lands' End also supports seven Business Resource Groups (BRGs). The BRGs are employee-led, are open to all employees and consist of individuals with common interests, backgrounds, or demographic factors such as gender, sexual orientation, race, ethnicity, or life experience. All the BRGs are

open to any employee who wishes to participate. Participation in the BRGs is intended to foster education, communication, and respect among and to all employees and furthers Lands' End's goal of being a great place to work. The active BRGs include:

Business Resource Groups



LEEDA

Lands' End Employees with Disabilities and Allies advances awareness and inclusion for employees with disabilities. This BRG creates a safe space for people with disabilities to be heard, understood, and supported, and to advocate for equal opportunities for professional growth and development and to help identify barriers in the workplace.

Multicultural

Provides a forum for employees across our global workforce to interact, create awareness of different cultures, and to become aware of important global social injustice concerns. This BRG fosters a culture where every voice is encouraged, heard, and respected regardless of race, ethnicity, or nationality to break down stereotypes, recognize our differences, and learn about our commonalities..

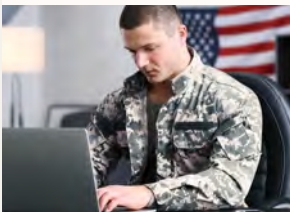


PRIDE

Promotes an inclusive and respectful environment at Lands' End and serves as a resource for our LGBTQ+ employees and their allies.

UpLift

Helps employees of all backgrounds and experiences shape or reshape their future. Members learn about themselves and others as they shape and move their careers in new directions.



Veterans

Provides veterans with networking, career development, and mentorship opportunities while advocating for the recruitment and retention of military-affiliated employees. Additionally, through this BRG, Lands' End focuses on community outreach to celebrate and recognize veterans' achievements and key military holidays..

Women's Group

This BRG facilitates discussions and support of women in the workplace by creating connections among female employees and leadership throughout the workplace.



Working Parents

Supports and helps working parents thrive at Lands' End through solution-minded conversations, bringing peers together, and providing tools and resources.

In 2024, we continued to focus on key initiatives that educate and support all Lands' End employees in the workplace. The Human Resource team has continued to benchmark and evolve our benefit offerings to provide more inclusive options that look to meet each of our employees on their career and

life's journey. We have continued to enhance our recruitment process to ensure that our recruitment and hiring reflects our established policies and is free from bias or discrimination with the goal to recruit top talent to align with Lands' End's overall brand strategy.



Employee Health and Safety

Our priority is to ensure that all workplaces in our business prioritize the health and safety of our team. We achieve this via our Occupational Health and Safety (OHS) program and by complying with applicable federal and state, health, safety, and environmental laws, regulations and standards. The program is overseen by the Lands' End Safety Committee, which is led by the Health and Safety Department. The Safety Committee is comprised primarily of operations and call center team members who discuss safety activities, potential unsafe acts and conditions, accident prevention and review previous accidents. The main goals of the committee are to involve employees in safety management and participation in our OHS program, lower the rate and severity of accidents and injuries, maintain a safe workplace, and encourage all employees to work safely. Safety Committee members are encouraged to bring safety issues forward and to discuss different policies/procedures that may need to be put in place to avoid incidents from reoccurring and to suggest changes to safety procedures and policies as needed. Committee meetings take place at all three of our operational sites in the U.S. between two and eight times a year based on the size of the location and population.

Lands' End's first choice is always to remove a workplace hazard and are identified through Job Hazard Assessments. Should a hazard occur, employees must take preventative measures to safeguard and protect everyone's safety. The Safety Department reviews incident reports, tracks trends, and discussions between leadership and employees take place to find ways to prevent incidents from continuing to occur. The assigned safety manager or supervisor will follow up to ensure action steps are put into place to prevent the situation from recurring. Action steps include removal of the hazard, implementation of process or engineering changes to prevent hazards from occurring, or identification of personal protective equipment (PPE) to mitigate exposure to potential workplace hazards.

Another preventative measure is to involve employees in OHS awareness-raising and to ensure grievance channels are assisting employees to raise

safety concerns. Companywide safety training such as emergency evacuations, and basic safety information is provided to employees during new hire orientation, and more job-specific safety awareness-raising is provided through online presentations, department touch bases, and during reviews. In 2024, 288 employees across Dodgeville, Reedsburg, and Stevens Point campuses were provided safety training specific to their jobs. Training was provided on a variety of safety related topics including powered industrial vehicle operator training and OSHA hazardous communications. Additional job-specific training is provided depending on employee needs and is developed through our Learning and Development team or Safety Department, often as a collaborative effort between both groups. Employees are evaluated yearly on their safety performance.

Human Rights and Ethical Labor Practices

Respecting human rights is vital to being a socially responsible business. We continuously strive to adopt practices that respect human rights and ultimately seek to keep our global operations free from human rights misconduct in any form. We strive to be a fair partner and employer by paying a fair price to suppliers and ensuring good working conditions for everyone working in our business and supply chains.

As a global company, we recognize that our work in respect of human rights, and our dedication to improving our overall human rights performance, is ongoing. While human rights are the responsibility of all of us at Lands' End, executive oversight and responsibility for this topic rests with our General Counsel and Chief Compliance Officer.

As stated in the Lands' End Human Rights Policy, we are committed to creating an inspiring culture that is welcoming, safe, and inclusive, where human rights are protected, and the work environment ensures the dignity, respect, and well-being of individuals. We recognize that respecting the human rights

of our employees, customers, the workers in our extended supply chain, the communities in which we operate, and all those affected by our operations, is a fundamental responsibility. We are also committed to building our employees' and suppliers' knowledge and awareness of human rights, encouraging them

to speak up about any concerns without fear of retribution.

Key to the successful implementation of this Policy are our commitments to our employees and Partners, specifically when it comes to:

- **Prevention of Human Trafficking, Forced Labor, and Child Labor:** We do not tolerate the use of child labor, forced labor, or human trafficking—including slave labor, in our operations or supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment, in our operations and supply chain. We require all factories producing for Lands' End to be free from child labor, and this compliance is continuously monitored. As with our approach to child labor, we continuously monitor compliance with the absolute minimum requirement that all factories producing for us are free from forced labor. We have due diligence processes in place to ensure we identify and address any risks of forced labor.
- **Salary and Benefits:** We believe in upholding pay equity and fairness and are committed to providing equal pay for equal work, ensuring that compensation decisions are based on objective criteria such as skills, experience, and performance. Our compensation practices are designed to foster an inclusive and diverse workforce, where everyone has equal opportunities to thrive and succeed. Our employees are compensated competitively and relative to the region and general marketplace in which they are employed. We comply with all applicable local laws governing the payment of wages and benefits, including meeting statutory minimum wage requirements.
- **Working Hours:** We ensure that the working hours, rest periods, and leave entitlements of our employees are in full compliance with applicable laws, locally and globally.
- **Social Dialogue and Freedom of Association:** We are committed to ongoing two-way communication and prefer to deal directly with employees; however, we also respect our employees' right to join or form workers' organizations such as trade/labor unions, work councils, or committees. All applicable laws and regulations relating to trade/labor union activity and an individual's freedom of association are complied with at all times.

Our Human Rights policy requires sound due diligence and risk assessment processes in place to identify any risk of harming our operations and our supply chain. We value and foster ongoing engagement and two-way communication with our employees and Partners to ensure an environment of dignity, respect, and well-being for all individuals.

We have also outlined our commitment to the communities in which we operate as we assume an active and responsible role in the communities where our employees live and work. We have built a culture that supports community service, helping us come together in a collective effort to make a difference in our communities. We believe in providing tools and resources to inspire our employees to become active in the communities where we live and work.

Community Engagement

We are a brand and community built on relationships and being a part of the communities we operate in is important to our employees, their families, and friends. Each year Lands' End encourages employees to volunteer for corporate-sponsored events that range from Habitat for Humanity, Adopt-a-Highway, nonprofit run/walks, and other community-focused fundraisers. These volunteer events result in hundreds of volunteer hours by a large number of employees. Additionally, Lands' End makes a \$5 per hour donation to 501(c)(3) nonprofits that employees volunteer at, up to 100 hours (\$500 per employee). Finally, we make many impactful donations every year ranging from products to tens of thousands of dollars to local fundraisers, nonprofits, and other events that align with our values.

Regarding community engagement and philanthropic support, it is our corporate policy that, while employees are free to volunteer for the organization of their choice, donations be made only to non-profit organizations with a 501(c)(3) designation. Specifically:

- Donations to political organizations are not allowed.
- Donations to religious organizations are not allowed unless the donation benefits the community as a whole, such as for a food pantry, clothing drive, etc.
- Donations will not be given to organizations that support hate or reduce the rights of minority groups including, but not limited to, women, members of the Black, Latino, and LGBTQ+ community, and people with disabilities.
- Lands' End does not participate in crowdfunding platforms (i.e., GoFundMe).

Every year, Lands' End looks for ways to increase its community engagement. Whether it is through donated hours, donated products, or donated money, we work to improve the areas we call home. As employees bring new causes to our attention, we hope to continue to be impactful as an employer in southern Wisconsin.

Partnerships



One Warm Coat®



Breast Cancer Awareness

Lands' End is proud to support Pink Fund in the U.S., Future Dreams in the U.K. and Look Good Feel Better by DKMS in Germany. We also created The Pink Thread Project®, a charitable campaign that helps raise awareness and funds for breast cancer support and health.

Sharing the Warmth

Lands' End is committed to providing warmth to people in need through partnerships with organizations in the U.S., Germany and the U.K. We host annual coat drives at Lands' End retail stores and have warmed over 145,000 people through our partnerships With One Warm Coat in the US and Wrap Up London and Wrap Up Berlin.

Promoting Daily Sun Protection

Lands' End has partnered with the Skin Cancer Foundation since 2013. All our swimwear is rated UPF 50, the highest possible rating for clothing, blocking out 98% of harmful UV rays. You will find the Skin Cancer Foundation Seal of Protection across hundreds of styles in Women's, Men's and Kids'.



Ensuring Quality and Operating Responsibly

Built to last with timeless style. Durable, classic, and trusted for the long-haul.

At Lands' End, sustainability goes hand in hand with longevity. We design timeless, classic pieces our customers will want to wear year after year. Our products are made with comfort and durability in mind so that our customers can shop in confidence knowing that our items will last for years to come. We achieve this by considering the lifetime of a product even before it goes to design and by seeking suppliers who will construct our products to our high standards of quality and value.

“We partner with socially responsible manufacturers and do everything we can to make our products better, prioritizing durability, functionality and aesthetic appeal based on customer expectations.”

— Andrew McLean, CEO

Lands' End is committed to working with the best Partners and focuses on quality and compliance when selecting our vendors and will continue to find opportunities, if they align, to bring geographical diversity within our supplier base. It is important to us that our Partners share the same core values as we do. Therefore, we require that all vendors comply with applicable legal requirements, agree to our global compliance requirements, and meet our product quality standards. Our vendors are required to provide us with full access to their facilities and to relevant records relating to their employment practices, such as, but not limited to; child labor, wages and benefits, forced labor, discrimination, freedom of association, unlawful inducements, safe

and healthy working conditions and other business practices so that we may monitor their compliance with ethical and legal requirements relating to the conduct of their business.

Our vendor selection process incorporates several requirements, such as acknowledgement and signature of our Code of Conduct, as well as consideration of their ability to meet the social compliance components of our vendor relationship program.

In 2024, our top 10 vendors accounted for approximately 48% of our merchandise purchases by spend and we worked with over 300 suppliers that manufactured substantially all of our products.

Spotlight: Generations of Customers

We pride ourselves in the durability of our products. Throughout the years customers have shared their appreciation for our products via our Customer Connections webpage. It is always a delight to learn about items like our Squall Jackets being handed down from generation to generation and our Canvas Briefcases being brought to work every day for 25+ years.



This shirt is 30 years old. The first picture was taken when our daughter was born in 1994. Fast forward and the other two were taken when our granddaughters were born. It's become our family tradition. Thanks for the good quality!

- Jim and Lisa



I recently retired from 40 years of teaching, but 32 of those years were accompanied by my Lands' End briefcase. I thought you'd enjoy seeing the pictures before it is retired. BTW, this is the second Lands' End briefcase, the first one I only had for a few months before I gave to a student I taught in Khartoum, Sudan back in 1991 during their civil war.

So, your Lands' End briefcase has seen a lot of action.

- Dennis O.
Professor of Theology Emeritus

If you are looking for the oldest Lands' End product still in use, I have a foul weather jacket that was bought in the early 1970s. I gained a lot of weight over the years but am now back to my original weight and the jacket fits again and is in great condition despite being stored all year on my boat for decades. I'm glad it fits again.

- Michael M.

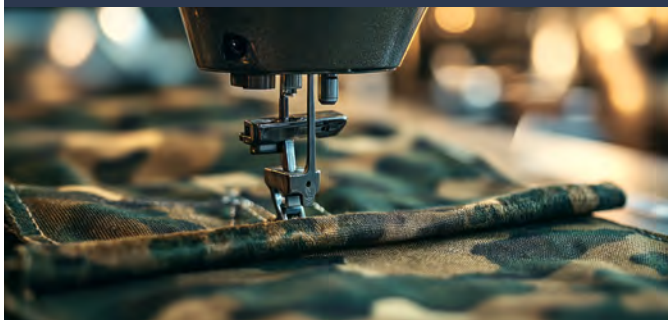


Safe, Quality Products

Lands' End is known for its commitment to unique, high-quality products, and we have several initiatives in place to ensure that our customers receive durable and well-made items. Some key aspects of our product quality efforts include:

Material Sourcing

We carefully select high-quality materials for our clothing and other products. This includes using premium fabrics such as cotton, wool, and technical performance fabrics for activewear. We prioritize natural fibers and eco-friendly options where possible, aiming for sustainable production.

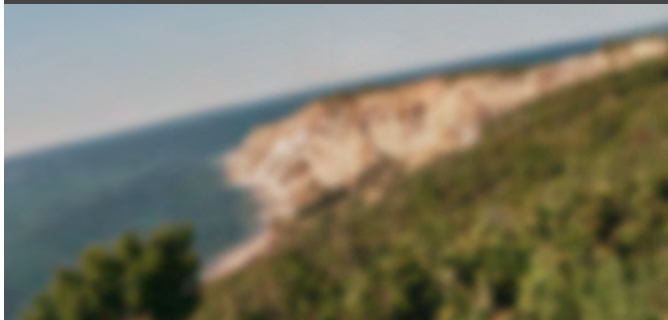


Design and Craftsmanship

The company focuses on the craftsmanship and design of each product. This includes attention to detail in stitching, finishing, and garment construction to ensure the longevity and durability of each item.

Durability Testing

We conduct extensive testing to ensure that products meet our high standards for quality. This involves testing garments for things like colorfastness, fabric strength, shrinkage, and fit to ensure they stand up to wear and tear.



Customer Feedback

Lands' End values customer feedback, using it to make continual improvements to our products. Customer satisfaction and easy returns are an important part of our product quality assurance system.

Sustainable Practices

In recent years, we have made strides in sustainability, incorporating recycled and organic materials into some of our product lines. We also focus on ethical production processes, ensuring that products are manufactured in a way that is both responsible and sustainable.



These efforts contribute to our brand's reputation for providing reliable, long-lasting products to our customers.

A key to our success has been maintaining close relationships with our suppliers, ensuring consistent quality control, and prioritizing ethical and sustainable practices. Suppliers are required to comply with both legal and ethical standards, including fair labor practices and environmental sustainability. Lands' End works with suppliers who demonstrate adherence to these values, which helps ensure the end products meet high quality, ethical, and environmental standards. Our Supply Chain Partner Code of Conduct (SCPCoC) outlines Lands' End's expectations for all Partners who conduct business with our company. Each Partner is required to adhere to and comply with the SCPCoC, and to educate relevant parties about the SCPCoC's contents and provisions. We also encourage Partners to ensure their own code of conduct aligns with the intent of ours.

As outlined in the SCPCoC, we require our merchandise to meet the highest quality and safety standards, and to fulfill this requirement, Lands' End relies on its Partners to:

- Comply with all applicable federal and state product safety laws and regulations.
- Maintain accurate books and records related to compliance with product safety.

- Comply with applicable Lands' End standards, including the AAFA restricted substance list (RSL) and Lands' End quality and standard operating procedures.
- Implement and maintain processes and procedures to monitor and test the safety and quality compliance of raw materials, packaging components, and final products sold to Lands' End.

While Lands' End recognizes that different cultural, legal, and ethical systems exist in the countries where merchandise for Lands' End is manufactured, our Global Compliance Program Requirements and the related processes, policies, and procedures set forth certain fundamental requirements that all domestic and international vendors must satisfy as a condition of doing business with us. The requirements were developed based on local and national laws, International Labour Organization conventions, and are benchmarked against industry protocols.

When it comes to ensuring our Partners and vendors are meeting expectations, should an allegation of non-compliance arise, we take all allegations seriously and vigorously investigate each one to make certain that all issues are addressed and resolved.



Product Testing

The safety of products at Lands' End is of utmost importance as our customers rely on our quality standards. From flammability to chemical management to zipper torque, our products are rigorously tested for quality and durability. Lands' End requires all its suppliers to test at pre-production and production of products, for quality conformance and to ensure products are safe and meet or exceed regulatory compliance. Our testing protocols incorporate established industry standards, Federal and State laws, and regulations required (which differ by the product), which all vendors must achieve and maintain.

Vendors are required to send samples to Lands' End for quality assurance testing and approval prior to production and shipment.



Supply Chain Impacts

Lands' End is committed to preventing the sale of products produced at the expense of communities, workers, or the environment. We recognize our responsibility to transact in a highly ethical manner, protect and preserve the environment, and foster continuous human rights-related improvements with our supply chain partners. Per our commitment to sustainable procurement, we expect our suppliers to aspire to the same standards in their business operations and help extend those ethical practices within their own operations and supply chain.

In 2024, we developed and launched a new Sustainable Procurement Policy which guides our approach to selecting vendors, verifying compliance, and improving practices in our supply chain. Complementary to the stipulations of our SCPCoC, the Policy outlines our approach and expectations for:

- Complying with all applicable environmental laws and regulations including but not limited to environmental management requirements, energy and GHG emissions, water use,

wastewater discharge, hazardous and non-hazardous waste management, air emissions, and chemical management requirements, where applicable.

- Conducting business in a manner that protects the environment, conserves resources, and ensures sustainable development.
- Evaluating suppliers to assess the sustainability of Lands' End's supply chain and mitigate potential environmental risks.

- Prioritizing suppliers who are committed to protecting the environment and who demonstrate sustainable sourcing practices.

In 2024, 100% of our Tier 1 Direct Product Vendors

acknowledged receipt of the Supply Chain Partner Code of Conduct, which is required at vendor setup and is updated and signed every two years. Throughout the reporting period, Lands' End conducted 183 labor and social compliance audits at our Tier 1 manufacturing facilities, which comprise 91% of our total volume.

Environmental Impacts

We always seek to use good judgment regarding the environmental impact of our operations and to develop programs, policies, and procedures that minimize or eliminate significant threats to the environment. As outlined in our SCPCoC, we expect our supply chain Partners to also continuously improve the sustainability of their products, packaging, and procedures – with a focus on:

- Enhancing awareness of significant environmental impacts, both positive and negative, on business operations.
- Complying with all applicable environmental laws and regulations.
- Demonstrating sensitivity to environmental issues that may impact local communities.
- Developing processes and procedures for the proper and safe handling, storage, transportation, and disposal of hazardous waste.
- Providing environmental data when requested.
- Reducing negative environmental impacts concerning energy and carbon emissions, waste generation, water usage, and any discharges to the environment.

Labor Conditions and Human Rights

We ask our vendors to provide us with full access to their facilities and to relevant records relating to their employment practices. We audit our vendors' approaches to managing forced and child labor concerns, wages and benefits, discrimination, freedom of association, unlawful inducements, safe and healthy working conditions, and other business practices.

We also recognize our responsibility to follow the employment and human rights laws of every country where we conduct business. We require Partners to adopt similar practices in their business operations and to follow the Lands' End Global Compliance Requirements & Guidebook as well as our new Sustainable Procurement Policy. Key considerations that both documents request of suppliers include:

- Development of processes and procedures for ensuring that material, accessory, and service providers also conduct their business operations in a socially responsible manner.
- Implementation of management systems and controls that identify hazards and assess control risks.
- Maintenance of a safe and humane working environment and compliance with all applicable laws regarding working conditions, including accident prevention, health and safety, fire safety, and electrical, mechanical, and structural safety.
- Maintenance of zero tolerance of any discrimination or harassment within the workplace.
- Maintenance of zero tolerance towards child, forced and compulsory labor, and human trafficking.



Chemical Use and Management

Lands' End is committed to conducting its business in a manner designed to protect consumers, workers, and the environment. Part of these efforts include taking a hazards-based approach to ensuring that our products are sourced in compliance with applicable restricted chemical regulations both in the country(ies) where those products are made and in our own markets.

Our Compliance team has adopted the American Apparel & Footwear Association's (AAFA) RSL. As part of our vendor onboarding process, suppliers undergo technical audits before being introduced into our supply chain, to ensure their

operations comply with all applicable AAFA RSL testing requirements. Under our testing and safety protocols, our suppliers must ensure that all finished products, as well as components and raw materials that go into those products, comply with

the regulations and standards listed in the most current version of the AAFA RSL.

We require our suppliers to periodically verify and test our finished products for compliance through certified third-party testing labs. We also receive annual verification that each of the testing labs' certifications remain up to date. Additionally, as part of our regular factory audit process, third-party auditors evaluate our Tier 1 suppliers to determine their compliance with the safe handling, use, storage, and disposal of any chemicals used in the manufacturing process.

In 2024, we:

- Formalized a Chemical Management Policy.
- Maintained Oeko-Tex Standard 100 certification for all Lands' End Outfitter apparel and many of our home (bed and bath) products.
- Piloted GoBlu's the BHive chemical management system among suppliers currently active in the BHive system.

As our design and sourcing teams continue their work to identify sustainable opportunities in fabric innovations, technology, and other areas we hope to achieve incremental decreases to our chemical footprint across all our brands.

Spotlight

Starting in 2023, Lands' End has collaborated with global recycled cotton fiber producers, Recover™, to launch a low-impact denim collection using recycled cotton fiber. Together we are developing sustainable denim pieces, in timeless styles for both men and women - all of which contain 20% of Recover's recycled cotton fiber produced from textile waste scraps.

Using Recover's high-quality recycled cotton fiber significantly reduces the environmental impact of the garment compared to apparel made with virgin fiber, and this collaboration shows how textile waste can be integrated back into the system to create a more sustainable production model. Furthermore, the adoption of Recover's recycled cotton fiber supports our ambition of becoming a more circular business.





Raw Materials Sourcing

We make every effort to consistently source sustainable and ethically made raw materials from sources respecting people, communities, the planet, and animal welfare. Over the last several years we have introduced products with more responsibly sourced materials when compared to conventional materials. For example, we are trending toward 100% responsibly sourced cotton in the near future.⁵

Looking forward, we will continue to identify and introduce more sustainable raw materials that may lessen the risks associated with our environmental footprint and social impacts. We will also collaborate with our suppliers to improve oversight and capture additional reportable metrics in this area.



Lands' End customers can be assured that we are fully committed to having a responsible, trustworthy, and ethical supply chain that includes the use of responsibly sourced down. Lands' End does not use, purchase, or source live plucked down, which is a barbaric practice that is completely out of line with our values.

Supply Chain Partners



Cascale (formerly the Sustainable Apparel Coalition)

An active member since 2013, we utilize the industry tools for our supplier engagement and environmental data collection efforts, including the [Higg Index Facility Environment Module \(FEM\)](#) and have provided quality feedback to Cascale about its tools and service offerings.



Better Cotton

We partner with [Better Cotton](#) to improve cotton farming globally. Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment.



Revive (formerly Martex Fibers)

Instead of disposing of unusable materials and apparel from Lands' End Business Outfitters, we partner with major textile recycling company, Revive, to downcycle those textiles into material for insulation. Since its inception, we have sent 893 tons to be recycled, roughly 1584 bales, or 44 truckloads.



Conserving Resources and Reducing Our Impact

At Lands' End, we aim to lessen our environmental impact and contribute positively to sustainability efforts of the fashion industry.

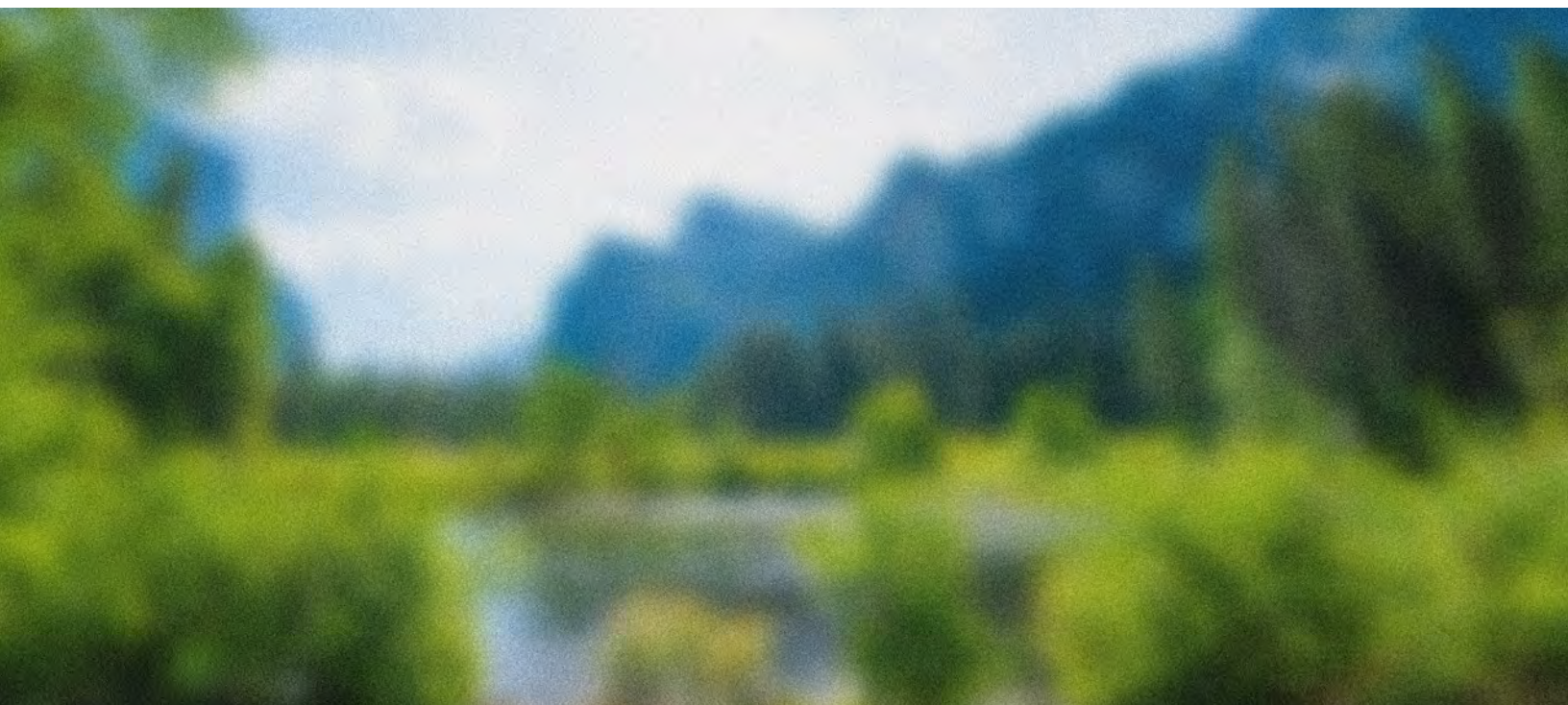
Lands' End is committed to doing better for our environment, one step at a time. As an ongoing priority, our commitment involves reducing the environmental impact of our buildings and operations, raising awareness and educating our employees about reducing our internal use of consumables and natural resources, and implementing a broad range of recycling and waste management initiatives at our corporate office and DCs. Guiding our efforts in promoting the sustainability of forests and other natural resources, we have a Sustainable Paper Procurement Policy that outlines our approach to procuring paper sourced from sustainable fibers and recycled sources for our catalogs, mailings, and company use. We require all paper products to be from legally harvested and traded sources and our suppliers must demonstrate that they are progressively phasing out the use of unwanted forest sources.

Internally, we are:

- Building out efficient water and energy management programs and replacing fluorescent lamps with energy-efficient LEDs.
- Composting fruit, food scraps, and coffee grounds collected from campus cafeterias.
- Disposing non-recyclables at an on-campus composting site.
- Recycling aluminum cans and glass.
- Reducing our use of office paper products and plastics.
- TRUE certified for zero waste at our headquarters.

- Using Energy Star-certified machinery/appliances, and replaced a chiller plant this year.
- Working with partners to reuse electronic equipment before recycling.
- Working with some of our largest Outfitters customers to send materials and branded clothing that can't be repurposed to ReVive Fiber – where fibers are recycled and used as automotive insulation.

We oversee our progress by conducting an environmental assessment each year and look forward to improving the results of our actions year-on-year.



Climate Change and GHG Emissions

Since our founding, Lands' End has championed innovation and sought to leave the world a better place than we found it. We recognize the increasing impacts that climate change is having on the apparel industry including supply chain disruptions and altered growing conditions due to changing temperatures and precipitation patterns. These impacts are encouraging brands like ours to adapt and innovate by sourcing from different regions, investing in sustainable practices, and adjusting their designs and materials to changing weather conditions.

In response, we have been curating our approach to managing and mitigating these impacts by focusing on:

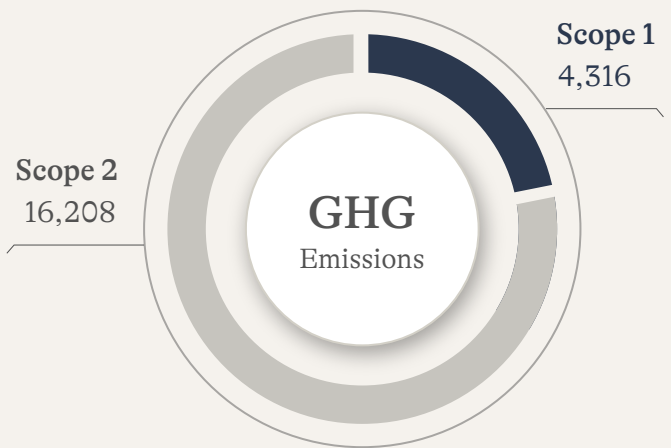
- Carbon reduction efforts via energy efficiency initiatives to reduce natural gas usage and purchased electricity.
- Procurement of renewable energy to supplement our operational emission reductions and the scoping of potential solar installation projects at our largest facilities.
- Understanding the impact of purchasing electricity from power grids undergoing rapid decarbonization and targeting those areas for operations.
- Engagement with Tier 1 suppliers to assess climate impacts of products and materials as purchased materials represent the majority of our Scope 3 emissions.

We reduce energy emissions within our transportation and distribution operations through optimizations discovered via logistics analyses.

In 2024, we conducted our first annual robust carbon footprint, which included third-party verification of our fiscal year 2023 Scope 1 and 2 GHG emissions, and quantification of Scope 3 value chain emissions. Looking ahead, we

are exploring further opportunities to reduce emissions throughout our supply chain, from raw material sourcing to product manufacturing and distribution. We will also be assessing our vulnerability to climate change impacts and developing plans to mitigate those risks.

We utilized the World Resources Institute (WRI) Aqueduct and World Wildlife Fund (WWF) Water Risk tools to identify our facilities located in areas of high- and extremely-high water risk. Likewise, we are focused on safeguarding biodiversity and completed a biodiversity screening assessment using the WWF Biodiversity Risk tool to assess the number of Lands' End operational sites that are located within or near protected areas, and areas of high biodiversity value outside protected areas.



Leaping Toward Climate Action

Our inaugural carbon footprint analysis and reporting on GHG emissions has laid the groundwork for establishing a science-based target for carbon reductions inclusive of our entire value chain, across Scope 1, 2 and 3 emissions. As part of our strategic planning process, we are working toward a decarbonization road map to define a pathway to reduce emissions in alignment with SBTi and the Paris Agreement goals.

We are also proud to participate in FASHION LEAP FOR CLIMATE, an industry learning initiative aimed at accelerating science-based targets in fashion. Joining like-minded industry partners, we are learning how to identify meaningful and achievable pathways to deep decarbonization that are necessary to achieve the SBT initiative's short-term and long-term climate targets. Our participation forms an integral part of our commitment to support the transition to a climate-resilient future.



Reducing Waste

At Lands' End, we recognize the environmental impact of our industry and the waste that fashion creates. Core to our commitment to durability and creating long-lasting products is the desire to minimize the creation of waste.

To operate in a more circular manner, we reuse, recycle, or compost the waste generated within our own operations as best we can - and approximately 90% of waste from our Wisconsin facilities is reused, recycled, or composted. We do this by focusing on managing the most common forms of waste within our corporate offices and DCs which are cardboard, plastic, and paper.

Using recycled products is a significant component of our larger recycling ambitions. We maintain an assertive program at the corporate level to buy paper products made from recycled materials. Our poly mailers contain 10% post-consumer recycled materials, corrugated shipping boxes contain an average of 35% recycled fiber, and fanfolds are manufactured with 100% pre-consumer recycled material. In 2024, our Reedsburg DC changed to a paperless warehouse management system, and our Dodgeville DC is planning to complete the system change in Spring 2026, which will lead to

an estimated 30% reduction in non-recyclable waste. We are also in the midst of transitioning away from plastic bag use in our retail stores and will provide only paper bags that are labeled as reusable, recyclable, and compostable.

We have also attained TRUE Zero-Waste certification at our Dodgeville headquarters, which is a program dedicated to measuring, improving, and recognizing zero-waste performance. Lands' End is the 6th project to be certified in Wisconsin and the only business that has certification for office, packaging, clothing, and DCs.

Waste-related data is tracked internally and also attained from Higg FEM which collects data shared by our tier 1 and tier 2 purchased goods suppliers. We are also required to track all waste data for TRUE certification, which is pulled from invoices from recyclers and waste handlers, and we also undergo a yearly waste audit at our Dodgeville campus.

Giving Products a New Life

We also apply very strict quality requirements to all our products. If, despite preventive measures, a product is made that does not meet these quality requirements, we have a responsibility not to sell it. When this happens, we either give the product to charity or recycle it and we maintain close relationships with both recyclers and up-cyclers who support us in this endeavor. For example, instead of disposing of unusable materials and apparel from Lands' End Business Outfitters, we partner with major textile recycling company Revive to downcycle those textiles into material for insulation. Since its inception in 2025 we have sent 893 tons to be recycled, roughly 1,584 bales, or 44 truckloads.

In addition, any rejected products, unsalable returned clothing, and hemming waste are donated to non-profit groups such as Hodan Center and Salvatorian Mission to be repaired and/or reused. In 2024, corporate giving and returns shipped over 65 tons of clothing pieces to various non-profit groups. Hemming scrap waste of 24 tons was used to make charity blankets.

There are very rare instances in which a product cannot be sold, given to charities, or recycled. We work preventively to minimize any such instances wherever possible and to accelerate new recycling technologies that can handle these challenges.

Environmental Community Partners



National Forest Foundation

A proud corporate supporter since 2012, Lands' End has funded the planting of nearly 1.5 million trees in five national forests.



Clean Lakes Alliance

A supporter since 2009 and became a founding and sustaining corporate partner in 2010. Lands' End supported the alliance through financial contributions, thousands of employee volunteer hours, and donations of custom clothing.



Wisconsin Sustainable Business Council

A member since 2009, Lands' End has received a Green Masters Award from the council's Green Masters Program for over 15 years. Each year, the council recognizes Wisconsin's sustainability leaders via the Green Masters award, which recognizes companies that apply highly sustainable practices in their operations.

Appendix

ESG Performance Metrics

Governance

Compliance	Unit of Measure	2024
Compliance with laws and regulations		
Significant instances of non-compliance with laws and regulations		
Instances for which fines were incurred	Number	0
Instances for which non-monetary sanctions were incurred		0
Monetary value of fines for instances of non-compliance with laws and regulations		
In the current reporting period	Currency (USD)	0
Previous reporting period		0

Anti-corruption	Unit of Measure	2024
Communication and training about anti-corruption policies and procedures		
Total number of employees		1,160
Executive		3
Senior manager		6
Middle manager	Number	10
Supervisor		25
Staff		1,116
Percentage of total employees	Percentage	27%
Confirmed incidents of corruption and actions taken		
Total number and nature of confirmed incidents of corruption		0
Confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0
Anti-Competitive Behavior		
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
Legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Number	0
Stakeholder Engagement		
Collective bargaining agreements		
Total employees covered by collective bargaining agreements	Number	0
Percentage of employees covered by collective bargaining agreements	Percentage	0%

Social

Activities and Workers ⁶	Unit of Measure	2024
Employees		
Total Company		
Female		3,026
Male		1,202
Total		4,228
Employees by Region		
United States		4,216
Asia		12
Elsewhere		500
Permanent Employees, Full Time		
Female		599
Male		269
Total	Number	868
Permanent Employees, Part Time		
Female		2,427
Male		933
Total		3,360
Seasonal Employees, Part Time		
Female		1,083
Male		417
Total		1,500
Workers who are not employees but whose work is controlled by the organization		
Total	Number	407

Employment	Unit of Measure	2024
New employee hires		
New employee hires during the reporting period		
Female		478
Male		286
Total	Number	764
Female		6
Male		4
	Rate	

Occupational Health and Safety (OHS)	Unit of Measure	2024
Workers covered by an OHS management system		
Employees/workers covered by an OHS system		
Workers who are not employees but act as a contractor for the organization	Number	407
Work-related injuries		
All Employees		
Fatalities as a result of work-related injury	Number	0
	Rate	0.00
High-consequence work-related injuries (excluding fatalities) ⁷	Number	5
	Rate	0.17
Recordable work-related injuries ⁸	Number	39
	Rate	1.34
The number of hours worked	Number	5,826,928
Workers who are not employees but act as a contractor for the organization		
Fatalities as a result of work-related injury	Number	0
	Rate	0
High-consequence work-related injuries (excluding fatalities)	Number	0
	Rate	0
Recordable work-related injuries	Number	0
	Rate	0
The number of hours worked	Number	0
Work-related ill-health		
All Employees		
Fatalities as a result of work-related ill health	Number	0
Cases of recordable work-related ill health		0
Workers who are not employees but act as a contractor for the organization		
Fatalities as a result of work-related ill health		0
Cases of recordable work-related ill health	Number	0

Supply Chain

Total Suppliers		Unit of Measure	2024			
Total Tier 1 suppliers and suppliers beyond Tier 1		Number	356			
Tier 1 suppliers and suppliers beyond Tier 1						
Tier 1 suppliers		Number	173			
		Percentage	49%			
Suppliers beyond Tier 1		Number	183			
		Percentage	51%			
Environmental Impacts in the Supply Chain		Unit of Measure	2024			
Tier 1 suppliers and suppliers beyond tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment						
Tier 1 suppliers		Number	118			
		Percentage	79%			
Suppliers beyond Tier 1		Number	32			
		Percentage	21%			
Labor Conditions in the Supply Chain		Unit of Measure	2024			
Tier 1 supplier facilities and supplier facilities beyond Tier 1 that have been audited to a labor Code of Conduct						
Tier 1 suppliers		Number	145 ⁹			
		Percentage	84%			
Suppliers beyond Tier 1		Number	0			
		Percentage	0%			
Total audits conducted by a third-party auditor						
Tier 1 suppliers		Number	145 ¹⁰			
		Percentage	84%			
Suppliers beyond Tier 1		Number	0			
		Percentage	0%			
Sustainably Sourced Cotton		OUM	2021	2022	2023	2024
Better Cotton usage in our commitment towards more sustainably sourced cotton		Tonnes (Better Cotton Claim Units)	1.88	3.80	4.93	7.98

Supply Chain Partner Code of Conduct		2024
Tier 1 Direct Product Vendors with orders		100% Acknowledged

* A required document at vendor set up that is updated and signed every 2 years

Tier 1 Manufacturing Facilities Labor and Social Compliance Audits	Number of Audits	2024 % Unit of volume	Cumulative
Audits conducted in FY2024 by third party or certification	99	49.48%	-
Applicable Audits conducted in FY 2023	46	30.46%	79.94%
Applicable Audits prior to 2022	38	11.02%	90.96%
Total:	183	90.96%	-

* Factories are rewarded for audit performance with less third-party audits based on risk assessments. The risk assessment includes country, volume, public data screening including entity lists number of employees and assessment of foreign migrant and migrant workers.

Environmental

Emissions <i>All in MT CO2e</i>	2023				2024			
	Direct Scope 1 GHG emissions	Indirect Scope 2 GHG emissions	Other Indirect Scope 3 GHG emissions	Total	Direct Scope 1 GHG emissions	Indirect Scope 2 GHG emissions	Other Indirect Scope 3 GHG emissions	Total
CO2	4,338	16,778	-	21,116	4,243	16,106	-	20,349
CH4	2	38	-	41	2	37	-	39
N2O	3	68	-	71	2	65	-	68
HFCs	68	-	-	68	69	-	-	69
CO2e	4,411	16,884	167,310	188,605	4,316	16,208	-*	20,524

Emissions – continued		2023	2024
GHG emissions intensity - Scope 1 and 2 emissions	MT CO2e	21,295	20,524
Organization-specific metric (the denominator) chosen to calculate the ratio - Revenue	USD million	1,473	1,363
GHG emissions intensity ratio for the organization	MT CO2e	14.5	15.1

* Data collection and calculations for 2024 Scope 3 Emissions were still ongoing at time of reporting, and will be included in next year's report.

Waste	2024
Waste generated (by composition)	
Total waste generated	4,305
Mixed Municipal Solid Waste	4,305
Waste diverted from disposal	
Total weight of non-hazardous waste diverted from disposal	3,983
Recycling	3,981
Composting	2
Waste directed to disposal	tons
Total waste directed to disposal	406
Total weight of non-hazardous waste directed to disposal	406
Landfilling	404
Other disposal operations	2

Content Indexes

GRI Content Index

Statement of use:	Lands' End has reported the information cited in this GRI content index for the period of January 26, 2024, through January 31, 2025, with reference to the GRI Standards.
GRI 1 used:	Foundation 2021

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> - Lands' End – Ready for Life's Every Journey - Appendix - GRI Content Index 	<ul style="list-style-type: none"> - Lands' End, Inc. - Public Company traded on NASDAQ (LE) - Headquarters: Dodgeville, WI - Countries of operations: US, UK, Germany, Hong Kong
	2-2 Entities included in the organization's sustainability reporting	- About this Report	--
	2-3 Reporting period, frequency and contact point	- About this Report	--
	2-4 Restatements of information	- Appendix - GRI Content Index	This is our inaugural report, no restatements applicable at this time.
	2-5 External assurance	- Appendix - GRI Content Index	Our GHG emissions (Scopes 1 and 2) have received limited assurance.
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> - Lands' End – Ready for Life's Every Journey - 2024 At a Glance 	--
	2-7 Employees	<ul style="list-style-type: none"> - Taking Care of Our Team Appendix - ESG Performance Metrics - Social 	--
	2-8 Workers who are not employees	<ul style="list-style-type: none"> - Appendix - ESG Performance Metrics - Social - Appendix - GRI Content Index 	Consists mainly of independent contractors.
	2-9 Governance structure and composition	- Operating with Integrity	--
	2-10 Nomination and selection of the highest governance body	- Schedule 14A Proxy Statement	--

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
	2-11 Chair of the highest governance body	- Appendix - GRI Content Index	Mrs. Josephine Linden has been a member of the board since March 2014 and has served as Chair of the Board since October 2014. She is not a senior executive in the organization.
	2-12 Role of the highest governance body in overseeing the management of impacts	- Operating with Integrity	--
	2-13 Delegation of responsibility for managing impacts	- Operating with Integrity	--
	2-14 Role of the highest governance body in sustainability reporting	- About this Report	--
	2-15 Conflicts of interest	- Appendix - GRI Content Index	The Lands' End, Inc. Board of Directors Code of Conduct describes the processes undertaken to ensure that conflicts of interest are prevented and mitigated.
	2-17 Collective knowledge of the highest governance body	- Corporate Governance Guidelines	--
	2-18 Evaluation of the performance of the highest governance body	- Corporate Governance Guidelines	--
	2-19 Remuneration policies	- Lands' End, Inc. Director Compensation Policy - Schedule 14A Proxy Statement, Pg. 14	--
	2-20 Process to determine remuneration	- Lands' End, Inc. Director Compensation Policy - Schedule 14A Proxy Statement, Pg. 14	--
	2-22 Statement on sustainable development strategy	- A Message from our CEO	--
	2-23 Policy commitments	- Taking Care of Our Team - Human Rights and Ethical Labor Practices - Appendix - GRI Content Index	Lands' End has several corporate policies, such as our Code of Conduct, that support national and international sustainable development commitments. Notably, our new Human Rights Policy includes our companywide commitment to respecting all human rights. Each policy defines the extent to which the policy commitments apply to organizational activities and business relationships.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
	2-24 Embedding policy commitments	- Taking Care of Our Team - Human Rights and Ethical Labor Practices	--
	2-26 Mechanisms for seeking advice and raising concerns	- Operating with Integrity - Communication of Critical Concerns	--
	2-27 Compliance with laws and regulations	- Appendix - ESG Performance Metrics - Governance	--
	2-29 Approach to stakeholder engagement	- About this Report - Stakeholder Engagement	--
	2-30 Collective bargaining agreements	- Appendix - ESG Performance Metrics - Social	--
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	- About this Report - Material Topics	--
	3-2 List of material topics	- About this Report - Material Topics	--
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Operating with Integrity - Business Conduct and Ethics - Taking Care of Our Team - Community Engagement	--
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	- Operating with Integrity - Business Conduct and Ethics - Appendix - GRI Content Index	In 2024, Lands' End received eight reports to the confidential hotline. Of these cases, 100% were acknowledged within 24-hours. Following investigation, none revealed a violation of the Code of Conduct or Company policy.
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Conserving Resources and Reducing Our Impact - Climate Change and GHG Emissions	--
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Conserving Resources and Reducing Our Impact - Climate Change and GHG Emissions	--
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-4 GHG emissions intensity		

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
	305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances (ODS)	- Appendix - ESG Performance Metrics - Environmental	--
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	- Conserving Resources and Reducing Our Impact - Conserving Resources and Reducing Our Impact - Reducing Waste	--
	306-2 Management of significant waste-related impacts	- Conserving Resources and Reducing Our Impact - Conserving Resources and Reducing Our Impact - Reducing Waste	--
	306-3 Waste generated 306-4 Waste diverted from disposal	- Conserving Resources and Reducing Our Impact - Reducing Waste	--
	306-5 Waste directed to disposal	- Appendix - ESG Performance Metrics - Environmental	
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Ensuring Quality and Operating Responsibly - Ensuring Quality and Operating Responsibly - Supply Chain Impacts	--
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Taking Care of Our Team	
	401-1 New employee hires and employee turnover	- Appendix - ESG Performance Metrics - Social	--
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	- Taking Care of Our Team - Rewarding Great Work	--

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		
	403-1 Occupational health and safety management system		
	403-2 Hazard identification, risk assessment, and incident investigation	- Taking Care of Our Team - Employee Health and Safety	--
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-8 Workers covered by an occupational health and safety management system	- Appendix - ESG Performance Metrics - Social	--
	403-9 Work-related injuries		
	403-10 Work-related ill health		
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Taking Care of Our Team - Excellence for All - Appendix - GRI Content Index	We are an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other characteristic protected by law.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	- 2024 At A Glance - Operating with Integrity	--

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Taking Care of Our Team - Human Rights and Ethical Labor Practices	--
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Taking Care of Our Team - Human Rights and Ethical Labor Practices	--

SASB Disclosure Index

Apparel, Accessories & Footwear Standard - 2023-12

SASB Code	Accounting Metric	Reporting Location	Remarks and Additional Information
Chemical Use and Management (in Products)			
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	<ul style="list-style-type: none"> - Ensuring Quality and Operating Responsibly - Safe, Quality Products - Ensuring Quality and Operating Responsibly - Chemical Use and Management 	--
CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	<ul style="list-style-type: none"> - Ensuring Quality and Operating Responsibly - Chemical Use and Management 	--
Environmental Impacts in the Supply Chain			
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	<ul style="list-style-type: none"> - Appendix - ESG Performance Metrics - Supply Chain 	--
Labor Conditions in the Supply Chain			
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor Code of Conduct, (3) percentage of total audits conducted by a third-party auditor	<ul style="list-style-type: none"> - Appendix - ESG Performance Metrics - Supply Chain 	--
Raw Materials Sourcing			
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	<ul style="list-style-type: none"> - Ensuring Quality and Operating Responsibly - Raw Materials Sourcing 	--

Activity Metrics

Human Rights & Ethical Labor Practices

CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	- Appendix - ESG Performance Metrics - Supply Chain	--
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2024 Report Endnotes

¹ For only Lands' End sourced products

² 1,160 employees – includes new employees and those up for retraining

³ At Dodgeville, Reedsburg, Stevens Point locations

⁴ At Dodgeville, Reedsburg, Stevens Point locations

⁵ For only Lands' End sourced products

⁶ Employee data reflects our US and Hong Kong operations only

⁷ 200,000 as multiplier

⁸ 200,000 as multiplier

⁹ In the last 2 years representing 80% of our volume

¹⁰ In the last 2 years representing 80% of our volume