

VUORI, INC. ANNUAL FORCED LABOUR REPORT AND MODERN SLAVERY STATEMENT

1. Introduction and Identity

The following report and statement (the “**Statement**”) is made by Vuori, Inc. (“**Vuori**”, the “**Company**”, “**our**”, “**us**” and “**we**”) pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Canada Act**”), California’s Transparency in Supply Chains Act (the “**California Act**”) and the U.K. Modern Slavery Act 2015 (the “**U.K. Act**”), all of which are referred to collectively as the “**Acts**”.

As used in this Statement, “forced labour” includes, without limitation, modern slavery, prison labour, indentured labour, bonded labour, compulsory labour, servitude, human trafficking, and forced labour as defined in the Canada Act and other similar conduct. “Child Labour” includes, without limitation, child labour as defined in the Canada Act and other similar conduct.

This Statement sets out Vuori’s global business practices to prevent and reduce the risk that forced labour or child labour was used in any part of our business or supply chains. Our practices reflect the work of Vuori and its subsidiaries, as our supply chain risks are the same across all our companies and are centrally managed. However, only Vuori, Inc. is directly subject to the Canada Act for our activity related to Canada and the U.K. Act for our activity related to the United Kingdom.

This Statement covers the fiscal year ended December 31, 2025 (the “**Reporting Period**”).

2. Structure, Activities and Supply Chains

Vuori is a Delaware corporation and the parent company of subsidiaries in the United Kingdom, China and Taiwan. We are headquartered in Carlsbad, California and specialize in premium performance apparel inspired by the active coastal California lifestyle. We take a global approach to human rights and compliance and are committed to a safe and healthy work environment for our team members.

Our business includes retail operations, wholesale distribution, and direct-to-consumer sales across multiple international markets, including the United States, Canada, China and the United Kingdom. We do not own or operate any manufacturing facilities. We purchase our products from Tier 1 vendors with manufacturing facilities and operations spanning Asia and Europe. Vuori imports its products into the United States, Canada, China and the United Kingdom.

3. Steps Taken by Vuori During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

Vuori is committed to the safe and ethical development, manufacture and distribution of its VUORI® brand products and aims to prevent and reduce the risks of forced labour and child labour in our business and supply chains. Given the footprint of our Tier 1 manufacturing vendors across Asia and Europe, we recognize that our supply chain presents potential forced labour and child labour risks that require monitoring and management. We use supply chain mapping technology to identify and assess forced labour risks in Vuori’s product supply chain. To mitigate these risks, we have established and implemented the policies and processes described below.

4. Policies and Due Diligence Processes

As part of our vendor onboarding process, we request that our Tier 1 manufacturing vendors abide by our Vuori Vendor Code of Conduct (the “**Vendor Code**”), which aligns with the *International Labour Organization (ILO)* core labour standards and requires compliance with all applicable laws. The Vendor Code outlines our requirements that our Tier 1 manufacturing vendors: (a) will not engage in forced labour, child labour or human trafficking, including that employees work at their own free will (b) protect workers’ freedom, monitor third-party agents and recruiters, and (c) ensure workers maintain control of their citizenship documents with contracts written in their native language. Under the Vendor Code, our Tier 1 manufacturing vendors must also ensure that any subcontracting complies with our Vendor Code. In addition, the Vendor Code prohibits such vendors from utilizing or purchasing materials from business partners utilizing forced labour. If any vendor fails to adhere to these requirements, Vuori will take necessary remediation measures, which could include terminating the business relationship.

Vuori’s Development, Sourcing and Sustainability teams manage our social compliance due diligence process. As part of this process, in addition to being required to comply with the Vendor Code, Tier 1 manufacturing vendors may be subject to additional measures including announced or semi-announced social assessment audits, third-party verification, due-diligence procedures, and on-site visits. We use third-party auditors and supply chain mapping technology to audit and monitor compliance and identify forced labour risks. Audits are conducted on an unannounced basis during specified time windows.

Vuori’s team members (we refer to our employees as “**team members**”) also agree in writing to comply with the Vuori Code of Business Conduct and Ethics (the “**Employee Code**”), which includes a commitment to conduct our business in a manner that respects the dignity of all, and support international efforts to promote and protect human rights, including an opposition to forced labour, human trafficking or child labour. A breach of the ethical principles contained in the Employee Code could lead to progressive disciplinary action up to and including dismissal. We provide a hotline for our Vuori team members to report violations, suspicion of violations or potential policy conflicts. We also encourage Vuori team members to alert us about any issue or suspicion of forced labour or child labour in any part of our business or supply chains.

5. Parts of Business and Supply Chains with Forced Labour and/or Child Labour Risks and Steps Taken by Vuori to Assess and Manage Those Risks

Vuori understands that, in our industry, risks related to forced labour and child labour are higher in global supply chains. Generally, Vuori assumes higher risks exist in the areas of child labour and forced labour due to known industry risk. We prioritize risk mitigation in these areas. In addition to the information provided in Item 4 above, Vuori utilizes supply chain mapping technology to identify forced labour risks, potential affiliations with listed entities, and to conduct enhanced due diligence where elevated risk indicators may be present. We also participate in trade associations and monitor association and industry resources to help us identify potential high-risk areas. We also understand there are human rights risks in our raw materials supply chain, and we take actions that seek to mitigate these risks, which can include obtaining country of origin declarations and collecting documents that provide visibility into the flow of materials that are used in our supply chain.

6. Remediation Measures

In the event Vuori suspects or discovers any forced labour or child labour in its business or supply chain, we will take measures to address it. If we substantiate that a vendor is in violation of our prohibition against forced labour and child labour, depending on the nature of the violation, Vuori may direct our Development, Sourcing and Sustainability teams to work with the vendor and our preferred third-party assessment provider to develop a corrective action plan and conduct follow-up assessments to validate remediation. Our objective is to work with vendors to resolve issues. However, we maintain the right to terminate vendor relationships.

During the Reporting Period, Vuori did not receive any reports of child labour and received one report of a possible Vendor Code violation at a Tier 1 factory engaged by a sourcing agent. Vuori investigated and is taking appropriate corrective and remedial action.

7. Remediation of Loss of Income to the Most Vulnerable Families

We did not identify any loss of income to vulnerable families resulting from our measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

8. Employee Training

Vuori continues to engage with its employees to ensure that they understand and comply with the Employee Code, which includes prohibitions on forced labour and child labour. All Vuori team members receive the Employee Code and access to related resources.

9. Assessing the Effectiveness in Ensuring that Forced Labour and Child Labour are not Being Used in Vuori's Business and Supply Chain

Vuori assesses the effectiveness of its efforts to address forced labour and child labour risks through reviews of vendor compliance with the Vendor Code, including evaluation of social compliance audit reports submitted by our Tier 1 manufacturing vendors. Vuori plans to continue developing its assessment processes in the coming year.

10. Approval and Attestation

This Report was approved by all of the Directors of Vuori, Inc. on April 3, 2026 pursuant to Section 11(4)(a) of the Canada Act. In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report on behalf of the governing body of Vuori, Inc. Based on my knowledge, and having exercised reasonable diligence, in my capacity as a director, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canada Act, for the Reporting Period listed above.

Date: April 3, 2026



Joseph Kudla, Director
I have authority to bind Vuori, Inc.