



**FOREVER.
FASTER.**

STATEMENT

PUMA STATEMENT REGARDING RA INTERTRADING, ARGENTINA

In March 2022, the workers of RA Intertrading denounced the alleged suspensions and dismissals of their colleagues at the company's Buenos Aires plant amid calls to improve salaries to meet the standard of living in Argentina.

RA Intertrading has been accused of maltreatment and threats against workers, as well as gender and labor violence. The company was also accused of increasing production objectives, which put the physical and mental health of workers at risk. Furthermore, workers have called for an end to alleged illegal anti-union attempts, following the dismissal of their two representatives and other workers in an attempt to suppress the right to organize.

Once PUMA learned about the situation, we immediately engaged with the factory management. A Collective Bargaining Agreement on a 48% salary increase was signed in April 2023 between the trade union and the factory management.

Most of the dismissed workers were either re-instated or reached an agreement with the management. A court case is still ongoing for two of them. We followed up with the re-instated worker and he is satisfied with the working conditions.

Through interviews with workers conducted by an independent third-party, we learned that there have been no cases of maltreatment, threats against workers, or gender and labor violence. There was still no sign of such behavior at the factory in early June 2023. The three union leaders representing R.A. workers confirmed there was no discrimination or intimidation against trade unions members.

Through a third party investigation, we could verify that production targets were reasonable to achieve, but the launch of a new style in a production line could initially slow down the production efficiency.

An audit was conducted at this factory in December 2022 and again in April 2023 and none of these findings were identified.

We will keep working with the factory to improve their grievance mechanism and social dialogue internally.

PUMA

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