

Kontoor Climate Standard Operating Procedure (Standard)

Owner: Sustainability Department

AVAILABLE TRANSLATIONS:

<input type="checkbox"/> Chinese	<input type="checkbox"/> Polish	<input type="checkbox"/> Dutch	<input type="checkbox"/> Spanish	<input type="checkbox"/> German
<input type="checkbox"/> French	<input type="checkbox"/> Italian	<input type="checkbox"/> Other	<input type="checkbox"/>	<input type="checkbox"/>

I. Purpose

The purpose of this document is to set forth the Kontoor Brands, Inc. (“Kontoor”) commitment to addressing the climate crisis.

II. Background

Kontoor’s sustainability strategy is grounded in the areas where we have the greatest impact. Periodically, we conduct a double materiality assessment to continue addressing our most critical impacts, and their associated risks and opportunities. Through the assessment, we engaged relevant stakeholders to identify our most material topics, and the impacts, risks and opportunities related to those topics, which included Climate Change, both in respect to climate change readiness and our greenhouse gas emissions.

III. Scope

Kontoor is a global company with a value chain across the Americas, EMEA (Europe, Middle East and Africa), and APAC (Asia-Pacific). This document applies to all legal entities and employees of Kontoor, including its subsidiaries, manufacturing facilities, distribution centers, retail stores, and office spaces. It also applies to relevant stages of Kontoor’s supply chain including raw material production, fabric and trim manufacturing, and garments manufacturing and finishing. This standard does not cover emissions from consumer use of our products.

IV. Key Actions

Greenhouse gas (GHG) emissions throughout our value chain may contribute to climate change and exacerbate negative social and environmental impacts. Unstable climate conditions can negatively affect all stages of our value chain and failure to sufficiently manage climate risks can reduce the resilience of our business, supply chain and the communities in which we operate.

Key Actions – Science Based Targets:

In 2023, the Science Based Targets initiative (SBTi) approved our [science-based targets](#), aligning Kontoor’s emissions reduction strategy with the Paris Agreement’s 1.5°C target.

To achieve our scope 1, 2, and 3 greenhouse gas emissions, Kontoor has also set emissions reductions actions and appointed associate ambassadors in several categories, including purchasing more renewable energy, improving equipment, enhancing logistics, sourcing more Preferred Materials, improving manufacturing processes, influencing suppliers to establish science-based targets, and advancing circularity and additional sustainable innovations.

Key Actions – Additional Workstreams:

Kontoor is committed to reducing our environmental impact across our value chain, including the protection and regeneration of nature. These initiatives often intersect with our emissions reduction actions:

1. **Deforestation:** Our Forest-derived Materials Policy covers the sustainable and responsible use of forest products, to avoid the issues associated with deforestation and forest degradation.
2. **Materials:** Our Responsible Materials Policy works to ensure transparent and robust materials claims.
3. **Water Stewardship:** Our Water Policy aims to reduce our dependency on freshwater.
4. **Animal Welfare:** Our Animal-derived Materials Policy reiterates our commitment to treating animals with care and respect.

View all our policies and standards at KontoorBrands.com.

Key Actions – Remediation measures for actual negative impacts:

Climate Change can exacerbate social and environmental impacts, negatively affecting cotton production and water availability while increasing supply chain disruption due to extreme weather events. Kontoor addresses the impacts of climate change on our business in the following ways:

1. Our water strategy supports our internal facilities and supply chain partners in their adoption of water-efficient processes and technologies.
2. Our Global Sourcing and Procurement teams ensure we can handle the short-term risks related to price fluctuations and our Preferred Material strategy works to source more Preferred Materials, while driving the adoption of processes and technologies to scale the availability of sustainable materials globally. Additionally, we strive to ensure a balanced global sourcing strategy, which includes owned and operated manufacturing sites and global sourcing partners. Our approach to and management of the complexities of a global supply chain is informed by 125+ years of designing, manufacturing, sourcing, and distributing products.

V. Metrics:

In addition to tracking our scope 1, 2, and 3 emissions, we also track and monitor greenhouse gas intensity (per unit and per million dollars of revenue), energy efficiency, total renewable electricity consumption at company owned and operated facilities, total freshwater consumption, water intensity (freshwater consumption per unit), total reused and recycled water, and our raw materials in metric tons (mT) per origin and per quality.

VI. Responsibilities, Compliance, and Enforcement

Successful implementation of this standard requires cooperation from all employees across Kontoor. Kontoor's Sustainability Governance Council is responsible for governing this standard with cooperation from Kontoor's Sustainability Department and Responsible Sourcing Department, and for setting the strategy to meet our emissions reductions targets.

This document is available to all relevant stakeholders on the Kontoor Brands website. At Kontoor Brands, we hold our contracted factories to the same high standards of environmental responsibility found in our own facilities. We evaluate potential contracted factories against our rigorous standards

and require them to agree to our [Terms of Engagement](#), [our Global Compliance Principles](#), and relevant policies prior to entering our supply chain.

VII. Amendments

The Kontoor Sustainability Department will periodically review this standard and its procedures, and this document may need to be amended from time to time to comply with applicable laws, rules, and regulations and at Kontoor's sole discretion.