Consolidated Performance Databook 2024

KONTOOR Wrangler Lee

Kontoor Brands, Inc.

2024 DATABOOK

Kontoor Brands is committed to regularly reporting on our social and environmental impacts.

This document supplements the contents of our 2024 Sustainability Report, which sets out our commitments and progress towards the continuous improvement of our sustainability practices, and our 2024 Climate-related Financial Disclosures Report. This databook has not been prepared in accordance with the Global Reporting Standards (GRI), but we do include some GRI references where relevant. See our Sustainability Accounting Standards Board (SASB) Index 2024.

The data included in this document covers the calendar year of 2024. Historical data is provided where relevant. With the exception of our Scope 1 and Scope 2 GHG emissions, the data presented has not been subjected to third-party verification.

Find out more about our Greenhouse Gas Verification Statement

Note: In May 2025, Kontoor Brands acquired the outdoor and workwear brand, Helly Hansen. The information in this report does not reflect any impacts from this acquisition as it falls outside of the scope of our 2024 reporting window.

CLIMATE CHANGE

SCOPE 1 GHG EMISSIONS ($MTCO_2E$)[1]	2023	2024
Scope 1 ($MT\ CO_2e$)	16,000	17,000

SCOPE 2 GHG EMISSIONS	2023	2024
Scope 2 – Location-based GHG emissions	37,000	35,000
Scope 2 – Market-based GHG emissions	38,000	36,000

SIGNIFICANT SCOPE 3 GHG EMISSIONS[2]	2023	2024
Scope 3 GHG emissions	838,000	885,000

GHG ENERGY INTENSITY PER NET REVENUE[3]	2023	2024
Total GHG emissions (market-based) per net revenue ($MtCO_2eq$/Monetary unit)	0.00035	0.00036

[1] FY2024 Scope 1 and 2 GHG emissions have been verified by a third-party with a limited level of assurance.

[2] Scope 3 includes only categories with significant GHG emissons:
- Category 1 purchased goods and services
- Category 3 fuel and energy-related activities
- Category 4 upstream transportation and distribution, and
- Category 9 downstream transportation and distribution.

[3] Intensity measure is based on annual revenue of $2.6 billion in FY 2024.

MATERIALS SOURCING AND ASSURANCE

RAW MATERIAL SOURCING 2024[1]

Raw Materials	Total Consumption (MT) in 2024	Type	Year	Amount Consumed (MT)	% of Total Consumption
Cotton	**70,112**	Conventional	2024	16,831	20.39%
			2023	15,734	21.23%
		Preferred US/African/Australian	2024	47,860	57.99%
			2023	43,366	58.51%
		Better Cotton Initiative	2024	645	0.78%
			2023	1,119	1.51%
		Regenerative	2024	1,758	2.13%
			2023	220	0.30%
		Organic	2024	86	0.10%
			2023	53	0.07%
		Recycled Cotton	2024	2,932	3.55%
			2023	3,337	4.50%
Natural Fibers Excluding Cotton (hemp, linen & kapok)			2024	21	0.03%
			2023	18	0.02%
Manmade Cellulose Fiber			**2024**	801	0.97%
			2023	533	0.72%
Animal Fiber (Wool)			2024	10	0.01%
			2023	5	0.01%
Elastane			2024	1,114	1.35%
			2023	851	1.15%
Synthetics	10,471	Conventional	2024	6,543	7.93%
			2023	6,199	8.36%
		Recycled	2024	3,924	4.75%
			2023	2,457	3.31%
		Bio-based	2024	4	0.00%
			2023	227	0.31%
Total Consumption (MT)	82,529				
Total Preferred Material (MT)	57,209				
Total Conventional Material (MT)	25,320				
Preferred Cotton (out of total cotton)	76%				
Preferred Synthetics (out of total synthetics)	38%				

[1] Kontoor does not directly purchase raw materials but instead works with suppliers to select raw materials for use in our products by third-party manufacturers.

CHEMICALS MANAGEMENT

CHEMISTRY

	2023	2024
Total number of in-scope factories	133	169
Number of factories participated	131 (98%)	161 (95.2%)
Number of factories uploaded chemical inventories	128 (96.2)%	157 (92.8)%
Number of factories uploaded Higg FEM reports	125 (93.9%)	156 (92.3)%
Number of factories uploaded wastewater reports	125 (93.9%)	149 (88.2%)
Total Number of Chemicals from factory inventories	6,125	8,265
Overall Chemical conformity	5,059 (82.6%)	6,946 (84%)
Chemical conformity for Asia and EMEA factories	4,662 (85.7%)	6530 (87%)

Note: The percentage was calculated based on the total number of in-scope factories

WASTE GENERATED IN DISTRIBUTION CENTERS

Name of Distribution Center (DC)	2022	2023	2024
El Paso	94%	94%	95%
Hackleburg	96%	97%	97%
Luray	96%	97%	98%
Mexico City	98%	99%	100%
Mocksville	93%	96%	96%
Seminole	95%	98%	95%
Number of Zero Waste DCs (diversion rate of 95% or more)	4	5	6

WATER RESOURCES

WATER CONSUMPTION AND PERFORMANCE - INTERNAL MANUFACTURING				
	2022	2023	2024	% change 23-24
Total water consumption (m3)	36,000	269,000	185,500	-31%
Total water consumption in areas at water risk or high water-stress (m3)	51,660	76,200	50,300	-34%
Total water recycled and reused (m3)	398,200	435,400	613,900	41%
Total water stored (m3)	0	0	0	0%

WATER SAVING FROM INDIGOOD™ PROGRAM (SEE SUSTAINABILITY REPORT 2024 FOR DEFINITION OF INDIGOOD™)	
Year	Liters Saved
2022	725,319,000
2023	897,690,000
2024	1,311,925,000

OWN WORKFORCE

EMPLOYEE CHARACTERISTICS

ESRS S1-6

Gender	Number of employees (headcount) FY2024
Male	5,775
Female	7,413
Other	-
Not reported	39
Total	13,227

EMPLOYEE HEAD COUNT IN COUNTRIES WHERE KONTOOR HAS AT LEAST 50 EMPLOYEES REPRESENTING AT LEAST 10% OF ITS TOTAL NUMBER OF EMPLOYEES

Country	Number of employees (headcount) FY2024
Switzerland	65
Italy	67
Spain	71
Philippines	78
Poland	89
United Kingdom	132
India	145
Belgium	175
Bangladesh	232
Hong Kong	250
China	551
United States of America	3,046
Mexico	8,753

HEALTH AND SAFETY

Metric	YE 2024	YE 2023	YE 2022
Total hours worked – own workforce (number)	2,286,996	2,882,795	2,525,211
Total hours worked – other workforce	18,066,417	19,653,036	21,069,228
Fatalities resulting from work-related injury – own workforce (number)	0	0	0
Fatalities resulting from work-related injury – other workforce (number)	0	0	0
Fatalities resulting from work-related ill health –own workforce (number)	0	0	0
Fatalities resulting from work-related ill health – other workers (number)	0	0	0
Total Recordable Incident Rate – own workforce (number)	0.63	0.28	0.79
Total Recordable Incident Rate – other workers (number)	0.54	0.67	0.56
Lost Time Incident Rate – own workforce (number)	0.14	0.14	0.16
Lost Time Incident Rate – other workforce	0.3	0.28	0.27
Number of recordable incidents – own workforce	9	4	10
Number of recordable incidents – other workforce	50	66	59
Number of lost time cases – own workforce	2	2	4
Number of lost time cases – other workforce	15	14	19

WORKERS IN THE VALUE CHAIN

WORKER WELL-BEING			
Year	**Target**	**Result**	**Peformance**
2022	40%	43%	On-track
2023	50%	58%	On-track
2024	70%	92%	On-track

METHODOLOGICAL NOTE

For Scope 1 and 2:

For GHG emissions Scope 1, we used the EPA Center of Corporate Climate Leadership "Emission Factors for Greenhouse Gas Inventories", last published January 30, 2023, available at www.epa.gov/climateleadership.

For GHG emissions Scope 2, we calculated both market and location-based emissions. For the US, we used Green-E for the year 2022 which uses the same location-based emission factors as EGRID, available at https://www.green-e.org/2024-residual-mix. For Mexico we used a 2023 emission factor published online by the Mexican federal government and reported to SEMARNAT, the Mexico national environmental entity. For grid emission factors in the EU, we used the Association of Issuing Bodies (AIB) European Residual Mix for the year 2023, available at https://www.aib-net.org/facts/european-residual-mix/2023. For grid emission factors outside of the US, EU, and Mexico, we used the 2024 Carbon Footprint Ltd dataset, available at https://www.carbonfootprint.com/international_electricity_factors.html.

Supplier data:

Our supply chain is defined as follows: Tier 1 suppliers are garment manufacturers while Tier 2 suppliers are involved in textile production. Suppliers beyond Tier 1 may include textile production and raw material processing (e.g., yarn spinning). Unless otherwise noted, Tier 1 suppliers do not include our internal manufacturing facilities.

Raw materials sourced for our products - cotton definitions

Kontoor does not purchase raw materials, but instead works with our suppliers to select raw materials for use in our products by third-party manufacturers.

Organic cotton: Cotton certified to have been grown from non-genetically modified seeds, with minimal fertilizers and pesticides such as Global Organic Textile Standard (GOTS)-certified and Organic Cotton Standard (OCS)-certified cotton.

Regenerative cotton: Regenerative cotton uses farming practices that help to keep the land fertile, restore biodiversity and add carbon to the soil while aiming to secure the wealth of those who live on it.

Recycled cotton: Cotton from validated sources of post-industrial or post-consumer. Recycled cotton prevents additional textile waste and requires fewer resources than virgin cotton.

Preferred US/ African/ Australian cotton:

US cotton: US cotton producers follow responsible cotton practices which show continual improvements on environmental factors including land, water and energy.

African cotton (except Egypt and South Africa): Cotton grown in selected regions of Africa that statistically use less fertilizers and pesticides compared to conventionally-grown cotton outside of Africa. Data is backed by International Cotton Advisory Committee World Cotton Data Book.

Australian cotton: Australian cotton has 30+ years of data showing continual improvement on increased production on less land, more efficient water use and less impact on the environment.