

CONSOLIDATED PERFORMANCE DATABOOK 2023





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

This document supplements the contents of our 2023 Sustainability Progress Report, which sets out our commitments and progress towards the continuous improvement of our sustainability practices, and our 2023 TCFD 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 2023.

The data included in this document covers the year from January 1, 2023 to December 31, 2023. 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.

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CLIMATE CHANGE

ENERGY CONSUMPTION

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

| | 2020 | 2021 | 2022 | 2023 |
|-------------------------------------|--------------------|--------------------|--------------------|--------------------|
| Electricity | 400,500,242 | 377,748,534 | 395,834,376 | 345,141,462 |
| Natural Gas | 248,003,760 | 272,729,476 | 281,312,567 | 282,944,471 |
| Renewable Power | 174,823 | - | 131,360 | 11,240,856 |
| Diesel | 1,457,609 | 6,688,452 | 4,114,286 | 6,429,673 |
| Propane | 11,845 | 943,400 | 116,294 | 169,180 |
| Liquified Petroleum Gas (LPG) | 194,424 | 2,060,917 | 3,133,593 | 3,152,783 |
| Petrol | - | - | 14,454 | 759,558 |
| Total Renewable Energy | 174,823 | - | 131,360 | 11,240,856 |
| Total Non-Renewable Energy | 650,167,880 | 660,170,778 | 684,525,571 | 638,597,128 |
| Grand Total¹ (MJ) | 650,342,703 | 660,170,778 | 684,656,931 | 649,837,984 |

EMISSIONS FROM ENERGY CONSUMPTION

GRI 305-1 DIRECT (SCOPE 1) GHG EMISSIONS, GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

| | 2020 | 2021 | 2022 | 2023 |
|---|---------------|---------------|---------------|---------------------------|
| Electricity | 50,960 | 44,110 | 41,838 | 37,947 |
| Natural Gas | 12,485 | 13,730 | 15,861 | 14,244 |
| Renewable Power | - | - | - | - |
| Diesel | 103 | 471 | 288 | 449 |
| Propane | 1 | 56 | 7 | 10 |
| LPG | 11 | 121 | 200 | 185 |
| Petrol | - | - | 1 | 51 |
| Refrigerant (438A, 404A, 410 and MO99) | - | 857 | - | 1,348 |
| Total² (MT CO₂e)³ | 63,560 | 59,345 | 58,195 | 54,234 |
| Scope 1 (MT CO₂e) | 12,600 | 15,235 | 16,357 | 16,288² |
| Scope 2 (MT CO₂e) | 50,960 | 44,110 | 41,838 | 37,947² |

¹ The total may not add up due to rounding.

² FY2023 Scope 1 & 2 GHG emissions have been verified by a third-party with a limited level of assurance.

³ CO₂e or Carbon Dioxide equivalent is a metric measure used to compare the emissions from various greenhouse gases on the basis of their global-warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential.



INTENSITY METRICS, ENERGY AND GHG EMISSIONS

| Year | Employees | Units produced | Annual Revenue (\$M) | Energy (MJ) | | | Emission (kgCO ₂) | | |
|------|-----------|----------------|----------------------|-------------|-------------|-------------|-------------------------------|------------|-------------|
| | | | | Scope 1 | Scope 2 | Scope 1 & 2 | Scope 1 | Scope 2 | Scope 1 & 2 |
| 2023 | 13,700 | 141,000,000 | 2,607 | 293,455,665 | 356,382,318 | 649,837,983 | 16,288,000 | 37,947,000 | 54,234,000 |
| 2022 | 14,400 | 175,000,000 | 2,631 | 288,691,194 | 395,965,736 | 684,656,930 | 16,357,000 | 41,838,000 | 58,195,000 |
| 2021 | 14,000 | 151,000,000 | 2,500 | 282,422,245 | 377,748,534 | 660,170,779 | 15,235,030 | 44,110,200 | 59,345,230 |
| 2020 | 14,000 | 120,000,000 | 2,100 | 249,667,638 | 400,675,065 | 650,342,703 | 12,600,157 | 50,960,221 | 63,560,378 |

ENERGY INTENSITY

GRI 302-3 ENERGY INTENSITY

| | Energy intensity (MJ per employee) | | | Energy intensity (MJ per unit produced) | | | Energy Intensity (MJ/\$M revenue) | | |
|------|------------------------------------|---------------------|-------------------------|---|-----------------|---------------------|-----------------------------------|----------------|--------------------|
| | Scope 1 MJ/Employee | Scope 2 MJ/Employee | Scope 1 & 2 MJ/Employee | Scope 1 MJ/Unit | Scope 2 MJ/Unit | Scope 1 & 2 MJ/Unit | Scope 1 MJ/\$M | Scope 2 MJ/\$M | Scope 1 & 2 MJ/\$M |
| 2023 | 21,420 | 26,013 | 47,433 | 2.1 | 2.5 | 4.6 | 112,565 | 136,702 | 249,267 |
| 2022 | 20,048 | 27,498 | 47,537 | 1.6 | 2.3 | 3.9 | 109,727 | 150,500 | 260,227 |
| 2021 | 20,173 | 26,982 | 47,155 | 1.9 | 2.5 | 4.4 | 112,969 | 151,099 | 264,068 |
| 2020 | 17,833 | 28,620 | 46,453 | 2.1 | 3.3 | 5.4 | 118,889 | 190,798 | 309,687 |

GHG EMISSIONS INTENSITY

GRI 305-4 GHG EMISSIONS INTENSITY

| | Emission Intensity (kgCO ₂ e per employee) | | | Emission Intensity (kgCO ₂ e per unit produced) | | | Emission Intensity (kgCO ₂ e/\$M revenue) | | |
|------|---|--------------------------------------|--|--|----------------------------------|--------------------------------------|--|---------------------------------|-------------------------------------|
| | Scope 1 kgCO ₂ e/Employee | Scope 2 kgCO ₂ e/Employee | Scope 1 & 2 kgCO ₂ e/Employee | Scope 1 kgCO ₂ e/Unit | Scope 2 kgCO ₂ e/Unit | Scope 1 & 2 kgCO ₂ e/Unit | Scope 1 kgCO ₂ e/\$M | Scope 2 kgCO ₂ e/\$M | Scope 1 & 2 kgCO ₂ e/\$M |
| 2023 | 1,189 | 2,770 | 3,959 | 0.1 | 0.3 | 0.4 | 6,248 | 14,556 | 20,803 |
| 2022 | 1,136 | 2,905 | 4,041 | 0.1 | 0.2 | 0.3 | 6,217 | 15,902 | 22,119 |
| 2021 | 1,088 | 3,151 | 4,239 | 0.1 | 0.3 | 0.4 | 6,094 | 17,644 | 23,738 |
| 2020 | 900 | 3,640 | 4,540 | 0.1 | 0.4 | 0.5 | 6,000 | 24,267 | 30,267 |



RAW MATERIAL SOURCING 2023

SASB RAW MATERIALS SOURCING CG-AA-440A.3, CG-AA-440A.4

| Raw Materials Sourced for Our Products | Amount Consumed (MT) | Type ⁴ | Amount Certified (MT) | % of Total Consumption |
|--|----------------------|---------------------------------|-----------------------|------------------------|
| Cotton | 63,829 | Conventional | 15,734 | 21.23% |
| | | Preferred US/African/Australian | 43,366 | 58.51% |
| | | Better Cotton Initiative | 1,119 | 1.51% |
| | | Regenerative | 220 | 0.30% |
| | | Organic | 53 | 0.07% |
| | | Recycled Cotton | 3,337 | 4.50% |
| Synthetics | 8,883 | Conventional | 6,199 | 8.35% |
| | | Virgin Polyester | 3,408 | 38.37% |
| | | Virgin Polyamide | 2,731 | 30.75% |
| | | Recycled Synthetics | 2,457 | 3.31% |
| | | Recycled Polyester | 2,441 | 27.48% |
| | | Recycled Polyamide | 14 | 0.16% |
| | | Bio-based Synthetics | 227 | 0.31% |
| Natural Fibers (excluding Cotton) | 18 | | | 0.02% |
| Manmade Cellulose Fiber | 533 | | | 0.72% |
| Animal Fiber (Wool) | 5 | | | 0.01% |
| Elastane | 851 | | | 1.15% |
| Total Consumed (MT) | 74,119 | | | |
| Total Consumption in Linear Yards | 123,728,032 | | | |

PREFERRED MATERIAL VERSUS CONVENTIONAL SOURCING 2023⁵

| | Consumption (MT) | % of Total Consumption |
|------------------------------|------------------|------------------------|
| Total Preferred Materials | 50,991 | 68.80% |
| Total Conventional Materials | 23,128 | 31.20% |

⁴ Kontoor Brands does not directly purchase raw materials, but instead works with suppliers to select raw materials for use in our products by third-party manufacturers.

⁵ Please refer to the methodological notes for the definition of Preferred Materials and other cotton types.



POLLUTION

CHEMISTRY 2023

| | Number | Percentage |
|---|--------------|------------|
| Total number of in-scope factories | 133 | - |
| Number of factories participated (i.e. factories have uploaded their chemical inventories to The Hive®) | 128 | 98% |
| Number of factories uploaded Higg FEM reports | 125 | 95% |
| Number of factories uploaded wastewater reports | 125 | 95% |
| Total number of chemicals from factory inventories | 6,125 | - |
| Overall chemical conformity | 5,059 | 83% |
| Chemical conformity for Asia and EMEA factories | 4,662 | 86% |

WASTE DIVERTED FROM LANDFILL

| Name of Distribution Center | Diversion Rate % | | | | | | | |
|---|------------------|------|------|------|------|------|------|------|
| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| El Paso | 99% | 99% | 99% | 98% | 94% | 93% | 94% | 94% |
| Hackleburg | 97% | 99% | 99% | 99% | 90% | 93% | 96% | 97% |
| Luray | 99% | 98% | 99% | 99% | 98% | 97% | 96% | 97% |
| Mexico City | - | - | - | - | - | 98% | 98% | 99% |
| Mocksville | 99% | 98% | 98% | 99% | 99% | 96% | 93% | 96% |
| Seminole | 100% | 100% | 100% | 100% | 99% | 94% | 95% | 98% |
| Number of zero waste Distribution Centers (Zero waste defined as diversion rate of 95% or more) | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 |



WATER

HISTORIC WATER SAVINGS

| | YEAR | LITERS SAVED |
|------------------------|--------------|-----------------------|
| Internal Manufacturing | 2008 | 232,134,000 |
| | 2009 | 299,243,000 |
| | 2010 | 336,725,000 |
| | 2011 | 404,471,000 |
| | 2012 | 257,239,000 |
| | 2013 | 761,090,000 |
| | 2014 | 784,537,000 |
| | 2015 | 619,260,000 |
| | 2016 | 966,234,000 |
| | 2017 | 956,506,000 |
| | 2018 | 1,027,633,000 |
| | 2019 | 931,882,000 |
| | 2020 | 576,548,000 |
| | 2021 | 477,012,000 |
| Indigood® | 2022 | 725,319,000 |
| | Total | 10,056,412,000 |

WATER SAVED TOWARDS GOAL

| | YEAR | LITERS SAVED |
|------------------------|--------------|----------------------|
| Internal Manufacturing | 2023 | 233,525,000 |
| Indigood® | 2023 | 897,690,000 |
| | Total | 1,131,215,000 |

Goal: Save 8 billion liters of freshwater from key suppliers in water stressed regions and through internal manufacturing processes between 2023 and 2030, compared to a 2018-2019 baseline.



OWN WORKFORCE

HEALTH AND SAFETY

GRI 403-9 WORK-RELATED INJURIES⁶

| | Number (Rate) | | | | |
|---|---|---|---|---|---|
| | 2019 | 2020 | 2021 | 2022 | 2023 |
| Fatalities resulting from work-related injury | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| High-consequence work-related injuries | 34 (0.28) | 25 (0.26) | 28 (0.23) | 31 (0.24) | 24 (0.21) |
| Recordable work-related injuries | 97 (0.80) | 79 (0.82) | 70 (0.58) | 70 (0.55) | 70 (0.62) |
| Main types of work-related injuries | 1) Contusions 2) Strains 3) Lacerations | 1) Contusions 2) Lacerations 3) Strains | 1) Strains 2) Contusions 3) Lacerations | 1) Lacerations 2) Contusions 3) Strains | 1) Lacerations 2) Contusions 3) Strains |
| Total hours worked | 23,998,051 | 19,490,931 | 23,964,583 | 25,454,545 | 22,448,475 |

GRI 403-10 WORK-RELATED ILL HEALTH⁶

| | Number (Rate) | | | | |
|---|---------------|----------|-------|-------|-------|
| | 2019 | 2020 | 2021 | 2022 | 2023 |
| Fatalities resulting from work-related ill health | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| Recordable work-related ill health | 0 (0) | 1 (0.01) | 0 (0) | 0 (0) | 0 (0) |
| Main types of work-related ill health | n/a | Covid-19 | n/a | n/a | n/a |

⁶ These numbers cover all Kontoor Brands internal operations, including Internal Manufacturing, Distribution, Offices, Retail, and Support Centers. 95% of incidents occur in either Internal Manufacturing or at Distribution Centers.

PULSE SURVEY ENGAGEMENT 2023

| | |
|---|-------|
| Number of employees invited | 3,733 |
| Number of employees responded | 2,991 |
| Response rate | 80% |
| Percentage of employees who responded who agree with the statement "Kontoor is an environmentally responsible organization" | 80% |

Scope: Global corporate and retail employees



WORKERS IN THE VALUE CHAIN

NUMBER OF SUPPLIERS

SASB ACTIVITY METRICS CG-AA-000.A

| | 2020 | 2021 | 2022 | 2023 |
|---------------------------------|------------|------------|------------|------------|
| Number of Tier 1 (T1) suppliers | 474 | 674 | 837 | 778 |
| Number of suppliers beyond T1 | 97 | 121 | 110 | 111 |
| Total | 571 | 795 | 947 | 889 |

AUDIT FINDINGS IDENTIFIED AS CRITICAL

GRI 308-2 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 409-1 OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR

GRI 414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

SASB LABOUR CONDITIONS IN THE SUPPLY CHAIN CG-AA-430B.3

| | Global Compliance Principle | % of Findings Identified as Critical | | | |
|---------------|--|--------------------------------------|------|------|------|
| | | 2020 | 2021 | 2022 | 2023 |
| 409-1 | Child Labor | 0.0% | 0.0% | 0.0% | 0.1% |
| 308-2 | Environment | 0.0% | 0.1% | 0.0% | 0.0% |
| | Facility Security | 0.0% | 0.0% | 0.0% | 0.0% |
| 409-1 | Forced Labor | 0.0% | 0.0% | 0.1% | 0.0% |
| | Freedom of Association & Collective Bargaining | 0.0% | 0.0% | 0.0% | 0.0% |
| | Harassment or Abuse | 0.0% | 0.0% | 0.0% | 0.0% |
| | Health & Safety | 0.5% | 0.4% | 0.5% | 0.5% |
| | Hours of Work | 0.0% | 0.0% | 0.0% | 0.1% |
| | Informed Workplace | 0.0% | 0.0% | 0.0% | 0.0% |
| | Legal Compliance | 0.2% | 0.0% | 0.1% | 0.0% |
| | Monitoring and Compliance | 0.3% | 0.3% | 0.2% | 0.2% |
| | Non-Discrimination | 0.0% | 0.0% | 0.0% | 0.0% |
| | Subcontracting | 0.1% | 0.4% | 0.2% | 0.3% |
| | Wages & Benefits | 0.9% | 0.7% | 0.9% | 0.4% |
| | Women's Rights | 0.0% | 0.0% | 0.0% | 0.0% |
| | Worker Residence (Dormitory) | 0.3% | 0.1% | 0.1% | 0.1% |
| 308-2 & 414-2 | Total number of suppliers audited | 458 | 570 | 671 | 686 |

**AUDIT FINDINGS (ANY SEVERITY LEVEL)**

| Global Compliance Principle | 2020 % | 2021 % | 2022 % | 2023 % |
|--|-----------|-----------|-----------|-----------|
| Child Labor | 0.4% | 0.1% | 0.3% | 0.0% |
| Environment | 3.5% | 5.7% | 5.1% | 4.9% |
| Facility Security | 2.1% | 2.4% | 3.3% | 2.4% |
| Forced Labor | 0.4% | 0.4% | 0.4% | 0.3% |
| Freedom of Association & Collective Bargaining | 1.0% | 0.8% | 1.3% | 1.0% |
| Harassment or Abuse | 0.6% | 0.5% | 0.7% | 0.3% |
| Health & Safety | 65.8% | 68.3% | 64.5% | 68.5% |
| Hours of Work | 7.4% | 6.9% | 8.0% | 8.1% |
| Informed Workplace | 1.0% | 0.4% | 0.6% | 0.4% |
| Legal Compliance | 3.2% | 2.8% | 2.9% | 2.9% |
| Monitoring and Compliance | 0.4% | 0.4% | 0.3% | 0.1% |
| Non-Discrimination | 0.3% | 0.1% | 0.2% | 0.0% |
| Subcontracting | 0.8% | 0.7% | 0.3% | 0.7% |
| Wages & Benefits | 11.3% | 9.4% | 10.8% | 9.7% |
| Women's Rights | 0.8% | 0.6% | 0.9% | 0.2% |
| Worker Residence (Dormitory) | 0.9% | 0.6% | 0.3% | 0.4% |
| Total number of suppliers audited | 458 | 570 | 671 | 686 |

SUPPLIERS SCREENED

GRI 308-1 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

GRI 414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA

All new suppliers, excluding licensees, must agree to our Global Compliance Principles (see page 11 of our 2023 Sustainability Progress Report) and be audited by a Kontoor Brands team member before production can begin. In exceptional cases where they are unable to do so, they must demonstrate that they operate under guiding principles similar to ours, in both word and spirit.



SUPPLIERS ASSESSED FOR SOCIAL IMPACTS

GRI 414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

| | 2021 | 2022 | 2023 |
|--|------|------|------|
| Number of suppliers assessed for social impact ⁷ | 570 | 671 | 686 |
| Number of suppliers identified as having significant actual and potential negative social impacts ⁸ | 24 | 18 | 34 |
| Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment ⁹ | 88% | 83% | 82% |
| Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment ¹⁰ | 1% | 0% | 1% |

⁷ Includes facilities rejected during the initial audit that are not in our supply chain at the time of audit.

⁸ Includes active and rejected factories during the follow-up audits. Initial audit factories rejected are not included.

⁹ Facilities with critical issues not rejected are considered as agreeing to the improvement plan. Facilities with critical issues rejected during the audit are considered as not agreeing to the improvement plan. Facilities rejected during the initial audit are not included in the calculation.

¹⁰ Facilities rejected during the initial audit are not included in this calculation.

SUPPLIER AUDITS

SASB LABOR CONDITIONS IN THE SUPPLY CHAIN CG-AA-430B.1

| | 2020 | 2021 | 2022 | 2023 |
|--|------------------|------------------|------------------|------------------|
| Percentage of Tier 1 supplier facilities that have been audited | 88% | 76% | 72% | 75% |
| | (417 out of 474) | (514 out of 674) | (602 out of 837) | (585 out of 778) |
| Percentage of supplier facilities beyond Tier 1 that have been audited | 14% | 46% | 63% | 91% |
| | (14 out of 97) | (56 out of 121) | (69 out of 110) | (101 out of 111) |

SASB LABOR CONDITIONS IN THE SUPPLY CHAIN CG-AA-430B.2

| | 2020 | 2021 | 2022 | 2023 |
|---|------|------|------|------|
| Priority non-conformance rate ¹¹ | 8% | 8% | 5% | 6% |
| Rate of corrective action of priority non-conformance ¹² | 94% | 95% | 93% | 93% |

¹¹ Calculated as the number with priority non-conformances identified in the supply chain, divided by the total number of facilities audited. Facilities rejected in the initial audit are excluded from this calculation.

¹² Determined by dividing the number of facilities that have addressed priority non-conformance (critical) issues by the total number of facilities that have priority non-conformance issues. Facilities rejected in the initial audit are excluded.

Assumption: If a facility is terminated before the re-audit due to a decision made by Kontoor's Sourcing Department, we will still consider the critical issues as having been remediated by the supplier.



GREATEST RISKS IN THE SUPPLY CHAIN

SASB LABOR CONDITIONS IN THE SUPPLY CHAIN CG-AA-430B.3

| | 2020 | 2021 | 2022 | 2023 |
|--|---|---|---|---|
| Labor conditions issues | Ergonomic and puncture hazards are two of the most commonly reported health and safety-related risks at our facilities. | Three greatest labor issues are: <ul style="list-style-type: none"> – Forced labor – Gender-Based Violence and Harassment towards women – Child labor | Three greatest labor issues are: <ul style="list-style-type: none"> – Forced labor – Gender-Based Violence and Harassment towards women – Child labor | Three greatest labor issues are: <ul style="list-style-type: none"> – Forced labor – Health & Safety – Worker well-being |
| Environmental health and safety issues | | Three greatest environmental health and safety issues are: <ul style="list-style-type: none"> – Water pollution – Hazardous chemicals used during production and discharge – Environmental degradation | Three greatest environmental health and safety issues are: <ul style="list-style-type: none"> – Water pollution – Hazardous chemicals used during production and discharge – Environmental degradation | Three greatest environmental health and safety issues are: <ul style="list-style-type: none"> – Water pollution – Hazardous chemicals used during production and discharge – Environmental degradation |



SUPPLIERS AUDITED BY COUNTRY

GRI 414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 308 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

| Number of Audits by Country ¹³ | 2020 | 2021 | 2022 | 2023 |
|---|------|------|------|------|
| Algeria | n/a | n/a | 1 | n/a |
| Argentina | 7 | 9 | 8 | 15 |
| Bangladesh | 70 | 75 | 111 | 94 |
| Brazil | 15 | 20 | 13 | 19 |
| Cambodia | 2 | 2 | 4 | 3 |
| Canada | n/a | 1 | 1 | n/a |
| China | 140 | 175 | 192 | 226 |
| Ecuador | 1 | 1 | 1 | n/a |
| Egypt | 11 | 9 | 9 | 11 |
| El Salvador | 1 | 2 | 1 | 2 |
| Ethiopia | 1 | n/a | n/a | n/a |
| Germany | n/a | 1 | 1 | 2 |
| Greece | n/a | n/a | 1 | n/a |
| Guatemala | n/a | 6 | 10 | 10 |
| Haiti | n/a | n/a | 2 | n/a |
| Honduras | n/a | 1 | 2 | 1 |
| India | 39 | 58 | 68 | 80 |
| Indonesia | 7 | 7 | 2 | 7 |
| Italy | 6 | 6 | 2 | 3 |
| Japan | 1 | 7 | 11 | 14 |
| Jordan | 1 | 3 | 2 | 2 |
| Kenya | 6 | 3 | 3 | 7 |
| Korea, Republic of (South Korea) | 4 | 11 | 10 | 7 |
| Lesotho | 4 | 1 | n/a | 1 |
| Madagascar | 2 | n/a | n/a | 4 |
| Malaysia | n/a | n/a | n/a | 2 |
| Mauritius | 1 | 2 | n/a | n/a |
| Mexico | 28 | 18 | 32 | 25 |
| Nicaragua | n/a | 3 | 6 | 1 |
| North Macedonia | 3 | 1 | 2 | 1 |
| Pakistan | 26 | 31 | 43 | 32 |

¹³ n/a denotes Kontoor did not source products from a supplier in that country during the particular year.

**SUPPLIERS AUDITED BY COUNTRY**

GRI 414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 308 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

| Number of Audits by Country ¹³ | 2020 | 2021 | 2022 | 2023 |
|---|------------|------------|------------|------------|
| Paraguay | 2 | 2 | 1 | 2 |
| Peru | 2 | 5 | 5 | 3 |
| Philippines | 1 | 7 | 9 | 10 |
| Poland | n/a | 2 | 1 | 1 |
| Portugal | n/a | 4 | 1 | 1 |
| Spain | n/a | 1 | 1 | n/a |
| Sri Lanka | n/a | 1 | 1 | 1 |
| South Africa | 1 | n/a | n/a | n/a |
| Taiwan | 2 | 4 | 1 | 3 |
| Tanzania | n/a | 1 | n/a | 1 |
| Thailand | 15 | 8 | 18 | 16 |
| Tunisia | 3 | 4 | 3 | 3 |
| Turkey | 16 | 36 | 42 | 39 |
| United Arab Emirates | n/a | n/a | n/a | 1 |
| United States of America | 11 | 12 | 15 | 5 |
| Venezuela | 3 | n/a | 4 | n/a |
| Vietnam | 27 | 30 | 31 | 31 |
| Grand Total | 458 | 570 | 671 | 686 |



PRODUCT

GLOBAL DESIGN STANDARDS¹⁴

| | Styles Meeting at Least One Standard | Percentage |
|----------------------------|--------------------------------------|------------|
| Wrangler - Sourced in 2023 | 2,733 | 76% |
| Lee - Sourced in 2023 | 3,137 | 87% |

¹⁴ Our Global Design Standards look at the entire lifecycle of a product to give designers and product developers a foundation for end-to-end improvement. While not mandatory, our teams work to meet at least one of the following standards: Preferred Materials, Low Impact Fabric or Low Impact Finishing. See page 16 of our 2023 Sustainability Progress Report for more information on each standard.



METHODOLOGICAL NOTE

FOR SCOPE 1 AND 2:

For GHG emissions Scope 1 and 2, 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 Mexico we used an emission factor published online by the Mexican federal government and reported to SEMARNAT, the Mexico national environmental entity. For grid emission factors outside the US and Mexico, we used IGES Grid version 11.2, available at <https://www.iges.or.jp/en/pub/list-grid-emission-factor/en> or used 2020 Grid Electricity Emissions Factors v1.1, published June 2020 at www.carbonfootprint.com.

SUPPLIER DATA:

Our value 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.

FOR FACTORY AUDIT DATA:

In 2023, we changed our methodology to better align with GRI and SASB calculation guidelines (GRI: 414-2b, 414-2d, 414-2e; SASB: CG-AA-430b.1, CG-AA-430b.2, and CG-AA-000.A). Due to this, the quantitative data in the relevant category changed. For example, GRI 414-2b (Number of suppliers identified as having significant actual and potential negative social impacts) changed from 50 to 24 for the year 2021 (52% change) and from 59 to 18 for the year 2022 (69% change). We have included footnotes in the data table where appropriate.

RAW MATERIALS SOURCED FOR OUR PRODUCTS - COTTON DEFINITIONS

Kontoor Brands 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, 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 ICAC 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

