

Consolidated Performance Databook 2025



Kontoor Brands, Inc.



2025 DATABOOK

This document supplements the contents of our 2025 Sustainability Report, which sets out our commitments and progress towards the continuous improvement of our sustainability practices, and our 2025 Climate-related Financial Disclosures Report.

The data included in this document covers the calendar year of 2025. 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.

 [Read our Greenhouse Gas Verification Statement](#)

Notes:

- 1. On June 2, 2025, Kontoor announced that it had completed the acquisition of *Helly Hansen*® and *Musto*® (collectively referred to as “Helly Hansen”). Because the acquisition was completed during the 2025 reporting period, we present the Helly Hansen data separately from the legacy Kontoor data.
- 2. On May 21, 2026, Kontoor announced it had signed a definitive agreement to sell the *Lee*® business. The information in this report does not reflect any impacts from this change to the business as it falls outside of the scope of our 2025 reporting window.

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CLIMATE LEGACY KONTOOR

Science-Based Target (SBT)

Kontoor Brands, Inc. commits to reducing absolute Scope 1 and 2 GHG emissions by 46.2% by 2030 from a 2019 baseline.

Kontoor Brands, Inc. also commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, and downstream transportation and distribution by 46.2% within the same timeframe.

SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS ESRS E1-6

SCOPE 1 GHG EMISSIONS			
	2023	2024	2025
Scope 1 GHG emissions (MTCO ₂ e)	16,000	17,000	17,000
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0
SCOPE 2 GHG EMISSIONS			
	2023	2024	2025
Location-based Scope 2 GHG emissions (MTCO ₂ e)	37,000	35,000	36,000
Market-based Scope 2 GHG emissions (MTCO ₂ e)	38,000	36,000	36,000
Total Scope 1 and 2 GHG Emissions (MTCO ₂ e), market-based	54,000	53,000	53,000



SCOPE 3 GHG EMISSIONS (MTCO ₂ E)			
	2023	2024	2025
Cat 1 Purchased goods and services	810,000	912,000	902,000
Cat 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	15,000	13,000	12,000
Cat 4 Upstream transportation and distribution	50,000	93,000	107,000
Cat 9 Downstream transportation	50,000	58,000	55,000
Total Scope 3 emissions from significant categories	925,000	1,076,000	1,076,000

TOTAL GHG EMISSIONS			
	2023	2024	2025
Total GHG emissions, location-based (MTCO ₂ e)	979,000	1,129,000	1,129,000

Note: Scope 3 includes only categories with significant GHG emissions, relevant to Kontoor’s SBT.



CLIMATE HELLY HANSEN

SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS ESRS E1-6

SCOPE 1 GHG EMISSIONS			
	2023	2024	2025
Scope 1 GHG emissions (MTCO ₂ e)	1,200	800	1,100
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0
SCOPE 2 GHG EMISSIONS			
	2023	2024	2025
Location-based Scope 2 GHG emissions (MTCO ₂ e)	1,000	700	1,800
Market-based Scope 2 GHG emissions (MTCO ₂ e)	1,800	1,100	2,800
Total Scope 1 and 2 GHG Emissions (MTCO ₂ e), location-based	2,200	1,500	2,900
SCOPE 3 GHG EMISSIONS (MTCO ₂ E)			
	2023	2024	2025
Cat 1 Purchased goods and services	199,000	161,000	144,000
Cat 3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	700	500	900
Cat 4 Upstream transportation and distribution	4,000	4,000	7,000
Cat 9 Downstream transportation	2,000	6,000	2,000
Total Scope 3 emissions from significant categories	205,700	171,500	153,900
TOTAL GHG EMISSIONS			
	2023	2024	2025
Total GHG emissions, location-based (MTCO ₂ e)	207,900	173,000	156,800

Note: Scope 3 includes only categories with significant GHG emissions for Helly Hansen.



POLLUTION MANAGEMENT LEGACY KONTOOR

CHEMISTRY				
ESRS E2-3				
	Retrospective			Target
	2023	2024	2025	
Chemicals in Tier 1 and 2 units assured to meet ZDHC MRSL requirements (%)	83	84	90	Maintain 90%
Tier 1 supplier facilities and supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement (%)	97	96	91	N/A

WASTE GENERATED IN DISTRIBUTION CENTERS			
Name of Distribution Center (DC)	Waste Diversion Rate (%)		
	2023	2024	2025
El Paso	94%	95%	95%
Hackleburg	97%	97%	92%
Luray	97%	98%	94%
Mexico City	99%	100%	98%
Mocksville	96%	96%	94%
Seminole	98%	95%	95%



POLLUTION MANAGEMENT HELLY HANSEN

CHEMISTRY	
ESRS E2-3	
	Retrospective
	2025
Percentage of fabric consumption covered by bluesign partner suppliers	68%
Percentage of bluesign approved fabric volume	63%



WATER LEGACY KONTOOR

Target

Save a combined 8 billion liters of fresh water from key suppliers in water-stressed regions, compared to a 2018-2019 baseline, and through internal manufacturing process, compared to a 2020 baseline, between 2023 and 2030.

WATER CONSUMPTION AND PERFORMANCE ESRS E3-4

WATER SAVING (LITERS)	Retrospective			Total cumulative water savings towards goal
	2023	2024	2025	
Freshwater savings from internal manufacturing through efficiency and recycling*	233,524,000	386,872,000	378,375,000	
Water saving from Indigood™ program	897,690,000	1,311,925,000	1,838,858,000	
Total water savings (liters)	1,131,214,000	1,698,797,000	2,217,233,000	5,047,244,000

*Note: This number does not include our Greensboro product development facility.



MATERIALS LEGACY KONTOOR

Targets

- 100% preferred cotton by 2025
- 7% recycled cotton by 2035
- 100% preferred synthetics by 2030

RAW MATERIAL SOURCING				
Types of Fiber		Consumption (MT)		
		2023	2024	2025
Cotton	Conventional	15,734	16,831	1,361
	Preferred US/African/Australian	43,366	47,860	69,020
	Organic	53	86	82
	Recycled	3,337	2,932	4,259
	Regenerative	220	1,758	5,872
	Better Cotton Initiative (BCI)	1,119	645	0
	Total Cotton	63,829	70,112	80,594
	Total Preferred Cotton	48,095	53,281	79,233
Synthetics	Conventional	6,199	6,543	6,357
	Recycled	2,652	3,924	3,830
	Bio-Based	227	4	10
	Total Synthetics	9,078	10,471	10,197
	Total Preferred Synthetics	2,879	3,928	3,840
Man-made Cellulosic Fiber (MMCF)	Conventional	344	718	493
	Preferred	189	82	477
Elastane	Conventional	850	1,104	1,176
	Preferred	1	10	6
Other Fibers (natural and animal)		–	32	38
Total Preferred Material		51,185	57,640	83,556
Total Conventional Material		23,127	23,662	9,425



MATERIALS HELLY HANSEN

Targets

100% preferred materials by 2030 including:

- recycled polyester
- recycled polyamide
- organic cotton

RAW MATERIAL SOURCING			
Types of Fiber		Consumption (MT)	
		2024	2025
Cotton	Conventional	838	826
	Preferred US/African/Australian	–	–
	Organic	151	108
	Recycled	–	–
	Regenerative	–	–
	Better Cotton Initiative (BCI)	–	–
Polyester	Conventional	4,355	3,768
	Recycled	1,569	1,002
Polyamide	Conventional	2,049	1,432
	Recycled	119	138
Man-made Cellulosic Fiber (MMCF)	Conventional	–	–
	Preferred	–	–
Total Preferred Material		1,839	1,248
Total Conventional Material		7,242	6,026



OWN WORKFORCE LEGACY KONTOOR

EMPLOYEE CHARACTERISTICS		
ESRS S1-6		
Gender	Number of employees (headcount) FY2024	Number of employees (headcount) FY2025
Male	5,775	4,214
Female	7,413	5,109
Other	–	–
Not reported	39	12
Total	13,227	9,335

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	Number of employees (headcount) FY2025
Bangladesh	232	292
Belgium	175	164
China	551	581
Hong Kong	250	243
India	145	150
Italy	67	68
Mexico	8,753	4,994
Philippines	78	68
Poland	89	59
Spain	71	86
Switzerland	65	64
United Kingdom	132	107
United States	3,046	2,859



HEALTH AND SAFETY			
ESRS S1-14			
Metric	2023	2024	2025
Total hours worked – own workforce (number)	2,882,795	2,286,996	5,288,211
Total hours worked – other workforce	19,653,036	18,066,417	15,650,318
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)	0.28	0.63	0.30
Total Recordable incident rate – other workers (number)	0.67	0.54	0.73
Lost Time Incident Rate – own workforce (number)	0.14	0.14	0
Lost Time Incident Rate – other workforce	0.28	0.3	0.37
No. of recordable incidents – own workforce	4	9	8
No. of recordable incidents – other workforce	66	50	57
No. of lost time cases – own workforce	2	2	0
No. of lost time cases – other workforce	14	15	37



OWN WORKFORCE HELLY HANSEN

EMPLOYEE CHARACTERISTICS		
ESRS S1-6		
Workforce	Number of employees (headcount) FY2024	Number of employees (headcount) FY2025
Total headcount	1,312	1,331

EMPLOYEE HEAD COUNT IN COUNTRIES WITH AT LEAST 50 EMPLOYEES		
Country	Number of employees (headcount) FY2024	Number of employees (headcount) FY2025
Canada	89	88
Germany	57	59
Hungary	62	68
Italy	67	68
Netherlands	106	105
Norway	291	297
Poland	89	59
Spain	96	92
United Kingdom	203	188
United States	218	246



WORKERS IN THE VALUE CHAIN LEGACY KONTOOR

WORKER WELL-BEING				
ESRS S2-5				
	2023	2024	2025	Target
Worker well-being in the value chain	58%	92%	100%	Work only with factories that support a worker well-being or community development program by 2025.

Note: Worker well-being programs must support a multi-dimension commitment by suppliers, covering at least two of our seven defined dimensions: Physical, Intellectual, Emotional/Mental, Social, Environmental, Financial Literacy, and/or Inclusion and Belonging.

Factories are considered in-scope if they meet the following two requirements: (1) Forms part of the top 90% of Kontoor’s annual transaction value with factories and (2) have an existing business relationship with Kontoor of more than two years.

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.

Scope 3:

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.

We always work to advance our emissions measurement systems to capture the most accurate data possible. In 2025, we have improved data collection and calculation for our Scope 3 emissions. This year, we present recalculated emissions for legacy Kontoor’s Scope 3 Categories 1, 4, and 9 for 2023 and 2024, utilizing the same methodology as 2025. Specific changes are outlined below:

- An update was made to the structure of the Higg FEM platform, on which our suppliers report their energy usage. This provided a greater level of detail and more production-specific energy usage data.
- Within the legacy Kontoor supply chain, vehicle energy emissions have now been considered for the first time, resulting in increased emissions.
- Emission factor updates took place across various subcategories (trims, spinning, etc.), providing more accurate and granular breakouts, but also, at times, resulting in increased emissions.

- Due to a change in availability of API options for legacy Kontoor’s Category 4 and 9 distance calculations, and a desire to have access to more transparent distance measurement methodologies, a change in methodology was made for how transport distance is captured from point to point. This resulted in longer distances for similar routes than have been modeled in the past.
- Additionally, GHG emissions for yarn spinning were exclusively calculated utilizing materials data, as opposed to previous year calculations where facility data from the Higg FEM was primarily used. This allowed more accurate capturing of GHG emissions for all yarn spinning.

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’s 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.

