



KOMAR

ENVIRONMENTAL
POLICY

June 2026

One Reputation — Real Values

KOMAR ENVIRONMENTAL POLICY

Charles Komar & Sons (Komar) endeavors to be the leader in environmental sustainability in the apparel industry as a leading US-based apparel brand. We endeavor to produce apparel following best lean practices to achieve high quality at lower cost, whilst committing to protecting and enhancing the environment, sustaining it, and enhancing the confidence and satisfaction of all its customers and other stakeholders.

We focus on continuous improvement by encouraging the development and adoption of environmentally friendly innovations, processes, and systems. **Charles Komar & Sons (Komar)** shall develop and continually improve an efficient and effective Environmental Management System (EMS), focusing on the following objectives:

- Comply with all applicable local and international laws and other standards on Environmental Sustainability.
- Align with Komar’s 2030 “Sus-Tex” sustainability strategy and drive the internal and external stakeholders to achieve its objectives.
- Align with SBTi-approved near-term, long-term, and net-zero targets as follows.
 - a) Near-term: Charles Komar & Sons commits to reducing absolute scope 1 and 2 GHG emissions by 65.0% from a 2024 base year by 2030. Charles Komar & Sons also commits to reducing absolute scope 3 GHG emissions by 25.0% within the same timeframe.
 - b) Long-term: Charles Komar & Sons commits to reducing absolute scope 1 and 2 GHG emissions by 90.0% by 2050, using 2024 as the base year. Charles Komar & Sons also commits to reducing absolute scope 3 GHG emissions by 90.0% within the same timeframe.
 - c) Charles Komar & Sons is committed to achieving net-zero greenhouse gas emissions across the value chain by 2050.
- Eradicate on-site coal consumption of Tier 1 suppliers by 2025 and Tier 2 suppliers by 2028.
- Reduce energy and water consumption by optimizing use through effective management practices.
- Effectively implement a waste management system to maximize waste reduction initiatives and ultimately achieve zero waste to landfills.
- Periodically monitor and measure environmental impacts to prevent pollution and protect the environment by reducing harmful effects on plants and animals.

- Restore habitats to enhance biodiversity and ecosystems. The target is to restore habitats at a 1:1 ratio to cover Komar's total owned facilities footprint by 2040.
- Adaptation of sustainable resource use methods to mitigate climate change.
- Promote a culture conducive to Sustainable Manufacturing in the supply chain through awareness programs and best practices, and make sustainability a way of life in the organization and its supply chain.
- Prohibiting any funding for climate denial or lobbying against climate regulations.
- Recognize and reward the employees who have taken extraordinary initiatives to support this Environmental Policy.
- Encourage the customers, supply chain, other stakeholders, and communities towards environmental sustainability

This policy will be reviewed annually and will be communicated to relevant and interested parties. It is the responsibility of each employee to implement the principles of this policy through commitment and actions.



01/06/2026

Chief Sustainability

Officer

Date

Policy Manual Revisions and Responsibilities

This policy manual will be revised in response to any upcoming state or retailer regulations or requirements. The responsibility for implementing this policy will lie with the sustainability team and Komar's senior management. Each employee is responsible for adhering to the principles of this policy through commitment and action.

Revision History/ Review Log

Date	Name	Version #	Brief Description [Review or modification performed]
15.12.2023	Dr. Thiwanka De Fonseka	1.0	First Version
10.02.2025	Dr. Thiwanka De Fonseka	2.0	Second Version
01.06.2026	Dr. Thiwanka De Fonseka	3.0	Third Version (updated SBTi targets)