



CORPORATE RESPONSIBILITY REPORT 2024

Included in our 2024 corporate *responsibility report*

Randa Apparel & Accessories (Randa) is a global leader in apparel and accessories, trusted by top brands and retailers. Our portfolio of 30+ brands meets customers' evolving needs wherever they are. With more than a century of experience, we combine deep industry expertise with a forward-thinking approach to deliver quality products and exceptional service. Corporate responsibility is woven into our business—from sustainable sourcing and ethical manufacturing to community engagement and environmental responsibility. As a trusted partner, we remain committed to creating positive impact and empowering others to succeed. We value transparency, integrity, and innovation, working to benefit our associates, partners, and communities. This report reflects our progress, key learnings, and the work ahead as we continue building a more responsible, inclusive and resilient company.

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At Randa, *our vision* is to be the global leader in apparel and accessories by driving change and building on more than a century of innovation.

FOUNDED IN
1910

Randa has been driving innovation
and change for over a century

30+

brands across all channels
of distribution

11+

countries in which we operate

20,000+

stores worldwide that sell
Randa products

1,000+

global Randa associates

Over a century of refining *expertise*



RANDA APPAREL & ACCESSORIES - SINCE 1910

Randa Apparel & Accessories (Randa) is a global powerhouse with over 100 years of expertise. One of the world's leading fashion apparel and lifestyle accessories companies, Randa operates a portfolio of 30+ brands, meeting our consumers' distinct and ever-evolving needs, whatever and wherever they may be.



HAGGAR - SINCE 1926

Since its beginnings in a one-room office in Dallas in 1926, Haggar Clothing Co. has grown from a manufacturer of men's fine dress pants and slacks into one of the most recognized apparel brands in the world. Credited with making the first pre-hemmed dress pant, washable suit, iron free cotton khakis, suit separates, and coining the term "slacks", Haggar has continued to lead menswear innovation and technology for over 95 years. Worn by U.S. Presidents, Hall of Fame athletes, and leaders in every industry – the brand celebrates the refined elegance and timeless appeal of American style, where tradition meets contemporary flair, and where every detail reflects our commitment to authenticity and excellence.



TRIBAL - SINCE 1969

Tribal Sportswear was founded over 50 years ago in Montreal, Canada, to create apparel for a community of like-minded women. Tribal clothing is designed by women for women. From thread to finish, each piece is thoughtfully crafted with unparalleled attention to detail using premium fabrics.

Notes from executive *leadership*



In 2024, Randa Apparel & Accessories continued to strengthen its commitment to corporate responsibility as a core element of who we are and how we operate. We made meaningful progress across our People, Planet, and Product pillars – deepening our understanding of our impacts, expanding the tools and processes that drive responsible decision-making, and advancing initiatives that support long-term sustainability across our business.

This year, we completed our third year of full greenhouse gas inventory and significantly improved the quality and coverage of our emissions data. We advanced our responsible manufacturing program, with more of our suppliers completing and verifying Higg FEM assessments than ever before. Our distribution centers continued moving toward Zero Waste certification, with Toronto surpassing the 90% diversion threshold and others making strong gains. And across our product divisions, we invested in material-impact and circularity training, strengthened traceability systems, and expanded the use of lower-impact and next-generation materials.

Equally important, we invested in our people through leadership development programs, new sustainability training, expanded associate learning initiatives, and continued support for a workplace culture grounded in inclusivity.

We continue to prioritize this work because our responsibilities extend beyond making great products. As a company with a global footprint and a long history, we have an opportunity and an obligation to help build a more resilient, equitable, and sustainable future for the communities and partners who depend on us.

I am proud of the progress we made in 2024, and I am grateful to our associates, suppliers, customers, and partners for their dedication and collaboration. Together, we will continue to invest, to innovate, and to lead with purpose.

JUSTIN SPIEGEL

**Randa Apparel & Accessories
President**

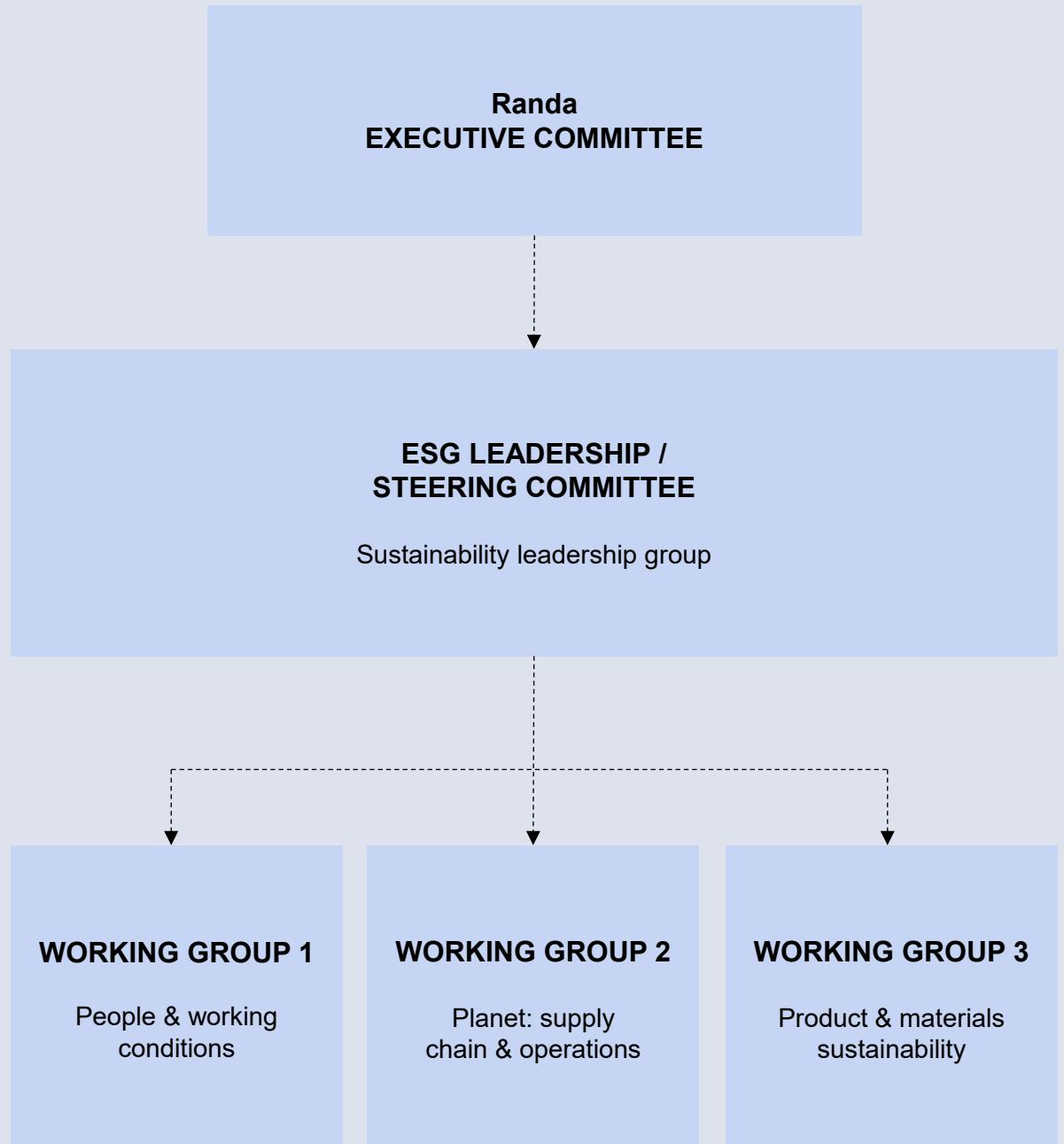
Randa's ESG *governance*

Randa has established a governance structure to oversee our Environmental, Social, and Governance (ESG) strategy, with a focus on identifying, managing, and overseeing key risks and opportunities.

Randa's Executive Committee provides strategic oversight of our corporate responsibility efforts. The Committee works closely with the ESG Leadership Team and Steering Committee—comprised of leaders from each Randa division—as well as three dedicated Working Groups: People, Planet, and Product, which reflect the core pillars of our Sustainability Framework.

Each Working Group is composed of leaders from relevant functions across the organization who are critical to delivering our sustainability objectives. These groups convene monthly to share insights, assess impacts, and report on progress within their areas of responsibility. Each Working Group is instrumental in translating our impact vision into actionable plans.

The Executive Committee receives updates biannually and is responsible for approving long-term impact goals, strategies, and key initiatives. Our General Counsel advises on compliance with sustainability standards and regulations, while the Director of Global Sustainability plays a central role in leading programs across all divisions and adapts strategies, as necessary.



Materiality & stakeholder *engagement*

In 2024, Randa updated its first corporate-wide materiality assessment from 2022 to reflect the latest industry trends and global challenges. The list on the right presents the results. Our intent was to identify and develop the most meaningful and current set of goals, initiatives, and strategic roadmap for our company. We took this thoughtful approach by identifying the top priority issues for our internal and external stakeholders.

We partnered with a leading consulting firm to conduct in-depth research and analysis, focusing on industry trends, industry peers, and non-profits. Additionally, we gathered insights through interviews and surveys with over 70 Randa associates, suppliers, business partners, and customers.

Leveraging global frameworks such as the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), along with following guidelines from recognized organizations like the Ellen MacArthur Foundation and Cascale (formerly Sustainable Apparel Coalition), we identified a list of material issues to narrow our focus.

The insights gained from this extensive stakeholder engagement and analysis informed us to ensure that we focus and make progress on these key issues under Randa's Sustainability Strategy Framework, highlighting the most critical areas for our organization to address.

PRIORITY MATERIAL ISSUES

- Raw Material Sourcing and Impacts
- Inclusion and Authenticity
- Circular Product & Packaging Design
- Supply Chain, Human Rights and Working Conditions
- Climate Change and Greenhouse Gas Emissions
- Traceability
- Responsible Manufacturing
- Operational Impacts
- Animal Welfare
- Associate Health, Safety and Wellbeing



Our priority is to be a responsible global citizen

Randa's **Sustainability Strategy Framework** is built around three core pillars: **People, Planet, and Product**. This approach underscores our dedication to sustainability and aligns with our corporate vision of driving positive change, rooted in more than a century of innovation.





Empowering teams globally by driving equity and creating good livelihoods

FOSTER INCLUSION & AUTHENTICITY

We strive to create an inclusive, diverse, and respectful workspace where associates are empowered to bring their true, authentic self, every day. Stronger together, we break barriers and build bridges to connect people, celebrate uniqueness, and acknowledge that our differences are our greatest strengths.

PRIORITIZE HUMAN RIGHTS & SOCIAL COMPLIANCE

We leverage industry-leading social compliance tools to enable good livelihoods globally. We aim to partner with top-quality factories and support our existing partners to ensure the protection of workers' rights, safety, and well-being.

ADVANCE ASSOCIATE WELLBEING

We will make Randa the best place to build a career by engaging and developing our talent. We prioritize delivering a leadership development program to train and empower our associates, create growth opportunities at every level and support our associates in all aspects of their lives.

Inclusion & Authenticity

Our 10-year goal remains clear: to ensure diverse talent is represented across our company and throughout our value chain. In 2024, we advanced our vision of a more inclusive, equitable, and representative workplace. Building on a strong foundation, we formed a cross-organizational committee to promote learning, amplify voices, and foster an inclusive, empowering culture. While we are proud of our progress, we remain focused on strengthening our initiatives and deepening our long-term strategy.

EDUCATION AND AWARENESS

We enhanced our Inclusion and Authenticity learning platform through associate-led bi-weekly committee meetings, monthly programming, expert-led trainings, and dynamic speaker events. These touchpoints continue to build cultural awareness, encourage dialogue, and reinforce inclusion as an everyday practice.

ATTRACT AND DEVELOP DIVERSE TALENT

We continued to build a more representative workforce by investing in partnerships with organizations such as the Fashion Scholarship Fund and participating in recruiting events to ensure the continued diversity of our applicant pool. These efforts reflect our commitment to broadening access, nurturing emerging talent, and expanding pathways into the fashion industry.

COMMUNITY AND PHILANTHROPIC ENGAGEMENT

We upheld our dedication to giving back through volunteerism and partnerships that align with our values and support the missions of our brand partners.

As we look ahead, we remain dedicated to driving meaningful and measurable progress—cultivating a workplace and supply chain that reflect the diversity of our associates, partners, and customers.



Associate *wellbeing*

Randa aims to be the best place to build a career by offering comprehensive benefits and meaningful development opportunities that support the physical, mental, and financial wellbeing of our associates. Beyond traditional benefits, we invest in training and leadership programs that strengthen skills, deepen engagement, and prepare our teams for long-term growth.

RANDA UNIVERSITY OF LOGISTICS (RUL):

Since 2011, nearly 400 associates have completed this immersive program at our New Orleans logistics center, gaining hands-on supply-chain experience and cross-team connections.

LINKEDIN LEARNING:

In 2024, 234 active associates built more than 2,600 new skills on the platform, with 38% of managers participating—well above the industry average of 14%.

RANDA MANAGERS MEETING (RMM):

In May, more than 130 leaders from around the world gathered in New Orleans, Louisiana, for our annual management meeting. The dynamic program featured leadership development tools, focused breakout discussions, and meaningful opportunities for collaboration and networking.

LEADERSHIP CIRCLES:

A group of corporate associates participated in virtual training sessions to develop core skills and behaviors aligned with the seven key principles of leadership. The program aims to strengthen interpersonal skills, boost productivity, and elevate overall leadership performance.

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM (ELDP):

In 2024, a cohort of eight Randa directors continued their participation in our intensive, two-year leadership accelerator program. The program builds on existing strengths and supports leadership development through cohort-based learning.

SUSTAINABILITY TRAINING:

In 2024, to embed responsible practices across roles, Randa's 15 interns and the ELDP directors completed one-hour sustainability training sessions led by the Director of Global Sustainability. The sessions covered key impact topics across People, Planet, and Product, and new associate onboarding was updated to include these pillars.

Randa's commitment to these priorities is evident in our Gallup poll results in 2024, which place us in the 85th percentile for associate engagement among U.S. companies of similar size, based on data accumulated from 2019-2023.

Number of Trained Associates

RUL Grads*

400

*Nearly 400 associates accumulatively between 2011-2024

LinkedIn Learning

234

Randa Managers Meeting

130+





Human rights and *social compliance*

Randa aims to leverage industry-leading social compliance tools to integrate responsible practices worldwide. Our goal is to partner with suppliers that adhere to fair wage standards and best-in-class safety benchmarks. Because our products rely on a global network of workers and partners, these investments help safeguard their rights and well-being while reinforcing the trust our customers place in us.

ETHICS

Randa associates follow our Code of Business Conduct, promoting integrity, fairness, responsible use of company resources, anti-corruption practices, conflict-of-interest avoidance, and a respectful, safe, and environmentally responsible workplace. Clear reporting channels and strong protections against retaliation uphold accountability, while oversight from our Chief Compliance Officer and senior leaders across HR, Finance, Legal, Internal Audit, and Business teams ensures consistent compliance across the organization.

TRACEABILITY AND COMPLIANCE

As part of our dedication to human rights, we have integrated robust due diligence processes into our procedures and policies. To enhance transparency and accountability, Randa invested in an AI-powered traceability technology platform to trace and manage our supply chain from raw material sourcing to the distribution of finished goods. We have also standardized our chain of custody documentation collection and validation processes. This enables us to strengthen verification of responsible supplier operations through audits, traceability systems, and risk-based assessments. This effort is supported by our Supplier Terms of Engagement, Code of Conduct, and local audits and compliance framework. A potential Randa supplier is subject to Randa social auditing, traceability audit, and if necessary, compliance training by our trained global staff in the US, Guatemala, China, India, Bangladesh, and Cambodia.

To stay informed about the global macro environment, mitigate risks, and continuously enhance our human rights and social compliance practices, Randa maintains active roles in industry groups. Our memberships include the [American Apparel and Footwear Association \(AAFA\)](#), with participation in Social Compliance, Environmental, and Product Safety Committees, Social Labor Convergence Project (SLCP) Signatory, [Cascale](#), [Source Intelligence Conflict Minerals](#), Better Work, and NIRAPON for workplace safety in Bangladesh.

Social *responsibility*

Randa is committed to building a supply chain supporting respectful, safe, and fair working conditions. These initiatives show our focus on elevating workplace conditions, strengthening supplier capability, and driving continuous improvement across our global operations.

SOCIAL LABOR CONVERGENCE PROJECT (SLCP)

SLCP provides the first industry-wide framework to assess social and labor conditions, and Randa's global team of five uses its audit standards across all supplier pre-auditing, remediation, compliance guidance, and capacity building. By evaluating eleven performance areas and tracking results over time, we gauge supplier risk and progress while shifting from repetitive audits to meaningful performance improvement that supports factory advancement, sustainability, and worker well-being.

NIRAPON

Nirapon's Safety Management Program supports worker and workplace safety in Bangladesh through education and capacity building that goes beyond basic compliance. Randa is a member, and five of our key suppliers participate. Nirapon also offers an innovative grievance system where workers can scan a QR code to report issues—strengthening accountability across factories and brands.

BETTER WORK PROGRAM

The Better Work Program—implemented in four of Randa's key suppliers in Cambodia—advances human rights and workplace safety. This program is a collaboration between the International Labour Organization (ILO) and the International Finance Corporation (IFC), promoting decent work and competitiveness across the global garment industry.

REIMAGINING INDUSTRY TO SUPPORT EQUALITY (RISE)

In 2024, Randa partnered with a customer to bring the RISE Project to two of our key suppliers. The program centers on gender equality for female garment workers, empowering women through training, skill building, and the integration of gender-equitable practices into business operations.

PLANET WATER FOUNDATION

Randa collaborated with a brand partner, the Planet Water Foundation, and participating licensees to install AquaTower water filtration systems at the Government Higher Secondary School in Tamil Nadu, India. Each tower provides clean drinking water, handwashing facilities, and hygiene education—supporting up to 1,800 people per tower—enhancing community health and reinforcing our commitment to the well-being of regions where we operate.





PLANET

Collaborating to create a responsible, traceable & transparent supply chain

REDUCE CLIMATE IMPACT

Randa is committed to addressing the issue of global climate change and mitigating the impacts of our business by reducing greenhouse gas emissions across our value chain.

MANUFACTURE RESPONSIBLY

To reduce our greenhouse gas emissions and environmental impact, Randa aims to set science-based Greenhouse Gas (GHG) reduction targets that extend beyond our direct operations, where a significant portion of our environmental footprint lies.

MINIMIZE OPERATIONAL IMPACTS

Randa will integrate zero waste principles across our operations, aiming to divert waste from landfills. We have created a path for Randa-controlled distribution centers to achieve zero-waste certification and work towards Net Zero carbon emissions.

Climate & greenhouse gas emissions

As a responsible global citizen, Randa is committed to addressing climate change. We work to reduce the environmental impact of our business by lowering emissions across our value chain.

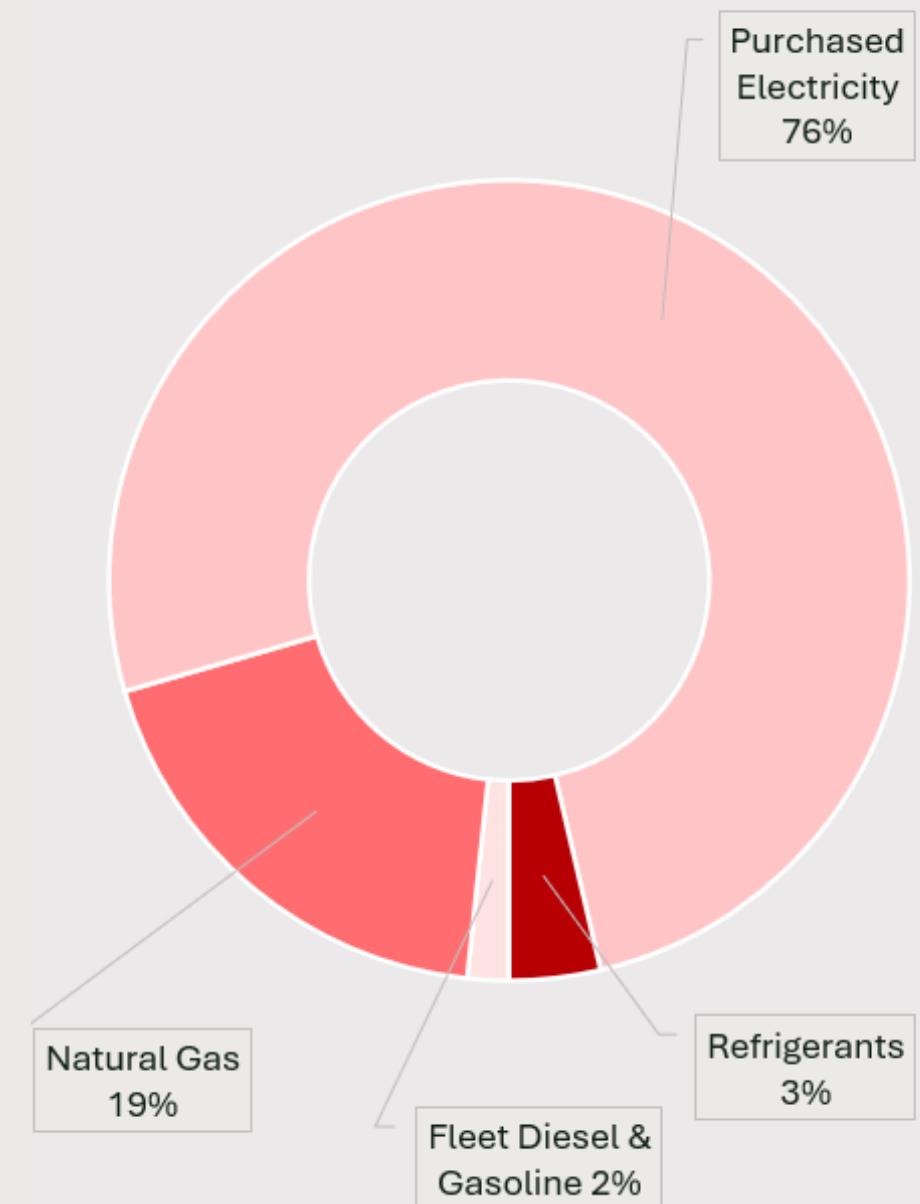
From 2022 to 2024, Randa invested heavily in calculating our greenhouse gas inventory. This includes our direct emissions (Scope 1 and 2) and indirect emissions (Scope 3) across both our operations and supply chain. In 2024, we improved the quality of our direct-emissions data by using 18% more actual data from facilities and utilities compared to last year.

Our direct emissions increased by 17% from 2023, primarily due to the acquisition of totes Isotoner's office and distribution center. In 2025, we will set science-based targets for both direct and indirect emissions using 2022 as our baseline year, incorporating emissions from the acquisition into that baseline.

Our goal is to reduce our overall carbon footprint and implement a detailed reduction roadmap beginning in 2026, with a targeted milestone set for 2035.

In 2024, Randa invested in several energy-efficiency upgrades at the Fort Worth distribution center (DC), including installing an energy-fluctuation controller that reduces energy use by more than 10%, retrofitting machinery for improved performance, and repairing compressed-air leaks in the conveyor system. We also improved energy efficiency at our New Orleans facility by installing new skylights in the warehouse area, upgrading existing LED fixtures to light-harvesting LEDs to take advantage of natural light, and adding natural-light tunnels in the office spaces.

**Percentage of Emissions Contribution
by Source CY2024
(Market-Based)**



World Resources Institute Greenhouse Gas Protocol, the international standard and tool for carbon accounting, was used to measure our GHG emissions. Where consumption data was missing due to landlord owned control, estimates were used based on average and previous year data where available.



Responsible manufacturing

As a member of [Cascale](#), (formerly the Sustainable Apparel Coalition), Randa receives guidance on decarbonization and leverages the Higg Index suite of tools to measure and manage our environmental footprint. We have completed our Scopes 1, 2, and 3 greenhouse gas inventory for fiscal years 2022 through 2024, supported by detailed activity data across our facilities, products, materials, and supply chain. Using these insights, Randa is developing science-based targets across all scopes, including short- and mid-term goals that address product impacts and supply chain emissions.

HIGG FACILITY ENVIRONMENTAL MODULE

Randa utilizes [Higg Facility Environmental Module \(FEM\)](#) to provide insights into the environmental performance of our manufacturing partners. The tool provides detailed insights into each facility's operations, helping us track our suppliers' GHG emissions and identify opportunities for continuously improvement. Through Higg FEM, we monitor critical focus areas, including environmental management systems, energy, water, wastewater, air emissions, waste, and chemicals management. In 2024, following the mid-year acquisition of totes Isotoner operations, Randa expanded its global supply chain footprint. Working closely with our partners, we achieved

a 74% completion rate of self-assessments among our core (Tier 1) factories, with 59% of those facilities undergoing third-party data verification. We are accelerating the onboarding of additional secondary (Tier 2) suppliers—including textile mills and material producers—to ensure data is collected, validated, and aligned with our sustainability standards. In parallel, we continue to strengthen supplier engagement through formal onboarding, capability-building, and training initiatives. In 2024, Randa piloted a Higg FEM engagement and education program with a key supplier, supporting measurable score improvements. Together, these efforts aim to enhance data completeness and verification, improve supplier performance, and drive continuous improvement across material environmental impact areas.

CHEMICAL MANAGEMENT PROGRAM

Randa maintains Restricted Substances Lists (RSL) aligned with regulatory standards, licensor guidelines, and customer requirements. Suppliers are required to adhere to product testing protocols to prevent the use of restricted substances and ensure product safety. We will continue to monitor and further reduce the use of hazardous chemicals and discharge in our production process.



Minimize *operational* impacts

ZERO WASTE TO LANDFILL CERTIFICATION

Randa is incorporating zero-waste-to-landfill principles into its Randa-controlled distribution center (DC) operations as part of a broader effort to reduce environmental impacts. The company's objective is for all Randa-controlled DCs to achieve Zero Waste to Landfill certification and to support the long-term ambition of reaching Net Zero carbon emissions by 2033. Zero Waste to Landfill certification requires a facility to divert more than 90% of its annual waste from landfills or incineration.

In 2024, the Toronto DC piloted this initiative and achieved a 92% diversion rate from landfills or incineration. The Fort Worth DC reached 87% and continues to work toward certification, with the Scotland, New Orleans and Reno DCs progressing as well. In this time period, Randa expanded recycling and composting infrastructure across North American and UK DCs. Waste haulers recycled corrugate materials and poly bags as bales, and Randa tracked waste volumes and conducted waste audits to identify reduction opportunities and measure performance.

GREEN TEAMS LAUNCH

Randa has established Green Teams in each of our North American offices and DCs to support waste-reduction initiatives and advance internal sustainability practices. These teams coordinate activities such as Earth Day events and zero-waste campaigns to increase awareness, encourage participation, and reinforce operational goals related to waste minimization and sustainability.



Our Reno DC, built in 2013, continues to operate as a [LEED](#) Gold-certified facility.



As part of the Earth Day celebration, our New York office engaged in Hunters Point Park Conservancy Impact Day gardening event, led by the local Green Team.



PRODUCT

Driving trust by integrating sustainability into product quality and innovating to meet customer needs

REDUCE MATERIAL IMPACTS

Randa aims to use responsibly sourced and environmentally preferred materials. We strive to build trust and reduce our environmental footprint by continuously innovating our products and processes to meet customer needs.

INVEST IN RESPONSIBLE MATERIALS AND INNOVATION

Randa aims to develop a portfolio of next-generation, innovative, and responsible materials to advance our climate goals and reduce our environmental and social footprint.

PROMOTE CIRCULARITY

Randa aims to make circular design a key driver of innovation across our products, packaging, and business models. By 2033, we set a goal to have 10% of our product development to support circular business models or designated circular products.



Material *impacts*

Randa aims to use responsibly sourced and environmentally preferred materials. We strive to build trust and reduce our environmental footprint by continuously innovating our products and processes to meet customer needs.

Randa is committed to improving transparency in raw-material sourcing and continues strengthening traceability across our supply chain. Our AI-based visibility platform supports this work by providing a clearer view of supplier networks and highlighting potential compliance and sourcing risks. Achieving our material sustainability goals requires that our design and development teams understand how material choices affect environmental and social outcomes.

In 2024, Randa delivered material-impact training across the organization, focusing on responsible material selection and the key levers that influence a product's overall footprint.

To stay aligned with emerging low-impact material innovations, Randa participates in the [Textile Exchange](#) membership community, a global nonprofit advancing climate and nature benefits in the fashion and textile sector. In 2024, we attended the annual Textile Exchange conference, joining brands, suppliers, and industry experts to refine material standards and support reductions in the environmental impacts of raw materials.

WHAT IS MEASURED CAN BE MANAGED

In 2024, Randa conducted an analysis of material-use data across all divisions to quantify our materials' environmental impacts. Using the [Higg Index Material Sustainability Index](#), [Textile Exchange's Preferred Fiber & Material Index](#) and [Material Impact Explorer](#), we evaluated our core materials against key indicators—including greenhouse gas emissions, water consumption, eutrophication potential, chemical impact, and fossil-fuel resource depletion based on country of origin. This data-driven assessment gave our product development teams actionable insights to identify and prioritize opportunities to reduce material-related impacts. As we establish our science-based targets, these findings will guide the creation of aligned mid- and short-term goals that support our broader GHG-reduction strategy.



Responsible materials & *innovation*

In 2024, Randa also participated in several Textile Exchange working groups—including Recycled Polyester, Leather, Biosynthetics, Animal Fibers, Manmade Cellulosics, and the Biodiversity Community of Practice—to stay aligned with current research and guidance on lower-impact and next-generation materials.

POLYESTER

Randa aims to expand the use of recycled polyester and bio-based alternatives from virgin polyester across its product lines and tracks annual consumption to measure progress. From 2009 to 2024, Haggar has utilized REPREVE®*, a recycled polyester made from post-consumer plastic bottles, recycling over 181 million bottles into new products made with REPREEVE®*. Choosing REPREEVE® over virgin polyester, Haggar has prevented 7.76 million kilograms of CO₂ emissions and conserved over 32 million gallons of water during the same period.

LEATHER

Randa has been a member of the Leather Working Group (LWG) since 2021. Through this membership, we support LWG's work to advance globally recognized environmental standards for leather manufacturing, as well as transparency and continuous improvement across the industry.

Randa primarily sources from LWG-rated tanneries and continues to expand coverage across its leather supply base. The company sets clear sourcing expectations

for suppliers to source leather as a byproduct of the meat industry and not from animals raised in the Amazon biome. In 2024, Randa began a cross-functional effort to build internal understanding and align on the direction of an animal welfare policy, engaging the Product and Planet Working Group, Legal Department, Director of Global Sustainability, and external animal welfare experts. Randa aims to increase the use of alternatives such as recycled (bonded) leather while strengthening material-level traceability and expanding lower-impact materials.

VISCOSE RAYON

In 2024, Randa's Tribal brand introduced 34 styles made with fabrics containing at least 76% Lenzing™ EcoVero™ fibers—a lower-impact alternative to conventional rayon. According to Lenzing™, maker of EcoVero™ viscose, EcoVero™ fibers are derived from wood sourced from controlled or certified wood sources**. Randa continues to evaluate opportunities and set targets to expand the use of traceable, responsibly sourced rayon across its product portfolio.



*REPREVE® is a registered trademark of Unifi®, Inc.

**Cite:EcoVero™ statement on website: www.ecovero.com/claims/



Tribal's 13 piece XIX PALMS capsule collection was made using 100% EcoVero™ Viscose



Circularity

Randa aims to make circular design a key driver of innovation across our products, packaging, and business models.

PRODUCTS

In 2024, design, development, merchandising, and sourcing teams across the organization participated in circularity training sessions by a certified Circular Economy specialist. These sessions are helping embed circular design principles early in the product development process and inform business-model decisions. Building on this foundation, we will continue implementing targeted programs and assessments in the coming years to advance circularity across our portfolio.

Our Haggar brand is actively exploring circular product solutions. In 2024, we launched a mono-material circular recycled-polyester pant pilot program in select stores. The pants are made with 50% REPREVE®* post-consumer rPET recycled polyester as the primary fabric, with lining and trims designed using the same polyester material family. This construction enables the product to be returned to Unifi®, the producers of the fiber, for textile-to-textile recycling. The pilot demonstrated strong potential, and Haggar plans to expand the program. Additionally, Randa Accessories is developing a circular headwear pilot in collaboration with Haggar.

PACKAGING

Randa aims to reduce packaging volume and weight while transitioning to packaging that is recyclable, reusable, or made from more responsibly sourced materials. Our 2033 goal is to increase the use of recycled content and Forest Stewardship Council® (FSC)-certified paper across packaging categories.

In 2023, we established baseline metrics to enable consistent annual measurement of packaging impacts.

END-OF-LIFE

In support of our zero-waste operational goal, we work to donate unusable materials, products, and samples and to minimize disposal through landfilling and incineration. We regularly donate surplus items to organizations such as Delivering Good, Craig's Closet, and 100 Suits.

In 2024, Randa contracted with Debrand, a specialized end-of-life solutions provider, to start to build a structure to responsibly process products and materials and reduce waste in our operations.

* Repreve® is a registered trademark of Unifi®, Inc.

Randa Apparel & Accessories remains committed to making steady, meaningful progress in our sustainability work. While we are proud of what we have accomplished together, we recognize there is more to do. THANK YOU to our associates, partners, and stakeholders whose ongoing collaboration helps us continue moving forward.



RANDA

APPAREL & ACCESSORIES

ABOUT THIS REPORT

This is our second Corporate Responsibility Report, which outlines our key ESG-related goals and developments based on available data and current expectations. This report includes performance data for the fiscal year 2024 (January 1 to December 31, 2024) as well as relevant accumulated data from the specified timeframe. The data presented in this report reflects the best available information at the time of collection and what could be reasonably collected. We look forward to sharing our future progress.