

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

V.F. Corporation, founded in 1899, is one of the world's largest apparel, footwear and accessories companies connecting people to the lifestyles, activities and experiences they cherish most through a portfolio of iconic outdoor, active and workwear brands. Unless the context indicates otherwise, the terms "VF," the "Company," "we," "us," and "our" used herein refer to V.F. Corporation and its consolidated subsidiaries. Our largest brands are *Vans®*, *The North Face®*, *Timberland®* and *Dickies®*.

Unless otherwise noted, all discussion below, including amounts and percentages for all periods, reflect the results of operations and financial condition of VF's continuing operations. As such, the Occupational Workwear business that was sold on June 28, 2021 has been excluded.

Our products are marketed to consumers through our wholesale channel, primarily in specialty stores, department stores, national chains, mass merchants, independently-operated partnership stores and with strategic digital partners. Our products are also marketed to consumers through our own direct-to-consumer operations, which include VF-operated stores, concession retail stores, brand e-commerce sites and other digital platforms. Revenues from the direct-to-consumer business represented 45% of VF's total Fiscal 2023 revenues. In addition to selling directly into international markets, many of our brands also sell products through licensees, agents and distributors. In Fiscal 2023, VF derived 58% of its revenues from the Americas region, 29% from the Europe region and 13% from the Asia-Pacific region.

To provide diversified products across multiple channels of distribution in different geographic areas, we rely on our global sourcing of finished goods from independent contractors. Our highly sophisticated and diversified supply chain utilizes leading technologies for inventory replenishment that enable us to match our assortment of products to consumer demand.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	April 1 2022	March 31 2023

W0.3

(W0.3) Select the countries/areas in which you operate.

- Australia
- Austria
- Bangladesh
- Belgium
- Brazil
- Cambodia
- Canada
- China
- Czechia
- Denmark
- Dominican Republic
- El Salvador
- France
- Germany
- Greece
- Honduras
- Hong Kong SAR, China
- India
- Indonesia
- Ireland
- Israel
- Italy
- Japan
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Nicaragua
- Norway
- Panama
- Poland
- Portugal
- Puerto Rico
- Republic of Korea
- Russian Federation
- Singapore
- Spain
- Sweden
- Switzerland
- Taiwan, China
- Turkey
- United Kingdom of Great Britain and Northern Ireland
- United States of America
- Viet Nam

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, an ISIN code	US91820410

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Not very important	Vital	<p>In our direct use, sufficient amounts of good quality freshwater available for use is not a very important input, as defined by CDP, for our direct business operations. This importance rating was chosen because the primary use of good quality freshwater in VF facilities (e.g., offices, retail, and distribution centers, etc.) is for water, sanitation, and hygiene (WASH) services. Access to sufficient amounts of good quality freshwater is still a local issue in some regions where we operate and is therefore, in this regard, important to VF; however, it is not a key component of our direct business operations. This importance rating for direct use is unlikely to change for VF's existing portfolio of owned-and-operated facilities; however, future mergers and acquisitions may alter VF's operational dependency on freshwater.</p> <p>In our indirect use, sufficient amounts of good quality freshwater available for use is a vital input, as defined by CDP, within the VF supply chain as access to good quality freshwater is a key component of growing raw materials and some supplier operations. This importance rating was chosen because the primary use of good quality freshwater in our indirect operations includes cultivation of cotton crops, key supplier operations (e.g., dyeing), and worker health and sanitation. Lack of access to sufficient amounts of freshwater could compromise future production and possibly increase the cost of goods sold (COGS) for VF. The importance rating for indirect use is unlikely to change for VF's existing business segments and product lines, however, future mergers and acquisitions may alter VF's dependency on freshwater.</p>
Sufficient amounts of recycled, brackish and/or produced water available for use	Not important at all	Neutral	<p>In our direct use, the availability of recycled, brackish, and/or produced water is not important at all, as defined by CDP, to VF direct operations. This importance rating was chosen because following the successful spin-off of the Jeanswear business segment in 2019, recycled, brackish, and/or produced water is no longer used as an input in our direct operations. The importance rating for direct use is unlikely to change for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of recycled, brackish, and/or produced water.</p> <p>In our indirect use, the availability of recycled, brackish, and/or produced water is neutral, as defined by CDP, for VF indirect operations. This importance rating was chosen because there is relatively small evidence of VF suppliers tracking the use of recycled or brackish water in the cultivation of cotton and/or the manufacturing of our products. The primary use of recycled, brackish, and/or produced water in our indirect operations is as an input in the manufacturing of products. This importance rating is unlikely to change for VF's existing business segments and products lines, though as water becomes more costly, it is possible that recycled water may be used in our supply chain.</p>

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities. However, water withdrawals are not a significant component in VF owned-and-operated facilities (e.g., offices, retail, and distribution centers, etc.).</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of water.</p>
Water withdrawals – volumes by source	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities. However, water withdrawals are not a significant component in VF owned-and-operated facilities (e.g., offices, retail, and distribution centers, etc.).</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of water.</p>
Entrained water associated with your metals & mining and/or coal sector activities - total volumes [only metals and mining and coal sectors]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Produced water associated with your oil & gas sector activities - total volumes [only oil and gas sector]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Water withdrawals quality	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities. However, water withdrawals are not a significant component in VF owned-and-operated facilities (e.g., offices, retail, and distribution centers, etc.).</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of water.</p>
Water discharges – total volumes	Not relevant	<Not Applicable>	<Not Applicable>	<p>Total water discharges are not a relevant impact for VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's direct operational use and discharge of water.</p>
Water discharges – volumes by destination	Not relevant	<Not Applicable>	<Not Applicable>	<p>Water discharges are not a relevant impact for VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use and discharge of water.</p>
Water discharges – volumes by treatment method	Not relevant	<Not Applicable>	<Not Applicable>	<p>Water discharges are not a relevant impact for VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use and discharge of water.</p>
Water discharge quality – by standard effluent parameters	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use and discharge of water.</p>
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use and discharge of water.</p>
Water discharge quality – temperature	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities and water discharge is collected through local sewage facilities.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use and discharge of water.</p>
Water consumption – total volume	Not relevant	<Not Applicable>	<Not Applicable>	<p>This water aspect is not relevant to VF. Water in VF's direct operations is provided through local municipalities. The primary use of water in VF owned-and-operated facilities (e.g., offices, retail, and distribution centers, etc.) is for water, sanitation, and hygiene (WASH) services.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of water.</p>
Water recycled/reused	Not relevant	<Not Applicable>	<Not Applicable>	<p>Recycled/reused water is not relevant to VF and is not used as an input in our direct operations.</p> <p>This water aspect is unlikely to become relevant for VF's existing owned-and-operated assets; however, future mergers and acquisitions may alter VF's operational use of recycled/reused water.</p>
The provision of fully-functioning, safely managed WASH services to all workers	100%	Continuously	VF measures the provision of WASH services through corporate policies and audits.	VF's Global Compliance Principles state that all VF Authorized Facilities must provide their workers with a clean, safe, and healthy work environment, designed to prevent accidents and injury to health arising out of or occurring while at work. This includes the monitoring of associate access to drinking water and sanitation facilities at VF facilities. Compliance is monitored routinely.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals		Please select	Please select	Please select	Please select	As noted in W1.1, sufficient amounts of good quality freshwater available for use is not a key component of VF's direct business operations (e.g., retail, offices, distribution centers, etc.), and therefore we do not publicly disclose total water withdrawal volumes.
Total discharges		Please select	Please select	Please select	Please select	As noted in W1.1, sufficient amounts of good quality freshwater available for use is not a key component of VF's direct business operations (e.g., retail, offices, distribution centers, etc.), and therefore we do not publicly disclose total water discharge volumes.
Total consumption		Please select	Please select	Please select	Please select	As noted in W1.1, sufficient amounts of good quality freshwater available for use is not a key component of VF's direct business operations (e.g., retail, offices, distribution centers, etc.), and therefore we do not publicly disclose total water consumption volumes.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Unknown	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	VF does not assess this indicator for our direct operations, as water withdrawals are not a significant component in VF owned-and-operated facilities (e.g., offices, retail, and distribution centers, etc.). VF continues to evaluate the water-related impacts of our global value chain through supplier engagement, materials selection and supply chain water risk assessments.

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	11612475000		<Calculated field>	As noted in W1.1, sufficient amounts of good quality freshwater available for use is not a key component of VF's direct business operations (e.g., retail, offices, distribution centers, etc.), and therefore we do not publicly disclose water withdrawal trend figures.

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
Row 1	No	

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement	Primary reason for no engagement	Please explain
Suppliers	Yes	<Not Applicable>	<Not Applicable>
Other value chain partners (e.g., customers)	Yes	<Not Applicable>	<Not Applicable>

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

No, we do not currently assess the impact of our suppliers, but we plan to do so within the next two years

Considered in assessment

<Not Applicable>

Number of suppliers identified as having a substantive impact

<Not Applicable>

% of total suppliers identified as having a substantive impact

<Not Applicable>

Please explain

As we continue to advance our oversight of water-related risks in the supply chain, we are evaluating opportunities to assess supplier impact on water security in the next 2 – 4 years. Impacts assessed could include suppliers' dependence on water, discharge quality and access to WASH services.

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization's purchasing process?

	Suppliers have to meet specific water-related requirements	Comment
Row 1	No, but we plan to introduce water-related requirements within the next two years	

W1.5d

(W1.5d) Provide details of any other water-related supplier engagement activity.

Type of engagement

Information collection

Details of engagement

Collect water management information at least annually from suppliers

Collect information on water-related risks at least annually from suppliers

Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

Collect WASH information at least annually from suppliers

% of suppliers by number

26-50

% of suppliers with a substantive impact

<Not Applicable>

Rationale for your engagement

Through the Higg Facility Environmental Module (FEM), VF collected data on water-related issues from nearly 500 Tier 1 and Tier 2 suppliers in CY2022. Suppliers are requested to indicate sources of water supply and track water risk through WRI and WWF tools. The initial selection of suppliers to report through the Higg FEM was based on procurement spend and strategic importance to the company. VF has since developed internal goals to expand the amount of Tier 1 and Tier 2 suppliers, by procurement spend, that are completing the Higg FEM on an annual basis.

In addition, VF supplier factories are audited on an annual basis against the VF Facility Guidelines by the VF Factory Compliance team or accredited third parties. All VF authorized facilities must comply with all laws and regulations relating to environmental protection in the countries in which they operate. Facilities must have policies and procedures in place to ensure environmental impacts are minimized with respect to water and other significant environmental risks. Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and sub-contractors. Audits cover a variety of water-related issues, including for suppliers that discharge industrial wastewater, the confirmation that all wastewater (including domestic and process water), is treated before discharging into the natural environment. Additionally, key in-scope suppliers using 50 cubic meters of process water or more per day fall within the scope of VF's Global Wastewater Discharge Standards.

Impact of the engagement and measures of success

An outcome of this engagement that is beneficial to VF is improved visibility into how suppliers are currently managing water-related risks and the potential for managing future water-stress risks. Through frequent supplier engagement, VF measures success towards key internal and external targets with water data provided by suppliers through the Higg FEM. Surveyed suppliers are asked to report a variety of data points, including facility-level water consumption, facility-level wastewater discharge, potential water-stress risks, and management processes on an annual basis. Higg FEM supplier scores, including water-related scores, are used by the VF Supply Chain Sustainability team to track against internal Higg FEM supplier performance goals and measure success. For example, in the CY2022 Higg FEM, verified VF suppliers achieved an average performance score of 71.11 for water and 61.19 for wastewater (out of 100). Additionally, supplier water data is used internally by the VF Supply Chain Sustainability team to assess potential water-related environmental risks.

An additional beneficial outcome to VF is supplier compliance with the VF Facility Guidelines' Environmental Principle, which consists of audit protocols to limit environmental degradation of local community waterways. Successful supplier engagement is defined as supplier awareness of our standards and compliance principles. Metrics used to measure successful engagement include the percentage of authorized facility audits completed annually and the percentage of facilities that are determined to be compliant with the VF Global Wastewater Discharge Standards, 95% in FY2023. As a result, VF can conduct risk mapping of wastewater discharge throughout our supply chain, which VF uses as advanced insights on the potential environmental impacts of our global supplier network.

Comment

As noted in W0.2, the reporting scope of this disclosure is for FY2023 and data from FY2023 is provided when available, unless otherwise noted. Select data collected through external partnerships is available on a calendar year timeframe and is noted as such when disclosed.

W1.5e

(W1.5e) Provide details of any water-related engagement activity with customers or other value chain partners.

Type of stakeholder

Other, please specify (NGO partners, factory workers and community members)

Type of engagement

Innovation & collaboration

Details of engagement

Engage with stakeholders to advocate for policy or regulatory change

Encourage stakeholders to work collaboratively with other users in their river basins toward sustainable water management

Rationale for your engagement

VF recognizes we cannot achieve our goals alone and value our partnerships, collaboration and external engagement. At VF, we collaborate with relevant stakeholders in the creation and implementation of our strategies and programs. This includes regularly engaging with numerous external organizations to guide and support key aspects of our Sustainability and Responsibility strategy. In FY2021, VF completed a revision of its stakeholder engagement strategy to help proactively leverage the insights of external stakeholders and maximize their impact across the value chain and enterprise. Within our value chain, VF engages with suppliers, factory workers, customers, and retailers where there are opportunities for shared interest and a collaborative approach to driving more significant change.

Impact of the engagement and measures of success

Successful engagements include partnerships that progress our goals and programs that aim to positively impact the environment. Metrics used to assess these engagement activities include the number of people reached through each engagement. These measures were chosen to holistically show the impacts of VF partnerships.

For example, to support our company target to improve the lives of 1 million workers and their communities by FY2026 and 2 million people by FY2031, we conducted a global needs assessment in 16 countries, reaching 136 factories and more than 7,600 workers. One (out of three) core assessment area is water, sanitation and hygiene (WASH) needs among workers and community members in our supply chain. As a result, VF partnered with WaterAid in Cambodia to bring access to clean water and safe sanitation to 108,000 workers and community members during FY2022. We also worked with WaterAid to provide WASH training to workers and managers in our supplying factories which contributed to minimizing spread of Covid-19 and water-borne illnesses. In addition, we partnered with Water and Sanitation for the Urban Poor (WSUP) to give access to clean, climate resilient water, sanitation and hygiene services and infrastructure in Ready Made Garment worker communities in Chattogram, Bangladesh, benefitting over 29,000 workers and community members during FY2022. This project is ongoing and the FY2023 impacts are being collected.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Fines, enforcement orders, and/or other penalties	Comment
Row 1	No	<Not Applicable>	

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified	Please explain
Row 1	Yes, we identify and classify our potential water pollutants	<p>VF classifies water pollutants in its Global Wastewater Discharge Standards. Suppliers that use more than 50 cubic meters per day of process water are considered in-scope. In-scope facilities are required to ensure that discharged wastewater quality is within the parameters set by VF's Global Wastewater Discharge Standards or within applicable legal discharge limits and wastewater discharge permits, whichever is strictest.</p> <p>The full list of metrics used to identify pollutants are included in the Global Wastewater Discharge Standard, including parameters on chemical constituents and other indicators to identify water pollutants. For example, the accepted chemical constituent parameter for antimony, is ≤0.50 ppm.</p> <p>The VF Factory Compliance team includes the Global Wastewater Discharge Standards in facility audits, to verify that in-scope suppliers align with the standards.</p>	<Not Applicable>

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Water pollutant category

Inorganic pollutants

Description of water pollutant and potential impacts

The full list of metrics used to identify pollutants are included in the Global Wastewater Discharge Standard, including parameters on chemical constituents and other indicators to identify water pollutants. For example, the accepted chemical constituent parameter for antimony, is ≤0.50 ppm.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Reduction or phase out of hazardous substances
Requirement for suppliers to comply with regulatory requirements

Please explain

VF classifies water pollutants in its Global Wastewater Discharge Standards. Suppliers that use more than 50 cubic meters per day of process water are considered in-scope. In-scope facilities are required to ensure that discharged wastewater quality is within the parameters set by VF's Global Wastewater Discharge Standards or within applicable legal discharge limits and wastewater discharge permits, whichever is strictest.

The VF Factory Compliance team includes the Global Wastewater Discharge Standards in facility audits, to verify that in-scope suppliers align with the standards. Metrics used to measure successful engagement include the percentage of authorized facility audits completed annually and the percentage of facilities that are determined to be compliant with the VF Global Wastewater Discharge Standards, 95% in FY2023.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations

Coverage

Partial

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Annually

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Tools on the market

Enterprise risk management

Other

Tools and methods used

WRI Aqueduct

External consultants

Contextual issues considered

Water regulatory frameworks

Status of ecosystems and habitats

Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers

Employees

Investors

Local communities

NGOs

Regulators

Comment

Value chain stage

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Annually

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market

Other

Tools and methods used

WRI Aqueduct

WWF Water Risk Filter

Internal company methods

Contextual issues considered

Water regulatory frameworks

Status of ecosystems and habitats

Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Investors

Local communities

NGOs

Regulators

Suppliers

Comment

W3.3b

(W3.3b) Describe your organization’s process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	<p>The primary use of water in VF facilities is for water, sanitation, and hygiene (WASH) services, and is not a material risk that requires a complete risk assessment. Therefore only partial elements are included in our direct operations water-related risks assessment. VF identifies and assesses potential water-related risks for select sites through internal company-wide risk assessment methods and WRI tools on an annual basis. In FY2023, VF engaged with external consultants to complete a physical climate risk assessment where water related risks (e.g., severe weather events) were considered for our owned-and-operated facilities.</p> <p>Water is essential for growing raw materials and supplier operations. We conduct a full water-related risk assessment for suppliers that represent over 75% of total procurement spend. We request key Tier 1 and Tier 2 suppliers to complete the Higg FEM self-assessment on an annual basis. We also use WRI Aqueduct and WWF Water Risk Filter tools to assess geographic water-related risks in our supply chain. To cover our full value chain, water-related risks concerning specific materials are also assessed using life cycle assessments. Lastly, VF uses internal company methods, including needs-based assessments, to measure access to WASH services for our supply chain workers and nearby communities. Time horizons, financial impacts, as well as reputation and regulatory components are all considered when classifying risks and determining the severity of risks.</p>	<p>When assessing water-related risks VF considers contextual issues, including water regulatory frameworks, status of ecosystems and habitats, and access to fully-functioning, safely managed WASH services for all employees. Water regulatory frameworks inform VF’s Global Water Discharge Standards, which all in-scope suppliers must comply with, and influence eco-efficient building updates within our direct operations. Access to fully-functioning, safely managed WASH services for all employees is also important, as outlined in our health and safety guidelines for employees. In addition, access to WASH services in the supply chain is a key component of our Worker and Community Development (WCD) program. Lastly, the status of ecosystems and habitats and potential disruptions to ecosystems and habitats could have significant impacts on our business by increasing the cost of goods sold for water-dependent materials (e.g., cotton) or by increasing operations costs for suppliers with water-intensive operations, impacting VF’s strategy. Potential disruptions to ecosystems could also negatively impact operations as damage to ecosystems may increase the risk of damage to owned-and-operated assets during severe weather events.</p>	<p>VF considers customers, employees, investors, local communities, suppliers, regulators and NGOs when assessing water-related risks. Customers are key to long-term business growth and consumer insights identify water as a vulnerable natural resource. We also believe that responsible resource management is important for recruiting top talent and employee retention, so employees are always considered in our assessment. Investors are also relevant and included in our assessment. Investors are increasingly interested in VF’s ability to manage ESG risks, including natural resources, employees, and supply chain labor management. VF also considers the potential indirect impacts of our business on workers and local communities throughout our value chain. We have established stringent Global Wastewater Standards, in accordance with the Business for Social Responsibility (BSR) Water Quality Guidelines, to mitigate potential risks to employees, their families, and local communities and require facilities to comply with local environmental regulations. Suppliers are also important since our global supply chain network consists of hundreds of authorized facilities, producing millions of products for VF brands each year, and suppliers can significantly impact water risk at the local level. VF also regularly engages with environmental and social NGOs as part of our assessment to better understand NGO concerns, interests and expectations related to water in the apparel industry.</p>	<p>At a company-level, we identify and assess risks as part of our strategic planning. To mitigate risks, each risk has an ELT owner with accountability for managing and addressing risk drivers. Our climate-related risk assessments are closely tied to our enterprise risk management (ERM) process. The ERM is a dynamic and holistic process used to identify and evaluate risks that have the greatest potential to significantly impact the performance of our enterprise. The ERM process helps VF to prioritize actions and sets forth accountability mechanisms to guide the ongoing management of risks. Updates to the ERM process and progress towards associated goals are presented regularly to the VF risk committee and ELT, and to the VF Board of Directors Audit Committee quarterly.</p> <p>Climate-related risks, including water-related impacts (e.g., severe weather events) are continually collected, monitored and addressed through risk assessment processes embedded throughout the enterprise, including through our ERM, Strategy, Government Affairs and Global Sustainability and Responsibility teams. The information collected, such as water-related impacts on stakeholders and ecosystems, is reported to VF’s Executive Leadership Team (ELT) Corporate Responsibility Working Group quarterly, and the Governance and Corporate Responsibility Committee of the Board is updated on a biannual cadence.</p>

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?
Yes, only in our value chain beyond our direct operations

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Our definition of substantive financial risk, as it relates to any of the climate risks mentioned below, would be any impact with a likely probability in any given year affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical climate risk, regulatory or reputational risk. Strategic risks include impacts that have a reputational impact to our brand(s), a lower probability threshold, and/or do not meet the financial threshold as defined above. The risks disclosed in this report meet the conditions for strategic risk but do not yet meet the threshold for substantive financial risk.

W4.1b

(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	179	1-25	The facility’s cited are located within VF’s indirect operations and are identified through the use of assessment tools such as the WRI Aqueduct Risk Atlas and the WWF Water Risk Filter as a part of the Higg FEM assessment.

W4.1c

(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

Country/Area & River basin

Viet Nam	Saigon
----------	--------

Number of facilities exposed to water risk

% company-wide facilities this represents

Please select

Production value for the metals & mining activities associated with these facilities

<Not Applicable>

% company's annual electricity generation that could be affected by these facilities

<Not Applicable>

% company's global oil & gas production volume that could be affected by these facilities

<Not Applicable>

% company's total global revenue that could be affected

Please select

Comment

W4.2a

(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

Viet Nam	Saigon
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Stage of value chain

Supply chain

Type of risk & Primary risk driver

Reputation & markets	Increased stakeholder concern or negative stakeholder feedback
----------------------	--

Primary potential impact

Company brand damage

Company-specific description

Increased impacts from water-related risks in VF’s supply chain could have a strategic impact on our business as negative stakeholder feedback may cause reputational damage to the company and our brands. Examples of these risks could include environmental degradation from the discharge of untreated industrial wastewater and/or reduced access to potable water in the surrounding communities due to industrial wastewater pollution. In CY2022, VF assessed water stress for key suppliers and determined that over 150 are located in extremely high-to-high at-risk locations. Countries with the most suppliers in extremely high-to-high at-risk locations included Vietnam (13%), China (5%), Bangladesh (4%), and India (4%). The primary potential impact of increased stakeholder concern or negative stakeholder feedback in our supply chain is company brand damage.

Timeframe

4-6 years

Magnitude of potential impact

Medium-low

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact

We do not have a figure at this time.

Primary response to risk

Supplier engagement	Promote greater due diligence among suppliers
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Description of response

Through the Higg FEM, VF requests key Tier 1 and Tier 2 suppliers to report on water use and industrial wastewater discharge on an annual basis. This process promotes increased due diligence and reporting on water issues within the VF supply chain. Through the Higg FEM, suppliers are requested to track water withdrawal and wastewater discharge data, assess the current water-stress of their operating region, develop targets for water reduction and action plans focused on achieving water reduction targets. In an effort to increase responsible natural resource management within our supply chain, VF provides Higg FEM training to suppliers around the globe, which includes training on the water components of the Higg FEM. Since 2018, the VF Supply Chain Sustainability team has trained over 1,000 factory representatives, across supplier facilities, on the implementation of environmental best practices for manufacturing.

Cost of response

75000

Explanation of cost of response

VF annual membership with the Sustainable Apparel Coalition (SAC), seventy-five thousand dollars, includes access to the Higg FEM which is used to both assess and mitigate water-related risks within our supply chain on an annual basis.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Climate-related risks, are continually monitored and addressed through risk assessment processes embedded throughout the enterprise, including through our ERM, Strategy, Government Affairs and Global Sustainability and Responsibility teams. The outcomes of these risk assessments have not identified water as having a substantive financial or strategic impact on direct operations.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Efficiency

Primary water-related opportunity

Improved water efficiency in operations

Company-specific description & strategy to realize opportunity

During FY2023, VF sourced products from contracted manufacturing facilities across the globe. A full list of VF manufacturing locations, updated on a quarterly basis, can be found on the VF website. The majority of our product's environmental impacts occur within our supply chain, where there are many opportunities to gain efficiencies, which may result in cost savings that could be passed on to VF. For example, through a partnership with the Apparel Impact Institute's Clean by Design initiative, a VF Tier 2 supplier in Taiwan is working to achieve energy, water, emissions, and financial savings through efficiency programs. The project was implemented during CY2019 and is expected to be completed soon. Upon completion, the facility is expected to achieve water, energy, GHG emissions and financial savings. Similar projects during CY2019-CY2021 averaged 9,361,962 MJ of energy, 38,843 m3 of water (per year), 892 GHG MT (per year), and \$351,938 (USD) of savings.

Estimated timeframe for realization

4 to 6 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

650000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

The potential financial impact to VF is cumulative and calculated through supply chain energy efficiency programs, CY2019 – CY2022, with external partners. Every year VF partners with multiple agencies including IFC, GIZ, Apparel Impact Institute, and others. Through these partnerships, participating suppliers are requested to report on annual financial savings that are associated with environment efficiency initiatives that they have implemented through the program. To reach this potential financial impact, reported savings from each facility (ranging from \$500 - \$800 depending on the factory) were summed together. While it is not possible to determine if all these savings would be passed on to VF, this number is indicative of the energy savings possible by partnerships with suppliers. Potential financial impact calculation: Average savings based on \$500-800 range (\$650) * 1,000 facilities surveyed = \$650,000.

The VF Responsible Sourcing team and Supply Chain Sustainability team partner with participating suppliers to adopt a more integrated approach to the responsible use of water, chemicals and energy. We collaborate with select suppliers to assist in the installation of energy efficient technologies in their facilities, and we work with others to embed an energy conservation mindset through continuous training programs and other educational resources. We are active participants in the Sustainable Apparel Coalition (SAC) and request key Tier 1 and Tier 2 suppliers to report their energy impacts through the Higg FEM Index. During CY2022, nearly 500 Tier 1 and Tier 2 VF suppliers completed the Higg FEM assessment.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Company-wide	Description of business dependency on water Description of business impact on water Commitment to align with international frameworks, standards, and widely-recognized water initiatives Commitment to reduce or phase-out hazardous substances Commitment to water stewardship and/or collective action Commitment to the conservation of freshwater ecosystems Commitments beyond regulatory compliance Reference to company water-related targets Acknowledgement of the human right to water and sanitation Recognition of environmental linkages, for example, due to climate change Other, please specify (Wastewater Policy)	In 2021, VF's extended supply chain used approximately 156 million m3 of water. Our most significant water impacts are in our supply chain, including cotton cultivation, leather production and water use by dye houses. VF's Global Wastewater Discharge Standards, in alignment with the Business for Social Responsibility (BSR) standards, commits to the long-term health of the planet and people, now and for future generations and acknowledges the important role that water plays. All vendors are subject to our compliance audit program and are required to comply with the Standard if using 50 cubic meters per day or more of process water. When an audit is being completed, VF looks to determine whether local water regulations are followed, wastewater analysis by a certified third-party laboratory are completed, and all reports are submitted every six months to VF. In the case that the water standards are not met, they are then placed on a Corrective Action Plan. The target testing parameters set forth for suppliers can be found on page five of the Standards and all sites are required to have a domestic sewage treatment and must not discharge any untreated water directly into the local waterways. VF strives to achieve a target of 100% compliance with all global supplier policies on an annual basis. Progress against these targets are communicated in VF's public sustainability and responsibility disclosures, including water-related compliance. In FY2023, 95% of VF's in-scope suppliers were found to be compliant with the VF Global Wastewater Discharge Standards. Additionally, VF Corporation's Human Rights Commitment, a public company-wide policy, acknowledges water as a human right and is committed to ensuring access to clean water throughout our supply chain, including returning clean water into the communities and villages where our production takes place.

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Board-level committee	The Governance and Corporate Responsibility Committee of the VF Board of Directors is responsible for oversight of the Corporation's significant strategies and programs, policies and practices relating to environmental issues and impacts. The Committee reports periodically to the full Board of Directors regarding VF's environmental impacts, which include progress towards previously set climate and sustainability targets, goals, and strategies to embed consideration of climate change risks and opportunities deeper into the business, as well as our material impacts. The Sustainability and Responsibility team has direct responsibility over VF's climate change strategy and reports progress and updates to the Committee biannually. The Executive Vice President, Global Supply Chain also reports to the Governance and Corporate Responsibility Committee on climate strategies, including water-related strategies, and impacts in VF's supply chain. In FY2022, a water-related decision made by the Governance and Corporate Responsibility Committee was the review and approval of an enterprise-wide climate risk assessment in alignment with the TCFD framework where water related risks were considered. An outcome of this risk assessment was the establishment of a standalone Climate Change & Sustainability risk in the VF enterprise risk management process, which is an essential component of VF's internal decision-making process.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding corporate responsibility strategy Reviewing and guiding risk management policies Reviewing and guiding strategy	The Vice President, Global Sustainability, Responsibility and Trade reports to the VF Board of Directors regarding VF's environmental impacts, which includes progress toward the sustainability goals and strategies to embed climate change risks and opportunities in the business as well as our material impacts. The Vice President, Global Sustainability, Responsibility and Trade is also a member of VF's Executive Leadership Team's Corporate Responsibility Working Group which has oversight for enterprise-wide sustainability and responsibility issues, including water, and reports to the VF Board of Directors and the Board Governance and Corporate Responsibility Committee biannually.

W6.2d**(W6.2d) Does your organization have at least one board member with competence on water-related issues?**

	Board member(s) have competence on water-related issues	Criteria used to assess competence of board member(s) on water-related issues	Primary reason for no board-level competence on water-related issues	Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future
Row 1	Yes	Information on members of the VF Board of Directors with experience, attributes and/or skills related to environment, social and governance (ESG) matters is publicly disclosed in the company's annual proxy statement. In the VF proxy statement covering FY2023, four of the ten Directors serving on the VF Board are noted as having competence in ESG, which may include water-related issues. Board members are determined to have competence on ESG matters based on review of their company experience, education, board-related services and professional services that address topics commonly defined under ESG.	<Not Applicable>	<Not Applicable>

W6.3**(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).****Name of the position(s) and/or committee(s)**

President

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Setting water-related corporate targets
Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

Half-yearly

Please explain

The VP of Global Sustainability, Responsibility and Trade (VP) at VF oversees Product Stewardship, Responsible Sourcing and Environmental Sustainability across our value chain. The VP reports to VF's Executive VP of Supply Chain, a member of the ELT. The VP also presents updates to the Governance and Corporate Responsibility Committee of the Board of Directors on topics, including water risk and wastewater management in the supply chain biannually. Sustainability is embedded within the business function of supply chain because this part of our value chain presents the greatest risk for climate-related impact and opportunity for risk mitigation. The materials used in VF's products, and the manufacturing and finishing of products in contracted facilities represent many climate-related impacts, including water-related risks. In FY2023, a water-related responsibility of this individual included oversight of the completion of the water risk assessment.

W6.4**(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?**

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5**(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?**

Yes, direct engagement with policy makers
Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

VF senior leadership is engaged and supportive of our Climate Change policy engagement. Water-related issues are included within this engagement. VF's Global Sustainability and Responsibility team coordinates efforts with our Corporate Communications and Government Affairs teams and other key stakeholders before engaging. Therefore, any participation is evaluated for alignment and support of VF's own internal position regarding climate change and our understanding of risks and opportunities defined by our climate change strategy. If a particular engagement poses a potential conflict with our internal position, VF will address the engagement opportunity on a case-by-case basis engaging with Corporate Communications, Government Affairs, and Sustainability functions, and the engagement is ultimately approved by the Executive Leadership Team.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, but we plan to do so in the next two years

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	11-15	Good quality freshwater availability is integrated into our long-term business objectives, 11-15 years. Significant changes in water availability and water-related naturally occurring events (e.g., drought) could have a strategic impact on the company's ability to source key raw material commodities at a stable price, such as cotton. So the Global Sustainability and Responsibility team closely monitors and assesses potential risks, such as reduced water availability, that may impact the company's long-term business objectives. One strategic pillars of VF's environmental sustainability strategy is sustainable materials. As part of VF's Science-Based Targets roadmap, we have a significant focus on material substitution as a key pathway to meet our vision that our top materials shall originate from regenerative, responsibly sourced renewable, or recycled sources. This vision supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. Water-related issues are also integrated into the business strategy through risk assessments. For example, in FY2022 the VF Board of Directors requested the assessment of water risks in the supply chain to assess long-term supply chain resilience. The assessment was completed in FY2023 and identified potential material water-related risks for the company, enabling VF to effectively manage water resources in the long-term.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	11-15	VF's water stewardship approach prioritizes: water efficiency, wastewater treatment and water as a human right. Good quality freshwater availability is integrated into our long-term business objectives, 11-15 years. Significant changes in water availability and water-related naturally occurring events could have a strategic impact on the company's ability to source key raw material commodities at a stable price, such as cotton. So the Global Sustainability and Responsibility team closely monitors and assesses potential risks that may impact the company's long-term business objectives. One strategic pillars of VF's environmental sustainability strategy is sustainable materials. As part of VF's Science-Based Targets roadmap, we have a significant focus on material substitution as a key pathway to meet our vision that our top materials shall originate from regenerative, responsibly sourced renewable, or recycled sources. This goal supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. Water-related issues are also integrated into the business strategy through risk assessments. For example, in FY2023 VF completed the assessment of water risks in the supply chain to assess long-term supply chain resilience and identified potential material water-related risks for the company, enabling VF to effectively manage water resources in the long-term.
Financial planning	Yes, water-related issues are integrated	11-15	Potential fluctuations in raw material commodity pricing, due to significant changes in water availability and water-related naturally occurring events (e.g., drought), could have a strategic impact on the company's ability to source key raw material commodities at a stable price, such as cotton. Therefore, the Global Sustainability and Responsibility team within VF's supply chain department works closely with VF's Global Material Sourcing and Supply Planning teams to closely monitor and assess potential significant risks linked to market fluctuations, such as those caused in 2011 by reduced water availability, that may impact the company's long-term business objectives and financial planning, 11-15 years. In addition, water-related issues are integrated into the business strategy through risk assessments. For example, in FY2022 the VF Board of Directors requested the assessment of water risks in the supply chain to assess long-term supply chain resilience. In FY2023, the assessment identified potential material water-related risks for the company, enabling VF to effectively manage water resources in the long-term and align financial planning in accordance with the results of the water risk assessment.

W7.2

(W7.2) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

0

Anticipated forward trend for CAPEX (+/- % change)

0

Water-related OPEX (+/- % change)

0

Anticipated forward trend for OPEX (+/- % change)

0

Please explain

VF's CAPEX and OPEX remains the same, as we do not have any water-related CAPEX or OPEX. We do not expect any changes in water-related expenditures.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	Yes	

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization’s business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1	Climate-related	VF engaged with an external consultant to lead the physical climate risk quantification project with goals to provide an overview of the climate hazards facing the VF portfolio of sites at different time horizons (2030 and 2050) and under different climate change scenarios (SSP2-4.5 and SSP5-8.5). The assessment established a ranking and quantification of sites from very low to very high hazard levels based on climate data and values and provided support for the identification and prioritization of management actions, which may include in-depth assessments of sites and investing in resilience measures, as next steps of VF's climate resilience journey.	Through our analysis of physical climate-related risks for our owned and leased locations, we quantified / prioritized value for 9 hazards related to two IPCC climate scenarios (SSP2-4.5 and SSP5-8.5) at 2030- and 2050-time horizons. The hazards identified include fluvial/coastal flood, precipitation, wind, hail, thunderstorm, drought, heat, wildfire and cold. The value analysed was our Total Insured Values (TIV), which is our valuation of machinery and equipment, building values, leasehold improvements, and business interruptions. We evaluated hazard levels (very low, low, medium, high and very high) for our full portfolio at each climate scenario and time horizon. We conducted a multiperil ranking and identified the top 25 locations, representing over 60% of TIV with the highest likelihood and impact, and further prioritized the top 4 sites that are most at risk. We identified severe precipitation, drought and heat as the most significant hazards that are also increasing over time. We identified wind and wildfire risks as significant and stable over time.	<p>We used the analysis and resulting recommendations around general and hazard-specific best practices to determine our management action plans. Examples of these best practices include, ensuring drainage drains, gutters and manholes are free from debris and doing regular maintenance on roof and windows for floods. As part of our action plan, to-date, we have completed a comparison of the best practices to current policies, procedures, and audits and addressed any gaps.</p> <p>In addition, climate-related risks, are continually monitored and addressed in VF's climate strategy and through risk assessment processes embedded throughout the enterprise, including through our ERM, Strategy, Government Affairs and Global Sustainability and Responsibility teams.</p> <p>VF also completes a biennial sustainability and responsibility materiality assessment to ensure alignment with key impact areas, including water.</p>

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, but we are currently exploring water valuation practices

Please explain

VF continues to work towards identifying and reducing its water use and impacts. We are engaging with a credible consultant in the field of water stewardship to complete a water risk analysis. A potential outcome of this analysis is the identification of a financial value for water.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
Row 1	No, and we do not plan to address this within the next two years	<Not Applicable>	Important but not an immediate business priority	VF does not classify any products and/or services as low water impact, as defined by CDP.

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

Yes

W8.1a

(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	No, and we do not plan to within the next two years	VF continues to manage its water pollution through our Global Wastewater Discharge Standards and our CHEM-IQSM program, which seeks to achieve responsible chemical management throughout our supply chain and thereby improve workplace safety, environmental protection, and VF product quality.
Water withdrawals	No, and we do not plan to within the next two years	VF monitors water withdrawal through the Higg FEM. Tier 1 and Tier 2 suppliers are requested to track water withdrawal and wastewater discharge data, assess the current water-stress of their operating region, develop targets for water reduction and action plans focused on achieving water reduction targets.
Water, Sanitation, and Hygiene (WASH) services	Yes	<Not Applicable>
Other	Yes	<Not Applicable>

W8.1b

(W8.1b) Provide details of your water-related targets and the progress made.

Target reference number

Target 1

Category of target

Product water intensity

Target coverage

Suppliers

Quantitative metric

Other, please specify (% of cotton sourced from the U.S. or Australia or was grown under a sustainability scheme.)

Year target was set

2016

Base year

2016

Base year figure

0

Target year

2026

Target year figure

100

Reporting year figure

79

% of target achieved relative to base year

79

Target status in reporting year

Underway

Please explain

VF has set a company-wide target that all cotton purchased by VF is grown in the U.S. or Australia, or under a third-party cotton growing sustainability scheme by FY2026 to manage environmental impacts including water intensity.

Cotton is a significant raw material input for VF brand products and is a highly resource dependent crop that is likely to be impacted by chronic physical risks such as drought. Fluctuations in the price, availability and quality of cotton fabrics used by VF in its manufactured products, or of purchased finished goods, could have an adverse

effect on VF's cost of goods sold or its ability to meet its customers' demands. Therefore, VF is dedicated to mitigating our risk associated with the potential fluctuation of cotton pricing by supporting sustainable cotton growing methods and committing to increasing the procurement of sustainably sourced raw materials. In FY2022, VF sourced cotton from the Better Cotton Initiative, US Cotton Trust Protocol and other sustainable cotton growing schemes, including organically grown cotton.

Target reference number

Target 2

Category of target

Water, Sanitation and Hygiene (WASH) services

Target coverage

Business activity

Quantitative metric

Other, please specify (number of people reached through the VF Worker & Community Development program)

Year target was set

2016

Base year

2016

Base year figure

0

Target year

2031

Target year figure

2000000

Reporting year figure

652000

% of target achieved relative to base year

32.6

Target status in reporting year

Underway

Please explain

The VF Worker and Community Development (WCD) program has set an ambitious goal to improve the lives of two million workers in our supply chain by FY2031. Through needs-based assessments, VF's WCD program determined three community development impact areas, one of which is access to water, sanitation, and hygiene (WASH) services. This goal is important to VF because it aligns with our business purpose to power movement of sustainable and active lifestyles for the betterment of people and our planet. The goal is being implemented by the WCD team, which is a part of the VF Responsible Sourcing department, through strategic partnerships with local and international development organizations.

Since 2017, the VF WCD team has engaged with local partners to support the implementation of programs in Bangladesh, Cambodia, India, the Dominican Republic, Vietnam, China, Kenya, Lesotho and others to reach over 652,000 people. As of FY2022, Water and Sanitation-related WCD programs have reached over 205,000 facility workers and community members. The indicator used to assess progress towards this goal is the number of individuals reached through WCD programs, on an annual basis, and the assigned threshold of success is 2 million workers.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, but we are actively considering verifying within the next two years

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Value chain stage	Please explain
Row 1	Please select	<Not Applicable>	

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Value chain stage	Please explain
Row 1	Please select	<Not Applicable>	

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Value chain stage	Type of risk	Please explain
Row 1	Please select	<Not Applicable>	<Not Applicable>	

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Target type	Target metric	Please explain
Row 1	Please select	<Not Applicable>	<Not Applicable>	

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	Please select	
Production of durable plastic components	Please select	
Production / commercialization of durable plastic goods (including mixed materials)	Please select	
Production / commercialization of plastic packaging	Please select	
Production of goods packaged in plastics	Please select	
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	Please select	

W11. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Vice President, Global Sustainability, Responsibility and Trade	President

SW. Supply chain module

SW0.1

(SW0.1) What is your organization's annual revenue for the reporting period?

	Annual revenue
Row 1	11612475000

SW1.1

(SW1.1) Could any of your facilities reported in W5.1 have an impact on a requesting CDP supply chain member?

SW1.2

(SW1.2) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
Row 1	No, this is confidential data	

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

No

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Please select

Please confirm below

I have read and accept the applicable Terms