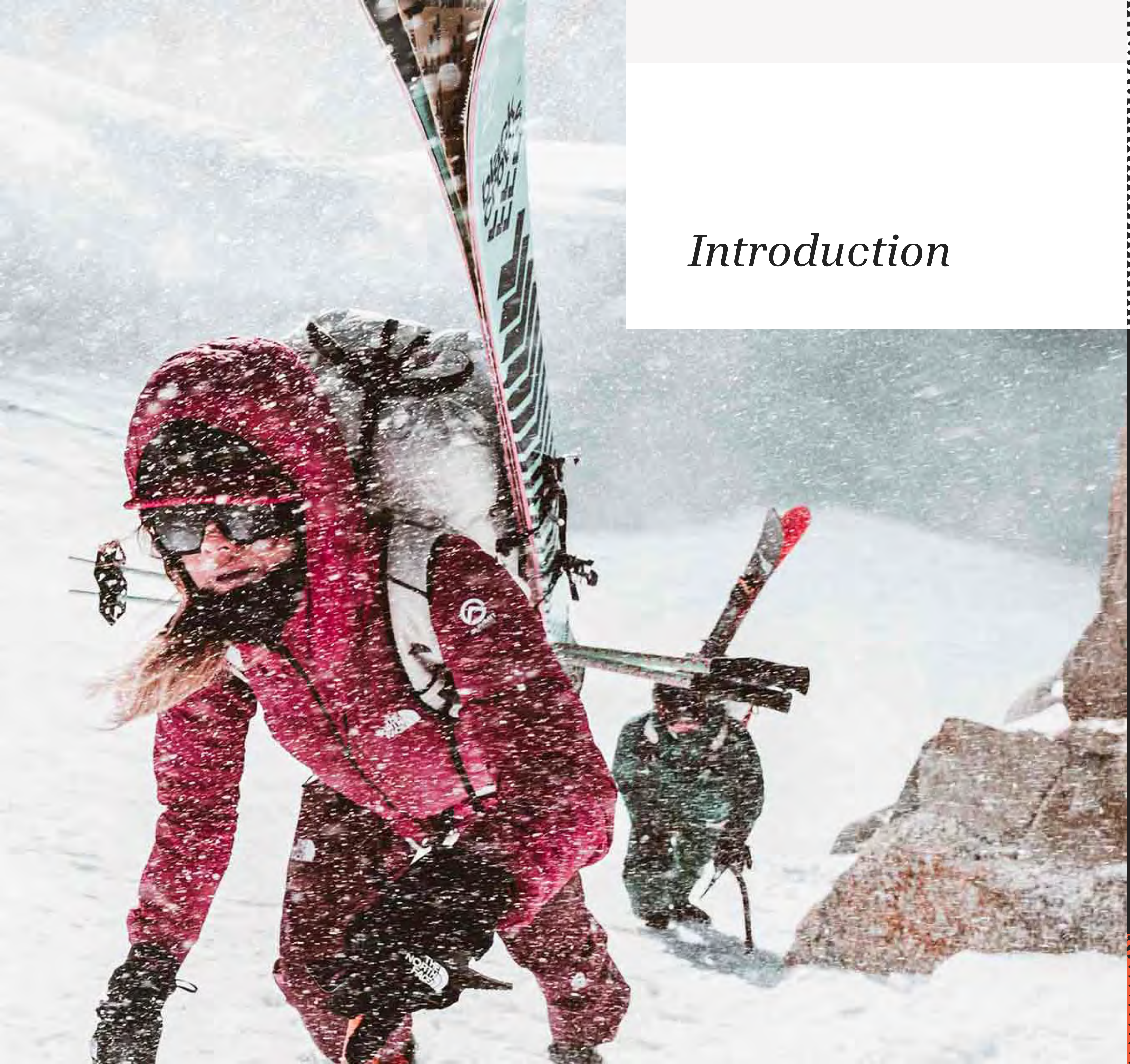
Environmental & Social Responsibility Report

Fiscal Year 2026



Introduction

CEO Welcome

DEAR STAKEHOLDERS:

Nothing makes me happier than when I'm at the grocery store and I see someone wearing *Vans*® Super Lowpro shoes, when I see a professional athlete wearing a pair of *Timberland*® boots or when I see someone climbing in *The North Face*® gear or trail running in a pair of *Altra*® shoes. People buy our products as a matter of self-expression, because when they wear them, they perform their best and feel they are a better version of themselves.

Working at a company with such beloved brands is an incredible opportunity to be intimately involved in defining culture. It also brings with it a big responsibility. At VF, we are always learning, innovating and strategizing to figure out how we can deliver products that our consumers love and do so in a way that is continually striving to reduce our impact on the planet while making a positive impact on the people and communities who touch our products.

Most consumers, however, do not always think about what it takes, and how many people are involved, to get a product from conception to production to store shelves and ultimately to their homes. And I can tell you, it's not simple, and there are countless decisions that need to be made throughout the product life cycle.

This work is exciting, but it's tough, and we may not always get it all right. Despite the challenges, we never stop pushing to be better and get smarter, while recognizing the progress we make along the way. I'm proud to share some highlights from fiscal year 2026 (FY26). Importantly, I want to take a moment to celebrate that in FY26, we reached our FY30 target to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 55%, well ahead of schedule, and we also achieved our FY26 target to utilize 100% renewable electricity across our owned-or-leased facilities. We accomplished both goals, in part, through renewable energy credits and on-site renewable energy generation.

Bracken Darrell
CEO and President, VF Corporation

While we are encouraged by this progress, we know it addresses only a small part of our overall emissions footprint, much of which sits deeper in our value chain. To make even more of an impact, we know we must continue to prioritize sustainability initiatives in our supply chain, which depend heavily on continued partnership with our suppliers and stakeholders, investments of resources and solutions that work at scale.

Now, let's talk about our products' end of life. What happens to products when they leave our hands and a consumer is no longer using them? This is just as important as how they get created. VF's ability to impact this part of the product life cycle is challenging, but our brands are continually testing and growing new approaches to circularity. Across several VF brands, programs focused on resale, repair, takeback and repurposed materials are helping us learn what is possible beyond a traditional linear "make-use-dispose" model.

These efforts are still modest compared with the scale of our business, but they are critical steps as we work to understand how circular models can serve consumers, help reduce waste and extend the life of our products.

While it may not be top of mind for all consumers, creating products relies on people, and many of the people who touch our products sit within our broader supply chain. Here, we continue to support worker voice, health and safety, prevention of gender-based violence and harassment and access to services that can improve well-being for workers and their local communities.

In FY25, we celebrated hitting our goal to improve the lives of 1 million workers through our Worker & Community Development (WCD) program. Having met our initial goal, this work remains a top priority at VF as we continue to make progress on our FY31 goal to improve the lives of 2 million people.

This report shares the work underway, the progress we are making and the areas where we need to keep improving. None of this work is easy or can be done in a silo, and I want to thank all of our employees, suppliers, partners and consumers for your continued engagement and commitment to advancing these critical efforts. We know the work captured in this report is both good for our business and the right thing to do, and we will never waver in our commitment to growing our business responsibly.

Sincerely,

About this Report

Data in the report primarily covers fiscal year 2026 (FY26): March 30, 2025 through March 28, 2026.[1] Reporting is in line with the following internationally recognized frameworks and standards:

- Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Standard.
- Task Force on Climate-related Financial Disclosures (TCFD).

Related Reports and Resources

Visit our Reporting and Data page to access previous VF environmental and social responsibility reports, related publications and consolidated year-over-year data.

Our Brands

The following VF brands[2] are covered within the scope of this report. Each is uniquely authentic and has earned its place in the lives of millions of consumers worldwide.

Forward-Looking Statement on Climate-Related Disclosures

Climate-related science, data, methodologies, regulatory requirements and market practices are rapidly evolving, and the assumptions, analyses and judgments underlying our climate-related disclosures, strategy and goals are subject to change over time. Certain climate-related disclosures are based on assumptions, estimates and methodologies that are inherently uncertain and may be updated as data quality, reporting standards, regulatory requirements and industry practices evolve. While we expect to continue making progress toward our environmental goals, they are subject to certain risks and uncertainties, many of which are beyond our control. These include political, economic, regulatory and geopolitical conditions; supply chain and labor issues; changes in laws, regulations and disclosure requirements; suppliers emissions reductions; the availability, cost, quality and verification of carbon offsets, renewable energy certificates and other environmental attributes; the development and adoption of limited large-scale investments and innovations in technology; the availability of reliable data; and changes in greenhouse gas accounting standards and methodologies. Actual results, achievements, and outcomes may differ materially from those expressed or implied by any forward-looking statements contained in this report. Unless otherwise specified, all information, including forward-looking statements, speaks only as of the date of this report. We undertake no obligation to update or delete any outdated information contained in this report or in our website materials. Our Safe Harbor Statement can be found on Page 59.

ABOUT THIS REPORT FOOTNOTES

1 *Select VF programs either commenced during a calendar year basis reporting time frame or continue to be reported on a calendar year due to collaboration with external partners. In these instances, calendar years are stated with no demarcation. Where data is not available for FY26, previous year data is included.*

2 *VF completed the sale of the Dickies® brand on November 12, 2025. However, VF's enterprise-wide FY26 data in the report includes Dickies®, unless otherwise noted.*

Our Approach

Our Approach to Responsible Business

At VF, conducting business responsibly informs how we manage impacts, address risks and consider opportunities and long-term value creation. Our approach looks across the value chain to better understand where we can take meaningful action on environmental and social topics. We recognize this work is ongoing and that progress depends on continued focus and improvement.

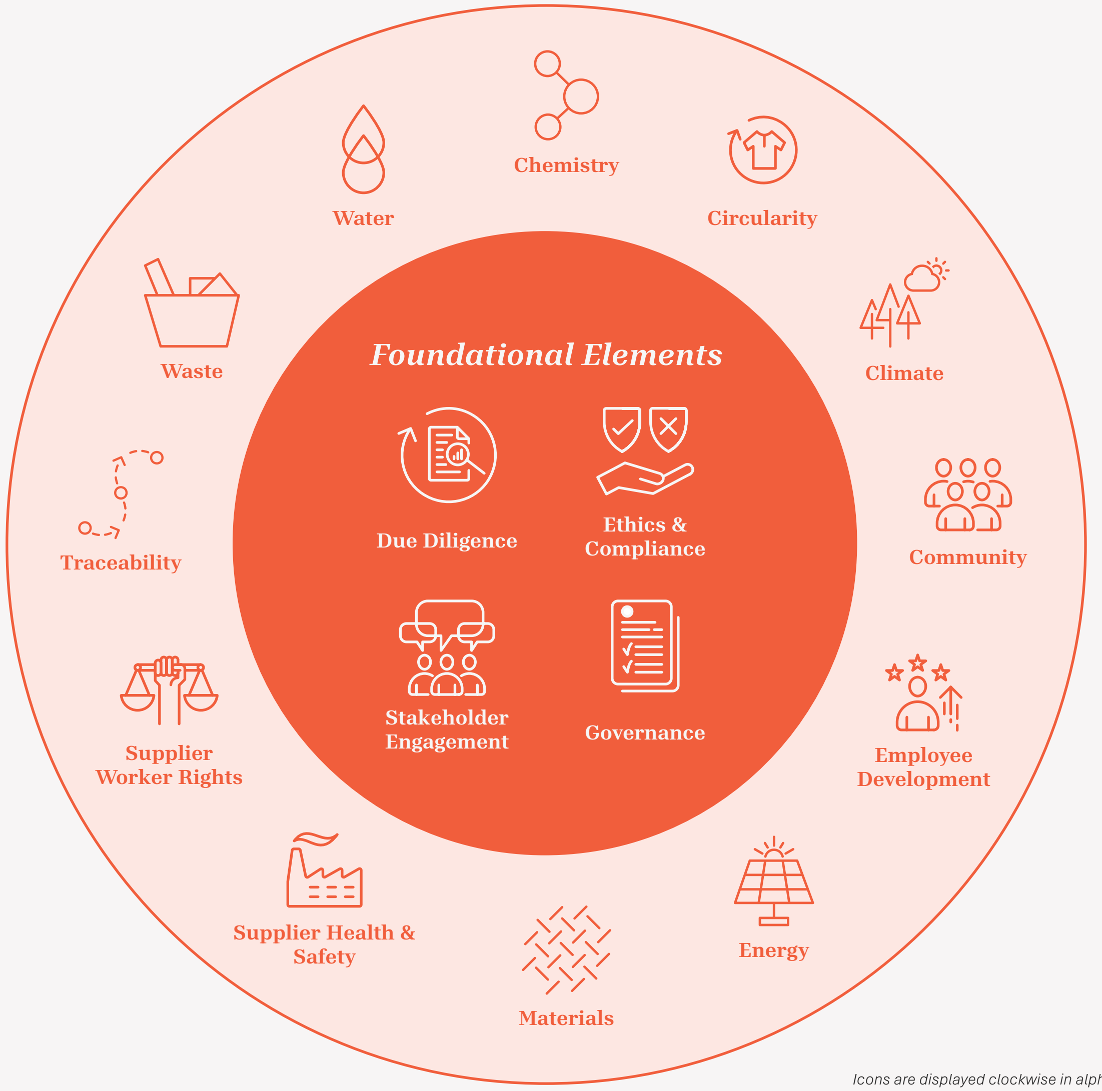
We do not do this work in isolation. Input from and collaboration with external stakeholders is important to help guide our priorities and support the development and execution of our strategies and programs. For more information on how we engage with stakeholders, see Page 40.

We also maintain core systems and processes to help oversee responsible business practices across the countries where VF operates. This report provides an overview of the topics we believe are most relevant to our business and to many of our stakeholders, and how we are addressing them over time.

In the Environment and Social sections, we describe:

- **Our Approach:** The process by which VF evaluates and manages each topic.
- **Our Actions:** Steps taken across VF during the fiscal year.
- **Our Progress:** Selected metrics that help show movement against priorities and targets.

This work is underpinned by our approach to Due Diligence, Ethics & Compliance, Governance and Stakeholder Engagement.



Icons are displayed clockwise in alphabetical order.

Highlights

100%
of global electric usage
secured via on-site renewable energy generation and purchased renewable energy credits, achieving our FY26 target.*

338K+
total volunteer hours
logged by VF and brand employees globally since FY19.

13K+ kg
of Merino scrap repurposed
into Second Cut™ Fleece launched by *Smartwool®* in FY26.

340+
supplier facilities participated
in training on our wastewater standards in FY26.

1.2M+
people reached
in VF's supply chain through the WCD program as of FY26.

↓69%
reduction in absolute Scope 1 and 2 GHG emissions
from a FY17 baseline, achieving our FY30 target four years early.*

80
supplier facilities graduated
from the Life and Building Safety (LABS) Initiative since 2018.*

6.4K+ MT
of cotton, leather, natural rubber and wool used
by VF brands were grown using regenerative agriculture practices in FY26.***

250+
supplier facilities
participated in the CHEM-IQ℠ program in FY26.**

2.3M
products shipped
to consumers without plastic polybags through the Naked Delivery program in FY26.

71%
of polyester sourced
for products produced for VF originated from recycled materials in FY26.*,***

* The Dickies® brand is excluded.
** In FY26, VF updated the methodology for chemistry metrics. As a result, reported values are no longer comparable to prior disclosures.
*** VF updated the methodology for FY25 and FY26 materials metrics to more accurately reflect materials used in products. As a result, reported values are no longer comparable to prior disclosures. See Pages 18–21 for definitions, sourcing criteria and methodology for regenerative agriculture and recycled materials.

Targets

Amid a changing geopolitical and economic environment, VF conducted an internal review of our existing goals and targets in FY25. As a result, we evolved our reporting on certain goals and targets, with greater focus on areas most relevant to our operations and where we believe we can contribute most meaningfully at a global level. More information on year-over-year progress appears in the relevant sections of this report.

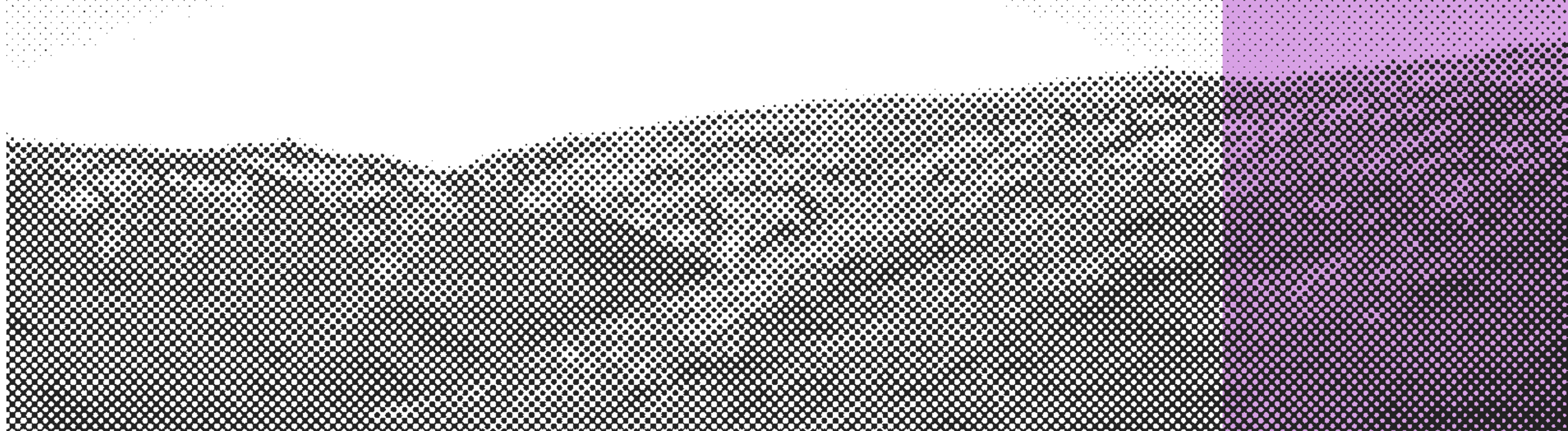
TARGET	METRIC	PROGRESS IN PRECEDING REPORTING YEAR	PROGRESS IN MOST RECENT REPORTING YEAR	% OF TARGET ACHIEVED
Improve the lives of 1 million workers and their communities by FY26 and 2 million people by FY31. *See more details on Pages 34–36.*	Cumulative number of people reached through the VF Worker & Community Development program since 2017.[3]	1,097,743 people as of FY25	1,289,907 people as of FY26	FY26: 100% FY31: 64%
Reduce absolute Scope 1 and 2 GHG emissions 55% by FY30 from a FY17 baseline. *See more details on Pages 11–14.*	Metric tons (MT) of absolute Scope 1 and 2 GHG emissions, per fiscal year.[4]	71,964 MT GHG in FY25	31,178 MT GHG in FY26	100%
Reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 33% by FY30 from a FY17 baseline.[5] *See more details on Pages 11–14.*	MT of absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution, per fiscal year.[4]	N/A[6]	2,133,298 MT GHG in FY25[7]	39%
Achieve 100% renewable electricity across our owned-or-leased facilities via on-site renewable energy generation and purchased renewable energy credits by FY26.[8] *See more details on Pages 11–14.*	Percent of global electric usage secured via on-site renewable energy generation and purchased renewable energy credits, per fiscal year.[4]	31% in FY25	100% in FY26	100%
All cotton sourced for products produced for VF is grown in Australia, the United States (U.S.) or under a third-party cotton-growing scheme that promotes environmental and/or social sustainability improvements by FY26. *See more details on Pages 18–21.*	Percent of total cotton sourced for products produced for VF that is grown in Australia, the U.S. or under a third-party cotton-growing scheme that promotes environmental and/or social sustainability improvements, per fiscal year.[4,9]	N/A[10]	83% in FY26	83%
50% of polyester sourced for products produced for VF originates from recycled materials by FY26. *See more details on Pages 18–21.*	Percent of total polyester sourced for products produced for VF that originates from recycled materials, per fiscal year.[4,9]	70% in FY25	71% in FY26	100%

Key Performance Indicators (KPIs)
In addition to setting formal targets, VF tracks year-over-year progress on a variety of social and environmental KPIs. These can be found on the following report pages:

TARGETS FOOTNOTES

3 The number of beneficiaries reflects unique beneficiaries only. It does not count beneficiaries who participated in multiple programs.
4 The Dickies® brand is excluded.
5 The target boundary includes land-related emissions and removals from bioenergy feedstocks.
6 In FY25, VF updated its Scope 3 carbon accounting methodology and migrated calculations to a carbon accounting SaaS platform. VF has not recalculated its FY24 footprint using the updated methodology.
7 VF reporting of Scope 3 GHG emissions lags one year to allow for the collection of data from third-party sources outside of our control.
8 Per CDP's **RE100 Reporting Guidance 2026**.
9 VF updated the methodology for FY25 and FY26 materials metrics to more accurately reflect materials used in products. As a result, reported values are no longer comparable to prior disclosures.
10 VF is not able to recalculate FY25 cotton data using the updated materials methodology, limiting year-over-year comparisons.

Environment



Climate & Energy

Water & Chemistry

Materials & Traceability

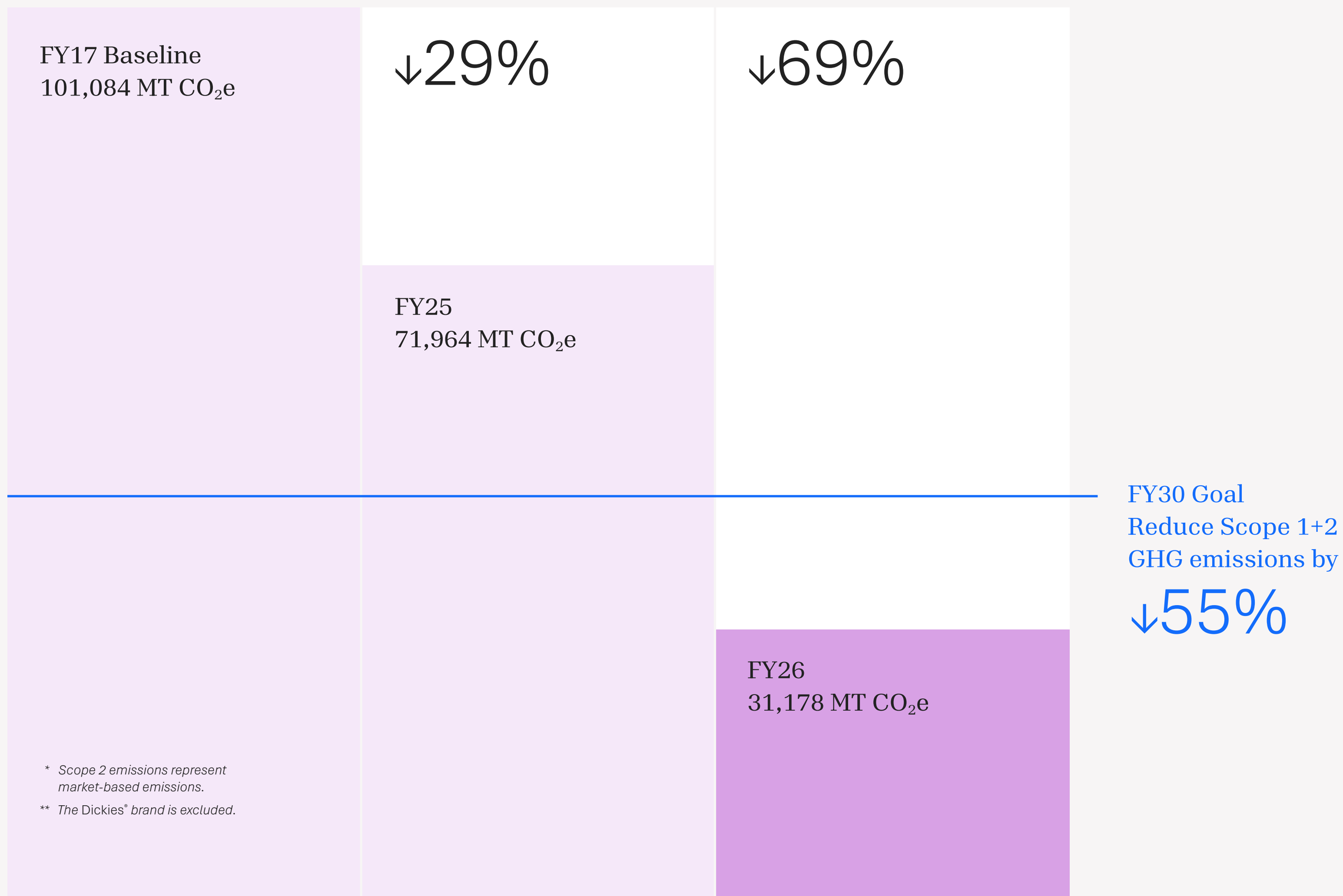
Circularity & Waste

Climate & Energy

OUR APPROACH

VF evaluates our GHG emissions and related climate risks using established frameworks, including the Greenhouse Gas Protocol and the Task Force on Climate-related Financial Disclosures (TCFD). Our approach focuses on mitigating impacts from our owned-or-leased operations and direct suppliers and working with the broader apparel and footwear value chain on opportunities to make progress. Our Scope 1 and 2 and Scope 3 GHG-reduction targets have been approved by the **Science Based Targets initiative** (SBTi), and we remain committed to sourcing renewable energy in our direct operations as a signatory to **RE100**.

Scope 1 and 2 GHG Emissions***



* Scope 2 emissions represent market-based emissions.

** The Dickies® brand is excluded.

OUR ACTIONS

Scope 1 and 2 Emissions

VF's SBTi-approved target is to reduce absolute Scope 1 and 2 GHG emissions 55% by FY30 from a FY17 baseline. To support that work, we continuously assess our owned-or-leased operations for opportunities to improve efficiency and expand renewable energy use in ways that are practical for our footprint and operations.

VF also set a target to achieve 100% renewable electricity across our owned-or-leased facilities by utilizing on-site renewable energy generation and purchased renewable energy credits by FY26. In FY26, renewable energy projects funded through VF's Tax Equity Investment generated 33,938 MWh of renewable energy and contributed 22% toward our RE100 goal.[11] Additionally, in FY26, VF installed a solar carport at our Ontario distribution center. This 1.5 MW solar photovoltaic project with an 811 kW on-site battery is projected to generate 2,305 MWh annually, equivalent to 35% of the site's electricity use. In addition to supporting lower operational emissions, the project earns **Warehouse Actions and Investments to Reduce Emissions** points for innovative battery utilization and provides covered parking for employees.

Scope 3 Emissions

VF's SBTi-approved target is to reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 33% by FY30 from a FY17 baseline.[12] Because most of the emissions counted toward our total occur outside our direct operations, progress depends on access to stronger data, better decision-making and collaboration across the value chain.

VF updated our carbon accounting methodology for FY25 product- and material-related emissions, shifting from measuring emissions from materials purchased to measuring emissions from materials used in our products. This approach provides more granular insights into our Scope 3 emissions. In addition, we transitioned from manual emissions management processes to a dedicated carbon accounting SaaS platform, strengthening data controls and improving accuracy. Together, these changes provide a more accurate representation of VF's footprint, resulting in a 43% reduction in our FY17 total Scope 3 baseline, reflecting that previous methodologies had overestimated our emissions.

In FY26, we leveraged enhanced Scope 3 data to better identify reduction opportunities and direct action where it matters most. Our reduction strategies remain centered on raw materials extraction, material processing, product manufacturing and logistics. We continue shifting toward regeneratively grown,[13] responsibly sourced renewable[14] and recycled material[15] alternatives. Learn more in the Materials & Traceability section on Pages **18–21**.

VF requires in-scope[16] suppliers to report emissions data through the **Higg Facility Environmental Module** (FEM). This strengthens our visibility into supplier energy use and emissions and supports more consistent environmental management across the supply chain. Facility-level data is externally verified before it is used in VF's Scope 3 emissions calculations. Through 2024, 315 VF Tier 1 and Tier 2 supplier facilities, accounting for 80% of our Tier 1 and Tier 2 spend, participated in the Higg FEM assessment and verification process.[17]

VF established an internal expectation for in-scope suppliers to achieve an average partially verified Higg FEM score of 60 points for FEM 2024. The average supplier score was 65 out of 100, compared with a global industry average of 55 in 2024, as reported in the Worldly's Insight Hub. If supplier scores fall below the desired level, VF's Responsible Sourcing Operations (RSO) team works with the supplier on improvement actions and provides training to support better environmental management practices. In FY26, 252 suppliers participated in Higg FEM trainings. We partnered with **GIZ** through the **To the Finish Line** (TFL) initiative to deliver supplier training in Vietnam and collaborated with business partners, including **Bureau Veritas** and **Minerva LATAM**, to deliver training across the rest of our global supply chain.

OUR ACTIONS

Supporting Supplier Sustainability
Supplier engagement is an important part of VF's climate and energy strategy. We prioritize engagement with supplier facilities based on spend and/or potential severity of environmental impacts. While our **Global Compliance Principles** and **Facility Standards** establish baseline environmental performance requirements for in-scope supplier facilities, VF further advances decarbonization and resource efficiency across our supply chain through engagement with expert organizations and industry platforms including **Apparel Impact Institute** (Aii), **Cascale**, **ENERTEAM**, **European Outdoor Group**, **GIZ** and **RESET Carbon**. These collaborations build supplier capability and accelerate environmental improvements through energy audits, GHG inventory assessments and recommendations to help suppliers implement resource-efficiency projects focused on energy, water and waste.

In FY26, VF collaborated with Aii alongside peers and industry organizations to bring Aii's Carbon Target Setting and Action Planning to select Tier 2 material suppliers in the Asia-Pacific region (APAC). The program supports suppliers in identifying and implementing carbon-reduction and resource-efficiency measures.

VF also continued to work with GIZ on the TFL initiative, which provides year-round continuous learning to strengthen environmental management practices and support supplier carbon-target setting through training and capacity building for Tier 1 and Tier 2 supplier facilities in Vietnam. In FY26, 70 supplier facilities participated in TFL training.

In FY26, we expanded our program aimed at phasing out coal use by suppliers, achieving successful coal phaseout at seven Tier 1 and Tier 2 supplier facilities with 15 facilities in the process of phasing out on-site coal use. To help supplier facilities move from planning to implementation and make informed investment decisions, VF provides support such as free assessments of solar power feasibility and how to replace coal with biomass.

OUR PROGRESS

Scope 1 and 2 Emissions Target

In FY26, our absolute Scope 1 and 2 GHG emissions were 31,178 MT CO_2e.[11] This represents a 69% decrease from our FY17 baseline, achieving our FY30 target.

Renewable Energy Target

In FY26, VF secured renewable energy credits and generated on-site renewable energy equivalent to 100% of our global electric usage, an improvement from 31% in FY25, achieving our target.[11, 18]

Scope 3 Emissions Target

In FY25, our absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution were 2,133,298 MT CO_2e.[11] This represents a 13% decrease from our FY17 baseline, achieving 39% of our target.

VF reporting of Scope 3 emissions lags one year to allow for the collection of data from third-party sources outside of our control. Additionally, VF has not recalculated our FY24 footprint with the updated methodology, complicating year-over-year comparisons for this reporting cycle.

CLIMATE & ENERGY FOOTNOTES

11 *The Dickies® brand is excluded.*

12 *The target boundary includes land-related emissions and removals from bioenergy feedstocks.*

13 *Regenerative agriculture aims to promote the use of a variety of environmentally preferable practices specific to the needs of individual commodities and geographies. These practices may include maximizing soil cover and crop diversity, maintaining living root year-round and integrating livestock. Farmers, growers and ranchers using these methods can create healthier soil and enhance biodiversity.*

14 *Responsibly sourced renewable materials are derived from inputs that naturally replenish in a human's lifetime and are derived using feedstocks and processing methods with the intention of reducing potential impacts on people and planet.*

15 *Recycled materials have been reprocessed from reclaimed waste material by means of a manufacturing process and made into a final material or component.*

16 *In-scope suppliers are those with over $1 million in VF's business spend and/or suppliers identified as strategic based on brand input.*

17 *In FY26, VF updated the reporting period for Higg FEM data to better align with data collection timing.*

18 *Per CDP's **RE100 Reporting Guidance 2026**.*

Water & Chemistry

OUR APPROACH

To deliver high-performance products without sacrificing consumer safety, VF manages chemistry through a chemicals management and product compliance program across our supply chain. We use a risk-based testing approach focused on processes, suppliers and high-risk materials supported by laboratory testing and ongoing monitoring. This helps VF identify and address potential issues, drive continuous improvement across the supply chain and reduce potential negative health- and environment-related impacts of manufacturing.

Our proprietary CHEM-IQ℠ program and our **Restricted Substance List** (RSL) define expectations for chemistry inputs and finished products across our global supply chain. All suppliers must comply with these requirements and implement processes to support adherence in their own operations and upstream sourcing. Paired with our wastewater-management procedures, these standards help prevent unwanted and prohibited substances from entering materials and product manufacturing and being discharged into the environment. Restricted substances in wastewater may indicate their presence in facility inputs such as chemistry, materials or incoming water, making wastewater management part of our broader chemistry management system.

*Nonpreferred Chemistries Removed From VF's Supply Chain Through the CHEM-IQ℠ Program Since 2016**

* In FY26, VF updated the methodology for chemistry metrics. Prior year data has been adjusted to reflect this new approach.

OUR ACTIONS

Responsible Wastewater Management

Since 2013, VF has worked with suppliers across our global supply chain to support responsible wastewater management. Our **Global Wastewater Standards** are aligned with the **ZDHC Wastewater Guidelines** and outline our requirements for supplier wastewater discharge. We require supplier facilities with industrial wastewater to meet the foundational limits of the ZDHC guidelines and monitor performance through Higg FEM and VF's Factory Compliance Audit program. Authorized facilities must conduct testing based on average daily wastewater generation and effluent discharge type, giving VF greater visibility into supply chain wastewater performance and potential impacts. Our RSO team works with suppliers that do not meet the ZDHC foundational limits on corrective action plans.

We continued collaborating with **WaterAid** and **World Wildlife Fund** (WWF) in Cambodia and Vietnam to support facility participation in water stewardship assessments, training and capacity-building initiatives. Additionally, in FY26, we initiated an update to our FY23 supply chain water-risk assessment, which will help shape a broader review and evolution of our supply chain water stewardship strategy in FY27.

At the facility level, suppliers are encouraged to reduce freshwater use through more efficient water-management practices and by using recycled or gray water. Based on 2024 data reported by in-scope Tier 1 and Tier 2 supplier facilities, 24,757,944 m^3 of recycled or gray water and 59,456,312 m^3 of freshwater were used annually.

Additionally, 42 suppliers collected rainwater for production and domestic use. Wet processing facilities often use recycled wastewater for domestic purposes, washing or dark color dyeing.

CHEM-IQ℠ Program

VF's CHEM-IQ℠ program is designed to help protect workers, reduce environmental impacts and improve product safety through responsible chemistry management. The program functions as an upstream screening and verification system that helps reduce the risk of prohibited or restricted substances entering production. Read more about VF's chemistry innovation and quality program in the **CHEM-IQ℠ Program Manual**.

We use CHEM-IQ℠ to collect, review and verify chemical inventories and management practices, providing greater visibility into potential supply chain risks. Suppliers that use chemicals are expected to maintain effective chemical management systems, including inventories, RSL risk assessments and controls to prohibit restricted substances. When issues are identified, VF addresses them through corrective action plans, supplier engagement and ongoing monitoring.

In FY26, more than 250 supplier facilities participated in the CHEM-IQ℠ program.[19] Authorized third-party laboratories screened 70% of in-scope suppliers against the **CHEM-IQ℠ Substances to Avoid List**, reviewed more than 6,600 identified chemistries and supported the successful phaseout of 49% of identified unwanted red-rated chemistries.

Restricted Substance List

VF's RSL applies to VF products (apparel, footwear, equipment and accessories), raw materials and other goods used in finished product manufacturing and assembly. The RSL is embedded in our quality and safety programs, and we expect suppliers to maintain processes that support compliance.

VF's RSL is provided to Tier 1 suppliers, relevant upstream suppliers and licensees at onboarding. Suppliers are required to comply with the RSL, cascade requirements to their sub-suppliers and ensure all materials and manufacturing processes meet the applicable RSL limits. VF verifies compliance with the RSL through internal controls, material and product testing, audits and chemical-screening programs.

VF aligns our RSL with recognized regulatory and industry frameworks, such as the **American Apparel & Footwear Association** (AAFA) and **Apparel and Footwear International RSL Management** (AFIRM) Group. We also partner with AAFA, AFIRM and ZDHC on harmonization efforts across the industry. These engagements help inform our annual RSL updates.

OUR PROGRESS

Water

In FY26, we conducted training on our wastewater standards for 343 supplier facilities with 721 participants.

In FY26, 81% of the VF supplier facilities that conducted wastewater testing met the ZDHC Foundational Level.

Chemistry

Since launching our CHEM-IQ℠ program in 2016,[19] VF has:

- Phased out over 75% of identified unwanted chemistries.
- Screened 61,000 chemical auxiliaries.
- Removed 51,000 MT of nonpreferred chemistries from the supply chain.

WATER & CHEMISTRY FOOTNOTES

19 In FY26, VF updated the methodology for chemistry metrics. Prior year data has been adjusted to reflect this new approach.

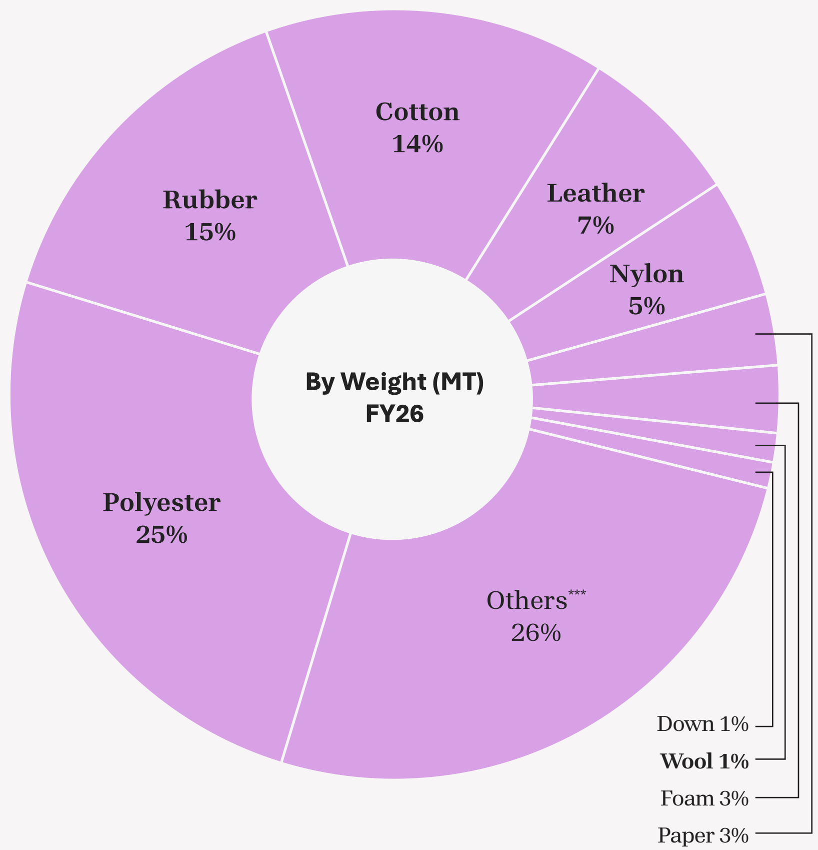
Materials & Traceability

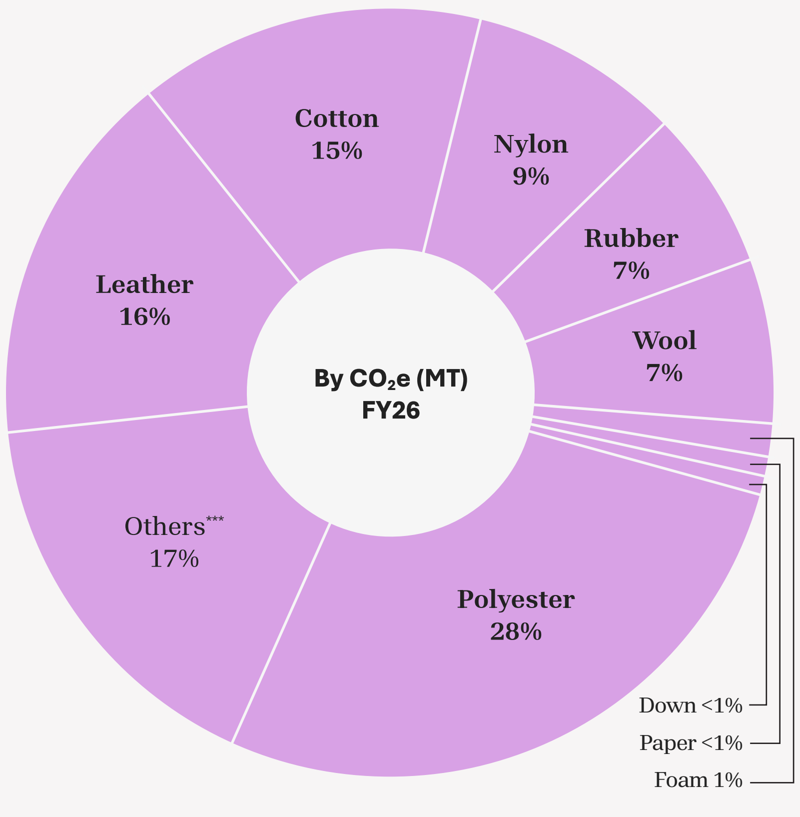
OUR APPROACH

Extracting, processing and producing raw materials remain one of the most significant drivers of VF's environmental footprint, accounting for 63% of our global carbon emissions in FY25.[20] We drive progress through our **Sustainable Materials Vision** (SMV), focusing on the materials that contribute most to those emissions and working to shift toward regenerative,[21] responsibly sourced renewable[22] and recycled[23] alternatives. Our global sustainability team guides brand teams on impact-reduction strategies and vetted material options, and brand sustainability and material development teams receive training to help integrate these considerations into decision-making. We also provide training on our **Animal-Derived Materials Policy** and **Forest-Derived Materials Policy** to key internal and external stakeholders to support consistent understanding of these policies.

Traceability is fundamental to making progress toward our SMV. By tracing materials back to their source, VF better understands areas of concern in the value chain and where additional diligence or action may be needed. Our traceability program focuses on five priority raw materials: **cotton, leather, natural rubber, synthetics (nylon and polyester) and wool**. Through supplier training and surveys, we continue to map these supply chains from Tier 1 through Tier 5.

VF Top Materials Sourced,***





* The Dickies® brand is excluded.

** VF updated the methodology for FY25 and FY26 materials metrics to more accurately reflect materials used in products. As a result, reported values are no longer comparable to prior disclosures.

*** Others include elastane, polyurethane, metal, etc.

OUR ACTIONS

Regenerative Agriculture Guidelines

VF has developed internal guidelines that are shared with suppliers and partners to support a more consistent approach to regenerative agriculture. These guidelines clarify what VF qualifies as "regeneratively produced materials" and are used to vet new partners and track the progress of existing partners using a consistent set of metrics. The guidelines are shared with all natural[24] raw materials suppliers and set expectations for commodity-specific regenerative practices and for collecting data on soil health, emissions reduction, biodiversity, water quality and farmer livelihood improvements. To comply with VF's guidelines, regenerative programs must have at least three on-farm practices in each of the four outcome areas of promoting soil health, sequestering carbon, improving water quality and biodiversity and positively impacting the livelihoods and communities of the farmers. Each program and commodity has their own approach to practice verification that can include certifications, satellite monitoring and farmer surveys.

Cotton

VF aims to source cotton from farms that meet our regenerative sourcing criteria, supporting practices that can contribute to positive outcomes for ecosystem services and farmers. Each farm is unique, but common practices include cover crops, crop rotation and maintaining pollinator habitats. In FY26, VF used 4,502 MT of cotton from regenerative sources such as **Indigo Ag** and **Good Earth Cotton**.

In the spring and fall 2025 seasons, 93% of in-line Americas logowear for *The North Face*® was made with regeneratively grown cotton, and in FY26, *Vans*® used 424 MT of regeneratively grown cotton in footwear canvas. All VF cotton suppliers are screened for compliance with our **Cotton Fiber Sourcing Policy.** In FY26, VF traced 51% of our cotton supply chain from Tier 1 through Tier 5.[25]

Leather

In FY26, 97% of our footwear leather finishing tanneries were audited against **Leather Working Group Standards**, which sets recognized environmental criteria for leather manufacturing. We source leather used for products in alignment with our **Animal-Derived Materials Policy**, and our due diligence process helps confirm supplier compliance and raw material origin. *Timberland*® used 53 MT of regenerative leather for products in FY26. This leather is sourced from U.S.-based farms and cattle ranchers who take a holistic approach to agriculture with the aim of regenerating the soil. By utilizing grazing practices that mimic natural cattle movement, the land is given time to rest, supporting water retention, biodiversity and carbon sequestration. Regenerative leather sourced by VF meets the **Generalized Regenerative Agriculture Sourcing Specification** (GRASS). In FY26, VF traced 61% of our leather supply chain from Tier 2 through Tier 5.[25, 26]

Natural Rubber

VF supports efforts to scale regeneratively sourced natural rubber through partnerships and supplier engagement. In FY26, 406 MT of natural rubber grown employing regenerative agricultural practices were used in *The North Face*®, *Timberland*® and *Vans*® products. This rubber is sourced in direct partnership with regenerative agroforestry cooperatives in Thailand. These farmers embrace the Wanakaset philosophy, a holistic approach to regeneration with the aim of supporting biodiversity, strengthening water cycling, enhancing soil health and sequestering carbon. Rubber farms that follow agroforestry systems observe increased biodiversity and species abundance in comparison to monoculture rubber farms. VF helps support suppliers' transitions to regenerative practices for rubber farms through funding, training and seedlings. See more on Page **39**. In FY26, VF traced 60% of our natural rubber supply chain from Tier 1 through Tier 5.[25]

Synthetics (Nylon and Polyester)
VF achieved our goal that 50% of polyester sourced for products produced for VF originates from recycled materials one year early, in FY25. By the end of 2025, 90% of polyester and 71% of nylon used by *The North Face®* for apparel was made with recycled content. VF continues to be a signatory of **The Microfibre Consortium** and participate in its Policy Committee, and *The North Face®* continues to test and submit fabrics for fiber fragment release and contribute the data to the Consortium's portal to support their shedding analysis. In FY26, *The North Face®* also completed another phase of its project with the **National Laboratory of the Rockies** to develop a biocompatible alternative to polyester, including a yarn spinning and dyeing trial.

In the spring and fall 2025 seasons, 98% of the materials used by *icebreaker®* were derived from plants or animals, rather than plastic-based synthetics.[27] Since FY22, *JanSport®* has used recycled materials in main body fabrics and liners representing recycled plastic content equivalent to approximately 669 million plastic water bottles. The brand is working toward increasing that cumulative equivalent to 1 billion plastic water bottles by 2030. As of FY26, 96% of *JanSport®* main body fabrics contain recycled materials.

We continue tracing both recycled and virgin polyester and nylon through our synthetics due diligence program, which maps facility locations across the supply chain. In FY26, VF traced 57% of our synthetics supply chain from Tier 2 through Tier 5.[25, 26]

Wool
VF maps the source of virgin and recycled wool procured for VF brands to improve upstream supply chain visibility and support due diligence and sourcing decisions. In FY26, 86% of identified wool in VF's supply chain was certified to **Zentera's** ZQ standard and 73% of identified wool was certified to the ZQ+ standard. In the spring and fall 2025 seasons, *Smartwool®* reached 94% recycled, regenerative and responsibly sourced renewable materials, which includes wool. In FY26, VF traced 78% of our wool supply chain from Tier 1 through Tier 5.[25]

Supporting Industry Progress

Industry initiatives help strengthen practices and support broader progress on materials-related issues. *The North Face®* participated in a three-year international working group that informed the development of the **Textile Exchange Materials Matter Standard™**, published in December 2025. The brand also co-led the **Outdoor Industry Association Climate Action Corps** certification guidance task force to develop a guide to Textile Exchange standards for Tier 1 suppliers.

OUR PROGRESS

In FY26, VF traced 1,112 supplier facilities from Tier 1 through Tier 5. Also in FY26, VF brands used 6,423 MT of cotton, leather, natural rubber and wool grown using regenerative agriculture practices.[28] Progress on specific targets is as follows:

Cotton Target

In FY26, 83% of cotton sourced for products produced for VF was grown in Australia, the U.S. or under a third-party sustainability scheme.[20, 28] We did not achieve our target due to numerous factors, including shifting cotton-product sourcing strategies, data-methodology improvements and the evolution of sustainable cotton agriculture schemes since this goal was established in 2016. VF continues to source materials in alignment with our SMV, which includes cotton as one of VF's priority materials and is evaluating potential future targets related to cotton.

VF is not able to recalculate FY25 cotton data using the updated methodology, limiting year-over-year comparisons.

Polyester Target

In FY26, 71% of polyester sourced for products produced for VF originated from recycled materials, an improvement from 70% in FY25.[20, 28]

MATERIALS & TRACEABILITY FOOTNOTES

20 *The Dickies® brand is excluded.*

21 *Regenerative agriculture aims to promote the use of a variety of environmentally preferable practices specific to the needs of individual commodities and geographies. These practices may include maximizing soil cover and crop diversity, maintaining living root year-round and integrating livestock. Farmers, growers and ranchers using these methods can create healthier soil and enhance biodiversity.*

22 *Responsibly sourced renewable materials are derived from inputs that naturally replenish in a human's lifetime and are derived using feedstocks and processing methods with the intention of reducing potential impacts on people and planet.*

23 *Recycled materials have been reprocessed from reclaimed waste material by means of a manufacturing process and made into a final material or component.*

24 *Natural raw materials are defined as land based grown or animal derived.*

25 *In FY26, VF updated its methodology for materials traced. As a result, reported values are no longer comparable to prior disclosures.*

26 *Tier 1 product manufacturers are not in scope for the leather and synthetics surveys, as these materials are sourced from nominated suppliers rather than vendor sourced.*

27 *For more information on how icebreaker® defines natural source materials, see: **Fibres fabrics – icebreaker®**.*

28 *VF updated the methodology for FY25 and FY26 materials metrics to more accurately reflect materials used in products. As a result, reported values are no longer comparable to prior disclosures.*

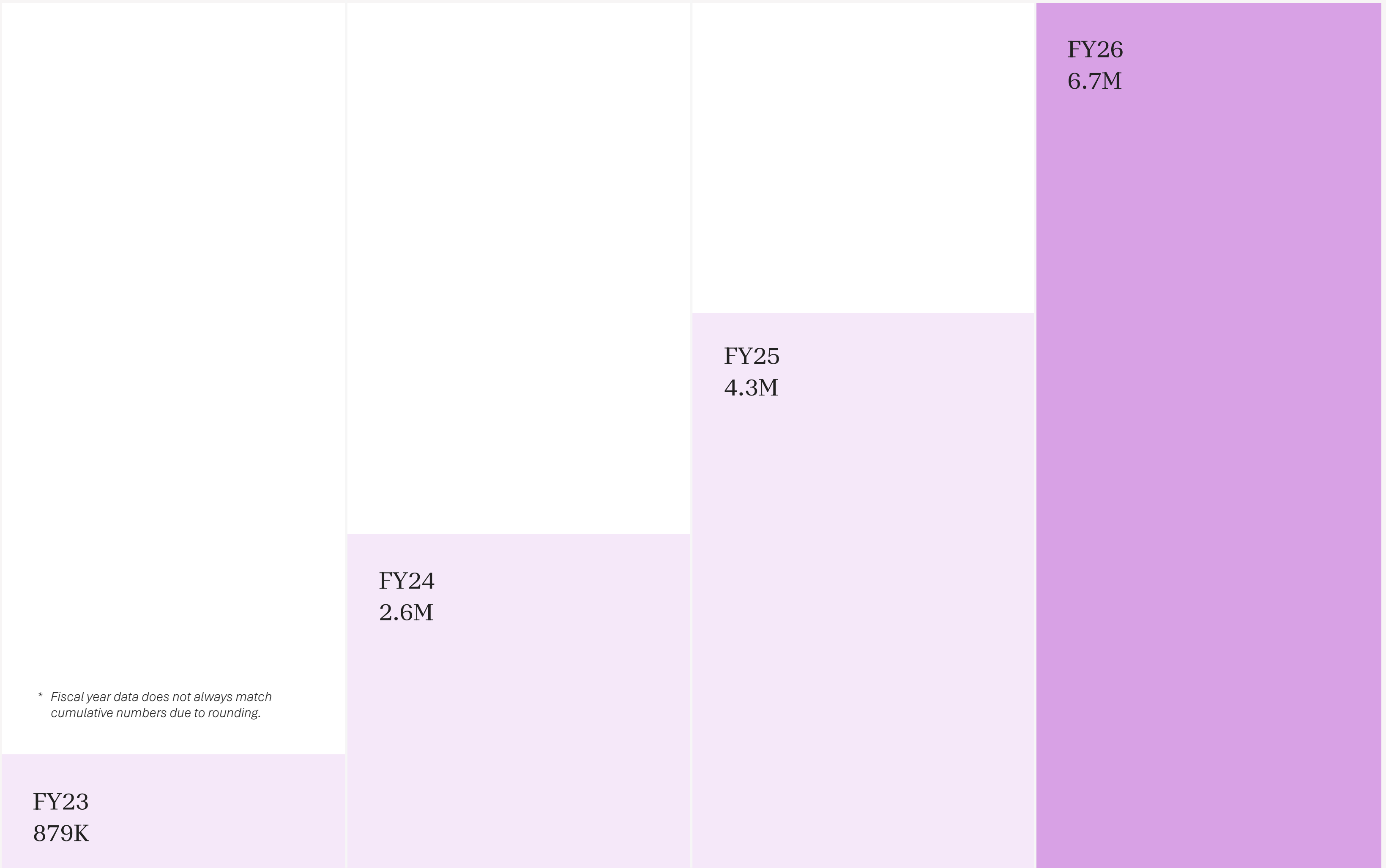
Circularity & Waste

OUR APPROACH

Waste reduction is an important part of VF's environmental approach as we address our portion of the larger consumer goods industry footprint, both in our own operations and across the product life cycle. We prioritize minimizing waste from distribution as distribution centers account for the majority of VF's global operational waste footprint.

Across products, many VF brands have developed circularity initiatives that encompass repair, resale, takeback and consumer participation, with programs tailored to brand, product category and market. These efforts are communicated to consumers through stores, digital channels and other brand touch points.

Number of Products Shipped Without Polybags Since the Naked Delivery Program Launched*



* *Fiscal year data does not always match cumulative numbers due to rounding.*

OUR ACTIONS

Product Life Cycle Management

Many VF brands test and expand programs aimed at extending product life and reducing end-of-life waste. In Europe, the Middle East and Africa (EMEA), VF partners with **95percent** to route defective and unsellable products from distribution centers into refurbishment and resale. This includes products from VF's *Altra*®, *Eastpak*®, *icebreaker*®, *Kipling*®, *Napapijri*®, *Smartwool*®, *Timberland*® and *Vans*® brands.

Examples of other circularity efforts by VF brands include:

- *Smartwool*® continues its **Second Cut™ Project**, which collects and recycles old socks from any brand. The collected *Smartwool*® socks are recycled and blended with **Merino wool** to make the Second Cut™ Hike sock. Other collected socks are used for innovation trials or downcycled into insulation. The brand works with North Carolina-based **Material Return** to manage the remanufacturing process. In FY26, *Smartwool*® launched the Second Cut™ Fleece, repurposing 13,710 kg of thermal Merino base layer scraps, and continued its **ThredUP-powered resale program** for gently used products.
- *The North Face*® develops **Circular Design** products using four pillars that span material sourcing through a product's end of life. These products include QR codes that give consumers more information about circularity and end-of-life options. In FY26, more than 450 products met *The North Face*® Circular Design criteria.
- *Timberland*® continues **Timberloop™**, its in-store takeback program available in all VF-operated U.S. *Timberland*® stores and in 60 stores across eight European Union (EU) countries. In the U.S., returned products are sent to our partner, **SuperCircle**, to facilitate the reuse or recycling of those items. In the EU, returned products are donated. In either case, consumers receive a discount for participation.
- *Altra*® and *Vans*® are members of **The Footwear Collective**, a nonprofit powered by **EarthDNA Inc.**, which scales circular infrastructure, advances material solutions and encourages responsible consumer behavior. In October 2025, *Altra*® and *Vans*® helped launch the **Footwear Futures Project** across more than 50 Southern California Goodwill locations to gain insights into scalability of footwear takeback programs. Donated shoes collected through the project were sold where possible, and more than 30,000 pounds of unsellable footwear were directed to material recycling research. *Vans*® continued its shoe takeback pilot in FY26 in 10 U.S. stores, offering a $10 discount for returned shoes, and has collected over 4,000 pairs since the pilot launched. Collected shoes are sent to SuperCircle, where shoes are sorted and processed through a grinding process separating them into material types for subsequent recycling and repurposing.

Repair Services and Warranty

Several VF brands are building repair and warranty programs to help extend product life and deepen consumer participation in circularity efforts.

- In FY26, *icebreaker*® launched the **Repair & Re-wear** guidelines, an online guide that educates consumers on repairing Merino wool products.
- *The North Face*® offered **product repair services** in 50 stores in Austria, Germany, the Netherlands and the United Kingdom (U.K.) in FY26.
- *Timberland*® launched its first official **repair service** in FY26 in Germany, the Netherlands and the U.K. through a partnership with The Boot Repair Company.
- *JanSport*® offers a **limited lifetime warranty** covering manufacturing defects in materials and workmanship, with more than 100,000 bags repaired since 2019.
- *Eastpak*® also offers a limited **30-year global warranty** covering manufacturing defects in materials and workmanship.

Used Products
The North Face® **Renewed** program allows consumers to trade in preowned items in-store or online and receive a discount on eligible future purchases. The items are inspected, cleaned and repaired as needed before being listed for resale on *The North Face®* Renewed platform. If items do not qualify for resale, they are donated or stockpiled for recycling. Renewed also offers one-of-a-kind REMADE pieces created from used and damaged products collected through the program. In FY26, the Renewed program continued in the U.K. and U.S. and expanded to Germany.

Altra® operates a trial run guarantee, where consumers can try shoes for up to 30 days and return them if they are not satisfied. Rather than treating those pairs as waste, the brand routes qualifying returns to *Altra®* outlet stores in Colorado and Utah, where they are cleaned, merchandised as used or second-quality products and sold at a discount. This approach helps extend product life while giving consumers an alternative price point.

Reducing Our Waste Footprint
VF distribution centers leverage waste-management best practices as we aim to divert 95% or more of their waste from landfill. Since 2018, we have verified our global waste-management standard and results with a third-party consultant, with 93% of our distribution centers meeting that standard in FY26.[29]

Through our Naked Delivery program in EMEA, our distribution centers remove plastic polybags before shipping products to consumers. This allows VF to manage recycling of polybags through identified recycling partners while reducing the packaging consumers receive. In FY26, the program was almost fully adopted across brands and distribution centers in the region, with 2.3 million products shipped without polybags during the year.

To better understand production waste streams and data beyond our own operations, VF joined the **Global Fashion Agenda's Circular Fashion Partnership** in Indonesia in FY26, which includes seven VF supplier facilities as members. The project is intended to help us assess how waste is currently managed and identify recyclers capable of handling production waste from supplier facilities. VF plans to continue this work, with an eye toward scaling to additional supplier facilities and countries.

OUR PROGRESS

Circularity
Since the launch of the Second Cut™ Project in FY22, *Smartwool®* has collected more than 2 million socks and diverted 175,400 pounds of socks from landfills.

Through *The North Face®* Renewed program, more than 82,500 items were sold during FY26 across Germany, the U.K. and U.S.

Waste
In FY26, VF diverted 33,000 kg of single-use plastic from landfills through the Naked Delivery program, an increase from 27,000 kg in FY25.

VF distribution centers have maintained an average diversion rate of 97% or higher for the last five years.

CIRCULARITY & WASTE FOOTNOTES

29 *The Dickies® brand is excluded.*

Social

Employees

Supply Chain

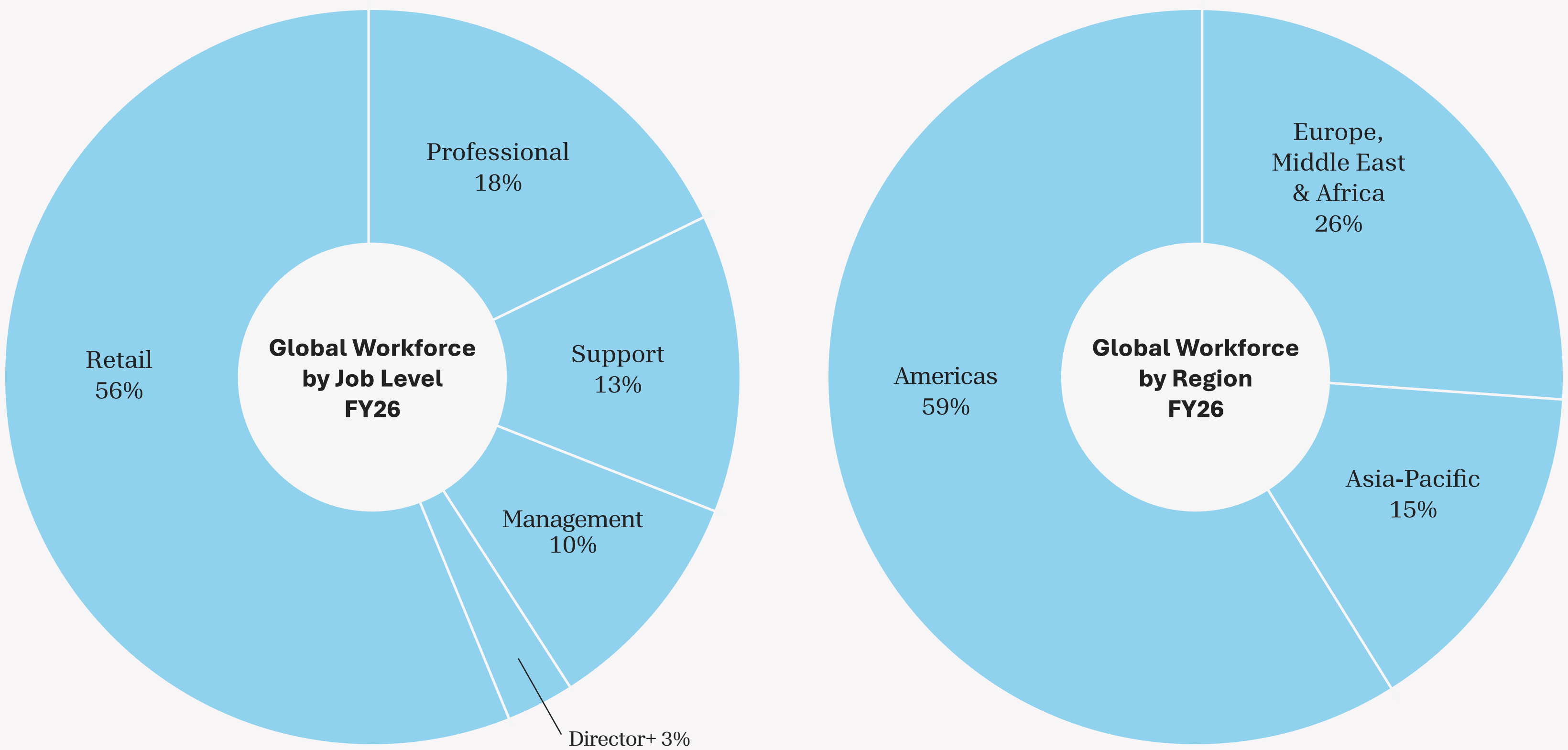
Worker & Community Development

Employees

OUR APPROACH

Our business depends on the talent, commitment and contributions of our employees. We work to attract, develop and retain a global workforce that elevates our brands through leading-edge products and unique consumer experiences. Grounded in our values, we offer employee development opportunities, competitive rewards and benefits, and programs that support well-being in an engaging work environment across the organization.

*FY26 Global Employee Workforce by Job Level and Region**



* *The Dickies® brand is excluded.*

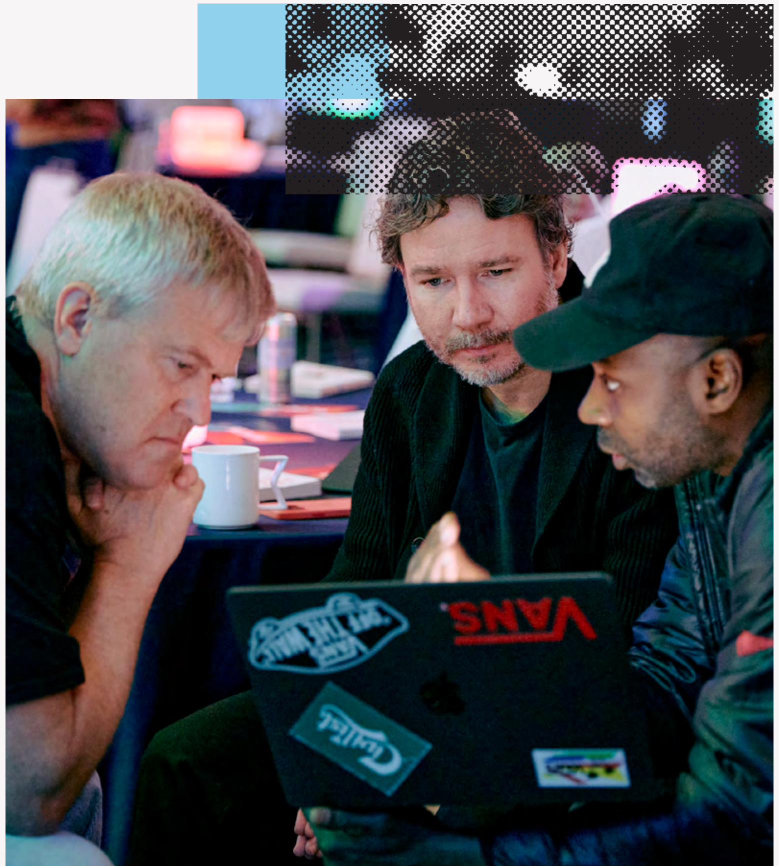
OUR ACTIONS

Internship and Apprenticeship Programs
VF's internships and apprenticeships help build our company's long-term talent pipeline by providing pathways for career growth and professional development.

Our Powering Potential Retail Apprenticeship provides retail employees with a year of skill building, networking and hands-on learning, culminating in the potential opportunity to move into a corporate role. Participating brands this year included *Altra*®, *The North Face*®, *Timberland*® and *Vans*®. Our corporate design apprenticeship program offers aspiring designers invaluable experience working with VF brand mentors on apparel design, color and materials.

In the EMEA region, VF offers internship and apprenticeship programs at our offices, retail stores and distribution centers. In FY26, we hosted 50 interns at our Switzerland office and launched a new program in our Belgium office. Both initiatives provided high-quality learning opportunities and career entry points to recent university graduates from across Europe.

In APAC, our Management Trainee program continues to help build a future-ready talent pipeline by equipping early-career professionals with the skills, experiences and mindsets needed to grow within VF. Since the program launched, trainees have built capabilities through structured learning, cross-functional projects and hands-on exposure across merchandising, marketing, e-commerce and key account management. As trainees move into the placement stage, we are thoughtfully matching talent to roles that align with both individual aspirations and organizational priorities, supporting continued growth and long-term career development within the company.



Training and Skill Building
In FY26, VF continued to invest in learning opportunities that help employees build skills for today's roles while preparing for future opportunities.

VF Academy — Our recently launched VF Academy is an enterprise learning platform designed to build the capabilities employees need to deliver on VF's strategy through immersive experiences that drive holistic growth by shaping skills, behaviors, processes, tools and ways of thinking. VF Academy includes in-person and live virtual learning for global employees and leaders at all levels. The inaugural program included a full-day orientation introducing our new go-to-market (GTM) process, bringing together 777 employees across merchandising, planning, product development, marketing and design teams to strengthen product delivery from conception to consumer.

- In addition to GTM orientation, VF piloted a three-day in-person workshop aimed at strengthening consumer-centric thinking and business acumen, connecting insights to trade-offs, financial impact and action, and creating shared cross-functional decision making and enterprise thinking in several VF offices around the globe. We also piloted nine leadership courses aimed at developing core leadership capabilities like building trust, giving feedback and practicing delegation.

The Edge—The Edge is a learning and development site tailored to help build on-the-job skills through self-directed, on-demand courses, conversation guides and other resources. In FY26, the site received over 500 page views, and employees completed 8,175 courses. The Edge complements VF Academy by offering tools employees can access anytime to support continuous growth and reinforce learning beyond formal programs.

Career Center—VF's Career Center provides professional growth resources, career planning tools and other career resources to support employees' career development. In FY26, 66 certified Global Career Advisors provided one-on-one coaching to more than 100 employees.

Global Mentorship Program—Our Global Mentorship Program is a six-month opportunity open to all regular, full-time corporate employees globally. The program matches mentors with mentees based on interests, needs, regions and brands. In FY26, 463 employees participated in the program.

Growth Pathways—New in FY26, Growth Pathways is an enterprise framework designed to support transparent, forward-looking development conversations between employees and managers. To support rollout, VF delivered conversation guides, skill labs, microlearning and practice tools, and on-demand Global Career Advisor support. Additionally, VF held 37 learning lab sessions on the new initiative for people leaders globally.

Retail Capability Development—VF invests in the growth and development of our retail workforce with competency-based learning programs tailored to our Direct-to-Consumer (DTC) and Direct-to-Partner (DTP) markets. We offer targeted learning experiences to strengthen product knowledge, consumer engagement, operational skills and leadership capabilities, enabling strong consumer experiences while building long-term career capabilities for our teams.

Makers—In EMEA, the Makers program offers employees short-term, project-based placements across brands and functions. Since FY22, 370+ employees participated.

Growth Assignment Initiative—Our APAC Growth Assignment Initiative provides short-term skill building and cross-functional exposure through hands-on experience.

Leadership Learning Journey—This program in EMEA supports retail leaders from store managers through district managers with Quarterly Interactive Learning Moments, self-paced modules and Train-the-Trainer initiatives to help build competence and confidence.

OUR PROGRESS

Apprenticeships
In FY26, 11 employees participated in VF apprenticeship programs. Since these programs launched in FY22, 27 apprentices have advanced to full-time corporate positions.

Trainings and Skill Building
In FY26, employees completed 408,162 learning courses in Workday, compared to 333,000 in FY25.

Supply Chain

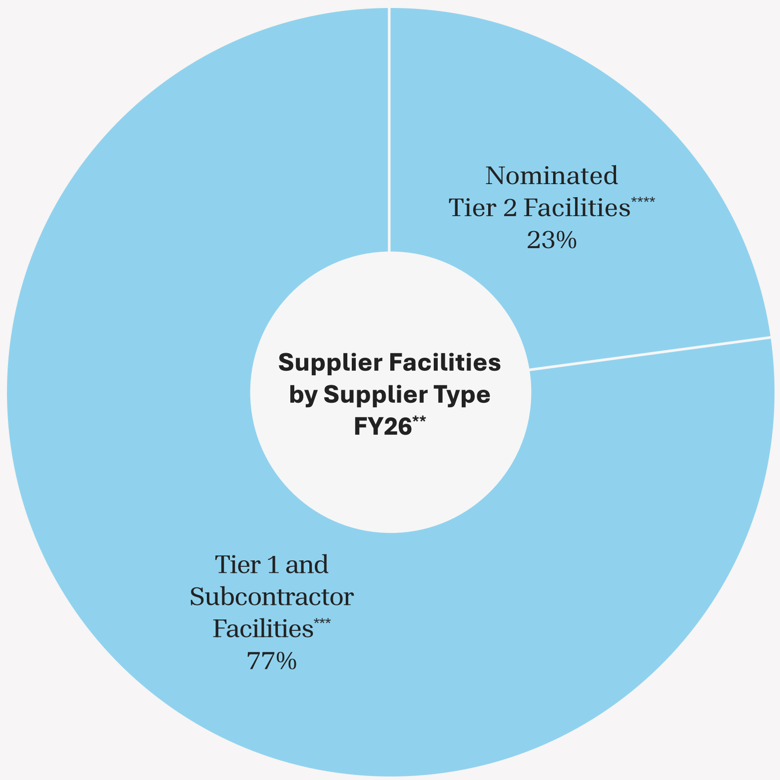
OUR APPROACH

VF's **Global Compliance Principles**, included in our **Terms of Engagement**, set forth basic requirements suppliers must meet in order to do business with us. These 16 Principles align with internal human rights expectations and **International Labour Organization** (ILO) conventions and cover worker rights, environmental practices, business ethics, and health and safety. We verify compliance with these requirements through audits, facility visits, worker rights programs, anonymous worker surveys and engagement with local teams and stakeholders.

Our **Human Rights Commitment** guides our due diligence process (see Page **40**), which identifies the most salient issues in our extended supply chain, including freedom of association, responsible recruitment, gender-based violence and harassment (GBVH), fair wages, child rights, and health and safety.

Together, VF's RSO and Worker Rights teams oversee supply chain policies and actions impacting these human rights issues. These teams gather data on supplier compliance and potential gaps, helping us identify if and when intervention is needed.

VF Supply Chain Snapshot



* Supplier facilities include Tier 1, nominated Tier 2, licensees and subcontractors.
** Suppliers that have both Tier 1 and nominated Tier 2 operations are counted as Tier 1 facilities.
*** Licensee facilities are included within the Tier 1 and subcontractor facilities count.
**** Nominated Tier 2 suppliers are Tier 2 suppliers that meet program-specific criteria for inclusion in VF's responsible-sourcing programs, which may include factors such as annual spend and strategic importance of the facility.

OUR ACTIONS

Audits

VF conducts audits in accordance with our **Factory Compliance Audit Procedures**, and our **Facility Standards** provide suppliers with a step-by-step guide to complying with VF's **Global Compliance Principles**. VF's Audit Procedures are updated periodically to reflect industry best practices and alignment with our worker rights, supplier health and safety, and environmental sustainability strategies.

VF conducts regular audits of all Tier 1 and nominated Tier 2 suppliers on a three- to 12-month cycle based on prior audit designation. These audits evaluate adherence to our environmental and social requirements. In certain cases, we recognize credible industry verification programs to reduce audit fatigue and strengthen transparency, including the **Social & Labor Convergence Program** (SLCP), **Better Work** for social compliance and **Higg FEM** for environmental impact.

Each audit results in a supplier facility action plan that identifies areas for improvement. The RSO team supports suppliers with action plan implementation and remediation through capacity building and follow-up visits. In instances where VF must exit the business relationship with a facility, we follow our **Responsible Exit Protocol** in alignment with the **Fair Labor Association Retrenchment Guidelines** (FLA).

Child Rights

VF addresses child exploitation and child labor risks through training, surveys, audits and remediation processes conducted across our supply chain. Our child labor remediation process is monitored and partially managed by a third-party subject matter expert and is shared with all Tier 1 and nominated Tier 2 suppliers. Additionally, Tier 1 and Tier 2 suppliers are required to complete periodic, mandatory e-learning regarding child rights and child labor remediation.

We continue working to advance child rights beyond supplier facilities through our WCD program (see Page **34**). VF is a member of **The Centre for Child Rights and Business CRIB Working Group**, which provides regular updates and collaboration opportunities to support child labor prevention and promote child rights.

Fair Wages

VF's **Global Compliance Principles**[30] reflect our view that every worker should receive compensation for a regular workweek that is sufficient to meet basic needs and provide some discretionary income. We have partnered with the **Fair Wage Network** (FWN) since FY23 to assess, identify and support supplier practices, identify gaps and support remediation aligned with FWN's Fair Wage Methodology. FWN considers living wage as one of 13 required dimensions to achieve fair wage certification.

Freedom of Association

VF hosts and participates in multiple initiatives to support the right of supply chain workers to freely choose representation in the workplace and exercise that right without fear of employer retaliation.

- VF's Freedom of Association and Industrial Relations (F.A.I.R.) Dialogue program, launched in FY23 in partnership with **Better Work Bangladesh**, **Better Factories Cambodia** and **Quizrr**, helps workers and management build stronger dialogue, understand grievance mechanisms and strengthen awareness of freedom of association. The program continued in FY26 at 15 supplier facilities across Bangladesh, Cambodia and El Salvador, reaching 39,861 participants.
- In FY26, VF participated in multiple industry roundtables and stakeholder discussions, including engaging with employer and union representatives and other brands to discuss ways to promote sound industrial relations and strengthen social dialogue. These engagements provided opportunities to share our work in this area and gain insights from key stakeholders about worker rights in a local context.

Responsible Recruitment

Protecting migrant workers is an important component of VF's worker rights strategy. VF requires all suppliers to implement the **Employer Pays Principle**, which prohibits workers from paying excessive recruitment fees for employment and is intended to reduce risks such as debt bondage.

- VF continued the **Your Voice Matters** (YVM) program in FY26 in regions where there are especially high concentrations of migrant workers in our supply chain, including Jordan, Mauritius and Taiwan Region. This program focuses on responsible recruitment, workplace policies, social dialogue and grievance mechanisms and has engaged 50 supplier facilities since its launch in FY22.
- In FY26, four suppliers in Thailand took part in a Training of Trainers session on Advancing Human Rights Due Diligence through peer-to-peer learning. The session was organized by the **International Organization for Migration** (IOM), in collaboration with UNDP Thailand, the Securities and Exchange Commission of Thailand, Ministry of Justice and Global Compact Network Thailand.
- VF joined the **Responsible Labor Initiative** in FY26, a multi-industry effort focused on forced labor due diligence and responsible recruitment. Through this effort, brands across the apparel and footwear industry work together to support suppliers in capacity building, key training, targeted remediation needs and advocacy work.

Gender-Based Violence and Harassment

With women comprising 62% of our supply chain workers, VF prioritizes gender-based violence and harassment (GBVH) programs to support safe, respectful and equitable workplaces. All GBVH programs include a focus on grievance mechanisms to allow workers to report harassment concerns and other issues.

- In FY26, VF continued our partnership with RISE to implement the **RISE Respect** program at supplier facilities in Guatemala and Vietnam. RISE Respect is designed to help prevent and address violence and harassment in global supply chains.
- In the Americas region, VF launched a supplier e-learning program focused on grievance mechanisms and respectful workplaces using the Better Work curriculum. The digital training was completed by 22 suppliers, leading to a 25% increase in knowledge around grievance mechanisms and a 70% increase in knowledge around respectful workplaces. In Cambodia, two supplier facilities participated in a program on GBVH in the workplace with Better Factories Cambodia.
- We also expanded our Stop Abuse and Harassment, Foster Equality (S.A.F.E.) Together program into Indonesia. Launched in FY23 through a partnership with **Quizrr** and **Change Associates**, the program helps workers understand their rights and supports supplier facilities in establishing mechanisms to address harassment in the workplace. In FY26, 2,520 individuals in Bangladesh participated in the program, resulting in a 12% increase in knowledge performance for the Workplace Gender Protection module.

Partnering to Advance Gender-Responsive Workplaces

VF's Worker Rights and Worker & Community Development (WCD) programs partnered with **Timeline** to launch our Gender Responsive Opportunities at Work (GROW) program in China in FY25. GROW addresses abuse, harassment and GBVH, promotes gender equality and supports professional development opportunities for women in our supply chain.

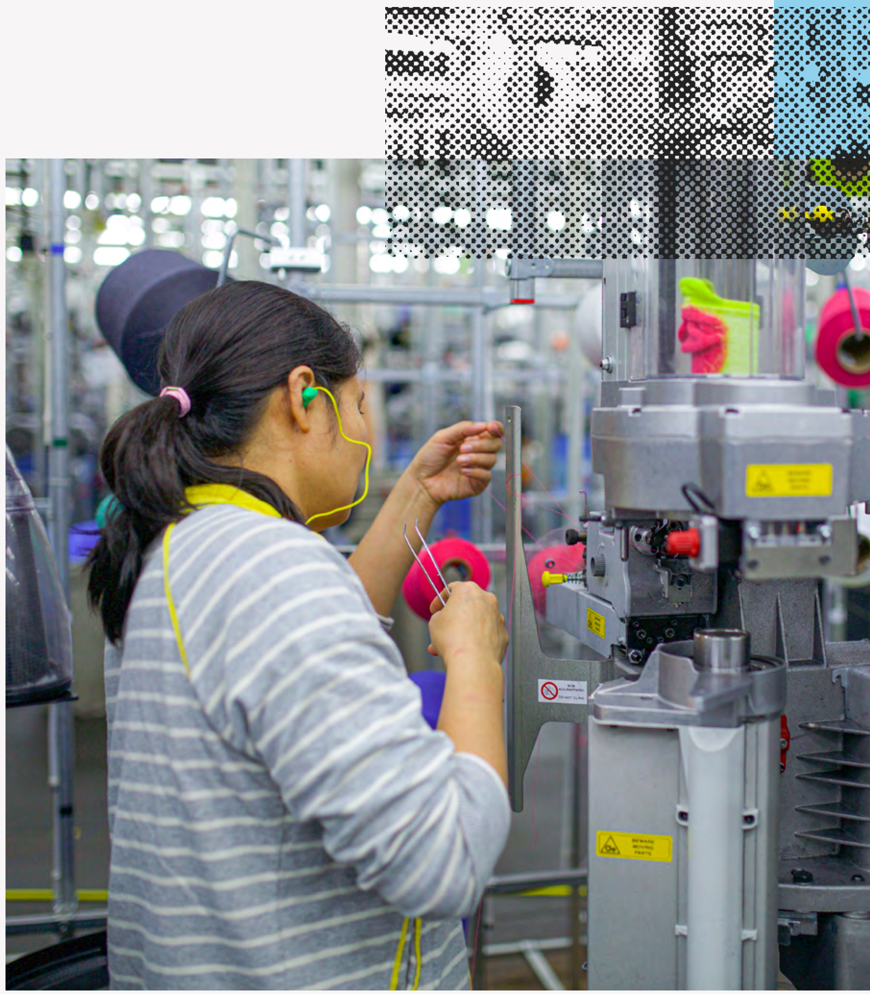
In FY26, 1,596 individuals in four supplier facilities participated, resulting in improved policies and procedures related to GBVH and workplace harassment at participating supplier facilities. These supplier facilities also saw a 14% increase in the number of workers who express confidence in the facility's grievance mechanism and a 19% increase in the number of workers who report feeling safe in the workplace.

Health and Safety

VF collaborates closely with government agencies, nongovernmental organizations, peers and others in the industry to promote the health and safety of workers in our global supply chain. In FY26, we continued our partnerships with the **Life and Building Safety** (LABS) Initiative and **Nirapon**, as well as our internal Critical Life Safety (CLS) program.

- VF cofounded the LABS Initiative, which supports suppliers in identifying, mitigating and remediating fire, electrical and structural safety risks. In FY26, 12 suppliers in Cambodia, India, Indonesia and Vietnam graduated from the program, reflecting their enhanced safety maturity.[31] Graduation from LABS requires suppliers to develop and implement a corrective action plan to remediate any identified safety issues, as well as a comprehensive safety management system.
- Our ongoing partnership with Nirapon supports improved health and safety conditions in Bangladesh supplier facilities. In FY26, 80% of Nirapon program facilities remediated all of their health and safety findings.[31]
- Through our internal CLS program, comprehensive assessments are conducted to verify that suppliers have essential safety equipment and protocols in place to protect workers. Assessments review components such as thermographic analysis of electrical systems, electrical safety protection evaluation, structural loading analysis, fire and emergency system reviews, and nondestructive testing for structural integrity, pending specified risk parameters.

  New suppliers in our supply chain are required to have a CLS assessment within six months of activation and reassessments occur every five years to ensure ongoing compliance and risk mitigation. In FY26, 88% of in-scope suppliers were reassessed against our CLS protocol.[31]
- We also continued our pilot to evaluate existing Health and Safety Management Systems (HSMS) in 31 supplier facilities to establish a baseline of HSMS maturity in FY26.[31] These systems support a culture of continuous improvement in health and safety oversight at our supplier facilities. Additionally, to help suppliers mitigate operational risks, we delivered training on six critical health and safety topics: lockout/tagout, electrical safety, machine safety, traffic safety, hot work and forklift safety.



OUR PROGRESS

Audits
In FY26, VF conducted a total of 912 supplier audits, of which 68% were conducted by internal VF auditors.

Child Rights
In FY26, seven suppliers in Bangladesh participated in Child Labor Prevention and Remediation training through the Child Rights Action Hub.

Fair Wages
In FY26, eight supplier facilities involved in the FWN assessment process received the Fair Wage Certified Employer label. Since FY23, 29 suppliers have engaged with FWN.

Freedom of Association
In FY26, 92% of F.A.I.R. Dialogue participants confirmed their understanding that they are free to choose whether they want to join a union.

In FY26, 81% of F.A.I.R. Dialogue participants confirmed their understanding that grievances will be treated confidentially and can be raised anonymously and without fear of retaliation.

Responsible Recruitment
VF's YVM program reached 99% of known migrant workers in Jordan, 96% in Mauritius and 86% in Taiwan Region in FY26.

Through YVM program training, 91% of participants confirmed their understanding that workers should not be required to pay fees to an employer, middleman or labor agency during the recruitment process.

Gender-Based Violence and Harassment
In FY26, 27 supplier facilities and 4,197 individuals participated in GBVH programs.

Health and Safety
As of FY26, 80 supplier facilities[31] have graduated from the LABS Initiative, up from 68 in FY25.

SUPPLY CHAIN FOOTNOTES

30 *VF's Global Compliance Principles require supplier facilities to comply with legally mandated minimum wage standards or the prevailing industry wage, whichever is higher. Where compensation does not meet workers' basic needs and provide some discretionary income, VF authorized facilities are encouraged to work with VF to make improvements and take other appropriate actions that seek to progressively realize a level of compensation that does.*

31 *The* Dickies® *brand is excluded.*

Worker & Community Development

OUR APPROACH

VF's Worker & Community Development (WCD) program takes a holistic approach to improving the lives of workers and their communities by focusing on three areas: affordable childcare and education, access to water and sanitation, and adequate health and nutrition. We develop projects around worker-identified local needs, applying a gender lens to each area. This approach supports workers, communities, suppliers and our company while enhancing well-being throughout our global supply chain.

Beginning in 2017, our goal has been to improve the lives of 1 million workers and community members by FY26 and 2 million workers and community members by FY31. After fulfilling our FY26 goal one year early, we have now achieved 64% of our FY31 goal of reaching 2 million people through global WCD initiatives.

Learn more about the WCD program and its Framework for Change in VF's **FY25 E&SR Report**.

WCD Project Locations Since Program Launched

OUR ACTIONS

Childcare and Education

Many workers in VF's supply chain are parents working to support their children. In WCD assessments, these workers report that challenges securing quality childcare, educational opportunities and health and safety for their children are common sources of stress. Supporting children and working families is one way VF strives to strengthen well-being for these working parents and their children, in partnership with supplier facilities and expert organizations.

In FY26, we continued our partnership with **UNICEF**[32] USA in support of UNICEF's Mothers@Work (M@W) program in 10 ready-made garment facilities in Bangladesh. M@W helps supplier facilities provide family-friendly workplaces through essential services such as healthcare, childcare facilities, access to breastfeeding spaces and breaks, paid maternity leave and employment protection for pregnant workers and new mothers.

As part of the M@W program, VF also supported UNICEF's development of an updated Early Childhood Care and Development (ECCD) package to assess childcare center readiness at both facility and community levels. The updated package provides a standardized ECCD curriculum, materials for parents and caregivers of children ages 0–3 and tools for tracking children's developmental milestones and supporting quality childcare services.

In FY26, M@W reached 823 parents and caregivers and 2,226 community members through parenting skills training.

Health and Nutrition

Many workers and communities across VF's global supply chain face significant barriers to accessing good nutrition and healthcare, which can lead to poor long-term health, decreased earnings and reduced quality of life. To address these challenges, the WCD program works with local and international organizations to deliver essential health services that improve outcomes for both workers and their communities.

Photo Credit: UNICEF/UNI253566/Himu

FY26 marked VF's launch of a new initiative in Jordan, in partnership with the **International Organization for Migration** (IOM) and **Change Associates**, to support the rights, health and overall well-being of migrant workers in supplier facilities. The project supports seven VF supplier facilities in strengthening workplace health systems, including upskilling facility clinics, increasing access to routine healthcare and mental health counseling, and improving hygiene management systems in worker dormitories.

The initiative also introduces community-based activities such as life-skills training, language courses and social activities designed to strengthen connections and support community integration between migrant and local workers. The program will continue through FY27, with the goal of benefiting up to 20,000 workers and community members through improved physical and mental well-being and stronger social cohesion.

The project has been implemented in partnership with VF's Worker Rights program, which provides complementary activities and training to advance VF's supply chain goals.

Water and Sanitation

In WCD needs assessments, workers often express that access to clean water, adequate sanitation infrastructure and good hygiene practices are critical unmet needs in their communities. For this reason, expanding access to water, sanitation and hygiene-related (WASH) infrastructure has long been a key pillar of VF's WCD program.

Since FY20, we have worked with **Water & Sanitation for Urban Populations** to help improve access to safe drinking water, sanitation and hygiene for ready-made garment workers, their families and surrounding communities, first in Bangladesh and then also in Kenya.

Photo Credit: Water & Sanitation for Urban Populations

In partnership with municipal water utilities, local water boards and service providers, the program helps strengthen local systems and enhances service delivery for underserved communities. The collaboration has engaged 18 supplier facilities, supporting workplace improvements through infrastructure upgrades and training, with a particular focus on menstrual hygiene management (MHM) and workplace management systems aligned to VF's **Facility Standards**.

In FY26, our focus in Bangladesh scaled WASH workplace guidelines and formed WASH committees in VF supplier facilities. These practices were rolled out to all VF supplier facilities in Chattogram, Bangladesh, with plans to expand to all VF suppliers in the country. Community work included the completion of 23 new water, sanitation and hygiene blocks, as well as renovation of existing blocks.

In Kenya, the project engaged four supplier facilities through capacity-building programs and MHM awareness sessions, benefiting more than 8,110 workers. The project also worked with local water and sanitation providers to establish a sanitation unit to improve access to safe sanitation in low-income neighborhoods.

In FY26, a network of trained facilitators delivered training and behavior change activities on hygiene and MHM, reaching more than 1,645 community members surrounding VF supplier facilities in Kenya.

OUR PROGRESS

WCD Program Target

Since 2017, the WCD program has reached 1.2M+ people in 16 countries through 35 projects,[33] with 15 active projects in FY26.

People reached by focus area since 2017:

Childcare and Education	Health and Nutrition	Water and Sanitation
404K+	**337K+**	**547K+**

WORKER & COMMUNITY DEVELOPMENT FOOTNOTES

32 UNICEF does not endorse any company, brand, organization, product or service.

33 The number of beneficiaries reflects unique beneficiaries only. It does not count beneficiaries who participated in multiple programs.

Management

Governance

Due Diligence

Ethics & Compliance

Governance

The Board of Directors of VF Corporation (the "Board") and Global Leadership Team (GLT) are committed to the sustainable and responsible growth of VF's business. Managing social and environmental risks through effective oversight, diligent reporting and active engagement with key stakeholders strengthens our operations and supports our business strategy. This work is guided by Board oversight, enterprise risk processes and leadership accountability across the business.

Board Oversight and Engagement

The Board and its committees play an active role in overseeing our responsible business strategy. The full Board receives updates on environmental and social topics periodically. Committee oversight further reinforces this governance structure and includes the following responsibilities:

- The Governance and Corporate Responsibility Committee oversees key strategies, programs, policies and risks related to the sustainability and social responsibility impacts of VF's businesses.
- The Audit Committee oversees our Factory Compliance Audit program and Ethics & Compliance program and receives quarterly updates.

Leadership Oversight

Our GLT and other leaders set and evaluate progress against our environmental and social responsibility strategies and targets.

- In FY26, VF formed a Responsible Business Committee comprised of GLT members and charged with operationalizing executive-level oversight of regulatory reporting on responsible business.
- VF's Vice President of Global Sustainability, Product Stewardship and Government Affairs engages in ongoing dialogue with external stakeholders on free trade, human rights, outdoor recreation, conservation, climate risk and other relevant topics.
- VF's Chief Belonging and Talent Officer develops and leads programs that advance our commitment to creating and maintaining welcoming workplaces and fostering connections within the communities where we operate.

Enterprise Risk Assessment

In FY26, VF updated our annual enterprise risk assessment (ERA), which informs corporate and brand strategies.

- The ERA now provides more frequent, actionable updates on risk identification, strategic priorities and management actions, supporting Board oversight of strategy, resilience and emerging risks.
- The Audit Committee has primary oversight of key risk matters, including enterprise risk management and oversight of VF's risk management processes.

Information Security and Privacy

VF maintains an information security and privacy program focused on safeguarding the confidentiality, integrity and availability of information and systems owned by, or entrusted to, VF. This includes:

- A cyber incident response plan intended to support timely and accurate reporting of material cybersecurity incidents.
- Publicly available privacy policies for consumers and internal employee policies that describe the categories of personal data collected, how that data may be used and the circumstances in which it may be disclosed.
- Policy updates as legal and business needs evolve.

Oversight of cybersecurity and information security risks is managed across the enterprise. The Audit Committee has responsibility for cybersecurity risk oversight, and the GLT manages and reports on these risks. Select employees complete annual cybersecurity training, and VF conducts cybersecurity maturity assessments every two years through an independent third party. VF also works with service providers, consultants and other third parties to strengthen cybersecurity capabilities, provide strategic guidance, assess the effectiveness of selected processes and support incident response activities when needed.

Due Diligence

Rigorous due diligence depends on having systems, policies and processes in place that support the identification and mitigation of adverse environmental and social impacts, particularly regarding traceability, environmental protection and human rights, and help track progress in addressing them. Stakeholder engagement serves as a cornerstone of this work, enabling us to understand risks more fully and drive continuous improvement.

Traceability

VF maintains a due diligence framework to screen both existing and new suppliers that is designed to identify potential risks related to compliance, human rights, safety and environmental impacts. When risks are identified, they are prioritized and addressed through established engagement and escalation processes. As of FY26, we have identified more than 3,600 suppliers across Tier 1 through Tier 5 in 180 countries. Learn more about our traceability efforts on Pages 18–21.

Environment

VF continues to strengthen how we identify and manage potential and actual environmental impacts and risks across our value chain. In FY26, we engaged in ongoing work to update our climate risk and supply chain water risk assessments.

Additionally, we partnered with Conservation International to calculate VF's land footprint, which is the amount of agricultural land needed each year to produce VF products, including working lands used for agricultural-based materials, such as textiles. Assessing the land footprint plays an important role in understanding nature and biodiversity-related risk.

Based on VF's material volumes and traceability data, our total land footprint in FY25 is estimated to be 1,817,600 hectares for cotton, leather, man-made cellulosic fibers (MMCFs), rubber and wool. We use this information to inform priorities, targets and actions when sourcing these materials. Data from this analysis may also help shape future compliance, traceability, risk mitigation and regenerative efforts.

Understanding the Impacts of Farming on Species Abundance

In FY26, VF continued working with WildMon, supported by a grant from the VF Foundation, a private foundation funded solely by VF, to record birdsongs on rubber farms in Thailand. Bioacoustics monitors have been installed in regenerative and conventional natural rubber farms to detect distinct birdsongs as one indicator of species presence and vitality. In FY26, 110 bird species were tracked on regenerative farms, compared to 91 species on conventional farms, helping us assess how regenerative approaches impact biodiversity.

Human Rights

VF carries out ongoing human rights due diligence informed by the OECD Due Diligence Guidance for Responsible Business Conduct. Through Human Rights Impacts Assessments, we identify actual and potential human rights impacts that VF may cause, contribute to or be linked to through our direct operations, products, services and business relationships.

In FY26, VF's Worker Rights team conducted a second worker rights due diligence survey, building upon similar work in FY25, to help identify supply chain issues early and inform targeted actions and programs. The FY26 survey covered a group of key suppliers, reaching 43,910 workers across 63 Tier 1 and Tier 2 supplier facilities, licensees and subcontractors in 10 countries. Results are used to surface potential negative impacts related to high-risk issues including freedom of association, forced labor, child rights, and gender-based violence and harassment, while also giving supplier partners clearer visibility into possible gaps in their practices to uphold worker rights.

Stakeholder Engagement

Ongoing stakeholder engagement is an important part of how we operate. We take stakeholder feedback seriously and use it to help shape our strategy and support continuous improvement. When we introduce new programs, we engage stakeholders to better understand the issues, perspectives and potential impacts involved. Our network of on-the-ground stakeholders also helps us identify and respond to risks as they emerge and develop preventive measures to address potential gaps. In FY26, VF conducted an updated stakeholder mapping exercise to identify our most important social and environmental stakeholders across a range of key topics.

Examples of stakeholder engagement in FY26 include the following:

- ***Zentera***—VF works closely with Zentera, formerly the New Zealand Merino Company, which oversees ZQ and ZQ+ certification. In FY26, an external stakeholder raised concerns about animal welfare and compliance with ZQ standards within our wool supply chain. We reviewed those concerns and, in collaboration with Zentera, undertook a thorough investigation of these concerns, addressed all matters identified and strengthened processes to support ongoing compliance with the standards.
- ***Employment Injury Scheme Pilot***—Launched in Bangladesh by the International Labour Organization (ILO) and GIZ, the Employment Injury Scheme (EIS) Pilot responds to the absence of a comprehensive system to protect workers from falling into poverty following workplace accidents or occupational disease. The EIS Pilot provides monthly compensation payments to beneficiaries. Together with other companies, VF is making voluntary financial contributions to help fund these monthly pensions through July 2027, when the Pilot ends. The EIS Pilot is helping evaluate the feasibility, viability and cost efficiency of a broader employment injury scheme and support longer-term institutionalization.

Ethics & Compliance

VF's commitment to operate ethically and lead with integrity is embedded in our **Code of Business Conduct**. Our Code guides us on upholding this commitment as we interact with each other, our partners, our consumers and our stakeholders.

Our Code sets standards for all directors, officers and employees at VF, and our Ethics & Compliance program supports employee understanding of the standards embedded in our Code. The program is led by our Executive Vice President, Chief Legal Officer and Corporate Secretary, who also serves as our Chief Ethics & Compliance Officer. Day-to-day program management sits with VF's Vice President of Ethics & Compliance, while senior leaders and key stakeholders across the business partner to implement and support key elements of the program.

Through our Ethics & Compliance program, we conduct risk-based due diligence aligned to our risk assessment processes on our own operations and third parties. Our commitment to prevent bribery and corruption is set out in our Code and in our Anti-Corruption and Anti-Bribery Policy, and these expectations apply to VF employees and business partners. VF defines corruption as the misuse of one's position, authority or influence to obtain an improper benefit, with bribery being the most common form. Bribery includes offering, giving, requesting or accepting anything of value to improperly influence a decision or gain an unfair advantage.

VF conducts audits designed to evaluate the effectiveness of our Ethics & Compliance program. Audits are conducted periodically and at varying intervals informed by risk considerations and are conducted by our Ethics & Compliance team, Global Assurance team or by a third party.

In addition to our Code, VF has business ethics policies on topics such as Open Door and Non-Retaliation, Conflict of Interest, Anti-Corruption and Anti-Bribery, Antitrust, International Trade Compliance, Positive Relationships in the Workplace and others.

Data

TCFD

SASB

Supplemental Information

Appendix

Data

VF EMPLOYEE HEALTH & SAFETY

TOTAL RECORDABLE INJURY RATE[34] — PER 100 EMPLOYEES	FY26
Distribution Center	1.86
Retail	0.96
Offices	0.04
Total	**0.92**
LOST TIME INJURY RATE[35] — PER 100 EMPLOYEES	**FY26**
Distribution Center	1.21
Retail	0.56
Offices	0.04
Total	**0.64**
FATALITIES	**FY26**
Distribution Center	0
Retail	0
Offices	0
Total	**0**

VF SUPPLY CHAIN SNAPSHOT

SUPPLIER FACILITIES, BY SOURCING REGION[36]	FY26
Americas	143
Asia-Pacific	765
Europe, Middle East & Africa	41
Total Supplier Facilities	**949**

SUPPLIER FACILITIES BY SUPPLIER TYPE[37]	FY26
Tier 1 and Subcontractor Facilities	729
Nominated Tier 2 Facilities	220
Licensee Facilities[38]	321

VF SUPPLY CHAIN AUDIT RESULTS[37]

VF AUDIT OVERVIEW	FY26
Total number of supplier audits conducted	912
Number of audits completed by internal VF auditors	622
Number of audits completed by third-party auditors	290
TIER 1 SUPPLIER FACILITY AUDIT RESULTS[39]	**FY26**
Green	352
Yellow	205
Orange	46
Red	52
Black	4
Total	**659**
NOMINATED TIER 2 SUPPLIER FACILITY AUDIT RESULTS[39]	**FY26**
Green	78
Yellow	130
Orange	23
Red	21
Black	1
Total	**253**
SUPPLIER FACILITIES NOT ACCEPTED DURING INITIAL AUDIT	**FY26**
Tier 1 Supplier Facilities	13
Nominated Tier 2 Supplier Facilities	1
Total	**14**

DATA FOOTNOTES

34 The Recordable Injury Rate includes injuries greater than minor injuries (first aid) per OSHA reporting requirements.

35 Lost Time Injury Rate includes the total number of days spent away from work due to a work-related injury/illness, not counting the date of injury.

36 Supplier facilities include Tier 1, nominated Tier 2, licensees and subcontractors.

37 Suppliers that have both Tier 1 and nominated Tier 2 operations, are counted as Tier 1 facilities.

38 Total number of licensees includes VF facilities that are shared with direct sourcing.

*39 For more information on our rating system, please see our **Factory Compliance Audit Procedures**.*

VF SUPPLY CHAIN CRITICAL LIFE SAFETY PROGRAMS[40]

VF CRITICAL LIFE SAFETY: DIRECT SOURCE INSPECTIONS	FY26
Number of Tier 1 direct source facilities inspected	131
Percentage of Tier 1 direct source facilities inspected	99%
VF CRITICAL LIFE SAFETY: LICENSEE FACILITY INSPECTIONS	**FY26**
Number of licensee facilities inspected	100
Percentage of licensee facilities inspected	93%
VF CRITICAL LIFE SAFETY: FACILITY REMEDIATIONS[41]	**FY26**
Number of facilities that have remediated all priority 1 and priority 2 findings	168
Percentage of facilities that have remediated all priority 1 and priority 2 findings	73%

VF SUPPLY CHAIN HEALTH & SAFETY INDUSTRY INITIATIVES[40]

BRAC VF FACILITY TRAININGS[42]	FY26
Number of facilities enrolled in BRAC training	39
Number of people trained through BRAC training program	102,656
LIFE AND BUILDING SAFETY (LABS) RESULTS[43]	**FY26**
Number of VF supplier facilities onboarded	118
Number of LABS assessments conducted	118
Number of safety trainings conducted	326
Number of facility workers reached	308,128
Number of facilities that have graduated	12
BANGLADESH FACILITY REMEDIATION RESULTS[44]	**FY26**
Number of VF supplier facilities that have remediated all issues	40
Percentage of VF supplier facilities that have remediated all issues	80%

VF WORKER & COMMUNITY DEVELOPMENT PROGRAM[45]

NUMBER OF PEOPLE REACHED ANNUALLY, BY FOCUS AREA	FY26
Childcare & Education	56,959
Health & Nutrition	42,260
Water & Sanitation	92,945
NUMBER OF PEOPLE REACHED ANNUALLY, BY LOCATION	**FY26**
Bangladesh	68,117
Cambodia	79,838
Greater China	13,459
Guatemala	770
India	5,256
Jordan	8,243
Kenya	1,645
Vietnam	14,836

DATA FOOTNOTES

40 *The Dickies® brand is excluded.*

41 *Critical Life Safety facility remediations cover VF Tier 1 and licensee supplier facilities.*

42 *VF Tier 1, nominated Tier 2, licensee and subcontractor facilities in Bangladesh are in scope for BRAC.*

43 *VF Tier 1 supplier facilities in Cambodia, India, Indonesia and Vietnam are in scope for the LABS Initiative.*

44 *Auditing programs include Accord, Nirapon and RSC, covering VF Tier 1, Tier 2 and subcontractor supplier facilities in Bangladesh.*

45 *The number of beneficiaries reflects unique beneficiaries only. It does not count beneficiaries who participated in multiple programs.*

VF GREENHOUSE GAS (GHG) EMISSIONS[46]

SCOPE 1 AND 2 GHG EMISSIONS (MT CO_2e)[47]	FY26
Scope 1 GHG Emissions	28,088
Scope 2 Location-Based GHG Emissions	47,356
Scope 2 Market-Based GHG Emissions	3,090
SCOPE 1 GHG EMISSIONS, BY GAS (MT CO_2e)	**FY26**
Carbon Dioxide (CO_2)	19,806
Methane (CH_4)	20
Nitrous Oxide (N_2O)	23
HFC Refrigerant	8,240
Total	**28,088**
SCOPE 1, BY CONSUMPTION TYPE (MWh)	**FY26**
Mobile Fuels	7,668
Natural Gas	96,888
Other Stationary Fuels	1,972
Refrigerants (kg)	6,338
Renewable Power — On-site	1,000
SCOPE 2, BY CONSUMPTION TYPE (MWh)	**FY26**
Chilled Water	1
Total Electric Power	153,009
Non-Renewable Electric Power	65
Renewable Energy Credits	119,006
Renewable Power — Off-site	33,938
Steam	17,479
SCOPE 3, GHG EMISSIONS (MT CO_2e)[48]	**FY25**
Total Scope 3 GHG Emissions	2,945,693
GHG EMISSIONS INTENSITY	**FY25**
Total GHG Emissions (MT CO_2e)	3,017,657
Annual Revenue ($)	$9,504,691,000
MT CO_2e / U.S. Dollars	0.00032

VF CHEM-IQ℠ PROGRAM RESULTS[49, 50]

NUMBER OF SUPPLIER FACILITIES SCREENED	FY26
Tier 1	83
Subcontractors	37
Nominated Tier 2	129
Tier 3	2
PERCENTAGE OF SUPPLIER FACILITIES SCREENED	**FY26**
Tier 1	62%
Subcontractors	53%
Nominated Tier 2	72%
Tier 3	100%
NUMBER OF CHEMISTRIES[51] SCREENED	**FY26**
Tier 1	1,279
Subcontractors	689
Nominated Tier 2	4,697
Tier 3	4
NUMBER OF RED SUBSTANCES PHASED OUT[52]	**FY26**
Tier 1	55
Subcontractors	16
Nominated Tier 2	228
Tier 3	5

VF ELECTRICITY CONSUMPTION[46]

ELECTRIC POWER CONSUMPTION (MWh)	FY26
Renewable Consumption	153,944
Non-Renewable Consumption	65
Percentage of Consumption from Renewable Sources	100%

VF DISTRIBUTION CENTER WASTE GENERATION[46]

VF DISTRIBUTION CENTER WASTE, BY TYPE (MT)	FY26
Total Waste Disposed	446
Total Waste Recycled	11,837
Total Waste Reused	2,977
Total Waste Generated	15,260

DATA FOOTNOTES

46 *The* Dickies® *brand is excluded.*

47 *VF commissioned an external third party to perform attest procedures with respect to our FY26 Scope 1 and Scope 2 (location and market-based) GHG emissions. Full details and data methodology are available on VF's* ***Reporting and Data*** *page.*

48 *VF's reporting of Scope 3 GHG emissions lags one year to allow for the collection of data from third-party sources outside of our control.*

49 *In FY26, VF updated the methodology for chemistry metrics. As a result, reported values are no longer comparable to prior disclosures.*

50 *CHEM-IQ℠ Tier 1 facilities include Tier 1 and vertical facilities.*

51 *Chemistries include softeners, dyestuffs, glues, detergents, among other compounds, and may contain multiple individual substances.*

52 *VF eliminates the use of red-rated chemical formulations in the manufacturing of products. These chemicals are determined to be hazardous to the environment and the people who handle them. View the* ***CHEM-IQ℠ Program Manual*** *for further information on the elimination of prohibited chemicals from the supply chain.*

TCFD Index

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

TCFD METRICS	VF RESPONSE
GOVERNANCE	
a. Describe the board's oversight of climate-related risks and opportunities.	VF 2026 CDP Disclosure (4.1.2) VF FY2026 Environmental & Social Responsibility Report (p. 38)
b. Describe management's role in assessing and managing climate-related risks and opportunities.	VF 2026 CDP Disclosure (4.3) VF FY2026 Environmental & Social Responsibility Report (p. 38)
STRATEGY	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	VF 2026 CDP Disclosure (2.1, 3.1, 3.6)
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	VF 2026 CDP Disclosure (2.1, 3.1, 3.6, 5.1.2, 5.2) VF FY2026 Annual Report (p. 6) VF FY2026 Environmental & Social Responsibility Report (p. 11, 39)
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	VF 2026 CDP Disclosure (5.1, 5.1.1, 5.1.2)

TCFD METRICS	VF RESPONSE
RISK MANAGEMENT	
a. Describe the organization's processes for identifying and assessing climate-related risks.	VF 2026 CDP Disclosure (2.1, 2.2.1, 2.2.2)
b. Describe the organization's processes for managing climate-related risks.	VF 2026 CDP Disclosure (2.1, 2.2.1)
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	VF 2026 CDP Disclosure (2.1, 2.2.1)
METRICS AND TARGETS	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	VF 2026 CDP Disclosure (7.54, 7.54.1) VF FY2026 Environmental & Social Responsibility Report (p. 45)
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	VF 2026 CDP Disclosure (7.6, 7.7, 7.8, 7.8.1) VF FY2026 Environmental & Social Responsibility Report (p. 45)
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	VF 2026 CDP Disclosure (7.53, 7.53.1, 7.54, 7.54.1, 7.54.3) VF FY2026 Environmental & Social Responsibility Report (p. 11–14)

SASB Index

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE

TOPIC	CODE	ACCOUNTING METRIC	VF RESPONSE
Management of Chemicals in Products	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations.	VF FY2026 Environmental & Social Responsibility Report (p. 15–17) VF's Product Stewardship team closely monitors the chemical makeup of product components. We manage chemical usage in our supply chain by maintaining a robust Restricted Substance List (RSL).
	CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products.	VF FY2026 Environmental & Social Responsibility Report (p. 15–17)
Environmental Impacts in the Supply Chain	CG-AA-430a.2	Percentage of Tier 1 supplier facilities and supplier facilities beyond Tier 1 that have completed the Higg FEM assessment or an equivalent environmental data assessment.	In 2024, 147 Tier 1 and 168 Tier 2 supplier facilities engaged in the Higg FEM assessment.[53] Of the 315 Higg FEM assessments completed, 97% were verified by an independent third party.
Labor Conditions in the Supply Chain	CG-AA-430b.1	Percentage of Tier 1 supplier facilities and supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, percentage of total audits conducted by a third-party auditor.	In FY26, VF conducted a total of 912 supplier audits, of which 32% were conducted by third-party auditors. In FY26, 98% of VF's Tier 1 supplier facilities were audited in accordance with our Factory Compliance Audit Procedures.
	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.	In FY26, 9% of VF's audited supplier facilities were rated red or black due to nonconformance with one of our requirements as detailed in the VF Terms of Engagement. Failure to remediate issues can result in a facility designation downgrade and potential contract termination. For more information on our rating system, please see our Factory Compliance Audit Procedures.
	CG-AA-430b.3	Description of the greatest labor and environmental, health, and safety risks in the supply chain.	VF FY2026 Environmental & Social Responsibility Report (p. 29–33)

SASB FOOTNOTES

53 *In FY26, VF updated the reporting period for Higg FEM data to better align with data collection timing.*

TOPIC	CODE	ACCOUNTING METRIC	VF RESPONSE
Raw Materials Sourcing	CG-AA-440a.3	List of priority raw materials; for each priority raw material: environmental or social factor(s) most likely to threaten sourcing, discussion on business risks or opportunities associated with environmental or social factors and management strategy for addressing business risks and opportunities.	VF FY2026 Environmental & Social Responsibility Report (p. 18–21)
	CG-AA-440a.4	Amount of priority raw materials purchased, by material and amount of each priority raw material that is certified to a third-party environmental or social standard, by standard.	VF FY2026 Environmental & Social Responsibility Report (p. 18–21) In FY26, VF sourced:[54, 55] • Organic Cotton: 4% • Better Cotton Initiative: 22% • Recycled Cotton: 1% • Virgin Down: 100% Responsible Down Standard[56] • Virgin Wool: 86% ZQ Standard • Recycled Nylon: 41% • Recycled Polyester: 71%
Activity Metric	CG-AA-000.A	Number of Tier 1 suppliers and suppliers beyond Tier 1.	In FY26, VF sourced from 729 Tier 1[57] and subcontractor supplier facilities, 220 nominated Tier 2 supplier facilities and 321 licensee[58] facilities.

SASB FOOTNOTES

54 The Dickies® brand is excluded.

55 VF updated the methodology for FY25 and FY26 materials metrics to more accurately reflect materials used in products. As a result, reported values are no longer comparable to prior disclosures.

56 Certified by CU TE-00057927.

57 Suppliers that have both Tier 1 and nominated Tier 2 operations are counted as Tier 1 facilities.

58 Total number of licensees includes VF facilities that are shared with direct sourcing.

Supplemental Information

ORGANIZATIONAL PROFILE

Organizational details	**Name:** V.F. Corporation **Nature of ownership and legal form:** VF FY2026 Annual Report (p. 24) **Location of headquarters:** VF FY2026 Annual Report (p. 23) **Countries of operation:** VF 2026 CDP Disclosure (1.7), VF Factory List
Entities included in the organization's sustainability reporting	**Entities included in sustainability reporting:** All entities included in the VF FY2026 Annual Report are also included in the VF FY2026 Environmental & Social Responsibility Report. **Approach used for consolidating information:** Unless otherwise noted, information disclosed in VF's environmental and social reporting covers the consolidated global business. In certain instances where data is not available for select regions or brands, refer to the relevant footnotes for details on changes to the scope.
Reporting period, frequency and contact point	**Reporting period for, and frequency of, sustainability reporting:** FY2026, annually **Reporting period of financial reporting:** Data primarily covers fiscal year 2026 (FY26): March 30, 2025 through March 28, 2026, the same as VF's financial reporting. **Publication date of the report:** September 23, 2026 **Contact point:** SustainabilityAndResponsibility@vfc.com
External assurance	VF received independent third-party limited assurance for FY26 Scope 1 and Scope 2 (location and market-based) GHG emissions. View our FY2026 Environmental Data Assurance for further information.

GOVERNANCE

Governance structure and composition	VF Governance Policy Documents Details on the composition of VF's Board of Directors, including gender, tenure and independence, are available in the VF 2026 Proxy Statement (p. 1–27).
Nomination and selection of the highest governance body	VF 2026 Proxy Statement (p. 16)
Chair of the highest governance body	VF 2026 Proxy Statement (p. 2)
Role of the highest governance body in overseeing the management of impacts	VF Board of Directors Governance and Corporate Responsibility Committee Charter VF 2026 CDP Disclosure (4.1.2) VF 2026 Proxy Statement (p. 17–18, 20–22, 24–25)
Delegation of responsibility for managing impacts	VF FY2026 Environmental & Social Responsibility Report (p. 38)
Role of the highest governance body in sustainability reporting	VF FY2026 Environmental & Social Responsibility Report (p. 38)
Conflicts of interest	VF 2026 Proxy Statement (p. 2–12, 18–19)
Communication of critical concerns	VF FY2026 Environmental & Social Responsibility Report (p. 38, 41) VF Ethics & Compliance
Collective knowledge of the highest governance body	VF 2026 Proxy Statement (p. 13–14) Members of the Board participated in education sessions on a variety of topics in FY26, including artificial intelligence, cybersecurity and geopolitical challenges.
Evaluation of the performance of the highest governance body	VF 2026 Proxy Statement (p. 23) VF Corporation Corporate Governance Principles
Remuneration policies	VF 2026 Proxy Statement (p. 26–27, 32–36, 39–50)
Process to determine remuneration	VF 2026 Proxy Statement (p. 25–50)
Annual total compensation ratio	VF 2026 Proxy Statement (p. 62)

STRATEGIES, POLICIES AND PRACTICES

Statement on sustainable development strategy	VF FY2026 Environmental & Social Responsibility Report (p. 4–5)
Policy commitments	We believe that clear policies, standards and principles are central to an effective governance approach. Our policies and standards encourage responsible business conduct within our own operations and with the external entities we engage with. Information on the application, scope and governance procedures of a specific policy or standard is detailed in the applicable document. A selection of VF policies and standards is listed below. For a complete list of public VF policies and standards, please visit VF Policies & Standards. • Code of Business Conduct • Commitment to Eradicate Gender-based Violence & Harassment • Global Compliance Principles • Human Rights Commitment • Responsible Recruitment & Anti-Forced Labor Commitment • Restricted Substance List VF's Terms of Engagement directs VF suppliers to adhere to the requirements of the policies and standards at the link above. We deliver this information to our Tier 1 and nominated Tier 2 suppliers through annual communications that stress compliance is mandatory.
Embedding policy commitments	Salient VF human rights issues are embedded in the 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 are regularly presented to the VF Board of Directors Audit Committee. Oversight of human rights at VF sits with our President and Chief Executive Officer and the full GLT. The Governance and Corporate Responsibility Committee of the Board receives regular updates on human rights and the work to mitigate potential risks. They, in turn, review policies related to human rights. VF's Chief Operating Officer, a direct report of the CEO, is responsible for the oversight of supply chain-related risks. The Audit Committee of the Board receives regular updates on supply chain matters.

STRATEGIES, POLICIES AND PRACTICES

Processes to remediate negative impacts	VF FY2026 Environmental & Social Responsibility Report (p. 29–33, 40) VF Factory Compliance Audit Procedures VF Code of Business Conduct VF Your Voice Matters Case Study
Mechanisms for seeking advice and raising concerns	**VF Global Ethics & Compliance Program** VF supports dialogue and reporting through multiple channels, including our Open Door Policy and our confidential Ethics Helpline, which is accessible in more than 100 languages, 24 hours a day, seven days a week in every country where VF operates. The Helpline is open to anyone wishing to report a potential violation of our Code of Business Conduct and is confidential and, where permitted by law, anonymous. VF prohibits retaliation against employees who raise concerns in good faith or participate in an investigation. VF reviews and investigates complaints promptly based on the nature and complexity of the concern. Complainants are informed when their concern is received and, where appropriate, provided updates on the status and outcome of the review. For more information, visit ethics.vfc.com. In FY26, VF investigated a total of 637 reports globally. Regarding the 637 reports received through the Ethics Helpline and VF Open Door Policy: • 71 were requests for guidance. • 566 involved alleged violations of VF's Code, policies or the law, 274 of which were substantiated. • 0 substantiated claims of harassment or discrimination related to gender discrimination. • 175 involved allegations of discrimination or harassment, 34 of which were substantiated.
Compliance with laws and regulations	VF Terms of Engagement VF Code of Business Conduct VF Factory Compliance Audit Procedures VF FY2026 Environmental & Social Responsibility Report (p. 43)
Membership associations	VF Stakeholder Engagement

STAKEHOLDER ENGAGEMENT

Approach to stakeholder engagement	VF FY2026 Environmental & Social Responsibility Report (p. 7, 40) VF Stakeholder Engagement
Collective bargaining agreements	In FY26, there were collective bargaining agreements in place at VF facilities in Belgium, France, Italy, Mexico and Switzerland. VF FY2026 Environmental & Social Responsibility Report (p. 29–33)

CLIMATE CHANGE

GHG emissions reduction targets and progress	VF FY2026 Environmental & Social Responsibility Report (p. 11–14)
Scope 1 GHG emissions	VF FY2026 Environmental & Social Responsibility Report (p. 45)
Scope 2 GHG emissions	VF FY2026 Environmental & Social Responsibility Report (p. 45)
Scope 3 GHG emissions	VF FY2026 Environmental & Social Responsibility Report (p. 45)
Emissions intensity	VF FY2026 Environmental & Social Responsibility Report (p. 45)

ENERGY

Energy consumption and self-generation within the organization	VF FY2026 Environmental & Social Responsibility Report (p. 45)
Energy intensity	0.00003 MWh / U.S. Dollars in FY26[59]

SUPPLEMENTAL INFORMATION FOOTNOTES

59 *The Dickies® brand is excluded.*

ECONOMIC PERFORMANCE

Direct economic value generated	VF FY2026 Annual Report (p. 27)

ANTI-CORRUPTION

Communication and training on anti-corruption policies and procedures	VF Ethics & Compliance VF's Ethics & Compliance Program provides online and facilitator-led training on our Code of Business Conduct and related topics, including anti-corruption, conflicts of interest and fair competition. Code of Business Conduct training is provided to all employees during onboarding and on a biennial basis. Additional training is delivered based on role and risk exposure. In FY26, 97% of employees received training on our Code, which includes information on anti-corruption policies and procedures and the Ethics Helpline.

MATERIALS

Materials used by weight or volume	VF FY2026 Environmental & Social Responsibility Report (p. 18)

WASTE

Management of waste-related impacts	VF FY2026 Environmental & Social Responsibility Report (p. 22–24)
Waste generated	VF FY2026 Environmental & Social Responsibility Report (p. 45)
Waste diverted from disposal	In FY26, 14,815 MT of VF distribution center waste was diverted from disposal.[60]

SUPPLEMENTAL INFORMATION FOOTNOTES

60 *The Dickies® brand is excluded.*

WATER AND EFFLUENTS

Interactions with water as a shared resource	VF FY2026 Environmental & Social Responsibility Report (p. 15–17)
Management of wastewater impacts	VF FY2026 Environmental & Social Responsibility Report (p. 15–17)
Water withdrawal	In 2024, our in-scope[61] Tier 1 and Tier 2 suppliers, accounting for 80% of our Tier 1 and Tier 2 spend, withdrew approximately 88 million m^3 of water.[62]
Water discharge	In 2024, our in-scope[61] Tier 1 and Tier 2 suppliers, accounting for 80% of our Tier 1 and Tier 2 spend, discharged approximately 59 million m^3 of water.[62]
Water consumption	In 2024, our in-scope[61] Tier 1 and Tier 2 suppliers, accounting for 80% of our Tier 1 and Tier 2 spend, consumed approximately 29 million m^3 of water.[62]

SUPPLIER ENVIRONMENTAL COMPLIANCE

New suppliers screened on environmental criteria	VF Factory Compliance Audit Procedures
Negative environmental impacts	VF FY2026 Environmental & Social Responsibility Report (p. 13)

LOCAL COMMUNITIES

Operations with local community engagement, impact assessments, and development programs	VF FY2026 Environmental & Social Responsibility Report (p. 34–36)

SUPPLEMENTAL INFORMATION FOOTNOTES

61 *In-scope suppliers are those with over $1 million in VF's business spend and/or suppliers identified as strategic based on brand input.*

62 *In FY26, VF updated the reporting period for Higg FEM data to better align with data collection timing.*

EMPLOYMENT

Benefits provided to employees	VF's Volunteer Time Off Policy grants all employees globally a set number of hours of paid time off to volunteer. Since FY19, over 338,700 hours have been volunteered by VF and brand employees globally, more than 44,000 of those hours were in FY26 alone.
Parental leave	VF provides up to eight weeks of paid parental leave to all U.S.-based eligible employees who are new parents. To be eligible, an employee must be full time, benefit eligible and have completed at least one continuous year at VF. This policy is available to maternal, paternal and adoptive parents.

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety management system	VF's global Health and Safety teams oversee company programs, policies and procedures to protect our people and comply with local regulations in the communities where we operate. VF employees can report their safety concerns and audit compliance through the Ideagen Environmental Health and Safety application, which provides proactive data to advise our leaders on future strategy, set training priorities and create new tools.
Promotion of worker health	VF FY2026 Environmental & Social Responsibility Report (p. 29–36)
Prevention and mitigation	VF FY2026 Environmental & Social Responsibility Report (p. 29–36)
Work-related injuries	VF FY2026 Environmental & Social Responsibility Report (p. 43)

WORKER RIGHTS

Freedom of association	VF FY2026 Environmental & Social Responsibility Report (p. 29–33)
Child labor	VF FY2026 Environmental & Social Responsibility Report (p. 29–33)
Forced or compulsory labor	VF FY2026 Environmental & Social Responsibility Report (p. 29–33)

SUPPLIER SOCIAL ASSESSMENT

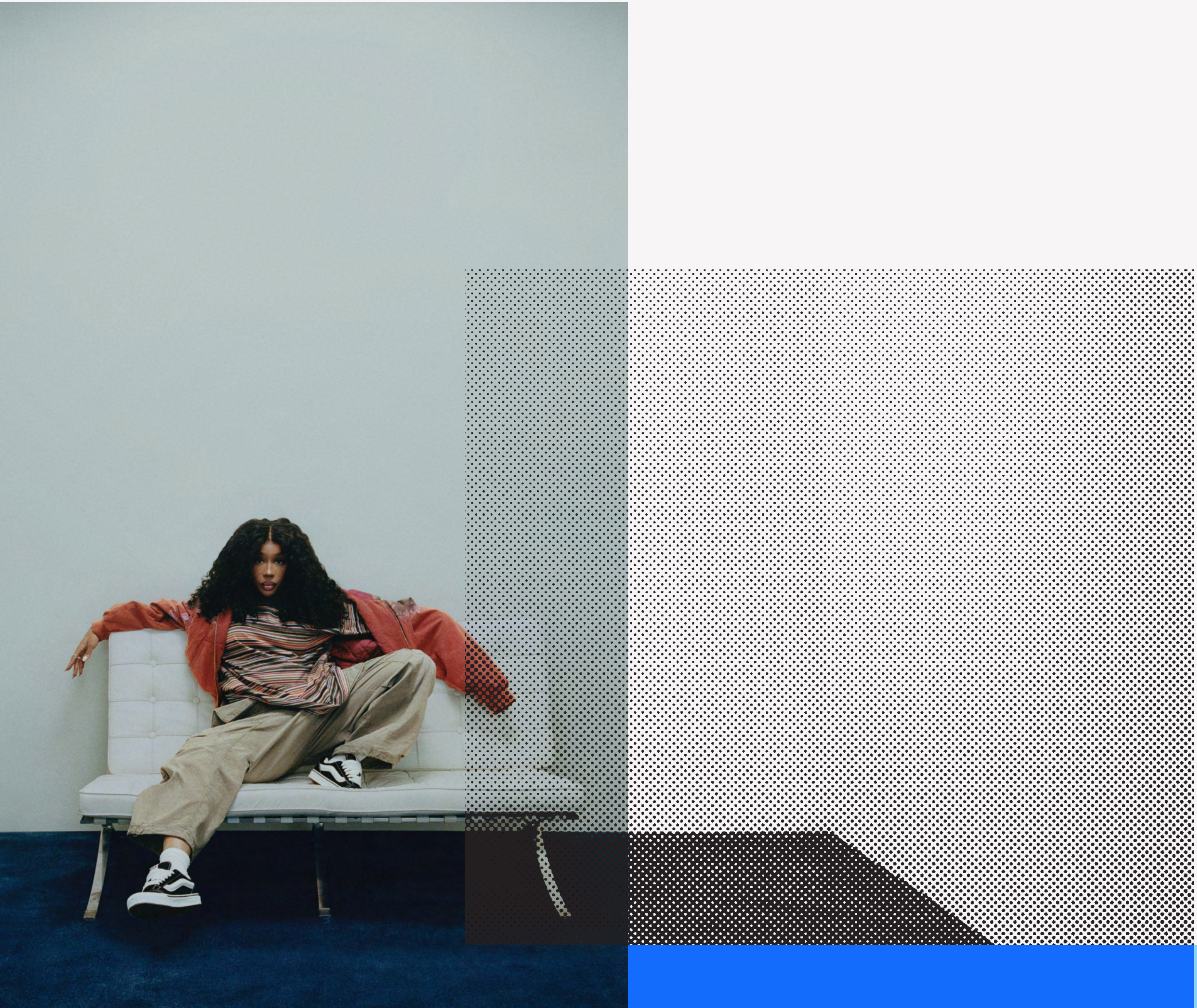
New suppliers that were screened using social criteria	VF FY2026 Environmental & Social Responsibility Report (p. 43) VF Factory Compliance Audit Procedures

PUBLIC POLICY

Political contributions	VF's political engagement activity and lobbying is conducted in accordance with applicable laws, policies and procedures, sound corporate practice and our high standards of ethical conduct. In FY26, we updated our internal Government Affairs & Political Activity Policy. This updated policy reflects VF values and ensures engagement with government officials, trade associations and other political entities is conducted ethically, consistently and in alignment with global laws. To complement the updated policy, we launched a targeted training for global employees who may engage in political activity, including through trade associations and NGOs. While VF engages in public policy discussions and advocacy on issues that affect our business, industry and stakeholders, we do not make political contributions or participate in electoral financing. Our approach to political spending is governed by clear principles and oversight processes to ensure compliance with applicable laws and alignment with VF's values and business strategy. The following principles govern how VF approaches political expenditures and related activities. **Principles governing our approach to political expenditures include the following:** • VF does not endorse or make campaign contributions to federal, state or local candidates. • VF does not make contributions in support of or in opposition to ballot initiatives. • VF does not participate in electioneering communication to our employees or anyone outside the company. • VF does not have a Political Action Committee. • VF does partner and work with various third parties — such as trade associations, coalitions, civil society initiatives and international organizations — to communicate and advance our positions on key issues. VF periodically reviews the work performed by our trade associations and industry groups, either on VF's behalf or more broadly, to ensure continued alignment with our interests, business strategies and commitments. Visit VF Government Affairs for more information.

Safe Harbor Statement

This material may contain "forward-looking statements" within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are made based on VF's expectations and beliefs concerning future events impacting VF and therefore involve several risks and uncertainties. Words such as "will," "anticipate," "believe," "estimate," "expect," "should," and "may" and other words and terms of similar meaning or use of future dates may be used to identify forward-looking statements, however, the absence of these words or similar expressions does not mean that a statement is not forward-looking. All statements regarding VF's plans, objectives, projections and expectations relating to VF's operations or financial performance, and assumptions related thereto, are forward-looking statements. Forward-looking statements are not guarantees, and actual results could differ materially from those expressed or implied in the forward-looking statements. VF undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. Potential risks and uncertainties that could cause the actual results of operations or financial condition of VF to differ materially from those expressed or implied by forward-looking statements include, but are not limited to: the level of consumer demand for apparel, footwear, equipment, and accessories; disruption to VF's distribution system; changes in global economic conditions and the financial strength of VF's consumers and customers, including as a result of current inflationary pressures; fluctuations in the price, availability and quality of raw materials and finished products, including as a result of tariffs and geopolitical conflicts; disruption and volatility in the global capital and credit markets; VF's response to changing fashion trends, evolving consumer preferences and changing patterns of consumer behavior; VF's ability to maintain the image and value of its brands, including through investment in brand building and product innovation; intense competition from online retailers and other direct-to-consumer business risks; increasing pressure on margins; fluctuations in sales and operating income due to the seasonal nature of its business; retail industry changes and challenges; VF's ability to execute its turnaround program, "The VF Way" operating principles, and other business priorities, including measures to grow revenue and expand margins, streamline and right-size its cost base and strengthen the balance sheet while reducing leverage; VF's ability to successfully establish a global commercial organization, and identify and capture efficiencies in its business model; any inability of VF or third parties on which it relies to maintain the strength and security of information technology systems; the fact that VF's facilities and systems, and those of third parties on which it relies, are frequent targets of cyberattacks of varying levels of severity, and may in the future be vulnerable to such attacks, and any inability or failure by VF or such third parties to anticipate or detect data or information security breaches or other cyberattacks, could result in data or financial loss, reputational harm, business disruption, damage to VF's relationships with customers, consumers, employees and third parties on which it relies, litigation, regulatory investigations, enforcement actions or other negative impacts; any inability by VF or third parties on which it relies to properly collect, use, manage and secure business, consumer and employee data and comply with privacy and security regulations; VF's ability to adopt new technologies, including artificial intelligence, in a competitive and responsible manner; foreign currency fluctuations; stability of VF's vendors' manufacturing facilities and VF's ability to establish and maintain effective supply chain capabilities; continued use by VF's suppliers of ethical business practices; VF's ability to accurately forecast demand for products; actions of activist and other shareholders; VF's ability to recruit, develop or retain key executive or employee talent or successfully transition executives; changes in the availability and cost of labor; VF's ability to protect trademarks and other intellectual property rights; possible goodwill and other asset impairment; maintenance by VF's licensees and distributors of the value of VF's brands; VF's ability to execute acquisitions and dispositions, integrate acquisitions and manage its brand portfolio; VF's ability to execute, and realize benefits, successfully, or at all, from the completed sale of the *Dickies*® brand; business resiliency in response to natural or man-made economic, public health, cyber, political or environmental disruptions, including any potential effects from changes in tariffs and international trade policy, or a U.S. federal government shutdown; changes in tax laws and additional tax liabilities; legal, regulatory, political, economic, and geopolitical risks, including those related to the current conflicts in Europe, the Middle East and Asia and tensions between the U.S. and China; changes to laws and regulations; adverse or unexpected weather conditions, including any potential effects from climate change; VF's indebtedness and its ability to obtain financing on favorable terms, if needed, could prevent VF from fulfilling its financial obligations; VF's ability to pay and declare dividends or repurchase its stock in the future; climate risks and increased focus on environmental, social and governance issues; VF's ability to execute on its sustainability strategy and achieve its sustainability-related targets; risks arising from the widespread outbreak of an illness or any other communicable disease, or any other public health crisis; litigation, regulatory proceedings, or any other claims asserted against VF; and tax risks associated with the spin-off of the Jeanswear business completed in 2019. More information on potential factors that could affect VF's financial results is included from time to time in VF's public reports filed or furnished with the U.S. Securities and Exchange Commission (SEC), including VF's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Forms 8-K.



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