

W0. Introduction

W0.1

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

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

VF is diversified across brands, product categories, channels of distribution, geographies and consumer demographics. We own a broad portfolio of brands in the outerwear, footwear, apparel, backpack, luggage and accessories categories. Our largest brands are *Vans*®, *The North Face*®, *Timberland*® and *Dickies*®.

On January 21, 2020, VF announced its decision to explore the divestiture of its Occupational Workwear business. As stated in the VF FY2020 Form 10-K, during the three months ended March 2020, the Company determined that the Occupational Workwear business met the held-for-sale and discontinued operations accounting criteria. Accordingly, all FY2020 revenue-based figures disclosed within this report exclude the Occupational Workwear business. As the Occupational Workwear business fell within our operational control approach for the reporting year, as defined by the GHG Protocol Corporate Standard, all non-revenue data and company information disclosed within this report includes the Occupational Workwear business. Given the lag in data availability for the reporting year, unless otherwise noted, we report on policies and programs in place during the reporting year aside quantitative data from the prior year.

Our products are marketed to consumers through our wholesale channel, primarily in specialty stores, department stores, national chains, mass merchants, independently-operated partnership stores and with strategic digital partners. Our products are also marketed to consumers through our own direct-to-consumer operations, which include VF-operated stores, concession retail stores, brand e-commerce sites and other digital platforms. Revenues from the direct-to-consumer business represented 41% of VF's total Fiscal 2020 revenues. In addition to selling directly into international markets, many of our brands also sell products through licensees, agents and distributors. In Fiscal 2020, VF derived 59% of its revenues from the Americas region, 28% from the Europe region and 13% from the Asia-Pacific region.

To provide diversified products across multiple channels of distribution in different geographic areas, we primarily rely on our global sourcing of finished goods from independent contractors. We utilize state-of-the-art supply chain technologies for inventory replenishment that enable us to effectively and efficiently get the right assortment of products that match consumer demand.

W0.2

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

| | Start date | End date |
|----------------|---------------|--------------|
| Reporting year | March 31 2019 | April 1 2020 |

W0.3

(W0.3) Select the countries/areas for which you will be supplying data.

Australia
Austria
Bangladesh
Belgium
Brazil
Cambodia
Canada
Chile
China
China, Hong Kong Special Administrative Region
Czechia
Denmark
Dominican Republic
Egypt
El Salvador
France
Germany
Greece
Honduras
Hungary
India
Indonesia
Ireland
Israel
Italy
Japan
Kenya
Malaysia
Mexico
Netherlands
New Zealand
Norway
Panama
Peru
Poland
Portugal
Puerto Rico
Russian Federation
Singapore
Slovakia
South Africa
Spain
Sweden
Switzerland
Taiwan, Greater China
Thailand
Turkey
United Kingdom of Great Britain and Northern Ireland
United States of America
Viet Nam

W0.4

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

USD

W0.5

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

Companies, entities or groups over which operational control is exercised

W0.6

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

No

W1. Current state

W1.1

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

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

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

Yes, our customers or other value chain partners

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

51-75

% of total procurement spend

76-100

Rationale for this coverage

Through the Higg FEM, VF collected data on water-issues from nearly 500 tier 1 and 2 suppliers in CY2019. Suppliers are requested to indicate sources of water supply and track water risk through WRI and WWF tools. The initial selection of suppliers to report through the Higg FEM was based on procurement spend and strategic importance to the company. VF has since developed internal goals to expand Higg FEM coverage, and now requests all Tier 1 and 2 suppliers to complete the Higg FEM on an annual basis. A company example of how suppliers are incentivized to report includes the incorporation of Higg FEM scores into procurement scorecards for specific VF business segments and in FY2020, VF suppliers in specific regions will receive additional credit on their supplier scorecard for completing the Higg FEM. Additionally, all in-scope suppliers using 50 cubic meters of process water or more per day fall within the scope of VF's Global Wastewater Discharge Standards.

Impact of the engagement and measures of success

Through frequent supplier engagement, VF is able to measure success towards key internal and external targets with water data provided by suppliers through the Higg FEM. Surveyed suppliers are asked to report a variety of data points, including: facility-level water consumption, facility-level wastewater discharge, potential water-stress risks, and management processes on an annual basis. Higg FEM supplier scores are used by VF as metrics of success in tracking progress towards our goals, including reducing the average impact, per U.S. spend, of our key materials by 35%, by 2025. Additionally, supplier water data is used internally by the VF supply chain sustainability team to assess potential water-related environmental risks.

Comment

As noted in W0.2, the reporting scope of this disclosure is for FY2020 and data from FY2020 is provided whenever possible, unless otherwise noted. Due to a variety of circumstances, certain data and information is only available on a calendar year time-frame and is noted as such when disclosed.

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Onboarding & compliance

Details of engagement

Inclusion of water stewardship and risk management in supplier selection mechanism

Requirement to adhere to our code of conduct regarding water stewardship and management

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for the coverage of your engagement

VF supplier factories are audited on an annual basis against the VF Facility Guidelines by the VF Sustainable Operations team or accredited third parties. All VF authorized facilities must comply with all laws and regulations relating to environmental protection in the countries in which they operate. Facilities must have policies and procedures in place to ensure environmental impacts are minimized with respect to water and other significant environmental risks. Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and sub-contractors. Audits cover a variety of water-related issues, including for suppliers that discharge industrial wastewater, the confirmation that all wastewater (including domestic and process water) is treated before discharging into the natural environment. In FY2020, 97% of facilities were determined to be compliant with VF Global Wastewater Discharge Standards.

Impact of the engagement and measures of success

An outcome of this engagement that is beneficial to VF is supplier compliance with the VF Facility Guidelines' Environmental Principle, which consists of audit protocols to limit environmental degradation of local community waterways. Successful engagement is defined as supplier awareness of our standards and compliance principles. Metrics used to measure successful engagement include the percentage of authorized facility audits completed annually and the percentage of facilities that are determined to be compliant with the VF Global Wastewater Discharge Standards, 97% in FY2020. An additional beneficial outcome of this engagement includes the risk mapping of wastewater discharge throughout our supply chain, which VF uses as advanced insights on the potential environmental impacts of our global supplier network.

Comment

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services
Educate suppliers about water stewardship and collaboration

% of suppliers by number

26-50

% of total procurement spend

26-50

Rationale for the coverage of your engagement

In FY2020, the VF Sustainability team successfully completed more than 25 Higg FEM training sessions for approximately 400 suppliers located in Asia, Europe, and the Americas. Higg FEM training sessions covered a variety of environmental impact areas, including supplier water use and wastewater discharge. Through the training, suppliers were educated on the implementation of successful water stewardship programs, such as how to conduct water risk assessments, conduct audits, identify opportunities for water reduction, and establish leading practices. Through the completion of these trainings, VF encourages suppliers to develop comprehensive water stewardship programs with the aim to reduce environmental degradation at the local-level and potentially reduce the water impacts of VF product lines. Coverage of engagement is focused on suppliers who use process water in their direct operations, a sub-segment of our global supplier network.

Impact of the engagement and measures of success

Beneficial outcomes of this supplier engagement initiative includes the education of VF suppliers on successful water stewardship practices and the reported implementation of water stewardship programs by participating suppliers. VF measures success of this initiative by tracking attendance of Higg FEM trainings and by engaging with suppliers after the training on water stewardship initiatives that they have implemented at the facility-level. For example, through these engagements, VF has learned that more than 50 suppliers have implemented rainwater harvesting initiatives or developed wastewater recycling programs during the FY2018 – FY2020 period.

Comment

As noted in W0.2, the reporting scope of this disclosure is for FY2020 and data from FY2020 is provided whenever possible, unless otherwise noted. Due to a variety of circumstances, certain data and information is only available on a calendar year time-frame and is noted as such when disclosed.

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services

% of suppliers by number

1-25

% of total procurement spend

1-25

Rationale for the coverage of your engagement

VF partners with several nongovernmental organizations (NGOs) on supplier sustainability engagement initiatives related to water stewardship. Company-specific examples include the Clean by Design program in China and Taiwan, and the International Finance Corporation (IFC) Energy Efficiency programs in Vietnam and Bangladesh. Supplier coverage for these engagements are based on both the scope of the project, as determined by partner NGOs, and the number of key tier-1 and tier-2 facilities in our supply chain willing to join the programs. Each program has a different focus areas and goal; but all provide training, assessments and expert guidance on how to reduce water use.

Impact of the engagement and measures of success

The intended beneficial outcome of this engagement is for suppliers to gain expert knowledge on water stewardship and how to increase water efficiency in their direct operations. For example, through the Clean by Design and IFC programs, participating VF suppliers have reported total water savings of approximately 695,000 m³/year of water between CY2018 – CY2019. Additionally, participating suppliers in the Clean by Design program are requested to adopt a target of 10% reduction in water use, per year, compared to their baseline.

Comment

As noted in W0.2, the reporting scope of this disclosure is for FY2020 and data from FY2020 is provided whenever possible, unless otherwise noted. Due to a variety of circumstances, certain data and information is only available on a calendar year time-frame and is noted as such when disclosed.

W1.4c

(W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

VF recognizes we cannot achieve our goals alone and value our partnerships, collaboration and external engagement. At VF, we collaborate with relevant stakeholders in the creation and implementation of our strategies and programs. This includes regularly engaging with numerous external organizations to guide and support key aspects of our Made for Change strategy. In CY2019, VF partnered with Business for Social Responsibility to elevate our knowledge of the stakeholder universe across key sustainability and responsibility topics. The result of this partnership allowed VF to identify a continuum of approaches to meaningful strategic engagement. Within our value chain, VF engages with suppliers, factory workers, and customers where there are opportunities for shared interest and a collaborative approach to driving more significant change. Company-specific examples of value chain engagement includes: NGO partnerships (e.g. Clean by Design, IFC, etc.), customer-focused campaigns, and direct engagement with suppliers on water stewardship through the Higg FEM self-assessment. Case study: VF's *icebreaker*® brand teamed up with ocean-advocate, Ben Lecomte, to raise consumer awareness on the negative impacts of microplastic pollution in the ocean. This partnership resulted in the Vortex Swim project, a 350 nautical miles swim across the Pacific Ocean to collect approximately 45,000 microplastic samples. *Icebreaker*® engaged consumers in the project by hosting a live tracker and blog of the Vortex Swim on their website, publishing educational material on the negative impacts of textile-microfibers on the ocean, and supporting the collection of the first Trans-Pacific data set on plastic pollution in the Ocean. The Vortex Swim project garnered significant consumer attention and international media coverage from outlets including Forbes, NPR, & others. The success of this project was measured by the total number of customers engaged on microplastics through the Vortex Swim.

W2. Business impacts

W2.1

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

No

W2.2

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

No

W3. Procedures

W3.3

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

Yes, water-related risks are assessed

W3.3a

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

Direct operations

Coverage

Partial

Risk assessment procedure

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

Frequency of assessment

Annually

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Tools on the market

Enterprise Risk Management

Tools and methods used

WRI Aqueduct

WWF Water Risk Filter

Comment

Supply chain

Coverage

Full

Risk assessment procedure

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

Frequency of assessment

Annually

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market

Tools and methods used

WRI Aqueduct

WWF Water Risk Filter

Comment

Other stages of the value chain

Coverage

Partial

Risk assessment procedure

Water risks are assessed as a standalone issue

Frequency of assessment

Every two years

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market

Databases

Tools and methods used

WRI Aqueduct

Maplecroft Global Water Security Risk Index

Comment

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization's water-related risk assessments?

| | Relevance & inclusion | Please explain |
|---|------------------------------|---|
| Water availability at a basin/catchment level | Relevant, always included | Access to available freshwater is a relevant contextual issue throughout the VF value chain, particularly for indirect operations as many suppliers in the apparel and footwear industry require reliable access to freshwater for their operations. This issue is important to VF because a potential disruption in access to freshwater throughout the supply chain could have significant impacts on our business by increasing the cost of goods sold (COGS) for water-dependent materials (e.g. cotton) or by increasing operational costs for suppliers with water-intensive operations. To assess water availability risks at the basin/catchment-level and define relevance, VF leverages WRI's Aqueduct tool and the WWF Water Risk Filter. VF also has internal capabilities and knowledge to assess exposures to baseline water stress such as seasonal variability of water availability. Additionally, the VF Responsible Sourcing team assesses water quality and availability through VF's Worker and Community Development (WCD) program. To manage this risk, VF continues to engage with suppliers on their water use and wastewater impacts the Higg FEM and factory audits. Both current and emerging issues are included within this assessment. |
| Water quality at a basin/catchment level | Relevant, always included | Water quality at a basin/catchment level is a highly relevant input for VF's value chain and therefore is always included in risk assessments. As a purpose-led company, water quality at the basin/catchment level is important to VF as this is a particularly relevant issue for both our direct operations and our supply chain as access to good quality water is required for the cultivation of crops, the operational requirements of our suppliers, and the health of our employees and our supplier's employees. Additionally, our customers require water in order to launder our products. A company-specific example of a tool used to assess water quality at a basin/catchment level and define relevance is the needs-based assessment as part of the VF Worker and Community Development (WCD) program. Through the WCD program, VF carries out a unique needs-based assessment by partnering with local stakeholders to engage directly with workers to determine localized, community-specific needs, such as access to water. The results drive the development of WCD initiatives that address worker needs in three focus areas – water and sanitation, adequate healthcare and nutrition, and accessible childcare and education. Needs-based water and sanitation programs will result in increased access to education and improved access to water, sanitation, and hygiene (WASH) services for thousands of workers in communities where our suppliers operate. Another tool used by VF for assessing water quality at a basin/catchment level includes the VF Global Wastewater Discharge Standards, an enterprise-wide policy that requires VF authorized suppliers, using 50 cubic meters per day or more of process water, to complete sampling and wastewater analysis with a certified third-party laboratory twice per calendar year to test compliance with the standards. Both current and emerging issues are included within this assessment. |
| Stakeholder conflicts concerning water resources at a basin/catchment level | Relevant, always included | Stakeholder conflicts concerning water resources at the basin/catchment level is an important contextual issue for the VF value chain and is particularly relevant for our indirect operations as VF suppliers are located in geographic regions with high levels of water stress. Potential stakeholder conflicts concerning water resources at the basin/catchment level are important to VF and are always included in the assessment. Tools used to assess and define relevance includes the WRI Aqueduct and the WWF Water risk filter, both of which are used on an annual cadence to determine potential risks within our supply chain. For example, by utilizing the WRI Aqueduct Water Risk Atlas tool, VF is able to assess physical, regulatory, and reputational water-related risks for our supply chain at the country and local-level. Examples of indicators assessed include: water stress, seasonal variability, access to drinking water, and indicators identified by the RepRisk Country ESG Risk Index. Additionally, as a part of the VF stakeholder engagement strategy, VF regularly engages with external organizations and business partners to identify, assess, and mitigate potential social and environmental risks that may arise within our supply chain, including water-related issues. Both current and emerging issues are included within this assessment. |
| Implications of water on your key commodities/raw materials | Relevant, sometimes included | Water availability and quality is relevant and important to VF because it is a key input in the cultivation of several raw materials used in VF products (e.g. cotton) and therefore is sometimes included in value chain assessments for relevant raw materials. Tools used to define and assess relevance include internal product life-cycle assessments (LCAs) & the WRI Aqueduct Tool. Internal product LCAs leverage the Sustainable Apparel Coalition's (SAC) Materials Sustainability Index (MSI) which covers several raw material impacts, including water scarcity. VF has also worked with the WRI to assess exposure to baseline water stress, seasonal variability in cotton growing regions such as in the US, China and India. Case Study: VF is actively working to mitigate raw material risks related to water scarcity by engaging with the Better Cotton Initiative (BCI) and by setting a public goal to increase the percentage of cotton grown under a sustainability scheme (including BCI-certified cotton) or in the U.S. and Australia procured to 100% by 2025. Through BCI, cotton farmers receive training on the BCI Principles and Criteria. This includes how to use water more efficiently and consider water use in the context of local water resources. Both current and emerging issues are included within this assessment. |
| Water-related regulatory frameworks | Relevant, always included | Many VF suppliers around the globe are subject to water-related regulatory frameworks, therefore this issue is primarily specific to wastewater discharge in our indirect operations. This issue is important to VF because the VF Facility Guidelines require authorized facilities to comply with applicable regulation. VF engages with local governments to understand permitted wastewater discharge regulations in the countries where our suppliers operate. We require our suppliers to confirm that water used to produce VF-brand products is treated properly before returning it to the surrounding ecosystem and community. All suppliers must follow the VF Global Wastewater Discharge Standards, which are aligned with the Business for Social Responsibility (BSR) wastewater discharge standards. The primary tools to define and assess relevance include the Higg FEM module for facility-level data collection and VF's CHEM-IQ program, VF's innovative approach to responsible chemical management. VF's CHEM-IQ program seeks to achieve responsible chemical management throughout our supply chain and thereby improve workplace safety, environmental protection, and VF product quality. In addition to requiring supplier compliance with the VF banned and restricted substances list (RSL), this program is also committed to continuous improvement. The VF CHEM-IQ program is regularly reviewed and updated to ensure changes in chemical hazard information, regulations, and analytical capabilities are incorporated into the screening analysis and rating criteria. VF believes that continual review and improvement of its CHEM-IQ program will promote improved knowledge among our manufacturing partners regarding the quality of the chemicals they procure and use in the manufacture of VF products. Both current and emerging issues are included within this assessment. |
| Status of ecosystems and habitats | Relevant, sometimes included | The status of ecosystems and habitats is relevant and important to VF as VF's business purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. As many of our product lines are developed for consumers to enjoy the outdoors, protecting ecosystems around the globe is important to the long-term success of our business. Therefore, we are continuing to increase the inclusion of ecosystems and habitats in our assessments when possible. Company-specific examples include work led by VF's The North Face® and icebreaker® brands on the impacts of textile microfibers in the ocean and the Timberland® partnership with the Savory Institute (a non-profit focused on the large-scale regeneration of the world's grasslands) to build regenerative leather supply chains. Additionally, VF has established a cross-functional microfiber working group among VF brands and is currently in the development phase of creating a natural rubber cross-functional working group. Tools utilized to define and assess relevance within these VF working groups include leveraging internal knowledge, external databases, NGO partnerships, and external consultants. Both current and emerging issues are included within this assessment. |
| Access to fully-functioning, safely managed WASH services for all employees | Relevant, always included | Access to fully-functioning, safely managed water, sanitation, and hygiene (WASH) services for all employees is always relevant and important for VF's value chain. VF is committed to increasing access to clean water and sanitation services throughout our direct and indirect operations. Internal tools are primarily used to define and assess the relevance WASH-related issues. For example, the VF Facility Guidelines, a uniform facility compliance audit program for owned and contracted facilities, requires the provision of WASH services for factory workers. Examples of WASH-related audit codes include from the VF Facility Guidelines include: P7-19M (fresh potable water must be available for associates without restriction or cost) and P7-23M (sanitary toilet areas are available in sufficient quantity). Additionally, through VF's Worker and Community Development (WCD) program, VF utilizes a unique needs-based assessment to survey water and sanitation issues faced by many of our supplier communities outside of the factory. Through this assessment the WCD team identifies local community needs and engages local partners to expand awareness and the adoption of WASH programs in key sourcing countries. Both current and emerging issues are included within this assessment. |
| Other contextual issues, please specify | Not considered | |

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

| | Relevance & inclusion | Please explain |
|-----------|---------------------------|--|
| Customers | Relevant, always included | As a global producer of apparel, footwear, and accessories, VF always considers our customers (both current and future) as relevant downstream stakeholders in our value chain assessments. Relevance is defined and assessed through a bi-annual materiality assessment. This issue is important to VF because our customers have identified water as a vulnerable natural resource and have communicated expectations that VF manage natural resources responsibly throughout our value chain and customers are key to the long-term growth of the business. Additionally, VF sells products to major retail organizations (e.g. REI, Zalando) and engages with these customers on water issues through industry coalitions, such as the Sustainable Apparel Coalition (SAC) and Higg Co. Case Study: due to growing concerns around the impacts of textile microfibers in the ocean, several VF brands have engaged with consumers on this issue by investing in microfiber shedding research and consumer-facing educational material as textile microfibers have been found in oceans and waterways, acting as carriers for chemicals and potentially ingested by marine life. VF's The North Face® brand participated in the first Microfiber Leadership Summit, which was organized by the Ocean Conservancy and University of California Santa Barbara's Bren School of Environmental Science and Management. Additionally, VF's icebreaker® brand teamed up with ocean-advocate, Ben Leconte, to raise consumer awareness for the negative impacts of microplastic pollution in the ocean. This partnership resulted in the Vortex Swim project, a 350 nautical miles swim across the Pacific Ocean to collect approximately 45,000 microplastic samples. Icebreaker® engaged consumers in the project by hosting a live tracker and blog of the Vortex Swim on their website, publishing engaging and educational material on the negative impacts of textile-microfibers on the ocean, and supporting the collection of the first Trans-Pacific data set on plastic pollution in the ocean. |

| | Relevance & inclusion | Please explain |
|--|---------------------------|---|
| Employees | Relevant, always included | Across VF, our employees expect us to manage the impacts of our business on natural resources responsibly. We believe that responsible resource management is important for recruiting top talent and employee retention, which is why employees (both current and future) are always considered in our assessment at many levels. Relevance is defined and assessed through a bi-annual materiality assessment. A company-specific example of a method VF uses to engage with employees on water-related issues includes the publication of internal newsletters, events, and social media that highlight brand- and enterprise-level progress on natural resource management goals and innovative research around water-related issues, such as microfiber shedding. VF also considers the potential indirect impacts of our business on the employees of authorized facilities throughout our supply chain and has established stringent global wastewater standards, in accordance with the Business for Social Responsibility (BSR) Water Quality Guidelines, to mitigate potential risks to employees and their families. Additionally, VF's innovative CHEM-IQ program was designed to prevent exposure to harmful chemicals for supply chain workers by developing responsible chemical management processes throughout our supply chain and thereby improving workplace safety. Since the inception of the CHEM-IQ program, VF has phased out hundreds of unwanted chemicals and as of CY2016, 477 tons of non-preferred chemicals have been removed from the VF supply chain. We collaborate with our business partners and industry groups to share chemical information and encourage innovation to create viable, improved chemistry. VF's method of engagement with the employees of our suppliers is through regular facility audits, which include associate interviews to assess working conditions. |
| Investors | Relevant, always included | Investors are increasingly interested in VF's ability to manage environmental, social, and governance (ESG) risks, including natural resources, employees, and supply chain labor management. Therefore, as shareholders of the company, investors (both current and future) are always deemed relevant and are included in our corporate assessments. Relevance is defined and assessed through a bi-annual materiality assessment. VF routinely engages with investors on water-related risks and opportunities in our supply chain. A company-specific example of a method VF uses to engage with investors includes the publication of ESG disclosures (e.g. CDP Water Security), investor-focused engagements (e.g. ESG investor roadshows), and other enterprise- brand-level publications by VF. |
| Local communities | Relevant, always included | VF's business purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. Through our supply chain-focused Global Sustainability & Responsible Sourcing program, VF strives to reduce the potentially harmful impacts of our supplier operations on local communities (both current and future) around the world. Company-specific examples of methods used to engage with local communities include VF's Worker and Community Development (WCD) program and the VF CHEM-IQ program. Through the WCD program, VF conducts needs-based assessments in the communities surrounding our supplier facilities with one of three strategic pillars focused directly on how VF can assist in elevating access to potable water and WASH services. The needs-based assessment is used to define and assess relevance. Additionally, local communities are considered through our business practices and supplier requirements. For example, VF's responsible chemical management program, CHEM-IQ, has been designed to eliminate hazardous chemicals before they enter the factories, reducing potential harm to workers and potential harmful impacts on the surrounding community from untreated industrial wastewater discharge. |
| NGOs | Relevant, always included | VF regularly engages with a variety of environmental and social NGOs as part of our assessment to better understand specific NGO concerns, interests, and expectations related to water in the apparel industry at both the local- and corporate-level. NGOs can serve as key subject matter experts and important partners for VF with significant influence over consumer; therefore, NGOs (both current and future engagements) are always included in our assessments. Relevance is defined and assessed through a bi-annual materiality assessment. Case studies: in 2015, the World Resource Institute (WRI) supported VF in our first in-depth water risk assessment. VF's Vans® brand, is a member of the U.S.-based non-profit, Ceres, Connect the Drops initiative, a California-based industry coalition that urges state policymakers to adopt resilient water solutions. VF's The North Face® brand has engaged with the Ocean Conservancy and The Microfibre Consortium on reducing the impacts of textile microfiber shedding on the ocean and waterways. Additionally, VF engaged with the National Resource Defense Fund (NRDC) during the development of the responsible chemical management program, CHEM-IQ. VF's primary method of engagement with NGOs is through partnerships, membership, and consultation agreements. |
| Other water users at a basin/catchment level | Relevant, always included | Other water users (both current and future), such as community members and employees at the local-level in our indirect operations are always considered in our assessments and are regularly engaged through VF initiatives within the global supply chain. VF considers water users at the basin/catchment level to be important stakeholders of our suppliers as they may be impacted by our supplier's operations. Relevance is defined and assessed through a bi-annual materiality assessment. An example of VF's method of engagement is through the VF Worker and Community Development (WCD) program, which aims to improve the lives of 2 million workers and in their community in countries where our suppliers operate, by 2030. The WCD program conducts needs-based community assessments and works to increase access to clean water, sanitation, and hygiene. As a part of this program, VF partnered with Planet Water Foundation on World Water Day in CY2018 to raise awareness about the global water crisis by building a new AquaTower system near a VF supplier factory that employs 8,000 people in the Kampong Cham province of Cambodia. The tower can service 1,000 people per day, enough for the entire community to have year-round clean and safe drinking water. VF has also commissioned additional AquaTowers in provinces across Cambodia. Once completed, the water towers will provide clean water to more than 20,000 people living in water-risk areas of Cambodia. |
| Regulators | Relevant, always included | The VF Facility Guidelines require authorized facilities (and their subcontractors) in our indirect operations to comply with all laws and regulations related to environmental protection in the countries in which they operate; therefore regulators (both current and future) are relevant and always considered in VF assessments. Relevance is defined and assessed through a bi-annual materiality assessment. VF engages with regulators to ensure that facility audit protocols and wastewater guidelines are in line with applicable legislation. One example is VF's chemical management program, CHEM-IQ, and its commitment to continuous improvement. The program is regularly reviewed and updated to ensure changes in chemical hazard information, chemical regulations, and analytical capabilities (among other factors) are incorporated into the screening analysis and rating criteria. Additionally, in accordance with the VF Global Wastewater Discharge Standards, VF authorized suppliers are required to follow all applicable local laws and regulations related to wastewater. Furthermore, those suppliers using 50 cubic meters per day or more of process water are required to complete sampling and wastewater analysis with a certified third-party laboratory twice per calendar year to test compliance with the standards. |
| River basin management authorities | Relevant, not included | VF Corporation has identified river basin management authorities as relevant stakeholders within our value chain. This identification is primarily based on the potential and/or current impact of this stakeholder group on our supply chain. However, at this time, VF corporation is not engaging with this stakeholder. VF is currently assessing avenues to increase water-related engagement throughout the global supply chain, including possible engagement opportunities with river basin engagement authorities. |
| Statutory special interest groups at a local level | Relevant, always included | Within our indirect operations, statutory special interest groups (both current and future) are relevant stakeholders and are always included in our assessment. For example, in regions of the VF supply chain where the Responsible Sourcing team has initiated Worker and Community Development (WCD) programs – many of which are focused on increasing access to safe water and developing WASH infrastructure systems – special interest groups are mapped to determine and assess important stakeholders for engagement by VF. This stakeholder groups is determined as relevant for VF because of its impact on our indirect operations. Case Study: In FY2020, the VF WCD program partnered with Water and Sanitation for the Urban Poor (WSUP) to develop a WCD program in Chittagong, Bangladesh. The program will construct and upgrade water and sanitation facilities and engage with local stakeholders to develop operation and maintenance models for water and sanitation facilities. Additional outcomes of the program are expected to include the implementation of social behavior change communication activities within factories and communities in partnership with local health officials. |
| Suppliers | Relevant, always included | Suppliers (both current and future) are always relevant and considered in our assessments as they are key stakeholders in our global business operations. Suppliers are important to VF because our global supply chain network consists of hundreds of authorized facilities, producing millions products for VF brands each year, and suppliers have the ability to significantly impact water risk at the local level. Relevance is defined and assessed through annual environmental assessments and the a bi-annual materiality assessment. VF suppliers obtain education on water issues at supplier conferences, through in-person interactions with the VF Sustainable Operations team, and through Higg FEM training sessions. All key nominated and strategic supply chain partners using process water are required to report via the SAC's Higg Index on an annual basis and to comply with the VF Wastewater Discharge Standards. Additionally, as of CY2018, more than 850 suppliers are participating in the VF CHEM-IQ program, which aims to avoid the use of substances demonstrated to be harmful to the environment or human health in our supply chain. Furthermore, we engage with thousands of workers across our supply chain through the VF Worker and Community Development (WCD) program. Water and Sanitation is one of the three main pillars of the WCD program through which VF has engaged with suppliers, workers, local NGOs, international nongovernmental organizations (IGOs), and community leaders to initiate water-related community programs in multiple sourcing countries. |
| Water utilities at a local level | Relevant, not included | VF Corporation has identified water utilities at a local level as relevant stakeholders downstream in our value chain. This identification is primarily based on the potential and/or current impact of this stakeholder group on our supply chain. However, at this time, VF corporation is not engaging with this stakeholder. VF is currently assessing avenues to increase water-related engagement throughout the global supply chain, including possible engagement opportunities with water utilities at a local level. |
| Other stakeholder, please specify | Please select | |

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

VF has a robust process for identifying and assessing climate-related risks. We assess climate-related risks, such as transitional and physical risks, on our direct operations and value chain frequently for both current and future (>6 years) risks. While the frequency of monitoring varies with the risk (i.e., supply chain continuity is assessed more frequently than water-related risks), in general these assessments occur every 6-12 months or more frequently. At a company-level, we identify and assess risks as part of strategy planning. As part of our long-term strategy work, 'Neglected Planet' is considered one of our 14 risk areas for continuous monitoring. As part of this, approaches have been put in place to monitor and prioritize climate-related risks from a physical, consumer preference, reputation and regulatory perspective, looking at the significance of each risk based on potential impact, likelihood, and time frame.

Within this enterprise-level framework, water-related issues are integrated into several assessments across the company and results are utilized to inform the internal decision-making process of identifying and responding to potential water-related risks. Examples of assessments and tools used include, but are not limited to the following. Within our direct operations, VF identifies and assesses potential water-related risks for select sites through internal company-wide risk assessment systems and the use of WRI and WWF tools for select facilities on an annual basis. Within indirect operations, VF requests all tier-1 and tier-2 suppliers to complete the Higg FEM self-assessment on an annual basis, which includes the use of WRI and WWF tools to assess geographic water-related risks. Additionally, water-related risks are also assessed for the full value chain for specific materials through the use of life cycle assessments.

Case Study: An example of a VF risk assessment in which water security has been integrated includes the VF supply chain sustainability assessment. Strategic VF suppliers are requested to complete the Higg FEM self-assessment on an annual basis. The Higg FEM covers a wide variety of environmental-related topics, including requests for information on specific water-use and wastewater-discharge data, and the questionnaire is aligned with CDP water security reporting guidance. To complete the Higg FEM water section, suppliers are asked to track all water sources and report quantity used in the last year. Suppliers are also requested to supply quantitative data on wastewater discharge, including discharge for domestic and industrial use. Furthermore, through the Higg FEM, suppliers must complete a water risk assessment for the geographic location of their facility with either the WRI Aqueduct tool and/or the WWF Water Risk Filter and report back on whether their facility is located in a region with high-to-very high-water stress levels. In CY2019, 477 tier-1 and tier-2 suppliers completed the Higg Facility Environmental Module (FEM) self-assessment. Suppliers who have completed the Higg FEM self-assessment represent approximately 75% - 100% of VF's procurement spend and the VF supply chain sustainability team is actively working to expand coverage within our supply chain. Data supplied through the Higg FEM is aggregated and utilized as a key metric in our internal supply chain risk assessment and decision-making processes, such as the development and implementation of our Made for Change sustainability strategy.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes, only in our value chain beyond our direct operations

W4.1a

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

Our definition of substantive financial risk, as it relates to any of the climate-related risks mentioned below, would be any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical climate risk, regulatory or reputational risk. Strategic risks include impacts that have a reputational impact to our brand(s), a lower probability threshold, and/or do not meet the financial threshold as defined above. The risks disclosed in this report meet the conditions for strategic risk but do not meet the threshold for substantive financial risk.

W4.1b

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

| | Total number of facilities exposed to water risk | % company-wide facilities this represents | Comment |
|-------|--|---|--|
| Row 1 | 151 | 1-25 | The facility's cited are located within VF's indirect operations and are identified through the use of assessment tools such as the WRI Aqueduct Risk Atlas and the WWF Water Risk Filter as a part of the Higg FEM self-assessment. |

W4.1c

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

Country/Area & River basin

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

Number of facilities exposed to water risk

% company-wide facilities this represents

Please select

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

<Not Applicable>

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

<Not Applicable>

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

<Not Applicable>

% company's total global revenue that could be affected

Please select

Comment

W4.2a

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

Country/Area & River basin

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

Stage of value chain

Supply chain

Type of risk & Primary risk driver

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

Primary potential impact

Company brand damage

Company-specific description

Increased impacts from water-related risks in VF's supply chain could have a strategic impact on our business as negative stakeholder feedback may cause reputational damage to the company and our brands. Examples of these risks could include environmental degradation from the discharge of untreated industrial wastewater and/or reduced access to potable water in the surrounding communities due to industrial wastewater pollution. During CY2019, VF assessed water stress for key suppliers and determined that over 150 are located in extremely high-to-high at-risk locations; 30% of these at-risk suppliers are located in Vietnam, 20% in China, 11% in Bangladesh, and 7% in India. The primary potential impact of increased stakeholder concern or negative stakeholder feedback in our supply chain is company brand damage.

Timeframe

4-6 years

Magnitude of potential impact

Medium-low

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact

We do not have a figure at this time.

Primary response to risk

| | |
|---------------------|---|
| Supplier engagement | Promote greater due diligence among suppliers |
|---------------------|---|

Description of response

Through the Higg FEM, VF requests key tier-1 and tier-2 suppliers to report on water use and industrial wastewater discharge on an annual basis. This process promotes increased due diligence and reporting on water issues within the VF supply chain. Through the Higg FEM, suppliers are requested to track water withdrawal and wastewater discharge data, assess the current water-stress of their operating region, develop targets for water reduction and action plans focused on achieving water reduction targets. In an effort to increase responsible natural resource management within our supply chain, VF provides Higg FEM training to suppliers around the globe, which includes training on the water components of the Higg FEM. In FY2020, VF completed more than 25 Higg FEM training sessions for approximately 400 suppliers located in Asia, Europe, and the Americas.

Cost of response

60000

Explanation of cost of response

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

W4.2b

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

| | Primary reason | Please explain |
|-------|--|---|
| Row 1 | Risks exist, but no substantive impact anticipated | VF evaluates water risks through stand-alone global water risk assessments, encompassing global supply chain (including owned operations) risk assessments as well as initial site assessments when opening a new facility. The findings of these risk assessments point to limited financial risk for the direct operations of our organization. |

W4.3

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

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

W4.3a

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

Type of opportunity

Resilience

Primary water-related opportunity

Increased supply chain resilience

Company-specific description & strategy to realize opportunity

Identifying opportunities to increase resiliency within our supply chain is a key outcome of our supply chain risk assessments and continued engagement efforts with suppliers. Company specific examples of these opportunities include increased insight into the potential impact of our supply chain on water-related issues and improved stakeholder relations through the Higg FEM self-assessment, which 477 tier-1 and tier-2 suppliers completed in CY2019. These opportunities may have outcomes of strategic importance to VF's business as they reduce the likelihood of reputational or market risks occurring due to the realization and subsequent efforts to mitigate water-related risks in our supply chain.

Estimated timeframe for realization

More than 6 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

We do not have a financial impact figure at this time.

Type of opportunity

Resilience

Primary water-related opportunity

Resilience to future regulatory changes

Company-specific description & strategy to realize opportunity

Resiliency to future regulatory changes is key to reducing the financial costs of unforeseen changes that the authorized facilities within our supply chain would have to undertake in order to comply. Many of our water-related initiatives are already creating resiliency for VF Corporation against future regulatory changes in our indirect operations. Efforts to realize this opportunity include the development and implementation of industry-leading supply chain management programs, such as the VF Global Wastewater Discharge Standards and the CHEM-IQ program. Company-specific example: in FY2020, 97% of VF suppliers were compliant with the VF Global Wastewater Discharge Standards. The VF Global Wastewater Discharge Standards require suppliers to follow all applicable local laws and regulations related to wastewater and goes a step further by implementing the Business for Social Responsibility (BSR) wastewater discharge standards, which are used widely by the apparel and footwear industry, and ensure that no matter where a supplier facility is located, water use and discharge to the surrounding community is conducted responsibly.

Estimated timeframe for realization

4 to 6 years

Magnitude of potential financial impact

Low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

We do not have a financial impact figure at this time.

W6. Governance

W6.1

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

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

W6.1a

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

| | Scope | Content | Please explain |
|-------|--------------|--|--|
| Row 1 | Company-wide | Description of business dependency on water Reference to international standards and widely-recognized water initiatives Commitments beyond regulatory compliance Acknowledgement of the human right to water and sanitation Other, please specify (Wastewater Standards Policy) | VF's Global Wastewater Discharge Standards, in alignment with the Business for Social Responsibility (BSR) standards, commits to helping ensure the long-term health of the earth and local communities, now and for future generations and acknowledges the important role water plays. All vendors are subject to our compliance audit program and if using 50 cubic meters per day or more of process water are required to follow the policy. When an audit is being completed, VF looks to determine whether local water regulations are followed, wastewater analysis by a certified third-party laboratory are completed, and all reports are submitted every six months to VF. In the case that the water standards are not met, they are then placed on a Corrective Action Plan. An example of the parameters set forth is that sites are required to have a domestic sewage treatment and must not discharge any untreated water directly into the local waterways. Additionally, VF Corporation's Human Rights Commitment, a public company-wide policy, acknowledges water as a human right and is committed to ensuring access to clean water throughout our supply chain, including returning clean water into the communities and villages where our production takes place. |

W6.2

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

Yes

W6.2a

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

| Position of individual | Please explain |
|-------------------------------|--|
| Chief Executive Officer (CEO) | The Chairman, President and CEO reports regularly to the Board of Directors regarding VF's environment impacts, which include progress toward previously-set sustainability targets, goals, and strategies to embed climate change risks and opportunities, including water, deeper into the business as well as our material impacts. The Sustainability and Responsibility team has direct oversight over VF's 'Made for Change' sustainability strategy and VF's climate change strategy and reports progress and updates to the CEO quarterly. The Executive Vice President, Global Supply Chain also reports to the CEO on climate strategies and impacts in VF's supply chain. |

W6.2b

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

| | Frequency that water-related issues are a scheduled agenda item | Governance mechanisms into which water-related issues are integrated | Please explain |
|-------|---|--|---|
| Row 1 | Scheduled - some meetings | Monitoring implementation and performance Reviewing and guiding risk management policies Reviewing and guiding corporate responsibility strategy | VF's CEO and Executive Vice President (EVP), Global Supply Chain regularly report to the board on various aspects of VF's business and sustainability strategy. These include VF's 2021 Business Global Strategy, which includes broader sustainability ambitions, and VF's 'Made for Change' strategy, which contains climate-related and water-related goals and targets. These individuals (the CEO and EVP, Global Supply Chain) regularly receive reports on Key Performance Indicators (KPIs) that are part of VF's 'Made for Change' climate-related sustainability strategy from departments they oversee, such as Sustainability & Responsibility (oversight of reducing the impacts of key materials, of which water assessed as an indicator). This reporting structure contributes to the board's oversight of climate issues by providing regular updates on progress towards goals and targets, how brands commit to sustainability practices into their business units, and opportunities for innovations. |

W6.3

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

Name of the position(s) and/or committee(s)

President

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Half-yearly

Please explain

The Vice President, Global Sustainability & Responsibility oversees Product Stewardship, Responsible Sourcing and Environmental Sustainability for corporate and retail facilities, internal manufacturing and the supply chain. Sustainability is embedded within the business function of supply chain because the greatest risk for impact and opportunity for mitigation lies within this part of VF's overall value chain. That is, the materials used in our products, and the manufacturing and finishing of products in both owned and contracted facilities represent the majority of climate-related impacts, including water-related risks, across the organization. The VP oversees sustainability activities at retail locations, distribution centers and corporate/brand headquarters and sets VF sustainability goals and targets. In FY2020, a water-related responsibility of this individual was the management of VF's new sustainability strategy, which included the review of water-related issues.

W6.4

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

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

W6.5

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

Yes, direct engagement with policy makers

Yes, trade associations

W6.5a

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

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

W6.6

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

No, and we have no plans to do so

W7. Business strategy

W7.1

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

| | Are water-related issues integrated? | Long-term time horizon (years) | Please explain |
|---|--|--------------------------------|--|
| Long-term business objectives | Yes, water-related issues are integrated | 11-15 | Good quality freshwater availability is integrated into our long-term objectives. Significant changes in water availability and water-related naturally occurring events (e.g. drought) could have a strategic impact on the company's ability to source key raw commodities at a stable price, such as cotton. Therefore, the Global Sustainability & Responsible Sourcing team within VF's supply chain department closely monitors and assesses potential risks, such as reduced water availability, that may impact the company's long-term business objectives. VF has set a public goal that all cotton purchased by VF will be grown under a cotton growing sustainability scheme (e.g. the Better Cotton Initiative) or grown in the U.S. or Australia by 2025. This goal supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. Case study: during CY2019 approximately 45% of cotton procured by VF originated from the U.S. or Australia, and 38% of cotton utilized in our products was grown under a under a cotton growing sustainability scheme, such as BCI. |
| Strategy for achieving long-term objectives | Yes, water-related issues are integrated | 11-15 | Good quality freshwater availability is integrated into our long-term objectives. Significant changes in water availability and water-related naturally occurring events (e.g. drought) could have a strategic impact on the company's ability to source key raw commodities at a stable price, such as cotton. In response to this risk, the VF Global Sustainability & Responsible Sourcing team is working to strategically increase VF's procurement of sustainably grown cotton. VF has set a public goal that all cotton purchased by VF will be grown under a cotton growing sustainability scheme (e.g. the Better Cotton Initiative) or grown in the U.S. or Australia by 2025. This goal supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. Case study: during CY2019 approximately 45% of cotton procured by VF originated from the U.S. or Australia, and 38% of cotton utilized in our products was grown under a under a cotton growing sustainability scheme, such as BCI. |
| Financial planning | Yes, water-related issues are integrated | 11-15 | Potential fluctuations in raw commodity pricing, due to significant changes in water availability and water-related naturally occurring events (e.g. drought), could have a strategic impact on the company's ability to source key raw commodities at a stable price, such as cotton. Therefore, the Global Sustainability & Responsible Sourcing team within VF's supply chain department closely monitors and assesses potential risks, such as reduced water availability, that may impact the company's long-term business objectives and financial planning. |

W7.2

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

Row 1

Water-related CAPEX (+/- % change)

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

0

Water-related OPEX (+/- % change)

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

0

Please explain

Following the completion of VF's Jeanswear business segment spin-off in May of 2019, VF no longer owns or operates facilities that utilize water as a key operational input. VF's remaining global footprint consists of corporate offices, distribution centers, retail stores, and cut-and-sew facilities that primarily rely upon municipal services for water and sanitation needs. While the exact percentage of reduction in water-related CAPEX and OPEX has not been quantified, it has decreased substantially following the restructuring of our business organization. Additionally, as water is not a key input for VF direct business operations, there is no anticipated change in the forward-looking trend of water-related CAPEX or OPEX. However, this projection does not account for any potential merger and acquisition activity that may be undertaken by VF.

W7.3

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

| | Use of climate-related scenario analysis | Comment |
|-------|--|--|
| Row 1 | Yes | In CY2018, the VF strategy team performed a scenario analysis looking out to 2030. 'Neglected Planet' was determined to be one of 14 areas of risk as well as opportunity looking directly at the impact of climate change on our business and brands. Out of this work, multiple processes have been put in place to monitor these risks. Increasingly, to reduce our transitional risks, whether reputational or regulatory, VF Corporation is moving to be a low carbon emitter with a goal to use 100% renewable energy in VF's owned and operated facilities by 2025 and in FY2020 VF announced its SBTi-approved science-based targets to reduce absolute scope 1 & 2 GHG emissions by 55% by 2030, and scope 3 emissions from purchased goods & services and upstream transportation 30% by 2030. |

W7.3a

(W7.3a) Has your organization identified any water-related outcomes from your climate-related scenario analysis?

No

W7.4

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

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

At this time VF has not identified a need for an internal price on water.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

| | Levels for targets and/or goals | Monitoring at corporate level | Approach to setting and monitoring targets and/or goals |
|-------|---|--|---|
| Row 1 | Company-wide targets and goals Business level specific targets and/or goals Brand/product specific targets and/or goals | Targets are monitored at the corporate level Goals are monitored at the corporate level | Targets and goals are set at the enterprise- and/or brand-level and are based on business needs and priorities. Publicly reported goals and targets are developed in alignment with the VF Global Sustainability & Responsible Sourcing strategy, Made for Change, and company-specific business objectives. Additionally, VF completes a bi-annual materiality assessment which supports the identification and alignment of targets and helps to ensure that targets and goals reflect geographic, regulatory, and other contextual factors. Monitoring of enterprise-level targets and goals are primarily managed at the VF-level by the Global Sustainability and Responsible Sourcing team with cross-functional support from applicable internal departments and the brands. |

W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Water pollution reduction

Level

Company-wide

Primary motivation

Reduced environmental impact

Description of target

VF has set a company-wide target to achieve 100% PFC-free outdoor apparel by 2025.

Quantitative metric

% reduction in concentration of pollutants

Baseline year

2016

Start year

2017

Target year

2025

% of target achieved

34

Please explain

The discharge of per- and poly-fluorinated chemicals (PFCs) in wastewater can have negative impacts on the environment. Therefore, VF has publicly committed to utilizing 100% PFC-free durable water repellent (DWR) in our outdoor apparel to reduce the impacts of our supply chain operations on local ecosystems and communities. VF has doubled the percentage of PFC-free DWR for outdoor apparel from 2017 to 2018 and is currently on track to achieve its goal of 100% PFC-free DWR for outdoor apparel by 2025. VF's PFC-free cross-brand working group kicked off in 2017, driving toward our 2025 goal.

Target reference number

Target 2

Category of target

Product water intensity

Level

Company-wide

Primary motivation

Reduced environmental impact

Description of target

VF has set a company-wide public target to reduce the average impact, including impact from water use from raw materials, per U.S. spend, of our key materials by 35%.

Quantitative metric

Other, please specify (Materials Sustainability Index (MSI) score reduction)

Baseline year

2016

Start year

2017

Target year

2025

% of target achieved

14

Please explain

VF collaborates with the Sustainable Apparel Coalition (SAC), a global alliance of retailers, brands, suppliers and other stakeholders to support our impact reduction. Leveraging the SAC's Materials Sustainability Index (MSI) as an accepted industry-wide tool enables us to objectively select materials with lower impacts. Through wide-scale adoption of the MSI, we are monitoring our progress toward our target to reduce the average impact, per U.S. spend, of our key materials by thirty-five percent by 2025. It's a first step toward what we hope will become a way to standardize and compare impacts across our industry. This target is monitored at the company-level by the VF Global Sustainability team.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Providing access to safely managed Water, Sanitation and Hygiene (WASH) in local communities

Level

Business activity

Motivation

Increase freshwater availability for users/natural environment within the basin

Description of goal

The VF Worker and Community Development (WCD) program has set an ambitious goal to improve the lives of two million workers in our supply chain by 2030. Through needs-based assessments, VF's WCD program determined three community development impact areas, one of which is access to water, sanitation, and hygiene (WASH) services. This goal is important to VF because it aligns with our business purpose to power movement of sustainable and active lifestyles for the betterment of people and our planet. The goal is being implemented by the WCD team, which is a part of the VF Responsible Sourcing department, through strategic partnerships with local and international development organizations.

Baseline year

2016

Start year

2017

End year

2030

Progress

Throughout 2017 and 2018, the VF WCD team engaged local partners to support the implementation of programs in Bangladesh, Cambodia, India, the Dominican Republic, Vietnam, China, Kenya and Lesotho that reached 156,679 workers. The indicator used to assess progress towards this goal is the number of individuals reached through WCD programs on an annual basis and the assigned threshold of success is 2 million workers.

W9. Verification

W9.1

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

No, we do not currently verify any other water information reported in our CDP disclosure

W10. Sign off

W-FI

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

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

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

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

No

SW. Supply chain module

SW0.1

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

| | Annual revenue |
|-------|----------------|
| Row 1 | 10488556000 |

SW0.2

(SW0.2) Do you have an ISIN for your organization that you are willing to share with CDP?

Yes

SW0.2a

(SW0.2a) Please share your ISIN in the table below.

| | ISIN country code | ISIN numeric identifier (including single check digit) |
|-------|-------------------|--|
| Row 1 | US | 91820410 |

SW1.1

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

No facilities were reported in W5.1

SW1.2

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

| | Are you able to provide geolocation data for your facilities? | Comment |
|-------|---|---------|
| Row 1 | No, we do not have this data and have no plans to collect it | |

SW2.1

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

SW2.2

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

No

SW3.1

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

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

| | I am submitting to | Public or Non-Public Submission | Are you ready to submit the additional Supply Chain Questions? |
|-----------------------------|------------------------|---------------------------------|--|
| I am submitting my response | Investors Customers | Public | Yes, submit Supply Chain Questions now |

Please confirm below

I have read and accept the applicable Terms

