



VF Corporation Policy on Conflict Minerals

U.S. Securities and Exchange Commission Rule 13p-1 and Form SD (together, the “Conflict Minerals Rule”) are intended to reduce the funding of armed groups and violent conflict in the Democratic Republic of the Congo and its adjoining countries (“Covered Countries”). The Conflict Minerals Rule imposes disclosure and due diligence requirements on publicly traded companies that manufacture or contract to manufacture products containing columbite-tantalite (coltan), cassiterite, gold, wolframite, and their derivatives, tantalum, tin, and tungsten (collectively, “3TG”).

As one of the world’s largest apparel, footwear, and accessory companies, we take our social responsibilities seriously. VF is committed to sourcing product and materials from companies that share our values around human rights, ethics, and environmental responsibility. In furtherance of this goal and to facilitate compliance with VF’s disclosure obligations related to 3TG, VF has implemented a due diligence process consistent with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Our supply chain is complex. While we do not directly purchase 3TG from any source, we conduct an annual survey with our suppliers to determine the use and origin of any 3TG used in our products. VF expects all suppliers of our products and materials to cooperate with our annual survey and other procedures relating to compliance with the Conflict Minerals Rule and responsible 3TG sourcing.

We expect all suppliers to seek to purchase 3TG materials from sources determined not to be involved in funding conflict in Covered Countries. VF further prohibits sourcing of all raw materials or inputs (1) from the list of Specially Designated Nationals (SDNs) maintained by the U.S. Department of Treasury’s Office of Foreign Assets Control, (2) that are in whole or in part produced with forced labor or (3) that do not comply with our other responsible sourcing policies. Learn more about all VF policies and standards here: <https://www.vfc.com/responsibility/governance/policies-standards>.