

C0. Introduction

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C0.1

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**(C0.1) Give a general description 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. Our largest brands are Vans®, The North Face®, Timberland® and Dickies®.

The Supreme® brand was acquired by VF on December 28, 2020. Supreme operations are not included in this CDP reporting due to the timeline of the acquisition but will be included in future years.

In June of 2021 VF announced the completed sale of its Occupational Workwear business which includes the following brands: Red Kap®, VF Solutions®, Bulwark®, Workrite®, Walls®, Terra®, Kodiak®, Work Authority® and Horace Small®. As stated in the VF FY2021 Form 10-K, the Company determined that the Occupational Workwear business met the held-for-sale and discontinued operations accounting criteria as of March 28, 2020. Accordingly, all FY2021 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 45% of VF's total fiscal 2021 revenues. In addition to selling directly into international markets, many of our brands also sell products through licensees, agents and distributors. In fiscal 2021, VF derived 55% of its revenues from the Americas region, 28% from the Europe region and 17% 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.

C0.2

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**(C0.2) State the start and end date of the year for which you are reporting data.**

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	April 1 2020	March 31 2021	Yes	1 year

C0.3

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**(C0.3) 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  
India  
Indonesia  
Ireland  
Israel  
Italy  
Japan  
Malaysia  
Mexico  
Netherlands  
New Zealand  
Norway  
Panama  
Peru  
Poland  
Portugal  
Puerto Rico  
Republic of Korea  
Russian Federation  
Singapore  
Slovakia  
Spain  
Sweden  
Switzerland  
Taiwan, Greater China  
Thailand  
Turkey  
United Arab Emirates  
United Kingdom of Great Britain and Northern Ireland  
United States of America  
Viet Nam

**C0.4**

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**(C0.4) Select the currency used for all financial information disclosed throughout your response.**

USD

**C0.5**

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**(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.**

Operational control

**C1. Governance**

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**C1.1**

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**(C1.1) Is there board-level oversight of climate-related issues within your organization?**

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	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 climate and sustainability targets, goals, and strategies to embed climate change risks and opportunities deeper into the business, as well as our material impacts. The Sustainability and Responsibility team has direct oversight over 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. An example of a climate-related decision made by the CEO in FY2021 was his approval of climate-related performance goals for all VF employees at the director-level and above for FY2022.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	<ul style="list-style-type: none"> <li>Reviewing and guiding strategy</li> <li>Reviewing and guiding major plans of action</li> <li>Reviewing and guiding risk management policies</li> <li>Reviewing and guiding annual budgets</li> <li>Reviewing and guiding business plans</li> <li>Setting performance objectives</li> <li>Monitoring implementation and performance of objectives</li> <li>Overseeing major capital expenditures, acquisitions and divestitures</li> <li>Monitoring and overseeing progress against goals and targets for addressing climate-related issues</li> </ul>	<Not Applicable>	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 Sustainability and Responsibility strategy, which contains climate-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 climate-related sustainability strategy from departments they oversee, such as Sustainability & Responsibility (oversight of renewable energy goals and reducing impact of key materials). 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 embedding sustainability practices into their business units, and opportunities for innovations. A company-specific example of this governance mechanism occurred in FY2021: VF's Chairman, President and CEO established the Executive Leadership Team (ELT) Corporate Responsibility Working Group to address salient environment and social issues to the enterprise, including climate change. The ELT Corporate Responsibility Working Group is chaired by the VP of Global Sustainability and is comprised of executive leaders and subject matter experts from across the enterprise. The ELT CR working group reports to the Governance and Corporate Responsibility Committee of the VF Board of Directors on a biannual cadence.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Procurement Officer (CPO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
President	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Half-yearly

C1.2a

**(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).**

Chief Procurement Officer (CPO) is chosen as the most relevant equivalent title to the Executive Vice President (EVP), Global Supply Chain. The Executive Vice President (EVP), Global Supply Chain, a direct report of the CEO and a member of the VF Executive Leadership Team, has oversight and responsibility over VF's approach to climate change and VF's climate strategy. In addition, the EVP, Global Supply Chain leads sourcing, manufacturing and distribution of VF products. The EVP, Global Supply Chain reports on sustainability matters to the board of directors annually. The Vice President (VP) of Global Sustainability, Responsibility and Trade reports to the EVP, Global Supply Chain and oversees sustainability and responsibility-related issues in our strategy. The VP of Global Sustainability, Responsibility and Trade reports on sustainability matters to the Executive Leadership Team quarterly.

The VP of Global Sustainability, Responsibility and Trade oversees Product Stewardship, Responsible Sourcing, Environmental Sustainability for corporate, retail, and supply chain facilities. 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 material used in our product, and the manufacturing and finishing of products in both owned and contracted facilities represent the majority of climate-related impacts across the organization. The VP also oversees corporate sustainability activities at retail locations, distribution centers and corporate/brand headquarters and sets overall VF sustainability goals and targets. For example, as a part of the VF strategy, in FY2020 VF announced its SBTi-approved science-based targets (SBTs) 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 from a 2017 baseline. Additionally, VF has set a goal to use 100% renewable energy in VF's owned and operated facilities by 2025. Goals are approved by the EVP, Global Supply Chain, the Executive Leadership Team and the CEO. In FY2021, the VP approved the re-baselining of VF's SBTs to support consistency in environmental impact accounting following changes to VF's portfolio of brands in recent years.

**C1.3**

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

**C1.3a**

**(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).**

Entitled to incentive	Type of incentive	Activity incentivized	Comment
Chief Executive Officer (CEO)	Monetary reward	Emissions reduction target	'Made for Change' goals, which include climate-related goals and targets, are one of many indicators that impact bonuses and overall performance.
Chief Procurement Officer (CPO)	Monetary reward	Supply chain engagement	Chief Procurement Officer is chosen as the most relevant equivalent title to the Executive Vice President (EVP), Global Supply Chain. 'Made for Change' goals, which include climate-related goals and targets, are one of many indicators that impact bonuses and overall performance for the Executive Vice President, Global Supply Chain.

**C2. Risks and opportunities**

**C2.1**

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

Yes

**C2.1a**

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

	From (years)	To (years)	Comment
Short-term	0	2	These are risks that are current or will occur in the very near future impacting our operations, workers or consumers. The risk refers to issues that require immediate strategies to mitigate. Climate change, worker well-being and materials risks are no longer considered as only long-term issues.
Medium-term	2	5	These are risks that may impact our operations, workers or consumers; but do not exist currently. These risks are often incorporated into 5-year strategy cycles, such as our 'Made for Change' goals. These timeframes are similar to our general approach to business strategy and longer-term financial planning cycles.
Long-term	5	100	These are risks that may impact our operations, workers or consumers in several years and require long-term planning and outlook.

**C2.1b**

## (C2.1b) 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 risk 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 yet meet the threshold for substantive financial risk.

## C2.2

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### (C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

#### Value chain stage(s) covered

Direct operations  
Upstream  
Downstream

#### Risk management process

Integrated into multi-disciplinary company-wide risk management process

#### Frequency of assessment

More than once a year

#### Time horizon(s) covered

Short-term  
Medium-term  
Long-term

#### Description of process

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 (e.g., supply chain continuity is assessed more frequently than forest-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. Our climate-related risk assessments are closely tied to our enterprise risk management (ERM) process. The ERM is a dynamic and holistic process used to identify and evaluate risks that have the greatest potential to significantly impact the performance of our enterprise. The ERM process helps VF to prioritize actions and sets forth accountability mechanisms to guide the ongoing management of risks. Updates to the ERM process and progress towards associated goals are presented regularly to the VF risk committee and ELT, and to the VF Board of Directors Audit Committee quarterly. Climate-related risks are continually monitored and addressed through risk assessment processes embedded throughout the enterprise, including through our ERM, Strategy, Government Affairs, and Global Sustainability and Responsibility teams. In FY2021, VF formed an internal working group, consisting of members of the Sustainability and ERM teams, to lead the VF TCFD analysis which will include the completion of a climate-related scenario analysis. The VF TCFD analysis is on track to be completed in FY2022. Increasingly, to reduce our transitional risks, whether reputational or regulatory, VF is striving to be a low carbon emitter with a 100% renewable energy goal in all owned and operated facilities by 2025. Additionally, we utilize risk identification processes to examine and implement potential climate-related opportunities, such as taking a public stance on climate change which is an opportunity to show leadership in our climate strategy in an industry that is highly competitive. For example, in FY2020, we announced our science-based climate targets that extend into our supply chain and became a signatory of the United Nations Fashion Industry Charter for Climate Change (UNFCCC), in which we, along with other brands, commit to carbon neutrality by 2050. In FY2021 we joined the Business Ambition for 1.5°C commitment of the SBTi. Case Study – transitional: The environmental impacts of the apparel industry could present a transitional and reputational risk as well as an opportunity to differentiate. VF's FY2021 ERM process identified that a failure to manage reputational threats and meet expectations of socially responsible activities as perceived by stakeholders – including failure to shape our future brand portfolio and business model choices to meet sustainability commitments – could result in loss of revenue, credibility, and negative climate impact. Therefore, in FY2021 VF completed a refresh of its environmental sustainability strategy to implement climate-related actions that would support the mitigation of this risk. The strategy refresh resulted in the identification of three key focal areas – sustainable materials, sustainable packaging, and circularity – all of which have been determined as important issues to VF's external stakeholders. Examples of climate-related actions taken in alignment with VF's new strategy in FY2021 includes the announcement of VF's sustainable packaging goals and continued investment in regenerative agriculture pilots and sourcing activities for key raw materials. Case study – physical: Cotton is a significant material input to our products and is likely to be impacted by chronic physical risks such as drought. As part of our Sustainability strategy refresh completed in FY2021, VF committed that by 2025 100% of all cotton purchased will be grown under a cotton sustainability scheme. VF is also currently working with the US Cotton Protocol to increase the stringency of US standards and with the Cotton LEADS organization to guide the principles and practices that ensure continuous improvement in sustainable cotton production. In FY2021, we continued the process of renewing our climate change risk assessment and scenario planning, taking a closer look at our physical risks. Many risks have already been evaluated as part of other risk assessments across VF, such as the risk of drought affecting our cotton pricing and supply as part of our global water risk assessments.

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## C2.2a

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**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current global and local regulations and laws are always considered in our risk assessments. Examples of current regulations assessed include VF's exposure to carbon taxes, cap & trade schemes, energy compliance schemes at the municipal and/or city-level, and product labelling requirements. VF is not currently exposed to major schemes such as the EU ETS or the UK CRC as our industry and/or facilities sizes do not meet necessary thresholds. These risks are assessed by regional procurement teams and 3rd party energy consultants on an ongoing basis. Current climate-related regulation for our supply chain is more complex, as our products are obtained from both owned and contracted manufacturing facilities across the globe. A full list of VF manufacturing locations, updated on a quarterly basis, can be found on the VF website. The impacts on our direct operations from these regulations are assessed by our Supply Chain teams.
Emerging regulation	Relevant, always included	Emerging regulation is relevant and always included in climate-related risk assessments. Relevant risks included are the impact of various new regulations applicable to our business operations. Examples of this risk type include the probability of carbon pricing on our direct operations and/or supply chain and product labelling requirements. These risks are assessed as part of our enterprise-wide ERM process, materiality assessments and long-term strategy work. As an example, in FY2021 VF formed an internal working group, consisting of members of the Sustainability and ERM teams, to lead the VF TCFD analysis which will include the completion of a climate-related scenario analysis. The VF TCFD analysis is on track to be completed in FY2022.
Technology	Relevant, always included	Technology can be a differentiating factor in a highly competitive industry. Our business depends on cutting edge technology to stay relevant in the marketplace. Examples of this risk type: Relevant climate-related technologies include new types of sustainable materials and innovations in our product production processes. These risks are assessed by our Supply Chain and Product Development/Design teams. Technology risks are also assessed as part of our materiality assessments and/or long-term strategy work. As an example, our FY2021 ERM update identified supply chain agility and sourcing strategy to be a priority for VF, noting that failure to establish and maintain effective supply chain capabilities, infrastructure, and sourcing strategy necessary to meet current and future business needs could result in limitations to remain competitive in a rapidly-changing industry and marketplace. Approaches have been put in place to monitor and prioritize climate-related risks from a physical, consumer preference, reputation and regulatory perspective, assessing the significance of each risk based on potential impact, likelihood, and time frame. VF is on track to complete a TCFD analysis in FY2022, which will include a climate-related scenario analysis.
Legal	Not relevant, explanation provided	Climate-related litigation is unlikely in the apparel industry and therefore is not included in risk assessments.
Market	Relevant, always included	Market risks are included in climate-related risk assessments for both upstream and downstream impacts. Upstream risks include climate-related fluctuations such as drought and other extreme weather events that affect the people and activities across our supply chain, and that affect the ability to source raw materials such as cotton, recycled materials, and forest products which are significant inputs to VF's products. Downstream market risks include consumer preferences, where increasingly we see evidence of consumers interested in low carbon products that can be part of the solution towards mitigating climate change. These risks are also assessed as part of our materiality assessments and/or long-term strategy work. As an example of this risk type: VF's FY2021 ERM process identified that a failure to manage reputational threats and meet expectations of socially responsible activities as perceived by stakeholders – including failure to shape our future brand portfolio and business model choices to meet sustainability commitments – could result in loss of revenue, credibility, and negative climate impact. 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. VF is on track to complete a TCFD analysis in FY2022, which will include a climate-related scenario analysis.
Reputation	Relevant, always included	Reputational risk is always considered in our climate change approach as, increasingly, consumers see environmental impact reduction as a requirement for companies to conduct business. Examples of this risk type: Risks to our direct operations can include a perception that we are not a leader in climate issues or sustainable materials, which could negatively impact our reputation. As the parent company of consumer-facing brands, we also evaluate sourcing risks that could impact our reputation, including sourcing from suppliers with unsustainable practices or from areas with a higher risk for water scarcity and/or deforestation. These risks are also assessed as part of our materiality assessment and/or long-term strategy work. As an example of this risk type: VF's FY2021 ERM process identified that a failure to manage reputational threats and meet expectations of socially responsible activities as perceived by stakeholders – including failure to shape our future brand portfolio and business model choices to meet sustainability commitments – could result in loss of revenue, credibility, and negative climate impact. 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. VF is on track to complete a TCFD analysis in FY2022, which will include a climate-related scenario analysis.
Acute physical	Relevant, always included	Acute physical risks are always considered with our physical manufacturing, retail, distribution and office facilities and the potential of hurricanes, tornadoes and floods causing delays to our business as well as the arrival of products on time. These are examples of this risk type. In the short term, these risks are assessed as part of normal Business Continuity Planning. In the long-term, these risks are assessed as part of our Materiality Assessments and/or long-term strategy work. They are considered in the ERM process in both the short and long term. As an example, VF operations in the Americas experienced severe flooding in FY2021 due to an acute storm event. VF implemented a variety of resilience and continuity efforts and as a result all sourcing needs were able to continue to be met. 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. VF is conducting a TCFD analysis in FY2022 that will include the completion of a climate-related scenario analysis.
Chronic physical	Relevant, always included	Chronic physical risks may impact our direct operations and supply chain in several ways. Examples of this risk type: Our direct operations may be subject to water scarcity in some areas where we manufacture products, and some areas of our operations may be subject to sea level rise. Our raw material selection and supply chain may also be subject to chronic physical risks such as water scarcity. This is particularly apparent in our cotton supply chain, where prices and availability can fluctuate significantly based on weather. These risks are also assessed as part of our materiality assessments and long-term strategy work. As an example, in FY2021 VF formed an internal working group, consisting of members of the Sustainability and ERM teams, to lead the VF TCFD analysis which will include the completion of a climate-related scenario analysis. The VF TCFD analysis is on track to be completed in FY2022.

**C2.3**

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.3a**

**(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Risk 1

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Acute physical	Increased severity and frequency of extreme weather events such as cyclones and floods
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**Primary potential financial impact**

Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Tropical storms with strong winds, flooding, and resulting infrastructure damage are occurring more frequently and are anticipated to continue in the future as the climate continues to change. In FY2021, VF operations in Central America experienced flooding during Hurricane Eta and Iota and there is a possibility that other locations may be affected by powerful storms in the future. In response, VF has implemented robust resiliency and continuity efforts and maintains comprehensive insurance coverage for physical losses and business interruptions across our portfolio. We reevaluate catastrophic risk zones (e.g. for flood and earthquakes) yearly and adjust as needed. The immediate aftereffects of acute physical risks such as those experienced in FY2021 resulted in increased operating costs in the short term and potential increases in insurance premiums in the long term.

**Time horizon**

Medium-term

**Likelihood**

Unlikely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

21000000

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Hurricanes Eta and Iota affected two of our facilities located in Honduras. These facilities are the workplace of over 4,000 employees. Severe flooding from the hurricanes resulted in structural damage, equipment damage, and loss of inventory. The cost of that inventory damage was \$2.5 million, the cost of structural and equipment damage was \$10.5M, the cost of repairs and other extra expenses was \$2.5M, and the business interruption was \$5.5M, for a total of \$21M. Conservatively estimating that one such acute climate-related physical event happens per year at a similar cost, the potential financial impact has been calculated as: \$21,000,000 \* 1 event/year = \$21,000,000

**Cost of response to risk**

130000

**Description of response and explanation of cost calculation**

VF is conducting a TCFD analysis in FY2022 which will include the completion of a climate-related scenario analysis. We plan to use this analysis in part to identify locations in our portfolio that are at high risk for current and future acute and chronic physical impacts under several climate scenarios. Facilities that house critical production activities will undergo targeted analysis, and VF will consider various measures to mitigate any expected climate risk. In the short term, we communicate with our facilities daily and continually monitor any acute risks that have the potential to cause disruptions. Explanation of cost calculation: \$130,000 spent on TCFD analysis.

**Comment**

The facilities impacted by Hurricanes Eta and Iota was sold in May of 2021. However, VF continues to operate offices, retails, and distribution facilities around the globe that could be impacted.

**Identifier**

Risk 2

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Emerging regulation	Carbon pricing mechanisms
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**Primary potential financial impact**

Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

The 2015 Paris Agreement saw record global consensus to accelerate action against climate change, and as of FY2021, 64 carbon pricing initiatives have been implemented, or are scheduled for implementation at the regional, national, and subnational level according to the World Bank. While VF, to date, is not directly affected by cap-and-trade schemes, approximately 95% of our square footage is located in countries that have implemented or are adopting a range of methods to price carbon, such as carbon taxes or cap-and-trade. In the near- and medium-term future, the probability of this risk impacting VF is low, as the majority of our facilities (approximately 75% by square footage) are under 5,000 square feet and not likely to meet reporting requirements. In the long term, as the world transitions to a low-carbon economy, it is possible that VF may be subject to pricing of GHG emissions if more governments adopt carbon-pricing mechanisms, thresholds for existing mechanisms are lowered, or industry-specific legislation is introduced.

**Time horizon**

Long-term

**Likelihood**

Exceptionally unlikely

**Magnitude of impact**

Low

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

585196

**Potential financial impact figure – maximum (currency)**

7186625

**Explanation of financial impact figure**

The financial impact is a range of carbon pricing in two scenarios. The first is a higher probability scenario that includes some carbon pricing of larger facilities, such as distribution centers, at \$20/metric ton in countries or regions where there is existing legislation (such as the EU, Canada, China, and the US). The second is an estimation of a rapid transition to a low-carbon economy (a 1.5-degree scenario) of a global carbon price of \$100/metric ton that affects all facilities and all emissions. Minimum potential financial impact figure calculation = \$20 \* 20,448 MT CO<sub>2</sub>e (FY21 Scope 1 & 2 emissions from distribution centers, manufacturing facilities, and offices) = \$585,196. Maximum potential financial impact figure calculation = \$100 \* 75,886 MT CO<sub>2</sub>e (total Scope 1 & 2 FY21 emissions) = \$7,186,625.

**Cost of response to risk**

105000

**Description of response and explanation of cost calculation**

VF is actively working to mitigate potential regulatory risks associated with cap-and-trade through membership and participation in the organization known as Business for Innovative Climate and Energy Policy (BICEP) Network, a project of Ceres, and the Renewable Energy Buyers Alliance (REBA). BICEP's charter is to work with both government and non-governmental organizations to design and introduce climate and energy policy that will prepare businesses for the risks associated with climate change. REBA is an association of large-scale energy buyers working towards the creation of zero-carbon energy system in collaboration with its members. We are also managing this risk by setting ambitious goals that reduce our GHG footprint. We have committed to the sourcing of 100% of electricity from renewable sources within VF-owned and operated facilities by 2025, in line with the enterprise commitment to RE100. In FY2021, VF's total renewable energy procurement, as a percentage of electric power, was 23%, an increase of 3% from FY2018. Case study: In FY2020, VF announced its SBTi-approved science-based target (SBT) 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. The cost of management for the response to this risk includes the cost of re-baselining VF's SBTs (\$50,000) and our annual membership fees for BICEP (\$30,000) and REBA (\$25,000). Cost calculation: \$50,000 + \$30,000 + \$25,000 = \$105,000.

**Comment****Identifier**

Risk 3

**Where in the value chain does the risk driver occur?**

Upstream

**Risk type & Primary climate-related risk driver**

Emerging regulation	Carbon pricing mechanisms
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**Primary potential financial impact**

Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**

&lt;Not Applicable&gt;

**Company-specific description**

As of 2020, 64 carbon pricing initiatives have been implemented, or are scheduled for implementation at the regional, national, and subnational level and more are likely to follow as governments implement Nationally Determined Contributions (NDCs) over the next several decades according to the World Bank. During FY2021, VF manufactured and sourced products from both owned and contracted manufacturing facilities across the globe, and in CY2020, over 400 Tier 1 and Tier 2 suppliers disclosed their carbon and energy policies through the Higg FEM self-assessment. A full list of VF manufacturing locations, updated on a quarterly basis, can be found on the VF website. Given our global supply chain, it is possible that we may be exposed to carbon pricing in the future, and some or all of this cost may be passed on to us.

**Time horizon**

Long-term

**Likelihood**

Exceptionally unlikely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

740440

**Potential financial impact figure – maximum (currency)**

1851101

**Explanation of financial impact figure**

The financial impact is calculated by using scope 3 emissions for categories more likely to be affected by carbon taxes, including purchased goods & services, fuel-and-energy-related activities, and upstream/downstream transportation. The range is based on a \$20/metric ton of carbon (proposed under a 2-degree scenario) and a \$100/metric ton of carbon (proposed under a 1.5-degree scenario). Given the size of our global supply chain, it is possible that we may be exposed to carbon pricing in the future, and some of this cost may be passed along to VF. Based on our assessment, when overlaying the probability for supply chain costs to be passed along to a purchaser such as VF, we approximate 20% of this financial impact has the potential to be passed along to us. Minimum potential financial impact figure calculation = \$20 \* 3,702,202 MT CO<sub>2</sub>e (FY20 Scope 2 emissions) \* 20% probability = \$740,440. Maximum potential financial impact figure calculation = \$100 \* 3,702,202 MT CO<sub>2</sub>e (FY20 Scope 2 emissions) \* 20% probability = \$1,851,101.

**Cost of response to risk**

240000



**Description of response and explanation of cost calculation**

VF works to mitigate the potential impacts of this climate-related risk by setting corporate goals, advocating for climate-friendly policies and continuing strong supply chain management of environmental issues. We are a member and participant of BICEP, a project of Ceres. This organization's charter is to work with both government and non-governmental organizations to design and introduce climate and energy policy that will prepare businesses for the risks associated with climate change. As part of our strategy to reduce supply chain impacts, we are active participants in the Sustainable Apparel Coalition (SAC) and use their Higg Material Sustainability Index (MSI) to assess product impacts. Through the Higg FEM, VF requests suppliers to disclose their environmental impacts, including emissions. In CY2020, over 400 Tier 1 and Tier 2 suppliers have completed the Higg FEM assessment. Additionally, VF is on track to complete a TCFD analysis in FY2022, which will include a climate-related scenario analysis. VF's cost of management is calculated as the price of a TCFD analysis (\$130,000) and membership costs for the Sustainable Apparel Coalition (\$60,000) and BICEP (\$30,000). Cost calculation: \$130,000 + \$60,000 + \$30,000 = \$240,000

**Comment**

C2.4

**(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

C2.4a

**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Downstream

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development and/or expansion of low emission goods and services

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

Circular business models, as described in our sustainability strategy, presents an opportunity for VF to unlock new revenue streams for our brands while continually and meaningfully cutting our environmental impact. They enable us to build better products, extend product life, transform transactions into deeper relationships, and turn waste into value. The apparel industry is no stranger to circular systems. But at VF, our approach is a little different. We believe there's more to circular than recycling, which is why we're focused on three areas that sit at the intersection of what our customers want, what environmental constraints demand, and where we've identified untapped business opportunity: Recommerce, Rental and Circular Design. In apparel, these business models are already proving to be successful. Global apparel resale, a \$28B industry today, is expected to grow to \$64B by 2025. Building circular products and systems requires us to disrupt current processes and push ourselves to think differently. This shift in approach has the potential to result in more innovative products and better consumer experiences. Our ambition is to use our scale to lead the apparel and footwear industry in the transition from linear to circular. We will make second-life apparel second nature for consumers.

**Time horizon**

Long-term

**Likelihood**

Likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

335000000

**Potential financial impact figure – maximum (currency)**

800000000

**Explanation of financial impact figure**

These figures represent estimates of the business opportunity for recommerce only with a specific focus on our outdoor brands. The low-end estimate represents three components: 1) observable Gross Merchandise Value (GMV) as of calendar year 2017 for our outdoor brands in secondary marketplaces, 2) the capacity of recommerce to expand demand to new customers down-market and 3) our capacity to merchandise and cross-sell our brands new and used items in recommerce offering. The high-end value represents the low value subjected to compound annual growth rates (CAGR) seen throughout the online recommerce industry (14.7%). Minimum potential financial impact figure calculation = observable GMV = \$335,000,000 \* 1 year = \$335,000,000 annual impact. Maximum potential financial impact figure calculation. Compound annual growth = (final value/beginning value)^(1/time in years)-1 --> 14.7%^(x/\$335,000,000)^(1/6.5 years)-1 --> Final value = \$800,000,000

**Cost to realize opportunity**

162000

**Strategy to realize opportunity and explanation of cost calculation**

VF's Sustainability and Responsibility strategy targets key areas to drive transformational change and create value for our business. One pillar of the strategy is focused on new circular and sustainable business models to (i) harness retail opportunities in new sectors, (ii) scale foundational social and environmental programs to lead the industry toward greater progress at a faster rate, and (iii) empower our brands, associates, and consumers to act with purpose and impact with intention. VF brands are

equally committed to sustainability action in their sectors. Relevant case studies of this strategy: The North Face® also launched the Renewed collection in 2018 selling previously owned, damaged and repaired or used products. The recommerce model addresses one of the apparel industry's biggest challenges, textile waste, and offers our products at a lower price point, which allows a diverse set of customers to experience our brands. Examples of costs to realize this opportunity in FY2021 includes, but are not limited to, fees associated with the establishment of regional circular e-commerce platforms (\$50,000) and support of industry-led programs focused on circularity, such as VF's support of the Accelerating Circularity to Eliminate Textile Waste initiative (\$60,000) through our membership with the Textile Exchange (\$40,000), and VF's participation in the Ellen MacArthur Make Fashion Circular program (\$12,000). Cost calculation: \$50,000 + \$60,000 + \$40,000 + \$12,000 = \$162,000.

#### Comment

As noted in CO.2, the reporting scope of this disclosure is for FY2021 and data from FY2021 is provided whenever possible, unless otherwise noted. Due to a variety of circumstances, certain data and information is only available on a calendar year timeframe and is noted as such when disclosed.

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#### Identifier

Opp2

#### Where in the value chain does the opportunity occur?

Direct operations

#### Opportunity type

Resource efficiency

#### Primary climate-related opportunity driver

Move to more efficient buildings

#### Primary potential financial impact

Reduced indirect (operating) costs

#### Company-specific description

As a purpose-driven organization powered by movements of sustainable and active lifestyles, providing healthy, productive workspaces is critical to our success. At VF, we have a green building policy that requires all headquarter facilities meet LEED Platinum, distribution centers meet LEED Gold and manufacturing facilities meet LEED Silver at a minimum. We own and operate approximately 1,400 facilities around the world, giving us a clear opportunity to deploy innovative, efficient and financially prudent green building strategies across our portfolio. Adhering to the sustainable design features required to meet LEED certification and BREEAM standards is one way to increase the efficiency of our buildings. On average, LEED buildings are 25 to 30 percent more energy efficient than conventional buildings. As of FY2021, 15 of our buildings have been LEED certified by the U.S. Green Building Council (USGBC) or meet the BREEAM conditions for Good or Very Good rated buildings. We have created a set of Green Building Standards to which all new VF facilities must adhere. We are using a suite of tools to make it easy for our design, real estate and construction teams to access resources on green building practices. When LEED certification or BREEAM alignment is not possible, we implement other efficiency measures, such as LED retrofits and more efficient store designs in our retail stores.

#### Time horizon

Short-term

#### Likelihood

About as likely as not

#### Magnitude of impact

Low

#### Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

#### Potential financial impact figure (currency)

545000

#### Potential financial impact figure – minimum (currency)

<Not Applicable>

#### Potential financial impact figure – maximum (currency)

<Not Applicable>

#### Explanation of financial impact figure

The financial impact is estimated based on the annual energy savings from relocating 20 facilities (distribution centers and offices) to a LEED-certification facility (or its equivalent) over the next 10 years. Savings are calculated by assuming a 25% efficiency increase, VF's average electric power unit cost in North America, average distribution centers & office square footages, and average energy intensity from the US Commercial Buildings Energy Consumption Survey (CBECS). Calculation: Distribution facilities: 25% \* \$10/kwh average cost \* 230,000 sqf \* 6.6 kwh/sqf CBECS average \* 10 facilities = \$370,000 Offices: 25% \* \$10/kwh average cost \* 725,000 sqf \* 15.9 kwh/sqf CBECS average \* 10 facilities = \$175,000 \$370,000 + \$175,000 = \$545,000

#### Cost to realize opportunity

500000

#### Strategy to realize opportunity and explanation of cost calculation

VF has a range of strategies that reflect its diverse portfolio. For larger facilities such as headquarters and distribution centers with longer leasing terms, VF's strategy to make this opportunity a reality is through our Green Building Standards, requiring that new facilities meet our strict requirements of LEED Platinum for headquarters, LEED Gold for distribution centers and LEED Silver for manufacturing facilities. For specific geographies where VF operates, the BREEAM assessment is applied and for buildings, such as retail stores, which may be located in shopping malls and/or have relatively short leasing terms, other strategies such as LED retrofits may be more appropriate. Case Study: During FY2021, VF completed the transition from its Greensboro, North Carolina headquarters and several brand offices to the new VF headquarters in downtown Denver, Colorado. In alignment with the VF Green Building Standards, the new Denver headquarters has a certified USGBC LEED Platinum Interior. Ongoing building efficiency initiatives during FY2021 include progress toward the installation of real-time energy monitoring systems, LED lighting, installations of independent temperature and light motion sensors, electric car charging stations, and similar-efficiency projects. The cost to realize this opportunity is assuming two LEED buildings a year are added to the VF portfolio. Studies range regarding the additional cost for LEED building certification, however generally we estimate a 6.5% premium building cost to achieve LEED Platinum, with the understanding that that we will recover those costs through energy savings over time. Cost calculation: (the average building construction cost for VF + a 6.5% premium for LEED platinum costs) – the average building construction cost for VF = \$500,000.

#### Comment

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#### Identifier

Opp3

#### Where in the value chain does the opportunity occur?

Upstream

**Opportunity type**

Resource efficiency

**Primary climate-related opportunity driver**

Use of more efficient production and distribution processes

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

During FY2021, VF manufactured and sourced products from both owned and contracted manufacturing facilities across the globe. A full list of VF manufacturing locations, updated on a quarterly basis, can be found on the VF website. The majority of our product's environmental impacts occur within our supply chain, where there are many opportunities to gain efficiencies, which may result in cost savings that could be passed on to VF. Through a partnership with the Apparel Impact Institute's Clean by Design initiative, a Tier 2 supplier in Taiwan for VF brands worked to achieve energy, water, and financial savings through efficiency programs.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Low

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

650000

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

The potential financial impact to VF is calculated through supply chain energy efficiency programs, CY2018 – CY2020, with the IFC, Apparel Impact Institute, and others. Through these partnerships, participating suppliers are requested to report on annual financial savings that are associated with environment efficiency initiatives that they have implemented through the program. To reach this potential financial impact, reported savings from each facility (ranging from \$500 - \$800 depending on the factory) were summed together. While it is not possible to determine if all these savings would be passed on to VF, this number is indicative of the energy savings possible by partnerships with suppliers. Potential financial impact calculation: Average savings based on \$500-800 range (\$650) \* 1,000 facilities surveyed = \$650,000

**Cost to realize opportunity**

160000

**Strategy to realize opportunity and explanation of cost calculation**

The VF Responsible Sourcing and Supply Chain Sustainability teams' partner with participating suppliers to adopt a more integrated approach to the responsible use of water, chemicals and energy. We collaborate with select suppliers to assist in the installation of energy efficient technologies in their facilities, and we work with others to embed an energy conservation mindset through continuous training programs and other educational resources. We are active participants in the Sustainable Apparel Coalition (SAC) and request Tier 1 and Tier 2 suppliers to report their energy impacts through the Higg FEM. During CY2020, over 400 Tier 1 and Tier 2 VF suppliers completed the Higg FEM assessment. Case study: through a partnership with Apparel Impact Institute's Clean by Design initiative, a Tier 2 supplier in Taiwan for VF brands achieved the following energy efficiency achievements: a total reduction of 33,663,899 MJ of energy, 63,231 m3 of water savings (per year), 3,548 GHG MT (per year), and \$287,763 of savings. The cost of management is inclusive of the investment in supply chain partnership energy efficiency programs, \$160,000 from CY2018 – CY2020. Cost calculation: 1 time fee \* \$160,000 = \$160,000.

**Comment**

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**C3. Business Strategy**

**C3.1**

**(C3.1) Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning?**

Yes

**C3.1b**

**(C3.1b) Does your organization intend to publish a low-carbon transition plan in the next two years?**

	Intention to publish a low-carbon transition plan	Intention to include the transition plan as a scheduled resolution item at Annual General Meetings (AGMs)	Comment
Row 1	Yes, in the next two years	No, we do not intend to include it as a scheduled AGM resolution item	

C3.2

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

Yes, qualitative

C3.2a

**(C3.2a) Provide details of your organization's use of climate-related scenario analysis.**

Climate-related scenarios and models applied	Details
Other, please specify (In-house Scenario Planning )	<p>- How the selected scenario(s) were identified, with reference to the inputs, assumptions and analytical methods used VF conducted a qualitative scenario analysis which included "Neglected Planet" as one of 14 scenarios relevant to our business. While this was not a quantitative scenario analysis, VF Strategy and Sustainability and Responsibility teams reviewed and examined the impacts of climate change on the apparel industry through 2030. - A description of the time horizon(s) considered, and why they are relevant to your organization The scenario analysis assessed the impacts of climate on various aspects of the apparel industry, particularly around how product line offerings may need to evolve with a shifting climate, through 2030. - A description of the areas of your organization that have been considered as part of the scenario analysis Areas included as part of the analysis include regulatory and reputational considerations, product line diversity, and our acquisition / divestiture strategy.</p> <p>- A company specific description summary of the results of the conducted scenario analysis / how the scenario analysis have informed your business objectives and strategy. As a part of our scenario exercise in 2018 which looked at how current macro trends impacts could affect our business by 2030, 'Neglected Planet' was one of 14 scenarios assessed. The scenario looked at VF Corporation as a whole and the global impact each scenario would have on the apparel industry, as well as our own business. Additionally, the scenario planning process has led to a more integrated approach to climate change planning when assessing future acquisitions. In collaboration with the Enterprise Risk Management team, our Sustainability and Responsibility team also plans to explore a more in-depth quantitative research / scenario analysis in the coming two years. The scenario analysis findings informed the science-based target that we set in December 2019. - A case study/example of how the results of scenario analysis have directly influenced your business objectives and strategy The scenario analysis emphasized the need for brands to be part of the solution to climate change. It led us to realize that nearly 50% of emissions are derived from the raw materials used in our brands' products. This process resulted in a decision to publish our materials vision that 100% of the materials our brands use originate from regenerative, responsibly sourced renewable, or recycled sources by 2030. The exercise also underlined the need to conduct a TCFD analysis, which is underway in FY2022.</p>

C3.3

**(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Climate change risks could affect products and services through short-, medium-, and long-term impacts to our raw materials and consumer demand for sustainable products. Impacts to raw materials could cause reduced availability of materials, increased costs (which may be passed along to the consumer), and supply chain disruptions or delays. Examples of raw material impacts include: 1) chronic drought may impact the global cotton supply; 2) transitional risks, such as carbon pricing, could impact the pricing of nylon and polyester; 3) acute events (such as hurricanes, flooding, etc.) could impact our distribution processes and cause disruptions or delays. Consumer demand can be affected in various ways. For example, our business is adversely affected by unseasonable weather conditions. A significant portion of the sales of our products is dependent in part on the weather and is likely to decline in years in which weather conditions do not favour the use of these products. Additionally, as a leader in the apparel industry, our products and services could be impacted by reputational concerns if we are not seen as engaging in climate-related issues. Identified climate-related product risks and opportunities have influenced multiple components of the VF business strategy. Case study: In order to capitalize on shifts in consumer demand for products with positive environmental and social impacts, VF acquired icebreaker® - our first purpose-led acquisition and the significant strategic decision to date – which strengthens VF's industry leadership in the use of natural and sustainable performance materials and increasing our product offering for consumers demanding more sustainable goods.
Supply chain and/or value chain	Yes	Climate change is affecting and/or could affect our supply chain in various ways, from physical and transitional impacts, to our raw materials and tier 1 and tier 2 suppliers. Examples of medium-and-long-term impacts from raw material include: 1) chronic drought may impact the global cotton supply; 2) transitional risks, such as carbon pricing, could impact the pricing of nylon and polyester; 3) acute events (such as hurricanes, flooding, etc.) could impact our distribution processes and cause disruptions or delays. Our supply chain may be subject to carbon pricing that increases operational costs, which could be passed to VF from our suppliers. Physical risks, such as water scarcity, may affect our Tier 1 and Tier 2 suppliers and introduce increased reputational risk if local water supplies are seen as unsustainably managed. We also see opportunities to increase resiliency of our supply chain through sustainable purchasing goals (such as our sustainable materials vision as part of our approved science-based targets that 100% of our top nine materials will originate from regenerative, responsibly sourced renewable or recycled sources by 2030) and reducing costs through partnerships with key suppliers to increase energy efficiency. Climate-related risks and opportunities in the supply chain have influenced several components of VF's strategy, including climate policy advocacy and supplier engagement. VF is a member of several industry coalitions and trade organizations that advocate for climate change policy at the national and regional level. Additionally, through membership in the Sustainable Apparel Coalition and use of the Higg FEM, VF actively collaborates with suppliers around the globe on managing their negative environmental impacts to help mitigate potential climate-related risks. Case study: The most substantial strategic decision related to climate change to date is VF's SBTi-approved Science-based Target to reduce scope 3 emissions from Purchased Goods & Services and Upstream Transportation 30% by 2030 from a 2017 baseline.
Investment in R&D	Yes	As a part of VF's Sustainability and Responsibility strategy, climate change plays a key role in our 'Scale for Good' pillar. Incorporating climate change into our strategy has been heavily influenced by changing consumer preferences, especially in the outdoor industry, to gain strategic advantage over competitors by offering innovative products with a reduced environmental impact. Investment in R&D represents a significant opportunity to grow our business through new sustainable product lines and materials, as well as new business models in the short-to-medium term. Circular business models present an opportunity for VF to unlock new revenue streams for our brands while continually and meaningfully reducing our environmental impact. They enable us to build better products, extend product life, transform transactions into deeper relationships, and turn waste into value. The recommerce model, also offers our products at a lower price point, which allows new consumers to experience our brands. Case study: The launch of VF's The North Face® brand Renewed circularity website to sell circular products has been a significant strategic decision, integrating environmental-related opportunities into our business model. VF's investment in R&D is focused on the long-term time horizon.
Operations	Yes	Climate change will have a medium-to-long term impact our operations through both transitional and physical risks. Transitional risks could increase our operational costs, including carbon taxes imposed on our direct operations or supply chain. Physical risks could include temperature extremes, which could increase our operational energy costs to maintain consistent temperatures; sea level risk could impact some of our coastal facilities in the long-term; acute physical events (such as flooding, hurricanes, blizzards, etc.) could increase the probability of disruptions or delays in our direct operations or supply chain. Opportunities associated with VF operations include cost savings through efficiency improvements such as Green Building practices, LED retrofits, sustainable retail design, and renewable energy/low carbon purchases. Climate-related operational risks have been integrated into VF's Sustainability & Responsibility strategy, resulting in several energy efficiency initiatives, including a company-wide goal to reach 100% renewable energy in its owned facilities by 2025. Case study: The most significant strategic decision to date has been VF's SBTi-approved science-based target to reduce absolute scope 1 & 2 GHG emissions by 55% by 2030, and scope 3 emissions from purchased goods and services and upstream transportation 30% by 2030.

C3.4

**(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Indirect costs Capital expenditures Capital allocation Acquisitions and divestments Access to capital Assets	Revenues: VF's Sustainability strategy targeted key areas to drive transformational change and create value for our business, including internal strategies related to circular economy business models. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Direct Costs: Our direct costs may be impacted by transitional risks to our suppliers or fossil-fuel based inputs and physical climate impacts on our raw materials (e.g., drought impacting cotton yields). Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Capital Expenditures & Indirect Costs: Rising energy costs and carbon pricing have influenced financial planning for capital expenditures and indirect costs through efficiency efforts, green building design and investments in renewable energy. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Capital Allocation: We seek to grow through acquisitions and incorporate our purpose-led mission as a key consideration in our capital allocation strategy. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Acquisitions & Divestitures: We seek to grow organically, through acquisitions, and incorporate our purpose-led mission as a key consideration in new acquisitions. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Access to Capital: As we seek to grow through acquisitions and new products, our ability to achieve progress towards our Global Business Strategy, may impact access to capital in the short-term. Case Study: In FY2021 VF published its Green Bond Impact Report, demonstrating full allocation of the net proceeds from our inaugural five-hundred million euro green bond offering, representing the first green bond issued in the apparel & footwear industry. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term. Assets: Climate change may impact the financial viability of assets when assessed through physical risks, including extreme weather events in the medium-to-long term. Time horizons covered in financial planning mechanisms that mitigate these risks are short & medium-term.

**C3.4a**

**(C3.4a) Provide any additional information on how climate-related risks and opportunities have influenced your strategy and financial planning (optional).**

In FY2021, the VF Global Sustainability team completed a refresh of its environmental sustainability strategy. This collaborative process brought together cross-functional teams from multiple departments, brands, and regions of VF, as well as key external stakeholders, to identify risks and opportunities that will feed into short, medium, and long-term climate-related targets for the company. Within this approach, the process for identifying, assessing, and responding to climate-related opportunities has been integrated into the risk identification component of the strategy refresh. These cross-functional teams identified risks and opportunities with financial impacts on our company and/or possible strategic impacts, developed novel risk management strategies, and identified potential opportunities for financial gain.

**C4. Targets and performance**

**C4.1**

**(C4.1) Did you have an emissions target that was active in the reporting year?**

Absolute target

**C4.1a**

**(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.**

**Target reference number**

Abs 1

**Year target was set**

2020

**Target coverage**

Company-wide

**Scope(s) (or Scope 3 category)**

Scope 1+2 (market-based)

**Base year**

2017

**Covered emissions in base year (metric tons CO2e)**

101261

**Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)**

100

**Target year**

2030

**Targeted reduction from base year (%)**

55

**Covered emissions in target year (metric tons CO2e) [auto-calculated]**

45567.45

**Covered emissions in reporting year (metric tons CO2e)**

72058

**% of target achieved [auto-calculated]**

52.4351563152286

**Target status in reporting year**

Underway

**Is this a science-based target?**

Yes, and this target has been approved by the Science-Based Targets initiative

**Target ambition**

1.5°C aligned

**Please explain (including target coverage)**

In CY19 (FY20), the Science-Based Targets Initiative approved VF's target to reduce absolute scope 1 & 2 GHG emissions 55% by FY2030 from an FY2017 baseline. We are reporting on all targets in alignment with our new fiscal year. This data was re-baselined to include material changes to our site list. In FY21, we reduced our scope 1 & 2 emissions 28.8% since FY17, which is approximately 52% of our goal to reduce emissions by 55%.

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**Target reference number**

Abs 2

**Year target was set**

2019

**Target coverage**

Company-wide

**Scope(s) (or Scope 3 category)**

Scope 3 (upstream)

**Base year**

2017

**Covered emissions in base year (metric tons CO2e)**

3674000

**Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)**

100

**Target year**

2030

**Targeted reduction from base year (%)**

30

**Covered emissions in target year (metric tons CO2e) [auto-calculated]**

2571800

**Covered emissions in reporting year (metric tons CO2e)**

3701000

**% of target achieved [auto-calculated]**

-2.44964616222101

**Target status in reporting year**

Underway

**Is this a science-based target?**

Yes, and this target has been approved by the Science-Based Targets initiative

**Target ambition**

Well-below 2°C aligned

**Please explain (including target coverage)**

In FY20, the Science-Based Targets Initiative approved VF's target to reduce absolute scope 3 GHG emissions from purchased goods and services and upstream transportation 30% by FY2030 from an FY2017 base year. VF has succeeded in keeping emissions relatively flat, despite business growth through increased purchasing of preferred materials, such as recycled polyester.

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## C4.2

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**(C4.2) Did you have any other climate-related targets that were active in the reporting year?**

Target(s) to increase low-carbon energy consumption or production

## C4.2a

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**(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.**

**Target reference number**

Low 1

**Year target was set**

2017

**Target coverage**

Company-wide

**Target type: absolute or intensity**

Absolute

**Target type: energy carrier**

Electricity

**Target type: activity**

Consumption

**Target type: energy source**

Renewable energy source(s) only

**Metric (target numerator if reporting an intensity target)**

Percentage

**Target denominator (intensity targets only)**

<Not Applicable>

**Base year**

2017

**Figure or percentage in base year**

19.7

**Target year**

2026

**Figure or percentage in target year**

100

**Figure or percentage in reporting year**

22.7

**% of target achieved [auto-calculated]**

3.7359900373599

**Target status in reporting year**

Underway

**Is this target part of an emissions target?**

Yes, this target contributes to Abs1 (our Science-Based Target to reduce absolute scope 1 & 2 GHG emissions 55% by FY2030 from an FY2017 baseline).

**Is this target part of an overarching initiative?**

RE100

**Please explain (including target coverage)**

We are reporting on all targets in alignment with our new fiscal year. VF is a member of RE100 and has a commitment to use 100% renewable energy at all owned and operated facilities globally by 2025. Currently, 23% of our electric power originates from renewable energy sources.

**C4.3**

**(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Yes

**C4.3a**

**(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	1	39.95
Not to be implemented	0	0

**C4.3b**

**(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.**

**Initiative category & Initiative type**

Energy efficiency in buildings	Other, please specify (Capacitor bank installation)
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**Estimated annual CO2e savings (metric tonnes CO2e)**

39.95

**Scope(s)**

Scope 2 (location-based)  
Scope 2 (market-based)

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

20000

**Investment required (unit currency – as specified in C0.4)**

5000

**Payback period**

<1 year

**Estimated lifetime of the initiative**

11-15 years

**Comment**

**C4.3c**

**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

Method	Comment
Financial optimization calculations	Financial analysis is a key part of all projects requiring capital expense.
Compliance with regulatory requirements/standards	VF supplies energy and other data as required by the regulatory requirements in the areas of our operations.

**C4.5**

**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products or do they enable a third party to avoid GHG emissions?**

No

**C5. Emissions methodology**

**C5.1**



**(C5.1) Provide your base year and base year emissions (Scopes 1 and 2).**

**Scope 1**

**Base year start**

April 1 2016

**Base year end**

March 31 2017

**Base year emissions (metric tons CO2e)**

24004

**Comment**

We have rebaselined our FY2017 data to reflect our updated organizational structure in alignment with the GHG Protocol. These include removing recent divestitures and adding newly acquired brands.

**Scope 2 (location-based)**

**Base year start**

April 1 2016

**Base year end**

March 31 2017

**Base year emissions (metric tons CO2e)**

87970

**Comment**

We have rebaselined our FY2017 data to reflect our updated organizational structure in alignment with the GHG Protocol. These include removing recent divestitures and adding newly acquired brands.

**Scope 2 (market-based)**

**Base year start**

April 1 2016

**Base year end**

March 31 2017

**Base year emissions (metric tons CO2e)**

77257

**Comment**

We have rebaselined our FY2017 data to reflect our updated organizational structure in alignment with the GHG Protocol. These include removing recent divestitures and adding newly acquired brands.

**C5.2**

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**(C5.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

**C6. Emissions data**

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**C6.1**

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**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

**Gross global Scope 1 emissions (metric tons CO2e)**  
13945

**Start date**  
April 1 2020

**End date**  
March 31 2021

**Comment**

**Past year 1**

**Gross global Scope 1 emissions (metric tons CO2e)**  
18405

**Start date**  
April 1 2019

**End date**  
March 31 2020

**Comment**

We have rebaselined our FY2020 data to reflect our updated organizational structure in alignment with the GHG Protocol. These include removing recent divestitures and adding newly acquired brands.

**C6.2**

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**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**  
We are reporting a Scope 2, location-based figure

**Scope 2, market-based**  
We are reporting a Scope 2, market-based figure

**Comment**

**C6.3**

---

**(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?**

**Reporting year**

**Scope 2, location-based**  
72450

**Scope 2, market-based (if applicable)**  
58113

**Start date**  
April 1 2020

**End date**  
March 31 2021

**Comment**

**Past year 1**

**Scope 2, location-based**  
83896

**Scope 2, market-based (if applicable)**  
70281

**Start date**  
April 1 2019

**End date**  
March 31 2020

**Comment**

We have rebaselined our FY2020 data to reflect our updated organizational structure in alignment with the GHG Protocol. These include removing recent divestitures and adding newly acquired brands.

**C6.4**

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**(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?**

No

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## C6.5

**(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.**

### **Purchased goods and services**

**Evaluation status**

Relevant, calculated

**Metric tonnes CO2e**

3468000

**Emissions calculation methodology**

VF calculates impacts from purchased goods and services, using a combination of factory data for Tier 1 suppliers, material data for Tier 2 through Tier 4 suppliers, and corporate spend for indirect suppliers. Emission factors are sourced from the Higg MSI tool and the U.S. EPA Office of Research and Development, Supply Chain GHG Emission Factors for US Industries and Commodities. GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

65

**Please explain**

### **Capital goods**

**Evaluation status**

Relevant, calculated

**Metric tonnes CO2e**

49000

**Emissions calculation methodology**

VF calculates impacts from capital goods, using corporate spend data by category. Emission factors are sourced from the U.S. EPA Office of Research and Development, Supply Chain GHG Emission Factors for US Industries and Commodities. GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**Please explain**

### **Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Evaluation status**

Relevant, calculated

**Metric tonnes CO2e**

1202

**Emissions calculation methodology**

VF calculates power transmissions and distribution losses calculated using DEFRA emission factors and the total electric power usages per site. Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

100

**Please explain**

### **Upstream transportation and distribution**

**Evaluation status**

Relevant, calculated

**Metric tonnes CO2e**

233000

**Emissions calculation methodology**

VF calculates impacts from inbound and outbound shipping paid for by VF using data provided by VF's logistics team combined with VF emission calculations provided by carriers. Where possible, weight, distance and mode of transportation are collected. In some instances, distance is estimated using the identified origin and destination for the shipment and mode is assumed based on the carrier service. Emission factors from the Global Logistics Emissions Council (GLEC) for tank-to-wheel (TTW) for the corresponding mode of transportation are applied to the calculated ton-miles. Where carrier-calculated emissions are provided, VF has vetted the underlying methodology to ensure that it aligns with VF's methodology and emissions boundary. Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

12

**Please explain**

## Waste generated in operations

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

9000

### Emissions calculation methodology

VF calculates impacts from waste generated in operations using actual waste weights by disposal mode for sites where it is available and supplementing with estimates of waste generated by disposal mode for all other facilities. Estimates for waste generated are based on VF sites with actual data and historic data from VF facilities, applied on a per square foot basis. Emission factors are sourced the latest version of the US EPA Waste Reduction Model (WARM). GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

22

### Please explain

## Business travel

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

50

### Emissions calculation methodology

VF calculates impacts from business travel, including car hires, hotels, trains, and air travel. Fuel and/or mileage is collected from actual travel data from travel agents and expense reports. Emission factors are sourced from the latest version of DEFRA. Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### Please explain

## Employee commuting

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

81000

### Emissions calculation methodology

VF calculates impacts from employees commuting to and from work based on regional headcount and national average commuting patterns. Average commuting distance and percentage of employees by transportation mode were pulled from various country-specific transportation and commuting data sources, such as the US 2017 Census. Emissions were calculated by multiplying the miles travelled per transportation mode by the emission factor for the mode of transportation from the latest version of the US EPA Emission Factor Hub. GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

## Upstream leased assets

### Evaluation status

Not relevant, explanation provided

### Metric tonnes CO2e

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

VF does not have any upstream leased assets not included in our scope 1 & 2 inventory.

## Downstream transportation and distribution

### Evaluation status

Not relevant, explanation provided

### Metric tonnes CO2e

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

VF inbound and outbound product shipments are included in Upstream T&D, because VF pays for these shipments. There is a small amount of shipping paid for by end customers, but this does not meet VF's significance threshold for inclusion. These shipments will be reassessed for significance every 3 - 5 years.

## Processing of sold products

### Evaluation status

Not relevant, explanation provided

### Metric tonnes CO2e

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

There is no additional processing of VF's products after they are sold.

## Use of sold products

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

682000

### Emissions calculation methodology

VF calculates emissions from the use of sold products based on the quantity and type of products sold. Washing and drying patterns, including type, frequency and duration are estimated by product type using publicly available data to calculate estimated total energy use to wash and dry VF products. An average electricity emission factor from the US EPA Emission Factor Hub is then applied to the total energy use. GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

## End of life treatment of sold products

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

130000

### Emissions calculation methodology

VF calculates emissions from disposal of its products at the end of life based on the quantity and type of products sold. All products are conservatively assumed to be landfilled. Emission factors are sourced the latest version of the US EPA Waste Reduction Model (WARM). GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

## Downstream leased assets

### Evaluation status

Not relevant, explanation provided

### Metric tonnes CO2e

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

VF does not have any downstream leased assets not included in our scope 1 & 2 inventory.

## Franchises

### Evaluation status

Relevant, calculated

### Metric tonnes CO2e

11000

### Emissions calculation methodology

VF calculates emissions from operation of franchise locations based on the total number of franchise locations. Average regional energy use for VF owned and operated retail locations are used to estimate the energy use at franchise locations. Emission factors are sourced from the US EPA eGRID factors, the International Energy Agency (IEA) and other country-specific emission factor sources where available. GWP values are sourced from the IPCC's Fourth Assessment Report (AR4). Figures reported represent FY2020 emissions, as full FY2021 supply chain data is not yet available.

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

**Investments**

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

VF does not have any significant investments that meet the GHG Protocol recommendations for emissions reporting.

**Other (upstream)**

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

VF does not have upstream emissions not captured under reported scope 3 emissions categories.

**Other (downstream)**

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

VF does not have downstream emissions not captured under reported scope 3 emissions categories.

C6.7

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**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

C6.10

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**(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Intensity figure**

0.0000078

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

72058

**Metric denominator**

unit total revenue

**Metric denominator: Unit total**

9238830000

**Scope 2 figure used**

Market-based

**% change from previous year**

7.76

**Direction of change**

Decreased

**Reason for change**

Emissions decreased by 18.8% and revenue decreased by 11.9%, leading to a 7.76% intensity reduction (metric tons / unit revenue). Some emission reductions can be attributed to new projects implemented in FY20 (including the project disclosed in C4.3b and new green energy contracts and unbundled REC purchases).

## C7. Emissions breakdowns

### C7.1

**(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?**

Yes

### C7.1a

**(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).**

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	13799	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	6	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	24	IPCC Fifth Assessment Report (AR5 – 100 year)
HFCs	116	IPCC Fifth Assessment Report (AR5 – 100 year)

### C7.2

**(C7.2) Break down your total gross global Scope 1 emissions by country/region.**

Country/Region	Scope 1 emissions (metric tons CO2e)
Asia, Australasia	124
Europe, Middle East and Africa (EMEA)	2245
Latin America (LATAM)	892
North America	10684

### C7.3

**(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

By activity

### C7.3c

**(C7.3c) Break down your total gross global Scope 1 emissions by business activity.**

Activity	Scope 1 emissions (metric tons CO2e)
Distribution Centers	4491
Transportation	1788
Manufacturing	892
Office	3038
Other	1337
Residential	0
Retail	2399

**C7.5**

**(C7.5) Break down your total gross global Scope 2 emissions by country/region.**

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)	Purchased and consumed electricity, heat, steam or cooling (MWh)	Purchased and consumed low-carbon electricity, heat, steam or cooling accounted for in Scope 2 market-based approach (MWh)
Asia, Australasia	6953	6993	11999	0
Europe, Middle East and Africa (EMEA)	11037	3131	36854	26429
Latin America (LATAM)	19303	19303	46557	0
North America	35156	28685	122177	24556

**C7.6**

**(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

By activity

**C7.6c**

**(C7.6c) Break down your total gross global Scope 2 emissions by business activity.**

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Distribution Centers	21092	16236
Manufacturing	18385	18385
Office	7712	6640
Other	2262	2166
Residential	294	320
Retail	22704	14366

**C7.9**

**(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Decreased

**C7.9a**



**(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	2277	Decreased	2.6	VF's commitment to renewable energy was exhibited in FY2021 through direct supply green power purchases or acquisitions for sites globally as well as continued application of Renewable Energy Credits (RECs) to our portfolio. The emission value is calculated by the change in renewable energy consumption divided by FY20 S1&2 emissions (88,687 MT CO2e): $-2,277/88,687=2.6\%$ decrease.
Other emissions reduction activities	40	Decreased	0.05	Of the 19% decrease seen from FY20 to FY21, other emission reduction activities contributed to 0.05% of the decrease. Reduction activities implemented in FY21 resulted in approximately 40 metric tons CO2e reduction in FY21. The emission value is calculated by the emission reduction activities divided by FY20 S1&2 emissions (88,687 MT CO2e): $-40/88,687=0.05\%$ decrease.
Divestment		<Not Applicable >		
Acquisitions		<Not Applicable >		
Mergers		<Not Applicable >		
Change in output	382	Increased	0.4	Additional facilities opened within our boundary (changes in output) contributed to a 0.4% increase from FY20 to FY21. Changes in output was calculated by taking emissions from all new stores in FY21 subtracted by representative emissions of stores closed in FY20. This resulted in a net 382 MT CO2e reduction in FY21. The emission value is calculated by the emission reduction activities divided by FY20 S1&2 emissions (88,687 MT CO2e): $382/88,687=0.4\%$ increase.
Change in methodology		<Not Applicable >		
Change in boundary		<Not Applicable >		
Change in physical operating conditions		<Not Applicable >		
Unidentified	14694	Decreased	16.6	"Unidentified" emissions activity is calculated by taking the absolute change and other activities (-16,629 metric tons absolute change + 2,277 metric tons CO2e renewable energy + 40 metric tons CO2e from emission reduction activities - 382 metric tons CO2e from change in output) = -14,694 MT CO2e. This decrease in emissions is largely due to closures of our retail locations as a result of Covid in FY21. The emission value is calculated by the emission reduction activities divided by FY20 S1&2 emissions (88,687 MT CO2e): $-14,694/88,687= -16.6\%$ decrease.
Other		<Not Applicable >		

**C7.9b**

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Market-based

**C8. Energy**

**C8.1**

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

More than 0% but less than or equal to 5%

**C8.2**

**(C8.2) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	Yes
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	70573	70573
Consumption of purchased or acquired electricity	<Not Applicable>	47215	170098	217313
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	0	237	237
Consumption of purchased or acquired cooling	<Not Applicable>	0	37	37
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	3769	<Not Applicable>	3769
Total energy consumption	<Not Applicable>	50985	240945	291930

C8.2b

**(C8.2b) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	No
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Fuels (excluding feedstocks)**

Diesel

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

7099

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

253.2278

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment**

**Fuels (excluding feedstocks)**

Petrol

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

595

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

240.4664

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment**

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**Fuels (excluding feedstocks)**

Jet Gasoline

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

6056

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

9.83

**Unit**

kg CO2e per gallon

**Emissions factor source**

The Climate Registry 2020 Gen. Reporting Protocol - USA Transport

**Comment**

---

**Fuels (excluding feedstocks)**

Liquefied Petroleum Gas (LPG)

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

1188

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

211.4291

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment**

---

**Fuels (excluding feedstocks)**

Natural Gas

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

54657

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

181.23511

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment**

---

**Fuels (excluding feedstocks)**

Propane Gas

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

225

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

215.3872

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment**

---

**Fuels (excluding feedstocks)**

Fuel Oil Number 2

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

752

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

74.203

**Unit**

kg CO2e per MWh

**Emissions factor source**

US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013

**Comment****Fuels (excluding feedstocks)**

Town Gas

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

2

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

12

**Unit**

kg CO2e per GJ

**Emissions factor source**

Hong Kong Environmental Protection Department GHG Guidelines - 2020 (Towngas - Scope 2)

**Comment****C8.2d**

**(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.**

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	3769	3769	3769	3769
Heat	0	0	0	0
Steam	0	0	0	0
Cooling	0	0	0	0

**C8.2e**

**(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero emission factor in the market-based Scope 2 figure reported in C6.3.**

**Sourcing method**

Power purchase agreement (PPA) with a grid-connected generator with energy attribute certificates

**Low-carbon technology type**

Solar

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

United States of America

**MWh consumed accounted for at a zero emission factor**

2001

**Comment****Sourcing method**

Power purchase agreement (PPA) with a grid-connected generator with energy attribute certificates

**Low-carbon technology type**

Solar

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Belgium

**MWh consumed accounted for at a zero emission factor**

795

**Comment**

---

**Sourcing method**

Power purchase agreement (PPA) with a grid-connected generator with energy attribute certificates

**Low-carbon technology type**

Solar

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Switzerland

**MWh consumed accounted for at a zero emission factor**

157

**Comment**

---

**Sourcing method**

Power purchase agreement (PPA) with a grid-connected generator with energy attribute certificates

**Low-carbon technology type**

Solar

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

United Kingdom of Great Britain and Northern Ireland

**MWh consumed accounted for at a zero emission factor**

817

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Austria

**MWh consumed accounted for at a zero emission factor**

233

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Belgium

**MWh consumed accounted for at a zero emission factor**

3921

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Czechia

**MWh consumed accounted for at a zero emission factor**

7259

**Comment**

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**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

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Denmark

**MWh consumed accounted for at a zero emission factor**

24

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

France

**MWh consumed accounted for at a zero emission factor**

374

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Germany

**MWh consumed accounted for at a zero emission factor**

2031

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Ireland

**MWh consumed accounted for at a zero emission factor**

122

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Italy

**MWh consumed accounted for at a zero emission factor**

2714

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Netherlands

**MWh consumed accounted for at a zero emission factor**

2885

**Comment**

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**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Norway

**MWh consumed accounted for at a zero emission factor**

54

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**Comment****Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Portugal

**MWh consumed accounted for at a zero emission factor**

33

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Spain

**MWh consumed accounted for at a zero emission factor**

861

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Sweden

**MWh consumed accounted for at a zero emission factor**

2

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

Switzerland

**MWh consumed accounted for at a zero emission factor**

132

**Comment**

---

**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

United Kingdom of Great Britain and Northern Ireland

**MWh consumed accounted for at a zero emission factor**

4017

**Comment**

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**Sourcing method**

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

United States of America

**MWh consumed accounted for at a zero emission factor**

1627

**Comment**

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**Sourcing method**

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Unbundled energy attribute certificates, Renewable Energy Certificates (RECs)

**Low-carbon technology type**

Low-carbon energy mix

**Country/area of consumption of low-carbon electricity, heat, steam or cooling**

United States of America

**MWh consumed accounted for at a zero emission factor**

20928

**Comment**

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C9. Additional metrics

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C9.1

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**(C9.1) Provide any additional climate-related metrics relevant to your business.**

C10. Verification

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C10.1

---

**(C10.1) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

---

**(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.**

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Underway but not complete for reporting year – previous statement of process attached

**Type of verification or assurance**

Limited assurance

**Attach the statement**

VF Corp. 2020 GHG Emissions Verification Declaration rev3 .pdf

**Page/ section reference**

Pg. 1 Note: Verification statement applies to FY20 data. Next year's response will include verification statement regarding FY21 data.

**Relevant standard**

Other, please specify (World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2))

**Proportion of reported emissions verified (%)**

100

---

C10.1b

---

**(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.**

**Scope 2 approach**

Scope 2 location-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Underway but not complete for reporting year – previous statement of process attached

**Type of verification or assurance**

Limited assurance

**Attach the statement**

VF Corp. 2020 GHG Emissions Verification Declaration rev3 .pdf

**Page/ section reference**

Pg. 1 Note: Verification statement applies to FY20 data. Next year's response will include verification statement regarding FY21 data.

**Relevant standard**

Other, please specify (World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2))

**Proportion of reported emissions verified (%)**

100

---

**Scope 2 approach**

Scope 2 market-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Underway but not complete for reporting year – previous statement of process attached

**Type of verification or assurance**

Limited assurance

**Attach the statement**

VF Corp. 2020 GHG Emissions Verification Declaration rev3 .pdf

**Page/ section reference**

Pg. 1 Note: Verification statement applies to FY20 data. Next year's response will include verification statement regarding FY21 data.

**Relevant standard**

Other, please specify (World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2))

**Proportion of reported emissions verified (%)**

100

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**C10.1c**

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**(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.**

**Scope 3 category**

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Underway but not complete for reporting year – previous statement of process attached

**Type of verification or assurance**

Limited assurance

**Attach the statement**

VF Corp. 2020 GHG Emissions Verification Declaration rev3 .pdf

**Page/section reference**

Pg. 1 Note: Verification statement applies to FY20 data. Next year's response will include verification statement regarding FY21 data.

**Relevant standard**

Other, please specify (World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2))

**Proportion of reported emissions verified (%)**

100

---

**C10.2**

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(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

## C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C8. Energy	Energy consumption	World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)	We verify Scope 1 and 2 energy consumption in MWh. Energy Consumption: Scope 1: 89,117 megawatt hours Scope 2: 251,298 megawatt hours (includes 26,756 megawatt hours onsite and offsite renewable energy) Pg. 1 of verification statement Note: Verification statement applies to FY20 data. Next year's response will include verification statement regarding FY21 data.

VF Corp. 2020  
GHG Emissions  
Verification  
Declaration rev3  
.pdf

## C11. Carbon pricing

### C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

### C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

Yes

### C11.2a

(C11.2a) Provide details of the project-based carbon credits originated or purchased by your organization in the reporting period.

**Credit origination or credit purchase**

Credit purchase

**Project type**

Forests

**Project identification**

Carbon offsets US Forestry Projects verified to the Climate Action Reserve standard.

**Verified to which standard**

CAR (The Climate Action Reserve)

**Number of credits (metric tonnes CO2e)**

754

**Number of credits (metric tonnes CO2e): Risk adjusted volume**

754

**Credits cancelled**

Yes

**Purpose, e.g. compliance**

Voluntary Offsetting

### C11.3

(C11.3) Does your organization use an internal price on carbon?

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

## C12. Engagement

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## C12.1

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### (C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, other partners in the value chain

## C12.1a

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### (C12.1a) Provide details of your climate-related supplier engagement strategy.

#### Type of engagement

Information collection (understanding supplier behavior)

#### Details of engagement

Collect climate change and carbon information at least annually from suppliers

#### % of suppliers by number

50

#### % total procurement spend (direct and indirect)

80

#### % of supplier-related Scope 3 emissions as reported in C6.5

58

#### Rationale for the coverage of your engagement

As part of our strategy to reduce our supply chain impacts, we are an active member of the Sustainable Apparel Coalition (SAC). We engage with the SAC to better understand persistent barriers to progress, stay ahead of opportunities, and create and share best practices. As part of this engagement, we request Tier 1 and Tier 2 suppliers to report their energy and water impacts through the Higg Index Facility Environmental Module (FEM) on an annual basis.

#### Impact of engagement, including measures of success

In CY2020, over 400 Tier 1 and Tier 2 suppliers completed the Higg index FEM assessment. Measures of success include increased adoption of the Higg FEM assessment, increased supplier verification, and improvements on supplier performance plans. Impact of engagement: VF has a commitment to reduce absolute scope 3 GHG emissions from purchased goods and services and upstream transportation 30% by 2030 from a 2017 base year. This target has been approved by SBTi. This engagement with suppliers will contribute to VF's ability to meet this Scope 3 goal.

#### Comment

As noted in C0.2, the reporting scope of this disclosure is for FY2021 and data from FY2021 is provided whenever possible, unless otherwise noted. Due to a variety of circumstances, certain data and information is only available on a calendar year timeframe and is noted as such when disclosed.

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## C12.1d

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### (C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

VF engages with smallholders on climate-related issues related to deforestation and regenerative agriculture. VF's Timberland® brand is working with a number of organizations as part of its Plant the Change Initiative. Partnering with seven global organizations, Timberland® has a goal to plant 50 million trees around the world in the next 5 years.

Specific to smallholders, VF's Timberland® brand works with the Smallholder Farmers Alliance (SFA), an organization that works to feed and reforest a renewed Haiti using a new agroforestry model in which smallholders plant trees to earn credits that they exchange for seed, tools, training and other agricultural and community services. Since 2010, this has resulted in close to 7.5 million trees in Haiti.

Timberland® also works with Trees for the Future, an organization that works to improve the livelihoods of impoverished farmers by revitalizing degraded lands. To do so, they provide farmers with seeds, technical training, and on-site planning assistances. Trees for the Future has planted over 115 million trees in dozens of countries and revitalized hundreds of thousands of acres of soil. They are also partnering with Trees for the Future to educate and empower farmers in Kenya and Senegal to plant trees around their crops to increase their yields so they can make a better living.

VF is also working with transformative organizations that connect our brands to smallholders to support regenerative agriculture. Intended outcome of regenerative agriculture practices include building soil fertility, sequestering carbon, protecting watersheds, and facilitating biodiversity. VF's Timberland® brand engages with smallholders through a partnership with the Savory Institute, which facilitates large-scale regeneration of the world's grasslands through Holistic Management. VF's Timberland® brand has announced its partnership with the Savory Institute to identify, aggregate, and connect early-adopter regenerative ranches with large-scale tannery partners to help build a regenerative supply chain for the footwear industry. In FY2021, the Timberland® brand launched a collection of boots made with leather from verified regenerative ranches sourced through Savory's Minnesota Hub, Thousand Hills Lifetime Grazed.

## C12.3

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**(C12.3) Do you engage in activities that could either directly or indirectly influence public policy on climate-related issues through any of the following?**

Direct engagement with policy makers  
Trade associations

**C12.3a**

**(C12.3a) On what issues have you been engaging directly with policy makers?**

Focus of legislation	Corporate position	Details of engagement	Proposed legislative solution
Clean energy generation	Support	VF has engaged directly with both State and Federal legislators on clean energy topics.	VF's Timberland® brand supported legislature in New Hampshire that would allow businesses to participate in group net metering above one megawatt. VF's The North Face® brand advocated for climate policy, including clean energy, climate policy, and electric vehicle legislation, at the state and national level.

**C12.3b**

**(C12.3b) Are you on the board of any trade associations or do you provide funding beyond membership?**

Yes

**C12.3c**

**(C12.3c) Enter the details of those trade associations that are likely to take a position on climate change legislation.**

**Trade association**

Sustainable Apparel Coalition

**Is your position on climate change consistent with theirs?**

Consistent

**Please explain the trade association's position**

The Sustainable Apparel Coalition (SAC) was founded by a group of sustainability leaders from global apparel and footwear companies, including VF, who recognize that addressing our industry's current social and environmental challenges are both a business imperative and an opportunity. The SAC's vision is an apparel and footwear industry that produces no unnecessary environmental or social harm and has a positive impact on the people and communities associated with its activities. Through multi-stakeholder engagements, the SAC seeks to lead the industry toward a shared vision of sustainability built upon a common approach for measuring and evaluating apparel and footwear product sustainability performance that will spotlight priorities for action and opportunities for technological innovation. In 2012, the SAC launched the Higg Index on a global scale to create a common global framework for assessing product level sustainability.

**How have you influenced, or are you attempting to influence their position?**

VF is a founding member of the Sustainable Apparel Coalition (SAC) and the VF Vice President of Global Sustainability, Responsibility and Trade is the chair of the SAC Board. Several members of the VF Sustainability and Responsible Sourcing teams actively engage with the SAC as committee members on a regular basis; VF also provides additional financial support to advance SAC initiatives that reduce climate-related impacts where relevant.

**Trade association**

Outdoor Industry Association

**Is your position on climate change consistent with theirs?**

Consistent

**Please explain the trade association's position**

The Outdoor Industry Association (OIA) is committed to helping our industry identify and implement best practices in environmental and social responsibility. We recognize the critical role that collaboration plays in these efforts. In 2007, OIA established the OIA Sustainability Working Group (SWG), the result of several leading outdoor companies recognizing that they could make meaningful progress by working together on shared issues throughout their global supply chains. As of FY2021, VF's The North Face® brand, Smartwool® brand, and Timberland® brand remain actively involved in the OIA SWG, which has recently been renamed the OIA Climate Action Corps.

**How have you influenced, or are you attempting to influence their position?**

The VF Vice President of Global Sustainability, Responsibility and Trade is a member of OIA's Sustainable Business Innovation Board Committee, and many employees across the VF enterprise actively work with the OIA to advance policies that reduce climate-related impacts where relevant. Additionally, as a member of the OIA Climate Action Corps, participating VF Brands join more than 80 outdoor industry companies in measuring, reducing, and sharing their GHG emissions reduction initiatives.

**C12.3f**

**(C12.3f) What processes do you have in place to ensure that all of your direct and indirect activities that influence policy are consistent with your overall climate change strategy?**

VF senior leadership is engaged and supportive of our Climate Change policy engagement. VF's Sustainability and Responsibility 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 posed is 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.

## C12.4

**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

**Publication**

In mainstream reports

**Status**

Complete

**Attach the document**

VF 2020 10K.pdf

**Page/Section reference**

Strategy: pg. 6 Emission targets: pg. 6 Other Metrics: pg. 6

**Content elements**

Strategy  
Emission targets  
Other metrics

**Comment**

VF publishes information on its sustainability strategy, emission targets, and other metrics (renewable energy, sustainable material targets and innovations) within our annual mainstream report.

**Publication**

In voluntary sustainability report

**Status**

Underway – previous year attached

**Attach the document**

VF+2018+Made+for+Change+report.pdf

**Page/Section reference**

Governance: pg. 27 Strategy: pg. 5-9 Emissions targets: pg. 15 Other metrics: pg. 15-16 Emissions figures: pg. 35

**Content elements**

Governance  
Strategy  
Emissions figures  
Emission targets  
Other metrics

**Comment**

VF currently publishes CSR (Sustainability & Responsibility) reports on a biennial basis. Our 2018 report, published in December 2019, is included as the latest publication. We plan to publish our next sustainability report in the fall of 2021.

## C15. Signoff

### C-FI

**(C-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.**

### C15.1

**(C15.1) Provide details for the person that has signed off (approved) your CDP climate change response.**

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

## SC. Supply chain module

### SC0.0

**(SC0.0) If you would like to do so, please provide a separate introduction to this module.**

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	9238830000

SC0.2

(SC0.2) Do you have an ISIN for your company that you would be willing to share with CDP?

Yes

SC0.2a

(SC0.2a) Please use the table below to share your ISIN.

	ISIN country code (2 letters)	ISIN numeric identifier and single check digit (10 numbers overall)
Row 1	US	US91820410

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Diversity of product lines makes accurately accounting for each product/product line cost ineffective	Our manufacturing facilities produce goods across several brand lines. Allocation of unit operations, and their emissions, is a hurdle that VF has not yet overcome, but expects to in the near future.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

In the near future, VF aims to develop internal procedures and data streams to track how different brand products are manufactured and pass through the supply chain. Once VF is able to allocate those products to specific emissions (Scope 1, 2 or 3), then we will be better informed to report customer allocations.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

(SC4.1) Are you providing product level data for your organization's goods 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, I will submit the Supply Chain questions now

**Please confirm below**

I have read and accept the applicable Terms