



VF STAKEHOLDER ENGAGEMENT

VF recognizes we cannot achieve our goals alone and value our partnerships, collaboration and external engagement. At VF, we collaborate with relevant stakeholders in the creation and implementation of our strategies and programs. This includes regularly engaging with numerous external organizations to guide and support key aspects of our Made for Change strategy, including human rights and climate change.

VF interacts with a wide range of stakeholder groups, including non-governmental organizations (NGOs), local and national governments, community groups, and multi-brand and multi-stakeholder initiatives. We define stakeholders as those who affect or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, civil society, factory workers, communities and governments. Our stakeholders hold us accountable, help us enhance our strategies, provide insight into and opportunities to overcome persistent barriers to progress, inform VF of continuous improvement opportunities, and create and share best practices. We engage with stakeholders via collaborative partnerships, signing onto and participating in joint industry and cross-industry initiatives, and joining various certification programs.

In addition to aligning our reporting with internationally recognized frameworks, VF provides extensive information online. We believe transparent disclosure of our efforts allows our stakeholders to better understand the most material and pressing topics we believe impact our business or can be influenced through our business decisions. We continually refine our stakeholder engagement strategy with the view of delivering maximum shared value for VF and our stakeholders.

STAKEHOLDER MAPPING AND MATERIALITY ASSESSEMENT

In 2019, VF partnered with Business for Social Responsibility (BSR) to elevate our knowledge of the stakeholder universe across key sustainability and responsibility topics. The result of this partnership allowed VF to identify a continuum of approaches to meaningful strategic engagement.

In parallel with the stakeholder mapping effort described above, VF enhanced our materiality assessment, allowing us to prioritize actual or potential impacts on VF's operations and performance. This assessment also highlighted VF's ability to influence positive change related to certain topics. The materiality assessment process included engaging of over 70 people across various stakeholder groups, including investors, governments, customers, suppliers and thought leaders.

Stakeholder mapping and materiality assessment guides VF in prioritizing the most important sustainability topics for our business and stakeholders. Moreover, these efforts drive VF's focus to engage external parties, align objectives of our business, inform our strategic planning, and enhance our communications.