Effective Date: January 1, 2023
Owner: VF Privacy Office

Notice at Collection of Privacy Practices and of Electronic Monitoring
North America

VF Corporation, including its subsidiaries, divisions, and affiliated organizations or corporations (the "Company"), is providing you with this Notice of Privacy Practices ("Notice") to inform you about:

1. The categories of Personal Information (defined below) that the Company collects about applicants, employees, independent contractors, and directors;
2. The purposes for which the Company uses that Personal Information;
3. The length of time the Company intends to retain each category of personal information, including Sensitive Personal Information;
4. Whether this information will be sold or shared; and
5. The Company's electronic monitoring practices.

Assistance for Disabled Individuals

Alternative formats of this Notice are available to individuals with a disability who require an accommodation. Please contact MyHR@vfc.com or call (800) 576-9501 for assistance.

Important Definitions:

For purposes of this Notice, "**Personal Information**" means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its employees or contractors in their capacity as the Company's employees or independent contractors, as applicable. Personal Information does not include information that is lawfully made available from federal, provincial, state, or local government records.

For purposes of this Notice, "**Sensitive Personal Information**" means personal information that reveals (a) a person's social security, driver's license, state identification card, or passport number; (b) a person's account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; (c) a person's precise geolocation; (d) a person's racial or ethnic origin, religious or philosophical beliefs, or union membership; (e) the contents of a person's mail, email, and text messages unless the Company is the intended recipient of the communication; (f) a person's genetic data; (g) the processing of biometric information for the purpose of uniquely identifying an employee or contractor; (h) information about a person's or contractor's health; or (i) information about a person's sex life or sexual orientation.

For purposes of this Notice, "**sell**," "**selling**," "**sale**," or "**sold**,'' means selling, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a person's personal information by the Company to a third party for monetary or other valuable consideration.

For purposes of this Notice, "**share**," "**shared**," or "**sharing**" means sharing, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a person's personal information by the Company to a third party for cross-context behavioral advertising, whether or not for monetary or other valuable consideration, including transactions between The Company and a third party for cross-context behavioral advertising for the benefit of the Company in which no money is exchanged.

Please be advised that this Notice is for informational purposes only and has no effect on any relationship each individual has with the Company. This Notice in no way creates or modifies any employment relationship with the Company.

1. Electronic Monitoring

1.1 The Company does engage in electronic monitoring, which includes the monitoring of transactions and information other than personal information. The Company electronically monitors the following: productivity levels and percentages in distribution centers, chats and internet activity, workplace safety postures, telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems, access to facilities, movements of persons within facilities.

1.2 This electronic monitoring applies to company-issued devices, personal devices used for work purposes and audio-visual while the employees are in the workplace.

1.3 Please refer to section 7 for the purposes and uses of such information.

2. Identifiers and Professional or Employment-Related Information

2.1 Sensitive Personal Information Collected: The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, unique personal identifier, telephone number, e-mail address, Social Security number, signature, online identifier, Internet Protocol address, bank account name and number for direct deposits, driver's license number or state identification card number, passport number, credit card number, and debit card number.

Professional or Employment-Related Information: compensation, bonuses, equity grants, pensions, benefits, attendance, evaluations, performance reviews, discipline, personnel files, expenses, education, corporate credit card details, membership in professional organizations, professional certifications, work eligibility in order to comply with legal requirements, and current and past employment history.

2.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

2.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees, contractors, and beneficiaries of its benefit plans.

2.4 Purposes of Use:

Managing Personnel:

- To manage personnel and employment matters
- To set up a personnel file
- To administer compensation, bonuses, equity grants, other forms of compensation, and benefits
- To manage vacation, sick leave, and other leaves of absence
- To provide training and ensure training is completed
- To evaluate job performance and consider employees for other internal positions
- To develop a talent pool and plan for succession
- Career development activities
- To conduct employee surveys
- To engage in crisis management
- To fulfill recordkeeping and reporting responsibilities
- To make decisions about our human resources offerings and programs (such as Employee Resource Groups) to align with the demographics of our associates
- To maintain an internal employee directory and for purposes of identification
- To facilitate communication, interaction and collaboration among employees
- To arrange team-building and other morale-related activities
- To manage employee-related emergencies, including health emergencies
- To promote the Company as a place to work
- To arrange and manage Company-sponsored events and public service activities
- Workforce reporting and data analytics/trend analysis
- To design employee retention
- To analyze the demographics of our associates

Monitoring, Security, And Compliance:

- To monitor use of Company information systems and other electronic resources
- To conduct internal audits
- To conduct internal investigations
- To comply with legal and contractual obligations to which the Company is subject
- To administer the Company's whistleblower hotline
- To protect the safety and security of the Company's facilities, property, data, employees, and customers
- To report suspected criminal conduct to law enforcement and cooperate in investigations

Conducting Our Business:

- For communications with prospective, current, and former customers
- To make business travel arrangements (including visas and assignments)
- To engage in project management
- To manage business expenses and reimbursements
- To promote the business
- To provide a directory and contact information for prospective and current customers and business partners

3. Other Categories of Sensitive Personal Information Categories

The Company collects categories of Sensitive Personal Information (other than those already listed in "Identifiers," above) as follows for the purposes listed below:

- Photograph and physical description: (a) for security and internal identification purposes, and (b) to identify employees to co-workers, prospective and current customers, and other third parties; (c) for Company promotion and/or advertisements; and (d) for internal training purposes (with employee consent).

- Medical information: (a) to the extent necessary to comply with the Company's legal obligations, such as to accommodate disabilities; (b) to conduct an analysis in accordance with the Americans with Disabilities Act; (c) for workers' compensation purposes; (d) for occupational health observations; (e) for occupational health and safety compliance and recordkeeping; (f) to conduct fitness-for-duty examinations; (g) to provide a wellness program (to the extent the information is not covered by ERISA or HIPAA); (h) to suggest benefit programs that may be of interest to you; (i) to manage the effectiveness of our benefits programs; (j) to ensure a safe workplace and to comply with state and federal health and safety regulations; and (k) to respond to an employee's medical emergency.

HIPAA Information: VF Corporation collects certain information on behalf of the VF Employee Health & Welfare Plan to administer group health, dental, vision, pharmacy benefits, health FSA, EAP, healthcare reimbursement arrangements (HRAs), and long-term care plans, which are not covered by this disclosure. For information regarding the collection and use of protected health information in connection with the VF Employee Health & Welfare Plan, please contact the HIPAA Privacy Officer.

4. Characteristics of Protected Classifications under State or Federal Law

4.1 Sensitive Personal Information Collected: The Company collects information about race, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California's and/or State equivalent Fair Employment and Housing Act(s) in the United States and any federal or provincial equivalents, including but not limited to the Employment Standards Act and the Ontario Human Rights Code. The Company also collects the following characteristics (in addition to those listed above) for its diversity and inclusion programs: (a) religion (includes dress and grooming practices and encompasses all aspects of religious belief, observance and practice); (b) sex (includes gender, pregnancy, childbirth, breastfeeding, or related medical conditions; also, sexual orientation); (c) disability; (d) gender identity; (e) gender expression; (f) marital status; (g) age; (h) familial status.

4.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

4.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its

employees and contractors.

4.4 Purposes of Use: The Company also uses this category of Sensitive Personal Information for purposes including: disability, familial status, marital status, and pregnancy, childbirth, breastfeeding, and related medical conditions as necessary to comply with the Family Medical Leave Act and applicable state law; military and veteran status as necessary to comply with leave requirements under applicable law; age incidentally to the use of birth date for birthday celebrations and identity verification; religion and pregnancy, childbirth, breastfeeding, and related medical conditions as necessary for accommodations under applicable law; protected classifications, such as national origin, to the extent this information is contained in document that you provide in I-9 documentation, for retention as necessary for I-9 compliance; and marital status and familial status as necessary to provide benefits and for tax purposes.

4.5 The Company collects this category of Personal Information on a purely voluntary basis and uses the information only in compliance with applicable laws and regulations.

5. Commercial Information. This category refers only to Personal Information, including Sensitive Personal Information, collected about individuals in their capacity as an applicant, employee, contractor, or director. The Company collects information about customers in their capacity as a customer pursuant to the consumer privacy policy statement, which is on the Company's websites.

5.1 Personal Information Collected: The Company collects commercial information including the following: records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies. The Company may collect information regarding utilization of Company-sponsored childcare services.

5.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

5.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

5.4 Purposes of Use: Reimbursement of business expenses, auditing, data security, preventing illicit activity, providing services, research and development, error prevention, quality assurance and improvement, product and service training, order fulfillment, marketing/advertising, tax reporting, managing the use and effectiveness of employee benefits, and monitoring the use of employee discounts.

6. Biometric Information

6.1 Sensitive Personal Information Collected: The Company collects biometric information, including the following: fingerprints and facial imagery.

6.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

6.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

6.4 Purposes of Use: To control access to secure facilities, to monitor the use of Company information systems and other electronic resources or information systems, to protect the safety and security of the Company's facilities, and to evaluate job candidates.

7. Internet or Other Similar Network Activity. Please be advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means.

7.1 Personal Information Collected: The Company collects information about employees' use of the Internet or other similar network activity, including the following: browsing history, search history, log in/out and activity on the Company's electronic resources, and information regarding an employee's interaction with an Internet web site, application, or advertisement, and publicly available social media activity.

7.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

7.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

7.4 Purposes of Use: To monitor use of the Company's information systems and other electronic resources or information systems, to conduct internal audits, to conduct internal investigations, to protect the safety and security of the Company's facilities, data, and customers, to evaluate organization health and culture, and to impose discipline.

8. Geolocation Data

8.1 Sensitive Personal Information Collected: The Company collects geolocation data, including the following: (a) information that can be used to determine a mobile device's physical location; (b) information that can be used to determine a vehicle's physical location (such as a VF-owned vehicle); and (c) information that can be used to determine an employee's physical location, for example, through a radio frequency identification (RFID) chip in a security badge.

8.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

8.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

8.4 Purposes of Use: To assist with routing, to confirm that an employee has arrived and left an off-site work location when scheduled, to track the progress of deliveries and similar transportation, for customer service purposes, to provide training, to manage

employee-related emergencies, to monitor the safety of an employee, to monitor compliance with Company policies, and to determine whether to discipline employees.

9. Sensory or Surveillance Data

9.1 Personal Information Collected: The Company collects sensory or surveillance data, including the following: recordings of customer service telephone calls, employee helpline telephone calls, and footage from video surveillance cameras.

9.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

9.3 Purposes of Use: To protect the safety and security of the Company's facilities and personnel through video surveillance, to monitor compliance with Company policies, to provide training, for quality assurance, and to determine whether to discipline employees.

10. Education Information

10.1 Sensitive Personal Information Collected: The Company collects education information, including the following: academic transcripts, educational discipline records, academic counseling records, and tuition and education expenses.

10.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

10.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

10.4 Purposes of Use: To determine suitability for internal roles and promotions, to determine eligibility for training courses, to administer tuition reimbursement, for tax compliance, and to assist with professional licensing.

11. Profile Data

11.1 Sensitive Personal Information Collected: The Company collects profile data, including the following: inferences drawn from Personal Information to create a profile about an individual reflecting the individual's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

11.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

11.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

11.4 Purposes of Use: Evaluate job candidates, improve collaboration within and among teams, to determine suitability for internal opportunities, and to determine interest in training courses.

12. Background Screening Information

12.1 Sensitive Personal Information Collected: The Company collects background screening information, including results of the following types of background screening: criminal history; sex offender registration; motor vehicle records; credit history; employment history; drug testing; and educational history. This category applies only to information that the Company collects directly; background checks through a consumer reporting agency subject to the federal Fair Credit Reporting Act (typically a background check service provider) are excluded from this Notice.

12.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

12.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

12.4 Purposes of Use: To screen employees for risks to the Company and continued suitability for their jobs and to evaluate employees for internal promotions.

13. Personal Financial Information

13.1 Sensitive Personal Information Collected: The Company (or its service provider) may collect information about employees' personal financial circumstances, directly from you and with your express consent, such as your assets, liabilities, income, expenses, and financial goals.

13.2 Data Retention Period: The Company will not retain personal information or Sensitive Personal Information for each disclosed purpose for which the personal information was collected for longer than is reasonably necessary for that disclosed purpose.

13.3 The Company will not sell or share, as defined in this Notice, the Sensitive Personal Information of its employees and contractors.

13.4 Purposes of Use: To provide employees with financial wellness support services and financial advice.

Purposes Potentially Applicable to Any of The Categories of Personal Information Listed Above

The Company also may use employees' or contractors' Personal Information, including Sensitive Personal Information, to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- To manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, and strategic planning;

- To manage litigation involving the Company, and other legal disputes and inquiries and to

meet legal and regulatory requirements;

- In connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and

- To manage licenses, permits and authorizations applicable to the Company's business operations.

14. Associate Options Regarding Personal Information

14.1 In accordance with applicable laws, current and former VF Corporation employees, job applicants, contingent workers, independent contractors and business contacts who are residents of the United States and Canada may make requests and exercise rights relating to their personal information that has been collected by or on behalf of VF Corporation and its subsidiaries.

14.2 You may submit a privacy request by completing the web form (found here: https://www.vfc.com/employee-privacy-requests), or by one of the following alternative methods, if you prefer:

- Call the VF North America Privacy Office's toll-free number: +1-800-576-9501; or
- Send a completed physical copy of the web form by mail directly to the VF North America Privacy Office at 105 Corporate Center Blvd., Greensboro, NC, USA 28408.

If you have questions regarding this Notice, please contact MyHR@vfc.com or call (800) 576-9501.

If you have provided the Company with personal information about your spouse, dependents, and other beneficiaries, you are responsible for sharing this Notice with them.

This Notice is effective as of January 1, 2023.