W0. Introduction

W0.1

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

V.F. Corporation, founded in 1899, is one of the world's largest apparel, footwear and accessories companies connecting people to the lifestyles, activities and experiences they cherish most through a family of iconic outdoor, active and workwear brands. Unless the context indicates otherwise, the terms "VF," the "Company," "we," "us," and "our" used herein refer to V.F. Corporation and its consolidated subsidiaries. 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 included the following brands: Red Kap®, VF Solutions®, Bulwark®, Workrite®, Walls®, Kodiak®, Work Authority® and Horace Small®. As stated in the VF FY2021 Form 10-K, during the three months ended March 2020, the Company determined that the Occupational Workwear business met the held-for-sale and discontinued operations accounting criteria. Accordingly, all 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, national chains, mass merchants, department stores, 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 ecommerce 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.

W0.2

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

<table>
<thead>
<tr>
<th>Reporting year</th>
<th>Start date</th>
<th>End date</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1 2020</td>
<td>March 31 2021</td>
<td></td>
</tr>
</tbody>
</table>
Select the countries/areas for which you will be supplying data.

Australia
Austria
Bangladesh
Belgium
Brazil
Cambodia
Canada
Chile
China
Denmark
Dominican Republic
Egypt
El Salvador
France
Germany
Greece
Haiti
Honduras
Hungary
India
Indonesia
Ireland
Israel
Italy
Japan
Kenya
Latvia
Malaysia
Mexico
Netherlands
New Zealand
Norway
Pakistan
Panama
Peru
Poland
Portugal
Puerto Rico
Republic of Korea
Russian Federation
Singapore
Slovakia
South Africa
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

Select the currency used for all financial information disclosed throughout your response.
USD

Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.
Companies, entities or groups over which operational control is exercised

Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?
No
W1. Current state

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

<table>
<thead>
<tr>
<th>Direct use importance rating</th>
<th>Indirect use importance rating</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sufficient amounts of good quality freshwater available for use</td>
<td>Not very important</td>
<td>In our direct use, sufficient amounts of good quality freshwater available for use is not a very important input, as defined by CDP, for our direct business operations. This importance rating was chosen because the primary use of good quality freshwater in VF facilities (e.g. offices, retail, distribution centers, and owned-and-operated manufacturing sites such as cut-and-sew factories) is for water, sanitation, and hygiene (WASH) services. Access to sufficient amounts of good quality freshwater is still a local issue in some regions where we operate and is therefore, in this regard, important to VF; however, it is not a key component of our direct business operations. This importance rating for direct use is unlikely to change for VF’s existing owned-and-operated facilities; however, future mergers and acquisitions may alter VF’s operational dependency on freshwater. In our indirect use, sufficient amounts of good quality freshwater available for use is a vital input, as defined by CDP, with the VF supply chain as access to good quality freshwater is a key component of growing raw materials and some supplier operations. This importance rating was chosen because the primary use of good quality freshwater in our indirect operations includes, cultivation of cotton crops, key supplier operations (e.g. dying), and worker health and sanitation. Lack of access to sufficient amounts of freshwater could compromise future production and possibly increase the cost of goods sold (COGS) for VF. The importance rating for indirect use is unlikely to change for VF’s existing business segments and product lines, however, future mergers and acquisitions may alter VF’s dependency on freshwater.</td>
</tr>
<tr>
<td>Sufficient amounts of recycled, brackish and/or produced water available for use</td>
<td>Not important at all</td>
<td>In our direct use, the availability of recycled, brackish, and/or produced water is not important at all, as defined by CDP; to VF direct operations. This importance rating was chosen because following the successful spin-off of the Jeanswear business segment in 2018, recycled, brackish, and/or produced water is no longer used as an input in our direct operations as our remaining owned-and-operated manufacturing facilities are primarily cut and sew factories with very minimal water consumption rates. The importance rating for direct use is unlikely to change for VF’s existing owned-and-operated facilities; however, future mergers and acquisitions may alter VF’s operational use of recycled, brackish, and/or produced water. In our indirect use, the availability of recycled, brackish, and/or produced water is neutral, as defined by CDP, for VF’s indirect operations. This importance rating was chosen because there is relatively small evidence of VF suppliers tracking the use of recycled or brackish water in the cultivation of cotton and/or the manufacturing of our products. The primary use of recycled, brackish, and/or produced water in our indirect operations is as an input in the manufacturing of products. This importance rating is unlikely to change for VF’s existing business segments and product lines, though as water becomes more costly, it is possible that recycled water will be used in our supply chain.</td>
</tr>
</tbody>
</table>

W1.4 (W1.4) Do you engage with your value chain on water-related issues?
Yes, our suppliers
Yes, our customers or other value chain partners

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

Row 1

% of suppliers by number

51-75

% of total procurement spend

76-100

Rationale for this coverage
Through the Higg Facility Environmental Module (FEM), VF collected data on water-issues from more than 500 Tier 1 and Tier 2 suppliers in CY2020. Suppliers are requested to indicate sources of water supply and track water risk through WRI and WWF tools. The initial selection of suppliers to report through the Higg FEM was based on procurement spend and strategic importance to the company. VF has since developed internal goals to expand Higg FEM coverage, and now requests all Tier 1 and Tier 2 suppliers to complete the Higg FEM on an annual basis. Suppliers are incentivized to report through the incorporation of Higg FEM scores into procurement scorecards, for specific VF operating regions, suppliers are financially incentivized to complete the Higg FEM assessment as participation will increase the suppliers performance on their VF procurement scorecard. Additionally, all in-scope suppliers using 50 cubic meters of process water or more per day fall within the scope of VF’s Global Wastewater Discharge Standards.

Impact of the engagement and measures of success
Through frequent supplier engagement, VF is able to measure success towards key internal and external targets with water data provided by suppliers through the Higg FEM. Surveyed suppliers are asked to report a variety of data points, including: facility-level water consumption, facility-level wastewater discharge, potential water-stress risks, and management processes on an annual basis. Higg FEM supplier scores, including water-related scores, are used by the VF supply chain sustainability team to track against internal Higg FEM supplier performance goals. For example, in the CY2020 Higg FEM, verified VF suppliers achieved an average performance score of 58 for water and 50 for wastewater (out of 100). Additionally, supplier water data is used internally by the VF supply chain sustainability team to assess potential water-related environmental risks.

Comment
As noted in W0.2, the reporting scope of this disclosure is for FY2021 and data from FY2021 is provided when available, 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.

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

**Type of engagement**
Onboarding & compliance

**Details of engagement**
Inclusion of water stewardship and risk management in supplier selection mechanism
Requirement to adhere to our code of conduct regarding water stewardship and management

**% of suppliers by number**
76-100

**% of total procurement spend**
76-100

**Rationale for the coverage of your engagement**
VF supplier factories are audited on an annual basis against the VF Facility Guidelines by the VF Sustainable Operations team or accredited third parties. All VF authorized facilities must comply with all laws and regulations relating to environmental protection in the countries in which they operate. Facilities must have policies and procedures in place to ensure environmental impacts are minimized with respect to water and other significant environmental risks. Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and sub-contractors. Audits cover a variety of water-related issues, including for suppliers that discharge industrial wastewater, the confirmation that all wastewater (including domestic and process water) is treated before discharging into the natural environment. In FY2021, 100% of facilities were determined to be compliant with the VF Global Wastewater Discharge Standards.

**Impact of the engagement and measures of success**
An outcome of this engagement that is beneficial to VF is supplier compliance with the VF Facility Guidelines’ Environmental Principle, which consists of audit protocols to limit environmental degradation of local community waterways. Successful engagement is defined as supplier awareness of our standards and compliance principles. Metrics used to measure successful engagement include the percentage of authorized facility audits completed annually and the percentage of facilities that are determined to be compliant with the VF Global Wastewater Discharge Standards, 100% in FY2021. An additional beneficial outcome of this engagement includes the risk mapping of wastewater discharge throughout our supply chain, which VF uses as advanced insights on the potential environmental impacts of our global supplier network.

**Comment**

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W1.4c

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

VF recognizes we cannot achieve our goals alone and value our partnerships, collaboration and external engagement. At VF, we collaborate with relevant stakeholders in the creation and implementation of our strategies and programs. This includes regularly engaging with numerous external organizations to guide and support key aspects of our Made for Change strategy. In CFY2020, VF partnered with 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. Within our value chain, VF engages with suppliers, factory workers, and customers where there are opportunities for shared interest and a collaborative approach to driving more significant change. Company-specific examples of value chain engagement include: NGO partnerships (e.g. Clean by Design, etc.), customer-focused campaigns, and direct engagement with suppliers on water stewardship through the Higg FEM self-assessment. Company example: VF’s icebreaker® brand teamed up with ocean-advocate, Ben Lecomte, to raise consumer awareness on the negative impacts of microplastic pollution in the ocean. This partnership resulted in the Vortex Swim project, a 350 nautical miles swim across the Pacific Ocean to collect approximately 45,000 microplastic samples. icebreaker® engaged consumers in the project by hosting a live tracker and blog of the Vortex Swim on their website and publishing educational material on the negative impacts of textile-microfibers on the ocean. The success of this project was measured by the total number of customers engaged through coverage of the Vortex Swim project to raise awareness for the impact of microplastics on the ocean.

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W2. Business impacts

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W2.1

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

No

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W2.2

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

No

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W3. Procedures

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W3.3
Does your organization undertake a water-related risk assessment?
Yes, water-related risks are assessed

W3.3a

Select the options that best describe your procedures for identifying and assessing water-related risks.

Direct operations

Coverage
Partial

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

Frequency of assessment
Annually

How far into the future are risks considered?
1 to 3 years

Type of tools and methods used
Tools on the market
Enterprise Risk Management

Tools and methods used
WRI Aqueduct
WWF Water Risk Filter

Comment

Supply chain

Coverage
Full

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

Frequency of assessment
Annually

How far into the future are risks considered?
3 to 6 years

Type of tools and methods used
Tools on the market

Tools and methods used
WRI Aqueduct
WWF Water Risk Filter

Comment

Other stages of the value chain

Coverage
Partial

Risk assessment procedure
Water risks are assessed as a standalone issue

Frequency of assessment
Every two years

How far into the future are risks considered?
3 to 6 years

Type of tools and methods used
Tools on the market

Tools and methods used
WRI Aqueduct
Maplecroft Global Water Security Risk Index

Comment

W3.3b
### W3.3c Which of the following contextual issues are considered in your organization’s water-related risk assessments?

<table>
<thead>
<tr>
<th>Relevance &amp; Inclusion</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water availability at a basin/catchment level</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Water quality at a basin/catchment level</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Stakeholder conflicts concerning water resources at a basin/catchment level</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Implications of water on your key commodity/raw materials</td>
<td>Relevant, sometimes included</td>
</tr>
<tr>
<td>Water-related regulatory frameworks</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Status of ecosystems and habitats</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Access to fully-functioning, safely managed WASH services for all employees</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Other contextual issues, please specify</td>
<td>Please specify</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Relevance &amp; Inclusion</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customers</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Stakeholder Category</td>
<td>Relevance and Inclusion</td>
</tr>
<tr>
<td>---------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>Employees</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Investors</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Local communities</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>NGOs</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>River basin management authorities</td>
<td>Relevant, not included</td>
</tr>
<tr>
<td>Suppliers</td>
<td>Relevant, always included</td>
</tr>
<tr>
<td>Water utilities at a local level</td>
<td>Relevant, not included</td>
</tr>
</tbody>
</table>

Please select Please explain
(W4.3d) Describe your organization’s process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

VF has a robust process for identifying and assessing climate-related risks. We assess climate-related risks, such as transitional and physical on risks, on our direct operations and value chain frequently for both current and future (>6 years) risks. While the frequency of monitoring varies with the risk (i.e., supply chain continuity is assessed more frequently than water-related risks), in general these assessments occur every 6-12 months or more frequently. At a company-level, we identify and assess risks as part of strategy planning. 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.

Within this enterprise-level framework, water-related issues are integrated into several assessments across the company and results are utilized to inform the internal decision-making process of identifying and responding to potential water-related risks. Examples of assessments and tools used include, but are not limited to the following.

- **W4.1** Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?
  - Yes, only in our value chain beyond our direct operations

- **W4.1a** How does your organization define substantive financial or strategic impact on your business?
  - Our definition of substantive financial risk, as it relates to any of the climate-related risks mentioned below, would be any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical climate risk, regulatory or reputational risk. Strategic risks include impacts that have a reputational impact to our brand(s), a lower probability threshold, and/or do not meet the financial threshold as defined above. The risks disclosed in this report meet the conditions for strategic risk but do not meet the threshold for substantive financial risk.

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

<table>
<thead>
<tr>
<th>Total number of facilities exposed to water risk</th>
<th>% company-wide facilities this represents</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Row 1</td>
<td>206</td>
<td>6-50</td>
</tr>
<tr>
<td></td>
<td>The facility cited are located within VF’s indirect operations and are identified through the use of assessment tools such as the WRI Aqueduct Risk Atlas and the WWF Water Risk Filter as a part of the Higg FEM assessment.</td>
<td></td>
</tr>
</tbody>
</table>

- **W4.1c** By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?
(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

| Viet Nam | Saigon |

Stage of value chain
Supply chain

Type of risk & Primary risk driver

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

Primary potential impact
Company brand damage

Company-specific description
Increased impacts from water-related risks in VF’s supply chain could have a strategic impact on our business as negative stakeholder feedback may cause reputational damage to the company and our brands. Examples of these risks could include environmental degradation from the discharge of untreated industrial wastewater and/or reduced access to potable water in the surrounding communities due to industrial wastewater pollution. In CY2020, VF assessed water stress for key suppliers and determined that over 200 are located in extremely high-to-high at-risk locations; 30% of these at-risk suppliers are located in Vietnam, 18% in China, 10% in Bangladesh, and 9% in India. The primary potential impact of increased stakeholder concern or negative stakeholder feedback in our supply chain is company brand damage.

Timeframe
4-6 years

Magnitude of potential impact
Medium-low

Likelihood
About as likely as not

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure - minimum (currency)
<Not Applicable>

Potential financial impact figure - maximum (currency)
<Not Applicable>

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

Primary response to risk
Supplier engagement

Description of response
Through the Higg FEM, VF requests key Tier 1 and Tier 2 suppliers to report on water use and industrial wastewater discharge on an annual basis. This process promotes increased due diligence and reporting on water issues within the VF supply chain. Through the Higg FEM, suppliers are requested to track water withdrawal and wastewater discharge data, assess the current water-stress of their operating region, develop targets for water reduction and action plans focused on achieving water reduction targets. In an effort to increase responsible natural resource management within our supply chain, VF provides Higg FEM training to suppliers around the globe, which includes training on the water components of the Higg FEM. Since 2018, the VF supply chain sustainability team has trained over 1,000 factory representatives, across 399 supplier facilities, on the implementation of environmental best practices for manufacturing.

Cost of response
60000

Explanation of cost of response
VF annual membership with the Sustainable Apparel Coalition (SAC), sixty-thousand dollars, includes access to the Higg FEM which is used to both assess and mitigate water-related risks within our supply chain on an annual basis.

W4.2b

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

<table>
<thead>
<tr>
<th>Primary reason</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risks exist, but no substantive impact anticipated</td>
<td>VF evaluates water risks through stand-alone global water risk assessments, encompassing global supply chain (including owned operations) risk assessments as well as initial site assessments when opening a new facility. The findings of these risk assessments point to limited financial risk for the direct operations of our organization.</td>
</tr>
</tbody>
</table>
(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?
Yes, we have identified opportunities, and some/all are being realized

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

- **Type of opportunity**
  - Efficiency

- **Primary water-related opportunity**
  - Improved water efficiency in operations

- **Company-specific description & strategy to realize opportunity**
  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.

- **Estimated timeframe for realization**
  1 to 3 years

- **Magnitude of potential financial impact**
  Low-medium

- **Are you able to provide a potential financial impact figure?**
  Yes, a single figure estimate

- **Potential financial impact figure (currency)**
  650,000

- **Potential financial impact figure – minimum (currency)**
  <Not Applicable>

- **Potential financial impact figure – maximum (currency)**
  <Not Applicable>

- **Explanation of financial impact**
  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 - $800,000 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. 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 Index. 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.

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(W6.1) Does your organization have a water policy?
Yes, we have a documented water policy that is publicly available
(W6.1a) Select the options that best describe the scope and content of your water policy.

<table>
<thead>
<tr>
<th>Scope</th>
<th>Content</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company-wide</td>
<td>Description of business dependency on water</td>
<td>VF’s Global Wastewater Discharge Standards, in alignment with the Business for Social Responsibility (BSR) standards, commits to the long-term health of the planet and people, now and for future generations and acknowledges the importance which water plays. All vendors are subject to our compliance audit program and if using 50 cubic meters per day or more of process water are required to comply with the Standard. When an audit is being completed, VF looks to determine whether local water regulations are followed, wastewater analysis by a certified third-party laboratory are completed, and all reports are submitted every six months to VF. In the case that the water standards are not met, they are then placed on a Corrective Action Plan. The target testing parameters set forth for suppliers can be found on page five of the Standards and all sites are required to have a domestic sewage treatment and must not discharge any untreated water directly into the local waterways. VF strives to achieve a target of 100% compliance with all global supplier policies on an annual basis. Progress against these targets are communicated in VF’s public sustainability and responsibility disclosures, including water-related compliance. In FY2021, 100% of VF’s in-scope suppliers were found to be compliant with the VF Global Wastewater Discharge Standards, an improvement over 97% compliance in FY2020. Additionally, VF Corporation’s Human Rights Commitment, a public company-wide policy, acknowledges water as a human right and is committed to ensuring access to clean water throughout our supply chain, including returning clean water into the communities and villages where our production takes place.</td>
</tr>
<tr>
<td></td>
<td>Description of water-related standards for procurement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Reference to international standards and widely-recognized water initiatives</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Company water targets and goals</td>
<td>Commitments beyond regulatory compliance</td>
</tr>
<tr>
<td></td>
<td>Acknowledgement of the human right to water and sanitation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recognition of environmental linkages, for example, due to climate change</td>
<td>Other, please specify (Wastewater Standards Policy)</td>
</tr>
</tbody>
</table>

W6.2

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

Yes

W6.2a

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

<table>
<thead>
<tr>
<th>Position of individual</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officer (CEO)</td>
<td>VF’s Chairman, President and CEO reports to the VF Board of Directors regarding VF’s environmental impacts, which includes progress towards the sustainability goals and strategies to embed climate change risks and opportunities in the business as well as our material impacts. The Chairman, President and CEO is also a member of VF’s Executive Leadership Team Corporate Responsibility Working Group which has oversight for enterprise-wide sustainability and responsibility issues, including water, and reports to the VF Board of Directors and the Board Governance and Corporate Responsibility Committee annually. In FY2021, a water-related decision made by VF’s Chairman, President and CEO was the review and approval of VF’s new enterprise-wide sustainability strategy, which features three strategic pillars that have impacts on water security: materials, circularity, and packaging. The Chairman, President and CEO also approved VF signing onto the ‘Business for Nature Call to Action’ in FY2021.</td>
</tr>
</tbody>
</table>

W6.2b

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

<table>
<thead>
<tr>
<th>Frequency that water-related issues are a scheduled agenda item</th>
<th>Governance mechanisms into which water-related issues are integrated</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scheduled - some meetings</td>
<td>Monitoring implementation and performance Reviewing and guiding risk management policies Reviewing and guiding corporate responsibility strategy</td>
<td>VF’s Chairman, President and CEO reports to the VF Board of Directors regarding VF’s environmental impacts, which includes progress towards the sustainability goals and strategies to embed climate change risks and opportunities in the business as well as our material impacts. The Chairman, President and CEO is also a member of VF’s Executive Leadership Team Corporate Responsibility Working Group which has oversight for enterprise-wide sustainability and responsibility issues, including water, and reports to the VF Board of Directors and the Board Governance and Corporate Responsibility Committee annually. In FY2021, VF’s new enterprise-wide sustainability strategy was reviewed and approved by the VF board of Directors.</td>
</tr>
</tbody>
</table>
(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

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

Responsibility
Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues
Half-yearly

Please explain
The VP of Global Sustainability, Responsibility and Trade at VF oversees Product Stewardship, Responsible Sourcing & Environmental Sustainability for corporate, retail facilities, and the supply chain. The VP, Global Sustainability, Responsibility and Trade reports to VF’s Executive VP of Supply Chain, a member of the Executive Leadership Team. Sustainability is embedded within the business function of supply chain because the greatest risk for climate-related impact and opportunity for risk mitigation lies within this part of VF’s value chain. That is, the materials used in VF’s products, and the manufacturing and finishing of products in contracted facilities represent the majority of climate-related impacts, including water-related risks, across the organization. In FY2021, a water-related responsibility of this individual included the approval of VF’s revised Global Wastewater Standards and new enterprise-wide environmental sustainability strategy.

W6.4

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

<table>
<thead>
<tr>
<th>Provide incentives for management of water-related issues</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>No, and we do not plan to introduce them in the next two years</td>
<td></td>
</tr>
</tbody>
</table>

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?
Yes, direct engagement with policy makers
Yes, trade associations

W6.5a

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

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

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?
No, and we have no plans to do so

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

<table>
<thead>
<tr>
<th>Long-term business objectives</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, water-related issues are integrated</td>
<td>Good quality freshwater availability is integrated into our long-term objectives. Significant changes in water availability and water-related naturally occurring events (e.g. drought) could have a strategic impact on the company’s ability to source key raw commodities at a stable price, such as cotton. Therefore, the Global Sustainability and Responsible Sourcing team within VF’s supply chain department closely monitors and assesses potential risks, such as reduced water availability, that may impact the company’s long-term business objectives. One of the strategic pillars of VF’s new environmental sustainability strategy is sustainable materials, which aligns with VF’s long-term materials vision that our top nine materials will originate from regenerative, responsibly sourced renewable, or recycled sources by 2030. This goal supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. An example of how water-related issues have been integrated into the business strategy is in FY21 VF’s Chairman, President and CEO approved the creation of sustainability-linked performance goals for all VF associates at the director-level and above. The goals are tied to the company’s sustainability strategy which focuses on three key pillars of impact, including sustainable raw materials.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy for achieving long-term objectives</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, water-related issues are integrated</td>
<td>Good quality freshwater availability is integrated into our long-term objectives. Significant changes in water availability and water-related naturally occurring events (e.g. drought) could have a strategic impact on the company’s ability to source key raw commodities at a stable price, such as cotton. Therefore, the Global Sustainability and Responsible Sourcing team within VF’s supply chain department closely monitors and assesses potential risks, such as reduced water availability, that may impact the company’s long-term business objectives. One of the strategic pillars of VF’s new environmental sustainability strategy is sustainable materials, which aligns with VF’s long-term materials vision that our top nine materials will originate from regenerative, responsibly sourced renewable, or recycled sources by 2030. This goal supports the achievement of our long-term business objectives by incentivizing the use of sustainable growing methods which are intended to reduce water stress in key sourcing regions. An example of how water-related issues have been integrated into the business strategy is in FY21 VF’s Chairman, President and CEO approved the creation of sustainability-linked performance goals for all VF associates at the director-level and above. The goals are tied to the company’s sustainability strategy which focuses on three key pillars of impact, including sustainable raw materials.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Financial planning</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, water-related issues are integrated</td>
<td>Potential fluctuations in raw commodity pricing, due to significant changes in water availability and water-related naturally occurring events (e.g. drought), could have a strategic impact on the company's ability to source key raw commodities at a stable price, such as cotton. Therefore, the Global Sustainability and Responsible Sourcing team within VF’s supply chain department works closely with VF’s Global Material Sourcing and Supply Planning teams to closely monitor and assesses potential significant risks linked to market fluctuations, such as those caused in 2011 by reduced water availability, that may impact the company’s long-term business objectives and financial planning.</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Row 1</th>
<th>Water-related CAPEX (+/- % change)</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Anticipated forward trend for CAPEX (+/- % change)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Water-related OPEX (+/- % change)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Anticipated forward trend for OPEX (+/- % change)</td>
<td>0</td>
</tr>
</tbody>
</table>

Please explain

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

<table>
<thead>
<tr>
<th>Use of climate-related scenario analysis</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Row 1</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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

No

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

<table>
<thead>
<tr>
<th>Row 1</th>
<th>Does your company use an internal price on water?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No but we are currently exploring water valuation practices</td>
</tr>
</tbody>
</table>

Please explain

In FY2021, VF engaged with a credible NGO in the field of water stewardship to conduct a water risk analysis in key sourcing regions. A key expected outcome of this analysis is the identification of a financial value for water.
(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

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

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

Target reference number
Target 1

Category of target
Water pollution reduction

Level
Company-wide

Primary motivation
Reduced environmental impact

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

Quantitative metric
% reduction in concentration of pollutants

Baseline year
2016

Start year
2017

Target year
2025

% of target achieved
34

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

Target reference number
Target 2

Category of target
Product water intensity

Level
Company-wide

Primary motivation
Reduced environmental impact

Description of target
All cotton purchased by VF that is not from the U.S. or Australia is grown under a cotton growing sustainability scheme by 2025.

Quantitative metric
Other, please specify (% of cotton sourced from the U.S. or Australia or was grown under a sustainability scheme.)

Baseline year
2016

Start year
2017

Target year
2025

% of target achieved
83

Please explain
Cotton is a significant raw material input for VF brand products and is a highly resource dependent crop that is likely to be impacted by chronic physical risks such as drought. Fluctuations in the price, availability and quality of cotton fabrics used by VF in its manufactured products, or of purchased finished goods, could have an adverse effect on VF’s cost of goods sold or its ability to meet its customers’ demands. Therefore, VF is dedicated to mitigating our risk associated with the potential fluctuation of cotton pricing by supporting sustainable cotton growing methods and committing to increasing the procurement of sustainably sourced raw materials. In FY21, VF sourced cotton from the Better Cotton Initiative, US Cotton Trust Protocol, and similar sustainable cotton growing schemes.
Goal
Providing access to safely managed Water, Sanitation and Hygiene (WASH) in local communities

Level
Business activity

Motivation
Increase freshwater availability for users/natural environment within the basin

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

Baseline year
2016

Start year
2017

End year
2030

Progress
Since 2017, the VF WCD team has engaged with local partners to support the implementation of programs in Bangladesh, Cambodia, India, the Dominican Republic, Vietnam, China, Kenya and Lesotho to reach nearly 300,000 people. As of FY2020, Water and Sanitation-related WCD programs have reached close to 100,000 facility workers and community members. The indicator used to assess progress towards this goal is the number of individuals reached through WCD programs on an annual basis and the assigned threshold of success is 2 million workers.

W9. Verification

W9.1

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

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

W10. Sign off

W-FI

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

W10.1

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

<table>
<thead>
<tr>
<th>Row</th>
<th>Job title</th>
<th>Corresponding job category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Vice President, Global Sustainability, Responsibility and Trade</td>
<td>President</td>
</tr>
</tbody>
</table>

W10.2

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

No

SW. Supply chain module

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

<table>
<thead>
<tr>
<th>Row 1</th>
<th>Annual revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9238830000</td>
</tr>
</tbody>
</table>

Do you have an ISIN for your organization that you are willing to share with CDP?

Yes

Please share your ISIN in the table below.

<table>
<thead>
<tr>
<th>ISIN country code</th>
<th>ISIN numeric identifier (including single check digit)</th>
</tr>
</thead>
<tbody>
<tr>
<td>US</td>
<td>91820410</td>
</tr>
</tbody>
</table>

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

No facilities were reported in W5.1

Are you able to provide geolocation data for your facilities?

Please select

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

Have any water projects been implemented due to CDP supply chain member engagement?

Please select

Provide any available water intensity values for your organization's products or services.

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

<table>
<thead>
<tr>
<th>I am submitting to</th>
<th>Public or Non-Public Submission</th>
<th>Are you ready to submit the additional Supply Chain questions?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>Public</td>
<td>Yes, I will submit the Supply Chain questions now</td>
</tr>
<tr>
<td>Customers</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I have read and accept the applicable Terms