



OVERVIEW



Our Company

VF powers movements of sustainable and active lifestyles for the betterment of people and our planet. That's our Purpose, and we're driving forward in the pursuit of progress to improve our collective future. As One VF, our 33,000 employees embrace the opportunity to overcome the challenges of today as they pursue the promise of tomorrow.

Our Brands²

Consumers connect with our brands across a wide range of activities and lifestyles. As a result, our brands deliver value to our shareholders, provide rewarding jobs for our employees and support local communities.

Active

VANS
"OFF THE WALL"

Supreme

kipling

EASTPAK

JANSPORT

NAPAPIJRI

Outdoor

**THE
NORTH
FACE**

Timberland

ALTRA

Smartwool
go far. feel good.

icebreaker
Move to natural

Work

Dickies

**Timberland
PRO**

² VF recently announced its review of strategic alternatives for the global packs business, consisting of the Eastpak®, Jansport® and Kipling® brands.



OUR PURPOSE

We power movements of sustainable and active lifestyles for the **betterment of people and our planet.**



External Recognition

DiversityInc
Top 50 Noteworthy Companies
2023

Ethisphere
World's Most Ethical Companies
2023

Forbes
The Best Employers for Diversity
2022

Fortune
The World's Most Admired Companies
2022

3BL Media
100 Best Corporate Citizens
2022

Barron's
100 Most Sustainable Companies
2022

CDP
Climate Change A List
2022

USA Today
America's Climate Leaders
2023

Diversity MBA
50 Out Front Companies Best in Class
2022



HIGHLIGHTS


3K+
EMPLOYEES

completed VF's foundational Inclusion and Diversity 101 learning course since launch.


~9K kg

of single-use plastic diverted from landfills by seven VF brands participating in the Naked Delivery Packaging pilot program.


80%

of VF's FY26 target to source 50% of its polyester from recycled materials has been achieved as of FY22.


**47K MWh
OF RENEWABLE
ENERGY**

expected to be generated from VF's investments in utility-scale solar projects in South Carolina.


5
**FOOTWEAR
DESIGN
WORKSHOPS**

launched in New York City by CNSTNT:DVLPMT and the Timberland® brand to nurture the next generation of creatives.


1K+
**SUPPLIER
FACTORIES**

covered in a new supply chain water risk assessment.


**46K+
HOURS**

volunteered by VF and brand employees in FY23.


1.5K
**SUPPLIER FACTORY
MANAGEMENT STAFF**

completed VF's Child Rights Awareness and Child Labor Prevention training program.


**10M+
PEOPLE**

reached through The VF Foundation since 2002.


1M+
SOCKS COLLECTED

by the Smartwool® brand's Second Cut™ program.


**\$10.2M+
CONTRIBUTED**

in monetary and product donations by VF in FY23.


72%

of VF's global wool supply chain traced in FY23, from farm to finished product.



GOVERNANCE



VF Governance

Our strong governance structure positions us to effectively address the important social and environmental issues facing our business and society. Robust management systems, consistent reporting practices, leadership commitment at all levels and active engagement from our employees and key stakeholders are the hallmarks of our commitment to sound governance.

Company Leadership

Our Executive Leadership Team (ELT) is responsible for VF's environmental and social responsibility strategies and targets. VF's Vice President (VP) of Global Sustainability, Responsibility and Trade, and VP of Global Inclusion, Diversity, Equity & Action (IDEA) oversee day-to-day implementation and provide progress updates to the ELT at least four times per year. Progress on sustainability and responsibility initiatives is reported biannually to the Governance and Corporate Responsibility Committee of the Board of Directors. Progress on IDEA initiatives is reported annually to the full Board. All brand presidents report annually to VF's ELT on their individual brand's environmental and social responsibility progress.

For information about how VF develops its environmental and social responsibility policies, please see the Appendix, [Page 76](#). To access our policies governing these topics internally and externally, see our [Policies and Standards](#) webpage.

Board Oversight and Engagement

Among the Board's key responsibilities is overseeing VF's corporate strategy. The full Board engages with senior VF leaders on the company's strategy, including plans for our brands, the competitive environment, sustainability initiatives and human capital management, which includes matters related to inclusion, diversity and equity. Additionally, the Governance and Corporate Responsibility Committee of the Board oversees key strategies, programs, policies and risks related to the sustainability and social responsibility impacts of VF's businesses, including sustainability policies and initiatives to address climate change risks.

Policies and Standards

Good governance depends on clear policies and standards that provide informed guidance. That's why we often seek input from external stakeholders to help shape the development of our environmental and social responsibility policies and provide applicable training to VF's employees and business partners.



TALENT
INCLUSION
FOUNDATION
HUMAN RIGHTS

PEOPLE

Our people are a dynamic force for good — in their jobs and in communities throughout the world. We empower our employees to grow without limitations.