



FY2021

# *Corporate Responsibility Report*

**tapestry**



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# *Our Report*

CEO LETTER



“  
*Tapestry and our brands  
 are here to make a  
 difference and care for each  
 other, the planet and our  
 communities.*  
 ”

Fiscal Year 2021 was another year marked by significant global disruption. As we continued to navigate the ongoing effects of COVID-19, we remained focused on executing our Acceleration Program, transforming into a more agile and responsive organization, empowering our teams, and using consumer insights to better meet our customers' needs. Through it all, we remained steadfast in our commitment to operate as a purpose-led, people-centered business.

Our corporate responsibility strategy, *Our Social Fabric*, is guided by our purpose to *Stretch What's Possible* for our people, our planet and our communities. Through this framework, we are focused on driving real, measurable change toward a more sustainable, equitable and inclusive world.

We made great strides in Fiscal Year 2021. Our global teams gave back to our communities virtually and in person, and at the end of Fiscal Year 2021, we were nearly halfway to achieving our goal of providing 100,000 volunteer service hours by 2025. In addition, we utilized 21% renewable energy across our operations in North America, and we have been recognized again this year by *Forbes* and the Human Rights Campaign for our workplace diversity and practices.

Even with this progress, we understand the need to do more. In July 2021, we expanded our 2025 goals with new bold commitments. We announced that 10% of leadership's incentive compensation will be tied to equity, inclusion and diversity (EI&D) goals starting in Fiscal Year 2022. We also continued to invest in our people, and, among other steps,

announced a \$15 an hour minimum wage for U.S. hourly employees. We believe our people are our greatest competitive differentiator, and these investments help us continue to unlock the power of our people and strengthen our business.

Additionally, confronted with the realities of climate change, in September 2021, Tapestry signed the Science Based Targets initiative (SBTi) *Business Ambition for 1.5°C*. The commitment will align Tapestry's climate mitigation targets with the most ambitious aim of the Paris Agreement and adhere to SBTi's most rigorous guidelines to reduce the destructive impacts of climate change in the short and long term.

With the world continuing to adjust to the lasting implications of COVID-19, the impact of climate change becoming more evident, and the continued need for social reform, it is critical that we take action to create a better world. Tapestry and our brands are here to make a difference for each other, the planet and our communities. I invite you to explore our recent efforts in this Fiscal Year 2021 Corporate Responsibility Report, as we work together to *Stretch What's Possible*.

Joanne C. Crevoiserat

Tapestry, Inc. Chief Executive Officer

## ABOUT TAPESTRY

Our global house of brands unites the magic of Coach, kate spade new york and Stuart Weitzman. Each of our brands is unique and independent, while sharing a commitment to innovation and authenticity defined by distinctive products and differentiated customer experiences across channels and geographies. We use our collective strengths to engage our customers and empower our communities, to make the fashion industry more sustainable, and to build a company that's equitable, inclusive and diverse. Individually, our brands are iconic. Together, we can *Stretch What's Possible*.

Tapestry's common stock is traded on the New York Stock Exchange under the symbol TPR. We operate in over 70 countries, with 16,400 employees across Tapestry, Coach, kate spade new york and Stuart Weitzman, generating \$5.7B in annual revenues in FY2021.

**16,400**  
EMPLOYEES ACROSS  
TAPESTRY AND OUR BRANDS



**ABOUT OUR SOCIAL FABRIC AND OUR REPORT**

*Our Social Fabric*, Tapestry's corporate responsibility strategy, brings together teams across our business to meet common goals and a shared objective: to create a purpose-led, people-centered company that balances true fashion authority with meaningful, positive change. Our strategy is focused on three pillars: Our People, Our Planet and Our Communities.

This is our ninth annual Corporate Responsibility Report, which highlights efforts in this area and focuses on the environmental, social and governance (ESG) issues of greatest importance to our stakeholders. We provide updates on progress towards our ESG goals as well as performance data for FY2021 (June 28, 2020 to July 3, 2021). The structure of this report and its disclosures align

with leading sustainability reporting frameworks, including the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) frameworks.

Our determination of relevant topics is influenced by ongoing engagement with our stakeholders. In 2021, we conducted a materiality assessment<sup>1</sup> to update our last assessment, fielded in 2017. Please see the *Stakeholder Engagement and 2021 Materiality Assessment Matrix* section of this report for more information on how we are using this materiality assessment to inform our reporting and ESG work.

To increase transparency in our supply chain, in 2021, Tapestry completed the Sustainable Apparel Coalition's *Higg Brand & Retail Module* (BRM). This module provides a holistic picture of our brands' value chain sustainability and social responsibility. Our responses to the Higg BRM have been verified by a third-party agency. To read more about our *Sustainable Apparel Coalition* (SAC) membership and our use of the Higg Index, please see the *Engaging Our Suppliers* and *Protecting the Workers in Our Supply Chain* sections of this report.

For more information on our corporate responsibility strategy, *Our Social Fabric*, please see [www.tapestry.com/responsibility](http://www.tapestry.com/responsibility) where we share news, announcements and program highlights, as well as comprehensive information about our overall strategy.



A Coach craftsman at the Coach (Re)Loved & Repair Workshop, matching leathers for customer repairs

<sup>1</sup> In this Corporate Responsibility Report and our other reports, communications and statements regarding corporate responsibility and ESG, we use the terms "material," "materiality" and similar terms to refer to ESG topics that are most significant to Tapestry's business and stakeholders. We are not using these terms as they have been defined or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this report or other ESG communications or statements should be construed to indicate otherwise.

## STAKEHOLDER ENGAGEMENT AND 2021 MATERIALITY ASSESSMENT MATRIX

Tapestry engages with a range of stakeholders to solicit ideas, feedback and dialogue on shared priorities and other important issues. Our stakeholders include customers, employees, communities, nonprofits/NGOs, suppliers, academics and investors.

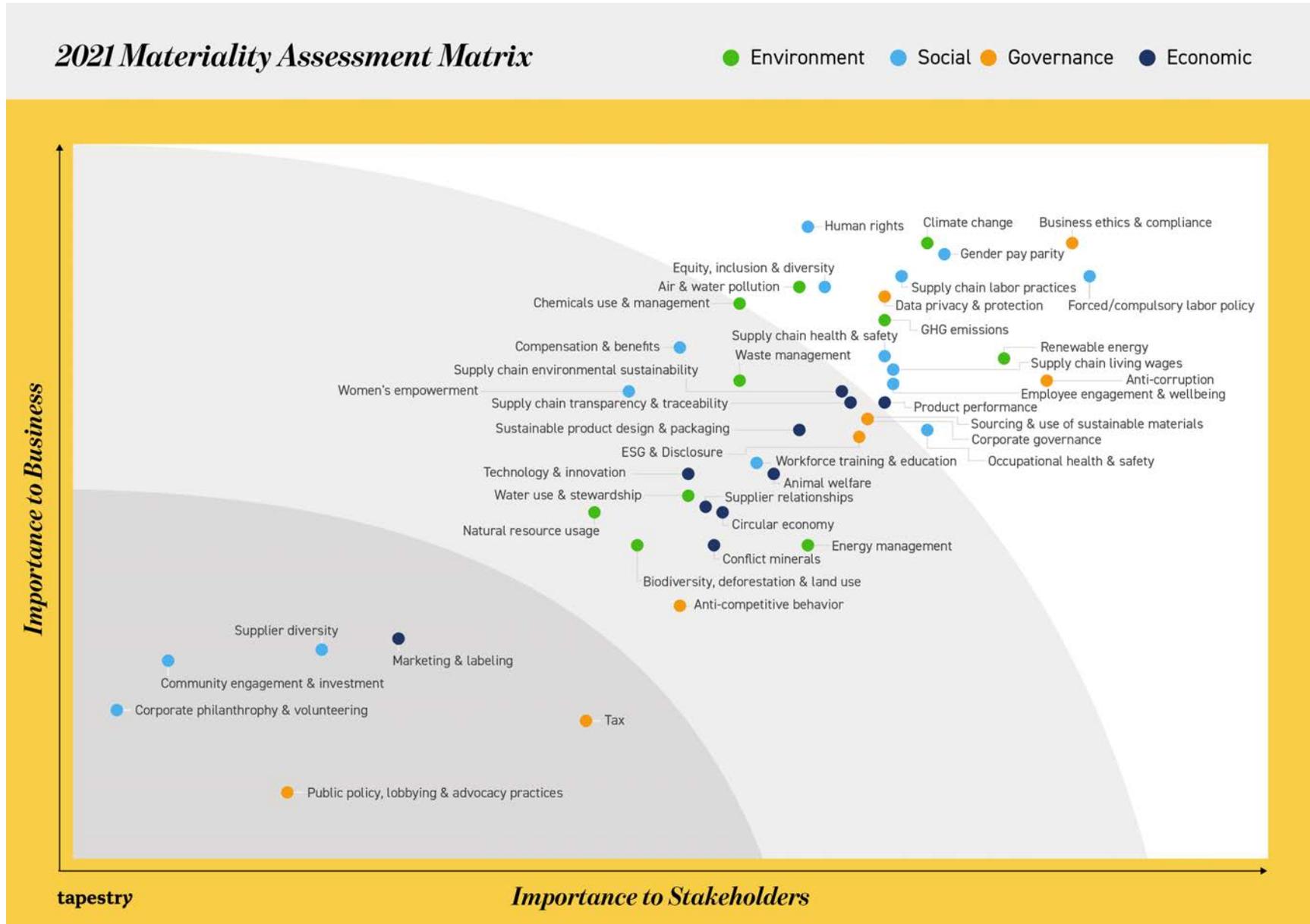
In 2021, we conducted a comprehensive materiality assessment to identify and prioritize the environmental, social, governance and economic issues that are most important to our business and

our stakeholders. Working with a third party, we created a list of potential issues using secondary research and peer analysis. We then surveyed external stakeholders as well as Tapestry's business leadership, including our Board of Directors, Executive Committee, and Tapestry's ESG Task Force, a cross-functional group of employees that are involved in Tapestry's ESG activities. Respondents ranked the issues on a scale of importance from low to high.

*Tapestry's 2021 Materiality Assessment Matrix* is the result of this stakeholder engagement. The vertical axis reflects how our business leadership ranked issues; the horizontal axis reflects how stakeholders ranked issues. While we consider all issues on the matrix to be a priority, issues that ranked the highest priority for both stakeholders and our business leadership can be seen in the upper righthand corner and are key areas of focus.



STAKEHOLDER ENGAGEMENT AND 2021 MATERIALITY ASSESSMENT MATRIX, CONTINUED



## STAKEHOLDER ENGAGEMENT AND 2021 MATERIALITY ASSESSMENT MATRIX, CONTINUED

We are using these results to inform and reinforce our corporate responsibility strategy and reporting. We also periodically collect stakeholder input and feedback outside of our formal stakeholder engagement process to better understand the issues most important to the stakeholder groups and to our business.

STAKEHOLDER	ENGAGEMENT TYPE
Customers	<ul style="list-style-type: none"> <li>• In-store interactions with sales associates</li> <li>• Company and brand websites</li> <li>• Social media and email</li> <li>• Brand-distributed surveys sent directly to customers</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Internal intranet (The Loop)</li> <li>• Internal communications</li> <li>• Employee Engagement Survey</li> <li>• Meetings (Store Manager conferences, company Town Hall, department Town Hall)</li> </ul>
Communities, nonprofits/NGOs	<ul style="list-style-type: none"> <li>• Giving time and resources through our brands and company Foundations</li> <li>• Team and individual volunteer activities</li> <li>• Direct engagement on corporate responsibility objectives, including our matching gift program, grants and product donations</li> <li>• Focused feedback on corporate responsibility activities</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Supplier summits</li> <li>• Adherence to the Supplier Code of Conduct, Global Operating Principles, Animal Welfare Policy and Anti-Corruption Policy</li> <li>• Environmental strategy meetings</li> <li>• Supplier training for business ethics and anti-corruption</li> <li>• Audits</li> </ul>
Academics	<ul style="list-style-type: none"> <li>• University-led sustainability projects and partnerships</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Regular financial reporting (SEC filings)</li> <li>• Press releases</li> <li>• Meetings and briefings</li> <li>• Quarterly earnings calls</li> <li>• Annual stockholder meeting</li> <li>• Stakeholder engagement discussions</li> </ul>

# Highlights and Awards

*The Most Caring  
Company Award  
“WeCare” in 2021  
for China*



*Newsweek –  
America’s Most  
Responsible  
Companies 2021*

*HR Asia Magazine  
– “Best Companies  
to Work For in Asia”  
in 2021 for China,  
Korea, Malaysia and  
Vietnam*

*Forbes Best  
Employers for  
Diversity (4<sup>th</sup>  
consecutive year)*



*Human Rights  
Campaign Corporate  
Equality Index  
(CEI) “Best Place  
to Work for LGBTQ  
Equality” in 2021 (7<sup>th</sup>  
consecutive year)*



*Forbes Best  
Employers for Women*

*Joanne Crevoiserat  
named to 2021’s  
#TopWomenInRetail  
by Women in Retail  
Leadership Circle*



2025 GOALS SNAPSHOT AND PROGRESS

*Our People*

2025 GOAL	FY2019	FY2020			FY2021		
Build diversity in North America (NA) Tapestry and brand leadership teams by increasing the number of NA-based ethnic minority leaders to better reflect our general corporate population	For FY2019 data, please refer to our <a href="#"><i><u>FY2019 Corporate Responsibility Report</u></i></a> .		U.S. Leadership (VP+)	All U.S. Corporate		U.S. Leadership (VP+)	All U.S. Corporate
		White (Not Latinx)	76%	57%	White (Not Latinx)	78%	53%
		Latinx	2%	12%	Latinx	1%	13%
		Asian (Not Latinx)	13%	17%	Asian (Not Latinx)	15%	17%
		Black or African American (Not Latinx)	4%	7%	Black or African American (Not Latinx)	4%	10%
		Native American or Alaska Native (Not Latinx)	0%	0%	Native American or Alaska Native (Not Latinx)	0%	0%
		Native Hawaiian or Other Pacific Islander (Not Latinx)	1%	1%	Native Hawaiian or Other Pacific Islander (Not Latinx)	1%	1%
		Two or More Races (Not Latinx)	2%	2%	Two or More Races (Not Latinx)	1%	3%
Undeclared/Did Not Disclose	3%	3%	Undeclared/Did Not Disclose	0%	3%		

2025 GOALS SNAPSHOT AND PROGRESS, CONTINUED

*Our People*

2025 GOAL	FY2019	FY2020	FY2021
Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity	<ul style="list-style-type: none"> <li>Developed 3 in-person inclusion training programs, one of which was customized for creative teams; piloted with 60 leaders</li> </ul>	<ul style="list-style-type: none"> <li>Launched North America &amp; Europe Inclusion Council</li> <li>Broadened our Inclusion Index questions in the Oct. 2020 employee engagement survey</li> <li>eLearning inclusion training completed by:                             <ul style="list-style-type: none"> <li>92% of store managers</li> <li>97% of leadership</li> <li>96% of U.S. corporate</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Differences remain in our Employee Inclusion Index scores, and to close this gap, Tapestry is leaning in to our core value of Standing Taller Together</li> <li>Holding leaders accountable by aligning 10% of leadership bonus targets with progress against EI&amp;D scorecard measures</li> <li>Continued focus on building leadership capability</li> <li>Employee engagement through EI&amp;D training, programming, communications, new cultural celebrations, 4 empowered ERGs and Inclusion Councils in Europe and Asia</li> </ul>
Demonstrate focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally	<ul style="list-style-type: none"> <li>70% (44) VP+ open positions filled internally</li> </ul>	<ul style="list-style-type: none"> <li>82% (59) VP+ open positions filled internally</li> </ul>	<ul style="list-style-type: none"> <li>80% (35) VP+ open positions filled internally</li> </ul>
Enable all employees to manage both their work and personal life by setting a global core benefit standard for self-care, parental and family care leave policies	<ul style="list-style-type: none"> <li>Conducted Wellness focus groups</li> <li>Hosted Wellness speaker series</li> <li>Launched PRIORITY: YOU, an internal quarterly WellBeing Speaker Series for our employees featuring inspiring leaders who share their strategies and practical tips for employee wellness</li> </ul>	<ul style="list-style-type: none"> <li>Analyzed feedback and data collected from wellness focus groups</li> <li>Established virtual Wellness Center of Excellence</li> <li>Established Working Parents, Caregivers and Allies ERG</li> <li>Started mindfulness sessions and employee access to Headspace</li> </ul>	<p>In addition to the activities established in previous years:</p> <ul style="list-style-type: none"> <li>Established Caregiver benefit, which provides the entire U.S. workforce with 10 days emergency back-up care and access to discounted family support programs (i.e., tutoring, child support, etc.)</li> </ul>

2025 GOALS SNAPSHOT AND PROGRESS, CONTINUED

*Our Planet*

2025 GOAL	FY2019	FY2020	FY2021	PROGRESS
Reduce Scope 1 and Scope 2 emissions 20% below 2017 levels (63,272.51 MT CO2e)	57,944 MT CO2e	27,077 MT CO2e	59,367 MT CO2e <sup>2</sup>	6% decrease from 2017 levels  See the <a href="#">GHG Emissions</a> section of this report for more information
Reduce Scope 3 emissions from freight shipping 20% below 2017 levels (94,632.87 MT CO2e)	89,391 MT CO2e	47,151 MT CO2e	68,370 MT CO2e <sup>3</sup>	28% decrease from 2017 levels  See the <a href="#">GHG Emissions</a> section of this report for more information
Reduce water 10% below 2018 levels across Tapestry and our supply chain	10,706,873 gallons	10,230,381 gallons	9,515,042 gallons	In FY2021, we reduced water consumption by 15.2% at our corporate and retail locations in North America, compared to our 2018 baseline, and we're now working towards reducing water 10% across our supply chain  See the <a href="#">Water</a> section of this report for more information
Ensure 90% of leather comes from Silver- and Gold-rated Leather Working Group (LWG) tanneries	63% sourced	67% sourced	60.3% sourced	LWG certifications and recertification audits were delayed due to COVID-19. As a result, this percentage decreased for FY2021  We believe we are on track to achieve our goal by 2025
Ensure 75% recycled content in packaging	Packaging made with 50-80% recycled content	Packaging made with 50-80% recycled content	Packaging made with 40-75% recycled content	Formed a Packaging Task Force, focused on sustainability, cost and innovation in our packaging
25% reduction in North America corporate distribution center waste below 2018 levels	4,207.9 tons of waste, which is a 6.3% increase from 2018	4,199.73 tons of waste, which is a 0.2% decrease from 2019	4,079 tons of waste, which is a 2.9% decrease from 2020	Since 2018, our waste increased 3%; however, it decreased by 2.9% from 2020 levels
95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain	Established 2025 traceability goal	Initiated traceability pilot	Completed traceability pilot; working to identify low-, medium- and high-risk impacts to biodiversity across our supply chain	Continued traceability programs to address supply chain risk and map supply chain
Procure 100% renewable energy in Tapestry's stores, offices and fulfillment centers	2,218 MWH	3,944 MWH	12,528 MWH	9% of our global energy, including 21% of our energy in North America, is procured from renewable sources

<sup>2</sup> In FY2021, Scope 2 emissions increased from FY2020 as our business activities returned to normal following the impacts originally caused by COVID-19

<sup>3</sup> In FY2021, Scope 3 emissions increased from FY2020 as our business activities returned to normal following the impacts originally caused by COVID-19

2025 GOALS SNAPSHOT AND PROGRESS, CONTINUED

*Our Communities*

2025 GOAL	FY2019	FY2020	FY2021	PROGRESS
100,000 volunteer service hours completed by our employees around the world	More than 5,750 hours	More than 4,400 hours	More than 32,000 hours	Almost halfway to our goal with more than 42,150 hours
\$75,000,000 in financial and product donations to nonprofit organizations globally	\$22 million	\$28 million	\$160 million	In FY2021 we met our goal of providing \$75,000,000 in financial and product donations  We will continue our strategic focus on supporting our communities through financial and product donations
100,000 people working in the factories crafting our products will have access to empowerment programs during the workday – doubling our initial 2025 goal	N/A	Launch delay due to COVID-19	Launched empowerment training to 12,500 workers in Vietnam through BSR’s <u><i>HERproject</i></u>	In FY2022, we expect to continue working with BSR’s HERproject, aiming to reach a total of 30,000 workers

**UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs) AND THE UNITED NATIONS GLOBAL COMPACT (UNGC)**

At Tapestry, we believe in doing our part to achieve the UN SDGs. We identified 15 specific goals, as indicated in the *Our Social Fabric* sections of the report, where we believe our business can contribute most significantly, and we have aligned our corporate responsibility strategy to these objectives. Our participation in and efforts towards this global mission are a critical part of how we show our commitment to being a responsible and sustainable business.

We also utilized the Ten Principles of the UNGC to guide our strategies and operations. By reporting annually on our efforts to uphold human and labor rights, safeguard the environment, and work against all forms of corruption, we aim to provide transparency and accountability for how we uphold the UNGC. This report constitutes our annual Communication on Progress to the UNGC.



**A LOOK FORWARD:  
DRIVING POSITIVE CHANGE FOR PEOPLE, PLANET AND COMMUNITIES**

In July 2021, Tapestry announced *four bold ESG commitments* to support and reinforce our people-centered, purpose-led corporate responsibility strategy. These goals are in addition to our 2025 *Our Social Fabric* goals and are meant to accelerate and amplify our equity efforts and community impact and combat climate change.

**THESE BOLD COMMITMENTS ARE:**

- I. Beginning in FY2022, on a global level, 10% of leadership's annual incentive compensation will be tied to equity, inclusion and diversity goals. This will further incentivize leaders to create a diverse and inclusive workplace and hold them accountable for supporting inclusive behaviors
- II. Tapestry is giving all global employees – whether corporate, retail or in the company's fulfillment centers – one paid volunteer day per year, reinforcing our ambition to support our communities and surpass our goal of 100,000 volunteer service hours by 2025
- III. Tapestry is doubling the reach of our 2025 goal to give workers in factories across our supply chain access to empowerment programs, increasing our aspiration to reach 100,000 people
- IV. Tapestry is strengthening its dedication to combat climate change by committing to procure 100% renewable electricity in our stores, offices and fulfillment centers by 2025

## Our Partners



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



# Our People

**OUR EMPLOYEES CONTRIBUTE THEIR DIVERSE PERSPECTIVES, EXPERIENCES AND BACKGROUNDS TO ENRICH AND STRENGTHEN OUR COMPANY. THEY ARE ESSENTIAL TO OUR SUCCESS.**

We aim to provide a work environment where our employees can grow in their careers and thrive as individuals. By enabling work-life integration and providing resources for wellbeing, we are building a culture that supports a sustainable future for our company.

**HIGHLIGHTS:**

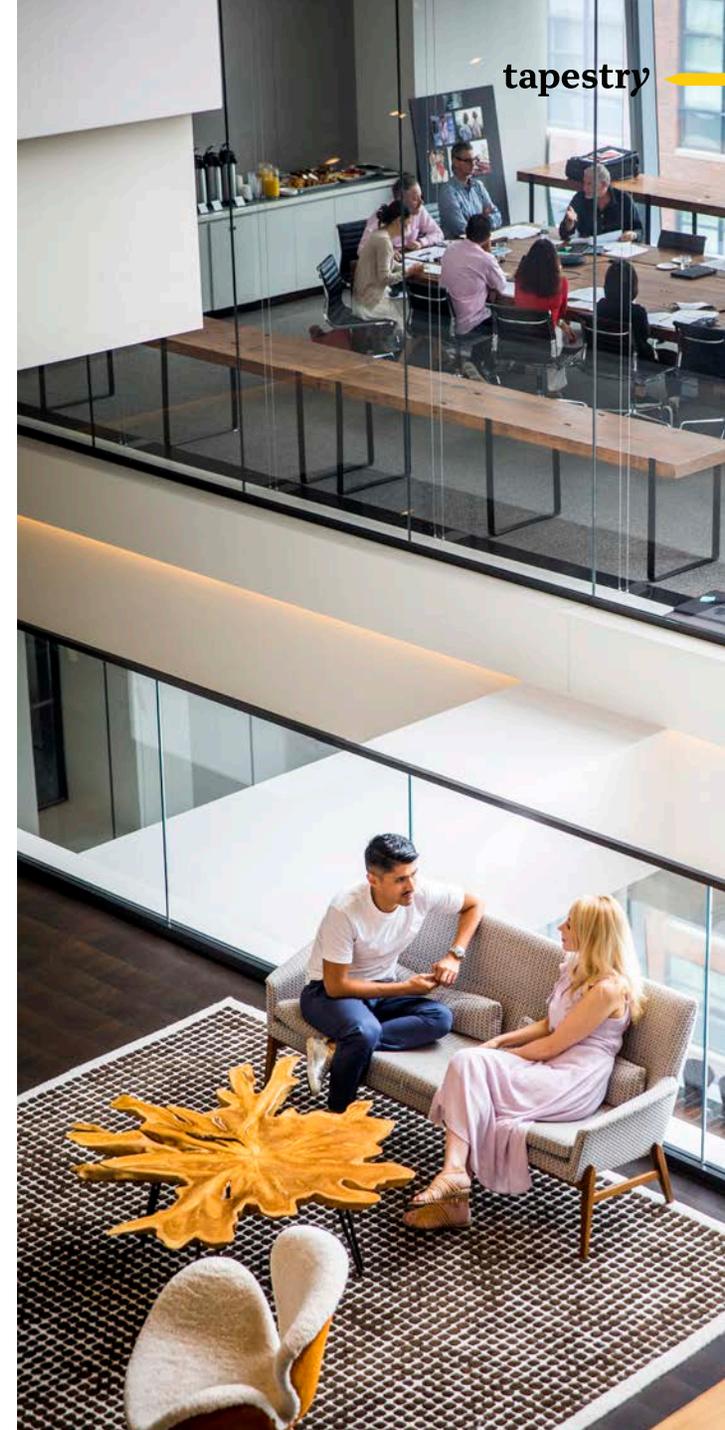
- I. Named to *Forbes*’ “Best Employers for Diversity” and “Best Employers for Women” 2021 lists and “2021 Best Place to Work for LGBTQ Equality” by the Human Rights Campaign Corporate Equality Index (CEI)
- II. Provided inclusion training to 80% of North America and Europe employees
- III. Introduced a Supplier Diversity Program to close the opportunity gap by helping minority business owners grow and develop their own businesses

**2025 OUR PEOPLE GOALS**

- Build diversity in North America (NA) Tapestry and brand leadership teams by increasing the number of NA-based ethnic minority leaders to better reflect our general corporate population
- Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity
- Demonstrate focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally
- Enable all employees to manage both their work and personal life balance by achieving a global core benefit standard for self-care, parental and family care leave policies

**UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

Our People work supported:



## EQUITY, INCLUSION AND DIVERSITY

We believe that difference sparks brilliance and are building a culture where all our employees are empowered to bring their whole selves to work. We know that we do our best work when we embrace difference by design, hold ourselves to higher standards and champion diversity at all levels of our company.

Our equity, inclusion and diversity (EI&D) strategy is grounded in our values and is comprised of four pillars – Talent, Culture, Community and Marketplace. Through this strategy, we are focused on attracting, retaining and developing diverse talent. To support these actions, we:

- Develop and educate our workforce
- Stand Taller Together as we serve our communities
- Develop standards and solutions for integrity and global citizenship throughout our brands

### Recognitions and Commitments:

- Business Coalition for the Equality Act
- CEO Action Pledge for Diversity and Inclusion
- *Forbes* Best Employers for Diversity and Inclusion
- *Forbes* Best Employers for Women
- HR Asia Magazine “Best Companies to Work For in Asia” Awards
- Human Rights Campaign Corporate Equality Index
- United Nations Women’s Empowerment Principles

In FY2021, we reviewed our processes and policies and continued to build a truly inclusive environment where all employees thrive. By bringing EI&D to the forefront of leadership conversations and including it as a topic in our global town halls and major events, we grew our employees’ fluency around EI&D practices and increased their level of comfort in having courageous, and sometimes difficult, conversations. For our leadership, we launched an Inclusive Conversations Guide that provides tools to navigate these complex topics.

In FY2021, we evolved our U.S. Inclusion Council through new membership, enhanced accountability and global expansion. We now have Inclusion Councils in the U.S., Europe and Asia, to ensure our strategic roadmaps are locally relevant and aligned to our 2025 goals.

We introduced a supplier diversity strategy and roadmap and identified potential partners that will help us establish practices to track, support and develop minority suppliers in our indirect procurement work. This strategy also includes a holistic approach to closing the opportunity gap by helping minority business owners grow and develop their own businesses.

The steps we took in FY2021 to operationalize our renewed EI&D strategy and build a strong framework around these important issues are foundational to sustainable progress.

### ENGAGING EMPLOYEES IN EI&D

In FY2021, we launched EI&D Central, our internal website destination for EI&D resources. This platform empowers employees to share their stories, engage in discussion with each other and provide ideas and feedback to accelerate our EI&D work.

Tapestry UNSCRIPTED is an internal bi-monthly speaker series that is open to all employees and designed to bring our values to life. External leaders share their inspiring stories via live conversations hosted by our Tapestry leaders. In FY2021, in partnership with the *American Society for Yad Vashem*, we hosted an UNSCRIPTED session with Holocaust survivor Toby Levy on Holocaust Remembrance Day. Honest conversations like these about our values provide an opportunity for our employees to be inspired, understand each other more deeply and ignite personal passions.

## EQUITY, INCLUSION AND DIVERSITY, CONTINUED

In FY2021, we welcomed new observances and celebrations such as Holocaust Remembrance, Asian American Pacific Islander History Month, and Hispanic Heritage Month.

We celebrated International Women’s Day with a company-wide virtual event hosted by our CEO, Joanne Crevoiserat. We welcomed our new board member, Pam Lifford, and Michelle Stuntz, a Senior Client Partner at Korn Ferry, to discuss the impact of bias and the pandemic on women in the workforce. This event shared data and insights with employees about the challenges that women face in the workplace, including balancing caretaking with career advancement, burnout and challenges unique to women of color.

We have a number of Employee Resource Groups (ERGs) and Task Forces to support and engage our employees:

- Black Alliance: Builds a legacy of equity and inclusion through the advancement and promotion of Black employees at Tapestry
- Working Parents & Caregivers: Supports families of all types through all phases by providing resources, guidance and encouragement to assist in home-work balance
- Prouder Together: Celebrates LGBTQ+ employees and allies by building an inclusive community; encouraging, supporting and mentoring others within Tapestry and our brands; connecting our identity with brand products that speak to us; and supporting our local communities through philanthropic volunteering
- Jewish Community & Allies: Spreads awareness about the long history of the persecution of the Jewish community through sessions and educational resources
- Asian Heritage Alliance: Fosters cultural awareness of the diversity of the Asian community, contributes to the development and success of its members, and facilitates empowerment in the Asian community
- Latinx Community & Allies: Celebrates the rich and diverse cultures within the Hispanic/Latinx community serving as a resource to empower members to reach their full potential and contribute to our business and communities in a meaningful way

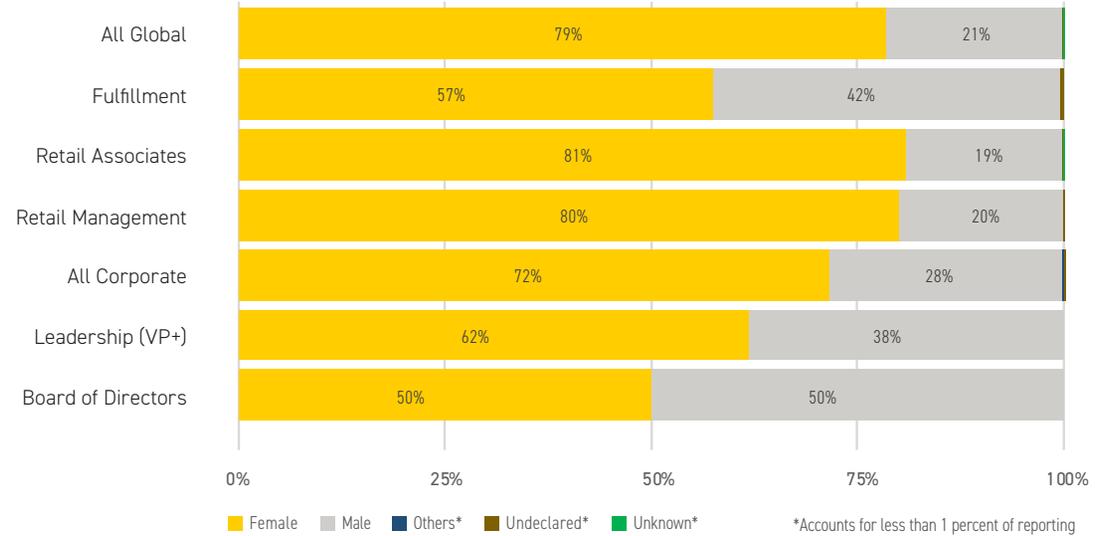


## EQUITY, INCLUSION AND DIVERSITY, CONTINUED

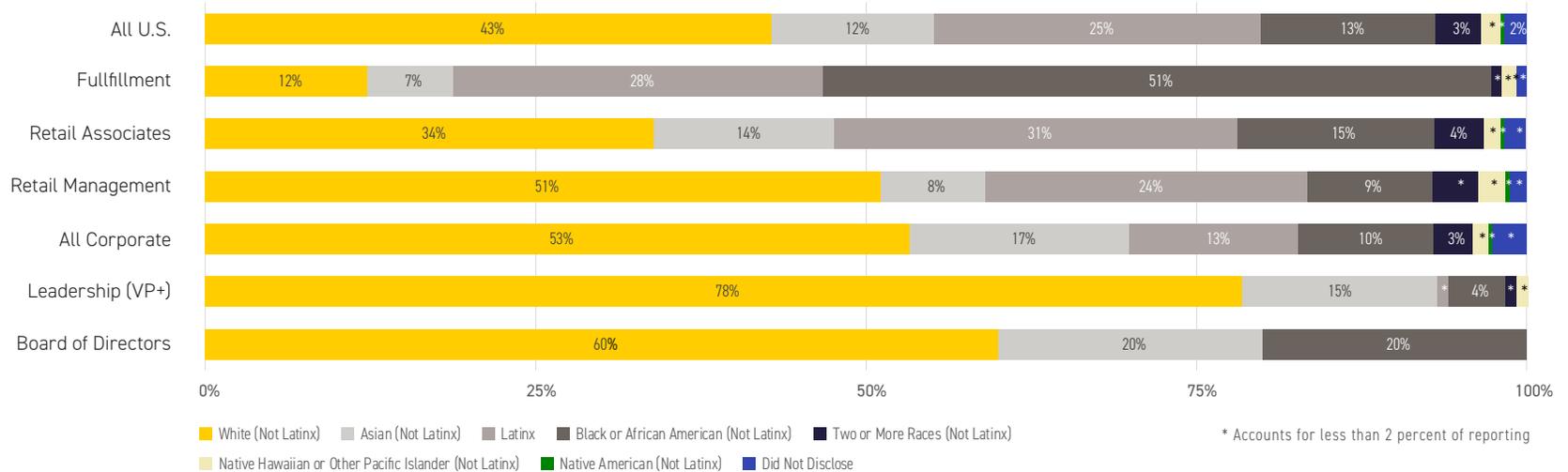
### DIVERSITY SNAPSHOT<sup>3</sup>

Our goal is to increase the ethnic diversity of our North America-based leaders to better reflect our general corporate population. In FY2021, we were unable to significantly increase our diversity rates, due to challenges from the COVID-19 pandemic and a reduction in our overall workforce. However, we are continuing to work towards this goal by reviewing policies and processes that help support BIPOC talent representation in the corporate environment and by incorporating EI&D best practices into talent acquisition, development and leadership talent reviews. We are continuing to monitor these metrics and adjust our strategy accordingly. In addition, we are diversifying our talent pipeline through partnerships with Historically Black Colleges and Universities and organizations such as the *Black in Fashion Council*.

### Global Gender Snapshot



### U.S. Diversity Snapshot



<sup>3</sup> Global Gender Snapshot and U.S. Diversity Snapshot represent data at the end of FY2021

## EMPLOYEE GROWTH AND WELLBEING

We want our employees to love where they work. To create this positive environment, we uphold a culture that strives to improve work-life balance and the wellbeing of our employees. By investing in learning and development, we are strengthening our company and building and supporting future leaders.

### LISTENING TO OUR EMPLOYEES

Our approach to employee listening is focused on helping us become more agile, data driven and customer-centric around employee surveys. This evolved approach includes a shift from a single annual comprehensive engagement survey with in-depth action planning, towards multiple, smaller surveys and continuous action-taking. Our goal is to understand our employees' experiences and needs by checking in with them more frequently. In addition, we aim to empower People Managers to make more responsive, meaningful decisions for their teams. We also include our EI&D index in all our surveys, providing leaders and managers with real-time, up-to-date feedback. With these insights, our leadership can identify areas for improvement and target ways to increase a sense of belonging on their teams.

We are implementing more frequent surveys with varied content, and by doing so, we are able to draw connections between behaviors and drive and sustain positive change. We use survey insights to refresh our development programming and offer targeted skill-building, business learning and exposure for employees at all career stages. We also use surveys to measure critical moments in an employee's life cycle such as onboarding and exit.

### LEARNING AND DEVELOPMENT

In FY2021, we adapted our learning and development strategy to better fit the needs and expectations of our leadership and employee groups. We found that real-time and relevant development support is critical to employee growth.

Key FY2021 Learning and Development highlights include:

- **Change and Transition Support:** To help our leaders and team members navigate the rapidly changing external and internal environment, we offered large-scale, virtual open-enrollment workshops covering 2 topics:
  - **Leading Through Adversity:** Equipped leadership with tools to navigate uncertainty and change in the workplace
  - **Navigating Change:** Supported leadership, corporate and store team members in the disruptive business environment by providing tools and resources to optimize productivity
- **Better Conversations Every Day:** Facilitated by the *Center for Creative Leadership*, this workshop focused on leadership coaching behaviors applied to real workplace challenges to help build trust, fuel collaboration and support better business outcomes. As a follow-up to the workshop, participants also engaged in 30-60-90-day check-ins to support their development. Nearly 90% of our global senior leadership team participated.



- **Coaching Culture in China:** All Directors and Senior Leaders in Greater China attended 'leader as coach' training. We provided opportunities to apply this training to the employees' daily work. All participants then attended a coaching fair to match each senior leader with a mentee within Tapestry. In the future, we aim to expand these trainings throughout our operations in Asia.
- **ESG/Sustainability Learning Sessions:** Tapestry's ESG and Sustainability Team partnered with the Design Studio Management Team to host weekly learning sessions on various climate-related topics, including: climate change, waste, circularity, design for the environment (DFE), plastics and recycling, sustainability philosophy, UN SDGs, materials, systems thinking, and regenerative agriculture. These sessions took place over 11 weeks and were offered to our product and materials development teams. The recorded sessions were then circulated to our employee base through our internal intranet.

**EMPLOYEE GROWTH AND WELLBEING, CONTINUED**

- **Emerging Leaders Program:** We launched our fourth cohort of this one-year development program that aims to accelerate the growth of our global mid-level leaders. Historically, this program was nomination-based. In FY2021, we changed our approach by opening the program to applications from Directors and Senior Directors. By doing so, we intended to increase the program's visibility and encourage people to have career and development conversations with their managers. We received positive feedback on this approach. During reunion meetings, past participants shared the enduring impact of their program experience and highlighted their improved self-awareness, relationship-building and leadership skills.
- **Senior Leader Transition Accelerator:** We designed and launched this program in FY2020 to help senior leaders who are transitioning into new roles navigate the responsibilities and expectations of their new positions. Based on positive feedback from the first 3 cohorts we continue to offer this program to our teams.
- **The Common Thread:** The Common Thread is Tapestry's global People Manager development program that teaches proven leadership techniques. It is founded on the belief that great leadership has a multiplying effect. In FY2021, we launched new topics for virtual learning, including Emotional Intelligence and Strategic Thinking, and for our corporate teams, Empowering Innovation. These 3 topics emphasize our focus on remaining agile as an organization, developing strong team relationships and employing strategic thinking in all areas of our business. We also developed a supplemental tool called the Roadmap to help

**INCLUSION@TAPESTRY**

Inclusion@Tapestry aims to build inclusive teams and environments through live and virtual trainings. In FY2021, we launched our Inclusion@Tapestry program for our EU workforce and initiated inclusion trainings for our Asia employees.

- **Inclusion@Tapestry in the EU:** We hosted live, instructor-led trainings as well as eLearning opportunities that included participation from 85% of corporate People Managers and 97% of Store Managers.
- **Inclusion@Tapestry in Asia:** We focused on generating EI&D support from executive and senior leaders in Asia and initiated inclusion education with all employees at the Director level and above. In FY2022, we plan to introduce our Asia Inclusion Council and implement inclusion training, workshops and initiatives for corporate and Asia store employees.

employees navigate and employ The Common Thread resources to achieve their individual goals and desired outcomes. In addition, we introduced resources to help equip new People Managers with foundational skill building as they transition from being individual contributors to leaders. This included an Introduction to People Management learning session, an onboarding guide for new People Managers, and self-development tools around topics like Delegation, Building Relationships, Growth Mindset, Giving Feedback and Prioritization.



## EMPLOYEE GROWTH AND WELLBEING, CONTINUED

### EMPLOYEE BENEFITS

Tapestry believes in recognizing and rewarding employees for their talent and provides comprehensive and industry competitive benefits. We understand that the home and work lives of our employees are inextricably linked. Therefore, when possible, we also aim to provide support outside the workplace.

The ongoing COVID-19 pandemic has caused many families to struggle with finding reliable childcare and family support services. Our Working Parents, Caregivers & Allies ERG provided feedback, and in response, Tapestry established a partnership with Bright Horizons to offer emergency child and elder care to our North America employees.

We also believe in protecting our employees' mental health, and when many employees expressed burnout and "Zoom fatigue," we expanded Flexible Fridays from a summer benefit to a year-round benefit. We also offer employees in North America and Europe membership in Headspace, a meditation app. To help our employees manage stress and anxiety, we are working in partnership with Humana to provide therapist-led discussions, and we established an online community called the Wellbeing Ambassador Group to further support mental health in our workplaces.

Our current list of comprehensive benefits also includes the following for our directly hired Corporate and Store eligible full- and part-time employees:

- Paid time off
- Medical benefits and paid sick leave, in accordance with local policies and jurisdictions
- Retirement benefits with company matched contributions, in accordance with local policies and jurisdictions
- Voluntary benefits such as disability and life insurance, in accordance with local policies and jurisdictions
- Access to learning opportunities on personal finance education through various platforms as available based on location
- Employee stock purchase plan for U.S. employees

We also continued to financially support employees throughout the COVID-19 pandemic. In FY2020, we decided to invest in our people by continuing payments to retail employees while stores were closed for several months. In continued recognition of our store employees' efforts during FY2021, we awarded global store associates and store managers who do not otherwise participate in our annual incentive plans a one-time appreciation bonus of \$500 and \$1,000, respectively.

### INVESTING IN OUR TALENT

In July 2021, we announced all U.S.-based hourly employees will earn a minimum hourly wage of \$15, effective September 5th, 2021. Our people are the face of our brands, and they play a vital role in our company's success and our customer relations. This is an important investment in continuing to build great teams and reinforces our ongoing commitment to unlock the power of our people.

# Our Planet

## WE ARE TAKING BOLD ACTIONS EVERY DAY TO PROTECT OUR PLANET AND BUILD A MORE SUSTAINABLE INDUSTRY.

We aim to address our environmental impacts – from reducing emissions, water use and waste to landfill, to increasing our focus on renewable energy and the resilience of our supply chain. As our world is changing, Tapestry is working to meet the challenge by adapting to the new world and contributing to a better fashion industry.

### HIGHLIGHTS:

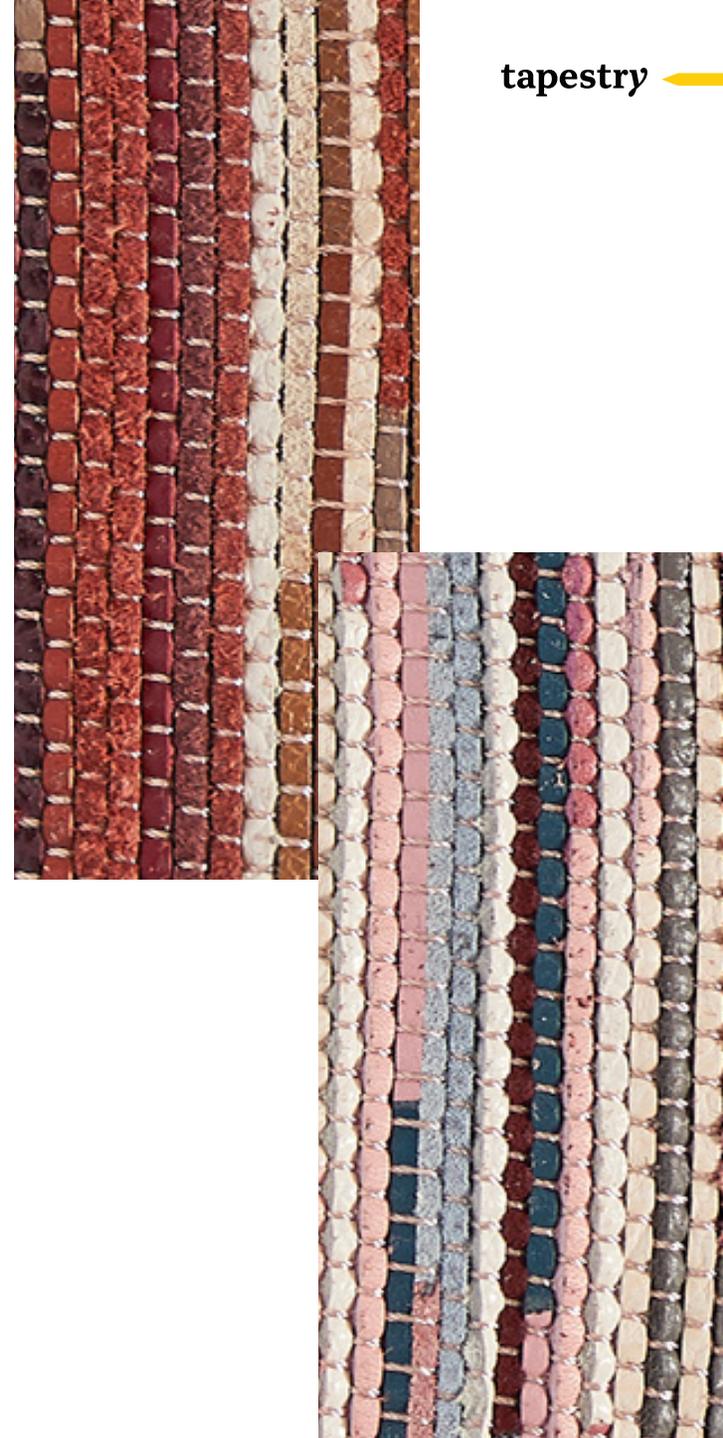
- I. Gained insight into our supply chain by joining the *Sustainable Apparel Coalition* and asking suppliers that represent 85% of our purchased volume for handbags and footwear to complete the Higg Facility Environmental Module
- II. Procured 21% of renewable energy across our own operations in North America, which is equal to 9% of our global operations
- III. Launched Coach (Re)Loved circularity initiative and partnered with graduate students as part of a course at Columbia University to complete a life cycle assessment of the Coach Swinger Bag

### 2025 OUR PLANET GOALS

- Reduce Scope 1 and Scope 2 emissions 20% below 2017 levels
- Reduce Scope 3 emissions from freight shipping 20% below 2017 levels
- Reduce water 10% below 2018 levels across Tapestry and our supply chain
- Ensure 90% of leather comes from Silver- and Gold-rated Leather Working Group tanneries
- Ensure 75% recycled content in packaging
- 25% reduction in North America corporate and distribution center waste
- 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain
- Procure 100% renewable energy in Tapestry’s stores, offices and fulfillment centers

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our Planet work supported:



## ENGAGING OUR SUPPLIERS

We are working with our suppliers to integrate environmentally sustainable practices throughout our supply chain and are committed to increasing the use of environmentally preferred materials and manufacturing processes throughout our company.

All our suppliers are required to comply with our Supplier Code of Conduct (SCOC), which includes expectations on environmental and social issues. Tapestry monitors suppliers' adherence to local rules and regulations through a combination of regular social compliance audits, corrective action plan management and biennial topic-specific training.

To track, manage and reduce environmental impacts across our supply chain, we joined the Sustainable Apparel Coalition (SAC) in FY2020 and requested over 100 of our raw material suppliers to complete the SAC's Higg Facility Environmental Module (Higg FEM). Suppliers are asked to report to 7 sections (Environmental Management System (EMS), Energy & Greenhouse Gas Emissions, Air Emissions, Water, Wastewater, Waste and Chemicals). They achieve Levels 0-3 based on the quality of disclosure that they provide and their level of management of the sections. The Higg FEM is not a pass/fail assessment. Rather, it is designed to drive improvements to sustainability management practices and identify opportunities to improve sustainability performance over time. Of the 90 suppliers that completed the Higg FEM, 65<sup>4</sup> have had their responses verified by third-party agencies and more continue to complete verification.

4 As of November 2021



A pre-loved bag, re-worked and re-imagined as part of the Coach (Re)Loved program

## ENGAGING OUR SUPPLIERS, CONTINUED

Please see the table below for data regarding supplier ratings and the relevant topic sections of the report for additional supply chain information.

SECTION OF HIGG FEM	RATING LEVELS AND CRITERIA FOR LEVEL SCORING	AVERAGE SECTION SCORES FOR VERIFIED TAPESTRY SUPPLIER FACILITIES
<b>Energy &amp; GHG</b>	Level 1: • Identify and disclose all energy sources, energy use, unit of measure, and tracking methods  Level 2 (must meet all requirements for Level 1): • Establish baselines for energy use • Understand processes and operations which consume the most energy • Set targets for improving energy use or GHG emissions • Develop an implementation plan to improve energy use or GHG emissions • Compare against its baseline year-over-year  Level 3 (must meet all requirements for Level 1 and Level 2): • Calculate and disclose annual Scope 3 GHG emissions	74
<b>Water</b>	Level 1: • Identify and track the facility's water sources, quantities and unit of measure  Level 2 (must meet all requirements for Level 1): • Set a normalized baseline for water use • Identify processes which require the most water use • Establish normalized targets for annualized water reduction • Develop an action plan to achieve these targets • Show water reductions against a baseline year-over-year  Level 3 (must meet all requirements for Level 1 and Level 2): • Implement a water balance or other analysis to evaluate traceability of water intake vs. usage and output	63

**ENGAGING OUR SUPPLIERS, CONTINUED**

SECTION OF HIGG FEM	RATING LEVELS AND CRITERIA FOR LEVEL SCORING	AVERAGE SECTION SCORES FOR VERIFIED TAPESTRY SUPPLIER FACILITIES
<p><b>Wastewater</b></p>	<p>Level 1:</p> <ul style="list-style-type: none"> <li>• Track the facility’s wastewater volume</li> <li>• Provide name and contact information of off-site wastewater treatment plant</li> <li>• Establish emergency plans related to wastewater</li> <li>• Proper disposal of hazardous and non-hazardous sludge</li> <li>• Treat septic wastewater before discharge</li> </ul> <p>Level 2 (must meet all requirements included in Level 1):</p> <ul style="list-style-type: none"> <li>• Disclose any alignment with verified wastewater standards (Zero Discharge of Hazardous Chemicals (ZDHC), Business for Social Responsibility, etc.)</li> <li>• Request wastewater quality test from the off-site wastewater treatment plant</li> </ul> <p>Level 3 (must meet all requirements for Level 1 and Level 2):</p> <ul style="list-style-type: none"> <li>• Have a closed-loop reuse and/or recycle process for wastewater</li> </ul>	<p>54</p>
<p><b>Waste</b></p>	<p>Level 1:</p> <ul style="list-style-type: none"> <li>• Identify hazardous and non-hazardous waste streams and identify where the facility generates on-site waste, the type and quantity of waste</li> <li>• Identify how waste is managed and disposed of</li> <li>• Segregate all waste streams and store hazardous and non-hazardous waste separately, in well-marked and designated waste storage areas</li> <li>• Avoid open burning and dumping on-site</li> <li>• Train all employees involved with hazardous waste handling</li> </ul> <p>Level 2 (must meet all requirements included in Level 1):</p> <ul style="list-style-type: none"> <li>• Set a baseline for solid waste and waste disposal methods</li> <li>• Set formal targets to reduce waste quantity and improve waste disposal methods</li> <li>• Establish an implementation plan to reduce waste quantity and improve waste disposal methods</li> <li>• Reduce waste quantity or improve waste disposal methods compared to an established baseline</li> </ul> <p>Level 3 (must meet all requirements for Level 1 and Level 2):</p> <ul style="list-style-type: none"> <li>• Validate final disposal and treatment of all hazardous waste</li> <li>• Divert at least 90% of all discarded materials from landfills, incinerators and the environment</li> <li>• Upcycle some waste and/or insert it into a circular economy system</li> </ul>	<p>30</p>

**ENGAGING OUR SUPPLIERS, CONTINUED**

SECTION OF HIGG FEM	RATING LEVELS AND CRITERIA FOR LEVEL SCORING	AVERAGE SECTION SCORES FOR VERIFIED TAPESTRY SUPPLIER FACILITIES
Chemicals	<p>Level 1:</p> <ul style="list-style-type: none"> <li>• Keep a full chemical inventory list including the supplier’s name</li> <li>• Have safety data sheets (SDS) available to all employees</li> <li>• Train all employees in case of hazards/risk and train employees in Manufacturing Restricted Substance List (MRSL) and Restricted Substances List (RSL)</li> <li>• Establish proper emergency plans in case of hazards/risk</li> <li>• Provide appropriate and operable safety equipment to employees</li> <li>• Have visible and proper hazard signage</li> <li>• Requirements on chemicals purchased in compliance with RSLs</li> <li>• Establish an environmental and occupational health and safety program</li> <li>• Provide well-marked, designated chemical storage areas</li> <li>• Document processes to identify, monitor and verify compliance with all RSL/MRSLs</li> <li>• Visibility into traceability of chemicals from manufacturing process into inventory</li> </ul> <p>Level 2 (must meet all requirements included in Level 1):</p> <ul style="list-style-type: none"> <li>• Establish an implementation plan to improve chemical management</li> <li>• Establish an implementation plan to reduce use of hazardous chemicals beyond regulations or MRSL/RSLs</li> <li>• Source from approved/preferred chemical positive lists beyond regulations or MRSL/RSLs</li> </ul> <p>Level 3 (must meet all requirements for Level 1 and Level 2):</p> <ul style="list-style-type: none"> <li>• Collaborate with brands and/or chemical suppliers for chemical alternatives</li> <li>• Contribute to chemical analysis against human and environmental hazards</li> <li>• Contribute to a Life Cycle Assessment (LCA) for chemical alternatives</li> <li>• Ability to trace chemicals from product lot number to chemical lot number</li> <li>• Set a documented Quality Assurance (QA) program including performance of chemicals</li> <li>• Ensure contractors and/or subcontractors source from approved/preferred chemical lists</li> </ul>	22

ENGAGING OUR SUPPLIERS, CONTINUED

SECTION OF HIGG FEM	RATING LEVELS AND CRITERIA FOR LEVEL SCORING	AVERAGE SECTION SCORES FOR VERIFIED TAPESTRY SUPPLIER FACILITIES
Air Emissions	<p>Level 1:</p> <ul style="list-style-type: none"> <li>• Identify an inventory of all sources of on-site emissions</li> <li>• Ability to track and measure all sources of production air emissions and have an abatement plan in place</li> <li>• If refrigerants are in use and if there are any leaks, have an established action plan to improve</li> <li>• Install operating control devices for all operating emission sources and production process sources and ensure they are being managed and that there is an abatement plan in place</li> </ul> <p>Level 2 (must meet all requirements included in Level 1):</p> <ul style="list-style-type: none"> <li>• Go beyond permit requirements for nitrous oxide and sulphur oxide</li> </ul> <p>Level 3 (must meet all requirements for Level 1 and Level 2):</p> <ul style="list-style-type: none"> <li>• Establish a strategic plan to upgrade equipment and to reduce and/or eliminate air emissions and improve indoor air quality</li> </ul>	28
Environmental Management System (EMS)	<p>Level 1:</p> <ul style="list-style-type: none"> <li>• Identify EMS responsible staff</li> <li>• Establish EMS strategy that guides long-term decision making</li> <li>• Ability to identify significant environmental impacts of the facility</li> <li>• Establish a program or system to review and monitor environmental permit statuses and renew dates</li> <li>• Monitor local laws, regulations and standards</li> <li>• Establish a process and schedule to maintain all equipment</li> </ul> <p>Level 2 (must meet all requirements included in Level 1):</p> <ul style="list-style-type: none"> <li>• Review of the environmental management strategy by top management at least annually</li> <li>• Staff includes competent technicians, training and engagement of EMS to all workers</li> </ul> <p>Level 3 (must meet all requirements for Level 1 and Level 2):</p> <ul style="list-style-type: none"> <li>• Promote awareness of environmental strategies to all employees</li> <li>• Engage and monitor subcontractors on EMS using the Higg Index</li> <li>• Engage with local organizations and stakeholders in environmental improvement</li> <li>• Engage and monitor upstream suppliers on EMS using the Higg Index</li> </ul>	54

Our *Leather Working Group* (LWG) suppliers must already meet a certain set of environmental and social requirements. They individually provide us with their responses regarding waste, water, energy, wastewater and chemical management. Accordingly, for those suppliers, we did not ask them to submit data to the Higg FEM. As indicated throughout the report, we have aggregated the data we received from LWG-audited tanneries with the data we received from our suppliers through the Higg FEM to present a comprehensive overview of the environmental impacts of our supply chain.

## CLIMATE CHANGE

As one of the world's greatest challenges and global disrupters, climate change impacts us all. It exacerbates natural disasters, threatens supply chains and disproportionately harms marginalized communities, contributing to socio-economic inequalities. Tapestry and our brands are responding to the urgent call for collective action and doing our part to mitigate climate-related risks to our business, our people and the communities where we live and work.



We are aligning our business strategies with the international consensus – outlined in the Paris Agreement – that we must limit global warming to below 1.5°C, compared to pre-industrial levels. In early FY2022, we signed onto the Science Based Targets initiative (SBTi) *Business Ambition for 1.5°C*.

By doing so, we have committed to set science-based emissions reduction targets across all parts of our business by the end of 2022, in line with SBTi criteria and 1.5°C emissions scenarios. We have also committed to establishing a long-term science-based target to reach net-zero value chain GHG emissions by no later than 2050.

Read more about our management of climate-related risks and opportunities in our [Task Force on Climate-related Financial Disclosures](#).

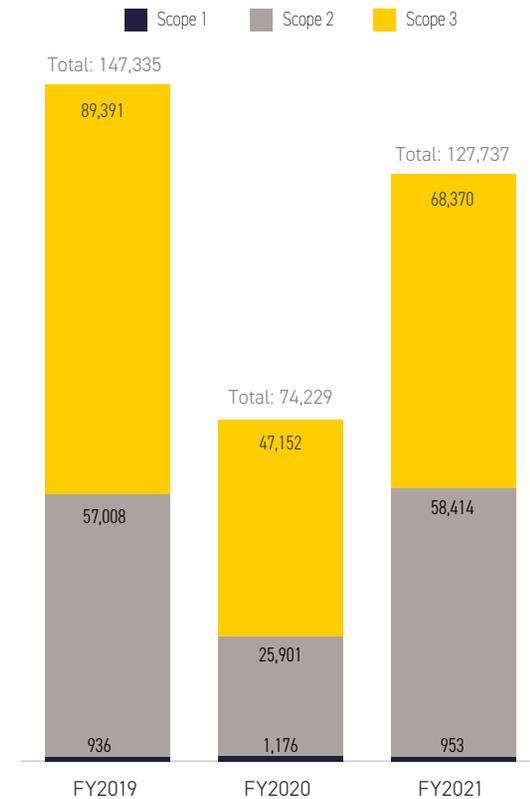
### GREENHOUSE GAS (GHG) EMISSIONS

We aim to reduce our GHG emissions as part of our efforts to address climate change. In 2019, Tapestry set goals to reduce our Scope 1 and 2 emissions 20% below 2017 levels and reduce Scope 3 emissions from freight shipping 20% below 2017 levels, both by 2025. As of FY2021, we have reduced Scope 1 and 2 emissions by 6% and Scope 3 emissions from upstream freight shipping by 28%. We are currently working on setting increased targets for Scope 3 emissions and are expanding our Scope 3 emissions inventory to likely include upstream and downstream transportation, business travel, emissions from purchased goods and services, and other relevant categories as outlined by the GHG protocol.

Tapestry's emissions across Scope 2 and 3 increased from FY2020 to FY2021 as our business activities started to return to normal following the initial impacts of COVID-19. As we work towards achieving our GHG emissions reduction goals and a net-zero value chain, we know it will take the full

participation of our business, our brands and our supply chain partners. In FY2022, we aim to host trainings for our suppliers on establishing GHG emissions reduction goals in line with SBTi for their operations.

Greenhouse Gas Emissions<sup>5</sup> (MT CO<sub>2</sub>e)



<sup>5</sup> Scope 1 emissions are based on data available in North America and Scope 3 emissions include emissions only from freight shipping

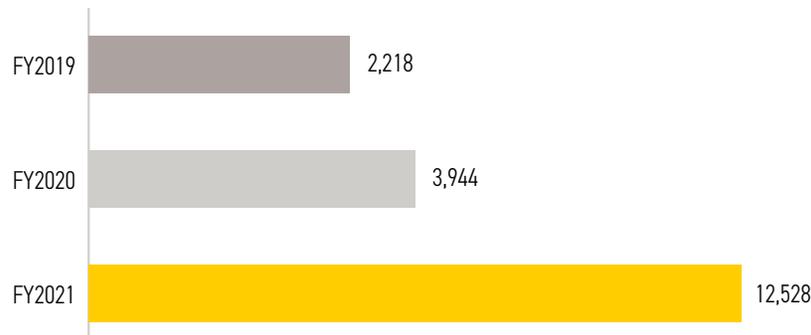
## CLIMATE CHANGE, CONTINUED

### ENERGY AND RENEWABLES

Tapestry is committed to procuring 100% renewable electricity in our stores, offices and fulfillment centers by 2025. We work with a third-party energy procurement team to source renewable energy in our retail stores in deregulated electricity markets using green-e certified renewable energy credits (RECs). In FY2021, our RECs covered 21% of our electricity consumption across our operations in North America, which is equivalent to 9% renewable electricity globally. Our total REC purchases from 2017 to 2021 were 20,522 MWH.

In addition to purchasing renewable energy, we are working to improve energy efficiency and reduce overall electricity usage wherever possible. Our global headquarters at Hudson Yards is LEED Platinum certified and our kate spade new york office and Jacksonville distribution center both earned LEED Silver certifications.

Total REC Purchase (MWH)



ENERGY CONSUMPTION	GLOBAL <sup>6</sup>	NORTH AMERICA
Non-renewable electricity	136,227 MWH	61,180 MWH
Renewable electricity consumption	12,528 MWH	12,528 MWH
Non-renewable fuel consumption <sup>7</sup>	N/A	180,025 therms

<sup>6</sup> Estimated based on global square footage

<sup>7</sup> Data only available in North America

<sup>8</sup> As of November 2021

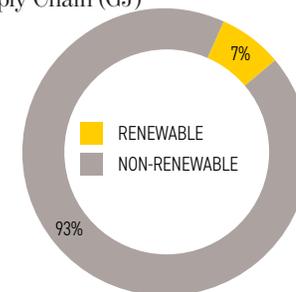
<sup>9</sup> Represents data collected from Higg FEM and LWG-audited tanneries

### Renewable Energy in Our Supply Chain

We seek to promote renewable energy consumption across our supply chain. 78% of our suppliers who completed the Higg FEM energy module and had their data verified by a third-party agency achieved a Level 1 rating in the Energy and GHG module, and 22% achieved a Level 2 rating.<sup>8</sup> The data provided through the Higg FEM, combined with data we received from tanneries audited by the LWG, allowed us to analyze our supply chain energy consumption data broken down by source and usage and provided us with a baseline to measure our supply chain improvements year-over-year. In early FY2022, we began engaging with our suppliers one-on-one to help set energy reduction targets and increase adoption of renewable energy. As we work to set a science-based target, we plan to include additional Scope 3 categories in our GHG footprint and plan to report on that information in future reports.

Read more about Higg FEM and our work to help suppliers improve environmental performance in the Engaging Our Suppliers section of this report.

### Renewable vs. Non-renewable Energy Usage in Our Supply Chain (GJ)<sup>9</sup>



## BIODIVERSITY

Preserving and restoring biodiversity helps to combat climate change and protect vital ecosystems. We're committed to minimizing our impact on biodiversity by continually monitoring and reducing natural resource depletion while supporting restoration initiatives in the ecosystems in which we operate.

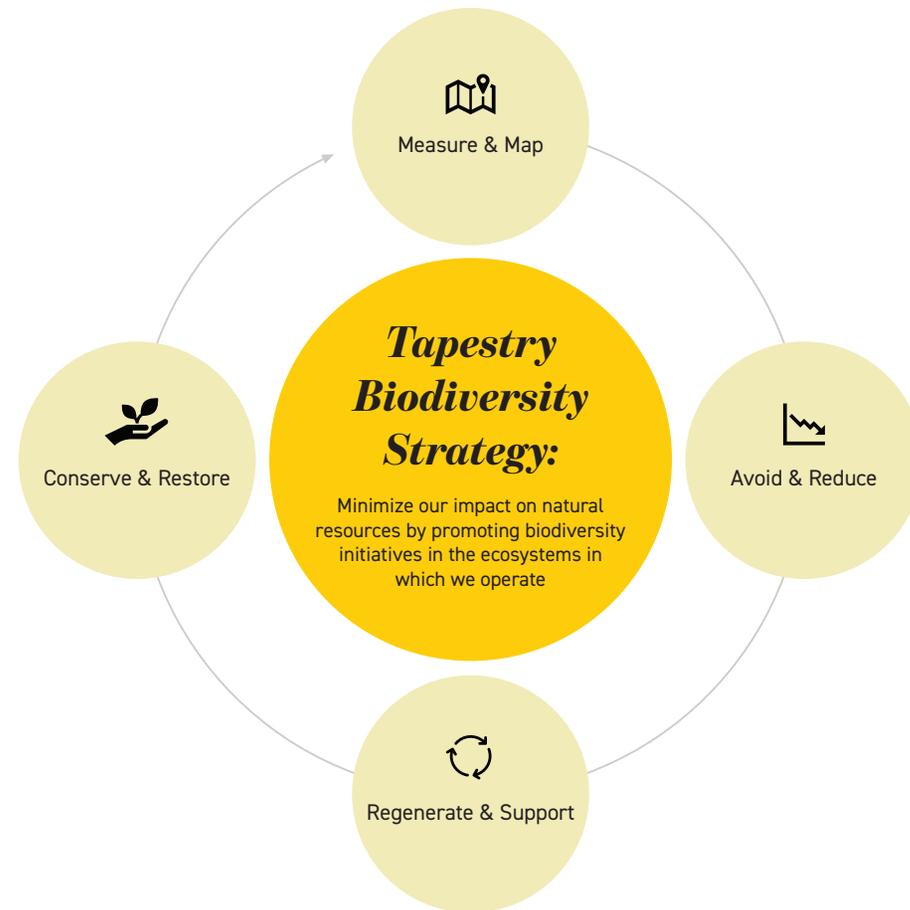
Tapestry is a signatory of *The Fashion Pact*, a coalition of fashion and textile companies working to address global warming, restore biodiversity and protect the oceans. Through this partnership, we are working to achieve umbrella actions for biodiversity, including supporting zero deforestation and sustainable forest management by 2025. We developed an initial biodiversity strategy aligned with recommendations from the *Science-Based Targets for Nature* and the *Accountability Framework*.

Our goal is to achieve 95% traceability and mapping of our raw materials by 2025, and we are working to identify all low-, medium- and high-risk impacts to biodiversity across our supply chain. We are also working to source more environmentally preferred materials, which will reduce our impact on the natural systems we source from.

In early FY2022, we became a member of the *Textile Exchange*, which brings together brands, suppliers and companies to create a more sustainable and responsible textile industry. We also completed the Textile Exchange's Biodiversity Benchmark for the first time in FY2021, giving us a baseline to track our year-over-year progress in biodiversity. We aim to report further on our biodiversity strategies and progress in our FY2022 Corporate Responsibility Report.

Regenerative agricultural practices can aid the protection and restoration of biodiversity. We started an effort to source regeneratively grazed hides and are working with suppliers and partners

to support soil health and responsible land management practices and aid in the development of regenerative agricultural supply chains.



**WATER**

Access to clean, safe water is a fundamental human right. The apparel industry uses a significant amount of water at each stage of the production process, and we are making efforts to protect water resources in our sourcing countries while reducing water use across our business. Our goal is to reduce water usage by 10% across our supply chain and direct operations by 2025.

In FY2021, we exceeded a 10% reduction at our owned North America operations, achieving a 15.2%

reduction from our 2018 baseline. We are now working towards reducing water by 10% across our supply chain by 2025 from a 2020 baseline and we've begun working with our suppliers to help set water reduction targets.

We continue to track water usage at our corporate locations – including our offices and distribution centers – and acquire data for most of our U.S. store locations. At our corporate locations, we utilize low flow filters and implement irrigation

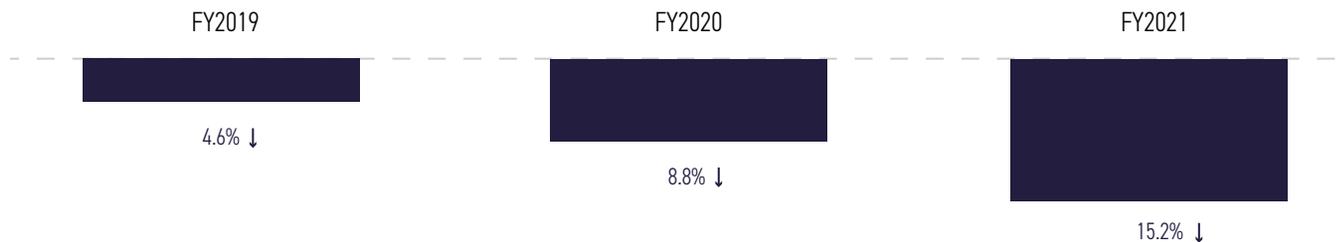
measures to reduce water use and regulate water usage over time.

Annually, we use the *WRI Aqueduct Tool* to conduct a water risk assessment of our stores and direct operations within North America to determine if any are located within areas that may be considered “water stressed.” We are looking to expand this assessment beyond our North America stores and direct operations.

Water Usage (Gallons) by Type<sup>10</sup>



Percentage Change in Water Usage from 2018 Baseline



<sup>10</sup> Our corporate locations include our distribution centers, facilities and offices within the U.S., and retail locations. Covers municipal water consumed by stores across all three brands where utility data is available.

## WATER, CONTINUED

### Water in Our Supply Chain

67% percent of our suppliers who completed the Higg FEM water module and had their data verified by a third-party agency achieved a Level 1 rating, 11% achieved a Level 2 rating and 22% achieved a Level 3 rating.<sup>11</sup> Through the Higg FEM, we now have access to water data in our supply chain and can track and measure progress towards our 2025 goal. Based on Tapestry’s allocated volume at these verified facilities combined with our tanneries audited by the LWG, the suppliers disclosed using 2,508,706 m<sup>3</sup>, of which 17% comes from recycled water sources.

### Wastewater and Effluents in Our Supply Chain

All Tapestry suppliers are required to adhere to all applicable laws and regulations of the regions in which they operate, including local laws regarding wastewater discharge permits. If a supplier does not operate in accordance with these regulations, we expect them to promptly develop and implement measures to correct issues of non-compliance. We work closely with our suppliers through the remediation process, including root cause analysis, goal setting, corrective action planning and follow-up.

41% of our suppliers who completed the Higg FEM wastewater module and had their data verified by a third-party agency achieved a Level 1 rating, 14% achieved a Level 2, and 2% achieved a Level 3 rating.<sup>12</sup> In FY2022, we aim to support our suppliers in setting sustainability goals to increase responsible wastewater management within their operations.

Read more about Higg FEM and our work to help suppliers improve environmental performance in the [Engaging Our Suppliers](#) section of this report.



<sup>11</sup> As of November 2021  
<sup>12</sup> As of November 2021

## MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING

We seek to develop quality products that contain responsibly sourced materials, factoring in social and environmental considerations. Tracing and disclosing where and how our raw materials are produced is a focus for our company.

In FY2019 Tapestry launched a commitment to achieve 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain by 2025. Since then, we have engaged with a variety of NGOs and third-party solutions to map our suppliers' core raw materials back to their origin. Working with the *National Wildlife Federation*, we focused on mapping materials of high risk of deforestation across our supply chain. We are also working with the LWG Traceability Working Group to support the development of a system to substantiate claims of deforestation-free leather supply chains. This work follows on our long-standing expectation and supplier requirement to not use leather sourced from deforested land.

**2021 MATERIAL CONSUMPTION BY TYPE<sup>13</sup>**

MATERIAL TYPE	CONSUMPTION	UNIT
Leather	85,300,000	Square Feet
Fabric-Shell	4,087,000	Meters
Fabric-Lining	6,824,000	Meters
Fabric-Webbing	4,500,513	Meters
Hardware	294,500,000	Pieces
Zipper	60,431,000	Pieces

## MATERIALS MANAGEMENT

We endeavor to increase our use of environmentally preferred materials – such as recycled polyester and organic cotton. In FY2021, we developed Environmentally Preferred Materials Guidelines, an internal resource to provide guidance to Tapestry employees on how to adopt more environmentally preferred materials and production processes. The Guidelines also outline requirements and documentation needed to make raw material or environmental benefit marketing claims about a material or product.



A digital measuring machine at one of Tapestry's tanneries measuring products before shipment to a finished goods provider

<sup>13</sup> Consumption data is based on the raw materials that supported our sales in FY2021, and as a result have decreased from FY2020 due to the COVID-19 pandemic

**MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING, CONTINUED**

**Leather**

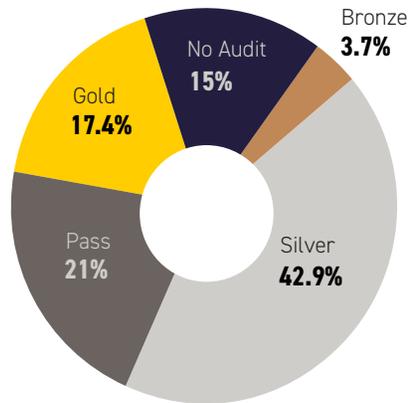
We are a member of the *Leather Working Group* (LWG), a nonprofit membership organization responsible for the world's premier leather manufacturing certification. The LWG assesses environmental compliance and performance capabilities of leather manufacturers and promotes sustainable and responsible environmental and social business practices within the leather industry. Our Senior Director of Materials Planning sits on the Technical Subgroup (TSG) of the LWG, helping with development and continuous improvement of the LWG Audit Standards. The TSG is also responsible for incorporating emerging sustainability and environmental best practices in the LWG protocol to keep it current.

We have a goal to source 90% of our leather from Gold- or Silver-rated LWG tanneries by 2025. In FY2021, 60.3% of the leather we sourced was from Gold- or Silver-rated tanneries. This number decreased from the previous year due to audit scheduling constraints as a result of COVID-19. However, we believe we are still on track towards increasing the percentage of Gold- and Silver-rated tanneries by 2025.

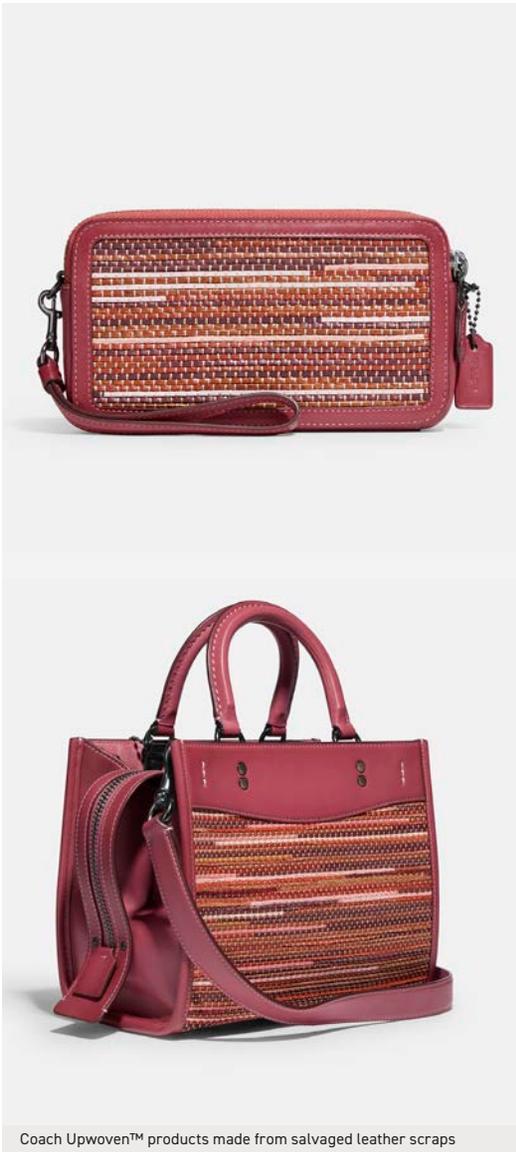
In FY2021, we also began using leathers that are re-tanned and finished using bio-based chemicals. This reduces the amount of non-renewable, petroleum-based chemicals used in product development. In FY2021, Coach launched products using Upwoven™ leather, which is made from salvaged leather scraps that are used to create a new woven leather.

Since the launch of Upwoven™ leather, Coach has repurposed 3,228 lbs. of scrap leather which is equivalent to 732 yards of woven leather.

LWG Rating



**WE HAVE A GOAL TO SOURCE**  
**90%**  
**OF OUR LEATHER FROM**  
**GOLD- OR SILVER-RATED LWG**  
**TANNERIES BY 2025**



Coach Upwoven™ products made from salvaged leather scraps

## MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING, CONTINUED

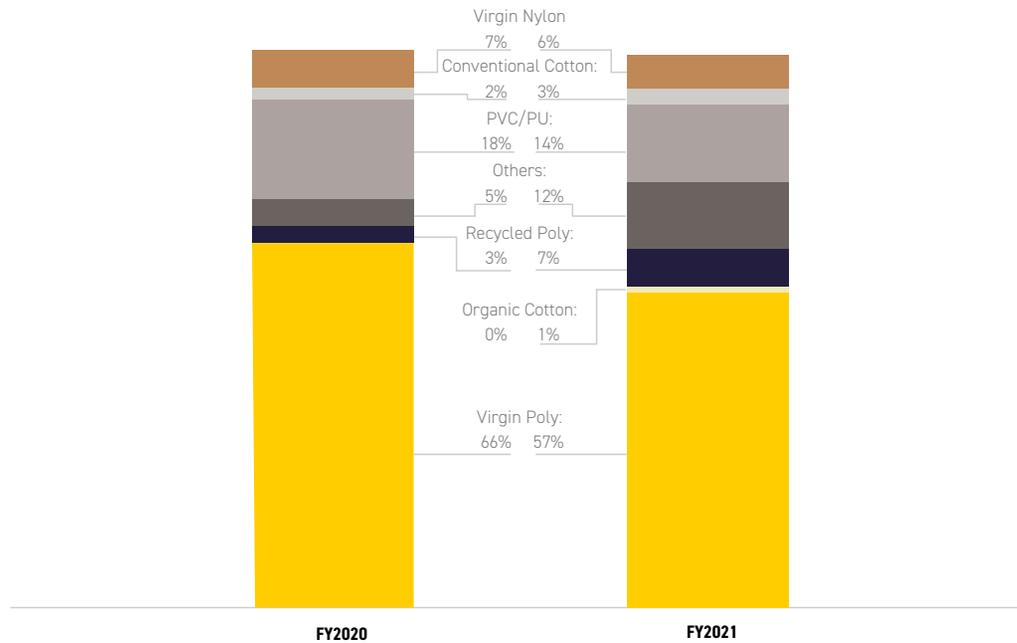
### Textiles & Hardware

In FY2021, we successfully implemented the Higg FEM at many of our Tier 1 and Tier 2 suppliers, making up 85% of Tapestry's purchased volume for handbags and footwear. We developed 100% recycled polyester linings, switched zipper coil to recycled materials, and are continuing to work on finding closed-loop circular recycling solutions. In addition, Coach adopted rPET blend linings in its products. By reducing our reliance on virgin materials and transitioning to recycled polyester, recycled nylon and organic cotton, we were able to reduce the total GHG emissions of our materials sourcing by 2,337.94 MT CO2e in FY2021.

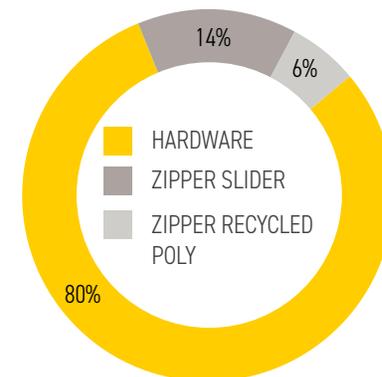


A kate spade new york mini tote from the nylon shop collection, with a shell made from 40% recycled nylon

### Recycled and Environmentally Preferred Textiles



### Recycled Hardware



**MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING, CONTINUED**

**PRODUCT SAFETY AND CHEMICAL MANAGEMENT**

Operating our business in an environmentally sustainable and safe manner is important to protecting our consumers, workers, the environment and our brands. The Tapestry Product Safety Compliance Manual guides our commitments. Each supplier is required to understand, agree to, comply with, and declare that the raw materials, component parts, chemicals, and sundries used and supplied or otherwise delivered to Tapestry comply with the prohibitions, limitations and other provisions described in the Manual.

The Tapestry Product Safety Program works to confirm that all vendors who supply materials or finished goods to our company comply with regulatory local and international laws, as well as our Restricted Substances List (RSL). This is reinforced through three key activities:

1. **Certificate of Compliance:** We require all vendors who supply materials or finished goods to our company to annually renew their Certificate of Compliance, which certifies that all materials, products, components and packaging materials comply with applicable laws and our RSL.
2. **X-Ray Fluorescence (XRF):** We scan all materials for restricted substances at the Tapestry Lab or a lab approved by Tapestry.
3. **Quarterly Material Safety Audit Testing (MSAT):** We conduct quarterly testing to confirm all materials used in our products are RSL approved. Our RSL testing is conducted by a third-party lab at the material stage.

Our Global Product Compliance, Material Management, and Sourcing and Operations teams are responsible for ensuring our vendors comply with the program. If a supplier is non-compliant with our RSL at any stage, we communicate with the responsible party for corrective actions. Failed materials are not shipped or included in any of Tapestry's products.

Of our suppliers who completed the Higg FEM chemicals module and had their data verified by a third-party agency, 9% achieved a Level 1 rating and 8% achieved a Level 2 rating.<sup>14</sup> In FY2022, we aim to work with these suppliers to increase responsible chemical management within their operations.

Read more about Higg FEM and our work to help suppliers improve environmental performance in the [Engaging Our Suppliers](#) section of this report.

**Product Performance**

We believe that any Tapestry product should meet both our customers' expectations and our own high standards of craftsmanship, regardless of where, or by whom, it is produced. We align our products with our Performance Standards for Raw Material and Finished Products, which aim to ensure products can withstand harsh environmental conditions and avoid adverse reactions during the manufacturing process.

Our Quality Assurance program requires that, at a minimum, any manufacturer or supplier of materials to be used in our products must be able to demonstrate that it employs a comprehensive internal quality assurance program and supporting

programs, including in-line audits and finished goods inspection. In addition, our manufacturers and suppliers must demonstrate access to an approved testing laboratory.



A customer's pre-loved product, in the beginning stages of repair at the Coach (Re)Loved & Repair Workshop

<sup>14</sup> As of November 2021

## WASTE AND RECYCLING

To help protect the environment, we are addressing and reducing waste from our direct operations and our supply chain. We are innovating and re-thinking historical fashion industry norms by reusing, recycling and repurposing, which ultimately result in less waste to landfill. These efforts extend the life of our products and contribute to a more sustainable circular economy.

### OPERATIONAL WASTE

In FY2021, our total municipal waste consumption across our distribution centers and offices was 4,079 tons. We recycled or diverted 86% of waste from landfills. To continue to make progress, we set a goal to reduce waste from our North American corporate offices and distribution centers by 25% by 2025. Our waste increased 3% from 2018 levels; however, it decreased by 2.8% since the previous year.

We participate in recycling programs to keep materials out of landfills and minimize our environmental impact. Where our teams have a surplus of sample materials, such as fabrics or leathers, we aim to donate these materials to organizations that donate or recycle them. For example, in FY2021, we donated 3,489 lbs. of textiles to [FabScrap](#).

We also seek to reduce waste across our retail locations. In FY2021, our Global Environments team recycled 585 tons of materials from unused store fixtures.



Coach Tote 42 made from polyester canvas sourced from 100% recycled plastic bottles

### Waste in Our Supply Chain

40% of our suppliers who completed the Higg FEM waste management module and had their data verified by a third-party agency achieved a Level 1 rating, and 2% achieved a Level 2 rating.<sup>15</sup> Based on Tapestry's allocated volume at these facilities combined with our tanneries audited by the LWG, the suppliers disclosed a total of 13,134 MT with a

65% landfill diversion rate through recycling, reuse, composting or recovery methods.

Read more about Higg FEM and our work to help suppliers improve environmental performance in the [Engaging Our Suppliers](#) section of this report.

<sup>15</sup> As of November 2021

## WASTE AND RECYCLING, CONTINUED

### PACKAGING

We strive to reduce or eliminate materials in our packaging when possible and use recycled content when we can't. Our goal is for all packaging to include 75% recycled content by 2025. See the table below for a breakdown of our progress across key packaging categories. We also encourage consumers to recycle and enable them to do so by ensuring that our packaging is recyclable in most municipal facilities.

Percent Recycled Content in Consumer Packaging			
	Coach	kate spade	Stuart Weitzman
Retail Shopping Bags	85%	40%	40-75% <sup>16</sup>
Retail Boxes	75%	60%	75%
Outlet Shopping Bags	90%	80%	40-75% <sup>17</sup>
Outlet Boxes	75%	75%	75%



In FY2021, we formed a Packaging Task Force which includes cross-functional business leaders from our Procurement Teams. The Task Force is focused on innovating our packaging through sustainable design. Our brands are working towards improving the environmental criteria of their packaging through the following examples:

**Coach:**

- Reducing paper use by transitioning multiple-page, product care booklets to a QR code<sup>18</sup>
- Moving towards at least 75% recycled content in all customer-facing and in-store collateral<sup>19</sup>

**kate spade new york:**

- Launching 100% recycled content dust bags made from recycled plastic bottles<sup>20</sup>

**Stuart Weitzman:**

- In the U.S. and EU, exhausting existing packaging inventories before fully transitioning to packaging made up of at least 75% recycled content

<sup>16</sup> Packaging within the U.S. and EU is at least 40% recycled content. Packaging within China is at least 75% recycled content

<sup>17</sup> Packaging within the U.S. and EU is at least 40% recycled content. Packaging within China is at least 75% recycled content

<sup>18</sup> This initiative will launch in stores in FY2022

<sup>19</sup> By the end of FY2022

<sup>20</sup> This initiative will launch in FY2022

WASTE AND RECYCLING, CONTINUED

**CIRCULARITY: SUSTAINABLE PRODUCT DESIGN, LIFE CYCLE ASSESSMENT, REUSE AND REPAIR**

We imagine a future where all products can be reused, repurposed or recycled, and cause minimal negative environmental impact. To achieve this ambition, we are rethinking product life cycle, reuse and repair, and through innovative design, we are working towards a sustainable, circular economy.

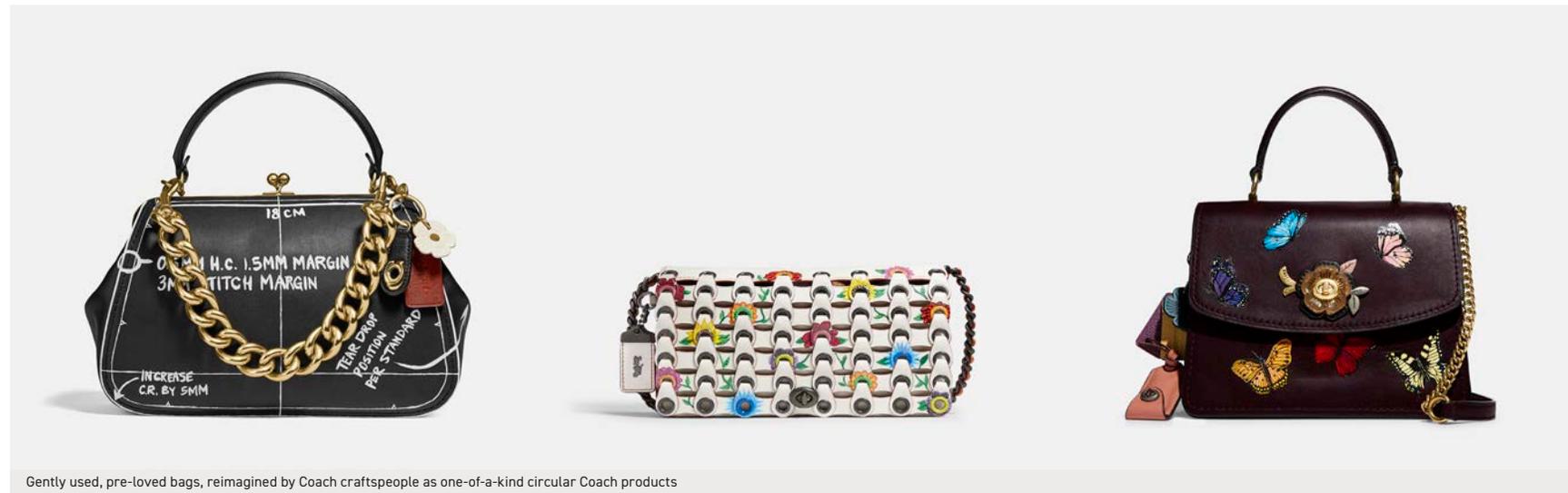
In April 2021, Coach launched *(Re)Loved*, a program that gives bags a second life by allowing customers the opportunity to trade pre-owned Coach bags for store credit. These bags are then reimaged as part of the Coach (Re)Loved collection. Coach (Re)Loved consists of Coach's Upcrafted collection, one-of-a-kind products reimaged by Coach designers and craftspeople, and Coach Restored bags,

which are carefully brought back to their original condition. When a bag is beyond repair, the Coach Remade collection deconstructs those pre-owned bags to repurpose them as small, playful objects. Coach (Re)Loved is paving the way for new circular models and is reimagining the idea of a bag's end of life.

In FY2021, we continued to offer free leather care to our customers, and our Repair Workshops helped customers maintain and repair their own bags. Our Coach (Re)Loved & Repair Workshop in New Jersey repaired more than 9,058 bags. Though significantly down due to COVID-19, this makes up 76% of products returned to Coach in the U.S. Additionally, our Global Customer Experience Team tracked and managed over 61,000 repairs by local Coach or outsourced repair specialists across Europe, Asia, and Australia and New Zealand. Over the last three

years, our teams have managed approximately 266,000 repairs for our customers.

Tapestry's ESG & Sustainability Team partnered with graduate students as part of a course at *Columbia University's M.S. Sustainability Management program* to evaluate the life cycle impacts of a single Coach product, the Swinger bag, across different lifetime uses. It was found that reimagining the Coach Swinger bag under Coach Upcrafted can reduce annualized emissions by 76% compared to a typical Coach bag life cycle. We also gained insight into our product's environmental impact along the supply chain stages and are using these findings to target areas for improvement. We worked with a third-party organization to externally *verify* this life cycle assessment and confirm its accuracy. Moving forward, we hope to scale this work with future product life cycle assessments.



Gently used, pre-loved bags, reimaged by Coach craftspeople as one-of-a-kind circular Coach products

# Our Communities

**AS A PURPOSE-LED ORGANIZATION, WE LIVE OUR VALUES BY SUPPORTING THE COMMUNITIES WHERE WE LIVE, WORK AND MAKE OUR PRODUCTS.**

This ongoing commitment to giving back is supported by our employees' passion for volunteerism and our strong relationships with community partners across the globe. We unlock our greatest potential for collective impact by uniting the resources of the Tapestry house of brands and their Foundations.

**HIGHLIGHTS:**

- I. Across our brands and Foundations, contributed \$7.9 million in financial donations to nonprofits around the world
- II. Launched the \$50 million Tapestry Foundation to advance access and equity initiatives and to combat climate change
- III. Employees volunteered more than 32,000 hours, supporting our goal of completing 100,000 volunteer hours by 2025

**2025 OUR COMMUNITIES GOALS**

- 100,000 volunteer service hours completed by our employees around the world
- \$75 million in financial and product donations to nonprofit organizations globally
- 100,000 people working in the factories crafting our products will have access to empowerment programs during the workday

**UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

Our Communities work supported:



**GUIDED BY OUR VALUES: DRIVING COLLECTIVE IMPACT**

We believe that when we stand together as a house of brands we can reach further and give more. Across Tapestry, we are supporting our global communities by improving access to education, tackling inequity and empowering women and girls. This collective work aligns to the SDGs and heeds the United Nations' urgent call for global action.

In July 2021, we launched the Tapestry Foundation, to aid social and environmental programs focused on equity and opportunity and to combat climate change. Going forward, the Tapestry Foundation will power the Tapestry Gives global employee volunteerism program and matching gifts program in North America.

*In order to effect real and lasting change, The Tapestry Foundation will address some of the complex challenges our global communities are facing, notably equity, inclusion and the climate crisis.*

**ANNE GATES, BOARD CHAIR, TAPESTRY, INC. AND DIRECTOR OF THE TAPESTRY FOUNDATION**

*Tapestry's FY2021 Collective Impact*

**Social and Racial Equity**

\$6 million to programming to reduce inequalities for women, BIPOC, LGBTQIA+ and marginalized communities, including:

**Access to Education and Opportunity**

\$3.6 million towards Coach Foundation's *Dream It Real* program for underrepresented youth globally

**Women's Empowerment**

\$1.8 million towards kate spade new york's women's empowerment and mental health programs

\$200,000 from Stuart Weitzman to create the Bold Moves Grant with Vital Voices

**LGBTQIA+ Causes**

More than \$300,000 donated across our brands and Foundations to support LGBTQIA+ causes

**\$7.9M**

IN TOTAL FINANCIAL DONATIONS ACROSS OUR BRANDS AND FOUNDATIONS

**Community Response and Relief**

\$1.3 million towards COVID-19 response and disaster relief

**Employee Engagement**

More than \$500,000 in Tapestry Gives volunteering grants and gift matching to 570 organizations

**Community Partners**

Direct financial grants to more than 75 global nonprofits from Tapestry, our brands and Foundations

**TAPESTRY GIVES: EMPLOYEE VOLUNTEERISM**

- More Than 32,000 Volunteer Hours
- 260 Global Employee Volunteer Ambassadors
- 12 Global Volunteer Committees
- 550 Nonprofits Served

In FY2021, we amplified our commitment to service through the launch of our signature employee volunteer program, Tapestry Gives. Tapestry Gives provides our employees with the tools and resources they need to serve in the communities where they live and work.

We aim to make volunteering simple and accessible and want our employees to give their time and talent to causes they are passionate about. The new Tapestry Gives program includes an internal platform where all global employees can find, record and join volunteer events in their local community. This allows us to track our volunteering efforts and measure their impact on a global scale. In North America, we also introduced a Volunteer Match tool, which connects employee interest areas to more than 65,000 local volunteering opportunities. After the onset of the COVID-19 pandemic curtailed many of our volunteering options in 2020, new virtual volunteering, flexible scheduling and our new Volunteer Match tool provided employees with the opportunity to give back in ways that were safe, meaningful and worked best for them.

Building on our previous corporate volunteer program, we also announced Volunteer Time Off



Tapestry teams volunteer around the world to serve causes including meal preparation and youth education

(VTO), which provides up to one paid volunteer day per year for all global employees, including part- and full-time corporate, field and distribution center employees. This new benefit reinforces our ambition to reach 100,000 volunteer hours by 2025.

In FY2021, Tapestry employees volunteered over 32,000 hours, bringing our total hours to 42,150, nearly halfway to the 2025 goal Tapestry set in 2019.

**TAPESTRY GIVES: EMPLOYEE VOLUNTEERISM, CONTINUED**

**GLOBAL VOLUNTEER AMBASSADORS**

Through our Tapestry Gives program and support from our global volunteer ambassadors, our teams showed their commitment to volunteerism in a variety of ways including:

- Tapestry corporate and store employees from all brands participated in nine events with *SuitUp*, a nonprofit that increases career readiness for students of all backgrounds through business competitions. Tapestry volunteers mentored these underserved students over the course of three sessions for each event and helped them to create innovative solutions to address modern day corporate challenges. Through this initiative, we reached over 260 students and achieved more than 230 volunteer hours.
- In FY2021 our store teams showed an exceptional commitment to service, going over and beyond in their local efforts including:
  - Hosted drives to collect nonperishable food, canned goods, toiletries and toys for women, children and families in need
  - Protected the environment through beach, parking lot and park clean ups
  - Collected blankets, towels and pet supplies for humane societies also volunteering at shelters to improve the health of homeless animals
  - Wrote 'Thinking of You' letters and cards for hospice patients, children in hospitals and seniors experiencing isolation
- Employees from our Tapestry Asia Team traveled to a local school called Vinh Chanh A in An Giang province, Vietnam where our service provider, Thai Binh Shoes, is located. Together

with Thai Binh Shoes' employees, we delivered school supplies and classroom furniture to improve the learning environment for more than 400 students.

- In honor of National Mentoring Month, the Coach Foundation launched a volunteering campaign tied to its signature program, *Dream It Real*. 100 volunteers mentored 250 students through nine virtual events across five cities.

Looking forward, we plan to continue to grow our employee volunteering by implementing a company-wide day of service, expanding skills-based volunteering options and recognizing and celebrating our employees' efforts through employee volunteer awards.

*“From the moment I heard about the Coach Cares Volunteer Ambassador Program I knew I needed to be involved. Not only is it a very rewarding feeling for me knowing I’m helping my community but to see the store teams come together to support our local community is very special. It helps the community know that we are more than just a business — we want to help those most important to us and that is those around us.”*

**NICOLE ST. PIERRE, COACH CARES AMBASSADOR,  
ASSISTANT STORE MANAGER**

At Tapestry, volunteering is supported by employee Volunteer Ambassadors who are responsible for leading their teams in our community programs, fostering a culture of service and driving localized community engagement. Our Volunteer Ambassadors are selected through an application process, nominated by leadership and serve in addition to their core roles at Tapestry.

In FY2021, we scaled our volunteering program through two major expansions: establishing a first-ever field Volunteer Ambassador program across all of our brands and expanding our Volunteer Ambassador Program globally.

Each of the Tapestry brands now has a designated program to help its field employees engage in their local communities: Coach Cares Ambassadors, kate spade new york: Give in Spades and Stuart Weitzman: Shine Brighter.

**SOCIAL AND RACIAL EQUITY**

Tapestry, our brands and Foundations continue working together with our partners to help communities around the world achieve a more equitable society by advancing opportunity and dignity for all. Since 2020, we've provided more than \$1 million in contributions to organizations that champion racial and social justice. In FY2021, we donated:

- \$150,000 to the *Equal Justice Initiative* to help fight discrimination in the criminal justice system.
- \$175,000 to the *NAACP Legal Defense Fund* to fight for structural changes that achieve racial equality.
- \$225,000 to the *Thurgood Marshall College Fund* to support education equity and scholarships for students at Historically Black Colleges and Universities.
- kate spade new york and its Foundation supported and established partnerships with the *National Council for Mental Wellbeing*, *Black Girls Smile* and the *Lower Eastside Girls Club*.

The Company Foundation also contributed to our support of social and racial equity by donating \$100,000 to *Asian Americans Advancing Justice* (AAJC) as part of their Stop Asian Hate action plan and supporting the *American Society for Yad Vashem* in honor of Holocaust Remembrance Day.



HEALTHY MINDS  
STRONG COMMUNITIES

THE LOWER EASTSIDE  
**GIRLS CLUB**



**SOCIAL AND RACIAL EQUITY, CONTINUED**

**SUPPORTING LGBTQIA+ RIGHTS**

FY2021 marked our largest ever Pride activation and a pivotal moment in a year-long program to celebrate the history and heritage of LGBTQIA+ people and communities. Our brands celebrated Pride Month with capsule collections, partnerships with *CenterLink Network* and *The Trevor Project*, and month-long in-store and virtual events.

- The Coach Foundation donated over \$250,000 to advance causes for LGBTQIA+ youth. Support went to *The Point Foundation*, the *Albert Kennedy Trust*, and for the 9th year in a row, the *Hetrick-Martin Institute*. In FY2021, a grant of \$100,000 provided seed funding for their educational programs helping LGBTQIA+ young people.

The Foundation also supported more than 270 LGBTQIA+ *Centerlink Centers* around the world, funding a new digital platform providing young people with essential services such as peer support and connectivity in their communities.

- kate spade new york continued supporting *The Trevor Project* for a second year as its LGBTQ+ partner. The brand gave more than \$200,000 to help fund their crisis intervention services for LGBTQ+ youth. It also hosted a first-ever thank-a-thon in partnership with the organization where employees wrote letters of gratitude to more than 500 volunteers that form the backbone of The Trevor Project's crisis services.
- Stuart Weitzman launched the limited-edition

PRIDE SNEAKERS as part of its partnership with the *It Gets Better Project*, a nonprofit dedicated to uplifting and empowering LGBTQIA+ youth around the globe. The brand donated 100% of net profits from the sale of the sneakers – a total of \$28,011 – to the organization. Stuart Weitzman team members also shared their personal connection to Pride through a LinkedIn and Instagram campaign.



To celebrate Pride Month, Stuart Weitzman team members came together in the New York showroom to share what Pride means to them



In support of Pride Month and in partnership with The Trevor Project, kate spade new york hosted a thank-a-thon event

## COMMUNITY RESPONSE AND RELIEF

### COVID-19 PANDEMIC

Tapestry continued to support our communities during FY2021 in response to the COVID-19 pandemic. We took strategic actions to protect the health and safety of employees and customers and to comply with local regulations. Our brands and Foundations made a number of relief grants and provided support to communities most severely impacted by the ongoing pandemic.

- Coach contributed to several organizations on the front lines including \$1 million to the World Food Programme and Feeding America.
- The Coach Foundation donated \$75,000 to Direct Relief, India, as well as \$25,000 to Restaurants Organizing, Advocating, & Rebuilding (ROAR), an organization creating a path to a sustainable future for workers in the restaurant industry. The Coach Foundation's support of ROAR was part of the company's larger \$3 million commitment to support New York resilience in the face of the pandemic.
- kate spade new york supported women and girls through the mental health challenges they disproportionately face as a result of the pandemic.
- The Coach Foundation, through its *Dream It Real* program, supported low-income students with essential virtual education resources to support continued education as they navigated the pandemic.
- All of our brands donated product to healthcare facilities and frontline workers, including Stuart Weitzman's donation of 1,679 pairs of sneakers to the staff and medical workers on the front lines at NYU Langone Health.

### EMPLOYEE MATCHING GIFTS

To encourage employee involvement and recognize their contributions to their communities, Tapestry's brand Foundations match the personal charitable giving of eligible employees in North America up to \$10,000 each year, with up to \$1,000 double matched.

Since the program's inception in 2010, we have donated \$4,481,000 through the matching gift program, including \$448,000 in FY2021.

In addition, we double match employee donations to key focus areas such as social and racial equity causes. In FY2021 we made double matches totaling \$76,534.

### PRODUCT DONATIONS

Our nonprofit partners put our products to good use in the communities they serve, bringing joy to the people who receive them. Giving back to communities through product donations works to support community organizations while finding the best end-of-life solutions for our products.

In FY2021, Tapestry brands donated more than \$152 million in product (retail value and samples). This increase reflects our concerted effort to expand global donation programs to find a second life for excess inventory. As a result, we have surpassed our initial goal to donate more than \$75 million in financial and product donations by 2025. Going forward, we will continue to support our communities with product donations as one of our strategic priorities.



Coach donated professional outfitting to Year Up students in the Coach Foundation's *Dream It Real* program

## COMMUNITY RESPONSE AND RELIEF, CONTINUED

As the world adapts to the pandemic and begins to recover, we expect excess inventory to decrease and future years' product donation amounts to stabilize. Tapestry brands donated various styles of apparel, footwear, accessories and home goods items to organizations that align with each brand's social impact mission.

- Coach donated more than \$10 million in product to nonprofits in its *Dream It Real* network to provide interview and job-ready clothing, handbags, and footwear to underrepresented students participating in education and job readiness programs. Through its partnership with the Thurgood Marshall College Fund, Coach established six 'Coach Closets' at Historically Black Colleges and Universities to provide free professional clothing at on-campus student centers. In Canada, the brand also partnered with *Soles4Souls* benefitting the *Boys and Girls Club of Toronto* that recycles shoes and clothing and creates job opportunities to help break the cycle of poverty.
- kate spade new york worked with over 15 partners to donate over 480,000 units of inventory. *Delivering Good* coordinated a majority of the donations, directing them to organizations investing in women and girls. Strategic donations also included upcycling damaged handbags to two local New York City organizations that reused the product for gardening, art and school projects and donating products to a local women's shelter.
- Guided by its purpose of inspiring others to *Let Their Strength Shine Through*, Stuart Weitzman made a number of charitable contributions in FY2021, ranging from product

donations to creating specific products where a portion of the proceeds supports nonprofits aligned to the company's brand values. The brand also partnered with *Dress for Success*, a global nonprofit organization that provides professional attire for low-income women to help support them as they navigate the world of work. Approximately 4,300 pairs of shoes were donated across the organization's 145 offices located in 23 countries with the goal of inspiring women with style, comfort and confidence through their footwear to make bold moves in the workplace and beyond.

“*This donation meant so much to so many people. During a time of so much uncertainty, to be able to receive a donation of beautiful things, things that they may never have been able to access before, was a wonderful gift.*”

BOYS & GIRLS CLUB OF CANADA



Store teams across all of Tapestry's brands came together to fight food insecurity for children in developing countries

## THE POWER OF OUR BRANDS

Our brands and their Foundations use their unique capabilities and creativity to drive positive impact in the areas most important to them, their customers and their communities.

### COACH AND THE COACH FOUNDATION: PROVIDING ACCESS TO EDUCATION

Since its founding in 2008, the Coach Foundation has given more than \$60 million to nonprofit partners all over the world. Inspired by the spirit of New York, Coach's hometown since 1941, the Foundation partners with nonprofits that support local and global communities. In FY2021, Coach and the Coach Foundation donated over \$6 million to more than 40 nonprofit organizations around the world.

#### *Dream It Real*

Founded in 1941 in New York City, Coach is the result of an immigrant's dream made real. Our Foundation stays true to our brand's founding and our shared belief that everyone should have the freedom to dream, live authentically, and thrive.

*Dream It Real* is the Coach Foundation's signature program with a mission to help break cycles of inequality by empowering the next generation to reach their full potential through higher education. *Dream It Real* helps underrepresented young people around the world pursue their paths and purpose through grants focused on educational access and opportunity for all.

In FY2021, *Dream It Real* supported over 20,000 young people around the world and focused on

### DREAM IT REAL AROUND THE GLOBE

*Dream It Real* continued its global expansion in FY2021 through more than \$2 million in international grants. This included \$1 million to the *China Youth Development Foundation*, providing more than 1,000 scholarships to rural Chinese students from low-income families to attend university.

In Japan, the Foundation continued its partnership with *Katariba* by supporting the "Opportunity" program for high-need students to have access to virtual programming, mentoring, family counseling and scholarship assistance in the wake of the COVID-19 pandemic.

In the United Kingdom, the Foundation funded a second year of the U.K. Youth X *Dream It Real* curriculum, a 3-month development course led by expert youth workers across the U.K. reaching over 900 students with a focus on Black, Asian and minority studies.

combating the educational gap exacerbated by COVID-19, which disproportionately affected students of color and from low-income communities. By providing emergency response funding for critical virtual education technology, access to mental health resources and student scholarships to its trusted nonprofit partners including *Bottom Line*, *The Opportunity Network* and *Year Up*, the Coach Foundation reduced barriers to educational access and opportunity for BIPOC students.

As part of its focus on students from underrepresented communities, *Dream It Real* supported members of the LGBTQIA+ community

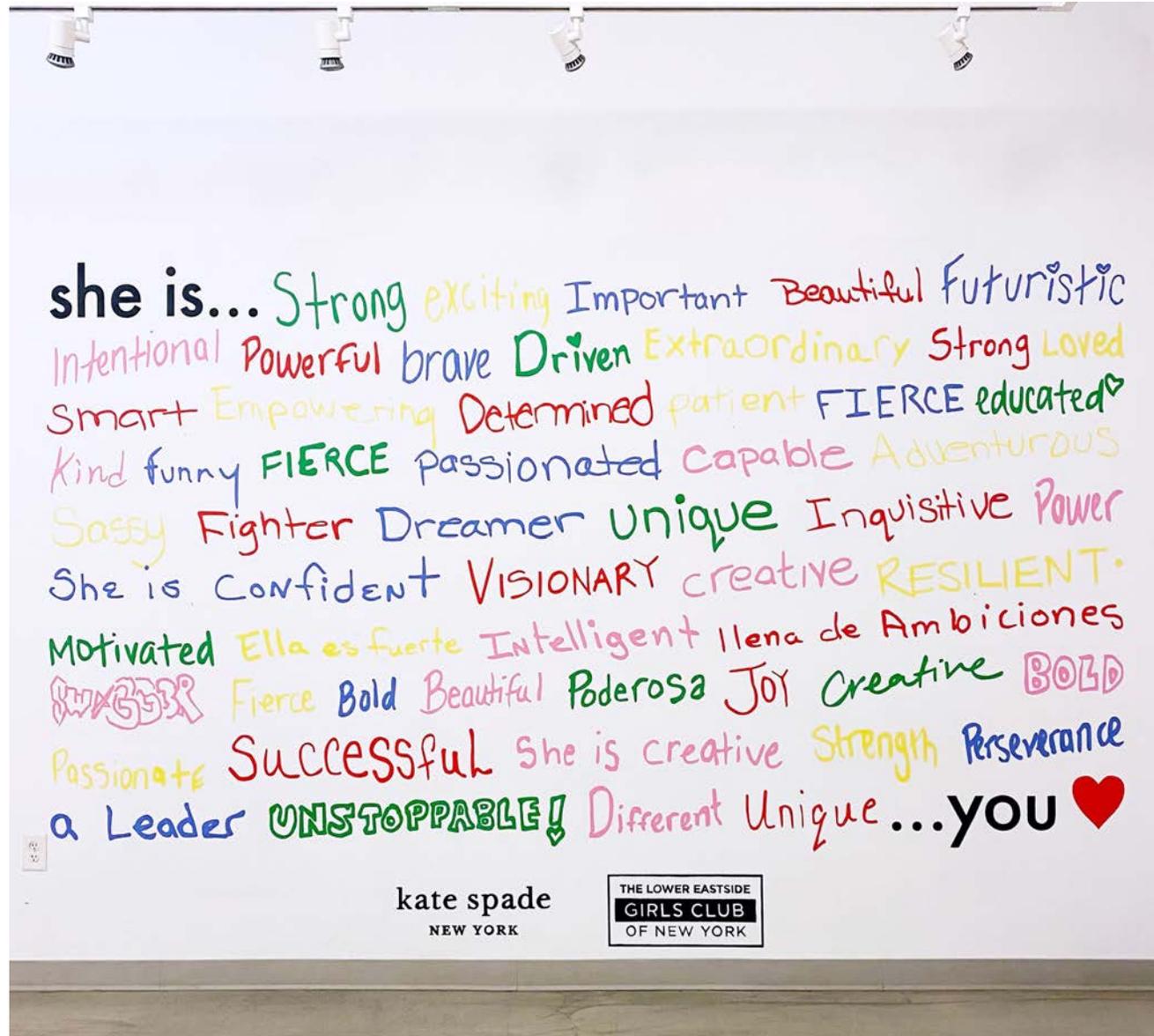
through its partnership with the *Point Foundation* and *Hetrick Martin Institute*, and partnered with the *Thurgood Marshall College Fund* to provide scholarships to students at Historically Black Colleges and Universities. 25 students were selected to receive a scholarship of up to \$5,000 (\$2,500 per semester) for the 2021-2022 academic school year.<sup>22</sup>

<sup>22</sup> Funds covered verifiable costs associated with average tuition and usual fees

THE POWER OF OUR BRANDS, CONTINUED

**KATE SPADE NEW YORK AND THE KATE SPADE NEW YORK FOUNDATION: EMPOWERING WOMEN AND GIRLS**

As a brand for and by women, kate spade new york, along with its Foundation, has focused its social impact mission on empowering women and girls with a focus on mental health for over a decade. Together, the brand and Foundation supported more than 20 organizations reaching more than 12,000 women and girls in FY2021. kate spade new york has made a commitment to reach 100,000 women and girls by 2025 with access to empowerment and mental health resources, as well as to decrease mental health stigma and increase awareness. To reach this commitment, in FY2021, kate spade new york participated in the *Born This Way Foundation's* annual #bekind21 campaign which practices 21 days of kindness to foster mental wellness. 8,443 people participated from the brand's kindness team, offering a total of 178,000 acts of kindness.



To support women and girls' empowerment, kate spade new york created a mural at the Lower East Side Girls Club

## THE POWER OF OUR BRANDS, CONTINUED

### *on purpose*

Now in its eighth year, *on purpose* is the kate spade new york brand's social enterprise initiative that works to empower women and invest in their families and communities through its supply chain. kate spade new york partners with a women-owned, certified B Corp handbag manufacturer, Abahizi Rwanda, to create the *on purpose* collection. Based in Masoro, Rwanda, Abahizi Rwanda works to empower employees through full-time employment and life skills programming including counseling, health education, financial literacy and healthcare for themselves and their families. In FY2021, Abahizi Rwanda employed 230 women (90% of its workforce) and produced 20,000 handbags.

The kate spade new york Foundation provides grants to women and girls' empowerment organizations such as The Grace Institute, Per Scholas and Rising Tide Capital to provide women with technical training and mental health and resiliency tools and resources.

### Partnering with the Lower East Side Girls Club

In FY2021, the kate spade new york Foundation gave a grant to the Lower East Side Girls Club's Lower East Side Girls Club Center for Wellness and Happiness. This center provides wellness services to the local community and the families of the girls they serve. In March 2021, the kate spade new york brand celebrated International Women's Day by partnering to create a "She Is" mural featuring the girls' words. This mural was painted at the school, shared across our social media channels and also shared throughout New York City.

### STUART WEITZMAN: SUPPORTING WOMEN LEADERS

In FY2021, Stuart Weitzman built upon its signature partnership with Vital Voices by creating the Bold Moves Grant. Stuart Weitzman's \$200,000 donation will fund grants to help women leaders achieve their bold ideas to drive change in their communities.

Stuart Weitzman's social impact goals are guided by the Shine Brighter Charter, a group of Stuart Weitzman employee ambassadors who collaborate with Tapestry volunteers to drive social impact, employee engagement and brand activations. The Charter's purpose is to support the brand's community priorities including:

- Building social impact partnerships and programs that bring Stuart Weitzman's purpose and values to life and help the world shine brighter



A worker at kate spade new york's partner facility Abahizi Rwanda, creating a product for the brand's *on purpose* collection

- Providing meaningful opportunities for employees to engage and connect with each other outside of daily work, while giving back to local communities
- Meaningfully connecting with consumers and inspiring them to make a difference

In FY2021, Stuart Weitzman launched several limited-edition designs in support of its philanthropic partnerships. These include the 5050 VOTE boot, which was created to raise awareness about voting during a pivotal point in history. It was launched in support of the brand's partnership with I am a voter.<sup>®</sup>, a nonpartisan, nonprofit organization dedicated to increasing voter participation and civic engagement. Stuart Weitzman donated 100% of net profits from the sale of the limited-edition style, totaling \$46,637 to support the organization's mission.

## PROTECTING THE WORKERS IN OUR SUPPLY CHAIN

We recognize our responsibility to respect and uphold human rights throughout our entire value chain. This includes the rights of Tapestry’s own employees as well as those of the workers who make our products. We develop and continue to nurture strong relationships with our supply chain partners through clearly defined standards and expectations, open communication and zero tolerance for human rights violations.

### HUMAN RIGHTS AND SUPPLY CHAIN LABOR PRACTICES

We hold our suppliers to our own high standards and require them to sign and comply with our *Supplier Code of Conduct*. Our SCOC prohibits the use of child or forced labor, and we maintain policies on slavery and human trafficking in compliance with the *California Transparency in Supply Chains Act* (SB 657) and the *UK Modern Slavery Act of 2015*.

When onboarding direct suppliers that we contract to make our branded products, we request a credible social compliance audit report that was conducted within six months of the date of submission. Suppliers that fail to meet our standards are not approved until an acceptable audit report is provided.

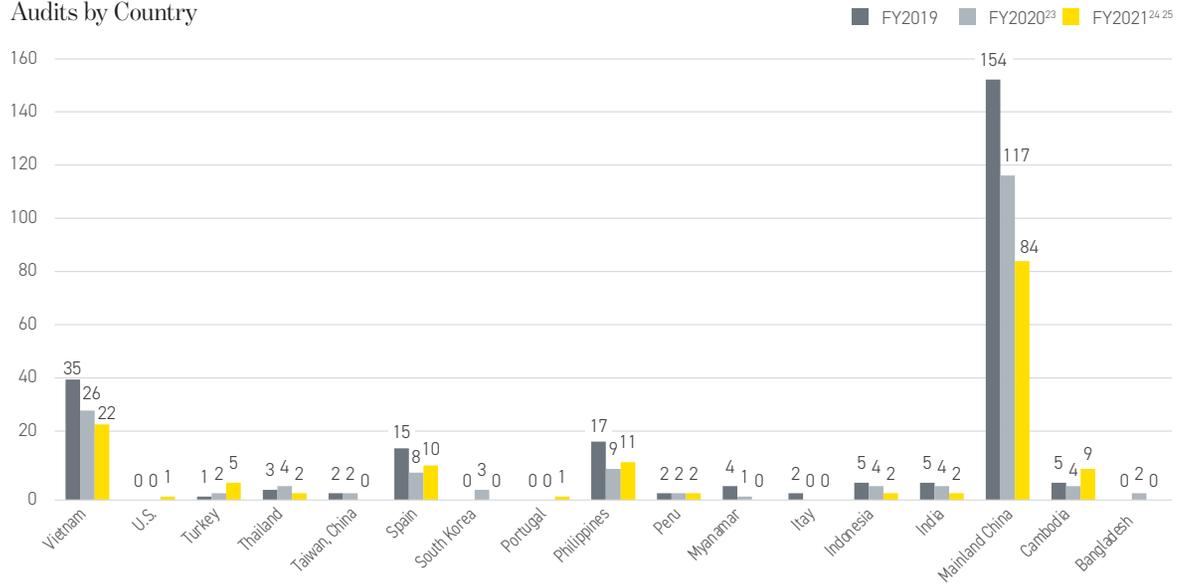
Tier 1 finished goods suppliers and a portion of our Tier 2 raw material suppliers undergo semi-announced, annual audits by independent third-party audit firms. When a factory is found in violation, we work with them to support remediation and develop a corrective action plan based on the audit findings and reserve the right to develop exit plans or terminate our relationship

with suppliers based on compliance issues. We also provide our suppliers with onboarding and biennial topic-specific training. In addition, Tapestry holds a quarterly meeting to report on supplier social compliance with our Chief Operations Officer. Tapestry is a partner of *ILO Better Work*, which takes an advisory approach to monitoring and protecting worker rights and wellbeing, helping companies and governments uphold the ILO’s core labor standards and national labor laws.

Tapestry’s Social Compliance Program implements the requirements for health and safety, labor, and environmental practices in our global supply chain factories. This program maintains its effectiveness through regular program review.

In FY2021, we conducted approximately 150 audits; 60% of the audits were of our Tier 1 suppliers and 40% were facilities beyond Tier 1. Of these audits, approximately 85% were semi-announced, 10% were announced and 5% had prior registration. Over 2,200 workers were interviewed throughout this year’s audit process, and 9% of the audits performed included an interview of a trade union representative. In addition to the audits we ordered or conducted, our teams reviewed audits through verified Higg Facility Social & Labor Module responses and other parties to ensure they meet our standards.

Audits by Country



<sup>23</sup> FY2020 and FY2021 decrease was due to COVID-19 limitations

<sup>24</sup> FY2020 and FY2021 decrease was due to COVID-19 limitations

<sup>25</sup> These numbers do not include reviews of information reported and verified through the FSLM

**PROTECTING THE WORKERS IN OUR SUPPLY CHAIN, CONTINUED**

To track, manage and reduce social and labor impacts across our supply chain, we joined the *Sustainable Apparel Coalition* (SAC) in FY2020 and requested that 65 of our suppliers complete the SAC’s Higg Facility Social & Labor Module (FSLM). Suppliers were asked to report to eight sections related to social and labor impacts, including Recruitment & Hiring, Working Hours, Wages & Benefits, Employee Treatment, Employee Involvement, Health & Safety, Termination & Retrenchment and overall Management. 59%<sup>26</sup> of the suppliers we requested to complete the Higg FSLM had their responses verified, which allows us further insight into the social and labor practices within our partner factories.

**WORKER EMPOWERMENT IN OUR SUPPLY CHAIN**

Tapestry’s 2025 *Our Social Fabric* goals included a commitment to provide 50,000 people working in the factories crafting our products access to empowerment programs by 2025. In July 2021, Tapestry doubled this goal to reach 100,000 people working in the factories that craft our products.

To help us reach this goal, we partnered with BSR’s *HERproject*, a collaborative initiative that looks to empower low-income women in global supply chains through workplace-based programs. *Herproject* brings together global brands, factories and local NGOs to support

programs on health, financial inclusion and gender equality. The initiative uses a data-driven approach to help understand and analyze the impact of its programs, including through baseline and end-line assessment surveys. Its forward-looking model uses a “peer-to-peer methodology” and by doing so, creates a platform for longevity.

We initially launched this partnership in May 2021 at two of our supplier facilities in Vietnam, reaching 12,500 workers. COVID-19 caused unexpected delays in rolling out in-person activities at more facilities, but we are on target to reach a total of 30,000 workers during FY2022.



Trained quality inspectors measuring leather thickness, one of the many quality checks on leather, before shipping to one of Tapestry’s handbag factories

26 As of November 2021

# Governance

## ESG OVERSIGHT

Tapestry's Board of Directors has ultimate oversight over our ESG and sustainability strategy and initiatives. The full Board receives updates annually and approves long-term sustainability goals, strategy and key initiatives. The Governance and Nominations Committee of the Board receives quarterly updates on these matters. In addition, the Audit Committee of the Board periodically reviews risk management regarding these matters to confirm it is consistent with the Company's corporate strategy. The Board considers whether our risk programs adequately identify material risks we face with respect to these matters in a timely fashion, implement appropriate responsive risk management strategies, and adequately transmit necessary information with respect to material risks within the organization. The Board views effective risk management of ESG and other matters as a key priority and approaches this work as an integrated part of our strategic planning process.

Tapestry's Chief Executive Officer, General Counsel and Chief Operations Officer oversee our corporate responsibility strategy. Tapestry's ESG and Sustainability Team members have annual goals tied to the sustainability-related performance of our company, and beginning in FY2022, 10% of leadership's annual incentive compensation will be tied to equity, inclusion and diversity goals (EI&D), a critical component of our ESG ambitions.

Our ESG Task Force, comprised of senior leaders and cross-functional members from major business functions at Tapestry, meets monthly to set and drive company-wide ESG strategy. Our Senior Director of ESG and Sustainability has direct day-



to-day responsibility for managing our program, including leadership of the ESG Task Force. Additionally, in support of *Our Social Fabric*, we created several additional working groups including a Cultural Moments Action Committee, an Inclusion Council, and several Employee Resource Groups (ERGs).

Read more about our management of climate-related risks and opportunities in the [Task Force on Climate-related Financial Disclosures](#) section of this report.

Tapestry leadership, including CEO Joanne Crevoiserat, oversees and approves the Tapestry

community impact strategy. The Tapestry Foundation has its own Board of Directors, as do the Coach Foundation and the kate spade new york Foundation.

Tapestry has a policy on international product donations. Product donations primarily come from three sources: excess inventory, damaged inventory, and samples. Once excess inventory is identified, the social impact team brings the opportunity to legal for review and potential non-profit partners are selected. The Chief Financial Officer of the brand then signs off to confirm best fit and highest-need use.

## BUSINESS ETHICS AND COMPLIANCE

Integrity is at the heart of who we are. Our [Global Business Integrity Program](#) governs how we do business and consists of policies and procedures to hold ourselves, our employees and our partners to the highest ethical and legal standards. These principles and philosophies are not only based on laws and regulations but are also founded on dignity and respect for the individual, a strong commitment to common sense, fairness, diversity, and ethical business practices and policies.

Our Global Business Standards Committee, comprised of senior executives, oversees this program. Our General Counsel and Secretary has primary oversight of Business Ethics and Compliance. Our Chief Financial Officer also has oversight of the risk function, which applies to many compliance and ethics areas.

We are guided by the following 5 documents, which we share publicly on the [Global Business Integrity Program](#) page of our website:

- [Code of Conduct](#)
- [Global Operating Principles](#)
- [Supplier Code of Conduct](#)
- [Anti-Corruption Policy](#)
- [Animal Welfare Policy](#)

To monitor adherence to these principles, we also have an Ethics and Compliance Reporting System ([www.tapestry.ethicspoint.com](http://www.tapestry.ethicspoint.com) or 1-800-396-1807) through which employees and others can report issues with and deviations from our principles and philosophies.

## ETHICS AND ANTI-CORRUPTION TRAINING

Our [Code of Conduct](#) is issued to our employees worldwide and outlines the significant legal and ethical issues that frequently arise in the course of business. It describes the key responsibilities all employees, directors and officers are expected to uphold and comply with in conjunction with our values and policies. All corporate employees and store managers receive anti-corruption training as part of our bi-annual business ethics training. This training contains a section on anti-corruption compliance. In addition, select corporate employees from higher risk groups take an annual focused anti-corruption training. All employees also take more in-depth training on the topics covered in the Code of Conduct at onboarding and every other year. Approximately 1,560 employees received an additional standalone anti-corruption training in FY2021.

Our [Supplier Code of Conduct](#) (SCOC) sets guidelines and requirements for doing business with us for firms from whom we procure products and services, including contractors, joint venture partners and suppliers of goods and services. Suppliers certify the SCOC at onboarding. The majority of our factory partners receive live and/or virtual training on areas covered in the SCOC every other year. For more information, please see [Protecting the Workers in Our Supply Chain](#).

## DATA PRIVACY AND PROTECTION

We maintain the trust of our customers, employees and business partners by safeguarding their information. Our data-privacy management approach revolves around several core functions administered by a central privacy office and is overseen by the Board of Directors and senior business and legal management. Tapestry and our family of brands provide transparency on data processing through our privacy policies, and each business unit that processes personal data of customers and employees is accountable for legitimate and ethical data use.

Through annual cybersecurity and data-protection trainings, our corporate and retail employees and independent contractors learn key concepts of notice, consent, privacy by design, data breach notification duties, and the importance of training to build customer trust and engagement.

In accordance with two major privacy laws, the [General Data Protection Regulation](#) and [California Consumer Privacy Act](#), we developed a comprehensive privacy statement that is available on our websites. It empowers our customers to exercise their individual rights by reaching out to our central privacy office, customer care or retail stores. Read more about our commitment to data privacy and protection in our [Terms of Use & Privacy Statement](#).

# Frameworks

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)**

CORE ELEMENTS	RECOMMENDED DISCLOSURE	RESPONSE
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	<p>Tapestry's Board of Directors has ultimate oversight over all sustainability initiatives and the strategy and program. The Board approves long-term sustainability goals, strategic moves or major plans of action and receives updates at least annually. The Governance and Nominations Committee of the Board receives quarterly updates on ESG strategy, including climate-related topics.</p> <p>In addition, the Audit Committee of the Board periodically reviews the Company's risk management, including climate-related risk and policies to confirm it's consistent with the Company's corporate strategy. The Board considers whether the Company's risk programs adequately identify material risks facing the Company in a timely fashion, implement appropriate responsive risk management strategies, and adequately transmit necessary information with respect to material risks within the organization.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Tapestry's Chief Executive Officer, General Counsel and Chief Operations Officer have general oversight of our sustainability program, and approve all material recommended to the Board of Directors for our climate-related strategy. Our Sr. Director, ESG and Sustainability has direct day-to-day responsibility for managing our program, including the ESG Task Force, and assessing risks to report to Tapestry's Executive Committee and to the Board of Directors.</p> <p>Tapestry's ESG Task Force meets monthly to set and drive Company-wide ESG strategy, including our climate-related goals. The ESG Task Force includes members of Tapestry's Executive Committee and cross-functional membership from major business functions at Tapestry, including sustainability, legal, marketing &amp; communications, digital &amp; customer experience, human resources, product &amp; materials development, investor relations, and employees devoted to philanthropy, social impact, and equity, diversity and inclusion. Beginning in FY2022, Tapestry's ESG Steering Committee will meet quarterly and will be comprised of members of Tapestry's Executive Committee, including our Chief Executive Officer, General Counsel, Chief Operations Officer, Chief Communications Officer and Chief Financial Officer and will be led by our Sr. Director of ESG and Sustainability. The ESG Steering Committee will be responsible for strategy recommendations and supporting execution and final decision-making of ESG-related opportunities. See FY2021 Corporate Responsibility Report, Governance: <a href="#"><i>ESG Oversight</i></a>, for more information.</p> <p>Tapestry's Enterprise Risk Management program annually assesses risk – including climate and ESG risk – to our business. Tapestry's Enterprise Risk Management program is reviewed quarterly with the management and the Audit Committee of the Board and at least annually with the full Board.</p>

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD), CONTINUED**

CORE ELEMENTS	RECOMMENDED DISCLOSURE	RESPONSE
Strategy	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>Tapestry has identified climate-related risks and opportunities across the short term (0-2 years), medium term (2-5 years), and long term (5-10 years). Tapestry's climate-related risks include:</p> <p>Transition Risks:</p> <ul style="list-style-type: none"> <li>• Potential of emerging regulation (short-term)</li> <li>• Carbon pricing (short-term)</li> <li>• Increased stakeholder concern or negative feedback (short-term)</li> </ul> <p>Physical Risks:</p> <ul style="list-style-type: none"> <li>• Changes in precipitation patterns (short- and medium-term)</li> <li>• Extreme variability in weather patterns (short- and medium-term)</li> <li>• Rising sea levels (long-term)</li> <li>• Disruption of supply chain impacting production, distribution, and material pricing (short-, medium-, and long-term)</li> </ul> <p>Tapestry's climate-related opportunities include:</p> <ul style="list-style-type: none"> <li>• Participation in renewable energy programs (short-term)</li> <li>• Adoption of energy efficiency measures (short-term)</li> <li>• Using more efficient production and distribution processes (short-term)</li> <li>• Shifting in consumer preferences (medium-term)</li> <li>• Engaging with supply chain partners in development of low environmental-impact goods (short-, medium-, and long-term)</li> </ul> <p>Tapestry identifies risks that may have substantive financial or strategic impacts according to the risk's expected impact of financial loss, potential negative reputational harm, and likelihood of causing a compliance aberration or failure.</p> <p>See Tapestry's <i>Fiscal 2021 Form 10-K</i>, pages 17-29</p>
	<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p>	<p>Tapestry evaluates sustainability and climate-related risks associated with operations, including, but not limited to, product safety and material compliance requirements, disruptions to the supply chain from adverse weather, and material scarcity. The identified risks and opportunities have potential to impact Tapestry's operations, products and services, supply chain, adaptation and mitigation activities, and investment in innovation.</p>
	<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>In early FY2022, Tapestry committed to the Science Based Targets initiative's (SBTi) <i>Business Ambition for 1.5°C</i>. This includes a commitment to setting both long-term and interim science-based targets across all relevant scopes to reach net-zero value chain GHG emissions by 2050. We aim to have more details on this commitment and our targets in our FY2022 Corporate Responsibility Report.</p> <p>Tapestry currently does not use a climate-related scenario analysis to inform its strategy; however, we believe committing to the Business Ambition for 1.5°C is on the right path to transitioning to a lower carbon economy and increasing our resilience against physical climate-related risks. We are conducting exploratory research to understand the best way to apply a climate-related scenario analysis to inform our business strategy. We continue to evaluate and find ways to introduce quantitative metrics around environmental impacts and climate change into our scenario planning.</p>

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD), CONTINUED**

CORE ELEMENTS	RECOMMENDED DISCLOSURE	RESPONSE
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	<p>Tapestry's Enterprise Risk Management program annually assesses risks, including fraud risk, sustainability, corporate governance and ESG. As part of this process, Tapestry develops an Internal Audit Plan to identify risk and exposures and evaluates management's mitigation strategy. The enterprise risk management program is updated and reported to the Board at least annually and the Board works with senior management, as well as Tapestry's independent and internal auditors to incorporate into the corporate strategy and business operations.</p> <p>Additionally, we conducted a geo-political risk deep-dive within our supply chain that reviews the potential impacts of climate change across our operations. Tapestry considers changes in legal and regulatory requirements in relation to climate change when assessing risks.</p>
	b) Describe the organization's processes for managing climate related risks	<p>Tapestry's audit plan identifies risks and exposures and evaluates management's risk mitigation strategy. In evaluating risk, the Board and its committees consider whether the Company's risk programs adequately identify material risks facing the Company in a timely fashion, implement appropriate responsive risk management strategies, and adequately transmit necessary information with respect to material risks within the organization. Tapestry defines substantive financial or strategic impacts on its business according to the risk's expected impact of financial loss, potential negative reputational harm, and likelihood of causing a compliance aberration or failure.</p> <p>In FY2020, Tapestry joined the <a href="#">Sustainable Apparel Coalition</a> and is using the Higg Index tools to track, measure, and manage our sustainability performance across our supply chain. Throughout FY2021, we began reviewing the environmental footprint of our suppliers through the Higg FEM.</p> <p>See FY2021 Corporate Responsibility Report, Our Planet: <a href="#">Engaging Our Suppliers</a> for more information.</p>
	c) Describe the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>The Board has overall responsibility for risk oversight, with a focus on the most significant risks facing the Company. Tapestry's climate-related strategy, including management and identification of risks, is driven by our ESG Task Force which is comprised of cross-functional members from major business functions at Tapestry to ensure that our strategy is integrated throughout the organization. In FY2022 Tapestry's ESG Steering Committee will begin to have general oversight of the ESG Task Force and will be responsible for decision-making on ESG and climate-related opportunities.</p> <p>Individuals across our management teams also evaluate current events and expectations regarding any future developments. Tapestry assesses various climate-related factors across the Company's products and services, supply chain, and operations. For example, our design teams look for ways to transition current materials to environmentally preferred materials.</p>

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD), CONTINUED**

CORE ELEMENTS	RECOMMENDED DISCLOSURE	RESPONSE
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Tapestry tracks climate-related metrics related to direct and indirect GHG emissions, raw materials, water usage, and waste. For more information on Tapestry's climate-related metrics, go to the Our Planet section within this report.  Although Tapestry does not currently have any climate-related metrics incorporated into our remuneration for our Executive Committee, we recently announced that 10% of leadership's annual incentive compensation will be tied to equity, inclusion and diversity (EI&D) goals starting in FY2022.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Greenhouse Gas Emissions</i></a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	As a part of our 2025 Corporate Responsibility goals, we aim to reach climate-related targets that can be found on page 13 of this report. In early FY2022 Tapestry committed to the Science-Based Targets initiative's <a href="#"><i>Business Ambition for 1.5°C</i></a> .

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2021 RESPONSE
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	The Tapestry Product Safety Program requires that all vendors who supply materials and/or finished goods must annually renew their Certificate of Compliance (CoC) certifying that they are in compliance with all regulatory local and international laws and Tapestry's Restricted Substance List (RSL). Tapestry scans all materials for restricted substances, and we conduct quarterly Material Safety Audit Testing (MSAT) to confirm all materials used in Tapestry products are RSL approved. Tapestry's RSL testing is conducted by a third-party lab at a material stage. If a supplier is non-compliant with our RSL, we communicate with the responsible businessperson for corrective actions, and failed materials cannot be included in any of Tapestry's products.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Tapestry's process to assess and manage risks and/or hazards associated with chemicals is the same in our materials and our finished products. The process is outlined in the above response.  See FY2021 Corporate Responsibility Report, Our Planet: <a href="#">Product Safety and Chemical Management</a> for more information on how these facilities scored in terms of chemical management.
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	All of Tapestry's suppliers are required to adhere to all applicable laws and regulations of the regions in which they operate. Suppliers are expected to promptly develop and implement plans and programs to correct any non-compliant environmental practices. Our supplier facilities are influenced by local laws regarding wastewater discharge permits and if the supplier is not in accordance with local regulatory requirements then they will be cited as an issue. Tapestry works closely with suppliers on the remediation process which includes root cause analysis, goal setting, corrective action planning, and follow-up to ensure they are in line with local laws and regulations.  See FY2021 Corporate Responsibility Report, Our Planet: <a href="#">Wastewater and Effluents in Our Supply Chain</a> for more information on how these facilities scored in terms of wastewater management.
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	In FY2020 we requested responses to the Higg FEM from 122 of our leather goods, textiles and metal suppliers. As of FY2021, 90 have completed the Higg FEM module, and by November 2021, 65 <sup>27</sup> have had their responses verified by a third-party agency, and more are in the process of getting their responses verified.  In an effort to not duplicate work, we have not requested for our leather suppliers to complete the Higg FEM as they are audited by the <a href="#">Leather Working Group</a> (LWG) and must already meet a certain set of environmental and social requirements, including energy, GHG emissions, water, wastewater, waste, air emissions and chemicals management. In FY2021, 85% of our tanneries were audited by the LWG, in which 60.3% received a Gold- or Silver-rating. <sup>28</sup>

27 As of November 2021

28 The number of audits conducted in FY2021 decreased from FY2020 due to scheduling conflicts and factory closures related to COVID-19. We are on the path of increasing these audits for FY2022

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB), CONTINUED

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2021 RESPONSE
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct; (3) percentage of total audits conducted by a third-party auditor	In FY2021, Tapestry conducted approximately 150 social facility audits of our suppliers with 76% of those audits conducted by a third-party auditor.  See FY2021 Corporate Responsibility Report, Our Communities: <a href="#"><i>Protecting the Workers in Our Supply Chain</i></a> for more information on our social auditing program.
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	In FY2021, Tapestry undertook approximately 150 social compliance audits, the top three categories of nonconformance were health and safety, working hours and non-compliance with legal requirements. Each non-conformance generates a corrective action plan. All corrective action plans are time bound and are later verified.
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Material Traceability and Responsible Sourcing</i></a>

GLOBAL REPORTING INITIATIVE (GRI)

DISCLOSURE NUMBER	DISCLOSURE TITLE	TAPESTRY FY2021 RESPONSE
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of organization	Tapestry, Inc.
102-2	Activities, brands, products and services	We own the Coach, kate spade new york and Stuart Weitzman brands and market a variety of goods under these nationally and internationally known and licensed brands. More information is available at <a href="http://www.tapestry.com">www.tapestry.com</a> , <a href="http://www.coach.com">www.coach.com</a> , <a href="http://www.katespade.com">www.katespade.com</a> , <a href="http://www.stuartweitzman.com">www.stuartweitzman.com</a> .
102-3	Location of headquarters	10 Hudson Yards, New York, NY 10001
102-4	Location of Operations	<i>Fiscal 2021 Form 10-K</i> ("Form 10-K") page 30 <a href="http://www.coach.com/stores">www.coach.com/stores</a> , <a href="http://www.katespade.com/stores">www.katespade.com/stores</a> and <a href="http://www.stuartweitzman.com/stores">www.stuartweitzman.com/stores</a>
102-5	Ownership and legal form	Tapestry, Inc. is a publicly traded company listed on the New York Stock Exchange under ticker symbol "TPR."
102-6	Markets served	Form 10-K, pages 2-16
102-7	Scale of the organization	Form 10-K, pages 2-16
102-8	Information on employees and other workers	See FY2021 Corporate Responsibility Report, <i>About Tapestry, Our People &amp; Protecting the Workers in Our Supply Chain</i>
102-9	Supply Chain	See FY2021 Corporate Responsibility Report, Our Planet, Our Communities: <i>Engaging Our Suppliers &amp; Protecting the Workers in Our Supply Chain</i>
102-10	Significant changes to the organization and its supply chain	No significant changes
102-11	Precautionary principle or approach	We consider the precautionary principle a key component of Tapestry's risks related to Our People, Our Planet and Our Communities. This is particularly notable in the development and maintenance of our Restricted Substances List and our work with the Leather Working Group.

**GLOBAL REPORTING INITIATIVE (GRI), CONTINUED**

102-12	External initiatives	<ul style="list-style-type: none"> <li>• UN Global Compact</li> <li>• UN Women's Empowerment Principles</li> <li>• American Apparel &amp; Footwear Association</li> <li>• Leather Working Group</li> <li>• Human Rights Campaign Foundation</li> <li>• McKinsey's Lean In Study</li> <li>• Business for Social Responsibility (BSR)'s HERProject</li> <li>• Business for Social Responsibility (BSR)'s Southeast Asian Reptile Conservation Alliance (SARCA)</li> <li>• Sustainable Apparel Coalition (SAC)</li> <li>• The Fashion Pact</li> <li>• Textile Exchange</li> <li>• CDP</li> <li>• CEO Action Pledge</li> <li>• Black in Fashion Council</li> <li>• Open to All</li> <li>• Fashion Makes Change</li> <li>• CECP: Chief Executives for Corporate Purpose</li> <li>• The Conference Board</li> <li>• The Business Roundtable</li> <li>• Science Based Targets initiative's Business Ambition for 1.5°C</li> </ul>
102-13	Membership of associations	<p>United Nations Global Compact, American Apparel and Footwear Association Product Safety and Environmental Committee, Retail Industry Leaders Association, Leather Working Group, Complex Leadership Forum, Sustainable Apparel Coalition, The Fashion Pact, Textile Exchange, CECP: Chief Executives for Corporate Purpose</p>

GLOBAL REPORTING INITIATIVE (GRI), CONTINUED

STRATEGY		
102-14	Statement from senior decision maker	See FY2021 Corporate Responsibility Report, Our Report: <a href="#">CEO Letter</a>
102-15	Key impacts, risks and opportunities	Form 10-K, pages 17-29 See FY2021 Corporate Responsibility Report, <a href="#">About Our Social Fabric and Our Report</a> , <a href="#">ESG Oversight</a> & <a href="#">TCFD</a>
ETHICS & INTEGRITY		
102-16	Values, principles, standards and norms of behavior	<a href="https://www.tapestry.com/company/">tapestry.com/company/</a> Tapestry's <a href="#">Supplier Code of Conduct</a> Tapestry's <a href="#">Code of Conduct</a> Tapestry's <a href="#">Anti-Corruption Policy</a> Tapestry's Global Business Integrity Program's policies and documents can be found at <a href="https://www.tapestry.com/investors/">www.tapestry.com/investors/</a>
102-17	Mechanisms for advice and concerns about ethics	In order to monitor adherence to our corporate policies, Tapestry maintains an Ethics and Compliance Reporting System ( <a href="https://www.tapestry.ethicspoint.com">www.tapestry.ethicspoint.com</a> ) as a forum for employees, business partners, suppliers and their employees, and members of the general public to report concerns of misconduct. These reports can be made confidentially. All reports submitted are received by our third-party provider, EthicsPoint, and then routed to the appropriate persons within Tapestry who will review and handle each report in a professional manner. Any reports relating to accounting violations or other matters specified in the Sarbanes-Oxley Act of 2002 or other items required by applicable law will also be reported directly to the appropriate members of our Board. Additionally, reports can be made by calling 1-800-396-1807. International numbers can be found at <a href="https://www.tapestry.ethicspoint.com">www.tapestry.ethicspoint.com</a>
102-18	Governance Structure	Form 10-K, page 13

## GLOBAL REPORTING INITIATIVE (GRI), CONTINUED

STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
102-41	Collective bargaining agreements	Tapestry has no collective bargaining agreements.
102-42	Identifying and selecting stakeholders	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
102-43	Approach to stakeholder engagement	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	See consolidated financial statements.
102-46	Defining report content and topic boundaries	<p>Tapestry is a global organization with offices in Asia, Australia, Europe, and North America and a global store network. Wherever possible, this Corporate Responsibility Report provides performance data for Tapestry owned, operated, and leased office and distribution facilities, as well as stores in North America and Europe. This report also includes information from facilities in our supply chain. The scope of quantitative values reported as well as the associated time period that the data represents have been defined throughout the Corporate Responsibility Report. At a minimum, data will represent the most recent full fiscal year, fiscal year 2021, which ended on July 3, 2021.</p> <p>Tapestry uses data-collecting methodologies based on specific criteria, procedures, and processes outlined by business needs. These include, but are not limited to, computer software applications (e.g., SAP, Energy Management Systems, and Building Management Systems), surveys, GAAP (Generally Accepted Accounting Principles), and manual data collection.</p>
102-47	List of material topics	See FY2021 Corporate Responsibility Report, Our Report: <a href="#"><i>Stakeholder Engagement and 2021 Materiality Assessment Matrix</i></a>
102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	There are no changes in reporting from previous years.
102-50	Reporting period	FY2021 – June 28, 2020 through July 3, 2021

**GLOBAL REPORTING INITIATIVE (GRI), CONTINUED**

102-51	Date of most recent report	June 11, 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<p>Andrea Shaw Resnick Chief Communications Officer aresnick@tapestry.com</p> <p>Christina Colone Global Head of Investor Relations ccolone@tapestry.com</p> <p>Sustainability: Logan Duran Sr. Director, ESG &amp; Sustainability lduran@tapestry.com</p> <p>Jessie Wasser ESG &amp; Sustainability Coordinator jwasser@tapestry.com</p>
102-54	Claims of reporting in accordance with GRI Standards	In accordance with "Core"
102-55	GRI Content Index	This document is organized by the GRI Standards and serves as our GRI Content Index.
102-56	External Assurance	This report has not received external assurance; however, some data has received third-party verification and is identified throughout the report.

**IDENTIFIED MATERIAL ASPECTS & BOUNDARIES**

**ECONOMIC PERFORMANCE**

103 (Parts 1, 2 and 3)	Management Approach	Form 10-K, pages 2-16
201-1	Direct economic value generated and distributed	Form 10-K, pages 1-16, 33-55, 65-69
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K, pages 17-29 See <i><a href="#">Task Force on Climate-related Financial Disclosures (TCFD)</a></i>

**GLOBAL REPORTING INITIATIVE (GRI), CONTINUED**

<b>ANTI-CORRUPTION</b>		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Governance: <a href="#"><i>Ethics and Anti-Corruption Training</i></a>
205-1	Operations assessed for risks related to corruption	See FY2021 Corporate Responsibility Report, Governance: <a href="#"><i>Ethics and Anti-Corruption Training</i></a>
205-2	Communications and training about anti-corruption policies and procedures	See FY2021 Corporate Responsibility Report, Governance: <a href="#"><i>Ethics and Anti-Corruption Training</i></a>
<b>MATERIALS</b>		
103 (parts 1, 2 and 3)	Management Approach - materials	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Material Traceability and Responsible Sourcing</i></a>
301-1	Materials used by weight or volume	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Material Traceability and Responsible Sourcing</i></a>
301-2	Recycled input materials used	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Material Traceability and Responsible Sourcing &amp; Packaging</i></a>
<b>ENERGY</b>		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Energy and Renewables</i></a>
302-1	Energy consumption within the organization	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Energy and Renewables</i></a>
<b>WATER &amp; EFFLUENTS</b>		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Water &amp; Wastewater and Effluents in Our Supply Chain</i></a>
303-1	Interactions with water as a shared resource	<a href="#"><i>CDP Water Response</i></a>
303-2	Management of water discharge-related impacts	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Wastewater and Effluents in Our Supply Chain</i></a>
<b>EMISSIONS</b>		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Climate Change &amp; Greenhouse Gas Emissions</i></a>
305-1	Direct (Scope 1) GHG emissions	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Greenhouse Gas Emissions</i></a>
305-2	Energy indirect (Scope 2) GHG emissions	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Greenhouse Gas Emissions</i></a>
305-3	Other indirect (Scope 3) GHG emissions	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Greenhouse Gas Emissions</i></a>

**GLOBAL REPORTING INITIATIVE (GRI), CONTINUED**

<b>WASTE</b>		
103 (Parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Waste and Recycling</i></a>
306-1	Waste generation and significant waste-related impacts	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Waste and Recycling</i></a>
306-2	Management of significant waste-related impacts	See FY2021 Corporate Responsibility Report, Our Planet: <a href="#"><i>Waste and Recycling</i></a>
<b>ENVIRONMENTAL COMPLIANCE</b>		
103 (Parts 1, 2 and 3)	Management Approach	<a href="#"><i>Tapestry's Global Operating Principles</i></a> , <a href="#"><i>Code of Conduct</i></a> and <a href="#"><i>Supplier Code of Conduct</i></a> require that all Tapestry employees, business partners and suppliers remain in compliance with all environmental rules, regulations and standards that apply to our operations.
307-1	Non-compliance with environmental laws and regulations	To our knowledge, Tapestry is in full compliance with all environmental laws and regulations.
<b>EMPLOYMENT</b>		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our People: <a href="#"><i>Employee Growth and Wellbeing</i></a>
401-2	Benefits provided to full-time employees that are not provided to part-time employees	See FY2021 Corporate Responsibility Report, Our People: <a href="#"><i>Employee Benefits</i></a>
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>		
103 (parts 1, 2 and 3)	Management Approach	We aspire to eliminate workplace hazards, accidents and incidents. We focus on the health and safety of our employees in our repair shops, distribution centers and our corporate offices. In our retail locations, we seek to provide a workplace and store environment free from health and safety hazards for both our employees and customers. We strive to integrate health and safety programming throughout the organization.
403-1	Occupational health and safety management system	We have developed workplace health and safety policies customized for Tapestry's various work environments. To monitor compliance, we conduct assessments of these standards and develop action plans to address any gaps. We monitor workplace incidents to identify and systematically work to eliminate root causes and related hazards.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	To track, manage and reduce health and safety issues across our supply chain, we also conduct reviews of certain suppliers. For example, we review audits and also have independent auditors conduct audits as part of our social compliance program. These include reviews of health and safety issues. (See the <a href="#"><i>Protecting the Workers in Our Supply Chain</i></a> section.) In addition, approximately 40 of our suppliers completed the SAC's Higg Facility Social & Labor Module (FSLM), reported on the Health & Safety section and had their results verified, giving us deeper insight into the health and safety of our partner factories.
403-9	Work-related injuries	Please See <a href="#"><i>FY2020 Corporate Responsibility Report</i></a> for FY2020 data. Occupational Health and Safety data was not available for FY2021 at the time this report was published
403-10	Work-related ill health	No work-related ill-health reports were made

**GLOBAL REPORTING INITIATIVE (GRI), CONTINUED**

<b>TRAINING &amp; EDUCATION</b>		
103 (Parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our People: <u><i>Learning and Development</i></u>
404-2	Programs for upgrading employee skills and transition assistance programs	See FY2021 Corporate Responsibility Report, Our People: <u><i>Learning and Development</i></u>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of corporate, distribution center employees 100% of full-time retail employees 100% of part-time retail employees
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
103 (Parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our People: <u><i>Equity, Inclusion and Diversity</i></u>
405-1	Diversity of governance bodies and employees	See FY2021 Corporate Responsibility Report, Our People: <u><i>Equity, Inclusion and Diversity</i></u>
<b>NON-DISCRIMINATION</b>		
103 (Parts 1, 2 and 3)	Management Approach	<p>We are committed to a policy of equal opportunity and are an affirmative action employer. We pride ourselves on hiring and developing our employees. All employment decisions—including recruitment, hiring, promotion, compensation, mobility, training, discipline and termination—are based on the individual's qualifications as they relate to the requirements of the position.</p> <p>These decisions are made without regard to age, sex, race, color, creed, religion, ethnicity, national origin, sexual orientation, gender identity and expression, alienage, citizenship status, disability, marital status, genetic characteristics, military status, pregnancy, or other legally recognized protected basis prohibited by applicable law.</p> <p>Additionally, we investigate all complaints of discrimination, harassment and retaliation, and take appropriate action, which may include disciplinary action up to and including termination of employment.</p> <p>Our efforts in this area support United Nations SDGs 5 and 10, achieving gender equality and reducing inequalities.</p>

GLOBAL REPORTING INITIATIVE (GRI), CONTINUED

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING		
103 (parts 1, 2 and 3)	Management Approach	We require our suppliers to support workers' rights to freedom of association through our <u>Supplier Code of Conduct</u> . This is also assessed in our social audit program.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Tapestry <u>Supplier Code of Conduct</u> includes Freedom of Association and Collective Bargaining and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.
CHILD LABOR		
103 (Parts 1, 2 and 3)	Management Approach	Under our <u>Supplier Code of Conduct</u> , we will not knowingly use suppliers who use child labor.
408-1	Operations and suppliers at significant risk for incidents of child labor	Our <u>Supplier Code of Conduct</u> includes child labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.
FORCED OR COMPULSORY LABOR		
103 (Parts 1, 2 and 3)	Management Approach	Under our <u>Supplier Code of Conduct</u> , we will not knowingly use suppliers who use forced labor.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our <u>Supplier Code of Conduct</u> includes forced labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.
HUMAN RIGHTS ASSESSMENT		
103 (Parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Communities: <u>Human Rights and Supply Chain Labor Practices</u>
412-1	Operations that have been subject to human rights reviews or assessments	See FY2021 Corporate Responsibility Report, Our Communities: <u>Human Rights and Supply Chain Labor Practices</u>
LOCAL COMMUNITIES		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, <u>Our Communities &amp; ESG Oversight</u>
413-1	Operations with local community engagement, impact assessments and development programs	See FY2021 Corporate Responsibility Report, <u>Our Communities</u>

GLOBAL REPORTING INITIATIVE (GRI), CONTINUED

SUPPLIER SOCIAL ASSESSMENT		
103 (parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report, Our Communities: <u><i>Human Rights and Supply Chain Labor Practices</i></u>
414-1	New suppliers that were screened using social criteria	See FY2021 Corporate Responsibility Report, Our Communities: <u><i>Human Rights and Supply Chain Labor Practices</i></u>
414-2	Negative social impacts in the supply chain and actions taken	See FY2021 Corporate Responsibility Report, <u><i>SASB Index</i></u> & Our Communities: <u><i>Human Rights and Supply Chain Labor Practices</i></u>
PUBLIC POLICY		
103 (Parts 1, 2 and 3)	Management Approach	Tapestry has a <u><i>Political Activities and Contributions Policy</i></u> . The Company does not make political contributions, and no funds or assets of the company may be used for contributions to any ballot initiative, referendum or other question, political action committee (PAC), political party, or candidate. A political contribution includes both direct (i.e., money) and in-kind contributions. In-kind contributions include the purchase of fundraising tickets, contribution of products, volunteer work by Company employees within normal business hours and the use of Company facilities for fundraising or political purposes. This is overseen by the Law Department. Individual employees remain free to make political contributions to candidates or parties of their choice.
415-1	Political contributions	Tapestry made no political contributions, in line with its <u><i>Political Activities and Contributions Policy</i></u> .
CUSTOMER PRIVACY		
103 (Parts 1, 2 and 3)	Management Approach	See FY2021 Corporate Responsibility Report: <u><i>Data Privacy and Protection</i></u>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Tapestry (or any of its brands) has not identified any substantiated complaints concerning breaches of customer privacy or losses of customer data in FY2021.

## REPORT DISCLAIMER

The boundaries of this report vary from section to section and are a function of the accessibility of relevant data. Tapestry is a global organization with offices in Asia, Australia, Europe, and North America. We also have a global store network. We endeavor to provide performance data for Tapestry owned, operated, and leased office and distribution facilities, as well as our leased North America stores. In some instances, we are able to share performance data from certain of our larger office facilities in Asia. Where possible, we define the scope of any quantitative values reported throughout this report as well as the associated time period that the data represents. At a minimum, data will represent the most recent full fiscal year, fiscal year 2021 (June 28, 2020 to July 3, 2021).

Tapestry uses data-collecting methodologies based on specific criteria, procedures, and processes outlined by business needs. These include, but are not limited to, computer software applications (e.g., SAP, Energy Management Systems, and Building Management Systems), surveys, GAAP (Generally Accepted Accounting Principles), and manual data collection.

In our ninth year of reporting, we made no re-statements of information. Changes in scope include the inclusion of new offices and stores.

Questions, comments, or feedback regarding this report, or any of Tapestry's corporate responsibility programs, should be directed to [sustainability@tapestry.com](mailto:sustainability@tapestry.com). We prepared this report using the GRI Standards of the Global Reporting Initiative's (GRI) In Accordance, Core, a recognized global standard for sustainability and corporate

responsibility reporting. The Sustainability Accounting Standards Board and Task Force on Climate-related Financial Disclosure also inform our reporting.

This Report is not externally assured.

In this Corporate Responsibility Report and our other reports, communications and statements regarding corporate responsibility and ESG, we use the terms "material," "materiality" and similar terms to refer to ESG topics that are most significant to Tapestry's business and stakeholders. We are not using these terms as they have been defined or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this report or other ESG communications or statements should be construed to indicate otherwise.

For additional information about Tapestry, including our Annual Report on Form 10-K and governance documents, as well as information on our Global Business Integrity Program, please visit our website: [www.tapestry.com](http://www.tapestry.com). This report and the data contained herein covers Tapestry as a whole; however, certain information may be brand specific and will be designated as such. This information to be made available in this Report may contain forward-looking statements based on management's current expectations. Forward-looking statements include, but are not limited to, statements regarding the Company's 2025 Goals and *Our Social Fabric* strategy, our Bold Commitments, our commitment to establish a

long-term science-based target to reach net-zero value chain GHG emissions by no later than 2050, as well as statements that can be identified by the use of forward looking terminology such as "may," "will," "can," "should," "expect," "intend," "estimate," "continue," "project," "anticipate," "moving," "leveraging," "developing," "drive," "targeting," "assume," "plan," "build," "pursue," "maintain," "on track," "well positioned to," "look forward to," "to acquire," "achieve," "strategic vision," "growth opportunities" or comparable terms. Future results may differ materially from management's current expectations, based upon a number of important factors, including risks and uncertainties such as the impact of the COVID-19 pandemic, the ability to control costs and successfully execute our growth strategies, expected economic trends, the ability to anticipate consumer preferences, risks associated with operating in international markets, our ability to achieve intended benefits, cost savings and synergies from acquisitions, the risk of cybersecurity threats and privacy or data security breaches, the impact of pending and potential future legal proceedings, and the impact of legislation, etc. Please refer to the Company's latest Annual Report on Form 10-K, quarterly report on 10-Q and its other filings with the Securities and Exchange Commission for a complete list of risks and important factors. The Company assumes no obligation to revise or update any such forward looking statements for any reason, except as required by law.