



tapestry

The
Fabric of Change

Corporate Responsibility Report FY2024

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Chief Executive Officer Letter

Tapestry and our brands touch the lives of millions of consumers around the world. As a business, our commitments and ambitions extend beyond transactions. With a guiding purpose to **Stretch What's Possible**, we believe that designing a better-made future and building a resilient business requires us to invest in our communities, our people and sustainability. These investments are key to long-term success.

The Fabric of Change is our road map for our corporate responsibility commitments, and our efforts are underpinned by the values we share with our stakeholders – including our employees and, perhaps most importantly, our customers. It also holds us accountable to tangible, impactful targets and a comprehensive strategy that centers around four pillars: our products, our planet, our communities and our people. And while we're committed to these goals, we're also always raising the bar.

I am incredibly proud of the progress our teams achieved in Fiscal Year 2024 (FY2024):

- Launched our first-ever product made with repurposed denim, a material that is produced using up to 95% less water and has up to 80% less carbon emissions than conventional first-use denim.
- Completed over 65,000 volunteer hours this year by our employees around the world, bringing us to over 248,000 hours since 2019 and moving us closer toward our 500,000-hour 2030 target.
- Launched our first global employee business resource group – EmpowHER – with over 600 women and their allies participating from all Tapestry markets.
- Reduced Scope 1 & 2 greenhouse gas (GHG) emissions 84% from our FY2021 baseline, marking an early achievement of our Science Based Target.

The challenges we face as an industry and as a global community are significant, as is our resolve. With our values as our compass and our stakeholders as our partners, I am confident that we will continue to drive positive change, build a more resilient business and accelerate growth for our brands.

JOANNE C. CREVOISERAT
TAPESTRY, INC. CHIEF EXECUTIVE OFFICER



“I am confident that we will continue to drive positive change, build a more resilient business and accelerate growth for our brands”

Joanne C. Crevoiserat

The Fabric of Change

Tapestry's corporate responsibility strategy, **the Fabric of Change**, is our ambition to make every beautiful choice a responsible choice. The Fabric of Change focuses on four pillars: Create Products with Care, Sustain the Planet, Uplift Our Communities and Power of Our People.



CREATE PRODUCTS WITH CARE

We aim to increase the use of innovative materials and focus on production methods that design out waste and pollution, keep products in use and restore natural systems.



SUSTAIN THE PLANET

We aim to preserve and restore our planet through continuous investments into solutions that improve biodiversity and reduce the impacts of climate change.



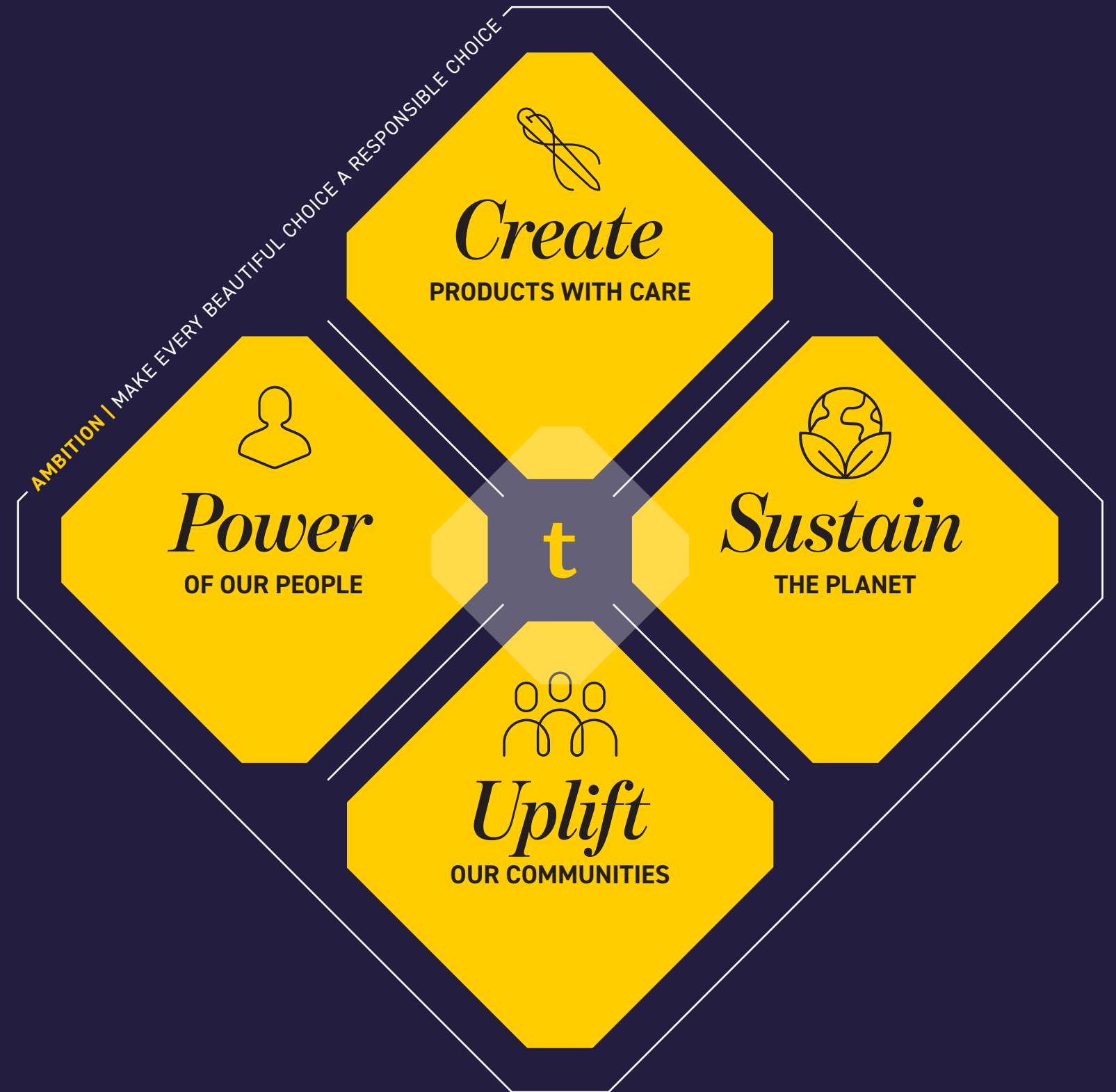
UPLIFT OUR COMMUNITIES

We aim to empower the communities where our employees live and work, and provide the resources and capacity needed to support supply chain partners in the regions where we operate.

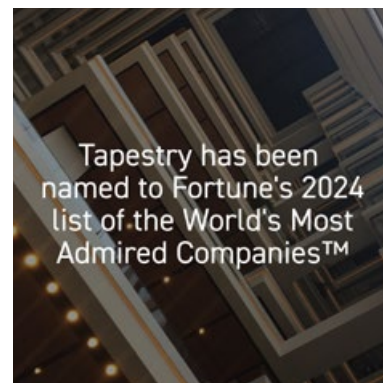
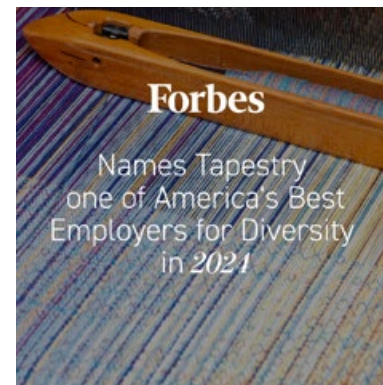


POWER OF OUR PEOPLE

We aim to foster a culture of purpose and fulfillment at Tapestry by embedding equity, inclusion and diversity throughout our organization, and attracting and retaining talent with a compelling and engaging employee experience.



Awards and Recognition



Our brands unite the power of luxury and authenticity within an array of distinctive products and vibrant customer experiences across the globe.

We use our collective strengths to help make the fashion industry more sustainable and to build a company that's equitable, inclusive and diverse. Individually, our brands are iconic. Together, they weave the Fabric of Change.

18,600+

Over 18,000 employees across Tapestry, Coach, kate spade new york and Stuart Weitzman

70+

Operating in over 70 countries

\$6.7 bn

Generating \$6.7 billion in annual revenues in FY2024





Coach

Coach is a global fashion house founded in New York in 1941. Inspired by our vision of Expressive Luxury and the inclusive and courageous spirit of our hometown, we make beautiful things, crafted to last – for you to be yourself in.



Stuart Weitzman

Since 1986, Stuart Weitzman has been inspired by women who are confident, bold – and, above all, strong. The New York City-based global luxury footwear brand combines its roots in artisanal Spanish craftsmanship with its precisely engineered fit to create shoes that empower every woman to stand strong.

kate spade new york

Since its launch in 1993 with a collection of six essential handbags, kate spade new york has always been colorful, bold and optimistic. As a defining global lifestyle brand, it offers a distinctive point of view and celebrates communities of women around the globe who live their perfectly imperfect lifestyles.





Create Products with Care



Create Products with Care

At Tapestry, we believe great design and an exceptional customer experience must come first. With this foundation, we then focus on producing quality products through material efficiency, embracing circularity and innovation across our supply chain.

CREATE PRODUCTS WITH CARE GOALS FOR 2025 AND BEYOND

- 95% traceability and mapping of our raw materials by 2025.
- 90% of leather used in our products comes from Silver- and Gold-rated Leather Working Group (LWG) tanneries by 2025.
- 95% of polyamide (nylon) will be from pre- or postconsumer recycled sources by 2025.
- 90% of cotton will be organic- or regenerative-certified by 2025.
- 75% recycled content in consumer packaging by 2025.
- 95% of polyester will be from pre- or post-consumer recycled sources by 2027.
- 10% of leather will be from farms using regenerative agriculture practices, made with recycled inputs or made with "next-generation" materials by 2030.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

OUR CREATE PRODUCTS WITH CARE WORK SUPPORTS:



Circularity

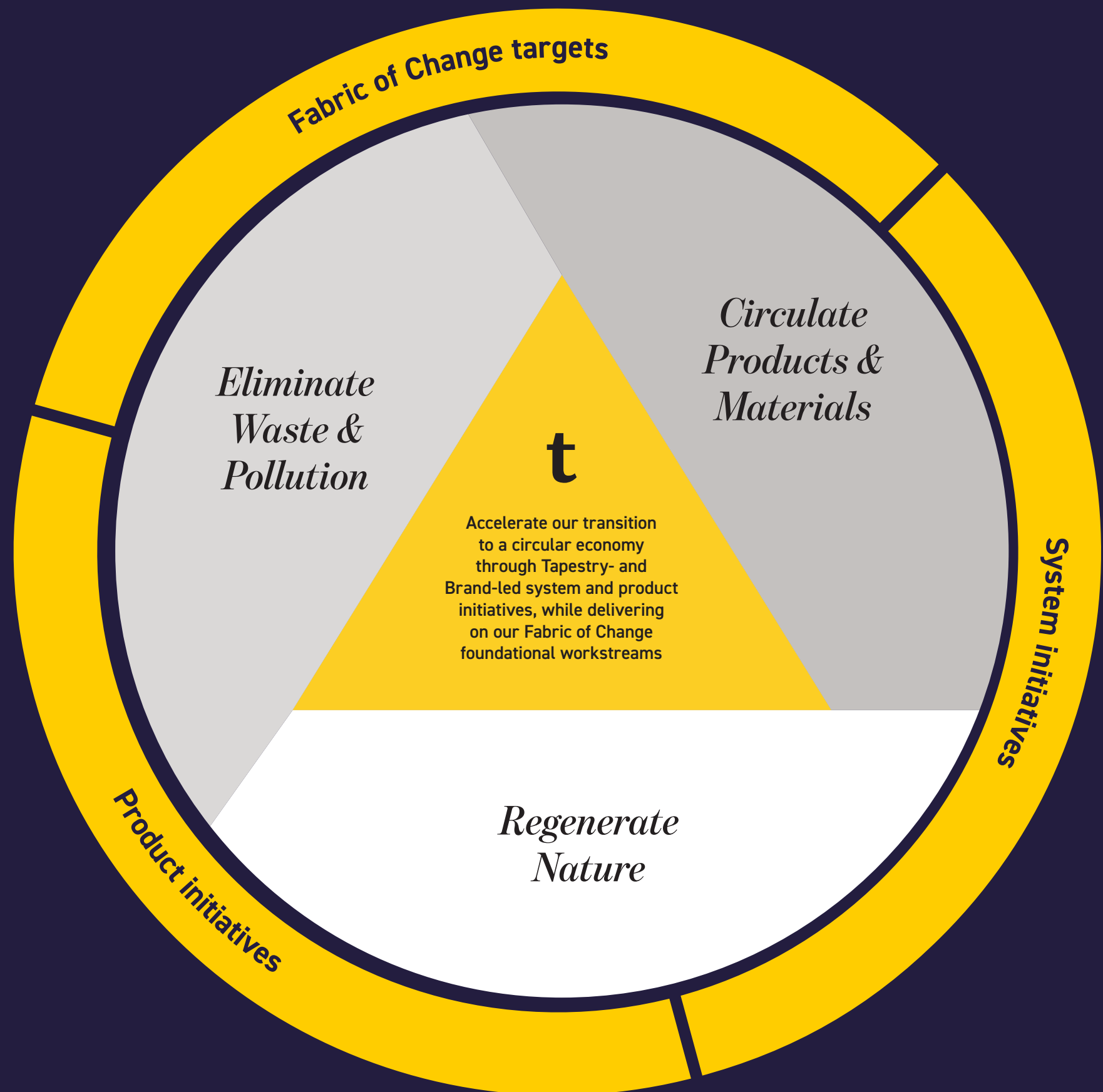
Tapestry's circularity strategy is centered on supporting the three principles of the circular economy, all driven by design: eliminating waste and pollution, circulating products and materials and regenerating nature. We categorize our projects into three workstreams that support these principles:

- **Fabric of Change targets:** Our sustainability targets serve as the foundational work underpinning our circular economy strategy
- **System initiatives:** Establish and invest in partnerships, infrastructure and innovations needed to implement circular business models and circular economy principles
- **Product initiatives:** Empower our brands to create products that are designed to flow through multiple lives, utilizing recycled and regenerative materials

Through these workstreams, we aim to scale circular business models that extend product lifecycles and value.

Tapestry is a Network Partner of the [Ellen MacArthur Foundation](#), an international charity that develops and promotes the idea of a circular economy. The Foundation's Fashion Initiative is leading international efforts working with businesses, governments and NGOs to fundamentally redesign both the products of the future, and the services, supply chains and business models that deliver them and keep them in use. The program seeks to inspire the fashion industry to ensure products are used more, are made to be made again, and are made from safe and recycled or renewable inputs in order to create a resilient and thriving industry.

We continue to prioritize the education of our employees on circular business principles. For more information see the section [Upskilling our Employees and our Supply Chain](#).



Circularity *continued*

EXTENDED PRODUCT LIFE

COACH (RE)LOVED

At Coach, we've been repairing customers' Coach products for over 30 years and Coach (Re)Loved enabled us to build upon a heritage of crafting products to last for generations. The Coach (Re)Loved ecosystem continues to be a cornerstone strategy in keeping our products and materials in use for as long as possible. Through Coach (Re)Loved, products are assessed through four pillars that send a particular item to the most appropriate pathway for its next life, whether restored, transformed into a new finished product or preserved through Coach Vintage.

Coach (Re)Loved processes have started to influence design across the brand: designers learn from products returned and restored, and those lessons are translated into creating more durable products along with items that are easier to recycle when they can no longer be sold or donated. Our product takeback program, Coach (Re)Loved Exchange, has been rolled out in key global regions, including, the United States, Canada, Germany, Malaysia, Singapore, China, Japan and the U.K.

COACH (RE)LOVED IN FY2024 BY THE NUMBERS

14,400+

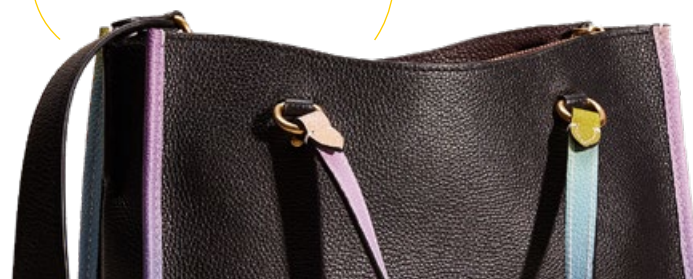
units given a second life through Coach (Re)Loved

6,100+

units taken back through our exchange program

91,000+

units repaired globally



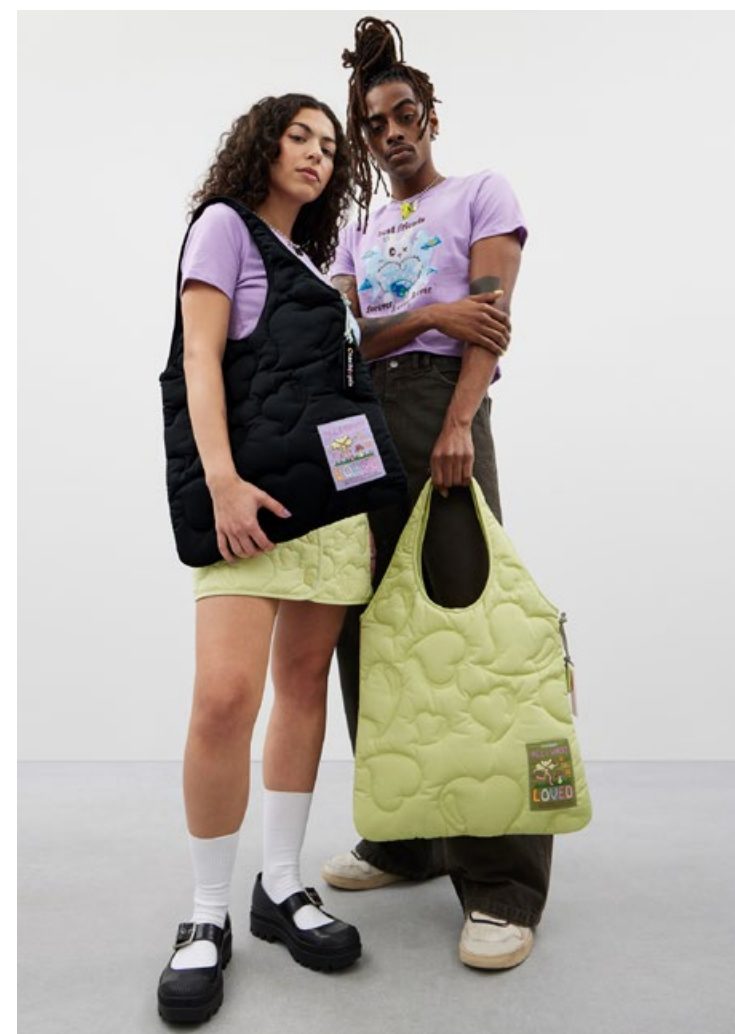
COACHTOPIA

Launched in FY2023, Coachtopia continues as Coach's flagship sub-brand focused on circular craft. Coachtopia is fueled by innovation and speaks to younger consumers who do not want to compromise their love of style and fashion for products that have a negative impact on the environment.

In FY2024, one of Coachtopia's key product lines launched was the Loop collection, made with at least 98% recycled PET plastic (rPET) designed with a monomaterial approach, meaning it can be recycled multiple times as part of the Coachtopia closed loop system.

Coachtopia is building a community with the next generation through multiple educational partnerships and a collaborative working ethos. The Coachtopia Catalyst Fund, created in partnership with **1% For the Planet**, is funded by donating 1% of Coachtopia's annual revenue to catalyze the visionary work of emerging Gen Z climate leaders.

- **Black Girl Environmentalist:** a nonprofit organization, in which Coachtopia supported the inaugural launch of their Hazel M. Johnson Fellowship program designed to empower early-career Black women and gender-expansive individuals with getting jobs in the climate sector.
- **Earth Guardians:** Coachtopia's donation supported Earth Guardian's 2024 Project Grants, funding 74 grassroots climate justice projects led by diverse young changemakers worldwide, focused on underserved communities and aligned with the UN's Sustainable Development Goals.
- **Maya's Ideas 4 The Planet:** Coachtopia is supporting the event series for an environmental action adventure, "ASALI: Power of The Pollinators" focusing on accessibility in environmental education.



Coachtopia continues to use digital passports to provide transparency into its products' materials, environmental impacts and adherence to the **Made Circular™** principles across the products' lifecycle. The digital passports allow consumers to access details on a product's carbon footprint, repair timelines, and environmental impact compared to virgin materials promoting circularity and longevity.



KATE SPADE NEW YORK PRE-LOVED

kate spade new york continues to partner with **ThredUP** as another solution to keeping existing products in use for longer. This partnership allows consumers to send in quality pre-loved products from eligible brands to ThredUP (with a free shipping label) and earn credit to shop with kate spade new york. During FY2024, over 3,800 products were recirculated through Clean Out Kits as part of our partnership with ThredUP.

Circularity *continued*



CIRCULAR INNOVATION IN ACTION: REPURPOSED DENIM

MEASURING PRODUCT IMPACTS

Technology continues to play an important role in how we meet our corporate responsibility goals and ambitions going forward. Most notably, technology is helping us measure the environmental performance of our products and suppliers, increase traceability and improve transparency within our supply chain.

Our signature tool, the Tapestry Environmental Product Impact Calculator (T-EPIC), was developed in partnership with WSP to compare the carbon and waste impacts of Coachtopia products to that of baseline products made from virgin materials. The tool is currently being used only for Coachtopia products with the opportunity and goal to assess products from other Tapestry brands in the future.

We are in the process of conducting various life cycle assessments (LCAs) to better understand the impacts of specific kinds of leather and leather finishing, recycled hardware and materials or techniques used in Coachtopia products. The results of these LCAs will be folded into T-EPIC and other environmental impact calculations. Additionally, we plan to submit some of the results to [Worldly's Higg Materials Sustainability Index \(MSI\)](#) to help build out their industry tool with more precise data. Conducting these LCA's will help us more accurately calculate product level impact with T-EPIC and our Scope 3 emissions.

Tapestry partnered with [Bank & Vogue \(BVH\)](#) to source post-consumer denim and repurpose the material into Coach's iconic Signature Soho Bag. BVH is a Canadian-based company and supports brands by rethinking how post-consumer materials can be designed into products. In FY2024, Tapestry partnered with expert consultants WSP to perform a cradle-to-gate LCA in collaboration with BVH to evaluate seven environmental impacts (e.g., water consumption and GHG emissions) of repurposed denim material compared to conventional first-use denim. The LCA found that BVH's repurposed denim has up to an 80% reduction in GHG emissions and up to 95% less water consumption compared to conventional first-use denim.¹ The LCA and adoption of BVH repurposed denim showcases Tapestry's progress on circular innovation through industry partnerships.



¹ The LCA conducted with WSP and BVH was [critically reviewed](#) by a third-party panel.

Supply Chain Mapping & Traceability

Tapestry's supply chain mapping and traceability work is focused on raw materials suppliers upstream and builds on a legacy of long-lasting supplier relationships. As a modern house of luxury brands, it's critical that our products are made to precise standards using high-quality materials. For this reason, we identify, review and approve specific finished goods factories (Tier 1) and raw materials suppliers (Tier 2). We then specify, nominate and track the use of these suppliers in our supply chains.

In 2019, Tapestry committed to achieving 95% mapping and traceability of raw materials by 2025. Since we set the goal, we have been implementing tools and engaging with suppliers to achieve this vision of a more transparent and responsible supply chain. The following timeline is intended to not only highlight the history of this work at Tapestry and progress against our goal, it is also intended to highlight our comprehensive approach to leveraging supply chain mapping and traceability to identify and manage risk in our supply chains and contribute to our responsible sourcing program.

Tapestry continues to publicly disclose our Tier 1 Supplier List on [our website](#) and also through [Open Supply Hub \(OS Hub\)](#), a third-party nonprofit organization that promotes greater supply chain disclosure. The list is updated twice a year and includes Tier 1 facilities' names, locations, parent organizations, number of workers, percentage of male and female workers and the product categories produced.

PROGRAM IMPLEMENTATION AND PROGRESS

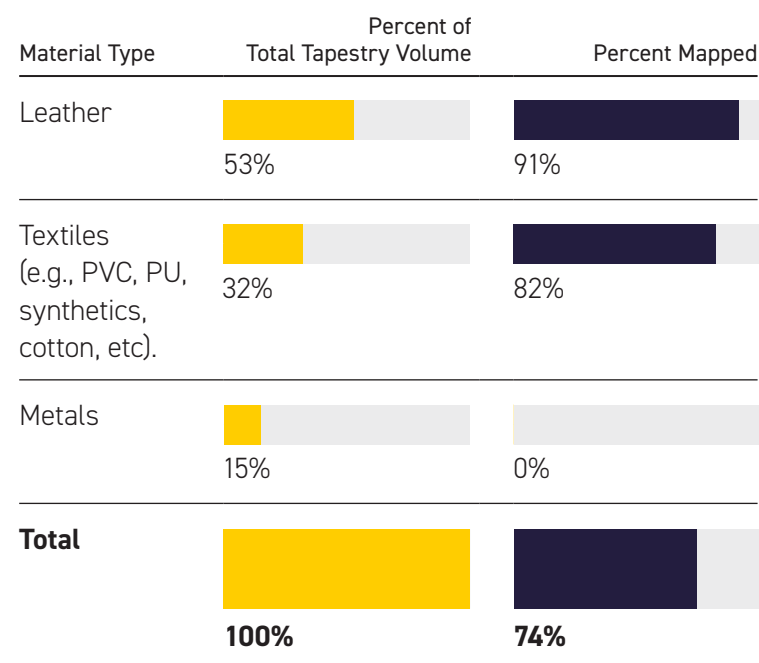
Over the last several years, Tapestry reported on our participation in various technology-oriented pilots, including TrusTrace, Tapestry's Supply Chain and Sustainability Hub. Our work to fully scale and leverage the platform across our supply chain continued in FY2024, where we completed the onboarding of our Tier 1 and 2 suppliers onto the platform, marking a significant milestone in our traceability efforts. We recognize that technology must be paired with supply chain uptake and having solution providers that support our suppliers in data sharing is essential. We continue to evaluate, pilot and implement other relevant technologies to further build our data infrastructure to support sustainable decision-making and deliver on our corporate responsibility goals.

MAPPING & TRACEABILITY TIMELINE



Supply Chain Mapping & Traceability *continued*

FY2024 TRACEABILITY AND MAPPING PROGRESS



In FY2024, the mapping and traceability work at Tapestry accelerated, and we are pleased to report quantitative progress against our 95% goal for the first time. Across leather and textile supply chains, Tapestry carried out extensive supply chain mapping work. In FY25, this work is planned to continue with hardware and PU supply chains. As these additional supply chains are mapped and as the program is further operationalized, Tapestry is on schedule to achieve our 95% mapping goal.

ELEMENT 1: SUPPLY CHAIN MAPPING & TRACEABILITY

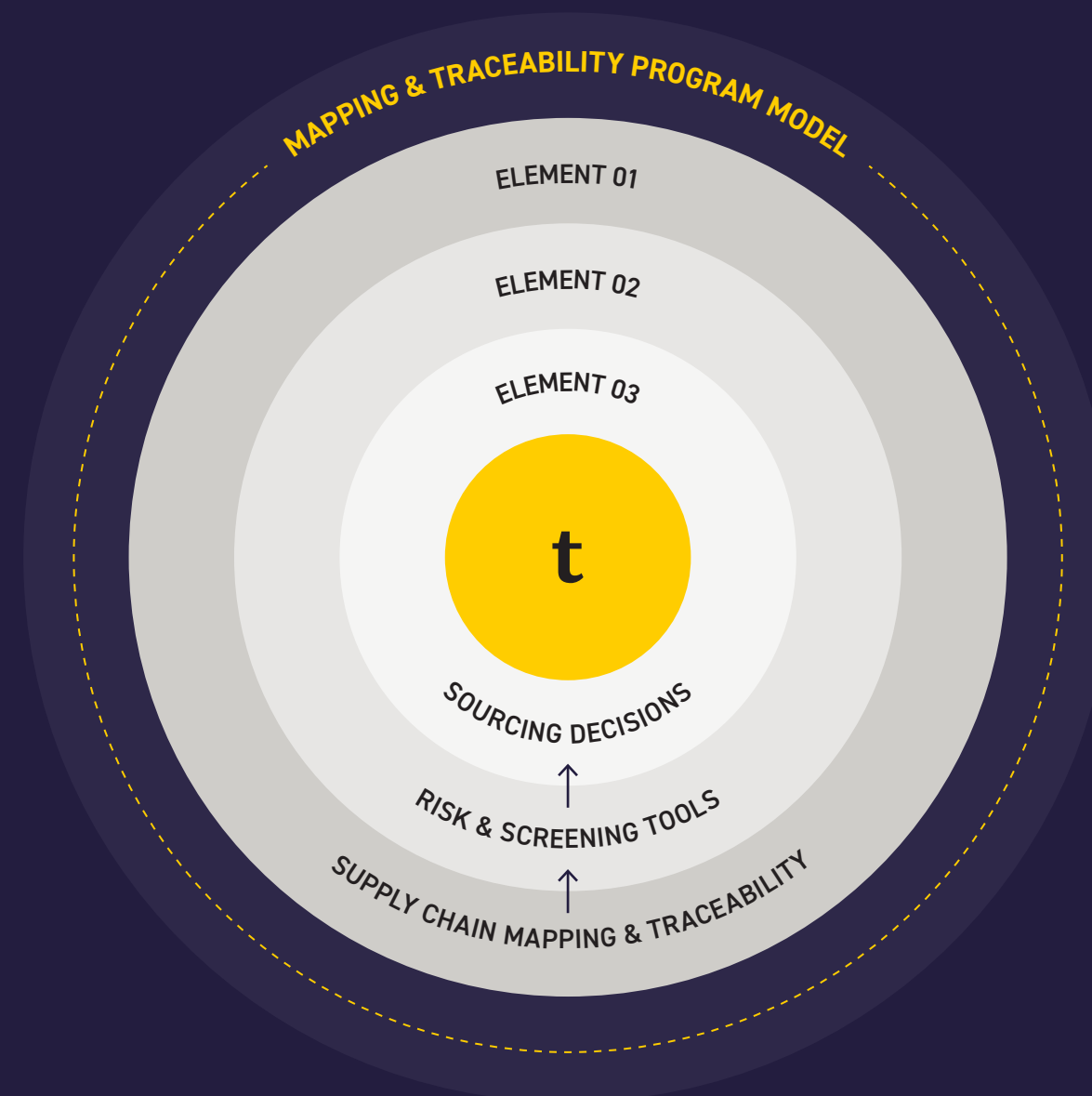
Supply chain mapping, traceability and related work supports Tapestry’s ability to understand and substantiate where our fibers, materials and products come from. Supply chain mapping is a general approach to gathering this data based on supplier self-disclosure, while traceability specifies and enhances this work through the collection of documentation or other acceptable evidence supporting the declared origin of the materials. Over time as technologies develop and our program evolves, Tapestry expects that acceptable forms of evidence will evolve and certainty around origin will continue to improve.

ELEMENT 2: RISK & SCREENING TOOLS

Once details are understood about where fibers, materials and products are produced or processed, it’s then critical to evaluate the implications. Tapestry does this at a country and subnational level as well as at the factory level through a variety of tools, including on-site assessments.

ELEMENT 3: SOURCING DECISIONS

Insights into where and how business is performed in Tapestry’s value chain highlight opportunities for managing impact, engaging with suppliers and making the right value chain investments.



Environmentally Preferred Materials

In FY2024, we continued efforts to scale environmentally preferred raw materials across our product portfolio to reduce environmental impact. We take a holistic approach to materials sourcing based on third-party standards and targeted partnerships that drive transparency and measurable social and environmental improvements across our supply chain. This year we made advancements in areas like regenerative agriculture, recycled content and circular innovation.

As part of the progress toward our recycled polyester goal, we have also increased the usage of textile-to-textile recycled polyester within our products. We hope this supports the scaling of the circular economy by using the fashion industry's own waste materials and diverting it back into raw materials to be used again.

MATERIAL SUBSTANTIATION FOR MARKETING CLAIMS

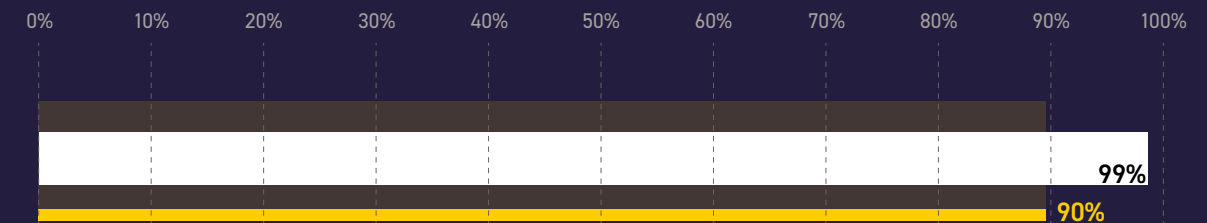
Tapestry maintains its Environmentally Preferred Materials Guidelines to provide guidance to our brands and employees to help them source environmentally preferred materials and production processes. The Guidelines also note requirements and documentation needed to procure raw materials or to make environmental marketing claims about a material or product.

PROGRESS AGAINST OUR ENVIRONMENTALLY PREFERRED MATERIALS TARGETS

BY 2025

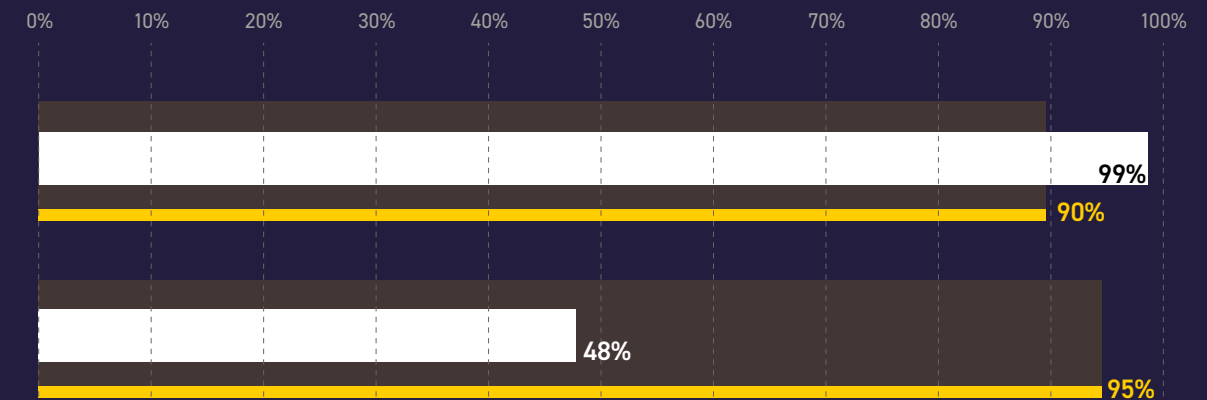
Leather

90% of leather used in our products comes from Silver- and Gold-rated LWG tanneries



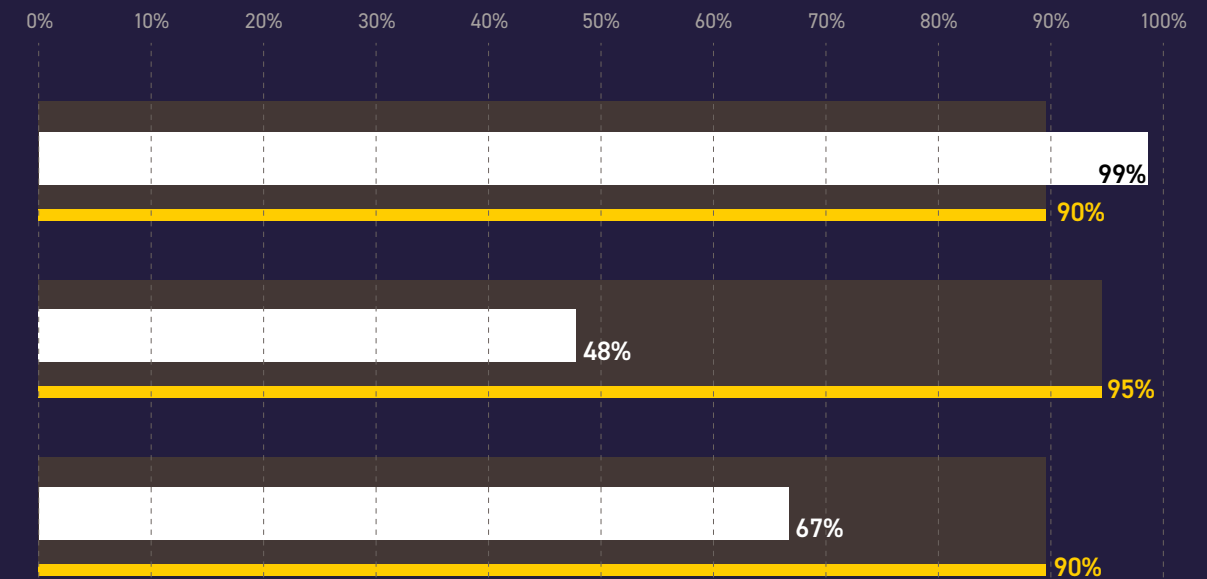
Nylon

95% of polyamide (nylon) will be from pre- or post-consumer recycled sources



Cotton

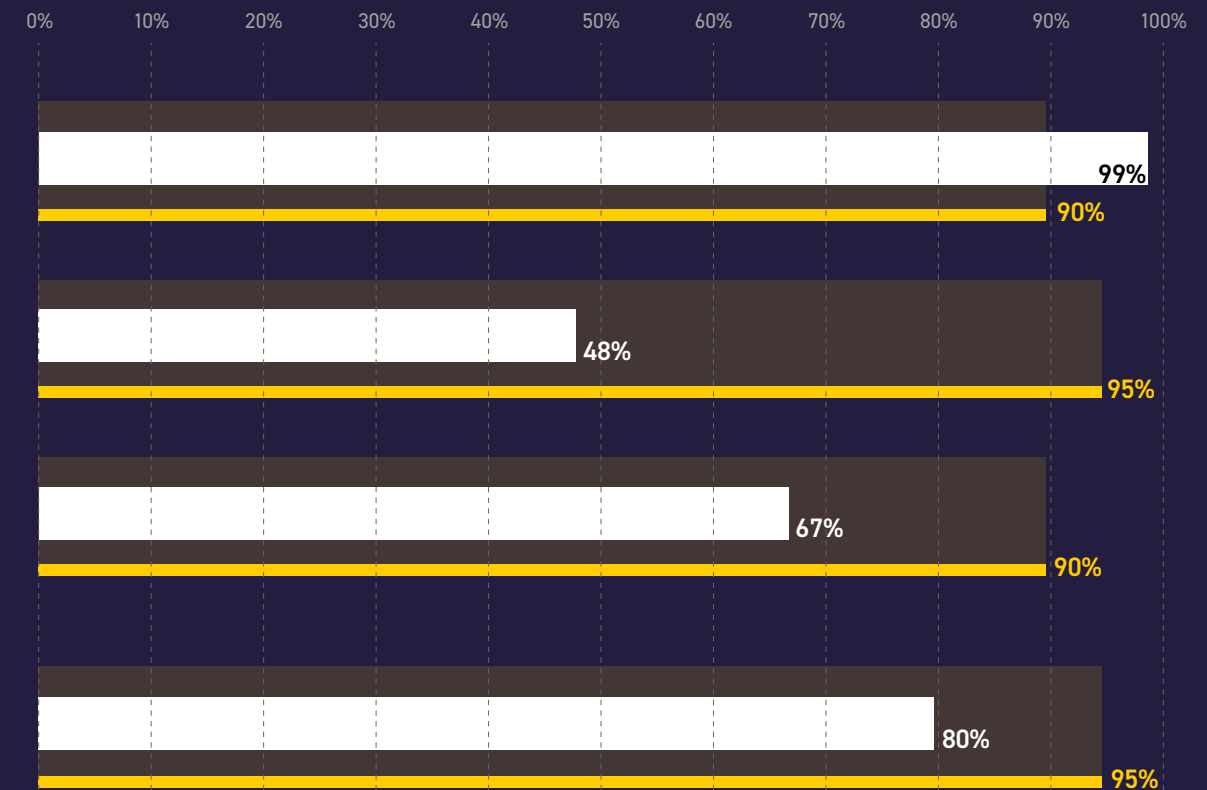
90% of cotton will be organic- or regenerative-certified



BY 2027

Polyester

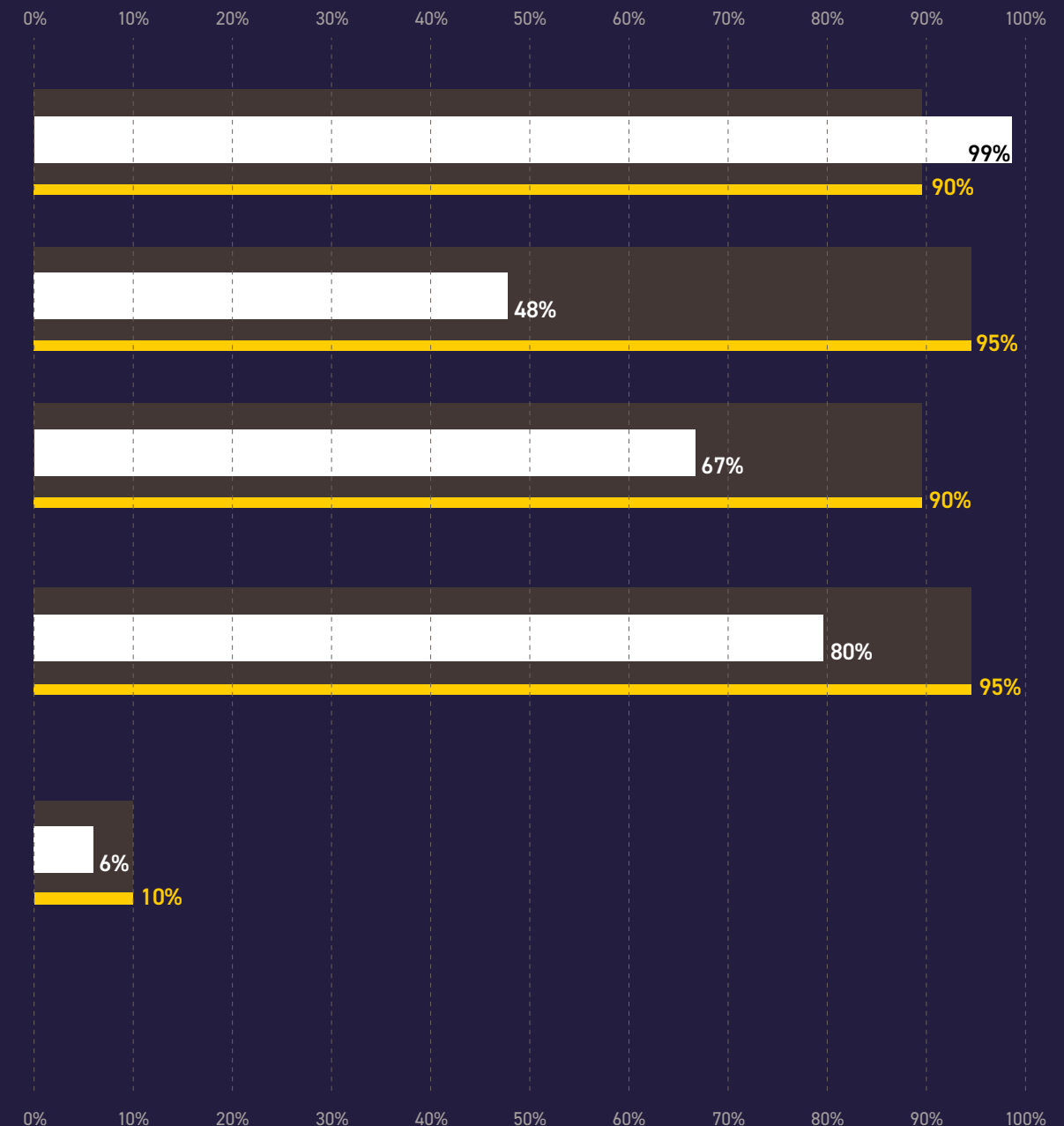
95% of polyester will be from pre- or post-consumer recycled sources



BY 2030

Leather

10% of leather will be from farms using regenerative agriculture practices, made from recycled inputs, or made with "next-generation" materials



 FY2024

 Goal

Environmentally Preferred Materials *continued*

LEATHER

Leather makes up over 50% of raw materials used by Tapestry's brands by weight and is one of the key focus areas in our strategy to reduce our impact on the environment. In FY2023, we achieved our target to source 90% of our leather from Gold- and Silver-rated **Leather Working Group (LWG)** tanneries by 2025 and we continued to make progress against this target by reaching over 99% in FY2024.

The LWG audit standards are used to assess the performance of leather manufacturing facilities against various environmental and social criteria. Tapestry's VP of Advanced Technological Development was elected to LWG's Executive Committee in 2024 to support strategy-setting of the LWG.

We are working toward our goal that 10% of the leather used in products made by our brands will be sourced from farms using regenerative agriculture practices, made with recycled inputs or made with next-generation

materials by 2030. In FY2023 we invested in **Generation Phoenix**, a U.K.-based company using wet blue leather offcuts to create a new and durable material. This partnership continues to accelerate innovation in the leather industry and helps us to further tackle the planet's waste problem. Tapestry actively explores new technologies into next generation materials and production processes that will ultimately reduce GHG emissions associated with the production of leather.

PACKAGING

We strive to reduce or eliminate materials in our packaging while increasing the use of recycled content wherever possible. We encourage consumers, through in-store and online communications, to reuse and recycle packaging when available.

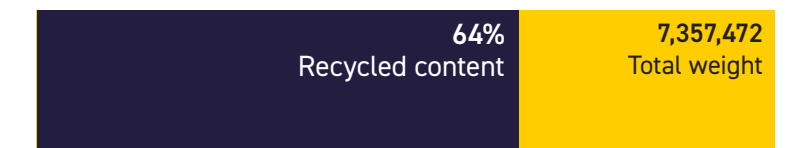
We aim to have 75% of our consumer packaging² by weight come from recycled sources by 2025. In FY2024, 66% of our consumer packaging by weight was made from recycled content.

In FY2024 we continued our packaging scoping and mapping exercise to better understand the volume and types of packaging used across Tapestry's operations.

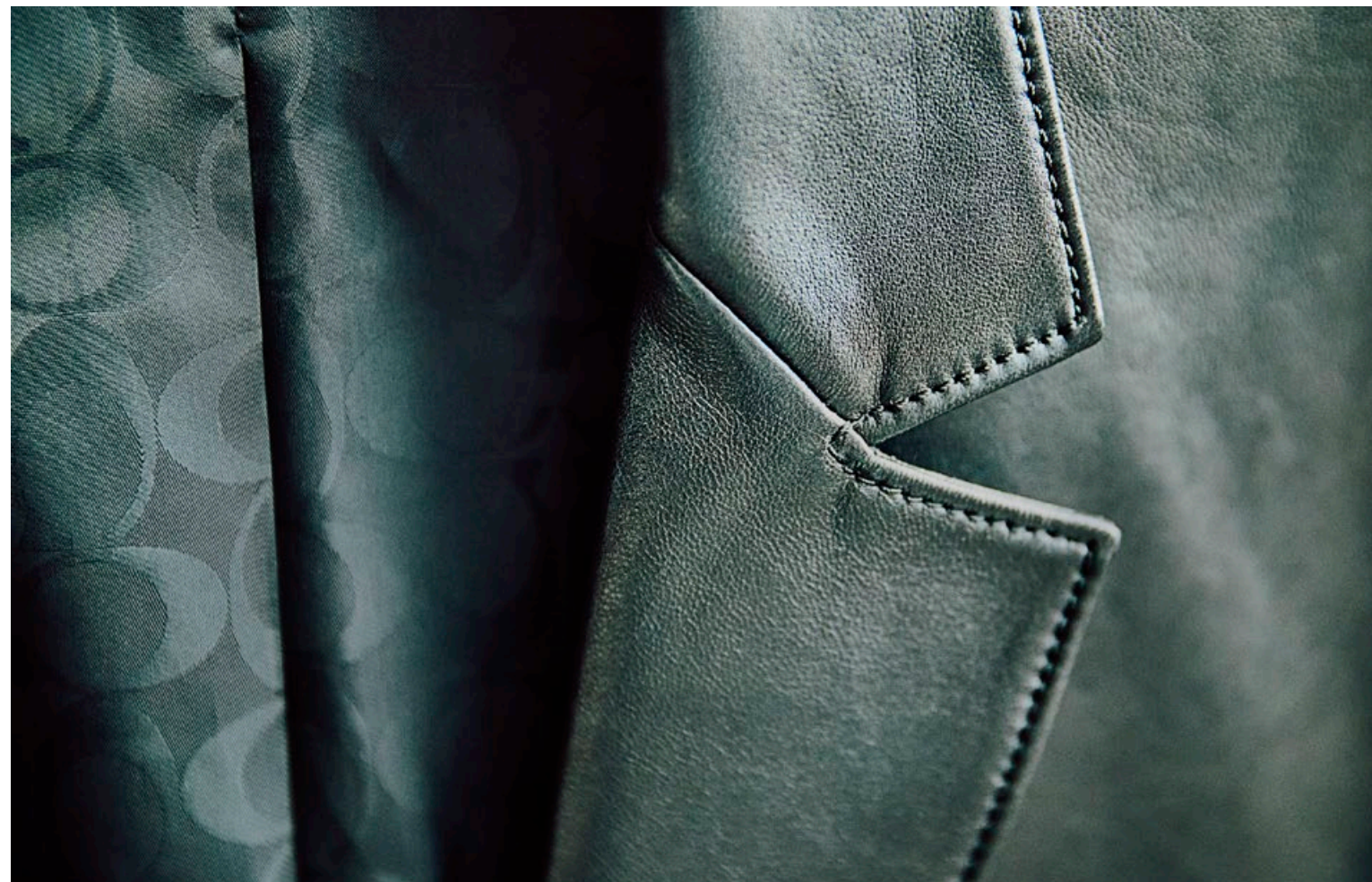
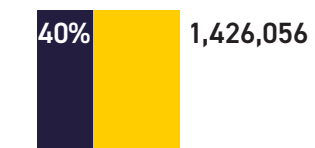
We further engaged internal teams at Coach such as Procurement, Product Development, Fulfillment and Logistics, and Finance through a Packaging Summit to review our current practices and brainstorm new ideas. As a result, we created a Packaging Optimization Workstream that has begun piloting new ways to eliminate unnecessary packaging volume. With these new workstreams we are on track to meeting our target of 75% recycled content in consumer packaging by the end of FY2025.

FY2024 PACKAGING MATERIALS BY WEIGHT (LBS)

PAPER



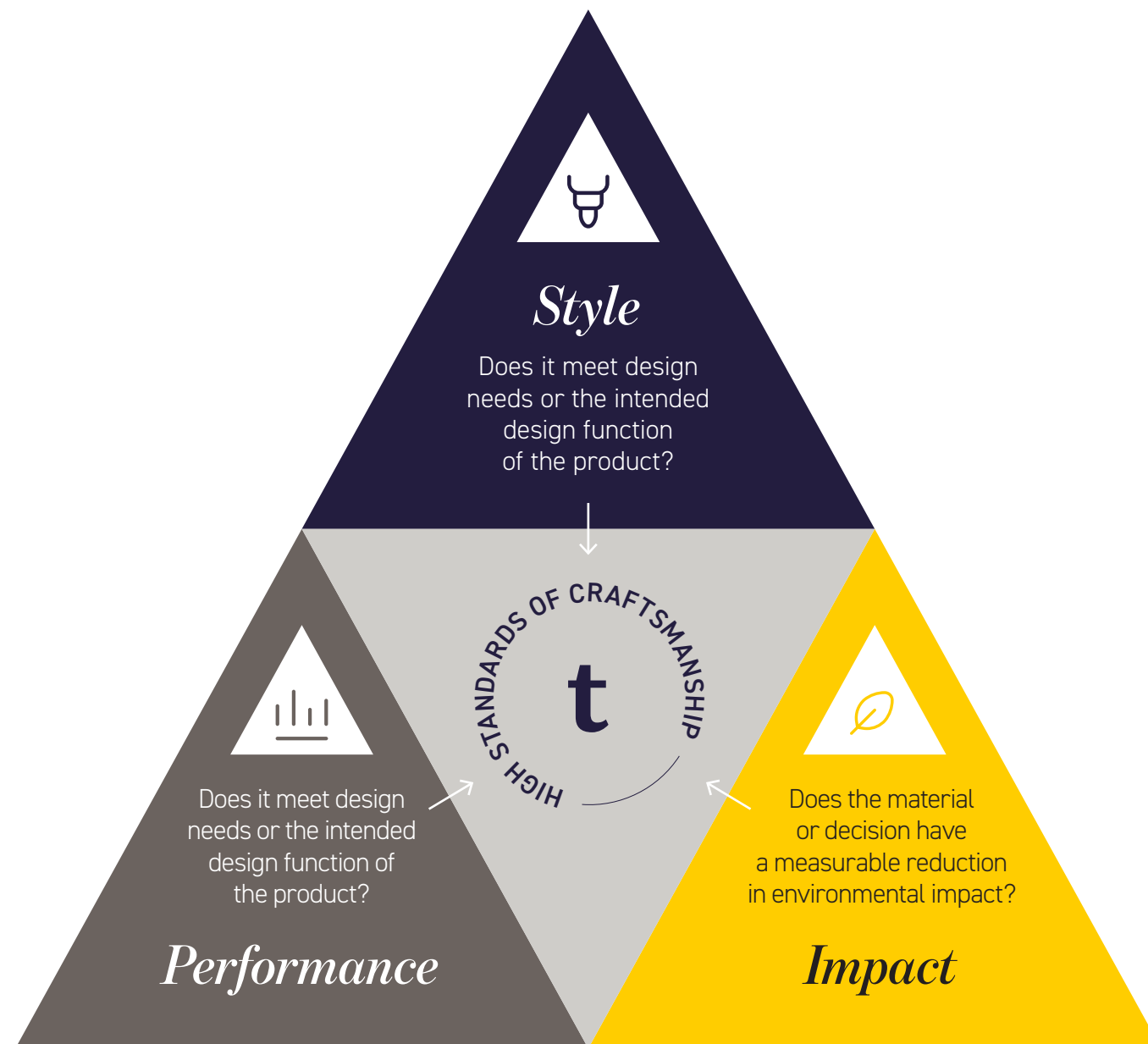
PLASTIC



² Including retail shoppers and boxes, outlet shoppers and boxes, shoe boxes, hang tags/stickers, dust bags, ribbon, outlet and retail garment bags, and polybags.

Product Performance

STYLE, PERFORMANCE AND IMPACT FRAMEWORK



Every product sold by a Tapestry brand should meet both our customers' expectations and our Performance Standards for Raw Materials and Finished Products. This aims to ensure products can withstand harsh environmental conditions and avoid adverse reactions during the manufacturing process.

We follow an internal framework known as "Style, Performance and Impact." This ensures all products produced by Tapestry's brands meet our high standards of craftsmanship. The framework also guides our decision-making around environmentally preferred materials and material innovation investments.

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.

Our Global Product Compliance, Material Management and Sourcing and Operations teams work cross-functionally to ensure vendor compliance. If a supplier is non-compliant with any of our standards at any stage, we communicate with the responsible party for corrective actions.

CHEMICALS MANAGEMENT

We take pride in operating our business in an environmentally sustainable and safe manner, fostering a culture of protecting our consumers, workers, the environment and our brands. The Tapestry Product Safety Compliance Manual guides our commitments, and we require each supplier 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 requires all vendors who supply materials or finished goods to our company to comply with local and international laws, as well as our Restricted Substances List (RSL). This program is reinforced through three key activities:

- **Certificate of Compliance:** We require all vendors who supply materials or finished goods to our company to annually certify that all materials, products, components and packaging materials comply with applicable laws and our restricted substances list. We have also updated our vendor certification and product testing program to cover PFAS in connection with the new requirements.
- **X-Ray Fluorescence (XRF):** We scan all materials for restricted substances at the Tapestry Lab or a lab approved by Tapestry.
- **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.



Sustain the Planet



Sustain the Planet

Realizing a climate- and nature-positive future will require industry collaboration and investments to reduce environmental impacts. We are strategically investing in resources to quantify our environmental impacts, set ambitious reduction targets and collaborate on scalable solutions that benefit both the planet and our business.

SUSTAIN THE PLANET GOALS FOR 2025 AND BEYOND

- Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 64%, Scope 3 emissions 42%, and Scope 3 Forest, Land and Agriculture (FLAG) emissions 30% by FY2030 from a FY2021 baseline.
- Procure 100% renewable energy in Tapestry-operated stores, offices and fulfillment centers by 2025.
- Reduce water usage by 10% within our own operations and our supply chain below 2020 levels by 2025.
- Achieve zero waste (>90% landfill diversion) at our corporate sites in North America by 2025.
- Reach net-zero GHG emissions across the value chain by 2050.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

SUSTAIN THE PLANET WORK SUPPORTS:



Engaging Our Suppliers

We proactively collaborate with our suppliers to reduce the environmental impact across our value chain, setting clear expectations and goals around issues like GHG emissions, water use and waste reduction. By partnering closely with suppliers, we aim to drive widespread adoption of sustainable practices and innovations that benefit both business and the planet.

All of our suppliers must comply with our Tapestry **Supplier Code of Conduct (SCOC)**, which covers social, ethical and minimum environmental business requirements. For more information, see the **Supporting Workers in Our Supply Chain** section.

Tapestry continues to collect data from strategic Tier 1 and Tier 2 suppliers using the **Higg Facility Environmental Module (Higg FEM)** and through **Leather Working Group (LWG)** audits. Of the 83 suppliers that completed the 2023 Higg FEM, 96% had their responses verified. We also collected data from a total of 23 LWG-audited suppliers, bringing the total number of suppliers across LWG and Higg FEM assessed to 106. These suppliers represent over 80% of our raw material purchase volume.

ENVIRONMENTAL SUSTAINABILITY FRAMEWORK

Tapestry developed an Environmental Sustainability Framework, a comprehensive program for our supplier network that evolved and formalized our expectations for strategic Tier 1 and Tier 2 suppliers. The four-part framework includes:

- Establishing expectations for our suppliers with a specific set of environmental requirements covering key impact areas, such as water, energy & GHG emissions, waste, chemicals management, wastewater and air emissions, providing a solid framework with clear objectives and targets to measure their performance.
- Partnering with **Reset Carbon** to develop our Decarbonization Program (DCP), supporting 18 suppliers with high energy, water and carbon emissions emissions to help build and implement a decarbonization roadmap for their facilities. For more information, see section the **Supply Chain Decarbonization** section.
- Scoring suppliers against identified targets, both per impact area and against Higg FEM levels, to measure their performance. In FY2025 we plan to integrate scoring into our overall supplier scorecard which currently includes social compliance scores.
- Providing training to our internal teams and to our suppliers to help them improve their performance in environmental impact areas and developing implementation guidelines.



Climate Change



Photo provided by Stemple Creek, and taken by Paige Green

As climate change creates unparalleled challenges, we embrace innovation to conduct our business in a sustainable manner. We recognize climate change amplifies issues like water scarcity and biodiversity loss, disproportionately impacting marginalized communities, and thus we aim to transform our value chain into a force for systems-level resilience.

Tapestry continues to assess potential climate-related risks and opportunities with a direct impact on our business and supply chain. For more information on our scenario analysis and our climate-related risks and opportunities, please refer to our [CDP Climate Change Response](#).

GREENHOUSE GAS (GHG) EMISSIONS

Central to Tapestry's approach to addressing climate change is ensuring that we are aligned with credible science and guidance. In FY2024, Tapestry received validation of our GHG emissions reductions targets from the [Science Based Targets initiative \(SBTi\)](#). Tapestry became one of the first in the industry in 2024 by proactively aligning with the SBTi's FLAG guidance for land-intensive industries. We updated our targets accordingly and we are striving to incorporate emerging best practices around agriculture and materials-related emissions.

SCIENCE-BASED TARGETS

64%

Reduce absolute Scope 1 and 2 GHG emissions 64% by FY2030 from a FY2021 baseline.

42%

Reduce absolute Scope 3 Industry GHG emissions 42% by FY2030 from a FY2021 baseline.

30%

Reduce absolute Scope 3 FLAG GHG emissions 30% by FY2030 from a FY2021 baseline.

Net-zero

GHG emissions across the value chain by 2050.

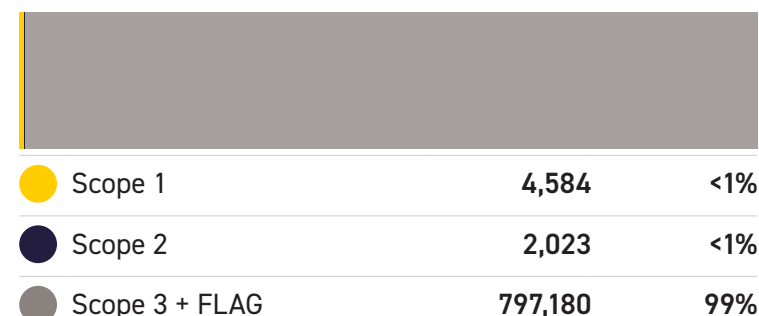
SUPPLY CHAIN DECARBONIZATION

Emissions associated with the production of our products and raw materials account for over 50% of our total Scope 3 industry GHG emissions in our baseline. A key priority to achieving our science-based targets includes our multi-year Decarbonization Program (DCP), which supports suppliers to quantify their GHG footprints, align to Tapestry's science-based targets and implement comprehensive plans to meet those goals. We partnered with [RESET Carbon](#) to identify an initial cohort of suppliers with high energy, water and carbon emissions. As a result, we selected 18 strategic Tier 1 and Tier 2 suppliers that represent over 40% of our supplier's emissions in FY2024.

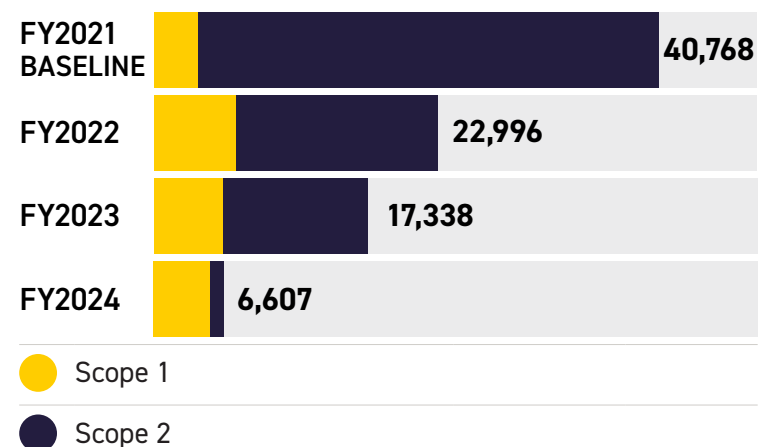
We engaged these 18 suppliers over the course of 12 months through online data collection, onsite energy assessments and capacity building through target setting workshops. As a result, we partnered with these suppliers to build a decarbonization roadmap and action plan that will support investing in energy efficiency upgrades to facilities and equipment and transitioning to renewable electricity. In FY2025, we are expanding this work to an additional 23 suppliers as the second cohort of our DCP. Both cohort 1 and cohort 2 of our DCP represents over 70% of our supplier's emissions in FY2024.

Climate Change *continued*

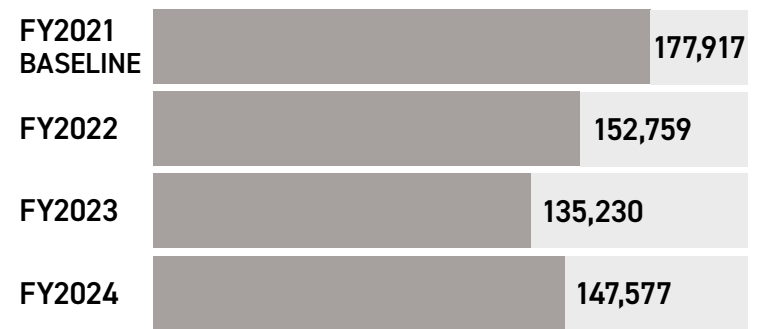
TOTAL FY2024 GHG EMISSIONS (MT CO₂E)³



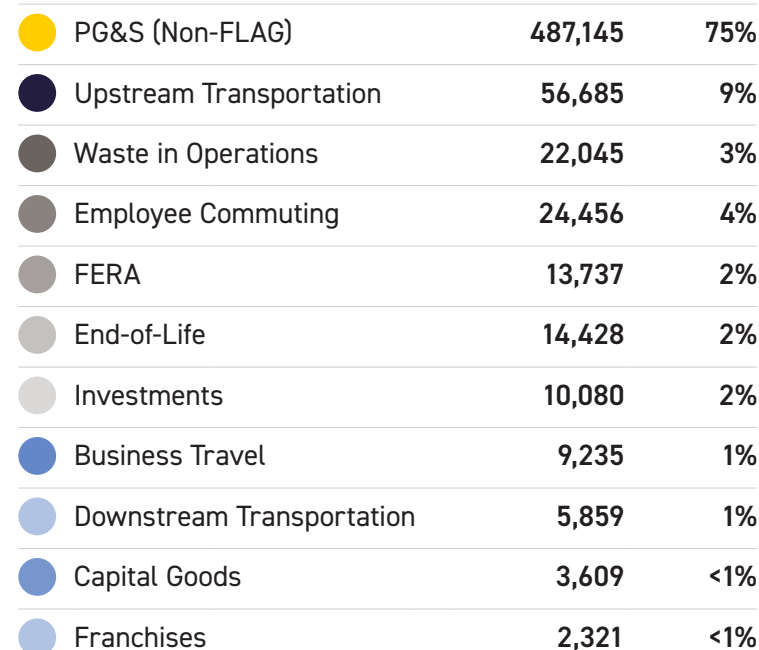
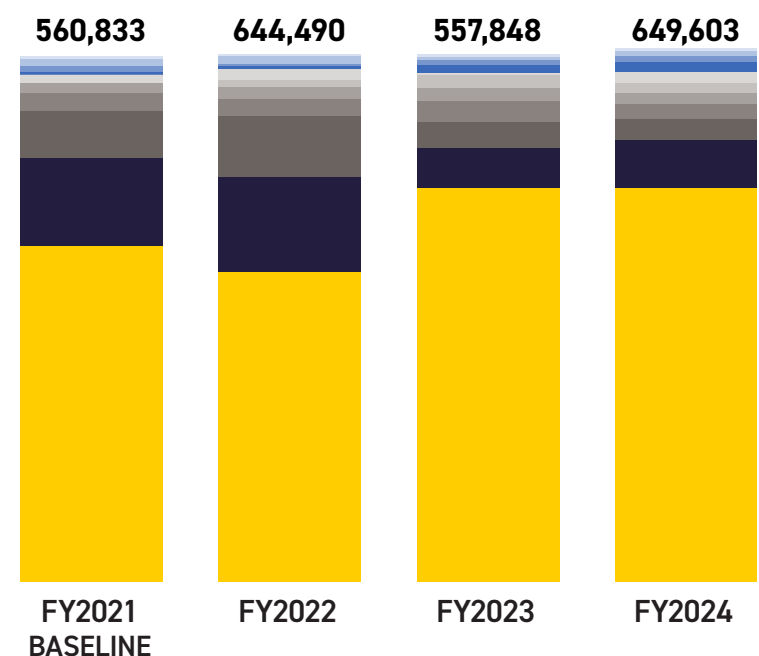
SCOPE 1 AND 2 GHG EMISSIONS (MT CO₂E)



SCOPE 3 FLAG GHG EMISSIONS (MT CO₂E)



SCOPE 3 GHG EMISSIONS (MT CO₂E)



PROGRESS AGAINST OUR COMMITMENTS

In FY2024, Tapestry's Scope 1 and 2 GHG emissions reduced 84% compared to our FY2021 baseline. This marks an achievement of our Scope 1 and 2 science-based targets 6 years ahead of schedule, primarily driven by our investment in renewable energy in our own operations.

In FY2024, Tapestry's Scope 3 FLAG GHG emissions reduced 17% from our FY2021 baseline, primarily driven by the transition from conventional materials to organic or recycled content in our materials. However, Tapestry's business has grown since FY2021, ultimately resulting in an increase in our Scope 3 industry GHG emissions from our FY2021 baseline. In addition, since FY2021, Tapestry has seen updates in the accuracy and quality of data we receive that can cause changes in our GHG emissions.

In FY2024 we launched the initial cohort of 18 manufacturers in our supply chain Decarbonization Program (DCP) and have been increasing the use of environmentally preferred materials and are expecting to see a reduction in our emissions in FY2025.

↓
84%

Decrease in our Scope 1 and 2 emissions compared to our FY2021 baseline.



³ FY2024 Scope 1, 2 & 3 (non-FLAG) GHG emissions have been **verified** by a third-party against a limited level of assurance. FLAG emissions are not included in the verified numbers as the GHG Protocol's Land Sector and Removals Guidance has not yet been finalized at the time of this report's publication.

Climate Change *continued*

RENEWABLE ENERGY IN OUR OPERATIONS

Tapestry is committed to procuring 100% renewable electricity in our stores, offices and fulfillment centers globally by 2025.

In FY2024 we continued our engagement with two key long-term solutions for renewable energy. We are participating in **The Fashion Pact's** Collective Virtual Power Purchase Agreement (CVPPA), which commits us, along with 11 other fashion brands, to accelerate renewable electricity adoption by investing in new clean energy infrastructure. The solar portfolio in Spain is expected to have a capacity of over 100 MWp in new renewable electricity generation. In addition, we signed a 15-year agreement with **Pivot Energy** to support the development of six new solar projects in Illinois. These projects are expected to go live in 2025 and have an installed capacity of 22 MW. This project is expected to cover Tapestry's entire North America energy footprint, which represents over 75% of our total consumption.

Tapestry works with third-party energy procurement consultants to source renewable electricity for our locations, and we use a combination of unbundled and bundled Renewable Energy Credits (RECs) and Energy Attribute Certificates (EACs) depending on the market. For the first time this year we procured renewable electricity for our own operations in the APAC region.



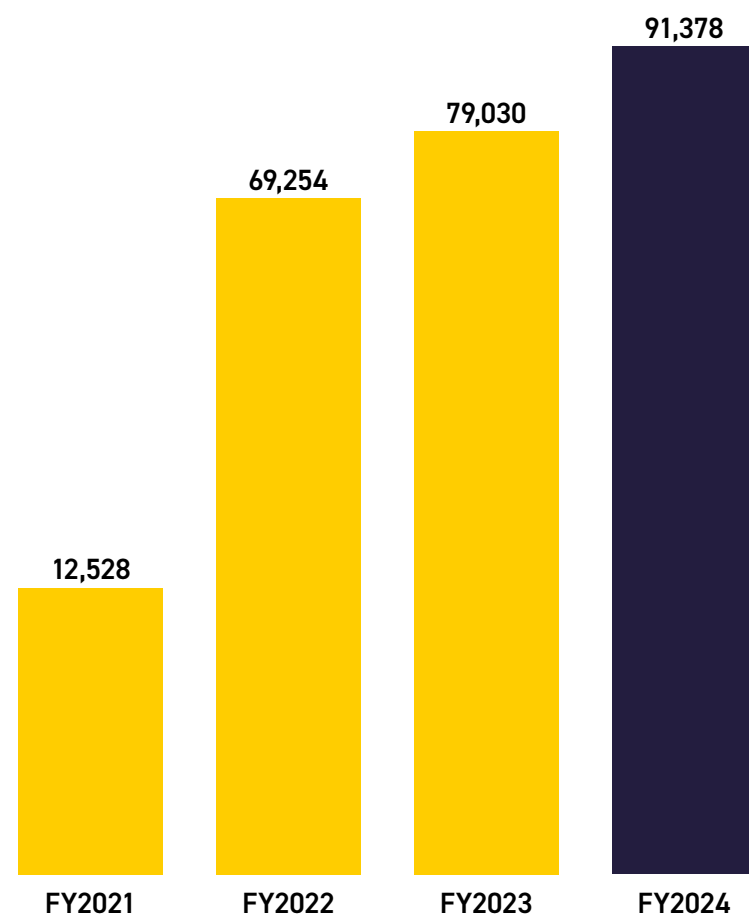
96%

of our electricity across our own operations globally was from renewable electricity sources in FY2024.

TOTAL ELECTRICITY IN OWN OPERATIONS (MWH)

| | |
|---------------------------|---------------|
| Renewable Electricity | 91,378 |
| Non-Renewable Electricity | 3,698 |
| Total Electricity | 95,076 |

TOTAL RENEWABLE ENERGY PROCUREMENT (MWH)



SUPPORTING SOLAR DEVELOPMENT IN RWANDA



RENEWABLE ENERGY IN OUR SUPPLY CHAIN

Through the Higg FEM and survey responses from LWG audits, our suppliers reported that 10% of their total energy consumption came from renewable energy sources.

In FY2024, we financially supported solar panel rooftop feasibility assessments for some of our strategic suppliers as part of our DCP. We are working with our suppliers to phase out coal by 2026. We also developed training programs on renewable energy and coal phase out to build supplier capabilities on this issue. The trainings have been conducted in multiple languages appropriate for each region.

kate spade new york partners with Abahizi CBC (ACBC), a B Corp certified, social enterprise handbag manufacturer in Masoro, Rwanda, which is where the brand's work in mental health began. Abahizi produces the On Purpose collection and is dedicated to empowering the 250+ women who work there through full time employment, mental health and wellbeing support and more. In 2023, the kate spade new york's Global On Purpose Fundraiser raised dollars to support the installation of solar panels on the rooftop of Abahizi. The solar panels were installed in February 2024 and are expected to produce 27 MWh annually for the facility. For more information, see the kate spade new york social impact section.

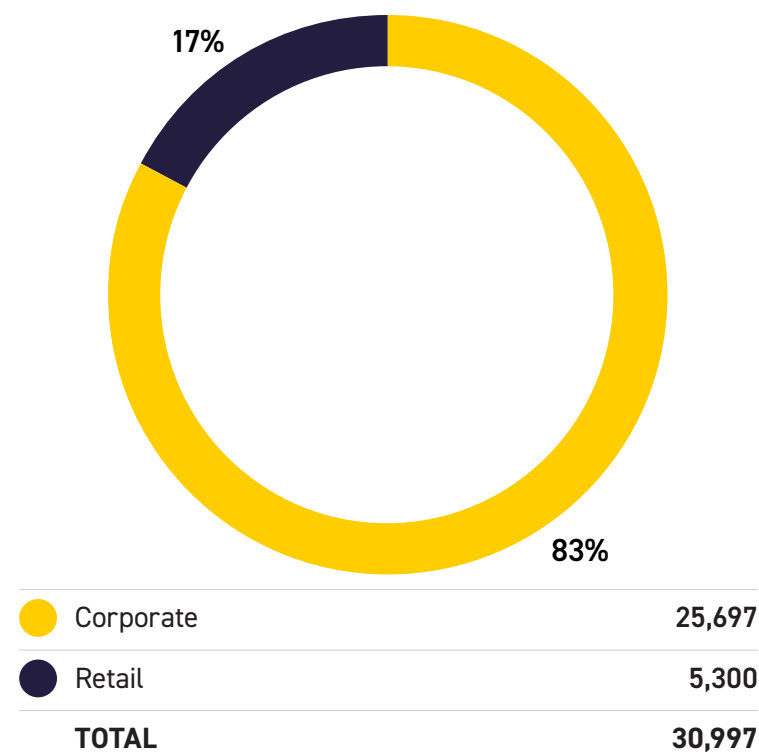
Water

Tapestry's target is to reduce water usage by 10% within our own operations and our supply chain compared to a FY2021 baseline by 2025⁴. In FY2023, we achieved this target and have maintained reduction in FY2024 with 33% reduced across our own operations and our supply chain since 2020.

WATER IN OUR OPERATIONS

We continue to monitor water consumption within our own operations in North America, including our stores, offices and fulfillment centers. We aim to use water efficiently in our operations and continue to utilize low-flow filters and implement other measures to reduce and regulate water usage over time.

WATER USAGE IN OWN OPERATIONS (M³)⁵



WATER & WASTEWATER IN OUR SUPPLY CHAIN

Tapestry's Environmental Sustainability Framework includes engaging with our suppliers to implement water-saving processes and reduce their overall water consumption. We supported the first Decarbonization Program (DCP) cohort by identifying opportunities for water efficiency improvements and overall water reductions.

We continue to utilize the [World Resources Institute's Aqueduct Tool](#) to assess water stress and water risk in both our own operations and our supply chain. For more information, please refer to our [CDP Water Response](#).

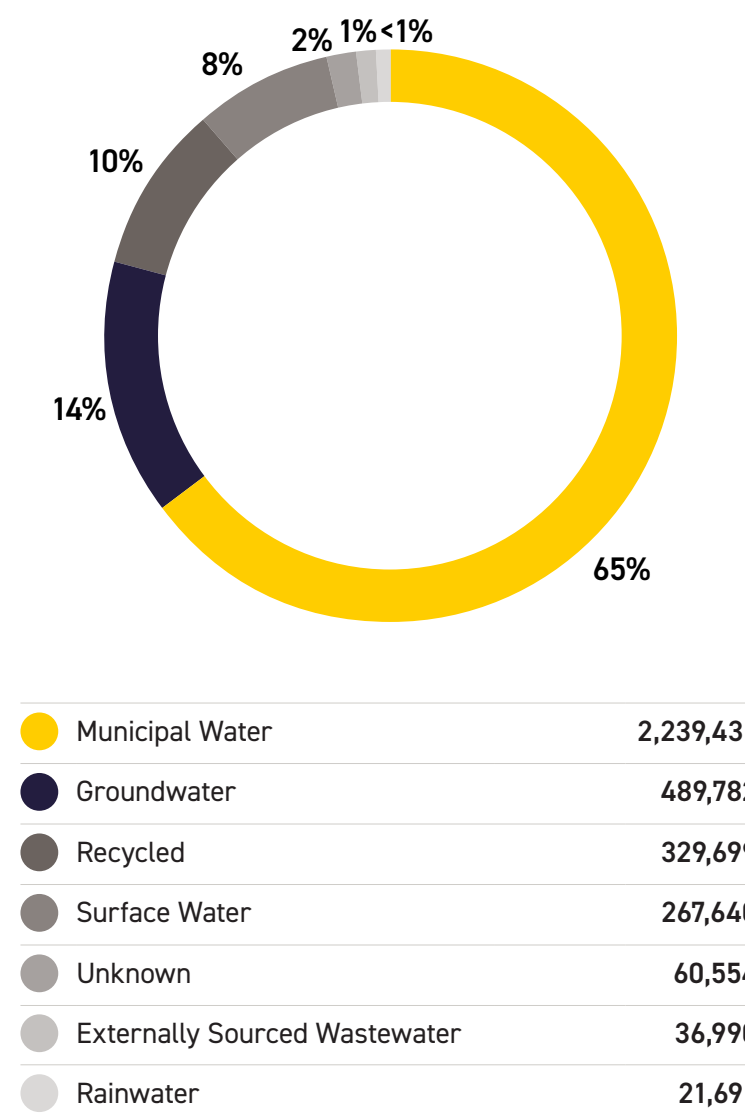
Through our Higg FEM data collection, our suppliers reported a total quantity of 1,599,301 m³ of wastewater, which is a 17% reduction from the previous year.

As part of Tapestry's [Supplier Code of Conduct](#), we require all of our suppliers to adhere to all applicable laws and regulations of the regions in which they operate. This includes compliance with laws governing wastewater discharge. If a supplier is identified as being out of compliance, we expect them to promptly remedy any issues. Remediation includes root cause analysis, corrective action planning and follow-up and goalsetting. If a supplier fails to remediate a non-compliance issue in a timely and satisfactory manner, we will initiate a responsible exit strategy.

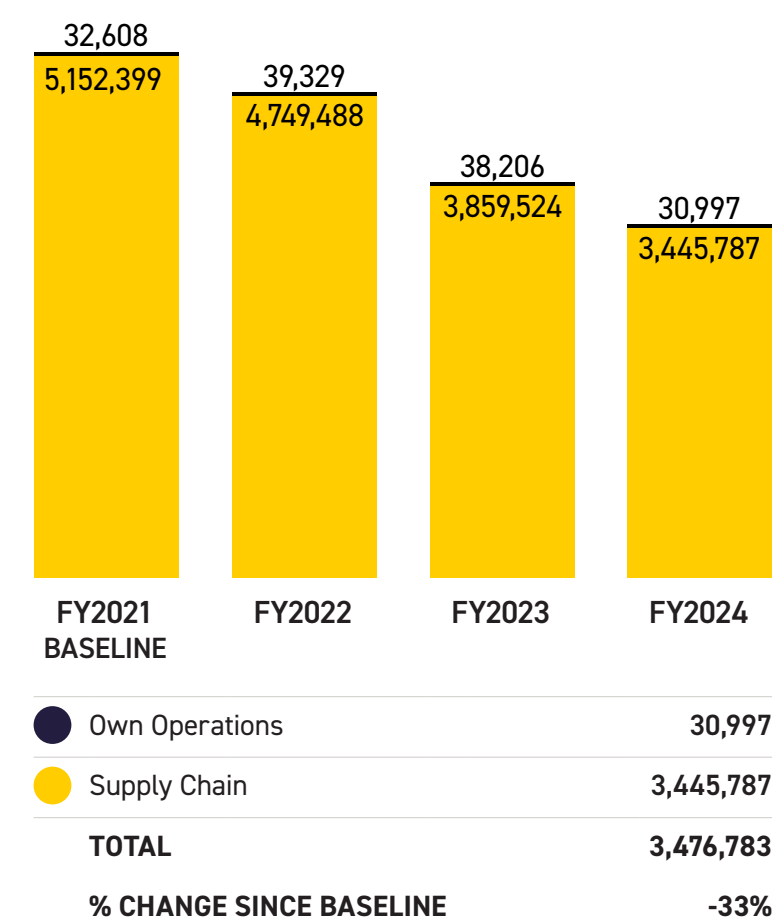
⁴ Tapestry's own operations is measured on a fiscal year (July to June) while our supply chain is measured on a calendar year (January to December). The target is based on a 12-month period.

⁵ FY2024 water consumption from our own operations have been **verified** by a third-party against a limited level of assurance.

TOTAL SUPPLY CHAIN WATER BY SOURCE (M³)



TOTAL WATER CONSUMPTION (M³)



| | |
|----------------|-----------|
| Own Operations | 30,997 |
| Supply Chain | 3,445,787 |

Biodiversity

Protecting natural ecosystems and biodiversity is a key priority within our environmental sustainability efforts. We launched our biodiversity strategy to set actionable milestones, encourage cross-sector partnerships and drive transformative change in how we approach our relationship with nature.

Tapestry is exploring potential new frameworks to assess biodiversity and nature-related risks, including the [Task Force for Nature-related Financial Disclosures \(TNFD\)](#) and [Science Based Targets for Nature \(SBTN\)](#). Tapestry's biodiversity strategy aims to minimize our impact on natural resources by promoting initiatives in the ecosystems in which we operate, and has four key components:

- **Measure and Map:** We start by mapping our supply chain and raw material sourcing regions. We then measure the environmental impact of our supply chain and procurement practices to help us understand where our products may be affecting specific areas of biodiversity.
- **Avoid and Reduce:** We aim to avoid operations in key biodiversity areas and endeavor to significantly decrease our impact when we must operate in those areas.
- **Regenerate and Support:** We focus on the regeneration of ecosystems by using more environmentally preferred raw materials, such as cotton and leather, and support initiatives that bring together stakeholders to create a more sustainable and responsible fashion industry.
- **Conserve and Restore:** We aim to leverage partnerships and take action to conserve and restore biodiversity.

Tapestry is signed onto the [Deforestation-Free Call to Action for Leather](#) organized by [Textile Exchange](#), [LWG](#), and [World Wildlife Fund](#). The Call to Action unites leading fashion brands in their commitment to collaborate and be held accountable for preserving natural ecosystems and improving the environmental impact of leather supply chains. Tapestry is working toward no deforestation across our primary commodities, as part of SBTi's FLAG guidance.

Further, Tapestry set a goal to achieve 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain by FY2025. For more information, please read the [Supply Chain Mapping and Traceability](#) section of this report.

REGENERATIVE AGRICULTURE

Tapestry's target is to source 10% of our leather from farms using regenerative agriculture practices, made with recycled inputs or made with next-generation materials by 2030. Regenerative agriculture helps to maintain and rejuvenate grasslands, increase biological diversity, soil health and productivity and could lead to increased carbon absorption.

We continue to partner with [Other Half Processing](#), to purchase verified and traceable leather that have been procured from farmers and ranchers using regenerative farming and rearing practices. This partnership is key in helping Tapestry increase material sourced from regenerative agriculture practices.



Operational Waste and Recycling

Tapestry aims to maximize resource efficiency and reduce waste by design through systemic waste management and reduction within our own operations. We are working to achieve zero waste⁶ at our corporate locations⁷ in North America.

In FY2024, we diverted over 4,400 tons of waste from landfills at our corporate North America locations, which equals an 85% landfill diversion rate.⁸ This is an increase from an 83% landfill diversion rate in FY2023.

⁶ Zero waste is defined as diverting more than 90% of the waste generated from landfills.

⁷ Our corporate locations include our fulfillment centers and offices within the U.S.

⁸ FY2024 waste data from our own operations has been **verified** by a third-party against a limited level of assurance.



TRUE ZERO WASTE CERTIFICATION AT THE COACH (RE)LOVED & REPAIR WORKSHOP



In FY2024 the Coach (Re)Loved & Repair Workshop located in North Bergen, New Jersey achieved Gold-level **TRUE Zero Waste Certification**. TRUE Zero Waste Certification is granted to facilities that have met a certain set of stringent waste reduction requirements. Most critically, to achieve TRUE Zero Waste certification we achieved a greater than 90% landfill diversion rate through different channels such as recycling, reuse, repair, composting and more.

For over 30 years, the Repair Workshop has operated as our hub for Coach Repair services in North America. The Coach (Re)Loved & Repair Workshop in its nature works to maximize the life of our products and minimize waste wherever possible. As a part of the certification process, we partnered with the sustainability team at **Recycle Track Systems (RTS)** and established some programs and initiatives at our Workshop, including but not limited to:

- Engaged our Workshop employees by establishing a Zero Waste Leaders working group, consisting of 14 employees that are charged with implementing and maintaining our zero waste culture.
- Diverted over 5 tons of workshop waste and damaged product from landfill through our partnership with **ReCircled**, which converts these materials into new raw materials.
- Updated our pantry, by providing reusable utensils and plates to discourage single-use plastics, and added new waste diversion methods for employee waste, such as composting and K-Cup recycling.
- Invested in a design plotter technology that allowed us to minimize leather waste, drive efficiency and reduce waste significantly.
- We've continued our annual waste audits and monthly diversion reporting through our partnership with RTS.

In FY2024, The Coach (Re)Loved & Repair Workshop achieved a 96% landfill diversion rate. We are proud of our achievement at the Coach (Re)Loved & Repair Workshop, and, as a next step, we plan to take these learnings and pursue TRUE Zero Waste Certification at two of our fulfillment centers in Jacksonville and Las Vegas. For more information on Coach (Re)Loved, see the **Extended Product Life** section.

Upskilling Our Employees and Our Supply Chain



We understand that we can't achieve our sustainability targets alone and will need support from not only our own employees but our supply chain. Tapestry provided sustainability training on various topics to improve operational efficiencies, drive compliance and increase employee engagement.

OUR EMPLOYEES:

- Conducted quarterly meetings across Coach's product teams to educate them on GHG emissions, manufacturing waste and circularity. The focus of these meetings is to provide cross-department collaboration and hands on learning to spark new ideas and share out wins that are supporting our sustainability goals and ambitions.

- We are piloting Campus — a story-led learning programme created by the Ellen MacArthur Foundation and WaterBear — with plans to roll it out more widely, to ensure our teams understand what the circular economy is and why it's important to our business strategy.
- The **Coach (Re)Loved Craftsperson Apprenticeship Program** is a one-year program that teaches apprentices technical leather craftsmanship skills that are necessary to transform pre-loved Coach bags into newly reimagined and restored bags for our customers. At the end of the program, apprentices have the opportunity to join Coach and build their career as a Coach (Re)Loved junior craftsperson. The Apprenticeship Program is on its third year and we have had six participants to date.

SUPPLY CHAIN WORKERS:

- Conducted a series of trainings in various languages for our suppliers in key environmental impact areas, including Environmental Management System (EMS), energy and water efficiency, metering and benchmarking, renewable energy procurement and air emissions. In FY2024, we completed this training at 130+ supplier facilities.
- Educated 50+ employees on Tapestry's supply chain teams to better understand how to monitor our supply chain environmental sustainability framework on the environmental impact areas outlined above.



COACH (RE)LOVED APPRENTICESHIP PROGRAM



"I started in the Coach (Re)Loved Apprenticeship Program in the summer of 2022 and quickly learned many leather craftsmanship skills such as edge-painting, cutting and prepping handles, and restitching items that needed repairs. My knowledge from the Apprenticeship program has been essential in supporting me in my new role with the Coach (Re)Loved Team, where my main focus is reviewing Upcrafted and Remade products for accuracy and execution. Additional responsibilities of my role include creating silhouette templates for Remade product, creating designs for Upcrafted bags and communicating daily with the repair workshop floor and external partners regarding Coach (Re)Loved product."

SAVANNAH SUTTON,
PRODUCT DEVELOPMENT COORDINATOR FOR
COACH (RE)LOVED



Uplift Our Communities



Uplift Our Communities

As a purpose-led organization, we empower the communities where our employees live and work, and provide the resources and capacity needed to support supply chain partners in the regions where we operate.

Tapestry is committed to driving change on pressing global social issues through strategic investment. Our approach to social impact is to invest where we believe our brands and people can create the most impact, in line with each of our distinctive brands. We collectively champion causes that are important to our Tapestry team members, our consumers and align to our values.

UPLIFT OUR COMMUNITIES GOALS FOR 2025 AND BEYOND

- 500,000 volunteer service hours completed by our employees around the world by FY2030.
- \$75M in financial and product donations to nonprofit organizations globally by FY2025.
- 100,000 people working in the factories crafting our products will have access to empowerment programs during the workday by FY2025.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

UPLIFT OUR COMMUNITIES WORK SUPPORTS:



Tapestry Gives

Our global employee engagement program, Tapestry Gives, is designed to empower our employees to be a force for change through volunteerism and plays an integral role in Tapestry's culture around the world. We are committed to showing up in the communities in which we live and work, and giving our time, talents and resources. Our purpose – stretch what's possible – comes to life when we commit to service to make a lasting impact.

In FY2024, Tapestry continued our holistic approach to global volunteering. Tapestry's expansive network of over 280 volunteer ambassadors facilitates impact across global regions and brands while building leadership skills. These ambassadors – from stores and fulfillment centers to our headquarters – design and coordinate a variety of service initiatives, from virtual volunteering to local donation drives to large scale volunteer events, making it possible for Tapestry to achieve our ambitious volunteering goal.

While Tapestry provides significant monetary support to community partners, we strive to foster meaningful relationships that go beyond simply writing a check. The company expands its community investments by mobilizing the assets of employee time, talent and business savvy. Teams host skills-based and pro-bono service projects – from marketing workshops to resume reviews – that build capacity for resource-strapped organizations. Lending expertise makes investments stretch further while letting employees grow through exposure to new perspectives.

A key element of our program's success is empowering employees at all levels to lead and/or participate in volunteering efforts they are passionate about. Employees identify urgent needs facing their local communities and develop grassroots projects to address them. This employee-driven approach boosts engagement and gives our workforce an opportunity to feel more fulfilled through their work.

NORTH AMERICA

The Tapestry IT team partnered with the **Ronald McDonald House** and Smiles for the Soul, for an in-person event in Hudson Yards with over 130 Tapestry volunteers to assemble "breakfast care packages" for the Ronald McDonald house in Manhattan, which serves over 1,000 families annually. To spark some joy, each of our volunteer's hand wrote notecards with inspirational messages to include in the breakfast bags and decorated the bags with fun drawings and stickers. Then our teams joined an assembly line to fill the bags with a variety of items including muffins, breakfast bars, apple juice and oatmeal cups. In total, the group made 500 breakfast bags!

EMEA

Tapestry's UK employees volunteered with **SuitUp**, an education non-profit that increases career awareness and preparedness for students in underserved communities to host two fun business competitions with Acland Burghley Secondary School in FY2024. The students were invited to create a new product for one of our brands for a target market of their choosing. The competition encouraged students to explore new passions and hone critical thinking, teamwork and public speaking skills.

APAC

Tapestry's Cambodia team partnered with **Restaurant des Enfants de la Rue** for the second year in a row. Started in 2010, Restaurant des Enfants de la Rue operates as a regular restaurant but also offers free meals to unhoused children in Phnom Penh, Cambodia. Tapestry volunteers cooked and served lunch to 220 children.



FY2024 TAPESTRY GIVES BY THE NUMBERS

875+

team volunteer events

950+

nonprofits and charities engaged

4,500+

employee volunteers engaged

65,000+

completed volunteer hours in FY2024 – bringing us to over 248,000 hours toward our 500,000-hour target⁹

⁹ FY2024 employee volunteer hours have been **verified** by a third-party against a limited level of assurance.

Tapestry Foundation



The Tapestry Foundation supports social and environmental programs dedicated to access and opportunity while nurturing the vibrancy of our global communities through priority areas of equity and climate. The Tapestry Foundation also catalyzes employee volunteering, matching gifts, the Associate Relief Fund and our EBRG Community Grant Program. The Foundation funds innovative work driven by hyper-local, community activated solutions and facilitates employee engagement on multiple levels.

Over \$1.8 million

in funding from the Tapestry Foundation in FY2024 to support our strategic grantee and employee giving programs including matching gifts, volunteering and taking care of our people in times of need through our Associate Relief Fund.



SUPPORTING OUR ASSOCIATES IN TIMES OF NEED

Launched in FY2024, the Associate Relief Fund provided immediate and critical financial assistance to eligible global associates who are facing financial hardships resulting from qualifying natural and humanitarian disasters. Qualifying events can include hurricanes, wildfires, geopolitical conflict and certain personal hardships.

In FY2024, more than \$75K of assistance was delivered to associates globally. Fully funded by the Tapestry Foundation, the process for requesting and obtaining support is safe, confidential, quick and equitable.

SUPPORTING OUR PEOPLE

Nearly half of the Tapestry Foundation's annual grant funding goes to causes that are nominated by Tapestry employees around the world. These include cash assistance grants for employees going through hard times, gifts that encourage shared appreciation of our local communities and matching employee contributions to the communities closest to them.

EBRG Community Grants are one way that our associates can bring their passions to life in the workplace. Annually, each of our six EBRGs can donate up to \$25K in grants to nonprofits of their choice. In FY2024, our EBRGs collectively donated \$150K to power 15 grants.

FOLLOWING THROUGH ON OUR COMMITMENTS

Tapestry Foundation's strategic investment also focuses on partnerships that help build crucial infrastructure needed to help our industry reach equity and climate goals. These partnerships include our multi-year commitments to the [Fashion Institute of Technology's Social Justice Center](#) and to the [World Wildlife Fund \(WWF\)](#).

The Tapestry Foundation is proud to partner with WWF on critical rainforest conservation work that advances our shared sustainability goals while bringing together industry leaders committed to fighting deforestation. This multi-year partnership launched in 2021 and aligns with Tapestry's goal of no deforestation across our primary commodities.

The collaboration focuses on three central pillars: ending deforestation, reforesting depleted areas and supporting local communities to shift away from destructive forest use without losing their livelihoods. While meaningful progress has been made across all three fronts, the Foundation also views the WWF partnership as an opportunity to engage peers and encourage collective action.

A recent example of this convening power is the [Deforestation-Free Call to Action for Leather](#) initiative, for more information see the [Biodiversity](#) section of this report. As we look ahead, Tapestry eagerly anticipates the launch of WWF's forthcoming Deforestation and Conversion Free (DCF) Fund in FY2025. This innovative finance mechanism will accelerate the responsible production of commodity crops that drive tropical deforestation.

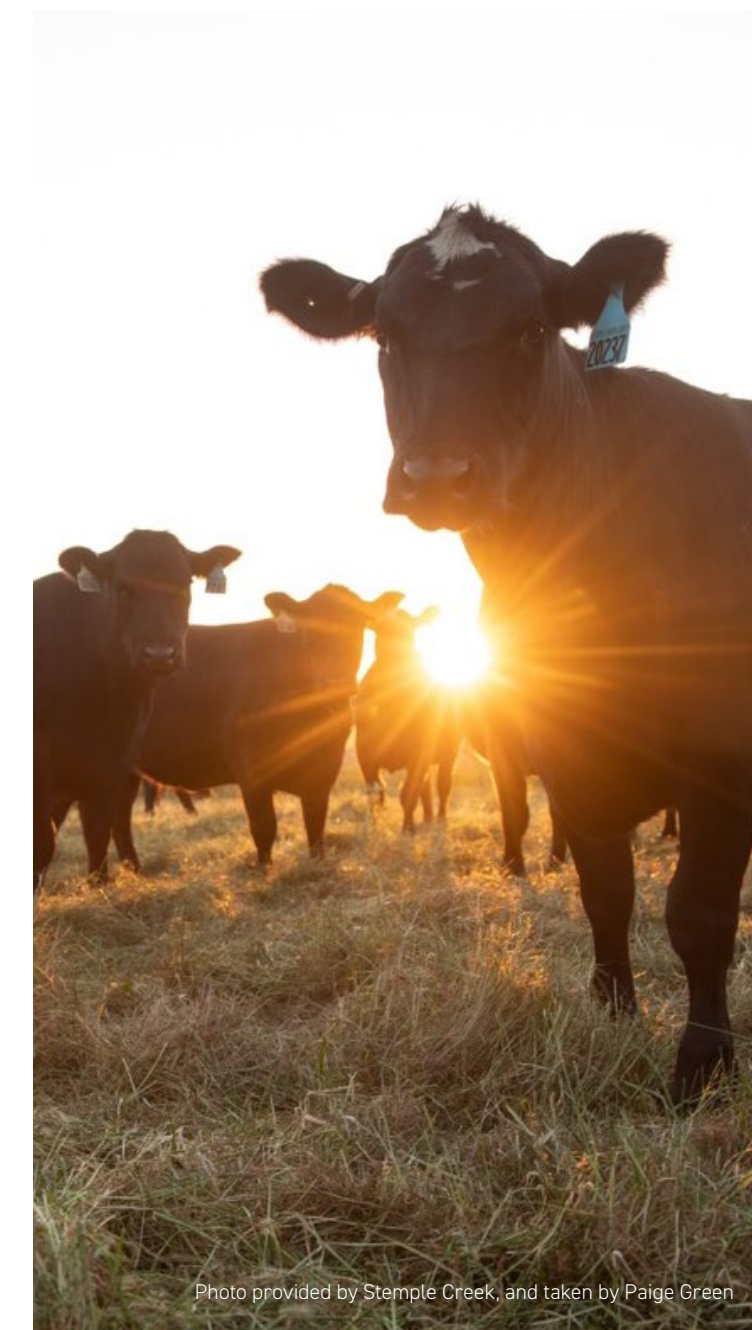


Photo provided by Stemple Creek, and taken by Paige Green

Tapestry Foundation continued

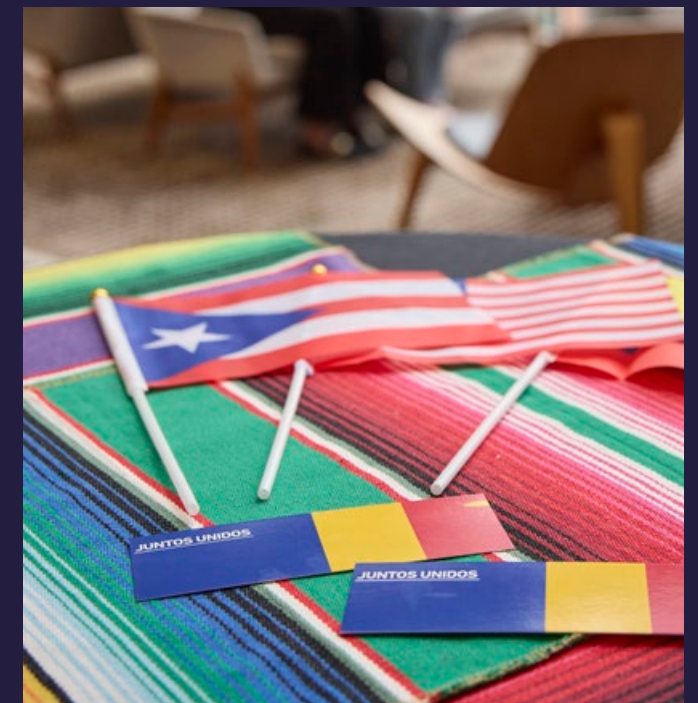


FOR THE L.O.V.E. OF PARTNERSHIPS

FY2024 marked the second year of Juntos Unidos' partnership with **Latinas On the Verge of Excellence (L.O.V.E.)**, a mentoring program that empowers young women to recognize their innate strengths and achieve personal and professional goals through mentorship and health education. This partnership is funded by Tapestry's Employee Business Resource Group (EBRG) Community Grant Program. Juntos Unidos has worked closely with L.O.V.E. to match Tapestry employees with L.O.V.E. participants for mentoring opportunities and made school visits to share their career journeys.

"Partnerships between nonprofits like L.O.V.E. and EBRGs like Juntos Unidos at Tapestry play a crucial role in amplifying social impact and fostering community engagement. Our collaboration not only enhances L.O.V.E.'s outreach and resource mobilization but also enriches the corporate culture by promoting employee volunteerism and advocacy. By aligning our missions, we both get to drive initiatives committed to social responsibility, while simultaneously creating a sense of purpose and belonging that benefits us all."

DR. CLAUDIA ESPINOSA,
MA. MPA. ED.M. ED.D.
Founder and Director, L.O.V.E. Mentoring Program



Coach Foundation and Social Impact

The Coach Foundation's journey began in 2008 as Coach sought to invest into the cultural enrichment of the beloved city that ignited the global brand. 16 years later, the Coach Foundation and Coach have donated more than \$78M to causes and communities globally focused on creating a better future for all.

Dream It Real, the Coach Foundation's signature program, is focused on equipping young people from historically excluded and marginalized communities with the resources they need to pursue their paths and purpose. Through the Dream It Real program, we take a holistic approach by providing direct funding for scholarships, professional mentorship opportunities, career exposure programming and a community to which students can belong.

After achieving our original goal to fund 5,000 scholarships by 2025 two years early, we reaffirmed our commitment to the communities we serve by doubling our original goal to now fund 10,000 scholarships globally by 2030. In order to achieve this, we will continue to take an integrated approach with each of our non-profit partners and center youth voices and their ideals around post-secondary pathways. We recognize that perceptions of traditional education pathways are changing and our strategy should reflect that.



THE COACH FOUNDATION'S THEORY OF CHANGE



Coach Foundation aims to remove barriers, enable equitable access to post-secondary opportunities and foster a community of dreamers for young individuals thus leading to an increase in expected lifetime earnings. Our impact is not possible without the dynamic group of non-profit partners who continue to deliver vital programming and resources to the next generation. Thank you to each organization we have worked with in the last year including:

- The Opportunity Network
- Bottom Line
- Point Foundation
- Hetrick Martin Institute
- Katariba
- China Youth Development Foundation
- Communities In Schools of Jacksonville



DREAM DAY 2024

Every year we host our annual conference, Dream Day, to celebrate our scholars at Tapestry's headquarters in New York City. This year, the event was brought to life in partnership with Coachtopia, Coach's sub-brand focused on circular craft and collaborative creativity. Dream Day provides a seminal moment for students to access professional development, interact with executive mentors and expand their visions for the future. This year was special as we incorporated new strategy aiming to provide a platform for Gen Z, by Gen Z, to share inspiring stories, ideas and tools to affect change in their own communities and pursue their dreams.

This year's Dream Day theme, "Dreaming Tomorrow," focused on the next generation's determination to dream big while:

- Breaking down barriers in their communities
- Building the courage to create a better future for themselves and the planet
- Finding confidence in the workplace while maintaining their values

We welcomed 200 young people, including Dream It Real scholars, Coachtopia Beta Community members, emerging designers, creatives and Gen-Z changemakers for a day of connection, mentorship and inspiration. The day began with an announcement of our newest scholarship program: The Coach Dream It Real x Coachtopia Scholarship. In collaboration with **Millennium Campus Network (MCN)**, is a scholarship program supporting undergraduate leaders from historically excluded communities with a passion for sustainability who are interested in learning about how we can build a better future for our planet by advancing progress towards a circular economy.



Coach Foundation and Social Impact *continued*



DREAM IT REAL JAPAN



Since 2020, we have partnered with Katariba, Japan's largest education nonprofit organization, to help young people develop a sense of belonging, feel valued and have better self-affirmation. Coach Foundation's funding supports high need youth in Japan by exposing them to career pathways, equipping them with a vast network of adults for mentorship and providing at-home resources to aid students in developing skills to achieve their dreams. In FY2024, our funding has helped Katariba support over 195 Japanese youth with educational and inclusion programming.

"I was able to listen to the stories of the Coach employees, and it was an opportunity to think about my future career." – Dream It Real Japan Scholar

In line with the theme "Unlocking the Power of Self-Expression," our Japan offices hosted a Dream Day event for our Dream It Real scholars in the region. The event featured an interactive workshop focused on innovating social media marketing approaches and coordinating fashion styling from a Gen-Z perspective, along with a job shadow day at Coach Japan Headquarters.



DREAM IT REAL CHINA



Since 2020, the Coach Foundation has funded over 5,000 scholarships to support youth across China, totaling \$4.5M in grants.

What began in Shanghai has now scaled to support 8 universities across 6 cities in China. In FY2024, the Coach China team held our first-ever four-day Dream Week in Shanghai with 35 Dream It Real scholarship recipients from our university partners in China. Our teams created a custom Dream It Real experience including campus tours, Coach store visits and trainings, mentoring sessions at our headquarters and confidence workshops.

"I am very grateful for the help I received from the Coach Foundation, not only for the financial support but also for the enrichment of my personal experience and knowledge." – Dream It Real China Scholar



DREAM IT REAL MENTOR PROGRAM



This year we celebrated the third year of our Dream It Real Mentor Program where 200+ Coach and Tapestry employees are matched with Dream It Real scholars in North America to mentor them through their college journey. In FY2024, Coach employees spent over 1,300 hours mentoring and supporting the next generation.

To celebrate National Mentoring Month in January 2024, we hosted our first-ever Job Shadow Day at our Tapestry headquarters in Hudson Yards. We welcomed 60 scholars and 40 mentors for a day of learning, career exploration and mentorship.

"The DIR Mentorship Program allowed me to gain valuable knowledge and advice that I would not have been able to attain anywhere else. I felt very connected to my mentor and comfortable expressing myself." – Dream It Real Scholar



Coach Foundation and Social Impact *continued*

COACH SOCIAL IMPACT

While the Coach Foundation spearheads scholarships and holistic development opportunities for youth, these efforts integrate and amplify through alignment with Coach's broader social impact initiatives and vibrant employee volunteerism.

By interlinking social impact, strategic partnerships, employee volunteers and young changemakers themselves, Coach's social impact work and the Coach Foundation's programming builds shared value and community while realizing student potential.

From product donations that empower confidence and possibility to partnerships amplifying community voices, Coach social impact initiatives help extend the Foundation's reach. Annual events like Dream Day also provide a nexus for employee volunteers across the company, from store team members to corporate executives, to interact directly with students in workshops, panels and one-on-one mentoring.

These volunteering opportunities not only allow for skills-based guidance but also cultivate a two-way exchange of empathy and inspiration. Employees gain exposure to students' realities while igniting students' visions of their own future possibilities.



CIS JACKSONVILLE

The passion and innovation of employees on the ground have also opened new partnership opportunities to better support regional communities. We have partnered with **Communities in Schools of Jacksonville (CIS Jacksonville)** for over a decade, and for the past two years, we have sponsored an after-school program for high school students in the Jacksonville area. During the school year, students have the opportunity to explore career paths, learn from Coach employees at our fulfillment center and receive guidance on financial literacy, vocational training and build workforce development skills.



BLUE STAR FAMILIES

In honor of National Military Spouse Appreciation Day, an annual day in May to recognize military spouses and the vital role they play in supporting the military community, Coach teamed up with **Blue Star Families** – a national nonprofit dedicated to supporting military families and strengthening their communities. We hosted Coach pop-up shop experiences supported by Coach and Tapestry volunteers in our Jacksonville, Florida fulfillment center and at our New York City Hudson Yards headquarters.



SOLES4SOULS



Coach teamed up with nonprofit partner **Soles4Souls** to surprise 1,500 teachers with shopping experiences as part of Teacher Appreciation Week, an annual week in May to uplift and celebrate the contributions of teachers who guide and inspire students every day. They created pop-up shops across four cities in the U.S., and over 160 Coach team members from local stores volunteered. Our teams served as personal shoppers, providing styling tips while the teachers selected from a variety of Coach products to take home – all at no cost to them.

What made our Teacher Appreciation events special is the involvement of our Coach Cares volunteers. From our spirit teams who welcomed guests with cheer and rounds of applause and Coach personal shoppers giving styling and functionality tips, to our checkout crew providing the educators with a shopping bag and personalized thank you notes, a little personal touch went a long way.

kate spade new york *social impact*

kate spade new york believes that good mental health is a fundamental human right for everyone and that it is foundational to women and girls' empowerment. Yet it goes under-funded, under-resourced and heavily stigmatized. We are on a mission to change that. kate spade new york social impact is cultivating greater access to joy for women by advocating for, investing in and internally fostering good mental health for all.

Our social impact portfolio of work includes investing in our people as well as our communities through philanthropy while also continuing to advocate for more support of women's mental health globally.

Since 2012, kate spade new york and our foundation have invested \$31M in women's mental health and empowerment partnerships. For the full scope of our work, please read our [2023 Kate Spade Social Impact Report](#).

100,000+

In FY2024, kate spade new york reached over 100,000 women and girls with access culturally component and community-led mental health and empowerment resources.



WOMEN DELIVER CONFERENCE IN KIGALI, RWANDA

In July 2023, we participated in the Women Deliver conference in Kigali, Rwanda, which brought together 6,000+ global leaders and organizations focused on women's empowerment. During the conference, we launched the first-ever global research report on the connection between women's empowerment and mental health.

The kate spade new york team partnered with the [Rwandan Development Board](#), the American Chamber of Commerce in Rwanda and the Women Deliver team to share our learnings from the research throughout the week. The research was conducted with Prospira Global, founded by our Social Impact Council member Elisha London.



kate spade new york social impact **continued**

ON PURPOSE

In 2013, kate spade new york launched, **On Purpose**, a new model for empowering women in the supply chain. Abahizi Rwanda is a Rwandan lead, certified B Corp supplier who intern employs women for the local community in Masoro Rwanda. It is through our partnership with Abahizi Rwanda, where we first invested in women's mental health. Since 2013, the brand has made 280,000 handbags in Rwanda. You can learn more about Abahizi Rwanda [here](#).

In addition, each year our global teams host an annual fundraiser to also support the community where Abahizi Rwanda is located. In FY2024, our global teams raised 185,000 for the community of Masoro with a focus on building Early Childhood Education Centers.



RESEARCH

In 2024, kate spade new york and Prospira Global debuted a first of its kind research on the intersection between cultivating good mental health and women and girl's accessing authentic voice, choice and power. The report also debuted the brand's research backed framework, completed with a global research advisors from the gender equity and mental health space. The Research was released at the 2023 Women Deliver Conference in Kigali, Rwanda.

SOCIAL IMPACT COUNCIL

We believe in the collective voices and power of women. Since 2022, we have partnering with globally recognized leaders in the mental health and gender equity space and are working to champion the integration of mental health into the global empowerment agenda. These are experts in the fields of mental health and women's issues, both locally and around the world.

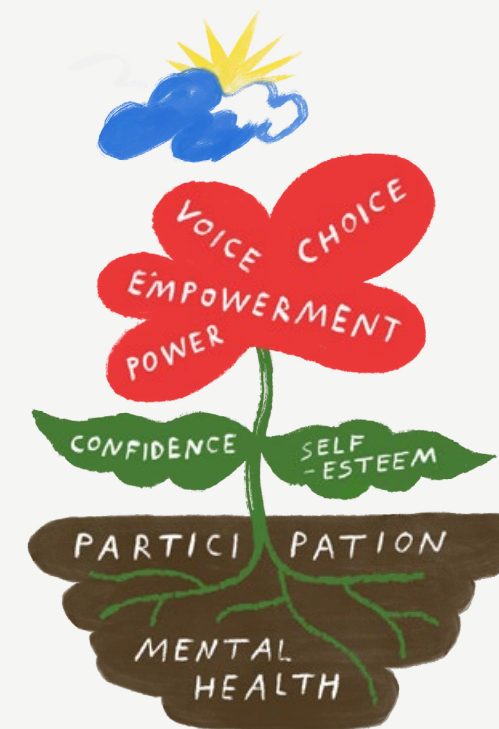
For more information on our Social Impact Council, see [here](#).

FLOWER FRAMEWORK

In the research launched with Prospira Global, kate spade new york has developed a proprietary, research-backed framework called the "flower framework" that delineates 8 specific ways to foster positive mental health outcomes. This framework guides our approach to partnerships and programming.

Mental health is foundational to women's empowerment. It is the roots from which empowerment grows. Even though you cannot see the roots of a flower, they are foundational to its growth. And, just like the flower, women's mental health needs nourishment as foundation for her empowerment. Mental health is greatly shaped by social and economic factors like social inclusion, access to economic resources, education and freedom from discrimination and violence.

These factors are entrenched in social and economic realities and they nourish the soil and allow good mental health to take root. Good mental health can result in women developing more positive attitudes and mindsets about themselves as well as demonstrating healthier behaviors and promoting greater control and agency, supporting women in developing the agency, resilience and self-efficacy to more fully participate in their lives across individual, community and societal levels.



kate spade new york social impact *continued*



GLOBAL SUMMIT ON WOMEN'S MENTAL HEALTH AND EMPOWERMENT



Also in September, kate spade new york hosted our 2nd Annual Global Summit on Women's Mental Health and Empowerment, at Hudson Yards.

Over 260 attendees, including the brand's Social Impact Council, took part in discussion that debuted the brand's new social impact framework, building on research that was launched at the Women's Deliver conference in July 2023.

Panel discussions centered around the framework and gave practical solutions to key mental health topics like one's ability to cope, cultivating resilience, and culminated in a fireside chat on cultivating a sense of belonging between Taraji P. Henson, and her best friend Tracie Jade Jenkinson, Executive Director of the Boris Lawrence Henson Foundation.



BLHF X KSNY COLLABORATION



Launched on February 23rd, and timed to International Women's Day, kate spade new york and the [Boris Lawrence Henson Foundation](#) released a limited-edition capsule collection featuring a heart-shaped necklace made from green agate and a tee shirt, both designed to signify the global connection of sisterhood and the intention of joy.

100% of profits from sales of the necklace and tee shirt in North America will benefit the Boris Lawrence Henson Foundation. In addition to the product collaboration, throughout the months of March and April 2024, customers donated \$38,500 directly to BLHF at point of sale.

To celebrate the collaboration, the brand hosted an event at our Broome Street Store, where the conversation centered around the partnership, mental health, empowerment and joy. It also touched on two of our framework outcomes of self-care and sense of belonging.



WORLD MENTAL HEALTH DAY

Across our global regions, kate spade new york teams took action on October 10th for World Mental Health Day, an international day to bring awareness and advocacy to mental health. The brand hosted multiple events across its global regions, in partnership with its Social Impact Council. One was held in the UK at our Covent Garden store. In collaboration with Mind, a mental health charity, Elisha London spoke on the importance of mental health in the context of empowerment for women and girls and as a universal right.

In Australia, Jazz Thornton hosted an evening with Marie Claire and kate spade new york nonprofit partner Full Stop Australia. At the event, panelists included Marie Claire's new editor Georgie Abay and Full Stop Australia's Director of Clinical Services Tara Hunter.

Our Japan business held multiple activations, including an interview series in WWD Japan with Social Impact Council member Mika Kumahira. In addition, the team hosted a movie screening and mental health panel discussion.



GLOBAL FUND FOR WOMEN'S MENTAL HEALTH

In early FY2025, kate spade new york and founding partners launched the Global Fund for Women's Mental Health. The fund focuses on bringing needed investment and increased access to community-led mental health interventions for women and girls.

The Global Fund for Women's Mental Health is housed at Panorama Global. In year one, the Global Fund will prioritize non-profit partners in North America, the U.K., Japan, Australia and East Africa. The first round of Global Fund partners will be announced in March 2025, in alignment with the research-backed approach to cultivating good mental health for women and girls.

kate spade new york is proud to work with the following partners around the world:

- Abahizi Community Benefit Company
- Project Basta
- Black Girls Smile
- Boris Lawrence Henson Foundation
- Exhale to Inhale
- Find Your Anchor
- Friendship Bench
- Full Stop Australia
- Girls Inc. of New York City
- Good Grief Network
- Grace Institute
- Isooko Community Development
- Latinas on the Verge of Excellence (L.O.V.E.)
- Lower Eastside Girls Club of New York
- Mama Glow Foundation
- National Council for Mental Wellbeing
- Resonate
- Rising Tide Capital
- Tides Foundation
- The Trevor Project

Stuart Weitzman Social Impact

Stuart Weitzman believes that supporting women creates a better world for all. This ethos shines through the brand's multi-pronged approach to empowering women with strength and confidence.

Our anchor partnership with **Vital Voices** began in 2020. In continuation of this partnership, in FY2024, Stuart Weitzman was proud to launch the Bold Movers program, a leadership curriculum dedicated to investing in women advancing inclusive workplace initiatives for working mothers and caregivers.

Stuart Weitzman also leverages our brand platforms to spotlight women who inspire others to stand strong. For the Spring 2024 season, we introduced Sofia Richie Grainge, then a first-time mother-to-be, as brand ambassador in celebration of her forthcoming major milestone: her journey to motherhood. With this campaign, we sought to inspire women around the world — many of whom resonate with Richie Grainge, as well as mothers-to-be — with strength and confidence as they take the next important steps in their lives.

Most recently, our latest campaign film, "**How Lovely to Be a Woman**," was conceived to depict how when faced with challenges and expectations, women time and time again choose to step into their confidence and stand strong. A celebration of modern womanhood, the campaign featured a new cast of brand ambassadors, each especially chosen for breaking barriers, exceeding expectations and embodying the campaign message in their own ways: Aly Raisman, Christy Turlington, Issa Rae, Lucy Liu and Ming Xi.



SW VOLUNTEERS IN SPAIN

Stuart Weitzman team members from our artisanal shoemaking factories in Elda, Spain, volunteered to collect and donate pet supplies to local animal rights non-profit and shelter, Asociación Canina (ASCAN). ASCAN currently provides a safe haven for over 200 rescued animals, striving to find them permanent, loving homes.



BOLD MOVERS PROGRAM



INVESTING IN WOMEN WORKING TOWARD GENDER EQUITY

As part of Tapestry's house of brands, Stuart Weitzman is committed to driving change on pressing global social issues. For over 35 years, the brand has been celebrating the strength of women, seeking to inspire confidence with every step and empower them to make bold moves. And now, there's never been a more important time to stand strong as a woman.

Launched in FY2024 in continued partnership with Vital Voices, Bold Movers is a two-month program that invests in women working toward gender equality and advancing workplace inclusion, addressing challenges for working mothers and caregivers and changing the cultural perceptions of women in society. Through the program, participants received mentorship and training on building their confidence and leadership skills to advocate for working mothers and caregivers in their communities.

As part of the program, the brand invited a cohort of 10 women to participate in seven weeks of leadership training and development. Each cohort member was also invited to apply for a project grant funded by Stuart Weitzman, on behalf of the Tapestry Foundation, to help further their respective projects focused on empowering working mothers and caregivers in their communities and beyond.

Through curriculum work, mentorship, and a network of peers, Bold Movers gives participants the skills, knowledge, confidence and inner strength to lead social change and create pathways to prosperity for working mothers and caregivers in their communities.

Stuart Weitzman Social Impact continued



MERCADO GLOBAL

Stuart Weitzman partnered with **Mercado Global**, a women's empowerment and ethical fashion non-profit, to create a limited-edition fabric as part of our Spring 2024 Collection.

The collaboration was born from the idea of pairing traditional, artisanal handcrafted fabrics with modern footwear design. Stuart Weitzman's designers created a limited-edition ikat print jacquard textile crafted by the non-profit's partner Indigenous artisanal communities in Latin America, specifically women artisans in Guatemala.

The partnership was more than a design venture: incorporating textiles made by Indigenous artisanal communities in Latin America into luxury pieces represents a powerful step towards a future where ethical production methods and elevated design seamlessly intertwine in the fashion industry.

This collaboration stays true to the brand's social impact purpose of empowering women, and, as the first time partnering with Indigenous artisans in Latin America, it also resonates with the brand's ethos of creating beautiful, artisan-crafted accessories designed to inspire confidence.



Supporting Workers in Our Supply Chain

We recognize our responsibility to respect and uphold the rights of workers throughout our entire supply chain, including our manufacturing partners. We continue to develop strong relationships with our supply chain partners through clearly defined standards and expectations, open communication and zero tolerance for human rights violations.

SOCIAL COMPLIANCE

We require suppliers to sign and comply with our **Global Supplier Code of Conduct (SCOC)**. Our SCOC prohibits the use of child or forced labor and we maintain policies on modern-day slavery and human trafficking, in compliance with regulations which can be found in our annual **Modern Slavery Statement**. When onboarding direct, Tier 1 suppliers (finished goods suppliers who make our branded products), in the absence of a handful of exceptions approved by Tapestry's Chief Supply Chain Officer, we require these suppliers to have undergone a social compliance audit by an approved third-party auditor and to have attained a threshold score before onboarding. Suppliers that fail to reach the minimum score required are not approved. We regularly update the SCOC as conditions and global regulations require.

Tier 1 finished goods suppliers and key Tier 2 raw material suppliers undergo semi-announced, annual audits by independent third-party audit firms. When issues or risks are identified at a factory, we work with them on identifying the root cause and developing corrective and preventative actions to sustainably remediate the issues. We also provide our suppliers with onboarding and ongoing training on social compliance and other requirements in a number of languages, as well as holding in-person biennial topic specific training for Tier 1 and certain Tier 2 suppliers.

Tapestry's Chief Supply Chain Officer holds a quarterly responsible sourcing meeting to review recent audits, remediation work, trends in findings and industry risks and to discuss and propose solutions to address any sourcing issues and to evolve our strategy.

In FY2024, we conducted approximately 198 audits of our suppliers; 77% of the audits were of our Tier 1 suppliers and 23% were facilities beyond Tier 1. Of these audits, 100% were semi-announced. More than 3,400 workers were interviewed throughout this year's audit process, and around 48% of the audits performed included an interview with a trade union representative.

Tapestry includes social compliance ratings on Tier 1 leathersgoods handbag supplier scorecards to help guide supplier relationships and sourcing decisions; we are looking to expand this to other product segments in FY2025.

In FY2024, we received three reports of grievances or concerns through Tapestry's **Ethics and Compliance Reporting System** (which allows anonymous reporting); each was investigated and appropriate action was taken. 100% of our new suppliers were screened using a system that reports on negative news stories and any reports are reviewed by our internal teams and followed up on, as appropriate.



We continue to partner with **Better Work**, which advises on worker rights, health and safety and wellbeing, and helps suppliers and governments where Better Work is located uphold the **International Labour Organization's (ILO)** core labor standards and national labor laws. In FY2024, Tapestry aligned our internal social compliance scoring system with Better Work's so that we can better compare audit results and identify issues. We use these audits and the results to have conversations with our suppliers about opportunities for improvement and to ensure suppliers are meeting Tapestry's standards.

In FY2024, Tapestry held two in-person supplier social compliance conferences with 277 suppliers and over 330 participants in attendance.

Looking ahead to FY2025, our team is continuing to build on trainings for our suppliers and will formalize additional training in several languages on a range of issues, including management systems, occupational health and safety and working hours.

Supporting Workers in Our Supply Chain *continued*



VENDOR DIVERSITY AT TAPESTRY

WORKER EMPOWERMENT

Tapestry has also continued our partnership with **RISE**, a program dedicated to empowering women workers, embedding gender equality in business practice and catalyzing systems change in global supply chains. RISE takes a holistic, "multi-factor" approach beyond just worker empowerment training, expanding into policy, advocacy and other areas.

We are working toward our goal of providing access to empowerment programs to 100,000 people working in the factories crafting our products by FY2025.

We are also continuing to improve our team's ability to identify and impact social compliance issues during their visits to factories. This helps ensure that we are consistent and can make an impact where it matters. This includes training Tapestry regional teams on best practices in visiting factories and better coordinating our visits across our own teams and expanding partnership and accountability in maintaining standards.

In FY2024, we rolled out empowerment training to

85,000+ workers

Embracing our responsibility in the marketplace as a global fashion company is a key focus of EI&D at Tapestry. And we know that doing business with a diverse range of vendors serves to enhance the strength of Tapestry as a whole.

In March, Tapestry hosted its inaugural Vendor Diversity Business Development Forum at the company's headquarters in New York City. The event was developed to connect diverse vendors with our sourcing team and business stakeholders in-person. The day brought together five of Tapestry's vendors and select members of their teams from across the U.S. to share learnings and best practices from certified diverse vendors capable of fulfilling Tapestry's current and future procurement opportunities.

One of the many highlights of the forum was a panel discussion that included one representative from each vendor. The vibrant discussions included topics such as dispelling common myths about diverse vendors, the benefits of working with a diverse vendor and the challenges diverse vendors face when doing business with corporations. Balancing out the day was a presentation by the advocacy group **Disability:IN**, where we learned that most disabilities are non-apparent.

Tapestry is proud of the progress we've made to develop and implement a formal vendor diversity program. Looking ahead, we aim to pursue a best-in-class corporate program, including accountability throughout the organization, advancing our partnerships with advocacy groups and tracking their performance.





Power of Our People



Power of Our People

2025 POWER OF OUR PEOPLE GOALS

- Build diversity in North America (NA) Tapestry and brand leadership teams by increasing the number of NA-based racial and ethnic minority leaders to better reflect our general corporate population.
- Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity.
- Demonstrate a 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 care and family care leave policies.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

OUR POWER OF OUR PEOPLE SUPPORTS:



Possibilities for Everyone

EQUITY, INCLUSION AND DIVERSITY

Tapestry takes a holistic, sustainable approach to Equity, Inclusion and Diversity (EI&D) that touches all parts of the business and employees. We believe that EI&D is a core business competency that aids our long-term financial performance. And, in an industry where creativity and innovation moves markets, diverse perspectives are the greatest assets we have.

Creating inclusive experiences for diverse consumer segments leads to better marketing, products and services that meet more needs. Research also shows that supporting diversity builds brand reputation as an ethical, values-driven company. With that in mind, Tapestry sees diversity as a competitive advantage in the marketplace and invests accordingly.



Possibilities for Everyone *continued*

MARKETPLACE

Creating inclusive experiences for diverse consumer segments leads to better marketing, products and services that meet more needs. Research also shows that supporting diversity builds brand reputation as an ethical, values-driven company. With that in mind, Tapestry sees diversity as a competitive advantage in the marketplace and invests accordingly.



TAPESTRY DIGITAL USER EXPERIENCE

In FY2024, The Tapestry Digital User Experience (UX) team brought together retail and outlet store associates for our inaugural Store Associate Summit. This event provided an interactive forum to discuss how we can support retail teams as they deliver excellent customer service across all Tapestry brands. Over two days, store associates shared best practices and engaged in role play and training to refresh skills and reinforce their knowledge base about customer needs, product details and relationship management. Tapestry executives also gained invaluable context around how our store associates build connections with customers. These diverse frontline perspectives inform the design process as we evolve our websites, apps and associate training tools and help ensure our technology solutions are empathetic, equitable and empower our teams to provide the outstanding experiences our Tapestry customers expect.

TALENT

Our focus on talent has a dual lens because Tapestry believes that diversity in our workforce will drive our business success. We aim to cultivate a workforce reflective of our consumers and communities and our Global EI&D Team works closely with Talent Acquisition to bring that to life.



CAREER DEVELOPMENT OPPORTUNITIES THROUGH OUR EBRGS

To support the women that make up the majority of Tapestry's workforce, in partnership with EmpowHER, Tapestry's first global Employee Business Resource Group (EBRG) for women and their allies, Tapestry's EI&D team recognized a key opportunity to harness the talent within this group. To bring this to life, Tapestry has joined the Allbright Alliance, a global network for women and their careers, providing physical and digital spaces for ambitious women to network, connect, learn and thrive. Tapestry is excited to offer this program to women and allies across the company as we know that to be successful in a global marketplace, we must be dedicated to building and fostering an exceptional global team, unified by our culture and core values.



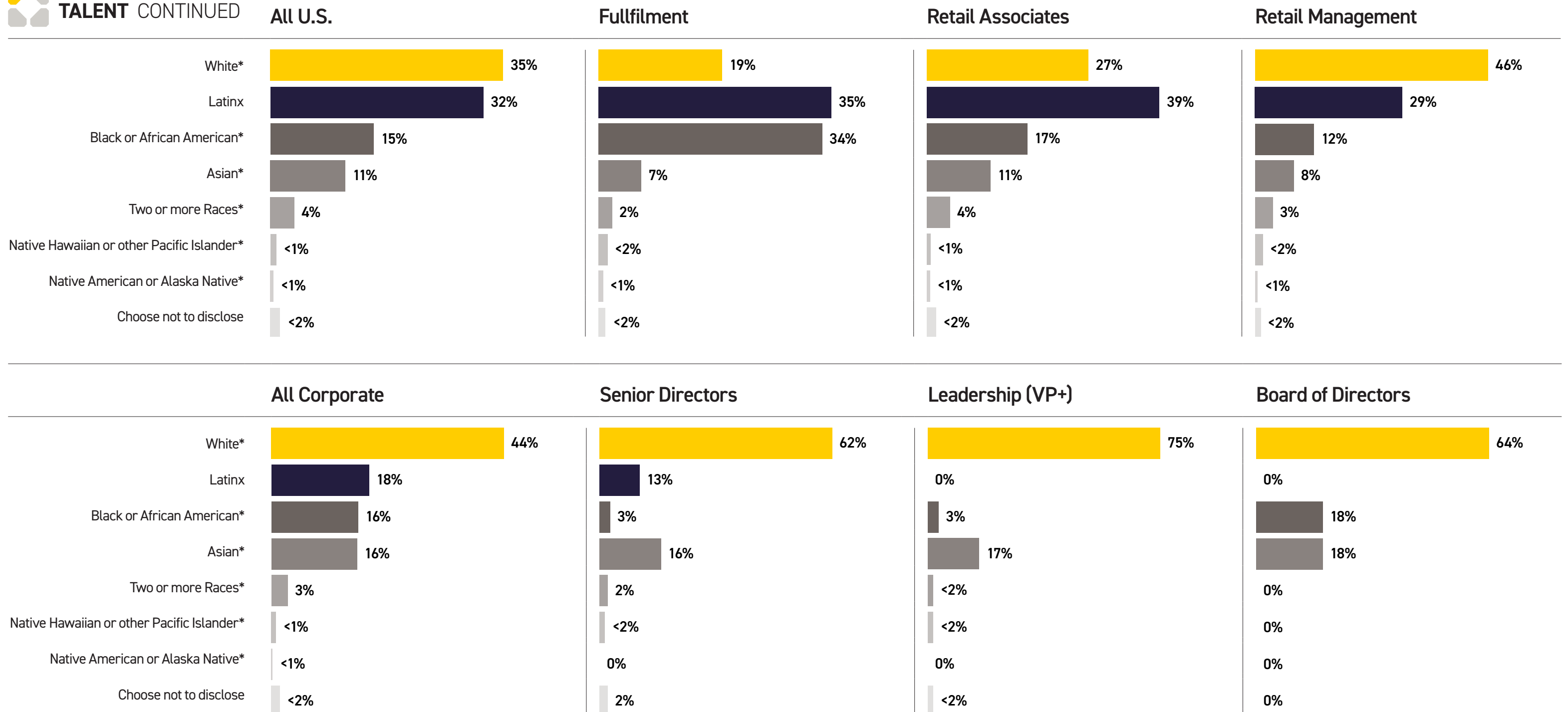
We respect and value diversity and accordingly are an equal opportunity employer that does not discriminate on the basis of age, sex, race, color, religion, creed, national origin, disability, veteran or military status, pregnancy, sexual orientation, gender identity or expression, marital or partnership status, alienage, or citizenship status, genetic predisposition or any other characteristic protected by applicable federal, state or local laws.

The Company expressly prohibits discrimination based on any such protected characteristics, and our management team is dedicated to ensuring the fulfillment of this policy, including with respect to recruitment, hiring, promotion, transfer, training, compensation, benefits, termination and other terms and conditions of employment. You can access our consolidated EEO-1 report [here](#).

Possibilities for Everyone *continued*

FY2024 U.S. RACE & ETHNICITY | AS OF JUNE 30, 2024¹⁰

TALENT CONTINUED



*(Not Lanix)

¹⁰ FY2024 gender and diversity metrics have been **verified** by a third-party against a limited level of assurance.

Possibilities for Everyone **continued**

FY2024 GENDER DIVERSITY: TAPESTRY OVERALL (GLOBAL) | AS OF JUNE 30, 2024¹¹

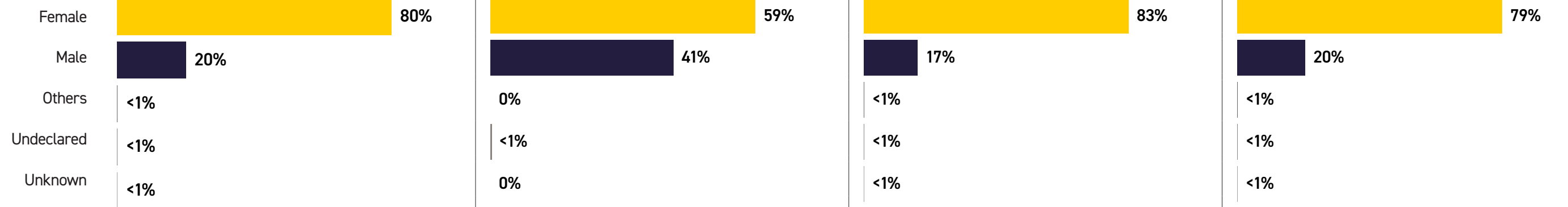


All Global

Fullfilment

Retail Associates

Retail Management

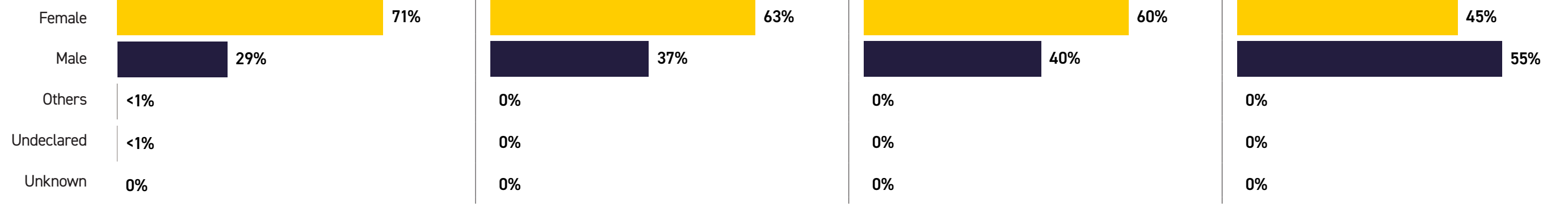


All Corporate

Senior Directors

Leadership (VP+)

Board of Directors



¹¹ FY2024 gender and diversity metrics have been verified by a third-party against a limited level of assurance.

Possibilities for Everyone *continued*

CULTURE

Tapestry strives to cultivate an inclusive culture where all associates feel a sense of belonging. We understand that when employees feel heard, valued and that their work matters, they are more engaged and motivated to contribute to business objectives. An inclusive culture also helps us attract and retain top diverse talent from the marketplace.

Around the world, teams are integrating our commitment to diversity into the workplace. In FY2024, our EI&D team worked in partnership with the Global People and Organization Development (GPOD) team to roll out a LinkedIn Learning eight-part course to better equip our associates with the skills they need to bring EI&D for our consumers, shareholders, vendors, suppliers and within our industry. Courses are further curated for people managers and individual contributors, ensuring that everyone has an opportunity to learn about creating an inclusive culture.

Tapestry's strong culture of diversity shines through our EBRGs and the work they do to unite our people. Since FY2023, we've seen a 15% growth in EBRG membership with 30% of our global Directors+ employee population taking on leadership roles in EBRGs. FY2024 was a year of global growth, with the launch of EmpowHER, Tapestry's first global EBRG currently supporting 600 members globally and the launch of new EMEAI chapters for both our Prouder Together and Working Parents and Caregivers EBRGs.

BLACK ALLIANCE



Tapestry's Black Alliance aims to leverage our diverse experiences and innovative ideas to collaborate on both corporate initiatives across our brands and community outreach.

Tapestry's Black Alliance EBRG and L'Oréal's Black @ L'Oréal employee resource group (ERG) teamed up to host Juneteenth: A Celebration of Freedom at our Hudson Yards headquarters. This event was grounded in the understanding that while the Black experience in the U.S. has been informed by traumatic events, it's not solely defined by them and it is imperative to make space for Black joy.

Employees from both organizations were invited to a panel conversation about Juneteenth, which commemorates the emancipation of enslaved people in the U.S., to share personal stories and reflect on themes of community, equity and justice. Following the discussion, it was time for a block party with live music, dancing, food, games and great company.

EMPOWHER



In October 2023, Tapestry was proud to announce EmpowHER the first global employee business resource group (EBRG) with leadership from around the world, representing women and their allies.

Tapestry introduced this EBRG for the purpose of creating a space for the intersectionality of womanhood that respects unique identities, needs and lived experiences. It is our aim that by uniting women and their allies at Tapestry we will cultivate a sense of belonging and empowerment. In October 2023, EmpowHER had a month-long celebration that included over 20 events around the world.

Possibilities for Everyone *continued*

CULTURE CONTINUED



ASIAN HERITAGE ALLIANCE



The Asian Heritage Alliance (AHA) seeks to foster cultural awareness of the diversity of the Asian community, contribute to the development and success of its members, and empower the communities in which we live and work.

In January 2024, the AHA launched its third iteration of the AHA Mentorship Program, fueling a focus on career growth and development. With 19 more mentor pairings created in FY2024, AHA has now connected over 50 pairings over the last three years.



PROUDER TOGETHER



Prouder Together (PT) seeks to celebrate LGBTQ+ employees and allies at Tapestry by building an inclusive community across all brands; encouraging, supporting and mentoring others at work; connecting our identity with brand products that speak to us; and supporting our local communities through philanthropic volunteering.

In FY2024, Prouder Together expanded its formal presence with the addition of an EMEA Chapter, expanded our participation in seven Pride parades around the world, including Tokyo, Los Angeles, London, Rome and New York City.



JUNTOS UNIDOS



Juntos Unidos, Tapestry's Latinx/Hispanic network, seeks to promote and celebrate the rich cultural diversity, history and contributions of the Hispanic/Latinx community and empower our members to prosper personally and professionally.

In FY2024, Juntos Unidos offered a series of conversational virtual Spanish classes for employees at Tapestry. The group welcomed Xerxes Novoa, a born-and-bred Brooklynite of Peruvian descent, as the instructor. In addition to being able to practice Spanish with colleagues, employees leveraged the opportunity to make newfound connections with fellow colleagues from different parts of the organization.



WORKING PARENTS & CAREGIVERS



Working Parents & Caregivers seeks to support all types of families through all phases by providing resources, guidance and encouragement to assist in the balancing act.

Possibilities for Everyone *continued*

CULTURE CONTINUED

EBRGs IN THE COMMUNITY

Tapestry aims to work with nonprofits and community-based organizations that support our goal of stretching what's possible. We seek to act as accountable stewards, advocates and brand ambassadors for the communities in which we live and work. It's also important for our business: Being part of the fabric of local communities matters when connecting with consumers authentically.

Globally, through our EBRGs and at regional stores, offices and our distribution centers, Tapestry employees are building capacity and empowering individuals.

In FY2024, EBRGs donated over \$150K, furnished by the Tapestry Foundation, to causes and organizations important to their membership bases. This total includes donations to new and ongoing partners alike:

- Asian Americans for Equity
- Brotherhood Sister Sol
- GLSEN
- Good Plus Foundation
- Latinas on the Verge of Excellence (L.O.V.E.)
- South Asian Youth Action (SAYA)
- Womankind
- World of Money



STORE ASSOCIATES EMPOWERING OUR COMMUNITIES



In FY2024, the Coach Columbus Tanger Outlet store team partnered with **Wings of an Angel**, a local organization serving families and adults with developmental disabilities, to host a career day focused on building retail job skills.

Through hands-on sessions on styling, merchandising and operations, the store team aimed to foster understanding, confidence and a sense of belonging for Wings of an Angel participants. Participants created eye-catching displays, processed transactions and managed inventory. The Coach store team also shared their retail knowledge and emphasized the value of customer service skills.

Initiatives like this career day reinforce our vision for a diverse, equitable workplace that empowers all people.

For more information on how employees support their local communities, read the **Uplift Our Communities** section of this report.

Futures with Tapestry



Tapestry knows securing exceptional talent dictates success. We are focused on attracting and retaining the best talent because we know our people drive our success in the marketplace. Tapestry also believes that finding the right people from diverse backgrounds and experiences helps foster a culture of innovation, builds better connections with our customers and positions us as an employer of choice for top talent.

Over the last several years, our Talent Acquisition team has worked to refine our strategy to attract the best talent in and outside of the industry. Agility, perseverance and commitment are critical to securing top talent through progressive and iterative approaches aligned to Tapestry's purpose and values.

In FY2024, the Talent Acquisition team focused on building bench strength and enhancing Tapestry's talent:

1. Hosting internal workshops for hiring managers and leadership to drive more inclusive hiring practices.
2. Developing a robust talent pipeline that draws from a broad set of sources including partnerships with academic institutions and our internship and apprenticeship programs.
3. Fostering internal mobility through career fairs at stores and across brands.



FROM PRODUCT PACKAGING TO PACKAGING AN INCLUSIVE EMPLOYEE EXPERIENCE



Trincia Perch, Senior Manager of Tapestry's Global EBRG Programs, spent over fifteen years working in packaging across Coach and Tapestry, working with the Creative teams to produce product boxes, shopping bags and gift packaging, as well as sourcing materials, managing vendor relationships and more. A year ago, her career took an unexpected turn when she applied for her current position.

Tapestry is committed to ensuring every employee at Tapestry has an equal opportunity to grow and progress. We look to connect employees with advancement opportunities across the enterprise, even if a role is outside an employee's current function.

How did Trincia make this career change? The support of colleagues, her passion for equity, inclusivity, and diversity and her experience as a leader within our EBRGs helped. The network Tapestry employees build as an EBRG member can be a strong support system for navigating their career, from identifying development opportunities and seeking feedback to figuring out next steps. Each of Tapestry's EBRGs offers community, support, and belonging while providing networking, mentorship and professional development opportunities to their members. EBRGs also serve as a platform for members and allies to champion diversity, equity and inclusion within Tapestry.

Futures with Tapestry **continued**

INCLUSIVE HIRING WORKSHOPS

In FY2024, Tapestry hosted a series of inclusive hiring workshops designed to expand our teams' skills and understanding of inclusive interview practices. These workshops train our hiring managers and leadership to take a broader approach in evaluating candidates, looking at skills, potential cultural contribution and non-traditional backgrounds. This helps broaden the types of backgrounds and experiences that add tremendous value to Tapestry. Crucial to this shift in hiring practices is considering a culture add versus a culture fit. While "culture fit" ensures alignment with existing norms, "culture add" brings in diverse perspectives that enrich our team dynamics.



DIVERSITY IN CREATIVITY

Tapestry has been a champion of building diversity in the fashion industry. We do this not only to stay true to our values but because our consumers are more diverse than ever. For creative roles, our Talent Acquisition team has focused on bringing more diverse designers into the apprenticeship program based on feedback from company leadership on needs. A diverse workforce that reflects a company's customer base will understand their needs better and help cater products and messaging, ultimately helping Tapestry meet our business goals.

UNLOCKING INTERNAL GROWTH

Our efforts to find the best talent don't stop once an individual has been hired. Our goal of achieving 60% of open positions filled internally facilitates business success by moving top talent into the most value-adding roles for them and the business based on performance and priorities.

Tapestry also knows that our retail stores hold a wealth of talented individuals who know our customers, love our products and bring our culture and values to life every day. In FY2024, the Talent Acquisition team held a hybrid career fair for our retail associates. The fair shared potential career paths in our internship and apprenticeship programs, as well as corporate opportunities.

Our talent acquisition strategies are fundamental to assembling the quality and mix of talent to build high-performing teams. When we get this right, Tapestry can unlock the power of our people to achieve leading business outcomes today and in the future.



DEVELOPING A TALENT PIPELINE

Building talent pipelines and internal bench strength is a key focus at Tapestry. Our goal is to attract, champion and retain a global team that is unmatched in energy, knowledge, passion and skill because our overall business performance depends on it. The investment made in intentionally developing a pipeline of future leaders and critical talent pays dividends across the business.

In FY2024, the Talent Acquisition team concentrated on our internship programs, apprenticeships, and external partnerships. This helps bring in and develop talent, especially diverse talent, earlier in their careers. The team focuses on creating robust partnerships with high schools, colleges and universities, and converting interns and apprentices into full-time employees.

*Futures with Tapestry **continued***

ACADEMIC INSTITUTIONS (COLLEGES/UNIVERSITIES, HBCUS AND HIGH SCHOOLS)

- Howard University
- Carnegie Mellon University
- Tulane University
- Fordham University
- University of Delaware
- High School of Fashion Industries
- College for Creative Studies
- Parsons
- School of the Art Institute of Chicago
- College For Creative Studies
- SCAD
- FIT
- RISD
- Bowie State University
- Marist
- Stevens Institute
- Rutgers
- Penn State
- Columbia University Women in Business
- Boston University
- Clark Atlanta
- University of Michigan
- New York University

NONPROFIT PARTNERS AND COMMUNITY EVENTS

- Opportunity Network
- FIT Social Justice Center
- KIPP NJ Charter Schools
- Per Scholas
- Girls Inc
- Fashion Scholarship Fund
- City of NY Ladders for Leaders/CommonPoint Queens NY
- Bottom Line
- Year Up
- Point Foundation
- Thurgood Marshall College Fund
- SAYA
- Hetrick Martin Institute
- Hispanic Scholarship Fund
- Girls who Code
- Disability:IN
- Black Girls Smile
- Harlem's Fashion Row

DIVERSE SOURCING PARTNERS

- NRF
- BRAG
- Cuban American Society – TBD for 2024

EARLY LEVEL TALENT: HIGH SCHOOL INDUSTRY DAY



In July 2023 Tapestry hosted over 70 NYC High School Students in partnership with the Savannah College of Art and Design (SCAD) and community-based organization KickNKnowledge faculty for a High School Industry Day called The Accessory Workshop: Creating Your Fashion Future: TAPESTRY X SCAD. The program brought 50+ students from the High School of Fashion Industries in New York City for a day of immersive learning at Tapestry.

- Panel discussions from design professionals
- A tour of Tapestry's design facilities
- Portfolio review and assessment
- Prototype design workshop
- Overview of design department structure

SUMMER INTERSHIP AND DESIGN APPRENTICE PROGRAMS

Tapestry's Summer Internship Program provides students the opportunity to develop critical skills and to gain hands-on experience at our house of modern luxury lifestyle brands. All interns work with a mentor, who provides guidance, feedback and coaching throughout the summer. The program has also evolved to become a valuable feeder pool of talent for teams across the enterprise. In FY2024, 50% of Tapestry's internship program was Black, Hispanic or Latinx and Asian. Over the last few years, our conversion rate from internship to full-time equivalent has grown to 30-40%.

In July, our 52 interns volunteered at the Holy Apostles Soup Kitchen (HASK). During this volunteering session our interns supported their team with a variety of activities from essential care preparation to supporting "to-go" meal distribution for food pantry guests.

Tapestry offers design apprenticeships across various product categories. This program allows apprentices to work with our skilled design teams and learn every aspect of the design process. We provide training sessions to expose apprentices to leadership and provide a comprehensive understanding of our business.

Futures with Tapestry *continued*

GLOBAL PEOPLE AND ORGANIZATIONAL DEVELOPMENT

Tapestry prioritizes providing ample opportunities for learning and development throughout the company. We do this because it helps us retain valuable talent, allows our people to stay effective in their jobs and it shows that Tapestry cares about the futures of the individuals that make up our global workforce.

In a competitive labor market, professional development is a key talent retention and business growth strategy for any organization. The small upfront investment pays dividends through an engaged, high-performing workforce.



CREATING A CULTURE OF LEARNING

Our employees have told us that a culture of learning makes Tapestry a great place to work. We also know that it's vital for large companies to foster innovation and stay competitive. When employees at all levels are encouraged to develop new skills, it drives collaboration and sparks creativity across teams and departments.

Tapestry's approach to empowering its people to seek out professional development opportunities is multi-faceted:

- Focus on supporting development of our people and leaders to drive impact by offering learning that ties directly to business goals.
 - Design Community Session: We held two in-person sessions to support our design community in skill development focusing on giving and receiving feedback and goal setting.
 - Place an emphasis on meeting employees where they are and delivering learning in a way that is consumable and applicable on the job.
 - We offer employees over 16,000 development courses through LinkedIn Learning. Since its launch in 2022 we have had over 2,500 employees activate their account, and 96,900+ videos viewed. Most popular content includes excel, accountability, communication, setting goals and coaching.
- Already at the beginning of FY2025, Tapestry has made a shift in approach in performance management from a once/twice a year event to a quarterly focus on feedback and development conversations to drive consistency and rigor around manager accountability for developing their team members.

Looking ahead, the Global People and Organization Development team will continue its work to foster a culture of learning. Programs that have already rolled out include opportunities to ensure our store and other deskless employees have access to learning and development opportunities. Tapestry will also have a continued emphasis and reinforcement about the importance of a growth mindset at the highest levels of the organization – from CEO, to Brand and Functional ExCom leaders to our VP+ Leadership teams.



CAREER DEVELOPMENT FOR STORE LEADERSHIP



In September, Coach launched the Accelerating Coach Talent (ACT) program in North America to develop store leadership skills. Fourteen people were selected for the year-long program through a nomination process based on their business contributions and community impact. The program includes leadership assessments, workshops, guest speakers and mentoring to help participants strengthen their leadership abilities and networks across the company.

The group attended the first of two in-person workshops at Hudson Yards, which included tours, demos and sessions on communication, emotional intelligence, resilience and performance. They will return in the spring for a workshop focused on a business challenge project they will present to executives. The ACT program was brought to life thanks to the support of various sponsors, mentors and program leaders.

Tapestry's culture of growth allows us to be agile and adapt during times of change and disruption. An emphasis on learning across the organization fuels the fresh thinking required to take on new challenges in a rapidly evolving landscape.

Futures with Tapestry **continued**

BUILDING LEADERSHIP INTERNALLY AT A GLOBAL SCALE

Tapestry and its brands have several internal global leadership programs. Launched in 2016, the Emerging Leaders Program (ELP) is a year-long, global program that offers participants development experiences to help them tap into their full potential as a leader. The program includes 360 assessments, 1:1 coaching, development workshops, group work on business challenges, feedback and networking across Tapestry. To date, 129 associates have graduated from ELP. Additional training programs include Tapestry China's High Potential Leadership Program, Coach's Retail Leadership Development Program in China and Japan and Icon, kate spade new york's store leader development program.

COMPENSATION AND BENEFITS

Tapestry believes in recognizing and rewarding employees for their talent and work and provides comprehensive and industry-competitive benefits. Maintaining a competitive program helps us attract, motivate and retain the talent we need to remain an industry leader.

We regularly evaluate our parental and family care leave policies across all our geographic regions to ensure flexibility, fairness and equity across the company and may institute revisions as needed. This evaluation takes local market standards into account. In FY2024, Tapestry continued to expand benefits and sought to be more inclusive, supporting overall wellbeing, empowering employees with choices and working towards consistent standards globally.

We are also proud to offer employees multiple opportunities to manage their healthcare choices and costs in a clear and transparent way. Through our benefits marketplace, employees can choose from at least four insurance carriers across four plan designs based on where they live. Tapestry works hard to make sure that our workforce has healthcare options that fit their needs, no matter where they live or what their family looks like.

In FY2024, Tapestry expanded our partnership with Maven, a family-building and healthy aging virtual healthcare provider. We added more care options for U.S. employees and also rolled out these same services to our U.K. employees.

We also sought to enhance healthcare benefits in China and Southeast Asia through the piloting of wellness platforms enabling personalized physical, mental, family and intellectual wellbeing choices. Our hope is to gain experience and to scale in the future.

Tapestry also enhanced our bereavement policy in FY2024. Employees can take up to 10 days of paid time off; we also defined applicable family relationships more clearly, adding pregnancy loss as a qualifying reason.

Tapestry believes having substantial, meaningful benefits is crucial to attracting and retaining top talent, while also ensuring the health and wellbeing of our workforce. If we hope to unlock the power of our people to drive our business forward, we need to ensure their health and wellbeing are being taken care of. We publicly disclose the hiring ranges, including a benefits overview for all our U.S.-based Corporate and Store jobs, linked [here](#).



THE GROWTH MINDSET AT TAPESTRY



"One of the most significant shifts in my mindset has been about taking risks and stepping outside of my comfort zone. In my day-to-day work, I often shied away from them, fearing failure's stigma and exposing my shy side. However, the program reframed this fear. I now view risks as learning avenues rather than threats. Initially daunting, it soon became evident that mistakes big or small were not only tolerated but expected as part of the growth process."

SARAH BREEDEN,
SENIOR DIRECTOR, INVENTORY MANAGEMENT & ALLOCATION,
TAPESTRY AND ELP GRADUATE

Governance

Governance

CORPORATE RESPONSIBILITY OVERSIGHT

Our corporate responsibility strategy, including oversight, management and identification of risks, including sustainability and climate-related risks, is ultimately governed by the Board of Directors and driven by an ESG Task Force comprised of senior leaders and cross-functional members from major business functions at Tapestry. Our ESG Steering Committee, comprised of Tapestry Executive Committee members, meets quarterly and is responsible for strategy recommendations and supporting execution and final decision-making of corporate responsibility-related opportunities.

Tapestry's Board of Directors receives updates on matters of corporate responsibility strategy at least annually and approves long-term sustainability goals, strategy and key initiatives. The Governance and Nominations (GN) Committee of the Board receives quarterly updates on these matters from our Vice President of ESG & Sustainability. The Human Resources (HR) Committee receives regular updates on the Power of Our People pillar of our corporate responsibility framework.

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, implements appropriate responsive risk management strategies and adequately transmits necessary information with respect to material risks within the organization. The Board views effective risk management of corporate responsibility and other matters as a key priority and approaches this work as an integrated part of our strategic planning process.

We have a diverse Board of Directors based on age, gender, ethnicity, national origin and skill set. For more information, please see our FY2024 Proxy Statement.

Tapestry's leadership team, comprised of more than 140 members, have a percentage of their annual compensation tied to EI&D, a critical component of our corporate responsibility ambitions. Tapestry leadership, including our CEO, oversees and approves the Tapestry social impact strategy. The Tapestry Foundation has its own Board of Directors, as do the Coach and kate spade new york Foundations.

RISK MANAGEMENT

On an annual basis, the Executive Committee evaluates enterprise risks to determine risk prioritization, which are discussed at the Risk Committee and shared with the Board of Directors. The Board of Directors is involved in our ERM program, as they are interviewed every alternate year to gather perspectives on top risks to the organization. The Board-identified risks are then compared to the Executive Committee's risk prioritization results to ensure alignment and confirm the plan for the year ahead.

These annual risk prioritization results are presented to the Board in the first quarter of each year. Based on the prioritization results, the top risks are reported/discussed in the Legal, Risk, Compliance & Safety Committee, as well as Audit Committee, on a quarterly basis.

BOARD OF DIRECTORS

OUR GN COMMITTEE

The GN Committee receives quarterly updates on matters of ESG strategy, compliance and risk, with updates to the full Board at least annually and Audit and HR Committees as appropriate.

OUR ESG STEERING COMMITTEE

Comprised of members of Tapestry's Executive Committee, meets quarterly and is responsible for strategy recommendations and supporting execution and final decision-making of sustainability-related opportunities

OUR ESG TASK FORCE

Comprised of senior leaders and cross-functional members from major business functions at Tapestry, meets quarterly to set and drive company-wide corporate responsibility strategy.

Create
PRODUCTS WITH CARE

Sustain
THE PLANET

Uplift
OUR COMMUNITIES

Power
OF OUR PEOPLE

Governance *continued*

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 General Counsel also has oversight of the risk function, which applies to many compliance and ethics areas. We are guided by the following five 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 \(SCOC\)](#)
- [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 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

We issue our Code of Conduct to all employees. It outlines the significant legal and ethical issues that frequently arise in the course of business, and appropriate measures to avoid and mitigate conflicts of interest. Tapestry requires all employees to immediately report any situation that may be viewed as a conflict of interest, per the Code of Conduct. The Code also details 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 biannual business ethics training. This training includes a section on anti-corruption compliance. In addition, select corporate employees from higher-risk groups take additional anti-corruption training annually. All employees also take more in-depth training on the topics covered in the Code of Conduct at onboarding and every other year.

Our 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. Suppliers must 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. Workers in the supply chain are also provided information on how to access the hotline, as part of the grievance mechanisms in place, and are reminded of these mechanisms during audits visits. For more information, please see [Supporting the Workers in Our Supply Chain](#).

DATA PRIVACY AND PROTECTION AND CYBERSECURITY

Cybersecurity is a critical component of risk management at Tapestry, consisting of global information security and privacy compliance programs focused on the company's information systems, cybersecurity practices and protection of consumer and employee personal data and confidential information. The Audit Committee receives quarterly updates from the company's Chief Information Officer and Chief Information Security Officer on information security, privacy risk and compliance, with periodic updates to the full Board at least annually.

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 major privacy laws, including the General Data Protection Regulation and California Consumer Privacy Act, we developed a comprehensive privacy statement that is available on each of our brand websites. It empowers our customers to exercise their individual rights by reaching out to our central privacy office, customer care or retail stores. Tapestry has also joined

the Data Privacy Framework (DPF), demonstrating our commitment to core DPF Principles for consumer data, such as Notice, Choice, Security, and Accountability. Read more about our commitment to data privacy and protection in our [Terms of Use & Privacy Statement](#) and our [Data Privacy Framework: Consumer Privacy Policy](#).

MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT

Our determination of relevant material topics is influenced by ongoing engagement with our stakeholders. In 2023, we conducted a double materiality assessment to update our last assessment, fielded in 2021.

Our 2023 assessment takes the approach of a "double materiality" assessment, meaning it takes into consideration the relevance of corporate responsibility topics from two perspectives – outside-in (how the business is affected by corporate responsibility issues), and inside-out (how the business' activities affect society, the economy and the environment). For more information into the methodology of the assessment, please see our [FY2023 Corporate Responsibility Report](#).



Appendix

Progress Against Our 2025 Goals and Beyond – Create Products with Care

| GOAL | FY2023 | FY2024 |
|---|---|--------|
| 95% traceability and mapping of our raw materials by 2025. | <u>See FY2023 Corporate Responsibility Report.</u> | 74% |
| 90% of leather used in our products comes from Silver- and Gold-rated LWG tanneries by 2025. | 97% | 99% |
| 95% of polyamide (nylon) will be from pre- or post-consumer recycled sources by 2025. | 63% | 48% |
| 90% of cotton will be organic- or regenerative-certified by 2025. | 42% | 67% |
| 75% recycled content in consumer packaging by 2025. | 73% | 66% |
| 95% of polyester will be from pre- or post-consumer recycled sources by 2027. | 67% | 80% |
| 10% of leather will be from farms using regenerative agriculture practices, made from recycled inputs or made with "next-generation" materials by 2030. | <1% | 6% |

Progress Against Our 2025 Goals and Beyond – Sustain the Planet

| GOAL | FY2022 | FY2023 | FY2024 |
|--|------------------------------|------------------------------|---|
| Reduce absolute Scope 1 and 2 GHG emissions 64% by FY2030 from a FY2021 baseline. ¹² | 22,996 MT CO ₂ e | 17,338 MT CO ₂ e | 6,607 MT CO ₂ e Progress: 84% decrease since FY2021 baseline |
| Reduce absolute Scope 3 Industry GHG emissions 42% by FY2030 from a FY2021 baseline. ¹² | 644,490 MT CO ₂ e | 557,848 MT CO ₂ e | 649,603 MT CO ₂ e Progress: 15% increase since FY2021 baseline |
| Reduce absolute Scope 3 FLAG GHG emissions 30% by FY2030 from a FY2021 baseline. | 152,759 MT CO ₂ e | 135,230 MT CO ₂ e | 147,5773 MT CO ₂ e Progress: 17% decrease since FY2021 baseline |
| Procure 100% renewable energy in Tapestry-operated stores, offices and fulfillment centers by 2025. | 67% | 80% | 96% |
| Reduce water usage by 10% within our own operations and our supply chain by 2025 from a FY2021 baseline. ¹³ | 8% decrease | 25% decrease | 33% decrease |
| Achieve zero waste (>90% landfill diversion) at our corporate sites in North America by 2025. ¹⁴ | 73% landfill diversion rate | 83% landfill diversion rate | 85% landfill diversion rate |

¹² FY2023 Scope 1, 2 & 3 (non-FLAG) GHG emissions have been **verified** by a third-party against a limited level of assurance. FLAG emissions are not included in the verified numbers as the GHG Protocol's Land Sector and Removals Guidance has not yet been finalized at the time of this report's publication.

¹³ Tapestry's own operations is measured on a fiscal year (July to June) while our supply chain is measured on a calendar year (January to December). The target is based on a 12-month period. FY2024 water consumption from our own operations have been **verified** by a third-party against a limited level of assurance.

¹⁴ Our corporate locations include our fulfillment centers and offices within the U.S. FY2024 waste data from our own operations has been **verified** by a third-party against a limited level of assurance.

Progress Against Our 2025 Goals and Beyond – Uplift Our Communities

| GOAL | FY2023 | FY2024 |
|--|---------------|---------------|
| 100,000 people working in the factories crafting our products will have access to empowerment programs during the workday by FY2025. ¹⁵ | 53,000 | 85,000+ |
| \$75 million in financial and product donations to nonprofit organizations globally by FY2025. | Achieved | Achieved |
| 500,000 volunteer service hours completed by our employees around the world by FY2030. | 181,000 hours | 248,000 hours |

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 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 toward 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.



¹⁵ FY2024 employee volunteer hours have been **verified** by a third-party against a limited level of assurance.

Progress Against Our 2025 Goals and Beyond – Power of Our People

| GOAL | FY2022 | FY2023 | FY2024 |
|---|--|---|--|
| <p>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.</p> | <p><u>FY2022 Corporate Responsibility Report.</u></p> | <p><u>FY2023 Corporate Responsibility Report.</u></p> | <p><u>FY2024 U.S. RACE & ETHNICITY.</u></p> |
| <p>Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity.</p> | <ul style="list-style-type: none"> – We continue to close the gap in our Employee Inclusion Index scores in the U.S. and we have made progress for Black/African American and Asian inclusion. – Tied 10% of our leadership team’s annual incentive compensation to specific benchmarks in EI&D. – Continued to engage our employees through a series of learning and development, programs, communications and celebrations to live up to our inclusive culture. – Five EBRGs, two task forces and global inclusion councils to support and engage our employees. | <ul style="list-style-type: none"> – Grew membership in our EBRGs by 30%. Each of our six EBRGs develops and executes an annual plan outlining their impact on each of our four EI&D strategic pillars of Talent, Culture, Community and Marketplace. – Launched a global women’s Task Force as a means of assessing the viability and potential impact of evolving into a formal global EBRG, with the remit of supporting all of our workforce who identify as female. – Held our leadership accountable by way of 10% AIP bonus modifier for driving progress against a set of EI&D benchmarks. | <ul style="list-style-type: none"> – Expanded third party platform focused on reproductive healthcare to Europe. – Aggregated family and leave policies across all regions; Evaluation of gaps are still in process. |
| <p>Demonstrate focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally.</p> | <ul style="list-style-type: none"> – 61% VP+ open positions filled internally. | <ul style="list-style-type: none"> – 89% VP+ open positions filled internally. | <ul style="list-style-type: none"> – 64% VP+ open positions filled internally. |
| <p>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.</p> | <p>Evaluated our parental and family care leave policies across all our geographic regions to ensure flexibility, fairness and equity across the company and may institute expansions. Explored the integration of a new healthcare platform in the U.S. to broaden our current reproductive healthcare services offerings for eligible employees.</p> | <ul style="list-style-type: none"> – Enhanced U.S. paid parental leave policy allowing parents regardless of gender or how they welcome child to have up to 8 weeks paid time off. Birth mothers are eligible for up to additional 9 weeks short term disability. – Implemented new third-party platform in the U.S. broadening reproductive healthcare services offerings. – Kicked off global evaluation of family and leave policies to address any potential gaps within Tapestry or to local practice. | <ul style="list-style-type: none"> – Expanded third-party platform focused on reproductive healthcare to Europe. – Aggregated family and leave policies across all regions; Evaluation of gaps are still in process. |



Frameworks

Sustainability Accounting Standards Board (SASB)

| TOPIC | ACCOUNTING METRIC | TAPESTRY FY2024 RESPONSE |
|---|---|---|
| <p>Management of Chemicals in Products</p> | <p>Discussion of processes to maintain compliance with restricted substances regulations.</p> <p>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.</p> | <p><u>Product Performance</u></p> <p><u>Product Performance</u></p> |
| <p>Environmental Impacts in the Supply Chain</p> | <p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.</p> <p>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.</p> | <p><u>Water</u></p> <p><u>Engaging Our Suppliers</u></p> |
| <p>Labor Conditions in the Supply Chain</p> | <p>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.</p> <p>Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits.</p> <p>Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.</p> | <p><u>Supporting Workers in our Supply Chain</u></p> <p><u>Supporting Workers in our Supply Chain</u></p> <p><u>Materiality Assessment and Stakeholder Engagement</u></p> |
| <p>Raw Materials Sourcing</p> | <p>(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities.</p> <p>(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.</p> | <p><u>Supply Chain Mapping & Traceability</u></p> <p><u>Supply Chain Mapping & Traceability</u></p> |

Global Reporting Initiative (GRI)

Tapestry has reported the information cited in this GRI content index for the period July 2, 2023 – June 29, 2024 with reference to the GRI Standards.

GENERAL DISCLOSURES

| DISCLOSURE NUMBER | DISCLOSURE | TAPESTRY FY2024 RESPONSE |
|-------------------|--|--|
| 2-1 | Organizational details | <p>Tapestry Inc. is a publicly traded company listed on the New York Stock Exchange. The Company is headquartered at 10 Hudson Yards, New York, NY 10001. Tapestry owns the Coach, kate spade new york, and Stuart Weitzman brands and markets a variety of goods under these nationally and internationally known and licensed brands.</p> <p>The list of our operations can be found on page 29 of our Form 10-K.</p> |
| 2-2 | Entities included in the organization's sustainability reporting | <p>Throughout the report, Tapestry discloses data that refers to the performance of Tapestry and its brands. See the list of subsidiaries considered in the development of our sustainability reporting in exhibit 21.1 of our Form 10-K.</p> |
| 2-3 | Reporting period, frequency and contact point | <p>Tapestry publishes a corporate responsibility report annually. This report covers fiscal year 2024, starting on July 2, 2023, and ending on June 29, 2024. Key contact points: sustainability@tapestry.com</p> |
| 2-4 | Restatements of information | <p>There have been no restatements of information in this report.</p> |
| 2-5 | External assurance | <p>FY2024 Scope 1, 2 & 3 (non-FLAG) GHG emissions verification statement can be found here. We also received external assurance of our waste and water data for Tapestry's own operations, our gender and diversity metrics, and employee volunteerism. The statement for these KPIs can be found here.</p> |
| 2-6 | Activities, value chain and other business relationships | <p>Information on Tapestry and its brands can be found on pages 2-13 of our Form 10-K. Also, you can visit www.tapestry.com, www.coach.com, www.katespade.com, www.stuartweitzman.com.</p> <p>The list of markets we operate in can be found on page 101 of our Form 10-K.</p> <p>See the Engaging Our Suppliers section of this report on page 20 for more information on our involvement with our suppliers.</p> |
| 2-7 | Employees | <p>Power of Our People and Ethnicity and Gender Diversity breakdown.</p> |
| 2-8 | Workers who are not employees | <p>For a list of our Tier 1 suppliers and the number of workers at each facility, please see our Supplier List.</p> |
| 2-9 | Governance structure and composition | <p>See pages 10-14 of our 2024 proxy statement.</p> |

Global Reporting Initiative (GRI) *continued*

| | | |
|------|---|--|
| 2-10 | Nomination and selection of the highest governance body | See page 13 of our 2024 proxy statement . |
| 2-11 | Chair of the highest governance body | Anne Gates, Chair of the Board of Directors. |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | See pages 15-16 of our 2024 proxy statement . <u>Governance</u> |
| 2-13 | Delegation of responsibility for managing impacts | See pages 15-16 of our 2024 proxy statement . <u>Governance</u> |
| 2-14 | Role of the highest governance body in sustainability reporting | <u>Corporate Responsibility Oversight</u> . |
| 2-15 | Conflicts of interest | See page 3 of our Code of Conduct policy. |
| 2-16 | Communication of critical concerns | See pages 18-19 of our 2024 proxy statement . |
| 2-17 | Collective knowledge of the highest governance body | See page 23 of our 2024 proxy statement |
| 2-18 | Evaluation of the performance of the highest governance body | See page 12 of our 2024 proxy statement . |
| 2-19 | Remuneration policies | See pages 41-45 of our 2024 proxy statement . |
| 2-20 | Process to determine remuneration | See pages 55-58 of our 2024 proxy statement . |
| 2-21 | Annual total compensation ratio | See page 74 of our 2024 proxy statement . |
| 2-22 | Statement on sustainable development strategy | <u>CEO's statement</u> . See page 15 of our 2024 proxy statement . |
| 2-23 | Policy commitments | Our policies can be found on our website . |
| 2-24 | Embedding policy commitments | We require our employees, suppliers and other partners to respect our policies and comply with our Code of Conducts. For more information please see the Engaging Our Suppliers section. Our supplier code of conduct (SCOC) can be found here . Our Code of Conduct can be found here . |

Global Reporting Initiative (GRI) *continued*

| | | |
|------|--|---|
| 2-25 | Processes to remediate negative impacts | <u>Ethics and Compliance Reporting System.</u> |
| 2-26 | Mechanisms for seeking advice and raising concerns | <u>Ethics and Compliance Reporting System.</u> |
| 2-27 | Compliance with laws and regulations | Tapestry has not experienced any significant instances of non-compliance with laws and regulations during the reporting period. |
| 2-28 | Membership associations | United Nations Global Compact, American Apparel and Footwear Association, Retail Industry Leaders Association, Leather Working Group, Complex Leadership Forum, Sustainable Apparel Coalition, The Fashion Pact, Textile Exchange, CECP: Chief Executives for Corporate Purpose, Catalyst CEO Champions For Change. |
| 2-29 | Approach to stakeholder engagement | <u>Materiality Assessment and Stakeholder Engagement.</u> |
| 2-30 | Collective bargaining agreements | Tapestry is not party to any collective bargaining agreements. |

Global Reporting Initiative (GRI) continued

MATERIAL TOPICS

DISCLOSURE NUMBER

DISCLOSURE

TAPESTRY FY2024 RESPONSE

3-1

Process to determine material topics

[Materiality Assessment and Stakeholder Engagement.](#)

3-2

List of material topics

[Materiality Assessment and Stakeholder Engagement.](#)

TOPIC-SPECIFIC DISCLOSURES

101: BIODIVERSITY 2024

3-3

Management Approach

[Biodiversity.](#)

101-1

Policies to halt and reverse biodiversity loss

[Biodiversity.](#)

101-4

Identification of biodiversity impacts

[Biodiversity.](#)

201: ECONOMIC PERFORMANCE 2016

3-3

Management approach

See pages 2-13 of our [Form 10-K.](#)

201-1

Direct economic value generated and distributed

See pages 1-13, 33-56 and 64-68 of our [Form 10-K.](#)

201-2

Financial implications and other risks and opportunities due to climate change

See page 25 of our [Form 10-K.](#) See our 2023 CDP Climate Change response [here.](#)

Global Reporting Initiative (GRI) continued

205: ANTI-CORRUPTION 2016

| | |
|-------|---|
| 3-3 | Management approach |
| 205-1 | Operations assessed for risks related to corruption |
| 205-2 | Communications and training about anti-corruption policies and procedures |

301: MATERIALS 2016

| | |
|-------|------------------------------------|
| 3-3 | Management approach |
| 301-1 | Materials used by weight or volume |
| 301-2 | Recycled input materials used |

302: ENERGY 2016

| | |
|-------|--|
| 3-3 | Management approach |
| 302-1 | Energy consumption within the organization |
| 302-2 | Energy consumption outside of the organization |

303: WATER AND EFFLUENTS 2018

| | |
|-------|---|
| 3-3 | Management Approach |
| 303-1 | Interactions with water as a shared resource |
| 303-2 | Management of water discharge-related impacts |
| 303-4 | Water discharge |
| 303-5 | Water consumptions |

Ethics and Anti-Corruption Training.

Ethics and Anti-Corruption Training.

Ethics and Anti-Corruption Training.

Material Traceability and Responsible Sourcing.

Material Traceability and Responsible Sourcing.

Material Traceability and Responsible Sourcing.

Renewable Energy.

Renewable Energy.

Renewable Energy.

Water.

See our 2023 CDP Water response **here**.

Water. See our 2023 CDP Water response **here**.

Water. See our 2023 CDP Water response **here**.

Water. See our 2023 CDP Water response **here**.

Global Reporting Initiative (GRI) continued

305: EMISSIONS 2016

| | |
|-------|---|
| 3-3 | Management Approach |
| 305-1 | Direct (Scope 1) GHG emissions |
| 305-2 | Energy indirect (Scope 2) GHG emissions |
| 305-3 | Other indirect (Scope 3) GHG emissions |
| 305-5 | Reduction of GHG emissions |

306: WASTE 2020

| | |
|-------|--|
| 3-3 | Management Approach |
| 306-1 | Waste generation and significant waste-related impacts |
| 306-2 | Management of significant waste-related impacts |
| 306-4 | Waste diverted from disposal |

308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

| | |
|-------|--|
| 3-3 | Management Approach |
| 308-2 | Negative environmental impacts in the supply chain and actions taken |

401: EMPLOYMENT 2016

| | |
|-------|---|
| 3-3 | Management Approach |
| 401-2 | Benefits provided to full-time employees that are not provided to part-time employees |

Climate Change.

Climate Change. See our 2023 CDP Climate Change response [here](#).

Climate Change. See our 2023 CDP Climate Change response [here](#).

Climate Change. See our 2023 CDP Climate Change response [here](#).

Climate Change. See our 2023 CDP Climate Change response [here](#).

Operational Waste and Recycling.

Operational Waste and Recycling.

Operational Waste and Recycling.

Operational Waste and Recycling.

Engaging our Suppliers.

Engaging our Suppliers.

Power of Our People.

Compensation and Benefits.

Global Reporting Initiative (GRI) continued

403: OCCUPATIONAL HEALTH AND SAFETY 2018

3-3

Management Approach

We follow all local, state, regional and national requirements in the jurisdictions where we operate. We look to provide a safe and healthy workplace designed and maintained to prevent accidents, illness and injury attributable to the work performed or the operation of the facility and equipment. We offer several ways for employees to report issues and concerns in a timely manner. Not only does this allow us to promptly address potential issues, but it also allows the company to avoid potential future issues. For example, in our stores and fulfillment centers employees are provided with training to help them understand what and where risks exist and how to work safely. Our employees and suppliers are encouraged, empowered and expected to think and act in a safe manner and follow laws, safety procedures and relevant Occupational Safety and Health Administration (OSHA) and other standards.

403-1

Occupational health and safety management system

Our workplace health and safety policies have been tailored for Tapestry's various work environments. To ensure compliance with our policies, we conduct assessments of these standards and create action plans to address any gaps. We monitor workplace incidents to identify risks 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

Supporting Workers in Our Supply Chain.

403-9

Work-related injuries

In the calendar year 2023 we reported:
 - Total # of safety/injury incidents reported: 591
 - Rate of injury per 200,000 hours worked: 0.73

404: TRAINING AND EDUCATION 2016

3-3

Management Approach

Futures with Tapestry.

404-2

Programs for upgrading employee skills and transition assistance programs

Futures with Tapestry.

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.

Global Reporting Initiative (GRI) continued

405: DIVERSITY AND EQUAL OPPORTUNITIES 2016

| | |
|-------|--|
| 3-3 | Management Approach |
| 405-1 | Diversity of governance bodies and employees |

406: NON-DISCRIMINATION 2016

| | |
|-------|--|
| 3-3 | Management Approach |
| 406-1 | Incidents of discrimination and corrective actions taken |

407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

| | |
|-------|--|
| 3-3 | Management Approach |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk |

Equity, Inclusion and Diversity.

Equity, Inclusion and Diversity.

We strive to continue hiring and developing our employees and ensure employees and suppliers adhere to our equal opportunities policy. Employment decisions – including recruitment, hiring, promotion, compensation, mobility, training, discipline and termination – are based on factors like the individual’s qualifications and business needs as they relate to the requirements of the position.

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.

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.

No incidents of discrimination across our employee base have been reported.

Our **SCOC** requires suppliers to support workers’ rights to freedom of association. As part of our monitoring process, we assess whether Tier 1 suppliers are upholding these requirements through our social audit program.

Tapestry’s **SCOC** 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.

Global Reporting Initiative (GRI) continued

408: CHILD LABOR 2016

3-3

Management Approach

Our **SCOC**, prohibits the use of suppliers who use child labor.

408-1

Operations and suppliers at significant risk for incidents of child labor

Our **SCOC** includes prohibitions on child labor and covers all suppliers. We prohibit, not restrict, when it comes to child labor. Our Tier 1 providers undergo labor and human rights audits against our Supplier Code of Conduct.

409: FORCED AND COMPULSORY LABOR 2016

3-3

Management Approach

Our **SCOC**, prohibits the use of suppliers who use forced labor.

409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

Our **SCOC** includes prohibitions on forced labor and covers all suppliers. Our Tier 1 providers undergo labor and human rights audits against our Supplier Code of Conduct.

413: LOCAL COMMUNITIES 2016

3-3

Management Approach

Uplift Our Communities.

413-1

Operations with local community engagement, impact assessments and development programs

Corporate Responsibility Oversight.

Uplift Our Communities.

Corporate Responsibility Oversight.

414: SUPPLIER SOCIAL ASSESSMENT 2016

3-3

Management Approach

Supporting Workers in Our Supply Chain.

414-1

New suppliers that were screened using social criteria

Supporting Workers in Our Supply Chain.

412-2

Negative social impacts in the supply chain and actions taken

Supporting Workers in Our Supply Chain.

SASB response.

Global Reporting Initiative (GRI) continued

415: PUBLIC POLICY 2016

3-3 Management Approach

Tapestry has a **Political Activities and Contributions Policy**. 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 Legal Department. Individual employees remain free to make political contributions to candidates or parties of their choice.

415-1 Political contributions

In FY2024, Tapestry made no political contributions, in line with its **Political Activities and Contributions Policy**.

417: MARKETING AND LABELING 2016

3-3 Management Approach

Material Substantiation for Marketing Claims.

417-1 Requirements for product and service information and labeling

Material Substantiation for Marketing Claims.

418: CUSTOMER PRIVACY 2016

3-3 Management Approach

Data Privacy and Protection and Cybersecurity.

418-2 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 FY2024.

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 locations 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 2024 (July 2, 2023 – June 29, 2024).

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.

Questions, comments or feedback regarding this report, or any of Tapestry's corporate responsibility programs, should be directed to sustainability@tapestry.com. We prepared this report using the GRI Standards of the GRI's In Accordance, Core, a recognized global standard for sustainability and corporate responsibility reporting. The SASB also inform our reporting.

This report was the subject of a limited assurance engagement by SGS in relation to our Scope 1, 2 and 3 (non-FLAG) GHG emissions. The details of the scope of the assurance can be found [here](#).

We also received external assurance of our waste and water data for Tapestry's own operations, our gender and diversity metrics, and employee volunteerism. The statement for these KPIs can be found [here](#).

In this Corporate Responsibility Report and our other reports, communications and statements regarding corporate responsibility, we use the terms "material," "materiality" and similar terms to refer to corporate responsibility 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 corporate responsibility 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. This report and the data contained herein cover Tapestry as a whole; however, certain information may be brand-specific and will be designated as such. The information 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 the Fabric of Change strategy, our Futurespeed 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 due to a number of factors, including, but not limited to the impact of economic conditions, recession and inflationary measures; the COVID-19 pandemic; risks associated with operating in international markets, including currency fluctuations and changes in economic or political conditions in the markets where we sell or source our products; our ability to retain the value of our brands and to respond to changing fashion and retail trends in a timely manner, including our ability to execute on our e-commerce and digital strategies; our ability to successfully implement the initiatives under our 2025 growth strategy; the effect of existing and new competition in the marketplace; our ability to control costs and successfully execute our growth strategies; our ability to anticipate consumer preferences; the risk of cybersecurity threats and privacy or data security breaches; our ability to protect against infringement of our trademarks and other proprietary rights; the impact of tax and other legislation; the risks associated with potential changes to international trade agreements and the imposition of additional duties on importing our products; our ability to achieve intended benefits, cost savings and synergies from acquisitions; the satisfaction of the conditions precedent to consummation of the proposed acquisition of Capri, including the ability to secure regulatory approvals on the terms expected, at all or in a timely manner; the impact of pending and potential future legal proceedings; and the risks associated with climate change and other corporate responsibility issues. 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.

ABOUT THIS REPORT

This is our 12th annual Corporate Responsibility Report, which focuses on our most pertinent corporate responsibility-related developments. We provide updates on progress toward our corporate responsibility goals as well as performance data for FY2024 (July 2, 2023 – June 29, 2024). We report on all information as we can within our own operational control. The structure of this report and its disclosures align with leading sustainability reporting frameworks, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks.

tapestry

STUART WEITZMAN

COACH | kate spade

tapestry