

## *Tapestry's The Fabric of Change Corporate Responsibility Goals*

In 2019, Tapestry announced its 2025 corporate responsibility goals and over the past few years we have continued to work toward a future that is both responsible and beautiful and have evolved these goals to 2025 and beyond. For progress against our goals, please see our [most recent annual corporate responsibility report](#).

### *The Power of Our People*

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

- 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 by 2025.
- Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity by 2025.
- Demonstrate a focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally by 2025.
- 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 by 2025.

### *Sustain the Planet*

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

- Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 64%, Scope 3 emissions 42%, and Scope 3 FLAG emissions 30% by FY2030 from a FY2021 baseline.
- Reach net-zero GHG emissions across the value chain by 2050.
- Procure 100% renewable energy in Tapestry-operated stores, offices and fulfillment centers by 2025.
- Reduce water usage by 10% within our own operations below FY2018 levels by 2025.
- Reduce water usage by 10% within our supply chain below 2020 levels by 2025.

### *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. We aim to:

- 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.

### ***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. We aim to:

- 500,000 volunteer service hours completed by our employees around the world by FY2030.
- \$75 million 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.