



tapestry

The Fabric of Change

Corporate Responsibility Report FY2022

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CEO LETTER



“We believe being responsible
is a business imperative
– not a choice.”

JOANNE C. CREVOISERAT

Over the course of my three-decade career in the fashion and retail industries, I've witnessed time and again the power of a clear, shared purpose. Whether in times of uncertainty or triumph, a strong purpose provides a path forward, galvanizing people and organizations to tackle seemingly insurmountable challenges.

Today, with growing urgency around climate change, the ripple effects from the global pandemic, and other pressing social issues, it has never been more important for Tapestry to live our purpose: **Stretch What's Possible**.

By embracing new perspectives, experiences and ideas, we believe that we can **Stretch What's Possible** for our business and build a better-made future for all.

To us, a better-made future is one that is both **beautiful** and **responsible**. Every day, our brands – Coach, kate spade and Stuart Weitzman – create beautiful products that are made to last and delight customers. And we're uncovering methods to do that in increasingly sustainable and inclusive ways – from partnering with **World Wildlife Fund** (WWF) to help combat deforestation, to working to improve traceability for our leather, or expanding our Employee Resource Groups (ERGs) to empower greater diversity of perspectives within each of our brands and across Tapestry.

Building this future requires us to hold ourselves and our industry accountable and focus on action. In the four years since we launched our bold 2025 goals, we've continued to measure our progress and push ourselves to raise the bar even higher. In fact, we set an ambitious goal to drive positive impact in the communities where we live and work through our commitment to completing 100,000 volunteer hours by 2025, and we met our goal two and half years early. We've now set our sights even higher and believe we are on track to reach 500,000 volunteer hours by 2030.

I'm proud of the work we've done to date, and I'm excited for the next chapter in our efforts toward a more sustainable and inclusive fashion industry: **the Fabric of Change**.

The Fabric of Change encompasses how we'll weave together our business ambitions with our commitments to overcome some of the most pressing issues facing our industry and society at large. By taking action today, we aim to strengthen the future of our business and, more importantly, protect the wellbeing of our planet, our people and our communities.

The people of Tapestry will continue to **Stretch What's Possible**, and I hope you join us on this journey.

Joanne C. Crevoiserat

Tapestry, Inc. Chief Executive Officer

The Fabric of Change

At Tapestry we have a vision for a Better Made Future...



Our previous corporate responsibility strategy, ***Our Social Fabric***, was a way to bring together teams across our business to meet common goals and a shared objective: to create a purpose-led, people-centered company that balances true fashion authority with meaningful, positive change.

We've evolved this strategy into ***the Fabric of Change***, which better reflects our accelerated ambitions and desire to make every beautiful choice a responsible choice.

We are shaping lifestyles to contribute to a culture of change that will help us realize a better-made future. ***Our Social Fabric*** was intertwined with the fabric of the natural world – the fabric of climate and finite resources – to create a stronger initiative that will endure so that responsible choices don't come at the cost of beautiful choices; ***the Fabric of Change*** is where these ideals and actions converge. Where minds are opened, behaviors shift and transform, and industry innovation and systems shake off the norms of the past and explore what the future can hold – to truly ***Stretch What's Possible.***

As part of our expanded ambitions, we submitted new greenhouse gas (GHG) emissions targets to the **Science-Based Targets initiative** (SBTi), to reduce absolute Scope 1, 2 & 3 GHG emissions by 42.5% below FY2021 levels by FY2030, and elevated our employee volunteerism goal to achieving 500,000 volunteer hours globally by 2030.

We also rolled out new environmentally preferred material targets focused on our key raw materials. For more information, see our **material traceability and responsible sourcing section.**

Awards and Recognition



kate spade new york received the National Council for Mental Wellbeing's 2022 Mental Health First Aid Partnership Award

Tapestry IT Team achieved the Visionary Award at the Fearless Innovators Awards presented by LogicMonitor

HR Asia Best Companies to Work for in Asia 2022 – Vietnam, China and Malaysia



Ranked #10 on Newsweek America's Most Responsible Companies 2023



Great Place to Work U.S.-Certified for 2022



David L. Casey received Engagedly Inc.'s "Top 100 HR Influencers of 2022"

#8

Coach was ranked #8 in the Kearney Circular Fashion Index (CFX)



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.



Our sustainability milestones over the years

2013	2017	2019	2020	2021	2022	2023
Launch of Coach's first Sustainability Report	Conducted our first ESG materiality assessment	Developed <i>Our Social Fabric</i>	Initiated our Acceleration Program Launch of our first Employee Resource Groups (ERGs)	Committed to Science-Based Targets Conducted an updated ESG materiality assessment	Set additional, bold ESG commitments and founded the Tapestry Foundation	We celebrated our 10 year anniversary of our annual Corporate Responsibility Report



Coach

CHANGING MINDS



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.

We've built a legacy of craft and a community that champions the courage to be real.

Today, in the same way we care about every stitch that goes into our product, we care about the impact we have on people, communities and the planet. Everything we make, we **craft to last** with the belief that better-made things create a better-made future for all. FY2022 marked an important year for us in developing and scaling several initiatives to further our vision of a circular business. As part of our commitment to social impact, the Coach Foundation creates opportunities and removes barriers for the next generation of young people who have the courage to **Dream It Real**.



\$65m

Since its creation in 2008, the Coach Foundation has donated more than \$65 million to causes and communities around the globe.

kate spade new york

CHANGING LIVES



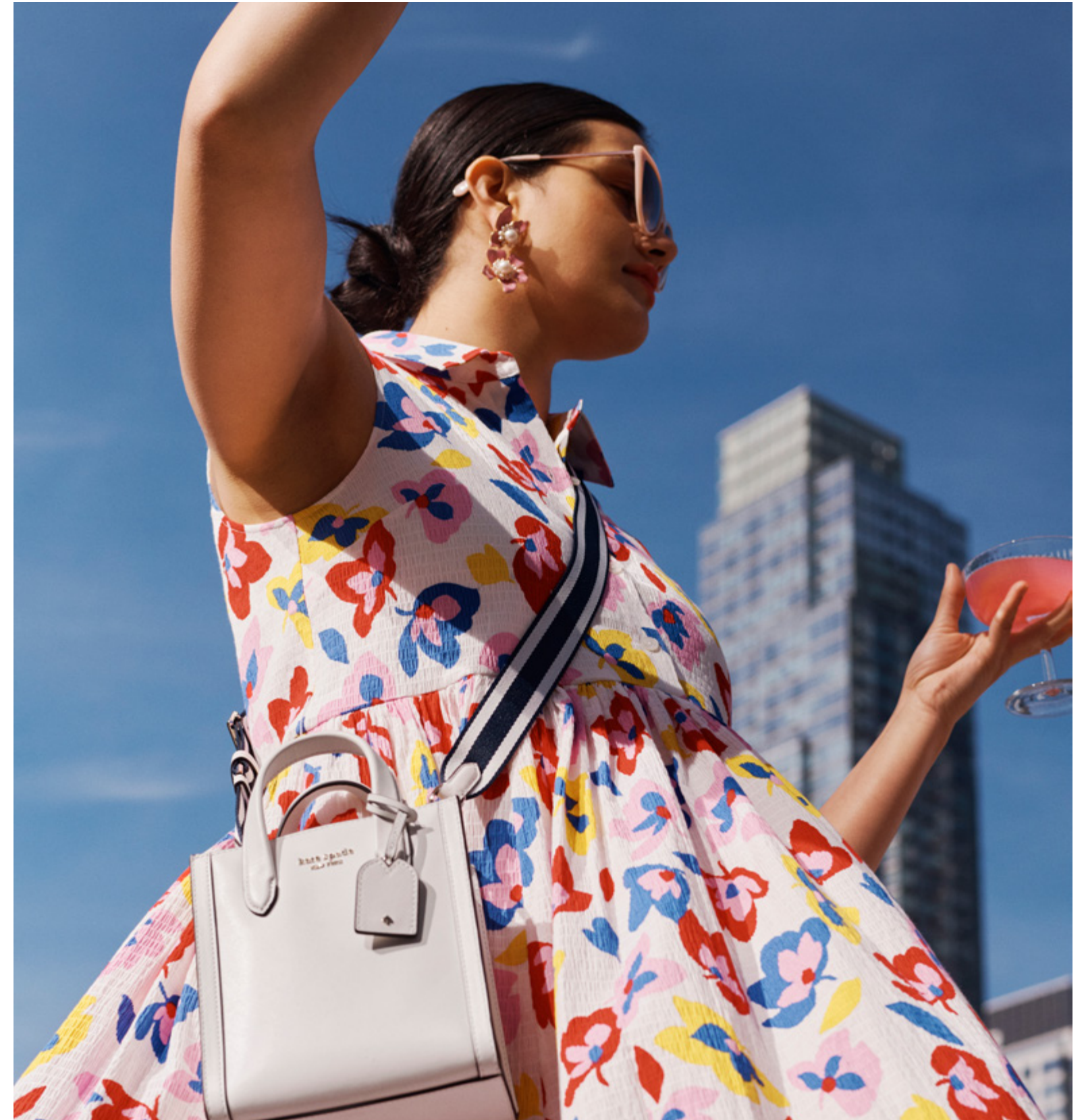
Since its launch in 1993 with a collection of six essential handbags, kate spade new york has always been colorful, bold and optimistic. Today it is a global lifestyle brand that designs extraordinary things for the everyday, delivering seasonal collections of handbags, ready-to-wear, jewelry, footwear, gifts, home décor and more. Known for its rich heritage and unique brand DNA, kate spade new york offers a distinctive point of view and celebrates communities of women around the globe who live their perfectly imperfect lifestyles.



We believe that women's mental health is a critical component of their empowerment. Our work in women's mental health started in 2014 with our work in Rwanda through *on purpose* and since that time we have expanded our partnership working to empower women and girls with mental health resources globally.

100,000

We aim to reach 100,000 women and girls globally with access to empowerment and mental health resources by 2025.





Stuart Weitzman

CHANGING PERCEPTIONS

Founded in 1986, Stuart Weitzman has been inspired by women who are confident, sexy, bold – and, above all, strong. By combining its artisanal Spanish craftsmanship and precisely engineered fit, the New York City-based global luxury footwear brand creates shoes that empower women to stand strong.

Stuart Weitzman is committed to celebrating the strength of women and girls, inspiring their confidence and empowering them – through authentic partnerships and programs – to create meaningful change in the communities we live and work in around the world.



In celebration of International Women’s Month, we partnered with Kate Hudson and empowerment non-profit Vital Voices to invest in the efforts of five women leaders from around the world. Each of these leaders is making bold moves to empower their communities in everyday moments in their own way.



Our People

Our people come first. Tapestry employees are the cornerstone of our success, and their varied experiences enrich the company as a whole. We are stronger as a company when we lift each other up and empower individuals, personally and professionally.

Our People

We aim to be the work environment where employees look forward to contributing and feel fully supported in pursuing their own growth and development. We look to provide the right tools for our employees, to use when and where those resources best suits them.

2025 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 focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally.
- Enable all employees to manage both their work and personal life balance by achieving a global core benefit standard for self-care, parental and family care leave policies.



Highlights

Starting in FY2022, Tapestry aligned 10% of our leadership's annual incentive compensation with progress against Equity, Inclusion & Diversity (EI&D) scorecard measures.

Strengthened the power and reach of our Employee Resource Groups (ERGs), growing membership by 63% since their inception in 2020.

Welcomed our most racially and ethnically diverse class of interns to date.

UN SUSTAINABLE DEVELOPMENT GOALS OUR PEOPLE WORK SUPPORTS:



POSSIBILITIES FOR EVERYONE

EQUITY, INCLUSION & DIVERSITY (EI&D)

As our company name suggests, we believe in the intertwining of diverse people and ideas. We make this possible by holding ourselves accountable and improving the ways we engage with our employees and our brands. Difference sparks brilliance and we bring that philosophy to all we do. In short, we embrace difference by design.

Tapestry's EI&D strategy is grounded in our purpose and values. We are focused on helping remove systemic barriers to opportunities and driving more equitable outcomes.

To support these actions, we are guided by four interconnected principles:

1. **Talent:** Attracting, retaining and growing top talent – making us an employer of choice in a rapidly evolving talent marketplace.
2. **Culture:** Fostering a culture of inclusion, where people and ideas from everywhere are welcomed.
3. **Community:** Nurturing the vibrancy of the communities in which we live and work to advance equity, opportunity and dignity for all.
4. **Marketplace:** Embracing our responsibility in the marketplace as a global fashion company. We are committed to affecting positive change for our industry and deliver on our value

proposition to stakeholders – consumers, investors and future talent.

In FY2022, we shifted our focus to employee education, along with providing opportunities for reflection and learning.

We empowered specific groups, including hiring managers and senior leadership, to develop more effective interviewing techniques and engage talent from diverse and non-traditional backgrounds in authentic and relevant ways. We also expanded our pathways of inclusion around candidates and employees with disabilities and examined how we can better support their success.

Across our brands we use platforms to offer additional opportunities for our employees to improve and evolve their EI&D understanding. For example, we use Inclusion Works, a leading edge social learning platform that offers our employees a wide range of EI&D content in bite-sized, digestible segments.

We aim to create a professional space where employees can feel they are represented.

EI&D – A Business Competency and Enabler



POSSIBILITIES FOR EVERYONE CONTINUED

EMBRACING DIVERSITY AT TAPESTRY

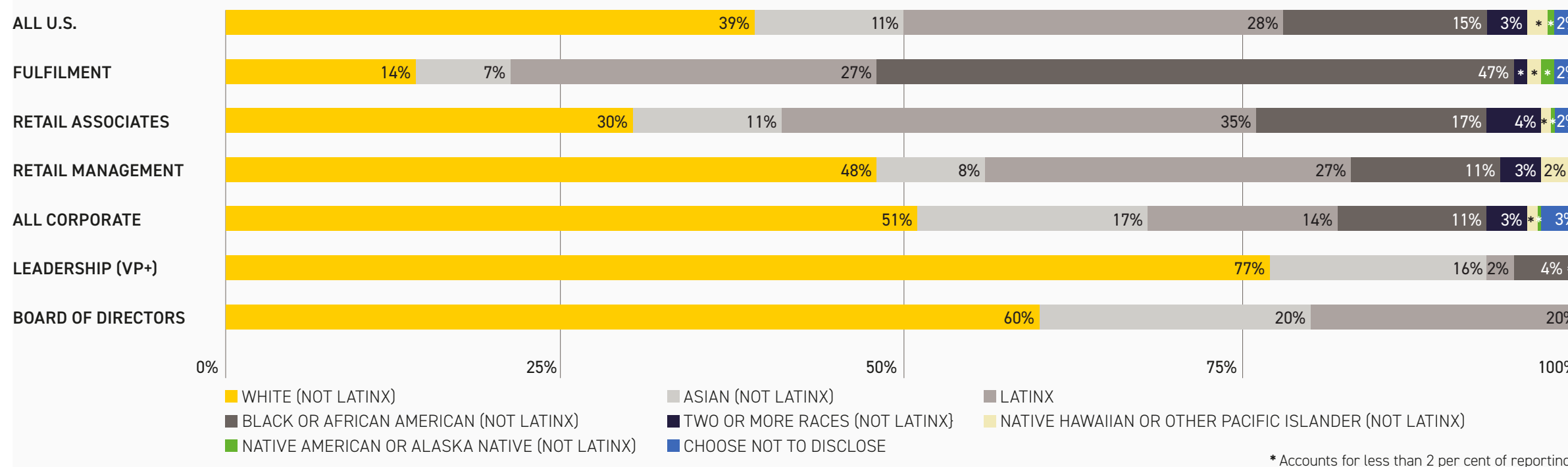
We continue to work towards increasing the racial and ethnic diversity of our North America-based leadership teams to better reflect our corporate population. In FY2022, despite the more challenging backdrop of labor and economic headwinds, we made progress in increasing our racial/ethnic diversity across our employees globally.

We continue to work on qualitative actions toward more inclusive, progressive and effective hiring practices across the company, especially in the ways we engage talent from non-traditional backgrounds. Through ongoing efforts, such as our brand-led partnerships with Historically Black Colleges and Universities (HBCUs), **Thurgood Marshall College Fund**, **Fashion Institute of Technology's Social Justice Center** and **Harlem's Fashion Row**, we hope to build lasting pathways that encourage diversity across our hiring practices and support retention practices.

Our global EI&D Champion Network supports and engages our professional community by creating an environment where all are welcomed. This network includes our five ERGs, two task forces and regional inclusion councils to support and engage our employees. Our ERGs continue to be a source of inspiration and leadership throughout Tapestry and its brands. In FY2022, ERGs became an integral part of

FY2022 U.S. Race & Ethnicity: All Tapestry

TAPESTRY RACE AND ETHNICITY (U.S.) AS OF JUNE 30 2022



our mentorship program strategy, helping to further build deep and powerful connections between employees of different generations and backgrounds. Below is a list of ERGs and task forces active as of January 2023:

- **Black Alliance ERG:** Build a legacy of equity and inclusion through the advancement and support of Black employees at Tapestry and our brands.

- **Working Parents & Caregivers ERG:** Supports families of all types through all phases by providing resources, guidance and encouragement to assist in work-life integration.
- **Prouder Together ERG:** Celebrates LGBTQIA+ employees and allies by building an inclusive community; encouraging, supporting and mentoring others within Tapestry and our brands; connecting our identity with brand products that speak to us and supporting our local communities through philanthropic volunteering.



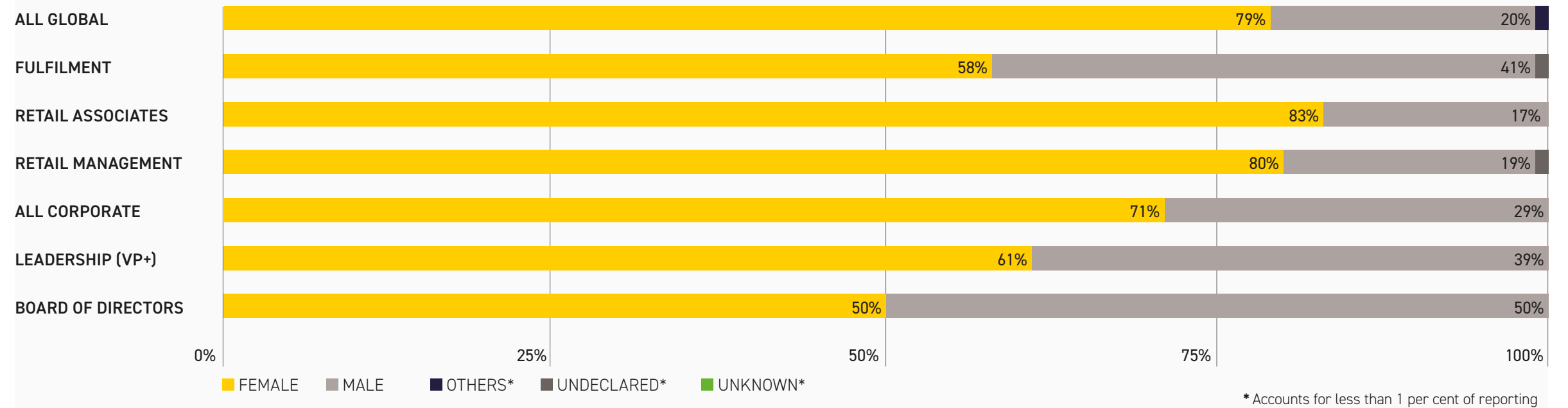
POSSIBILITIES FOR EVERYONE CONTINUED

- **Asian Heritage Alliance ERG:** Fosters cultural awareness of the diversity of the Asian community, contributes to the development and success of its members and facilitates empowerment of Asian colleagues, partners and allies.
- **Juntos Unidos ERG:** Evolving from a task force, this ERG celebrates the rich and diverse cultures within the Hispanic/Latinx community. The ERG serves as a resource to empower members to reach their full potential and contribute to our business and communities in a meaningful way.
- **Jewish Community & Allies Task Force:** Spreads awareness about the history and traditions of the Jewish community through education on the Jewish experience, including both celebration and persecution.
- **Indigenous Community & Allies Task Force:** Increases awareness about the cultural experiences and historical significance of the Indigenous community through storytelling, education and meaningful conversations with our colleagues.

We invest our efforts in building lasting pathways that encourage diversity across our hiring and retention practices.

FY2022 Global Gender: All Tapestry

TAPESTRY GENDER GLOBAL AS OF JUNE 30 2022



In FY2022, Tapestry signed on to Open to All's **'Mitigate Racial Bias in Retail'** charter – a first-of-its-kind national pledge to implement strategies aimed at addressing racially-biased and unfair treatment in retail. Through this effort, we've committed to a multi-year effort of implementing training, actions and accountability metrics in our stores to create an inclusive environment for our customers and employees.

Through the Tapestry Foundation, Tapestry is now an official supporter of Catalyst Inc., a non-profit dedicated to advancing and accelerating women into leadership roles. Joanne Crevoiserat,



POSSIBILITIES FOR EVERYONE CONTINUED

Tapestry's CEO, has also joined **Catalyst's CEO Champions for Change** initiative, pledging to promote equal access to leadership roles for women, as well as to contribute representation data to Catalyst's annual benchmark report. By creating industry benchmarks to improve accountability and set standards, Catalyst is enhancing transparency and creating a data-based approach and definition for what it means to be "best-in-class" in corporate gender equality. Tapestry is proud to be a part of this important work.

As a step towards driving our own accountable and measurable change, we began tying 10% of our leadership team's annual incentive compensation to specific benchmarks in EI&D, starting in FY2022. Progress towards this goal is measured through quarterly updates to company leadership and the annual EI&D scorecard, which is ultimately assessed by the Human Resources Committee of the Board of Directors.



ERG Highlights

Working Parents & Caregivers partnered with our Human Resources team to support an upcoming launch of a new U.S. caregiver benefit.

Black Alliance forged several community partnerships, including grants of \$25,000 that provided hygiene kits to students in Jacksonville, FL, funded complementary care for expectant families and others and delivered essential supplies to Black and Brown LGBTQ+ individuals in need.

Prouder Together organized our march in the iconic New York City PRIDE Parade in June. The march was attended by around 100 Tapestry and cross-brand employees, representing our field and corporate teams, marching alongside and riding on top of a fully branded, double-decker bus.

The Asian Heritage Alliance introduced our first ever Asian American & Pacific Islanders (AAPI) Heritage Month celebration, which included \$25,000 in community grants to four local non-profits that support the AAPI communities of New York City.

FUTURES WITH TAPESTRY

EMPLOYEE GROWTH AND WELLBEING

We want our employees to love where they work, and we're continually working on how we can promote and maintain work-life integration with an emphasis on their wellbeing. Tapestry prioritizes listening to our employees and providing ample opportunities for learning and development at all levels of our company.

INTERNAL MOBILITY

We are committed to ensuring every employee at Tapestry has an equal opportunity to grow and progress. We are exploring how we can help internal candidates grow with the business from associates to managers and beyond. This journey often starts in a retail location, and we are making strides in illustrating advancement opportunities from retail into corporate positions.

To provide transparency and encourage professional development, we post and promote Senior Manager and above roles internally. For early-career roles, we leverage our Internship Program as a critical talent bridge from our retail stores into corporate positions. In 2022, Tapestry also held career fairs in 15 of our retail stores to help employees understand and access corporate advancement opportunities.

Finding motivated, high-achieving employees is a critical way our business can continue to grow and dominate in our industry.

CASE STUDY: THE SUCCESS OF OUR INTERNS

Our internship program provides opportunities for those seeking EI&D-specific employment, as well as an entry point to the fashion industry, supporting a more diverse company and culture. Our Summer 2022 Internship Program was the most diverse to-date, with more than half of our interns self-identifying as Black, Indigenous or People of Color (BIPOC). We believe this higher percentage was a result of our increased outreach from historically underrepresented communities and demographics.



Q&A WITH SUMMER 2022 INTERN

Sofia Tartaglia

What did you find most valuable about your internship?

I joined the Human Resources department for my summer internship. At first it was intimidating, as I was the only student on the team, but I found it valuable as I was able to develop strong relationships with my colleagues. I was tasked to create EI&D-related posts for Tapestry's internal social platform. It was interesting to see first-hand how EI&D works in a corporate setting, and I was impressed with how organic and onboard everyone was with these initiatives.

How did the internship expand your knowledge?

I better understood how EI&D should be considered more as a holistic experience. Tapestry does a great job by having a diverse team that comes up with product ideas to support this notion.

How has the internship helped you work towards any of your post-graduation goals?

The internship has broadened my perspectives, as I would like to explore new opportunities in EI&D-related roles following my graduation next year. The internship has showed the value of the work and what Tapestry continues to focus on.

What is your main takeaway from your internship experience?

It proved to me how important equity, inclusion and diversity are in the workplace and how it impacts the ability of the team and individuals to grow. It's not just diversity at face-value, but also of experience and ways of thinking.

FUTURES WITH TAPESTRY CONTINUED

LISTENING TO OUR EMPLOYEES

One of the ways we stay connected to our talent is through regular internal surveys. We carefully consider how we craft these surveys and have adjusted our strategy to facilitate multiple, smaller surveys throughout the year. This process allows us to be more agile in our response to employees' needs and provide better resources at a quicker cadence.

We complete employee surveys three times each year: once for corporate and retail employees combined and two additional times for our corporate employees. In FY2022, we started additional onboarding surveys for our corporate employees within their first 120 days at Tapestry to better understand the onboarding experience and its impact on employee engagement.



COMPENSATION AND BENEFITS

Tapestry believes in recognizing and rewarding employees for their talent and provides comprehensive and industry-competitive benefits. Maintaining a competitive program helps us attract, motivate and retain the key talent we need to achieve outstanding business and financial results.

We are proud of our paid parental leave policies supporting our employees and their families. Every parent has the right to be with their child during the first months of life, regardless of their gender or personal situation. We are currently evaluating 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. This evaluation will take local market standards into account.

We are also exploring the integration of a new healthcare platform in the U.S. to broaden our current reproductive healthcare sources and support for eligible employees. We anticipate launching the service in calendar year 2023 and will solicit feedback from employees on the effectiveness of the program through the first year of implementation and will consider expanding globally in the years ahead.

Our benefits package is designed to be competitive and comprehensive, although it varies by location and jurisdiction. We continue to offer these comprehensive benefits for our directly hired corporate and retail eligible full- and part-time employees:

- Paid time off.
- Medical benefits and paid sick time, in accordance with local policies and jurisdictions – in FY2022 we transitioned from sick time to wellness time to better reflect the purpose of this paid time off.
- Retirement benefits with company matched contributions, in accordance with local policies and jurisdictions.
- Voluntary benefits, such as disability and life insurance, in accordance with local policies and jurisdictions.
- Access to learning opportunities on personal finance education through various platforms, as available based on location.
- Employee stock purchase plan for U.S. employees.

FUTURES WITH TAPESTRY CONTINUED



LEARNING AND DEVELOPMENT

We are committed to helping our employees develop the knowledge, skills and abilities needed for continued success and encourage professional development at all levels and every career stage. We continue to refine our learning and development programs based on employee feedback and business needs. We encourage employees to take advantage of self-development resources like LinkedIn Learning, Blinkist, Inclusion Works and other platforms, in addition to facilitated learning courses for professional and people manager development.

Our development programs enable individual and team success through targeted initiatives and resources. These include our Common Thread people management program, Emerging Leaders High-Potential Program, Leader Transition Acceleration Program and third-party learning platforms, in addition to other trainings and education facilitated through the company for all employees.

As a part of our year-long Emerging Leaders Program, we work with employees on their development towards advancement opportunities. We identify Directors and Senior Directors for a training program to better equip them to move into VP-level and above roles. We've added internal surveying and data analysis to help

inform which capabilities to prioritize as we identify internal candidates for the program.

We continue to evolve how to make our New Hire and Internship Program effective for all new employees, especially those from non-traditional backgrounds. We do a significant amount of community outreach, have taken steps to ensure our teams are meeting with diverse candidate slates, and have also increased our outreach via the following efforts in FY2022:

- Dream It Real Scholarship Outreach: we work closely with the Coach Foundation's non-profit partners that support students of color attending Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs) to encourage intern/apprentice participation.
- Educating students at the 2022 HBCU Fashion Summit on the history of kate spade new york, mental health topics and various skills needed for success in the fashion industry.
- Stuart Weitzman Residency Program: working with brand leaders and building recruitment pipelines for design apprenticeships.



Our Planet

Real change requires bold action. Our journey to lasting, sustainable change includes deep analysis of all of our environmental impacts – emissions, water use and waste to landfill, as well as renewable energy adoption across our operations and a more resilient supply chain.

Our Planet

As the impacts of climate change become more prominent, and in anticipation of the climate challenges of tomorrow, we are working to create a more responsible business model today.

OUR PLANET GOALS FOR 2025 AND BEYOND

- Reduce absolute Scope 1, 2 & 3 GHG emissions by 42.5% below FY2021 by FY2030.
- Reduce water usage 10% within our own operations below 2018 levels and across our supply chain from a 2020 baseline.
- Ensure 90% of leather used in our products comes from Silver- and Gold-rated **Leather Working Group** (LWG) tanneries.
- Ensure at least 75% recycled content in packaging.
- 25% reduction in North America corporate and fulfillment center waste from 2018.
- 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain.
- Procure 100% renewable energy in Tapestry-operated stores, offices and fulfillment centers.

Highlights

Submitted new science-based targets to SBTi: reduce absolute Scope 1, 2 & 3 GHG emissions by 42.5% below FY2021 levels by FY2030 and achieve net-zero by 2050.

Achieved the procurement of 67% renewable energy across Tapestry's stores, offices and fulfillment centers.

Rolled out new environmentally preferred materials targets.

UN SUSTAINABLE DEVELOPMENT GOALS OUR PLANET WORK SUPPORTS:



ENGAGING OUR SUPPLIERS

Our suppliers play a critical role in the viability of our overall sustainability efforts. We're working with key direct suppliers and other industry partners to guide their businesses towards more responsible practices, especially increasing our suppliers' use of environmentally-preferred materials and manufacturing processes.

All of our suppliers are required to comply with our Tapestry, Inc. **Supplier Code of Conduct** (SCOC), which includes expectations on environmental and social issues. Tapestry requires all Tier 1 direct suppliers and key Tier 2 direct suppliers to adhere to local rules and regulations through a combination of regular social compliance audits, corrective action plan management and biennial compliance-related training.

As part of our efforts to increase transparency and advance a responsible supply chain, we published our Tier 1 Supplier List on Tapestry's website. This list can also be found on **Open Supply Hub** (OS Hub), a third-party non-profit helping to enable supply chain disclosure. The list includes Tier 1 facilities' names, locations, parent organizations, number of workers, percent female workers, and product category. Tapestry's supplier list can be found [here](#).

As part of Tapestry's efforts to reduce our environmental footprint along the value chain, we ask suppliers to complete the **Sustainable Apparel Coalition's** (SAC) Higg Facility Environmental Module (FEM), which helps us understand how our suppliers' facilities measure and evaluate their environmental performance. In FY2022, we asked approximately 100 suppliers to complete the questionnaire, which helped us assess our suppliers' environmental performance, including GHG emissions, water and waste.

We also hosted trainings this year to help key direct suppliers better understand how to navigate the Higg FEM platform and meet platform requirements, to ensure that information is collected as accurately as possible. Of the 86 suppliers that completed the Higg FEM, 95% have had their responses verified by third-parties, and the others continue to undergo the verification process.

Our suppliers who are members of the **Leather Working Group** (LWG) must already meet a specific set of environmental and social requirements. 28 of our LWG-audited suppliers individually provided us with their data regarding waste, water, energy, wastewater and chemical management. Accordingly, for those suppliers, we did not ask them to submit data to the Higg FEM.

These efforts support our commitment to make a difference across our value chain. We worked with expert consultants to carry out a detailed assessment of the Higg FEM and LWG audit results to help us map which of our suppliers operate in high water-stress areas, as well as gather further insight into their carbon emissions, helping us identify opportunities to reduce their environmental footprint.



CASE STUDY: SUPPORTING OUR SUPPLIERS

The scale of our production and supplier network allows us collectively create better products and help them reduce the impact and footprint of their regular operations.

For example, we worked with one of our PVC suppliers to develop a new version of a product that uses 58% of the production waste material that would have otherwise been sent to landfill. We estimate that this will reduce the amount of outgoing waste by an average of 9.5 tons per month. Further, in early 2023, this supplier will begin taking waste from another PVC supplier (who does not have the recycling capability) and begin

incorporating some of their excess material into this new product.

Additionally, we worked with a textile-to-textile recycling supplier to create a mechanically recycled polyester backing cloth that two of our other suppliers will use. This will redirect cutting floor waste that would typically go into landfill back into usable material, reducing GHG emissions and water usage.

Although we know there is room to improve, Tapestry is proud of this progress and it's a measurable step forward as we aim to incorporate circular principles into many aspects of our business.

CLIMATE CHANGE

Climate change impacts us all, whether through extreme weather events, straining supply chains or more localized situations affecting our employees and their communities. We also understand that climate-related impacts disproportionately affect marginalized communities, ultimately contributing to socioeconomic inequalities. Doing our part means leveraging the scale of our business and innovation to contribute viable solutions, which mitigates risks to our company, and more broadly, the planet.

As part of our commitment to continue improving our environmental footprint, this year we evolved our GHG emission targets, which we submitted to SBTi for validation and are now pending approval. As a result, we anticipate being able to plan our trajectory to meet the following new goal:

Tapestry commits to reduce absolute Scope 1, 2 & 3 GHG emissions by 42.5% below FY2021 levels by FY2030 and achieve net-zero by 2050.¹

This ambition is the result of complex, cross-functional work analyzing most aspects of our business. We plan to use this goal as a means to enhance efficiency in our operations and engage our suppliers to help them prepare their businesses for a more climate-resilient future.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

In FY2022, we carried out a climate scenario analysis to quantify the potential financial impact of climate-related physical and transition risks and opportunities for our business. The analysis included interviews with 13 cross-functional stakeholders, data review and supplier engagement among other endeavors. The analysis looked at impacts in both 1.5°C and 4°C increase scenarios. For more details on the result of this assessment, please see our [TCFD Index](#).



In 2022, Coach launched its signature Rogue bag made with leather sourced from farms that use regenerative agricultural practices.

¹ Scope 3 categories include: Purchased goods & services, fuel- and energy-related activities, upstream transportation & distribution, business travel, downstream transportation & distribution, end-of-life treatment of sold products and franchises.

CLIMATE CHANGE CONTINUED

GREENHOUSE GAS (GHG) EMISSIONS

In 2019, Tapestry set goals to reduce our Scope 1 and 2 emissions by 20% below 2017 levels and reduce Scope 3 emissions from freight shipping by 20% below 2017 levels, both by 2025.

We are proud to confirm we achieved our Scope 1 and 2 goal ahead of time, decreasing emissions by 64% compared to 2017 levels. For our Scope 3 target, we reduced emissions from freight shipping by 56% compared to 2017 levels².

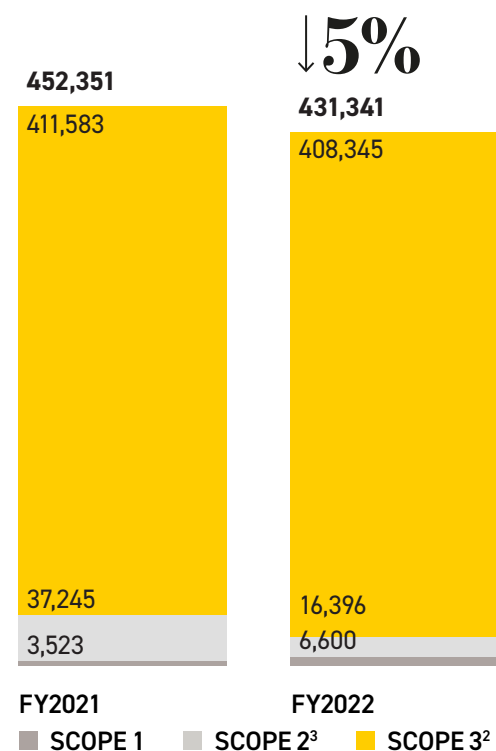
To ensure we are aligned with the **Paris Agreement**, we developed new science-based targets, using FY2021 as a base year. As part of this process we expanded our Scope 3 emissions inventory to include both upstream and downstream transportation, business travel, emissions from purchased goods and services and other relevant categories as outlined by the **GHG Protocol**. We have submitted these targets to the SBTi for validation and are pending approval.

This year we reduced total GHG emissions by 5%² compared to FY2021. The decrease in our Scope 1, 2 and 3 emissions is primarily a result of increased procurement of renewable energy in our own operations. **FY2021** and **FY2022** GHG

² Number has been calculated by taking into account carbon offsets. In FY2022, carbon offsets accounted for less than 8% of our total GHG emissions.

³ Scope 2 numbers are calculated using a market-based approach.

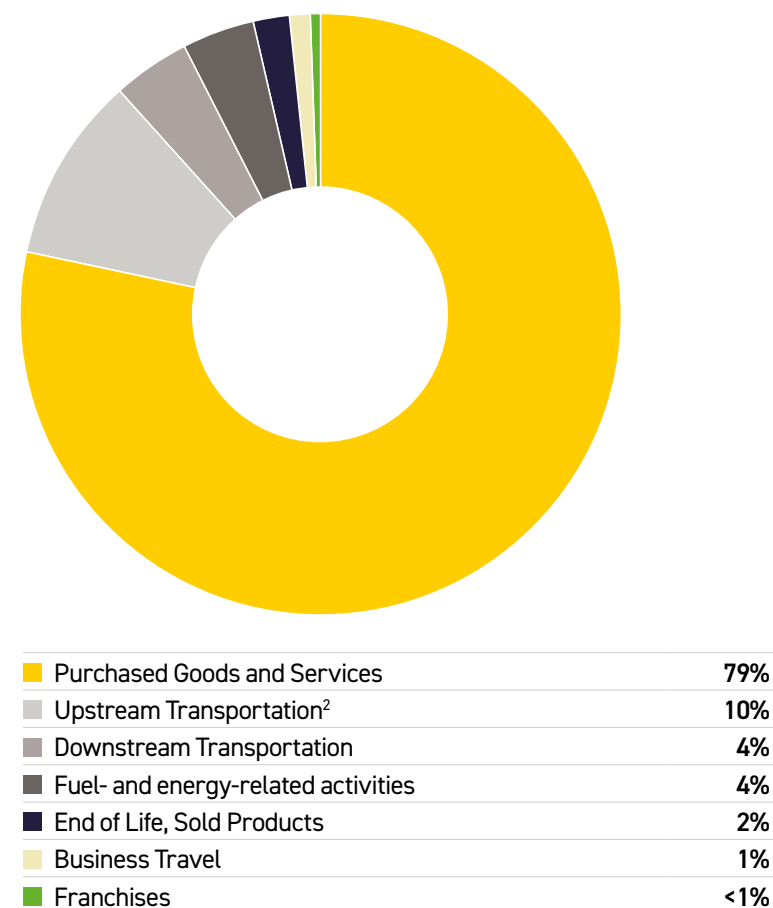
GREENHOUSE GAS EMISSIONS (MT CO₂e)



emissions calculations have been verified by a third-party against a limited level of assurance.

Tapestry prioritizes efficient modes of transportation, such as ocean freight, to mitigate environmental impacts and reduce costs. However, due to supply chain constraints during the 2021 holiday season we increased air freight to prioritize meeting customer demands, which ultimately increased our Scope 3 emissions for

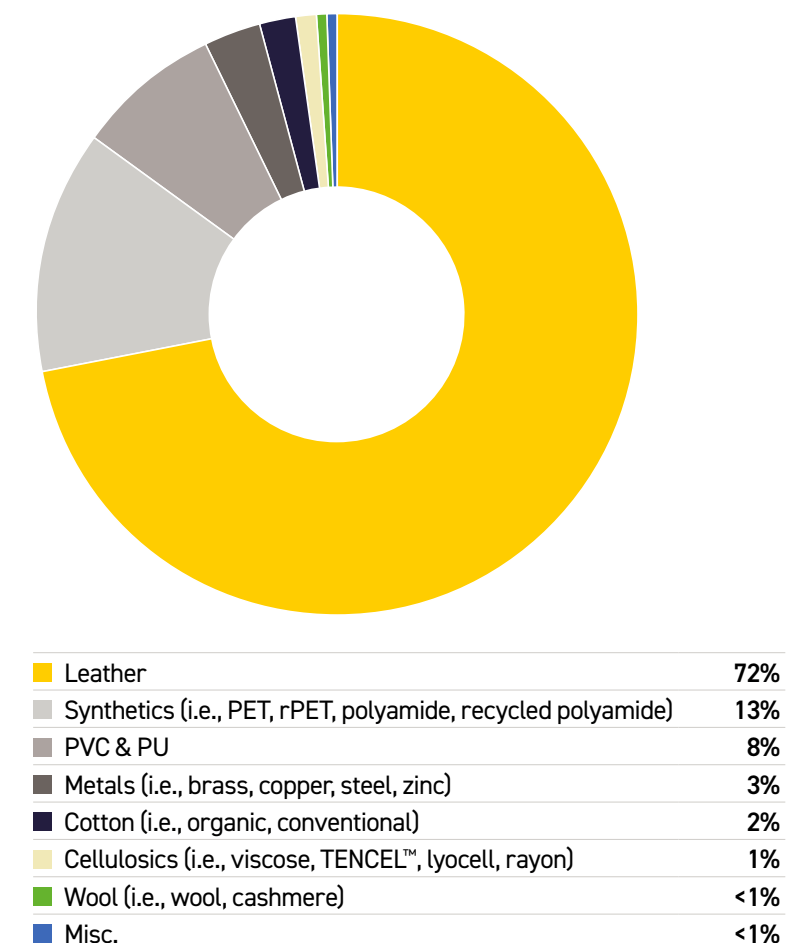
FY2022 TOTAL SCOPE 3 FOOTPRINT (MT CO₂e)



freight transportation. As a result, we purchased 36,384 MT CO₂e of carbon offsets, a mix of Verified Carbon Standard and American Carbon Registry standards.

As we work towards achieving our new GHG emissions reductions goal and net-zero by 2050, we know it will take the full participation of our business, our brands and our supply chain partners.

FY2022 EMISSIONS ASSOCIATED WITH RAW MATERIALS (PURCHASED GOODS & SERVICES)



In assessing our Scope 3 emissions, we also identified specific raw material-related emissions. This exercise is fundamental for Tapestry as we continue to procure more environmentally preferred materials and develop new products with circularity at their core, which, when coupled with our work on traceability, can enable us to reduce the GHG emissions associated with the production of our products.

CLIMATE CHANGE CONTINUED

RENEWABLE ENERGY

We are committed to procuring 100% renewable electricity in our own stores, offices and fulfillment centers globally by 2025. To achieve this goal, Tapestry divides our operating geographies into three regions (North America, Europe/United Kingdom, and Asia Pacific) to make the best regional sourcing decisions.

We work with a third-party energy procurement team to source renewable energy for our retail stores in deregulated electricity markets using green-certified renewable energy credits (RECs). We plan to transition to a broader renewable energy procurement mechanism allowing us to source high volumes of renewable energy at once. We are working with expert consultants to help source the contractors to build this project, and we are targeting a 50,000 MWh project in North America. For our operations outside of deregulated electricity markets, we purchased unbundled RECs in North America, the European Union and the United Kingdom. In FY2022, 67% of Tapestry's global operations were covered by renewable electricity.

Further, we ultimately plan to transition to mechanisms that allow for higher volumes of renewable energy to be purchased at once in most regions as they become viable. Our participation in **The Fashion Pact's** Collective Virtual Power Purchase Agreement (CVPPA) is an important first milestone on this journey. This partnership commits us, alongside 11 other fashion brands, to accelerate renewable electricity adoption by investing in new clean energy infrastructure. The initiative will begin in Europe and is expected to add more than 100,000 MWh

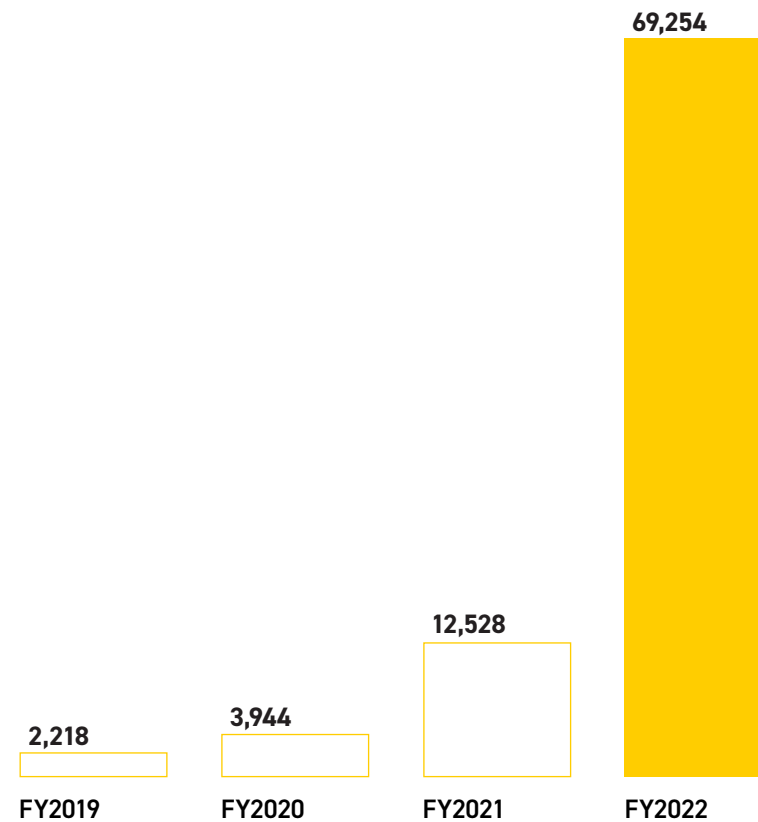
of new renewable electricity generation annually to the continent's power grid with plans to expand the effort geographically in the years ahead. The Fashion Pact is currently working with external consultants to finalize the project selection to meet the goals of this initiative.

We continue to engage with suppliers on renewable energy. Through the Higg FEM and survey responses from LWG audits, our suppliers reported that 9% of their total electricity consumption came from renewable

energy sources, an increase from 7% in the previous year. We plan to engage directly with our suppliers to support their transition to renewable energy.

In FY2022 Tapestry procured 67% of its energy from renewable energy sources, on the path to procuring 100% renewable energy by 2025.

FY2022 TOTAL RENEWABLE ENERGY PROCUREMENT (MWh)



BIODIVERSITY

In order to maintain critical biodiversity in ecosystems around the world we all have a duty to preserve and protect our vital ecosystems. We know our business has an impact on natural environments and we have an elevated responsibility to reduce that impact where possible through specific restoration initiatives.

As part of our partnership with **The Fashion Pact**, we are working towards their ultimate goal to support zero deforestation and sustainable forest management by 2025. Our initial biodiversity strategy aligns with recommendations from the **Science-Based Targets for Nature** and the **Accountability Framework**, however we aim to continue reviewing our strategy as more standards are released.

We are also working to identify and reduce our impact on the natural systems we source from by taking actions such as sourcing more environmentally preferred materials.

For more information, please read our CDP forest response [here](#).

95%

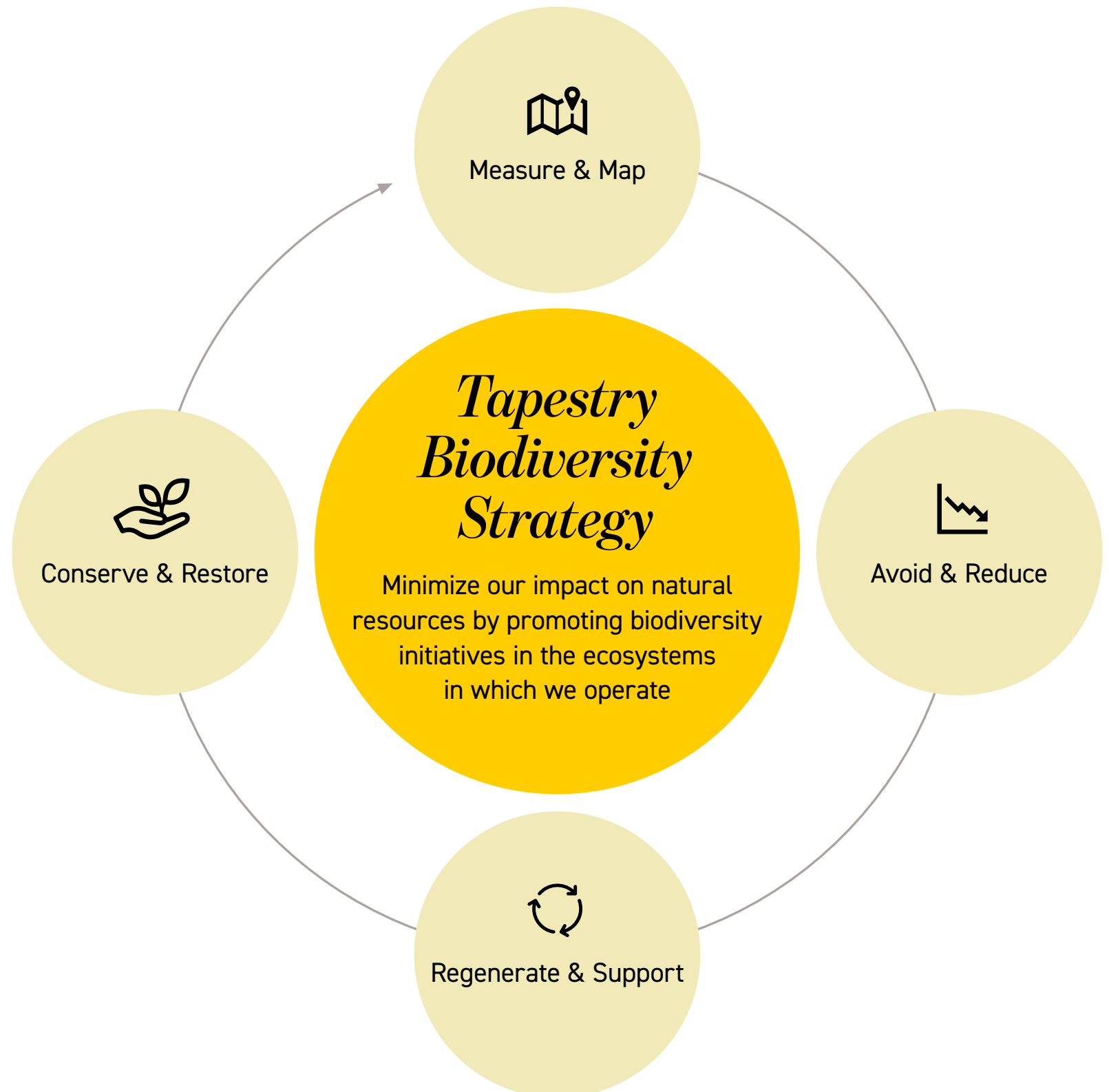
Tapestry's goal is to achieve 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain by 2025.



WWF

Our partnership with World Wildlife Fund

As one of our first climate change mitigation investments, in April 2022 the Tapestry Foundation announced a \$3 million four-year partnership with **World Wildlife Fund** (WWF) to support the development of an innovative system to enhance the traceability of the leather value chain in Brazil to drive a more sustainable future for the industry. This program aims to help our industry and others that rely on leather to ensure there is zero deforestation in the supply chain and promote biodiversity, conservation, and habitat restoration in the region. Read more about the program [here](#).

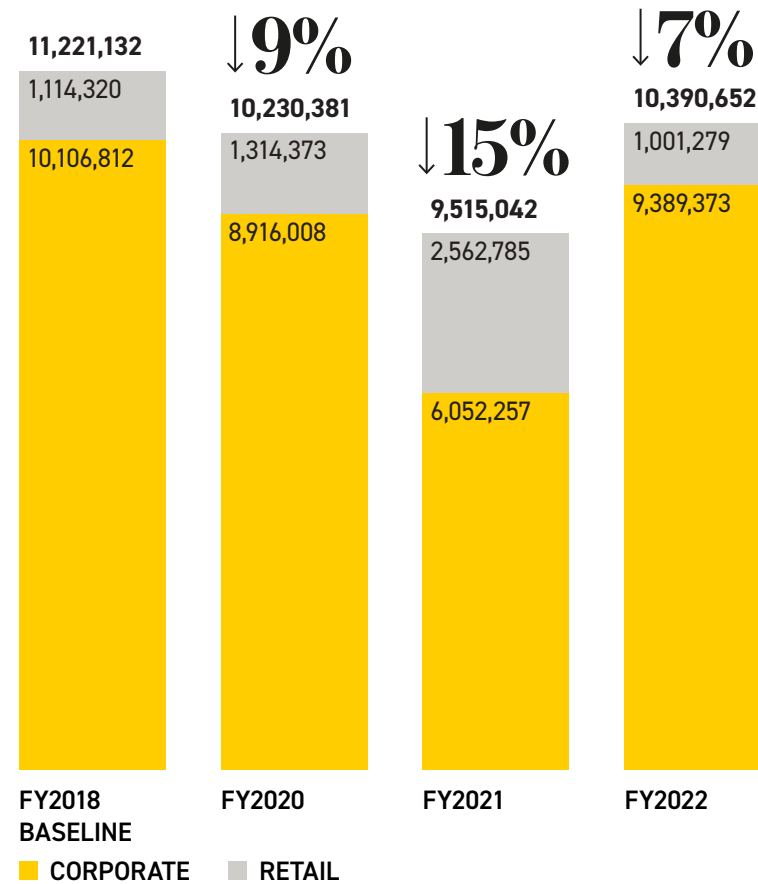


WATER

Apparel and fashion companies use a significant amount of water throughout the production process, so we are taking the necessary steps to reduce water use across our business. Tapestry aims to reduce water usage by 10% within our own operations from a 2018 baseline and across our supply chain from a 2020 baseline by 2025.

In FY2022, we experienced a 7% reduction in water usage from our own operations in North America compared to our 2018 baseline, however, we saw an increase from FY2021. We continue to track water usage at our corporate locations – including our offices and fulfillment centers – and acquire data for most of our U.S. store locations. We attribute the increase in water usage from FY2021 to our employees returning to our offices at our New York and New Jersey corporate sites. We continue to utilize low-flow filters and implement irrigation measures to reduce water use and regulate water usage over time.

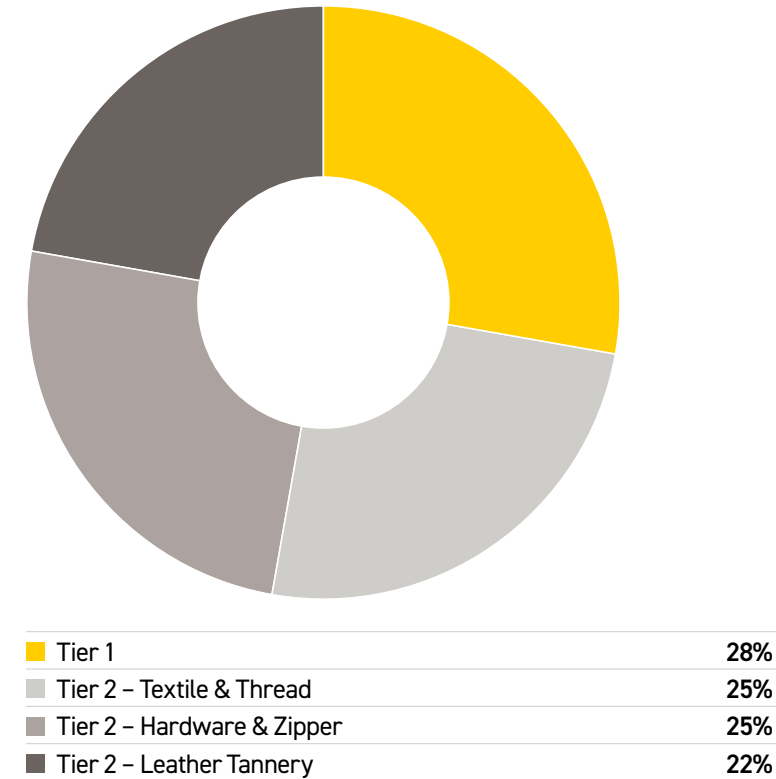
WATER USAGE IN OPERATIONS (GALLONS)⁴



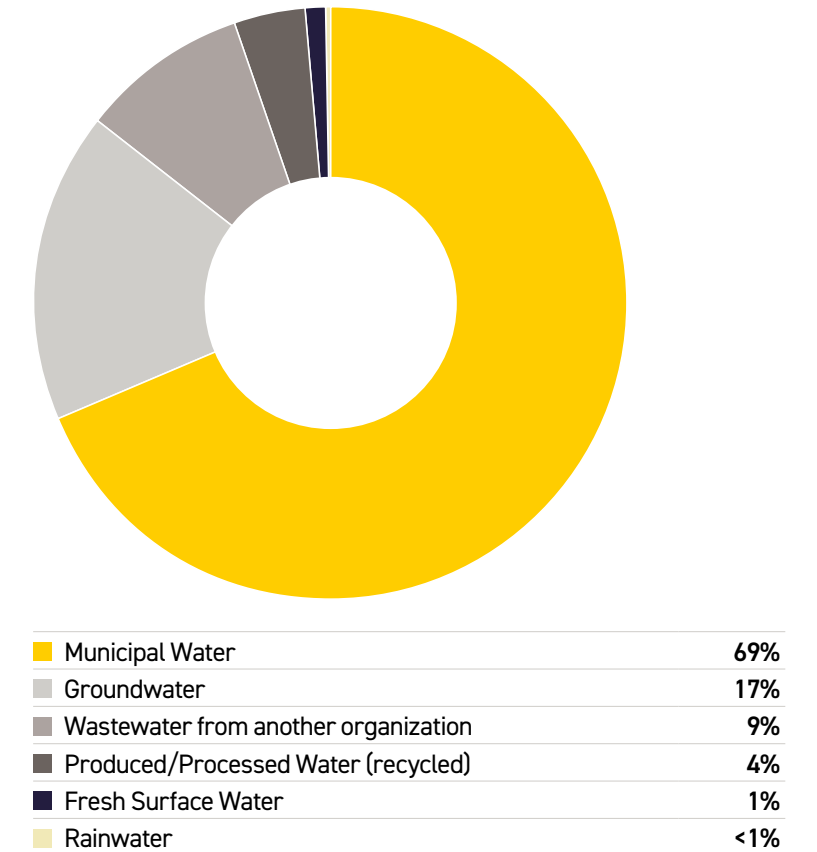
WATER IN OUR SUPPLY CHAIN

We're helping our suppliers consider how to reduce their overall water usage at every opportunity. As a result of the increased data visibility through the Higg FEM and ongoing water hotspot mapping across our supplier base, we can better understand challenges and opportunities specific to their business operations. As a part of our climate scenario

TOTAL SUPPLY CHAIN WATER USE BY TYPE⁵



TOTAL SUPPLY CHAIN WATER BY SOURCE⁵



⁴ Our corporate locations include our fulfillment center, facilities and offices within the U.S., and retail locations.

Retail locations covers municipal water consumed by stores across all three brands where utility data is available.

⁵ Based on data collected through verified Higg FEM responses and LWG audit results.

analysis, we had expert consultants conduct a water risk assessment of Tapestry's operations and parts of our supply chain using the **World Resources Institute's Aqueduct Tool**. For more information, please read our CDP water response [here](#).

This year we saw a 43% increase in our supply chain's water usage primarily due to the expansion

of the number of suppliers included in our Higg FEM reporting from 72 to 82. In early FY2023, we began engaging directly with our suppliers to influence water reduction practices such as adopting water efficiency technologies, better on-site tracking of water use and increasing total recycled or reused water onsite.

WATER CONTINUED

WASTEWATER AND EFFLUENTS IN OUR SUPPLY CHAIN

All of Tapestry's direct suppliers are required to adhere to all applicable laws and regulations of the regions in which they operate, including local laws regarding wastewater discharge permits. If a supplier is found to be operating out of accordance with these regulations, we expect them to promptly develop and implement measures to correct issues of non-compliance.

We work closely with our suppliers through the remediation process, including root cause analysis, goal setting, corrective action planning and follow-up.

Tapestry's suppliers who submitted verified Higg FEM responses in FY2022 have reported a total quantity of 2,030,464 m³ of wastewater. As part of our water and carbon assessment with third-party consultants, we found that 10% of our reporting supplier sites already reuse or recycle their wastewater and we are now exploring options to expand this to additional sites.

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



MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING

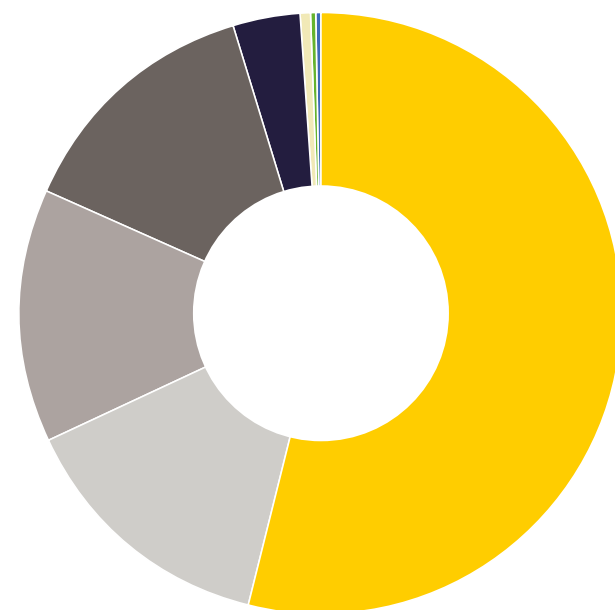
Since the announcement of our traceability commitment in 2019, Tapestry has worked with a variety of NGOs and third-party providers to map the supply chains of key raw materials. More information on those pilot projects can be found in our [FY2021 CR Report](#).

In FY2022, Tapestry looked to expand this work into a formal traceability program that allows us to not only make strides towards achieving the goal of mapping and tracing 95% of raw materials but also allows us to continue to scale our responsible sourcing practices and address environmental and social risks in our supply chain. We began implementation of a traceability platform that will manage all preferred material certifications, enable supply chain mapping and material and product chain-of-custody, among other functions. We are working to integrate it with our existing internal systems and roll out this new tool across our supply chain.

We continue to remain engaged with our industry partners and peers across the fashion industry. Many of our aspirations for a more responsible and transparent supply chain will require collaboration to find and implement solutions around traceability and material sourcing. We remained active in the [American Apparel & Footwear Association](#), speaking in FY2023 on panels both about our work on traceability and efforts to combat deforestation. We were

involved throughout the year with the LWG's Traceability Working Group and look to continue to collaborate with LWG as they work toward implementing new traceability requirements in the leather sector.

FY2022 MATERIAL USE BY WEIGHT



Leather	54%
Synthetics (i.e., PET, rPET, polyamide)	14%
PVC & PU	13.8%
Metals (i.e., brass, copper, steel, zinc)	13.6%
Cotton (i.e., organic, conventional)	3.5%
Cellulosic (i.e., viscose, TENCEL™, lyocell, rayon)	<1%
Misc	<1%
Wool (i.e., wool, cashmere)	<1%



MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING CONTINUED

ENVIRONMENTALLY PREFERRED MATERIALS

Tapestry is focused on sourcing environmentally preferred materials across our business units and has already started working towards new material-specific targets in 2022. Our key material targets are:

90%

of leather will be sourced from Silver- and Gold-rated LWG tanneries by 2025

10%

of leather will be sourced from farms using regenerative agriculture practices, made with recycled inputs, or made with next generation materials by 2030

95%

of polyester will be from pre- or post-consumer recycled sources by 2027

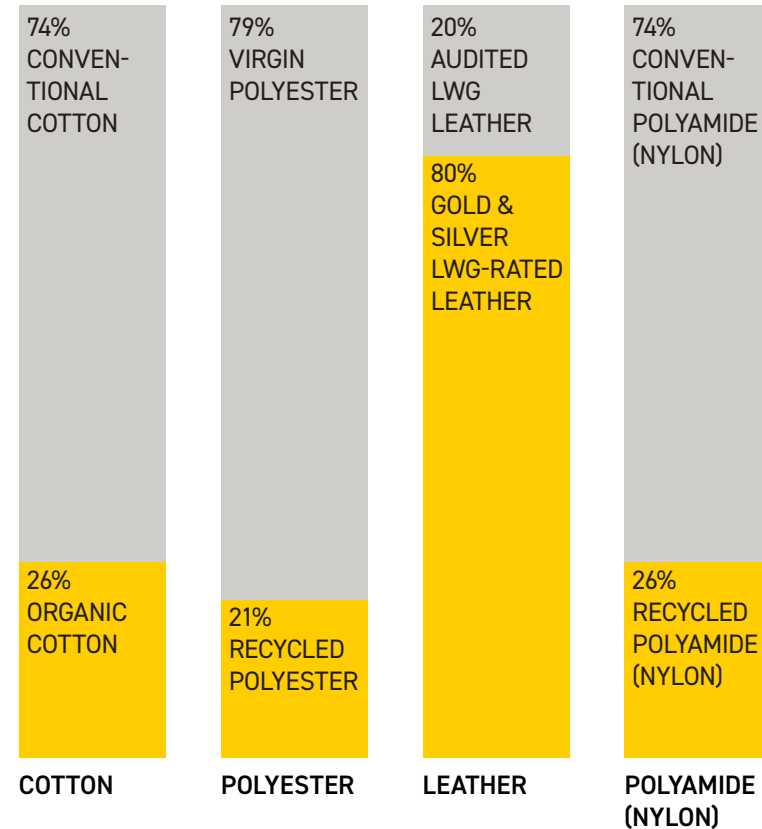
95%

of polyamide (nylon) will be from pre- or post-consumer recycled sources by 2025

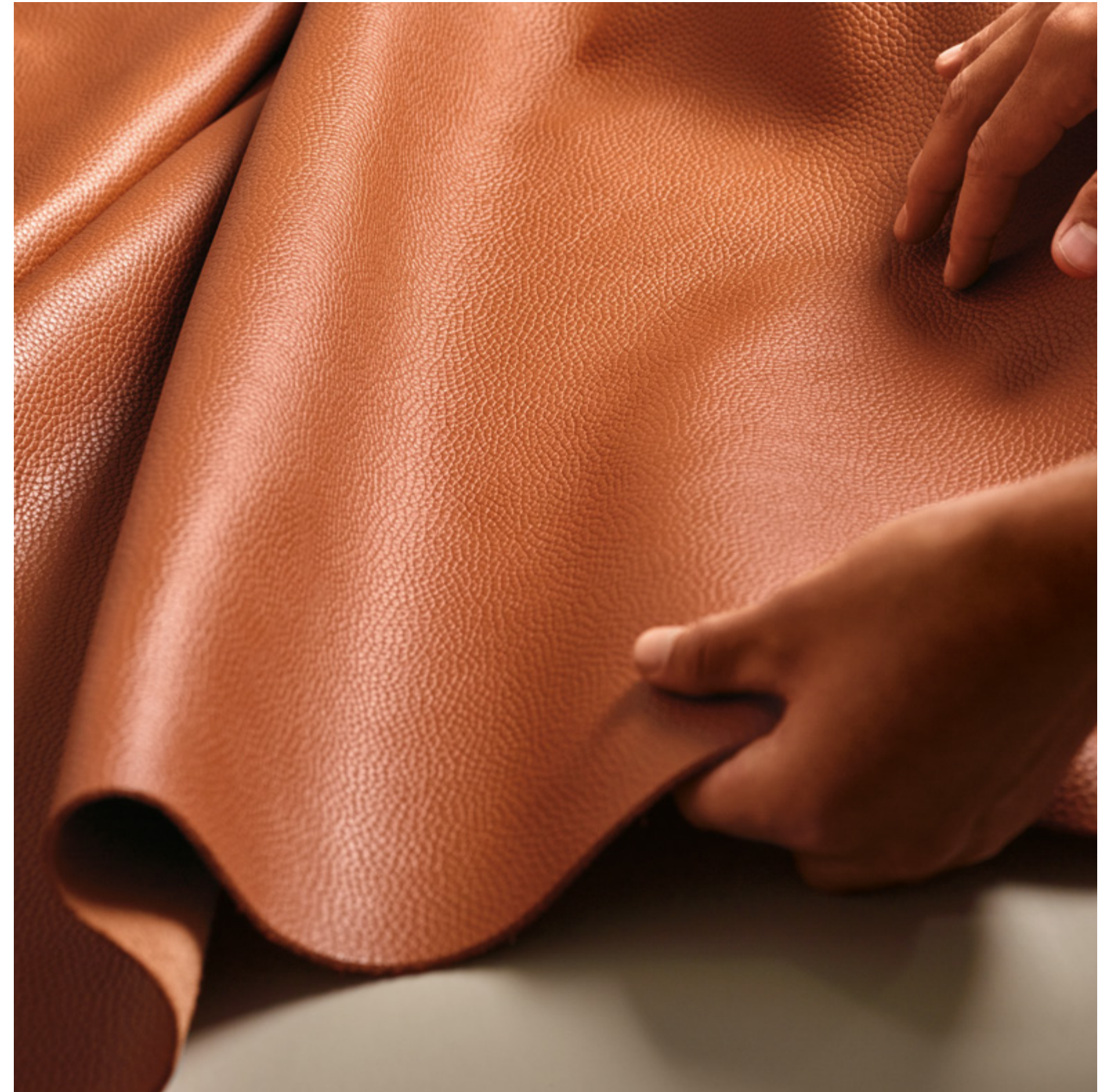
90%

of cotton will be organic- or regenerative-certified by 2025

FY2022 ENVIRONMENTALLY PREFERRED MATERIAL USE



In FY2022, we joined **Textile Exchange**, an organization that brings together brands, suppliers and companies to create a more sustainable and responsible textile industry.



MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING CONTINUED

LEATHER

Leather represents over 50% of Tapestry's raw materials by weight and as a result is one of our key focus areas in our strategy to reduce our impact on the environment. We are engaging with both internal stakeholders, to prioritize sourcing leather in the most responsible manner, and external stakeholders, to influence an accountable leather value chain.

We continue to engage as a member of the **Leather Working Group (LWG)**, a non-profit membership organization responsible for the most widely respected leather manufacturing standard. The LWG assesses environmental compliance and performance capabilities of leather manufacturers and promotes sustainable and responsible environmental and social business practices within the leather industry. Our VP of Footwear sits on the Technical Subgroup (TSG) of the LWG, helping with the development and continuous improvement of the LWG Audit Standards. The TSG is also responsible for incorporating emerging sustainability and environmental best practices in the LWG protocol to keep it current.

We have a goal to source 90% of our leather from Gold- or Silver-rated LWG tanneries by 2025. In FY2022, 80% of the leather we sourced was from Gold- or Silver-rated tanneries. We are confident we will reach our goal before 2025.

As part of Tapestry's traceability program, we are continuously exploring and evaluating technologies that can increase our ability to track the origin(s) and/or production locations of our fibers, materials and products. We are currently piloting the use of a DNA tracer applied during the finishing of our leather to understand the efficacy and implications of this technology. We are excited about this and other innovative opportunities to identify and adopt tools that we can leverage to enhance the responsibility and transparency of our supply chain.

REGENERATIVE AGRICULTURE

As a part of our environmentally preferred materials strategy, we are aiming to source 10% of our leather from farms using regenerative agriculture practices, made with recycled inputs, or made with next generation materials by 2030. Through our third-party partner, **Other Half Processing**, we're supporting regenerative agricultural practices – those that help maintain and rejuvenate grasslands, increase biological diversity, soil health and productivity, and could lead to increased carbon absorption.

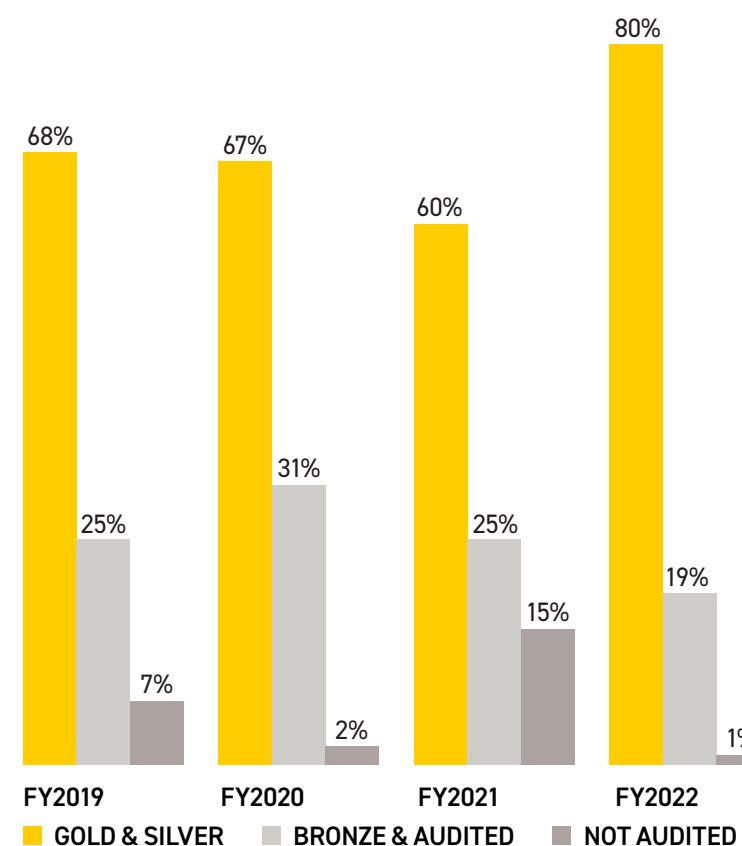
We also announced a partnership with the Land to Market, a Public Benefit Corporation started by the **Savory Institute**. Land to Market is the first verified sourcing solution for regenerative agriculture. The organization works directly with farmers, ranchers and other raw material producers using Ecological Outcome Verification™ (EOV),

a scientific protocol that measures land health and verifies whether farmland is in a state of regeneration or degeneration. By utilizing regenerative raw materials that have a net positive impact on the environment, improve biodiversity, and result in a reduction of CO₂ emissions, Tapestry and its brands will be able to further reduce its impact on climate change.

80%

of our leather was sourced from Gold- or Silver-rated LWG tanneries

LWG RATING



Focusing on innovation in traceability

We are proud to collaborate with the **United Nations Economic Commission for Europe (UNECE)** on a traceability pilot project harnessing the power of blockchain technology to improve due diligence and sustainability in leather value chains.

Beginning in 2021, we worked with multiple suppliers along the leather supply chain to collect documentation that supported a set of four claims, including supplier-level environmental and social certifications. This pilot established a chain-of-custody of leather uppers used in a specific style of Coach footwear.

Learnings from participation in this pilot are informing Tapestry's traceability program including refinement of our approach to supply chain mapping, enhancement of document collection and storage, and furthering supply chain capacity building.

MATERIAL TRACEABILITY AND RESPONSIBLE SOURCING CONTINUED

MATERIAL SUBSTANTIATION FOR MARKETING CLAIMS

Tapestry maintains Environmentally Preferred Materials Guidelines as an internal resource to provide guidance to Tapestry employees on how to adopt more environmentally preferred materials and production processes. The Guidelines also note requirements and documentation needed to make raw material or environmental benefit marketing claims about a material or product. In FY2022, we streamlined our internal process for vetting and verifying marketing claims.

CHEMICALS

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 is reinforced through three key activities:

- Certificate of Compliance: we require all vendors who supply materials or finished goods to our company to annually renew their Certificate of Compliance, which certifies that all materials, products, components and packaging materials comply with applicable laws and our RSL.
- 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.

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

PRODUCT PERFORMANCE

At Tapestry, every product should meet both our customers' expectations and our own high standards of craftsmanship, making sure all

products align with our Performance Standards for Raw Materials and Finished Products, which aim to ensure products can withstand harsh environmental conditions and avoid adverse reactions during the manufacturing process.

Our Quality Assurance program requires that, at a minimum, any manufacturer or supplier

of materials to be used in our products must be able to demonstrate that it employs a comprehensive internal quality assurance program and supporting programs, including in-line audits and finished goods inspection. In addition, our manufacturers and suppliers must demonstrate access to an approved testing laboratory.



WASTE AND RECYCLING

Waste management and reduction is a critical part of decreasing the footprint of our direct operations and our supply chain. We are innovating and rethinking historical fashion industry norms by reusing, recycling and repurposing, which ultimately results in less waste to landfill. These efforts extend the life of our products and contribute to a more circular economy.

OPERATIONAL WASTE

In FY2022, our total municipal waste consumption across our fulfillment centers and offices in North America was 6,292.63 tons. This represented a 59% increase from our 2018 baseline, driven by a refinement in our data collection methods at a number of our sites and facilities. In addition, we diverted 73% of waste from landfills.



We can attribute the increase in waste from previous years to the following developments:

- Our Jacksonville, FL Fulfillment Center began operating its “annex,” opening an additional 200,000 square feet of space.
- Began tracking waste at the Coach (Re)Loved and Repair Workshop in New Jersey.

With the introduction of more accurate data, we are exploring setting a new baseline for our waste target. Despite these challenges, we continue to work towards our goal to reduce waste from our North American corporate offices and fulfillment center by 25% below FY2018 levels by 2025. In FY2022, we conducted additional third-party waste audits at our Jacksonville and Ohio fulfillment centers. These audits identify areas of opportunity to reduce the amount of waste that goes to landfill. In one example of the success of these audits, the Jacksonville facility installed two more recycling bailer machines to process additional paper and plastic.

Recycling programs help us keep materials out of landfills and minimize our environmental impact. Where our teams have a surplus of sample materials, such as fabrics or leathers, we aim to donate these materials to organizations that donate or recycle them. While our first goal is to sell all product through retail, after exhausting all sellable options including repairs

and Coach (Re)Loved, we work with donation partners to find the best end-of-life solutions for our products. In FY2022, we diverted 1,630 total units of product from landfill through donation, repurposed through Coach (Re)Loved or employee sample sales. These alternate pathways find new channels for returned products that are not able to be sold to the general public or are obsolete.

TRUE Zero Waste certification

In FY2022, Coach began the process to achieve TRUE Zero Waste certification for its Coach (Re)Loved Repair and Workshop in New Jersey. As a result, Coach is aiming to achieve a 90% landfill diversion rate at the Coach (Re)Loved Repair and Workshop each year, beginning in FY2023. The facility also underwent a third-party waste audit as part of an overall waste reduction analysis.

WASTE AND RECYCLING CONTINUED

PACKAGING

We continue to work on reducing or eliminating materials in our packaging and increasing the use of recycled content wherever possible. Our goal is to have at least 75% recycled content in packaging by 2025. We continue to encourage consumers to recycle or reuse the packaging they receive and enable this by ensuring that our packaging is recyclable in most municipal facilities.

Our Packaging Task Force has made great strides since its inception in FY2021. This cross-functional group identified key areas for potential improvement within packaging across all three of our brands and has begun to determine when and how we can meet our packaging-related goals.

We are beginning to test a recycled content foam as a replacement for traditional foam used in packaging for our products. We anticipate having initial data from this pilot within the next year.

Additionally, Stuart Weitzman will soon introduce dust bags with recycled content in packaging, something that Coach and kate spade new york have already transitioned to. With Coach specifically, we transitioned the brand's dust bags and clam shells to at least 75% recycled content globally.

⁶ Including retail shoppers & boxes, outlet shoppers & boxes, shoe boxes, hang tags/stickers, dust bags, and ribbon.



WASTE AND RECYCLING CONTINUED

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

We imagine a future where our products, through our high standards for quality and increased design innovation and customer engagement, can be continuously reused, repurposed or recycled. FY2022 was an important year in the development and scaling of several initiatives to further our vision towards a circular business.

In FY2021, Coach commissioned a study to investigate opportunities to reduce GHGs associated with its iconic Swinger leather shoulder bag. The study provided important insight into the overall repair and resale process. For more information, please see our [FY2021 CR Report](#).

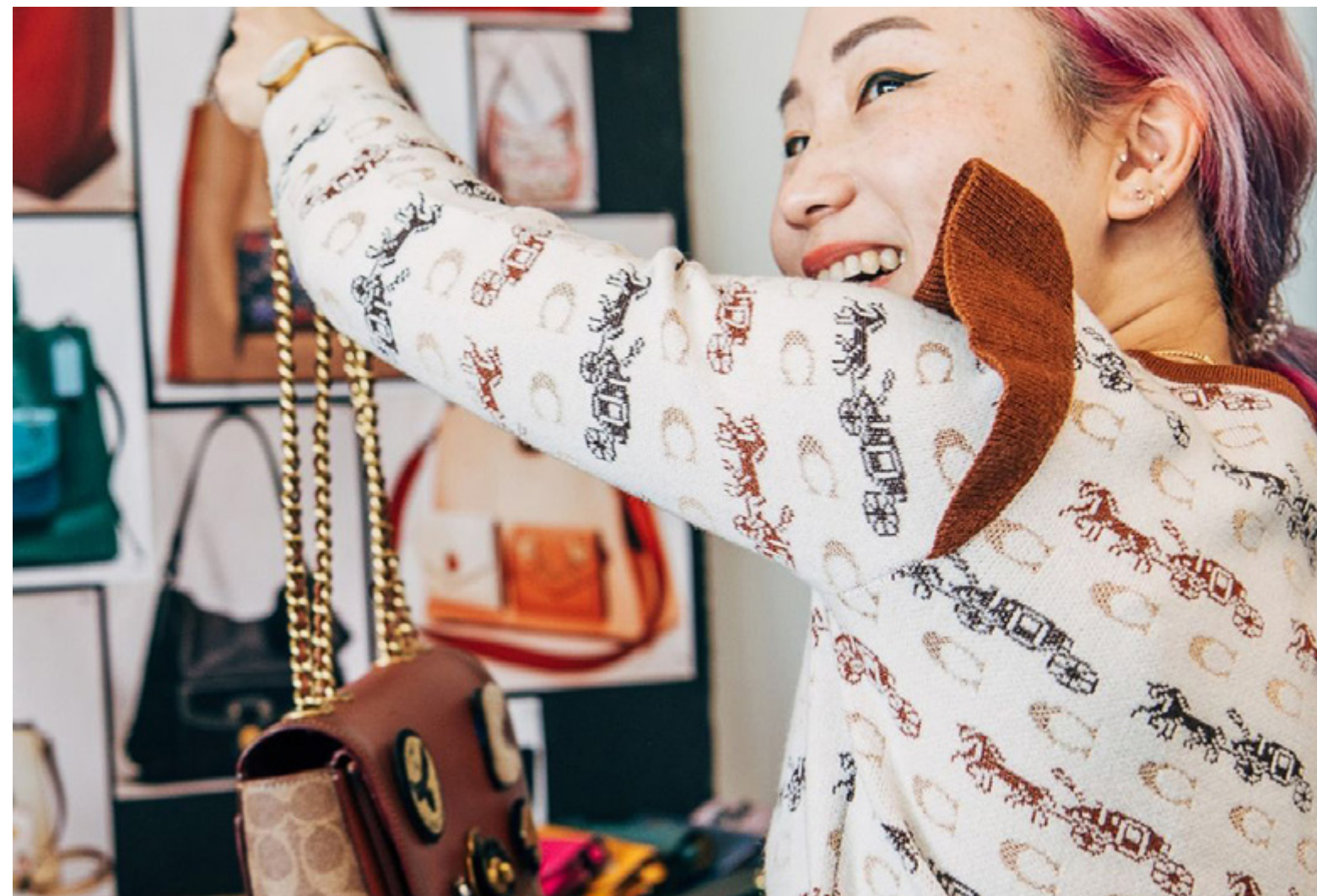
In less than 18 months, the Coach (Re)Loved program scaled from a pilot to a full portion of the brand's business. The program includes four key segments – Coach Upcrafted, Coach Remade, Coach Restored and Coach Vintage – that give pre-loved and damaged Coach products a second life as well as Coach (Re)Loved Exchange, a trade-in program where customers can swap eligible pre-loved Coach bags for credit towards their next purchase. Coach Upcrafted are one-of-a-kind products reimagined by Coach

designers and craftspeople. Coach Restored products are carefully brought back to their original condition. Our Coach Remade collection deconstructs products that are beyond-repair to repurpose them into entirely new products.

Coach (Re)Loved is supplemented by a robust repair program, which has preserved more than 27,000 items in North America. Whether through exchange, resale, recycling or repair, the Coach

(Re)Loved program works to renew even seriously damaged products, giving them new life and further longevity instead of entering the waste stream.

We are now expanding Coach (Re)Loved into China, Japan and the United Kingdom. Coach is also gathering significant data on the long-term wear of its products to improve the longevity and durability of future new goods. This is an integral piece of Coach's future vision for circularity.



Coach (Re)Loved and Repair by the Numbers in 2022

266,000+

products repaired globally over three years⁷

27,000+

customer bags repaired in North America

10,900+

Coach products given a second life through Coach (Re)Loved

In 2022, the Coach (Re)Loved & Repair Workshop hosted vintage collectors to create their own one-of-a-kind bags from preloved materials.

⁷ Number is calculated including global repairs from FY2019 through FY2021.

WASTE AND RECYCLING CONTINUED

INVESTING IN THE NEXT GENERATION OF DESIGNERS

Given the fast-moving nature of fashion business and improvements in sustainability and circularity, continuing education for both the current and future generations of designers is vital. In FY2022, the Coach Foundation partnered with the **Council of Fashion Designers of America (CFDA)** to launch the **Coach Dream It Real x CFDA Design Scholarship**, directly supporting students from underrepresented backgrounds studying fashion design. The initial focus of this program is to help students understand the value of circularity and the principles of circular design.

Coach provided students with materials traditionally found in factory waste and encouraged them to come up with original designs from those materials. Students presented to Coach employees and gained valuable feedback on the design's potential from conception through end-of-life recycling. Additionally, the first class of 15 recipients received scholarships up to \$25,000 to help fund their tuition and early careers.

COACH (RE)LOVED CRAFTSPERSON APPRENTICESHIP PROGRAM

The Coach (Re)Loved Craftsperson Apprenticeship Program is designed to develop a new generation of craftspeople who are passionate about being part of a more circular future in fashion. Over the course of a year, participants get hands-on experience repairing, restoring, upcrafting and remaking a variety of Coach pre-loved products from customers.

Alex Lodata, one of four participants in this year's Apprenticeship, reflects on his journey to date:



Q&A WITH COACH CRAFTSPERSON APPRENTICE

Alex Lodata

How did you find your way to the program?

I had been working in a Coach store since 2016 and saw a posting that the company was looking for applicants for the program. I've been working in retail my whole life and working within Coach gave me an appreciation for the leatherwork that goes into each product. Once I learned more about what went into this leatherwork, I knew it was something I wanted to grow with.

Can you describe what your day-to-day duties are?

I spend time working on customer repairs – things like stitching and edge painting, repairing straps, replacing loops and more. There's a good amount of detail that goes into this work.

What do you find most rewarding about the work you're doing?

I've learned so much. The first three to four months were spent learning the inner workings of what it truly takes for repairs. I'm also learning about what goes into sorting customer-returned products and other preloved items. It truly takes a village here to make it all happen.

Inaugural Coach and kate spade new york Circular Design Workshop

To encourage our designers at Coach and kate spade new york to think systematically about the items we make, learn about the principles of circular design and explore how our products can flow through circular business models, our ESG & Sustainability Team hosted two-day, in-person workshops led by circular economy experts at **Cascade Circular**. Around 40 designers participated, working through exercises such as product disassembly and life extension.





Our Communities

As a purpose-led organization we live our values by supporting the communities where we live, work and make our products. We also believe that when we stand together as a house of brands we can reach further and give more.

Our Communities

Tapestry is committed to driving change on some of the most critical global social issues and we are supported by our employees' passion for volunteerism and our strong relationships with community partners across the globe.

OUR COMMUNITIES GOALS FOR 2025 AND BEYOND

- 500,000 volunteer service hours completed by our employees around the world by 2030.
- \$75 million in financial and product donations to non-profit organizations globally.
- 100,000 people working in the factories crafting our products will have access to empowerment programs during the workday.

UN SUSTAINABLE DEVELOPMENT GOALS OUR COMMUNITIES WORK SUPPORTS:



Employees from kate spade new york's partner facility Abahizi Rwanda

OUR COLLECTIVE GIVING

We unlock our greatest potential for collective impact by uniting the unique passions and strengths of each of Tapestry's brands.

In FY2022, we contributed over \$40 million in financial and product donations to causes and organizations representing what's important to Tapestry, our brands and our employees. Across our giving platforms, we reached over 750 charities through volunteering, returning our total community investment to pre-pandemic levels. We also aligned much of our foundational giving to support our overall ESG priorities.

100,000 hours

More than two years early, we met our 2025 goal of serving 100,000 volunteer hours. We are increasing this commitment to 500,000 hours by 2030.

tapestry

FOCUS AREAS: Promoting equity, fighting climate change and caring for our people

We are dedicated to *Stretching What's Possible* by supporting social and environmental programs focused on access and opportunity, while nurturing the vibrancy of our global communities.

Our goals are to reach 500,000 volunteer hours by 2030 and provide access for 100,000 people working in factories crafting our products to empowerment programs during the workday.



Our Social Impact
\$40m
 This year, we contributed \$40 million in collective giving

COACH

FOCUS AREAS: Equity Education and Youth Development

Coach Foundation's mission is to create opportunities and remove barriers for the next generation of young people who have the courage to *Dream It Real*.

Our goal is to award 5,000 scholarships to underrepresented students around the world by 2025.

kate spade

NEW YORK

FOCUS AREAS: Women's Mental Health and Empowerment

We at kate spade new york believe that good mental health is a fundamental human right for everyone. With our social impact work, we aim to address a truer, fuller spectrum of a woman's joy, by putting mental health at the heart of women's empowerment.

Our goal is to reach 100,000 women and girls with access to empowerment and mental health resources by 2025.

STUART WEITZMAN

FOCUS AREA: Women's Empowerment

Stuart Weitzman is committed to celebrating the strength of women and girls, inspiring their confidence and empowering them through authentic partnerships and programs to create meaningful change in communities we live and work in around the world.

THE TAPESTRY FOUNDATION

In July 2021, we founded the Tapestry Foundation, dedicated to **Stretching What's Possible**. The Foundation supports social and environmental programs dedicated to access and opportunity, while nurturing the vibrancy of our global communities through priority areas on equity and climate.

The Tapestry Foundation invests in solutions that creatively challenge the status quo to transform livelihoods and conserve the land where we do business. We fund innovative work that delivers bold community-driven solutions aligned with our values, which includes empowering our global workforce through the Tapestry Gives employee engagement program and funding other strategic partnerships.



\$2m

awarded in grants towards philanthropic priority areas in FY2022: fighting climate change, promoting equity and supporting our people.

\$3m

over four years to combatting deforestation in the leather supply chain with WWF.

For more information, visit the [Biodiversity](#) section.

TAPESTRY FOUNDATION PRIORITY FUNDING AREAS

PROMOTING EQUITY

We build innovative partnerships to promote equity in our organization and our industry to complement and support the work set by Tapestry's EI&D strategy. Read more in the [Possibilities for Everyone](#) section.

HIGHLIGHT:
[Fashion Institute of Technology's Social Justice Center \(SJC\)](#)

In December 2021, the Tapestry Foundation announced founding support of the Fashion Institute of Technology's SJC. This first-of-its-kind higher education initiative serves to increase opportunity and accelerate social equity within the creative industries for the BIPOC community.

FIGHTING CLIMATE CHANGE

We partner with conservation and climate leaders around the globe to complement and support the ambitious goals set by Tapestry's ESG strategy and push our industry to fight against the causes of climate change. Read more in the [Climate Change](#) section.

HIGHLIGHT:
[World Wildlife Fund \(WWF\)](#)
As one of our first climate change mitigation investments, in April 2022 the Tapestry Foundation announced a \$3 million four-year partnership with WWF to support the development of an innovative system to enhance the traceability of the leather value chain in Brazil to drive a more sustainable future for the industry. This program aims to help the fashion industry and others that rely on leather to ensure there is zero deforestation in the supply chain and promote biodiversity, conservation and habitat restoration in the region.

CARING FOR OUR PEOPLE

We support Tapestry employees, their families and communities by investing in the causes they care about, powering the Tapestry Gives employee engagement program, and aiding disaster recovery efforts after natural and humanitarian disasters. Read more about Tapestry Gives on the following pages.

HIGHLIGHT:
[ERG Community Grant Program](#)
In FY2022 the Tapestry Foundation launched the ERG Community Grant Program, which supports all of Tapestry's ERGs with charitable grant funding for partnerships with organizations connected to the specific missions of each ERG. In FY2022, the Tapestry Foundation donated \$141,000 to 19 organizations around the world as nominated by our ERGs.

TAPESTRY GIVES

Tapestry Gives is Tapestry’s global employee engagement program. It provides our employees with the tools and resources they need to give back within their communities and empowers them to volunteer with the causes that align with their passions.

VOLUNTEERING AT TAPESTRY

Volunteering is core to who we are as a purpose-led company with employees who **Stretch What’s Possible** with the generosity of their time, talent and resources.



The credit of achieving our 2025 volunteer goal early goes to the thousands of employees across our brands and regions, who even through unprecedented times, prioritized making a difference in their local communities. All global employees, including part- and full-time corporate, field and fulfillment center, receive up to one paid day a year of Volunteer Time Off to support causes they are most passionate about.

Our employees take pride in supporting their local communities individually and as a team, and Tapestry Gives allows them to give back

in the ways that work best for them through virtual volunteering options, flexible scheduling and a localized approach. This localized approach is spearheaded by our +250 Employee Volunteer Ambassadors around the world who champion our culture of service and bring Tapestry Gives to life.

FY2022 marked the most volunteer hours completed by our employees since we set our 2025 goal in 2018. Our employees served as mentors for first-generation college students from underrepresented backgrounds, participated in letter writing campaigns to bring comfort and joy to those in need and served at local soup kitchens and food pantries to combat food insecurity.

MATCHING GIFTS

To encourage employee involvement and recognize their contributions to their communities, The Tapestry Foundation matches the personal charitable giving of eligible employees in North America up to \$10,000 each year, with up to \$1,000 matched 2:1.

Since the program’s inception in 2010, we have donated over \$4.8 million, including almost \$400K in FY2022. This is in tandem with Tapestry’s Dollars for Doers program, which provides micro-grants to eligible non-profits based on employee volunteer hours.

FY2022 Employee Engagement

51,750+
Global Volunteer Hours

750+
Charities Reached

3,100+
Employee Volunteers

1,700+
Team Events

COACH – SOCIAL IMPACT

Coach began with the dream of first-generation American immigrants. In the many years since, Coach has paid that success forward through the Coach Foundation, creating opportunities for underrepresented young people to pursue their passions.

DREAM IT REAL

Dream It Real is our Foundation’s core mission focused on providing opportunities and removing barriers for the next generation of young people who have the courage to dream it real. We believe in the power of the next generation in helping create a more equitable world, and that their ideas, actions and leadership will solve today’s most pressing issues around climate change, social justice, public health and more.

Dream It Real has reached over 150,000 young people around the world and has a goal to provide 5,000 scholarships to students by 2025. By developing thoughtful, life-changing opportunities for the next generation, the Coach Foundation is uplifting the voices of tomorrow.

In FY2022, Coach and the Coach Foundation invested \$12.5 million in financial grants and product donations to advance our mission and charitable causes around the world.

Provide 5,000 scholarships to young people by 2025 through The Coach Foundation

COACH “DREAM IT REAL” CLOSETS

In FY2021, we launched Coach “Dream It Real” Closets with the objective to donate professional bags and clothing to students and non-profits in our Dream It Real network. To date, we’ve donated more than \$20 million of product through Dream It Real as a whole. We’ve provided thousands of young people with handbags, ready-to-wear and footwear to help them in interview and job-readiness moments as they pursue their paths and purpose. We currently have seven Coach Closets at HBCU campuses around the U.S.

Coach Mentor Program:

We know it takes more than dollars to support the dreams of the next generation. That’s why we also provide mentorship to our Dream It Real scholars. Every year, we match 250+ Coach employees with students to support them as they explore their personal and professional goals. Students are strategically matched with an employee with similar interests and career paths, meeting four to five times per year in addition to hosting the students at our corporate offices one to two times per year for ‘Dream Days’.

OUR PROGRAMS

DREAM IT REAL CHINA:
China Youth Development Foundation

Reaching 2,800 scholarships to rural students across China at five universities.

DREAM IT REAL UK:
UK Youth

Reaching 1,000 students with a custom Dream It Real Curriculum and have also provided scholarships and mentorship.

DREAM IT REAL JAPAN:
Katariba

Providing access to mentoring and to help thousands of Japanese young people develop skills towards achieving their dreams.

LGBTQIA+ YOUTH:

Supporting LGBTQIA+ youth through partnerships such as the Hetrick- Martin Institute, the Point Foundation, and CenterLink.

HBCU STUDENTS:

Providing over 100 scholarships to support HBCU students through our partnership with **Thurgood Marshall College Fund**.

HISPANIC/LATINX YOUTH:

Providing 150 scholarships to Hispanic/Latinx students through our partnership with the Hispanic/Latinx Scholarship Fund.

DESIGN SCHOLARSHIP:

Launching the inaugural Coach Dream It Real X CFDA Design Scholarship program to support young people who are changing the future of sustainable fashion.

LOGISTICS PROGRAM:

Supporting high school students with the opportunity to explore career paths and learn from Coach employees at our fulfillment center in Jacksonville, Florida.

COACH – SOCIAL IMPACT CONTINUED

Highlights

\$65m

donated to date from the Coach Foundation

4,200

scholarships awarded towards our goal of 5,000 by 2025

10

Dream It Real programs around the world

250

employee mentors supporting Coach Foundation scholars

150,000

young people reached since launching Dream It Real



“The Coach Foundation has provided me with a safe space to voice my aspirations.”

Dream It Real Scholar

“Thank you Coach for believing in me and my story. This program has been helpful beyond financing my college experience. In year one, I was able to grow a special bond with my mentor beyond academics, he felt like my friend. I cannot wait to see what the next three years bring.”

Dream It Real Scholar

“Being a Dream It Real mentor has been an honor. To be a role model to our next generation has been so rewarding and gratifying.”

Mandy Chai-Cashmon,
General Manager

Four-year scholarships for first generation college students

Through our partnership with non-profit organizations **The Opportunity Network** and **Bottom Line**, we provide 250 first-generation college students in North America with four-year scholarships to support their journey to and through college. Students in our program are now sophomores and represent 97% youth of color, attend 60 colleges across the United States and all are matched with a Coach employee mentor through our Dream It Real Mentor Program.

KATE SPADE NEW YORK – SOCIAL IMPACT

At kate spade new york (ksny) we believe that good mental health is a fundamental human right for everyone and we are uniquely positioned to make positive change and impact for women and girls' mental health. With our social impact work, we aim to address a truer, fuller spectrum of a woman's joy by putting mental health at the heart of our women's empowerment work.

In 2021, kate spade new york and its Foundation invested \$3 million to support the empowerment and mental health of women and girls with 25 partners globally. In addition, we have continued to use our brand platform to help destigmatize the topic of mental health and bring resources to our employees, customers and community. We aim to reach 100,000 women and girls with access to empowerment and mental health resources by 2025.

SUPPORTING THE BROADER COMMUNITY

In April 2021, ksny continued to broaden its impact in the community of Masoro, Rwanda, through their **on purpose** initiative by partnering with Isooko Community Development, a Rwandan non-profit dedicated to women's and youth health, education, and economic access. In 2021, ksny contributed \$177,000 to Isooko, which in part helped to fund the construction of the Masoro Sport and Learning Center. Abahizi Rwanda is located in Masoro. It's important to not only invest in women but also the communities they call home, for sustainable, long-term impact.

The Trevor Project

For the second year running, ksny partnered with **The Trevor Project**, the world's largest suicide prevention and crisis intervention organization for LGBTQ+ identifying young people. The partnership included:

- A global shopping event, which reached a maximum donation goal of \$157,275.
- An internal employee Thank-A-Thon, where employees wrote thank you cards to Trevor Project volunteers, who provide direct support to 150,000+ LGBTQ+ identifying youth each year.
- kate spade new york as a corporate match partner in The Trevor Project's end-of-year campaign, aiding the non-profit in reaching its goal of raising \$100,000.

For more on the reach and impact of ksny social impact work, please read the **2021 Social Impact Report**.

On World Mental Health Day, we launched a co-branded text line with our partners at Crisis Text Line and Kids Help Phone Canada. To connect with Crisis Text Line or Kids Help Phone Canada for free, 24/7, text-based mental health support, text KSHELPS to 741741 in the U.S. or 686868 in Canada.

100,000

We aim to reach 100,000 women and girls with access to empowerment and mental health resources by 2025.

kate spade new york's Social Impact Council, comprised of accomplished women leaders in the mental health and empowerment spaces, working to champion the integration of mental health into the empowerment agenda of women and girls globally.



KATE SPADE NEW YORK – SOCIAL IMPACT CONTINUED

PARTNERSHIP SPOTLIGHT: ON PURPOSE RWANDA

The ksny *on purpose* initiative delivers on its social impact mission to empower women and girls globally. Our *on purpose* supplier activates this mission locally, in Rwanda.

Nine years ago, ksny partnered with **Abahizi Rwanda**, an independent, employee-owned, B Corp-certified handbag manufacturer based in Masoro, Rwanda. The company employs more than 250 women from the local community, providing full-time employment, health benefits and a full spectrum life skills program including access to mental health support for all employees. Our work and partnership with Abahizi Rwanda was the genesis of ksny's work to integrate mental health into a women's empowerment intervention.



Quality inspection at Abahizi Rwanda

Highlights

To date, we have reached more than 43,100 women and girls with direct access to empowerment and mental health resources.

Through kate spade new york and our Foundation, we have invested more than \$3 million in women's and girls' empowerment and mental health organizations to 25 non-profit organizations globally.

In January 2022, we launched our Social Impact Council, comprised of women leaders in the mental health and empowerment spaces to champion this issue for women and girls around the globe.

We continued our commitment and innovation to ksny's social impact work in Rwanda, using our supply chain to empower women holistically and invest in the communities they call home. The brand manufactured over 20,000 handbags in Rwanda while also working to empower the women and men who work at Abahizi Rwanda, the manufacturing partner.

The brand received the 2021 Best Partnership Award from the National Council for Mental Wellbeing for training 80 kate spade associates in mental health first aid, in addition to our partnership providing 2,500 women and girls in the New York City area with access to mental health education tools.

STUART WEITZMAN – SOCIAL IMPACT

Stuart Weitzman is committed to celebrating the strength of women and girls, inspiring their confidence and empowering them through authentic partnerships and programs to create meaningful change in communities we live and work in around the world.

One of our most important achievements in FY2022 was expanding our partnership, on behalf of the Tapestry Foundation, with non-profit **Vital Voices** to facilitate the launch of the Bold Moves Grant. This effort directs significant investment to five inspiring women leaders, fostering lasting change in their communities from Peru to Pakistan.

In the U.S., students at Detroit's College for Creative Studies are able to enroll in a new semester-long course where they can design their own shoe collection and prepare two prototypes. Throughout the course, they get real-world experiences engaging with brand leadership, earning feedback and valuable growth. Our employees also mentor the students in our New York headquarters through apprenticeships and internships.

INHERSHOES

Stuart Weitzman also continued its partnership with **InHerShoes**, a California-based non-profit helping thousands of girls be 1% more courageous while fostering positive community impact. The partnership included a donation from The Tapestry Foundation, and future plans to develop mentorship and live event programming.

The brand also launched a limited-edition capsule with the **It Gets Better Project**, a non-profit dedicated to uplifting, connecting and empowering LGBTQ+ youth around the globe. The partnership includes a donation from Stuart Weitzman on behalf of The Tapestry Foundation.

During the ongoing COVID-19 pandemic, Stuart Weitzman's China-based team members organized a volunteer effort to provide groceries and necessary goods to individuals that were in lock-down. As a result, the team contributed 1,100+ hours to supporting our local communities through these deliveries.

All of our efforts are guided by purpose to empower strength through our people, our products and our communities.



Stuart Weitzman employees volunteering to provide goods during the ongoing COVID-19 pandemic

SUPPORTING WORKERS IN OUR SUPPLY CHAIN

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

HUMAN RIGHTS AND SUPPLY CHAIN LABOR PRACTICES

We hold our suppliers to our own high standards and require them to sign and comply with our **Supplier Code of Conduct**. Our SCOC prohibits the use of child or forced labor, and we maintain policies on modern day slavery and human trafficking in compliance with the **California Transparency in Supply Chains Act** (SB 657) and the **UK Modern Slavery Act 2015**. When onboarding direct suppliers that we contract to make our branded products, we request a credible social compliance audit report that was conducted within six months of the date of submission. Suppliers that fail to meet our standards are not approved until an acceptable audit report is provided. In 2022, we worked with third-party consultants to review our SCOC and have updated it to reflect industry best practices.

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

In addition, Tapestry holds a quarterly meeting to report on supplier social compliance with our Chief Supply Chain Officer. Tapestry is a partner of **ILO Better Work**, which takes an advisory approach to monitoring and protecting worker rights and wellbeing, helping companies and governments uphold the ILO's core labor standards and national labor laws.

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

In FY2022, we conducted approximately 150 audits; 89.4% of the audits were of our Tier 1 suppliers and 10.6% were facilities beyond Tier 1. Of these audits, approximately 94% were semi-announced and 6% were announced. Over 2,200 workers were interviewed throughout this year's audit process, and around 14% of the audits performed included an interview with a trade union representative. In addition to the audits we ordered or conducted, our teams reviewed audits through verified Higg Facility Social & Labor Module responses and other parties to ensure they meet our standards.

As a member of the **Sustainable Apparel Coalition** (SAC), 55 of our direct suppliers completed the Higg Facility Social & Labor Module (FSLM). These suppliers respond to questions related to social and labor impacts, including Recruitment & Hiring, Working Hours, Wages & Benefits, Employee Treatment, Employee Involvement, Health & Safety, Termination & Retrenchment and overall Management. 87% of the suppliers that completed the Higg FSLM had their responses verified, which allows us further insight into the social and labor practices within our partner factories.

WORKER EMPOWERMENT IN OUR SUPPLY CHAIN

Our 2025 goals include a commitment to provide 100,00 people working in the factories crafting our products access to empowerment programs by 2025.

To help us reach this goal, we're continuing our partnership with **BSR's HERproject**, a collaborative initiative that looks to empower low-income women in global supply chains through workplace-based programs. HERproject brings together global brands, factories and local NGOs to support programs on health, financial inclusion and gender equality. The initiative uses a data-driven approach to help understand and analyze the impact of its programs, including through baseline and end-line assessment surveys. Its forward-looking model uses a "peer-to-peer methodology" and by doing so, creates a platform for longevity.

In FY2023, we are planning to launch a financial literacy initiative in tandem with HERproject to further many of these efforts.

53,000

workers reached to date,
representing 13 factories in
Vietnam, India and Cambodia.



ESG OVERSIGHT

Our ESG and sustainability strategy, including oversight, management and identification of risks, including climate-related risks, is ultimately governed by the Board of Directors and driven by an ESG Task Force.

Tapestry's Board of Directors receives updates 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. The Human Resources (HR) Committee receives regular updates on the Our People pillar of our ESG strategy.

In addition, the Audit Committee of the Board periodically reviews risk management regarding these matters to confirm it is consistent with the company's corporate strategy. The Board considers whether our risk programs adequately identify material risks we face with respect to these matters in a timely fashion, implement appropriate responsive risk management strategies, and adequately transmit necessary information with respect to material risks within the organization. In addition, outside experts are frequently invited to Board and Committee meetings throughout the year to present on specific topics, including ESG matters in FY2022.

The Board views effective risk management of ESG and other matters as a key priority and approaches this work as an integrated part of our strategic planning process.

Tapestry's Chief Executive Officer, Chief Financial & Operating Officer and Chief Supply Chain Officer oversee our corporate responsibility strategy. In FY2022 the company appointed a Chief Inclusion and Social Impact Officer, a newly created position to continue to shape and deliver the company's EI&D strategy and oversee the company's social impact efforts through advocacy, philanthropy and volunteerism. In addition, we have a diverse Board of Directors based on gender, ethnicity and national origin. For more information, please see our most recent **Proxy Statement**. Tapestry's leadership team, comprised of 150 members have 10% of their annual compensation tied to EI&D, a critical component of our ESG 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.



OUR 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 ESG-related opportunities.



OUR ESG TASK FORCE

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



OUR ESG & SUSTAINABILITY TEAM

Led by our Vice President, ESG & Sustainability, has direct day-to-day responsibility for managing our program.



OUR ESG PROGRAM

Is supported by additional working groups including a Cultural Moments Action Committee, Inclusion Councils, several Employee Resource Groups (ERGs) and our Tapestry and brand Foundations.

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**
- **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

Our **Code of Conduct** is issued to our employees worldwide and outlines the significant legal and ethical issues that frequently arise in the course of business. It describes the key responsibilities all employees, directors and officers are expected to uphold and comply with in conjunction with our values and policies. All corporate employees and store managers receive anti-corruption training as part of our bi-annual business ethics training. This training contains a section on anti-corruption compliance. In addition, select corporate employees from higher risk groups take an annual focused anti-corruption training. All employees also take more in-depth training on the topics covered in the Code of Conduct at onboarding and every other year. Approximately 1,580 employees received an additional standalone anti-corruption training in FY2022.

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 of goods and services. Suppliers certify the SCOC at onboarding. The majority of our factory partners receive live and/or virtual training on areas covered in the SCOC every other year. 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 and privacy risk and compliance, with periodic updates to the full Board (no less than annually). Outside experts are frequently invited to Board and Committee meetings throughout the year to present on specific topics, including cybersecurity matters in FY2022.

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

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

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



Appendix

PROGRESS AGAINST OUR 2025 GOALS AND BEYOND

Our People

2025 GOAL	FY2020	FY2021		FY2022			
Build diversity in North America (NA) Tapestry and brand leadership teams by increasing the number of NA-based ethnic minority leaders to better reflect our general corporate population.	For FY2020 data, please refer to our FY2020 Corporate Responsibility Report .		U.S. Leadership (VP+)	All U.S. Corporate		U.S. Leadership (VP+)	All U.S. Corporate
		White (Not Latinx)	78%	53%	White (Not Latinx)	77%	39%
		Latinx	1%	13%	Latinx	2%	28%
		Asian (Not Latinx)	15%	17%	Asian (Not Latinx)	16%	11%
		Black or African American (Not Latinx)	4%	10%	Black or African American (Not Latinx)	4%	15%
		Native American or Alaska Native (Not Latinx)	0%	0%	Native American or Alaska Native (Not Latinx)	-	0.5%
		Native Hawaiian or Other Pacific Islander (Not Latinx)	1%	1%	Native Hawaiian or Other Pacific Islander (Not Latinx)	0.5%	1.5%
		Two or More Races (Not Latinx)	1%	3%	Two or More Races (Not Latinx)	1%	3%
		Undeclared/Did Not Disclose	0%	3%	Undeclared/Did Not Disclose	-	2%

PROGRESS AGAINST OUR 2025 GOALS AND BEYOND CONTINUED

Our People

2025 GOAL	FY2020	FY2021	FY2022
<p>Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity.</p>	<ul style="list-style-type: none"> — Launched North America & Europe Inclusion Council. — Broadened our Inclusion Index questions in the Oct. 2020 employee engagement survey. — eLearning inclusion training completed by: <ul style="list-style-type: none"> — 92% of store managers — 97% of leadership — 96% of U.S. corporate 	<ul style="list-style-type: none"> — Differences remain in our Employee Inclusion Index scores, and to close this gap, Tapestry is leaning in to our core value of Standing Taller Together. — Holding leaders accountable by aligning 10% of leadership bonus targets with progress against EI&D scorecard measures. — Continued focus on building leadership capability. — Employee engagement through EI&D training, programming, communications, new cultural celebrations, 4 empowered ERGs and Inclusion Councils in Europe and Asia. 	<ul style="list-style-type: none"> — We continue to close the gap in our Employee Inclusion Index scores 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 ERGs, two task forces and global inclusion councils to support and engage our employees.
<p>Demonstrate focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally.</p>	<ul style="list-style-type: none"> — 82% (59) VP+ open positions filled internally. 	<ul style="list-style-type: none"> — 80% (35) VP+ open positions filled internally. 	<ul style="list-style-type: none"> — 61% (19) VP+ open positions filled internally, out of 31 positions total.
<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>	<ul style="list-style-type: none"> — Analyzed feedback and data collected from wellness focus groups. — Established virtual Wellness Center of Excellence. — Established Working Parents, Caregivers and Allies ERG. — Started mindfulness sessions and employee access to Headspace. 	<p>In addition to the activities established in previous years:</p> <ul style="list-style-type: none"> — Established Caregiver benefit, which provides the entire U.S. workforce with 10 days' emergency back-up care and access to discounted family support programs (i.e., tutoring, child support, etc.). 	<p>We have been evaluating 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. We have also been exploring the integration of a new healthcare platform in the U.S. to broaden our current reproductive healthcare services offerings for eligible employees.</p>

PROGRESS AGAINST OUR 2025 GOALS AND BEYOND CONTINUED

Our Planet

2025 GOAL	FY2020	FY2021	FY2022
Reduce absolute Scope 1, 2 & 3 GHG emissions by 42.5% below FY2021 by FY2030.	Baseline began in FY2021	452,351 MT CO ₂ e	431,341 MT CO ₂ e
Reduce water 10% below 2018 levels across Tapestry and our supply chain.	10,230,381 gallons	9,515,042 gallons	10,390,652 gallons
Ensure 90% of leather comes from Silver- and Gold-rated Leather Working Group (LWG) tanneries.	67% sourced	60% sourced	80% sourced
Ensure 75% recycled content in packaging.	Packaging made with 50-80% recycled content.	Packaging made with 40-75% recycled content.	75% recycled content by weight across all our brands ⁸
25% reduction in North America corporate distribution center waste below 2018 levels.	4,199.73 tons of waste, which is a 0.2% decrease from 2019.	4,079 tons of waste, which is a 2.9% decrease from 2020.	6,292.63 tons
95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain.	Initiated traceability pilot.	Completed traceability pilot; working to identify low-, medium- and high-risk impacts to biodiversity across our supply chain.	Formalized traceability program, including beginning the implementation of a platform that will systematize Tapestry's traceability work and reporting of progress.
Procure 100% renewable energy in Tapestry's stores, offices and fulfillment centers.	3,944 MWh	12,528 MWh	69,254 MWh

⁸ Including retail shoppers & boxes, outlet shoppers & boxes, shoe boxes, hang tags/stickers, dust bags, and ribbon.

PROGRESS AGAINST OUR 2025 GOALS AND BEYOND CONTINUED

Our Communities

2025 GOAL	FY2020	FY2021	FY2022
100,000 volunteer service hours completed by our employees around the world.	More than 4,400 hours	More than 32,000 hours	As of the end of FY2022 we reached more than 51,000 hours. Since then, we have surpassed our goal of 100,000 volunteer hours to date. We set a new goal to achieve 500,000 volunteer service hours by 2030.
\$75,000,000 in financial and product donations to non-profit organizations globally. ⁹	\$28 million	\$160 million	Over \$40 million
100,000 people working in the factories crafting our products will have access to empowerment programs during the workday – doubling our initial 2025 goal.	Launch delay due to COVID-19.	Launched empowerment training to 12,500 workers in Vietnam through BSR's HERproject .	Reached over 53,000 workers to date through BSR's HERProject .

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 towards this global mission are a critical part of how we show our commitment to being a responsible and sustainable business.

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



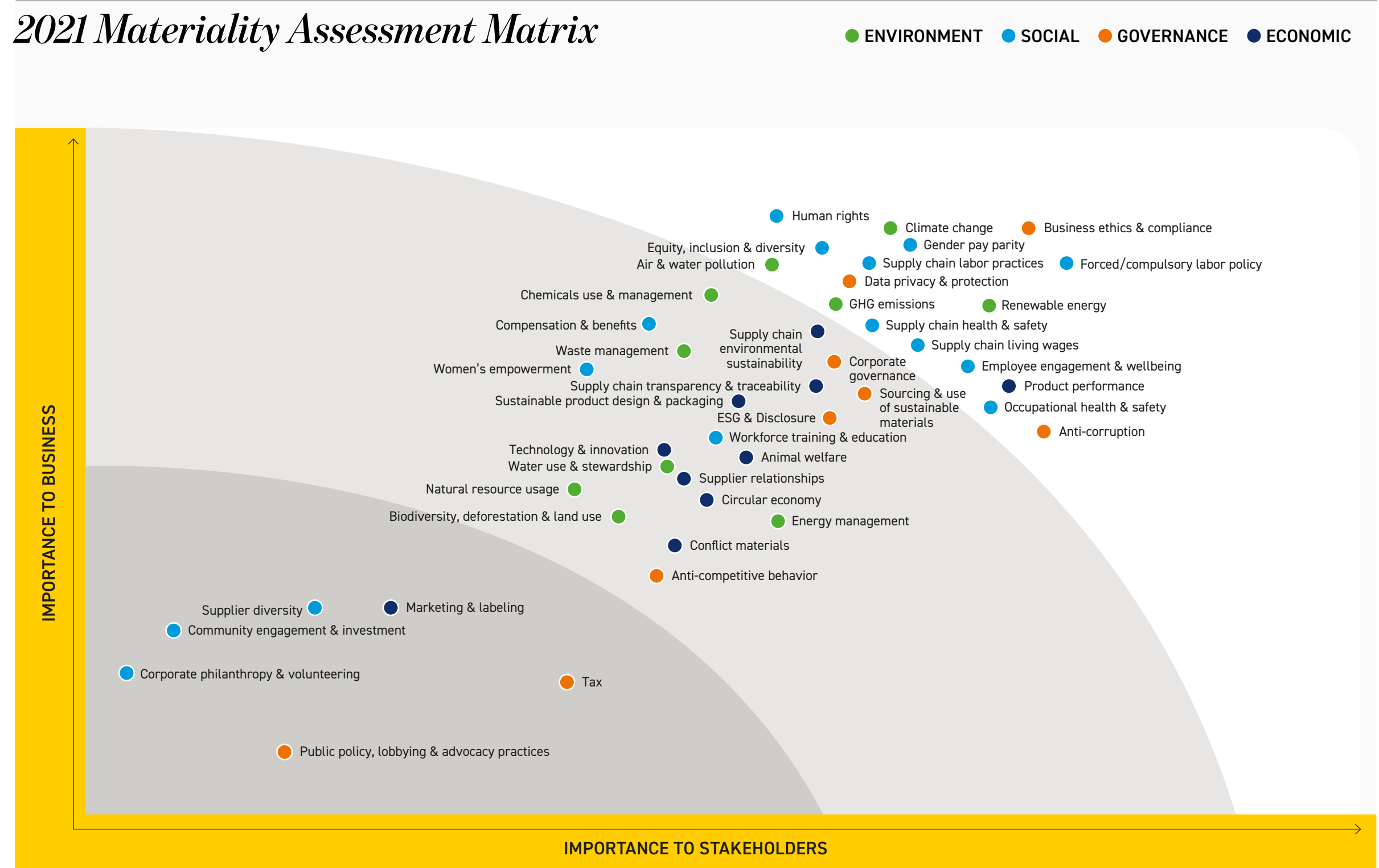
⁹ Tapestry has a policy on international product donations. Product donations primarily come from three sources: excess inventory, damaged inventory and samples. Once excess inventory is identified, the Social Impact team brings the opportunity to legal for review and potential non-profit partners are selected. Chief Financial and Operating Officer of the brand then signs off to confirm the best fit and highest-need use.

MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT

Our determination of relevant topics is influenced by ongoing engagement with our stakeholders. In 2021, we conducted a materiality assessment¹⁰ to update our last assessment, fielded in 2017. We periodically collect stakeholder input and feedback outside of our formal stakeholder engagement process to better understand the issues most important to the stakeholder groups and to our business.

For more information on our stakeholder engagement, please see our [FY2021 CR Report](#).

2021 Materiality Assessment Matrix

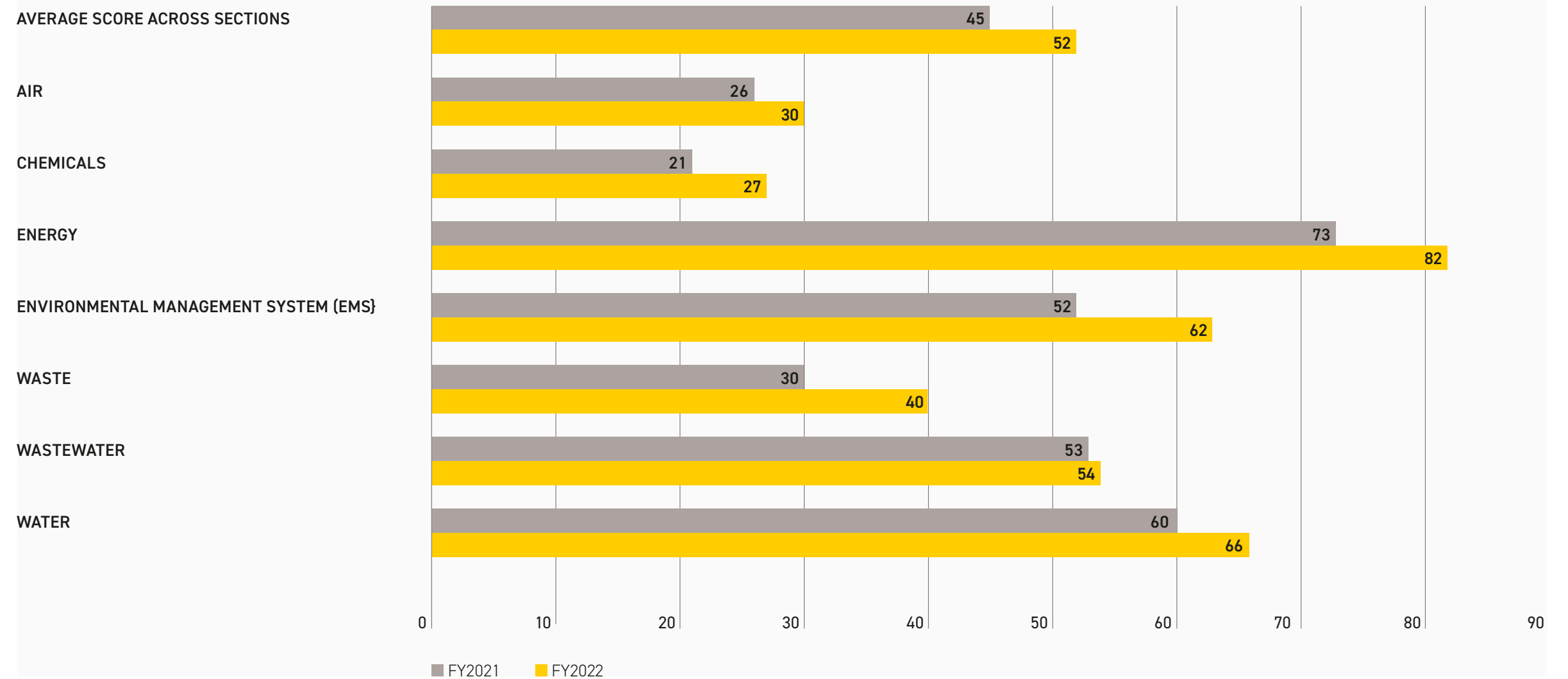


¹⁰ In this Corporate Responsibility Report and our other reports, communications and statements regarding corporate responsibility and ESG, we use the terms "material," "materiality" and similar terms to refer to ESG topics that are most significant to Tapestry's business and stakeholders. We are not using these terms as they have been defined or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this report or other ESG communications or statements should be construed to indicate otherwise.

SUPPLIER ENVIRONMENTAL PERFORMANCE

Tapestry requested approximately 100 of our Tier 1 and Tier 2 suppliers to complete the Higg Facility Environmental Module (FEM). Of the 86 suppliers that completed the Higg FEM, 95% have had their responses verified by third-parties up from 86% in 2020. Higg FEM data runs on a calendar year basis, so the data outlined from Higg FEM references January 2021 – December 2021, rather than Tapestry’s fiscal year. The data below only represents responses that were third-party verified.

Higg FEM Average Scores per Section



Frameworks



Tapestry's FY2022 Corporate Responsibility Report provides detailed progress against the company's ESG objectives utilizing industry frameworks including the Task Force on Climate-related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI).

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2022 RESPONSE
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	ESG Oversight CDP Climate C1.1
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	ESG Oversight CDP Climate C1.2
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change CDP Climate C2.1, C2.3, C2.4
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate Change CDP Climate C2.3 and C2.4, C3.1, C3.2, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Change CDP Climate C3.2
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Climate C2.1, C2.2
	b) Describe the organization's processes for managing climate-related risks.	CDP Climate C2.1, C2.2
	c) Describe the processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate C2.2
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our Planet CDP Climate C4.2, C9.1
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risk.	GHG emissions CDP Climate C6.1, C6.3, C6.5
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate C4.1, C4.2

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2022 RESPONSE
<p>Management of Chemicals in Products</p>	<p>Discussion of processes to maintain compliance with restricted substances regulations.</p> <hr/> <p>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.</p>	<p>The Tapestry Product Safety Program requires that all vendors who supply materials and/or finished goods must annually renew their Certificate of Compliance (CoC) certifying that they are in compliance with all regulatory local and international laws and Tapestry's Restricted Substance List (RSL). Tapestry scans all materials for restricted substances, and the company conducts quarterly Material Safety Audit Testing (MSAT) to confirm all materials used in its products are RSL-approved. Tapestry's RSL testing is conducted by a third-party lab at a material stage. If a supplier is non-compliant with the RSL, Tapestry formally communicates this with the responsible businessperson for corrective actions, and failed materials cannot be included in any of Tapestry's products.</p> <p>Suppliers participating in the Higg FEM are also required to report on chemical usage and Tapestry considers this data in supplier-related decisions, including work renewals.</p> <hr/> <p>Tapestry's process to assess and manage risks and/or hazards associated with chemicals is the same for both its materials and finished products.</p> <p>Read more on Tapestry's approach to <u>Chemical Management</u> on page 31 of this Report.</p>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTINUED

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2022 RESPONSE
<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> <hr/> <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>All of Tapestry’s suppliers are required to adhere to all applicable laws and regulations of the regions in which they operate. Suppliers are expected to promptly develop and implement plans and programs to correct any non-compliant environmental practices. Tapestry’s supplier facilities adhere to local laws regarding wastewater discharge permits, and if the supplier is not in accordance with local regulatory requirements, they will face a citation. Tapestry works closely with suppliers on the remediation process which includes root cause analysis, goal setting, corrective action planning and follow-up to ensure they are in line with local laws and regulations.</p> <p>Read more about Wastewater and Effluents in Our Supply Chain on page 27 of this Report.</p> <hr/> <p>In 2021, Tapestry requested responses to the Higg FEM from over 100 of the company’s leather goods, textiles and metal suppliers. 86 have completed the Higg FEM, and as of January 2023, 95% have had their responses verified by a third-party agency. Additional suppliers are also working through the process of response verification.</p> <p>Because Tapestry’s leather suppliers are already audited by the Leather Working Group (LWG), the company has requested that they do not complete the Higg FEM. The LWG audit requires suppliers to meet a rigorous set of environmental and social requirements, including energy, GHG emissions, water, wastewater, waste, air emissions and chemicals management, some of which overlaps with Higg FEM reporting. In FY2022, 99% of Tapestry’s tanneries were audited by the LWG, and 80% of these tanneries received a Gold or Silver rating.</p>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTINUED

TOPIC	ACCOUNTING METRIC
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct; (3) percentage of total audits conducted by a third-party auditor.

Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.

Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.

TAPESTRY FY2022 RESPONSE
In FY2022, Tapestry conducted approximately 150 social facility audits of its suppliers. 89.4% of the audits were of Tier 1 suppliers and 10.6% were facilities beyond Tier 1.

NUMBER OF AUDITS PER COUNTRY

COUNTRY	FY2022	COUNTRY	FY2022
Bangladesh	1	Peru	3
Brazil	3	Philippines	4
Cambodia	12	Poland	4
Mainland China	58	Portugal	5
Dominican Republic	1	Rwanda	1
India	5	Spain	25
Indonesia	6	Thailand	2
Italy	3	Turkey	3
Myanmar	1	Vietnam	14

Read more about [Supporting the Workers in Our Supply Chain](#) on page 46 of this Report.

In FY2022, Tapestry completed approximately 150 social compliance audits. The top three categories of non-compliance were health and safety, working hours and non-compliance related to legal requirements. Each non-compliance issue generates a corrective action plan. All corrective action plans are time-bound and subject to verification.

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

In FY2021, Tapestry completed a materiality assessment update, which identified several material, supply-chain-related issues. The company continues to work towards keeping those issues front and center when working with and improving its supply chain. For more information on the assessment, please read the [FY2021 CR Report](#).

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTINUED

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2022 RESPONSE
<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> <hr/> <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>(1) Read more about Material Traceability and Responsible Sourcing on pages 28-30 of this Report.</p> <p>(2-4) Tapestry conducted a climate scenario analysis that looked at our primary sourcing regions and potential climate-related risks. For more information, see our CDP Climate response.</p> <hr/> <p>Read more about Material Traceability and Responsible Sourcing on pages 28-30 of this Report.</p>

GLOBAL REPORTING INITIATIVE (GRI)

Tapestry has reported the information cited in this GRI content index for the period July 4 2021 – July 2 2022 with reference to the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	TAPESTRY FY2022 RESPONSE
GENERAL DISCLOSURES		
2-1	Name of organization	<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 30 of our <u>Form 10-K</u>.</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 <u>Form 10-K</u>.</p>
2-3	Reporting period, frequency and contact point	<p>Tapestry publishes a corporate responsibility report annually. This report covers fiscal year 2022, starting on July 4 2021, and ending on July 2 2022.</p> <p>Key contact points: Andrea Shaw Resnick Chief Communication Officer <u>aresnick@tapestry.com</u></p> <p>Christina Colone Global Head of Investor Relations <u>cccolone@tapestry.com</u></p> <p>Logan Duran VP, ESG & Sustainability <u>lduran@tapestry.com</u></p> <p>Jessie Wasser Manager, ESG & Sustainability <u>jwasser@tapestry.com</u></p>

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

2-4	Restatements of information	This year, Tapestry worked to set science-based reduction targets for scope 1, 2 and 3. As a result, we have extended the basis of calculation of our scope 3 emissions, which go beyond the previously reported freight shipping emissions. Thus, this year, we have recalculated our scope 3 emissions for FY2021 and FY2020, which can be found on page 23 of this Report.
2-5	External assurance	Please find the external assurance here .
2-6	Activities, value chain and other business relationships	Information on Tapestry and the brands can be found on pages 2-15 of our Form 10-K . Also, you can visit www.tapestry.com , www.coach.com , www.katespade.com , www.stuartweitzman.com .
2-7	Employees	See page 12 for information on EI&D at Tapestry.
2-8	Workers who are not employees	Tapestry conducts annual audits of our Tier 1 finished goods suppliers and a portion of our Tier 2 raw material suppliers. For a list of our Tier 1 suppliers and the number of workers at each facility, please see our Supplier List .
2-9	Governance structure and composition	See pages 9-13 of our 2022 proxy statement .
2-10	Nomination and selection of the highest governance body	See page 12 of our 2022 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 14-16 of our 2022 proxy statement .
2-13	Delegation of responsibility for managing impacts	See pages 14-16 of our 2022 proxy statement .
2-14	Role of the highest governance body in sustainability reporting	See page 48 for information on ESG Governance .
2-15	Conflicts of interest	See pages 12 and 51 of our 2022 proxy statement .
2-16	Communication of critical concerns	See page 17 of our 2022 proxy statement .
2-17	Collective knowledge of the highest governance body	See page 22 of our 2022 proxy statement .
2-18	Evaluation of the performance of the highest governance body	See page 11 of our 2022 proxy statement .

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

2-19	Remuneration policies	See pages 39-42 of our <u>2022 proxy statement</u> .
2-20	Process to determine remuneration	See pages 51-52 of our <u>2022 proxy statement</u> .
2-21	Annual total compensation ratio	See page 69 of our <u>2022 proxy statement</u> .
2-22	Statement on sustainable development strategy	See our <u>CEO's statement</u> on page 04. See page 14 of our <u>2022 proxy statement</u> .
2-23	Policy commitments	Our policies can be found on our <u>website</u> .
2-24	Embedding policy commitments	We require our employees and partners to respect our policies and Code of Conducts. For more information on how we engage with our suppliers, please see pages 21 and 46. Our supplier code of conduct (SCOC) can be found <u>here</u> . Our Code of Conduct can be found <u>here</u> .
2-25	Processes to remediate negative impacts	Please see Tapestry's <u>Ethics and Compliance Reporting System</u> .
2-26	Mechanisms for seeking advice and raising concerns	Please see Tapestry's <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, National Retail Federation, 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	See page 55 for more information on our <u>Stakeholder Engagement</u> .
2-30	Collective bargaining agreements	Tapestry has no collective bargaining agreements.

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

MATERIAL TOPICS

ECONOMIC PERFORMANCE

103	Management approach	See pages 2-16 of our Form 10-K .
	Direct economic value generated and distributed	See pages 1-16, 33-51 and 62-66 of our Form 10-K .
	Financial implications and other risks and opportunities due to climate change	See page 25 of our Form 10-K . See Task Force on Climate-related Financial Disclosures (TCFD) Index on page 58. See our 2022 CDP Climate Change response here .

ANTI-CORRUPTION

103	Management approach	See page 49 for more information on Ethics and Anti-Corruption Training .
205-1	Operations assessed for risks related to corruption	See page 49 for more information on Ethics and Anti-Corruption Training .
205-2	Communications and training about anti-corruption policies and procedures	See page 49 for more information on Ethics and Anti-Corruption Training .

MATERIALS

103	Management approach	
301-1	Materials used by weight or volume	See page 28 for more information on Material Traceability and Responsible Sourcing .
301-2	Recycled input materials used	See pages 29 and 33 for more information on Material Traceability and Responsible Sourcing and Packaging .

ENERGY

103	Management approach	See page 24 for more information on Renewable Energy .
302-1	Energy consumption within the organization	See page 24 for more information on Renewable Energy .
302-1	Energy consumption within the organization	See page 24 for more information on Renewable Energy .

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

WATER & EFFLUENTS

103	Management Approach	See pages 26-27 for more information on Water .
303-1	Interactions with water as a shared resource	See our 2022 CDP Water response here .
303-2	Management of water discharge-related impacts	See pages 26-27 for more information on Water .

EMISSIONS

103	Management Approach	See page 22 and 23 for more information on Climate change and GHG emissions .
305-1	Direct (Scope 1) GHG emissions	See page 23 for more information on GHG emissions .
305-2	Energy indirect (Scope 2) GHG emissions	See page 23 for more information on GHG emissions .
305-3	Other indirect (Scope 3) GHG emissions	See page 23 for more information on GHG emissions .

WASTE

103	Management Approach	See page 32 for more information on Waste and Recycling .
306-1	Waste generation and significant waste-related impacts	See page 32 for more information on Waste and Recycling .
306-2	Management of significant waste-related impacts	See page 32 for more information on Waste and Recycling .

EMPLOYMENT

103	Management Approach	See page 16 for more information on Futures with tapestry .
401-2	Benefits provided to full-time employees that are not provided to part-time employees	See page 17 for more information on Compensation and benefits .

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

OCCUPATIONAL HEALTH & SAFETY

103	Management Approach	We take the necessary steps to ensure we eliminate workplace hazards, accidents and incidents. We focus on the health and safety of our employees in our repair shops, distribution centers and our corporate offices is at the top of our mind. In our retail locations, we aim to provide a workplace and store environment free from health and safety hazards for both our employees and customers. We strive to integrate health and safety programming throughout the organization.
403-1	Occupational health and safety management system	Our workplace health and safety policies have been customized for Tapestry's various work environments. To ensure compliance to our policies, we conduct assessments of these standards and develop action plans to address any gaps. We monitor workplace incidents to identify and systematically work to eliminate root causes and related hazards.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>In order to continue reducing health and safety issues across our supply chain, we conduct reviews of a number of our suppliers. For example, we review audits and also have independent auditors conduct audits as part of our social compliance program. In addition, approximately 55 of our suppliers completed the SAC's Higg Facility Social & Labor Module (FSLM), reported on the Health & Safety section and 48 had their results verified, giving us deeper insight into the health and safety of our partner factories.</p> <p>See page 46 for more information on <u>Supporting Workers in Our Supply Chain.</u></p>
403-9	Work-related injuries	<p>In 2021 we reported:</p> <ul style="list-style-type: none"> - Total # of safety/injury incidents reported: 712 - Rate of injury per 200,000 hours worked: 0.75
403-10	Work-related ill health	No work-related ill-health reports were made.

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

TRAINING & EDUCATION

103 (Parts 1, 2 and 3)

Management Approach

See page 18 for more information on **Futures with tapestry**.

404-2

Programs for upgrading employee skills and transition assistance programs

See page 18 for more information on **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

DIVERSITY AND EQUAL OPPORTUNITY

103

Management Approach

See page 12 for information on **EI&D** at Tapestry.

405-1

Diversity of governance bodies and employees

See page 12 for information on **EI&D** at Tapestry.

NON-DISCRIMINATION

103

Management Approach

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

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.

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

103	Management Approach	Our suppliers are required to support workers' rights to freedom of association through our SCOC . As part of our monitoring process, we assess suppliers uphold our requirements through our social audit program.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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.

CHILD LABOR

103	Management Approach	Under our SCOC , we do not knowingly use suppliers who use child labor.
408-1	Operations and suppliers at significant risk for incidents of child labor	Our SCOC includes child labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.

FORCED OR COMPULSORY LABOR

103	Management Approach	Under our SCOC , we do not knowingly use suppliers who use forced labor.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our SCOC includes forced labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.

LOCAL COMMUNITIES

103	Management Approach	See page 36 and 48 for more information on Our Communities and ESG Oversight .
413-1	Operations with local community engagement, impact assessments and development programs	See page 36 and 48 for more information on Our Communities and ESG Oversight .

GLOBAL REPORTING INITIATIVE (GRI) CONTINUED

SUPPLIER SOCIAL ASSESSMENT

103	Management Approach	See page 46 for more information on Human Rights and Supply Chain Labor Practices .
414-1	New suppliers that were screened using social criteria	See page 46 for more information on Human Rights and Supply Chain Labor Practices .
414-2	Negative social impacts in the supply chain and actions taken	See page 46 for more information on Human Rights and Supply Chain Labor Practices and page 61 for our SASB response.

PUBLIC POLICY

103	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 Law Department. Individual employees remain free to make political contributions to candidates or parties of their choice.
415-1	Political contributions	Tapestry made no political contributions, in line with its Political Activities and Contributions Policy .

CUSTOMER PRIVACY

103	Management Approach	See FY2022 Corporate Responsibility Report: Data Privacy and Protection .
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Tapestry (or any of its brands) has not identified any substantiated complaints concerning breaches of customer privacy or losses of customer data in FY2022.

REPORT DISCLAIMER

The boundaries of this report vary from section to section and are a function of the accessibility of relevant data. Tapestry is a global organization with offices in Asia, Australia, Europe, and North America. We also have a global store network. We endeavor to provide performance data for Tapestry owned, operated, and leased office and distribution facilities, as well as our leased North America stores. In some instances, we are able to share performance data from certain of our larger office facilities in Asia. Where possible, we define the scope of any quantitative values reported throughout this report as well as the associated time period that the data represents. At a minimum, data will represent the most recent full fiscal year, fiscal year 2022 (July 4, 2021 – July 2, 2022).

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.

This is our tenth year of our annual corporate responsibility report. We have set new GHG emissions targets and as a result have recalculated our Scope 1, 2 and 3 GHG emissions for FY2021. Any restatements of information from previous years were reflected throughout the report.

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 Global Reporting Initiative's (GRI) In Accordance, Core, a recognized global standard for sustainability and corporate responsibility reporting. The Sustainability Accounting Standards Board and Task Force on Climate-related Financial Disclosure also inform our reporting.

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

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

For additional information about Tapestry, including our Annual Report on Form 10-K and governance documents, as well as information on our Global Business Integrity Program, please visit our website: www.tapestry.com. This report and the data contained herein covers Tapestry as a whole; however, certain information may be brand specific and will be designated as such. This information to be made available in this Report may contain forward-looking statements based on management's current expectations. Forward-looking statements include, but are not limited to, statements regarding the Company's 2025 Goals and the Fabric of Change strategy, our Bold Commitments, our commitment to establish a long-term science-based target to reach net-zero value chain GHG emissions by

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

ABOUT THIS REPORT

This is our tenth annual Corporate Responsibility Report, which focuses on our most pertinent ESG-related developments. We provide updates on progress towards our ESG goals as well as performance data for FY2022 (July 4, 2021 – July 2, 2022). The structure of this report and its disclosures align with leading sustainability reporting frameworks, including the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) frameworks.

