



tapestry

# *The Fabric of Change*

CORPORATE RESPONSIBILITY REPORT FY2025




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## 03 INTRODUCTION

- 03 From our Chief Executive Officer
- 04 From our Global Head of ESG & Sustainability
- 05 The Fabric of Change

---

## 06 CREATE PRODUCTS WITH CARE

- 08 Environmentally Preferred Materials
- 10 Material Traceability & Responsible Sourcing
- 11 Circularity
- 14 Product Performance

---

## 15 SUSTAIN THE PLANET

- 17 Climate Change
- 21 Water
- 22 Biodiversity & Nature
- 23 Operational Waste and Recycling

---

## 24 UPLIFT OUR COMMUNITIES

- 26 Tapestry Gives
- 29 Tapestry Foundation: Investing in Resilience & Care
- 31 Coach Foundation: Dream It Real
- 34 kate spade new york: Advancing Women's Mental Health & Empowerment
- 37 Supporting Workers in our Supply Chain

---

## 39 POWER OF OUR PEOPLE

- 41 Possibilities for Everyone: Culture and Belonging
- 42 Employee Business Resource Groups
- 44 Futures with Tapestry
- 45 Global Development
- 46 Benefits
- 48 Talent Acquisition

---

## 49 GOVERNANCE

- 50 Corporate Responsibility Oversight
- 51 Materiality Assessment & Stakeholder Engagement
- 52 Business Ethics & Compliance

---

## 53 APPENDIX

- 54 Progress Against Our Goals

---

## 59 FRAMEWORKS

- 60 Sustainability Accounting Standards Board (SASB)
- 61 Global Reporting Initiative (GRI)
- 72 Task Force on Climate-Related Financial Disclosures (TCFD)

## From our Chief Executive Officer

**A**t Tapestry, creativity, craftsmanship and care are woven into our DNA. These are the qualities that define the people who bring our brands to life and the work that connects us to our customers and communities around the world. Perhaps most importantly, it is this DNA that guides our journey to make every beautiful choice a responsible one.

In this year's **The Fabric of Change** report, we share our roadmap for driving brand growth that creates lasting, positive impact for all of our stakeholders.

Our ambition at Tapestry is simple, yet incredibly meaningful: to give more people the power to bring their own style and story into the world. Our people and brands do this every day, creating products and experiences that are not only captivating but crafted using responsible sourcing practices and high-quality materials. As a result, we **stretch what's possible** and build brands worthy of consumers' trust and loyalty.

To do this work, we've set bold goals across the four core pillars of our Fabric of Change strategy: people, products, planet and communities. These goals are embedded across every aspect of our business, and I'm pleased to share that we made meaningful progress across each pillar in FY2025.

We advanced materials innovation and circular design to make beautiful products responsibly, achieved our goal of sourcing 100% renewable electricity in our own operations, empowered women and girls through kate spade new york's Global Fund for Women's Mental Health and celebrated the first graduating class of Dream It Real scholars through the Coach Foundation. And, we deepened our culture of service as more than 4,000 employees volunteered their time through Tapestry Gives around the world.

Above all, I am proud of how we continue to ignite the power of our people, the cornerstone of our success. Our employees are brand-builders, innovators and ambassadors of our values, fueling a culture that is consumer-obsessed, agile and purpose-led.

As we look ahead, we remain focused on building an even more resilient business—one where every product, partnership and experience creates a better-made future.

### **JOANNE C. CREVOISERAT**

CHIEF EXECUTIVE OFFICER  
TAPESTRY, INC.



## From our Global Head of ESG & Sustainability

The work outlined in this report reflects Tapestry's commitment to operating with environmental and social responsibility, while driving long-term value and resilience. This work goes by many names: Sustainability, ESG, Corporate Responsibility, CSR, Social and Environmental Impact, Responsible Sourcing. The list could go on.

No matter what you call it, we embrace complexity because the goal is the same: doing business in a way that's better for people and the planet. And while the language may evolve, our commitment does not. This year's report reflects our progress, our challenges and our vision for a future where responsibility isn't just a label, it's a way of operating.

We know this work drives innovation, strengthens our supply chain, mitigates risk and creates long-term value for our stakeholders. In FY2025, our strategy, **The Fabric of Change**, continued to evolve as a core lever for resilience and growth.

Building on a solid foundation, we have set ambitious new 2030 goals that extend beyond our own operations. These include supporting our supply chain partners in procuring renewable energy, advancing circularity not only in materials, but also in products, through innovative business models and deepening our commitment to supporting workers across the supply chain.

These goals are grounded in data and aligned with the industry's best practices. Despite a shifting policy landscape, stakeholder expectations remain high. Consumers, investors and employees demand transparency, action and accountability.

We're working to meet these expectations with decisions that reflect where fashion is headed and what tomorrow demands. This work is how we future-proof fashion. It's how we stay relevant, responsible and ready for what's next. We're not perfect, but we're committed.



**LOGAN DURAN**

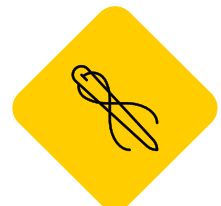
GLOBAL HEAD OF  
ESG & SUSTAINABILITY  
TAPESTRY, INC.



# The Fabric of Change

Since launching Our Social Fabric in 2019, Tapestry has made meaningful progress across our People, Planet and Communities pillars, while evolving our strategy to reflect a deeper understanding of sustainability. In 2023, we introduced *The Fabric of Change*, adding a fourth pillar focused on responsible product innovation and manufacturing, reinforcing our commitment to sustainability across the value chain. This report celebrates our progress toward 2025 goals and sets the stage for new 2030 commitments to drive continued positive impact.

**The Fabric of Change focuses on four pillars:**



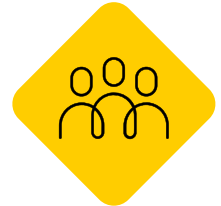
## CREATE PRODUCTS WITH CARE

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



## SUSTAIN THE PLANET

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



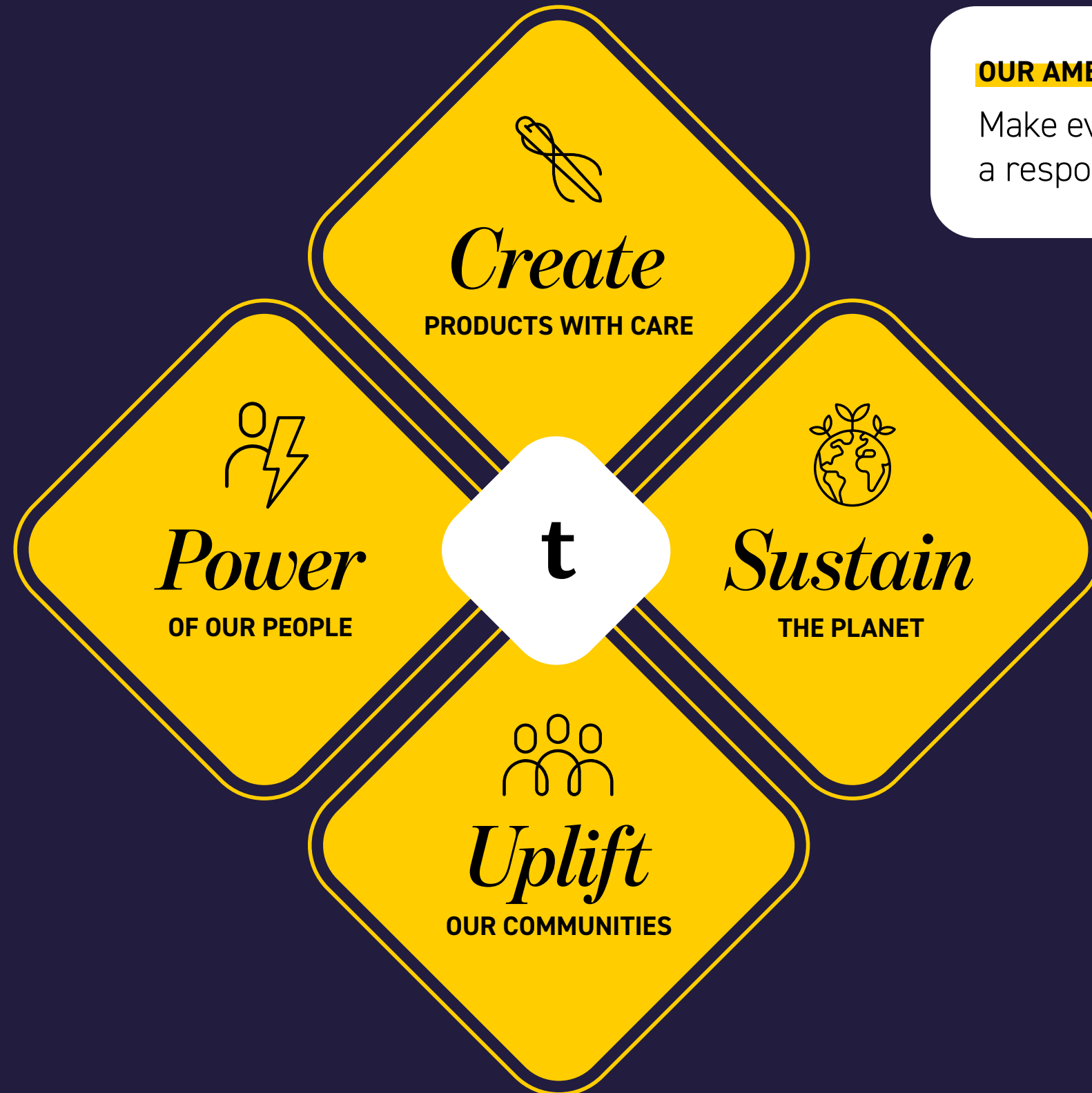
## UPLIFT OUR COMMUNITIES

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



## POWER OF OUR PEOPLE

We aim to **foster a culture of purpose, fulfillment and inclusion** at Tapestry, attracting and retaining talent with a compelling and engaging employee experience.



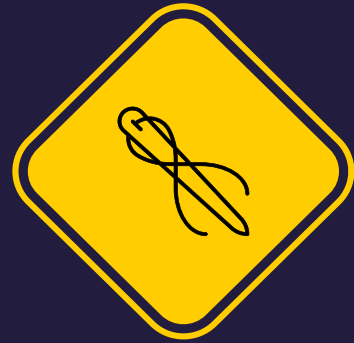
## OUR AMBITION

Make every beautiful choice a responsible choice.



Create  
*Products*  
with Care





## Create Products with Care

At Tapestry, thoughtful design is the starting point for crafting products that last. We aim to reduce environmental impact by sourcing preferred materials and embracing a circular economy approach throughout our supply chain.

### 2025 GOALS

- **95%** traceability and mapping of our raw materials.
- **90%** of leather used in our products comes from Silver- and Gold-rated Leather Working Group (LWG) tanneries.
- **95%** of polyamide (nylon) will be from pre- or post-consumer recycled sources.
- **90%** of cotton will be organic- or regenerative-certified.
- **75%** recycled content in consumer packaging.
- **95%** of polyester will be from pre- or post-consumer recycled sources by 2027.

### 2030 GOALS

- Maintain **95%** traceability and mapping of our raw materials.
- **25%** of polyester by weight will be from textile-to-textile recycled polyester sources.
- **10%** of leather by weight will be from farms using regenerative agriculture practices, made with waste or made with "next-generation" materials.
- Offer circular services or business models across our brands in major operating regions.



# Environmentally Preferred Materials

**T**apestry has made significant strides in scaling the use of environmentally preferred materials across our products using a holistic sourcing approach.

Through collaborative efforts, we have increased materials using organic or regenerative cotton, recycled polyester, and continue to surpass our Leather Working Group target.

Looking at the next phase, we will address areas where we have not made progress and work to close the gaps. At the same time, where we have met or exceeded our goals, these achievements will become our new baselines as we set even more ambitious targets. A prime example is having increased recycled polyester usage to 84% of our total polyester in FY2025, we now aim to source 25% from textile-to-textile recycled sources by 2030. This supports a more circular economy by redirecting post-consumer and post-industrial textile waste back into new textiles.

## MEASURING PRODUCT IMPACTS

We remain committed to leveraging new technology to deepen our understanding of sustainability challenges across our value chain. By collecting and analyzing detailed product and material level data, we gain deeper insight into our upstream activities.

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

We continue to conduct comprehensive life cycle assessments (LCAs) to better understand the impacts of key materials, like coated canvas and hardware used in our products. These assessments require significant effort and a strategic approach to prioritize areas where data gaps exist, materials with complex compositions and those used in high volumes across our portfolio. Our process involves close collaboration with suppliers, engaging them to share data and insights that not only strengthen the accuracy of our assessments, but also provide benefits to their own sustainability initiatives. Before using an LCA in our own GHG inventory or T-EPIC, we put the LCAs through a critical review process to ensure credibility and alignment with ISO standards. To maximize industry impact, we encourage completed LCAs to be submitted to platforms like the Higg Material Sustainability Index (MSI), helping improve data quality for the broader sector.

Additionally, we are supporting the [Textile Exchange's](#) Leather Hide LCA as a Project Sponsor, working collectively within the industry to improve and standardize impact data for greater transparency and comparability.

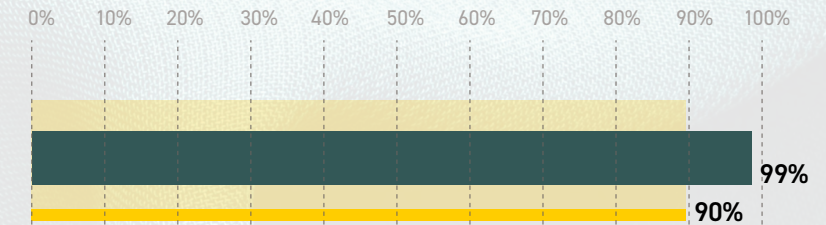
In FY2025, our Sustainability Team partnered with the IT Team to create an internal Preferred Materials Dashboard, which automates data collection of certain raw materials across categories. The dashboard allows for more real-time tracking of progress against our material targets.

## PROGRESS AGAINST OUR ENVIRONMENTALLY PREFERRED MATERIALS TARGETS

**BY 2025**

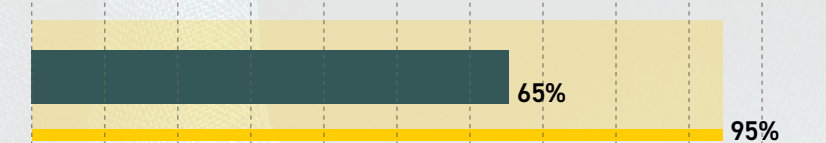
### Leather

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



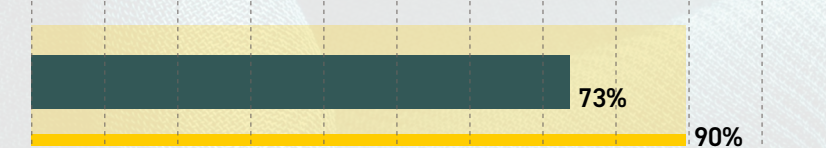
### Nylon

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



### Cotton

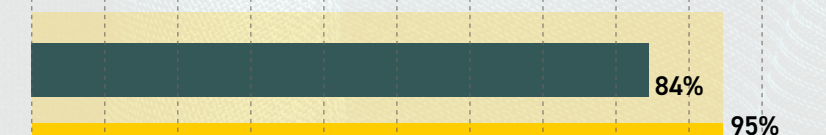
90% of cotton will be organic-or regenerative-certified



**BY 2027**

### Polyester

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



**BY 2030**

### Leather

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



**FY2025**  
**GOAL**

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



# Environmentally Preferred Materials

## LEATHER

Leather makes up over 50% of the raw materials used by Tapestry's brands by weight and is one of the key focus areas in our strategy to reduce our impact on the environment. We continue to meet and surpass our target of sourcing at least 90% of our leather from Silver- and Gold-rated [Leather Working Group \(LWG\)](#) tanneries by 2025. As of the end of FY2025, 99% of our leather came from Silver- or Gold-rated LWG tanneries.

LWG medal ratings are the result of tannery performance evaluated through a bi-annual LWG audit used to assess the performance of leather manufacturing facilities against various environmental and social criteria. The LWG is one of the largest stakeholder organizations dedicated to the leather industry. In 2025, Tapestry's VP of Advanced Technological Development was nominated by peers and elected as Chairman to LWG's Executive Committee to guide and support strategy-setting of the LWG.

In FY2025, 10% of our leather was sourced from farms using regenerative agriculture practices or made with recycled inputs. While this represents meaningful progress toward our 2030 target, we remain focused on maintaining this goal and driving further innovation in the leather industry.

In 2025, we nearly quadrupled our initial 2023 investment into [Gen Phoenix](#), a UK-based manufacturer of sustainable recycled leather fiber materials. This investment increases our equity stake in Gen Phoenix to 9.9% and includes a three-year contracted supply agreement. Tapestry actively explores new innovations into next generation materials and production processes that look to reduce GHG emissions associated with the production of leather and leather alternatives.

## PACKAGING

As we work to reduce unnecessary packaging and increase recycled content, we continue to gain greater visibility into our packaging across our supply chain through enhanced data collection. As of the end of FY2025, we achieved 71% recycled content in our consumer-facing packaging<sup>1</sup>. While slightly below our target of 75% recycled content by 2025, this marks meaningful progress from 66% recycled content in FY2024.

Going forward, our aim is to drive continued reductions and increase the use of recycled and recyclable materials. We are looking for our packaging strategy to support our broader sustainability goals of waste diversion and circularity.

### FY2025 PACKAGING MATERIALS BY WEIGHT (LBS)

Material Category	Recycled content (%)	Total weight (LBS)
<b>Paper</b>	77%	9,059,725
<b>Single-use Plastic</b>	100%	98,040
<b>Other (i.e., polyester, cotton, etc.)</b>	34%	1,748,182
<b>Total</b>	71%	10,905,947

<sup>1</sup> Consumer-facing packaging includes retail shoppers and boxes, outlet shoppers and boxes, shoe boxes, hang tags/stickers, dust bags, ribbon, outlet and retail garment bags and polybags.

# Material Traceability and Responsible Sourcing

Tapestry has long prioritized developing lasting relationships with suppliers as a foundation of our responsible sourcing and traceability strategy. As a global house of iconic brands, it's critical that our products are made to precise standards using high-quality materials. For this reason, we identify, review and approve specific finished goods factories (Tier 1) and raw materials suppliers (Tier 2). By mapping raw material origins to region and country level, we can better understand social and environmental impacts throughout our supply chain.

In 2019, Tapestry committed to achieving 95% mapping and traceability of raw materials by 2025 and we are proud to share that we achieved this goal in FY2025. Recognizing that mapping and traceability must be continued on an ongoing basis, Tapestry plans to continue to hold ourselves to this high standard of supply chain management. Included in our 2030 goals, Tapestry remains committed to continuing to map 95% of our supply chain back to at least Tier 3 and for some materials to their origin.

Over the last several years, we have implemented a combination of tools and processes to gain visibility into our value chain, including digital traceability systems and physical trackers. In FY2025, we continued to consolidate our traceability and responsible sourcing tools and advocated for industry standardization of traceability data collection.

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

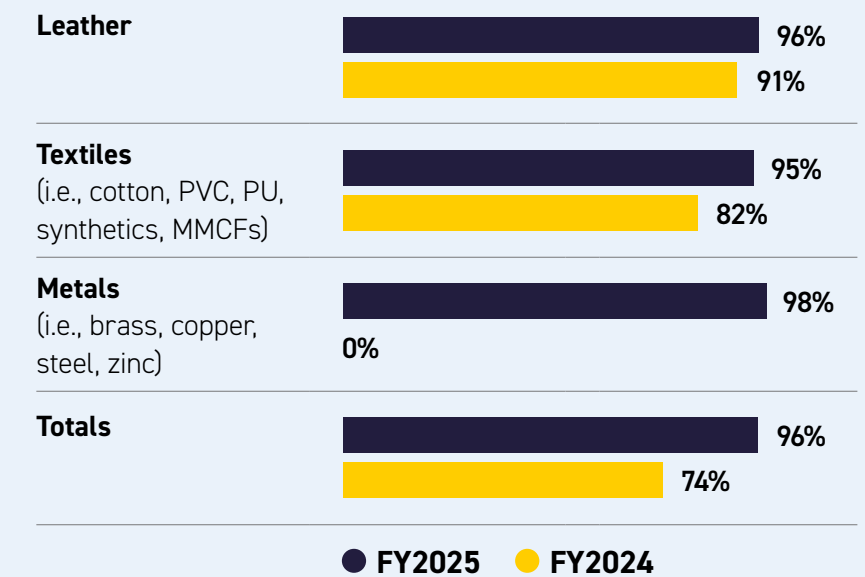
## VERIFICATION AND SUBSTANTIATION

Tapestry implements several programs to verify and substantiate the origin of materials that go beyond suppliers' disclosures, including:

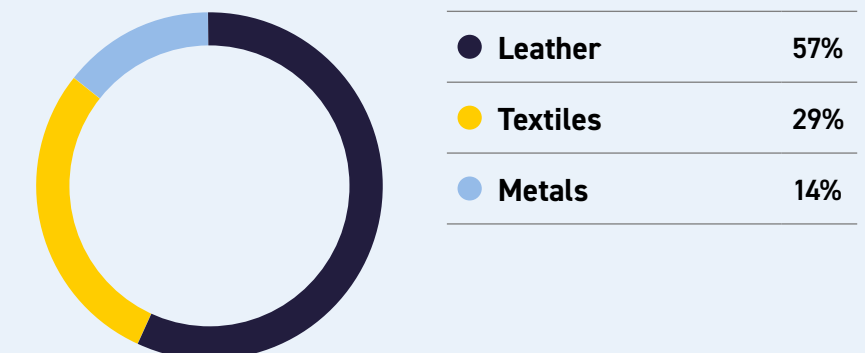
- Material Claim Substantiation:** Tapestry maintains its Environmentally Preferred Materials Guidelines to provide guidance to our brands and employees to help them source environmentally preferred materials and production processes. The Guidelines outline the requirements and documentation needed to procure raw materials or make environmental marketing claims about a material or product.
- Document Collection:** Tapestry routinely collects transaction documentation from suppliers and validates the ability of supply chains to meet robust document requests that establish and substantiate the origin of raw materials and the facilities involved in each manufacturing stage of production.
- Chain of Custody:** As part of Tapestry's preferred materials claims process, third-party chain of custody documentation is collected to further substantiate the use of preferred materials in Tapestry's supply chain. In FY2025, Tapestry continued to strengthen this program through the trialing of digital chain of custody tracking via the TrusTrace platform.
- Origin Testing:** Tapestry also conducts third-party, laboratory-based testing to further validate the origin of fibers in relevant materials. This technology relies on identifying naturally occurring identifiers that are then used to verify whether the origin of the collected samples is consistent with the declared origin.

Tapestry will continue to review, test and adopt the technologies and approaches that further strengthen the integrity of our supply chain.

## TOTAL PERCENT OF MATERIALS MAPPED



## FY2025 TOTAL MATERIALS BY WEIGHT



**WE ARE BUILDING A CIRCULAR ECOSYSTEM**



# Circularity

## CIRCULAR BUSINESS MODELS

Tapestry aims to offer circular services or business models across our brands in major operating regions by 2030. We've developed our circularity strategy to be centered on supporting the three principles of the circular economy, all driven by design: eliminating waste and pollution, circulating products and materials and regenerating nature. We categorize our projects into three workstreams that support these principles:

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

Tapestry is a Network Partner of the [Ellen MacArthur Foundation](#), an international charity that develops and promotes the idea of a circular economy. The Foundation's Retail Mission is working to activate business and policy to overcome systemic barriers in the retail system, so products and services designed, accessed and enjoyed in a circular economy are the default choice.

In FY2025, we joined [The Fashion ReModel](#), which is focused on working with brands to implement circular business models at scale. [According to the Ellen MacArthur Foundation](#), there are four customer-facing business models that keep products in use in the economy, and have the potential to decouple revenue from production and resource use: repair, resale, remaking and rental. At Tapestry, we have been focusing on the first three business models through our work with Coach (Re)Loved and Coachtopia. Joining The Fashion ReModel project has provided us with the insights and tools to embed circular business models into strategy, make a compelling business case and unlock financial and climate benefits.

To further encourage our consumers to participate in the circular economy, we've partnered with Poshmark to make it easier to list and resell Coach products. Customers can now access a Resell button directly within their Order History on their Coach account, which links to Poshmark. Product images and relevant details from the original product details page are automatically pulled into the Poshmark listing. Coach styles are designed to live multiple lives, and, with this new partnership, it's easier to keep those products in circulation and out of landfill.

# Circularity

## COACH (RE)LOVED

At Coach, circularity is a continuation of our heritage of crafting products to last for generations. With Coach (Re)Loved, we've built a dynamic ecosystem that reimagines the life cycle of our products and materials, ensuring they remain in use. Through four distinct pathways—Upcrafted, Remade, Restored and Vintage—our craftspeople breathe new life into pre-loved items, transforming them into one-of-a-kind pieces or restoring them to their original beauty.

- **Coach Upcrafted** are one-of-a-kind products thoughtfully transformed through ingenious repairs, embellishments and interventions by our craftspeople.
- **Coach Remade** products come from deconstructed and creatively-used materials from pre-owned, unrepairable bags to create other beautiful things.
- **Coach Restored and Vintage** are carefully authenticated styles from a recent season or a Vintage gem and meticulously rejuvenated by hand.

This year, we expanded our Coach (Re)Loved Exchange program to additional international markets, empowering customers to trade in their eligible items for credit and contribute to a circular future. Each exchanged item is carefully assessed and directed to the most suitable pathway, reinforcing our commitment to longevity and creativity.

The Coach (Re)Loved & Repair Workshop continues to be a vital part of our ecosystem. Coach (Re)Loved is powered by the skill and imagination of our craftspeople and we're investing in the next generation through our Craftsperson Apprenticeship Program, a one-year program that teaches technical leather craftsmanship skills that are necessary to transform pre-loved Coach bags into newly reimagined pieces. Now in its fourth year, the program has supported 10 participants to date, helping to build a pipeline of talent committed to circularity.



## COACH (RE)LOVED IN FY2025 BY THE NUMBERS

**13,800+**

units given a second life through Coach (Re)Loved

**9,000+**

units taken back through our exchange program

**495,000+**

units repaired globally since 2019

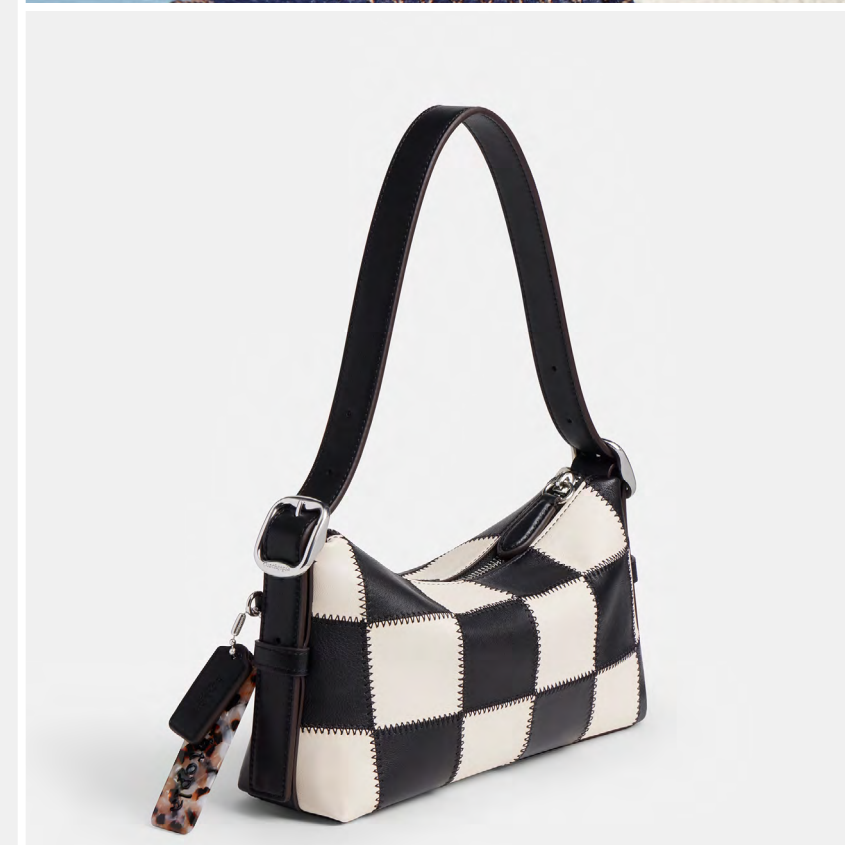
# Circularity

## COACHTOPIA

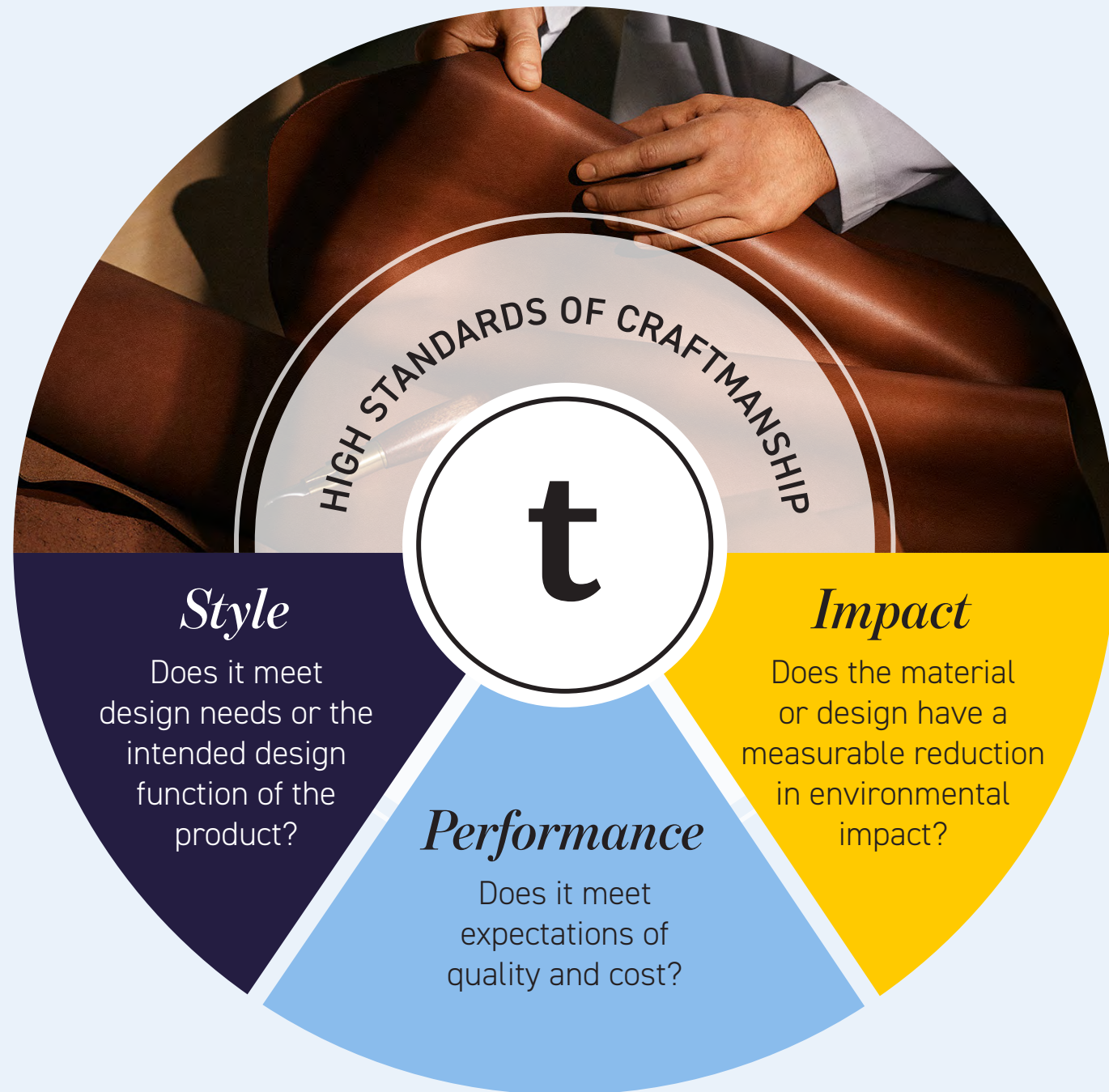
Coachtopia is Coach's collaborative lab founded to accelerate the transition to a circular fashion industry economy. Rooted in the Made Circular™ design philosophy, Coachtopia reimagines waste as a valuable resource, crafting products from recycled, repurposed or renewable materials and designing them for multiple lives.

In FY2025, Coachtopia continued to push the boundaries of circular design with the launch of the Alter/Ego Collection, a new range of bags crafted with leather scraps left over from the creation of iconic Coach styles, namely the Quilted Tabby and Brooklyn bags. These scraps might otherwise have gone to landfill. Because these products are made with waste, they have a 59% lower carbon footprint than a comparable bag made with conventional methods.

Beyond product design, Coachtopia<sup>2</sup> is a member of [1% for the Planet](#), a growing global community of brands and businesses working together to help protect the planet. As a member, we've pledged to donate 1% of Coachtopia's annual sales through the Coachtopia Catalyst Fund, with the aim to catalyze the visionary work of emerging Gen Z climate leaders.



<sup>2</sup> Partnership is with Tapestry.



# Product Performance

## STYLE, PERFORMANCE IMPACT

We look for every product sold by a Tapestry brand to meet both our customers' expectations and our Performance Standards for Raw Materials and Finished Products. This aims to ensure products will hold up well in a variety of environmental conditions and avoid adverse reactions during the manufacturing process.

We follow an internal framework known as "Style, Performance and Impact." This ensures all products produced by Tapestry's brands meet our high standards of craftsmanship. The framework also guides our decision-making around environmentally preferred materials and material innovation investments. Our Quality Assurance program requires that, at a minimum, any manufacturer or supplier of materials to be used in our products must be able to demonstrate that it employs a comprehensive internal quality assurance program and supporting programs, including in-line audits and finished goods inspection. In addition, our Tier 1 and key Tier 2 suppliers must demonstrate access to an approved testing laboratory.

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

## CHEMICALS MANAGEMENT

We take pride in operating our business in an environmentally sustainable and safe manner, fostering a culture of protecting our consumers,

workers, the environment and our brands. The Tapestry Product Safety Compliance Manual guides our commitments, and we require each supplier to understand, agree to, comply with and confirm that the raw materials, component parts, chemicals and sundries used and supplied or otherwise delivered to Tapestry comply with the prohibitions, limitations and other provisions described in the Manual. The Tapestry Product Safety Program requires all vendors who supply materials or finished goods to our company to comply with local and international laws, as well as our Restricted Substances List (RSL). This program is reinforced through three key activities:

- **Certificate of Compliance:** We require all vendors who supply materials or finished goods to our company to annually certify that all materials, products, components and packaging materials comply with applicable laws and our restricted substances list. We have also updated our vendor certification and product testing program to cover PFAS in connection with the new requirements.
- **Supplier Engagement:** We engage with our suppliers through the Higg Facility Environmental Module (FEM), focusing on building foundational chemicals management systems. For more information, see the Sustain Our Planet section of this report.
- **X-Ray Fluorescence (XRF):** We scan all materials for restricted substances at the Tapestry Lab or a lab approved by Tapestry.
- **Quarterly Material Safety Audit Testing (MSAT):** We conduct quarterly testing to confirm all materials used in our products are RSL-approved. Our RSL testing is conducted by a third-party lab at the material stage.

Sustain the  
*Planet*





## *Sustain the Planet*

Achieving a climate- and nature-positive future requires bold action, cross-sector collaboration and a commitment to innovation. We are investing in the tools, partnerships and science-based strategies needed to reduce environmental impact and scale solutions that benefit both the planet and our business.

### **2025 GOALS**

- Procure **100%** renewable energy in Tapestry-operated stores, offices and fulfillment centers.
- Reduce water usage by **10%** within our own operations and our supply chain below 2020 levels.
- Achieve zero waste (**>90%** landfill diversion) at our corporate sites in North America.

### **2030 GOALS**

- Reduce absolute Scope 1 and 2 GHG emissions **64%** from a FY2022 baseline.
- Reduce absolute Scope 3 industry GHG emissions **42%** from a FY2022 baseline.
- Reduce absolute Scope 3 Forest, Land and Agriculture (FLAG) GHG emissions **30%** from a FY2022 baseline.
- Reduce freshwater withdrawals within our supply chain by **30%** from a 2022 baseline.
- Achieve **40%** renewable energy within our supply chain.



# Climate Change

**T**apestry recognizes that climate change is a complex issue that impacts water, biodiversity and social equity. In response, we are working to transform our value chain into a catalyst for resilience, innovation and positive change.

## CLIMATE RISKS & OPPORTUNITIES

We continue to assess climate-related risks and opportunities across our business and supply chain, with a focus on reducing GHG emissions, increasing energy efficiency and sourcing renewable energy. In FY2025, we conducted an updated scenario analysis of potential climate-related physical and transitional risks and opportunities across both low- and high-carbon economies. This analysis is aligned with the recommendations from the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) and informed by established scenarios developed by the [Intergovernmental Panel on Climate Change \(IPCC\)](#).

A scenario analysis is used to stress-test against different potential climate futures. The scenario analysis evaluated both low- and high-carbon pathways across the short-, medium- and long-term (2028, 2030 and 2050, respectively). The physical risk assessment covered over 200 strategically and financially significant sites across our value chain, including stores, offices, fulfillment centers and supplier facilities. The physical risks assessed included storms, coastal flooding, acute and chronic precipitation, extreme heat and cold, hail, wildfires, wind speed, fluvial and pluvial flooding, drought and water stress.

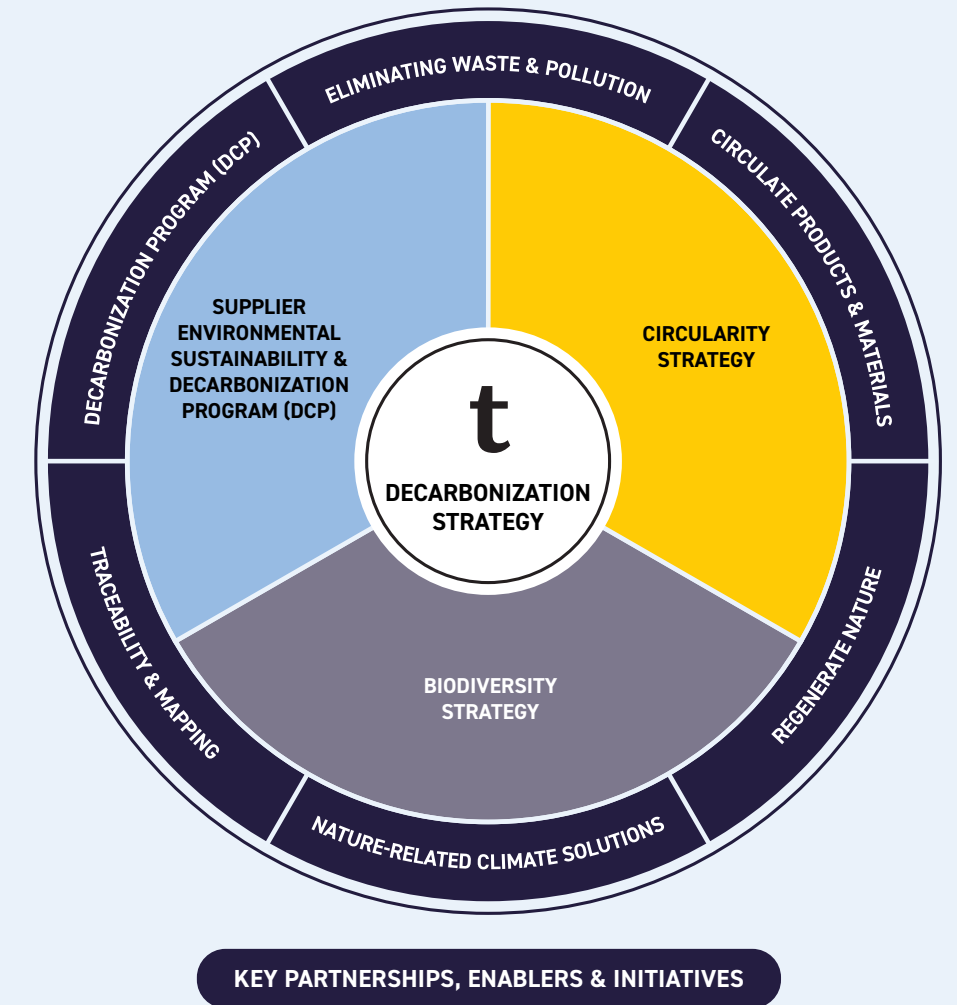
For more information regarding the results of this assessment, please see our [2025 CDP response](#) and our [TCFD Index](#).

## GHG EMISSIONS

Our GHG emissions strategy is rooted in science and guided by global best practices. Both our near and long-term GHG emissions reduction targets have been validated by the [Science Based Targets initiative \(SBTi\)](#), including alignment with its [Forest, Land and Agriculture \(FLAG\) guidance](#). These science-based targets are aligned with the Paris Agreement's ambition to limit global temperature rise to 1.5°C, reinforcing our commitment to reducing emissions across our operations, supply chain and materials sourcing. This section of our annual Corporate Responsibility report serves as our climate transition plan that outlines our implementation strategies to achieve our near-term 2030 and net-zero targets.

Tapestry's climate transition plan focuses on improving supplier and operational efficiency, advancing circular business models and investing in nature-based climate solutions. In 2025, Tapestry signed a 10-year agreement with [Climeworks](#) to invest in a portfolio of five different types of high-quality carbon removals. Climeworks is a global pioneer in scaling engineered and nature-based solutions that permanently remove carbon from the atmosphere. This long-term commitment reflects Tapestry's alignment with scientific guidance that investing in carbon removal today is essential to avoiding the worst impacts of climate change, and to building the infrastructure needed to make these solutions viable at scale.

Tapestry's Scope 3 industry GHG emissions have increased 14% since our FY2021 baseline. However, FY2021 does not accurately reflect typical business operations due to decline in productivity caused by the COVID-19 pandemic. As a result, we are in discussions with SBTi to reset our baseline to FY2022, which we believe better represents our business performance. Despite these challenges, we achieved a 10% reduction in Scope 3 emissions intensity, even as Tapestry's revenue has grown by 22% since FY2021. This demonstrates that our decarbonization efforts are delivering meaningful impact, even amid strong business growth.



# Climate Change

## SCIENCE-BASED TARGETS

**64%**

reduce absolute Scope 1 and 2 GHG emissions 64% by FY2030 from a FY2022 baseline

**42%**

reduce absolute Scope 3 Industry GHG emissions 42% by FY2030 from a FY2022 baseline

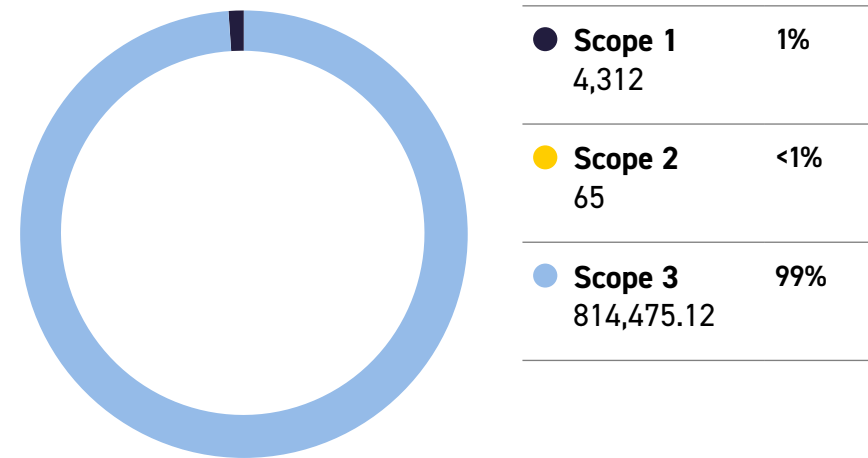
**30%**

reduce absolute Scope 3 FLAG GHG emissions 30% by FY2030 from a FY2022 baseline

**Net-zero**

GHG emissions across the value chain by 2050

### TOTAL FY2025 GHG EMISSIONS (MT CO<sub>2</sub>E)<sup>3</sup>



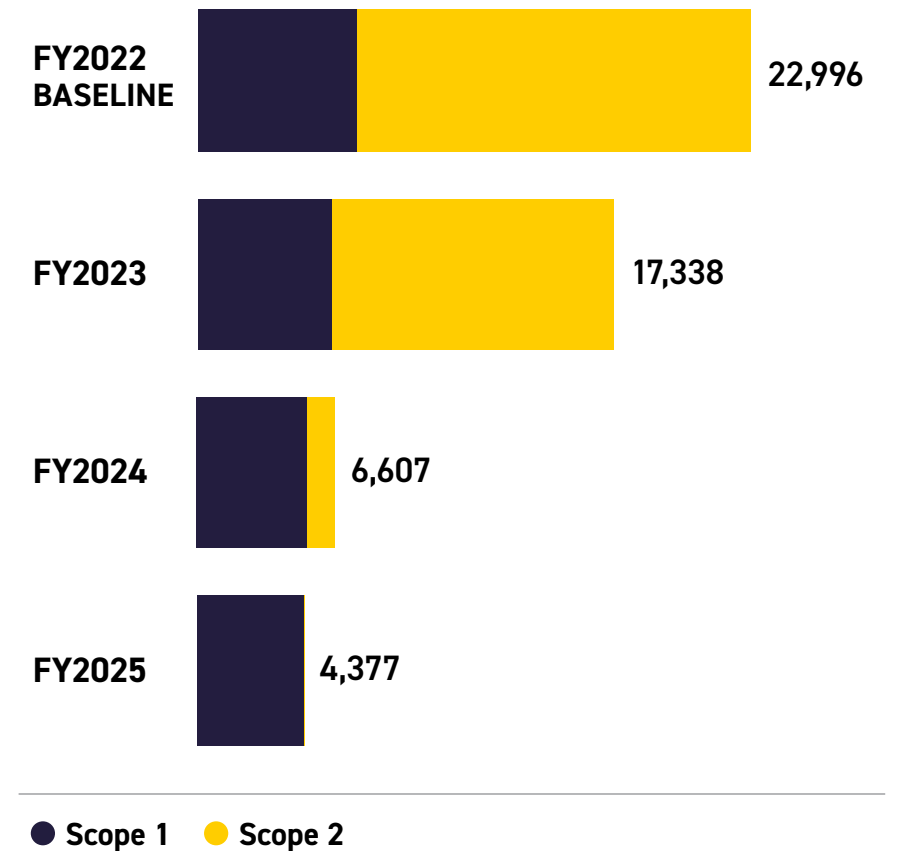
<sup>3</sup> FY2025 Scope 1, 2 & 3 (non-FLAG) GHG emissions have been verified by a third-party against a limited level of assurance. FLAG emissions are not included in the verified numbers as the GHG Protocol's Land Sector and Removals Guidance has not yet been finalized at the time of this report's publication.

### SCOPE 3 FLAG GHG EMISSIONS PROGRESS (MT CO<sub>2</sub>E)<sup>4</sup>



<sup>4</sup> FLAG GHG calculations from FY2022-FY2024 were updated to reflect a more accurate methodology. See [GRI Index](#) for more information.

### SCOPE 1 & 2 GHG EMISSIONS PROGRESS (MT CO<sub>2</sub>E)



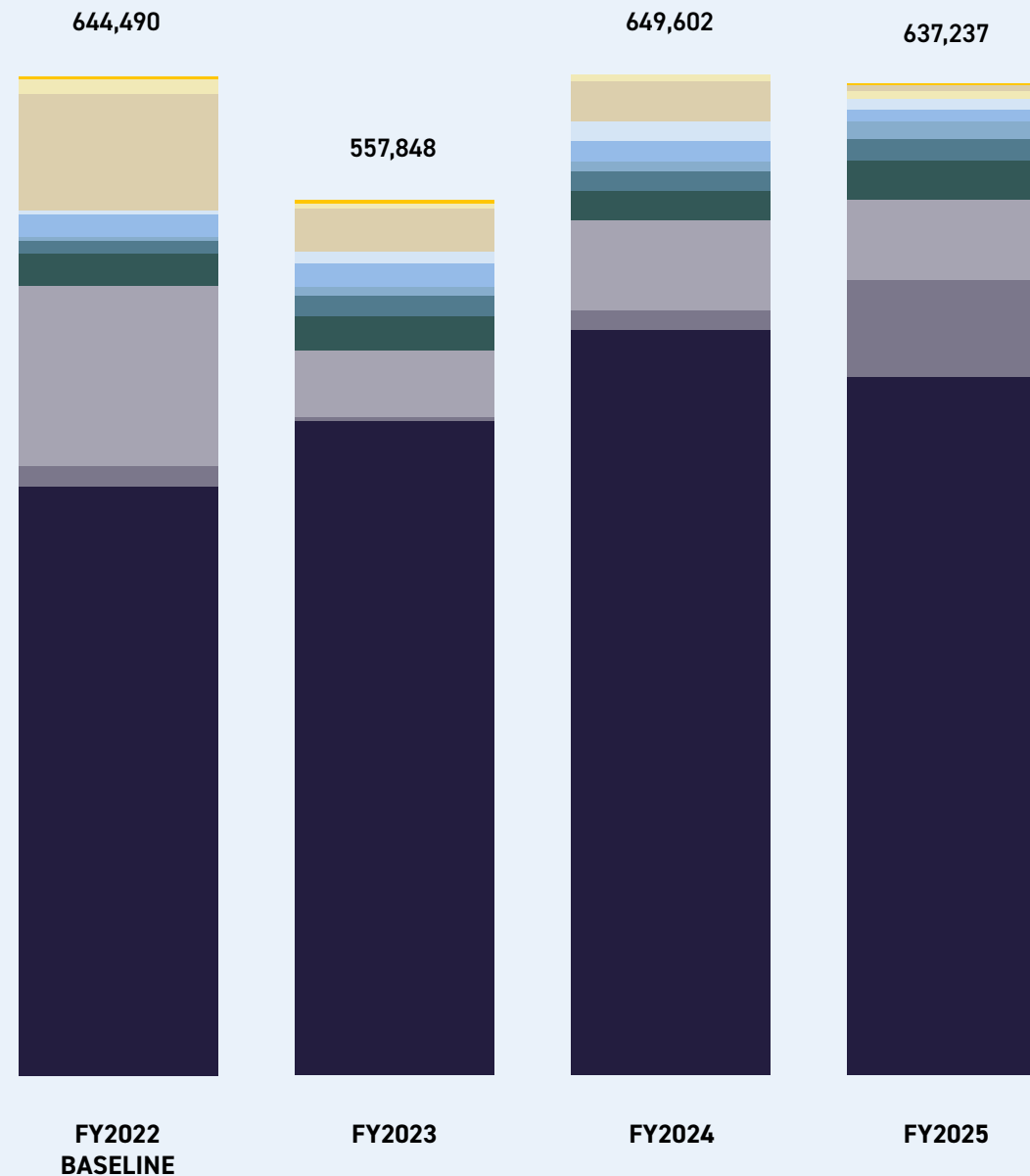
**-81%**

In FY2025, Tapestry's Scope 1 and 2 GHG emissions reduced 81% compared to a FY2022 baseline. We continue to advance toward our 2030 science-based target, driven primarily by ongoing investments in renewable energy across our own operations.

# Climate Change

## SCOPE 3 GHG EMISSIONS PROGRESS (MT CO<sub>2</sub>E)

PG&S (Non-FLAG)	448,041	70%
Investments	61,755	10%
Upstream Transportation	52,413	8%
Employee Commuting	24,831	4%
End-of-Life	14,392	2%
Capital Goods	11,448	2%
FERA	7,419	1%
Business Travel	6,578	1%
Downstream Transportation	5,516	1%
Waste in Operations	3,367	<1%
Franchises	1,469	<1%



## SUPPLY CHAIN DECARBONIZATION

Emissions associated with the production of our products and raw materials account for over 50% of our total Scope 3 industry GHG emissions in FY2025. Tapestry continues to collect data from strategic Tier 1 and Tier 2 suppliers using the [Higg Facility Environmental Module \(Higg FEM\)](#) and through [Leather Working Group \(LWG\)](#) audits. Of the 84 suppliers that completed the 2024 Higg FEM, 96% had their responses verified. We also collected data from a total of 23 LWG-audited suppliers, bringing the total number of suppliers across LWG and Higg FEM assessed to 107. We are also partnering with [GIZ](#) and industry peers on the [To the Finish Line \(TFL\)](#) initiative, a learning community for Vietnamese suppliers focused on strengthening capacity to assess and improve environmental performance using the Higg FEM.

A key priority to achieving our science-based targets includes our multi-year Decarbonization Program (DCP), which supports suppliers to quantify their GHG footprints, align to Tapestry's science-based targets and implement comprehensive plans to meet those goals. We continue to partner with [RESET Carbon](#) to help suppliers identify opportunities to reduce energy, water and carbon emissions by building specific decarbonization roadmaps and action plans. We go beyond simply funding opportunity identification by actively co-developing decarbonization roadmaps with our suppliers. This includes aligning actions with both supplier leadership teams and our internal sourcing teams to foster strategic partnerships and shared ownership of sustainability goals. To date, we have worked with 40 of our strategic Tier 1 and Tier 2 suppliers that represent over 70% of our suppliers' emissions in FY2025.

As part of our DCP, we have worked with RESET Carbon to develop a dedicated carbon toolkit to support suppliers in tracking and monitoring their emissions, energy and water reduction progress year-over-year. We also hosted trainings focused on Energy Management Systems (EMS), GHG measurement systems and overall decarbonization and target setting, reaching over 100 participants.

Tapestry is also engaging with the [Apparel Impact Institute \(Aii\)](#) and peer brands to support decarbonization efforts specifically with tanneries.

# Climate Change

## RENEWABLE ENERGY IN OUR OWN OPERATIONS

Tapestry has achieved our goal to procure 100% renewable electricity in our stores, offices and fulfillment centers globally by 2025.

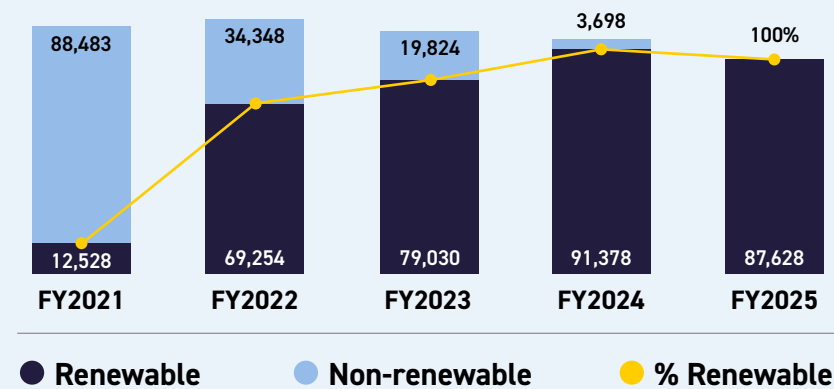
In FY2025 we continued our engagement with two key long-term solutions for renewable energy. We are participating in [The Fashion Pact's](#) Collective Virtual Power Purchase Agreement (CVPPA), which commits us, along with 11 other fashion brands, to accelerate renewable electricity adoption by investing in new clean energy infrastructure. The solar portfolio in Spain is expected to have a capacity of over 100 MWp in new renewable electricity generation.

In addition, we signed a 15-year agreement with [Pivot Energy](#), a national renewable energy provider and independent power producer (IPP), to support the development of five new community solar projects in Illinois with an installed capacity of 23 MW. Three of these projects are now live, with the remaining projects expected to be online by the end of FY2030.

Tapestry works with third-party energy procurement consultants to source renewable electricity for our locations, and we use a combination of unbundled and bundled Renewable Energy Credits (RECs) and Energy Attribute Certificates (EACs) depending on the market.

*Tapestry achieved our goal to procure 100% renewable electricity in our stores, offices and fulfillment centers globally by 2025.*

## RENEWABLE ELECTRICITY CONSUMPTION FY2021-FY2025 (MWH)

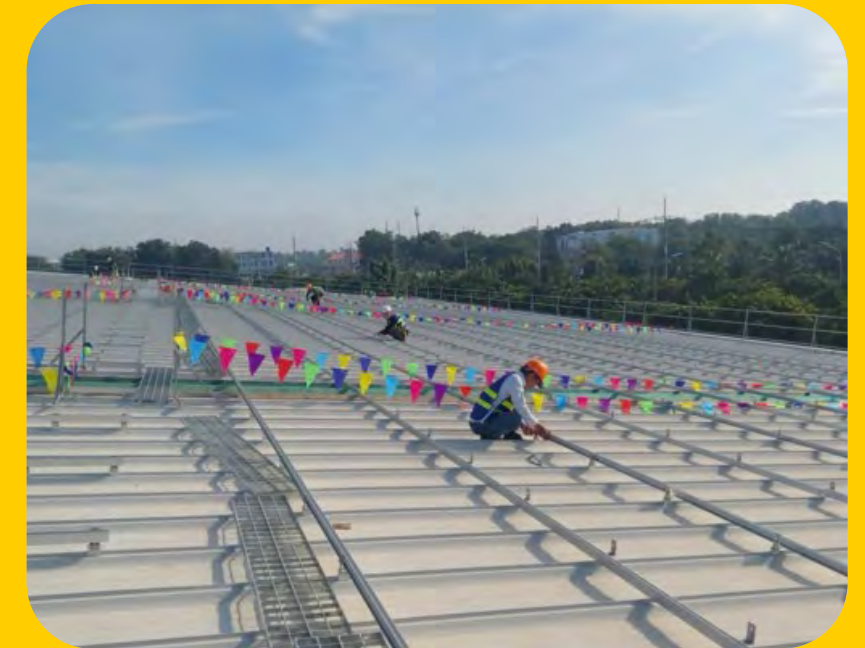


## RENEWABLE ENERGY IN OUR SUPPLY CHAIN

Tapestry aims to achieve 40% renewable energy within our supply chain by FY2030. Through the Higg FEM and survey responses from LWG audits, our suppliers reported that 12% of their total energy consumption came from renewable energy sources.

A key focus of our DCP includes supporting our suppliers to increase adoption of renewable energy both on and offsite at their facilities. In FY2025, we developed Renewable Electricity Sourcing Minimum Requirements and Guidelines as a resource for both Tapestry's suppliers and our own operations to source reliable, credible and impactful renewable energy. We continue to financially support solar panel rooftop feasibility assessments for some of our strategic suppliers as part of our DCP.

We are also working with key suppliers to continue to phase out coal by 2026. As of January 2025, we screen any new suppliers on coal usage and have set low carbon minimum requirements for our suppliers to follow when they build new facilities or workshops. These requirements include elimination of coal, efficient monitoring of energy and water usage, installation of onsite rooftop solar systems, recycled/reused water systems and rainwater collection systems and striving toward adopting green building concepts.



### SPOTLIGHT

## ROOFTOP SOLAR AT PUNGKOOK BEN TRE

In 2025, Pungkook Ben Tre (PK), one of Tapestry's strategic Tier 1 suppliers, began the process to install a rooftop solar system at their facility in Vietnam with an expected capacity of 1,200 MWh annually, enough to cover around 30% of the facility's energy consumption. This milestone was made possible through Tapestry's DCP, which supported PK in creating their tailored carbon reduction roadmap. Tapestry funded both the onsite assessment and feasibility study for solar PV, enabling PK to gain a comprehensive understanding of investment requirements and carbon reduction opportunities. Since then, PK has built on this progress by installing onsite solar projects across all its facilities in Myanmar, demonstrating a strategic and scalable approach to decarbonization. Throughout the implementation phase, Tapestry and its partner RESET Carbon continue to monitor progress, reinforcing a shared commitment to climate action across the value chain.

# Water

Tapestry achieved its target to reduce water usage by 10% within our own operations and our supply chain compared to a FY2021 baseline by 2025. In FY2023, we achieved this target and have maintained the reduction through FY2025 with 27% reduced across our own operations and our supply chain since 2020<sup>5</sup>.

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

## WATER & WASTEWATER IN OUR SUPPLY CHAIN

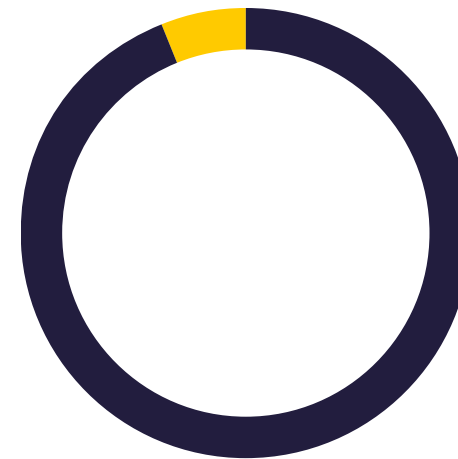
Tapestry's new target is to reduce freshwater withdrawals within our supply chain by 30% from a 2022 baseline<sup>6</sup>. As of FY2025, we've reduced freshwater withdrawals 4% from 2022. All our suppliers that are using the Higg FEM are working on reducing their freshwater withdrawals. In addition, suppliers that are involved in our DCP have included areas of opportunity for water efficiency and overall water reductions in their decarbonization roadmap to 2030.

We continue to utilize the [World Resources Institute's Aqueduct Tool](#) to assess water stress and water risk in both our own operations and our supply chain. In FY2025, we conducted a climate scenario analysis that assessed potential risk of our stores, fulfillment centers and key suppliers associated with flooding and water stress. For more information, please refer to our [2025 CDP Water Response](#).

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

<sup>5</sup> The 2025 target is based on a 12-month period. Tapestry's own operations are measured on a fiscal year (July to June) while our supply chain is measured on a calendar year (January to December).  
<sup>6</sup> The 2030 target is based on a calendar year as our supply chain data is measured January to December.

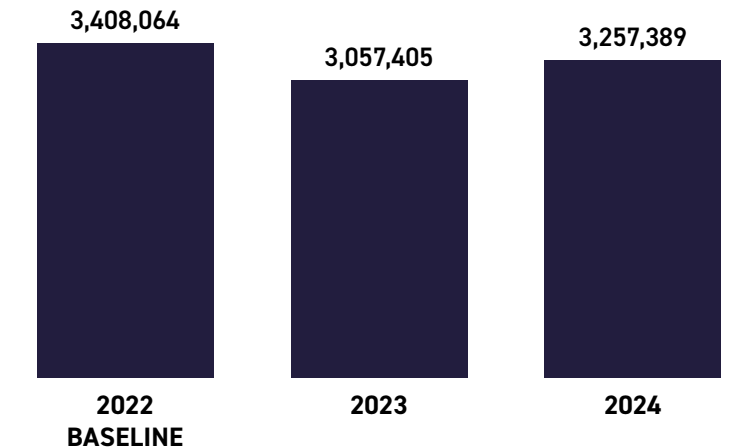
### WATER USAGE IN OWN OPERATIONS (M<sup>3</sup>)<sup>7</sup>



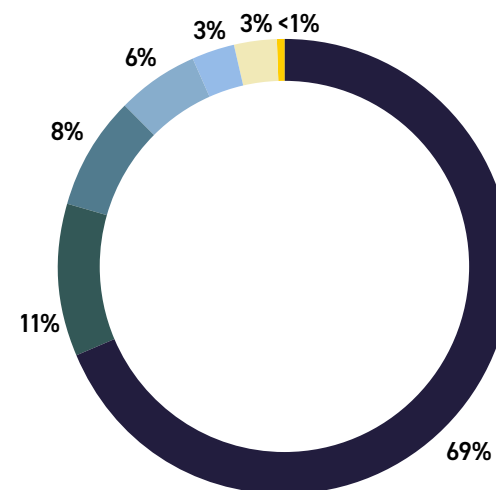
Corporate	94%
Retail	6%

<sup>7</sup> FY2025 water consumption from our own operations have been verified by a third-party against a limited level of assurance.

### SUPPLY CHAIN FRESHWATER WITHDRAWALS (M<sup>3</sup>)



### TOTAL SUPPLY CHAIN WATER BY SOURCE (M<sup>3</sup>)



Municipal Water	2,530,931
Groundwater	414,129
Recycled	300,005
Surface Water	224,806
Externally Sourced Wastewater	122,089
Unknown	87,523
Rainwater	13,253

#### SPOTLIGHT

### RAINWATER HARVESTING AT SIMONE TIEN GIANG

Through our DCP, Tapestry and RESET Carbon supported Simone, a strategic Tier 1 supplier in Vietnam, to develop their water reduction target and implementation roadmap. Following an onsite assessment funded by Tapestry, Simone identified key opportunities to reduce freshwater consumption. As a result, Simone installed a rainwater recycling system in 2025 with a total capacity of 60 m<sup>3</sup>, designed to recycle over 20% of the facility's total water usage. Tapestry and RESET Carbon continue to provide ongoing support throughout the implementation phase.

# Biodiversity & Nature

Biodiversity and healthy ecosystems are essential to the resilience of our planet, our communities and our business. As pressures on nature intensify—from climate change to land use and resource extraction—we are advancing our biodiversity strategy to better understand our impacts, reduce harm and support regeneration.

Tapestry recently joined the [Science Based Targets Network \(SBTN\) Corporate Engagement Program](#) to support the development of science-based targets for nature guidelines. We also continue to explore new frameworks to assess biodiversity and nature-related risks, including the [Taskforce on Nature-related Financial Disclosures \(TNFD\)](#).

Tapestry's biodiversity strategy aims to minimize our impact on natural resources by promoting initiatives in the ecosystems in which we operate, and has four key components:

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

## LEATHER TRACEABILITY & DEFORESTATION-FREE

Leather is derived from hides, a byproduct of the meat industry that would otherwise be underutilized or discarded. While the global cattle supply chain is complex and multi-layered, making full traceability to farm level across all regions a significant challenge, we recognize the importance of improving visibility and accountability. As deforestation and land conversion is often linked to cattle production, Tapestry is actively working to identify scalable solutions, strengthen traceability systems and support industry-wide efforts to promote deforestation free sourcing. Tapestry, Inc. and the Tapestry Foundation are committed to funding research, testing solutions and collaborating with peer brands and supply chain partners to help drive the industry transformation needed across both the leather and beef sectors to achieve deforestation- and conversion-free (DCF) verified leather.

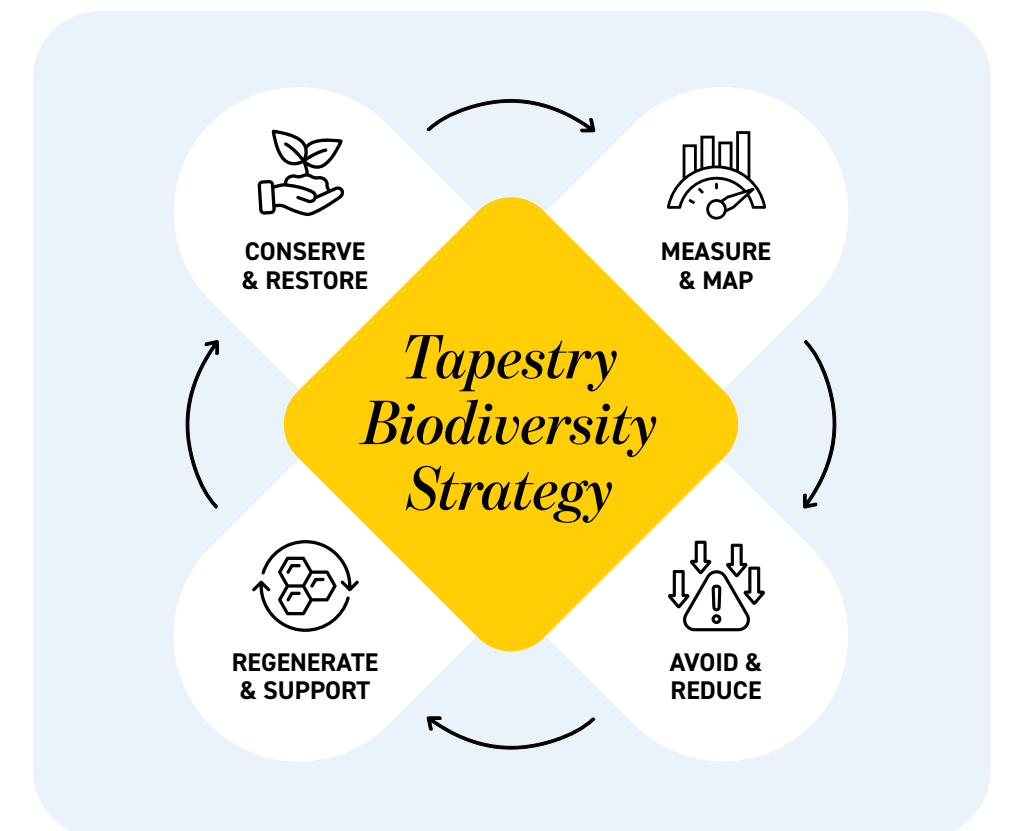
Tapestry is a supporter of the [Deforestation-Free Call to Action for Leather](#) and is committed to this industry initiative to support collective action to address deforestation driven by cattle. In FY2025, Tapestry became the first brand to commit to join the [Deforestation-Free Leather Fund](#). In doing so, Tapestry made a multi-year \$250,000 funding commitment to [World Wildlife Fund \(WWF\)](#) and this effort to pool resources to take on cattle traceability, improving ranching practices, and producer regularization and market access through environmental compliance. Tapestry is working toward no deforestation across our primary commodities, as part of SBTi's FLAG guidance. For more information on the Tapestry Foundation's work with WWF, please read the [Protecting Biodiversity](#) section of this report.

## PILOTING CATTLE TRACEABILITY

In FY2025, Tapestry launched a pilot project with SBCert to implement ear tagging for 35,000 cattle across 4 states in Brazil. These cattle are now traceable within the PRIMI Protocol, a system designed to enable farm-level verification and support DCF sourcing. This initiative contributes to the growing herd of tracked cattle in Brazil and highlights the potential for scalable, data-driven solutions to improve transparency across the leather supply chain.

Tapestry also worked with consultants to pilot the implementation of a traceability data standard for beef and cattle within Australia.

In FY2026, through funds provided by the Tapestry Foundation, Tapestry will build on insights from its traceability data standardization pilots by beginning to implement data requirements across a group of core tanneries. In parallel, with funding from the Tapestry Foundation, [WWF](#) and the [Better Food Future \(BFF\)](#) initiative in support of [UN Global Compact \(UNGC\)](#) Ocean Stewardship Coalition have launched the Global Traceability Framework for Beef & Leather, aiming to scale this approach across beef and leather supply chains for the industry at large. BFF was established to apply the methodology for standardization of traceability from seafood across food and agriculture supply chains.



# Operational Waste & Recycling

Tapestry aims to maximize resource efficiency and reduce waste by design through systemic waste management and reduction within our own operations. We are working to achieve zero waste<sup>8</sup> at our corporate locations<sup>9</sup> in North America. While we fell short of our target, reaching an 87% landfill diversion rate, we successfully diverted over 4,550 tons of waste from landfills<sup>10</sup>. Notably, our corporate fulfillment centers, which account for approximately 85% of our total operational waste, achieved a 91% landfill diversion rate, marking strong progress toward our broader zero waste ambition.

The Coach (Re)Loved & Repair Workshop in New Jersey continues to lead the way in circularity and waste reduction with Gold-level TRUE Zero Waste Certification. With a 97% landfill diversion rate in FY2025, it demonstrates how repair, reuse and employee-driven innovation can transform operations. In addition, our newly constructed Fulfillment Center in Las Vegas has applied for TRUE Zero Waste Certification and is pending this certification. The Las Vegas site reached a 97% landfill diversion rate through robust recycling programs and operational efficiencies.

In FY2025, seven of Tapestry's NY-based employees participated in [The Sanitation Foundation's NYC Trash Academy](#), an educational series including experts in waste management, environmental justice and sustainability. Our employees participated in this 10-week learning module focused on how NYC manages its waste, discussing topics like food waste, recycling and circularity.



## SPOTLIGHT

### EMPOWERING EMPLOYEES TO DRIVE ZERO WASTE AND SUPPORT BIODIVERSITY

The Coach (Re)Loved & Repair Workshop hosted an employee volunteer event in partnership with [The Bronx is Blooming](#), where team members created 1,500+ seed pods using native plant seeds and compost generated from our own office food waste. These seed pods help to transform underutilized urban spaces into vibrant green areas and pollinator habitats across New York City. From compost to community planting, we showcased the power of zero waste and biodiversity in action by closing the loop.

<sup>8</sup> Zero waste is defined as diverting more than 90% of the waste generated from landfills.

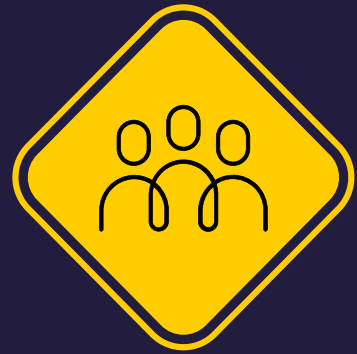
<sup>9</sup> Our corporate locations include our fulfillment centers and offices within the U.S.

<sup>10</sup> FY2025 waste data from our own operations have been [verified](#) by a third-party against a limited level of assurance.



Uplift Our

# Communities



# Uplift Our Communities

As a purpose-driven company, we continue to deepen our commitment to uplifting the communities where we live, work and make our products. Through strategic partnerships and targeted investments, we aim to create lasting social impact aligned with our values and the passions of our people.

## 2025 GOALS

- **\$75M** in financial and product donations to nonprofit organizations globally.
- **100,000** people working in the factories crafting our products will have access to empowerment programs during the workday.

## 2030 GOALS

- Our global employee population will contribute **500,000** volunteer hours through service to causes that our teams and consumers are most passionate about.
- Core suppliers will have management systems and trainings in place to detect, prevent and remediate gender-based violence and harassment.
- Core suppliers will provide culturally competent mental health training and tools for their workers.



# Tapestry Gives

## CONNECTING EMPLOYEES TO COMMUNITIES

Through **Tapestry Gives**, our global employee volunteering program, employees across all brands are encouraged and empowered to contribute their time, talent and resources to the causes that matter most to them and their teams. Designed to be flexible, inclusive and employee-driven, the program makes volunteering accessible to everyone, from retail and fulfillment center associates to corporate teams around the world. In FY2025, employees supported nonprofits in education, environmental sustainability, food security and community resilience, demonstrating a wide range of impact possible through service.

Volunteering at Tapestry is more than giving back. It is a cultural driver that strengthens how our employees connect with one another and with our values. These experiences enhance engagement and retention by showing employees that their contributions matter both inside and outside the workplace. At the same time, volunteering demonstrates our brands' commitment to community, building trust and authenticity with customers. Through this approach, our culture of service fuels both purpose and pride in our employees while driving emotional connection with our customers.

*At Tapestry, service isn't separate from work—it's part of how we grow our people, our culture and our business.*

Tapestry also supports employee volunteerism through dedicated Volunteer Time Off, giving our teams the flexibility to serve their communities during the workday. All eligible employees globally, corporate and field, have up to one paid day a year during normal working hours to volunteer in their local community. This benefit reinforces our belief that purpose-driven work strengthens our culture, deepens employee engagement and brings our values to life in the places where we live and work.

## EMPLOYEE-LED VOLUNTEERING

At the heart of Tapestry Gives is a global network of volunteer ambassadors, employees who design and lead grassroots initiatives in their local markets to address community needs. In FY2025, our 240+ volunteer ambassadors coordinated hundreds of activities: biodiversity monitoring in New York, canal clean-ups in London, food redistribution in Australia and letter-writing campaigns for hospital patients across North America. By empowering employees to shape how they give back, Tapestry Gives ensures that service is meaningful, relevant and deeply connected to our communities.

## MATCHING GIFTS

To support the causes and organizations most important to our people, Tapestry employees in North America can take advantage of the Tapestry Gives Matching Gifts program, funded by the Tapestry Foundation. Every year eligible employees can elect to have the Foundation match their personal donations to charities of their choice, more than doubling the impact of their generosity. Employees can submit up to \$1,000 for a 2:1 match and \$8,000 for a 1:1 match, totaling \$10,000 every year donated on their behalf. Since launching the program in 2010, Tapestry's Foundation has matched and donated over \$5.6 million to the causes our people care most about.

## RECOGNITION AND AWARDS

The Tapestry Gives Impact Awards are a unique feature of the program, recognizing employees who go above and beyond in their commitment to service. Our program recognizes individuals and teams from our store, corporate and fulfillment center populations who are selected based on volunteer hour achievement and leadership nomination for their exemplary volunteer work and inspiring others to be of service.

We celebrate our field winners on the biggest stage of the year at our annual store manager conferences during Awards night. In addition, select winners are awarded the opportunity to nominate a grant from the Tapestry Foundation to a nonprofit of their choice, further empowering them to support the causes they are most passionate about.



# Tapestry Gives

## FY2025 BY THE NUMBERS



**53,000+** *volunteer hours*

completed globally in FY2025, bringing our cumulative total to 303,000 hours toward our 2030 goal of 500,000



**4,000+** *employees*

volunteered with more than 800 nonprofits across North America, EMEA and Asia Pacific



**75** *volunteer grants*

awarded through Dollars for Doers program to support nonprofits in North America where employees give their time, funded by the Tapestry Foundation



**\$375,000+** *donated*

to charities in North America as matches to \$320,000+ in donations made by our employees



### TAPESTRY GIVES UK

In FY2025, Tapestry London employees partnered with [Open Age](#), a local charity supporting adults over 50, to create opportunities for connection, inclusion and lifelong learning. Volunteers led digital literacy workshops, hosted wellbeing sessions and supported social activities designed to combat isolation. These experiences not only helped participants gain confidence and new skills but also gave our employees the chance to connect meaningfully with neighbors in their community. The partnership reflects our belief that volunteering is about more than giving time: it is about building bridges, fostering belonging and strengthening the communities where we live and work.



### TAPESTRY GIVES LAUNCHES IN AUSTRALIA AND NEW ZEALAND

In March 2025, we officially launched Tapestry Gives in Australia and New Zealand (ANZ) with a volunteer event in Sydney. Our ANZ corporate team partnered with [OzHarvest](#), the country's leading food rescue organization, to help turn rescued surplus ingredients into nutritious meals for people experiencing food insecurity.

Together, our volunteers prepared and packed nearly 150 meals, saving nearly 150 pounds of quality food from going to landfill. These meals were delivered to local charities across Greater Sydney, providing nourishment while directly addressing both hunger and food waste.

# Tapestry Gives

## LOOKING AHEAD

In FY2026, Tapestry Gives will launch new ways to make service even more accessible, including recognition for locally relevant acts of service in APAC and new training for volunteer ambassadors to further their leadership development and evolve how our teams drive meaningful change.

As we continue toward our 2030 goal, volunteering will remain at the center of how we engage employees, strengthen our culture and demonstrate that at Tapestry, giving is part of how we grow.



### **BLUE STAR FAMILIES: SUPPORTING MILITARY FAMILIES**

In partnership with [Blue Star Families](#), a national nonprofit supporting military families, Coach celebrated National Military Spouse Appreciation Day with a pop-up shop at our Jacksonville fulfillment center. Supported by employee volunteers, the event provided product donations and personal styling for spouses and families of active-duty service members by recognizing their role in strengthening communities and honoring their resilience. Throughout the year across both Coach and Blue Star Families hosted activations, we've reached 6,300 families.



### **TAPESTRY GIVES CHINA: INSPIRING THE NEXT GENERATION IN CHINA**

In October 2025, Tapestry's China team hosted a Tapestry Day for children at a rural elementary school, continuing the partnership with Shanghai Smile Youth Community Service Center that began in 2023. The initiative aims to nurture creativity, curiosity and confidence among students whose parents work in distant cities, providing both essential resources and moments of joy and learning. Since 2023, the program has donated over 1,000 books, benefiting nearly 200 students and teachers through activities such as reading lessons, craft workshops and hands-on science experiments. Entirely funded through employee donations from the China team, the program has invested nearly RMB 59,000 since its launch.



### **TAPESTRY GIVES NORTH AMERICA: UNITING OUR PEOPLE AND PRODUCTS TO DRIVE MEANINGFUL CHANGE**

We know how powerful it is when our employees volunteer in their local communities, and when we pair that with donating our products, the impact for community members is even greater. During FY2025, we deepened our long-standing collaboration with the nonprofit Soles4Souls, not only as a product donation intermediary but also as a volunteer partner. From Newark to Los Angeles to the Bronx, 170 Tapestry employee volunteers served nearly 900 community hours across 13 events to support teachers, students and communities in need.

Through our bespoke Coach and Soles4Souls Teacher Appreciation Week initiative, we provide products to educators at low-income schools. In FY2025, our Coach and Tapestry teams proudly celebrated over 1,500 teachers at five low-income school districts across the United States, who inspire and support the next generation. More than 350 Coach employees volunteered as personal shoppers, stylists and event hosts, creating a joyful experience where teachers could select Coach products at no cost. These events combined recognition with meaningful support, reinforcing the brand's long-standing commitment to donating products to teachers, students and staff.

# Tapestry Foundation: Investing in Resilience and Care

The Tapestry Foundation serves as our hub for philanthropic investments, distinct from our individual brand foundations, directing resources to programs that protect the planet and strengthen our communities. Since its launch in FY2022, the Foundation has funded global partnerships that address systemic challenges to leather supply chains while also supporting employees in times of need.

## PROTECTING BIODIVERSITY WITH WWF

The future of Tapestry and our products is fundamentally connected to the vitality of resilient environments and thriving communities. Recognizing this, the Tapestry Foundation is committed to making impactful philanthropic investments that sustain vibrant ecosystems, safeguard biodiversity and pursue innovative solutions to address the environmental challenges facing our industry.

In FY2025, the Foundation continued its multi-year \$3 million signature partnership with [World Wildlife Fund \(WWF\)](#) to advance more sustainable leather production and biodiversity protection, which includes projects that prevent deforestation, restore degraded landscapes and create sustainable livelihoods for local communities. We are proud of the meaningful progress WWF continues to lead across all three fronts, and we are inspired to galvanize our peers and the larger beef and leather sector to encourage collective action on these topics. Our partnership has proven that philanthropic investments into the most opaque, complicated parts of the beef and leather value chain not only help conserve critical ecosystems and protect biodiversity but also strengthen the long-term resilience of our industry and the many livelihoods connected to it.

While we build momentum for sector-wide landscape transformation, we celebrate the local community-level interventions that our donation has enabled. To date, the grant has equipped WWF with the personnel and resources to deploy 32 training courses and events to nearly 500 people that build capacity in restoration and other environmental management practices in 20 communities most impacted by climate change. Furthermore, a portion of Tapestry Foundation's funding has been matched by other donations and pooled to immediately reforest high risk areas identified by WWF.

We know a healthier, more resilient value chain is only achievable through strategic collaboration and strong partnerships. We look forward to working with others in the leather sector, the beef and agricultural industries and the local communities at the forefront of climate impacts to create a better world for us all. Learn more about our work with WWF in the [Biodiversity & Nature](#) section of this report.



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# Tapestry Foundation: Investing in Resilience and Care

## SUPPORTING OUR EMPLOYEES IN TIMES OF NEED

The Associate Relief Fund is one of the most tangible ways the Foundation demonstrates care for our people. The program provides confidential, immediate grants to employees around the world facing unforeseen hardships, including natural disasters and personal crises. In FY2025, the Fund awarded 64 grants totaling nearly \$89,000, helping employees cover urgent needs such as housing, food and medical bills and access evacuation and rebuilding services in the wake of hurricanes and other natural disasters. Stories like this reflect how the Foundation ensures that no employee is alone in a moment of crisis, building loyalty, trust and a culture of care across the enterprise.

## DISASTER RELIEF AND HUMANITARIAN RESPONSE

The Foundation also responds to urgent global needs by supporting communities affected by natural disasters and humanitarian crises. In FY2025, we contributed \$175,000 to disaster relief efforts, including aid for those impacted by Hurricane Helene and the California wildfires.

These contributions provided critical resources to nonprofit partners on the ground, offering immediate support to affected families and helping communities begin to recover. This rapid response capability reflects the Foundation's role as a source of stability and resilience in times of crisis.

## ELEVATING EMPLOYEE VOICES THROUGH EBRG COMMUNITY GRANTS

The Foundation also empowers employees to direct philanthropy through the EBRG Community Grant Program. Each of Tapestry's six EBRGs receives funds annually to award to nonprofit organizations aligned with the employee group's focus. In FY2025, the program distributed \$90,000 in grants, supporting causes ranging from youth mentorship to women's empowerment. This approach ensures that giving reflects the perspectives of our employees and reinforces the connection between our culture and our community impact.

## LOOKING AHEAD

In FY2026, the Tapestry Foundation will continue to expand its leadership in climate resilience through its partnership with WWF and with other partners making a difference across the leather value chain. The Foundation will also deepen its support for employees and employee-driven philanthropy. By aligning enterprise giving with both global and personal needs, the Foundation is building a web of resilience that ensures Tapestry's impact is felt in our supply chains, our communities and in the lives of the people who make our business possible. The Tapestry Foundation also will continue investing in our New York Hudson Yards neighborhood through partnerships with the [West Side Community Fund](#) and [Hudson Guild](#) organizations making a difference in our own backyard of Chelsea, Hudson Yards and Hell's Kitchen neighborhoods.



## FY2025 BY THE NUMBERS



**\$2 million+**

in direct charitable contributions awarded



**64 employees**

supported through the Associate Relief Fund, with an average grant of \$1,300+



**\$90,000**

awarded through the EBRG Community Grant Program, empowering employees to direct funding to causes they care about

# Coach Foundation: Dream It Real

At Coach, the brand purpose, Courage to Be Real, champions the power of authenticity. It's a call for customers to step out of societal expectations and embrace who they truly are. This spirit lives at the heart of the Coach Foundation's signature initiative, Dream It Real. Through Dream It Real, we invest in young people from under-resourced communities, equipping them with the resources, mentorship and support they need to achieve their dreams. In FY2025, the Coach Foundation donated \$3.87M, across four regions to reach 1,350+ Dream It Real scholars around the world.

## 10,000 SCHOLARSHIPS BY 2030

The Dream It Real program continues to be the cornerstone of the Coach Foundation's work. After achieving our 2025 initial goal of funding 5,000 scholarships two years ahead of schedule, we doubled our ambition, committing to 10,000 scholarships globally by 2030. We're more than halfway to our goal having funded 6,730 scholarships globally for under-resourced youth and have hosted 17 Dream It Real events globally. In FY2025, we took significant steps toward this target with expansion in Japan and the U.K., tailoring programs to local contexts while maintaining our core focus on empowering the next generation to reach their dreams. Our partnerships with nonprofit leaders such as the [Opportunity Network](#), [Bottom Line](#) in the United States, [Katariba](#) in Japan and the [China Youth Development Foundation](#) provide students with academic, social and career-readiness support in the regions where our employees live and work.

We are proud of the successes of the Coach Dream It Real Program in North America, including:

- **97%** of Dream It Real scholars are on track to graduate college on time compared to the 21% national average of first-generation college students.
- The students graduating have **88%** less debt than the national average.
- **91%** of scholars held at least one internship over the last four years.
- **88%** of our young people indicated increased confidence due to the Coach Dream It Real mentor program.



### IMPACT MILESTONE: CELEBRATING OUR FIRST COACH CLASS IN NORTH AMERICA

FY2025 marked a milestone year as we expanded our global reach, celebrated the graduation of our first Dream It Real cohort in the U.S. and renewed our long-term commitment to scholarships and mentorship.

In North America, we celebrated the completion of our first cohort of Dream It Real scholars as they pursued a four-year degree, with a goal for students to graduate with minimized student debt. Each year, 250 students receive scholarship funding, an employee mentor at Coach and career readiness programming to help their professional development. Our partnership with Bottom Line and The Opportunity Network is an example of what happens when we invest in pivotal partnerships to create greater impact.

## COACH DREAM IT REAL IN FY2025



**\$3.87 million**

donated by the Coach Foundation



**1,350+ Dream It Real scholars**

reached around the world



**2,100+ hours**

of mentoring from Tapestry employees to Dream It Real Scholars

# Coach Foundation: Dream It Real

## DREAM IT REAL AROUND THE WORLD

Our programs reflect the unique needs of the next generation and aim to meet young people where they are.



### DREAM DAY 2025: DREAM HORIZONS

To celebrate our graduating cohort, we hosted Dream Day 2025 at the Shed, right in the backyard of Tapestry's New York headquarters, uniting more than 400 scholars, mentors and partners for a day of connection, inspiration and recognition. The theme, Dream Horizons, prompted attendees to reflect on how far they've come in their journey and imagine the limitless futures that await them. From interactive workshops to speed mentoring and vision board mapping, every part of the day was designed to inspire, uplift and fuel the scholar's next chapter.

One of the day's highlights was a powerful fireside chat moderated by Todd Kahn, CEO of Coach, featuring WNBA's rising stars, Kiki Iriafen and Aneesah Morrow. Their conversation explored how dreams are born from challenges and how setbacks can shape strength.



### GREATER CHINA

Our longstanding partnership with the [China Youth Development Foundation](#) began in 2020 and has since grown to fund over 5,000 scholarships for rural youth across the country. To expand our impact, we've partnered with local universities to provide career readiness experiences and confidence building workshops for Dream It Real scholars.

In FY2025, our employees in China hosted two Dream It Real events in Guangzhou and Hainan for 400 university students. These events served as an opportunity to champion the foundation's mission to create opportunities and remove barriers for university students around the world and support their journey in achieving their dreams.



### JAPAN

In FY2025 we launched the first-of-its kind Dream It Real scholarship for 30 students in Japan through our longstanding partnership with [Katariba](#), a Japan-based nonprofit with a mission to close the opportunity gap and create a society where young people feel empowered to shape their own futures. Since 2020, we've reached over 140 students.

In FY2025 for the first time, we brought together Coach leadership, employees and Dream It Real scholars to host a local Dream Day. The day consisted of goal setting exercises and career mapping, mentorship and community.

# Coach Foundation: Dream It Real

## COACHTOPIA X DREAM IT REAL: INVESTING IN THE NEXT GENERATION OF CIRCULARITY LEADERS

In collaboration with Coachtopia and a non-profit partner, the Coach Foundation established a bespoke scholarship program to support 10 innovative scholars interested in circularity. These emerging leaders received a scholarship, mentorship from Coach employees, a half-day ideathon where students designed circular model solutions and learning webinars with Coachtopia Catalyst Fund grantees.

## COMMUNITY COLLEGE SCHOLARSHIPS

The Coach Foundation is committed to supporting students as they navigate their postsecondary pathways, including community college and bridge programs. Through partnerships with [Communities In Schools of Jacksonville](#) and [Point Foundation](#), leading scholarship nonprofits supporting LGBTQIA+ students and allies, we are helping to remove barriers to success by providing scholarships to community college students in the U.S. with access to mentorship, resources and holistic support. By meeting students where they are at in their journey, we aim to empower the next generation to pursue their dreams with confidence and resilience.

## MENTORSHIP: POWERED BY TAPESTRY EMPLOYEES

Mentorship is at the heart of Dream It Real, giving students access to role models who can guide their personal and professional journeys. In FY2025, more than 250 Coach, Kate Spade, Stuart Weitzman and Tapestry employees dedicated time as mentors, providing over 2,100 hours of support to Dream It Real scholars globally. Through one-on-one connections and group sessions, employees helped students navigate college life, build career skills and imagine what's possible for their futures. This employee-led effort not only strengthens student outcomes but also deepens the sense of purpose and engagement among our teams.

## LOOKING AHEAD

In June 2025, Coach announced a \$20 million investment over the next four years to double the scale of Coach Foundation's Dream It Real program. In FY2026, we will welcome our largest-ever cohort of Dream It Real scholars, launch a new Dream It Real program in the United Kingdom with our new partners, [SEO London](#), expand into new markets and continue to build our mentorship program to connect our employees with the next generation of changemakers. Through these efforts, the Coach Foundation will remain focused on empowering young people around the world with the courage to be real, dream big and achieve their goals.





## *kate spade new york: Advancing Women's Mental Health and Empowerment*

At kate spade new york, we believe good mental health is a fundamental human right and the foundation for women's empowerment. For over a decade, we have invested in programs that break down stigma, increase access to care and create opportunities for women and girls to thrive. In FY2025, we built on this legacy by launching bold new initiatives and expanding our global partnerships with a goal of reaching 250,000 women and girls by 2030.

### **GLOBAL FUND FOR WOMEN'S MENTAL HEALTH**

In FY2025, kate spade new york launched the [Global Fund for Women's Mental Health](#), a bold commitment to expand access to mental health resources for women and girls around the world. Housed at [Panorama Global](#), the fund prioritizes community-led solutions across North America, the U.K., Japan, Australia and East Africa which are key markets for the brand. The fund mobilizes capital, advocacy and partnerships to advance culturally relevant care. By centering the voices of women and local organizations, kate spade is not only addressing an urgent global need but also reinforcing its belief that good mental health is foundational to empowerment and lasting change.

### **GLOBAL ADVOCACY AND AWARENESS**

FY2025 was a landmark year for global advocacy. We hosted our 3rd Annual Global Summit on Women's Mental Health in New York, convening leaders from fashion, beauty, sports and technology to advance the conversation around mental health and women's empowerment. We also engaged audiences worldwide through events such as the Women's Mental Health and Gender Equity forum in Kigali, Rwanda, and International Women's Day programming in Japan, where our efforts were featured in leading national publications.

# *kate spade new york: Advancing Women’s Mental Health and Empowerment*

## **ON PURPOSE: EMPOWERING WOMEN IN THE SUPPLY CHAIN**

Our [On Purpose](#) social enterprise partnership continues to serve as a cornerstone of kate spade’s social impact. Since 2013, women artisans at [Abahizi Rwanda](#) have produced over 300,000 handbags for Tapestry, providing full-time employment, fair wages and mental health support in Masoro, Rwanda. In FY2025, Abahizi Rwanda was recognized as a B Lab “Best for Community” company, and 74% of its operations were powered by solar energy, a milestone that demonstrates the link between economic empowerment and sustainable business practices. We also introduced new product stories, including the Spring Straw Tote and a recycled denim tote, highlighting both craftsmanship and circular design.

The 12th Annual On Purpose Fundraiser took place in our offices in North America, Japan and Australia and the United Kingdom in March 2025. Collectively, the events raised over \$190,000 for Early Childhood Development Centers in the community of Masoro, Rwanda. Employees across kate spade, Coach and Tapestry volunteered, generating over 170+ volunteer hours.

*Since 2013, women artisans at Abahizi Rwanda have produced over 300,000 handbags for Tapestry.*



## **SPOTLIGHT**

### ***ISÔOKO X ABAHIZI COMMUNITY BENEFIT COMPANY***

In November 2024, Abahizi Community Benefit Company (CBC) celebrated the opening of a new Nursery Center, funded through dollars raised at the 2024 On Purpose Fundraiser and created in partnership with [Isôoko Community Development](#). The center provides a safe and nurturing environment for employees’ children ages one and under to learn, play, rest and enjoy nutritious meals while their parents continue their workday. Currently, 22 mothers and their babies benefit from this program, which promotes both family wellbeing and workforce stability. This initiative reflects the ongoing commitment of kate spade new york and Abahizi CBC to advancing women’s empowerment, creating supportive workplaces and helping working mothers thrive both personally and professionally.

# *kate spade new york: Advancing Women’s Mental Health and Empowerment*

## **PARTNERING FOR WOMEN’S MENTAL HEALTH**

At kate spade new york, partnerships are central to how we drive meaningful and lasting impact. By collaborating with nonprofits, community organizations and advocacy groups around the world, we amplify our reach and create sustainable change in women’s mental health and empowerment. These partnerships allow us to combine resources, expertise and shared purpose to address complex challenges, ensuring that our efforts not only uplift women and girls but also strengthen their communities’ mental health for generations to come.

## **GIRLS INC. OF NEW YORK CITY PARTNERSHIP**

In FY2025, kate spade new york and its Foundation deepened its partnership with [Girls Inc. of New York City](#), an organization dedicated to equipping girls and young women with the tools to navigate social, economic and gender barriers. Together, we hosted a series of Wellness Summits across New York City schools, blending mental health education with empowerment programming.

A highlight came during Mental Health Awareness Month, when brand ambassador Ice Spice surprised students at the Young Women’s Leadership Academy in the Bronx. The event combined cultural relevance with meaningful impact: students received resources and tools for resilience, participated in wellness workshops and experienced firsthand the importance of joy and community connection.

## **BORIS LAWRENCE HENSON FOUNDATION**

Through our continued partnership with the [Boris Lawrence Henson Foundation \(BLHF\)](#), we expanded access to culturally relevant mental health care by opening the third and fourth SheCare Wellness Pods on Historically Black Colleges or Universities (HBCUs) at Bennett College in Greensboro, NC and Coppin State University in Baltimore, MD. These safe spaces provide students with mental health resources, community programming and a supportive environment to thrive. To date, kate spade new york and BLHF have opened pods at Alabama State University, Hampton University, Bennett College and Coppin State University.

## **EMPLOYEE VOLUNTEERING AND ENGAGEMENT**

Around the world, kate spade employees play an active role in advancing our social impact mission. In FY2025, employees continued to give back through volunteer activations centered on joy and connection.

The brand’s partnership with [Girls Inc. of New York City](#) has been multi-faceted opportunity for impact and engagement. In January 2025, kate spade volunteers represented the brand at the Young Professional’s Mixer and Internship Fair hosted by Girls Inc. of New York City. The Young Professional’s Mixer and Internship Fair was a networking event to connect college students with various companies in different industries for potential future and current open opportunities and to provide resume, interview and pitch “workshops.” In February 2025, kate spade team members volunteered at the [Lower East Side Girls Club](#) to support the organization’s weekly pantry packaging for members of the local community. The team was able to pack 250 bags in less than an hour.

These collective efforts, grounded in the brand’s research-backed Flower Framework, demonstrate how kate spade teams are cultivating access to good mental health for women and girls while nurturing a culture of care within our own community.

## **LOOKING AHEAD**

In FY2026, kate spade new york will continue to build momentum by expanding the Global Fund for Women’s Mental Health, turning on the customer point-of-sale donation program online, for our North America customer and hosting the Fourth Annual Global Summit on Women’s Mental Health at the New York Times Center.

Also in 2026, kate spade will be announcing its next round of partners for the Global Fund for Women’s Mental Health, which will focus on serving women in the workforce and maternal mental health. In addition, we will be introducing and partnering with RISE to bring mental health curriculum into the mainstream of worker empowerment programs.

For more information, see the [Supporting Workers in Our Supply Chain](#) section.



# Supporting Workers in our Supply Chain

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

## SOCIAL COMPLIANCE AND HUMAN RIGHTS

We require suppliers to sign and comply with our [Global Supplier Code of Conduct \(SCOC\)](#), which is reviewed regularly. Our SCOC prohibits the use of child and forced labor, and we maintain policies prohibiting modern-day slavery and human trafficking, in compliance with applicable regulations. These policies are referenced in our annual [Modern Slavery Statement](#). We require the direct manufacturers of our product, our Tier 1 suppliers, to have undergone a social compliance audit by an approved third-party auditor and to have attained a threshold score before onboarding. Suppliers that fail to reach the minimum score required are not approved unless an exception is approved in writing by our Chief Supply Chain Officer. If an exception is granted, it is accompanied with remediation and close monitoring by our supply chain and social compliance teams.

Tier 1 finished goods suppliers and key Tier 2 raw material suppliers undergo semi-announced, annual audits by independent third-party audit firms. If an issue or risk is identified, we work with the supplier to identify the root cause and take prompt corrective and preventative actions to address the issue. We also provide our suppliers with onboarding and ongoing training about our expectations, including social compliance.

Tapestry's Chief Supply Chain Officer holds a quarterly responsible sourcing meeting to review recent social compliance audit results, the status of remediation efforts, trends in findings and industry risks and discuss additional opportunities to evolve our strategy.

In FY2025, we conducted approximately 206 audits of our suppliers; 77% of the audits were of our Tier 1 suppliers and 23% were facilities beyond

Tier 1. Of these audits, 100% were semi-announced. More than 3,500 workers were interviewed throughout this fiscal year's audit process, and around 8% of the audits performed included an interview with a trade union representative.

Tapestry includes social compliance ratings on Tier 1 leathers and footwear supplier scorecards to help guide supplier discussions and sourcing decisions.

100% of our new manufacturing suppliers were screened using a tool that reports on negative news stories about the supplier. Reports of negative news are reviewed by our internal teams and followed up on, as appropriate.

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

In FY2025, Tapestry conducted a comprehensive supply chain mapping and assessment to understand potential human rights risks based on geography, product and material types as well as processes. This assessment identifies where regional and industry risks may exist, such as child labor, forced labor, freedom of association, environmental rights, gender & discrimination, land rights, labor rights, worker health and safety and wages and their saliency. In FY2026, we are working with the support of experts and using the mapping to prioritize and focus on these salient risks' detection, mitigation and prevention.



## SUPPLIER CAPACITY BUILDING

In FY2025, Tapestry launched a comprehensive Supplier Capability Series, engaging over 130 key suppliers across 11 countries in targeted training on health and safety, working hours and management systems. The program was delivered in multiple languages and formats, including virtual and in-person sessions. After the main training series concluded, a six-month follow-up program provided office hours, peer learning opportunities and one-on-one consultations for selected suppliers to support implementation and track progress. Toolkits, self-monitoring resources and a dedicated Q&A inbox were made available to all participants, with training materials and recordings hosted on a centralized platform for easy access.

# Supporting Workers in Our Supply Chain

## WORKER EMPOWERMENT

Tapestry has also continued our partnership with [RISE](#), a program dedicated to empowering workers, embedding gender equality in business practices and catalyzing system changes in global supply chains. RISE takes a holistic, “multi-factor” approach beyond just worker empowerment training, expanding into policy, advocacy and other areas.

In FY2025, we achieved and surpassed our goal of providing access to empowerment programs to 100,000 people working in the factories crafting our products. Through our partnership with RISE, we reached over 106,000 workers. We also worked with select factories to keep the peer educators active even after the programs ended, which resulted in an additional 70,000+ new employees being trained through the program using RISE materials and trained peer educators.

Looking forward, we are continuing to engage with RISE to help to develop a mental health module that will be offered as part of RISE’s programs. This work will directly support our new goal to have core suppliers to provide culturally competent mental health training and offer tools for their workers by FY2030. We also are working toward a new 2030 goal for certain designated suppliers to have management systems and trainings in place to help detect, prevent and remediate gender-based violence and harassment.

*Through our partnership with RISE,  
we reached over 106,000 workers.*



Power of Our  
*People*





# Power of Our People

At Tapestry, our people are at the heart of everything we do. FY2025 was a year of investing deeply in talent development, evolving our benefits to meet employees at every stage of life and continuing to build a culture of belonging. Guided by our purpose to *Stretch What's Possible*, we focused on empowering employees with tools to grow their careers, supporting wellbeing and fostering community across our global teams.

## 2025 GOALS

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

## 2030 GOALS

- Ensure all regional self-care, parental and family care leave policies are fully aligned with our Global Benefits philosophy. If gaps exist, we will make thoughtful enhancements to uphold our standards and support our people consistently across all regions.
- Cultivate a workplace culture where everyone can reach their full potential by feeling included, that they belong and that they matter, as measured by employee feedback.
- 100% of VP+ employees will have completed Tapestry's Brand Building University training program to increase employee education and enable an enterprise-wide application of brand development principles.



## *Possibilities for Everyone: Culture and Belonging*

**T**apestry prides itself on being a purpose-led, people-centered company. We believe in the intertwining of a broad mix of people who bring diverse perspectives, experiences and expertise, unleashing the power of innovation and self-expression in our products and experiences.

We view culture and belonging as accelerators for business success. When employees feel connected, supported and empowered to contribute their authentic perspectives, they fuel the creativity and innovation that define our brands. Belonging also strengthens retention and attraction, builds a robust leadership pipeline and enhances productivity by driving deeper engagement.

In 2019 we set goals to build diversity in North America leadership teams. Since then, representation at the Vice President and above level has remained steady at around 20%. We also continued working toward a consistent experience of inclusion across our global teams. In North America, employees report similar feelings of inclusion regardless of gender, and across racial and ethnic groups, the results point to a culture that is stable and equitable, even as we recognize there is work to do. In EMEA and APAC, changing patterns in inclusion scores show that employees are increasingly experiencing our culture in similar ways, reinforcing our focus on building a workplace where everyone feels they belong. In our FY2030 goals we will continue to focus on building an inclusive culture where everyone can thrive.



# Employee Business Resource Groups

Our Employee Business Resource Groups (EBRGs) remained central to this effort, leading programming around cultural heritage months, professional development and community engagement. Our EBRG leaders show up with pride, creating opportunities for employees across regions to connect and grow.

EBRGs are an essential part of how Tapestry strengthens both our culture and our business. These employee-led communities create space for connection, mentorship and professional growth, while also giving voice to diverse perspectives that drive creativity and innovation across our brands. EBRGs deepen employee engagement by fostering belonging and purpose, two qualities that directly impact retention and performance. They also extend Tapestry's reach into our communities, building authentic partnerships and amplifying our social impact efforts. For our business, EBRGs act as culture accelerators, developing future leaders and strengthening cross-functional collaboration. By investing in EBRGs, we invest in our people's growth and in a workplace where everyone feels empowered to contribute their best.



## FY2025 EBRG IMPACT

30%+

of our Directors+ are engaged in EBRGs, demonstrating how these groups act as incubators for future leaders

EBRGs

contributed insights to design, marketing and product storytelling, ensuring our brands authentically reflect the diverse communities of our customers



## ASIAN HERITAGE ALLIANCE

In May 2025, the Asian Heritage Alliance marked Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month under the theme "A Legacy of Leadership and Resilience." The theme honored the perseverance of the AANHPI community and celebrated the significant contributions of leaders who paved the way for future generations.

To bring this to life, the group hosted a panel discussion with Tapestry leaders exploring how cultural identity and personal experiences have shaped their leadership journeys and career paths. The month concluded with a celebration that brought nearly 100 employees together to enjoy cultural food, music and community. The event was a vibrant display of belonging, connection and appreciation across our teams.

## BLACK ALLIANCE

In February 2025, the Black Alliance honored Black History Month under the theme "African Americans and Labor," recognizing the enduring contributions of Black workers and leaders throughout history. The group hosted Unscripted with Tapestry's Head of Food and Beverage, a powerful conversation that drew more than 200 employees in person and virtually to reflect on identity, resilience and leadership.

The celebration also included a financial literacy workshop, Secure the Bag, led by author and advisor Bola Sol. The session provided employees with practical tools and education to support financial wellbeing, reinforcing the Black Alliance's commitment to empowering colleagues both personally and professionally.

## EMBRACE

Looking ahead to FY2026, we are excited to introduce Embrace, our new multicultural EBRG launching within EMEAI, as part of our continued commitment to fostering an inclusive workplace. Embrace celebrates the rich tapestry of cultures across our organization, our customers and our communities. Through this EBRG, we aim to promote understanding, respect and innovation by uplifting diverse voices and experiences.



# Possibilities for Everyone: Culture and Belonging

## EMPOWHER

In FY2025, EmpowHER North America reaffirmed its commitment to advancing causes that matter most to its members: Mental health, supporting women and professional development. In recognition of International Day of the Girl, the EBRG donated \$20,000 to the [Lower East Side Girls Club](#), a nonprofit that connects young women and gender-expansive youth in New York City to healthy, successful futures filled with joy, power and possibility.

The Girls Club has supported more than 12,500 youth since 1996, offering programs in wellness, leadership and education. Its Center for Wellbeing & Happiness, opened in 2022, provides free holistic services to thousands of community members each year, including a monthly food pantry and adult learning opportunities. In FY2025, EmpowHER built on this partnership through both funding and volunteer engagement, amplifying the Girls Club's mission and creating meaningful opportunities for members to give back.

## JUNTOS UNIDOS

In March 2025, Juntos Unidos hosted a mixer at the Coach (Re)Loved & Repair Workshop, honoring the talented team members whose craftsmanship and heart are at the core of our products. As employees shared their experiences, we uncovered moving stories of dedication, pride and generational legacy with many team members noting that their family members had also worked at the Workshop.

Inspired by these stories, the group launched a video project to capture the voices and experiences of our workshop employees, celebrating the people who make this community so unique. This initiative marks the beginning of a broader effort to spotlight the rich history and human stories within our Tapestry family, ensuring that the contributions of our people are recognized and celebrated.

## PROUDER TOGETHER

In June 2025, Tapestry proudly celebrated Pride Month with events, partnerships and volunteer opportunities that honored the resilience, diversity and vibrancy of the LGBTQIA+ community. More than 170 employees represented Tapestry at Pride marches in West Hollywood, Los Angeles, Washington, D.C., Tokyo, Lisbon, London, Taiwan and New York City.

In partnership with the [Ali Forney Center \(AFC\)](#) and the [Hetrick-Martin Institute](#), Tapestry volunteers supported LGBTQIA+ youth through service and creativity. At AFC's monthly Drag Brunch, we provided catering and co-created a Pride Paint Art Mural, where 30 youth and 30 Tapestry employees designed puzzle pieces around the theme "What does Pride mean to you?" Combined, the mural symbolized allyship, creativity and connection. Through the Coach Foundation's Dream It Real initiative, we also continued our partnership with the [Point Foundation](#), supporting LGBTQIA+ students and allies with scholarships and mentorship.

## WORKING PARENTS & CAREGIVERS

Working Parents & Caregivers continues to drive impact across EMEA and North America through a strong focus on community partnerships and member wellness. In EMEA, our collaboration with [Hands On London](#) has empowered members to support families through meaningful volunteer efforts, while in North America, our work with [Good+ Foundation](#) has helped provide essential resources to underserved parents and caregivers. Complementing these efforts, both regions have prioritized wellness care through a dynamic speaker series and self-care events, offering expert insights and practical tools to support mental health, parenting and holistic well-being for our members.

# *Futures with Tapestry*

## **GROWING CAREERS**

At Tapestry, we believe that developing talent is one of the most powerful ways to build a resilient, innovative company. When we invest in our people through learning, mentorship and leadership opportunities, we not only strengthen their skills and career pathways but also retain the institutional knowledge and passion that make our brands unique. Cultivating talent from within drives engagement, fosters a sense of belonging and equips employees to take on new challenges in a rapidly changing industry.

Development is also a catalyst for innovation. By equipping employees with the right tools, training and confidence to explore beyond their current roles, we open the door to new ways of thinking and problem-solving. Professional development creates space for experimentation, encourages employees to challenge assumptions and helps them translate their learning into fresh approaches that strengthen our business. This constant infusion of ideas supplied by collaboration in leadership programs, skills-based workshops or exposure to new technologies, ensures that our teams are prepared not only to adapt to change but to drive it. In this way, development fuels a cycle where individual growth sparks organizational creativity, keeping our brands both relevant and competitive in a rapidly evolving marketplace.

By empowering our teams to grow alongside the business, we ensure that our future leaders are deeply connected to our culture and committed to delivering lasting impact for our customers, our communities and our company.



## **SPOTLIGHT**

### **VOLUNTEER AMBASSADORS: LEADERSHIP IN ACTION**

Leadership development happens both inside and outside of the offices, fulfillment centers and stores. Our Tapestry Gives Volunteer Ambassadors exemplify this, taking on the responsibility of organizing, promoting and leading volunteer initiatives in their local markets.

These employees gain hands-on experience in project management, event coordination, communication and cross-functional collaboration as they design and deliver community service opportunities for their peers. By mobilizing teams, building relationships with nonprofit partners and sharing impact stories, ambassadors grow skills that directly translate to their roles at Tapestry.

Employees who serve in these roles report greater confidence, stronger networks and a deeper sense of purpose. For Tapestry, the program creates a pipeline of engaged leaders who embody our values and reinforce volunteering as part of our culture.

# Global Development

## EMERGING LEADERS PROGRAM (ELP)

In FY2025, 24 participants from six countries engaged in a year-long journey of leadership development, including [Korn Ferry](#) coaching, enterprise leadership workshops and business challenge projects. Three participants were promoted during the program year.

## ACCELERATING COACH TALENT (ACT)

Now in its second year, ACT supported 16 store managers across North America. Participants engaged in 360-degree feedback, workshops on resilience and communication and presented business solutions to senior leaders. Remarkably, 15 of the 16 participants exceeded sales goals for the year.



"ACT has been a transformative experience for me. **It gave me the opportunity to step outside my comfort zone and reflect on my leadership style.** Through ACT, I have developed stronger communication and coaching skills which have helped me better support and empower my team. I gained deeper appreciation for the power of collaboration and the importance of creating an inclusive environment, where everyone feels seen and valued. **Most of all, ACT reminded me that growth is a continuous journey,** and I'm proud to be a part of a company that invest in its people."

**ROSA MENDEZ**  
COACH STORE MANAGER



"From often focused on the obstacles ahead, now, I approach challenges as opportunities to grow and push myself and my team forward. **I've also found the courage to voice my perspective with confidence,** believing that what I share can make a difference and help others succeed."

**KIENN LUK**  
COACH STORE MANAGER



# Global Development

## RETAIL LEADERSHIP IN EMEAI (ALP)

In FY2025, we introduced the Retail Leadership Program (ALP) in Europe, modeled after our Accelerating Coach Talent initiative. The 10-month program is designed to develop high-performing store managers and prepare them for future leadership roles. The inaugural cohort included eight participants from the U.K., Spain, Italy and Belgium. The program blended assessments, external one-on-one coaching offered in local languages, leadership training and both individual and group business projects. Participants also gained exposure to senior leaders through an internal EU Leadership Team panel and built critical communication skills in a dedicated presentation skills session. Together, these experiences provided new pathways for career growth while strengthening Tapestry's store leadership pipeline across the region.

## APAC LEADERSHIP DEVELOPMENT PROGRAM (ALDP)

In FY2025, we launched the APAC Leadership Development Program (ALDP), a five-month program designed for high-potential managers, senior managers and select newly promoted directors. The program focuses on developing people leaders who can create a "multiplier effect" by unlocking the potential of their teams. Our first cohort of 12 participants from Japan and Korea completed the program in September 2025 and we look forward to welcoming more cohorts through 2026.

## APAC MENTORSHIP PROGRAM

Now in its third year, Rising Together seeks to accelerate the development of emerging talent by pairing Director-level and above employees with senior managers and high-potential managers to offer the mentees an opportunity to build leadership skills, expand professional networks and prepare for future leadership roles. The mentorship program is also available to store associates who are matched with field leadership from top performing stores in key cities in Asia. To date, Rising Together has welcomed 100+ pairs of mentees/mentors.

## KATE SPADE FIELD SPONSORSHIP PROGRAM

In FY2025, the inaugural Kate Spade Sponsorship Program exemplified our commitment to unlocking the potential of our field leaders through mentorship, career development and cross-functional connection. The program fostered meaningful relationships between store and corporate teams, strengthened leadership capabilities and empowered participants to lead with confidence and purpose.

## ACCESS TO CONTINUOUS LEARNING

We also broadened access to continuous learning in FY2025, giving employees more tools to grow their skills and careers. Through LinkedIn Learning, employees completed more than 2,600 hours of coursework and over 1,400 course completions on topics ranging from strategic thinking and cultivating a growth mindset to emerging areas like generative AI. To prepare our teams for the future of work, we piloted AI upskilling and Microsoft Copilot training, equipping employees with practical knowledge to integrate new technologies into their day-to-day roles. At the same time, we evolved our approach to performance by introducing quarterly development conversations in place of annual reviews. This shift embedded feedback more regularly into the employee experience, creating space for ongoing dialogue about growth, performance and career development.

# Benefits

## SUPPORTING WELLBEING

We achieved our FY2025 goal of establishing a global core benefit standard for self-care, parental leave and family care policies, ensuring that employees can better balance their work and personal lives. In FY2025, our third-party consultant completed an evaluation of leave policies in regions outside the U.S., giving us a clear global baseline. As we assess the outcomes and recommendations, any gaps identified will be addressed beginning in FY2026 and beyond. This achievement reflects our commitment to providing consistent, equitable support for employees across all regions.

Offering competitive benefits is essential to attracting and retaining the diverse talent that powers Tapestry and our brands. Employees bring creativity, passion and expertise to every part of the business, and we are committed to supporting their wellbeing in return. By providing benefits that are inclusive, flexible and responsive to evolving needs, including enhanced retirement options, expanded parental leave and holistic health resources, we empower employees to thrive both personally and professionally. Competitive benefits not only strengthen our position as an employer of choice, but also foster a culture where people feel valued, supported and motivated to contribute their best.

We expanded benefits to meet employees where they are in life:



**Menopause Track:** Launched in the U.S. and EMEA through [Maven](#) in 2024, this benefit exceeded expected participation, underscoring demand for inclusive health support.



**Roth 401(k):** Introduced in FY2025, giving employees greater flexibility in retirement planning.



**Global Benefits Expansion:** APAC piloted a flexible benefits platform; Europe enhanced parental leave to align with emerging norms.



**Transparency in Pay:** Tapestry continued posting hiring salary ranges and benefits overview for all U.S. based Corporate and Store job postings, going beyond legal requirements to demonstrate fairness.



# Talent Acquisition

## ATTRACTING AND RETAINING THE BEST

At Tapestry, attracting top talent means showing candidates not just a job, but a future built on career growth, inclusive culture and competitive benefits.

A strong talent acquisition strategy is critical to Tapestry's ability to compete and grow in a dynamic global marketplace. Bringing in the right mix of skills, perspectives and experiences ensures that we continue to innovate and meet the needs of our customers worldwide. Our approach to recruitment is not just about filling roles, it's about demonstrating the full value of joining Tapestry, from opportunities for career growth to the inclusive culture and competitive benefits that support employees once they arrive. By aligning recruitment with the broader employee experience, we attract top talent who see Tapestry as a place where they can contribute meaningfully today and build rewarding careers for the future.

*Internships and apprenticeships are key components of Tapestry's long-term talent strategy, helping us attract, develop and retain the creative minds that will shape the future of our business.*

Tapestry's internship program is designed to bring new perspectives and ideas into our business while developing future talent. Interns gain meaningful, hands-on experience across our brands and functions, contributing creativity, curiosity, and different ways of thinking. The program also serves as a pathway for career growth, allowing us to identify and support individuals who are passionate about building their futures at Tapestry. By investing in internships, we strengthen our talent pipeline and continue to cultivate a dynamic workforce.

Our design apprenticeship program offers aspiring creatives direct exposure to the craftsmanship, design process, and innovation that define our brands. Apprentices work alongside experienced professionals, learning skills that are essential to both preserving artisanal techniques and advancing the future of fashion. These programs develop technical expertise and foster collaboration, blending diverse perspectives and creative approaches. In doing so, apprenticeships help ensure that the distinctive combination of heritage and innovation at the heart of our brands continues to evolve and inspire.

Our Talent Acquisition team strengthened pathways for both external hires and internal mobility:

- **Inclusive Hiring:** We hosted workshops to help managers recognize bias in the hiring process and adopt a 'culture add' mindset.
- **Retail Recruiting:** A new pilot shifted direct recruitment for store managers to the Talent Acquisition team, raising the bar for leadership capabilities at the store level.
- **High School Access:** In partnership with the High School of Fashion Industries, five scholarships were awarded for students to attend a pre-college accessories program at the College for Creative Studies, expanding pathways into footwear and accessories design.



## SPOTLIGHT

### **BUILDING THE NEXT GENERATION OF DESIGNERS**

Through our partnership with the [College for Creative Studies \(CCS\)](#), Tapestry is helping shape the future of footwear and accessories design. In FY2025, we awarded scholarships to students from the High School of Fashion Industries in New York City to attend a pre-college summer program at CCS.

This initiative gives underrepresented high school students direct exposure to design education, mentorship and career pathways in the fashion industry. For Tapestry, it strengthens our early talent pipeline while advancing our commitment to creating equitable opportunities for the next generation of creatives.



# *Governance*

# Governance

## CORPORATE RESPONSIBILITY OVERSIGHT

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

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

In addition, the Audit Committee of the Board periodically reviews risk management regarding these matters to confirm the way they are being handled is consistent with the company's corporate strategy. The Board considers whether our risk programs adequately identify material risks we face with respect to these matters in a timely fashion, implements appropriate responsive risk management strategies and adequately transmits necessary information with respect to material risks within the organization. The Board views effective risk management of corporate responsibility and other matters as a key priority and approaches this work as an integrated part of our strategic planning process.

Tapestry leadership, including our CEO, oversees and approves the Tapestry social impact strategy. The Tapestry Foundation has its own Board of Directors, as do the Coach and kate spade new york Foundations.

## RISK MANAGEMENT

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

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

In FY2025, Tapestry conducted a climate scenario analysis that assessed climate-related financial risks and opportunities for our business. The results of this assessment can be found in our annual [CDP Disclosure](#) and the [Climate Change](#) section of this report.



# Materiality Assessment & Stakeholder Engagement

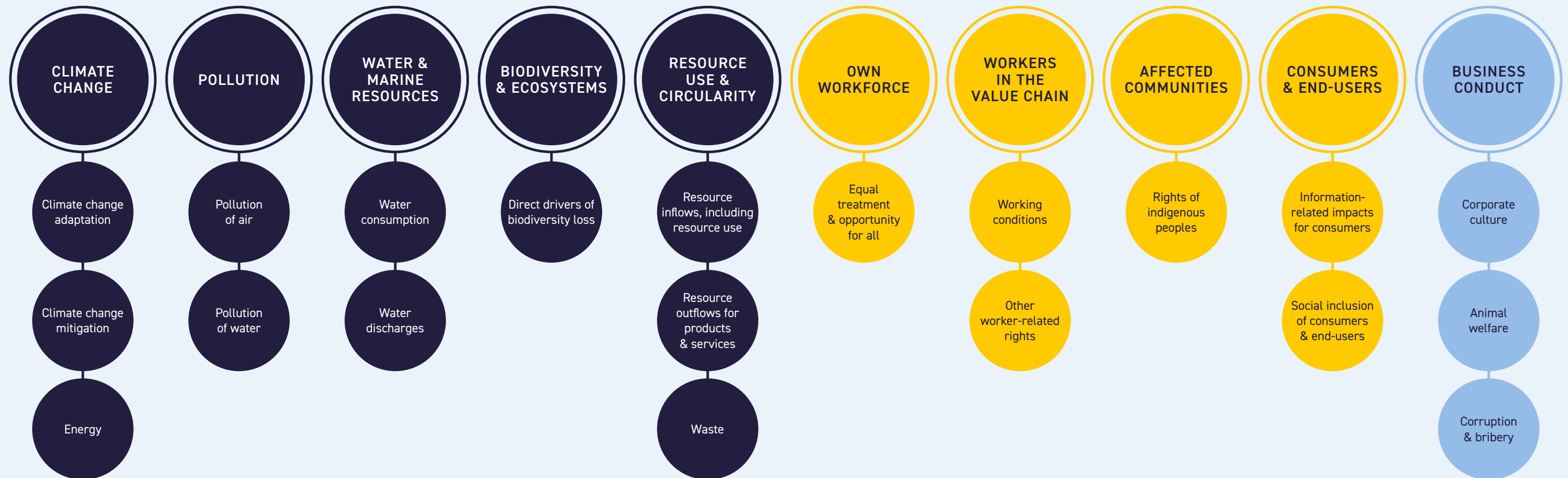
Our determination of relevant material topics is influenced by ongoing engagement with our stakeholders. In FY2025, we conducted a double materiality assessment that served to update our last materiality assessment conducted in FY2023.

Our FY2025 assessment is taking the approach of a "double materiality" assessment, meaning it takes into consideration the relevance of sustainability matters from two perspectives—outside-in (how the

business is affected by these issues), and inside-out (how the business' activities affect society, the economy and the environment).

Compared with our last assessment, our approach in FY2025 allowed us to consider topics differently, and to include elements we had previously not fully considered. Tapestry's ESG & Sustainability Team worked closely with our Internal Audit, Legal and Enterprise Risk Management Teams to ensure the risk perspective was included in our assessment of the topics.

This process incorporated stakeholder engagement, drawing insights from customers, members of our Board of Directors, employees and external stakeholders to ensure alignment with the strategic priorities of Tapestry's stakeholders. The results of this assessment were also used to inform Tapestry's new FY2030 corporate responsibility targets.



# Business Ethics & 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 Chief Legal Officer has primary oversight of Business Ethics and Compliance. Our Chief Legal Officer also has oversight of the risk function, which applies to many compliance and ethics areas. We are guided by the following five documents, which we share publicly on the Global Business Integrity Program page of our website:

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

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

## ETHICS AND ANTI-CORRUPTION TRAINING

We issue our Code of Conduct to all employees. It outlines the significant legal and ethical issues that frequently arise in the course of business, and appropriate measures to avoid and mitigate conflicts of interest. Tapestry requires all employees to immediately report any situation that may be viewed as a conflict of interest, per the Code of Conduct. The Code also details key responsibilities all employees, directors and

officers are expected to uphold and comply with in conjunction with our values and policies. All corporate employees and store managers receive anti-corruption training as part of our biannual business ethics training. This training includes a section on anti-corruption compliance. In addition, select corporate employees from higher-risk groups take additional anticorruption training annually. All employees also take more in-depth training on the topics covered in the Code of Conduct at onboarding and every other year.

Our SCOC sets guidelines and requirements for doing business with us for firms from whom we procure products and services, including contractors, joint venture partners and suppliers. Suppliers must certify the SCOC at onboarding. The majority of our Tier 1 factory partners and a number of our Tier 2 suppliers receive live and/or virtual training on areas covered in the SCOC every other year. Suppliers are asked to post our SCOC and 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](#).

## CYBERSECURITY AND DATA PROTECTION

Cybersecurity and data protection are critical components of risk management at Tapestry and our brands, consisting of global information security and privacy compliance programs focused on the company's information systems, networks, websites, applications and communication tools, reasonable cybersecurity practices and protection of consumer, vendor and employee personal data and confidential information. The Audit Committee receives quarterly updates from the company's Chief Information & Digital Officer and Chief Information Security Officer (CISO) on information security, privacy risk and compliance, with annual or ad hoc updates by the CISO to the full Board.

We implement adequate physical, technical and administrative controls to safeguard information of our customers, employees and business partners. Our data-privacy management approach revolves around the central privacy office and regional lawyers facilitated by data owners

and stewards in several core functions and overseen by the Chief Legal Officer and Secretary. Tapestry and our brands provide transparency on data processing through our privacy policies and notices, and each business unit that processes personal data of customers, vendors and employees is accountable for legitimate and ethical data use, sharing and retention.

Through annual cybersecurity and data protection trainings, our corporate, retail and distribution employees and others issued Tapestry email credentials learn key concepts of notice, consent, privacy by design, privacy rights, data transfer, data breach notification duties, liability and the importance of training to build customer trust and engagement. All training participants acknowledge the Confidentiality, Privacy and Security Agreement to protect employee, vendor and customer personal and confidential data during their employment or service with Tapestry and our brands. In accordance with major privacy laws, including the EU/UK General Data Protection Regulation (GDPR), California-US Consumer Privacy Act (CCPA) as amended by the California Privacy Rights Act (CPRA) and China's Personal Information Protection Law (PIPL) and other regional laws, we also have comprehensive privacy policies available on our Tapestry and brand websites across our major markets. It empowers our customers to exercise their individual rights by reaching out to our central privacy office or regional lawyers, customer care or stores. Tapestry has also joined the EU-U.S. Data Privacy Framework, the UK Extension to the EU-U.S. Data Privacy Framework and the Swiss-U.S. Data Privacy Framework (together—DPF), demonstrating our commitment to core DPF Principles for employee and consumer data, such as Notice, Choice, Security and Accountability. Read more about our commitment to customer data privacy and protection in our [Terms of Use & Privacy Statement](#) and our [Data Privacy Framework: Consumer Privacy Policy](#).



# *Appendix*

# Progress Against Our Goals

This table shows our progress against both our 2025 and 2030 targets as of the end of FY2025. We are proud of our achievements to date, but we fell short of meeting some of the 2025 targets. As a result, Tapestry aims to continue building on our FY2025 progress and is committed to still achieving these targets within a meaningful timeframe. Tapestry’s 2025 targets set the new minimum thresholds for how we operate as a business. For example, having met our target to source over 90% of our leather from Silver- or Gold-rated LWG tanneries, we aim to continue to meet that threshold year-over-year.

## CREATE PRODUCTS WITH CARE

### 2025 GOAL

### FY2025 PROGRESS

90% of leather used in our products comes from Silver- and Gold-rated Leather Working Group (LWG) tanneries by 2025.

Achieved 99% of the leather used in our products comes from Silver- or Gold-rated LWG tanneries.

95% of polyamide (nylon) will be from pre- or post-consumer recycled sources by 2025.

Sourced 65% of polyamide (nylon) from pre- or post-consumer recycled inputs.

90% of cotton will be organic- or regenerative-certified by 2025.

Sourced 73% of cotton from organic- or regenerative-certified inputs.

75% recycled content in consumer packaging by 2025.

Source 71% of consumer packaging by weight from recycled content.

95% of polyester will be from pre- or post-consumer recycled sources by 2027.

Sourced 84% of polyester from pre- or post-consumer recycled inputs.

### 2030 GOAL

### FY2025 PROGRESS

Maintain 95% traceability and mapping our raw materials by 2030.

Achieved 96% traceability and mapping of raw materials to Tier 3.

25% of polyester by weight will be from textile-to-textile recycled polyester sources by 2030.

Partnering with suppliers to begin sourcing textile-to-textile recycled polyester.

10% of leather by weight will be from farms using regenerative agriculture practices, made with waste or made with "next-generation" materials by 2030.

10% of leather by volume is made using materials derived from recycled fibers from leather scraps.

Offer circular services or business models across our brands in major operating regions by 2030.

Coach offers product take-back in the U.S., Canada, Japan, China, U.K., Germany, Singapore and Taiwan, and sells Coach (Re)Loved product in the U.S., Japan, China and Taiwan. Coach offers product repair in every country that we operate in, and kate spade new york offers repair in Japan.

# Progress Against Our Goals

## SUSTAIN THE PLANET

2025 GOAL	FY2025 PROGRESS
Procure 100% renewable energy in Tapestry-operated stores, offices and fulfillment centers by 2025.	Achieved 100% renewable energy across our own operations.
Reduce water usage by 10% within our own operations and our supply chain below 2020 levels by 2025.	Achieved 28% water reduction in our own operations and supply chain compared to 2020 levels.
Achieve zero waste (>90% landfill diversion) at our corporate sites in North America by 2025.	Diverted 87% of waste from landfills at our corporate sites in North America and achieved 91% landfill diversion at our fulfillment centers in North America.
2030 GOAL	FY2025 PROGRESS
Reduce absolute Scope 1 and 2 GHG emissions 64% from a FY2022 baseline by 2030.	Achieved 81% reduction of Scope 1 and 2 GHG emissions from a FY2022 baseline.
Reduce absolute Scope 3 industry GHG emissions 42% from a FY2022 baseline by 2030.	Scope 3 industry GHG emissions reduced 1% from a FY2022 baseline.
Reduce absolute Scope 3 Forest, Land and Agriculture (FLAG) GHG emissions 30% from a FY2022 baseline by 2030.	Scope 3 FLAG GHG emissions decreased 2% from a FY2022 baseline.
Reduce freshwater withdrawals within our supply chain by 30% from a FY2022 baseline by 2030.	Reduced freshwater withdrawals in our supply chain 4% from a 2022 baseline.
Achieve 40% renewable energy within our supply chain by 2030.	Suppliers procured 12% of their energy from renewable energy sources.

## UPLIFT OUR COMMUNITIES

2025 GOAL	FY2025 PROGRESS
\$75M in financial and product donations to nonprofit organizations globally by 2025.	Achieved \$75M in financial and product donations early in 2022.
100,000 people working in the factories crafting our products will have access to empowerment programs during the workday by 2025.	Achieved 106,000+ people working in the factories crafting our products received access to empowerment programs during the workday.
2030 GOAL	FY2025 PROGRESS
Employees will participate in 500,000 volunteer hours with causes that our teams and consumers are most passionate about by 2030.	Employees volunteered over 303,000 hours to date.
Core suppliers will have management systems and trainings in place to detect, prevent and remediate gender-based violence and harassment by 2030.	Conducted a preliminary scope and baseline assessment to determine programmatic priorities.
Core suppliers will provide culturally competent mental health training and tools for their workers by 2030.	Continued engagement with RISE on expanding work focused on mental health.

# Progress Against Our Goals

## POWER OF OUR PEOPLE

### THE GOAL

### FY2025 PROGRESS

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.

Since setting our goals at 2019, representation at the Vice President and above level has remained steady at around 20%.

Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity by 2025.

As our Inclusion Index remains one of the highest rated components of our engagement survey, annual fluctuations present opportunities for ongoing assessment across regions and demographics.

Demonstrate a focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally.

Achieved 65% VP+ open positions filled internally.

Enable all employees to manage both their work and personal life balance by achieving a global core benefit standard for self-care, parental care and family care leave policies.

Consolidated leave policies across 15+ countries, conducted a comparative analysis against local labor laws and market benchmarks, and currently evaluating to ensure compliance, competitiveness and alignment with our benefits philosophy.

### 2030 GOAL

### FY2025 PROGRESS

Cultivate a workplace culture where everyone can reach their full potential by feeling included, that they belong and that they matter, as measured by employee feedback by 2030.

Evolved employee listening strategy to be more frequent and inclusive.

100% of VP+ employees will have completed Tapestry's Brand Building University training program to increase employee education and enable an enterprise-wide application of brand development principles by 2030.

Introduced the program and are developing the roadmap to deploy the program and finalize the structure.

Ensure all regional self-care, parental, and family care leave policies are fully aligned with our Global Benefits philosophy. If gaps exist, we will make thoughtful enhancements to uphold our standards and support our people consistently across all regions by 2030.

This is an evolution of our 2025 goal and we will continue to report progress in FY2026.

## 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. Our participation in and efforts toward this global mission are a critical part of how we show our commitment to being a responsible and sustainable business.

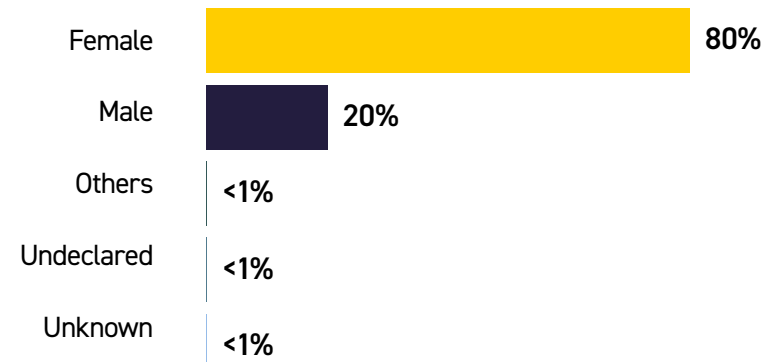
We also utilized the Ten Principles of the UNGC to guide our strategies and operations. By reporting annually on our efforts to uphold human and labor rights, safeguard the environment and work against all forms of corruption, we aim to provide transparency and accountability for how we uphold the UNGC.



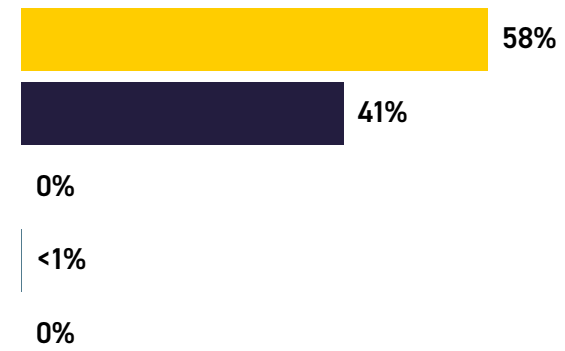
# FY2025 Global Gender Diversity

AS OF JUNE 28, 2025<sup>11</sup>

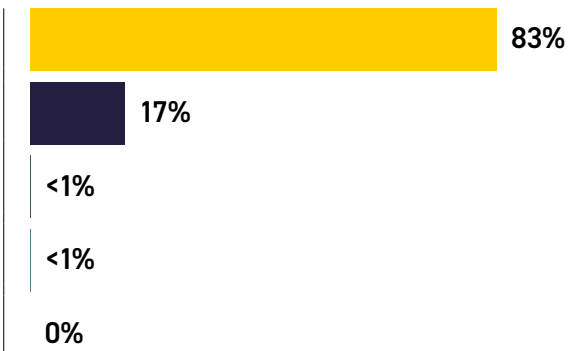
## All Global



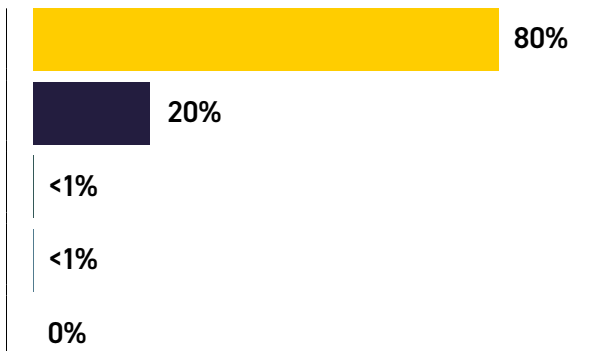
## Fulfillment



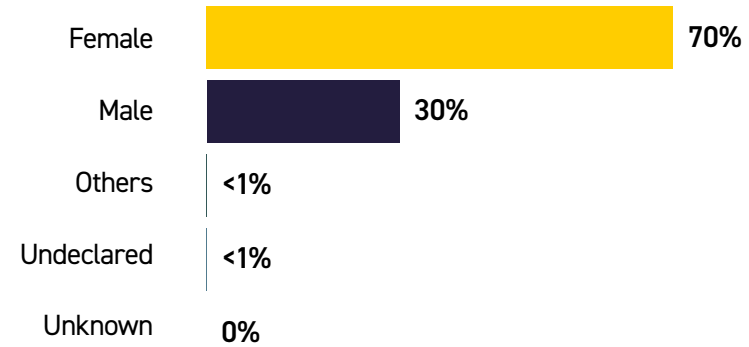
## Retail Associates



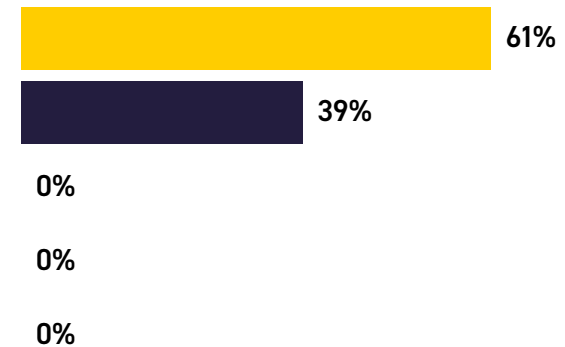
## Retail Management



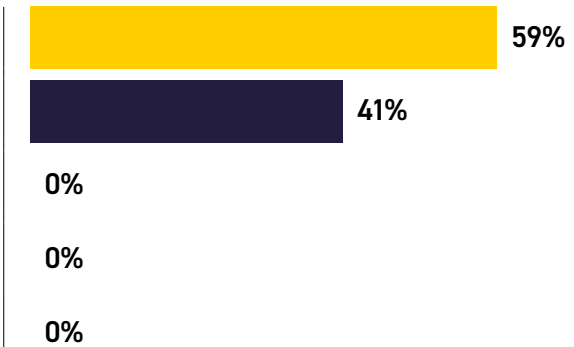
## All Corporate



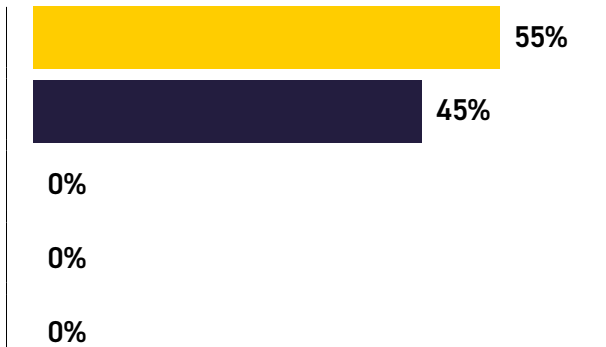
## Senior Directors



## Leadership (VP+)



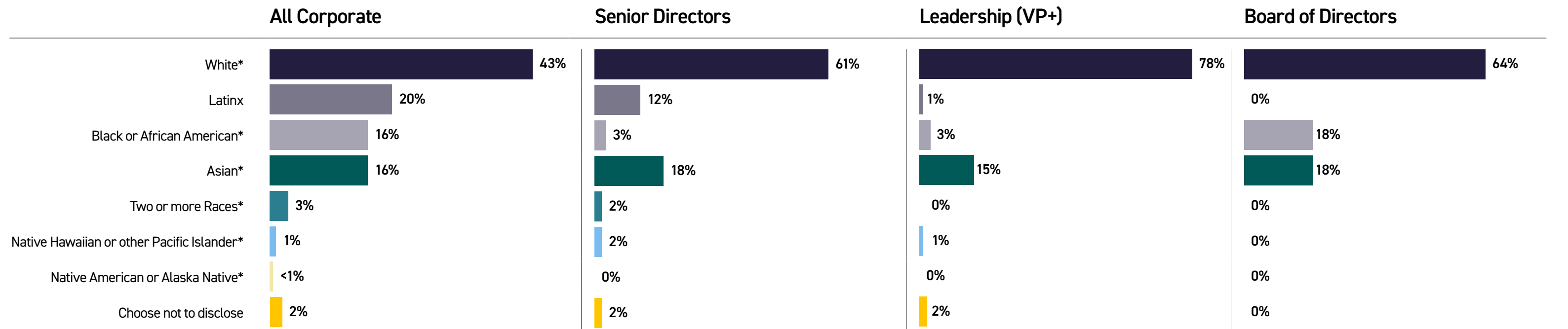
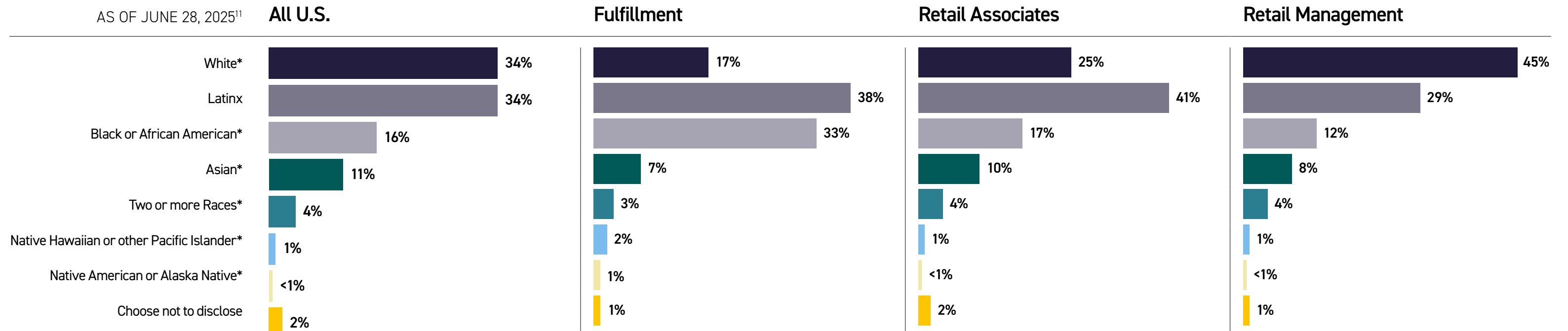
## Board of Directors



<sup>11</sup> FY2025 gender and diversity metrics have been [verified](#) by a third-party against a limited level of assurance.

# FY2025 U.S. Race & Ethnicity

AS OF JUNE 28, 2025<sup>11</sup>



\* (Not Hispanic or Latino)

<sup>11</sup> FY2025 gender and diversity metrics have been [verified](#) by a third-party against a limited level of assurance.



*Frameworks*

# Sustainability Accounting Standards Board (SASB)

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2025 RESPONSE
<b>Management of Chemicals in Products</b>	<p>Discussion of processes to maintain compliance with restricted substances regulations.</p> <p>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.</p>	<p><a href="#">Chemicals Management.</a></p> <p><a href="#">Chemicals Management.</a></p>
<b>Environmental Impacts in the Supply Chain</b>	<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.</p> <p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.</p>	<p><a href="#">Water &amp; Wastewater in Our Supply Chain.</a></p> <p><a href="#">Supply Chain Decarbonization.</a></p>
<b>Labor Conditions in the Supply Chain</b>	<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct; (3) percentage of total audits conducted by a third-party auditor.</p> <p>Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits.</p> <p>Description of the greatest (1) labor and (2) environmental, health and safety risks in the supply chain.</p>	<p><a href="#">Supporting Workers in our Supply Chain.</a></p> <p><a href="#">Supporting Workers in our Supply Chain.</a></p> <p><a href="#">Materiality Assessment and Stakeholder Engagement.</a></p>
<b>Raw Materials Sourcing</b>	<p>(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors and (4) management strategy for addressing business risks and opportunities.</p> <p>(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.</p>	<p><a href="#">Environmentally Preferred Materials.</a></p> <p><a href="#">Environmentally Preferred Materials.</a></p>

# Global Reporting Initiative

Tapestry has reported the information cited in this GRI content index for the period June 30, 2024–June 28, 2025 with reference to the GRI Standards.

## GENERAL DISCLOSURES

DISCLOSURE NUMBER	DISCLOSURE	TAPESTRY FY2025 RESPONSE
2-1	Organizational details	<p>Tapestry, Inc. is a publicly traded company listed on the New York Stock Exchange. The Company is headquartered at 10 Hudson Yards, New York, NY 10001. Tapestry owns the Coach, kate spade new york and Stuart Weitzman (as of August 2025) brands and markets a variety of goods under these nationally and internationally known and licensed brands.</p> <p>The list of our operations can be found on page 29 of our <a href="#">Form 10-K</a>.</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 <a href="#">Form 10-K</a>.</p>
2-3	Reporting period, frequency and contact point	<p>Tapestry publishes a corporate responsibility report annually. This report covers FY2025, starting on June 30, 2024, and ending on June 28, 2025. Key contact points: <a href="mailto:sustainability@tapestry.com">sustainability@tapestry.com</a>.</p>
2-4	Restatements of information	<p>FLAG GHG calculations from FY2022-FY2024 were updated to reflect a more accurate methodology. During FY2025, we refined our FLAG emission factors to better align with our operations, particularly for our products made with leather. These updated factors were applied to FY2022-FY2024 to ensure a more accurate representation of our base year and historical trends.</p>
2-5	External assurance	<p>FY2025 Scope 1, 2 &amp; 3 (non-FLAG) GHG emissions verification statement can be found <a href="#">here</a>. We also received external assurance of our waste and water data for Tapestry’s own operations, our gender and diversity metrics, and employee volunteerism. The statement for these KPIs can be found <a href="#">here</a>.</p>
2-6	Activities, value chain and other business relationships	<p>Information on Tapestry and its brands can be found on pages 2-13 of our <a href="#">Form 10-K</a>. Also, you can visit <a href="http://www.tapestry.com">www.tapestry.com</a>, <a href="http://www.coach.com">www.coach.com</a>, <a href="http://www.katespade.com">www.katespade.com</a>, <a href="http://www.stuartweitzman.com">www.stuartweitzman.com</a>.</p> <p>The list of markets we operate in can be found on page 107 of our <a href="#">Form 10-K</a>.</p>
2-7	Employees	<p><a href="#">Appendix</a>.</p>
2-8	Workers who are not employees	<p>For a list of our Tier 1 suppliers and the number of workers at each facility, please see our <a href="#">Supplier List</a>.</p>
2-9	Governance structure and composition	<p>See pages 7-11 of our <a href="#">2025 proxy statement</a>.</p>

# Global Reporting Initiative

2-10	Nomination and selection of the highest governance body	See page 10 of our <a href="#">2025 proxy statement</a> .
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 12-13 of our <a href="#">2025 proxy statement</a> . <a href="#">Governance</a> .
2-13	Delegation of responsibility for managing impacts	See pages 12-13 of our <a href="#">2025 proxy statement</a> . <a href="#">Governance</a> .
2-14	Role of the highest governance body in sustainability reporting	Page 14 of our <a href="#">2025 proxy statement</a> . <a href="#">Corporate Responsibility Oversight</a> .
2-15	Conflicts of interest	See page 3 of our <a href="#">Code of Conduct</a> policy.
2-16	Communication of critical concerns	See pages 15-16 of our <a href="#">2025 proxy statement</a> .
2-17	Collective knowledge of the highest governance body	See page 21 of our <a href="#">2025 proxy statement</a> .
2-18	Evaluation of the performance of the highest governance body	See page 9 of our <a href="#">2025 proxy statement</a> .
2-19	Remuneration policies	See pages 39-43 of our <a href="#">2025 proxy statement</a> .
2-20	Process to determine remuneration	See pages 53-57 of our <a href="#">2025 proxy statement</a> .
2-21	Annual total compensation ratio	See page 73 of our <a href="#">2025 proxy statement</a> .
2-22	Statement on sustainable development strategy	<a href="#">From our Chief Executive Officer</a> .
2-23	Policy commitments	Our policies can be found on our <a href="#">website</a> .
2-24	Embedding policy commitments	We require our employees, suppliers and other partners to respect our policies and comply with our <a href="#">Code of Conduct</a> and <a href="#">Supplier Code of Conduct</a> .
2-25	Processes to remediate negative impacts	<a href="#">Ethics and Compliance Reporting System</a> .
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Compliance Reporting System</a> .

# Global Reporting Initiative

2-27	Compliance with laws and regulations	Tapestry has not experienced any significant instances of non-compliance with laws and regulations during the reporting period.
2-28	Membership associations	United Nations Global Compact, American Apparel and Footwear Association, Retail Industry Leaders Association, Leather Working Group, Complex Leadership Forum, Cascale, The Fashion Pact, Textile Exchange, CECP: Chief Executives for Corporate Purpose, Catalyst CEO Champions For Change.
2-29	Approach to stakeholder engagement	<a href="#">Materiality Assessment and Stakeholder Engagement.</a>
2-30	Collective bargaining agreements	Tapestry is not party to any collective bargaining agreements.

## MATERIAL TOPICS

DISCLOSURE NUMBER	DISCLOSURE	TAPESTRY FY2025 RESPONSE
3-1	Process to determine material topics	<a href="#">Materiality Assessment and Stakeholder Engagement.</a>
3-2	List of material topics	<a href="#">Materiality Assessment and Stakeholder Engagement.</a>

# Global Reporting Initiative

Tapestry has reported the information cited in this GRI content index for the period June 30, 2024–June 28, 2025 with reference to the GRI Standards.

## TOPIC-SPECIFIC DISCLOSURES

101: BIODIVERSITY 2024	DISCLOSURE	TAPESTRY FY2025 RESPONSE
3-3	Management Approach	<a href="#">Biodiversity and Nature.</a>
101-1	Policies to halt and reverse biodiversity loss	<a href="#">Biodiversity and Nature.</a>
101-4	Identification of biodiversity impacts	<a href="#">Biodiversity and Nature.</a>
102: CLIMATE CHANGE 2025		
3-3	Management Approach	<a href="#">Climate Change.</a>
102-1	Transition plan for climate change mitigation	<a href="#">Climate Change.</a> <a href="#">TCFD Index.</a>
102-2	Climate change adaptation plan	<a href="#">Climate Change.</a> <a href="#">TCFD Index.</a>
103: ENERGY 2025		
3-3	Management Approach	<a href="#">Renewable Energy.</a>
103-1	Energy policies and commitments	<a href="#">Renewable Energy.</a>
103-2	Energy consumption and self-generation within the organization	<a href="#">Renewable Energy in Our Own Operations.</a>
103-3	Upstream and downstream energy consumption	<a href="#">Renewable Energy in Our Supply Chain.</a>

# Global Reporting Initiative

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## 201: ECONOMIC PERFORMANCE 2016

3-3

201-1

201-2

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## 205: ANTI-CORRUPTION 2016

3-3

205-1

205-2

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## 301: MATERIALS 2016

3-3

301-1

301-2

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## DISCLOSURE

Management Approach

Direct economic value generated and distributed

Financial implications and other risks and opportunities due to climate change

Management Approach

Operations assessed for risks related to corruption

Communications and training about anti-corruption policies and procedures

Management Approach

Materials used by weight or volume

Recycled input materials used

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## TAPESTRY FY2025 RESPONSE

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

Pages 1-13, 32-57 and 64-68 of our [Form 10-K](#).

See page 23 of our [Form 10-K](#). See our [2025 CDP response](#) here.

[Ethics and Anti-Corruption Training](#).

[Ethics and Anti-Corruption Training](#).

[Ethics and Anti-Corruption Training](#).

[Environmentally Preferred Materials](#).

[Environmentally Preferred Materials](#).

[Environmentally Preferred Materials](#).

# Global Reporting Initiative

## 303: WATER AND EFFLUENTS 2018

- 3-3
- 303-1
- 303-2
- 303-4
- 303-5

## DISCLOSURE

- Management Approach
- Interactions with water as a shared resource
- Management of water discharge-related impacts
- Water discharge
- Water consumptions

## 305: EMISSIONS 2016

- 3-3
- 305-1
- 305-2
- 305-3
- 305-5

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

## 306: WASTE 2020

- 3-3
- 306-1
- 306-2
- 306-4

- Management Approach
- Waste generation and significant waste-related impacts
- Management of significant waste-related impacts
- Waste diverted from disposal

## TAPESTRY FY2025 RESPONSE

- [Water.](#)
- See our [2025 CDP response](#) here.
- [Water.](#) See our [2025 CDP response](#) here.
- [Water.](#) See our [2025 CDP response](#) here.
- [Water.](#) See our [2025 CDP response](#) here.
- [Climate Change.](#) See our [2025 CDP response](#) here.
- [Climate Change.](#) See our [2025 CDP response](#) here.
- [Climate Change.](#) See our [2025 CDP response](#) here.
- [Climate Change.](#) See our [2025 CDP response](#) here.
- [Operational Waste and Recycling.](#)
- [Operational Waste and Recycling.](#)
- [Operational Waste and Recycling.](#)
- [Operational Waste and Recycling.](#)

# Global Reporting Initiative

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**308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

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3-3

308-2

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**401: EMPLOYMENT 2016**

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3-3

401-2

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**DISCLOSURE**

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Management Approach

Negative environmental impacts in the supply chain and actions taken

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Management Approach

Benefits provided to full-time employees that are not provided to part-time employees

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**TAPESTRY FY2025 RESPONSE**

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[Supply Chain Decarbonization.](#)

[Supply Chain Decarbonization.](#)

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[Power of Our People.](#)

[Benefits.](#)

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# Global Reporting Initiative

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**403: OCCUPATIONAL HEALTH AND SAFETY 2018**

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3-3

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**DISCLOSURE**

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Management Approach

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403-1

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Occupational health and safety management system

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403-7

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Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

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403-9

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Work-related injuries

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**405: DIVERSITY AND EQUAL OPPORTUNITIES 2016**

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3-3

Management Approach

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405-1

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Diversity of governance bodies and employees

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**TAPESTRY FY2025 RESPONSE**

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We follow all local, state, regional and national requirements in the jurisdictions where we operate. We look to provide a safe and healthy workplace designed and maintained to prevent accidents, illness and injury attributable to the work performed or the operation of the facility and equipment. We offer several ways for employees to report issues and concerns in a timely manner. Not only does this allow us to promptly address potential issues, but it also allows the company to avoid potential future issues. For example, in our stores and fulfillment centers employees are provided with training to help them understand what and where risks exist and how to work safely. Our employees and suppliers are encouraged, empowered and expected to think and act in a safe manner and follow laws, safety procedures and relevant Occupational Safety and Health Administration (OSHA) and other standards. You can access our consolidated EEO-1 report [here](#).

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

[Supporting Workers in Our Supply Chain.](#)

In the calendar year 2024 we reported:

- Total # of safety/injury incidents reported: 655.
- Rate of injury per 200,000 hours worked: 0.73.

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[Appendix.](#)

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[Appendix.](#)

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# Global Reporting Initiative

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**406: NON-DISCRIMINATION  
2016**

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3-3

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**DISCLOSURE**

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Management Approach

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406-1

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Incidents of discrimination and corrective actions taken

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**407: FREEDOM  
OF ASSOCIATION  
AND COLLECTIVE  
BARGAINING 2016**

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3-3

Management Approach

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407-1

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Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

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**408: CHILD LABOR 2016**

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3-3

Management Approach

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306-4

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Operations and suppliers at significant risk for incidents of child labor

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**TAPESTRY FY2025 RESPONSE**

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We strive to continue hiring and developing our employees and ensure employees and suppliers adhere to our equal opportunities policy. Employment decisions—including recruitment, hiring, promotion, compensation, mobility, training, discipline and termination—are based on factors like the individual's qualifications and business needs as they relate to the requirements of the position. These decisions are made without regard to age, sex, race, color, creed, religion, ethnicity, national origin, sexual orientation, gender identity and expression, alienage, citizenship status, disability, marital status, genetic characteristics, military status, pregnancy or other legally recognized protected basis prohibited by applicable law. We investigate all complaints of discrimination, harassment and retaliation, and take appropriate action, which may include disciplinary action up to and including termination of employment.

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Omitted due to confidentiality requirements.

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Our [SCOC](#) requires suppliers to support workers' rights to freedom of association. As part of our monitoring process, we assess whether Tier 1 suppliers are upholding these requirements through our social audit program.

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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 [SCOC](#).

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Our [SCOC](#) prohibits the use of suppliers who use child labor.

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Our [SCOC](#) includes prohibitions on forced labor and covers all suppliers. Our Tier 1 providers undergo labor and human rights audits against our [SCOC](#).

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# Global Reporting Initiative

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## 413: LOCAL COMMUNITIES 2016

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3-3

413-1

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## 414: SUPPLIER SOCIAL ASSESSMENT 2016

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3-3

414-1

414-2

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## 415: PUBLIC POLICY 2016

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3-3

415-1

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## DISCLOSURE

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Management Approach

Operations with local community engagement, impact assessments and development programs

Management Approach

New suppliers that were screened using social criteria

Negative social impacts in the supply chain and actions taken

Management Approach

Political Contributions

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## TAPESTRY FY2025 RESPONSE

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[Uplift Our Communities. Corporate Responsibility Oversight.](#)

[Uplift Our Communities. Corporate Responsibility Oversight.](#)

[Supporting Workers in Our Supply Chain.](#)

[Supporting Workers in Our Supply Chain.](#)

[Supporting Workers in Our Supply Chain.](#)

Tapestry has a [Political Activities and Contributions Policy](#). The Company does not make political contributions, and no funds or assets of the company may be used for contributions to any ballot initiative, referendum or other question, political action committee (PAC), political party, or candidate. A political contribution includes both direct (i.e., money) and in-kind contributions. In-kind contributions include the purchase of fundraising tickets, contribution of products, volunteer work by Company employees within normal business hours and the use of Company facilities for fundraising or political purposes. This is overseen by the Legal Department. Individual employees remain free to make political contributions to candidates or parties of their choice.

In FY2025, Tapestry made no political contributions, in line with its [Political Activities and Contributions Policy](#).

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# Global Reporting Initiative

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**417: MARKETING AND LABELING 2016**

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3-3

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417-1

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**418: CUSTOMER PRIVACY 2016**

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3-3

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418-1

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**DISCLOSURE**

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Management Approach

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Requirements for product and service information and labeling

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Management Approach

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Substantiated complaints concerning breaches of customer privacy and losses of customer data

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**TAPESTRY FY2025 RESPONSE**

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[Verification and Substantiation.](#)

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[Verification and Substantiation.](#)

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[Cybersecurity and Data Protection.](#)

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Omitted due to confidentiality requirements.

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# Task Force on Climate-Related Financial Disclosures (TCFD)

TOPIC	ACCOUNTING METRIC	TAPESTRY FY2025 RESPONSE
<b>Governance</b>	<p>a) Describe the board's oversight of climate-related risks and opportunities.</p> <p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p><a href="#">Corporate Responsibility Oversight</a>. <a href="#">CDP C4. Governance</a>.</p>
<b>Strategy</b>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p> <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p><a href="#">Climate Change</a>. <a href="#">CDP C3. Disclosure of risks and opportunities</a>.</p> <p><a href="#">Climate Change</a>. <a href="#">CDP C3. Disclosure of risks and opportunities and C5. Business Strategy</a>.</p> <p><a href="#">Supply Chain Decarbonization</a>.</p>
<b>Risk Management</b>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p><a href="#">Climate Change</a>. <a href="#">CDP C2. Identification, assessment and management of dependencies, impacts, risks and opportunities</a>.</p> <p><a href="#">Climate Change</a>. <a href="#">CDP C2. Identification, assessment and management of dependencies, impacts, risks and opportunities, C3. Disclosure of risks and opportunities and C5. Business Strategy</a>.</p> <p><a href="#">Climate Change</a>. <a href="#">CDP C2. Identification, assessment and management of dependencies, impacts, risks and opportunities</a>.</p>
<b>Metrics and Targets</b>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p><a href="#">Climate Change</a>. <a href="#">CDP C2. Identification, assessment and management of dependencies, impacts, risks and opportunities, C3. Disclosure of risks and opportunities and C5. Business Strategy</a>.</p> <p><a href="#">Climate Change</a>. <a href="#">CDP C7. Environmental performance—Climate Change</a>.</p>

# Report Disclaimer

The boundaries of this report vary from section to section and are a function of the accessibility of relevant data. Tapestry is a global organization with locations in Asia, Australia, Europe and North America. We also have a global store network. We endeavor to provide performance data for Tapestry owned, operated and leased office and distribution facilities, as well as our leased North America stores. In some instances, we are able to share performance data from certain of our larger office facilities in Asia. Where possible, we define the scope of any quantitative values reported throughout this report as well as the associated time period that the data represents. At a minimum, data will represent the most recent full fiscal year, Fiscal Year 2025 (June 30, 2024–June 28, 2025).

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

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

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

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

In this Corporate Responsibility Report and our other reports, communications and statements regarding corporate responsibility, we use the terms "material," "materiality" and similar terms to refer to

corporate responsibility topics that are most significant to Tapestry's business and stakeholders. We are not using these terms as they have been defined or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this report or other corporate responsibility communications or statements should be construed to indicate otherwise.

For additional information about Tapestry, including our Annual Report on Form 10-K and governance documents, as well as information on our Global Business Integrity Program, please visit our website: [www.tapestry.com](http://www.tapestry.com). This report and the data contained herein cover Tapestry as a whole; however, certain information may be brand-specific and will be designated as such. The information made available in this Report may contain forward-looking statements based on management's current expectations. Forward-looking statements include but are not limited to, statements regarding the company's 2025 and 2030 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," "amplify," "strategic vision," "growth opportunities" or comparable terms.

Future results may differ materially from management's current expectations due to a number of factors, including, but not limited to the impact of international trade disputes and the risks associated with potential changes to international trade agreements, including the imposition or threat of imposition of new or increased tariffs or retaliatory tariffs implemented by countries where our manufacturers are located as well as the imposition of additional duties on the products we import, economic conditions, recession and inflationary measures; risks associated with operating in international markets, including currency fluctuations and changes in economic or political conditions in the markets where we sell or source our products; anticipate

consumer preferences and retain the value of our brands and respond to changing fashion and retail trends in a timely manner, including our ability to execute on our e-commerce and digital strategies; the impact of tax and other legislation; our ability to successfully implement the initiatives under our 2028 Amplify growth strategy; the effect of existing and new competition in the marketplace; our ability to successfully identify and implement any sales, acquisitions or strategic transactions on attractive terms or at all, including our recent sale of the Stuart Weitzman Business; our ability to achieve intended benefits, cost savings and synergies from acquisitions; our ability to control costs; the effect of seasonal and quarterly fluctuations on our sales or operating results; the risk of cybersecurity threats and privacy or data security breaches; our ability to satisfy outstanding debt obligations or incur additional indebtedness; the risks associated with climate change and other corporate responsibility issues; our ability to protect against infringement of our trademarks and other proprietary rights; and the impact of pending and potential future legal proceedings. 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.



# tapestry

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## **ABOUT THIS REPORT**

This is our 13th annual Corporate Responsibility Report, which focuses on our most pertinent corporate responsibility-related developments. We provide updates on progress toward our corporate responsibility goals as well as performance for Fiscal Year 2025 (June 30, 2024- June 28, 2025). We report on all information as we can within our own operational control. Tapestry completed the sale of the Stuart Weitzman business on August 4, 2025, but the FY2025 data in this report still includes Stuart Weitzman. 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.