VF Corporation
Modern Slavery Statement

INTRODUCTION

VF Corporation is committed to respecting human rights as outlined in the United Nations Guiding Principles on Business and Human Rights ("UNGPs") and other widely recognized international instruments. Our commitment to respecting human rights includes freedom from modern slavery (as defined below) and child labor. For additional information, see our Human Rights Commitment, Responsible Recruitment and Anti-Forced Labor Commitment, Environmental and Social Responsibility Report and other relevant policies on VF's corporate website at vfc.com.

This Modern Slavery Statement (the "Statement") discusses the activities of VF Corporation to identify and address risks relating to modern slavery and child labor in our operations and supply chain. For purposes of this Statement, "modern slavery" includes forced labor, human trafficking, slavery and servitude, debt bondage and other similar conduct. Unless the context indicates otherwise, the terms "VF," "we," "us" and "our" used herein refer to VF Corporation and its consolidated subsidiaries. All information below relates to VF's continuing operations as defined in our Annual Report on Form 10-K for the fiscal year ended March 28, 2026 (the "Annual Report"), excluding the *Dickies*® brand business, which was sold by VF on November 12, 2025. This Statement is published pursuant to the California Transparency in Supply Chains Act, Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act and the UK Modern Slavery Act (collectively, the "Acts") and relates to VF's fiscal year which ran from March 30, 2025 to March 28, 2026 ("Fiscal 2026").

We prepared a combined Statement because we strive to manage the risks of modern slavery and child labor, and more broadly, our efforts to respect fundamental human rights, in a consistent, integrated manner across our global operations. However, not all of our entities are subject to each of the Acts. To the extent applicable, the signature pages to this Statement include additional disclosures specific to the entities required to prepare a statement under one or more of the Acts listed above.

VF'S BUSINESS OVERVIEW AND SUPPLY CHAIN

VF Corporation, founded in 1899, is a portfolio of leading outdoor and active brands, including *The North Face*®, *Vans*®, *Timberland*®, *Altra*®, *Eastpak*®, *icebreaker*®, *JanSport*®, *Kipling*®, *Napapijri*® and *Smartwool*® brands. VF is committed to providing consumers with innovative products that are rooted in performance and elevated design, while delivering sustainable and long-term value for its employees, communities and shareholders. Our products are marketed to consumers through our wholesale channel and through our own direct-to-consumer operations, which include VF-operated stores, concession retail stores, brand e-commerce sites and other digital platforms.

As of March 28, 2026, VF had approximately 26,000 employees globally. As of March 28, 2026, we operated 13 owned or leased distribution centers primarily in the U.S., but also in the Czech Republic, the Netherlands, China, United Kingdom, Belgium, Canada, Mexico and Israel, and operated 1,080 retail stores across the Americas, Europe and Asia-Pacific regions.

VF's centralized global supply chain organization is responsible for procuring and delivering products to support our brands and businesses. In Fiscal 2026, our products were primarily obtained from approximately 216 independent contractor manufacturing facilities in approximately 24 countries (i.e., our merchandise suppliers). Our top sourcing countries by volume were Vietnam, Bangladesh, Cambodia, Indonesia and China. The key raw materials for our brands' inputs are cotton, leather, rubber and wool.

Our suppliers are engaged through VF sourcing hubs in Singapore (with satellite offices across Asia-Pacific), Panama and Switzerland. These hubs are responsible for managing the procurement of product, supplier oversight, product quality assurance, sustainability within the supply chain, responsible sourcing and transportation and shipping functions. We do not directly operate any manufacturing facilities.

For additional information, please refer to our Annual Report on Form 10-K most recently filed with the U.S. Securities and Exchange Commission.

RISK AREAS IN VF'S OPERATIONS AND SUPPLY CHAIN

The risk of modern slavery and child labor in our own operations is believed to be low due to our human resources and compliance functions, policies and procedures (including, but not limited to, those discussed in this Statement), employee training and internal grievance mechanisms.

Information regarding the risk of modern slavery and child labor that we have identified in our supply chain as well as actions taken to assess and address these risks are described below.

Modern Slavery

We recognize that modern slavery is a salient risk in apparel and footwear supply chains. The broad nature of our materials supply chain requires us to conduct business with suppliers in varied global contexts, including countries where laws to protect populations vulnerable to modern slavery or child labor may be weak, nonexistent or not enforced. We believe that the highest risk related to modern slavery in our supply chain is that modern slavery could occur without our knowledge in violation of our policies. While we believe that our existing programs, actions and stakeholder engagement are generally effective in reducing this risk at our direct suppliers, modern slavery could take place in extended tiers of the supply chain from which we may, in some cases, be multiple levels removed. To address this risk, we have significantly focused on efforts to prevent modern slavery in our supply chain (as described in this Statement).

VF employs the principles for responsible recruitment offered by the International Labour Organization ("ILO"): Workers should not be charged any fees for their employment, should retain control of their travel documents and should have the agency to move freely and should be informed of the terms of their hire before leaving home. To incorporate our "zero-fee" requirement for migrant labor recruitment—and mitigate against debt bondage—we work with the International Organization for Migration ("IOM") to build capacity within VF and with our suppliers regarding responsible recruitment practices and ethical treatment of migrant workers. Our Facility Standards, audit scope, the data we collect on migrant workers and supplier guidelines for the ethical and responsible recruitment of migrant workers incorporate IOM feedback. Furthermore, the partnership with the IOM allows our Responsible Sourcing Operations ("RSO") team and Worker Rights team to work with the IOM local offices to mitigate and prevent issues in relation to foreign migrant workers' rights.

Child Labor

VF rejects all forms of child exploitation and child labor in global supply chains. We acknowledge that child labor remains a salient issue in apparel and footwear supply chains. We strive to operate a supply chain free from child labor as outlined in our Child Rights Commitment.

VF supports the rights and dignity of children and works to combat factors that violate their rights, including child labor. All VF suppliers must adhere to our Global Compliance Principles that prescribe no one under the age of 15 (or age 14 where consistent with ILO guidelines) can be employed at a VF or contracted facility. We also prohibit the employment of anyone younger than the age for completing compulsory education under local law. VF supplier facilities must comply with all applicable legal requirements for workers under 18 years of age. This includes hours of work, working conditions and the prohibition of hazardous activities. Ongoing audits verify compliance among our Tier 1 suppliers, Tier 1 subcontractors and licensees and nominated Tier 2 supplier facilities.

VF has worked with industry experts to develop our child labor policy, procedures and remediation plan. If a case involving child labor is discovered in the supply chain, VF engages experts from nongovernmental organizations to remediate the issue. Additionally, VF has a child labor training program for all Tier 1 and certain Tier 2 VF supplier facilities in support of our Child Rights Action Pledge.

GOVERNANCE

Oversight of human rights at VF sits with our President and Chief Executive Officer and the Global Leadership Team (GLT). Key members of the GLT receive frequent briefings on human rights, risk assessments and our efforts to prevent and mitigate those risks and approve policies related to human rights.

The Governance and Corporate Responsibility Committee of VF's Board of Directors receives regular updates on human rights matters, including modern slavery and child labor, and the work to mitigate potential risks.

VF'S ACTIONS TO ADDRESS MODERN SLAVERY AND CHILD LABOR

VF works to systematically identify, prioritize and mitigate human rights risks, including those related to modern slavery and child labor. We have developed and implemented and, on an ongoing basis, seek to improve our due diligence approach in alignment with the UNGPs and Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. Our Human Rights Commitment codifies our approach to ongoing due diligence and is periodically communicated to our Tier 1 and nominated Tier 2 suppliers, subcontractors, and licensees.

Impact Assessments and Identified Risks

We conduct Human Rights Impact Assessments ("HRIAs") periodically at the enterprise level, enabling us to identify and address the most salient risks to human rights related to our business. Taking into account the scale, scope and remediability of the impacts identified in our HRIAs, risks related to modern slavery and child labor have both been prioritized. Our initiatives related to mitigating these risks are further discussed in this Statement. Through the HRIA process, we seek both the guidance of human rights experts and feedback from those impacted by our extended operations to make meaningful improvements.

Responsible Sourcing and Traceability

VF regularly conducts supplier due diligence and supply chain tracing. Prior to onboarding any new facility, VF screens the facility

against various prohibited entity lists and reputable public sources to identify entities potentially implicated in human rights issues, including modern slavery and child labor. In addition, VF conducts enhanced due diligence, supplier screening and traceability for any facilities or suppliers in countries or regions with a higher risk of modern slavery or child labor, as identified by our risk assessments.

VF takes steps to trace the origins of our raw materials to align with VF's Cotton Fiber Sourcing Policy, Animal Derived Materials Policy and Forest Derived Materials Policy. These policies are publicly available at vfc.com.

Supplier Assessment and Monitoring

Our RSO team assesses and supports improvements in the overall working and environmental conditions of our global supply chain. The RSO team works closely with Tier 1 suppliers, Tier 1 subcontractors and licensees and nominated Tier 2 supplier facilities to verify that their practices align with our Global Compliance Principles. These teams also build supplier capacity through ongoing targeted trainings (see Training section below) and one-on-one assistance.

As appropriate, the RSO team collaborates with suppliers and internal business stakeholders to enhance and maintain effective systems for managing human rights at supplier facilities. RSO team members are trained on VF's identified salient human rights issues, including modern slavery and child labor. Through ongoing internal and external trainings, such as the ILO Better Work Academy, members of the RSO team gain proficiency regarding industrial relations topics including the role of bipartite committees, conflict resolution and grievance mechanisms in the workplace. Ongoing education and reinforcement of knowledge of worker rights topics empower VF employees to support facility workers and managers in implementing improvements together.

Supplier Audits

VF maintains an audit program to evaluate the working and environmental conditions of supplier facilities, playing a critical role in identifying risks, which then allows for remediation and continuous improvement to address social and environmental concerns. To receive the highest audit ratings or designations, a facility must not have any critical or zero tolerance health-, safety- or labor-related issues in its facility. A supplier facility in which such issues have been identified is subject to scheduled follow-up audits and the facility is expected to remediate all identified issues by that time.

Engaging Workers and their Communities

As appropriate and based off our Worker and Community Development ("WCD") needs assessments, we directly engage with rights holders within communities of our supply chain to support our alignment with their evolving needs. The WCD program aims to support the social and economic development of workers and their communities. In Fiscal 2026, we successfully achieved our first milestone, reaching 1 million people globally through WCD initiatives by Fiscal 2026. We now aim to reach 2 million people by Fiscal Year 2031. For additional details on this program, please refer to our annual Environmental and Social Responsibility Report available at vfc.com.

Furthermore, we conduct regular anonymous worker surveys across the supply chain when relevant and necessary to detect or confirm potential worker rights gaps and to deploy preventative measures. One example of this includes VF's aim to employ greater protections for foreign migrant workers in contracted facilities through the implementation of VF's Migrant Worker program: "Your Voice Matters" ("YVM"). We seek to proactively learn, understand and discuss recruitment processes, conditions for migrant workers and how we can work together on improvements through our YVM program.

To understand the impact of our Worker Rights programs, we work with local organizations to engage directly with rights holders and with Quizrr and Ulula to implement digital solutions for remote impact assessments, more effective communication and online trainings for both management and workers at supplier facilities. We also continue to conduct in-person interviews and engagement to have additional data to inform our strategy and monitor suppliers' continued improvements.

Policies and Standards

Code of Business Conduct

Our commitment to operate ethically and lead with integrity is embedded in our Code of Business Conduct (the "Code"). The Code applies to everyone who conducts business on behalf of VF, including employees and members of VF's Board of Directors, regardless of seniority or location.

Global Compliance Principles

Our contracted facilities are bound by our Global Compliance Principles, which are embedded in our Vendor Terms of Engagement (see below) and specify minimum working conditions for employees of our suppliers. Our Global Compliance Principles are informed by the ILO, Fair Labor Association and other international standards on human rights. The Global Compliance Principles expressly provide that any facilities producing goods for VF and the facilities' suppliers must not use modern slavery or child labor. The Global Compliance Principles also address wages, benefits and working hours. Contracted facilities are prohibited from engaging subcontractors to produce VF products without the written permission of VF and only after the subcontractor has also agreed to comply with VF's Global Compliance Principles.

Vendor Due Diligence and Terms of Engagement
We evaluate potential contracted facilities in accordance with our standard due diligence process and require them to agree to VF's Terms of Engagement prior to entering our supply chain. Our Terms of Engagement require contracted facilities to conduct business in full compliance with all applicable laws, rules and regulations, including those relating to modern slavery and child labor, and to comply with the terms of VF's Global Compliance Principles. A contracted facility's breach of the Terms of Engagement can result in VF taking corrective action, including termination and removal as an approved contracted facility.

Additional Commitments and Policies
To the extent not mentioned in this Statement, additional policies and standards that govern our approach to human rights are available at vfc.com, including our:

- Commitment to Responsible Exit
- VF Supplier Terms & Conditions

All VF policies and documents referenced herein and at vfc.com support our commitment to upholding human rights, including mitigating risks of modern slavery and child labor. When we learn of potential issues regarding the foregoing in our supply chain, we promptly investigate and engage in appropriate remediation. We will end business relationships with suppliers who are not willing or able to remediate human rights issues.

Training
VF employees are enrolled in online training on our Code of Business Conduct during their first 30 days of employment and agree to abide by its principles, including those related to human rights. See also the "Supplier Assessment and Monitoring" section above for a description of RSO team member training and discussions of select supplier trainings.

Multistakeholder Initiatives
Consistent with our values, we have signed numerous public pledges demonstrating our firm opposition to the use of modern slavery and child labor and otherwise collaborate with multistakeholder initiatives, including the Mekong Club Business Pledge Against Modern Slavery.

We are also signatories to the American Apparel & Footwear Association and the Fair Labor Association Apparel and Footwear Industry Commitment to Responsible Recruitment. As such, we commit to work with our global supply chain partners to create conditions that uphold the Employer Pays Principle.

GRIEVANCE MECHANISMS

Suspected or actual issues can be reported through the VF Ethics Helpline, which provides multiple channels for raising concerns. The Helpline is a free, confidential way for anyone to seek guidance, ask questions or raise concerns. It is available 24 hours a day/seven days a week in every country where VF has employees. Reporters can contact the Helpline in over 100 languages and anonymous reporting is available where allowed by law. Each report is reviewed by a member of our Ethics and Compliance team and assigned to an appropriate investigator. Additional information can be found at ethics.vfc.com.

VF's Ethics Helpline and other grievance mechanisms are publicly available, including our entire value chain, including workers in the second or third tier of the supply chain. VF prohibits employees and suppliers from taking retaliatory action against anyone, including workers, using these mechanisms. VF also encourages suppliers to establish their own grievance mechanisms. Our Facility Standards specify that grievance mechanisms must be accessible, predictable, reasonable, transparent, confidential and based on engagement and dialogue.

MEASURING THE EFFECTIVENESS OF OUR ACTIONS

Our due diligence process, audit data and grievance mechanisms provide insights to mitigate against the risk of modern slavery and child labor. This tracking and monitoring are vital to our continuous improvement efforts, our program, and to our ability to investigate and address grievances, enabling us to fulfill another core component of the UNGP: Access to remedy.

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

VF Outdoor Canada, Co. / VF Plein Air Canada, Cie ("VF Canada") is required to submit a statement pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Solely for purposes of compliance with the Act, this Statement was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of VF Canada. VF Canada is a wholly owned subsidiary of VF Corporation. No other entity for Fiscal Year 2026 is subject to the Act.

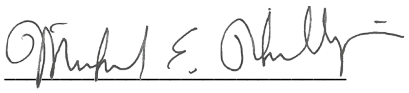
VF Canada is an unlimited company organized and existing under the laws of Nova Scotia (Canada), operating as retail and wholesale distributor for the company's distribution, including the e-commerce sales through branded websites toward end-consumers, or apparel, footwear, equipment and accessories bearing trademarks such as *The North Face*®, *Vans*®, *Timberland*®, *Altra*®, *Eastpak*®, *icebreaker*®, *JanSport*®, *Kipling*®, *Napapijri*® and *Smartwool*® brands. As of March 28, 2026, VF Canada had 976 employees. VF Canada does not have an ownership interest in or control any other entities.

VF's supply chain, including VF Canada's, is discussed earlier in this Statement. The risk of forced and child labor of VF Canada mirror those of VF and are discussed earlier in this Statement. The policies and steps described earlier in this Statement that VF has taken to assess, mitigate and manage the risk of forced and child labor are applicable to VF Canada. In Fiscal Year 2026, VF Canada did not need to take remedial measures in response to forced or child labor.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this Statement on behalf of the Board of Directors of VF Canada. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Statement.

Michael E. Phillips
Director

I have the authority to bind VF Outdoor Canada, Co. / VF Plein Air Canada, Cie.

Signature: 

Date: May 28, 2026