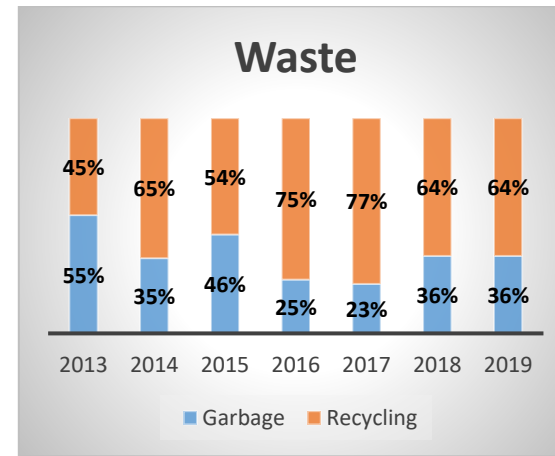
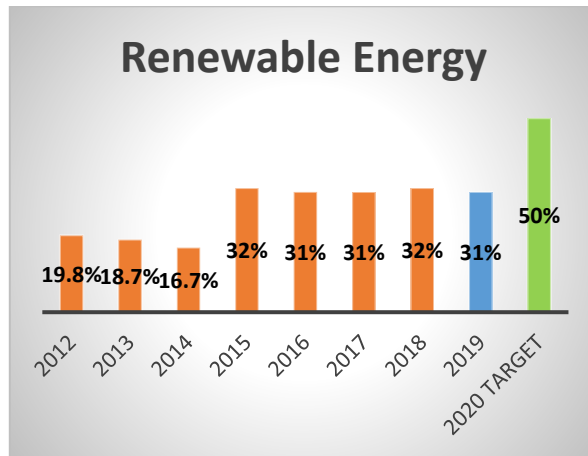




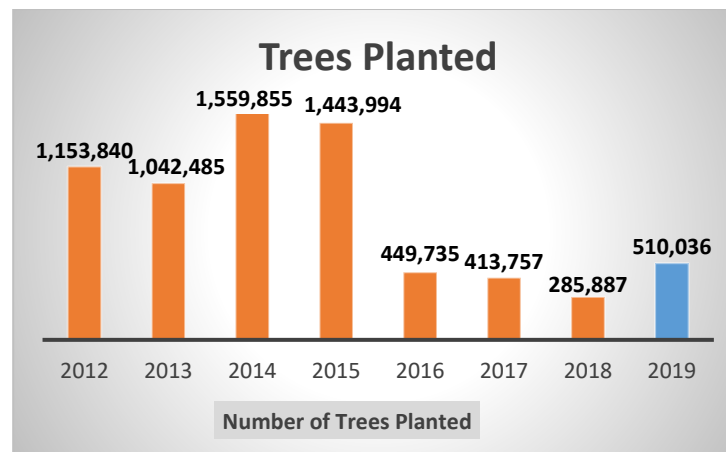
OUTDOORS – RESOURCE EFFICIENCY

Annually Reported Metrics – 2019 Results



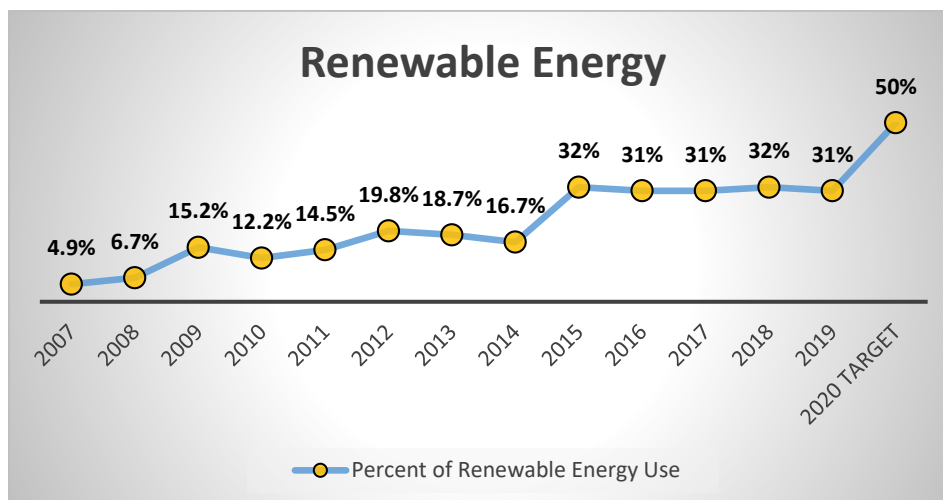
OUTDOORS – TREE PLANTING

Annually Reported Metrics - 2019 Results



For further details, analysis, and historical data, refer to respective appendices.

RENEWABLE ENERGY



This metric measures the percentage of energy we procure from clean, renewable sources vs. fossil-fuel based sources. Renewable energy purchases represent on- and off-site generation, as well as renewable energy credits. Our 2015 target is considered best practice within the [Ceres 2020 Roadmap](#), which challenges businesses to obtain at least 30% renewable energy by 2020.

2019 Result: In 2019, 31% of the energy used at Timberland’s owned and operated facilities was from renewable sources, a slight decrease from our 2018 result (32%). The solar array located at our Ontario, CA distribution center was not fully operational during 2019, so that source of renewable energy was removed from our portfolio. Offsetting that decrease, however, were several sites in Europe that converted to renewable energy in 2019.

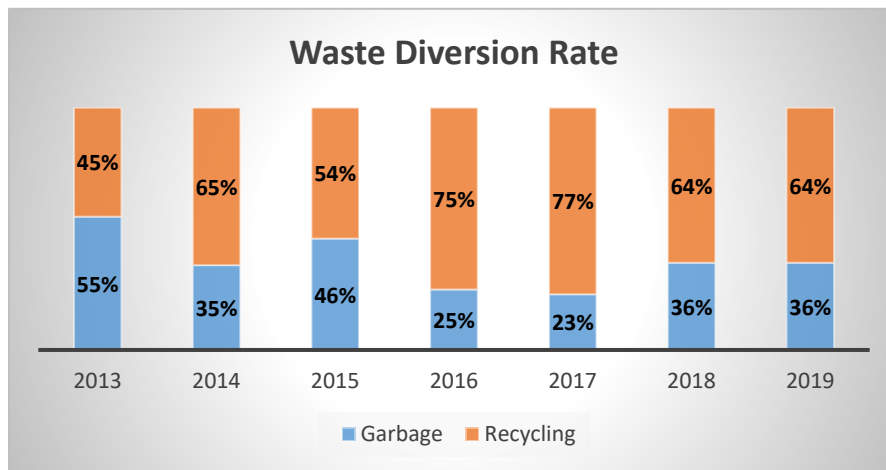
We have aligned our targets with VF Corporation’s goal to source 100% renewable energy for all owned and/or operated facilities by 2025. Our target for 2020 is to source at least 50% of all energy used at Timberland sites worldwide from renewable sources by then.

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WASTE

Timberland has a long-standing commitment to sustainability and protecting our natural resources. As part of this commitment, we have increasingly pursued recycling and composting efforts at our 300+ owned and/or operated facilities. All facilities owned and operated globally tracked landfill diversion rates for the first time in 2013. As the chart below reflects, our efforts to date have been successful in diverting many of our waste streams. We continue to seek means to further improve our waste diversion rate and are looking to apply best practices from our parent company's (VF Corporation's) zero waste facilities. Our aim is to reach 95% diversion rate for all owned/operated facilities.

Note: data is self-reported by each facility and is not third-party validated.



2018 & 2019 Result: In 2018, we changed our methodology for reporting our waste data. We feel this new methodology more accurately captures our waste diversion numbers. Globally, across all owned/operated facilities, Timberland operations generated 432 metric tons of waste to landfill and recycled/composted 326 metric tons. These results are not as successful as reported for 2016 and 2017 – this is partly based on improved data collection and calculation methodology, but also because of efforts to reduce the intake of excess materials and packaging.

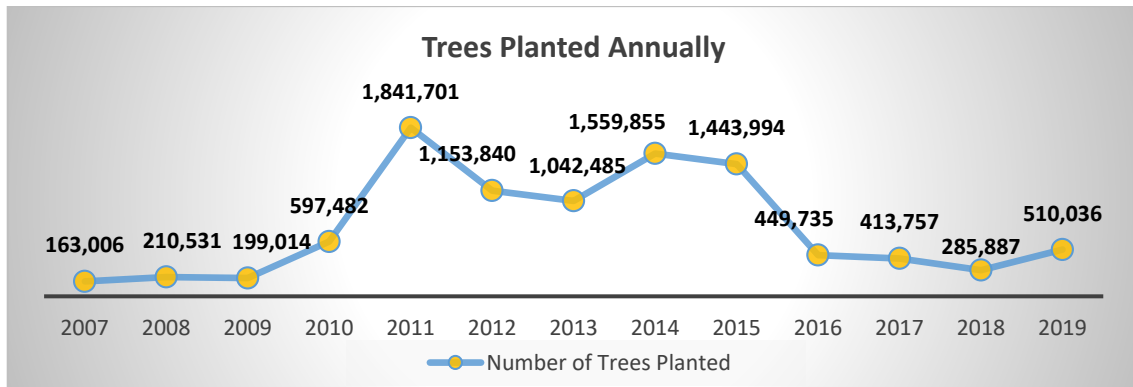
For our **manufacturing** facility in the DR, we have moved to a more accurate method based on daily waste production and annual footwear produced. Additionally, the volume of materials that in the past would have been recycled has decreased over time due to the facility's continued efforts to be more efficient with materials and working with vendor suppliers to reduce excess packaging. At **retail**, the data is based on the amount of packaging disposed of at each location – the primary source of waste generated by retail operations. The overall retail recycling rate increased from 65% to 76%. At our **distribution** centers, their efforts to move to zero-waste have led to less waste and less recycling.

To learn more about VF's efforts to reduce landfill waste, click [here](#).

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GREENING THE OUTDOORS

At Timberland, there is core belief that a greener future is a better future. In 2001, Timberland set out to plant one million trees in 10 years. We accomplished this goal in 2009 and were inspired to set a new goal to plant five million trees in the next five years. In 2014, we accomplished that goal, primarily based on the success of tree planting projects in China, Haiti, and the Dominican Republic. From 2001 through 2019, Timberland has planted a total of **10,785,743** trees. Having achieved our 2020 goal to plant 10 million trees 2 years early, we now have a new goal to build on this momentum and plant an additional 50 million trees in five years.



In 2019, we continued to support large-scale tree planting efforts in the Dominican Republic (DR) and the Horqin desert in China. Without the extended periods of drought experienced in the DR in 2018, our ecological partner was able to achieve a comparable level of survival as in the past. Read more about our tree-planting initiatives in [Haiti](#) and [China](#) on our [responsibility website](#).

In addition to the planting efforts in the Dominican and Horqin, our North American Retail Marketing Team allocated funds to plant over 48,000 trees in the United States with [American Forests](#). Trees were planted in areas devastated by wildfires in New Mexico, Montana and Washington, as well as areas where timber harvesting has rendered native species of birds nearly extinct in Michigan. An additional 17,000 trees were planted by American Forests, funded by the generosity of our consumers donating over \$184,000. The NA consumer donations will further support additional projects planned with American Forests in 2020. Consumer engagement also took place in our European retail markets for planting that will take place in 2020. Timberland is pleased to see that our consumers share our passion for a greener future, and thrilled to plant trees on their behalf to bolster our tree planting efforts.

With the new goal to plant 50 million trees in the next five years, we are increasing efforts with our existing tree planting partners in Haiti, China and DR while also establishing new projects in Africa with a variety of partners. To learn more about our tree planting partners and see updates and stories along the journey, visit our [Plant the Change](#) page on our CSR website. Updates will be posted quarterly.