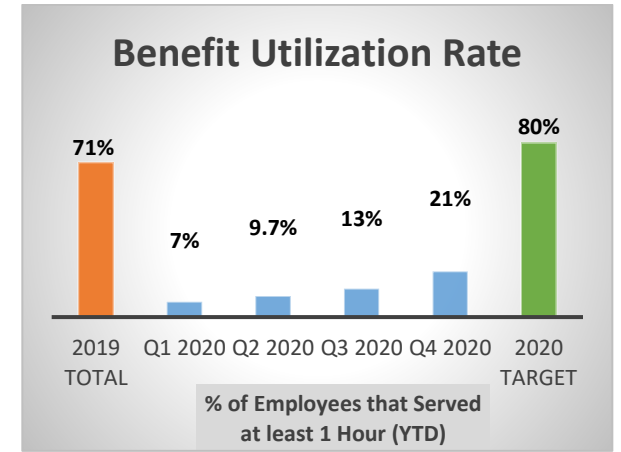
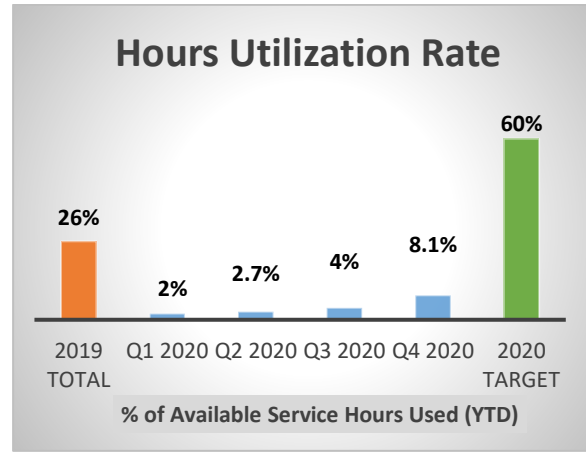
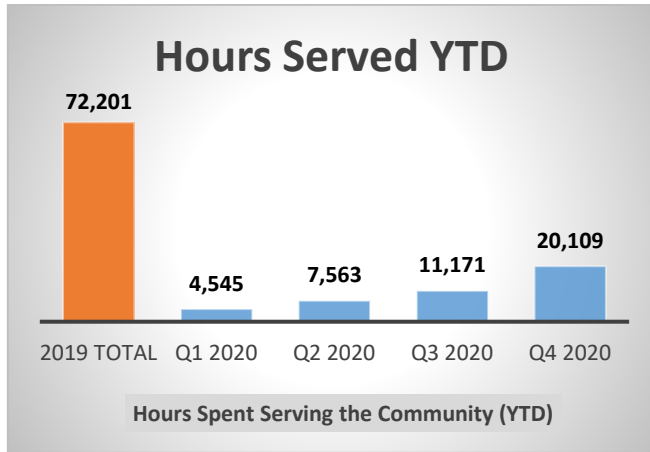


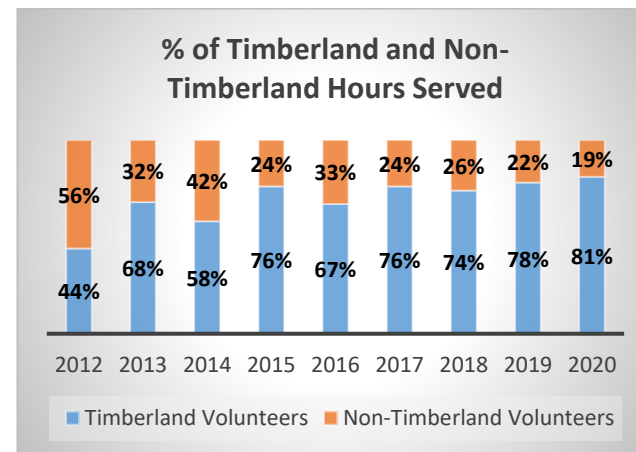
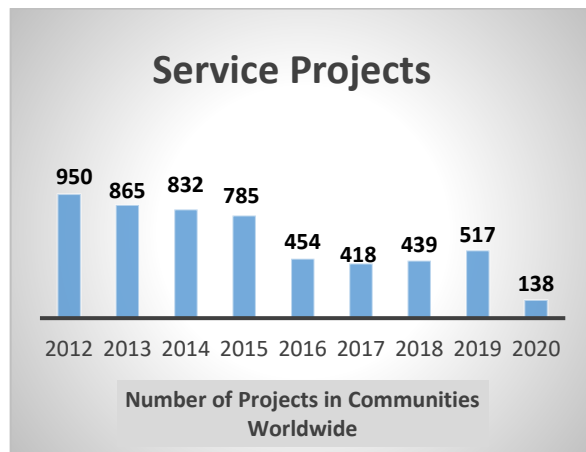


# COMMUNITY SERVICE

## Quarterly Reported Metrics – Q4 2020 Results



## Annually Reported Metrics – 2020 Results



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

# COMMUNITY METRICS

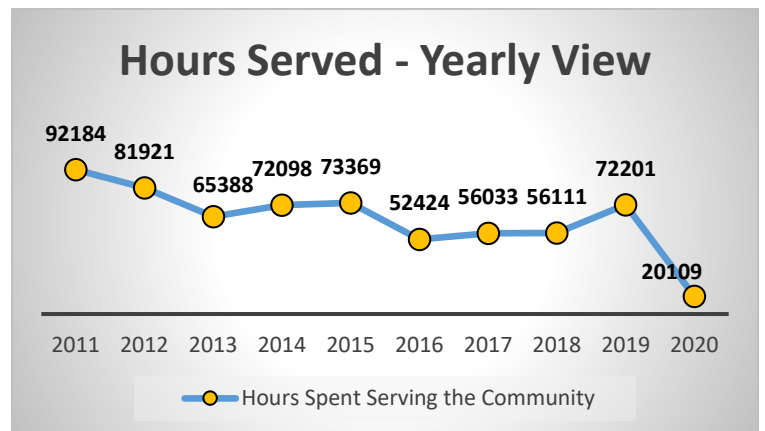
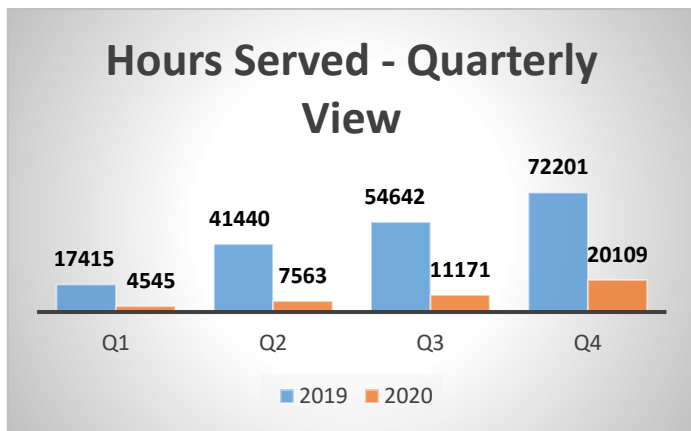
At Timberland, service is a part of our DNA. A belief in the power of people to transform their communities is one of our core values. Our purpose is to inspire and equip the world to step outside, work together and make it better. We live this purpose by offering our thousands of creative, dedicated, hardworking employees a number of ways to become involved:

- *Path of Service™*: This volunteer program gives full-time employees up to 40 paid hours each year and part-time employees up to 20 paid hours each year to serve in their communities.
- *Pillar Service Events*: To help employees use their service hours, Timberland organizes global two days of service each year: Earth Day in the spring and our own Serv-a-palooza event in the fall. In 2014, Timberland employees celebrated their one million<sup>th</sup> hour of community service.

Each year the Community Engagement team and the Global Stewards (Timberland’s volunteer team of CSR ambassadors who drive our service and CSR agenda worldwide, in addition to their regular job responsibilities) strive to increase employee engagement in community service by offering new service opportunities to employees. Service metrics are measured on an annual basis (from January 1 - December 31) and revert to zero at the beginning of each year.

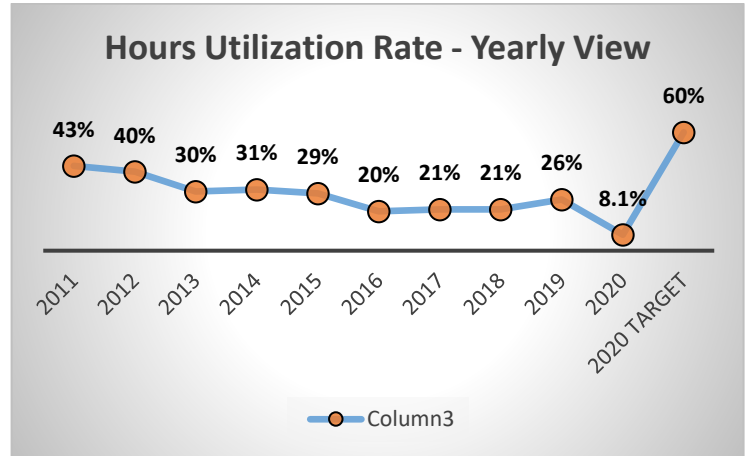
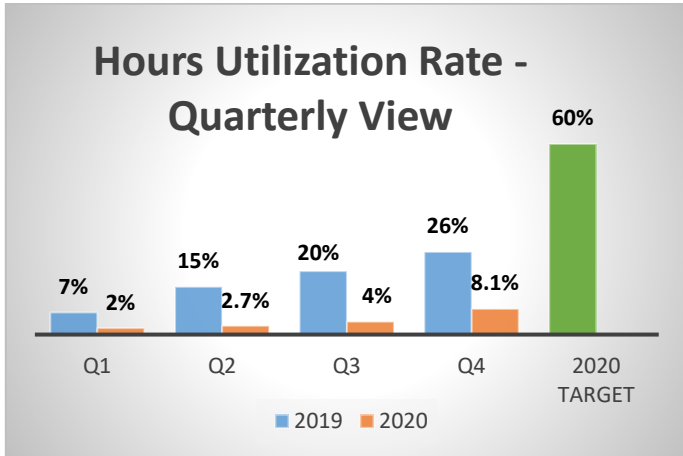
To learn more about how we serve, [click here](#). Interested in putting together a service event of your own? [Download our Service Toolkit](#) to get started!

**Hours served reflects the total number of community service hours reported by employees that were served during business hours.**

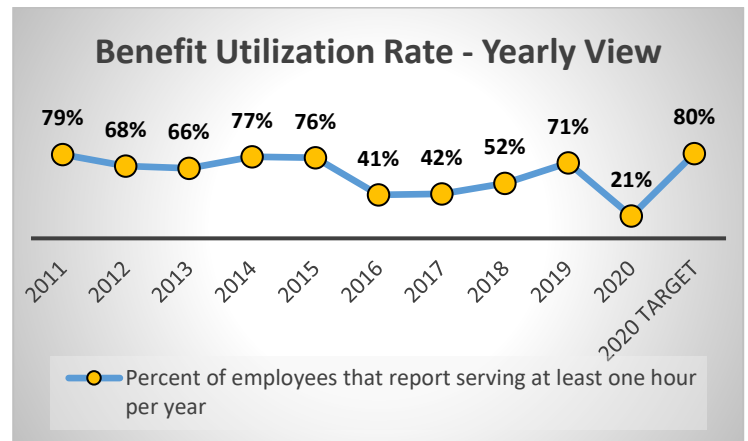
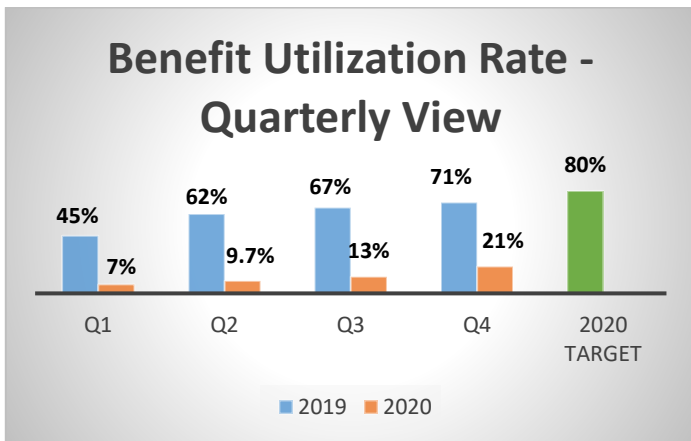


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**Hours Utilization Rate ("HUR")** measures the percentage of available service hours offered to Timberland employees that employees report using year-to-date.



**Benefit Utilization Rate ("BUR")** measures the percentage of employees that report serving at least one hour of community service per year.



**Full-year 2020:** Timberland employees across the globe served 20,109 hours in 2020. HUR was 8% and BUR was 21%. Despite the challenges posed by Covid 19, all regions still managed to find time to serve, either virtually, or while observing social-distancing guidelines.

In Asia, employees in Shanghai knit hats, while in Singapore, employees created Boxes of Love for Children's Wishing Well. In Vietnam, employees partnered with a large footwear factory to paint classrooms and plant trees at a kindergarten. In Europe, workers in the Timberland store in Provence worked with other stores in the mall to create Boxes of Love for communities in need.

Employees from the Nottingham office partnered with the Hong Kong office to teach English to children, while in Scandinavia, workers went grocery shopping did other errands for elderly neighbors.

In North America, there were several projects held virtually and in-person, such as creating learning games for children living in poorer communities and delivering gifts to at-risk girls for our non-profit partners.

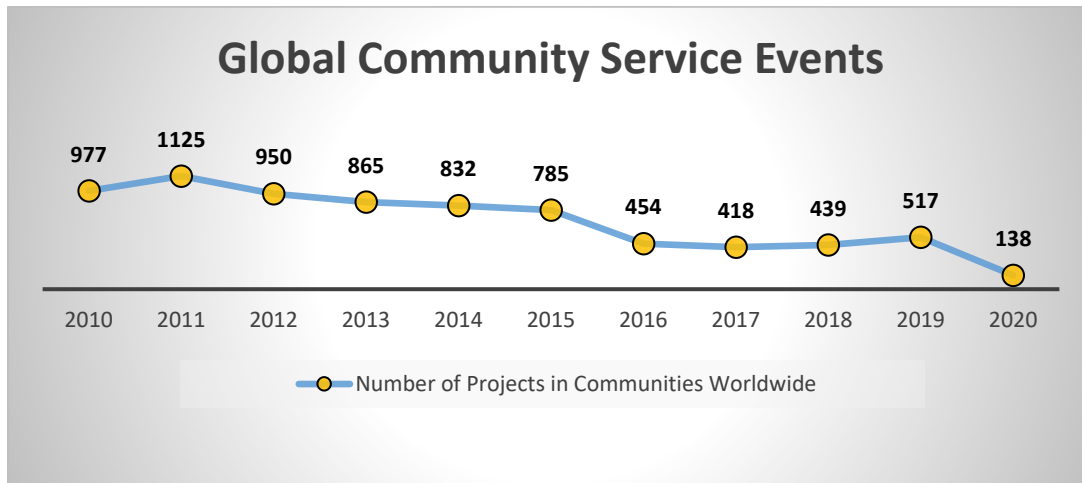
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## COMMUNITY SERVICE EVENTS ORGANIZED BY TIMBERLAND GLOBALLY

To support and encourage Timberland employees to use their Path of Service™ benefit, the Global Stewards are tasked with organizing community service events beyond our annual Earth Day events in the spring and our annual Serv-a-palooza events in the fall. Most service events are designed to engage not only our employees, but also our business partners, VF associates, our customers, and others in the community. This metric shows the number of community service events organized by Timberland worldwide per year.

Note to stakeholders: In 2016, we redefined “service event” to mean “projects involving 2 or more Timberland employees engaging in service to the community.” As such, our number of events decreased to conform to this new guideline.



## NON-TIMBERLAND VOLUNTEERS

This metric tracks the extent to which we have increased our impact by engaging non-employee volunteers in community service. We strive to engage our business partners, distributors, consumers, and local community members in our events. The purpose of this metric is to show the percentage of Timberland vs. non-Timberland volunteers that participated in Timberland organized service events throughout the year.

