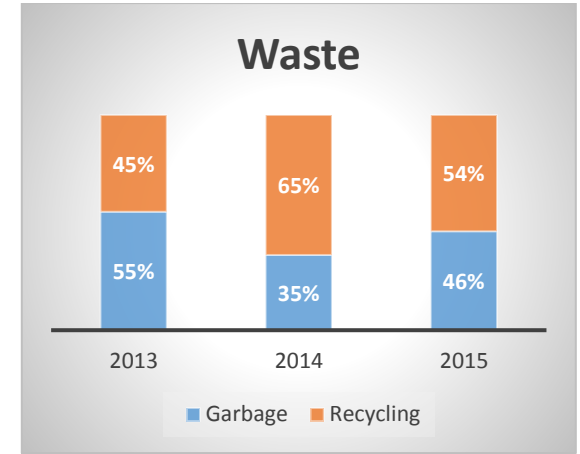
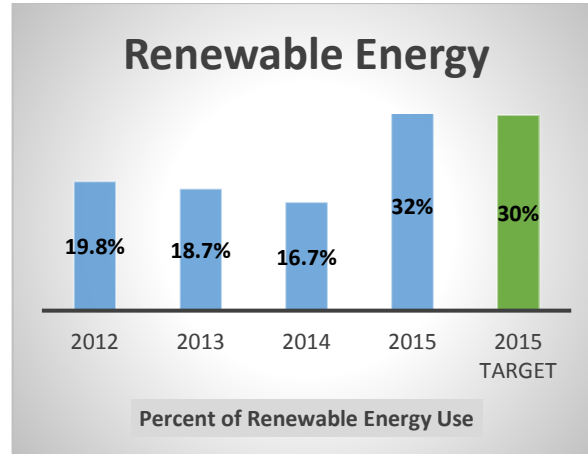
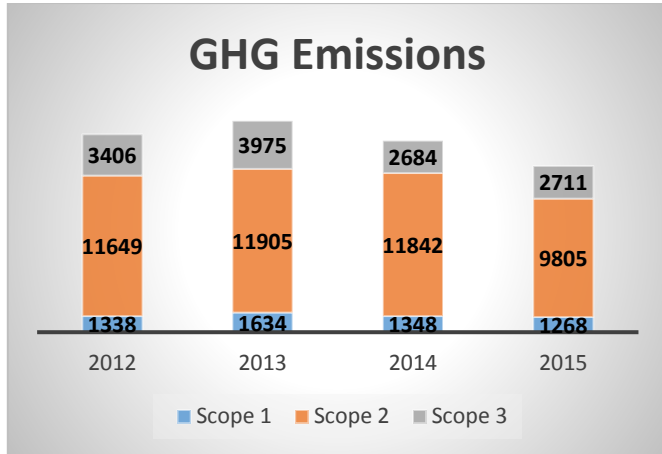




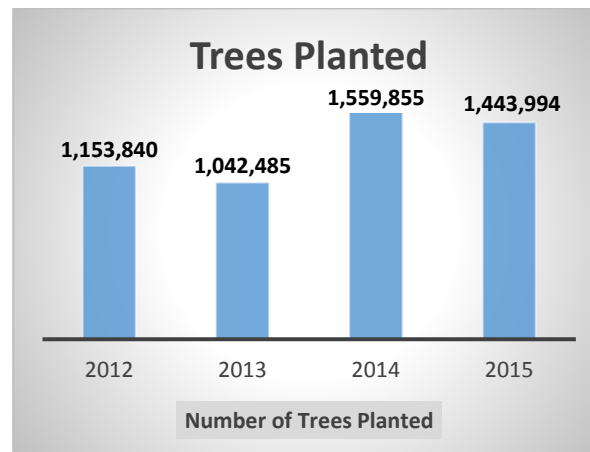
OUTDOORS – RESOURCE EFFICIENCY

Annually Reported Metrics - 2015 Results



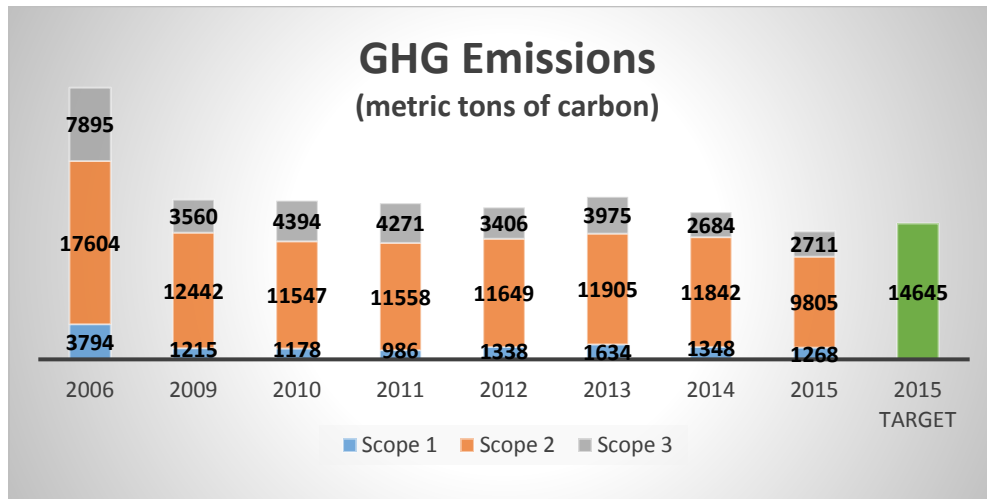
OUTDOORS – TREE PLANTING

Annually Reported Metrics - 2015 Results



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

GHG EMISSIONS



Timberland's carbon footprint measurement represents owned and/or operated facilities and employee air travel only. Measured over a 2006 baseline, as we opened new stores and expanded our international presence, it was to be expected that emissions would grow. For this reason, our 2010 target of 50% absolute emissions reduction was pushed out to 2015 to account for forecasted business growth. That said, this target remained ambitious for our business. A 50% reduction by 2015 is more aggressive than leading practice as defined by [Ceres Roadmap for Sustainability](#), which calls businesses to set such targets for 2020.

2015 Result: In 2015, we had a 13% reduction in GHG emissions compared to 2014 (13,784 vs. 15,874 metric tons), which is a 53% reduction over our 2006 baseline. This decrease can be attributed to our Stratham, NH headquarters and several European sites converting to renewable energy sources of electricity, and a 6% decrease in emissions related to employee air travel. We are pleased with our accomplishment to exceed our absolute target of 50% reduction in GHG emissions over our 2006 baseline. Going forward, we will be aligning targets with VF Corporation's goals around energy reduction and renewable energy. As such, our 2020 targets are to see a 10% reduction in energy use (2% reduction year over year) and have 50% of our energy procured or offset by renewable sources.

Read more about our [energy reduction efforts](#) on our responsibility website. To learn more about VF Corporation's efforts to reduce GHG emissions, click [here](#).

Notes regarding the GHG data reported here:

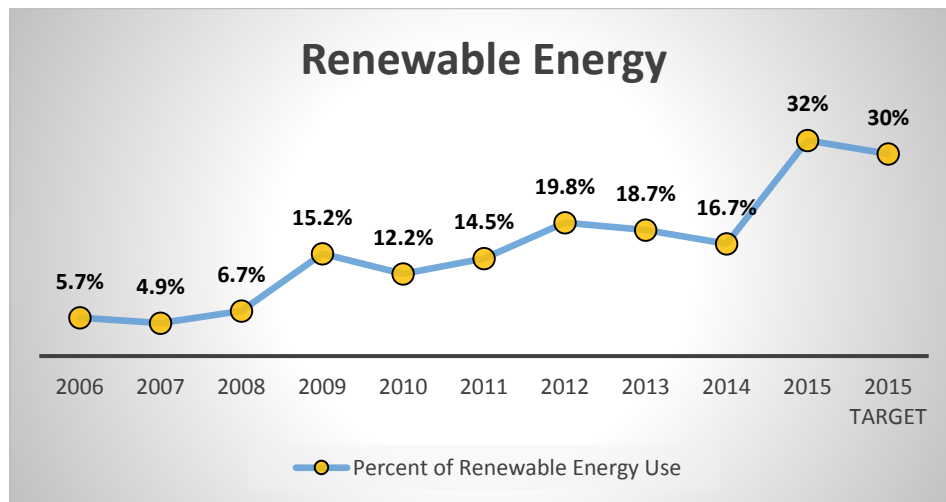
1. The emissions generated from our owned and/or operated facilities and employee travel accounts for roughly 4% of Timberland's overall carbon footprint, when including emissions embedded in raw materials, production manufacturing, and product transportation. Energy reduction efforts with our supply chain partners are managed and tracked via our implementation of environmental management systems tools such as the Higg Index. For more on these efforts, refer to our Product-Manufacturing reports.
2. In 2012, we updated our carbon footprint calculations to be consistent with our parent company (VF)'s carbon accounting methodology, and applied this protocol to our historical information. All annual data has been updated, which allows Timberland's GHG reporting to be consistent with VF's GHG reporting. Changes in our calculations included using more detailed emissions factors for onsite fuels (Scope 1) and energy use in the US (Scope 2, now based on eGrid). We also applied more rigorous calculations for air travel (Scope 3) to ensure that short, medium, and long haul flights have more detailed emissions factors associated with them (previously, Timberland used a standard emissions factor for all air travel). In 2014, VF removed Shop in Shop stores from its calculations as the selection and control of energy use in these stores is beyond the company's control and difficult to track accurately.

3. At the end of each year we conduct a final review and replace estimations and/or outdated data with year-end corrections. Any change in previously disclosed annual data is the result of this clean-up. Data presented here represents the final and most accurate accounting of our GHG emissions for 2006-2015.

Scope Definitions (according to the [WRI/WBCSD GHG Protocol](#)):

- Scope 1: Emissions produced from the burning of fossil fuels on Timberland property (e.g. heating buildings by burning oil or natural gas).
- Scope 2: Emissions associated with the electricity that Timberland purchases from other companies. Examples include electricity purchases in our retail locations.
- Scope 3: Emissions that are a consequence of the company's business, but occur from sources not owned or controlled by Timberland.
Timberland Scope 3 emissions included in our GHG inventory only include commercial air travel.

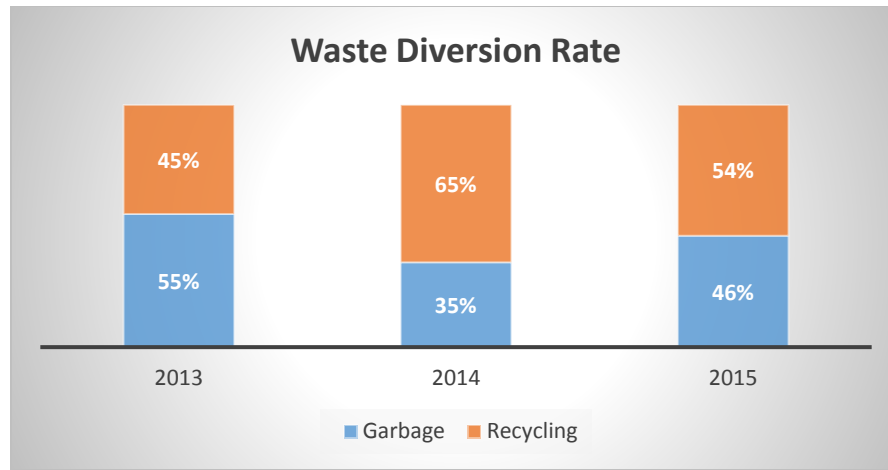
RENEWABLE ENERGY



This metric measures the percentage of energy we procure from clean renewable energy vs. fossil-fuel based energy. 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.

2015 Result: In 2015 our use of renewable energy was 32%, which exceeds our 2015 goal of 30%. This increase over prior years can be attributed to our Stratham, NH headquarters and several European sites converting to renewable energy. We are pleased with our accomplishment to exceed our 2015 target for 30% renewable energy. Going forward, we will be aligning our targets with VF Corporation's goal to be sourcing 100% renewable energy for all owned and/or operated facilities by 2025, setting our new target for 2020 to be 50%.

WASTE



Timberland has a longstanding commitment to sustainability and protecting our natural resources. As part of this commitment, we have increasingly pursued recycling and composting efforts at our over 300 owned and/or operated facilities.

Landfill diversion rates at all facilities owned and operated globally were tracked for the first time in 2013. As the above chart reflects, our efforts to date have been successful in diverting the majority of our waste streams. We continue to seek means of further improving our waste diversion rate and are looking at applying best practices from our parent company's (VF Corporation's) zero waste facilities. *Note: data is self-reported by each facility and is not third-party validated.*

2015 Result: In 2015, our landfill diversion rate dropped from 65% to 54%. This is partly due to improved data collection processes globally. Each year we look to improve the process for gathering global waste and recycling information from our 300+ owned and/or operated facilities.

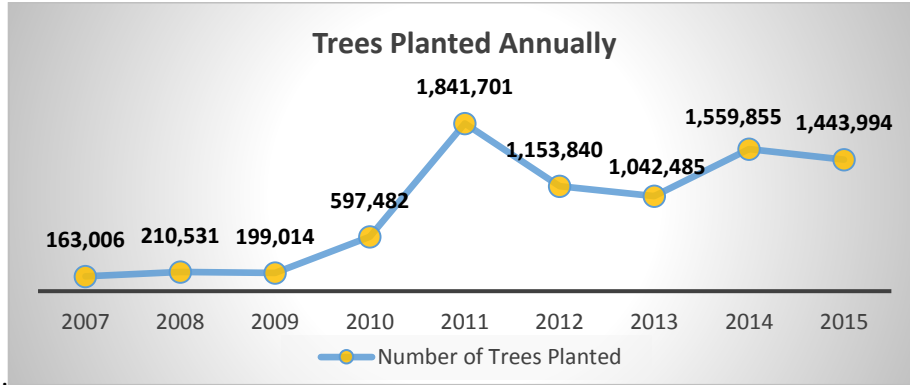
Our manufacturing plant in the Dominican Republic is by far our largest generator of waste, generating over 90 metric tons of landfill waste each year. In 2014, a large volume of accumulated obsolete outsoles was included in the waste diversion figure resulting in a much higher diversion rate for the year. We are currently working with the industrial park association to institute a recycling program within the park, as currently none exists.

Another opportunity that we are currently pursuing to further increase our waste diversion rate is a solution for our retail stores to recycle the polybags that accumulate at each store, as these cannot typically be recycled in municipal recycling programs. We are considering alternative polybags can be recycled and/or a national polybag recycling vendor for our retail stores to send discarded polybags.

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

GREENING THE OUTDOORS

In 2001, Timberland set out to plant 1 million trees in 10 years. We accomplished our goal in 2009 and were inspired to set a new goal of planting 5 million trees in the next 5 years. In 2014, we had accomplished that goal, primarily based on the success of tree planting projects in China, Haiti, and the Dominican Republic. From 2001 through 2015, Timberland planted a total of **8,791,328** trees.



Read more about our tree-planting initiatives in [Haiti](#) and [China](#) on our responsibility website.

By 2020, we aim to well-exceed 10 million trees planted in total. Our efforts to green the outdoors will additionally include more focus on urban greening and engaging our consumers in doing so. You can read more about our global [urban greening efforts](#) on our responsibility website.