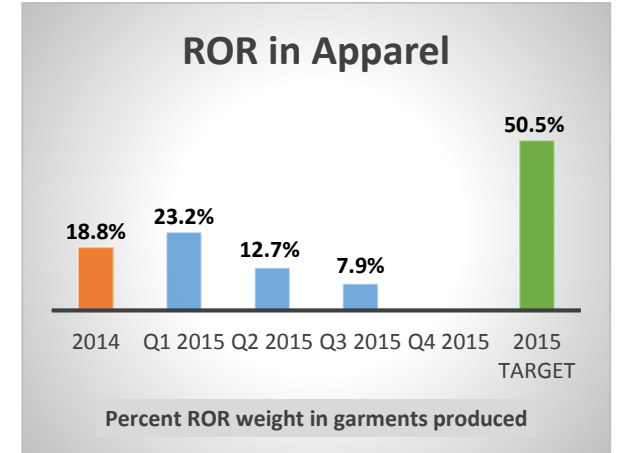
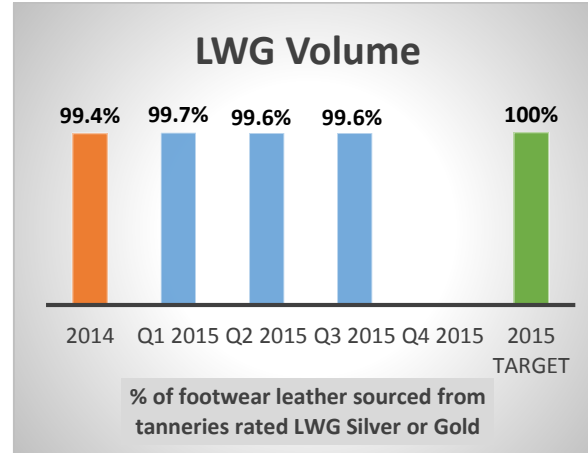
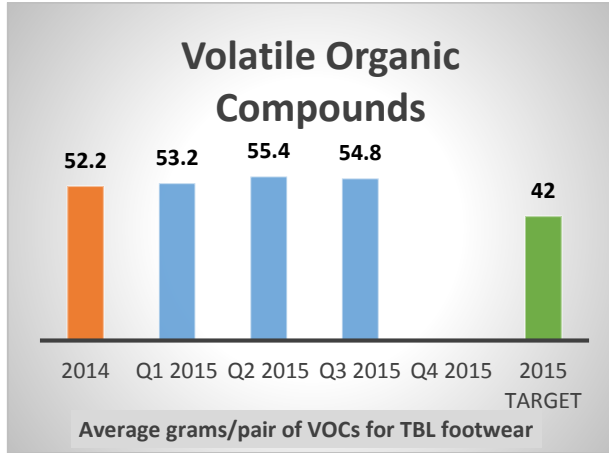


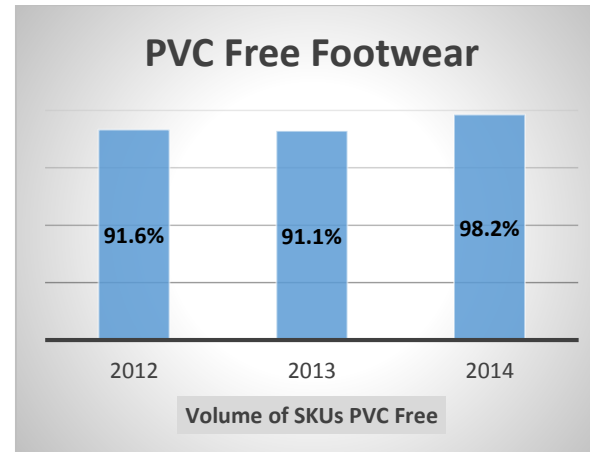
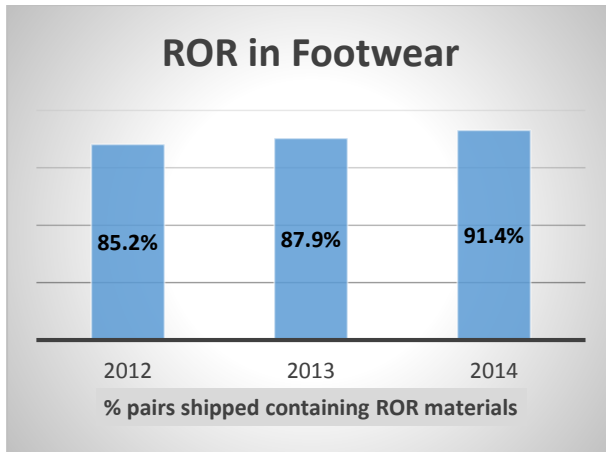
Quarterly Reported Metrics – Q3 2015 Results



LWG = Leather Working Group

ROR = Recycled, Organic & Renewable

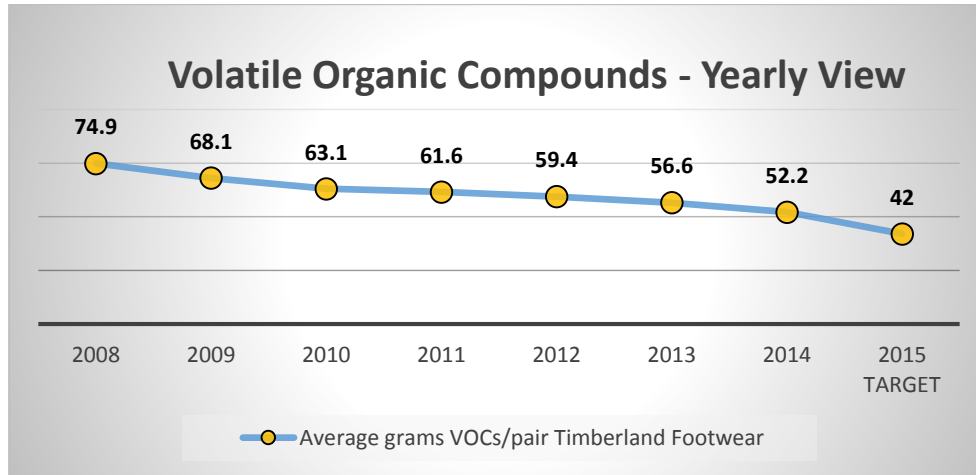
Annually Reported Metrics – 2014 Results



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

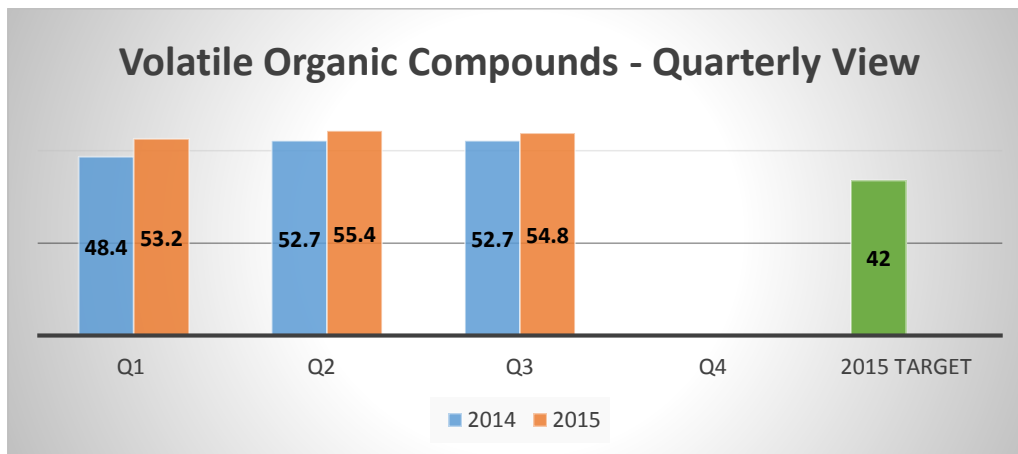
APPENDIX – Volatile Organic Compounds – QUARTERLY UPDATE

Timberland is committed to using adhesives in our stockfit and assembly shoe manufacturing process that cause less harm to the environment. Traditionally, footwear manufacturers will use solvent based chemicals for gluing, cleaning or painting shoe components. Solvent-based adhesives release volatile organic compounds ("VOC"), which can create human and environmental health hazards. VOCs are chemical compounds that evaporate easily in normal conditions. Measuring grams of VOCs allows Timberland to account for the overall quantity of VOCs used in the production of our footwear. Disclosing chemical consumption in this manner also allows us to target specific, high VOC-content materials for reduction, substitution or elimination, thereby promoting lower environmental impact and improved working conditions in factories.



2014 Result: We end 2014 with a 7.7% improvement over our year end 2013 VOC consumption (52.2 grams per pair in 2014 vs. 56.6 grams per pair in 2013). A chemical engineering review of all new styles is conducted as product is being developed. This is to ensure a maximum use of water based adhesive in the construction and manufacturing of product, while also maintaining the quality and physical integrity of the shoe. As a result, our supply chain realized a 4.4 gram per pair reduction year over year.

We are encouraged by the progress we have made to reduce the average per pair grams of VOCs used in the production of our footwear. While definite progress has been made over the years, there is still work to be done with our suppliers to further improve their chemical management practices as well as in terms of the performance of water-based adhesives with our materials. That said, we remain committed to our goal of averaging 42 grams of VOCs per pair.

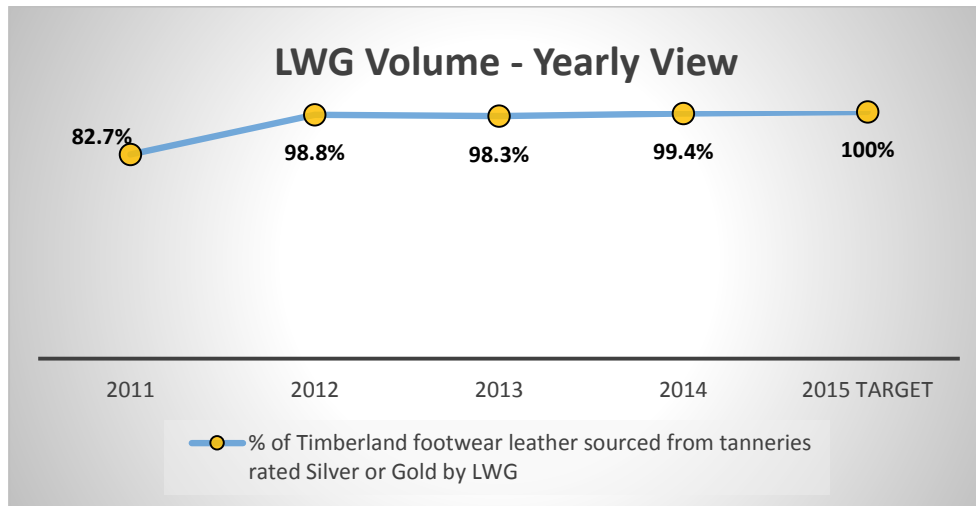


Q3 2015 Result: Our VOC consumption for Q3 is 54.8 grams per pair, which is 2.1 grams more per pair than our Q3 2014 result (52.7 grams). We continue to explore improved processes with our supply base, and ensure training of new factories as they come online with production.

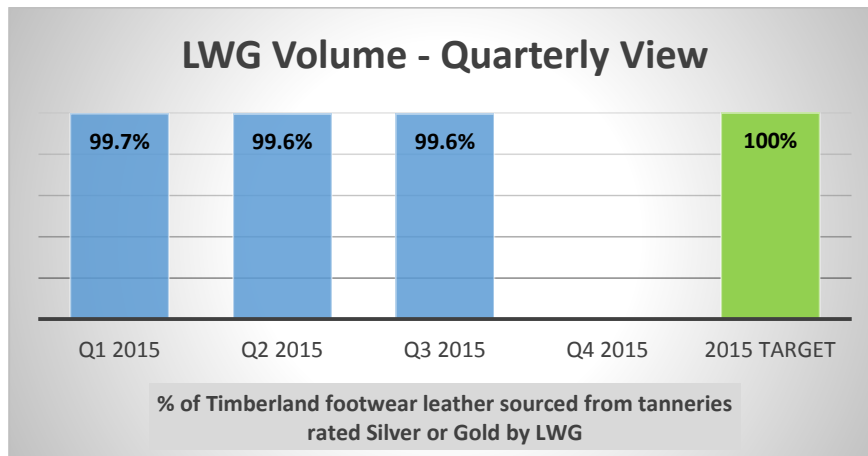
APPENDIX – Gold/Silver Rated Tanneries – QUARTERLY UPDATE

Leather processing is a chemical, water, and energy intensive process. To ensure the leather we purchase is processed using environmental best practices, all of our footwear leather suppliers undergo an environmental audit under protocols established by the cross-brand [Leather Working Group \("LWG"\)](#). Tanneries are scored on a scale of Failure, Compliant, Bronze, Silver, or Gold. The LWG evaluates their audit protocol regularly to ensure scoring rewards environmental best practice. This means the bar for reaching silver and gold ratings will be raised over time. Timberland's target is for all tanneries that provide leather for footwear be LWG audited and achieve a minimum rating of Silver, meaning that industry standard leading practices are employed.

We started requiring LWG audits of our tanneries in 2008. The charts below show the volume of leather procured from Silver or Gold rated tanneries.



2014 Result: 100% of our footwear leather suppliers have been audited by LWG with a minimum rating of Compliant. We ended the year with 93% of all tanneries that produced for Timberland in 2014 having achieved Silver or Gold status by the LWG (which represents 99.4% of our overall leather volume) vs. 92% of tanneries at the end of 2013.

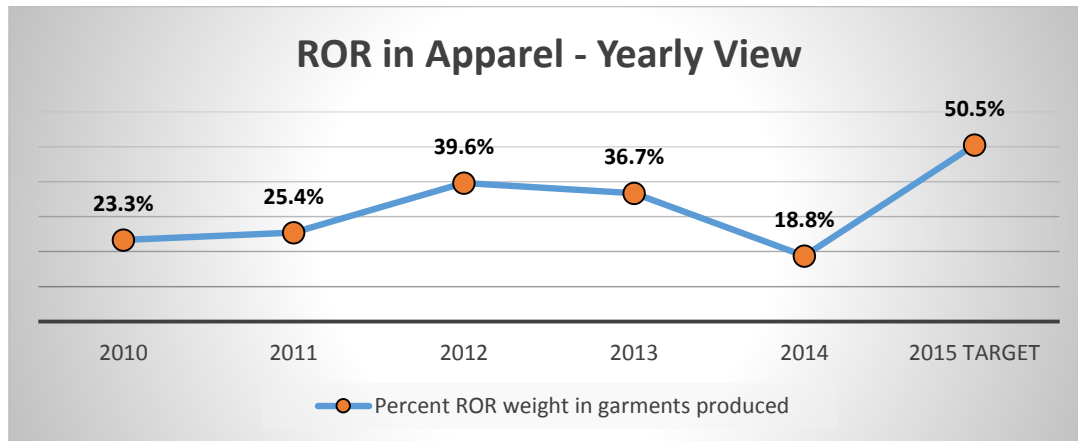


Q3 2015 Result: Of the 25 tanneries that supplied leather to Timberland footwear factories in Q3, 23 (92%) were LWG Silver or Gold rated. These 23 tanneries represent 99.6% of our overall total footwear leather volume. The small volume of leather that is not from Silver or Gold tanneries demonstrates our commitment to limit production at non-certified tanneries. 100% of our footwear leather suppliers have been audited by LWG with a minimum rating of Compliant.

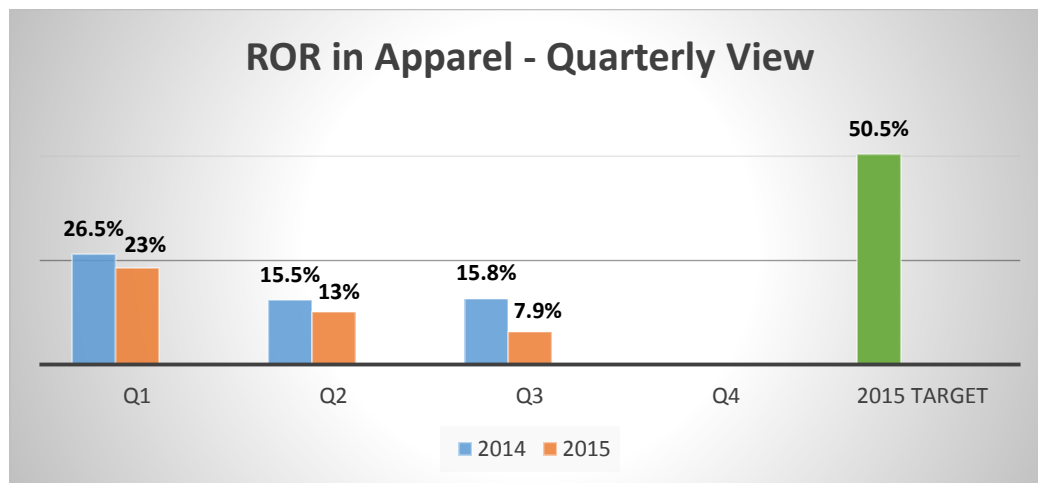
APPENDIX – ROR in Apparel – QUARTERLY UPDATE

Timberland has a longstanding commitment to sustainability and protecting our natural resources. We use recycled, organic, and renewable ("ROR") materials throughout our product lines and have set yearly targets to increase the use of these environmentally-preferred materials year over year. Renewable is defined by Timberland as coming from a fast-growing, plant-based material that makes efficient use of non-renewable resources. An example of this material is flax (linen).

The charts below show the amount of environmentally-preferred ROR materials Timberland and our apparel licensee source as a percentage of the total textile weight of our apparel products. This metric applies to Timberland branded apparel only.



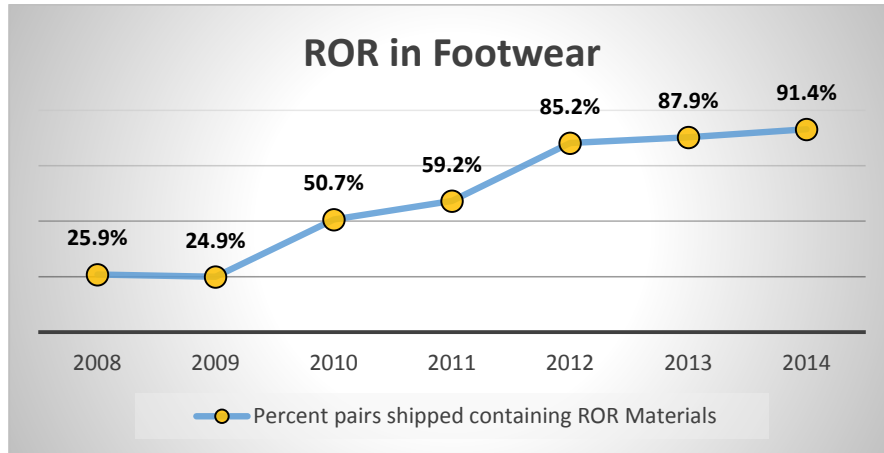
2014 Result: We end the year with 18.8% of the weight of all materials used in Timberland apparel being Renewable, Organic or Recycled, vs. 36.7% in 2013. The decrease in ROR was a corporate decision to deliver relevant products balancing cost constraints related to the premium price of organic cotton.



Q3 2015 Result: In Q3 2015, our use of recycled, organic or renewable ("ROR") material in apparel was roughly 7.9% of the weight of total garments produced, vs. 15.8% during the same period last year. Cost constraints continue to challenge us in this area, however, a strategy has been implemented to increase our ROR use between now and 2020. Additionally, with our parent company (VF Corporation), we are collaborating with industry partners on initiatives to further the incorporation of sustainable cotton into the industry, via programs such as the [Better Cotton Initiative](#) (BCI).

APPENDIX – ROR in Footwear – ANNUAL UPDATE

Timberland has a longstanding commitment to sustainability and protecting our natural resources. We use recycled, organic, and renewable ("ROR") materials throughout our product lines and set yearly targets to increase the use of these environmentally-preferred materials year over year. Renewable material is defined by Timberland as coming from a fast-growing, plant-based material that makes efficient use of non-renewable resources. Our largest use of ROR in footwear is with recycled polyester ("PET").



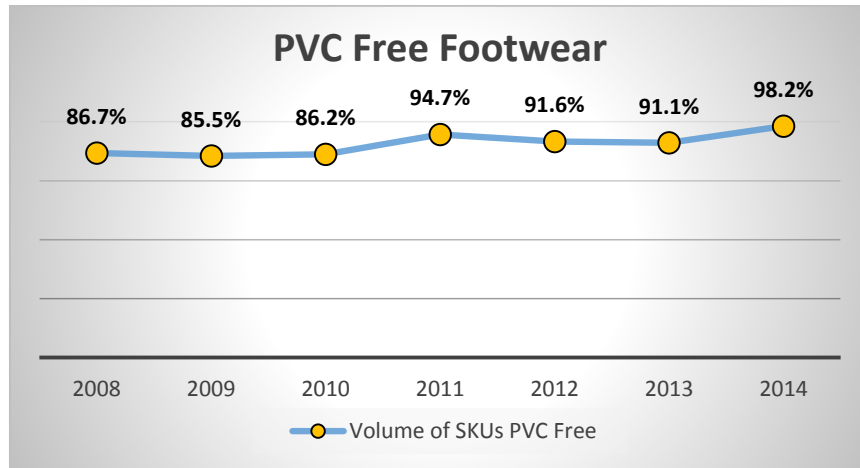
2014 Result: ROR materials were utilized in 91.4% of all measured* Timberland footwear shipped, up from 83% in 2013. When looking at all Timberland footwear shipped (including footwear not measured), **79% of all Timberland footwear incorporated ROR materials**, up from 70% in 2013.

Timberland increased its unit volume of recycled content in 2014 by 16.2%, (16,703,085 pairs in 2014 vs. 14,379,773 pairs in 2013), driven by an increase of nearly 2.5 million pairs of footwear containing recycled rubber. The #1 recycled material, found in over 14 million pairs, is Recycled Polyester (PET). Through 2014, Timberland produced more than 19.9 million pairs of footwear made with outsoles containing up to 34% recycled rubber (up from 13 million through 2013). The use of renewable content decreased in 2014 (3% in 2014 vs. 4.9% in 2013) due to a decrease in the number of shoes containing natural latex rubber, a renewable alternative to regular rubber. We also experienced a decrease in organic material, driven by a decrease in the use of organic cotton. Overall, these decreases in both renewable and organic materials were offset by our increased use of recycled content.

*Due to limitations within our data management system, we were only able to measure ROR content in 86.1% of all footwear shipped in 2014. Each year we seek to improve these data limitations. In 2013, we were only able to measure 78.3%.

APPENDIX – PVC Free Footwear – ANNUAL UPDATE

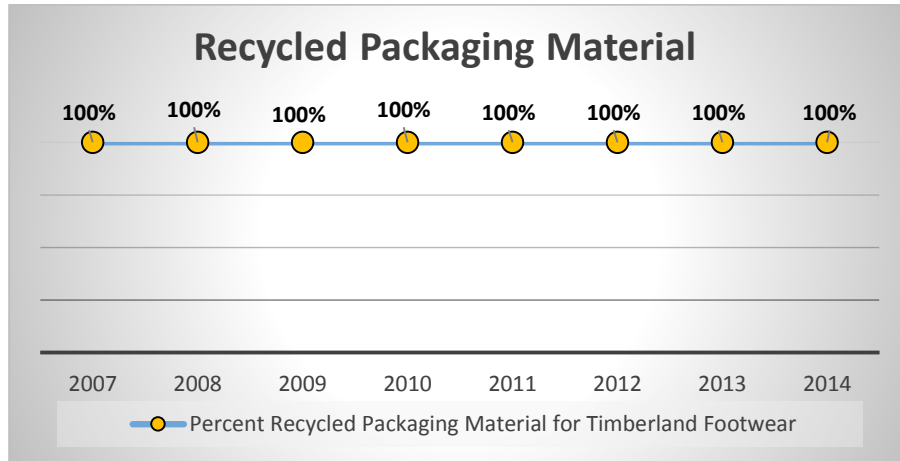
Polyvinyl chloride (PVC) is a polymer used in a wide variety of applications, such as construction, plumbing, and cable insulation, and is also used in the footwear industry. Unfortunately, the use of PVC has some negative aspects associated with its creation and its end life. Given the human and environmental risks associated with the creation and disposal of PVC, Timberland is committed to phasing out the use of PVC in products. We are committed to finding and utilizing PVC alternatives where feasible in order to decrease our use. In certain applications there are no readily available material solutions, and in these cases we are actively working to develop alternatives. Our end goal is to be PVC-free.



2014 Result: Overall, 1.8% of total pairs shipped in 2014 contained PVC, vs. 8.9% in 2013. We are working on PVC Free material substitution in our PRO line of industrial boots, as these products require very specific materials due to the performance requirements demanded by certain end-use applications.

We continue to review materials and manufacturing equipment updates to allow for further PVC reduction to occur. Going forward, we anticipate continued reduction in PVC use as our partner factories upgrade their manufacturing capability in 2015.

APPENDIX – Recycled Packaging – ANNUAL UPDATE

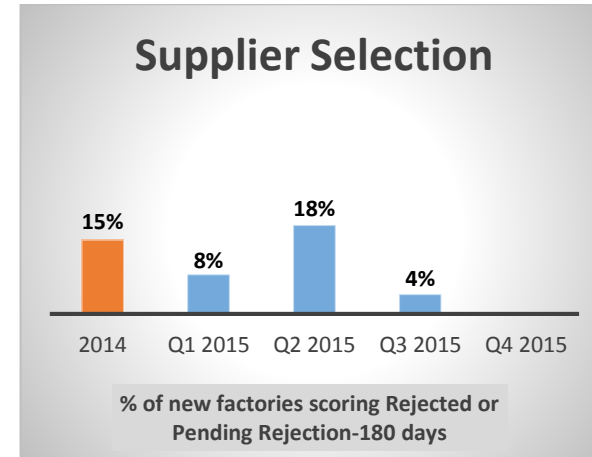
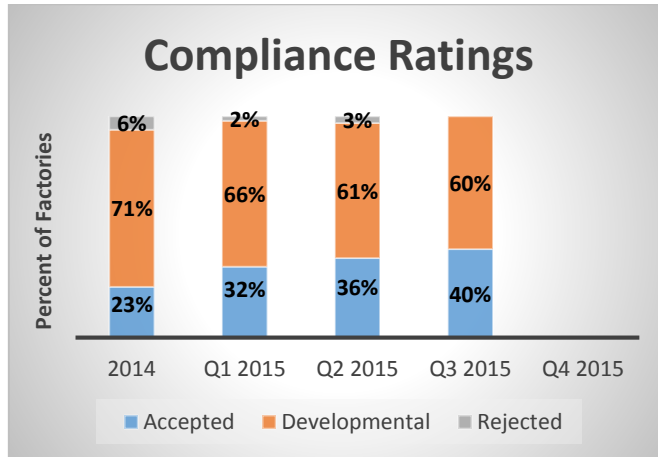


Starting in 2012 through the present time, our footwear boxes use water-based inks and are made from 100% recycled materials (at least 80% is post consumer). From 2007 through July 2012, our footwear boxes used soy-based and sesame-based inks and were made from 100% recycled materials (at least 80% post consumer).

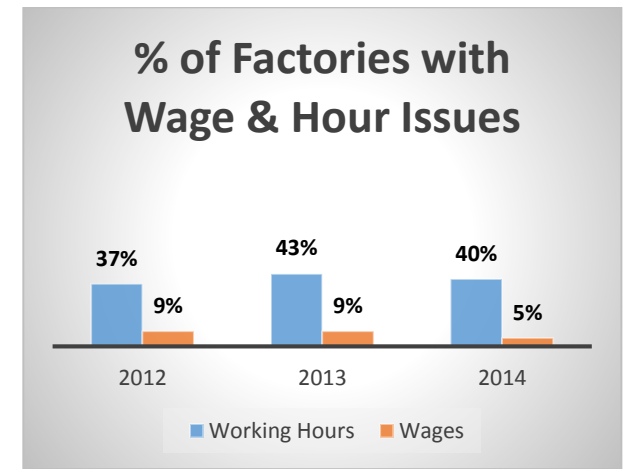
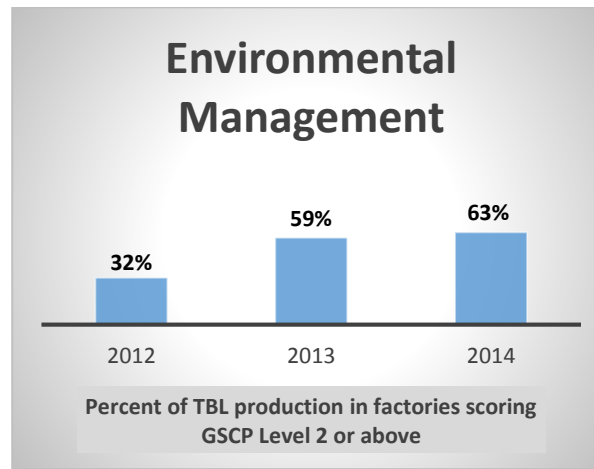
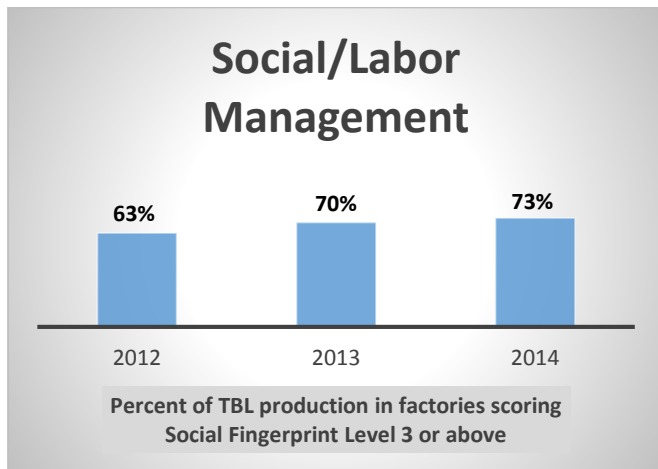


FACTORIES

Quarterly Reported Metrics – Q3 2015 Results



Annually Reported Metrics – 2014 Results



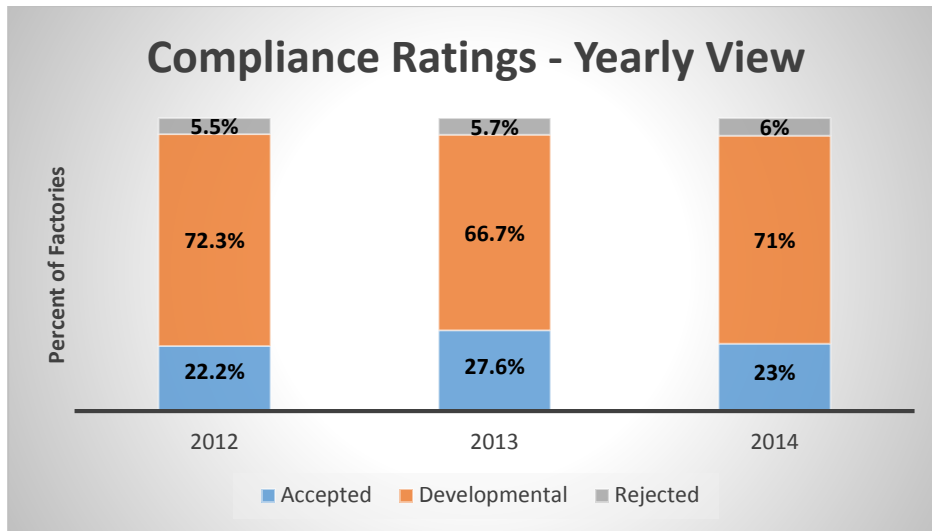
For further details, analysis, and historic data, refer to respective appendices

APPENDIX – Factory Compliance Ratings – QUARTERLY UPDATE

Timberland’s long standing commitment to ensuring fair, safe and non-discriminatory workplaces for the 250,000+ workers making Timberland product around the world dates back to 1994, with the establishment of our Code of Conduct for suppliers. Having been acquired by VF Corporation ("VF") in 2011, our Code of Conduct was replaced by VF's Terms of Engagement and Global Compliance Principles. VF’s policy is to monitor every facility that is involved in the manufacture of a VF branded product, and brands for which VF Corporation is licensed to produce. This includes all cutting facilities, sewing plants, screen printers, embroiderers, laundries, and packaging locations. At the end of each VF audit, the factory receives one of the following ratings:

- **Accepted** – factory has no serious safety, health, or labor issues and is certified to produce VF products for 18 months, at which time a re-audit is necessary to maintain an 'Accepted' rating.
- **Developmental** – factory has some minor safety, health, or labor issues. While the factory is authorized to produce VF or related licensed products, VF requires that the problems will be corrected in a timely manner and a follow-up audit will be scheduled within 6 – 9 months, depending upon the severity of the issues. If the problems are corrected to VF's satisfaction, then the status of the factory will be elevated to 'Accepted.' If the factory has made no attempt to address the problems at the time of the second audit, the factory will be downgraded to '**Pending Rejection-180 days**' ("PR-180 days"), at which time they have 6 months to submit an acceptable Corrective Action Plan ("CAP") to be considered for re-audit. If they do not issue an acceptable CAP, they are automatically downgraded to '**Rejected**'.
- **Rejected** – factory has major safety, health or labor issues. This may include excessive working hours, incorrect overtime compensation or locked emergency exits. In this situation the factory is not authorized to produce VF products. If a factory is Rejected twice consecutively, they are not authorized to produce any VF brand for 12 months.

For more detailed information, please see [VF's audit policy](#).

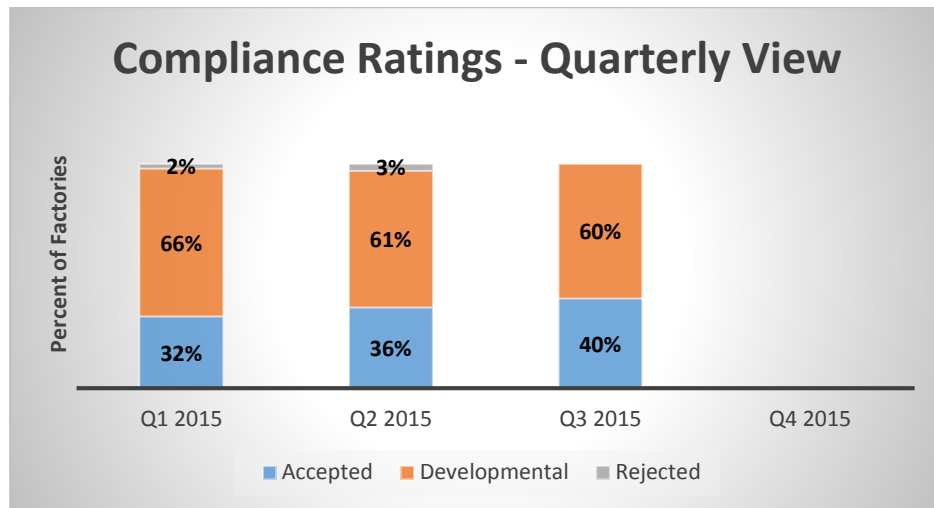


2014 Result: In 2014, 300 audits were conducted by VF Compliance at 284 Timberland suppliers. As reflected in the chart above, 23% were Accepted, 71% were Accepted to be Upgraded, and 6% were Rejected. This data is reflective of all physical audits conducted throughout the year.

The graph above shows the results of the audits physically conducted in 2014 - this does not represent our overall supply chain ratings because the data does not include the 137 factories that were not audited but approved to produce in 2014. Examples of why audits were not conducted would be factories that were covered by a 2013 audit and dropped in 2014 prior to their audit due date, or factories that are on an 18 month audit frequency.

Timberland sourced from a total of 360 suppliers in 2014. When looking at all suppliers that produced in 2014, including those not audited in 2014, and those dropped midyear, our overall supply chain risk can be summarized as follows: 31% were Accepted, 63% were Developmental, and 6% were Rejected. Note that orders with Rejected factories were withheld until corrective actions were implemented or production was relocated.

Compliance Ratings - Quarterly View



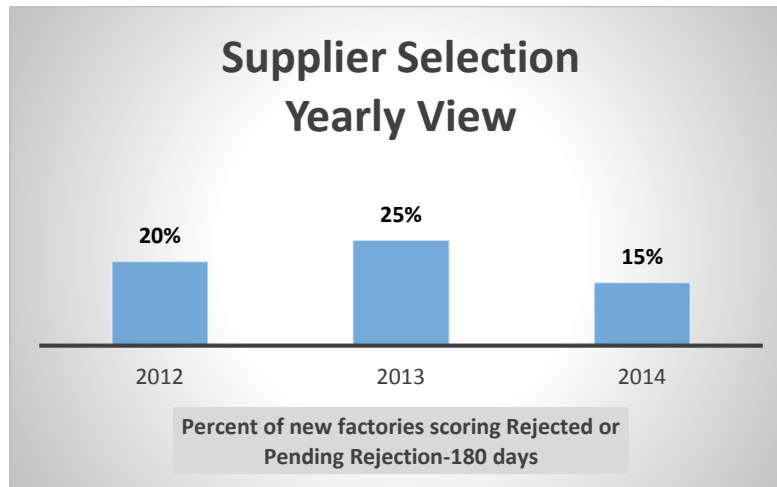
Q3 2015 Result: At the end of Q3 2015, there were 336 factories actively producing for Timberland. Forty percent (40%) were rated Accepted, and 60% were rated Developmental. During Q3, VF Compliance conducted 85 audits of Timberland factories. Of these 85 factories, 30 (35%) were rated Accepted, 47 (55%) were rated Developmental, and 8 (10%) were rated Pending Rejection. The factories rated Pending Rejection are working on their Corrective Action Plans and will be re-audited within 6 months.

Our Factory List:

Timberland believes, along with others in our industry, that factory disclosure and collaboration can create common standards and shared solutions – helping to advance global human rights in all of our factories. For this reason, we disclose our factories on a quarterly basis. See the most recent factory list [here](#). Although our supply chain sources may change from time to time, our quarterly factory disclosure represents our best attempt to disclose all of Timberland's active factories as of that date.

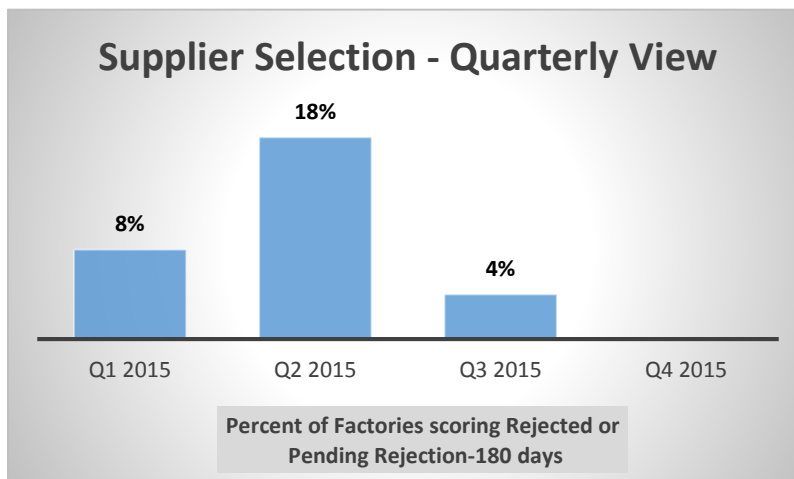
APPENDIX – Supplier Selection – QUARTERLY UPDATE

We expect our sourcing managers to select new suppliers with social compliance being one element of their vendor selection pre-screening process. Such pre-screening is accomplished by having suppliers provide evidence of their social compliance performance by way of recent audits by other brands, external monitoring firms, or social certificates, such as WRAP or SA8000. To facilitate discussions internally with our sourcing teams in regards to their commitment to select social/labor compliant factories, we track the number of new factories that receive Rejected or Pending Rejection-180 Days ratings on their initial VF Compliance Audit.



2014 Result: Of the 79 new suppliers selected in 2014, 20 (25%) were rated Accepted, 47 (60%) were rated Developmental, and 12 (15%) were rated either Pending Rejection-180 days (6) or Rejected (6). Of these 12 factories, 6 were dropped, 1 was re-audited and received a rating of Developmental, and the other 5 worked on Corrective Action Plans to prepare for re-audit. No new orders are allowed in a Rejected factory until re-audit occurs and a favorable rating is attained.

We are pleased to see a significant decrease in the number of new factories scoring Rejected or Pending Rejection-180 days. This can be attributed to our sourcing groups making better choices for new supplier selection and business units choosing factories that have already been approved by VF for other brands.



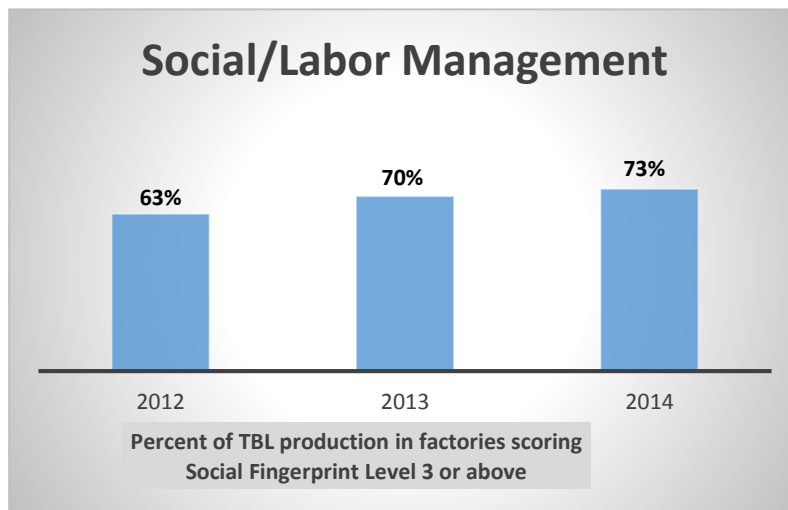
Q3 2015 Result: During Q3, 26 new suppliers were selected to produce for Timberland. Of these 26 suppliers, 10 (38%) was rated Accepted, 15 (58%) were rated Developmental, and 1 (4%) was rated Pending Rejection-180 days. The one factory rated Pending Rejection is a laundry facility shared with another VF brand, who is working with the primary supplier to encourage remediation. This facility will be re-audited within 6 months.

APPENDIX – Social/Labor Management – ANNUAL UPDATE

Starting in 2012, Timberland adopted the framework and scoring methodology of [Social Accountability International \("SAI"\)'s Social Fingerprint® program](#). Social Fingerprint® is an assessment tool designed to help companies measure and improve social performance of supply chain vendors. The framework focuses on management systems development and implementation in 9 categories that SAI deems instrumental in developing a solid and effective social/labor management system: Management Systems, Internal Social Performance Teams, Worker Involvement & Communication, Complaint Management & Resolution, Level and Type of Non-Conformance, Progress on Corrective Actions, External Verification & Stakeholder Engagement, Training & Capacity Building, and Management of Suppliers & Subcontractors.

Within each category, a factory is ranked from Level 1 to Level 5 (Level 5 = leading practice). Our target was set at Level 3, which indicates factories have an effective social/labor management system implemented and integrated into their operations.

Note to stakeholders: Social Fingerprint® scores are derived from factories' self-reported data to Timberland's Supplier Sustainability Team (SST). The self-reported data was validated by the SST when onsite providing remediation and capacity building assistance. Data reported here only includes scores that have been validated by the SST, and reflects percent Timberland production from active Tier 1 factories from all Timberland business units at the end of reporting period based on business units' forecasted annual production.

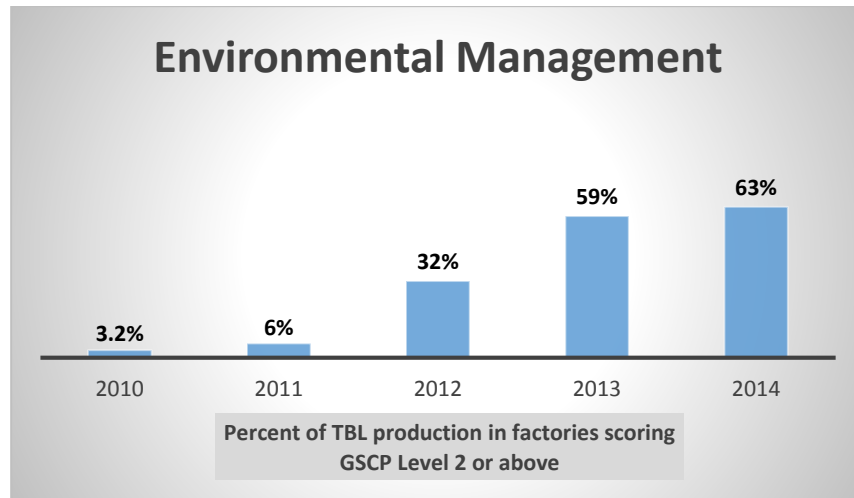


2014 Result: At the end of 2014, 31 Tier 1 factories representing 73% of Timberland's annual global footwear and apparel production had scored Level 3 or better on SAI's Social Fingerprint, which is a 4% improvement over our 2013 year end result (73% in 2014 vs. 70% in 2013). Though we did not meet our target of 75% of Tier 1 production coming from factories scoring Level 3 or better, we continue to stress the importance of effective social/labor management systems to our suppliers, and will continue to do so in 2015.

APPENDIX – Environmental Management – ANNUAL UPDATE

Starting in 2010, Timberland adopted the environmental framework and scoring methodology of the [Global Social Compliance Program \(GSCP\)](#). GSCP measures how proactive a factory is with regard to reducing each of its environmental impact areas. Timberland's target of Level 2 means that factories have well-established environmental management systems and targets to reduce environmental impacts. Our goal is to achieve environmental performance improvements in our supply chain and reduce environmental hazards for the local community and worker population.

Note to stakeholders: GSCP scores are derived from factories' self-reported data to Timberland's Supplier Sustainability Team (SST). The SST validates self-reported data when onsite providing remediation and capacity building assistance. Data reported here only includes scores that have been validated by the SST, and includes Tier 1 factories from all Timberland business units.

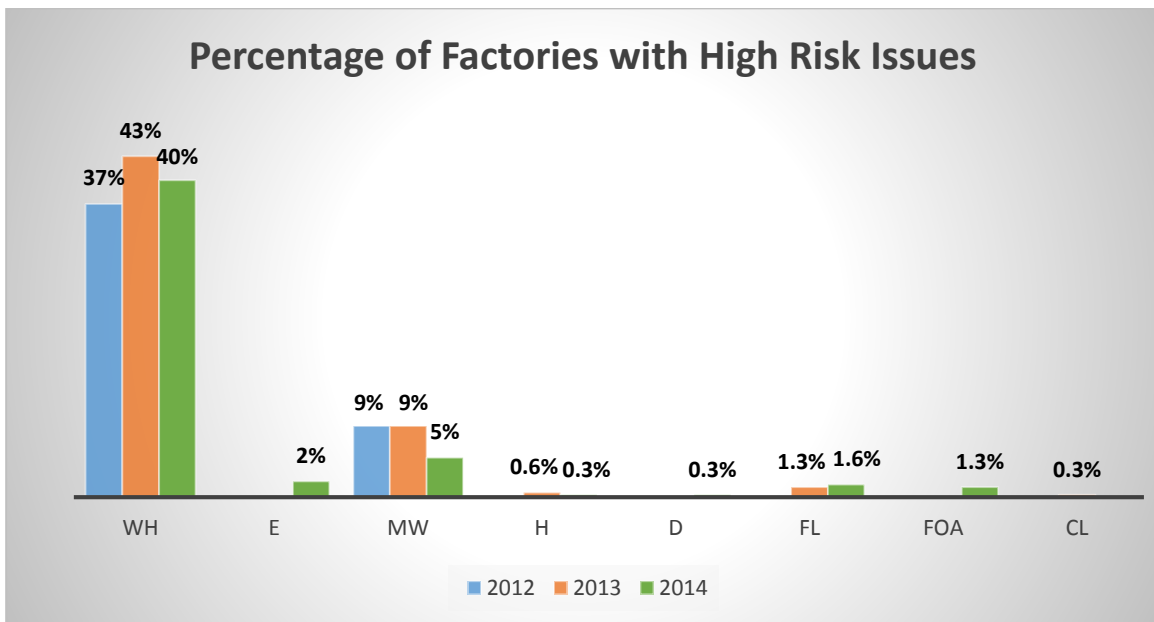


2014 Result: At the end of 2014, 22 Tier 1 factories representing 63% of Timberland's global annual footwear and apparel production had scored GSCP Level 2 or higher in all applicable categories, which is a 6% increase over our 2013 year end result (63% in 2014 vs. 59.2% in 2013.) Though we did not meet our 2014 goal of 75% of Tier 1 production coming from factories scoring GSCP Level 2 or higher, we continue to stress the importance of environmental stewardship with our suppliers, and will continue to do so in 2015.

APPENDIX – High Risk Issues – ANNUAL UPDATE

Data reflected here indicates the percentage of factories in our supply chain that were found during VF Compliance audits to have a major violation with respect to these human rights topics:

| | |
|----------------------------|---|
| WH-Working Hours | Total hours exceed 60 hours per week, 12 hours per day or more than 6 days consecutively |
| E-Ethics | Falsification of documents, willful violation of law, unethical business or financial practices |
| MW-Minimum Wage | Legal minimum wage not being paid |
| H-Harassment | Verbal, physical, or psychological |
| Discrimination | Based on race, religion, gender, color, age, or other personal characteristics |
| FL-Forced Labor | Prison or debt-bonded labor |
| FOA-Freedom of Association | Deny the right to freely associate and bargain collectively |
| CL-Child Labor | Under the country minimum wage or 15, whichever is higher |



The chart presentation represents 2012 through 2014 data. Data stated here reflects the percentage of factories that have a particular immediate action in our entire supply chain.

2014 Result: There were 300 audits conducted by VF Compliance in 2014. Working hours continues to be an area of risk in 40% of our factories, as suppliers balance the need to comply with VF’s limit of 60 hours per week with the need to meet production orders for all customers. A small percentage (5%) of factories were found to pay below minimum wage, mainly due to miscalculation of piece rate work. These suppliers have implemented Corrective Action Plans to remediate these issues and are required to show demonstrated improvement upon re-audit in order to remain a VF-approved vendor.