



## A Letter from Our CEO

2018 was a pivotal year for Tapestry. We have achieved many milestones, which have truly moved the needle toward meaningful, positive change. This report marks the launch of our 2025 sustainability strategy and goals, which we're exceptionally excited about. Our values of Optimism, Innovation and Inclusivity influence everything that we do—from product development to our philanthropic work, and how we engage with our customers and members of the greater community.

Here, we present our progress through fiscal 2018; this includes our participation in the Women in the Workplace survey hosted by McKinsey and LeanIn.org, which provided us with additional insights on how to support the women of Tapestry in their career journeys. We began converting the energy supply of our stores, switching from 10 percent renewable to 100 percent renewable in 23 locations. While we acknowledge that we still have work to do in this area, this is a significant first step. In late 2018, Tapestry became a signatory to the UN Global Compact, reaffirming our recognition of corporate responsibility as a key component of a sustainable business model.

To succeed, we'll need to leverage our greatest asset—our people. We firmly believe that anyone, from anywhere, can have the best idea. At Tapestry, success is based on merit. We strive to provide a working environment that is inclusive and fosters a sense of belonging, where our people can grow and develop their career journeys.

We recognize that this ambitious strategy will require us to push the boundaries, and we're ready for the challenge. We realize we have a tremendous opportunity to effect real change and take a leadership position in our industry by encouraging collaboration and commitments to addressing these pressing global issues.

Contributing to a world that is inclusive, sustainable and safe is a responsibility that falls upon us all. At Tapestry, we believe that we can do this better, together.

Victor Luis  
Chief Executive Officer