

# TORY BURCH

OUR IMPACT





## PHILOSOPHY

As a global luxury lifestyle brand, our collections are designed to inspire women and the next generation. These values extend from our products and the way we conduct business to the work of the Tory Burch Foundation.

Tory launched the Foundation in 2009 to increase women's economic power through entrepreneurship — and with an early conviction that this hybrid model of a purpose-led company represented the future of business. Since then, a portion of every purchase has enabled the Foundation to deliver transformative impact.

## 2030 IMPACT GOALS

### PURPOSE

**\$1B**

contributed to the economy from the Tory Burch Foundation's community of extraordinary women entrepreneurs

**>\$25M**

company donations to values-aligned nonprofit organizations, including the Tory Burch Foundation

**75%**

growth in number of Tory Burch employees participating in skills-based volunteering with the Tory Burch Foundation

### PRODUCTS

**>95%**

of our leather from Leather Working Group certified tanneries that have achieved the silver and gold medal rating

**100%**

of primary packaging from recyclable, reusable and/or >50% preferred content



maintain focus on quality, timelessness and longevity

### PARTNERS

**20,000**

additional workers reached through RISE programs to support women's empowerment and equity in our supply chain

**75%**

of product purchases from factories with verified Higg FEM environmental data



reduce supply chain and operational impact on environment, guided by science-aligned standards



## PURPOSE

### THE TORY BURCH FOUNDATION

We launched the Tory Burch Foundation in 2009 as a non-profit with a clear mission — to increase women’s economic power by supporting entrepreneurs to build businesses that last. Entrepreneurship is a proven pathway for women to achieve financial independence and drive change in their communities. In the intervening years, the Foundation has delivered transformative impact, creating a new paradigm for authentic purpose. Our thriving ecosystem — of experts, innovators and industry leaders — connects extraordinary women entrepreneurs to essential resources needed to scale, lead and shape the economy. By 2030, the Tory Burch Foundation will identify and support a community of extraordinary women entrepreneurs to add more than \$1 billion to the economy. When more women entrepreneurs succeed, we all succeed.

Over the past 15 years, the Tory Burch Foundation has provided a broad range of women business owners with community and resources, including \$100M in capital through our partnership with Bank of America. Founders who participate in our programming stay in business longer,

are more likely to surpass \$1M in annual revenue and secure venture funding at higher rates than their peers.

The brand funds a portion of the Tory Burch Foundation operating expenses through a combination of product sales and direct donations. Every product purchased contributes to the Foundation’s mission.

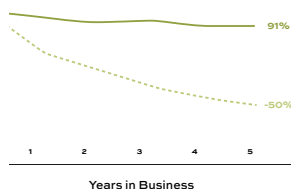
Tory Burch employees have provided 850 hours of expert, skills-based advisory sessions to women entrepreneurs. Since 2017, customers have purchased over 1.2 million products as part of the Tory Burch Foundation Collection, including our Embrace Ambition Bracelets. 100% of net proceeds from this collection benefits the Foundation’s work to increase women’s economic power by supporting entrepreneurs to build businesses that last. [Learn more](#)

“When I started my company, supporting women wasn’t part of my business plan – it was my business plan. I knew that business could be a powerful vehicle for change, and through the Tory Burch Foundation, we have supported thousands of women entrepreneurs.”

—Tory



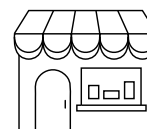
**10X**  
Fellows surpass \$1M in revenue at ten times the national rate



**91%**  
Fellows still in business after 5 years



**\$2.18M**  
Average annual revenue among Fellows



**\$470M**  
Added to the economy through Tory Burch Fellows

## COMPANY CULTURE

Since our founding in 2004, we have been committed to fostering a positive work environment. Our core Buddy Values shape our company culture, our decision-making, our investments and the high standards we set for ourselves. From our retail stores to our corporate offices to our distribution centers, the Buddy Values are our North Star, guiding our actions and our approach.

One of our company's top priorities is to recruit, build and retain a diverse, high-performing team that is inspired to work together. We value and invest in professional development through training programs and virtual learning. Top leaders share strategy, performance and key objectives directly during regular, global, all-hands meetings to ensure alignment on our shared goals and priorities.

Our Company Culture

## BUDDY VALUES

The ideals our company lives by, named after Tory's father who always treated everyone with kindness and respect.

### WE SHOW UP WITH

Honesty & Kindness

### WE WORK WITH

Passion & Humility

### WE ACT WITH

Integrity & Compassion

### WE LEAD WITH

Excellence & Humor

At Tory Burch, recognizing and respecting what makes each of us unique is a core value. Our culture is welcoming and inclusive; we collect feedback from our teams globally through our annual Engagement Survey to ensure that every voice is heard and that we are able to benchmark our performance against our peers. These results help guide strategic talent decision-making. People leaders receive training to reinforce the important role they play in creating an environment where every team member can thrive. We ensure that we have strong equity practices across all aspects of the employee lifecycle, conduct annual compensation benchmarking, and perform a formal pay parity analysis every three years in the US.



## Training & Development

We identify training needs and other workforce priorities through a series of formal, annual processes. At the core of our global Talent strategy is our belief that people leaders are at the epicenter of our employees' experience. Our Training & Development programming is centered on continuous learning models that integrate practical, real-world challenges, foster peer connections and embed learning opportunities into daily workflows. In 2019, we launched the Admired Leadership Routines of Excellence as the cornerstone of our philosophy — creating a singular set of expectations for how our leaders show up for their teams. In addition, we conduct formal assessments to identify our teams' specific skill-building needs. These insights inform the customized professional development programming we offer every year, which also provides opportunities for team members to deepen relationships and learn from their cross-functional peers.

We recognize that team members benefit from having access to learning opportunities that are available when they need them. To that end, we supplement our formal programming with on-demand access to over 2,000 Master Class videos in our Tory University learning portal and Bravelly, a service that provides individual coaching.

## Equal Opportunity

Tory Burch believes in equal opportunity for all, and is committed to recruiting, employing, promoting and compensating its employees without regard to race, religion, national origin, gender identity, sexual orientation, age, disability or any other basis protected by law. We are also committed to providing a work environment where people are treated with dignity, decency and respect. We require all employees to comply with policies set forth by the Company to establish a workplace free of discrimination, harassment or violence of any kind.

### Emergency Relief Fund for Employees

When Andre Garrett, a machine operator at our Atlanta Distribution Center, heard colleagues sharing stories about personal financial emergencies or unexpected hardships, he knew he had to act. His simple yet powerful idea has now become the Tory Burch Emergency Relief Fund, providing crucial support to team members facing unexpected crises.

“I heard people talking about their house leaking or having kids in car accidents, and they don’t have the funds or the means,” Andre explained. “I was brainstorming, and I just thought of an emergency fund.”

“It was a great idea that aligns with our Buddy Values—specifically Compassion—and resonates with who we are: a community that looks out for each other,” recalled Beverly Morgan, Chief People Officer.

This grassroots idea quickly evolved into something even bigger. Recognizing its inherent merit, the executive team launched the relief program with a company investment, administered by E4E Relief. Employees can also support their peers through charitable contributions to the program, and many have already done so on multiple occasions.



### Tory Burch Culture Committee

At Tory Burch, we believe that culture is something we create together—intentionally, thoughtfully and with heart. Our Culture Committee brings this philosophy to life by fostering a workplace where every employee feels connected, inspired and valued.

Guided by our core values, the committee champions initiatives that celebrate who we are: a community rooted in creativity, kindness and a deep appreciation for the people who make our brand extraordinary. Throughout the year, the Culture Committee creates opportunities for employees to connect through shared experiences — ranging from company-wide fundraising and volunteer efforts, such as participation in the Making Strides Against Breast Cancer campaign, to in-office activations around Women’s Entrepreneurship Day that spotlight the work of the Tory Burch Foundation and its Fellows. These moments often combine creativity, learning and giving back.



## BUILDING COMMUNITY

We give voice to our values through the work of the Tory Burch Foundation to support women entrepreneurs, and by donating product and providing monetary and in-kind support to causes we believe in. The company donates product to non-profit organizations that align with our values, like Dress for Success®, a non-profit that empowers women to achieve economic mobility by providing a global network of support, workplace attire, and development tools for success. Additionally, the company donates to humanitarian organizations and disaster-relief efforts around the world from Hong Kong to Los Angeles.

## Cultivating the Next Generation of Talent

In 2021, Tory Burch and the School of Fashion at Parsons School of Design launched a five-year, multi-disciplinary partnership to promote and celebrate creativity, innovation and entrepreneurship across various degree programs at Parsons, one of the world's leading art and design schools. Each year since, students have visited the Tory Burch atelier, received mentorship from the Tory Burch team, participated in our summer internship program and partnered on special projects. For an upcycling course, the company donated surplus materials that students deconstructed and reimaged, presenting their work to Tory and other brand creative and sustainability leaders.

The partnership also established the Tory Burch Empowering Future Fashion Leaders Endowed Scholarship Fund at Parsons, a \$1,000,000 fund that provides ongoing financial aid to students every year, supporting educational access.

Additionally, we've had a longstanding partnership and intern program with Raise Fashion, a nonprofit that elevates the next generation of underrepresented fashion professionals.

## Global Impact

Launched in 2023, Tory Burch's Dream Forward Women's Empowerment Program supports traditional craftsmanship by women artisans and advances women's entrepreneurship in local communities through training and funding. Developed in collaboration with the China Women's Development Foundation, the program has helped more than 3,600 women across multiple regions in China develop unique craftsmanship skills and expand their professional horizons. The program aligns with Tory Burch's commitment to supporting women entrepreneurs as well as Tory's deep appreciation of artisans and global crafting traditions.

In 2025, the Dream Forward initiative focused on rattan weavers in Sichuan, following previous initiatives with Li brocade and Zhuang brocade artisans in Hainan and Guangxi. Rattan weaving has a rich history in Sichuan where the craft is integral to the region's cultural heritage. The program provided structured training to 1,289 local women and supported participants in developing practical business plans rooted in traditional techniques. As in previous years, three outstanding women artisans each received start-up funding to pursue their own entrepreneurial paths.

To celebrate the Dream Forward initiative's three-year journey, Tory Burch released an inspiring short film, narrated by Tory Burch brand ambassador Song Yuqi, that highlights how thousands of women have reshaped their lives, transforming ambition into action through weaving, color and creativity. The Dream Forward initiative is financed with proceeds from every purchase of the brand's iconic Embrace Ambition bracelets in the China Mainland, where the brand has been growing its presence since opening its first boutique in Beijing in 2011.



A mother-daughter pair of rattan weavers from Sichuan: Li Zhihui, a National-level Representative Inheritor of Intangible Cultural Heritage; and her daughter, Yang Jing, a Provincial-level Representative Inheritor of Intangible Cultural Heritage.



## PRODUCTS

### DESIGN

We design timeless products with distinctive details and thoughtful construction. Quality and longevity set our products apart. We focus on creating pieces that our customers love, keep and pass on — one of the most scalable ways we can lower our impact.

As we evolve, we are committed to using innovative, lower impact materials and production methods while preserving our high standards of quality and craftsmanship.

### MATERIALS

#### Lower-Impact Materials

We are committed to increasing the use of lower-impact, preferred materials and processes while maintaining the design, quality and durability that distinguish our brand. We are actively working across our supply chain to trace the origin of our primary raw materials and transition collections to preferred, lower-impact and innovative materials. We've defined preferred options for our top materials and are actively increasing our use of preferred fibers and yarns.

#### Natural Fibers & Leather

Across our products, we use a range of natural, renewable materials like leather, raffia, cotton, silk, wool, rubber and jute. Over 95% of our leather is from [Leather Working Group](#) certified tanneries that have achieved the silver and gold medal rating. Leather Working Group is an internationally recognized organization that helps ensure manufacturing facilities meet established social and environmental standards by improving chemical management, and waste and energy use. We have been a member of this group since 2019. In keeping with our responsible sourcing values, we do not use fur in our products.

#### *Innovative & Bio-Based Materials*

In 2023, we launched Ella Bio, a new version of our iconic tote. Its outer shell is made from innovative BioFabbrica Bio-TeX™, a leather-like material that is 64% plant protein. In 2024, we introduced bio-based acetate in our eyewear and expanded the use of BioFabbrica Bio-TeX™ into jewelry. In 2025, we introduced bio-based trim on our core Ella Nylon collection and partnered with natuura™ to launch our Ella Drawstring made with Lucida™ Mat, an innovative new material made from responsibly-sourced natural rubber and certified recycled content.

#### *Lower-Impact & Recycled Materials*

Our best-selling Ella Nylon collection has had a 100% recycled shell and lining since 2021. We joined leading nonprofit organization Textile Exchange in 2022 to further our work around lower-impact materials. In 2025, we launched our new Ella Nylon collection, transitioning fillers and interior components to recycled content where possible. And in 2026, we expanded recycled components in footwear, jewelry and swim and launched our Nylon Shop featuring recycled products across categories.

#### **Safer Chemistry**

We have a rigorous testing protocol and work with third-party labs to ensure products meet our restricted substances, safety and quality standards. We maintain and test to a Restricted Substances List (RSL), which we update and communicate to suppliers at least annually, based on stringent regulatory requirements of our key global markets as well as leading industry standards. We conduct testing at multiple stages — product development, bulk production of materials, and finished products — to ensure our approach is thorough and any non-compliances are detected early. Additionally, we work with suppliers that prioritize good chemical management and meet the requirements of leading certifications like Leather Working Group-certified tanneries and more, and we require material claims to be backed by third-party certifications or test reports.



## PACKAGING

Our packaging is a harmonious blend of our heritage and sustainability. The mossy green is deeply personal to Tory and has been a brand color since she founded the company. Our packaging is crafted from recycled and responsibly-sourced materials that meet rigorous environmental certification standards.

We catalog every piece of protective and brand packaging, reducing anything unnecessary. Most of our packaging is either reusable or recyclable. Shoppers, boxes and gift folders contain a minimum of 70% recycled paper, while jewelry boxes, garment bags and canvas totes are designed for re-use; dustbags and the bags used to protect our handbags during transit are 100% recycled. For online orders in the US, we have eliminated plastic air pillows in favor of recyclable paper protection and optimized shipping box sizes to minimize waste.



## PARTNERS

### COMMITMENT TO OUR SUPPLY CHAIN

We invest in long-term partnerships, with many suppliers having grown alongside our brand over the past 20 years. We look for partners who share our values and commitment to fair working conditions, set and maintain best-in-class social and environmental standards, operate transparently, empower their employees and lower their impact.

#### Women in the Supply Chain

We've reached tens of thousands of workers through our partnership with RISE: Reimagining Industry to Support Equality (formerly known as HERproject). This industry collaboration advances gender equality in global supply chains by strengthening workers' knowledge and capability and embedding gender equality in business practice. We've partnered with key suppliers to invest in financial and health literacy, life skills development and respectful workplace buildings for factory workers. [Learn more](#)

#### Economic Opportunity Through Craft

Craft and handwork has been one of Tory's inspirations since the brand was born. We work with skilled weavers and craftswomen around the world who use natural fibers and traditional techniques to create economic opportunity for themselves and their families. We advance craft through Nest, a nonprofit committed to helping US and global craft communities grow and thrive. In 2024, we began a partnership with Nest and other leading brands to establish industry definitions and standards around craft that help preserve and celebrate traditional techniques while bringing greater visibility and legitimacy to global crafts and craftspeople. [Learn more](#)

#### Act on Climate

From design, materials and packaging to manufacturing and transportation, we are actively working to measure and reduce our impact. In 2022, we began conducting an

annual comprehensive GHG footprint across our value chain — Scopes 1, 2 and 3 — from raw materials to finished product, and are using that baseline to inform a reduction strategy focus on material, manufacturing, transportation and operations. Additionally, we are partnering with key suppliers to measure the environmental impact of their manufacturing operations, identify opportunities to reduce that footprint and trace the origin of priority raw materials. We have collected verified environmental data, using the Higg FEM, from suppliers that represent over 75% of our purchase volume to shape how we collaborate with our strategic partners on resources like energy and water. And in 2025, we partnered with Apparel Impact Institute and RESET Carbon to pilot reduction programs with key suppliers.

Operationally, we're using primary data where available from our facilities to identify investments in energy efficiency, like LEDs. And we're tracking and reporting the environmental and cost savings from more efficient modes of transportation to ensure alignment to company priorities across teams and regions.



**Ethical Production**

Tory Burch is committed to holding itself and its suppliers to the highest legal and ethical standards. This commitment includes our dedication to ethical and fair working conditions throughout our supply chain.

Our Vendor Code of Conduct sets forth our standards for legal and ethical conduct in the supply chain, and is based on internationally accepted principles, including the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work. All suppliers are required to comply with our Vendor Code of Conduct, which addresses discrimination, harassment, women's rights, working hours, wages and benefits, health and safety, freedom of association and collective bargaining, and environmental protection, in addition to forced and child labor.

We work directly with suppliers on continuous improvement, leveraging both in-house expertise and tools as well as external industry associations and resources. We actively collaborate on and support industry initiatives to align across brands such as Better Work, a partnership that mobilizes governments, global brands, unions and employers' associations to improve working conditions, drive competitiveness and help lift millions of people out of poverty. We are also active in efforts to standardize factory compliance data and oversight to reduce resources invested in duplicative auditing in favor of remediation and improved working conditions.

We encourage our employees and our suppliers to raise concerns about violations of our Code of Conduct, other policies or any law. We provide a whistleblower hotline to our employees and suppliers that is maintained by an independent third-party operator through which concerns may be raised anonymously. We investigate all concerns that are raised and prohibit any form of retaliation against anyone who has put forward a concern.

**Supply Chain Verification & Training**

Before engaging in business with a new supplier or subcontractor, we conduct an initial screening to assess potential risk, including potential risk for forced and child labor. If any such risk is identified, we would not approve work with that supplier. We engage a third-party to support our due diligence efforts, both at the outset of the relationship and on an on-going basis.

To monitor fair working conditions and compliance with high ethical standards, we also conduct independent, third-party audits of key suppliers, including all direct suppliers. New suppliers are subject to audits before orders will be placed with them; existing suppliers are subject to audits on a regular basis and we require customized corrective action plans to continuously improve conditions in our supply chain.

All Tory Burch employees undergo annual training on the Tory Burch Code of Conduct and the Tory Burch sourcing teams are trained on supply chain risks and traceability objectives.





## GOVERNANCE & OVERSIGHT

### Strategy, Risk & Opportunity

In 2021 and again in 2025 we conducted a materiality assessment with a third-party advisor to identify priority Environmental, Social, and Governance opportunities, including climate, to ensure a holistic approach to critical topics. Since 2021, the ESG Committee of the Board of Directors meets quarterly, guides company strategy on these topics and receives regular updates on programs and progress. The committee includes independent directors, members of the executive director's office and our in-house team of experts, including the Global Head of Sustainability and General Counsel. In 2022, we created a new function within the office of the President, Corporate Development to specifically focus on enterprise-wide sustainability strategy across all subsidiaries. This dedicated, global team of experts works cross-functionally to evaluate risk and opportunity around climate and strategies for driving impact. In 2023, we expanded the Committee to include key cross-functional stakeholders from supply chain, merchandising and finance.

### Ethics & Compliance

Tory Burch maintains a comprehensive Code of Conduct that sets forth the standards of professional conduct expected of all employees in the workplace. Our Code is designed to promote honesty and integrity as well as legal and regulatory compliance. Every employee is trained on our Code annually and certain teams receive additional, in-depth training on risk topics that are specific to their roles.

We encourage employees and suppliers alike to raise concerns about unethical conduct, including violations of our Code, other policies or any law. We provide a whistleblower line, which is maintained by an independent third-party and allows for anonymous reporting by employees and suppliers. We investigate all concerns that are raised and prohibit any form of retaliation against anyone who has put forward a concern.

Our Ethics & Compliance Committee, which is a subcommittee of the Audit Committee of the Board of Directors, promotes our culture of integrity by providing oversight to our risk management strategies, which include risk identification,

assessment, mitigation and monitoring through policy development, training, internal investigations and regulatory compliance. The committee meets quarterly to review the evolving risk landscape and regulatory updates, Ethics & Compliance program strategies and initiatives, and statistics and trends regarding concerns that have been raised. Members of the committee include the Chief Financial Officer, Chief People Officer, Chief Legal Officer, General Counsel and Senior Compliance Counsel, and the committee's updates are reported quarterly to the Board.

### Health & Safety

We are committed to creating and maintaining a healthy and safe workplace. Globally, our employees receive annual safety training that is tailored to their working environment, whether a corporate office, distribution center or retail store. We maintain a universal incident reporting process that allows for prompt review of incidents to ensure we are meeting our employees' needs and recognizing and remediating any potential safety issues.

We maintain a standing Safety Committee, which has cross-functional representation and provides oversight of our health and safety program. The committee meets quarterly to review best practices, regulatory updates and safety training, as well as to identify any safety issues or needs and to track ongoing remediation efforts.

### Data Privacy & Cybersecurity

Data privacy and security are essential at Tory Burch. Our global information security and privacy compliance programs are comprised of a suite of policies and controls covering customer and employee data protection as well as security of our entire technology stack and cybersecurity practices. We have a dedicated team of internal experts on information security and data privacy. This team provides quarterly updates to the Audit Committee of the Board of Directors. The Privacy Committee convenes regularly with internal stakeholders and outside privacy council to review compliance with new privacy regulations on a global basis and maintain our employee and consumer [privacy policy](#).

We are third-party certified PCI compliant and secure credit card data through tokenization. We conduct regular third-party assessments and tests of our security program and maintain ongoing diligence through continuous scanning as well as a monthly review of key security metrics. We maintain an incident response plan that is tested annually and updated as needed and a disaster recovery plan is in progress for critical systems. Additionally, every external vendor integration goes through a detailed screening process on their data management and security practices. Data privacy and security is a key training module for all our employees annually, with a particular emphasis on phishing, which is reinforced throughout the year through targeted exercises.

# TORY BURCH

## 2025 HIGHLIGHTS

**\$470M**

contributed to the economy from the Tory Burch Foundation's community of extraordinary women entrepreneurs



**850 HOURS**

of mentorship provided by Tory Burch employees to women entrepreneurs

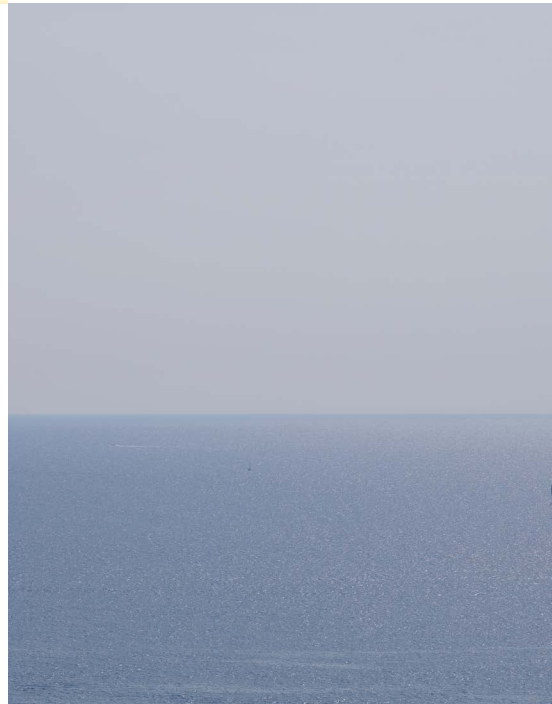


**70%+**

certified and recycled content in new brand boxes, bags and dustbags

**25%**

reduction in volume of overall packaging



**1,000+**

styles made with certified preferred materials



**>60%**

of company executives and over 80% of our global workforce are women