



May 11, 2016

To our stakeholders:

I am pleased to confirm that Timberland reaffirms our support of the Ten Principles of the United Nations Global Compact (UNGC) in the areas of human rights, labor, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the UNGC principles. We support public accountability and transparency, and commit to report progress to our stakeholders at least annually - we provide quarterly updates on our progress at [www.timberland.com/responsibility](http://www.timberland.com/responsibility). Also attached for reference is our annual press release summarizing our progress for 2015.

Sincerely,

A handwritten signature in black ink, appearing to read "Stewart Whitney", written over a horizontal line.

Stewart Whitney  
President

THE TIMBERLAND COMPANY

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