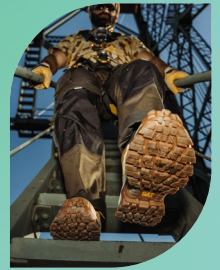


WOLVERINE WORLDWIDE



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GLOBAL IMPACT REPORT

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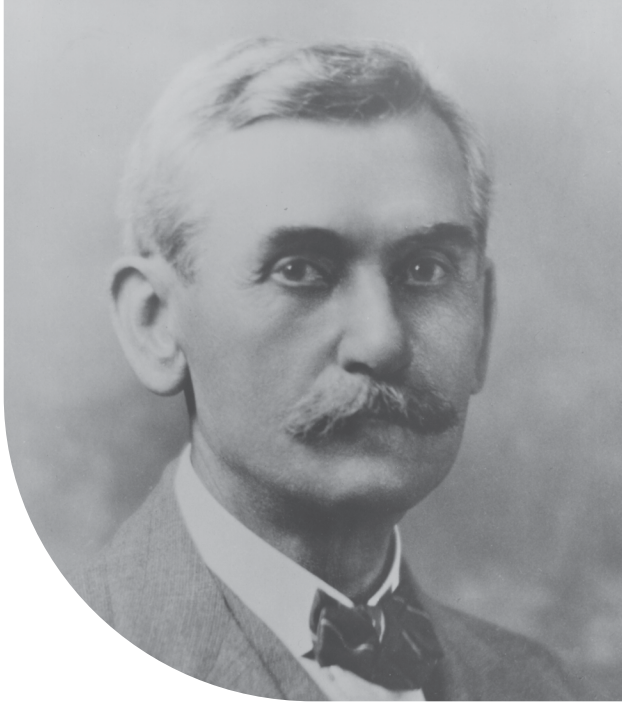


COMPANY OVERVIEW

When GA Krause laced up the very first pair of Wolverine boots in 1883, he knew the possibility of opportunity; an opportunity to create timeless craftsmanship with a dedication for constant product innovation. For over 135 years Wolverine Worldwide has built on that same opportunity and has successfully created a portfolio of highly admired performance and lifestyle brands.

Today Wolverine Worldwide is a leading designer, marketer, and licensor of a broad range of offerings ranging from branded casual, work, outdoor, athletic, children’s and uniform footwear, and apparel. Our portfolio includes the BATES®, CHACO®, HUSH PUPPIES®, HYTEST®, MERRELL®, SAUCONY®, SPERRY®, STRIDE RITE®, SWEATY BETTY® and WOLVERINE® brands. In addition, we are the global footwear licensee for the CAT® and HARLEY-DAVIDSON® brands.

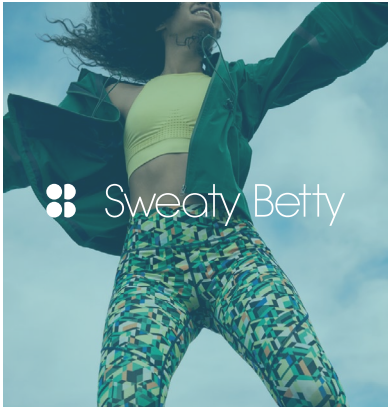
Committed to bringing style to purpose, Wolverine Worldwide’s products are marketed in over 170 countries and territories and operates in the United States, Canada, the United Kingdom and certain countries in continental Europe, and the Asia Pacific. In 2022 our marketing efforts led to total revenue of approximately \$2.68 billion, a 14% increase from 2021.

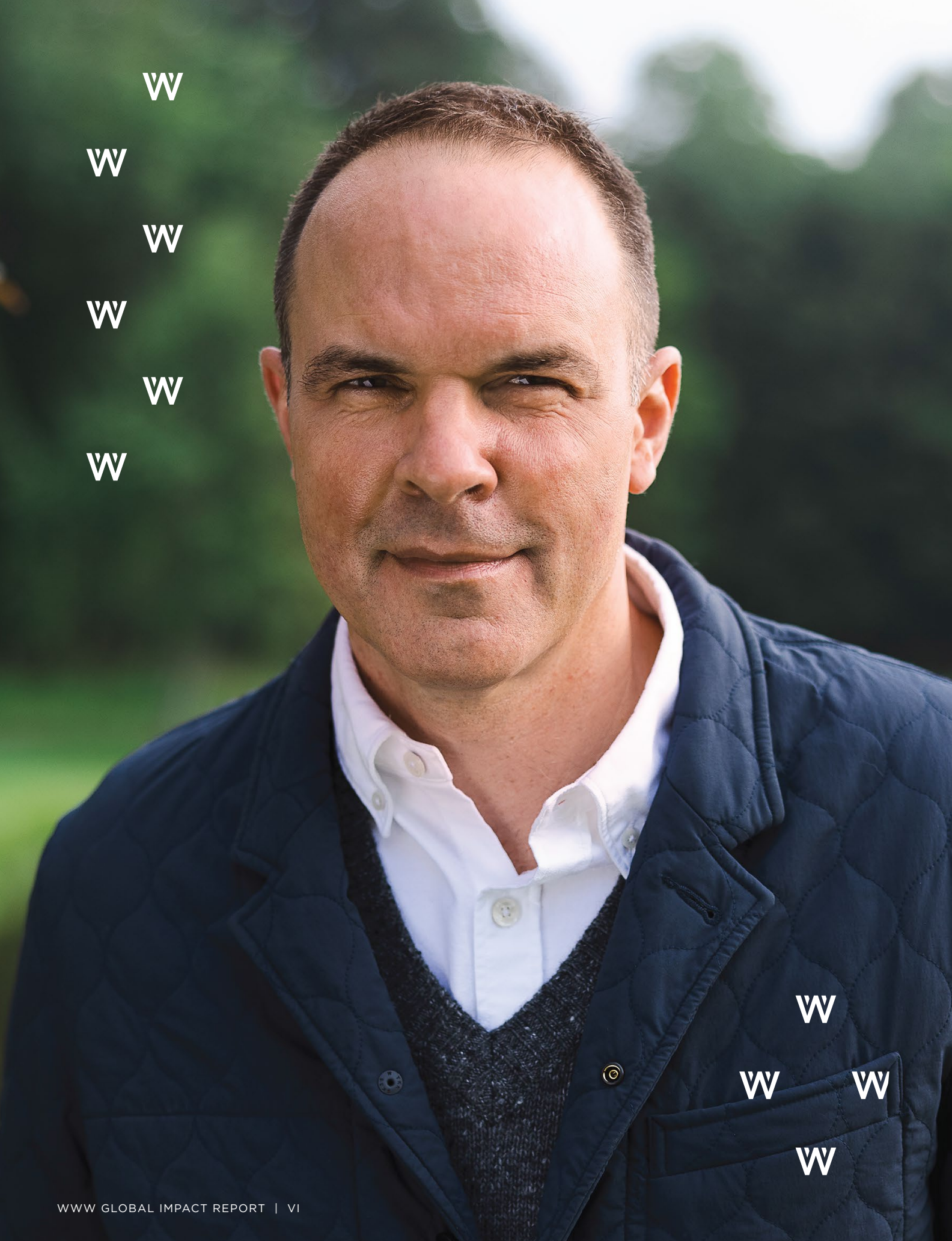


WOLVERINE WORLDWIDE

14 YEARS 

of building and growing high-energy footwear, apparel and accessories brands that inspire & empower consumers to explore and enjoy their active lives





MESSAGE FROM OUR PRESIDENT & CEO

Wolverine Worldwide is on a journey to becoming a brand-led, consumer obsessed organization that is committed to building great products and telling amazing stories. We began this transformation over a year ago by launching a new company vision and strategy, and we are now accelerating our efforts and taking even bolder actions to achieve these goals and move towards another 140 years of success.

As we continue this brand-led journey, we recognize and embrace our responsibility to not only deliver innovative products that consumers crave but to do so in a manner that drives sustainability, preserves the planet, fosters diversity and improves the communities we we love, work and operate. This Global Impact Report provides a snapshot of our progress against these important benchmarks, which are ingrained in our business and in the approach taken by our global teams.

ENVIRONMENTAL STEWARDSHIP

As we move forward, we remain dedicated to continuous improvement and enhanced efficiency in all aspects of our business. Recognizing that our journey towards a more sustainable and responsible future is ongoing, we are committed to setting even higher standards for ourselves tomorrow than we have today. We will continue to focus on product research and development, fostering technical innovation that aligns with our corporate vision and helps make the world a better place for future generations.

In 2022 we began mapping our sustainability efforts to the Global Reporting Initiative, allowing us to gather and analyze data while assessing the degree of alignment between our initiatives, company policies, and stakeholder interests and expectations. We are excited to use this new tool to help advance our sustainability efforts and increase visibility to our partners and stakeholders.

DIVERSITY, EQUITY, AND INCLUSION

Building great products that resonate with consumers is a critical part of our vision but the way in which we accomplish is equally important. Over the past several years we have increased our commitment to operating in a way that recognizes and celebrates diversity, equity and inclusion across our consumer base and within our company. Last year we established a Diversity Action Council to lead these efforts and set high goals to increase the diversity in our candidate pool, decrease the voluntary turnover rate, increase the number of new diverse hires and increase the

representation on the US leadership team of underrepresented groups. I'm pleased to report that we exceeded each of these goals in 2022 and plan to build on these efforts going forward.

In addition, we understand that collaboration with diverse voices is crucial for meaningful change and progress. To foster this, we have actively sought partnerships over the past year with organizations that drive positive social change in our industry. Through our partnership with Pensole Lewis College of Business and Design, for example, WWW sponsored 14 students through a six-week Masterclass while also bringing three apprentices to our headquarters to work hand in hand with our team and become the next generation of design talent across the industry.

COMMUNITY AND SOCIAL RESPONSIBILITY

In addition to our environmental stewardship and DE&I efforts, we have also prioritized giving back to the communities where our teams live and work and that have supported us throughout the years. Through the Wolverine Worldwide Foundation, we have made significant contributions to a wide variety of global, regional and local charitable organizations. Our focus areas include education, the environment, arts and culture, and humanitarian aid and service. Please read the pages in this report to learn more about these efforts and some of our charitable partnerships.

IN CONCLUSION

We are proud of our progress and momentum over the past year but at the same time recognize that our ESG journey is an ongoing and long-term commitment. We remain dedicated to this continued improvement, setting ambitious ESG goals while continuing to build our portfolio of world-class brands and forge stronger connections with our consumers and stakeholders.

Thank you for taking the time to read this report and learn about our progress, and thank you for being part of our journey towards a better future.

CHRIS HUFNAGEL

President & Chief Executive Officer,
Wolverine Worldwide

HIGHLIGHTS

MERRELL® Brand of the Year

In 2022, Merrell was proud to be selected as Footwear News' Brand of the Year. Merrell was hand selected by the Footwear News staff for being a leader in making the hiking trail more inclusive and promoting a diverse vision of the outdoors. This is a huge accomplishment for the brand and Company as we collectively work to make a positive impact in the hiking and outdoors community.

Footwear News specifically noted the launch of the women's hiking club (Merrell Hike Club) and the continued investment and support of the Big Brother Big Sisters organization to help make the outdoors more accessible for youth. As Merrell accelerates into the future, the brand continues to build new products and tell amazing stories.



2022 Brand Highlights

At Wolverine Worldwide, our brands are our voice, and we are proud to highlight the recognition of their hard work in 2022.



FNAA BRAND OF THE YEAR

OUTSIDE'S "BEST PLACES TO WORK"

3 EDITOR'S CHOICE AWARDS,
WOMEN'S RUNNING

SWEATY BETTY X MERRELL

 **Sweaty Betty**



WOLVERINE X BLAKE CORUM NIL

FIVE AMERICAN ADVERTISING
AWARDS (ADDY'S)

FAST COMPANY'S CONSUMER
BRANDS THAT MATTER

OPRAH'S FAVORITE THINGS -
DUCK FLOAT

 **SPERRY**

Hush Puppies®

GOOD HOUSEKEEPING BEST PRODUCTS
OF 2022 - AMELIA LACE-UP

FORBES MOST COMFORTABLE SANDALS
FOR WOMEN - SUNSHINE SLIDES

3 EDITOR'S CHOICE AWARDS,
RUNNER'S WORLD

MORE PRODUCT AWARDS IN 2022
(36) THAN IN ANY PREVIOUS YEAR

saucony

Highlights by the Numbers

Compared to 2021

SUPPORTING OUR TEAMS

79%

of employees would recommend Wolverine Worldwide as a place to work to their family and friends

Total employee population of underrepresented groups increased by

3.5%

Turnover rate of underrepresented groups improved by

8.9%

OUR COMMUNITIES

The Wolverine Worldwide Foundation donated more than

\$1.4 M

to over 60 organizations throughout our local communities

\$2.1 M

in both monetary and footwear contributions were donated by our brands to their communities

OUR ENVIRONMENTAL IMPACT

Net zero electricity for our North American locations and our Kings Crossing (UK) location through

22,848,000

kwh-hours of Renewable Energy Credits purchased in 2022

550+

styles launched by our brands that incorporated more sustainable materials than traditionally used

RESPONSIBLE SOURCING AND SUPPLY CHAIN

327

attendees representing more than 159 factories attended our annual Corporate Social Responsibility (CSR) Virtual Summit

124

social compliance audits conducted across 100% of our Tier I factories

Nearly
100%

of leather directly sourced by Wolverine Worldwide came from Leather Working Group (LWG) Gold or Silver-rated tanneries



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COMPANY APPROACH

Wolverine Worldwide has implemented a new corporate strategy which strives to empower our brands to perform and eliminate complexities to optimize efficiency. We are a place where our employees are proud to work which fuels our drive and creativity. This strategy has become our Company Approach - with a new group restructuring, vision, and guiding principles established to move us into our future.

ABOUT THIS REPORT

This 2022 Global Impact Report (“GIR”) covers Wolverine’ environmental, social, and governance (“ESG”) efforts across our operations for fiscal year 2022, which began on January 1, 2022, and ended on December 31, 2022, unless otherwise noted. Throughout this report, we define ESG as a way of categorizing factors that impact a company’s performance as well as a strategy for integrating these factors into the business to operate in a sustainable manner.

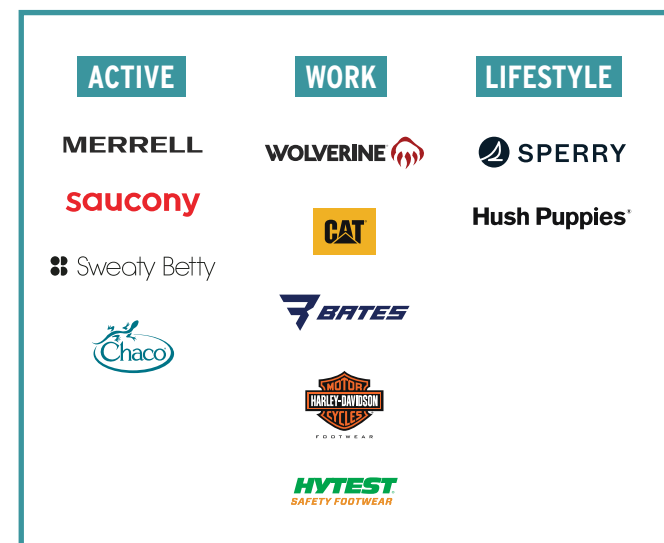
The contents of this report are informed by our ESG Priority Assessment, which leveraged leading sustainability reporting standards and frameworks including the Global Reporting Initiative (“GRI”). This 2022 GIR was made with reference to the GRI Standards.

COMPANY APPROACH

Wolverine Worldwide Strategy

GROUP RESTRUCTURE

In the fourth quarter of fiscal year 2022, we announced the first phase of our new corporate strategy. We completed a group restructuring, organizing our brand portfolio into three groups along common product and consumer categories – the Active Group, the Work Group and the Lifestyle Group. This new group structure reflects the strategic focus on our consumers, our brands, and our products to maximize future value creation.



VISION

As a leading global designer, marketer and licensor of branded footwear, apparel and accessories, Wolverine Worldwide's vision is centered around empowerment.

We build and grow high-energy footwear, apparel and accessories brands that inspire & empower consumers to explore and enjoy their active lives.

GUIDING PRINCIPLES

Our Guiding Principles are our compass which guides our decision making in our daily operations. To activate these principles, we held 11 workshops in 2022 across every region, brand and function to hear our employees' feedback on ways to make our Guiding Principles most effective and efficient. With over 300 participants, the workshops were a great way to engage our employees in implementing these principles and integrating them into our culture.



All of this work will help us to curate a portfolio of differentiated brands that are powerful and resonate with our consumers around the globe.

COMPANY APPROACH

Governance

We believe that Wolverine Worldwide's dedication to responsible governance is a key to our success, and that our governance structure enables the execution of our policies, strengthens management accountability, and enhances our ability to generate value for our stockholders.

CORPORATE GOVERNANCE HIGHLIGHTS

Wolverine Worldwide is committed to a governance structure that provides strong shareholder rights and meaningful accountability.

- Highly independent Board & Committees
- Independent Chairperson with clearly defined role
- Majority voting with director resignation policy
- No supermajority vote requirements
- Shareholders right to act by written consent
- Annual Board and Committee self-evaluations
- Robust Board and executive succession planning, including annual written director nominee evaluations
- Long-standing commitment to diversity
- Director onboarding orientation program and ongoing education initiatives
- Active shareholder engagement practices

BOARD HIGHLIGHTS

The following charts illustrate key characteristics of the Company's current Board of Directors:

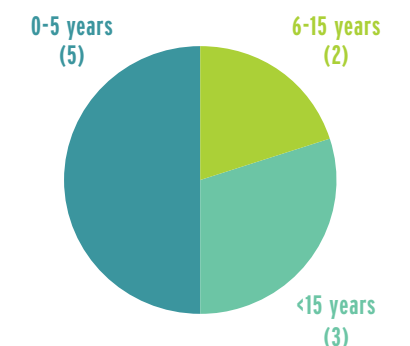
INDEPENDENT DIRECTORS



DIVERSE PERSPECTIVES



BALANCED TENURE



COMPANY APPROACH

Governance

BOARD OVERSIGHT

Our commitment to operating at a more sustainable level begins at the top, with our Board of Directors having ultimate oversight over all strategic initiatives, including those involving our communities, sustainability and human capital management. The Board regularly reviews business initiatives and their environmental and social impacts. The Company has designated its Governance Committee to oversee and make recommendations to the Board concerning the development and disclosure of ESG initiatives, and the Governance Committee receives quarterly updates on the Company’s ESG program from management.

In addition to the Governance Committee’s broad oversight of the Company’s ESG program, the Company’s Compensation Committee oversees the Company’s strategies and policies related to human capital matters, such as talent recruiting, development, and retention; diversity, equity, and inclusion; human health and safety; and workplace environment and culture. The Company’s Audit Committee oversees the Company’s approach to enterprise risk management and receives quarterly updates on management’s enterprise risk assessment and mitigation strategies, including with respect to risks involving ESG or human capital matters.

MANAGEMENT OVERSIGHT

The Company’s SVP, General Counsel & Secretary chairs a cross-functional ESG Steering Committee that is responsible for day-to-day management of the Company’s ESG program and the tactical advancement of ESG workstreams. The Steering Committee engages subcommittees to drive workstreams around product and packaging, sourcing and supply chain, human and social impact, climate action and legal, risk and disclosures.

RISK OVERSIGHT AND ENTERPRISE RISK MANAGEMENT (ERM)

The Company’s Board of Directors oversees the Company’s process for assessing, managing and mitigating the most mission critical enterprise risks facing the Company, including strategic, inventory, operational and supply chain, financial, environmental, cybersecurity, human capital, ESG, and legal compliance risks, as well as the inclusion of risk considerations in strategy decisions. This oversight is facilitated through quarterly presentations by and discussions with the President and Chief Executive Officer, Chief Financial Officer, Director of Internal Audit, General Counsel, Chief Information Officer, Chief Information Security Officer, brand and department leaders and other members of management, who are tasked with implementing different aspects of the Company’s ERM program. In addition to the Board’s general oversight of risk, the Board has delegated certain of its risk management and mitigation oversight responsibilities to its standing Board Committees, which meet regularly to review and discuss specific risk topics that align with their core responsibilities.

- The Audit Committee reviews the Company’s approach to risk management generally. The Audit Committee also oversees the Company’s risk policies and processes relating to its financial statements and financial reporting processes, credit risks and liquidity risks, as well as the Company’s management of risks related to cybersecurity. The Audit Committee discusses with management and the independent auditors significant risks or exposures and the steps taken by management to mitigate them.
- The Compensation Committee oversees the risks associated with management resources; organization structure and succession planning, hiring, development and retention processes; and it reviews and evaluates risks associated with the Company’s compensation structure, policies and programs. The Compensation Committee also oversees the Company’s strategies and policies and related risks related to human capital management, including with respect to matters such as diversity, equity and inclusion, workplace environment and culture, and health and safety.
- The Governance Committee oversees the Company’s management of risks related to the Company’s governance structure and processes and potential risks arising from related person transactions. The Governance Committee also oversees the Company’s environmental, social, and governance matters and related risks.



The Company’s Deputy General Counsel and Director of Risk Management coordinate management’s day-to-day enterprise risk management and mitigation efforts. To identify and assess the most significant and emerging risks that could impact the Company’s operations or ability to achieve its goals, the Company conducts an annual Enterprise Risk Assessment survey sent to leaders across the business, in different brands, functions, and geographies. These results are reviewed by the Company’s Risk Steering Committee, comprised of the Chief Financial Officer, SVP of Strategy, General Counsel, Deputy General Counsel, Director of Risk Management and Director of Internal Audit among other team members. The Risk Steering Committee identifies the mission critical enterprise risks facing the organization and works with senior leadership to identify a risk owner for each risk, develop risk mitigation plans, and track key metrics to gauge the status of each risk. Each brand, function, or department is also responsible for actively managing and monitoring its respective risks throughout the year. The Company’s Audit Committee and Board of Directors receive regular updates on the status of the ERM process and the mission critical enterprise risks

CYBERSECURITY AND DATA PRIVACY

To help protect consumer, employee and business partner information, the Company utilizes a cyber security program guided by the ISO 27001 standard for information security management systems. This program includes a cyber incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident and the maintenance by the Company of insurance coverage to help defray any financial losses suffered by the Company in the event of an information security breach. We also conduct annual cyber-risk mitigation exercises by completing awareness outreach, annual IT Security Awareness training, phishing tests, and external vulnerability scans. We also maintain a Privacy Policy that describes the personal information that we collect about our customers, including how we may use it and when we share it with third parties. A cross-functional management team meets regularly to review the top data protection risks and initiatives, and the Company’s Chief Information Security Officer delivers quarterly cyber security reports to the Board’s Audit Committee. In the last three fiscal years, we have not experienced any material information security breach incidences and the expenses we have incurred from information security breach incidences were immaterial. This includes penalties and settlements, of which there were none.

“With cyber-crime on the rise and new threats constantly emerging, the Company remains committed to protecting – and honoring the privacy of – the data and personal information that consumers, employees, and partners entrust to us.”

– Ethan Brackley
VP IT Operations & CISO



COMPANY APPROACH

Stakeholder Engagement

We highly value stakeholder engagement across our entire value chain, including with non-governmental organizations, employees, suppliers, industry groups, and customers, and we regularly update our stockholders on Company operations and performance through earnings updates, investor conferences, and calls with stockholders.

In addition, in 2023, our ESG Steering Committee commissioned an external firm to lead an updated ESG Priority Assessment process to identify the current ESG topics that are most important to our key internal and external stakeholders. The ESG Priority Assessment was designed to identify the environmental, social and governance topics with the greatest impact on Wolverine Worldwide's business strategy, operations and value creation, including topics that are important to investors. We aim to regularly assess a wide range of ESG topics to inform our ESG strategy, with the goal of increasing the scope of our priority assessments in the future to include input from additional external stakeholder groups.

PRIORITY ASSESSMENT METHODOLOGY

In partnership with an external ESG specialist, we conducted desktop research and external benchmarking to identify ESG topics that are relevant to our company, industry and key stakeholders. The ESG Priority Assessment included data collection from a variety of sources and methods, including:

- A review of our sustainability context, including sustainability challenges and ESG priorities for the footwear and apparel industry, the nature of our business operations, and where we operate around the world to identify ESG topics that are relevant to our business.
- A review of leading ESG standards and frameworks, including the GRI, the SASB standards, the recommendations of the TCFD, and the framework developed by the Taskforce on Nature-related Financial Disclosures.
- Assessments of ESG ratings and rankings for our Company and peers, together with external benchmarking against the ESG priorities and disclosure of our peer companies and companies in the apparel, footwear, retail and consumer industries that are identified as best in class according to third-party ESG ratings and rankings.

- A review of the ESG priorities of our investors through a review of their proxy voting guidelines, voting records, stewardship principles, ESG policies, and other disclosures.

Through this process, we identified 13 relevant ESG topics. To prioritize these ESG topics, we engaged with members of our leadership team, the Board, and internal technical specialists closest to the relevant issues and opportunities. Using questionnaires and targeted interviews, we collected data on the relative importance of the ESG topics and their potential impacts on our business. Our priority ESG topics were then validated through engagement with our leadership and presented to our Board of Directors.

According to the Priority Assessment, the resulting ESG topics, in order of highest priority to our business, are as follows:

- Diversity, Equity & Inclusion
- Sustainable Products
- Sustainable Operations
- Supply Chain Social Responsibility
- Climate Change
- Supply Chain Environmental Responsibility
- Human Capital Management
- Corporate Governance
- Risk Management
- Data Security
- Business Ethics
- Biodiversity
- Impact and Communities

This Global Impact Report describes the initiatives that are in alignment with our priority ESG topics, and includes relevant metrics aligned with the Global Reporting Initiative (GRI) standards. The GRI Standards are a modular system of interconnected standards which allows us to report the impacts of our activities in a structured way that is transparent to our stakeholders. As we continue to develop our ESG strategy, our aim is to increase the scope of our reporting to cover additional priority topics.

SUPPORTING OUR TEAMS



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Our corporate culture welcomes people from all backgrounds who share our values of teamwork, open communications, integrity, respect and accountability. These are the things that bind us together, making Wolverine Worldwide a great company and a great place to grow. As a global company, we are proud to say that our employees represent a diverse range of cultures, religions, ethnicities, and nationalities, as well as varied professional and educational backgrounds.

“

Our global team members are the pulse of Wolverine Worldwide, and we know our people are the difference. That’s why our employee experiences are crucial to help our business evolve and flourish. We believe in cultivating a well-rounded, diverse workforce and our thousands of employees around the world reflect our continued dedication to creating a more diverse, inclusive company.



CHRIS HUFNAGEL

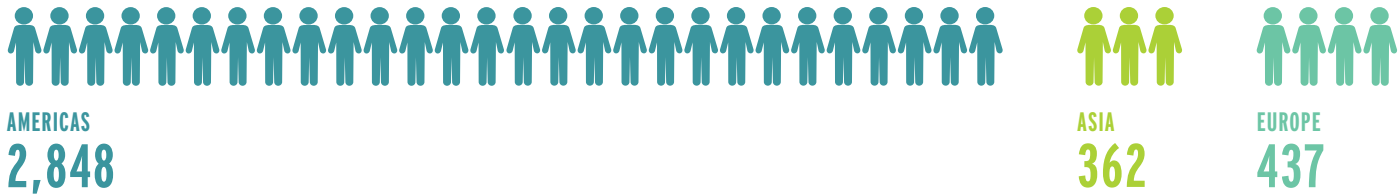
President & CEO, Wolverine Worldwide

SUPPORTING OUR TEAMS

Our Workforce at a Glance*

In 2022, Wolverine Worldwide employed 3,647 people across the Americas, Asia and Europe.

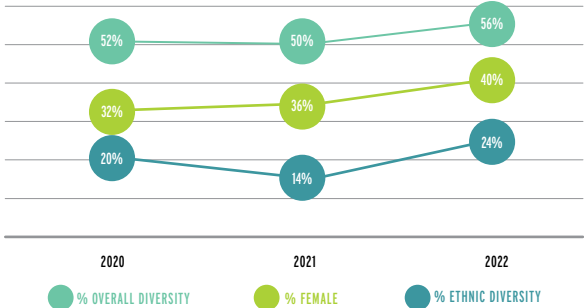
2022 GLOBAL HEADCOUNT



SENIOR LEADERSHIP DIVERSITY

Through internal promotion and external recruitment, we strive to increase the diversity of our senior leadership across the company. The chart shows the representation of Overall Diversity (defined to include ethnic, gender and LGBTQ+ diversity) of the company's Executive and Senior Management Team.

SENIOR MANAGEMENT TEAM GLOBAL DIVERSITY
OVERALL DIVERSITY INCLUDES ALL SELF-IDENTIFIED CATEGORIES



NEW HIRE DIVERSITY

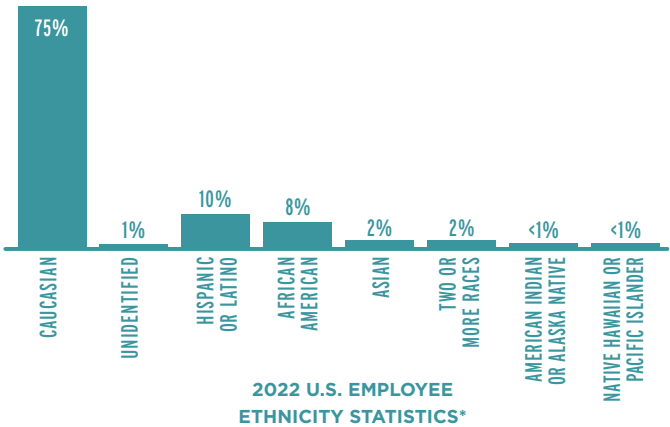
Our new hire diversity (US only) continues to grow year over year as we focus on increasing diversity in our candidate slates.

NEW HIRE GENDER & ETHNIC DIVERSITY,
ALL EMPLOYEES (ETHNICITY U.S.)



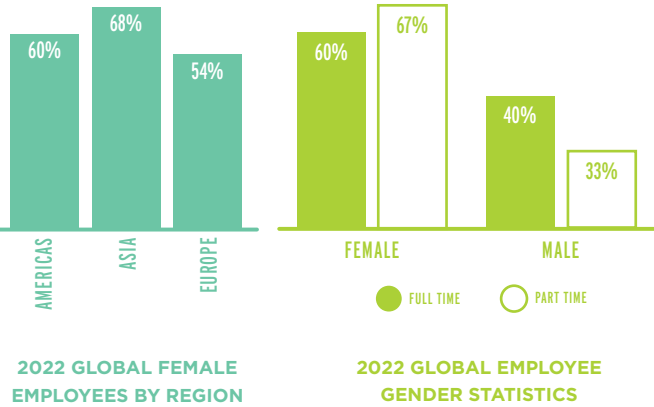
U.S. EMPLOYEE DIVERSITY

Above are metrics for Wolverine Worldwide's organizational diversity.



GENDER DIVERSITY

Wolverine Worldwide is majority female across each of our locations in the United States, Europe and Asia.



* Metrics do not include Sweaty Betty data as HRIS system integration was underway in 2022. Ethnicity is reported for U.S. population only.

SUPPORTING OUR TEAMS

Diversity, Equity and Inclusion at Wolverine Worldwide

Diversity, Equity and Inclusion (DE&I) has always been an integral part of our corporate culture and we have made it a priority to continually improve the resources and programs available to our employees around important DE&I initiatives.

In 2021, we implemented a new DE&I Framework which built upon the Diversity Action Council (DAC) that was established in 2020. We used the framework in 2021 to launch increased awareness and education for our employees through various unconscious bias and diversity trainings. In early 2022, we increased engagement in our DE&I work via our Inclusion Exchange, an online platform where employees can develop and share their ideas for creating a more diverse and inclusive culture with members of the DAC committees.

The Diversity Action Council is comprised of five internal committees, each representing a core competency area of our DE&I framework. The committees are focused on Leadership, Communications, Organizational Processes, External Relationships and Systems Criteria & Process Management.

GOAL CREATION

To continue our progress, the Diversity Action Council's Leadership Committee created DE&I goals for measurement in 2022.

The goals focused around two areas: underrepresented groups at Wolverine Worldwide, and goals for each leader within the organization.

“We understand the importance of changing our processes to intentionally break down barriers. We also understand the incredible opportunity presented to build new processes that enable diversity, equity and inclusion to flourish.”

– Amy Klimek
Executive Vice President, Global Human Resources & Co-Chair, Diversity Action Council

FOCUSING ON UNDERREPRESENTED GROUPS

In 2022, the Diversity Action Council sought to increase the hiring and retention of underrepresented groups and to increase the representation of the same groups on the leadership team in our corporate United States locations through increasing representation in the candidate pool. Wolverine Worldwide worked to establish these objectives using the United States Equal Employment Opportunity Commission's EEO-1 race and ethnicity classifications which can be found on the Office of Federal Contract Compliance Programs' (OFCCP) website, specific to Directive (DIR) 2008-02.

Several new practices were implemented to reach our hiring objectives. Most notably, we engaged with diversity sourcing partners to increase the diversity in our candidacies for posted positions, listed jobs with the National Black MBA Association, DiversityJobs.com, Circa, Diversity Recruiting Experts, and Mogul, and ensured the candidate slates were diverse and met our qualifying standards before passing them onto hiring managers.

INCLUSIVE CULTURE

In 2022, we sought to further imbed DE&I by creating a cultural moments program called the DE&I Learning Playlist. The objectives of the program were to become more self-aware, learn something new, test and try new behaviors, and begin having quality conversations related to DE&I. Since development and implementation of the program, each team leader is responsible for selecting a topic from the DE&I Learning Playlist and delivering it to their team. The program has distinctive glide paths around employees, managers, and hiring managers that build on one another throughout the year to encourage conversation. Employees are encouraged to volunteer their cultural moments learnings during scheduled one-on-one meetings with their manager, staff meetings, and HR Stand Up Meetings. We believe that the Learning Playlists create more inclusive teams through increasing awareness and offering a resource to managers in the selective hiring process. 100% of leaders are expected to participate in the Learning Playlist program to help increase awareness and start conversations around DE&I within their teams.

“What I appreciate about participating in the Learning Playlist sessions with the global HR team is that it allows me to hear and see topics from over 50 different perspectives. These sessions bring together team members from around the globe for an hour to learn about a new cultural moment, which allows team members to open up and share their perspectives in areas we wouldn’t otherwise hear from them about.”

– Nick Weatherholt
HRIS Analyst

INCLUSION EXCHANGE

As part of our continuous improvement efforts to create a more diverse and inclusive culture, we survey our team members to receive feedback on our inclusion systems and processes. Through the use of our internal communications platform, WeConnect, employees are encouraged to submit suggestions on improving DE&I to the Diversity Action Council.



EXPANDING OUR EFFORTS

Wolverine Worldwide expanded our reach by finding ways to actively engage our community as part of our DE&I journey while simultaneously helping our teams. We are proud of the support we provided to the following partners in 2022 and look forward to continuing the relationships moving forward.

Pensole Lewis College of Business and Design

In 2022, an apprenticeship and master class program was piloted with a Michigan Historically Black Colleges and University (HBCU), the Pensole Lewis College of Business and Design. The program selects students that may have barriers to entry into creative careers, including students who do not have design program offerings at their schools. Once the course is finished, the college partners with brands to host students as apprentices. Last year, Wolverine Worldwide partnered with Pensole Lewis College through financial support, subsidizing costs and scholarships for students, and contributing to student housing, by donating \$200,000. Wolverine Worldwide brands also hosted three Pensole apprentices giving them hands-on design experience and receiving mentoring from industry experts. In its first year in 2022, 14 students went through the program and we look forward to supporting more in the future.

Mosaic Film Experience

Wolverine Worldwide continued their engagement with the Mosaic Film Experience to hire a digital videographer intern from an underserved community. This has historically been part of our larger inclusive internship program that focuses on recruiting from ethnically diverse schools and HBCUs. The program is designed to expose underserved populations to opportunities during their early career development.

Black Footwear Forum

The Black Footwear Forum (BFF) exists to develop and advance black talent at all levels. The Forum celebrates and safeguards the influence, leadership, and creativity provided by black individuals in the global footwear industry. Last year Wolverine Worldwide was a proud event sponsor for the Black Footwear Forum National Event held in Detroit, Michigan. A Wolverine Worldwide Executive served on the panel and we had a number of employees in attendance.



When asked about what he appreciates about being an apprentice at Merrell through the Pensole Lewis College of Business and Design Masterclass, Jesus Sanchez says, "I get to participate, to join in on everything, not just sit back and watch. I love being able to jump into the process and collaborate across the brand; it's something I never would have been able to do before this apprenticeship."



JESUS SANCHEZ
Merrell Apprentice

SUPPORTING OUR TEAMS

The Employee Experience

SELF-DEVELOPMENT AND LEARNING

We are committed to helping our people be their best and continue their growth as individuals to support our teams. As part of this commitment, we offer our employees an array of different opportunities around self-development and continued learnings.

Onboarding

The NewSoles program is a comprehensive new hire onboarding meant for employees to start off on the right foot. This 180-day training provides a detailed overview of the organization, our brands, and our leadership team. Included as part of our Day 1 onboarding is our DE&I Framework and its current action plan.

Career Development

We provide transformational opportunities for team members to learn new skills and progress in their careers. In 2022, we hosted our first Global Careers Month and Global Careers Conference, where thousands of team members learned how to adopt a growth mindset, effectively handle career roadblocks, access and use career tools and resources, and gain experiences to improve in their current role or get ready for their next one. Our continued investment in these programs helps us retain and attract top talent.

Mentorship toolkit

Every employee is encouraged to obtain a mentor while at Wolverine Worldwide. The Mentorship Toolkit available on the company's employee information and communications platform, WeConnect, helps guide employees through the process of creating a positive mentor-mentee relationship.

Employee Resource Groups

EMEA Region: Wolverine United

Wolverine United is our DE&I Team dedicated to the EMEA Region. The team is a passionate group of people from various departments and backgrounds focused on driving the EMEA region towards achieving the company's DE&I goals. Their mission statement reads: Create a positive and inclusive environment that embraces and celebrates everyone's diversity.

Pride @ WWW

Pride @ WWW is dedicated to creating a safe and inclusive environment for LGBTQIA+ employees and allies. This group promote visibility, education, and inclusivity through events, initiatives, and fostering connections within the company and the wider community.

The Change Mob

The Change Mob is a grassroots network of employees from around the globe, representing every function to help drive and sustain change across the company. This empowered group

keeps a pulse on what's happening, shares information with their networks, contributes their ideas to drive change and provides valuable feedback to our leadership team.

Womxn's Resource Group

WRG empowers and inspires the Womxn of Wolverine Worldwide to actively engage in the community, provide mentorship opportunities and create a meaningful, professional network.

Wolverine Young Professionals

Through social activities, networking functions and volunteer opportunities, Wolverine Young Professionals is building an environment to develop the next generation of business leaders.

Leadership Development

As Wolverine Worldwide continues to evolve and transform, the development of our leaders is critical to our continued success. Our ongoing partnership with Harvard Business School engages our global leaders at all levels around leading our people and business. In 2022, we launched the Harvard Leadership Essentials series, a formal 10-month leadership development program which teaches leadership skills focused on leading around the core competencies of emotional intelligence, building trust, resilience, feedback, building high-performing teams, and delegation.

E-Learning

Our partnerships with LinkedIn Learning and Harvard ManageMentor® Spark™ through Harvard Business School allow employees access to thousands of online, expert-led videos, articles, podcasts and courses that help them discover and develop business, technology, interpersonal and creative skills anytime, anywhere.

Lifelong Learning

In addition to internal learning opportunities, we offer support for external training events and provide tuition assistance to help our employees achieve their higher education goals. Whether that's going back to school for a degree or earning a certificate through our partnership with eCornell through Cornell University, we have something for all of our lifelong learners.

Coaching Office

The Coaching Office provides our global employees free access to on-demand, one-on-one personal coaching to help them drive forward in all aspects of their performance and career. Our team of certified coaches helps our employees gain clarity on questions relating to project work, developing better working relationships with managers and colleagues, implementing great ideas, building skill sets, and fostering better work-life balance.



EMPLOYEE HEALTH & WELLNESS

At Wolverine Worldwide, we understand that having outlets outside of work is crucial to our team members' health. We are happy to provide various programs for our employees in these areas and we have partnered with various wellness and recognition providers to ensure our U.S. and Global teams have access to the best wellness tools.

Pulse Survey

Wolverine Worldwide conducts frequent, short surveys to collect feedback which helps us understand what's happening across our teams. We use these surveys to gauge job satisfaction, loyalty, and enthusiasm of our employees and ensure the scores reflect the feedback of all our employees, including underrepresented groups. Pulse surveys are completed at least twice a year and the August 2022 survey reported 68% employee participation and achieved an overall eNPS (Employee Net Promoter score) of 79%.

The Employee Net Promoter Score is a metric used to gauge employee satisfaction and is based around the question: "I would recommend working at Wolverine Worldwide to family or friends."

An important achievement to our Diversity, Equity and Inclusion journey is that the Net Promotor Score for underrepresented groups was equal to the score for all employees in the August 2022 results.

Preferred Pronouns

With our new HR software launch in 2022, Wolverine Worldwide gained the ability for employees to self-select their preferred pronouns. Every employee is encouraged to review their profile and edit their pronouns to reflect their personal preferences.

Wolverine Report Line

Central to our culture is to "Do the Right Thing - Always". Every employee at Wolverine Worldwide has a responsibility to carry out our jobs in a professional and ethical manner. To ensure we hold to this standard, an anonymous integrity hotline exists for any employee who wants to raise a concern.

Global Employee Assistance Program

Wolverine Worldwide's Global Employee Assistance Program provided by Encompass, offers all employees, whether U.S. based or global, 24 hours a day, 7 days a week, year-round counseling through telephone assistance, mobile app and video chat. Reaching out to Encompass is completely confidential. To access services, an individual can contact Encompass by phone in their local area or engage in the Web WorkLife application.

Wellness Days

As a new offering to Wolverine employees in 2023, an additional day is being offered as a Wellness Day. We recognize our team members have a responsibility to take care of themselves physically, emotionally, and psychologically and we hope this additional day off will allow U.S. employees more time to disconnect and spend time with their family and friends.



EMPOWERING OUR TEAM

The Employee Experience

LEADERSHIP ENGAGEMENT AND RECOGNITION

At Wolverine Worldwide, our people are the difference. In effort to drive effective communication with each and every team member, our leadership has implemented new methods of engagement and communication with our teams.

Global Roundups with President & CEO

As part of our WWW Strategy, we created an opportunity for team members in our organization to hear from, ask questions of, and share reactions directly with our President and CEO. Held twice per month both in-person and virtually around the globe, these small group discussions include our President and CEO's thoughts on how recent decisions align with our long-term strategy, our annual strategic priorities, and our guiding principles. And just as importantly, they include time for listening to each other and openly discussing what's on our minds for our teams and business.

Quarterly Town Halls

At least once per quarter, Wolverine Worldwide gathers our workforce around the world for a Global Town Hall. During our town hall, we hear directly from leadership on business updates, upcoming initiatives, and celebrate each other's achievements. Our Global Town Halls give us the opportunity to highlight external partners, promote community events and fundraisers, and recognize ways for our employees to engage with each other through employee resource groups.

Coffee Hour with CEO

As part of our WWW Strategy, we created an opportunity for team members around the globe to hear from, ask questions of, and share reactions directly with Chris Hufnagel, President & CEO. Held once a month, both in-person and virtual sessions, Chris hosts an informal, hour long session, to ask questions about strategy, business updates, and openly discuss what's on the minds of our teams.

Wolverine Standing Ovation Program

The purpose of the Wolverine Standing Ovation (WSO) program is to acknowledge and reward accomplishments or behaviors that support and advance the organization's vision. We want employees to be recognized for the great work they do, and in turn, empower them to recognize their colleagues who also demonstrate excellence. Recognition varies from peer to peer "high fives" on our online platform, to monetary recognition from manager to employee.

Employee Recognition Program

At Wolverine Worldwide, every member of our team is valuable and celebrated by milestone anniversaries starting at their fifth year of employment and every five years thereafter. To show gratitude for the years of hard work and contributions these members have dedicated to the Company, we award each milestone recipient a merchandise gift card for every year of service completed at their milestone. The merchandise gift card is redeemable at several select nationwide retailers or can be donated to a charity of their choice. Presented by the recipient's supervisor, each redeemable certificate is also a placard which can be displayed in the recipient's office.

EMPOWERING OUR TEAM

Benefits at Wolverine Worldwide

We know the value our people bring to our team. That's why it's essential for them to be their best, whether at work or home. With a strong selection of benefits offerings, we're doing just that. Wolverine employees are offered a comprehensive benefits package that is specific to their region of employment.

A few examples of our diverse array of benefits include:

- Mental health services
- Telehealth medical and behavioral health services
- Flexible work arrangements
- Paid parental leave
- Adoption assistance
- Breast milk shipping during business travel
- Infertility benefits
- Military leave
- Brand merchandise discount
- Tuition reimbursement
- Employee referral program
- Stock purchase plan
- Financial and retirement planning
- On-site fitness center (Rockford)
- On-site childcare (Rockford + Waltham)
- On-site dog daycare (Rockford)
- Subsidized on-site food and beverage offerings
- Customized programming for departments/teams, including meditation, stretching or movement breaks and health and well-being webinars



OUR BRANDS DRIVING DIVERSITY, EQUITY AND INCLUSION



Our brands each have a separate, distinct identity, yet all of our brands are driven by our common vision. We work to support our brands as they each implement this vision in their own unique way. We believe this model – each brand contributing its own perspective and culture within the broader framework of our corporate strategy – is a strength and competitive advantage for Wolverine Worldwide.

Here are a few highlights from the many DE&I efforts led by our family of brands.



Within the Work Group, we know having our DEI efforts consistently top of mind and woven throughout our business is critical to our success. I'm incredibly proud of the work our teams have collaborated on this year surrounding our three priority areas: Integrating DEI into our Brand DNA, Building Inclusive Culture, and Creating Accountability Structures.



TOM KENNEDY
President, Work Group

COMMUNITY ENGAGEMENT

Merrell Publishes Inclusivity in the Outdoors Study

In 2022, Merrell published a first-of-its-kind “Inclusivity in the Outdoors” report, an examination of perceived inclusivity and experiences in outdoor spaces and with retailers around the globe with a focus on Canada, the United States, and the United Kingdom. Unlike existing research that typically analyzes race, gender and income; Merrell’s report digs deeper into understanding emotive experiences, perceptions and the resulting behaviors. This report presents an opportunity for Merrell to further drive conversations for diversifying and creating more welcoming, inclusive outdoor spaces for all and is a call-to-action for the outdoor industry at-large.

From the “Inclusivity in the Outdoors” report:

Nearly 1 in 5 respondents experienced discrimination when outside

Women are 16% more afraid of men in 2022 vs. 2020

The LGBTQ+ community is 8% more likely to feel unwelcome in the outdoors than the global total

People of color are 8-13% more likely to experience discrimination when outside than White people



MERRELL®

As Merrell leads efforts to drive inclusivity in outdoors spaces, the brand has taken the following actions:

TO SUPPORT REPRESENTATION. Merrell leverages diverse models, agency partners, paid ambassadors, and influencers to ensure diverse representation in all marketing touchpoints.

TO INCREASE WOMEN'S PARTICIPATION. Merrell invited women outdoors with the launch of its more less campaign and launched the Merrell Hiking Club in the U.S. and Canada to help ensure Women’s safety outside.

TO SUPPORT CHILDHOOD EXPERIENCES. A proud partner of Big Brother Big Sisters of America, Merrell got youth outdoors during the BBBS Rise & Shine walk, Great Outdoors Month, and a nature walk with the BBBS Los Angeles Chapter.

TO SUPPORT INCLUSIVITY. Intentional partnerships with Unlikely Hikers, Zappos, and Latasha Dunston has provided the brand with opportunities to offer inclusive footwear and apparel.

TO SUPPORT OUR WORK. Merrell launched and engages with a compensated Justice, Equity, Diversity, and Inclusion (JEDI) Council to help guide its efforts and help authentically approach the work the brand seeks to accomplish.

TO INCREASE ACCESS TO GREEN SPACES. Merrell’s partnership with the National Recreation and Park Association (NRPA) helps bring park-improvement projects to life in communities hit hardest by park-funding inequities.

TO DRIVE OUR WORK. All team members are responsible for driving inclusivity outdoors. In addition to hiring a team member to lead the journey, Merrell invests in ongoing JEDI training to educate and equip all employees.

DIVERSITY, EQUITY AND INCLUSION

Chaco and Brave Trails Empower Pride

In partnership with Brave Trails, Chaco launched a collection of vibrant, color blocked and Pride-inspired sandals in May 2022. Brave Trails, a non-profit organization, offers leadership summer camps in California & Maryland, family camps, mental health services, and year-round leadership programming, helping LGBTQ+ youth find their people, place, and passion. To celebrate the launch of this collection, Chaco donated \$20,000 to Brave Trails to support its mission of building the next generation of LGBTQ+ change makers.



DIVERSITY, EQUITY AND INCLUSION

Hush Puppies Partnership with Free Mom Hugs

In June of 2022, Hush Puppies committed to building a better world one hug at a time with their Free Mom Hugs Partnership. Free Mom Hugs is a national organization that brings visibility, education, conversation, and hugs to the LGBTQ+ community. During pride month, Hush Puppies donated 100% of net proceeds from their Charlie Pride Sneaker and Pride Cap to the Free Mom Hugs Organization. As a part of this partnership, Sara Cunningham, Founder of Free Mom Hugs offered educational sessions and volunteer opportunities for the Hush Puppies team. Hush Puppies has succeeded in expanding this partnership throughout Wolverine Worldwide, and looks forward to continuing this partnership.



Sara Cunningham
Founder of Free Mom Hugs

DIVERSITY, EQUITY AND INCLUSION

Saucony Advocates for DE&I in the Running Community

Saucony has partnered with the Running Industry Diversity Coalition (RIDC) to increase awareness, education, and advancement of Diversity, Equity, Inclusion and Belonging (DEI&B) in the running industry. RIDC was founded in 2020 as a coalition of running brands, running retailers and runners representing the Black, Indigenous and People of Color communities with the hope of increasing diversity within the running industry.

The RIDC believes that employment, leadership, and ownership in business should be reflective of the U.S. BIPOC population, so the coalition created a DE&I employment survey to create a baseline measurement on these areas across all sectors of the running industry in the United States. Saucony participated in the baseline survey to help set benchmarks and measure progress.

In 2022, Saucony co-hosted an annual 5K run in Austin, Texas with RIDC during The Running Event to foster inclusivity and accessibility in the sport. The event had over 400 participants from the greater Austin area and started with a Land Acknowledgment - a formal statement that the event was taking place on land originally inhabited by indigenous peoples.

Jason Faustino, Senior Product Manager at Saucony, was recently elected a board member of the RIDC.

“I’m proud to be a RIDC board member. There is great leadership at the coalition, from Kiera Smalls, Executive Director, to various other industry veterans. They will assure the RIDC continues to have a strong impact on the running industry and that we continue to take actionable steps to improve racial and ethnic representation in the running industry.”

– **Jason Faustino**
Senior Product Manager



DIVERSITY, EQUITY
AND INCLUSION

Merrell Nurtures a
Courageous Team

Developing a courageous team is one of Merrell’s core JEDI - Justice, Equity, Diversity, Inclusion- tenants. Understanding that communities of color face real barriers to fully enjoying the outdoors, Merrell hosted a series of conversations on the topic of race led by local and national JEDI leaders to highlight historic precedents, current events, and microaggressions that lead to disappointing or unsafe experiences in the outdoors.

Although tough, Merrell believes that sharing the simple power of outdoors begins with expanding our lens. Increasing awareness and building empathy is essential to addressing the barriers people face.”

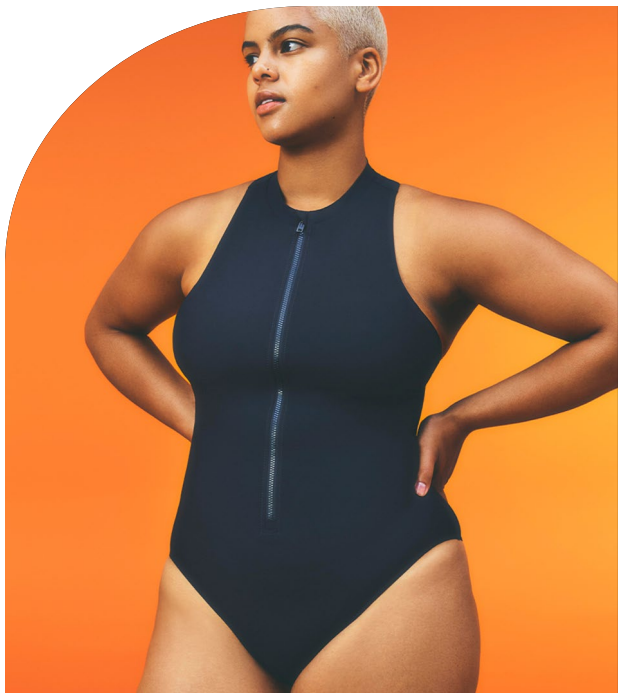
– Regina Hill
Merrell Marketing Manger & JEDI Lead



DIVERSITY, EQUITY
AND INCLUSION

Sweaty Betty Amplifies
DE&I in the Retail Industry

Sweaty Betty strives to empower their teams and foster belonging. In effort to amplify and advance its diversity efforts, Sweaty Betty partnered with Diversity in Retail, an external community dedicated to driving diversity in the retail sector. This partnership brings development and mentoring opportunities to underrepresented groups, like The Global Women Leader Programme and Ethnic Future Leaders Programme. Access to these collaborative programs further bolster and advance DE&I within the Sweaty Betty team.



DIVERSITY, EQUITY
AND INCLUSION

Sperry Spearheads
DE&I Education

In 2022, Sperry spearheaded DE&I activation through their ‘summer of learning’ employee initiative. In this work, Sperry led two education sessions with LGBTQ+ partner PFLAG National, the first and largest organization dedicated to supporting, educating and advocating for LGBTQ+ people and their families. They also created an education session with Claima Stories, an independent content agency that is rooted in inclusive storytelling and representation, which focused on the BIPOC community.

In partnership with Claima Stories, Sperry created a 3-part docuseries to educate and inspire a more equitable environment in the water. Reclaim Your Water spotlights three Black entrepreneurs connected to and inspired by water and how each reclaims what was once weaponized to build community and create change. This initiative won a Gold Distinction at the 2022 Shorty Impact Awards and was central to Sperry being named to Fast Company’s Brands That Matter list.

“The Claima Stories lunch and learn call was one of the best calls I’ve sat on at my time at Sperry. The energy, the conversations, the diversity of topics. It shaped the rest of my day and I felt amazing.”

– Talia Stanis
Associate Project Manager



SUPPORTING OUR COMMUNITIES

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Wolverine Worldwide has a legacy of serving the communities in which we live and work, as well as our internal community at the Company. As champions for positive change, it is our responsibility to enrich our global communities by giving our time and resources.

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Wolverine Worldwide thrives when our communities are empowered and supported. As a global organization, our communities span continents and cross oceans but, in truth, our community partners are always right next door. One area of special focus this year was to empower our communities through the advancement of organizations who foster and drive DE&I.



DAVE LATCHANA

Vice President, Executive Compensation, Benefits & Communications

SUPPORTING OUR COMMUNITIES

Wolverine Worldwide Foundation Supports 60 Organizations with Over \$1.4 million in Donations

Rooted in our commitment to contribute positively to the communities where our employees work and live, the Wolverine Worldwide Foundation was founded in 1959 to support our charitable initiatives. Through the Wolverine Worldwide Foundation, we are actively involved in supporting charitable organizations with a focus on education, the environment, arts and culture and humanitarian aid and service. The Wolverine Worldwide Foundation embodies our belief that we are a part of a greater community, one founded on the premise that as we help each other, we build stronger communities that nurture brighter futures. In 2022, the Wolverine Worldwide Foundation donated more than \$1.4 million to more than 60 organizations making an impact in

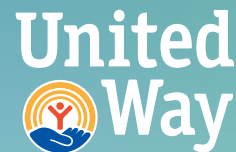
the communities where we live and work. Some of the Foundation's 2022 partners included UNICEF, United Way, Art Prize, Two Ten Footwear Foundation, Grand Rapids Symphony, Pensole Lewis College of Business and Design, Mosaic Film Experiences, Black Footwear Forum, and the Greater Grand Rapids Chamber Foundation.

We firmly believe that supporting these and other organizations strengthens our local communities and helps us to build relationships with key stakeholders, and we are proud to continue this important work started by the Wolverine Worldwide Foundation in 1959.



2022 SUPPORTED CAUSES

GRAND RAPIDS
SYMPHONY



TWO
TEN Footwear Foundation

GRAND
RAPIDS
CHAMBER



2022 DIVERSITY, EQUITY AND INCLUSION CAUSES

PLC PENSOLE
LEWIS
COLLEGE



SUPPORTING OUR COMMUNITIES

Europe, Middle East and Africa (EMEA) Impact

We believe in the power of giving back to the communities we live in. In 2022 our European team participated in several community give back initiatives ranging from environmentally focused events, such as restoring and cleaning outdoor areas near our offices, to initiatives that raised funds for charities close to our values. In 2022, over 500 employees participated (total attendees across all events in 2022) and dedicated over 1,600 hours (total number of hours dedicated across all events in 2022) towards community involvement initiatives.

One such event was the Inclusion Day held on September 30, 2022 in Cologne, Germany. Saucony's German and Austrian team, in cooperation with Sports club ESV Olympia Cologne, and in support of the charity organization Rheinflanke held a Sports

Inclusion Day. Rheinflanke supports children and young adults with disabilities, from disadvantaged backgrounds, and those facing social deprivation, to build confidence and competences through physical activities and sports. With the objective of providing better opportunities to children and young adults through sport, various sports activities were organized throughout the day (soccer, basketball, frisbee, running, etc). Physical and social challenges were layered throughout the day as team building activities and Saucony athlete, Samuel Fitwi, shared running tips and drills with the young audience. He also responded to questions and gave over 120 of the attendees advice on how to improve their running skills. In addition, over 400 attendees received a pair of Saucony shoes and a T-shirt for participating.

SUPPORTING OUR COMMUNITIES

Brand Supported Community Organizations

In 2022 our Brands contributed nearly \$2.1M in both monetary and footwear contributions to their communities.

At Wolverine Worldwide, we're proud of our family of brands and their individual commitment to the communities they support. Each brand supports their communities in the way that is meaningful and unique to them.

Here are a few highlights from the many contributions led by our family of brands.

- Austin Area Urban League
- Love One International
- Brave Trails
- Outdoor Afro
- Free Mom Hugs
- Big Brothers Big Sisters
- Pensole Lewis College of Business & Design
- Pensole Academy
- PFLAG National
- NAACP GR
- NAACP Grand Rapids
- unCommon Construction
- YouthBuild
- Hammerstone Carpentry for Women

SUPPORTING OUR COMMUNITIES

Beanies for Bassets

In celebration of National Dog Month, the Hush Puppies Team launched a digital campaign donating 100% of net proceeds from their beanies purchased on HushPuppies.com during the month of August. In order to select a Basset Hound Rescue, they held a photo contest where participants posted photos of their dogs sporting a Hush Puppies Beanie. The winner of the contest received the full donation from the brand. The objective of this campaign was to raise awareness for the incredible rescues nationwide and volunteers working hard every day to save and enrich the lives of our furry friends – and of course, raise money to support them as well.



SUPPORTING OUR COMMUNITIES

Cat Footwear Supports Southwest Florida

This year on Giving Tuesday (November 29th), Cat Footwear donated work boots to help with the rebuild of Florida in the aftermath of Hurricane Ian. For every pair of boots purchased on Catfootwear.com, a pair of Threshold Work Boots were donated to relief organizations rebuilding South Florida. Cat Footwear worked directly with The Habitat for Humanity of Lee County and Hendry County and two Florida Caterpillar Dealerships, Ring Power & Kelly Tractor, to deliver the donated boots to crews that were helping to rebuild these communities.

“Sometimes after a natural disaster, you feel helpless. This was our way to try and help the people of Ft Myers, FL to rebuild after the devastating hurricane. We gave away hundreds of pairs of work boots to homeowners, contractors and everyday people working to help rebuild Ft Myers Beach. We know it’s a small gesture, but we hope it helped the community.”

– Kelly Ballou

VP, Global Marketing for Cat Footwear



SUPPORTING OUR COMMUNITIES

Saucony Builds Community Through the Power of Running

To celebrate their continued commitment to making running more inclusive for everybody, Saucony teamed up with Black Men Run, supporting their mission of a healthy lifestyle among African American males through the brotherhood of running. Saucony is excited for their four-year partnership with Black Men Run to continue to support them in notable contributions such as the ones they made in 2022 listed below:

First ever Black Men Run collaboration launched in Quarter 4 to support their US members

Sponsorship of the Black Men Run National Convention in Detroit and grassroots support of local chapters to promote membership and participation

Support of their partner charity, Brown Boys Read, with a focus on product donation for greater accessibility

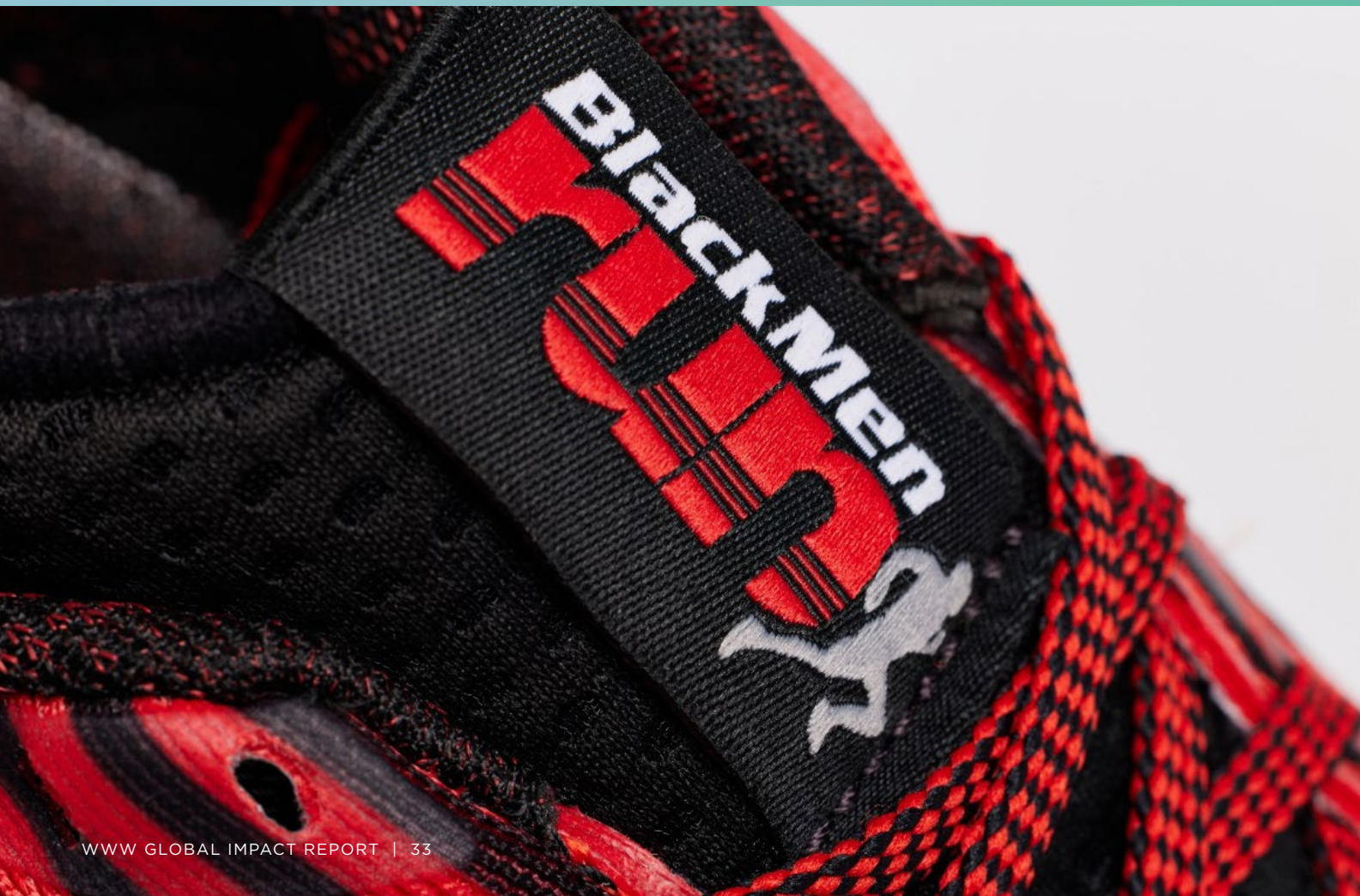


SUPPORTING OUR COMMUNITIES

Sweaty Betty Empowers Young Girls

Empowering girls from every background to get active is the founding mission of the Sweaty Betty Foundation. In 2022, the foundation empowered over 600 girls to get active through numerous sports and activities including basketball, rock climbing and boxing. The foundation has funded several projects, including projects pitched at their very own 'Dragon's Den' inspired event, Girls on the Pitch. Girls on the Pitch gave girls from across the UK a platform to pitch their ideas to get girls active over the winter months in 2022. Projects such as 'inflatable fun', women's only gym sessions, cheerleading and jujitsu were just a few on the agenda. Funding was then awarded to these groups where girls decided how best to spend the money and organized projects themselves from scratch. In 2022, the foundation also enabled 16 women and girls to be trained as coaches and instructors, creating a sustainable legacy for the next generation.

Working with Sweaty Betty, the foundation was able to donate over 6,000 Sweaty Betty sports bras across the UK to girls, giving them the confidence to move however they choose.



COMMUNITY ENGAGEMENT

Wolverine Builds Diversity in the Skilled Trades

PROJECT BOOTSTRAP INITIATIVE

Wolverine donated \$500,000 in 2022 to various organizations that support equitable opportunities in the skilled trades industry with their Project Bootstrap Initiative. These organizations include unCommon Construction, the Metallica Scholars Initiative, and the mikeroweWORKS Foundation.

unCommon Construction

Youth from various high schools apply to join a diverse team that meets weekly to build a house throughout a semester. Through more than 100 hours each semester, the student apprentices develop career skills, technical and soft skills, and leadership skills.

Since 2017, Wolverine has given the uncommon apprentices their first pair of work boots as part of their valued partnership with unCommon Construction.

Metallica Scholars Initiative

Metallica Scholars is a workforce education initiative working to enhance the career and technical education programs at community colleges. The initiative provides skills and services to students looking to enter a trade, or other applied learning program. The program currently supports 32 schools in 27 states.

MikeroweWORKS Foundation

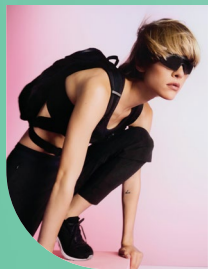
Founded in 2008 by Mike Rowe, best known as the “dirtiest man on TV” from the iconic TV series Dirty Jobs, the MikeroweWORKS foundation is helping to close the skills gap by challenging the stereotypes that discourage people from pursuing the jobs available in trades. Through its initiatives, like the Work Ethic Scholarship Program and the work ethic curriculum, the foundation strives to elevate trade opportunities and prove that a four-year degree is not the best path for every person.

Additionally, Wolverine continues to live and breathe their brand purpose by getting team members hands-on experience through volunteering side-by-side with students at YouthBuild Grand Rapids, an organization that helps students earn their construction certificate while completing their GED.



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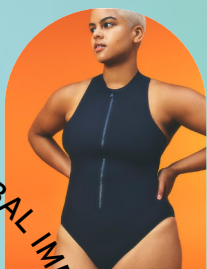


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ENVIRONMENTAL STEWARDSHIP



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Sustainability is important to our customers and a competitive advantage for our business. Wolverine Worldwide aims to actively implement more environmentally conscious business practices, seek out sustainable products and components and responsibly source our products in accordance with clear and transparent standards.

“

“At Wolverine Worldwide, we believe that operating in a sustainable manner drives value. We actively seek out environmentally sustainable business practices to reduce waste in our facilities and reduce our impact on the environment. Our commitment extends into our products where we seek to identify new uses for sustainable materials.”



JIM ZWIERS

Executive Vice President,
Global Operations

ENVIRONMENTAL STEWARDSHIP

Energy Consumption

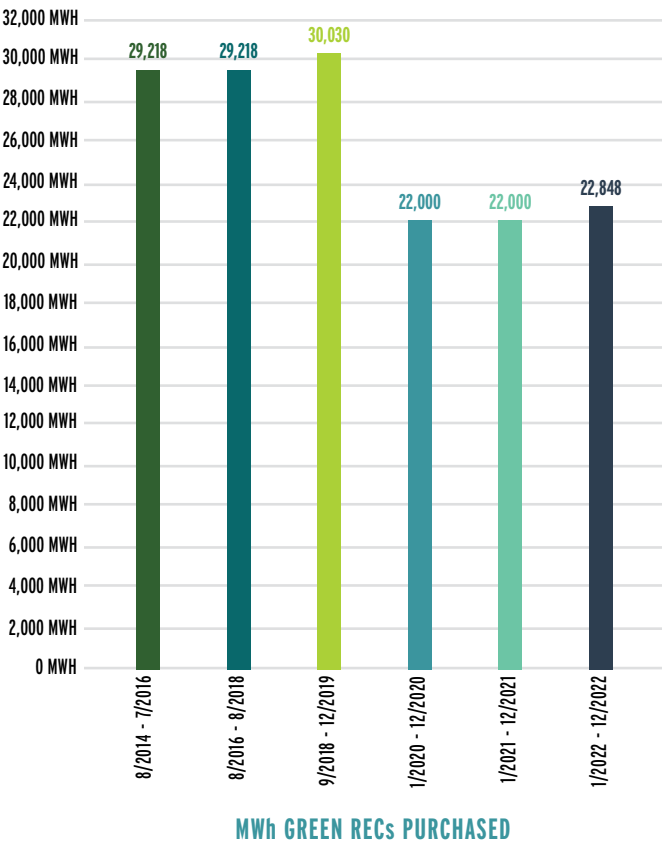
ENERGY CONSUMPTION

In continuation of our achievements in tracking comprehensive energy metrics for our North America operations, Wolverine Worldwide was able to monitor and assess our usage in 2022. In 2022, we used 19.3 million kWh of electricity, an increase of 2.4% from 2021. As our data capture continues to evolve, we will be able to track our trends and use the information to create programs to help us evaluate and seek to reduce our energy consumption in North America.

NET ZERO ELECTRICITY IN NORTH AMERICA

“Wolverine Worldwide has made a commitment to offset electricity consumption for our North America operations and has been doing so since 2015. This means that we have offset the electricity that we consume through the purchase of renewable energy credits (RECs). Through purchasing and then retiring the RECs, we are proud to be net zero in our North America electricity consumption.”

– John O’Brien
Sr. Director, Facilities Management



From August 2014 to December 2022, Wolverine Worldwide purchased 155,314 MWh of wind RECs to offset our energy usage. For Wolverine Worldwide’s North America owned and leased operations in 2022, Wolverine Worldwide achieved net zero energy for our electrical consumption through our purchase of 22,848,000 kWh RECs.



ENVIRONMENTAL STEWARDSHIP

Reducing Our Waste

Wolverine Worldwide creates waste throughout our facilities and operations on a daily basis, so we utilize recycling programs at many of our buildings to help manage our footprint and reduce our environmental impact.

Through our single-stream recycling program in 2022, our Michigan-based facilities saved 339 cubic yards of paper and cardboard from being put into landfills, the equivalent of 112 tons of recycled paper. We saved 185 tons of additional recycled materials from entering landfills in 2022.

2022 WASTE AT KINGS CROSS SHARED TENANT BUILDING



U.K. Employees contributed to overall waste reduction efforts across the Kings Cross shared tenant building in 2022.

In addition, our Kings Cross office has significantly reduced our printing since implementing reduction programs. We have reduced the number of sheets we print by 48% since 2018.

RECYCLING ELECTRONIC WASTE

In order to better recycle our electronic waste, in 2022, our Europe, Middle East, Africa (EMEA) office partnered with a third-party service provider to handle all end-of-life care of electronic equipment and IT assets. This partnership successfully enables secure and environmentally friendly electronics recycling services. The first collection is scheduled for 2026, when the devices will be four years old.



ENVIRONMENTAL STEWARDSHIP

Facility Environmental Initiatives

FACILITY STANDARD PRACTICE

We continually improve our standard practices to help reduce energy waste in our US office facilities.

- HVAC systems covering approximately 830,000 square feet of our US office buildings are controlled by building management systems set to optimize energy efficiency and we have continued to update our systems wherever possible.
- 40% of the boilers in our US office buildings have been replaced by higher efficiency systems in the last 4 years.
- During roofing upgrades, we install additional insulation to our new roofing systems to ensure reduced energy loss.
- We have continued to replace certain restroom fixtures with energy efficient and motion sensor faucets.
- Approximately 95% of all lighting in our North America locations has been upgraded to LED.
- Our Boston campus is Platinum and Gold LEED-certified.

EV STATIONS

In 2021, four EV charging stations were installed at the Wolverine Worldwide US headquarters location, and we plan to add an additional eight locations to the corporate campus by 2023.

DAYLIGHT HARVESTING

We are implementing light control systems in our remodels and new construction projects, which include occupancy sensors and daylight harvesting opportunities. Daylight harvesting systems employ light sensors to detect the light level in an environment. It then sends the intensity of the detected light to a sensor which adjusts the electric lights automatically to receive an optimal level. Utilizing the natural daylight penetrating a space helps minimize the amount of energy used in artificial lighting.

CAPACITOR BANK

A capacitor bank is being added to the Louisville Distribution Center to improve the power factor in the electrical substation. The addition of this capacitor bank will allow the power factor to increase, thereby decreasing the phase difference between turning generated voltage into current. By decreasing the phase between voltage and current we can reduce the energy waste of our substation.

EUROPEAN FACILITIES INITIATIVES

In 2022, we started renovation work in our London and Barcelona office locations where lighting sensors were fitted in both locations to reduce electricity usage. We hope to do the same in our warehouse in the Netherlands and our office in Milan in 2023. Additionally, our distribution centers replaced their office and exterior lighting with LED bulbs.

Also in 2022, our European headquarters researched the carbon emission savings electric vehicles were able to offer over traditional internal combustion engines. Through our research we realized transitioning our fleet of over 100 cars in our European market to electric vehicles would help contribute to a smaller carbon footprint. We are in the process of transitioning our current fleet to electric vehicles and have successfully converted 10 vehicles to electric in 2023. We are excited to measure the net effect of this change in the future.





ENVIRONMENTAL STEWARDSHIP

Europe, Middle East and Africa (EMEA) Environmental Initiatives

SAMPLE REDUCTION PROGRAM

Since 2020, EMEA locations have implemented programs to decrease production of samples in effort to reduce waste generation. Sample orders placed in 2022 demonstrated a 17% decrease in the number of sample pairs produced versus the previous year.

SUSTAINABLE EVENTS MANUAL

Our EMEA Region has developed a Sustainable Events Manual as an internal guide for our employees to make conscious decisions to reduce their sustainability impacts while representing Wolverine Worldwide. The guide is comprised of checklists covering a broad range of areas such as mobility and travel, venue and accommodation selections, exhibition stands, catering, waste management, gifts and giveaways, etc. Each checklist provides items that the employee should consider when selecting things such as a catering company or venue space for an event. For example, when organizing a conference, the manual suggests selecting conference buildings and hotels that manage their energy consumption, choosing a location which can easily be reached by public transportation and offering a shuttle service or carpool route between the hotel, event venue and/or arrival and departure points, amongst other suggestions. The manual will be distributed for use in 2023 to our team members.

ENVIRONMENTAL STEWARDSHIP

Partnerships and Industry Alliances

OUTDOOR INDUSTRY ASSOCIATION

The Outdoor Industry Association (OIA) was founded in 1989 to unify the voice of the outdoor recreation industry. Today, OIA is made up of more than 1,200 manufacturers, retailers, distributors, suppliers, sales representatives, nonprofits and outdoor enthusiasts. The OIA helps move the needle in key focus areas around recreation, trade policy and sustainable business innovation. They advocate for policies that benefit businesses, empower every company to take bold steps in their sustainability initiatives and provide education to help advance companies knowledge around the outdoor industry.

OIA CLEAN AIR COALITION

Merrell is a proud partner of the Clean Air Coalition of the Outdoor Industry Association, a global voluntary partnership of governments, businesses, scientific institutions, and civil society organizations committed to improving air quality and protecting the climate. The Coalition is guided by a Scientific Advisory Panel which monitors short-lived climate pollutants and recommends concrete actions to reduce emissions. Short-lived climate pollutants consist of black carbon, methane, hydrofluorocarbons and tropospheric ozone pollutants.

THE FOOTWEAR DISTRIBUTORS & RETAILERS OF AMERICA

The Footwear Distributors & Retailers of America (FDRA) is a footwear trade association that represents over 95% of the entire footwear industry. It provides its members with innovative product ideas, training and consulting, and advocacy for the industry. It offers data, analysis and insight on key issues impacting the entire footwear industry- from design and sourcing, to retail and fashion. The association also addresses challenging issues impacting the footwear industry, such as sourcing and product safety, and strives to identify solutions for its members.

SUSTAINABLE APPAREL COALITION

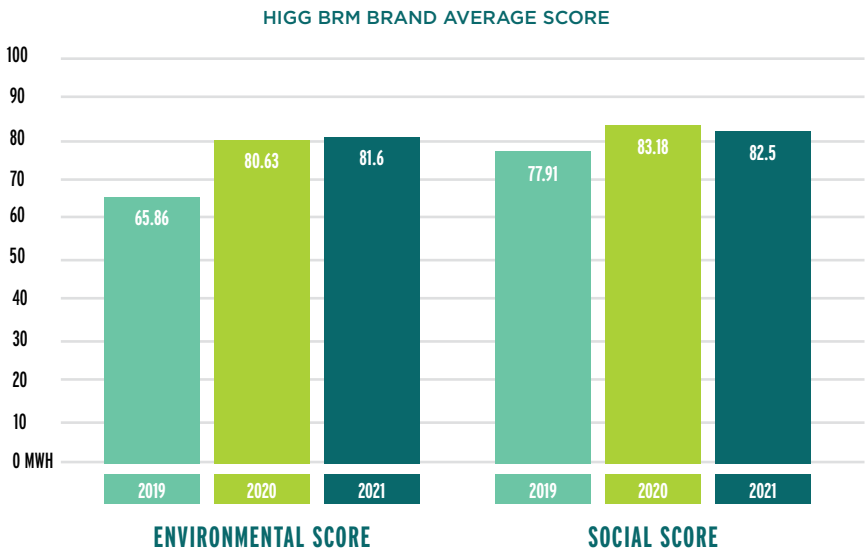
Since 2018, Wolverine Worldwide has been a proud member of the Sustainable Apparel Coalition (SAC) – a global, multi-stakeholder nonprofit alliance for the consumer goods industry. In partnership with members, consultants, stakeholders and industry experts the SAC developed the Higg Index, a software suite of tools meant to measure social and environmental impacts across the supply chain using common language. This empowers brands, manufacturers and retailers to leverage verified data in order to measure and improve performance. Today, more than 21,000 organizations around the world are using the Higg Index modules to drive collective industry transformation. In 2022, Wolverine Worldwide continued the use of the Higg FEM and FSLM to help measure the environmental and social labor performance across our supply chain.

ENVIRONMENTAL STEWARDSHIP

The Higg Index

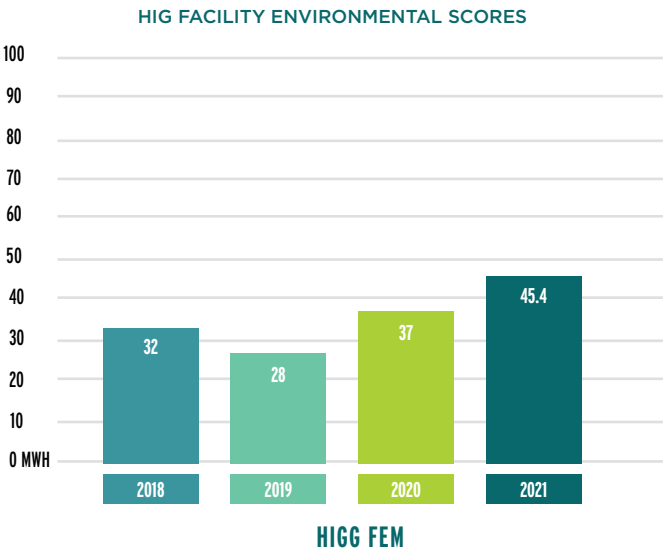
HIGG BRAND AND RETAIL MODULE

In 2021, eleven of our brands completed the Higg Brand and Retail Module (Higg BRM), making up 92% of our business volume. The Higg BRM assesses environmental impacts - such as animal welfare, biodiversity, energy use, air emissions and water use, and social impacts-such as forced and child labor, wages and benefits, right to health and sanitation. Our average brand performance in 2021 remained strong, scoring an 81.6% in our environmental score and an 82.5% in our social score. We continually assess performance from year to year with the objective of increasing performance.



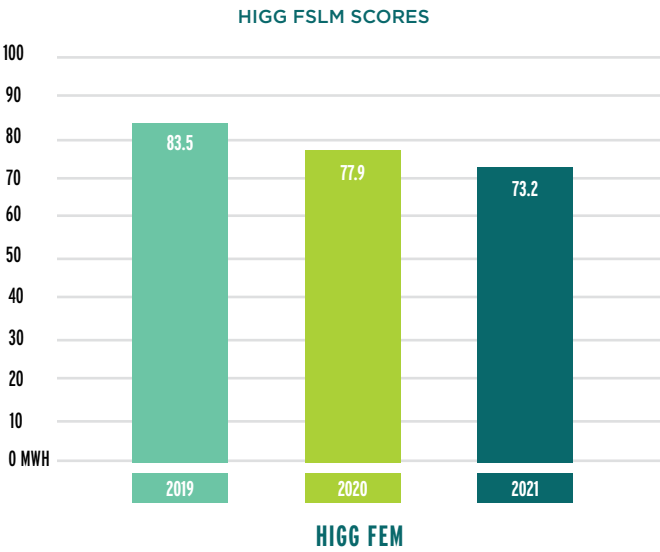
HIGG FACILITY ENVIRONMENTAL MODULE

Wolverine Worldwide uses the Higg Facility Environmental Module (Higg FEM) to learn more about the environmental management systems and resource usage at our factories. The Higg FEM assesses environmental management systems, energy use, greenhouse gas emissions, water use, wastewater, emissions to air, waste management and chemical use and management at our factories. Our goal is that our factories will continue their work to decrease their impacts in these areas.



HIGG FACILITY SOCIAL LABOR MODULE

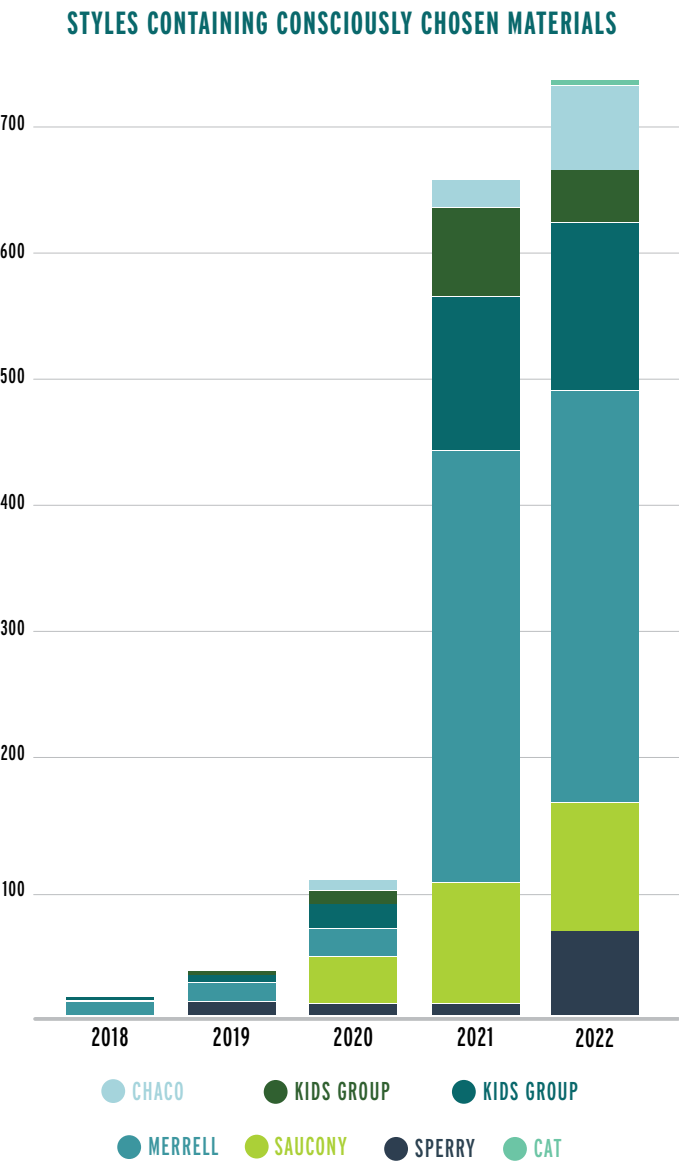
The Higg Facility Social Labor Module (Higg FSLM) is used to assess the overall social labor practices in facilities such as management systems, operational controls and oversight. The Higg FSLM reviews social impacts at our factories such as recruitment and hiring, working hours, wages and benefits and worker treatment. The module helps to provide Wolverine Worldwide quality assurance and improved credibility across our facilities.



ENVIRONMENTAL STEWARDSHIP

Conscious Materials

Our Product Sustainability Standards create a clear roadmap for our brands to embrace environmental stewardship, social responsibility, and animal welfare. Best Practices are established to incorporate preferred materials such as the use of organic cotton and recycled materials. We are proud of the progress we have made in offering materials that work to lessen our environmental footprint. In 2018, our brands offered approximately 10 styles made with more sustainable materials than traditionally used. In 2022, our brands launched more than 550 styles that incorporated materials aimed towards being more sustainable than some traditional materials. Over several years, we have seen our brands move this program further by incorporating innovative fibers like biobased materials.



MATERIALS

Our brands are embracing materials that meet or exceed our performance expectations while delivering decreased environmental impacts. Some examples of our most common preferred materials are provided in this section.

NATURAL MATERIALS

Many of our brands are working to incorporate plant-based materials and embrace more natural materials. From organic cotton to biobased materials, these materials are helping us to reduce plastics and synthetic materials in our product lines.

ORGANICALLY GROWN COTTON

Our brands are encouraged to use organically grown cotton whenever possible. Growth and cultivation of non-organic cotton is traditionally heavy in usage of toxic and persistent pesticides and synthetic fertilizers and seed. By utilizing organic growing methods, production allows systems to replenish and maintain positive soil fertility.

ALGAE-BASED MATERIALS

Many of our brands have incorporated up to 10% algae-based materials in the insole, midsole and footbeds of their designs. BLOOM® Sustainable Materials transform waste algae from water pollution into renewable and restorative materials, replacing portions of fossil fuel-based materials in these components. The creation of BLOOM® materials results in the removal of over-abundant and harmful algae from water resulting in cleaner and oxygenated water being restored to the environment. Algae, like plants, draw energy from photosynthesis, using light from the sun and carbon dioxide from the air. Algae does an excellent job of capturing carbon. BLOOM®, by encapsulating the algae in polymers, sequesters carbon into the finished product which results in positive environmental impacts. The BLOOM® materials used in WWW shoes in 2022 resulted in 41,076,832 liters of water being cleaned and returned to the environment, 42,388,103 cubic meters of air being cleaned of CO₂, and 30,909 kgs of CO₂ being captured.

BIOBASED MATERIALS

We look to incorporate biobased materials in our products. Biobased materials are created using renewable sources such as plants and animal by-products. Utilizing these materials give the potential to reduce carbon emissions and, often, increases recyclability compared to fossil-based materials.



RECYCLED POLYESTER

Recycled polyester, often called rPET, is one of the most common recycled material used across our brands. Recycled polyester is commonly sourced from single-use water bottles. By using recycled polyester, we are helping to reduce the amount of waste sent to landfills.

RECYCLED EVA (ETHYL VINYL ACETATE)

EVA is most commonly used in midsoles and outsoles. Similar to rubber, the scraps are generated, collected and reused at various stages of the manufacturing process.

RECYCLED RUBBER

Recycled rubber is used by several of our brands, particularly in the outsoles. Recycled rubber is mainly sourced from post-industrial scraps resulting from the outsole manufacturing process. These scraps can be recovered, reground, pelletized and recycled back into the beginning of the process.

RECONSTITUTED LEATHER

Reconstituted leather is another example of our brands incorporating innovative materials into our designs. With the use of reconstituted leather, we are diverting material from a waste stream and instead bringing renewed use through our designs.

ANIMAL WELFARE

Several of our brands choose to integrate materials which do not directly contain animal products. When we do decide to use animal-derived materials, we are committed to ensuring they come from animals treated humanely. All goose or duck feathers in our products are Responsible Down Standard (RDS) certified. We expressly prohibit the use of exotic leathers and materials that come from endangered species and all of our leather is a byproduct of the meat industry.

THE LEATHER WORKING GROUP

The Leather Working Group (LWG) is a group of brands, retailers, product manufacturers, chemical suppliers and leather manufacturers who worked together to create a protocol specifically for the leather manufacturing industry around environmental stewardship. Using the protocol, leather tanneries receive ratings based on auditing standards. Wolverine Worldwide is proud to report that nearly 100% of leather directly sourced by Wolverine Worldwide brands came from Leather Working Group (LWG) Gold or Silver-rated tanneries.

The LWG Leather Manufacturer Audit Standard covers 17 separate sections:

- General Facility Details
- Subcontracted Operations
- Social Audit
- Operating Permits
- Production Data
- Incoming Material Traceability
- Outgoing Material Traceability
- Environment Management Systems (EMS)
- Restricted Substances, Compliance, and Chromium VI (CrVI) Management
- Energy Consumption
- Water Usage
- Air & Noise Emissions
- Waste Management
- Effluent Treatment
- Health, Safety, & Emergency Preparedness
- Chemical Management
- Operations Management



ENVIRONMENTAL STEWARDSHIP

Packaging Programs

FOREST STEWARDSHIP COUNCIL (FSC) CERTIFICATION PACKAGING PROGRAM

The Forest Stewardship Council (FSC) is an international, non-governmental organization dedicated to promoting responsible management of the world's forests. Since 1994, the FSC has grown to become one of the world's most recognized forest certifications. The FSC certification ensures that products come from responsibly managed forests that provide environmental, social and economic benefits. Wolverine Worldwide is proud to have implemented programs for over a decade around FSC certification.

Wolverine Worldwide requires that our approved suppliers provide materials that are FSC certified under the FSC Recycled certification or the FSC Mix certification. The FSC Mix certification designates that at least 80% of the box material is from post-consumer recycled material while the FSC Recycled certification designates 100% of the box material is post-consumer recycled materials.

CARDBOARD HANGERS

During the summer of 2022, Merrell implemented a cardboard hanger program designed to eliminate the use of plastic hangers across their product line. The cardboard hanger is made from brown kraft paper board, which carries an FSC recycled material certification, meaning 100% of its material comes from post-consumer materials. Additionally, the ink used on the hanger is water soluble, making it less toxic than traditional ink. The hanger was also redesigned for efficiency by using a J-hook on each hanger. Unlike plastic hangers that can only be constructed one way, the J-hooks on the cardboard hangers have three different hanging options. This allows the hangers to accommodate different types of shoe designs and reduces the production efforts that we see in traditional manufacturing of hangers. As this change takes effect throughout our processes, we have sourced over 125,000 cardboard hangers, representing 35% of Merrell's total demand for hangers in 2022. We expect this percentage to grow in 2023 as the transition from plastic hangers is now complete. We are also excited to expand this program to other brands within Wolverine Worldwide in the years to come.

INNOVATIVE PRODUCTS

The Good Shoe from Hush Puppies

Hush Puppies is all about looking at the brighter side of life – and is forever inspired by the brilliant beauty and color of the world around us. So, they created The Good Shoe program in 2021 to make the world a happier, cleaner place one sneaker at a time. The Good Shoe has several sustainable attributes such as the textile upper which is made up of 100% RPET - a type of plastic made from used bottles and other post-consumer plastic waste. In addition, 20% of the outsole weight of the shoe uses BLOOM technology, a sustainable material technology that includes 10% algae bloom. The bioDEWIX™ Dry rPET (100% RPET) mesh and sock lining continue the focus on recycled materials and Nzym™ pro-biotics within the shoe help control odor causing enzymes to extend its lifetime.



INNOVATIVE PRODUCTS

Saucony Leaves a Lighter Footprint

Leaving a lighter footprint is embedded in Saucony's product, process and mindset. Many of Saucony's products, including footwear, apparel, and accessories, are built in part using recycled content to help reduce and eliminate the need for virgin plastic in its products. The Boulder Oyster Puff Jacket is an excellent example of Saucony successfully combining performance with sustainability. The puffer coat has a recycled polyester shell that is wind and water resistant, and the insulation material contains 0.5% ground oyster shells for warmth. Additional efforts to improve environmental impact can be seen in our FSC Mix Certified recyclable shoe box and apparel hangtags- a certification designating that at least 80% of the material is from post-consumer recycled material.

INNOVATIVE PRODUCTS

Sperry Expands SeaCycled™ Collection

Sperry believes in the power of the water, to free the mind and soothe the human spirit. As such, Sperry is working to create a more sustainable future by building products, programs, and partnerships designed to protect our waterways. In 2022, Sperry expanded the SeaCycled™ Collection to include products containing recycled polyester, reclaimed leather, recycled rubber, and other natural materials.



INNOVATIVE PRODUCTS

Sustainable Swimwear at Sweaty Betty

Sweaty Betty is committed to integrating recycled materials and sustainably sourced, natural fibres into their products. In the 2022 spring season, 100% of the swimwear lines featured recycled materials, with the main fabric of all 2022 swimsuits made from more than 60% recycled content.



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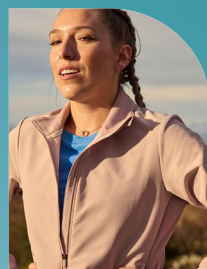
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OUR BRANDS' EFFORTS TO PROTECT THE PLANET

Our brands are taking steps to address sustainability in their operations and through their work in the communities in which we operate, in order to meet the expectations of our consumers. Our brands are committed to creating a more sustainable future by building products, programs and partnerships that support environmental sustainability. Here are a few highlights.

“

Bringing accessibility and inclusivity to the outdoors requires the preservation and stewardship of the outdoors. From the materials used in the design of our products to our community partnerships, our brands embrace our unique opportunity to make a positive impact on our environment.



JANICE TENNANT

Global Brand President, Merrell

ENVIRONMENTAL STEWARDSHIP

Brand Supported Environmental Organizations

Our brands recognize the importance and power of building partnerships with organizations who are committed to creating a positive impact on our planet. From the restoration of our waterways to the preservation of our natural spaces, our brands are proud to contribute to leading environmental organizations including:

- Residents and Workers on Fort Myers Beach
- Trout Unlimited
- OARS
- Boulder County Wildfire Fund
- National Recreation and Park Association
- Waterkeeper Alliance
- Hudson River Foundation



ENVIRONMENTAL STEWARDSHIP

Repair and Repurpose

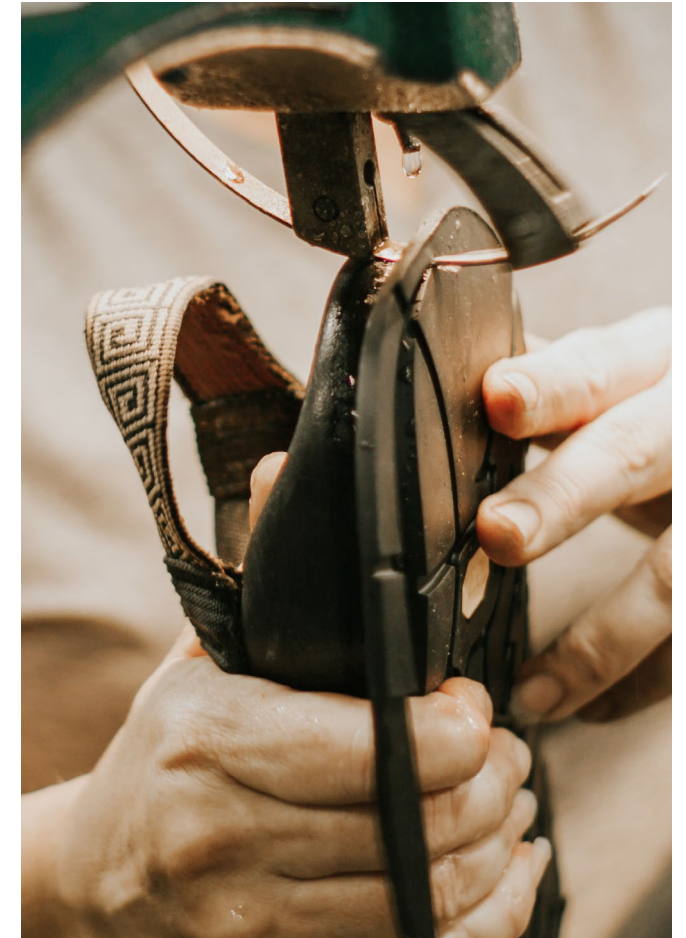
Our brands have continued to find ways to be innovative in the sustainability space with several adopting repair and take back programs. The idea behind the take back program is to collect our used products from our consumers and reintroduce them to the manufacturing

process. Our repair programs encourage customers to repair worn product, instead of disposing into landfills, thus prolonging the life of the material used to make them. We are proud to highlight our brands that have created these programs.



REPAIR AND REPURPOSE ReChaco Repair Program

From the time Chaco was founded in 1989, the brand's iconic Z/Sandal has been built with repairability in mind. Once thousands of steps have taken their toll, customers can send their well-loved and well-worn sandals in to replace outsoles and repair straps and buckles. This adds new life to their favorite pair of sandals. To date, Chaco has repaired over 313,000 sandals, keeping them on feet and out of the landfills.





REPAIR AND REPURPOSE

Sweaty Betty Expands Take Back

Since 2019, Sweaty Betty has continued to bring a take back recycling program to their customers at their retail locations. In 2022, the program expanded to include online-take back processes for customers in the UK.

How the program works:

1. Select the Sweaty Betty items you want to trade in using an online tool.
2. Package them up and take them to a drop off point.
3. Once the trade-in is verified, an email voucher is sent to the customer to spend online for participation in the program.

Since its inception in 2019 more than 40,000 pieces have been recycled or rehomed and kept out of landfills and in 2022 alone roughly 20,000 garments were recycled.



REPAIR AND REPURPOSE

Saucony Brings Second Life to Textiles

Saucony's journey toward a more sustainable future continued in 2022 with the Saucony® X cycora® collection. We took waste and gave it purpose, with discarded garments finding new life in an apparel collection built for good. This collection is made partially using cycora® material, a regenerated polyester sourced from textile waste. The cycora material content varies by product, ranging from 18.75% to 23% of its makeup. Originally destined for landfills, the waste was reprocessed into new material to use in our four tops.



ENVIRONMENTAL
STEWARDSHIP

This is Home by Merrell

In 2022, Merrell launched its first-ever sustainability campaign, “This is Home”. This work drives the brand’s sustainability goals while simultaneously encouraging consumers to protect the nature that’s closest to home.

The program has already achieved great progress in 2022:

- Exceeded the 2025 water-savings goal of 40 million gallons with 89 million gallons of water saved by Leather Working Group Gold and Silver certified tanneries.
- The brand cleaned over 40 million gallons of water and 41 million cubic meters of air by including BLOOM® algae in their footwear.

The brand launched Merrell ReTread – its own recycling and resale program in the US, EMEA, and Canada. This has already resulted in over 12,000 pairs of footwear being redirected away from landfills.



ENVIRONMENTAL STEWARDSHIP

Chaco and Thomas Rhett
Advocate for the Outdoors

Chaco collaborated with multi-PLATINUM selling country artist, Thomas Rhett, to release a collection of sandals, inspired by Thomas Rhett’s love for the outdoors and memories on the river with his family. The collection included patterns featuring the vibrant colors of the rainbow and brook trout. With the launch of the collaboration, a \$50,000 donation was made to Trout Unlimited, a non-profit bringing together diverse interests to recover cold water streams, so families can experience the joy of fishing in our nation’s rivers for years to come. The collaboration also benefited Love One International, with 100% of the profits from the Kids product line providing lifesaving medical care for children in Uganda.



ENVIRONMENTAL
STEWARDSHIP

Sperry’s Art and
Activism

Sperry worked to give our oceans a voice through art and activism. The brand teamed up with PangeaSeed Foundation to create a series of dynamic videos illustrating how the Sperry SeaCycled™ Collection helps keep plastic, leather, and rubber out of waste streams and waterways by using recycled materials in our products and keeping them out of the environment. Sperry also partnered with Waterkeeper Alliance to educate consumers on how to lead a more sustainable lifestyle. That learning was furthered with a session for employees, followed by a community cleanup event where an entire truckful of trash was removed from the shoreline.



ENVIRONMENTAL STEWARDSHIP

Sweaty Betty Measures Carbon Footprint

In 2022, our Sweaty Betty brand committed to measuring its carbon footprint in line with the GHG Protocol and set a science-based target aligned with the Science Based Targets initiative’s (SBTi) target-setting criteria. Our Sweaty Betty team has sought

to achieve carbon reductions in its direct operations through installing LED lighting in all Sweaty Betty stores and continues to identify and implement ways to reduce its carbon emissions.

RESPONSIBLE SOURCING AND SUPPLY CHAIN



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We strive to deliver both social and environmental standards as well as innovative materials, products and business solutions. We recognize the importance of responsibly sourced materials, so we are committed to working with supply chain business partners who are dedicated to safe, humane and ethical working conditions that comply with international labor standards.

“

Wolverine Worldwide values all our production partners and we are committed to long-term partnerships rooted in trust, open communication, and a shared vision. We are committed to working with supply chain business partners who are dedicated to safe, humane, and ethical working conditions that comply with international standards and who seek to continuously improve their business.



BISHU JAYARAM
Senior Vice President,
Global Sourcing

RESPONSIBLE SOURCING AND SUPPLY CHAIN

Production Code of Conduct

The Wolverine Worldwide Production Code of Conduct outlines our longtime commitment to operating in a responsible manner. This commitment includes upholding the human rights of workers by treating them with dignity and respect, and communicating standards regarding working conditions within our supply chain.

Our Production Code of Conduct establishes the minimum standards that Wolverine's factory and supplier partners are required to satisfy when conducting their operations, and includes our requirements regarding the following topics:

- Transparency, Recordkeeping, and Compliance
- Working Conditions (including Zero Tolerance Issues such as Forced Labor and Child Labor)
- Health & Safety
- Employment Relationship (including Wages and Benefits, Working Hours, and Diverse, Equitable and Inclusive Working Environments)
- Business and Commercial Integrity (including Anti-Bribery and Anti-Corruption, Gifts and Hospitality, Economic Sanctions and Export Controls, and Conflicts of Interest)

To monitor compliance with our Production Code of Conduct and drive continuous improvement, we routinely perform Social Compliance audits through our internal teams and third-party partners. In 2022, this resulted in 124 social compliance audits across our factory base. These audits cover topics such as slavery, trafficking and forced labor; harassment, abuse and discrimination; child labor and pregnant workers; industrial relations; wages and legal benefits; working hours; recruitment and contracts management; safety; occupational and health management; environment; and monitoring and compliance.

In addition, we conducted our annual Corporate Social Responsibility (CSR) Virtual Summit in November 2022, which included over 300 attendees representing more than 150 factories. This year's participants represented our valued supply chain partners across China, Vietnam, Cambodia, Bangladesh, Indonesia, and Europe. We shared best practices on topics including COVID-19 challenges, strategic sourcing, sustainability, and safety management.

RESPONSIBLE SOURCING AND SUPPLY CHAIN

Supplier Diversity & Transparency

SUPPLIER DIVERSITY

Continuing our efforts in 2022, our UK business became a corporate member of Minority Supplier Development UK (MSDUK), the UK's only advocacy organization certifying ethnic minority businesses (EMBs) in corporate supply chains. Their goal is to achieve a broader representation and inclusion of innovative ethnic businesses in the supply chain in order to transform it. Their partners include ethnic minority owned businesses, supplier diversity leaders and procurement professionals.

“The Diversity Action Council (DAC) subcommittee for External Relationships works hard to progress DE&I efforts across Wolverine Worldwide and our partnership organizations. Becoming a partner with the MSDUK group was a natural step in continuing our diversity work. We look forward to onboarding amazing new suppliers through our Supplier Diversity Program in 2023.”

—Rob Griffiths

Global Brand President, Saucony & Co-Chair, Diversity Action Council External Relationships Committee

SUPPLIER DIVERSITY PROGRAM*

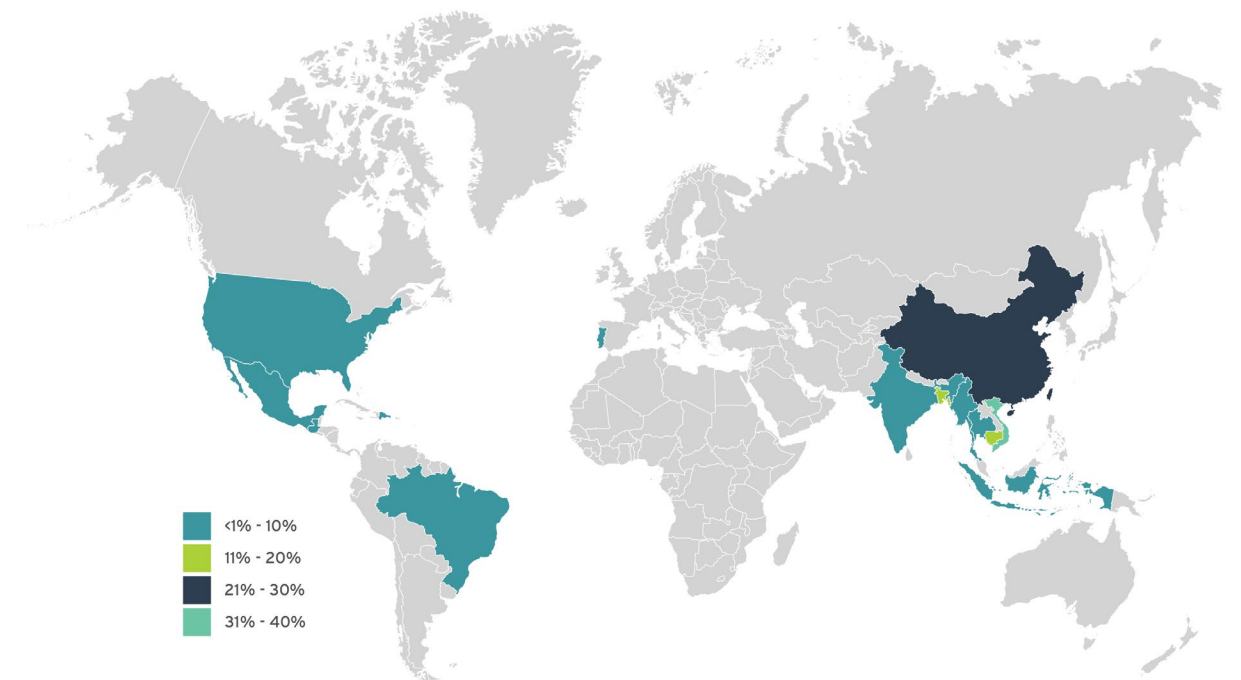
Through the work of the Diversity Action Council's subcommittee for External Relationships, we launched our Supplier Diversity Program for the US and UK markets in 2022. The goal of the program is to increase our addressable spend with diverse suppliers and to also increase the percentage of diverse suppliers we partner with. These efforts will include all spend categories that have the potential to be impacted by Indirect Procurement sourcing activities (SG&A). We are also aiming to increase the percentage of diverse suppliers that we partner with. In 2022 we established our diversity supplier baseline and set targets to achieve our goals in 2023.

SUPPLY CHAIN TRANSPARENCY

Wolverine Worldwide leverages a global supply chain to bring our cutting-edge designs to market. Our valued partners range from textile mills to finished goods factories and include over 96 factories and approximately 150 materials suppliers across 14 countries. We consider all entities in our value chain as essential partners to our business and seek to foster trusting and lasting relationships throughout.

We require manufacturing processes to minimize the adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public. These requirements include meeting all relevant local and national environmental protection laws.

FOOTWEAR PAIRS SOURCED BY COUNTRY OF ORIGIN, 2022



RESTRICTED SUBSTANCES AND CHEMICALS MANAGEMENT

Wolverine Worldwide is dedicated to proactive chemical management in our products and does so through our Restricted Substance Program. This program restricts the use of certain chemicals and substances and assures that all Wolverine Worldwide suppliers comply with international restricted substances standards. All Wolverine suppliers are required to comply with this program. Additionally, many of the chemicals listed are subject to routine third-party audits and our factories are required to obtain external restricted substances certification, certifying that the supplier's facility complies with strict restricted substances limits. Wolverine is committed to our customers through the quality and safety of our products.

* Excludes Direct material/ manufacturing suppliers and non-addressable Indirect Procurement categories. Geographical coverage is currently United States and United Kingdom spend only. Includes Tier 1 spend, which is the amount an organization spends directly with suppliers. Excludes Tier 2 spend, which is the amount that an organization spends through its own supply chain and/or with its subcontractors.



RESPONSIBLE SOURCING
AND SUPPLY CHAIN

Ethics and Compliance

We are committed to conducting business with the highest ethical standards and in compliance with applicable laws. We value integrity and transparency and do not have tolerance for unethical, corrupt, or inappropriate activities of any kind, whether committed by employees, suppliers, or third parties acting for or on behalf of our company. Wolverine maintains policies to help guide our employees, contractors, suppliers, and other business partners to operate our business in an ethical, socially conscious and more environmentally friendly manner.

We maintain a Code of Business Conduct, which establishes a foundation for how we conduct business, and is intended to be a guide to help make business decisions with integrity and in a manner consistent with our mission, values, and the law.

To help us conduct business ethically and in compliance with applicable laws and regulations, Wolverine Worldwide operates an ethics hotline known as the Wolverine Reportline - a confidential and anonymous tool for reporting possible violations of the Wolverine Worldwide Code of Business Conduct or, the law, or reporting suspected unethical practices.

Additional policies that address ethics and compliance matters include the following:

- Global Anti-Corruption and Anti-Bribery Policy
- Conflict Minerals Policy
- Modern Slavery & Transparency in Supply Act Policy
- Financial and Accounting Code of Ethics
- Financial, Accounting and Business Ethics Complaint Procedures
- Related Person Transaction Policy
- Political Activity Policy
- Insider Trading Policy
- Restricted Substances Policy
- Clawback Policy

GOING FORWARD

Next Steps & Closing Statements

As Wolverine Worldwide moves forward, our commitment to sustainable practices remains unwavering. Our next steps are clear: continuously assess our Environmental, Social and Governance performance, set ambitious targets for improvement, transparently communicate our progress and actively engage with our stakeholders. We recognize that the journey towards innovative solutions and sustainability is ongoing and requires steadfast dedication. Through these concerted efforts, we aim to not only mitigate risks but also unlock opportunities that will enable us to create lasting positive impacts on our planet, society, industry, and long-tern business success.

The information and opinions contained in this report are provided as of the date of this report unless otherwise indicated and are subject to change without notice. We do not undertake to update or revise any such statements as a result of future events, new information, or otherwise, and regardless of any historical practice of doing so. This report describes our practices or policies as of the date of this report and any such description is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to our business, results of operations, or financial position. Website references and hyperlinks in this report are provided for convenience only, and the contents of such websites are not incorporated by reference into this report, nor do they constitute a part of this report.

This report includes “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, which involve uncertainties and risks. Forward-looking statements include statements concerning our plans, objectives, goals, strategies, initiatives, commitments, prospects, future events, and other information that is not historical, including discussions of the Company’s targets, aspirations, initiatives, and other actions or data related to various matters, including corporate social responsibility, the environment and climate change, human capital management, and diversity and inclusion initiatives. When used in this report, words such as “anticipates,” “believes,” “commits,” “estimates,” “expects,” “forecasts,” “intends,” “is likely,” “plans,” “predicts,” “projects,” “should,” “will,” and variations of such words or similar expressions are intended to identify forward-looking statements. All forward-looking statements are based upon our expectations at the time we make them and various assumptions. Our expectations, beliefs, plans, intentions, commitments, and estimates are expressed in good faith, and we believe there is a reasonable basis for them. However, there can be no assurance that our expectations, beliefs, plans, intentions, commitments, and estimates will be achieved. Forward-looking statements do not reflect guarantees or promises that these goals and other aspirations or statements will be met or realized. Actual results or outcomes may differ materially from our expectations, beliefs, plans, intentions, commitments, and estimates due to a variety of factors, including assumptions not being realized or changing, scientific or technological developments, evolving sustainability strategies, evolving standards and disclosure controls and procedures, changes in carbon markets, evolving government regulations, changes in our business or our technologies, or other changes in circumstances, as well as the factors described in Part I, Item 1A: “Risk Factors” in the Company’s Annual Report on Form 10-K for the fiscal year ended December 31, 2022, filed with the Securities and Exchange Commission (SEC), and in the Company’s other filings with the SEC. We are under no duty to update any of the forwardlooking statements to conform such statements to actual results or events and do not intend to do so. The standards of measurement and performance contained in this report are developing and based on current assumptions, plans, and expectations, and no assurance can be given that any assumption, intention, plan, objective, goal, strategy, initiative, commitment, prospect, or event set forth in this report can or will be achieved.

APPENDIX

STATEMENT OF USE

Wolverine has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

GRI 1 USED

GRI: Foundation 2021

GRI STANDARD

DISCLOSURE

LOCATION

GRI 2: General Disclosures 2021

2-1 Organizational details

2022 Annual Report on Form 10-K; page 1, 5-11, 22

2-2 Entities included in the organization's sustainability reporting

2022 Annual Report on Form 10-K; page 5-11

2-3 Reporting period, frequency and contact point

2022 Global Impact Report; page 2
2022 Annual Report on Form 10-K; page 1

2-4 Restatements of information

Wolverine has not made any restatement in the reporting period.

2-5 External assurance

Wolverine has not obtained external assurance for the information including in the 2022 GIR.

2-6 Activities, value chain and other business relationships

2022 Global Impact Report; Company Overview
2022 Annual Report on Form 10-K; page 5-11

2-7 Employees

2022 Annual Report on Form 10-K; page 10
2022 Global Impact Report; Workforce at a Glance

2-9 Governance structure and composition

2023 Proxy Statement; page 10-18

2-10 Nomination and selection of the highest governance body

2023 Proxy Statement; page 10-18

2-11 Chair of the highest governance body

2023 Proxy Statement; page 30

2-12 Role of the highest governance body in overseeing the management of impacts

2023 Proxy Statement; page 10-18

2-13 Delegation of responsibility for managing impacts

2023 Proxy Statement; page 10-18

2-14 Role of the highest governance body in sustainability reporting

2023 Proxy Statement; page 10-18

2-15 Conflicts of interest

2023 Proxy Statement; page 17

2-16 Communication of critical concerns

2023 Proxy Statement; page 10-18

2-17 Collective knowledge of the highest governance body

2023 Proxy Statement; page 20-29

2-18 Evaluation of the performance of the highest governance body

2023 Proxy Statement; page 12

2-19 Remuneration policies

2023 Proxy Statement; page 39-53

2-20 Process to determine remuneration

2023 Proxy Statement; page 39-53

2-21 Annual total compensation ratio

2023 Proxy Statement; page 71

2-22 Statement on sustainable development strategy

2023 Proxy Statement; page 13-17
2022 Global Impact Report; Company Approach

2-25 Processes to remediate negative impacts

2023 Proxy Statement; page 13-17

2-26 Mechanisms for seeking advice and raising concerns

2022 Global Impact Report; Ethics and Compliance

2-27 Compliance with laws and regulations

2022 Global Impact Report; Ethics and Compliance

2-28 Membership associations

2022 Global Impact Report; Partnerships and Industry Alliances

2-29 Approach to stakeholder engagement

2022 Global Impact Report; Stakeholder Engagement

GRI 3: Material Topics 2021

3-1 Process to determine material topics

2022 Global Impact Report; Stakeholder Engagement

3-2 List of material topics

2022 Global Impact Report; Stakeholder Engagement

3-3 Management of material topics

2023 Proxy Statement; page 13-17
2022 Global Impact Report; Company Approach



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