

WOLVERINE WORLDWIDE | W

2024

Global Impact Report

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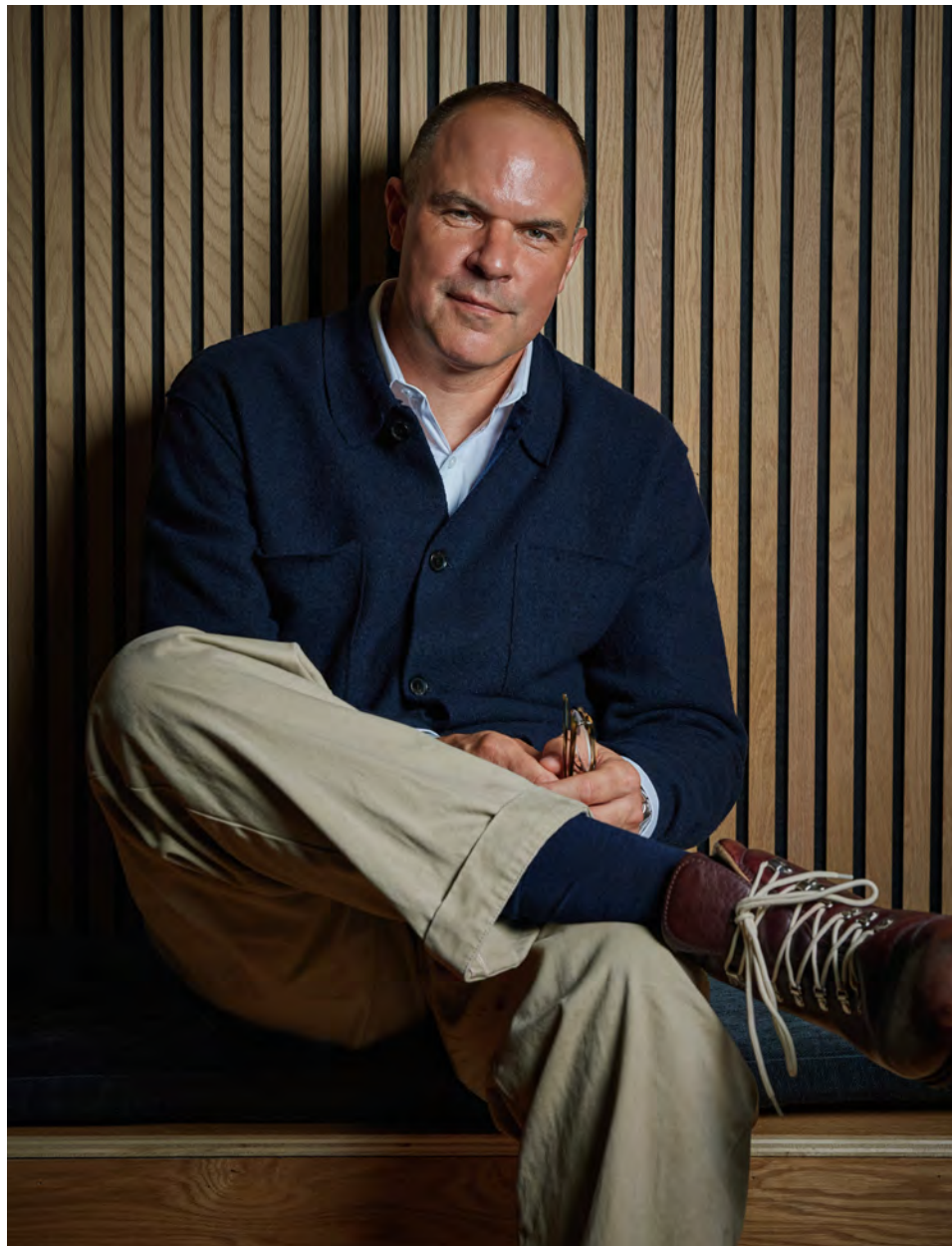
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Company Overview

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Message from our President & CEO



Christopher E. Hufnagel
President and Chief Executive Officer
Wolverine Worldwide

At Wolverine Worldwide, we believe every day is an opportunity to build better – better products, better experiences, and better communities. Over the past year, we’ve continued to transform our business, sharpen our focus, and align our teams around a bold new Vision:

Make. Every Day. Better.

This philosophy is more than words on a page – it’s a call to action. It reflects our commitment to innovation, progress, and excellence in everything we do. Whether it’s through the products we design, the lives we empower, or the communities we serve – our goal remains consistent: make amazing and inspire greatness.

In 2024, we introduced a new set of Values that guide how we work and lead:



Be Great.



Make Amazing.



Stay Curious.



Act Now.



Win Together.



Deliver Results.

As we continue to transition, our commitment to the planet, our people, and our communities remains central to our work. We remain focused on understanding and managing the impacts of our business to ensure we continue to benefit our stakeholders and create value for our shareholders. I’m proud to share a few highlights from our journey in 2024:

// Protecting Our Planet

In 2024, we took meaningful steps to drive progress in our climate strategy, with a focus on enhancing our oversight, measurement, and management of climate-related risks and opportunities. Over the past year, we strengthened our climate data capabilities and engaged external experts to support emissions measurement and evolving regulatory compliance. As we continue this work, we remain committed to reducing our environmental impact and strengthening our climate resilience across the value chain.

// Empowering Our People

We invested in talent development, leadership training, and inclusive programming to support our global workforce. From our third annual Global Careers Conference to the launch of WOLVER1NE WEEK, we created new opportunities for connection, growth, and belonging across our global team.

// Driving Product Innovation

Our brands continued to lead with purpose – introducing sustainable materials, expanding takeback programs, and launching innovative collections like Saucony’s Run For Good and Merrell’s Parks Project Moab 3. These efforts reflect our commitment to designing products that are better for consumers and our planet.

// Serving Our Communities

Through the newly reimagined Wolverine Worldwide Foundation, we launched a bold new mission and three pillars of impact: Healthy Living & Outdoors, Diversifying Trades & Talent, and Industry & Community Giving. Our first Global Day of Purpose mobilized employees around the world to give back through local service projects and volunteerism.

While there’s always more work to be done, I’m proud of the progress we’ve made and grateful to our team for their passion, resilience, and dedication. Together, we’re building a stronger, more connected Wolverine Worldwide – one that’s ready to meet the moment and help shape the future.

Be well, be safe,



About Wolverine Worldwide

Founded in 1883, Wolverine Worldwide (“Wolverine” or “the Company”) is one of the world’s leading designers, marketers and licensors of branded casual footwear and apparel, performance outdoor athletic footwear and apparel, kids’ footwear, industrial work boots and apparel, and uniform footwear.

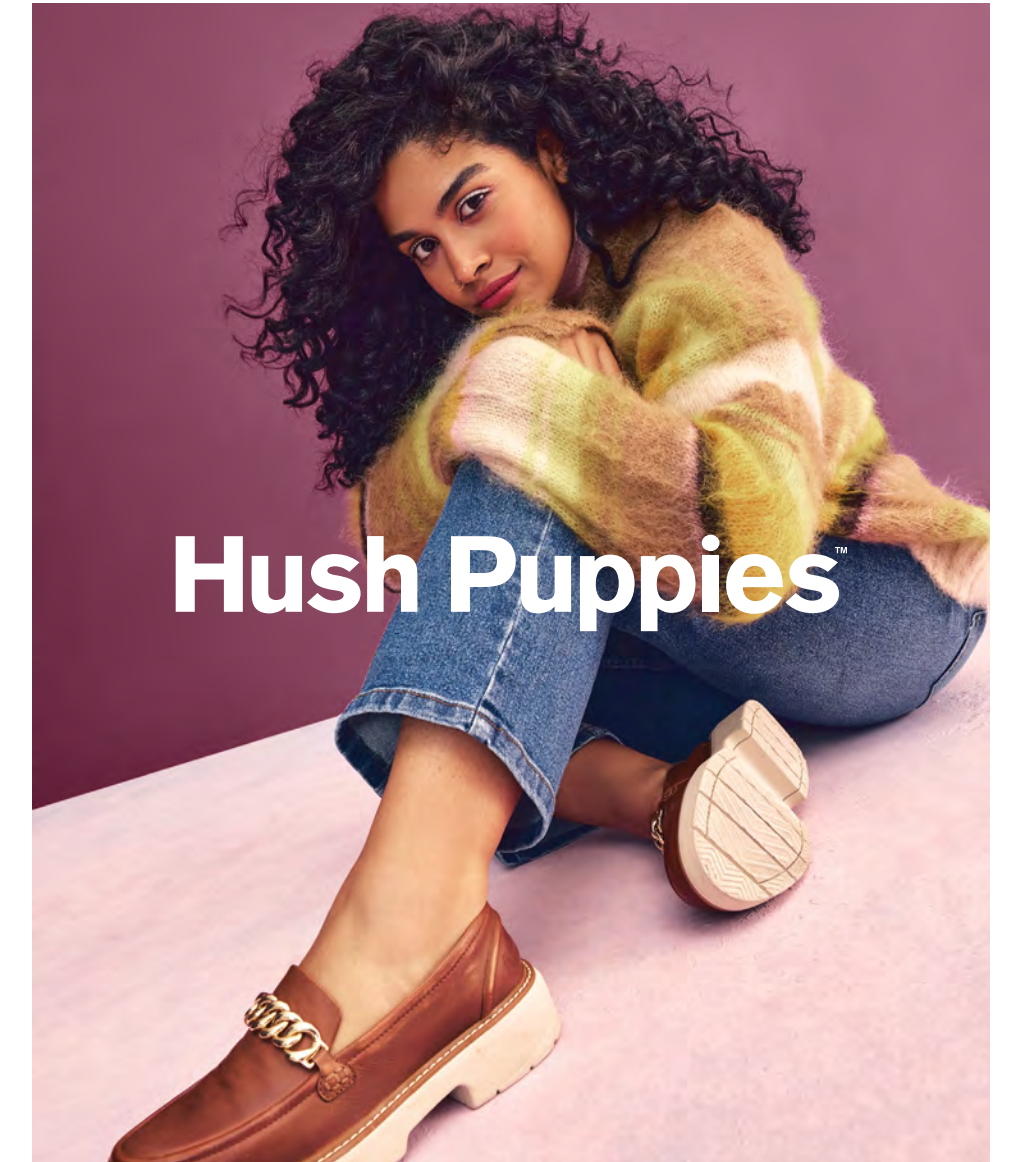
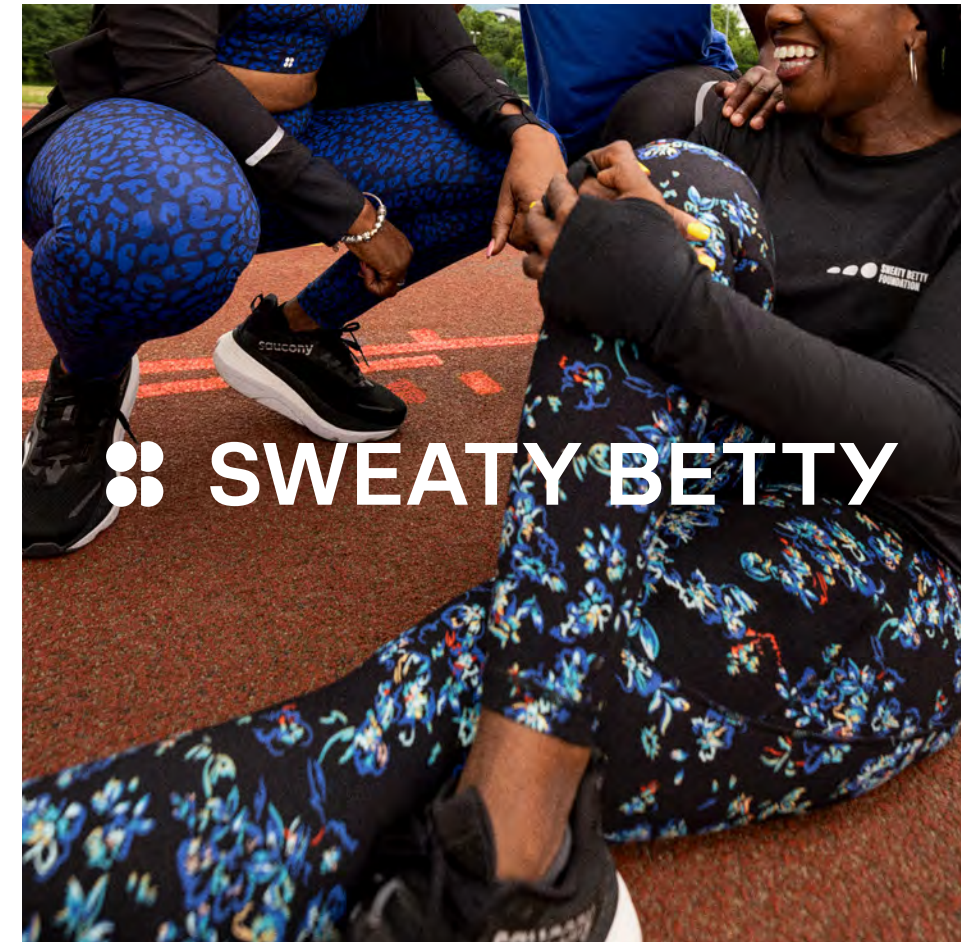
Based in Rockford, Michigan, over the past 142 years Wolverine has built a portfolio of highly admired performance and lifestyle brands focused on timeless craftsmanship and constant product innovation.

The Company’s portfolio includes the Merrell®, Saucony®, Sweaty Betty®, Wolverine®, Chaco®, Bates®, HYTEST®, Stride Rite®, and Hush Puppies® brands. The Company is the global footwear licensee of the Cat® and Harley-Davidson® brands. Wolverine products are carried by leading retailers in the U.S. and globally in approximately 170 countries and territories.

ABOUT THIS REPORT

This 2024 Global Impact Report (“GIR”) highlights Wolverine’s environmental, social, and governance (“ESG”) efforts across our operations for fiscal year 2024, spanning December 31, 2023 through December 28, 2024, unless otherwise noted. Throughout this report, we define ESG as both a framework to categorize factors that influence company performance and a strategy to embed these considerations into our business practices to operate sustainably. The content of this report is informed by our 2023 ESG Priority Assessment, and leverages leading sustainability reporting standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).





Brand Highlights

MERRELL

Oprah Daily's The O List: Winter Wellness featured women's Alpine 83 Sneaker Recraft

SpeedARC Surge BOA declared one of TIME's Best Inventions of 2024

SpeedARC Surge BOA 2024 ISPO Award Recipient

Women's Health 2024 Sneaker Awards named Agility Peak 5 the Best Waterproof Trail Shoe



saucony

Women's Health 2024 Sneaker Awards named Ride 17 the Best Running Shoe for Beginners

Runner's World Shoe Awards 2024 featured Endorphin Speed 4, Ride 17 and Guide 17 as Best Training Shoes



❧ SWEATY BETTY

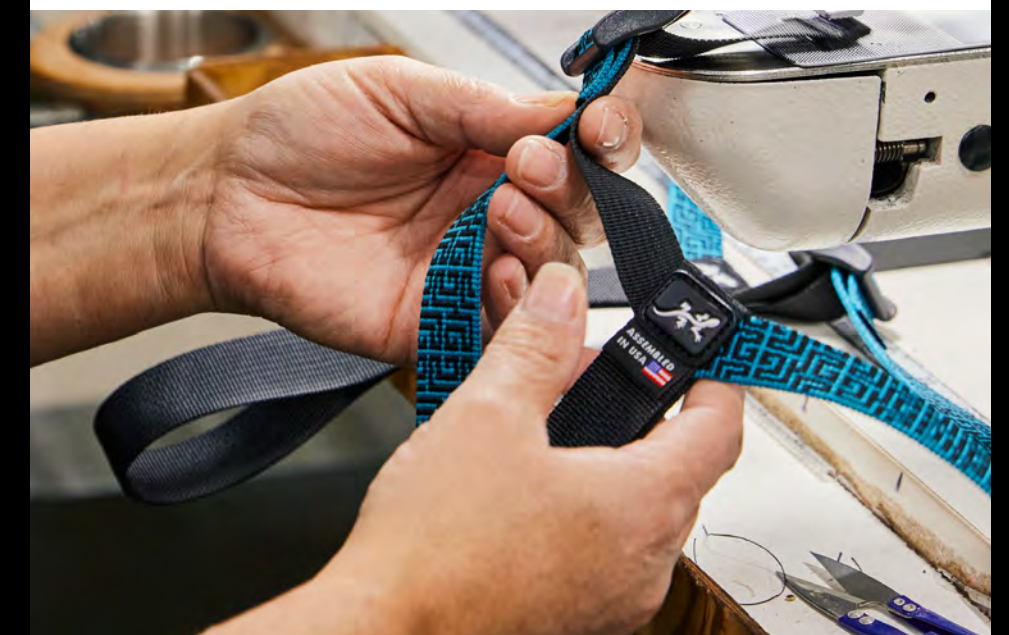
Women's Running 2024 Product Award for Power Leggings

Women's Running 2024 Editor's Choice for Sports Hijab



Celebrated Chaco's 35th anniversary by hosting our first-ever Chaco wedding, which included 35 Chaco-loving couples

14,598 pairs of Chaco Sandals Repaired at our ReChaco Facility in 2024



Invader Max Boot received Bob Vila's 2024 Tool of the Year Award



2024 Highlights

PEOPLE

Nearly

75%

of global employees participated in our 2024 engagement survey, highlighting our employees' commitment to shaping workplace culture and future

84%

of participating employees have a strong belief in the Company, highlight alignment to Wolverine's goals and strategy, and a sense of connection with their peers and managers

84%

of survey participants feel a strong sense of acceptance for who they are at Wolverine

PLANET

17,000 MWh

of Renewable Energy Credits (RECs) purchased to help offset our electricity usage at our North American locations

169.5+ tons

of paper and corrugated cardboard recycled in our U.S.-based locations

Completed

Scope 1 & 2 GHG emissions

inventory, establishing 2023 baseline of 4,987 Mt CO₂e

PRODUCT

213 attendees

representing more than 143 factories attended our annual Corporate Social Responsibility Summit

155

social compliance audits conducted across 96% of our Tier 1 factories

100% of leather used

by Wolverine Worldwide brands came from Leather Working Group (LWG) Gold- or Silver-rated tanneries

PURPOSE

1,000+ hours

of donated service time by our global teams volunteering with community partner organizations

20+

organizations hosted Wolverine employees in volunteering across the globe

3 mission pillars

of the Wolverine Worldwide Foundation

Setting the Course: Vision, Values & Strategic Direction

At Wolverine Worldwide, we believe every day is an opportunity to build better – better products, better experiences, and better communities. Recently, we introduced a bold new Vision and a refined set of Values, anchoring our strategy and illuminating our path forward as a purpose-driven, globally influential brand builder.

Our new Vision is clear and compelling:

Make. Every Day. Better.

This philosophy expresses our commitment to innovation, progress, and excellence – every single day. Whether it's through the products we design, the lives we empower, or the communities we serve, our goal is consistent: make amazing and inspire greatness.

OUR STRATEGIC FOCUS

The foundation of Wolverine Worldwide's strategy remains rooted in becoming a consumer-obsessed builder of great global brands. Our diverse brand portfolio is united by the goal of helping consumers live healthier and more productive lives – whether they're hiking trails, exploring cities, or navigating everyday work. To grow our brands and strengthen impact across markets, we align our organization through our core strategic framework:

1. Designing Amazing Products

We make thoughtful, trend-right, innovative footwear and apparel that enable movement, expression, and confidence. Our products are fueled by consumer insights and focused on delivering versatile solutions that resonate across lifestyles.

2. Telling Engaging Stories

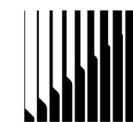
Our brands don't just sell products – they tell stories. Stories that connect with consumers where they are and reflect who they are. From social platforms to global campaigns, we bring our brand values to life in meaningful, authentic ways.

3. Driving Sustainable Growth

We are relentless in our pursuit of performance with agility, accountability, and passion. We show up with a make-it-happen attitude and embrace challenges as opportunities to evolve, get stronger, and deliver results that matter.

POWERED BY VALUES

Our strategy comes to life through our company Values, which inspire our teams to:



Be Great.



Stay Curious.



Win Together.



Make Amazing.



Act Now.



Deliver Results.

These values aren't just words; they're the behaviors we champion and the standard we set across Wolverine Worldwide. They guide how we lead, how we listen, and how we leave a lasting mark on the world.



Our Approach to ESG

OUR STRATEGIC VISION

At Wolverine Worldwide, we believe that innovating and advancing sustainable product design is key to delivering positive impact for all our stakeholders. By embedding sustainability into our products and operations, we aim to create value for our consumers, as well as our employees, the planet, and the communities where we live and work. We strive to reduce our environmental footprint, foster inclusive workplaces, and support vibrant communities while continuing to deliver high-quality products that empower people to live healthier, more active, and more fulfilling lives. Our commitment to sustainability drives us forward as we build resilient brands.

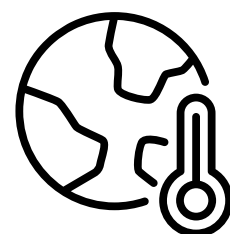
// Oversight of ESG

Wolverine Worldwide's Board of Directors provides oversight of ESG as part of its responsibility for the Company's business strategy. The Board's Governance Committee has primary responsibility for ESG matters, reviewing related policies, objectives, performance, and disclosures, and coordinating with other Board committees to ensure accuracy and compliance. At the management level, the Chief Legal Officer & Corporate Secretary leads the development and execution of Wolverine Worldwide's enterprise-wide ESG strategy, supported by the legal team and a cross-functional ESG Steering Committee that engages our brands, global supply chain, and other teams. While enterprise strategy is set at the corporate level, brands retain operational discretion over key areas such as material selection and vendor partnerships, enabling them to drive sustainability objectives in alignment with company-wide goals.

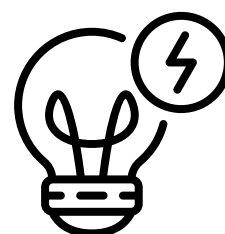
// Materiality

In 2024, Wolverine Worldwide initiated a double materiality assessment to update our 2023 Priority Assessment, aimed at identifying the most material risks, opportunities, and impacts affecting the business. This effort was designed to pinpoint the ESG topics most important to key internal and external stakeholders. We are committed to ongoing engagement, seeking broad input to better understand the diverse ESG issues our stakeholders care about and to continually refine our ESG strategy. Looking ahead, the results of this double materiality assessment will inform our future reporting and strategy development. While the assessment is to be completed in 2025, preliminary findings highlight the opportunity areas featured below as the top priorities to Wolverine Worldwide's business and stakeholders.

PRIORITY IMPACTS AND OPPORTUNITIES:



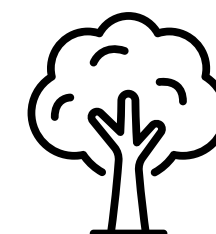
CLIMATE CHANGE



ENERGY



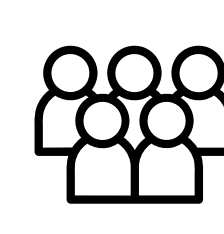
WASTE



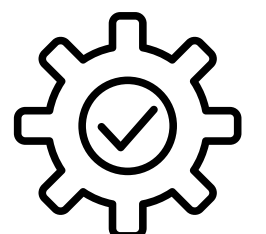
RESOURCE USE



CONSUMER
SAFETY



IMPACTS ON VALUE
CHAIN WORKERS

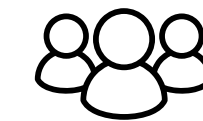


IMPACTS TO
WORKFORCE

Goals and Commitments

We are committed to driving ongoing progress across our sustainability pillars. The ESG Steering Committee is responsible for identifying relevant metrics and frameworks in line with our overall ESG strategy, which will help to inform ESG-related goals and targets for the Company.

OUR COMMITMENTS



PEOPLE

Nurture a culture of belonging and inclusion



PLANET

Expand data collection and reporting for GHG emissions performance

Identify opportunities to reduce GHG emissions



PRODUCT

Enhance traceability throughout the supply chain

Increase factory and supplier participation in Higg Index



PURPOSE

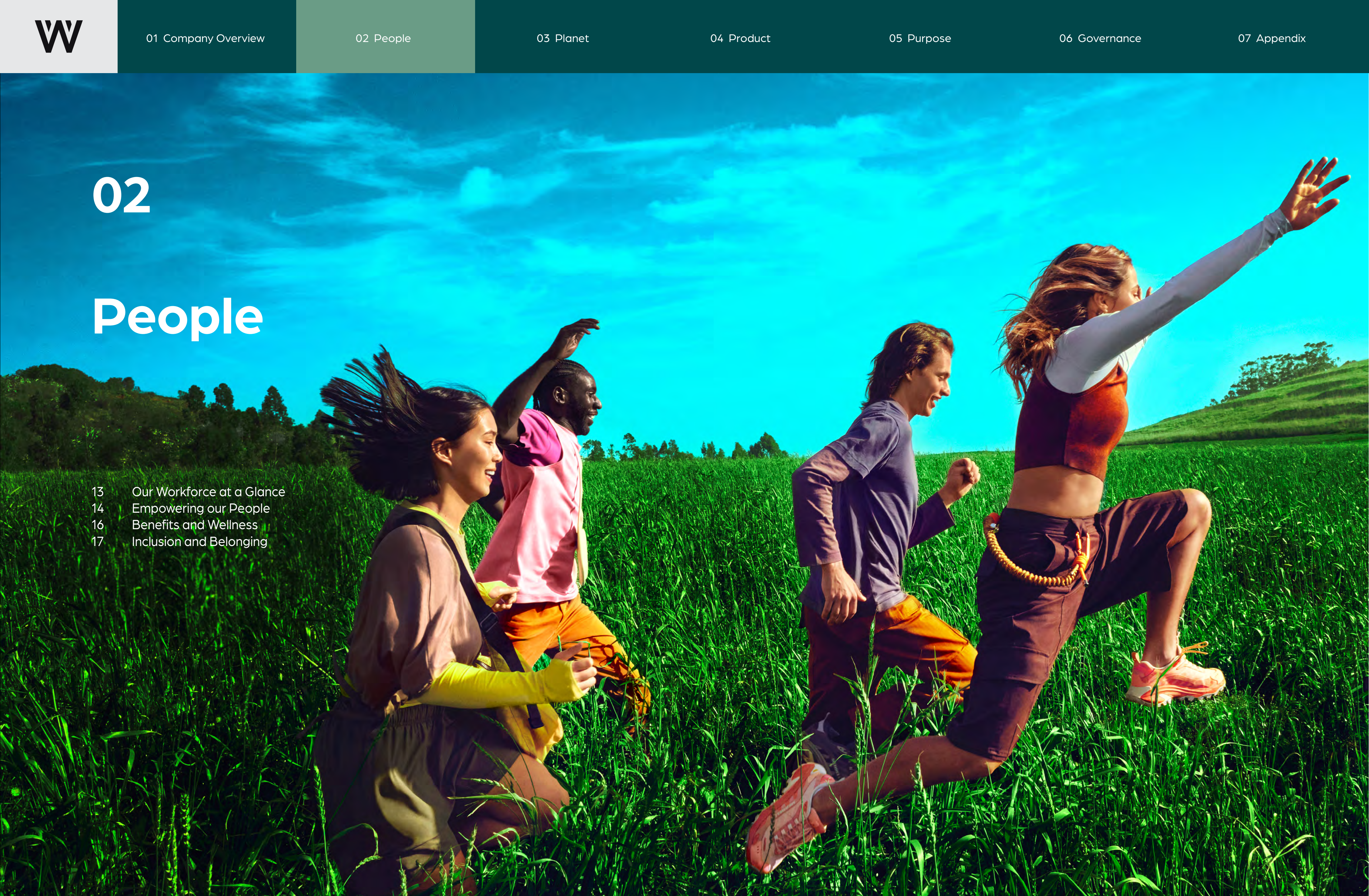
Foster connections and key partnerships within our communities



02

People

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Our Workforce at a Glance

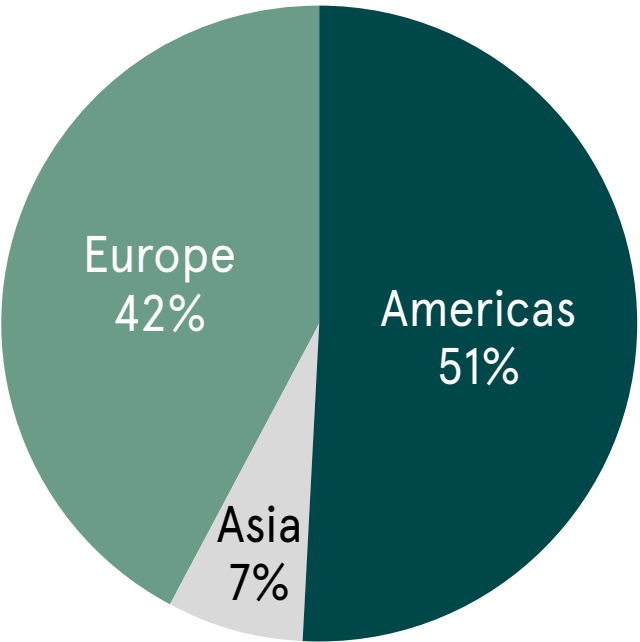
As a global company, our 3,087 employees* represent a diverse range of cultures, religions, ethnicities, and nationalities, as well as varied professional and educational backgrounds.

2024 U.S. EMPLOYEE ETHNICITY DEMOGRAPHICS

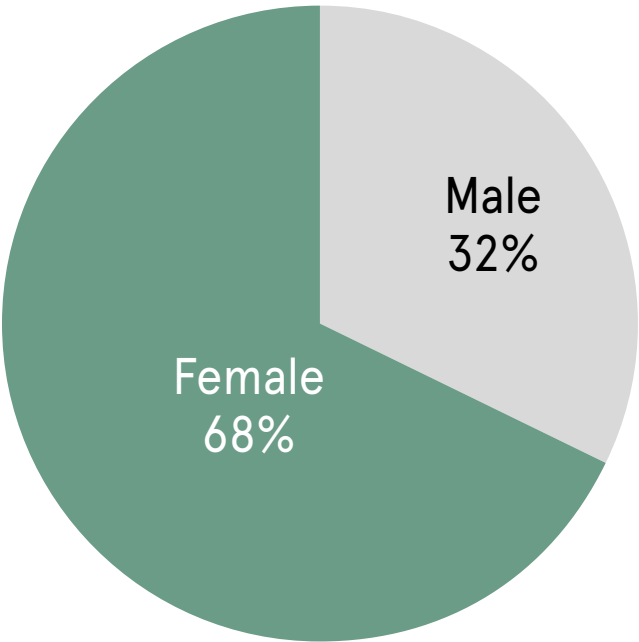


- Caucasian (77%)
- Hispanic or Latino (11%)
- Asian (3%)
- American Indian, Native American, Native Hawaiian or Other Pacific Islander (1%)
- African American (3%)
- Two or More Races (2%)
- Not Declared (3%)

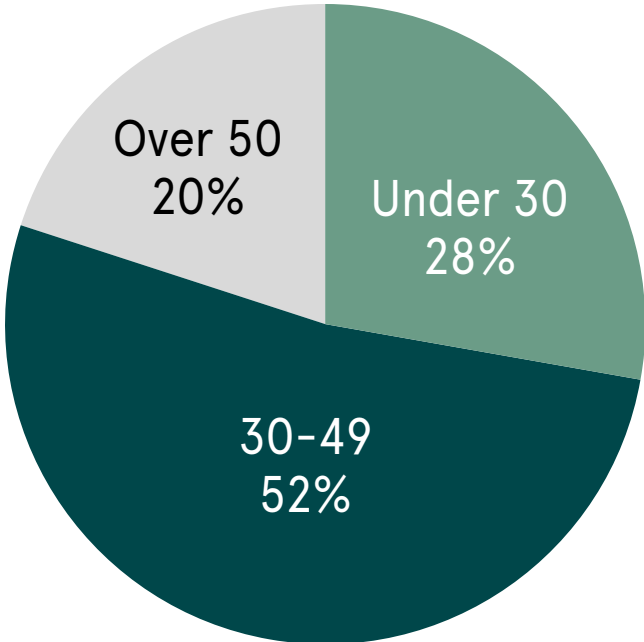
2024 GLOBAL HEADCOUNT



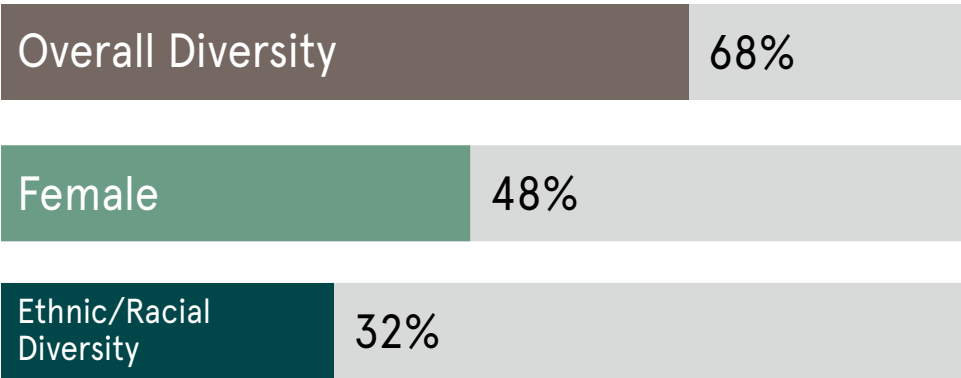
2024 GLOBAL EMPLOYEE GENDER DEMOGRAPHICS



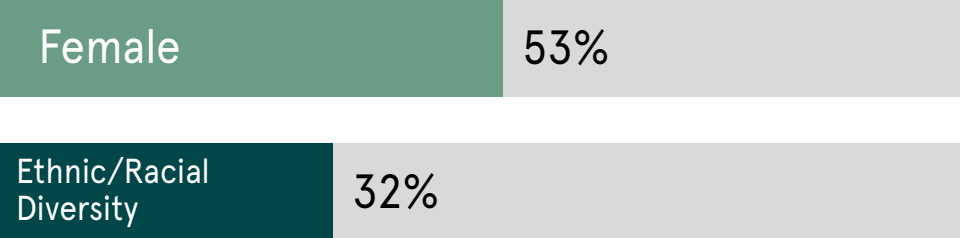
2024 GLOBAL EMPLOYEE AGE DEMOGRAPHICS



GLOBAL SENIOR LEADERSHIP DEMOGRAPHICS



U.S. NEW HIRE DEMOGRAPHICS



*Data reflects 2024 employee population and includes full- and part-time employees

Empowering Our People

We're committed to nurturing the growth of our employees through opportunities and experiences that foster growth, learning, and personal development. From new employees to emerging leaders, we invest in education, on-the-job training, inclusive events, coaching, and mentorship programs that empower individuals to reach their full potential.

// Talent Recruitment

Our modern recruitment systems, strategies, and global talent reach allow the Company to focus on hiring and retaining top employees. Through a variety of development and engagement efforts and world-class corporate amenities, we aim to provide and support a seamless transition from new hires to seasoned team members.

// Onboarding

We want every employee to start off on the right foot. NewSoles is our comprehensive onboarding program that introduces new hires to employee expectations, the Company's history, systems and processes, their new managers, and key personnel on their first day. All employees who are based in Rockford, Michigan or work remotely in the U.S. participate in NewSoles. The program's content is shared with other regions so they can develop and customize onboarding to meet their unique needs while upholding employee experience standards across our operations.

// Career Development

In order to retain and grow top talent, we offer career development programs to our team members. These engaging and impactful opportunities teach employees new skills and help them further their careers. In 2024, we hosted our third annual Global Careers Conference: Growing Together to nurture a progressive mindset, increase cross-functional collaboration, inspire self-empowerment, and share career-advancement tools and resources.

// Mentorship Toolkit

To foster personal and professional growth, Wolverine Worldwide encourages every employee to have a mentor. The Mentorship Toolkit is accessible on WeConnect, the Company's employee information and communications platform, and provides guidance for employees on how to form a positive mentor-mentee relationship.

// Leadership Development

As our Company continues to grow and evolve, having strong, smart, and business-savvy leaders is vital to our success. Partnering with elite educational institutions, we provide a global leadership development program for people leaders at every level, from new managers to experienced executives. Participants have the opportunity to hone business and people leadership skills that are essential to the Company's success and its ability to attract, retain, and inspire top-performing teams.

In our Leading Together: Leading Through Transformation program, we introduced our Company's next evolution, provided tools to help lead team members through change, and reinforced behaviors and mindset shifts needed to successfully move from transformation to acceleration to growth.

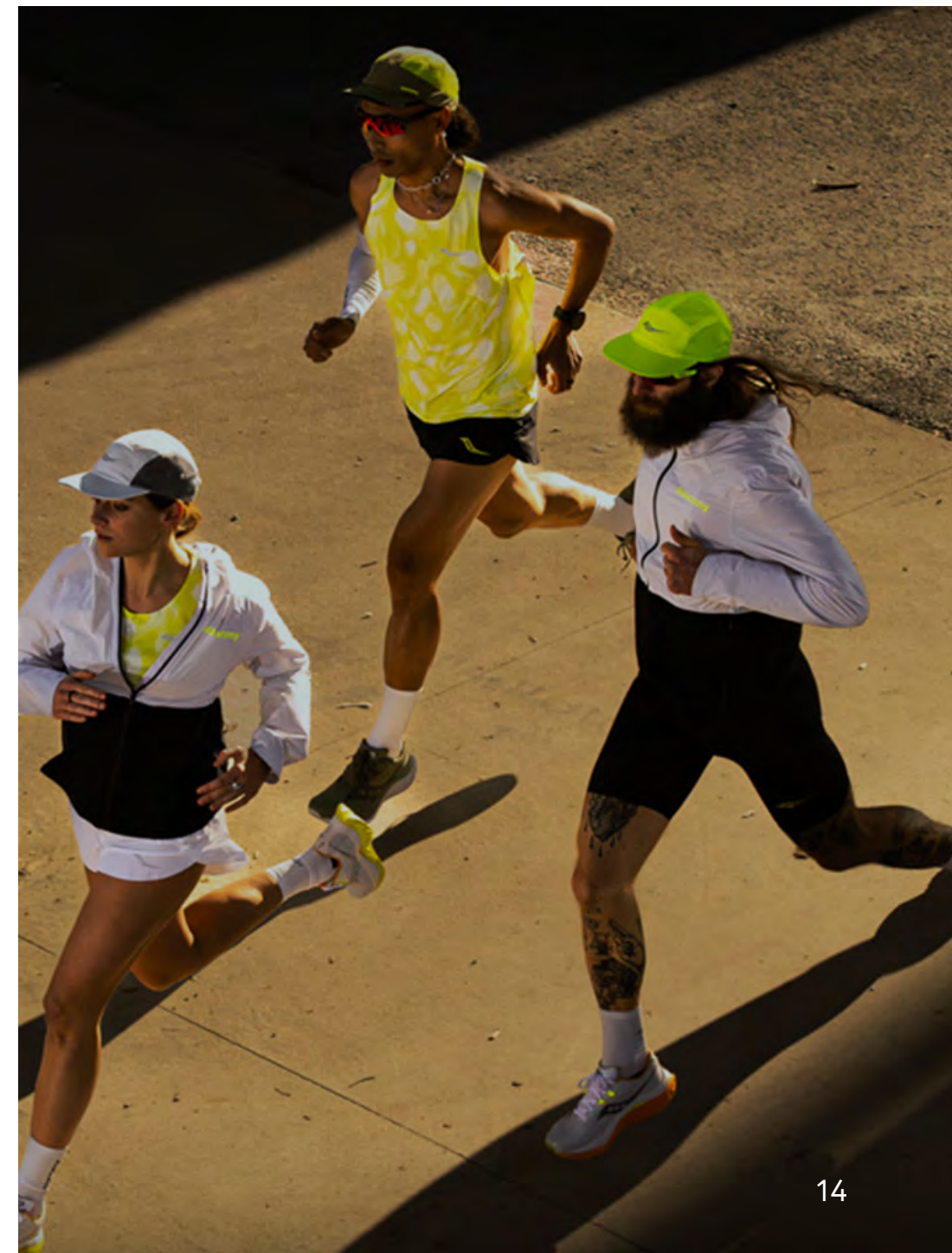
The Harvard Leadership Essentials series, part of our ongoing collaboration with Harvard Business School, engages global leaders at all levels to enhance their skills and foster a culture of collaboration, curiosity, and inclusion. This structured, 10-month program sharpens leadership skills in emotional intelligence, trust-building, resilience, feedback, team performance, and delegation. As of 2024, 250 leaders have participated in this series and 58 more have been selected to participate in 2025.

// E-Learning

Our partnership with LinkedIn Learning gives employees access to thousands of expert-led videos, articles, podcasts and courses that can help them discover and develop business, technology, interpersonal, and creative skills.

// Coaching Office

The Coaching Office provides our global employees with free access to one-on-one, on-demand career coaching. Our team of certified coaches helps employees gain clarity relating to project work, develop better working relationships with managers and colleagues, implement great ideas, build skill sets, and create better work-life balance.



A Culture of Connection



The key to boosting employee engagement and performance begins with communication. We stay connected with team members through many touchpoints, including regular check-in surveys. These pulse checks provide a clearer picture of employee needs, allowing us to develop strategies to maintain positive employee mindsets.

// Pulse Surveys

Twice a year, Wolverine conducts global employee surveys (excluding retail and distribution center hourly workers) to assess job satisfaction, company loyalty, and enthusiasm levels. The scores accurately reflect employee feedback, including underrepresented groups, to ensure that we're fostering an inclusive culture that makes all employees feel welcome, valued, and empowered. Past survey responses have driven the creation of several employee initiatives, including:

- Increased executive leadership communication to provide more transparency around organizational changes
- A Deprioritization toolkit for better workload and job-expectation management
- The Employee + Manager Check-in Guide to maintain team engagement and reinforce leadership support

// Global Employee Assistance Program

Wolverine Worldwide's Global Employee Assistance Program offers all employees counseling services 24 hours a day, 7 days a week, 365 days a year that they can easily access by phone, video chat, or mobile app.

// Engagement and Recognition

To communicate more effectively, transparently, and consistently with every team member, our leadership team has rolled out new ways to engage with our employees, such as:

- **QUARTERLY GLOBAL TOWN HALLS:** We gather our team members around the world every quarter for a Global Town Hall to hear directly from leadership on updates to our business, upcoming initiatives, community events, and employee achievements.
- **COFFEE HOUR WITH CEO:** Several times a year, our global team members have the opportunity to join Chris Hufnagel, our President & CEO, for a coffee hour to hear the latest company news and participate in an interactive Q&A session.
- **WOLVER1NE WEEK:** In 2024, we launched our first annual WOLVER1NE WEEK (One Wolverine Week), a dynamic three-day event that fosters connectivity across the organization, promotes alignment on the Company's enterprise strategy and overall goals, and gives our employees a chance to give back to our communities.
- **WORKING TOGETHER SERIES:** Open to all employees, these virtual seminars explore different departments across the organization to promote engagement and a more collaborative culture. Each session introduces key leaders and makes space for more cross-functional connections.
- **LEARNING TOGETHER SERIES:** To help ease our employees through moments of organizational change and transformation, we provide global training and resources. This includes our Learning Together Series, which focuses on better collaboration, change management, prioritization, decision making, and burnout prevention. An employee and manager check-in guide with tips and conversation starters was also provided to encourage more regular discussions about careers, priorities, and well-being.
- **WOLVERINE STANDING OVATION PROGRAM:** We want to fuel a culture that acknowledges and applauds employees for performance and behavioral excellence. From peer-to-peer digital high fives on our online platform to monetary awards from manager to employee, this program celebrates individuals who are working hard to support and advance the Company's vision.
- **1,000 SPARKS RECOGNITION PROGRAM:** This initiative was introduced during WOLVER1NE Week as a way to celebrate all of the meaningful contributions from employees and their peers.

Benefits and Wellness

All Wolverine employees are offered a comprehensive benefits package tailored to their position and region of employment. To ensure that our compensation and benefits packages remain competitive and inclusive, the Company regularly assesses its offerings. Our global teams get access to the best wellness programs created in partnership with renowned wellness providers. Wolverine employees are also given Wellness Days, which is paid time off they can use to focus on their physical, emotional, and mental health.

Our vast catalog of benefits, which may vary by region, can include:

- Mental health services
- Telehealth medical and behavioral health services
- Flexible work arrangements
- Paid parental leave
- Breast milk shipping during business travel
- Infertility benefits
- Military leave
- Brand merchandise discounts
- Employee referral program
- Financial and retirement planning
- WWW Coaching Office
- On-site fitness center (Rockford)
- On-site childcare (Rockford)
- 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.



Inclusion and Belonging at Wolverine Worldwide

UNITED

Fostering inclusivity is vital to the WOLVER1NE culture. In early 2024, we introduced the UN1TED (United) office to encourage a culture where every person thrives, feels valued, and is able to authentically contribute. As the next evolution of our inclusion efforts, UN1TED is rooted in the understanding that our strengths lie in the rich tapestry of cultures, experiences and perspectives of each consumer, employee, and partner.

We are dedicated to creating opportunities for all, from the internal policies we implement to the external partnerships we cultivate. Creating an inclusive work environment is not about taking from one group to give to another, it's about removing barriers, understanding why those barriers exist, and working together to make space for opportunities to be pursued and dreams to be achieved by all team members.

The UN1TED office honors many cultural, religious and regional observances throughout the year.

In 2024, Wolverine Worldwide also expanded our roster of Employee Resource Groups (ERGs). These voluntary, employee-led groups center around a shared characteristic or interest, are open to all employees, and work to foster inclusivity and build community while providing personal and professional support.

Active ERGs include:



PRIDE: Dedicated to creating a safe, inclusive environment for LGBTQIA+ employees and allies. PRIDE promotes visibility, education, and inclusivity through events, initiatives, and connections.



WOLVERINE MILITARY AND VETERANS: Provides a supportive network for active military, veterans, and their families by fostering a sense of belonging and creating professional development and community engagement opportunities.



WOLVERINE YOUNG PROFESSIONALS: This group is for employees of all ages who are interested in networking, professional development, and Company social events.



WOMXN'S RESOURCE COMMUNITY: Provides enriching and fulfilling experiences for womxn employees by empowering and inspiring womxn to actively engage in the community, provide mentorship, and create meaningful networks.



WORKING MOMS: A supportive community where working mothers can exchange ideas, share experiences, and access resources to thrive both personally and professionally.

Every year, many parents struggle with the financial burden of buying diapers, which can cost almost \$1,000 annually. In 2024, the Working Moms ERG partnered with HELP Aid Pregnancy to host a company-wide diaper drive just before the holidays. They were able to provide:

- 2,300+ diapers (nearly a year's worth of diapers for one child)
- Formula, diaper pails, and bottles



WOLVERINE UNITED: A group of employees from various departments and backgrounds in Europe focused on driving positivity and inclusion in the workplace.

WOLVERINE OUTREACH

PENSOLE LEWIS COLLEGE DETROIT (FORMERLY PENSOLE LEWIS COLLEGE OF BUSINESS AND DESIGN): Wolverine continued our partnership with this Historically Black College and University (HBCU) to provide new paths for students looking to work in creative fields, such as those who don't have design programs at their schools. Sponsoring a five-week Masterclass on innovation in women's footwear design within our Merrell, Saucony, and Wolverine Boot brands, Wolverine gave students the chance to work with top industry talent on a daily basis. From identifying the consumer to launching the final product design, participants were able to work closely with team members from the respective brands to review their work and get feedback. At the end of the class, students gave final presentations to the brands and four individuals were selected to become apprentices within those brands for six months.

BLACK FOOTWEAR FORUM (BFF): In 2024, Wolverine continued its sponsorship of BFF, a program created to celebrate and safeguard the influence, leadership, and creativity provided by Black individuals in the global footwear industry.

Altogether, Wolverine Worldwide values the unique perspectives, experiences, expressions, backgrounds and identities that make us who we are.

03

Planet

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Climate Performance

At Wolverine Worldwide, we recognize the need to address climate change across our operations and supply chain. Climate change, both in terms of the potential impact on the planet and the risks it poses for our business, is a priority topic for the organization. Building on our climate strategy established in 2023, we took meaningful steps in 2024 to further understand the Company's climate footprint and advance our approach to managing climate-related risks and opportunities. During the year, we partnered with climate and ESG specialists to help prepare for emerging and evolving regulatory requirements. Additional information on our climate oversight, strategy, and performance can be found in the TCFD index in the Appendix.

// Greenhouse Gas (GHG) Emissions

In 2024, we completed our first company-wide Emissions Gap Assessment to inform a more comprehensive greenhouse gas inventory aligned with the GHG Protocol. The GHG Protocol is the world's most widely-used set of standards for accounting and reporting greenhouse gas emissions. With that foundation, we finalized our 2023 Scope 1 and Scope 2 GHG emissions inventory. At the same time, we began data collection for our 2024 Scope 1 and Scope 2 emissions, and advanced work on Scope 3 by completing a category relevancy screening and initiating data gathering efforts. We recognize that value chain emissions represent the largest share of our climate impact, so our current focus on Scope 3 data collection reflects this and will better position us to enhance disclosure and set meaningful management strategies moving forward.

Once our inaugural Scope 3 inventory is completed, we will continue to identify and manage opportunities for refinement and increased data availability. More information on our Scope 3 inventory progress can be found in the TCFD Index.

In addition to building a reliable baseline for Scope 1, 2, and 3 greenhouse gas emissions, Wolverine Worldwide has worked toward strengthening its governance and risk management by ensuring climate-related risks and opportunities are regularly overseen and reviewed at the Board and management levels. Through formalized risk assessment processes, such as our Double Materiality Assessment and ESRS Gap Assessments, Wolverine Worldwide has worked toward better understanding physical and transition risks to the company, and the potential impact of various future scenarios or conditions. We aim to continue integrating climate considerations into risk management, business planning, and strategy.

	2023 Market-Based Emissions* (MT CO ₂ e)	2023 Location-Based Emissions (MT CO ₂ e)	Percentage of Overall Emissions (Scope 1+2)
Total GHG Emissions	4,987	11,341	100%
Scope 1 Emissions	516	516	10%
Scope 2 Emissions	4,470	10,825	90%

*Market-based emissions reflect RECs purchased by Wolverine Worldwide

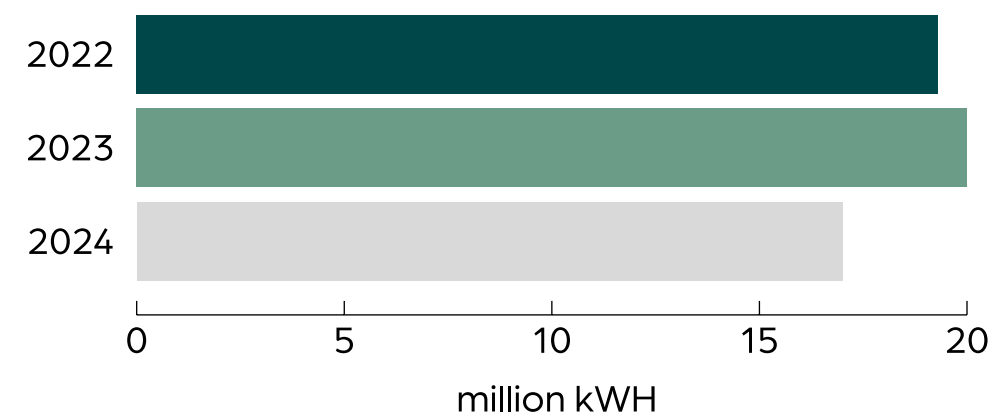
Energy Initiatives

// Energy Initiatives

Leveraging our achievements in tracking comprehensive energy metrics for our North America operations, we continue to monitor and assess our energy usage each year. In 2024, we used 17 million kWh of electricity, a reduction of 15%, or 3 million kWh, from 2023.* We continue to advance our data capture processes with the aim of being able to track usage trends and utilize the information to create programs to help evaluate and explore ways to reduce our energy consumption.

Each year since 2015, we have purchased Renewable Energy Credits (RECs) to offset the energy use at our North America facilities. In 2024, we offset our electricity consumption in our North America operations through the purchase of 17,000 MWh of RECs.

ABSOLUTE ELECTRICITY CONSUMPTION



*Year-over-year electricity variations primarily reflect changes in the scale and nature of operations.

// Facilities

In 2023, Wolverine Worldwide upgraded HVAC systems across 830,000 square feet of U.S. offices, replaced 40% of boilers with higher-efficiency units, and retrofitted equipment to save energy. We also converted 95% of lighting to LED and installed energy-efficient fixtures with motion sensors. Daylight harvesting and occupancy sensors were added to reduce artificial lighting use. In 2024, we realized these energy savings and continue to prioritize facility efficiency as part of our sustainability efforts.

// Electric Vehicles

We aim to continue to increase the use of electric and hybrid vehicles in our car fleet as our leases reach expiration. In 2024, we successfully converted seven vehicles in Europe to electric. Over 40% of our vehicles across the UK, Netherlands, Germany and France are electric or hybrid, and we aim to continue transitioning our fleet toward electric vehicles across Europe over the coming years.

Additionally, as part of our effort to further expand our renewable energy initiatives, we maintain 12 EV charging stations at the Wolverine Worldwide U.S. headquarters location.





Operational Waste and Recycling

We utilize recycling programs at our buildings to help manage our footprint and reduce our environmental impact since we produce waste throughout our facilities and operations on a daily basis. These recycling programs include paper, plastic, cardboard, batteries, electronics, glass, and other items.

Starting in 2022, our London 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.

~169.5 TONS

OF PAPER AND CORRUGATED
CARDBOARD RECYCLED IN TOTAL AT
ALL U.S.-BASED FACILITIES IN 2024

Packaging

As a company, we are committed to environmental stewardship, and recognize that sustainable packaging plays a critical role in minimizing our ecological footprint, conserving natural resources, and supporting responsible supply chain practices. We periodically review our packaging suppliers against our goals to continuously work toward more sustainable packaging.

100% of our inner box and outer carton is now supplied by

FSC certified

suppliers/papers.

The majority of brands have moved to full Kraft construction using

100% post consumer recycled paper

All shoe boxes use

soy or water-based inks

As of 2024, all of our brands except Saucony and CAT Footwear used only 100% post-consumer recycled Kraft paper shoeboxes. Saucony and CAT Footwear use shoeboxes made from coated paper utilizing 80% post-consumer recycled paper. Wolverine Worldwide continues to coordinate with and support Saucony and CAT Footwear to work toward increasing its use of post-consumer recycled paper in line with our other brands.

In 2024, our outer shipping cartons were re-specified to single flute construction, a lighter and more material-efficient corrugated design made from 100% post-consumer recycled paper.

Using sustainable materials in packaging is a key element of our climate strategy to reduce our emissions footprint.

Environmental Shift	Annual Savings	Correlated Benefit
Inner box consolidated size and shift to Kraft	estimated 2,300 tonnes of CO ₂ e savings	 correlates to taking 19,000 round-trip flights within the U.S., 3,000 miles long (San Francisco to New York City)
Outer carton shift from double to single flute	estimated 700 tonnes CO ₂ e savings	 correlates to heating an average home for about 58 years during the winter

// 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 Wolverine’s cardboard packaging comes 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.

We require 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 be post-consumer recycled materials.

// Shrink Wrap Shipping

In an effort to improve customer experience, build on our environmental stewardship efforts, and reduce freight costs, we have implemented an alternative for polybags for shipping orders. Shrink wrap is used for all single pair ecommerce orders at our Michigan Distribution Center. The shrink wrap uses less plastic and can be recycled through the same process as polybags.



04

Product

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INNOVATIVE PRODUCT

CHACO USES MATERIAL MADE FROM RECYCLED WATER BOTTLES

Chaco progresses its sustainability journey by exploring new ways to reduce the environmental impact of its products. As part of Chaco's commitment to make less waste, many Chaco product webbings now utilize REPREVE® yarn, a material made from post-consumer, recycled plastic bottles.

Chaco product webbing utilizing REPREVE® yarn is made through recycled plastic bottles being collected, sorted, and washed. Post-consumer bottles are chopped into flake, which is melted and turned into REPREVE® recycled chip. The chip goes through a state-of-the art process to be transformed into fibers and spun to make our iconic Chaco webbing.





INNOVATIVE PRODUCT

RECHACO REPAIR PROGRAM

From the time Chaco was founded in 1989, the brand's iconic Z/Sandal has been built with repairability in mind, enabling customers to replace and repair outsoles, straps, and buckles through our ReChaco factory located in Rockford, Michigan.

Through our ReChaco program, customers can have their iconic Z/sandals repaired, resoled, or restrapped instead of throwing them away. To date, Chaco has repaired over 400,000 shoes, keeping Chaco sandals on feet and out of landfills.



MERRELL

INNOVATIVE PRODUCT

EXCLUSIVE HIKER DESIGN FOR BIG BROTHERS BIG SISTERS

Highlighting the importance of mentorship and breaking down the barriers many youth face in accessing the outdoors, Merrell and Big Brothers Big Sisters of America (BBBSA) launched an exclusive version of the Moab Speed 2 Hiker.

Designed by a Merrell team member and his BBBSA mentee, the limited-edition hiker has a playful green and black colorway, along with the program's namesake across the heel. A portion of the profits were donated to further support the BBBSA organization.



MERRELL

INNOVATIVE PRODUCT

PARKS PROJECT MOAB 3

Merrell joined forces with Parks Project, a grassroots lifestyle brand dedicated to preserving national parks, to launch a line of plant-inspired hiking gear. At the heart of the collection was the Merrell x Parks Project Moab 3, a hiking boot crafted with HyphaLite™, a mushroom biobased plastic alternative, which is 100% biodegradable and made from certified natural latex and FSC-certified regenerated cellulose fibers. The line also included socks, shirts, and other apparel items made from undyed, unbleached organic cotton and pineapple-based fibers.



saucony

INNOVATIVE PRODUCT

RUN FOR GOOD COLLECTION

To create more sustainable versions of some of Saucony's most popular shoes without sacrificing functional performance, the Run For Good (RFG) Collection incorporates certain natural and recycled components, plant-based dyes, and bio-based soles. The RFG Collection includes:

- **Triumph RFG:** Our premium neutral cushioning shoe features a PWRRUN+ BIO midsole with foam that is 55% bio-based, an outsole that is 80% natural rubber, and an upper that is 85% TENCEL™ yarn with plant-based dyes.
- **Ride RFG:** Our core neutral cushioning shoe was engineered for more sustainable performance with a PWRRUN+ BIO midsole featuring corn-based foam, an 80% natural rubber outsole, and a Lyocell upper with plant-based dyes.
- **Peregrine RFG:** This trail shoe featured a PWRRUN BIO midsole, featuring a 30% sugarcane ethanol foam with regrind material, a durable outsole with 50% Austin Rubber Regrind, and a recycled mesh upper that was locally sourced for a lower carbon footprint.



❖ SWEATY BETTY

INNOVATIVE PRODUCT

SUSTAINABILITY AT SWEATY BETTY

Sweaty Betty continues its commitment to protecting our planet, integrating recycled materials and sustainably sourced natural fibers into our fabrics and products:

- 100% of our swimwear collection was produced using 60% recycled polyamide and included LYCRA XTRA LIFE® fiber for increased product longevity.
- Our All Day franchise was relaunched with an updated version of the fabric using 80% recycled polyester.
- Our Interest Baselayers were updated to include 95% recycled polyamide.
- 90% of our sock collection was made using organic cotton or recycled polyamide.
- 31% of Sweaty Betty products were made using sustainable materials, boosting our sustainable offerings by 5% from 2023.



❖ SWEATY BETTY

INNOVATIVE PRODUCT

SWEATY BETTY TAKE-BACK

As part of our passionate commitment to reducing waste, the Sweaty Betty take-back program gives UK customers a chance to donate their pre-loved gear to be upcycled, recycled, or used for material. The program started in stores in 2019, with our Recycle Your Leggings initiative. Customers can drop their pre-loved leggings at any UK retail location in exchange for a discount on their next in-store purchase. The leggings, along with other unsalvageable clothing items, are sent to Bright Secure Recycling, a local textile recycling company that provides a zero-landfill recycling solution for our products.

We expanded the take-back program online in 2021, partnering with circular fashion site Reskinned. Customers can donate their pre-loved Sweaty Betty products directly to Reskinned and get a voucher to use on their site. Reskinned will clean, repair, and resell the items on the Sweaty Betty x Reskinned site. The small number of products that can't be brought back to sellable condition are recycled.

In 2024, Reskinned received 5,486 Sweaty Betty items and to date has collected over 25,000 pre-loved pieces to be reused.





INNOVATIVE PRODUCT

WOLVERINE X METALLICA SCHOLARS DEBUT EDGY, LIMITED-EDITION BOOT

The Wolverine brand and Metallica Scholars, the workforce education initiative within Metallica's All Within My Hands (AWMH) foundation, released their fifth co-branded collection, with half of the proceeds benefitting the next generation of skilled workers. This latest collaboration brought the Wolverine x Metallica Scholars Rancher Boot, an edgy take on Wolverine's classic Wellington boot featuring a bold, blackened pattern and custom skull artwork by Metallica collaborator Brandon Heart. Crafted with premium materials and fine-grain leather, the limited-edition boots were part of a stylish lineup of apparel and accessories.



Sustainable Materials

Our material sourcing standards create a roadmap for our brands to embrace environmental stewardship, social responsibility, and animal welfare. Best practices are established for our brands to embrace and incorporate preferred materials, such as the use of recycled and natural materials into products. While our brands ultimately maintain responsibility for choosing the materials and suppliers that they use for their products, we promote close collaboration with key functions at our brands to promote the selection of more sustainable materials.

Over several years, we have seen our brands further advance this program by incorporating innovative fibers like biobased materials which support our effort to deliver exceptional products while decreasing environmental impacts. As part of this effort, we continue to evaluate and work with our suppliers to identify opportunities to expand the use of sustainable materials in our products. Moving toward more sustainable materials enables us to minimize the potential negative impact of our products on consumers and the planet by reducing the presence of microplastics and other harmful materials.

// Plant-Based Materials

From organic and recycled natural cotton fibers to biobased materials, these plant-based materials reduce plastic use and synthetic materials in our product lines.

// Organically Grown & BCI Standard Cotton

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 and BCI (Better Cotton Initiative) standard cotton, cotton production systems are better able to replenish and maintain positive soil fertility.

// Algae-Based Materials

In 2024, we had 62 styles which incorporated up to 10% algae-based materials in the insole, midsole, and footbeds of designs utilizing BLOOM® Sustainable Materials. This technology removes over-abundant and harmful algae waste from water pollution and transforms it into renewable and restorative materials, replacing portions of fossil fuel-based materials.

// Biobased Materials

Biobased materials are created using plant and animal by-products and have enhanced recyclability compared to fossil-based materials. Biobased materials being explored by our performance footwear brands include coffee, sugarcane, and mushroom-based materials. In 2024, over 860,000 pairs of shoes contained a bio-based material.

// Recycled Polyester

One of the most common recycled materials used across our brands, rPET polyester is commonly sourced from single-use water bottles, supporting Wolverine's efforts to reduce the amount of waste sent to landfills. In 2024, our brands used recycled polyester in approximately 9 million pairs of shoes.

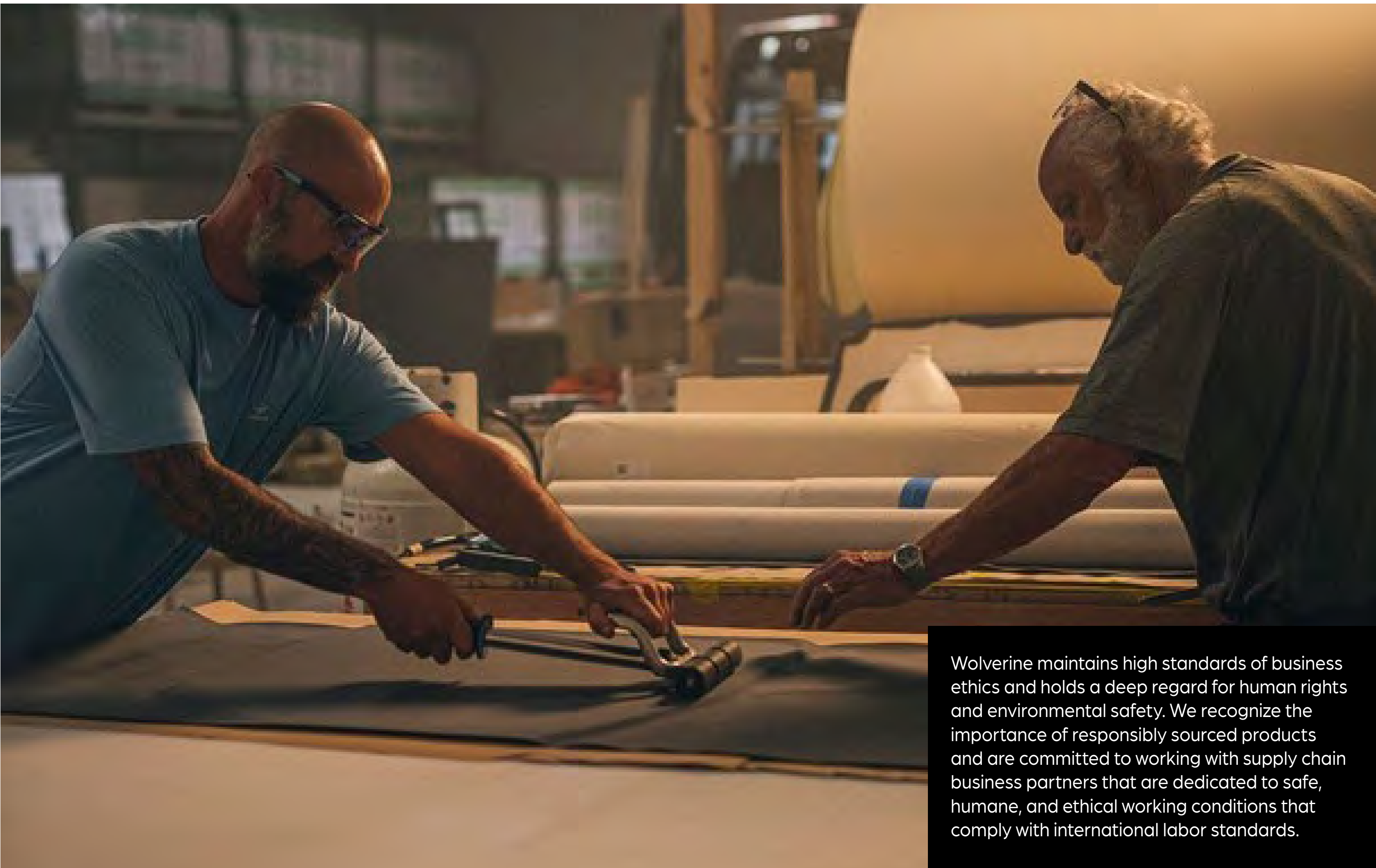
// Recycled Rubber

Sourced primarily for outsoles, our brands recover, reground, pelletize, and recycle postindustrial scraps of rubber throughout the manufacturing process. In 2024, 600,000 pairs of shoes contained recycled rubber.

// Recycled Ethyl Vinyl Acetate (EVA)

Similar to rubber, EVA is commonly used in the midsoles and outsoles of Wolverine products, with scraps generated, collected, and reused at various stages of the manufacturing process. In 2024, 1.3 million pairs of shoes contained recycled EVA.

Responsible Sourcing



Wolverine maintains high standards of business ethics and holds a deep regard for human rights and environmental safety. We recognize the importance of responsibly sourced products and are committed to working with supply chain business partners that are dedicated to safe, humane, and ethical working conditions that comply with international labor standards.

PRODUCTION CODE OF CONDUCT

The Wolverine Worldwide [Production Code of Conduct](#) outlines our longstanding commitment to operate responsibly by upholding the human rights of workers and treating them with dignity and respect, and communicating these working condition standards to our factories and partners.

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

- **WORKING CONDITIONS** – including zero tolerance for forced labor, child labor, human trafficking, and slavery or involuntary work of any kind anywhere in our supply chain
- **HEALTH AND SAFETY** – including providing safe working conditions for workers
- **EMPLOYMENT RELATIONSHIP** – including minimum wage requirements, maximum working hours, benefits, and equitable and inclusive working environments
- **ENVIRONMENTAL SAFETY AND IMPACT** – including a commitment to managing risks and opportunities related to climate change, minimizing waste, and preventing abuse of natural resources
- **BUSINESS AND COMMERCIAL INTEGRITY** – including anti-bribery and anti-corruption, gifts and hospitality, economic sanctions and export controls, and conflicts of interest



SUPPLY CHAIN TRANSPARENCY AND COMPLIANCE

To monitor compliance with our Production Code of Conduct and drive continuous improvement, we routinely perform social compliance audits through our internal teams and certified third-party partners. In 2024, this resulted in 155 social compliance audits, representing 96% of our direct-sourced factories. These audits covered 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, and monitoring and compliance. These audits also cover key potential environmental impacts that are identified across the supply chain, including environmental compliance, waste management, water management, and emissions controls. Our social compliance audits use the SA8000 standard for human rights, and our internal auditors are certified by Bureau Veritas.

All Wolverine brands follow a consistent process for monitoring suppliers, apart from Sweaty Betty. As of 2024, Sweaty Betty still maintains oversight over its own factory base, supplier base, and social compliance program. Wolverine's Tier 1 factory partners are audited on an annual basis, with core Production Partners facing additional or more in-depth review. Core Production Partners, which generally represents our top 20 suppliers, are classified based on production volume and encompass approximately 75% of Wolverine's overall production. For Sweaty Betty Tier 1 factories, Wolverine accepts recently completed external audit reports, completed by a recognized auditor, that satisfy Sweaty Betty's minimum audit requirements. Should an audit or inspection identify a material issue, the Production Partner or Sweaty Betty supplier must work with the auditor and/or

Wolverine to devise and implement a corrective action plan to remedy the issue within an agreed timeframe. If a supplier does not adequately address the issue raised by the corrective action plan, Wolverine may reduce its business with the supplier or terminate the partnership entirely.

All potential partners are assessed with respect to risk and approved by Wolverine's Social Compliance team. If a Wolverine supplier operates in or sources from a conflict affected area, Wolverine requires them to perform human rights due diligence to assess the heightened risk of adverse human rights impacts. When making procurement decisions, Wolverine takes into account the risk assessment of each Production Partner. In 2024, Wolverine had very limited exposure to conflict-affected areas, with only one factory in these regions, which underwent a robust third-party audit to ensure activities did not violate human rights or economic sanctions laws and regulations.

In addition, we conducted our annual Corporate Social Responsibility Virtual Summit for global factories and suppliers in November 2024. Our largest to date, the summit included over 213 attendees and represented more than 143 factories and suppliers. This year's participants represented our valued supply chain partners across China, Vietnam, Cambodia, Bangladesh, India, and Indonesia. We discussed topics such as best practices for complying with the Higg Index, caring for healthy workforces, internal audit, ESG knowledge, and forced labor prevention.

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

Our Supply Chain

Wolverine Worldwide leverages a global supply chain to bring our cutting-edge designs to market. We seek to foster trusting and lasting relationships throughout our value chain, from our Tier 1 factory partners to our Tier 2 material suppliers and beyond. We source our footwear materials from approximately 250 material suppliers across 13 countries. Our footwear is produced by 105 factories, with global production primarily based in Asia.

In 2024, Wolverine Worldwide began exploring transparency and traceability solutions in order to map our supply chain, improve our understanding of supply chain data, and ensure that Wolverine's products comply with regulatory requirements and industry standards. In 2025, Wolverine will work toward implementing TrusTrace, a supply chain traceability software, to unify supplier data, automate compliance and certification tracking, and gain real-time visibility into the value chain. This will enable Wolverine to more effectively collect information across Tier 2 and Tier 3 suppliers, identify and manage risks, and ensure supply chain transparency at every stage.

Each year, Wolverine reviews its supplier network to better align with evolving strategic priorities and enhance supply chain diversity. This map represents the top 5 sourced countries within Wolverine's Tier 1 factory supply chain in 2024.



Animal Welfare

Our brands often choose to design products without any animal-derived materials. When animal-derived materials are utilized, we are committed to ensuring the animals are treated humanely. Our Production Code of Conduct also contains specific expectations for Production Partners to protect animal welfare and to support ongoing animal welfare standards. 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. Additionally, all of our leather is a byproduct of the meat industry, and comes from Leather Working Group Gold- or Silver-rated tanneries.

Sweaty Betty has a robust animal welfare program which excludes leather, fur, angora, Mongolian sheepskin, and yak materials. In addition, Sweaty Betty requires the following materials to be responsibly sourced:

- **WOOL** – requires country of origin and National Wool Declaration and prohibits use of mulesed wool
- **ALPACA** – requires Responsible Alpaca Standard (RAS)
- **MOHAIR** – requires Responsible Mohair Standard (RMS)
- **DOWN AND FEATHERS** – Any down or feathers used in Sweaty Betty products must be responsibly sourced and registered with Responsible Down Standard (RDS), Downpass or Traceable Down Standard (TDS) or have been certified as recycled by Global Recycled Standard (GRS) or Recycled Claim Standard (RCS).
- **TENCEL™ LYOCCELL AND MODAL** – Sweaty Betty is committed to supporting the sustainable production of cellulose fibers and uses Lenzing's TENCEL™ Lyocell and Modal fibers exclusively.



Restricted Substances and Chemicals Management

As a part of Wolverine's commitment to the highest standards of quality and safety in our products, we maintain proactive chemical management through our Restricted Substance Program, which prohibits the use of certain chemicals and substances within our products. All Wolverine suppliers are required to comply with this program, which includes the restriction of certain international substance standards. Additionally, we require our suppliers and factories to obtain external restricted substances certification to comply with strict restricted substances limits. All products undergo initial restrictive substances testing by the factories, and Wolverine routinely conducts additional reviews and tests using third-party audits to corroborate product testing done and reported on by factories.

Wolverine Worldwide banned all compounds in the Per-and-Polyfluorinated Substances (PFAS) family of chemicals in 2023. Wolverine requires testing of every material and component supplied to Wolverine to meet the non-detectable PFAS limit and requires all suppliers have certified compliance with PFAS requirements.



Partnerships and Industry Alliances

Wolverine Worldwide participates in partnerships and industry alliances to enhance its ability to innovate, adopt sustainable practices, and address complex challenges through collective action. Engaging with these organizations enables the company to remain at the forefront of industry developments and align with best practices, while supporting the advancement of social and environmental responsibility. Ultimately, such collaborations not only strengthen Wolverine Worldwide's business and sustainability practices, but also foster positive transformation across the broader footwear and apparel industry.

OUTDOOR INDUSTRY ASSOCIATION

// Outdoor Industry Association

Wolverine Worldwide is a member of the Outdoor Industry Association (OIA), an organization that is comprised of business leaders, climate experts, policy experts, and outdoor enthusiasts working together to grow the outdoor economy while protecting nature and making the outdoors accessible to everyone. The OIA advocates for policies that benefit businesses, with a focus on advancing key focus areas around recreation, trade policy, and sustainable business innovation. Merrell's Global Brand President, Janice Tennant also sits on the board of directors of the OIA, which helps to further align our internal goals with industry best practices.

FDRA FOOTWEAR DISTRIBUTORS & RETAILERS OF AMERICA

// The Footwear Distributors & Retailers of America

Wolverine Worldwide is an active member of the Footwear Distributors & Retailers of America (FDRA), a footwear trade association that represents over 95% of the entire footwear industry. It provides its members with innovative product ideas, training and consulting, sustainability resources, and advocacy for the industry. It offers data, analysis and insights on key issues and challenges impacting the entire footwear industry from design, sourcing, and product safety, to retail and fashion.



// 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 LWG protocol, leather tanneries receive ratings based on auditing standards. Wolverine Worldwide is proud to report that 100% of leather directly sourced by Wolverine Worldwide brands in 2024 came from 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, and Emergency Preparedness
- Chemical Management



// Cascale (The Higg Index)

Since 2018, Wolverine Worldwide has been a proud member of Cascale (formerly the Sustainable Apparel Coalition) – a global, multi-stakeholder nonprofit alliance for the consumer goods industry. In partnership with members, consultants, stakeholders, and industry experts, Cascale owns and develops the Higg Index, a software suite of tools meant to measure social and environmental impacts across the supply chain using common language. The Higg Index empowers brands, manufacturers, and retailers to leverage verified data in order to measure and improve performance. Today, more than 40,000 organizations around the world are using the Higg modules to drive collective industry transformation.



The Higg Index

HIGG BRAND AND RETAIL MODULE

In 2024, Wolverine Worldwide continued its use of the Higg Brand and Retail Module (BRM) which is an industry-standard tool for evaluating and improving sustainability performance in the apparel and footwear sector. This framework allows us to assess our environmental and social impacts across the value chain, identify areas for improvement, monitor our progress, and communicate our sustainability initiatives.

The BRM assesses a brand's sustainability performance across 11 key impact areas within the Environmental, Social, and Governance pillars:

// Environmental

- Biodiversity
- Climate
- Chemicals
- Waste
- Water

// Social

- Workers
- Employees
- Consumer
- Communities

// Governance

- Structure & Management
- Ethics & Behavior

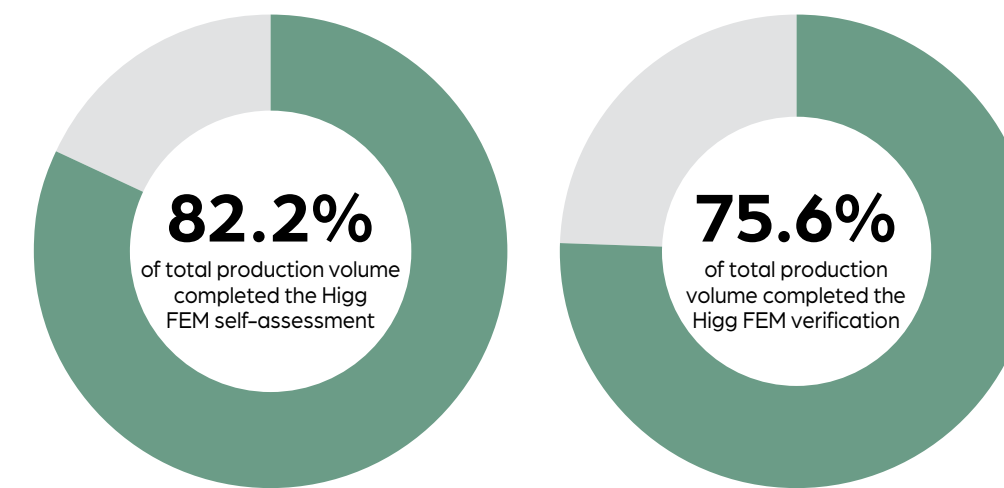
In 2024, 23 of our Tier 1 footwear factories (representing 82% of our total footwear production) reported on the Facility Environmental Module (FEM) and Facility Social Labor Module (FSLM) to help measure the environmental and social labor performance across our supply chain. For the first time, in 2024 we also asked our Tier 2 suppliers to complete the Higg FEM. We received 276 supplier responses, both in-progress and completed, representing 57% of our Tier 2 supplier base. Expanding these efforts across our Tier 2 and increasing the completion rate among these suppliers reflects our ongoing commitment to enhance transparency throughout the value chain.

Many of our factories chose to have their FEM and/or FSLM modules verified by an approved third party. Verification ensures that the factory accurately completed all parts of the Higg module and helps to bolster the credibility and accuracy of the self-assessment.

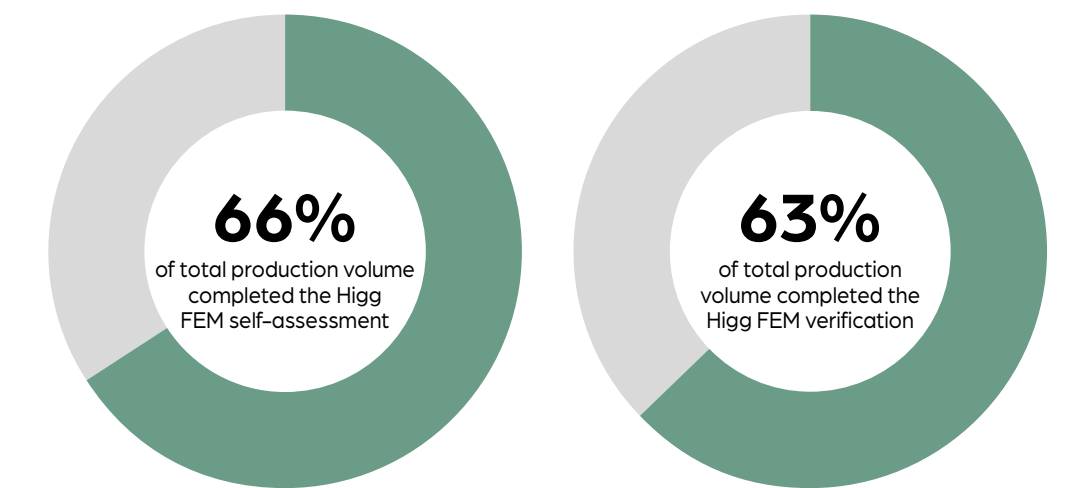
HIGG FACILITY ENVIRONMENTAL MODULE

We use the Higg FEM to better understand environmental management system effectiveness and resource usage at our factories. Resources assessed through the Higg FEM include energy use, greenhouse gas emissions, water use, wastewater, emissions to air, waste management, and chemical use. We strive for all of our factories to decrease overall impact in these areas.

For 2024, we had 40.4% of our total Tier 1 footwear factory base complete the Higg FEM self-assessment, and 36.8% of Tier 1 factories completed verification.



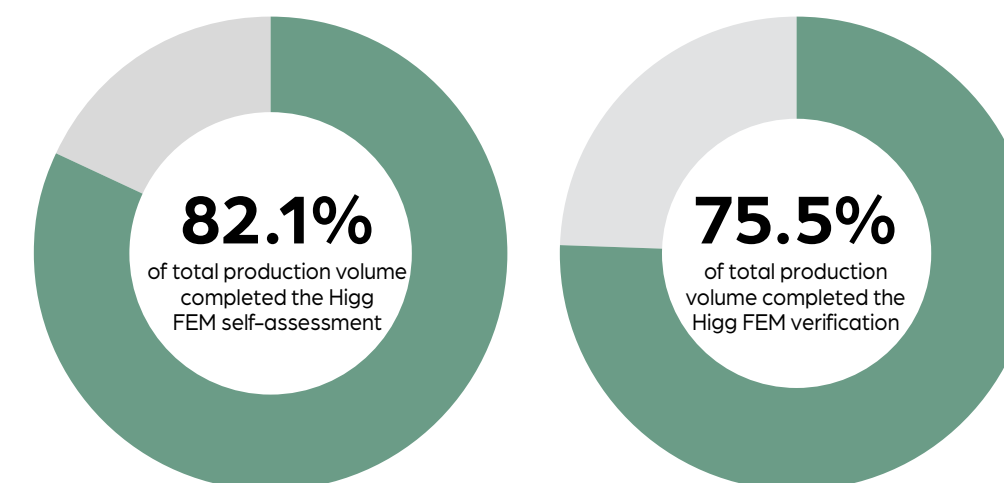
42% of our total Tier 2 supplier base completed the Higg FEM self-assessment and 35% of Tier 2 suppliers completed the verification.



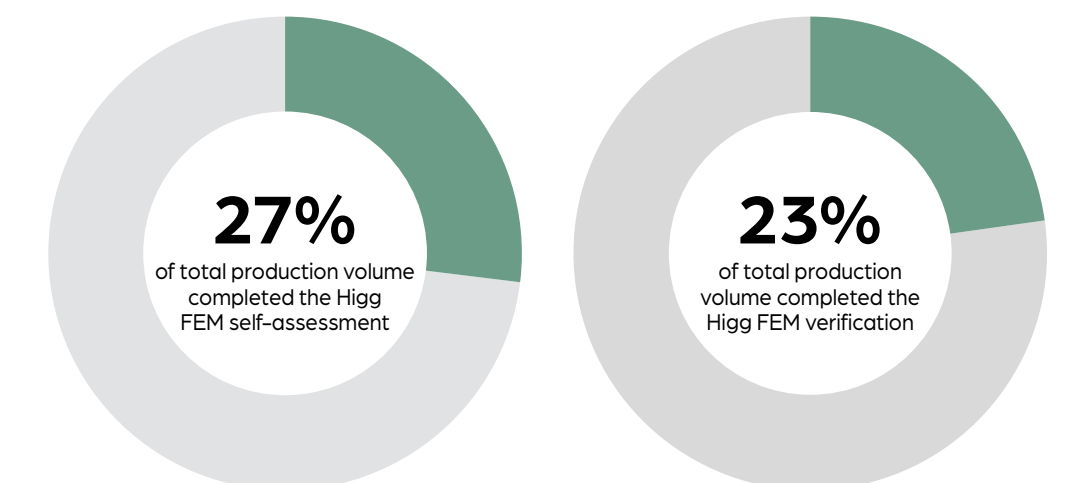
HIGG FACILITY SOCIAL LABOR MODULE

We use the Higg FSLM to assess overall social labor practices in facilities, such as management systems, operational controls, and oversight. Reviews used in the Higg FSLM include factory-level recruitment and hiring, working hours, wages and benefits, and worker treatment. The module supports Wolverine Worldwide's quality assurance efforts at our facilities as we strive to achieve the highest standards of labor practices and worker rights across our facilities.

In 2024, we had 38.6% of our total footwear factory base complete the Higg FSLM self-assessment, and 33.3% of factories completed verification.



6% of our Tier 2 supplier base completed the Higg FSLM self-assessment, and nearly 6% of Tier 2 suppliers completed verification.





05

Purpose

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Reimagining Impact: The Revamp of the Wolverine Worldwide Foundation in 2024

In 2024, Wolverine Worldwide turned a bold new page in its legacy of corporate citizenship by completely revamping its philanthropic engine: the Wolverine Worldwide Foundation (WWF Foundation). With a sharpened mission and restructured pillars of impact, the Foundation emerged as a dynamic force for positive change, committed to shaping healthier, more inclusive communities around the globe.

The Wolverine Worldwide Foundation represents our commitment to societal betterment, based on the idea that intentional support fosters stronger communities and more inclusive futures. We believe it's our responsibility to improve our worldwide communities through dedicated time and contributions.

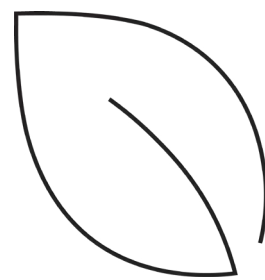
// A Mission Reborn

At the heart of the Foundation's transformation was a renewed purpose: to champion societal betterment through intentional support and meaningful contributions. The new mission reflects Wolverine's belief that companies have a responsibility – not just an opportunity – to invest time and resources into the communities that sustain them. In 2024, this belief came to life through a strategy that emphasized connection, inclusion, and empowerment.



THREE NEW PILLARS

To bring the new mission into action, the WWF Foundation defined three core pillars that now guide its global initiatives. These pillars were created to reflect our brands, employees, and consumers.



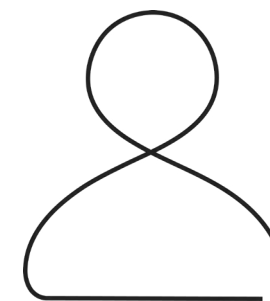
1. Healthy Living & Outdoors

Recognizing the transformative power of nature and physical activity, this pillar promotes wellness through outdoor experiences and community programs. Whether it's leading hiking events, supporting parks, or encouraging active lifestyles, Wolverine aims to help people reconnect with the outdoors and their own well-being.



2. Diversifying Trades & Talent

This pillar reflects Wolverine Worldwide's commitment to broad representation in the skilled trades and workforce. Through educational programs, mentorship, and partnerships, the Foundation works to create inclusive pathways for underrepresented groups, nurturing the next generation of talent and fostering a sense of belonging across industries.



3. Industry & Community Giving

With a focus on dignity, access, and sustained development, this pillar directs resources to both industry-specific needs – such as providing proper footwear to those in need – and broader community goals. From planned giving to grassroots engagement, it supports long-term positive change in the places WWF calls home.

// Building the Future, One Step at a Time

2024 marked a turning point in how Wolverine Worldwide approaches its role in society. The revamped WWF Foundation isn't just about giving back, it's about building forward. With this transformation, Wolverine has made a powerful commitment: to invest in people, elevate communities, and move the needle toward a more connected and equitable world.

// 2024 SUPPORTED CAUSES

- Kid's Food Basket
- TwoTen Footwear Foundation
- Pensole Lewis
- The Right Place
- Grand Rapids Chamber Foundation
- Black Footwear Forum

"This past year, the Wolverine Worldwide Foundation redefined what it means to lead with purpose. From empowering local communities through volunteerism to launching a bold new vision for social impact, our teams have shown that change begins when we all show up with intention and heart." – Dave Latchana, Chief Legal Officer

Making Strides in Service: Wolverine's First Global Day of Purpose

Held during WOLVER1NE WEEK, the **Global Day of Purpose** rallied Wolverine employees across the globe to come together and serve the communities where they live and work. Rather than anchoring the effort to a single date, volunteering took place throughout the week, allowing flexible participation across time zones, office locations, and remote teams.

While Wolverine Worldwide is a global organization, the Global Day of Purpose made it clear: meaningful change begins on the doorstep. From planting gardens to organizing donation drives to mentoring local youth, every activity reflected the Foundation's mission to elevate lives through direct support and community connection.

// Purpose in Action

Participation in the Global Day of Purpose was universal, with all employees joining in the momentum. Volunteers engaged in locally curated events aligned with the Foundation's three pillars:

- **Healthy Lives & Outdoors:** Teams led hiking and clean-up events, partnered with parks, and promoted outdoor wellness.
- **Diversifying Trades & Talent:** Volunteer mentors hosted workshops and career panels for aspiring professionals from underrepresented groups.
- **Industry & Community Giving:** Employees distributed footwear and essentials, supported shelters, and partnered with regional nonprofits.

// A Moment Worth Sharing

This year's celebration was more than just an act of service, we morphed it into a movement. Employees captured and shared their experiences on social media using #WOLVER1NEWEEK and #GlobalDayofPurpose, showcasing how Wolverine's commitment to good ripples outward from every handshake, every step, and every act of generosity.

// The Power of Showing Up

The Global Day of Purpose exemplifies the power of unity behind the Foundation's vision for a stronger, more inclusive world and the company's vision to **Make. Every Day. Better.** Volunteerism isn't just encouraged; it's embedded in our company's culture. With every hour donated, Wolverine employees are proving that purpose isn't just a value, it's a way of working.





Community Engagement

WOLVERINE WORLDWIDE SUPPORTS CALIFORNIA WILDFIRE DISASTER RELIEF

Following the devastation created by the California wildfires, WOLVER1NE joined the disaster relief efforts to provide aid to those affected, giving employees the opportunity to get involved in a variety of ways.

Three reputable organizations were identified for employees interested in donating money, including the American Red Cross, the Parks Project, and the California Community Foundation's Wildfire Relief Fund. These organizations provided critical work in disaster response and recovery, parks rehabilitation, and long-term efforts to rebuild homes and support those who lost their livelihoods.

Our brands jumped in to support the relief efforts, donating 3,000 Merrell shoes and providing Wolverine boots to the LAPD and fire resources, and turning our Beaumont Distribution Center into a collection center for product, water, and perishable food donations that could be shared with local shelters.



WOLVERINE LAUNCHES WOMAN-MADE

During Women's History Month, Wolverine launched its Woman-Made campaign to spotlight the remarkable accomplishments of women in skilled trades. Rooted in the rich legacy of honoring the American worker, Woman-Made celebrated women who made history by inventing and leading the construction of some of our most prominent structures, including the Brooklyn Bridge and the fire escape. The campaign also challenged the use of the phrase "man-made," creating a petition on Change.org to add "woman-made" to the dictionary and bring it into everyday language to address the underrepresentation of women's achievements in skilled trades. Additionally, Wolverine partnered with Girls Garage, a design and building workshop for female-identifying youth in the U.S., to help champion the next generation of girls and gender-expansive students looking to get into a skilled trade.



WOLVERINE RECRUITS THE BLUE-COLLAR CREW

Partnering with the University of Michigan football team, Wolverine assembled a crew of high-profile players and highly specialized trades professionals to redefine what it means to be blue-collar. The Blue-Collar Crew campaign aims to celebrate the blue-collar philosophy and work ethic practiced by those in the National Championship college football program and those in hands-on, skilled trades professions. The introduction of the Blue-Collar Crew came alongside the launch of the new Maize and Blue-Collar Collection of game day-ready boots and apparel. The limited-edition lineup of UMich-branded gear benefits student-athletes, with a portion of sales going to the Champions Circle® collective.

"We celebrate the grit and toughness of college football stars getting the job done on the gridiron, but we often overlook those practicing that same work ethic and grind in their professions. Our goal is to show that being blue-collar is badass, no matter your trade."—Scott Schoessel, Wolverine Brand Chief Marketing Officer

SAUCONY EARTH DAY PLOGGING EVENTS

What do you get when you combine jogging with picking up litter? Plogging! To spotlight this global movement that blends fitness and environmentalism, the Saucony team partnered with run specialty stores to host a series of Earth Day plogging events. While on a walk, jog, or run, participants picked up trash along their route to clean up their local communities.

In Colorado, the Fleet Feet Boulder x Do Good On Purpose Run Club hosted 25 runners for a plogging event followed by a yoga class. Fleet Feet Westfield had more than 30 people come out to test Saucony footwear while picking up litter along their running route. These events led to more than 50 pounds of litter getting picked up.



SAUCONY DONATES TO KICKS FOR KIDS

We partnered with Kicks for Kids, a charitable initiative from CT Run Co., to provide new, properly fitted running shoes to student-athletes at Bridgeport schools in Connecticut. Students were given the chance to test out shoes, keeping the pair that felt best and that would help them thrive during the upcoming season.



MERRELL AND CHACO TEAMS CLEAN UP LOCAL PARK NEAR HEADQUARTERS

In early spring, volunteers from the Merrell and Chaco teams rolled up their sleeves to spruce up a local park. After two hours of raking, gathering sticks, seeding, and cleaning up playground and picnic areas, the team toasted their hard work with some old-fashioned summer games.

HUSH PUPPIES WORLD CLEANUP DAY

In honor of World Clean-Up Day, the Hush Puppies team hosted beach cleanup events in West Michigan and in El Salvador with ADOC, our longest-standing licensee.

HUSH PUPPIES IN THE COMMUNITY

The Hush Puppies team hit the streets for five community service events near our Company's headquarters in 2024.

- The team helped Gilda's Club make dinners for families affected by cancer.
- Volunteers helped with Plainsong Farm's end-of-season cleanup.
- We provided facility maintenance at the Equestrian Center.
- The team joined Lions & Rabbits Center for the Arts to touch up the candyland mural on sidewalks around the neighborhood.
- Working with the Great Lakes Alliance, we participated in the Muskegon Beach Clean-Up initiative.



CHACO X BRAVE TRAILS EMPOWER LGBTQ+ YOUTH

In 2024, Chaco launched a collection of sandals inspired by Camp Brave Trails, a non-profit organization and leadership-focused summer camp for LGBTQ+ youth and their families. Chaco donated 10% of sales from the collection to Brave Trails to support its mission of building the next generation of change makers.

CHACO SUPPORTS AMERICAN CAMP ASSOCIATION

As a member of the American Camp Association (ACA), Chaco provided footwear discounts to ACA members and sponsored ACA's Work at Camp, an initiative to get college students to work at summer camps to get outdoors, mentor kids, and get skill-building and leadership training.

CHACO DONATES SANDALS TO OARS STAFF

As an ongoing sponsor of OARS Whitewater Rafting, Chaco donated more than 400 pairs of sandals to help keep their staff secure on the river.

CHACO THROWS ITS FIRST WEDDING

To celebrate our brand's 35th anniversary, we threw our first-ever Chaco wedding in Bellvue, Colorado. 35 Chaco-loving couples were invited to the banks of the Poudre River to wed or renew their vows in a pair of custom-made wedding sandals, followed by a festive outdoor reception.



❧ SWEATY BETTY

CLEANING UP THE CANALS

Partnering with Moo Canoes, the Sweaty Betty Social Committee grabbed their kayaks, canoes and paddleboards and hit the water for a series of canal litter-picking sessions in London. Not only did the project help keep the city's waterways clean and vibrant, but it gave the team a fun chance to bond outside of the office.

SWEATY BETTY FOUNDATION SPORTS HIJAB

After hearing from teenage girls across the UK about how hijabs were often seen as barriers in sports, Sweaty Betty wanted to empower Muslim girls to move freely while preserving their modesty. Working with sports activist Lipa Nessa and girls in the community, they co-created a sports hijab that focused on safety, breathability, affordability, and style. 300 hijabs were donated to girls across the UK in 2024, with more donations planned in 2025.

CREATING MORE INCLUSIVE SPACES

To better understand and improve accessibility for our customers and team members, Sweaty Betty partnered with accessibility consultants Direct Access to review four of our stores. Direct Access also delivered tailored manager training to prepare our leaders for a wider roll-out across teams. The project is part of a larger effort to embed accessibility into everything we do, from our physical spaces to the way we work, so that everyone feels welcome and supported.



06

Governance

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Wolverine Worldwide is dedicated to upholding the highest standards of responsible corporate governance in order to strengthen management accountability, better enable the execution of our policies, and enhance 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. For more information on our governance program, visit our [Investor Relations webpage](#).

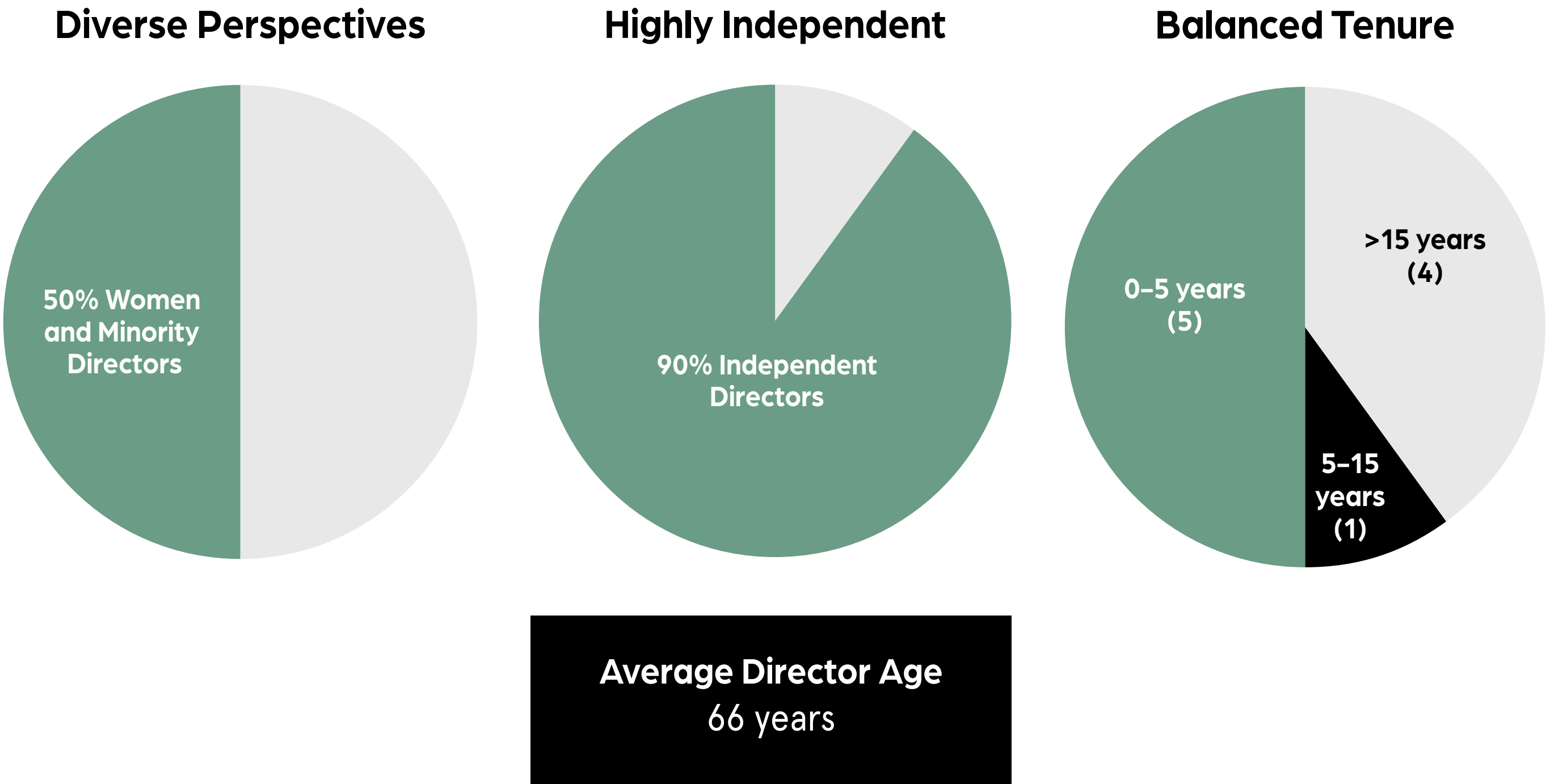
- Independent Board (except CEO) and fully independent committees
- Independent Board Chairman
- Majority vote standard with director resignation policy
- No supermajority vote requirements
- Shareholder right to act by written consent
- Annual Board and Committee self-evaluations
- Robust Board and executive succession planning process, including annual written director nominee evaluations
- Long-standing commitment to diversity of backgrounds, experience and perspectives
- Director onboarding orientation program and ongoing education initiatives
- Active shareholder engagement program

// Stakeholder Engagement

We highly value stakeholder engagement across our entire value chain, including with non-governmental organizations, employees, suppliers, industry groups, and customers. We regularly update our stockholders on Company operations and performance through earnings updates, investor conferences, and proactive outreach for meetings with stockholders throughout the year. In 2024, we conducted outreach and engagement with many of our shareholders, which included discussion and feedback around our sustainability efforts and existing climate strategy.

Board of Directors

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



Information is as of the Company's 2025 Proxy Statement

// Board Oversight

Our Board of Directors has ultimate oversight over our 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 delegated to its Governance Committee the responsibility 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 ESG program, the Compensation Committee oversees the Company's strategies and policies related to human capital matters, such as talent recruiting, development, and retention; inclusion and belonging; human health and safety; and workplace environment and culture. The 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 Chief Legal Officer manages a cross-functional ESG team that is responsible for day-to-day management of the Company's ESG program and the tactical advancement of ESG priorities and initiatives.

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, Chief Legal Officer, Chief Information Officer, Chief Information Security Officer, brand and department leaders, and other members of the management team 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 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.

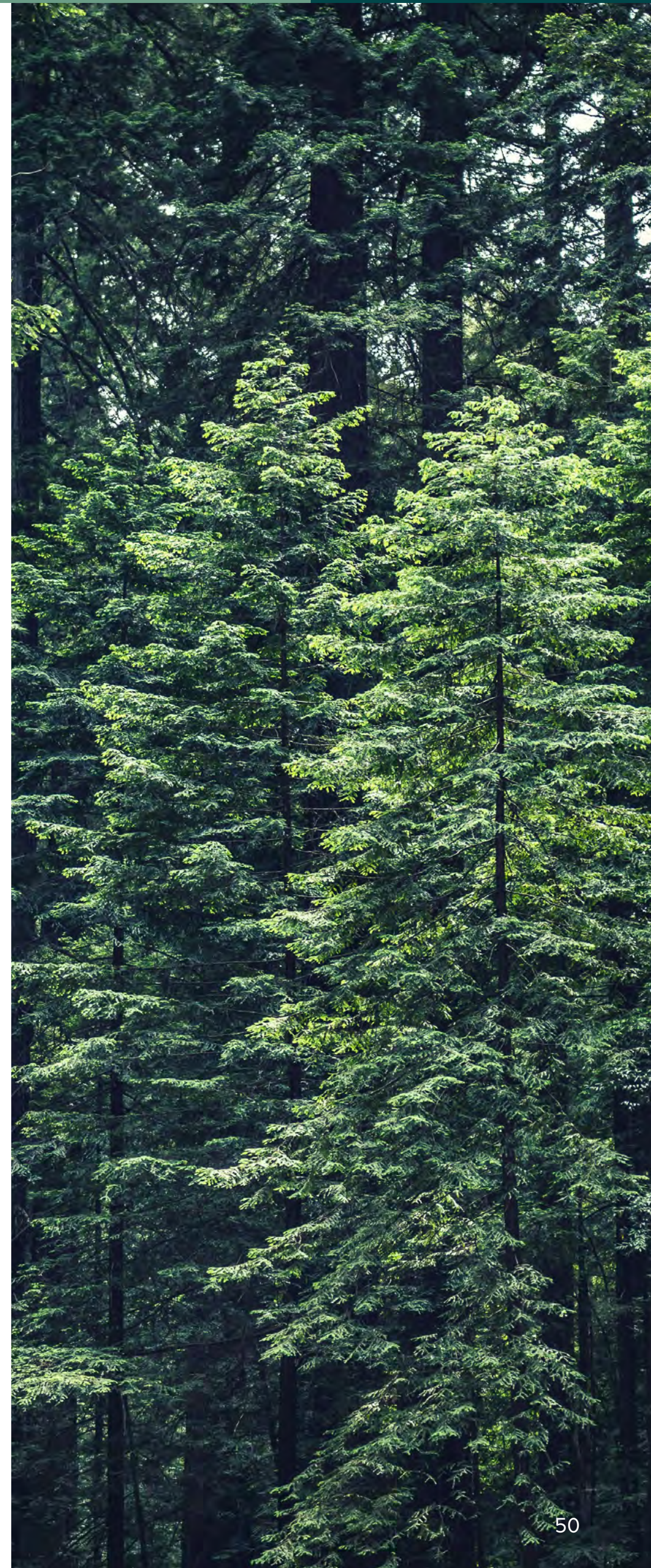
THE AUDIT COMMITTEE reviews the Company's approach to risk management, as well as risk policies and processes related to financial statements and financial reporting processes, credit risks and liquidity risks, major legal and regulatory compliance risk exposures, as well as the Company's policies and management of risks related to cybersecurity, data privacy, and artificial intelligence ("AI"). The Audit Committee discusses with management and the Company's independent auditors the most significant risks or exposures and the steps to be taken by management to mitigate them.

THE COMPENSATION AND HUMAN CAPITAL COMMITTEE oversees the risks associated with management resources, leadership and employee organizational structure and succession planning, and the Company's talent management strategy, which includes hiring, development, and employee retention. These oversight responsibilities also include strategies, policies, and risks related to human capital management, including with respect to matters such as talent recruiting, development, progression and retention, inclusion and belonging, human health and safety, total rewards, and workplace environment and culture. This Committee also reviews and evaluates risks associated with the Company's compensation structure, policies and programs.

THE GOVERNANCE COMMITTEE oversees the Company's management of risks related to governance structure and provisions 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 Chief Legal Officer and Risk Manager 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, Chief Legal Officer, Risk Manager 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

Wolverine Worldwide's cybersecurity program is 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 conduct annual cyber-risk mitigation exercises by completing awareness outreach, annual IT Security Awareness training, phishing simulations, and external vulnerability scans. In addition, we employ continuous testing throughout the enterprise to proactively identify and address security risks in real time.

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. We also maintain various role-based access controls to safeguard data and systems.

The Board has delegated the primary responsibility to oversee cybersecurity matters to the Audit Committee. The Audit Committee regularly reviews the measures implemented by the Company to identify and mitigate data protection and cybersecurity risks. As part of such reviews, the Audit Committee receives quarterly reports and presentations from members of the Company's team responsible for overseeing the cybersecurity risk management, including the Chief Information

Security Officer, Chief Information Officer, and members of the legal team. This cross-functional management team meets regularly to review the Company's top data protection risks and initiatives and reports to the Audit Committee on a range of topics including recent developments, evolving standards, vulnerability assessments, third-party and independent reviews, the threat environment, technological trends and information security considerations arising with respect to the Company's peers and third parties. The other members of the Board receive these quarterly reports and attend presentations to the Audit Committee provided by members of management. The full Board also regularly receives updates from members of management on the Company's policies, practices, and initiatives relating to the use of technology, including AI, across our operations. The Company has protocols by which certain cybersecurity incidents that meet established reporting thresholds are escalated within the Company and, where appropriate, reported promptly to the Board and Audit Committee, as well as ongoing updates regarding any such incident until it has been addressed.

We maintain protocols aimed at appropriately handling, escalating and resolving cybersecurity incident threats. 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. Wolverine maintains cybersecurity insurance.

Ethics and Compliance

We are committed to conducting business in alignment with the highest level of ethical standards and in compliance with applicable laws. We value integrity and transparency and have zero 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 and a Code of Business Conduct, which guides the ethical, socially conscious, and environmentally beneficial behavior of our employees, contractors, suppliers, and other business partners. All employees receive a Business Code of Conduct training every other year, which includes anti-harassment and anti-corruption trainings. In addition, each year, all employees must review and acknowledge receipt of the Business Code of Conduct.

Wolverine Worldwide operates a 24 hours a day ethics hotline known as the Wolverine ReportLine – a confidential and anonymous tool available to both employees and contracted factories and suppliers for reporting possible violations of the Wolverine Worldwide Code of Business Conduct or the law, for reporting suspected unethical practices. We strictly prohibit any form of retaliation against any employees who report to the ReportLine. Employees receive training focused on red flags to be aware of and escalate to the ReportLine and are encouraged to use the resource. Reports are promptly reviewed and addressed by the Wolverine legal team.

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

- Global Anti-Corruption and Anti-Bribery Policy
- Conflict Minerals Policy
- Anti-Human Trafficking and Transparency in Supply Chain Statement
- 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
- Policy for Recovery of Incentive Compensation (Clawback Policy)

TRADE SECURITY COMPLIANCE PROGRAM

We believe maintaining strict security compliance measures better protects our communities from drug and weapons trafficking, human trafficking, and counterfeit products and supports Wolverine's efforts to proactively identify and address global changes and related risks that the Company may face. As such, Wolverine is a member of several globally operating trade compliance programs and works with customs agencies around the world to ensure compliance measures in a number of areas, including cybersecurity, social, trade, and security.

Wolverine Worldwide is an importer and exporter within U.S. Customs & Border Protection's Customs Trade Partnership Against Terrorism (CTPAT) program, active participant within the European Commission's Authorized Economic Operator (AEO) program, and Canada's Partners in Protection (PIP) program. These memberships require Wolverine to meet and exceed specific industry standards.

All supply chain partners, including transportation providers, must adhere to Canada's PIP program and the CTPAT program through contractual agreements with Wolverine, regardless of the area of business.



07

Appendix

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Sustainability Accounting Standards Board (SASB)

Topic	SASB Code	Accounting Metric	Response
Management of Chemicals in Products	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Wolverine maintains a Restricted Substance (RS) Program that assures that all Wolverine suppliers and factories comply with international RS standards. All products undergo initial testing for restricted substances by the factories prior to shipment. To verify the accuracy and reliability of these results, Wolverine conducts additional random product testing through our own laboratory on a sample basis. Appropriate remedial action will be immediately implemented if RS requirements are not followed, and non-compliant suppliers or factories will not be allowed to supply or produce products for Wolverine or any of its subsidiaries. See Restricted Substances and Chemical Management in the 2024 Global Impact Report for more information.
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Wolverine maintains a Restricted Substance (RS) Program that assures that all Wolverine suppliers and factories comply with international RS standards. All products undergo initial testing for restricted substances by the factories prior to shipment. To verify the accuracy and reliability of these results, Wolverine conducts additional random product testing through our own laboratory on a sample basis. Appropriate remedial action will be immediately implemented if RS requirements are not followed, and non-compliant suppliers or factories will not be allowed to supply or produce products for Wolverine or any of its subsidiaries. See Restricted Substances and Chemical Management in the 2024 Global Impact Report for more information.

Sustainability Accounting Standards Board (SASB) (continued)

Topic	SASB Code	Accounting Metric	Response
Environmental Impacts in the Supply Chain	CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	(1) Tier 1 Supplier Facilities 100% of Tier 1 supplier facilities in Direct Sourced Footwear, Agent-Licensee Footwear, and Apparel & Accessories are in compliance with wastewater discharge permits. We are unable to provide the percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits for our Sweaty Betty business, as we are in the process of fully integrating Sweaty Betty into Wolverine’s existing supplier oversight processes. (2) Suppliers Beyond Tier 1 We do not currently track the percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits for any of our sourcing categories. We remain committed to responsible wastewater management and increasing transparency into our supply chain.
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	(1) Tier 1 Supplier Facilities Direct Footwear: 39% Self-Assessed; 32% Verified Agent-Licensee Footwear: 0% Apparel & Accessories: 9.4% Self-Assessed & Verified Sweaty Betty: 53% Self-Assessed; 38% Verified (2) Supplier Facilities Beyond Tier 1 Direct Footwear: 6% Self-Assessed; 5.8% Verified The Higg FEM 2024 review cadence is in progress; verification will be completed by December 31, 2025. We do not currently track Higg FEM completion for supplier facilities beyond Tier 1 for our Agent-Licensee Footwear or Apparel & Accessories sourcing categories. As we continue to integrate Sweaty Betty into Wolverine’s existing supplier oversight processes, we are also unable to provide an exact figure for FEM completion at Sweaty Betty supplier facilities beyond Tier 1. We recognize the importance of environmental performance assessments across the supply chain and may explore opportunities to expand our monitoring in the future.

Sustainability Accounting Standards Board (SASB) (continued)

Topic	SASB Code	Accounting Metric	Response
Labor Conditions in the Supply Chain	CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	(1) Tier 1 Supplier Facilities 100% of Tier 1 supplier facilities across our business have been audited to a labor code of conduct. The majority of these audits were conducted by our in-house Social Compliance team, whose members are certified by Bureau Veritas and conduct audits in line with the SA8000 human rights standard. (2) Supplier Facilities Beyond Tier 1 For Direct Sourced Footwear Factories: Higg FLSM Self-Assessed: 6% Higg FLSM Verified : 5.8% Sweaty Betty: 0% We do not currently track the percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct for our Agent-Licensee Footwear or Apparel & Accessories sourcing categories. We are committed to supply chain transparency and are evaluating ways to improve our understanding of our supply chain performance. (3) Total Audits Conducted by a Third-Party Auditor For Direct Sourced Footwear Factories: Tier 1 supplier facilities: 23% Supplier facilities beyond Tier 1: 13% Agent-Licensee Footwear: 52% (Tier 1 supplier facilities) Apparel & Accessories: 30% (Tier 1 supplier facilities) Sweaty Betty: 100% (Tier 1 supplier facilities)

Sustainability Accounting Standards Board (SASB) (continued)

Topic	SASB Code	Accounting Metric	Response
Labor Conditions in the Supply Chain	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Priority Non-Conformance Rate Direct Sourced Footwear: 23.8% Agent-Licensee Footwear: 12.3% Apparel & Accessories: 19.4% Associated Corrective Action Rate Direct Sourced Footwear: 72.5% Agent-Licensee Footwear: 53.9% Apparel & Accessories: 76.9% We are currently unable to provide data for Sweaty Betty as we continue to integrate Sweaty Betty into Wolverine's existing supplier oversight processes.
	CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	For our Direct Sourced Footwear, Agent-Licensee Footwear, and Apparel & Accessories sourcing categories, our focus areas include managing working hours, supporting freedom of association and collective bargaining rights, and strengthening access to social insurance coverage. In terms of environmental, health, and safety, we emphasize chemical management practices, occupational health check-ups, and maintaining safe facilities. We are currently unable to provide data for our Sweaty Betty business as we continue to integrate Sweaty Betty into Wolverine's existing supplier oversight processes. We actively monitor these risk areas through our supplier oversight processes and require supplier compliance with our Production Code of Conduct.

Sustainability Accounting Standards Board (SASB) (continued)

Topic	SASB Code	Accounting Metric	Response
Raw Materials Sourcing	CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	We are unable to provide information related to raw materials sourcing at this time, as we are working to enhance our data collection and reporting processes to ensure consistency and accuracy across all brands and sourcing categories.
	CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	We are unable to provide information related to raw materials sourcing at this time, as we are working to enhance our data collection and reporting processes to ensure consistency and accuracy across all brands and sourcing categories.

Sustainability Accounting Standards Board (SASB) (continued)

Topic	SASB Code	Accounting Metric	Response
Activity	CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	(1) Tier 1 Suppliers Direct Sourced Footwear: 59 Agent-Licensee Footwear: 46 Apparel & Accessories: 32 Sweaty Betty: 22 (2) Suppliers Beyond Tier 1* Direct Sourced Footwear: 484 Sweaty Betty: 92 *We do not currently track suppliers beyond Tier 1 for our Agent-Licensee Footwear or Apparel & Accessories sourcing categories. We recognize the importance of supply chain transparency and are evaluating opportunities to enhance visibility into our upstream supply chain in the future.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Response
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report on Form 10-K; page 25
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Global Impact Report; TCFD
	201-3 Defined benefit plan obligations and other retirement plans	2025 Proxy Statement; pages 47-48 and 61-63
	201-4 Financial assistance received from government	Wolverine did not receive financial assistance from government bodies during the reporting period.
GRI 2 General Disclosures 2021	2-1 Organizational details	a. Wolverine World Wide, Inc. b. Publicly owned, incorporated entity c. 9341 Courtland Drive N.E., Rockford, Michigan 49351 d. 2024 Annual Report on Form 10-K; pages 5-10
	2-2 Entities included in the organization’s sustainability reporting	2024 Annual Report on Form 10-K; pages 5-10
	2-3 Reporting period, frequency and contact point	Wolverine publishes a Global Impact Report annually. The sustainability data presented covers the 2024 calendar year, from January 1, 2024, to December 31, 2024, and is in line with the scope of our consolidated financial reporting. For more details about Wolverine, visit our website. If you have any questions regarding this report, please contact Dave Latchana, Chief Legal Officer.
	2-4 Restatements of information	Wolverine has not made any restatements in the reporting period.
	2-5 External assurance	Wolverine has not obtained external assurance for the information included in the 2024 Global Impact Report.

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-6 Activities, value chain and other business relationships	2024 Global Impact Report; Company Overview 2024 Annual Report on Form 10-K; pages 5-10
	2-7 Employees	2024 Global Impact Report; Our Workforce
	2-8 Workers who are not employees	Wolverine uses agency temporary workers and contractors for staff augmentation and key projects where subject matter expertise is required that does not exist in house. Our U.S. distribution centers are the greatest users of agency-provided temp labor, to augment staffing for peak and seasonal needs. By using temp labor, we are able to adjust for upward or downward business fluctuations while preserving the integrity of the employment and hours of our regular Wolverine employees.
	2-9 Governance structure and composition	2025 Proxy Statement; pages 10-11 and 30-31 2024 Global Impact Report; Board of Directors
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement; page 11
	2-11 Chair of the highest governance body	Wolverine appointed Tom Long as independent Chairman of the Board as of May 2023. See page 24 of our 2025 Proxy Statement for details on Mr. Long's background.
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board of Directors regularly reviews business initiatives and their environmental and social impacts. See Board of Directors in the 2024 Global Impact Report for more information.

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	The Company's Chief Legal Officer manages a cross-functional ESG team that is responsible for day-to-day management of the Company's ESG program and the tactical advancement of ESG priorities and initiatives. For more information: 2024 Global Impact Report; ESG Oversight 2024 Global Impact Report; Board Oversight
	2-14 Role of the highest governance body in sustainability reporting	Wolverine publishes an annual Global Impact Report, which is reviewed by the Governance Committee of its Board of Directors.
	2-15 Conflicts of interest	2025 Corporate Governance Guidelines; pages 3-4, 7-8, 13
	2-16 Communication of critical concerns	Wolverine's Code of Business Conduct outlines the ways in which employees may confidentially and anonymously escalate actual or potential violations of the Code or law. The Audit Committee is responsible for the receipt, retention and treatment of complaints (external and internal) received by the Company regarding accounting, internal accounting controls, auditing or federal securities law matters.
	2-17 Collective knowledge of the highest governance body	The Governance Committee of Wolverine's Board of Directors receives quarterly updates on ESG risks, impacts, and regulatory updates affecting the Company. The Board of Directors also has access to educational resources which cover ESG topics. Please see the Board of Directors section of the 2024 Global Impact Report for more information.
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement; page 12
	2-19 Remuneration policies	2025 Proxy Statement; pages 32-52

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-20 Process to determine remuneration	2025 Proxy Statement; pages 49-52
	2-21 Annual total compensation ratio	2025 Proxy Statement; page 69
	2-22 Statement on sustainable development strategy	2024 Global Impact Report; Message from our President & CEO 2024 Global Impact Report; Our Approach to ESG 2025 Proxy Statement; pages 14-16
	2-23 Policy commitments	Code of Business Conduct Production Code of Conduct 2024 Global Impact Report; Responsible Sourcing
	2-24 Embedding policy commitments	2024 Global Impact Report; Responsible Sourcing Production Code of Conduct
	2-25 Processes to remediate negative impacts	Wolverine is committed to accountability, transparency, and responsiveness in addressing stakeholder concerns. Grievances are addressed through direct engagement, with emphasis on clear communication and dialogue with affected parties. We apply due diligence to assess situations and provide appropriate remediation, including efforts to restore affected stakeholders to their position prior to the incident when possible.
	2-26 Mechanisms for seeking advice and raising concerns	Wolverine is committed to conducting business in alignment with the highest level of ethical standards and in compliance with applicable laws. Please see the Ethics and Compliance section of the 2024 Global Impact Report for more information.

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-27 Compliance with laws and regulations	This information is not currently disclosed. Please refer to the Ethics and Compliance section of the 2024 Global Impact Report to learn more about our compliance program.
	2-28 Membership associations	2024 Global Impact Report; Partnerships & Industry Alliances
	2-29 Approach to stakeholder engagement	2024 Global Impact Report; Corporate Governance
	2-30 Collective bargaining agreements	0% of employees were covered by collective bargaining agreements during the reporting period.
GRI 302 Energy 2016	302-1 Energy consumption within the organization	2024 Global Impact Report; Energy Initiatives
	302-4 Reduction of energy consumption	2024 Global impact Report; Energy Initiatives
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Global Impact Report; Climate Performance 2024 Global Impact Report; TCFD, Metrics & Targets
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	2024 Global Impact Report; Operational Waste and Recycling
	306-2 Management of significant waste-related impacts	2024 Global Impact Report; Operational Waste and Recycling

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Non-Sweaty Betty suppliers: 96% Sweaty Betty suppliers*: 100% The metrics above reflect screening for both environmental and social criteria. All new factory partners and Sweaty Betty Suppliers are risk-assessed prior to onboarding and must be approved by the Wolverine Social Compliance Team. Once onboarded, factory partners are subject to ongoing risk assessments as part of Wolverine’s auditing and verification procedures. *We are in the process of fully integrating Sweaty Betty into Wolverine’s existing supplier oversight processes.
	308-2 Negative environmental impacts in the supply chain and actions taken	SASB Index; Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment
GRI 3 Material Topics 2021	3-1 Process to determine material topics	2024 Global Impact Report; Our Approach to ESG
	3-2 List of material topics	2024 Global Impact Report; Our Approach to ESG
	3-3 Management of material topics	2024 Global Impact Report; Our Approach to ESG 2025 Proxy Statement; pages 14-16
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	2024 Global Impact Report; Our Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Global Impact Report; Employee Engagement & Well-Being Wolverine Worldwide Careers Webpage; Benefits

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 401 Employment 2016	401-3 Parental leave	We do not disclose metrics related to parental leave at this time. We understand how important family is to our employees, so we offer expanded paid paternal and maternal leave, on-site day care facilities, adoption assistance, family and medical leave, access to Employee Assistance Services and more.
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In the United States, minimum notice periods for operational changes are not prescribed by regulation and therefore are not applicable to our operations. Across our global footprint, notice periods differ and are managed in compliance with the labor laws and regulations of each jurisdiction in which we operate.
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Wolverine employees completed an average of 4 hours of mandatory, general training during the reporting period. Job-specific training is at managers' discretion.
	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Global Impact Report; Empowering Our People
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of corporate, non-retail employees received a regular performance and career development review during the reporting period, accounting for two-thirds of Wolverine's employee base. We plan to expand tracking of this metric in the future, which will help us better understand employee development across all segments of our workforce.
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Global Impact Report; Our Workforce

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 405 Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	We do not disclose the ratio of basic salary and remuneration of women to men this at this time. We are committed to ensuring fair and equal compensation for all employees.
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Production Code of Conduct; page 2
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2024 Global Impact Report; Responsible Sourcing Anti-Human Trafficking and Transparency in Supply Chain Statement Production Code of Conduct
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Global Impact Report; Responsible Sourcing Anti-Human Trafficking and Transparency in Supply Chain Statement Production Code of Conduct
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Non-Sweaty Betty suppliers: 96% Sweaty Betty suppliers*: 100% The metrics above reflect screening for both social and environmental criteria. All new factory partners and Sweaty Betty Suppliers are risk-assessed prior to onboarding and must be approved by the Wolverine Social Compliance Team. Once onboarded, factory partners are subject to ongoing risk assessments as part of Wolverine’s auditing and verification procedures. See our Anti-Human Trafficking and Transparency in Supply Chain Statement for more information. *We are in the process of fully integrating Sweaty Betty into Wolverine’s existing supplier oversight processes.

Global Reporting Initiative (GRI) Index (continued)

GRI Standard	Disclosure	Response
GRI 414 Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	a. In 2024, our Social Compliance Team completed 155 social compliance internal audits that covered 96% of our direct-sourced factories. In addition, the Social Compliance Team completed 122 factory audit reviews. The remaining 4%, or 2 direct-sourced factories, not audited in 2024 is due to operational delays on the part of the facility, resulting in the audit being conducted in early 2025 instead, or changes in factory status, such as transitions in management or facility inactivation. See Supply Chain Transparency and Compliance in the 2024 Global Impact Report and our Anti-Human Trafficking and Transparency in Supply Chain Statement for more information. b. For the number of suppliers identified as having significant actual and potential negative social impacts, see SASB Index; Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits c. Should an audit or inspection identify a material issue, the Production Partner or Sweaty Betty supplier must work with the auditor and/or Wolverine to devise and implement a corrective action plan to remedy the issue within an agreed timeframe. If a supplier does not adequately address the issue raised by the corrective action plan, Wolverine may reduce its business with the supplier or terminate the partnership entirely. See Supply Chain Transparency and Compliance in the 2024 Global Impact Report for more information.
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Global Impact Report; Cybersecurity and Data Privacy

Task Force on Climate-related Financial Disclosures (TCFD)

GOVERNANCE

Describe the board's oversight of climate related risks and opportunities:

The Wolverine Worldwide Board of Directors exercises oversight of climate-related risks and opportunities as part of its broader responsibility for the Company's business strategy. The Board regularly reviews brand initiatives, product collections, and launches that have environmental and social implications.

The Board has delegated primary responsibility for ESG matters, including climate change, to its Governance Committee, which oversees ESG policies, programs, and related risks. The Governance Committee periodically reviews the Company's climate strategy, objectives, performance, and related disclosures, and makes recommendations to the full Board on how climate-related considerations are integrated into business strategy and operations. The Governance Committee coordinates with the Audit Committee and the Compensation and Human Capital Committee to ensure ESG and climate-related disclosures are accurate, compliant with applicable laws, and supported by appropriate internal controls.

Describe management's oversight of climate related risks and opportunities:

At the management level, our Chief Legal Officer & Corporate Secretary is responsible for overseeing the development and execution of Wolverine Worldwide's enterprise-wide ESG strategy, which includes climate-related priorities. This leadership role is supported by the Assistant General Counsel and other members of the legal team, who coordinate cross-functional efforts and ensure integration with regulatory requirements.

Wolverine Worldwide aims to enhance engagement with its brands around sustainability and climate. In 2024, the Company reinstituted a cross-functional ESG committee, including representatives from the individual brands, Global Supply Chain and other teams. While the enterprise climate strategy is managed at the corporate level, brands retain discretion in operational areas such as material selection and vendor partnerships, which are critical to advancing climate and sustainability objectives. Moving forward, Wolverine Worldwide aims to formalize coordination and increase collaboration between corporate leaders and brands to align efforts toward the achievement of climate and sustainability priorities.

RISK MANAGEMENT

Describe the organization's processes for managing climate-related risks:

Our governance structure ensures that climate-related risks are regularly reviewed and escalated to appropriate committees and leadership, supporting informed decision-making and alignment with evolving external expectations. We maintain focus on enhancing data quality, disclosure, and climate risk oversight as part of an iterative process to strengthen our overall risk management and resilience to climate change.

Describe the organization's processes for identifying and assessing climate-related risks.

In 2024, we began conducting climate-specific risk assessments, including a Double Materiality Assessment and an ESRS Gap Assessment, to identify key climate-related risks and opportunities relevant to our operations and value chain. We engaged climate consultants to support assessment and disclosure of risks, including California-specific climate risks, and have initiated processes to systematically integrate climate considerations into risk management practices.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

The Company's enterprise risk management process, overseen by the Audit Committee, encompasses ESG and climate-related risks. For more information about our Enterprise Risk Management process, see page 50.

Task Force on Climate-related Financial Disclosures (TCFD) (continued)

STRATEGY

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including Disclosure under a 2°C or lower scenario.

This risk and emissions data provide critical insights that shape Wolverine's broader climate strategy. While direct operational emissions and risks are limited in scale, the company acknowledges the substantial potential impact within our supply chain. In response, we are strengthening cross-functional collaboration and refining governance mechanisms to effectively manage climate-related challenges and opportunities. Our strategy balances immediate mitigation actions, such as renewable energy procurement and Scope 1 and 2 emissions management, with an eye toward the development of forward-looking adaptation strategies. As data quality improves and risks become clearer, we will use these insights to guide decision-making and develop appropriate emission reduction targets and transition plans.

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Wolverine Worldwide has advanced its climate strategy by integrating comprehensive mitigation efforts with an increasing focus on understanding climate-related risks. In 2024, we began assessing potential climate-related physical risks to our operations and supply chain. While the potential scale of impact on our direct facilities is considered moderate, extreme weather events may pose risks to worker health, safety, and local ecosystems. The potential impact to our value chain, however, is more significant. We have engaged external experts to assess climate risks specific to California and to support readiness for state reporting requirements. Through our ongoing efforts to expand our GHG emissions inventory, we aim to identify key risks and opportunities relating to energy use, emissions reduction, and sustainable product innovations.

Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.

Through our preliminary assessments, we have determined potential physical risks posed by climate change to both our direct operations and value chain. The impact on our owned facilities is considered moderate, with extreme weather events potentially affecting worker health, safety, and local ecosystems. However, the potential physical and transition risks across the value chain are more significant, particularly given our broader operational footprint. To support this work, we engaged external experts to conduct focused climate risk scenarios specific to Wolverine's profile. Our analysis concentrated on high emissions scenarios for physical risks and 1.5°C-aligned scenarios for transition risks, enabling us to prioritize the most material issues ahead of undertaking a full climate risk assessment.

Task Force on Climate-related Financial Disclosures (TCFD) (continued)

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

We annually track and report greenhouse gas emissions from our direct operations in accordance with the GHG Protocol, and we are committed to expanding the completeness and transparency of our reporting each year. In 2024, we completed emissions data collection for Scopes 1 and 2 (2023 data) and commenced comprehensive Scope 3 data collection, prioritizing categories identified as most material through relevancy assessments.

We are still reviewing our Scope 3 inventory but have begun to define the emissions categories that are relevant and included in our calculation. The categories that have been deemed as most likely material to Wolverine, based on their contribution to our Scope 3 emissions, are indicated in the adjacent table.

We also monitor energy usage across all North American facilities and track the percentage of electricity sourced from renewable sources and the use of renewable energy credits (RECs).

Category	Included in Scope 3 inventory?
1. Purchased Goods and Services	✓*
2. Capital Goods	✓
3. Fuel and Energy Related Activities <i>(Not included in Scope 1 or Scope 2)</i>	✓
4. Upstream Transportation and Distribution	✓*
5. Waste Generated in Operations	✓
6. Business Travel	✓
7. Employee Commuting	✓
8. Upstream Leased Assets	Not relevant to Wolverine's operations
9. Downstream Transportation and Distribution	✓
10. Processing of Sold Products	Not relevant to Wolverine's operations
11. Use of Sold Products	Excluded as category is optional** and has been deemed immaterial
12. End-of-Life Treatment of Sold Products	✓
13. Downstream Leased Assets	Excluded as it has been deemed immaterial
14. Franchises	Not relevant to Wolverine's operations
15. Investments	✓

*Identified as likely largest contributor to Wolverine's Scope 3 emissions

**Only indirect use phase emissions are applicable to Wolverine, which are optional to report on

Task Force on Climate-related Financial Disclosures (TCFD) (continued)

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In 2024, we prioritized our first full year of greenhouse gas (GHG) emission measurement and reporting, with the goal of creating a reliable baseline. As we move forward and expanding how we track emissions across our operations and value chain, we aim to gain insight into year-over-year comparisons for our emissions performance. This improved visibility will help us decide on the right next steps for our climate strategy, including whether and how to set future goals for reducing emissions.

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

Emission Breakdown by Region

Region	2023 Total Location-Based Emissions (MT)	2023 Total Market-Based Emissions (MT)*	Percentage of Total Emissions
North America	10,213	3,396	68%
UK/Europe	733	1,177	24%
APAC	388	404	8%
South America	7	10	0%
TOTAL	11,341	4,987	100%

*Market-based emissions reflect RECs purchased by Wolverine Worldwide

Electricity Consumption

Type	2022	2023	2024
Total Electricity Consumption (kWh)*	19,300,000	20,000,000	17,000,000

*Data represents usage for our North American operations.

Fleet Fuel Consumption

Type	2023
Fleet Fuel Consumption (liters)	108,638*

*This figure represents annual fuel consumption data for on road vehicles (e.g., company cars, distribution vehicles) owned and controlled by Wolverine Worldwide covering Vietnam, China, and the United States. Data for company vehicles in Canada, Europe, and the UK locations are not reflected in this figure.



Forward Looking Statements

This report is intended to highlight some of Wolverine Worldwide's corporate responsibility efforts during 2024; it is not a comprehensive description or representation of all of the Company's corporate responsibility activities during that time.

This report contains "forward-looking statements." Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. Forward-looking statements can be identified by use of words such as "aim," "aspire," "believe," "commit," "expect," "goal," "intend," "strive," "target," "will," and "work" or similar statements or variations thereof. These statements are based on management's current opinions, expectations, beliefs, plans, objectives, priorities, assumptions, or projections regarding future events or results, including, but not limited to, our impact commitments, strategies, and initiatives, and our future reporting; our business plans and strategies; our products and services; ESG risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are not intended to create legal rights or obligations. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, many of which are beyond our control and difficult to predict, that may cause actual results, levels of activity, performance, achievements, reporting and events to differ materially from those stated, anticipated, or implied by such forward-looking statements. Such risks and uncertainties include, among others: our ability to implement our impact strategies

and initiatives and achieve our goals; our ability to compete effectively in global footwear, apparel and direct-to-consumer markets; changes in general economic conditions; unpredictable weather conditions; legal compliance and litigation risks and the other risks discussed under the heading "Risk Factors" in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission ("SEC"). In addition, forward-looking statements in this report are based on assumptions that we believed to be reasonable at the time of preparation, but these assumptions are subject to revision and may be based on developing standards that may change in the future and processes, internal controls, and diligence that continue to evolve. Wolverine Worldwide undertakes no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law.

Any references to terms such as "material," "significant" or "relevant" in this report do not correspond to the concept of materiality used by the SEC or under securities or other laws, or as used in the context of financial statements required by applicable law and regulation. This report also contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that Wolverine Worldwide is required to disclose in its SEC filings. For a discussion on human capital measures or objectives that Wolverine Worldwide focuses on in managing its business, please see the "Human Capital" section in our most recent Annual Report on Form 10-K.

This report may contain, or incorporate by reference, public or third-party information not separately reviewed, approved, or endorsed by Wolverine Worldwide. We make no representation, warranty, or undertaking as to the accuracy, reasonableness, or completeness of such information.

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