



Genesco

DELIVERING SHAREHOLDER
VALUE THROUGH OUR FOOTWEAR
FOCUSED STRATEGY

VISION WHO WE ARE

Create and curate leading footwear brands that represent style, innovation and self-expression; be the destination for our consumers' favorite fashion footwear

STRONG PORTFOLIO OF BRANDS THAT RESONATES WITH CONSUMERS



LITTLE
BURGUNDY

schuh

JOHNSTON & MURPHY.



Bass

STRATEGY

Build enduring relationships with our target customers, grounded in unparalleled consumer and market insights

Excite and constantly exceed expectations by delivering distinctive experiences and products, using our deep direct-to-consumer expertise across digital and physical

COMPANY OVERVIEW



Nashville, TN

HQ



19,000+/-
employees¹

1,375+/-
retail footwear stores²



90%/10%
specialty retail and
digital/branded sales²



OUR VALUES & HOW WE WORK

Act with passion and compete to win

Treat our customers and each other with integrity, trust and respect

Create an unrivaled home for talent and diversity to grow and succeed

Never stop being curious; innovate and improve endlessly

Be nimble and react fast

1) As reported in FY2023. 2) Retail stores as of July 29, 2023 and retail, digital and branded sales for the 12 months ended January 28, 2023.

LEADERSHIP & GOVERNANCE

OUR LEADERSHIP IS DEDICATED TO GROWTH IN THE RIGHT WAYS

HIGHLY ENGAGED, INDEPENDENT BOARD COMMITTED TO ONGOING REFRESHMENT

Focused on driving growth and sustained profitability to benefit all shareholders

- 56% of current directors appointed in the last 2 years
- 3 new directors appointed in 2021 and 2 more in 2022



Quarterly Board subcommittee reviews ESG progress against strategy and ongoing initiatives with quarterly reports to board

COMMITMENT TO REGULARLY EVALUATING BOARD

composition to reflect the right mix of skills and expertise, diversity and new perspectives, including:



- 6 of 9 directors diverse in gender and/or ethnicity
- Board, Audit and Nominating & Governance committees chaired by women

JAN. 2019

Danny Ewoldsen was named Senior Vice President and President of the Johnston & Murphy Group

OCT. 2019

Brent Baxter named Vice President, Chief Accounting Officer

OCT. 2019

Scott Becker appointed Senior Vice President, General Counsel and Corporate Secretary

FEB. 2020

Mimi Vaughn appointed President and CEO, named to the additional role of Genesco Board Chair in July of 2020

DEC. 2020

Tom George appointed Senior Vice President and Interim CFO, elevated to permanent CFO, October 2021

MAY 2021

Parag Desai appointed Senior Vice President and Chief Strategy and Digital Officer

SUSTAINABILITY

DEDICATED TO GROWING IN THE RIGHT WAYS FOR OUR PLANET AND EACH OTHER



CO₂e
Assessed
Organisation



CO₂e
Reduced
Organisation



CO₂e
Assessed
Supply Chain



Striving to improve our environmental stewardship through sustainability practices in every part of our business

ENVIRONMENTAL ACTIONS WE'RE WORKING ON:

Lessening greenhouse gases

Reducing water use

Diverting waste from landfills

Reducing packaging materials and waste

Limiting non-renewable energy consumption



ESG TASKFORCE

30-member, enterprise-wide ESG Task Force in place, already creating policies and improvements in the Environmental, Social and Governance areas

WE BELIEVE OUR CLIMATE CHANGE POLICY BENEFITS OUR PEOPLE AND PLANET AND IS BENEFICIAL TO ALL OF OUR STAKEHOLDERS



As a member, we follow holistic practices in the supply chain for leather manufacturing

SUSTAINABILITY

CARBON ASSESSMENT

Since 2019, Genesco has been working with Carbon Footprint Ltd. to better understand our company's carbon footprint. Through this we have assessed all emissions from our buildings, travel, and freight.

This year we conducted an initial screening of our purchased materials as part of our commitment to sustainability and our efforts to reduce greenhouse gas emissions across our supply chain. We are now planning a deep dive into this area to better understand these emissions and identify opportunities for reduction.

Target setting is an important part of our strategy and will help define our priorities, measure our progress, and align our actions with our values. We are in the process of setting ambitious but realistic targets, based on the best available science, industry benchmarks, and expected company growth projections, for reducing our environmental impact and enhancing our social responsibility.



COMMITTED TO
RESPONSIBLE
ETHICAL SOURCING
AND VENDOR COMPLIANCE
CODE WITH REGULAR
FACTORY INSPECTIONS



WATER ASSESSMENT

This year, we have expanded our scope to track and report our water usage across Genesco. We have expanded our reporting to show our commitment to sustainability and responsible resource management.



SUSTAINABILITY

OUR DEDICATION TO GROWTH WHILE RESPECTING OUR PLANET IS REFLECTED IN ALL OF OUR BRANDS



In July 2023, Journeys teamed up with **thredUP** and created “Journeys Second-Hand,” a resale program geared towards serving Journeys shoppers with more fashion and apparel options in an environmentally-conscious way. “Journeys Second-Hand” allows customers to shop secondhand apparel directly from Journeys’ website and resell gently worn items for Journeys shopping credit.



- Removed all poly bags from packaging to reduce waste
- Reduced the number of Dockers box sizes from 20+ to 14



- Plastic bags made from 100% recycled materials
- Currently 80% recycled content, soon to be 100% recycled content
- Kraft paper bags 100% recyclable and made from 40% recycled materials



schuh

71.5% reduction in emissions from 2019 base year (not including purchased materials). 100% uptake in renewable energy tariffs across all sites. Carbon offsetting covering the remaining emissions making schuh a Carbon Neutral company since 2019.

JOHNSTON & MURPHY

BOX OPTIMIZATION: Consolidating packaging suppliers to reduce the number of supplier shipments and optimized the box design to reduce materials.

- Redesigned shoe box with 25-28% reduction in materials, eliminated adhesive tape, and reduced dye usage on our most used boxes by 25-50%
- Overhauled popular box size offerings from 50 to 26 skus



PACKAGING CONVERSION:

Converting to recycled or recyclable materials

- Shoe Box: 80% recycled material, 100% recyclable
- Shopping Bag: 100% recycled material, 100% recyclable
- Poly Shipping Bags & Woven Labels: made with 50% recycled content





EQUALITY

OUR STRONG CULTURE IS ROOTED IN DIVERSITY, EQUITY AND INCLUSION

schuh won the inaugural **Diversity and Inclusion Award** at The Drapers Awards 2022 in the U.K. schuh was recognized for its progress made over the last two years to improve accessibility and inclusion for our customers, employees and the wider community.

66% 

of Genesco's U.S. workforce is female

ENGAGED EMPLOYEES⁶



85%

My team has a climate in which diverse perspectives are valued

88%

Genesco has an environment where people of diverse backgrounds can succeed



90%

I am treated with respect and dignity

OUR HUMAN RIGHTS POLICY ALIGNS WITH U.N. GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS AND OECD GUIDELINES

WE SUPPORT



United Way of Greater Nashville



6) Responses to Genesco corporate survey and Journeys retail survey.

EQUALITY

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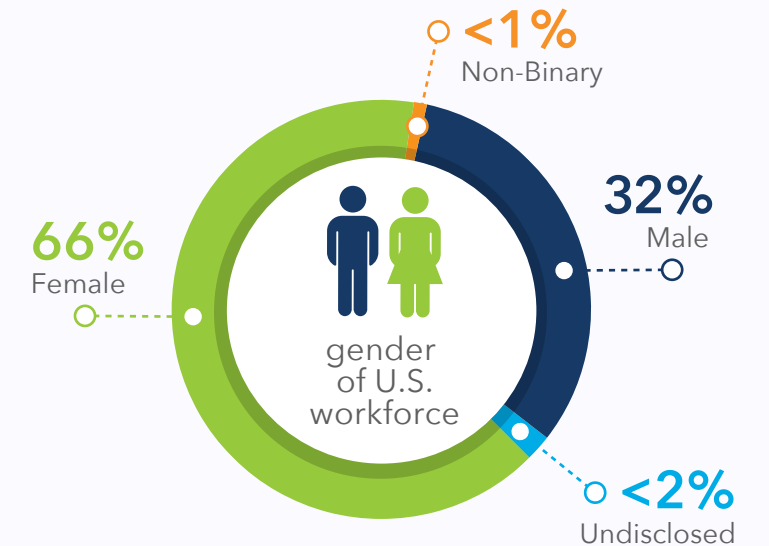
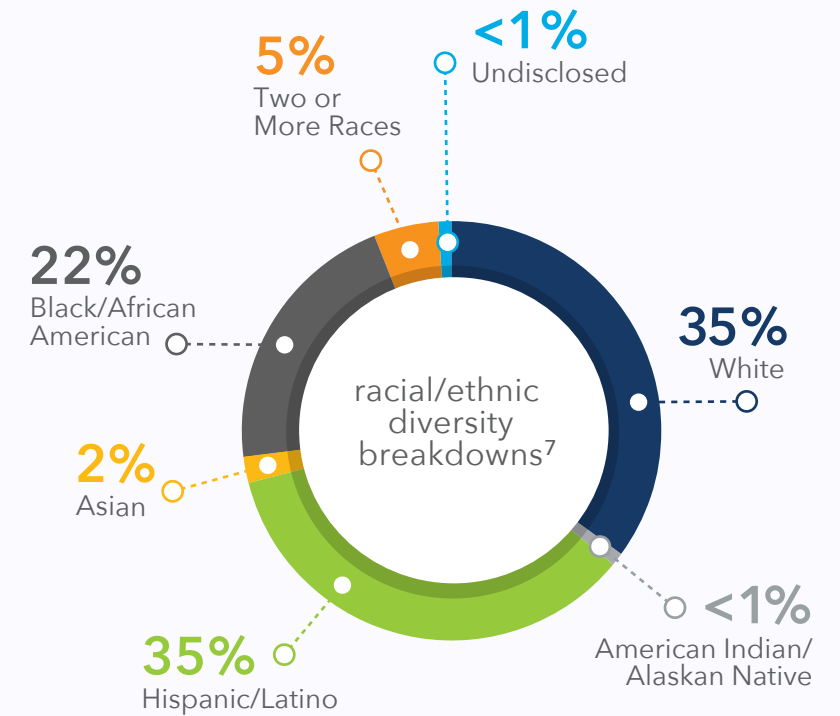
FOCUSED ON DIVERSITY, INTEGRITY & SUSTAINABILITY IN THE PRODUCTION, SUPPLY CHAIN AND SALE OF OUR FOOTWEAR FOCUSED PRODUCTS

Management-led Task Force on Diversity, Equity and Inclusion (DEI)

Launched Women's Business Resource Group (BRG) in February 2023: and LGBTQ+ BRG in October 2023

Conducted DEI survey with North American employees, which put roadmap in place for long-term DEI actions

Conducted listening sessions with office, retail and DC employees to complement survey and implicit bias training for corporate managers



⁷) Does not include schuh and Canadian employees. Source for charts: Genesco HRIS, September 2023.

GIVING BACK TO COMMUNITIES

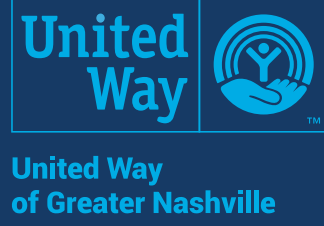
BUILDING BETTER COMMUNITIES

Since 2003, the Genesco Employee Scholarship Fund has awarded more than 250 scholarships to employees and their children to help them attend four-year colleges and universities.



SERVING THE UNDERSERVED IN OUR COMMUNITIES.

Through our *Cold Feet, Warm Shoes* signature initiative, more than 100,000 pairs of shoes have been provided to children in need over the past 30 years.



Genesco has raised approximately \$6 million through its annual "Make a Difference" Charity Golf Tournament benefitting United Way of Greater Nashville. Genesco has supported United Way of Greater Nashville for more than 95 years through employee and corporate support.



The Genesco Employee Matching Gifts Program matches four donations per employee or director per year up to \$1,000 to qualified 501c (3) organizations.

DEDICATED TO HELP

Genesco's Community Service Policy provides full-time corporate employees 10 hours a year paid time to volunteer.