

# STEPPING TOWARD A MORE SUSTAINABLE & EQUITABLE FUTURE



## GENESCO 2022 ESG REPORT



LITTLE  
BURGUNDY

schuh

JOHNSTON & MURPHY



Bass

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# LETTER FROM THE BOARD CHAIR, PRESIDENT & CHIEF EXECUTIVE OFFICER



## Importance of Our Responsible Approach

*It is with great pride that we present Genesco's inaugural Environmental, Social and Governance (ESG) Report.*

For nearly 100 hundred years, Genesco has been a leader in the footwear industry. Our success and longevity are attributable to the courage we have ingrained into our culture to constantly reflect and reinvent ourselves. Our footwear focused strategy drives us to understand our customers by providing the right product, in the right shopping environment, when customers want to shop. Our 18,000+ employees spanning North America, the U.K. and the Republic of Ireland work with talent, grit and excellence and are key partners driving this strategy both on the front lines and in our corporate offices.

While we have made consistent strides in governance, sustainability and human capital initiatives over the years, in 2020 we significantly bolstered our ESG commitment. We established Diversity Equity and Inclusion (DEI) and ESG task forces. This past year, we strengthened the oversight responsibilities on our Board with the creation of an ESG subcommittee as part of our Nominating and Governance committee.

In 2021, we adopted our first-ever climate change policy, which reinforces our responsibility in protecting the environment both in our retail operations and our sourcing activities. Along with the policy, we joined the Leather Working Group to advance sustainable environmental practices among our manufacturing business partners, and most recently, we conducted our inaugural enterprise-wide carbon assessment.

In recognition of respect, dignity and inclusivity, we adopted a comprehensive human rights policy. In addition, we were recognized for the third consecutive year by the Human Rights Campaign Corporate Equality Index as a "Best Places to Work" for LGBTQ+ Equality. For our people, we established our LGBTQIA+ Business Resource Group, with new groups on the horizon. In our communities, it is important to us that we support our family, friends and neighbors during hard times by helping those in need. Our **Cold Feet, Warm Shoes** community outreach event is just one of many examples of the great community outreach work across the company.

**As we continue to evolve and transform, I am confident that our commitment will continue to create a better and more prosperous future, not only for Genesco but for the world around us. I look forward to updating you on our journey and future success through our subsequent reports and updates.**

A handwritten signature in black ink that reads "Mimi E. Vaughn".

**Mimi E. Vaughn**

*Board Chair, President and Chief Executive Officer  
Genesco Inc.*

# GENESCO AT A GLANCE

## What We Aspire To Do

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

## How We Will Achieve Our Aspiration

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.



Nashville, TN

**HQ**

### Global Operations

United States • Canada

Puerto Rico

United Kingdom

Republic of Ireland



**1,414+/-**  
stores



**18,000+/-**  
employees



established  
**1924**

All values in the report are for our 2022 fiscal year or later unless otherwise noted.



## OUR FOOTWEAR FOCUSED STRATEGY

### Strategic Pillars

#### **Our Values and 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*

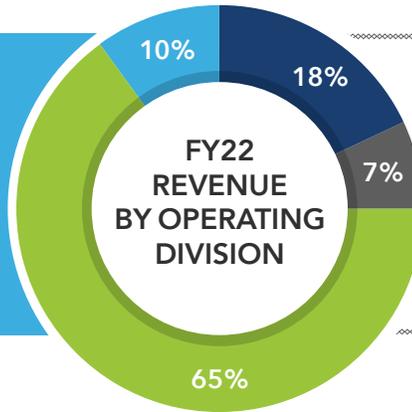
*Never stop being curious; innovate and improve endlessly*

*Be nimble and react fast*

Our footwear focused strategy centers around six strategic growth pillars aimed at accelerating Genesco's transformation and leveraging synergies to drive growth and sustainable profitability.

1. Accelerate digital to grow direct-to-consumer
2. Maximize the relationship between physical and digital
3. Build deeper consumer insights to strengthen customer relationships and brand equity
4. Intensify product innovation and trend insight efforts
5. Reshape the cost base to reinvest for future growth
6. Pursue synergistic acquisitions to add to growth

# OUR STRONG PORTFOLIO OF BRANDS



- Journeys Group
- Schuh Group
- Johnston & Murphy
- Licensed Brands



Click on any image to visit our brands.



## OUR APPROACH TO CARING FOR OUR PLANET AND EACH OTHER

*At Genesco, we understand our responsibility to conduct our business based on what's good for our people, the planet and the communities in which we live and work. Paramount to this commitment is our celebration of diversity and inclusion, our focus on sustainable business operations and our dedication to community outreach. Our strong governance leads us to operate ethically in every facet of our business.*

We are committed to acting responsibly for the benefit of our people, our planet and our stakeholders—our customers, employees, business partners and shareholders. This approach has been foundational to the long-term success of our business and has been the pathway for our sustained profitability. Along the way, our leadership teams and operating divisions have ensured that our footwear focused strategy has been consistent with our commitment to responsible practices. Our Board of Directors has been consistently engaged in our sustainability initiatives and has also served to provide advice on oversight of our ESG policies and programs.

In this pursuit, we strive to be transparent, socially conscious and ecofriendly. We created two employee-driven task forces in 2020. Additionally, in 2021, our Board established an ESG Subcommittee. These actions serve to formalize how we are monitoring, managing and overseeing our ESG risks and opportunities.

- ESG Task Force - an enterprise-wide, cross-functional forum driving our ESG assessments, disclosures, policies and programs, as directed by an ESG executive steering committee
- [ESG Subcommittee](#) - a Subcommittee of the Board's Nominating & Governance Committee responsible for reviewing and advising on the progress of our ESG strategies and ongoing initiatives
- DEI Task Force - a cross-divisional employee-led group, with an executive sponsor and associated DEI business resource groups, spearheading our DEI initiatives

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# OUR ESG GOVERNANCE

Our management team, ESG executive steering committee and task forces lead our ESG initiatives. The full Board, its three standing committees - Audit, Compensation and Nominating and Governance - and the ESG Subcommittee receive updates from our management team on at least a quarterly basis. These reports include overviews and updates of key ESG initiatives.



\*The ESG Subcommittee is comprised of two members of the Nominating and Governance Committee, and meetings are open for other Board members to attend.



# OUR PEOPLE

Our culture is grounded in the authenticity of our people and our caring approach to serving them.

## Our People

One of the primary keys to our success is our talented and dedicated employees. They are collaborative, innovative and passionate about our brands and the customers we serve.

For many, especially in our retail stores, this is their first job, and it presents an opportunity to represent their style to others in a customer-facing retail environment. The majority of our employees serve in part-time positions in our Journeys and Johnston & Murphy (J&M) locations throughout the U.S., Canada and Puerto Rico and our Schuh stores in the U.K. and Republic of Ireland (ROI). Our other employees serve in various roles at our distribution centers (DC) and corporate offices.



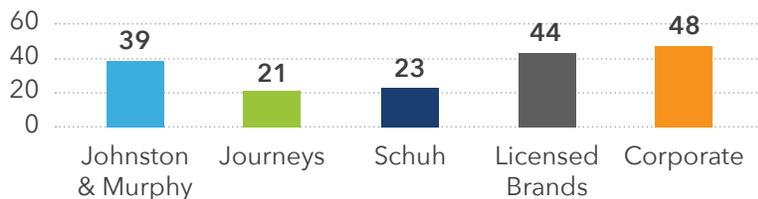
■ Full Time  
■ Part Time



■ U.S. & Canada  
■ U.K. & ROI

## OUR EMPLOYEES REFLECT OUR TARGET CUSTOMERS

Employee Average Age



***Our tremendously talented employees are the heart of our Company. By focusing on their growth and success, we are empowering our brands, serving our customers and building a successful future for Genesco.***

— Angela Dunn  
Genesco Vice President, Human Resources





# ADVANCING DIVERSITY, EQUITY AND INCLUSION

We have a long history with a strong commitment to equality and to end racial injustice.

We embrace all cultures, ethnicities, backgrounds, orientations and perspectives among one another and across our portfolio of brands. We also encourage DEI with all our stakeholders, including our employees, shareholders, customers, vendors and communities in which we operate.

Over the past two years, we have enhanced our commitment to DEI by building on our already solid foundation with additional resources on key DEI initiatives.

## Our DEI Vision Statement

**We value** an inclusive and diverse work environment that celebrates the individual characteristics, skills and experiences of all employees.

**We believe** that trust and respect across Genesco is both the right thing to do for our employees and for our business. Every voice should be heard.

**We strive** to promote inclusion, equity and fairness. Our workforce should reflect the diversity and uniqueness of our customers and community.

**We are building** an environment that puts diversity, equity and inclusion at the core of everything we do, to advance DEI as part of our DNA.

**We amplify** our voice by engaging our employees, vendors, suppliers and communities.



## DEI HIGHLIGHTS

### 2020

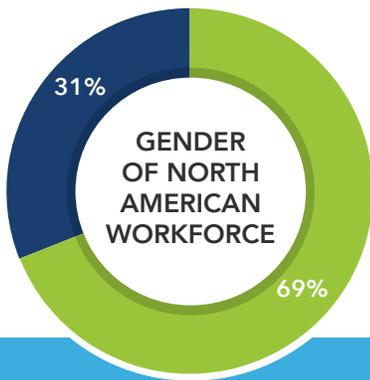
- Launched our DEI Task Force to guide and oversee the execution of our DEI vision
- Conducted a DEI survey with our North American employees

### 2021

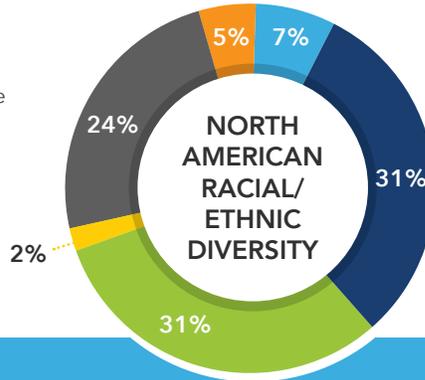
- Developed a roadmap of long-term DEI actions that integrated feedback from the DEI survey
- Discussed DEI initiatives at management-led listening sessions
- Implemented facilitator-led unconscious bias training for leaders and DEI Breakthrough training for our executive leadership
- Launching our Women's Business Resource Group (BRG) in fall 2022, with LGBTQIA+ and others soon to follow.

# GENESCO DEI INITIATIVES

Through our DEI Task Force and defined vision, we are focusing our attention on areas where we can make the most impact—our talent, our business practices and our communities. We hold ourselves accountable by monitoring and measuring our progress. We have identified opportunities that will advance our DEI efforts across our portfolio of brands, including expanded training and development programs, comprehensive pay equity studies, the launch of Business Resource Groups (BRG) and ongoing engagement through communications and events. These initiatives are just the beginning. Our plans support our DEI vision and we are monitoring our achievements toward a more diverse, equitable and inclusive workplace.



Female  
Male



White  
Hispanic/Latino  
Black/African American  
Undisclosed  
Two or More Races  
Asian

## 3X WINNER

of the Human Rights Campaign Best Places to Work for LGBTQ+ with a 100% score on the Corporate Equality Index



35% of Journeys retail employees identify as LGBTQ+



## ATTRACTING THE BEST TALENT

*Our engaging footwear focused culture attracts people with a passion for fashion and style.*

Each of our brands takes ownership in the recruitment process and helps build our teams. Once a team member joins, they participate in one of our comprehensive on-boarding sessions. These offer an introduction to the company and our portfolio of brands, their division, our expectations, organization-wide policies, as well as an overview of our culture and community engagement. It also includes tailored programs to acquaint everyone with their specific responsibilities.

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## DEVELOPING OUR TALENT

We offer a variety of programs to help each of our employees meet their potential, from our retail employees with their first job to our long-tenured corporate officers:

- Offer coaching, courses and seminars to employees identified for or interested in leadership and management opportunities covering topics such as operational efficiencies, action plan development, team member engagement and time management
- Provide role-specific and soft skills programming through our learning management system for employees to sharpen their technical and leadership skills
- Encourage strong manager-employee relationships to facilitate conversations on career progression and training opportunities
- Engage in performance management programs for our corporate-based employees to identify goals and objectives related to career aspirations and skills development
- Conduct annual health and safety training with retail and distribution center employees to build knowledge and awareness of workplace conditions and hazards according to local, regional and national standards, such as OSHA in the U.S.
- Approach certain HR tasks at the divisional level, especially at Schuh, where we meet the HR expertise and requirements in the U.K.
- We actively work with employees developing talent and facilitating opportunities for advancement and career paths



**We have embraced work-from-home options and flexible work arrangements as a result of the COVID-19 pandemic. We launched programming to encourage productive practices with the intention to help our employees throughout this transition, including effective virtual meetings, personal accountability frameworks, time management, staying focused and physical and digital workspace organization.**

— Rebecca Bowman  
Journeys Executive Vice President, Strategy





## REWARDING OUR TALENT



### **BENEFITS THAT CARE FOR OUR EMPLOYEES**

One of the perks that all of our full and part-time employees receive is our generous product discounts. For our full-time employees, we offer a range of benefits, which may vary based on location and division:

- Health benefits
- Parental leave
- Adoption and family planning
- Paid time off programs
- Volunteer paid time off and matching gifts programs
- Scholarship opportunities
- Retirement benefits, including 401(k) with employee matching in the U.S.
- Employee Assistance Programs
- Mental health and well-being resources
- Retirement benefits with a corporate match in both the U.S. and Canada

The compensation, recognition and benefits we provide our employees contribute to rewarding roles throughout the organization.

Our compensation plans are designed to be flexible to the conditions of each employee from part-time and full-time to hourly and salaried employees. For our hourly employees, we have tailored wages to meet the local requirements in the regions they work, and we have typically recognized employees' outperformance with certain sales or commission-based bonuses. For eligible full-time employees, particularly those in our corporate positions, we develop performance management programs to assist employees with their career growth and development.



# LEARNING BY LISTENING

We encourage each of our employees to speak up and share their insights so we may better serve our customers, our communities and each other. We provide opportunities to engage and ask questions at our team meetings and town halls. This past year, we initiated listening sessions where management met with North America-based retail, DC and corporate employees to dive deeper into topics raised through our annual employee survey.

We have conducted annual engagement surveys with our corporate and Journeys employees for the past five years. The surveys address topics related to work-life balance, learning and development, feedback and recognition, and, diversity, equity and inclusion. We have performed well with our engagement scores over the years, which was 76% in 2021, a 3% increase over the company's 2019 survey.



## Highlights of our 2021 Employee Engagement Survey\*



**68%**  
participation  
rate in  
our 2021  
engagement  
survey

**81%**

feel like they  
can be  
successful at  
Genesco being  
who they are



**82%**

feel that  
employees of  
different  
backgrounds  
have equal  
opportunity  
to succeed

**80%**

rated the  
company  
policies and  
practices as  
fair and  
consistent



\*Survey of North American corporate employees.



# COMMITTING TO SUSTAINABILITY

As a global footwear company, we must be community minded with our sustainability practices. These practices and policies permeate throughout our business, and extend to our vendors and suppliers. Sustainability measures are central to our decision-making process

not only with materials selection and product development, but also with our corporate headquarters, distribution centers and retail operations.

While we have made significant strides over the recent years in our adoption of sustainability policies and practices, we realize there is still more work to be done.

## Johnston & Murphy

- Shoe Box: 80% recycled material, 100% recyclable.
- Redesigned shoe box with 25% to 28% reduction in materials.
- Reduced box sizes from 50 variations to 37.
- Shopping Bag: 100% recycled material, 100% recyclable.
- Poly Shipping Bags & Woven Labels: 50% recycled content.
- Converted to LED lighting in 50% of stores.
- Re-using corrugate for both Johnston & Murphy and Journeys for store transfers.

## Journeys

- 50% of both Journeys and Johnston & Murphy stores are part of our energy procurement program and have centrally controlled HVAC with programmed temperatures and timing, reducing overall energy use in these stores.

- Transitioning shopping bags to be made from 100% recycled bags in 2023.
- The conversion to digital media players in all stores last year resulted in significantly less waste going to landfills (more than 14,000 DVDs were produced, shipped and thrown away annually).

## Schuh

- Reduced emissions by approximately 30% from adopting renewable energy sources.
- Redesigned paper bags from responsible sources, 100% recyclable with reduced printing.

## Distribution Centers

- Adopted robust corrugated and metal recycling programs.

## New Corporate Headquarters

- LEED Gold certified and BOMA 360 designed building
- Abundant natural light and daylight sensors for energy efficiency
- Recycling available on each floor

## CLIMATE CHANGE POLICY

In 2021, we adopted our Climate Change Policy, which acknowledges our role in fighting climate change and to minimizing our environmental impact. The policy serves as a guide for own actions and is a beneficial focal point to drive our future strategies and financial success through five key actions:

- Lessening greenhouse gases
- Limiting non-renewable energy consumption
- Reducing water use
- Diverting waste from landfills
- Reducing packaging materials and waste





# RESPONSIBLE SUPPLY CHAINS

Across our footwear, apparel and accessories supply chains, we are dependent on global third-party vendors to manufacture and deliver the products our customers expect. By working closely with our partners and implementing policies and monitoring programs, we are promoting long-term sustainable business practices that incorporate a respect for employees, communities and environments in which our supply chain partners operate.

Each of our vendors, suppliers and contractors is expected to adhere to [our supply chain](#) and [ethical standards policies](#). Among these are our [environmental policy](#) and [human rights policy](#). The policies and standards serve to guide our third parties' actions and commit them to, among others:

- Comply with all applicable laws and regulations
- Oppose all forms of modern slavery and child labor
- Provide a safe, secure and healthy work environment
- Uphold the freedom of association
- Ensure the proper handling, storage, use, shipment and disposal of all materials
- Prohibit any form of corruption or bribery



## **HUMAN RIGHTS POLICY**

**In 2021**, we adopted our comprehensive human rights policy in alignment with the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. The policy addresses the fundamental standards for treating our employees, customers and business partners with integrity, trust and respect through internal business ethics and code of conduct policies and principles.





# THE BEST PRACTICES FOR OUR PRODUCTS & OUR PLANET



We encourage the adoption of sustainable practices in the creation and development of our products with the help of other organizations and partnerships. In 2021, Genseco joined the Leather Working Group (LWG), a not-for-profit organization setting the global standard for environmental certification of the leather manufacturing industry.

As an LWG member, we prioritize tanneries that are approved and/or rated by the non-profit for our Licensed Brands, Schuh and J&M products. We also encourage our vendors that are not currently rated to use the LWG's Tannery of the Future self-assessment to begin the journey.

The standards evaluate tanneries environmental practices, including:

- Water & Energy Usage
- Air Quality & Noise Emissions
- Health & Safety
- Chemical Management
- Traceability
- Soil Waste & Effluent Management
- Restricted Substances, Compliance & Chromium VI Management

~90% of J&M's leather suppliers have LWG Gold Rating in 2021.

## Measuring Compliance

To ensure our policies and standards are being upheld, we conduct third-party factory inspections and testing across our operating divisions. The management of the vendor relationships and assessment procedures is handled at the level of our divisions, with many of them performing social and environmental assessments. These cover topics such as working conditions, labor relations, chemical use and waste for footwear that we design and source.

### Schuh

- Performs social compliance audits for its Scope 1 factory and certain areas of its Scope 2 factory processes
- Tests for restricted substances in accordance with Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)

### Licensed Brands

- Levi's conducts annual third-party inspections for environmental risks and hazards

### Johnston & Murphy

- Conducts third-party social audits
- Tests for restricted chemicals

If during these reviews an event of non-compliance is detected, our teams will request the implementation of a corrective action plan in order to remedy the situation in a timely fashion.



# SUSTAINABLE MATERIALS



*Genesco's longevity in the footwear industry mirrors my own personal experience as a fourth generation family member working in footwear. During this time, we have both been a witness to and participated in the evolution of footwear. Looking ahead, I am confident our product development team will continue to create styles our customers want with a sustainable eye to the future.*

— Ry Avery  
Johnston & Murphy,  
Product Development  
Manager



At Johnston & Murphy, manufacturing processes and materials, such as denim and cotton, align with organizations that promote sustainable practices. These include the Better Cotton Initiative (BCI), Bluesign® System Partner, Global Organic Textile Standard (GOTS), Global Recycled Standard (GRS), Higg, Organic Content Standard (OCS) and Worldwide Responsible Accredited Production (WRAP).

We consider the entire lifecycle of a shoe or garment and pride ourselves in making a high-quality product that lasts. The materials we use enhance product quality and provide an opportunity for the integration of more ecofriendly practices. One of the ways we make an impact is through the use of recycled material. Recently, Johnston & Murphy released the XC4® TR1 shoe, which uses recycled plastic and post-industrial waste for the booties and linings.

Additionally, Schuh offers a range of vegan-based footwear with many products including recycled plastics in their material selections. We are also implementing local sourcing strategies in Johnston & Murphy for materials including leather, foams, liners and laces to enhance the sustainability of our products.

## Benefits of Recycled Materials

### The XC4® TR1



Smart Degree lining is made with 100% pre-consumer/post-industrial waste



By using sustainable materials in the XC4's Smart Degree lining, 15 tons (13713 KG) of waste has been saved from landfills



# RESPONSIBLE OPERATIONS



Carbon Neutral Organisation

## CARBON FOOTPRINT ASSESSMENTS

Genesco recently completed our inaugural carbon footprint assessment for our U.S., Canada and Puerto Rico operations. The results of our North American assessment will serve as a baseline year for our greenhouse gas emissions and will empower us to identify areas where we can reduce our emissions and make an impact in alignment with our Climate Change Policy. We are proud to state that Schuh, located in the U.K. and Republic of Ireland, is currently completing their third assessment.

EMISSIONS	2021 (tCO <sup>2</sup> e)*
Scope 1	6,452.48
Scope 2	19,116.60
Total Scope 1 and 2	25, 569.08

\*Emissions are for North America and were calculated for the period January 1 to December 31, 2021 based on actual and estimated data using conversion factors developed by the US Environmental Protection Agency (EPA), the UNCCC Canada 2021 National Inventory Report, UK Department for Environment, Food and Rural Affairs (DEFRA) and the UK Department for Business, Energy & Industrial Strategy (BEIS).

\*\*As certified by Carbon Footprint Ltd.

Schuh is leading the way in our sustainability efforts. Highlights of their current activities include:

- Carbon Neutral Organization status\*\*
- 29% reduction in total tonnes of carbon dioxide equivalents (CO<sup>2</sup>e) in 2021 from 2020
- Funding of a wind energy project in India
- Zero waste to landfill from head offices, DCs and stores in Scotland
- More than 12,000 trees planted as a direct result from the *Sell Your Soles* nationwide takeback initiative as of May 2022

Our new headquarters in Nashville, Tennessee is another area where we are improving our environmental footprint. In 2022, we moved into a LEED Gold certified and BOMA 360 designed building. The office space is equipped with daylight sensors that turn lights off when there is sufficient natural light and occupancy sensors in most enclosed spaces. The office is also accessible to public transportation for those seeking an alternative mode to work.





# LEADING THROUGH GOVERNANCE & ACCOUNTABILITY

Since our founding, we have been a company committed to operating in ways that meet the highest standards of ethics and compliance. We have prioritized the adoption of corporate governance standards that meet industry best practices and that align with our shareholders and stakeholders. Our Board is directly involved in assuring we are conducting ourselves responsibly and actively participates in the annual review of our risk management processes and systems. Along with our leadership team, they are dedicated to driving our footwear focused growth and sustained profitability strategy for the benefit of all.

We foster a culture of responsibility across the organization from each employee to our leadership and Board. Everyone at Genesco must follow our [Code of Conduct and Code of Ethics](#), which sets out our expectations to conducting business with integrity. In addition to the Code, our Board adheres to our [Corporate Governance Guidelines](#).



## GOVERNANCE HIGHLIGHTS

- Female Board Chair
- Lead Independent Director
- Board Diversity
- Fully Independent Committees
- One Share - One Vote Standard
- Annual Board Self-Evaluations and CEO Evaluation
- Director and Executive Stock Ownership Guidelines
- Succession Planning
- Performance-based Bonus
- Recoupment Policy



***For nearly 100 years, acting in the best interest of others has been part of our ethical standards. Governance and accountability are interwoven in the fabric of who we are as a company, with a clear sense of ethics and compliance enterprise wide. We take seriously our responsibility to do the right thing for all our stakeholders.***

— Scott Becker  
Genesco Senior Vice President, General Counsel and Corporate Secretary





## PROMOTING TRANSPARENCY

*Each year, our corporate employees are required to participate in annual ethics and compliance training.*

Our ethics and compliance training modules address issues such as anti-bribery, conflicts of interest, insider trading, political activities, third-party relationships, cybersecurity and [workplace harassment](#). In addition to the training, all of our employees must review and sign the Code.

We also provide a platform for all employees [to report concerns, complaints or violations](#) of any laws or our Code to our General Counsel or CEO. We provide anonymous reporting for matters about financial reporting, accounting or auditing. In any situation, we do not tolerate any form of retaliation. We ensure every report is addressed, and is investigated by our internal auditors. Significant events are escalated to our Audit Committee. Summaries of the reports are provided to the Audit Committee and management at quarterly meetings throughout the year. In 2021, there were 20 reports via our anonymous channel. None of them required escalation.



# ESG BOARD OVERSIGHT



## ESG SUBCOMMITTEE

In 2021, we took a deliberate step to create an ESG Subcommittee of the Nominating & Governance Committee. Under this structure, we have created a focused and precise accountability of ESG at the board level. Two of our directors, Joanna Barsh and Thurgood Marshall, Jr. currently serve on the ESG Subcommittee, which has the following responsibilities:

- Assisting in setting strategies for ESG matters
- Recommending policies and practices
- Overseeing the monitoring and reporting of ESG matters
- Reporting to and advising the Board on ESG-related shareholder concerns and proposals

Our Board works to oversee our programs, policies and procedures as they relate to our business. The directors are actively engaged on areas of our strategic direction and growth. They hold regular meetings throughout the year, in addition to executive sessions comprised of non-management directors. To support the Board's overall functions, there are three standing committees with the following oversight responsibilities:

**Audit Committee:** (i) selection, retention, compensation and termination of the independent registered public accounting firm; (ii) review of the annual audited and quarterly unaudited financial statements; (iii) review and discussion of issues pertaining to, among others, ethics and compliance programs, cybersecurity, data management, security and privacy.

**Compensation Committee:** (i) retention of an independent compensation consultant; (ii) review and determination of executive compensation and benefits; (iii) approval of compensation philosophy, goals and objectives; and objectives; (iv) review of Company-wide compensation policies and programs.

**Nominating & Governance:** (i) identification and recommendation of director candidates; (ii) assessment of board composition; (iii) execution of annual performance reviews; (iv) review of corporate governance practices; (v) implementation of ESG strategy and shareholder engagement program.

# BOARD COMPOSITION

As of our fiscal year end, our board was comprised of nine directors. Three of our directors—Angel Martinez, Mary Meixelsperger, and Gregory Sandfort—were appointed in 2021 as part of our board’s ongoing commitment to refreshment.



## MIMI E. VAUGHN

Board Chair  
Director Since 2019

## ANGEL R. MARTINEZ

Member of Nominating & Governance Committee  
Director Since 2021

## JOANNA BARSH

Chair of Nominating & Governance Committee  
Member of Compensation Committee  
Co-chair of ESG Subcommittee  
Director Since 2013

## KEVIN P. MCDERMOTT

Member of Audit Committee  
Director Since 2016

## MATTHEW C. DIAMOND

Member of Nominating & Governance Committee  
Member of Compensation Committee  
Director Since 2001

## MARY E. MEIXELSPERGER

Chair of Audit Committee  
Director Since 2021

## JOHN F. LAMBROS

Chair of Compensation Committee  
Director Since 2020

## GREGORY A. SANDFORT

Lead Director  
Member of the Audit Committee  
Member of the Compensation Committee  
Director Since 2021

## THURGOOD MARSHALL, JR.

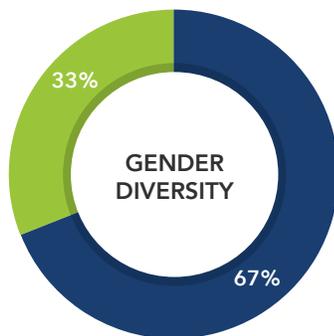
Member of Nominating & Governance Committee  
Co-chair of ESG Subcommittee  
Director Since 2012

# GENESCO

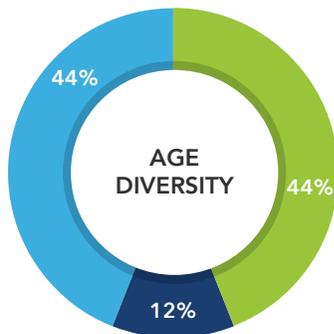


# BOARD COMPOSITION

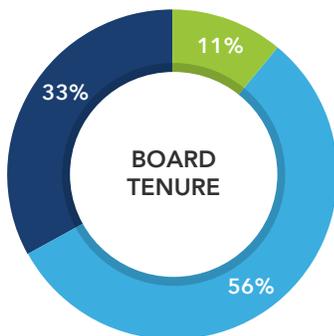
Our board represents gender, race and ethnic diversity. In fact, two of our three board committees—Audit and Nominating & Governance—are chaired by women. Our board chair is a woman, and our ESG Subcommittee’s leadership is diverse. Our directors represent a variety of skills, expertise and perspectives, covering areas such as strategic development, human capital management, cybersecurity, information technology, international business, executive leadership and ESG.



- Female
- Male



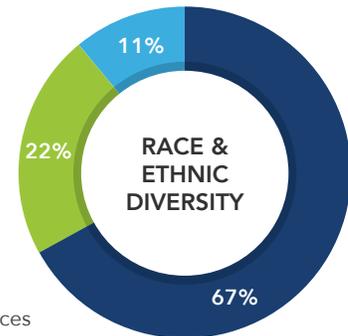
- <55 Years Old
- 55-65 Years Old
- >65 Years Old



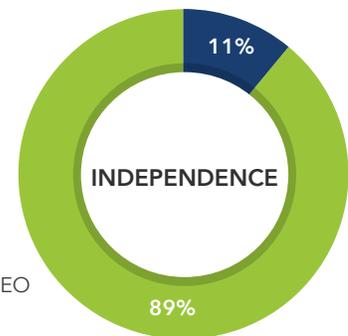
- <5 Years
- 5-10 Years
- >10 Years



Genesco Board Chair and CEO Mimi Vaughn was honored at the Women’s Forum of New York 2021 Breakfast of Corporate Champions honoring companies who have achieved at least 35% female representation on their boards.



- White
- Hispanic/Latino
- Two or More Races



- President and CEO
- Independent



## PRIORITIZING DATA PROTECTION

97%

Completion Rate of  
2020 and 2021 Security  
Awareness Training

We have developed a robust organizational structure to manage and oversee our cybersecurity and data privacy programs. Our Chief Information Security and Privacy Officer leads our information security, physical security and privacy and compliance programs. Guided by their management, we hold weekly meetings with our IT teams to ensure the proper communication and execution of our controls and procedures. In addition, on at least a quarterly basis, the teams report to our senior management, who provide quarterly updates to the Board’s Audit Committee, according to our [Information Security Disclosure Policy](#).

We recognize that the safety and security of our systems is dependent on all of us at Genesco. We promote security awareness with our employees and require all individuals with systems access to successfully complete our annual security awareness training. In addition, divisional operational security awareness training is provided for store employees.



***We seek to ensure the confidentiality, integrity and availability of the information shared with us through the application of internal controls and procedures. We apply a risk-based approach focused on preparing, preventing, monitoring, detecting and analyzing, responding and improving.***

— Steve Arrington  
Genesco Vice President, Chief Information Security and Privacy Officer





# CYBERSECURITY AND DATA PRIVACY



## DATA PRIVACY

Certain of our customers data is collected and tracked to inform our marketing and promotional activities, consumer preferences and customers engagements.

Each interaction allows our customers to unsubscribe or remove them from our mailing list.

We comply with all applicable laws and regulations, including California Consumer Privacy Act (CCPA) and General Data Protection Regulation (GDPR).

Our Data Subject Access Request system allows us to expediently respond to and resolve data privacy issues.

As a retailer and wholesale distributor, we may handle and process certain personally identifiable information (PII) obtained through our marketing campaigns, customer relationship and third-party partners. This includes the processing of credit and debit card payments. In addition, we may retain information about our employees during the regular course of business.

We maintain controls and safeguards to mitigate the risks to our systems and to protect the information shared with us. With respect to payment information, we have removed the transmission, processing, and storage of credit card data from our environment through the use of hardware based end-to-end encryption along with tokenization. We are certified according to, among others, the Payment Card Industry Security Standards Council (PCI SCC) and adhere to Visa's Technology Innovation Program (TIPS) and American Express' Security Technology Enhancement Program (STEP).





# CYBERSECURITY AND DATA PRIVACY

We have made significant investments into our information security and privacy posture and make it a priority to keep pace with the everchanging and evolving risks to our systems and our information. Our framework is built in accordance with International Organization for Standardization

(ISO) 27001 and follows guidance from the National Institute of Standards and Technology (NIST) and Center for Internet Security (CIS). By employing a multilayered approach to security, we are proactively supporting a robust system of data and cybersecurity protection.



## PERIMETER SECURITY

- Physical barriers
- Digital security systems end-to-end encryption with tokenization
- Access control
- Authentication mechanisms

## NETWORK SECURITY

- Next generation firewalls
- Access Control
- VPN
- Segmentation

## TRAINING & POLICIES

- Recognizing and responding to threats
- Phishing simulations
- Reporting procedures

## DISASTER RECOVERY

- System redundancy and backups
- Business continuity and recovery plans
- Cyber insurance

## REAL-TIME MONITORING

- Threat detection
- Remediation procedures

## ENDPOINT SECURITY

- Antivirus software
- Spam filter
- Multifactor authentication
- Patch management



## GIVING BACK TO OUR COMMUNITIES

At Genesco, volunteerism and giving back is part of our DNA and competitive strength. We have been longstanding partners in our communities, helping to improve the quality of life for those in the communities where we work and live. We encourage everyone to get involved and support a variety of initiatives through our volunteer-led community outreach programs and impact-based partnerships that support our philanthropic goals.

For more than 30 years, our signature community outreach program ***Cold Feet, Warm Shoes*** has served the underserved in our communities.

Genesco employees set up a mock shoe store in an at-risk school or community center during

the winter months and fit shoes on those in need. Hundreds of employees sign up annually to volunteer at the event and more than 100,000 pairs of shoes have been donated since the program's inception in 1989.

Genesco's leadership with the **United Way of Greater Nashville** goes back more than 95 years. As a one of the founding members of the Middle Tennessee chapter, Genesco not only contributes annually through a robust annual employee campaign, but also through special events, including its **"Make a Difference" Charity Golf Tournament**, which for the past 15 years has raised approximately \$6 million for the United Way of Greater Nashville.



## GIVING BACK TO OUR COMMUNITIES

In addition, Genesco employees are empowered to make an impact in their communities and support initiatives they care about through two programs. Our Community Service Policy provides full-time employees with up to 10 hours of paid time off to engage in community service. The Employee Matching Gifts program will match up to four donations for a total of \$1,000 per employee to any accredited 501(c)(3) non-profit organization annually.



### Tens of Thousands

of pairs of shoes provided  
to the community

#### Serving the Underserved in Our Communities

*Cold Feet, Warm Shoes* is our annual signature community outreach event. For more than 30 years, Genesco has been providing shoes and socks to at-risk children during the winter season in a mock-shoe store environment.

### Finding New Life

*Sell Your Soles* is Schuh's environmental initiative. Our customers can give us their old shoes, which will be recycled or passed on to others for a second life through our partnership with Recyclatex.

For every ton collected, our partner - The World Land Trust - will plant trees to reforest habitats in Brazil, Borneo and Ecuador.



### \$6M

Amount raised through our annual "Make A Difference" Charity Golf Tournament benefitting the United Way of Greater Nashville.

For 95 years, we have been active supporters of the United Way of Greater Nashville through employee and corporate support.



# GIVING BACK TO OUR COMMUNITIES

## Our Own Signature Community Programs\*



## Community Sponsorship & Leadership\*\*



\*Programs and/or events organized by Genesco

\*\* Non-profit organizations to which Genesco makes corporate contributions or in-kind donations, for which our employees volunteer and/or for which our employees serve in leadership roles



# GIVING BACK TO OUR COMMUNITIES

Our divisions' collective work is deeply committed with communities connected to their brands to improve lives, increase access to services and continue dialogue for understanding.

For more than seven years, Genesco and Journeys have been proud supporters of Nashville Pride, including Nashville's Pride Parade with robust employee participation and corporate sponsorship.

In addition, Schuh is an active supporter of The Proud Trust, home of LGBT+ youth in the U.K., which provides awareness, training, education and resources for LGBT+ youth.

## SCHUH PURPOSE PILLARS

schuh

**We Aim to Help  
at Least 1,000  
Young People**

in the UK through our "Do You" events with The Prince's Trust over the next two years.

FOSTERING DIVERSE TALENT

**We're Proud  
to be  
Carbon Neutral\*  
in What  
We Do!**

SUSTAINABILITY

Proceeds from the sale of The Mix tote bags can help up to

**43,000  
Young People**

connect with services that The Mix provides.

MENTAL WELLNESS



Journeys ATC rallies around our employees and surrounding communities to stand together against violence and injustice with kindness and compassion through partnerships including:

**Can'd Aid • Junior Achievement • Rocketown  
The Trevor Project • Youth Villages**

**JOHNSTON  
& MURPHY®**

**Heart & Sole**

Our partnership with Soles4Souls provides our customers the opportunity to donate their gently used footwear, which will be repurposed for those in need.

More than 25,000 Johnston & Murphy masks were donated to faculty and staff of Metro Nashville Public Schools during the height of the COVID-19 pandemic.

\*Scope 1 and Scope 2 emissions as assessed by Carbon Footprint 2021.



## TAKING CARE OF OUR EMPLOYEES

*Almost 250 Scholarships awarded in the U.S. and internationally since 2003*



### Making a difference in our employees' lives.

Beyond our volunteer efforts and initiatives to give to our local communities, we believe it is important to elevate our employees. Corporate initiatives include:

- **Genesco Employee Scholarship Fund** assists Genesco employees, both full-time and part-time, and their children, in attending four-year colleges and universities. In 2020, the Company's Journeys division launched its own scholarship program, adding even more employees with scholarship opportunities
- **Genesco Employee Emergency Fund** helps Genesco employees or eligible dependents who are experiencing economic hardship as a result of certain unforeseen and unpreventable circumstances or disasters. Grants are available on an annual basis through this fund.



## IN CONCLUSION

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In this report, we have shared how our footwear focused strategy is intimately tied to creating long-term value through a commitment to being responsible to and caring for our people, our planet and all of our stakeholders. Genesco understands that the way we conduct our business at our corporate offices, our distribution centers and retail stores and through the relationships with business partners has a direct impact on the communities in which we live and work. We are proud of the progress we have made to date, including the adoption of policies that address human rights and climate change and the execution of our first North American carbon footprint assessment and the completion of Schuh's third assessment. We recognize there is much more work to be done. We look forward to continuing to provide transparency on our practices in subsequent ESG reports and furthering our commitment to creating a better and more prosperous future.



# SASB INDEX

## APPAREL, ACCESSORIES & FOOTWEAR

SASB	Metric SASB Code	Report Reference
<b>MANAGEMENT OF CHEMICALS IN PRODUCTS</b>		
Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	The Best Practices for Our Products & Our Planet, pg. 17
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	The Best Practices for Our Products & Our Planet, pg. 17
<b>ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN</b>		
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	Not Disclosed
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	CG-AA-430a.2	Responsible Supply Chains, pgs. 16-18
<b>LABOR CONDITIONS IN THE SUPPLY CHAIN</b>		
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	CG-AA-430b.1	Not Disclosed
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CG-AA-430b.2	Not Disclosed
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	Responsible Supply Chains, pgs. 16-18
<b>RAW MATERIALS SOURCING</b>		
Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	The Best Practices for Our Products & Our Planet, pg. 17; Sustainable Materials, pg. 18
Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	Not Disclosed



# APPENDIX

## TO DISCLOSURE LINKS INCLUDED IN THIS REPORT

- [ESG Subcommittee Charter](#)
- [Code of Business Conduct and Ethics for Employees and Directors](#)
- [Genesco Information Security Disclosure](#)
- [Genesco Inc. Labor Standards Policy](#)
- [Genesco Inc. Sanction/Boycott Policy](#)
- [Genesco Inc. Anti-Corruption Policy](#)
- [Genesco Inc. Disclosure on Anti-Corruption Training](#)
- [Genesco Inc. Antitrust Policy](#)
- [Genesco Inc. Conflict of Interest Policy](#)
- [Genesco Inc. Third Country Payment Policy](#)
- [Genesco Inc. Political Donations Policy](#)
- [Johnston & Murphy CSR Supplier Manual](#)
- [California Transparency in Supply Chains Disclosure](#)
- [Disclosure on Disclosed Information on Internal Monitoring, Whistle Blower or Reporting Systems](#)
- [Genesco Inc. Disclosure on Monitoring Auditing Internal Compliance with Its Business Ethics Policy Code of Conduct](#)
- [Genesco Inc. Disclosure on Membership in Trade Associations](#)
- [Genesco Human Rights Policy](#)