



Genesco

FISCAL 2025 CORPORATE RESPONSIBILITY REPORT



LITTLE BURGUNDY

schuh

JOHNSTON & MURPHY

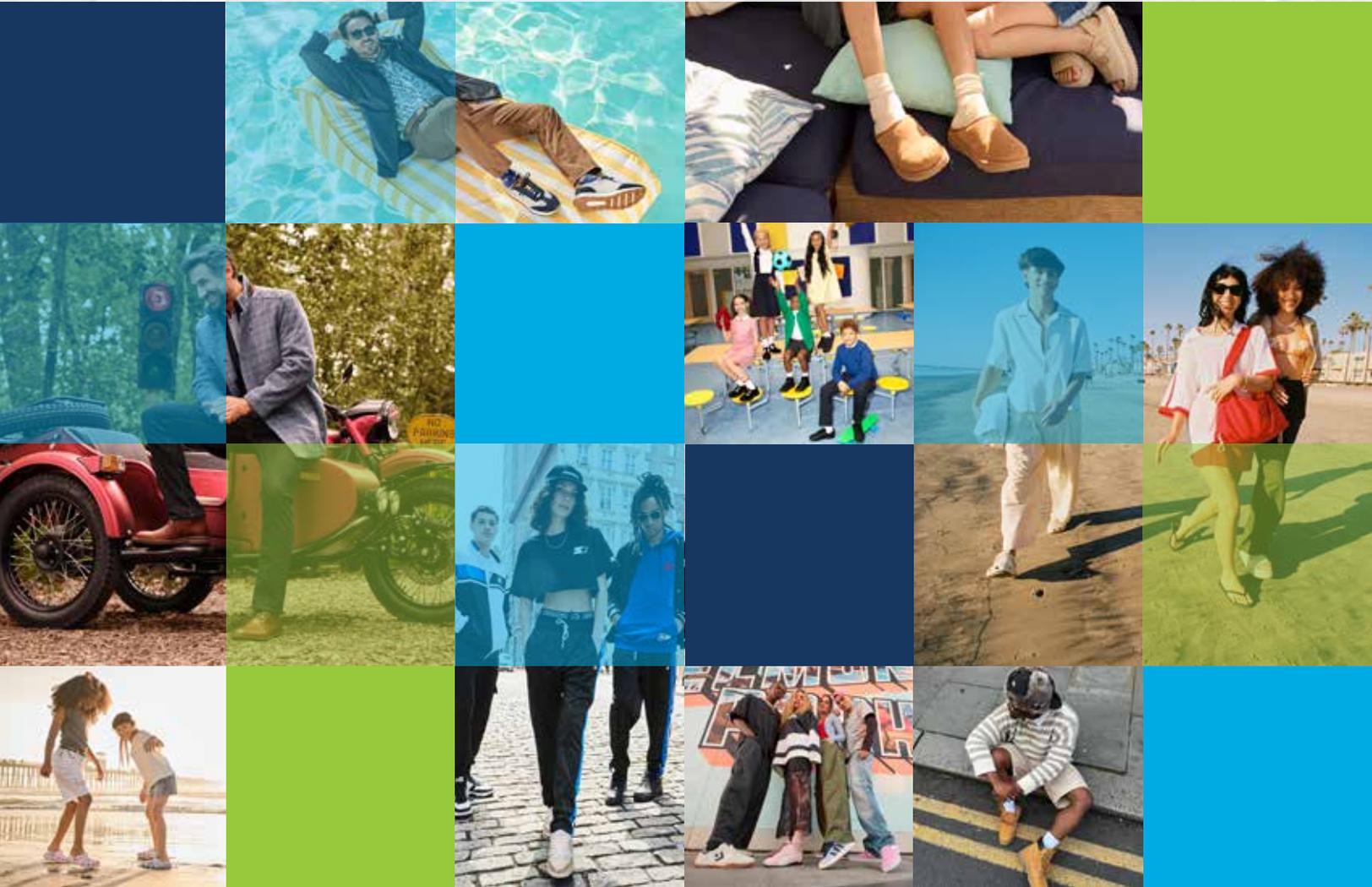


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ABOUT THIS REPORT

Genesco's Corporate Responsibility Report presents the Company's initiatives and performance for Fiscal 2025 with respect to its operations and commitment to sustainability, community engagement, and responsible business practices across North America, the United Kingdom, and the Republic of Ireland. The report includes disclosures aligned with the Sustainability Accounting Standards Board (SASB) framework for the Apparel, Accessories & Footwear industry as well as references to our corporate policies.

* Dates referenced in this report are for fiscal year ended February 1, 2025, unless otherwise noted.



Last year we celebrated Genesco's 100th anniversary, marking a century of resilience, innovation and evolution in the footwear industry.

We remain committed to building on this legacy through strong governance and integrating responsible principles into our culture and operations. Our Fiscal 2025 Corporate Responsibility Report reflects this commitment, showcasing how we prioritize the well-being of our customers, team members, the communities we serve and the environment that sustains us. By staying true to our values, focusing on strategic priorities, and addressing the critical sustainability challenges of our time, we continue to create long-term value for all our stakeholders.

Our success would never be possible without the passion and dedication of our 18,000+ team members who work tirelessly to understand and meet the needs of our customers. Together, we've built a culture rooted in respect, shared purpose and mutual care—a workplace where people feel heard and valued.

Fiscal 2025 was a transformative year. We reported a lower environmental impact with a 29% decrease in greenhouse gas emissions, alongside critical lighting upgrades at our distribution centers and stores, improving energy efficiency and lowering costs. In our communities, we awarded nearly 300 student scholarships since its inception in 2000 to create opportunities for the next generation.

Internally, our engagement survey received a 92% participation rate, indicating the trust of our team and their commitment to continual improvement. These efforts and many others help us drive progress while also ensuring Genesco remains a company where people want to work, partners want to collaborate and customers want to shop.

I believe that great companies create value not only through what they produce but also how they operate and the positive impact they make in the world. As you read through this report, I hope you see the same promise I do—our promise to lead with purpose, create opportunities and contribute to a better, more sustainable world.

Thank you for being part of this journey with us.

A handwritten signature in black ink that reads "Mimi E. Vaughn". The signature is fluid and cursive, written in a professional style.

MIMI E. VAUGHN

Board Chair, President and Chief Executive Officer
Genesco Inc.

GENESCO AT A GLANCE

Our Story

Genesco Inc. (NYSE: GCO) is a Nashville, Tennessee-based specialty footwear focused retailer branded company with more than 1,275 stores throughout the U.S., Canada, the United Kingdom, and the Republic of Ireland. Our consumer focus drives an omnichannel strategy to reach people wherever they live and shop. We're proud of our 100-year history as a leader in the footwear industry with brands that include Journeys, Journeys Kidz, Schuh, Schuh Kids, Little Burgundy, Johnston & Murphy, as well as our wholesale Genesco Brands Group, which include Levi's, Dockers, Starter, PONY, and others.

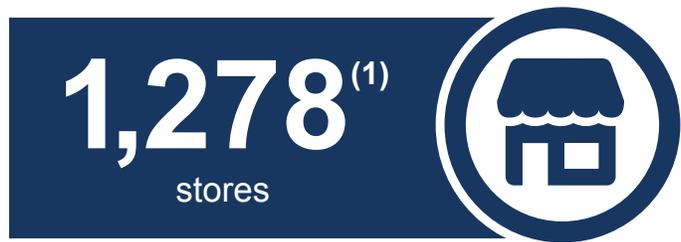


Genesco FY25



Global Operations

United States • Canada
United Kingdom
Republic of Ireland



established

1924



(1) Fiscal year ended February 1, 2025.



GENESCO AT A GLANCE

Our Vision

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

Our Values

- 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

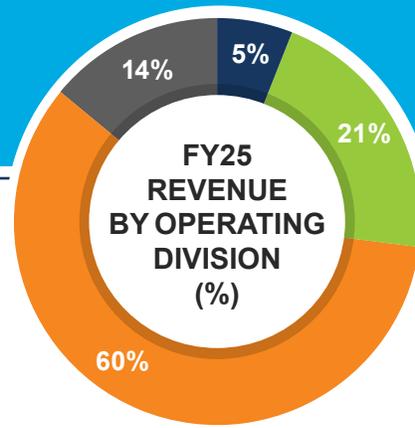
Our Strategy

Genesco's footwear-focused strategy revolves around six growth pillars designed to accelerate transformation, harness synergies, and drive 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*

*longer term objective

OUR STRONG PORTFOLIO OF BRANDS



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



Click on any image to visit our brands.



CARING FOR OUR PLANET AND EACH OTHER

At Genesco, we recognize our responsibility to operate in ways that benefit our people, our customers, the planet, and the communities we call home. As a leading retailer and wholesaler of branded footwear, apparel, and accessories, we are committed to transparent, socially conscious, and sustainable business practices. We prioritize the well-being of our diverse stakeholders—employees, customers, business partners, shareholders, and the environment. This focus has been a cornerstone of our long-term success.

29%
Reduction in
Total Greenhouse
Gas Emissions⁽²⁾



GCO Corporate Responsibility Highlights

- 29% reduction in total greenhouse gas (GHG) emissions⁽²⁾
- Warehouse and store lighting upgraded to increase efficiency and reduce costs⁽²⁾
- Nearly 300 scholarships awarded since inception as a part of the Genesco Jim Gulmi Scholarship, in memory of our longtime Genesco CFO
- 92% participation rate in our engagement survey



⁽²⁾ Measurement reflects a 29% reduction in total GHG emissions in FY24 (market-based) compared to FY23.

EMPOWERING OUR PEOPLE

Our culture is built on trust and a visible commitment to supporting our people. Our talented and dedicated employees play an essential role in our success, contributing their collaborative spirit, creativity, and shared sense of purpose to our brands and the customers we serve.

Employee Engagement

We actively encourage our employees to share their insights and help us better serve our customers, communities, and one another. This past year, our leadership team engaged directly with North America-based retail, distribution center (DC), and corporate employees, diving deeper into topics raised in our annual employee engagement survey. These surveys, distributed to our corporate employees, have historically addressed key areas such as work-life balance, learning and development, and feedback and recognition.



Genesco thrives because of the motivation and expertise of our team. We focus on creating an environment where everyone feels supported, has room to grow, and knows their contributions matter.

— Kyle Polischuk,
Chief Human
Resources Officer,
Genesco



Highlights of our FY25 Employee Engagement Survey



92%
participation rate

86%

feel that employees of different backgrounds have equal opportunity to succeed

84%

believe their team has a climate in which diverse perspectives are valued





TALENT DEVELOPMENT

We support employee growth at every stage, from first-time retail roles to experienced corporate positions, through our targeted professional development programs:

- Leadership and management opportunities include coaching, courses, and seminars on topics such as operational efficiencies, action plan development, team member engagement, and time management
- Our learning management system offers role-specific and soft skills training for employees to enhance their technical and leadership capabilities
- Strong manager-employee relationships support productive conversations about career progression and development opportunities
- Performance management programs for corporate employees help align goals and skills development with career aspirations
- Annual health and safety training for retail and warehouse employees ensures awareness of workplace conditions and compliance with local, regional, and national standards like OSHA in the U.S.



Employee well-being and growth is a strategic imperative for Genesco because their hard work fuels our success. By emphasizing open communication, investing in development opportunities, and embracing diverse perspectives, we empower our people to thrive both personally and professionally.

— Rebecca Bowman
Journeys Senior
Vice President,
Strategy and Transformation



Benefits That Care For Our Employees

Full-time employees have access to a comprehensive range of benefits, varying by location and division, demonstrating our commitment to their well-being, development, and financial security:

- Health benefits
- Parental leave
- Adoption and family planning support
- Paid time off programs
- Volunteer paid time off and matching gifts programs
- Scholarship opportunities
- Employee Assistance Programs (EAP)
- Mental health and well-being resources
- Corporate matching contributions for retirement plans



We are dedicated to offering competitive compensation, recognition, and benefits that contribute to meaningful and rewarding experiences for our team members across the Company. We design our compensation plans to meet the diverse needs of our team, accommodating part-time, full-time, hourly, and salaried employees. For instance, we tailor wages for hourly employees to align with local requirements and recognize exceptional performance, including sales or commission-based bonuses. Our performance management programs empower eligible full-time employees, particularly those in corporate roles, to advance in their careers and achieve their professional goals.



EMPLOYEE DEMOGRAPHICS

At Genesco, we value an inclusive workplace environment that respects every individual's unique perspective and experience. We strive to foster a culture of trust and fairness, ensuring every voice across our portfolio of brands is

heard and valued. Our goal is to reflect the makeup of our customers and communities while engaging employees, vendors, suppliers, and stakeholders to amplify our impact.

Gender (North America Employees)³

	2022	2023	2024
Female	68%	66%	66%
Male	32%	32%	32%
Non-Binary	<1%	<1%	1%
Not Specified	<1%	2%	1%
Undisclosed	<1%	<1%	<1%

Race/Ethnicity Breakdown (North America Employees)⁴

	2022	2023	2024
American Indian/Alaskan Native	1%	1%	1%
Asian	2%	2%	2%
Black/African American	22%	22%	22%
Hispanic/Latino	30%	30%	34%
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%
Not Specified	8%	8%	7%
Two or More Races	5%	5%	4%
White	33%	33%	30%
Undisclosed	<1%	<1%	<1%

Employees by Region

	FY22	FY23	FY24
North America (U.S. and Canada)	83%	79%	78%
U.K. and Republic of Ireland	17%	21%	22%

(3) Percentage totals in this section may not sum to 100% due to rounding.

(4) As of 1/13/25.



OUR COMMUNITY

We encourage all team members to support initiatives aligned with our philanthropic goals of helping underserved communities. Through volunteer-led outreach programs and impact-driven partnerships, we aim to improve the quality of life in the communities where we work and live.

For more than 35 years, our signature community outreach program, **Cold Feet, Warm Shoes**, has provided essential support during the winter months. Genesco employees set up mock shoe stores in at-risk schools or community centers, personally fitting shoes for those in need. Since its inception in 1989, the program has engaged hundreds of Genesco employees annually and donated more than 100,000 pairs of shoes.

\$6 Million

Genesco has partnered with the **United Way of Greater Nashville** for more than 100 years, serving as a founding member of the Middle Tennessee chapter. In addition to a robust annual employee giving campaign, Genesco supports the organization through special events like the **“Make a Difference” Charity Golf Tournament**. Over the past 18 years, the tournament has raised in excess of \$6 million to benefit the United Way of Greater Nashville.

Through our **Cold Feet, Warm Shoes** program, Genesco provided nearly

800 Students

with a new pair of shoes in fiscal 2025



OUR COMMUNITY

Our divisions work closely with the communities connected to their brands, focusing on improving lives, expanding access to services, and sustaining a dialogue that builds a better understanding of local needs.

Our 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



TAKING CARE OF OUR EMPLOYEES

Since 2000, we have awarded nearly 300 scholarships in our communities to create opportunities for the next generation.



Empowering Employees to Make a Difference

We empower employees to make a difference through two key initiatives. Our Community Service Policy offers full-time employees up to 10 hours of paid time off annually for volunteer work. Additionally, our Employee Matching Gifts program matches up to four donations per year, totaling \$1,000 per employee, to any accredited 501(c)(3) non-profit organization.

Employee Support Programs

- **The Genesco Jim Gulmi Employee Scholarship Fund** assists Genesco employees and their children in attending four-year colleges and universities.
- **The Genesco Employee Emergency Fund** provides a safety net to Genesco employees or eligible dependents facing economic hardship caused by unexpected and unavoidable circumstances.



MANAGING OUR ENVIRONMENTAL IMPACT

Sustainability plays an important role in our operations, influencing decisions from materials selection and product development to the management of our corporate headquarters, distribution centers, and retail locations. This commitment extends beyond our business, shaping the way we engage with vendors and suppliers to drive meaningful change throughout our value chain.

While we've made significant progress in adopting sustainability policies and practices, we recognize there is still more work to be done. Our [Climate Change Policy](#) underscores our responsibility to combat climate change and minimize Genesco's environmental footprint. The policy, in tandem with our [Vendor Code of Conduct](#), serves as a guiding framework for our actions and lays the foundation for future strategies that advance sustainability and financial growth.

Strategies for Sustainability

Our focus spans five key areas:

- Reducing greenhouse gas emissions
- Lowering non-renewable energy consumption
- Decreasing water use
- Minimizing packaging materials and waste
- Diverting waste from landfills

Through these efforts, we're working to build a more sustainable future while upholding accountability to our stakeholders.



MANAGING OUR ENVIRONMENTAL IMPACT

Greenhouse Gas Emissions

The results of our enterprise-wide carbon footprint assessment 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 report that Schuh, based in the U.K. and Republic of Ireland, is currently completing its fourth assessment.

Genesco's total market-based emissions are 51,673.43 tCO₂e, with location-based emissions of 55,689.03 tCO₂e. As shown below, site electricity and truck freight contribute most to market-based emissions, accounting for 36% and 19% respectively. Last year, Genesco's overall emissions decreased due to a decline in truck freight emissions. The table below includes all Scope 1 and 2 emissions, as well as the Scope 3 emissions from outsourced freight and logistics, upstream fuel emissions, global business travel, homeworking, and water.



EMISSIONS (TCO ₂ E)*	FY2022	FY2023	FY2024	FY2024 VS. PREVIOUS YEAR	FY2024 VS. BASELINE YEAR (FY2022)
Total Scopes 1, 2 and 3 (market-based)	63,310	72,630	51,673	-29%	-25%
Tonnes of CO ₂ e per employee (market-based)	3.58	3.47	3.64	5%	2%
Tonnes of CO ₂ e per \$M Net Sales (market-based)	28.6	30.5	28.0	-8%	-2%

* Emissions cover all U.S., Canada, Puerto Rico, the United Kingdom, and the Republic of Ireland operations and were calculated for the period February 1, 2023 to January 31, 2024. These calculations were based on actual and estimated data using conversion factors developed by the US Environmental Protection Agency (EPA), the UNCCC Canada National Inventory Report, UK Department for Environment, Food and Rural Affairs (DEFRA), and the UK Department for Business, Energy & Industrial Strategy (BEIS)

MANAGING OUR ENVIRONMENTAL IMPACT

Water

This year, we expanded our data tracking to monitor and report water usage across Genesco, underscoring our dedication to responsible resource management. Since 2021, we have achieved a 15% reduction in water usage.

Sustainable Materials and Packaging

We are committed to creating products that not only meet the highest standards of quality and innovation but also integrate ecofriendly materials and packaging. From increasing the use of recycled plastics to optimizing our logistics, we continuously look for opportunities to minimize our environmental impact in every stage of product development.

Recycling Highlights

Journeys

- Recycled approximately 11 tons of plastic waste in 2024
- Transitioned from polymailers to 100% recycled content bags, which are used in 81% of orders shipped from stores
- Plastic bags in stores now are made of 100% recycled materials

Johnston & Murphy

- Optimized shoe box design and packaging, reduced adhesive and ink use, and decreased the box size while ensuring it remains 100% recyclable and made from 80% recycled content
- Polyester fill in apparel is now made with recycled content



Benefits of Recycled Materials



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

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



MINIMIZING OUR ENVIRONMENTAL IMPACT



Approximately 96% of Johnston & Murphy's overall leather volume came from gold-rated tanneries in 2024. Although Genesco Brands Group uses more synthetic materials than leather, 95% of its leather volume was produced by gold-rated leather tanneries.



Leather Working Group

We promote sustainable practices in product creation and development by collaborating with other organizations and forming strategic partnerships. Since 2021, Genesco has been a member of the Leather Working Group (LWG), a non-profit organization setting the global standard for environmental certification in the leather manufacturing industry.

As a member, we prioritize working with tanneries that LWG has approved and/or rated for our Genesco Brands Group, Schuh, and Johnston & Murphy products. We also encourage our vendors that are not currently rated to use LWG's Tannery of the Future self-assessment to begin the certification process. 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





LEADING THROUGH GOVERNANCE & ACCOUNTABILITY

Since our founding, Genesco has been committed to upholding the highest standards of ethics and compliance. We've adopted corporate governance practices that align with industry best practices while addressing the priorities of our shareholders and stakeholders. Our Board plays an active role in ensuring responsible operations, which includes an annual review of our risk management processes and systems. Together with our leadership team, the Board is focused on advancing our footwear-driven growth strategy and sustaining profitability for the benefit of all stakeholders.

We cultivate a culture of responsibility across the organization, from employees to the Leadership team and the Board. All Genesco employees are required to adhere to our [Code of Conduct and Code of Ethics](#), (referred to hereafter as 'the Code'), which outlines our commitment to conducting business with integrity. In addition to the Code, the Board follows established [Corporate Governance Guidelines](#) to maintain accountability and transparency in all aspects of our operations.

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For more than 100 years, ethics have been at the heart of Genesco's identity—not just corporate policies, but principles in action. This legacy of integrity drives us forward, ensuring every decision we make reflects our commitment to accountability and trust.

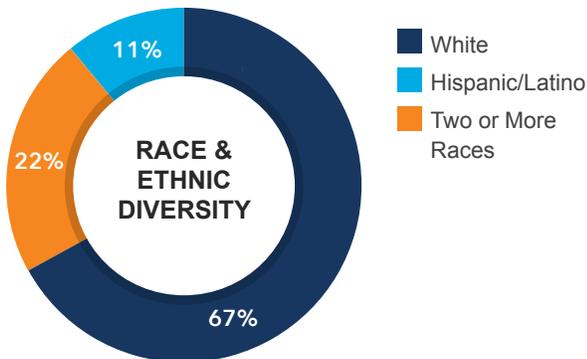
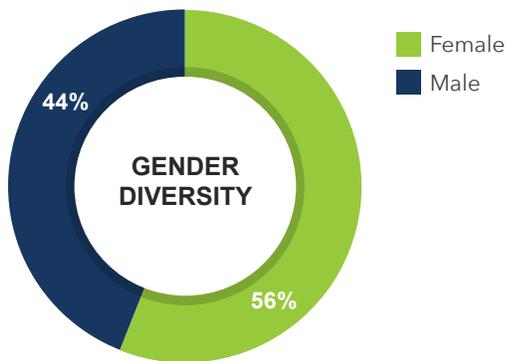
— Scott E. Becker
Senior Vice President,
General Counsel and
Corporate Secretary

”

LEADING THROUGH GOVERNANCE & ACCOUNTABILITY

Board Composition

As of the end of our fiscal year, our Board consisted of nine directors, each bringing diverse skills, expertise, and perspectives in areas such as strategic development, human capital management, cybersecurity, information technology, international business, executive leadership, and corporate responsibility.



Business Ethics

All corporate employees complete annual ethics and compliance training, which covers essential topics such as anti-bribery, conflicts of interest, insider trading, political activities, third-party relationships, cybersecurity, and workplace harassment. Alongside this mandatory training, we require all employees to review and acknowledge our Code, reaffirming their commitment to ethical and responsible business practices.

Human Rights

Our [Human Rights Policy](#) aligns with the United Nations (UN) Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. The policy sets forth the fundamental standards for treating employees, customers, and business partners with integrity, trust, and respect, as outlined in our Code of Business Conduct and Ethics policies and principles.

Confidential Reporting

We provide all employees with a secure platform to report concerns, complaints, or violations of laws or our Code directly to our General Counsel or CEO. For issues related to financial reporting, accounting, or auditing, we offer an anonymous reporting option. We strictly prohibit any form of retaliation in any circumstance.

Our internal auditors thoroughly address and investigate every report, escalating significant matters to the Audit Committee. During quarterly Board meetings, the Leadership team shares summaries of all reports with the Audit Committee and management. In 2024, employees submitted 41 reports through our anonymous channel, none of which required escalation.



CORPORATE RESPONSIBILITY BOARD OVERSIGHT

Genesco's Board of Directors holds ultimate responsibility for oversight of the Company's strategic direction and overall performance, including its programs, policies, and procedures.

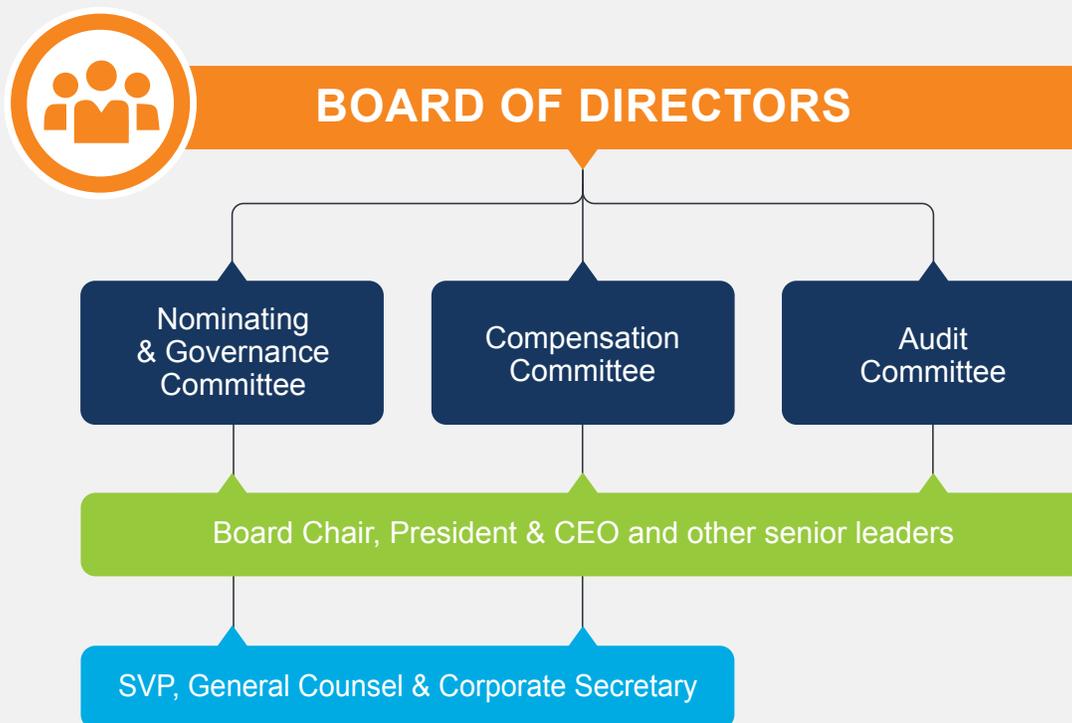
The Board's Audit Committee is responsible for oversight of business ethics and compliance programs, data management, security, and privacy. The Nominating & Governance Committee oversees the Company's corporate responsibility strategy. Each of these committees operates under a defined charter and reports regularly to the full Board.

Our leadership team, executive steering committee, and dedicated task force drive our initiatives by looking through an operational lens at the issues that matter most to our key stakeholders—employees, customers, and shareholders. Several times per year, the leadership team presents a comprehensive overview and progress updates on key corporate responsibility initiatives to both the Nominating & Governance committee as well as the full Board.

CORPORATE RESPONSIBILITY BOARD OVERSIGHT

We established a subcommittee under the Nominating & Governance Committee in 2021 to provide a structure for focused, board-level accountability for corporate responsibility matters. Two of our directors, Joanna Barsh and Thurgood Marshall, Jr., currently serve on the Subcommittee, which has the following responsibilities:

- Assist in developing strategies for corporate responsibility matters
- Recommend relevant policies and practices
- Oversee the monitoring and reporting of corporate responsibility matters
- Advise the Board on corporate responsibility-related shareholder concerns and proposals





LEADING THROUGH GOVERNANCE & ACCOUNTABILITY

Political Contributions

Our [Political Contributions Policy](#) defines Genesco's expectations and governance around participation in the political process. While we encourage our team members to engage in this process, the policy prohibits employees, and any other individuals acting on behalf of Genesco, from directly or indirectly using corporate funds, assets, or services of any kind for political purposes.

Vendor Management

To uphold our policies and standards, we conduct third-party factory inspections and testing across

all operating divisions. Each division manages vendor relationships and oversees assessment procedures, many of which include social and environmental evaluations. These assessments examine critical topics such as working conditions, labor relations, and chemical use and disposal in the production of our footwear. If our reviews uncover any instances of non-compliance, we require the implementation of a corrective action plan to address the issue promptly. Our [Vendor Code of Conduct](#) and [Labor Standards Policy](#) define our expectations for vendors, with the latter specifically guiding our purchasing decisions.



RESPONSIBLE SUPPLY CHAINS

Our global supply chains for footwear, apparel, and accessories rely on third-party vendors to manufacture and deliver the products our customers expect. By collaborating with these partners and enforcing rigorous policies and monitoring programs, we promote sustainable business practices that respect employees, communities, and the environment.

We require all vendors, suppliers, and contractors to adhere to our [Supply Chain and Ethical Practices](#), which include our [Environmental](#) and [Human Rights](#) policies. These policies guide their actions and require them to:

- 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 UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the 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.





PRIORITIZING DATA PRIVACY

We've created a robust structure to manage and oversee our cybersecurity and data privacy programs. Our Chief Information Security and Privacy Officer leads Genesco's efforts in information security, physical security, privacy, and compliance. The Chief Information Security and Privacy Officer holds bi-weekly meetings with the Chief Technology Officer to ensure effective communication and execution of controls and procedures. In addition, the Chief Information Security and Privacy Officer reports to senior management on at least a quarterly basis, with updates provided to the Board's Audit Committee in accordance with our [Information Security Disclosure Policy](#).

We recognize that the safety and security of our systems depend on everyone at Genesco. To foster a culture of security, we require all team members with systems access to successfully complete our annual security awareness training. We also offer divisional operational security awareness training to store employees to reinforce security practices across the organization.



By building a culture of awareness, implementing robust protections, and aligning our approach to data privacy with top industry standards, we're working to keep our systems secure and maintain the trust of our customers, employees, and partners in today's evolving digital world.

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



99%

Completion Rate of 2023 and 2024
Security Awareness Training



PRIORITIZING DATA PRIVACY

As a retailer and wholesale distributor, we collect and process personally identifiable information (PII). This includes customer data obtained through marketing campaigns, customer relationships, and third-party partners, as well as employee information required for regular business activities. Additionally, we process credit and debit card payments.

To protect the information entrusted to us, we implement controls and safeguards to mitigate risks to our systems. For payment information, we use hardware-based end-to-end encryption and tokenization, eliminating the transmission, processing, and storage of credit card data in our environment. Our certifications with the Payment Card Industry Security Standards Council (PCI SCC) and compliance with the Visa Technology Innovation Program (TIP) and American Express' Security Technology Enhancement Program (STEP) further reinforce these efforts.



Data Privacy

We collect and track certain customer data to inform our marketing, promotional activities, consumer preferences, and customers engagement strategies. Customers can easily unsubscribe or remove themselves from our mailing list at any time. We comply with all applicable laws and regulations, including the California Consumer Privacy Act (CCPA) and the General Data Protection Regulation (GDPR). To emphasize our commitment to privacy, our Data Subject Access Request system allows us to quickly address and resolve data privacy concerns.

Our investments in a stronger information security and privacy posture significantly enhance our ability to keep pace with evolving risks to our systems and information. Key measures include implementing hardware-based end-to-end encryption with tokenization, multi-factor authentication protocols, next-generation firewalls, and comprehensive cloud email security. We also utilize endpoint protection, detection, and response software, conduct continuous risk assessments, and maintain robust data breach preparedness and response plans. To foster a culture of security, we require all endpoint users to complete annual security awareness training and actively promote security awareness among employees.



PRIORITIZING DATA PRIVACY

Our security framework aligns with International Organization for Standardization (ISO) 27001 standards and follows guidance from the National Institute of Standards and Technology (NIST)

and the Center for Internet Security (CIS). This multilayered security approach proactively safeguards our data and systems.

Perimeter Security

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



Network Security

- Next generation firewalls
- Access control
- Required VPN
- Multi-factor Authentication (MFA)
- 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



SASB INDEX

The IFRS Foundation's SASB Standards provide consistent, comparable standards for the disclosure of relevant sustainability information. The following index details Genesco's alignment

to the sustainability topics and metrics relevant to our business and as identified by the Apparel, Accessories & Footwear industry standard.

SASB Industry Accounting Metrics

ACCOUNTING METRIC	CODE	REPORT REFERENCE
MANAGEMENT OF CHEMICALS IN PRODUCTS		
Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	Sustainable Materials and Packaging, pg. 17
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	Sustainable Materials and Packaging, pg. 17
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN		
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	Not Disclosed
LABOR CONDITIONS IN THE SUPPLY CHAIN		
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
(1) Priority non-conformance rate and (2) 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 and Minimizing our Environmental Impact pg. 18
RAW MATERIALS SOURCING		
(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	CG-AA-440a.3	Sustainable Materials and Packaging, pg. 17 Responsible Supply Chains, pg. 18
(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 or social standard, by standard	CG-AA-440a.4	Not disclosed

Policies

- [Corporate Responsibility](#)
- [Code of Business Conduct and Ethics for Employees and Directors](#)
- [Vendor Code of Conduct](#)
- [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](#)
- [Anti-Harassment Policy](#)
- [Climate Change Policy](#)
- [Environmental Policy](#)
- [Equal Opportunity Policy](#)