

Wolverine World Wide, Inc.

Environmental and Responsible Sourcing Policy

Purpose

Wolverine World Wide, Inc. (“Wolverine” or the “Company”) is committed to advancing environmental stewardship and responsible sourcing practices across our global operations and value chain.

Consistent with our corporate vision to **Make. Every Day. Better.**, we seek to integrate sustainability into our business strategy, product design and operational decision-making in a manner that supports long-term value creation while mitigating environmental risks.

This Environmental and Responsible Sourcing Policy (the “Policy”) establishes a framework for the Company’s environmental and sustainable sourcing initiatives and is intended to guide our business partners and Company-wide decisions to align with Wolverine’s broader sustainability strategy. In addition to this Policy, we seek to comply with all environmental laws and regulations applicable to our operations globally.

Scope

This Policy applies to all employees of Wolverine, its brands and its subsidiaries. In addition, the Company expects its manufacturers, factories, suppliers, subcontractors, agents and other business partners (“Production Partners”) to adopt standards and practices consistent with the principles set forth in this policy.

Governance and Oversight

Oversight of the Company’s environmental and sustainability strategy and related risks is provided by the Board of Directors, through its Governance Committee. At the management level, responsibility for implementation resides with a cross-functional ESG governance structure, led by our Chief Legal Officer and supported by relevant functional teams, including legal, supply chain and brand leadership.

Environmental Management

Environmental considerations are integrated into the Company’s broader enterprise risk management processes to support the identification and understanding of sustainability-related risks and opportunities to assess alignment with overall business strategy.

The Company also leverages industry-standard tools to create a framework for evaluating, managing and improving environmental performance across our operations.

Environmental Priorities

The Company’s environmental priorities include climate, energy use, waste management and resource efficiency. These focus areas are informed by ongoing materiality assessments that help identify where the Company’s environmental impact and stakeholder concerns are most significant. We strive

to identify and assess environmental impacts, develop performance metrics, and continually monitor progress toward our environmental objectives.

Wolverine works to manage and reduce the environmental impact of our operations and products through a comprehensive and integrated set of initiatives:

Climate and Energy

The Company recognizes climate change as a company-wide priority and is focused on improving our understanding and management of greenhouse gas (“GHG”) emissions by measuring and tracking data across our operations and value chain. The Company also seeks to improve energy efficiency across our facilities and utilize renewable energy credits to help offset electricity consumption in North American operations.

Waste and Circularity

Wolverine is focused on reducing waste and advancing circularity across our operations and products. We have implemented recycling programs across our facilities and support initiatives that extend product life cycles, including repair and end-of-life programs.

We also use post-consumer recycled content in our packaging and source packaging from responsibly managed forests through certification programs.

Water and Resource Efficiency

Wolverine encourages responsible resource use across our operations and supply chain, including efforts to improve water efficiency and promote responsible water use and wastewater management within manufacturing processes and our own operations.

Chemicals and Product Stewardship

Wolverine maintains a rigorous Restricted Substances Program designed to promote compliance with applicable regulations and to reduce environmental and health risks associated with chemical use. The Company prohibits certain substances, including PFAS, and requires suppliers to adhere to strict product safety and testing standards.

Biodiversity and Environmental Impact

The Company seeks to reduce adverse impacts on ecosystems by promoting responsible sourcing practices including evaluating deforestation risks in material sourcing and supporting the use of sustainable raw materials, including certified and organic inputs where appropriate.

Sustainable Sourcing and Supply Chain Management

Wolverine is focused on responsible sourcing practices that promote environmental stewardship throughout our supply chain. We support our brands in their sustainability initiatives including those related to material selection and vendor partnerships, enabling them to drive sustainability objectives in alignment with company-wide goals.

Production Partner Requirements

The Company collaborates with Production Partners that demonstrate alignment with our environmental and ethical standards, and we require compliance with our Production Code of Conduct.

- Production Partners are expected to operate in accordance with applicable environmental laws and to implement management practices addressing key impact areas such as energy use, emissions, water management, waste handling and chemical controls.
- Wolverine expects our Production Partners to complete the Higg Facilities Environmental Module (“FEM”) each year, which enables us to better understand environmental management system effectiveness and resource usage at our factories. The FEM measures energy use, greenhouse gas emissions, water use, wastewater, emissions to air, waste management and chemical use.
- Production Partner performance is monitored through audits, assessments and ongoing engagement. Where issues are identified, Production Partners are expected to implement corrective actions, and continued engagement is contingent upon demonstrated progress.

Materials & Traceability

The Company prioritizes the sourcing of sustainable materials, including recycled, bio-based and low-impact materials. These efforts are intended to reduce environmental impacts while maintaining high standards of product performance and quality.

We have a comprehensive animal welfare program and expect our Production Partners to protect animal welfare and to support ongoing material certification standards.

We expect that our suppliers adopt the Textile Exchange’s Materials Matters Standards, which contain detailed requirements for the processing of raw materials related to land, water and energy usage, working conditions, animal welfare, emissions, chemicals and waste. In addition, all of our leather suppliers must be gold- or silver-rated tanneries certified by the Leather Working Group. We regularly evaluate and work with our suppliers to identify opportunities to expand the use of sustainable materials in our products.

The Company is also working to enhance supply chain traceability and has implemented traceability software designed to more effectively collect information across our suppliers, identify and manage risks and increase transparency.

Engagement and Culture

The Company engages with customers, investors, employees, Production Partners, industry organizations and community partners to help to inform our strategy and to advance sustainability objectives and support continual improvement across our operations and value chain.

Reporting and Transparency

The Company is focused on transparency and accountability in our sustainability strategy. We publish regular disclosures, including through our Global Impact Report, informed by recognized reporting frameworks.

Reportline

Report any concerns related to this Policy by calling the Wolverine Reportline:

- In the US – By Phone: (800) 468-6038 or visit [WolverineReportline.com](https://wolverineworldwide.com/responsibility)
- In other countries visit [WolverineReportline.com](https://wolverineworldwide.com/responsibility) to find a list of phone numbers by country or to make a report online.

Continual Improvement and Oversight

The Company will continue to enhance our data collection, reporting processes and disclosures as part of our ongoing commitment to continual improvement and stakeholder engagement. This Policy has been reviewed and approved by the Governance Committee of Wolverine's Board of Directors. We will periodically review and update this Policy for continued alignment with evolving regulatory requirements, industry best practices and the Company's strategic priorities.

For more information please visit: <https://wolverineworldwide.com/responsibility>

Effective July 31, 2026