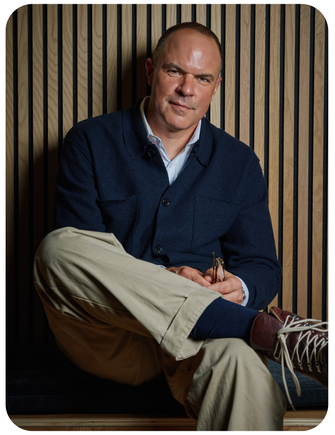


WOLVERINE WORLDWIDE | W

2025

Global Impact Summary Report

Message From Our President & CEO



At Wolverine Worldwide, we work to make a positive impact that extends beyond the products we make, stories we tell, and the brands we build. This mindset guides how we operate, how we support our people and communities, and how we create long-term value for our stakeholders.

Our Global Impact Report highlights the progress we are making across our business and reflects our ongoing commitment to responsible growth, sustainability, and purpose. More importantly, it demonstrates how our actions are helping bring our Vision to **Make. Every Day. Better.** to life.

I invite you to explore the report and learn more about the work being done across Wolverine Worldwide to build a stronger company and a better future.

Be well, be safe,

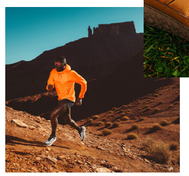
Christopher E. Hufnagel
President and Chief Executive Officer
Wolverine Worldwide

Report Overview

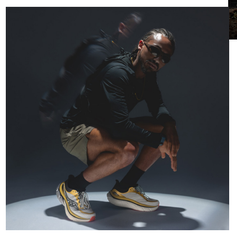
This 2025 Global Impact Summary Report highlights Wolverine's environmental, social and governance (ESG) initiatives across our operations for 2025, unless otherwise noted. Throughout this report, we define ESG as both a framework to categorize factors that influence company performance and a strategy to embed these considerations into our business practices to operate more sustainably.

This summary report updates key information found in our 2024 Global Impact Report and leverages leading sustainability reporting standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

For additional sustainability disclosures please see the resources on page 25 of this report.




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01 About

About The Company

Founded in 1883, Wolverine Worldwide (“Wolverine” or “the Company”) is one of the world’s leading designers, marketers and licensors of branded casual footwear and apparel, performance outdoor athletic footwear and apparel, kids’ footwear, industrial work boots and apparel, and uniform footwear. Based in Rockford, Michigan, over the past 143 years Wolverine has built a portfolio of highly admired performance and lifestyle brands focused on timeless craftsmanship and constant product innovation. Wolverine products are carried by leading retailers in the U.S. and globally in approximately 170 countries and territories. The Company is the global footwear licensee of the Cat® and Harley-Davidson® brands.

Board of Directors*

DIRECTORS	AVERAGE TENURE
10	9 years

INDEPENDENT DIRECTORS	WOMEN
90%	40%
	AVERAGE AGE: 64.7

Our Board of Directors is responsible for overseeing ESG as part of its business strategy, and our Governance committee holds primary responsibility for ESG Policies, objectives, performance and disclosures

* As of our Annual Meeting on May 7, 2026

Company Awards

At Wolverine Worldwide, our commitment to building great brands, fostering an engaging workplace, operating with integrity, and delivering results was recognized throughout 2025 by leading business, workplace, and industry organizations. These recognitions reflect the dedication of our employees around the world and reinforce the progress we continue to make across our business.

Forbes
America's Best Employers For Company Culture

IW INSPIRING WORKPLACES
Most Inspiring Workplaces, North America & Globally

Newsweek
Most Trustworthy Companies In America

Great Place To Work.
Certified™ Within The U.S. 2025-2026

WORKPLACE

Building a World-Class Workplace
In 2025, Wolverine Worldwide earned recognition from multiple independent organizations for workplace culture, employee experience, and talent development.

- Great Place to Work® Certification (United States)
- Forbes America's Best Midsize Employers
- Forbes Best Employers by State
- Forbes Best Workplaces for Women
- Forbes America's Best Employers for Company Culture
- Purpose Jobs Best Places to Work in West Michigan
- Inspiring Workplaces Top Inspiring Workplace in North America
- Inspiring Workplaces Global Top 100 Inspiring Workplaces

TRUST

Earning Trust Through Responsible Business
Our commitment to operating with transparency, accountability, and integrity was recognized by leading national and global organizations.

- Newsweek Most Trustworthy Companies in America
- Newsweek World's Most Trustworthy Companies

These recognitions highlight the trust placed in Wolverine Worldwide by employees, consumers, investors, and stakeholders.

INDUSTRY LEADERSHIP

2025 was a landmark year for Wolverine Worldwide and our leadership team.

- **Footwear News Company of the Year**
  Wolverine Worldwide was named Company of the Year by Footwear News at the 2025 FN Achievement Awards, one of the footwear industry's highest honors.

- **Largest Publicly Traded Companies in West Michigan**
  Recognized among West Michigan's leading public companies by Crain's Grand Rapids Business.

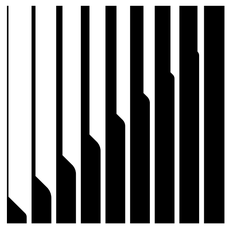
- **Recognizing Exceptional Talent**
  Our employees and leaders continued to receive recognition for their impact across the industry and business community and received numerous awards in 2025.

COMPANY OF THE YEAR
WOLVERINE WORLDWIDE
2025
FNAA
ACHIEVEMENT AWARDS

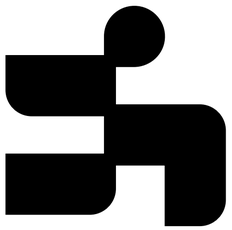
Vision, Values & Strategic Direction

During WOLVER1NE week in 2025, we launched our new Vision, **Make. Every Day. Better.**, and introduced six company Values: Be Great., Act Now., Win Together., Make Amazing., Deliver Results., and Stay Curious., reinforcing the behaviors that define who we are and who we aspire to be.

Make.
Every Day.
Better.



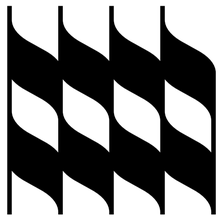
Be Great.



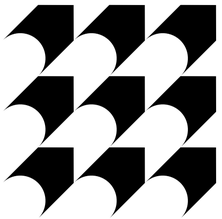
Act Now.



Win Together.



Make Amazing.



Deliver Results.



Stay Curious.

Our Vision For Sustainability

We seek to embed sustainability into our products and operations in ways that create positive impact for our stakeholders and support the long-term strength of the Company and its brands.

Sustainability Initiatives



ADVANCING SUSTAINABLE PRODUCT DESIGN



REDUCING OUR ENVIRONMENTAL FOOTPRINT



FOSTERING INCLUSIVE WORKPLACES



BETTERING THE COMMUNITIES WHERE WE LIVE AND WORK



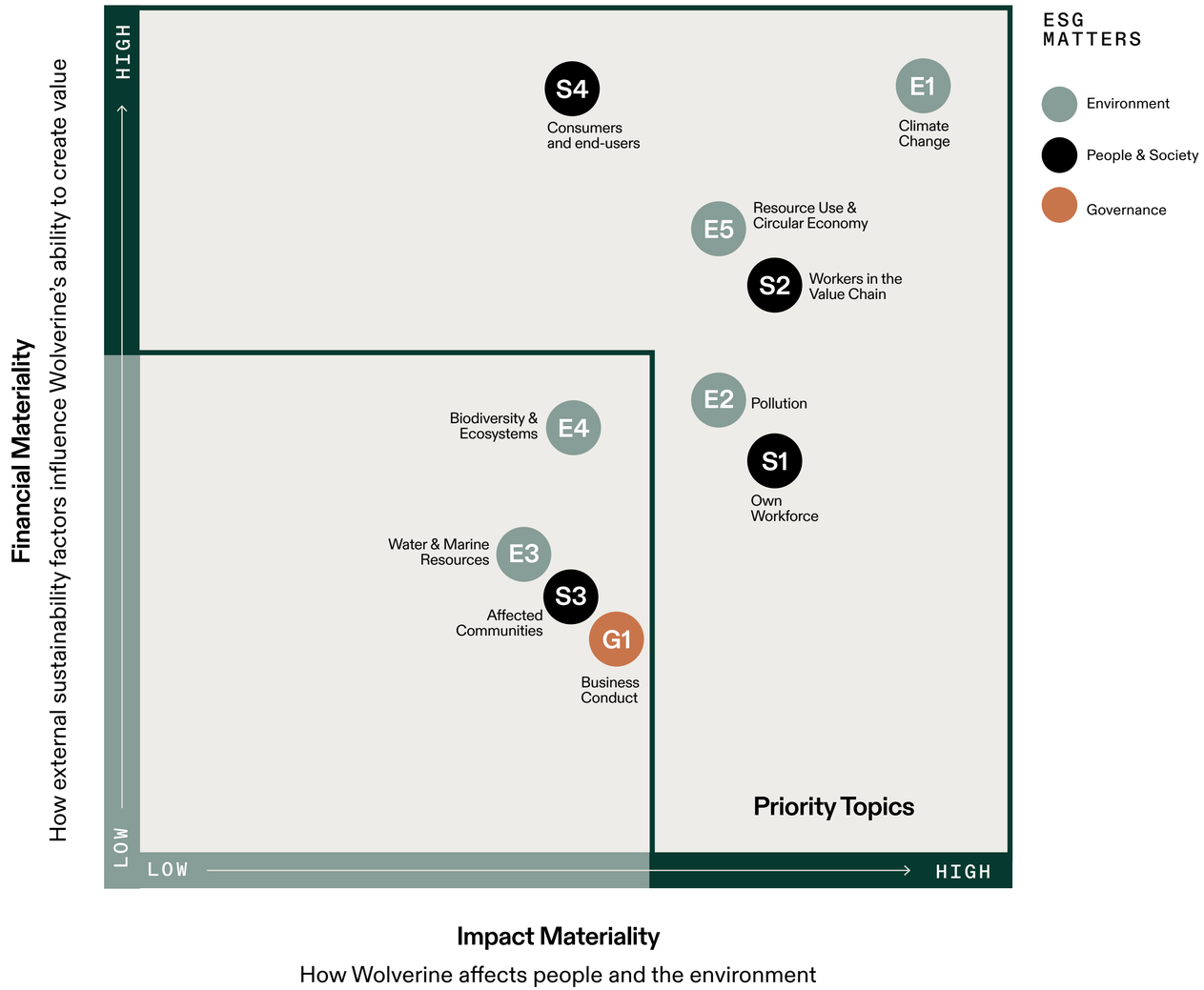
DELIVERING HIGH-QUALITY PRODUCTS TO OUR CONSUMERS

Double Materiality Assessment

In preparation for the EU Corporate Sustainability Reporting Directive (CSRD), Wolverine Worldwide engaged an independent third-party consultant to conduct a double materiality assessment (DMA) of the Company's operations. The assessment evaluated sustainability matters through two lenses: Wolverine's actual and potential impacts on people and the environment, and sustainability-related risks and opportunities that could affect the Company's financial performance and its ability to create value.

The DMA covered Wolverine's operating geographies and value chain, including relevant business relationships. Potential impacts, risks and opportunities were identified across the 10 sustainability topics addressed by the European Sustainability Reporting Standards (ESRS). Actual and potential impacts were evaluated based on severity and likelihood, while financial risks and opportunities were evaluated based on their potential magnitude and likelihood.

The assessment was informed by internal data, desk research, and interviews with 10 management representatives across business functions, providing perspectives on Wolverine's operations, value chain and strategic priorities. Six topics were identified as material under the ESRS, with the most significant findings concentrated in environmental and social areas. These results will guide Wolverine's sustainability reporting priorities, including related policies, actions, and performance measures, and are expected to be reviewed periodically as the Company's business, value chain, and regulatory requirements evolve.





02 People

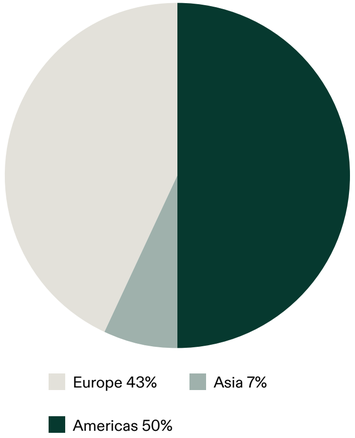
Our Workforce At A Glance

2025 Statistics

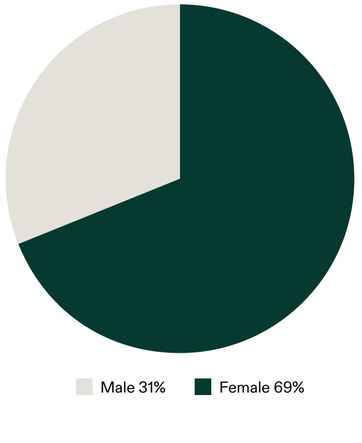
As a global company, our 3,038 employees* represent a wide range of cultures, religions, ethnicities, and nationalities, as well as varied professional and educational backgrounds.

* Data reflects 2025 employee population and includes full- and part-time employees

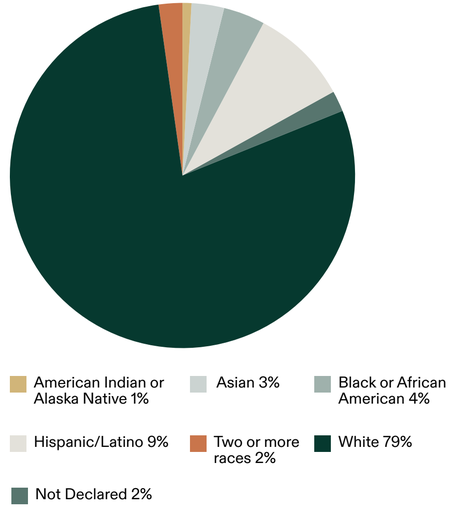
GLOBAL HEADCOUNT



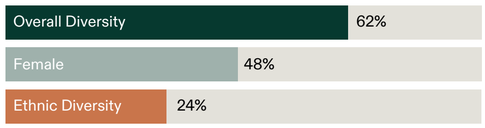
GLOBAL EMPLOYEE GENDER



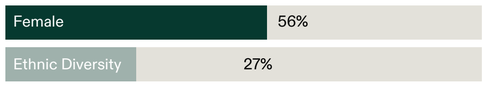
U.S. EMPLOYEE ETHNICITY



GLOBAL SENIOR LEADERSHIP



U.S. NEW HIRES



Employee Engagement

We are committed to nurturing the growth of our employees through learning and development opportunities and collaborative experiences.



2025 Highlights

WOLVER1NE WEEK

In 2025 we held our second annual WOLVER1NE Week, a dynamic three-day event that fosters connectivity across the organization, promotes alignment on the Company's enterprise strategy and overall goals, and provides employees time to give back to our community.

JUNIOR BOARD

We launched the Junior Board, a program which develops high-potential, early-career talent by providing executive exposure including through reverse mentorships, insight into enterprise priorities, and opportunities to influence key initiatives.

VALUES IN ACTION

We implemented Values in Action, a peer-to-peer recognition program that encourages employees to recognize one another for demonstrating behaviors aligned with our values, fostering a culture of engagement and appreciation.

GLOBAL CAREERS CONFERENCE

To help develop talent across our organization, we hosted our fourth annual Global Careers Conference, offering nine learning opportunities across three paths: Tools & Technology, Presence & Growth and Leadership.

HARVARD LEADERSHIP SERIES

As of the end of 2025, more than 300 Wolverine leaders globally have participated in the Harvard Leadership Essentials series, a program which engages global leaders to strengthen core leadership capabilities and foster a culture of collaboration, curiosity and inclusion.








Pulse Survey

Biannually, our global employees* are invited to a Pulse Survey which provides feedback to help us better understand our work environment, enhance engagement and guide important company decisions. This Survey uses a 10-point rating scale with questions on engagement, inclusion, transformation and change, health and wellbeing and our corporate values. We use these surveys to assess job satisfaction, loyalty and enthusiasm of our employees, and implement improvements based on feedback from survey results.

*Excludes retail and distribution center hourly workers

2025 Results

PARTICIPATION	ENGAGEMENT	GLOBAL INCLUSION	VALUES AVERAGE
79%	7.7	7.9	7.9

INDIVIDUAL COMMENTS

> 12,000

Our 2025 Pulse Survey results show how our Vision & Values resonate with employees' day-to-day experiences and reflect steady employee sentiment and meaningful connection to Company culture.

Inclusion & Belonging

In 2025, Wolverine Worldwide's Employee Resource Groups (ERGs) continued to strengthen connection, belonging, and community, helping to bring the company's inclusive culture to life. These employee-led communities are open to all employees and continue to serve as important spaces for networking, leadership development, allyship, and meaningful engagement.

FEM COLLECTIVE · WMV · THE VILLAGE · mentalk health · womxn's resource community · WU · PRIDE LGBTQIA+ RESOURCE GROUP · GRIEF MATTERS · WORKING MOMS · MOSAIC · WYP

ERG HIGHLIGHTS



- Hosted **31 events across the globe** including mentorship programming, professional development, community-building experiences, cultural observances, volunteer efforts and donation drives
- Launched **4 new ERGs** in EMEA designed to meet employee needs through support, dialogue, and connection

UN1TED



UN1TED

In 2025 our global inclusion office, **UN1TED**, worked to strengthen a culture where employees feel valued, connected and empowered. **UN1TED** increased engagement through additional opportunities for learning, community, connection, and supported cultural observances, ERG open houses, networking, volunteering and key heritage month programming. Employee feedback showed strong awareness of **UN1TED** and willingness to discuss inclusion topics, while highlighting opportunities to improve virtual engagement, inclusion training and inclusive talent efforts. These outcomes will guide **UN1TED**'s continued focus on education, leadership engagement, cultural awareness and stronger employee connection.



03 Planet

Climate Performance

Understanding how climate change may affect our business and value chain helps us make more informed decisions and strengthen our long-term resilience. In 2025, we built on the climate strategy set in 2023 and the inventory work completed in 2024, with a focus on data quality and year-over-year comparability.

We also worked to strengthen our governance and risk management by increasing Board and management review of climate-related risks and opportunities to a quarterly cadence. Through our 2025 double materiality assessment, we further evaluated the potential impacts, risks, and opportunities associated with climate change across our operations and value chain. Additional information on our climate oversight, strategy, and performance can be found in the TCFD index.

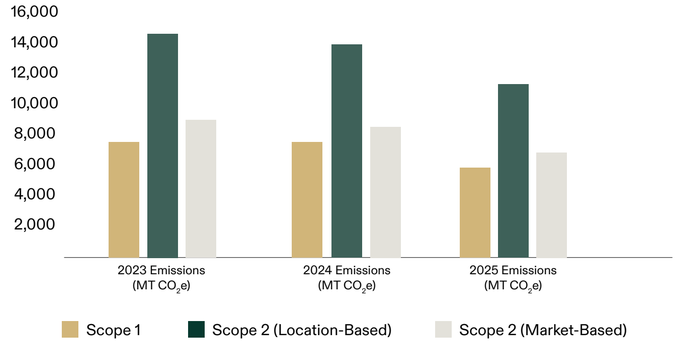
MEASURING OUR FOOTPRINT

We account for emissions in line with the GHG Protocol, using activity data collected through standardized site surveys, historical inventory records, and supporting documentation. This report presents three years of Scope 1 and 2 data, including restated 2023 figures, alongside our first Scope 3 inventory, covering 2024. Scope 3 data collection for 2025 is under way and will be disclosed in a future report.

VALUE CHAIN EMISSIONS

Our inaugural Scope 3 inventory totaled 289,917 MT CO_2e in 2024, with Purchased Goods and Services as the largest category. Our 2025 Scope 3 inventory will build on the previous year's work by improving data availability and strengthening our understanding of value chain emissions over time. With this information, we will improve our ability to identify key emissions hotspots and better prioritize opportunities to reduce value chain emissions.

Scope 1 and 2 Greenhouse Gas Emissions (MT CO_2e)



Category	2023 Emissions (MT CO_2e)	2024 Emissions (MT CO_2e)	2025 Emissions (MT CO_2e)
Scope 1	7,750	7,407	5,785
Scope 2 (Location-Based)	14,375	13,776	11,173
Scope 2 (Market-Based)	8,769	8,451	6,859

MT CO2e = Metric tons of carbon dioxide equivalent

Market-based emissions reflect RECs purchased by Wolverine Worldwide.

2023 and 2024 Scope 1 and 2 emissions were estimated using modeled data based on average ratios and building area. In 2025, emissions were calculated using actual reported consumption where available and modeled data where actual data was unavailable.

Differences between previously reported historical totals and the restated inventory may reflect harmonized factors, corrected units, expanded category coverage, estimation methods, or category reclassification. They should not automatically be interpreted as operational increases or reductions.

2024 Scope 3 Emissions by Category

Category	2024 Scope 3 Emissions (MT CO_2e)
1. Purchased Goods And Services	215,425
2. Capital Goods	2,660
4. Upstream Transportation And Distribution	36,225
5. Waste Generated In Operations	8,670
6. Business Travel	2,229
7. Employee Commuting	2,619
8. Upstream Leased Assets	23
12. End-Of-Life Treatment Of Sold Products	22,066
TOTAL Scope 3	**289,917**

Categories 3, 9, 10, 11, 13, and 14 were assessed as not relevant, immaterial or the Company lacks data to compute.

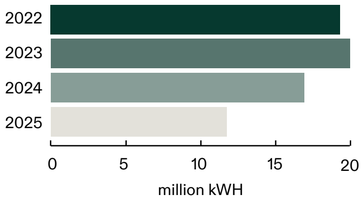
Energy Initiatives

ENERGY INITIATIVES

Each year, we measure and review electricity use across our North American operations* to identify opportunities to improve energy efficiency and reduce emissions. In 2025, we used 11.9 million kWh of electricity.** We continue to strengthen our data collection and reporting processes to better track usage trends, identify areas for improvement, and inform efforts to reduce energy consumption.

Since 2015, we have purchased Renewable Energy Credits (RECs) each year to offset electricity use at our North America facilities. In 2025, we helped offset North America electricity consumption through the purchase of 14,500 MWh of RECs. Our market-based Scope 2 emissions, reported in the Climate Performance section, reflect these purchases, linking our energy strategy directly to our emissions results.

North American Electricity Consumption



14,500 MWh
RECs purchased, 2025

* Excludes US retail stores

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

FACILITIES

In 2025, we increased our efforts related to facility efficiency at our European locations. At our UK headquarters, we installed an Organic Lighting system that operates only when a space is occupied, reducing the electricity used to light empty rooms. We also maintain solar panels at our Italy office, to help offset energy consumption. Together, these upgrades support our efforts to lower energy use and expand renewable sources across our global operations.

ELECTRIC VEHICLES

New EVs added to our European fleet in 2025

14

EV charging stations at our U.S. headquarters

14



04 Product

The Higg Index

Higg Brand & Retail Module

In 2025, Wolverine Worldwide continued its partnership with Cascale and use of the Higg Brand and Retail Module (BRM) which is an industry-standard tool for evaluating and improving sustainability performance in the apparel and footwear sector. This framework is designed to help us assess our environmental and social impacts across the value chain, identify areas for improvement, monitor our progress, and communicate our sustainability initiatives.

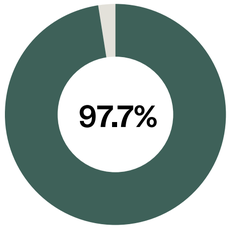
We asked our Tier 1 footwear factories and Tier 2 suppliers to complete the Facility Environmental Module (FEM) and Facility Social Labor Module (FSLM) to help measure the environmental and social labor performance across our supply chain.

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

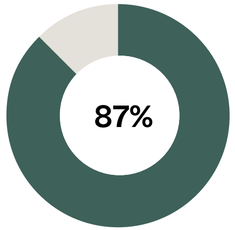
For additional information on factory and supplier Higg data, please see our SASB index.

HIGG FACILITY ENVIRONMENTAL MODULE

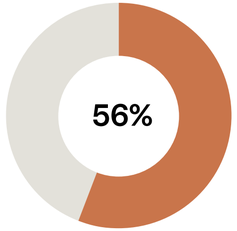
We use the Higg FEM to better understand environmental management system effectiveness and resource usage at our factories. Resources assessed through the Higg FEM include energy use, greenhouse gas emissions, water use, wastewater, emissions to air, waste management, and chemical use. We strive for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



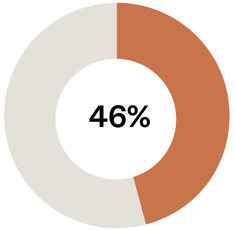
Total Tier 1 production volume completing the Higg FEM self-assessment



Total Tier 1 production volume completing the Higg FEM verification



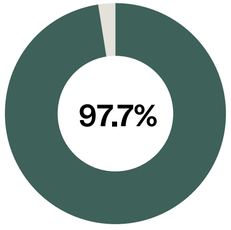
Total Tier 2 production volume completing the Higg FEM self-assessment



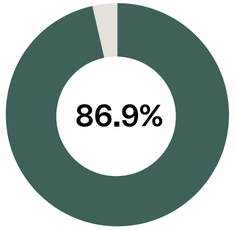
Total Tier 2 production volume completing the Higg FEM verification

HIGG FACILITY SOCIAL LABOR MODULE

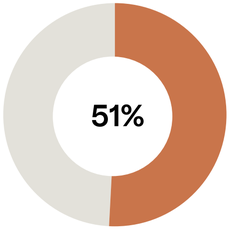
We use the Higg FSLM to assess overall social labor practices in facilities, such as management systems, operational controls, and oversight. Reviews used in the Higg FSLM include factory-level recruitment and hiring, working hours, wages and benefits, and worker treatment. The module supports Wolverine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



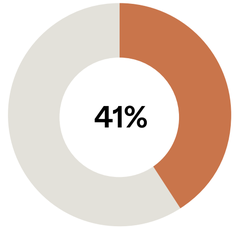
Total Tier 1 production volume completing the Higg FSLM self-assessment



Total Tier 1 production volume completing the Higg FSLM verification



Total Tier 2 production volume completing the Higg FSLM self-assessment



Total Tier 2 production volume completing the Higg FSLM verification

Strategic Product Design

In 2025, Wolverine Worldwide implemented a supply chain traceability platform to strengthen visibility across our global supplier network. Through this traceability initiative, we have begun onboarding our direct suppliers and factories to conduct supply chain mapping, in order to gain greater visibility into upstream suppliers and facilities. This work is helping us build a stronger understanding of raw material origins, deforestation and supply chain risks, and further strengthening our responsible sourcing and due diligence efforts.

We also continued to focus on several strategic initiatives in our product design, development and supply chain:

- 100% of our Tier 1 factory partners completed a social compliance audit in 2025.
- Our brands seek to use environmentally preferred materials in our products when possible, such as recycled, bio-based and organic materials.
- 100% of leather used by Wolverine Worldwide brands is a byproduct of the meat industry and is sourced from Leather Working Group (LWG) Gold-or Silver-rated tanneries. LWG sets standards of environmental criteria against which leather manufacturers are independently audited and certified.

2025 Brand Highlights



80% OF MERRELL'S 2025 FOOTWEAR LINE CONTAINS RECYCLED POLYESTER



80% OF SAUCONY'S 2025 FOOTWEAR LINE CONTAINS RECYCLED MATERIALS



CHACO REPAIRED 12,081 PAIRS OF Z/SANDALS THROUGH ITS RECHACO REPAIR PROGRAM



SWEATY BETTY'S NIMBUS OUTERWEAR RANGE CONTAINS 100% RECYCLED FILLING



05 Purpose

Impact Beyond Business

At Wolverine Worldwide, we believe success is measured not only by business results, but also by the positive impact we create for people and communities. Across our Company, brands and employees, we are committed to making a difference through philanthropy, volunteerism, workforce development and community engagement.

In 2025, we continued to strengthen that commitment through the work of the Wolverine Worldwide Foundation, our annual Global Day of Purpose and partnerships that support healthier communities, greater access to opportunity, and a stronger future for our industry.

WFoundation

The Wolverine Worldwide Foundation serves as the cornerstone of our community impact efforts. In 2025, the Foundation sharpened its focus around three pillars designed to create meaningful and lasting change:

HEALTHY LIVES & OUTDOORS

Supporting initiatives that promote wellness, outdoor access, and active lifestyles, helping individuals and families live healthier lives.

DIVERSIFYING TRADES & TALENT

Investing in education, workforce development, mentorship, and career pathways that help create opportunities for future generations.

INDUSTRY & COMMUNITY GIVING

Supporting nonprofit organizations, community programs, and industry partners that strengthen the places where we live and work. By focusing our resources in these areas, we are able to deepen our impact and support organizations whose missions align with our values and purpose.

INVESTING IN THE FUTURE

Wolverine Worldwide continued to invest in the future workforce through its partnership with **Pensole Lewis College Detroit**. Through the company's six-week Masterclass program, students collaborate with our brands and product leaders on real-world projects while gaining exposure to the footwear industry. By combining education, mentorship, and hands-on learning, the partnership advances access to opportunity and supports the next generation of creative and business leaders.



FOUNDATION PARTNERSHIPS: TWO TEN Footwear Foundation · BFF Black Footwear Forum · The Right Place · Grand Rapids Chamber Foundation · PLG Detroit Est. 1928

Global Day Of Purpose

One Company. One Day. Thousands of Acts of Service.

One of the most visible expressions of our values is our annual Global Day of Purpose.

Each year, employees across our global footprint step away from their workspaces and into their communities to support local organizations and causes. From food banks and schools, to environmental conservation efforts and community nonprofits, employees come together around a shared commitment to service.

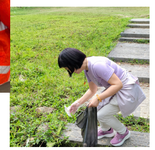
The Global Day of Purpose reflects the spirit of WOLVER1NE and demonstrates how our culture extends beyond the workplace. By creating opportunities for employees to engage directly with their communities, the program helps strengthen connections, build local impact, and reinforce our belief that meaningful change begins with individual action.















EMPLOYEE PARTICIPANTS

837

VOLUNTEER HOURS DONATED

1,400

ORGANIZATIONS SUPPORTED

23

COUNTRIES OR LOCATIONS PARTICIPATING

US, UK, Canada, China, Vietnam, Indonesia & Bangladesh



06 Appendix

Disclosures & Related Resources







LINKS

[2025 GRI Index]
[2025 SASB Index]
[2025 TCFD Index]
[Responsibility Page]
[2024 Global Impact Report]
[Human Rights Policy]
[Environmental and Responsible Sourcing Policy]
[Summary Production Code of Conduct]
[Code of Business Conduct]
[2026 Proxy Statement]

Global Reporting Initiative Index (GRI)

STATEMENT OF USE

Wolverine World Wide, Inc. has reported in accordance with the GRI Standards for the period January 1, 2025-December 31, 2025.

GRI 1 Version
GRI 1: Foundation 2021

GRI Standard	Disclosure	Response
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 Annual Report on Form 10-K; page 25
	201-2 Financial implications and other risks and opportunities due to climate change	2025 TCFD Index
	201-3 Defined benefit plan obligations and other retirement plans	2026 Proxy Statement; pages 46-47 and 62-64
	201-4 Financial assistance received from government	Wolverine did not receive financial assistance from government bodies in the reporting period.
	2-1 Organizational details	a. Wolverine World Wide, Inc. b. Publicly owned, incorporated entity c. 9341 Courtland Drive N.E., Rockford, Michigan 49351 d. 2025 Annual Report on Form 10-K; pages 5-10
	2-2 Entities included in the organization's sustainability reporting	2025 Annual Report on Form 10-K; pages 5-10
	2-3 Reporting period, frequency and contact point	The sustainability data presented covers the 2025 calendar year, from January 1, 2025, to December 31, 2025, and is in line with the scope of our consolidated financial reporting. For more details about Wolverine, visit our website. If you have any questions regarding this report, please contact Dave Latchana, Chief Legal Officer.

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-4 Restatements of information	We restated 2023 Scope 1 and 2 emissions in the 2025 Global Impact Summary Report to reflect harmonized factors, corrected units, expanded category coverage, estimation methods, and category reclassifications.
	2-5 External assurance	Wolverine has not obtained external assurance for the information included in the 2025 Global Impact Summary Report
	2-6 Activities, value chain and other business relationships	2024 Global Impact Report; Company Overview 2025 Annual Report on Form 10-K; pages 5-10
	2-7 Employees	2025 Global Impact Summary Report; Our Workforce at a Glance
	2-8 Workers who are not employees	Wolverine uses agency temporary workers and contractors for staff augmentation and key projects where subject matter expertise is required that does not exist in house. Our U.S. distribution centers are the greatest users of agency-provided temp labor to augment staffing for peak and seasonal needs. By using tesmp labor we are able to adjust for upward or downward business fluctuations while preserving the integrity of the employment and hours of our regular Wolverine employees.
	2-9 Governance structure and composition	2026 Proxy Statement; pages 10-11 and 29-30 2024 Global Impact Report; Board of Directors 2025 Global Impact Summary Report; About the Company
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement; page 11
	2-11 Chair of the highest governance body	Wolverine appointed Tom Long as independent Chairman of the Board as of May 2023. See page 20 of our 2026 Proxy Statement for details on Mr. Long's background.
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board of Directors regularly reviews business initiatives and their environmental and social impacts. See 2025 TCFD Index for more information on ESG oversight.
	2-13 Delegation of responsibility for managing impacts	The Company's Chief Legal Officer manages a cross-functional ESG team that is responsible for day-to-day management of the Company's ESG program and the tactical advancement of ESG priorities and initiatives. For more information: 2024 Global Impact Report; ESG Oversight, 2024 Global Impact Report; Board Oversight, 2025 TCFD Index
	2-14 Role of the highest governance body in sustainability reporting	Wolverine publishes a Global Impact Report annually, which is reviewed by the Governance Committee of its Board of Directors.
	2-15 Conflicts of interest	2026 Corporate Governance Guidelines; page 8
	2-16 Communication of critical concerns	Wolverine's Code of Business Conduct outlines the ways in which employees may confidentially and anonymously escalate actual or potential violations of the Code or law. The Audit Committee is responsible for the receipt, retention and treatment of complaints (external and internal) received by the Company regarding accounting, internal accounting controls, auditing or federal securities law matters.

GRI Standard	Disclosure	Response
GRI 2 General Disclosures 2021	2-17 Collective knowledge of the highest governance body	The Governance Committee of Wolverine's Board of Directors receives quarterly updates on ESG risks, impacts, and regulatory updates affecting the Company. The Board of Directors also has access to educational resources which cover ESG topics. Please see the Board of Directors section of the 2024 Global Impact Report for more information.
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement; page 12
	2-19 Remuneration policies	2026 Proxy Statement; pages 31-50
	2-20 Process to determine remuneration	2026 Proxy Statement; pages 47-50
	2-21 Annual total compensation ratio	2026 Proxy Statement; page 67
	2-22 Statement on sustainable development strategy	2025 Global Impact Summary Report; Message from our President & CEO 2025 Global Impact Summary Report; Our Vision for Sustainability 2026 Proxy Statement; pages 14-15
	2-23 Policy commitments	Code of Business Conduct Production Code of Conduct 2024 Global Impact Report; Responsible Sourcing Human Rights Policy Environmental and Responsible Sourcing Policy
	2-24 Embedding policy commitments	2024 Global Impact Report; Responsible Sourcing Production Code of Conduct Human Rights Policy Environmental and Responsible Sourcing Policy
	2-25 Processes to remediate negative impacts	Wolverine is committed to accountability, transparency, and responsiveness in addressing stakeholder concerns. Grievances are addressed through direct engagement, with emphasis on clear communication and dialogue with affected parties. We apply due diligence to assess situations and provide appropriate remediation, including efforts to restore affected stakeholders to their position prior to the incident when possible.
	2-26 Mechanisms for seeking advice and raising concerns	Wolverine is committed to conducting business in alignment with the highest level of ethical standards and in compliance with applicable laws. Please see the Ethics and Compliance section of the 2024 Global Impact Report for more information.
	2-27 Compliance with laws and regulations	This information is not currently disclosed. Please refer to the Ethics and Compliance section of the 2024 Global Impact Report to learn more about our compliance program.
	2-28 Membership associations	2024 Global Impact Report; Partnerships & Industry Alliances
	2-29 Approach to stakeholder engagement	2024 Global Impact Report; Corporate Governance
	2-30 Collective bargaining agreements	4.7% of employees were covered by collective bargaining agreements during the reporting period.

GRI Standard	Disclosure	Response
GRI 302 Energy 2016	302-1 Energy consumption within the organization	2025 Global Impact Summary Report; Energy Initiatives; 2025 TCFD Index
	302-4 Reduction of energy consumption	2025 Global Impact Summary Report; Energy Initiatives; 2025 TCFD Index
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Global Impact Summary Report; Climate Performance 2025 TCFD Index; Metrics & Targets
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	2024 Global Impact Report; Operational Waste and Recycling
	306-2 Management of significant waste-related impacts	2024 Global Impact Report; Operational Waste and Recycling Environmental and Responsible Sourcing Policy; page 2
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Tier 1 Factories: 100% The metrics above reflect screening for both environmental and social criteria. All new factory partners are risk-assessed prior to onboarding and must be approved by the Wolverine Social Compliance Team. Once onboarded, factory partners are subject to ongoing risk assessments as part of Wolverine's auditing and verification procedures. In 2025, we selected and began implementation of a supply chain traceability software to unify supplier data, automate compliance and certification tracking, and gain real-time visibility into the value chain. This will enable us to more effectively collect information across Tier 2 and Tier 3 suppliers, identify and manage risks, and promote supply chain transparency at every stage.
	308-2 Negative environmental impacts in the supply chain and actions taken	SASB Index; Percentage of (1) Tier 1 supplier facilities and (2) Supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment
GRI 3 Material Topics 2021	3-1 Process to determine material topics	In 2025, Wolverine engaged a third-party consultant to conduct a CSRD-aligned double materiality assessment. The assessment evaluated the relevance of ESG topics based on their actual or potential impacts to the environment and society as well as our financial performance. The assessment covered Wolverine's value chain and all operating geographies and considered the Company's activities and business relationships. Identified impacts were evaluated based on their severity and likelihood and prioritized according to their significance. The assessment was informed by interviews with 10 members of management representing a range of business functions, providing diverse perspectives on the Company's operations, impacts, risks, and opportunities. Please refer to the Double Materiality Assessment section of the 2025 Global Impact Summary Report for more information.
	3-2 List of material topics	2025 Global Impact Summary Report; Double Materiality Assessment

GRI Standard	Disclosure	Response
GRI 3 Material Topics 2021	3-3 Management of material topics	2025 Global Impact Summary Report; Double Materiality Assessment
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	a. 2025 Global Impact Summary Report; Our Workforce at a Glance b. We do not disclose employee turnover at this time.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Global Impact Report; Employee Engagement & Well-Being Careers - Total Rewards
	401-3 Parental leave	We do not disclose metrics related to parental leave at this time. We understand how important family is to our employees, so we offer expanded paid paternal and maternal leave, on-site day care facilities, adoption assistance, family and medical leave, access to Employee Assistance Services and more.
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In the United States, minimum notice periods for operational changes are not prescribed by regulation and therefore are not applicable to our operations. Across our global footprint, notice periods differ and are managed in compliance with the labor laws and regulations of each jurisdiction in which we operate.
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Wolverine employees completed an average of 2 hours, 10 minutes of mandatory, general training during the reporting period for global population. Job-specific training is at managers' discretion.
	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Global Impact Report; Talent, Development and Learning 2025 Global Impact Summary Report supplement; Employee Engagement
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of corporate, non-retail and non-distribution employees receive an annual performance review; this population accounts for 65% of Wolverine Worldwide's global employee base. Additionally, managers are expected to have regular performance and development check-ins with their employees throughout the year. Leaders and employees are equipped with toolkits to assist them in these conversations which are intentionally focused on employee well-being, performance and career development.
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2025 Global Impact Summary Report; Our Workforce at a Glance
	405-2 Ratio of basic salary and remuneration of women to men	We do not disclose the corporate-level ratio of basic salary and remuneration of women to men at this time. We are committed to ensuring fair and equal compensation for all employees. Please see Sweaty Betty's 2025 Gender Pay Gap Report for relevant information on this segment of our portfolio.
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Production Code of Conduct; page 2 Human Rights Policy; page 2

GRI Standard	Disclosure	Response
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2024 Global Impact Report; Responsible Sourcing Anti-Human Trafficking and Transparency in Supply Chain Statement Production Code of Conduct Human Rights Policy
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Global Impact Report; Responsible Sourcing Anti-Human Trafficking and Transparency in Supply Chain Statement Production Code of Conduct Human Rights Policy
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Tier 1 Factories: 100% The metrics above reflect screening for both social and environmental criteria. All new factory partners are risk-assessed prior to onboarding and must be approved by the Wolverine Social Compliance Team. Once onboarded, factory partners are subject to ongoing risk assessments as part of Wolverine's auditing and verification procedures. See our Anti-Human Trafficking and Transparency in Supply Chain Statement for more information. In 2025, we selected and began implementation of a supply chain traceability software to unify supplier data, automate compliance and certification tracking, and gain real-time visibility into the value chain. This will enable us to more effectively collect information across Tier 2 and Tier 3 suppliers, identify and manage risks, and promote supply chain transparency at every stage.
	414-2 Negative social impacts in the supply chain and actions taken	a. In 2025, our Social Compliance Team completed social compliance internal audits that covered 71.1% of our direct-sourced footwear factories, and third-party factory audit reviews were completed for the remaining 28.9%. Our Social Compliance Team did not complete any social compliance internal audits for Sweaty Betty factories, but third-party factory audit reviews were completed for 100% of Sweaty Betty factories. See Supply Chain Transparency and Compliance in the 2024 Global Impact Report for more information. b. SASB Index; Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits c. Should an audit or inspection identify a material issue, the Production Partner or Sweaty Betty supplier must work with the auditor and/or Wolverine to devise and implement a corrective action plan to remedy the issue within an agreed timeframe. If a supplier does not adequately address the issue raised by the corrective action plan, Wolverine may reduce its business with the supplier or terminate the partnership entirely. See Supply Chain Transparency and Compliance in the 2024 Global Impact Report for more information.
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The company did not receive any complaints concerning breaches of customer privacy or losses of customer data in 2025. See Cybersecurity and Data Privacy in the 2024 Global Impact Report for more information on our practices in this area.

Sustainability Accounting Standards Board (SASB)

Apparel, Accessories & Footwear
Year 2026

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

SASB Topic	Environmental Impacts in the Supply Chain	Response
SASB Code	Accounting Metric	
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	(1) Tier 1 Supplier Facilities 100% of Tier 1 supplier facilities are in compliance with wastewater discharge permits. (2) Supplier Facilities Beyond Tier 1 We do not currently track the percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits for any of our sourcing categories. We remain committed to responsible wastewater management and increasing transparency into our supply chain.
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	(1) Tier 1 Supplier Facilities Direct Footwear: 60.5% Self-Assessed; 50% Verified Agent-Licensee Footwear: 0% Apparel & Accessories: 8.3% Self-Assessed & Verified Sweaty Betty: 63.2% Self-Assessed; 57.9% Verified (2) Supplier Facilities Beyond Tier 1 Direct Footwear: Self-Assessed - 39%; Verified - 35% The Higg FEM 2025 review cadence is in progress; verification will be completed by December 31, 2026. We do not currently track Higg FEM completion for supplier facilities beyond Tier 1 for our Agent-Licensee Footwear or Apparel & Accessories sourcing categories. We recognize the importance of environmental performance assessments across the supply chain and may explore opportunities to expand our monitoring in the future.

SASB Topic	Labor Conditions in the Supply Chain	Response
SASB Code	Accounting Metric	
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	1) Tier 1 Supplier Facilities 100% of Tier 1 supplier facilities across our business have been audited to a labor code of conduct. For footwear factories, the majority of these audits were conducted by our in-house Social Compliance team, whose members are certified by Bureau Veritas and conduct audits in line with the SA8000 human rights standard. (2) Supplier Facilities Beyond Tier 1 For Direct Sourced Footwear Factories: Higg FLSM Self-Assessed - 28% Higg FLSM Verified - 24% We do not currently track the percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct for Agent-Licensee Footwear, Apparel & Accessories or Sweaty Betty suppliers. We are committed to supply chain transparency and are evaluating ways to improve our understanding of our supply chain performance. (3) Total Audits Conducted by a Third-Party Auditor For Direct Sourced Footwear Factories: Tier 1 supplier facilities - 28.9% Supplier facilities beyond Tier 1 - 24% Agent-Licensee Footwear: 67.4% (Tier 1 supplier facilities) Apparel & Accessories: 86.1% (Tier 1 supplier facilities) Sweaty Betty: 100%
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Priority Non-Conformance Rate Direct Sourced Footwear: 53% Agent-Licensee Footwear: 37% Apparel & Accessories: 32% Associated Corrective Action Rate Direct Sourced Footwear: 80% Agent-Licensee Footwear: 53% Apparel & Accessories: 52% We are currently unable to provide data for Sweaty Betty as we continue to integrate Sweaty Betty into Wolverine's existing supplier oversight processes.
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Our focus areas include managing working hours, supporting freedom of association and collective bargaining rights, and strengthening access to social insurance coverage. In terms of environmental, health, and safety, we emphasize chemical management practices, occupational health check-ups, and maintaining safe facilities. We actively monitor these risk areas through our supplier oversight processes and require supplier compliance with our Production Code of Conduct. In 2025, we selected and began implementation of a supply chain traceability software to unify supplier data, automate compliance and certification tracking, and gain real-time visibility into the value chain. This will enable us to more effectively collect information across Tier 2 and Tier 3 suppliers, identify and manage risks, and promote supply chain transparency at every stage.

SASB Topic	Raw Materials Sourcing	Response
SASB Code	Accounting Metric	
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	We are unable to provide information related to raw materials sourcing at this time, as we are working to enhance our data collection and reporting processes to ensure consistency and accuracy across all brands and sourcing categories.
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	We are unable to provide information related to raw materials sourcing at this time, as we are working to enhance our data collection and reporting processes to ensure consistency and accuracy across all brands and sourcing categories.
G-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	(1) Tier 1 Suppliers Direct Sourced Footwear: 38 Agent-Licensee Footwear: 86 Apparel & Accessories: 144 Sweaty Betty: 43 (2) Suppliers Beyond Tier 1* Direct Sourced Footwear: 456 *We do not currently track suppliers beyond Tier 1 for our Agent-Licensee Footwear, Apparel & Accessories sourcing categories or for Sweaty Betty suppliers. We recognize the importance of supply chain transparency and are evaluating opportunities to enhance visibility into our upstream supply chain in the future.

TCFD Index

Governance

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

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

The Board has delegated primary responsibility for ESG matters, including climate risks and opportunities, to its Governance Committee, which oversees ESG policies, programs, and related risks. The Governance Committee reviews, on a quarterly basis, the Company's climate strategy, objectives, performance, and related disclosures, and makes recommendations to the full Board on how climate-related considerations are integrated into business strategy and operations. Climate-related risks and opportunities are reviewed periodically, but no less than annually. The Governance Committee coordinates with the Audit Committee and the Compensation and Human Capital Committee to ensure ESG and climate-related disclosures are accurate, compliant with applicable laws, and supported by appropriate internal controls.

Describe management's role in assessing and managing climate related risks and opportunities.

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

The Board has delegated primary responsibility for ESG matters, including climate risks and opportunities, to its Governance Committee, which oversees ESG policies, programs, and related risks. The Governance Committee reviews, on a quarterly basis, the Company's climate strategy, objectives, performance, and related disclosures, and makes recommendations to the full Board on how climate-related considerations are integrated into business strategy and operations. Climate-related risks and opportunities are reviewed periodically, but no less than annually. The Governance Committee coordinates with the Audit Committee and the Compensation and Human Capital Committee to ensure ESG and climate-related disclosures are accurate, compliant with applicable laws, and supported by appropriate internal controls.

Risk Management

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

Our governance structure ensures that climate-related risks are regularly reviewed and escalated to appropriate committees and leadership, supporting informed decision-making and alignment with evolving external expectations. We maintain focus on enhancing data quality, disclosure, and climate risk oversight as part of an iterative process to strengthen our overall risk management and resilience to climate change. While the enterprise climate strategy is managed at the corporate level, brands retain discretion in operational areas such as material selection and vendor partnerships, which are critical to advancing climate and sustainability objectives. Moving forward, Wolverine Worldwide aims to formalize coordination and increase collaboration between corporate leaders and brands to align efforts toward the achievement of climate and sustainability priorities. This coordination will include incorporating the climate risk processes associated with the climate risk assessments performed by third-party consultants within our processes to robustly identify, assess, and manage climate-related risk on an ongoing basis.

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

In 2025, we engaged third-party consultants to identify and assess climate-related physical and transition risks impacting the business to support readiness for California state reporting requirements. Our analysis concentrated on high emissions scenarios for physical and transition risks – and considered the short-, medium-, and long-term horizons – enabling us to prioritize the most material issues affecting Wolverine Worldwide, based on currently available data and methodologies. The findings inform the Company's broader enterprise risk management, strategic planning, and consideration of opportunities to strengthen operational and supply chain resilience.

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

The Company's enterprise risk management process, overseen by the Audit Committee, encompasses ESG risks broadly. For more information about our Enterprise Risk Management process, see page 50 of the 2024 Global Impact Report. We are currently in the process of systematically integrating the climate considerations into our risk management practices so that we can identify, assess, and manage climate-related risks on an on-going basis.

Strategy

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

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

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

As part of the performed climate risk assessments, we have identified various physical and transition climate-related risks and opportunities that may affect Wolverine Worldwide's operations, strategy, and financial planning over the short (2025–2030), medium (2031–2040), and long term (2041–2050).

Climate change may increase the frequency and severity of extreme weather events and other physical hazards that could affect our operations, facilities, infrastructure, and supply chain. Events such as wildfires, hurricanes, flooding, extreme temperatures, and other severe weather could result in property damage, power outages, transportation disruptions, supply chain interruptions, or impacts to employee health and safety. Our business may also be affected by evolving climate-related laws and regulations and customer expectations, which could result in increases in operating costs or otherwise have a negative effect on our business.

Improved efficiency through the use of circular inputs may present a transition opportunity with meaningful operational and financial benefits. Several of Wolverine Worldwide's key inputs, including leather, textiles, and packaging materials, are sensitive to climate change impacts, which could contribute to greater volatility in input prices. By the long-term horizon, economies of scale may make efficient circular inputs (e.g., recycled materials) more widely available at a lower cost, reducing overall inputs costs over time.

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

Wolverine Worldwide's assessment considered a range of physical climate hazards, including wildfire, extreme temperatures, hurricanes, and flooding, across key facilities and operations. These hazards may affect our operations, facilities, infrastructure, and supply chain through operational disruptions, property damage, increased costs, and other impacts. Wolverine maintains insurance coverage for certain physical climate-related risks, although such coverage may not fully mitigate potential financial impacts. We continue to monitor physical climate risks and consider them as part of our broader risk management and business planning processes.

Transition risks, including evolving regulatory requirements, technological developments, and changing market expectations, may also affect Wolverine's operations, products, and supply chain. These risks may result in changes to market access, operating costs, product requirements, or consumer expectations as the transition to a lower-carbon economy progresses. Transition risks will be mitigated by closely monitoring global regulatory developments and leveraging Wolverine's existing ESG initiatives to proactively align with emerging requirements. We will also monitor the longer-term risk of losing customer trust due to climate-related supply chain impacts and assessing the best options for mitigation, building on our current supply chain-related efforts (e.g., continuous supplier engagement, strengthening transparency and traceability, and integrating sustainability performance into procurement practices). Overall, our climate risk assessments help guide Wolverine Worldwide's decisions around capital planning, operational improvements, product development, and supplier partnerships, strengthening the company's capacity to manage evolving climate-related risks and opportunities. Wolverine continues to track these developments closely and will refine its strategy and financial priorities as new insights, market trends, and regulations emerge.

Metrics & Targets

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

We annually track and report greenhouse gas emissions from our direct operations in accordance with the GHG Protocol, and we are committed to expanding the completeness and transparency of our reporting each year. In 2026, we completed emissions data collection for Scopes 1 and 2 (2024 and 2025 data, disclosed below) and are in the process of 2025 Scope 3 data collection. We have also disclosed 2023 Scope 1 and 2 data and 2024 Scope 3 data below and will report 2025 Scope 3 emissions at a later date.

The 2023 and 2024 Scope 1 and 2 emissions were estimated using modeled data based on average ratios and building area. In 2025, emissions were calculated using actual reported consumption where available and modeled data where actual data was unavailable. As methodologies differ across years, results may not be directly comparable.

We also monitor energy usage across all North American facilities and have begun to track the percentage of electricity sourced from renewable sources and the use of renewable energy credits (RECs), which we have purchased each year since 2015. Currently, there are no performance metrics tied to renumeration, and we do not use internal carbon prices.

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

In 2025, we continued the expansion of our greenhouse gas (GHG) emission data collection efforts and methodologies. With an additional year of emissions data, we are gaining greater insight into year-over-year changes in our emissions performance and continuing to expand the quality of emissions tracking across our operations and value chain. This improved visibility will inform our climate strategy and help us evaluate appropriate opportunities for emissions reduction, including whether and how to set future goals.

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

Scope 1 and Scope 2 Greenhouse Gas Emissions (MT CO_2e)

Category	2023 Emissions (MT CO_2e)	2024 Emissions (MT CO_2e)	2025 Emissions (MT CO_2e)
Scope 1	7,750	7,407	5,785
Scope 2 (Location-Based)	14,375	13,776	11,173
Scope 2 (Market-Based)	8,769	8,451	6,859

MT CO2e = Metric tons of carbon dioxide equivalent.

Market-based emissions reflect RECs purchased by Wolverine Worldwide.

2023 and 2024 Scope 1 and 2 emissions were estimated using modeled data based on average ratios and building area. In 2025, emissions were calculated using actual reported consumption where available and modeled data where actual data was unavailable.

Differences between previously reported historical totals and the restated inventory may reflect harmonized factors, corrected units, expanded category coverage, estimation methods, or category reclassification. They should not automatically be interpreted as operational increases or reductions.

Scope 3 Greenhouse Gas Emissions by Category (MT CO_2e)

Category	2024 Scope 3 Emissions (MT CO_2e)
1. Purchased Goods And Services	215,425
2. Capital Goods	2,660
4. Upstream Transportation And Distribution	36,225
5. Waste Generated In Operations	8,670
6. Business Travel	2,229
7. Employee Commuting	2,619
8. Upstream Leased Assets	23
12. End-Of-Life Treatment Of Sold Products	22,066
TOTAL Scope 3	**289,917**

MT CO2e = Metric tons of carbon dioxide equivalent

2025 Scope 3 data collection is in progress and will be disclosed at a later date. Scope 3 emissions were not calculated for 2023.

Categories 3, 9, 10, 11, 13, and 14 were assessed as not relevant, immaterial or the Company currently lacks data to compute.

FORWARD LOOKING STATEMENT

This report contains "forward-looking statements," which are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934, as amended, Section 27A of the Securities Act of 1933, as amended, the Private Securities Litigation Reform Act of 1995 and other federal securities laws. All statements other than statements of historical fact are forward-looking statements. Forward-looking statements can be identified by use of words such as "aim," "ambition," "anticipate," "aspire," "believe," "commit," "continue," "estimate," "expect," "goal," "intend," "may," "plan," "project," "seek," "should," "strive," "target," "will," and "work toward" or similar statements or variations thereof. These statements are based on management's current opinions, expectations, beliefs, plans, objectives, priorities, assumptions, or projections regarding future events or results. They include, but are not limited to, statements regarding our sustainability, impact and corporate responsibility commitments, strategies, initiatives, goals and targets, and the expected timing for achieving them; our future reporting; our planned greenhouse gas emissions data collection and future emissions disclosures, including our Scope 3 inventory; our supply chain traceability, responsible sourcing and supplier assessment programs; our use of recycled, bio-based, organic and other environmentally preferred materials; our employee, workplace and community programs; our anticipated sustainability reporting practices; our business plans and strategies; our products and services; ESG risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are not intended to create legal rights or obligations.

These forward-looking statements are only predictions, not historical fact, and are not guarantees of future performance. They involve certain risks and uncertainties, many of which are beyond our control and difficult to predict, that may cause actual results, levels of activity, performance, achievements, reporting and events to differ materially from those stated, anticipated, or implied by such forward-looking statements. Such risks and uncertainties include, among others:

- our ability to implement our impact strategies and initiatives and achieve our goals within anticipated timeframes and costs;
- the availability, accuracy, completeness and comparability of data, including data provided by suppliers, factories and other third parties;
- changes in emissions factors, estimation methodologies, calculation tools and data systems, which may result in restatement of previously reported information;
- the evolution of sustainability reporting standards, frameworks and methodologies;
- changes in laws, regulations and government policies in the jurisdictions where we operate, including those relating to sustainability reporting, environmental and product claims, supply chain due diligence, labor and employment;
- the cost and availability of recycled and other environmentally preferred materials;
- the performance, labor practices and cooperation of our suppliers and factory partners;
- changes in trade policy, including tariffs and import restrictions;
- supply chain disruptions;
- our ability to compete effectively in global footwear, apparel and direct-to-consumer markets;
- changes in general economic conditions, including geopolitical conflicts;
- the physical effects of climate change, including unpredictable weather conditions;
- changes in consumer preferences and demand;
- evolving and potentially conflicting expectations of customers, consumers, investors, regulators and other stakeholders regarding our sustainability and workplace practices;
- our relationships with licensors, including Caterpillar Inc. and Harley-Davidson Motor Company, Inc.;
- cybersecurity incidents;
- legal compliance and litigation risks, including litigation and regulatory scrutiny relating to sustainability-related statements; and
- the other risks discussed under the heading "Risk Factors" in our most recent Annual Report on Form 10-K for the fiscal year ended January 3, 2026 and subsequent Quarterly Reports on Form 10-Q and other filings with the U.S. Securities and Exchange Commission ("SEC").

In addition, forward-looking statements in this report are based on assumptions that we believed to be reasonable at the time of preparation, but these assumptions are subject to revision and may be based on developing standards that may change in the future and processes, internal controls, and diligence that continue to evolve. Wolverine Worldwide undertakes no obligation to update or revise any forward-looking statement contained in this report, whether as a result of new information, future events or otherwise, except as otherwise required by law.

Data and Estimates. Metrics in this report, including greenhouse gas emissions, energy use and supplier assessment data, are based in part on estimates, assumptions, modeled data and third-party information. These metrics are subject to measurement uncertainty, may change as methodologies and data improve, and may be restated in future reports. Unless otherwise stated, this information has not been audited or reviewed by an independent third party.

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

Third-Party Information and Websites. This report may contain, or incorporate by reference, public or third-party information not separately reviewed, approved, or endorsed by Wolverine Worldwide. We make no representation, warranty, or undertaking as to the accuracy, reasonableness, or completeness of such information. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report. This report is not incorporated by reference into, and is not part of, any filing we make with the SEC.

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