

A Message From Our CEO

DEAR STAKEHOLDERS,

# A new day is dawning in our industry and our communities.

*Our customers are returning to the office and engaging in more in-person events, wedding celebrations, and family gatherings. Caleres is well-positioned to meet the customer with shoes for every moment so they feel great in any setting.*

**W**e are feeling this energy and optimism inside our business too. 2021 was a record-breaking year for Caleres. It was one for the history books in so many ways, as we adapted and delivered an outstanding year for our shareholders.



Our 2025 ESG targets are a fundamental part of how we deliver value and differentiate ourselves in the market. In our inaugural ESG report, we set forth ambitious goals. As external challenges come and go, these targets are a constant, guiding us in our strategic choices and day-to-day decision-making. This year, we are pleased to report substantial progress on these 2025 commitments.

We are gaining strong traction in advancing diversity, equity, and inclusion (DE&I) at Caleres and in our communities. And in this report, we have provided our most robust public DE&I disclosures to date.

We were also honored to be recognized for our ESG work by being included on [Newsweek's 2022 list of America's Most Responsible Companies](#) and ranking in the top 10 for the consumer goods category.

As a leader in the footwear industry, we have an opportunity – and a responsibility – to set the sustainability agenda and find creative ways to reduce the industry's emissions and environmental impact. In 2021, we led efforts with the Footwear Distributors and Retailers of America (FDRA) to advance the use of environmentally preferred materials and reduce shoe waste, and we applied these methods in our own supply chain. Our brands continue to innovate to design and deliver shoes to customers in more sustainable ways. This includes our transition to environmentally preferred materials – 100% of Caleres brands' shoeboxes and 51% of our products are now using environmentally preferred materials.

In our workplaces, we are re-imagining what our culture will look like after two years of constant change. We want Caleres to continue to be an exceptional place to work and for our Associates to enjoy not only great career opportunities, but



improved well-being and increased flexibility. We continue to make strides in fostering a diverse and inclusive workplace where Associates can be their authentic and most creative selves.

In this year's report, you'll find many more examples of how Caleres Associates and our brands are stepping up to meet this moment. I am so impressed by the way our Associates have persevered through this time of uncertainty and

prepared for a brighter future. I know that our team will continue to shine and carry this momentum and agility through 2022 and beyond.

Thank you for coming along with us on this journey.

Diane Sullivan, Chairman and CEO