

2023
Environmental
Social Governance
Report

CALERES
EST + 1878



THE CALERES STORY IS MOST SIMPLY
DEFINED BY THE COMPANY'S MISSION

Inspire people to feel great... feet first.

FAST FACTS

111
years listed on the
New York Stock Exchange

CAL
LISTED
NYSE

**St. Louis,
Missouri**
global headquarters

~9,200
full- and part-
time Associates

15
owned
e-commerce
sites

958
retail stores, including
860 Famous Footwear
stores

~35M
pairs of shoes
sourced in 2023

12
principal brands sold
in approximately
67 countries

Our long-standing pledge to quality craftsmanship includes creating sustainable and lasting value for all our stakeholders. What it really comes down to is caring – about people, ethics and integrity, our shared planet, and strong financial performance. Caring is so integral to our business that we champion it as one of our core company values.



BRANDS

FAMOUS footwear | *LifeStride* | ALLEN EDMONDS PORT WASHINGTON | NAT LIZ ZITV | VIONIC | DrScholl's SHOES | FrancoSarto | *LifeStride* | VINCE. | VERONICA BEARD | rykå. | Blowfish MALIBU



Newsweek's
America's
Most Responsible
Companies 2024
Third consecutive
year.



USA Today
America's
Climate Leaders
2023

8

total Caleres Community Resource Groups (CRGs).

DEAR STAKEHOLDERS,

Since becoming CEO in January 2023, I've gained an even broader perspective on the agility and commitment that Caleres Associates share for fostering a sustainable business that generates value for our consumers, partners, shareholders, communities, each other, and our planet.

Together, we continue to advance our strategy, and I'm pleased to share with you the progress we've made in our 2023 Environmental Social Governance (ESG) Report.

Our new One Planet Standard represents a major step in helping lead the footwear industry down the path of environmental sustainability. Introduced in November 2023, the Standard sets a high bar for our products, requiring them to meet rigorous sustainability criteria by scoring over 50% on our internal Sustainable Footwear Index.

While more than 90% of Caleres' products contain at least one environmentally preferred material, only about 20% currently qualify for the One Planet Standard designation. Our aim is to increase that percentage each year. Consumers can easily recognize footwear that meet this stringent threshold, as those products are identified on Caleres' brand websites with a One Planet Standard icon.

Caleres continues to move closer to meeting our 2025 ESG goals, which serve as a compass for our strategic choices and day-to-day decision-making. Over the past year, ESG accomplishments also included:

- Helping our suppliers reduce their own environmental footprints by expanding our pilot efforts to collect and verify greenhouse gas (GHG) emissions and water data from Tier 1 factories as part of our annual audits.

- Implementing more stringent compliance standards regarding human rights, labor practices, and environmental performance for our factories.
- Raising and strengthening internal processes and standards to meet new regulatory requirements in the EU and U.S. on restricted chemicals.

Building and maintaining an environment that empowers Caleres Associates to innovate and connect with each other is critical to our success. That's why we continue to focus on our cultural priorities of Results, Caring, and Learning.

Many of the 9,200+ Associates of Caleres are active members of our Community Resource Groups (CRGs), which help create a more inclusive, supportive, and diverse workplace where all employees can thrive and contribute to our shared success. Last year, we established four new CRGs: Calabilities (People with Disabilities), Cal Conscious (Environmental), CalVets (Veterans) and EmpowHER (Women), raising the total number of Caleres CRGs to eight.



I am constantly inspired by the Caleres culture of caring, our focus on inclusivity, and our commitment to our consumers and more sustainable solutions. You'll find in this year's report many examples of how Caleres Associates and our brands are stepping up to further our progress and commitment. I invite you to read further about our progress toward creating a more equitable, resilient, and responsible future.

Sincerely,

- JAY SCHMIDT
President and CEO

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Our BRANDS



Consumer insights drive innovation and design, and our legacy of craftsmanship serves as our foundation for quality. Our brands continue to innovate and inspire as they migrate to environmentally preferred materials and respond to social needs, all while remaining true to their unique identities and consumers.



ENABLING A CIRCULAR ECONOMY

At Caleres, the forward focus of our brands has led to an intentional elimination of waste while extending the life span of our products. This embrace of circularity both protects the environment and delivers new value to consumers.



“Quality and innovation are the primary drivers of our journey in the circular economy. Producing footwear that is built to last and formulating novel approaches to give products new life allows the Caleres family of brands to conserve resources while creating shared value for our stakeholders.”

— DAN FRIEDMAN, CALERES CHIEF SOURCING OFFICER AND SOLES4SOULS BOARD MEMBER



LAUNCHING RELOVE: SAM EDELMAN

In 2023, Sam Edelman announced the launch of its ReLove initiative, a resell program for preloved Sam Edelman footwear. The program enables customers to list and sell their gently used Sam Edelman shoes through a designated page on the brand’s website, providing customers with a more sustainable way to update their wardrobe while extending the life span of Sam Edelman products. Sellers receive a prepaid label to ship their footwear to buyers and can choose between cash or a Sam Edelman credit as their form of payment. In less than a year, nearly 2,000 pairs of preloved Sam Edelman shoes were purchased by more than 1,200 unique buyers.

RERAFTING BY ALLEN EDMONDS

Built on a foundation of timelessness, Allen Edmonds produces shoes with superior craftsmanship that allows its footwear to exceed the life span of many competitors. That life span is furthered through the company’s proprietary recrafting initiative, which restores shoes in our own factory to near new condition using original manufacturing materials and techniques. In 2023, the recrafting initiative helped keep more than 25,000 shoes from landfills.



\$1M and 30K+ gently used shoes donated by Famous Footwear customers at 800+ stores to Soles4Souls to support individuals facing poverty.

PARTNERING WITH SOLES4SOULS: FAMOUS FOOTWEAR

In 2023, Famous Footwear encouraged customers to donate their gently used shoes in support of the Soles4Souls 4Opportunity program, which helps individuals in low-income countries start and grow their own businesses selling donated shoes and clothing. In total, Famous Footwear patrons at 800+ stores donated 15,721 gently used pairs of shoes to the 4Opportunity program. In addition, customers donated more than \$1 million by rounding up at the register at Famous and other Caleres brand websites to benefit Soles4Souls’ 4EveryKid initiative, which provides a pair of brand-new athletic shoes to homeless children. These funds allow Soles4Souls to serve more than 30,000 children experiencing homelessness across the U.S.

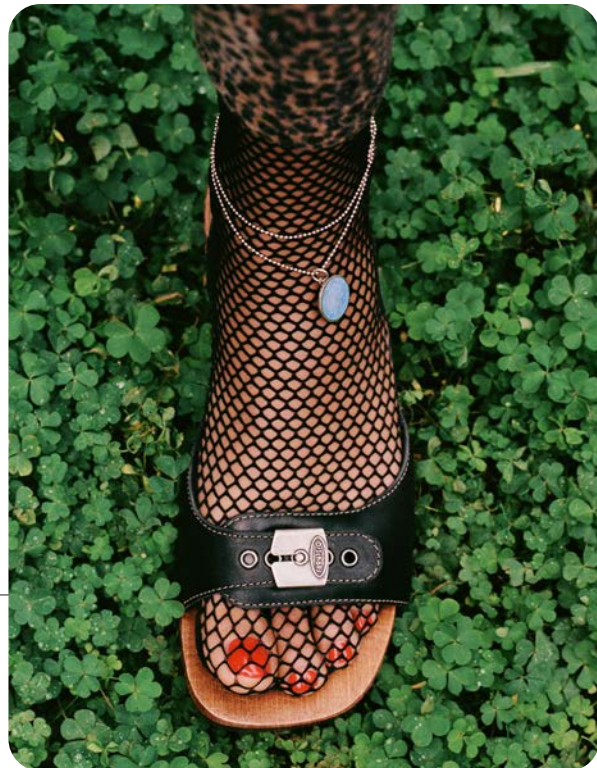


CHAMPIONING SUSTAINABILITY AND INCLUSIVITY

Caleres relies on contributions of our brands to help reach our ESG goals. Each brings something different to the table.

COLLABORATING FOR GOOD: DR. SCHOLL'S

Heritage brand Dr. Scholl's Shoes and California-based denim brand RE/DONE partnered to create a limited-edition footwear capsule collection that responsibly re-imagines the iconic Dr. Scholl's Shoes Original Sandal. Driven by a shared commitment to creating eco-conscious style and paying homage to seminal fashion, the two brands used their combined expertise to create the perfect vintage-inspired sandal. The collection, launched in March 2023, featured handmade artisanal wood clog soles made from natural beechwood certified by the Forest Stewardship Council (FSC) and leather responsibly sourced through Leather Working Group-audited factories.



SEEDING TREES FOR THE FUTURE: DR. SCHOLL'S

For every purchase of eco-conscious styles, Dr. Scholl's donates a tree to Trees for the Future to offset greenhouse gas (GHG) emissions and help communities worldwide reap the many benefits trees afford. Trees for the Future's Forest Garden approach facilitates tree planting on former farmlands, helping to reduce the need for local forestry, and trains communities on sustainable land use so they can grow their economies and food systems. Since 2020, Dr. Scholl's has planted more than 300,000 trees.

UNVEILING OUR TRUE COLORS: NATURALIZER

Naturalizer designs shoes that put women first. Recognizing that "nude" is not one shade fits all, the brand previously launched its True Colors collection to celebrate the skin every woman lives in. The coveted collection continued to expand in 2023, offering an inclusive spectrum of neutral shades in five timeless styles, with all complexions in mind.



JOINING IN THE FIGHT AGAINST BREAST CANCER: VIONIC

\$120,000
Vionic donated \$120,000+ to BCRF in support of its mission to prevent and cure breast cancer.

United by a shared goal to end breast cancer, the Vionic x Breast Cancer Research Foundation (BCRF) collaboration launched in 2023 with limited-edition pink styles for daily wear, to symbolize that a cure for breast cancer is always on our minds. In 2023, Vionic donated \$120,000+ from the collection toward BCRF in support of its mission to prevent and cure breast cancer by advancing the world's most promising research.

INTEGRATING INCLUSION: VERONICA BEARD VESPER TALL SHAFT WIDE CALF BOOT

The Veronica Beard Vesper Tall Shaft Wide Calf Boot showcases our improved wide-calf design creating an inclusive fit and is a One Planet Standard style (see Page 12), receiving one of Caleres' highest sustainability ratings. The Accessories Council, a not-for-profit trade organization, recognized the boot with a Design Excellence Award.





Our commitment to creating sustainable value extends to every level of our organization. From the structure of our Board of Directors and the policies we create, to the steps we take to reduce our environmental impact and the goals we pursue, we believe acting with integrity, equity, and care for people and the planet makes our company stronger and more successful.

A key priority of our Board is supporting our commitment to reflect the diversity of our customers and communities we serve at all levels of the organization. Women currently hold a majority of the seats on our Board, and 18% of our Board members identify as racially and/or ethnically diverse.



The Board also expanded the scope of its newly-named Culture, Compensation, and People Committee in 2022 to include providing guidance on culture, people, and inclusivity strategy and plans, reinforcing our efforts to foster an inclusive culture where all Associates can thrive (see Page 19 for more information).

CALERES BOARD OF DIRECTORS AT A GLANCE

55%
women

9 of 11
directors are independent

10.6
years average tenure of directors

18%
racially/ethnically diverse

65
average age of directors

ESG oversight

Board and Governance and Nominating; Culture Compensation, and People; and Audit Committees [\(see charters\)](#)

LEADING WITH INTEGRITY

At the foundation of Caleres' heritage is a commitment to a value system that emphasizes integrity and trust. This starts with our Board of Directors and its Committees, which oversee how we approach ESG, as well as key policies and practices that ensure our company is managed responsibly and in our shareholders' best interests.

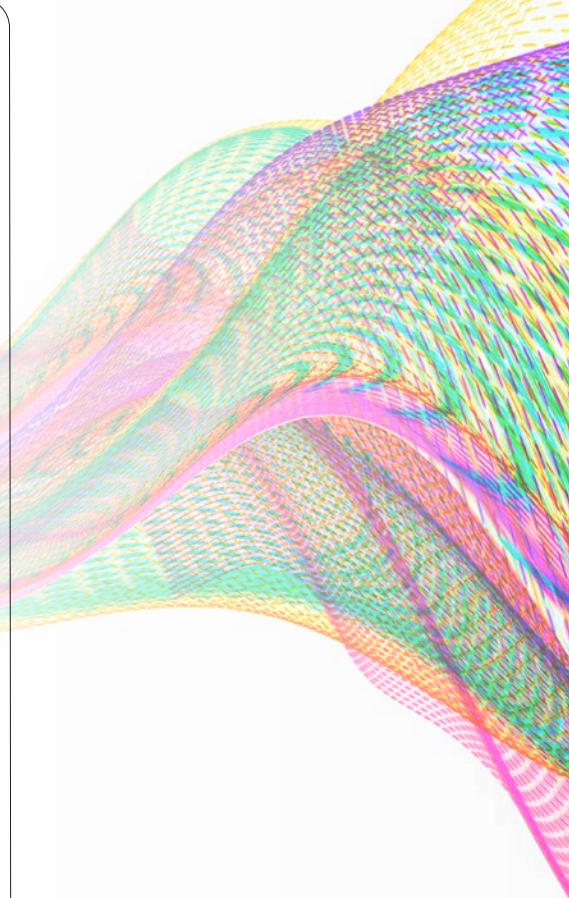


5th

In November 2023, Caleres was recognized for the fifth time by the Women’s Forum of New York at its biennial Breakfast of Corporate Champions for achieving gender parity on its Board.

Caleres was one of 78 companies recognized as a Corporate Champion out of the 233 companies in attendance to have achieved or exceeded gender parity on its Board.

Recognizing the vast impact of digital transformation and the continuous threat of cyberattacks, we are strengthening our focus on cybersecurity and data privacy. This commitment extends to the highest levels of our organization.



SUSTAINING OUR ESG STRATEGY

Materiality

This report is developed with a focus on the following material topics, identified based on a materiality assessment performed by an expert third-party consultancy with deep experience in the footwear industry and its supply chain. The assessment included a review of key ESG reporting and performance frameworks, peer research, and one-on-one interviews with 20 key internal and external stakeholders. Definitions for these topics can be found in the Reporting Index on Page 38.

Brand Portfolio • Packaging • Materials Recovery/Waste Reduction • Facility Energy and Emissions Sustainable Product Offerings • Supply Chain Labor Standards • Associates • Community



ELEVATING TECHNOLOGY AND INFORMATION SECURITY

In addition to our Audit Committee, which oversees cybersecurity, our Board recently established the Technology and Digital Commerce Committee to help oversee strategy related to technology, data, security, and digital commerce as a strategic differentiator. The Committee is comprised of all independent directors and supports Caleres in understanding, reacting to, and investing in emerging trends in digital commerce, consumer privacy, and technology.

For more information on our cybersecurity and data privacy efforts, please see the related [Topic Brief](#) on our website.



2025 ESG TARGETS

We are pleased to report the progress we made in 2023 against our 2025 ESG targets.

The targets were developed in early 2020 and informed by our materiality assessment, stakeholder expectations, and baseline data from 2019.



TARGET	PROGRESS
100% of Caleres' products will use environmentally preferred materials	93% of goal
35% reduction in physical samples through our Edit To Win initiative*	100% of goal
25% of footwear units sold in Famous Footwear stores will use environmentally preferred materials	54% of goal
90K pairs of shoes will be reclaimed/recycled/refurbished each year	100% of annual goal
100% of the shoeboxes for our owned brands will use environmentally preferred materials	100% of goal
25% reduction in energy use achieved in Caleres-owned retail stores and distribution centers	82% of goal
100% of our strategic sourcing supplier base will contribute to waste reduction	69% of goal
Annual review of Caleres Cares Charitable Trust in support of ESG	Achieved annual goal
100% of our strategic factories to comply with our heightened labor standards, including fair wage programs and social working standards	86% of goal
100% of Caleres Associates will actively support environmental/social initiatives	100% of goal (ongoing)

*Sampling reduction achieved by focusing on the Caleres "Edit to Win" initiative, which uses 3D technologies, new planning methods, and improved trend forecasting to achieve a higher adoption rate with less waste. Progress is based on brand portfolio makeup as of 2019 when this target was set.

**We will report progress against this target once we have achieved 100% participation of our strategic factories, as we expect the waste reduction percentage to fluctuate as new suppliers are brought into our waste reduction program. Meanwhile, our strategic factories that do participate in the Footwear Factory Zero Waste Program have achieved a 61% reduction in waste.

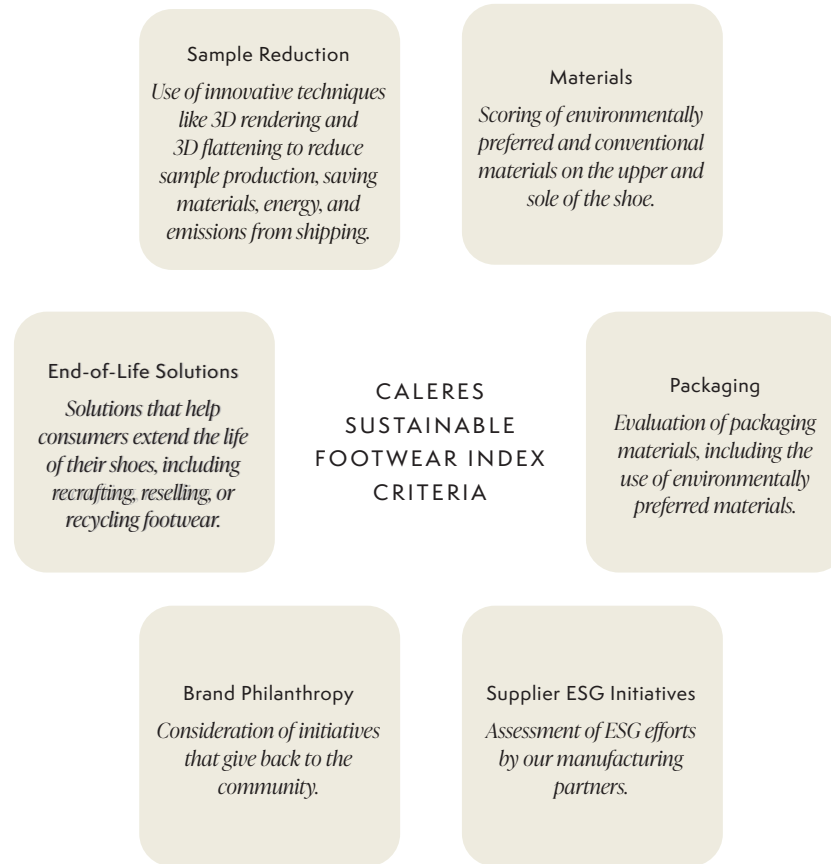
Downsizing our footprint

We recognize that the fashion industry, including footwear, is a contributor of global carbon emissions. We are actively working to reduce our own environmental footprint through initiatives that drive sustainability, improve manufacturing processes, and prioritize environmentally preferred materials.

Setting a new standard: One Planet

In 2023, Caleres launched the One Planet Standard, an earned designation for our products that meet our highest level of sustainability criteria by scoring 51% or more on our internal Sustainable Footwear Index. The One Planet Standard considers the entire product life cycle. Each shoe is assessed and graded, start to finish, receiving more points for sustainability measures that require more effort and investment.

Approximately 93% of Caleres-owned products contain at least one environmentally preferred material, and nearly 20% currently meet the stringent



Caleres launched the One Planet Standard, an earned designation for our products that meet our highest level of sustainability criteria.

criteria necessary to earn the One Planet Standard classification. Our goal is to continue developing and innovating to increase the number of products that meet these criteria, ultimately establishing a new baseline for manufacturing excellence.

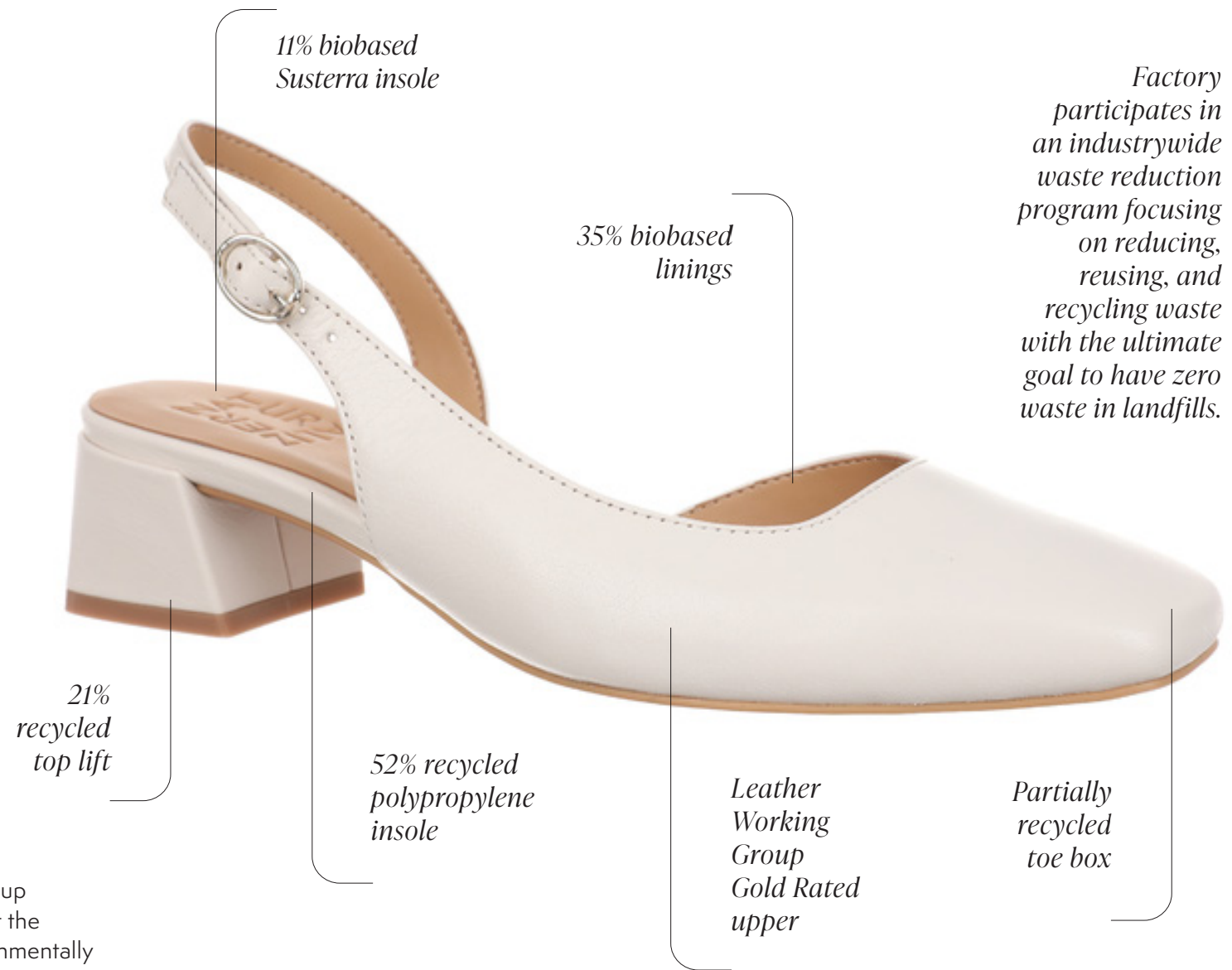
Shoes that meet the One Planet Standard designation are identified on Caleres' brand websites with a One Planet Standard icon to allow consumers to easily identify products that achieve this high bar.



“We realize we can push ourselves, and we hope our efforts will inspire others to join in. The One Planet Standard was born out of a desire to make a difference and contribute to change faster.”

– NATELLE BADDELEY
Caleres Chief Design and Product Officer

Anatomy of a One Planet Standard Shoe



Factory participates in an industrywide waste reduction program focusing on reducing, reusing, and recycling waste with the ultimate goal to have zero waste in landfills.

Close-up look at the environmentally preferred attributes of a One Planet Standard shoe

Shoebox is made from a 100% Forest Stewardship Council certified mix.

ESTABLISHING OUR FIRST CHIEF DESIGN AND PRODUCT OFFICER

In 2023, we introduced our first chief design and product officer, Natelle Baddeley, in a new role on the Caleres senior leadership team. With oversight of product strategy across design, merchandising, and innovation, the position was created to drive growth in these key areas and champion efforts to reduce the impact of manufacturing on the environment and help us progress toward our 2025 ESG commitments.



IMPROVING AT EVERY STEP

We are realizing environmental progress as we transition to more sustainable processes and procedures through the journey of each pair of shoes, from design to packaging.

3D Printing

We've implemented 3D printing technology in our U.S. offices during the ideation phase of shoe development, helping reduce the number of shoe molds and samples that need to be created and avoiding emissions associated with shipping samples.

- 29.3 metric tons of CO₂e saved by not shipping samples of shoe components by air in 2023 by increasing 3D printing.
- 35% reduction in total samples from 2019 to 2023.

Certified Packaging

We use 100% FSC Mix certified packaging across our brands, which indicates that the Forest Stewardship Council has guaranteed that the material used comes from responsibly managed forests, where biodiversity is maintained and protected.

SOLES OF SUSTAINABILITY

We consistently evaluate new opportunities to replace the materials of our shoes with environmentally preferable options. One of the ways we do this is by manufacturing some of our products with BLOOM.[®] This process turns harmful algae blooms into environmentally preferred materials that capture carbon, reduce GHG emissions, and return clean water to the environment, helping restore ecosystems. BLOOM's processes and impact claims are third-party validated and industry peer-reviewed resulting in products that are verifiably better for the environment.

By incorporating 5-11% BLOOM[®] algae-infused foams in outsoles, footbeds, and EVA strobels since 2019, Caleres' brands, including Blowfish Malibu, Dr. Scholl's, and Vince, have contributed to:

34M+

liters of water cleaned

35M+

cubic meters of air cleaned

26K+

kilograms of CO₂e captured

Source: Life Cycle Assessment of Algae Blended Resins and Rubber by Long Trail Sustainability in March 2022.



In 2023, using recycled polyester in place of traditional polyester saved an estimated **812** metric tons of CO₂e



LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN (LEED)

Three of our major facilities – two distribution centers in California and one office in New York – are LEED certified by the U.S. Green Building Council.

USE OF ENVIRONMENTALLY PREFERRED MATERIALS (EPM)

	2019	2020	2021	2022	2023
Fabric	12%	28%	37%	41%	60%
Synthetic	4%	7%	11%	17%	30%
Leather	63%	65%	74%	85%	93%
Shoe Bottoms	3%	5%	14%	19%	30%
Contains at least one EPM	28%	45%	67%	75%	93%

EPM Minimum Thresholds

Fabrics: More than 20% certified recycled content or more than 20% certified organic content

Synthetic: Low- Dimethylformamide (DMF), or more than 10% biobased, or more than 20% certified recycled

Leather: LWG Silver or Gold, OEKO-TEX® Leather Standard, or ICEC Sustainability certified

Shoe Soles (Outsole, midsole, insole, footbed): More than 10% biobased or more than 5% certified recycled



93% of Caleres-owned products contain at least one environmentally preferred material.

ZERO-WASTE FACILITIES

We operate four zero-waste* distribution centers in the United States and partner with 21 zero-waste factories in China and Vietnam.



*Zero waste refers to distribution centers and factories where less than 10% of waste is sent to landfill.

ENVIRONMENTAL DATA

Investing in Tracking Technology

In 2023, Caleres enhanced its environmental data collection process by investing in third-party software to help us more accurately collect data and track our progress. This enhancement will also pave the way for any required third-party assurance of our reported data. In association with this refined methodology, we have restated certain environmental data in the adjacent table.

	2019	2020	2021	2022	2023
ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS <i>(Scope 1 and Scope 2: Caleres distribution centers, stores, offices, and company-owned factories)</i>					
Total Energy Consumption (1,000 gigajoules)	492.09	405.37	419.88	394.58	381.26
Electricity	362.19	295.14	306.13	300.18	295.21
Natural gas	127.91	109.04	111.96	93.00	84.67
Diesel	1.99	1.19	1.79	1.40	1.38
Energy Intensity (1,000 gigajoules per \$1M in revenue)	0.175	0.199	0.158	0.140	0.162
Scope 1 Emissions (1,000 metric tons CO ₂ e)	5.61	5.15	4.87	5.02	5.25
Scope 2 Emissions (1,000 metric tons CO ₂ e)	49.94	40.94	42.40	40.38	38.95
Emissions Intensity (Scopes 1 and 2; 1,000 metric tons per \$1M in revenue)	0.017	0.020	0.016	0.014	0.015

Environmental Data Footnotes

All environmental data is by fiscal year (fiscal 2023 was Jan. 29, 2023, through Feb. 3, 2024).

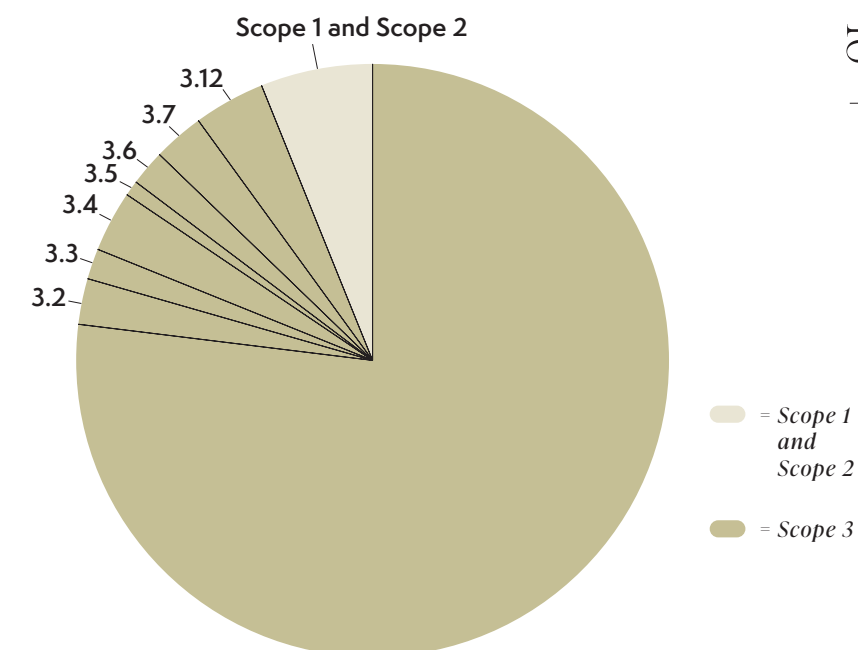
Energy and Emissions Caleres measured its 2019-2023 carbon footprint in partnership with Watershed, a CDP gold-accredited software solutions provider. The data is inclusive of Scope 1, 2, and all relevant Scope 3 categories. Watershed's methodology follows guidelines from the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain Accounting and Reporting Standard. All Kyoto protocol gases – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF₆) - are included in this methodology. For energy consumption and Scope 1 and 2 emissions, the data covers about 95% of our companywide facility energy and emissions footprint. We currently do not have energy and emissions data available for the remaining 5% of our facilities, mainly retail stores, as utilities are managed by individual landlords at those locations.

Restatements Our fuel consumption (including diesel, gasoline, and jet fuel) has historically been included in our reported Total Energy Consumption and factored into our Scope 1 emissions. For 2023, these energy sources and associated emissions (except for a small amount of diesel) are now more properly accounted for as a component of our Scope 3 emissions, category 3.3 and 3.6. As a result, we have restated our reported Total Energy Consumption, diesel fuel consumption, and Scope 1 data for 2019-2022. Additionally, emissions associated with natural gas consumption was previously categorized as Scope 2 and is now included in Scope 1 per the GHG Protocol.

	2022*
SCOPE 3 EMISSIONS	
Total Scope 3 Emissions (1,000 metric tons CO ₂ e)	717.58
3.1 Purchased Goods and Services	585.01
3.2 Capital Goods	19.37
3.3 Fuel and Energy Related Activities	13.44
3.4 Upstream Transportation and Distribution	25.18
3.5 Waste Generated in Operations	8.36
3.6 Business Travel	14.09
3.7 Employee Commuting	22.76
3.12 End-of-life treatment of sold products	29.38
Emissions Intensity (Scope 3; 1,000 metric tons per \$1M in revenue)	0.243

*Our Scope 3 data lags one year behind other environmental data due to third-party assurance cycles. We will report 2023 Scope 3 data in our next ESG report.

GHG Emissions Comparison



	2019	2020	2021	2022	2023
WATER <i>(Caleres distribution centers, stores, offices, and company-owned factories)</i>					
Water Consumption (1 million gallons)	46.28	48.58	44.48	43.92	40.21
MATERIALS <i>(Caleres Brand Portfolio only; supplier factories)</i>					
Materials Used (million square feet of fabric and synthetics)	96.79	63.26	71.03	100.06	153.43
Materials Used (million square feet of leather)	33.14	17.21	27.42	24.16	28.40
Waste/Recycling					
U.S. Distribution Centers					
Waste Recycled (1,000 tons [U.S.])	-	2.83	3.81	3.75	4.01
Waste to Landfill (1,000 tons [U.S.])	-	0.137	0.103	0.121	0.132
U.S. Manufacturing Facility <i>(Port Washington)</i>					
Waste Recycled (1,000 tons [U.S.])	-	-	0	0	0.044
Waste to Landfill (1,000 tons [U.S.])	-	-	0.148	0.148	0.141
Hazardous Waste (1,000 tons [U.S.])	-	-	0.003	0.003	0.004
Nonhazardous Waste	-	-	0.148	0.148	0.184
U.S. Stores					
Waste Recycled (1,000 tons [U.S.])	2.90	5.25	5.16	5.49	2.804
Waste to Landfill (1,000 tons [U.S.])	4.058	6.446	5.533	4.407	3.226
Total Hazardous Waste	0	0	0	0	0
Total Nonhazardous Waste	6.958	11.696	10.695	9.897	6.030



Water Consumption All water consumption data covering 2019-2022 has been restated due to enhanced calculation criteria.

Materials and Waste Materials data reflects materials purchased to produce approximately 95% of products sold within our brand portfolio that are manufactured by third parties. The significant increase in materials used from 2022-2023 is attributable to enhanced tracking procedures and the onboarding of Blowfish Malibu to our procurement system.

The increase in waste to landfill from 2022-2023 is attributable to a one-time major build-out project at our Lebanon, Tennessee, distribution center.



At Caleres, each day brings a new opportunity to empower our Associates, innovate for our consumers, and build meaningful connections with our colleagues. Our Core Values of Passion, Curiosity, Creativity, Caring, and Accountability are our compass, guiding our cultural priorities. We foster career growth through learning and development, creating career paths that lead to Associate satisfaction and retention.



PRIORITIZING CULTURE, LEARNING, AND DEVELOPMENT

How we do business is as important as how much business we do. Our Core Values underpin our company culture and propel us toward our shared purpose: Inspire People to Feel Great ... Feet First. Our purpose guides every small detail of designing, manufacturing, and bringing to market footwear that fits great and makes the wearer smile.



The meticulous nature of our business gives rise to a workplace that rewards hard work, celebrates innovation, and constantly evolves in our pursuit of excellence. Our executives are coaches who appreciate the significance of every aspect of our enterprise – from selecting materials to ringing up a register. Many got their start in front-line positions and understand firsthand how those roles contribute to our collective success. They aim to inspire every Associate to be the best in all that they do, and they intentionally consider the impact on our company culture when making business decisions.



OVERSEEING CULTURE

The Culture, Compensation, and People Committee of the Board provides guidance for Caleres' culture initiatives, people development, succession planning, and DE&I strategy. The Committee also reviews progress on KPIs for our Strategic Truth of Engaged People.



MOVING CALERES FORWARD

In 2023, 75 senior leaders from across our global operations gathered at the Missouri Botanical Garden for a full day of presentations and hands-on breakout sessions. The goal was to build momentum and engagement around Caleres Forward, our transformational initiative designed to better connect our company culture to our business strategy and long-term goals. Sessions included discussions on embracing change, developing a growth mindset, and the importance of focusing on culture. Participating leaders subsequently shared key learnings in cascading meetings with their teams in the month following the event.

A post-event survey indicated that the Caleres Forward leadership event was one of the company's most successful programs. All respondents agreed that the event "helped me further understand key ideas of Growth, Change, and Ambition and what it will take for Caleres to win in 2023 and beyond." And they agreed that they "left the event feeling more motivated and energized to lead my team to drive Growth."



"It was an exceptional experience that left an indelible mark on everyone lucky enough to participate. From the very start, it was abundantly clear that Caleres Forward was not just an ordinary leadership event. It was an immersive journey into innovation, collaboration, and boundless possibilities."

- CALERES FORWARD LEADERSHIP EVENT PARTICIPANT

INCREASING TRAINING OPPORTUNITIES THROUGH LINKEDIN LEARNING

At Caleres, our success relies on a deep sense of curiosity and ingenuity. We encourage Associates to think creatively and exchange new ideas through impactful training and learning opportunities. To that end, Associates completed a total of 16,600+* voluntary and mandatory training hours in 2023, a 245% increase compared to 2022. This increase was largely driven by our investment in LinkedIn Learning, which empowers Associates to learn from expert instructors and receive course recommendations based on their career journey. We also standardized compliance programs within our learning platform to make it easier for Associates to complete their mandatory training.

**Total includes training hours by PAA Associates, who are not included in the breakout by level below.*

HOURS OF TRAINING BY JOB LEVEL

Leadership

9,833 hours

a 181% increase from 2022 to 2023.

Individual Contributor/Other:

5,790 hours

EXPANDING ASSOCIATE BENEFITS

Our company value of Caring extends to the benefits we offer our Associates. We believe our responsible and respectful environment

has allowed us to attract, develop, and retain a talented and motivated workforce.

In addition to competitive salaries and wages, we believe that a good fit also means flexibility when it comes to benefits.



HEALTHCARE COVERAGE

We added a new affordable and transparent medical plan option that achieved 25% participation in its first year, increasing to 32% for 2024. Caleres now offers four different medical plan options, providing exceptional flexibility for the various needs of our Associates and their families.

RETIREMENT PLANS

We're committed to making success and stability accessible for everyone. Our retirement plans include a robust 401(k) program for eligible Associates with a generous match, investment options, and profit-sharing opportunities.

A fully-funded pension plan is provided for hourly Associates. In addition, a 401(k) program for our hourly Associates who were not previously eligible to participate in the 401(k) program was developed in 2023 and launched as of 2024.

INCREASING ACCESS TO EDUCATION

We believe that education is transformational, and we aim to remove barriers for those pursuing higher learning. For eligible Associates seeking education assistance, we offer up to \$3,000 per calendar year for undergraduate or certificate programs and up to \$4,000 per calendar year for graduate programs. In addition, we pay our tuition assistance awards up-front and directly to the institutions where recipients are enrolled so that Associates needn't worry about paying their full tuition amount before they even start their coursework.



EMBRACING DIVERSITY

Every stride we take as an organization moves us toward equity and inclusion. We know that to attract and retain a workforce that reflects the diversity of our customers and communities, we must approach talent with a fresh perspective and embrace Associates with diverse life experiences and backgrounds. To stay ahead in the race for recruiting the best and keeping them at Caleres, we realigned our organization in 2023 to bring both our DE&I and Talent Acquisition operations under the leadership of our Vice President of DE&I.

We're building a welcoming workplace that encourages people to come to Caleres and know it's a place where they can be themselves.

The Human Rights Campaign Foundation recognized Caleres with its "Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion" for 2023-2024.

Our organization met all the criteria on the Corporate Equality Index (CEI), a national benchmarking tool on corporate policies, practices, and benefits pertinent to lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees.



"A focus area of our talent acquisition efforts over the past several years has been recruiting

underrepresented populations of people. This helps ensure that our workforce better reflects the diversity of our customers and communities. We're now deepening our focus on retention, through coaching, mentoring, career pathing, and programs like CalPals, which pairs a new Associate with an experienced Associate as an additional resource during their onboarding process and beyond. By building a community that supports real diversity and inclusion inside our organization, we can successfully build meaningful partnerships that not only allow us to recruit key talent to our organization, but retain it."

— AMY HUNTER
Caleres VP of DE&I and Talent Acquisition

DESIGNING CULTURE INTENTIONALLY

Culture is often defined as “the way things get done.” At Caleres, we’re as intentional in the design of our culture as we are in our footwear. We have tailored our people management efforts to work together in a way that aligns with our values.

A key step in fostering DE&I within our organization is knowing where we stand and where we’re headed. That’s why we’ve enhanced data collection regarding both DE&I and Talent Acquisition. We’re constantly looking for new ways to grow, and we’re committed to measuring our progress. In 2023, Caleres leaders introduced internal DE&I dashboards to examine gender and racial diversity at all levels of the company. Senior leaders and their direct reports meet with our Vice President of DE&I and Talent Acquisition to review the dashboards twice yearly. Our commitment to both accountability and data, coupled with the power of our DE&I and Talent Acquisition programs working symbiotically, has already catalyzed change in our metrics.

We’re tracking metrics such as pay equity, time needed to fill shifts at our stores, our Black, Indigenous and people of color (BIPOC) hires, the quality of our recruiting sources, and our applicant hire funnels. This information helps us understand where we’re doing our best recruiting and where we need more Associates, as well as benchmarks the experiences of both hiring managers and new Associates.



MENTORING AND DIVERSITY

We’re engaging senior leaders to mentor Associates with potential to reach the next level in their career journey. This pilot program rolled out in 2023.

CREATING DIVERSE COMMUNITIES WITHIN CALERES

Just as a kaleidoscope shows us the beauty in diversity, movement, and change, so do our “Kaleidoscope” Community Resource Groups (CRGs). To deepen a sense of community and foster recruitment, retention, connections, and development for our Associates, we have established eight CRGs, including four new groups in 2023.

- Calabilities
(People with Disabilities)
established in 2023
- CalConscious
(Environmental)
established in 2023
- CalVet
(Veterans)
established in 2023
- EmpowHER
(Women)
established in 2023
- CalGivers
(Parents and Caregivers)
- CalHaus
(LGBTQIA+)
- First Fit
(New Associates)
- Mosaic
(BIPOC)

APPRECIATING AND UNDERSTANDING

The Caleres Book Club is one of our organization's most popular ways for Associates to connect with each other and learn more about DE&I topics affecting themselves, their friends, families, and neighbors.

More than 350 Associates across the country meet virtually monthly as part of the Book Club and discuss works that help Associates understand diversity, inclusion, and bias.

DEVELOPING DESIGNERS

We are a company built on design. That hasn't changed over the last 146 years. And it's why we continue to champion the evolution of design education.



We have supported Pensole Lewis College of Business and Design for the past three years, specifically its Footwear Design department, which teaches the entire product creation process through learn-by-doing curriculum. The six-week courses at this HBCU are

accessible to everyone, with tuition and fees funded by Pensole partners. We support Pensole, not just for the courses and programs it offers, but because we are proud to be associated with an institution that transforms lives and feeds the industry with new and brilliant talent.

Because learning is part of our culture, we have also had the opportunity to send Caleres designers to



Arsutoria, the workshop school that provides impactful and insightful week-long training in the areas of footwear design, technical, and 3D skills. The

small, hands-on classes provide individual teaching, giving our design Associates the chance not only to advance their skills, but to be inspired by shaping the future of footwear fashion.

ST. LOUIS FELLOWS PROGRAM

Greater St. Louis, Inc. hosts The Fellows Experience to enhance leadership capacity through professional development, relationship building, and civic engagement. St. Louis Business Diversity Initiative Fellows are ethnically, racially, or gender diverse mid- to senior-level professionals looking to develop their leadership and professional capabilities and capacity. In 2023, Caleres sponsored four participants, and in 2024, we will sponsor six.

HISPANIC LEADERSHIP PROGRAM ST. LOUIS

In 2023, we partnered with the Professional Hispanic Leadership Institute, a nine-month program for up-and-coming leaders. In addition to leadership training, participants are encouraged to give back to the St. Louis region through community involvement. Caleres' first graduate completed the program in 2023, and we anticipate a more robust program in 2024.



KEEPING AND GROWING THE BEST TALENT

Finding great talent is only half of the critical work. Our focus has shifted to identifying the best strategies to retain and grow talent. In 2023 our corporate turnover rate of 10.5% was the lowest in the last decade. Progress has been anchored to the elements our Associates told us mattered:

Access to Learning and Development Education assistance, Associate development workshops, self-paced learning via the Caleres Learning Center, career networking and exploration, CRGs, and many other programs all contribute to an experience that helps us retain talent.

A One Caleres Lens on Growth We've enabled higher levels of cross company Associate movement and growth paths. In late 2023, we created a dedicated resource to the work of increasing Associate mobility across the company.

A Place Where Each Associate Feels Heard and Valued Our efforts to become a more diverse organization have elevated our collective knowledge and enhanced the experience for all our Associates.

Boosting Careers, Inside and Out We want our Associates to know they can grow their careers at Caleres. In 2023, we launched an internal jobs landing page to increase exposure to job opportunities within the company. This page is consistently among the three most-viewed pages on our intranet site each month. Additionally, we create career path plans for select roles to help Associates visualize their potential future at Caleres.

We also want to make it easy and accessible for potential and future Associates to join our team. To increase the rate that candidates respond, and to make the hiring process move faster, we launched Text Recruit. This new system allows us to connect with job seekers anywhere. It also allows our recruiters to create tailored experiences at scale for candidates, while allowing candidates to reply quickly and with ease.

AMPLIFYING OUR VALUES, VOICES, AND PERSPECTIVES: ASSOCIATE SPOTLIGHT PROGRAM

We launched a dynamic social marketing campaign to promote our company values, unique strengths, events, volunteer efforts, and growth opportunities through the lens of our Associates. Throughout the year, we featured nine Associate spotlights, resulting in an immediate surge in engagement rates on LinkedIn. On average, posts from our Associate Spotlight Program earned about 20% engagement, a notable achievement compared to the 2% average engagement rate on LinkedIn. Our audience connected and engaged with the genuine experiences of others, and we are pleased to provide our Associates with a platform to share their stories.

FURTHERING OUR COMMITMENT TO COMMUNITIES

We believe in the concept of “with, not for” when it comes to attracting and retaining a diverse workforce. Real inclusion and evolution occur when communities consider Caleres a partner. With this authenticity, we can create long-lasting relationships to recruit talent, connect, and give back.

Black Footwear Forum Sponsorship In 2023, Caleres was a corporate sponsor of the Black Footwear Forum, an annual Detroit-based event that brings footwear industry professionals and supporters together to share stories and ideas and create a dialogue around the influence, leadership, and passion provided by Black people in the global footwear industry.

Hispanic Chamber of Commerce of Metropolitan St. Louis Caleres was a sponsor of the sold-out 2023 Hispanic Working Women’s Event created by the Hispanic Chamber of Commerce of Metropolitan St. Louis. The annual event is dedicated to supporting and promoting Hispanic women through panel discussions, networking, and mentorship.

Pride at Tower Grove Park Members of the Cal-Haus CRG staffed a booth with 22 Associates at Tower Grove Pride, a festival attended by more than 3,000 people in St. Louis. Associates shared career opportunities and our brands’ sustainability efforts.

Honoring Juneteenth Caleres donated \$10,000 to the Boys and Girls Clubs of Greater St. Louis in honor of Juneteenth. Caleres also honors Juneteenth as a holiday for Associates, recognizing the importance of this critical moment in U.S. history by closing all our corporate offices.



WORKFORCE DATA

Workforce by Regions/Countries

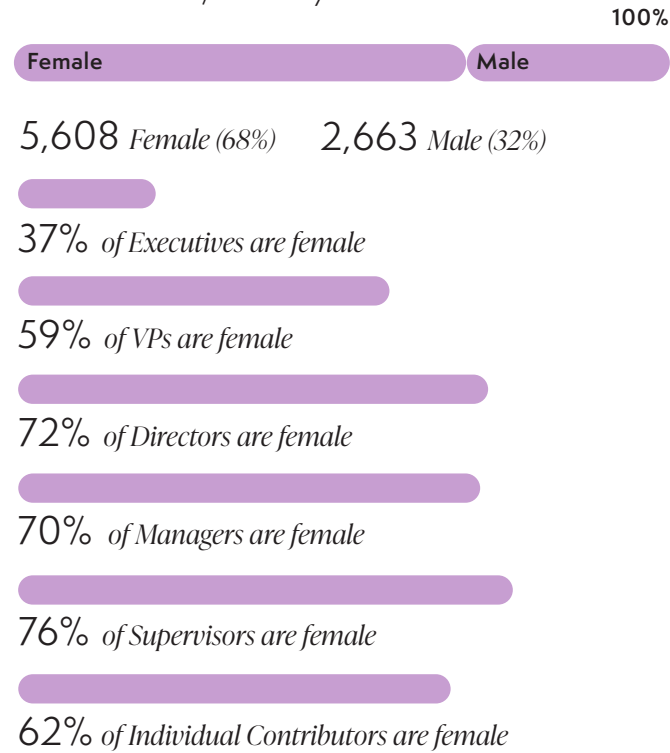
8,271	U.S. (90%)	227	Canada (2%)
442	China (5%)	34	Vietnam (<1%)
209	Dominican Republic (2%)	21	Europe (<1%)

Global Workforce*

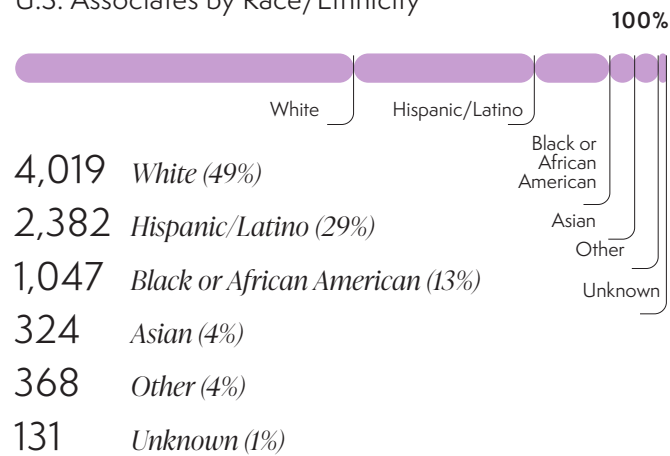
9,204 total Associates
 5,103 full time (55%)
 4,101 part time (45%)

*Our global workforce total varies based on seasonal workers, open positions, and other factors. These numbers represent our typical averages.

U.S. Associates/Levels by Gender



U.S. Associates by Race/Ethnicity



U.S. Associates Race/Ethnicity by Levels

	Executive*	VP	Director	Manager	Supervisor	Individual Contributor
White	91%	80%	81%	66%	51%	40%
Hispanic/Latino	3%	7%	4%	16%	27%	35%
Black or African American	3%	2%	3%	10%	12%	14%
Asian	3%	9%	8%	4%	3%	5%
Other	0%	2%	2%	3%	6%	4%
Unknown	0%	0%	2%	1%	1%	2%

* SVP and above

2023 Safety Data

	2021	2022	2023
Total Recordable Injuries	32	53	70
Recordable Injury Rate	0.593	0.882	1.130
Total High-Consequence Injuries	1	1	1
High-Consequence Injury Rate	0.019	0.017	0.016
Fatalities	0	0	0

Occupational health and safety are daily priorities in our stores, distribution centers, offices, and factories. Read more about how we manage health and safety in the [Topic Brief](#) on our website.

Injury Rates Recordable and high-consequence injury rate data covering 2021-2022 has been restated due to enhanced calculation criteria.



When our neighbors need a hand, we do what we can to keep them on their feet. Through the Caleres Cares Charitable Trust, our matching gifts program, and Associate volunteerism, we invest our resources to lift local communities and support those in the footwear industry.



\$304,000

MATCHING ASSOCIATES' GIFTS

Our matching gift program provides a dollar-for-dollar match when eligible Associates give to a qualified organization. In 2023, the Caleres Cares Charitable Trust gave over \$304,000 in matched donations.

1,229

Caleres corporate Associates across the U.S. donated to the United Way in 2023.

INVESTING IN CAUSES THAT MAKE A DIFFERENCE

Our [Caleres Cares Charitable Trust](#) directs the bulk of our philanthropic giving through grants and matching gifts. The trust supports non-profit organizations for initiatives that align with our charitable funding priorities, which include:

- *Caring for and developing stronger families*
- *Demonstrating a commitment to diversity, equity, and inclusion*
- *Sharing our dedication to a journey toward sustainability*
- *Benefiting the St. Louis community in maintaining and attracting businesses and residents through a rich arts and cultural environment*
- *Supporting our leadership position in the footwear industry*

\$800,000+

RALLYING FOR THE UNITED WAY

All Caleres corporate and distribution center Associates participated in our annual United Way campaign. In addition to direct donations, Associates had the opportunity to participate in a variety of fundraising events, including an online auction, bake sale, wine tasting, trivia night, executive-served breakfast, chili cook-off, and more. In total, Associate donations, special events, and the Caleres Cares Charitable Trust contribution resulted in more than \$800,000 raised, a 20% increase from the previous year and a new Caleres record for the United Way campaign. Proceeds supported seven United Way chapters in areas where we have offices and distribution centers: St. Louis; New York City; the Bay Area; Southern California; Port Washington, Wisconsin; and Lebanon, Tennessee. Caleres also organized several Days of Caring events giving Associates the opportunity to volunteer at various United Way agencies to see firsthand the types of transformative programs their donations would support.



CONTRIBUTING TO THE NEW YORK CITY COMMUNITY

Caleres sponsors local institutions in New York City to support arts and culture, including:

- *Museum of Modern Art (MoMA)*
- *Wildlife Conservation Society*
(Bronx Zoo, Central Park Zoo, Prospect Park Zoo, Queens Zoo, New York Aquarium)



MULTIPLYING THE IMPACT OF CALERES VOLUNTEERS

To recognize the tremendous impact Caleres volunteers make in the community, we encouraged all Associates to log their personal volunteer hours for an opportunity to earn extra funds for causes that matter most to them. The top five volunteers in 2023 received awards ranging from \$750 to \$3,500 into their Charitable Spending Accounts to donate to the charity or charities of their choice. See right for a snapshot of nonprofit organizations Caleres' top volunteers chose to invest most of their time in during 2023.



2.2K+
volunteer hours
logged by Caleres Associates in 2023.



Love Mission Charities is a St. Louis-based nonprofit that provides a lifeline for individuals and families escaping domestic violence or experiencing homelessness. The organization offers access to hot meals, clothing, emergency shelter, and assistance in obtaining crucial identification documents like Social Security cards and birth certificates.

earthday365 is an independent nonprofit that aims to inspire and mobilize a collaborative movement toward an equitable and environmentally sustainable St. Louis region. The organization has built its reputation on its annual festival, which is now recognized as one of the largest Earth Day celebrations in the country. Find more information about Caleres' activation on Page 29.

The Marine Mammal Center in Sausalito, California, focuses on rehabilitating and releasing marine mammal species back to their ocean homes. Since 1975, the center has rescued more than 24,000 marine mammals.

The Churchville-Chili Saints 10U Travel Baseball Team in Western New York believes in putting kids and community first, while providing a superior baseball program. Trained and dedicated coaches focus on developing the fundamentals necessary to be a successful baseball player, with a strong emphasis on character, leadership skills, and teamwork.

Nerinx Hall is a private, Catholic, college-preparatory high school in St. Louis, founded on the belief that educated, caring, and empowered young women are essential to our world. The school inspires each student to a lifelong pursuit of knowledge, self-awareness, Christian community, self-expression, and committed action.



DISTRIBUTING KINDNESS

In 2023, the Caleres Distribution Center in Lebanon, Tennessee, raised nearly \$80,000 through monthly Associate shoe sales to benefit local charities. In total, 10 different Nashville-area organizations received funding to support their work in the community. In addition to monetary contributions, Associates from the Lebanon Distribution Center also volunteered their time and talents to construct a new home with Habitat for Humanity.

STEPPING UP FOR VICTIMS IN MAUI

Following the devastating Maui wildfires in 2023, Caleres Associates engaged in a special fundraising initiative in support of the Hawaii Community Foundation's Maui Strong Fund. The fund provides financial resources to address the immediate and long-term recovery needs for victims. In total, 48 Associates raised \$11,845 to support those affected by the wildfires.

\$2.5M
 donated to Washington
 University in St. Louis
 since 2014.

In 2023, the Caleres Cares Charitable Trust donated \$250,000 to Washington University as part of a multiyear pledge that will continue through 2025. In addition, the Trust donated \$5,000 to support the Annual WashU Fashion Design Show and provided \$12,250 in matching gifts.

CONTRIBUTING TO OUR COMMUNITY

Caleres supports St. Louis' vibrant arts and culture community by sponsoring local institutions including:

- *St. Louis Art Museum*
- *The Sheldon*
- *St. Louis Zoo Association*
- *Missouri Botanical Garden*
- *Contemporary Art Museum*
- *Laumeier Sculpture Park*
- *St. Louis Black Repertory Company*



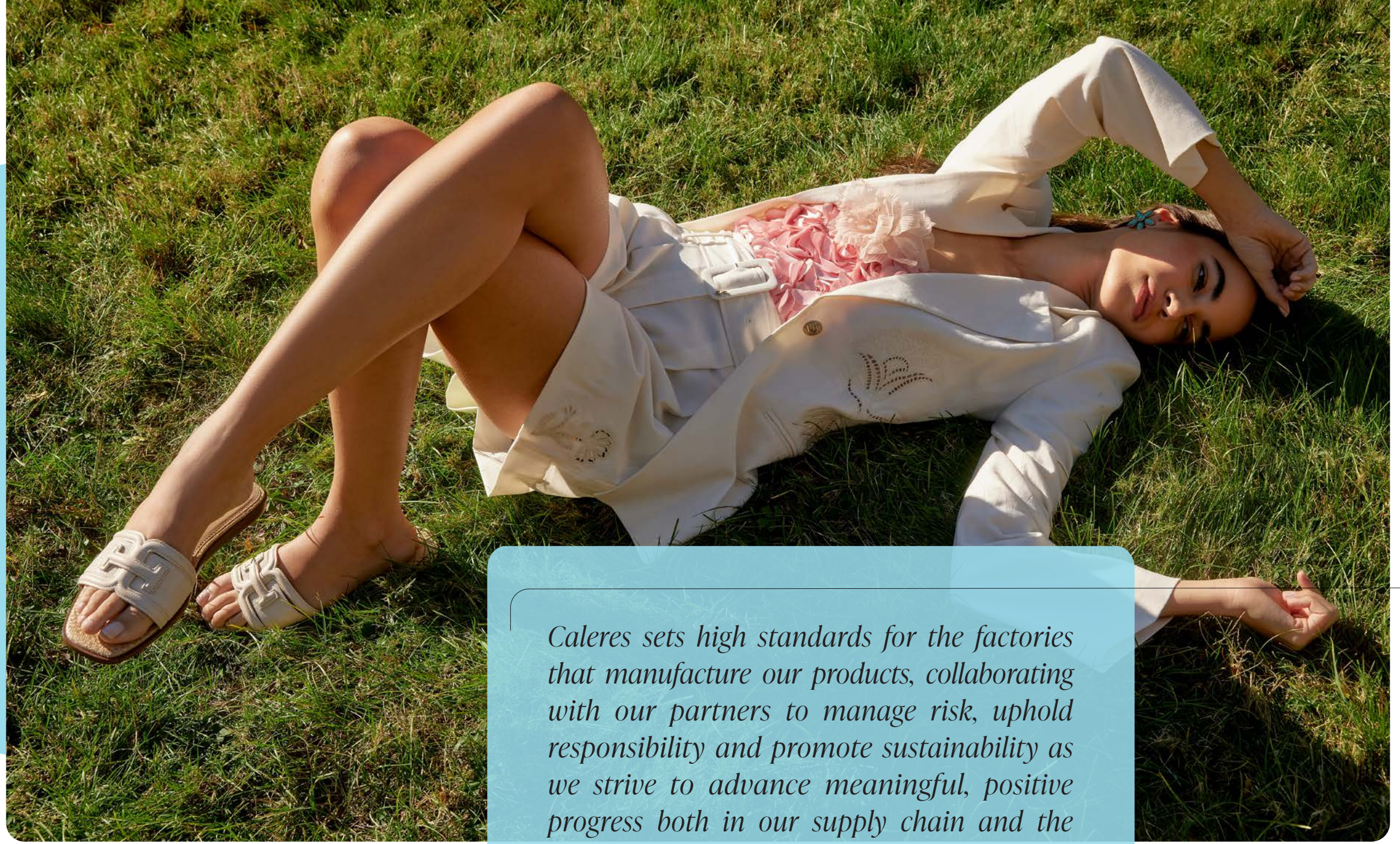
\$10,000
 awarded to support earthday365's
 St. Louis Earth Day Festival.

ST. LOUIS EARTH DAY FESTIVAL

Caleres awarded \$10,000 to support earthday365's St. Louis Earth Day Festival, a long-standing community event to learn about sustainable products and services offered by local businesses and organizations, meet local nonprofits that share Earth Day values, and showcase local entertainment and Green Dining Alliance restaurants. The 2023 theme was "Go Circular!," emphasizing the "Reuse" in Reduce, Reuse, Recycle.

Our booth showcased 14 eco-conscious styles from Allen Edmonds, Blowfish Malibu, Dr. Scholl's, Franco Sarto, LifeStride, Naturalizer, Sam Edelman, Veronica Beard, Vince, Vionic, and more. Associates educated attendees about Caleres' efforts to support responsible leather manufacturing and about the journey of recycled polyester.





Caleres sets high standards for the factories that manufacture our products, collaborating with our partners to manage risk, uphold responsibility and promote sustainability as we strive to advance meaningful, positive progress both in our supply chain and the broader footwear industry.

GUIDING OUR SUPPLY CHAIN

At Caleres, we consider our suppliers as an extension of our business. All our brands share the same pool of manufacturers, allowing us to leverage our global reach and scale to drive efficiency and environmental and social progress throughout the value chain.

As we strive for continuous production improvements, we seek to ensure the partners we work with match our corporate values through programs and policies guided by the [Caleres Production Code of Conduct](#). This code sets forth our expectations on topics such as human rights, nondiscrimination and harassment, working conditions, health and safety, environmental stewardship, and more.

PROGRESS TOWARD OUR 2025 GOALS



CALERES' PRODUCTION CODE OF CONDUCT: FOUR KEY PRINCIPLES

Visit our [website](#) to access the full document.

- Human Rights**
Human Trafficking, Slavery, Forced Labor, Child Labor, Nondiscrimination, Abuse and Harassment, direct employment/no recruitment fees
- Working Conditions and Labor Rights**
Freedom of Association, Wages, Working Hours, Occupational Health and Safety
- Business Ethics**
Compliance with laws and regulations, compliance with anti-corruption legislation, transparency, and documentation
- Environment**
Compliance with all local environmental laws and regulations including those relating to a) storage, treatment, and disposal of hazardous materials and chemicals, b) discharge of wastewater and stormwater, and c) facility air emissions into the environment. In addition, Caleres encourages its suppliers to minimize waste, maximize recycling, and protect its workers.



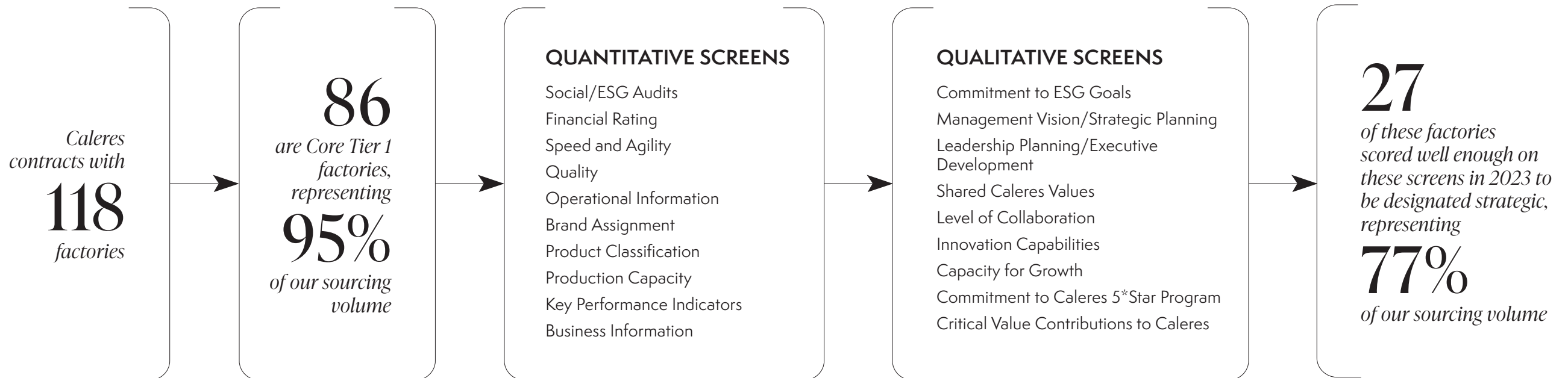
DEEPENING SUPPLY CHAIN TRANSPARENCY

Transparency into our supply chain is vital to our ESG and risk management strategies. Through a combination of on-site factory audits, partner self-assessments, and advanced data tools, we strive to maximize our visibility into our supplier footprint. Our primary supply chain consists of 118 Tier 1 factories, 86 of which are considered core and represent 95% of our sourcing volume. Of these, 27 are considered strategic and represent 77% of our sourcing volume. Our strategic factories receive a higher percentage of order volume (business), greater access to innovations, direct support, and technical benefits.

Central to our activities is the direct business relationship we hold with the Tier 1 factories across our global sourcing network, enabling visibility across our shoe suppliers, as well as suppliers of fabric, polyurethane, and leather.

Tier 1 factories all agree to comply with Caleres' Production Code of Conduct as part of their contractual agreements, and are expected to ensure that Tier 2 and Tier 3 suppliers contracted by our Tier 1 partners are made aware of and comply with the labor and compliance practices defined within our code.

SEEING INSIDE THE CALERES SUPPLY CHAIN



To help ensure compliance with our Production Code of Conduct, we work with leading independent auditor, ELEVATE Responsible Sourcing, to audit new and existing suppliers on practices ranging from transparency and regulatory and environmental compliance to hiring practices, wages, and benefits in accordance with our Production Code of Conduct. Additionally, ELEVATE's EiQ analytics platform supplies data to evaluate and manage against country supply-chain risks, sector risks, and specific issues in global supply chains covering key environmental, social, and governance topics. Together, these micro and macro strategies provide supply chain transparency that is industry leading.

All Tier 1 facilities are evaluated through an ERSA/ EiQ or another accredited audit. Our core Tier 1 factories are also assessed twice a year on five key areas: supply chain risk, speed and agility, quality, sustainability, and operations. This assessment, combined with EiQ analytics and other inputs, enables us to segment all core Tier 1 factories based on risk scores incorporating their role in the supply chain, product category, spend volume, contract type, and strategic importance.

Within our 118 Tier 1 factories, we have designated 27 as strategic, representing 77% of our sourcing volume. To be considered strategic, these factories are subject to further screenings, including on qualitative factors such as:

- Commitment to ESG goals
- Contribution to Caleres' business and success
- Innovation capabilities
- Shared Caleres' values and level of collaboration

Since 2018, we have worked to deepen supply chain visibility through self-assessments for all Tier 1 and Tier 2 suppliers, as well as third-party subcontractors, inquiring about upstream suppliers. These surveys have helped further our understanding of the sources for critical raw materials, as well as supplier capabilities and their participation in ESG initiatives.

STRENGTHENING ACCOUNTABILITY THROUGH ACTION

We take our responsibilities to uphold human and labor rights, business ethics, and environmental sustainability seriously, and when we identify problems through our auditing program, we take immediate steps to correct them.



We conducted factory assessments across our 86 core Tier 1 factories that comprise 95% of our volume from Jan. 29, 2023, to Feb. 3, 2024. Whenever we identify areas of noncompliance, we provide our partners with corrective action plans with increasing degrees of intensity depending on the type and seriousness of violations. These plans include a number of required response actions, such as required training, additional reviews, and follow-up audits. We are expanding these protocols in 2024 to include additional disciplinary actions for serious or repeat violations.

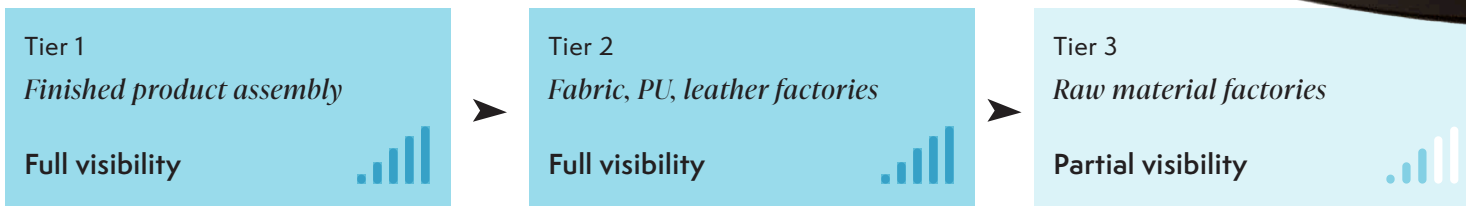
IMPROVING SUPPLIER PERFORMANCE

In 2023, we experienced a

14%

improvement

in audit scores among our Tier 1 factories, underscoring the effectiveness of our supply chain strategy.



PROTECTING PEOPLE AND PLANET THROUGH MATERIALS SELECTION

Through our endeavors to adopt more sustainable supply-chain practices, we seek to make a positive difference in the communities in which our factories operate. Some of this impact comes to life in our adoption of the standards set forth by the Leather Working Group, which leads the industry in the responsible production of materials we use in our footwear.



In 2023, 93% of the leather we purchased was sourced from tanneries certified LWG Gold or Silver, and 60% of the materials found in our products used at least 20% certified recycled content. This represents 36% of our total material supply spend in 2023.

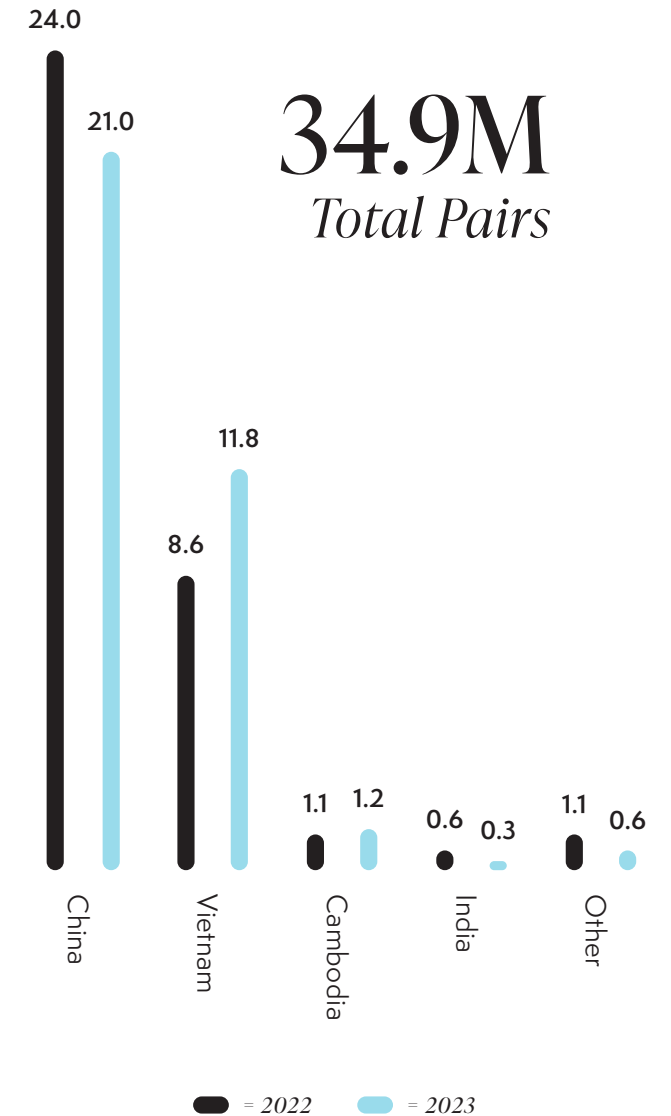
Our choice of materials has a significant impact beyond the waste and resource consumption of our operations. Because the LWG standards also cover social aspects, including fair labor practices and wages, worker health and safety, and policies on child labor and working hours, we help support workers' quality of life and well-being across the industry through our use of LWG certified materials and best practices.

DIVERSIFYING OUR SUPPLY CHAIN

A geographically diverse supplier base strengthens the resiliency of our supply chain, while bringing jobs and opportunities to new regions. As we fully resume the diversification strategy that slowed due to the COVID-19 pandemic, we continue to see opportunities to improve practices that help us advance our ESG goals.

TIER I FACTORY FOOTPRINT

Pairs of Shoes
(in millions)



To help ensure the quality of our footwear, Caleres maintains stringent standards over the use of chemicals in our shoes.

BOLSTERING CHEMICAL MANAGEMENT

To help ensure the quality and safety profile of our footwear, Caleres maintains stringent standards regarding the use of chemicals, including a Restricted Substances List (RSL). The RSL is reviewed considering the latest legal regulations related to restricted substances. Chemicals that can be found in production are subject to either mandatory tests (lead, cadmium, chromium (VI), azo dyes, nickel, phthalates, and PFAS), or random tests (arsenic, arylamine salts, azo dyes, chromium VI, disperse dyes, formaldehyde, mercury, nickel, PAHS, phthalates and solvents).

Rigorous testing procedures ensure compliance with global regulatory requirements concerning chemical content in shoes. At the production stage, all Caleres shoe factories and suppliers must test chemicals per the Caleres Testing Protocol, which includes shoe components and finished product testing to ensure compliance with regulatory requirements. Subsequently, random testing on select styles of finished shoes are conducted from their first production or cutting die test each month. If there is a failure at the finished goods stage, suppliers are required to address and resubmit for testing to ensure compliance. All of Caleres' products are subject to these stringent requirements.

In 2023, Caleres updated its Testing Protocol to align with international industry best practices. The protocol includes detailed requirements and procedures for mandatory testing, both scheduled and random, helping to ensure that suppliers are meeting our rigorous standards.



COLLABORATING WITH SUPPLIERS TO REDUCE EMISSIONS

As we strive to reach our sustainability goals, we are committed to helping our suppliers reduce their own environmental footprints. That's why we expanded our pilot efforts in 2023 to collect and verify GHG emissions, waste, and water data from Tier 1 factories as part of our annual audits.

To date, 100% of our strategic Tier 1 factories provide this data – up from 10% in 2022 when we launched this pilot. This participation represents 77% of our total supply chain volume and is vital as we continue to evaluate approaches for estimating the Purchased Goods and Services portion of our Scope 3 emissions.

TRACKING SHIPPING EMISSIONS

Transportation is among the most significant contributors to our Scope 3 emissions and presents a great opportunity for Caleres to reduce costs and environmental impact. We partner with Expeditors, a global logistics company, to help us monitor and calculate emissions from our shipping activities, including truck, rail, air, and ocean modes, using EcoTransIT software. The availability of this data allows us to identify trends and balance opportunities for business optimization and sustainability improvements. In 2022 we utilized ship, freight train, and truck – less carbon intensive forms of transportation – for 95% of our movements. We will continue to evaluate mode conversion as well as other avenues to reduce emissions. The availability of this data allows us to identify trends and balance opportunities for business optimization and sustainability improvements.

GREENHOUSE GAS EMISSIONS PER ONE-TON MILE

	<i>Airplane</i>	47x
	<i>Truck</i>	10x
	<i>Freight Train</i>	1.6x
	<i>Cargo Ship</i>	1x

20%
of our suppliers
use some form
of renewable
energy.

FACTORY SPOTLIGHT:
EMBRACING SOLAR ENERGY

Serena Shoe Co Ltd in China
Solar photovoltaic (PV) power generation equipment on the factory building's rooftop has potential to generate 1 million kWh of electricity annually over the next 25 years.

The project has contributed to energy savings and contributes to 37% of the factory's total electricity usage.

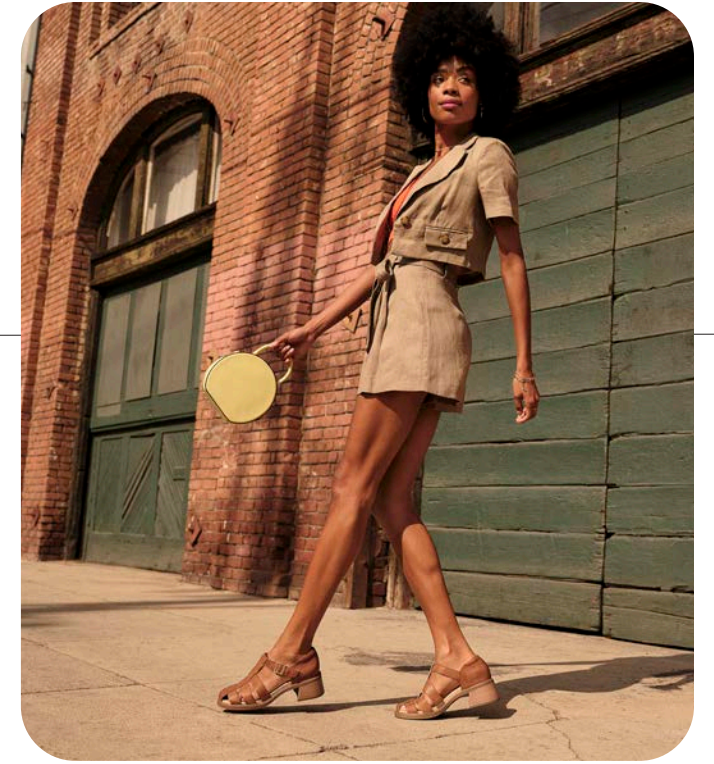
Tai Loc in Vietnam
An on-site solar energy generator produced 100% of the energy used in 2022.

Between 2021 and 2022, Tai Loc saved 1,900 metric tons of carbon dioxide emission and has potential to avoid 1,000 metric tons of carbon dioxide emission annually.

FURTHERING INDUSTRY
SUSTAINABILITY

Through our participation in industry initiatives, we aim to contribute innovative solutions and best practices that can lead to more socially and environmentally responsible outcomes across footwear manufacturing as a whole. These efforts extend to our leadership in key programs of the Footwear Distributors and Retailers of America (FDRA), including:

- The **FDRA Footwear Environmentally Preferred Materials Guide**, which establishes clear standards to guide materials decision-making throughout the manufacturing process.
- The **FDRA Shoe Factory Waste Program**, which seeks to optimize the efficient use of materials throughout the manufacturing process.
- The **FDRA Shoe Sustainability** initiative, which works to advance sustainable, safe, and economically sound shoe development, distribution, and selling through a focus on reducing the industry's direct and indirect contributions to climate change via carbon pricing and other incentives designed to encourage reduced emissions throughout industry value chains.



SUPPORTING CROSS-INDUSTRY INNOVATION

The Footwear Innovation Foundation was established as a scientific 501(c)(3) nonprofit organization in 2023 to broker ideas, accelerate innovation, and act as a knowledge center for the future of footwear.



— ANDEE BURTON
Caleres Director,
Product and Sourcing Sustainability
*Serves on the Foundation Board
alongside other industry leaders.*



EXPANDING WASTE REDUCTION EFFORTS
THROUGH INDUSTRY INITIATIVES

Since 2021, Caleres has participated in the FDRA Shoe Factory Waste Program, an industrywide initiative working to eliminate manufacturing waste in shoe factories through training, capacity building, and data monitoring.

ZEROING IN ON WASTE

In 2023, strategic factories participating in the FDRA Shoe Factory Waste Program achieved an average waste diversion rate of 61%. All participants that completed the 12-month program also improved their waste management system grades and now meet national standards and best practices.

2,622
MT CO₂

*saved in 2021 and 2022 through the
FDRA Shoe Factory Waste Program.*

In 2023, 11 more factories joined this program, five of which are strategic factories. This brings the total number of participating locations to 37 factories, including 20 strategic factories. This constitutes 74% of Caleres' strategic Tier 1 supplier factories and 54% of our annual order volume. These factories had significant achievements, from improving their internal factory waste management to increasing their waste diversion rate and reducing waste-related GHG emissions.

Factories that join the program receive 12 months of training, where they learn to identify, sort, and recycle waste while collecting greenhouse gas emissions and waste-generation data. Following this training, they continue to assess improvements with monitoring by Caleres.

We aim to see 100% of our strategic Tier 1 suppliers participate by 2025.

This Caleres ESG report focuses primarily on activities from 2023, complemented by some historical perspective and qualitative information from early 2024.

Quantitative environmental metrics and human resources metrics cover all entities contained in our consolidated financial statements, unless otherwise indicated, and are based on fiscal year (Jan. 29, 2023 – Feb. 3, 2024); health and safety metrics are as of Dec. 31, 2023. This report has been prepared with reference to the GRI Standards 2021, the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Sustainability Accounting Standard, and the Task Force on Climate-related Financial Disclosures. Please see the Reporting Index beginning on Page 39 for more information.

REPORTING
INDEX

Disclosure	Disclosure Title	2023 Location/Response
General Disclosures		
2-1	Organizational details	<i>Caleres 2023 ESG Report: Caleres At a Glance, Page 2</i> 2023 Form 10-K: Item 1 (Business)
2-2	Entities included in the organization's sustainability reporting	2023 Form 10-K: Item 1 (Business)
2-3	Reporting period, frequency and contact point	<i>Caleres 2023 ESG Report: About This Report, Page 38</i>
2-4	Restatements of information	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16-17</i>
2-5	External assurance	<i>Other than the information referred to from our 2023 Form 10-K, we have not obtained external assurance for the data contained in this report.</i>
2-6	Activities, value chain and other business relationships	2023 Form 10-K: Item 1 (Business) <i>Caleres 2023 ESG Report: Our Partners, Pages 30-33</i>
2-7	Employees	<i>Caleres 2023 ESG Report: Our People, Workforce Data, Page 25</i>
2-8	Workers who are not employees	<i>Caleres 2023 ESG Report: Our People, Workforce Data, Page 25</i>
2-9	Governance structure and composition	<i>Caleres 2023 ESG Report: Our Company, Pages 10-15</i> 2024 Proxy Statement: Corporate Governance, Pages 10-15 Caleres Website: Corporate Governance
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement: Corporate Governance, Our Principles and Governance Guidelines, Page 10 Caleres Website: Corporate Governance
2-11	Chair of the highest governance body	2024 Proxy Statement: Corporate Governance, Board Leadership Structure, Page 11

Disclosure	Disclosure Title	2023 Location/Response
General Disclosures		
2-12	Role of the highest governance body in overseeing the management of impacts	<i>Caleres 2023 ESG Report: Our Company, Leading With Integrity, Page 9</i> 2024 Proxy Statement: Corporate Governance, Board's Role in Risk Oversight, Page 11
2-13	Delegation of responsibility for managing impacts	<i>Caleres 2023 ESG Report: Our Company, Leading With Integrity, Page 9</i>
2-14	Role of the highest governance body in sustainability reporting	<i>The Caleres Board of Directors has reviewed this report and the material topics within.</i>
2-15	Conflicts of interest	2024 Proxy Statement: Corporate Governance, Pages 10-12; Compensation Discussion and Analysis, Executive Compensation Program, Page 31
2-16	Communication of critical concerns	2024 Proxy Statement: Corporate Governance, Communicating With the Board, Page 10
2-17	Collective knowledge of the highest governance body	<i>Caleres 2023 ESG Report: Our Company, Leading With Integrity, Page 9</i>
2-18	Evaluation of the performance of the highest governance body	Caleres Website: Corporate Governance 2024 Proxy Statement: Proxy Statement Summary, Page 1
2-19	Remuneration policies	2024 Proxy Statement: Compensation of Non-Employee Directors, Pages 16-18; Compensation Discussion and Analysis, Pages 31-46
2-20	Process to determine remuneration	2024 Proxy Statement: Compensation of Non-Employee Directors, Pages 16-18; Compensation Discussion and Analysis, Pages 31-46
2-21	Annual total compensation ratio	2024 Proxy Statement: Corporate Governance, Board's Role in Risk Oversight, Page 11
2-22	Statement on sustainable development strategy	<i>2023 Caleres ESG Report: Letter from CEO, Page 3</i>
2-23	Policy commitments	<i>Partially reported: Code of Business Conduct: Administration of the Code, Page 21</i>
2-24	Embedding policy commitments	<i>Partially reported: Code of Business Conduct: Administration of the Code, Page 21</i>
2-25	Processes to remediate negative impacts	<i>Partially reported: Caleres 2023 ESG Report: Our Partners, Strengthening Accountability Through Action, Page 33</i> Code of Business Conduct: Step Up For Integrity Hotline, Page 8

Disclosure	Disclosure Title	2023 Location/Response
General Disclosures		
2-26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct: Step Up For Integrity Hotline, Page 8
2-27	Compliance with laws and regulations	<i>During the reporting period, Caleres experienced no confirmed incidents of noncompliance that would rise to the significance of inclusion in our 2023 Form 10-K.</i>
2-28	Membership associations	<i>Footwear Distributors and Retailers of America (FDRA) and Leather Working Group</i>
2-29	Approach to stakeholder engagement	<i>We regularly engage with stakeholders through interactions and meetings with investors, various footwear industry organizations, community groups, and others.</i>
2-30	Collective bargaining agreements	<i>As of Jan. 29, 2023, there were no employees subject to union contracts in the United States.</i>
Material Topics		
3-1	Process to determine material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10</i>
3-2	List of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10</i> <i>Brand Portfolio • Packaging • Materials Recovery/Waste Reduction • Facility Energy and Emissions Sustainable Product Offerings • Supply Chain Labor Standards • Associates • Community</i>
Economic Performance		
201-1	Direct economic value generated and distributed	2023 Form 10-K: Consolidated Results, Page 28
201-3	Defined benefit plan obligations and other retirement plans	2023 Form 10-K: Consolidated Results, Retirement and Other Benefit Plans, Page 58
201-4	Financial assistance received from government	<i>Caleres did not receive any financial assistance from the government in the reporting period.</i>
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	<i>2023 Caleres ESG Report: Our Communities, Pages 26–29</i>
203-2	Significant indirect economic impacts	<i>2023 Caleres ESG Report: Our Brands, Pages 5–7; Our Communities, Pages 26–29</i>

Disclosure	Disclosure Title	2023 Location/Response
Anti-corruption		
205-1	Operations assessed for risks related to corruption	<i>Caleres maintains a Global Anti-corruption Policy, based on guidance from the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act, and other local and international bribery and corruption laws. Compliance with the policy is subject to annual internal audits and surveys and reinforced through periodic trainings.</i>
205-2	Communication and training about anti-corruption policies and procedures	<i>Partially reported: Code of Business Conduct: Avoiding Bribery and Corruption, Page 19</i>
205-3	Confirmed incidents of corruption and actions taken	<i>During the reporting period, Caleres experienced no confirmed incidents of corruption that would rise to the significance of inclusion in our 2023 Form 10-K.</i>
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<i>During the reporting period, Caleres was not subject to legal actions for anti-competitive behavior, anti-trust, and monopoly practices, nor were there any such open actions in fiscal year 2023.</i>
Energy		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10, Environmental Data, Pages 16-17</i>
302-1	Energy consumption within the organization	<i>Partially reported: Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16-17</i>
302-2	Energy consumption outside of the organization	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16-17</i>
302-3	Energy intensity	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16-17</i>
302-4	Reduction of energy consumption	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16-17</i>

Disclosure	Disclosure Title	2023 Location/Response
Water and Effluents		
303-5	Water consumption	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
Emissions		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Downsizing Our Footprint, Page 12; Environmental Data, Pages 16–17; Our Partners, Collaborating With Suppliers to Reduce Emissions, Page 35</i>
305-1	Direct (Scope 1) GHG emissions	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
305-2	Energy indirect (Scope 2) GHG emissions	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
305-3	Other indirect (Scope 3) GHG emissions	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
305-4	GHG emissions intensity	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
305-5	Reduction of GHG emissions	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
Waste		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10, Environmental Data, Pages 16–17</i>
306-1	Waste generation and significant waste-related impacts	<i>Caleres 2023 ESG Report: Our Company, Improving at Every Step, Page 14; Our Partners, Expanding Waste Reduction Efforts Through Industry Initiatives, Page 37</i>
306-2	Management of significant waste-related impacts	<i>Caleres 2023 ESG Report: Our Company, Improving at Every Step, Page 14; Our Partners, Expanding Waste Reduction Efforts Through Industry Initiatives, Page 37</i>
306-3	Waste generated	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
306-4	Waste diverted from disposal	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>
306-5	Waste directed to disposal	<i>Caleres 2023 ESG Report: Our Company, Environmental Data, Pages 16–17</i>

Disclosure	Disclosure Title	2023 Location/Response
Supplier Environmental Assessment		
308-2	Negative environmental impacts in the supply chain and actions taken	<i>Caleres 2023 ESG Report: Our Partners, Deepening Supply Chain Transparency, Page 32; Strengthening Accountability Through Action, Page 33</i>
Employment		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our People, Expanding Associate Benefits, Page 20</i>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<i>Caleres 2023 ESG Report: Our People, Expanding Associate Benefits, Page 20</i>
Occupational Health and Safety		
3-3	Management of material topics	<i>Caleres 2023 ESG Report, Our Company, Sustaining Our ESG Strategy, Page 10</i> <u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-1	Occupational health and safety management system	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-2	Hazard identification, risk assessment, and incident investigation	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-3	Occupational health services	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-4	Worker participation, consultation, and communication on occupational health and safety	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-5	Worker training on occupational health and safety	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Production Code of Conduct</u>
403-8	Workers covered by an occupational health and safety management system	<u>Topic Brief: Health and Safety Management, Managing Occupational Health and Safety</u>

Disclosure	Disclosure Title	2023 Location/Response
Occupational Health and Safety		
403-9	Work-related injuries	<i>Caleres 2023 ESG Report: Our People, 2023 Safety Data, Page 25</i>
403-10	Work-related ill health	<i>See GRI 403-9; Caleres does not distinguish between work-related injuries and work-related ill health.</i>
Training and Education		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our People, Prioritizing Culture, Learning, and Development, Page 19</i>
404-2	Programs for upgrading employee skills and transition assistance programs	<i>Caleres 2023 ESG Report: Our People, Prioritizing Culture, Learning, and Development, Page 19; Expanding Associate Benefits, Page 20</i>
Diversity and Equal Opportunity		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our People, Embracing Diversity, Page 21</i>
405-1	Diversity of governance bodies and employees	<i>Caleres 2023 ESG Report: Our People, Workforce Data, Page 25</i>
Freedom of Association and Collective Bargaining		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our Partners, Guiding Our Supply Chain, Page 31</i>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<i>Partially reported: Caleres 2023 ESG Report: Our Partners, Deepening Supply Chain Transparency, Page 32</i>
		<u>Production Code of Conduct</u>

Disclosure	Disclosure Title	2023 Location/Response
Child Labor		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our Partners, Guiding Our Supply Chain, Page 31</i>
408-1	Operations and suppliers at significant risk for incidents of child labor	<i>Partially reported: Caleres 2023 ESG Report: Our Partners, Deepening Supply Chain Transparency, Page 32</i> Production Code of Conduct
Forced or Compulsory Labor		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our Partners, Guiding Our Supply Chain, Page 31</i>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>Partially reported: Caleres 2023 ESG Report: Our Partners, Deepening Supply Chain Transparency, Page 32</i> Production Code of Conduct
Local Communities		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our Partners, Guiding Our Supply Chain, Page 31</i>
413-1	Operations with local community engagement, impact assessments, and development programs	<i>Caleres 2023 ESG Report: Our Brands, Pages 5-7; Our Communities, Pages 26-29</i>
Supplier Social Assessment		
3-3	Management of material topics	<i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10; Our Partners, Guiding Our Supply Chain, Page 31</i>
414-2	Negative social impacts in the supply chain and actions taken	<i>Caleres 2023 ESG Report: Our Partners, Deepening Supply Chain Transparency, Page 32, Strengthening Accountability Through Action, Page 33</i>

Disclosure	Disclosure Title	2023 Location/Response
Public Policy		
415-1	Political contributions	<i>Caleres does not contribute to political causes or candidates and does not operate a PAC. We do belong to the Footwear Distributors and Retailers of America, which engages in some lobbying activities.</i>
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	<i>Caleres 2023 ESG Report: Our Partners, Bolstering Chemical Management, Page 35</i>
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	<i>During the reporting period, Caleres received no notices of noncompliance concerning the health and safety impacts of products and services that would rise to the significance of inclusion in our 2023 Form 10-K.</i>
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	<i>All of our products are required to contain labeling that identifies the source and contents of certain components to comply with various customs regulations and with California Proposition 65.</i>
417-2	Incidents of noncompliance concerning product and service information and labeling	<i>During the reporting period, Caleres received no notices of noncompliance concerning product and service information and labeling that would rise to the significance of inclusion in our 2023 Form 10-K.</i>
417-3	Incidents of noncompliance concerning marketing communications	<i>During the reporting period, Caleres received no notices of noncompliance concerning marketing communications that would rise to the significance of inclusion in our 2023 Form 10-K.</i>
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>During the reporting period, Caleres received no substantiated complaints concerning breaches of customer privacy and losses of customer data.</i>

Sustainability Accounting Standards Board

Topic	Accounting Metric	Category	Code	Location/Response
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	<i>Discussion and analysis</i>	CG-AA-250a.1	<i>Caleres 2023 ESG Report: Our Partners, Bolstering Chemical Management, Page 35</i>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	<i>Discussion and analysis</i>	CG-AA-250a.2	<i>Caleres 2023 ESG Report: Our Partners, Bolstering Chemical Management, Page 35</i>
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	<i>Quantitative</i>	CG-AA-430a.1	
	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	<i>Quantitative</i>	CG-AA-430a.2	<i>All of our Tier 1 suppliers undergo on-site audits on key social and environmental measures on an annual basis. These audits were developed in partnership with a respected third-party vendor. We do not currently track this information for Tier 2 suppliers.</i> <i>See also: Caleres 2023 ESG Report: Our Partners, Guiding Our Supply Chain, Page 31</i>
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	<i>Quantitative</i>	CG-AA-430b.1	<i>All of our Tier 1 suppliers undergo on-site audits on key social and environmental measures on an annual basis. These audits were developed in partnership with a respected third-party vendor. We do not currently track this information for Tier 2 suppliers.</i> <i>See also: Caleres 2023 ESG Report: Our Partners, Guiding Our Supply Chain, Page 31</i>
	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	<i>Quantitative</i>	CG-AA-430b.2	<i>Caleres 2023 ESG Report: Our Partners, Guiding Our Supply Chain, Page 31, Deepening Supply Chain Transparency, Page 32</i>
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<i>Discussion and analysis</i>	CG-AA-430b.3	<i>Caleres 2023 ESG Report: Our Partners, Guiding Our Supply Chain, Page 31, Deepening Supply Chain Transparency, Page 32</i>
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	<i>Discussion and analysis</i>	CG-AA-440a.1	<i>Caleres 2023 ESG Report: Our Partners, Protecting People and Planet Through Materials Selection, Page 34, Bolstering Chemical Management, Page 35</i>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	<i>Quantitative</i>	CG-AA-440a.2	<i>Caleres 2023 ESG Report: Our Partners, Protecting People and Planet Through Materials Selection, Page 34</i>

Sustainability Accounting Standards Board

Activity Metric	Category	Code	Location/Response
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	CG-AA-000.A	<i>Caleres contracts directly with 118 factories worldwide (Tier 1 suppliers). We do not track the number of suppliers beyond Tier 1.</i>

Caleres Climate Disclosures (Based on the Task Force on Climate-related Financial Disclosures recommendations)

Metrics	Company Response
Governance	
a) Describe the Board’s oversight of climate-related risks and opportunities.	Caleres 2023 CDP Climate Change Disclosure (CL1a, CL1b) <i>Caleres 2023 ESG Report: Our Company, Leading With Integrity, Page 9</i>
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Caleres 2023 CDP Climate Change Disclosure (CL2) <i>Caleres 2023 ESG Report: Our Company, Leading With Integrity, Page 9</i>
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Caleres 2023 CDP Climate Change Disclosure (C2.1a, C2.3, C2.4)
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Caleres 2023 CDP Climate Change Disclosure (C3.1, C3.3, C3.4)
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Caleres 2023 CDP Climate Change Disclosure (C3.2)

Caleres Climate Disclosures (Based on the Task Force on Climate-related Financial Disclosures recommendations)

Metrics	Company Response
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks.	Caleres 2023 CDP Climate Change Disclosure (C2.1, C2.2, C2.2a)
b) Describe the organization's processes for managing climate-related risks.	Caleres 2023 CDP Climate Change Disclosure (C2.1, C2.2)
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Caleres 2023 CDP Climate Change Disclosure (C2.1, C2.2)
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Caleres 2023 CDP Climate Change Disclosure (C4.2, C9.1)
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Caleres 2023 CDP Climate Change Disclosure (C6.1, C6.3, C6.5) <i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10, Environmental Data, Pages 16-17</i>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Caleres 2023 CDP Climate Change Disclosure (C4.1, C4.1a, C4.2) <i>Caleres 2023 ESG Report: Our Company, Sustaining Our ESG Strategy, Page 10, Environmental Data, Pages 16-17</i>