

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