

FOOT LOCKER, INC.

# IMPACT REPORT

Fiscal Years  
2019-20

Impact Report

Delivering on  
Our Purpose  
*Responsibly*



OUR PURPOSE  
IS TO INSPIRE  
AND EMPOWER  
YOUTH CULTURE  
AROUND THE  
WORLD BY  
FUELING A  
SHARED  
PASSION



FOR SELF-  
EXPRESSION  
AND CREATING  
UNRIVALED  
EXPERIENCES  
AT THE HEART  
OF THE  
GLOBAL SNEAKER  
COMMUNITY





# Welcome and thank you for your interest in our Impact Report

Foot Locker, Inc. (“Foot Locker”) leads the celebration of sneaker and youth culture around the globe through a portfolio of brands, including Foot Locker, Lady Foot Locker, Kids Foot Locker, Champs Sports, Eastbay, Footaction, and Sideshow, including approximately 3,000 retail stores across North America, Europe, the Middle East, Asia, Australia, and New Zealand, as well as websites and mobile apps.



Lady Foot Locker



FOOTACTION



Our **PURPOSE** is to inspire and empower youth culture around the world by fueling a shared passion for self-expression and creating unrivaled experiences at the heart of the global sneaker community.

As a leading global retailer of athletically-inspired shoes and apparel, we work with branded and proprietary brand vendors who supply merchandise to our stores.

This is our inaugural Impact Report, which highlights the environmental, social, and governance (ESG) topics that we deem as the highest priorities to our organization. These topics drive the global strategy that demonstrates our active commitment to making decisions that are good for society and the environment, as well as our business.

We view reporting as an ongoing process and expect our public disclosures to continue to evolve. We invite your feedback on the contents of this report, as well as our approach to reporting, at [counsel@footlocker.com](mailto:counsel@footlocker.com). For additional information, please visit [footlocker-inc.com](http://footlocker-inc.com).

This report is printed on paper certified by the Forest Stewardship Council (FSC).



## NORTH AMERICA

Canada  
United States  
(including Guam, Puerto Rico, and the U.S. Virgin Islands)

## EMEA

Austria	Ireland	Portugal
Bahrain*	Israel*	Qatar*
Belgium	Italy	Saudi Arabia*
Czech Republic	Kuwait*	Spain and
Denmark	Luxembourg	Canary Islands
France	Netherlands	Sweden
Germany	Norway	Switzerland
Greece	Oman*	United Arab Emirates*
Hungary	Poland	United Kingdom

\* Operated by franchise partners



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# Message from Our Chairman and Chief Executive Officer



Our **PURPOSE** at Foot Locker is activated by our continuous endeavors to serve and delight our customers, team members, and communities. We recognize that the way in which we achieve this goal is as important as the outcome itself—which is why, over the past three years, we have been on a journey to understand and improve the environmental and social impacts of our business, as well as to measure and communicate the value we add.

At the same time, our key stakeholders—from investors to customers to current and future team members—are seeking greater information on our approach to identifying and managing the ESG issues that are most meaningful to our Company. In response, we are pleased to share this inaugural Impact Report covering two fiscal years (2019-20), which provides details on our priority initiatives during this period and our performance on key ESG issues.

This report demonstrates the dedication of both our team members and our Company in advancing our global Corporate Social Responsibility (CSR) program. Some of the accomplishments of which we are most proud include:

- Forming our global cross-functional CSR team to manage CSR risks, and emerging trends, and opportunities;
- Participating in the Carbon Disclosure Project (CDP) platform, including our first response in 2019 and our second in 2020, which included our global emissions profile for the first time;
- Committing in FY20 to investing \$200 million over five years to support our Black workforce and communities through our Leading in Education and Economic Development (LEED) initiative;
- Launching our Diversity, Inclusion, and Belonging (DIBs) strategy to enable a workplace culture in which team members feel valued and engaged, and they are inspired to achieve their full potential;
- Conducting our first internal assessment to identify our highest priority ESG issues in FY20, including developing our first ESG issue prioritization matrix, which is presented in this report; and
- Aligning our ESG disclosures with the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) reporting standards.

CSR is not a separate mandate for our business; it is embedded in our ability to achieve our four strategic imperatives: Elevate the Customer Experience, Invest for Long-Term Growth, Drive Productivity, and Leverage the Power of Our People.<sup>1</sup> By aligning these strategic imperatives with our CSR ambition, we're looking at all aspects of our workforce, operations, products, and partners to identify opportunities for continuous improvement and innovation, which will enable Foot Locker to respond, and positively contribute, to the changing future of the world.

**As we look forward to FY21 and beyond, we recognize we are on a long and purposeful journey. We are fully committed to building on our progress and strengthening our vision for a more sustainable world. We hope you find value in reading about our progress over the past two years presented in this report.**

Sincerely,

**Richard A. Johnson**  
Chairman and Chief Executive Officer

<sup>1</sup> For more information on our strategic imperatives, please refer to our FY20 Annual Report.

## COVID-19 IMPACT

In FY20, we saw the world change with the onset of the coronavirus (COVID-19) pandemic. To protect the health and safety of our team members and customers, we temporarily closed our stores across all our brands in North America, EMEA, and Asia Pacific, as well as our offices, starting in mid-March. Beginning in April, we began to take a phased approach to re-opening our stores and offices around the world. In addition, we took key steps to help support and protect our team members globally and limit exposure, including implementing flexible work practices and increasing our cleaning protocols. The health and safety of everyone in our value chain—from our team members to our customers to our suppliers—remains our highest concern, and we continue to communicate transparently with these groups. As we monitor the developments related to COVID-19, our family of brands is doing its part to slow the spread of COVID-19 through additional measures we have taken in our stores, offices, and facilities. We continue to communicate changes on our dedicated COVID-19 information website at [footlocker.com/covid19.html](https://www.footlocker.com/covid19.html).



# About this Report

This report has been prepared in alignment with the SASB reporting standards and covers our global operations for FY19 and FY20 (February 3, 2019 through January 30, 2021).

The nature of our business directs us to include disclosures from two SASB industry standards: Apparel, Accessories, and Footwear, and Multiline and Specialty Retailers, and Distributors. Disclosures from both standards have been included based on (1) sector-specific guidance provided by SASB's Sustainable Industry Classification System (SICS), and (2) an assessment of our business and ESG issues. We will continue to evaluate these

topics in the future and our disclosures may evolve over time. Data tables for each standard are provided in the Reference Tables included at the end of this report.

In FY20, we conducted an issue prioritization assessment to identify and better understand the highest priority ESG issues for our Company and our key stakeholders. The assessment included extensive engagement with our leadership team, industry benchmarking, and consideration of the recommended disclosure topics and metrics defined by the SASB and TCFD reporting standards and guidance.

A broad cross-section of our leadership team was surveyed to rate a shortlist of relevant ESG topics based on their perceived importance to stakeholders and their impact on our business.

Our top priority ESG issues included:

- Operating ethically and transparently;
- Human capital management;
- Worker dignity in the supply chain;
- Empowering people and communities;

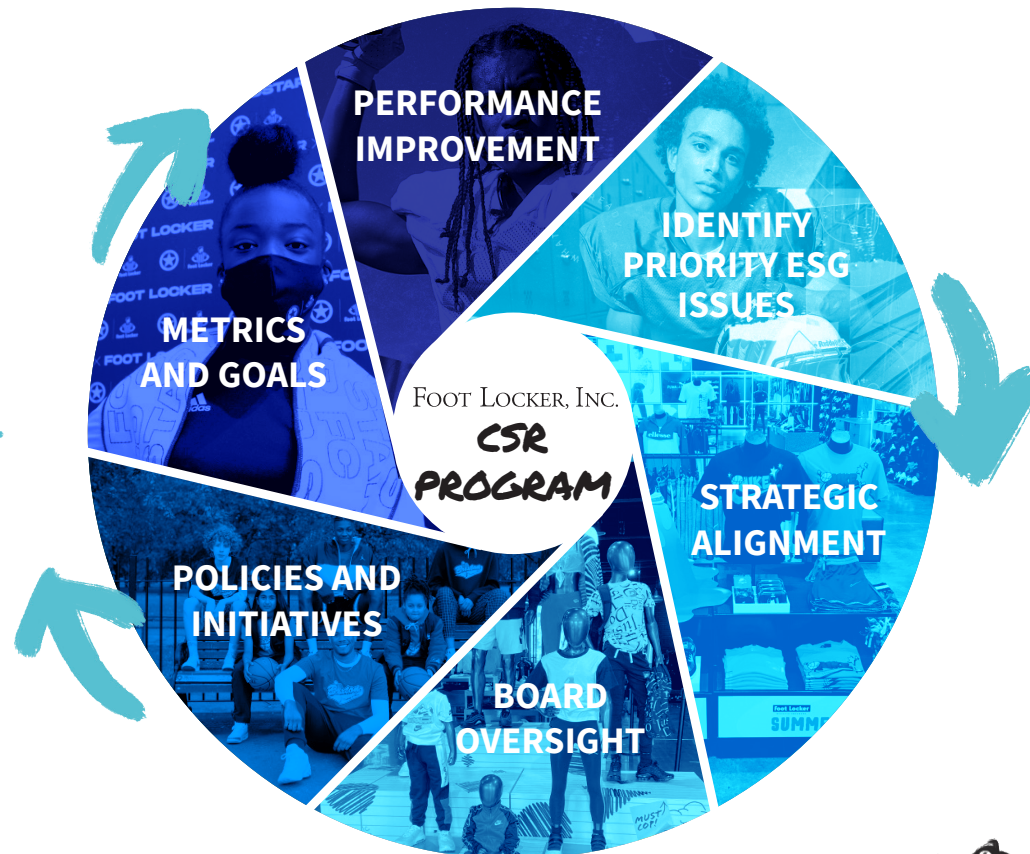
- Supplier sustainability and engagement;
- Energy conservation and climate stewardship;
- Sustainable materials sourcing; and
- Product packaging impact management.

As stakeholder expectations and the business environment in which we operate continue to evolve, we will regularly evaluate our priority issues to report on the topics that matter most to our stakeholders and our business.

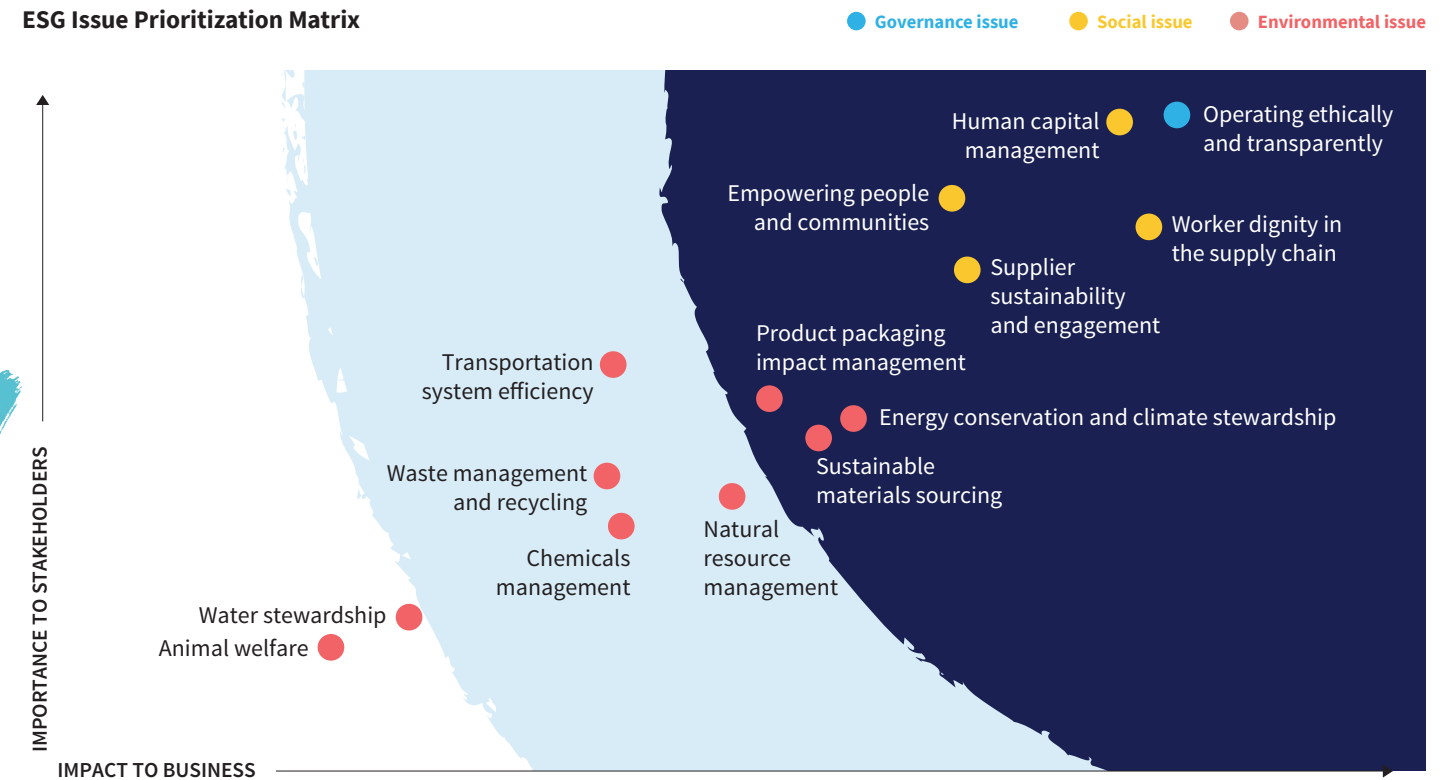
### Our approach to CSR program

These six key elements guide our CSR program:

We strive for CONTINUOUS IMPROVEMENT



### ESG Issue Prioritization Matrix





# Dashboard

This dashboard presents our commitment to make continuous positive improvements in each of our identified impact areas, the key performance indicators we are using to evaluate our progress, and a snapshot of our results for FY19 and FY20. Further information on each impact area can be found in the respective sections within this report.

As we advance the integration of sustainability principles into practices and initiatives across our business—including the adoption of our new Global Environmental and Climate Change Statement—we look forward to reporting our performance against key performance indicators in future years.

We are passionate about making **PROGRESS** in our programs and a measurable **IMPACT** on the world



<sup>2</sup> The DIBs index is calculated as the total number of favorable responses (strongly agree and agree) to the DIBs questions included in our annual employee engagement surveys, divided by the total number of responses.

<sup>3</sup> Includes all persons who have not self-identified as White. Information on Team Member race and ethnicity is only requested and retained for our U.S. workforce.

<sup>4</sup> Represents the average sum of miles which a shipment travels from: a distribution center to the customer, a store to the customer, and/or from the distribution center to a store to the customer. Note: Metric excludes data for a small portion of shipments in New Zealand.

<sup>5</sup> Includes all stores and facilities.

IMPACT AREA	IMPACT COMMITMENT	KEY PERFORMANCE INDICATOR(S)	FY19 RESULT	FY20 RESULT	YEAR-ON-YEAR TREND
<b>Leveraging the Power of Our People and Communities</b>	<b>Attract, retain, and develop diverse talent</b>	Team Member Engagement DIBs index <sup>2</sup>	n/a – Initiative launched in FY20	88%	n/a
		Executive session readiness population within the next 12 months			
		a) percentage of women b) percentage of people of color <sup>3</sup> (POC)	a) 30% female b) 22% POC	a) 33% female b) 34% POC	↑ ↑
		Gender and racial representation of workforce	a) 46% female (global) b) 84% POC (U.S.) <sup>3</sup>	a) 49% female (global) b) 85% POC (U.S.) <sup>3</sup>	↑ ↑
	<b>Enhance the lives of our team members and customers in the Black community</b>	Cumulative investment toward our Leading in Education and Economic Development (LEED) initiative target of \$200 million			
		a) Economic Development initiatives (\$175 million) b) Education initiatives (\$25 million)	a) n/a – Initiative launched in FY20 b) n/a – Initiative launched in FY20	a) \$3.7 million total; 2% of target b) \$200,000 total; .01% of target	↑ ↑
<b>Strengthening the Sustainability of Our Supply Chain</b>	<b>Actively manage our environmental impacts and risks across our supply chain</b>	Global average shipping miles per package <sup>4</sup>	889 miles	888 miles	↓
<b>Managing and Reducing Our Environmental Impacts</b>	<b>Measure and increase the share of renewables in our energy consumption mix</b>	Energy usage per gross square foot (kWh/ft <sup>2</sup> ) <sup>5</sup>	22.9 kWh/ft <sup>2</sup>	19.2 kWh/ft <sup>2</sup>	↓
<b>Operating Ethically and Transparently</b>	<b>Integrate ESG risks and opportunities into business practices and enhance public disclosure</b>	CSR program and public disclosure	Launched a Responsibility tab on <b>footlocker-inc.com</b>	Published Fiscal Years 2019-20 Impact Report	↑



# Leveraging the Power of Our People and Communities

PEOPLE



# Customer Engagement Strategy

Our customers are at the heart of everything we do. We are committed to fueling a shared passion for self-expression, creating unrivaled lifestyle experiences for our customers, and being at the heart of the sport and sneaker communities.

We build deeper, more meaningful connections through the **“Five Cs” of our Customer Connected Strategic Framework—Collections, Content, Community, Connectivity, and Convenience.** Social action and responsibility has become even more important to our younger customers. Companies must go beyond words and commit to action. We are proud to share some of our initiatives and campaigns, which highlight our commitment to reshaping the future for the better:

We believe we have an obligation to contribute our voice and actions to **MEANINGFUL and LASTING CHANGE** across our Company and within the communities we serve

## COMMUNITY-BASED POWER STORES



We opened 10 new community-based **Power Stores**, including our first in New York's Washington Heights, which is also the first strategic partner store to tie into Nike, Inc.'s digital capabilities. Please refer to the Community-based Power Stores section of this report for further details.

## DIGITAL CONNECTIVITY



Our customers are aggressively shifting their buying patterns online, and **digital connectivity** is a driving force behind this change. This is how the technology investments we made over the last several years have truly paid off. We are now processing significantly higher digital order volumes while maintaining smooth and engaging shopping experiences across all our digital platforms. Our global implementation of several new payment options, such as Klarna and Afterpay, have allowed us to successfully meet the changing needs of our customers. We will continue to invest in digital and data analytics to drive long-term improvements.

## A SPACE FOR HER



We created a new destination for our female customers, with 79 new dedicated **women's spaces** across North America, EMEA, and Asia Pacific stores, featuring special in-store concepts and community activations. These new spaces are marketed through online and social media channels to build customer connectivity.

## #VOICESOFTHEFUTURE



We launched our **#VoicesOfTheFuture** program in Europe to amplify culture shapers and give them power and scale across social issues, such as inclusivity, representation, and empowerment.



**SAFETY FIRST**



We put the **safety of our team members and customers first** by following guidelines from local, state, and federal governments and agencies. For ongoing and current information on COVID-19 and our response, visit our website at [footlocker.com/covid19.html](https://www.footlocker.com/covid19.html).

**FIGHTING RACIAL INEQUALITY**



We committed \$200 million over five years toward **fighting racial inequality** by supporting our Black workforce and communities through our LEED initiative. Please refer to the Growing Our Impact Beyond Our Borders section of this report for further details.

**FLX**



We launched **FLX**, our new membership program for customers who shop and engage across our Foot Locker family of brands. New benefits, exclusive rewards, and head starts on new product launches are just some of the ways in which we engage through this program, which is now live across the United States and three European markets.

**VOTER REGISTRATION**



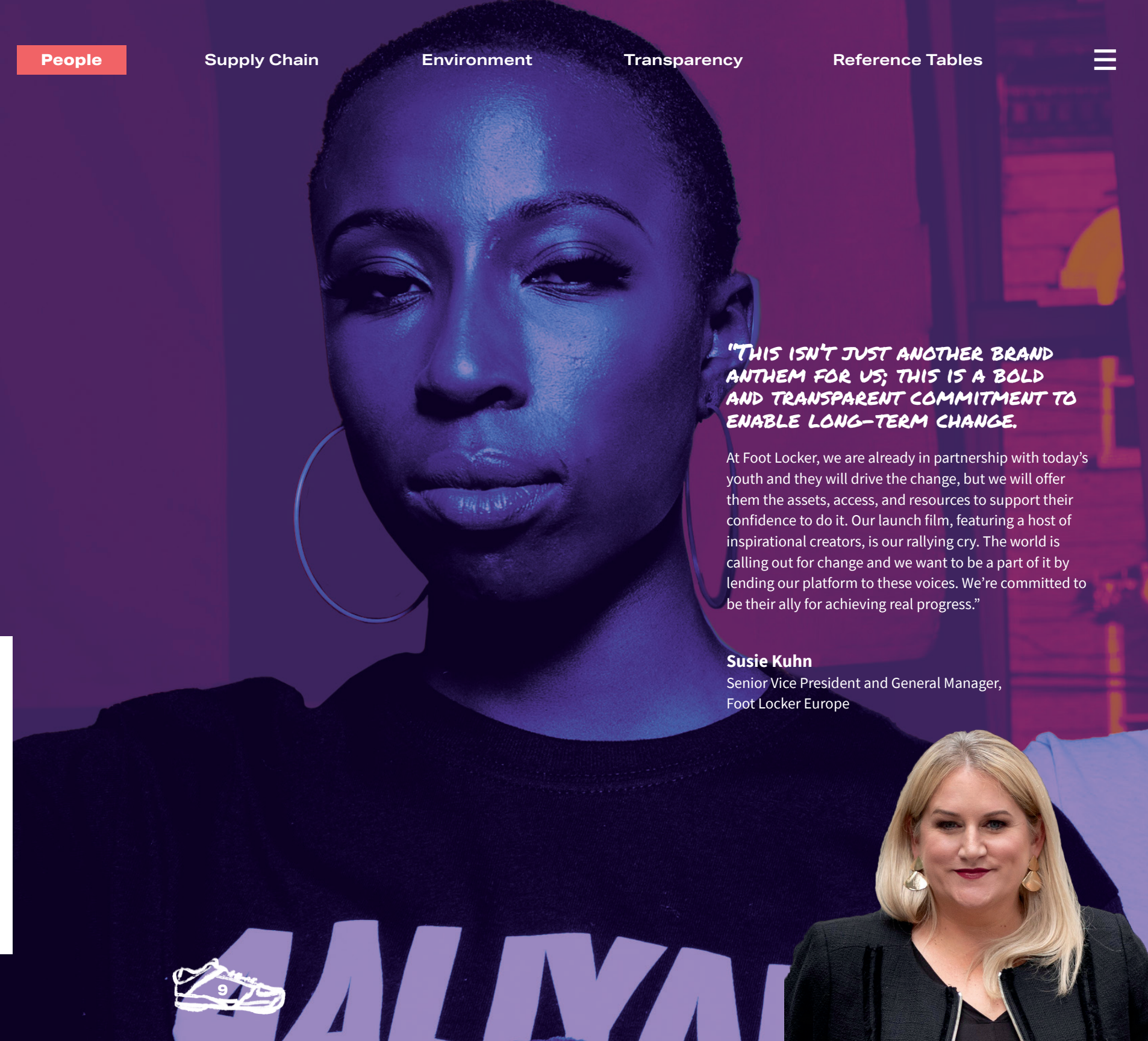
We partnered with Rock the Vote to empower our customers by transforming over 2,000 U.S. stores into **voter registration sites** beginning on September 23, 2020 (National Voter Registration Day). Customers shopping in our stores and online were able to access a digital hub, providing educational materials, voter registration status checks and registration, and voting reminders. Approximately 225,000 customers accessed our digital hub between September and November 2020.

We are doing our part to SLOW THE SPREAD of COVID-19





*this isn't just  
another brand  
anthem for us*



*"THIS ISN'T JUST ANOTHER BRAND ANTHEM FOR US; THIS IS A BOLD AND TRANSPARENT COMMITMENT TO ENABLE LONG-TERM CHANGE."*

At Foot Locker, we are already in partnership with today's youth and they will drive the change, but we will offer them the assets, access, and resources to support their confidence to do it. Our launch film, featuring a host of inspirational creators, is our rallying cry. The world is calling out for change and we want to be a part of it by lending our platform to these voices. We're committed to be their ally for achieving real progress."

**Susie Kuhn**

Senior Vice President and General Manager,  
Foot Locker Europe



**SHOES DON'T CHANGE THE WORLD. YOU DO.**

Our "Shoes Don't Change the World. You Do." platform was launched across Europe in 2020 to celebrate youth culture, which is championing individuality and striving to make the world a better place. This first campaign film highlighted influential changemakers who are inspiring change within their communities, including UK-based Ashton Attzs and Jade Pearl, France-based Marvin Bonheur and David Blank, and Italy-based Muriel Elisa De Gennaro. For the second installment, which launched in August 2020, Foot Locker partnered with UK-based talent Abisha and Jordan Charles, in addition to seven-year-old Elijah Enwerem, to create films that aim to help Gen Z find confidence in themselves to overcome challenges. The films, directed by Salim Adam, celebrate unique stories with the common storyline being the need to be seen and be yourself. The new campaign is a continuation of our commitment to working alongside and supporting youth culture that is leading the charge to reshape the future for the better.





## Community-based Power Stores

To enhance the in-store customer experience, we have opened community-based Power Stores, which offer a full suite of immersive capabilities and activation spaces focused on creating brand connections that are authentically tied to the communities we serve.

These stores provide a seamless and frictionless retail experience that goes beyond traditional brick and mortar capabilities. In addition to offering footwear, apparel, and accessories from our top athletic brands, these stores exist to serve the sneaker-obsessed community and reward customers with a connected experience.

We have 10 community-based Power Stores across New York, Detroit, Philadelphia, Compton (Los Angeles), Vancouver, Singapore, Seoul, and Melbourne and we expect to open more across our family of brands.

Hiring LOCAL TALENT by partnering with the city of COMPTON



In FY19, we opened our Washington Heights community-based Power Store in New York City. As part of Foot Locker's "Home Grown" initiative, the store features a curated group of local brands we have partnered with to sell exclusive and limited-release products, such as Perico Limited, Lystyle NYC, and Triangula Swag. To celebrate the store opening, we hosted a series of events, activations, and appearances for the local community in partnership with our vendors.

In FY20, we opened our first West Coast community-based Power Store in Compton, California, recognizing the passionate market for sneaker culture that exists there. The store offers an elevated retail experience, including full-family shopping with exclusive product, custom store artwork by local artists Mel Depaz and AngelOnce, a curbside pickup window, and an activation space that will host ongoing community events for the sneaker-obsessed. We also committed to hiring local talent by partnering with the City of Compton to recruit within a five-mile radius of the store. Foot Locker worked with local officials on safety guidelines to host a safe grand opening in light of COVID-19 restrictions.



# Human Capital Management

## COMMITMENT TO DIVERSITY

Source talent through enhanced diverse organizations

## SUPPORTING VETERANS

Create career opportunities for veterans and military spouses

## DISABILITY HIRING PROGRAM

Manage a disability hiring program to establish the appropriate conditions to hire and retain people with disabilities

## EMERGING KEY TALENT

Launched a quarterly program in 2019 to create opportunities for exposure and visibility for team members (targeting 50% diversity) who have the potential to move up at least two career levels by facilitating opportunities for them to demonstrate their skills and impact (the Company temporarily paused this program in 2020 due to COVID-19, but is now evaluating a virtual option).

## DIBS GOALS IN PERFORMANCE MANAGEMENT

Created an organizational DIBs goal in 2020 for VPs and above as part of our performance management process. Evaluation against this metric impacts the team member's overall performance score and has a direct impact on the annual bonus and merit increase.



We aspire to be a great place to work by cultivating a culture that promotes diversity, inclusion, and belonging (DIBs). Celebrating different perspectives, backgrounds, and experiences helps employees feel valued and more engaged. Our People Strategy includes a strategic pillar focused on "Uniting Our Communities of Talent" around the world to drive innovation and elevated performance in our dynamic organization.

By creating a DIBs, we are able to attract, select, hire, develop, promote, and retain valued team members with diverse backgrounds, experiences, and perspectives. We have created a Team Member Engagement DIBs index to monitor metrics that support this mission's five pillars including:

### Pillars

- 1 Model the Way
- 2 Educate Team Members
- 3 Acquire Great Talent
- 4 Accelerate Diverse Succession Pipeline
- 5 Develop Employee Resource Groups (ERGs)

$$15,773 + 35,431 = 51,204$$

FULL-TIME TEAM MEMBERS      PART-TIME TEAM MEMBERS      TOTAL GLOBAL TEAM MEMBERS

**MISSION:** Cultivate our workplace culture to encourage team members to reach their FULL POTENTIAL, FEEL VALUED, AND STAY ENGAGED





The Team Member Engagement DIBs index is a meaningful way to understand and influence engagement within the organization. The Team Member Engagement DIBs index provides a quantitative score reflecting the perception of leadership and the team's commitment to fostering a diverse and inclusive work environment, and encourages individuals to constructively express different thoughts and ideas. This data is used for understanding and action at the organizational, team, and leadership levels, internal benchmarking, and coaching and development opportunities for leaders.

In 2020, the Team Member Engagement DIBs index was scored based on the following survey questions:

1. My leadership's decisions and behaviors show a commitment to DIBs.
2. I feel free to express different thoughts and ideas with my co-workers.
3. My team is committed to creating a diverse and inclusive work environment where everyone belongs.

The FY20 score was 88%.

Our commitment to board diversity and empowering women to advance in our Company remains a top priority.

**70% OF OUR INDEPENDENT DIRECTORS ARE ETHNICALLY DIVERSE OR FEMALE**

Attracting and recruiting top talent is critical to our growth. Our recruitment methods include sourcing talent through diverse channels, hiring veterans, and people with varying levels of skills and abilities.

Foot Locker strives for pay equity across the organization. We evaluate pay annually to assess equity across employee groups. As part of increasing the rigor of our pay equity review process, we also evaluate employee promotions, as we strive to achieve pay equity.

In FY19 and FY20, we were proud to:

- **Source talent** through our support of the following organizations: National Black MBA Association, National Association of Black Accountants, Black Retail Action Group, Association of Latino Professionals for America, Lesbians Who Tech, Marcus Graham Project, and National Organization on Disability.



- Plan a **Black Leadership Academy** to begin in 2021, delivering two complementary offerings, including a Black Executive Leadership Program and Management Accelerator offering in partnership with the McKinsey & Company. These offerings will help the Black leaders of today and tomorrow build the tools and networks to achieve greater personal and organizational impact.
- Launch a **disability hiring initiative** in partnership with the National Organization on Disability at one of our distribution centers in order to establish the appropriate conditions to attract, hire, and retain team members with disabilities.
- Establish a partnership between our Law Department and the Military Spouse Managed Review Program (MSMR) of Technology Concepts & Design (TCDI), with the aim to **create career opportunities for military spouses** who are attorneys.



Foot Locker is committed to **DIVERSITY AND INCLUSION** and the constructive expression of differing ideas





**LIVING OUR PURPOSE  
INSPIRE AND EMPOWER EACH OTHER**

At Foot Locker, our team members' well-being—both physical and emotional—is our top priority. We're committed to building a culture of DIBs, where all our team members feel a strong sense of community and can achieve their full potential.

In our thriving workplace culture, we believe extending empathy and respect for one another is always important, and we are committed to supporting growth and professional development.

As part of our DIBs, we have developed resources on how to create a **safe space** for team members to **LIVE WELL, WORK WELL.**

At Foot Locker, our 15,773 full-time and 35,431 part-time team members who work across our offices, in stores, and at our distribution centers are all critical in ensuring we provide unparalleled customer experiences. To support our team members, we provide competitive compensation and benefits, including:

- Health and wellness benefits (medical, dental, and vision coverage);
- Financial benefits (401(k) Plan with Company matching contribution, life and disability coverage, Employee Stock Purchase Plan at a 15% discount, and commuter benefits);

- Work-life balance and lifestyle benefits (paid time off for full-time team members and Employee Discount Program for all team members);
- Tuition reimbursement in the United States and EMEA; and
- Outside the United States, we may offer supplemental health and wellness, as well as retirement benefits, based on local competitive practices.

Through our team member development focus, we provide the resources and opportunities to enable our people to succeed at Foot Locker. In FY19 and FY20, we expanded our programs and initiatives, through our Locker Learning Academy to include:

- Development of programs to enhance business, functional, and leadership knowledge and skills.
- Rollout of “Lace Up,” our new global team member learning and communications platform. This interactive system provides us with the ability to engage, educate, and empower our more than 50,000 team members. Team members receive daily bite-sized learning and reinforcement in a gamified way and managers can see the growth of their team members via reporting.
- Expansion of “Skip Level” conversations—small group and one-on-one discussions that encourage open dialogue between team members on topics important to them.
- Creation of ERGs to connect team members across our Company worldwide. ERGs are committed to providing a powerful platform and are founded by the interest and passion of our team members.
- Offering of unconscious bias trainings (required for all team members globally).

**LISTENING SESSIONS**

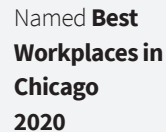
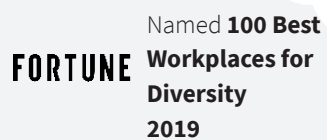
Listening sessions, hosted by our Chief Executive Officer and Chief Human Resources Officer, provide opportunities for team members to share their experiences and perspectives, be heard and hear others, and promote a space for authentic dialogue.





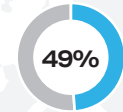
Top workplace for DIVERSITY since 2016

We are proud that Foot Locker has ranked in the Top 100 Best Workplaces for Diversity from 2016 to 2019 by Great Place to Work. We have been recognized by numerous platforms for our industry-leading practices with awards from the National Association of Corporate Directors (NACD), Forbes, Indeed.com, Fortune, and Great Place to Work Institute.

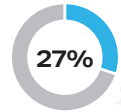


### Global Team Members

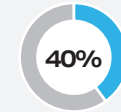
#### Female Representation<sup>6</sup>



All team members



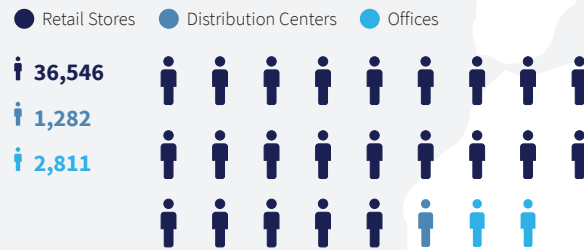
Executives



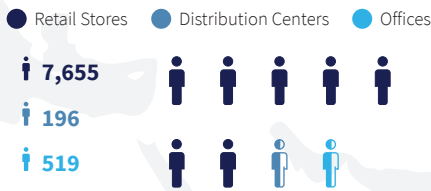
Independent Directors



#### Team Member Head Count



#### Team Member Head Count

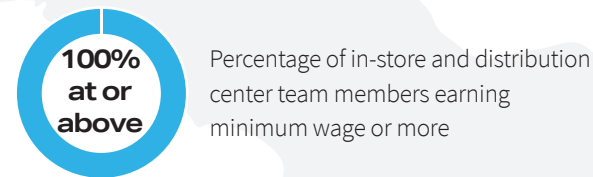


#### Team Member Head Count

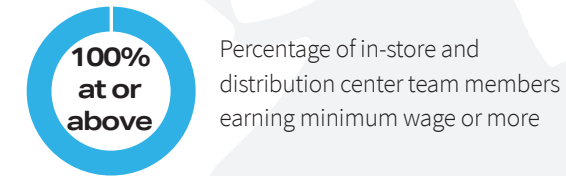


There are no Foot Locker operated distribution centers in the APAC region.

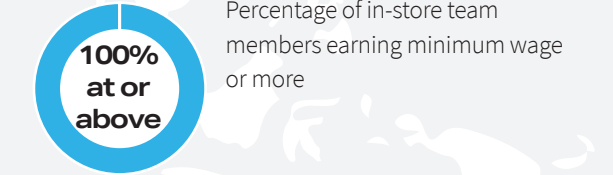
#### Minimum Wage



#### Minimum Wage



#### Minimum Wage



#### Ethnic Diversity Representation



All team members



Executives



Independent Directors

<sup>6</sup> We ask our employees to self identify their gender upon commencement. As of 2021, 19 individuals chose not to disclose or identified as non-binary.

<sup>7</sup> As of FY20 year-end.





The Global DIBs Council is comprised of team members from across the Company representing various dimensions of diversity and serves as an advisory group with a focus on embedding a culture of inclusion and belonging in the organization. The Global DIBs Council is chaired by our Chairman and Chief Executive Officer.

ERGs at Foot Locker include:



Blacks United In Leadership & Development (B.U.I.L.D.)

Established to bring together African American, Black, African, and Caribbean team members and their Allies, this group's mission is to create an inclusive environment through their offerings of educational opportunities, professional development, networking, collegial support, and social gatherings.



EmpowHERed

The mission of this group is to unlock, empower and embrace the full potential of all women at Foot Locker and their Allies through advocacy, education, and development.



Laced with Pride

The group's mission is to provide a forum for education and awareness supporting the professional growth of LGBTQ+ individuals and their Allies by continuing to elevate the environment within Foot Locker for all to be authentic in the workplace. Their strategy includes creating a community, providing education and awareness, fostering an inclusive work environment that supports LGBTQ+ career goals, and collaborating to unite, educate, and inspire customers and team members.



The Latinx Empowerment Network in Sneakers (TENIS)

This group's mission is to champion and empower the Latinx community of Foot Locker and their Allies through team member engagement, professional development, and driving cultural awareness, specifically by representing the voices of Latinx culture within the Company and enabling internal transformation through thought leadership and strategic input/counsel.



Laced Differently

The group's mission is to create visibility, raise awareness, and strive to empower persons with disabilities, inclusive of those with physical, mental, and learning disabilities, and their Allies. The group aims to create safe spaces and open dialogue among persons with disabilities, provide educative resources about the disabled community, and support recruitment opportunities to attract and hire persons with disabilities.



Asian Resource Coalition (ARC)

This group is inclusive of all Asians connected to the six sub-regions across the globe: South Asia, East Asia, Southeast Asia, West Asia, Central Asia, and North Asia, and their Allies. ARC seeks to educate and create meaningful dialogue, provide an opportunity for personal and professional development, align with Company objectives, all the while, banding together to celebrate Asian heritage.

We formed ERGs to connect BLACK, FEMALE, LATINX, LGBTQ, DISABLED, and ASIAN team members across our Company globally

TEAM MEMBER SPOTLIGHT

"Growing up in Coney Island (Brooklyn, New York), basketball was (and still is) my life," shares Patricia Isaacs Respress, VP/DMM of Women's Footwear and Apparel for Foot Locker and Lady Foot Locker. An avid lifelong basketball fan, Patricia laced up her first pair of Nike Air Shake Ndestrukt (a.k.a. Dennis Rodman's) and knew she was destined for the "sneakerhead world." When the opportunity presented itself for Patricia to work at the Kids Foot Locker store in the Kings Plaza Mall in the summer of '99, she didn't hesitate—and that commenced her sneaker journey at Foot Locker.



Patricia Respress VP/DMM of Women's Footwear and Apparel for Foot Locker and Lady Foot Locker

Patricia worked in several Foot Locker locations before landing at the flagship Herald Square store in New York City. During her time there, she was presented with an internship opportunity at the Company's corporate headquarters through Foot Locker's partnership with Black Retail Action Group (BRAG). "That experience was life-changing, as I was introduced to a world beyond the stores and was supported by a Company that encouraged the growth, development, and retention of young Black talent."

Her internship led Patricia to a full-time position with the Company the following year, which reshaped the trajectory of her career. Because of her passion for the business, Patricia advanced through the ranks, holding several merchant positions until she ultimately assumed her current role as VP. "When I became a mom, I didn't know how I'd be able to juggle advancing my career and being totally present for my child—and then I got promoted to VP when my daughter was only six months old! The Foot Locker community was extremely supportive and I found solace from others going through similar situations and benefitted from great advice and resources."

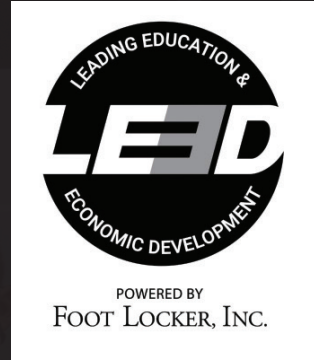
Patricia found purpose in her leadership by partnering with the Company to form B.U.I.L.D. As B.U.I.L.D.'s president, Patricia has played a key role in developing initiatives centered around mentorship, education, economic development, community, and training to empower and support Black team members across the Company.

"I have been extremely blessed doing what I love for the past 21 years. I'm grateful for the many individuals at Foot Locker, past and present, for believing in me and my potential—but most importantly for accepting me as my authentic self."



# Growing Our Impact Beyond Our Borders

## LEED Initiative



# \$175M

ECONOMIC DEVELOPMENT INITIATIVES TARGET BY 2025

Foot Locker is committed to fighting racial inequality and injustice in the communities where we operate around the world. The recent social injustice events in the United States remind us how far we have come and how far we must go. To that end, Foot Locker has committed \$200 million over five years (2020-25) toward enhancing the lives of our team members and customers in the Black community through the LEED initiative.

# \$25M

EDUCATION INITIATIVES TARGET BY 2025



We stand RESOLUTE in our commitment



### STRONGER TOGETHER

“We stand resolute in our commitment to fight racial inequality and injustice. This commitment extends beyond words. It is part of our culture and the way we operate as an inclusive and diverse organization. We recognize that Black Culture plays a pivotal role in shaping Sneaker Culture—the foundation of our business at Foot Locker. We believe we have an obligation to add our voice and actions to drive meaningful and lasting change across our Company and within the communities we serve.”

**Richard A. Johnson,**  
Chairman and Chief Executive Officer



Through this commitment, we plan to build on existing efforts and expand our impact through several key initiatives and targets:

### Economic Development Initiatives Target \$175 million:

#### BLACK-OWNED SUPPLIERS

Diversify global supplier processes by establishing strategic partnerships with Black-owned<sup>8</sup> businesses.

#### IT AND COE SPEND ON BLACK-OWNED BUSINESSES

Support Black-owned businesses in the information technology and digital marketing spaces by developing and incorporating new suppliers and increasing resource allocation.

#### BLACK-OWNED BRANDS

Commit to increasing the purchase of products from Black-owned brands and creators, expanding marketing partnerships with Black-owned agencies and influencers, and using our platform to foster development of Black-owned brands connected to youth culture.

#### BLACK-MANAGED VC FUNDS

Invest as a limited partner in venture capital funds managed by Black fund managers who are committed to advancing diverse-led businesses.

#### BLACK-OWNED YOUTH CULTURE BUSINESSES

Invest in Black-owned or founded businesses within youth culture.

### Education Initiatives Target \$25 million:

#### BLACK STUDENT SCHOLARSHIPS



Extend our existing Foot Locker Scholar Athletes program and our partnership with the United Negro College Fund (UNCF) to benefit additional Black students, create a new scholarship program for Scholar Creatives, and expand our Associate Scholarships to award additional scholarships to Black team members per year.

#### BLACK CREATIVES



Commit to annually funding Black Creatives and their Allies in partnership with the Pensole Design Academy, including annually funding a design program with Historically Black Colleges and Universities (HBCUs) and offering internship opportunities to further support professional development.

#### BLACK COMMUNITY OUTREACH PROGRAMS



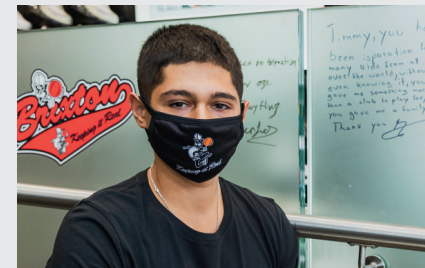
Implement localized programs at the grassroots level to support our Black team members and the communities we serve through meaningful initiatives focused on mentorship, community outreach, and career and workforce development.

#### EDUCATIONAL PROGRAMS



Drive growth of the B.U.I.L.D. ERG and provide budget for events, awareness, outreach, and education. Invite B.U.I.L.D. team members to engage in key LEED initiatives around talent acquisition, community outreach, and professional development. Provide professional development opportunities to Black team members from both corporate office and field positions, including leadership programs geared to our store associates to attain the skills and experience needed to grow within the Company.

#### INTERNSHIP PROGRAMS



Support talent development with an internship specifically for our store associates to expand their skills in order to equip them with the knowledge and experience to move into corporate roles.

#### SAFE SPACE

##### PURPOSE IN ACTION

An important part of cultivating a diverse and inclusive culture is creating a safe environment for team members to get the resources and support they need to thrive and grow. **B.U.I.L.D.** launched a **SAFE SPACE** initiative to help foster authentic conversations and open dialogue concerning development, building skills for future growth, upward mobility, and more. Safe Space will offer small group discussions on topics sourced by B.U.I.L.D.'s members to address various topics important to its members and allow participants to discuss their experiences, highlight challenges, and share solutions.

*We stand with those who are working towards ELIMINATING THE RACIAL INEQUITIES that exist today*

<sup>8</sup> For purposes of the LEED initiative:

- “Black-Owned Business” is defined as a corporation, limited liability company, or partnership that is at least 51% owned by an individual or individuals who identify as Black or African American.
- “Black” or “African American” is defined as a natural person who (1) identifies as Black or African American, or (2) demonstrates through a vetting process to have a strong connection and commitment to racial and social justice, equity, and diversity and inclusion.



We are proud that, consistent with these commitments, during FY20:

**30**  
**TEAM MEMBERS**  
**AWARDED FOOT LOCKER**  
**ASSOCIATE SCHOLARSHIPS**

**\$50,000**  
**INCREASE IN**  
**SCHOLARSHIP FUNDING**

**\$150,000**  
**ADDITIONAL COMMITMENT**  
**TO UNCF SCHOLARSHIPS**

**COMPLETED AN**  
**INTERNAL REVIEW OF**  
**OUR CONTRACTING AND**  
**PROCUREMENT PROCESSES**  
to understand where we have opportunities to support new creators and brands to close diversity gaps



In addition, Foot Locker's commitment has translated into our business and investments. We have made strategic investments in two minority-owned business (GOAT and Pensole), and two women-owned businesses (Carbon38 and Rockets of Awesome).



**PENSOLE FOOTWEAR**  
**DESIGN ACADEMY**

In FY19, Foot Locker made a \$2 million strategic investment in PENSOLE Inc., which was founded by inspirational educator D'Wayne Edwards. His mission at PENSOLE is to create a pipeline of new designers for the entire footwear industry by offering free tuition and a learn-by-doing curriculum that teaches students the entire footwear and apparel design process, from product inspiration and concept development, to manufacturing and branding. To date, 490 students have graduated from the Academy through Foot Locker, Inc. sponsored programs and many are currently working in the sneaker industry. Through this investment, Foot Locker hopes to expand PENSOLE's mission and gain access to new talent graduating from the Academy.

*Investing in minority and women-owned businesses*



**CARBON38**

Beginning in FY18, Foot Locker has made an aggregate of \$35.7 million in strategic investments in Los Angeles-based women's luxury activewear company, Carbon38. The company was founded by two former ballet dancers and Harvard University graduates, Katie Warner Johnson and Caroline Gogolak, and was built to solve women's needs for stylish yet functional activewear. The brand has a loyal following and has shown growth in the industry. The investment highlights Foot Locker's commitment to supporting female entrepreneurs, as well as expanding its connections with female customers.



## Community Giving

As a company, we are deeply committed to enhancing the communities in which we live and operate. Through the Foot Locker Foundation, our mission is to promote a better world for today's youth via two pillars of support: education, and health and well-being through physical activity.

In 2011, the Foundation launched its own scholarship—**The Foot Locker Scholar Athletes Program**—which reflects our Company's core values and embraces our deep commitment to education and excellence. Each year, the Foot Locker Scholar Athletes Program awards college scholarships of \$20,000 value to outstanding student athletes who demonstrate academic excellence and exemplify strong leadership skills both in sports and within their communities. In addition, one of the 20 students selected is awarded the Ken C. Hicks Scholarship in honor of the Company's former Chairman and Chief Executive Officer, and receives an additional \$5,000 for exemplifying superior academic achievement, personal passion, and a true love of the game. To date, the program has awarded 200 scholarships, totaling \$4 million.

In addition, we are proud of our long-standing partnership with the UNCF and the scholarship program we've created through our annual "On Our Feet" fundraising event. Over the years, the Foundation has contributed over \$7 million in scholarships to more than 900 extraordinary students attending UNCF-member colleges or HBCUs nationwide. The "On Our Feet" event benefits Foot Locker's educational initiatives, as well as other programs supported by the Foundation to help young people.

We donate significant resources to many charitable organizations, including the Fred Jordan Missions, Boys & Girls Clubs of America, and the Two Ten Footwear Foundation. We also donate to many other important causes outside the United States, including the Pluryn Foundation (The Netherlands), the Jordan Cruyff Foundation (The Netherlands), Kika Foundation (The Netherlands), Make a Wish (Europe), the Starlight Children's Foundation (Australia), and the Special Olympics (Canada).

To learn more about Foot Locker's philanthropic efforts, please visit [footlocker-inc.com](https://www.footlocker-inc.com).

### SOLES4SOULS

Soles4Souls is a non-profit charity that aims to disrupt the cycle of poverty by creating sustainable jobs and distributing shoes and clothing to those in need around the world. In FY19, we partnered with Soles4Souls in Germany, kicking off the "Old for New" sustainability campaign, encouraging customers to drop off running shoes they were no longer using in exchange for a discount on a new pair. During the program's three-week period, we collected 3.5 tons—or 25 pallets—of shoes that were donated and given a new life.

### VENDOR RELATIONSHIP LEADS TO POSITIVE SOCIAL IMPACTS

Latitude is a purpose-driven enterprise committed to donating 50% of their profits to eradicate extreme poverty. To date, Latitude has given more than \$6.8 million to improve the lives of women and children by providing access to food, clean water, education, and microfinance. Our partnership with Latitude began in 2009. Together, over our more than decade-long relationship with Latitude, we have promoted improvements in communities around the world. We are honored that we have been able to contribute to these changes.



# SUPPLY CHAIN

*Strengthening the Sustainability of Our*  
**Supply Chain**

## Establishing Our Expectations

### COMMITMENT TO UNIVERSAL EMPLOYMENT STANDARDS

We have developed Global Sourcing Guidelines (GSG), which are distributed annually and require all branded and private-label vendors and suppliers globally to respect certain standards.

We source our merchandise from two types of suppliers—(1) brand partners, who produce the branded footwear and apparel, which as of FY20 accounts for approximately 99% of our global sales, and (2) proprietary brand vendors who we source to manufacture merchandise, apparel, and accessories under our Champs Sports, Eastbay, Foot Locker Women (HypeBae, Melody, and Sami) and Greenhouse brands (approximately 1% of sales). Please refer to the Understanding Our Value Chain section of this report for further details.

The GSG set out the standards applicable to all suppliers who manufacture products sold in our stores. As stated by the GSG, we only work with suppliers whose workers are present voluntarily, compensated fairly, allowed the right of free association, and who are not put at physical harm, discriminated against, or exploited in any way. These are the values we uphold as a company and the expectations we set for all of our suppliers globally.

We also share a letter outlining our GSG with both our branded and proprietary brand vendors. As part of our holistic approach to vendor engagement, we distribute the GSG annually to all

### ENSURING WORKER DIGNITY

We ensure compliance with our GSG by performing factory audits for our private-label vendors and suppliers.

vendors. Our branded vendors must acknowledge annually that their manufacturing practices are conducted in alignment with our GSG. In the United States, we also share additional requirements concerning the Foreign Corrupt Practices Act (FCPA), the Consumer Product Safety Commission (CPSC), and Conflict Minerals reporting under the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, which is publicly available.

We form deep strategic relationships with our proprietary brand vendors to ensure a high product quality and to build a supply chain that is resilient and respectful of the environment and working conditions of its team members. All Tier 1 suppliers must adhere to our GSG, and all factories are subject to site verifications against these standards on an annual basis. Please refer to the Supplier Verification Program section of this report for further details.

Tier 1 suppliers are required to share the GSG with suppliers with whom they subcontract (Tier 2) if they enter our value chain, and such subcontractors are required to adhere to the GSG.



*We have a long-standing commitment to adhere to the highest social standards in the manufacture of the products we sell*

## Understanding Our Value Chain

### BRAND PARTNERS

We have a streamlined supplier profile—our top 20 brands generate approximately 97% of our sales, and our top 10 of those brands account for approximately 80% of our sales.



#### Strategic and Preferred Partners

Include major global sportswear brands, such as Nike, Jordan, adidas, and Puma. Our buyers work with these partners to curate special product assortments and marketing content. In addition, we collaborate on co-creating new products for consumers, launching products, and developing immersive brand connections through our community-based Power Stores.



#### Valued Partners

Up-and-coming brands that are connected to youth culture or have a niche product assortment in the athletic or lifestyle space.

### PROPRIETARY BRANDS<sup>9</sup>



#### Tier 1 Suppliers

Represent our primary vendors and their subsidiary factories. Approximately 80% of our proprietary brand merchandise, apparel, and accessories are sourced from approximately 10 suppliers located across China, Pakistan, Vietnam, Thailand, Turkey, Portugal, and the United States.



#### Tier 2 Suppliers

Represent the raw material suppliers that directly subcontract with our main suppliers, which may include fabric mills or fabric suppliers.

## Supplier Verification Program

Our key identified supply chain challenges include human rights risks, such as child labor, forced labor, unfair wages and benefits, poor working conditions, and health and safety risks, such as high temperatures in factories, extreme noise level, and potential impacts from cleaning agents.

We recently adopted a Global Human Rights Statement and a Global Occupational Health and Safety Statement, which are both available on [footlocker-inc.com](https://www.footlocker-inc.com).

Annually, we perform site audits of all our Tier 1 vendor partner factories. In FY19 and FY20, we engaged ELEVATE, a leading business risk and sustainability solutions provider, to perform these audits, based on social and environmental criteria set by our GSG, legal requirements, and industry best practices for each country.

The outcome of each audit is shared with the Vice President of Global Sourcing. If critical issues are identified during an audit, we partner with the applicable vendor to remediate the issue(s). We conduct a follow-up audit 3-6 months after the initial audit to validate that critical issues are resolved. We are invested in partnering with our suppliers to build a more sustainable and compliant supply chain.

In FY19 and FY20, we audited 100% of our Tier 1 proprietary brand suppliers. We did not identify any serious violations to our GSG or local laws in the audits, therefore, the overall priority non-conformance rates in each FY19 and FY20 was 0%.

As part of our efforts to create a more robust audit program, ELEVATE has developed scorecards, which upon its forthcoming rollout in FY21, will be used to measure factories based on quantifiable metrics.

<sup>9</sup> Our definitions for Tier 1 and Tier 2 suppliers are based on parameters defined by the SASB Apparel, Accessories, and Footwear standard. Tier 1 suppliers are defined as suppliers that transact directly with the entity, such as finished goods manufacturers (e.g., cut and sew facilities). Suppliers beyond Tier 1 (referred to as Tier 2) are the key suppliers to the entity's Tier 1 suppliers, including manufacturers, processing plants, and raw materials providers.

We recently adopted a Global Human Rights Statement and a Global Occupational Health and Safety Statement



## Responsible Sourcing

Understanding and improving the social and environmental impacts associated with raw materials sourced through our suppliers is a priority for Foot Locker. We are evaluating numerous initiatives to prioritize the procurement of less impactful material options and educating our consumers on product options with social and environmentally-preferred attributes.

For example, we continue to explore the use of more sustainable cotton for our proprietary brand apparel, such as organic, recycled, and certified producers. We are also establishing a process to consider the use of sustainable fabric and trims in the development of our proprietary brand products. For example, we are currently working with a zipper supplier that is a Bluesign-certified company, and we are continuing to expand our network of sustainable suppliers.

Our branded partners are also increasing the number of sustainable footwear and apparel products they offer, including recycled content (e.g., rubber, polyester, and ocean plastics), organic and sustainably-sourced cotton and yarns, and products certified through sustainable supply chains (e.g., the Better Cotton Initiative).

In addition, our Conflict Minerals Policy reaffirms our commitment to sourcing components and materials free of conflict minerals (defined as tin, tantalum, tungsten, and gold). Our Conflict Minerals Report for the calendar year ended December 31, 2019 is available on [footlocker-inc.com](https://www.footlocker-inc.com).

### PARTICIPATION IN GLOBAL SECURITY AND COMPLIANCE PROGRAMS

Foot Locker is an active member of several voluntary global security and compliance government programs.

In the United States, we have been a member of the Customs-Trade Partnership Against Terrorism (CTPAT) Trade Compliance Program, a voluntary supply chain security program led by U.S. Customs and Border Protection (CBP), since 2003. The program is focused on improving and strengthening security processes globally. As a member, we are required to update our supply chain security profile annually, as well as undergo a foreign and domestic site visit every four years with CBP. We are also a member of the Importer Self-Assessment (now called the Trade Compliance) Program, a voluntary self-auditing compliance program in cooperation with CBP, since 2014. As a member, we have demonstrated our commitment to ensuring compliance with import activities and managing and monitoring through self-assessment.

In Europe, we have been an active member of the Authorized Economic Operation (AEO) Program, a voluntary supply chain security and customs simplification program, in partnership with Dutch Customs (Belastingdienst/Douane), since 2013. The program is focused on mutual transparency, security and financial responsibility, and safe and secure trading partnership. As a member, we are required to undergo an audit every three years with Dutch Customs.

100% of our proprietary brand suppliers are audited to maintain compliance with these programs.



✓ Prioritize procurement of **LESS IMPACTFUL** material options

✓ Educate consumers on product options with **SOCIALLY- and ENVIRONMENTALLY-PREFERRED ATTRIBUTES**



## Chemicals Management

Chemicals management is a complex and important part of our processes to protect the environment, and team member and customer health. For every chemical product that is present in our own facilities or proprietary brand vendor factories, as part of the Globally Harmonized System (GHS), a Safety Data Sheet (SDS), which provides information about potential hazards and necessary safety precautions, is required.

As part of our management processes, we:

- Coordinate safety training annually for all team members who handle chemicals
- Provide recommendations to factory owners at Tier 1 vendor sites to ensure proper training is provided to their workers
- Ensure appropriate personal protective equipment (PPE) is available at our own facilities and is provided by factory owners at Tier 1 vendor sites
- Confirm proper storage and disposal methods are followed at our own facilities and at Tier 1 vendor sites

In addition, in compliance with the air permit requirements of certain U.S. facilities, we conduct air quality testing annually based on Occupational Safety and Health Administration (OSHA) Permissible Exposure Limits. To date, the results of air quality tests have been significantly below the permitted thresholds in our permits.

For some products (from both our private-label and branded partners), we perform screen-printing of graphics onto apparel (e.g., t-shirts). This process can use large amounts of water and result in wastewater discharge as inks are cleaned from screens and are prepared for reuse. A Health and Safety Policy and Strategic Plan and Waste Disposal Program is in place to oversee screen-printing practices.

We test our embellishment processes annually for compliance with Consumer Product Safety Improvement Act (CPSIA) regulations and Nike, Inc.'s Restricted Substance List. Testing is conducted by Intertek Testing Services and includes an evaluation of our ink systems and heat seal embellishments for safety, sustainability, and performance standards.

As part of our continuous improvement efforts to minimize our environmental impacts, we are actively evaluating best practices and digital printing technologies for dyeing and screen-printing to identify opportunities to reduce energy, water, and chemical usage, while simultaneously reducing costs.



### CPSIA COMPLIANCE

Because we value our vendors', team members', and customers' safety, we conduct regular chemicals testing on embellished products in our facilities and in our vendor factories. Our testing results—completed by Intertek—indicate 100% compliance with lead and phthalates levels established in the CPSIA (FY19 and FY20).

**100%** CPSIA compliance



# ENVIRONMENT

*Managing and Reducing Our*  
**Environmental Impacts**



Our management team and our Board are taking steps that are intended over time to fight climate change and reduce our carbon footprint by implementing practices that reduce greenhouse gas (GHG) emissions, increase energy and supply chain efficiency, and improve our operational waste and reuse profile.

Inspiring and empowering youth culture around the world—while remaining environmentally conscious and sensitive to the impacts of climate change—is at the heart of Foot Locker's success.

### Climate Change

Climate change is one of the greatest challenges of our time. From shifting weather patterns that threaten food production, to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and significant in scale.

Sustainability and protecting the environment are priorities to Foot Locker, as stated in our Global Environmental and Climate Change Statement. Foot Locker is committed to the following:

- Operate the business in a manner that reduces our environmental impact, and helps protect natural resources;
- Reduce GHG that may have an adverse effect on climate change;
- Manage product lifecycle in an environmentally-responsible manner;
- Comply with applicable environmental laws and regulations; and
- Evaluate and review our impact on the environment and report performance.

*Helping to fight climate change and reduce our carbon footprint*

## Operating Efficiently to Conserve Energy and Resources

### Energy Conservation and Sourcing

We have regional energy management teams that are responsible for managing our energy consumption and costs, analyzing and improving current operational performance, and testing, prioritizing, and implementing energy efficiency technologies and products.

We continuously look for opportunities and technologies to lower our global operational energy use from lighting, heating, ventilation, and air conditioning systems across our 2,998 retail stores, 25 offices, and 5 warehouses and distribution centers.

In FY19, 228 of our stores across North America and Europe were upgraded with LED lighting, resulting in an estimated **2.48 million kWh** annual savings. To date, Foot Locker has converted over 1,600 locations across North America and more than 100 locations across Europe. In Asia, 100% of our stores use LED lighting.

We are also delivering on our environmental sustainability strategy by actively increasing our use of renewable energy through new regional green power contracts. All our retail stores in Austria, Belgium, Spain and United Kingdom have been sourcing 100% renewable energy since 2019. In 2020, we began sourcing renewable energy for the majority of our retail stores in France, Germany, Ireland, Italy, and the Netherlands.

In further pursuit of reducing the environmental footprint of our operations, in 2020 we contracted nuclear energy to supply the electricity of our retail stores in Ohio. Nuclear energy is a zero-emission clean energy source which will help us reduce our GHG emissions and contribute to positively impacting local air quality.

**2.48 million** **100%**  
TOTAL KWH ANNUAL SAVINGS ESTIMATE FROM 2019 LED RETROFITS STORES IN ASIA USE LED LIGHTING

**228**  
STORES ACROSS NORTH AMERICA AND EUROPE WERE UPGRADED WITH LED LIGHTING IN 2019





## Understanding Our Emissions Baseline

In FY19, we developed our first GHG inventory to understand our global emissions profile in accordance with the principles and guidance in the Greenhouse Gas Protocol Initiative's Corporate GHG Accounting and Reporting Standard.

Electricity and fuels used to operate our stores (e.g., natural gas) generate the majority of the GHG emissions that we can control directly. Our warehouse and distribution centers also consume a small amount of propane and diesel to power our backup generators. Our direct transport emissions, however, are limited as we operate an all-electric forklift fleet and we do not own a transportation fleet. We are committed to working with our shippers to ensure they are reducing their GHG emissions.

In 2019 and 2020, we completed the CDP Climate Change questionnaire. We are also advancing our understanding of our value chain emissions by calculating our outbound logistics emissions profile for transport of merchandise from Foot Locker distribution centers in the United States to retail stores by small package carriers and other third-party carriers.

In FY21, we intend to continue building on this knowledge by calculating our inbound logistics emissions for transport of merchandise from our branded and proprietary brand partners to our Foot Locker distribution centers. Through this process, we hope to glean a holistic understanding of our emissions footprint, and leverage this information to pinpoint pathways to reducing our footprint in our logistics supplier relationships.

<sup>10</sup> The Greenhouse Gas Protocol (<https://ghgprotocol.org/>) is a set of global standardized frameworks which organizations can use to measure their GHG emissions.

The GHG Protocol classifies emissions into three categories:

- Scope 1: Direct GHG emissions from company-owned and controlled resources. For Foot Locker, this includes emissions from stationary and mobile sources using gasoline, propane, diesel, and natural gas.
- Scope 2: Indirect GHG emissions from consumption of purchased electricity, heat, or steam. For Foot Locker, this includes purchased electricity for retail stores, offices, warehouses, and distribution centers. It excludes consumption from franchised stores in the Middle East region.
- Scope 3: Other indirect emissions resulting from the organization's operations. In FY19 and FY20, for Foot Locker this includes business travel in North America and Europe via air, train, rental cars, leased vehicle, and reimbursed mileage from use of a personal vehicle, and air travel in Asia.

YoY decreases between our FY19 and FY20 scope 1 and 2 emissions can primarily be attributed to the global reduction in operating hours of our stores due to the COVID-19 pandemic. Our scope 3 emissions decreased due to the reduction of business travel by our team members. In FY20, the increase in our share of renewables consumption was driven by the addition of four new countries in Europe to add green power contracts, and the commencement of our nuclear energy contract for certain stores in Ohio, United States.

<sup>11</sup> Metric tonnes of carbon dioxide equivalent

<sup>12</sup> Renewable sources present in the grid

### FY19-20 Global Energy and Emissions<sup>10</sup>

#### Scope 1 tCO<sub>2</sub>e<sup>11</sup>

**-7%** YoY change



#### Scope 2 tCO<sub>2</sub>e

**-21%** YoY change

##### LOCATION-BASED METHOD



**-31%** YoY change

##### MARKET-BASED METHOD



#### Scope 3 tCO<sub>2</sub>e

**-48%** YoY change



#### Electricity Consumption – Grid Megawatt-hours (MWh)

**-28%** YoY change



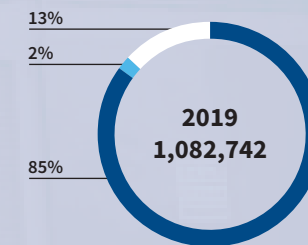
#### Electricity Consumption – Renewables<sup>12</sup> (MWh)

**+375%** YoY change

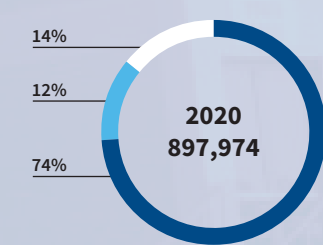


#### Total Energy Consumption Gigajoules (GJ)

**-17%** YoY change



- Electricity from grid
- Electricity from renewable sources
- Energy from other sources



- Electricity from grid
- Electricity from renewable sources
- Energy from other sources

We have participated in  
CDP CLIMATE CHANGE DISCLOSURE  
since 2019



## Logistics

Our global supply chain team seeks strategies and technology solutions to help us increase the efficiency of our transportation operations.

We are implementing a number of measures that seek to improve our fuel efficiency and reduce our GHG emissions. For example, we are:

- Using modeling software to improve the efficiency of our store delivery network;
- Utilizing trailer space more efficiently and shipping trucks and containers once full;
- Increasing the amount of freight we ship within each carrier;
- Prioritizing cleaner modes of transportation (e.g., ocean ships using liquified natural gas);
- Encouraging the use of fuel-saving strategies and technologies (e.g., our trucks frequently run overnight to reduce idling time and pollution); and
- Shipping intermodal when available.

We are also enhancing our data collection capabilities to better measure results.

## Sustainable Procurement

# 5,191 tons

RECYCLED CORRUGATED BOARD IN FY20

Our Global Procurement Policy outlines our practices for balancing the long-term social, economic, and environmental viability of the products and services we procure. We are guided by:

- **Understanding** – Considering the environmental, social, and economic impact of purchases we make
- **Commitment** – Taking responsibility for this impact of purchasing by committing to an action plan
- **Results** – Delivering on our commitment to improve the relevant impact of each purchase we make
- **Innovation** – Actively promoting internal and external innovation to advance a positive future
- **Transparency** – Collecting and disclosing relevant information supporting a marketplace of innovation

To ensure we identify suppliers who can help us meet these standards, we are revising our procurement templates to include ESG criteria to support supplier evaluation and selection. Our teams are also continuously searching for innovative ways to improve our store design, construction, fitouts, marketing materials, and consumer packaging.

We are actively considering the lifecycle environmental impact of consumer bags and hangers. For example, we are evaluating alternative materials (e.g., reusable plastics, biodegradable plastics, recycled content plastics, and natural sources, such as bamboo, avocado, and corn starch for bags, and recycled ocean plastic for hangers).

We partner with four Forest Stewardship Council (FSC) certified vendors to manufacture our sales tags, and in FY20, we engaged a new vendor who will supply 10 tons of FSC-certified material for our paper shopping bags in North America. For FY20, we began trialing a 100% recyclable synthetic paper (called Hopsyn), and printing with soy inks for our printed in-store materials.



### INCREASING REGIONAL DISTRIBUTION HUBS TO DRIVE EFFICIENCY

In FY20, we directed capital toward the upgrade of our Camp Hill, Pennsylvania facility, which we will transform into a full-service distribution center to serve the Eastern part of the United States.

This upgraded facility will allow us to fulfill customer orders more rapidly, replenish stores more often, and improve the overall customer experience while yielding freight and labor savings from an optimized shipping network.

# Reducing GHG Emissions





We recently adopted a GLOBAL ENVIRONMENTAL AND CLIMATE CHANGE STATEMENT



## Encouraging Reuse and Waste Reduction

We proactively address the way in which we handle the waste generated by our business operations and are working to divert less waste to landfills across our global footprint.

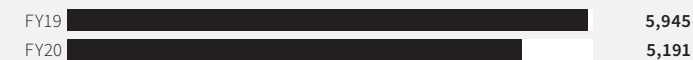
In FY20, we ran a pilot program to use the "Track Pod" application to track and manage the collection of metal fixtures across our European Kids Foot Locker stores. In FY20, approximately 3,666 kg of metal waste and 760 kg of various other waste were collected from 20 stores and delivered to waste management facilities.

Building from the success of this pilot program, in FY20 we partnered with Mind Your Waste to expand our store waste recycling efforts in Europe. Across 218 stores in 15 countries, we collected 105 tons of waste, including old fixtures and other waste streams, such as metal, paper, cardboard, and plastic from packaging materials.

Our distribution centers also seek opportunities to increase onsite reuse of corrugated boxes. For example, our Junction City, Kansas distribution center reused 1.61 million boxes and 1.72 million boxes in FY19 and FY20, respectively.

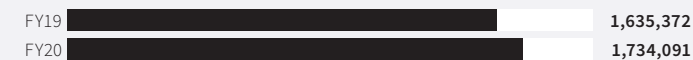
What we are not able to reuse, we recycle. In FY19 and FY20, the total volume of recycled corrugated boxes was 5,945 tons and 5,191 tons, respectively.

### Total Recycling of Corrugated Boxes (US SHORT TONS)



**-12.6%** YoY change

### Total Reused Corrugated Boxes<sup>14</sup> (BOXES)



<sup>14</sup> Does not include data from APAC region.

**+6%** YoY change



## MAKING SMALL CHANGES FOR BIG IMPACT

By FY20, we converted half of our 700 stores in Europe from using music CDs/DVDs to online streaming. By FY21, we will have converted the remaining stores in Europe. In considering the avoided production of these CDs/DVDs, we will have avoided approximately 71 tons of CO<sub>2</sub>e emissions.<sup>13</sup>

<sup>13</sup> The GHG emissions estimates are based on the cumulative environmental cost of plastic used to make physical CDs in the 2000s as calculated in "The Cost of Music," a study by the University of Glasgow and the University of Oslo. We note that emissions from the additional materials, such as CD covers and envelopes, as well as emissions from transport, have not been included, but we believe this would lead to additional reductions in GHG emissions.

# TRANSPARENCY

*Operating*  
**Ethically and  
Transparently**





# CSR Governance and Risk Management

Our CEO is ultimately accountable for our CSR program, including risks, across the Company. On a day-to-day basis, this responsibility is managed by the General Counsel, who is supported by our global cross-functional CSR team ("CSR Leadership Team") with representation from our Human Resources, Internal Audit, Legal, Procurement, Product, Real Estate, Sourcing, and Supply Chain functions.

Our CSR Leadership Team manages CSR risks and identifies emerging trends and opportunities, primarily as they relate to our four key focus areas, which currently include:

- Leveraging the Power of Our People and Communities;
- Strengthening the Sustainability of Our Supply Chain;
- Managing and Reducing Our Environmental Impacts; and
- Operating Ethically and Transparently.

The CSR Leadership Team is convened periodically throughout the year to support regular communication and collaboration across our global functions.

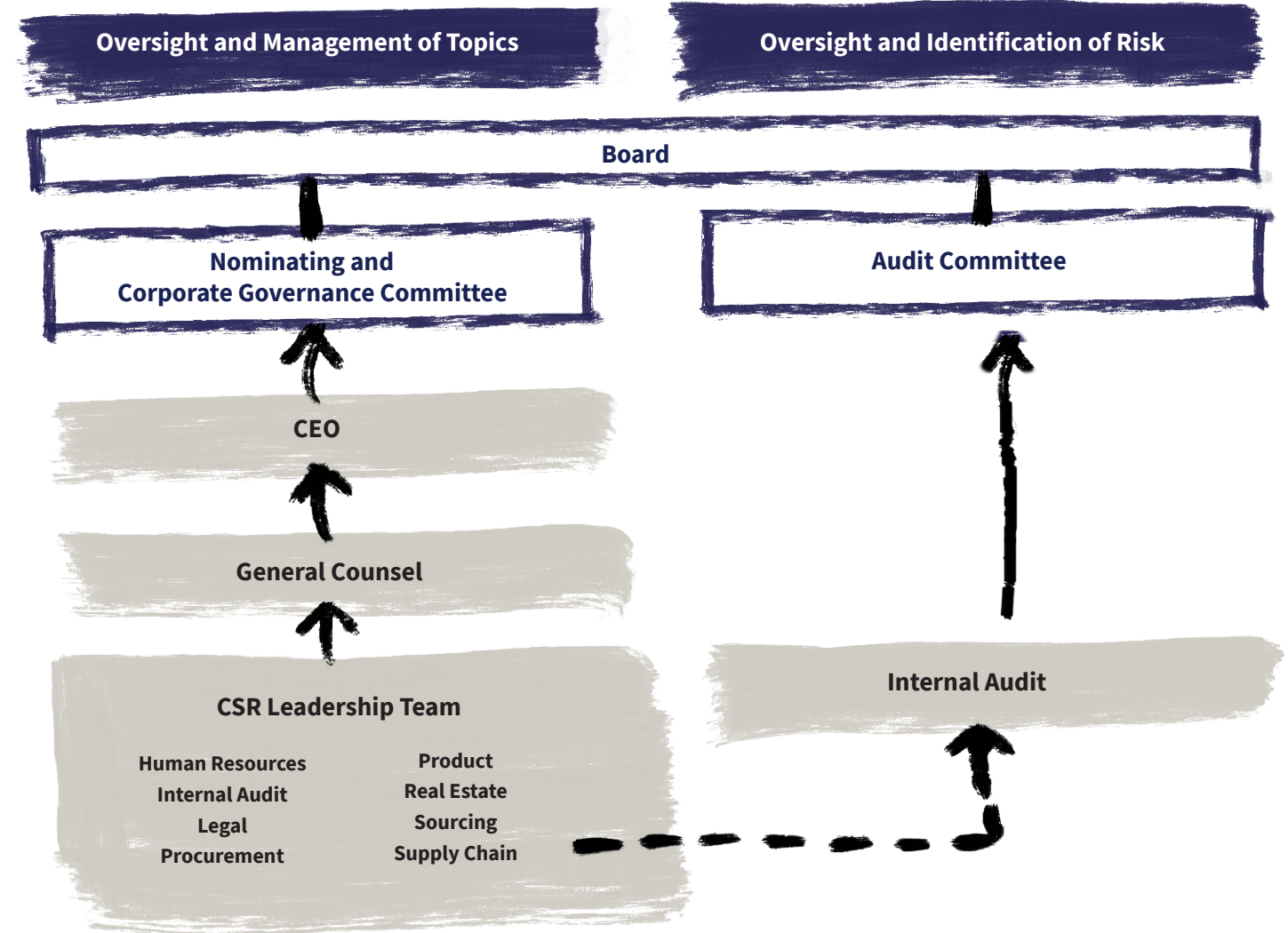
Our General Counsel or her designee presents the activities of the CSR Leadership Team to the Board (through the Nominating and Corporate Governance Committee) on a quarterly basis.

The Nominating and Corporate Governance Committee oversees our CSR program, primarily through approval of sustainability-related metrics, initiatives, and public disclosures, and oversight of identified sustainability and climate-related risks and opportunities, as raised by the CSR Leadership Team.

In coordination with the General Counsel, the Internal Audit team leads enterprise-wide risk identification, assessment, and management. Procedures are well established for regular risk monitoring by management, quarterly risk reporting to the Audit Committee, and the submission of an annual risk report to the Board.

The FY18 annual enterprise risk assessment identified sustainability as a new emerging risk, particularly due to shifts in customer preferences for more sustainable products and increasing requests from investors for greater transparency in ESG disclosures. This risk continues to be monitored by the Board and ranked on an annual basis.

We value an open dialogue with our shareholders and believe that communication is a critical part of our long-term success. As part of our shareholder engagement program, we regularly engage with our investors on a range of issues, including ESG, and solicit their views on topics important to them, both generally and with regard to our Company.



*We formed a global cross-functional CSR team in 2018 to manage CSR risks and identify emerging trends and opportunities*



Foot Locker is a member of the Retail Industry Leaders Association (RILA), the U.S. trade association for retailers that have earned leadership status by virtue of their sales volume, innovation, or aspiration. RILA convenes decision-makers to collaborate and gain from each other's experience and advances the industry through public-policy advocacy and promotion of operational excellence and innovation. Through research and thought leadership, RILA propels developments that foster both economic growth and sustainability. We participate in its committees and councils, which allow us to benchmark and collaborate with peer companies on issues essential to long-term preparedness and resilience to withstand critical events.



## Ethics and Compliance

The Code of Business Conduct (“Code”) serves as our ethical compass for the commitment we make to our stakeholders and one another. We distribute the Code to our team members annually, and provide ongoing compliance trainings throughout the year, either online or in-person. We also offer online courses on a variety of topics, including COVID-19 safety; workplace safety; non-discrimination and harassment, including sexual harassment; unconscious bias; DIBs; and data privacy, including EU Global Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA). The Code is periodically reviewed and revised, as appropriate.

The Code, or a summary, is available in all our offices, stores, and distribution centers, as well as on [footlocker-inc.com](#).

Team members are also required to comply with our Anti-Corruption Policy, which supplements the Code and underscores our commitment against corruption and bribery.

We encourage all team members to feel comfortable raising concerns without fear of retaliation if violations of Company policies are suspected. Team members can submit concerns to the Code of Business Conduct Hotline, which is managed by an independent third party, and is available 24 hours a day, 7 days a week in multiple languages. Concerns can be submitted anonymously, where permitted by local law. Team members also have the option of submitting concerns online at [footlocker.ethicspoint.com](#).

*Speak up*

## Data Security and Privacy

We are committed to implementing measures designed to help keep our customers’ and team members’ data safe and secure, and have multiple systems in place to help ensure customers’ and team members’ data and privacy are protected. Our data security program is aligned to ISO/IEC 27000 (Information Security Management Systems standards) and leverages best practices from other frameworks, such as the National Institute of Standards and Technology.

Additionally, we evaluate our vendors through our Vendor Technical Questionnaire to help ensure that they are able to meet technical and security guidelines and generally require the inclusion of certain protective clauses in vendor contracts, as appropriate. We routinely test our systems and disaster recovery processes to test for anomalies, reduce false positives, and ensure efficient reaction to potential vulnerabilities.



### Cybersecurity

To mitigate against certain technology risks, including failures, security breaches, and cybersecurity risks that could harm our business, damage our reputation, and increase our costs, our cybersecurity program includes the following elements:

- **Technology** – We employ a layered “defense, detect, and respond” strategy.
- **Benchmarking and External Engagement** – We benchmark our security practices against other organizations and are active in the information security community.
- **Third-Party Assessments** – We engage a range of outside experts to regularly assess our organizational security programs, processes, and capabilities.
- **Internal Assessments** – We regularly test and improve our information systems through security risk and compliance review, user access campaigns, and other strategies.

To actively monitor this changing landscape, our Chief Information Security Officer, and outside experts on cyber security risk and cyber risk oversight, provide regular briefings to the Audit Committee.

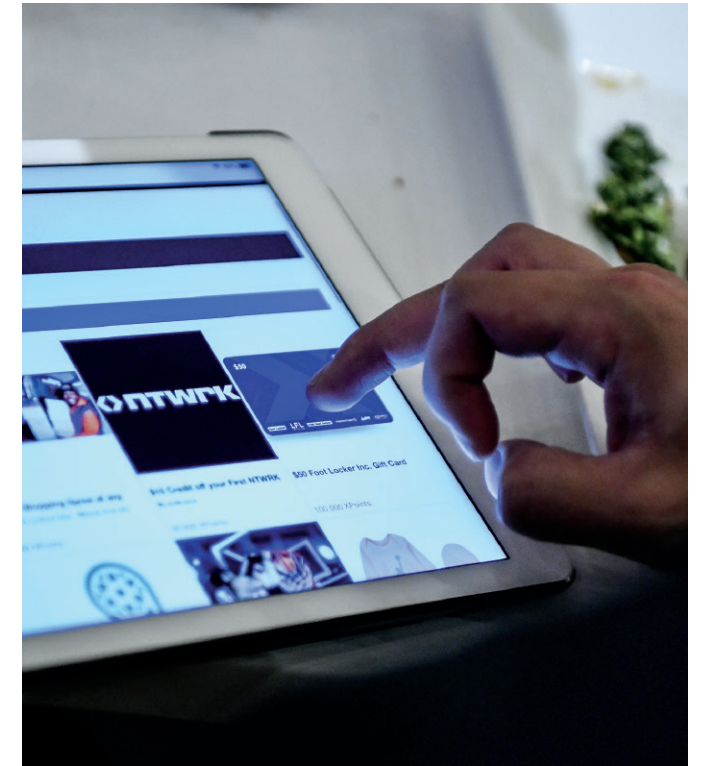
### Privacy

Over the past few years, customer data privacy has continued to gain further importance as our customers share an increasing amount of their personal information with us online and in our stores.

Our Privacy Policies and Statements are available at the footers of the direct-to-consumer websites of our various banners around the world. For example, customers can navigate to these policies by clicking the Privacy Statement link at the bottom of the Foot Locker website. Our Privacy Statements and Policies govern our treatment of customer data. They outline the types of personal information we collect, how we use and share the information, and the measures we take to protect their security. Multiple points of contact are provided through which customers may initiate inquiries and raise concerns to us regarding our collection, sharing, and use of their personal data.

Our privacy policies and practices in the European Union were updated in FY18 in response to the GDPR requirements. Similarly, our privacy statements and practices in the United States were updated in response to the CCPA, which came into force in FY19.

We are continuing to advance our capabilities for data governance and management. Through FY19 and FY20, we launched a project which is designed to improve our tracking and alignment of customer and team member data. Once fully implemented, this project is intended to scan data assets and help identify and analyze payment card industry (PCI) and personally identifiable information (PII) or any other sensitive information stored in our structured and unstructured data assets within the organization.





# REFERENCE TABLES



Reference Tables





# Reference Tables

## A. SASB–Apparel, Accessories, and Footwear

ACTIVITY METRICS	CATEGORY	UNIT OF MEASURE	CODE	DATA AND/OR REFERENCE
Number of (1) Tier 1 suppliers, and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	Data: As of January 2021, we sourced from approximately 25 Tier 1 vendor partners. Tier 2 information is not disclosed at this time.  Reference: Supplier Verification Program (pg. 22)
<b>Management of Chemicals in Products</b>				
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1	Reference: Chemicals Management (pg. 24)
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-AA-250a.2	Reference: Chemicals Management (pg. 24)
<b>Environmental Impacts in the Supply Chain</b>				
Percentage of (1) Tier 1 supplier facilities, and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	Data: 100% of Tier 1 suppliers and factories met legal compliance requirements in FY19 and FY20.  Reference: Supplier Verification Program (pg. 22)
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	Quantitative	Percentage (%)	CG-AA-430a.2	Data: This information is not currently provided, but will be considered for future reporting.





ACTIVITY METRICS	CATEGORY	UNIT OF MEASURE	CODE	DATA AND/OR REFERENCE
<b>Labor Conditions in the Supply Chain</b>				
Percentage of (1) Tier 1 supplier facilities, (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, and (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	Data: In FY19 and FY20, 100% of Tier 1 supplier facilities were audited to GSG by an independent third-party auditor. Tier 2 information is not disclosed at this time.  Reference: Supplier Verification Program (pg. 22)
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	Data: In FY19 and FY20, we did not identify any serious violations to our GSG or local laws in the audits of Tier 1 factories. When issues are found, Tier 1 suppliers are given the opportunity to remediate any findings after the audit. Our Sourcing team communicates deficiencies identified and then partners with our suppliers on a timeline to implement corrective actions.  Reference: Supplier Verification Program (pg. 22)
Description of the greatest (1) labor, and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	n/a	CG-AA-430b.3	Reference: Supplier Verification Program (pg. 22)
<b>Raw Materials Sourcing</b>				
Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	n/a	CG-AA-440a.1	Reference: Responsible Sourcing (pg. 23)
Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage (%) by weight	CG-AA-440a.2	Data: This information is not currently provided, but will be considered for future reporting. At this time, we are working with our internal teams to explore sustainable fabric and trims in our proprietary brand product development.





## B. SASB–Multiline and Specialty Retailers, and Distributors

ACTIVITY METRICS	CATEGORY	UNIT OF MEASURE	CODE	DATA AND/OR REFERENCE
Number of (1) retail locations, and (2) distribution centers	Quantitative	Number	CG-MR-000.A	Data: As of January 30, 2021, Foot Locker, Inc.'s 2,998 stores were located in 27 countries, including 848 in the United States, Puerto Rico, U.S. Virgin Islands, and Guam, 101 in Canada, 624 in Europe, a combined 93 in Australia and New Zealand, and 20 in Asia. There are 1,312 additional stores across Kids Foot Locker, Lady Foot Locker, Champs Sports, Footaction, and Sidestep.  Reference: FY20 Annual Report
Total area of (1) retail space, and (2) distribution centers	Quantitative	Square meters (m <sup>2</sup> )	CG-MR-000.B	Data: Our domestic stores have an average of 2,800 selling square feet per store, and our international stores have an average of 1,800 selling square feet per store.  Reference: FY20 Annual Report

### Energy Management in Retail and Distribution

(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	Gigajoules (GJ); Percentage (%)	CG-MR-130a.1	Data:  2019 total energy consumed = 1,087,262 GJ 2020 total energy consumed = 897,974 GJ 2019 percentage grid electricity of total energy: 85% 2020 percentage grid electricity of total energy: 74% 2019 percentage renewable electricity of total energy: 2% 2020 percentage renewable electricity of total energy: 12%  Reference: Operating Efficiently to Conserve Energy and Resources (pg. 26)
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### Data Security

Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	Reference: Data Security and Privacy (pg. 32)
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of customers affected	Quantitative	Number; Percentage (%)	CG-MR-230a.2	Data: No material data breaches occurred in FY19 or FY20.  Reference: Data Security and Privacy (pg. 32)





ACTIVITY METRICS	CATEGORY	UNIT OF MEASURE	CODE	DATA AND/OR REFERENCE
<b>Labor Practices</b>				
(1) Average hourly wage, and (2) percentage of in-store team members earning minimum wage, by region	Quantitative	Reporting currency; Percentage (%)	CG-MR-310a.1	Data: This information is not currently provided, but will be considered for future reporting. For information on minimum wage by region, see Human Capital Management section. Reference: Human Capital Management (pg. 14)
(1) Voluntary, and (2) involuntary turnover rate for in-store team members	Quantitative	Rate	CG-MR-310a.2	Data: This information is not currently provided, but will be considered for future reporting. For information on minimum wage by region, see Human Capital Management section. Reference: Human Capital Management (pg. 14)
Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	CG-MR-310a.3	Data: Foot Locker, Inc. discloses all material legal proceedings in its SEC reports. Reference: SEC Filings
<b>Workforce Diversity and Inclusion</b>				
Percentage of gender and racial/ethnic group representation for (1) management, and (2) all other team members	Quantitative	Percentage (%)	CG-MR-330a.1	Data: For detailed information by region, see Human Capital Management section. Reference: Human Capital Management (pg. 14)
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	Data: Foot Locker, Inc. discloses all material legal proceedings in its SEC reports. Reference: SEC Filings
<b>Product Sourcing, Packaging, and Marketing</b>				
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	Data: This information is not currently provided, but will be considered for future reporting. Foot Locker, Inc. is currently evaluating processes to track and monitor this information.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	Reference: Chemicals Management (pg. 24)
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	Reference: Sustainable Procurement and Encouraging Reuse and Waste Reduction (pgs. 28-29)





## C. TCFD Framework

	RECOMMENDED DISCLOSURE TOPIC	REPORT REFERENCE	ADDITIONAL COMMENTS OR SOURCES
<b>Governance</b>	Describe the Board's oversight of climate-related risks and opportunities	CSR Governance and Risk Management (pg. 31)	2020 CDP Report
	Describe management's role in assessing and managing climate-related risks and opportunities		
<b>Strategy</b>	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	N/A	2020 CDP Report
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning		
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		
<b>Risk Management</b>	Describe the organization's process for identifying and assessing climate-related risks	CSR Governance and Risk Management (pg. 31)	2020 CDP Report; 2021 Proxy Statement
	Describe the organization's processes for managing climate-related risks		
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management		
<b>Metrics and Targets</b>	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process	Managing and Reducing Our Environmental Impacts—Understanding Our Emissions Baseline	Foot Locker, Inc. does not currently have climate-related metrics and/or targets.
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks		
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets		



WE ARE ON A LONG AND  
PURPOSEFUL JOURNEY

WE ARE FULLY COMMITTED TO  
BUILDING ON OUR PROGRESS  
AND STRENGTHENING OUR  
VISION FOR A MORE  
SUSTAINABLE WORLD





FOOT LOCKER, INC.