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DELTA REPORT

10-Q

WWW - WOLVERINE WORLD WIDE INC

10-Q - MARCH 30, 2024 COMPARED TO 10-Q - SEPTEMBER 30, 2023

The following comparison report has been automatically generated

TOTAL DELTAS	2428
CHANGES	287
DELETIONS	900
ADDITIONS	1241

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UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-Q

☒ **QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the quarterly period ended September 30, 2023 March 30, 2024

OR

☐ **TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from __________to __________

Commission File Number: 001-06024

WOLVERINE WORLD WIDE, INC.
(Exact Name of Registrant as Specified in its Charter)

Delaware	**38-1185150**
(State or other jurisdiction of incorporation or organization)	(I.R.S. Employer Identification No.)
9341 Courtland Drive N.E. , **Rockford** , **Michigan**	**49351**
(Address of principal executive offices)	(Zip Code)

(616) 866-5500
(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading symbol	Name of each exchange on which registered
Common Stock, $1 Par Value	WWW	New York Stock Exchange

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of “large accelerated filer,” “accelerated filer,” “smaller reporting company,” and “emerging growth company” in Rule 12b-2 of the Exchange Act.

Large accelerated filer	☒	Accelerated filer	☐
Non-accelerated filer	☐	Smaller reporting company	☐
		Emerging growth company	☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes ☐ No ☒

There were 79,532,461 79,928,627 shares of common stock, $1 par value, outstanding as of October 23, 2023 April 22, 2024.

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FORWARD-LOOKING STATEMENTS

This document contains “forward-looking statements,” which are statements relating to future, not past, events. In this context, forward-looking statements often address management’s current beliefs, assumptions, expectations, estimates and projections about future business and financial performance, national, regional or global political, economic and market conditions, and the Company itself. Such statements often contain words such as “anticipates,” “believes,” “estimates,” “expects,” “forecasts,” “intends,” “is likely,” “plans,” “predicts,” “projects,” “should,” “will,” variations of such words, and similar expressions. Forward-looking statements, by their nature, address matters that are, to varying degrees, uncertain. Uncertainties that could cause the Company’s performance to differ materially from what is expressed in forward-looking statements include, but are not limited to, the following:

- changes in general economic conditions, employment rates, business conditions, interest rates, tax policies and other factors affecting consumer spending in the markets and regions in which the Company’s products are sold;

- the inability for any reason to effectively compete in global footwear, apparel and direct-to-consumer markets;
- the inability to maintain positive brand images and anticipate, understand and respond to changing footwear and apparel trends and consumer preferences;
- the inability to effectively manage inventory levels;
- increases or changes in duties, tariffs, quotas or applicable assessments in countries of import and export;
- foreign currency exchange rate fluctuations;
- currency restrictions;
- supply chain and capacity constraints, production disruptions, including reduction in operating hours, labor shortages, and facility closures resulting in production delays at the Company's manufacturers, quality issues, price increases or other risks associated with foreign sourcing;
- the cost, including the effect of inflationary pressures and availability of raw materials, inventories, services and labor for contract manufacturers;
- labor disruptions;
- changes in relationships with, including the loss of, significant wholesale customers;
- risks related to the significant investment in, and performance of, the Company's direct-to-consumer operations;
- risks related to expansion into new markets and complementary product categories as well as direct-to-consumer operations;
- the impact of seasonality and unpredictable weather conditions;
- the impact of changes in general economic conditions and/or the credit markets on the Company's manufacturers, distributors, suppliers, joint venture partners and wholesale customers;
- changes in the Company's effective tax rates;
- failure of licensees or distributors to meet planned annual sales goals or to make timely payments to the Company;
- the risks of doing business in developing countries and politically or economically volatile areas;
- the ability to secure and protect owned intellectual property or use licensed intellectual property;
- the impact of regulation, regulatory and legal proceedings and legal compliance risks, including compliance with federal, state and local laws and regulations relating to the protection of the environment, environmental remediation and other related costs, and litigation or other legal proceedings relating to the protection of the environment or environmental effects on human health;
- risks of breach of the Company's databases or other systems, or those of its vendors, which contain certain personal information, payment card data or proprietary information, due to cyberattack or other similar events;
- problems affecting the Company's supply chain and distribution system, including service interruptions at shipping and receiving ports;
- strategic actions, including new initiatives and ventures, acquisitions and dispositions, and the Company's success in integrating acquired businesses, including *Sweaty Betty*®, and implementing new initiatives and ventures;
- risks related to stockholder activism;
- the potential effects of outbreaks of COVID-19 or future health crises on the Company's business, operations, financial results and liquidity;
- the risk of impairment to goodwill and other intangibles;
- the success of the Company's restructuring and realignment initiatives undertaken from time to time; and
- changes in future pension funding requirements and pension expenses.

These or other uncertainties could cause a material difference between an actual outcome and a forward-looking statement. The uncertainties included here are not exhaustive and are described in more detail in Part I, Item 1A: "Risk Factors" of the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2022 December 30, 2023 (the "2022 "2023 Form 10-K"), filed with the SEC on February, 23, 2023. February 22, 2024. Given these risks and uncertainties, investors should not place undue reliance on forward-looking statements as a prediction of actual results. The Company does not undertake an obligation to update, amend or clarify forward-looking statements, whether as a result of new information, future events or otherwise.

PART I. FINANCIAL INFORMATION

ITEM 1. Financial Statements

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Statements of Operations and Comprehensive Income
(Unaudited)

		Quarter Ended		Year-To-Date Ended			Quarter Ended	
(In millions, except per share data)	(In millions, except per share data)	**September 30, 2023**	October 1, 2022	**September 30, 2023**	October 1, 2022	(In millions, except per share data)	March 30, 2024	April 1, 2023
Revenue	Revenue	**$ 527.7**	$691.4	**$1,716.2**	$2,019.8			
Cost of goods sold	Cost of goods sold	**312.3**	413.6	**1,036.7**	1,173.6			
Gross profit	Gross profit	**215.4**	277.8	**679.5**	846.2			
Gross profit								
Gross profit								
Selling, general and administrative expenses	Selling, general and administrative expenses	**203.3**	216.8	**610.8**	657.3			
Gain on sale of businesses, trademarks, and intangible assets	Gain on sale of businesses, trademarks, and intangible assets	**(57.7)**	—	**(77.8)**	(90.0)			
Impairment of long-lived assets	Impairment of long-lived assets	**40.2**	—	**55.8**	—			
Environmental and other related costs, net of recoveries		**2.3**	2.2	**(28.0)**	32.6			
Operating profit		**27.3**	58.8	**118.7**	246.3			
Environmental and other related costs (income), net of recoveries								
Operating profit (loss)								
Other expenses:	Other expenses:							
Interest expense, net	Interest expense, net	**15.5**	12.5	**47.4**	31.3			
Interest expense, net								

Interest expense, net					
Other expense, net		**2.4**	2.7	**3.2**	2.2
Other expense (income), net					
Other expense (income), net					
Other expense (income), net					
Total other expense, net	Total other expense, net	**17.9**	15.2	**50.6**	33.5
Earnings before income taxes		**9.4**	43.6	**68.1**	212.8
Income tax expense		**0.4**	4.8	**16.7**	41.1
Net earnings		**$ 9.0**	$ 38.8	**$ 51.4**	$ 171.7
Earnings (loss) before income taxes					
Income tax expense (benefit)					
Net earnings (loss)					
Less: net earnings (loss) attributable to noncontrolling interests	Less: net earnings (loss) attributable to noncontrolling interests	**0.4**	(0.2)	**(0.2)**	(1.6)
Net earnings attributable to Wolverine World Wide, Inc.		**$ 8.6**	$ 39.0	**$ 51.6**	$ 173.3
Net earnings (loss) attributable to Wolverine World Wide, Inc.					
Net earnings per share (see Note 3):	Net earnings per share (see Note 3):				
Net earnings per share (see Note 3):					
Net earnings per share (see Note 3):					
Basic					
Basic					
Basic	Basic	**$ 0.11**	$ 0.49	**$ 0.64**	$ 2.12
Diluted	Diluted	**$ 0.11**	$ 0.48	**$ 0.64**	$ 2.12
Comprehensive income (loss)					
Comprehensive income (loss)					

Comprehensive income (loss)	Comprehensive income (loss)	**$ (0.2)**	$ 13.5	**$ 39.8**	$ 110.1
Less: comprehensive income (loss) attributable to noncontrolling interests	Less: comprehensive income (loss) attributable to noncontrolling interests	**0.2**	(0.6)	**(0.2)**	(2.4)
Comprehensive income (loss) attributable to Wolverine World Wide, Inc.	Comprehensive income (loss) attributable to Wolverine World Wide, Inc.	**$ (0.4)**	$ 14.1	**$ 40.0**	$ 112.5
Cash dividends declared per share	Cash dividends declared per share	**$ 0.10**	$ 0.10	**$ 0.30**	$ 0.30

Cash dividends declared per share

Cash dividends declared per share

See accompanying notes to consolidated condensed financial statements.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Balance Sheets
(Unaudited)

(In millions, except share data)	(In millions, except share data)	**September 30, 2023**	December 31, 2022	October 1, 2022	(In millions, except share data)	March 30, 2024	December 30, 2023	April 1, 2023
ASSETS	**ASSETS**							
Current assets:	Current assets:							
Current assets:								
Current assets:								
Cash and cash equivalents	Cash and cash equivalents	**$ 160.4**	$ 131.5	$ 136.4				
Accounts receivable, less allowances of $13.3, $11.1 and $23.0		**272.0**	241.7	440.0				
Cash and cash equivalents								
Cash and cash equivalents								

Accounts receivable, less allowances of $17.3, $18.3 and $13.3				
Finished products, net	Finished products, net	**561.7**	743.2	871.1
Raw materials and work-in-process, net	Raw materials and work-in-process, net	**2.1**	2.0	9.8
Total inventories	Total inventories	**563.8**	745.2	880.9
Prepaid expenses and other current assets	Prepaid expenses and other current assets	**84.9**	79.0	94.5
Current assets held for sale	Current assets held for sale	**16.1**	67.9	—
Total current assets	Total current assets	**1,097.2**	1,265.3	1,551.8
Property, plant and equipment, net of accumulated depreciation of $254.6, $236.1 and $228.4		**126.5**	136.2	126.0
Property, plant and equipment, net of accumulated depreciation of $249.8, $255.2 and $242.7				
Lease right-of-use assets, net	Lease right-of-use assets, net	**148.7**	174.7	165.0
Goodwill	Goodwill	**465.4**	485.0	526.5
Indefinite-lived intangibles	Indefinite-lived intangibles	**237.0**	274.0	658.6
Amortizable intangibles, net	Amortizable intangibles, net	**57.4**	67.4	67.7
Deferred income taxes	Deferred income taxes	**26.3**	24.5	0.8
Other assets	Other assets	**72.8**	65.6	74.2
Total assets	Total assets	**$2,231.3**	$2,492.7	$3,170.6
LIABILITIES AND STOCKHOLDERS' EQUITY	**LIABILITIES AND STOCKHOLDERS' EQUITY**			
LIABILITIES AND STOCKHOLDERS' EQUITY				
LIABILITIES AND STOCKHOLDERS' EQUITY				

Current liabilities:	Current liabilities:			
Current liabilities:				
Current liabilities:				
Accounts payable				
Accounts payable				
Accounts payable	Accounts payable	$ **197.2**	$ 272.2	$ 317.9
Accrued salaries and wages	Accrued salaries and wages	**21.8**	32.3	26.5
Other accrued liabilities	Other accrued liabilities	**210.9**	322.9	203.4
Lease liabilities	Lease liabilities	**38.7**	39.1	33.5
Current maturities of long-term debt	Current maturities of long-term debt	**10.0**	10.0	10.0
Borrowings under revolving credit agreements	Borrowings under revolving credit agreements	**370.0**	425.0	740.0
Current liabilities held for sale	Current liabilities held for sale	**3.1**	8.8	—
Total current liabilities	Total current liabilities	**851.7**	1,110.3	1,331.3
Long-term debt, less current maturities	Long-term debt, less current maturities	**716.3**	723.0	725.2
Accrued pension liabilities	Accrued pension liabilities	**71.7**	72.9	103.0
Deferred income taxes	Deferred income taxes	**34.0**	35.3	116.4
Lease liabilities, noncurrent	Lease liabilities, noncurrent	**141.3**	153.6	147.5
Other liabilities	Other liabilities	**53.6**	58.6	73.0
Stockholders' equity:	Stockholders' equity:			
Common stock – par value $1, authorized 320,000,000 shares; 112,939,664, 112,202,078, and 112,170,049 shares issued		**112.9**	112.2	112.2
Common stock – par value $1, authorized 320,000,000 shares; 113,319,919, 112,953,782, and 112,838,495 shares issued				
Common stock – par value $1, authorized 320,000,000 shares; 113,319,919, 112,953,782, and 112,838,495 shares issued				

Common stock – par value $1, authorized 320,000,000 shares; 113,319,919, 112,953,782, and 112,838,495 shares issued				
Additional paid-in capital	Additional paid-in capital	**330.7**	325.4	318.7
Retained earnings	Retained earnings	**934.5**	907.2	1,277.1
Accumulated other comprehensive loss	Accumulated other comprehensive loss	**(144.5)**	(132.9)	(159.7)
Cost of shares in treasury; 33,407,203, 33,413,204, and 33,414,974 shares		**(891.2)**	(891.3)	(891.4)
Cost of shares in treasury; 33,399,710, 33,403,280, and 33,411,379 shares				
Total Wolverine World Wide, Inc. stockholders' equity	Total Wolverine World Wide, Inc. stockholders' equity	**342.4**	320.6	656.9
Noncontrolling interest	Noncontrolling interest	**20.3**	18.4	17.3
Total stockholders' equity	Total stockholders' equity	**362.7**	339.0	674.2
Total liabilities and stockholders' equity	Total liabilities and stockholders' equity	**$2,231.3**	$2,492.7	$3,170.6

See accompanying notes to consolidated condensed financial statements.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Statements of Cash Flows
(Unaudited)

Year-To-Date Ended		
Quarter Ended		Quarter Ended

(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	(In millions)	March 30, 2024	April 1, 2023
OPERATING ACTIVITIES	**OPERATING ACTIVITIES**					
Net earnings		**$ 51.4**	$171.7			
Adjustments to reconcile net earnings to net cash provided by (used in) operating activities:						
Net earnings (loss)						
Net earnings (loss)						
Net earnings (loss)						
Adjustments to reconcile net earnings (loss) to net cash used in operating activities:						
Depreciation and amortization						
Depreciation and amortization						
Depreciation and amortization	Depreciation and amortization	**26.3**	25.2			
Deferred income taxes	Deferred income taxes	**(1.6)**	2.5			
Stock-based compensation expense	Stock-based compensation expense	**11.8**	26.4			
Pension and SERP expense	Pension and SERP expense	**1.2**	7.0			
Pension and SERP expense						
Pension and SERP expense						
Impairment of long-lived assets	Impairment of long-lived assets	**55.8**	—			
Environmental and other related costs, net of cash payments and recoveries received		**(68.8)**	(35.8)			
Impairment of long-lived assets						
Impairment of long-lived assets						
Environmental and other related costs, net of cash payments						

Gain on sale of businesses, trademarks and intangible assets	Gain on sale of businesses, trademarks and intangible assets	**(77.8)**	(90.0)
Other	Other	**(1.1)**	(4.9)
Changes in operating assets and liabilities:	Changes in operating assets and liabilities:		
Accounts receivable			
Accounts receivable			
Accounts receivable	Accounts receivable	**(25.1)**	(133.5)
Inventories	Inventories	**178.5**	(533.5)
Other operating assets	Other operating assets	**(11.7)**	(15.1)
Accounts payable	Accounts payable	**(74.7)**	109.2
Income taxes payable	Income taxes payable	**5.6**	5.7
Other operating liabilities	Other operating liabilities	**(62.8)**	(25.1)
Net cash provided by (used in) operating activities		**7.0**	(490.2)
Net cash used in operating activities			
INVESTING ACTIVITIES	**INVESTING ACTIVITIES**		
Additions to property, plant and equipment	Additions to property, plant and equipment	**(18.5)**	(23.5)
Proceeds from sale of businesses, trademarks, intangible assets and other assets		**136.0**	90.0
Investment in joint ventures		**—**	(2.8)
Additions to property, plant and equipment			
Additions to property, plant and equipment			

Proceeds from sale of businesses, intangible assets and other assets, net of cash disposed of			
Other			
Other			
Other	Other	**(1.3)**	4.5
Net cash provided by investing activities	Net cash provided by investing activities	**116.2**	68.2
FINANCING ACTIVITIES	**FINANCING ACTIVITIES**		
Payments under revolving credit agreements	Payments under revolving credit agreements	**(620.0)**	(153.0)
Payments under revolving credit agreements			
Payments under revolving credit agreements			
Borrowings under revolving credit agreements	Borrowings under revolving credit agreements	**565.0**	668.0
Proceeds from company-owned life insurance policies			
Payments on long-term debt			
Payments on long-term debt			
Payments on long-term debt			
Cash dividends paid			
Cash dividends paid			
Cash dividends paid			
Employee taxes paid under stock-based compensation plans			
Employee taxes paid under stock-based compensation plans			
Employee taxes paid under stock-based compensation plans			
Proceeds from the exercise of stock options			
Payments on long-term debt		**(7.5)**	(7.5)
Payments of debt issuance costs		**(0.9)**	—

Cash dividends paid		**(24.5)**	(24.7)
Purchases of common stock for treasury		**—**	(81.3)
Employee taxes paid under stock-based compensation plans		**(5.8)**	(7.4)
Proceeds from the exercise of stock options		**0.1**	1.4
Contributions from noncontrolling interests		**2.1**	7.0
Net cash provided by (used in) financing activities			
Net cash provided by (used in) financing activities			
Net cash provided by (used in) financing activities	Net cash provided by (used in) financing activities	**(91.5)**	402.5
Effect of foreign exchange rate changes	Effect of foreign exchange rate changes	**(2.5)**	(5.8)
Increase (decrease) in cash and cash equivalents		**29.2**	(25.3)
Decrease in cash and cash equivalents			
Cash and cash equivalents at beginning of the year	Cash and cash equivalents at beginning of the year	**135.5**	161.7
Cash and cash equivalents at end of the quarter	Cash and cash equivalents at end of the quarter	**$ 164.7**	$136.4

See accompanying notes to consolidated condensed financial statements.

Cash and cash equivalents at the beginning of the first quarter of 2024, the end of the third first quarter of 2023 in and the consolidated condensed statements of cash flows includes $4.3 million of Wolverine Leathers business related cash and cash equivalents that are classified as held for sale as of September 30, 2023 that are not included in cash and cash equivalents in the consolidated condensed balance sheets. The cash and cash equivalents at beginning of the year balance includes $4.0 million first quarter of Wolverine Leathers business related 2023 included cash and cash equivalents that were classified as held for sale as of December 31, 2022. $5.6 million, $4.4 million and $4.0 million, respectively.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Statements of Stockholders' Equity
(Unaudited)

	Wolverine World Wide, Inc. Stockholders' Equity

(In millions, except share and per share data)	Common Stock	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss	Treasury Stock	Non-controlling Interest	Total
Balance at December 31, 2022	$ 112.2	$ 325.4	$ 907.2	$ (132.9)	$ (891.3)	$ 18.4	$ 339.0
Net earnings (loss)			19.0			(1.0)	18.0
Other comprehensive income (loss)				(3.7)		0.5	(3.2)
Shares issued, net of shares forfeited under stock incentive plans (633,012 shares)	0.6	(6.2)					(5.6)
Shares issued for stock options exercised, net (3,405 shares)	—	0.1					0.1
Stock-based compensation expense		4.5					4.5
Cash dividends declared ($0.10 per share)			(8.3)				(8.3)
Balance at April 1, 2023	$ 112.8	$ 323.8	$ 917.9	$ (136.6)	$ (891.3)	$ 17.9	$ 344.5
Balance at December 30, 2023	$ 113.0	$ 364.0	$ 834.8	$ (142.2)	$ (891.0)	$ 21.4	$ 300.0
Net earnings (loss)			(14.5)			0.8	(13.7)
Other comprehensive income (loss)				(5.7)		0.1	(5.6)
Shares issued, net of shares forfeited under stock incentive plans (366,137 shares)	0.3	(1.9)					(1.6)
Stock-based compensation expense		4.1					4.1
Cash dividends declared ($0.10 per share)			(8.3)				(8.3)
Issuance of treasury shares (3,570 shares)		(0.1)			—		(0.1)
Divestiture						(14.7)	(14.7)
Balance at March 30, 2024	$ 113.3	$ 366.1	$ 812.0	$ (147.9)	$ (891.0)	$ 7.6	$ 260.1

See accompanying notes to consolidated condensed financial statements.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Statements of Stockholders' Equity
(Unaudited)

	Wolverine World Wide, Inc. Stockholders' Equity						
(In millions, except share and per share data)	Common Stock	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss	Treasury Stock	Non-controlling Interest	Total
Balance at July 2, 2022	$ 112.1	$ 311.9	$ 1,246.1	$ (134.8)	$ (891.4)	$ 17.9	$ 661.8
Net earnings (loss)			39.0			(0.2)	38.8
Other comprehensive loss				(24.9)		(0.4)	(25.3)
Shares issued, net of shares forfeited under stock incentive plans (20,672 shares)	0.1	(0.3)					(0.2)

Stock-based compensation expense		7.1					7.1
Cash dividends declared ($0.10 per share)			(8.0)				(8.0)
Balance at October 1, 2022	$ 112.2	$ 318.7	$ 1,277.1	$ (159.7)	$ (891.4)	$ 17.3	$ 674.2
Balance at July 1, 2023	**$ 112.9**	**$ 326.8**	**$ 933.8**	**$ (135.5)**	**$ (891.2)**	**$ 20.1**	**$ 366.9**
Net earnings			**8.6**			**0.4**	**9.0**
Other comprehensive loss				**(9.0)**		**(0.2)**	**(9.2)**
Stock-based compensation expense		**4.0**					**4.0**
Cash dividends declared ($0.10 per share)			**(7.9)**				**(7.9)**
Issuance of treasury shares (2,374 shares)		**(0.1)**			**—**		**(0.1)**
Balance at September 30, 2023	**$ 112.9**	**$ 330.7**	**$ 934.5**	**$ (144.5)**	**$ (891.2)**	**$ 20.3**	**$ 362.7**

See accompanying notes to consolidated condensed financial statements.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Consolidated Condensed Statements of Stockholders' Equity
(Unaudited)

	Wolverine World Wide, Inc. Stockholders' Equity						
(In millions, except share and per share data)	Common Stock	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss	Treasury Stock	Non-controlling Interest	Total
Balance at January 1, 2022	$ 111.6	$ 298.9	$ 1,128.2	$ (98.9)	$ (810.2)	$ 14.8	$ 644.4
Net earnings (loss)			173.3			(1.6)	171.7
Other comprehensive loss				(60.8)		(0.8)	(61.6)
Shares issued, net of shares forfeited under stock incentive plans (463,473 shares)	0.5	(8.0)					(7.5)
Shares issued for stock options exercised, net (74,482 shares)	0.1	1.4					1.5
Stock-based compensation expense		26.4					26.4
Cash dividends declared ($0.30 per share)			(24.4)				(24.4)
Issuance of treasury shares (4,203 shares)		—			0.1		0.1
Purchase of common stock for treasury (3,815,164 shares)					(81.3)		(81.3)
Capital contribution from noncontrolling interest						$ 7.0	$ 7.0
Other						$ (2.1)	$ (2.1)
Balance at October 1, 2022	$ 112.2	$ 318.7	$ 1,277.1	$ (159.7)	$ (891.4)	$ 17.3	$ 674.2
Balance at December 31, 2022	$ 112.2	$ 325.4	$ 907.2	$ (132.9)	$ (891.3)	$ 18.4	$ 339.0
Net earnings (loss)			**51.6**			**(0.2)**	**51.4**

Other comprehensive income (loss)				(11.6)		—	(11.6)
Shares issued, net of shares forfeited under stock incentive plans (731,544 shares)	0.7	(6.5)					(5.8)
Shares issued for stock options exercised, net (6,042 shares)	—	0.1					0.1
Stock-based compensation expense		11.8					11.8
Cash dividends declared ($0.30 per share)			(24.3)				(24.3)
Issuance of treasury shares (6,001 shares)		(0.1)			0.1		—
Capital contribution from noncontrolling interest						2.1	2.1
Balance at September 30, 2023	$ 112.9	$ 330.7	$ 934.5	$ (144.5)	$ (891.2)	$ 20.3	$ 362.7

See accompanying notes to consolidated condensed financial statements.

WOLVERINE WORLD WIDE, INC. AND SUBSIDIARIES
Notes to Consolidated Condensed Financial Statements
(Unaudited)

1. BASIS OF PRESENTATION

Nature of Operations

Wolverine World Wide, Inc. (the “Company”) is a leading designer, marketer and licensor of a broad range of quality casual footwear and apparel; performance outdoor and athletic footwear and apparel; kids’ footwear; industrial work shoes, boots and apparel; and uniform shoes and boots. The Company’s portfolio of owned and licensed brands includes: *Bates*®, *Cat*®, *Chaco*®, *Harley-Davidson*®, *Hush Puppies*®, *HYTEST*®, *Merrell*®, *Saucony*®, *Sperry*®, *Stride Rite*®, *Sweaty Betty*® and *Wolverine*®. The Company’s products are marketed worldwide through owned operations, through licensing and distribution arrangements with third parties, and through joint ventures. The Company also operates retail stores and eCommerce sites to market both its own brands and branded footwear and apparel from other manufacturers, as well as a leathers division that markets *Wolverine Performance Leathers*™. manufacturers.

Effective February 4, 2023, the Company completed the sale of the *Keds*® business. See Note 18 for further discussion.

In the third quarter of fiscal 2023, the Company entered into a multi-year licensing agreement of the *Hush Puppies*® brand in the United States and Canada. As part of this agreement, the Company agreed to sell inventory and provide certain transition services to the licensee. In addition, in the third quarter of fiscal 2023, the Company completed the sale of the *Hush Puppies*® trademarks, patents, copyrights, and domains in China, Hong Kong, and Macau. Wolverine The Company will continue to own the *Hush Puppies*® brand throughout the rest of the world. See Note 18 for further discussion.

Effective August 23, 2023, the Company completed the sale of the U.S. Leathers business and effective December 28, 2023, the Company completed the sale of the Asia-based Leathers business. See Note 18 for further discussion.

Effective January 1, 2024, the Company completed the sale of the Company’s equity interest joint venture entities that sourced and marketed *Merrell*® and *Saucony*® footwear and apparel products in China. See Note 18 for further discussion.

Effective January 10, 2024, the Company completed the sale of the *Sperry*® business. See Note 18 for further discussion.

Basis of Presentation

The accompanying unaudited consolidated condensed financial statements have been prepared in accordance with accounting principles generally accepted in the United States (“U.S. GAAP”) for interim financial information and with the instructions to the Quarterly Report on Form 10-Q and Rule 10-01 of Regulation S-X. Accordingly, they do not include all of the information and notes required by U.S. GAAP for a complete presentation of the financial statements. In the opinion of management, all adjustments (consisting of normal recurring accruals) considered necessary for fair presentation have been included in the accompanying financial statements. For further information, refer to the consolidated financial statements and notes included in the Company’s 2022 2023 Form 10-K.

Fiscal Year

The Company’s fiscal year is the 52 or 53-week period that ends on the Saturday nearest to December 31. Fiscal years 2023 2024 and 2022 2023 each have 52 weeks. The Company reports its quarterly results of operations on the basis of 13-week quarters for each of the first three fiscal quarters and a 13 or 14-week period for the fourth fiscal fourth quarter. References to particular years or quarters refer to the Company’s fiscal years ended on the Saturday nearest to December 31 or the fiscal quarters within those years.

Seasonality

The Company experiences moderate fluctuations in sales volume during the year, as reflected in quarterly revenue. The Company expects current seasonal sales patterns to continue in future years. The Company also experiences some fluctuation in its levels of working capital, typically reflecting an increase in net working capital requirements near the end of the first and third fiscal quarters as inventory builds to support peak shipping periods. Historically, cash provided by operating activities is higher in the second half of the fiscal year due to collection of wholesale channel receivables and direct-to-consumer sales being higher during the holiday season. The Company meets its working capital requirements through internal operating cash flows and, as needed, borrowings under its revolving credit facility, as discussed in more detail under the caption "Liquidity and Capital Resources" in Item 2: "Management's Discussion and Analysis of Financial Condition and Results of Operations". The Company's working capital could also be impacted by other events, including pandemics. health crises.

Impairment of Long-Lived Assets

The Company reviews long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset or an asset group may not be recoverable. Each impairment test is based on a comparison of the carrying amount of the asset or asset group to the future undiscounted net cash flows expected to be generated by the asset or asset group. Assets are considered impaired if the carrying amount exceeds fair value. The impairment amount recognized is the amount by which the carrying amount of the assets exceeds their fair value.

In the second quarter of 2023, the The Company incurred $15.6 million in non-cash impairment charges on certain Corporate U.S. office the long-lived property, plant and equipment and lease right-of-use assets primarily resulting from divestiture activities and consolidation of U.S. offices, at the Company’s distribution center in Louisville, Kentucky to adjust the carrying amount of the assets to their estimated fair value. Fair The Louisville distribution center impairment was related to the Company’s transformation activities and actions to consolidate distribution operations. The long-lived assets are not expected to have a fair value was estimated based on the discounted cash flows of estimated rental income from subleases net of estimated expenses. In the third quarter of 2023, after the Company incurred $1.9 million in non-cash impairment charges on certain *Sperry*® retail store assets where stops using the estimated future cash flows did not support the net book value of the assets. distribution center. The following table provides details related to asset impairment charges recorded during 2023:

(In millions)	Quarter Ended September 30, 2023		Year-To-Date Ended September 30, 2023	
Lease right-of-use assets impairment	$	—	$	12.1
Property, plant and equipment impairment		1.9		5.4

Indefinite-lived trade name impairment (1)	38.3	38.3
Total impairment	$ 40.2	$ 55.8

(1) See Note 4 for information related to the Indefinite-lived trade name impairment recorded in the third first quarter of fiscal 2023. 2024:

	Quarter Ended
(In millions)	March 30, 2024
Lease right-of-use assets impairment	$ 2.9
Property, plant and equipment impairment	3.2
Total impairment	$ 6.1

2. NEW ACCOUNTING STANDARDS

The Financial Accounting Standards Board board ("FASB") has issued the following Accounting Standards Update Updates ("ASU") that the Company has not yet adopted. The following is a summary of the new standard. standard and anticipated impact of adopting these new standards.

Standard	Description	Effect on the Financial Statements		
ASU 2020-04, Reference Rate Reform (Topic 848); Facilitation 2023-07, Improvements to Reportable Segment Disclosures	Requires entities disclose on an annual and interim basis significant segment expense, including an amount and composition description for other segment items, and how reported measures of profit or loss are used by the chief operating decision maker in assessing segment performance and deciding how to allocate resources. The ASU is effective on a retrospective basis for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024.	The Company is evaluating the impact of the Effects new standard on its Consolidated Financial Statements.		
ASU 2023-09, Improvements to Income Tax Disclosures	The ASU requires annual disclosures of Reference Rate Reform on Financial Reporting (as amended prescribed standard categories for the components of the effective tax rate reconciliation, disclosure of income taxes paid disaggregated by jurisdiction, and other income-tax related disclosures. The ASU 2021-01 and ASU 2022-06).	Provides practical expedients for contract modifications and certain hedging relationships associated with the transition from reference rates that are expected to be discontinued.	The Company adopted ASU 2020-04 during the second quarter of 2023 is effective on a prospective basis. basis, with retrospective application permitted, for fiscal years beginning after December 15, 2024.	The Company amended its amended senior credit facility to use SOFR as an alternative to LIBOR. The adoption is evaluating the impact of the ASU did not have a material effect new standard on the consolidated financial statements. its Consolidated Financial Statements.

3. EARNINGS PER SHARE

The following table sets forth the computation of basic and diluted earnings per share.

	Quarter Ended	Year-To-Date Ended

		Quarter Ended			
		Quarter Ended			
		Quarter Ended			
(In millions, except per share data)					
(In millions, except per share data)					
(In millions, except per share data)	(In millions, except per share data)	**September 30, 2023**	October 1, 2022	**September 30, 2023**	October 1, 2022
Numerator:	Numerator:				
Net earnings attributable to Wolverine World Wide, Inc.		**$ 8.6**	$ 39.0	**$ 51.6**	$ 173.3
Numerator:					
Numerator:					
Net earnings (loss) attributable to Wolverine World Wide, Inc.					
Net earnings (loss) attributable to Wolverine World Wide, Inc.					
Net earnings (loss) attributable to Wolverine World Wide, Inc.					
Adjustment for earnings allocated to non-vested restricted common stock					
Adjustment for earnings allocated to non-vested restricted common stock					
Adjustment for earnings allocated to non-vested restricted common stock	Adjustment for earnings allocated to non-vested restricted common stock	**(0.2)**	(0.8)	**(1.2)**	(3.4)
Net earnings used in calculating basic and diluted earnings per share		**$ 8.4**	$ 38.2	**$ 50.4**	$ 169.9
Net earnings (loss) used in calculating basic and diluted earnings per share					
Net earnings (loss) used in calculating basic and diluted earnings per share					
Net earnings (loss) used in calculating basic and diluted earnings per share					
Denominator:					
Denominator:					
Denominator:	Denominator:				

REFINITIV

Weighted average shares outstanding	Weighted average shares outstanding	**79.5**	78.7	**79.4**	80.0
Weighted average shares outstanding					
Weighted average shares outstanding					
Effect of dilutive stock options					
Effect of dilutive stock options					
Effect of dilutive stock options	Effect of dilutive stock options	**—**	0.2	**—**	0.2
Shares used in calculating diluted earnings per share	Shares used in calculating diluted earnings per share	**79.5**	78.9	**79.4**	80.2
Shares used in calculating diluted earnings per share					
Shares used in calculating diluted earnings per share					
Net earnings per share:					
Net earnings per share:					
Net earnings per share:	Net earnings per share:				
Basic	Basic	**$ 0.11**	$ 0.49	**$ 0.64**	$ 2.12
Basic					
Basic					
Diluted	Diluted	**$ 0.11**	$ 0.48	**$ 0.64**	$ 2.12
Diluted					
Diluted					

For the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023 April 1, 2023, 1,964,421 1,770,500 and 2,042,094 2,170,599 outstanding stock options, respectively, have not been included in the denominator for the computation of diluted earnings per share because they were anti-dilutive.

For the quarter and year-to-date ended October 1, 2022, 1,422,302 and 1,126,353 outstanding stock options, respectively, have not been included in the denominator for the computation of diluted earnings per share because they were anti-dilutive.

4. GOODWILL AND INDEFINITE-LIVED INTANGIBLES

The changes in the carrying amount of goodwill are as follows:

		Year-To-Date Ended				
	Quarter Ended					Quarter Ended
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	(In millions)	March 30, 2024	April 1, 2023

Goodwill balance at beginning of the year	Goodwill balance at beginning of the year	**$ 485.0**	$556.6
Sale of business (see Note 18)	Sale of business (see Note 18)	**(20.4)**	—
Foreign currency translation effects	Foreign currency translation effects	**0.8**	(30.1)
Foreign currency translation effects			
Foreign currency translation effects			
Goodwill balance at end of the quarter	Goodwill balance at end of the quarter	**$ 465.4**	$526.5

Goodwill balances are net of accumulated impairment charges. Accumulated impairment charges were $48.4 million as of March 30, 2024 and April 1, 2023, and are related to the *Sweaty Betty®* reporting unit, which is part of the Active segment.

The Company's indefinite-lived intangible assets, which comprise trade names and trademarks, totaled $237.0 million $173.3 million, $274.0 million $174.1 million, and $658.6 million $276.6 million as of September 30, 2023 March 30, 2024, December 31, 2022 December 30, 2023, and October 1, 2022 April 1, 2023, respectively. In the third quarter The Company conducted an interim impairment assessment as of 2023, due to the continued lower current year performance March 30, 2024 and determined that there were no triggering events indicating impairment of the Company's goodwill and indefinite-lived intangible assets.

Sperry® brand, Following the fiscal 2023 annual impairment test, the Company determined concluded that a triggering event had occurred requiring impairment testing of the *Sperry®* trade name. Based on the results of the impairment testing, the Company recognized impairment charges of $38.3 million to the *Sperry®* trade name. The impairment charge was due to reductions in future cash flow assumptions mainly due to decreases in anticipated future performance and an increase in the discount rate used in the valuation. In conjunction with the *Sperry®* trade name impairment trigger identified, the Company performed a quantitative impairment analysis of the Lifestyle reporting unit and concluded the reporting unit was not impaired. The estimated fair value of the Lifestyle *Sweaty Betty®* reporting unit exceeded the its carrying value by 30% 5%.

In The key assumptions used in the fourth quarter of 2022, valuation were revenue growth, EBITDA margin, and the discount rate. Although the Company recognized believes the estimates and assumptions used in the valuation were appropriate, it is possible that assumptions could change in future periods. The risk of future impairment charges of $191.0 million and $189.3 million related to the *Sperry®* and *Sweaty Betty®* trade names, respectively, and recognized a $48.4 million goodwill impairment charge related to the *Sweaty Betty®* reporting unit.

The risk of future non-cash impairment of the *Sperry®* and *Sweaty Betty®* trade names name and *Sweaty Betty®* goodwill is dependent depend on whether actual results differ from the key assumptions used in the determination of each the trade name's fair value and the *Sweaty Betty®* reporting unit's unit's fair value, such as revenue growth, earnings before interest, taxes, depreciation and amortization margin, discount rate, and assumed tax rate, or if macroeconomic conditions deteriorate and adversely affect the values of the Company's *Sperry®* and *Sweaty Betty®* trade names name and the *Sweaty Betty®* reporting unit. A future impairment charge of the *Sperry®* trade name or

Sweaty Betty® trade name and the *Sweaty Betty*® reporting unit goodwill could have an adverse material effect on the Company's consolidated financial results. The carrying values of the Company's *Sperry* *Sweaty Betty*® trade name indefinite-lived intangible asset and the *Sweaty Betty*® trade names indefinite-lived assets reporting unit goodwill were $67.0 million $98.7 million and $95.3 52.6 million, respectively, as of September 30, 2023 March 30, 2024.

5. ACCOUNTS RECEIVABLE

The Company and certain of its subsidiaries sell, on a continuous basis without recourse, their trade receivables to Rockford ARS, LLC ("Rockford ARS"), a wholly-owned bankruptcy-remote subsidiary of the Company. On December 7, 2022,

Rockford ARS entered into a receivables purchase agreement ("RPA"), which was subsequently amended on April 15, 2024, to sell up to $175.0 $125.0 million of receivables to certain purchasers (the "Purchasers") on a recurring basis in exchange for cash (referred to as "capital" in the RPA) equal to the gross receivables transferred. The parties intend that the transfers of receivables to the Purchasers constitute purchases and sales of receivables. Rockford ARS has guaranteed to each Purchaser the prompt payment of sold receivables, and has granted a security interest in its assets for the benefit of the Purchasers. Under the RPA, which matures on December 5, 2025, each Purchaser's share of capital accrues yield at a floating rate plus an applicable margin. The Company is the master servicer under the RPA, and is responsible for administering and collecting receivables.

The proceeds of the RPA are classified as operating activities in the Company's consolidated condensed statements of cash flows. Cash received from collections of sold receivables may be used to fund additional purchases of receivables on a revolving basis or to return all or any portion of outstanding capital of the Purchasers. Subsequent collections of the pledged receivables, which have not been sold, will be are classified as operating cash flows at the time of collection. Total receivables sold under the RPA were $144.7 $102.3 million and $510.3 $183.2 million for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023 April 1, 2023, respectively. Total cash collections under the RPA were $148.7 $101.7 million and $521.5 $176.0 million in the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023 April 1, 2023, respectively. The fair value of the sold receivables approximated book value due to their credit quality and short-term nature, and as a result, no gain or loss on sale of receivables was recorded.

As of the fiscal quarter quarters ended September 30, 2023 March 30, 2024 and April 1, 2023, the amount sold to the Purchasers under the RPA was $131.5 million, $94.5 million and $149.9 million respectively, which was derecognized from the consolidated condensed balance sheets. As collateral against sold receivables, Rockford ARS maintains a certain level of unsold receivables, which was $61.5 million were $53.5 million and $76.6 million as of the fiscal quarter ended September 30, 2023.

March 30, 2024 and April 1, 2023, respectively.

6. REVENUE FROM CONTRACTS WITH CUSTOMERS

Revenue Recognition and Performance Obligations

The Company reports disaggregated revenue by sales channel, including the wholesale and direct-to-consumer sales channels, reconciled to the Company's reportable segments. The wholesale channel includes royalty revenues due to the similarity in the Company's oversight and management, customer base, the performance obligation (footwear and apparel goods) and point in time completion of the performance obligation. The direct-to-consumer sales channel includes sales from the Company's owned retail stores and from the Company's owned eCommerce sites.

	Quarter Ended September 30, 2023			Quarter Ended October 1, 2022		
(In millions)	Wholesale	Direct-to-Consumer	Total	Wholesale	Direct-to-Consumer	Total
Active Group	**$ 225.2**	**$ 103.4**	**$ 328.6**	$ 288.7	$ 109.5	$ 398.2
Work Group	**111.4**	**11.6**	**123.0**	145.4	12.4	157.8
Lifestyle Group	**42.8**	**20.0**	**62.8**	81.7	36.0	117.7

Other	**11.7**	**1.6**	**13.3**	15.8	1.9	17.7
Total Revenue	**$ 391.1**	**$ 136.6**	**$ 527.7**	$ 531.6	$ 159.8	$ 691.4

		Year-To-Date Ended September 30, 2023			Year-To-Date Ended October 1, 2022				Quarter Ended March 30, 2024			Quarter Ended April 1, 2023		
(In millions)	(In millions)	Wholesale	Direct-to-Consumer	Total	Wholesale	Direct-to-Consumer	Total	(In millions)	Wholesale	Direct-to-Consumer	Total	Wholesale	Direct-to-Consumer	Total
Active Group	Active Group	**$ 800.4**	**$ 297.4**	**$1,097.8**	$ 849.5	$ 323.1	$1,172.6							
Work Group	Work Group	**322.4**	**32.9**	**355.3**	398.1	37.7	435.8							
Lifestyle Group		**162.0**	**61.0**	**223.0**	244.8	102.1	346.9							
Other														
Other														
Other	Other	**35.9**	**4.2**	**40.1**	60.0	4.5	64.5							
Total Revenue	Total Revenue	**$1,320.7**	**$ 395.5**	**$1,716.2**	$1,552.4	$ 467.4	$2,019.8							

The Company has agreements to license symbolic intellectual property with minimum guarantees or fixed consideration. The Company was due $15.2 million $35.4 million of remaining fixed transaction price under its license agreements as of September 30, 2023 March 30, 2024, which it expects to recognize per the terms of its contracts over the course of time through December 2028. The Company has elected to omit the remaining variable consideration under its license agreements given the Company recognizes revenue equal to what it has the right to invoice and that amount corresponds directly with the value to the customer of the Company's performance to date.

Reserves for Variable Consideration

Revenue is recorded at the net sales price ("transaction price"), which includes estimates of variable consideration for which reserves are established. Components of variable consideration include trade discounts and allowances, product returns, customer markdowns, customer rebates and other sales incentives relating to the sale of the Company's products. These reserves, as detailed below, are based on the amounts earned, or to be claimed on the related sales. These estimates take into consideration a range of possible outcomes, which are probability-weighted in accordance with the expected value method for relevant factors such as current contractual and statutory requirements, specific known market events and trends, industry data and forecasted customer buying and payment patterns. Overall, these reserves reflect the Company's best estimates of the amount of consideration to which it is entitled based on the terms of the respective underlying contracts. Revenue recognized during the fiscal periods presented related to the Company's contract liabilities was nominal.

The Company's contract balances are as follows:

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Product returns reserve	Product returns reserve	**$ 10.8**	$ 15.3	$11.6				
Customer markdowns reserve	Customer markdowns reserve	**4.6**	2.6	2.2				

Other sales incentives reserve	Other sales incentives reserve	**3.4**	3.3	3.7
Customer rebates liability	Customer rebates liability	**14.0**	19.8	18.2
Customer advances liability	Customer advances liability	**4.9**	9.1	5.3

The amount of variable consideration included in the transaction price may be constrained and is included in the net sales price only to the extent that it is probable that a significant reversal in the amount of the cumulative revenue recognized under the contract will not occur in a future period. Actual amounts of consideration ultimately received may differ from initial estimates. If actual results in the future vary from initial estimates, the Company subsequently adjusts these estimates, which affects net revenue and earnings in the period such variances become known.

7. DEBT

Total debt consists of the following obligations:

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Term Facility, due October 21, 2026	Term Facility, due October 21, 2026	**$ 182.5**	$ 190.0	$ 192.5				
Senior Notes, 4.000% interest, due August 15, 2029	Senior Notes, 4.000% interest, due August 15, 2029	**550.0**	550.0	550.0				
Senior Notes, 4.000% interest, due August 15, 2029								
Senior Notes, 4.000% interest, due August 15, 2029								
Borrowings under revolving credit agreements	Borrowings under revolving credit agreements	**370.0**	425.0	740.0				
Unamortized deferred financing costs	Unamortized deferred financing costs	**(6.2)**	(7.0)	(7.3)				

Total debt	Total debt	**$1,096.3**	$1,158.0	$1,475.2

The Company's credit agreement Credit Agreement provides for a term loan A facility (the "Term Facility") and for a revolving credit facility (the "Revolving Facility" and, together with the Term Facility, the "Senior Credit Facilities"). The maturity date of the loans under the Senior Credit Facilities is October 21, 2026. The credit agreement Credit Agreement provides for a debt capacity of up to an aggregate debt amount (including outstanding term loan principal and revolver commitment amounts in addition to permitted incremental debt) not to exceed $2.0 billion unless certain specified conditions set forth in the Credit Agreement are met.

The Term Facility requires quarterly principal payments with a balloon payment due on October 21, 2026. The scheduled principal payments due under the Term Facility over the next 12 months total $10.0 million as of September 30, 2023 March 30, 2024 and are recorded as current maturities of long-term debt on the consolidated condensed balance sheets. In addition, the Company made payments towards the Term Facility in accordance with disposition proceeds language contained in the Credit Agreement.

The Revolving Facility allows the Company to borrow up to an aggregate amount of $1.0 billion. The Revolving Facility also includes a $100.0 million swingline subfacility and a $50.0 million letter of credit subfacility. The Company had outstanding letters of credit under the Revolving Facility of $6.6 million $6.9 million, $5.7 million $6.6 million and $5.6 million $6.5 million as of September 30, 2023 March 30, 2024, December 31, 2022 December 30, 2023 and October 1, 2022 April 1, 2023, respectively. These outstanding letters of credit reduce the borrowing capacity under the Revolving Facility.

The interest rates applicable to amounts outstanding under Term Facility and to U.S. dollar denominated amounts outstanding under the Revolving Facility are, at the Company's option, either (1) the Alternate Base Rate plus an Applicable Margin as determined by the Company's Consolidated Leverage Ratio, within a range of 0.125% to 1.000%, or (2) the Eurocurrency Rate plus an Applicable Margin as determined by the Company's Consolidated Leverage Ratio, within a range of 1.125% to 2.000% (all capitalized terms used in this sentence are as defined in the Credit Agreement). At September 30, 2023 March 30, 2024, the Term Facility and the Revolving Facility had a weighted-average interest rate of 6.38% 6.07%.

The obligations of the Company pursuant to the Credit Agreement are guaranteed by substantially all of the Company's material domestic subsidiaries and secured by substantially all of the personal and real property of the Company and its material domestic subsidiaries, subject to certain exceptions.

The Senior Credit Facilities also contain certain affirmative and negative covenants, including covenants that limit the ability of the Company and its Restricted Subsidiaries to, among other things: incur or guarantee indebtedness; incur liens; pay dividends or repurchase stock; enter into transactions with affiliates; consummate asset sales, acquisitions or mergers; prepay certain other indebtedness; or make investments, as well as covenants restricting the activities of certain foreign subsidiaries of the Company

that hold intellectual property related assets. Further, the Senior Credit Facilities require compliance with the following financial covenants: a maximum Consolidated Leverage Ratio and a minimum Consolidated Interest Coverage Ratio (all capitalized terms used in this paragraph are as defined in the Senior Credit Facilities). As of September 30, 2023 March 30, 2024, the Company was in compliance with all covenants and performance ratios under the Senior Credit Facilities.

On June 30, 2023 December 21, 2023, the Company entered into the Fourth Amendment fifth amendment (the "Amendment" "Fifth Amendment") to its credit agreement, Credit Agreement, dated as of July 31, 2012. The Fifth Amendment provides the Company with near-term financial flexibility by adjusting additional allowable disposition capacity in fiscal 2023 and fiscal 2024 to support the maximum Consolidated Leverage Ratio allowed under the credit agreement through the end of fiscal 2023. Financial covenant thresholds will revert to pre-existing levels in the first quarter of fiscal 2024. Company's transformation.

The Company's $550.0 million 4.000% senior notes issued on August 26, 2021 are due on August 15, 2029. Related interest payments are due semi-annually. The senior notes are guaranteed by substantially all of the Company's domestic subsidiaries.

The Company has a foreign revolving credit facility with aggregate available borrowings of $2.0 million $1.0 million that are uncommitted and, therefore, each borrowing against the facility is subject to approval by the lender. There were no borrowings against this facility as of September 30, 2023 March 30, 2024, December 31, 2022 December 30, 2023 and October 1, 2022 April 1, 2023.

The Company included in interest expense the amortization of deferred financing costs of $0.6 million and $1.6 million $0.5 million for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023, respectively. The Company included in interest expense the amortization of deferred financing costs of $0.5 million and $1.5 million for the quarter and year-to-date ended October 1, 2022 April 1, 2023, respectively.

8. LEASES

The following is a summary of the Company's lease cost.

		Quarter Ended		Year-To-Date Ended	
		Quarter Ended			
		Quarter Ended			
		Quarter Ended			
(In millions)					
(In millions)					
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	**September 30, 2023**	October 1, 2022
Operating lease cost	Operating lease cost	**$ 10.0**	$ 8.6	**$ 30.5**	$ 26.4
Operating lease cost					
Operating lease cost					
Variable lease cost					
Variable lease cost					
Variable lease cost	Variable lease cost	**3.9**	3.8	**10.9**	11.4
Short-term lease cost	Short-term lease cost	**0.7**	0.6	**2.6**	2.2
Short-term lease cost					
Short-term lease cost					
Sublease income					
Sublease income					
Sublease income	Sublease income	**(1.3)**	(2.0)	**(4.5)**	(6.2)
Total lease cost	Total lease cost	**$ 13.3**	$ 11.0	**$ 39.5**	$ 33.8
Total lease cost					
Total lease cost					

The following is a summary of the Company's supplemental cash flow information related to leases.

	Quarter Ended	Year-To-Date Ended	
	Quarter Ended		

		Quarter Ended			
		Quarter Ended			
(In millions)					
(In millions)					
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	**September 30, 2023**	October 1, 2022
Cash paid for operating lease liabilities	Cash paid for operating lease liabilities	**$ 10.0**	$ 11.1	**$ 32.6**	$ 30.3
Cash paid for operating lease liabilities					
Cash paid for operating lease liabilities					
Operating lease assets obtained in exchange for lease liabilities	Operating lease assets obtained in exchange for lease liabilities	**4.2**	9.7	**9.6**	59.0
Operating lease assets obtained in exchange for lease liabilities					
Operating lease assets obtained in exchange for lease liabilities					

The Company did not enter into any real estate leases with commencement dates subsequent to September 30, 2023 March 30, 2024.

9. DERIVATIVE FINANCIAL INSTRUMENTS

The Company utilizes foreign currency forward exchange contracts designated as cash flow hedges to manage the volatility associated primarily with U.S. dollar inventory purchases made by non-U.S. wholesale operations in the normal course of business. These foreign currency forward exchange hedge contracts extended out to a maximum of 531 days, 524 531 days, and 524 days as of September 30, 2023 March 30, 2024, December 31, 2022 December 30, 2023 and October 1, 2022 April 1, 2023, respectively. If, in the future, the foreign exchange contracts are determined not to be highly effective or are terminated before their contractual termination dates, the Company would remove the hedge designation from those contracts and reclassify into earnings the unrealized gains or losses that would otherwise be included in accumulated other comprehensive income (loss) within stockholders' equity.

The Company also utilizes foreign currency forward exchange contracts that are not designated as hedging instruments to manage foreign currency transaction exposure. Foreign currency derivatives not designated as hedging instruments are offset by foreign exchange gains or losses resulting from the underlying exposures of foreign currency denominated assets and liabilities.

The Company has an interest rate swap arrangement, which unless otherwise terminated, will mature on May 30, 2025. This agreement, which exchanges floating rate interest payments for fixed rate interest payments over the life of the agreement without the exchange of the underlying notional amounts, has been designated as a cash flow hedge of the underlying debt. The notional amount of the interest rate swap arrangement is used to measure interest to be paid or received and does not represent

the amount of exposure to credit loss. The differential paid or received on the interest rate swap arrangement is recognized as interest expense, net. In accordance with FASB Accounting Standards Codification ("ASC") Topic 815, *Derivatives and Hedging*, the Company has formally documented the relationship between the interest rate swap and the variable rate borrowing, as well as its risk management objective and strategy for undertaking the hedge transactions. This process included linking the derivative to the specific liability or asset on the balance sheet. The Company also assessed at the inception of the hedge, and continues to assess on an ongoing basis, whether the derivative used in the hedging transaction is highly effective in offsetting changes in the cash flows of the hedged item.

The notional amounts of the Company’s derivative instruments are as follows:

(Dollars in millions)	(Dollars in millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	(Dollars in millions)	March 30, 2024	December 30, 2023	April 1, 2023
Foreign exchange hedge contracts	Foreign exchange hedge contracts	**$ 267.8**	$ 334.2	$376.3				
Interest rate swap	Interest rate swap	**109.6**	176.2	240.6				
Interest rate swap								
Interest rate swap								

The recorded fair values of the Company’s derivative instruments are as follows:

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022		
(In millions)						
(In millions)				March 30, 2024	December 30, 2023	April 1, 2023
Financial assets:	Financial assets:					
Foreign exchange hedge contracts						
Foreign exchange hedge contracts						
Foreign exchange hedge contracts	Foreign exchange hedge contracts	**$ 4.3**	$ 7.5	$32.3		
Interest rate swap	Interest rate swap	**3.0**	6.1	7.2		
Interest rate swap						
Interest rate swap						
Financial liabilities:	Financial liabilities:					
Financial liabilities:						

Financial liabilities:						
Foreign exchange hedge contracts						
Foreign exchange hedge contracts						
Foreign exchange hedge contracts	Foreign exchange hedge contracts	**$**	**(0.3)**	$	(1.3)	$ —

Foreign exchange hedge contract financial assets are recorded to prepaid expenses and other current assets and financial liabilities are recorded to other accrued liabilities on the consolidated balance sheets. Interest rate swap financial assets are recorded to other assets and financial liabilities are recorded to other liabilities on the consolidated condensed balance sheets.

10. STOCK-BASED COMPENSATION

The Company recognized compensation expense of $4.0 million $4.1 million and $11.8 million $4.5 million, and related income tax benefits of $0.8 million and $2.3 million $0.8 million, for grants under its stock-based compensation plans for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023, respectively. The Company recognized compensation expense of $7.1 million and $26.4 million, and related income tax benefits of $1.4 million and $5.1 million, for grants under its stock-based compensation plans for the quarter and year-to-date ended October 1, 2022 April 1, 2023, respectively.

The Company grants restricted stock or units ("restricted awards"), performance-based restricted stock or units ("performance awards") and stock options under its stock-based compensation plans.

The Company granted restricted awards and performance awards as follows:

		Year-To-Date Ended September 30, 2023		Year-To-Date Ended October 1, 2022						
		Quarter Ended March 30, 2024					Quarter Ended March 30, 2024		Quarter Ended April 1, 2023	
(In millions)	(In millions)	Company Shares Issued	Weighted-Average Grant Date Fair Value	Company Shares Issued	Weighted-Average Grant Date Fair Value	(In millions)	Company Shares Issued	Weighted-Average Grant Date Fair Value	Company Shares Issued	Weighted-Average Grant Date Fair Value
Restricted Awards	Restricted Awards	**1,412,030**	**$ 14.90**	965,341	$ 26.06					
Performance Awards	Performance Awards	**680,737**	**$ 15.16**	393,647	$ 29.90					

11. RETIREMENT PLANS

The following is a summary of net pension and Supplemental Executive Retirement Plan ("SERP") expense recognized by the Company.

		Quarter Ended		Year-To-Date Ended	
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	**September 30, 2023**	October 1, 2022
(In millions)					
(In millions)					

Service cost pertaining to benefits earned during the period					
Service cost pertaining to benefits earned during the period					
Service cost pertaining to benefits earned during the period	Service cost pertaining to benefits earned during the period	**$ 0.7**	$ 1.3	**$ 2.3**	$ 4.0
Interest cost on projected benefit obligations	Interest cost on projected benefit obligations	**4.4**	3.3	**13.3**	9.9
Interest cost on projected benefit obligations					
Interest cost on projected benefit obligations					
Expected return on pension assets					
Expected return on pension assets					
Expected return on pension assets	Expected return on pension assets	**(4.6)**	(5.1)	**(13.9)**	(15.4)
Net amortization loss	Net amortization loss	**(0.1)**	2.9	**(0.5)**	8.5
Net pension expense		**$ 0.4**	$ 2.4	**$ 1.2**	$ 7.0
Net amortization loss					
Net amortization loss					
Net pension expense (income)					
Net pension expense (income)					
Net pension expense (income)					

The non-service cost components of net pension expense is recorded in the Other expense (income), net line item on the consolidated condensed statements of operations and comprehensive income.

12. INCOME TAXES

The Company maintains management and operational activities in overseas subsidiaries, and its foreign earnings are taxed at rates that are different than the U.S. federal statutory income tax rate. A significant amount of the Company's earnings are generated by its Canadian, European and Asian subsidiaries and, to a lesser extent, in jurisdictions that are not subject to income tax.

The Company intends to permanently reinvest all non-cash undistributed earnings outside of the U.S. and has therefore not established a deferred tax liability on that amount of foreign unremitted earnings. However, if these non-cash undistributed earnings were repatriated, the Company would be required to accrue and pay applicable U.S. taxes and withholding taxes payable to various countries. It is not practicable to estimate the amount of the deferred tax liability associated with these non-cash unremitted earnings due to the complexity of the hypothetical calculation.

The Company's effective tax rates for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023 April 1, 2023 were 4.6% 4.1% and 24.5% 36.3%, respectively. The Company's effective In both the current and prior years, the Company recognized discrete tax rates for expenses related to stock-based compensation. In the quarter and year-to-date ended October 1, 2022 were 10.9% and 19.3%, respectively. The current year, the discrete tax expense reduced the tax benefit of the pretax loss which resulted in a decrease in to the effective tax rate between 2023 and 2022 for rate. In the quarter-to-date period is due to income mix changes between jurisdictions with differing tax rates, partially offset by prior year, the discrete tax expenses expense increased the tax expense on the pretax income which resulted in the current year compared an increase to discrete benefits in the prior year. The increase in the effective tax rate between 2023 and 2022 for the year-to-date period is due to discrete tax expenses in the current year compared to discrete tax benefits in the prior year, partially offset by income mix changes between jurisdictions with differing tax rates. rate.

The Company is subject to periodic audits by U.S. federal, state, local and non-U.S. tax authorities. Currently, the Company is undergoing routine periodic audits in both U.S. federal, state, local and non-U.S. tax jurisdictions. It is reasonably possible that the amounts of unrecognized tax benefits could change in the next 12 months as a result of the audits; however, any payment of tax is not expected to be significant to the consolidated condensed financial statements. The Company is no longer subject to U.S. federal, state and local or non-U.S. income tax examinations by tax authorities for years before 2017 2020 in the majority of tax jurisdictions.

13. ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS)

Accumulated other comprehensive income (loss) represents net earnings and any revenue, expenses, gains and losses that, under U.S. GAAP, are excluded from net earnings and recognized directly as a component of stockholders' equity.

The change in accumulated other comprehensive income (loss) during the quarters ended September 30, 2023 March 30, 2024 and October 1, 2022 April 1, 2023 is as follows:

(In millions)	Foreign currency translation	Derivatives	Pension	Total
Balance at July 2, 2022	$ (115.9)	$ 9.8	$ (28.7)	$ (134.8)
Other comprehensive income (loss) before reclassifications (1)	(40.9)	17.4	—	(23.5)
Amounts reclassified from accumulated other comprehensive income (loss)	—	(4.7) (2)	2.9 (3)	(1.8)
Income tax expense (benefit)	—	1.1	(0.7)	0.4
Net reclassifications	—	(3.6)	2.2	(1.4)
Net current-period other comprehensive income (loss) (1)	(40.9)	13.8	2.2	(24.9)
Balance at October 1, 2022	$ (156.8)	$ 23.6	$ (26.5)	$ (159.7)
Balance at July 1, 2023	$ (125.0)	$ (8.5)	$ (2.0)	$ (135.5)
Other comprehensive income (loss) before reclassifications (1)	**(13.1)**	**8.9**	**—**	**(4.2)**
Amounts reclassified from accumulated other comprehensive income (loss)	**—**	**(6.1)** (2)	**(0.1)** (3)	**(6.2)**
Income tax expense (benefit)	**—**	**1.4**	**—**	**1.4**
Net reclassifications	**—**	**(4.7)**	**(0.1)**	**(4.8)**
Net current-period other comprehensive income (loss) (1)	**(13.1)**	**4.2**	**(0.1)**	**(9.0)**
Balance at September 30, 2023	**$ (138.1)**	**$ (4.3)**	**$ (2.1)**	**$ (144.5)**

(1) Other comprehensive income (loss) is reported net of taxes and noncontrolling interest.

(2) Amounts related to foreign currency derivatives deemed to be highly effective are included in cost of goods sold. Amounts related to foreign currency derivatives that are no longer deemed to be highly effective are included in other income. Amounts related to the interest rate swap are included in interest expense.

(3) Amounts reclassified are included in the computation of net pension expense.

The change in accumulated other comprehensive income (loss) during the year-to-date periods ended September 30, 2023 and October 1, 2022 is as follows:

(In millions)	(In millions)	Foreign currency translation	Derivatives	Pension	Total	(In millions)	Foreign currency translation	Derivatives	Pension	Total
Balance at January 1, 2022		$ (56.8)	$ (8.9)	$(33.2)	$ (98.9)					
Balance at December 31, 2022										
Other comprehensive income (loss) before reclassifications (1)	Other comprehensive income (loss) before reclassifications (1)	(100.0)	39.1	—	(60.9)					
Amounts reclassified from accumulated other comprehensive income (loss)		—	(8.7) (2)	8.5 (3)	(0.2)					
Income tax expense (benefit)		—	2.1	(1.8)	0.3					
Amounts reclassified from accumulated other comprehensive loss										
Income tax expense										
Net reclassifications	Net reclassifications	—	(6.6)	6.7	0.1					
Net current-period other comprehensive income (loss) (1)	Net current-period other comprehensive income (loss) (1)	(100.0)	32.5	6.7	(60.8)					
Balance at October 1, 2022		$(156.8)	$ 23.6	$(26.5)	$(159.7)					
Balance at April 1, 2023										
Balance at December 31, 2022		$(133.1)	$ 1.9	$ (1.7)	$(132.9)					
Balance at December 30, 2023										
Balance at December 30, 2023										
Balance at December 30, 2023										

Other comprehensive income (loss) before reclassifications (1)	Other comprehensive income (loss) before reclassifications (1)	(9.2)	6.0	—	(3.2)
Amounts reclassified from accumulated other comprehensive income (loss)		4.2	(16.2) (2)	(0.5) (3)	(12.5)
Income tax expense (benefit)		—	4.0	0.1	4.1
Amounts reclassified from accumulated other comprehensive loss					
Income tax expense					
Net reclassifications	Net reclassifications	4.2	(12.2)	(0.4)	(8.4)
Net current-period other comprehensive income (loss) (1)	Net current-period other comprehensive income (loss) (1)	(5.0)	(6.2)	(0.4)	(11.6)
Balance at September 30, 2023		$(138.1)	$ (4.3)	$ (2.1)	$(144.5)
Balance at March 30, 2024					

(1) Other comprehensive income (loss) is reported net of taxes and noncontrolling interest.

(2) Amounts related to foreign currency derivatives deemed to be highly effective are included in cost of goods sold. Amounts related to foreign currency derivatives that are no longer deemed to be highly effective are included in other income. Amounts related to the interest rate swap are included in interest expense.

(3) Amounts reclassified are included in the computation of net pension expense.

14. FAIR VALUE MEASUREMENTS

The Company measures certain financial assets and liabilities at fair value on a recurring basis. For additional information regarding the Company's fair value policies, refer to Note 1 in the Company's 2022 2023 Form 10-K.

Recurring Fair Value Measurements

The following table sets forth financial assets and liabilities measured at fair value in the consolidated condensed balance sheets and the respective pricing levels to which the fair value measurements are classified within the fair value hierarchy.

	Fair Value Measurements	Fair Value Measurements
	Quoted Prices With Other Observable Inputs (Level 2)	
	Quoted Prices With Other Observable Inputs (Level 2)	Quoted Prices With Other Observable Inputs (Level 2)

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Financial assets:	Financial assets:							
Derivatives	Derivatives	**$ 7.3**	$ 13.6	$39.5				
Derivatives								
Derivatives								
Financial liabilities:	Financial liabilities:							
Derivatives	Derivatives	**$ (0.3)**	$ (1.3)	$ —				
Derivatives								
Derivatives								

The fair value of foreign currency forward exchange contracts represents the estimated receipts or payments necessary to terminate the contracts. The interest rate swap was valued based on the current forward rates of the future cash flows.

Nonrecurring Fair Value Measurements

Indefinite-lived intangible assets and goodwill are tested annually, or if a triggering event occurs that indicates an impairment loss may have been incurred, using fair value measurements with unobservable inputs (Level 3). In the third quarter of fiscal 2023, after completion of impairment testing, the Company recognized impairment charges of $38.3 million to the *Sperry*® trade name. Refer to Note 4, "Goodwill and Other Intangibles" for additional discussion on the *Sperry*® trade name impairment.

Fair Value Disclosures

The Company's financial instruments that are not recorded at fair value consist of cash and cash equivalents, accounts and notes receivable, accounts payable, borrowings under revolving credit agreements and other short-term and long-term debt. The

carrying amount of these financial instruments is historical cost, which approximates fair value, except for the debt. The carrying value and the fair value of the Company's debt are as follows:

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Carrying value	Carrying value	**$1,096.3**	$1,158.0	$1,475.2				
Fair value	Fair value	**971.9**	1,042.9	1,355.2				

The fair value of the fixed rate debt was based on third-party quotes (Level 2). The fair value of the variable rate debt was calculated by discounting the future cash flows to its present value using a discount rate based on the risk-free rate of the same maturity (Level 3).

15. LITIGATION AND CONTINGENCIES

Litigation

The Company operated a leather tannery in Rockford, Michigan from the early 1900s through 2009 (the “Tannery”). The Company also owns a parcel on House Street in Plainfield Township that the Company used for the disposal of Tannery byproducts until about 1970 (the "House Street" site). Beginning in the late 1950s, the Company used 3M Company’s Scotchgard™ in its processing of certain leathers at the Tannery. Until 2002 when 3M Company changed its Scotchgard™ formula, Tannery byproducts disposed of by the Company at the House Street site and other locations may have contained PFOA and/or PFOS, two chemicals in the family of compounds known as per- and polyfluoroalkyl substances (together, “PFAS”). PFOA and PFOS help provide non-stick, stain-resistant, and water-resistant qualities, and were used for many decades in commercial products like firefighting foams and metal plating, and in common consumer items like food wrappers, microwave popcorn bags, pizza boxes, Teflon™, carpets and Scotchgard™.

In May 2016, the Environmental Protection Agency (“EPA”) announced a lifetime health advisory level of 70 parts per trillion (“ppt”) combined for PFOA and PFOS, which the EPA reduced in June 2022 to 0.004 ppt and 0.02 ppt for PFOA and PFOS, respectively. In January 2018, the Michigan Department of Environmental Quality (“MDEQ”, now known as the Michigan Department of Environment, Great Lakes, and Energy (“EGLE”)) enacted a drinking water criterion of 70 ppt combined for PFOA and PFOS, which set an official state standard for acceptable concentrations of these contaminants in groundwater used for drinking water purposes. On August 3, 2020, Michigan changed the standards for PFOA and PFOS in drinking water to 8 and 16 ppt, respectively, and set standards for four other PFAS substances.

Civil and Regulatory Actions of EGLE and EPA

On January 10, 2018, EGLE filed a civil action against the Company in the U.S. District Court for the Western District of Michigan under the federal Resource Conservation and Recovery Act of 1976 (“RCRA”) and Parts 201 and 31 of the Michigan Natural Resources and Environmental Protection Act (“NREPA”) alleging that the Company’s past and present handling, storage, treatment, transportation and/or disposal of solid waste at the Company’s properties has resulted in releases of PFAS at levels exceeding applicable Michigan cleanup criteria for PFOA and PFOS (the "EGLE Action"). Plainfield and Algoma Townships intervened in the EGLE Action alleging claims under RCRA, NREPA, the Comprehensive Environmental Response, Compensation, and Liability Act (“CERCLA”) and common law nuisance.

On February 3, 2020, the parties entered into a consent decree resolving the EGLE Action, which was approved by U.S. District Judge Janet T. Neff on February 19, 2020 (the “Consent Decree”). Under the Consent Decree, the Company agreed to pay for an extension of Plainfield Township’s municipal water system to more than 1,000 properties in Plainfield and Algoma Townships, subject to an aggregate cap of $69.5 million. The Company also agreed to continue maintaining water filters for certain homeowners, resample certain residential wells for PFAS, continue remediation at the Company’s Tannery property and House Street site, and conduct further investigations and monitoring to assess the presence of PFAS in area groundwater. The Company’s activities under the Consent Decree are not materially impacted by either the drinking water standards that became effective on August 3, 2020, or the EPA’s revised advisory levels issued in June 2022.

On December 19, 2018, the Company filed a third-party complaint against 3M Company seeking, among other things, recovery of the Company’s remediation and other costs incurred in defense of the EGLE Action ("the 3M Action"). On June 20, 2019, the 3M Company filed a counterclaim against the Company in response to the 3M Action, seeking, among other things, contractual and common law indemnity and contribution under CERCLA and Part 201 of NREPA. On February 20, 2020, the Company and 3M Company entered into a settlement agreement resolving the 3M Action, under which 3M Company paid the Company a lump sum amount of $55.0 million during the first quarter of 2020.

On January 10, 2018, the EPA entered a Unilateral Administrative Order (the “Order”) under Section 106(a) of CERCLA, 42 U.S.C. § 9606(a) with an effective date of February 1, 2018. The Order pertained to specified removal actions at the Company's

Tannery and House Street sites, including certain time critical removal actions subsequently identified in an April 29, 2019 letter from the EPA, to abate the actual or threatened release of hazardous substances at or from the sites. On October 28, 2019, the EPA and the Company entered into an Administrative Settlement and Order on Consent (“AOC”) that supersedes the Order and addresses the agreed-upon removal actions outlined in the Order. The Company has completed the activities required by the AOC, and is awaiting the final review and determination from the EPA.

The Company discusses its reserve for remediation costs in the environmental liabilities section below.

Individual and Class Action Litigation

Beginning in late 2017, individual lawsuits and three putative class action lawsuits were filed against the Company that raise a variety of claims, including claims related to property, remediation, and human health effects. The three putative class action lawsuits were subsequently refiled in the U.S. District Court for the Western District of Michigan as a single consolidated putative class action lawsuit. 3M Company has been named as a co-defendant in the individual lawsuits and consolidated putative class action lawsuit. In addition, the current owner of a former landfill and gravel mining operation sued the Company seeking damages and cost recovery for property damage allegedly caused by the Company’s disposal of tannery waste containing PFAS (this suit collectively with the individual lawsuits and putative class action, the “Litigation Matters”).

On January 11, 2022, the Company and 3M Company entered into a master settlement agreement with the law firm representing certain of the plaintiffs in the individual lawsuits included in the Litigation Matters, and each of these plaintiffs subsequently agreed to participate in the settlement. These plaintiffs’ lawsuits were dismissed with prejudice on or around April 25, 2022.

On December 9, 2021, the Company and 3M Company reached a settlement in principle to resolve certain of the remaining individual lawsuits included in the Litigation Matters, and the parties entered into definitive settlement agreements in March 2022. These plaintiffs’ lawsuits were dismissed with prejudice on June 14, 2022. The last remaining individual action was dismissed without prejudice on June 24, 2022.

In addition, in September 2022, the parties to the putative class action filed a motion for preliminary approval of a proposed class action settlement seeking to resolve the putative class action plaintiffs’ claims. On March 29, 2023, the court presiding over the putative class action granted final approval of the proposed settlement and dismissed the lawsuit with prejudice.

The last remaining Litigation Matter, the lawsuit filed by the current owner of a former landfill and gravel mining operations, was pending in Michigan state court but has been administratively stayed by the Court.

There were no developments during the first three quarters quarter of 2023 2024 that required the Company to change the amount accrued for the Litigation Matters described above. The Company made related no payments of $37.8 million in connection with the Litigation Matters described above during the first three quarters quarter of 2023. 2024. As of September 30, 2023 March 30, 2024, the Company had recorded liabilities of $2.7 million for certain of the Litigation Matters described above which are recorded as other accrued liabilities in the consolidated condensed balance sheets.

In December 2018, the Company filed a lawsuit against certain of its historic liability insurers, seeking to compel them to provide a defense against the Litigation Matters on the Company's behalf and coverage for remediation efforts undertaken by, and indemnity provided by, the Company. The Company recognized certain recoveries from legacy insurance policies in 2023 2024 and 2022 2023 and continues pursuing additional recoveries through the lawsuit.

Other Litigation

The Company is also involved in litigation incidental to its business and is a party to legal actions and claims, including, but not limited to, those related to employment, intellectual property, and consumer related matters. Some of the legal proceedings include claims for compensatory as well as punitive damages. While the final outcome of these matters cannot be predicted with certainty, considering, among other things, the meritorious legal defenses available to the Company and reserves for liabilities that the Company has recorded, along with applicable insurance, it is management’s opinion that the outcome of these items are not expected to have a material adverse effect on the Company’s consolidated financial position, results of operations or cash flows.

Environmental Liabilities

The following is a summary of the activity with respect to the environmental remediation reserve established by the Company:

		Year-To-Date Ended				
	Quarter Ended					Quarter Ended
		September 30, 2023	October 1, 2022		March 30, 2024	April 1, 2023
(In millions)	(In millions)			(In millions)		
Remediation liability at beginning of the year	Remediation liability at beginning of the year	$ 74.1	$85.7			
	Changes in estimate	**(21.0)**	—			
Amounts paid						
Amounts paid						
Amounts paid	Amounts paid	**(9.5)**	(21.3)			
Remediation liability at the end of the quarter	Remediation liability at the end of the quarter	**$ 43.6**	$64.4			

The reserve balance as of September 30, 2023 March 30, 2024 includes $22.8 million $22.1 million that is expected to be paid within the next twelve months and is recorded as a current obligation in other accrued liabilities, with the remaining $20.8 million $26.0 million expected to be paid over the course of up to 25 years, recorded in other liabilities.

The Company's remediation activity at the Tannery property, House Street site and other relevant operations or disposal sites is ongoing. Although the Consent Decree has made near-term costs more clear, it is difficult to estimate the long-term cost of environmental compliance and remediation given the uncertainties regarding the interpretation and enforcement of applicable environmental laws and regulations, the extent of environmental contamination and the existence of alternative cleanup methods. Future developments may occur that could materially change the Company's current cost estimates, including, but not limited to: (i) changes in the information available regarding the environmental impact of the Company's operations and products; (ii) changes in environmental regulations, changes in permissible levels of specific compounds in drinking water sources, or changes in enforcement theories and policies, including efforts to recover natural resource damages; (iii) new and evolving analytical and remediation techniques; (iv) changes to the form of remediation; (v) success in allocating liability to other potentially responsible parties; and (vi) the financial viability of other potentially responsible parties and third-party indemnitors. For locations at which remediation activity is largely ongoing, the Company cannot estimate a possible loss or range of loss in excess of the associated established reserves for the reasons described above. The Company adjusts recorded liabilities as further information develops or circumstances change.

Minimum Royalties and Advertising Commitments

The Company has future minimum royalty and advertising obligations due under the terms of certain licenses held by the Company. These minimum future obligations for the fiscal periods subsequent to September 30, 2023 March 30, 2024 are as follows:

(In millions)	(In millions)	2023	2024	2025	2026	2027	Thereafter	(In millions)	2024	2025	2026	2027	2028	Thereafter
Minimum royalties	Minimum royalties	$—	$—	$—	$—	$—	$ —							
Minimum advertising	Minimum advertising	—	3.9	3.3	3.3	3.4	3.6							

Minimum royalties are based on both fixed obligations and assumptions regarding the Consumer Price Index. Royalty obligations in excess of minimum requirements are based upon future sales levels. In accordance with these agreements, the Company incurred royalty expense of $0.5 million $0.3 million and $1.2 million $0.3 million for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023, respectively. For the quarter and year-to-date ended October 1, 2022, the Company incurred royalty expense in accordance with these agreements of $0.7 million and $1.9 million April 1, 2023, respectively.

The terms of certain license agreements also require the Company to make advertising expenditures based on the level of sales of the licensed products. In accordance with these agreements, the Company incurred advertising expense of $1.3 million $1.0 million and $5.0 million $1.3 million for the quarter quarters ended March 30, 2024 and year-to-date ended September 30, 2023, respectively. For the quarter and year-to-date ended October 1, 2022, the Company incurred advertising expense in accordance with these agreements of $1.9 million and $4.8 million April 1, 2023, respectively.

16. BUSINESS SEGMENTS

The Company's portfolio of brands are is organized into the following three reportable segments. During the fourth quarter of 2022, the Company announced changes to its reportable segments as a result of changes in how its Chief Operating Decision

Maker, the Company's Chief Executive Officer, allocates resources to and assess performance of the Company's operating segments. All prior period disclosures have been retrospectively adjusted to reflect the new reportable segments.

- **Active Group,** consisting of *Merrell*® footwear and apparel, *Saucony*® footwear and apparel, *Sweaty Betty*® activewear, and *Chaco*® footwear; and
- **Work Group,** consisting of *Wolverine*® footwear and apparel, *Cat*® footwear, *Bates*® uniform footwear, *Harley-Davidson*® footwear and *HYTEST*® safety footwear; and
- **Lifestyle Group**, consisting of *Sperry*® footwear and *Hush Puppies*® footwear and apparel as well as *Keds*® footwear prior to the divestiture of the brand, effective February 4, 2023.

The Company's operating segments are the Work Active Group, Lifestyle Group, Active Work Group, and *Sweaty Betty*®. *Sweaty Betty*® and the Active Group were evaluated and combined into one reportable segment because they meet the similar economic characteristics and qualitative aggregation criteria set forth in the relevant accounting guidance. guidance

Kids' footwear offerings from *Saucony*®, *Sperry*®, *Keds*®, *Merrell*®, *Hush Puppies*® and *Cat*® as well as *Keds*® prior to divestiture of the brand effective February 4, 2023 are included with the applicable brand.

The Company also reports "Other" and "Corporate" categories. The Other category consists of *Sperry*® footwear, *Keds*® footwear, *Hush Puppies*® footwear and apparel, the Company's leather marketing operations, sourcing operations that include third-party commission revenues, multi-branded direct-to-consumer retail stores and the *Stride Rite*® licensed business. The Corporate category consists of gains on the sale of businesses and trademarks, unallocated corporate expenses, such as corporate employee costs, corporate facility costs, reorganization activities, impairment of long-lived assets and environmental and other related costs.

The reportable segments are engaged in designing, manufacturing, sourcing, marketing, licensing and distributing branded footwear, apparel and accessories. Revenue for the reportable segments includes revenue from the sale of branded footwear, apparel and accessories to third-party customers; revenue from third-party licensees and distributors; and revenue from the Company's direct-to-consumer businesses. The Company's reportable segments are determined based on how the Company internally reports and evaluates financial information used to make operating decisions.

Company management uses various financial measures to evaluate the performance of the reportable segments. The following is a summary of certain key financial measures for the respective fiscal periods indicated.

		Quarter Ended		Year-to-Date Ended	
		September 30,	October 1,	**September 30,**	October 1,
(In millions)	(In millions)	**2023**	2022	**2023**	2022
(In millions)					

(In millions)									
Revenue:									
Revenue:									
Revenue:	Revenue:								
Active Group	Active Group	**$**	**328.6**	$	398.2	**$**	**1,097.8**	$	1,172.6
Active Group									
Active Group									
Work Group	Work Group		**123.0**		157.8		**355.3**		435.8
Lifestyle Group			**62.8**		117.7		**223.0**		346.9
Work Group									
Work Group									
Other									
Other									
Other	Other		**13.3**		17.7		**40.1**		64.5
Total	Total	**$**	**527.7**	$	691.4	**$**	**1,716.2**	$	2,019.8
Total									
Total									
Segment operating profit (loss):									
Segment operating profit (loss):									
Segment operating profit (loss):	Segment operating profit (loss):								
Active Group	Active Group	**$**	**32.7**	$	54.9	**$**	**124.6**	$	180.8
Active Group									
Active Group									
Work Group	Work Group		**15.4**		28.2		**45.7**		81.7
Lifestyle Group			**5.4**		13.4		**18.6**		43.2
Work Group									
Work Group									
Other									
Other									
Other	Other		**2.8**		2.8		**9.3**		9.7
Corporate	Corporate		**(29.0)**		(40.5)		**(79.5)**		(69.1)
Corporate									
Corporate									
Operating profit	Operating profit		**27.3**		58.8		**118.7**		246.3
Operating profit									
Operating profit									
Interest expense, net									
Interest expense, net									

Interest expense, net	Interest expense, net	**15.5**	12.5	**47.4**	31.3
Other expense, net	Other expense, net	**2.4**	2.7	**3.2**	2.2
Other expense, net					
Other expense, net					
Earnings before income taxes	Earnings before income taxes	**$ 9.4**	$ 43.6	**$ 68.1**	$ 212.8
Earnings before income taxes					
Earnings before income taxes					

(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Total assets:			
Active Group	$ 1,132.6	$ 1,183.9	$ 1,345.2
Work Group	278.7	288.4	363.5
Other	97.4	250.8	505.7
Corporate	344.3	339.7	202.3
Total	$ 1,853.0	$ 2,062.8	$ 2,416.7
Goodwill:			
Active Group	$ 316.7	$ 317.7	$ 316.0
Work Group	60.2	60.3	60.0
Other	49.1	49.1	90.7
Total	$ 426.0	$ 427.1	$ 466.7

(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022
Total assets:			
Active Group	**$ 1,270.0**	$ 1,331.5	$ 1,697.4
Work Group	**322.4**	375.7	452.0
Lifestyle Group	**336.5**	514.8	760.9
Other	**64.5**	58.6	67.0
Corporate	**237.9**	212.1	193.3
Total	**$ 2,231.3**	$ 2,492.7	$ 3,170.6
Goodwill:			
Active Group	**$ 314.9**	$ 314.4	$ 358.0
Work Group	**59.8**	59.6	58.7
Lifestyle Group	**77.1**	97.4	96.2

Other	**13.6**	13.6	13.6
Total	**$ 465.4**	$ 485.0	$ 526.5

17. VARIABLE INTEREST ENTITIES AND RELATED PARTY TRANSACTIONS

Assets and Liabilities of Consolidated VIEs

The Company has had equity interests in *Merrell®* and *Saucony®* joint ventures that source sourced *Merrell®* and market the Company's*Saucony®* footwear and apparel products in China. Based upon the criteria set forth in FASB ASC 810, *Consolidation*, the Company has had determined that two of the joint ventures are were variable interest entities (VIEs) of which the Company is was the primary beneficiary and, as a result, the Company consolidates consolidated these VIEs. The primary beneficiary determination is based on the relationship between the Company*Merrell®* and the VIE, including contractual agreements between the Company and the VIE.

Specifically, the Company has the power to direct the activities that are considered most significant to the entities' performance and the Company has the obligation to absorb losses and the right to receive benefits that are significant to the entities. The other equity holder's interests are reflected in "net loss attributable to noncontrolling interests" in the consolidated condensed statement of operations and "Noncontrolling interest" in the consolidated condensed balance sheets. Assets held by these VIEs are only available to settle obligations of the respective entities. Holders of liabilities of these VIEs do not have recourse to the Company.*Saucony®* joint ventures were divested effective January 1, 2024.

The following is a summary of these VIE's assets and liabilities included in the Company's consolidated condensed balance sheets.

(In millions)						
(In millions)						
(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	December 30, 2023	April 1, 2023
Cash	Cash	**$ 4.1**	$ 5.8	$ 8.9		
Accounts receivable	Accounts receivable	**8.4**	19.7	11.3		
Inventory	Inventory	**36.1**	16.0	16.3		
Other current assets	Other current assets	**4.0**	2.4	1.7		
Noncurrent assets	Noncurrent assets	**0.9**	0.8	2.9		
Assets held for sale						
Total assets	Total assets	**$ 53.5**	$ 44.7	$41.1		
Current liabilities	Current liabilities	**$ 11.8**	$ 9.6	$ 5.8		
Current liabilities						
Current liabilities						

Noncurrent liabilities	Noncurrent liabilities	**0.1**	1.6	—
Liabilities held for sale				
Total liabilities	Total liabilities	**$ 11.9**	$ 11.2	$ 5.8

Nonconsolidated VIEs

The Company also has had equity interests in two *Merrell*® and *Saucony*® joint ventures that are marketed the Company's *Merrell*® and *Saucony*® footwear and apparel products in China that were VIEs that are not consolidated as the Company does did not have the power to direct the most significant activities that impact the VIEs' economic performance. The two VIEs distribute footwear and apparel products in the Asia Pacific region. The following is a summary of carrying amounts of assets included in the Company's consolidated condensed balance sheets as of September 30, 2023, December 31, 2022 December 30, 2023 and October 1, 2022 April 1, 2023, respectively, related to VIEs for which the Company is was not the primary beneficiary. The Company's maximum exposure to loss is the same as the carrying amounts.

The following is a summary of the carrying amounts of assets included in the Company's Consolidated Condensed Balance Sheets.

(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022
Equity method investments (1)	**$ 7.9**	$ 8.1	$ 8.9

(In millions)	December 30, 2023	April 1, 2023
Equity method investments (1)	$ —	$ 6.9

(1) Equity method investments are included in "Other Assets" on the consolidated condensed balance sheets.

Related Party Transactions

In the normal course of business, the Company enters entered into transactions with related party equity affiliates. Related party transactions consist of the sale of goods, made at arm's length, and other arrangements. For the quarter and year-to-date ended September 30, 2023, the The Company recognized net sales to equity affiliates totaling $16.8 $10.6 million and $41.1 million, respectively. For for the quarter and year-to-date ended October 1, 2022, the April 1, 2023. The Company recognized net did not recognize any sales to equity affiliates totaling $9.5 million and $20.5 million, respectively. for the quarter ended March 30, 2024.

The following table summarizes related party transactions included in the consolidated condensed balance sheets.

(In millions)

(In millions)

(In millions)	(In millions)	**September 30, 2023**	December 31, 2022	October 1, 2022	December 30, 2023	April 1, 2023
Accounts receivable due from related parties	Accounts receivable due from related parties	**$ 8.4**	$ 18.1	$11.3		

Long term liabilities due to related parties	Long term liabilities due to related parties	—	—	—
Long term assets due from related parties		—	1.6	2.4

18. DIVESTITURES AND ASSETS AND LIABILITIES HELD FOR SALE

Divestiture of Sperry® Business

On January 10, 2024, the Company entered into a Purchase Agreement with ABG Intermediate Holdings 2 LLC, an affiliate of Authentic Brands Group LLC. (the "ABG Buyer"), pursuant to which the ABG Buyer agreed to purchase all of the outstanding equity of certain subsidiaries of the Company that own or hold for use intellectual property used by the Company exclusively in the footwear, apparel, and accessories business conducted by the Company under the *Sperry®* brand. In addition, on January 10, 2024 the Company entered into an Inventory Purchase Agreement with Aldo U.S. Inc., an affiliate of the Aldo Group (the "Aldo Buyer"), pursuant to which the Aldo Buyer agreed to purchase certain inventory and other assets of the *Sperry®* business, and to assume certain contracts of the *Sperry®* business, including *Sperry®* retail store leases. The sale was effective January 10, 2024, in accordance with the terms and conditions of the Purchase Agreement.

The aggregate purchase price under these two purchase agreements was $97.4 million in cash. As of December 30, 2023, the Company recognized an impairment charge of $95.0 million which included $6.0 million for disposal costs. In determining the amount of the impairment loss for the assets of this transaction during the fourth quarter of 2023, the Company included $1.0 million of accumulated foreign currency translation gains, which were classified within AOCI.

The Company determined that the divestiture of the *Sperry®* business did not represent a strategic shift that had or will have a major effect on the consolidated condensed results of operations, and therefore results of this business were not classified as discontinued operations.

Divestiture of Merrell and Saucony China Joint Venture Entities

On December 17, 2023, the Company and Xtep entered into a Purchase Agreement pursuant to which Xtep agreed to purchase the Company's equity interest in the Merrell and Saucony joint venture entities that sourced and marketed *Merrell®* and *Saucony®* footwear and apparel products in China (Saucony Brand Operations Ltd., Saucony Distribution Operations Ltd., Merrell Brand Operations Ltd. and Merrell Distribution Operations Ltd.), transitioning the business from a joint venture model to a license and distribution rights model under which Xtep will exclusively carry out the development, marketing and distribution of footwear, apparel and accessories for the Saucony and Merrell brands in China. The sale was effective January 1, 2024, in accordance with the terms and conditions of the Purchase Agreement and the purchase price was $22.0 million in cash. As of December 30, 2023, the Company recognized an impairment charge of $1.8 million. In determining the amount of the impairment loss for the assets of this transaction during the fourth quarter of 2023, the Company included $0.8 million of accumulated foreign currency translation losses, which were classified within AOCI.

Divestiture of Asia-based Leathers Business

On December 14, 2023, the Company completed the sale of its Asia-based performance leathers business to Interhides Public Company Limited, a current materials vendor of the Company. The Company received $8.2 million in cash for the sale. The assets sold, which were included in the Other segment category, consist of $8.2 million in inventory.

Sale-Leaseback of Louisville Distribution Facility

On December 28, 2023, the Company completed a sale and leaseback transaction with an independent third party for the land, building and related fixed assets of the Company's distribution center located in Louisville, Kentucky for a sale price of $23.5 million. The distribution center was leased back to the Company via a two-year lease agreement, which includes a one year renewal option. The transaction qualifies for sales recognition under the sale leaseback accounting requirements and the Company recorded a gain of $12.6 million in the fourth quarter of 2023.

Divestiture of Hush Puppies intellectual property in China, Hong Kong, and Macau

On September 1, 2023, the Company entered into an asset purchase agreement to sell the *Hush Puppies®* trademarks, patents, copyrights and domains in China, Hong Kong and Macau to its current sublicensee, Beijing Jiaman Dress Co., Ltd. for cash of $58.8 million and recognized a gain on sale of $55.8 million in the third quarter of 2023. The gain on sale is net of transaction related fees of $3.0 million. The transaction closed on September 14, 2023. The Company will continue to own the *Hush Puppies®* brand throughout the rest of the world.

Divestiture of U.S. Wolverine Leathers Business

On August 23, 2023, the Company completed the sale of its U.S. Wolverine Leathers business to its long-time customer, New Balance. The Company received $4.0 million in cash for the sale and recognized a gain on sale of $1.9 million. The assets sold, which were included in the Other segment category, consist of $2.1 million in inventory.

Divestiture of Keds® Business

On February 7, 2023 the Company entered into an Asset Purchase Agreement with Designer Brands, Inc. (the "Buyer") pursuant to which the Buyer agreed to purchase the global *Keds®* business. The sale was effective February 4, 2023, in accordance with the terms and conditions of the Asset Purchase Agreement.

The following table summarizes the net gain recognized in the first quarter of 2023 in connection with the divestiture:

(In millions)		
Net proceeds	$	83.4
Net assets disposed		(65.9)
Direct costs to sell		(1.6)
AOCI reclassification adjustment, foreign currency translation		4.2
Gain on sale of business	$	20.1

The Company determined that the divestiture of the *Keds®* business did not represent a strategic shift that had or will have a major effect on the Consolidated Results of Operations, and therefore results were not classified as discontinued operations. The proceeds from the sales were used to reduce outstanding revolver borrowings.

Divestiture of U.S. Wolverine Leathers Business

On August 23, 2023, the Company completed the sale of its U.S. Wolverine Leathers business to its long-time customer, New Balance. The Company received $4.0 million in cash for the sale and recognized a gain on sale of $1.9 million. The assets sold, which were included in the Other segment category, consist of $2.1 million in inventory.

Divestiture of Hush Puppies intellectual property in China, Hong Kong, and Macau

On September 1, 2023, the Company entered into an asset purchase agreement to sell the *Hush Puppies®* trademarks, patents, copyrights and domains in China, Hong Kong and Macau to its current sublicensee, Beijing Jiaman Dress Co., Ltd. for cash of $58.8 million and recognized a gain on sale of $55.8 million. The gain on sale is net of transaction related fees of $3.0 million.

The transaction closed on September 14, 2023. The Company will continue to own the *Hush Puppies*® brand throughout the rest of the world.

Assets and Liabilities Held for Sale

DuringThe *Sperry*® business and the fourth quarter of 2022, the Company announced that it had initiated a formal process to divest the Wolverine Leathers business. As noted above, the Company completed the sale of its U.S. Wolverine Leathers business. The Company continues to explore alternatives for the non-U.S. Wolverine Leathers business. The Company has determined that the non-U.S. Wolverine Leathers business meets*Merrell*® and *Saucony*® China Joint Venture Entities met the criteria to be classified as held for sale as of December 30, 2023, and therefore has the Company reclassified the related assets and liabilities as held for sale on the consolidated condensed balance sheets. Consolidated Balance Sheets as of December 30, 2023.

The performance leathers business met the criteria to be classified as held for sale as of April 1, 2023, and therefore the Company reclassified the related assets and liabilities as held for sale on the Consolidated Balance Sheets as of April 1, 2023.

The following is a summary of the major categories of assets and liabilities that have been classified as held for sale on the consolidated condensed balance sheets at September 30, 2023: sheets:

(In millions)		September 30, 2023
Cash and cash equivalents	$	4.3
Accounts receivables, net		3.0
Inventories		8.8
Total assets held for sale	$	16.1
Accounts payable	$	2.8
Accrued liabilities		0.3
Total liabilities held for sale	$	3.1

The Company determined that the planned divestiture of the non-U.S. Wolverine Leathers business does not represent a strategic shift that had or will have a major effect on the consolidated condensed results of operations, and therefore results of this business were not classified as discontinued operations.

(In millions)		December 30, 2023		April 1, 2023
Cash and cash equivalents	$	5.6	$	4.4
Accounts receivables, net		15.4		6.5
Inventories		83.3		11.2
Other current assets		2.9		—
Property, plant and equipment, net		3.8		—
Lease right-of-use assets		7.6		—
Goodwill		43.0		—
Indefinite-lived intangibles		67.0		—
Amortizable intangibles, net		21.0		—
Other assets		7.8		—

Impairment of carrying value		(96.8)		—
Total assets held for sale	$	160.6	$	22.1
Accounts payable	$	4.8	$	4.8
Lease liabilities		9.0		—
Accrued liabilities		9.0		0.8
Other liabilities		1.4		—
Total liabilities held for sale	$	24.2	$	5.6

ITEM 2. Management's Discussion and Analysis of Financial Condition and Results of Operations

The following is a discussion of the Company's results of operations and liquidity and capital resources. This section should be read in conjunction with the Company's consolidated condensed financial statements and related notes included elsewhere in this Quarterly Report.

BUSINESS OVERVIEW

The Company is a leading global designer, marketer and licensor of branded footwear, apparel and accessories. The Company's strategic vision is to build and grow high-energy footwear, apparel and accessories brands that inspire and empower consumers to explore and enjoy their active lives. The Company seeks to fulfill this vision by offering innovative products and compelling brand propositions; complementing its footwear brands with strong apparel and accessories offerings; expanding its global direct-to-consumer footprint; and delivering supply chain excellence.

The Company's brands are marketed in approximately 170 countries and territories at September 30, 2023 March 30, 2024, including through owned operations in the U.S., Canada, the United Kingdom and certain countries in continental Europe and Asia Pacific. In other regions (Latin America, portions of Europe and Asia Pacific, the Middle East and Africa), the Company relies on a network of third-party distributors, licensees and joint ventures. At September 30, 2023 March 30, 2024, the Company operated 165 129 retail stores in the U.S., Europe and Canada and 56 54 direct-to-consumer eCommerce sites.

Effective February 4, 2023, the Company completed the sale of the *Keds*® business. On May 10, 2023, the Company announced that it is exploring strategic alternatives for the *Sperry*® business while it continues the foundational work needed to position the brand for long-term success.

In the third quarter of fiscal 2023, the Company entered into a multi-year licensing agreement of the *Hush Puppies*® brand in the United States and Canada. In addition, the Company completed the sale of *Hush Puppies*® trademarks, patents, copyrights, and domains in China, Hong Kong, and Macau.

Known Trends Impacting Our Business

Macroeconomic conditions and supply chain disruptions continue to adversely affect the Company's business results. During the third quarter of 2022, inventory transit times improved ahead of plan, resulting in challenges managing the timing of inventory flow, which led to Effective August 23, 2023, the Company having excess inventory. Elevated inventory levels have resulted, and continue to result, in storage and process capacity pressures at completed the Company's U.S. distribution centers. The Company has incurred additional inventory carrying costs including costs for outside storage and other inventory related holding costs. The Company decreased inventory purchases and increased promotional activity during the fourth quarter of 2022 and the first three quarters of 2023 to reduce excess inventory. These actions resulted in inventories declining in the first three quarters of 2023 by $181.4 million, compared to the fourth quarter of 2022. As of the end of the third quarter of 2023, the Company had $16.6 million of inventory in-transit, which represents a decrease of $125.9 million as compared to the end of the fourth quarter of 2022. As inventory transit and product purchase timelines continue to move towards pre-pandemic levels, the Company expects that the flow of seasonal product and our inventory levels will normalize by the end of fiscal 2023.

Inflation and other macroeconomic pressures in the U.S. and the global economy such as rising interest rates, energy prices and recession fears are creating a complex and challenging retail environment for the Company and our customers as consumers generally seek discounted merchandise and reduce discretionary spending, which in turn impacts wholesale customer orders. Inflationary pressures are increasing logistics costs, including labor costs, raw materials costs and product input costs, which continue to adversely affect the Company's results. These increased costs, combined with higher promotional activity, contributed to gross margin contraction of 230 basis points for the first three quarters of 2023 compared to the first three quarters of 2022. These impacts were partially offset by selective price increases taken in prior quarters by certain brands and products. The Company expects to continue to evaluate future pricing of its products. In addition, the strengthening sale of the U.S. dollar relative to other major currencies negatively impacted Leathers business and effective December 28, 2023, the Company completed the sale of the Asia-based Leathers business.

Effective January 1, 2024, the Company completed the sale of the Company's financial results equity interest in the third quarter of 2023.*Merrell*® and *Saucony*® joint venture entities.

For a more complete discussion Effective January 10, 2024, the Company completed the sale of the risks the Company encounters in our business, please refer to Item 1A, "Risk Factors" in the Company's 2022 Form 10-K.*Sperry*® business.

2023 2024 FINANCIAL OVERVIEW

- Revenue was $527.7 million $394.9 million for the third first quarter of 2023, 2024, representing a decrease of 23.7% 34.1% compared to the third first quarter of 2022. 2023.
- Gross margin was 40.8% 45.9% in the third first quarter of 2023 2024 compared to 40.2% 39.4% in the third first quarter of 2022. 2023.
- The effective tax rates in the third first quarters of 2024 and 2023 were 4.1% and 2022 were 4.6% and 10.9% 36.3%, respectively.

- Diluted earnings loss per share for the third first quarter of 2023 2024 was $0.11 $0.19 per share compared to $0.48 diluted earnings per share of $0.23 per share for the third first quarter of 2022. 2023.
- The Company declared cash dividends of $0.10 per share in the third first quarters of both 2023 2024 and 2022. 2023.
- Cash flow provided by operating activities was $7.0 million for the first three quarters of 2023 compared to cash flow used in operating activities of $490.2 million was $37.2 million for the first three quarters quarter of 2022. 2024 compared to $97.8 million for the first quarter of 2023.
- Compared to the third first quarter of 2022, 2023, inventory as of the first quarter of 2024 decreased $317.1 $371.6 million, or 36.0% 51.2%. As of the end of the first quarter of 2024, the Company had $20.6 million of inventory in-transit, which represents a decrease of $32.2 million as compared to the end of the first quarter of 2023.

RESULTS OF OPERATIONS

		Quarter Ended			Year-To-Date Ended		
(In millions, except per share data)	(In millions, except per share data)	**September 30, 2023**	October 1, 2022	Percent Change	**September 30, 2023**	October 1, 2022	Percent Change
(In millions, except per share data)							
(In millions, except per share data)							
Revenue	Revenue	**$ 527.7**	$ 691.4	(23.7) %	**$ 1,716.2**	$ 2,019.8	(15.0) %
Revenue							
Revenue							

Cost of goods sold
Cost of goods sold

Cost of goods sold	Cost of goods sold	**312.3**	413.6	(24.5)	**1,036.7**	1,173.6	(11.7)
Gross profit	Gross profit	**215.4**	277.8	(22.5)	**679.5**	846.2	(19.7)

Gross profit
Gross profit
Selling, general and administrative expenses
Selling, general and administrative expenses

Selling, general and administrative expenses	Selling, general and administrative expenses	**203.3**	216.8	(6.2)	**610.8**	657.3	(7.1)
Gain on sale of businesses, trademarks, and intangible assets	Gain on sale of businesses, trademarks, and intangible assets	**(57.7)**	—	*	**(77.8)**	(90.0)	13.6

Gain on sale of businesses, trademarks, and intangible assets
Gain on sale of businesses, trademarks, and intangible assets

Impairment of long-lived assets	Impairment of long-lived assets	**40.2**	—	*	**55.8**	—	*
Environmental and other related costs, net of recoveries		**2.3**	2.2	4.5	**(28.0)**	32.6	(185.9)
Operating profit		**27.3**	58.8	(53.6)	**118.7**	246.3	(51.8)

Impairment of long-lived assets
Impairment of long-lived assets
Environmental and other related costs (income), net of recoveries
Environmental and other related costs (income), net of recoveries
Environmental and other related costs (income), net of recoveries
Operating profit (loss)
Operating profit (loss)
Operating profit (loss)
Interest expense, net

Interest expense, net							
Interest expense, net	Interest expense, net	**15.5**	12.5	24.0	**47.4**	31.3	51.4
Other expense, net		**2.4**	2.7	(11.1)	**3.2**	2.2	45.5
Earnings before income taxes		**9.4**	43.6	(78.4)	**68.1**	212.8	(68.0)
Income tax expense		**0.4**	4.8	(91.7)	**16.7**	41.1	(59.4)
Net earnings		**9.0**	38.8	(76.8)	**51.4**	171.7	(70.1)
Other expense (income), net							
Other expense (income), net							
Other expense (income), net							
Earnings (loss) before income taxes							
Earnings (loss) before income taxes							
Earnings (loss) before income taxes							
Income tax expense (benefit)							
Income tax expense (benefit)							
Income tax expense (benefit)							
Net earnings (loss)							
Net earnings (loss)							
Net earnings (loss)							
Less: net earnings (loss) attributable to noncontrolling interests	Less: net earnings (loss) attributable to noncontrolling interests	**0.4**	(0.2)	300.0	**(0.2)**	(1.6)	87.5
Net earnings attributable to Wolverine World Wide, Inc.		**$ 8.6**	$ 39.0	(77.9)	**$ 51.6**	$ 173.3	(70.2)
Diluted earnings per share		**$ 0.11**	$ 0.48	(77.1) %	**$ 0.64**	$ 2.12	(69.8) %
Less: net earnings (loss) attributable to noncontrolling interests							
Less: net earnings (loss) attributable to noncontrolling interests							
Net earnings (loss) attributable to Wolverine World Wide, Inc.							
Net earnings (loss) attributable to Wolverine World Wide, Inc.							
Net earnings (loss) attributable to Wolverine World Wide, Inc.							
Diluted earnings (loss) per share							

Diluted earnings (loss) per share

Diluted earnings (loss) per share

* Percentage change not meaningful

REVENUE

Revenue was $527.7 million $394.9 million for the third first quarter of 2023, 2024, representing a decline of $163.7 million $204.5 million compared to the third first quarter of 2022. 2023. The change in revenue reflected a $69.6 million $96.1 million, or 17.5% 24.9%, decline from the Active Group, a $34.8 million $24.4 million, or 22.1% 21.3%, decline from the Work Group, and a $54.9 million $84.0 million, or 46.6% 84.8%, decline from the Lifestyle Group. Other. The Active Group's revenue decrease was primarily driven by a decrease of $50.4 million $47.3 million from *Merrell*®, $18.9 million $32.5 million from *Saucony*®, and $7.5 million $14.1 million from *Chaco*®, partially offset by an increase of $7.2 million from *Sweaty Betty*®. The Work Group's revenue decrease was primarily driven by a decrease of $28.1 million $10.5 million from *Wolverine*®, $8.6 million from *Cat*®, $4.0 million $2.3 million from *Harley-Davidson* *HYTEST*®, and $2.8 million $2.1 million from *Wolverine* *Bates*®. The Lifestyle Group's decline in Other revenue decline was primarily driven by a decrease in revenue from businesses that were sold in 2023 and 2024, and the licensing of $32.7 million the *Hush Puppies*® business, including decreases of $62.9 million from *Sperry*®, $12.2 millionfrom the performance leathers business, $8.4 million from *Hush Puppies*®, and $21.3 million $6.5 million from *Keds*®, which was sold during the first quarter of 2023. . Changes in foreign exchange rates increased revenue by $6.9 million during the third quarter of 2023. Direct-to-consumer revenue decreased during the third quarter of 2023 by $23.2 million, or 14.5%, compared to the third quarter of 2022.

Revenue was $1,716.2 million for the first three quarters of 2023, representing a decline of $303.6 million compared to the first three quarters of 2022. The change in revenue reflected a $74.8 million, or 6.4%, decrease from the Active Group, a $80.5 million, or 18.5%, decrease from the Work Group, and a $123.9 million, or 35.7%, decrease from the Lifestyle Group. The Active Group's revenue decrease was primarily driven by a decrease of $56.4 million from *Merrell*®, $22.7 million from *Chaco*® and$2.3 million from *Sweaty Betty*®, partially offset by an increase of $6.6 million from *Saucony*®. The Work Group's revenue decrease was primarily driven by a decrease of $40.1 million from *Cat*®, $26.3 million from *Wolverine*®, $12.5 million from *Harley-Davidson*® and $5.1 million from *Bates*®. The Lifestyle Group's revenue decline was primarily driven by a decrease of $67.5 million from *Keds*®, which was sold $3.1 million during the first quarter of 2023, and $59.7 million from *Sperry*®, partially offset by an increase of $3.3 million from *Hush Puppies*®. Changes in foreign exchange rates decreased revenue by

$0.4 million during the first three quarters of 2023. 2024. Direct-to-consumer revenue decreased during the first three quarters quarter of 2023 2024 by $71.9 million $20.1 million, or 15.4% 15.9%, compared to the first three quarters quarter of 2022. 2023.

GROSS MARGIN

Gross margin was 40.8% 45.9% in the third first quarter of 2023 2024 compared to 40.2% 39.4% in the third first quarter of 2022. 2023. The gross margin increase in the third first quarter was primarily driven by favorable product distribution channel mix, changes in the Company's wholesale less end-of-life inventory sales, less supply chain costs and less promotional eCommerce channel (100 basis points) activity.

OPERATING EXPENSES

Operating expenses decreased $6.5 million, partially offset by increased closeout sales (40 basis points).

Gross margin was 39.6% from $191.0 million in the first three quarters quarter of 2023 compared to 41.9% during the first three quarters of 2022. The gross margin decrease $184.5 million in the first three quarters of 2023 was primarily driven by unfavorable product cost changes in the Company's wholesale channel (100 basis points), unfavorable average selling price and product costs changes in the Company's direct-to-consumer channel (60 basis points), and increased closeout sales (50 basis points).

OPERATING EXPENSES

Operating expenses decreased $30.9 million, from $219.0 million in the third quarter of 2022 to $188.1 million in the third quarter of 2023. 2024. The decrease was primarily driven by the gain on the sale of businesses, trademarks, and intangible assets lower selling costs

($57.7 10.7 million), lower advertising costs ($14.0 9.0 million), lower incentive compensation distribution costs ($5.9 million), lower product development costs ($1.5 8.0 million), lower general and administrative costs ($1.5 6.5 million), and lower selling product development costs ($1.3 2.4 million), partially offset by the impairment 2023 gain on the divestiture of intangible assets the *Keds*® business ($38.3 20.1 million), higher reorganization costs ($8.5 million), higher divestiture costs ($2.1 million) and the impairment of long-lived assets ($1.9 million). Environmental and other related costs were $2.3 million and $2.2 million in the third quarter of 2023 and 2022, respectively.

Operating expenses decreased $39.1 million, from $599.9 million in the first three quarters of 2022 to $560.8 million in the first three quarters of 2023. The decrease was primarily driven by the gain on the sale of businesses, trademarks, and intangible assets ($77.8 6.1 million), lower higher environmental and other related costs, net of insurance recoveries ($60.6 2.5 million), lower advertising costs ($33.4 million), lower incentive compensation costs ($23.9 million), lower selling costs ($5.8 million), lower product development costs ($3.1 million), and prior year Sweaty Betty integration costs that did not reoccur ($1.2 million), partially offset by the prior year gain recorded on the sale of the *Champion* trademarks for footwear in the United States and Canada ($90.0 million), the impairment of intangible assets ($38.3 million), the impairment of long-lived assets ($17.5 million), higher reorganization costs ($15.8 million), higher general and administrative costs ($3.0 million), and higher divestiture costs ($2.1 1.3 million). Environmental and other related costs were $6.0 $1.9 million and $44.7 $1.6 million in the first three quarters quarter of 2023 2024 and 2022, 2023, respectively.

INTEREST, OTHER AND INCOME TAXES

Net interest expense was $15.5 million in the third quarter of 2023 compared to $12.5 million in the third quarter of 2022. Net interest expense was $47.4 million $12.0 million in the first three quarters quarter of 2023 2024 compared to $31.3 million $15.8 million in the first three quarters quarter of 2022. 2023. The increase decrease in interest expense for both the quarter-to-date and year-to-date periods is due to higher lower average revolver borrowings and higher average interest rates on the Company's outstanding principal balances of variable rate debt.

Other expense income was $2.4 million $0.8 million in the third first quarter of 2023, 2024, compared to other expense of $2.7 million in the third quarter of 2022. Other expense was $3.2 million $1.2 million in the first three quarters of 2023, compared to other expense of $2.2 million in the first three quarters of 2022.

The effective tax rates in the third quarter of 2023 and 2022 were 4.6% and 10.9%, respectively. 2023.

The effective tax rates in the first three quarters quarter of 20232024 and 20222023 were 24.5% 4.1% and 19.3% 36.3%, respectively. The respectively. In both the current and prior years, the Company recognized discrete tax expenses related to stock-based compensation. In the current year, the discrete tax expense reduced the tax benefit of the pretax loss which resulted in a decrease in to the effective tax rate between 2023 and 2022 for rate. In the quarter-to-date period is due to income mix changes between jurisdictions with differing tax rates, partially offset by prior year, the discrete tax expenses expense increased the tax expense on the pretax income which resulted in the current year compared an increase to discrete benefits in the prior year. The increase in the effective tax rate between 2023 and 2022 for the year-to-date period is due to discrete tax expenses in the current year compared to discrete tax benefits in the prior year, partially offset by income mix changes between jurisdictions with differing tax rates.rate.

REPORTABLE SEGMENTS

The Company's portfolio of brands are organized into the following three reportable segments. During the fourth quarter of 2022, the Company announced changes to its reportable segments as a result of changes in how its Chief Operating Decision Maker, the Company's Chief Executive Officer, allocates resources to and assess performance of the Company's operating segments. All prior period disclosures have been retrospectively adjusted to reflect the new reportable segments.

- **Active Group,** consisting of *Merrell*® footwear and apparel, *Saucony*® footwear and apparel, *Sweaty Betty*® activewear, and *Chaco*® footwear; and

- **Work Group,** consisting of *Wolverine®* footwear and apparel, *Cat®* footwear, *Bates®* uniform footwear, *Harley-Davidson®* footwear and *HYTEST®* safety footwear; and
- **Lifestyle Group,** consisting of *Sperry®* footwear and *Hush Puppies®* footwear and apparel as well as *Keds®* footwear prior to the divestiture of the brand, effective February 4, 2023.

Kids' footwear offerings from *Saucony®*, *Sperry®*, *Keds®*, *Merrell®*, *Hush Puppies®* and *Cat®* as well as *Keds®* prior to the divestiture of the brand, effective February 4, 2023 are included with the applicable brand.

The Company also reports "Other" and "Corporate" categories. The Other category consists of*Sperry®* footwear, *Keds®* footwear, *Hush Puppies®* footwear and apparel, the Company's leather marketing operations, sourcing operations that include third-party commission revenues, multi-branded direct-to-consumer retail stores and the *Stride Rite®* licensed business. The Corporate category consists of gains on the sale of businesses and trademarks, unallocated corporate expenses, such as corporate employee costs, corporate facility costs, reorganization activities, impairment of long-lived assets and environmental and other related costs.

The reportable segment results are as follows:

		Quarter Ended				Year-To-Date Ended			
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	Change	Percent Change	**September 30, 2023**	October 1, 2022	Change	Percent Change
(In millions)									
(In millions)									
REVENUE									
REVENUE									
REVENUE	**REVENUE**								
Active Group	Active Group	**$ 328.6**	$ 398.2	$ (69.6)	(17.5) %	**$ 1,097.8**	$ 1,172.6	$ (74.8)	(6.4) %
Active Group									
Active Group									
Work Group	Work Group	**123.0**	157.8	(34.8)	(22.1)	**355.3**	435.8	(80.5)	(18.5)
Lifestyle Group		**62.8**	117.7	(54.9)	(46.6)	**223.0**	346.9	(123.9)	(35.7)
Work Group									
Work Group									
Other									
Other									
Other	Other	**13.3**	17.7	(4.4)	(24.9)	**40.1**	64.5	(24.4)	(37.8)
Total	Total	**$ 527.7**	$ 691.4	$ (163.7)	(23.7)	**$ 1,716.2**	$ 2,019.8	$ (303.6)	(15.0)
Total									
Total									
OPERATING PROFIT (LOSS)									
OPERATING PROFIT (LOSS)									
OPERATING PROFIT (LOSS)	**OPERATING PROFIT (LOSS)**								
Active Group	Active Group	**$ 32.7**	$ 54.9	$ (22.2)	(40.4)	**$ 124.6**	$ 180.8	$ (56.2)	(31.1)

Active Group									
Active Group									
Work Group	Work Group	**15.4**	28.2	(12.8)	(45.4)	**45.7**	81.7	(36.0)	(44.1)
Lifestyle Group		**5.4**	13.4	(8.0)	(59.7)	**18.6**	43.2	(24.6)	(56.9)
Work Group									
Work Group									
Other									
Other									
Other	Other	**2.8**	2.8	—	—	**9.3**	9.7	(0.4)	(4.1)
Corporate	Corporate	**(29.0)**	(40.5)	11.5	28.4	**(79.5)**	(69.1)	(10.4)	(15.1)
Corporate									
Corporate									
Total	Total	**$ 27.3**	$ 58.8	$ (31.5)	(53.6) %	**$ 118.7**	$ 246.3	$ (127.6)	(51.8) %
Total									
Total									

Further information regarding the reportable segments can be found in Note 16 to the consolidated condensed financial statements.

Active Group

The Active Group's revenue decreased $69.6 million $96.1 million, or 17.5% 24.9%, in the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The revenue decline was primarily driven by decreases of $50.4 million $47.3 million from *Merrell*®, $18.9 million $32.5 million from *Saucony*®, and $7.5 million $14.1 million from *Chaco*® partially offset by an increase of $7.2 million from *Sweaty Betty*®. The *Merrell*® decrease was , *Saucony*® and *Chaco*® decreases were primarily due to timing of shipments in the softening international channel, lower closeout and end of hike category life inventory sales following growth in versus the prior year, and high inventory levels at retail customers, which has adversely impacted order patterns. The *Saucony*® decrease is primarily due to softer consumer demand in the U.S. wholesale and eCommerce channels. The *Chaco*® decrease was primarily due to softer consumer demand and high inventory levels at retail customers. The *Sweaty Betty*® increase was primarily due to higher direct-to-consumer revenue resulting from new stores and improved order fulfillment in the U.S. wholesale channel.

The Active Group's revenue decreased $74.8 million, or 6.4%, in the first three quarters of 2023 compared to the first three quarters of 2022. The revenue decline was primarily driven by decreases of $56.4 million from *Merrell*®, $22.7 million from *Chaco*®, and$2.3 million from *Sweaty Betty*®, partially offset by an increase of $6.6 million from *Saucony*®. The *Merrell*® decrease is primarily due to softer consumer demand in International, U.S. wholesale, and eCommerce channels. The *Chaco*® decrease was primarily due to softer consumer demand and high inventory levels at retail customers. The *Sweaty Betty*® decrease was primarily due to softer consumer demand in direct-to-consumer sales channels reflecting the challenging UK economic environment. The *Saucony*® increase was primarily driven by the strength and expanded sales of core technical road and trail product franchises, which include the Guide, Triumph and Endorphin series, and strength in international markets, partially offset by softer consumer demand in the U.S. wholesale and eCommerce channels. demand.

The Active Group's operating profit decreased $22.2 million $15.9 million, or 40.4% 30.5%, in the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The operating profit decrease was due to revenue decreases, partially offset by a 40 350 basis point increase in gross margin and a $6.8 million $14.6 million decrease in selling, general and administrative expenses. The increase in gross margin in the current year period was due to favorable product mix changes decreased end-of-life inventory sales and lower promotional activity in the Company's Company's wholesale channel. and direct-to-consumer channels. The decrease in selling, general and administrative expenses in the current year periods was primarily due to lower variable costs including advertising costs and selling expenses.

The Active Group's operating profit decreased $56.2 million, or 31.1%, in the first three quarters of 2023 compared to the first three quarters of 2022. The operating profit decrease was due to revenue decreases and a 350 basis point decrease in gross margin, partially offset by a $16.0 million decrease in selling, general and administrative expenses. The decrease in gross margin in the current year period was due to increased closeout sales and higher promotional activity in the Company's direct-to-consumer channel. The decrease in selling, general and administrative expenses in the current year periods was primarily due to lower advertising costs and selling expenses. lower employee costs.

Work Group

The Work Group's revenue decreased $34.8 million $24.4 million, or 22.1% 21.3%, during the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The revenue decline was primarily driven by a decrease of $28.1 million $10.5 million from *Wolverine*®, $8.6 million from *Cat*®, $4.0 million $2.3 million from *Harley-Davidson* *HYTEST*®, and $2.8 million from *Wolverine*®. The Work Group's revenue decreased $80.5 million, or 18.5%, during the first three quarters of 2023 compared to the first three quarters of 2022. The revenue decline was primarily driven by a decrease of $40.1 million from *Cat*®, $26.3 million from *Wolverine*®, $12.5 million from *Harley-Davidson*®, and $5.1 million $2.1 million from *Bates*®. The *Cat*® decrease was primarily due to softer consumer demand across all regions. The *Wolverine*® decrease was primarily due to softer consumer demand in the U.S. wholesale and channel, high inventory levels at certain retail customers, resulting in a continually heightened promotional environment. and lower closeout sales versus the prior year. The *Harley-Davidson* *Cat*® decrease was primarily due to lower closeout sales versus the prior year and softer consumer demand in the direct-to-consumer channel. The *HYTEST*® decrease was primarily due to lower at-once timing of shipments and declines in top dealer accounts. certain channels. The *Bates*® decrease was primarily due to softer consumer demand in the U.S. wholesale channel, high inventory levels at certain retail customers, and direct-to-consumer channels. lower closeout sales versus the prior year.

The Work Group's operating profit decreased $12.8 million $2.8 million, or 45.4% 18.1%, in the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The operating profit decrease was due to revenue decreases, and a 120 basis point decrease in gross margin, partially offset by a $0.8 million 260 basis point increase in gross margin and a $3.3 million decrease in selling, general and administrative expenses. The Work Group's operating profit decreased $36.0 million, or 44.1%, in the first three quarters of 2023 compared to the first three quarters of 2022. The operating profit decrease was due to revenue decreases and a 230 basis point decrease in gross margin, partially offset by a $1.3 million decrease in selling, general and administrative expenses. The decrease increase in gross margin in the current year periods period was due to increased closeout primarily due to decreased end-of-life inventory sales product mix and unfavorable average selling price and higher promotional activity in the Company's direct-to-consumer channel. lower supply chain costs including lower ocean freight costs. The decrease in selling, general and administrative expenses in the current year periods period was primarily due to lower variable costs including advertising costs, selling expenses and selling expenses. distribution costs.

Lifestyle Group Other

The Lifestyle Group's Other category's revenue decreased $54.9 million $84.0 million, or 46.6% 84.8%, during in the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The revenue decline was driven by a decrease of $32.7 million $62.9 million from *Sperry*®, $12.2 million from the performance leathers business, $8.4 million from *Hush Puppies*®, and $21.3 million $6.5 million from *Keds*®. The Lifestyle Group's revenue decreased $123.9 million, or 35.7%, during the first three quarters of 2023 compared to the first three quarters of 2022. The revenue decrease was driven by a decrease of $67.5 million from *Keds*® and $59.7 million from *Sperry*®, partially offset by an increase decrease is due to the divestiture of $3.3 million from the business effective January 10, 2024. The performance leathers business decrease is due to the divestiture of the U.S. leathers business effective August 23, 2023 and Asia-based leathers business effected December 28, 2023. The *Hush Puppies*®. decrease is due to the licensing of the brand in the United States and Canada starting in the third quarter of 2023. The *Keds*® decrease is due to the divestiture of the business effective February 4, 2023. The *Sperry*® decline was primarily driven by softer consumer demand in the U.S. wholesale channel and direct-to-consumer sales channels, due to lower traffic. The *Hush Puppies*® increase was primarily due to the launch of a strategic distribution partnership with DSW in North America during the spring of fiscal 2022 and the strength of the brand's lifestyle head-to-toe product offering internationally, with a focus on casual, comfort and color.

The Lifestyle Group's Other operating profit decreased $8.0 million $2.0 million, or 59.7% 32.3%, in the third first quarter of 2023 2024 compared to the third first quarter of 2022. 2023. The operating profit decrease was due to revenue decreases partially offset by a 240 2,550 basis point increase in gross margin and a $13.1 million $26.2 million decrease in selling, general and administrative expenses. costs. The increase in gross margin in the current year period was primarily due to the divestiture of the lower margin *Sperry*® business, performance leathersbusiness, and *Keds*® business, along with the licensing of the *Hush Puppies*® business. The decrease in selling, general and administrative expenses in the current year period was primarily due to lower advertising costs, selling expenses and the divestiture of the *Sperry*® business, performance leathersbusiness, and *Keds*® business, along with the licensing of the *Hush Puppies*® business.

Corporate

The Lifestyle Group's operating profit decreased $24.6 million, or 56.9%, Corporate expenses increased $27.7 million in the first three quarters quarter of 2023 2024 compared to the first three quarters quarter of 2022. The operating profit decrease was due to revenue decreases and a 150 basis point decrease in gross margin, partially offset by a $32.6 million decrease in selling, general and administrative expenses. The decrease in gross margin in the current year period was due to increased closeout sales and higher promotional activity in the Company's direct-to-consumer channel. The decrease in selling, general and administrative expenses in the current year period was 2023, primarily due to lower advertising costs, selling expenses and the divestiture 2023 gain recorded on the sale of the *Keds*® business.

Other

The Other category's revenue decreased $4.4 million business ($20.1 million), or 24.9%, in the third quarter higher impairment of 2023 compared to the third quarter of 2022. The revenue decline was primarily driven by a $5.8 million decrease from the performance leathers business. The Other category's revenue decreased $24.4 million, or 37.8%, in the first three quarters of 2023 compared to the first three quarters of 2022. The revenue decrease was primarily driven by a $18.7 million decrease from the performance leathers business.

Corporate

Corporate expenses decreased $11.5 million in the third quarter of 2023 compared to the third quarter of 2022, primarily due to gain on sale of businesses, trademarks, long-lived and intangible assets ($57.7 6.1 million), lower employee higher environmental and other related costs ($3.3 2.5 million), and lower incentive compensation costs higher reorganization activities ($2.7 1.3 million), partially offset by the impairment of long-lived assets ($40.2 million), higher reorganization costs ($8.5 million), and costs incurred associated with divestitures ($2.1 million) .

Corporate expenses increased $10.4 million in the first three quarters of 2023 compared to the first three quarters of 2022, primarily due to the 2022 gain recorded on the sale of the Champion trademarks for footwear in the United States and Canada ($90.0 million), the impairment of long-lived assets ($55.8 million), and higher reorganization costs ($15.8 million), partially offset by the gain on sale of businesses, trademarks, and intangible assets ($77.8 million), lower environmental and other related costs, net of insurance recoveries ($60.6 million), lower incentive compensation costs ($16.8 million), and lower employee costs ($3.6 0.3 million).

LIQUIDITY AND CAPITAL RESOURCES

(In millions)	(In millions)	September 30, 2023	December 31, 2022	October 1, 2022	(In millions)	March 30, 2024	December 30, 2023	April 1, 2023
Cash and cash equivalents (1)	Cash and cash equivalents (1)	**$ 164.7**	$ 135.5	$ 136.4				
Debt	Debt	**1,096.3**	1,158.0	1,475.2				
Available revolving credit facility (2)	Available revolving credit facility (2)	**623.4**	569.3	254.4				

(1) Cash and cash equivalents at September 30, 2023 in the consolidated condensed statements December 30, 2023 and April 1, 2023 includes $5.6 million and $4.4 million, respectively, of cash flows includes $4.3 million of Wolverine Leathers business related cash and cash equivalents that are classified as held for sale and that are not included in cash and cash equivalents in the consolidated

condensed balance sheets. Cash and cash equivalents at December 31, 2022 includes $4.0 million of Wolverine Leathers business related cash and cash equivalents that were classified as held for sale. Consolidated Balance Sheets.

(2) Amounts are net of both borrowings, if any, and outstanding standby letters of credit in accordance with the terms of the revolving credit facility.

Liquidity

Cash and cash equivalents of $164.7 million $169.7 million as of September 30, 2023 March 30, 2024 were $28.3 million $49.1 million higher compared to October 1, 2022 April 1, 2023. The increase is due primarily to cash provided by operating activities of $318.3 million $182.4 million, proceeds from divestitures of $136.0 million, $199.5 million, contributions from noncontrolling interests of $31.2 million, and proceeds from company-owned life insurance policies of $30.5 million $7.0 million, partially offset by borrowings less repayments of debt of $380.0 $325.0 million, cash dividends paid of $32.6 million, $32.3

million, and additions to property, plant and equipment of $31.5 million and shares acquired related to employee stock plans of $6.1 million $12.4 million. The Company had $623.4 $728.1 million of borrowing capacity available under the revolving facility as of September 30, 2023 March 30, 2024. Cash and cash equivalents located in foreign jurisdictions totaled $143.5 million $149.4 million as of September 30, 2023 March 30, 2024.

Cash flow from operating activities is expected to be sufficient to meet the Company's working capital needs for the foreseeable future. Any excess cash flow from operating activities is expected to be used to fund organic growth initiatives, reduce debt, pay dividends and for general corporate purposes.

The Company did not repurchase shares during the first three quarters of 2023 both 2024 and repurchased $81.3 million of shares in the first three quarters of 2022. The common stock repurchase program expired in September 2023.

A detailed discussion of environmental remediation costs is found in Note 15 to the consolidated condensed financial statements. The Company has established a reserve for estimated environmental remediation costs based upon an evaluation of currently available facts with respect to each individual site. As of September 30, 2023 March 30, 2024, the Company had a reserve of $43.6 million $48.1 million, of which $22.8 million $22.1 million is expected to be paid in the next 12 months and is recorded as a current obligation in other accrued liabilities, and the remaining $20.8 million $26.0 million is recorded in other liabilities and is expected to be paid over the course of up to 25 years. The Company's remediation activity at its former Tannery site and sites where the Company disposed of Tannery byproducts is ongoing. It is difficult to estimate the cost of environmental compliance and remediation given the uncertainties regarding the interpretation and enforcement of applicable environmental laws and regulations, the extent of environmental contamination and the existence of alternative cleanup methods.

Note 15 to the consolidated condensed financial statements also includes a detailed discussion of environmental litigation matters. As of September 30, 2023, the Company had recorded liabilities of $2.7 million for certain of the Litigation Matters described above which are recorded as other accrued liabilities in the consolidated condensed balance sheets.

Developments may occur that could materially change the Company's current cost estimates. The Company adjusts recorded liabilities as further information develops or circumstances change.

Financing Arrangements

The Company's credit agreement Credit Agreement provides for a term loan A facility (the "Term Facility") and for a revolving credit facility (the "Revolving Facility" and, together with the Term Facility, the "Senior Credit Facilities"). The maturity date of the loans under the Senior Credit Facilities is October 21, 2026. The credit agreement Credit Agreement provides for a debt capacity of up to an aggregate debt amount (including outstanding term loan principal and revolver commitment amounts in addition to permitted incremental debt) not to exceed $2.0 billion unless certain specified conditions set forth in the Credit Agreement are met. The Revolving Facility allows the Company to borrow up to an aggregate amount of $1.0 billion.

The Company's $550.0 million 4.000% 4.0% senior notes issued on August 26, 2021 are due on August 15, 2029. Related interest payments are due semi-annually. The senior notes are guaranteed by substantially all of the Company's domestic subsidiaries.

As of September 30, 2023 March 30, 2024, the Company was in compliance with all covenants and performance ratios under the Senior Credit Facilities. Agreement.

On June 30, 2023 the Company entered into the Fourth Amendment (the "Amendment") to its credit agreement, dated as of July 31, 2012. The Amendment provides the Company with near-term financial flexibility by adjusting the maximum Consolidated Leverage Ratio allowed under the credit agreement through the end of fiscal 2023. Financial covenant thresholds will revert to pre-existing levels in the first quarter of fiscal 2024.

The Company's debt at September 30, 2023 March 30, 2024 totaled $1,096.3 million $856.9 million compared to $1,158.0 million $920.8 million at December 31, 2022 December 30, 2023. The reduced debt position primarily resulted from repayments of debt using proceeds received from sale of businesses and trademarks. the *Sperry*® business.

Cash Flows

The following table summarizes cash flow activities:

		Year-To-Date Ended				
Quarter Ended						Quarter Ended
(In millions)	(In millions)	**September 30, 2023**	October 1, 2022	(In millions)	March 30, 2024	April 1, 2023
Net cash provided by (used in) operating activities		**$ 7.0**	$(490.2)			
Net cash used in operating activities						
Net cash provided by investing activities	Net cash provided by investing activities	**116.2**	68.2			
Net cash provided by (used in) financing activities	Net cash provided by (used in) financing activities	**(91.5)**	402.5			
Additions to property, plant and equipment	Additions to property, plant and equipment	**(18.5)**	(23.5)			
Depreciation and amortization	Depreciation and amortization	**26.3**	25.2			

Operating Activities

The principal source of the Company's operating cash flow is net earnings, including cash receipts from the sale of the Company's products, net of costs of goods sold.

For the first three quarters quarter of 2023, a decrease 2024, an increase in net working capital represented a source use of cash of $9.8 million $28.0 million. Working capital balances were favorably impacted by a decrease in inventories of $178.5 million $15.8 million and a decrease in other operating assets of $5.1 million, offset by an increase in accounts receivable of $2.6 million, an increase in other operating liabilities of $42.2 million, an increase in accounts payable of $3.7 million, and an increase in income taxes payable of $5.6 million, partially offset by an increase in accounts receivable of $25.1 million, a decrease in other operating liabilities of $62.8 million, a decrease in accounts payable of $74.7 million, and an increase in other operating assets of $11.7 million $0.4 million. Operating cash flows included depreciation and amortization expense adjustment of $26.3 million $7.1 million, impairment of long-lived assets of $55.8 $6.1 million,

stock-based compensation expense adjustment of $11.8 million, pension expense adjustment of $1.2 million $4.1 million, environmental and other related costs, net of cash payments and recoveries received cash outflow of $68.8 million $10.0 million, and gain on sale pension expense adjustment of divestitures of $77.8 million $0.2 million.

Investing Activities

The Company made capital expenditures of $18.5 million $5.1 million and $23.5 million $7.3 million in the first three quarters quarter of 2023 2024 and 2022, 2023, respectively, for building corporate headquarters improvements, eCommerce site enhancements, sites, new retail stores, distribution operations improvements and information system enhancements. systems and technology. The current year investing activity includes proceeds from divestitures of $136.0 million $92.5 million.

Financing Activities

The current year activity includes net payments under the Revolving Facility of $55.0 40.0 million. The Company paid $7.5 million $24.2 million and $2.5 million in principal payments associated with its financing arrangements during the first three quarters quarter of 2023 2024 and 2022, 2023, respectively. The Company paid $5.8 million $1.6 million and $7.4 $5.5 million during the first three quarters quarter of 2023 2024 and 2022, 2023, respectively, in connection with shares or units withheld to pay employee taxes related to awards under stock incentive plans and received $0.1 million and $1.4 million in proceeds from the exercise of stock options during the first three quarters of 2023 and 2022, respectively. plans. The Company did not repurchase shares in the first three quarters quarter of 2023 and repurchased $81.3 million of 2024 shares in the or first three quarters of 2022. 2023.

The Company declared cash dividends of $0.30 $0.10 per share during the first three quarters quarter of 2023 2024 and 2022 2023. Dividends paid in the first three quarters quarter of 2023 2024 and 2022 2023 totaled $24.5 million, $8.1 million and $24.7 million $8.4 million respectively. A quarterly dividend of $0.10 per share was declared on November 1, 2023 May 1, 2024 to shareholders of record on January 2, 2024 July 1, 2024.

CRITICAL ACCOUNTING POLICIES AND ESTIMATES

The preparation of the Company's consolidated condensed financial statements, which have been prepared in accordance with U.S. GAAP, requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. On an ongoing basis, management evaluates these estimates. Estimates are based on historical experience and on various other assumptions that are believed to be reasonable under the circumstances, the results of which form the basis for making judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. Historically, actual results have not been materially different from the Company's estimates. However, actual results may differ materially from these estimates under different assumptions or conditions.

The Company has identified the critical accounting policies used in determining estimates and assumptions in the amounts reported. For information regarding our critical accounting policies refer to Part II, Item 7: "Management's Discussion and Analysis of Financial Conditions and Results of Operations" in the Company's 2022 2023 Form 10-K. Management believes there have been no material changes in those critical accounting policies.

ITEM 3. Quantitative and Qualitative Disclosures about Market Risk

The Company faces market risk to the extent that changes in foreign currency exchange rates affect the Company's foreign assets, liabilities and inventory purchase commitments. The Company manages these risks by attempting to denominate contractual and other foreign arrangements in U.S. dollars. The Company does not believe that there has been a material change in the nature of the Company's primary market risk exposures, including the categories of market risk to which the Company is exposed and the particular markets that present the primary risk of loss to the Company. As of the date of this Quarterly Report on Form 10-Q, the Company does not know of any material change in the near-term in the general nature of its primary market risk exposure.

Under the provisions of Financial Accounting Standards Board Accounting Standards Codification Topic 815, *Derivatives and Hedging*, the Company is required to recognize all derivatives on the balance sheet at fair value. Derivatives that are not qualifying hedges must be adjusted to fair value through earnings. If a derivative is a qualifying hedge, depending on the nature of the hedge, changes in the fair value of derivatives are either offset against the change in fair value of the hedged assets, liabilities or firm commitments through earnings or recognized in accumulated other comprehensive income (loss) until the hedged item is recognized in earnings.

The Company conducts wholesale operations outside of the U.S. in Canada, continental Europe, United Kingdom, Hong Kong, China and Mexico where the functional currencies are primarily the Canadian dollar, euro, British pound, Hong Kong dollar, Chinese renminbi and Mexican peso, respectively. The Company utilizes foreign currency forward exchange contracts to manage the volatility associated primarily with U.S. dollar inventory purchases made by non-U.S. wholesale operations in the normal course of business as well as to manage foreign currency translation exposure. As of September 30, 2023 March 30, 2024 and October 1, 2022 April 1, 2023, the Company had outstanding forward currency exchange contracts to purchase primarily U.S. dollars in the amounts of $267.8 million $273.0 million and $376.3 million $285.2 million, respectively, with maturities ranging up to 531 and 524 days, respectively.

The Company also has sourcing locations in Asia, where financial statements reflect the U.S. dollar as the functional currency. However, operating costs are paid in the local currency. Revenue generated by the Company from third-party foreign licensees is calculated in the local currencies but paid in U.S. dollars. Accordingly, the Company's reported results are subject to foreign currency exposure for this stream of revenue and expenses. Any associated foreign currency gains or losses on the settlement of local currency amounts are reflected within the Company's consolidated condensed statement of operations and comprehensive income.

Assets and liabilities outside the U.S. are primarily located in the United Kingdom, Canada and the Netherlands. The Company's investments in foreign subsidiaries with a functional currency other than the U.S. dollar are generally considered long-term. As of September 30, 2023 March 30, 2024, a stronger U.S. dollar compared to certain foreign currencies decreased the value of these investments in net assets by $9.2 million $8.4 million from their value as of December 31, 2022 December 30, 2023. As of October 1, 2022 April 1, 2023, a stronger U.S. dollar compared to certain foreign currencies decreased the value of these investments in net assets by $100.0 million $1.4 million from their value as of January 1, 2022 December 31, 2022.

The Company is exposed to interest rate changes primarily as a result of interest expense on the term loan borrowings and any borrowings under the Revolving Facility. The Company's total variable-rate debt was $552.5 million $312.5 million at September 30, 2023 March 30, 2024 and the Company held a forward dated forward-dated interest rate swap agreement, denominated in U.S. dollars, that effectively converts $109.6 million $68.5 million of this amount to fixed-rate debt.

The Company does not enter into contracts for speculative or trading purposes, nor is it a party to any leveraged derivative instruments.

ITEM 4. Controls and Procedures

An evaluation was performed under the supervision and with the participation of the Company's management, including the Chief Executive Officer and Chief Financial Officer, of the effectiveness of the design and operation of the Company's disclosure controls and procedures. Based on, and as of the time of such evaluation, the Company's management, including the Chief Executive Officer and Chief Financial Officer, concluded that the Company's disclosure controls and procedures, as defined in Securities Exchange Act Rule 13a-15(e), were effective as of the end of the period covered by this report. There have been no changes during the quarter ended September 30, 2023 March 30, 2024 that have materially affected, or are reasonably likely to materially affect, the Company’s internal control over financial reporting.

PART II. OTHER INFORMATION

ITEM 1. Legal Proceedings

The Company is involved in litigation and various legal matters arising in the normal course of business, including certain environmental compliance activities. For a discussion of legal matters, refer to Note 15 to the Company’s consolidated condensed financial statements.

ITEM 1A. Risk Factors

There have been no material changes in the assessment of the Company’s risk factors from those set forth in the Company’s Annual Report on Form 10-K for the year ended December 31, 2022 December 30, 2023, filed with the SEC on February 23, 2023 February 22, 2024.

ITEM 2. Unregistered Sales of Equity Securities and Use of Proceeds

The following table provides information regarding the Company’s purchases of its own common stock during the third first quarter of 2023. 2024.

Issuer Purchases of Equity Securities

Period	Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Maximum Dollar Amount that May Yet Be Purchased Under the Plans or Programs	Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Maximum Dollar Amount that May Yet Be Purchased Under the Plans or Programs
Period 7 (July 2, 2023 to August 5, 2023)										
Period 1 (December 31, 2023 to February 3, 2024)										
Common Stock Repurchase Program(1)										
Common Stock Repurchase Program(1)										
Common Stock Repurchase Program(1)	Common Stock Repurchase Program(1)	—	—	—	$366,524,492					
Employee Transactions(2)	Employee Transactions(2)	8,857	12.74	—						

Period 8 (August 6, 2023 to September 2, 2023)

Period 2 (February 4, 2024 to March 2, 2024)

Period 2 (February 4, 2024 to March 2, 2024)

Period 2 (February 4, 2024 to March 2, 2024)

Common Stock Repurchase Program[1]

Common Stock Repurchase Program[1]

Common Stock Repurchase Program[1]	Common Stock Repurchase Program[1]	—	—	—	$366,524,492	
Employee Transactions[2]	Employee Transactions[2]	292	8.41	—		

Period 9 (September 3, 2023 to September 30, 2023)

Period 3 (March 3, 2024 to March 30, 2024)

Period 3 (March 3, 2024 to March 30, 2024)

Period 3 (March 3, 2024 to March 30, 2024)

Common Stock Repurchase Program[1]

Common Stock Repurchase Program[1]

Common Stock Repurchase Program[1]	Common Stock Repurchase Program[1]	—	—	—	$	—
Employee Transactions[2]	Employee Transactions[2]	—	—	—		

Total for the Third Quarter Ended September 30, 2023

Total for the First Quarter Ended March 30, 2024

Total for the First Quarter Ended March 30, 2024

Total for the First Quarter Ended March 30, 2024

Common Stock Repurchase Program(1)						
Common Stock Repurchase Program(1)						
Common Stock Repurchase Program(1)	Common Stock Repurchase Program(1)	—	—	—	$	—
Employee Transactions(2)	Employee Transactions(2)	9,149	12.60	—		

(1) On September 11, 2019 March 7, 2024, the Company's Board of Directors approved a common stock repurchase program that authorized the repurchase of $400.0 million $150.0 million of common stock over a four-year period, incremental to the $113.4 million available as of that date for repurchases under the previous program. three-year period. Since that date, the Company has not repurchased $146.9 million of any common stock. The annual amount of any stock repurchases is restricted under the terms of the Company's Senior Credit Facilities and senior notes indenture. The common stock repurchase program expired on September 11, 2023.

(2) Employee transactions include: (1) shares delivered or attested to in satisfaction of the exercise price and/or tax withholding obligations by holders of employee stock options who exercised options, and (2) restricted shares and units withheld to offset statutory minimum tax withholding that occurs upon vesting of restricted shares and units. The Company's employee stock compensation plans provide that the shares delivered or attested to, or withheld, shall be valued at the closing price of the Company's common stock on the date the relevant transaction occurs.

ITEM 5. Other Information

(c) During the quarter ended September 30, 2023 March 30, 2024, no director or Section 16 officer of the Company adopted or terminated a Rule 10b5-1 trading arrangement or a non-Rule 10b5-1 trading arrangement, in each case, as defined in Item 408(a) of Regulation S-K.

ITEM 6. Exhibits

Exhibits filed as a part of this Form 10-Q are incorporated by reference herein.

Exhibit Number	Document
3.1	Amended and Restated Certificate of Incorporation. Incorporated by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed on April 24, 2014.
3.2	Amended and Restated By-laws. Incorporated by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed on November 7, 2022.
10.1	Employment Form of Performance Stock Unit Agreement between Christopher E. Hufnagel and the Company, dated September 7, 2023(2024 - 2026 performance period).*
10.2	Second Amendment, dated as of March 27, 2024, to the Receivables Purchase Agreement dated as of December 7, 2022, among Wolverine World Wide, Inc. and certain of its subsidiaries as sellers, and Wells Fargo, N.A. as purchaser.
10.3	Third Amendment, dated as of April15, 2024, to the Receivables Purchase Agreement dated as of December 7, 2022, among Wolverine World Wide, Inc. and certain of its subsidiaries as sellers, and Wells Fargo, N.A. as purchaser.
10.4	Purchase Agreement dated as of January 10, 2024, among Wolverine World Wide, Inc. and certain of its subsidiaries as sellers, and ABG Intermediate Holdings 2 LLC, as purchaser. Incorporated by reference to Exhibit 10.59 to the Company's Annual Report on Form 10-K for the period ended December 30, 2023.
10.5	Purchase Agreement dated as of January 10, 2024, among Wolverine World Wide, Inc. and certain of its subsidiaries as sellers, and Aldo U.S. Inc., as purchaser. Incorporated by reference to Exhibit 10.60 to the Company's Annual Report on Form 10-K for the period ended December 30, 2023.
31.1	Certification of Chief Executive Officer and President under Section 302 of the Sarbanes-Oxley Act of 2002.
31.2	Certification of Senior Vice President, Chief Financial Officer and Treasurer under Section 302 of the Sarbanes-Oxley Act of 2002.
32	Certification pursuant to 18 U.S.C. §1350.
101	The following financial information from the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2023March 30, 2024, formatted in Inline XBRL: (i) Consolidated Condensed Statements of Operations and Comprehensive Income; (ii) Consolidated Condensed Balance Sheets; (iii) Consolidated Condensed Statements of Cash Flows; (iv) Consolidated Condensed Statements of Stockholders' Equity; and (v) Notes to Consolidated Condensed Financial Statements.
104	The cover page of the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2023March 30, 2024, formatted in Inline XBRL (included in Exhibit 101).

* Management contract or compensatory plan or arrangement

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

WOLVERINE WORLD WIDE, INC.

November 9, 2023 May 8, 2024	/s/ Christopher E. Hufnagel
Date	Christopher E. Hufnagel President and Chief Executive Officer (Principal Executive Officer and Duly Authorized Signatory for Registrant)
November 9, 2023 May 8, 2024	/s/ Michael D. Stornant
Date	Michael D. Stornant Executive Vice President, Chief Financial Officer and Treasurer (Principal Financial and Accounting Officer and Duly Authorized Signatory for Registrant)

Exhibit 10.1

Performance Restricted Stock Unit Agreement

PERFORMANCE RESTRICTED STOCK UNIT AWARD AGREEMENT

This Performance Restricted Stock Unit Award Agreement (together with Attachment 1 hereto, the "**Agreement**") is made as of the award date set forth in the grant (the "**Grant Date**"), by and between WOLVERINE WORLD WIDE, INC., a Delaware corporation ("**Wolverine**" or the "**Company**"), and the employee identified in the grant ("**Employee**").

Wolverine maintains a Stock Incentive Plan of 2016 (as amended and restated and as it may be further amended from time to time, the "**Plan**") that is administered by the Compensation and Human Capital Committee of Wolverine's Board of Directors (the "**Committee**"), under which the Committee may award restricted stock units as all or part of a long-term incentive award.

The Committee has determined (i) that Employee is eligible to participate in the Plan and receive a long-term incentive award, (ii) Employee's participation level, and (iii) the performance criteria for the award. The Committee has awarded to Employee restricted stock units of Wolverine subject to the terms, conditions and restrictions contained in this Agreement and in the Plan (the "**Restricted Stock Unit Award**"). Employee acknowledges receipt of a copy of the Plan and accepts this Restricted Stock Unit Award subject to all such terms, conditions and restrictions.

1. Award. Wolverine hereby awards to Employee the Restricted Stock Unit Award consisting of a target number of restricted stock units as set forth in the grant (the "**Restricted Stock Units**"), which shall be eligible to vest in accordance with the terms of this Agreement and the Plan. The ultimate "**Incentive Award**" received by Employee will be the number of Restricted Stock Units that vest hereunder as determined by the Committee. Each Restricted Stock Unit represents the conditional right to receive, without payment but subject to the terms, conditions and limitations set forth in

this Agreement and in the Plan, one share of common stock of the Company ("**Common Stock**") in accordance with this Agreement. On the Payout Date (as defined in Attachment 1), the Company shall deliver to Employee a number of shares of Common Stock in respect of the Restricted Stock Units that vest hereunder, together with any Dividend Equivalents (as defined below) thereon, or, at the option of the Company, a cash payment in an amount equal to the Fair Market Value on the Payout Date multiplied by the number of shares of Common Stock in respect of the Restricted Stock Units that vest hereunder, together with any Dividend Equivalents thereon, subject to any applicable withholdings required by applicable law.

2. Transferability. Until the Restricted Stock Units vest as set forth in Section 3 below and Attachment 1, the Plan provides that Restricted Stock Units are generally not transferable by Employee except by will or according to the laws of descent and distribution. The Plan further provides that all rights with respect to the Restricted Stock Units are exercisable during Employee's lifetime only by Employee, Employee's guardian or legal representative.

3. Vesting. Except as otherwise provided in this Agreement or by action of the Committee to reduce the number of Restricted Stock Units that would otherwise vest hereunder, the Restricted Stock Units shall vest as set forth in Attachment 1.

4. Termination of Employment Status.

(a) Except as set forth in subsection (b) or Section 5 below, Employee:

(i) must be an employee of the Company or one of its subsidiaries at the time the Committee certifies the achievement of the Performance Period performance criteria for the vesting of any portion of the Restricted Stock Unit Award; and

(ii) shall forfeit the entire unvested Restricted Stock Unit Award if, before such certification, Employee's employment with Wolverine or its subsidiaries terminates (the "**Employment Termination**") or the Committee terminates the Restricted Stock Unit Award (an "**Award Termination**").

(b) If the Employment Termination is:

(i) due to Employee's:

(1) Disability;
(2) death; or
(3) Retirement; or

(ii) due to such other circumstances as the Committee in its discretion allows;

then the number of Restricted Stock Units which shall vest at the end of the Performance Period shall be calculated as set forth in subsection (c), subject to reduction by the Committee in its discretion. If there is an Award Termination, the

Committee may in its discretion allow some or all of the Restricted Stock Units to vest, calculated as set forth in subsection (c), subject to reduction by the Committee in its discretion.

(c) As soon as reasonably practicable following the end of the Performance Period, the Committee shall calculate, as set forth in Attachment 1, the number of Restricted Stock Units that would have vested based on the attainment of the performance criteria if Employee's employment or Restricted Stock Units had not been terminated prior to the certification. The remainder of the Restricted Stock Units shall be automatically forfeited.

5. Change in Control. If, prior to the rTSR Measurement Period End Date (as defined in Attachment 1), a Change in Control occurs, to the extent the Restricted Stock Units are outstanding immediately prior to such Change in Control, they shall vest in accordance with Section 13(b)(iii) of the Plan.

6. Employment by Wolverine. The Agreement and the Restricted Stock Unit Award shall not impose upon Wolverine or any of its Subsidiaries any obligation to retain Employee in its employ for any given period or upon any specific terms of employment. Wolverine or any of its Subsidiaries may at any time dismiss Employee from employment, free from any liability or claim under the Plan or this Agreement, unless otherwise expressly provided in any written agreement with Employee. By accepting this Award, Employee reaffirms the obligations of any Employee Confidentiality, Intellectual Property Protection, and Restrictive Covenant Agreement or similar agreement, previously entered into between Wolverine and Employee.

7. Stockholder Rights. Employee (or Employee's permitted transferees) shall not have any voting and liquidation rights with respect to the Restricted Stock Units or the underlying Common Stock represented thereby unless and until shares of Common Stock are actually issued to Employee upon vesting of the Restricted Stock Units in accordance with the terms of this Agreement. Employee shall be entitled to receive a dividend equivalent ("**Dividend Equivalent**") in the form of cash, with respect to any cash dividend that is declared and paid on the Common Stock underlying the Restricted Stock Units prior to the Payout Date, with the amount that is paid to Employee in respect of the Dividend Equivalents equal to the aggregate cash dividends declared and paid per share of Common Stock during the period beginning on the Grant Date and ending immediately prior to the Payout Date multiplied by the number of Restricted Stock Units that vest hereunder in accordance with Appendix 1. For greater certainty, no Dividend Equivalent shall be payable to Employee in respect of any unvested

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Restricted Stock Units that are forfeited. Upon vesting of the Restricted Stock Units and issuance to Employee of underlying Common Stock, if applicable, Employee shall have all stockholder rights, including the right to transfer the underlying Common Stock, subject to such conditions as Wolverine may reasonably specify to ensure compliance with applicable federal and state securities laws.

8. Withholding. Wolverine and any of its Subsidiaries shall be entitled to (a) withhold and deduct from Employee's future wages (or from other amounts that may be due and owing to Employee from Wolverine or a Subsidiary, including amounts under this Agreement), or make other arrangements for the collection of, all legally required amounts

necessary to satisfy any and all applicable federal, state and local withholding and employment-related tax requirements attributable to the Restricted Stock Units Award under this Agreement, including, without limitation, the award, vesting or settlement of Restricted Stock Units and any Dividend Equivalents; or (b) require Employee promptly to remit the amount of such withholding to Wolverine or a Subsidiary before taking any action with respect to the Restricted Stock Units. Unless the Committee provides otherwise, withholding may be satisfied by withholding shares of Common Stock to be received by Employee pursuant to this Agreement or by delivery to Wolverine or a Subsidiary of previously owned Common Stock of Wolverine.

9. Effective Date. This grant of Restricted Stock Units shall be effective as of the Grant Date set forth in the grant.

10. Agreement Controls. The Plan is hereby incorporated in this Agreement by reference. Capitalized terms not defined in this Agreement shall have those meanings provided in the Plan. In the event of any conflict between the terms of this Agreement and the terms of the Plan, the provisions of the Agreement shall control.

WOLVERINE WORLD WIDE, INC.
COMPENSATION AND HUMAN CAPITAL COMMITTEE

ATTACHMENT 1 TO RESTRICTED STOCK UNITS AWARD AGREEMENT

The number of Restricted Stock Units that will vest is equal to the number resulting from the formula set forth immediately below, but not in excess of 600% of the target number of Restricted Stock Units (“the Maximum RSU Amount”), subject to any exercise of negative discretion of the Committee.

1. The number of Restricted Stock Units that will vest under this Attachment 1 and this Agreement, as determined by the Committee, is equal to:

(Target Value/Market Price) x Overall Award Percentage

rounded up to the nearest whole number (but not in excess of the Maximum RSU Amount) where:

Overall Award Percentage will be the sum of (i) the OP Average Award Percentage multiplied by the OP Factor, and (ii) the rTSR Award Percentage multiplied by the rTSR Factor.

OP Average Award Percentage will be equal to (x) the sum of the OP Award Percentage for each Fiscal Year during the OP Measurement Period divided by (y) three.

rTSR Award Percentage will be based upon the Company’s Total Shareholder Return ranking as of the end of the rTSR Measurement Period relative to the Total Shareholder Return of the S&P Composite 1500 Companies.

(a) OP Award Percentage for each Fiscal Year during the OP Measurement Period will be calculated as follows:

If the OP for the applicable Fiscal Year is < Threshold OP, OP Award Percentage = 0%

If the OP for the applicable Fiscal Year is ≥ Threshold OP and < Target OP, OP Award Percentage =

$$\left(\left[\left[\frac{(OP - Threshold\ OP)}{(Target\ OP - Threshold\ OP)}\right] x\ 0.5\right] + 0.5\right) x100$$

If the OP for the applicable Fiscal Year is ≥ Target OP and < Stretch OP, OP Award Percentage =

$$\left(\left[\left[\frac{(OP - Target\ OP)}{(Stretch\ OP - Target\ OP)}\right] x\ 0.5\right] + 1.0\right) x100$$

If the OP for the applicable Fiscal Year is ≥ Stretch OP, OP Award Percentage = Award Cap

(b) The rTSR Award Percentage for the rTSR Measurement Period shall be the Company's Total Shareholder Return ranking as of the end of the rTSR Measurement Period relative to the Total Shareholder Return rankings as of the end of the rTSR Measurement Period of the S&P Composite 1500 Companies as forth in the following table:

Performance Level	**rTSR Rank(1)**	**Payout(2) (3)**
Below Threshold	<25th Percentile	0%
Threshold	25th Percentile	50%
Target	50th Percentile	100%
Stretch	75th Percentile	200%

(1) rTSR Rank is calculated based on the Company's ranking within the S&P Composite 1500 Companies based on its Total Shareholder Return as compared to the Total Shareholder Return of each S&P Composite 1500 Company.

(2) For performance between threshold and target and between target and stretch, the rTSR Award Percentage will be determined on straight line interpolation.

(3) If the Company's Total Shareholder Return for the rTSR Measurement Period is negative, the rTSR Award Percentage shall be capped at 100%.

The other defined terms shall have the following meanings for the purpose of this Agreement:

Award Cap	200%
Award Recipient	An employee of the Company to whom the Compensation and Human Capital Committee of the Board of Directors or the Board of Directors grants a Performance Restricted Unit Award, for such portion of the Performance Period as the Committee determines.
Operating Profit	Total earnings from the Company's core business function for the Fiscal Year after deducting selling, general and administrative costs. Operating Profit shall not include interest, taxes and other items reported in the Consolidated Statement of Operations below Operating Profit.
Fiscal Year	The fiscal year of the Company for financial reporting purposes as the Company may adopt from time to time.
Market Price	The Fair Market Value on the Grant Date.
OP Measurement Period	The three-year period beginning on the first day of the Company's 2024 Fiscal Year and ending on the last day of the Company's 2026 Fiscal Year.
Payout Date	The date determined by the Committee upon the vesting of Restricted Stock Units for the issuance and delivery of Common Stock and, if applicable, any cash payment, to which such Payout Date relates, which date shall be as soon as practicable, but in no event more than sixty (60) days following the date of vesting (or, if earlier, within 30 days following the date of a Change in Control, to the extent provided in Section 5 of this Agreement and the Plan).
Performance Period	The OP Measurement Period plus the rTSR Measurement Period.
rTSR Measurement Period	The three-year period beginning on February 7, 2024.
rTSR Measurement Period End Date	The last day of the rTSR Measurement Period.
S&P 1500 Companies	The companies making up the S&P Composite 1500 Consumer Durables & Apparel Index as of the first day of the Performance Period.
Target Value	Subject to the forfeiture provisions of Section 4 of the Agreement, the Target Value shall be the dollar target amount granted at the beginning of the OP Measurement Period (or, if later, at the time an Employee is determined by the Committee to be eligible to participate in the Plan), multiplied by a fraction, the numerator of which is months employed and participating for the OP Measurement Period and the denominator of which is 36. For clarification, the dollar target amount is only counted once for corresponding cycle grant year in cases where grants are made on the same date for multiple performance periods. Partial months employed/participating shall only be included in the numerator, above, if Employee is employed/participating for the majority of days in such month.
Total Shareholder Return	The change in value expressed as a percentage of a given dollar amount invested in a company's most widely publicly traded stock over the rTSR Measurement Period, taking into account both stock price appreciation (or depreciation) and the reinvestment of dividends (including the cash value of non-cash dividends) in such stock of the company. The thirty (30) calendar- day average closing price of shares of Common Stock and the stock of the S&P 1500 Companies (i.e., the average closing prices over the period of trading days occurring in the thirty (30) calendar days prior to the first day of the rTSR Measurement Period and ending on the first day of the rTSR

	Measurement Period and the average closing prices over the period of trading days occurring in the final thirty (30) calendar days ending on the rTSR Measurement Period End Date) will be used to value shares of Common Stock and the stock of the S&P 1500 Companies. Dividend reinvestment will be calculated using the closing price of a share of Common Stock or the stock of the applicable S&P 1500 Company on the ex-dividend date or, if no trades were reported on such date, the latest preceding date for which a trade was reported. If a company that is included in the S&P Composite 1500 Consumer Durables & Apparel Index as of the first day of the rTSR Measurement Period ceases to be publicly traded (other than through bankruptcy) during the rTSR Measurement Period, or if it publicly announced that any such company will be acquired, whether or not such acquisition occurs during the rTSR Measurement Period, such company shall not be treated as a S&P 1500 Company for purposes of the determinations herein and such company's Total Shareholder Return shall not be included for purposes of the calculations herein. Companies that were in the S&P Composite 1500 Consumer Durables & Apparel Index on the first day of the rTSR Measurement Period but that exit due to bankruptcy before the end of the rTSR Measurement Period remain S&P 1500 Companies and are assigned a Total Shareholder Return value of -100%. Companies that exit the S&P Composite 1500 Consumer Durables & Apparel Index before the end of the rTSR Measurement Period but remain publicly-traded throughout the rTSR Measurement Period remain S&P 1500 Companies.
TSR Percentile Rank	The percentage of Total Shareholder Return values among the S&P 1500 Companies at the rTSR Measurement Period End Date that are equal to or lower than the Company's Total Shareholder Return at the rTSR Measurement Period End Date, provided that if the Company's Total Shareholder Return falls between the Total Shareholder Return of two of the S&P 1500 Companies the TSR Percentile Rank shall be adjusted by interpolating the Company's Total Shareholder Return on a straight line basis between the Total Shareholder Return of the two S&P 1500 that are closest to the Company's. For purposes of the TSR Percentile Rank calculation, the Company will be excluded from the group of S&P 1500 Companies.
OP Factor	As set by the Compensation Committee within the first 90 days of the Performance Period.
Threshold OP	As set by the Compensation Committee for each Fiscal Year during the OP Measurement Period within the first 90 days of the Performance Period.
Target OP	As set by the Compensation Committee for each Fiscal Year during the OP Measurement Period within the first 90 days of the Performance Period.
Stretch OP	As set by the Compensation Committee for each Fiscal Year during the OP Measurement Period within the first 90 days of the Performance Period.
rTSR Factor	As set by the Compensation Committee within the first 90 days of the Performance Period.

Exhibit 10.2

EXECUTION VERSION

SECOND AMENDMENT TO THE
RECEIVABLES PURCHASE AGREEMENT

This SECOND AMENDMENT TO THE RECEIVABLES PURCHASE AGREEMENT (this "Amendment"), dated as of March 27, 2024, is entered into by and among the following parties:

(i) ROCKFORD ARS, LLC, as Seller;

(ii) WOLVERINE WORLD WIDE, INC. ("Wolverine"), as initial Master Servicer;

(iii) BANK OF AMERICA, N.A. ("BofA"), as a Purchaser; and

(iv) WELLS FARGO BANK, N.A. ("Wells"), as Administrative Agent and as a Purchaser.

Capitalized terms used but not otherwise defined herein (including such terms used above) have the respective meanings assigned thereto in the Receivables Purchase Agreement described below.

BACKGROUND

A. The Seller, the Master Servicer, BofA and Wells have entered into a Receivables Purchase Agreement, dated as of December 7, 2022 (as amended, restated, supplemented or otherwise modified through the date hereof, the "Receivables Purchase Agreement").

B. The parties hereto desire to amend the Receivables Purchase Agreement as set forth herein.

NOW THEREFORE, with the intention of being legally bound hereby, and in consideration of the mutual undertakings expressed herein, each party to this Amendment hereby agrees as follows:

SECTION 1. Amendments to the Receivables Purchase Agreement. The Receivables Purchase Agreement is hereby amended as follows to incorporate the changes shown on the marked pages of the Receivables Purchase Agreement attached hereto as Exhibit A.

SECTION 2. Representations and Warranties of the Seller and the Master Servicer. The Seller and the Master Servicer hereby represent and warrant to each of the parties hereto as of the date hereof as follows:

(a) *Representations and Warranties*. The representations and warranties made by it in the Receivables Purchase Agreement and each of the other Transaction Documents to which it is a party are true and correct in all material respects on and as of the date hereof as though made on and as of such date unless such representations and warranties by their terms refer to an earlier date, in which case they shall be true and correct in all material respects on and as of such earlier date.

(b) *Power and Authority; Due Authorization*. It (i) has all necessary corporate or limited liability company power and authority, as applicable to (A) execute and deliver this Amendment and

(B) perform its obligations under this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents to which it is a party and (ii) has duly authorized by all necessary corporate or limited liability company action, as applicable, the execution and delivery of this Amendment and the performance of, and the consummation of the transactions provided for in, this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents to which it is a party.

(c) *No Conflict or Violation*. The execution and delivery of this Amendment by it and the performance of the transactions contemplated by this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents and the fulfillment of the terms of this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents will not (i) conflict with, result in any breach of any of the terms or provisions of, or constitute (with or without notice or lapse of time or both) a default under, its organizational documents or any indenture, sale agreement, credit agreement, loan agreement, security agreement, mortgage, deed of trust or other agreement or instrument to which it is a party or by which it or any of its property is bound, (ii) result in the creation or imposition of any Adverse Claim upon any of the Sold Assets or Seller Collateral pursuant to the terms of any such indenture, credit agreement, loan agreement, security agreement, mortgage, deed of trust or other agreement or instrument, other than this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents or (iii) conflict with or violate any Applicable Law, except to the extent that any such conflict, breach, default, Adverse Claim or violation could not reasonably be expected to have a Material Adverse Effect..

(d) *No Event of Termination*. No Event of Termination or Unmatured Event of Termination has occurred and is continuing, and no Event of Termination or Unmatured Event of Termination would result from this Amendment or the transactions contemplated hereby.

(e) *Capital Coverage Deficit*. No Capital Coverage Deficit exists or would exist after giving effect to this Amendment or the transactions contemplated hereby.

(f) *Termination Date*. The Termination Date has not occurred.

SECTION 3. Effect of Amendment; Ratification. All provisions of the Receivables Purchase Agreement and the other Transaction Documents, as expressly amended and modified by this Amendment, shall remain in full force and effect. After this Amendment becomes effective, all references in the Receivables Purchase Agreement to “this Receivables Purchase Agreement”, “this Agreement”, “hereof”, “herein”, and all references in any other Transaction Document to “the Receivables Purchase Agreement”, “thereof”, “therein”, or in each case words of similar effect referring to the Receivables Purchase Agreement shall be deemed to be references to the Receivables Purchase Agreement as amended by this Amendment. This Amendment shall not be deemed, either expressly or impliedly, to waive, amend or supplement any provision of the

Receivables Purchase Agreement other than as set forth herein. The Receivables Purchase Agreement, as amended by this Amendment, is hereby ratified and confirmed in all respects.

SECTION 4. Effectiveness. This Amendment shall become effective as of the date hereof, subject to the conditions precedent that the Administrative Agent shall have received each of the following:

(a) counterparts to this Amendment executed by each of the parties hereto; and

(b) a pro-forma Monthly Report, prepared assuming this Amendment and the transactions contemplated hereby were in full force and effect as of the date of such preparation.

SECTION 5. Severability. Any provisions of this Amendment which are prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions hereof, and any such prohibition or unenforceability in any jurisdiction shall not invalidate or render unenforceable such provision in any other jurisdiction.

SECTION 6. Transaction Document. This Amendment shall each be a "Transaction Document" for purposes of the Receivables Purchase Agreement and each other Transaction Document.

SECTION 7. Counterparts. This Amendment may be executed in any number of counterparts, each of which when so executed shall be deemed to be an original and all of which when taken together shall constitute one and the same agreement. Delivery of an executed counterpart hereof by electronic means shall be equally effective as delivery of an originally executed counterpart. The words "execute," "execution," "signed," "signature," "delivery" and words of like import in or related to this Agreement, any other Transaction Document or any document, amendment, approval, consent, waiver, modification, information, notice, certificate, report, statement, disclosure, or authorization to be signed or delivered in connection with this Agreement or any other Transaction Document or the transactions contemplated hereby shall be deemed to include Electronic Signatures or execution in the form of an Electronic Record, and contract formations on electronic platforms approved by the Administrative Agent, deliveries or the keeping of records in electronic form, each of which shall be of the same legal effect, validity or enforceability as a manually executed signature or the use of a paper-based recordkeeping system, as the case may be, to the extent and as provided for in any Applicable Law, including the Federal Electronic Signatures in Global and National Commerce Act, the New York State Electronic Signatures and Records Act, or any other similar state laws based on the Uniform Electronic Transactions Act.

SECTION 8. GOVERNING LAW AND JURISDICTION.

(a) THIS AMENDMENT, INCLUDING THE RIGHTS AND DUTIES OF THE PARTIES HERETO, SHALL BE GOVERNED BY, AND CONSTRUED IN ACCORDANCE WITH, THE LAWS OF THE STATE OF NEW YORK (INCLUDING SECTIONS 5-1401 AND 5-1402 OF THE GENERAL OBLIGATIONS LAW OF THE STATE OF NEW YORK, BUT WITHOUT REGARD TO ANY OTHER CONFLICTS OF LAW PROVISIONS THEREOF).

(b) EACH PARTY HERETO HEREBY IRREVOCABLY SUBMITS TO (I) WITH RESPECT TO THE SELLER AND THE MASTER SERVICER, THE EXCLUSIVE JURISDICTION, AND (II) WITH RESPECT TO EACH OF THE OTHER PARTIES HERETO, THE NON-EXCLUSIVE JURISDICTION, IN EACH CASE, OF ANY NEW YORK STATE OR FEDERAL COURT SITTING IN NEW YORK CITY, NEW YORK IN ANY ACTION OR PROCEEDING ARISING OUT OF OR RELATING TO THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT, AND EACH PARTY HERETO HEREBY IRREVOCABLY AGREES THAT ALL CLAIMS IN RESPECT OF SUCH ACTION OR PROCEEDING (I) IF BROUGHT BY THE SELLER, THE MASTER SERVICER OR ANY AFFILIATE THEREOF, SHALL BE HEARD AND DETERMINED, AND (II) IF BROUGHT BY ANY OTHER PARTY TO THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT, MAY BE HEARD AND DETERMINED, IN EACH CASE, IN SUCH NEW YORK STATE COURT OR, TO THE EXTENT PERMITTED BY LAW, IN SUCH FEDERAL COURT. NOTHING IN THIS SECTION 8 SHALL AFFECT THE RIGHT OF THE ADMINISTRATIVE AGENT OR ANY OTHER PURCHASER PARTY TO BRING ANY ACTION OR PROCEEDING AGAINST THE SELLER OR THE MASTER SERVICER OR ANY OF THEIR RESPECTIVE PROPERTY IN THE COURTS OF OTHER JURISDICTIONS. EACH OF THE SELLER AND THE MASTER SERVICER HEREBY IRREVOCABLY WAIVES, TO THE FULLEST EXTENT IT MAY EFFECTIVELY DO SO, THE DEFENSE OF AN INCONVENIENT FORUM TO THE MAINTENANCE OF SUCH ACTION OR PROCEEDING. THE PARTIES HERETO AGREE THAT A FINAL JUDGMENT IN ANY SUCH ACTION OR PROCEEDING SHALL BE CONCLUSIVE AND MAY BE ENFORCED IN OTHER JURISDICTIONS BY SUIT ON THE JUDGMENT OR IN ANY OTHER MANNER PROVIDED BY LAW.

SECTION 9. WAIVER OF JURY TRIAL. EACH OF THE PARTIES HERETO HEREBY WAIVES, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, TRIAL BY JURY IN ANY JUDICIAL PROCEEDING INVOLVING, DIRECTLY OR INDIRECTLY, ANY MATTER (WHETHER SOUNDING IN TORT, CONTRACT OR OTHERWISE) IN ANY WAY ARISING OUT OF, RELATED TO, OR CONNECTED WITH THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT.

SECTION 10. Section Headings. The various headings of this Amendment are included for convenience only and shall not affect the meaning or interpretation of this Amendment, the Receivables Purchase Agreement or any provision hereof or thereof.

[Signature pages follow]

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed by their respective officers thereunto duly authorized, as of the date first above written.

ROCKFORD ARS, LLC

/s/ Jennifer J. Miller

Name: Jennifer J. Miller
Title: Director

EMPLOYMENT

WOLVERINE WORLD WIDE, INC., as the Master Servicer

/s/ Michael D. Stornant

Name: Michael D. Stornant
Title: Executive Vice President, Chief Financial Officer, and Treasurer

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WELLS FARGO BANK, N.A.,
as Administrative Agent

/s/ Taylor Cloud

Name: Taylor Cloud
Title: Director

WELLS FARGO BANK, N.A.,
as a Purchaser

/s/ Taylor Cloud

Name: Taylor Cloud
Title: Director

BANK OF AMERICA, N.A.,
as a Purchaser

/s/ Ross Glynn

Name: Ross Glynn
Title: Senior Vice President

EXHIBIT A
Amendments to Receivables Purchase Agreement

(Attached)

EXECUTION VERSION
EXHIBIT A TO AMENDMENT NO. 2, DATED March 27, 2024

RECEIVABLES PURCHASE AGREEMENT

Dated as of December 7, 2022

by and among

ROCKFORD ARS, LLC,
as Seller,

THE PERSONS FROM TIME TO TIME PARTY HERETO, as Purchasers,

WELLS FARGO BANK, N.A.,
as Administrative Agent,

and

WOLVERINE WORLD WIDE, INC.,
as initial Master Servicer

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other relationship with such entity, except to the extent the terms of such Indebtedness expressly provide that such Person is not liable therefor.

"Deemed Collections" has the meaning set forth in Section 4.01(d).

"Default Horizon Ratio" means, as of any Cut-Off Date, the ratio (expressed as a decimal) computed by dividing (i) the sum of (A) the aggregate sales generated by the Originators during the last four (4) months ending on such Cut-Off Date, plus (B) if the Calculated Weighted Average Payment Term at such time exceeds 60 days, the product of (x) the ratio of (I) the Calculated Weighted Average Payment Terms minus sixty (60), divided by (II) thirty (30), times (y) the aggregate sales generated by the Originators during the Calculation Period that is five (5) months prior to such Cut-Off Date, by (ii) the Net Pool Balance as of such Cut-Off Date.

"Default Ratio" means, as of any Cut-Off Date, the ratio (expressed as a percentage) computed by dividing (a) the total amount of Pool Receivables which became Defaulted Receivables during the Calculation Period that includes such Cut-Off Date, by (b) the aggregate sales generated by the Originators during the Calculation Period occurring four (4) months prior to the Calculation Period ending on such Cut-Off Date.

"Defaulted Receivable" means a Receivable:

(a) as to which the Obligor thereof has suffered an Insolvency Proceeding;

(b) which, consistent with the Credit and Collection Policy, should be written off as uncollectible;

(c) that has been written off the applicable Originator's or the Seller's books as uncollectible; or

(d) as to which any payment, or part thereof, remains unpaid for 121 days or more from the original due date for such payment.

"Delinquency Ratio" means, as of any Cut-Off Date, a percentage equal to (a) the aggregate Outstanding Balance of all Pool Receivables that were Delinquent Receivables at such time, divided by (b) the aggregate Outstanding Balance of all Pool Receivables at such time.

"Delinquent Receivable" means a Receivable as to which any payment, or part thereof, remains unpaid for 61 days or more from the original due date for such payment.

"Dilution" has the meaning set forth in Section 4.01(d).

"Dilution Horizon Ratio" means, as of any Cut-Off Date, a ratio (expressed as a decimal), computed by dividing (a) the aggregate sales generated by the Originators during the last two (2) months ending on such Cut-Off Date, by (b) the Net Pool Balance as of such Cut-Off Date. Within thirty (30) days of the completion and the receipt by the Administrative Agent of the results of any annual audit or field exam of the Receivables and the servicing and origination practices of the Master Servicer and the Originators, to the extent such audit or exam

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"Dynamic Reserve" means the sum of the Loss Reserve, the Yield Reserve, the Dilution Reserve and the Servicing Reserve.

"Electronic Record" has the meaning assigned to that term in, and shall be interpreted in accordance with, 15 U.S.C. 7006.

"Electronic Signature" has the meaning assigned to that term in, and shall be interpreted in accordance with, 15 U.S.C. 7006.

"Eligible Assignee" means (i) any Purchaser or any of its Affiliates, (ii) any Person managed by a Purchaser or any of its Affiliates and (iii) any other financial institution.

"Eligible Receivable" means, at any time of determination, a Pool Receivable:

(a) the Obligor of which (i) is not a Sanctioned Person, (ii) is not an Affiliate of any Wolverine Party, (iii) is domiciled in the United States of America or an Approved Foreign Jurisdiction, (iv) is not a Governmental Authority, (v) is not a natural person and (vi) is not a supplier to any Originator or an Affiliate of any Originator;

(b) which is not (i) a Delinquent Receivable, (ii) a Defaulted Receivable,(iii) an Unreported Foreign Receivable or (iv) owing from an Obligor as to which more than 35% of the aggregate Outstanding Balance of all Billed Receivables owing from such Obligor are either Delinquent Receivables or Defaulted Receivables;

(c) which is due within 150 days of the original invoice date therefor;

(d) which (i) if a U.S. Originator Receivable, is an "account" or a "payment intangible" as defined in section 9-102 of the UCC of all applicable jurisdictions and is not evidenced by "chattel paper", "promissory notes" or other "instruments" as defined in section 9-102 of the UCC of all applicable jurisdictions, (ii) if a Canadian Originator Receivable, is an "account" as defined in any applicable PPSA, and which is not evidenced by an "instrument" or "chattel paper" as defined in any applicable PPSA, (iii) does not constitute, or arise from the sale of, as-extracted collateral (as defined in the UCC of any applicable jurisdiction), (iv) has not arisen from an agreement regulated by consumer credit legislation of any kind, (v) is not an Unbilled Receivable, (vi) the related goods or merchandise has been delivered and/or services fully performed and (vii) is not payable in installments;

(e) which is denominated and payable only in an Approved Currency;

(f) which is payable to a Lock-Box or Collection Account located in (i) if a U.S. Originator Receivable, the United States and (ii) if a Canadian Originator Receivable, any province or territory of Canada;

(g) which arises under a Contract which, together with such Receivable, is in full force and effect and constitutes the legal, valid and binding obligation of the related Obligor enforceable against such Obligor in accordance with its terms, except as such enforcement may be limited by applicable bankruptcy, insolvency, reorganization or

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"Second Amendment Date" means March 27, 2024.

"Secured Parties" means each Purchaser Party, each Seller Indemnified Party and each Affected Person.

"Securities Act" means the Securities Act of 1933, as amended or otherwise modified from time to time.

"Security Interest" has the meaning ascribed thereto in Article 9 of the UCC.

"Seller" has the meaning specified in the preamble to this Agreement.

"Seller Collateral" has the meaning set forth in Section 3.09(a).

"Seller Guaranty" has the meaning set forth in Section 3.01.

"Seller Indemnified Amounts" has the meaning set forth in Section 13.01(a).

"Seller Indemnified Party" has the meaning set forth in Section 13.01(a).

"Seller Obligation Final Due Date" means the date that is the earlier of (i) one hundred and fifty (150) days following the Scheduled Termination Date and (ii) one hundred and fifty (150) days following the date on which the "Termination Date" is declared or deemed to have occurred under Section 10.01.

"Seller Obligations" means all present and future indebtedness, reimbursement obligations, and other liabilities and obligations (howsoever created, arising or evidenced, whether direct or indirect, absolute or contingent, or due or to become due) of the Seller to any Purchaser Party, Seller Indemnified Party and/or any Affected Person, arising under or in connection with this Agreement or any other Transaction Document or the transactions contemplated hereby or thereby, and shall include, without limitation, all obligations of the Seller in respect of the Seller Guaranty and the payment of all Capital, Yield, Fees and other amounts due or to become due under the Transaction Documents (whether in respect of fees, costs, expenses, indemnifications or otherwise), including, without limitation, interest, fees and other obligations that accrue after the commencement of any Insolvency Proceeding with respect to the Seller (in each case whether or not allowed as a claim in such proceeding).

"Seller's Net Worth" means, at any time of determination, an amount equal to (i) the Outstanding Balance of all Pool Receivables at such time, minus (ii) the sum of (A) the Aggregate Capital at such time, plus (B) the Aggregate Yield at such time, plus (C) the aggregate accrued and unpaid Fees at such time, plus (D) the aggregate outstanding principal balance of all Subordinated Notes at such time, plus (E) the aggregate accrued and unpaid interest on all Subordinated Notes at such time, plus (F) without duplication, the aggregate accrued and unpaid other Seller Obligations at such time.

"Servicing Fee" means the fee referred to in Section 9.06(a) of this Agreement.

"UCC" means the Uniform Commercial Code as from time to time in effect in the applicable jurisdiction.

"Unbilled Receivable" means, at any time, any Receivable as to which the invoice or bill with respect thereto has not yet been sent to the Obligor thereof.

"Unmatured Event of Termination" means an event that but for notice or lapse of time or both would constitute an Event of Termination.

"Unreported Foreign Obligor" means, at any time, any Obligor that is domiciled in either Argentina or Paraguay.

"Unreported Foreign Receivable" means any Receivable, the Obligor of which is an Unreported Foreign Obligor.

"Unsold Receivables" means, at any time, all Pool Receivables that are not then Sold Receivables.

"U.S." means the United States of America.

"U.S. Collection Account" means each account listed on Schedule II hereto (in each case, in the name of the Seller) and maintained at a bank or other financial institution acting as a U.S. Collection Account Bank pursuant to a U.S. Control Agreement for the purpose of receiving Collections.

"U.S. Collection Account Bank" means, at any time, any bank at which a U.S. Collection Account or U.S. Lock-Box is maintained.

"U.S. Control Agreement" means an agreement, in form reasonably acceptable to the Administrative Agent, in which a U.S. Collection Account Bank agrees to take instructions from the Administrative Agent, either directly or as assignee of Seller, with respect to the disposition of funds in a U.S. Collection Account without further consent of any applicable Wolverine Party.

"U.S. Dollar Equivalent" means, on any date on which a determination thereof is to be made, with respect to (a) any amount denominated in U.S. Dollars, such amount and (b) any amount denominated in an Alternative Currency, the U.S. Dollar equivalent of such amount of such Alternative Currency determined by reference to the Spot Rate determined as of such determination date.

"U.S. Dollars" and "$" each mean the lawful currency of the United States of America.

"U.S. Government Securities Business Day" shall mean any day except for (a) a Saturday, (b) a Sunday or (c) a day on which the Securities Industry and Financial Markets Association recommends that the fixed income departments of its members be closed for the entire day for purposes of trading in United States government securities.

"U.S. Lock-Box" means each locked postal box with respect to which a U.S. Collection Account Bank has executed a U.S. Control Agreement pursuant to which it has been granted

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and obligations of the Master Servicer pursuant to the terms hereof, (ii) the Master Servicer shall remain liable for the performance of the duties and obligations so delegated, (iii) the Seller, the Administrative Agent and each Purchaser shall have the right to look solely to the Master Servicer for performance, (iv) the terms of any agreement with any Sub-Servicer shall provide that the Administrative Agent may terminate such agreement upon the termination of the Master Servicer hereunder by giving notice of its desire to terminate such agreement to the Master Servicer (and the Master Servicer shall provide appropriate notice to each such Sub-Servicer) and (v) if such Sub-Servicer is not an Affiliate of the Parent, the Administrative Agent and the Majority Purchasers shall have consented in writing in advance to such delegation.

(e) Notwithstanding anything else contained in this Agreement or any other Transaction Document: (i) the Master Servicer or any Sub-Servicer shall not (and shall have no authority to) contract for, or conclude contracts in the name of, the Seller, the Administrative Agent or any other Secured Party in connection with any Receivables (including, without limitation, compromising or modifying the Receivables) in Canada; (ii) to the extent any duties or obligations of the Master Servicer involve or require the Master Servicer to contract for, or conclude a contract in the name of the Seller, the Administrative Agent or any other Secured Party, such servicing responsibility shall be fulfilled solely by an affiliate of the Master Servicer that is not resident in Canada and does not have a permanent establishment in Canada for purposes of the *Income Tax Act* (Canada) (and not by the Master Servicer) and such affiliate is authorized to take such action, but only from a place of business outside of Canada, and to the extent that any duties or obligations of any Sub-Servicer involve or require the Sub-Servicer to contract for, or conclude a contract in the name of the Seller, the Administrative Agent or any other Secured Party, such servicing responsibilities shall be fulfilled only from a place of business outside of Canada; and (iii) Servicer shall not, directly or indirectly, assign, delegate or subcontract any servicing responsibility under this Agreement to any person which is resident in Canada or has a permanent establishment in Canada for purposes of the *Income Tax Act* (Canada), except upon written consent (which consent shall not be unreasonably withheld, conditioned or delayed) of the Seller or the Administrative Agent, and in any event, any such assignee, delegate or sub-contractor may only carry out any servicing responsibility that involves or requires the assignee, delegate or sub-contractor to contract for, or conclude a contract in the name of the Seller, the Administrative Agent or any other Secured Party from a place of business outside Canada and shall not, in any manner whatsoever, carry out any such assigned, delegated or sub-contracted responsibility in Canada.

(f) Notwithstanding anything to the contrary herein or in any other Transaction Document, on and after the Second Amendment Date the Unreported Foreign Receivables shall (i) be excluded from the calculations of each of the following items for each Calculation Period on and after the Second Amendment Date as well as for each of the twelve (12) Calculation Periods ending prior to the Second Amendment Date (x) “Adjusted Dilution Ratio,” “Calculated Weighted Average Payment Terms,” “Capital Coverage Amount,” “Computed Weighted Average Payment Term,” “Concentration Coverage Percentage,” “Concentration Percentage,” “Currency Reserve Amount,” “Days Sales Outstanding,” “Default Horizon Ratio,” “Default Ratio,” “Delinquency Ratio,” “Dilution Horizon Ratio,” “Dilution Ratio,” “Dilution Reserve,” “Dilution Volatility Component,” “Dynamic Reserve,” Excess Concentration,” “Loss Reserve,” “Net Pool Balance,” “Obligor Percentage,” “Required Reserve,” “Reserve Floor,” “Servicing Fee,” “Servicing Reserve,” “Weighted Average Payment

Term Adjuster” and “Yield Reserve” (y) any components of the calculations and terms described in clause (x) above and (z) each other item required to be reported on for purposes of any Monthly Report or Weekly Report, in each case, for all purposes of this Agreement and the other Transaction Documents and (ii) constitute a portion of the Seller Collateral for all purposes of this Agreement and the other Transaction Documents.

SECTION 9.02. Duties of the Master Servicer.

(a) The Master Servicer shall take or cause to be taken all such action as may be necessary or reasonably advisable to service, administer and collect each Pool Receivable from time to time, all in accordance with this Agreement and all Applicable Laws, with reasonable care and diligence, and in accordance with the Credit and Collection Policy and consistent with the past practices of the Originators. The Master Servicer shall set aside, for the accounts of each Purchaser, the amount of Collections to which each such Purchaser is entitled in accordance with Article IV hereof. The Master Servicer may, in accordance with the Credit and Collection Policy and consistent with past practices of the Originators, take such action, including modifications, waivers or restructurings of Pool Receivables and related Contracts, as the Master Servicer may reasonably determine to be appropriate to maximize Collections thereof or reflect adjustments expressly permitted under the Credit and Collection Policy or as expressly required under Applicable Laws or the applicable Contract; provided, that for purposes of this Agreement: (i) such action shall not, and shall not be deemed to, change the number of days such Pool Receivable has remained unpaid from the date of the original due date related to such Pool Receivable, (ii) such action shall not alter the status of such Pool Receivable as a Delinquent Receivable or a Defaulted Receivable or limit the rights of any Secured Party under this Agreement or any other Transaction Document and (iii) if an Event of Termination has occurred and is continuing, the Master Servicer may take such action only upon the prior written consent of the Administrative Agent. The Seller shall deliver to the Master Servicer and the Master Servicer shall hold for the benefit of the Administrative Agent (individually and for the benefit of each Purchaser), in accordance with their respective interests, all records and documents (including computer tapes or disks) with respect to each Pool Receivable. Notwithstanding anything to the contrary contained herein, if an Event of Termination has occurred and is continuing, the Administrative Agent may direct the Master Servicer to commence or settle any legal action to enforce collection of any Pool Receivable that is a Defaulted Receivable or to foreclose upon or repossess any Related Security with respect to any such Defaulted Receivable.

(b) The Master Servicer’s obligations hereunder shall terminate on the Final Payout Date. Promptly following the Final Payout Date, the Master Servicer shall deliver to the Seller all books, records and related materials that the Seller previously provided to the Master Servicer, or that have been obtained by the Master Servicer, in connection with this Agreement.

SECTION 9.03. Collection Account Arrangements. On or prior to the Closing Date, the Seller shall have entered into Control Agreements with all of the Collection Account Banks and delivered executed counterparts of each to the Administrative Agent. Upon the occurrence and during the continuance of an Event of Termination, the Administrative Agent may (with the consent of the Majority Purchasers) and shall (upon the direction of the Majority Purchasers) at any time thereafter give notice to each Collection Account Bank that the Administrative Agent is exercising its rights under the Control Agreements to do any or all of the following: (a) to have

Servicer, and no successor Master Servicer reasonably satisfactory to the Administrative Agent shall have been appointed;

(b) any representation or warranty made or deemed made by any Wolverine Party (or any of their respective officers) under or in connection with this Agreement or any other Transaction Document or any information or report delivered by any Wolverine Party pursuant to this Agreement or any other Transaction Document, shall prove to have been incorrect or untrue in any material respect (except that such materiality qualifier shall not be applicable to any representations and warranties that already are qualified or modified by materiality in the text thereof) when made or deemed made or delivered;

(c) the Seller or the Master Servicer shall fail to deliver a Monthly Report or Weekly Report pursuant to this Agreement, and such failure shall remain unremedied for two (2) Business Days;

(d) this Agreement or any security interest granted pursuant to this Agreement or any other Transaction Document shall for any reason cease to create, or for any reason cease to be, a valid and enforceable first priority perfected security interest in favor of the Administrative Agent with respect to the Pool Receivables or any other Sold Assets or Seller Collateral, free and clear of any Adverse Claim;

(e) (i) any Wolverine Party shall generally not pay its debts as such debts become due, or shall admit in writing its inability to pay its debts generally, or shall make a general assignment for the benefit of creditors; (ii) any Insolvency Proceeding shall be instituted by or against the Seller; (iii) or any Insolvency Proceeding shall be instituted by or against any other Wolverine Party and, in the case of any such proceeding instituted against such Person (but not instituted by such Person), either such proceeding shall remain undismissed or unstayed for a period of sixty (60) consecutive days, or any of the actions sought in such proceeding (including the entry of an order for relief against, or the appointment of a receiver, trustee, custodian or other similar official for, it or for any substantial part of its property) shall occur; or (iv) any Wolverine Party shall take any corporate or organizational action to authorize any of the actions set forth above in this paragraph;

(f) as of the end of any Calculation Period, (i) the average of the Delinquency Ratios for the three Calculation Periods then most recently ended shall exceed 15.00%, (ii) the average of the Default Ratios for the three Calculation Periods then most recently ended shall exceed 5.00% or (iii) the average of the Dilution Ratios for the three Calculation Periods then most recently ended shall exceed 15.00%;

(g) a Change in Control shall occur;

(h) a Capital Coverage Deficit shall occur, and shall not have been cured within two (2) Business Days;

(i) (i) the Seller shall fail to pay any principal of or premium or interest on any of its Debt when the same becomes due and payable (whether by scheduled maturity, required prepayment, acceleration, demand or otherwise), and such failure shall continue after

Exhibit 10.3

EXECUTION VERSION

THIRD AMENDMENT TO THE RECEIVABLES PURCHASE AGREEMENT

This EMPLOYMENT THIRD AMENDMENT TO THE RECEIVABLES PURCHASE AGREEMENT (this "Agreement" "Amendment"), dated as of September 7, 2023 April 15, 2024, is entered into by and between among the following parties:

(i) ROCKFORD ARS, LLC, as Seller;

(ii) WOLVERINE WORLD WIDE, INC. ("Wolverine World Wide, Inc., a Delaware corporation (the "Company""), as initial Master Servicer;

(iii) BANK OF AMERICA, N.A. ("BofA"), as a Purchaser; and

(iv) WELLS FARGO BANK, N.A. ("Wells"), as Administrative Agent and Christopher E. Hufnagel, an individual ("Employee"). as a Purchaser.

Capitalized terms used but not otherwise defined herein (including such terms used above) have the respective meanings assigned thereto in the Receivables Purchase Agreement described below.

RECITALS

BACKGROUND

A. The Company wishes to employ Employee Seller, the Master Servicer, BofA and Wells have entered into a Receivables Purchase Agreement, dated as its President and Chief Executive Officer; and of December 7, 2022 (as amended, restated, supplemented or otherwise modified through the date hereof, the "

Receivables Purchase Agreement").

B. Employee wishes The parties hereto desire to accept employment amend the Receivables Purchase Agreement as set forth herein.

NOW THEREFORE, with the Company upon the terms intention of being legally bound hereby, and conditions set forth in this Agreement.

AGREEMENT

In consideration of the mutual covenants contained undertakings expressed herein, each party to this Amendment hereby agrees as follows:

(a) Amendment to the Receivables Purchase Agreement. Effective as of the Effective Date (as defined below), Schedule I of the Receivables Purchase Agreement is hereby deleted in its entirety and other good replaced with the Schedule I attached hereto.

SECTION 2. Representations and valuable consideration, Warranties of the receipt Seller and sufficiency the Master Servicer. The Seller and the Master Servicer hereby represent and warrant to each of which are hereby acknowledged, the parties hereto agree as of the date hereof and on the Effective Date, as follows:

1. (a) *Employment. Representations and Warranties*. The Company shall employ Employee, representations and Employee accepts employment with warranties made by it in the Company, upon the terms Receivables Purchase Agreement and conditions set forth in this Agreement. Employee's term of employment hereunder shall commence on August 6, 2023 (the "Effective Time") and continue until the first anniversary each of the Effective Time (the "Employment Period"); provided that, unless earlier terminated, the Employment Period shall automatically renew other Transaction Documents to which it is a party are true and correct in all material respects on the first anniversary and as of the date hereof, and the Effective Time Date, in each case, as though made on and as of such date unless such representations and warranties by their terms refer to an earlier date, in which case they shall be true and correct in all material respects on each anniversary thereafter for a period and as of one (1) year unless either party shall give written notice of non-extension to the other party not later than sixty (60) days prior to the end of then-current Employment Period. The Company or Employee may terminate this Agreement and Employee's employment at any time during the Employment Period as provided in Section 4 hereof. such earlier date.

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2. (b) *Position Power and Duties. Authority; Due Authorization*. It (i) has all necessary corporate or limited liability company power and authority, as applicable to (A) execute and deliver this Amendment and (B) perform its obligations under this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents to which it is a party and (ii) has duly authorized by all necessary corporate or limited liability company action, as applicable, the execution and delivery of this Amendment and the performance of, and the consummation of the

transactions provided for in, this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents to which it is a party.

(c) *No Conflict or Violation*. The execution and delivery of this Amendment by it and the performance of the transactions contemplated by this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents and the fulfillment of the terms of this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents will not (i) conflict with, result in any breach of any of the terms or provisions of, or constitute (with or without notice or lapse of time or both) a default under, its organizational documents or any indenture, sale agreement, credit agreement, loan agreement, security agreement, mortgage, deed of trust or other agreement or instrument to which it is a party or by which it or any of its property is bound, (ii) result in the creation or imposition of any Adverse Claim upon any of the Sold Assets or Seller Collateral pursuant to the terms of any such indenture, credit agreement, loan agreement, security agreement, mortgage, deed of trust or other agreement or instrument, other than this Amendment, the Receivables Purchase Agreement (as amended by this Amendment) and the other Transaction Documents or (iii) conflict with or violate any Applicable Law, except to the extent that any such conflict, breach, default, Adverse Claim or violation could not reasonably be expected to have a Material Adverse Effect..

(d) *No Event of Termination*. No Event of Termination or Unmatured Event of Termination has occurred and is continuing, and no Event of Termination or Unmatured Event of Termination would result from this Amendment or the transactions contemplated hereby.

(e) *Capital Coverage Deficit*. No Capital Coverage Deficit exists or would exist after giving effect to this Amendment or the transactions contemplated hereby.

(f) *Aggregate Capital*. Both immediately before and after giving effect to this Amendment and the transactions contemplated hereby, the Aggregate Capital does not exceed the Facility Limit.

(g) *Termination Date*. The Termination Date has not occurred.

SECTION 3. Effect of Amendment; Ratification. All provisions of the Receivables Purchase Agreement and the other Transaction Documents, as expressly amended and modified by this Amendment, shall remain in full force and effect. After this Amendment becomes effective, all references in the Receivables Purchase Agreement to “this Receivables Purchase Agreement”, “this Agreement”, “hereof”, “herein”, and all references in any other Transaction

Document to “the Receivables Purchase Agreement”, “thereof”, “therein”, or in each case words of similar effect referring to the Receivables Purchase Agreement shall be deemed to be references to the Receivables Purchase Agreement as amended by this Amendment. This Amendment shall not be deemed, either expressly or impliedly, to waive, amend or supplement any provision of the Receivables Purchase Agreement other than as set forth herein. The Receivables Purchase Agreement, as amended by this Amendment, is hereby ratified and confirmed in all respects.

SECTION 4. Effectiveness. This Amendment shall become effective as of April 22, 2024 (the "Effective Date"), upon receipt by the Administrative Agent of counterparts to this Amendment executed by each of the parties hereto.

SECTION 5. Severability. Any provisions of this Amendment which are prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions hereof, and any such prohibition or unenforceability in any jurisdiction shall not invalidate or render unenforceable such provision in any other jurisdiction.

SECTION 6. Transaction Document. This Amendment shall each be a "Transaction Document" for purposes of the Receivables Purchase Agreement and each other Transaction Document.

SECTION 7. Counterparts. This Amendment may be executed in any number of counterparts, each of which when so executed shall be deemed to be an original and all of which when taken together shall constitute one and the same agreement. Delivery of an executed counterpart hereof by electronic means shall be equally effective as delivery of an originally executed counterpart. The words "execute," "execution," "signed," "signature," "delivery" and words of like import in or related to this Agreement, any other Transaction Document or any document, amendment, approval, consent, waiver, modification, information, notice, certificate, report, statement, disclosure, or authorization to be signed or delivered in connection with this Agreement or any other Transaction Document or the transactions contemplated hereby shall be deemed to include Electronic Signatures or execution in the form of an Electronic Record, and contract formations on electronic platforms approved by the Administrative Agent, deliveries or the keeping of records in electronic form, each of which shall be of the same legal effect, validity or enforceability as a manually executed signature or the use of a paper-based recordkeeping system, as the case may be, to the extent and as provided for in any Applicable Law, including the Federal Electronic Signatures in Global and National Commerce Act, the New York State Electronic Signatures and Records Act, or any other similar state laws based on the Uniform Electronic Transactions Act.

SECTION 8. GOVERNING LAW AND JURISDICTION.

(a) During the Employment Period, Employee shall serve as the President and Chief Executive Officer of the Company, and shall have the usual and customary duties, responsibilities and authority of such position. Employee acknowledges and agrees that he shall perform his duties and responsibilities faithfully and to the best of his abilities in a businesslike manner and in accordance with the Company's Employee Handbook and Code of Business Conduct. THIS AMENDMENT, INCLUDING THE RIGHTS AND DUTIES OF THE PARTIES HERETO, SHALL BE GOVERNED BY, AND CONSTRUED IN ACCORDANCE WITH, THE LAWS OF THE STATE OF NEW YORK (INCLUDING SECTIONS 5-1401 AND 5-1402 OF THE GENERAL OBLIGATIONS LAW OF THE STATE OF NEW YORK, BUT WITHOUT REGARD TO ANY OTHER CONFLICTS OF LAW PROVISIONS THEREOF).

(b) Employee EACH PARTY HERETO HEREBY IRREVOCABLY SUBMITS TO (I) WITH RESPECT TO THE SELLER AND THE MASTER SERVICER, THE EXCLUSIVE JURISDICTION, AND (II) WITH RESPECT TO EACH OF THE OTHER PARTIES HERETO, THE NON-EXCLUSIVE JURISDICTION, IN EACH CASE, OF ANY NEW YORK STATE OR FEDERAL COURT SITTING IN NEW YORK CITY, NEW YORK IN ANY ACTION OR PROCEEDING ARISING OUT OF OR RELATING TO THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT, AND EACH PARTY HERETO HEREBY IRREVOCABLY AGREES THAT ALL CLAIMS IN RESPECT OF SUCH ACTION OR PROCEEDING (I) IF BROUGHT BY THE SELLER, THE MASTER SERVICER OR ANY AFFILIATE THEREOF, SHALL BE HEARD AND DETERMINED, AND (II) IF BROUGHT BY ANY OTHER PARTY TO THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT, MAY BE HEARD AND DETERMINED, IN EACH CASE, IN SUCH NEW YORK STATE COURT OR, TO THE EXTENT PERMITTED BY LAW, IN SUCH FEDERAL COURT. NOTHING IN THIS SECTION 8 SHALL AFFECT THE RIGHT OF THE ADMINISTRATIVE AGENT OR ANY OTHER PURCHASER PARTY TO BRING ANY ACTION OR PROCEEDING AGAINST THE SELLER OR THE MASTER SERVICER OR ANY OF THEIR RESPECTIVE PROPERTY IN THE COURTS OF OTHER JURISDICTIONS. EACH OF THE SELLER AND THE MASTER SERVICER HEREBY IRREVOCABLY WAIVES, TO THE FULLEST EXTENT IT MAY EFFECTIVELY DO SO, THE DEFENSE OF AN INCONVENIENT FORUM TO THE MAINTENANCE OF SUCH ACTION OR PROCEEDING. THE PARTIES HERETO AGREE THAT A FINAL JUDGMENT IN ANY SUCH ACTION OR PROCEEDING SHALL BE CONCLUSIVE AND MAY BE ENFORCED IN OTHER JURISDICTIONS BY SUIT ON THE JUDGMENT OR IN ANY OTHER MANNER PROVIDED BY LAW.

SECTION 9. WAIVER OF JURY TRIAL. EACH OF THE PARTIES HERETO HEREBY WAIVES, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, TRIAL BY JURY IN ANY JUDICIAL PROCEEDING INVOLVING, DIRECTLY OR INDIRECTLY, ANY MATTER (WHETHER SOUNDING IN TORT, CONTRACT OR OTHERWISE) IN ANY WAY ARISING OUT OF, RELATED TO, OR CONNECTED WITH THIS AMENDMENT OR ANY OTHER TRANSACTION DOCUMENT.

SECTION 10. Section Headings. The various headings of this Amendment are included for convenience only and shall report solely not affect the meaning or interpretation of this Amendment, the Receivables Purchase Agreement or any provision hereof or thereof.

[Signature pages follow]

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to the Board of Directors be executed by their respective officers thereunto duly authorized, as of the Company (the “Board”), shall work on a full-time basis for the Company and shall devote his entire business time, attention, skills and energies to the business and affairs of the Company. During the Employment Period, Employee shall not engage in any business activity which, in the reasonable judgment of the Board, conflicts with the duties of Employee hereunder, whether or not such activity is pursued for gain, profit or other pecuniary advantage; provided that, as long as such date first above written.

ROCKFORD ARS, LLC

/s/ Jennifer J. Miller

Name: Jennifer J. Miller
Title: Director

WOLVERINE WORLD WIDE, INC., as the Master Servicer

/s/ Michael D. Stornant

Name: Michael D. Stornant
Title: Executive Vice President, Chief Financial Officer, and Treasurer

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activities do not interfere with Employee's duties hereunder, Employee may (i) with the prior written approval of the Board, serve on the board of one (1) for-profit company that does not compete with the Company, and (ii) participate in charitable, civic, educational, professional, community and industry affairs. Employee agrees that he shall promptly report any conflict in writing to the Board, disclosing any outside business or investment opportunities made available to Employee in which the Company may or might have an interest where the Company does or may do business.

WELLS FARGO BANK, N.A.,
as Administrative Agent

/s/ Taylor Cloud

Name: Taylor Cloud
Title: Director

(c) The Company shall take such action as may be necessary to appoint Employee as a member of the Board as of the Effective Time, and to nominate (and re-nominate) Employee for re-election as a member of the Board as of any date during the Employment Period on which Employee's term as a Board member would otherwise expire (including recommending to the Company's stockholders in the Company's annual Proxy Statement that they vote to continue Employee's membership on the Board, as applicable).

3. Base Salary and Benefits.

(a) Base Salary. During the Employment Period and commencing as of the Effective Time, Employee's base salary shall be increased to a rate of $1,000,000.00 per annum (the "Base Salary"), which shall be payable in regular installments in accordance with the Company's general payroll practices. Annual compensation review and increases, if any, will be subject to approval by the Board.

(b) Annual Incentive Plan. During the Employment Period, Employee shall be enrolled in the Company's Executive Short-Term Incentive Plan (the "AIP") at the target rate of 120% of the Base Salary, prorated for the period of 2023 following the Effective Time. Although there is no guarantee of any bonus payout, achievement of financial targets established by the Board and personal objectives (such targets and objectives to be established in consultation with Employee) could yield a bonus with a maximum payout of 200% of the Employee's target bonus. Any bonus under this section, if earned, will be paid in accordance with the terms of the AIP or successor plan.

(c) Three-Year Incentive Plan. The Company will recommend to the Compensation Committee of the Board (the "Compensation Committee") that Employee continue to be enrolled in the Company's Executive Long-Term Incentive Plan and be granted stock awards thereunder in February 2024 commensurate with his grade and position level as set forth in greater detail in the Position Tally Sheet furnished to the Employee by the Company as of August 8, 2023. There is no guarantee of an award and the payout of the award is subject to achievement of the Company's financial targets as determined by the Board (such targets to be established in consultation with Employee). If a payout is earned, payment will be in the form of performance units of Company stock, granted in accordance with the Company's Stock Incentive Plan of 2016 or successor plan. All grants under this Section 3(c) are subject to Employee executing a grant agreement provided by the Company in form consistent with prior grant agreements.

WELLS FARGO BANK, N.A.,
as a Purchaser

/s/ Taylor Cloud

Name: Taylor Cloud
Title: Director

(d) Annual Equity Grants. At the February 2024 meeting of the Compensation Committee, the Company will recommend that Employee be granted time-based stock awards commensurate with his grade and position level. Currently, time-based restricted stock units vest one-third on each of the first three successive grant anniversary dates. All grants under this Section

3(d) are subject to Employee executing grant agreements provided by the Company in form consistent with prior grant agreements.

(e) Initial Equity Grants. As soon as practicable (and in any event at the next regularly scheduled Compensation Committee following the Effective Time, which is scheduled for October 30, 2023, as of the date of this Agreement), the Compensation Committee shall meet to act in good faith on the recommendation by the Company that Employee be granted time-based restricted stock units with a value at grant of $500,000 in recognition of his newly promoted grade and position level as President and Chief Executive Officer. These units will vest one-third on each of the first three successive grant anniversary dates. All grants under this Section 3(e) are subject to Employee executing grant agreements provided by the Company in form consistent with prior grant agreements.

(f) Vacation. During the Employment Period, Employee shall be entitled to four (4) weeks of paid vacation in accordance with Company policy.

(g) Expenses. The Company shall reimburse Employee for all reasonable expenses incurred by him in the course of performing his duties under this Agreement which are consistent with the Company's policies in effect from time to time with respect to travel, entertainment and other business expenses ("Business Expenses"), subject to the Company's requirements with respect to reporting and documentation of such expenses. The Company shall pay or reimburse Employee's legal fees incurred in connection with the negotiation and execution of this Agreement, provided that evidence of such fees shall be provided to the Company and that the amount of such payment or reimbursement shall not exceed $10,000.

(h) Benefits. Employee will be eligible to participate in such health care, insurance, retirement, and other employee benefit plans as are generally made available by the Company to their employees, subject to the terms of said plan or plans. The terms of such plans are subject to change or termination at any time, with or without notice, at the discretion of the Company.

4. Termination. The Employment Period shall terminate as follows.

(a) Termination by Employee without Good Reason. In the event that Employee terminates his employment for any reason other than for Good Reason, Employee must provide the Company sixty (60) days' advance written notice of such resignation. The Company shall have the right to waive the notice period and accept such resignation, effective immediately upon the Company's waiver of notice.

(b) Termination by Employee for Good Reason. Employee may terminate his employment hereunder for Good Reason. "Good Reason" means (i) a material diminution in

Employee’s duties under this Agreement or a reduction of Employee’s title, (ii) a material breach

BANK OF AMERICA, N.A.,
as a Purchaser

/s/ Ross Glynn

Name: Ross Glynn
Title: Senior Vice President

SCHEDULE I
Commitments

by the Company of this Agreement (including the failure (other than as a result of Employee’s death or Disability or Termination for Cause) to nominate and re-nominate Employee to the Board (and failure to make related recommendations to the Company’s stockholders) as contemplated by Section 2(c) hereof), (iii) relocation of Employee’s principal place of employment to a location that is more than fifty (50) miles from the Company’s corporate headquarters as of the Effective Time, without Employee’s consent, (iv) termination of this Agreement under Section 1 by the Company serving a notice of non-extension or (v) a reduction in the Base Salary, unless such reduction is part of an across the board reduction for senior executives of the Company; provided that any such action shall not constitute Good Reason unless (A) Employee provides written notice to the Company of any such action within thirty (30) days of the date on which such action first occurs and provides the Company with thirty (30) days to remedy such action (the “Cure Period”), (B) the Company fails to remedy such action within the Cure Period, and (C) Employee resigns within thirty (30) days of the expiration of the Cure Period.

(c) Termination by the Company.

(i) Termination by the Company for Cause. The Company may terminate Employee’s employment for Cause (“Termination for Cause”). “Cause” shall mean any of the following:

(1) Any intentional act of fraud, embezzlement, theft or breach of fiduciary duty with respect to the Company or its subsidiaries;

(2) Employee’s (1) intentional act of dishonesty or misrepresentation with respect to the Company or its subsidiaries; or (2) gross negligence or willful misconduct in the performance of his duties to the Company (other than any such failure resulting from

Employee's Disability, or Employee's resignation for Good Reason), in each of the foregoing clauses (1) and (2) above which is material to the Company;

(3) Material failure or refusal to follow any reasonable directive of the Board, consistent with the terms of this Agreement;

(4) Employee's material (1) breach of any noncompetition, nonsolicitation, confidentiality or other covenant with the Company under Exhibit A of this Agreement or otherwise;(2) breach of any material written policy of the Company, a copy of which such material written policy has been made available to Employee; or (3) breach of this Agreement; or

(5) Employee's conviction of or indictment for or entering of a guilty plea or plea of no contest or nolo contendere with

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respect to any felony or any crime involving an act of moral turpitude.

Notwithstanding the foregoing, Employee shall not be deemed to have been terminated for Cause unless and until the Company (1) provides Employee with a notice from the Board specifying the grounds for a Termination for Cause (and providing an opportunity to cure the conduct if such conduct is curable within ten (10) days), and (2) a copy of a resolution adopted by an affirmative vote of not less than a majority of the independent directors of the Board at a meeting of the Board called and held for the purpose (after notice to Employee and an opportunity for Employee, with counsel, to be heard before the Board), finding that in the good faith opinion of the majority of the independent directors of the Board that Executive has been guilty of conduct set forth above, setting forth the particulars in detail. A determination of Cause by the Board shall not be binding upon or entitled to deference by any finder of fact in the event of a dispute, it being the intent of the parties that such finder of fact shall make an independent determination of whether the termination was for "Cause" as defined above. No act or failure to act on the part of Employee shall be considered "willful" unless done or omitted to be done by Employee not in good faith and without reasonable belief that Employee's action(s) or omission(s) was in the best interests of the Company.

Subject to the foregoing, the Company may terminate this Agreement pursuant to a Termination for Cause at any time immediately upon notice to Employee.

(ii) Termination by the Company without Cause. The Company may terminate Employee's employment without Cause (i.e. for any reason other than those described in Subsections 4(b), and 4(c)) ("Termination without Cause") at any time upon written notice to Employee.

(d) Death and Disability. Employee's employment shall terminate immediately upon Employee's death and the Company may terminate this Agreement upon 30 days prior written notice to Employee if, by virtue of a physical or mental condition, Employee is unable to perform the essential functions of his work under this Agreement, with or without reasonable accommodation, for a period of 180 days in any 365 day period ("Disability").

(e) Obligations upon Termination.

(i) In the event of a resignation by Employee without Good Reason, as described in Subsection 4(a), all of the parties' respective rights and obligations hereunder shall immediately terminate upon the expiration of the notice period required under Section 4(a) or upon notice by the Company waiving such notice,

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except that (A) Employee's obligations and the Company's rights under Sections 5 through 9 of this Agreement shall survive such termination and (B) the Company shall pay to Employee only the accrued but unpaid Base Salary and any unreimbursed Business Expenses as of the date of termination, and all vested or accrued benefits under the Company's benefits plans, programs and arrangements (collectively, the "Accrued Benefits").

(ii) In the event of Employee's death, as described in Subsection 4(d), or a Termination for Cause, as described in Subsection 4(c)(i), all of the parties' respective rights and obligations hereunder shall immediately terminate in the case of death and terminate upon the effective date of such termination in the case of Termination for Cause pursuant to Subsection 4(c)(i), except that (A) Employee's obligations and the Company's rights under Sections 5 through 9 of this Agreement shall survive such termination and (B) the Company shall pay to Employee (or his estate, as applicable) only the Accrued Benefits.

(iii) In the event of a Termination without Cause, as described in Subsection 4(c)(ii), or Employee's resignation for Good Reason pursuant to Section 4(b), all of the parties' respective rights and obligations hereunder shall terminate upon the effective date of such termination pursuant to Subsection 4(c)(ii) or Subsection 4(b) as the case may be, except that:

(A) Employee's obligations and the Company's rights under Sections 5 through 9 of this Agreement shall survive such termination;

(B) the Company shall pay to Employee the Accrued Benefits;

(C) the Company shall pay Employee, as severance, an amount equal to twenty-four (24) months of Employee's then-current Base Salary payable in regular biweekly installments in accordance with the Company's general payroll practices; and

(D) If enrolled in the Company's group health plan as of the date of termination, Employee will be eligible for continued health care coverage, as permitted under the federal Consolidated Omnibus Budget Reconciliation Act of 1985, as amended ("COBRA"). Provided Employee timely elects to continue receiving group medical coverage and/or dental coverage pursuant to COBRA, the Company shall pay for Employee's COBRA coverage for up to the maximum number of months allowable under COBRA for Employee after the date of termination, not to exceed twenty-four (24) months. The Company's obligation to pay for Employee's COBRA coverage, however, shall be reduced by the amount that Employee will pay toward such coverage, which shall be equal to the amount of Employee's medical and/or dental coverage premiums as of the date of termination. Employee will be required to pay Employee's share of the COBRA contributions directly to the Company's COBRA administrator

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each month. To the extent that Employee begins new employment on or before twenty-four (24) months after the date of termination, Employee shall immediately notify the Company of such employment. In the event Employee becomes eligible for coverage through a new employer, Employee shall elect such coverage. Upon Employee becoming eligible for such coverage, the Company's obligation to pay for COBRA coverage shall immediately cease.

(E) The Company shall pay Employee an amount equal to the bonus Employee would have been eligible to receive at target performance for the fiscal year in which termination takes place, multiplied by a fraction, the numerator of which is the number of days Employee is employed by the Company in such fiscal year through the date of termination and the denominator of which is 365.

(F) The Employee (x) shall be considered to have Retired for purposes of determining pro rata vesting of outstanding performance-based awards granted under the Company's Stock Incentive Plan of 2016 (as amended and restated) or successor plan (the "Plan"), with the "retirement" date being Employee's termination date, and (y) shall be entitled to pro rata vesting of outstanding time-based restricted stock unit awards granted under the Plan that would have vested over the twelve month period after the Employee's termination date had the Employee remained employed with the Company.

(G) The Company will pay for outplacement assistance for the Employee through Right Management using the Professional Management Program for Senior Managers and Directors or the equivalent program available at the Employee's termination date (or, in the event Right Management is unwilling or unable to provide such outplacement assistance, a program of similar content and quality offered through a comparable vendor) in a lump sum on the termination date equal to a period of twelve (12) months of such outplacement assistance.

Any payments under Sections (C), (D), (E), (F) or (G) are collectively referred to as the "Severance Payment"). The payment of the Severance Payment under this Subsection 4(e)(iii) shall be conditioned upon Employee's effective execution of a release of claims against the Company in a form attached hereto as Exhibit B. The Company shall specify a period, not to exceed 45 days following termination, during which Employee may review and consider such release, provided that if such period spans two calendar years, then the Severance Payment shall not be made (or commence to be made) until the second calendar year, regardless of the year in which the release is signed and returned. Payment of the Severance Payment will cease immediately upon Employee's material breach beyond the applicable cure period (if such breach is capable of being cured) of any of the

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restrictive covenants in the Agreement, in addition to all other remedies available to the Company.

(iv) In the event of Disability, as described in Subsection 4(d), all of the parties' respective rights and obligations hereunder shall immediately terminate upon the effective date of such termination pursuant to Subsection 4(d), except that (A) Employee's obligations and the Company's rights under Sections 5 through 9 of this Agreement shall survive such termination; and (B) the Company shall pay to Employee the Accrued Benefits.

(v) Except as otherwise required by law (e.g., COBRA) or as specifically provided herein, all of Employee's rights to salary, severance, fringe benefits and bonuses hereunder (if any) shall cease upon termination for any reason.

(vi) Upon termination of Employee's employment hereunder for any reason, Employee shall promptly resign from all other positions with the Company and its affiliates.

(vii) In the event Employee is obligated to repay any amounts to the Company under this Agreement or otherwise, Employee hereby authorizes the Company to deduct such amounts from any sums the Company is obligated to pay Employee under this Agreement or otherwise, to the extent permitted by law (provided that, in all events, any such deduction shall comply with Section 409A of the Code to the extent applicable). Employee agrees to repay the Company for any balance remaining after any such deductions are made within thirty (30) days after termination. In the event Employee fails to repay the Company in accordance with the terms of this Agreement and the Company decides to take legal action to collect and recover such amount, Employee agrees to reimburse the Company for all costs incurred by the Company, including but not limited to reasonable attorneys' fees and court costs.

5. Confidentiality, Intellectual Property Protection, and Restrictive Covenants.

(a) Employee acknowledges and agrees that he will be subject to the confidentiality, intellectual property protection, restrictive covenant, and other provisions set forth in Exhibit A to this Agreement, the provisions of which are incorporated into this Agreement.

6. Enforcement.

(a) If Employee breaches or threatens to commit a breach of any of the covenants set forth in Exhibit A, then the Company shall have the right and remedy to have the covenants in Exhibit A specifically enforced against Employee, including temporary restraining orders and injunctions by any court of competent jurisdiction, in order to enforce, or prevent any violations of, the provisions hereof (without posting a bond or other security), or, in the case of a breach by Employee of the provisions of Exhibit A, require Employee to account for all

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compensation, profits, moneys, accruals, increments or other benefits derived or received as a result of any transactions constituting a breach of the covenants contained therein, it being agreed by Employee that any breach or threatened breach by Employee of Exhibit A would cause irreparable injury to the Company and that money damages would not provide an adequate remedy to the Company. The prevailing party is entitled to its attorneys' fees and costs incurred in relation to any action addressing Exhibit A. In addition, the Company shall not be required to post any bond or other surety as a condition to the issuance of any temporary restraining order or injunction, and Employee irrevocably waives any such requirement of any statute or applicable law.

(b) If, during the enforcement of any or all of the covenants and provisions set forth in Exhibit A, any court of competent jurisdiction enters a final judgment that declares that the duration, scope, or area restrictions stated therein are unreasonable under circumstances then existing, are invalid, or are otherwise unenforceable, then the parties hereto agree that the maximum enforceable duration, scope, or area reasonable under such circumstances shall be substituted for the stated duration, scope, or area, and that the court making the determination of invalidity or unenforceability shall have the power to revise the scope, duration, or area of the term or provision, to delete specific words or phrases, or to replace any invalid or unenforceable term or provision with a term or provision that is valid and enforceable and that comes the closest to expressing the intention of the invalid or unenforceable term or provision, and this Agreement shall be enforceable as so modified to cover the maximum duration, scope, or area permitted by law.

7. Insurance. The Company may, for its own benefit, maintain “key man” life and disability insurance policies covering Employee. Employee will reasonably cooperate with the Company and provide such information or other reasonable assistance as the Company or insurance company may reasonably request in connection with the Company obtaining and maintaining such policies.

8. Representations and Warranties. Employee hereby represents and warrants to the Company that (a) the execution, delivery and performance of this Agreement by Employee does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which Employee is a party or any judgment, order or decree to which Employee is subject, (b) Employee is not and will not be a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity that is inconsistent with the provisions of this Agreement and (c) this Agreement is a valid and binding obligation of Employee.

9. Cooperation. In connection with any termination of Employee’s employment with the Company, Employee agrees to assist the Company, as reasonably requested by the Company, in its succession planning efforts to facilitate a smooth transition of Employee’s job responsibilities to Employee’s successor. In addition, upon the receipt of reasonable notice from the Company (including through outside counsel), Employee agrees that while employed by the Company and thereafter, Employee will respond and provide information with regard to matters of which Employee has knowledge as a result of Employee’s employment with the Company, and will provide reasonable assistance to the Company, its affiliates and their respective

representatives in defense of all claims that may be made against the Company or its affiliates, and will assist the Company and its affiliates in the prosecution of all claims that may be made by the

Company or its affiliates, to the extent that such claims may relate to the period of Employee's employment with the Company; provided that once Employee is no longer employed by the Company, such cooperation shall be reasonably scheduled so as not to conflict with Employee's other obligations. Employee agrees to inform the Company if Employee becomes aware of any lawsuit involving such claims that has been filed against the Company or its affiliates. Except as otherwise provided herein, Employee also agrees to inform the Company (to the extent that Employee is legally permitted to do so) if Employee is asked to assist in any investigation of the Company or its affiliates (or their actions), regardless of whether a lawsuit or other proceeding has then been filed against the Company or its affiliates with respect to such investigation. However, in no event shall Employee have any obligations to the Company or its affiliates under the preceding sentence to the extent such investigation is brought by the Equal Employment Opportunity Commission ("EEOC"), Department of Justice, the Securities and Exchange Commission (the "SEC"), Congress, and any agency Inspector General, or any other federal regulatory or law enforcement agency or legislative body, or any self-regulatory organization if Employee is advised by counsel not to so inform the Company because doing so would result in a violation of law. For the avoidance of doubt, nothing in this Section 9 that purports to impose obligations on Employee restricts or prevents employee from reporting a possible violation of any federal law or regulation to any government agency or entity including but not limited to the EEOC, the National Labor Relations Board, the Department of Justice, the SEC, Congress, and any agency Inspector General, or making disclosures that are protected under the whistleblower provisions of any law; or initiate, provide information to, testify at, participate, or otherwise assist, in any investigation or proceeding brought by any federal regulatory or law enforcement agency or legislative body, such as the EEOC and SEC, or any self-regulatory organization, relating to an alleged violation of any federal, state, or municipal law.

Upon presentation of appropriate documentation, the Company shall pay or reimburse Employee for all reasonable out-of-pocket travel, duplicating or telephonic expenses incurred by the Executive in complying with this Section.

10. Notices. All notices, requests, demands, and other communications hereunder shall be in writing (which shall include electronic communications by email and facsimile) and shall be delivered (a) in person or by courier or overnight service, (b) mailed by first class registered or certified mail, postage prepaid, return receipt requested, or (c) by email or facsimile transmission, as follows:

If to Employee:

Christopher E. Hufnagel
[redacted]

If to the Company:

Wolverine World Wide, Inc.

9341 Courtland Drive NE
Rockford, Michigan 49351
Attention: General Counsel

or to such other address as the parties hereto may designate in writing to the other in accordance with this Section 10. Any party may change the address to which notices are to be sent by giving written notice of such change of address to the other parties in the manner above provided for giving notice. If delivered personally or by courier, the date on which the notice, request, instruction or document is delivered shall be the date on which such delivery is made and if delivered by email, facsimile transmission or regular mail as aforesaid, the date on which such notice, request, instruction or document is received shall be the date of delivery.

11. General Provisions.

(a) Severability. It is the desire and intent of the parties hereto that the provisions of this Agreement be enforced to the fullest extent permissible under the laws and public policies applied in each jurisdiction in which enforcement is sought. Accordingly, if any particular provision of this Agreement shall be adjudicated by a court of competent jurisdiction to be invalid, prohibited or unenforceable for any reason, such provision, as to such jurisdiction, shall be ineffective, without invalidating the remaining provisions of this Agreement or affecting the validity or enforceability of this Agreement or affecting the validity or enforceability of such provision in any other jurisdiction. Notwithstanding the foregoing, if such provision could be more narrowly drawn so as not to be invalid, prohibited or unenforceable in such jurisdiction, it shall, as to such jurisdiction, be so narrowly drawn, without invalidating the remaining provisions of this Agreement or affecting the validity or enforceability of such provision in any other jurisdiction.

(b) Complete Agreement. This Agreement represents the entire agreement between the parties with respect to the subject matter of this Agreement and supersedes and cancels all other contracts, agreements, representations and understandings between the parties or their affiliates, whether written or oral, expressed or implied (including, without limitation, any offer letter); provided, that the Executive Severance Agreement between Employee and the Company, remains in full force and effect. This Agreement shall bind and inure to the benefit of each party, their parent companies, subsidiaries and affiliates, and each of their respective officers, directors, shareholders, investors, business associates, owners, partners, employees, representatives, agents, contractors and assigns. This Agreement may not be modified or amended except in writing signed by authorized representatives of both parties. The terms of this Agreement are the result of negotiations in which each party had the opportunity to review and revise any term herein. Consequently, this Agreement shall not be construed for or against either party as a result of the manner in which it was drafted.

(c) Successors and Assigns. Except as otherwise provided herein, this Agreement shall be binding upon and inure to the benefit of Employee and the Company and its respective successors, permitted assigns, personal representatives, heirs and estates, as the case may be; provided, however, that the rights and obligations of Employee under this Agreement shall not be assigned without the prior written consent of the Company and the Company may

assign the rights and obligations of this Agreement in its sole discretion, and such assignment by the Company will not constitute a termination under Section 4.

(d) Governing Law. THIS AGREEMENT, AND ALL CLAIMS, DISPUTES AND CONTROVERSIES RELATED HERETO OR ARISING HEREFROM, SHALL BE GOVERNED BY, AND CONSTRUED, APPLIED AND ENFORCED IN ACCORDANCE WITH THE LAWS OF THE STATE OF MICHIGAN, WITHOUT REGARD TO CONFLICT OF LAW PRINCIPLES. NO DEFENSE, COUNTERCLAIM OR RIGHT OF SET-OFF GIVEN OR ALLOWED BY THE LAWS OF ANY OTHER STATE OR JURISDICTION, OR ARISING OUT OF THE ENACTMENT, MODIFICATION OR REPEAL OF ANY LAW, REGULATION, ORDINANCE OR DECREE OF ANY FOREIGN JURISDICTION, BE INTERPOSED IN ANY ACTION HEREON. THE PROVISIONS OF THIS AGREEMENT SHALL BE ENFORCEABLE NOTWITHSTANDING THE EXISTENCE OF ANY CLAIM OR CAUSE OF ACTION OF EMPLOYEE AGAINST COMPANY, WHETHER PREDICATED ON THIS AGREEMENT OR OTHERWISE.

(e) Jurisdiction; Waiver of Jury Trial. EMPLOYEE HEREBY VOLUNTARILY, UNCONDITIONALLY AND IRREVOCABLY AGREES AND SUBMITS TO THE JURISDICTION OF THE FEDERAL AND STATE COURTS OF THE STATE OF MICHIGAN AND APPELLATE COURTS FROM ANY THEREOF FOR ANY CLAIM, ACTION OR DISPUTE ARISING OUT OF OR RELATED TO THIS AGREEMENT, AND WAIVES AND AGREES NOT TO ASSERT ANY DEFENSE THAT ANY SUCH COURT LACKS JURISDICTION, VENUE IS IMPROPER, OR THE FORUM IS INCONVENIENT. EMPLOYEE AND COMPANY HEREBY IRREVOCABLY AND KNOWINGLY WAIVE (TO THE FULLEST EXTENT PERMITTED BY LAW) ANY RIGHT TO A TRIAL BY JURY IN ANY ACTION OR PROCEEDING (INCLUDING, WITHOUT LIMITATION, ANY COUNTERCLAIM) ARISING OUT OF THIS AGREEMENT OR ANY OTHER AGREEMENTS OR TRANSACTIONS RELATED HERETO OR THERETO, INCLUDING, WITHOUT LIMITATION, ANY ACTION OR PROCEEDING: (I) TO ENFORCE OR DEFEND ANY RIGHTS UNDER OR IN CONNECTION WITH THIS AGREEMENT OR ANY INSTRUMENT, DOCUMENT OR AGREEMENT DELIVERED OR WHICH MAY IN THE FUTURE BE DELIVERED IN CONNECTION HEREWITH, OR (II) ARISING FROM ANY DISPUTE OR CONTROVERSY IN CONNECTION WITH OR RELATED TO THIS AGREEMENT. COMPANY AND EMPLOYEE AGREE THAT ANY SUCH ACTION OR PROCEEDING SHALL BE TRIED BEFORE A COURT AND NOT A JURY.

(f) Withholdings. All payments hereunder are subject to withholding for applicable federal, state and local income and employment taxes and any other deductions authorized by Employee or required by law.

(g) Amendment and Waiver. The provisions of this Agreement may be amended and waived only with the prior written consent of the Company and Employee, and no course of conduct or failure or delay in enforcing the provisions of this Agreement shall affect the validity, binding effect or enforceability of this Agreement or any provision hereof.

(h) Headings. The section headings contained in this Agreement are inserted for convenience only and shall not affect in any way the meaning or interpretation of this Agreement.

(i) Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.

(j) Business Days. If any time period for giving notice or taking action hereunder expires on a day which is not a business day in the State of Michigan, the time period for giving notice or taking action shall be automatically extended to the immediately following business day.

(k) Survival of Representations, Warranties and Agreements. All representations, warranties and agreements contained herein shall survive in perpetuity the consummation of the transactions contemplated hereby. For the avoidance of doubt, Employee's obligations under Exhibit A shall survive termination of this Agreement for any reason (including, without limitation, upon nonrenewal of the agreement by either party).

(l) Section 409A. To the extent applicable, this Agreement shall be interpreted in accordance with, and incorporate the terms and conditions required by, Section 409A of the Internal Revenue Code of 1986, as amended, and the Department of Treasury regulations and other interpretive guidelines issued thereunder (collectively, "Section 409A"). Notwithstanding any provision to the contrary in this Agreement: (i) no amount that constitutes deferred compensation as defined in Section 409A shall be payable in connection with Employee's termination of employment shall be paid to Employee unless the termination of Employee's employment constitutes a "separation from service" within the meaning of Section 1.409A-1(h) of the Department of Treasury Regulations, and if Employee incurs a termination of employment that does not constitute a separation from service, as so defined, Employee's right to such payments shall vest but payment shall be deferred until the date on which Employee incurs a separation from service, or die; (ii) if, on the date on which Employee incurs a separation from service, Employee is a "specified employee" as defined in Section 409A, any amount that constitutes deferred compensation and that becomes payable by reason of such separation from service (including any amount described in clause (i)) shall be deferred until the earlier of the first day of the seventh month following the month that includes the separation from service or Employee's death; (iii) for purposes of Section 409A, Employee's right to receive installment payments pursuant to this Agreement shall be treated as a right to receive a series of separate and distinct payments; and (iv) to the extent that any reimbursement of expenses or in-kind benefits constitutes “deferred compensation” under Section 409A, such reimbursement or benefit shall be provided no later than December 31 of the year following the year in which the expense was incurred. The amount of expenses reimbursed in one year shall not affect the amount eligible for reimbursement in any subsequent year. The amount of any in-kind benefits provided in one year shall not affect the amount of in-kind benefits provided in any other year.

(m) Nouns and Pronouns. Whenever the context may require, any pronouns used herein shall include the corresponding masculine, feminine or neuter forms, and the singular form of nouns and pronouns shall include the plural and vice-versa.

(n) Construction. Where specific language (such as the word “including”) is used to clarify by example a general statement contained herein, such specific language shall not be deemed to modify, limit or restrict in any manner the construction of the general statement to which it relates. The language used in this Agreement shall be deemed to be the language chosen by the parties hereto to express their mutual intent, and no rule of strict construction shall be applied against any party hereto.

(o) Attorneys’ Fees. In the event of any dispute relating to this Agreement, the court shall award the prevailing party its reasonable legal fees and expenses it incurred in connection with such dispute.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereto have executed this Employment Agreement as of the date first written above.

WOLVERINE WORLD WIDE, INC.

By: /s/ Tom Long
Name: Tom Long
Title: Chairman

CHRISTOPHER E. HUFNAGEL

By: /s/ Christopher Hufnagel
Name: Christopher Hufnagel

EXHIBIT A

EMPLOYEE CONFIDENTIALITY, INTELLECTUAL PROPERTY PROTECTION, AND RESTRICTIVE COVENANT PROVISIONS

As a condition of Employee's new employment with the Company, receipt of the compensation now and hereafter paid to Employee by the Company, and access to the Company's Confidential Information (as defined herein), Employee agrees to the following provisions related to Employee Confidentiality, Intellectual Property Protection, and Restrictive Covenants.

1. NON-DISCLOSURE & CONFIDENTIALITY:

1.1 Definition of Confidential Information: The term "Confidential Information" includes, but is not limited to, all trade secrets and other confidential and/or proprietary knowledge, research, scientific data, or information of the Company and/or third parties with whom the Company does business, and shall include whether or not such information is reduced to writing or other tangible medium of expression, including – but not limited to – documents, or other media, including removable, portable storages devices, including but not limited to USB drives, blueprints, drawings, photographs, charts, graphs, notebooks, tapes or printouts, sound recordings, and other printed, typewritten, or handwritten documents (collectively "Company Documents"), whether such Company Documents have been prepared by the Company, you, or by others, and whether such Company Documents are stored or saved on Company servers, Company cloud storage, or personal devices, including:

(i) information concerning the Company's business, operations, affairs, financial condition, and projections;

(ii) compilations or lists of customer/prospective customers names, addresses, other identifying information (i.e. telexes, telephone numbers, fax numbers, email addresses, profiles, data, prospects, and site information;), and names of all suppliers, sources, buyers, lenders, banks, sellers, borrowers, trusts introduced to Employee by the Company;

(iii) information concerning products, product design, product development, sourcing, plans, policies, programs, procedures, sales estimates, accounting reports, departmental manuals, methods of and plans to obtain new business goodwill, financial information, bank recommendations or preferences, statistical and accounting data, ideas, marketing techniques, strategies, programs, work assignments and capabilities, purchasing information, price lists, pricing policies, quoting procedures, financial information, pricing strategies, and other confidential materials or information relating to the manner in which the Company develops and markets its products and services and otherwise conducts its business;

(iv) information concerning computer systems, management information systems, customized computer software, source codes, object codes, digital media, optical

media, flow charts, drawings, diagrams, bills of material, equipment, prototypes, models, other tangible or intangible manifestations, databases, inventions, know-how, scientific or technical information, designs, processes, procedures, data, formulas, improvements, concepts, reports, or specifications related to Company's business;

(v) information regarding plans for research, research results, development of new products or acquisition of new/future products, product enhancements, research designs, techniques, or studies;

(vi) confidential profiles, data, prospects, and site information;

(vii) any and all ideas which are derived from or relate to Employee's access to or knowledge of any of the above enumerated materials and information owned by the Company or its customers; and

(viii) Notwithstanding the foregoing, Confidential Information excludes (a) information concerning Employee's wages, hours, benefits, and other terms and conditions of employment; (b) information publicly known or which becomes publicly known through no unauthorized act of Employee; (c) information disclosed to Employee by a third party not in violation of any obligations of this Agreement; (d) information required to be disclosed pursuant to a valid subpoena, provided that Employee provides the Company with timely written notice of such requirement and the Confidential Information to be disclosed as far in advance of its disclosure as is practicable, and, upon the Company's written request; or (e) information required to be disclosed pursuant to applicable law.

If you have any questions as to whether certain information is Confidential Information, consult the Company's General Counsel.

1.2 Business Relationships and Goodwill: The Company has a substantial and legitimate business interest in maintaining Confidential Information. Employee acknowledges and agrees that this Agreement creates a special relationship of trust and confidence between Employee and the Company as well as the Company's current and prospective customers, vendors, suppliers, and investors. Employee further acknowledges and agrees that there is a high risk and opportunity for any person given such responsibility and Confidential Information to unfairly disclose use and/or misappropriate the relationship and goodwill existing between the Company and the Company's current and prospective customers, vendors, suppliers, and investors. Employee therefore acknowledges and agrees that it is fair and reasonable for the Company to take steps to protect itself from the risk of such disclosure, use and/or misappropriation. Thus, at all times during Employee's work with the Company and thereafter, Employee will hold in strictest confidence and will not disclose, use, distribute, disseminate, publish, divulge, directly or indirectly, at any time during or after his or her employment, any of the Company's Confidential Information (as defined above), to any person, firm, corporation, association, or other business entity, either for their own or someone else's personal benefit except as such disclosure, use, distribution, dissemination, or publication may be required in connection

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with Employee's work for the Company or unless the Company expressly authorizes the same in writing.

1.3 Information Received from Third Parties: Employee understands that the Company has received, and in the future will receive from third parties, Confidential Information subject to a duty on the Company's part to maintain the confidentiality of that information and to use it only for certain limited purposes. During Employee's work with the Company and thereafter, Employee will hold all such information in the strictest confidence and will not disclose it to anyone (other than personnel of the Company who need to know such information in connection with their work for the Company). Employee further agrees not to use any such information except in connection with Employee's work for the Company unless expressly authorized by the Company in writing.

1.4 Former Employer Confidential Information: Employee agrees that during employment with the Company, Employee will not use, disclose, or induce the Company to use any proprietary information or trade secrets of any former employer or other person or entity with which Employee has an obligation to keep in confidence. Employee further agrees not to bring onto the Company's premises or transfer onto the Company's technology systems any unpublished document, proprietary information, or trade secrets belonging to any such third party unless disclosure to, and use by, the Company has been consented to in writing by such third party.

1.5 Identification and Protection of Confidential Information: Employee recognizes that failure to mark any of the Confidential Information as confidential or proprietary shall not affect its status as Confidential Information under the terms of this Agreement. Employee agrees that Employee shall keep all such Confidential Information confidential and agrees to take reasonable steps to ensure that information is not inadvertently disclosed to unauthorized persons.

1.6 Return of Confidential Information Upon Termination: All Company documents and electronic information shall be the sole property of the Company. Employee agrees that during Employee's employment by the Company, Employee will not remove or electronically transmit any Confidential Information from the business premises of the Company or deliver any Confidential Information to any person or entity outside the Company, except as Employee is required to do in connection with performing the duties of Employee's employment. Employee further agrees that, immediately upon the termination of Employee's employment by Employee or by the Company for any reason, or during Employee's employment if so requested by the Company, Employee will return within two (2) days all Confidential Information, apparatus, equipment, and other physical property, or any reproduction of such property, except only (i) Employee's personal copies of records relating to Employee's compensation; and (ii) Employee's copy of this Agreement.

1.7 Non-Disparagement: Employee agrees not to make, or cause any other person to make, any public statement that criticizes or disparages the Company or any of its subsidiaries, executive officers, employees, directors or products. The Company agrees not to make, or cause any other person to make, any public statement that criticizes or disparages Employee. Nothing set forth herein shall be interpreted to prohibit Employee or the Company from making any such statements on a non-public basis during the Employment Period in furtherance of their duties (including with respect to personnel reviews and similar discussions), responding publicly to incorrect public statements, making truthful statements when required by law, subpoena, court order, or the like and/or from responding to any inquiry about this Agreement or its underlying facts and circumstances by any regulatory or investigatory organization and/or from making any truthful statements in the course of any litigation.

2. INTELLECTUAL PROPERTY PROTECTION

2.1 Definition of Intellectual Property: The term "Intellectual Property" means all tangible and intangible property including, without limitation, writings, works of authorship, literary property, copyrights, Moral Rights (as defined below) programs, software, programming tools and designs, trademarks, service marks, logos, trade names, trade secrets, patents, designs, algorithms, know-how, ideas, concepts, methods, inventions (whether or not fully developed or reduced to practice), formulae, processes, techniques, applications, domain names, universal locator addresses, telephone numbers and similar identifiers, and any other similar property, whether or not registered, relating to the Company's business.

2.2 Intellectual Property Disclosure and Assignment: It is hereby acknowledged that Employee's responsibilities may include the making of technical, product, and managerial contributions of value to the Company. Without further compensation, Employee will promptly and fully disclose in confidence to the Company all inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works, and trade secrets that Employee makes or conceives or first reduces to practice or creates, either alone or jointly with others, during his/her employment and within the course and scope of Employee's employment, whether or not patentable, copyrightable or protectable as trade secrets (the "Inventions").

2.3 Pre-Existing Materials: Employee will inform the Company in writing before incorporating any inventions, discoveries, ideas, original works of authorship, developments, improvements, trade secrets and other proprietary information or intellectual property rights owned by Employee prior to, or separate from, Employee's employment with the Company ("Prior Inventions"), into any Invention or otherwise utilizing any such Prior Invention in the course of Employee's employment with the Company; and the Company is hereby granted a nonexclusive, royalty-free, perpetual, irrevocable, transferable worldwide license (with the right to grant and authorize sublicenses) to make, have made, use, import, offer for sale, sell, reproduce, distribute, modify, adapt, prepare derivative works of, display, perform, and otherwise exploit such Prior Inventions, without restriction, including, without limitation, as part of or in connection with such Invention, and to practice any method related thereto. Employee will not incorporate any inventions, discoveries, ideas, original works of authorship, developments, improvements, trade secrets and other proprietary information or intellectual property rights owned by any third- party into any Invention without the third-party and Company's prior written permission. Furthermore, Employee represents and warrants that if any Prior Inventions are included on Exhibit A, they will not materially affect Employee's ability to perform all obligations under this Agreement.

Party	**Capacity**	**Commitment**
Wells	Purchaser	$75,000,000
BofA	Purchaser	$50,000,000

2.4 Assistance: Employee shall assist the Company in obtaining and protecting the rights in any such Inventions as provided herein. Employee will also disclose to the Company's General Counsel all things that would be Inventions if made during Employee's employment, conceived, reduced to practice, or developed by Employee within six (6) months of the termination of Employee's employment with the Company or Employee's departure. Such disclosures shall be received by the Company in confidence (to the extent they are not assigned in (i) below) and do not extend the assignment made in Section (i) below. Employee will not disclose Inventions to any person outside the Company unless Employee is requested to do so by management personnel of the Company.

(i) Work for Hire; Assignment of Inventions: Employee acknowledges and agrees that any copyrightable works prepared by Employee during his or her employment and within the scope of Employee's employment are "works for hire" under the Copyright Act and that the Company will be considered the author and owner of such copyrightable works. Employee agrees that all Inventions created by Employee, alone or jointly with others, during his or her employment that: (a) are developed using equipment, supplies, facilities, or Confidential Information of the Company; (b) result from work performed by Employee for the Company; or (c) relate to the Company's business or actual or demonstrably anticipated research and development, will be the sole and exclusive property of the Company and hereby irrevocably assigns, and agrees to assign, to the Company all right, title, and interest in them (the "Assigned Inventions"). Employee agrees to make and maintain adequate and current written records, in a form specified by the Company, of all Assigned Inventions. Employee understands that this assignment is intended to, and does, extend to subject matters currently in existence, those in development, as well as those which have not yet been created. Employee acknowledges and agrees that subject to the limitations of this Section, if Employee uses any Prior Inventions in the scope of Employee's employment or includes them in any product or service of the Company, Employee hereby grants to the Company a perpetual, irrevocable, nonexclusive, worldwide, royalty-free license to use, disclose, make, sell, copy, distribute, modify and/or create works based on, perform or display such Prior Inventions and to sublicense third parties with the same rights.

(ii) Employee has provided to the Company's General Counsel (using the form attached as Exhibit A) a complete list of all Inventions or improvements to which Employee claims ownership and that Employee desires to remove from the operation of this Agreement, and Employee acknowledges and agrees that such list is complete. If no such list is provided to the Company's General Counsel, Employee represents that Employee has no such Inventions and improvements at the time of signing this Agreement. If, in the course of employment with the Company, Employee incorporates into a Company product, process, or machine such an existing Invention or improvement owned by Employee or in which Employee has an interest, the Company is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use, and sell such Invention or improvement as part of or in connection with such product, process or machine.

(iii) Assignment of Other Rights. In addition to the foregoing assignment of the Assigned Inventions to the Company, Employee hereby irrevocably transfers and assigns to the Company: (a) all worldwide patents, patent applications, copyrights, mask works, trade secrets, and other Intellectual Property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (b) any and all "Moral Rights" (as defined below) that Employee may have in or with respect to any Assigned Inventions. Employee also hereby forever waives and agrees never to assert any and all Moral Rights that Employee may have in or with respect to any Assigned Inventions, even after termination of Employee's work on behalf of the Company. "Moral Rights" mean any rights to claim authorship of or credit on any Assigned Inventions, to object to or prevent the modification or destruction of any Assigned Inventions or Prior Inventions licensed to Company, or to withdraw from circulation or control the publication or distribution of any Assigned Inventions or Prior Inventions licensed to Company under this Section, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "Moral Right." Employee forever hereby waives and agrees never to assert any Moral Rights Employee may have in any copyrightable work that is assigned to the Company as a result of this Paragraph, even after any termination of Employee's employment with Company, regardless of whether the termination is voluntary or involuntary.

2.5 Notice Under Defend Trade Secrets Act of 2016: Employee is hereby notified in accordance with the Defend Trade Secrets Act of 2016 that he/she will not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that: (a) is made (i) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney; and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document that is filed under seal in a lawsuit or other proceeding. Employee is further notified that if he/she files a lawsuit for retaliation by an employer for reporting a suspected violation of law, he/she may disclose the employer's trade secrets to his/her attorney and use the trade secret information in the court proceeding if he/she: (x) files any document containing the trade secret under seal; and (y) does not disclose the trade secret, except pursuant to court order.

3. DUTY OF LOYALTY, NON-SOLICITATION & NON-COMPETITION

3.1 No Conflicts of Interest: Employee agrees that, during Employee’s employment with the Company, Employee will not engage in any other employment, occupation, consulting, or other business activity directly related to the business in which the Company is now involved or becomes involved during Employee’s employment without the Company’s written consent, nor will Employee engage in any other activities that conflict with Employee’s obligations to the Company including but not limited to assisting any person or entity in competing with the Company, in preparing to compete with the Company, or in hiring any employees or consultants of the Company. Notwithstanding the foregoing, this does not prevent Employee from owning 5% or less of the outstanding equity securities of any publicly traded company.

3.2 Corporate Opportunities: Employee acknowledges that during the course of Employee’s employment by the Company, Employee may be offered or become aware of business or investment opportunities in which Company may or might have an interest where the Company does or may do business (a “Corporate Opportunity”) and that Employee has a duty to advise Company of any such Corporate Opportunities before acting upon them. Accordingly, Employee agrees that Employee will disclose to the Company any Corporate Opportunity offered to Employee or of which Employee has becomes aware.

3.3 Non-Solicitation: Employee agrees that during Employee’s employment with the Company and for a period of one (1) year after the Separation Date (as defined below), Employee shall not, without the Company’s prior written consent, directly or indirectly: (a) solicit, hire, cause, or induce, or attempt to solicit, hire, cause, or induce any employee, agent, representative, or contractor, of the Company who was an employee, agent, representative, or contactor of the Company as of the Separation Date, to terminate such person’s relationship with the Company or to become employed by any business or person other than the Company; (b) authorize, condone, solicit, or assist in the taking of such actions by any third party, including but not limited to a recruiter or future employer of Employee; provided, however, that with respect to this Section, a general solicitation or advertisement not specifically targeted to or reasonably expected to specifically target such individuals will not be deemed in and of itself to violate the prohibitions of this Agreement; or (c) solicit sales, orders, or other business from, or conduct business with, any Company Customer (as defined below) with respect to products, services or business that are similar or competitive with the products, services or business of the Company; or (d) interfere or attempt to interfere with any transaction, agreement, prospective agreement, business opportunity or business relationship in which Company or any affiliate was involved during the two (2) years prior to the Separation Date. Employee acknowledges and agrees that the restriction in this Section is reasonable in light of Employee's responsibilities with the Company and the scope of the Company's business.

"Customer" is defined as any person, company, or business that placed a wholesale order for any of the Company's products during the two (2) years prior to the Separation Date.

"Separation Date" is defined as the date Employee's employment with the Company terminates.

3.4 Non-Competition: Employee agrees that for the period beginning on Employee's hire date and continuing for one (1) year after the Separation Date (the "Restriction Period"), Employee will not engage, directly or indirectly, as an owner, manager, proprietor, contractor, more than five percent (5%) shareholder, partner, officer, employee or otherwise (collectively, "Employment") where such Employment (a) involves any of the same or similar activities or functions as Employee performed, supervised, or managed for the Company at any time during the two (2) years preceding the Separation Date, and (b) is for or on behalf of any business that, directly or indirectly, (i) is engaged in the design, development, manufacturing, marketing, or retail or wholesale sale of footwear or apparel competitive with or substantially similar to the footwear or apparel designed, developed, manufactured, marketed, or sold by the Company, or (ii) is engaged in any line of business substantially similar to the lines of business engaged in by the Company (clauses (i) and (ii) each being a "Competitor"), where such Competitor did business

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in any state or country where the Company or its distributors, licensees, or partners did business during Employee's employment. Employee acknowledges and agrees that the restriction in this Section is reasonable in light of Employee's responsibilities with the Company and the scope of the Company's business.

3.5 Tolling: In the event Employee breaches this covenant not to compete, the Restriction Period set forth in Section 3.4 shall automatically toll from the date of the first breach, and all subsequent breaches, until the resolution of the breach through private settlement, judicial or other action, including all appeals. The Restriction Period shall continue upon the effective date of any such judicial settlement or other resolution. The Company has the option, in its sole discretion, to waive (but only in writing) all or any portion of the Restriction Period or to limit the definition of Competitor. Employee agrees to disclose to the Company the name of any subsequent employer during the Restriction Period, wherever located and regardless of whether such employer is a Competitor.

EXHIBIT B

SEPARATION AND RELEASE AGREEMENT

[See attached]

Exhibit 31.1

CERTIFICATION

I, Christopher E. Hufnagel, certify that:

1. I have reviewed this Quarterly Annual Report on Form 10-Q of Wolverine World Wide, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
   (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
   (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
   (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
   (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
   (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
   (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: November 9, 2023 May 8, 2024

/s/ Christopher E. Hufnagel

Christopher E. Hufnagel
President and Chief Executive Officer
Wolverine World Wide, Inc.

Exhibit 31.2

CERTIFICATION

I, Michael D. Stornant, certify that:

1. I have reviewed this Quarterly Annual Report on Form 10-Q of Wolverine World Wide, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
   (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
   (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
   (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
   (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
   (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
   (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: November 9, 2023 May 8, 2024

/s/ Michael D. Stornant

Michael D. Stornant
Executive Vice President, Chief Financial Officer and Treasurer
Wolverine World Wide, Inc.

Exhibit 32

CERTIFICATIONS

Solely for the purpose of complying with 18 U.S.C. § 1350, each of the undersigned hereby certifies in his capacity as an officer of Wolverine World Wide, Inc. (the "Company") that the Quarterly Annual Report of the Company on Form 10-Q for the year-to-date quarter ended September 30, 2023 March 30, 2024 fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 and that information contained in such report fairly presents, in all material respects, the financial condition of the Company at the end of such period and the results of operations of the Company for such period.

Date: November 9, 2023 May 8, 2024

/s/ Christopher E. Hufnagel

Christopher E. Hufnagel
President and Chief Executive Officer
(Principal Executive Officer)

/s/ Michael D. Stornant

Michael D. Stornant
Executive Vice President, Chief Financial Officer and Treasurer
(Principal Financial Officer)

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