

Macy's, Inc. Sustainability Fact Sheet



“At Macy’s, Inc., we are committed to operating with integrity and creating a more equitable and sustainable future for our people, communities and planet. By embedding sustainability into our business model, we seize every opportunity to raise social expectations, reduce environmental risk and build a culture that benefits everyone.”

Jeff Gennette
Macy’s, Inc. Chairman and CEO

Our Approach to Sustainability

At Macy’s, Inc. we are committed to fostering a sustainable business that generates value for all of our stakeholders, including our customers, colleagues and planet. Through ethical and high-quality environmental, social and governance practices and standards, we provide colleagues and communities the opportunity to participate in positively impacting the world in which they live.

Through *Mission Every One*, Macy’s, Inc. is creating a brighter future with bold representation for all. Our relationships with our customers, colleagues and communities drive a deep sense of stewardship in how we serve our stakeholders and underpin our commitment to promoting sustainability.

In 2022, we pledged to direct \$5 billion of our spend through 2025 to our people, partners, products and programs to create a more equitable and sustainable future—and empower more voice, choice and ownership. Because the history of progress shows that when people feel confident to own their story and pursue their dreams, they change the narrative for every one.

Our Guiding Principles



Environment

We are committed to improving the environmental impact of our business operations.



Human Rights

We oversee the human rights and social compliance policies and practices with our private brand suppliers and their factories.



Product

We are expanding our assortment of “sustainable” products, which are generally required to be authenticated by at least one third-party certification, or other traceable means, under four focus areas of preferred materials, preferred practices, people first, or designed for less waste.



Governance

We are enabling disclosure, data analytics, reporting, and stakeholder engagement.

Environment

Taking Action On Climate Change

Macy's, Inc. recognizes the risk climate change poses to our business and our planet. That is why we are committed to monitoring and mitigating the risks to our operations and facilities, as well as to reducing our greenhouse gas emissions and increasing our use of renewable energy. We continually seek to responsibly manage the resources we consume and the waste we produce across our stores and logistic network. In November 2022, we committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi).

Key Goals

- 01 Energy Management**
We are committed to reducing our energy consumption by 10% from a 2018 baseline by 2025.

Our Approach

We're addressing climate change by integrating sustainable energy management practices and infrastructure into our overall management model and workspaces every day.

Renewable Energy

We host 95+ active solar sites nationwide and continue to actively evaluate future solar projects and renewable energy opportunities across the company.

Electric Vehicle Charging

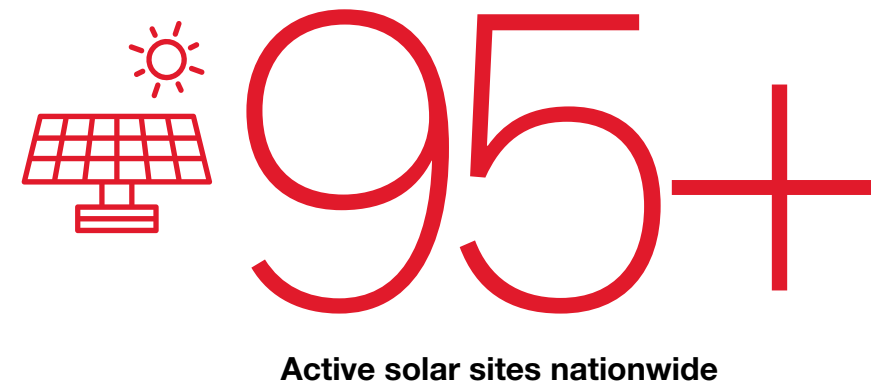
We have partnered with Volta Charging to offer free electric vehicle (EV) charging at 49 of our locations, enabling customers another way to reduce their environmental impact.

Energy Use and GHG Emissions

We track our operational energy use and related Scope 1 and Scope 2 emissions. Additionally, we calculate certain Scope 3 emissions for indirect procurement spend, including our Private Brand's upstream product transportation and distribution.

Assessing Risk Management

The risk of extreme weather events is integrated into our climate change-related Enterprise Risk Management assessment.



Our Progress

Energy efficiency is central to our strategy. We use both building automation systems and an enterprise-wide energy management information system to continually monitor our operating performance and to detect anomalies. We benchmark our energy management using the EPA ENERGY STAR Portfolio Manager online tool to measure and track our energy consumption to industry standards. Portfolio Manager enables us to compare each building's performance against a yearly baseline, national medians or similar buildings in our portfolio. Real action means real results.

Renewable Energy, 95+ Active Solar Sites

In 2021, approximately 61 million kWh of clean power was produced from a combination of community solar and onsite solar installations, offsetting 43,230 metric tons of CO₂e.

Electric Vehicle Charging, 49 Locations

In 2021, our stations delivered nearly 762 MWh of electricity, powering approximately 2.6 million electric miles and avoiding about 1,190,122 lbs of CO₂e emissions.

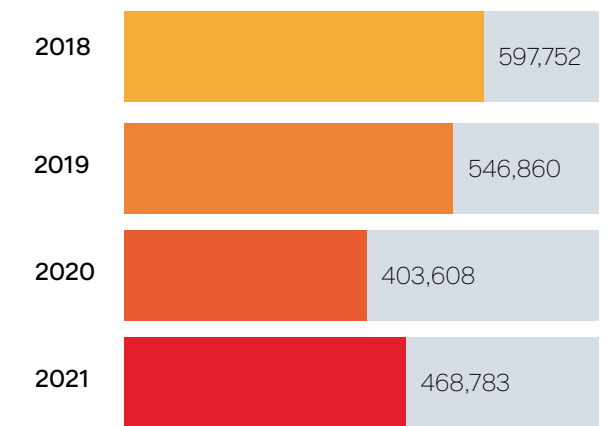
Energy Use and GHG Emissions—Emission Reductions

LED Energy Savings

Year	Retail Spaces Retrofitted Annually	Energy Reduction (kilowatt-hours in millions)	Energy Reduction (percent)	Carbon Reduction (metric tons)*
2010	95	19.9	1%	13,400
2011	287	58	4%	41,000
2012	307	39.5	3%	27,000
2013	260	7	0.5%	4,950
2014	100	4.7	0.4%	3,300
2015	260	8.2	0.7%	5,800
2016	450	20.1	1.7%	14,200
2017	660	18	1.7%	12,700
2018	50	12.3	1.3%	8,700
2019	133	29.9	3%	21,000
2020	40	5.6	0.7%	3,969
2021	15	5.2	0.6%	3,538

*CO₂e calculated using EPA emissions tool

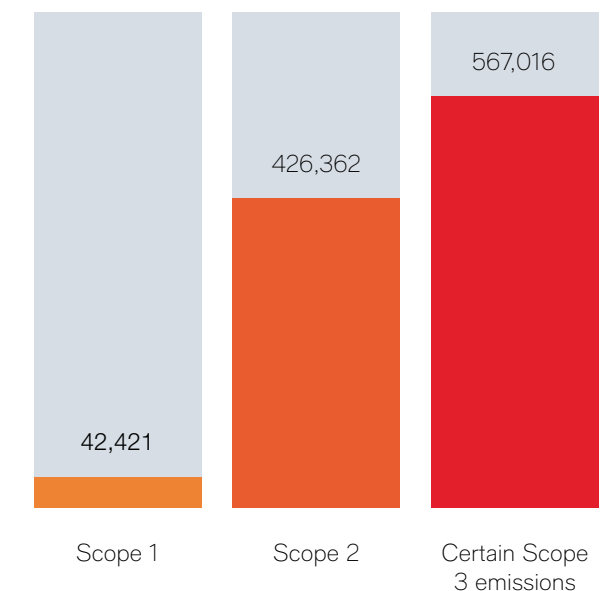
Scope 1 and 2 GHG Emissions (metric ton CO₂e)



FY2021 Energy use (MWh)



FY2021 Greenhouse gas emissions (mt CO₂e)



Environment

Environmental Responsibility In Our Supply Chain

Macy's ambition is to identify and support positive change within our private brand third-party factories to reduce GHG emissions and water usage, as well as improve wastewater and chemical management. Responsible chemical management is integral to our product safety efforts and customers are increasingly seeking information about product ingredients and looking to purchase products that have been formulated without certain chemicals.

Key Goals

01 Waste & Recycling
We aim to recycle as much material as possible and increase our in-store recycling rate to 80% by 2025.

02 Materials & Fibers
We aim to incorporate more sustainably sourced raw materials and fibers into our Private Brand products. By 2025, 40% of Private Brand products managed by Macy's sourcing team will be made with preferred fibers, as defined by policies for each of Macy's key materials. By 2030, Macy's will implement policies for key materials, including cotton, synthetic and all wood-based materials, that support achieving 100% preferred materials in its Private Brands.

03 Chemical Management
We continue to remove unwanted chemicals and

increase transparency of Private Brand product lines managed by Macy's sourcing team. Additionally, by 2025, 75% of Private Brand apparel and soft textiles will be OEKO-TEX STD 100 certified and/or compliant to the hazard profile established in the Macy's RSL/MRSL.

04 Water Use
By 2025, we aim to reduce water by private brands, managed by Macy's sourcing team, third-party manufacturing by 25% against a 2019 baseline in areas of high water stress. We will also implement a policy to guide our efforts to reduce water consumption.

Our Approach

Natural Resources—Efficiency and environmental solutions

We are working towards our 2025 goal to reduce water use by Private Brand's third-party manufacturing by 25% against a 2019 baseline in areas of high water stress, reducing energy consumption by 10% from a 2018 baseline and implementing policy to guide claims that products reduce water consumption.

To ensure we are addressing environmental impacts, we ask our Tier 1 suppliers to complete a self-assessment survey using the Sustainable Apparel Coalition's Higg FEM module.

Waste & Recycling—Recycling everything we can

We are working towards our 2025 goal to increase our in-store recycling rate to 80%.

Materials & Fibers—Expanding our use of sustainable materials

We are implementing policies for Macy's key materials, including cotton, synthetic and all wood-based materials that support achieving 100% preferred materials in private brands managed by Macy's sourcing team by 2030. To meet our 2025 goal, we are also working to ensure that 40% of private brand products are made with preferred fibers, as defined by policies for each of Macy's key materials.

Chemical Management—Removing unwanted chemicals

Our chemical management oversight extends from product concept through customer use. The Product Integrity and Quality Assurance Group, an internal function, collaborates with product-development teams to provide guidance about potential issues related to materials or manufacturing, interfaces with offices and suppliers as needed, and oversees quality and testing programs. By 2025, 75% of private brand apparel and soft textile products managed by Macy's sourcing team will be OEKO-TEX STD 100 certified and/or compliant to the hazard profile established in the Macy's RSL/MRSL.

Our Progress

Chemical Phase-Out

In June 2022, Macy's published its chemical policy and announced the implementation of a Private Brand Restricted Substance List (RSL). The development of the RSL supports our chemical management goal to create product that is safe for people and the environment throughout our global value chain. To view the full policy, visit the commitments and policies page of our website linked [here](#).

Implementation for the RSL begins for the Fall 2023 season in apparel, home textiles, and footwear private brand products managed by Macy's sourcing team.

Reducing Physical Samples

Aligned with Macy's goal to reduce waste, Macy's Private Brand team embraced technology to reduce the number of physical samples required from suppliers for products managed by Macy's sourcing team—significantly reducing textile waste. As a benchmark, in 2019, only 5% of samples were digital. At the end of the 2023 development season, 88% of all samples were made digitally.

Reducing Packaging

Macy's has adopted best practices to reduce packaging, including standardizing the size of packing cartons and minimizing packaging materials. We also use auto-boxer and auto-bagger machines that create packaging that perfectly fits odd or oversized items. This fit-to-size auto-boxing technology reduces box volume up to 50% by creating the smallest parcel needed at the lowest expense, which also helps reduce shipping costs. All Macy's cardboard used by our fulfillment centers meets the Sustainable Forestry Initiative (SFI) sourcing standard and contains a minimum of 35% recycled content.

Using Recycled Private Brand Labels

All care labels used in Macy's Private Brands are made with 100% recycled polyester content. Most labels are made with FSC paper.

Marketing

100% of Macy's fliers sent to customers are made with 55% certified sustainably sourced materials. In-store visual materials used to market our private brands are made with FSC paper. In 2021, the visual team developed a program that reduced the number of shipments of visual product to store, further eliminating waste.



50%

Box volume reduced by fit-to-size auto-boxing technology



100%

Recycled polyester in Macy's Private Brand care labels



100%

Of Macy's fliers sent to customers are made with 55% certified sustainably sourced materials

Responsible Products and Sourcing

Sustainable Products

We believe fashion and style have always been a force for change, and we have a unique role in leveraging our people—designers, entrepreneurs, colleagues and customers—to create a more equitable and sustainable future. We are intentional about our decisions—considering our responsibility and impact each step of the way so that people and planet can thrive together. Our focus is in providing sustainable and ethically produced brands, products and services for our customers, upholding human rights in the communities we operate and reducing our impact on the environment.

Key Goals

- 01 Products**
We aim to offer more products that are sustainable. By 2025, we are committed to adding an additional 5,000 product pages to the macys.com sustainability sitelet. This will include merchandise from all product categories in Macy's digital assortment.

Our Approach

Circular Solutions & Services—Ellen MacArthur Foundation

We aim to expand the current sustainable products offering beyond third-party certifications to include sustainable innovations, specifically in the area of circular solutions. By doing so, we hope to prioritize opportunities that extend the life of a product. To further drive our commitment and transition to being a more circular business, we've joined the Ellen MacArthur Foundation, which is focused on accelerating and enabling the transition to a global, circular economy.

Circular Solutions & Services—FABSCRAP Non-Profit

We also partnered with FABSCRAP, a non-profit in New York City that helps ensure that fabric waste, which is an unavoidable part of the design and development process, is reused, upcycled, downcycled and recycled responsibly.

Sustainable Materials—The Textile Exchange

In 2022, we joined the Textile Exchange, a global non-profit driving positive impact on climate change across the fashion and textile industry. Our membership gives us the tools we need to set preferred fiber goals and holistically reduce our impact, right from the start of our supply chain.

Products—Offering more sustainable products

In Fall of 2021, we launched a sustainable products sitelet on macys.com, and are actively using it to highlight products that align with our vision of a thriving planet. In 2022, we added 3,000 product pages to our sitelet.

Additionally, in May 2022, we introduced an internal program to train Macy's product development, sourcing, design and buying teams on our sustainable product guidelines and processes. By the end of 2022, we trained over 800 colleagues accountable for the buying, developing and sourcing of Macy's products.

We are expanding the current sustainable products offering beyond third-party certifications to include sustainable innovations, specifically in the area of circular solutions such as refillable beauty. Additionally, we are prioritizing opportunities that extend the life of a product and helping our customers find and choose more sustainable products on the [macys.com sustainability sitelet](https://www.macys.com/sustainability).

Our Progress

Product Care

In the sustainable products sitelet, we have added care instructions to extend the life of textiles as well as elevated information on product care and repair services already available. Additionally, we are exploring further repair, re-commerce and recycling opportunities across our full product and brand portfolio.

Responsible Cotton Policy

We released our Macy's private brand cotton policy in 2022, to read the full policy visit the commitments and policies page of our website linked [here](#).

By the end of 2023, the company expects more than half of cotton products within Macy's private brands managed by the Macy's sourcing team to be sustainably sourced. This work is supported by the company's third-party partnerships, including Better Cotton. Better Cotton is sourced via a system of mass balance and is not physically traceable to end products.

Responsible Wood Policy

Recognizing the impact of deforestation and forest degradation on the health of our planet and people, Macy's is committed to responsibly sourcing its wood-based products including furniture, paper, paper-based packaging, and materials from manmade cellulosic fibers. Macy's is working with its suppliers to achieve this goal through the development of programs fostering transparency and certification compliance. We released our Macy's private brand wood policy in 2022, to read the full policy visit the commitments and policies page of our website linked [here](#).

Sustainability Certifications

Products highlighted as sustainable on our sitelet must be authenticated—where appropriate—by at least one, third-party certification classified under one of our Four Pillars: Designed for Less Waste, People First, Preferred Materials, and Preferred Practices. We accept over 20 certifications that substantiate sustainable product claims in 2022. To learn more about our certifications, click [here](#).

Reverse Logistics

Our reverse logistics team is dedicated to ensuring that most of our products, even those that may be damaged or returned, are given the longest possible life and do not end up in landfill.

Give Back Box

As part of our commitment to reduce waste while investing in responsible materials and sustainable innovations and practices, we launched a partnership with Give Back Box in April 2022. The partnership enables customers to contribute to the responsible lifecycle of their clothes, toys and other pre-loved items by downloading a pre-paid shipping label from our website and sending them to be donated for resale and recycling.

At Our Facilities

In our stores, corporate offices and distribution centers, our policy is to recycle as much material as possible, including cardboard, plastic film, hangers, metal fixtures and wooden pallets. We also have an internal program to reuse, refurbish or recycle store fixtures and downstream or recycle electronics.

B2D Recycling Program

Beginning in late 2021, the Macy's beauty products team launched a pilot program to minimize environmental impact by shipping outdated collateral to a third-party to be recycled rather than disposing of it in-store. In Spring 2022, Macy's began receiving reports on the pounds of collateral collected to be recycled. Based on these results, Macy's plans to expand the program and will provide additional details in its future sustainability reports.

20+
Certifications that substantiate sustainable product claims



Human Rights and Social Compliance

Supply Chain Management

As a responsible steward of our resources, we are closely monitoring that our merchandise is produced in an ethical and responsible manner. We use our position as a national omnichannel retailer to create shared value for our customers, colleagues, and the communities in which we operate. We have comprehensive programs in place to maximize our partners' adherence to our standards, conduct third-party audits, identify issues and drive remediations when violations occur. We continuously make program enhancements with the goal of increasing our ability to identify and assess salient human rights risks and impacts throughout our business relationships.

Key Goals

01 Strengthening our Culture
We are working towards our 2025 goal to build on our strong company culture by establishing a worker well-being culture with our suppliers, ensuring workers health and safety, providing access to proper grievance channels to receive complaints, empowering women, ensuring the absence of any child or forced labor, reasonable working hours, freedom of association and collective bargaining, and environmental protection.

02 Better Support for Workers' Wellbeing
By 2025, we will include compliance requirements that support workers' well being culture in our routine social and environmental audits of 100% of our Strategic Tier-1 Private Brand supplier facilities.

Our Approach

Supplier Social Compliance Programs

We have comprehensive programs in place to maximize our partners adherence to our standards, conduct third-party audits, identify issues and drive remediations when violations occur. These programs include a full social compliance auditing program that tracks violations, corrective action plans, remediation and progress throughout our supply chain.

Social Compliance & Auditing Process

Private Brand suppliers undergo a social compliance audit and must meet or exceed certain standards before they are approved for production and are added to our merchandise ordering system. Our social compliance team prepares and trains prospective suppliers on our Vendor Code of Conduct, audit protocols and terms of engagement. For more information, please visit the commitments and policies page of our website linked [here](#).

Performance Tracking

Macy's utilizes a supply chain mapping platform to follow supplier performance, increases value chain transparency and track completion of training materials for our suppliers. Training topics currently include Human Trafficking and Slavery, Forced Labor, Responsible Recruitment, Conflict Minerals and Code of Conduct standards.

Our Progress

Ongoing Education—Compliance

Current suppliers receive ongoing education from our social compliance team, which communicates our requirements and expectations, encourages robust internal compliance policies and collaborates on continuous improvement at manufacturing facilities. Internally, Macy's Private Brand product-development, sourcing and overseas colleagues receive similar training on topics relevant to their role.

Partnerships for Change

Macy's is committed to advocating sustainable practices with our brand partners and across the retail and fashion industry. We are an active member of, and collaborate with, numerous associations and networks that directly engage with policy makers on international trade, human rights and sustainability issues.

Reaching High Ethical Standards

Through rigorous screening of new suppliers, ongoing training, regular audits and collaboration for improvement, we ensure that our suppliers operate at high ethical and performance standards.

Empowering Women and Their Communities Across Our Supply Chain

Macy's partnership between the RISE: Reimagining Industry to Support Equality and key Private Brand factories is an example of how the company is prioritizing supplier engagement. Through this partnership, thousands of working women will have access to information and services to improve their health and finances.

In addition, Macy's revised its policy on homeworkers to include the Nest Ethical Compliance Standards, supporting the artisan and maker economy. Nest works to build a world of greater gender equity and economic inclusion through ethical production and worker well-being in the home-based and small workshop supply chain.



Social

Our People And Communities

At Macy's, Inc., we're on a mission to create a brighter future with bold representation for all and an equitable future for our colleagues, customers and communities. We recognize and reward our diverse community of colleagues and partners to fuel our mutual growth, innovation and impact, and we empower the curiosity and confidence of young people on their journey to become the leaders of tomorrow.

Key Goals

01 Designing a More Inclusive Future of Style

We're increasing our investment in underrepresented designers, brands and business partners, products and service providers to amplify diverse voices, create better choices and expand opportunities for our colleagues, partners and communities.

02 Advancing Rights, Justice and Equal Opportunity

We're directing grant funding to advance human rights, racial justice, workforce development and economic opportunity.

03 Diversifying Leadership

We're accelerating the diverse representation of our leadership by achieving 30% ethnically diverse representation by 2025 at all levels Director and above to more closely reflect the customers we serve.

Our Approach

Spending On A Better Future

The march towards diversity, equity and inclusion is a journey. While we are proud of what we have already achieved, we are more focused on the work ahead. Our vision and mission remain the same, and our belief in the value of this work—for our colleagues, our customers, and our communities—is as steadfast as ever.

For further information about how we live our social purpose:

- [Human Capital Report](#) shares how our people and culture drive performance.
- [The Workshop at Macy's](#) is retail's longest running diverse retail development program.
- [Supplier Diversity](#) for those looking to partner with Macy's, Inc.
- [Economic Impact Annual Report](#) details our progress to drive growth with under-represented suppliers.
- [Customer Bill of Rights](#) ensures every customer feels welcomed, accepted and respected.
- [Sustainability Report](#) demonstrates how we operate with integrity to create a more just and sustainable future.
- [Social Impact](#) how we create meaningful impact in our communities.

For more information about how we're achieving our goals, visit our [Human Capital Report](#) and our [DE&I Report](#).

\$5 Billion
committed to spend through 2025, directed to our people, partners, products and programs to create a more equitable and sustainable future.



Integrity and Accountability

ESG Governance Structure

We have embedded environmental, social and governance management at all levels of our company. Macy's, Inc. management is responsible for the development and implementation of our Environmental, Social and Governance (ESG) strategies and programs. Ultimate oversight by our Board of Directors is included in its committee charters and practices.

Our Approach

Macy's, Inc. Board of Directors

Responsible for oversight of corporate strategy, enterprise risk management framework, corporate governance policies and human capital management.

ESG mandates are included in the charters of the Board's committees:

Nominating and Corporate Governance Committee

Responsible for overseeing the programs, policies and practices relating to political, social and environmental issues, impacts and strategies.

Assesses adequacy and effectiveness of management's ability to monitor, manage and mitigate ESG risks.

Responsible for the development and enhancement of Macy's approach to corporate governance including Board diversity.

Responsible for assessing corporate governance policies and guidelines.

Compensation and Management Development Committee

Responsible for overseeing the company's human capital strategy and initiatives in support of a diverse and inclusive company culture.

Reviews and provides guidance on the enterprise talent and people strategies and provides guidance on other programs and initiatives such as labor relations, compensation and colleague engagement.

Audit Committee

Responsible for overseeing enterprise risk management and mitigation actions for a variety of risks, including certain environmental, operational, IT, compliance and reputational risks.

Reviews ESG disclosures in our public filings.

Macy's, Inc. Chairman of the Board and Chief Executive Officer

Sets the sustainability and human capital management vision and drives accountability across the organization.

ESG mandates are included in the charters of the Board's committees:

Sustainability Executive Steering Committee

Made up of heads of Supply Chain, Legal, Communications, and the Corporate Controller

Disclosure Committee

Made up of leaders in Finance, Legal, and Communications

Diversity and Inclusion Business Council

Made up of leaders from every department and division as well as the Diversity and Inclusion team

Corporate Strategy Group

Made up of leaders of all of our operating and functional divisions

Our Progress

Fostering An Ethical Future

We foster a culture of ethical conduct to guide everyone in our organization, from our leaders to our colleagues and to our suppliers. We regularly share our expectations and continually monitor our organization to ensure compliance with company policies and applicable laws.

Conduct & Expectations

In addition to a Code of Conduct for colleagues, we have set forth our expectations for our Board in a Code of Business Conduct and Ethics for Non-Employee Directors and all of our suppliers in our Vendor and Supplier Code of Conduct. The Audit Committee of the Board of Directors has oversight over ethics and compliance. All codes of conduct can be found on the commitments and policies page of our website linked [here](#).

Grievance Mechanisms

Our company culture encourages people to speak up and do the right thing. We make it easy for our colleagues to report suspected misconduct through our confidential, third-party Compliance Connection toll-free telephone line and web reporting service. Pursuant to our policy, we do not retaliate against colleagues that report allegations of violations of our Code of Conduct, with full legal protection, and we ensure that all allegations are fully investigated. We also offer a separate hotline for our suppliers to report their concerns.

Annual Ethics Training

To help ensure that our entire organization behaves in a legal and ethical manner, we provide annual training to all colleagues, alternating between our Code of Conduct and General Legal Compliance Training. We work to instill our values and communicate expected behaviors through team huddles, the Employee Handbook and other ongoing communications.

Data Protection and Privacy

We recognize the importance of protecting consumer and colleague data and have robust systems, processes and practices in place to protect sensitive data. We operate our own security operations center (SOC) that employs a defense-in-depth strategy to provide layers of safeguards. We apply a hybrid security framework model based on the NIST, ISO 27001 and COBIT frameworks. We conduct ongoing risk assessments, as well as both internal and external penetration testing on a quarterly basis.

Disclosures and Data

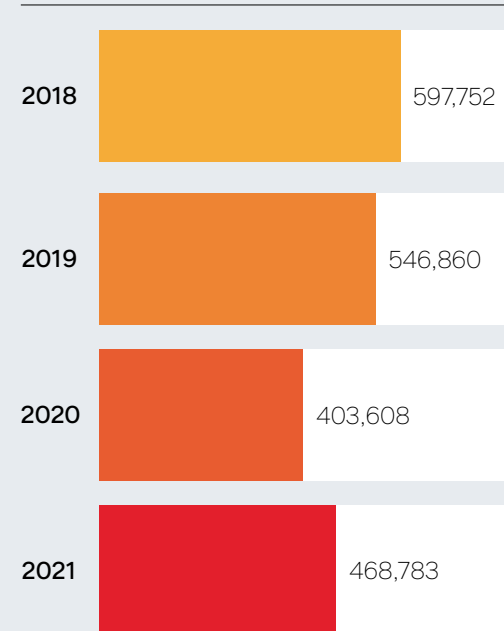
Environment

LED Energy Savings

Year	Retail Spaces Retrofitted Annually	Energy Reduction (kilowatt-hours in millions)	Energy Reduction (percent)	Carbon Reduction (metric tons)*
2010	95	19.9	1%	13,400
2011	287	58	4%	41,000
2012	307	39.5	3%	27,000
2013	260	7	0.5%	4,950
2014	100	4.7	0.4%	3,300
2015	260	8.2	0.7%	5,800
2016	450	20.1	1.7%	14,200
2017	660	18	1.7%	12,700
2018	50	12.3	1.3%	8,700
2019	133	29.9	3%	21,000
2020	40	5.6	0.7%	3,969
2021	15	5.2	0.6%	3,538

*CO₂e calculated using EPA emissions tool

Scope 1 and 2 GHG Emissions (metric ton CO₂e)

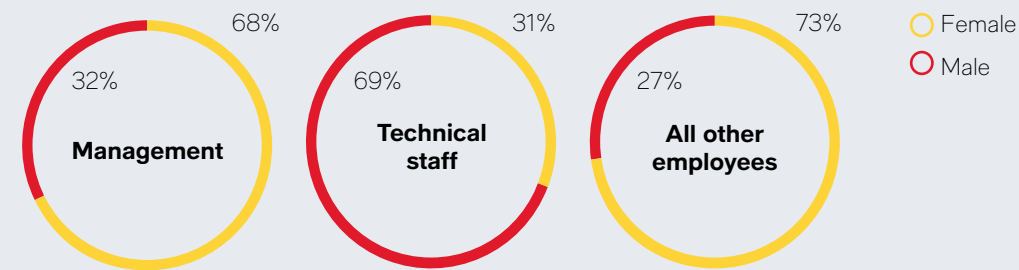


Energy Use and GHG Emissions

FY 2021	Energy use (MWh)	Greenhouse gas emissions (mt CO ₂ e)
Direct energy use (Scope 1)	236,664	42,421
Purchased electricity, heat and steam (Scope 2)	1,219,190	426,362
Private Brands upstream transportation and distribution (Scope 3)		567,016

People

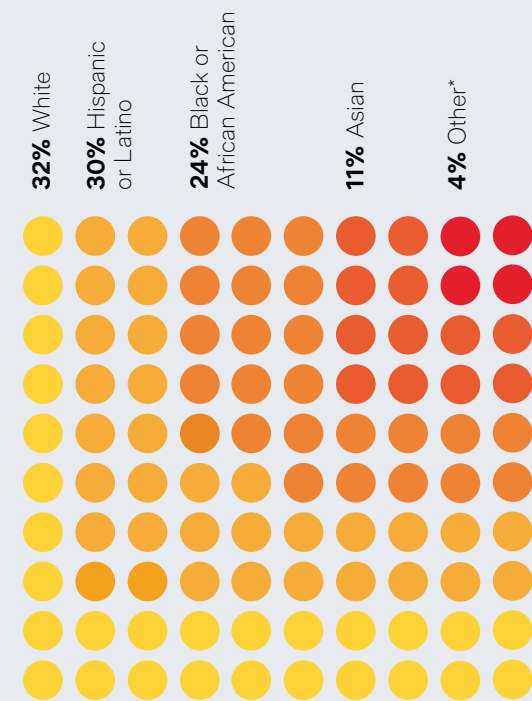
Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees (SASB CG-EC-330a.3)



Employee Type	Asian	Black or African American	Hispanic or Latino	White	Other*
Management	9%	13%	17%	57%	4%
Technical staff	52%	9%	5%	32%	2%
All other employees	11%	24%	30%	32%	4%

*Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander as well as "two or more races."

Percentage of racial/ethnic group representation in all other employees



Factory Audits

We require factories supplying our Private Brands to be audited by a third party at least once every 18 months and more frequently if any issues are identified. Audits are conducted using the Supplier Code of Conduct. Suppliers that are "at risk" are given the opportunity to make improvements through a formal corrective action plan process that is prepared by our third-party auditor. If a supplier does not comply, Macy's holds the right to terminate the relationship. Over the past year, Macy's has worked closely with our third-party auditor to develop supplier risk segmentation, which provides a basis for prioritizing supplier engagement to achieve improvements in our supply chain. As a result, Macy's has gained greater transparency to relative risk. Additionally, in 2022, Macy's began to take steps to include worker well-being culture in social compliance audits of its Strategic Tier 1 Private Brand facilities.

As of August 30, 2022, Macy's completed 461 audits covering 416 factories. Altogether, this number accounted for 90% of Macy's total Tier 1 factories. The audit results showed that 94% of the factories were in acceptable compliance. For the remainder, corrective actions have either been made and found acceptable or corrective actions are in process, with re-auditing scheduled to occur shortly. No factories were dropped due to failure to implement corrective actions.

In 2021, Macy's migrated to a new methodology, with risk segmented into four categories of red, orange, yellow, and green. Yellow and Green are acceptable, while red and orange are not.

For a list of our core and strategic Tier 1 factories as of July 30, 2022, please see the appendix. Note this list is subject to change and not exhaustive of all private brand suppliers.



Appendix

Core and strategic Tier 1 factories as of July 30, 2022

Gin-Sovann Fashion (Cambodia) Limited,Cambodia

Danyang Tongyu Garment Co., Ltd., China

Winsand Garment & Woolen Knitting Factory, Cambodia

PT. Kahatex, Indonesia

Landmark International Industry Co. Ltd., China

PT. Ungaran Sari Garments., Indonesia

PT. MONDRIAN, Indonesia

DongGuan Quality Knitwear Limited, China

Eco Way Knitwear Co., Ltd., Viet Nam

Century Miracle Apparel Manufacturing Co. Ltd, Jordan

China Creations Jewelry Co., Ltd., China

Weihai Yunxiang Embroidery Co., Ltd, China

SHANDONG CHARMING HOMETEXTILES CO., LTD, China

Eun Sung Apparel, Korea, Republic of

PT. Crevis Tex Jaya, Indonesia

PT Hyun Dong Indonesia, Indonesia

FASHION STITCH NOAH, S.A., Nicaragua

Choi & Shin's Vina Co.,Ltd, Viet Nam

Renown Apparels Limited, Bangladesh

Visual Knitwears Limited, Bangladesh

Sunca Clothing (Yun Fu) Ltd., China

Branch Of Dap Cau Garment Corp JSC - Kinh Bac Garment Factory, Viet Nam

Dap Cau - Luc Ngan Join Stock Company, Viet Nam

Rich Pine International Group Ltd, Jordan

Dap Cau Garment Corporation Joint Stock Company, Viet Nam

Rich Way Company Ltd, Viet Nam

Fo Shan Shi Nan Hai Qu Jiu Jiang Zhuo Hua Garment Factory Ltd., China

Jiangyin Ruihong Textile Technology Co Ltd., China

East Splendor Co., Ltd., China

Putian City Feiyang Industry & Trade Co., Ltd, China

Hangzhou Tongyun Shoes Co Ltd, China

Dongguan Maynalucy Footwear Co.,Ltd, China

Weinan Hi-Tech District Minghuang Industrial Co.,Ltd, China

ZHI XIN SHOES CO., LTD., China

Zhejiang Likai Shoes Co Ltd, China

Dongguan Zhongchuang Industry and Trade Co., Ltd., China

Fashion Accessories, India

Fashion Accessories (408-407-363), India

Zhejiang Lechu Industry & Trade Co, Ltd, China

Zhejiang Yinhai Stainless Steel Products Co., Ltd., China

Shan Yuan Shoes Co., Ltd., China

Wenzhou Jielida Shoes Co., Ltd, China

Wenzhou Senbo Shoes Co., Ltd., China

Dongguan Jianxin Industry Co., Ltd., China

Yantai Shanfeng Footwear Co., Ltd, China

DONGGUAN BOYA SHOES CO., LTD, China

Dongguan LaiPo Footwear Co Ltd, China

Putian City Yingshun Footwear Co., Ltd., China

SHEN ZHEN LONGYUAN FOOTWEAR LTD, China

TAIZHOU SIMEITE SHOES CO LTD, China

SICHUAN JIXI SHOES CO LTD, China

Dong Guan City Heen Shoes Ltd, China

PT. Harapan Global Apparel, Indonesia

GG Hai Duong Co.,Ltd, Viet Nam

GG Vietnam Co Ltd, Viet Nam

GG Fashion (Cambodia) Co., Ltd, Cambodia

GG Fashion (Cambodia) Co., Ltd (Branch 2), Cambodia

PT Ghim Li Indonesia, Indonesia

Ghim Li Fashion (M) Sdn.Bhd, Malaysia

Giza Spinning And Weaving S.A.E, Egypt

Giza Co. For Upper Egypt Development, Egypt

TAAD Nghe An Production Investment and Trading Company, Viet Nam

Gama Textile Madagascar Sarl, Madagascar

Gama II Textile Madagascar Sarl, Madagascar

Ha Phong Export Garment Joint Stock Company, Viet Nam

Zhejiang Celebrity Finery Co., Ltd., China

Celebrity Fashion Vina, Viet Nam

Golden Vigorous Joint Stock Company, Viet Nam

Great Global International Co Ltd, Viet Nam

Nam Son Co., Ltd, Viet Nam

Wuxi City Huishan District Weihua Knitted&Woven Co.,Ltd, China

Foshan Shunde Xibu Garment Co., Ltd., China

Enping Andybelle Garment Manufacturing Co., Ltd., China

Thien Son Hung Yen Co., Ltd, Viet Nam

A Branch of Hoa Tho Textile Garment Joint Stock Corporation - Que Son Garment Factory, Viet Nam

Zhongshan Yongning Garment Co., Ltd, China

Dongguan Oriental Hongye Garment Fty, China

Thien Son Ha Nam Co., Ltd, Viet Nam

Libixing Garment & Weaving Co Ltd, China

QINGDAO HAIJOO ART CRAFTS CO. LTD, China

Hi Jewel CO., Ltd, Korea, Republic of

Himatsingka Linens (A Division of Himatsingka Seide Ltd.), India

Stellar Precision Manufacturing Ltd., China

GOLDEN STONE GARMENTS, INC., Philippines

LS Phil Mfg Inc, Philippines

Dong Seung Incorporated, Philippines

Nuevo LNS Guatemala, S.A., Guatemala

Lee & Suy Vina Company Limited, Viet Nam

C&S Apparel, Korea, Republic of

Yiwu Diyuan Apparel Co., Ltd, China

PT. LEADERS WORLD, Indonesia

Dongguan Hong Sheng Footwear Co., Ltd., China

Fuqing Huatai Shoes Co., Ltd, China

HUIZHOU LAIYU SHOES CO., LTD, China

Shenzhen LongYuan Footwear Ltd., China

Wuikam Putian Footwear Co., Ltd., China

Dongguan City Boya Shoes Co, Ltd, China

Putian Lida Footwear Co Ltd, China

Taizhou Simeite Shoes Co., Ltd., China

QuanZhou ChengDa Shoes Co., Ltd., China

Zhi Xin Shoes Co., Ltd., China

Zhejiang Xuda Shoes Co., Ltd., China

Hangzhou Promaker Footwear Co.,Ltd.,China

Longhui Fenghao Shoes Co.,Ltd, China

Fuzhou Xiangsheng Footwear Industrial Co.,Ltd., China

Modelama Exports Ltd. Unit 105/106, India

Modelama Exports (Plot 201), India

Modelama Exports Pvt Ltd -Plot 24, India

Hung Nhan Garment Company Ltd, Viet Nam

NISHAT CHUNIAN LIMITED (DYEING AND PRINTING AND HOME TEXTILE DIVISION), Pakistan

Pac-Fung Home Textile (Heshan) Co., Ltd, China

Norp Knit Industries Ltd. - Unit 2, Bangladesh

Prudent Fashions Ltd, Bangladesh

Norpknit Industries Ltd, Bangladesh

Pearl Global Industries Limited., India

Webkraft Inc, India

Pearl Global Industries Ltd. (Unit 16-17), India

Pearl Global Industries Limited – 274, India

Pearl Global Industries Limited (BPK), India

Pearl Global Vietnam Company Limited, Viet Nam

Fashionit Company Limited, Bangladesh

Dongguan Ideas Textile and Garment Ltd., China

PT. HJ Busana Indah, Indonesia

PT. Pesat Global Indonesia, Indonesia

Poong In Vina Co Ltd, Viet Nam

P.I.T. Vina Co Ltd, Viet Nam

PT. Samwon Busana Indonesia (Semarang), Indonesia

PT. Samwon Busana Indonesia, Indonesia

Sarita Handa Exports Private Limited, India

SSV Export Garment Company, Viet Nam

Haiyan Honglida Garment Co., Ltd., China

Blue Mount Textiles-Unit Of Sharadha Terry Products Ltd, India

Alim Global Company Limited Factory, Viet Nam

PT. Ciptagria Mutiara Busana, Indonesia

Sun Garment Textile Vietnam Co Ltd, Viet Nam

Qing County Qicailan Knitting Clothing Co., Ltd, China

Masihata Sweaters Ltd, Bangladesh

Rosa Blu Textile(Yantai)Co.,Ltd, Nicaragua

Shinwon Ebenezer Vietnam Co., Ltd., China

Fullmark Manufacturing Co., Ltd., Viet Nam

PRESSFIELD KNITTING (HAIFENG) CO., LTD., Thailand

PT. Leetex Garment Indonesia, China

Swiss Cotton Garments Company, Indonesia

Tainan Enterprises (Cambodia) Co Ltd, Egypt

Dap Cau Gia Khanh Joint Stock Company, Cambodia

DAP CAU LUC NGAN JOINT STOCK COMPANY, Viet Nam

Tainan Enterprises (Vietnam) Co., Ltd., Viet Nam

PT Tainan Enterprises Indonesia, Viet Nam

Yixing Gaoqing Garments Co., Ltd., Indonesia

THE KADRI MILLS (CBE) PRIVATE LTD., UNIT of the KADRI WOVENS, China

Wintex Knitwear Corp, India

Chengshin Limited, Taiwan

Leading Star (Cambodia) Garment Co.,Ltd, China

Dongguan Chenjie Knitting Ltd, Cambodia

WTX Leading Fashion Co., Ltd., China

Veritas Tekstil Konf. Paz San Ve Tic A.S., Cambodia

Welspun India Limited., Turkey

Welspun India Limited - Anjar, India

Prestige Garment Co Ltd, India

Glory Knitwear Ltd, Cambodia

Huiyi Knitwear (Huizhou) Company Limited, Cambodia

Shin Han Apparel Inc, China

PT Notos, Philippines

WooIn Vina Co., Ltd, Indonesia

Ri Xing Stainless Steel Products Co Ltd, Viet Nam

Zhejiang Supor Co., Ltd., China

macys inc

**For more information please contact:
communications@macys.com**

**For additional information,
please visit our website at
www.macysinc.com/purpose**