

2026 BENEFITS AT A GLANCE

Genesco is pleased to offer a comprehensive benefits package which includes medical, dental, and vision insurance and many other benefits. Employees are eligible for most benefits on your date of hire. Employees can choose to cover themselves, as well as your legal spouse and dependent children up to age 26. For detailed information, please visit <https://benefitsatgenesco.com/>

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| Medical & Prescription | Genesco offers three (3) medical insurance options to fit you and your family's needs, including two (2) PPO plans and a High Deductible Health Plan (HDHP). Coverage is available through BlueCross BlueShield of Tennessee (BCBST) begins on the first day of employment. BCBST also provides many wellness resources such as gym membership discounts and a healthy maternity program. Prescription insurance is also offered through CVS/Caremark. Prescription coverage is embedded in the medical plans. |
| Dental | Dental coverage is available through Delta Dental of Tennessee. There is an in-network and out-of-network benefit, but you save money by visiting in-network dental providers for your dental care. |
| Vision | There are two (2) vision insurance options available through VisionBlue/EyeMed. VisionBlue/EyeMed has a national network of credentialed preferred providers. Coverage includes savings on eye exams, lenses and frames, contact lenses and more. You can choose between the Base Vision Plan that covers limited services with premiums covered by Genesco. Or you can choose from the Enhanced Vision Plan that offers a larger variety of services. You will pay the full premium for the Enhanced Vision Plan. |
| Health Spending Account (HSA) | If you enroll in the HDHP Medical plan, you can choose to contribute to an HSA to lower your health care costs today while saving money for the future. The HSA is administered by Optum Financial. |
| Flexible Spending Accounts (FSA) | Use pre-tax dollars to pay for eligible healthcare and/or dependent care expenses! Employees can enroll in a voluntary flexible spending account for either health or dependent care. Plans are administered by Optum Financial. |
| Commuter Benefits | You can elect to contribute to a Optum Financial Commuter account and save money on your commute to and from work by using pre-tax dollars to pay for your eligible public transit expenses. |
| Voluntary Benefits | Genesco offers Critical Illness, Accident and Hospital Indemnity insurance through MetLife. These plans are designed to offer income protection when the unexpected occurs. Genesco also offers Identity Protection through Allstate. You will pay the full premium for voluntary benefits. |
| Life and AD&D Insurance | Genesco offers life and Accidental Death & Dismemberment (AD&D) insurance through MetLife. Basic Life and AD&D insurance is provided at no cost to eligible employees. You can purchase additional insurance for yourself, spouse/domestic partner and qualifying dependent children. Premiums are based on coverage amount and age of employee or spouse/domestic partner. |
| Disability Insurance | Genesco offers short-term and long-term disability benefits to protect your family and your income if you have to be out of work due to a disability. |

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| 401(k) Retirement Plan | Employees may contribute 1% to 100% of gross salary on a pre-tax or post-tax basis up to the annual IRS maximum to a 401(k) plan with Empower. The company matches employee contributions at 100% up to first 3% of your contribution and 50% up to the next 2% of your contribution. All employer and employee matching contributions are immediately 100% vested. |
| Employee Assistance Program (EAP) | ComPsych offers confidential EAP services available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues; also provides referrals for a variety of issues, including child/elder care. |
| Education Assistance (Corporate Office) | To encourage professional growth and development, Genesco provides educational assistance up to \$5,250 to employees for tuition and required books for job related courses. This benefit is available to all full-time employees of the Genesco Corporate Offices as well as Regional/District managers. |
| Family Building | Genesco provides Family Building Benefits to provide medical coverage and financial assistance to employees who are adding to their families in whatever way they choose. This benefit provides up to a lifetime maximum of \$20,000 in benefits for families with fertility issues, and those who are using adoption or surrogacy options. |
| Matching Gifts | Genesco matches employee contributions to qualifying 501(c)3 non-profit organizations with up to four gift annually, totaling \$1,000 per employee. |
| Paid Time Off (PTO) | Genesco believes that employees should have time each year for travel, leisure, or any purpose they wish. Full-time employees and regular part-time employees are eligible for PTO based on years of service. Genesco also offers paid time off for holidays and volunteer opportunities. |
| Employee Discounts | <p>Employees can take advantage of a 40% discount in company owned stores. There are also discounts on car rentals.</p> <p>Genesco's employee discount program through PerkSpot gives employees access to exclusive savings on everyday purchases, travel, entertainment, and major brands through an easy-to-use online platform.</p> <p>Genesco's pet Insurance discount through MetLife offers reduced rates on pet health insurance helping save money on veterinary care for your dogs, cats and avian/exotic pets.</p> |
| Summer Hours | Genesco offers eligible Corporate employees the opportunity to work a compressed workweek schedule during the summer months. A compressed workweek is one in which employees work the same number of hours but in fewer than five full workdays. |
| Service Awards | Genesco takes pride in offering employees a symbol of our appreciation and sincere thanks through service awards based on length of service. |
| Additional Onsite Benefits at Corporate Office | <ul style="list-style-type: none"> • Business Casual Dress • Onsite Lunch Offerings • Free Parking • Onsite Fitness Facility |

This information is considered a summary. The benefit plans are governed by the terms of more detailed plan documents and insurance contracts. In the event of any difference between the information contained herein and the plan documents and insurance contracts, the plan documents and insurance contracts will prevail. Benefits described are subject to change. For detailed benefits plan information and eligibility guidelines please visit www.BenefitsatGenesco.com.