

WOLVERINE WORLDWIDE

HOUSE STREET FEASIBILITY STUDY FAQs

These FAQs relate to the Feasibility Study recently submitted by Wolverine Worldwide to Michigan's Department of Environment, Great Lakes, and Energy ("EGLE") outlining a comprehensive plan to address PFAS at its House Street property. To review the Feasibility Study and learn more about this, please visit www.WeAreWolverine.com.

Why is Wolverine Worldwide presenting options for its House Street property now?

The Consent Decree reached in February 2020 between Wolverine Worldwide, the State of Michigan, and Algoma and Plainfield Townships established a comprehensive plan to address PFAS in the area. Part of this plan includes the Company submitting a Feasibility Study to evaluate remediation options and propose next steps for its property on House Street. This Feasibility Study was recently submitted to the Michigan Department of Environment, Great Lakes, and Energy (EGLE) for its review.

What is a Feasibility Study?

A Feasibility Study is a written document used to develop, evaluate, and ultimately select from various remedial options. Each option is evaluated against the performance objectives set forth in the applicable Consent Decree. To review the Feasibility Study Wolverine developed and submitted related to its House Street property, please visit www.WeAreWolverine.com.

What else is Wolverine Worldwide doing to address PFAS in the area?

In addition to the Feasibility Study, Wolverine Worldwide is taking many other steps to address PFAS in the area. Under the Consent Decree, the Company is providing \$69.5 million toward the extension of Plainfield Township's municipal water system to more than 1,000 homes in the area, plus an expansion of the Township's water treatment facility. In addition, the Consent Decree includes continued maintenance of certified water filters and resampling of certain residential wells for PFAS, along with ongoing remediation at Wolverine Worldwide's former tannery and investigations to further assess the presence of PFAS in area groundwater. For more details on the Consent Decree, see www.WeAreWolverine.com

What remediation options are being considered for Wolverine Worldwide's House Street property?

The Feasibility Study provides details on Wolverine Worldwide's proposal for its House Street Property, known as the "Phyto-Cap Option" and summarized below. The Feasibility Study also provides details on a "Cap Option" that is ultimately the final remedy under the Consent Decree if the State does not approve the Phyto-Cap Option:

- **Phyto-Cap Option – Combines two remediation methods: Phytoremediation and strategic capping**
 - Uses a combination of phytoremediation and strategic capping to remove PFAS from the ground over time and further reduce the impact of PFAS on groundwater.
 - This would maintain the wooded, 76-acre property mostly in its current state, preserving significant greenspace and habitat for flora and fauna. In addition, the property would be enhanced by up to 4,000 new trees used in the phytoremediation process, and there is a possibility of creating limited use and controlled access nature trails in the future.
 - Timeframe: the Phyto-Cap Option would take approximately 12-18 months to construct.

- **Cap Option**
 - Uses a surface cap of approximately 30 acres that would help reduce the impact of PFAS on groundwater like the Phyto-Cap Option, but unlike the Phyto-Cap Option, it would not remove any PFAS from the ground.
 - A cap of this size would require clear-cutting trees, resulting in permanent deforestation of over 30 acres of the property. This would include the portions directly fronting House Street. Grass will be planted on the capped area.
 - Timeframe: the Cap Option would require approximately 30 months to construct. During that time, heavy equipment and large trucks would run along House Street.

In summary, we believe the Phyto-Cap Option is the greenest and most sustainable remediation option and provides a community benefit while also addressing the performance objectives under the Consent Decree.

Why isn't the Cap Option preferred?

The Cap Option is not preferred for several reasons. First, while this cap would help reduce further impact of PFAS on groundwater, it would not remove any PFAS from the ground like the Phyto-Cap Option would. Second, because potential exposure to PFAS from the site has already been addressed under the Consent Decree through monitoring efforts and the extension of municipal water, a cap of this size would be redundant. Third, a cap of this size would yield little incremental benefit at the cost of significant disruptions (through truck traffic and related work) for community members during the remediation phase. Finally, this option would involve clear-cutting significant portions of the property, destroying greenspace and foreclosing other possible uses for the property.

Is the Cap Option required under the Consent Decree?

No. While the Consent Decree requires that Wolverine Worldwide *evaluate* a 30-acre cap as part of the Feasibility Study, it *does not require* the Company to propose or implement a 30-acre cap. Rather, the Cap Option is ultimately the final remedy under the Consent Decree if the State does not approve Wolverine Worldwide's proposed Phyto-Cap Option. Specifically, the Consent Decree provides: "Subject to Section XVIII (Dispute Resolution for MDEQ and Defendant), if MDEQ does not approve of the proposed remedy in the Feasibility Study for the House Street Disposal Site, the final remedy shall be an approximately 30-acre surface cap without a bottom liner."

Why did Wolverine Worldwide evaluate four options in addition to the Phyto-Cap and Cap Options, and why were those not selected?

Wolverine Worldwide evaluated four other options under the Consent Decree that are standard options typically considered in a Feasibility Study to help ensure that potential engineering approaches are not being overlooked. Each option is evaluated against the criteria set forth in the Consent Decree, balancing factors like short-term and long-term environmental impacts and performance, community disruption, and engineering feasibility. The Feasibility Study ultimately recommends the remedy that Wolverine thinks represents the best balance of these criteria, which in this case is the Phyto-Cap Option.

Who decides which option is selected?

Under the terms of the Consent Decree, Wolverine Worldwide recently submitted its Feasibility Study to EGLE, which includes the Company's recommended and proposed Phyto-Cap remedial option. This combines two remediation methods and would preserve and enhance existing greenspace. If EGLE agrees with the Company's proposal, then Wolverine will implement the Phyto-Cap Option. If EGLE does not approve the Phyto-Cap Option, then the Cap Option is ultimately the final remedy under the Consent Decree.

Would the property be safe for nature trails and limited recreational purposes?

Yes. Direct contact with PFAS is not a concern, since all of it will be at least two feet underground or covered by strategically placed caps. Also, unlike some substances, PFAS does not pose vapor or gas concerns. Finally, any non-PFAS substances on the property have already been addressed through our 2019 work with the U.S. Environmental Protection Agency.

We heard this is going to be a public park with playgrounds and pavilions. Is that still the plan?

We never envisioned this as a park or major recreational attraction. Our vision for this project has been to accomplish environmental remediation while preserving greenspace and the possibility of light recreational options and limited public access. Our proposal includes the use of gates to control access to the property and the option of adding trails and limited recreational use at a later date.

Will the fence around the perimeter of the property remain?

Wolverine Worldwide's proposed Phyto-Cap Option includes removal of the fence that currently surrounds most of the property. If the State does not approve this option and Wolverine Worldwide must implement the 30-acre cap option, then the fence would remain in place.

How soon could the Phyto-Cap Option be implemented?

From the time EGLE approves Wolverine Worldwide’s proposal, we estimate it will take 12-18 months to fully implement the Phyto-Cap Option. By contrast, it would take approximately 30 months to construct the 30-acre cap option.

How quickly can remediation be achieved?

Addressing the remediation objectives under the Consent Decree will be a long-term process, regardless of the option selected. We believe the Phyto-Cap plan will achieve these remedial objectives while also benefitting the community with a green and sustainable option for our House Street property.

How is Wolverine Worldwide gathering community feedback?

Wolverine Worldwide representatives have met with residents, community groups, Plainfield Townships officials and the Michigan Department of Environment, Great Lakes, and Energy (EGLE) to gather input and feedback prior to Wolverine Worldwide submitting the Feasibility Study and its recommendation to EGLE.

Did Wolverine Worldwide make changes based on that feedback?

Yes, we made a number of changes to our initial plan based on the thoughtful feedback from residents and community groups. Those changes include:

- Increasing the number of phytoremediation trees and the strategic cap size
- Adding permanent, attractive gates at the entrances to the property to continue controlling and limiting public access
- Adding trees in strategic locations to provide enhanced screening and privacy for neighboring residents
- Removing a proposed parking lot
- Removing proposed trail loops, while preserving the possibility of limited use nature trails in the future

Are there cost difference between the two remediation options?

Both options represent multi-million-dollar investments in environmental remediation for Wolverine Worldwide’s House Street property. The Phyto-Cap Option is currently projected to cost less than the Cap Option, but cost is not the reason for our proposal. Rather, we believe the Phyto-Cap Option is the greenest and most sustainable of the options and provides a community benefit while also using a combination of two remediation methods to address the performance objectives under the Consent Decree. If the State does not approve the Phyto-Cap Option, then the Cap Option is ultimately the final remedy under the Consent Decree.