

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) MATTERS

Boot Barn is committed to operating its business in a way that respects environmental, social and governance strategies.

We have adopted environmentally friendly initiatives in many of our stores where practicable, including, installing LED lighting in new stores, retrofitting to more energy efficient lighting in existing stores, adding low flush toilets to save water, joining local recycling programs, utilizing janitorial products that are ecofriendly and water based, and upgrading to more environmentally friendly freon for our HVAC units. In our distribution center, shipping boxes are made from 70% post-consumer product and we recycle pallets and corrugated boxes.

We are committed to partnering with manufacturers and brands that run their business and treat their employees under fair, responsible and ethical standards. We expect all our business partners to share in our concern for human rights and require them to not tolerate illegal, unethical, abusive, or immoral behavior or to allow poor, inappropriate working conditions.

We are proud supporters of local communities where we operate. In addition to supporting organizations that help members of our military, we also provide veteran & U.S. military discounts. Each year we sponsor events and donate funds to charities and organizations that help children in need. We operate The Boot Barn Boot Straps Fund to provide short-term financial assistance to Boot Barn employees in the event of unforeseen qualified personal hardships. The Boot Straps Fund is an employee-operated, employee-supported charity where every dollar donated will go to an employee in need.

Our Board of Directors has adopted corporate governance guidelines to help it fulfill its responsibilities to the Company's stockholders to oversee the work of management and the Company's business and operations. These guidelines are also intended to align the interests of directors and management with those of the Company's stockholders. Our Board of Directors has also adopted a code of business conduct and ethics and requires all directors, officers and employees to be familiar with the code of business conduct and ethics. Among other things, our Code of Business Conduct and Ethics promotes honest and ethical conduct, compliance with applicable governmental laws, rules and regulations, and the protection of Company assets.