

WORKING TOWARD A SUSTAINABLE FUTURE FOR HER AND FOR US

ascena has gone through a transformative year in 2019. As an enterprise, we continued to make meaningful progress in our work toward a sustainable future for our company, customers, and associates.

We made pivotal changes this year to position our company to deliver profitable growth. We are simplifying our business and becoming a more agile organization focused on meeting the needs of our customers—keeping her at the center of everything we do.

Through our deep understanding of our customer, we have learned that in addition to relevant product and access to our brands through multiple channels, our customer wants to know she is supporting brands that are committed to empowering women and girls and conducting business responsibly.

I am proud of the progress we have made since announcing our Responsibility strategy—Her, at the Heart of Us. Helping women and girls thrive is at the heart of our corporate vision and I am committed to this journey to meaningfully impact the lives of women and girls around the world.

We know that we have an opportunity to drive responsible business practices to support a better world for her. Shortly after beginning my tenure as CEO, I signed the CEO Action Pledge for Diversity and Inclusion and am proud that we have seen the diversity of our associates increase from 33% to 40% in the past year. We also extended our support for women and diverse associates by becoming a member of both Catalyst and the Hispanic Association on Corporate Responsibility (HACR).

Importantly, as a collective of brands dedicated to supporting ALL women and girls, we believe it is our responsibility to ensure everyone is included and welcome in our stores and workplace. Earlier this summer I signed the Open to All Pledge, a nationwide public engagement campaign to build awareness and understanding about the importance of protecting people from discrimination—and to defend the bedrock principle that when businesses open their doors to the public, they should be Open to All. The Open to All Pledge reflects our commitment to inclusivity and supports our efforts to stand up for the rights of our associates, customers, and business partners. Today, all of our brands' stores proudly display the Open to All Pledge.

Further, I am inspired by the efforts we are making to advance women in leadership and strengthen communities internally and externally as well as locally and globally. ascena's board of directors is now 50% female, and 98% of our brands' stores are run by women. This year, we are proud to be named one of the 2019 Best Employers for Diversity and 2019 Best Employers for Women.

Locally, we provide opportunities to give back to our customers and associates, who generously and actively participate, igniting movements across our brands to reach our goal to contribute \$250 million by 2025 on behalf of women and girls to the causes they care about. Thanks to our customers, in fiscal 2019 we have contributed over \$47 million to the Breast Cancer Research Foundation, the largest amount from any fashion brand.

Globally, we are working with our suppliers and stakeholders to empower women within the supply chain. We are also investing in programs to improve access to clean water and to reduce the company's carbon footprint.

Our mission is to provide all women and girls with fashion and inspiration for living confidently every day. As we streamline our business for sustainable growth, we are concentrating our efforts on meaningful initiatives that enhance our customers' experience with our brands.

**IT IS OUR AIM TO MAKE A POSITIVE
IMPACT ON THE LIVES OF WOMEN AND
GIRLS, AND WE WILL CONTINUE TO MAKE
PROGRESS FOR THE FUTURE OF OUR
CUSTOMERS, ASSOCIATES, AND COMPANY.**



GARY MUTO

CEO

ascena retail group, inc.