

# THE CATO CORPORATION

## CORPORATE GOVERNANCE GUIDELINES AS AMENDED ON MARCH 1, 2018

The following Corporate Governance Guidelines have been adopted by the Board of Directors (the "Board") of The Cato Corporation (the "Company") to assist the Board in the exercise of its responsibilities to the Company and its shareholders. These Guidelines should be interpreted in the context of all applicable laws and the Company's Certificate of Incorporation, Bylaws and other corporate governance documents, and are intended to serve as a flexible framework within which the Board may conduct its business and not as a set of legally binding obligations. These Guidelines are subject to modification and the Board shall be able, in the exercise of its discretion, to deviate from these Guidelines from time to time, as the Board may deem appropriate or as required by applicable laws and regulations.

### **1. Director Qualifications**

The Board will have a majority of directors who meet the criteria for independence required by the New York Stock Exchange. The Corporate Governance and Nominating Committee is responsible for reviewing with the Board, on an annual basis, the requisite skills and characteristics that the Board seeks in Board members as well as the composition of the Board as a whole. On an annual basis the Board will evaluate whether members qualify as independent under applicable standards. During the course of a year, directors are expected to inform the Board of any material changes in their circumstances or relationships that may impact their designation by the Board as independent.

The Bylaws and Certificate of Incorporation provide that the Board shall consist of not less than five nor more than fifteen members. They also provide that the Board shall be divided into three classes, with such classes being nearly equal in number. Directors are elected by class for three-year terms. The Company's objective is to maintain a Board of sufficient size to maintain an appropriate balance of experience while at the same time facilitating each director's personal involvement in Board deliberations.

Nominees for director will be selected on the basis of outstanding achievement in their personal careers; broad experience; wisdom; integrity; ability to make independent, analytical inquiries; understanding of the business environment; willingness to devote adequate time to Board duties; and such other factors as the Nominating and Corporate Governance Committee may consider pertinent in light of the current needs of the Board. The Board believes that each director should have a basic understanding of (i) the principal operational and financial objectives and plans and strategies of the Company, (ii) the results of operations and financial condition of the Company and of any significant subsidiaries or business segments, and (iii) the relative standing of the Company and its business segments in relation to its competitors.

### **2. Director Responsibilities**

The basic responsibility of the directors is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its shareholders, and to perform their duties of care and loyalty. In discharging that obligation, directors should be entitled to rely on the honesty and integrity of the Company's senior executives and its outside advisors and auditors to the fullest extent permitted by law. The directors also shall be entitled to have the Company purchase reasonable directors and officers liability insurance on their behalf. In addition, the directors will have indemnification to the fullest extent permitted by law and the Company's Certificate of Incorporation, Bylaws and any indemnification agreements. Further, the directors'

liability to the Company will be limited as provided by state law and the Company's Certificate of Incorporation.

The specific duties and responsibilities of the Board will include, among other things, overseeing the management of the business and affairs of the Company; selecting and recommending to shareholders appropriate candidates for election to the Board; determining whether to separate or combine the Chief Executive Officer (the "CEO") and Chairman of the Board positions; determining whether and how to designate a lead independent director (the "Lead Independent Director"); reviewing and, where appropriate, approving the business plans, major strategies and financial objectives of the Company; evaluating Board processes and performance and the overall effectiveness of the Board; evaluating the performance of the Company and of senior management; overseeing the implementation of the Company's succession plans; reviewing compliance with applicable laws and regulations and adopting policies of corporate conduct to assure compliance with applicable laws and regulations and to assure maintenance of necessary accounting, financial, and other controls; and reviewing and approving executive officer compensation and the Company's overall compensation program.

Directors are expected to regularly attend Board meetings and meetings of committees on which they serve, and to spend the time needed and meet as frequently as necessary to discharge properly their responsibilities. Information and data that are important to the Board's understanding of the business to be conducted at a Board or committee meeting are normally distributed in writing to the directors before the meeting, and directors should review these materials in advance of the meeting.

The Board of Directors holds regular quarterly meetings each year. However, the Board will hold additional meetings when needed to address issues of special concern or urgency. The Board and Committee meetings may be held at the corporate offices or elsewhere. Directors may participate in either Board or Committee meetings by telephone or similar device.

The Chairman and the CEO will establish the agenda for each Board meeting. Each Board member is free to suggest the inclusion of items on the agenda. Each Board member is free to raise at any Board meeting subjects that are not on the agenda for that meeting. All meetings of the Board shall be held pursuant to the Bylaws of the Company with regard to notice and waiver thereof, and written minutes of each meeting, in the form approved by the Board, shall be duly filed in the Company records.

The non-management or independent directors will regularly meet in executive session without the Company's management. In addition, at least once a year, the independent directors (such directors may be different from the non-management directors) will meet in executive session. The Lead Independent Director will preside at these meetings. If there is no Lead Independent Director, the director who presides at these meetings will be determined by the Board on the recommendation of the Corporate Governance and Nominating Committee. This procedure will be disclosed in the Company's annual proxy statement. The Company will also disclose in the proxy statement a method for interested parties to communicate with non-management directors.

The Board believes that management speaks for the Company. Individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company. It is expected, however, that Board members would do this with the knowledge of management and, absent unusual circumstances or as contemplated by the Committee charters, only at the request of management. Generally, directors should refer investors, market professionals and the media to the CEO or another individual designated by the Company.

### **3. Board Committees**

The Board currently maintains an Audit Committee, Compensation Committee, and a Corporate Governance and Nominating Committee. The members of the Audit Committee, Compensation Committee and Corporate Governance and Nominating Committee will be independent directors under the criteria established by the New York Stock Exchange and any other applicable rules or regulations. Committee members will be appointed annually by the Board upon recommendation of the Corporate Governance and Nominating Committee with consideration of the desires of individual directors.

Each Committee will have its own charter. The charters will set forth the purposes, duties and responsibilities of the Committees as well as qualifications for Committee membership, procedures for Committee member appointment, Committee structure and operations and Committee reporting to the Board. The charters will also provide that each Committee will annually evaluate its performance.

The Chair of each Committee, in consultation with the Committee members, will determine the frequency and length of the Committee meetings consistent with any requirements set forth in the Committee's charter. The schedule for each Committee will be furnished to all directors. During the year, the Chair of each Committee, in consultation with the appropriate members of the Committee and management, will develop the agenda for each meeting. All meetings of each Committee shall be held pursuant to the Bylaws of the Company with regard to notice and waiver thereof, and written minutes of each meeting, in the form approved by the relevant Committee, shall be duly filed in the Company records.

A report regarding each Committee meeting will be provided to the full Board, as appropriate. Upon request, a director will be given copies of the minutes of any Committee meeting. In addition, the Chair of each Committee will report to the full Board regarding matters that should be brought to the attention of the Board.

The Board and each Committee have the power to hire independent legal, financial or other advisors, as they may deem necessary, without consulting or obtaining the approval of any officer of the Company in advance.

The Board may, from time to time, establish or maintain additional committees as necessary or appropriate.

### **4. Director Access to Officers, Associates and Outside Advisors**

Directors have full and free access to officers and associates of the Company and the Company's outside advisors. Any meetings or contacts that a director wishes to initiate should normally be arranged through the CEO. The directors will use their judgment to ensure that any such contact is not disruptive to the business operations of the Company. It is the expectation of the Board that directors will keep the CEO informed of communications between a director and an officer or other associate of the Company, as appropriate.

### **5. Director Compensation**

The Company will pay reasonable and adequate compensation to non-employee directors for their services as members of the Board and its Committees. In addition, the Company will reimburse such directors for expenses incurred in connection with Company business. Employee directors are not entitled to compensation as directors. Rather, their compensation as employees is intended to cover all services to the Company.

The form and amount of director compensation will be recommended by the Compensation Committee to the Board in accordance with the policies and principles set forth in its charter and applicable legal and regulatory guidelines. The Compensation Committee will conduct an annual review of director compensation.

## **6. Director Orientation and Continuing Education**

Each new director must participate in the Company's Orientation Program, which should be conducted as soon as reasonably practicable after a director is first elected to the Board. This orientation will include familiarizing new directors with the Company's strategic plans, its significant financial, accounting and risk management issues, its compliance programs, its Code of Business Conduct and Ethics, its principal officers, and its independent auditors. In addition, the Orientation Program will include a visit to the Company's offices to meet with senior management and the Company's outside lawyers regarding his or her legal duties as a director, and tours of the Company's subsidiaries' facilities to better understand the Company's business and culture. All other directors are also invited to attend the Orientation Program. In addition, each director is expected to maintain the necessary level of expertise to perform his or her responsibilities as a director. The Board will consider and, as it deems appropriate, provide to or encourage directors to avail themselves of, materials, presentations and resources to further their knowledge of matters pertinent to the Company's business, industry, legal and regulatory environment and other matters that may affect the Board's responsibilities.

## **7. CEO Evaluation and Management Succession**

The Compensation Committee will conduct an annual review of the CEO's performance, as set forth in the respective charter for the Committee. The Board will receive a report from the Compensation Committee regarding this review.

The Compensation Committee should periodically report to the Board on succession planning. The entire Board will work with the Compensation Committee to nominate and evaluate potential successors to the CEO. The CEO should at all times make available his or her recommendations and evaluations of potential successors, along with a review of any development plans recommended for such individuals.

## **8. Annual Performance Evaluation**

The Board will conduct an annual self-evaluation to determine whether it and its committees are functioning effectively. The Corporate Governance and Nominating Committee will receive comments from all directors and report annually to the Board with an assessment of the Board's performance. This will be discussed with the full Board following the end of each fiscal year. The assessment will focus on the Board's contribution to the Company and specifically focus on areas in which the Board or management believes that the Board could improve.

## **9. Publication**

These Guidelines, along with the Code of Business Conduct and Ethics and each Committee charter, shall be published by the Company in appropriate form.