



Creating Change

FY 2025 CORPORATE RESPONSIBILITY AND SUSTAINABILITY REPORT

FOR THE REPORTING PERIOD APRIL 1, 2024 - MARCH 31, 2025

DECKERS
BRANDS

UGG®

HOKA

Teva

AH
NU





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OUR BRANDS

Deckers Brands in Summary FY25

OUR ACTIVITIES

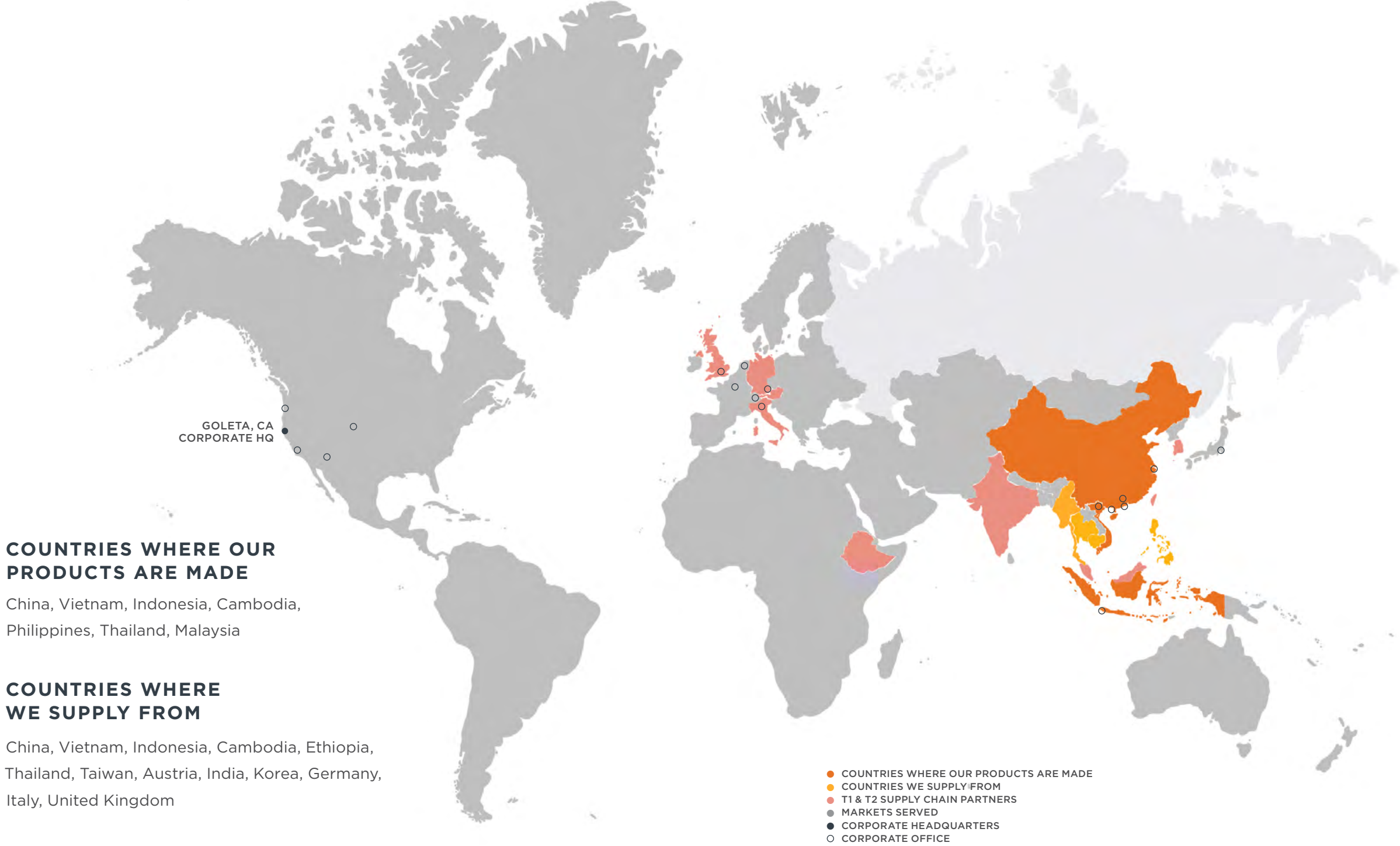
We are a global leader in designing, marketing, and distributing innovative footwear, apparel, and accessories developed for both everyday casual lifestyle use and high-performance activities.

TOTAL SALES

\$4.98B



Deckers Brands in Summary FY25 (continued)



FY25 SUPPLY CHAIN PARTNERS:

- CHINA (156)**
Tier 1: 1 Footwear and 11 Lifestyle
Tier 2: 144 Suppliers
- VIETNAM (100)**
Tier 1: 13 Footwear and 3 Lifestyle
Tier 2: 84 Suppliers
- INDONESIA (20)**
Tier 1: 5 Footwear and 3 Lifestyle
Tier 2: 12 Suppliers
- CAMBODIA (6)**
Tier 1: 2 Footwear and 1 Lifestyle
Tier 2: 3 Suppliers
- THAILAND (2)**
Tier 1: 1 Footwear
Tier 2: 1 Supplier
- PHILIPPINES (1)**
Tier 1: 1 Footwear
- MALAYSIA (1)**
Tier 1: 1 Lifestyle
- TAIWAN (18)**
Tier 2: 18 Suppliers
- KOREA (3)**
Tier 2: 3 Suppliers
- INDIA (2)**
Tier 2: 2 Suppliers
- ETHIOPIA (1)**
Tier 2: 1 Supplier
- AUSTRIA (1)**
Tier 2: 1 Supplier
- GERMANY (1)**
Tier 2: 1 Supplier
- ITALY (1)**
Tier 2: 1 Supplier
- UNITED KINGDOM (1)**
Tier 2: 1 Supplier

*As of April 2025, Deckers has 42 Tier 1 Factory Partners and 272 Tier 2 Supplier Partners

Welcome

MESSAGE FROM OUR CEO

INTRODUCTION

CREATING CHANGE: STRATEGIC APPROACH

UNITED NATIONS GLOBAL COMPACT AND DECKERS' SUSTAINABLE DEVELOPMENT GOALS





Message From Our CEO



As I complete my first year as CEO, I reflect on a period defined by both challenges and meaningful progress. Over the past year, we have navigated considerable macroeconomic uncertainty. Yet amid these factors, one conviction has guided us: the belief that the more successful we are in business, the greater our responsibility - and opportunity - to drive positive change.

We are uniquely positioned to shape a more sustainable and inclusive future, and that is a responsibility we take seriously. Over the past year we have worked to deepen our environmental commitments, from accelerating our use of preferred materials to advancing circular design principles. At the same time, we remain committed to investing in our global workforce and the people who make our products.

Our Creating Change report highlights our accomplishments and challenges throughout the year. It is a testament to our team's resilience, our stakeholders' expectations and our shared vision for what is possible when business is used as a force for good. From making progress on our sustainability efforts, to fostering a culture of belonging, it is the effort of the Deckers community that makes our culture unique and special. We firmly believe Environmental Social Governance (ESG) brings our employees together, contributes to our ongoing success, and positions us for the future.

We continue to push our environmental efforts forward, harnessing our influence to promote more sustainable business practices in our own operations, and supply chain. Here are a few key environmental highlights from FY25:

- We focused our teams to drive towards our Scope 1, 2, and 3 carbon reduction targets that we set with the Science-Based Targets Initiative.
- We continued to work with Carbon Trust, a third-party climate expert, to oversee our carbon accounting, and have collaborated with them to establish our carbon reduction targets.

- We developed a formalized Climate Transition Plan, ***Pathway to Creating Change***, utilizing various climate scenarios, in partnership with Carbon Trust.
- UGG, HOKA, and Teva reduced footwear emissions, water, and energy per pair since our FY19 baseline year, and are on track to meet their established physical intensity targets.
- We continued our long-term grant with the Savory Institute to support regenerative farming practices on sheep farms in Australia, influencing approximately 1,408,369 acres and 105 farms.
- Our corporate headquarters utilizes 100% renewable energy and is Leadership in Energy and Environmental Design (LEED) silver certified.
- Our Moreno Valley, California, distribution center and our Mooresville, Indiana, DC locations are LEED gold certified. Additionally, all three of our distribution center locations are zero waste gold certified.
- We remained focused on innovating to help combat the challenges of climate change by promoting a circular economy, giving new life to worn footwear, and collaborating across the industry to bring solutions to scale. We are partnered with Fashion for Good on its 'Closing the Footwear Loop' initiative to address the footwear industry's significant circularity challenges.
- We monitored all supplier partners through our ongoing LCA outreach efforts and continued utilizing the Worldly (*formally known as HIGG*) Facility Environmental Module (FEM), a sustainability assessment tool used by our Tier 1 factory partners, and strategic Tier 2 supplier partners, to collect detailed and standardized information about a partner's waste, water, chemistry, and energy consumption to identify and prioritize opportunities for sustainability performance improvements.

Here are few key social highlights from FY25:

- In FY25, we donated over \$6 million to non-profit organizations supporting environmental causes, education, uplifting youth, and helping elevate underserved individuals and communities.
- In FY25, our employees volunteered over 24,000 hours.

- Since 2006, we have donated 2.87 million pairs of shoes to charitable organizations supporting those in need.
- We introduced new learning courses to support professional growth around the organization.
- In FY25, over 73% of our Tier 1 footwear partners received champion or excellent audit ratings.
- We continued to support gender equality and equal access to education with our supply chain partners through our valued third-party partnerships with HERproject/RISE, Better Work, VisionSpring, The Center for Child Rights and Business, and the International Labour Organization (ILO). These initiatives positively impact the well-being of women through workplace-based education and training to promote health, gender equality and financial inclusion. To date, we have empowered over 220,000 women through these programs.

Thank you for joining our journey and celebrating our progress. We intend to continue leading with integrity, and a passion for doing good and doing great, because we believe these are not mutually exclusive.

It is my sincere hope that the work Deckers is doing to advance ESG will continue to inspire others, foster positive change, and contribute to a better world, while driving our business for the future.

Sincerely,
Stefano Caroti


President and Chief Executive Officer



Introduction

As a global leader in designing, marketing, and distributing innovative footwear, apparel, and accessories, we recognize the scale of our reach and the responsibility that comes with it. Consumers increasingly seek brands that deliver high-quality products while minimizing environmental impact through responsible business practices.

Our sustainability policies and strategies are built to advance long-term objectives while effectively managing risk. They are shaped through active participation in multi-stakeholder initiatives with shareholders, employees, suppliers, customers, other brands, and non-governmental organizations.

Since 2010, our holistic environmental, social, and governance (ESG) program has guided our efforts to strengthen sustainable business practices. These efforts have earned recognition in recent years, including:

- Barron’s 100 Most Sustainable Companies (2024 & 2025)
- Investor’s Business Daily Best ESG Companies (2022, 2023 & 2024)
- Newsweek America’s Most Responsible Companies (2020-2025)
- Newsweek America’s Greatest Workplaces (2025) and Greenest Companies (2023-2025)
- JUST Capital/CNBC Top 5 Companies for Parents (2024)
- TIME Magazine World’s Most Sustainable Companies (2024)
- U.S. News & World Report Best Companies to Work For (2024)
- Forbes America’s Best Companies (2024 & 2025) and Net Zero Leader (2025)

We recognize that sustainability is a journey and one that will likely never conclude. Through this Creating Change report, we aim to share how we continue to serve our communities, uphold an ethical supply chain, and further reduce our environmental footprint.

Creating Change: Strategic Approach

OUR STRATEGIC APPROACH

We looked at our business holistically and identified areas (e.g. materials, waste, water, climate and clean energy, chemistry, human rights, and gender equality, quality education, and reduced inequalities) where we can make the biggest impact. Then, looking at the areas we identified, we defined our goals under each to better track our progress - these are our Sustainable Development Goals (SDGs) and they are the guardrails of our program. Finally, in order to prioritize our efforts we identified specific areas for improvement, including relevant targets under each SDG. We recognize that as our business continues to evolve we must remain agile. As such, we are continually modifying our strategies, adding to our targets, reallocating our resources, and challenging ourselves to make an even greater impact in keeping with our key value of ‘Do Good and Do Great’.

United Nations Global Compact and Deckers’ Sustainable Development Goals

Deckers has been a member of the world’s largest corporate sustainability initiative, the United Nations Global Compact (UNGC), since 2016. The UNGC principles guide companies to action-oriented efforts to support sustainable development goal (SDG) implementation.



TOPIC	DECKERS SDG	UNGC SDG
Materials	Maximize the amount of preferred materials in our products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns 15 LIFE ON LAND Manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss
Waste	Sustainably reduce waste generated at our facilities and partner facilities through refuse, reduction, recycling, and reuse	7 AFFORDABLE AND CLEAN ENERGY Ensure universal access to affordable, reliable, sustainable, and modern energy for all 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns 13 CLIMATE ACTION Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
Water	Reduce water consumption and improve water quality throughout our operations and the communities in which we operate	6 CLEAN WATER AND SANITATION Achieve universal and equitable access to safe, affordable drinking water and adequate sanitation and hygiene for all
Climate and Clean Energy	Reduce energy consumption and carbon emissions throughout our operations	7 AFFORDABLE AND CLEAN ENERGY Ensure universal access to affordable, reliable, sustainable, and modern energy for all 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns 13 CLIMATE ACTION Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
Chemistry and Consumer Safety	Reduce or eliminate hazardous chemicals throughout our operations	3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages 6 CLEAN WATER AND SANITATION Achieve universal and equitable access to safe, affordable drinking water and adequate sanitation and hygiene for all
Human Rights	Positively impact the communities in which we operate, including assuring industry-leading human rights practices within our supply chain	3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages 4 QUALITY EDUCATION Ensure inclusive and quality education for all and promote life long learning 5 GENDER EQUALITY Achieve gender equality and empower all women and girls 10 REDUCED INEQUALITIES Reduce inequality within and among countries
Gender Equality, Quality Education and Reduced Inequalities	Promote belonging, gender equality, female empowerment, and inclusion for all	4 QUALITY EDUCATION Ensure inclusive and quality education for all and promote life long learning 5 GENDER EQUALITY Achieve gender equality and empower all women and girls 10 REDUCED INEQUALITIES Reduce inequality within and among countries

Highlights of FY25 Achievements Made Towards Our Sustainable Development Goals

DECKERS BRANDS ENVIRONMENTAL, SOCIAL, GOVERNANCE PROGRAM FY25 UPDATE



Highlights Of FY25 Achievements Made Toward Our Sustainable Development Goals:

DECKERS BRANDS ENVIRONMENTAL, SOCIAL, GOVERNANCE PROGRAM FY25 UPDATE

DOING GOOD FOR THE PLANET



Science-Based Targets

Reduced scope 3 economic intensity emissions by approximately 54.50% as compared to our FY19 baseline



~4.51%

Reduction in GHG emissions physical intensity
(kg of CO₂ / pair)



~5.04%

Reduction in energy usage physical intensity (MJ / pair)



100%

Of electricity at Corporate Headquarters is from renewable sources



~1,408,369

acres of land influenced through our support of a grant for regenerative farming practices



Zero Waste

Our DCs located in Moreno Valley, California and Mooresville, Indiana, are Zero Waste Gold Certified facilities



~3.49%

Reduction in water usage physical intensity
(liters of water/pair)



LEED

Our corporate headquarters is Leadership in Energy and Environmental Design (LEED) certified silver and our distribution centers located in Moreno Valley, California and Mooresville, Indiana are LEED certified gold

DOING GOOD FOR PEOPLE



~\$6M

Million donated to various non-profit organizations



~24,000

hours our employees volunteered



11

employee resource groups, open to all employees



Zero

Instances of child/forced labor



89%

of those who took the latest pulse survey noted they were proud to work for Deckers



100%

Of factories audited annually



~220,000

Total number of women empowered



~27,650

Hours dedicated to employee training



<1%

below industry average lost time injury rate in our supply chain



88%

of those who took the latest pulse survey said they would recommend Deckers as a place to work

RECOGNITION

INVESTOR'S BUSINESS DAILY®

2023 & 2024 - "Best ESG Companies"

Newsweek

2020, 2021, 2022, 2023, 2024 & 2025 -

"America's Most Responsible Companies"

2023, 2024 & 2025 - "America's Greenest Companies"

2025 - "America's Greatest Companies"



2024 - "Top 5 Companies for Parents"

U.S. News & WORLD REPORT

2024 - "Best Companies to Work For"

Bloomberg

2022 & 2023 - "Gender Equality Index"

BARRON'S

2024 & 2025 - "100 Most Sustainable Companies"

TIME

2024 - "TIME'S World's Most Sustainable Companies"

Forbes

2024 & 2025 - "America's Best Companies"

2025 - "Net Zero Leaders"

Our Foundation

- PROGRAM GOVERNANCE
- STAKEHOLDER ENGAGEMENT
- COMPANY VALUES
- INTEGRITY FIRST



Program Governance

Deckers’ Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee (*Corporate Governance Committee*), comprised of four independent directors, oversees our ESG strategy. Our Board has ultimate oversight over all sustainability initiatives, strategies, and programs, including those related to climate change, human rights, community engagement, charitable giving, belonging and economic, social, and environmental risks.

The Corporate Governance Committee and Board of Directors regularly receive updates on the status of our ESG program. In addition, the Audit & Risk Management Committee (*Audit Committee*) of the Board periodically reviews risk management, including climate-related risks and policies to ensure a consistent corporate strategy.

The Board of Directors considers whether the ESG program adequately identifies material risks in a timely fashion, implements appropriate responsive risk management strategies, and transmits necessary information with respect to material risks within the organization.

Day-to-day management of the ESG program is led by our Chief Administrative and Legal Officer and executed by our leadership team in collaboration with cross-functional groups, including ethical sourcing, facilities, distribution, restricted substances, brands, innovation, materials, and supply chain teams.

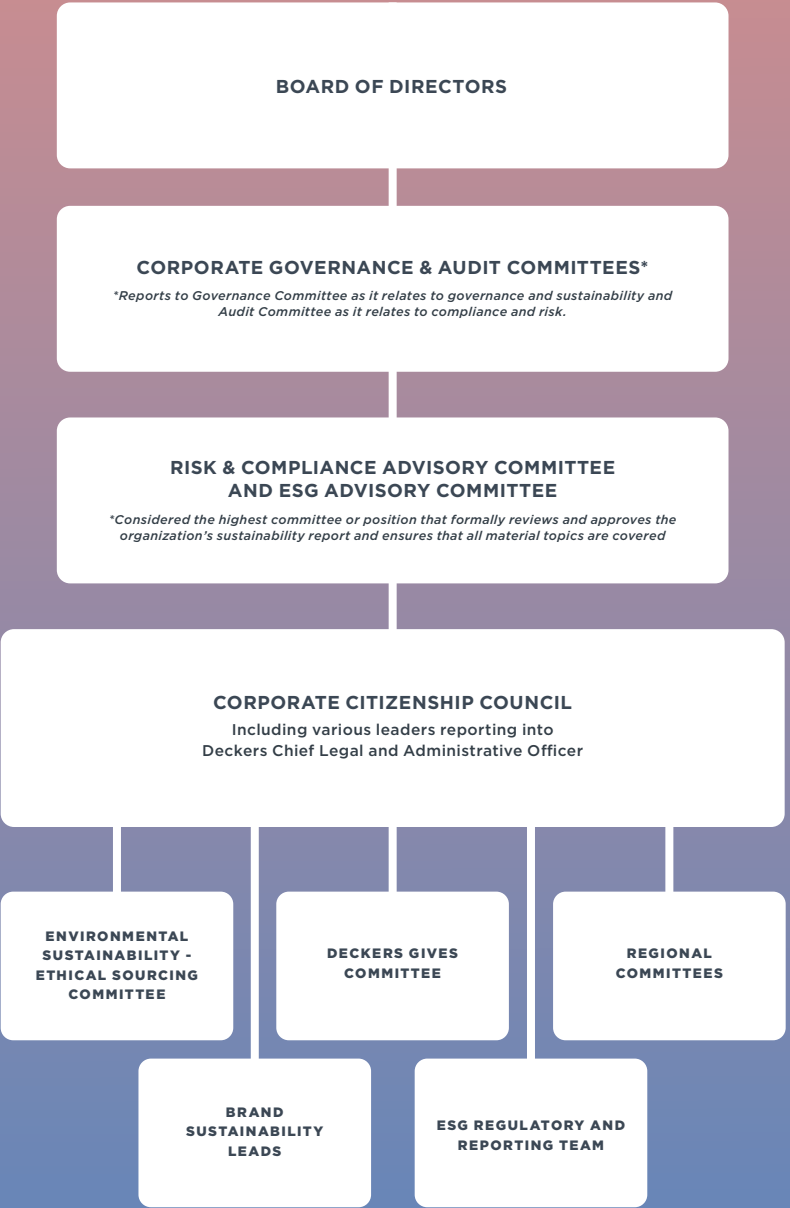
Ongoing progress is monitored by multiple management committees that meet regularly, such as the Risk & Compliance Advisory Committee.

- **Risk & Compliance Advisory Committee:** This committee includes all members of our Executive Leadership Team (*ELT*). The committee evaluates organizational risks and discusses opportunities for compliance and risk mitigation.
- **ESG Advisory Committee:** This committee includes all members of our ELT, along with key stakeholders throughout the organization. The committee evaluates organizational ESG risks and discusses opportunities for sustainability.

- **ESG Regulatory and Reporting Team:** This committee includes members of our legal, sustainability, finance, supply chain and trade compliance teams. The committee reviews and digests pending new and adopted ESG regulatory and reporting requirements and delegates to appropriate owners.
- **Environmental Sustainability – Ethical Sourcing Committee:** This committee includes members of our ethical sourcing, facilities, distribution centers, brands, innovation, corporate communications, and materials teams. The committee drives sustainable materials sourcing, ethical supply chain efforts, environmental sustainability, energy reduction, water and waste mitigation efforts, and materials traceability efforts.
- **Brand Sustainability Leads:** Each of our brands have team members, dedicated to sustainability, who work closely with our Vice President, Sustainability and Compliance to align brand efforts with our broader ESG strategy.
- **Deckers Gives Committee:** This committee includes members of our giving, sustainability and communications teams. The committee tracks brand and corporate giving, helps our brands focus charitable spend, monitors our employee volunteer program, and drives retail store giving.
- **Regional Gives Committees:** We have two regional committees, one in APAC and one in EMEA. These committees help to drive employee engagement around our regional volunteer and giving efforts.

Our ESG program aligns internal teams with the UN Sustainable Development Goals (*SDGs*) and establishes policies to encourage our partners and suppliers to adopt sustainable business practices. Each year, we assess ESG-related risks as part of our broader Enterprise Risk Management (*ERM*) framework. In addition, our internal audit team conducts periodic targeted reviews of ESG-related policies and procedures, and reports substantive findings to the Audit Committee.

Our pay-for-performance approach connects executive performance and compensation to factors overseen by the Talent & Compensation Committee of our Board of Directors, with the goal of creating long-term shareholder value.



Stakeholder Engagement

We highly value stakeholder input and have consistently demonstrated our commitment to maintaining open and interactive dialogue on ESG matters with our stakeholders, including non-governmental organizations, employees, suppliers, industry groups, communities, and governments to ensure their views are actively considered in executing our ESG program. Our stakeholder outreach program is led by a cross-functional team that includes members of our investor relations, compliance, sustainability, belonging, and legal teams. Additionally, we actively engage with our employees, through regular employee engagement surveys, to obtain valuable feedback and track progress and hold us accountable to our five key values.

On our social initiatives, we work with Business for Social Responsibility (BSR) in various capacities including a stakeholder outreach project in which we solicited input and gathered information from stakeholders to better understand the topics and themes that are most important to those stakeholders. BSR has also reviewed and provided feedback on various Deckers' policies including its Statement Against Modern Slavery and its Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct. We also work closely with Better Work and Social & Labor Convergence ensuring our social programs remain best in class. In FY25, we continued to work with RISE (*Reimagining Industry to Support Equality*), a collaborative initiative from BSR's HERproject, CARE, Better Work, and others to scale impact and accelerate equality for women workers in global garment supply chains. We continued our partnership with VisionSpring to expand access to vision screenings and affordable eyewear so supply chain workers can see clearly and perform at their best. We collaborate with the Humane Society on the adoption, and subsequent revisions, of our Ethical Sourcing and Animal Welfare Policy.

For added transparency into our supply chain, we align with the Transparency Pledge to create more meaningful corporate accountability. The Transparency Pledge helps demonstrate apparel and footwear companies' commitment to greater transparency in their manufacturing supply chain. We are also working with Infor Nexus, leaders in supply chain mapping, to map various high-risk commodities.

On our environmental sustainability initiatives, we work closely with the Savory Institute, Carbon Trust, Trayak's Compass (*our LCA tool*), the Leather Working Group, and Worldly (*formally HIGG*). We also continue to work with Canopy on our annual updates to Deckers' Paper and Forest Procurement Policy.

We value peer networking and exploratory conversations. To that end, Deckers is a founding member of the Footwear Innovation Foundation, a non-profit scientific research organization that focuses on how to best shape and transform the future of footwear in the face of ongoing challenges such as tariffs, sourcing, supply chain, and regulatory matters. Through the Footwear Innovation Foundation, Deckers is part of the "Closing the Footwear Loop" project, a major initiative led by Fashion for Good, bringing together leading fashion and footwear brands, and their existing circularity programs, to tackle the complex challenges of circularity in the footwear industry. The project aims to transform the current linear "take-make-dispose" model into a circular one. In addition, Deckers was also selected to be part of the multi-stakeholder working group to develop the GRI Textiles and Apparel Sector Standards.



2025 Double Materiality Assessment

Our ESG program philosophy is to focus on priority issues which we define as those that are important to our business and our Stakeholders. As part of our preparations for compliance with the EU’s Corporate Sustainability Reporting Directive (CSRD), and the corresponding European Sustainability Reporting Standards (ESRS), we have completed our double materiality

assessment (DMA), supported by a third-party consultant, Salter Baxter and have identified material impacts, risks and opportunities (IROs) for each ESRS topical standard, leading to the disclosure of all ESRS sustainability matters. We do not anticipate reporting on CSRD until 2029 and we will continue to evaluate and update our DMA.

DECKERS MATERIAL TOPICS

Environment



ESRS E1

CLIMATE CHANGE



ESRS E2

POLLUTION



ESRS E3

WATER AND MARINE RESOURCES



ESRS E4

BIODIVERSITY AND ECOSYSTEMS



ESRS E5

RESOURCE USE AND CIRCULAR ECONOMY

Social



ESRS S1

OWN WORKFORCE



ESRS S2

WORKERS IN THE VALUE CHAIN

Governance



ESRS G1

BUSINESS CONDUCT

General



ESRS 2

GENERAL DISCLOSURES

Company Values

At Deckers, we strive to make a positive impact by bringing together purposeful brands and diverse, driven individuals who embrace change and pursue success. Our five key values (*do good and do great, own it, commit to create, better together, and come as you are*) help ensure we hold ourselves accountable to deliver on our goals.



These values define who we are and serve as the driving force behind how we work together and with our customers, our consumers, our partners, our suppliers, and our communities.

We also have detailed ethics and compliance policies that instill a commitment to ethical behavior and legal compliance across our entire organization. Our culture, and open door policy, encourages employees to approach their managers if they believe there have been violations of our standards or policies. Employees are also able to submit confidential and anonymous reports 24-7 online or by phone using a hotline that is hosted by an independent third-party provider.

Integrity First

POLICIES

We value the culture we have created and want to ensure Deckers continues to be an amazing place to work. We have created policies to help empower our employees to act with integrity even when faced with challenging situations. We have multiple policies to help guide our employees, and our supply chain partners, to operate our business in the most socially and environmentally conscious way possible. Many of our corporate policies are public and can be found on our [website](#). These include the following:

- Code of Ethics (*including our zero-tolerance policy on harassment and discrimination and insider trading*)
- Ethics Hotline Policy
- Anti-Corruption Policy
- Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct
- Environmental Policy
- Water Policy
- Ethical Sourcing and Animal Welfare Policy
- Conflict Minerals Policy
- Restricted Substances Policy
- Paper and Forest Procurement Policy
- Deckers Gives Charitable Donations Policy
- Product & Materials Destruction Policy
- Statement Against Modern Slavery

MANDATORY EMPLOYEE TRAINING

We invest in the ongoing learning of our employees by providing them with valuable training to help navigate challenging situations. Globally, all employees are trained* on a variety of topics including:

- Code of Ethics (*Deckers' Board of Directors is also trained on our Code of Ethics*)
- Conflicts of Interest
 - Employees are trained on conflicts of interest and a list of potential conflicts of interests is maintained and reported to the Audit Committee as appropriate.
- Gifts and Entertainment
- Anti-Corruption Policy
- Harassment & Discrimination Policy
- Information Security
- Regulation Fair Disclosure
- Insider Trading
- HIPAA
- Payment Card Industry Standards (*PCI*)
- Belonging Courses
- Environmental, Social and Governance (*ESG*)**

In addition to these mandatory trainings, we also offer a wide array of optional courses as well as a suite of management courses catered to all individuals who manage people. These include our Trailblazers program for people managers, our Navigator program for all Senior Directors and Directors, and our Ascent program for all Vice Presidents.

*On average employees receive approximately 5 hours of compliance and ethics trainings which includes training on Human Rights policies and procedures (at least) biennially

**Deckers plants a tree for each employee who completes Deckers ESG course

Integrity First (continued)

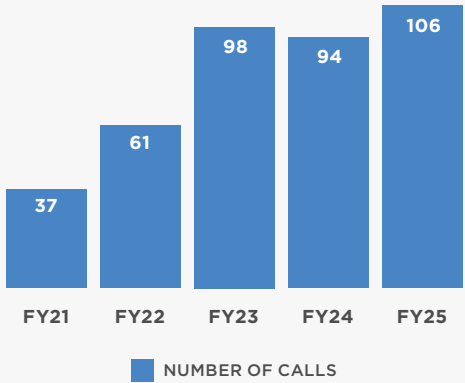
HOTLINE METRICS

We offer a 24-7 anonymous hotline to all Deckers employees globally and have extended the hotline accessibility to factory workers so they too can voice concerns. We take all allegations seriously and ensure that we fairly and thoroughly investigate each hotline report we receive.

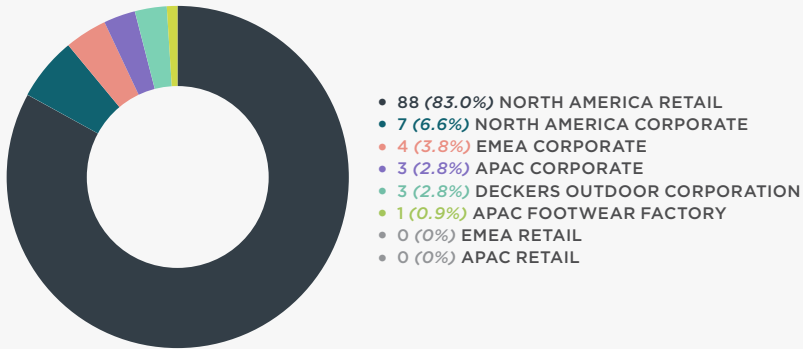
Monitoring hotline reports allows us to identify trends, see where more resources are needed, and allocate additional training where necessary. The majority of the reports we receive each year are retail-related and initiated by one of our retail store team members. Receiving reports is an indicator that our program is working and we believe this is comparable to other peers in the retail industry.

Because we believe in transparency, we are publishing (1) the number of hotline reports received from FY21-FY25, (2) reports received by business unit (FY25), and (3) reports received by issue type (FY21-FY25).

NUMBER OF REPORTS RECEIVED FY21 - FY25



FY25 HOTLINE REPORTS BY BUSINESS UNIT



FY21 - FY25 HOTLINE REPORTS BY ISSUE TYPE

ISSUE NUMBER OF CALLS (%)	FY21	FY22	FY23	FY24	FY25
UNFAIR TREATMENT	12 (32.43%)	15 (24.59%)	31 (31.63%)	32 (34.0%)	27 (25.5%)
DISCRIMINATION OR HARASSMENT	8 (21.62%)	15 (24.59%)	22 (22.44%)	21 (22.3%)	26 (24.5%)
OTHER	8 (21.62%)	19% (31.14%)	21 (21.42%)	12 (12.8%)	15 (14.2%)
RETALIATION	0	0	5 (5.10%)	5 (5.3%)	10 (9.4%)
THEFT	0	1 (1.63%)	8 (8.16%)	6 (6.4%)	9 (8.5%)
VIOLATION OF POLICY	7 (18.92%)	2 (3.27%)	2 (2.04%)	6 (6.4%)	8 (7.5%)
CONFLICT OF INTEREST	1 (2.70%)	1 (1.63%)	2 (2.04%)	2 (2.1%)	3 (2.8%)
INQUIRY	1 (2.70%)	1 (1.63%)	2 (2.04%)	7 (7.4%)	2 (1.9%)
AUDITING AND ACCOUNTING	0	1 (1.63%)	0	0	2 (1.9%)
VIOLENCE OR THREAT	0	0	0	2 (2.1%)	2 (1.9%)
OFFENSIVE OR INAPPROPRIATE COMMUNICATION	0	1 (1.63%)	1 (1.02%)	0	1 (0.9%)
FALSIFICATION OF CONTRACTS, REPORTS OR RECORDS	0	0	0	0	1 (0.9%)
DISCLOSURE OF CONFIDENTIAL INFORMATION	0	1 (1.63%)	2 (2.04%)	1 (1.1%)	0
IMPROPER SUPPLIER OR CONTRACTOR ACTIVITY	0	2 (3.27%)	1 (1.02%)	0	0
MISCONDUCT OR INAPPROPRIATE BEHAVIOR	0	2 (3.27%)	0	0	0
BANKING	0	0	1 (1.02%)	0	0
TOTAL	37	61	98	94	106

*The chart above reflects raw data including unsubstantiated reports



Gender Equality, Quality Education, & Reduced Inequalities

PEOPLE

HOLLISTIC WELLBEING

COMMUNITY



Our Approach

We believe an inclusive workplace that promotes belonging for everyone brings together those with a unique set of experiences, opinions, and thoughts on critical issues. In turn, these varied perspectives enhance our business and drive better outcomes. Our people are at the center of everything we do. Their perspectives and passion for innovation enable us to build brands and create products that people around the world love. We strive to create an environment where employees can come as they are and are free to bring their authentic selves to work every day.

Our belonging programs are intended to foster a welcoming and supportive environment where all employees can connect and collaborate. From our employee resource groups (*ERG*) to our learning and development resources, we aim to create spaces where every individual feels valued and empowered to contribute.

We are committed to engaging employees as we strive to create an organization where our values come to life, and every individual feels valued and included.



GENDER EQUALITY, QUALITY EDUCATION, AND REDUCED INEQUALITIES

Promote equality, quality education, and reduced inequalities

People

GLOBAL WORKFORCE

Exclusive of seasonal employees, temporary employees and interns, Deckers has a total of 5,530 global employees, 1,969 of which are retail employees. Of our 3,561 corporate and distribution center employees, 2,058 (57.79%) identify as female, 1,491 (41.87%) identify as male, 2 (0.06%) identify as genderqueer, 5 (0.14%) identify as non non-binary, and 4 (0.11%) are undeclared.

**For additional information please see our EEO-I statement publicly available at www.deckers.com/responsibility.*

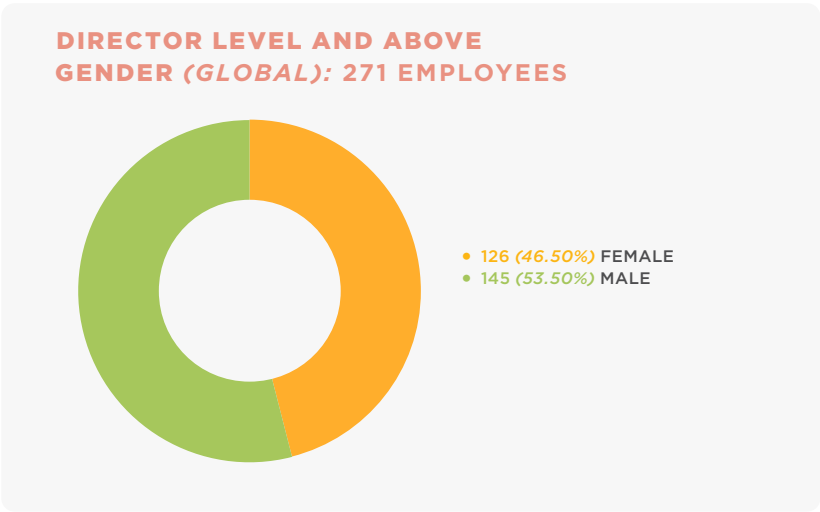
EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)

NORTH AMERICA	EMEA	APAC	TOTAL
NUMBER OF PERMANENT EMPLOYEES			
3,500	765	1,265	5,530
NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)			
9	127	9	140
NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)			
2,528	570	1,232	4,330
NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE PART-TIME)			
972	195	33	1,200
<i>*For reporting period FY25. Temporary Employees only includes employees that are on the Deckers payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.</i>			

EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)

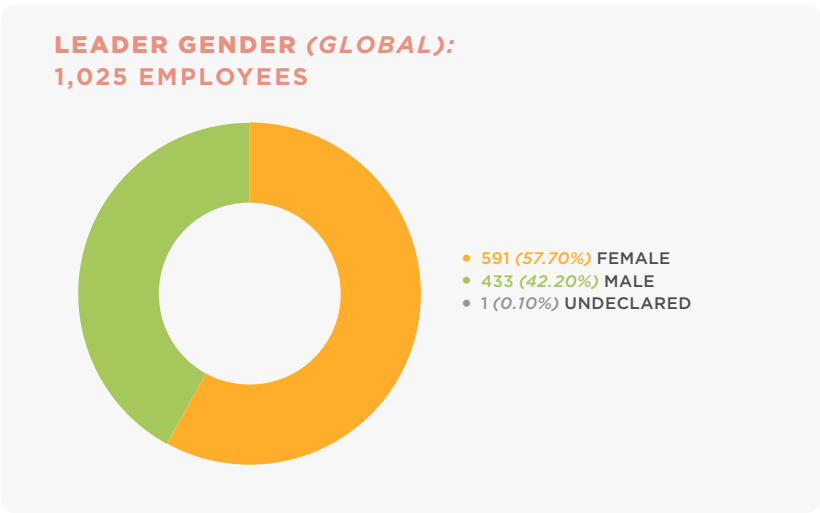
FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
NUMBER OF PERMANENT EMPLOYEES				
3,443	2,069	13	5	5,530
NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)				
97	47	0	1	145
<i>*For reporting period FY25. Gender as specified by the employees themselves. Temporary Employees only includes employees that are on the Deckers payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.</i>				

GENDER BREAKDOWN



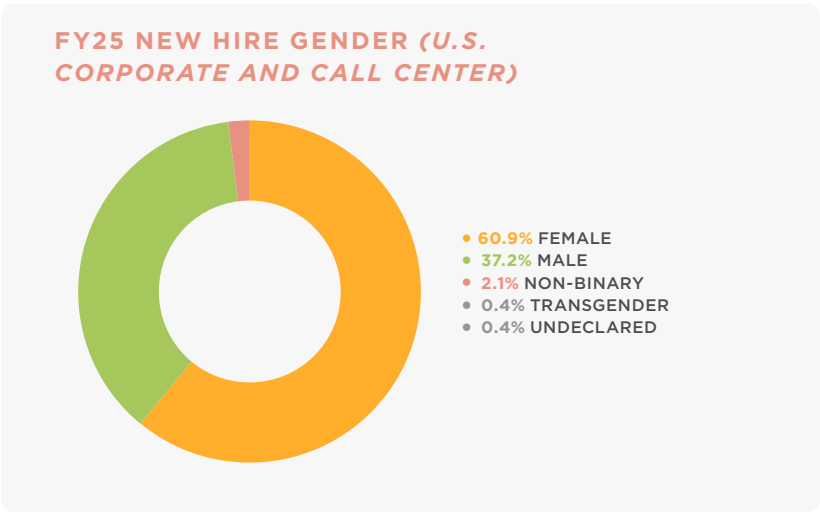
Director Level and Above Gender Breakdown:

Globally, as of March 31, 2025, Deckers has 271 employees at Director level and above. Of those, 126 (46.5%) identify as female, and 145 (53.5%) identify as male.



Leader Gender Breakdown:

Globally, Deckers has 1,025 leaders. We define leaders as those who manage one or more persons. Of those leaders, 591 (57.70%) identify as female, 433 (42.20%) identify as male, and 1 (0.10%) is undeclared.



People (continued)

RACE AND ETHNICITY DATA

Below we report race and ethnicity metrics for employees in our U.S. workforce.

There is no intent in the design or parameters of our belonging programs programs to exclude any talent from consideration of opportunities. The focus is on inclusivity, consistent with the principles of Equal Employment Opportunity. Proper implementation of these efforts never requires a set-aside, a quota, or the use of any criteria other than the selection and promotion of the highest qualified talent for an opportunity. Deckers follows the law carefully and engages with internal resources to implement our programs.

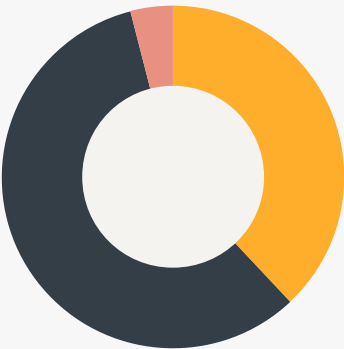
As of March 31, 2025, 29.5% of our director-level and above employees in the U.S. are from BIPOC communities.

FY25 DIRECTOR LEVEL AND ABOVE
RACE AND ETHNICITY (U.S. ONLY)



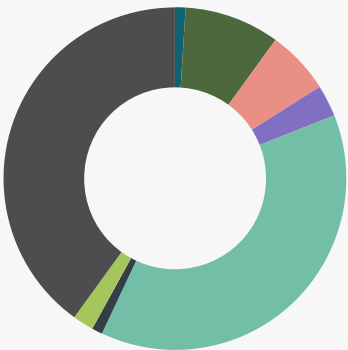
• 29.50 BIPOC
• 70.50% NON BIPOC

FY25 LEADER RACE
AND ETHNICITY (U.S. ONLY)



• 37.60 BIPOC
• 58.10 NON-BIPOC
• 4.30% UNKNOWN

RACE AND ETHNICITY BREAKDOWN
(U.S. ONLY INCLUDING RETAIL EMPLOYEES)



	FY21	FY22	FY23	FY24	FY25
• AMERICAN INDIAN OR ALASKA NATIVE	1.3%	0.8%	1.1%	0.7%	0.7%
• ASIAN	5.4%	7.1%	7.3%	8.6%	8.7%
• BLACK OR AFRICAN AMERICAN	21.3%	13.9%	13.3%	5.2%	6.4%
• DECLINE TO ANSWER	1.6%	-	3.0%	3.0%	2.9%
• HISPANIC OR LATINO	31.1%	34.6%	34.7%	36.8%	38.3%
• MIDDLE EASTERN	0.5%	0.6%	0.7%	0.6%	0.7%
• NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	0.7%	0.6%	0.5%	0.4%	0.3%
• TWO OR MORE RACES	3.1%	2.1%	2.3%	2.0%	2.2%
• UNDECLARED	3.1%	3.6%	-	-	-
• WHITE	32.0%	36.7%	37.1%	42.5%	39.8%

**For FY25, 57.3% of US employees are from BIPOC communities*

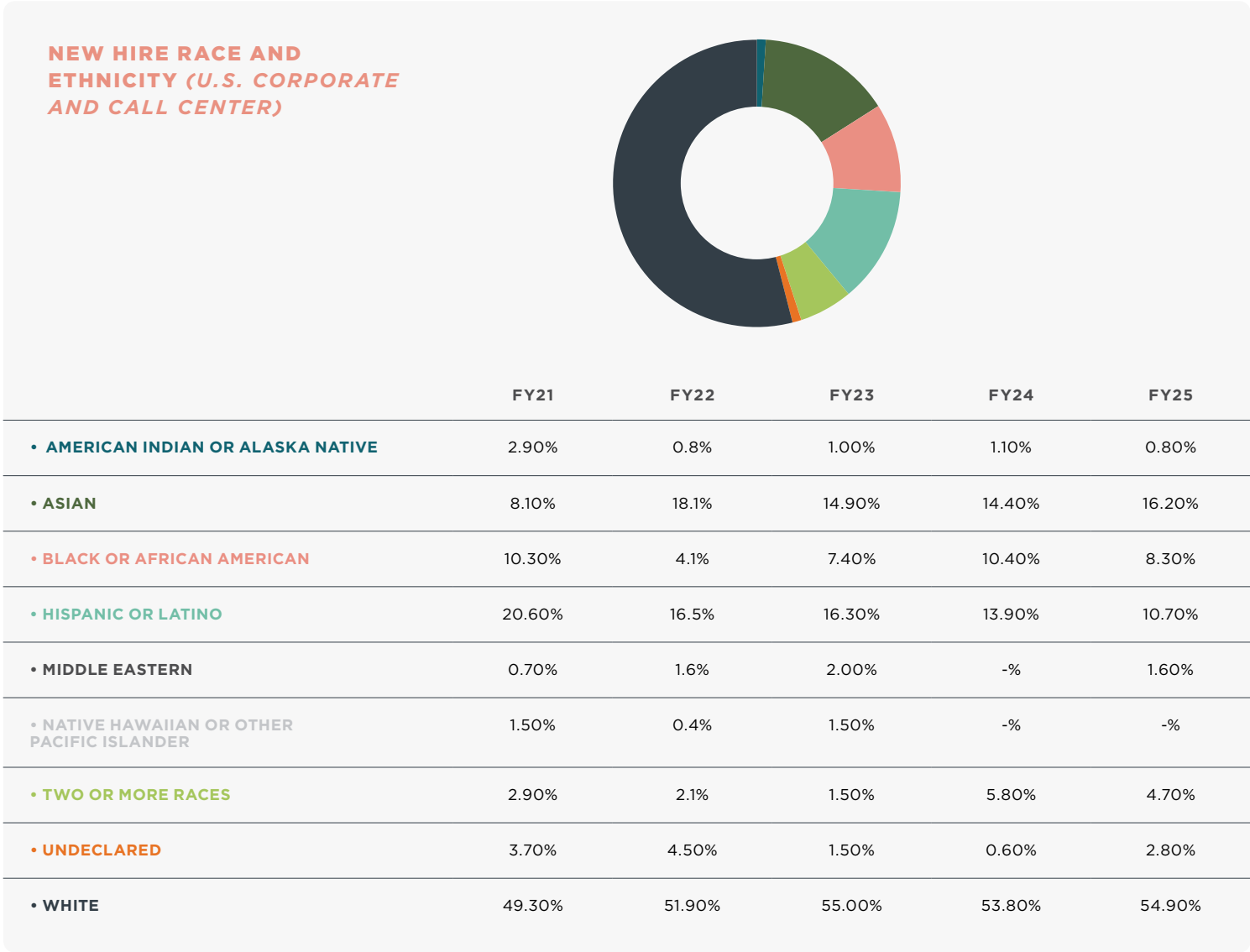


People (continued)

RACE AND ETHNICITY DATA

NEW HIRE RACE AND ETHNICITY BREAKDOWN

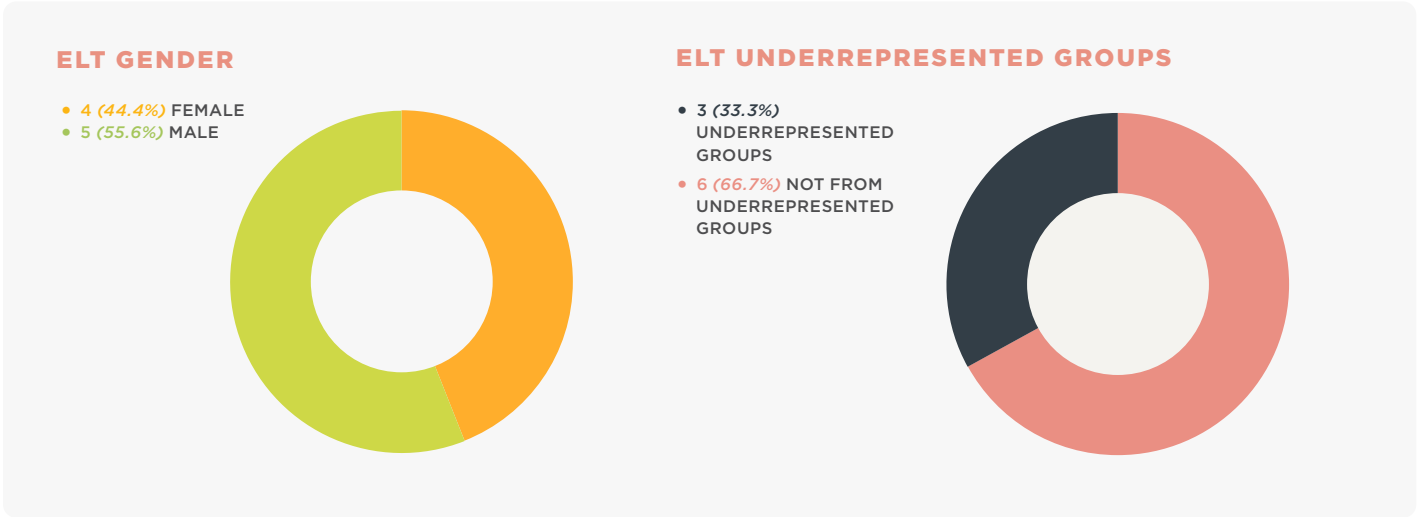
As of March 31, 2025, 42.3% of all new hires at our U.S. corporate headquarters and call center identify as BIPOC.



People (continued)

EXECUTIVE LEADERSHIP TEAM

As of March 31, 2025, Deckers Executive Leadership Team (ELT) was made up of 9 members, 4 identifying as female (44.4%) and 5 identifying as male (55.6%). Of the 9 members of the ELT, 3 (33.3%) were from underrepresented groups, which comprises race, ethnicity, and sexual orientation.



EXECUTIVES

EXECUTIVE OFFICER	POSITION
STEFANO CAROTI	Chief Executive Officer, President and Director
STEVEN J. FASCHING	Chief Financial Officer
ANGELA OGBECHIE	Chief Supply Chain Officer
THOMAS GARCIA	Chief Administrative and Legal Officer
JOEL ANKARBERG	Chief Digital and Data Officer
MELISSA GALLAGHER	Chief People Officer
MARCO ELLERKER	President of Global Marketplace
ANNE SPANGENBERG	President of Fashion Lifestyle
ROBIN SPRING-GREEN	President of HOKA

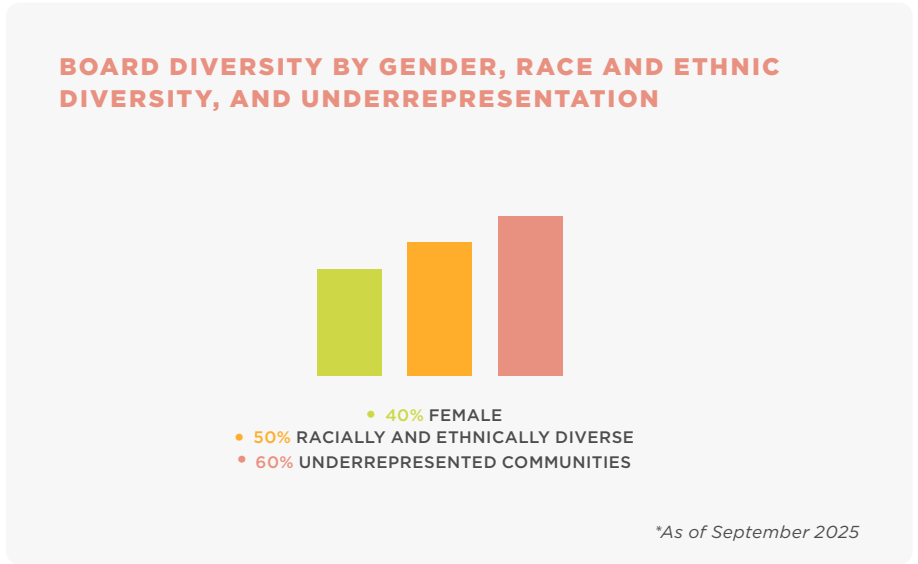




People (continued)

BOARD OF DIRECTORS

As of September 2025, our Board of Directors is comprised of a total of ten directors, 60% of whom are from underrepresented communities (*which includes race, ethnically, and sexual orientation*), 50% are racially and ethnically diverse, and 40% are female.



GOVERNANCE PROFILE

Average Director Tenure: 6.2 years

Average Director Age: 62.4 years

Proxy Statement: [FY25 Proxy Statement](#)

Director Meeting Attendance: Each of our Directors attended at least 80% of Board Meetings and Meetings of the Board Committees on which they served

Percentage of CEO's at Risk Targeted Total Compensation: 87%

[Corporate Governance Guidelines](#)

CEO Pay Ratio: 198:1

Board: Female: 4 Male: 6

Active Board Members:

- Cynthia (Cindy) L. Davis
Chair of the Board
- David A. Burwick
- Stefano Caroti
- Nelson C. Chan
- Juan R. Figuereo
- Patrick J. Grismer
- Maha S. Ibrahim
- Victor Luis
- Lauri M. Shanahan
- Bonita C. Stewart

SPECIFIC QUALIFICATION, ATTRIBUTES, SKILLS AND EXPERIENCE OF OUR BOARD

- Industry
- Technology Infrastructure/ Cybersecurity
- Premium Branding
- Compliance and Risk Oversight
- International
- Corporate Governance
- High Level of Financial Literacy
- Mergers and Acquisitions
- Retail
- Public Company Executive
- Consumer Technology/ Big Data
- Human Resources/ Talent Management
- Sales and Marketing
- Corporate Responsibility
- Supply Chain Management

People (continued)

EMPLOYEE PROGRAMS

Our authentic perspectives, experiences and passion for innovation enable us to build brands and create products that connect with people around the world. Through connection, community and discovery, our programs are designed to inspire and empower each person to contribute to our shared mission, purpose, and values of our community-driven organization.

MENTORSHIP PROGRAM & GROWTH OPPORTUNITIES

We formally launched a global mentorship program in May 2021, open to all to help provide our existing talent with opportunities to develop personally and professionally and increase pathways for talent to grow within the organization. The purpose of the program is to foster a greater sense of belonging by connecting employees across the globe to encourage, empower, and inspire each other. Through the program, employees have the opportunity to build deeper connections, empower skill and career development, encourage holistic well-being and provide guidance and support that fosters personal and professional growth.

PULSE SURVEY

At Deckers, we believe our culture makes us unique. We regularly conduct employee surveys to understand our employee's experiences on a variety of topics focused on employee engagement. Our latest survey, completed in March 2025, had a participation rate of 91.5% and an engagement rate of 86%, 8 points higher than industry benchmark. Of those employees who completed the survey, 89% noted they were proud to work for Deckers and 88% said they would recommend Deckers as a place work. We also include inclusion and belonging focused questions in our surveys and are using the data from these questions to help prioritize and guide our initiatives going forward. We are proud that 83.6% of our employees who completed the survey reported that they feel comfortable and empowered to express their views and bring their authentic self to work, including all parts of their background. We will continue to utilize regular surveys to better understand, and engage with, our global employee population into FY26 and beyond.

LEADERSHIP DEVELOPMENT

We are committed to developing strong and inspiring leaders. To that end, we have developed a portfolio of programs for all of our leaders to support our efforts. These include the following: Trailblazers Program (*a course intended for all new people managers globally*), Navigator Program (*a course all Director and Senior Directors globally*), and Ascent Program (*a course that provides advanced development for Vice Presidents and Senior Vice Presidents*). Additionally, we offer on-demand learning resources for individual contributors who aspire to grow their leadership skills.

EMPLOYEE RESOURCE GROUPS (ERGS)

ERGs are a key component of creating and fostering an inclusive workplace for our employees. They are open to all employees and contribute to a greater sense of employee belonging and directly tie to one of our core values, "Come as You Are." They bring together people of diverse backgrounds to share innovative ideas, help accomplish business goals and foster greater connection. We encourage our employees to take part in one of our ERGs or, if they don't find one that suits them, establish a new one. In FY25, we had a total of eleven ERGs.

People (continued)

EMPLOYEE PROGRAMS

COFFEE & CONVERSATIONS

Our Coffee & Conversations program is intended to unite the Deckers global community in respectful and inclusive discussions. In these safe spaces, we aim to share experiences, embrace new perspectives, and develop into thoughtful global citizens.

WOMEN'S LEADERSHIP SUMMIT

Our Women's Leadership Summit is an annual event, open to all genders, hosted at our corporate headquarters and around the globe at our regional offices that fosters creativity, inspiration and enhances our commitment to belonging at Deckers. In FY25, sessions included moderated panels featuring employees from around Deckers sharing their lived experiences on embracing imperfection and getting the most out of mentorship opportunities. This year we were honored for author Jenny Wood to join us as our keynote speaker. She shared how to be an effective communicator and leader and ways for employees to grow into the next steps of their career. We look forward to continuing the tradition for years to come.

REGIONAL EFFORTS

In FY25, the EMEA region introduced the second cohort of the Pathfinders Program, an initiative that offers access and development to employees from corporate and retail functions in the region. This reverse mentorship program provides an opportunity to collaborate closely with senior leadership, enhance essential personal skills, and actively shape the culture within the EMEA region.

Additionally, in support of greater representation in our EMEA region we have partnered with Omek, is a community-centric non-profit partner dedicated to the social and professional advancement of the African diaspora and allies. We believe this partnership will continue to support our goals of expanding our candidate pools and representation in the footwear industry.

We continue to increase our participation and engagement in both EMEA and APAC through our global programming of Coffee & Conversations and ERG events by creating localized sessions and events.

PAY EQUITY AND COMPENSATION TRANSPARENCY

Deckers' total compensation program is designed to be both competitive and equitable, ensuring our company values are met and our employees are fairly compensated for their work.

We believe our competitive total compensation program is essential to attracting and developing talent throughout our organization. To that end, pay is linked to both company performance and individual performance and contributions.

Deckers conducts regular pay evaluation exercises which aligns job by region, establishing specifics for each role in that market. Further, we regularly communicate to employees where they fit in our evaluation range, with periodic monitoring to ensure equity.

We are focused on paying employees fairly for the work they do and making pay decisions that are free from bias. We conduct annual global pay audits to ensure we are achieving pay equity for men and women of all genders, races and ethnicity. We evaluate pay by analyzing base pay to assess whether employees with similar roles, experience and performance earn equal pay for their work.

For more information about how we are working with our supply chain partners to ensure fair compensation please see our 'Human Rights' section.

INCLUSIVE FACILITIES

Deckers offers front row parking for expectant mothers and designated additional refrigerators in break room areas for employees who want to keep food separate for religious or personal reasons. Hourly employees are also provided with two floating holidays for religious, personal or cultural observances.

VOTING SUPPORT

We believe that being an engaged citizen requires civic courage and that when we exercise our right to vote, we exercise our right to advocate for change. To support our commitment to voting rights, Deckers has joined the Civic Alliance, a nonpartisan business coalition that champions democracy and civic participation. By supporting the Civic Alliance's Joint Statement on Protecting Voting Access, Deckers joined more than 1,300 other companies in affirming that "if our government is going to work for all of us, each of us must have equal freedom to vote and elections must reflect the will of all voters." We also signed the Make Time to Vote Pledge committing to ensuring employees have time off to vote. We are proud of our support of equal access to the ballot box and the importance of exercising our right to vote.

Holistic Wellbeing

EMPLOYEE WELLNESS



PHYSICAL WELLBEING

- Comprehensive and Affordable Medical, Dental, and Vision Care
- Access to On-site fitness center at corporate headquarters, Virtual Fitness Classes and Gym Discount Programs
- Fertility / Family Building Benefits
- Menopause and Midlife Care Program
- Paid Sick Leave
- Critical Illness and Accident Injury benefits
- Care Management: 24/7 Nurseline, Future Moms, Condition Care and Smoking Cessation support programs
- Onsite Flu Vaccine Clinics



MENTAL & EMOTIONAL WELLBEING

- Employee Assistance Program (EAP)
- Free Headspace Memberships
- Virtual Therapy Support and Text Therapy/Coaching programs
- Flexible Work Model
- Vacation, Flexible Time Off, Holiday, and Bereavement Policies



FINANCIAL WELLBEING

- 401(k) Retirement Savings Plan with employer match
- Dependent Care Flexible Spending with Employer Match
- Childcare Resources and Discount Programs: Free Care.com membership for childcare, Elder Care, Pet Care, and Back Up Care. SCM school discount at corporate headquarters
- Paid Maternity, Parental, and Family Leave
- Pre-tax Flexible Spending Accounts including HSA and FSA
- Access to Financial Planning, Coaching, and Advising
- Employee Stock Purchasing Program
- Disability and Life Insurance
- Group Legal plan
- Pet insurance
- Employee Purchase Program Discount



GROWTH AND DEVELOPMENT

- Global Mentorship Program
- Dedicated Learning Portal
- Global Leadership Programs for New People Managers, Directors and Sr. Directors, and Vice Presidents and Sr. Vice Presidents
- Tuition Reimbursement
- Annual Performance Reviews
- EXPLORE Learning Week



DOING GOOD

- Charitable Contribution Donation Match
- 24 Hours of Paid Volunteer Time Per Year
- Electric Vehicle Grants / Solar Reimbursement
- Subsidized Charging Stations at corporate headquarters
- Connect Through Global Community events such as Art of Kindness and Women's Leadership Summit
- Employee Resource Groups

**The above is not intended to be a comprehensive list of all benefits. We take great care to ensure that our employees in different regions have similarly generous benefits available to them. Although our international benefits are structured differently depending on the region, benefits offered to our global employees are similarly competitive.*



Summary of Deckers' People Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: GENDER EQUALITY, QUALITY EDUCATION, AND REDUCED INEQUALITIES

Promote belonging, gender equality, female empowerment, and inclusion for all (*This target advances the United Nations Global Compact SDG numbers 3, 4, 5 and 10*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Gender parity in leadership positions and our Board of Directors	Executive Leadership Team: 25% female, 75% male	Executive Leadership Team: 25% female, 75% male	Executive Leadership Team: 33.3% female, 66.6% male	Executive Leadership Team: 25% female, 75% male, 50% are from underrepresented communities	Executive Leadership Team: 37.5% female, 62.5% male, 37.5% are from underrepresented communities	Executive Leadership Team: 44.4% female, 55.6% male, 44.4% are from underrepresented communities	Executive Leadership Team: 44.40% female, 55.60% male, 33.30% are from underrepresented communities	On Track	2030
	Board of Directors: 30% female, 70% male	Board of Directors: 33% female, 66% male	Board of Directors: 40% female, 60% male, 60% from underrepresented communities	Board of Directors: 36.4% female, 63.6% male, 54.5% from underrepresented communities	Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are racially and ethnically diverse	Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are racially and ethnically diverse	Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are racially and ethnically diverse*		
	Obtained EDGE Certification, which is the leading global assessment methodology and business certification standard for gender equality	Leaders (<i>those who manage one or more persons</i>): 51.8% female, 48.2% male	Leaders (<i>those who manage one or more persons</i>): 43.5% male, 56.1% female, 0.4% undeclared	Leaders (<i>those who manage one or more persons</i>): 44.1% male, 55.5% female, 0.1% not disclosed, 0.1% transgender, 0.1% non-binary and 0.1% unknown	Leaders (<i>those who manage one or more persons</i>): 43.4% male, 56.5% female, and 0.1% not disclosed	Leaders (<i>those who manage one or more persons</i>): 58.3% male, 41.6% female, and 0.1% not disclosed	Leaders (<i>those who manage one or more persons</i>): 42.20% male, 57.70% female, and 0.10% not disclosed		
		Directors and above: 43.5% female and 56.5% male	Director level and above: 54.7% male, 43.6% female, 1.7% not declared	Director level and above: 54.7% male, 44.8% female, 0.5% not declared	Director level and above: 50.7% male, 49.3% female	Director level and above: 52.5% male, 47.5% female	Director level and above: 53.50% male, 46.50% female		
							*As of September 2025		
Ensure and promote an inclusive workspace and community	Target first conceptualized in FY20	Target first conceptualized in FY20	Joined the Valuable 500, a business-to-business initiative comprised of companies committed to disability inclusion and the Civic Alliance which is a nonpartisan business coalition that champions democracy and civic participation	Valuable 500 member, a business-to-business initiative comprised of companies committed to disability inclusion and the Civic Alliance which is a nonpartisan business coalition that champions democracy and civic participation	Valuable 500 member, a business-to-business initiative comprised of companies committed to disability inclusion and the Civic Alliance which is a nonpartisan business coalition that champions democracy and civic participation	Valuable 500 member, a business-to-business initiative comprised of companies committed to disability inclusion and the Civic Alliance which is a nonpartisan business coalition that champions democracy and civic participation	Valuable 500 member, a business-to-business initiative comprised of companies committed to disability inclusion and the Civic Alliance which is a nonpartisan business coalition that champions democracy and civic participation	Target Achieved - FY22 and beyond target is to maintain	2022
			Multiple Employee Resource Groups	Multiple Employee Resource Groups	Multiple Employee Resource Groups	Multiple Employee Resource Groups	Multiple Employee Resource Groups		
			Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources	Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources	Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources	Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources	Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources		
			Launched Coffee & Conversations, which are monthly small-group facilitated discussions on belonging-related topics	Coffee & Conversations continue to be held	Coffee & Conversations continue to be held	Coffee & Conversations continue to be held	Coffee & Conversations continue to be held		
			Piloted a global mentorship program with the goal of helping provide our existing talent with opportunities for networking and engagement	Launched internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace	Continued internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace	Continued internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace	Continued internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace		
			Partnering with HBCUs and both local and national professional organizations in order to expand the pool from which we source talent	Global mentorship program launched with the goal of helping provide our existing talent with opportunities for networking and engagement	Global mentorship program continued with the goal of helping provide our existing talent with opportunities for networking and engagement	Global mentorship program continued with the goal of helping provide our existing talent with opportunities for networking and engagement	Global mentorship program continued with the goal of helping provide our existing talent with opportunities for networking and engagement		
				Partnering with HBCUs and both local and national professional organizations in order to expand the pool from which we source talent	We have identified local and national professional organizations in order to identify broader candidate pools from which we source talent for the organization	We have identified local and national professional organizations in order to identify broader candidate pools from which we source talent for the organization	We continue working with local and national professional organizations to identify broader candidate pools from which we source talent for the organization		
					We offer a retail to corporate job rotation pilot program to provide retail employees opportunities to explore career paths to corporate and are hoping to continue to grow and expand the program to other teams and regions across the organization	We offer a retail to corporate job rotation pilot program to provide retail employees opportunities to explore career paths to corporate and are hoping to continue to grow and expand the program to other teams and regions across the organization			

*Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.



Community

OUR APPROACH

Doing good while doing great is our mantra and this principle guides our overall corporate giving program, Deckers Gives. Our giving is strategically aligned with our sustainable development goals (SDGs); with a focus on environmental causes, education, uplifting youth, and helping elevate underserved individuals and communities. We will continue our strategic approach, focusing on these key areas, into FY26 and beyond.

Doing good in the world through our charitable efforts is an essential part of our culture and core to our values. Deckers continues to give in all three ways: (1) monetary donations, (2) volunteer efforts, and (3) in-kind product donations. Employees are strongly encouraged to volunteer and are compensated up to 24 hours of paid volunteer time each year.



COMMUNITY

Positively impact the communities in which we operate.

Community (continued)

MONETARY CONTRIBUTIONS

In FY25, we donated just over \$6 million to various non-profit organizations supporting the global communities where we operate. This total includes both our U.S. and regional corporate or brand donations, as well as the \$148,776 raised by our Deckers Brands Showcase retail store. With our focused approach we are able to make a more significant impact in those areas which matter most to us: people and the planet.

GLOBAL CHARITABLE CONTRIBUTIONS BY SECTOR	FY25
UPLIFTING YOUTH	\$461,649
COMMUNITY	\$1,738,769
BELONGING	\$1,201,035
EDUCATION	\$668,480
ENVIRONMENT	\$1,198,810
EMPLOYEE DONATION MATCHING	\$110,000
EMEA DONATIONS	\$368,734
APAC DONATIONS	\$262,154
TOTAL	\$6,009,631

**In FY25, we contributed \$7.5 million to Deckers' Donor Advised Fund, from which \$6.0 million in charitable donations were distributed.*

***Deckers does not engage in political contributions, expenditures, or payments of any kind. During the reporting period and in the past five fiscal years, no political contributions, expenditures, or payments were made. All political activities on behalf of Deckers must be initiated or approved in advance by our Legal Team. Specifically, during the reporting period and in the past five fiscal years, we have not made any corporate contributions to political candidates, parties, or committees; we have not made any contributions or payments to 527 groups such as governors associations and super PACs; we have not made any independent political expenditures in support of or opposition to any campaign; we have not made any contributions or payments to other tax-exempt organizations, such as 501(c)(4)s, that may use funds for political purposes; and we have not made any expenditures or payments to influence the outcome of ballot measures. We disclose any trade association memberships where our annual dues/fees exceed \$50,000; further beginning in FY26, no portion of such dues may be used for political activities.*

IN-KIND PRODUCT DONATIONS

We are committed to furthering the life of a product where possible. Since 2006, we have donated 2.87 million pairs of shoes to charitable organizations. In FY25, we donated footwear, apparel, and accessories to Soles4Souls, various Santa Barbara County organizations, the Two Ten Footwear Foundation and Shoes for a Cure.



Community (continued)

NOTABLE MONETARY DONATIONS

SAVORY

In 2020, we established a long term grant with the Savory Institute. The grant provides holistic solutions and world-class implementation to promote soil health and biodiversity, with a goal of revolutionizing the Australian sheep farming industry, from which our sheepskin is a byproduct, to regenerative agriculture. UGG® is a frontier founder and key member of the program that works to protect and reverse environmental degradation through agriculture aimed at restoring soil, encouraging wildlife diversity, capturing carbon in the ground, and improving land health for future generations. Aside from connecting brands with raw materials coming from verified land bases, the program also provides innovative tools and curricula to land managers working to be verified.

As of March 31, 2025, UGG has influenced approximately 1,408,369 acres of grasslands across 105 farms in Australia towards regenerative farmland.



Community (continued)

FY25 VOLUNTEER EFFORTS

We appreciate the opportunity to give back to our communities monetarily, but we also see the true value in volunteering our time. Deckers encourages employees to volunteer their time by compensating each employee up to 24 hours of paid volunteer time each year. Those employees who donate 100 hours of volunteer time per calendar year are recognized with a \$1,000 donation made to a charity of their choice.

Our employees volunteered over 24,000 hours in FY25, an increase when compared to over 19,000 hours in FY24. We have far surpassed our target to increase our volunteer hours 20% (*by 2023*) and will continue to work towards our target of 50% (*by 2027*) compared to our baseline year of 2020. Our hope, and intention moving forward, is that our volunteer efforts will continue to increase year-over-year.

In FY25, we held two Art of Kindness events which are weeklong, biannual events where corporate, retail, and distribution center employees come together, to make a difference in the communities in which we work and live. This year, we were delighted to see both local Santa Barbara-based companies and our supply chain partners join us in our volunteerism. Our supply chain partners volunteered over 108,000 hours illustrating their commitment to improving their surrounding communities.

Our employees are passionate about volunteering and feel proud to work for an organization that encourages them to actively volunteer.

Community (continued)

COMMUNITY RECOGNITION

Newsweek

AMERICA'S MOST RESPONSIBLE COMPANIES

For the sixth consecutive year, Deckers was featured on Newsweek’s list of Most Responsible Companies. This ranking honors companies that are committed to being good corporate citizens.

AMERICA’S GREENEST COMPANIES

Deckers has been selected for the third year in a row as one of ‘America’s Greenest Companies’ by Newsweek. The ranking marks Deckers recognition in the top 500 companies in the United States for its progress in positively changing their sustainability footprint.

AMERICA'S GREATEST WORKPLACES

This year, Deckers has been recognized by Newsweek as one of ‘America’s Greatest Workplaces.’ Companies on this list were reviewed across many indicators including leadership, integrity, compensation and work-life balance. We are proud to be acknowledged as the list highlights how prioritizing workplace satisfaction can prove advantageous both for our employees and our business.

Forbes

FORBES AMERICA'S BEST COMPANIES 2025

Deckers was once again ranked on Forbes’ list of America’s Best Companies. To be recognized among the top 300 companies in the U.S. reflects the dedication, innovation, and shared passion of the incredible people behind our brands.

FORBES NET ZERO LEADERS 2025

Deckers has been featured on Forbes’ list of Net Zero Leaders. The list features the top 200 companies best on track to reducing their greenhouse gas emissions from their own manufacturing processes, during their suppliers’ processes, or through consumers’ end usage of their product.



POSITIVE LUXURY AWARDS: RESPONSIBLE LUXURY BUSINESS OF THE YEAR

Deckers was featured as one of the Responsible Luxury Business’s of the Year at the Positive Luxury Awards 2025. The award celebrates innovation, real change and higher standards across the supply chain.



REPREVE® CHAMPIONS OF SUSTAINABILITY 2025 WINNER

Deckers was once again selected as one of REPREVE’s Champions of Sustainability. ‘Champions’ status includes brands, retailers and textile partners who keep billions of plastic bottles out of the waste stream by using REPREVE® recycled fiber. To date, Deckers has recycled over 207 million million plastic bottles.



CARING COMPANY AWARD

The Hong Kong Council of Social Service has recognized Deckers as a Caring Company for over a decade, acknowledging our commitment to caring for the community, employees, and the environment.



Summary of Deckers' Community Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS - COMMUNITY

Positively impact the communities in which we operate in *(This target advances the United Nations Global Compact SDG numbers 3, 4, 5 and 10)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Increase employee volunteer efforts by 20% by 2023 and 50% by 2027	Baseline Year Employees volunteered 3,106 hours	Employees volunteered 1,904 hours	Held our first ever 'Art of Kindness' event, a week where employees come together, putting work aside, to volunteer in our local communities	Held multiple 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities	Held two 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities	Held two 'Art of Kindness' events, a week where employees come together, to volunteer in our local communities	Held two 'Art of Kindness' events, a week where employees come together to volunteer in our local communities	2023 - Target Achieved - FY22 and beyond target is to maintain	2023/2027
		Implemented new employee volunteer hours tracking system Appointed Director for "Deckers Gives" initiative	Employees volunteered 5,073 hours	Employees volunteered over 14,000 hours, achieving our target to increase employee volunteer hours by 50% by 2027 <i>(compared to our FY19 baseline year)</i>	Employees volunteered over 15,000 hours Supply chain partners volunteered over 148,000 hours	Employees volunteered over 19,000 hours Supply chain partners volunteered over 145,000 hours	Employees volunteered over 24,000 hours Supply chain partners volunteered over 108,000 hours	2027 - On Track	
Donate at least \$1,000,000 annually to organizations focused on Uplifting Youth, Community, Belonging, Education, and Environment	Donated over \$1.3 million to various organizations supporting our communities	Donated over \$1.8 million to various not-for-profit organizations in the global communities in which we operate	Donated \$2.13 million to various not-for-profit organizations in the global communities in which we operate	Donated \$3.41 million to various not-for-profit organizations in the global communities in which we operate	Donated \$4.2 million to various not-for-profit organizations in the global communities in which we operate	Donated \$4.6 million to various not-for-profit organizations in the global communities in which we operate	Donated over \$6 million to various not-for-profit organizations in the global communities in which we operate	Target Achieved - FY19 and beyond target is to maintain	2027
		Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment		
Ensure that every Deckers employee has the opportunity to contribute to our local communities	All employees encouraged to volunteer and we provide up to 24 hours of paid volunteer time to incentivize participation	Employees who volunteer 100 hours per calendar year receive a \$1,000 donation to a charity of their choice	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target Achieved - FY20 and beyond target is to maintain	2021
		Employees provided up to 24 hours of paid volunteer time							

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*

Environment

- MATERIALS
- PACKAGING MATERIALS
- CLIMATE AND CLEAN ENERGY
- WATER
- WASTE





Materials

OUR APPROACH

We strive to maximize the amount of preferred materials in our product (*including renewable, regenerative, recycled, natural*). When we understand what our products are made of, and where they come from, we can make better sourcing decisions and help guide our brands toward more preferred material selections.

Our lifecycle assessment (*LCA*) tool enables us to understand valuable environmental impact metrics, allowing us to evaluate the entire footprint - across all lifecycle gates - of each of our materials. The environmental impact metrics we study are Fossil Fuel (*MJ*), Greenhouse Gas Emission with Carbon Uptake (*CO₂ eq*) and Water Usage (*liters*). Each environmental impact metric we study supports our sustainable development goals and contributes to human health and vitality.

Knowing what goes into our product is incredibly important but we also must consider a circular economy when it comes to product design. Our business, brands, and products will actively promote a circular economy (*design out waste and pollution, keep products and materials in use, and regenerate natural systems*). This means all opportunities within a circular economy should continue to be explored including repair and resale, and utilizing materials that naturally degrade, or are upcycled, downcycled, recycled, regenerative, etc.

Further, we recognize traceability is important for the raw materials that go into our products both from an environmental and social perspective. We are working with Infor Nexus, leaders in supply chain mapping, for added transparency into our supply chain. To that end we have identified seven commodities that we believe are priorities (*either due to social or environmental risks*) to establish our traceability framework. These include: hides, cotton, timber, natural rubber, man-made cellulosic fibers (*MMCFs*), soy and palm. Following this identification we have worked with our technology partners to establish processes with our suppliers to identify and mitigate risks related to our raw materials. Finally, we also publish the supply chain partners we work with on [Open Supply Hub](#) and [deckers.com/responsibility](#).



MATERIALS

Maximize the amount of preferred materials in our products



Materials (continued)

DECKERS SUPPLY CHAIN



*The above chart is intended for illustrative purposes only. We recognize there is nuance between tiers within certain commodities.

Materials (continued)

CIRCULAR ECONOMY

We want to challenge ourselves and our industry to be innovative and identify solutions for the challenges impacting our planet.

We strive to think in a circular way rather than the linear model of ‘take-make-waste.’ There are three key pillars of a circular economy: (1) design out waste and pollution, (2) keep products and materials in use, and (3) regenerate natural systems.

Here is our approach to a circular economy:

1. DESIGN OUT WASTE AND POLLUTION:

- Looking at our products and packaging in detail and asking ourselves, “Is this necessary?” By simplifying our products, we can cut down on materials and waste.
- Each of our brands have midsole/outsole, packaging, and textile waste targets.
- We recognize that packaging must not be overlooked when it comes to end-of-life. Containers, packaging, and plastic make up a growing share of municipal solid waste.
- We strive to reduce pollutants by assessing our partners’ energy use and associated GHG emissions, exploring alternatives to incineration for waste management, and ensuring proper wastewater disposal.

2. KEEP PRODUCTS AND MATERIALS IN USE:

- Longevity and durability are very important and something we are committed to studying for all our brands. UGG is helping to extend the lifecycle of its Classic boots by partnering with NuShoe to restore them and keep them in use longer.

- Color is an important factor in longevity. We want to explore and identify core and trend colors to determine which are core colors and which are trend colors. Core meaning they will live for a longer period of time in our consumers’ closets; and trend meaning they live for a shorter period of time.
- Understanding footwear recycling is in its infancy globally, we are exploring all available opportunities to extend the life of our products. This includes offering refurbishment options and exploring resale opportunities.
- We remain focused on innovating to help combat the challenges of climate change by actively promoting a circular economy, giving new life to worn footwear, and collaborating across the industry to bring solutions to scale. We partnered with Fashion for Good on its ‘Closing the Footwear Loop’ initiative to address the footwear industry’s significant circularity challenges.
- We will continue to explore repair and resale opportunities, while prioritizing materials that naturally degrade, are recycled, upcycled, downcycled, or regenerative, etc.

3. REGENERATE NATURAL SYSTEMS:

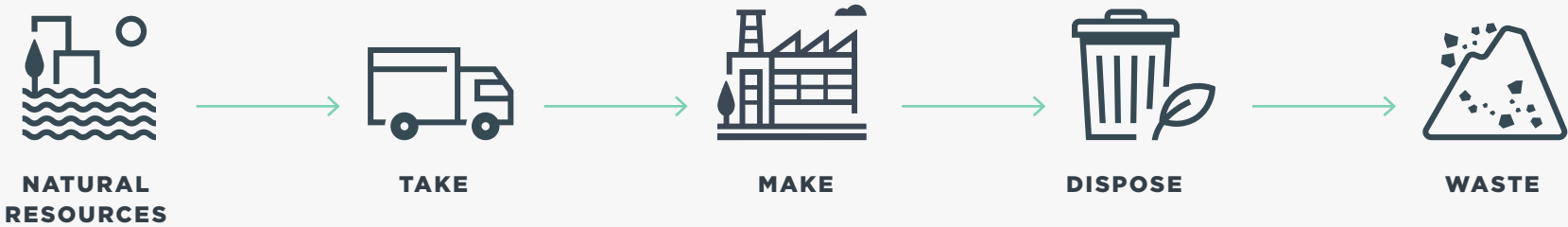
- In 2021, we established a long-term grant with Savory Institute to support regenerative farming practices on sheep farms in Australia and, as of March 31, 2025, we have influenced approximately 1,408,369 acres and 105 farms. While we are currently utilizing hides sourced from land practicing regenerative farming, we are exploring other commodities including cotton and rubber.

Materials (continued)

CIRCULAR ECONOMY

LINEAR ECONOMY

Technical and biological materials mixed up
Energy from finite sources



CIRCULAR ECONOMY

Energy from renewable sources



Materials (continued)

PRODUCT MATERIALS

Gaining a clear view of our total material substrate breakdown allows us to identify where attention is most needed, and to prioritize actions that strategically reduce our overall impact. We recognize that our greatest footprint lies at the raw material level, making it essential to have a deep understanding of the materials used in our product in order to lower our environmental impact.

Pulling from the data available in our PLM system, we look at substrates both in our footwear and our lifestyle (*apparel, accessories, and home goods*) products. This section will provide greater visibility of Deckers level (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials. Fibers are materials made into a fabric (*e.g. knits, faux fur, webbing, and yarn*) and non-fibers are any material not made into a fabric (*e.g. leather, sheepskin, films, and foams*).

Some significant materials-related achievements to note:

- 61.39% of all fibers used in our footwear are preferred materials
- 100% of all hides used in footwear, apparel, accessories and home goods were sourced from LWG-certified tanneries or were recycled leather
- 100% of wool used in our footwear was repurposed wool or RWS wool, while 99.93% of wool used in our apparel, accessories, and home goods was RWS Wool and 0.07% was virgin wool
- 56.28% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources
- 60.08% of all cotton fibers used in our footwear, and 99.79% of cotton fibers used in our apparel, accessories, and home goods, was sourced from a sustainable cotton growing scheme, or are made of recycled materials. We are committed to ensuring that all cotton used in our products is either recycled or sourced from farms that utilize sustainable crop growing practices by the end of calendar year 2025
- 24.97% of all Ethylene Vinyl Acetate (*EVA*) compounds used in our bottom units featured recycled and/or bio-based compounds
- 98.56% of our packaging used in footwear and 85.34% of packaging used in our apparel, accessories and home goods utilize recycled and/or certified materials
- 99.73% of all Deckers footwear SKUs were comprised of at least one preferred material

FY25 DECKERS BRANDS MATERIALS WEIGHT BY PRODUCT CATEGORY



FY25 DECKERS FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	17.53%
2	Recycled Polyester and/or RPET	10.35%
3	LWG Cow Leather and Suede	10.16%
4	Polyester and/or PET	8.27%
5	SugarCane EVA	5.40%
6	TPU Thermoplastic Polyurethane	4.79%
7	LWG Sheepskin	4.27%
8	POE Polyolefin (<i>Infuse</i>)	3.46%
9	Repurposed Wool	2.80%
10	Butadiene Rubber	2.68%

FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	Recycled Polyester and/or RPET	39.27%
2	Responsible Cotton	28.10%
3	Polyester and/or PET	20.84%
4	Spandex Elastane	3.12%
5	ECOVERO™ (<i>Lenzing</i>)	2.61%
6	Recycled Nylon and/or Polyamide	1.74%
7	Nylon and/or Polyamide	1.44%
8	Acrylic	0.61%
9	PU Polyurethane	0.48%
10	MODAL™ (<i>Lenzing</i>)	0.32%

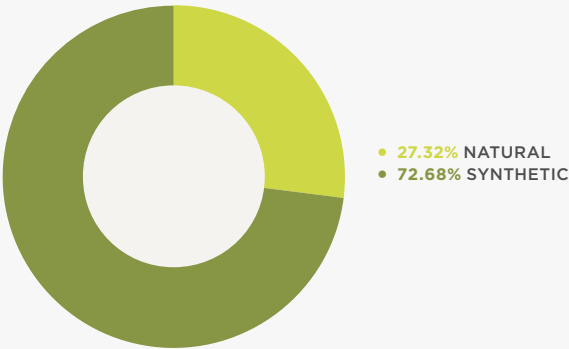


Materials (continued)

PRODUCT MATERIALS

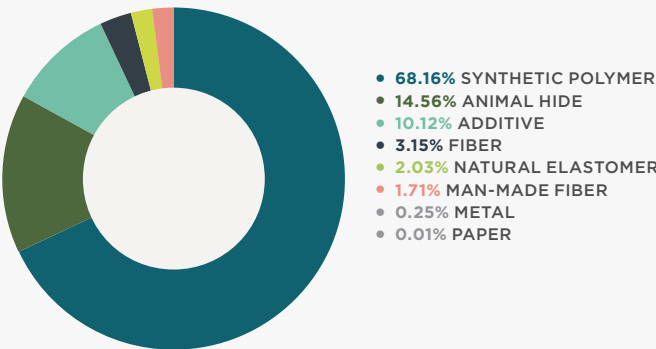
SUBSTRATE BREAKDOWN

FY25 DECKERS FOOTWEAR SUBSTRATE BREAKDOWN

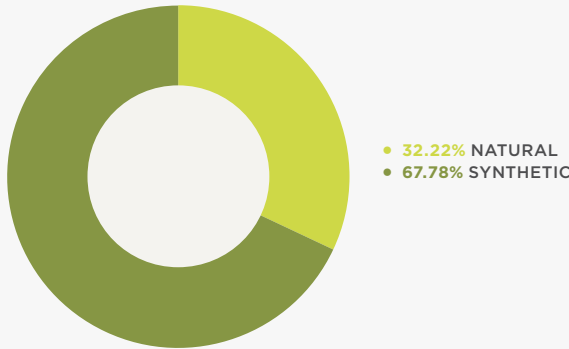


**Natural: any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.*

FY25 DECKERS FOOTWEAR SUBSTRATE TYPE BREAKDOWN

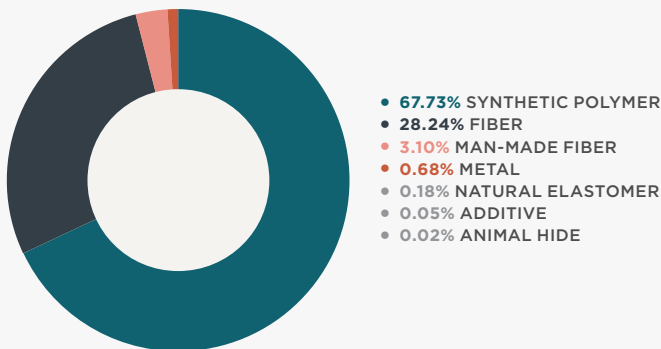


FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE BREAKDOWN



**Natural: any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.*

FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE TYPE BREAKDOWN

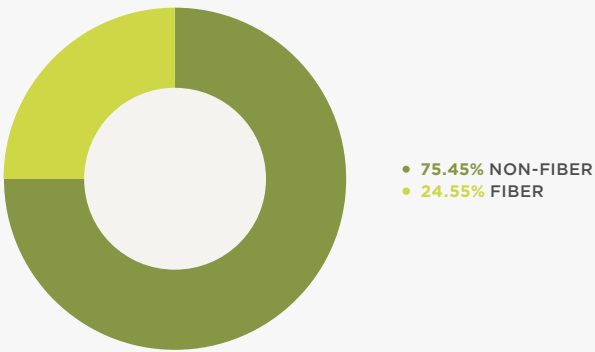


Materials (continued)

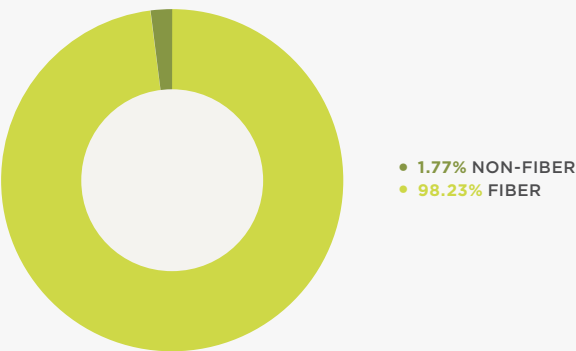
PRODUCT MATERIALS

FIBER AND NON-FIBER BREAKDOWN

FY25 DECKERS FOOTWEAR FIBER/
NON-FIBER BREAKDOWN

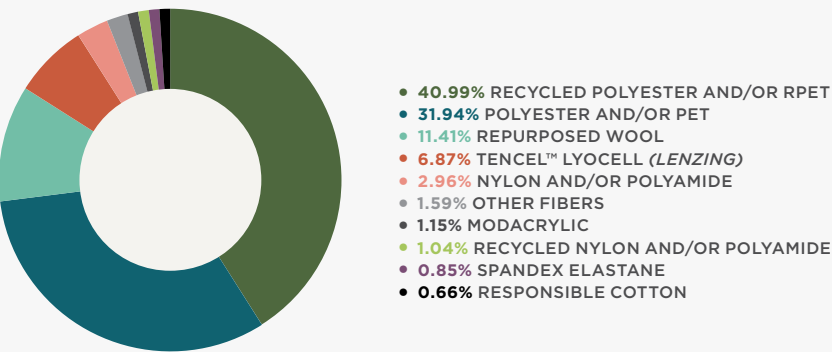


FY25 DECKERS APPAREL, ACCESSORIES, AND
HOME GOODS FIBER/NON-FIBER BREAKDOWN

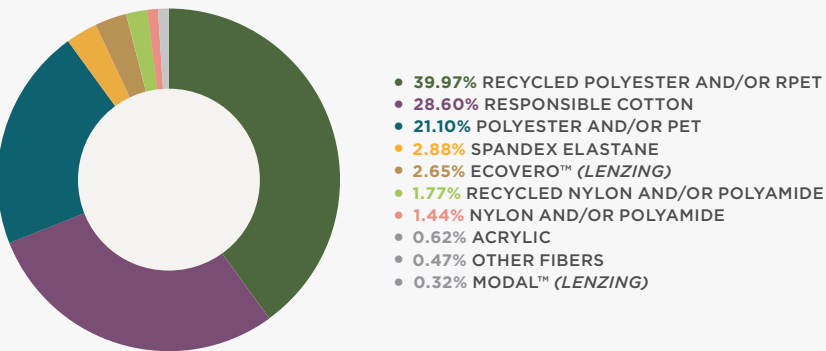


FIBER SUBSTRATE BREAKDOWN

FY25 DECKERS FOOTWEAR FIBER SUBSTRATE BREAKDOWN

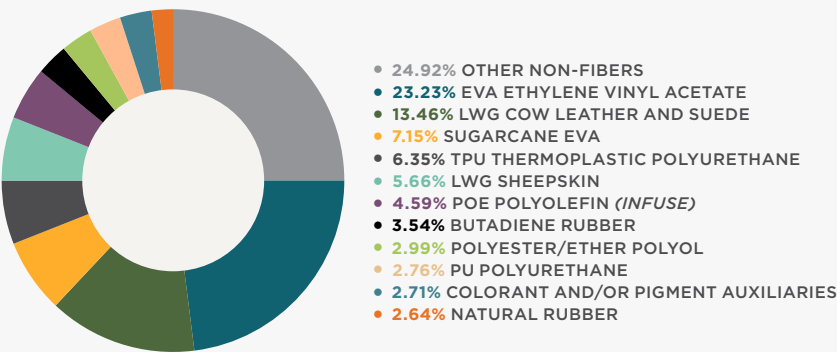


FY25 DECKERS APPAREL, ACCESSORIES, AND HOME
GOODS FIBER SUBSTRATE BREAKDOWN

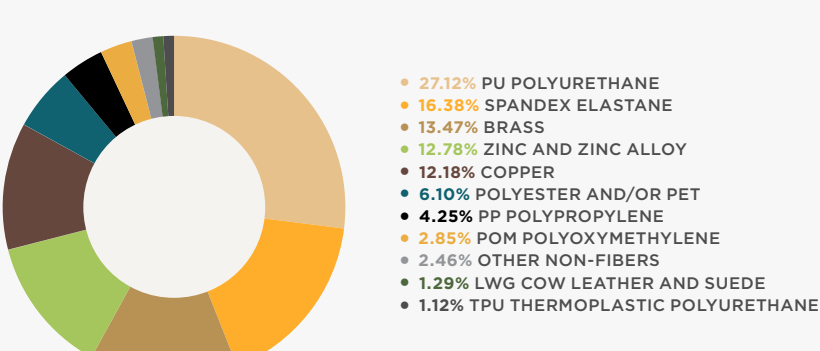


NON-FIBER SUBSTRATE BREAKDOWN

FY25 DECKERS FOOTWEAR
NON-FIBER SUBSTRATE BREAKDOWN



FY25 DECKERS APPAREL, ACCESSORIES, AND HOME
GOODS NON-FIBER SUBSTRATE BREAKDOWN



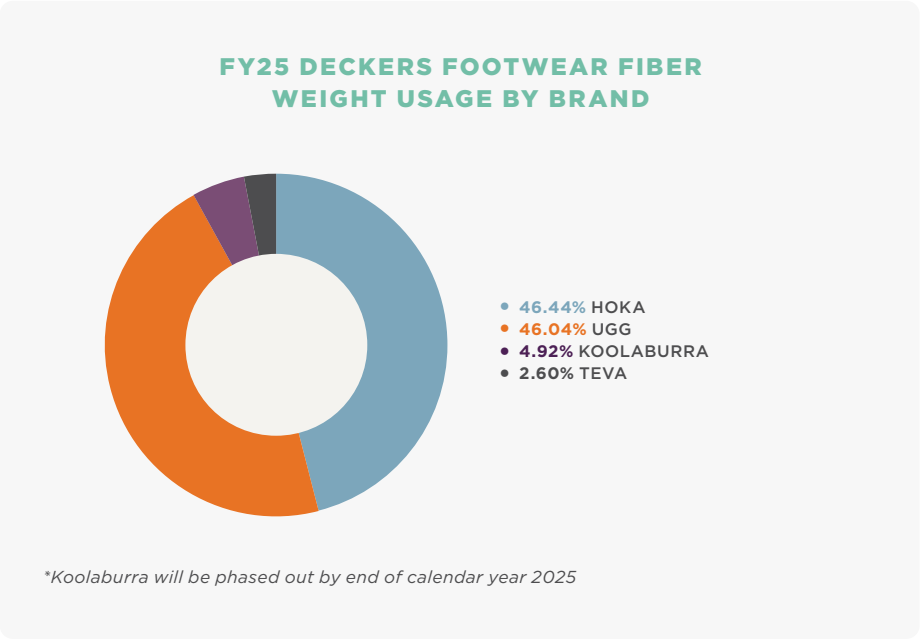
Materials (continued)

PRODUCT MATERIALS

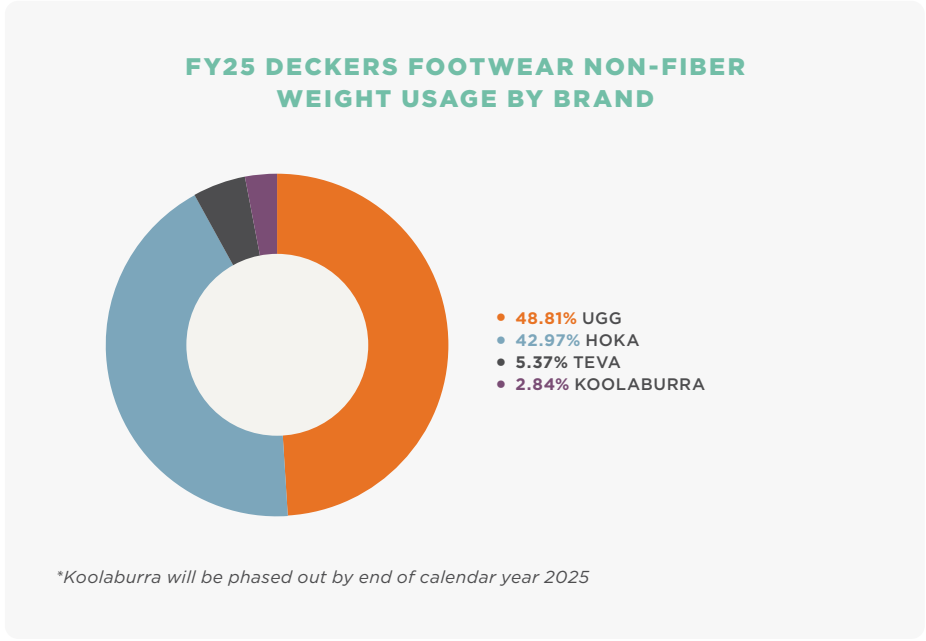
FIBERS AND NON-FIBER BY BRAND WEIGHT

Each of our brands make up a different percentage of our overall footprint. Understanding this distribution allows us to make informed material decisions, and focus on those changes that will deliver the greatest impact.

Of our entire footwear fiber weight usage, our brands are distributed as follows:

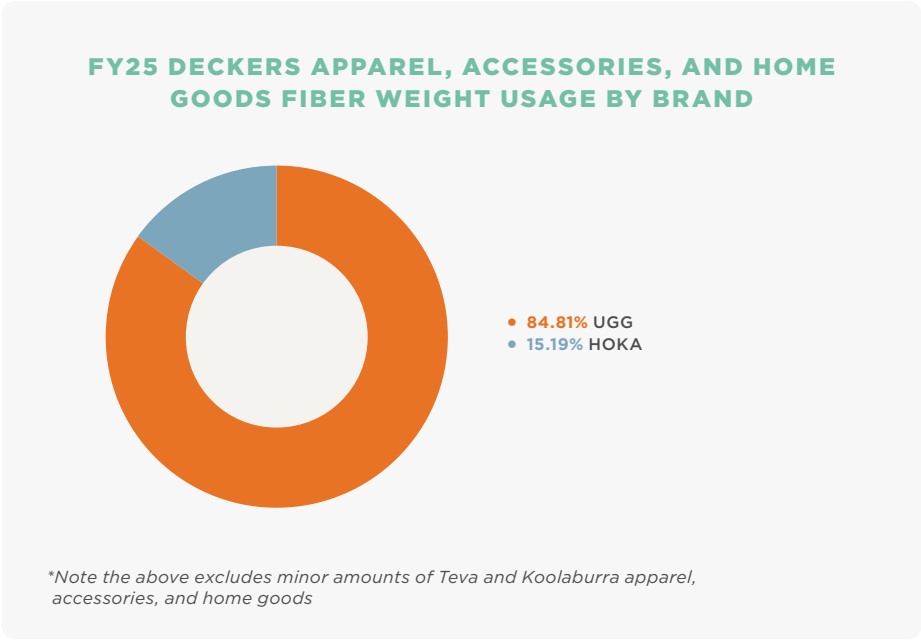


Of our entire footwear non-fiber weight usage, our brands are distributed as follows:



APPAREL, ACCESSORIES, AND HOME GOODS FIBER BY BRAND

Currently, only UGG and HOKA have apparel, accessories or home goods lines. Of our entire apparel, accessories and home goods fiber weight usage, UGG represents 84.81% of our footprint while HOKA represents 15.19%.





Materials (continued)

PREFERRED MATERIALS

We continue to prioritize the use of preferred materials in our products. Our material suppliers play a critical role in helping us achieve our materials-related SDGs, and we actively encourage them to join us in this commitment. Preferred materials include:

- **Preferred synthetics:** recycled polyester, recycled nylon, recycled polyethylene, and bio-based ethylene
- **Regenerated/man-made cellulosic fibers:** LENZING™ ECOVERO™, and LENZING™ Modal
- **Plant fibers:** cotton sourced via responsible cotton programs, hemp, jute, linen, and ramie
- **Animal-based materials:** preferred wool (*re-purposed wool or RWS certified*), preferred leather and sheepskin (*Leather Working Group certified, regenerative, or recycled*), and preferred down (*responsible down certified or recycled*).

We require all timber products, including man-made celluloseics (*MMCFs*), paper, pulp, and packaging materials, to be legally harvested, sourced, transported, and exported from its country of origin and prohibit sourcing from tree plantations that were established after 1994 through simplification of natural forests as that is considered recent deforestation.

This section provides visibility into:

1. Preferred vs. non-preferred fiber usage
2. Preferred vs. non-preferred non-fiber usage
3. Preferred materials we use and why they are considered preferred

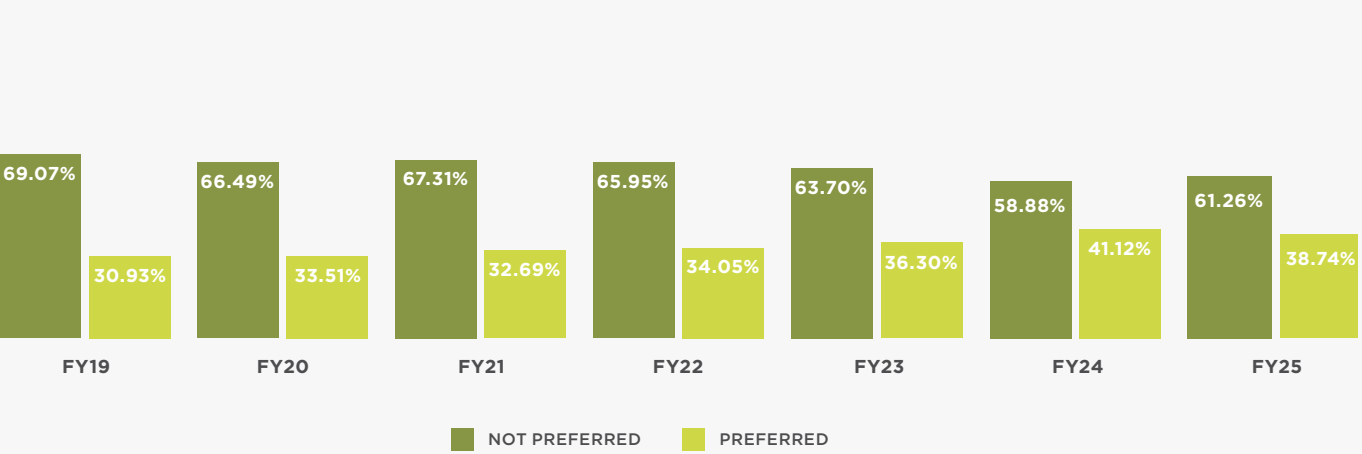
In FY25, the total product and packaging materials certified to an environmental and/or social sustainability standard increased to 49.38% from 47.38% in FY24.

MATERIALS CERTIFIED TO AN ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD							
ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD	FY19	FY20	FY21	FY22	FY23	FY24	FY25
ALLIED DOWN	0.00%	0.00%	0.00%	0.00%	<0.01%	0.00%	0.00%
FOREST STEWARDSHIP COUNSEL (FSC) - RECYCLED	12.60%	14.67%	14.06%	16.42%	17.34%	21.34%	17.32%
FOREST STEWARDSHIP COUNSEL (FSC) - VIRGIN	3.91%	3.68%	3.85%	4.77%	5.17%	5.61%	10.98%
GLOBAL ORGANIC TEXTILE STANDARD (GOTS)	0.00%	0.00%	0.00%	0.08%	0.14%	0.01%	<0.00%
GLOBAL RECYCLED STANDARD (GRS)	2.88%	3.28%	3.81%	4.45%	5.36%	6.02%	9.29%
LEATHER WORKING GROUP (LWG)	15.15%	15.90%	13.28%	12.48%	11.06%	11.24%	9.50%
LEATHER WORKING GROUP (LWG) AND CERTIFICATED REGENERATIVE	0.00%	0.00%	0.00%	0.00%	0.02%	0.07%	0.04%
RECYCLED CLAIM STANDARD (RCS)	0.24%	0.12%	0.13%	0.28%	0.64%	0.73%	0.34%
RESPONSIBLE DOWN STANDARD (RDS)	0.00%	0.00%	<0.00%	<0.00%	<0.00%	0.00%	0.00%
RESPONSIBLE COTTON SOURCING SCHEME	0.00%	0.03%	1.34%	0.77%	0.67%	0.40%	0.04%
RESPONSIBLE WOOL STANDARD (RWS)	0.00%	0.00%	0.00%	0.05%	0.08%	0.07%	0.37%
UNIFI U-TRUST + GRS GLOBAL RECYCLED STANDARD	0.29%	0.73%	0.97%	1.55%	1.55%	1.89%	1.51%
UNIFI U-TRUST OUR OCEANS + GRS GLOBAL RECYCLED STANDARD	0.00%	0.00%	0.00%	<0.00%	<0.00%	<0.00%	<0.00%
% CERTIFIED TO ENVIRONMENTAL OR SOCIAL STANDARD	35.07%	38.41%	37.44%	40.85%	42.03%	47.38%	49.38%

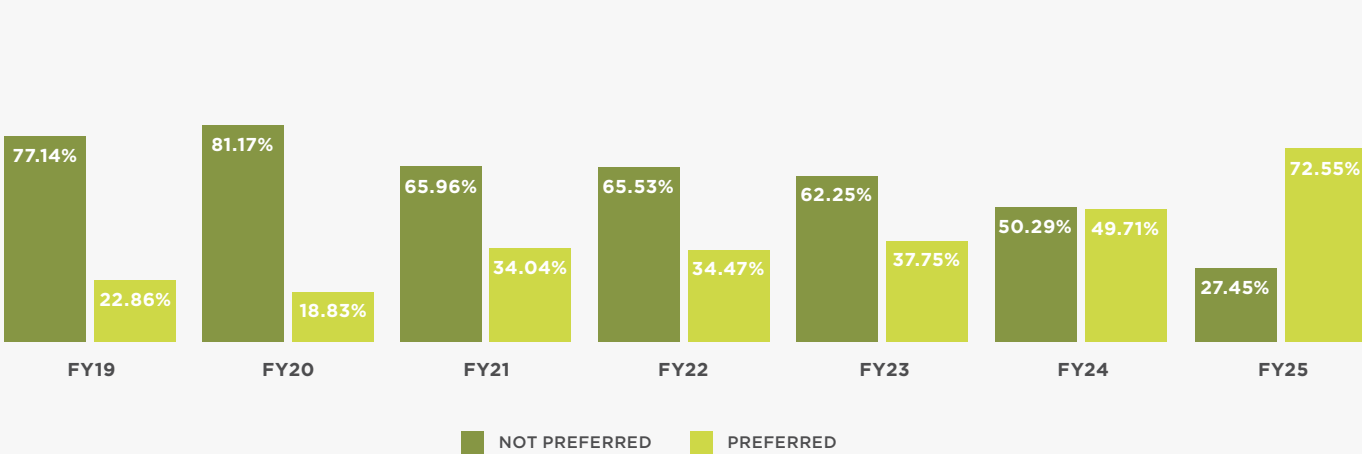
Materials (continued)

PREFERRED MATERIALS

DECKERS BRANDS FOOTWEAR PREFERRED MATERIAL PROGRESS



DECKERS BRANDS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED MATERIAL GROWTH

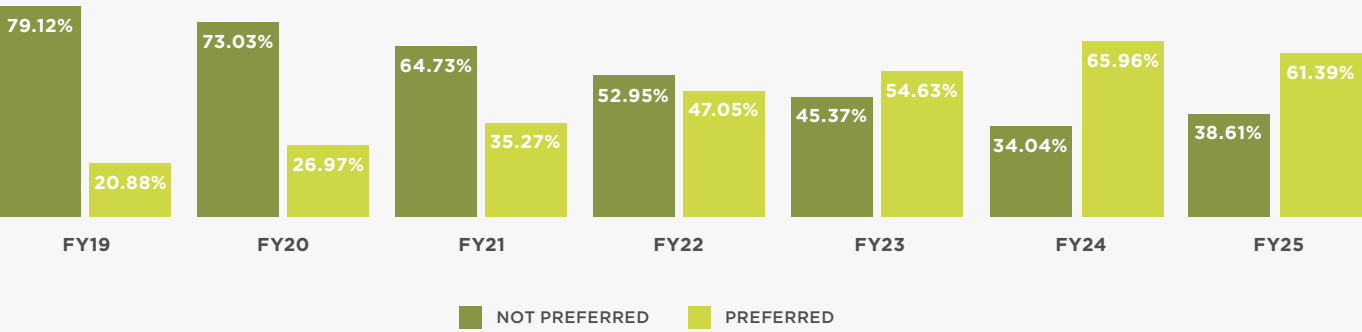


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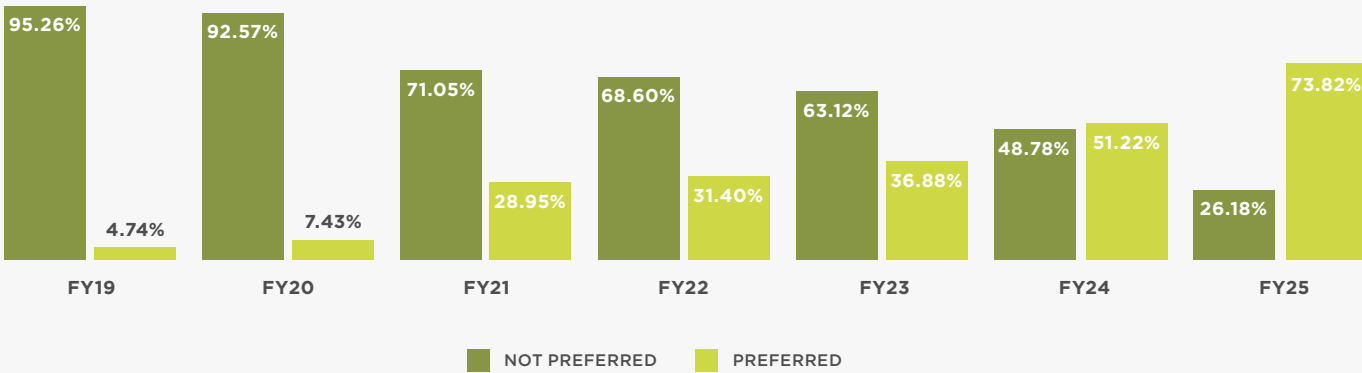
PREFERRED MATERIALS

PREFERRED FIBERS

DECKERS BRANDS FOOTWEAR PREFERRED FIBER PROGRESS



DECKERS BRANDS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED FIBER GROWTH



**Fibers are materials made in to a fabric (e.g. wovens, knits, and webbings).*

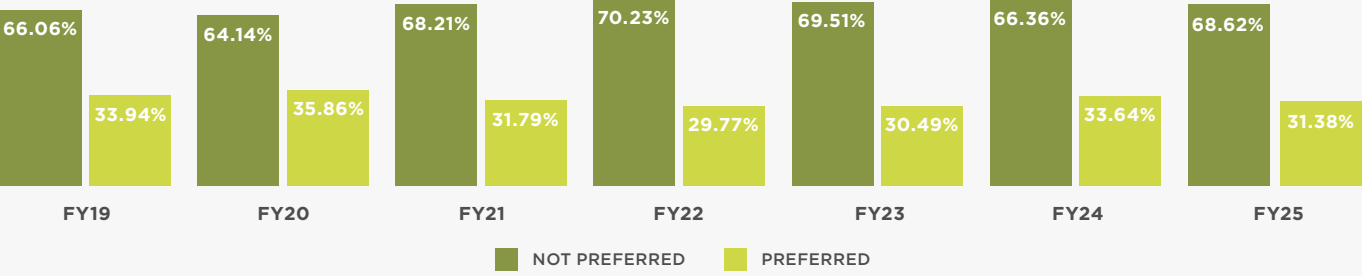


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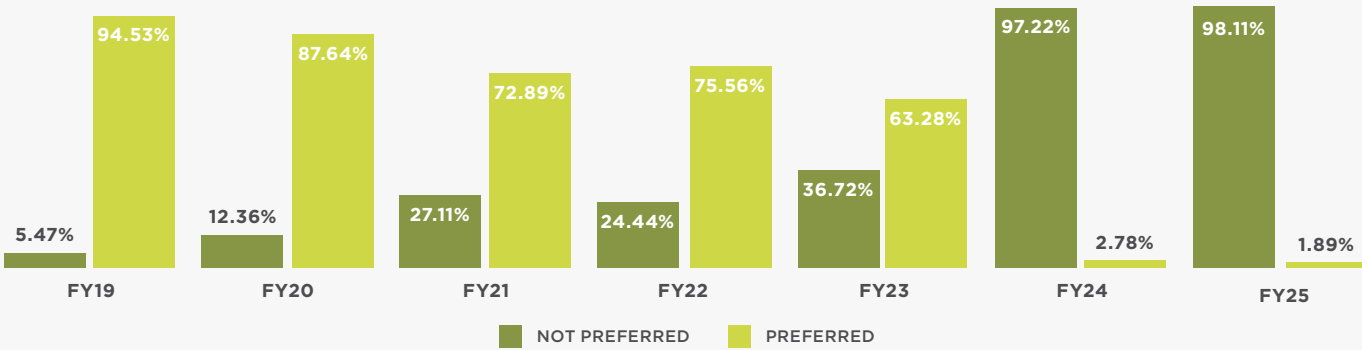
PREFERRED MATERIALS

PREFERRED NON-FIBERS

DECKERS BRANDS FOOTWEAR PREFERRED NON-FIBER PROGRESS



DECKERS BRANDS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED NON-FIBER PROGRESS



**Non-fibers are any material that is not made into a fabric (e.g. leather, sheepskin, films and foams).*



Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS



Preferred Leather and Sheepskin

We use only the finest leather and sheepskin in our products - materials that not only meet our aesthetic standards but also adhere to our environmental criteria. All of the sheepskin and leather hides used in our products come from Leather Working Group (LWG) certified tanneries. Since 2005, LWG has identified environmental best practices in the tanning industry and has provided companies with guidelines for continuous improvement. LWG offers a suite of auditing tools to assess the environmental performance of tanning facilities, and they only certify those facilities that meet LWG's robust standards. This section will discuss the environmental benefits of using LWG and the importance of traceability.

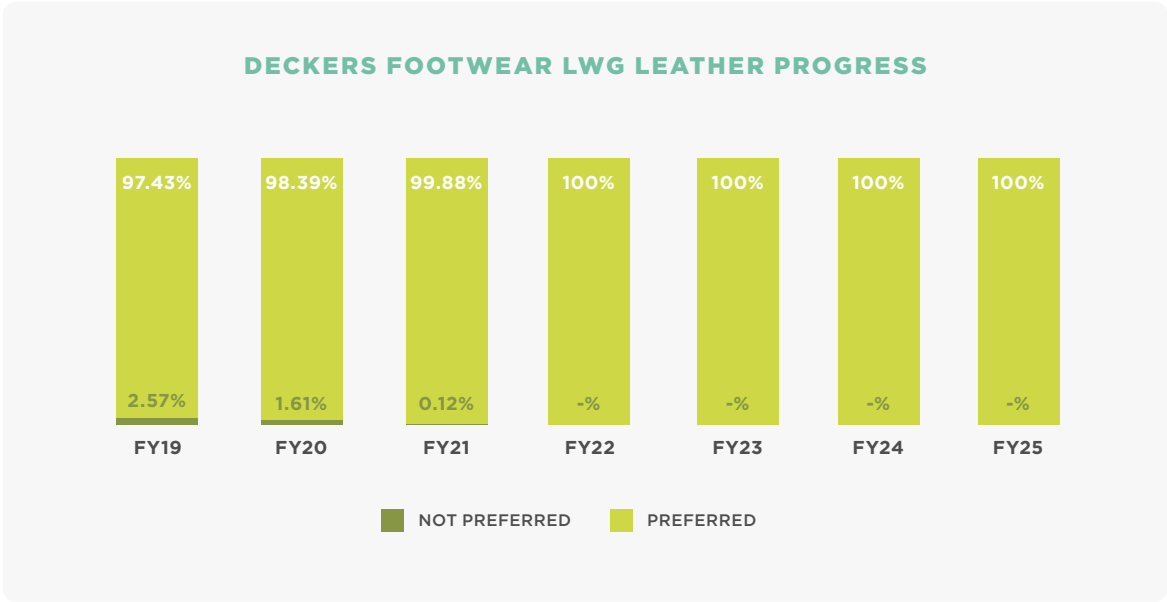
Benefits of LWG Leathers

Leather Working Group (LWG) Leather and Suede vs. Standard Tanning
In FY25, we used approximately 85.64 million sq. ft. of leather and suede in our products, 100% of which came from LWG certified tanneries. LWG promotes sustainable and environmentally friendly business practices within the leather industry. When comparing LWG certified leather and suede usage against the same usage in its conventional tanning form, we saved approximately 635.96 million MJs of energy, 29.92 billion liters of water, and 72.11 million lbs. of CO₂ eq. emissions.

72,105,524
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

29,916,874,521
WATER SAVED (LITERS OF WATER)

635,960,785
ENERGY SAVED (MJ)





Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS



Benefits of Preferred Sheepskin

LWG Sheepskin vs. Standard Sheepskin Tanning

In FY25, we used 27.55 million sq. ft. of sheepskin from LWG certified tanneries. Sheepskin processing is environmentally taxing because it requires the additional impacts of scouring, bleaching and dyeing. We want to make sure we are using tannery partners, like LWG, who promote sustainable environmental practices. When comparing LWG certified sheepskin usage against the same usage in its conventional tanning form we saved approximately 1.61 million MJs of energy, 31.91 million liters of water and 198.12 thousand lbs. of CO₂ eq. emissions.

198,119

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

31,905,760

WATER SAVED (LITERS OF WATER)

1,612,824

ENERGY SAVED (MJ)

Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS



Sheepskin and Leather Traceability Efforts

Knowing where our hides originate helps us ensure we are not sourcing from countries that contribute to deforestation, participate in live transport, or other animal welfare abuses.

Traceability Target: Processing Facility

We aim to trace a minimum of 85% of all hides back to the processing facility within the leather and sheepskin materials categories in our footwear. In FY25, we were able to trace 78.97% of all hides used in our footwear back to the processing facility. Specifically, we were able to trace 99.71% of our sheepskin and 70.19% of our leather and suede (*used in our footwear*) back to the processing facilities.

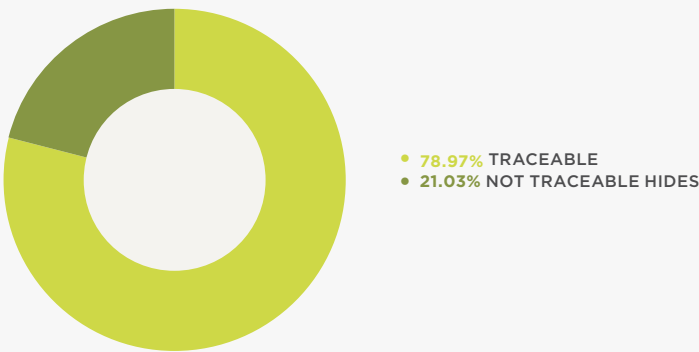
The charts to the right depict leather and sheepskin hides in our footwear but we strive to incorporate our in-house apparel, accessories and home goods in the future.

Hides Traced to Processing Facility

The LWG has had traceability goals at its core since starting its work in 2005. As part of their traceability audit, the LWG recognizes four pillars of traceability as defined below:

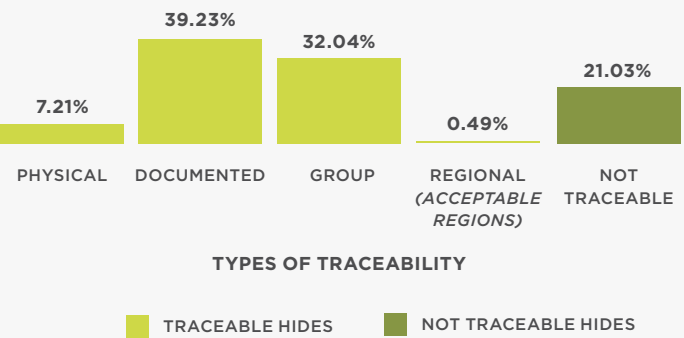
- 1. Physical** traceability means that material is traceable to an individual processing facility through physical marking (e.g. *stamp or laser mark*) on the hide.
- 2. Documented** traceability means that material is traceable to an individual processing facility through documentation.
- 3. Group** traceability implies that material is traceable either through physical or documented means to a group of supplying processing facilities.
- 4. Regional** traceability means that material is traceable to a geo-referenced point of collection. Applicable only to informal processing, regional traceability is not applicable in the following regions: Australia, New Zealand, China, Europe (*including United Kingdom*), and North, Central and South America.

FY25 DECKERS FOOTWEAR ALL HIDES TRACEABLE TO PROCESSING FACILITY



**While not all of our hides are traceable back to the processing facility based on LWG criteria, all hides used in our footwear are sourced from LWG certified facilities*

FY25 DECKERS FOOTWEAR ALL HIDES: TYPES OF TRACING TO PROCESSING FACILITY



**The data in this chart is calculated using square footage*



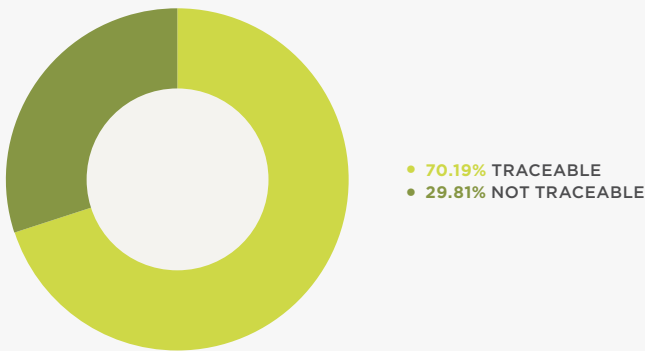
Materials (continued)

PREFERRED MATERIALS

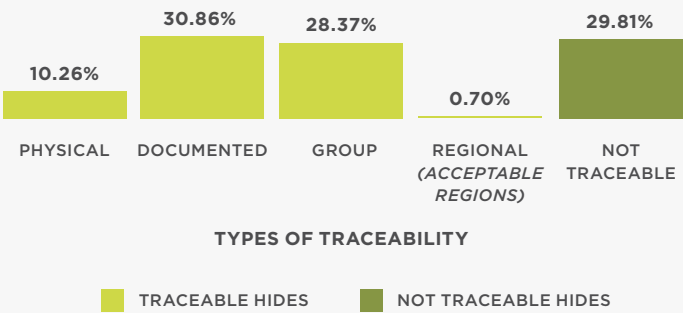
NATURAL MATERIALS

Sheepskin and Leather Traceability Efforts

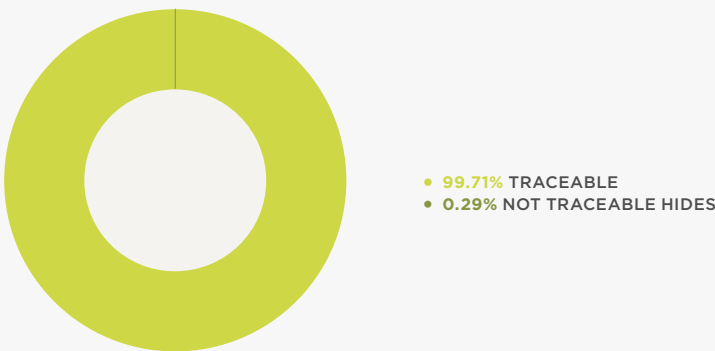
FY25 DECKERS FOOTWEAR LEATHER AND SUEDE TRACEABLE TO PROCESSING FACILITY



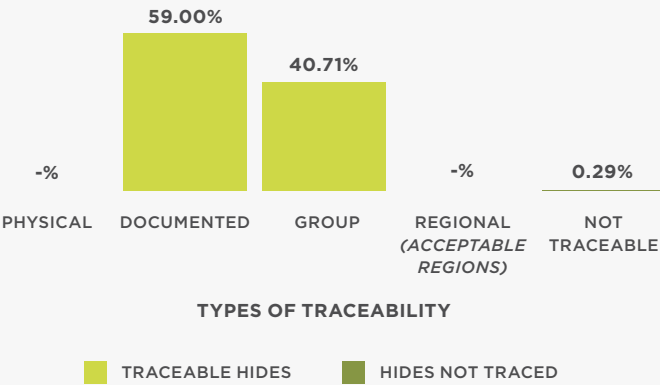
FY25 DECKERS FOOTWEAR LEATHER AND SUEDE: TYPES OF TRACING TO PROCESSING FACILITY



FY25 DECKERS FOOTWEAR SHEEPSKIN TRACEABLE TO PROCESSING FACILITY



FY25 DECKERS FOOTWEAR SHEEPSKIN: TYPES OF TRACING TO PROCESSING FACILITY



Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS



Sheepskin and Leather Traceability Efforts

FY25 Deckers Country Of Origin Traceability

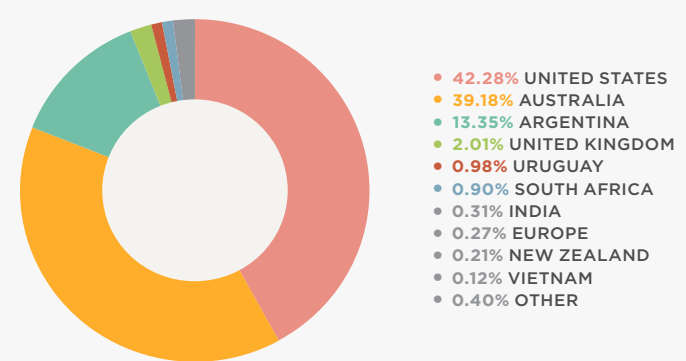
Our hides are a byproduct of the meat industry and, as such, we interact with the processing facility and not the farming operations. Although this presents certain challenges, we are committed to doing our due diligence and tracing our hides back to the country of origin.

In FY25, we continued to trace a 100% of all hides *(used in our footwear)* back to the country of origin within the leather and sheepskin material categories.

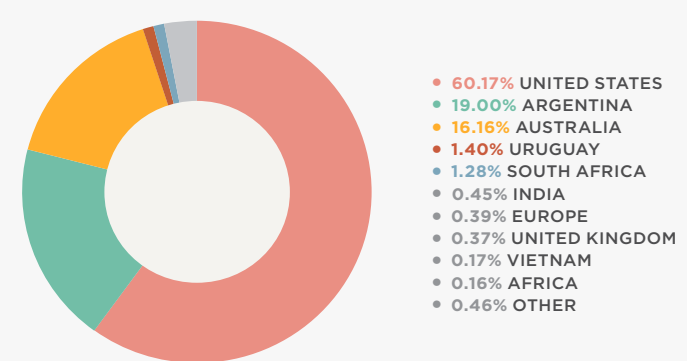
The majority of our sheepskin hides came from Australia while the majority of our leather and suede hides came from the United States in FY25.



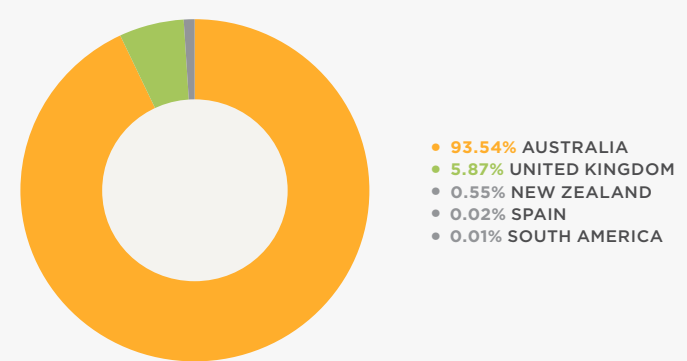
FY25 DECKERS FOOTWEAR LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



FY25 DECKERS FOOTWEAR LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN



FY25 DECKERS FOOTWEAR SHEEPSKIN HIDES COUNTRY OF ORIGIN





Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS

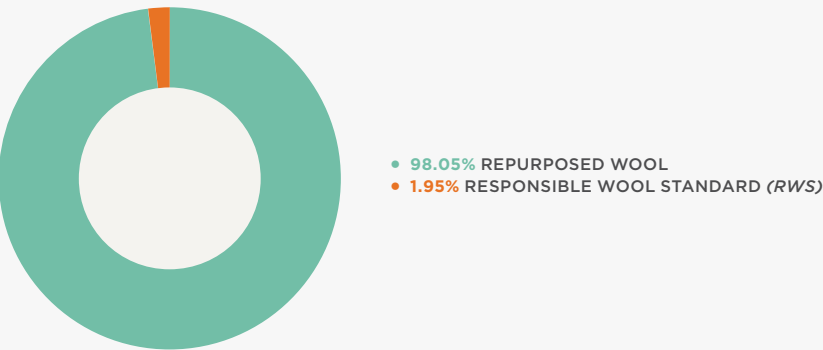
Preferred Wool

We use repurposed wool in our UGGpure™ and UGGplush™ proprietary technologies. Repurposed wool comes from the hides used in our twinface sheepskin products. By upcycling this material, we are reducing waste generation and protecting the welfare of animals.

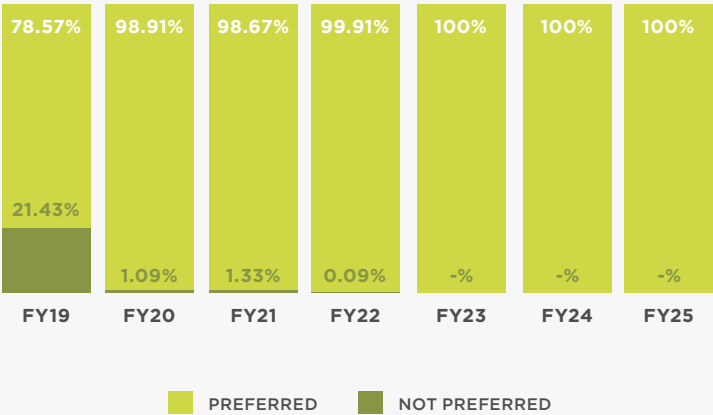
While the majority of the wool used in our products is repurposed we are committed to ensuring that any virgin wool content used in our products will be RWS certified by FY26. RWS is an industry tool recognizing the best practices for farmers, ensuring that wool comes from farms with a progressive approach to managing their land, and focusing on sheep that have been treated responsibly.

In FY23, we met our target of ensuring that 100% of the wool used in our footwear was either repurposed wool or RWS certified wool and we have maintained this target to date.

FY25 DECKERS FOOTWEAR WOOL FIBER BREAKDOWN



DECKERS FOOTWEAR PREFERRED WOOL PROGRESS



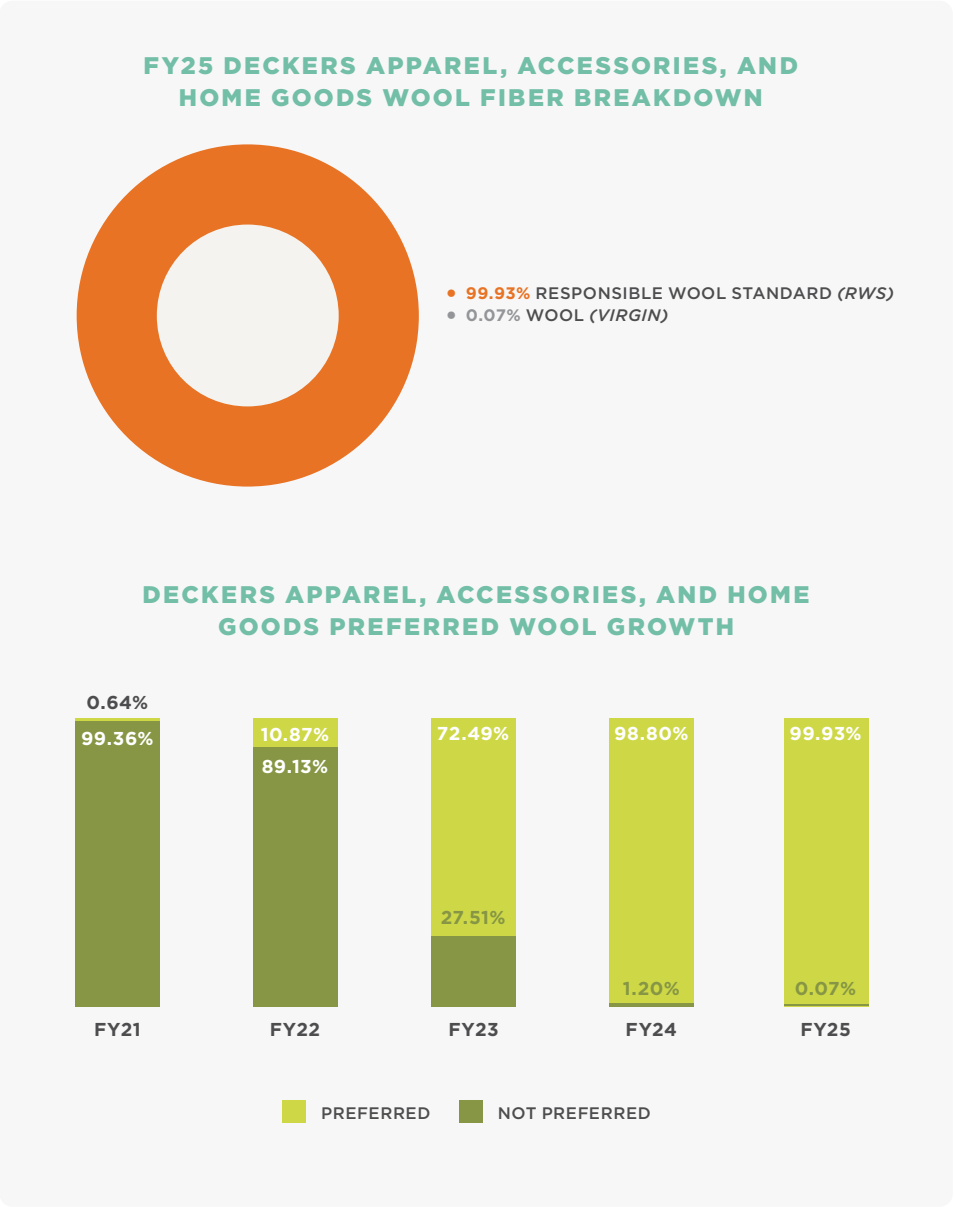


Materials (continued)

PREFERRED MATERIALS

NATURAL MATERIALS

In FY25, 99.93% of the wool used in our apparel, accessories and home goods was made with RWS wool, and 0.07% was virgin. We are committed to eliminating the use of virgin wool in apparel, accessories and home goods entirely or ensuring it is made with preferred wool by FY26.



Benefits of Responsible Wool

Raw Repurposed Wool Fiber vs. Raw Virgin Market Wool Fiber

In FY25, we used 3.85 million lbs. of repurposed wool in our products. Repurposed wool comes from the trimmings of the sheepskin used in our twinface sheepskin product. When comparing conventional virgin market wool usage to the same usage of repurposed wool, we saved approximately 91.97 million MJs of energy, 13.61 billion liters of water, and 117.32 million lbs. of CO₂ eq. emissions.

117,316,722

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

13,610,027,466

WATER SAVED (LITERS OF WATER)

91,973,832

ENERGY SAVED (MJ)

Preferred Down

Responsible Down

Deckers does not use much down in our products but when we do we ensure it is either (1) recycled down diverted from sources destined for landfill (e.g. *Allied down*), or (2) virgin down sourced from **Responsible Down Standard (RDS)**. Deckers believes that the welfare of the birds should be respected at all times. As such, Deckers prohibits the practice of live-plucking or force feeding.

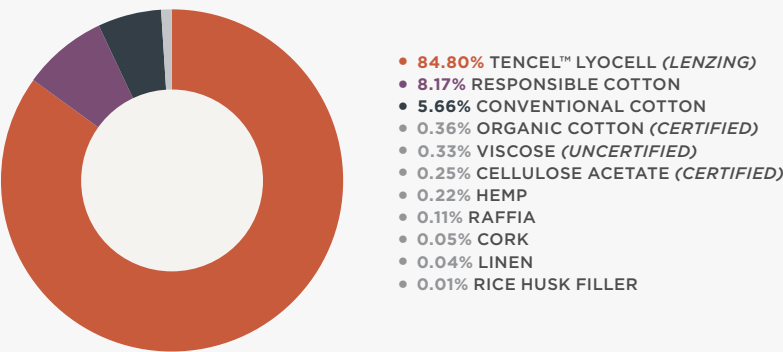
Materials (continued)

PREFERRED MATERIALS

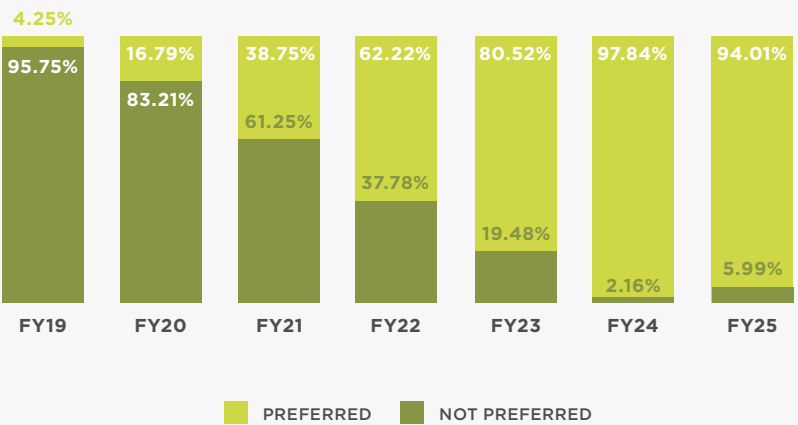
PLANT AND PLANT BASED MATERIALS

We are proud to use a variety of plant and plant-based fiber materials in our products. We currently use TENCEL™ Lyocell, LENZING™ ECOVERO™, Hemp, Responsible Cotton and Organic Cotton, which are all preferred plant-based materials.

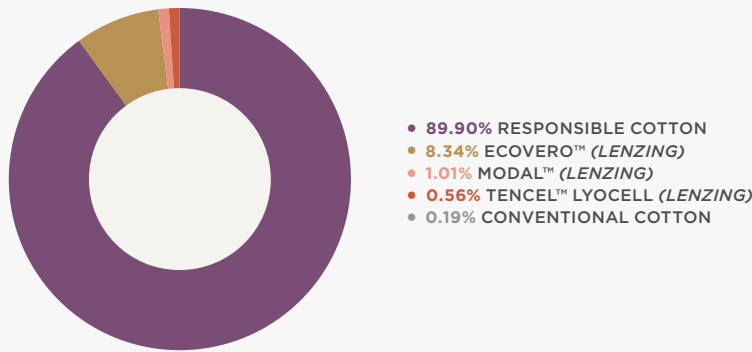
FY25 DECKERS FOOTWEAR PLANT AND PLANT-BASED FIBER BREAKDOWN



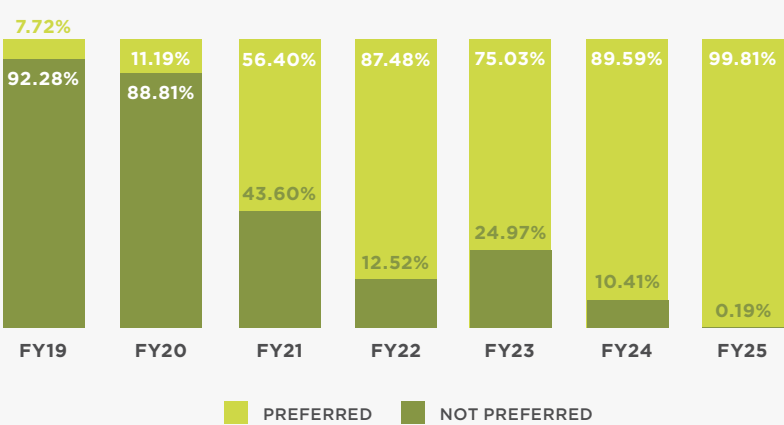
DECKERS FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER PROGRESS



FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PLANT AND PLANT-BASED FIBER BREAKDOWN



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PLANT AND PLANT-BASED FIBER GROWTH





Materials (continued)

PREFERRED MATERIALS PLANT AND PLANT BASED MATERIALS



Benefits of LENZING™ Modal, LENZING™ ECOVERO™ and Birla Fiber

LENZING™ Modal, LENZING™ ECOVERO™ and Birla Fiber vs. Conventional Viscose Fiber

In FY25, Deckers apparel, accessories and home goods used 2.38 million lbs of LENZING™ Modal, LENZING™ ECOVERO™, and Birla fiber. When comparing the impact of conventional viscose fiber usage to the same usage of LENZING™ Modal, LENZING™ ECOVERO™, and Birla we saved approximately 8.45 million lbs of CO₂ eq. emissions and 45.22 million MJs of energy.

8,449,150
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

45,217,249
ENERGY SAVED (MJ)

Materials (continued)

PREFERRED MATERIALS

PLANT AND PLANT BASED MATERIALS

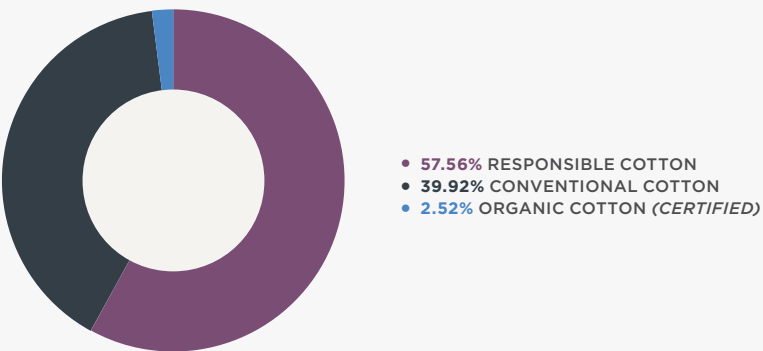


Responsible Cotton

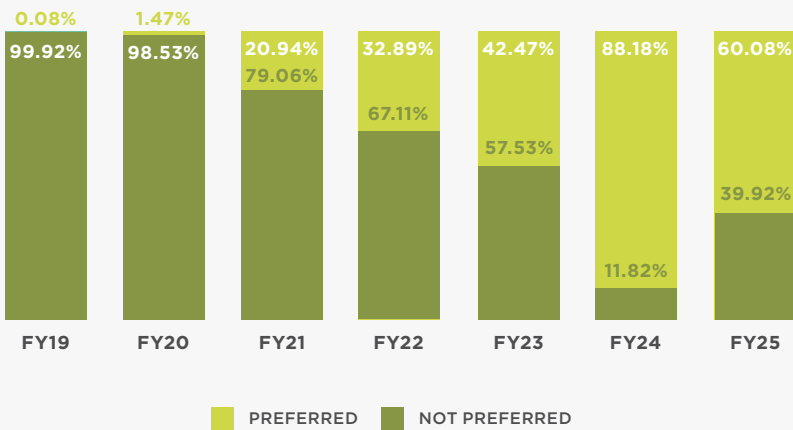
We are committed to exploring sustainable material alternatives and recognize the importance of sourcing cotton in ways that benefit both the people who produce it and the environment in which it grows. We require that all approved suppliers, factory sources, licensees, and agents refrain from sourcing from

regions associated with forced labor (*including manufacturing facilities and textile mills*). By the end of calendar year 2025, all cotton used in our products will be sourced through responsible cotton programs.

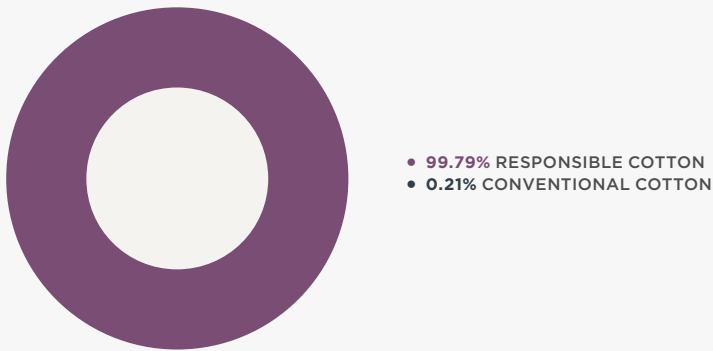
FY25 DECKERS FOOTWEAR COTTON FIBER BREAKDOWN



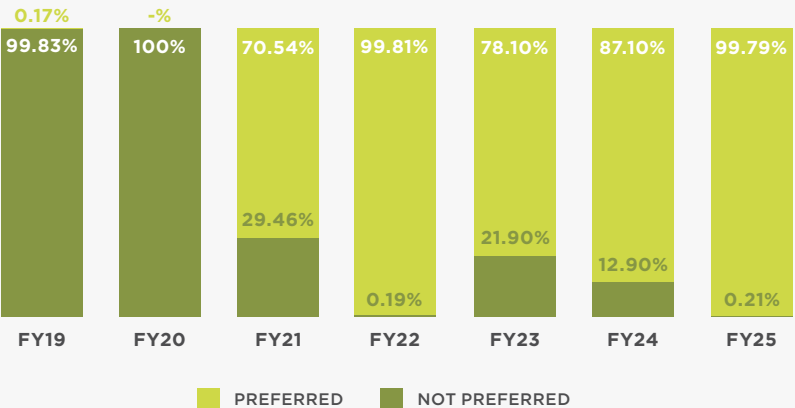
DECKERS FOOTWEAR PREFERRED COTTON PROGRESS



FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS COTTON FIBER BREAKDOWN



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED COTTON GROWTH





Materials (continued)

PREFERRED MATERIALS

PLANT AND PLANT BASED MATERIALS



Benefits of Responsible Cotton

Responsible Cotton Fibers *(including certified responsible cotton, certified organic cotton and recycled cotton fibers)* vs. Raw Conventional Cotton Fibers
In FY25, we sourced 771,859 lbs of responsibly sourced raw cotton fiber. When comparing responsibly sourced raw cotton to conventional cotton we saved approximately 6.58 million MJ of energy, 8.90 billion liters of water, and 1.06 million lbs CO₂ eq. emissions.

1,055,314

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

8,900,128,599

WATER SAVED (LITERS OF WATER)

6,581,454

ENERGY SAVED (MJ)

Materials (continued)

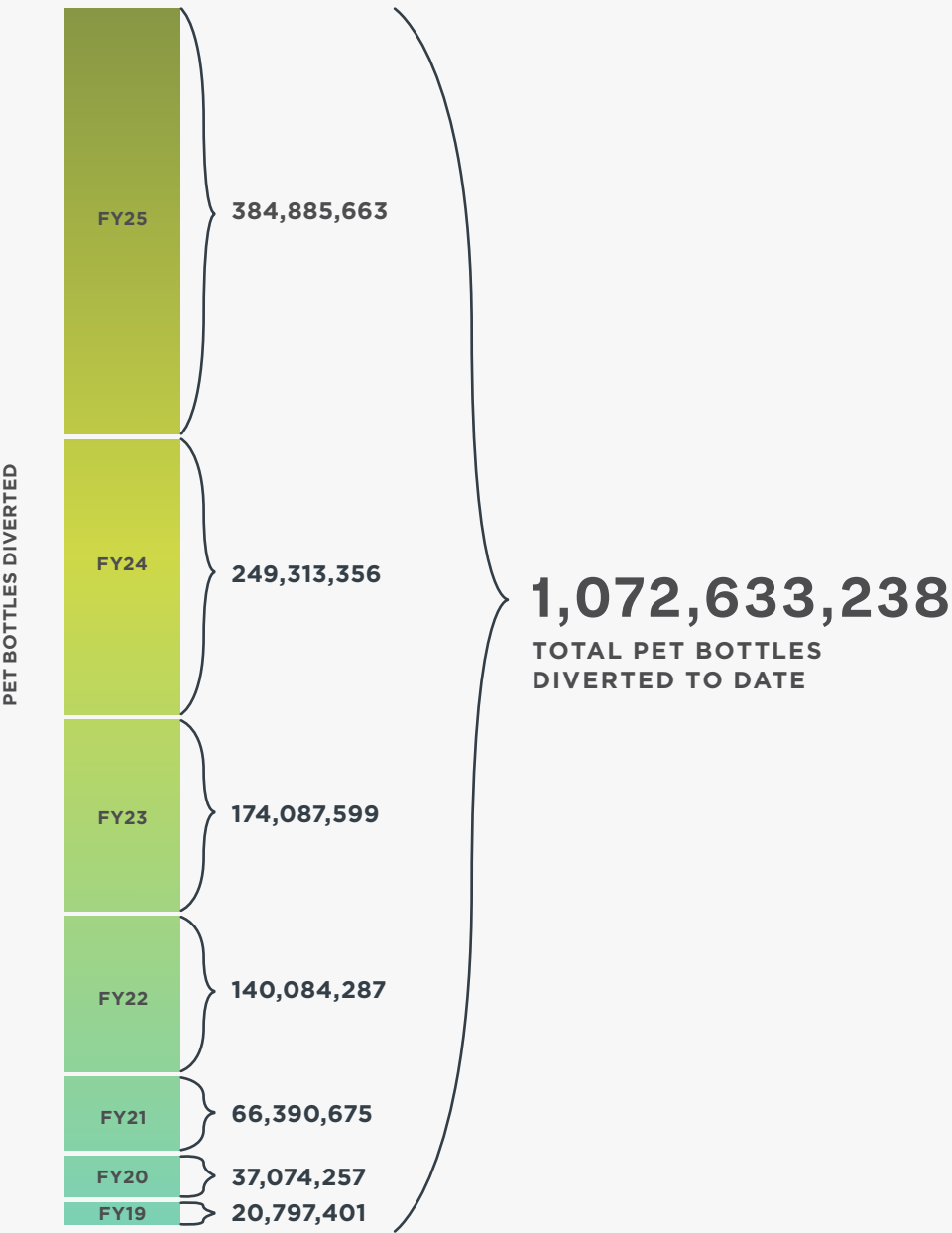
PREFERRED MATERIALS

SYNTHETIC MATERIALS

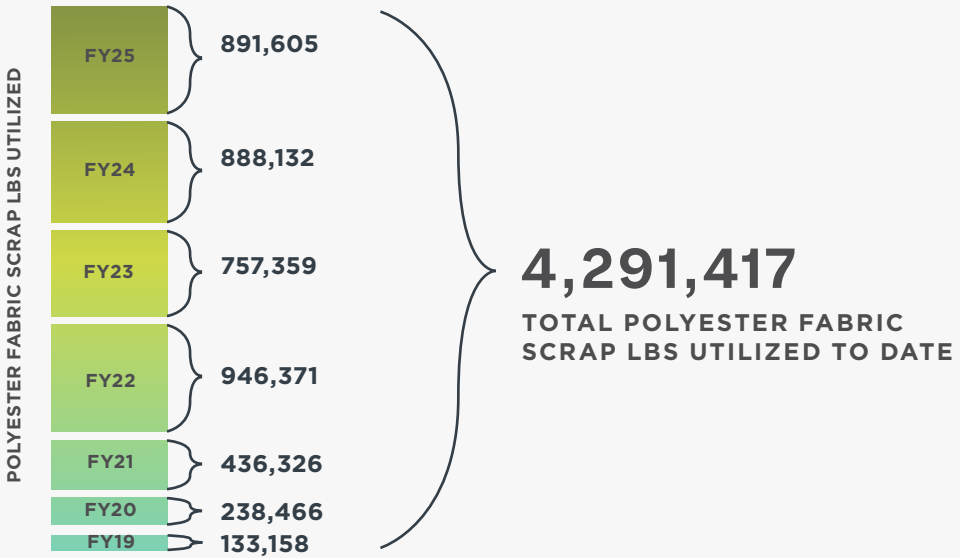


Recycled Polyester
Recycled polyester (*rPET*) is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY25, Teva continued to utilize rPET in 100% of its iconic straps, and both HOKA and UGG significantly increased the use of recycled polyester. In FY25, Deckers utilized over 14.33 million lbs of rPET, which is the equivalent of over 384.89 million PET water bottles. To date, Deckers has diverted over 1.07 billion bottles and utilized 4.29 million lbs of post-industrial polyester fabric scrap in our products.

DECKERS PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL GROWTH



DECKERS LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED GROWTH



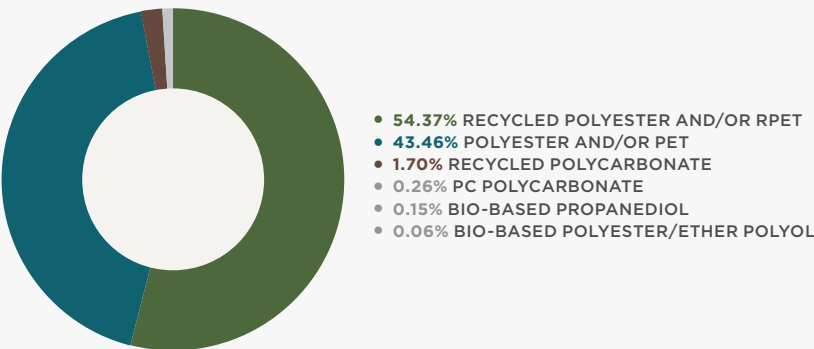
Materials (continued)

PREFERRED MATERIALS

SYNTHETIC MATERIALS

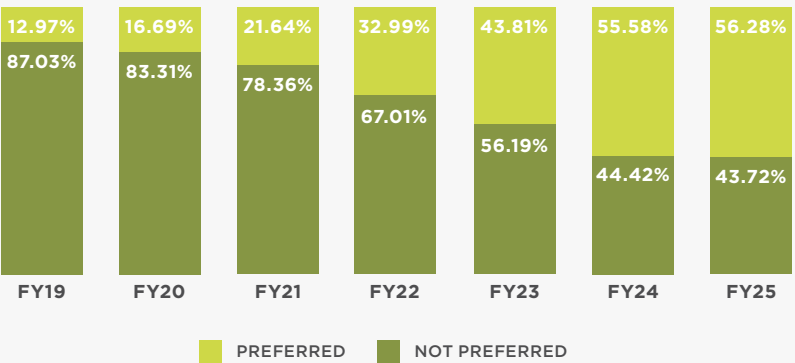
Co-Polyester Fibers and Films Breakdown

FY25 DECKERS FOOTWEAR CO-POLYESTER*
BREAKDOWN (FIBERS AND FILMS)

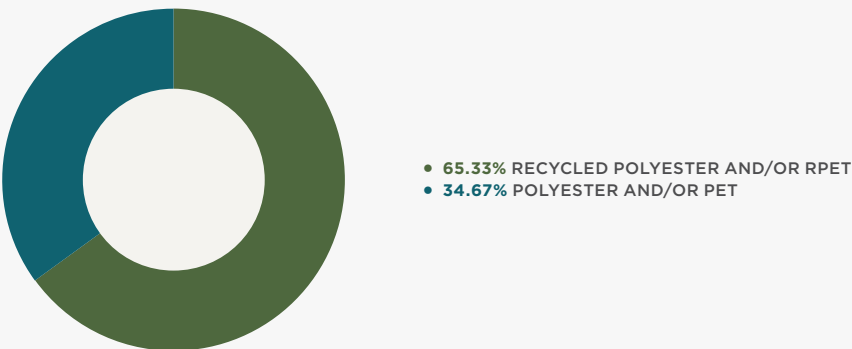


**The co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, bio-based Polyester/PET, recycled polycarbonate and terylene.*

DECKERS FOOTWEAR PREFERRED CO-POLYESTER GROWTH

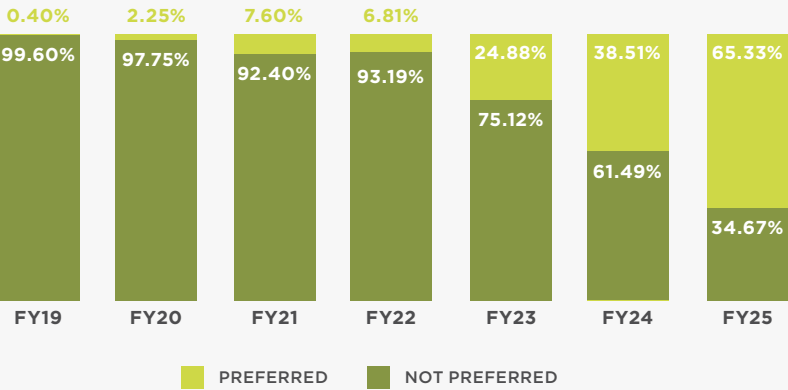


FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS
CO-POLYESTER* BREAKDOWN (FIBERS AND FILMS)



**The co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, bio-based Polyester/PET, recycled polycarbonate and terylene.*

DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED CO-POLYESTER GROWTH





Materials (continued)

PREFERRED MATERIALS

SYNTHETIC MATERIALS



Benefits Of Recycled Polyester & rPET

Raw Recycled Polyester & RPET Fiber (Plastic PET Bottle Waste and other PET Food Grade & Consumer Packaging Waste) vs. Raw Virgin Polyester Fiber & PET Fiber/Films

In FY25, we used over 14 million lbs. of post-consumer rPET (*fiber and film*) and polyesters from post-industrial fabric waste in our products and packaging. rPET comes, most notably, from plastic PET bottles but can also come from other food-grade and consumer packaging waste. Post-industrial polyester comes from waste produced at yarn, textile and fabric mills. When comparing the same virgin polyester fiber usage to our recycled polyester fibers, rPET films and fibers, we saved approximately 434.05 million MJs of energy, 7.95 billion liters of water and 31.10 million lbs. of CO₂ eq. emissions.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO ₂)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	30,785,202	7,867,302,772	429,727,532
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	312,425	84,064,992	4,327,453
TOTAL RECYCLED POLYESTER SAVINGS	31,097,627	7,951,367,764	434,054,986
*The above depicts the combined savings from our product and packaging materials. Only materials that are pre and post-consumer polyester and PET substrates are included			



Materials (continued)

PREFERRED MATERIALS

SYNTHETIC MATERIALS

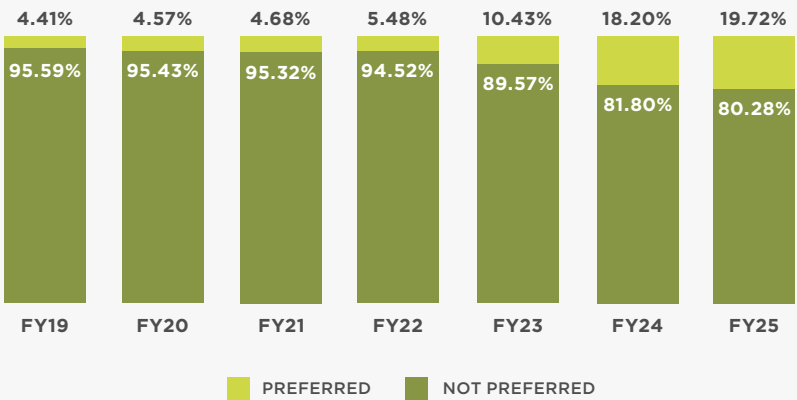


Rubber and Foams

Footwear Preferred Bottom Units and Foams

While we have made significant progress in exploring preferred EVA, we recognize the need to identify alternative materials for bottom units and foams. Preferred bottom units and foams include, but are not limited to, recycled rubber/PU and bio-based rubber. We include the following as part of our bottom unit categories: midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates. This does not include auxiliaries used to make these materials as those generally do not have preferred alternatives available at this time.

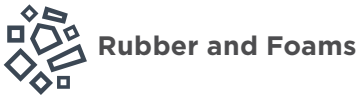
DECKERS FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS GROWTH



Materials (continued)

PREFERRED MATERIALS

SYNTHETIC MATERIALS

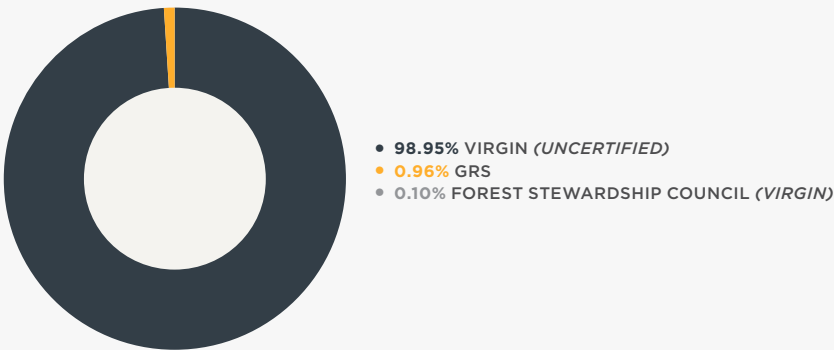


Rubber and Foams

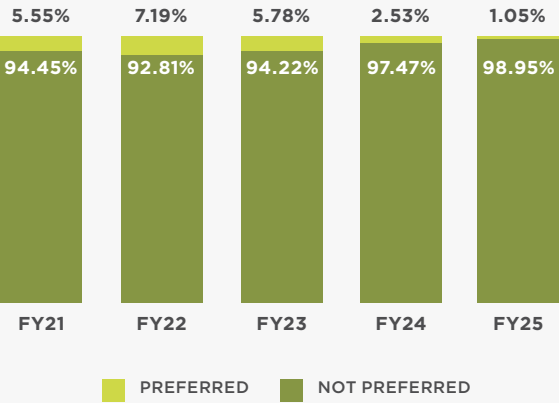
Preferred Natural Rubber

Natural rubber is obtained from latex, a milky liquid present in either the latex vessels (*ducts*) or in the cells of rubber producing plants. Natural rubber is used in our bottom units but can also be found in our gores and various other components. We have a target of ensuring that 50% of all natural rubber used in our footwear originates from recycled sources or sources that legally harvest, source, transport, and export rubber. Deckers will not use rubber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests.

FY25 DECKERS FOOTWEAR NATURAL RUBBER BREAKDOWN



DECKERS FOOTWEAR PREFERRED NATURAL RUBBER PROGRESS



Recycled Rubber (Recycled Synthetic and/or Recycled Natural Rubber) vs. Conventional Synthetic Rubber

In FY25, we used 667,970 lbs. of Recycled Rubber (*Recycled Synthetic Rubber and/or Recycled Natural Rubber*). When comparing conventional synthetic rubbers usage to the same usage of recycled rubber, we saved approximately 26.30 million MJs of energy, 78.30 million liters of water, and 2.28 million lbs. of CO₂ eq. emissions.

2,279,502
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

78,299,398
WATER SAVED (LITERS OF WATER)

26,299,463
ENERGY SAVED (MJ)

Materials (continued)

PREFERRED MATERIALS

SYNTHETIC MATERIALS



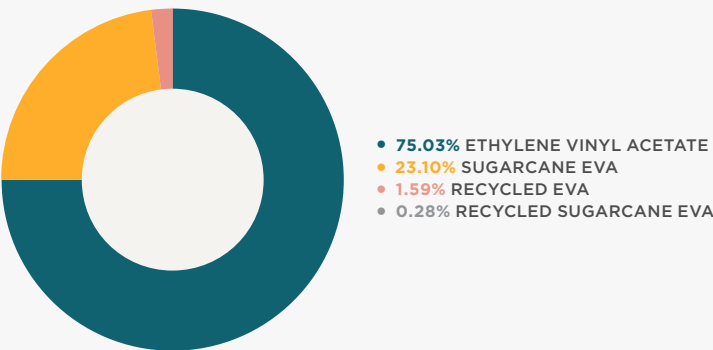
Rubber and Foams

Preferred EVA

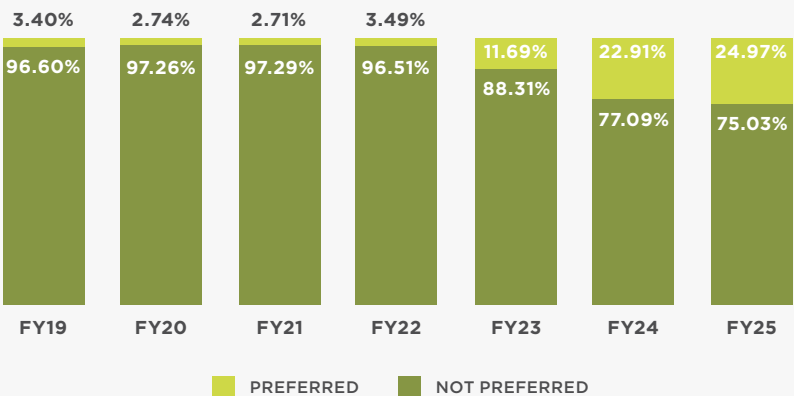
Sugarcane EVA and Recycled EVA

Deckers continues to increase its utilization of SugarCane EVA and Recycled EVA. SugarCane EVA is a preferred material because it is made using swift-growing, rainwater-fed, renewable sugarcane. Bio-based Ethanol is extracted from the sugarcane and converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene provides a more preferred alternative to petroleum-based, non-renewable materials often used in conventional footwear. Additionally, sugarcane captures CO₂ from the atmosphere thereby sequestering carbon. For every pound of Ethanol (*ethylene*) derived from sugarcane, 1.6 lbs of CO₂ is sequestered.

FY25 DECKERS FOOTWEAR EVA BREAKDOWN



DECKERS FOOTWEAR PREFERRED EVA GROWTH



Deckers Preferred (Sugarcane EVA and Recycled EVA) vs. Conventional Virgin EVA

In FY25, we used 7.84 million lbs. of Preferred EVA (*SugarCane EVA and Recycled EVA*). When comparing conventional EVA usage to the same usage of preferred EVA, we saved approximately 255.81 million MJs of energy, 405.59 million liters of water, and 37.31 million lbs. of CO₂ eq. emissions.

37,310,563

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

405,592,452

WATER SAVED (LITERS OF WATER)

255,811,375

ENERGY SAVED (MJ)



Materials (continued)

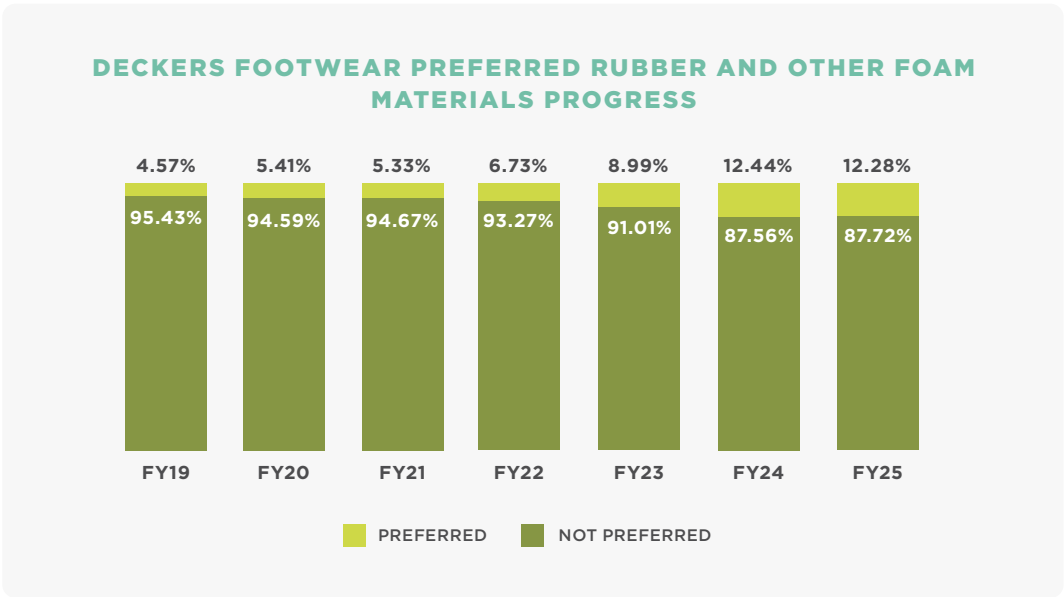
PREFERRED MATERIALS

SYNTHETIC MATERIALS



Preferred Synthetic, Natural Rubber and Non-EVA Foams

While we have made significant progress in exploring preferred EVA, we recognize the need to identify alternative materials for bottom units and foams. Preferred bottom units and foams include, but are not limited to, recycled rubber/PU and bio-based rubber. We include the following as part of our bottom unit categories: midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates. This does not include auxiliaries used to make these materials as those generally do not have preferred alternatives available at this time.





Materials (continued)

PACKAGING MATERIALS

At Deckers, we strive to design more sustainable products and increase the use of preferred materials across every aspect of our business—including packaging. Packaging is a critical touch point as it is the first element a consumer encounters and, due to its short lifespan, is ultimately treated as waste. We therefore consider 100% of our packaging as waste and carefully assess its environmental impact.

Packaging serves multiple essential functions: it protects and contains the product, supports logistics across the supply chain, and shapes the consumer experience. When packaging fails to deliver on these expectations, it not only increases environmental impact through wasted resources and returns but can also diminish consumer trust and loyalty.

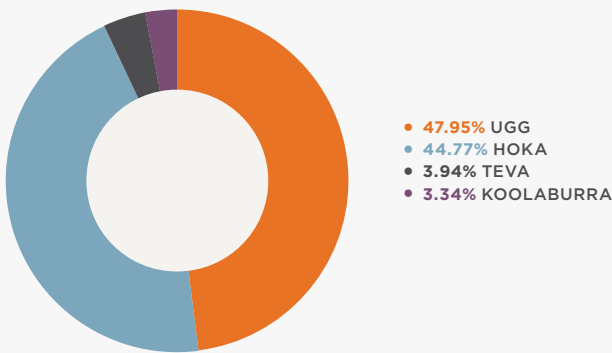
With approximately three billion trees cut down annually for packaging materials, we are exploring solutions that reduce reliance on virgin forest fibers. Deckers strengthened its commitment to responsible packaging by joining Canopy's Pack4Good campaign. Through Pack4Good, Deckers has committed to sourcing from FSC-certified suppliers and advancing alternatives such as agricultural waste-based and next-generation fibers.

Materials (continued)

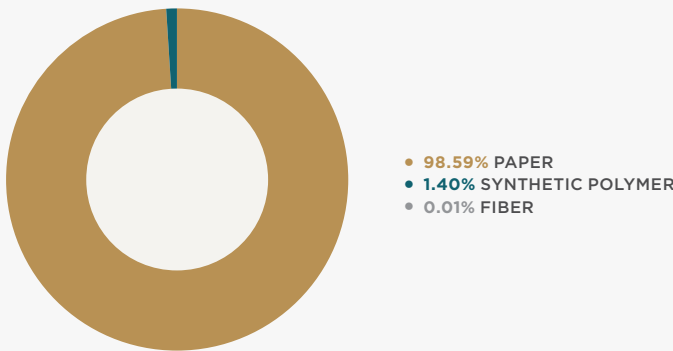
PACKAGING MATERIALS

FOOTWEAR PACKAGING MATERIALS

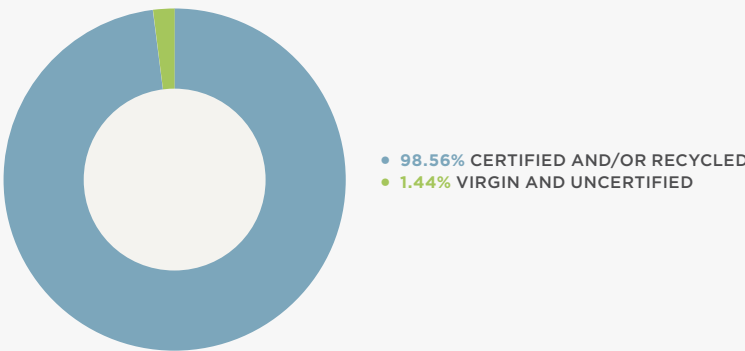
FY25 DECKERS FOOTWEAR PACKAGING WEIGHT USAGE BY BRAND



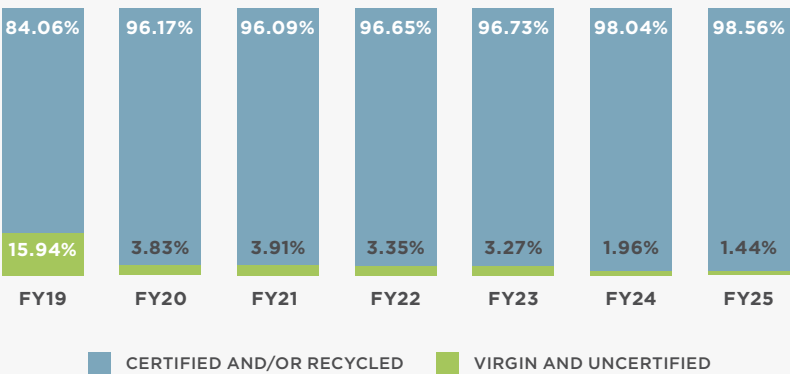
FY25 DECKERS FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



FY25 DECKERS FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING



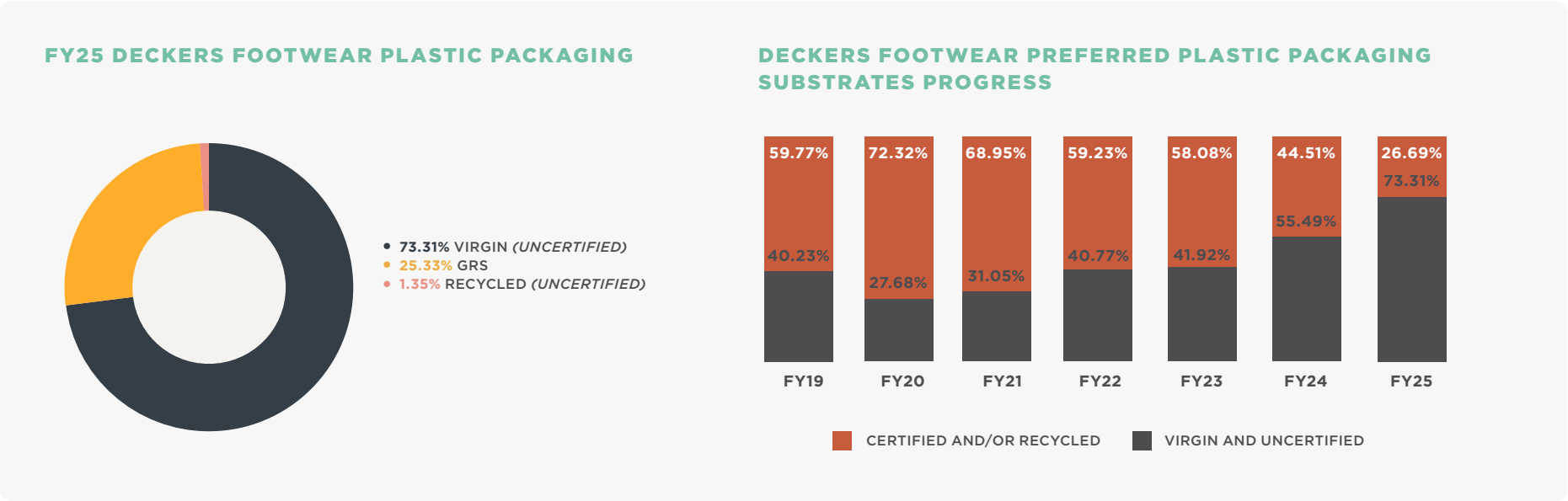
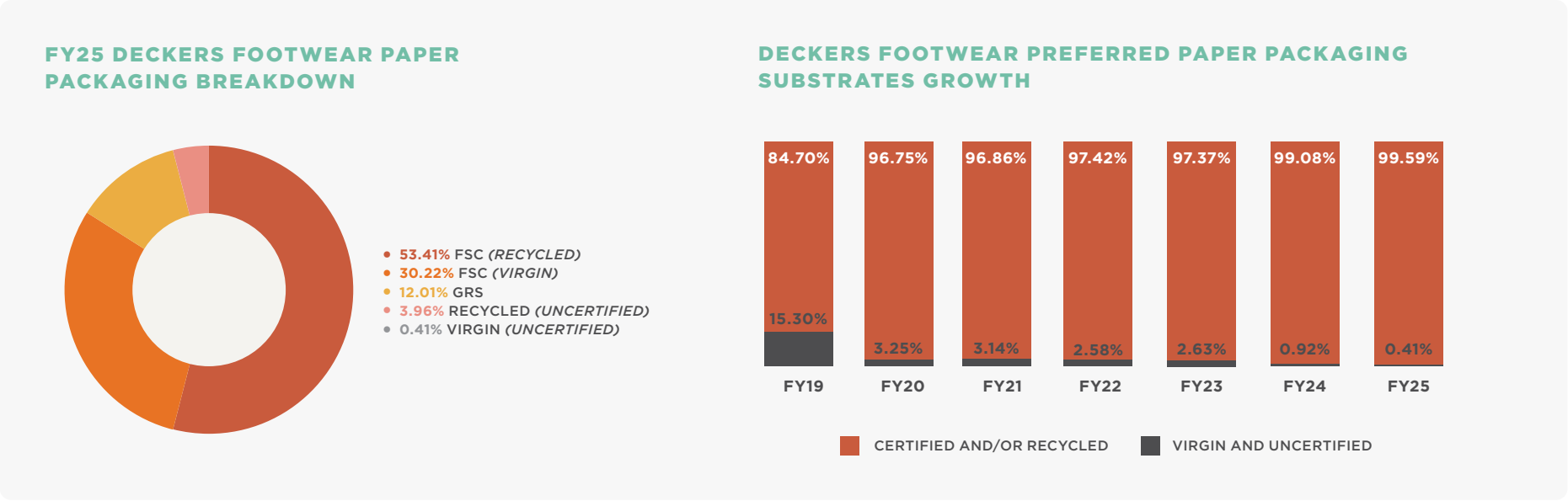
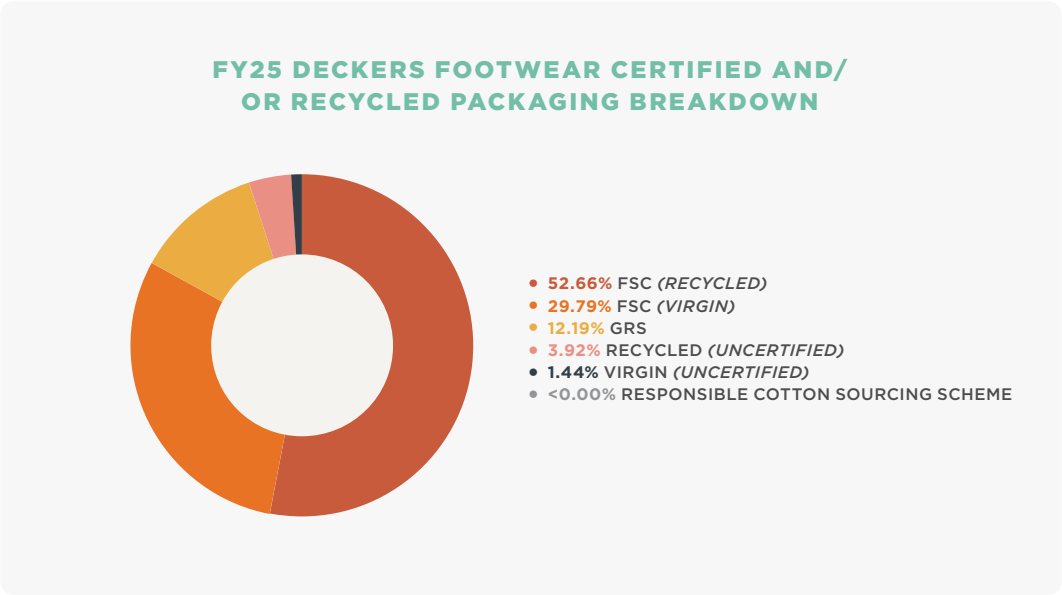
FY25 DECKERS FOOTWEAR PREFERRED PACKAGING SUBSTRATES GROWTH



Materials (continued)

PACKAGING MATERIALS

FOOTWEAR PACKAGING MATERIALS

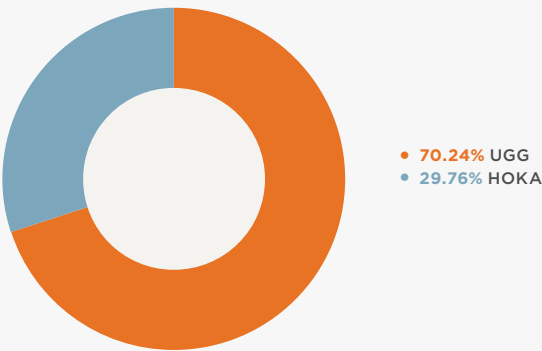


Materials (continued)

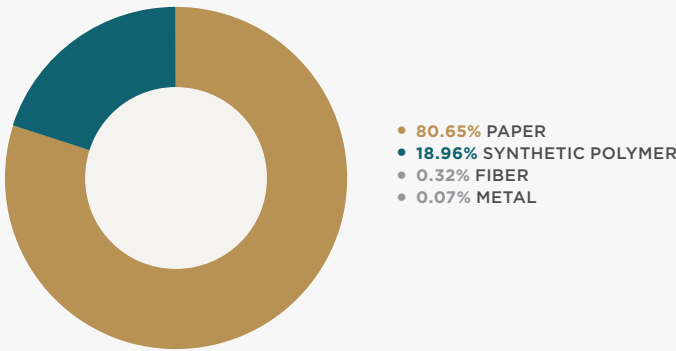
PACKAGING MATERIALS

APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING MATERIALS

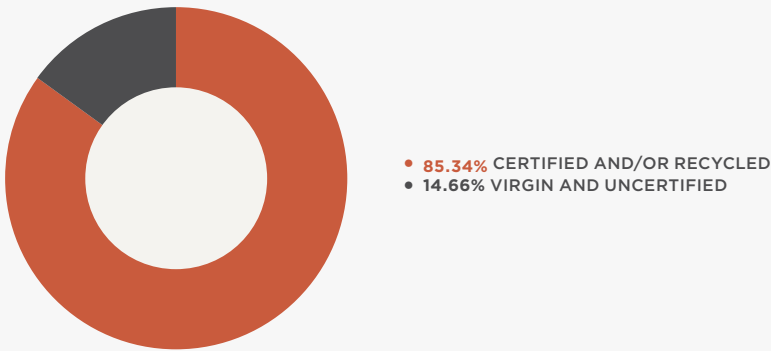
FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING WEIGHT USAGE BY BRAND



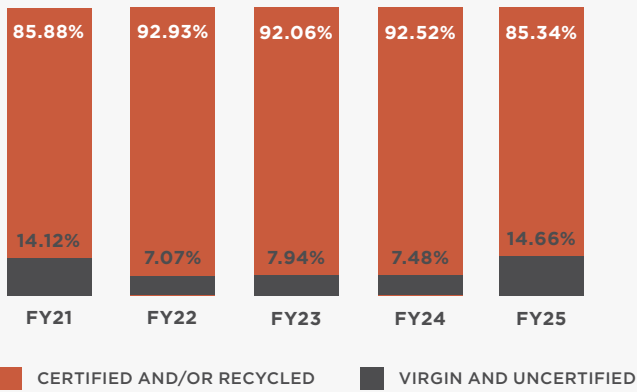
FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING SUBSTRATE BREAKDOWN



FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PACKAGING SUBSTRATES PROGRESS

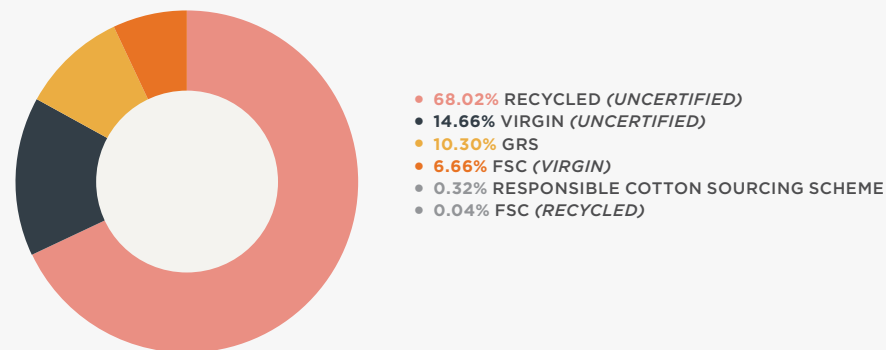


Materials (continued)

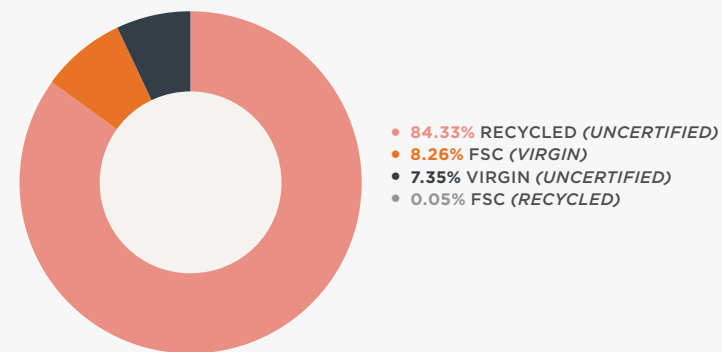
PACKAGING MATERIALS

APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING MATERIALS

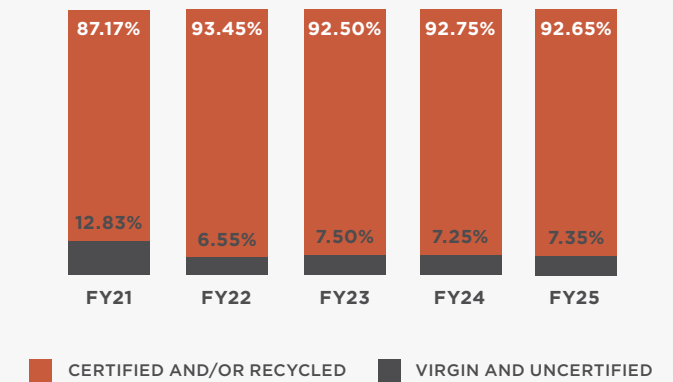
FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



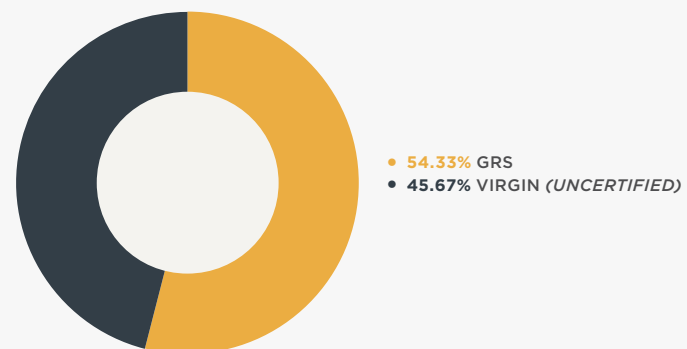
FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PAPER PACKAGING BREAKDOWN



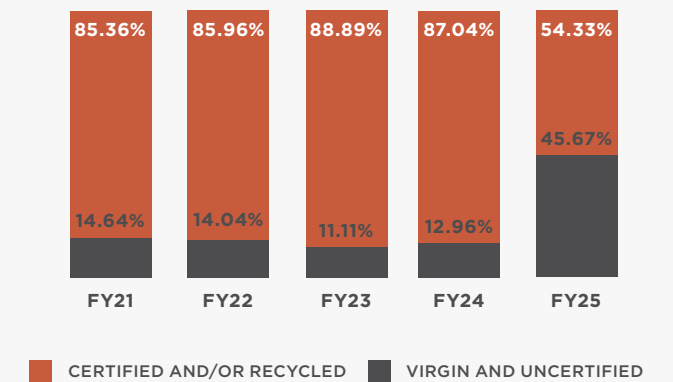
DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PAPER PACKAGING PROGRESS



FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PLASTIC PACKAGING BREAKDOWN



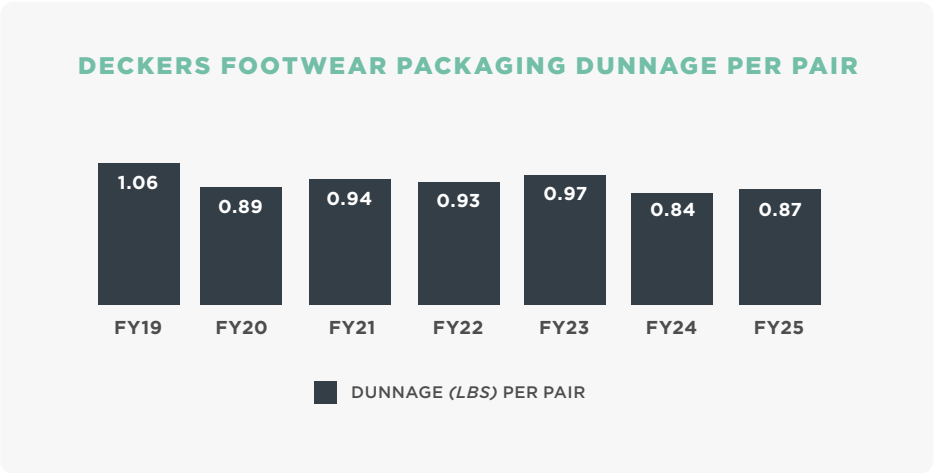
DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PLASTIC PACKAGING PROGRESS



Materials (continued)

PACKAGING MATERIALS

DECKERS PACKAGING MATERIALS LCA



DECKERS PACKAGING	GHG EMISSIONS (EQV. CO ₂ KG) PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 (BASELINE YEAR)	1.73	-%
FY20	1.51	(12.88%)
FY21	1.57	(9.09%)
FY22	1.64	(5.38%)
FY23	1.66	(4.33%)
FY24	0.92	(46.64%)
FY25	1.00	(42.04%)

DECKERS PACKAGING	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE IN WATER USE PER PAIR
FY19 (BASELINE YEAR)	421.53	-%
FY20	282.73	(32.93%)
FY21	290.67	(31.04%)
FY22	293.32	(30.42%)
FY23	252.19	(40.17%)
FY24	228.94	(45.69%)
FY25	272.44	(35.37%)

DECKERS PACKAGING	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY PER PAIR
FY19 (BASELINE YEAR)	15.24	-%
FY20	12.68	(16.81%)
FY21	13.52	(11.31%)
FY22	14.32	(6.07%)
FY23	10.07	(33.98%)
FY24	8.63	(43.42%)
FY25	8.78	(42.40%)

DECKERS PACKAGING	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE DUNNAGE PER PAIR
FY19	1.06	-%
FY20	0.89	(16.04%)
FY21	0.94	(11.32%)
FY22	0.89	(16.04%)
FY23	0.97	(8.49%)
FY24	0.84	(20.43%)
FY25	0.87	(18.02%)





Materials (continued)

PACKAGING MATERIALS DECKERS TREES SAVED (FY17-FY25)

FY17	447,864
FY18	659,858
FY19	633,636
FY20	647,580
FY21	770,677
FY22	1,202,523
FY23	1,033,085
FY24	1,079,665
FY25	1,064,121
TOTAL	7,456,812

**Note, this calculation is based on the Environmental Paper Network’s paper calculator. <https://c.environmentalpaper.org/calculate.html>. Results are calculated using a combination of substrates including recycled corrugated board, tissue paper, paperboard and molded pulp. The methodology includes the forest residues left behind during pulpwood harvest in the forests (i.e., slash, roots). Forest residues are roughly 50% of biomass left after harvest.*

Materials (continued)

MATERIALS-RELATED POLICIES

CONFLICT MINERALS

Deckers is a publicly traded company registered in the U.S. under the New York Stock Exchange. As such, we comply with the U.S. Securities and Exchange Commission’s law regarding the use and disclosure of conflict minerals. The Dodd-Frank Wall Street Reform and Consumer Protection Act addresses the exploitation and trade of conflict minerals (*tin, tungsten, tantalum, and gold*) by armed groups supporting violence in the Democratic Republic of Congo or adjoining countries. Each year, we conduct a country of origin analysis of our products to ensure the tin, tungsten, tantalum and gold used in our hardware are not sourced from any of these prohibited locations.

DEFORESTATION

We are committed to being part of a solution to deforestation, not contribute to the problem. Understanding where our hides originate from allows us to avoid countries that are known to contribute to deforestation.

Our **Ethical Sourcing and Animal Welfare Policy** requires 100% traceability to the birth farm for hides originating from certain countries. Should suppliers source from these countries, we require verified documentation identifying the birth farm and that such birth farm is not located within deforested areas, involved in rural conflicts, with labor analogous to slavery or invasion of indigenous and protected areas.

Tanneries supplying finished leather (*cattle hides*) to us that originate from Brazil are required to provide a Leather Working Group audit report demonstrating a 100% traceability back to the processing facility, including the date of processing. The tannery must also obtain a certificate from the respective processing facility attesting it has a monitoring system in place to ensure the cattle is not sourced from farms with deforested areas, involved in rural conflicts, with labor analogous to slavery, or through invasion of indigenous and protected areas.

VEGAN PRODUCT

We appreciate each and every one of our consumers and recognize that, just like us, our consumers have different needs, come from different backgrounds, and have different views. When using animal products, we are committed to doing so responsibly and make sure we work with partners that abide by our **Ethical Sourcing and Animal Welfare Policy**. We understand that some of our consumers prefer vegan options to best fit their lifestyle. HOKA and Teva both offer vegan-friendly options for their consumers.

ANIMAL WELFARE

We do not believe in the exploitation or killing of animals solely for the purpose of their fur. To affirm our commitment, we have a strict **Ethical Sourcing and Animal Welfare Policy** affirming our position that we will only use fur which is a byproduct of the meat industry. The meat industry purchases animals from a farmer, the tanneries purchase hides directly from the meat processing facilities, and we purchase directly from those tanneries. All of the tanneries from which we purchase (*with the exception of some internal components and some lifestyle products*) are Leather Working Group (*LWG*) certified which means these tanneries adhere to strict environmental compliance expectations and traceability requirements.

Leather

Our **Ethical Sourcing and Animal Welfare Policy** allows us to use hides from cow, sheep, pig, goat and water buffalo, all of which are raised for their meat. It is important to note that the vast majority of the value of the animal goes to the meat industry. For example, with sheepskin, only approximately 2% of the animal’s value is attributed to its hide. Given the low value of the hide, historically the hide may have been disposed of inappropriately, often contaminating waterways. While we recognize that not all consumers eat meat, we do believe that consumers who do consume meat believe in doing so responsibly. By only using hides that are a byproduct of the meat industry, we are helping to ensure that the entire animal is used.

There is also a sustainability aspect of real leather. Without the leather industry, nearly 2 billion pounds of unused cattle hides would be diverted to landfills annually. Real leather is naturally biodegradable and may degrade in less than 50 years, alternately it could take up to 500 years for synthetic materials derived from petrochemicals to degrade (*according to www.usleather.org*).

Wool

The wool used in our products is almost entirely repurposed. We utilize the wool that comes off the hide used to make our twinface sheepskin products - a live animal is not being sheared. In FY25, 100% of the wool used in our footwear, and 99.93% used in our apparel, accessories and home goods, was repurposed wool or RWS Wool.

Materials (continued)

BRAND SPECIFIC SUSTAINABLE COLLECTIONS



UGG REGENERATIVE COLLECTION

As of March 31, 2025, UGG has influenced approximately 1,408,369 acres of grasslands across 105 farms in Australia towards regenerative farmland. The Savory Institute’s Land to Market™ program is the world’s first verified regenerative sourcing solution for meat, dairy, wool and leather. UGG expanded upon its Regenerate collection offering the Goldenstar Clog Leather Regen which is crafted with materials that originate from farms that practice regenerative agriculture, which helps restore soil, encourages wildlife diversity, captures carbon in the ground, and preserves the land for future generations.



UGG X ONE TREE PLANTED

In honor of Earth Day, UGG was proud to donate \$25,000 to One Tree Planted, a 501(c)(3) non-profit that is on a mission to make it simple for anyone to help the environment by planting trees. Their projects span the globe and are done in partnership with local communities and environmental organizations to create lasting impact for nature, people, and wildlife.



HOKA HOPARA 2

In FY25, HOKA introduced the Hopara 2 with earth-conscious materials including a 30% sugarcane topsole & midsole, 100% recycled knit upper, and 100% recycled Cordura® mesh overlays to allow for water drainage while keeping trail debris at bay.



HOKA INFINI HIKE TC

The Infini Hike TC is engineered with a deep heel cup for foot-cradling comfort, a dual-density midsole with a spongy Ariaprene® upper and quick-dry straps with speed buckle. Grounded in a Vibram® Megagrip outsole for enhanced grip on slippery surfaces, this adaptable adventure sandal has been designed to be re-soled by an official Vibram® cobbler. We see this as a positive step in our efforts to contribute to a circular economy by keeping products in use longer.



TEVA SUNSCAPE COLLECTION

The latest evolution of Teva’s Original Universal features straps made with a waterless dyeing technique that reduces water and energy usage when compared to conventional dyeing methods. It has a lightweight EVA footbed that delivers all-day comfort while a rubber sole provides the grippy traction you need for adventures.

Materials (continued)

MATERIALS AND SDGS PARTNERSHIPS

RESPONSIBLE COTTON

We understand the importance of sourcing cotton produced in a manner that is better for the people who produce it and the environment in which it grows. Our approved suppliers, factory-sourced suppliers, licensees and agents may not source from countries or locations that support forced labor (*including manufacturing facilities and textile mills*). By end of calendar year 2025, all cotton used in our products must be sourced through a responsible cotton scheme that includes certified responsible cotton, certified organic cotton and recycled cotton.



LEATHER WORKING GROUP (LWG)

LWG is a multi-stakeholder group that develops and maintains protocols to assess the environmental compliance and performance capabilities of leather manufacturers. LWG promotes sustainable and appropriate environmental business practices within the leather industry. LWG is comprised of member brands, retailers, product manufacturers, leather manufacturers, chemical suppliers, machinery suppliers, technical experts and other service providers that work together to maintain environmental stewardship protocols specifically for the leather manufacturing industry.

LWG ANIMAL WELFARE GROUP

We were proud to be part of the the LWG's Animal Welfare Group. The Animal Welfare Group's primary objective is education around the leather value chain with respect to animal welfare related issues. The Animal Welfare Group continues to prioritize its efforts around traceability, processing protocols, assurance schemes, and risk mapping.



RESPONSIBLE WOOL KICK START PROGRAM
We were honored to support the Textile Exchange's Responsible Wool Kick Start Program in 2017. The Responsible Wool Kick Start Program helped smaller farming operations become responsible

wool certified, thereby producing and putting more certified wool into the supply chain. We continue to utilize responsible wool in our products and know that our participation in this program helped contribute to industry change.



SOCIAL & LABOR CONVERGENCE

We are a Social & Labor Governance Program signatory, a program that brings together unique perspectives to create an efficient, scalable and sustainable solution for social compliance audits. We want to ensure that our ethical supply chain program is best in class. We continue to benchmark our program with other brands to ensure that we maintain our robust social audit criteria.



TEXTILE EXCHANGE RESPONSIBLE LEATHER ROUND TABLE

We were an active participant in The Textile Exchange Responsible Leather Round Table a program that seeks to advance continuous improvement in the global leather value chain.

Materials (continued)

MATERIALS AND SDGS PARTNERSHIPS



UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact (*UNGC*) is the largest corporate sustainability initiative. The UNGC aims to mobilize a global movement of sustainable companies and stakeholders to create a better

world. UNGC urges companies to: (1) do business responsibly by aligning their strategies and operations with ten principles on human rights, labor, environment and anti-corruption, and (2) take strategic action to advance broader societal goals, sustainable development goals, with an emphasis on collaboration and innovation. As a member of the UNGC, we are held accountable to our set goals. We are required to publish an annual progress report, which is this Creating Change report. We believe that our participation and commitment to the UNGC sets us apart from other companies of our scale. This partnership has also assisted us with establishing a targeted approach to sustainability through the adoption of our Deckers SDGs.



FOOTWEAR DISTRIBUTORS AND RETAILERS OF AMERICA (FDRA) SUSTAINABILITY STRATEGIC PARTNER

Deckers is proud to be a Sustainability Strategic Partner for Footwear Distributors and Retailers of America (*FDRA*). As a Sustainability Strategic

Partner, we work together with other brands to drive change within the footwear and apparel industry.

FDRA defines shoe sustainability as shoe design, development, manufacturing, distribution, and selling processes that minimize negative environmental impacts, conserve energy and natural resources, are safe for employees, communities, and consumers, and are economically sound. We value coming together collectively to work toward solutions that challenge our industry as a whole.



FOOTWEAR INNOVATION FOUNDATION

Deckers is a founding member of the Footwear Innovation Foundation, a non-profit scientific research organization that focuses on how to best shape and transform the future of footwear in the

face of ongoing challenges such as tariffs, sourcing, supply chain, and regulatory matters.



Fashion for Good's Closing the Footwear Loop Project

We partnered with Fashion for Good on its 'Closing the Footwear Loop' initiative to address the footwear industry's significant circularity challenges.

The initiative aims to transform the industry's linear "take-make-dispose" model into a circular one by tackling key challenges across the footwear value chain. We remained focused on innovating to help combat the challenges of climate change by actively promoting a circular economy, giving new life to worn footwear, and collaborating across the industry to bring solutions to scale.



CANOPY

Forests play a key role in preserving wildlife and our climate. We continue to work closely with environmental not-for-profit Canopy to ensure that our paper packaging and viscose fabrics do not

come from the world's ancient and endangered forests. According to the United Nations, forest conservation could provide up to 30% of the solution to climate change because trees store carbon from the atmosphere. They are also important ecosystems to both people and animals. Without forests, communities and species can be displaced, and our climate will continue to degenerate. However, trees are being cut down at an alarming rate for materials. Our Paper and Forest Procurement Policy requires all paper, pulp, packaging and forest products, including man-made cellulosic like viscose, rayon, generic modal, and other trademark brands, to be legally harvested, sourced, transported and exported from its country of origin and prohibits sourcing from tree plantations that were established after 1994 through simplification of natural forests as that is seen as recent deforestation.



SAVORY LAND TO MARKET

We are proud to be frontier founders of the Savory Institute's Land to Market program. Land to Market is working with brands around the world to heal the planet by regenerating its grasslands. We are giving

a voice to the land and the world's first verified regenerative sourcing solution for raw materials, such as meat, dairy, leather and wool.



THE WORLD FEDERATION OF THE SPORTING GOODS INDUSTRY

The World Federation of the Sporting Goods Industry (*WSFGI*) is a non-profit organization who represents the interests of the sporting goods

industry. The WSFGI provides a platform for members to exchange easily and openly on non-competitive issues, to develop common solutions, and to benefit from significant economies of sale.

MATERIALS RELATED RECOGNITION



UNIFI'S 2025 REPREEVE® CHAMPIONS OF SUSTAINABILITY

Deckers was once again named one of Unifi's REPREEVE® Champions of Sustainability in 2025. REPREEVE's Champions of Sustainability represent brands, retailers and textile partners who keep

billions of plastic bottles out of the waste stream by using REPREEVE® recycled fiber. Through our use of REPREEVE® recycled fiber, Deckers has recycled approximately 207 million plastic bottles to date. This is an increase from the 186 million reported in FY24 and an accomplishment we are truly proud of.

Materials (continued)

LIFECYCLE ASSESSMENT (LCA)

DECKERS PRODUCT MATERIALS LCA

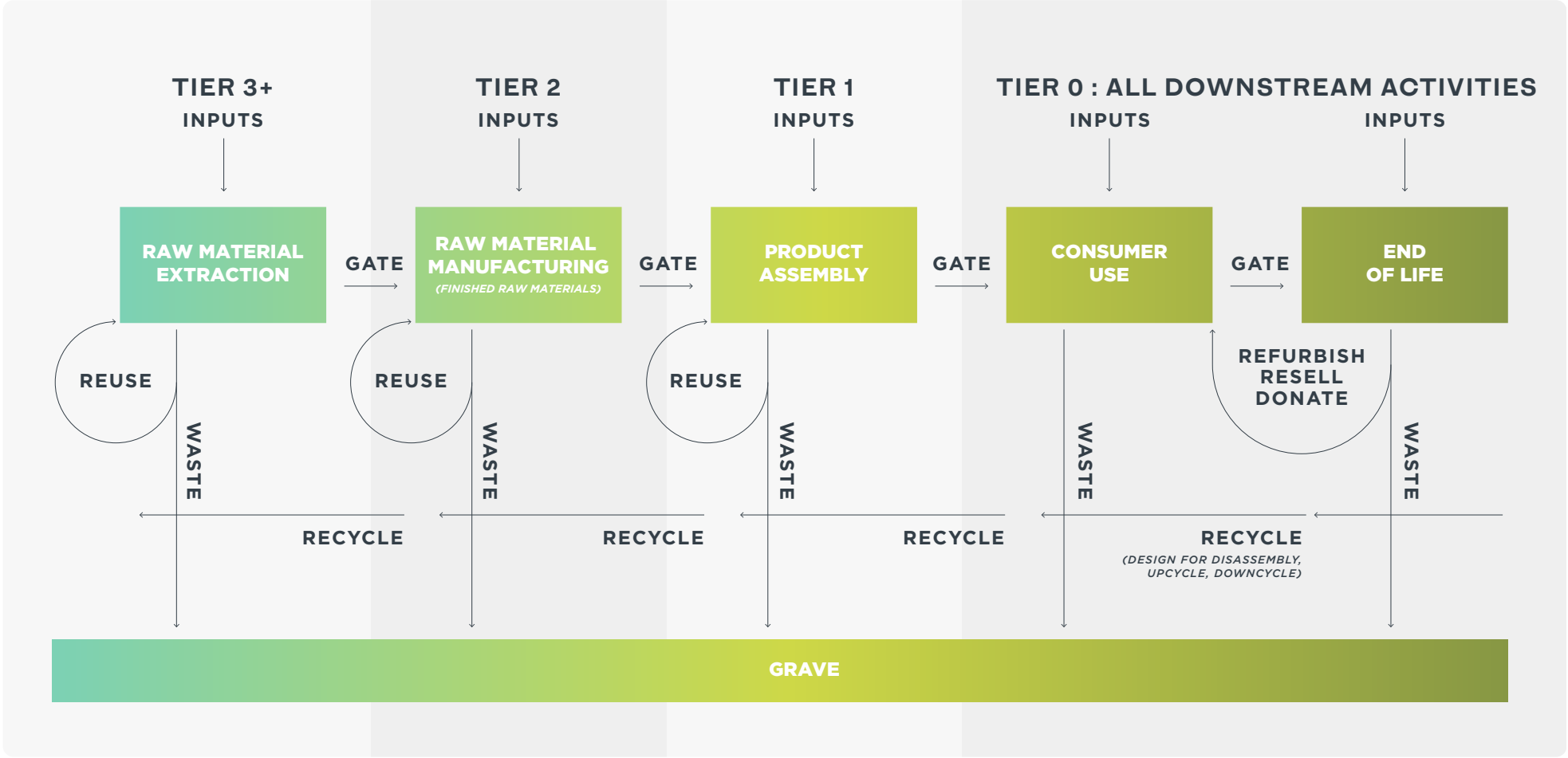
Deckers utilizes a third-party science-based tool to conduct lifecycle assessments (*LCA*) for the raw materials used in our products that includes raw material extraction, raw material manufacturing, and raw material end-of-life impacts. Our approach to materials is holistic, just like our approach to sustainability. Rather than focusing on one metric, we evaluate various environmental factors including water, energy and greenhouse gas emissions. The tool allows us to compare raw materials, giving our brands the information they need to make better, more preferred, material selections in their products. We used the information gained from our LCA tool to develop a preferred materials guide. This guide was developed for all of our brand designers, developers, and product line managers and is intended to guide their materials choices. We use this guide in an effort to improve our raw materials manufacturing, end-of-life impact, waste reduction and diversion efforts.

We also deploy an extensive questionnaire to all of our Tier 2 supplier partners on a bi-annual basis to collect our LCA data. We process this information through our LCA tool to identify our total material, manufacturing, end-of-life, and transportation impacts.

To round out our LCA efforts, we have expanded our environmental monitoring programs among our Tier 1 manufacturing partners, amplifying their disclosures by utilizing the Worldly (*formally HIGG*) FEM module.

All of this data is collected, summarized, and ultimately informs our final cradle-to-grave LCA impact.

We work closely with our brands, innovation team, and supply chain teams to help our brands achieve their long-term sustainability goals.



GATES: UNDERSTANDING THE IMPACTS ALONG THE VALUE CHAIN

Our cradle-to-grave LCA provides a comprehensive view of the environmental footprint of our materials and products. By analyzing greenhouse gas (*GHG*) emissions, fossil fuel consumption, water use, and other impacts across each stage of the value chain, we are able to understand the full scope of our products’ impacts—from raw material extraction to end-of-life.

To distinguish phases of production, we define raw materials manufacturing as the finished goods our Tier 2 supplier partners provide (*e.g., leather, synthetics, textiles*), while product manufacturing (*also referred to as assembly*) represents the final products our Tier 1 factory partners assemble for the end consumer. In addition to these stages, our assessment also incorporates transportation, storage, consumer use, and end-of-life.

This full cradle-to-grave approach allows us to:

- Attribute emissions and resource use across raw material inputs, product assembly, logistics, and use/end-of-life.
- Identify where in the value chain the most significant impacts occur.
- Break down our footprint by material category (*e.g., closures, components, leather, midsole, outsole, packaging and labeling, sheepskin, synthetics, textiles*).

These insights enable us to pinpoint which materials drive the greatest environmental impact within each category, which help inform our sustainability priorities and decision making. The categorizations presented reflect our current product team inputs and may evolve as we continue to refine and mature our LCA process.

Materials

LIFECYCLE ASSESSMENT (LCA)

DECKERS FOOTWEAR GATES BREAKOUT

FY25 DECKERS FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN PER PAIR			
MATERIAL TYPE	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) RAW MATERIAL IMPACT TOTAL PER PAIR	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL PER PAIR	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) END OF LIFE IMPACT TOTAL PER PAIR
CLOSURES	0.04	0.22	0.05
COMPONENTS	0.45	0.52	0.29
LEATHER	0.00	1.33	0.07
MIDSOLE	0.34	0.25	0.11
OUTSOLE	0.46	0.34	0.19
PACKAGING	0.17	0.23	0.60
SHEEPSKIN	0.00	0.70	0.04
SYNTHETIC	0.13	0.05	0.06
TEXTILE	0.29	2.32	0.61
*Above you can see the raw material impacts are the highest in our textile, outsole, packaging, midsole, and components categories. The raw material manufacturing impacts in our textiles, leather, sheepskin, and components are the highest and are areas to potentially improve. The highest end-of-life impacts live within the textile and packaging categories.			

FY25 DECKERS FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN PER PAIR

MATERIAL TYPE	WATER USE (LITERS) RAW MATERIAL IMPACT TOTAL PER PAIR	WATER USE (LITERS) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL PER PAIR	WATER USE (LITERS) END OF LIFE IMPACT TOTAL PER PAIR
CLOSURES	39.41	49.21	0.78
COMPONENTS	373.23	217.61	5.14
LEATHER	0.42	557.82	1.63
MIDSOLE	257.24	76.83	3.45
OUTSOLE	334.13	94.16	5.51
PACKAGING	204.32	62.90	5.21
SHEEPSKIN	1.16	247.74	0.80
SYNTHETIC	123.47	39.23	1.00
TEXTILE	316.04	567.64	9.61

FY25 DECKERS FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN PER PAIR

MATERIAL TYPE	FOSSIL FUEL USE (MJ DEPRIVED) RAW MATERIAL IMPACT TOTAL PER PAIR	FOSSIL FUEL USE (MJ DEPRIVED) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL PER PAIR	FOSSIL FUEL USE (MJ DEPRIVED) END OF LIFE IMPACT TOTAL PER PAIR
CLOSURES	0.60	2.93	0.02
COMPONENTS	10.02	7.72	0.14
LEATHER	0.00	23.41	0.03
MIDSOLE	9.61	4.72	0.08
OUTSOLE	13.47	6.51	0.12
PACKAGING	6.11	2.53	0.15
SHEEPSKIN	0.01	12.51	0.02
SYNTHETIC	2.52	0.82	0.03
TEXTILE	5.98	31.43	0.29

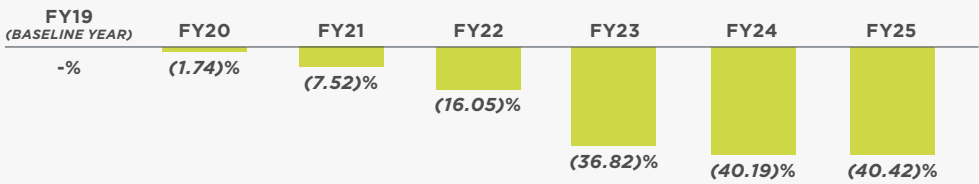


Materials (continued)

LIFECYCLE ASSESSMENT (LCA)

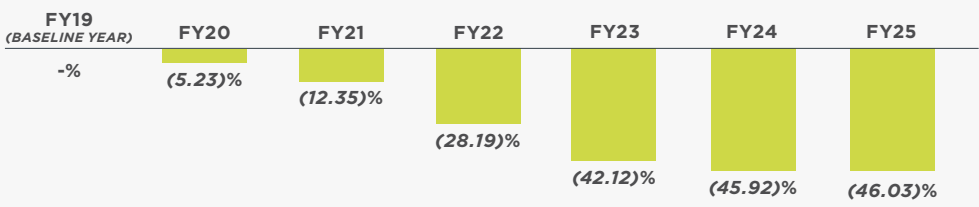
DECKERS FOOTWEAR PHYSICAL INTENSITY

DECKERS BRANDS FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



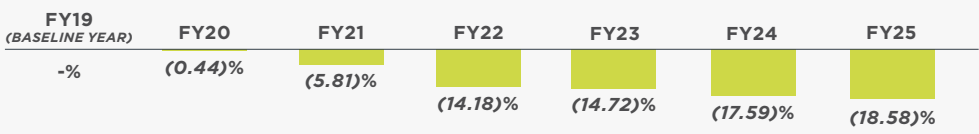
CUMULATIVE CHANGE IN GHG EMISSION PER PAIR

DECKERS BRANDS FOOTWEAR MATERIALS WATER USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

DECKERS BRANDS FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR



Materials (continued)

LIFECYCLE ASSESSMENT (LCA)

DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GATES BREAKOUT

FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN			
MATERIAL TYPE	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL	GHG EMISSIONS (WITH CARBON UPTAKE) (KG CO ₂ EQ.) END OF LIFE IMPACT TOTAL
CLOSURES	6,324.89	11,628.86	3,301.96
COMPONENTS	104,475.46	195,521.76	63,888.07
PACKAGING	700,851.37	646,449.47	472,270.95
TEXTILE	1,513,630.59	24,808,758.74	5,363,485.34

FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN			
MATERIAL TYPE	WATER USE (LITERS) RAW MATERIAL IMPACT TOTAL	WATER USE (LITERS) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL	WATER USE (LITERS) END OF LIFE IMPACT TOTAL
CLOSURES	5,536,434.51	2,856,142.06	93,461.27
COMPONENTS	110,455,917.40	58,855,921.31	1,377,748.64
PACKAGING	459,836,552.70	307,763,672.30	4,552,608.93
TEXTILE	10,800,783,150	7,049,438,282	83,362,329.43

FY25 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN			
MATERIAL TYPE	FOSSIL FUEL USE (MJ DEPRIVED) RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE (MJ DEPRIVED) MANUFACTURING (RAW MATERIAL) IMPACT TOTAL	FOSSIL FUEL USE (MJ DEPRIVED) END OF LIFE IMPACT TOTAL
CLOSURES	125,961.28	174,638.13	3,018.29
COMPONENTS	1,953,225.68	2,785,827.33	44,234.97
PACKAGING	13,194,525.12	8,784,228.43	114,885.81
TEXTILE	28,113,928.40	337,120,156.10	2,509,471.15



Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

Maximize the amount of preferred materials in our products (This target advances the United Nations Global Compact SDG numbers 12 and 15)

*The term "preferred materials" refers to recycled, renewable, regenerated, and natural materials
**The below materials goals and results are specific to T2 materials purchasing

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
55% of all materials (e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles) used in Deckers footwear will be made from preferred materials	30.92% of all materials used in Deckers footwear were made from preferred materials	33.51% of all materials used in Deckers footwear were made from preferred materials	32.69% of all materials used in Deckers footwear were made from preferred materials	34.04% of all materials used in Deckers footwear were made from preferred materials	36.30% of all materials used in Deckers footwear were made from preferred materials	41.12% of all materials used in Deckers footwear were made from preferred materials	38.74% of all materials used in Deckers footwear were made from preferred materials	On Track	2027
60% of all fibers used in Deckers footwear will be made from preferred materials	20.88% of all fibers used in Deckers footwear were made from preferred materials	26.97% of all fibers used in Deckers footwear were made from preferred materials	35.27% of all fibers used in Deckers footwear were made from preferred materials	47.05% of all fibers used in Deckers footwear were made from preferred materials	54.63% of all fibers used in Deckers footwear were made from preferred materials	65.96% of all fibers used in Deckers footwear were made from preferred materials	61.39% of all fibers used in Deckers footwear were made from preferred materials	Target Achieved - FY24 and beyond target is to maintain	2027
50% of all non-fibers used in Deckers footwear will be made from preferred materials	33.93% of all non-fibers used in Deckers footwear were made from preferred materials	35.86% of all non-fibers used in Deckers footwear were made from preferred materials	31.79% of all non-fibers used in Deckers footwear were made from preferred materials	29.77% of all non-fibers used in Deckers footwear were made from preferred materials	30.49% of all non-fibers used in Deckers footwear were made from preferred materials	33.64% of all non-fibers used in Deckers footwear were made from preferred materials	31.38% of all non-fibers used in Deckers footwear were made from preferred materials	On Track	2027
65% of all materials (e.g., closure, components, leather, sheepskin, synthetic, textiles) used in Deckers apparel, accessories, and home goods will be made from preferred materials	22.86% of all materials used in our apparel, accessories, and home goods were made from preferred materials	18.83% of all materials used in our apparel, accessories, and home goods were made from preferred materials	34.04% of all materials used in our apparel, accessories, and home goods were made from preferred materials	34.47% of all materials used in our apparel, accessories, and home goods were made from preferred materials	37.75% of all materials used in our apparel, accessories, and home goods were made from preferred materials	49.71% of all materials used in Deckers apparel, accessories, and home goods were made from preferred materials	72.55% of all materials used in Deckers apparel, accessories, and home goods were made from preferred materials	Target Achieved - FY25 and beyond target is to maintain	2027
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	97.22% of all Deckers footwear SKUs were comprised of at least one preferred material	98.97% of all Deckers footwear SKUs were comprised of at least one preferred material	99.73% of all Deckers footwear SKUs were comprised of at least one preferred material	On Track	2030
100% of all hides used in Deckers footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	97.43% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	98.39% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	99.88% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Deckers footwear were sourced from LWG-certified tanneries or were recycled leather	Target Achieved - FY21 and beyond target is to maintain	2022
100% of all hides used (within the leather and sheepskin categories) in Deckers apparel, accessories, and home goods will either come from recycled sources or be finished in an LWG certified tannery	Target first conceptualized in FY21	Target first conceptualized in FY21	86.27% of all leather hides were from LWG-certified tanneries 100% of our sheepskin was LWG-certified Licensees and agents have committed to sourcing from 100% LWG-certified tanneries end of calendar year 2022	86.27% of all leather hides were from LWG-certified tanneries 100% of our sheepskin was LWG-certified Licensees and agents have committed to sourcing from 100% LWG-certified tanneries end of calendar year 2022	100% of all hides used in apparel, accessories, and home goods were sourced from LWG-certified tanneries or were recycled leather Licensees and agents have committed to sourcing from 100% LWG-certified tanneries	Not applicable as no hides were used in apparel, accessories, and home goods in FY24	Not applicable as no hides were used in apparel, accessories, and home goods in FY25	Target Achieved - FY23 and beyond target is to maintain	2025

*Note: The above is pulled from data available in PLM. In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.



Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

Maximize the amount of preferred materials in our products (This target advances the United Nations Global Compact SDG numbers 12 and 15)

*The term "preferred materials" refers to recycled, renewable, regenerated, and natural materials
**The below materials goals and results are specific to T2 materials purchasing

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Trace 100% of bovine full grain hides and sheepskin (<i>used in Deckers footwear</i>) back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 98.00% of bovine full grain hides and sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 93.10% of bovine full grain hides and 100% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 89.61% of bovine full grain hides and 91.26% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 78.75% of bovine full grain hides and 90.96% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 95.53% of bovine full grain hides and 92.28% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 94.60% of bovine full grain hides and 99.61% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Traced 70.19% of bovine full grain hides and 99.71% of sheepskin back to the processing facility from which each originated, within the leather and sheepskin material categories	Target Missed	2025
Trace 100% of all leather hides (<i>used in Deckers footwear</i>) back to the country of origin, within the leather and sheepskin material categories	96.24% of all leather hides traced back to country of origin, within the leather and sheepskin material categories	97.30% of all leather hides traced to country of origin, within the leather and sheepskin material categories	100% of all leather hides traced to country of origin, within the leather and sheepskin material categories	100% of all leather hides traced to country of origin, within the leather and sheepskin material categories	100% of all leather hides traced to country of origin, within the leather and sheepskin material categories	100% of all leather hides traced to country of origin, within the leather and sheepskin material categories	100% of all leather hides traced to country of origin, within the leather and sheepskin material categories	Target Achieved - FY21 and beyond target is to maintain	2021
100% of down used in Deckers products, including products produced by Deckers' licensees and agents, to be Responsible Down Standard (<i>RDS</i>)-certified or certified recycled down	100% of down used in Deckers products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in Deckers products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in Deckers products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in Deckers products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in Deckers products, including those produced by licensees and agents, was RDS-certified or certified recycled down	In FY24 no down was used in our products	In FY25 no down was used in our products	Target Achieved - FY19 and beyond target is to maintain	2022
Eliminate virgin wool in Deckers footwear, and to the extent that is not achievable, ensure that any virgin wool used repurposed wool	78.57% of wool used in Deckers footwear was repurposed wool and 21.13% was virgin uncertified wool	98.91% of wool used in Deckers footwear was repurposed wool and 1.09% was virgin uncertified wool	98.67% of wool used in Deckers footwear was repurposed wool and 1.33% was virgin uncertified wool	99.91% of wool used in Deckers footwear was repurposed wool or RWS wool, and 0.09% was virgin uncertified wool	100% of wool used in Deckers footwear was repurposed wool or RWS wool	100% of wool used in Deckers footwear was repurposed wool or RWS wool	100% of wool used in Deckers footwear was repurposed wool or RWS wool	Target Achieved - FY23 and beyond target is to maintain	2022
Eliminate virgin wool in Deckers apparel, accessories, and home goods, and to the extent that is not achievable, ensure that any virgin wool used is Responsible Wool Standard (<i>RWS</i>)-certified	Target first conceptualized in FY21	Target first conceptualized in FY21	0.64% of wool used in Deckers apparel, accessories, and home goods was repurposed wool and 99.36% was virgin uncertified wool	10.87% of wool used in Deckers apparel, accessories, and home goods was RWS wool and 89.13% was virgin uncertified wool	72.49% of wool used in Deckers apparel, accessories, and home goods was RWS wool and 27.51% was virgin uncertified wool	98.80% of wool used in Deckers apparel, accessories, and home goods was RWS wool and 0.05% was virgin uncertified wool	99.93% of wool used in Deckers apparel, accessories, and home goods was RWS wool and 0.07% was virgin uncertified wool	On Track	2026
100% of all cashmere to be certified to a responsible standard (<i>e.g. The Good Cashmere Certification, SFA, etc.</i>)	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	In FY24 no cashmere was used in our products	In FY25 no cashmere was used in our products	Target Achieved - FY24 and beyond target is to maintain	2025
100% of all plant and plant-based fibers used in Deckers footwear will be made with preferred materials	3.91% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	16.25% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	37.54% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	61.75% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	80.68% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	97.84% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	94.01% of all plant and plant-based fibers used in Deckers footwear were made with preferred materials	On Track	2030

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Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

Maximize the amount of preferred materials in our products (This target advances the United Nations Global Compact SDG numbers 12 and 15)

*The term "preferred materials" refers to recycled, renewable, regenerated, and natural materials
**The below materials goals and results are specific to T2 materials purchasing

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of cotton fiber used in Deckers footwear, within all material categories, will be made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	Target first conceptualized in FY20	1.47% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	20.94% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	32.89% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	42.47% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	88.18% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	60.08% of cotton fiber used in Deckers footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	On Track	2026
100% of cotton fiber used in Deckers apparel, accessories, and home goods, within all material categories, will be made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	0.17% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	0.00% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	70.54% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	99.81% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	78.10% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	87.10% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	99.79% of cotton fiber used in Deckers apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	On Track	2026
100% of all MMCFs (Man-Made Cellulosic Fibers) used in Deckers footwear to comply with our policies meaning they (1) originate from sources that legally harvest, source, transport, and export timber, and (2) meet our preferred manufacturing standards for MMCFs	0.48% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	22.48% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	49.89% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	85.94% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	97.54% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.29% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	98.83% of all MMCFs fibers used in Deckers footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	On Track	2026
65% of all co-polyester fibers and films in Deckers footwear to originate from post-consumer, post-industrial, or renewable resources	12.97% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	16.69% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	21.64% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	32.99% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	43.81% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	55.58% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	56.28% of all co-polyester fibers and films used in Deckers footwear originated from post-consumer, post-industrial or renewable resources	On Track	2030
40% of all co-polyester fibers and films in Deckers apparel, accessories, and home goods to originate from post-consumer, post-industrial, or renewable resources	0.40% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods originated from post-consumer, post-industrial or renewable resources	2.25% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods originated from post-consumer, post-industrial or renewable resources	7.60% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	6.81% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	24.88% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	38.51% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	65.33% of all co-polyester fibers and films used in Deckers apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	Target Achieved - FY25 and beyond target is to maintain	2027

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Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

Maximize the amount of preferred materials in our products (This target advances the United Nations Global Compact SDG numbers 12 and 15)

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**The below materials goals and results are specific to T2 materials purchasing

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
20-25% of bottom units utilize bio-based, plant-based and/or recycled materials <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	4.41% of bottom units utilized bio-based, plant-based and/or recycled materials	4.57% of bottom units utilized bio-based, plant-based and/or recycled materials	4.68% of bottom units utilized bio-based, plant-based and/or recycled materials	5.48% of bottom units utilized bio-based, plant-based and/or recycled materials	10.43% of bottom units utilized bio-based, plant-based and/or recycled materials	18.20% of bottom units utilized bio-based, plant-based and/or recycled materials	19.72% of bottom units utilized bio-based, plant-based and/or recycled materials	On Track	2030
25-30% of all EVA used in our bottom units will feature recycled and/or bio-based materials <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	3.40% of all EVA used in our bottom units featured recycled and/or bio-based materials	2.74% of all EVA used in our bottom units featured recycled and/or bio-based materials	2.71% of all EVA used in our bottom units featured recycled and/or bio-based materials	3.49% of all EVA used in our bottom units featured recycled and/or bio-based materials	11.69% of all EVA used in our bottom units featured recycled and/or bio-based materials	22.91% of all EVA used in our bottom units featured recycled and/or bio-based materials	24.97% of all EVA used in our bottom units featured recycled and/or bio-based materials	On Track	2030
15-20% of all materials used outside of EVA in our bottom units will feature bio-based, plant-based, and/or recycled materials <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	4.57% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	5.41% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	5.33% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	6.73% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	8.99% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	12.44% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	12.28% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	On Track	2030

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Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

Maximize the amount of preferred materials in our products (This target advances the United Nations Global Compact SDG numbers 12 and 15)

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50% of all natural rubber used in Deckers footwear to come from recycled sources or originate from sources that legally harvest, source, transport, and export rubber. Pursuant to our policies, we will not use any rubber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests	Target first conceptualized in FY21	Target first conceptualized in FY21	5.55% of all natural rubber used in Deckers footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	7.19% of all natural rubber used in Deckers footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	5.78% of all natural rubber used in Deckers footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	2.53% of all natural rubber used in Deckers footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	1.05% of all natural rubber used in Deckers footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	In progress - Target achievable	2030
100% of packaging materials used in Deckers footwear will be made from preferred materials	84.06% of packaging materials used in Deckers footwear were made from preferred materials	96.17% of packaging materials used in Deckers footwear were made from preferred materials	96.09% of packaging materials used in Deckers footwear were made from preferred materials	95.65% of packaging materials used in Deckers footwear were made from preferred materials	96.73% of packaging materials used in Deckers footwear were made from preferred materials	98.04% of packaging materials used in Deckers footwear were made from preferred materials	98.56% of packaging materials used in Deckers footwear were made from preferred materials	On Track	2030
100% of packaging materials used in Deckers apparel, accessories and home goods will be made from preferred materials	Target first conceptualized in FY21	Target first conceptualized in FY21	85.88% of packaging materials used in Deckers apparel, accessories and home goods were made from preferred materials	92.93% of packaging materials used in Deckers apparel, accessories and home goods were made from preferred materials	92.06% of packaging materials used in Deckers apparel, accessories and home goods were made from preferred materials	92.52% of packaging materials used in Deckers apparel, accessories and home goods were made from preferred materials	85.34% of packaging materials used in Deckers apparel, accessories and home goods were made from preferred materials	On Track	2030
100% of timber used in Deckers footwear packaging to come from recycled sources or originate from sources that legally harvest, source, transport, and export timber. Pursuant to our policies, we will not use any timber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests	84.70% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.75% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.86% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.42% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.37% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	99.08% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	99.59% of timber used in Deckers footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	On Track	2026

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Summary of Deckers' Materials Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS

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100% of timber used in Deckers apparel, accessories and home goods packaging to come from recycled sources or originate from sources that legally harvest, source, transport, and export timber. Pursuant to our policies, we will not use any timber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests	Target first conceptualized in FY21	Target first conceptualized in FY21	87.17%of timber used in Deckers apparel, accessories and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.45% of timber used in Deckers apparel, accessories and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	92.50% of timber used in Deckers apparel, accessories and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	92.75% of timber used in Deckers apparel, accessories and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	92.65% of timber used in Deckers apparel, accessories and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	On Track	2026
25% of Deckers footwear materials that have the ability to use more preferred finishing methods (<i>inclusive of pigment dying methods, bleach only methods and undyed materials (e.g. greige)</i>) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	2.82% of Deckers footwear materials used more preferred dye methods	14.41% of Deckers footwear materials used more preferred dye methods	23.41% of Deckers footwear materials used more preferred dye methods	22.51% of Deckers footwear materials used more preferred dye methods	6.62% of Deckers footwear materials used more preferred dye methods	On Track	2027
100% of all products will be designed with circular economy in mind (<i>design out waste and pollution, keep products and materials in use, and regenerate natural systems</i>)	Target first conceptualized in FY22	Target first conceptualized in FY22	Target first conceptualized in FY22	UGG launched refurbishment opportunity for Classic franchise Teva offered recycling of Teva sandals HOKA to start limited resale opportunity and we continue to explore further expansion opportunities for resale for all brands Formed Materials Innovation Committee to stay apprised of new material innovation and development working to bring them to sale	UGG continued to offer refurbishment opportunity for Classic franchise Teva offered recycling of Teva sandals HOKA to explore further resale opportunities	UGG continued to offer refurbishment opportunity for Classic franchise HOKA to explore further resale opportunities	UGG continued to offer refurbishment opportunity for Classic franchise HOKA to explore further resale opportunities	In progress - Target achievable	2030

*Note: The above is pulled from data available in PLM. In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.



Climate and Clean Energy

OUR APPROACH

According to the National Oceanic and Atmospheric Administration ([NOAA](#)), 2024 was the warmest year on record. The planet’s 10 warmest years since 1850 have all occurred in the past decade. The Earth’s temperature is rising, threatening Earth’s ecosystems and impacting people across the globe. We need to continue to take action through sustained mitigation efforts to reduce the threat of climate change to human well-being and planetary health.

While we each have an obligation to help mitigate the effects of climate change, we believe we can use our scale, along with others in our industry, to fight climate change. We strive to reduce our energy impact in our stores and offices, decrease our travel footprint, reduce our use of petroleum-based materials, decrease our emissions in line with Greenhouse Gas (*GHG*) protocols, and work with our supply chain partners to reduce energy consumption.

The energy sector is the largest contributor to climate change as it produces the most GHG emissions. We strive to use renewable energy whenever possible. The most effective means to contribute to reducing our climate change impact is to reduce our greenhouse gas emissions by utilizing preferred raw materials in our products and packaging, exploring end-of-life opportunities, and optimizing our partnered manufacturing.

Our approach remains the same: measure, reduce, and consider offsets as appropriate. This fiscal year, Deckers did not purchase any carbon offsets, nor did we initiate or participate in any internal or external carbon tax schemes. This reflects our current strategic focus on direct emissions reductions and operational efficiencies as primary tools for addressing our carbon footprint.

In FY25, we developed a [Climate Transition Plan](#) which outlines our climate related activities demonstrating our commitment to reducing emissions and adapting our operations to the global climate goals set out in the Paris Climate Agreement. Our [Climate Transition Plan, Pathway to Creating Change](#), can be found on our website www.deckers.com/responsibility.



CLIMATE AND CLEAN ENERGY

Reduce energy consumption and greenhouse gas emissions throughout our operations



Climate and Clean Energy (continued)

METHODOLOGY

Our climate strategy is grounded in science-based targets aligned with the goals of the Paris Agreement. We apply differentiated methodologies across Scopes 1, 2, and 3 to reflect the unique characteristics of each emissions source and to ensure credibility and impact in our reduction efforts.

- Scope 1 and 2 emissions are managed using an absolute contraction approach, consistent with a 1.5°C decarbonization pathway. This reflects our commitment to reducing direct and energy-related emissions in line with climate science.
- Scope 3 emissions, which represent the majority of our total footprint, are being addressed through a sector-specific decarbonization pathway aligned with a well-below-2°C trajectory, using an economic-intensity approach.

We recognize the importance of a full value chain transition and continue to refine our Scope 3 methodologies in alignment with emerging best practices and evolving data quality.

Using the Greenhouse Gas Protocol, Deckers’ emissions have been calculated for the following scopes:

Scope 1: Emissions from operations that are owned or controlled by Deckers’, such as natural gas and refrigerants used at our offices, stores, showrooms and distribution centers and petrol and diesel in company leased or owned vehicles.

Scope 2: Emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company at sites under operational control.

- Deckers Corporate Headquarters, Distribution Centers, and Vehicles (*Cars & Vans*) fall into Scope 1 and 2. Global Retail Stores and Showrooms fall into either Scope 1 and 2 or Scope 3 Category 8 depending on whether Deckers has operational control. The emission sources for Category 8 – Upstream Leased Assets are the same as those for Scope 1 and 2.

Scope 3: All indirect emissions (*not included in Scope 1 & 2*) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

- Raw material sourcing impacts, other purchased goods and services, capital goods, fuel and energy related activities, upstream transportation, waste generated in operations, business travel, employee commuting, upstream leased assets, 3PLs, downstream transportation, use of sold products, end of life of sold products, and franchises encompass our scope 3 emissions. Scope 3 makes up the vast majority of our overall emissions as an organization.

It is also critical to define the boundary that is to be considered within the scope of our greenhouse gas inventory.

Year: April 1, 2024 to March 31, 2025

Boundary: The Scope 3 calculation considers the full value chain of Deckers’ operations where Deckers has either operational control, or significant ability to influence either directly or indirectly. This covers the full cycle of all goods directly purchased by Deckers to be sold to end customers.

Exclusions: Category 10, Processing of Sold Products, was excluded as Deckers only sells final products to end-users, and no intermediate products which could be further processed, transformed or included into other products. Category 13, Downstream Leased Assets, was excluded as de-minimis, as Deckers does lease some office floor space in certain offices around the world, but this has been confirmed as small. Category 15, Investments, was excluded since Deckers has no general portfolio investment utilizing cash reserves, and all emissions from subsidiaries have already been accounted for in scope 1 and 2 reporting.

Emission Factors: Emission factors for vehicle fuels, natural gas, and refrigerants were sourced from BEIS (*UK Government Department for Business, Energy and Industrial Strategy - now part of the Department for Energy Security & Net Zero*) Conversion Factors for each appropriate years. Emission factors for electricity were sourced from the International Energy Agency (*IEA*).



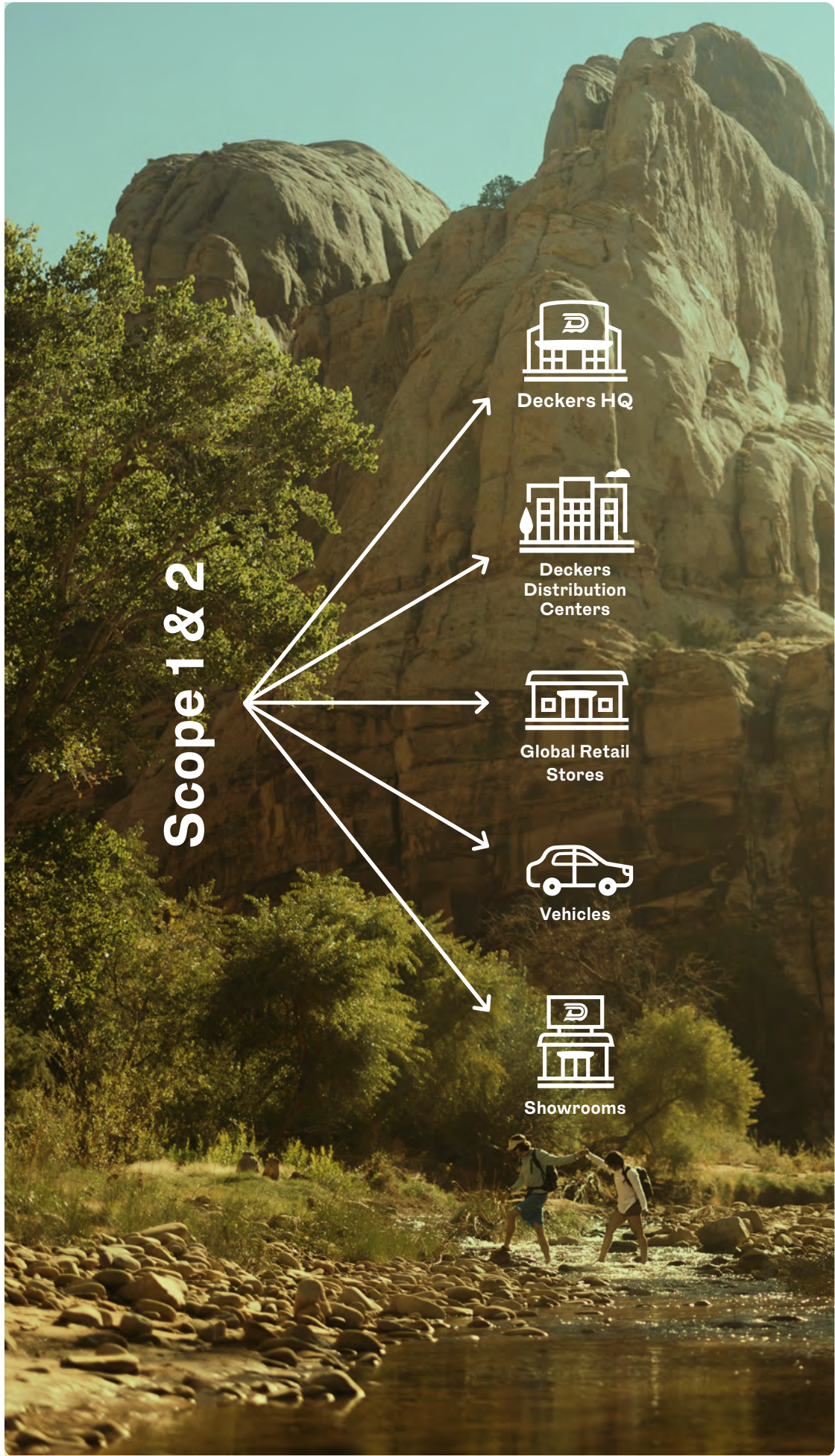
Climate and Clean Energy (continued)

FY25 EMISSIONS SUMMARY

In FY25, we continued working with Carbon Trust, a third-party expert, to conduct our carbon accounting and have closely tracked the progress we have made toward our approved Science-Based Targets.

While we are proud of our progress to date, we cannot predict all potential events that could impact our emissions (*e.g. supply chain disruptions, methodology updates, changes to emissions factors, etc.*) but our commitment to continuing our work is stronger than ever.

DECKERS BRANDS GHG EMISSIONS SUMMARY (tCO ₂ e)							
SCOPE	FY19 (BASELINE YEAR) (tCO ₂ e)	FY20 (tCO ₂ e)	FY21 (tCO ₂ e)	FY22 (tCO ₂ e)	FY23 (tCO ₂ e)	FY24 (tCO ₂ e)	FY25 (tCO ₂ e)
SCOPE 1	1,547	1,467	1,496	1,751	1,695	1,397	1,808
SCOPE 2: MARKET-BASED	6,589	5,510	5,747	6,779	6,919	6,896	7,301
SCOPE 3	858,848	950,551	1,104,154	1,457,213	984,494	1,074,724	1,083,955
TOTAL EMISSIONS tCO ₂ e	866,983	957,528	1,111,398	1,465,743	993,108	1,083,017	1,093,064
*Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi. As part of our commitment to continuous improvement, we conducted a re-baseline exercise to enhance data quality and alignment with best practices. This exercise had no impact on our existing science-based targets and served only to refine the data boundaries for Scope 1, 2, and 3 emissions.							
*Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.							



Climate and Clean Energy (continued)

SCIENCE-BASED TARGETS

Measurement was the first step in our journey. We then wanted to challenge ourselves, hold ourselves accountable, and reduce our global GHG emissions. Deckers engaged Bureau Veritas to provide limited assurance of its Scope 1 and Scope 2 GHG emissions data. Deckers targets are as follows:

SCOPE 1 AND 2 ABSOLUTE REDUCTION PROGRESS FROM BASELINE YEAR (FY19)

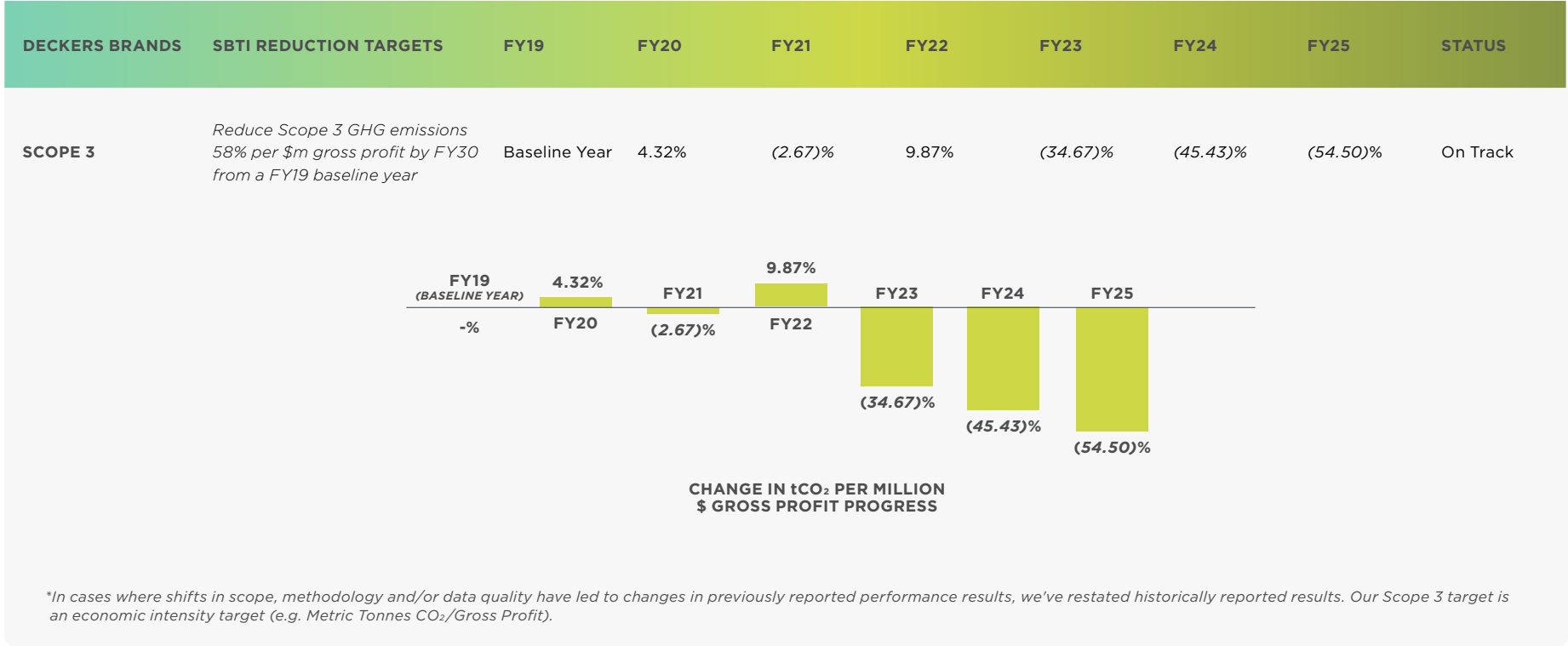
DECKERS BRANDS	SBTI REDUCTION TARGETS	FY19	FY20	FY21	FY22	FY23	FY24	FY25	STATUS
SCOPE 1 & 2 (MARKET BASED)	Reduce absolute GHG emissions by 46% by FY30 from a FY19 baseline year	Baseline Year	(14.24)%	(10.96)%	4.84%	5.88%	1.93%	11.96%	In Progress
FY19 (BASELINE YEAR) FY20 FY21 4.84% 5.88% 1.93% 11.96% -% (14.24)% (10.96)% FY22 FY23 FY24 FY25 ABSOLUTE REDUCTION IN GHG EMISSIONS PROGRESS									
*In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.									



Climate and Clean Energy (continued)

SCIENCE-BASED TARGETS

SCOPE 3 ECONOMIC INTENSITY PROGRESS FROM BASELINE YEAR (FY19)



WE ARE WORKING TO ACHIEVE OUR SCOPE 3 TARGETS BY:

- Setting robust materials targets for each of our brands which include using more recycled, re-purposed, regenerated (plant-based), renewable (bio-based), or certified materials
- Exploring and investigating cutting edge, less impactful, technologies
- Ensuring at least 55% of footwear materials and 75% of all apparel, accessories and home good materials will be made with preferred materials
- Continuing our environmental monitoring efforts among all supply chain partners to measure and reduce where possible
- Use of more preferred finishing methods where possible (inclusive of preferred dyeing methods, pigment dyeing methods, bleach only methods and undyed materials e.g. greige)
- Incorporate longevity tactics into our products by integrating physical performance criteria, silhouette, and color analysis to improve end-of-life
- Ensure our brands have waste diversion and waste reduction targets
- Incorporate more preferred materials for bottom units including bio-based, plant-based, and/or recycled materials

Climate and Clean Energy (continued)

SCIENCE-BASED TARGETS DETAILED SCOPE 3 EMISSIONS

CATEGORY NAME	FY19 TOTAL EMISSIONS (tCO ₂ e)	FY20 TOTAL EMISSIONS (tCO ₂ e)	FY21 TOTAL EMISSIONS (tCO ₂ e)	FY22 TOTAL EMISSIONS (tCO ₂ e)	FY23 TOTAL EMISSIONS (tCO ₂ e)	FY24 TOTAL EMISSIONS (tCO ₂ e)	FY25 TOTAL EMISSIONS (tCO ₂ e)
1A: PURCHASED GOODS AND SERVICES (<i>PRODUCT</i>)	747,782	783,260	919,991	1,152,893	775,908	889,895	902,612
1B: PURCHASED GOODS AND SERVICES (<i>NON-PRODUCT</i>)	784	2,529	3,040	4,374	3,955	6,023	20,243
2: CAPITAL GOODS	13,057	16,656	16,839	46,416	22,845	22,792	22,386
3: FUEL AND ENERGY RELATED ACTIVITIES	1,474	1,004	995	2,356	2,101	1,671	1,608
4: UPSTREAM TRANSPORTATION AND DISTRIBUTION	33,945	29,014	28,312	71,314	40,174	47,361	40,513
5: WASTE GENERATED IN OPERATIONS	1,237	1,299	5,421	6,363	5,613	7,255	8,143
6: BUSINESS TRAVEL	4,549	5,584	243	1,574	5,845	15,367	12,069
7: EMPLOYEE COMMUTING	5,990	6,219	4,217	4,197	4,521	3,811	3,980
8: UPSTREAM LEASED ASSETS	5,190	5,793	5,343	5,836	4,118	4,278	5,660
9: DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	26,490	25,346	28,224	33,537	37,685	31,095	12,966
10: PROCESSING OF SOLD PRODUCTS (<i>EXCLUDED</i>)	-	-	-	-	-	-	-
11A: USE OF SOLD PRODUCTS (<i>DIRECT</i>) (<i>EXCLUDED</i>)	-	-	-	-	-	-	-
11B: USE OF SOLD PRODUCTS (<i>INDIRECT</i>)	7,640	2,827	9,253	11,463	19,192	4,563	5,263
12: END-OF-LIFE TREATMENT OF SOLD PRODUCTS	10,711	10,223	11,299	16,828	13,312	19,906	30,917
13: DOWNSTREAM LEASED ASSETS (<i>EXCLUDED</i>)	-	-	-	-	-	-	-
14: FRANCHISES	-	60,797	70,976	100,061	49,227	20,708	17,596
15: INVESTMENTS (<i>EXCLUDED</i>)	-	-	-	-	-	-	-
TOTAL SCOPE 3 EMISSIONS	858,848	950,551	1,104,154	1,457,213	984,494	1,074,724	1,083,955

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*

Climate and Clean Energy (continued)

CORPORATE TRAVEL EMISSIONS

ALTERNATIVE COMMUTE PROGRAM

We encourage our employees at our Goleta corporate headquarters and Portland Office to participate in our alternative commute program (*e.g. bike, bus, carpool, or walk*). Employees who take advantage of this program are compensated \$1 per trip or \$2 round trip.

EMPLOYEE TRAVEL RELATED EMISSIONS

We monitor global employee business-related travel emissions. In FY25, our U.S. and EMEA employee air travel emitted 20,149,593.07 lbs of CO₂ eq. or 9,139.70 metric tonnes. We are seeing a steady increase as business activities resume and stabilize following the pandemic.

METHOD OF TRAVEL/ SOURCE OF EMISSION	FY22 LBS OF CO ₂	FY23 LBS OF CO ₂	FY24 LBS OF CO ₂	FY25 LBS OF CO ₂	FY25 METRIC TONNES OF CO ₂
TRAIN	4,641.75	9,206.07	7,396.25	22,478.97	10.20
HOTEL	82,265.17	345,280.16	567,297.89	652,858.44	296.13
AIR	1,802,577.78	5,176,741.01	14,926,572.4	20,149,593.07	9,139.70
TOTAL	1,889,484.7	5,531,227.24	15,501,266.54	20,824,930.50	9,446.03

**While the above chart illustrates US & EMEA travel only, APAC air travel is accounted for in our annual carbon accounting exercise. Hotel and train for our employees outside the U.S. and EMEA were booked independently in FY25 and, as such, we are excluding given our limited visibility. We are exploring a new global travel platform which should improve our employee travel related data moving forward.*

SHIPPING CARRIER EMISSIONS

PROTECTING BLUE WHALES AND BLUE SKIES PROGRAM: VESSEL SPEED REDUCTION

We recognize that we make products intended for consumers all over the globe. With that comes transportation and logistics which can be environmentally taxing. We are committed to using shipping carriers that participate in the Protecting Blue Whales and Blue Skies Program Vessel Speed Reduction Initiative.

The initiative works with shipping companies to slow down vessels, when traveling short journeys through protected areas which leads to numerous benefits, including reduced air pollution and increased protection of the endangered blue, humpback, and fin whales.

Shipping companies participating in the program receive recognition and financial awards based on the distance traveled by their vessels at 10 knots or less in waters off the San Francisco Bay Area and southern California, including the Santa Barbara Channel.

Reducing speed in and around these densely populated regions and whale rich waters decreases the likelihood of ships fatally striking whales while also decreasing regional greenhouse gas emissions and on-shore air pollution.

The majority of our carriers participate in this impactful program. By slowing down their ships our carriers have reduced lowered their noise, lessened the risk of lethal ship strikes on whales, and reduced their overall CO₂e emissions and NOx emissions.

Climate and Clean Energy (continued)

REGENERATIVE AGRICULTURE

Regenerative agriculture is a conservation and rehabilitation approach for food and farming systems. It focuses on topsoil regeneration, increasing biodiversity and improving the water cycle, enhancing ecosystem services, and supporting biosequestration. Healthy soil means thriving biodiversity and increased opportunity for carbon sequestration. That is why we believe in supporting regenerative agriculture as a way to combat human-driven climate change.

As of March 31, 2025, UGG has influenced approximately 1,408,369 acres of grasslands across 105 farms in Australia towards regenerative farmland. The brand established a long-term partnership with Land to Market and Savory Institute to support regenerative agriculture. The Savory Institute’s Land to Market™ program is the world’s first verified regenerative sourcing solution for meat, dairy, wool and leather.

Ecological outcome verification (EOV), developed in collaboration with leading scientists and researchers around the world, is an empirical and scalable soil and landscape assessment methodology that tracks outcomes in soil health, biodiversity and ecosystem function.

Our vision is to support the evolution of the Australian sheep farming industry, where the vast majority of our sheepskin for UGG is sourced.



Climate and Clean Energy (continued)

ENERGY CONSUMPTION



CORPORATE HEADQUARTERS

Our LEED Silver Certified corporate headquarters has approximately 1,170 solar panels installed on the roof which help to offset electric energy usage. Our campus consists of four buildings that house employees during working hours.

Our corporate headquarters also utilizes 95%* LED lighting which reduces our carbon footprint, saves energy, and reduces waste as it decreases the frequency of replacing bulbs when compared to regular bulbs. We are working to convert the outstanding 5% to LED bulbs within the next 1-2 years.

Deckers remaining electric energy consumption is sourced via clean and renewable sources, making our corporate headquarters 100% renewable - another positive step in our sustainability journey.

**By Square footage - approximately 95% of our square footage is covered by LED lighting currently*

CORPORATE HEADQUARTERS SOLAR ELECTRIC ENERGY BREAKDOWN			
	SOLAR (KW)	ELECTRIC (KW)	TOTAL (KW)
FY20	568,381	1,328,751	1,897,133
PERCENTAGE	29.96%	70.04%	100%
FY21	506,573	1,041,129	1,547,702
PERCENTAGE	32.70%	67.30%	100%
FY22	497,510	1,114,081	1,611,591
PERCENTAGE	30.87%	69.13%	100%
FY23	406,182	1,418,753	1,824,935
PERCENTAGE	28.63%	71.37%	100%
FY24	373,096	1,396,277	1,769,373
PERCENTAGE	21.09%	78.91%	100%
FY25	328,803	1,252,160	1,580,963
PERCENTAGE	20.80%	79.20%	100%

CORPORATE OFFICES ENERGY USE

We have global corporate offices located in the U.S., EMEA, and APAC regions. Our regional corporate offices operate as central hubs, guiding business conduct and enabling effective operations within their respective regions. In addition to our corporate headquarters, our offices in Shanghai and Macau are LEED certified. Deckers Shanghai office is LEED Gold Certified while our office in Macau is LEED Platinum Certified.

CORPORATE OFFICES ENERGY USE (KWH/SQFT FOR FY25)		
OFFICE	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
CORPORATE HEADQUARTERS BUILDING 1	399,404	9.28
CORPORATE HEADQUARTERS BUILDING 2	224,410	2.99
CORPORATE HEADQUARTERS BUILDING 3	49,443	1.34
CORPORATE HEADQUARTERS BUILDING 4	529,346	17.66
CORPORATE HEADQUARTERS PARKING LOT LIGHTS	49,557	-
FREEDOM STUDIO	13,695	2.54
MUNICH OFFICE	13,072	1.99
ITALY OFFICE	31,081	3.08
GUANGZHOU OFFICE	343,365	12.98
VIETNAM OFFICE	30,710	6.48
MACAU OFFICE	9,577	8.24
<i>*We are unable to obtain energy data for our Broomfield call center location, our Portland Office, or our Indonesia Office as they are a shared space and not sub-metered. Further, while the above only shows some of our offices, all were accounted for in our SBTi science-based targets.</i>		

Climate and Clean Energy (continued)

ENERGY CONSUMPTION



DISTRIBUTION CENTERS

Our Moreno Valley Distribution Center is LEED Gold certified and has 120 solar panels helping to offset its electric energy usage. The facility is also equipped with operating systems that go into an energy conservation mode when the operation senses a certain amount of inactivity, only applying the minimum amount of electricity required across all areas of fulfillment.



Both of our Distribution Centers in Mooresville, Indiana are LEED Gold certified. In FY22, we opened our first Distribution Center in Mooresville, Indiana and, in FY24, we opened our second location. Our second location features indoor water reducing plumbing fixtures, LED lighting, power monitoring, enhanced energy modeling and commissioning of HVAC systems, green parking with electric vehicle charging stations and construction waste landfill diversion programs. While our distribution centers in Indiana do not currently utilize solar, we are disclosing their electricity consumption below for reference.

MORENO VALLEY DISTRIBUTION CENTER SOLAR ELECTRIC ENERGY BREAKDOWN			
	SOLAR (KW)	ELECTRIC (KW)	TOTAL (KW)
FY20	1,008,276	7,123,952	8,132,288
PERCENTAGE	12%	88%	100%
FY21	1,315,752	7,479,588	8,795,340
PERCENTAGE	15%	85%	100%
FY22	8,505	10,006,913	10,015,418
PERCENTAGE	0.08%	99.92%	100%
FY23	9,052	9,739,841	9,748,893
PERCENTAGE	0.09%	99.91%	100%
FY24	171,540	9,039,948	9,211,488
PERCENTAGE	2%	98%	100%
FY25	25,624	6,651,704	6,677,328
PERCENTAGE	0.4%	99.6%	100%

INDIANA DISTRIBUTION CENTERS ELECTRIC ENERGY		
FISCAL YEAR	INDIANA DC #1 ELECTRIC (KWH)	INDIANA DC #2* ELECTRIC (KWH)
FY22	8,505	N/A
FY23	1,285,478	N/A
FY24	1,419,489	1,089,527
FY25	1,685,952	4,207,948
*This facility was opened in FY24. Our first billing cycle was October 2023		

Climate and Clean Energy (continued)

ENERGY CONSUMPTION

RETAIL STORE LOCATIONS

In FY25, we continued tracking energy usage at our global retail store locations where we are responsible for utility invoices. Like many in our industry we do not own any of our retail stores, but instead lease these assets. All stores, have landlord-tenant relationships where the landlord is responsible for payment of utilities and, as such, we do not have visibility into energy usage at some locations, but all were accounted for in our science-based targets.



RETAIL STORES LEED CERTIFICATION

We have a growing number of retail stores that are undergoing LEED Certification. We are proud to announce that the HOKA Covent Gardens and UGG Knightsbridge stores are both LEED Silver certified. These stores have demonstrated their commitment to enhanced occupant comfort and health while reducing waste generation, energy usage, and water consumption.

RETAIL STORES ENERGY USE (KWH/SQFT FOR FY25)			
STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
U.S. LOCATIONS			
CABAZON OUTLET	4,000	65,979	16.49
CAMARILLO PREMIUM OUTLET	3,116	32,857	10.54
CHICAGO PREMIUM OUTLET	3,600	41,376	11.49
CLINTON CROSSING PREMIUM OUTLET	3,757	40,824	10.87
DAWSONVILLE OUTLET	3,265	58,813	18.01
FASHION OUTLETS OF CHICAGO	2,162	41,536	19.21
GARDEN STATE PLAZA	3,578	43,642	12.20
HOKA ABBOT KINNEY	2,250	4,995	2.22
HOKA ALA MOANA	4,847	105,041	21.67
HOKA MIAMI	3,128	36,945	11.81
HOKA SOUTH COAST PLAZA	2,681	24,383	9.09
JERSEY SHORE PREMIUM OUTLET	5,245	82,235	15.68
LANCASTER	4,025	59,817	14.86

STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
LAS VEGAS PREMIUM OUTLETS NORTH	5,000	88,021	17.60
LEESBURG PREMIUM OUTLET	2,500	32,244	12.90
MICHIGAN AVENUE	7,403	263,760	35.63
PLEASANT PRAIRIE	5,131	58,080	11.32
POCONO	3,000	34,680	11.56
RIVERHEAD TANGER OUTLET CENTER	3,000	39,499	13.17
SEATTLE PREMIUM OUTLET	2,997	42,402	14.15
VENTURA OUTLET STORE	7,900	59,752	7.56
WOODBURY COMMONS PREMIUM OUTLET	4,445	76,639	17.24
WRENTHAM VILLAGE PREMIUM OUTLETS	3,485	40,201	11.54
EMEA LOCATIONS			
BICESTER	3,388	34,421	10.16
CHESHIRE OAKS	3,085	75,378	24.43
YORK	1,872	18,943	10.12
ASHFORD DESIGNER OUTLET	2,715	5,948	2.19
KNIGHTSBRIDGE	6,361	113,670	17.87
APAC LOCATIONS			
BEIJING CHINA WORLD MALL CONCEPT HOKA	1,735	26,727.01	15.40
BEIJING HOPSON CONCEPT HOKA	1,204	29,836.54	24.78
BJ SOLANA	1,668	41,808.54	25.07
GUANGZHOU PARC CENTRAL-CONCEPT-HOKA	2,272	50,208.06	22.10
HOKA BEIJING HAN GUANG	1,076	30,323.76	28.18
HOKA BEIJING LIVAT SHOPPING CENTER	1,249	25,027.75	20.04
HOKA BJ INDIGO	1,991	32,312.73	16.23
HOKA SH GRAND GATEWAY	1,345	21,161.72	15.73
HOKA SH IAPM	829	39,603.16	47.77
HOKA SH VILLAGE OUTLET	1,938	99,544.79	51.36
HOKA SHENZHEN LUOHU MIXC	1,324	22,796.33	17.22
HOKA SUZHOU BICESTER VILLAGE	2,013	69336.93	34.44

Climate and Clean Energy (continued)

ENERGY CONSUMPTION

RETAIL STORES ENERGY USE (KWH/SQFT FOR FY25)			
STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
IN POINT NANJING RD	2,115	99,925.51	47.25
SHANGHAI KERRY CENTER	990	39,956.68	40.36
SHANGHAI PUDONG KERRY PARKSIDE HOKA	1,353	25,017.91	18.49
SHENZHEN MIXC WORLD	2,669	54,547.8	20.44
SHENZHEN QIANHAI MIXC	2,056	21,360.11	10.39
SHANGHAI FLORENTIA VILLAGE	4,241	88323.67	20.83
SHANGHAI VALUE RETAIL	3,143	79,536.89	25.31
GRAND GATEWAY	1,313	36,353.65	27.69
YANGPU POP	603	4,221.78	7.00
SH MIXCITY	1,292	16,970.09	13.13
BJ YANSHA OUTLET	2,368	11,864.78	5.01
TIANJIN FLORENTIA	1,550	26,985.94	17.41
BADALING	1,528	28,990.67	18.97
BJ VILLAGE	1,808	30,276.79	16.75
SHANGBO	4,166	34,633.28	8.31
HRB JINAN	1,615	16,341.02	10.12
PALACE 66	2,099	25,885.67	12.33
SY MIXCITY	2,422	33,387.29	13.79
HRB YUDAN	1,012	14,522.62	14.35
SHANSHAN OUTLET	3,154	31,054.04	9.85
*We have approximately 226 global retail stores including pop-ups. While the above illustrates a portion of our retail stores, all were accounted for in our SBTi science-based targets.			



Climate and Clean Energy (continued)

ENERGY CONSUMPTION

SHOWROOM ENERGY USE (KWH/SQFT FOR FY25)

At Deckers, our showrooms are located throughout the U.S. and EMEA regions. Our UGG New York Showroom is located in a LEED Gold certified building.

SHOWROOM NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
LOS ANGELES UGG SHOWROOM	11,450	5,966	1.92
PACIFIC POINT BUSINESS CENTER	385	959	0.40
NEW YORK UGG SHOWROOM	34,017	15,686	2.17
ANNECY SHOWROOM	7,924	4,208.69	1.88
GERMANY SHOWROOM	1,360	1,431.6	0.95
AUSTRIA SHOWROOM	410	753.47	0.54
<i>*We have approximately 12 global showrooms. While the above illustrates a portion of our showrooms, all were accounted for in our SBTi science-based targets.</i> <i>**Our total electricity usage is approximately 31,409,545.60 kWh, which is approximately 31,409.55 mWh.</i> <i>***Our total renewable electricity usage is approximately 354,427 kWh, which is approximately 1.13% of our total electricity use.</i>			



Climate and Clean Energy (continued)

ENERGY CONSUMPTION

SUPPLY CHAIN ENERGY CONSUMPTION

In FY25, we undertook a comprehensive reevaluation of how we collect, assess, and set targets across our supply chain. This process strengthened the consistency of the information we use to guide our sustainability efforts. As part of this review, we also refined our approach to target setting, ensuring alignment with both our corporate climate goals and the realities of our global supply chain. Building on this enhanced foundation, we have established intensity based targets of our partners. Enabling us to better measure progress relative to production growth while driving continued improvement in resource efficiency and emissions reductions.

We will continue using Worldly (*formally HIGG*) Facilities Environmental Module (*FEM*) for our environmental data collection efforts among all our Tier 1 factory partners and strategic Tier 2 supplier partners. In the spirit of continuous improvement, we have set updated targets for our Tier 1 factory partners and will evaluate setting Tier 2 targets, for those monitored, in the future.

As the chart below illustrates, we expect each of our Tier 1 factory partners to reduce their non-renewable energy consumption by 15% per unit by 2030.

ENERGY CONSUMPTION PER UNIT - TIER 1 FACTORY PARTNERS			
FACTORY NUMBER	BASELINE NON-RENEWABLE ENERGY USAGE (MJ/UNIT) - 2025	EXPECTED NON-RENEWABLE ENERGY USAGE (MJ/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
1*	0.86	0.83	2030
2*	7.25	7.03	2030
3	4.91	4.76	2030
4*	0.88	0.85	2030
5*	3.10	3	2030
6	3.42	3.32	2030
7*	5.20	5.04	2030
8	1.29	1.25	2030
9*	3.33	3.23	2030
10	1.76	1.71	2030
11*	12.25	11.89	2030
12	0	0	2030

FACTORY NUMBER	BASELINE NON-RENEWABLE ENERGY USAGE (MJ/UNIT) - 2025	EXPECTED NON-RENEWABLE ENERGY USAGE (MJ/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
13	0	0	2030
14	0	0	2030
15	0	0	2030
16*	7.90	7.66	2030
17*	3.35	3.25	2030
18	9.41	9.13	2030
19*	9.72	9.43	2030
20	8.11	7.86	2030
21	4.77	4.63	2030
22*	10.95	10.62	2030
23	3.24	3.15	2030
24*	5.87	5.70	2030
25	4.35	4.22	2030
26*	6.26	6.07	2030
27*	14.81	14.37	2030
28	4.63	4.49	2030
29	11.33	10.99	2030
30*	5.86	5.69	2030
31	7.73	7.50	2030
32*	23.47	22.76	2030
33	4.90	4.75	2030
34*	8.54	8.29	2030
35	24.44	23.71	2030
36	1.7	1.65	2030
37	6.27	6.08	2030
38*	13.33	12.93	2030
39	0.73	0.71	2030
*These T1 factory partners use renewable energy in their mix. The above data is reported on a calendar year. As such, it is reflective of 2024 calendar year. Formula: Total Non-Renewable Megajoules (MJ) of Energy Attributable to Deckers Used/units produced. While we have 42 T1 factory partners as of April 2025, 39 participate in our Worldly FEM outreach efforts at this time.			



Climate and Clean Energy (continued)

ENERGY CONSUMPTION

TOTAL ENERGY CONSUMPTION - TIER 2 TANNERY

TANNERY NUMBER	TOTAL ENERGY (MJ)	TOTAL NON-RENEWABLE (MJ)	TOTAL RENEWABLE (MJ)
1	53,035,187.45	53,035,187.45	0
2*	24,849,850.24	11,468,345.44	13,381,504.80
3*	87,630,372.52	83,211,356.68	4,419,015.84
4*	76,142,695.40	55,095,825.8	21,046,869.60
5*	185,753,907.77	62,109,345.77	123,644,562.00
6	155,762,806.01	155,762,806.01	0
7*	39,433,722.95	32,811,534.95	6,622,188.00
8*	766,209,419.27	735,780,277.35	30,429,141.92
9*	77,566,418.21	75,525,437.81	2,040,980.40
10*	145,276,120.03	142,998,636.16	2,277,483.88
11	27,710,749.41	27,710,749.41	0
<i>*These T2 tanneries use renewable energy in their mix. The above data is reported on a calendar year. As such, it is reflective of 2024 calendar year.</i>			

TIER 1 AND 2 COAL PHASE OUT COMMITMENT

As part of our commitment to climate leadership and sustainable innovation, we are taking decisive action to eliminate coal from our global supply chain. We commit to phasing out the use of coal-based energy in the production of our products.

Coal is one of the largest contributors to global carbon emissions, and its use within the apparel and footwear industry presents a major obstacle to achieving science-based climate targets. By removing coal-based energy from our operations, we aim to reduce our carbon footprint and accelerate the transition to cleaner energy sources.

As of FY25, none of our Tier 1 factory partners use coal-based energy, and we will not onboard any new Tier 1 factory partners who rely on coal for energy. While progress has been made, we recognize that some of our key Tier 2 supplier partners still utilize coal-based energy. Beginning in FY26, we will no longer onboard any new Tier 2 supplier partners that use coal. Additionally, all existing Tier 2 supplier partners must commit to a complete coal phase-out by calendar year 2030.

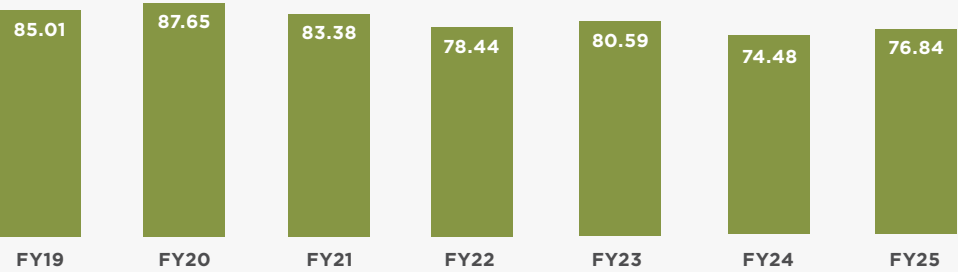
This coal-free pledge is a cornerstone of our broader decarbonization strategy and a key step toward building a resilient, climate-positive future for the apparel and footwear sector.



Climate and Clean Energy (continued)

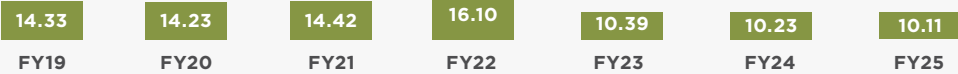
DECKERS BRANDS ENERGY CONSUMPTION

DECKERS FOOTWEAR ENERGY USAGE (MJ) PER LB OF MATERIAL SOURCED



ENERGY USAGE (MJ) / LB OF MATERIAL SOURCED

DECKERS FOOTWEAR PACKAGING ENERGY USAGE (MJ) PER LB OF MATERIAL SOURCED

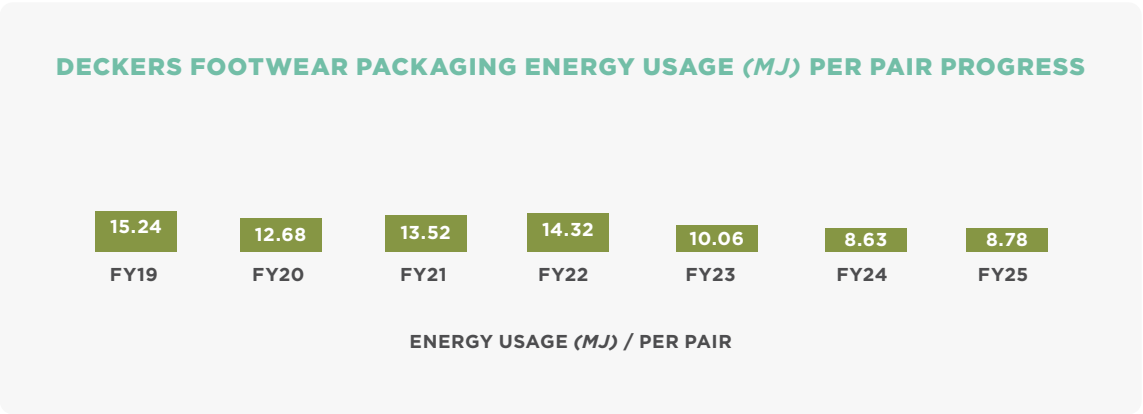
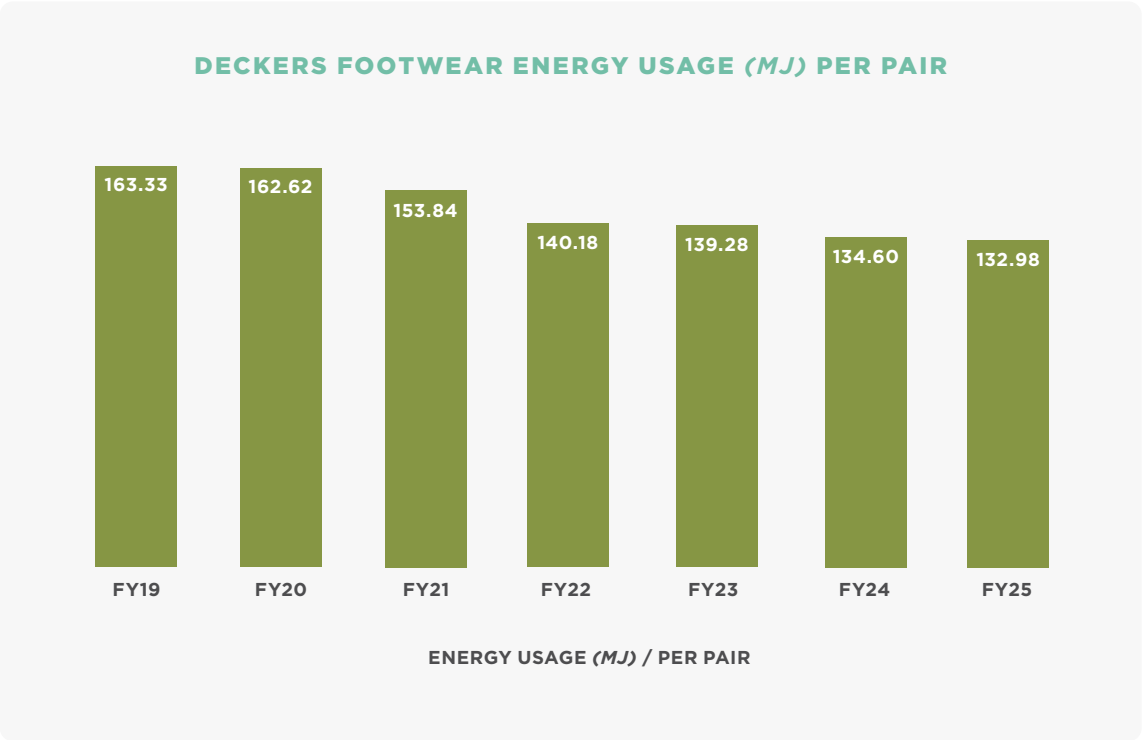


ENERGY USAGE (MJ) / LB OF MATERIAL SOURCED



Climate and Clean Energy (continued)

DECKERS BRANDS ENERGY CONSUMPTION



Climate and Clean Energy (continued)

DECKERS BRANDS ENERGY CONSUMPTION

ENERGY INTENSITY PER POUND OF RAW MATERIAL SOURCED

DECKERS ENERGY INTENSITY BREAKDOWN	FY19	FY20	FY21	FY22	FY23	FY24	FY25
CO ₂ EMISSIONS KG OF CO ₂	866,983,000	957,528,000	1,111,398,000	1,465,743,000	993,108,000	1,083,017,000	1,093,064,000
TOTAL KWH	6145,98,021.73	678,784,647.87	787,861,151.02	1,039,977,173.03	704,930,711.50	767,742,087.16	774,864,325.09
TOTAL LBS OF MATERIAL SOURCED	106,567,536.60	106,647,753.60	125,521,789.30	189,370,880.60	151,157,186.30	170,728,515.10	209,556,002.00
KWH / LBS OF MATERIAL SOURCED	5.77	6.36	6.28	5.49	4.66	4.5	3.7
<i>*The national weighted average carbon dioxide marginal emission rate for delivered electricity in 2019 was 1,562.4 lbs CO₂ per megawatt-hour, which accounts for losses during transmission and distribution (EPA 2020). 1,562.4 lbs CO₂ per megawatt-hour = 0.708892 kg CO₂ per KWH</i>							
<i>**CO₂ emissions includes Scope 1 & 2 (Market-based) and Scope 3 total emissions 1,562.4 lbs CO₂/MWh × (1 metric ton/2,204.6 lbs) × 0.001 MWh/kWh = 7.09 × 10⁻⁴ metric tons CO₂/kWh</i>							



Summary of Deckers' Climate and Clean Energy Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS CLIMATE AND CLEAN ENERGY

Reduce energy consumption and carbon emissions throughout our operations (*This target advances the United Nations Global Compact SDG numbers 7, 12, and 13*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
File Science-Based Targets with Science-Based Targets Initiative (<i>SBTi</i>)	Target first conceptualized in FY20	Target established	Filed and approved by SBTi	Continued to monitor and track progress against our approved science-based targets	Continued to monitor and track progress against our approved science-based targets	Continued to monitor and track progress against our approved science-based targets	Continued to monitor and track progress against our approved science-based targets	Target Achieved - FY21 and beyond target is to continue to monitor	2025
Deckers commits to reduce absolute Scope 1 & 2 GHG emissions 46% by FY30 from a FY19 base year Deckers commits to reduce Scope 3 GHG emissions 58% per \$m gross profit by FY30 from a FY19 base year *Our Scope 1, 2 and 3 footprint has been calculated by Carbon Trust using an EF database from 2023	Baseline Year Scope 1 & 2 (<i>Market-based</i>): 8,135.86 tCO ₂ e Scope 3: 858,848 tCO ₂ e	Scope 1 & 2 (<i>Market-based</i>): 6,977 tCO ₂ e Percentage Change from Baseline Year: -14.23% Scope 3: 950,551 tCO ₂ e Percentage Change from Baseline Year: 4.29%	Scope 1 & 2 (<i>Market-based</i>): 7,243 tCO ₂ e Percentage Change from Baseline Year: -10.96% Scope 3: 1,104,154 tCO ₂ e Percentage Change from Baseline Year: -2.68%	Scope 1 & 2 (<i>Market-based</i>): 8,530 tCO ₂ e Percentage Change from Baseline Year: 4.84% Scope 3: 1,457,213 tCO ₂ e Percentage Change from Baseline Year: 9.76%	Scope 1 & 2 (<i>Market-based</i>): 8,614 tCO ₂ e Percentage Change from Baseline Year: 5.88% Scope 3: 984,494 tCO ₂ e Percentage Change from Baseline Year: -34.87%	Scope 1 & 2 (<i>Market-based</i>): 8,293 tCO ₂ e Percentage Change from Baseline Year: 1.93% Scope 3: 1,074,724 tCO ₂ e Percentage Change from Baseline Year: -45.38%	Scope 1 & 2 (<i>Market-based</i>): 9,109 tCO ₂ e Percentage Change from Baseline Year: 11.96% Scope 3: 1,083,955 tCO ₂ e Percentage Change from Baseline Year: -54.52%	In progress - Target achievable	2030
100% renewable energy in owned and operated facilities	Continue to increase our year-over-year solar usage at our US locations ongoing monitoring of energy usage at our retail stores, US headquarter, and main US distribution center	Corporate headquarter LED conversion completed: 100% LED lighting installed Hong Kong Office in 90% percentile for energy efficiency Continued to track usage among US retail stores and US company office locations generally remaining consistent	Corporate headquarter is 100% renewable as of October 2021 (<i>combination Solar and Goleta Green Grid</i>) Continued to track usage among US retail stores and majority of corporate office locations	Corporate headquarter continues to be 100% renewable as of October 2021 (<i>combination Solar and Goleta Green Grid</i>) Continued to track usage among US retail stores and majority of corporate office locations and distribution centers	Corporate headquarter continues to be 100% renewable as of October 2021 (<i>combination Solar and Goleta Green Grid</i>) Continued to track usage among US retail stores, corporate office locations and distribution centers	Corporate headquarter continues to be 100% renewable as of October 2021 (<i>combination Solar and Goleta Green Grid</i>) Continued to track usage among US retail stores, corporate office locations and distribution centers	Corporate headquarter continues to be 100% renewable as of October 2021 (<i>combination Solar and Goleta Green Grid</i>) Continued to track usage among global retail stores, corporate office locations and distribution centers	Target Achieved - FY21 and beyond target is to continue to monitor	2021
100% of Tier 1 factory partners to reduce their non-renewable energy consumption by 15% per unit *Target revised in FY25 due to improved data availability	Monitored energy consumption among 13 Tier 1 supply chain partners and adopted target to reduce energy consumption by 10%	Monitored energy consumption among 14 Tier 1 supply chain partners Data improvement needed to accurately report progress	Monitored energy consumption among 14 Tier 1 supply chain partners Data improvement needed to accurately report progress	Monitored energy consumption among 15 Tier 1 supply chain partners Data improvement needed to accurately report progress	Monitored energy consumption among 17 Tier 1 supply chain partners Became SAC members and intend to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Monitored energy consumption among 17 Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module (<i>FEM</i>) for improved data	Monitored energy consumption among all Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module (<i>FEM</i>) for improved data	In progress - Target achievable	2030



Summary of Deckers' Climate and Clean Energy Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS CLIMATE AND CLEAN ENERGY

Reduce energy consumption and carbon emissions throughout our operations *(This target advances the United Nations Global Compact SDG numbers 7, 12, and 13)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Of monitored Tier 2 suppliers, reduce consumption by 5%	Monitored energy consumption among 6 Tier 2 bottom suppliers and 6 tanneries	Monitored energy consumption among 8 Tier 2 bottom suppliers and 9 tanneries	Monitored energy consumption among 8 Tier 2 bottom suppliers and 8 tanneries	Monitored energy consumption among 7 Tier 2 bottom suppliers and 8 tanneries	Monitored energy consumption among 7 Tier 2 bottom suppliers and 8 tanneries	Monitored energy consumption among 10 Tier 2 tanneries utilizing the FEM tool	Monitored energy consumption among 11 Tier 2 tanneries utilizing the FEM tool	In progress - Target achievable	2030
		Data improvement needed to accurately report progress	Data improvement needed to accurately report progress	Data improvement needed to accurately report progress	Became SAC members and intend to solicit partners using the Worldly <i>(formally HIGG)</i> Facilities Environmental Module for improved data	Continued to be SAC members and solicited partners using the Worldly <i>(formally HIGG)</i> Facilities Environmental Module for improved data	Continued to be SAC members and solicited partners using the Worldly <i>(formally HIGG)</i> Facilities Environmental Module for improved data		
Increase awareness on Climate related issues	Environmental Policy adopted Filmed video series highlighting HQ/DC sustainability efforts	Earth Day employee contest conceptualized in FY20 with deployment in FY21 to encourage employees to live in a more environmentally mindful way	Continued Earth Day employee contest to encourage employees to live more sustainably	Continued Earth Day employee education bringing awareness to issues such as regenerative agriculture and climate change	Continued Earth Day employee education bringing awareness to issues such as regenerative agriculture, preferred materials, and our partnership with the Surfrider Foundation	Continued Earth Day employee education efforts bringing awareness to issues such as regenerative agriculture and our partnership with Land to Market	Continued Earth Day employee education efforts bringing awareness to issues such as our partnership with the Surfrider Foundation	On Track	2027
			Held first ever Plastic Free July employee contest to bring visibility to how much plastic is used daily, encouraging employees to go plastic free	Held second Plastic Free July campaign to bring visibility to plastic pollution - this included a co-hosted virtual webinar with the Surfrider Foundation	Held third Plastic Free July campaign to bring visibility to plastic pollution - employees were encouraged to clean up waterways	Held fourth Plastic Free July campaign to bring visibility to plastic pollution - employees were encouraged to clean up waterways	Held fifth Plastic Free July campaign to bring visibility to plastic pollution - employees were encouraged to clean up their local communities with their office run clubs		
Invest in Regenerative Farming	Target first conceptualized in FY21	Target first conceptualized in FY21	Invested in the regeneration of 200,000 acres of land in 2021, with a goal of 1 million acres within five years	Influenced over 200,000 acres of land with a goal of 1 million acres by 2025	Influenced approximately 300,000 acres of land <i>(as of March 2023)</i> and approximately 890,000 acres <i>(as of September 2023)</i> with a goal of 1 million acres by 2025	Influenced over 1,000,000 acres of land achieving our goal of 1 million acres by 2025	Influenced approximately 1,408,369 acres of land	Target Achieved	2026
Encourage employee utilization of alternative commute program to save over 50 tons of CO ₂ annually	Employees recorded and saved 71.07 tons of CO ₂ through alternative commute strategies	Employees recorded and saved 80.74 tons of CO ₂ through alternative commute strategies	Unable to track in FY21 as employees were not commuting into office <i>(remote work)</i>	Still in a hybrid work environment and not an accurate metric to track in FY22	Still in a hybrid work environment and not an accurate metric to track in FY23	Still in a hybrid work environment and not an accurate metric to track in FY24	Still in a hybrid work environment and not an accurate metric to track in FY25	In progress - target will need to be adjusted in FY25 to reflect hybrid work environment	2027

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



Water

OUR APPROACH

According to National Geographic, of all the water on Earth, more than 99% is unusable by humans - only about 0.3 percent of our freshwater is accessible to humans as surface water in lakes, rivers, and swamps. That number further drives us to do our part to find solutions and be creative with water usage to promote resiliency.

Our water strategy includes tracking and monitoring, reduction targets, and increased water recycling. In the future, we intend to support various water projects focused on providing reliable, ongoing water and sanitation services to our global communities.



WATER

Reduce water consumption and improve water quality throughout our operations and the communities in which we operate

Water (continued)

CORPORATE HEADQUARTERS WATER USAGE EFFORTS

We are committed to reducing our overall water usage. Our corporate headquarters utilizes low-flow fixtures - saving approximately 350,000 gallons of water each year. We have drought tolerant landscaping and collect rainwater that flows through a culvert system which is ultimately put back into the wetland restoration areas surrounding our corporate headquarters. We continue to track water usage at our corporate headquarters although we do not expect these numbers to reduce significantly due to the water reduction measures we have implemented to date.

CORPORATE HEADQUARTERS WATER USAGE (GALLONS)

CALENDAR YEAR	TOTAL (GALLONS)	CALENDAR YEAR	TOTAL (GALLONS)
2014	3,244,824	2020	3,974,872
2015	3,487,924	2021	3,350,292
2016	3,136,364	2022	2,826,692
2017	3,889,600	2023	1,829,608
2018	3,607,604	2024	3,177,504*
2019	3,505,876	*3,177,504.00 gallons is approximately 3.79 Megaliters. We attribute this increase due to more employees opting to return to the office and our ongoing on-site construction efforts.	

DISTRIBUTION CENTERS WATER USAGE EFFORTS

FISCAL YEAR	MORENO VALLEY DC (GALLONS)	INDIANA DC #1* (GALLONS)	INDIANA DC #2** (GALLONS)
FY23	6,916,756	224,190	N/A
FY24	6,193,440	14,817	2,876
FY25	6,098,444	1,491,420	1,477,740
*This facility was opened in FY22. **This facility was opened in FY24. Our first billing cycle was October 2023. Meaning data reported in FY24 was a partial year.			



Water (continued)

SUPPLY CHAIN WATER USAGE

In FY25, we undertook a comprehensive reevaluation of how we collect, assess, and set targets across our supply chain. This process strengthened the consistency of the information we use to guide our sustainability efforts. As part of this review, we also refined our approach to target setting, ensuring alignment with both our corporate climate goals and the realities of our global supply chain. Building on this enhanced foundation, we have established intensity based targets of our partners. Enabling us to better measure progress relative to production growth while driving continued improvement in resource efficiency and emissions reductions.

We will continue using Worldly (*formally HIGG*) Facilities Environmental Module (*FEM*) for our environmental data collection efforts among all our Tier 1 factory partners and strategic Tier 2 supplier partners. In the spirit of continuous improvement, we have set updated targets for our Tier 1 factory partners and will evaluate setting Tier 2 targets, for those monitored, in the future.

As the chart below illustrates, we expect each of our Tier 1 factory partners to reduce their non-recycled water usage by 15% per unit by 2030.

WATER USAGE PER UNIT - TIER 1 FACTORY PARTNERS			
FACTORY NUMBER	BASELINE NON-RECYCLED WATER USAGE (L/UNIT) - 2025	EXPECTED NON-RECYCLED WATER USAGE (L/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
1	6.8	6.6	2030
2	10.67	10.35	2030
3	0.01	0.01	2030
4	0.26	0.25	2030
5	5.17	5.01	2030
6	16.22	15.73	2030
7	25.04	24.29	2030
8	4.28	4.15	2030
9*	4.69	4.55	2030
10	1.26	1.22	2030
11	63.08	61.19	2030
12	0	0	2030

FACTORY NUMBER	BASELINE NON-RECYCLED WATER USAGE (L/UNIT) - 2025	EXPECTED NON-RECYCLED WATER USAGE (L/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
13	0	0	2030
14	0	0	2030
15	0	0	2030
16	14.34	13.91	2030
17*	1.83	1.77	2030
18	15.75	15.28	2030
19*	6.19	6	2030
20	10.71	10.38	2030
21	0.86	0.83	2030
22	3.22	3.12	2030
23	5.75	5.57	2030
24	14.17	13.75	2030
25	6.82	6.62	2030
26	10.4	10.08	2030
27*	14.47	14.03	2030
28	11.81	11.45	2030
29	61.55	59.71	2030
30	25.01	24.26	2030
31	17.55	17.03	2030
32*	26.46	25.66	2030
33	8.11	7.87	2030
34	29.26	28.38	2030
35	22.2	21.53	2030
36	0.53	0.52	2030
37	9.94	9.64	2030
38	20.18	19.57	2030
39	3.51	3.41	2030
*These T1 factory partners utilize recycled water as part of their water mix. The above data is collected on a calendar year and as such is reflective of calendar year 2024. Formula: Total Liters (l) of Non-Recycled Water Attributable to Deckers Used/units produced. While we have 42 T1 factory partners as of April 2025, 39 participate in our Worldly FEM outreach efforts at this time.			

Water (continued)

SUPPLY CHAIN WATER USAGE

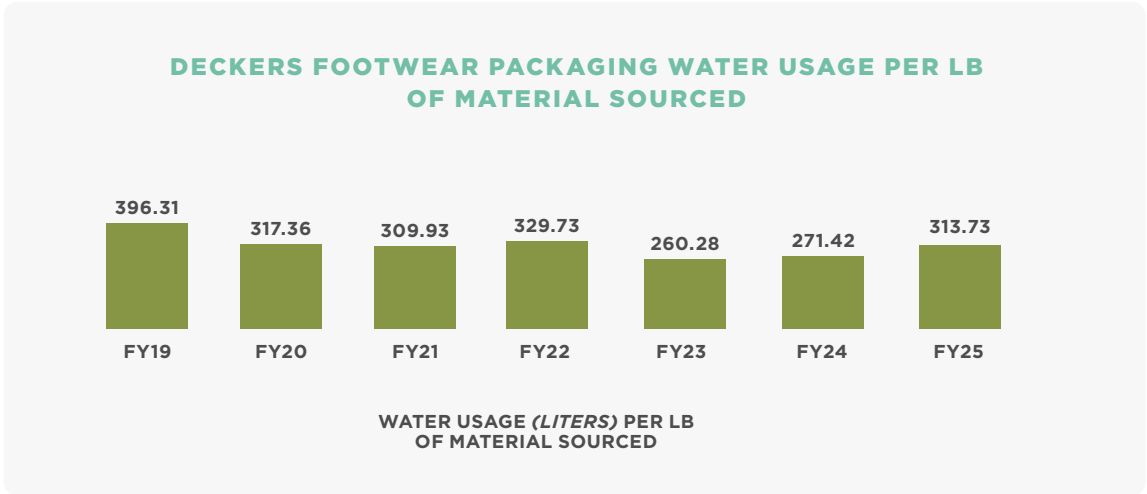
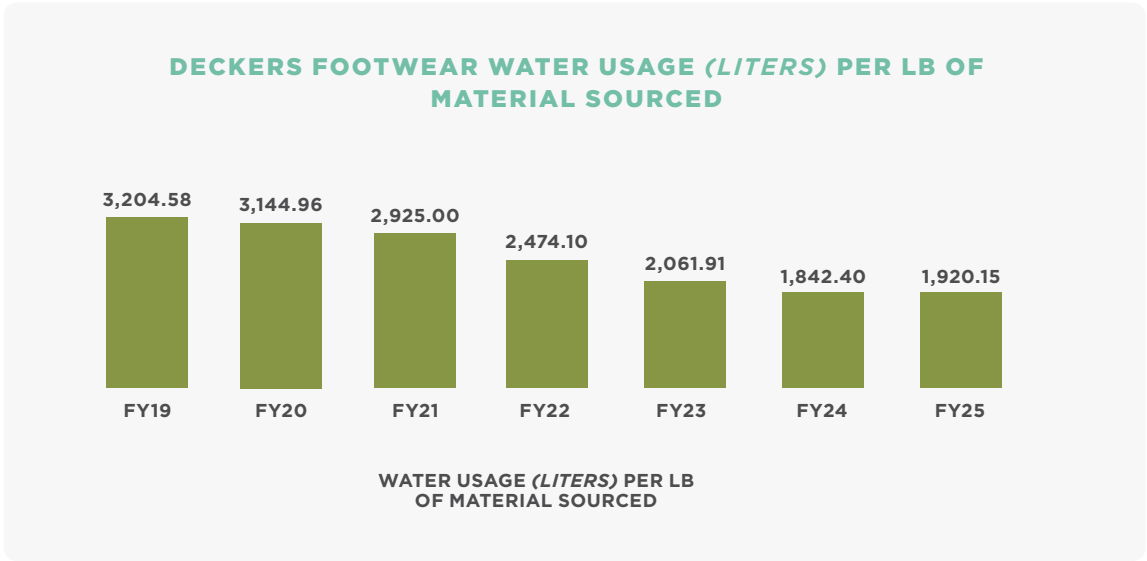
TOTAL WATER USAGE TIER 2 TANNERY		
TANNERY NUMBER	TOTAL WATER USAGE (LITERS)	TOTAL RECYCLED WATER USAGE (LITERS)
1	122,810,000	0
2*	79,489,000	8,515,000
3*	492,169,000	157,518,000
4*	267,153,000	66,008,000
5*	964,754,000	129,990,000
6*	557,329,000	3,635,000
7*	130,217,000	33,867,000
8*	3,718,561,000	301,265,000
9*	205,519,000	56,882,000
10	711,099,000	0
11	73,400,000	0
*These T2 Tanneries utilize recycled water as part of their water mix. The above data is reported on a calendar year. As such, it is reflective of 2024 calendar year.		





Water (continued)

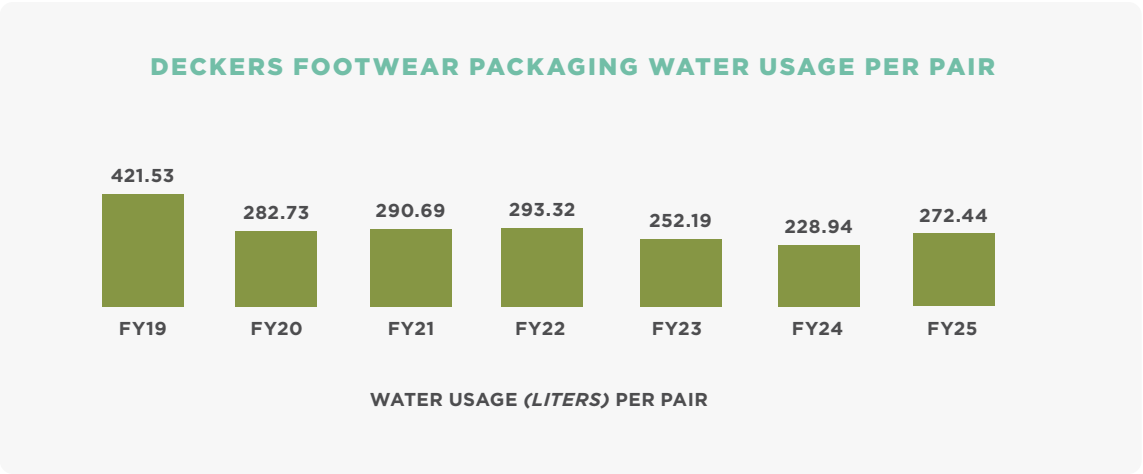
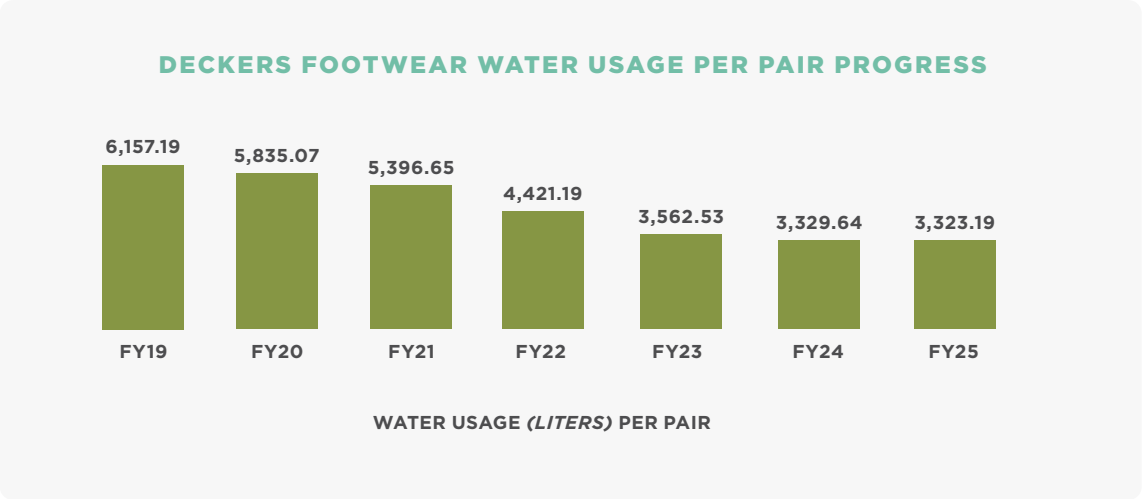
PRODUCT AND PACKAGING WATER METRICS





Water (continued)

PRODUCT AND PACKAGING WATER METRICS





Summary of Deckers' Water Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: WATER

Reduce water consumption and improve water quality throughout our operations and the communities in which we operate *(This target advances the United Nations Global Compact SDG number 6)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Ensure best in class water mitigation efforts at corporate headquarters location	Low flow fixtures that save 350,000 gallons of water each year								
	Filmed video series highlighting headquarters and distribution center waste mitigation efforts	Target maintained	Target maintained	Target maintained	Target maintained	Target Maintained	Target maintained	Target Maintained	2020
	Drought tolerant landscaping and use of culvert system where rainfall is collected and put into the wetland restoration area that surrounds our campus								
Headquarters Water Consumption Monitoring	Water HQ <i>(units in gallons)</i> CY18 - 3,607,604	Water HQ <i>(units in gallons)</i> CY19 - 3,505,876	Water HQ <i>(units in gallons)</i> CY20 - 3,974,872	Water HQ <i>(units in gallons)</i> CY21 - 3,350,292	Water HQ <i>(units in gallons)</i> CY22 - 2,826,692	Water HQ <i>(units in gallons)</i> CY23 - 1,829,608	Water HQ <i>(units in gallons)</i> CY24 - 3,177,504	Monitoring Target	2030
100% of Tier 1 factory partners to reduce their non-recycled water usage by 15% per unit *Target revised in FY25 due to improved data availability	5.40% reduction in water usage at Tier 1 level achieved	4.00% reduction in water usage at the Tier 1 level achieved Tier 2 baseline set and target to reduce water usage at Tier 2 level adopted	Monitored water reduction among 14 Tier 1 factory partners	Monitored water reduction among 15 Tier 1 partners	Monitored water reduction among 17 Tier 1 partners Became SAC members and intend to solicit partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	Monitored water reduction among 17 Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	Monitored water reduction among all Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	In progress - Target achievable	2030
Increase number of Tier 2 suppliers participating in our water reduction monitoring	Target first conceptualized FY20	Tier 2 baseline set and target to reduce water usage at Tier 2 level adopted	Monitored water reduction among 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries	Monitored water reduction among 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries	Monitored water reduction among 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Became SAC members and intend to solicit partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	Monitored water reduction among 10 Tier 2 tanneries utilizing the FEM tool Continued to be SAC members and solicited partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	Monitored water reduction among 11 Tier 2 tanneries utilizing the FEM tool Continued to be SAC members and solicited partners using the HIGG <i>(now Worldly)</i> Facilities Environmental Module for improved data	In progress - Target achievable	2027



Summary of Deckers' Water Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: WATER

Reduce water consumption and improve water quality throughout our operations and the communities in which we operate *(This target advances the United Nations Global Compact SDG number 6)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Baseline apparel, accessories, and home goods water usage at the finished material creation level and set reduction targets	Target first conceptualized FY21	Target first conceptualized FY21	Baseline Year Complete - Targets conceptualized and will be communicated in FY22	Work in progress. Baseline shall be FY23	Monitored and will consider target setting on key carryover styles in FY25	Monitored and will consider target setting on key carryover styles in FY25	Open item - due to other priorities - consider adopting targets as data stabilizes	On Track	2022
Reduce or maintain (+/- 2%) water usage per pair among all packaging materials in our footwear	Baseline established	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY20 water usage per pair: UGG: -39.62% HOKA: +0.85% Teva: -29.06% Sanuk:-41.80% Koolaburra: Did Not Record	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY21 water usage per pair: UGG: -50.84% HOKA: -0.44% Teva: -35.23% Sanuk:-31.18% Koolaburra: FY21 Baseline Year	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY22 water usage per pair: UGG: -54.82% HOKA: +0.79% Teva: -36.04% Sanuk:-29.96% Koolaburra: +1.84%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY23 water usage per pair: Compass EF Method 2020: UGG: -46.30% HOKA: +3.65% (Missed) Teva: -20.01% Sanuk:-23.14% Koolaburra: -19.27% Compass EF Method 2022: UGG: -49.24% HOKA: -43.64% Teva: -11.26% Sanuk:-22.50% Koolaburra: -25.74%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY24 water usage per pair: UGG: -56.42% HOKA: -21.39% Teva: -2.68% Sanuk:-24.87% Koolaburra: -27.70%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY25 water usage per pair: UGG: -56.45% HOKA: -26.30% Teva: -3.20% Koolaburra: -25.28%	Monitoring Target	2030
Host an annual beach cleanup in one of the communities in which we operate	Target set and communicated	APAC team hosted a beach cleanup in Vietnam during supplier summit	Shifted APAC volunteer efforts in FY21 to COVID relief efforts. Plan to conduct an annual beach cleanup in FY22	Offices around the globe hosted beach clean ups <i>(US and APAC)</i>	Offices around the globe hosted beach clean ups <i>(US and APAC)</i>	Offices around the globe hosted beach clean ups	Offices around the globe hosted beach clean ups	Target Maintained	2027
Support at least one water program a year focused on providing reliable, ongoing water and sanitation service and support to our global communities	Target first conceptualized FY21	Target first conceptualized FY21	Target Conceptualized	Open item - considering by 2025	Open item - considering by 2025	Open item - considering by 2025	Open item - due to other priorities - pushing target to be considered by 2026	On Track	2030

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



Waste

OUR APPROACH

A majority of Earth’s resources are finite. The take-make-waste linear system no longer works in today’s world as it assumes we will always have resources to ‘make’. We look at waste holistically: studying waste generation, waste diversion, end-of-life, and manufacturing/post-industrial waste.

Each year millions of tons of plastic makes its way into the ocean. Ten distinct rivers, located in Asia and Africa, are thought to carry the vast majority of trash that is eventually found in our oceans. We primarily manufacture in Asia and are committed to doing our part to engage our global partners in proper waste management. We monitor waste generation and waste diversion among certain supply chain partners and organize annual beach cleanups around the globe including in Asia.

At our corporate headquarters, we continue to take meaningful steps to reduce our environmental footprint by targeting waste. We have eliminated most single-use plastics and are actively partnering with our local waste management provider to capture more robust and accurate data on both our waste generation and recycling efforts. These actions strengthen our ability to track progress overtime and reinforce our commitment to responsible resource management and continuous improvement.



WASTE

Sustainably reduce waste generation at our facilities and partner facilities through prevention, reduction, recycling, and reuse

Waste (continued)

DECKERS WASTE MITIGATION EFFORTS

CORPORATE HEADQUARTERS WASTE MITIGATION EFFORTS

Our corporate headquarters is part of a larger business park and, as such, our trash and recycling collection is consolidated with the waste from other businesses in the area. Historically, our trash collection service provider was unable to segregate our waste and weigh it for appropriate reporting. However, we are pleased to share that beginning next fiscal year, we will be able to provide more accurate waste data for our corporate headquarters. This improvement comes through a new agreement with our local waste management company to weigh one trash bin and one recycling bin, and then apply those measurements across the total number of bins. We are excited for this update and look forward to report more holistic waste data in FY26.

Single Use Plastics

According to the Washington Post, by 2050 there will be more plastic in the ocean than fish and 40% of plastic produced is packaging used just once and then discarded. Our hope is to contribute to the reduction of this statistic by properly managing and optimizing our waste generation.

Our corporate headquarters remains free of most single-use plastics (*the only exception is packaged snacks in our vending machines*). Water stations are located throughout and we encourage all employees to use reusable glassware. Our Vietnam, Guangzhou, Hong Kong, Shanghai and Japan offices all participate in our plastic waste reduction program and encourage employees to use their reusable water bottles.

We’re committed to fostering the well-being of people, the planet, and the communities in which we operate. Each year employees around the globe participate in Plastic Free July®, this year employees were encouraged to organize a waterway clean-up of their own. We were thrilled to see so many of our employees clean up lakes, beaches, and rivers in their local communities.



Waste (continued)

PLASTIC REDUCTION EFFORTS



ELIMINATING SINGLE USE PLASTIC

In Fiscal Year 2020, Deckers eliminated most single-use plastic at our corporate headquarters and retail stores.

PLASTIC FREE ZONE

FIRST PLASTIC FREE JULY

During Fiscal Year 2021, Deckers celebrated its first ever Plastic Free July to give our employees resources to reduce their single-use plastic.



REUSABLE WATER BOTTLES

During Fiscal Year 2021, employees at our corporate headquarters were gifted a reusable water bottle.



UNIFI'S REPREEVE® CHAMPIONS OF SUSTAINABILITY WINNER

Deckers has been recognized as part of the Champions of Sustainability, who keep plastic bottles out of the waste stream by using REPREEVE® recycled fiber.



TEVA ORIGINAL UNIVERSAL RELOOP

The Original Universal ReLoop was designed with straps made from 100% post-consumer and post-industrial textile waste and recycled plastic bottles.



POST-INDUSTRIAL POLYESTER

To date, Deckers has diverted over 1.07 billion plastic bottles and utilized 4.29 million lbs of post-industrial polyester fabric scrap in our products.



UNIFI REPREEVE®

Through our use of REPREEVE® recycled fiber, Deckers has recycled approximately 186 million plastic bottles to date.



ZERO WASTE FACILITIES

This year, all three Deckers distribution centers became Zero Waste gold certified facilities.



SURFRIDER FOUNDATION

Deckers has partnered with the Surfrider Foundation to organize and partake in beach clean ups.

Waste (continued)

DECKERS WASTE MITIGATION EFFORTS

DISTRIBUTION CENTERS WASTE MITIGATION EFFORTS

Our Moreno Valley and Mooresville Indiana Distribution Centers are state-of-the-art facilities but, due to their size, they do have a substantial footprint. Facilities of this size are significant waste generators, but we are thrilled that each divert over 90% of their total waste from landfills. Each facility has four types of waste bins: compost, landfill, and two different types of recycling, to assist with the proper disposal and reduce contamination. Additionally, sanitation personnel are trained on how to properly dispose of waste. In FY25, we are proud to announce that our DCs located in Moreno Valley, California, and Mooresville, Indiana, are Zero-Waste Gold Certified facilities.

MORENO VALLEY DISTRIBUTION CENTER		
	TOTAL (TONS)	MORENO VALLEY % SPLIT
FY20 TOTAL LANDFILL	130	4%
FY20 TOTAL DIVERTED FROM LANDFILL	2,768	96%
FY21 TOTAL LANDFILL	241	7%
FY21 TOTAL TOTAL DIVERTED FROM LANDFILL	3,228	93%
FY22 TOTAL LANDFILL	199	5%
FY22 TOTAL TOTAL DIVERTED FROM LANDFILL	3,555	95%
FY23 TOTAL LANDFILL	209	5%
FY23 TOTAL TOTAL DIVERTED FROM LANDFILL	4,559	95%
FY24 TOTAL LANDFILL	2	0.02%
FY24 TOTAL TOTAL DIVERTED FROM LANDFILL	7,421	99.98%
FY25 TOTAL LANDFILL	203	7.39%
FY25 TOTAL TOTAL DIVERTED FROM LANDFILL	2,543	92.61%

INDIANA DISTRIBUTION CENTER #1*		
	TOTAL (TONS)	MORENO VALLEY % SPLIT
FY25 TOTAL LANDFILL	36	5%
FY25 TOTAL TOTAL DIVERTED FROM LANDFILL	690	95%

INDIANA DISTRIBUTION CENTER #2*		
	TOTAL (TONS)	MORENO VALLEY % SPLIT
FY25 TOTAL LANDFILL	75	5%
FY25 TOTAL TOTAL DIVERTED FROM LANDFILL	1,426	95%



SUPPLY CHAIN WASTE GENERATION EFFORTS

MONITORED VS. LCA OUTREACH WASTE GENERATION

In FY25, we utilized the Worldly (*formally HIGG*) Facilities Environmental Module (*FEM*) for our environmental data collection efforts among our Tier 1 footwear partners and our Tier 2 tannery partners. Our Tier 2 supplier partners continue to be monitored through our biannual LCA outreach.

Waste (continued)

SUPPLY CHAIN WASTE GENERATION EFFORTS

TIER 1 FOOTWEAR FACTORY PARTNERS AND TIER 2 TANNERY PARTNERS TOTAL WASTE CONSUMPTION

In FY25, we undertook a comprehensive reevaluation of how we collect, assess, and set targets across our supply chain. This process strengthened the consistency of the information we use to guide our sustainability efforts. As part of this review, we also refined our approach to target setting, ensuring alignment with both our corporate climate goals and the realities of our global supply chain. Building on this enhanced foundation, we have established intensity based targets of our partners. Enabling us to better measure progress relative to production growth while driving continued improvement in resource efficiency and emissions reductions.

We will continue using Worldly (*formally HIGG*) Facilities Environmental Module (*FEM*) for our environmental data collection efforts among all our Tier 1 factory partners and strategic Tier 2 supplier partners. In the spirit of continuous improvement, we have set updated targets for our Tier 1 factory partners and will evaluate setting Tier 2 targets, for those monitored, in the future.

As the chart below illustrates, we expect each of our Tier 1 factory partners to reduce their waste generation intensity by 20% per unit by 2030.

WASTE GENERATION PER UNIT - TIER 1 FACTORY PARTNERS			
FACTORY NUMBER	BASELINE WASTE GENERATION (KG/UNIT) - 2025	EXPECTED WASTE GENERATION (KG/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
1	0.0239	0.0229	2030
2	0.0238	0.0229	2030
3	0.0203	0.0195	2030
4	0.003	0.0029	2030
5	0.0184	0.0177	2030
6	0.0497	0.0477	2030
7	0.0356	0.0342	2030
8	0.0442	0.0424	2030
9	0.3263	0.3133	2030
10	0.0047	0.0045	2030
11	0.001	0.001	2030
12	0	0	2030

FACTORY NUMBER	BASELINE WASTE GENERATION (KG/UNIT) - 2025	EXPECTED WASTE GENERATION (KG/UNIT) - 2026	DEADLINE (CALENDAR YEAR)
13	0	0	2030
14	0	0	2030
15	0	0	2030
16	0.147	0.1411	2030
17	0.0704	0.0676	2030
18	0.019	0.0182	2030
19	0.3367	0.3232	2030
20	0.3253	0.3123	2030
21	0.0586	0.0562	2030
22	1.8802	1.8049	2030
23	0.0449	0.0431	2030
24	0.2375	0.228	2030
25	0.0829	0.0796	2030
26	0.1686	0.1619	2030
27	0.2704	0.2595	2030
28	0.2197	0.2109	2030
29	0.2175	0.2088	2030
30	0.1162	0.1116	2030
31	0.4622	0.4437	2030
32	0.3106	0.2981	2030
33	0.0565	0.0542	2030
34	0.1704	0.1636	2030
35	0.0051	0.0049	2030
36	0	0	2030
37	0.106	0.1017	2030
38	0.1009	0.0969	2030
39	0.0282	0.0271	2030
*The above data is reported on a calendar year. As such, it is reflective of 2024 calendar year. Formula: Total Kilograms (kg) of Waste Attributable to Deckers Generated/units produced. While we have 42 T1 factory partners as of April 2025, 39 participate in our Worldly FEM outreach efforts at this time.			



Waste (continued)

SUPPLY CHAIN WASTE GENERATION EFFORTS

TIER 1 FOOTWEAR FACTORY PARTNERS AND TIER 2 TANNERY PARTNERS TOTAL WASTE CONSUMPTION

TOTAL WASTE GENERATION - TIER 2 TANNERY	
TANNERY NUMBER	TOTAL WASTE (KG)
1	1,599,187
2	1,792,883
3	20,702,228
4	3,890,154
5	10,193,111
6	4,718,797
7	1,389,708
8	20,082,557
9	5,457,678
10	590,399
11	290,081
<i>*The above data is reported on a calendar year. As such, it is reflective of 2024 calendar year. The chart shows total waste attributable to Deckers production. Environmental data not reported this year either because they are new factories or because they have low production volumes at this time.</i>	

Waste (continued)

LCA SUPPLY CHAIN WASTE GENERATION STUDY

FY25 DECKERS FOOTWEAR WASTE PRODUCTION			
MATERIAL TYPE	PRODUCT MATERIAL %	TIER 1 LOSS IN PRODUCTION + DEFECTS	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	92.53%	0.58%	6.89%
COMPONENTS	91.57%	0.98%	7.45%
LEATHER	89.00%	11.00%	0.00%
MIDSOLE	87.81%	0.01%	12.18%
OUTSOLE	88.21%	0.01%	11.78%
PACKAGING	96.28%	0.48%	3.24%
SHEEPSKIN	88.03%	11.97%	0.00%
SYNTHETIC	95.89%	1.69%	2.41%
TEXTILE	93.05%	2.47%	4.48%
Definitions: Product Material %: percentage of the product that consumer receives. Tier 1 Loss in Production + Defects %: waste produced during the assembly process of our footwear. Loss in production being waste produced to create final construction pieces (e.g. midsoles, vamp textile, outsole, lining) and defect % is of those final construction pieces what percentage was defective. Tier 2 Loss in Production %: percentage of waste produced for all finished materials we source to be used during the assembly process. Tier 2 Defects %: percentage defective finished materials sourced from Tier 2 supplier partners.			





Waste (continued)

PRODUCT DESTRUCTION

In line with the Ecodesign for Sustainable Products Regulation (*ESPR*), we recognize that the destruction of products represents both an environmental and social impact, as it generates unnecessary waste, lost resources, and potential reputational concerns. While product destruction is sometimes unavoidable due to safety, compliance, or quality control requirements, we consider it an absolute last resort.

Our Product & Materials Destruction Policy outlines our commitment to prioritize prevention, reuse, repair, and donation.

We continue to engage with internal teams and external partners to identify pathways that minimize product waste, enhance transparency, and foster more sustainable end-of-life solutions.

The following chart provides an overview of the volume of products destroyed during the reporting period. This disclosure reflects our commitment to transparency, accountability, and continuous improvement in managing product end-of-life responsibly.

FISCAL YEAR	STATE AND COUNTRY OF DESTRUCTION	PRODUCT CATEGORY	REASON FOR DESTRUCTION	QUANTITY OF DESTROYED UNITS (<i>SINGLES</i>)	QUANTITY OF DESTROYED UNITS (<i>PAIRS</i>)	QUANTITY OF DESTROYED UNITS (<i>A&A</i>)	WEIGHT OF PRODUCTS DISCARDED (<i>LBS</i>)	METHOD OF DESTRUCTION
FY25	Ontario, Canada	Footwear	Damage beyond repair	N/A	286	N/A	243.1	Incineration with Energy Recovery
FY25	Indiana, US	Footwear	Damage beyond repair	N/A	62	N/A	N/A	Incineration with Energy Recovery
FY25	Indiana, US	Footwear	Damage beyond repair	8	N/A	N/A	N/A	Incineration with Energy Recovery
FY25	Indiana, US	A&A	Damage beyond repair	N/A	N/A	3	N/A	Incineration with Energy Recovery
FY25	California, US	Footwear	Damage beyond repair	N/A	N/A	N/A	2,649	Incineration with Energy Recovery



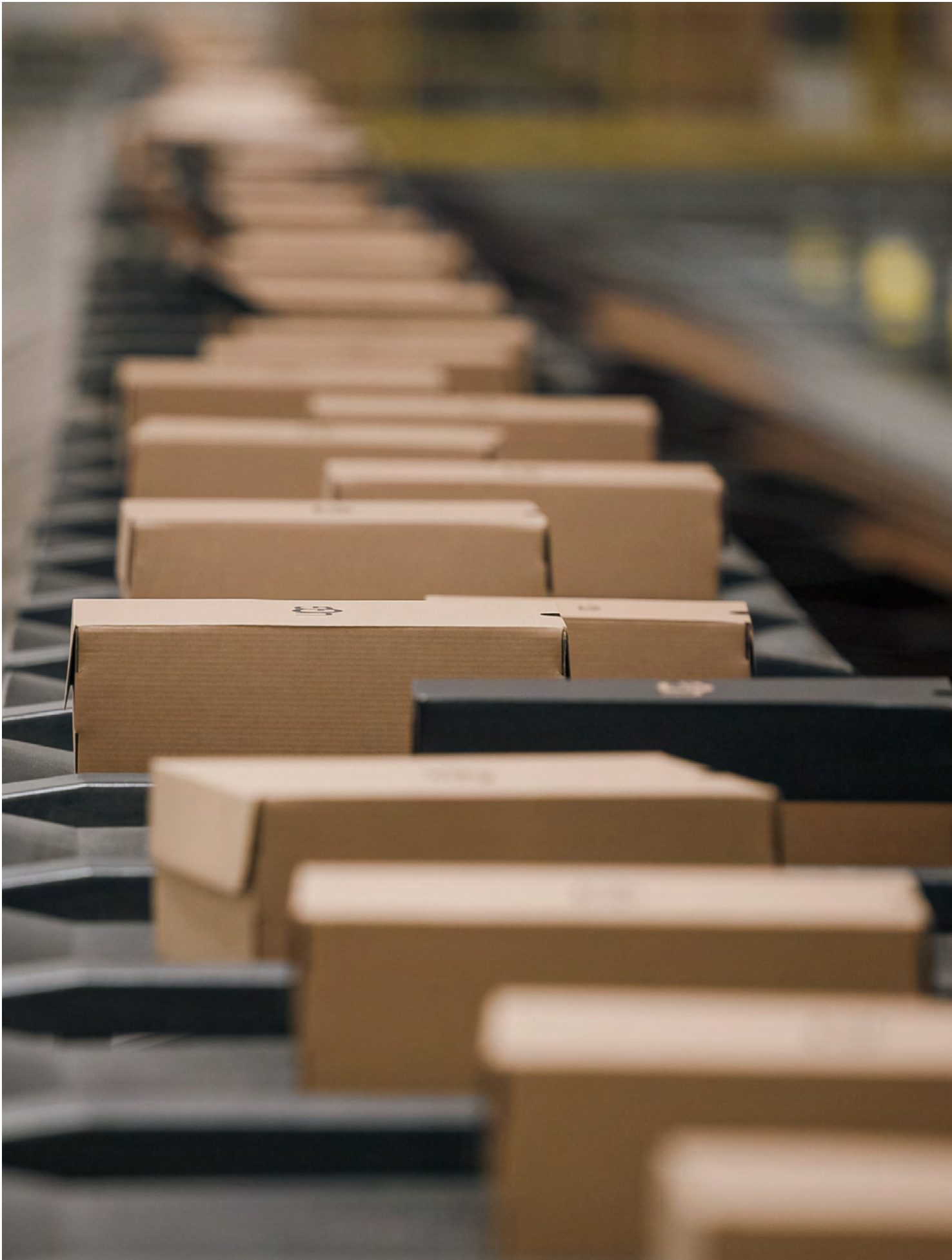
Summary of Deckers' Waste Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS WASTE

Sustainably reduce waste generated at our facilities and partner facilities through refuse, reduction, recycling, and reuse (*This target advances the United Nations Global Compact SDG numbers 7, 12, and 13*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce waste generation among employees and brand teams at our corporate headquarters	Eliminated paper cups and compostable utensils at corporate headquarters	Eliminated most single use plastic at corporate headquarters and retail stores	Maintained corporate headquarters single-use plastic elimination	Maintained corporate headquarters single-use plastic elimination	Maintained corporate headquarters single-use plastic elimination	Maintained corporate headquarters single-use plastic elimination	Maintained corporate headquarters single-use plastic elimination	On Track	2027
	Digitization of product creation to reduce product sample creation and waste	Teva team saw a 50% reduction in product sample creation through use of digitization technology	Corporate headquarters closed FY21 as employees worked from home	Hybrid work environment meant many employees did not return to our corporate headquarters in FY22 as many employees continued to worked from home	Continued hybrid work environment	Continued hybrid work environment	Continued hybrid work environment		
	Launched Sanuk virtual brand conference	All brands holding virtual brand conferences in FY21	APAC offices eliminated 17,964 plastic bottles and worked with 7 supply chain partners to eliminate 51,335 plastic bottles	APAC offices continued working with our supply chain partners to work towards the elimination of plastic water bottles	Held multiple employee sample sales throughout the year	Held multiple employee sample sales throughout the year	Held multiple employee sample sales throughout the year		
	Filmed video series highlighting headquarters and distribution center waste mitigation efforts		Continued utilization of 3D technology product renderings and samples	Continued utilization of 3D technology product renderings and samples	Continued utilization of 3D technology product renderings and samples	Continued utilization of 3D technology product renderings and samples	Continued utilization of 3D technology product renderings and samples		
100% of Tier 1 factory partners to reduce their waste generation intensity by 20% per unit *Target revised in FY25 due to improved data availability	Monitored waste generation among 13 Tier 1 factory partners	Monitored waste generation among 14 Tier 1 factory partners	Monitored waste generation among 14 Tier 1 factory partners Unfortunately saw increases per pair at all levels	Monitored waste generation among 15 Tier 1 factory partners Unfortunately saw an increase in waste generation at Tier 1 footwear factories	Monitored waste generation among 17 Tier 1 factory partners Unfortunately saw an increase in waste generation among all those monitored Became SAC members and intend to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Monitored waste generation among 17 Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Monitored waste generation among all Tier 1 factory partners utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	In progress - Target achievable	2030
Increase number of Tier 2 suppliers participating in our waste generation monitoring	Monitored waste generation among 8 Tier 2 bottom suppliers and 6 Tier 2 tanneries	Monitored waste generation among 8 Tier 2 bottom suppliers and 9 Tier 2 tanneries	Monitored waste generation among 8 Tier 2 bottom suppliers and 9 Tier 2 tanneries Unfortunately saw increases per pair at all levels	Monitored waste generation among 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Saw a decrease in Tier 2 bottom suppliers and Tier 2 tanneries	Monitored waste generation among 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Became SAC members and intend to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Monitored waste generation among 10 Tier 2 tanneries utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Monitored waste generation among 11 Tier 2 tanneries utilizing the FEM tool Continued to be SAC members and solicited partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	In progress - Target achievable	2027
Moreno Valley and Mooresville Indiana Distribution Center Locations to be zero-waste certified facilities	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Certification underway	Our DCs located in Moreno Valley, California, and Mooresville, Indiana, are Zero Waste Gold Certified facilities	Target Achieved - FY25 and beyond target is to maintain	2025

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



Waste (continued)

SUPPLY CHAIN WASTE DIVERSION

WASTE DIVERSION

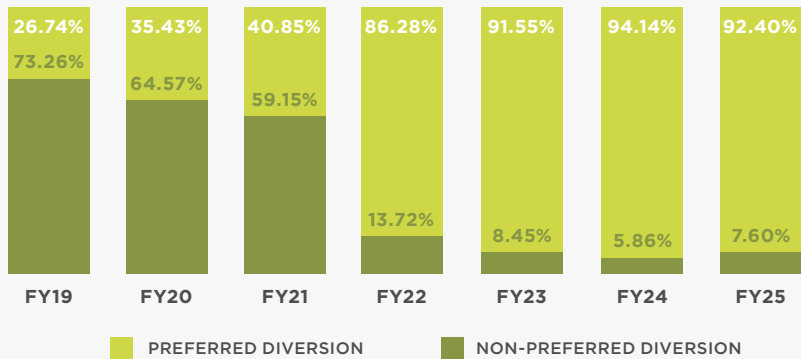
We track the amount of waste generated by our supply chain partners and how that waste is diverted, with the goal of increasing the use of preferred diversion methods. Diversion pathways include closed-loop recycling, post-industrial recycling, composting, incineration with energy recovery, incineration without energy recovery, and landfill. Among these, we prioritize closed-loop recycling and post-industrial recycling. Closed-loop recycling involves reusing waste within a partner’s own operations, while post-industrial recycling refers to waste sent to third-party recyclers for upcycling and/or recycling.

In FY25, we collected Tier 1 factory partners waste data through the Worldly (*formally HIGG*) Facilities Environmental Module (*FEM*). While the tool does not currently capture diversion methods, we are actively collaborating with Worldly and remain optimistic that future reporting will include this data. For FY25, we are reporting only on Tier 2 supplier partners waste diversion in this Creating Change report.

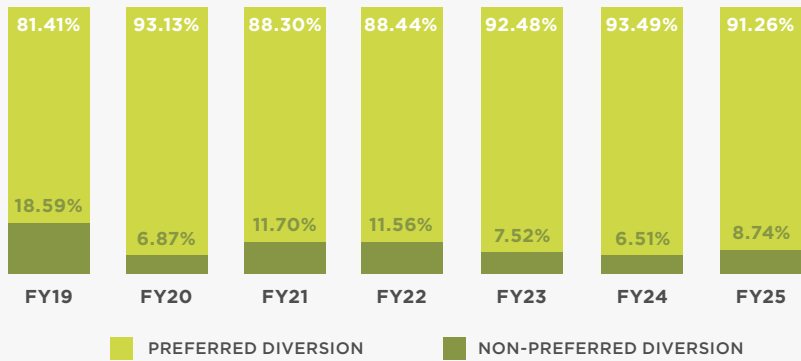
Waste (continued)

DECKERS FY25 TIER 2 SUPPLIER PARTNERS WASTE DIVERSION

DECKERS FOOTWEAR PREFERRED WASTE DIVERSION PROGRESS

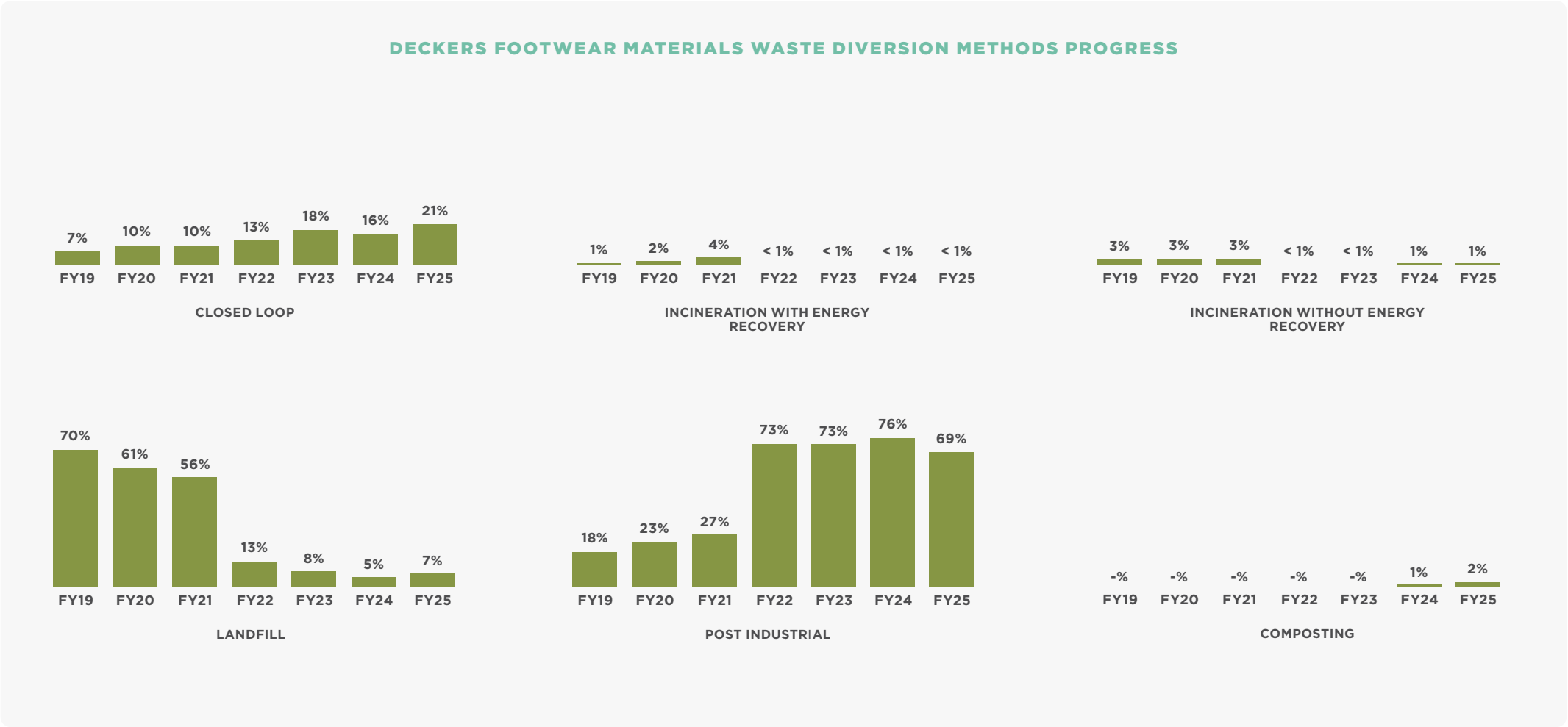


DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED WASTE DIVERSION METHODS PROGRESS



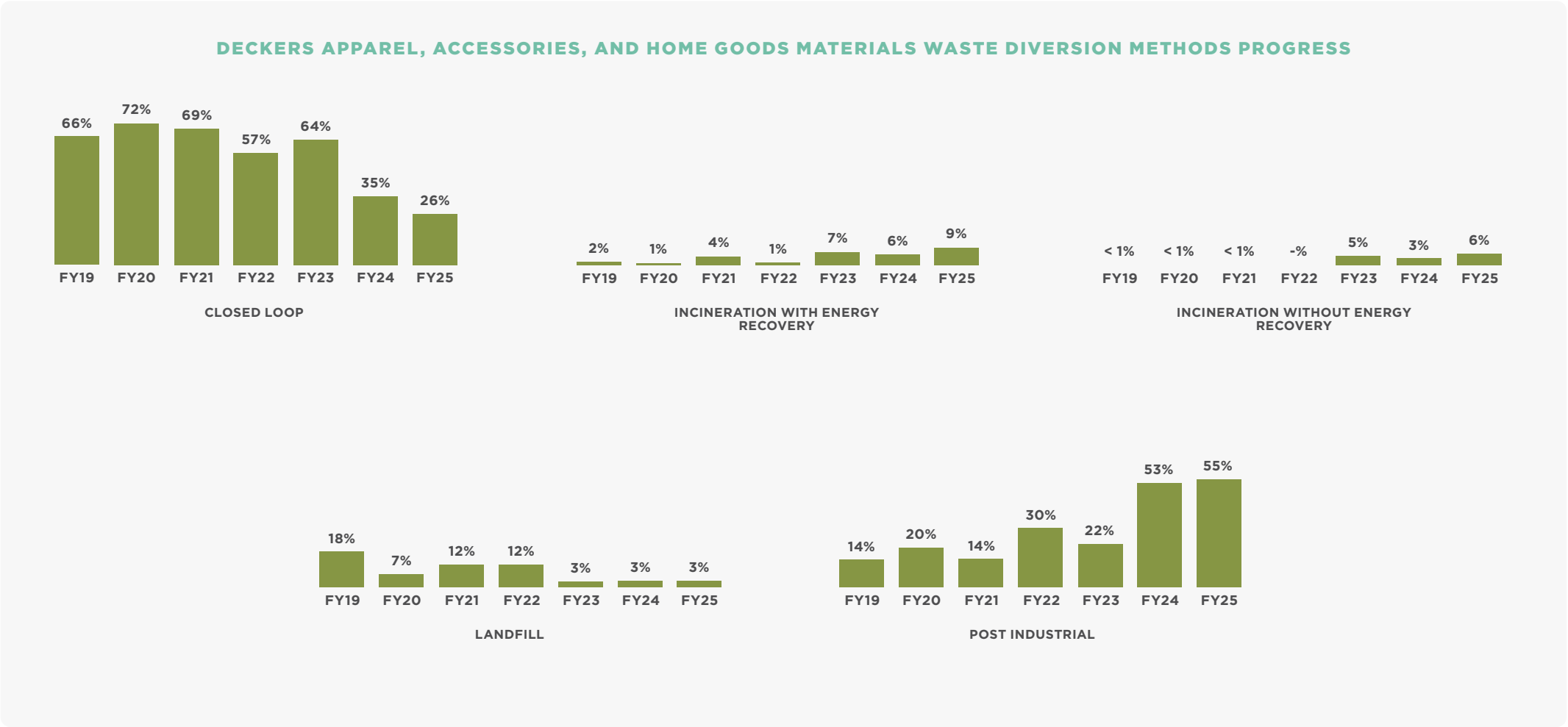
Waste (continued)

DECKERS FY25 TIER 2 SUPPLIER PARTNERS WASTE DIVERSION



Waste (continued)

DECKERS FY25 TIER 2 SUPPLIER PARTNERS WASTE DIVERSION





Waste (continued)

THE RECYCLABILITY OF OUR PACKAGING

At Deckers, we recognize that nearly all packaging ultimately becomes waste. The reality is most packaging can be assumed to be discarded in the same year the products they contain are purchased. In addition, there is no national law in the United States that mandates recycling, which unfortunately leaves state and local governments to introduce their own recycling requirements.

According to the [EPA](#), containers and packaging make up a major portion of municipal solid waste and plastics are a rapidly growing segment of municipal solid waste (*MSW*). EPA defines containers and packaging as products that are assumed to be discarded the same year the products they contain are purchased. Containers and packaging make up a major portion of MSW, amounting to 82.2 million tons of generation in 2018 (*28.1 percent of total generation*).

With this in mind, we measure the recyclability of our packaging (*availability to be recycled*) against U.S. EPA standards. Our goal is for all Deckers brands to achieve at least 80% recyclability, meaning 80% of packaging materials used could be recycled. We remain committed to tracking and improving our progress in this area.



DECKERS FOOTWEAR PACKAGING AVAILABLE TO RECYCLE

FY19	72.47%
FY20	74.19%
FY21	75.56%
FY22	74.74%
FY23	74.39%
FY24	72.50%
FY25	62.22%



Summary of Deckers' Waste Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS WASTE

Sustainably reduce waste generated at our facilities and partner facilities through refuse, reduction, recycling, and reuse (*This target advances the United Nations Global Compact SDG numbers 7, 12, and 13*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Increase the number of monitored Tier 1 and Tier 2 partners year over year and set waste diversion targets	Monitored 13 Tier 1 supply chain partners' waste and set initial waste diversion rate targets of 30%	Monitored 14 Tier 1 supply chain partners waste and saw a 27.44% waste diversion rate with a goal to increase this diversion rate by 10% in FY21	Monitored 14 Tier 1 supply chain partners waste and saw a 34% waste diversion rate with a goal to increase this diversion rate by 10% in FY22 All Tier 2 supply chain partners waste diversion included as part of our LCA outreach	Monitored 15 Tier 1 supply chain partners waste and saw a 23.09% waste diversion rate with a goal to increase this diversion rate by 10% in FY23 All Tier 2 supply chain partners waste diversion included as part of our LCA outreach	Monitored 17 Tier 1 supply chain partners waste and saw a 22.87% waste diversion rate with a goal to increase this diversion rate by 10% in FY23 All Tier 2 supply chain partners waste diversion included as part of our LCA outreach Became SAC members and intend to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data	Continued to be SAC members to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data. The tool does not collect diversion methods at this time but we are actively engaging with Worldly and are optimistic that the tool will include diversion in the future All Tier 2 supplier partners waste diversion included as part of our LCA outreach Will consider adopting targets as data stabilizes	Continued to be SAC members to solicit partners using the Worldly (<i>formally HIGG</i>) Facilities Environmental Module for improved data. The tool does not collect diversion methods at this time but we are actively engaging with Worldly and are optimistic that the tool will include diversion in the future All Tier 2 supplier partners waste diversion included as part of our LCA outreach Will consider adopting targets as data stabilizes	In progress - Target achievable	2027

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*

Human Rights





Our Approach

At Deckers, we believe in harnessing the power of our scale to create positive change. Like many in our industry, we do not own the Tier 1 factories that manufacture our products, nor the Tier 2 suppliers that provide our materials and components. While we may not directly own these facilities, we recognize our responsibility to uphold and advocate for the well-being of the skilled workers who bring our products to life.

We are committed to respecting human rights, addressing violations in line with the International Labour Organization (*ILO*) and the United Nations’ International Bill of Human Rights, and monitoring product chemistry to meet both global regulations and our own voluntary standards.

We believe in responsible consumption and in creating products that are built to last—an achievement possible only through an ethical supply chain.



HUMAN RIGHTS

Positively impact the communities in which we operate, including assuring industry-leading human rights practices within our supply chain



Commitment to Transparency

Deckers joined the [Transparency Pledge](#) in FY21. By aligning with the pledge, we are showcasing our commitment to maintaining a transparent supply chain, ensuring meaningful corporate accountability and better working conditions. As part of this commitment to transparency, we publish a list of all supply chain partners on both www.deckers.com/responsibility and [Open Supply Hub](#). These lists are updated at least biannually, are available in spreadsheet form for ease of searchability, and provide valuable data including address, number of workers, gender breakdown, and brands produced.

Workers In Our Supply Chain

CHILD LABOR

We prohibit the use of child labor. Our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#) prohibits supply chain partners from hiring workers below the age of 16 or, in the case of hazardous work, the age of 18. Should the legal age for employment be greater than 16, the higher age applies. For more information, please see our [Statement Against Modern Slavery](#) and our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#).

TIER 1 CHILD LABOR-RELATED FINDINGS							
ISSUE	FY19	FY20	FY21	FY22	FY23	FY24	FY25
NUMBER OF CHILD LABOR FINDINGS OR EVENTS	0	0	0	0	0	0	0
NUMBER OF OTHER AGE STANDARD FINDINGS OR EVENTS	0	1*	0	0	0	0	0
*Factory had no formal written policy or procedure regarding proper age identification methods. Finding was remediated.							

FORCED LABOR

We prohibit the use of forced labor. Our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#) prohibits supply chain partners from using forced labor whether in the form of prison labor, indentured labor, bonded labor or otherwise. We audit 100% of our Tier 1 factory partners and engage the majority of our Tier 2 supplier partners through onsite visits, worker interviews, and detailed review of records. For more information, please see our [Statement against Modern Slavery](#), and our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#).

TIER 1 FORCED LABOR-RELATED FINDINGS							
	FY19	FY20	FY21	FY22	FY23	FY24	FY25
NUMBER OF FORCED LABOR FINDINGS OR EVENTS	0	0	0	0	0	0	0
NUMBER OF OTHER FORCED LABOR STANDARD FINDINGS OR EVENTS	0	1*	0	2*	1**	0	0
*These included factories having procedures to formally refuse overtime. Findings were remediated. **Factory required employees to a certain policy to be excused to use restroom or break room. Finding was remediated.							

FAIR PAY

We believe all employees - whether they be our own or workers in our factories making our product - should be paid fairly. Our business partners, at a minimum, must pay worker wages and benefits that meet applicable laws. Workers must be given all benefits including, holidays, leaves, and overtime pay. For overtime hours, workers must receive compensation at premium rates. Employment practices such as training or apprenticeship wages, recruitment fees, deposits, or other practices that effectively lower a worker's pay below the legal minimum wage are not permitted. For clarity, and as set forth in our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#), under no circumstances should workers be responsible for recruitment fees. Suppliers are encouraged to consider fair wage or living wage and apply the higher standard where possible.

Workers In Our Supply Chain

(continued)

PARTNER PERFORMANCE: AUDIT CRITERIA

We are committed to respecting human rights and collaborating with partners who embrace the same values.

We audit 100% of our Tier 1 factory partners, and we engage the majority of our Tier 2 supplier partners either through audits, training opportunities, or environmental monitoring. This includes onsite visits, worker interviews, and detailed review of supplier records including overtime, wage and benefit information.

Our audits are performed against our [Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#) which is based on International Labor Organization standards. We have zero tolerance for forced labor, child labor, discrimination, harassment or abuse. Workers should be compensated in accordance with minimum wage laws (*at a minimum*), shall work no more than 60 hours per week (*or in compliance with local law if lower*), and are required to be provided with at least one day off in seven. Business partners must ensure a safe and healthy work environment and should respect the right of workers to have the freedom of association/collective bargaining.

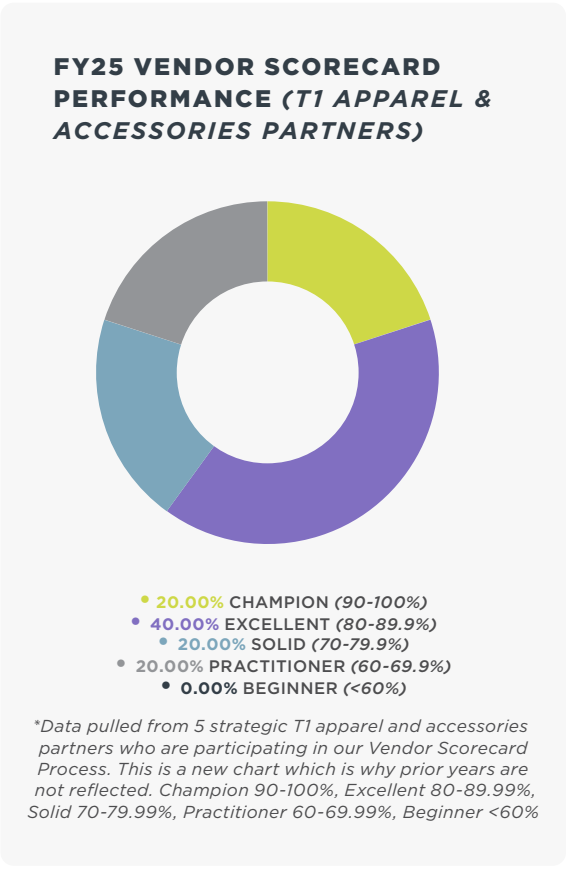
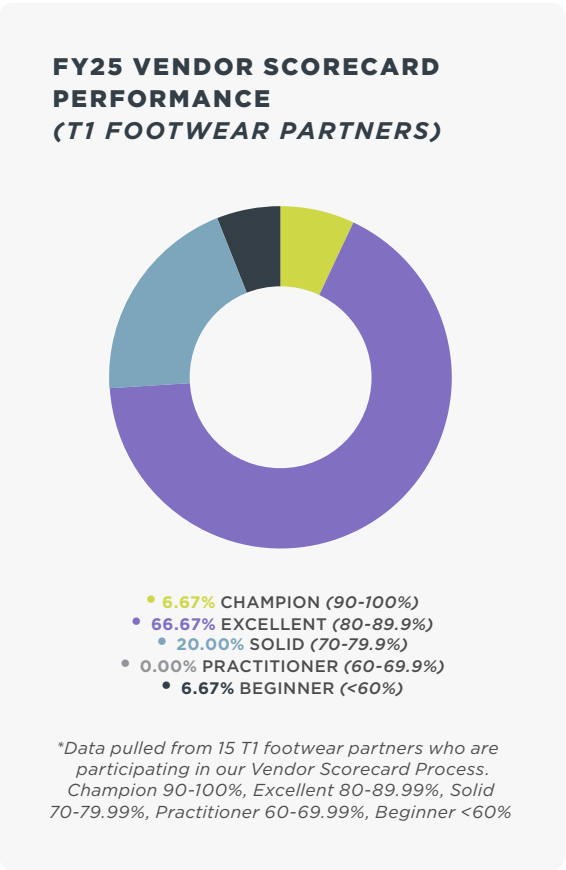
Onsite audits are conducted pursuant to our 230-question audit questionnaire which only contains yes/no questions, limiting personal bias. Additionally, our executive management team meets periodically throughout the year to review the performance scorecards of our partners. Scorecards include audit score, social compliance, and environmental performance.

PARTNER PERFORMANCE: TIER 1 FACTORY PARTNER VENDOR SCORECARD

In FY25, we audited 100% of our 42 Tier 1 factory partners. We have transitioned from relying primarily on our own internally conducted audits to leveraging industry assessment tools, aiming to reduce fatigue while continuing to deliver transparency through verified data. Of the audits performed, 97.62% were onsite audits (*either by our own ESC team or an accredited Better Work or Social & Labor Convergence Program third-party auditor*) and 2.38% used reputable third-party audit frameworks such as Worldwide Responsible Accredited Production (*WRAP*), Sedex Members Ethical Trade Audit (*SMETA*), and Business Social Compliance Initiative

(*BSCI*). Using our Vendor Scorecard Process, which covers both environmental and social indicators, we are pleased to report that 73.34% of our Tier 1 footwear partners were either Champion or Excellent meaning they scored 80-100% on their audit. This is a shift from the 100% we saw last year namely due to new factories being added to diversify our supply chain. We anticipate next year, as these partners mature and become more familiar with our expectations, we will see improvement and growth. We also performed 111 desktop audits, mainly for licensees/agent relationships.

DECKERS VENDOR SCORECARD CRITERIA	
ESC COMPLIANCE - ANNUAL AUDIT	Onsite Audits or audits leveraging industry assessment tools
EFFECTIVENESS OF ESC MANAGEMENT SYSTEM	Accountability
	Alignment
SUSTAINABILITY - SOCIAL	Social Program Execution
	External Impact
SUSTAINABILITY - EHS	Environmental Program Execution
	GHG / Carbon Management





Workers In Our Supply Chain (continued)

PARTNER PERFORMANCE: TIER 2 SUPPLIER PERFORMANCE

In FY25, we engaged the majority of our Tier 2 supplier partners through audits, training and environmental projects. Together, these engaged Tier 2 supplier partners represent over 90% of our total materials spend. We have a Tier 2 supplier partner engagement program where a core group of Tier 1 factory partners assist us in gathering essential documentation from key Tier 2 supplier partners so that we can holistically review their social compliance and environmental health and safety efforts. We strive to verify compliance through random audits and promoting industry tools like SLCP and Worldly for added transparency. By 2026, we intend to expand our engagement program to all our Tier 2 supplier partners in the same way we do our Tier 1 factory partners. This is certainly not easy given the volume of suppliers we have, but we know that we can only improve what we measure.

TOP FINDINGS OF NON-COMPLIANCE

Understanding our top findings of non-compliance keeps us accountable and allows us to recognize areas where we need to allocate more resources. Our top findings of non-compliance were similar to our findings last year and are in line with the footwear and apparel industry overall. Among our Tier 1 footwear partners, our most prevalent areas of non-compliance are excessive overtime (*which is dependent on timing of audit and challenges associated with peak production*), improper PPE management, improper exit & evacuation (*largely due to updates to fire safety legislation*), insufficient benefits, improper machine safety management. Among our Tier 1 apparel and accessory partners, our most prevalent areas of non-compliance are insufficient social insurance, excessive overtime, improper PPE & machine safety, insufficient fire and emergency safety, and improper employment contract (*mainly due to mainly due to lack of clarity in resignation-related provisions and disciplinary proceedings*). The shift in top findings can be attributed to new factory locations who are adapting to our requirements. We will continue to monitor performance in these areas and will allocate the resources necessary to remediate these areas of non-compliance.

TIER 1 (FOOTWEAR) TOP FINDINGS NON-COMPLIANCE



**The above chart shows top non-compliance areas but we recognize that forced labor, child labor, minimum wage and health & safety are top risks in our industry which we continue to actively monitor. Data pulled from available T1 audits using the FFC platform.*

TIER 1 (A&A) TOP FINDINGS NON-COMPLIANCE



**The above chart shows top non-compliance areas but we recognize that forced labor, child labor, minimum wage and health & safety are top risks in our industry which we continue to actively monitor. Data pulled from 19 assessment results for FY25 strategic Tier 1 A&A suppliers*

Workers In Our Supply Chain (continued)

SOCIAL RESPONSIBILITY COLLABORATION

We recognize that when we work together, we are collectively better. We are eager to collaborate with other brands, organizations, and leaders in the industry. We do not view ourselves as competitors in the area of social compliance, rather we are colleagues working together to implement lasting reform. In FY25, we collaborated with: (1) leading footwear and apparel brands, (2) Apparel and Footwear Brands Collaboration Forum, (3) Business for Social Responsibility, and (4) Social and Labor Convergence. We look forward to continuing to work with other peers in our industry to make lasting change.

We are pleased to report that 95.65% of our Tier 1 footwear partners, 94.47% Tier 1 apparel & accessories partners, and 34.44% our strategic Tier 2 supplier partners are utilizing either the Social & Labor Convergence Program (SLCP) or the Better Work program. These initiatives are instrumental in capturing accurate data regarding working conditions within our global supply chains. By participating in this multi-stakeholder initiative, we have eliminated the need for repetitive social audits through efficient data sharing.

Additionally, multiple members of our ESC team participated in SLCP's trainer program and received their certification. This accomplishment stands as a testament to the dedication of our ESC team members who enable us to drive meaningful change within our global supply chain operations.

IMPROVEMENT MEASURES: SUCCESS STORIES

When a partner is not meeting our expectations, we are committed to working with them to improve performance because we don't believe simply walking away solves our commitment to ensure partners are acting responsibly. However, we will terminate our relationship with performers who are not fulfilling our expectations after continued effort. Overall we have found that our partners want to improve their scores and meet our expectations to remain our partners.

In FY25, we had two partners who initially fell short of our compliance expectations scoring 68.90% and 79.66% on their respective audits. Both partners had a desire to improve their score so our ESC team arranged quarterly meetings, held targeted training sessions, and virtual workshops working closely with them to drive improvement. With the team's dedication, these partners progressed to a rating of 'excellent' achieving audit scores of 85.04% and 85.24%, respectively. Our ESC team is always willing to work with our partners to evolve their performance.

INITIAL ESC VETTING

Prior to engaging a new partner, our ESC team conducts an initial screening. We want to make sure we are partnering with only those partners who fulfill our expectations. In FY25, our ESC team conducted initial vetting for 37 new Tier 2 facilities, three of which failed our initial assessment due to zero tolerance findings including minimum wage violations, lack of a fire hydrant system, and ineffective fire alarm system. Recognizing that these partners wanted to improve, the ESC team worked closely with them to remediate such findings and all three partners were approved for production after our on-site visit evidenced compliance with our expectations. We remain committed to vetting all partners prior to onboarding as it is necessary to ensuring we are working with the best partners.



*The picture above is our Director of Ethical Supply Chain on a site visit.



Ethical Supply Chain (ESC) Training

Audits are needed to ensure an ethical supply chain, but audits alone are not enough – we know that we also need ongoing training to ensure our expectations are met. Our Ethical Supply Chain (ESC) team provides hands-on training so that partners are well-versed on our expectations.

Our ESC team offers both in-person and virtual training opportunities throughout the year. In FY25, our team spent 363 hours training our suppliers, third-party partners and cross-functional management teams on various ESC topics. This evidences our team’s dedication to working closely with our partners to ensure our values and standards are met.

SUPPLY CHAIN ANTI-HARASSMENT TRAINING

We are committed to ensuring that factory workers operate in an environment where they feel safe, respected, and free to be themselves. In FY25, we continued to engage with our supply chain partners to deliver harassment prevention training, reinforcing our goal of eliminating harassment from the workplace. These trainings were conducted by ESC Coordinators in our supply chain, who in previous years had participated in Better Work’s training program on sexual harassment prevention. Leveraging the expertise and certification gained from those programs, the ESC Coordinators were able to cascade the training to workers, reaching approximately 70,626 (of those 55,380 were female) in Vietnam and the Philippines. What makes this program impactful is that, rather than serving as a one-time exercise, it has built a foundation of certified trainers who will continue empowering workers for years to come.

FISCAL YEAR	TOTAL NUMBER OF WOMEN TRAINED	CUMULATIVE TRAINED
FY23	35,080	45,976
FY24	50,501	68,069
FY25	55,380	70,626



Ethical Supply Chain (ESC) Training (continued)

HERPROJECT AND REIMAGINING INDUSTRY TO SUPPORT EQUALITY (RISE)

Since 2016, Deckers has partnered with Business for Social Responsibility (BSR) through the HERproject, a collaborative initiative that strives to empower low-income women working in global supply chains. In FY25, HERproject has been renamed RISE and offers a broader, more integrated, framework. Women make up the majority of factory workers in the footwear and apparel sector. We are honored to support the RISE program as it provides valuable support to women who are often working for male dominated management.

Since the inception of our partnership with RISE, we have engaged 37 supply chain partners and offered various courses including HERhealth (*a program that raises awareness on critical health topics such as healthy eating, personal and menstrual hygiene, and maternal health for workers in global supply chains*), HERfinance (*a program that supports employers in responsibly digitizing wage payments for workers in global supply chains*), and HERessential (*a program that leverages technology to engage workers and managers on gender, health, and financial inclusion*). To date, we have impacted the lives of 66,932 female workers (*a total of 88,372 employees including our male attendees*).

FISCAL YEAR	TOTAL NUMBER OF WOMEN EMPOWERED TO DATE THROUGH RISE
FY19	25,000
FY20	33,019
FY21	33,220
FY22	45,617
FY23	47,186
FY24	47,300
FY25	66,932

Ethical Supply Chain (ESC) Training (continued)

ADDITIONAL TRAININGS OFFERED TO SUPPLY CHAIN WORKERS

GENDER EQUALITY

We continue to offer gender equity engagement and support programs, certified by the International Labour Organization (ILO). In FY25, our efforts have resulted in the training of 34,592 supply chain workers, 28,700 of which are female.

MANAGEMENT & LEADERSHIP

In FY25, building on our previous partnership with Better Work Vietnam, and utilizing the skills of our internal ESC team, we engaged many of our T2 suppliers in courses related to management, leadership and emotional intelligence. This effort resulted in empowering 7,656 people managers, with 5,887 of them being female.

WORKING PARENT TRAINING

In collaboration with the Center of Child Rights and Business, we continued to offer workshops dedicated to helping working parents navigate the demands of work and home life. As of the end of FY25, a total of 36,258 supply chain workers, including 28,515 female supply chain workers, have been empowered through this initiative.



VISIONSPRING

According to the World Health Organization, approximately 2.2 billion people globally suffer from vision impairment, with a significant portion lacking access to basic eye care services. We were proud supporters of VisionSpring, a program that creates access to vision screening services and affordable eyewear. VisionSpring’s mission is to increase lifelong earning, learning, safety and well-being through eyeglasses for vulnerable people. Since 2018, VisionSpring, together with its partners, have conducted vision screenings for over 700,000 workers and provided 275,000 of them with the eyeglasses they needed to correct their vision in Bangladesh, Cambodia, India, Kenya, the Philippines, and Vietnam.

What is even more astounding is the majority of these workers were women and the vast majority were receiving glasses for the first time. This illustrates how impactful the program is for furthering both human rights and gender equality. On average, women have much less access to eyeglasses than men in the Global South, and many workers do not have access to proper vision screening. Together with VisionSpring, Deckers is committed to prioritizing the well-being and visual health of its valued business partners. This strategic partnership aims to address the critical issue of vision impairment and lack of access to eyewear in low-income communities.

To date, our support has provided vision screening services to 42,141 supply chain workers (34,885 of them being women) and 19,702 pairs of eyeglasses among nineteen T1 footwear suppliers located in Vietnam and Cambodia and one supplier. In FY25, we were honored to have been selected by VisionSpring to bring the official launch of the Clear Vision Workplace Program to Cambodia. This expansion marks a significant step forward in scaling our worker well-being programs across key sourcing countries.

Deckers’ commitment to human rights, gender equality and inclusion for all aligns with VisionSpring’s mission of a world where everyone has access to eyewear. By joining forces with VisionSpring, Deckers Brands works towards supporting healthy lives and well-being of supply chain workers around the globe.

Over 220,000 Women Trained

CUMULATIVE NUMBER OF WOMEN EMPOWERED

When you take the number of women who have received HERproject/RISE training to date (66,932), the number of women who have received anti-harassment training (55,380), the women who have received gender equity trainings (28,700), the women who have received management & leadership training (5,887), the women who received working parent training (28,515), and the women who received vision screening (34,885), we have empowered over 220,000 women far surpassing our target of empowering 100,000 women by 2027 target. We look forward to continuing to support these incredibly impactful training programs into FY26 and beyond.



Health and Safety

HEALTH AND SAFETY OF FACTORY EMPLOYEES

All employees, whether working at corporate headquarters or in our supply chain, deserve to be safe and well supported. While we do not own the facilities that produce our product, we ensure they are being managed in accordance with our requirements, and expectations, through regular audits and training.

In FY25, we saw improvement among all monitored Tier 1 footwear and Tier 2 bottom suppliers but saw a slight increase in TRIR among our monitored tannery partners.

We look forward to building on our strong partnerships to elevate performance and advance our shared commitment to continuous improvement.

TIER 1 - FOOTWEAR FACTORIES

(14 MONITORED FY19, FY20 AND FY21, 15 MONITORED FY22, 17 MONITORED FY23, 15 MONITORED IN FY24, 14 MONITORED IN FY25)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE	FY24 PERFORMANCE	FY25 PERFORMANCE
FATALITIES	Number of Events	√	0	0	0	0	0	0	0
LOST TIME INJURY RATE (LTIR)	Cases/ Total hours worked *200,000	x	0.33	0.18	0.24	0.12	0.13	0.11	0.06
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/ Total hours worked *200,000	√	0.33	0.29	0.32	0.16	0.15	0.12	0.08
TOTAL # OF LOST DAYS	Days	N/A	1,391	905	612	1,109	1,195	1,271	462

TIER 2 - BOTTOM SUPPLIERS (7 MONITORED FY19-FY24, 6 MONITORED IN FY25)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE	FY24 PERFORMANCE	FY25 PERFORMANCE
FATALITIES	Number of Events	√	0	0	0	1*	0	0	0
LOST TIME INJURY RATE (LTIR)	Cases/ Total hours worked *200,000	√	0.32	0.38	0.17	0.37	0.26	0.11	0.06
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/ Total hours worked *200,000	√	0.7	0.43	0.21	0.37	0.36	0.11	0.06
TOTAL # OF LOST DAYS	Days	N/A	768	172	148	309	175	151	181

TIER 2 - TANNERIES (8 MONITORED ALL YEARS)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE	FY24 PERFORMANCE	FY25 PERFORMANCE
FATALITIES	Number of Events	√	0	0	0	0	0	0	0
LOST TIME INJURY RATE (LTIR)	Cases/ Total hours worked *200,000	√	0.78	0.99	0.71	0.54	0.43	0.32	0.44
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/ Total hours worked *200,000	x	0.86	1.23	0.68	0.47	0.5	0.41	0.5
TOTAL # OF LOST DAYS	Days	N/A	751	1,237	658	1,369.5	1,510	1,721	1,441.4

1. TRIR=Number of OSHA Recordable Cases X 200,000/Number of Employee labor hours worked
2. LTIR= Number of DAFW Cases X 200,000/Number of Employee labor hours worked;
3. FY25, figures derived from 14 footwear factories, 6 bottom suppliers and 8 tanneries
4. *Fatality was an unfortunate accident during a break in an unauthorized location not on a production line. Deckers worked closely with factory to ensure additional training and remediation efforts were provided and Factory provided financial assistance to the family



Health and Safety (continued)

HEALTH AND SAFETY DECKERS EMPLOYEES

Deckers strives to ensure our own workplace is safe and healthy for our employees. Below please find health and safety numbers that are specific to our U.S. work locations (*inclusive of our U.S. corporate offices, retail stores and distribution centers*).

U.S. EMPLOYEES (CORPORATE OFFICES, RETAIL, AND DISTRIBUTION CENTERS)

CALENDAR YEAR	TRIR
2018	1.75
2019	2.59
2020	1.13
2021	3.63
2022	3.33
2023	1.60
2024 ¹	3.61
YTD 2025 ²	4.37

1. This number has been updated from prior reporting to reflect a full year.

2. As of July 26, 2025. Partial year for purposes of reporting and will be updated to reflect a full year in FY26 Creating Change report.

Please note that the above data is inclusive of all U.S. work locations (US corporate offices, retail stores, and distribution centers). Data pulled with the advice from our Workers Compensation Insurance Provider from our OSHA summary logs. TRIR=Number of OSHA Recordable Cases X 200,000/Number of Employee labor hours worked



Summary of Deckers' Human Rights Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS

Positively impact the communities in which we operate, including assuring industry-leading human rights practices within our supply chain (*This target advances the United Nations Global Compact SDG numbers 3, 4, 5 and 10*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Recognize human rights within our supply chain by ensuring at least 90% of our Tier 1 and Tier 2 supply chain partners receive Champion, Excellent or Solid audit rankings	Ensured robust ethical supply chain audits based on International Labor Organization standards, performance scorecards, and ongoing ESC audits Filmed video series highlighting ethical supply chain and HERproject efforts	100% of our Tier 1 factory partners are audited on an annual basis We engaged the majority of our Tier 2 supplier partners (<i>those representing 55% of our total materials spend</i>) in audits, training and environmental projects Anonymous hotline provided to supply chain partners for reporting purposes	100% of our Tier 1 factory partners are audited on an annual basis We engaged the majority of our Tier 2 supplier partners (<i>those representing 55% of our total materials spend</i>) in audits, training and environmental projects 92.3% of those monitored received champion or excellent ratings Anonymous hotline provided to supply chain partners for reporting purposes Anti-harassment training provided to supply chain partners	100% of our Tier 1 factory partners are audited on an annual basis 85.72% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 supplier partners (<i>those representing 80% of our total materials spend</i>) in audits, training and environmental projects Anonymous hotline provided to supply chain partners for reporting purposes Anti-harassment training provided to supply chain partners	100% of our Tier 1 factory partners are audited on an annual basis 100% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 supplier partners (<i>those representing 88% of our total materials spend</i>) in audits, training and environmental projects Anonymous hotline provided to supply chain partners for reporting purposes Anti-harassment training provided to supply chain partners	100% of our Tier 1 factory partners are audited on an annual basis 100% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 supplier partners (<i>those representing 90% of our total materials spend</i>) in audits, training and environmental projects Anonymous hotline provided to supply chain partners for reporting purposes Anti-harassment training provided to supply chain partners	100% of our Tier 1 factory partners are audited on an annual basis 73.34% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 supplier partners (<i>those representing 90% of our total materials spend</i>) in audits, training and environmental projects Anonymous hotline provided to supply chain partners for reporting purposes Anti-harassment training provided to supply chain partners	Target Achieved - FY23 and beyond target is to maintain	2027
Ensure our T1 Lost Time Injury Rate is 0.26 or below and our Total Recordable Incident rate is 0.40 or below	FY19 Lost Time Injury Rate was 0.33 and Total Recordable Incident Rate was 0.33	FY20 Lost Time Injury Rate was 0.28 and Total Recordable Incident Rate was 0.40	FY21 Lost Time Injury Rate was 0.24 and Total Recordable Incident Rate was 0.32	FY22 Lost Time Injury Rate was 0.12 and Total Recordable Incident Rate was 0.16	FY23 Lost Time Injury Rate was 0.13 and Total Recordable Incident Rate was 0.15	FY24 Lost Time Injury Rate was 0.11 and Total Recordable Incident Rate was 0.12	FY25 Lost Time Injury Rate was 0.06 and Total Recordable Incident Rate was 0.08	Target Achieved - FY21 and beyond target is to maintain	2021
Ensure our T2 Bottom Suppliers Lost Time Injury Rate is 0.26 or below and our Total Recordable Incident rate is 0.40 or below	FY19 Lost Time Injury Rate was 0.32 and Total Recordable Incident Rate was 0.7	FY20 Lost Time Injury Rate was 0.38 and Total Recordable Incident Rate was 0.43	FY21 Lost Time Injury Rate was 0.15 and Total Recordable Incident Rate was 0.19	FY22 Lost Time Injury Rate was 0.37 and Total Recordable Incident Rate was 0.37	FY23 Lost Time Injury Rate was 0.26 and Total Recordable Incident Rate was 0.36	FY24 Lost Time Injury Rate was 0.11 and Total Recordable Incident Rate was 0.11	FY25 Lost Time Injury Rate was 0.06 and Total Recordable Incident Rate was 0.06	Target Achieved - FY23 and beyond target is to maintain	2021
Ensure our T2 Tanneries Lost Time Injury Rate is 0.26 or below and our Total Recordable Incident rate is 0.40 or below	FY19 Lost Time Injury Rate was 0.78 and Total Recordable Incident Rate was 0.86	FY20 Lost Time Injury Rate was 0.99 and Total Recordable Incident Rate was 1.23	FY21 Lost Time Injury Rate was 0.71 and Total Recordable Incident Rate was 0.68	FY22 Lost Time Injury Rate was 0.37 and Total Recordable Incident Rate was 0.37	FY23 Lost Time Injury Rate was 0.43 and Total Recordable Incident Rate was 0.5	FY24 Lost Time Injury Rate was 0.32 and Total Recordable Incident Rate was 0.41	FY25 Lost Time Injury Rate was 0.44 and Total Recordable Incident Rate was 0.5	In progress - Target achievable	2025
Living Wage Assessment	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	Open item - considering by 2023	Open item - due to other priorities - pushing target to be considered by 2025	Open item - due to other priorities - pushing target to be considered by 2025	Postponed in the current macroeconomic environment, however partners continue to be audited to ensure compliance with local law	In progress - Target achievable	2025

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



Summary of Deckers' Human Rights Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS

Positively impact the communities in which we operate, including assuring industry-leading human rights practices within our supply chain (*This target advances the United Nations Global Compact SDG numbers 3, 4, 5 and 10*)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Join Fashion Transparency Pledge	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target Achieved - FY22 and beyond target is to maintain	2023
Publish list 100% of Tier 1 and Tier 2 partners for added transparency	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target achieved and maintained	Target Achieved - FY22 and beyond target is to maintain	2023
Host annual anti-harassment Training for factory workers	Target first conceptualized in FY21	Target first conceptualized in FY21	Partnered with Better Work Vietnam to provide anti-harassment training to key T1 factory partners Total of 10,281 workers received such training	Partnered with Better Work, BSR and Timeline to provide anti-harassment training to key T1 factory partners Total of 23,472 workers received such training	Partnered with Better Work, BSR and Timeline to provide anti-harassment training to key T1 factory partners Total of 45,976 workers received such training	Partnered with Better Work, BSR and Timeline to provide anti-harassment training to key T1 factory partners Total of 68,069 workers received such training	Partnered with Better Work, BSR and Timeline to provide anti-harassment training to key T1 factory partners Total of 70,626 workers received such training	Target Achieved - FY21 and beyond target is to maintain	2030
Expand HERproject/RISE partnership to 2 activations per year	Additional 5 factories received HERproject training Filmed video highlighting the impact of HERproject training on the women working in our supply chain	Additional 7 supply chain partners received HERproject training for a total of 20 partners trained (<i>14 Tier 1 footwear factories, 2 Tier 1 lifestyle factories, and 4 Tier 2 suppliers</i>)	Enrolled an additional 6 partners in HERproject (<i>four Tier 2 suppliers and two Tier 1 factories</i>)	Enrolled an additional 8 partners in HERproject (<i>three Tier 2 suppliers and five Tier 1 factories</i>)	Enrolled an additional 3 Tier 1 partners in HERproject (<i>two partners received HERfinance and one received HERessential</i>)	An existing Tier 1 partner continued their efforts with HERproject	Enrolled an additional 7 Tier 1 partners in RISE (<i>formally HERproject</i>)	Target Achieved - FY19 and beyond target is to maintain	2027
Empower 100,000 women	26,186 women empowered through HERproject partnership since inception of partnership Held Women's Leadership Summit at corporate headquarters	33,019 women empowered through HERproject since inception of partnership Annual Women's Leadership Summit at corporate headquarters location postponed due to COVID-19 pandemic Held equality summit in EMEA office	Enrolled an additional 6 partners in HERproject (<i>four Tier 2 suppliers and two Tier 1 factories</i>) The number of women empowered since inception of partnership is 33,220 (<i>a total of 44,403 including male attendees</i>) Annual Women's Leadership Summit (<i>virtual</i>) event held	Enrolled an additional 8 partners in HERproject (<i>three Tier 2 suppliers and five Tier 1 factories</i>) The number of women empowered since inception of partnership is 45,617 (<i>a total of over 61,000 including male attendees</i>) Annual Women's Leadership Summit event held	Enrolled an additional 3 Tier 1 partners in HERproject (<i>two partners received HERfinance and one received HERessential</i>) The number of women empowered since inception of partnership is 47,186 (<i>a total of over 64,245 including male attendees</i>) Annual Women's Leadership Summit event held	An existing Tier 1 partner continued their efforts with HERproject The number of women empowered since inception of partnership is 47,300 Annual Women's Leadership Summit event held To date, when taking into consideration the various programs we offer to women in our supply chain, we have empowered over 114,000 women	Enrolled an additional 7 Tier 1 partners in RISE (<i>formally HERproject</i>) The number of women empowered since inception of partnership is 66,932 Annual Women's Leadership Summit event held To date, when taking into consideration the various programs we offer to women in our supply chain, we have empowered over 220,000 women	On Track	2027

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Chemistry & Consumer Safety





Our Approach

Chemistry is certainly not something that many think of when they put on their favorite pair of shoes or garment, but the reality is chemistry is a fundamental element of each step of getting that product to a consumer.

From the processing of raw materials (e.g. *tanning and dyeing*) to product creation (e.g. *adhesives*), chemistry is a fundamental part of footwear and apparel manufacturing. If not handled appropriately, chemicals could cause significant damage to planetary and human health.

Proper chemical use and management leads to improved health and safety of workers, cleaner water, cleaner air and reduced hazardous waste. This is why we invest heavily in appropriate chemical management and consumer safety.



CHEMISTRY AND CONSUMER SAFETY

Reduce or eliminate hazardous chemicals throughout our operations



Our Restricted Substances Program

Our Restricted Substances Program is designed to ensure that all products meet the strictest applicable global regulations, as well as our own voluntary standards. We promote the use of environmentally friendly materials, limit or eliminate harmful substances, and support sustainable product innovation.

Our approach is both hazard and risk-based, with detailed processes outlined in our publicly available [Restricted Substances Policy](#), which applies to all products.

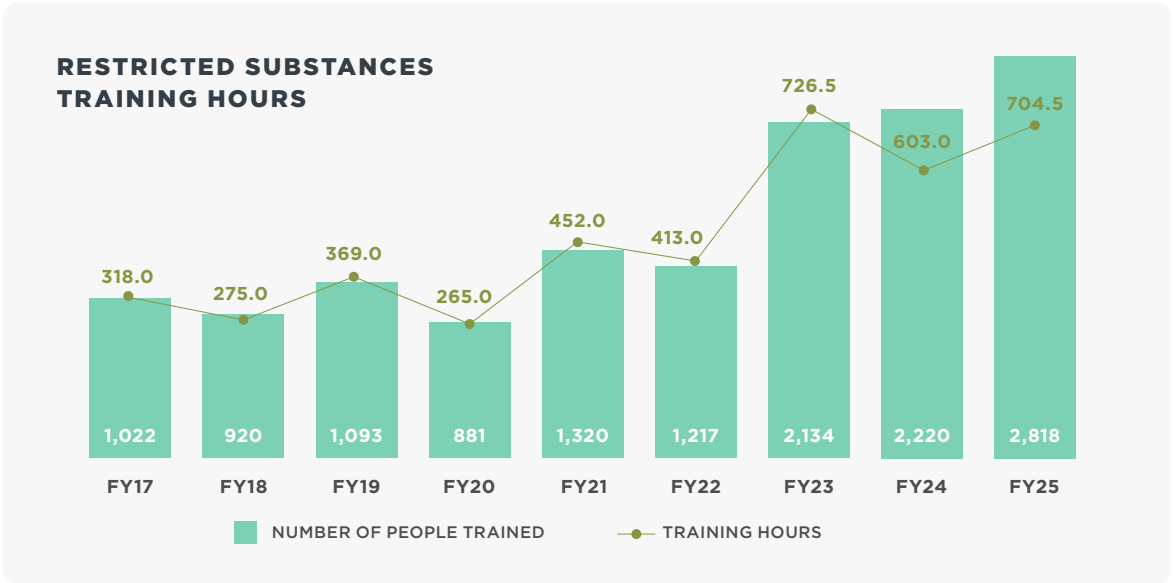
The policy covers testing requirements, testing frequency, random sampling, approved third-party laboratories, finished product testing, and the chemical substances we monitor — including their common names, CAS numbers, restriction levels, and test methods.

Our Restricted Substances (*RS*) team works closely with supply chain partners to ensure they fully understand our expectations and have the necessary training, tools, and resources to succeed.

RESTRICTED SUBSTANCES TRAINING

We work diligently with our supply chain partners to provide ongoing training to appropriately manage our product chemistry. In FY25, our RS team offered over 700 hours of training to our supply chain partners. The trainings include the following topics:

- Restricted Substances Policy Review and Highlights
 - REACH, California Proposition 65 Compliance
 - CPSIA Regulation and System Control Tools
 - Dangerous Chemical Diagnostic Techniques and Implementation Tools
 - Failure Analysis and Correction Action Plans
 - Printing Diagnostic Tools and Traceability
 - Manufacturing Restricted Substances Control and Chemical Management
 - Internal Laboratory Technical Support and Case Studies
 - Origins of Contamination, Pollutions and Cross-Contamination Prevention
 - Manufacturing Restricted Substance Controls and Strategies
 - PFC/PFAS Compliance and Technical Support
 - Restricted Substances System Construction and Management
 - Manufacturing Restricted Substances List (*MRSL*) controls - Leather
 - ZDHC Exploration and alignment including proper chemical management
 - Incoming Material Inspection for RS Controls
 - On-Site and Warehouse Chemical Management
 - BOS and SDS Compliance
- Advancement of Factory System and Structure (*1D, 2D, 3D Systems*)
 - Risk Management System and KPIs
 - Production on-site chemical management
 - Warehouse chemical management
 - Material Risk Analysis and Typical Case Studies
 - Release/Hold Procedures and Records Management
 - Cleaner Chemistries for Leather and EVA
 - Digital Mapping and Monitoring Tools
 - QC Methods for RS Controls in Manufacturing Processes
 - Chemical Reaction Controls and Methodologies
 - Advanced Traceability and Tracking Methodologies with Chemical Ingredients
 - T2 and T3 RS and MRSL Compliance Strategies
 - Purchasing workflows
 - RS Quality Manual and KPIs
 - BPA Controls and Solutions
 - Recycled material and risk management (*RS & MRSL*)
 - SDS, RS, and MSRL Risk Assessment
 - Wastewater Treatment and Pollution Prevention
 - VOCs



Our Restricted Substances Program

RESTRICTED SUBSTANCES TESTING

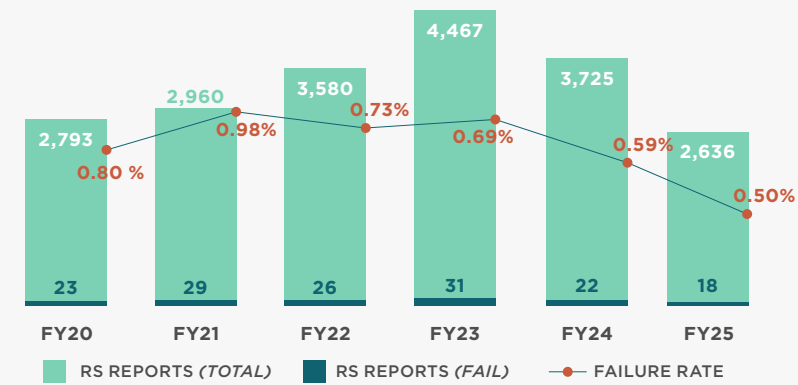
The added effort and time our RS team spends nurturing these relationships with our supply chain partners has resulted in a very low restricted substances failure rate. Our overall failure rate in FY25 was lower at 0.50% compared to 0.59% in FY24. We remain committed to making products in a way that protects our consumers and workers in our supply chain and is less harmful to our environment.

Consumer Safety

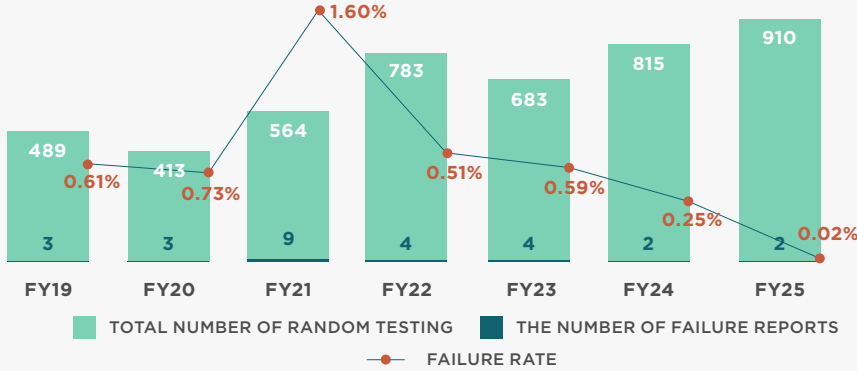
CONSUMER PRODUCTS SAFETY IMPROVEMENT ACT (CPSIA)

Our Restricted Substances Program is intended to ensure products are safe for consumers and comply with the most stringent applicable global legislation, including the Consumer Product Safety Improvement Act (CPSIA). CPSIA was enacted in 2008 and addresses, among other things, lead, phthalates, and safety of children’s product. Our [Restricted Substances Policy](#) ensures that children’s finished product is tested in compliance with CPSIA. For the last five years, we have had zero CPSIA failures thanks to our RS teams’ tremendous dedication.

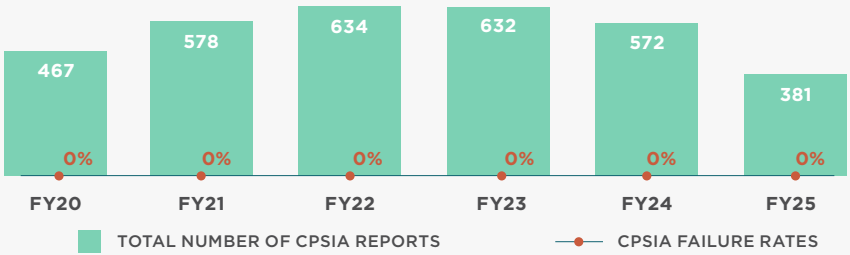
RESTRICTED SUBSTANCES FAILURE RATES



RESTRICTED SUBSTANCES RANDOM TESTING



CPSIA REPORTS AND FAILURE RATES





Chemicals Reduced, Controlled, or Eliminated In FY25

VOLATILE ORGANIC COMPOUNDS

Volatile organic compounds (VOCs) are emitted as gases from certain solids or liquids. VOCs include a variety of chemicals, some of which may have short and long-term adverse health effects. VOCs, if not managed appropriately, can affect air quality. All of our brands, with the exception of AHNU for the reasons stated below, are all well within our target of 20g/pair (footwear) and 5g/unit (apparel and accessories). We intend to continue driving these reductions and anticipate overall maintained or reduced VOC levels for all of our brands moving forward.

VOLATILE ORGANIC COMPOUNDS REDUCTION EFFORTS (UNITS GRAM/PAIR) - FOOTWEAR

VOC	FY20	FY21	FY22	FY23	FY24	FY25
UGG	12.6	6.9	6.8	10.2	7.2	8.2
TEVA	17.9	12.2	10.8	13.3	13.9	14
HOKA	17.3	14	11.9	12.3	12.2	13.6
KOOLABURRA	11.3	7.5	10.6	7.9	12.1	9.3
AHNU	-	-	-	-	14.6	26.6
<i>*AHNU brand launched in FY24</i> <i>*All of our brands were able to maintain our target to keep VOCs below 20g/pair with the exception of AHNU. AHNU is a newer brand with a more complicated construction and fewer silhouettes and pairs when compared to our other brands. All other brands saw a slight increase which can be attributed to factory changes. We are committed to working with them to continue improving their processes.</i>						

VOLATILE ORGANIC COMPOUNDS REDUCTION EFFORTS (UNITS GRAM/PAIR) - APPAREL AND ACCESSORIES

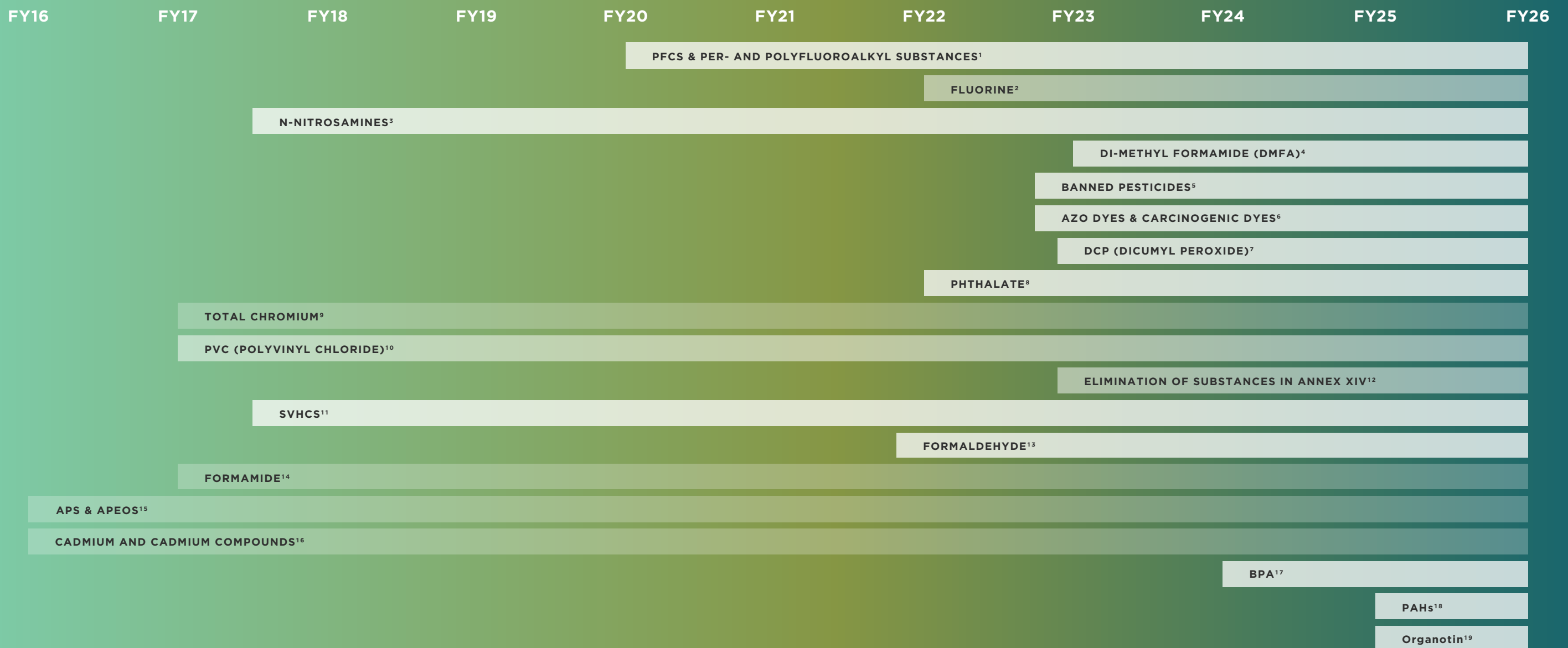
VOC	FY24	FY25
	0.192	0.075
<i>*VOC per unit is calculated by dividing the total weight of VOCs by the total number of products produced in the specific fiscal year.</i>		

OTHER AIRBORNE POLLUTANTS

In FY25 we have adopted new targets for other airborne pollutants including NOx, SOx, PM10, PM 2.5, Persistent Organic Pollutants (POPs), and Hazardous Air Pollutants (HAPs). We intend to report on these other airborne pollutants, in addition to our existing VOC reporting, in our FY26 Creating Change report.

Cleaner Chemistry

DECKERS CLEAN CHEMISTRIES AND MILESTONES





*The picture above is our Director of Restricted Substances on a site visit.

Cleaner Chemistry (continued)

1. Deckers bans the intentional addition of PFAS in its products. PFASs (per- and polyfluoroalkyl substances) are a series of synthetic organic compounds. Because of the high thermal and chemical stability, PFASs can persist in the environment and have therefore earned the name 'forever chemicals'. Deckers currently tests for 220 PFCs and PFASs and has achieved PFC and PFAS free - based on the most updated testing methods - since 2020 (free meaning not detected per the lowest machine calibration of 0.01 mg/kg). To achieve these results, our RS team continues to collaborate with our third-party laboratories and will continue to dedicate resources towards traceability projects, onsite inspections, random testing, and auditing.
2. Since May 2022, our Restricted Substances team has restricted total Fluorine at the lowest machine detection limit of 20mg/kg. This is a focus area for us into FY26 and beyond.
3. N-nitrosamines are potentially carcinogenic compounds widely found in rubber materials. Our team has identified cleaner chemistries to replace N-nitrosamines successfully.
4. Dimethylformamide (DMFa) is a widely utilized solvent often used for polyurethane synthesis. DMFa is classified as a reproductive toxicity, acute toxicity, and eye irritant and was included in the SVHC list at the end of 2012. Our Restricted Substances team has collaborated with industry experts and identified a solution to replace DMFa with pure water in PU synthesis. As of FY25, all materials have passed our strict DMFa test and we look forward to continuing to see this progress in FY26.
5. Deckers has increased its use of Pesticide-free alternatives, ranging from materials made of natural herbs and dyes made of natural compounds extracted from plants. Our Restricted Substances team worked with reputable industry experts to develop comprehensive methods in detecting even trace amounts of thousands of pesticide compounds. The team has also employed traceability programs so that any chemical ingredients used in the materials are screened and documented, phasing out those that contain pesticides.
6. Deckers Restricted Substances team has identified Azo dye-free and potentially carcinogenic dye-free alternatives for all footwear and apparel products. To control the presence of banned dyes, our team has made tremendous efforts in testing the stability of various dyes, and conducting research on the dyes that will potentially release banned amines in the presence of heat, reducing chemicals, and high-frequency light sources. After years of research and analysis, our team has ensured good controls on these dyes and has worked to identify more environmentally friendly dyes.
7. As of May 2023, Deckers has ensured DCP free in the EVA foaming processes for all footwear and lifestyle products. During the EVA foaming processes, the added DCP acts as the bridging chemical to link the cleaved carbon atoms, enabling the EVA to have good physical strength. However, the presence of DCP will trigger the reaction to produce 2-phenol-2-propanol and Acetophenone, two concerning restricted substances. Our team has worked with all our EVA suppliers and employed the use of BIPB instead of DCP in the EVA manufacturing processes successfully eliminating 2-phenol-2-propanol and Acetophenone.
8. Deckers is currently restricting 24 phthalates in our supply chain. Our team has developed various methods and diagnostic tools so that our suppliers can continue reducing the use of phthalates in our products.
9. Since 2018, our team has worked closely with our tanneries in implementing cleaner tanning chemistries, such as vegetable tanning, and other Cr.VI free tanning agents. We also work with our tanneries to improve tanning processes so that the development of Cr. VI is mitigated.
10. Deckers initiated a PVC free program in early 2017. Our RS team conduct PVC audits for all chemicals, materials, packaging components, and finishing agents, covering all T1 and T2 suppliers. After launching the audits and inspections among T1 and T2 suppliers, we have ensured PVC free test results for the vast majority of our materials and products.
11. The European Chemical Agency (ECHA) has restricted over 220 substances of very high concern (SVHC). Our Restricted Substances team closely monitors the SVHC list and has replaced over 25 commonly used SVHCs. Deckers has developed methods to quickly detect the SVHCs in all materials and products at the lowest detection limit of 50mg/kg, while the legal requirement for an individual SVHC is 0.1%.
12. Annex XIV of REACH consists of SVHCs that suppliers cannot use without authorization. Deckers has developed cleaner chemistries to replace all the SVHCs in the Annex XIV in collaboration with industry experts. Moreover, our RS team has implemented process controls to avoid the unintentional addition of the SVHCs.
13. Our team successfully replaced formaldehyde in various applications for leather and textiles including solvents in paints, finishing agents for textile materials, and ingredients for resins.
14. Our skilled Restricted Substances team has eliminated formamide during the first, secondary, and tertiary chemical reactions of the EVA foaming processes and has shared such knowledge with all our supply chain partners.
15. APEOs and APs are frequently detected in textile and leather materials. Our team has taken tremendous steps to implement cleaner chemistries in manufacturing process contamination controls, dying process adjustment and controls, and washing process controls, etc. With comprehensive audit, inspection, and trainings our suppliers were able to avoid the detection of APEOs and APs in the entire manufacturing process.
16. Our team collaborates with chemical suppliers to replace cadmium and its compounds with clean alternatives. As a result of our efforts, we have been able to reduce the compounds to <25 mg/kg in all materials and will continue to make improvements into FY26 and beyond.
17. BPA is used primarily in the production of polycarbonate plastics. It is often present in recycled polyester and spandex materials. Our team has collaborated with our industrial partners to identify three distinctive cleaner chemistries and have controlled BPA successfully.
18. PAHs (polycyclic aromatic hydrocarbons) are a group of structurally related hydrocarbons. They can often be found in the outsoles of footwear. PAHs may also be present as impurities in carbon black dyestuffs and, if not managed appropriately, can have adverse effects on aquatic and human life. By implementing standardized cleaner chemistries, our suppliers were able to obtain all pass results in FY25 (pass meaning not detected per the lowest machine calibration limit) and we look forward to continuing these results into FY26 and beyond.
19. Organotin compounds are substances composed of tin directly bound to different organic groups. They are used in the apparel and footwear industry as biocides to prevent odor and damage during storage and transport. While we have seen increased non-detection rates (non-detection meaning per the lowest machine calibration limit), our team remains diligent in working closely with industrial partners and suppliers to drive continued improvement.



Summary of Deckers' Chemistry and Consumer Safety Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: CHEMISTRY AND CONSUMER SAFETY

Reduce or eliminate hazardous chemicals throughout our operations *(This target advances the United Nations Global Compact SDG numbers 3 and 6)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce volatile organic compounds (VOCs) to 20g/pair or less and 5g/unit (apparel and accessories)	VOCs reduced to under 20g/ pair at the assembly level	Continued reduction in VOCs All brands were under 18g/ pair at the assembly level	Continued reduction in VOCs All brands were under 14 g/ pair at the assembly level	Continued reduction in VOCs All brands are at 11.9 g/pair or under at the assembly level	Continued reduction in VOCs All brands are at 13.3 g/pair or under at the assembly level	Continued reduction in VOCs All brands are at 13.9 g/pair or under at the assembly level <i>(footwear)</i> and 0.192 g/unit <i>(apparel and accessories)</i>	Continued reduction in VOCs All brands are at 20 g/pair or under at the assembly level and 0.075 g/unit <i>(apparel and accessories)</i>	Target Achieved - FY19 and beyond target is to maintain	2020
Reduce SOx by 10% across Tier 1 factory partners and strategic Tier 2 suppliers	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established	New Target	2030
Reduce NOx by 10% across Tier 1 factory partners and strategic Tier 2 suppliers	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established	New Target	2030
Reduce PM2.5 and PM10 by 10% across Tier 1 factory partners and strategic Tier 2 suppliers	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established	New Target	2030
All Tier 1 factory partners and strategic Tier 2 wet-processing supplier partners to eliminate Hazardous air pollutants <i>(HAPs)</i> by 95%	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established	New Target	2030
Reduce Persistent Organic Pollutants <i>(POPs)</i> in wastewater and soils by 10% across Tier 1 factory partners and strategic Tier 2 supplier partners	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established in FY25	Target established	New Target	2030
Eliminate PFC from our supply chain <i>(Tier 1 and Tier 2)</i>	On track to eliminate PFCs from our supply chain <i>(Tier 1 and Tier 2)</i> by 2020	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	PFC free <i>(free meaning not detected per the lowest machine calibration of 0.01 mg/kg)</i>	Target Achieved - FY20 and beyond target is to maintain	2021

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



Summary of Deckers' Chemistry and Consumer Safety Targets Progress

SUSTAINABLE DEVELOPMENT GOALS: CHEMISTRY AND CONSUMER SAFETY

Reduce or eliminate hazardous chemicals throughout our operations *(This target advances the United Nations Global Compact SDG numbers 3 and 6)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	FISCAL YEAR 2025 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Eliminate PVC from our supply chain	Target established	Working towards elimination	Eliminated PVC from our supply chain	Eliminated PVC from our supply chain	Eliminated PVC from our supply chain	Eliminated PVC from our supply chain	Eliminated PVC from our supply chain	Target Achieved - FY21 and beyond target is to maintain	2027
Join Zero Discharge of Hazardous Chemicals (ZDHC)	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	Open item - considering by 2023	Open item - due to other priorities - pushing target to be considered by 2025	Policies and processes aligned with ZDHC. Due to other priorities we have not officially joined ZDHC and will reassess next year as to whether target can be removed given policy alignment.	Policies and processes aligned with ZDHC. Due to other priorities we have not officially joined ZDHC and will reassess next year as to whether target can be removed given policy alignment.	In progress - Target achievable	2025
Cleaner chemistries to be adopted for our 10 priority chemistries	Eliminated PFOA and PFOS, restricted phthalates, dimethyl fumarate, regulated nitrosamines	Deckers materials free of banned and/or restricted Azo dyes Blue 106 replaced with an environmentally friendly dye that share the same color properties	Cleaner chemistries adopted for our 10 priority chemistries	Cleaner chemistries adopted for our 9 priority chemistries	Cleaner chemistries continued to be explored including N-nitrosamines, DMFa, and environmentally friendly dyes	Cleaner chemistries continued to be explored including BPAs	Cleaner chemistries continued to be explored	Target Achieved - FY21 and beyond target is to maintain	2025
Continued reduction, or maintaining, of our restricted substance Failure Rate	RS Report Failure Rate 1.65%	RS Report Failure Rate 0.80%	RS Report Failure Rate 0.98%	RS Report Failure Rate 0.73%	RS Report Failure Rate 0.69%	RS Report Failure Rate 0.59%	RS Report Failure Rate 0.50%	Monitoring Target	2030
Continued reduction, or maintaining, of our CPSIA Failure Rate	CPSIA Report Failure Rate 0.63%	CPSIA Report Failure Rate 0.00%	CPSIA Report Failure Rate 0.00%	CPSIA Report Failure Rate 0.00%	CPSIA Report Failure Rate 0.00%	CPSIA Report Failure Rate 0.00%	CPSIA Report Failure Rate 0.00%	Target Achieved - FY20 and beyond target is to maintain	2030
Invest at least 300 hours annually in restricted substance training and education empowering partners with necessary tools for success	369 hours of target restricted substances training given	265 hours of target restricted substances training given	452 hours of target restricted substances training given	413 hours of restricted substances training given	726.5 hours of restricted substances training given	Over 600 hours of restricted substances training given	Over 700 hours of restricted substances training given	Target Achieved - FY21 and beyond target is to maintain	2030

**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*

Conclusion





Conclusion

Thank you for reading our FY25 Creating Change report. We are proud that we have been able to continue doing good for our communities, the factories in which we operate, and the planet on which we live.

We recognize that our program must continue to evolve, and we want to continue challenging ourselves to do more and do better. In FY26, we will continue to drive progress toward our SDGs, further align efforts with our science-based targets, enhance our engagement with all our supply chain partners, and pursue more preferred materials.

Aligned with our mantra of 'Do Good and Do Great' we will continue to be mindful of our actions, respectful of our planet, and to ensure our employees and factory workers feel appreciated and empowered to be their true authentic selves.

Our hope is that our continued environmental social governance principles are clear in the actions we are taking. We look forward to continuing our sustainability journey and taking our stakeholders, including our investors, consumers, and customers along on this journey with us.

Additional Info





Prior Reports

Deckers has filed ten annual corporate responsibility and sustainability reports; this is our eleventh report. Prior to this publication, the most recent corporate responsibility report covering fiscal year 2024 was released in October 2024.

Report Framework

We believe that the progress of our corporate responsibility and sustainability efforts is served by disclosing goals and relevant metrics and, to that end, we have aligned the reporting standards included in our Corporate Responsibility Report with the Financial Stability Board’s Task Force on Climate-Related Financial Disclosures (*commonly referred to as TCFD*), Global Reporting Initiative’s (*commonly referred to as GRI*) Core Standards, and Sustainability Accounting Standards Board’s (*commonly referred to as SASB, and now part of the International Finance Reporting Standard (or IFRS)*) Foundation Consumer Goods Sector Apparel, Accessories and Footwear Index.

This report focuses on key social and environmental issues, including but not limited to human rights, reduced inequalities, labor conditions, animal welfare, diversity and inclusion, corruption, governance, waste, water, climate and clean energy, and raw materials sourcing.

California SB261

This report contains disclosure required under California’s Senate Bill 261 (*SB 261*) which can be found in the section titled “Task Force on Climate Related Financial Disclosures (*TCFD*) Index”. Information addressing our climate-related financial risks and our measures to address them can be found in our [Climate Transition Plan, Pathway to Creating Change](#) and in the section titled “Task Force on Climate Related Financial Disclosures (*TCFD*) Index”.

Contact

We welcome any feedback on this report. Please reach out to us with any thoughts, questions or feedback at cr@deckers.com.



About Our Reporting

All content is the property of Deckers Outdoor Corporation (“*Deckers*”). The information in this report, inclusive of charts, graphs, and discussion, and all other information presented, may contain forward-looking statements, estimates, or projections based on expectations as of the original date of those materials. Those statements, estimates, and projections include calculations, assumptions, and sustainability-related information and objectives. Those statements, estimates, and projections that are subject to certain risks and uncertainties which that could cause actual results to differ materially. This document contains calculations, estimates, assumptions, and forward-looking statements, including sustainability-related information and objectives. Such statements inherently involve a high degree of uncertainty and potential risk. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Further information concerning Deckers and its businesses, including risks and uncertainties that could materially affect our financial results, are detailed in our reports filed with the U.S. Securities and Exchange Commission, including Forms 8-K, 10-K, and 10-Q. Presented information may also discuss previously non-public financial and statistical information. All information was current only as of the date originally presented. We do not update or delete outdated information contained in website materials, and we disclaim any obligation to do so.

Certain goals, targets, intentions, ambitions, or expectations described in this report, including any climate-related goals, are voluntary and should be considered aspirational. Further, certain information contained herein relating to any goals, intentions, or expectations, including with respect to climate-related goals and any related timelines, is subject to change, and no assurance can be given that such goals, intentions, or expectations will be met within the applicable time frames or at all. Similarly, there can be no assurance that our sustainability or ESG policies and procedures as described in this report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion

that it is not feasible or practical to implement or complete certain of our sustainability or ESG initiatives, policies, and procedures based on cost, timing, or other considerations.

The United Nation Sustainable Development Goals (*UNSDGs*) are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the UNSDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects, initiatives, investments, or other aspects of our business contribute to a particular UNSDG. Accordingly, investors should not place undue reliance on our application of the SDGs, as such application is subject to change at any time and in our sole discretion.

Certain information contained herein has been obtained from third parties, and in certain cases has not been updated through the date hereof. We have not independently verified the data from these third-party sources in every instance and make no representation with regard to the verification of third-party data, unless explicitly otherwise indicated. The sustainability indicators presented, particularly those related to value chain emissions, are based on a combination of primary and secondary data. Where source data is unavailable, estimates and assumptions grounded in real data trends and credible external information are applied. While these sources are believed to be reliable, we make no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness, or completeness of any of the information contained herein, and we expressly disclaim any responsibility or liability therefor.

This report has been prepared by the Environmental, Social, Governance Team under the oversight of the Chief Administrative and Legal Officer and Deckers Brands Corporate Responsibility, Sustainability & Governance Committee (*Corporate Governance Committee*).



References

[Deckers Brands Code of Ethics](#)

[Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct](#)

[Statement Against Modern Slavery](#)

[Deckers Ethics Hotline](#)

[Deckers Europe Limited Gender Pay Gap 2022](#)

[France Gender Equity Index 2023](#)

[Conflict Minerals Policy](#)

[Product & Materials Destruction Policy](#)

[Ethical Sourcing and Animal Welfare Policy](#)

[Paper and Forest Procurement Policy](#)

[Deckers Environmental Policy](#)

[Product & Materials Destruction Policy](#)

[Deckers Water Policy](#)

[Restricted Substances Packet](#)

[Global Manufacturing Locations](#)

[Global Supplier Locations](#)

[Statement Operations in Russia](#)

[Deckers Gives Charitable Donation Policy](#)

[Corporate Responsibility Video](#)

[Global Reporting Initiative Core Standards](#)

[Sustainability Accounting Standards Board \(SASB\) Apparel, Accessories & Footwear Sustainability Accounting Standard](#)

[Task Force on Climate Related Disclosures](#)

Glossary

Biodiversity: The natural variety and fragile balance of animal and plant life on Earth in a localized habitat, which coexist and function to provide or support ecosystems. It is an integral aspect of life on Earth, but is increasingly threatened by human activities.

Closed Loop: Process by which waste produced within a facility ends up back in a material or a product which that facility produces (*e.g. does not go to third-party diverting services*).

Circular Economy: There are three key pillars of a circular economy: (1) design out waste and pollution, (2) keep products and materials in use, and (3) regenerate natural systems.

Downcycle: Downcycling, or cascading, is the recycling of waste where the recycled material is of lower quality and functionality than the original material.

Downstream Transportation: A downstream transportation impact is the movement of a finished good starting at the Tier 1 facilities until possessed by a consumer.

Dunnage: Dunnage is any substrate, that is not part of the product itself, used to protect, contain, market, and promote the product.

Ecological Outcome Verification: Ecological outcome verification (*EOV*), developed in collaboration with leading scientists and researchers around the world, is an empirical and scalable soil and landscape assessment methodology that tracks outcomes in soil health, biodiversity and ecosystem function.

Emissions Factors: Emission factors for vehicle fuels, natural gas, and refrigerants were sourced from BEIS (*UK Government Department for Business, Energy and Industrial Strategy - now part of the Department for Energy Security & Net Zero*) Conversion Factors

for each appropriate years. Emission factors for electricity were sourced from the International Energy Agency (*IEA*).

End-of-life Impact: Waste disposal and treatment created during the entire lifecycle of a products.

Landfill: A site for the disposal of any substrate.

Loss in Production (LIP): Loss in production is waste produced from creating a finished raw material (*Tier 2*) and waste produced from creating a finished product (*Tier 1*).

Natural Material: Any physical matter that originates from plants, animals or the ground (*e.g. hemp, cotton, linen, wool, jute, etc.*).

Carbon Offsetting: The process of offsetting (*balancing out*) personal, corporate, or industrial carbon emissions through practices that reduce the presence of carbon dioxide in the atmosphere.

Preferred Materials: At Deckers, we use the term 'preferred materials' frequently to describe materials that we have studied and deemed 'more sustainable.' Materials could include, but are not limited to, the following:

- **Preferred Synthetics:** recycled polyester, recycled nylon, recycled polyethylene, and bio-based ethylene
- **Regenerated/man-made cellulosic fibers:** TENCEL™ Lyocell, LENZING™ ECOVERO™, and LENZING™ Modal
- **Plant fibers:** cotton sourced via responsible cotton programs, hemp, jute, linen, and ramie
- **Animal-based materials:** preferred wool (*e.g., repurposed wool or RWS certified*), preferred leather and sheepskin (*Leather Working Group certified, regenerative, or recycled*), and preferred down (*responsible down certified or recycled*)

Post-Consumer Waste Recycling: Material diverted from the waste stream after consumer use.

Post-Industrial Waste Recycling: Material diverted from the waste stream during manufacturing process.

Recycled Material: Process of converting waste materials into the same or new material or object. The recyclability of a material depends on its ability to re-acquire the properties it had in its virgin or original state.

Raw Material Extraction Impact: The impact of extracting a raw materials (*Tier 3+*) to then be passed down to Tier 2 for further transformation.

Raw Material Manufacturing: The impact of manufacturing the raw material into a finished raw material (*Tier 2*) which then is sent to Tier 1 factories for product assembly.

Renewable Material: A renewable material is a material made of resources that can be replenished.

Regenerated Cellulosic Fiber: A fiber that is created by dissolving the cellulose area of plant fiber in chemicals and making it into fiber again.

Regenerative Agriculture: Regenerative agriculture is a conservation and rehabilitation approach for food and farming systems. It focuses on topsoil regeneration, increasing biodiversity and improving the water cycle, enhancing ecosystem services, and supporting biosequestration. Healthy soil means thriving biodiversity and increased opportunity for carbon sequestration.

Scope 1 Emissions: Direct emissions from fuel combusted on site.

Scope 2 Emissions: Indirect emissions from electricity consumed by Deckers.

Scope 3 Emissions: Indirect emissions related to the entirety of Deckers' value chain.

Synthetic Material: Raw materials made from petroleum or renewable based feedstocks.

Footwear and apparel industries general supply chain tiers:

- **Tier 1:** Facilities where our finished products are made. Sometimes referred to as cut and sew facilities.
- **Tier 2:** Facilities where raw materials are manufactured into finished raw materials to become part of a product. These materials are provided to Tier 1 facilities where finished products are made.
- **Tier 3:** Suppliers to Tier 2 suppliers, including subcontractors, who process raw materials, such as knitting and weaving and suppliers of chemicals.
- **Tier 4:** Suppliers to Tier 3 suppliers, including subcontractors, who convert raw materials, such as spinning and suppliers of chemicals.
- **Tier 5:** Suppliers to Tier 4 suppliers, including subcontractors, extract raw materials, such as harvesting and ginning.

Upcycle: Upcycling is the process of transforming waste, or unwanted products, into new materials or products perceived to be of greater quality.

Upstream Transportation: Upstream transportation is the impact from the movement of raw materials by land, sea and air. When a product becomes a consumer good, the next movement will be considered a downstream transportation impact.

Acronyms

ACRONYM	DESCRIPTION	ACRONYM	DESCRIPTION	ACRONYM	DESCRIPTION
APAC	Asia-Pacific	FFC	Fair Factories Clearinghouse	RWS	Responsible Wool Standard
BSCI	Business Social Compliance Initiative	FSC	Forest Stewardship Council	SAC	Sustainable Apparel Coalition
BSR	Business for Social Responsibility	GHG	Greenhouse Gas	SBT	Science-Based Target
CDP	Carbon Disclosure Project	HAPs	Hazardous Air Pollutants	SBTi	Science Based Targets initiative
CO ₂ e	Carbon dioxide equivalent	IEA	International Energy Agency	SDG	Sustainable Development Goal
CPSIA	Consumer Product Safety Improvement Act	ILO	International Labor Organization	SLCP	Social & Labor Convergence Program
CT	Carbon Trust	ISSB	International Sustainability Standards Board	SMETA	Sedex Members Ethical Trade Audit
DMA	Double Materiality Assessment	KWH	Kilowatt hour	SOx	Sulfur Oxides
EF	Emissions Factor	LCA	Lifecycle Assessment	TCFD	Task Force on Climate-related Financial Disclosures
ELT	Executive Leadership Team	LEED	Leadership in Energy and Environmental Design	tCO ₂ e	Metric Tonnes Carbon Dioxide Equivalent
EMEA	Europe, Middle East, and Africa	LTIR	Number of DAFW Cases X 200,000/Number of Employee labor hours worked	TRIR	Number of OSHA Recordable Cases X 200,000/Number of Employee labor hours worked
EOV	Ecological outcome verification	LWG	Leather Working Group	UN	United Nations
ERG	Employee Resource Group	MJ	Megajoules	UNGC	United Nations Global Compact
ESG	Environmental, Social, and Governance	MMCF	Man-made cellulosic fibers	VOCs	Volatile organic compounds
ESPR	Ecodesign for Sustainable Products Regulation	NOx	Nitrogen Oxides	WRAP	Worldwide Responsible Accredited Production
ESRS	European Sustainability Reporting Standards	PLM	Product Lifecycle Management		
EVA	Ethylene Vinyl Acetate	POPs	Persistent Organic Pollutants		
FEM	Facilities Environmental Module				

Disclosures

- GLOBAL REPORTING INITIATIVE (GRI) INDEX
- SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX
- TASK FORCE ON CLIMATE RELATED FINANCIAL DISCLOSURES (TCFD) INDEX
- INDEPENDENT ACCOUNTANTS' REVIEW REPORT
- SUPPLY CHAIN PARTNER DISCLOSURES



FY25 Disclosures - GRI Content Index

Deckers Brands has reported the information cited in this GRI content index for the period April 1, 2024 - March 31, 2025 with reference to the GRI Standards. GRI 1: Foundation 2021 is utilized to build this content index. Although Deckers Brands is part of the working group developing the GRI Textiles and Apparel Specific Standards, we do not report on any Sector Standards at this time as they are not currently available.

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational Details	Deckers Outdoor Corporation is a publicly-traded company listed on the New York Stock Exchange, Trading Symbol: DECK. The Company is headquartered at at 250 Coromar Drive, Goleta, California 93117. Deckers Brands is a global leader in designing, marketing, and distributing innovative footwear, apparel, and accessories developed for both everyday casual lifestyle use and high-performance activities. The Company’s portfolio of brands includes UGG®, HOKA®, Teva®, and AHNU®. Deckers Brands products are sold in more than 50 countries and territories through select department and specialty stores, Company-owned and operated retail stores, and select online stores, including Company-owned websites. Deckers Brands has over 50 years of history building niche footwear brands into lifestyle market leaders attracting millions of loyal consumers globally. For more information, please visit www.deckers.com. A full list of countries of operation can be found in Deckers Brands in Summary or our FY25 Annual Report.	Deckers Brands in Summary
2-2	Entities included in the organization’s sustainability reporting	All Deckers entities included in the FY25 Annual Report are included in the Creating Change Report. Deckers reports information and data throughout this report that refer to Deckers and our portfolio of brands.	FY25 Annual Report : pages 3 - 6 Additional Information
2-3	Reporting period, frequency and contact point	Deckers Brands has filed ten annual corporate responsibility and sustainability reports; this is our eleventh report. Deckers financial reports and Creating Change report both align with fiscal year 2025 (FY25), reporting period April 1, 2024 to March 31, 2025. The Company releases its Creating Change report at the end of October following the conclusion of the fiscal year. Any data points that are not reported on a fiscal year cadence are noted in a footnote of that table or chart. Questions about the Creating Change report or reported information can be directed to cr@deckers.com .	Additional Information
2-4	Restatements of information	Sustainability data is significantly impacted by evolving methodologies. While we understand we must adapt to these evolving methodologies, it is also important for Deckers to maintain the ability to fairly compare progress year over year. In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we’ve restated historically reported results. We continue to evolve our internal controls of data outlined within this report.	
2-5	External Assurance	Deckers engaged Bureau Veritas to provide limited assurance of its Scope 1 and Scope 2 greenhouse gas (GHG) emissions data included in Deckers Creating Change FY2025 report.	Independent Accountants’ Review Report

FY25 Disclosures - GRI Content Index (continued)

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION																															
ACTIVITIES AND WORKERS																																		
2-6	Activities, value chain and other business relationships	FY25 Annual Report	FY25 Annual Report : pages 3-5																															
2-7	Employees	<table><tr><th colspan="5">EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)</th></tr><tr><th></th><th>NORTH AMERICA</th><th>EMEA</th><th>APAC</th><th>TOTAL</th></tr><tr><td>NUMBER OF PERMANENT EMPLOYEE</td><td>3,500</td><td>765</td><td>1,265</td><td>5,530</td></tr><tr><td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td><td>9</td><td>127</td><td>9</td><td>140</td></tr><tr><td>NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)</td><td>2,528</td><td>570</td><td>1,232</td><td>4,330</td></tr><tr><td>NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)</td><td>972</td><td>195</td><td>33</td><td>1,200</td></tr></table>		EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)						NORTH AMERICA	EMEA	APAC	TOTAL	NUMBER OF PERMANENT EMPLOYEE	3,500	765	1,265	5,530	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	9	127	9	140	NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	2,528	570	1,232	4,330	NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	972	195	33	1,200	People
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		<i>*For reporting period FY25. Temporary Employees only includes employees that are on the Deckers payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.</i>																																
		<table><tr><th colspan="5">EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)</th></tr><tr><th></th><th>FEMALE</th><th>MALE</th><th>OTHER</th><th>NOT DISCLOSED</th><th>TOTAL</th></tr><tr><td>NUMBER OF PERMANENT EMPLOYEES</td><td>3,443</td><td>2,069</td><td>13</td><td>5</td><td>5,530</td></tr><tr><td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td><td>97</td><td>47</td><td>0</td><td>1</td><td>145</td></tr></table>		EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)						FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL	NUMBER OF PERMANENT EMPLOYEES	3,443	2,069	13	5	5,530	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	97	47	0	1	145								
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2-8	Workers who are not employees	Deckers does not employ a significant number of workers who are not employees.	People																															

FY25 Disclosures - GRI Content Index (continued)

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
GOVERNANCE			
2-9	Governance structure and composition	FY25 Proxy Statement	FY25 Proxy Statement : pages 21 - 26 Program Governance
2-10	Nomination and selection of the highest governance body	FY25 Proxy Statement	FY25 Proxy Statement : pages 21 - 26
2-11	Chair of the highest governance body	Cynthia (<i>Cindy</i>) L. Davis, Chair of our Board (<i>non-executive, independent</i>) Deckers Brands: Directors	Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Deckers' Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee (<i>Corporate Governance Committee</i>), comprised of four independent directors, oversees our ESG strategy. Our Board has ultimate oversight over all sustainability initiatives, strategies, and programs, including those related to climate change, human rights, community engagement, charitable giving, belonging and economic, social, and environmental risks. The Corporate Governance Committee and Board of Directors annually receive updates on the status of our ESG program. In addition, the Audit & Risk Management Committee (<i>Audit Committee</i>) of the Board periodically reviews risk management, including climate-related risks and policies, to ensure a consistent corporate strategy. The Board of Directors considers whether the ESG program adequately identifies material risks in a timely fashion, implements appropriate responsive risk management strategies, and transmits necessary information with respect to material risks within the organization.	Program Governance
2-13	Delegation of responsibility for managing impacts	Deckers' Chief Administrative and Legal Officer has general oversight of our sustainability program. Our Vice President, Sustainability and Compliance has direct day-to-day responsibility for managing our program, including the multiple sustainability committees which meet quarterly, and assessing risks to report to Deckers' Executive Leadership Team and the Board of Directors.	Program Governance
2-14	Role of the highest governance body in sustainability reporting	This report has been prepared by the Environmental, Social, Governance Team under the oversight of the Chief Administrative and Legal Officer and Deckers Brands Corporate Responsibility, Sustainability & Governance Committee (<i>Corporate Governance Committee</i>).	Additional Information
2-15	Conflicts of interest	Employees are trained on conflicts of interest and our Compliance Officer maintains list of potential conflicts of interests (<i>e.g. related persons working at Deckers</i>) and reports to the Audit Committee as appropriate. For additional information see Deckers Brands Code of Ethics or FY25 Proxy Statement	Mandatory Employee Training
2-16	Communication of critical concerns	The Corporate Governance Committee and Board of Directors annually receive updates on the status of our ESG program. In addition, the Audit & Risk Management Committee (<i>Audit Committee</i>) of the Board periodically reviews risk management, including climate-related risks and policies, to ensure a consistent corporate strategy.	Program Governance
2-17	Collective knowledge of the highest governance body	Each member of our Corporate Governance Committee, together with our Chief Administrative and Legal Officer and certain other members of the Board of Directors, previously completed the Diligent ESG and Climate Leadership Certificate Program. Additionally, as set forth in our Corporate Governance Guidelines, our Board of Directors is required to complete annual training on our Code of Ethics. Together, we believe these efforts further evidence our ongoing commitment to sustainable business practices and strong ESG performance.	
2-18	Evaluation of the performance of the highest governance body	FY25 Proxy Statement	FY25 Proxy Statement : pages 25
2-19	Remuneration policies	FY25 Proxy Statement	FY25 Proxy Statement : pages 38 - 40, 50 - 53 and 62 - 64
2-20	Process to determine remuneration	FY25 Proxy Statement	FY25 Proxy Statement : page 68
2-21	Annual total compensation ratio	FY25 Proxy Statement	Board of Directors FY25 Proxy Statement : page 68

FY25 Disclosures - GRI Content Index (continued)

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
STRATEGY, POLCIES AND PRACTICES			
2-22	Statement on sustainable development strategy	<u>Message from our CEO</u>	<u>Welcome</u>
2-23	Policy commitments	We value the culture we have created and want to ensure Deckers continues to be an amazing place to work. We have created policies to help empower our employees to act with integrity even when faced with challenging situations. We have multiple policies to help guide our employees, and our supply chain partners, to operate our business in the most socially and environmentally conscious way possible. Many of our corporate policies are public and can be found on our <u>website</u>. These include the following: ▪ Code of Ethics (<i>including our zero-tolerance policy on harassment and discrimination and insider trading</i>) ▪ Ethics Hotline Policy ▪ Anti-Corruption Policy ▪ Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct ▪ Environmental Policy ▪ Water Policy ▪ Ethical Sourcing and Animal Welfare Policy ▪ Conflict Minerals Policy ▪ Restricted Substances Policy ▪ Paper and Forest Procurement Policy ▪ Deckers Gives Charitable Donations Policy ▪ Product & Materials Destruction Policy ▪ Statement Against Modern Slavery Through implementing Deckers’ Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct (<i>“Code of Conduct”</i>) our business partners have committed to upholding Deckers values and strive to do business in a way that is better for people and the planet. Our Code of Conduct is based off international law and the International Labour Organization (<i>ILO</i>) convention.	<u>Policies</u> <u>Deckers Brands Policies</u>
2-24	Embedding policy commitments	Deckers' Ethical Supply Chain (<i>ESC</i>) Team is responsible for the day-to-day management of our ESC program. To maintain its independence, our ESC Team reports directly to our VP, Sustainability and Compliance, who in turn reports directly to our Chief Administrative and Legal Officer. Employees on average receive 5 hours of compliance and ethics trainings which include training on human rights policies and procedures (<i>at least</i>) biennially. At a minimum, our partners must follow the <u>Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct</u>, all local and state laws, and <u>Deckers’ Code of Ethics</u> . Our Ethical Supply Chain (<i>ESC</i>) team provides hands-on training, both in person and virtually, so that partners are well versed on our expectations.	<u>Deckers Brands Policies</u>
2-25	Processes to remediate negative impacts	We offer a 24-7 anonymous hotline to all Deckers employees globally and have extended the hotline accessibility to all factory workers so they too can voice concerns. For more information on how our hotline works please visit <u>Deckers Ethics Hotline</u>.	<u>Integrity First</u>
2-26	Mechanisms for seeking advice and raising concerns	We require, as a part of their agreement to our Ethical Supply Chain Code of Conduct, our business partners to provide our Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct, in local language, train workers on their rights and obligations as defined by our Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct and ensure the compliance of any sub-suppliers. Business Partners commit to providing a transparent and effective internal grievance system. Deckers also offers a 24 hour, 7 days a week, hotline service where workers can anonymously and confidentially notify us of any violations of our <u>Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct</u>.	<u>Deckers Brands Policies</u>
2-27	Compliance with laws and regulations	Our top findings of non-compliance are in line with the footwear and apparel industry overall. Our most prevalent areas of non-compliance, among our Tier 1 factory partners, are excessive overtime (<i>which is dependent on timing of audit and challenges associated with peak production</i>), insufficient benefits and welfare (<i>which is largely due to updates to legislation and the learning curve associated therewith</i>), insufficient social insurance, improper exit doors (<i>due to building code updates</i>), and insufficient number of firefighting facilities (<i>due to expansion of factory footprint - e.g. factory build-outs</i>). We continue to monitor performance in these areas and intend to allocate the resources necessary to remediate these areas of non-compliance.	<u>Workers in Our Supply Chain</u>

FY25 Disclosures - GRI Content Index (continued)

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
STRATEGY, POLCIES AND PRACTICES			
2-28	Membership associations	On our social initiatives, we work with Business for Social Responsibility (<i>BSR</i>) in various capacities including a stakeholder outreach project in which we solicited input and gathered information from stakeholders to better understand the topics and themes that are most important to those stakeholders. BSR has also reviewed and provided feedback on various Deckers' policies including its Statement Against Modern Slavery and its Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct. We also work closely with Better Work and Social & Labor Convergence ensuring our social programs remain best in class. In FY25, we continued to work with RISE (<i>Reimagining Industry to Support Equality</i>), a collaborative initiative from BSR's HERproject, CARE, Better Work, and others to scale impact and accelerate equality for women workers in global garment supply chains. We continued our partnership with VisionSpring to expand access to vision screenings and affordable eyewear so supply chain workers can see clearly and perform at their best. We collaborate with the Humane Society on the adoption, and subsequent revisions, of our Ethical Sourcing and Animal Welfare Policy. On our environmental sustainability initiatives, we work closely with the Savory Institute, Carbon Trust, Trayak's Compass (<i>our LCA tool</i>), the Leather Working Group, and Worldly (<i>formally HIGG</i>). We also continue to work with Canopy on our annual updates to Deckers' Paper and Forest Procurement Policy. We also value peer networking and exploratory conversations. To that end, Deckers is a founding member of the Footwear Innovation Foundation, a non-profit scientific research organization that focuses on how to best shape and transform the future of footwear in the face of ongoing challenges such as tariffs, sourcing, supply chain, and regulatory matters. Through the Footwear Innovation Foundation, Deckers is apart of the "Closing the Footwear Loop" project, a major initiative led by Fashion for Good, bringing together leading fashion and footwear brands, and their existing circularity programs, to tackle the complex challenges of circularity in the footwear industry. The project aims to transform the current linear "take-make-dispose" model into a circular one. In addition, Deckers was also selected to be part of the multi-stakeholder working group to develop the GRI Textiles and Apparel Sector Standards.	Stakeholder Engagement
2-29	Approach to stakeholder engagement	We highly value stakeholder input and have consistently demonstrated our commitment to maintaining open and interactive dialogue on ESG matters with our stakeholders, including non-governmental organizations, employees, suppliers, industry groups, communities and governments, to help ensure their views are actively considered in executing our ESG program. Our stakeholder outreach program is led by a cross-functional team that includes members of our investor relations, compliance, sustainability, belonging, and legal teams. Additionally, we seek to actively engage with our employees, through regular employee engagement surveys, to obtain valuable feedback and track progress and hold ourselves accountable to our five key values.	Stakeholder Engagement
2-30	Collective bargaining agreements	Deckers does not have any employees that are covered by collective bargaining agreements.	

GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	We looked at our business holistically and identified areas (<i>e.g. materials, waste, water, gender equality, quality education and reduced inequalities, chemistry, climate & clean energy, and human rights</i>) where we can make the biggest impact. Then, looking at the areas we identified, we defined goals under each to better track our progress - these are our Sustainable Development Goals (<i>SDGs</i>) and they are the guardrails of our program. Finally, in order to prioritize our efforts we identified specific areas for improvement, including relevant targets under each SDG to better track our progress. We recognize that as our business continues to evolve we must remain agile. As such, we are continually modifying our strategies, adding to our targets, reallocating our resources, and challenging ourselves to make an even greater impact in keeping with our key value of 'Do Good and Do Great'. We highly value stakeholder input and have consistently demonstrated our commitment to maintaining open and interactive dialogue on ESG matters with our stakeholders, including nongovernmental organizations, employees, suppliers, industry groups, communities and governments, to ensure their views are actively considered in executing our ESG program. Our stakeholder outreach program is led by a cross-functional team that includes members of our investor relations, compliance, sustainability, diversity, equity, and inclusion (<i>DEI</i>), and legal teams. Additionally, we actively engage with our employees, through regular employee engagement surveys, to obtain valuable feedback and track progress and hold us accountable to our five key values.	Our Strategic Approach Stakeholder Engagement
3-2	List of material topics	Materials, Waste, Water, Climate and Clean Energy, Human Rights, Chemistry and Consumer Safety and Gender Equality, Quality Education and Reduced Inequalities.	Our Strategic Approach

FY25 Disclosures - GRI Content Index (continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
CLIMATE CHANGE (2025)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Our ESG program philosophy is to focus on priority issues which we define as those that are important to our business and our Stakeholders. We have completed our double materiality assessment (<i>DMA</i>) and identified material impacts, risks and opportunities.
102-1	Transition plan for climate change mitigation	In FY25, we developed a Climate Transition Plan which outlines our climate related activities demonstrating our commitment to reducing emissions and adapting our operations to the global climate goals set out in the Paris Climate Agreement. Our Climate Transition Plan, Pathway to Creating Change , can be found on our website www.deckers.com/responsibility .
102-2	Climate change adaptation plan	Climate Transition Plan
102-4	GHG emissions reduction targets and progress	Science-Based Targets
102-5	Scope 1 GHG emissions	Emissions Summary
102-6	Scope 2 GHG emissions	Emissions Summary
102-7	Scope 3 GHG emissions	Emissions Summary
102-8	GHG emissions intensity	Highlights of FY25 Achievements Made Toward Our Sustainable Development Goals
102-10	Carbon credits	In FY25, Deckers did not purchase any carbon offsets, nor did we initiate or participate in any internal or external carbon tax schemes. This reflects our current strategic focus on direct emissions reductions and operational efficiencies as primary tools for addressing our carbon footprint.
ENERGY (2025)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	
103-1	Energy policies and commitments	Energy Consumption
103-2	Energy consumption and self-generation within the organization	Energy Consumption
103-3	Upstream and downstream energy consumption	Energy Consumption
103-5	Reduction in energy consumption	Energy Consumption

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
ECONOMIC PERFORMANCE (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	FY25 Annual Report
201-1	Direct economic value generated and distributed	FY25 Annual Report
201-2	Financial Implications and other risks and opportunities due to climate change	FY25 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	Gender Equality, Quality Education and Reduced Inequalities Holistic Wellbeing
ANTI-CORRUPTION (2016)		
3-3	Management of material topics	Our ESG program philosophy is to focus on priority issues which we define as those that are important to our business and our Stakeholders. We have completed our double materiality assessment (<i>DMA</i>) and identified material impacts, risks and opportunities.
205-2	Communication and training about anti-corruption policies and procedures	At Deckers, we strive to make a positive impact by bringing together purposeful brands and diverse, driven individuals who embrace change and pursue success. Our five key values (<i>do good and do great, own it, commit to create, better together, and come as you are</i>) help ensure we hold ourselves accountable to deliver on our goals. These values define who we are and serve as the driving force behind how we work together and with our customers, our consumers, our partners, our suppliers, and our communities. We also have detailed ethics and compliance policies that instill a commitment to ethical behavior and legal compliance across our entire organization. Our culture, and open door policy, encourages employees to approach their managers if they believe there have been violations of our standards or policies. We invest in the ongoing learning of our employees by providing them with valuable training to help navigate challenging situations. Globally, all employees are trained on a biennial basis on a variety of topics including our code of ethics, zero-tolerance policy on harassment and discrimination, insider trading, anti-corruption, and conflicts of interest. Our Code of Ethics applies to not just our employees but we expect our supply chain partners to comply. Additionally, our Board is required to complete training on our Code of Ethics. Together, we believe these efforts further evidence our ongoing commitment to sustainable business practices and strong ESG performance. Company Values and Integrity First

FY25 Disclosures - GRI Content Index (continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
TAX (2019)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	We take reasonable steps to determine and follow the intention of the legislature in regards to regulatory tax compliance. Our tax strategy applies to Deckers Outdoor Corporation and its wholly owned subsidiaries. Our Board of Directors oversees our tax strategy and works to ensure full and timely compliance with tax reporting and other obligations as required by legislation. Our tax strategy is organized to manage taxation efficiently, consistent with commercial needs and with a conservative approach to tax risk. Arrangements will not be entered into, facilitated or promoted without business purpose or commercial rationale, or if outside of our risk appetite or in conflict with the intention of legislation. Our tax team consults with external advisors on specific matters, where required, and engages with industry bodies to assess future legislative developments.
207-1	Approach to tax	
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	
MATERIALS (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	We have multiple policies to help guide our employees, and our supply chain partners, to operate our business in the most socially conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found on our website . Policies
301-1	Materials used by weight or volume	Materials
WATER AND EFFLUENTS (2018)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	We have multiple policies, including our Water Policy, to help guide our employees, and our supply chain partners, to operate our business in the most socially and environmentally conscious way possible. Many of our corporate policies are public and can be found on our website . Policies
303-1	Interactions with water as a shared resource	Supply Chain Water Usage Efforts In FY25, we undertook a compressive reevaluation of how we collect, assess, and target setting across our supply chain. This process strengthened the consistency of the information we use to guide our sustainability efforts. As part of this review, we also refined our approach to target setting, ensuring alignment with both our corporate climate goals and the realities of our global supply chain. Building on this enhanced foundation, we have determined to establish intensity based targets of our partners. Enabling us to better measure progress relative to production growth while driving continued improvement in resource efficiency and emissions reductions.

FY25 Disclosures - GRI Content Index (continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
OCCUPATIONAL HEALTH AND SAFETY (2018)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Health and Safety of Factory Employees
403-1	Occupational health and safety management system	Not disclosed
403-2	Hazard identification, risk assessment, and incident investigation	Deckers Code of Ethics and Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct
403-5	Worker training on occupational health and safety	Mandatory Employee Training
403-6	Promotion of worker health	Holistic Wellbeing & Workers in Our Supply Chain
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workers in Our Supply Chain
403-9	Work-related injuries	Health and Safety
403-10	Work-related ill health	Health and Safety
TRAINING AND EDUCATION (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Integrity First
404-1	Average hours of training per year per employees	On average employees receive approximately 5 hours of compliance and ethics trainings which includes training on Human Rights policies and procedures (at least) biennially.
404-2	Programs for upgrading employee skills and transition assistance programs	Globally, all employees are trained on a variety of topics. A full list can be found under Mandatory Employee Training
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time employees go through an annual review process
DIVERSITY AND EQUAL OPPORTUNITY (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Gender Equality, Quality Education and Reduced Inequalities Approach
405-1	Diversity of governance bodies and employees	Global Workforce

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
NON-DISCRIMINATION (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Integrity First
406-1	Incidents of discrimination and corrective actions taken	Hotline Metrics
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct
CHILD LABOR (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Materiality Assessment
408-1	Operations and suppliers at significant risk for incidents of child labor	We prohibit the use of child labor. Our Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct prohibits supply chain partners from hiring workers below the age of 16 or, in the case of hazardous work, the age of 18. Should the legal age for employment be greater than 16, the higher age applies. For more information, please see our Statement Against Modern Slavery, and our Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct .
FORCED OR COMPULSORY LABOR (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Materiality Assessment
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We prohibit the use of forced labor. Our Ethical Supply Chain Supplier Code of Conduct prohibits supply chain partners from using forced labor whether in the form of prison labor, indentured labor, bonded labor or otherwise. We audit 100% of our Tier 1 factory partners and engage the majority of our Tier 2 supplier partners through onsite visits, worker interviews, and detailed review of records. For more information, please see our Statement Against Modern Slavery and our Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct .

FY25 Disclosures - GRI Content Index (continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
SUPPLIER SOCIAL ASSESSMENT (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Partner Performance : Audit Criteria
414-1	New suppliers that were screened using social criteria	Partner Performance : Tier 1 Factory Partner Vendor Scorecard
PUBLIC POLICY (2016)		
GRI 3: MATERIAL TOPICS 2021	Management of material topics	Monetary Contributions
415-1	Political Contributions	Deckers does not engage in political contributions, expenditures, or payments of any kind. During the reporting period and in the past five fiscal years, no political contributions, expenditures, or payments were made. All political activities on behalf of Deckers must be initiated or approved in advance by our Legal Team. Specifically, during the reporting period and in the past five fiscal years, we have not made any corporate contributions to political candidates, parties, or committees; we have not made any contributions or payments to 527 groups such as governors associations and super PACs; we have not made any independent political expenditures in support of or opposition to any campaign; we have not made any contributions or payments to other tax-exempt organizations, such as 501(c)(4)s, that may use funds for political purposes; and we have not made any expenditures or payments to influence the outcome of ballot measures. We disclose any trade association memberships where our annual dues/fees exceed \$50,000; further beginning in FY26, no portion of such dues may be used for political activities.



FY25 Sustainability Accounting Standards Board (SASB) Index

This FY25 Creating Change report has been produced in accordance with the Sustainability Accounting Standards Board's (*commonly referred to as SASB, and now part of the International Finance Reporting Standard (or IFRS) Foundation Consumer Goods Sector Apparel, Accessories and Footwear Index*. SASB is an independent, non-profit standards-setting organization that helps companies disclose social and governance information. This index maps the disclosure of SASB metrics in our FY25 Creating Change report.

FY25 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD)

Accounting Metric	Category	Unit of Measure	Code	Response	Location
MANAGEMENT OF CHEMICALS IN PRODUCTS					
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY25 Creating Change report. Our approach to restricted substances is both hazard and risk-based and our processes are further outlined in our Restricted Substances Policy which is publicly available and applicable to all our products.	Chemistry and Consumer Safety
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY25 Creating Change report.	Chemistry and Consumer Safety
ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	We require 100% Tier 1 and Tier 2 supply chain partners to have and maintain appropriate wastewater discharge permits.	Water
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (<i>Higg FEM</i>) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	In FY25, we undertook a comprehensive reevaluation of how we collect, assess, and target setting across our supply chain. This process strengthened the consistency of the information we use to guide our sustainability efforts. 100% of our Tier 1 Factory Partners, and the majority of our key strategic Tier 2 supplier partners, have disclosed through the HIGG FEM module.	Human Rights
LABOR CONDITIONS IN THE SUPPLY CHAIN					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	In FY25, we audited 100% of our 42 Tier 1 factory partners. We have transitioned from relying primarily on our own internally conducted audits to leveraging industry assessment tools, aiming to reduce fatigue while continuing to deliver transparency through verified data. Of the audits performed, 97.62% were onsite audits (<i>either by our own ESC team or an accredited Better Work or Social & Labor Convergence Program third-party auditor</i>) and 2.36% used reputable third-party audit frameworks such as Worldwide Responsible Accredited Production (WRAP), Sedex Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI). We also performed 111 desktop audits, mainly for licensees/agent relationships. In FY25, we engaged the majority of our Tier 2 supplier partners through audits, training and environmental projects. Together, these engaged Tier 2 supplier partners represent over 90% of our total materials spend. We have a Tier 2 engagement program where a core group of Tier 1 factory partners assist us in gathering essential documentation from key Tier 2 supplier partners so that we can holistically review their social compliance and environmental health and safety efforts. We intend to verify compliance through random audits and promoting industry tools like SLCP and Worldly for added transparency. By 2026, we intend to expand our engagement program to all our Tier 2 supplier partners in the same way we do our Tier 1 factory partners. This is certainly not easy given the volume of suppliers we have, but we know that we can only improve what we measure.	Partner Performance

FY25 Sustainability Accounting Standards Board (SASB) Index (continued)

FY25 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD)

Accounting Metric	Category	Unit of Measure	Code	Response	Location
LABOR CONDITIONS IN THE SUPPLY CHAIN					
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	Using our Vendor Scorecard Process, we are pleased to report that 100% of our Tier 1 footwear partners were either Champion or Excellent meaning they scored 80-100% on their audit. This year, we did not have any partners who were in our bottom two categories showing continuous improvement among our partners.	Partner Performance
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	Among our Tier 1 factory partners, our most prevalent areas of non-compliance are excessive overtime (which is dependent on timing of audit and challenges associated with peak production), insufficient number of firefighting facilities (<i>due to expansion of factory footprint</i>), insufficient routine inspection and maintenance of machines (<i>largely due to updates to fire safety legislation</i>), insufficient social insurance, and insufficient safety education. Among our Tier 2 supplier partners, our most prevalent areas of non-compliance are insufficient first aid suppliers, insufficient social insurance, insufficient fire equipment maintenance, insufficient chemical management, and overtime.	Top Findings of Non-Compliance
RAW MATERIALS SOURCING					
(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	CG-AA-440a.1	Further, we recognize traceability is important for the raw materials that go into our products both from an environmental and social perspective. We are working with Infor Nexus, leaders in supply chain mapping, for added transparency into our supply chain. To that end we have identified seven key commodities that we believe are priorities (<i>either due to social or environmental risks</i>) to establish our traceability framework. These include the following: hides, cotton, timber, natural rubber, man-made cellulosic fibers (<i>MMCFs</i>), soy and palm. Following this identification we have worked with our technology partners to establish processes with our suppliers to identify and mitigate risks related to our raw materials.	Deckers Supply Chain
(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Quantitative	Metric Tonnes (t)	CG-AA-440a.2	In FY25, 49.38% of all our materials (<i>including both product and packaging</i>) were certified to an environmental and/or social sustainability standard an increase when compared to the 47.38% reported in FY24.	Preferred Materials
Activity Metric	Category	Unit of Measure	Code	Response	Location
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	We have 42 Tier 1 Factory Partners and 272 Tier 2 Supplier Partners as of April 2025. We are working with Infor Nexus, leaders in supply chain mapping, for added transparency into our supply chain.	Our Approach to Materials

Task Force On Climate-Related Financial Disclosures (TCFD) Index

RECOMMENDED DISCLOSURES	SOURCE	RESPONSE
GOVERNANCE		
Describe the board’s oversight of climate-related risks and opportunities	CDP (4.1, 4.1.2, 4.2,, 4.3) Program Governance	Deckers’ Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee (<i>Corporate Governance Committee</i>), comprised of four independent directors, oversees our ESG strategy. Our Board has ultimate oversight over all sustainability initiatives, strategies, and programs, including those related to climate change, human rights, community engagement, charitable giving, belonging and economic, social, and environmental risks. The Corporate Governance Committee and Board of Directors annually receive updates on the status of our ESG program. In addition, the Audit & Risk Management Committee (<i>Audit Committee</i>) of the Board periodically reviews risk management, including climate-related risks and policies, to ensure a consistent corporate strategy. The Board of Directors considers whether the ESG program adequately identifies material risks in a timely fashion, implements appropriate responsive risk management strategies, and transmits necessary information with respect to material risks within the organization.
Describe management’s role in accessing and managing climate-related risks and opportunities.	CDP (4.3.1) Program Governance	Deckers’ Chief Administrative and Legal Officer has general oversight of our sustainability program, and approve all materials recommended to the Board of Directors for our climate-related strategy. Our Vice President, Sustainability and Compliance has direct day-to-day responsibility for managing our program, including the multiple sustainability committees which meet quarterly, and assessing risks to report to Deckers’ Executive Leadership Team and the Board of Directors. Our ESG program aligns our internal teams with our Sustainable Development Goals (<i>SDGs</i>) and establishes strategies and policies to encourage our partners and suppliers to employ sustainable business practices. The program’s execution is driven by our various cross-functional teams including our ethical sourcing, facilities, DCs, brands, innovation, DEI, giving, materials, and supply chain teams. Deckers’ Enterprise Risk Management program annually assesses risk – including climate and ESG risk – to our business. Deckers’ Enterprise Risk Management program is reviewed quarterly with the management and the Audit & Risk Committee of the Board of Directors and at least annually with the full Board of Directors.
STRATEGY		
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	CDP (2.1, 3.1, 3.1.1, 5.2) FY25 Annual Report : pages 18-19	Natural disasters or other catastrophic events, including the effects of climate change or a pandemic, may damage or disrupt our operations, international markets, and the global economy. Our operations are subject to interruption from extreme weather events, power shortages, pandemics, terrorism, political instability, telecommunications failures, cyber-attacks, war, and other events beyond our control. Although we maintain disaster recovery plans, such events could disrupt our operations, including through the inability of talent to work, loss of life, and adverse effects on supply chains, power, infrastructure and the integrity of IT systems, any of which could materially increase our costs and expenses, decrease sales, and disrupt our business continuity. We could incur significant capital expenditures and other costs to improve the climate-related resiliency of our infrastructure and otherwise prepare for, respond to, and mitigate the effects of climate change, including compliance with evolving, and at times inconsistent, laws and regulations. We could also experience increased costs for energy, production, transportation, raw and other materials, as well as higher insurance premiums and deductibles, which could adversely affect our operations. Our insurance may not be sufficient to cover losses that we may sustain. Any event that disrupts our operations or those of our partners or customers could have a material adverse effect on our business, results of operations and financial condition. Any assessment of the potential impact of future climate change legislation, regulations, or industry standards, as well as any international treaties and accords, is uncertain given the wide scope of potential regulatory change in the countries in which we operate. These events could also adversely affect the supply of raw materials, including sheepskin and leather, disrupt the operation of our supply chain and the productivity of our contract manufacturers, increase our production costs, impose capacity restraints, and affect the types of products consumers purchase. Further, public health issues and related regulatory responses may reduce demand for certain products, deteriorate our ability, or the ability of our customers, to operate in affected regions, and result in the failure of key business partners to provide services for our efficient operations, including the inability of our manufacturers or third-party distributors to timely fulfill their obligations to us, any of which would adversely affect our business, results of operations and financial condition.
Describe the impact of climate related risks and opportunities on the organization’s businesses, strategy, and financial planning	CDP (5.2) Climate Transition Plan	Deckers evaluates environmental, social, and governance risks including climate related risks associated with operations, including, but not limited to, supply chain disruptions in the event of a natural disaster caused (<i>flood, excessive heat, etc.</i>), material scarcity due to climate change, and decrease in consumer demand due to the unpredictability of weather patterns. These risks and opportunities have potential to impact Deckers operations, products, and supply chain. More information on our climate related risks and opportunities can be found in Deckers’ Climate Transition Plan.
Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario	CDP (2.2.2, 5.1, 5.2) Climate Transition Plan	Deckers has identified and assessed our climate related risks and opportunities in line with various reporting frameworks including the Task Force on Climate-related Financial Disclosures (<i>TCFD</i>). Our analysis is based on two Representative Concentration Pathway (<i>RCP</i>) – or warming scenarios: RCP 2.6: a rapid transition scenario with mostly short- and medium-term risks, where average global temperature increase is limited to 1.5°C through far-reaching measures such as legislation, global carbon taxes, and major shifts in consumption patterns and lifestyles. This model was used for transition risks, namely hide availability and carbon pricing. RCP 8.5: an accelerating temperature increase scenario with mostly long-term risks, where the world fails to curb rising GHG emissions. This results in a global average temperature increase of at least 3-4°C by 2100. Impacts from extreme weather events are assumed to grow in magnitude. In these two scenarios we analyzed possible impacts in the short term (<i>one to three years</i>) and medium term. This model was used for physical risks, namely extreme weather events. Insights from this work informed the development of our formal Climate Transition Plan, which outlines strategic actions to enhance business resilience and support the transition to a low-carbon economy. More information on our climate strategy can be found in Deckers’ Climate Transition Plan.

Task Force On Climate-Related Financial Disclosures (TCFD) Index (continued)

RECOMMENDED DISCLOSURES	SOURCE	RESPONSE
RISK MANAGEMENT		
Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	CCDP (2.2.2) FY25 Annual Report: page 8 <u>Climate Transition Plan</u>	Deckers’ Enterprise Risk Management program annually assesses risk – including climate and ESG risk – to our business. Deckers’ Enterprise Risk Management program is reviewed quarterly with management and the Audit & Risk Committee of the Board of Directors, and at least annually with the full Board of Directors. Our ESG program aligns our internal teams with our Sustainable Development Goals (<i>SDGs</i>) and establishes policies to encourage our partners and suppliers to employ sustainable business practices. We annually assess risks related to ESG issues as part of our overall enterprise risk management approach. Additionally, our internal audit team provides periodic targeted reviews of our ESG-related policies and procedures to the Audit & Risk Management Committee. Further, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (<i>TCFD</i>), we engaged climate experts Carbon Trust to conduct climate-related scenario analyses. These assessments evaluated both transition and physical risks to our business under a range of potential climate futures. Insights from this work informed the development of our formal <u>Climate Transition Plan</u> , which outlines strategic actions to enhance business resilience and support the transition to a low-carbon economy.
Describe the organization’s processes for identifying and assessing climate-related risks	CDP (2.2.1, 2.2.2) <u>Program Governance</u>	Deckers’ climate-related strategy, including management and identification of risks, is driven by our Chief Administrative and Legal Officer, our Vice President, Sustainability and Compliance and multiple sustainability committees which meet quarterly and include various cross-functional teams. Climate related risks are reported to Deckers’ Executive Leadership Team and the Board of Directors. Deckers’ audit plan helps to identify risks and exposures and evaluates management’s risk mitigation strategy. In evaluating risks and opportunities, the Audit & Risk Management Committee determine whether Deckers risk program adequately identifies material risks within the organization. Deckers considers all substantive/strategic impacts on its business according to the risk’s expected impact of financial loss, potential negative reputational harm, and likelihood of causing a compliance aberration or failure. Our ESG program aligns our internal teams with our Sustainable Development Goals (<i>SDGs</i>) and establishes strategies and policies to encourage our partners and suppliers to employ sustainable business practices. Additionally Deckers uses a third-party, science-based, LCA tool to weigh potential environmental impacts of certain materials so our selections are guided by science, and our commitment to utilize more preferred materials across our portfolio.
Describe the organization’s processes for managing climate related risks	CDP (2.2.1, 2.2.2) <u>Program Governance</u>	Deckers’ climate-related strategy, including management and identification of risks, is driven by our Chief Administrative and Legal Officer, our Vice President, Sustainability and Compliance and multiple sustainability committees which meet quarterly and include various cross-functional teams. Climate related risks are reported to Deckers’ Executive Leadership Team and the Board of Directors. Deckers’ audit plan helps to identify risks and exposures and evaluates management’s risk mitigation strategy. In evaluating risks and opportunities, the Audit & Risk Management Committee determine whether Deckers risk program adequately identifies material risks within the organization. Deckers considers all substantive/strategic impacts on its business according to the risk’s expected impact of financial loss, potential negative reputational harm, and likelihood of causing a compliance aberration or failure. Our ESG program aligns our internal teams with our Sustainable Development Goals (<i>SDGs</i>) and establishes strategies and policies to encourage our partners and suppliers to employ sustainable business practices. Additionally Deckers uses a third-party, science-based, LCA tool to weigh potential environmental impacts of certain materials so our selections are guided by science, and our commitment to utilize more preferred materials across our portfolio.
METRICS AND TARGETS		
Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	<u>Climate and Clean Energy</u> <u>Climate Transition Plan</u>	Deckers tracks climate-related metrics including, but not limited to, direct and indirect greenhouse gas (<i>GHG</i>) emissions, energy consumption, water usage, waste diversion, waste generation, and progress toward more preferred raw materials. For more information on our climate-related targets please see Climate and Clean Energy section of this Report. Further, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (<i>TCFD</i>), we engaged climate experts Carbon Trust to conduct climate-related scenario analyses. These assessments evaluated both transition and physical risks to our business under a range of potential climate futures. Insights from this work informed the development of our formal <u>Climate Transition Plan</u> , which outlines strategic actions to enhance business resilience and support the transition to a low-carbon economy.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (<i>GHG</i>) emissions, and the related risks	<u>Climate and Clean Energy</u> <u>Climate Transition Plan</u>	See Climate and Clean Energy section of this Report which discloses our Scope 1, Scope 2, and Scope 3 greenhouse gas (<i>GHG</i>) emissions and related risks. Further, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (<i>TCFD</i>), we engaged climate experts Carbon Trust to conduct climate-related scenario analyses. These assessments evaluated both transition and physical risks to our business under a range of potential climate futures. Insights from this work informed the development of our formal <u>Climate Transition Plan</u> , which outlines strategic actions to enhance business resilience and support the transition to a low-carbon economy.
Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	<u>Climate and Clean Energy</u> <u>Climate Transition Plan</u>	See Climate and Clean Energy section of this Report which discloses our climate-related targets. Further, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (<i>TCFD</i>), we engaged climate experts Carbon Trust to conduct climate-related scenario analyses. These assessments evaluated both transition and physical risks to our business under a range of potential climate futures. Insights from this work informed the development of our formal <u>Climate Transition Plan</u> , which outlines strategic actions to enhance business resilience and support the transition to a low-carbon economy.



Independent Assurance Report

TO: THE STAKEHOLDERS OF DECKERS OUTDOOR CORPORATION

1. Introduction and Objectives of Work

Bureau Veritas UK Ltd (*'Bureau Veritas'*) has been engaged by Deckers Outdoor Corporation (*'Deckers'*) to provide limited assurance of its Scope 1 and Scope 2 greenhouse gas (GHG) emissions data included in its Creating Change FY2025 Corporate Responsibility and Sustainability Report (*the 'Report'*). This Verification Report applies to the related information included within the scope of work described below. The objective is to provide assurance to Deckers and its stakeholders over the accuracy and reliability of the reported information and data.

2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period 1st April 2024 to 31st March 2025 (*the 'Selected Information'*):

- Scope 1 GHG emissions (*metric tonnes of CO₂e*)
- Scope 2 GHG emissions – Location-based (*metric tonnes of CO₂e*)

3. Reporting Criteria

The Selected Information needs to be read and understood together with Deckers “Methodology” as outlined in the Report - Climate and Clean Energy section (*page 87*), available [here](#).

In addition, Deckers consider that their GHG inventory data was prepared with reference to the GHG Protocol Standards: World Resources Institute's (WRI) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised Edition).

4. Limitations and Exclusions

Excluded from the scope of our work is assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Deckers.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Deckers.

6. Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (*ISAE*) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (*effective for assurance reports dated on or after December 15, 2015*), issued by the International Auditing and Assurance Standards Board.

Independent Assurance Report (continued)

7. Summary of Work Performed

As part of our independent assurance, our work included:

- 1. Conducting interviews with relevant personnel of Deckers and third-party consultants responsible for the data reporting;
- 2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
- 3. Reviewing the documentary evidence provided by Deckers
- 4. Agreeing a selection of the Selected Information to the corresponding source documentation;
- 5. Reviewing Deckers systems for quantitative data aggregation and analysis;
- 6. Reperforming aggregation calculations of the Selected Information;
- 7. Reperforming greenhouse gas emissions conversions calculations;
- 8. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals;
- 9. Evaluating the design of internal systems, processes and controls to collect and report the Selected Information; and
- 10. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing f rom, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

8. Conclusion

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

DECKERS ENTITY-WIDE REPORTED GHG STATEMENT - 1ST APR 2024 TO 31ST MAR 2025	
SCOPE 1 EMISSIONS (MtCO ₂ e)	1,808
SCOPE 2 EMISSIONS - LOCATION-BASED (MtCO ₂ e)	7,127

9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified¹ Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2².

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)³, across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code⁴. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Deckers.



Bureau Veritas UK Ltd
Registered in England & Wales, Company Number: 1758622
Registered Office: Suite 206 Fort Dunlop, Fort Parkway, Birmingham, B24 9FD
London, 17th October 2025

Version 1.0 issued

¹ Certificate available on request

² International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2

³ International Federation of Inspection Agencies – Compliance Code – Third Edition

⁴ Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants

Supply Chain Partner Disclosures														
Tier 1 Footwear Facilities														
Deckers T1 Supply Chain Partners (As of March 2025) (All)														
No.	Country	Parent Company Name	Full Name of Facility	Address	Province/State	Number of Workers	Female	Male	Trade Union (Y/N)	Worker Committee (Y/N)	Foreign (Migrant) Workers Percentage	Deckers Brands: UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs	Supplier and Product Type	
1	Vietnam	Flourish Thrive Developments Limited Taiwan Branch	Yih Shuo Footwear Co., Ltd.	Residential Area 1, My An Townlet, Thap Muoi District	Dong Thap	4267	3320	947	Y	N	0.004	HOKA & Teva	Footwear	
2	Vietnam	Flourish Thrive Developments Limited Taiwan Branch	Ty Bach Co., Ltd.	Lot D, Binh Minh Industrial Park, My Hung 2 Hamlet, My Hoa Village, Binh Minh Town, Vinh Long Province	Vinh Long	6418	4513	1905	Y	N	0.0056	HOKA	Footwear	
3	Vietnam	Greenland International, Ltd.	Golden Top Co., Ltd.	Km No 9, Pham Van Dong Street, Duong Kinh District	Hai Phong	1402	1103	299	Y	N	0.01	UGG	Footwear	
4	Vietnam	Greenland International, Ltd.	Golden Top Company Ltd. - Tam Cuong Accessory And Shoe Manufacturing Factory	Km 11, Road 37, Tam Cuong commune, Vinh Bao District	Hai Phong	2444	2127	317	Y	N	0.006	UGG & Teva	Footwear	
5	Cambodia	Greenland international, Ltd.	Right Union International Co., Ltd.	Ta Saen Village, Soutib Commune, Cheung Prey District, Kampong Cham Province	Kompong Cham	2538	2404	134	Y	Y	0	UGG, Teva, Koolaburra	Footwear	
6	China	Henan Prosper Skins & Leather Enterprise Co., Ltd.	Xuchang Reshine Shoes Industry Co., Ltd.	#688 Alishan Road, Northern Industrial District Xiang Cheng County Xuchang	Henan	1523	1268	255	Y	Y	0	UGG, HOKA, Teva, DXLabs, Ahnu	Footwear	
7	Thailand	Hong Kong Shoe Majesty Trading Company Limited	G L Bowron (Thailand) Co., Ltd.	235-236 Export Zone 3, Latkrabang Industrial Estate, Soi Chalongkrung 31, Kwaeng Lamplatiew Lat Krabang	Bangkok	406	281	125	Y	Y	0.375	UGG, HOKA, Teva, DXLabs, Ahnu	Footwear	
8	Vietnam	Hong Kong Shoe Majesty Trading Co., Ltd.	Vietnam Shoe Majesty, Co., Ltd.	Chau Duc Industrial Zone, Suoi Nghe Commune, Chau Duc District	Ba Ria Vung Tau	3744	2747	997	Y	N	0.0024	UGG & Teva	Footwear	
9	Indonesia	Macro Way International Corp.	PT. Shou Fong Lastindo	Jl. Raya Surabaya-Bojonegoro, Ds. Prayungan, Kec. Sumberrejo, Kab. Bojonegoro	East Java	2300	1982	318	N	Y	0.009	UGG, Teva, Koolabura	Footwear	
10	Vietnam	MIA International Holding Co., Ltd.	Vietnam Victory Sporting Goods Co., Ltd.	Cua Village, Trung Luong Commune, Binh Luc District, Ha Nam Province	Ha Nam	1971	1468	503	Y	N	0.0262	HOKA & Ahnu	Footwear	
11	Indonesia	MIA International Holding Co., Ltd.	PT. Pei Hai International Wiratama Indonesia	Dusun Gerih Desa Janti Kecamatan Jogoroto Kabupaten Jombang,	Jombang, East Jawa	900	810	90	Y	N	0.0033	HOKA	Footwear	
12	Vietnam	Mega Step Holdings, Ltd.	Continuance Vietnam Footwear Co., Ltd.	Km No. 43, National Road No.5, Lai Cach Town, Cam Giang District	Hai Duong	1700	1282	418	Y	N	0.0194	UGG	Footwear	
13	Vietnam	Nice Elite International Ltd.	Amara Vietnam Footwear Co., Ltd.	Song Khe Zone, Co Le Town, Truc Ninh District	Nam Dinh	10867	8305	2562	Y	N	0.0075	UGG & HOKA	Footwear	
14	Vietnam	Nice Elite International Ltd.	Venus Vietnam Footwear, Ltd.	Trade Village Industrial Cluster, Ha Binh commune, Ha Trung district	Thanh Hoa	8086	6322	1764	Y	N	0.0058	UGG	Footwear	
15	Cambodia	Shoe Premier International Ltd.	Shoe Premier II (Cambodia) Co., Ltd.	New Road, Phum ToulKork, Sangkat Toul Sangke, Khan Russey Keo	Phnom Penh	3387	2972	415	Y	Y	0.01	UGG & HOKA	Footwear	
16	Philippines	Stella International Trading (Macao Commercial Offshore) Limited	Coronation Premium MFG, Inc.	Creekside Road Compound 2 Clark Freeport Zone	Clark Pampanga	2320	1608	712	N	Y	0	UGG	Footwear	
17	Vietnam	Stella International Trading (Macao Commercial Offshore) Limited	Branch of Golden Star Co., Ltd.	Phu Thanh Tay Area, Yen Thanh Ward, Uong Bi City	Quang Ninh	3311	3014	297	Y	N	0.0066	UGG, HOKA, Teva	Footwear	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety		Conclusion	Additional Info	Disclosures	175	

Supply Chain Partner Disclosures (continued)														
TIER 1 FOOTWEAR FACILITIES														
DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)														
NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE	
18	Indonesia	Stella International Trading (Macao Commercial Offshore) Limited	PT. Young Tree Industries	JL. Raya Banar RT.7/RW.2,Ketimang Wonoayu, Sidoarjo	East Java	4502	4123	379	Y	Y	0.009	UGG	Footwear	
19	Vietnam	Sun Palace Trading Ltd.	Tai Shing Company Ltd.	Khuong Rang Village, Phuc Ung Commune, Son Duong District	Tuyen Quang	1793	1494	299	Y	N	0.014	UGG	Footwear	
20	Vietnam	Sun Palace Trading Ltd.	K-Star Vina Co., Ltd.	Luong Dien Industrial Cluster, Luong Dien commune, Cam Giang District	Hai Duong	761	618	143	Y	N	0.003	UGG	Footwear	
21	Indonesia	Able Grand Holdings Ltd.	PT. Adonia Footwear Indonesia	JL Raya Barat Ruas 77 RT 005 005 RW 006, Lebaksiu Kidul , Kab. Tegal Jawa Tengah	Central Java	5371	4276	1095	Y	Y	0.0112	UGG & HOKA	Footwear	
22	Indonesia	Flourish Thrive Developments Limited Taiwan Branch	PT Yih Quan Footwear Indonesia	Kaveling III- 14, III-18, III-19, III-20, Desa / Kelurahan Kedawung, Kec. Banyuputih, Kab. Batang, Jawa Tengah	Semarang, Central Java	3329	2230	1099	Y	Y	0.009	HOKA	Footwear	
23	Vietnam	Jia International Co., Ltd.	Freetrend Industrial A (Vietnam) Co., Ltd.	Lots 10-13, 26-37, Street No. 3, Industrial Zone within Linh Trung II Export Processing Zone, Binh Chieu Ward	Thu duc	8077	6398	1679	Y	Y	0.0031	UGG, HOKA, Teva	Footwear	
TIER 1 LIFESTYLE FACILITIES (APPAREL, ACCESSORIES, AND HOME GOODS)														
DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)														
NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE	
1	China	ASI Global Limited	Huai An Yuan Tong Headwear Mfg. Co., Ltd.	No.30, 32 & 99 Yan Huang Avenue, LianShui Economic Developmental District	Jiangsu	3,330	2,741	559	Y	Y	0.00%	HOKA	Accessories	
2	Malaysia	Techbase Industries Berhad	Honsin Apparel SDN. BHD.	531, Batu 2 ½, Jalan Kluang, 83000 Batu Pahat	Johor	916	329	587	N	Y	75.00%	HOKA	Apparel	
3	Indonesia	PT. Pancaprima Ekabrothers	PT. Pancaprima Ekabrothers	JI.Raya Siliwangi Km.1 No.178-A Jatiuwung	Banten	3,085	1,727	1,358	Y	Y	0.08%	HOKA	Apparel	
4	China	Treasure Key (Xiamen) Industrial Co., Ltd.	Treasure Key (Xiamen) Industrial Co., Ltd	No. 86-88, Sunban South Road, Jimei District, Xiamen	Fujian	394	281	113	Y	N	0.00%	UGG & HOKA	Apparel	
5	China	Venitra Industrial Group, Ltd.	Anhui Verino Manufacturing Co., Ltd.	52 Donghe Road, Qingyang, Chizhou, Anhui	Anhui	255	175	80	Y	Y	0.00%	UGG & HOKA	Apparel	
6	Vietnam	Wholegood Inter-United, Ltd.	Wellform (Vietnam) Co. Ltd.	Nha Xuong 1, Lo A17.5, Duong C1, KCN Thanh Thanh Cong, Phuong An Hao, Thi xa Trang Bang, Tinh Tay Ninh	Tinh Tay Ninh	450	404	46	Y	Y	2.00%	UGG	Apparel	
7	China	Winner International, Ltd.	Smart Dragon Industrial Ltd.	SanXian building, Zengbu kylin Industrial Estate Chasha, Guangdong China	Guangdong	183	116	67	N	Y	0.00%	UGG	Apparel	
DECKERS BRANDS		WELCOME	FY25 ACHIEVEMENTS	OUR FOUNDATION	PEOPLE	ENVIRONMENT	HUMAN RIGHTS	CHEMISTRY & CONSUMER SAFETY			CONCLUSION	ADDITIONAL INFO	DISCLOSURES	176

Supply Chain Partner Disclosures (continued)														
TIER 1 LIFESTYLE FACILITIES (APPAREL, ACCESSORIES, AND HOME GOODS)														
DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)														
NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE	
8	China	Yan Fun international industrial, Ltd.	Huizhou Jia Mei Garment Ltd.	Shing Fun Industrial Park, Julong Village, Yuanzh ou Town, Boluo County, Huizhou City	Guangdong	165	115	50	N	Y	0.00%	UGG	Apparel	
9	China	Zhejiang Meikan Garment & Accessories Co., Ltd.	Zhejiang Meikan Garment & Accessories Co., Ltd.	No. 318 Xiachuan Road, Haining, Zhejiang	Zhejiang	92	72	20	N	N	0.00%	UGG	Accessories	
10	China	Zhejiang Zhongda Finetex Co., Ltd.	Haining United Socks Co., Ltd.	No.386/388 Xiachuan Road, Haichang Subdistrict Hai Ning City	Zhejiang	180	127	53	N	N	0.00%	UGG, HOKA, Teva	Accessories	
11	China	Zhejiang Zhongda Finetex Co., Ltd.	Huzhou chengxing clothing Co., Ltd.	NO.15 Waihuan East Road, Shuanglin Town, Huzhou	Zhejiang	63	43	20	N	N	0.00%	UGG & HOKA	Apparel	
12	China	Zhejiang Zhongda Finetex Co., Ltd.	Polar goose clothing Co., Ltd.	Zhenxi 88, Shuanglin Town, Huzhou City	Zhejiang	266	204	62	N	N	0.00%	UGG	Apparel & Accessories	
13	China	Zhejiang Futurestitch Sports, Co., Ltd.	Zhejiang Futurestitch Sports, Co., Ltd.	No 8, Shuang Hong Road, Hai Ning Economic Development Zone	Zhejiang	333	242	91	Y	Y	0	HOKA	Apparel	
14	China	Nanjing Nice Gain Trading Co., Ltd.	Nanjing Mallexe Textile Co., Ltd.	No.99, North Jinniu Road,Honglan district, Nanjing	Jiangsu	195	169	26	Y	Y	N	UGG	Apparel	
15	Vietnam	Poong In Trading Co., Ltd.	Poong In Vina Co., Ltd.	Quarter 8, Uyen Hung Ward, Tan Uyen District	Binh Duong	982	854	128	Y	No	0	HOKA	Apparel	
16	Vietnam	Pungkook Corporation	Pungkook Saigon Two Corporatoin	2A Road No.8 Song Than 1 I.Z, Di An District	Binh Duong	3945	3155	790	Y	N	0	HOKA	Accessories	
17	Indonesia	Treasure Key (Xiamen) Industrial Co., Ltd.	PT. Masterindo Jaya Abadi	Jl. Soekarno Hatta No. 24, Bandung	West Java	1102	679	423	Y	N	0	UGG & HOKA	Apparel	
18	Indonesia	Winner International Ltd.	PT. Hansoll Indo Java	Ngemplak RT 06 RW 02, Randusari Village, District Teras, Boyolali Regency	Java	1550	825	725	N	Y	0	UGG	Apparel	
19	Cambodia	Yan Fun International Industrial Ltd.	Agile Sweater (Cambodia) Co., Ltd.	Borei Kameakkar, Chbar Mon	Kampong Speu	1082	796	286	Y	Y	0	UGG	Apparel	
DECKERS BRANDS		WELCOME	FY25 ACHIEVEMENTS	OUR FOUNDATION	PEOPLE	ENVIRONMENT	HUMAN RIGHTS	CHEMISTRY & CONSUMER SAFETY	CONCLUSION	ADDITIONAL INFO	DISCLOSURES	177		

Supply Chain Partner Disclosures (continued)																
T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
1	Textiles	China	Aesop Textiles Co., Ltd.	Aesop	Cixi Haolong Pluh Co., Ltd.	No. 299 Dongfa Road, Binhai Economic Development Zone, Cixi, Zhejiang	Zhejiang	180	100	80	Y	Y	0.00%	Faux Fur	UGG & Koolaburra	
2	Textiles	China	Aesop Textiles Co., Ltd.	Aesop	Aesop Textiles Co, Ltd.	Unit 1210-1212,Zhong’ An International Tower, No.83 HouJie Avानue West, HouJie Town, Dongguan	Guangdong	195	117	78	N	N	0.00%	Faux Fur	UGG & Koolaburra	
3	Bottom	China	Alex and Robin Co., Ltd.	Suhe	Suhe Plastic Hardware Co., Ltd.	No.23 Jinye Street, Pingnan Industrial Park, Sanxiang Town, Zhongshan City, Guangdong	Guangdong	35	25	10	N	N	0.00%	TPU & TPE	UGG, HOKA, Teva	
4	Bottom	China	Bai Nian He	Bai Nian He	BaiNianHe Industrial Limited	No. 1, Chuangying East Section,Chaxia,Wentang Village,Dongcheng Street, Dongguan City, Guangdong Province	Guangdong	72	28	44	N	N	0.00%	Midsole & Outsole	UGG, HOKA, Teva	
5	Bottom	Vietnam	Bai Nian He	Bai Nian He	Bainianhe Shoes Material Co., Ltd.	Workshop B-An Duong Shoe Material Co., Ltd., Luong Dien Industrial Zone, Luong Dien Commune, Cam Giang District, Hai Duong Province	Hai Duong	160	80	80	Y	Y	2.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	UGG, HOKA, Teva	
6	Packaging/ Labeling	China	BSN International Hong Kong Ltd.	Bao Shen	Guangzhou Baoshen Science & Applied Technologies Co., Ltd.	No. 68 Xiaotangnan Road, Jianggao Town, Baiyun District, Guangzhou	Guangdong	531	232	299	N	Y	0.00%	Packaging	UGG, HOKA, Teva, Koolaburra, DXLabs	
7	Packaging/ Labeling	Vietnam	BSN International Hong Kong Ltd.	Bao Shen	BDT Vietnam Printing Co., Ltd.	Lot 3, Road 15, Tan Duc Industrial Park, Huu Thanh District, Duc Hoa Commune, Long An Province	Long An	480	269	211	Y	N	0.00%	Packaging	UGG, HOKA, Teva, Koolaburra, DXLabs	
8	Packaging/ Labeling	Vietnam	BSN International Hong Kong Ltd.	Bao Shen	Baoshen Vietnam Printing Co., Ltd.	Lo D3-2, Trang Due Industrial Park, An Duong District, Dinh Vu - Cat Hai Economic Zone, Hai Phong City	Haiphong	368	222	146	Yes	No	2.40%	Packaging	UGG, HOKA, Teva, Koolaburra, DXLabs	
9	Packaging/ Labeling	Indonesia	BSN International Hong Kong Ltd.	Bao Shen	PT BSN Technologies Indonesia	Jl. Parang Garuda No. 12, Kawasan Industri Kendal, Kab. Kendal, Provinsi Jawa Tengah	Jawa tengah	214	81	133	No	Yes	5.00%	Packaging	UGG, HOKA, Teva, Koolaburra, DXLabs	
10	Components	Taiwan	Chen Tong Leather Co., Ltd.	Chen Tong	Chen Tong Leather Co., Ltd.	111-1 Min Sheng Rd., Tayuan Dist., Taoyuan City	Taoyuan	52	19	33	N	Y	27.00%	Laces	UGG	
11	Bottom	Vietnam	Cheng Da	Cheng Da II Co., Ltd.	Cheng Da II Co., Ltd.	Lot 12A, No. 9 Street, Tan Duc Industrial,Duc Hoa Ha Commune, Duc Hoa District, Long An Province	Long An	800	346	454	Y	N	7.00%	Midsole	HOKA	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	178	

Supply Chain Partner Disclosures (continued)																
T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
12	Packaging/ Labeling	China	Cheng Mei Label MFG., Corp.	Cheng Mei	Cheng Mei Label MFG., Corp.	260 Xiang Shan Avenue, 3rd Industrial Zone, Luo Tian, Song Gang Street, Bao An District, Shen Zhen City, Guang Dong	Guangdong	80	40	40	N	N	0.00%	Labels	UGG, HOKA, Teva	
13	Textiles	Taiwan	Chen Tai Lace Co., Ltd.	Chen Tai, Yue Chang	Chentai International Investment Co., Ltd.	No.93, Ren-Li Rd, Ho-mei Town, Changhua County	Changhua	98	71	27	N	Y	13.00%	Webbing Materials	UGG & HOKA	
14	Textiles	China	Yuechang Woven Tape, Ent, Co., Ltd.	Chen Tai, Yue Chang	Yuechang Woven Tape Ent. Co., Ltd.	Liangkeng Industrial Zone, Duruan Town, Jiangmen, Guangdong	Guangdong	160	100	60	Y	Y	0.00%	Webbing Materials	UGG, HOKA, Teva	
15	Textiles	Vietnam	Chen Tai Lace Co., Ltd.	Chen Tai, Yue Chang	Chen Tai Vietnam Woven Tapes Ent. Co., Ltd.	N8 Rd., My Phuoc 1 Industrial Park, Ben Cat District, Binh Duong Province	Binh Duong	543	263	280	Y	Y	2.00%	Webbing Materials	HOKA	
16	Textiles	Vietnam	Yuechang Woven Tape, Ent, Co., Ltd.	Chen Tai, Yue Chang	Yuechang (North VietNam) Woven Tapes Co., Ltd	Lot CN 7.5, Bao Minh IP, Lien Bao commune, Vu Ban district, Nam Dinh Province	Nam Dinh	267	79	188	Y	Y	6.00%	Webbing Materials	UGG	
17	Components	China	Coats Group PLC	Coats Shenzhen	Coats Shenzhen Limited	Coats Industrial Park, Fengtang Dadao, Tangwei Village	Guangdong	1,450	570	880	Y	N	0.28%	Thread	UGG & HOKA	
18	Components	Vietnam	Coats Group PLC	Coats Phong Phu	Coats Phong Phu Co., Ltd.	48 Tang Nhon Phu street, Tang Nhon Phu B Ward, District 9, Thu Duc city, Ho Chi Minh City	Ho Chi Minh	1,775	924	851	Y	Y	0.00%	Thread	UGG & HOKA	
19	Components	Vietnam	Coats Group PLC	Coats Phong Phu	Branch of Coats Phong Phu Co., Ltd.	Pho Noi B Textiles & Garment Industrial Zone, Yen My District, Hung Yen Province	Hung Yen Province	471	245	226	Y	Y	0.00%	Thread	UGG & HOKA	
20	Hardware	China	Coats Opti Zipper	Coats Opti	Coats Opti Zip (Shenzhen) Limited	Coats Industrial Park, Fengtang Dadao, Tangwei Village	Guangdong	125	60	65	Y	N	0.00%	Zipper	UGG, Teva, Koolaburra	
21	Textiles	China	Cosmo Textiles Co., Ltd.	Cosmo	Cosmo Textiles Co., Ltd. (Zhongshan)	Block 17-21, Longzhuyuan, Nanlang Industrial District, Nanlang Town, Zhongshan	Guangdong	230	112	118	Y	Y	0.00%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra	
22	Components	Vietnam	CRMTO INC.	CRMTO Vietnam	Crecimiento Industrial Vietnam Co., Ltd	4 Road, Dong An Industrial Zone Thuan An District	Binh Duong	876	206	670	Y	Y	1.00%	Foam	UGG, HOKA, Teva, Koolaburra	
23	Components	Vietnam	CRMTO INC.	CRMTO Vietnam	CRMTO North Vienam	Lot B2-3, B3-1 Tay Bac Ga Industrial Zone, Dong Tho Ward	Thanh Hoa	88	37	51	Y	Y	3.40%	Foam	UGG, HOKA, Teva, Koolaburra	
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male		Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
24	Components	China	CRMTO INC.	CMRTO Zhongshan	Zhongshan Chengzhang Footwear Material Co., Ltd	2nd Estate, Baishi, Sanxiang, Zhongshan City	Guangdong	120	30	90		N	Y	2.50%	Foam	UGG, HOKA, Teva, Koolaburra
25	Hardware	Korea	Daesung Co., Ltd.	DaeSung	Daesung Co., Ltd.	67 Nakdong-daero 1318beon-gil, Sasang-gu, Busan	Gyeongsang	450	200	250		N	N	0.00%	Components	UGG, HOKA, Teva
26	Hardware	China	Daesung Co., Ltd.	DaeSung	Daesung China Co., Ltd.	The WenZhou Road, Zhouwu District, Dongcheng, Dong Guan,Guang Ddong Province	Guangdong	180	100	80		N	Y	3.00%	Components	UGG, HOKA, Teva
27	Bottom	China	Daju	Da Ju	Dongguan Daju Plastic Products Co., Ltd.	No. 203 Jin Lan Bei Road Da Lan Town Dong Guan City Guang Dong	Guangdong	150	100	50		N	N	0.00%	Foam	HOKA & Teva
28	Bottom	Vietnam	Daju	Dah Chen	Dah Chen Shoe Material Co., Ltd.	Lot Mc-1, Duc Hoa 1 Industrial Park, Duc Hoa Townlet, Long An Province	Long An	600	420	180		Y	Y	3.00%	Foam	HOKA
29	Textiles	China	New Top	Daqun (Godspeed)	Dongguan Daqun Textiles Co.Ltd (China)	No.2 Huanbao Road, Xitailong Industrial Zone, Shatian Town, Dongguan City, Guangdong Province	Guangdong	276	73	203		Y	Y	1.00%	Knit Materials	UGG, HOKA, Teva
30	Textiles	China	New Top	Daqun (Godspeed)	Guanqun (Fujian) Textiles technology Co., Ltd.	Hongkuan Industrial Zone, Yangxia street, Fuqing City Fujian Province	Guangdong	300	140	160		N	Y	1.00%	Knit Materials	UGG, HOKA, Teva
31	Adhesive	China	Dong Guan Shi Hou Jie Xing Zhan Leather Care Product Operating Department	Xin Zhan	Dong Guan Shi Hou Jie Xing Zhan Leather Care Product Operating Department	No. 1 South Jiuyuan Avenue, Houjie Community, Houjie Town, Dongguan City, Guangdong Province	Guangdong	11	5	6		N	N	0.00%	Water Resistince	UGG & Teva
32	Textiles	China	Dongguan Boyi Textiles Limited	Boyi	Tongxiang Boxing Industry & Trade Co., Ltd.	Zoology Technological Industry area, Houjie Town, Dongguan City	Guangdong	202	141	61		Y	Y	0.00%	Upper Materials	UGG, HOKA, Teva, Koolaburra
33	Textiles	China	Dongguan City Aocheng Webbing Co., Ltd.	AoCheng	Dongguan Ctiy Aocheng Webbing Limited	No.123 Huancun Road, Santun Industrial, Houjie Town, Dongguan City, Guangdong Province	Guangdong	90	35	55		N	N	0.00%	Binding	UGG, HOKA, Teva, Koolaburra
34	Textiles	China	Dongguan FMD Textiles Co., Ltd.	FMD	Dongguan FMD Textiles Co.	No. 247 Beihuan RD, Baotun Zone, Houjie Town, Dongguan City, Guangdong Province	Guangdong	43	20	23		N	N	0.00%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra
35	Packaging/ Labeling	China	Dongguan Guo Xiang Printing Co., Ltd.	Guo Xiang Printing Co.	Guo Xiang Printing Co., Ltd.	No. 15, Shen Xi Road, Bai Hao IP, Hou Jie Town, Dong Guan City, Guang Dong Province	Guangdong	110	54	56		Y	Y	0.00%	Labels	UGG & Teva
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (as of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male		Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
36	Packaging/ Labeling	Vietnam	Dongguan Guo Xiang Printing Co., Ltd.	Guo Xiang Printing Co.	Guo Xiang Hai Phong Co., Ltd.	Plot J8 Nomura IP, An Hung Commune, An Duong Dist., Hai Phong City	Hai Phong	308	184	124		Y	Y	6.00%	Labels	UGG & Teva
37	Packaging/ Labeling	Vietnam	Dongguan Guo Xiang Printing Co., Ltd.	Guo Xiang Printing Co.	Guo Xiang Printing (Vietnam) Co., Ltd.	Road No.6, Dong An IP, Thuan an Dist., Binh Duong Province	Binh Duong	573	205	368		Y	Y	5.00%	Labels	UGG & Teva
38	Synthetics	China	Dongguan Hongjin Leather Technology Co., Ltd.	HongJin	Dongguan Hongjin Leather Technology Co., Ltd	No.5 of Hujin road, Hou Jie town, Dongguan City, Guangdong	Guangdong	150-200	40-60	110-140		N	N	0.00%	Non-Woven Microfiber	UGG
39	Textiles	China	Dongguan Huamin Fabrics Co., Ltd.	Hua Min	Dongguan Huanin Fabrics Co, Ltd.	No. 10 BaiSha Road North, HuMen Town, DongGuan City, GuangDong Province	Guangdong	51	31	20		N	Y	1.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra
40	Textiles	Vietnam	Dongguan Huamin Fabrics Co., Ltd.	Hua Min	Huamin Technology (Vietnam) Co., Ltd.	Area A17.6, D8 Road, Thanh Thanh Cong Industry Zone, An Hoa Town, Trang Bang County, Tay Ninh Province	Tay Ninh	110	68	42		Y	Y	26.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra
41	Textiles	China	DongGuan JiaRui Eco-friendly Material Co., Ltd.	Jia Rui	JiaRui Eco-friendly Material Co., Ltd.	No 12 Caotang Road, Hadi, Nancheng Street, Dongguan, Guangdong	Guangdong	58	16	42		Y	Y	0.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra
42	Synthetics	China	Dongguan Jiayu (Kaitai) Textiles Co., Ltd.	Jiayu Syntheticss	Dongguan Jiayu Textiles Co., Ltd.	A-3 #3 Sangyuan Road, Chenwu Village, Houjie Town, Dongguan City	Guangdong	276	42	234		Y	Y	0.00%	Microfiber Materials	UGG
43	Synthetics	China	Dongguan Jiayu (Kaitai) Textiles Co., Ltd.	Jiayu Syntheticss	Dongguan Jiayu (Kaitai) Textiles Co., Ltd.	No. 8 Changlong Road, Liutuan Coastal Economic Development Zone, Changyi City	Shandong	276	42	234		Y	Y	0.00%	Microfiber Materials	UGG, HOKA, Teva
44	Textiles	China	DongGuan LingGan New Material Technology Development Co., Ltd.	LingGan	DongGuan LingGan New Material Technology Development Co., Ltd.	1F Building B, Guanghui Zhigu Industrial Zone, No.196 Furniture Avenue, 523948, Houjie, Dongguan	Guangdong	100	45	55		Y	Y	5.00%	Knit Materials	UGG & Teva
45	Textiles	China	Dongguan Qinta Sport Material Co., Ltd.	QinTa (Aconic)	Dongguan Qinta Sport Material Co., Ltd.	43 Zhanqian Road, Shatin, Shatian Town, Dongguan City, Guangdong Province	Guangdong	300	100	200		Y	Y	6.00%	Knit Materials	UGG & Teva
46	Textiles	China	Dongguan Success Loyal Knitting Belt Manufacture Co., Ltd.	Success Loyal	Dongguan Success Loyal Knitting Belt Manufacture Co., Ltd.	No. 2 Industrial Zone TianKeng, Hengli Town	Guangdong	95	54	41		Y	Y	0.00%	Webbing Materials	UGG, HOKA, Teva, Koolaburra
47	Textiles	Vietnam	Dongguan Success Loyal Knitting Belt Manufacture Co., Ltd.	Vietnam Success Loyal Textiles Company Limited	Vietnam Success Loyal Textiles Co., Ltd.	Lot L3,Pho noi B Textiles and Garment Industrial Park, Di Su Ward, My Hao Town	Hung Yen	152	101	51		Y	Y	5.00%	Webbing Materials	UGG, HOKA, Teva, Koolaburra
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (as of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male		Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
48	Textiles	China	Dongguan Wanhe (Xiangying) Shoe Material Accessories Co., Ltd.	WanHe	Dongguan Wanhe (Xiangying) Ribbon Factory	Xiaohe Niuwo Industrial Zone, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	40	19	21		N	N	0.00%	Webbing Materials	UGG
49	Bottom	China	DongGuan Xin Wei Plastic Products Co., Ltd.	Xin Wei	Dongguan City Xin Hou New Material Technology Co., Ltd.	No.53 Fumin Road, Xiabian Village, Houjie Town, Dongguan City Guangdong Provice	Guangdong	280	112	168		Y	Y	0.00%	Molded Heal	UGG, HOKA, Teva, Koolaburra
50	Textiles	China	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Dongguan Xu Yuanda Ribbon Co., Ltd.	Building B Mingheng Industrial, Houd Village, Daojiao Town, Dongguan City	Guangdong	108	75	33		Y	Y	0.00%	Webbing Materials	UGG & Koolaburra
51	Textiles	Vietnam	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Xu Yuanda Baolong Ribbon Co., Ltd.	Duong Phan Dang Luu-Thon hytai-xa hong thai-huyen an duong-hai phong vietnam	Hai Phong	54	42	12		N	N	1.00%	Webbing Materials	UGG & Koolaburra
52	Textiles	Cambodia	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Lousen Textiles, Ltd.	Beong thum 1village sang Kay beong thum khan Kim vol phnom penh	Phnom Penh	115	94	21		Y	Y	10.00%	Webbing Materials	UGG & Koolaburra
53	Synthetics	China	DongGuan YuCheng Synthetics Leather Co., Ltd.	Yu Cheng	DongGuan YuCheng Synthetics Leather Co., Ltd.	616, Building B, No 5 Hujing Avenue, Houjie Town, Dongguan City, Guangdong province, China	Guangdong	318	116	202		N	N	0.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra
54	Synthetics	Vietnam	DongGuan YuCheng Synthetics Leather Co., Ltd.	Yu Cheng	Vietnam Yu Cheng new material Co., Ltd.	Lot D3, Nam Dong Phu industrial park, Tan Lap Commune, Dong Phu district, Binh Phuoc Province	Binh Phuoc	29	15	14		N	N	0.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra
55	Textiles	China	Dongguan Zhengyong Industry Co., Ltd.	Zhengyong	Dongguan Zhengyong Industry Co., Ltd.	Room 101, Building 1, No.3, Zhangzhou Road, Daojiao Town, Dongguan City	Guangdong	120	30	90		N	Y	0.00%	Reinforcement Materials	UGG, Teva, Koolaburra
56	Packaging/ Labeling	Taiwan	E. Textint Corp.	E. Textint	E.Textint Corp.	No. 8 Dinghu 9th St., Guishan Township, Taoyuan County	Taoyuan	399	171	228		N	Y	5.00%	Labels	HOKA
57	Textiles	Taiwan	Eclat Textiles Co., Ltd.	Eclat	Eclat His-Chou	No. 39 Sanhao Rd., Houlong Township, Miaoli County	Miaoli	324	150	174		N	Y	49.70%	Knit Materials	HOKA
58	Textiles	Taiwan	Eclat Textiles Co., Ltd.	Eclat	Eclat Da-Yuan	No.134, Dagong Rd., Dayuan Dist, Taoyuan City	Taoyuan	317	108	209		N	Y	48.80%	Knit Materials	HOKA
59	Textiles	Vietnam	Eclat Textiles Co., Ltd.	Eclat	Eclat Fabrics Co., Ltd.	My Xuan A2 Industrial Zone, My Xuan Ward, Phu My Town, Ba Ria Vung Tau Province	Vung Tau	881	428	453		Y	Y	4.00%	Knit Materials	HOKA
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
60	Leather	China	Ever Dynasty, Ltd.	Ever Dynasty, Ltd.	Ever Dynasty, Ltd.	Building 50, No. 348, Dalingshan section, Houda Road, Dalingshan Town, Dongguan City, Guangdong Province	Guangdong	26	9	17	N	N	7.70%	Leather	UGG	
61	Leather	Taiwan	Feng Chang	Feng Chang	Feng Chang Leather Co., Ltd.	210 Land Horng Ming, Shen Tour, Changhua County	Changhua	232	136	96	N	N	38.00%	Suede	UGG, HOKA, Teva, Koolaburra	
62	Textiles	China	FlyingTextiles	FlyingTextiles	WUJIANG FlyingTextiles Co., Ltd.	Building H, No.1 Huanhu Rd., Pingwang Wujiang Jiangsu	Jiangsu	110	50	60	Y	Y	0.00%	Woven Materilas	UGG	
63	Textiles	China	Foshan City Shunde Goldtex Group Co., Ltd.	Goldtex	Foshan City Shunde Goldtex Group Co., Ltd.	Haiwei Industrial Zone, Ronggui, Shunde District, Foshan, Guangdong, China	Guangdong	1,680	610	1,070	Y	Y	0.00%	Packaging	UGG & HOKA	
64	Components	Taiwan	Freudenberg Far Eastern Spunweb Co. Ltd.	Freudenberg	Freudenberg Far Eastern Spunweb Co. Ltd.	38 Lun Din Shi Hai Village DaYuan TaoYuan 33751	Taoyuan	165	30	135	Y	Y	0.00%	Reinforcement Materials	UGG, HOKA, Teva, Koolaburra	
65	Synthetics	China	Fujian Huachang Group Co., Ltd.	Hua Chang	Fujian Huachang Group Co., Ltd.	#256-258, Huguang Road, Jinjiang City, Fujian Province	Fujian	580	350	230	Y	N	1.00%	Microfiber Materials	UGG, HOKA, Teva	
66	Synthetics	Vietnam	Fujian Huachang Group Co., Ltd.	Hua Chang	Huachang Vietnam Technology Company, Ltd.	76B 77A Khu cong nghiep Long Giang, Xa Tan Lap 1, Huyen Tan Phuoc. Tinh Tien Giang	Tinh Tien Giang	140	55	85	Y	N	10.00%	Microfiber Materials	UGG, HOKA, Teva	
67	Textiles	China	Fujian Huafeng Industry & Trade Co., Ltd.	Hua Feng Textiles	Fujian Huafeng Industry & Trade Co., Ltd.	Dongfang Avenue, Wood Processing Zone, Xiuyu District, Putian City, Fujian Province	Fujian	9,702	4,295	5,407	Y	Y	3.00%	Knit Materials	HOKA	
68	Textiles	Vietnam	Huafeng Group	Hua Feng South Vietnam	Huatex Vietnam Co.,Ltd	Road No. 6, Nhon Trach 6 Industrial Park, Long Tho Commune, Nhon Trach District, Dong Nai Province, Vietnam	Dong Nai	1152	421	731	Y	Y	0.08	Upper Materials	HOKA	
69	Textiles	China	Fujian Xielong High-Tech Chemical Fiber Industry	Xielong	Fujian Zhangping Xielong High-Tech Chemical Fiber Industry Co., Ltd.	Dengbang Industrial District Of Zhangping, Fujian	Fujian	810	350	460	Y	Y	0.00%	Knit Materials	HOKA	
70	Bottom	Vietnam	Fullxin Group	Fullxin Group	Fullxin Company, Ltd.	Lot 12A, Chau Duc Industrial Zone, Nghia Thanh Commune, Chau Duc District, Ba Ria - Vung Tau Province	Vung Tau	600	380	220	Y	Y	15.00%	Foam	UGG	
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T2 Supplier Facilities															
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
71	Bottom	China	FuXiang	FuXiang	Zhongsan Fuxiang shoe material Co., Ltd.	3rd Floor, Plant Building B, Hailong Industrial Park, Pingpu Opening District, Sanxiang Town, Zhongshan City, Guangdong Province	Guangdong	80	35	45	N	N	0.00%	Foam	UGG, Teva, Koolaburra
72	Bottom	Vietnam	FuXiang	Fu Xiang Vietnam	Vietnam Viet Starshoes Material Co., Ltd.	Lot B16, 2th street,Hai Son Industrial Zone, Binh Tien 2 hamlet, Duc Hoa Ha Town, Duc Hoa District, Long An Province	Long An	180	100	80	Y	Y	0.00%	Foam	UGG, HOKA, Teva
73	Bottom	Vietnam	Galli International Industrial	Jiaxiong	Jiaxiong, Ltd. Co.	Factory 1, Land plot B-11B-CN, NA5 Street, My Phuoc 2 Industrial Park, My Phuoc Ward, Ben Cat Town, Binh Duong Province	Binh Duong	251	178	73	Y	Y	3.00%	Midsole	HOKA
74	Synthetics	Vietnam	GB Light Co., Ltd.	GB Light VN	GB Light Vietnam Co., Ltd.	Lot B2. 7, D1 Road, Dong An 2 IP, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province	Binh Duong	38	11	27	Y	Y	7.00%	Coating and Lamination	UGG & HOKA
75	Bottom	Vietnam	Gia Chiu	Gia Chiu	Thuan ich Shoes Material Co.,Ltd	Section 6, Tien lang Ward-Tien lang District, Hai Phong City	Hai Phong	1,212	715	497	Y	Y	21.00%	Midsole & Outsole	UGG, HOKA, Teva
76	Bottom	China	Gia Chiu	Try On	Hong Dian Shoe Materials Co., Ltd.	2nd Ind. Zone, Nan Lang, Zhong Shan Guang Dong	Guangdong	200	71	129	Y	Y	0.00%	Midsole & Outsole	UGG
77	Bottom	Cambodia	GiaJiu	Rise Steady	Rise Steady Footwear Material (Cambodia) Co., Ltd.	Street Lom, Phum Tasen, Khum Sotep, Srok Cherngprey, Kompongcham Province	Kompongcham	75	45	30	N	N	24.00%	RB, CMEVA, IMEVA	UGG, Teva, Koolaburra
78	Bottom	Vietnam	GiaJiu	Cyberlink	Cyber Link Company Limited	Lot C-8B-Cn, My Phuoc 3 Industrial Park, Thoi Hoa Ward, Ben Cat Town, Binh Duong Province	Binh Duong	112	41	71	N	Y	2.00%	SCF Midsole, CMEVA Midsole, RB Outsole	HOKA
79	Synthetics	Taiwan	Giant Knitting Co., Ltd. (3M)	GK	Giant Knitting	No. 92, Yongchang St., Xitun Dist., Taichung City	Taichung	98	59	39	N	Y	9.18%	Non-Woven Materials	UGG & HOKA
80	Textiles	China	Gold Lion Webbing MFG Ltd.	Gold Lion	Gold Lion Webbing Mfg., Ltd.	Liu Wu Sha Lu Industrial Zone, Shijie Town, Dongguan, Guangdong, Guangdong Province	Guangdong	180	86	94	N	N	0.55%	Webbing Materials	UGG, HOKA, Teva, Koolaburra
81	Textiles	Vietnam	Gold Lion Webbing Mfg. Ltd.	Gold Lion Vina	Gold Lion Webbing Vina Company Limited	Lot CN1, Nam Cau Kiem Industrial Park, Kien Bai Commune,Thuy Nguyen District, Hai Phong City	Hai Phong	35	28	7	N	N	6%	Webbing Materials	UGG, HOKA, Teva, Koolaburra
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
82	Packaging/Labeling	Vietnam	Goodbox International Co., Ltd.	GoodBox-VL	V&L Packaging Vietnam Co., Ltd.	No. 11, Tan Lien Industrial Zone, Vinh Bao District Hai Phong City	Hai Phong	372	112	260	Y	Y	4.00%	Packaging	UGG, HOKA, Teva	
83	Packaging/Labeling	Vietnam	Goodbox International Co., Ltd.	GoodBox-VS	V&S Packaging Co., Ltd.	No. 30 VSIP II Street 26, Vietnam Singapore Industrial park II-A, Hoa Phu Ward, Than Uyen District, Binh Duong Province	Binh Duong	359	78	281	Y	Y	6.10%	Packaging	UGG, HOKA, Teva	
84	Packaging/Labeling	China	Goodbox International Co., Ltd.	GoodBox-ST	Stanford Packaging Co., Ltd.	No. 27 Binhai Road, Chang'an Town, Dongguan City, Guangdong Province	Guangdong	225	45	180	Y	Y	0.00%	Packaging	UGG, HOKA, Teva	
85	Packaging/Labeling	China	Goodbox International Co., Ltd.	GoodBox-CB	Cambridge Packaging Co., Ltd.	Feng Ting Industrial Park, Feng Ting Township, Xian You County, Pu Tian City, Fu Jian Province	Fujian	210	70	140	Y	Y	0.00%	Packaging	UGG, HOKA, Teva	
86	Bottom	China	Great Lotus	Great Lotus-China	Great Lotus Manufacturing Co., Ltd	3rd Floor of Workshop Building 1, No.6 , Daguizi East Street, Tangjiao village, Chashan Town, Dongguan City, Guangdong	Guangdong	189	106	83	N	N	0.00%	Sockliner	UGG & HOKA	
87	Components	China	GuangXin produce Thread Jiont-Stock Company	Guang Xin	GuangXin produce Thread Jiont-Stock Company	Huayang 2nd road, JiuTan Huayang Industrial Zone, YuanZhou Town, Boluo County, HuiZhou City, Guangdong	Guangdong	60	28	32	Y	Y	1.60%	Thread	HOKA	
88	Bottom	China	Guangzhou Colortech New Materials Co, Ltd	ColorTech	GuangZhou Colortech New Materials Co., Ltd.	No. 18 Jungong Rd, Guangzhou Economy & Technology Development District, Guangdong	Guangdong	260	117	143	N	N	1.00%	Sockliner	Teva & Koolaburra	
89	Bottom	China	Guo Sheng	Xingxun	Fujian Xingxun New Materials Technology Co., Ltd.	No. 17, Wubao Industrial Zone, Hongshan Town, Shishi City, Quanzhou City, Fujian Province	Fujian	1,163	787	376	N	N	0.00%	Midsole	HOKA & Teva	
90	Bottom	China	Guorong (QingYuan) Rubber Industry Co., Ltd.	Guorong (QingYuan)	Guo Rong (Qingyuan) Rubber Industry Co., Ltd.	Blossom Well Industrial Zone, Long Tang Town, Qing Yuan City, Guang Dong	Guangdong	100	33	67	Y	N	0.00%	Outsole	UGG, HOKA, Teva, Koolaburra	
91	Bottom	Vietnam	Galli	Galli	Galli International Industrial Co., Ltd.	D-4T-CN & D-4V-CN Lot D-4T-CN & D-4V-CN, My Phuoc Industrial Park 3, Ben Cat Town, Binh Duong Province	Binh Duong	754	302	452	Y	Y	5.00%	Outsole	UGG, HOKA, Teva, Koolaburra	
92	Bottom	China	Hailex High Polymer Material Science and Technology Co., Ltd.	Hailex High Polymer Material Science and Technology Co., Ltd.	Dongguan Hailex New Material Science and Technology Co., Ltd.	Building 2 and 3, No. 1, Songshan Lake Zone, Kehai Road, Songshan Lake Parks, Dongguan, Guangdong	Guangdong	112	47	65	N	N	0.00%	Midsole	HOKA	
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
93	Leather	Vietnam	Harvest Glory Limited	Harvest Glory-Tai Yu	Tai Yu Leather Co., Ltd.	Nhon Trach V Industrial Zone, Hiep Phuoc Town, Nhon Trach District, Dong Nai Province	Dong Nai	203	78	125	Y	Y	9.14%	Leather & Suede	UGG & Teva
94	Leather	China	Henan Prosper & Colomer Group Co. Ltd.	Henan Prosper & Colomer Moda	Henan Prosper & Colomer Moda	No. 5 West Industrial Zone, Mengzhou, Henan	Henan	5,675	2,347	3,328	Y	Y	0.00%	Leather & Suede	UGG & Koolaburra
95	Bottom	China	Hong Jianfeng	Hong Jianfeng	Hong Jian Feng Arts and Crafts Co., Ltd.	No. 98 Houjie Da Dao, Baotun Village, Houjie Town, Dongguan City, Guangdong Province	Guangdong	350	140	210	Y	Y	0.00%	Rein-forcement Materials	UGG & Teva
96	Bottom	Vietnam	Hong Kong WanNing Industrial limited	WanNing	WanNing (Vietnam) Co.,Ltd.	Road No. 5, CCN Lien Minh Industrial Park, Binh Tien Hamlet 2, Duc Hoa Ha Commune, Duc Hoa District, Long An Provice	Long An	700	200	500	Y	Y	10.00%	Bottoms	UGG, HOKA, Teva
97	Textiles	China	Hong Yang Textiles Co., Ltd.	Hong Yang	Shantou HonghuTextiles Industry Co. LTD	Chengtian Salt road west, Chaonan District, Shantou City, Guangdong Province, China	Guangdong	150	100	50	N	N	10.00%	Knit Materials	UGG, HOKA, Teva
98	Bottom	China	HP Bottom Unit	HP Bottom Unit	HP Bottom Unit	26/F Guo Ao Building, South Yousheng Road, Zhengzhou, Henan	Henan	90	47	43	Y	Y	0.00%	Outsole	UGG
99	Textiles	China	HTT Material Technology Co., Ltd.	HTT Material Technology Co., Ltd.	HTT Material Technology Co., Ltd.	No 158, Noth Changtai Road, Xintang community, Changtai street, Licheng district, Quanzhou city, Fujian	Fujian	865	442	423	Y	Y	0.00%	Knit Materials	UGG
100	Textiles	China	Hua Shan Environmentally Textiles Limited	Hua Shan	Guangdong Huashan Environmental Technology Co. Ltd.	C Zone, 1, F, Zhi Chuang Jiang Gu Building A, No. 20, Lun Pin Chong Da Road West., Santun Community, Houjie Town, Dongguan City, Guangdong Province	Guangdong	24	10	14	N	N	0.00%	Woven Materials	HOKA
101	Bottom	Vietnam	HuaLi Group	HF-Aresa	Aresa Vietnam Footwear Co., Ltd.	Quảng Hồng, Thành phố Thanh Hóa, Thanh Hoa	Thanh Hoa	448	328	120	Y	Y	0.01%	Foam Materials	UGG & HOKA
102	Bottom	Vietnam	HuaLi Group	HF-VENUS	Venus Vietnam Footwear Co., Ltd.	Ha Binh Commune, Ha Trung District, Thanh Hoa Province	Thanh Hoa	1,377	1,037	340	Y	Y	0.36%	Rubber	UGG & HOKA
103	Bottom	Vietnam	HuaLi Group	HFNE-VNAM	Amara Vietnam Footwear, Ltd.	Amara Footwear Company, Ltd. Song Khe Zone, Co Le Town, Truc Ninh District, Nam Dinh Province	Nam Dinh	1,749	911	838	Y	Y	0.01%	Bottoms	UGG & HOKA
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
104	Leather	Vietnam	ISA Heshan Trading Co., Ltd.	ISA STL	Saigon TanTec Leather, Ltd.	Lot M2-M3, Viet Huong 2 Industrial Park An Tay Village, Ben Cat District	Binh Duong	638	75	563	Y	N	2.70%	Leather	UGG, HOKA, Teva	
105	Leather	China	ISA Heshan Trading Co., Ltd.	ISA Tan Tec	Heshan Bestway Leather Products Co., Ltd. / Heshan TanTec Leather Co., Ltd.	No. 1 Xingli Road, Hecheng town, Heshan city, Guangdong Province	Guangdong	664	248	416	Y	Y	3.00%	Leather	UGG, HOKA, Teva	
106	Components	China	ISA Heshan Trading Co., Ltd.	ISA Tan Tec (Auburn Leather)	ISA Heshan Trading Co., Ltd.	No. 1 Xingli Road, Hecheng Town, Heshan City, Guangdong Province	Guangdong	550	212	338	Y	N	2.50%	Leather	UGG	
107	Leather	Vietnam	ISA Heshan Trading Co., Ltd.	ISA TTL	TransAsia TanTec Ltd.	Lot B6.1, C4, Thanh Thanh Cong IP, An Hoi Hamlet, An Hoa Ward, Trang Bang Town, Tay Ninh Province	Tay Ninh	232	33	199	Y	N	2.50%	Leather	UGG, HOKA, Teva, Koolaburra	
108	Hardware	China	Jey Sun Industrial Co., Ltd.	Jey Sun	Dong Guan Jey Sun Industrial Co., Ltd.	Lin-Hsia District Liao-Pu Town, Dong Guan City, Guangdong	Guangdong	300	160	140	Y	Y	0.00%	Closure Materials	UGG, HOKA, Teva, Koolaburra	
109	Components	China	Jiayu Plastic Products Co., Ltd.	Jia Yu (China)	Jiayu Plastic Products Co., Ltd.	No. 6 Zhaohui Road, Dabu village, Sanxiang Town, Zhongshan City, Guangdong Province	Guangdong	470	240	230	Y	N	0.20%	Outsole	UGG, HOKA, Teva	
110	Synthetics	Taiwan	Jo Wellah Enterprise Co., Ltd.	Jo-Wellah	Jo Wellah Enterprise Co., Ltd.	No. 35, Kung Yeh 12 Road, Tali Distract, Taichung City, Taiwan	Taichung	20	14	6	N	N	25.00%	Webbing	UGG	
111	Textiles	Taiwan	Labtex Co., Ltd.	Labtex	Labtex Co., Ltd.	14F, #202, Sec. 2, Yanping N. Rd., Taipei 103, Taiwan	Taipei	84	28	56	N	N	40.00%	Knit Materials	HOKA	
112	Components	Taiwan	Lead Jieng IND Co., Ltd	Lead Jieng	Lead Jieng IND Co., Ltd.	No.1,Lane 188, Chung-hsin St. Sanchung Dist, New Taipei City, Taiwan	Taipei	40	15	25	N	N	20.00%	Track Spikes	HOKA	
113	Textiles	China	Ligang Materials Co., Ltd.	Ligang	Ligang Materials Co., Ltd.	30 Pengchen Rd, Airport Industrial Zone, Changle District, Fuzhou City	Fujian	972	354	618	Y	N	0.00%	Knit Materials	HOKA	
114	Bottom	China	Linda Rubber Technology Co., Ltd.	Linda	Linda Rubber Technology Co., Ltd.	17Shiji Road, Baihao 2nd Industrial District, Houjie Town, Dongguan City, Guangdong Province	Guangdong	120	40	80	N	N	0.00%	Diecut Materials	HOKA	
115	Bottom	China	Litai	Litai	Dongguan Litai Sporting Goods Co., Ltd.	Room 201, 18 Daohou Road, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	126	46	80	Y	Y	0.00%	Midsole & Outsole	UGG & Teva	
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T2 Supplier Facilities																
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
116	Textiles	China	Longzu Tech Knitting Co., Ltd	Longzu	Longzu Tech Knitting Co., Ltd.	401 Room, No.1 Building, No.6, North second Road, Tingshan square, Houjie Town, Dongguan, China	Guangdong	40	10	30	N	N	1.00%	Knit Materials	UGG & HOKA	
117	Textiles	China	Mandy	Versus/Mandy	Versus shoes material (Dongguan) Co., Ltd.	4F Jinhui factory,Quanmianling industrial park, Dongcheng District, Dongguan City, Guangdong Province	Guangdong	11	7	4	N	N	9.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra	
118	Bottom	China	Matmarket Ltd (Insite Insoles)	Insite (Contoura)	Contoura New Insole Technology Development (Dongguan) Company Limited	RM 801 - 803, Tower 1, Wangnanju Building,115 Guantai Road, Nancheng, Dongguan City, Guangdong Province	Guangdong	98	61	37	N	N	0.00%	Sockliner	UGG	
119	Hardware	Vietnam	Mountain Spring	MTS (Elastomerix)	Elastomerix Vietnam Co., Ltd.	Lot CN15, Box No 10, Street 06, Song Than 3 Industrial Park, Phu Tan Ward, Thu Dau Mot City, Binh Duong Province	Binh Duong	253	121	132	Y	Y	3.00%	Rein-forcement Materials	UGG & Teva	
120	Hardware	China	Mountain Spring	Bao Feng	Dongguan City Baofeng Electronic Technology Co., Ltd.	Building 4, No.5 Gaobu Section, Beiwang Road, Xiansha Village, Gaobu Town, Dongguan City, Guangdong Province	Guangdong	115	60	55	Y	Y	0.00%	Rein-forcement Materials	UGG & Teva	
121	Synthetics	China	Nam Liong Group	Nam Liong	Dongguan Nam Liong Rubber Manufactures Co., Ltd.	295 Xiangfu Road, Kengkou Village, Liaobu Town, Dongguan City	Guangdong	60	12	48	Y	Y	0.00%	Packaging	UGG	
122	Packaging/Labeling	China	Nan Chieh Packaging Group	Nan Chieh	Nan Chieh Packaging Group	Pingzhou Town, Nanhai District, Foshan City, Guangdong Province	Guangdong	230	70	160	Y	N	0.00%	Packaging	UGG	
123	Packaging/Labeling	Vietnam	Nan Chieh Packaging Group	Nan Chieh	Jiu Deh	Binh Khanh hamlet, Khanh Binh village, Tan Uyen dist, Binh Duong Province	Binh Duong	329	154	175	Y	Y	0.00%	Packaging	UGG	
124	Synthetics	China	Nanya Plastics (Taiwan) Co., Ltd.	Nan Ya	Nanya Plastics (Huizhou) Co., Ltd.	Yongshi Blvd, Shiwan Town, Buoluo County, Huizhou City, Guangdong	Guangdong	385	200	185	Y	Y	0.00%	Film Materials	Teva	
125	Textiles	China	NiceGain Group / HailXin Group	Nicegain Faux Fur	Nanjing HG-Nice Gain Fabric Co. Ltd.	No.9 Liyuan Road, South, Jiangning District, Nanjing	Jiangsu	260	110	150	Y	Y	0.00%	Faux Fur	UGG	
126	Hardware	China	Nifco Japan Corporation	Nifco (China)	Dongguan Nifco Co., Ltd.	No.8 Haiyi Road, Yongtou Community, Changan Town, Dongguan City, Guangdong Province	Guangdong	85	46	39	Y	Y	3.00%	Closure Materials	UGG, HOKA, Teva	
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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
127	Hardware	Taiwan	Nifco Japan Corporation	Nifco (Taiwan)	Nifco Taiwan Co., Ltd.	N.198-81, 13th Neighborhood, Sec. 2, Zhong'ai Road, Guanyin District, Taoyuan City	Taoyuan	206	99	107	Y	Y	4.00%	Closure Materials	UGG, HOKA, Teva	
128	Bottom	China	O2 Partners LLC Dongguan Eco Polymer Co. - Ortholite	O2 Partners LLC Dongguan Eco Polymer Co. - Ortholite	Dongguan Eco Polymer Company Limited	Ming Feng Plaza Building 'A'-8th Floor Kangle Nan Road, Houjie Town, Dongguan City, Guangdong Province	Guangdong	863	326	537	Y	Y	0.00%	Sockliner	HOKA	
129	Textiles	China	PAIHO Group	Paiho (China)	Dongguan Paihong Industry Co., Ltd.	Huanbao Industry District, Shatian Town, Dongguan City, Guangdong	Guangdong	1,614	911	703	Y	N	0.00%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra	
130	Textiles	Vietnam	PAIHO Group	Paiho (HCM)	Vietnam PAIHO Limited	Lot 30-32-34, 03RD Road, Tan Tao Industrial Park, Binh Tan Dist, Ho Chi Minh City	Ho Chi Minh	2,931	1,761	1,170	Y	N	0.10%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra	
131	Textiles	Vietnam	PAIHO Group	Paihong Vietnam	Paihong Vietnam Co., Ltd.	Lot C_6A_CN, Bau Bang Industrial Zone Extension, Lai Uyen Town, Bau Bang District	Binh Duong	1028	486	542	Y	Y	9.00%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra	
132	Textiles	Indonesia	PAIHO Group	PT. Paiho	PT. Paiho Indonesia	JL. Perintis Kemerdekaan KM 6 Kp. Cimenteng, RT. 001 RW. 005 Sukamulya, Cikembar, Sukabumi	West Java	1387	822	565	Y	Y	2.00%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra	
133	Textiles	China	PaoLai Knitting Mfg. Co., Ltd.	Pao Lai	Paolai Knitting Mfg. Co., Ltd.	Ginsan Industrial Zone, San Jiao Town, Zhong Shan City	Guangdong	85	47	38	Y	Y	0.00%	UGGpure & UGGplush	UGG, Teva, Koolaburra	
134	Leather	Taiwan	Pony	Pony	Pony Leather Corporation	No. 191, Sec. 3, Zhongshan Rd., Yongjing Township, Changhua County	Changhua	237	82	155	Y	Y	0.00%	Leather & Suede	UGG, HOKA, Teva	
135	Components	China	Protech (BaoSu) Plastic Mold Co., Ltd.	Bao Su	GuangZhou Protech (BaoSu) Plastic Mold Co., Ltd.	No 16, AiMin Road, Da Bu Village, Xiu Quan Street, Hua Du District, Guangzhou City, Guangdong Province	Guangdong	20	5	15	N	N	0.00%	Closure Materials	UGG, HOKA, Teva	
136	Textiles	China	Qinghong	Qing Hong (Ze Feng)	Dongguan Qinghong Industry Co, Ltd.	No 1 julong road, Wangniudun Down, Dongguan City	Guangdong	52	18	34	N	N	0.00%	Thread	UGG	
137	Bottom	Vietnam	QiYuan	Foamwell (QiYuan VN)	Vietnam Foamwell Sport Technology Co., Ltd.	358B Thanh To-P Tang Cat, Hai An-TP, Hai Phong	Hai Phong	75	50	25	Y	Y	0.05%	Sockliner	HOKA	
138	Bottom	China	Quan Jie	Jian Xiong (Quan Jie)	Guangzhou Quanjie Shoes & Materials Co., Ltd.	Peizhen Road, Chini Town, Huadu District, Guang Dong Province	Guangdong	66	17	49	Y	Y	0.00%	Foam Materials and Die Cut	Teva	
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male		Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
139	Components	China	Coats Group PLC	Rhenoflex (Norya)	Dongguan Rhenoflex New Materials Co., Ltd.	Building 5, No.77, Shilong RD, Guancheng Street, Dongguan, Guagndong	Guangdong	110	63	47		N	N	2.00%	Internal Counter, Reinforce-ment	UGG, HOKA, Teva, Koolaburra
140	Bottom	China	Rogers Corporation	Rogers Corporation	Rogers Corporation	No. 18 West Shenhu Road, Suzhou Industrial Park, Suzhou, JiangSu	Jiangsu	714	244	470		Y	N	0.00%	Sockliner	UGG
141	Synthetics	Taiwan	San Fang Chemical Industry Co., Ltd.	San Fang (Kaohsiung)	San Fang Chemical Industry Co., Ltd.	No. 402, Fengren Rd., Renwu Dist., Kaohsiung City	Kaohsiung	737	593	144		Y	N	8.00%	Non-Woven Microfiber	UGG, HOKA, Teva
142	Synthetics	China	San Fang Chemical Industry Co., Ltd.	Bao Liang	Dong Guan Bao Liang Material Technology Company Limited	Yue Yuan Industrial Park, Huang Jiang Town, Dong Guan, Guang Dong Province	Guangdong	281	89	192		Y	N	3.50%	Non-Woven Microfiber	UGG, HOKA, Teva
143	Synthetics	Vietnam	San Fang Chemical Industry Co., Ltd.	San Fang Vietnam Co., Ltd.	San Fang Vietnam Co., Ltd.	Khu Cong Ghip My Xuan A2, Ap Phu Ha, Xa My Xuan, Huyen Tan Thanh, Tinh Ba Bia	Huyen Tan Thanh	1,242	702	540		Y	N	3.00%	Non-Woven Microfiber	UGG, HOKA, Teva
144	Synthetics	Indonesia	San Fang Chemical Industry Co., Ltd.	San Fang Indonesia	PT. San Fang Indonesia	Jl. Modern Industri IV No. 10, 12 & 16, Kawasan Industri Modern Cikande, Serang, Banten	Banten	475	65	410		Y	N	3.50%	Non-Woven Microfiber	UGG, HOKA, Teva
145	Packaging/ Labeling	China	Screen Technology Packaging Co., Ltd.	Zige Run	Zige Run Printing Machinery Technology (Hongkong), Ltd.	Room 09 27/F Ho King Commercial Centre 2-16 Fa Yuen Street Mongkok KI	Guangdong	13	3	10		Y	Y	0.00%	Packaging	UGG, HOKA, Teva
146	Packaging/ Labeling	Vietnam	Screen Technology Packaging Co., Ltd.	Dong Cheng	Dong Cheng (Vietnam) Packaging Co., Ltd.	No. 86, Northwest Processing Industrial Zone, Qinghua City, Qinghua Province	Thanh Hoa	108	72	36		Y	Y	4.00%	Packaging	UGG, HOKA, Teva
147	Bottom	Vietnam	ShangFeng	ShangFeng Shoes Accessories Limited Company	ShangFeng Shoes Accessories Limited Company	154, 109 Truong Chinh Street, Dong Hoa Ward, Kien An District, Hai Phong City	Hai Phong	105	69	36		N	N	0.00%	Diecut Materials	UGG & Koolaburra
148	Textiles	China	Shengyang Company Limited	Sheng Yang	Shengyang Company Limited	No. 1, Tingshan square road, Houjie Town, Dongguan City, Guangdong Province	Guangdong	292	130	162		Y	N	3.00%	Knit Materials	UGG, HOKA, Teva,
149	Textiles	China	Sincetech (Fujian) Technology Co., Ltd.	Sincetech	Sincetech (Fujian) Technology Co., Ltd.	Wuli Industrial Zone, Jinjiang, Fujian	Fujian	3,560	1,917	1,643		Y	Y	0.28%	Knit Materials	UGG & HOKA
150	Textiles	Vietnam	Sincetech (Fujian) Technology Co., Ltd.	Sincetech (VN)	Sincetech (Vietnam) Technology Co., Ltd.	Lot B2.2, C4 Street, Thanh Cong Industrial Park, An Hoa Ward, Trang Bang District, Tay Ninh Province	Tay Ninh Province	529	243	286		Y	Y	0.10%	Knit Materials	HOKA
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No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
151	Bottom	China	Sungshin Global	Qingyuan Sung Shin China Limited	Qingyuan Sung Shin China Limited	Longteng Industrial Region, Long Tang Town, Qingyuan, Guangdong, China	Guangdong	600	300	300	N	Y	0.00%	Midsole & Outsole	HOKA	
152	Leather	China	Sunrise leather (H.K.) Limited	Sunrise	Sunrise Development Leather Co., Ltd.	BinHeng Town, GuangNing Country, Zhao Qing City GuangDong Province	Guangdong	161	69	92	Y	Y	0.00%	Suede	UGG, HOKA, Teva, Koolaburra	
153	Leather	China	Prara Leathers PVT Ltd.	Prara Asia (Sunshine)	Dong Guan Sunshine International Co., Ltd.	Xinji Village, Xiaohe Area, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	60	20	40	Y	Y	0.00%	Leather & Suede	UGG	
154	Leather	India	Prara Leathers PVT Ltd.	Prara Leathers Pvt Ltd	Prara Leathers Pvt Ltd	31/2a-2 Ammor Road, Manthanngal Road, Ranipet	Tamilnadu	250	175	75	N	Y	0.00%	Leather & Suede	UGG	
155	Textiles	China	Suzhou Forever Hong Textiless Co., Ltd.	Forever Hong	Suzhou Forever Hong Textiless Co., Ltd.	Room 1006, 10/F, Huabang Building, Changban Rd, Wujiang District	Jiangsu	55	30	25	Y	Y	0.00%	Woven Materilas	UGG	
156	Textiles	China	Suzhou Forever Hong Textiless Co., Ltd.	Forever Hong	Swarovski (Guangzhou) Trading Co., F10, Ltd.	Rm1702-1707, Central Tower, No. 5, Xiancun Road, Zhujiang New Town, Tianhe District, Guangzhou, Guangdong	Jiangsu	35	20	15	N	N	0.00%	Woven Materilas	UGG	
157	Hardware	China	Swarovski AG	Swarovski	Swarovski (Guangzhou) Trading Co., Ltd.	Unit 3409 Building 1, Taikoo Hui, No. 385 Tianhe Road, Tianhe District, Guangzhou	Guangdong	30	23	7	Y	Y	1.00%	Closure Materials	UGG & Teva	
158	Hardware	Austria	Swarovski AG	Swarovski	D. Swarovski Distribution GmbH	Swarovskistrae 30, 6112 Wattens	Wattens	N/A	N/A	N/A	N/A	N/A	N/A	Closure Materials	UGG, HOKA, Teva,	
159	Hardware	China	Taiyi Hardward Manufacture Co., Ltd.	Tai Yi	Taiyi Hardware Manufacture Co., Ltd.	No. 10 Hongjin Road, Hongmei town, Dongguan City	Guangdong	120	75	45	Y	N	0.00%	Closure Materials	UGG & Koolaburra	
160	Bottom	Vietnam	Tan Cuong Trading & Manufacturing Co., Ltd.	Tancuong	Tan Cuong Trading And Manufacturing Co., Ltd.	Lot XN1-1, Lai Cach Industrial Park, Km49, Highway 5, Cam Giang District, Hai Duong Province	Hai Duong	450	200	250	Y	Y	2.00%	Midsole	HOKA	
161	Components	China	Coats Group PLC	Texon	Texon Dongguan Non Woven, Ltd.	No. 17 WeiHen Road, NiuShan Foreign Industrial Park, DongCheng District, Dongguan City, Guangdong Province	Guangdong	172	33	139	Y	Y	2.33%	Internal Counter, Strobel Board, Reinforce-ment	UGG, HOKA, Teva	
162	Components	United Kingdom	Coats Group PLC	Texon	Texon Non Woven, Ltd.	Skelton Industrial Estate, Skelton, Saltburn-by-the-sea, Cleveland, TS12 2LH, UK	Cleveland	90	15	75	Y	N	0.00%	Internal Counter, Strobel Board, Reinforce-ment	UGG	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	191	

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T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
163	Components	Germany	Coats Group PLC	Texon	Texon Möckmühl GmbH	Roigheimer Str. 69-72, 74219 Möckmühl	Möckmühl	82	15	67	Y	Y	0.00%	Internal Counter, Strobel Board, Reinforce-ment	UGG	
164	Components	Italy	Coats Group PLC	Texon	Texon Italia S.R.L.	Via Milano, 23 59013 Montemurlo (PO) Italy	Montemurlo	11	2	9	N	N	0.00%	Internal Counter, Strobel Board, Reinforce-ment	UGG	
165	Textiles	Taiwan	Tiong Liong Industrial Co., Ltd.	Tiong Liong	Tiong Liong Industrial Co., Ltd.	8, Lane 758, Sec 3, Chung Ching Rd., Ta-Ya Dist. Taichung City	Taichung	126	70	56	N	Y	10.30%	Non-Woven Materials	UGG, HOKA, Teva, Koolaburra, DXLabs	
166	Textiles	Taiwan	Tsan Chen	Tsan Chen	Tsan Chen Textiles Trading Co., Ltd.	No. 349-2, Fu Ya Road, Si Tun District, Taichung City	Taichung	30	17	13	N	N	0.00%	Knit Materials	UGG, HOKA, Teva, Koolaburra	
167	Bottom	Vietnam	Ty Bach Co., Ltd.	Ty Bach Co., Ltd.	Ty Bach Co., Ltd.	Lot D, Binh Minh Industrial Zone, My Hoa Village, Binh Minh Town, Vinh Long Province	Vinh Long	991	746	245	Y	Y	1.00%	Midsole & Outsole	HOKA	
168	Bottom	China	Vibram	Vibram	Vibram China-Guangzhou Vibram Rubber Co., Ltd.	Fengshen Avenue 121, Auto City, Xinhua Town, Huadu GuangZhou	Guangdong	N/A	N/A	N/A	N/A	N/A	N/A	Outsole	UGG, HOKA, Teva	
169	Hardware	China	Way Year Metal International Co., Ltd.	Way Year	Way Year Metal International Co., Ltd.	Building 1, No. 6, 2nd Bian Kang West Road, Hou Jie Town, Dongguan, Guangdong, China. 523956	Guangdong	189	104	85	N	Y	0.00%	Closure Materials	UGG	
170	Textiles	China	Wei Hong Weavng Band Co., Ltd.	Wei Dean (Wei Hong)	Wei Hong Weaving Band Co., Ltd.	Envtl. Protection Ind. Area, Shatian Town, DongGuan, GuangDong, China	Guangdong	147	61	86	Y	N	0.00%	Webbing Materials	UGG, HOKA, Teva, Koolaburra	
171	Textiles	China	Wuxi Shuanglida Plush Technology Co., Ltd.	Wuxi Shuanglida	Wuxi Shuanglida Plush Technology Co., Ltd.	No. 1058, Xiyu Road, Xishan District, Wuxi City	Jiangsu	75	25	50	N	N	0.00%	UGGplush	UGG & Koolaburra	
172	Leather	China	Xiang Jiang Leather Group	Xiang Jiang	Xiang Zhou Leather Co., Ltd.	Chihu Industrial, Zhangpu, Zhangzhou	Fujian	490	205	285	Y	Y	0.00%	Leather & Suede	UGG, HOKA, Koolaburra	
173	Leather	Vietnam	Xiang Jiang Leather Group	Xiang Jiang	Xiang Jiang Group (VN) Co., Ltd.	Lot A16.1, Road C1, Thanh Thanh Cong Industrial Zone, An Hoi Hamlet, An Hoa Commune, Trang Bang District, Tay Ninh Province	Tay Ninh	1,218	502	716	Y	Y	4.20%	Leather & Suede	UGG, HOKA, Teva, Koolaburra	
174	Leather	China	Xing Feng Leather Co., Ltd.	Xing Feng	Zhejiang Hongben Leather Co Ltd	No. 7 Jinyuan Ave.,Shuitou Town, Pingyang County, Wenzhou City, Zhejiang Province, China	Zhejiang	169	23	146	N	N	0.00%	Suede	UGG, HOKA, Teva, Koolaburra	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	192	

Supply Chain Partner Disclosures (continued)																
T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
175	Bottom	China	Xingsheng	Xingsheng	Dongguan Xingsheng shoes Co.,ltd	Santun, Houjie Town, Dongguan City, Guangdong Province	Guangdong	50	20	30	N	N	0.00%	Midsole & Outsole	UGG	
176	Leather	China	Xinji City Meihua Leather Co., Ltd.	Meihua	Xinji Citymeihua Leather Co., Ltd.	Xinji City, Hebei Province	Hebei	492	149	343	Y	Y	0.00%	UGGplush	UGG & Koolaburra	
177	Textiles	Taiwan	Yee Chain International Co, Ltd.	Yee Chain	Yee Chain International Co., Ltd.	No. 98 Sec. 2, Huanzhong Rd, Xitun Dist, Taichung City	Taichung	106	43	63	N	N	35.80%	Knit Materials	UGG, HOKA, Teva	
178	Textiles	Vietnam	Yee Chain International Co, Ltd.	Yee Chain	Julien VN Metal Powder Co., Ltd.	Duong So 6, KCN Nhon Trach 1, Huyen Nhon Trach, Tinh Dong Nai	Dong Nai	61	44	17	N	Y	8.00%	Knit Materials	HOKA	
179	Textiles	China	Yee Chain International Co, Ltd.	Yee Chain	Yee Chain International, Ltd.	No. 45, LiuHe Village, Yisha, ShaTian Town, DongGuan City	Guangdong	5	2	3	N	Y	40.00%	Knit Materials	HOKA & Teva	
180	Bottom	China	Yi Ying	Yi Ying	YiYing (QingYuan) Foamed Materials Co., Ltd.	Xin Zhuang, Yin Ying Road, Long Tang Town, Qing Cheng District, Qing Yuan City	Guangdong	280	132	148	Y	N	0.00%	Midsole & Outsole	UGG, HOKA, Teva, Koolaburra	
181	Bottom	Vietnam	Yi Ying	Winner (Vietnam) Shoe Material	Winner (Vietnam) Shoe Material Co., Ltd.	Hoang Long Industrial Zone, Tao Xuyen Distric, Thanh Hoa City	Thanh Hoa	650	312	338	Y	Y	0.025	Midsole & Outsole	UGG, HOKA, Teva	
182	Bottom	Vietnam	Yi Ying	WanFu (Vietnam) Limited Liability Company	WanFu (Vietnam) Co., Ltd.	Lot C15 plus C16, Tan Do Industrial Park, Binh Tien Hamlet 2, Duc Hoa Ha Commune, Duc Hoa District, Long An Provice	Long An	700	200	500	Y	Y	0.025	Midsole	Teva	
183	Hardware	China	YKK	YKK	YKK	Tangwei Industry Park, Fuhai Street, Baoan District, Shenzhen, Guangdong 101, Building 1, YKK Industrial Park, Shutianpu Community Underwear Industry Cluster Base, Matian Street, Guangming District, Shenzhen, Guangdong	Guangdong	1578	833	745	Y	N	0.001	Zipper	UGG, HOKA, Teva, Koolaburra	
184	Hardware	China	YKK	YKK	YKK Shanghai Co., Ltd. (Minhang FTY)	No. 468 Lu-chun road, Minhang Economic and Technological Development Zone	Jiangsu	1222	842	380	Y	Y	0	Zipper	UGG & HOKA	
185	Hardware	China	YKK	YKK	YKK Shanghai Co., Ltd. (Lingang FTY)	No. 1258 Fei-du road, Pudong New area	Jiangsu	626	384	242	Y	Y	0	Zipper	UGG & HOKA	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	193	

Supply Chain Partner Disclosures (continued)															
T2 Supplier Facilities															
Deckers T2 Supply Chain Partners (as of March 2025) (All)															
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
186	Hardware	Indonesia	YKK	YKK	PT YKK Zipper Indonesia - Cimanggis Factory	Jl. Raya Jakarta Bogor Km. 29, Cimanggis, Depok	West Jva	1100	510	590	Y	Y	0.01	Zipper	UGG & HOKA
187	Bottom	China	Yuan Hao	Yuan Hao	DongGuan YuanHao Plastic Product Co., Ltd.	No.16 DaShan Dong Street, 1st Industrial District, XiaGang Chang'an Town, DongGuan City	Guangdong	132	79	53	N	N	0	Outsole	UGG & Koolaburra
188	Bottom	China	YuZhan	Dongguan Yuzhan Industrial Co., Ltd.	Hongbao Rubber And Plastic Co., Ltd.	No. 11-12, Lunpinyong Industrial Road, Santun District, Houjie Town, Dongguan City, Guangdong Province	Guangdong	140	67	73	N	N	0	Midsole & Outsole	UGG
189	Bottom	Vietnam	YuZhan	HongBao	DongGuan YuZhan Rubber & Plastic Technology Co., Ltd.	Lot 42-4-2, N16 Street, Phuoc Dong Industrial Park, Go Dau District, Tay Ninh Province	Tay Ninh	134	71	63	Y	Y	0.0004	Midsole & Outsole	UGG, HOKA, Koolaburra
190	Hardware	China	Zhejiang Huashengda Zipper Technology Co., Ltd.	HSD Zipper	Zhejiang Huashengda Zipper Technology Co., Ltd.	28 Qingliang Dadao, Yaozhuang Town, Jiashan County, Jiaxing, Zhejiang	Zhejiang	713	308	405	N	Y	0	Zipper	UGG & Koolaburra
191	Bottom	China	Zhong Shan Jubang Shoes Materials Co., Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	DongJun Road, DongGu Village, DongfengTown, Zhongshan City, Guangdong Province	Guangdong	81	30	51	N	N	0	Sockliner	UGG, HOKA, Teva, Ahnu
192	Bottom	china	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	No.12 Building Changyi Road, Chang Ming Shui County, Wu Gui Montain district, Zhong Shan City, Guangdong Province	Guangdong	145	55	90	Y	Y	0	Midsole & Outsole	HOKA
193	Bottom	China	Zhongshan Daguang Shoe Material, Ltd.	DA GUANG	Zhong Shan Da Guang Shoe Material Co., Ltd.	Yi Liu Road, Wen Chang West Road, San Xiang Town, Zhong Shan City, Guang Dong Province	Guangdong	120	78	42	N	Y	0	Sockliner	HOKA
194	Bottom	Vietnam	Zhongshan Daguang Shoe Material, Ltd.	Dai Quang	Vietnam Dai Quang Co., Ltd.	Lot 6 Road 7 Tan Duc Industrial Park, Duc Hoa Commune, Duc Hoa District, Long An Province	Long An	215	124	91	N	N	0.03	Sockliner	HOKA
195	Textiles	China	Zhongshan Litian Textiles Technology Co., Ltd.	Litian	Zhongshan Litian Textiles Technology Co., Ltd.	Longtouzai, North Road Baoyuan, Wushi Village, Sanxiang Town, Zhongshan City, Dongguan Province	Guangdong	69	20	49	N	N	0	Webbing Materials	HOKA
196	Textiles	Vietnam	Zhongshan Litian Textiles Technology Co., Ltd.	Litian	Litian Vietnam Webbing Co., Ltd.	Lot No.3, Road No.3, Tan Duc Industrial Zone, Duc Hoa Ha Commune, Duc Hoa District, Long An Province	Hung Yen	135	63	72	N	N	0.01	Webbing Materials	HOKA
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	194

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T2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY / GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE / STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y / N)	WORKER COMMITTEE (Y / N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	DECKERS BRANDS
197	Textiles	China	Zhongshan Litian Textiles Technology Co., Ltd.	HongYe	Zhongshan Sanxiang Hongye Ribbon Co., Ltd.	5th Floor, No. 4 West Road Longtouzai, North Road Baoyuan, Wushi Village, Sanxiang Town, Zhongshan City, Guangdong province	Guangdong	86	40	46	N	N	0	Webbing Materials	UGG & HOKA
198	Synthetics	Vietnam	Zing Yong Enterprise Co., Ltd	Zing Yong	Zingyong Co., Ltd.	Lot F4, F5, F6, Road N5, Nam Tan Uyen Industrial Park Expansion, Hoi Nghia Commune, Tan Uyen Town, Binh Duong Province	Binh Duong	107	41	66	Y	Y	0.1121	Film Materials	HOKA
199	Synthetics	Taiwan	Zing Yong Enterprise Co., Ltd.	Zing Yon	Zing Yong Enterprise Co., Ltd.	116, Qingguang Rd, Wuri District, Taichung City	Taichung	42	16	26	N	N	0	Film Materials	UGG & HOKA
200	Components	Vietnam	Coats Group PLC	Coats footwear (Reheno Shoe) vietnam	Coats Footwear Vietnam Limited Liability Company	57, Street 1-7, Long Thanh Industrial Park, Tam An Commune, Long Thanh District, Dong Nai Province, Vietnam	Dong Nai	49	12	37	Y	Y	0.01	Toebox	HOKA
201	Bottom	China	Dongguang Xingtailai sports product Co., Ltd.	Xintailai	Dongguan Xingtailai Sports Products Co., Ltd.	115#East park avenue Xiasha village Shipai Town Dongguan City	Guangdong	125	51	74	Y	Y	0	TPU Outsole	UGG & Koolaburra
202	Synthetics	China	Fujian Huachang Group Co.,Ltd.	Hua Chang	KeYi(Fujian) Microfiber Co.,Ltd.	Huinan Industrial Zone(zhangban), Taiwan investment zone, Quanzhou City, Fujian Province	Fujian	584	166	418	Y	Y	0	Microfiber Materials	UGG, HOKA, Teva
203	Bottom	Vietnam	Galli International Industrial Co., Ltd.	Galli	Galli International Industrial Co., Ltd.	D-4T-CN & D-4V-CN Lot D-4T-CN & D-4V-CN, My Phuoc Industrial Park 3, Ben Cat Town, Binh Duong Province,Vietnam.	Binh Duong	741	311	430	Y	Y	0.04	Rubber Outsole	UGG, HOKA, Teva, Koolaburra
204	Synthetics	Vietnam	Jiangxi Yongxin Xinguanghong Co., Ltd.	Xin Guang Hong Vietnam	Xin Guang Hong Vietnam Company Limited	M3-module 1,lot D,road d2,nam tan uyen industrial park,khanh binh ward,tan uyen town,Binh Duong province, Vietnam	Binh Duong	60	15	45	N	Y	0.03	Rubber	UGG & HOKA
205	Textiles	Vietnam	Joowon Tech Co., Ltd.	Joowon South Vietnam FMT	Joowon Vina Co.,Ltd	Road 08, Nhon trach Industrial zone, Phuoc Thien, Nhon Trac, Dong Nai province, Vietnam	Dong Nai	156	30	126	Y	Y	0.07	TPU	HOKA
206	Textiles	South VN	Long John Group	Gold Long John	Vietnam Dona Gold Long John Int'l Co., Lt	Lot No 7- Rd. 5A, Nhon Trach II Industrial Zone, Nhon Trach, Dong Nai, Vietnam	Dong Nai	448	142	306	Y	N	0	Upper Materials	HOKA & Teva
207	Adhesive	China	Nanxin	Nanxin Holdings Ltd.	Ji'an Schindler Technology Co.,Ltd	West Industrial Zone of Jishui County, Jinan City, Jiangxi Province, China	Jiangxi	56	14	42	Y	Y	0	Closure Materials	UGG & HOKA

Supply Chain Partner Disclosures (continued)

T2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)

No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
208	Bottom	Vietnam	Yue Jia	Yue Jia Vietnam	Vietnam Yue Jia Shoes Co., Ltd	No. 11+12, Section 15-17-19, Road 5, Tan Duc Industrial Zone, Duc Hoa Ha Commune, Duc Hoa District, Long An Province, Vietnam	Long An	51	29	21	N	N	0.9	EVA	UGG & Teva
209	Packaging/ Labeling	Indonesia	BSN International Hong Kong Ltd.	PT Anugerah Jaya Maju Abadi Indobox	PT Anugerah Jaya Maju Abad Indobox	Kawasan Industri Terboyo Blok N2B No 528 Kawasan Industri Terboyo Blok M No 102 Kel Trimulyo Kec Genuk Semarang 50118	Central Java	55	17	38	N	Y	0.01	Packaging	UGG, HOKA, Teva, Koolaburra, DXLabs
210	Bottom	Vietnam	De Thanh To Joint Stock Company	De Thanh To JSC	De Thanh To Joint Stock Company	Km10, Pham Van Dong road,Anh Dung ward, Duong Kinh district, Haiphong city, Vietnam	Hai Phong	148	83	65	Y	Y	0	TPU & PU	UGG
211	Leather	Vietnam	Xing Feng Leather Co Ltd	Xing Feng	Hung Phong Vietnam Leather career Co.,Ltd	Ngo Yen Village (<i>Rent at Ngo Quyen Company Limited</i>) An Hong Commune, An Duong District. Hai Phong City, Vietnam	Hai Phong	30	21	9	N	N	0.2	Suede	UGG, HOKA, Teva, Koolaburra
212	Leather	Vietnam	Feng Chang Leather Co., Ltd.	Feng Chang	Yi Sheng Leather VN CO., LTD	Lot D1-D9, Viet Huong 2 IP, An Tay Commune, Ben Cat Town, Binh Duong Province, Vietnam	Binh Duong	180	73	107	Y	Y	0.04	Suede	UGG, HOKA, Teva, Koolaburra
213	Leather	China	Simona Tanning Inc.	Simona Tanning	Simona Tanning (<i>Zhongshan</i>) Co. Ltd.	No. 3, Fu Ze 2nd Street, Fu Ze Road, San Jiao, Zhongshan City, Guangdong, China, 528445	Guangdong	256	107	149	Y	N	0	Leather	UGG, HOKA, Teva, Koolaburra
214	Leather	Ethiopia	Farida Prime Leather Pvt Ltd.	Farida	Farida Leather PLC	PO Box# 7040, Addis Ababa - Ethiopia	Addis Ababa	117	91	26	N	Y	0.14	Leather	UGG
215	Leather	India	Farida Prime Leather Pvt Ltd.	Farida	Farida Prime Leather Pvt Ltd	Farida Prime Leather Pvt Ltd, Zubaida Building - Tuthipet, Ambur - 635811 Vellore District, Tamil Nadu - INDIA	Chennai	438	33	405	N	Y	0	Leather	UGG
216	Leather	Indonesia	ECCO Leather B.V.	ECCO	PT. ECCO Leather Indonesia	Jl. Raya Bligo, 17 Candi Sidoarjo, East Java, Indonesia - 61271	East Java	489	44	445	Y	Y	0.008	Leather	UGG & HOKA
217	Leather	Thailand	ECCO Leather B.V.	ECCO	Ecco Leather Thailand	Nakhon Luang Industrial Estate, 113/9 Moo 4 Bangprakru, Nakornluang, Ayutthaya, 13260 Thailand	Ayutthaya	305	39	266	Y	Y	0.02	Leather	UGG & HOKA
218	Hardware	Cambodia	Zhejiang Huashengda Zipper Technology Co., Ltd.	HSD Zipper	HSD Zipper (<i>Cambodia</i>) Co.,Ltd	Phum Borey Kamkor Road 4 (<i>48kms</i>), <i>Sangkat Chbarmon, Krong Chbarmon, Kompong Speu Province, Cambodia</i>	Kompong Speu	368	177	191	Y	Y	0.05	Zipper	UGG & Koolaburra

Supply Chain Partner Disclosures (continued)																
T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (as of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male		Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands
219	Textiles	China	Dongguan Boyi Textiles Limited	Boyi	Dongguan BOYI Textiles Co., Ltd. Zhejiang office	Building 7, Wutong Qixin Technological Industry area, No. 328, Huancheng North Road, Tongxiang City, Zhejiang Province	Zhejiang	280	120	160		Y	Y	0	Upper Materials	UGG, HOKA, Teva, Koolaburra
220	Packaging/ Labeling	China	Micro-Pak Limited	Micro-Pak	Micro-Pak Limited	Suite 2504, Tower 6, The Gateway, Harbour City, 9 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong	Hong Kong	39	25	14		N	N	0.077	Packaging Components	UGG, HOKA, Teva, Koolaburra
221	Packaging/ Labeling	China	Goodbox International Co., Ltd.	GoodBox-EL	Everlink Packaging Co.,Ltd	No. 2, Jinsheng Road, Chang'an Town, Dongguan City, Guangdong Province	Guangdong	110	36	74		Y	Y	0	Packaging	UGG & HOKA
222	Synthetics	China	DongGuan YuCheng Synthetics Leather Co., Ltd.	Yu Cheng	DongGuan HuaYue New Material Co.Ltd	Room 101,Building #6,No.168,YongTai Road, HouJie Town, DongGuan City, GuangDong Province, China	Guangdong	80	42	38		Y	Y	0	Knit Materials	UGG, HOKA, Teva, Koolaburra
223	Synthetics	China	DongGuan YuCheng Synthetics Leather Co., Ltd.	Yu Cheng	WeiFang LianLu New Material Co.Ltd	No.4,DeChang Road,liuTong Industrial Park, ChangYi, WeiFang City, ShanDong Province,China	Shandong	185	69	116		Y	Y	0	Knit Materials	UGG, HOKA, Teva, Koolaburra
224	Synthetics	China	Zing Yong Enterprise Co., Ltd.	Zing Yong	Zing Yong China	No. 7, Xinwen 1st Street, Xinwen Industrial Zone, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	20	7	13		N	N	0	Film Materials	UGG & HOKA
225	Components	China	Zanto (Zhongshan) Shoes Materials Co., Ltd.	Zanto	Zanto(Zhongshan) Shoes Materials Co.LTD	No. 244 Pingchang Road, Wushi Village, Sanxiang Town, Zhongshan City, Guangdong Province, China	Guangdong	45	20	25		N	N	0	TPU/TPR Welt	UGG
226	Textiles	China	Dongguan Boyi Textiles Limited	Boyi	Dongguan Boyi Dyeing Mill	Boyi Dyeing Mill, Hongyuang Dyeing Factory,Lihai Industrial Park, Huanbaocheng, Shatian Town, Dongguan, Guangdong Province, China	Guangdong	38	6	32		Y	Y	0	Dyeing	UGG, HOKA, Teva, Koolaburra
227	Components	China	Brand ID LLC	Brand ID HK Ltd	Brand ID HK Ltd	Unit 2202-2203, 22/F, Tetra,360-370 Sha Tsui Road, Tsuen Wan Hong Kong	Hong Kong	64	29	35		N	N	0	Trims	HOKA
228	Components	China	BTL WORLDWIDE Ltd.	BTL	Cheng Yi Garment Accessories Company Limited	1/F-2/F, Building 11, HuiZhou Chan Ye Zhuan Yi Gong Ye Yuan, LongMen Hong GongYe Qu, HuiZhou Shi Longmen Xian, GuangDong Province, China	Guangdong	21	9	12		N	N	0	Zippers & Buttons	UGG
229	Textiles	China	De Licacy Industrial Co., Ltd	De Licacy	De Licacy Taiwan	No.240, Sanshe, Xinshi District, Tainan 74444, Taiwan	Tai Wan	725	394	331		Y	Y	0.33	Polyester & Elastane	HOKA
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	197	

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T2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY / GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE / STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y / N)	WORKER COMMITTEE (Y / N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	DECKERS BRANDS
230	Textiles	China	Kunshan Doonly New MaterialsTech Co.,Ltd.	Doonly	Kunshan Doonly New MaterialsTech Co.,Ltd.	No.168 Xugong Road, Zhoushi Town,Kunshan City, Jiangsu,China	Jiang Su	217	125	92	Y	Y	0	Woven Materials	UGG & HOKA
231	Components	China	Ju Yi Indstrial (HK) Limited	Juyi (Apparel Only)	Ju Yi Indstrial (HK) Limited	No.1 Tongde Road, Shijie Town, Dongguan City, Guangdong Province, China	Guangdong	50	20	30	N	N	0.01	Closure Materials	UGG, HOKA, Koolaburra
232	Textiles	China	K and K Garment	K and K	Dongguan K and K Garment Accessories Co., Ltd.	Xiaolong Industrial Area, Yuanshanbei Precinct, Changping Town, Dongguan City, Guangdong Province, China.	Guangdong	443	227	216	N	Y	0	Knitting Materials	UGG & HOKA
233	Textiles	China	K and K Garment Accessories Co., Ltd	K and K	Dongguan ZhongTong	3rd Floor, Building B, Jinxianghe Industrial Park No. 1 Shaxi Road, Shahukou Village, Changping Town, Dongguan City, Guangdong Province, China.	Guangdong	56	28	28	N	Y	0	Printing Materials	UGG & HOKA
234	Components	China	Primaloft Inc.	Primaloft	Ningbo Dayue Chemical Fiber Products Co.,Ltd	No.152 Jinhan Road, Langxia Street,315480 Yuyao,China,CN	Zhejiang	32	8	24	N	N	0	Non-Woven Materials	HOKA
235	Components	China	WeiXing Co., Ltd	SAB	Shanghai WeiXing Garment Accessories Co.,Ltd (China)	Room 909-917, B bid, Lane 58,Xinjian East Road, Minhang District, Shanghai , China P.C:201199	Shanghai	8580	2650	5930	Y	Y	0.1	Zipper	UGG
236	Components	China	SunPo Molding (International) Limited	SunPo	SunPo Molding (International) Limited	Block B, 4th Industrial Zone, Shu Tian Pu, Ma Tian Blvd., Guang Ming District, Shenzhen, Guangdong, China	Guangdong	421	186	235	N	N	0	Foam	UGG
237	Textiles	China	Dongguan Hongyang Textiles Co., Ltd.	Hong Yang	Dongguan HongYang Textiles CO.,LTD	Building 1, No.4 kangle South Road East, Houjie Town, Dongguan City, Guangdong Province	Guangdong	65	25	40	N	Y	0.08	Knit Materials	UGG, HOKA, Teva, Koolaburra, DXLabs
238	Textiles	China	Dongguan Hongyang Textiles Co., Ltd.	Hong Yang	Shantou Honghu Textiles Industry Co. LTD	Chengtian Salt West Rd, Chaonan District, Shantou City, Guangdong Province	Guangdong	21	9	12	N	Y	0	Reinforce-ment	UGG, HOKA, Teva, Koolaburra, DXLabs
239	Bottom	Vietnam	Suhe	SuHe SVN	SUHE VIETNAM CO.,LTD	Plot 605, 08, Binh Hoa 1, Tan Phuc Khanh Ward, Tan Uyen City, Binh Duong Province	BinhDuong	175	89	86	Y	Y	0.05	Compo-nents	
240	Bottom	Vietnam	Da Chang International Co., Ltd.	Da Quang NVN	Dai Quang Vietnam Shoe Technology Materials Co., Ltd.	Man De Hamlet, Nam Trung Commune, Nam Sach District, Hai Duong province, Vietnam	Haiduong	13	9	3	N	N	0.15	EVA Sockliner	HOKA

Supply Chain Partner Disclosures (continued)																
T2 Supplier Facilities																
Deckers T2 Supply Chain Partners (As of March 2025) (All)																
No.	Supplier Category	Country	Parent Company / Group	Short Name	Full Name of Facility	Address	Province / State	Number of Workers	Female	Male	Trade Union (Y / N)	Worker Committee (Y / N)	Foreign (Migrant) Employees Percentage	Specialty	Deckers Brands	
241	Bottom	Indonesia	AL-NU Sporting Goods	PT Alnu	PT. Alnu Sporting Goods Indonesia	JL Raya Kayulapis, Mororejo, Kaliwungu, Kab. Kendal, Jawa Tengah, 51372	Kendal	30	10	20	Y	Y	0.3	Rubber	UGG, HOKA, Teva	
242	Bottom	China	HAOJUN SHOES	Hao Jun	Guangdong haojun shoes Co.Ltd	Room 301, Building 2,No.4 Qiyuan Road, Dongcheng Street, Dongguan City, Guangdong Province	Guangdong	37	9	28	Y	Y	0	Polyurethane Outsole	HOKA	
243	Bottom	Vietnam	Hong Jianfeng	Hong Jian Feng VN	Heguan (<i>Hongjianfeng</i>) Shoe Materials Co., Ltd	Plot 133, Village 01, GiaoAn commune, GiaoThuy district, Nam dinh, Vietnam	Nam Dinh	160	96	64	Y	Y	0.05	Bottoms	UGG	
244	Bottom	Vietnam	Protech (<i>BaoSu</i>) Plastic Mold Co., Ltd.	Baosu	Baosu Vietnam Co.,Ltd	N5 Road Hoa Xa Industrial Park, My Xa Ward, Nam Dinh City, Nam Dinh Province, Vietnam	Nam Dinh	17	3	14	N	N	0.1	Mold	UGG, HOKA, Teva, Ahnu	
245	Textiles	Vietnam	New Top	Da Qun Vietnam	Xu Qun (VN)Textiles CO.,LTD	Part of Lot M1,Hoa Xa, Loc Hoa ward,NamDinh city, NamDinh province, Vietnam.	Nam Dinh	49	26	23	N	N	0.14	Upper Materials	HOKA	
246	Textiles	China	Zhengtai	Zhengtai Textiles	Changshu Zhengtai Textiless Co.,Ltd	Building 1, No.9 Jiulong Road, Shajiabang Town, Jiangsu province, China.	Jiangsu	195	101	94	N	Y	0	Knit Materials	UGG	
247	Bottom	Vietnam	Zhongshan Fuxiang Shoes Material Co., Ltd.	Fu Xiang Vietnam (<i>North</i>)	Fuxiang Sports Materials Technology Co., Ltd.	Lot C1, D4 street, Hoa Xa Industrial Park, My Xa Ward,Nam Dinh City,Nam Dinh Province,Vietnam	Nam Dinh	110	48	62	Y	N	0.09	Sockliner	UGG, HOKA, Teva	
248	Bottom	Vietnam	HuaLi Group	Andromeda	Andromeda Vietnam Footwear Ltd.	Lot A06, Hoang Mai I Industrial Park, Quynh Thien Ward, Hoang Mai Town, Nghe An Province, Vietnam.	Nghe An	1865	1240	625	Y	Y	0.03	Bottoms	HOKA	
249	Bottom	Vietnam	Vinhhoa	Vinhhoa Production Trading Investment Co.,Ltd	Vinhhoa Production Trading Investment Co.,Ltd	NamAm (<i>Mr.KHONG VANDUNG'shouse</i>) TamCuong Commune,Vinh bao District, Hai phong City, Viet Nam	Hai Phong	383	335	48	Y	N	0.016	EVA Foams	UGG	
250	Bottom	Vietnam	China Litai Co., Ltd.	Li Tai Yonghe Co., Ltd.	Li Tai Yonghe Co., Ltd.	Industrial A - Tuan Viet Commune - Kim Thanh District - Hai Duong, Vietnam	Hai Duong	160	98	62	Y	Y	0.03	Rubber	UGG	
251	Textiles	Korea	HSI	HANGIL-HSI (<i>Hwasung previously</i>)	Hangiltex Co. Ltd.	25, Noksansandan 231ro, Gangseo-Gu, Busan, Korea	Busan	14	6	8	N	N	0	Warp Knitting	HOKA	
252	Textiles	Korea	HSI	Yulim-HSI (<i>Hwasung previously</i>)	Yulim Textiles	12-15, Gimhae-daero 2567beon-gil, Gimhae-si	Gyungsangnam-do	7	4	3	N	N	0	Woven Materilas	HOKA & Teva	
Deckers Brands		WELCOME	FY25 Achievements	Our Foundation	People	Environment	Human Rights	Chemistry & Consumer Safety			Conclusion	Additional Info		Disclosures	199	

Supply Chain Partner Disclosures (continued)

T2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY / GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE / STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y / N)	WORKER COMMITTEE (Y / N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	DECKERS BRANDS
253	Textiles	Vietnam	Litian	Litian South VN <i>(Flat knitting)</i>	Luc Thien Vietnam Textiles Co., Ltd.	Lot No 1, Road No. 3, Tan Duc Industrial park, Duc Hoa Ha commune, Duc Hoa District, Long An Province, Vietnam	Long An	142	81	61	N	N	0.05	Knit Materials	UGG, HOKA, Teva
254	Textiles	Vietnam	Litian	Litian South VN <i>(webbing and laces)</i>	Luc Thien Vietnam Textiles Co., Ltd.	Lot No 1, Road No. 3, Tan Duc Industrial park, Duc Hoa Ha commune, Duc Hoa District, Long An Province, Vietnam	Long An	36	23	13	N	N	0	Webbing Materials	UGG, HOKA, Teva
255	Textiles	Vietnam	Tiong Liong Industrial Co., Ltd.	TLC South Vietnam	Vietnam Zhong Ju Industrial Company Limited	Lot B 2A CN Bau Bang Industrial Park, Lai Uyen Town, Bau Bang District, BinhDuong, Vietnam	Binh Duong	211	112	99	Y	Y	0.1	Upper Materials	UGG & HOKA
256	Bottom	Vietnam	Guosheng Enterprise	Xing Xun SVN	Vietnam Xingxun New Material Technology Company Lim	Street 6A, Bau Xeo Industrial park, Tay Hia Commune, Trang Bom District, TayNinh, Vietnam	Tay Ninh	154	76	78	Y	N	0	CMF & ETPU	HOKA
257	Textiles	Vietnam	Dongguan WanHe <i>(Xiang Ying)</i>	WanHe VN	Wanhe Vietnam Textiles Co., Ltd.	Phan Dung II Street,Anh Dung Ward,Duong Kinh District Hai Phong City, Viet Nam.	Hai Phong	11	7	4	N	N	0.09	Webbing Materials	UGG & Koolaburra
258	Bottom	China	FengTe <i>(Fujian)</i> New <i>Material Technology Co., Ltd.</i>	Fengte-Fujian	Feng Te <i>(Fujian)</i> New <i>Material Technology Co.,Ltd</i>	#19 Fengling Er Road, Tongan District, Xiamen 361100, China	Xiamen	274	84	190	N	Y	0	Supercritical EVA	HOKA
259	Bottom	Indonesia	Sincetech <i>(Fujian)</i> Technology Co., Ltd.	Sincetech-Indo	PT. Sincetech Technology Indonesia	Serang Hamlet, Mekarjaya Village, Purwasari District, Karawang Regency, West Java Province.	West Java	53	31	22	N	N	0.19	Knit Materials	N/A
260	Bottom	Vietnam	XinWei	XinWei Vietnam	XinWei Vietnam	Lot CN2+CN3 Tien Lang Town Industrial Cluster,Tien Lang Town,Tien Lang District, HaiPhong City,Vietnam	Hai Phong	200	120	80	N	N	0.08	Rubber	UGG, HOKA, Teva, Koolaburra
261	Bottom	Vietnam	Hangying New Materials Co., Ltd.	Hang Yin NVN	Hang Loi SX TM Co., Ltd.	Man De Hamlet, Nam Trung Commune, Nam Sach District, Hai Duong Province, Vietnam	Hai Duong	200	140	60	N	N	0.05	Insole	UGG
262	Bottom	Vietnam	Tongde <i>(HK)</i> Int'l <i>Limited</i>	Quanjie SVN <i>(Dong Duc)</i>	Dong Duc Long An Co., Ltd.	Lot B14, Road No. 2, Hai Son Duc Hoa Dong Industrial Complex, Duc Hoa Dong Commune, Duc Hoa District, Long An Province, Vietnam	Long An	63	10	53	Y	Y	0.09	EVA	N/A
263	Bottom	Vietnam	Zhong Shang Jubang Shoes Material Co., Ltd.	Jubang SVN	Vietnam Jubang Co., Ltd.	LOT E7-E8 Road 9 , Haison industrial zone – Duc Hoa Dong commune, Duc Hoa District, Long An Province, Vietnam	Long An	100	30	70	N	N	0.5	EVA	UGG & Teva

Supply Chain Partner Disclosures (continued)

T2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF MARCH 2025) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY / GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE / STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y / N)	WORKER COMMITTEE (Y / N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	DECKERS BRANDS
264	Textiles	China	Dongguan Boyi New Materials Co., Ltd.	Yuanzhou-Boyi	Jiaxing Yuanzhou Textiles Technology Co., Ltd.	No. 281, Qiushi Road, Wutong Street, Tongxiang City, Jiaxing City, Zhejiang Province, China	Zhejiang	56	24	32	Y	Y	0	Upper Materials	UGG, HOKA, Teva, Koolaburra
265	Bottom	China	Fujian Xingxun New Materials Technology Co., Ltd.	Shengxun	Fujian Sheng Xun New Materials Technology Co., Ltd	No.381 Hougang Village, Dongyuan Town, Quanzhou Taiwan Investment Zone, Fujian, China	Fujian	200	120	80	N	Y	0	Outsole	UGG & HOKA
266	Bottom	Vietnam	Deanshoe	DS CEBU <i>(DeanShoes In-house)</i>	Freetrend Industrial A <i>(Vietnam)</i> Co.,Ltd	Lot no 10-13, 26-37, Road 3, Industrial Zone In Linh Trung Export Processing II, Binh Chieu Commune, Thu Duc City, Ho Chi Minh City, Viet Nam.	Ho Chi Minh	1648	633	1015	Y	N	0	EVA	UGG, HOKA, Teva, Koolaburra
267	Bottom	Indonesia	Guorong <i>(QingYuan)</i> Rubber Industry Co., Ltd.	PT Guorong	PT. Guo Rong Rubber Industry	Kawasan Depo Jatim Kavling No. A-201 Dusun Podokaton, Desa/Kelurahan Kedungcangkring, Kec. Jabon, Kab. Sidoarjo, Provinsi Jawa Timur, Indonesia.	Provinsi Jawa Timur	100	40	60	Y	Y	0.08	Rubber	Teva
268	Bottom	Indonesia	HuaLi Group	Adonia	Adonia Footwear Company Limited	Jl Raya Barat No.16, Karang Muncul, Tegel, Jawa Tengah, Indonesia	Jawa Tengah	5371	4276	1095	Y	Y	0.0112	Outsoles, Midsoles	UGG & HOKA
269	Bottom	Indonesia	Da Ju	PT Dah Ju	PT Dahju Foam Product	Dusun Karangturi, Desa/ Kelurahan Gebang Ilir, kec. Gebang, Kab. Cirebon, Provinsi Jawa Barat	Provinsi Jawa Barat	152	82	70	Y	Y	0.09	Cold Mold EVA	Teva
270	Bottom	China	Hua Xiang	Hua Xiang	Dezhou Huaxiang New Material Technology Co., Ltd	No. 28 Shuangyi Road, Xinhua Industrial Park, Decheng District, Dezhou City	Dezhou	619	266	353	Y	Y	0	CM SCF	N/A
271	Textiles	China	Hang Sang Trading Company Limited	Hang Sang	Gao Zhou Hang Sang Elastic Fabric Limited	Xin Yi Jia Inside,Shen Shui Dong Development Zone,Tan Tou Zhen,Gao Zhou City,GuangDong	Guangdong	158	94	64	Y	Y	0	Woven, Tape	UGG
272	Components	Indonesia	Coats Group PLC	PT Coats	A PT Coats Rejo Indonesia	Jalan Raya Tajur No 24, Pakuan Village/Subdistrict, South Bogor District, Bogor City, West Java, 16134	West Java	632	80	552	Y	Y	0	Yarn	UGG, HOKA, Teva