



CREATING CHANGE

FY 2024 CORPORATE RESPONSIBILITY AND SUSTAINABILITY REPORT

FOR THE REPORTING PERIOD APRIL 1, 2023 - MARCH 31, 2024

DECKERS BRANDS

UGG

KOOLABURRA BY UGG

HOKA

Teva

AHNU



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APPENDICES

UGG®
HOKA®
TEVA®
KOOLABURRA BY UGG®
SANUK**

*In August 2024, Deckers sold Sanuk to Lolë Brands.



DECKERS BRANDS IN SUMMARY

DECKERS BRANDS IN SUMMARY FY24

OUR BRANDS



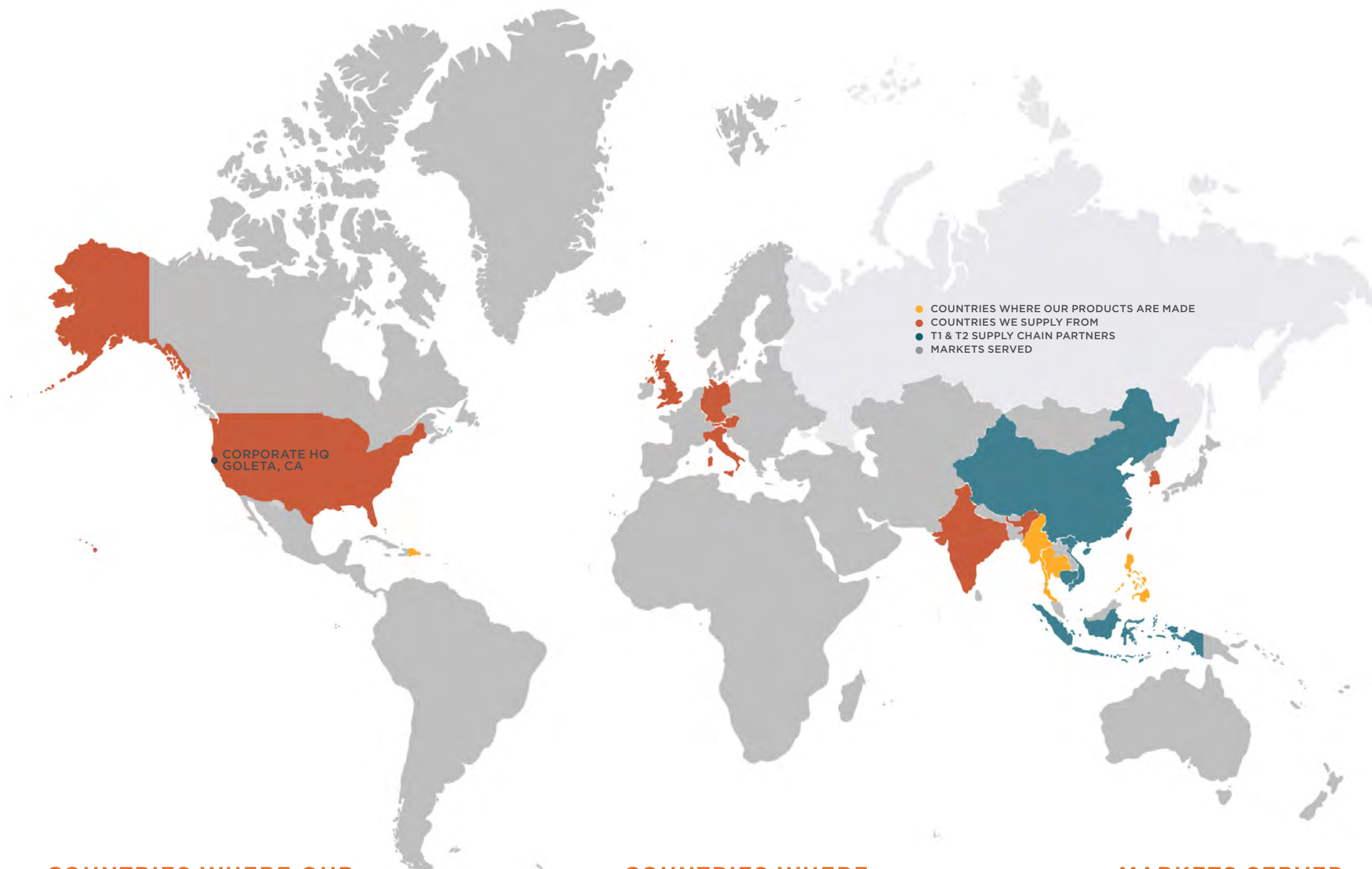
OUR ACTIVITIES

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

\$4.29 BILLION

DECKERS BRANDS IN SUMMARY - FY24 (CONTINUED)



COUNTRIES WHERE OUR PRODUCTS ARE MADE

CHINA, VIETNAM, TAIWAN, PHILIPPINES, CAMBODIA, INDONESIA, DOMINICAN REPUBLIC, THAILAND, MALAYSIA

COUNTRIES WHERE WE SUPPLY FROM

CHINA, VIETNAM, TAIWAN, INDONESIA, CAMBODIA, AUSTRIA, INDIA, KOREA, GERMANY, ITALY, UNITED KINGDOM, UNITED STATES

MARKETS SERVED

NORTH AMERICA • APAC
EMEA • SOUTH AMERICA

FY24 SUPPLY CHAIN PARTNERS:

CHINA (140)

Tier 1: 1 Footwear and 14 Lifestyle

Tier 2: 125 Suppliers

VIETNAM (83)

Tier 1: 13 Footwear and 2 Lifestyle

Tier 2: 68 Suppliers

INDONESIA (8)

Tier 1: 2 Footwear and 1 Lifestyle

Tier 2: 5 Suppliers

CAMBODIA (3)

Tier 1: 2 Footwear

Tier 2: 1 Supplier

PHILIPPINES (1)

Tier 1: 1 Footwear

DOMINICAN REPUBLIC (1)

Tier 1: 1 Footwear

THAILAND (1)

Tier 1: 1 Footwear

MALAYSIA (1)

Tier 1: 1 Lifestyle

TAIWAN (18)

Tier 2: 18 Suppliers

AUSTRIA (1)

Tier 2: 1 Supplier

INDIA (1)

Tier 2: 1 Supplier

KOREA (1)

Tier 2: 1 Supplier

GERMANY (1)

Tier 2: 1 Supplier

ITALY (1)

Tier 2: 1 Supplier

UNITED KINGDOM (1)

Tier 2: 1 Supplier

UNITED STATES (1)

Tier 2: 1 Supplier

**As of April 2024, Deckers has 39 Tier 1 Factory Partners and 224 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 step into my new role as President and Chief Executive Officer, I am exhilarated by the future ahead and inspired by our 'Do Good and Do Great' culture. Deckers truly is a purpose-led organization, and I believe we will continue to reach even greater heights, guided by our commitment to make a positive impact on the world. I would like to thank Dave Powers for his outstanding leadership in this space and we remain committed to operating Deckers in a socially conscious and environmentally mindful manner.

Our Creating Change report highlights our accomplishments and challenges, as well as the dedication of our employees around the globe. From making progress on our sustainability efforts, to fostering a culture of inclusivity, 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.

As an organization, we continue to deliver exceptional performance and build remarkable brands, thanks, in part, to our ESG program. It is who we are!

We continue to accelerate our environmental efforts, harnessing our influence to promote more sustainable business practices in our own operations, and supply chain. Here are a few key environmental highlights from FY24:

- 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.
- UGG, HOKA, Teva, and Koolaburra by UGG have reduced footwear emissions, water, and energy* per pair since our FY19 baseline year, and are on track to meet each brand's 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 1,040,000 acres and over 88 farms.
- Our corporate headquarters and our Moreno Valley, California, DC locations are Leadership in Energy and Environmental Design (LEED) certified silver and our Mooresville, Indiana, DC locations are LEED certified gold.

- We monitored all Tier 2 supplier partners through our ongoing LCA outreach efforts and continued utilizing the Worldly (formally known as HIGG) Facility Environmental Module, 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 FY24:

- In FY24, we have donated over \$4.6 million to non-profit organizations supporting environmental causes, education, uplifting youth, and helping elevate underserved individuals and communities.
- In FY24, our employees volunteered over 19,000 hours
- Since 2006, we have donated 2.27 million pairs of shoes to charitable organizations supporting those in need.
- In FY24, 100% of our Tier 1 partners received champion or excellent audit ratings.
- We introduced new learning courses to support professional growth around the organization.
- We continued to support gender equality and equal access to education with our supply chain partners through our valued third-party partnerships with HERproject, 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 100,000 women.

Thank you for joining our journey, celebrating our progress, and for welcoming me with open arms. 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**

* Using Compass 2023

** Effective August 1, 2024, in a planned succession process, Mr. Powers retired as our Chief Executive Officer and President. Mr. Caroti succeeded Mr. Powers as Chief Executive Officer and President.



"As I reflect on the past 11 years, I am filled with gratitude and admiration for the incredible journey we have shared together. It has been one of the greatest pleasures of my life to serve as Deckers' CEO and witness the remarkable progress we have made toward sustainability and social responsibility. As I pass the baton to Stefano, and transition to my new seat on the board, I look forward to witnessing the incredible strides Deckers will undoubtedly continue to make under Stefano's leadership."

DAVE POWERS, BOARD MEMBER



INTRODUCTION

As a global leader in designing, marketing and distributing innovative footwear, apparel, and accessories, our worldwide reach and impact are significant. We believe consumers are increasingly buying from brands that deliver quality products while striving for minimal environmental impact by employing sustainable business practices.

Our sustainability policies and strategies are designed to support our long-term objectives while managing risk and are informed by our ongoing efforts with multi-stakeholder initiatives, which involve our stockholders, employees, suppliers, and customers, as well as other brands and non-governmental organizations.

Through our holistic environmental, social and governance ('ESG') program, which has been in existence since 2010, we are committed to advancing our sustainable business initiatives. As a result of our collective efforts, in recent years we have been recognized as one of Barron's 100 Most Sustainable Companies (2024), by Investor's Business Daily as one of the Best ESG Companies (2022, 2023 & 2024), by Newsweek as one of America's Most Responsible Companies (2020, 2021, 2022, 2023 & 2024) and one of America's Greenest Companies (2023 & 2024), by JUST Capital / CNBC as one of the Top 5 Companies for Parents (2024), by Time Magazine as one of the Most Sustainable Companies (2024) and as one of the 100 Most Influential Companies (2023), and by U.S News & World Report as one of the Best Companies to Work For (2024).

We recognize that sustainability is a journey and one that will likely never conclude. Our hope is that this Creating Change Report will show you how we can continue to serve our communities, maintain an ethical supply chain, and reduce our environmental footprint.

INVESTOR'S BUSINESS DAILY

2022, 2023, & 2024

"One of the Best ESG Companies"

Newsweek

2020, 2021, 2022, 2023, & 2024

"One of America's Most Responsible Companies"

Newsweek

2023 & 2024

"One of America's Greenest Companies"

U.S. News

2024

"One of the best Companies to Work For"



2024

"Top 5 Companies for Parents"

BARRON'S

2024

"100 Most Sustainable Companies"

TIME

2024

"TIME'S World's Most Sustainable Companies"

CREATING CHANGE: STRATEGIC APPROACH

OUR STRATEGIC APPROACH

We looked at our business holistically and identified areas (e.g. materials, waste, water, climate & 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 SDG implementation.

TOPIC	DECKERS SDG	UNGC SDG
Materials	Maximize the amount of preferred materials in our products	
Waste	Sustainably reduce waste generated at our facilities and partner facilities through refuse, reduction, recycling, and reuse	
Water	Reduce water consumption and improve water quality throughout our operations and the communities in which we operate	
Climate and Clean Energy	Reduce energy consumption and carbon emissions throughout our operations	
Chemistry and Consumer Safety	Reduce or eliminate hazardous chemicals throughout our operations	
Human Rights	Positively impact the communities in which we operate, including assuring industry-leading human rights practices within our supply chain	
Gender Equality, Quality Education and Reduced Inequalities	Promote diversity, gender equality, female empowerment, and inclusion for all	



HIGHLIGHTS OF FY24 ACHIEVEMENTS MADE TOWARDS OUR SUSTAINABLE DEVELOPMENT GOALS

DECKERS BRANDS ENVIRONMENTAL, SOCIAL, GOVERNANCE PROGRAM FY24 UPDATE

HIGHLIGHTS OF FY24 ACHIEVEMENTS MADE TOWARD OUR SUSTAINABLE DEVELOPMENT GOALS:

DECKERS BRANDS ENVIRONMENTAL, SOCIAL, GOVERNANCE PROGRAM FY24 UPDATE

DOING GOOD FOR THE PLANET



Science-Based Targets

Reduced scope 3 emissions by approximately 45.44% and saw an increase in scope 1 and 2 emissions by approximately 6.68%



~5.32%

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



~3.36%

Reduction in energy usage physical intensity (MJ / pair)



100%

Of energy at Corporate Headquarters is from renewable sources



1,000,000

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



Zero

We anticipate our DCs located in Moreno Valley, California, and Mooresville, Indiana, will become zero-waste facilities by calendar year 2025



~6.56%

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



LEED

Our corporate headquarters and our Moreno Valley, California, DC locations are Leadership in Energy and Environmental Design (LEED) certified silver and our Mooresville, Indiana, DC locations are LEED certified gold

DOING GOOD FOR PEOPLE



\$4.6M

Million donated to various non-profit organizations



100%

Of factories audited annually



19,000+

hours our employees volunteered



100,000+

Total number of women empowered throughout our supply chain



11

employee resource groups, open to all employees



23,900+

Hours dedicated to employee training



Zero

Instances of child/forced labor



<1%

below industry average lost time injury rate in our supply chain



41.6%

Of leader roles (those who manage one or more persons) held by women



>27%

BIPOC Representation at Director level and above in the United States

RECOGNITION



INVESTOR BUSINESS DAILY'S ONE OF THE BEST ESG COMPANIES (2022, 2023, & 2024)



NEWSWEEK'S AMERICA'S MOST RESPONSIBLE COMPANIES (2020, 2021, 2022, 2023, & 2024)



NEWSWEEK'S AMERICA'S GREENEST COMPANIES (2023 & 2024)



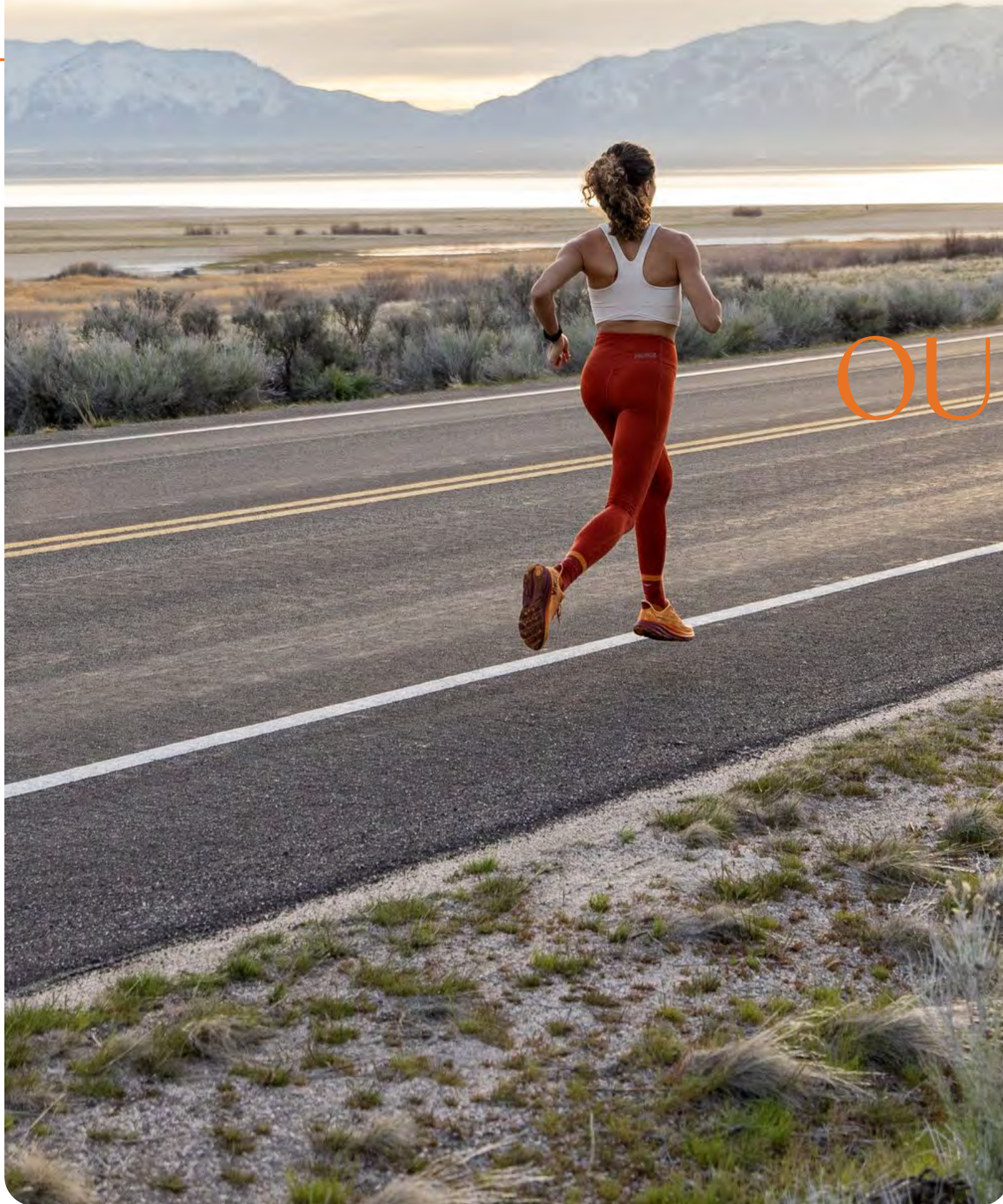
JUST CAPITAL / CNBC AS ONE OF THE TOP 5 COMPANIES FOR PARENTS (2024)



U.S. NEWS & WORLD REPORT AS ONE OF THE BEST COMPANIES TO WORK FOR (2024)



BARRON'S 100 MOST SUSTAINABLE COMPANIES (2024)



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 of Directors has ultimate oversight over all sustainability initiatives, strategies, and programs, including climate change, human rights policies, community engagement, charitable giving, DEI 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. Our Chief Administrative Officer (CAO) is responsible for the day-to-day management of our ESG program. The program's execution is driven by our leadership team and various cross-functional teams including our ethical sourcing, facilities, distribution centers, restricted substances, brands, innovation, materials, and supply chain teams.

Day-to-day progress is driven by multiple management committees that meet on a regular basis:

- **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 opportunities.
- **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 facilities-related sustainability efforts within their respective regions and initiate regional volunteer and giving efforts.

Our ESG Program aligns our internal teams, with our SDGs 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 (*ERM*) approach. In addition, our internal audit team provides periodic targeted reviews of our ESG-related policies and procedures to the Audit Committee.

Our pay-for-performance philosophy demands that we offer performance-based compensation that is directly linked to factors that the Talent & Compensation Committee of our Board of Directors believes will lead to the creation of stockholder value. During fiscal year 2024, for our ELT, our annual cash incentive award program included a 10% modifier tied to ESG initiatives.

PROGRAM GOVERNANCE (CONTINUED)



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, diversity, equity, and inclusion (DEI), 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. We worked with Business for Social Responsibility (BSR) on 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 also reviewed, and provided feedback on, Deckers' Statement Against Modern Slavery which was updated in FY24.

On our social initiatives, we work closely with Better Work, Social & Labor Convergence and Business for Social Responsibility. 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 have a long-standing partnership with HERproject, a collaborative initiative that strives to empower low-income women working in global supply chains. In FY25, we will begin working 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 also collaborated with the Humane Society on the adoption, and subsequent revisions, of our Ethical Sourcing and Animal Welfare Policy. Finally, we are working with Sourcemap and Infor Nexus, leaders in supply chain mapping, for added transparency into our supply chain.

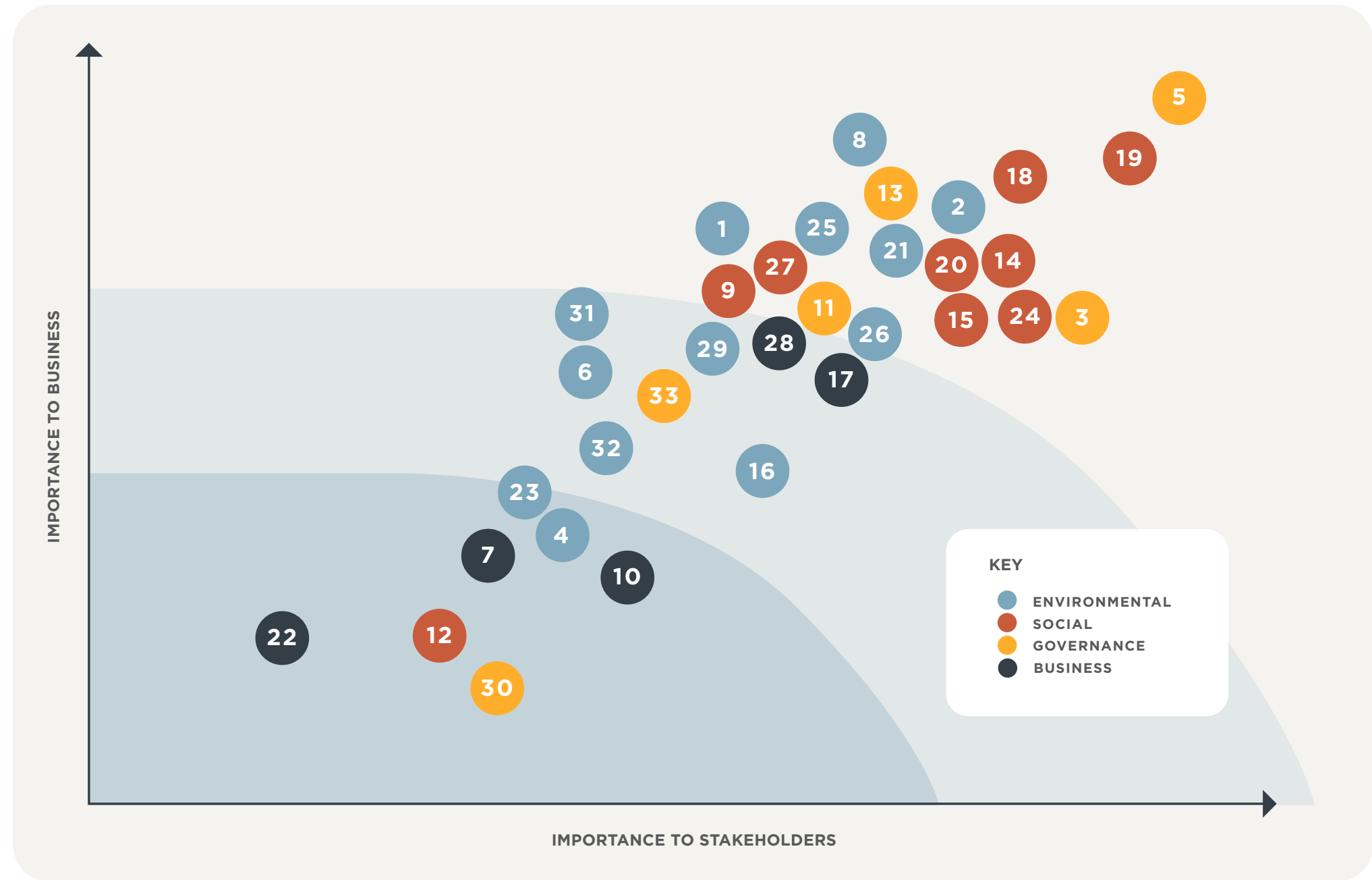
On our environmental sustainability initiatives, we work closely with the Savory Institute, Carbon Trust, Trayak's Compass (our LCA tool), the Leather Working Group, and Worldly (formally HIGG). We also continue to work with Canopy on annual updates to Deckers' Paper and Forest Procurement Policy.

We believe our active engagement with all these groups serves as a materiality assessment and we look forward to continuing to expand our stakeholder groups in FY25 and beyond.

2024 PRIORITY ISSUES

Our ESG program philosophy is to focus on priority issues which we define as those that are important to our business and our Stakeholders. Over the years we have refined our assessment through our Shareholder engagement. To the right, is a representation of our current assessment of the relative importance of our priority issues, which is aligned with many peers in our industry.

As part of our compliance with the European Union's (EU's) Corporate Sustainability Reporting Directive (CSRD), we have begun our double materiality assessment, supported by a third-party consultant, and are actively engaging various Stakeholders to identify emerging priorities. In this rapidly evolving space, we recognize that our priority issues are subject to change due to a variety of factors, including shifts in regulatory requirements and Stakeholder perspectives and results of our ongoing double materiality assessment.

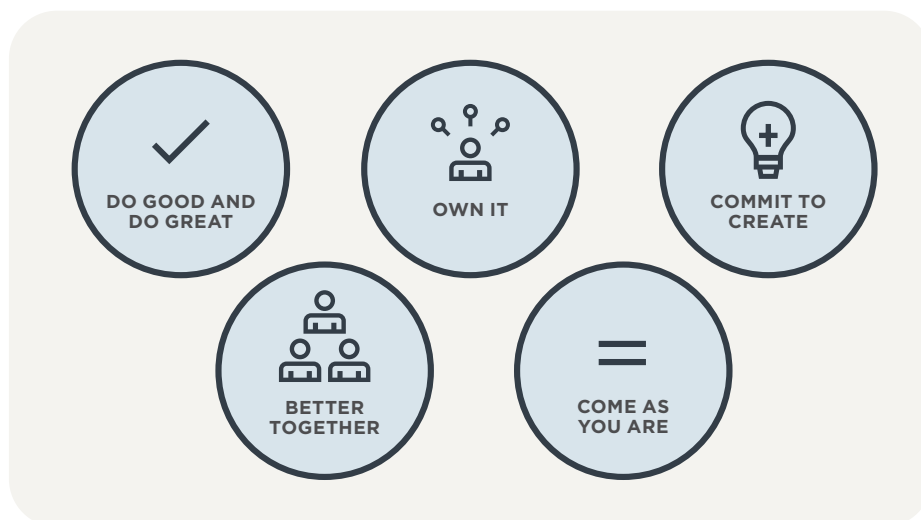


- | | | |
|---|--------------------------------------|---|
| 1. AIR & WATER POLLUTION | 12. CORPORATE GIVING & VOLUNTEERING | 23. NATURAL RESOURCE USAGE |
| 2. ANIMAL WELFARE | 13. DATA PRIVACY & PROTECTION | 24. OCCUPATIONAL HEALTH & SAFETY |
| 3. ANTI-CORRUPTION | 14. DIVERSITY, EQUITY, AND INCLUSION | 25. RENEWABLE ENERGY |
| 4. BIO-DIVERSITY, DEFORESTATION, & LAND USE | 15. EMPLOYEE ENGAGEMENT & WELLBEING | 26. SOURCING & USE OF SUSTAINABLE MATERIALS |
| 5. BUSINESS ETHICS & COMPLIANCE | 16. ENERGY MANAGEMENT | 27. SUPPLY CHAIN ENVIRONMENTAL SUSTAINABILITY |
| 6. CHEMICALS USE & MANAGEMENT | 17. ESG & DISCLOSURES | 28. SUPPLY CHAIN TRANSPARENCY & TRACEABILITY |
| 7. CIRCULAR ECONOMY | 18. ETHICAL SUPPLY CHAIN | 29. SUSTAINABLE PRODUCT DESIGN & PACKAGING |
| 8. CLIMATE CHANGE | 19. HUMAN RIGHTS & FORCED LABOR | 30. TAX |
| 9. COMPENSATION & BENEFITS | 20. GENDER PARITY | 31. WASTE MANAGEMENT |
| 10. CONFLICT MINERALS | 21. GHG EMISSIONS | 32. WATER MANAGEMENT |
| 11. CORPORATE GOVERNANCE | 22. MARKETING & LABELING | 33. WORKPLACE TRAINING & EDUCATION |



COMPANY VALUES

At Deckers, we strive to positively impact the world by uniting purposeful brands with diverse people driven to succeed and create change. Our five key values (*commit to create, come as you are, own it, better together, and do good and do great*) 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, consumers, partners, suppliers, and 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

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 annually on our Code of Ethics*)
- Conflicts of Interest
 - › Employees are trained on conflicts of interest and our Compliance Officer maintains a list of potential conflicts of interests and reports 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*)
- Diversity, Equity and Inclusion Courses (*including Belonging at Deckers, Inclusive Interviewing, Unconscious Bias and Allyship*)
- Environmental, Social and Governance (*ESG*)**

In addition to these mandatory trainings, we also offer a wide array of optional courses — from technology to management to additional DEI learning.

*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

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

INTEGRITY FIRST (CONTINUED)

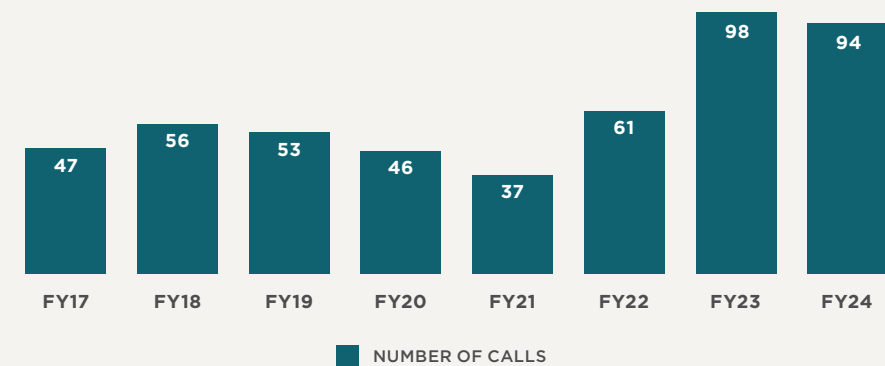
HOTLINE METRICS

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.

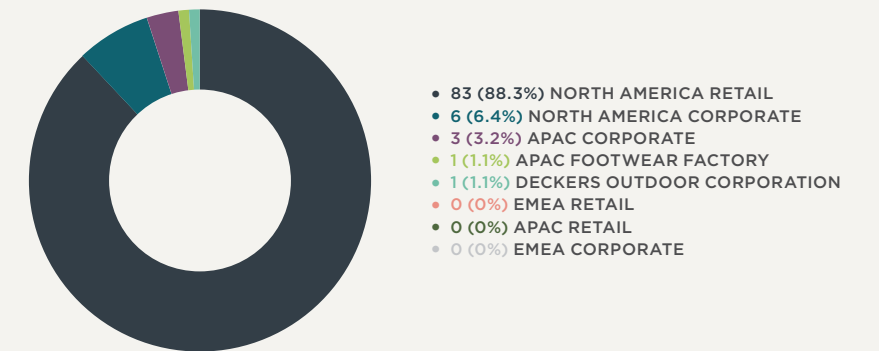
Monitoring hotline calls allows us to identify trends, see where more resources are needed, and allocate additional training or resources where necessary. The majority of the calls we receive each year are retail-related and initiated by one of our retail store team members. Receiving calls is an indicator 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 calls received from FY17-FY24, (2) calls received by business unit (FY24), and (3) calls received by issue type (FY21-FY24).

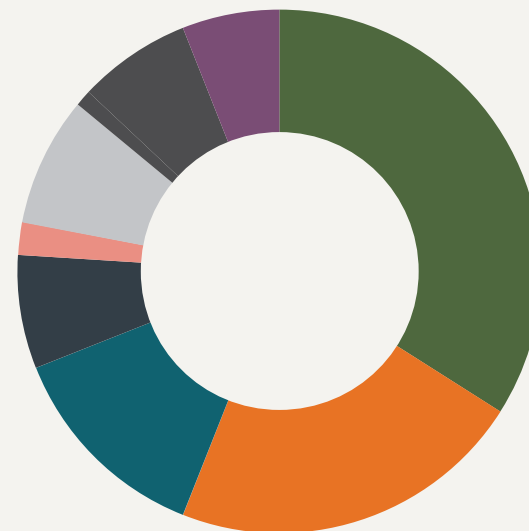
NUMBER OF REPORTS RECEIVED FY17 - FY24



FY24 HOTLINE REPORTS BY BUSINESS UNIT



FY21-FY24 HOTLINE REPORTS BY ISSUE TYPE



ISSUE	FY21	FY22	FY23	FY24
	NUMBER OF CALLS (%)	NUMBER OF CALLS (%)	NUMBER OF CALLS (%)	NUMBER OF CALLS (%)
• UNFAIR TREATMENT	12 (32.43%)	15 (24.59%)	31 (31.63%)	32 (34.0%)
• DISCRIMINATION OR HARASSMENT	8 (21.62%)	15 (24.59%)	22 (22.44%)	21 (22.3%)
• OTHER	8 (21.62%)	19% (31.14%)	21 (21.42%)	12 (12.8%)
• VIOLATION OF POLICY	7 (18.92%)	2 (3.27%)	2 (2.04%)	6 (6.4%)
• CONFLICT OF INTEREST	1 (2.70%)	1 (1.63%)	2 (2.04%)	2 (2.1%)
• INQUIRY	1 (2.70%)	1 (1.63%)	2 (2.04%)	7 (7.4%)
• AUDITING AND ACCOUNTING	0	1 (1.63%)	0	0
• DISCLOSURE OF CONFIDENTIAL INFORMATION	0	1 (1.63%)	2 (2.04%)	1 (1.1%)
• IMPROPER SUPPLIER OR CONTRACTOR ACTIVITY	0	2 (3.27%)	1 (1.02%)	0
• MISCONDUCT OR INAPPROPRIATE BEHAVIOR	0	2 (3.27%)	0	0
• OFFENSIVE OR INAPPROPRIATE COMMUNICATION	0	1 (1.63%)	1 (1.02%)	0
• THEFT	0	1 (1.63%)	8 (8.16%)	6 (6.4%)
• RETALIATION	0	0	5 (5.10%)	5 (5.3%)
• BANKING	0	0	1 (1.02%)	0
TOTAL	37	61	98	94

*The chart above reflects raw data including unsubstantiated reports



GENDER EQUALITY, QUALITY EDUCATION, & REDUCED INEQUALITIES

PEOPLE
HOLISTIC WELLBEING
COMMUNITY



OUR APPROACH

At Deckers, we believe living our values is essential to fostering a more inclusive workplace where everyone feels a sense of belonging. We know that embracing diverse perspectives not only drives innovation and better outcomes but also strengthens our community and culture.

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

We are committed to engaging every employee in meaningful ways as we strive to create an organization where our values come to life, and every individual feels valued, included, and truly at home.



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 4,791 global employees, 1,708 of which are retail employees. Of our 3,083 corporate and distribution center employees (excluding retail), 1,776 (57.6%) identify as female, 1,299 (42.1%) identify as male, 2 (0.1%) identify as genderqueer, 3 (0.1%) are undeclared, 1 (0.03%) identify as transgender, 1 (0.03%) identify as genderfluid, and 1 (0.03%) identify as non-binary.

**For additional information please see our EEO-1 statement publicly available at www.deckers.com/responsibility.*

EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)

NORTH AMERICA	EMEA	APAC	TOTAL
NUMBER OF PERMANENT EMPLOYEES			
3,026 (63.2%)	717 (15.0%)	1,048 (21.9%)	4,791
NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)			
2 (1.5%)	124 (91.2%)	10 (7.4%)	136
NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)			
2,159 (58.2%)	540 (14.6%)	1,008 (27.2%)	3,707
NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE PART-TIME)			
867 (80.0%)	177 (16.3%)	40 (3.7%)	1,084

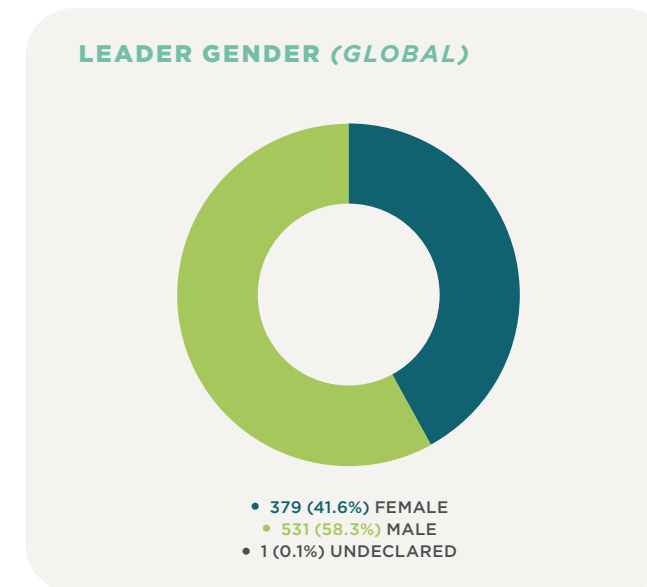
**For reporting period FY24. Temporary Employees only includes employees that are on the Deckers payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.*

EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)

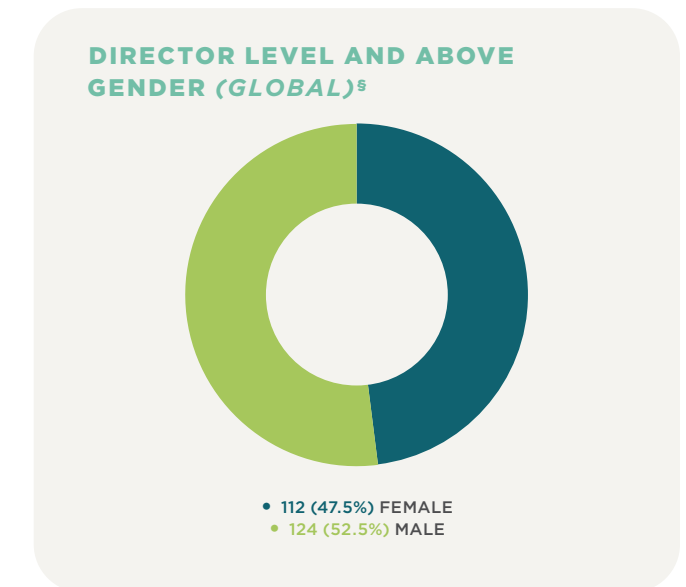
FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
NUMBER OF PERMANENT EMPLOYEES				
3,018 (62.99%)	1,750 (36.53%)	7 (0.29%)	9 (0.19%)	4,791
NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)				
95 (69.9%)	38 (27.9%)	N/A	3 (2.2%)	136

**For reporting period FY24. 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.*

GENDER BREAKDOWN



Leader Gender Breakdown: Globally, Deckers has 911 leaders. We define leaders as those who manage one or more persons. Of those leaders, 379 (41.6%) identify as female, 531 (58.3%) identify as male, and 1 (0.1%) is not declared.



Director Level and Above Gender Breakdown: Globally, as of March 31, 2024, Deckers has 236 employees at Director level and above. Of those, 112 (47.5%) identify as female, and 124 (52.5%) identify as male.

§ Metric included in Selected Metrics subject to limited assurance. Refer to basis of presentation on page 167.

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/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.

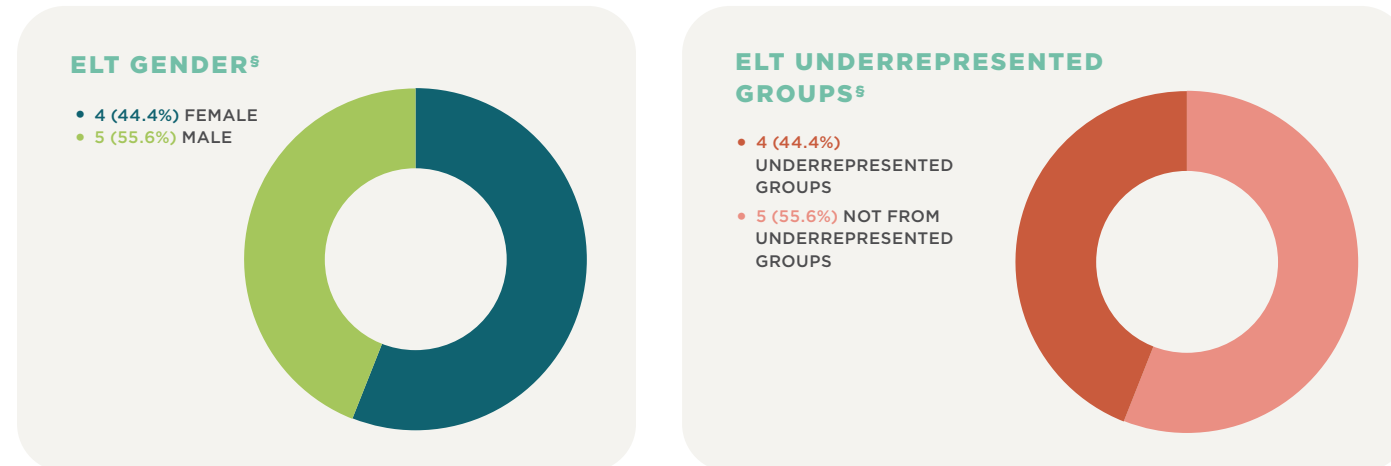
We are focused on paying employees fairly for the work they do and making pay decisions that are free from bias. We conduct annual global pay audits to ensure we are achieving pay equity for men and women of all genders, races and ethnicity. We evaluate pay by analyzing base pay to assess whether employees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

PEOPLE (CONTINUED)

EXECUTIVE LEADERSHIP TEAM

As of March 31, 2024, Deckers Executive Leadership Team (ELT) was made up of nine members, four identifying as female (44.4%) and five identifying as male (55.6%). Of the nine members of the ELT, four (44.4%) were from underrepresented groups, which comprises race and ethnicity and sexual orientation.



[§] Metric included in Selected Metrics subject to limited assurance. Refer to basis of presentation on page 167.

EXECUTIVE OFFICERS AGE DEMOGRAPHICS (AS OF MARCH 31, 2024)

EXECUTIVE OFFICER	AGE	POSITION
DAVE POWERS*	58	Chief Executive Officer, President and Director
STEVEN J. FASCHING	56	Chief Financial Officer
STEFANO CAROTI	61	Chief Commercial Officer
ANGELA OGBECHIE	46	Chief Supply Chain Officer
THOMAS GARCIA	51	Chief Administrative Officer
ANNE SPANGENBERG	57	President, Fashion Lifestyle
PASCALE MEYRAN	64	Chief People Officer
ROBIN GREEN	48	President of HOKA
BRAD WILLIS	58	Chief Technology Officer

*Effective August 1, 2024, in a planned succession process, Mr. Powers retired as our Chief Executive Officer and President. Mr. Powers now serves as a member of Deckers Board of Directors.



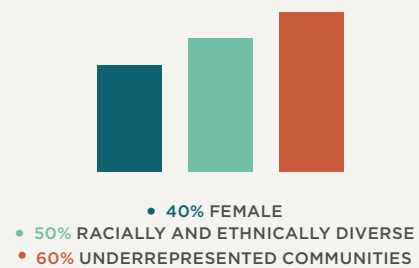
PEOPLE (CONTINUED)

BOARD OF DIRECTORS

As of March 31, 2024, our Board of Directors is comprised of a total of ten directors, 60% of whom are from underrepresented communities (which includes race and ethnicity and sexual orientation).

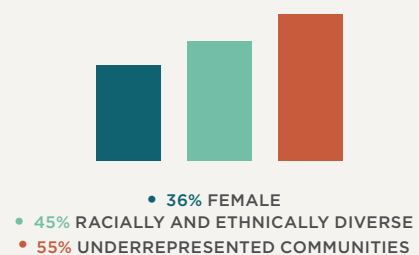
As of August 1, 2024, our Board of Directors is comprised of a total of eleven directors, 55% of whom are from underrepresented communities, 45% are racially and ethnically diverse, and 36% are female.

BOARD DIVERSITY BY GENDER, RACE AND ETHNIC DIVERSITY, AND UNDERREPRESENTATION (AS OF MARCH 31, 2024)[§]



[§] Metric included in Selected Metrics subject to limited assurance. Refer to basis of presentation on page 167.

BOARD DIVERSITY BY GENDER, RACE AND ETHNIC DIVERSITY, AND UNDERREPRESENTATION (AS OF AUGUST 1, 2024)



GOVERNANCE PROFILE

Average Director Tenure: 7.38 years

Average Director Age: 62 years

Proxy Statement: [FY24 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: 89%

Corporate Governance Guidelines

Median Annual Employee Compensation: \$54,496

CEO Compensation: \$14,258,412

CEO Pay Ratio: 262:1

Board: Female: 4 **Male:** 7

Active Board Members (As of September 9, 2024):

- Michael F. Devine III - Chairman
- David A. Burwick
- Nelson C. Chan
- Cynthia (Cindy) L. Davis
- Juan R. Figuereo
- Maha S. Ibrahim
- Victor Luis
- Dave Powers
- Lauri M. Shanahan
- Bonita C. Stewart
- Stefano Caroti*

*Mr. Caroti was added as a board member September 9, 2024.

SPECIFIC QUALIFICATION, ATTRIBUTES, SKILLS AND EXPERIENCE OF OUR BOARD

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





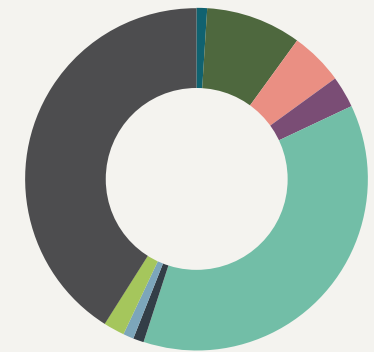
PEOPLE (CONTINUED)

RACE AND ETHNICITY DATA

We can report race and ethnicity metrics for employees in our US workforce. We are pleased that our employees represent many diverse ethnic backgrounds.

There is no intent in the design or parameters of our DEI 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.

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



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

*For FY24, 54.3% of US employees are from BIPOC communities.

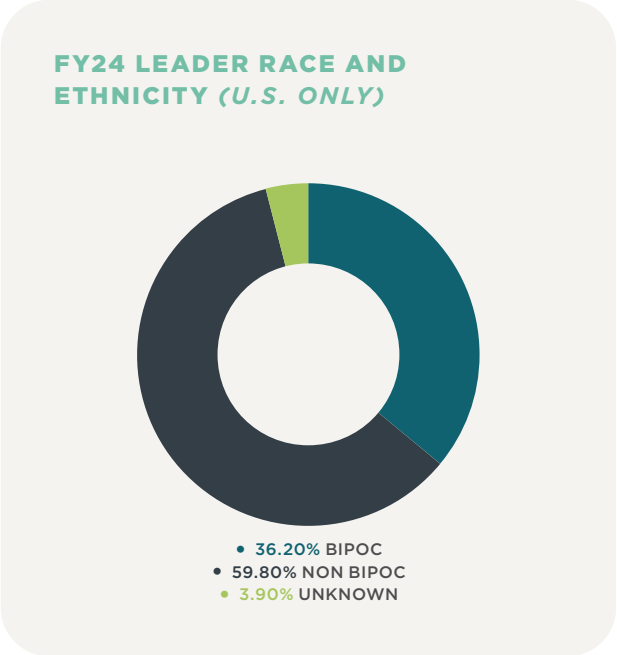
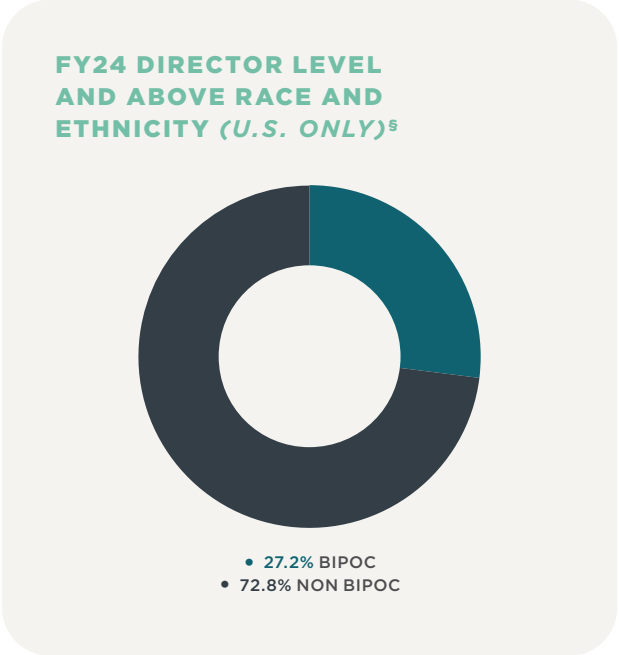


PEOPLE (CONTINUED) EMPLOYEE PROGRAMS

Deckers strives to be a workplace where every employee can come as they are and where each person, regardless of background, is respected, valued, welcomed and heard. Deckers seeks a diverse representation of backgrounds across the business and we have been actively working to create lasting, sustainable and meaningful change throughout our entire organization. This commitment runs from the top down in the organization and from the bottom up.

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 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.

As of March 31, 2024, 27.2% of our director-level and above employees in the U.S. are from BIPOC communities.



[§] Metric included in Selected Metrics subject to limited assurance. Refer to basis of presentation on page 167.

Mentorship Program

We formally launched a global mentorship program in May 2021 to help provide our existing talent with opportunities to develop personally and professionally while increasing 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 many dimensions of their lives. 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.

Increasing the diversity of our employees requires action across multiple parts of the organization. We believe that the initiatives we've implemented will help us recruit, hire and promote more diverse employees at Deckers. We believe that with this diversity of backgrounds comes more innovation, creativity, and a workplace that better reflects the world around us.

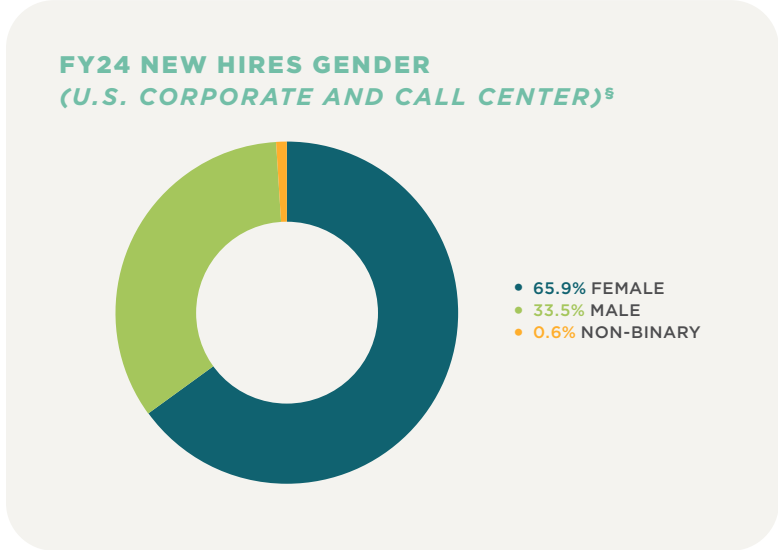
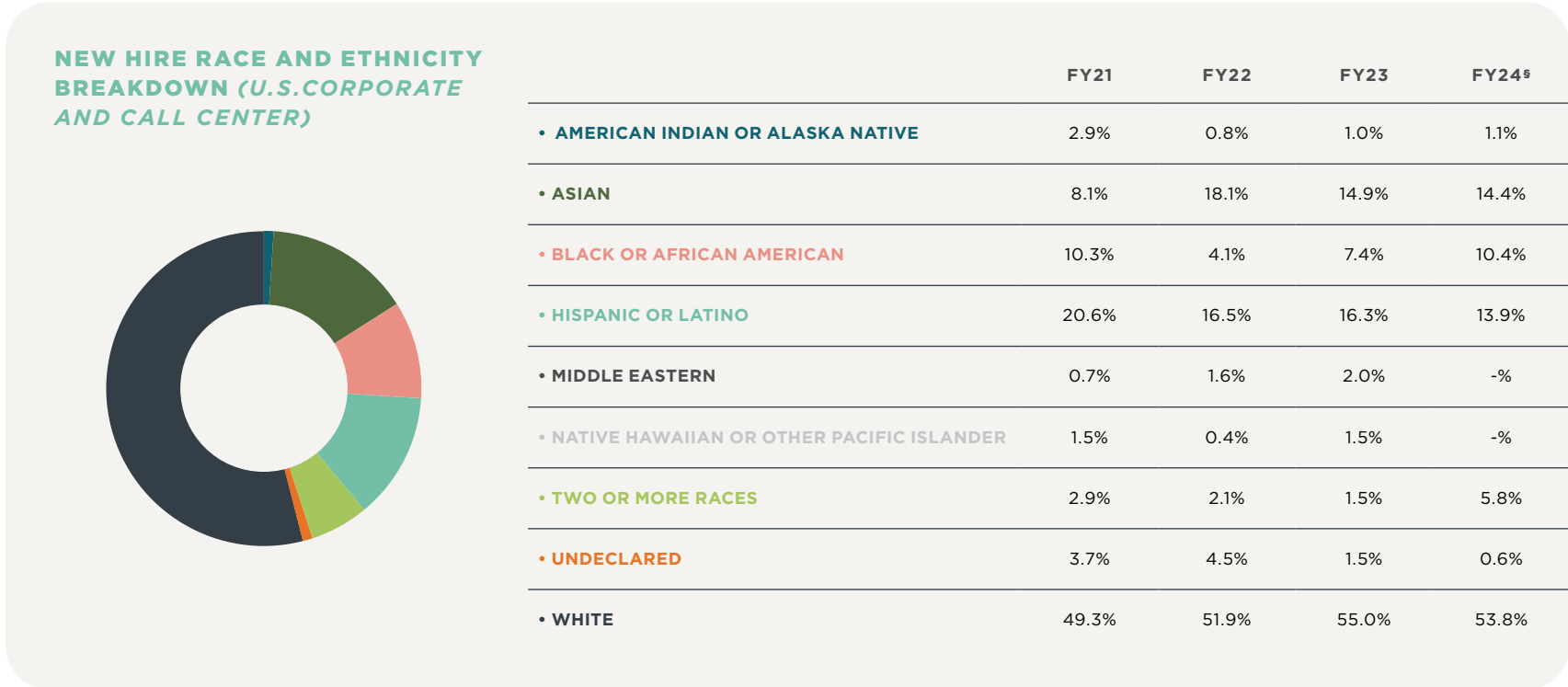


PEOPLE (CONTINUED)

EMPLOYEE PROGRAMS (CONTINUED)

NEW HIRE RACE AND ETHNICITY BREAKDOWN

As of March 31, 2024, 45.6% of all new hires at our US corporate headquarters and call center identify as BIPOC.



[§] Metric included in Selected Metrics subject to limited assurance. Refer to basis of presentation on page 167.



PEOPLE (CONTINUED)

EMPLOYEE PROGRAMS (CONTINUED)

INCLUSION EFFORTS

Fostering a more inclusive workplace where employees can be their most authentic selves leads to an organization where everyone can thrive. When we embrace our differences and everyone feels empowered to bring their full, authentic selves to work, we unleash the potential of a brilliant mix of people — the more perspectives we share, the better we can be. Deckers has implemented a number of inclusion-related initiatives as part of its overall DEI strategy.

Inclusion Training and Workshops

We have mandatory unconscious bias and allyship training for all employees and new hires globally. In addition, we offer a suite of trainings available to all employees:

- Belonging @ Deckers
- Inclusive Interviewing @ Deckers
- How to be an Antiracist Leader @ Deckers
- Allyship
- Unconscious Bias

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. We have received tremendous participation from our global Deckers community.

Lead, Empower, Advocate and Discuss (‘LEAD’) SITE

To ensure we had a dedicated space for employees to find relevant and engaging content, and create a forum in which we could share the numerous DEI initiatives, we created an internal intranet site. This is where employees can connect with employee resource groups (ERGs), and find resources to read, watch, listen and take action. The site is regularly refreshed with curated relevant content.

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 February 2023, had a participation rate of 88.8%. Of those employees who completed the survey, 89% noted they were proud to work for Deckers. 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 80% 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 our utilization of regular surveys to better understand, and engage with, our global employee population into FY25 and beyond.

Regional Efforts

In FY22, the EMEA region introduced a new initiative to offer access and development to employees from corporate and retail functions in the region, The Pathfinders Program. 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. 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 supporting representation in the footwear industry.

We also have increased our participation and engagement in both EMEA and Asia through our global programming of Coffee & Conversations and ERG events by creating localized sessions and events.

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 170 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.



PEOPLE (CONTINUED)

EMPLOYEE PROGRAMS (CONTINUED)

INCLUSION EFFORTS (CONTINUED)

Employee Resource Groups

We are proud to offer a variety of ERGs to our employees and feel they are a key component of creating and fostering an inclusive workplace. ERGs 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 connections. We encourage our employees to take part in one of our ERGs or, if they don't find one that suits them, set up a new one. In FY24, we had a total of eleven ERGs.



PRISM (LGBTQIA+) Reaching beyond boundaries to unite, advance and promote the LGBTQI+ community.



LTX (LATINX) Promotes advancement, cultural awareness, talent recruitment, retention, and professional development of our Latinx community.



DECKABILITY & ALLIES Offers opportunity to connect and share resources for employees with disabilities or connections to people with disabilities and any other like-minded individuals.



BLK (BLACK) Community support dedicated to amplifying Black voices and talent.



HEALTHY MINDS Community support for employees with personal or family mental health relationships.



RISE (New Employees) To create a community support network for individuals early in their careers. This space is dedicated to fostering meaningful relationships amongst younger professionals; where everyone can share, support, and learn from each other in order to grow as an individual and in their career.



SOUTH ASIAN Committed to increasing racial literacy, supporting recruiting and hiring of South Asian talent, and promoting cultural awareness at Deckers.



BOUNDLESS (WOMEN'S) A safe and celebratory space where women and allies of women across the globe can share, support, inspire and learn from each other; be heard powerfully and authentically; and be themselves.



VERG (VETERANS) Provides resources to help current and former service members, spouses, and advocates.



WORKING PARENTS & CAREGIVERS Offers support to employees around the topic of working parents and care givers.



DO GOOD (VOLUNTEERING) A group of passionate leaders coming together to inspire, encourage, help and model what it means to be authentic in our expression of the art of being kind and giving of ourselves.



PEOPLE (CONTINUED)

EMPLOYEE PROGRAMS (CONTINUED)

INCLUSION EFFORTS (CONTINUED)

ERG Impact

Our employee resource groups continue to connect our global workforce together in learning, storytelling and celebration, from panel discussions to virtual parties they continue to create a culture of inclusion and belonging for everyone.

This year, our Veteran ERG hosted a Veteran's Day panel for a heartfelt and candid discussion about what it truly means to serve, the personal sacrifices endured, and the immeasurable contributions they have made. Our DeckAbilities ERG, in partnership with our global Communications Team created and rolled out two new guides focused on increasing inclusion in a hybrid environment, including, Accessibility for Virtual Calls and an Inclusive Meeting Guide.

Our LatinX ERG and BLK ERGs also hosted in-person and virtual events celebrating Día de los Muertos and Black History Month. Our BLK ERG hosted an in-person panel event where they shared stories of learning, growth, and joy. The Black Excellence Panel at Deckers was an opportunity to uplift our Black employees and tell their stories, in their voice, on their terms.

Since launching our ERG network, we have seen very high levels of employee engagement and participation. We are confident we will continue to see increased growth in membership and the continued fostering of a sense of community among our ERG members.

Women's Leadership Summit

Our Women's Leadership Summit is an annual event, open to all genders, hosted at our corporate headquarters that fosters creativity and inspiration and enhances our commitment to diversity and inclusion. We were thrilled that the event returned in FY24 as a truly global hybrid event. The Women's Leadership Summit held events in-person in our corporate headquarters and also in our regional US, EMEA and Asia offices. Sessions included moderated panels featuring employees from around Deckers sharing their lived experiences in a community circle, conversations on embracing imperfection and getting the most out of your mentorship. Attendance and engagement were high and we look forward to continuing the tradition for years to come.

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
- New to Leadership Dedicated Course
- 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



GENDER EQUALITY, QUALITY EDUCATION, AND REDUCED INEQUALITIES

Promote diversity, gender equality, female empowerment, and inclusion for all

(This target advances the United Nations Global Compact SDG numbers 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Gender parity in leadership positions and our Board of Directors	<p>Executive Leadership Team: 25% female, 75% male</p> <p>Board of Directors: 30% female, 70% male</p> <p>Obtained EDGE Certification, which is the leading global assessment methodology and business certification standard for gender equality</p>	<p>Executive Leadership Team: 25% female, 75% male</p> <p>Board of Directors: 33% female, 66% male</p> <p>Leaders (those who manage one or more persons): 51.8% female, 48.2% male</p> <p>Directors and above: 43.5% female and 56.5% male</p>	<p>Executive Leadership Team: 33.3% female, 66.6% male</p> <p>Board of Directors: 40% female, 60% male, 60% from underrepresented communities</p> <p>Leaders (those who manage one or more persons): 43.5% male, 56.1% female, 0.4% undeclared</p> <p>Director level and above: 54.7% male, 43.6% female, 1.7% not declared</p>	<p>Executive Leadership Team: 25% female, 75% male, 50% are from underrepresented communities</p> <p>Board of Directors: 36.4% female, 63.6% male, 54.5% from underrepresented communities</p> <p>Leaders (those who manage one or more persons): 44.1% male, 55.5% female, 0.1% not disclosed, 0.1% transgender, 0.1% non-binary and 0.1% unknown</p> <p>Director level and above: 54.7% male, 44.8% female, 0.5% not declared</p>	<p>Executive Leadership Team: 37.5% female, 62.5% male, 37.5% are from underrepresented communities</p> <p>Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are racially and ethnically diverse</p> <p>Leaders (those who manage one or more persons): 43.4% male, 56.5% female, and 0.1% not disclosed</p> <p>Director level and above: 50.7% male, 49.3% female</p>	<p>Executive Leadership Team: 44.4% female, 55.6% male, 44.4% are from underrepresented communities</p> <p>Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are racially and ethnically diverse</p> <p>Leaders (those who manage one or more persons): 58.3% male, 41.6% female, and 0.1% not disclosed</p> <p>Director level and above: 52.5% male, 47.5% female</p>	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.

SUMMARY OF DECKERS' PEOPLE TARGETS PROGRESS (CONTINUED)

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



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Ensure an inclusive and diverse workplace and promote diverse communities	Target first conceptualized in FY20	Target first conceptualized in FY20	<p>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</p> <p>Multiple Employee Resource Groups</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Launched Coffee & Conversations, which are monthly small-group facilitated discussions on DEI-related topics</p> <p>Piloted a global mentorship program with the goal of helping provide our existing talent with opportunities for networking and engagement</p> <p>Partnering with HBCUs and both local and national professional organizations in order to expand the pool from which we source talent</p>	<p>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</p> <p>Multiple Employee Resource Groups</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Coffee & Conversations continue to be held</p> <p>Launched internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace</p> <p>Global mentorship program launched with the goal of helping provide our existing talent with opportunities for networking and engagement</p> <p>Partnering with HBCUs and both local and national professional organizations in order to expand the pool from which we source talent</p>	<p>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</p> <p>Multiple Employee Resource Groups</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Coffee & Conversations continue to be held</p> <p>Continued internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace</p> <p>Global mentorship program continued with the goal of helping provide our existing talent with opportunities for networking and engagement</p> <p>We have identified local and national professional organizations in order to identify broader candidate pools from which we source talent for the organization</p> <p>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</p>	<p>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</p> <p>Multiple Employee Resource Groups</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Coffee & Conversations continue to be held</p> <p>Continued internal initiatives aimed at more openly discussing Mental Health and Mental Wellness in the workplace</p> <p>Global mentorship program continued with the goal of helping provide our existing talent with opportunities for networking and engagement</p> <p>We have identified local and national professional organizations in order to identify broader candidate pools from which we source talent for the organization</p> <p>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</p>	Target Achieved - FY22 and beyond target is to maintain	2022

*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 FY25 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, including assuring industry-leading human rights practices within our supply chain



COMMUNITY (CONTINUED)

MONETARY CONTRIBUTIONS

In FY24, we donated over \$4.6 million to various non-profit organizations in the global communities in which we operate. This number is inclusive of both our U.S. and regional corporate or brand donations and the \$124,297 raised by our corporate headquartered Deckers Brand 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	FY24
UPLIFTING YOUTH	\$400,119
COMMUNITY	\$615,607
BELONGING	\$1,044,532
EDUCATION	\$558,258
ENVIRONMENT	\$1,254,006
EMPLOYEE DONATION MATCHING	\$128,753
EMEA DONATIONS	\$289,839
APAC DONATIONS	\$308,961
TOTAL	\$4,600,075

**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.*

COMMUNITY (CONTINUED)

BRAND CHARITABLE SPEND FOCUS



UGG



The Savory Institute is on a mission to facilitate the large-scale regeneration of the world's grasslands and the livelihoods of their inhabitants through holistic management.



White Buffalo Land Trust is on a mission to practice, promote, and develop systems of regenerative agriculture for land, regional, and global impact.



Sky High Farm is committed to ecological farming practices and an environmentally holistic, equity-focused approach to promoting food sovereignty.



Sad Girls Club is a community on a mission to diminish stigma around mental health, supporting young women of color.



PFLAG's mission is to create a caring, just, and affirming world for LGBTQ+ people and those who love them.



Through education, research, advocacy, and a focus on young adults ages 14-25, Active Minds is opening up the conversation about mental health and creating lasting change in the way mental health is talked about, cared for, and valued in the United States.



Movement Advancement Project works to create a thriving, inclusive, and equitable America where all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life.



Christopher Street West Association's mission is to create safe and inclusive spaces of self-expression, celebration, and diversity/equity/inclusion for the LGBTQ+ community of Greater Los Angeles.



Pacific Pride Foundation's advocacy and education efforts meet the ongoing and emerging needs of a diverse population in order to create a thriving and visible LGBTQ+ community and to prevent the transmission of HIV/AIDS.



HOKA



Achilles International is a global organization operating in 18 countries including the US. It strives to transform the lives of people with disabilities through athletic programs and social connection.



Runners for Public Lands is dedicated to protecting the people and places we love by organizing runners for climate action, sustainability practices, the protection of public lands, and equitable access to nature.



The VOICEINSPORT Foundation is a global nonprofit on a mission to advocate for girls and women in sport through research, education and advocacy.



The 1000 Mile Club is the organized running club at San Quentin Rehabilitation Center, providing motivated inmates with the opportunity to experience the physical and mental rewards that running, particularly long distance running, can provide.



The IRONMAN Foundation creates positive, tangible change in race communities through grant funding and volunteerism.



Soul Trak Outdoors is a D.C. based nonprofit organization that connects communities of color to outdoor spaces while also building a coalition of diverse outdoor leaders.



True Colors United implements innovative solutions to youth homelessness by focusing on the experiences of those most impacted —LGBTQ+ and BIPOC youth.



Loveland Foundation is committed to showing up for communities of color in unique and powerful ways, with a particular focus on Black women and girls.



Technovation is the global tech education nonprofit that inspires and empowers girls to become leaders, creators and problem solvers in their lives and their community.



The nation's largest donor- and volunteer-supported mentoring network. Big Brothers Big Sisters makes meaningful, monitored mentoring matches between adult volunteers ("Bigs") and children ("Littles"), ages 5 through young adulthood in communities across the country.



Leave No Trace provides innovative education, skills, research and science to help people care for the outdoors.



Women in Sports Tech is a nonprofit organization that drives transformative growth opportunities for women and employers, from the classroom to the boardroom at the intersection of sports, technology and innovation.

COMMUNITY (CONTINUED)

BRAND CHARITABLE SPEND FOCUS (CONTINUED)



TEVA



One n ten's mission is to serve LGBTQ youth and young adults ages 11-24. We enhance their lives by providing empowering social and service programs that promote self-expression, self-acceptance, leadership development, and healthy life choices.



The Conservation Alliance's mission is to engage businesses to fund and partner with organizations to protect wild places.



As the official philanthropic and collaborative partner of Grand Canyon National Park, Grand Canyon Conservancy's mission is to inspire generations of park champions to cherish and support the natural and cultural wonder of Grand Canyon.



Camp Fire connects young people to the outdoors, to others, and to themselves. Camp Fire's programs enable young people to develop essential skills that have long-term benefits and make a positive social impact in the world.



American Rivers is committed to restoring and protecting 1 million rivers in the United States, from remote mountain streams to urban waterways.



KOOLABURRA



Family Equality's Mission is to ensure that everyone has the freedom to find, form, and sustain their families by advancing equality for the LGBTQ+ community.



Scholarship America's mission is to eliminate barriers to educational success so that any student can pursue their dream.



Girls Inc. of Los Angeles focuses on helping girls rise through pro-girl results-oriented programs, events and advocacy.



SANUK



Pacific Pride Foundation's advocacy and education efforts meet the ongoing and emerging needs of a diverse population in order to create a thriving and visible LGBTQ+ community and to prevent the transmission of HIV/AIDS.



The Surfrider Foundation is dedicated to the protection and enjoyment of the world's ocean waves and beaches, for all people, through a powerful activist network.



POW helps passionate outdoor people protect the places we live and experiences we love from climate change.



COMMUNITY (CONTINUED)

IN-KIND PRODUCT DONATIONS

We are committed to furthering the life of a product where possible. Since 2006, we have donated 2.27 million pairs of shoes to charitable organizations.

NOTABLE MONETARY DONATIONS

In FY24, we donated \$500,000 dispersed evenly among the below organizations:

- Legal Defense Fund
- The Innocence Project, Inc.
- Advancing Justice Asian Law Caucus
- KIVA Microfunds
- California Family Life Center
- The Loveland Foundation
- The Trevor Project
- Advancement Project Education Fund
- Malala Fund
- The Arc of the United States

We intend to continue this recurring annual donation which underscores our commitment to using our platform to help elevate others.



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.

In March 2024, UGG celebrated a significant milestone of influencing over one million acres of grasslands across eighty farms in Australia towards regenerative farmland. The milestone comes a year ahead of schedule and only four years after the brand established a long-term partnership with Land to Market and Savory Institute to support regenerative agriculture.

UGG continues to expand its sustainability-focused offering with its Regenerate by UGG™ collection. Featuring the Tasman Crafted Regenerate, Neumel Crafted Regenerate, and the Ultra Mini Crafted Regenerate, the capsule includes iconic silhouettes crafted with materials from farms practicing regenerative agriculture.

GLOBAL HUMANITARIAN AID

In FY24, Deckers, along with its portfolio of brands, donated \$25,000 to Direct Relief in support of Morocco's earthquake relief efforts, as well as \$50,000 to World Central Kitchen and \$50,000 to Doctors Without Borders in support of humanitarian relief efforts in Gaza and Israel.

In support of Maui fire relief efforts, Boards for Buddies and HOKA donated to the United Way of Maui. In addition to monetary support, Sanuk donated over 1,850 pairs to the Boys & Girls Club of Maui, Maui Market and Positively Kai Foundation / Maui Pono Foundation for distribution among those affected by the fire.

COMMUNITY (CONTINUED)

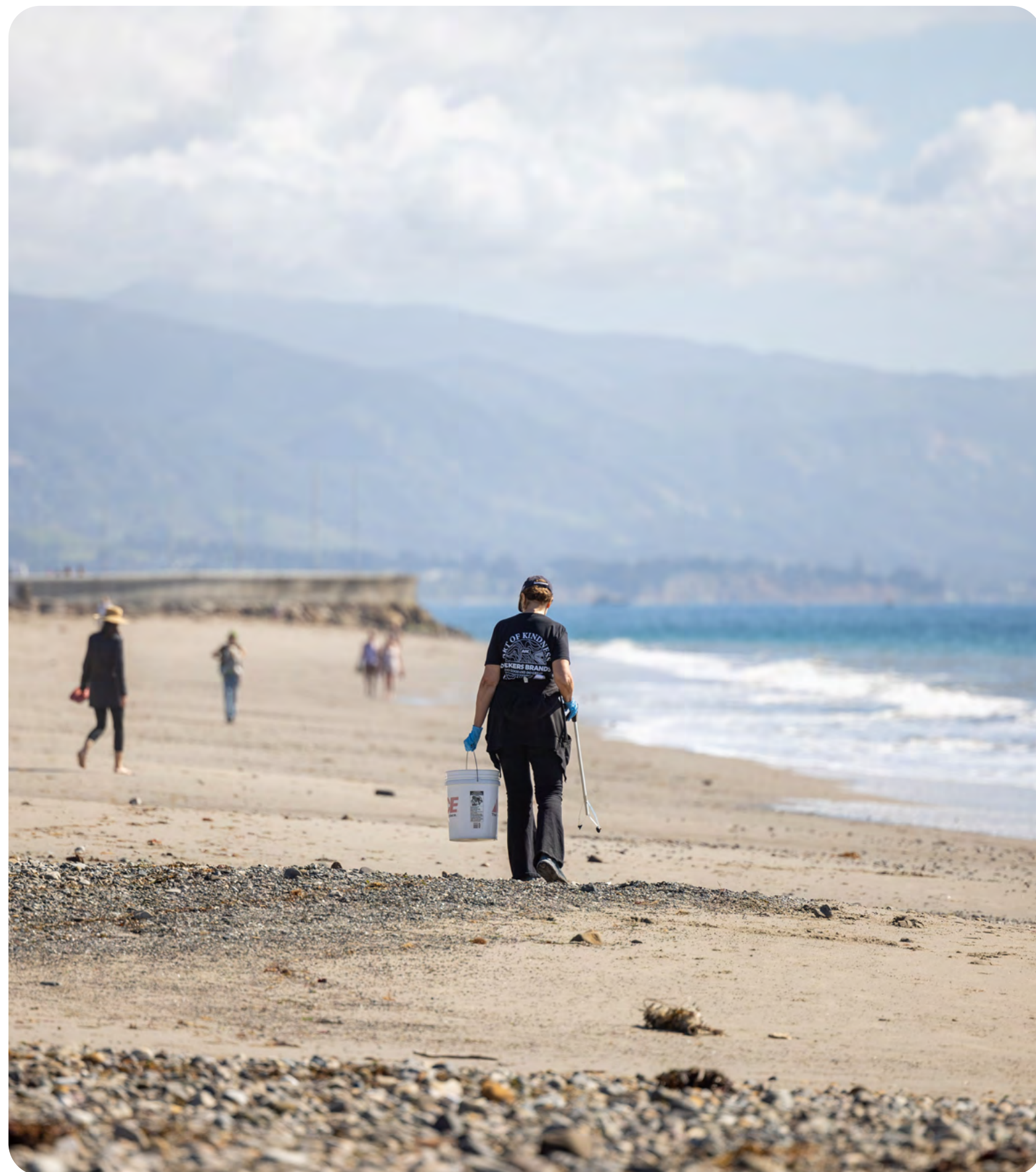
FY24 VOLUNTEER EFFORTS

We appreciate the opportunity to give back to our communities monetarily, but we also see the true value in volunteering our time. Our employees volunteered over 19,000 hours in FY24, an increase when compared to the just over 15,000 hours in FY23. 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 FY24, 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 thrilled to see both local Santa Barbara based companies and our supply chain partners join in on our efforts. Our supply chain partners alone contributed over 145,000 hours in volunteer 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 are passionate about volunteering and feel proud to work for an organization that encourages them to actively volunteer.





COMMUNITY (CONTINUED)

COMMUNITY RECOGNITION



AMERICA'S MOST RESPONSIBLE COMPANIES

For the fifth 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 BY NEWSWEEK

Deckers has been selected for the second year in a row as one of 'America's Greenest Companies' by Newsweek. The ranking marks Deckers recognition in the top 300 companies in the United States for its progress in positively changing their sustainability footprint.



BARRON'S 100 MOST SUSTAINABLE U.S. COMPANIES 2024

Deckers secured a spot on Barron's 100 Most Sustainable U.S. Companies 2024. The top 100 companies, pulled from the largest 1,000 publicly traded U.S. companies, achieved the highest scores across 230 ESG metrics, from workplace diversity to greenhouse-gas emissions. This recognition is a testament to the dedication of our passionate teams driving our sustainability journey forward.



TIME WORLD'S MOST SUSTAINABLE COMPANIES OF 2024

Deckers Brands was named one of TIME Magazine's World's Most Sustainable Companies 2024. This accolade underscores our ongoing commitment to corporate responsibility and advanced sustainable practices as we continue to innovate and build a more sustainable future.



TIME 100 MOST INFLUENTIAL COMPANIES OF 2023

In FY24, HOKA was named one of the TIME100 Most Influential Companies of 2023 in the 'Disruptors' category as a fitness phenomenon. TIME Magazine seeks nominations from across sectors, and poll their global network of contributors and correspondents, as well as outside experts to evaluate each on key factors including impact, innovation, ambition, and success.



THE WALL STREET JOURNAL'S BEST-MANAGED COMPANIES OF 2023

Deckers is proud to have been ranked among The Wall Street Journal's Best-Managed Companies of 2023. This recognition reflects our strong performance across various categories including company satisfaction, employee engagement and development, innovation, social responsibility, and financial strength.



NORDSTROM PARTNERS IN EXCELLENCE 2024

Deckers Brands has been honored with Nordstrom's Partners In Excellence Award, strengthening our longstanding relationship and acknowledging our commitment to enhancing the retail experience. While this marks the first time Deckers Brands as a whole has been recognized with this award, we are especially proud that UGG was previously honored as a Partner in Excellence in 2005 and 2009.



FOOTWEAR NEWS BRAND OF THE YEAR

HOKA was once again awarded the prestigious title of 'Brand of the Year' at the Footwear News Achievement Awards (FNAAs), underscoring our unwavering commitment to quality and innovation.



GQ 20 MOST CREATIVE BRANDS IN THE WORLD

HOKA was named one of "20 Most Creative Companies In The World" by GQ. This recognition not only acknowledges HOKA's groundbreaking work but also underscores its pivotal role in shaping industry standards.



GOOD HOUSEKEEPING 2023 SUSTAINABLE INNOVATION AWARD WINNER

The Sanuk Veg Out collection was a winner of the Good Housekeeping 2024 Sustainable Innovation Awards. After rigorous evaluation by the Good Housekeeping Institute experts and industry judges, Sanuk Veg Out stood out for its sustainability attributes, including energy and water reduction, recycled content, and corporate social responsibility, coupled with real-world performance metrics such as ease of use, comfort, durability, and packaging functionality.



REPREVE* CHAMPIONS OF SUSTAINABILITY 2024 WINNER

Deckers was once again selected as one of REPREEVE'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 REPREEVE® recycled fiber. To date, Deckers has recycled over 186 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.



PACIFIC COAST BUSINESS TIMES - FASTEST GROWING COMPANIES LIST

Deckers Brands is proud to be named one of 2023 Pacific Coast Business Time's Fastest Growing Companies, reflecting our strong financial performance and growth trajectory over the past three years.



PACIFIC COAST BUSINESS TIMES - TOP 50 WOMEN IN BUSINESS

Pacific Coast Business Times recognized our Chief Supply Chain Officer, Angela Ogbechie, as one of the Top 50 Women in Business, underscoring her exemplary leadership at Deckers Brands.

SUMMARY OF DECKERS' COMMUNITY TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS - COMMUNITY



HUMAN RIGHTS - COMMUNITY

Positively impact the communities where 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	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 Implemented new employee volunteer hours tracking system Appointed Director for "Deckers Gives" initiative	Held our first ever 'Art of Kindness' event, a week where employees come together, putting work aside, to volunteer in our local communities Employees volunteered 5,073 hours	Held multiple 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities Employees volunteered over 14,000 hours, a 180% increase when compared to FY21	Held two 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities Employees volunteered over 15,000 hours Supply chain partners volunteered over 148,000 hours	Held two 'Art of Kindness' events, a week where employees come together, to volunteer in our local communities Employees volunteered over 19,000 hours Supply chain partners volunteered over 145,000 hours	Target Achieved - FY22 and beyond target is to maintain	2023/2027
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 Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Donated \$2.13 million to various not-for-profit organizations in the global communities in which we operate Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Donated \$3.41 million to various not-for-profit organizations in the global communities in which we operate Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Donated \$4.2 million to various not-for-profit organizations in the global communities in which we operate Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Donated \$4.6 million to various not-for-profit organizations in the global communities in which we operate Giving areas focused on Uplifting Youth, Community, Belonging, Education, and Environment	Target Achieved - FY19 and beyond target is to maintain	2027
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 Employees provided up to 24 hours of paid volunteer time	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

*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 or 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 sustainable 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). We believe that each of the environmental impact metrics we study are important to evaluate as they ladder up to our sustainable development goals and affect the health and vitality of humanity.

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 engage in the 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, 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 Sourcemap and InforNexus, 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 (*either due to social or environmental risks*) to establish our traceability framework. These include the following: 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 Transparency Hub and deckers.com/responsibility.



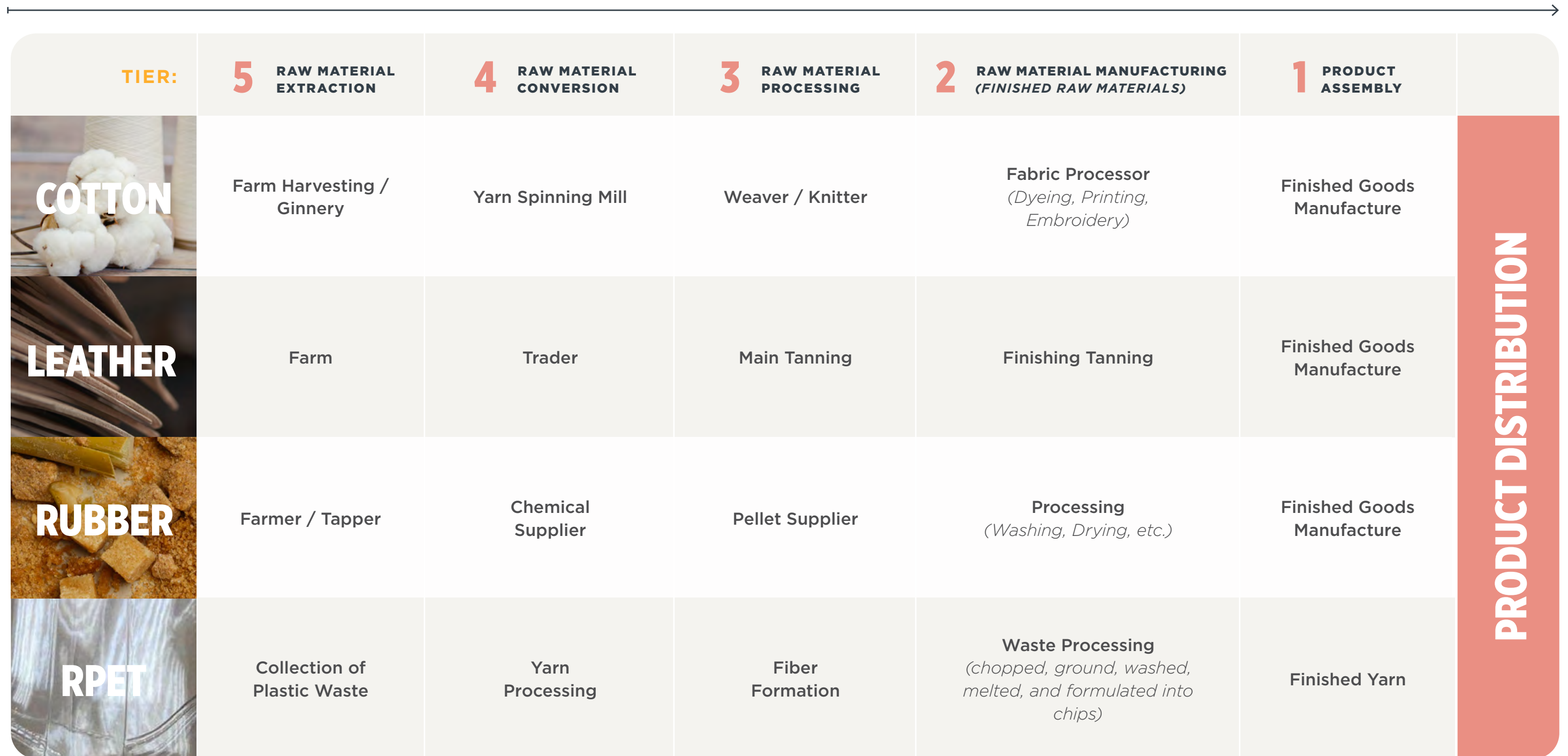
MATERIALS

Maximize the amount of preferred materials in our products

DECKERS SUPPLY CHAIN

UPSTREAM

DOWNSTREAM



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

MATERIALS (CONTINUED)

CIRCULAR ECONOMY

We have always said we want to be disruptive in the best possible way. For Deckers, being disruptive means we are challenging ourselves and our industry, being creative and innovative, and working toward solutions for challenges plaguing 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 also must not be overlooked when it comes to end-of-life. Containers and packaging make up a significant portion of municipal solid waste and plastics are a rapidly growing segment of municipal solid waste.
- We strive to reduce pollutants including looking at how much energy and GHG our partners are using, exploring other options outside of incineration for waste, 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 it and determine which colors are core colors and which colors 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. Our hope is to use the insights gained from this project to guide our materials decisions moving forward. For example, if a product is going to be made using a trendy color, ideally it would be designed with lower impact materials.
- Understanding footwear recycling is in its infancy globally, we are exploring all available opportunities to extend the life of our products. This includes offering resale of gently worn products and refurbishment options for those consumers who don't want to let go of their favorite product.
- We will actively engage in the circular economy. For us, this means we will continue to explore repair and resale, and utilizing materials that naturally degrade, are upcycled, downcycled, recycled, 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 February 2024, we have influenced 1,040,000 acres and 88 farms. While we are currently utilizing hides sourced from land practicing regenerative farming, we are looking into other commodities including cotton and rubber.

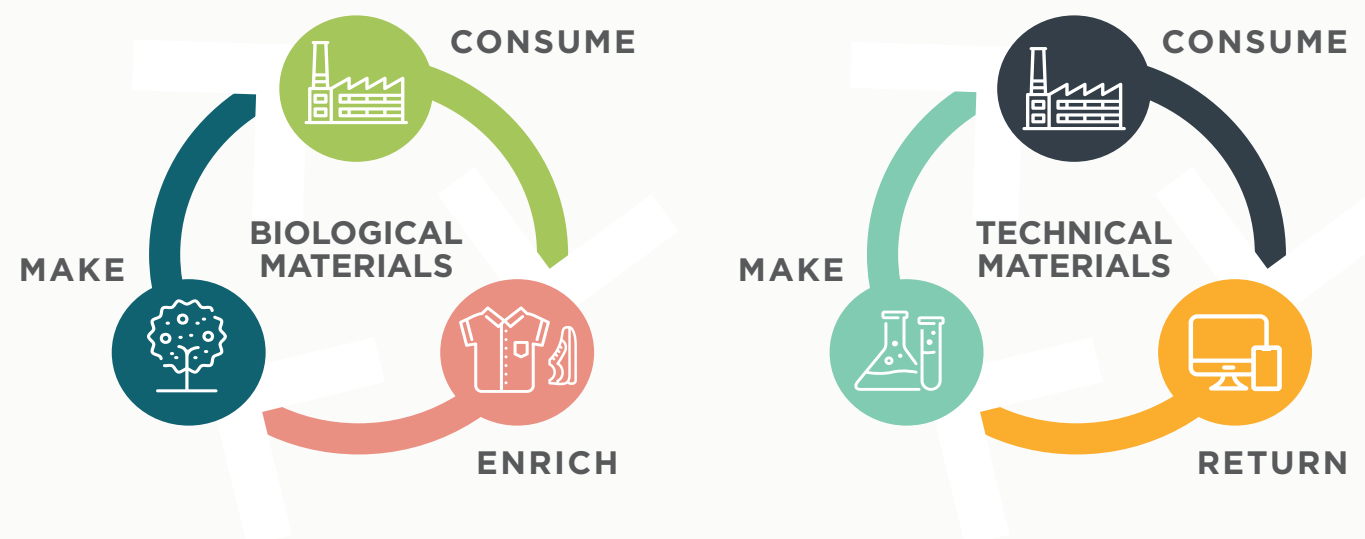
LINEAR ECONOMY

Technical and biological materials mixed up
Energy from finite sources



CIRCULAR ECONOMY

Energy from renewable sources





MATERIALS (CONTINUED)

PRODUCT MATERIALS

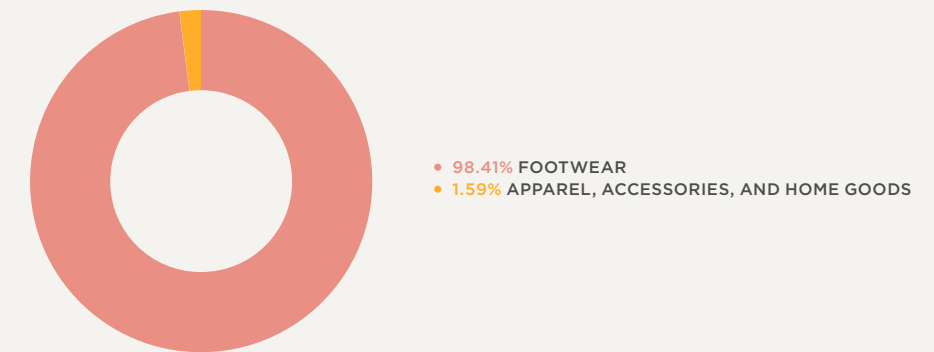
Understanding our total material substrate breakout helps direct us to the areas that need the most attention and prioritize decisions to improve our overall impact strategically. As an organization, we know that our largest impact is at the raw material level (*raw material extraction and raw material manufacturing*). Having a deep understanding of the materials used in our product is imperative if we want to lower our overall footprint.

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 that is not made into a fabric (*e.g. leather, sheepskin, films and foams*).

Some significant materials-related achievements to note:

- 65.96% of all fibers used in our footwear are preferred materials
- 100% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather
- 100% of wool used in our footwear was repurposed wool or RWS wool, while 98.80% of wool used in our apparel, accessories, and home goods was RWS Wool and 0.05% was virgin wool
- 55.58% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources
- 88.18% of all cotton fibers used in our footwear, and 87.10% of 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
- 22.91% of all Ethylene Vinyl Acetate (EVA) compounds used in our bottom units featured recycled and/or bio-based compounds
- 98.04% of our packaging used in footwear and 92.52% of packaging used in our apparel, accessories and home goods utilize recycled and/or certified materials
- 98.97% of all Deckers footwear SKUs were comprised of at least one preferred material

FY24 DECKERS BRANDS MATERIALS WEIGHT BY PRODUCT CATEGORY



FY24 DECKERS FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	17.65%
2	LWG Cow Leather and Suede	10.83%
3	Recycled Polyester and/or RPET	8.32%
4	Polyester and/or PET	6.98%
5	LWG Sheepskin	5.77%
6	SugarCane EVA	4.85%
7	Repurposed Wool	3.93%
8	POE Polyolefin (<i>Infuse</i>)	3.74%
9	Colorant and/or Pigment Auxiliaries	2.66%
10	TENCEL™ Lyocell (<i>Lenzing</i>)	2.53%

FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	40.73%
2	Recycled Polyester and/or RPET	25.37%
3	Responsible Cotton	15.83%
4	ECOVERO™ (<i>Lenzing</i>)	4.60%
5	Spandex Elastane	3.18%
6	Recycled Nylon and/or Polyamide	2.47%
7	Conventional Cotton	2.40%
8	Nylon and/or Polyamide	1.70%
9	Acrylic	1.19%
10	Zinc and Zinc Alloy	0.37%

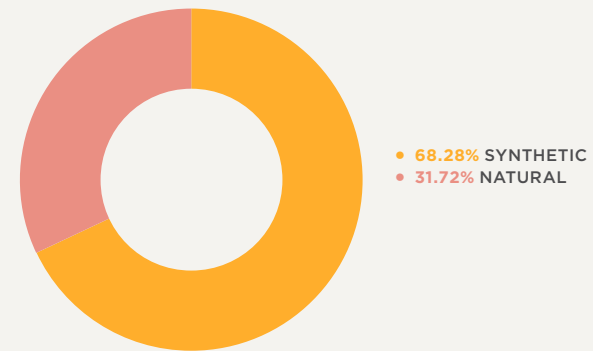


MATERIALS (CONTINUED)

PRODUCT MATERIALS (CONTINUED)

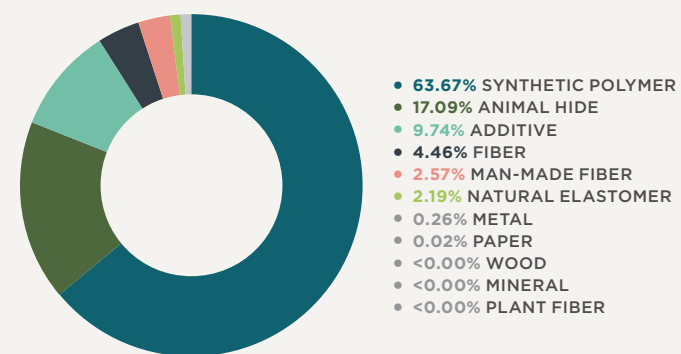
SUBSTRATE BREAKDOWN

FY24 DECKERS FOOTWEAR SUBSTRATE BREAKDOWN

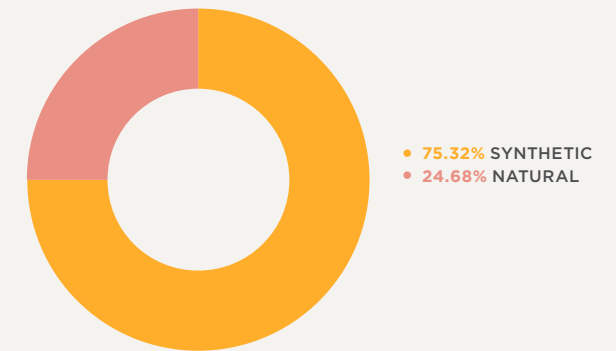


*Natural: A natural material is any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.

FY24 DECKERS FOOTWEAR SUBSTRATE TYPE BREAKDOWN

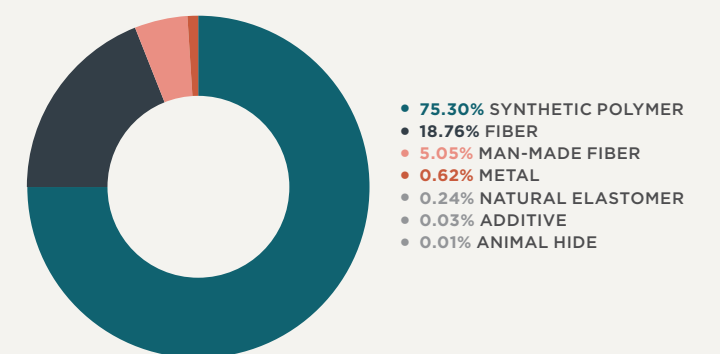


FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE BREAKDOWN



*Natural: A natural material is 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.

FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE TYPE BREAKDOWN



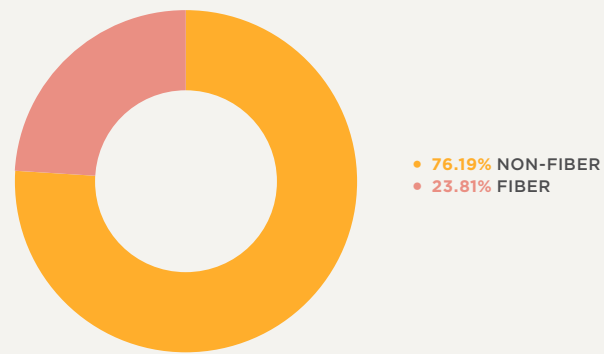


MATERIALS (CONTINUED)

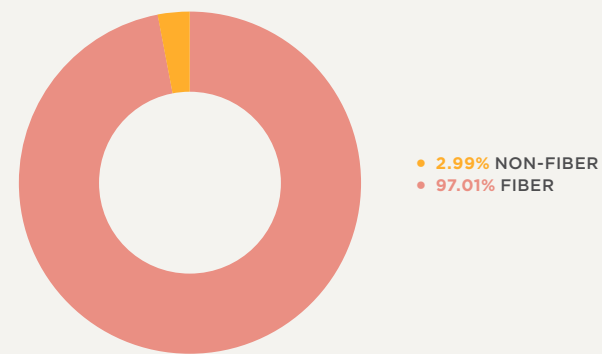
PRODUCT MATERIALS (CONTINUED)

FIBER AND NON-FIBER BREAKDOWN

FY24 DECKERS FOOTWEAR FIBER/ NON-FIBER BREAKDOWN

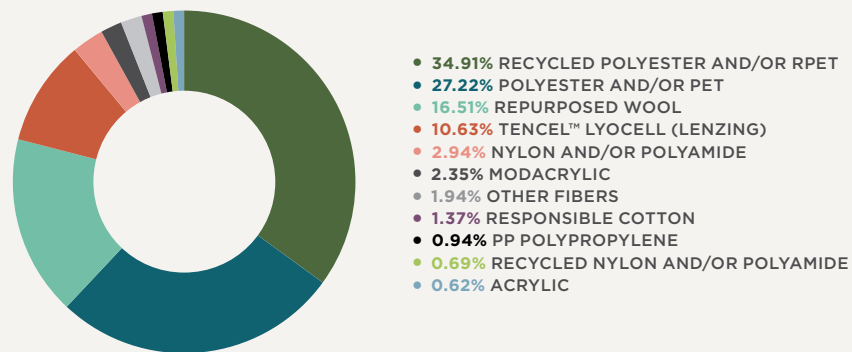


FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS FIBER/NON-FIBER BREAKDOWN

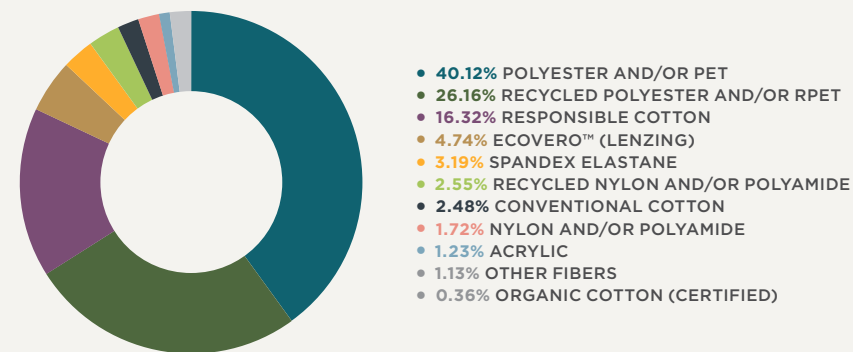


FIBER SUBSTRATE BREAKDOWN

FY24 DECKERS FOOTWEAR FIBER SUBSTRATE BREAKDOWN



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS FIBER SUBSTRATE BREAKDOWN

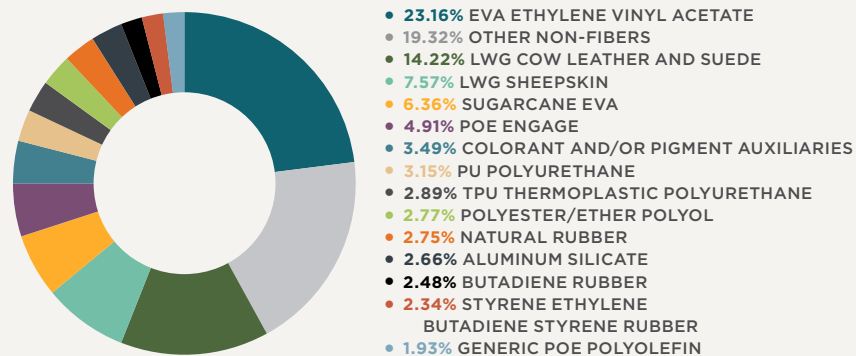


MATERIALS (CONTINUED)

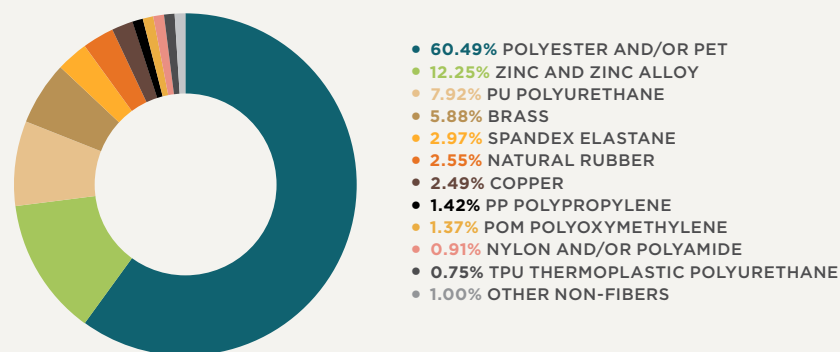
PRODUCT MATERIALS (CONTINUED)

NON-FIBER SUBSTRATE BREAKDOWN

FY24 DECKERS FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS NON-FIBER SUBSTRATE BREAKDOWN

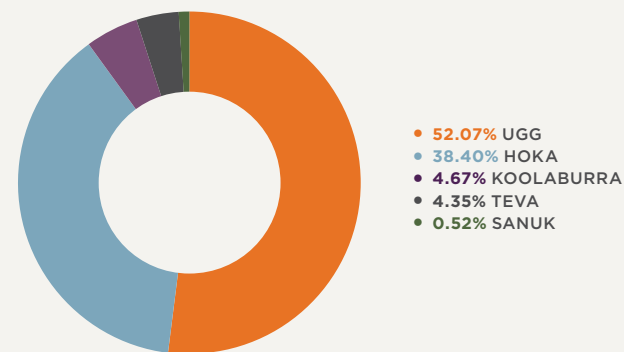


FIBERS AND NON-FIBER BY BRAND WEIGHT

Each of our brands make up different percentages of our overall footprint. Understanding the overall weighting guides our materials decisions and allows us to focus on those changes that will have the greatest impact.

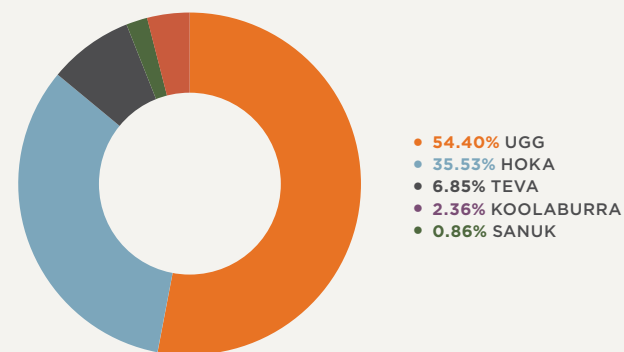
Of our entire footwear fiber weight usage, our brands are broken up as follows:

FY24 DECKERS FOOTWEAR FIBER WEIGHT USAGE BY BRAND



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

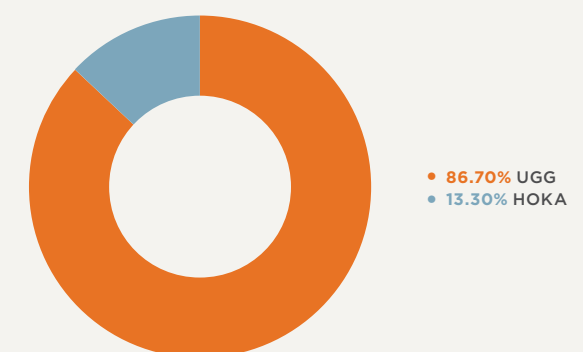
FY24 DECKERS FOOTWEAR NON-FIBER WEIGHT USAGE BY BRAND



APPAREL, ACCESSORIES, AND HOME GOODS FIBER BY BRAND

Currently, only UGG and HOKA have apparel, accessories or home lines. Of our entire apparel, accessories and home fiber weight usage, UGG represents 86.70% of our footprint while HOKA represents 13.30%.

FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS FIBER WEIGHT USAGE BY BRAND





MATERIALS (CONTINUED)

PREFERRED MATERIALS

We continue to seek the most sustainable materials for our products. Our material suppliers play a key role in helping us achieve our materials-related SDGs and we challenge them to join in our commitment. They have been offering preferred synthetics (e.g. recycled polyester, recycled nylon, recycled polyethylene, and bio-based ethylene), preferred regenerated or man-made cellulosic fibers (e.g. TENCEL™ Lyocell, LENZING™ ECOVERO™ and LENZING™ Modal), preferred plant fibers (e.g. cotton sourced via responsible cotton schemes, hemp, jute, linen, and ramie), Preferred Wool (e.g. repurposed wool or RWS certified), and Preferred Down (e.g. Responsible Down certified or certified Recycled Down).

Additionally, we will only source paper, pulp, packaging and forest products, including man-made cellulosic fibers like viscose, rayon, and other trademark brands from legally harvested, sourced, transported and exported sources, and we prohibit sourcing from tree plantations that were established after 1994 through conversion or simplification of natural forests.

This section will provide more visibility into (1) preferred v. non-preferred fiber consumption (2) preferred v. non-preferred non-fiber usage, and (3) preferred materials we use and why we believe them to be more preferred.

In FY24, 47.38% of all our materials (including both product and packaging) were certified to an environmental and/or social sustainability standard an increase when compared to the 42.03% in FY23.

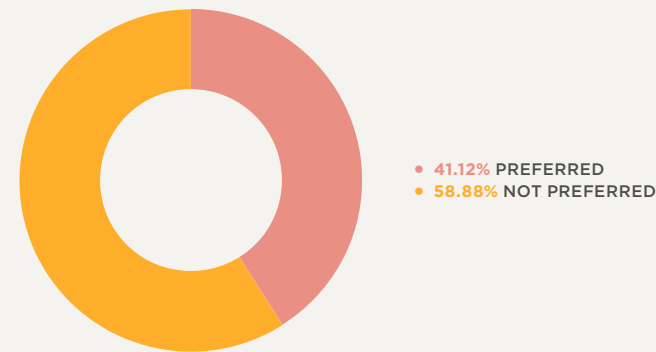
MATERIALS CERTIFIED TO AN ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD						
ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD	FY19	FY20	FY21	FY22	FY23	FY24
ALLIED DOWN	0.00%	0.00%	0.00%	0.00%	<0.01%	0.00%
FSC FOREST STEWARDSHIP COUNSEL (RECYCLED)	12.60%	14.67%	14.06%	16.42%	17.34%	21.34%
FSC FOREST STEWARDSHIP COUNSEL (VIRGIN)	3.91%	3.68%	3.85%	4.77%	5.17%	5.61%
GOTS (GLOBAL ORGANIC TEXTILE STANDARD)	0.00%	0.00%	0.00%	0.08%	0.14%	0.01%
GRS GLOBAL RECYCLING STANDARD	2.88%	3.28%	3.81%	4.45%	5.36%	6.02%
LWG LEATHER WORKING GROUP	15.15%	15.90%	13.28%	12.48%	11.06%	11.24%
LWG LEATHER WORKING GROUP AND CERTIFIED REGENERATIVE	0.00%	0.00%	0.00%	0.00%	0.02%	0.07%
RCS RECYCLED CLAIM STANDARD	0.24%	0.12%	0.13%	0.28%	0.64%	0.73%
RDS (RESPONSIBLE DOWN STANDARD)	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%
RWS (RESPONSIBLE WOOL STANDARD)	0.00%	0.00%	0.00%	0.05%	0.08%	0.07%
UNIFI U-TRUST + GRS GLOBAL RECYCLING STANDARD	0.29%	0.73%	0.97%	1.55%	1.55%	1.89%
UNIFI U-TRUST OUR OCEANS + GRS GLOBAL RECYCLING STANDARD	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%



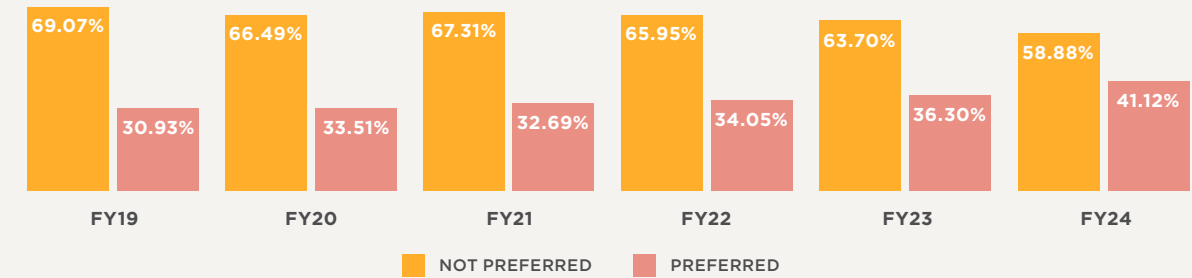
MATERIALS (CONTINUED)

PREFERRED MATERIALS (CONTINUED)

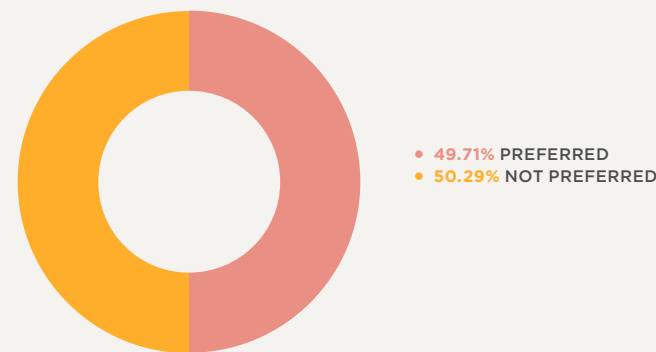
FY24 DECKERS FOOTWEAR PREFERRED MATERIAL BREAKDOWN



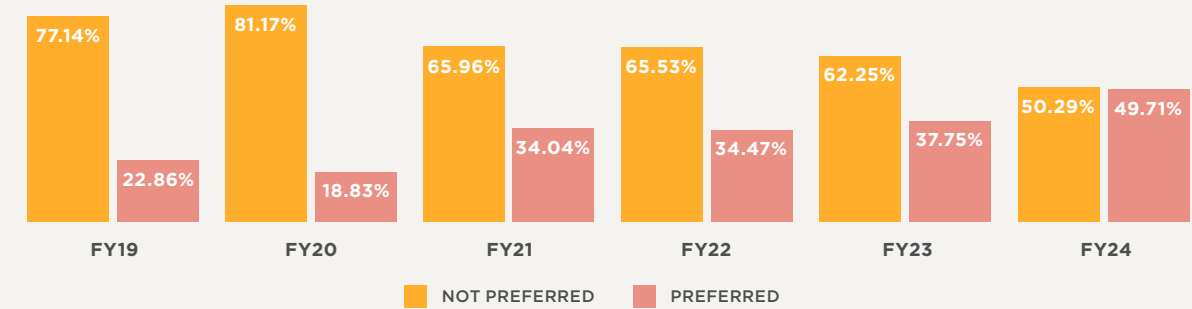
DECKERS BRANDS FOOTWEAR PREFERRED MATERIAL GROWTH



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED MATERIAL BREAKDOWN



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

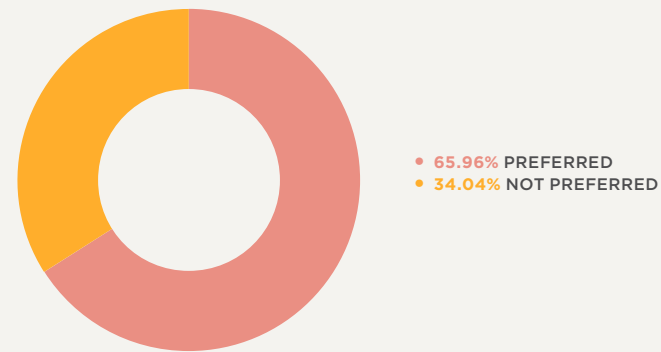




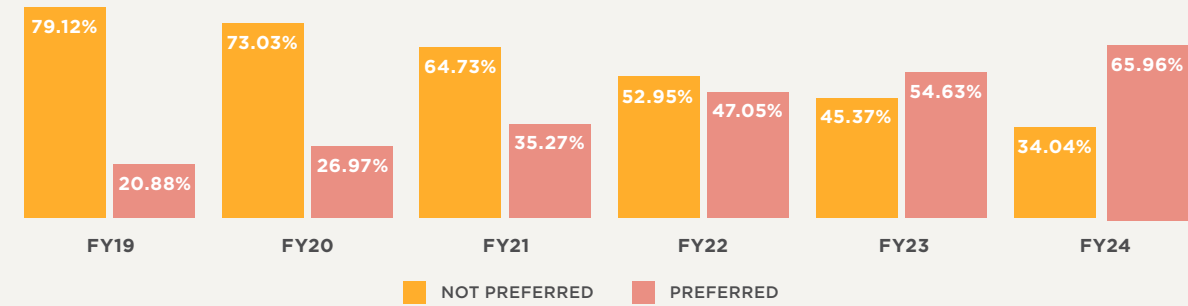
MATERIALS (CONTINUED)

PREFERRED FIBERS

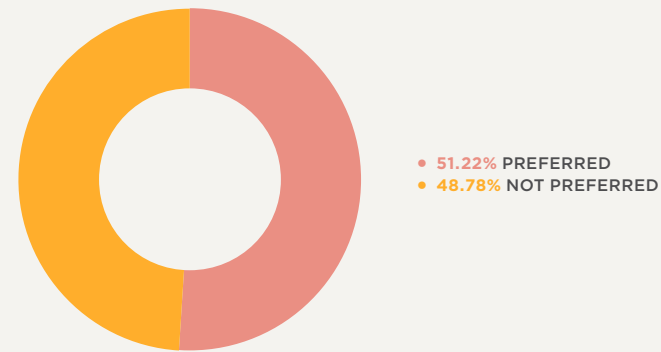
FY24 DECKERS FOOTWEAR PREFERRED FIBER BREAKDOWN



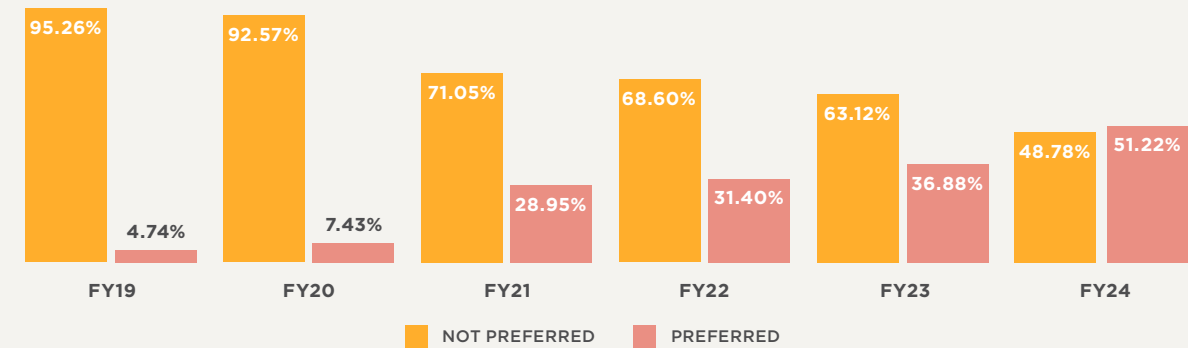
DECKERS BRANDS FOOTWEAR PREFERRED FIBER GROWTH



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED FIBER BREAKDOWN



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



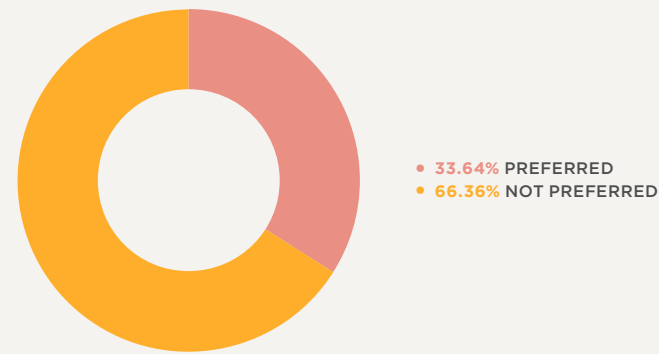
**Note, as a reminder, non-fibers are any material that is not made into a fabric (e.g. leather, sheepskin, films and foams). Fibers are materials made in to a fabric (e.g. wovens, knits, and webbings).*



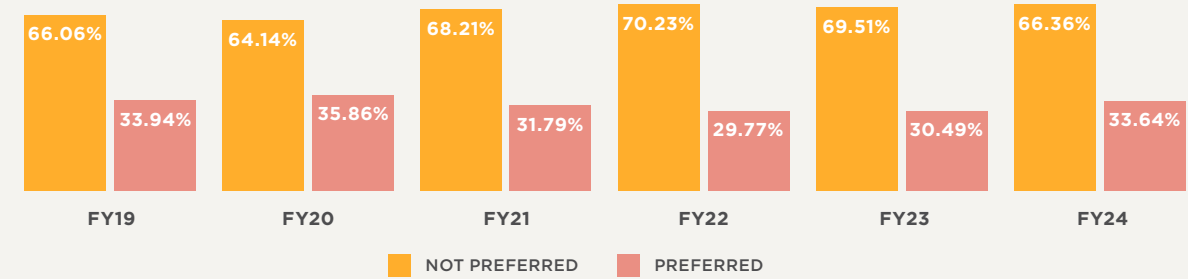
MATERIALS (CONTINUED)

PREFERRED FIBERS

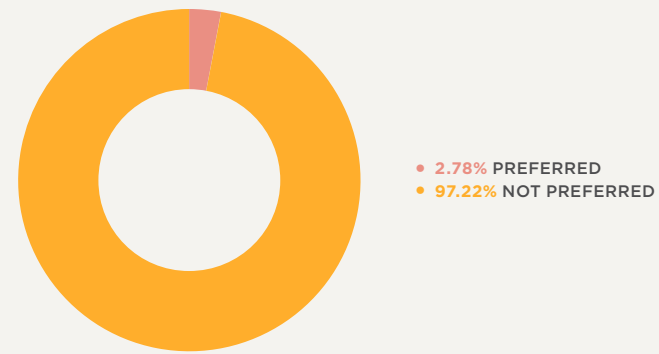
FY24 DECKERS FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



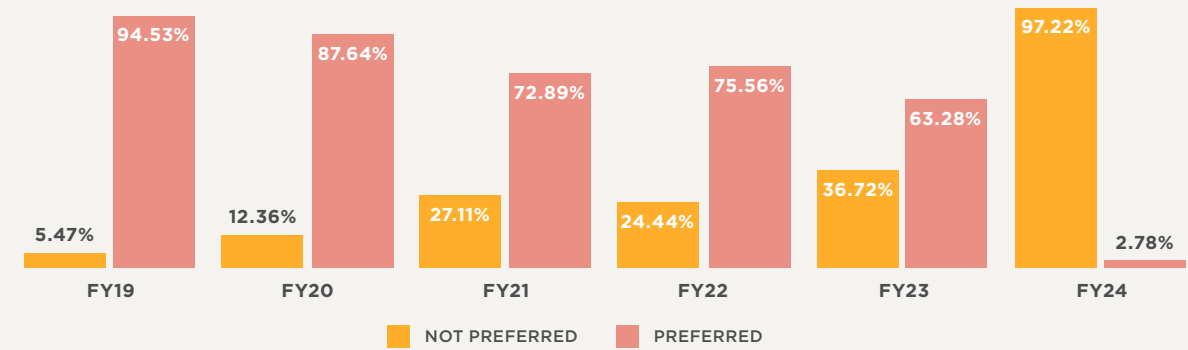
DECKERS BRANDS FOOTWEAR PREFERRED NON-FIBER GROWTH



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED NON-FIBER BREAKDOWN



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





MATERIALS (CONTINUED)

NATURAL MATERIALS

PREFERRED LEATHER AND SHEEPSKIN

We use only the best leather and sheepskin in our products. For us, that means leather and sheepskin that not only meet our strict aesthetic requirements but also meet environmental criteria. 100% 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 FY24, we used approximately 76.92 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 572.92 million MJs of energy, 27.33 billion liters of water, and 64.94 million lbs. of CO₂ eq. emissions.

64,937,482

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

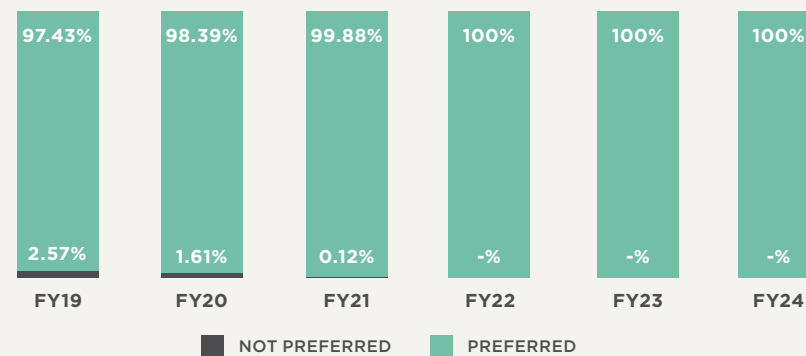
27,331,055,927

WATER SAVED (LITERS OF WATER)

572,922,198

ENERGY SAVED (MJ)

DECKERS FOOTWEAR LWG LEATHER PROGRESS



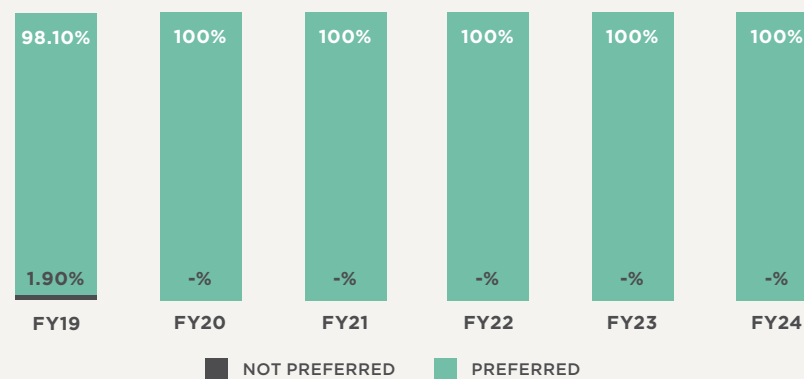


MATERIALS (CONTINUED)

NATURAL MATERIALS (CONTINUED)

DECKERS BRANDS RESPONSIBLE LEATHER AND SHEEPSKIN EFFORTS

DECKERS FOOTWEAR LWG SHEEPSKIN PROGRESS



BENEFITS OF PREFERRED SHEEPSKIN

LWG Sheepskin vs. Standard Sheepskin Tanning

In FY24, we used 31.15 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 40.65 million MJs of energy, 804.77 million liters of water and 4.99 million lbs. of CO₂ eq. emissions.

4,993,882

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

804,774,990

WATER SAVED (LITERS OF WATER)

40,651,780

ENERGY SAVED (MJ)



MATERIALS (CONTINUED)

NATURAL MATERIALS (CONTINUED)

SHEEPSKIN AND LEATHER TRACEABILITY EFFORTS

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

Traceability Target: Processing Facility

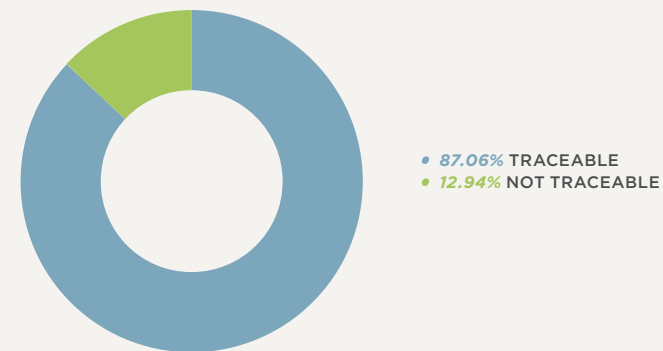
We aim to trace a minimum of 85% of all hides back to the processing facility within the leather and sheepskin materials categories in our footwear. In FY24, we were able to trace 87.06% of all hides used in our footwear back to the processing facility. Specifically, we were able to trace 99.61% of our sheepskin and 80.25% of our leather and suede (used in our footwear) back to the processing facilities. Please note, the charts that follow depict leather and sheepskin hides in our footwear but we will strive to incorporate our in-house apparel, accessories and home goods in the future.

Hides Traced To Processing Facility:

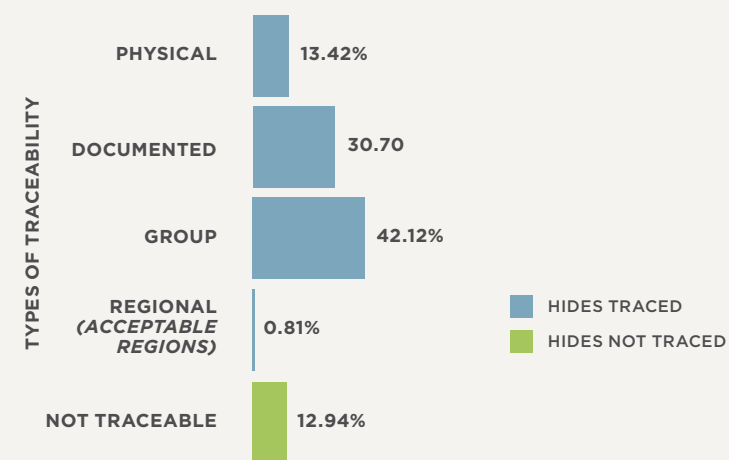
The LWG has had traceability goals at its core since starting its work in 2005. As part of their traceability audit, the LWG recognizes four pillars of traceability as defined below:

- 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, UK, North, Central and South America.

FY24 DECKERS FOOTWEAR ALL HIDES TRACEABLE TO PROCESSING FACILITY



FY24 DECKERS FOOTWEAR ALL HIDES: TYPES OF TRACING TO PROCESSING FACILITY



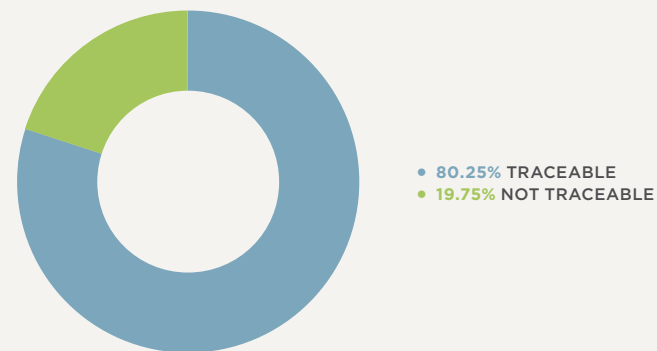


MATERIALS (CONTINUED)

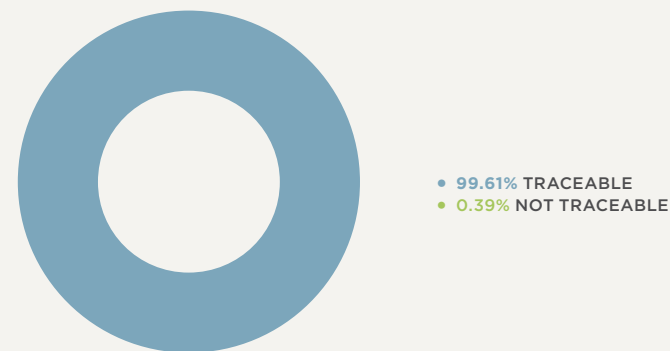
NATURAL MATERIALS (CONTINUED)

SHEEPSKIN AND LEATHER TRACEABILITY EFFORTS (CONTINUED)

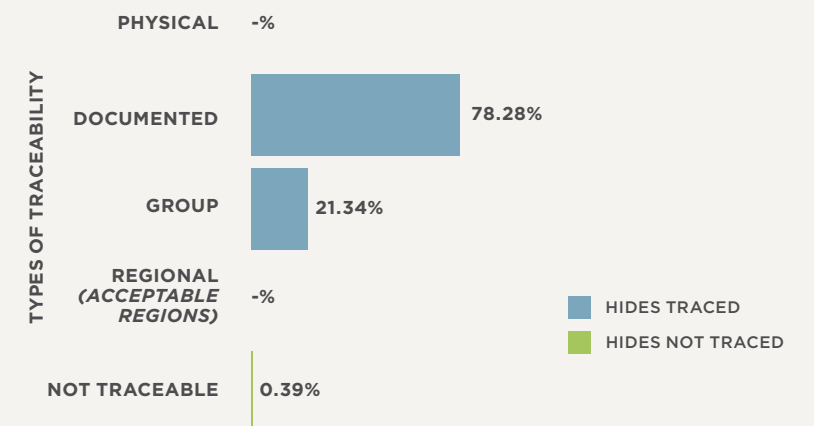
FY24 DECKERS FOOTWEAR LEATHER AND SUEDE TRACEABLE TO PROCESSING FACILITY



FY24 DECKERS FOOTWEAR SHEEPSKIN TRACEABLE TO PROCESSING FACILITY



FY24 DECKERS FOOTWEAR SHEEPSKIN: TYPES OF TRACING TO PROCESSING FACILITY



FY24 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.

We aim to trace a 100% of all hides (*used in our footwear*) back to the country of origin within the leather and sheepskin material categories. In FY24, we were able to trace 100% of the sheepskin and leather used in our footwear products back to the country of origin.

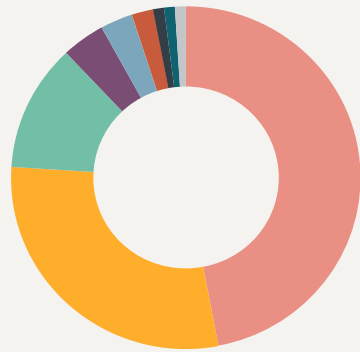
The majority of our sheepskin hides came from Australia while the majority of our leather and suede hides came from the United States in FY24.

MATERIALS (CONTINUED)

NATURAL MATERIALS (CONTINUED)

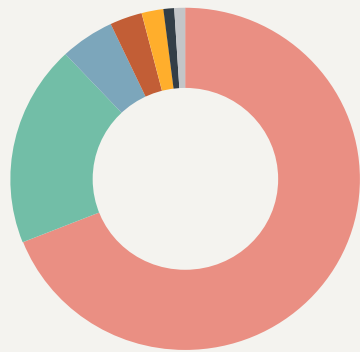
SHEEPSKIN AND LEATHER TRACEABILITY EFFORTS (CONTINUED)

FY24 DECKERS FOOTWEAR LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



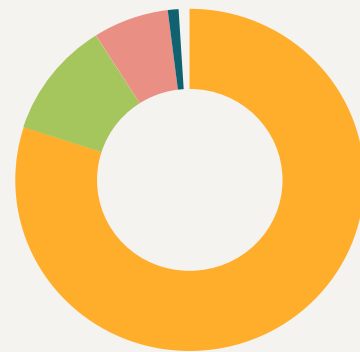
- 47.19% UNITED STATES
- 28.94% AUSTRALIA
- 12.47% ARGENTINA
- 4.24% UNITED KINGDOM
- 3.12% SOUTH AFRICA
- 2.15% URUGUAY
- 0.84% INDIA
- 0.50% NEW ZEALAND
- 0.15% FRANCE
- 0.15% ETHIOPIA
- 0.10% EUROPEAN
- 0.09% VIETNAM
- 0.05% GERMANY
- 0.01% SLOVENIA

FY24 DECKERS FOOTWEAR LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN

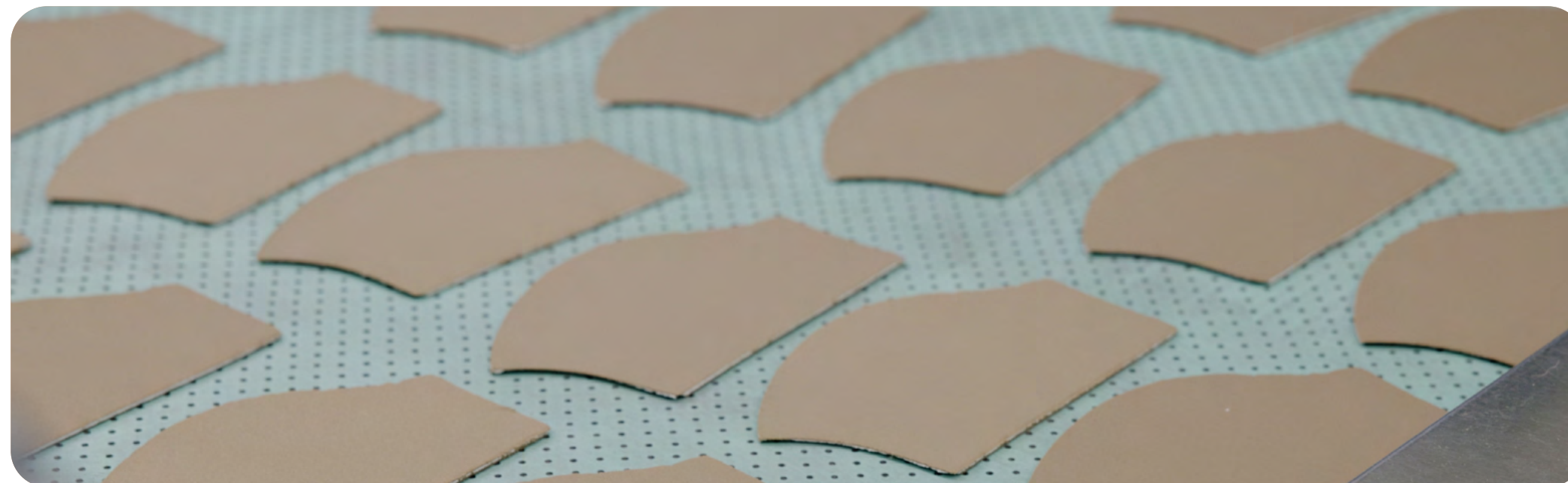


- 68.55% UNITED STATES
- 19.03% ARGENTINA
- 4.76% SOUTH AFRICA
- 3.28% URUGUAY
- 1.73% AUSTRALIA
- 1.28% INDIA
- 0.43% UNITED KINGDOM
- 0.24% FRANCE
- 0.20% ETHIOPIA
- 0.16% EUROPEAN
- 0.13% VIETNAM
- 0.12% NEW ZEALAND
- 0.08% GERMANY
- 0.01% SLOVENIA

FY24 DECKERS FOOTWEAR SHEEPSKIN HIDES COUNTRY OF ORIGIN



- 80.68% AUSTRALIA
- 11.49% UNITED KINGDOM
- 6.60% UNITED STATES
- 1.22% NEW ZEALAND





MATERIALS (CONTINUED)

NATURAL MATERIALS (CONTINUED)

PREFERRED WOOL

Repurposed Wool

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

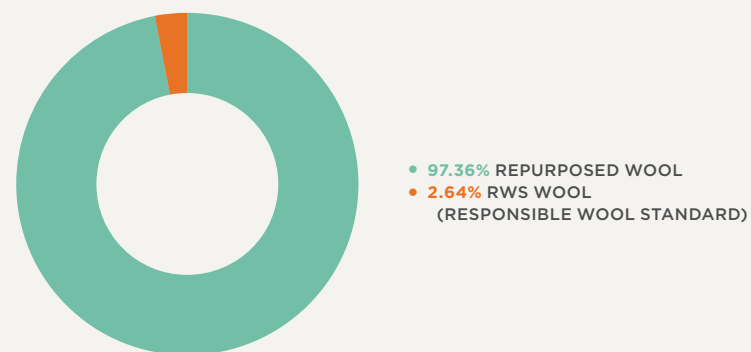
Responsible Wool Standard (RWS) Certified

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

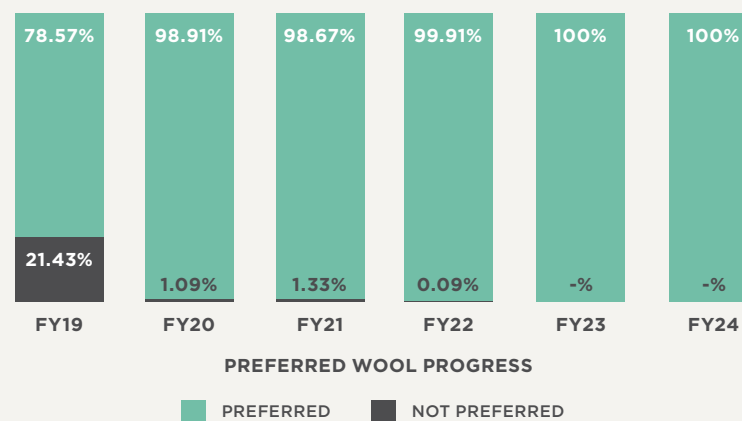
Footwear Wool Efforts

In FY23, we met our target of ensuring that 100% of the wool used in our footwear was either repurposed wool or RWS wool and we maintained this target in FY24.

FY24 DECKERS FOOTWEAR WOOL FIBER BREAKDOWN



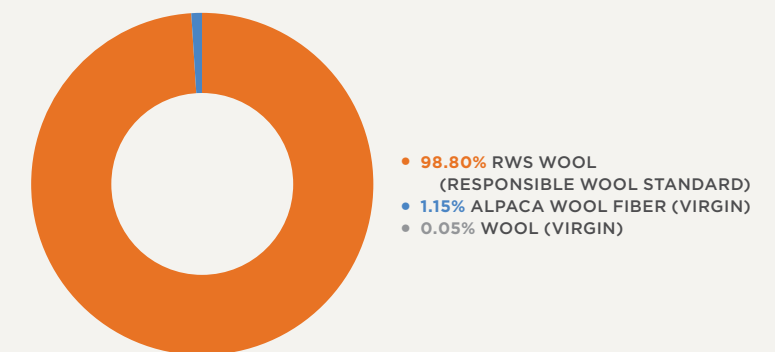
DECKERS FOOTWEAR PREFERRED WOOL PROGRESS



Apparel, Accessories, and Home Goods Wool Efforts

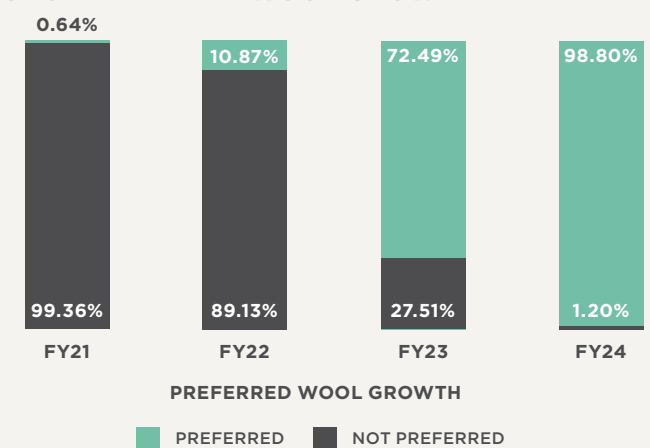
In FY24, 98.80% of the wool used in our apparel, accessories and home goods was made with RWS wool, and 1.20% was virgin or untraced. We are committed to eliminating the use of virgin wool in apparel, accessories and home goods entirely or ensuring it is made with preferred wool by 2025.

FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS WOOL FIBER BREAKDOWN



**Note, virgin cashmere and alpaca wool are prohibited per our Ethical Sourcing and Animal Welfare Policy. The above reflects buys prior to policy adoption. We have hit our target to eliminate our use of alpaca by fall 2023 (this was purchased prior to that time). We continue to work toward our goal of eliminating non-certified virgin cashmere in our apparel accessories and home products by 2026.*

DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED WOOL GROWTH





MATERIALS (CONTINUED)

NATURAL MATERIALS (CONTINUED)

BENEFITS OF RESPONSIBLE WOOL

Raw Repurposed Wool Fiber vs. Raw Virgin Market Wool Fiber

In FY24, we used 4.45 million lbs. of repurposed wool in our products. Repurposed wool comes from the trimmings of the sheepskin used in our twiface sheepskin product. When comparing conventional virgin market wool usage to the same usage of repurposed wool, we saved approximately 106.50 million MJs of energy, 15.76 billion liters of water, and 135.84 million lbs. of CO₂ eq. emissions.

135,840,158

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

15,758,949,293

WATER SAVED (LITERS OF WATER)

106,495,814

ENERGY SAVED (MJ)



DOWN

Preferred Down

Deckers does not use a lot of 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 strictly prohibits the practice of live-plucking or force feeding.



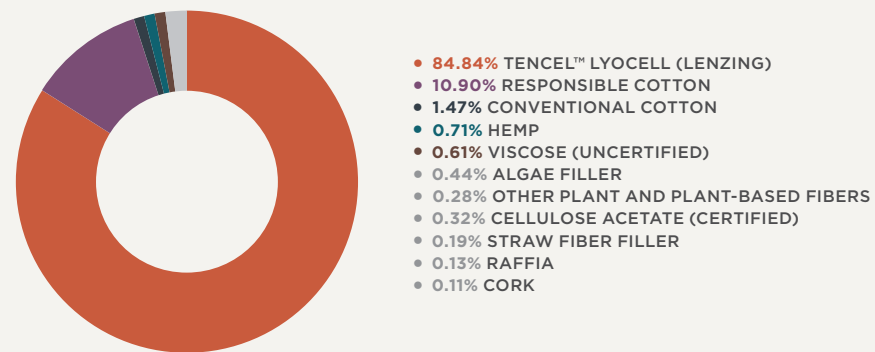
MATERIALS (CONTINUED)

PLANT AND PLANT BASED MATERIALS

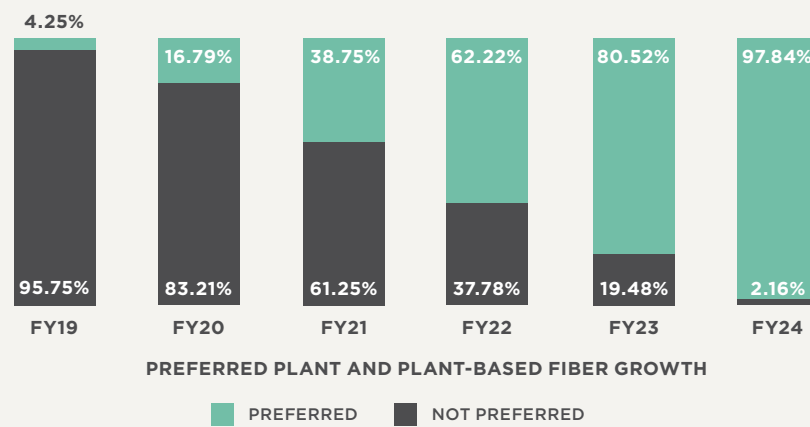
PREFERRED PLANT AND PLANT-BASED FIBER MATERIALS

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, Jute, Linen, Ramie, Responsible Cotton, Recycled Cotton, Organic Cotton, Cork, Straw Grass, Algae and Rice Husk, which are all preferred plant-based materials.

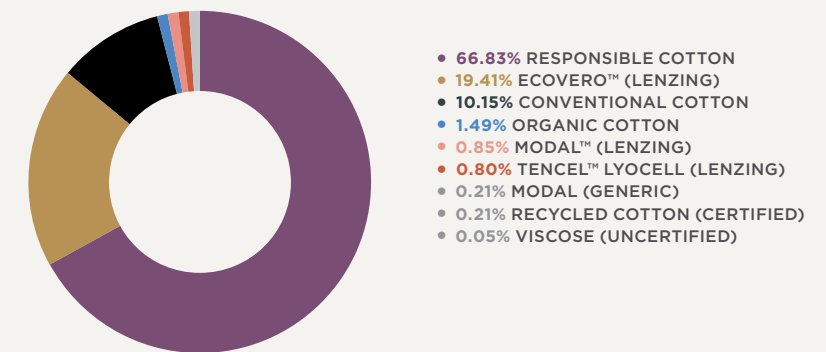
FY24 DECKERS FOOTWEAR PLANT AND PLANT-BASED FIBER BREAKDOWN



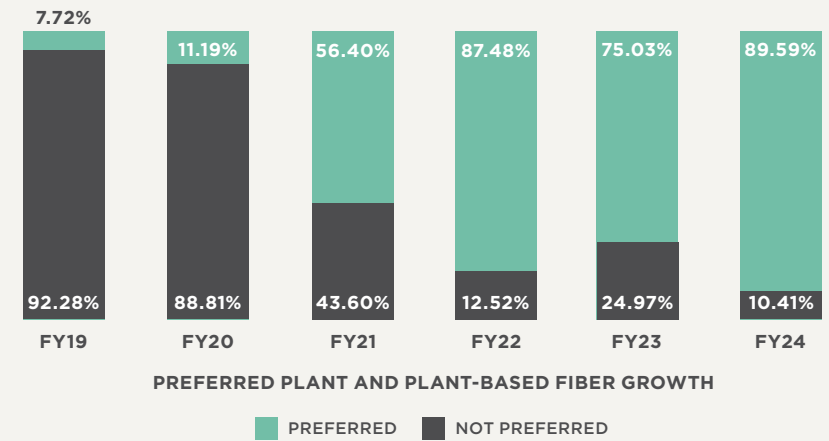
DECKERS FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH



FY24 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)

PLANT AND PLANT BASED MATERIALS (CONTINUED)

BENEFITS OF TENCEL™ LYOCCELL

TENCEL™ Lyocell is produced from sustainably sourced wood using environmentally responsible processes. In FY20, we introduced UGGplush™ which is UGGpure wool combined with a percentage of TENCEL™ Lyocell woven into a recycled polyester backing. Lyocell allows our brands to move away from sourcing virgin wool and synthetic virgin petroleum-based faux fur. In FY24, nearly all UGGpure has been converted to UGGplush.

TENCEL™ Lyocell Fiber vs. Conventional Viscose Fiber

In FY24, we used 3.29 million lbs. of TENCEL™ Lyocell. When comparing conventional viscose raw fiber usage to the same usage of TENCEL™ Lyocell, we saved approximately 66.53 million MJs of energy, 17.83 million liters of water and 12.52 million lbs. of CO₂ eq. emissions.

12,518,975

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

17,829,789

WATER SAVED (LITERS OF WATER)

66,532,077

ENERGY SAVED (MJ)

LENZING™ Modal, LENZING™ ECOVERO™, and Birla Fiber vs. Conventional Viscose Fiber In FY24, we used 2.97 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 10.52 million lbs of CO₂ eq. emissions and 56.29 million MJs of energy.

10,522,712

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

56,288,770

ENERGY SAVED (MJ)

BENEFITS OF HEMP

Hemp Fiber vs. Conventional Cotton Fiber

In FY24, we used 28,849 lbs. of hemp. When comparing conventional cotton raw fiber usage to the same usage of hemp, we saved approximately 457,071 MJs of energy, 649.05 million liters of water and 256,755 lbs. of CO₂ eq. emissions.

256,755

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

649,047,140

WATER SAVED (LITERS OF WATER)

454,071

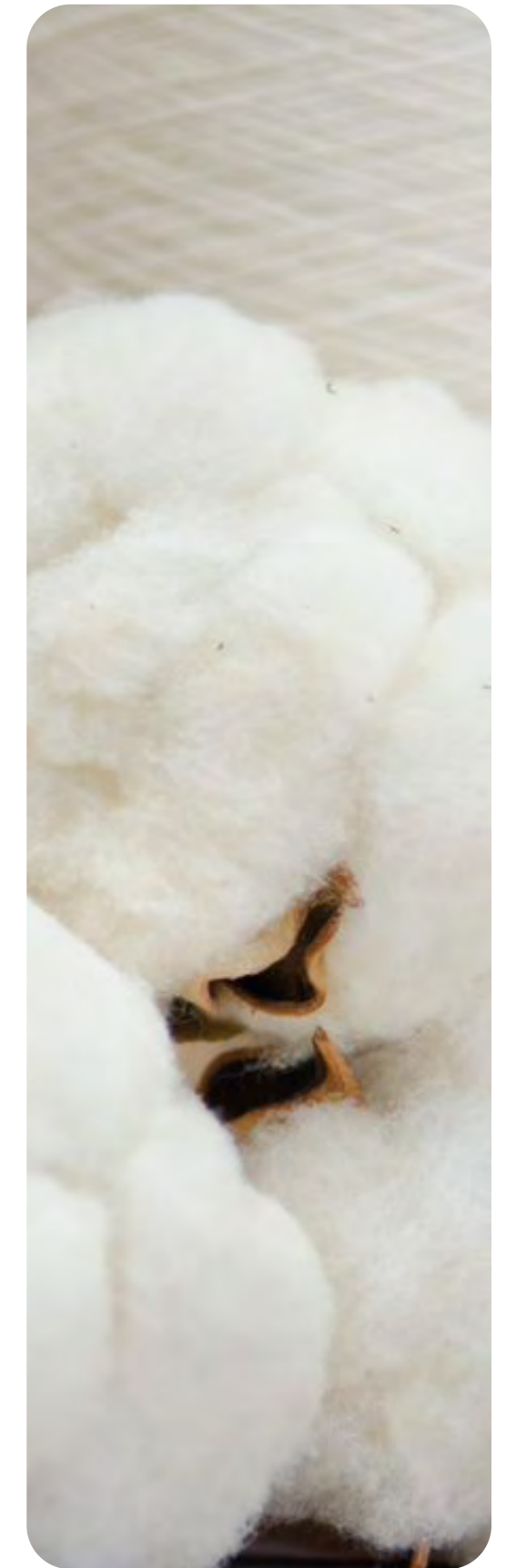
ENERGY SAVED (MJ)

MATERIALS (CONTINUED)

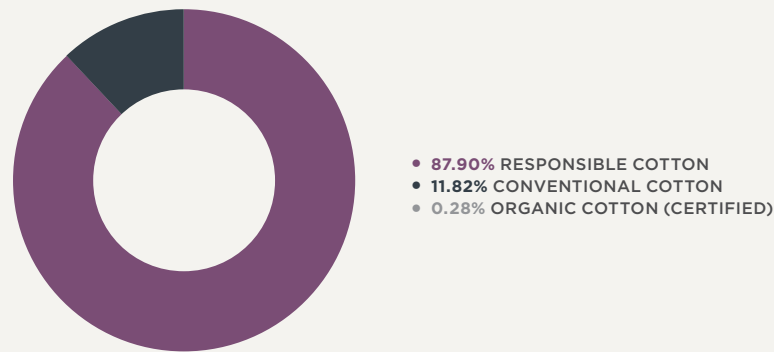
PLANT AND PLANT BASED MATERIALS (CONTINUED)

RESPONSIBLE COTTON

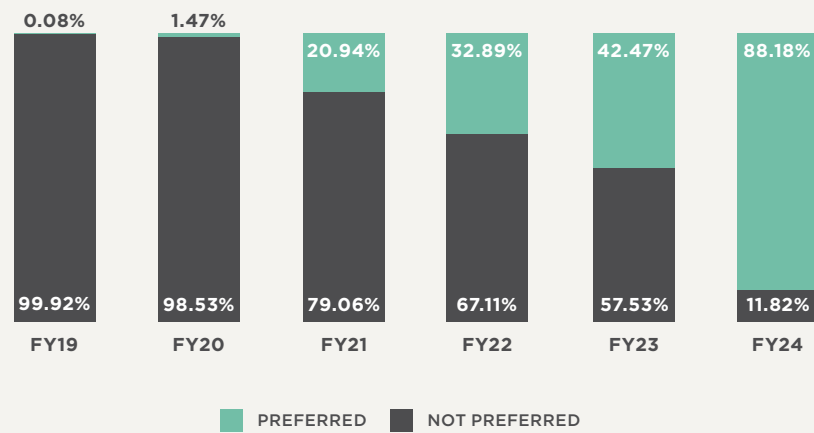
We are dedicated to seeking sustainable alternatives for materials. We understand the importance of sourcing cotton produced in a way that is better for the people who produce it and for the environment in which it grows. We require that approved suppliers, factory-sourced suppliers, licensees and agents do not source from countries or locations that support forced labor (including manufacturing facilities and textile mills). All cotton used in our products will be sourced through a responsible cotton scheme, including certified cotton, organic cotton and recycled cotton by end of calendar year 2025.



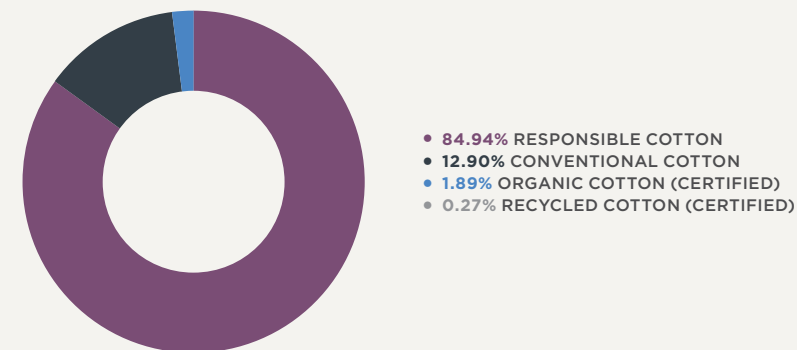
FY24 DECKERS FOOTWEAR COTTON FIBER BREAKDOWN



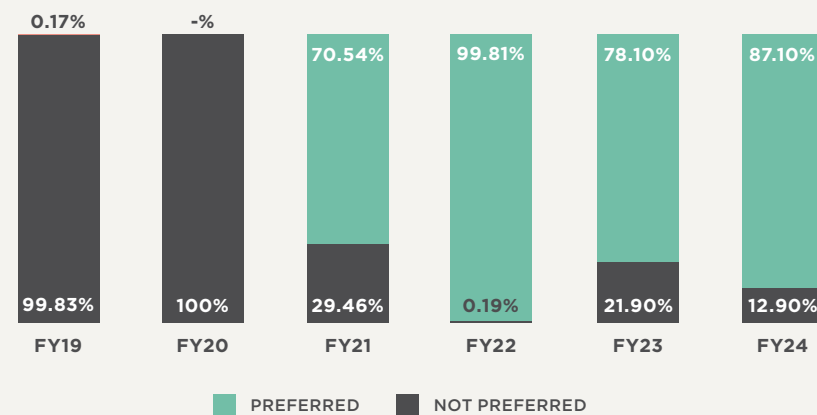
DECKERS FOOTWEAR PREFERRED COTTON GROWTH



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS COTTON FIBER BREAKDOWN



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED COTTON GROWTH



*In FY24 we recognize our preferred cotton progress decreased for apparel, accessories, and home goods. We believe this to be the result of regional changes (e.g. new suppliers) and lack of credits received. We intend to improve in FY25.



MATERIALS (CONTINUED)

PLANT AND PLANT BASED MATERIALS (CONTINUED)

BENEFITS OF RESPONSIBLE COTTON

Responsible Cotton Fibers (including certified responsible cotton, certified organic cotton and recycled cotton fibers) vs. Raw Conventional Cotton Fibers

In FY24, we sourced 696,609 lbs of responsibly sourced raw cotton fiber. When comparing responsibly sourced raw cotton to conventional cotton we saved approximately 6.54 billion liters of water, 4.86 million MJ of energy and 782,546 lbs CO₂ eq. emissions.

782,546

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

6,543,812,986

WATER SAVED (LITERS OF WATER)

4,856,493

ENERGY SAVED (MJ)

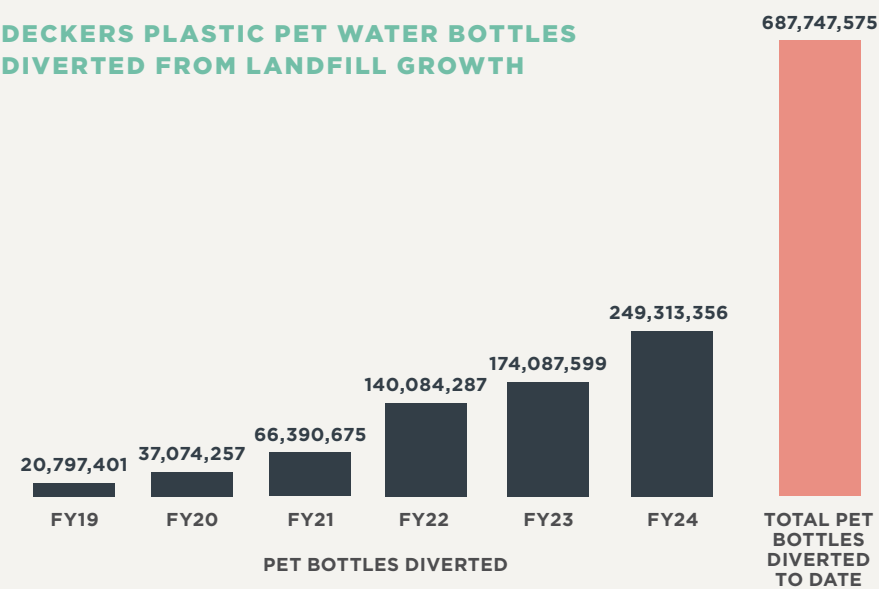
MATERIALS (CONTINUED)

SYNTHETIC MATERIALS

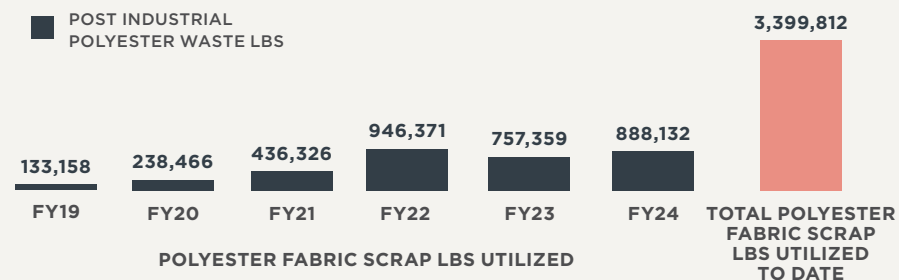
PREFERRED POLYESTER

Recycled polyester (rPET) is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY24, Teva continued to utilize rPET in 100% of its iconic straps, and both HOKA and UGG significantly increased the use of recycled polyester. In FY24, Deckers utilized over 9.97 million lbs of rPET, which is the equivalent of over 249.31 million PET water bottles. To date, Deckers has diverted over 687.75 million bottles and utilized 3.40 million lbs of post-industrial polyester fabric scrap in our products.

DECKERS PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL GROWTH

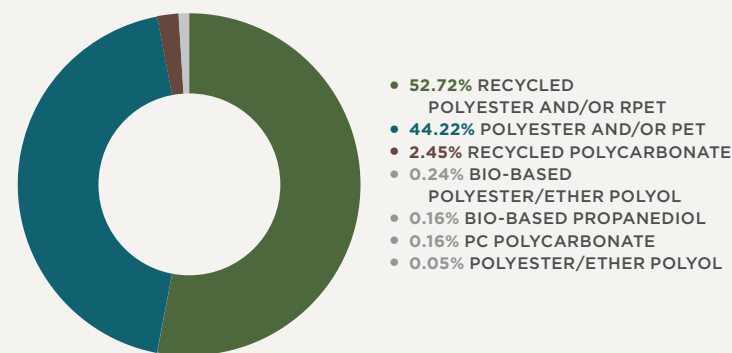


DECKERS LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED GROWTH

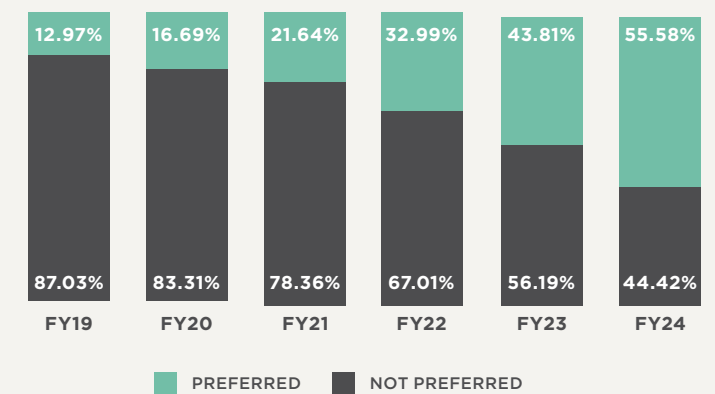


Co-Polyester Fibers and Films Breakdown

FY24 DECKERS FOOTWEAR CO-POLYESTER* BREAKDOWN (FIBERS AND FILMS)

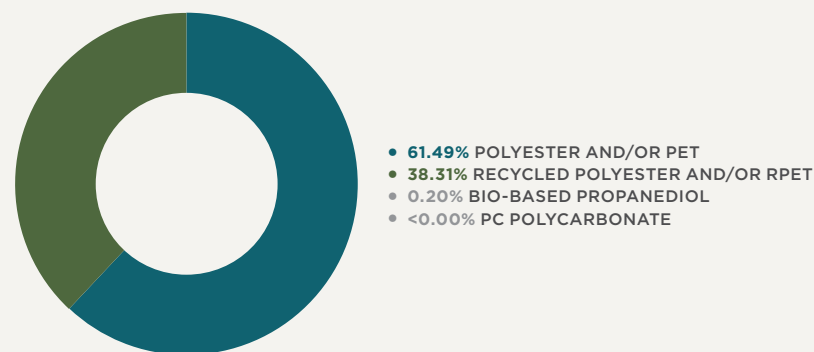


DECKERS FOOTWEAR PREFERRED CO-POLYESTER GROWTH

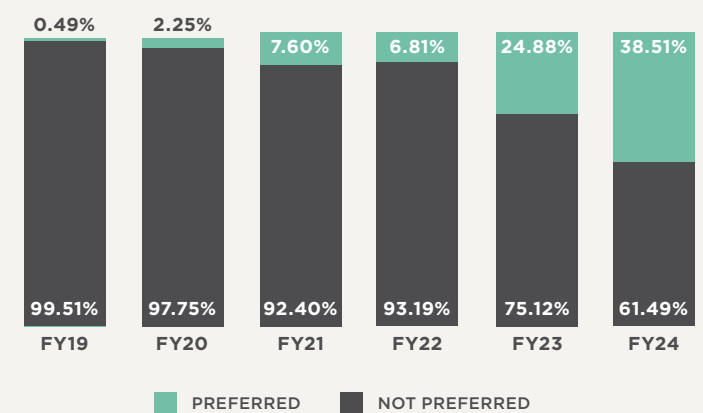


*Note, the co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, bio-based Polyester/PET, recycled polycarbonate and terylene.

FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CO-POLYESTER* BREAKDOWN (FIBERS AND FILMS)



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



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



MATERIALS (CONTINUED)

SYNTHETIC MATERIALS (CONTINUED)

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 FY24, we used 9.79 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 291.79 million MJs of energy, 5.51 billion liters of water and 20.99 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)	20,845,603	5,466,281,225	289,722,190
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	141,614	40,773,199	2,066,945
TOTAL RECYCLED POLYESTER SAVINGS	20,987,218	5,507,054,425	291,789,135

**Note, 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)

SYNTHETIC MATERIALS (CONTINUED)

FOOTWEAR PREFERRED BOTTOM UNITS AND FOAMS

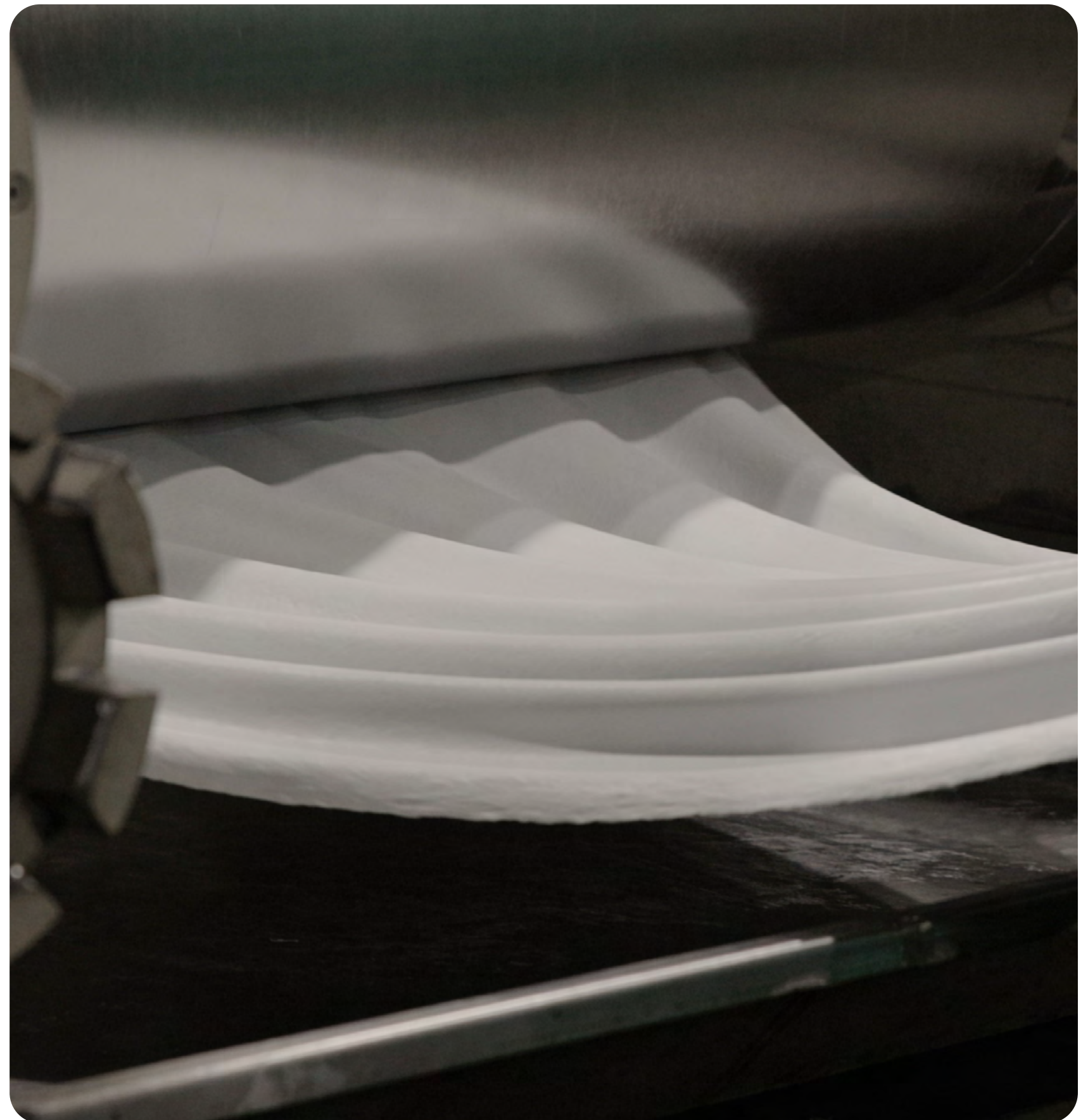
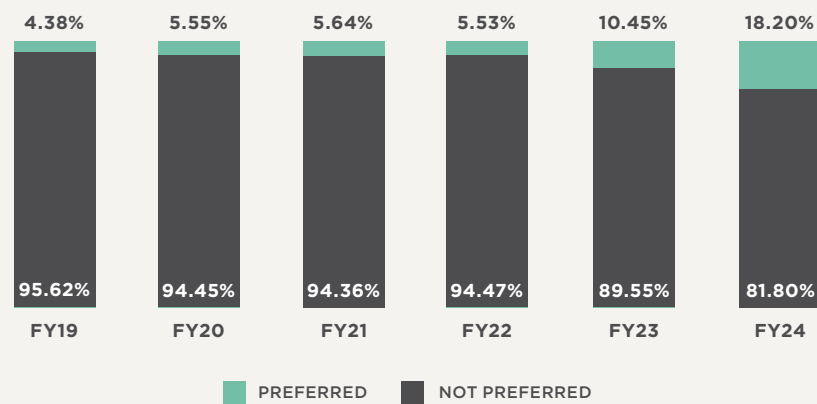
While we have made great progress in exploring preferred EVA, we recognize the need for alternative bottom units and foam materials. Preferred bottom units and foams include, but are not limited to, recycled rubber/PU and bio-based rubber. We include the following as part of our bottom unit categories: 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.

FY24 DECKERS FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS



- 18.20% PREFERRED
- 81.80% NOT PREFERRED

DECKERS FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS GROWTH





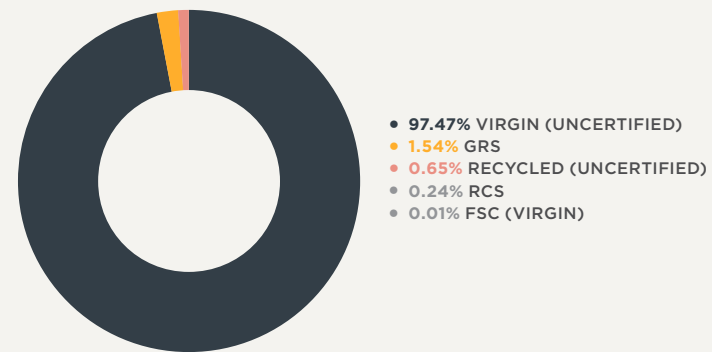
MATERIALS (CONTINUED)

SYNTHETIC MATERIALS (CONTINUED)

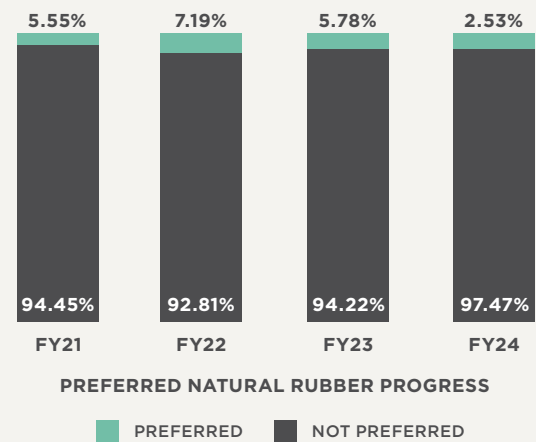
PREFERRED NATURAL RUBBER

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 any rubber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests.

FY24 DECKERS FOOTWEAR PREFERRED NATURAL RUBBER



DECKERS FOOTWEAR PREFERRED NATURAL RUBBER PROGRESS



*Note, we attribute the above decrease in natural rubber due to a change in product assortment among some of our brands



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

In FY24, we used 507,941 lbs. of Recycled Rubber (*Recycled Synthetic Rubber and Recycled Natural Rubber*). When comparing conventional synthetic rubbers usage to the same usage of recycled rubber, we saved approximately 20.50 million MJs of energy, 62.03 million liters of water, and 1.78 million lbs. of CO₂ eq. emissions.

1,780,602

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

20,501,625

ENERGY SAVED (MJ)



MATERIALS (CONTINUED)

SYNTHETIC MATERIALS (CONTINUED)

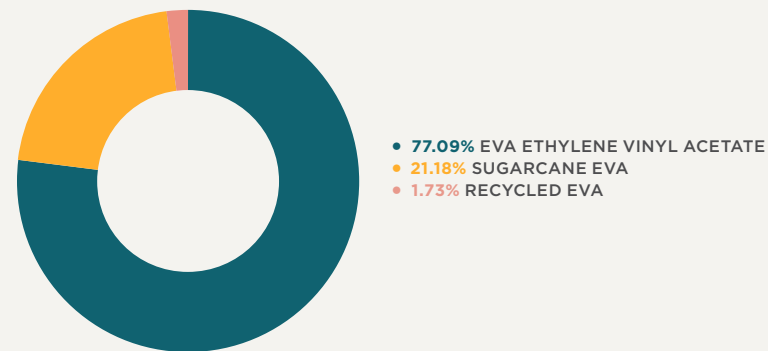
PREFERRED EVA

Sugarcane EVA and Recycled EVA Deckers continues to increase its utilization of SugarCane EVA and Recycled EVA.

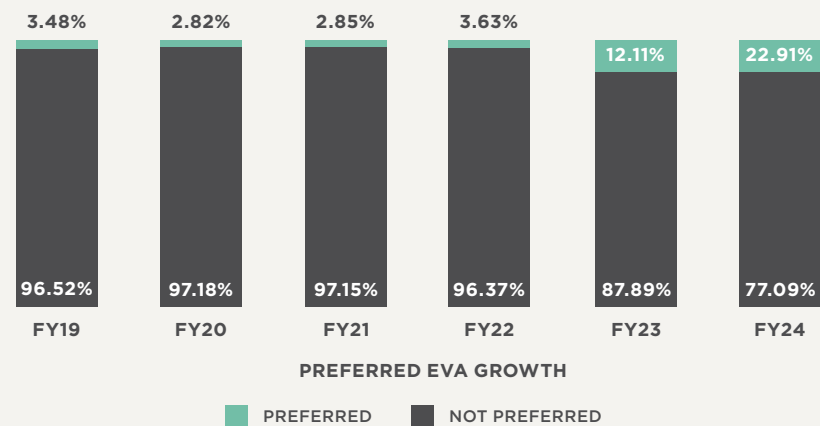
SugarCane EVA is a preferred material because it is made using swift-growing, rainwater-fed, renewable sugarcane. Bio-based Ethanol is extracted from the sugarcane and converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene provides a more sustainable 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.



FY24 DECKERS FOOTWEAR PREFERRED EVA BREAKDOWN



DECKERS FOOTWEAR PREFERRED EVA GROWTH



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

In FY24, we used 5.94 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 193.91 million MJs of energy, 286.34 million liters of water, and 28.38 million lbs. of CO₂ eq. emissions.

28,382,820

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

286,342,499

WATER SAVED (LITERS OF WATER)

193,908,505

ENERGY SAVED (MJ)

MATERIALS (CONTINUED)

SYNTHETIC MATERIALS (CONTINUED)

PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS

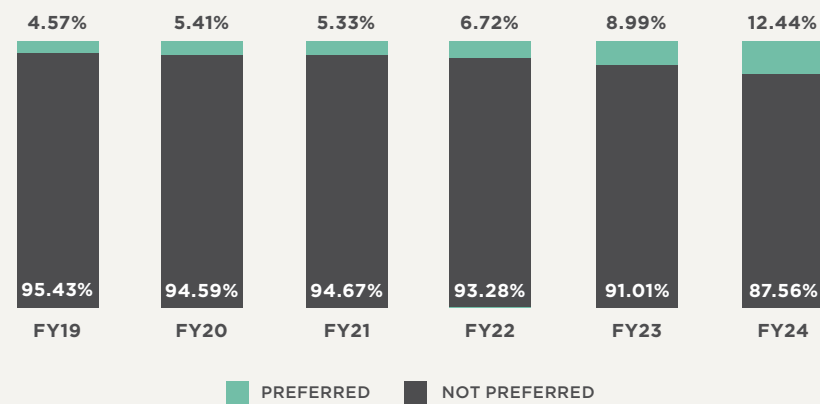
While we have made great progress in exploring preferred EVA, we recognize the need for alternative bottom units and foam materials. Preferred bottom units and foams include, but are not limited to, recycled rubber/PU and bio-based rubber. We include the following as part of our bottom unit categories: 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.

FY24 DECKERS FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS BREAKDOWN



- 12.44% PREFERRED
- 87.56% NOT PREFERRED

DECKERS FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS GROWTH





MATERIALS (CONTINUED)

PACKAGING MATERIALS

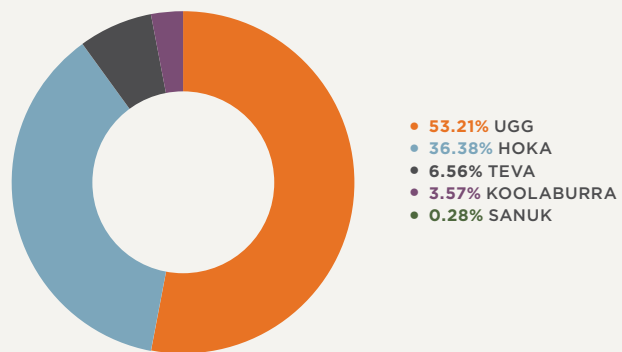
Our mission is to design more sustainable products and utilize more preferred materials in every aspect of our products - including our packaging materials. Product packaging is an important element as it is the first part of the finished good to be disposed of by the consumer. We consider 100% of our packaging as waste because of its short lifespan and, as a result, we have looked critically at the environmental impact of our packaging materials.

Packaging is a multi-functional vehicle that serves many purposes: it is used to contain and protect the contents inside the package and serves as a critical logistical tool throughout the entire supply chain. If all of the functions the package is intended to serve are not met, we risk increasing our environmental footprint by not meeting our consumers' expectations which can lead to return shipping, added resources, and eventually, a loss of consumer loyalty.

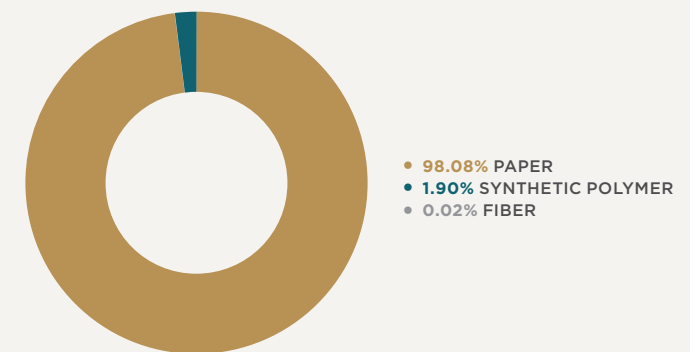
In FY24, Deckers joined Canopy's Pack4Good campaign. With approximately three billion trees being cut down each year to make paper packaging, Deckers wanted to do its part to explore preferred solutions. By joining Pack4Good, Deckers is showcasing its commitment to use FSC certified sources for its packaging and explore wood-alternatives, including Next Generation materials such as those made from agricultural waste.

FOOTWEAR PACKAGING MATERIALS

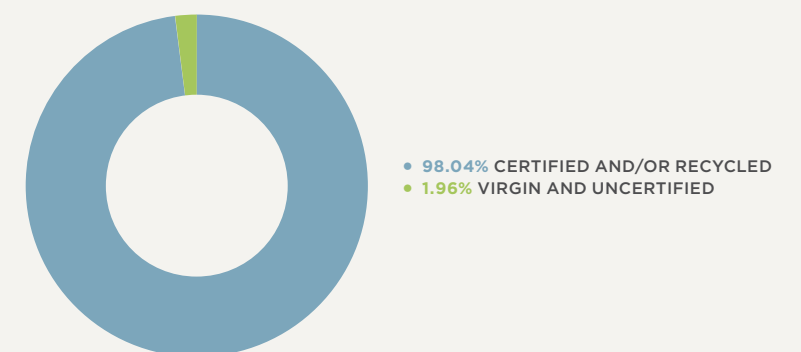
FY24 DECKERS FOOTWEAR PACKAGING WEIGHT USAGE BY BRAND



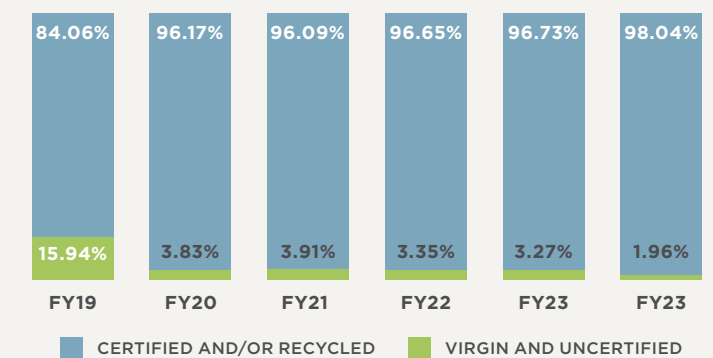
FY24 DECKERS FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



FY24 DECKERS FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING



FY24 DECKERS FOOTWEAR PREFERRED PACKAGING SUBSTRATES GROWTH



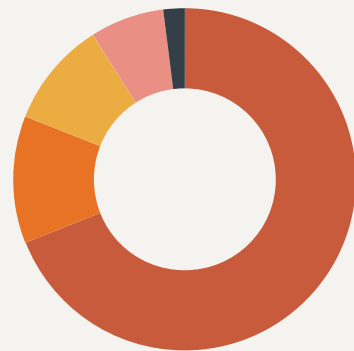


MATERIALS (CONTINUED)

PACKAGING MATERIALS (CONTINUED)

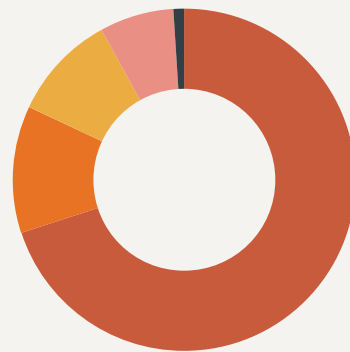
FOOTWEAR PACKAGING MATERIALS (CONTINUED)

FY24 DECKERS FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



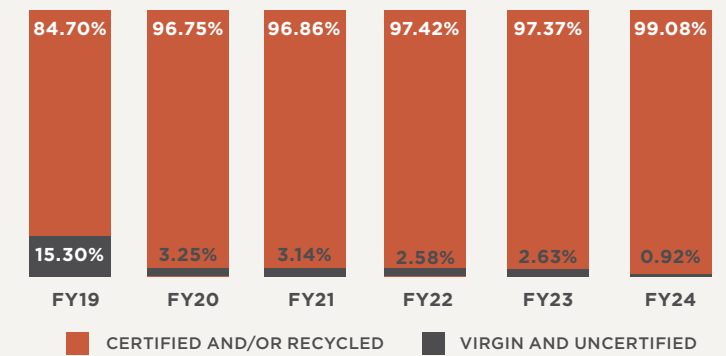
- 68.42% FSC (RECYCLED)
- 11.99% FSC (VIRGIN)
- 10.37% GRS
- 7.25% RECYCLED (UNCERTIFIED)
- 1.96% VIRGIN (UNCERTIFIED)
- 0.01% RESONSIBLE COTTON SOURCING SCHEME

FY24 DECKERS FOOTWEAR PAPER PACKAGING BREAKDOWN

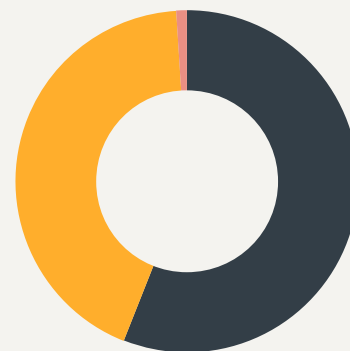


- 69.76% FSC (RECYCLED)
- 12.22% FSC (VIRGIN)
- 9.73% GRS
- 7.37% RECYCLED (UNCERTIFIED)
- 0.92% VIRGIN (UNCERTIFIED)

DECKERS FOOTWEAR PREFERRED PAPER PACKAGING SUBSTRATES GROWTH

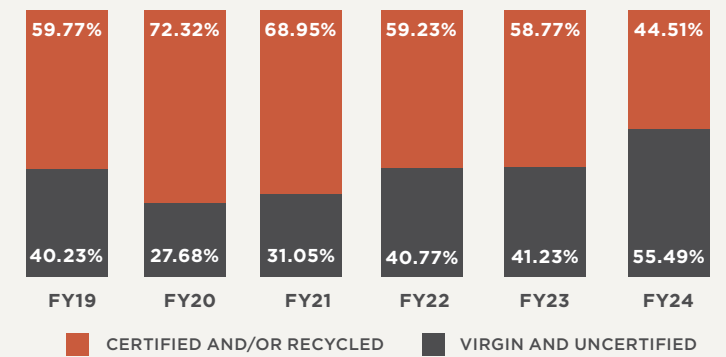


FY24 DECKERS FOOTWEAR PLASTIC PACKAGING



- 55.49% VIRGIN (UNCERTIFIED)
- 43.28% GRS
- 1.23% RECYCLED (UNCERTIFIED)

DECKERS FOOTWEAR PREFERRED PLASTIC PACKAGING SUBSTRATES PROGRESS



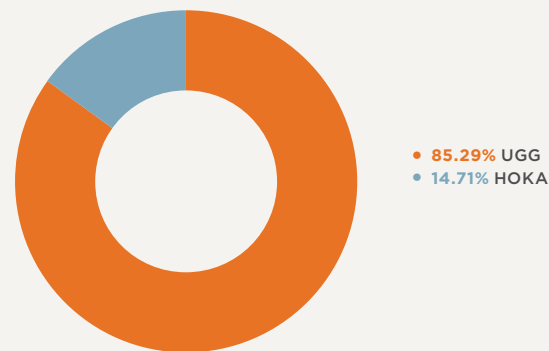


MATERIALS (CONTINUED)

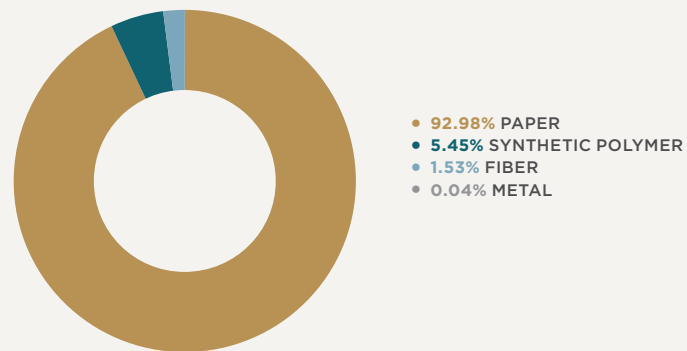
PACKAGING MATERIALS (CONTINUED)

APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING MATERIALS

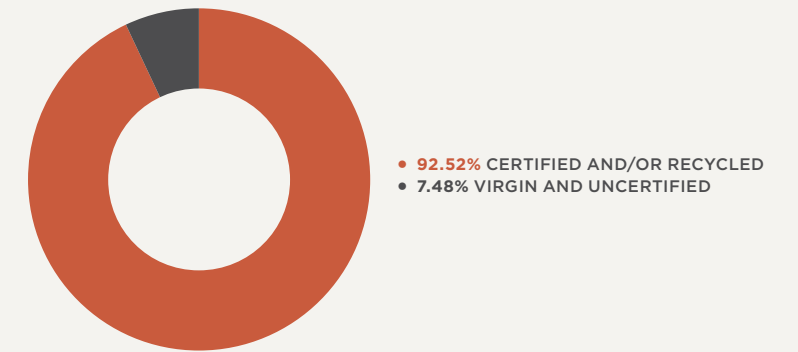
FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING WEIGHT USAGE BY BRAND



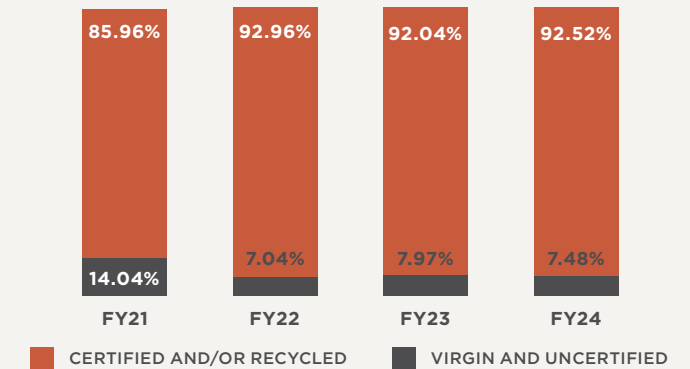
FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING SUBSTRATE BREAKDOWN



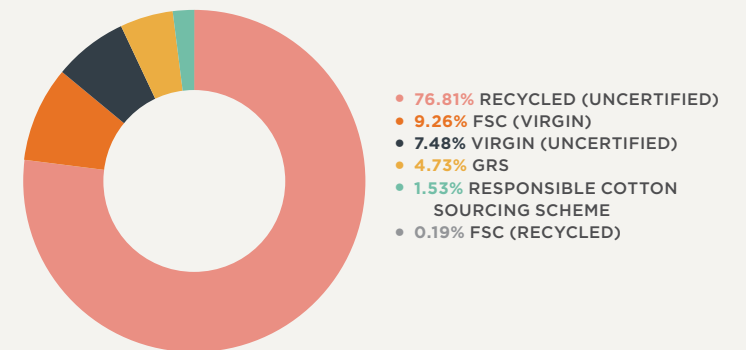
FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING



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



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



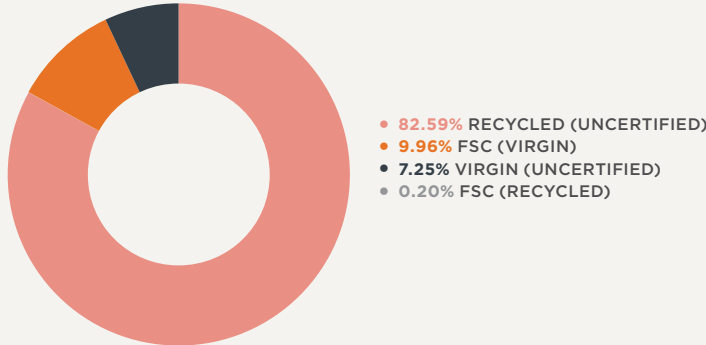


MATERIALS (CONTINUED)

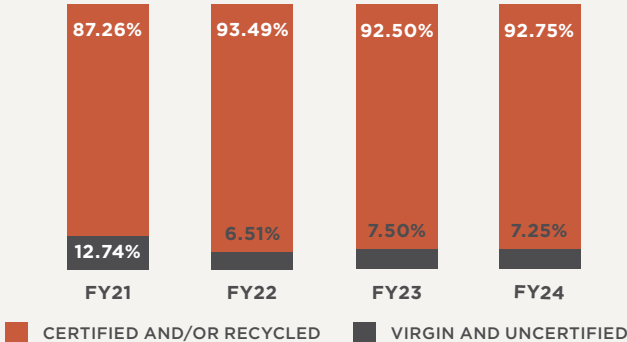
PACKAGING MATERIALS (CONTINUED)

APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING MATERIALS (CONTINUED)

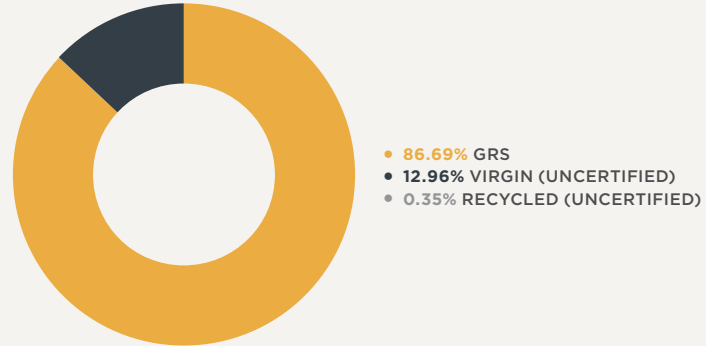
FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PAPER PACKAGING BREAKDOWN



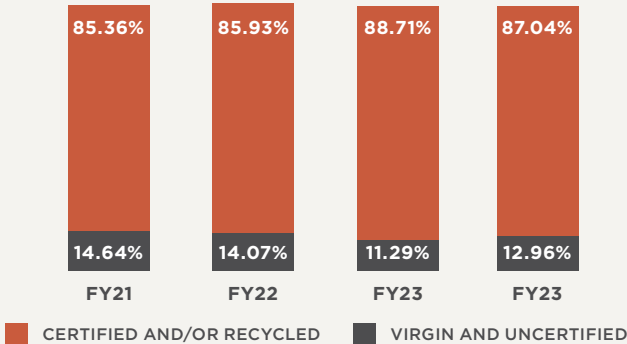
DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PAPER PACKAGING SUBSTRATES GROWTH



FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PLASTIC PACKAGING BREAKDOWN



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

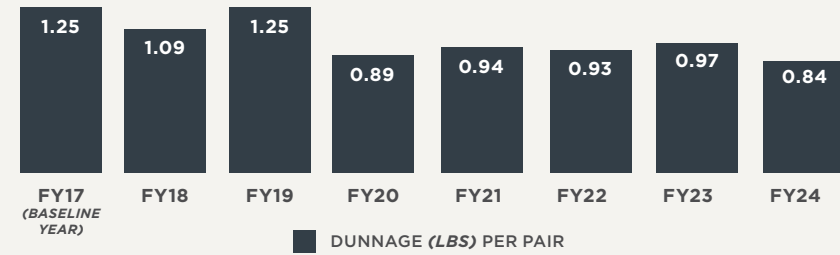


MATERIALS (CONTINUED)

PACKAGING MATERIALS (CONTINUED)

DECKERS PACKAGING MATERIALS LCA

DECKERS FOOTWEAR PACKAGING DUNNAGE PER PAIR



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%)

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%)

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%)

DECKERS PACKAGING	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE DUNNAGE PER PAIR
FY19	1.06	-%
FY20	0.89	(16.04%)
FY21	0.94	5.62%
FY22	0.89	(5.32%)
FY23	0.97	8.99%
FY24	0.84	(13.04%)

DECKERS TREES SAVED (FY17-FY24)

FY17	447,864	FY21	777,175
FY18	659,858	FY22	1,202,523
FY19	633,636	FY23	1,033,085
FY20	647,580	FY24	1,079,665
		TOTAL	6,481,385

**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 to contribute to the problem. We track a majority of hides back to their countries of origin which enables us to avoid countries that are known to contribute to deforestation. 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. We have also updated our **Ethical Sourcing and Animal Welfare Policy** to require 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.

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 offer vegan-friendly options and clearly identify such products on their respective websites for our 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 FY24, 100.00% of the wool used in our footwear, and 98.80% used in our apparel, accessories and home goods, was repurposed wool or RWS Wool. The percentage is slightly lower for apparel, accessories and home goods (*when compared to footwear*) because for apparel, accessories and home goods we utilize licensees and agents (*rather than direct sourcing*). However, our partners are aware of our target and are committed to the elimination of virgin wool, or ensuring it is RWS certified, by FY25. We continue to incorporate UGGplush™ into our footwear products, transitioning away from virgin wool. UGGplush™ is UGGpure® wool (*wool harvested off our twinface sheepskin*) and plant-based TENCEL™ Lyocell woven into a recycled polyester backing. In FY24, all UGGpure was converted to UGGplush. The TENCEL™ Lyocell content in UGGplush has further reduced the need for virgin wool. We are committed to complete transparency in our use of animal products, and we hope that transparency is evident to our consumers as part of our commitment to using animal products in a responsible manner.



MATERIALS (CONTINUED)

BRAND SPECIFIC SUSTAINABLE COLLECTIONS



REIMAGINED BY UGG

In FY24, UGG unveiled ReImagined by UGG® crafted using leftover leathers and suedes, the collection creates new takes on iconic UGG® silhouettes like the Tasman and Classic Ultra Mini. When designing and building boots, sometimes there is extra material that does not get used. UGG® thought to create a new take on styles consumers already love with that material. On the outside, there is beautiful texture in an of-the-now patchwork design. On the inside, find soft UGGplush™ crafted from repurposed wool and TENCEL™ Lyocell woven into a recycled polyester backing. Both styles are built on a sugarcane EVA outsole that is cushy and supportive and made from rapidly renewable, rainwater-nourished sugarcane. The suede and sheepskin are sourced from Leather Working Group-certified tanneries.



UGG REGENERATIVE COLLECTION

UGG celebrated a significant milestone of influencing more than one million acres of grasslands across eighty farms in Australia towards regenerative farmland. The milestone comes a year ahead of schedule and only four years after the brand established a long-term grant with Land to Market and Savory Institute to support regenerative agriculture. The UGG brand expanded upon its Regenerate collection offering the Ultra Mini Crafted Regenerate, Tasman Crafted Regenerate, Neumel Crafted Regenerate, Tasman Regenerate, Classic Mini Regenerate, Scuffette II Regenerate, Campfire Crafted Regenerate, and Shearing Coat Regenerate which are 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.



HOKA TRANSPORT

Designed with the city-dweller in mind, the Transport employs a 30% sugarcane EVA midsole, a Vibram® EcoStep Natural outsole that uses 90% oil-free components, and Cordura® RE/CORE™ with 100% rPET, plus a quick-toggle lace and 360 degrees of reflectivity.



HOKA RESTORE TC

In FY24, HOKA introduced a progressive slip-on designed with the circular economy in mind, Restore TC is engineered from minimal materials and employs a simple, three-part construction. Pairing a stretchy, sock-like upper with a 30% sugarcane-based EVA insole and 20% sugarcane-based EVA outsole, and a protective EVA toe cap.



TEVA ORIGINAL UNIVERSAL RELOOP

The Original Universal ReLoop was intentionally designed with straps made from 100% post-consumer and post-industrial textile waste and recycled plastic bottles from REPREEVE® powered by Textile Takeback™. Offered in all-gender sizing, this sandal is ready to explore with a durable outsole made from 50% recycled rubber.



SANUK X PROTECT OUR WINTERS

In October 2023, Sanuk teamed up with Protect Our Winters (POW), a nonprofit environmental organization dedicated to the protection and enjoyment of the great outdoors. Sanuk and Protect Our Winters launched a limited-edition footwear collection made with low-impact materials combined with offsets purchased for the small remaining emissions they create to make them carbon neutral. In addition to debuting the collaborative footwear collection, Sanuk donated \$25,000 in 2023 to help Protect Our Winters fight for climate policy changes that strive to create a positive, lasting impact on the health and preservation of our outdoor playgrounds.



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 are dedicated to animal welfare and ensuring traceability within our supply chain. One of our valued partnerships is with 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 proud 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. The core focus is the development of the Responsible Leather Assessment Tool which sets a global benchmark for minimum best practices.



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.



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.



MATERIALS (CONTINUED)

MATERIALS RELATED RECOGNITION



UNIFI'S 2024 REPREEVE® CHAMPIONS OF SUSTAINABILITY

Deckers was once again named one of Unifi's REPREEVE® Champions of Sustainability in 2024. 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

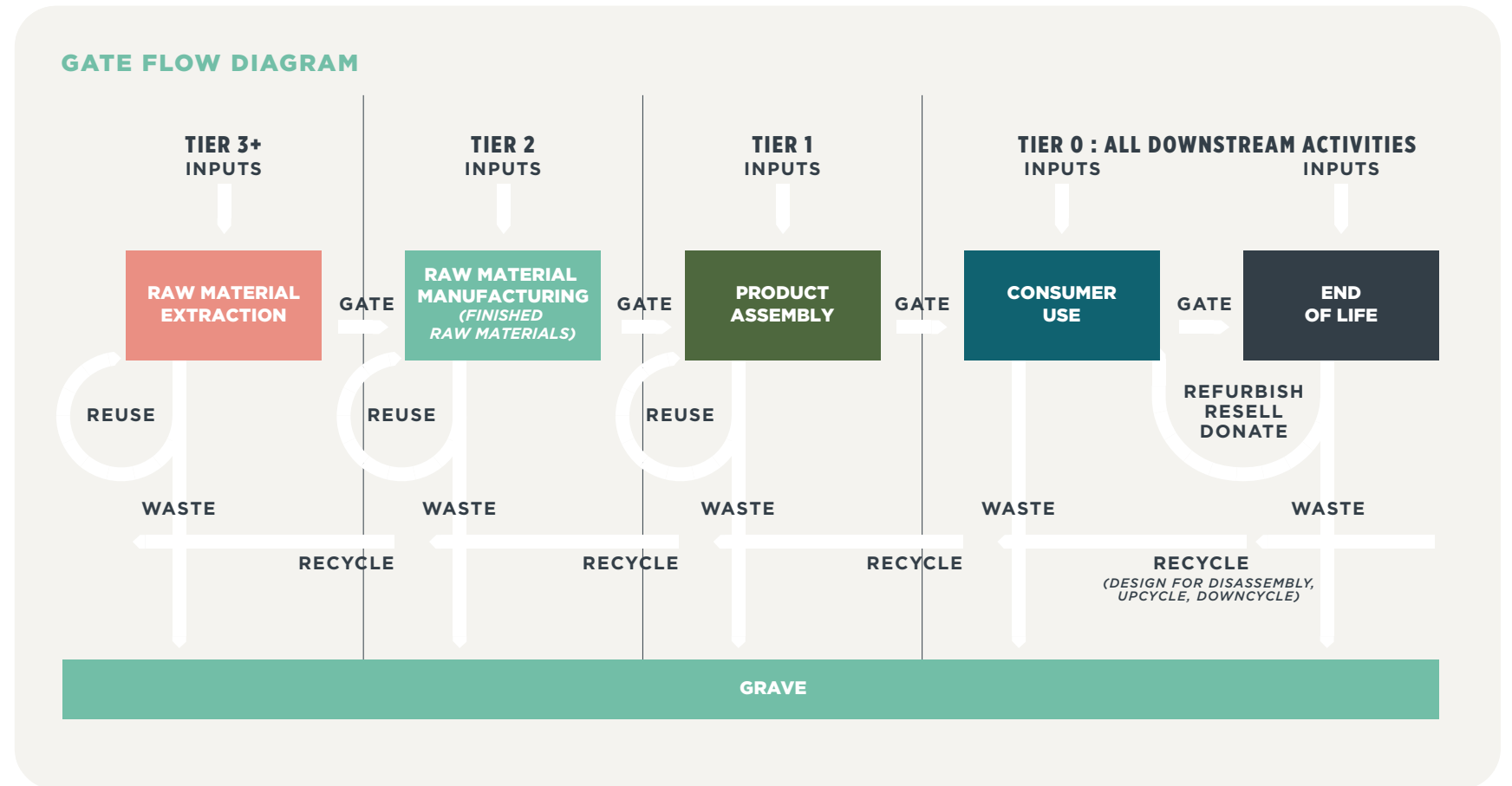
fiber, Deckers has recycled approximately 186 million plastic bottles to date. This is an increase from the 100+ million reported in FY23 and an accomplishment we are truly quite proud of.

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, this 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. In fact, 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 moving forward. We use this guide in an effort to improve our raw materials manufacturing, end-of-life impact, waste reduction efforts, and waste diversion efforts.

We also deploy an extensive questionnaire to all of our Tier 2 supplier partners on a bi-annual basis to collect our lifecycle assessment inventory 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 HIGG FEM module, now Worldly.

All of this data is collected, summarized, and ultimately gives us 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 LCA allows us to look at the footprint (*greenhouse gas (GHG) emissions, fossil fuel, water usage, and more*) within each phase of the materials process of all our materials from cradle-to-grave. This includes raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

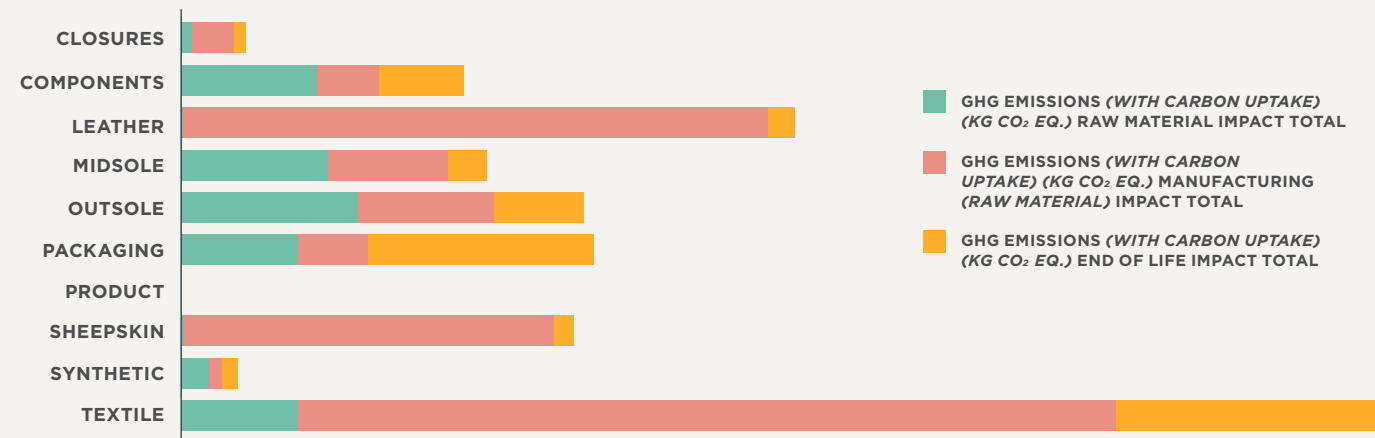
Raw materials manufacturing is different from product manufacturing. Raw materials manufacturing refers to the finished goods our Tier 2 supplier partners provide us, and product manufacturing (also known as assembly) refers to the finished goods our Tier 1 factory partners produce for the end consumer. Assembly impact, transportation and storage from factory to end consumer, use, and end-of-life are all incorporated into our carbon accounting exercise. The experts who conducted our carbon accounting took our raw materials LCA data, product assembly impacts, and downstream transportation, and use, and end-of-life when calculating our footprint taking a full cradle-to-grave approach.

Our material LCA also allows us to break down our data by material category (e.g. closures, components, leather, midsole, outsole, packaging and labeling, sheepskin, synthetics and textile) so that we can identify which materials have the largest environmental impact within each material category. This data within the materials categories represent Deckers' current categorizations as inputted by our product teams and could fluctuate as we continue to evolve as an organization.

MATERIALS (CONTINUED)

DECKERS FOOTWEAR GATES BREAKOUT

FY24 DECKERS FOOTWEAR 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	2,070,763.57	6,447,626.19	1,724,889.17
COMPONENTS	23,557,114.74	11,411,300.95	13,872,353.08
LEATHER	299,245.57	92,545,640.28	5,090,917.36
MIDSOLE	25,200,366.37	18,583,004.74	7,859,347.94
OUTSOLE	32,114,506.9	22,306,353.16	13,127,695.16
PACKAGING	18,804,560.83	15,459,629.81	27,238,604.44
PRODUCT	876.00	5,480.46	1,127.90
SHEEPSKIN	281,113.34	62,089,696.05	2,939,518.85
SYNTHETIC	5,460,426.53	2,339,140.62	2,479,075.06
TEXTILE	18,465,168.28	144,429,616.60	4,3120,939.67

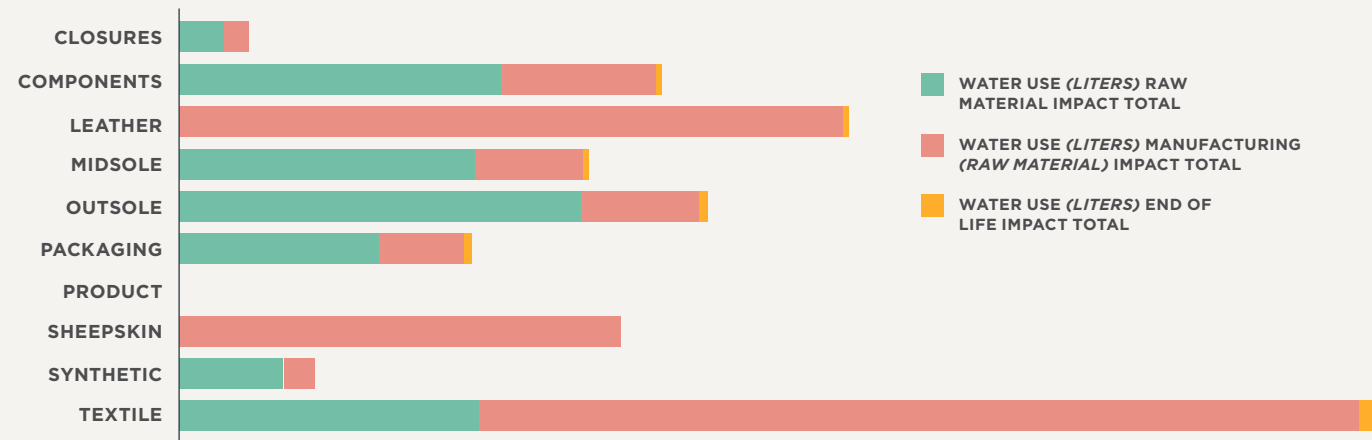
*Above you can see the raw material impacts are the highest in our components, midsoles, outsoles, packaging and textiles. The raw material manufacturing impacts in our leather, sheepskin, textiles, and packaging are the highest and are areas to potentially improve. The highest end-of-life impacts live within the packaging and textile categories.



MATERIALS (CONTINUED)

DECKERS FOOTWEAR GATES BREAKOUT (CONTINUED)

FY24 DECKERS FOOTWEAR 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	2,501,270,542	1,608,945,330	29,450,814.9
COMPONENTS	19,536,065,511	8,452,097,392	244,277,965.2
LEATHER	31,245,932.13	38,215,887,260	113,936,217.7
MIDSOLE	18,294,262,763	5,406,871,559	235,725,602.4
OUTSOLE	23,464,790,288	6,507,937,370	362,381,541.5
PACKAGING	12,892,518,725	4,280,998,788	336,530,680.5
PRODUCT	383,250.07	1,107,975.94	19,135.13
SHEEPSKIN	95,522,653.98	21,891,648,098	65,014,711.34
SYNTHETIC	5,189,581,036	1,722,175,455	41,163,763.72
TEXTILE	17,245,966,160	37,989,983,680	666,900,849.6

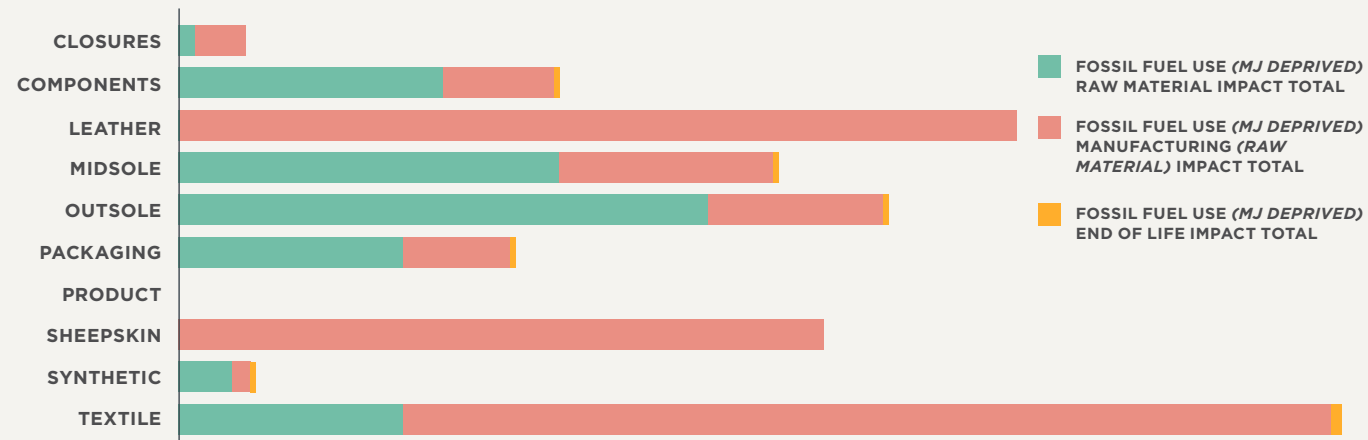
*Above you can see the raw material impact is the highest for our components, midsoles, outsoles and textiles and raw material manufacturing impacts in our leather, sheepskin, and textiles are the highest and are potential areas to improve.



MATERIALS (CONTINUED)

DECKERS FOOTWEAR GATES BREAKOUT (CONTINUED)

FY24 DECKERS FOOTWEAR 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	36,348,215.49	88,587,237.8	905,436.02
COMPONENTS	503,928,942.9	185,723,121.1	6,301,868.942
LEATHER	280,683.06	1,630,080,894	2,006,658.57
MIDSOLE	699,106,933.2	341,731,310.2	5,301,619.39
OUTSOLE	924,518,579.3	429,379,670.1	8,126,175.71
PACKAGING	378,202,773.90	170,981,209.50	6,762,405.60
PRODUCT	21,462	74,514.76	569.13
SHEEPSKIN	828,715.74	1,107,598,772	1,168,775.96
SYNTHETIC	108,072,939.2	35,515,827.88	1,141,620.02
TEXTILE	391,709,908.1	1,956,961,624	20,329,420.47

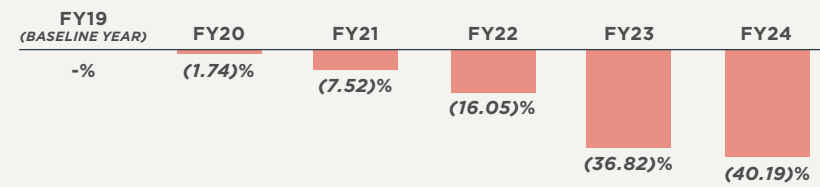
*Above you can see our raw material impact is the highest in our components, midsoles and outsoles and the raw material manufacturing impacts in our leather, sheepskin and textile are the highest and are potential areas to improve.



MATERIALS (CONTINUED)

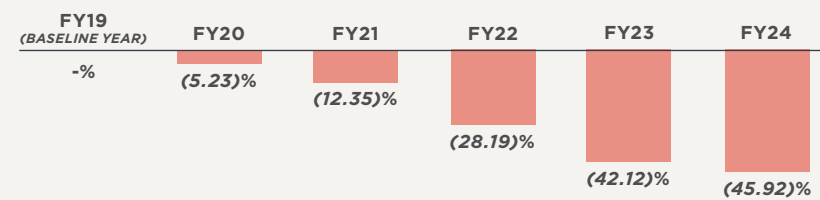
DECKERS FOOTWEAR GATES BREAKOUT (CONTINUED)

DECKERS BRANDS FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



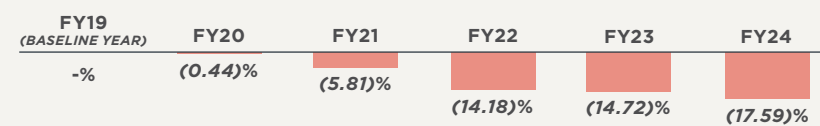
CUMULATIVE CHANGE IN GHG EMISSION PER PAIR

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



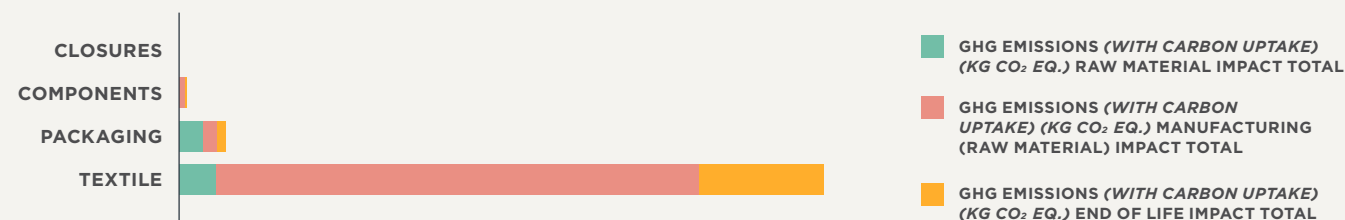
CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR



MATERIALS (CONTINUED)

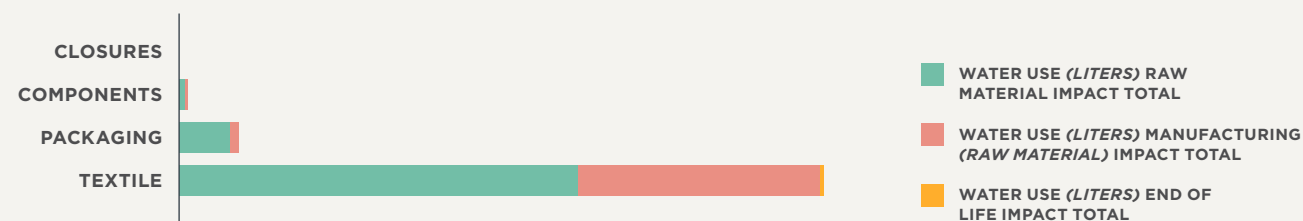
DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GATES BREAKOUT

FY24 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	5,410.33	14,806.15	3,943.65
COMPONENTS	70,462.38	184,286.27	61,844.01
PACKAGING	1,085,849.25	728,926.96	437,138.27
TEXTILE	1,879,249.72	20,725,203.36	4,243,631.09

FY24 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	5,117,119.74	3,532,550.052	95,288.35
COMPONENTS	68,492,011.03	51,598,692.51	1,322,887.44
PACKAGING	1,273,991,883	235,354,889.7	5,567,140.11
TEXTILE	7,690,278,811	5,332,812,023	67,565,057.99

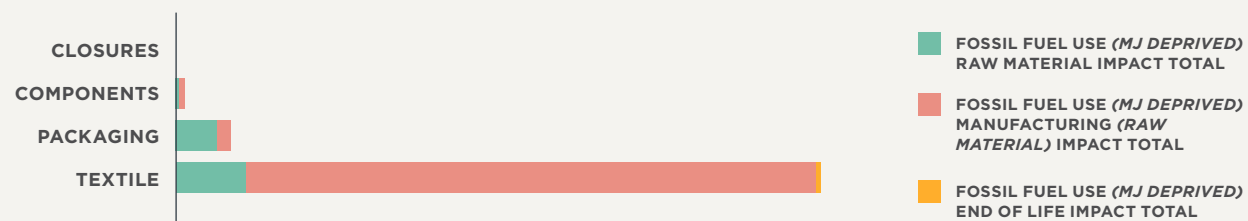




MATERIALS (CONTINUED)

DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GATES BREAKOUT (CONTINUED)

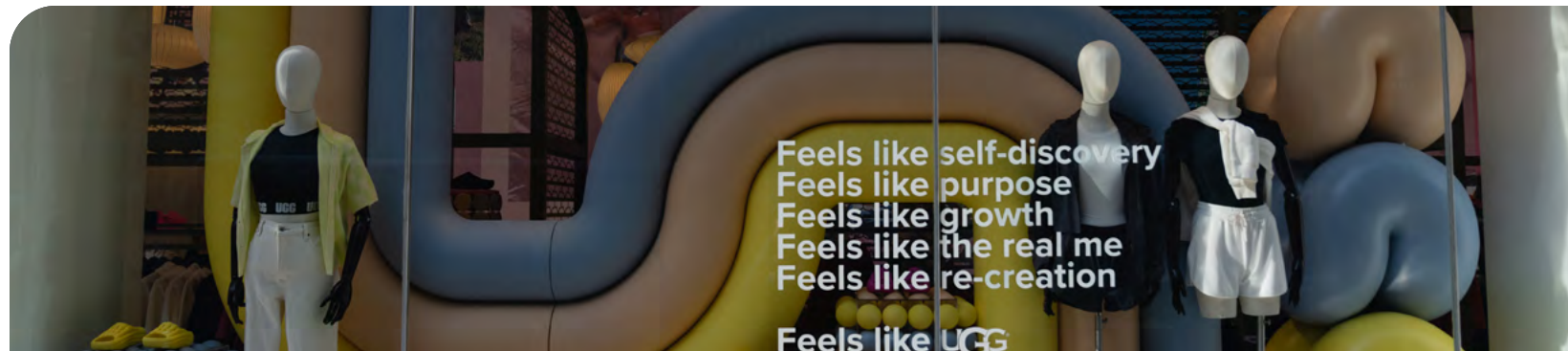
FY24 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



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	109,522.96	213,741.26	3,063.10
COMPONENTS	1,428,987.85	2,607,855.98	42,114.90
PACKAGING	15,544,153.44	9,441,465.47	146,887.35
TEXTILE	39,572,108.94	280,912,363.10	2,011,991.66

SUMMARY OF DECKERS' MATERIALS TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS



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

**Note, 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	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	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	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	33.94% 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	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	On Track	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	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	99.06% of all hides used Deckers in footwear were sourced from LWG-certified tanneries or were recycled leather	99.99% of all hides used Deckers in footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used Deckers in 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

*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 (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all hides used 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	On Track	2022
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	On Track	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	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 (RDS)-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	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	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 (RWS)-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	On Track	2025
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	On track - 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.*

SUMMARY OF DECKERS' MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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	On Track	2030
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	On Track	2025
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	On Track	2026
100% of all MMCFs (<i>Man-Made Cellulosic Fibers</i>) 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	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	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	On Track	2027

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SUMMARY OF DECKERS' MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
<p>20-25% of bottom units utilize bio-based, plant-based and/or recycled materials</p> <p><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></p>	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	On Track	2030
<p>25-30% of all EVA used in our bottom units will feature recycled and/or bio-based materials</p> <p><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></p>	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	On Track	2030
<p>15-20% of all materials used outside of EVA in our bottom units will feature bio-based, plant-based, and/or recycled materials</p> <p><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></p>	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	7.12% of all materials used outside of EVA in our bottom units featured bio-based, plant-based, and/or recycled materials	6.72% 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	On Track	2030
<p>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</p>	50% of all natural rubber used in Deckers footwear to come from recycled sources or certified to 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	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	In progress - Target achievable	2030
<p>100% of packaging materials used in Deckers footwear will be made from preferred materials</p>	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	On Track	2030

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SUMMARY OF DECKERS' MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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	92.06% 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	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	On Track	2026
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	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	2.07% of Deckers footwear materials used more preferred dye methods	11.60% of Deckers footwear materials used more preferred dye methods	17.27% of Deckers footwear materials used more preferred dye methods	16.56% 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	<p>UGG launched refurbishment opportunity for Classic franchise</p> <p>Teva offered recycling of Teva sandals</p> <p>HOKA to start limited resale opportunity and we continue to explore further expansion opportunities for resale for all brands</p> <p>Formed Materials Innovation Committee to stay apprised of new material innovation and development working to bring them to sale</p>	<p>UGG continued to offer refurbishment opportunity for Classic franchise</p> <p>Teva offered recycling of Teva sandals</p> <p>HOKA to explore further resale opportunities</p>	<p>UGG continued to offer refurbishment opportunity for Classic franchise</p> <p>HOKA to explore further resale opportunities</p>	In progress - Target achievable	2030

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CLIMATE AND CLEAN ENERGY

OUR APPROACH

According to the [U.S. National Oceanic and Atmospheric Administration \(NOAA\) 2023 was the warmest year on record \(1850-2023\)](#), the 10 warmest years in the 174-year record have all occurred during the last decade (2014-2023). The Earth's temperature is rising, threatening Earth's ecosystems and significantly impacting many 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 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.



CLIMATE AND CLEAN ENERGY

Reduce energy consumption and greenhouse gas emissions throughout our operations



CLIMATE AND CLEAN ENERGY (CONTINUED)

FY24 EMISSIONS SUMMARY

In FY24, 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. Our approach remains the same: measure, reduce, and consider offsets.

This fiscal year, we worked with Carbon Trust to rebaseline our Scope 1, 2, and 3 emissions. The Science-Based Targets Initiative requires a rebaseline every five years as a matter of best practice. In connection with this rebaseline exercise, a few things occurred that are worth noting. Namely: (1) Emissions factors have been updated to reflect current emissions factors for

all years. (2) A number of inputs moved out of Scope 3 and into Scope 1&2. This shift increases Deckers Scope 1&2 emissions for all years but, as a reminder, Deckers Scope 1&2 emissions only accounts for approximately 1% of our emissions. Our rebaseline efforts only had a nominal impact on our Scope 3 emissions which are still progressing in a positive direction.

While we are proud of our progress to date, we cannot predict all potential events that could impact our emissions (e.g. headwinds, 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 (METRIC TONS CO₂E)

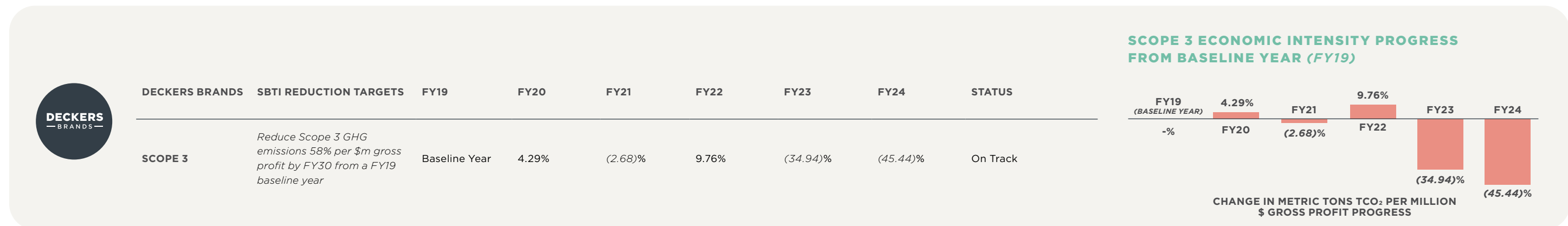
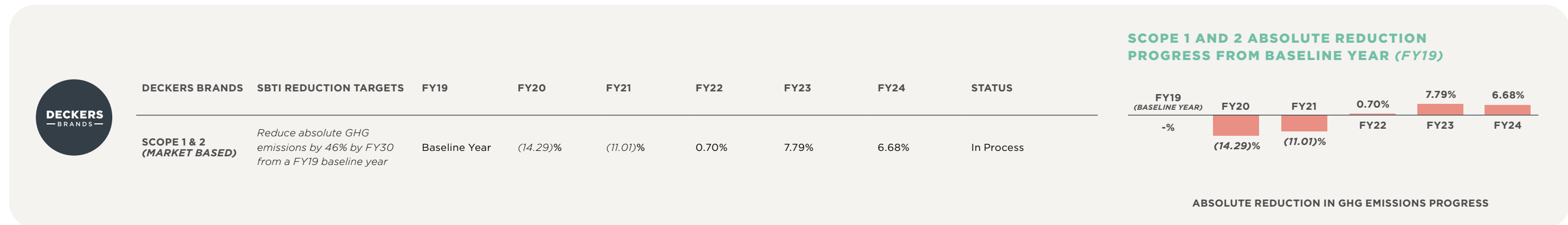
SCOPE	FY19 (BASELINE YEAR) (METRIC TONS CO ₂ E)	FY20 (METRIC TONS CO ₂ E)	FY21 (METRIC TONS CO ₂ E)	FY22 (METRIC TONS CO ₂ E)	FY23 (METRIC TONS CO ₂ E)	FY24 (METRIC TONS CO ₂ E)	FY24 (% OF BREAKDOWN)
SCOPE 1	1,519	1,438	1,468	1,720	1,849	1,782	0.16%
SCOPE 2: MARKET-BASED	6,599	5,519	5,755	6,454	6,900	6,878	0.64%
SCOPE 3	858,086	949,757	1,103,458	1,456,044	983,762	1,074,028	99.20%
TOTAL EMISSIONS TCO₂E	866,204	956,714	1,110,681	1,464,218	992,511	1,082,688	100%

**Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi. Our Scope 1, 2 and 3 footprint has been calculated by Carbon Trust and are restated from prior years given Deckers rebaseline exercise performed in FY24.*

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. We have identified targets both at a parent company level and a brand level. Our parent company targets are as follows:



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 preferred/natural
- Exploring and investigating cutting edge, less impactful, technologies
- Ensure at least 55% of footwear materials and 75% of all apparel, accessories and home good materials will be made with preferred materials
- Conduct environmental monitoring of 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 ecology 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 (CONTINUED)

DETAILED SCOPE 3 EMISSIONS

CATEGORY NAME	FY24 TOTAL EMISSIONS (TCO ₂ E)	FY23 TOTAL EMISSIONS (TCO ₂ E)	FY22 TOTAL EMISSIONS (TCO ₂ E)	FY21 TOTAL EMISSIONS (TCO ₂ E)	FY20 TOTAL EMISSIONS (TCO ₂ E)	FY19 TOTAL EMISSIONS (TCO ₂ E)
1A: PURCHASED GOODS AND SERVICES (PRODUCT)	889,895	775,908	1,152,893	919,991	783,260	747,782
1B: PURCHASED GOODS AND SERVICES (NON-PRODUCT)	6,023	3,955	4,374	3,040	2,529	784
2: CAPITAL GOODS	22,792	22,845	46,416	16,839	16,656	13,057
3: FUEL AND ENERGY RELATED ACTIVITIES	1,629	2,063	2,269	967	963	1,431
4: UPSTREAM TRANSPORTATION AND DISTRIBUTION	47,361	40,174	71,314	28,312	29,014	33,945
5: WASTE GENERATED IN OPERATIONS	7,255	5,613	6,363	5,421	1,299	1,237
6: BUSINESS TRAVEL	15,367	5,845	1,574	243	5,584	4,549
7: EMPLOYEE COMMUTING	3,811	4,521	4,197	4,217	6,219	5,990
8: UPSTREAM LEASED ASSETS	3,635	3,423	4,754	4,676	5,039	4,471
9: DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	31,095	37,685	33,537	28,224	25,346	26,490
10: PROCESSING OF SOLD PRODUCTS	-	-	-	-	-	-
11A: USE OF SOLD PRODUCTS (DIRECT)	-	-	-	-	-	-
11B: USE OF SOLD PRODUCTS (INDIRECT)	4,563	19,192	11,463	9,253	2,827	7,640
12: END-OF-LIFE TREATMENT OF SOLD PRODUCTS	19,906	13,312	16,828	11,299	10,223	10,711
13: DOWNSTREAM LEASED ASSETS	-	-	-	-	-	-
14: FRANCHISES	20,697	49,227	100,061	70,976	60,797	-
15: INVESTMENTS	-	-	-	-	-	-
TOTAL SCOPE 3 EMISSIONS	1,074,028	983,762	1,456,044	1,103,458	949,757	858,086



CLIMATE AND CLEAN ENERGY (CONTINUED)

CORPORATE TRAVEL EMISSIONS

ALTERNATIVE COMMUTE PROGRAM

We encourage our employees to participate in our alternative commute program (e.g. bus, carpool, etc.). Employees who take advantage of this program are compensated \$1 per trip. Many of our employees continue to work remotely as such, we are not reporting savings from our alternative commute program.

EMPLOYEE TRAVEL RELATED EMISSIONS

We monitor global employee business-related travel emissions. In FY24, our global employee's air travel emitted 14,926,572.40 lbs of CO₂ eq. or 6,770.58 metric tons. While this is a significant increase from FY23, employees are returning to pre-pandemic levels of travel.

METHOD OF TRAVEL/ SOURCE OF EMISSION	FY22 LBS OF CO ₂	FY23 LBS OF CO ₂	FY24 LBS OF CO ₂
TRAIN	4,641.75	9,206.07	7,396.25
HOTEL	82,265.17	345,280.16	567,297.89
AIR	1,802,577.78	5,176,741.01	14,926,572.4
TOTAL	1,889,484.7	5,531,227.24	15,501,266.54

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 is a way to combat human-driven climate change.

As of March 31, 2024, UGG has influenced over one million acres of grasslands across eighty farms in Australia towards regenerative farmland. The milestone comes a year ahead of schedule and only four years after 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.

We were honored to host Land to Market at our corporate headquarters in FY24. Together we held an informative session followed by a panel discussion with members of our materials and brand teams, and hosted by our VP of Sustainability. Our goal was to inform our global employee audience about the benefits of regenerative agriculture and how we are influencing the broader regenerative movement.

ENERGY CONSUMPTION



CORPORATE HEADQUARTERS

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

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%



CLIMATE AND CLEAN ENERGY (CONTINUED)

ELECTRICITY USAGE (CONTINUED)

CORPORATE OFFICES ENERGY USE (KWH/SQFT FOR FY24)

OFFICE	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)	KWH/SQFT (DAY)
CORPORATE HQ BUILDING 1	443,724	10.31	0.03
CORPORATE HQ BUILDING 2	358,297	4.77	0.00
CORPORATE HQ BUILDING 3	30,838	0.83	0.00
CORPORATE HQ BUILDING 4	524,827	17.51	0.05
CORPORATE HQ PARKING LOT LIGHTS	61,067	-	-
CORPORATE HQ FREEDOM STUDIO	10,060	1.86	0.01
FLAGSTAFF OFFICE	51,600	6.99	0.02
U.K. OFFICE	216,802	7.44	0.02
ITALY OFFICE	3,902	0.39	0.00
HONG KONG OFFICE	26,320	6.06	0.01
SHANGHAI OFFICE	112,043	4.59	0.01
GUANGZHOU OFFICE	272,859	10.32	0.03
VIETNAM OFFICE	26,880	5.68	0.02
JAPAN OFFICE	12,281	2.38	0.01
	34,192	7.34	0.02
MACAU OFFICE	16,989	3.35	0.01
	8,388	7.22	0.02

**Note, we are unable to obtain energy data for our Broomfield call center location and our new Portland Office as they are both 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.*



DISTRIBUTION CENTER

Our Moreno Valley Distribution Center is also a LEED certified Silver location and has installed 120 solar panels helping to offset 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.

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%

Both of our Distribution Centers in Mooresville, Indiana are LEED certified Gold. 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.

INDIANA DISTRIBUTION CENTERS ELECTRIC ENERGY

	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

**This facility was opened in FY24. Our first billing cycle was October 2023.*

CLIMATE AND CLEAN ENERGY (CONTINUED)

ELECTRICITY USAGE (CONTINUED)

RETAIL STORE LOCATIONS

In FY24, we continued tracking energy usage at our global retail store locations where we are responsible for utility invoices. Some U.S. stores, as well as all of our international 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 those locations, but all were accounted for in our science-based targets.

RETAIL STORES ENERGY USE (KWH/SQFT FOR FY24)			
STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
US LOCATIONS			
5TH AVENUE FLAGSHIP (2ND FLOOR)	42,135.68	117,689	2.79
ALBERTVILLE	2,560	19,869	7.76
CABAZON	4,000	53,217	13.30
CAMARILLO PREMIUM OUTLETS	3,116	35,825	11.50
CHICAGO PREMIUM OUTLETS	3,600	34,972	9.71
CITADEL	2,982	64,217	21.53
DAWSONVILLE OUTLET	3,261.49	56,309	17.26
FASHION OUTLETS OF CHICAGO	2,162	41,371	19.14
GARDEN STATE	3,573.65	47,233	13.22
HOKA ABBOT KINNEY	2,500	4,995	2.0
HOKA FLAT IRON	3,175	9,781	3.08
HOKA SOUTH COAST PLAZA	2,680.97	22,673	8.46
HOUSTON GALLERIA	9,019.07	28,664	3.18
JERSEY SHORE	5,245	105,072	20.03
LANCASTER	3,025	44,394	14.68
LEESBURG PREMIUM OUTLETS	2,500	29,177	11.67
LENOX SQUARE	2,383	66,457	27.89
PLEASANT PRARIE PREMIUM OUTLETS	5,131	61,790	12.04
POCONO	3,000	17,280	5.76
RIVERHEAD TANGER OUTLET CENTER	3,003.16	52,314	17.42
SAWGRASS MILLS	4,462	102,995	23.08

STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
SEATTLE PREMIUM	2,997	42,344	14.13
SOHO	3,000	59,304	19.77
VENTURA	7,900	60,876	7.71
WESTCHESTER	2,895	45,570	15.74
WORLD TRADE CENTER	3,849	30,614	7.95
APAC LOCATIONS			
QINGPU OUTLET	1,894.45	78,755.81	41.57
SHANGHAI FLORENTIA VILLAGE	4,240.98	73,894.01	17.42
SHANGHAI VALUE RETAIL	3,143.06	74,635.46	23.75
GRAND GATEWAY	1,313.2	34,079.23	25.95
SH INTERNATIONAL APM	1,732.99	17,449.42	10.07
YANGPU POP	602.78	4,370.56	7.25
SH MIXCITY	1,291.67	19,193.08	14.86
BJ YANSHA OUTLET	2,368.06	9,661.67	4.08
TIANJIN FLORENTIA	1,550	24,419.14	15.75
BJ APM	4,057.99	14,030.64	3.46
BJ VILLAGE	1,808.34	30,916.91	17.10
BEIJING CHAOBEI JOY CITY POP	1,506.95	6,000	3.98
XINGLONG OUTLET	1,722.23	30,436.9	17.67
SHANGBO	4,165.63	44,197.08	10.61
HRB JINAN	1,614.59	18,281.08	11.32
PALACE 66	2,098.96	27,145.06	12.93
SY MIXCITY	2,421.88	32,079.53	13.25
HRB JINAN	1,614.59	18,281.08	11.32
PALACE 66	2,098.96	27,145.06	12.93
SY MIXCITY	2,421.88	32,079.53	13.25

*We have approximately 209 global retail stores including pop-ups. While the above only shows some of our retail stores, all were accounted for in our SBTi science-based targets. HOKA Flat Iron, Poconos, Beijing DT51 Pop and SH XTD Flagship were all opened in FY24.



TOTAL ENERGY CONSUMPTION TIER 1 FOOTWEAR FACTORY PARTNERS

FOOTWEAR FACTORY	TOTAL ENERGY FOR FINAL PRODUCT ASSEMBLY (MJ)	TOTAL NON-RENEWABLE	TOTAL RENEWABLE
1	478,283,089.7	188,513,089.7	289,770,000.00
2	9,017,901.37	9,017,901.40	0
3	23,408,583.58	23,408,583.58	0
4	35,330,200.19	35,330,200.20	0
5	19,490,478.33	19,490,478.30	0
6	11,523,323.59	11,523,323.60	0
7	12,657,515.2	12,657,515.20	0
8	3,505,768.49	3,505,768.50	0
9	1,974,490.21	1,974,490.20	0
10	19,221,785.28	14,885,555.50	4,336,230.00
11	131,123,654.79	92,580,914.80	38,542,740.00
12	12,645,151.27	12,645,151.30	0
13	13,800,576.49	11,792,294.90	2,008,282.00
14	14,942,936.28	14,905,714.10	37,222.00
15	28,765,987.02	28,765,987	0
16	16,158,129.28	16,158,129.30	0
17	6,260,473.54	6,260,473.50	0
18*	-	-	-
19*	-	-	-
20*	-	-	-
21*	-	-	-
22*	-	-	-

*The above data is reported on a calendar year. As such, it is reflective of 2023 calendar year. The chart shows total energy, total non-renewable energy and total renewable energy 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.

TOTAL ENERGY CONSUMPTION TIER 2 TANNERY

TANNERY NUMBER	TOTAL ENERGY (MJ)	TOTAL NON-RENEWABLE (MJ)	TOTAL RENEWABLE (MJ)
1	38,505,650.44	38,505,650.44	0
2	53,211,534.23	53,139,390.23	72,144
3	81,348,625.79	78,526,214.99	2,822,410.8
4	20,176,609.3	20,176,609.3	0
5	134,014,292.81	134,014,292.81	0
6	25,964,297.49	21,248,818.29	4,715,479.2
7	10,047,974.34	10,047,952.14	22.2
8	146,587,372.41	146,525,236.72	62,135.69
9	73,031,100.18	52,230,506.58	20,800,593.6
10	712,839,245.43	685,356,558.84	27,482,686.59

*The above data is reported on a calendar year. As such, it is reflective of 2023 calendar year. The chart shows total energy, total non-renewable energy and total renewable energy attributable to Deckers production.

CLIMATE AND CLEAN ENERGY (CONTINUED)
ELECTRICITY USAGE (CONTINUED)
SHOWROOM ENERGY USE (KWH/SQFT FOR FY24)

SHOWROOM NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
LOS ANGELES UGG SHOWROOM	11,449.85	5,966	1.92
PACIFIC POINT BUSINESS CENTER	385.49	959	0.40
NEW YORK UGG SHOWROOM	34,017.34	15,686	2.17

*We have 9 global showrooms. While the above only shows some of our showrooms, all were accounted for in our SBTi science-based targets.

**Our total corporate offices/showrooms/retail electricity usage is 24,710,464.76

SUPPLY CHAIN ENERGY CONSUMPTION

In FY24, 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. This is our first year reporting supply chain energy consumption secured through the FEM tool and we look forward to establishing more targeted energy reduction targets, and driving more renewable energy consumption, in the future.

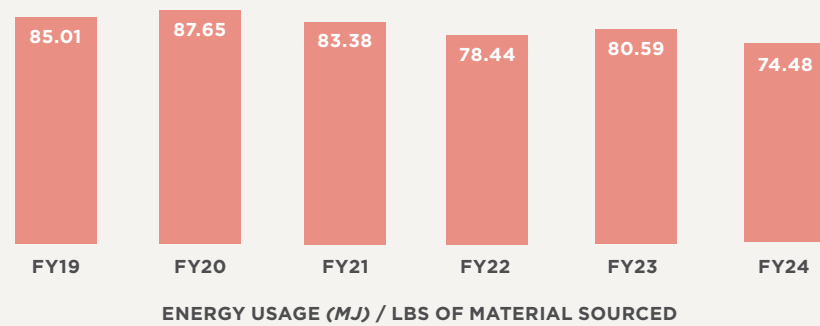


CLIMATE AND CLEAN ENERGY (CONTINUED)

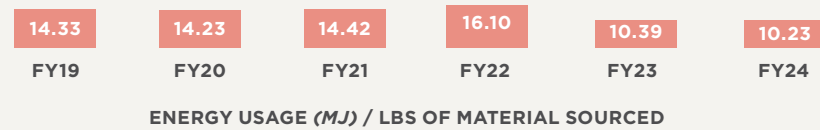
ENERGY METRICS

DECKERS BRANDS ENERGY CONSUMPTION

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



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



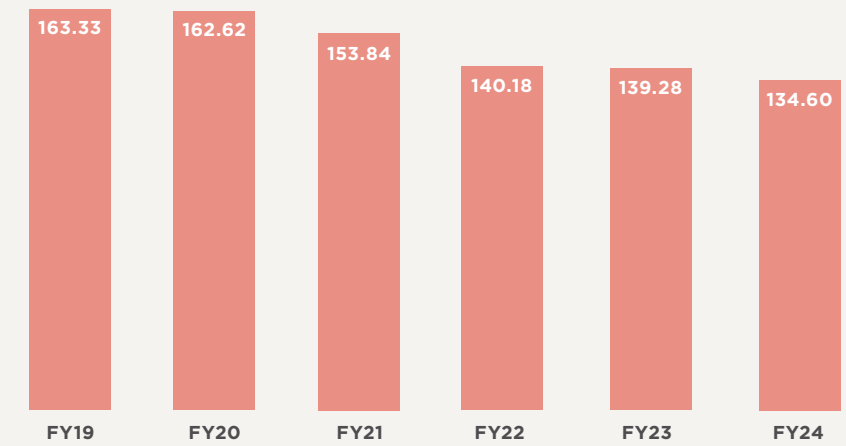


CLIMATE AND CLEAN ENERGY (CONTINUED)

ENERGY METRICS (CONTINUED)

DECKERS BRANDS ENERGY CONSUMPTION (CONTINUED)

DECKERS FOOTWEAR ENERGY USAGE (MJ) PER PAIR



ENERGY USAGE (MJ) / PER PAIR

DECKERS FOOTWEAR PACKAGING ENERGY USAGE (MJ) PER PAIR PROGRESS



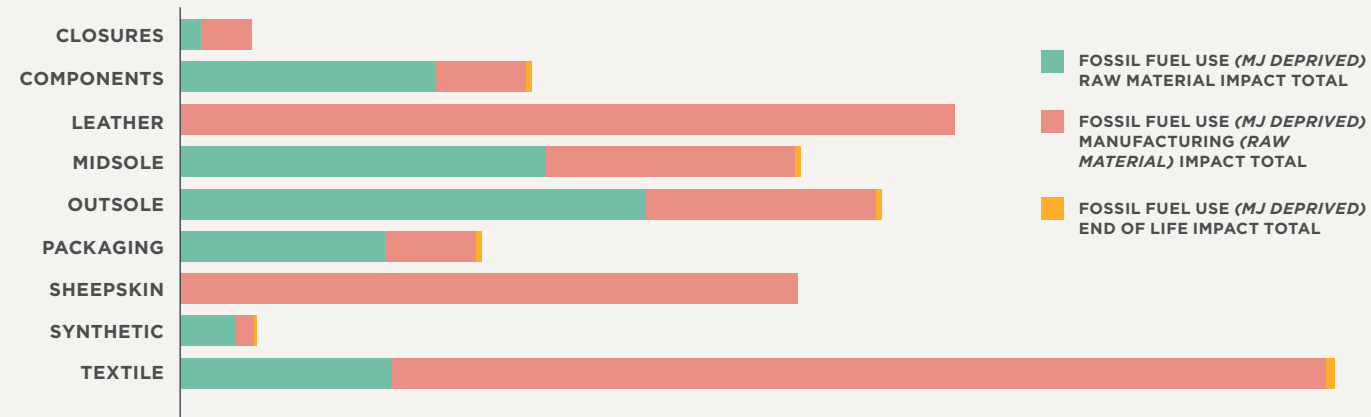
ENERGY USAGE (MJ) / PER PAIR

CLIMATE AND CLEAN ENERGY (CONTINUED)

ENERGY METRICS (CONTINUED)

DECKERS FOOTWEAR ENERGY USAGE GATES BY MATERIAL CATEGORY

FY24 DECKERS FOOTWEAR 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	36,348,215.49	88,587,237.8	905,436.02
COMPONENTS	503,928,942.9	185,723,121.1	6,301,868.94
LEATHER	280,683.02	1,630,080,894	2,006,658.58
MIDSOLE	699,106,933.2	341,731,310.2	5,301,619.39
OUTSOLE	924,518,579.3	429,379,670.1	8,126,175.71
PACKAGING	378,202,773.9	170,981,209.5	6,762,405.60
SHEEPSKIN	828,715.74	1,107,598,772	1,168,775.96
SYNTHETIC	108,072,939.2	35,515,827.88	1,141,620.02
TEXTILE	391,709,908.1	1,956,961,624	20,329,420.47



CLIMATE AND CLEAN ENERGY (CONTINUED)

ENERGY METRICS (CONTINUED)

ENERGY INTENSITY PER POUND OF RAW MATERIAL SOURCED



DECKERS ENERGY INTENSITY BREAKDOWN	FY19	FY20	FY21	FY22	FY23	FY24
CO ₂ EMISSIONS KG OF CO ₂	866,203,780	956,714,000	1,110,681,000	1,464,218,000	992,511,000	1,082,688,000
TOTAL KWH	614,044,930	678,206,901	787,352,875	1,037,972,426	703,583,108	767,508,862
TOTAL LBS OF MATERIAL SOURCED	106,567,537	106,647,754	125,521,789	189,370,881	151,157,268	179,919,444
KWH / LBS OF MATERIAL SOURCED	5.76	6.36	6.27	5.48	4.65	4.27

*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

**O₂ 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

SUMMARY OF DECKERS' CLIMATE & CLEAN ENERGY PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: CLIMATE AND CLEAN ENERGY



CLIMATE AND CLEAN ENERGY

Reduced energy consumption and greenhouse gas emissions throughout our operations

(This target advances the United Nations Global Compact SDG numbers 12 and 15)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce employee travel by 50%	Target first conceptualized in FY20	Global employees air travel emitted 11,641,280 pounds or 5,820.64 metric tons of CO ₂	Global employees air travel emitted 163,115 pounds or 81.55 metric tons of CO ₂ (not an accurate reflection of employee travel due to COVID-19)	Global employees travel emitted 1,889,484.70 pounds or 944.74 metric tons of CO ₂ <i>*Note the above is inclusive of air, hotel and train not just air as disclosed in prior years</i>	Global employees travel emitted 5,531,227.24 pounds or 2,508.92 metric tons of CO ₂ <i>*Note the above is inclusive of air, hotel and train</i>	Global employees travel emitted 15,501,266.54 pounds or 7,031.26 metric tons of CO ₂ <i>*Note the above is inclusive of air, hotel and train</i>	In progress - target will need to be adjusted in FY25 to reflect business growth <i>*Travel habits continue to be influx flowing the pandemic. We will continue to monitor and adjust our target accordingly</i>	2025
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 (remote work)	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	In progress - target will need to be adjusted in FY25 to reflect hybrid work environment	2027
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 (combination Solar and Goleta Green Grid) 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 (combination Solar and Goleta Green Grid) 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 (combination Solar and Goleta Green Grid) 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 (combination Solar and Goleta Green Grid) Continued to track usage among US retail stores, corporate office locations and distribution centers	Target Achieved - FY21 and beyond target is to continue to monitor	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' CLIMATE & CLEAN ENERGY PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: CLIMATE AND CLEAN ENERGY (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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 Held first ever Plastic Free July employee contest to bring visibility to how much plastic is used daily, encouraging employees to go plastic free	Continued Earth Day employee education bringing awareness to issues such as regenerative agriculture and climate change Held second Plastic Free July campaign to bring visibility to plastic pollution - this included a co-hosted virtual webinar with the Surfrider Foundation	Continued Earth Day employee education bringing awareness to issues such as regenerative agriculture, preferred materials, and our partnership with the Surfrider Foundation Held third Plastic Free July campaign to bring visibility to plastic pollution - employees were encouraged to clean up waterways	Continued Earth Day employee education efforts bringing awareness to issues such as regenerative agriculture and our partnership with Land to Market Held fourth Plastic Free July campaign to bring visibility to plastic pollution - employees were encouraged to clean up waterways	On Track	2027
Of monitored Tier 1 facilities, reduce energy consumption by 10%	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 HIGG (now Worldly) Facilities Environmental Module for improved data	Monitored energy consumption among 17 Tier 1 supply chain partners Continued to be SAC members and solicited partners using the HIGG (now Worldly) Facilities Environmental Module for improved data	In progress - Target achievable	2027
Of monitored Tier 2 suppliers, reduce energy consumption by 5%	Monitored energy consumption among 6 Tier 2 bottom suppliers and 6 tanneries and adopted target to reduce energy consumption by 5%	Monitored energy consumption among 8 Tier 2 bottom suppliers and 9 tanneries Data improvement needed to accurately report progress	Monitored energy consumption among 8 Tier 2 bottom suppliers and 8 tanneries Data improvement needed to accurately report progress	Monitored energy consumption among 7 Tier 2 bottom suppliers and 8 tanneries Data improvement needed to accurately report progress	Monitored energy consumption among 7 Tier 2 bottom suppliers and 8 tanneries Became SAC members and intend to solicit partners using the HIGG (now Worldly) Facilities Environmental Module for improved data	Continued to be SAC members and solicited partners using the HIGG (now Worldly) Facilities Environmental Module (FEM) for improved data Monitored energy consumption among 17 Tier 1 factory partners utilizing the FEM tool	In progress - Target achievable	2027
File Science-Based Targets with Science-Based Targets Initiative (SBTi)	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	Target Achieved - FY21 and beyond target is to continue to monitor	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' CLIMATE & CLEAN ENERGY PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: CLIMATE AND CLEAN ENERGY (CONTINUED)



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
<p>Deckers commits to reduce absolute Scope 1 & 2 GHG emissions 46% by FY30 from a FY19 base year</p> <p>Deckers commits to reduce Scope 3 GHG emissions 58% per \$m gross profit by FY30 from a FY19 base year</p> <p><i>*Our Scope 1, 2 and 3 footprint has been calculated by Carbon Trust using an EF database from 2019 and data inputs by Deckers using Compass 2020</i></p>	<p>Baseline Year</p> <p>Scope 1 & 2 (Market-based): 1,493.54 tCO₂e</p> <p>Scope 3: 888,727.31 tCO₂e</p>	<p>Scope 1 & 2 (Market-based): 1,239.49 tCO₂e</p> <p>Percentage Change from Baseline Year: -17.01%</p> <p>Scope 3: 937,690.41 tCO₂e</p> <p>Percentage Change from Baseline Year: -0.59%</p>	<p>Scope 1 & 2 (Market-based): 1,021.40 tCO₂e</p> <p>Percentage Change from Baseline Year: -32.21%</p> <p>Scope 3: 1,083,345.45 tCO₂e</p> <p>Percentage Change from Baseline Year: -7.75%</p>	<p>Scope 1 & 2 (Market-based): 1,039.12 tCO₂e</p> <p>Percentage Change from Baseline Year: -30.43%</p> <p>Scope 3: 1,433,427.08 tCO₂e</p> <p>Percentage Change from Baseline Year: +4.33%</p>	<p>Scope 1 & 2 (Market-based): 746.15 tCO₂e</p> <p>Percentage Change from Baseline Year: -50.04%</p> <p>Scope 3: 1,116,338.87 tCO₂e</p> <p>Percentage Change from Baseline Year: -28.72%</p>	<p>Scope 1 & 2 (Market-based): 8,660 tCO₂e</p> <p>Percentage Change from Baseline Year: 6.68%</p> <p>Scope 3: 1,070,028 tCO₂e</p> <p>Percentage Change from Baseline Year: -45.44%</p>	In progress - Target achievable	2030
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 (as of March 2023) and approximately 890,000 acres (as of September 2023) 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	Target Achieved	2026

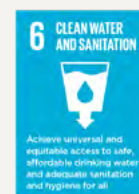
**Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.*



WATER

OUR APPROACH

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 and rivers. That number is astounding and 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

CORPORATE HEADQUARTERS WATER USAGE EFFORTS

We are committed to reducing our overall water usage. Our corporate headquarters location 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, and while we don't expect these numbers to reduce significantly (*given the measures we already implemented to reduce water usage*), we have seen a reduction from our baseline year of 2014.

CORPORATE HEADQUARTERS WATER USAGE (IN GALLONS)			
2014	3,244,824	2019	3,505,876
2015	3,487,924	2020	3,974,872
2016	3,136,364	2021	3,350,292
2017	3,889,600	2022	2,826,692
2018	3,607,604	2023*	1,829,608

*Due to a calculation error the above data has been restated and is reported on a calendar year rather than a fiscal year. In CY23 we are unable to include Building 3 in our reporting as that building is currently under construction. 1,829,608.00 gallons is approximately 6.93 Megaliters.



WATER (CONTINUED)

DISTRIBUTION CENTERS WATER USAGE EFFORTS

FISCAL YEAR	MORENO VALLEY DC (GALLONS)	INDIANA DC #1* & #2** (GALLONS)
FY23	6,916,756	224,190
FY24	6,193,440	740,766.84

*This facility was opened in FY22.
**This facility was opened in FY24. Our first billing cycle was October 2023.

SUPPLY CHAIN WATER USAGE EFFORTS

In FY24, utilized the Worldly (formerly 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. This is our first year reporting supply chain water consumption secured through the FEM tool and we look forward to establishing more targeted water reduction targets, and driving more water recycling efforts, in the future.

TOTAL WATER USAGE TIER 1 FOOTWEAR FACTORY PARTNER

FOOTWEAR FACTORY	TOTAL WATER USAGE FOR FINAL PRODUCT ASSEMBLY (LITERS)	TOTAL RECYCLED WATER USAGE (LITERS)
1	298,886,000.00	91,515,000.00
2	15,564,880.00	0
3	18,180,000.00	16,362,000.00
4	110,082,460.00	0
5	38,503,710.00	0
6	9,731,520.00	0
7	39,895,000.00	0
8	4,368,600.00	0
9	1,994,771.72	0
10	53,827,712.80	25,613,453.70
11	137,960,950.00	44,415,900.00
12	30,470,300.00	0
13	18,735,000.00	8,326,800.00
14	34,114,900.00	0
15	61,325,000.00	18,750,000.00
16	8,660,520.00	0
17	9,944,760.00	0
18*	-	-
19*	-	-
20*	-	-
21*	-	-
22*	-	-

*The above data is reported on a calendar year. As such, it is reflective of 2023 calendar year. The chart shows total water usage 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.

TOTAL WATER USAGE TIER 2 TANNERY

TANNERY NUMBER	TOTAL WATER USAGE (LITERS)	TOTAL RECYCLED WATER USAGE (LITERS)
1	123,205,000	0
2	289,856,000	152,466,000
3	207,087,000	49,133,000
4	61,400,000	0
5	133,950,000	0
6	84,101,000	21,768,000
7	71,789,000	0
8	479,980,720	0
9	200,853,000	47,261,000
10	3,550,984,000	290,564,000

*The above data is reported on a calendar year. As such, it is reflective of 2023 calendar year. The chart shows total water usage attributable to Deckers production.



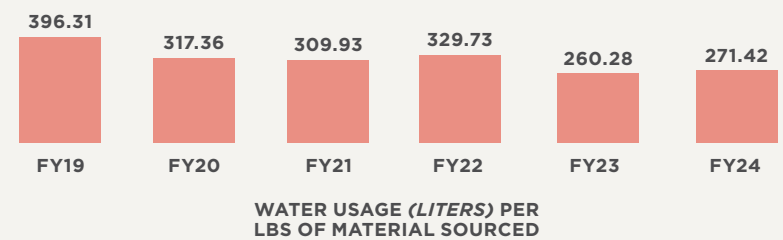
WATER (CONTINUED)

PRODUCT AND PACKAGING WATER USAGE

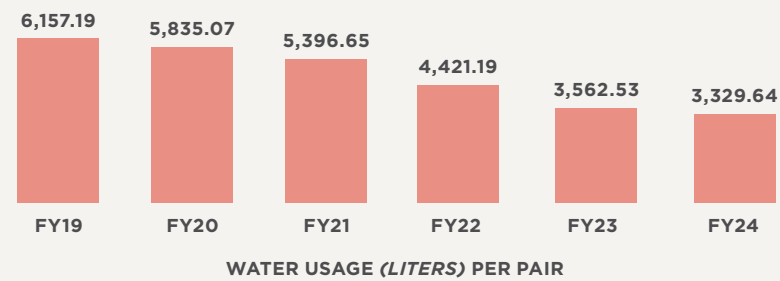
DECKERS FOOTWEAR WATER USAGE PER LB. OF MATERIAL SOURCED



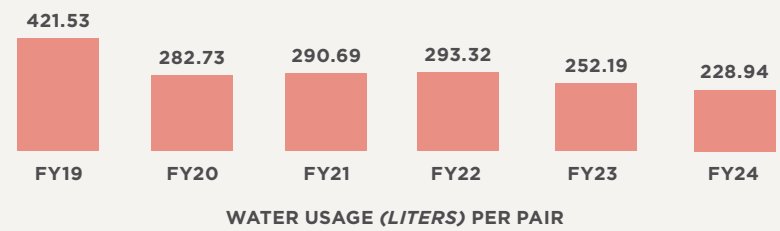
DECKERS FOOTWEAR PACKAGING WATER USAGE PER LB. OF MATERIAL SOURCED



DECKERS FOOTWEAR WATER USAGE PER PAIR PROGRESS



DECKERS FOOTWEAR PACKAGING WATER USAGE PER PAIR

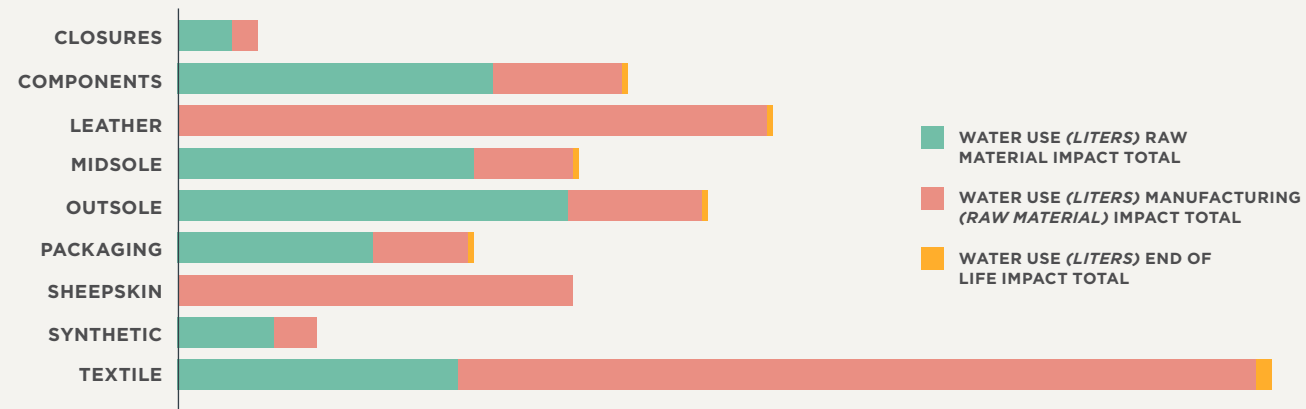


WATER (CONTINUED)

PRODUCT AND PACKAGING WATER LCA METRICS

DECKERS FOOTWEAR WATER USAGE GATES BY MATERIAL CATEGORY

FY24 DECKERS FOOTWEAR 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	2,501,270,542	1,608,945,330	29,450,814.9
COMPONENTS	19,536,065,511	8,452,097,392	244,277,965.2
LEATHER	31,245,932.13	38,215,887,260	113,936,217.7
MIDSOLE	18,294,262,763	5,406,871,559	235,725,602.4
OUTSOLE	23,464,790,288	6,507,937,370	362,381,541.5
PACKAGING	10,245,241,586	4,236,808,020	251,149,405.9
SHEEPSKIN	95,522,653.98	21,891,648,098	65,014,711.34
SYNTHETIC	5,189,581,036	1,722,175,455	41,163,763.72
TEXTILE	17,245,966,160	37,989,983,680	666,900,849.6



SUMMARY OF DECKERS' WATER TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: WATER



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Conduct study on water practices for all Tier 1 and top Tier 2 suppliers and ensure these partners are applying industry best practices on water treatment and usage	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 14 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Saw a 28.00% reduction at Tier 1, a 21% increase at Tier 2 bottom suppliers, a 11.00% decrease at Tier 2 category C tanneries, a 16.00% increase at Tier 2 category D tanneries, and a 26.00% decrease at Tier 2 category F tanneries	Monitored 15 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Saw a 2.46% increase at Tier 1, a 29.41% increase at Tier 2 bottom suppliers, a 13.17% increase at Tier 2 category C tanneries, a 20.86% decrease at Tier 2 category D tanneries, and a 31.57% decrease at Tier 2 category F tanneries	Monitored 17 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Saw a minor increase in water usage among our monitored Tier 1 factories, Tier 2 suppliers, and Category D and F tanneries. Category C tanneries reduced their water usage Became SAC members and intend to solicit partners using the HIGG (now Worldly) Facilities Environmental Module for improved data	Monitored 17 Tier 1 factory partners and 10 Tier 2 tanneries This is our first year reporting supply chain water consumption secured through the HIGG (now Worldly) Facilities Environmental Module We look forward to establishing more targeted water reduction targets, and driving more water recycling efforts, in the future	In progress - Target achievable	2022
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 (US and APAC)	Offices around the globe hosted beach clean ups (US and APAC)	Offices around the globe hosted beach clean ups	On Track	2027
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 Drought tolerant landscaping and use of culvert system where rainfall is collected and put into the wetland restoration area that surrounds our campus	Target maintained	Target maintained	Target maintained	Target maintained	Target Maintained	Target Maintained	2020

*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' WATER TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: WATER (CONTINUED)



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Headquarters Water Consumption Monitoring	Water HQ (units in gallons) CY18 - 3,607,604	Water HQ (units in gallons) CY19 - 3,505,876	Water HQ (units in gallons) CY20 - 3,974,872	Water HQ (units in gallons) CY21 - 3,350,292	Water HQ (units in gallons) CY22 - 2,826,692	Water HQ (units in gallons) CY23 - 1,829,608	Monitoring Target	2030
Baseline apparel, accessories, and home goods water usage at the finished material creation level and set reduction targets in FY22 (baseline year 2021)	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 FY24	Monitored and will consider target setting on key carryover styles in FY25	On Track	2022
Reduce or maintain (+/- 2%) water usage per pair among all packaging materials in our footwear from a FY19 baseline year	Baseline established	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY20 water usage per pair: FY20: -32.93%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY21 water usage per pair: FY21: -31.04%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY22 water usage per pair: FY22: -30.42%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY23 water usage per pair: FY23: -40.17%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY24 water usage per pair: FY24: -45.69%	Monitoring Target	2030
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	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.



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 business in the area. Unfortunately, our trash collection service provider is unable to segregate our waste and weigh it for appropriate reporting. It is for these reason we are unable to report our corporate headquarters trash and recycling data at this time. For more information on our brand-specific waste generation and waste diversion efforts please see their respective appendices at the end of this report.

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 vending machine snacks for which there are no viable alternatives currently*). 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.

DISTRIBUTION CENTERS WASTE MITIGATION EFFORTS

Our Moreno Valley Distribution Center is a state-of-the-art facility but, at approximately 1.6 million square feet, has a substantial footprint. A facility of this size is a significant waste generator, but we are proud to recycle about 100% of our total waste. The 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. We anticipate our DCs located in Moreno Valley, California, and Mooresville, Indiana, will become zero-waste facilities by calendar year 2025. We are currently on track and look forward to announcing the completion of this target in our FY25 Creating Change Report.

MORENO VALLEY DISTRIBUTION CENTER	TOTAL (TONS)	MORENO VALLEY % SPLIT
FY20 TOTAL TRASH	130	4%
FY20 TOTAL RECYCLED	2,768	96%
FY21 TOTAL TRASH	241	7%
FY21 TOTAL RECYCLED	3,228	93%
FY22 TOTAL TRASH	199	5%
FY22 TOTAL RECYCLED	3,555	95%
FY23 TOTAL TRASH	209	5%
FY23 TOTAL RECYCLED	4,559	95%
FY24 TOTAL TRASH	2	0.02%
FY24 TOTAL RECYCLED	7421	99.98%



WASTE (CONTINUED)

SUPPLY CHAIN WASTE GENERATION EFFORTS

MONITORED VS. LCA OUTREACH WASTE GENERATION

In FY24, 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. This is our first year reporting supply chain total waste consumption secured through the FEM tool and we look forward to establishing more targeted waste reduction, and diversion targets, in the future.

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

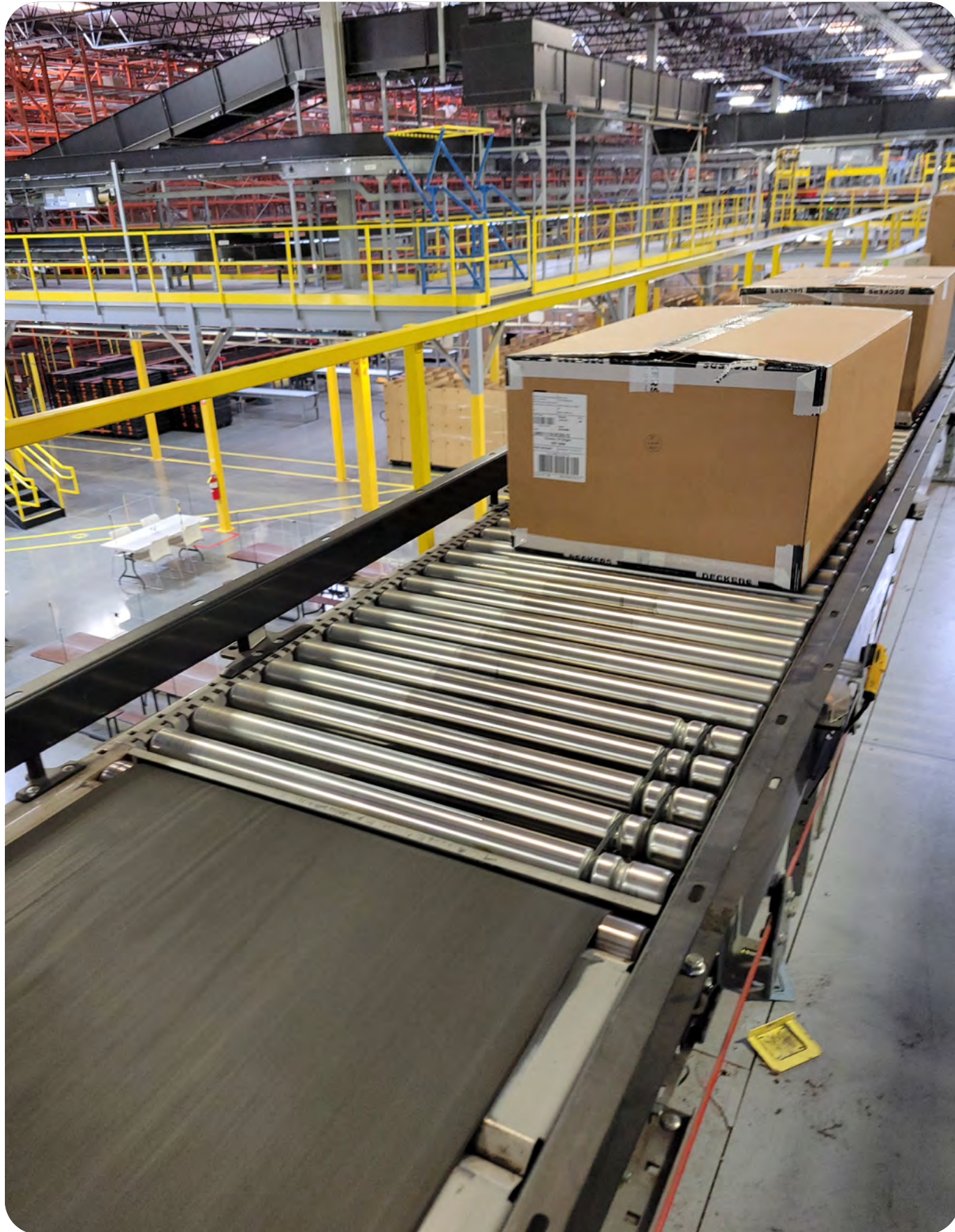
FOOTWEAR FACTORY	TOTAL WASTE (KG)
1	5,168,802.4
2	61,146.8
3	337,764
4	280,553.3
5	26,011.8
6	216,663.8
7	297,668
8	67,307
9	6,243.5
10	510,670
11	2,052,946.4
12	588,692.9
13	145,659.1
14	281,170.8
15	1,083,694
16	306,211.9
17	35,779.9
18*	-
19*	-
20*	-
21*	-
22*	-

*The above data is reported on a calendar year. As such, it is reflective of 2023 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.

TOTAL WASTE CONSUMPTION & TIER 2 TANNERY

TANNERY NUMBER	TOTAL WASTE (KG)
1	1,672,354.3
2	6,335,931.5
3	8,198,362
4	66,919.98
5	3,097,655
6	653,240
7	2,221,060
8	961,296
9	4,596,983
10	23,135,845.55

*The above data is reported on a calendar year. As such, it is reflective of 2023 calendar year. The chart shows total waste attributable to Deckers production.



WASTE (CONTINUED)

LCA SUPPLY CHAIN WASTE GENERATION STUDY

FY24 DECKERS FOOTWEAR WASTE PRODUCTION

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	91.33%	1.19%	7.48%
COMPONENTS	90.66%	1.70%	7.64%
LEATHER	88.94%	11.06%	0.00%
MIDSOLE	86.81%	0.05%	13.14%
OUTSOLE	87.75%	0.02%	12.23%
PACKAGING	90.88%	0.00%	9.12%
SHEEPSKIN	91.59%	8.40%	0.01%
SYNTHETIC	94.62%	3.14%	2.25%
TEXTILE	93.73%	2.38%	3.89%

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.

SUMMARY OF DECKERS' WASTE GENERATION TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: WASTE GENERATION



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce waste generation among employees and brand teams at our corporate headquarters	<ul style="list-style-type: none"> Eliminated paper cups and compostable utensils at corporate headquarters Digitization of product creation to reduce product sample creation and waste Launched Sanuk virtual brand conference Filmed video series highlighting headquarters and distribution center waste mitigation efforts 	<ul style="list-style-type: none"> Eliminated most single use plastic at corporate headquarters and retail stores Teva team saw a 50% reduction in product sample creation through use of digitization technology All brands holding virtual brand conferences in FY21 	<ul style="list-style-type: none"> Maintained corporate headquarters single-use plastic elimination Corporate headquarters closed FY21 as employees worked from home APAC offices eliminated 17,964 plastic bottles and worked with 7 supply chain partners to eliminate 51,335 plastic bottles Continued utilization of 3D technology product renderings and samples 	<ul style="list-style-type: none"> Maintained corporate headquarters single-use plastic elimination Hybrid work environment meant many employees did not return to our corporate headquarters in FY22 as many employees continued to work from home APAC offices continued working with our supply chain partners to work towards the elimination of plastic water bottles Continued utilization of 3D technology product renderings and samples 	<ul style="list-style-type: none"> Maintained corporate headquarters single-use plastic elimination Continued hybrid work environment Held multiple employee sample sales throughout the year Continued utilization of 3D technology product renderings and samples 	<ul style="list-style-type: none"> Maintained corporate headquarters single-use plastic elimination Continued hybrid work environment Held multiple employee sample sales throughout the year Continued utilization of 3D technology product renderings and samples 	On Track	2027
Increase the number of 'Monitored' Tier 1 and Tier 2 partners year over year and record waste produced for each partner	<ul style="list-style-type: none"> Monitored the waste generation of: 13 Tier 1 supply chain partners, 12 Tier 2 suppliers, 6 Bottom units, and 6 tannery facilities 	<ul style="list-style-type: none"> Increased monitored Tier 1 facilities to 14 supply chain partners and saw a 7.72% waste reduction per pair. Increase monitored Tier 2 suppliers to 17 (8 bottom unit and 9 tannery facilities). The bottom unit facilities saw a 61.73% reduction in waste and the tanneries saw a 29.43% reduction in waste 	<ul style="list-style-type: none"> Monitored waste generation among 14 Tier 1 partners, 8 Tier 2 bottom suppliers and 9 Tier 2 tanneries unfortunately saw increases per pair at all levels 	<ul style="list-style-type: none"> Monitored waste generation among 15 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Unfortunately saw an increase in waste generation at Tier 1 footwear factories, but we did see a decrease in Tier 2 bottom suppliers and Tier 2 tanneries 	<ul style="list-style-type: none"> Monitored waste generation among 17 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries Unfortunately saw an increase in waste generation among all those monitored Became SAC members and intend to solicit partners using the HIGG (now Worldly) Facilities Environmental Module for improved data 	<ul style="list-style-type: none"> Monitored waste generation among 17 Tier 1 factory partners and 10 Tier 2 tanneries This is our first year reporting supply chain total waste consumption secured through the HIGG (formally Worldly) Facilities Environmental Module and we look forward to establishing more targeted waste reduction, and diversion targets, in the future 	In progress - Target achievable	2027
Moreno Valley and Mooresville Indiana Distribution Center Locations to be zero-waste certified facilities by FY25	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Target Conceptualized FY23	Certification underway	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.



WASTE (CONTINUED)

SUPPLY CHAIN WASTE DIVERSION

WASTE DIVERSION

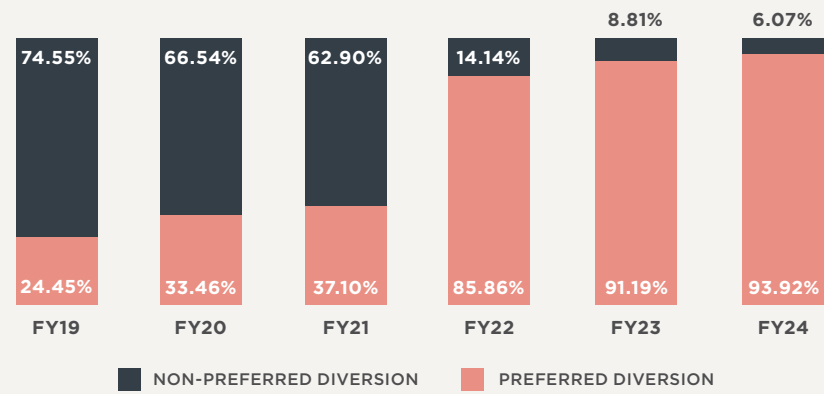
We want to know how much waste our supply chain partners produce and how that waste is diverted so that we can influence more preferred waste diversion methods. Waste diversion methods we collect are closed-loop recycling, post-industrial recycling, composting, incineration with energy recovery, incineration without energy recovery, and landfill. We consider closed loop recycling and post-industrial recycling to be preferred diversion methods. Closed-loop recycling is waste that is produced and then reused within a partner's own operations. Post-industrial recycling is waste diverted by a third-party recycling service to be upcycled and/or downcycled.

In FY24, we collected Tier 1 waste data through the HIGG (*now Worldly*) Facilities Environmental Module. 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. Given this, we will only be reporting Tier 2 waste diversion in this years Creating Change Report.

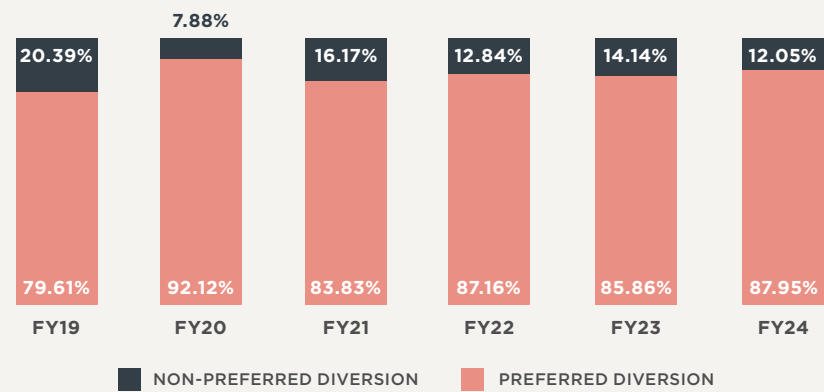
WASTE (CONTINUED)

FY24 TIER 2 SUPPLIER PARTNERS WASTE DIVERSION DECKERS PREFERRED WASTE DIVERSION

DECKERS FOOTWEAR PREFERRED WASTE DIVERSION GROWTH



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



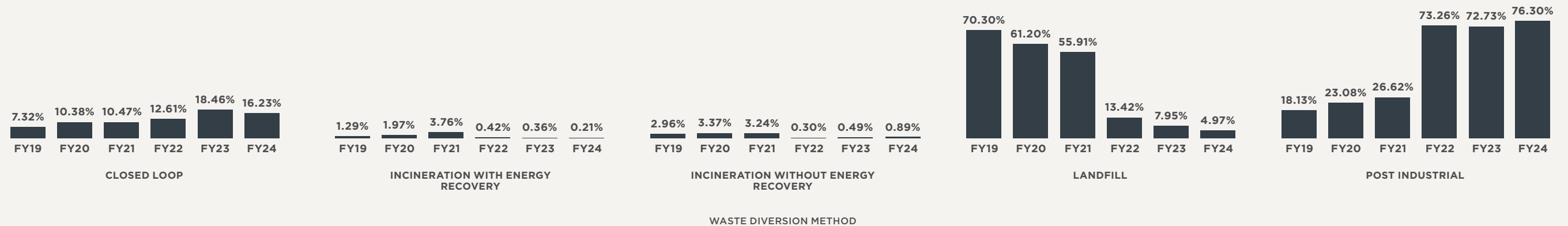
WASTE (CONTINUED)

FY24 TIER 2 SUPPLIER PARTNERS WASTE DIVERSION (CONTINUED)

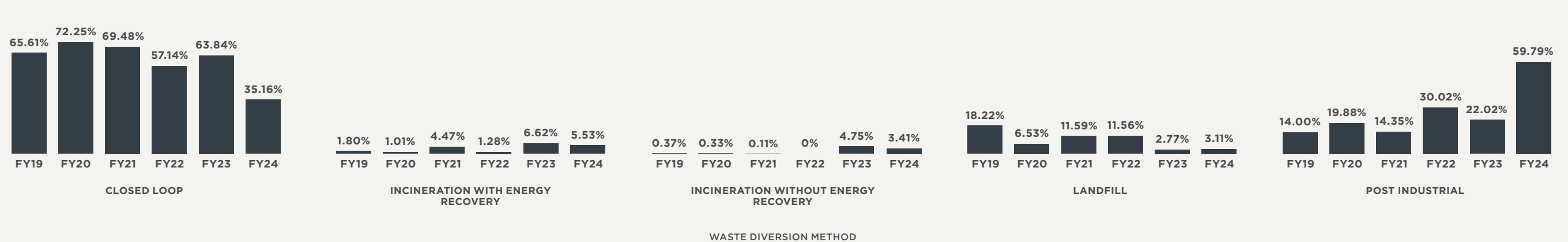
DECKERS PREFERRED WASTE DIVERSION (CONTINUED)



DECKERS FOOTWEAR MATERIALS WASTE DIVERSION METHODS PROGRESS



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





WASTE (CONTINUED)

THE RECYCLABILITY OF OUR PACKAGING

At Deckers, we believe all packaging that we produce should be treated as 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*).

Knowing this, we report our packaging (*availability to be recycled*) based on USA EPA standards. We would like to have all brands reach 80%, meaning that 80% of their packaging materials could be recycled, and we look forward to continuing to track our progress in this area.

DECKERS FOOTWEAR PACKAGING AVAILABLE TO RECYCLE			
FY19	72.47%	FY22	74.74%
FY20	74.19%	FY23	74.39%
FY21	75.56%	FY24	72.50%

SUMMARY OF DECKERS' WASTE DIVERSION TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: WASTE DIVERSION



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	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 HIGG (now Worldly) Facilities Environmental Module for improved data	Continued to be SAC members to solicit partners using the HIGG (now Worldly) 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

We believe in the power of our scale and wish to use that for good. We have a responsibility to protect the skilled workers creating our product. We respect human rights, remedy violations in accordance with the International Labour Organization (*ILO*) and the United Nations' International Bill of Human Rights, and monitor the chemistry within our products to meet global regulations and our own voluntary standards. We believe in responsible consumption and building product that is built to last, which is possible only with 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 (opensupplyhub.org). 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. We audit 100% of our Tier 1 factory partners and engage the majority of our Tier 2 supplier partners through audits, training opportunities, or environmental monitoring. For more information, please see our [Statement Against Modern Slavery](#) and our [Ethical Supply Chain Supplier Code of Conduct](#).

TIER 1 CHILD LABOR-RELATED FINDINGS

ISSUE	FY19	FY20	FY21	FY22	FY23	FY24
NUMBER OF CHILD LABOR FINDINGS OR EVENTS	0	0	0	0	0	0
NUMBER OF OTHER AGE STANDARD FINDINGS OR EVENTS	0	1*	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 [Ethical Supply Chain Supplier Code of Conduct](#).

TIER 1 FORCED LABOR-RELATED FINDINGS

	FY19	FY20	FY21	FY22	FY23	FY24
NUMBER OF FORCED LABOR FINDINGS OR EVENTS	0	0	0	0	0	0
NUMBER OF OTHER FORCED LABOR STANDARD FINDINGS OR EVENTS	0	1*	0	2*	1**	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 respect all human rights and prioritize working with partners who share in this vision.

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

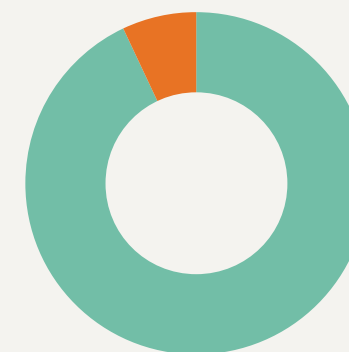
In FY24, we audited 100% of our 39 Tier 1 factory partners. We have shifted from primarily our own self-conducted internal audits toward the utilization of industry assessment tools in an effort to help decrease audit fatigue while continuing to deliver on transparency through verified data. Of the audits performed, 92.31% were onsite audits (*either by our own ESC team or an accredited Better Work or Social & Labor Convergence Program third-party auditor*) and 7.69% 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 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. We also performed 113 desktop audits, mainly for licensees/agent relationships.

DECKERS VENDOR SCORECARD CRITERIA

ANNUAL ESC AUDIT	Onsite ESC Audit - Fair Factories Clearinghouse (FFC)
	Audit CAP Progress - FFC
SUSTAINABILITY - SOCIAL	Social Self-Governance
	Social Insurance and Legal Benefits
	Working Hour Efficiency
	Beyond Compliance - Social Projects
SUSTAINABILITY - EHS	Minimize Footprint
	H&S Self-governance
	Minimize Injury/LTIR
	Beyond Compliance - EHS Projects

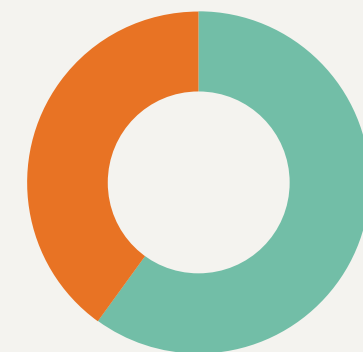
FY24 VENDOR SCORECARD PERFORMANCE (T1 FOOTWEAR PARTNERS)



• 93.33% CHAMPION (90-100%)
• 6.67% EXCELLENT (80-89.5%)

**Data pulled from 15 T1 footwear partners who are participating in our Vendor Scorecard Process. Champion 90-100%, Excellent 80-89.99%, Solid 70-79.99%, Practitioner 60-69.99%, Beginner >60%*

FY24 VENDOR SCORECARD PERFORMANCE (T1 APPAREL & ACCESSORIES PARTNERS)



• 60.00% CHAMPION (90-100%)
• 40.00% EXCELLENT (80-89.5%)

**Data pulled from 5 T1 apparel and accessories partners who are participating in our Vendor Scorecard Process. This is a new chart which is why prior years are not reflected. Champion 90-100%, Excellent 80-89.99%, Solid 70-79.99%, Practitioner 60-69.99%, Beginner >60%*



WORKERS IN OUR SUPPLY CHAIN (CONTINUED)

PARTNER PERFORMANCE: TIER 2 SUPPLIER PERFORMANCE

In FY24, 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 (up from the 88% reported in FY23). We have also developed a strategy to engage 100% of our Tier 2 supplier partners. We plan to select a group of key Tier 1 factory partners to collect various documents from our Tier 2 supplier partners to allow our team to perform a social compliance and environmental health and safety assessment. To ensure compliance with our robust expectations, we also intend to randomly audit our Tier 2 supplier partners and promote their use of tools such as SLCP and Worldly (formally HIGG). By 2025, we would like to monitor all of our Tier 2 supplier partners in the same way we do our 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 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 (due to expansion of factory footprint), insufficient routine inspection and maintenance of machines (largely due to updates to fire safety legislation), insufficient social insurance, and insufficient safety education. Among our Tier 2 supplier partners, our most prevalent areas of non-compliance are insufficient first aid supplies, insufficient social insurance, insufficient fire equipment maintenance, insufficient chemical management, and overtime. We continue to monitor performance in these areas and will allocate the resources necessary to remediate these areas of non-compliance.

TIER 1 TOP FINDINGS NON-COMPLIANCE

- 1 EXCESSIVE OVER TIME
- 2 INSUFFICIENT BENEFITS & WELFARE
- 3 INSUFFICIENT SOCIAL INSURANCE
- 4 IMPROPER EXIT DOORS
- 5 INSUFFICIENT NUMBER OF FIREFIGHTING FACILITIES

**Note, 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 2 TOP FINDINGS NON-COMPLIANCE

- 1 INSUFFICIENT FIRST AID SUPPLIES
- 2 INSUFFICIENT SOCIAL INSURANCE
- 3 INSUFFICIENT FIRE EQUIPMENT MAINTENANCE
- 4 INSUFFICIENT CHEMICAL MANAGEMENT
- 5 OVERTIME

**Note, 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 77 assessment results for FY24 strategic Tier 2 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 FY24, we collaborated with: (1) leading footwear and apparel brands, (2) Apparel and Footwear Brands Collaboration Forum, (3) Business for Social Responsibility, (4) Social and Labor Convergence, (5) Better Work, and (6) Timeline. We look forward to continuing to work with other peers in our industry to make lasting change.

We are pleased to report that 78% of our Tier 1 footwear partners, 65% T1 apparel and accessories partners, and 21% 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, in FY24, multiple members of our ethical supply chain team participated in SLCP's trainer program and received their certification. This accomplishment stands as a testament to the dedication of our ESC team 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. Of course, we will terminate our relationship with performers who are not fulfilling our expectations after continued effort. But, overall, we have found that our partners want to improve and remain our partners.

In FY24, we had one partner who was in our excellent (80-89.5%) category but 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 an entire category from excellent (86.72%) to champion (94.32%). 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 FY24, there were three new suppliers who failed our initial ESC assessment. 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 significant improvement. We remain committed to vetting all partners prior to onboarding as it is necessary to ensuring we are working with the best partners.

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 of those partners.

Our ESC team offers both in-person and virtual training opportunities throughout the year. In FY24, our team spent 814 hours training our suppliers, third-party partners and cross-functional management teams on various ESC topics. This is a significant increase when compared to the 562 hours spent in FY23 and 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 want to ensure factory workers are working in an environment where they feel safe and welcome to be themselves. In FY24, we once again engaged our supply chain partners to provide training on harassment with the goal of eliminating harassment from the workplace. The trainings, which reached approximately 68,069 workers (of those 50,501 were female) in Vietnam, Philippines, and China. were conducted in partnership with Better Work, Timeline and BSR. What is so impactful about this program is that rather than simply hosting a training as a check-the-box exercise, we selected certain ESC Coordinators, who received a certification by the ILO, so that they can continue training and empowering for years to come.

YEAR	TOTAL NUMBER OF WOMEN TRAINED	CUMULATIVE TRAINED
FY23	35,080	45,976
FY24	50,501	68,069



WORKERS IN OUR SUPPLY CHAIN (CONTINUED)



HERPROJECT

HERproject, a collaborative initiative that strives to empower low-income women working in global supply chains. Women make up the majority of factory workers in the footwear and apparel sector. We have supported HERproject since 2016 because we recognize the need to support women who are often working for male dominated management.

Since the inception of our partnership with HERproject, we have engaged 30 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 47,300 female workers (a total of 64,435 employees including our male attendees).

CUMULATIVE NUMBER OF WOMEN TRAINED AND CUMULATIVE TRAINED

FY19	25,000	FY21	33,220	FY23	47,186
FY20	33,019	FY22	45,617	FY24	47,300



WORKERS IN OUR SUPPLY CHAIN (CONTINUED)

ADDITIONAL TRAININGS OFFERED TO SUPPLY CHAIN WORKERS

GENDER EQUITY

Since FY23, we have offered engagement and support programs, certified by the International Labour Organization (ILO), on the topic of gender equity. In FY24, our efforts have resulted in the training of 17,342 supply chain workers, 13,432 of which are female.

MANAGEMENT & LEADERSHIP

In FY24, Decker's Sr. ESC Manager, Southern Asia became a certified international management and leadership trainer focused on emotional intelligence. Building on our previous partnership with Better Work Vietnam, and utilizing the skills of our internal ESC team, we successfully engaged 100% of our T1 footwear suppliers (located in both Vietnam and Cambodia) in management, leadership and emotional intelligence. This effort resulted in empowering 4,579 people managers, with 2,658 of them being female.

WORKING PARENT TRAINING

In collaboration with the Center of Child Rights and Business, we conducted two onsite workshops in Vietnam and China. These workshops delivered working parent training for T1 footwear and apparel partners and T2 supplier partners located in Vietnam, Cambodia, and China. The training program utilized a 'train the trainer' model with the goal of educating 100% of the workforce and strengthening workers' parenting skills. As of the end of FY24, a total of 1,096 supply chain workers, including 386 female supply chain workers, have been empowered through this initiative.

CUMULATIVE NUMBER OF WOMEN EMPOWERED

When you take the number of women who have received HERproject training to date (47,300), the number of women who have received anti-harassment training (50,501), the women who have received gender equity trainings (13,435), the women who have received management & leadership training (2,658) and the women who received working parent training (386), we have empowered over 114,000 women which means we have achieved our target of empowering 100,000 women well in advance of our 2027 target. We look forward to continuing to support these incredibly impactful training programs into FY25 and beyond.

WORKERS IN OUR SUPPLY CHAIN (CONTINUED)



VISIONSPRING

We were proud supporters of VisionSpring, a program that creates access to vision screening and affordable eyewear so supply chain workers can see well to do well. 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 nearly 600,000 workers and provided 220,000 of them with the eyeglasses they needed to correct their vision in Bangladesh, India, 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. 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.

To date, our support has provided vision screening services to 30,925 supply chain workers and 18,764 pairs of eyeglasses among 17 T1 footwear suppliers located in Vietnam. We are currently partnering with VisionSpring to expand this incredibly valuable program into new geographical locations, aiming to amplify its impact and benefit even more workers across our global supply chain.

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 supporting healthy lives and well-being of supply chain workers around the globe.

In FY24, we hosted a lunch and learn discussion with with Ramona Handel-Bajema, PhD. Senior Advisor at VisionSpring and Deckers' VP of Sustainability. The event was well attended by Deckers employees globally, all of whom were inspired to hear about the the work VisionSpring does and how Deckers' contributions are making an impact. We look forward to continuing this valuable partnership in FY25.





WORKERS IN OUR SUPPLY CHAIN (CONTINUED)

HEALTH AND SAFETY OF FACTORY EMPLOYEES

We respect all people, regardless of their status within our organization. All employees, whether working at corporate headquarters or in our supply chain, deserve to be safe and well supported. Like most in our industry, we do not own the facilities that produce our product, but we ensure they are being managed in accordance with our requirements, and our expectations, through regular audits and training.

In FY24, we saw improvement among our all monitored partners. In the spirit of continuous improvement we look forward to revising our reporting methodology so that rather than lumping all partners together, we anonymize, and report by each facility individually. This will allow us to set more pointed KPIs and targets so that we are making an even greater impact.

TIER 1 - FOOTWEAR FACTORIES (14 MONITORED FY19, FY20 AND FY21, 15 MONITORED FY22, 17 MONITORED FY23, 15 MONITORED IN FY24)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE	FY24 PERFORMANCE
FATALITIES	Number of Events	√	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
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/Total hours worked *200,000	√	0.33	0.29	0.32	0.16	0.15	0.12
TOTAL # OF LOST DAYS	Days	N/A	1,391	905	612	1109	1195	1271

TIER 2 - BOTTOM SUPPLIERS (7 MONITORED ALL YEARS)

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

TIER 2 - TANNERIES (8 MONITORED ALL YEARS)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE	FY24 PERFORMANCE
FATALITIES	Number of Events	√	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
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/Total hours worked *200,000	x	0.86	1.23	0.68	0.47	0.5	0.41
TOTAL # OF LOST DAYS	Days	N/A	751	1237	658	1369.5	1510	1721

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. FY24, figures derived from 15 footwear factories, 7 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 DECKERS EMPLOYEES

Deckers also 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	1.6
YTD 2024*	2.7

* As of May 7, 2024

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

Partial year reflected in prior report. Data reflected here is a full year impacting prior reported data. More hours worked and an unchanged number of incidents lead to a lower overall TRIR.



SUMMARY OF DECKERS' HUMAN RIGHTS PROGRESS

SUSTAINABLE DEVELOPMENT GOAL: HUMAN RIGHTS



HUMAN RIGHTS - COMMUNITY

Positively impact the communities where we operate in, 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	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 partners are audited on an annual basis We engaged the majority of our Tier 2 suppliers (<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 partners are audited on an annual basis We engaged the majority of our Tier 2 suppliers (<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 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 suppliers (<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 partners are audited on an annual basis 100% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 suppliers (<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 partners are audited on an annual basis 100% of those monitored received champion or excellent ratings We engaged the majority of our Tier 2 suppliers (<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 and our Total Recordable Incident rate is 0.40	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	Target Achieved - FY21 and beyond target is to maintain	2021
Ensure our T2 Bottom Suppliers Lost Time Injury Rate is 0.26 and our Total Recordable Incident rate is 0.40	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	Target Achieved - FY23 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' HUMAN RIGHTS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOAL: HUMAN RIGHTS (CONTINUED)

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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Ensure our T2 Tanneries Lost Time Injury Rate is 0.26 and our Total Recordable Incident rate is 0.40	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	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	In progress - Target achievable	2025
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 - 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 - 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	Target Achieved - FY21 and beyond target is to maintain	2030
Expand HERproject 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 (14 Tier 1 footwear factories, 2 Tier 1 lifestyle factories, and 4 Tier 2 suppliers)	Enrolled an additional 6 partners in HERproject (four Tier 2 suppliers and two Tier 1 factories)	Enrolled an additional 8 partners in HERproject (three Tier 2 suppliers and five Tier 1 factories)	Enrolled an additional 3 Tier 1 partners in HERproject (two partners received HERfinance and one received HERessential)	An existing Tier 1 partner continued their efforts with HERproject	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 (four Tier 2 suppliers and two Tier 1 factories) The number of women empowered since inception of partnership is 33,220 (a total of 44,403 including male attendees) Annual Women's Leadership Summit (virtual) event held	Enrolled an additional 8 partners in HERproject (three Tier 2 suppliers and five Tier 1 factories) The number of women empowered since inception of partnership is 45,617 (a total of over 61,000 including male attendees) Annual Women's Leadership Summit event held	Enrolled an additional 3 Tier 1 partners in HERproject (two partners received HERfinance and one received HERessential) The number of women empowered since inception of partnership is 47,186 (a total of over 64,245 including male attendees) Annual Women's Leadership Summit event held	When you take the number of women who have received HERproject training to date (47,300), the number of women who have received anti-harassment training (50,501), the women who have received gender equity trainings (13,435), the women who have received management & leadership training (2,658) and the women who received working parent training (386), we have empowered over 114,000 women which means we have achieved our target of empowering 100,000 women well in advance of our 2027 target.	On Track	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.



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.

Not only do we strive to make products that are environmentally conscious, we also must ensure that our product is safe for our consumers. Our brands deliver performance, but they must do so in compliance with all global product safety standards.

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

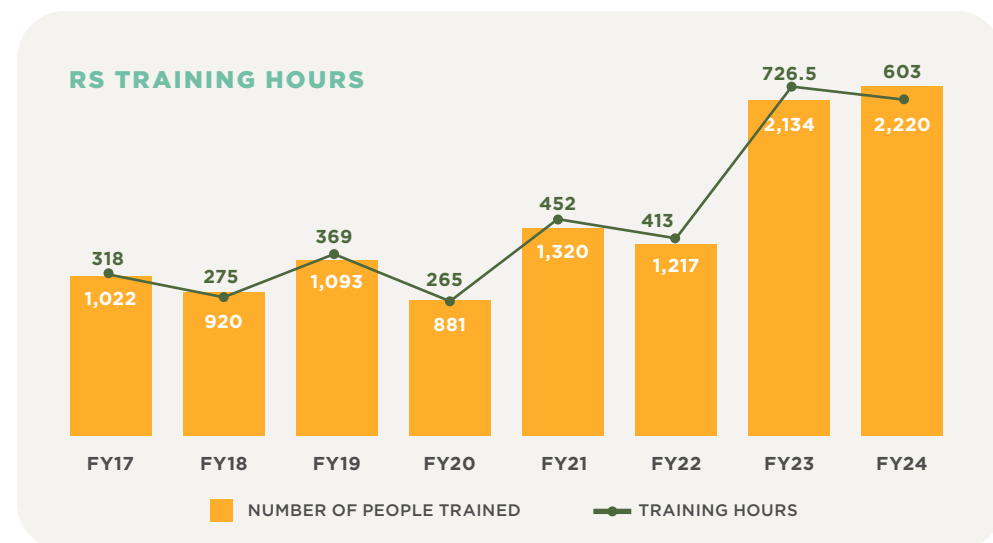


OUR RESTRICTED SUBSTANCES PROGRAM

Our **Restricted Substance Program** is intended to ensure products comply with the most stringent applicable global legislation, along with our own voluntary standards. Our program also promotes the use of environmentally friendly materials, ensures harmful substances are limited or eliminated and encourages sustainable product innovation. 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.

Testing requirements, frequency of testing, random sampling, approved third-party testing laboratories, finished products testing, common names of chemicals we monitor, CAS numbers, restriction levels and test methods are covered in our **Restricted Substances Policy**.

Our Restricted Substances team ensures all supply chain partners are fully aware of our expectations and have received the proper training and tools necessary for success.



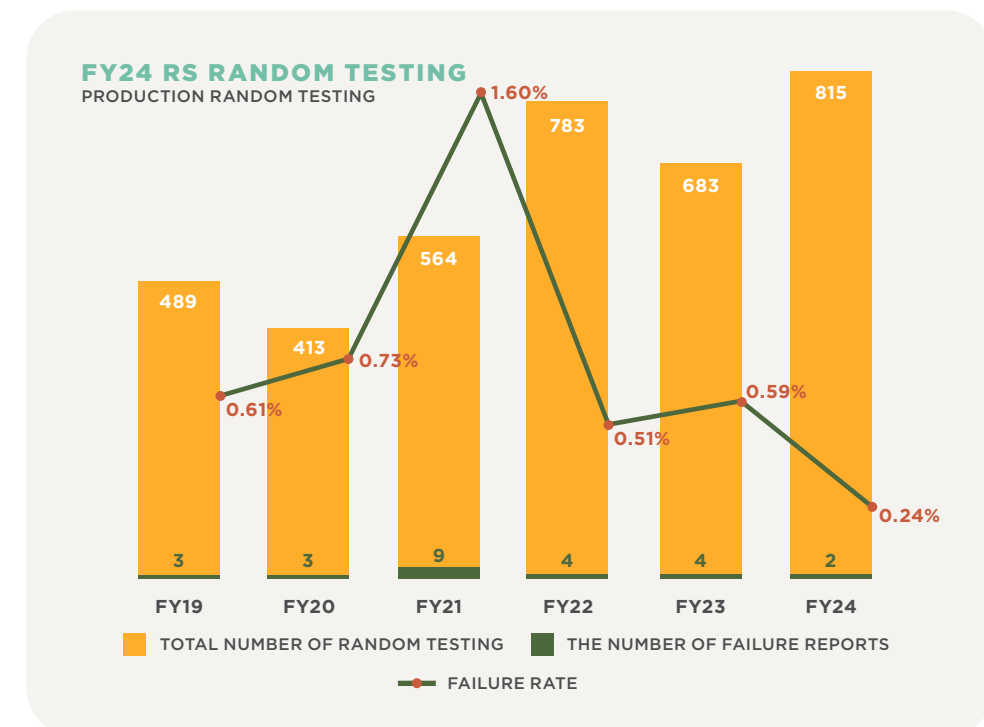
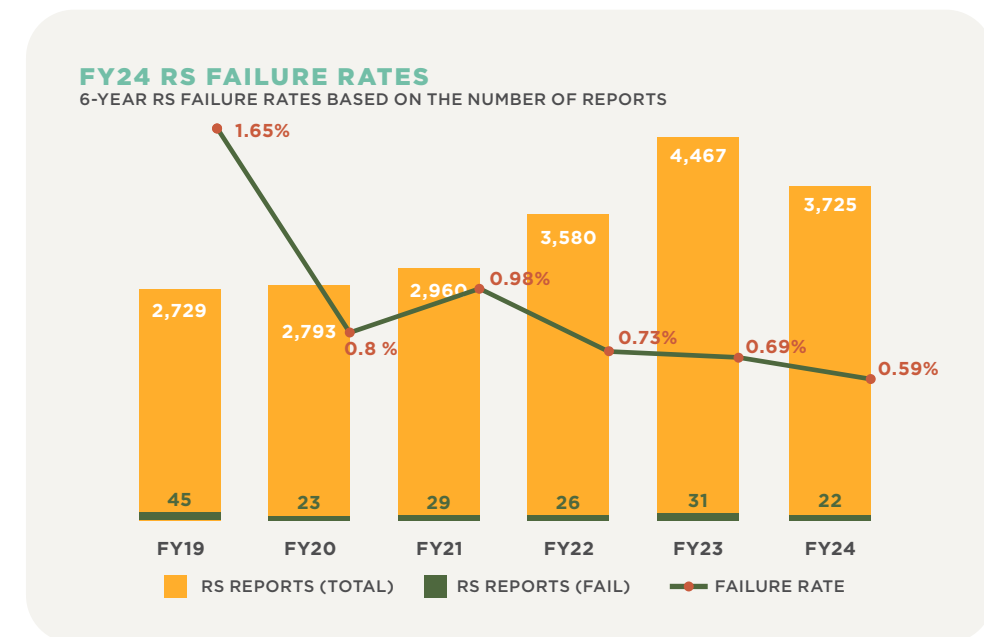
RESTRICTED SUBSTANCES TRAINING

We work diligently with our supply chain partners to provide ongoing training to appropriately manage our product chemistry. In FY24, our Restricted Substances Team offered over 600 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 System)
- Material Risk Analysis and Typical Case Studies
- Release/Hold Procedures and Records Management
- Cleaner Chemistries for Leather and EVA
- Digital Mapping and Monitoring Tools
- Chemical Reaction Controls and Methodologies
- Advanced Traceability and Tracking Methodologies with Chemical Ingredients
- T2 and T3 RS and MRSL Compliance Strategies
- BPA Controls and Solutions
- Recycled material and risk management (RS & MRSL)
- Printing Diagnostic Tools
- Advanced Traceability and Tracking Methodologies Associated with Chemical Ingredients

RESTRICTED SUBSTANCES TESTING

The added effort and time our Restricted Substances 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 FY24 was lower at 0.59% compared to 0.69% in FY23. 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.

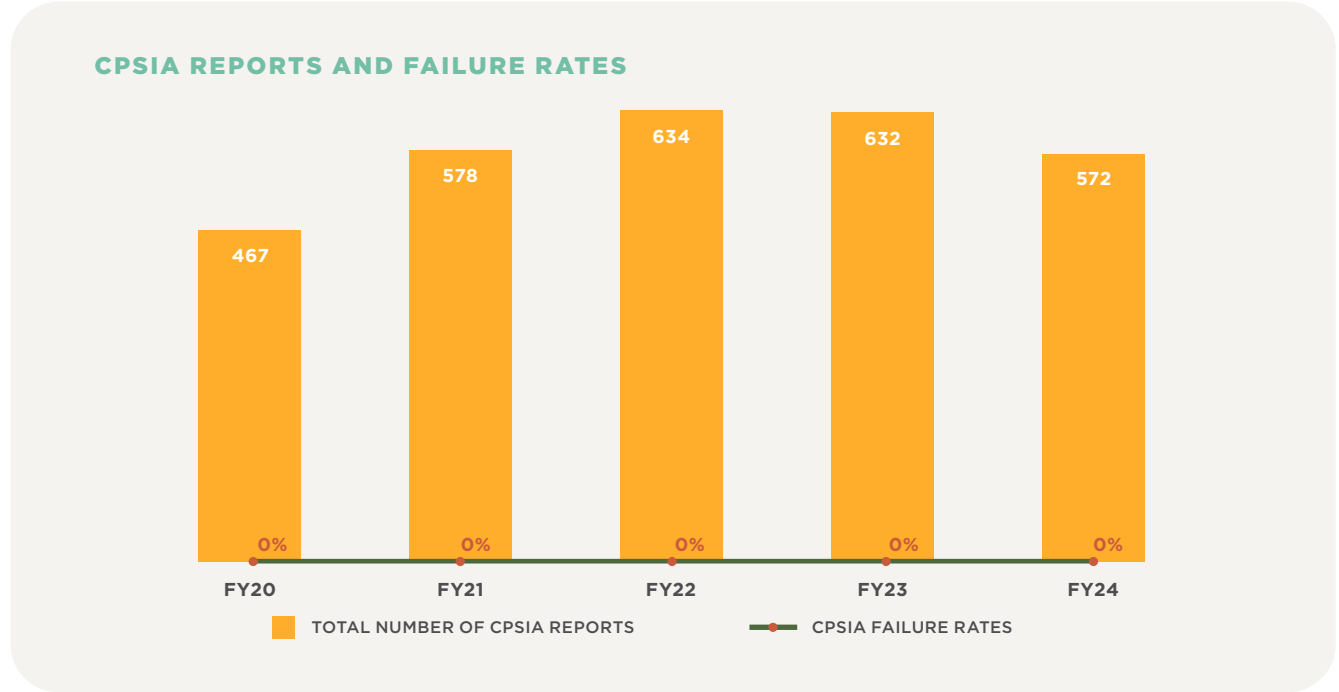




CONSUMER SAFETY

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 four years, we have had zero CPSIA failures thanks to our RS teams’ tremendous dedication.



CHEMICALS REDUCED, CONTROLLED, OR ELIMINATED IN FY24

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. At 13.9g/pair or under, all of our brands are all well within our target of 20g/pair. We intend to continue driving these reductions and anticipate overall maintained or reduced VOC levels for all of our brands moving forward.

VOLATILE ORGANIC	FY20	FY21	FY22	FY23	FY24
UGG	12.6	6.9	6.8	10.2	7.2
SANUK	6.2	5.4	6.5	8.5	13.2
TEVA	17.9	12.2	10.8	13.3	13.9
HOKA	17.3	14	11.9	12.3	12.2
KOOLABURRA	11.3	7.5	10.6	7.9	12.1

**While we have maintained our targets to keep brand VOCs below 20g/pair, all our brands with the exception of UGG and HOKA did see increases when compared to FY23. This can be attributed to more complex/layered bottom units, for Koolaburra, and a factory change, for Sanuk, as the new factory uses more solvent-based bonding chemicals. We are committed to working with them to continue improving their processes.*

CLEANER CHEMISTRY (CONTINUED)

1. 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 does not intentionally add PFASs, but regardless currently test for 220 PFCs and PFASs and has achieved PFC and PFAS free results 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 FY25 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 FY24, all materials have passed our strict DMFa test and we look forward to continuing to see this progress in FY35.
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. 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, dyeing 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 FY25 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.



SUMMARY OF DECKERS' CHEMISTRY PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: REDUCE OR ELIMINATE HAZARDOUS CHEMICALS THROUGHOUT OUR OPERATIONS



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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce volatile organic compounds (VOCs) to 20g/pair or less	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	Target Achieved - FY19 and beyond target is to maintain	2020
Eliminate PFC from our supply chain (Tier 1 and Tier 2)	On track to eliminate PFCs from our supply chain (Tier 1 and Tier 2) by 2020	PFC free (free meaning not detected per the lowest machine calibration of 0.01 mg/kg)	PFC free (free meaning not detected per the lowest machine calibration of 0.01 mg/kg)	PFC free (free meaning not detected per the lowest machine calibration of 0.01 mg/kg)	PFC free (free meaning not detected per the lowest machine calibration of 0.01 mg/kg)	PFC free (free meaning not detected per the lowest machine calibration of 0.01 mg/kg)	Target Achieved - FY20 and beyond target is to maintain	2021
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	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.	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	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%	Monitoring Target	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.

SUMMARY OF DECKERS' CHEMISTRY PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: REDUCE OR ELIMINATE HAZARDOUS CHEMICALS THROUGHOUT OUR OPERATIONS (CONTINUED)

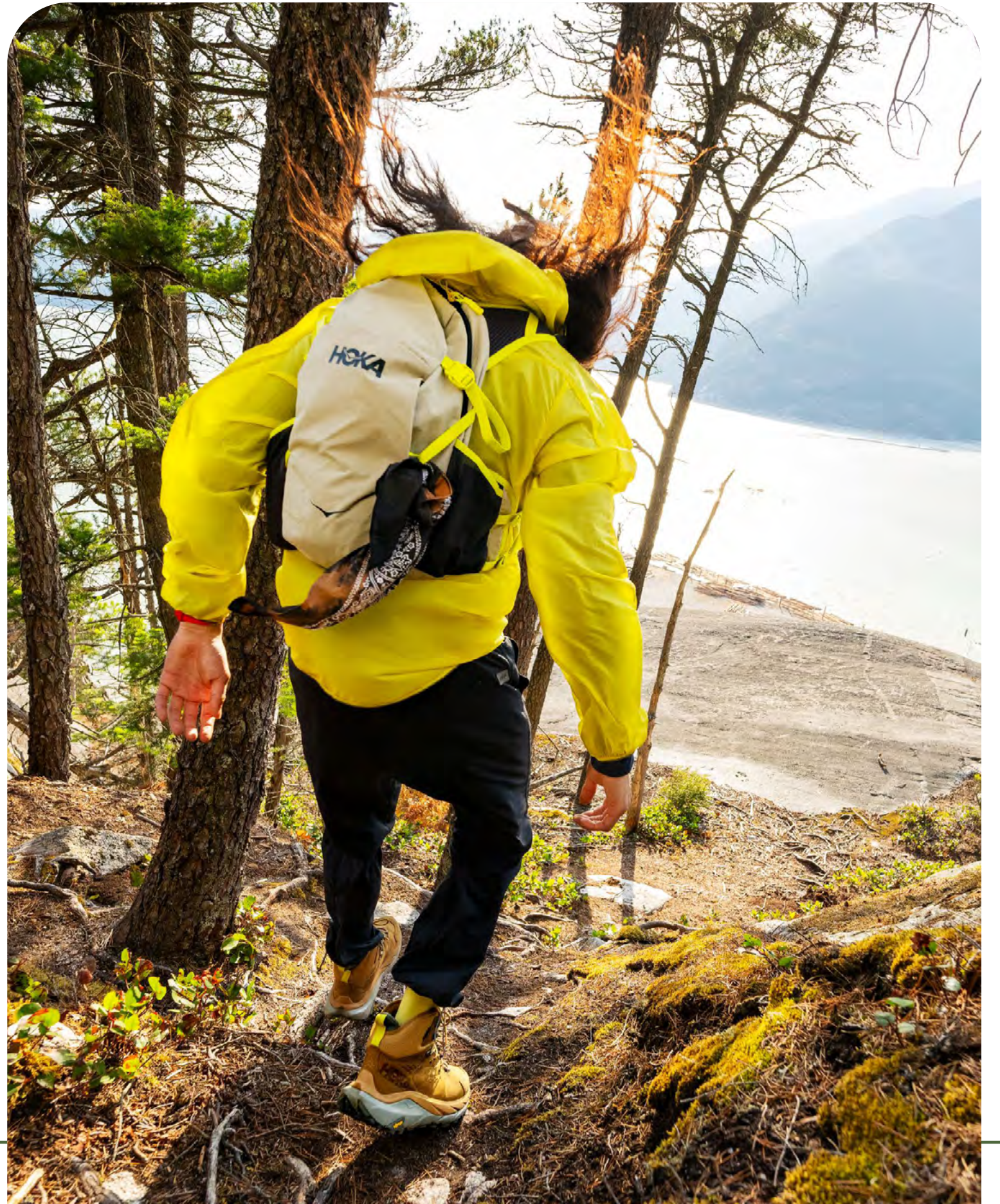


TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Continued reduction, or maintaining, of our CPSIA Failure Rate	CPSIA Report Failure Rate 0.63%	CPSIA Report 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%	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	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 FY24 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 FY25, we will continue to drive progress toward our SDGs, further align efforts with our science-based targets, and pursue more preferred materials including those sourced via regenerative farming.

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

REPORT FRAMEWORK

CONTACT

REFERENCES

DEFINITIONS





PRIOR REPORTS

Deckers has filed nine annual corporate responsibility and sustainability reports; this is our tenth report. Prior to this publication, the most recent corporate responsibility report covering fiscal year 2023 was released in October 2023. All historic reports can be found at the references linked below or at www.deckers.com/responsibility.

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.



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 are subject to certain risks and uncertainties that could cause actual results to differ materially. 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. While these third-party 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 Officer and Deckers Brands Corporate Responsibility, Sustainability & Governance Committee (*Corporate Governance Committee*).

CONTACT

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



REFERENCES

[Deckers Brands Code of Ethics](#)

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

[CA Supply Chains Act Statement](#)

[UK Slavery Act Statement](#)

[Deckers Ethics Hotline](#)

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

[France Gender Equity Index 2023](#)

[Conflict Minerals 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 Location](#)

[Global Supplier Locations](#)

[Statement Operations in Russia](#)

[Deckers Gives Charitable Donation Policy](#)

[Corporate Responsibility Videos](#)

[Global Reporting Initiative Core Standards](#)

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

[Task Force on Climate Related Disclosures](#)

DEFINITIONS

ASSEMBLY IMPACT

The impact to assemble a product a product for the end consumer.

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*).

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.

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.*).

OFFSETTING (CARBON)

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

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.

SCOPE 1 EMISSIONS

Emissions that are direct emissions from owned or controlled sources.

SCOPE 2 EMISSIONS

Emissions are indirect emissions from the generation of purchased energy.

SCOPE 3 EMISSIONS

Indirect emissions (*not included in scope 2*) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

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, extraction of 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.



FY24 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



FY24 DISCLOSURES - GRI CONTENT INDEX

Deckers Brands has reported the information cited in this GRI content index for the period April 1, 2023 - March 31, 2024 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	<p>Deckers Outdoor Corporation is a publicly-traded company listed on the New York Stock Exchange, Trading Symbol: DECK. The Company is headquartered at 250 Coromar Drive, Goleta, California 93117.</p> <p>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®, Sanuk®, Koolaburra®, 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.</p> <p>A full list of countries of operation can be found in Deckers Brands in Summary or our FY24 Annual Report.</p>	Deckers Brands in Summary
2-2	Entities included in the organization's sustainability reporting	All Deckers entities included in the FY24 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.	FY24 Annual Report : pages 3 - 5 Additional Information
2-3	Reporting period, frequency and contact point	Deckers Brands has filed nine annual corporate responsibility and sustainability reports; this is our tenth report. Deckers financial reports and Creating Change Reports both align with fiscal year 2024 (FY24), reporting period April 1, 2023 to March 31, 2024. 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	<p>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.</p> <p>Due to a calculation error the Corporate Headquarters Water Usage data has been restated and is reported on a calendar year rather than a fiscal year.</p>	Corporate Headquarters Water Usage Updates
2-5	External Assurance	<p>Deckers receives independent third-party limited assurance for select Diversity, Equity, and Inclusion metrics. More information can be found in the Basis of Presentation and Independent Accountants' Review Report.</p> <p>Deckers is evaluating expanding our limited assurance for certain environmental metrics in the future.</p>	Independent Accountants' Review Report

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION																																																					
ACTIVITIES AND WORKERS																																																								
2-6	Activities, value chain and other business relationships	FY24 Annual Report	FY24 Annual Report: pages 3-5																																																					
2-7	Employees	<table border="1"> <thead> <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> </thead> <tbody> <tr> <td>NUMBER OF PERMANENT EMPLOYEE</td> <td>3,026 (63.2%)</td> <td>717 (15.0%)</td> <td>1,048 (21.9%)</td> <td>4,791</td> </tr> <tr> <td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td> <td>2 (1.5%)</td> <td>124 (91.2%)</td> <td>10 (7.4%)</td> <td>136</td> </tr> <tr> <td>NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)</td> <td>2,159 (58.2%)</td> <td>540 (14.6%)</td> <td>1,008 (27.2%)</td> <td>3,707</td> </tr> <tr> <td>NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)</td> <td>867 (80.0%)</td> <td>177 (16.3%)</td> <td>40 (3.7%)</td> <td>1,084</td> </tr> </tbody> </table> <p><i>*For reporting period FY24. 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></p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td>NUMBER OF PERMANENT EMPLOYEES</td> <td>3,018 (62.99%)</td> <td>1,750 (36.53%)</td> <td>7 (0.29%)</td> <td>9 (0.19%)</td> <td>4,791</td> </tr> <tr> <td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td> <td>95 (69.9%)</td> <td>38 (27.9%)</td> <td>0 (0.00%)</td> <td>3 (2.2%)</td> <td>136</td> </tr> </tbody> </table> <p><i>*For reporting period FY24. Gender as specified by the employees themselves. Temporary Employees only includes employees that are on Deckers' payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.</i></p>	EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)						NORTH AMERICA	EMEA	APAC	TOTAL	NUMBER OF PERMANENT EMPLOYEE	3,026 (63.2%)	717 (15.0%)	1,048 (21.9%)	4,791	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	2 (1.5%)	124 (91.2%)	10 (7.4%)	136	NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	2,159 (58.2%)	540 (14.6%)	1,008 (27.2%)	3,707	NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	867 (80.0%)	177 (16.3%)	40 (3.7%)	1,084	EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)						FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL	NUMBER OF PERMANENT EMPLOYEES	3,018 (62.99%)	1,750 (36.53%)	7 (0.29%)	9 (0.19%)	4,791	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	95 (69.9%)	38 (27.9%)	0 (0.00%)	3 (2.2%)	136	People
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2-8	Workers who are not employees	Deckers does not employee a significant number of workers who are not employees.	People																																																					

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
GOVERNANCE			
2-9	Governance structure and composition	FY24 Proxy Statement	FY24 Proxy Statement : page 9 - 18 and 20 - 25 Program Governance
2-10	Nomination and selection of the highest governance body	FY24 Proxy Statement	FY24 Proxy Statement : pages 18 - 25
2-11	Chair of the highest governance body	Michael F. Devine, III, Chairman 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>), which is comprised of four independent directors, oversees our ESG strategy. Our Board of Directors has ultimate oversight over all sustainability initiatives, strategies, and programs, including 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 (<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	Our Chief Administrative Officer (<i>CAO</i>) is responsible for the day-to-day management of our ESG program. The program's execution is driven by our leadership team and various cross-functional teams including our ethical sourcing, facilities, DCs, brands, innovation, materials, and supply chain teams.	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 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 FY24 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. 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
2-17	Collective knowledge of the highest governance body	Each member of our Corporate Governance Committee, together with our Chief Administrative 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.	FY24 Annual Report : page 8

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
GOVERNANCE <small>(CONTINUED)</small>			
2-18	Evaluation of the performance of the highest governance body	FY24 Proxy Statement	FY24 Proxy Statement : pages 7-8
2-19	Remuneration policies	FY24 Proxy Statement	FY24 Proxy Statement : pages 35-54 and 61-63
2-20	Process to determine remuneration	FY24 Proxy Statement	FY24 Proxy Statement : pages 22 - 42 and 78
2-21	Annual total compensation ratio	FY24 Proxy Statement	Board of Directors FY24 Proxy Statement : page 40 and 66
STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	Message from our CEO	Welcome
2-23	Policy commitments	<p>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 also 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:</p> <ul style="list-style-type: none"> ▪ Code of Ethics <i>(including our zero-tolerance policy on harassment and discrimination and insider trading)</i> ▪ Ethics Hotline Policy ▪ Anti-Corruption 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 <p>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 (ILO) convention.</p>	<p>Policies</p> <p>Deckers Brands Policies</p>
2-24	Embedding policy commitments	<p>Deckers' Ethical Supply Chain (ESC) 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 Officer, General Counsel and Corporate Sustainability and Compliance Officer.</p> <p>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.</p> <p>At a minimum, our partners must follow the Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct, all local and state laws, and Deckers' Code of Ethics. Our Ethical Supply Chain (ESC) team provides hands-on training, both in person and virtually, so that partners are well versed on our expectations.</p>	Deckers Brands Policies

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
STRATEGY, POLICIES AND PRACTICES <small>(CONTINUED)</small>			
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 Deckers Ethics Hotline .	Integrity First
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 Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct .	Deckers Brands Policies
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 (which is dependent on timing of audit and challenges associated with peak production), insufficient benefits and welfare (which is largely due to updates to legislation and the learning curve associated therewith), insufficient social insurance, improper exit doors (due to building code updates), and insufficient number of firefighting facilities (due to expansion of factory footprint - e.g. factory build-outs). We continue to monitor performance in these areas and intend to allocate the resources necessary to remediate these areas of non-compliance.	Workers in Our Supply Chain
2-28	Membership associations	United Nations Global Compact, Sustainable Apparel Coalition (HIGG FEM Module), Textile Exchange, Leather Working Group, Savory Institute, Better Work, Social & Labor Convergence, Business for Social Responsibility, Sourcemap, Canopy, Carbon Trust, Trayak's Compass (our LCA tool), and the Humane Society.	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, diversity, equity, and inclusion (DEI), 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.	
3-1	Process to determine material topics	<p>We looked at our business holistically and identified areas (e.g. materials, waste, water, gender equality, quality education and reduced inequalities, chemistry, climate & clean energy, and human rights) 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 (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 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'.</p> <p>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 (DEI), 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.</p>	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

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI TOPIC STANDARDS (2016) - ECONOMIC

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
ECONOMIC: ECONOMIC PERFORMANCE		
3-3	Management of material topics	FY24 Annual Report
201-1	Direct economic value generated and distributed	FY24 Annual Report
201-2	Financial Implications and other risks and opportunities due to climate change	FY24 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	Gender Equality, Quality Education and Reduced Inequalities Benefits
ECONOMIC: ANTI-CORRUPTION		
3-3	Management of material topics	Integrity First Initial ESC Vetting
205-2	Communication and training about anti-corruption policies and procedures	<p>At Deckers, our five key values (<i>commit to create, come as you are, own it, better together and do good and do great</i>) help ensure we hold ourselves accountable and 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.</p> <p>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 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.</p> <p>Company Values and Integrity First</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
ECONOMIC: TAX 2019		
3-3	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	

GRI TOPIC STANDARDS (2016) - ENVIRONMENT

ENVIRONMENT: MATERIALS		
3-3	Management of material topics	<p>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 at deckers.com/responsibility.</p> <p>Policies</p>
301-1	Materials used by weight or volume	FY24 Achievements Materials
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
ENVIRONMENT: ENERGY		
3-3	Management of material topics	<p>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 at deckers.com/responsibility.</p> <p>Policies</p>
302-1	Energy consumption within the organization	Energy Consumption and Usage Tables
302-2	Energy consumption outside the organization	Detailed Scope 3 Emissions
302-3	Energy Intensity	Energy Intensity per Pound of Raw Material Sourced

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI TOPIC STANDARDS (2016) - ENVIRONMENT (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
ENVIRONMENT: WATER AND EFFLUENTS (2018)		
3-3	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 at deckers.com/responsibility . Policies
303-1	Interactions with water as a shared resource	Supply Chain Water Usage Efforts FY24 is Deckers first year reporting supply chain water consumption secured through the FEM tool and we look forward to establishing more targeted water reduction targets, and driving more water recycling efforts, in the future.
303-2	Management of water discharge-related impacts	We require supply chain partners to have and maintain appropriate wastewater discharge permits.
303-3	Water withdrawal	Supply Chain Water Usage Efforts
303-4	Water discharge	We require supply chain partners to have and maintain appropriate wastewater discharge permits.
303-5	Water consumption	Water Usage Efforts
ENVIRONMENT: EMISSIONS		
3-3	Management of material topics	We have multiple policies, including our Restricted Substances 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 at deckers.com/responsibility . Policies
305-1	Direct (Scope 1) GHG emissions	Deckers Brands GHG Emissions Summary (Metric Tons CO ₂ E) Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi
305-2	Energy indirect (Scope 2) GHG emissions	Deckers Brands GHG Emissions Summary (Metric Tons CO ₂ E) Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
ENVIRONMENT: EMISSIONS (CONTINUED)		
305-3	Other indirect (Scope 3) GHG emissions	Deckers Brands GHG Emissions Summary (Metric Tons CO ₂ E) Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi
305-4	GHG Emissions Intensity	GHG emissions intensity per brand can be found in their respective appendices at the end of this report.
305-5	Reduction of GHG emissions	Science-Based Targets
305-6	Emissions of ozone-depleting substances (ODS)	Deckers does not produce, import or export ozone-depleting substances.
305-7	Nitrogen Oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Deckers does not measure NO _x , SO _x , POP, VOC, HAP, PM or other standard categories of air emissions.
ENVIRONMENT: WASTE (2020)		
3-3	Management of material topics	We have multiple policies, including our Product and Materials Destruction 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 at deckers.com/responsibility . Policies
306-1	Waste generation and significant waste-related impacts	Deckers Waste Mitigation Efforts & Supply Chain Waste Generation Efforts
306-2	Management of significant waste-related impacts	Circular Economy
306-3	Waste generated	Deckers Waste Mitigation Efforts
306-4	Waste diverted from disposal	Distribution Centers Waste Mitigation Efforts
306-5	Waste directed to disposal	Distribution Centers Waste Mitigation Efforts
ENVIRONMENT: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topics	Partner Performance, including initial ESC Vetting can be found in the Human Rights section.
308-1	New Suppliers that were screened using environmental criteria	Initial ESC Vetting
308-2	Negative environmental impacts in the supply chain and actions taken	Partner Performance: Tier 1 Footwear Partner Vendor Scorecard

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI TOPIC STANDARDS (2016) - SOCIAL

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
SOCIAL: OCCUPATIONAL HEALTH AND SAFETY (2018)		
3-3	Management of material topics	<u>Health and Safety of Factory Employees</u>
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
403-3	Occupational health services	Not disclosed
403-4	Worker participation, consultation and communication on occupational health and safety	Not disclosed
403-5	Worker training on occupational health and safety	Mandatory Employee Training
403-6	Promotion of worker health	Benefits & 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
403-8	Workers covered by an occupational health and safety management system	Not disclosed
403-9	Work-related injuries	<u>Health and Safety of Factory Employees</u>
403-10	Work-related ill health	<u>Health and Safety of Factory Employees</u>
SOCIAL: TRAINING AND EDUCATION		
3-3	Management of material topics	<u>Integrity First</u>
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 <u>Mandatory Employee Training</u>
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time employees go through an annual review process

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
SOCIAL: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of material topics	<u>Diversity, Equity, and Inclusion</u>
405-1	Diversity of governance bodies and employees	<u>Diversity, Equity, and Inclusion</u>
SOCIAL: NON-DISCRIMINATION		
3-3	Management of material topics	<u>Integrity First</u>
406-1	Incidents of discrimination and corrective actions taken	<u>Hotline Metrics by Topic</u>
SOCIAL: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
3-3	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
SOCIAL: CHILD LABOR		
3-3	Management of material topics	<u>Priority Issues</u>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>We prohibit the use of child labor. Our 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. We audit 100% of our Tier 1 partners, and engage the majority of our Tier 2 partners through audits, training opportunities, or environmental monitoring.</p> <p>For more information, please see our CA Supply Chains Act Statement, our UK Slavery Act Statement, and our Ethical Supply Chain Supplier Code of Conduct.</p>
SOCIAL: FORCED OR COMPULSORY LABOR		
3-3	Management of material topics	<u>Priority Issues</u>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>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 CA Supply Chains Act Statement, our UK Slavery Act Statement, and our Ethical Supply Chain Supplier Code of Conduct.</p>

FY24 DISCLOSURES - GRI CONTENT INDEX (CONTINUED)

GRI TOPIC STANDARDS (2016) - SOCIAL (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
SOCIAL: SUPPLIER SOCIAL ASSESSMENT		
3-3	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		
3-3	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.





FY24 DISCLOSURES - SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

This FY24 Creating Change Report has been produced in accordance with the Sustainability Accounting Standards Board (SASB) Consumer Goods Sector Apparel Accessories & 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 FY24 Creating Change report.

FY24 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	<p>Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY24 Creating Change Report.</p> <p>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.</p>	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	<p>Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY24 Creating Change Report.</p>	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	<p>We require 100% Tier 1 and Tier 2 supply chain partners to have and maintain appropriate wastewater discharge permits.</p>	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 (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	<p>We intend to improve the quality of the data we are collecting among our partners so that we can set more targets goals by factory or supplier. To that end we have expanded our environmental monitoring programs among our manufacturing partners, amplifying their disclosures by utilizing the HIGG FEM module, now Worldly.</p> <p>Of our Tier 1 Factory Partner, over 77% have disclosed through the HIGG FEM module and approximately 4.42% of our Tier 2 supplier partners. By 2025, we would like to monitor all of our Tier 2 supplier partners in the same way we do our factory partners.</p>	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	<p>In FY24, we audited 100% of our Tier 1 factory partners which included 36 on-site audits (23 T1 footwear partners and 13 apparel & accessories partners). Of the audits performed, 49% were performed by our internal ESC team and 51% using reputable third-party audit reports such as Social & Labor Convergence Program (SLCP) or Better Work.</p> <p>In FY24, 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.</p>	Partner Performance
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	<p>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.</p>	Partner Performance

FY24 DISCLOSURES- SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

FY24 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD) (CONTINUED)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	LOCATION
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 (due to expansion of factory footprint), insufficient routine inspection and maintenance of machines (largely due to updates to fire safety legislation), 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 Sourcemap and 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 (either due to social or environmental risks) to establish our traceability framework. These include the following: 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.	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 FY24, 50.07% of all our materials (including both product and packaging) were certified to an environmental and/or social sustainability standard an increase when compared to the 42.03% reported in FY23.	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 39 Tier 1 Factory Partners and 226 Tier 2 Supplier Partners as of April 2024. We are working with Sourcemap and Infor Nexus, leaders in supply chain mapping, for added transparency into our supply chain.	Deckers Brands in Summary

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 Climate Change (C1.1b, C2.2 and C1.1a) Program Governance	Our Board of Directors has ultimate oversight over all sustainability initiatives, strategies, and programs, including climate change, human rights, community engagement, charitable giving, DEI 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.
Describe management's role in accessing and managing climate-related risks and opportunities.	CDP Climate Change (C1.2a and C2.2) Program Governance	Deckers' Chief Administrative Officer, General Counsel and Compliance Officer have 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 (SDGs) 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 Climate Change (C2.1a, C2.3a, and C2.1b) FY24 Annual Report	<p>Global climate change, including extreme weather conditions, natural disasters, public health issues, or other events beyond our control, as well as related regulations, have adversely affected, and could in the future adversely affect, our business.</p> <p>Natural disasters or other catastrophic events, including the effects of global climate change and 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 failure, cyber-attacks, war, and other events beyond our control. Although we maintain disaster recovery plans, such events could disrupt our operations or those of our independent manufacturers, suppliers and customers, including through the inability of personnel to work, destruction of facilities, loss of life, and adverse effects on supply chains, power, infrastructure and the integrity of IT systems, all of which could materially increase our costs and expenses, delay or decrease sales, and disrupt our ability to maintain 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, country specific 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. A significant natural disaster or other 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.</p> <p>These events could also adversely affect the supply of raw materials, including sheepskin and leather, which are key resources in the production of our products, 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 that consumers purchase. If consumers increasingly adopt plant-based diets for personal reasons, this could reduce the supply of sheep for the meat industry, and in turn, hinder our ability to source sufficient sheepskin for our products. Further, public health issues and related regulatory responses, including a pandemic, 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.</p>
Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning	CDP Climate Change (C2.2a & C3.1d)	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 (flood, excessive heat, etc.), 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.
Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario	CDP Climate Change (C3.1a and C3.1c)	Deckers has adopted science-based targets that have been approved by the Science-Based Targets Initiative. Our Scope 1&2 target is an absolute target based on the 1.5° scenario and our Scope 3 target is an economic intensity target based on the 2° scenario. Deckers reviews climate-related risks as part of its Enterprise Risk Management assessment process. Having identified climate risks using TCFD as our guide, to date we have determined that transition risks related to climate change have not been among our material risks. In the future, Deckers may use a third-party consultant to assist with an updated evaluation of our physical and transition risks and opportunities.

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.	CDP Climate Change (C2.2) FY24 Annual Report: page 8	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 (SDGs) 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.
Describe the organization's processes for identifying and assessing climate-related risks	CDP Climate Change (4.3) Program Governance	Deckers' climate-related strategy, including management and identification of risks, is driven by our Chief Administrative Officer, our Vice President, Sustainability and Compliance and multiple sustainability committees which meet quarterly and include various cross-functional teams. 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 identify 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. 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 Climate Change (4.3) Program Governance	Deckers' climate-related strategy, including management and identification of risks, is driven by our Chief Administrative 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. Our ESG program aligns our internal teams with our Sustainable Development Goals (SDGs) and establishes strategies and policies to encourage our partners and suppliers to employ sustainable business practices. For example, because raw material extraction and raw material assembly is so impactful from an emissions perspective, Deckers has a goal to increase its use of preferred materials. We work closely with our materials team, product designers, etc. to utilize our preferred materials guide to use more environmental preferred materials across our brands.
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	Climate and Clean Energy	Deckers tracks climate-related metrics including, but not limited to, direct and indirect greenhouse gas (GHG) 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.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Climate and Clean Energy	See Climate and Clean Energy section of this Report which discloses our Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions and related risks.
Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	CDP Climate Change (7.54.2)	See Climate and Clean Energy section of this Report which discloses our climate-related targets.

INDEPENDENT ACCOUNTANTS' REVIEW REPORT



KPMG LLP
Suite 4000
1735 Market Street
Philadelphia, PA 19103-7501

Independent Accountants' Review Report

To the Board of Directors and Management of Deckers Outdoor Corporation:

Report on Selected Metrics in the FY 2024 Corporate Responsibility and Sustainability Report

Conclusion

We have reviewed whether Deckers Outdoor Corporation's (*the Company's*) metrics identified with the symbol "S" (*the Selected Metrics*) as of March 31, 2024 included on pages 21 to 26 of the Company's FY 2024 Corporate Responsibility and Sustainability Report have been prepared in accordance with the criteria set forth in the basis of presentation on page 167 (*the Criteria*).

Based on our review, we are not aware of any material modifications that should be made to the Selected Metrics as of March 31, 2024 in order for them to be prepared in accordance with the Criteria.

Our conclusion on the Selected Metrics does not extend to any other information that accompanies or contains the Selected Metrics and our report.

Basis for conclusion

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

Responsibilities for the Subject Matter

Management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Selected Metrics such that they are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Selected Metrics and appropriately referring to or describing the criteria used; and
- preparing the Selected Metrics in accordance with the Criteria.

Our responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Selected Metrics in order for them to be prepared in accordance with the Criteria; and
- express a conclusion on the Selected Metrics based on our review.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Selected Metrics and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we performed procedures that consisted primarily of:

- inquiring of management to obtain an understanding of the methodologies and inputs used to prepare the Selected Metrics;
- assessing the suitability and application of the Criteria used in preparing the Selected Metrics;
- inspecting a selection of supporting documentation related to the Selected Metrics;
- recalculating the Selected Metrics based on the Criteria; and
- evaluating the disclosures about the Selected Metrics for consistency with our evidence obtained.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

Philadelphia, Pennsylvania
October 28, 2024

*KPMG LLP, a Delaware limited liability partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

SELECTED METRICS SUBJECT TO LIMITED ASSURANCE - BASIS OF PRESENTATION



TOPIC	METRIC	REPORTING DATE	MANAGEMENT'S CRITERIA	MEASUREMENT
GENDER EQUALITY, QUALITY EDUCATION, & REDUCED INEQUALITIES: PEOPLE	New Hire Race and Ethnicity Breakdown (<i>U.S. Corporate and Call Center</i>) - page 26 FY24 New Hires Gender (<i>U.S. Corporate and Call Center</i>) - page 26	New Hires reflect employees as of March 31, 2024 hired during the previous twelve months.	<ul style="list-style-type: none"> New hire is defined as a permanent non-retail employee hired in the United States at our U.S. Corporate and Call Center during the period described. Gender, race and ethnicity are self identified by employees. Employees who do not self-identify are categorized as undeclared. 	<ul style="list-style-type: none"> Data for the new hire metrics on gender, race and ethnicity is obtained from the Company's Human Resources Information System (<i>HRIS</i>) as of March 31, 2024, for U.S. Corporate and Call Center employees. Each metric is calculated by dividing the number of U.S. Corporate and Call Center new hires self-identifying as that category by the total number of U.S. Corporate and Call Center new hires.
GENDER EQUALITY, QUALITY EDUCATION, & REDUCED INEQUALITIES: PEOPLE	Director Level and Above Gender (<i>Global</i>) - page 21 FY24 Director Level and Above Race and Ethnicity (<i>U.S. Only</i>) - page 25	Director level and above metrics reflect our workforce of directors and above as of March 31, 2024.	<ul style="list-style-type: none"> Director level and above is defined as those employees with a Director title including Director, Sr. Director, Vice President, Senior Vice President and Executive. Gender is self identified by employees globally. Race and ethnicity is self identified by employees in the United States. Black, Indigenous, Person of Color (<i>BIPOC</i>) is defined as races and ethnicity that are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Middle Eastern, Native Hawaiian or Other Pacific Islander, and Two or More Races. The Company uses "racial and ethnic diversity" to refer to individuals who identify as BIPOC. 	<ul style="list-style-type: none"> Data for the Director level and above metrics on gender, race and ethnicity is obtained from the Company's HRIS as of March 31, 2024 for both global and all U.S. employees. Each metric is calculated by dividing the number of Director level and above employees self-identifying as that category by the total number of Director level and above employees. For gender, a global Director level and above population is used. For race and ethnicity, a U.S. Director level and above population is used.
GENDER EQUALITY, QUALITY EDUCATION, & REDUCED INEQUALITIES: PEOPLE	ELT Gender - page 22 ELT Underrepresented Groups - page 22	Executive leadership team metrics reflect our executive leadership workforce as of March 31, 2024.	<ul style="list-style-type: none"> Executive Leadership Team (<i>ELT</i>) is defined as the executive officers listed on page 22. Gender, race and ethnicity, and sexual orientation is self identified by employees. The Company uses "racial and ethnic diversity" to refer to individuals who identify as BIPOC. The Company uses "underrepresented" to refer to individuals who identify as BIPOC and/or sexual orientation that is gay, bisexual, lesbian, pansexual, asexual, or questioning. 	<ul style="list-style-type: none"> Data for the executive leadership team metrics on gender, race and ethnicity, and sexual orientation is obtained from the Company's HRIS as of March 31, 2024 and Director and Officer Questionnaires. Each metric is calculated by dividing the number of ELT officers self-identifying as that category by the total number of ELT officers.
GENDER EQUALITY, QUALITY EDUCATION, & REDUCED INEQUALITIES: PEOPLE	Board Diversity by Gender, Race and Ethnic Diversity, and Underrepresentation - page 23	Board of Directors metrics reflect our Board Leadership as of March 31, 2024.	<ul style="list-style-type: none"> Board of Directors (<i>BOD</i>) are defined as the board members listed on page 23. Gender, sexual orientation, race and ethnicity categories are self identified by board members. Racial and ethnic diversity is defined above. Underrepresented is defined above. 	<ul style="list-style-type: none"> Data for the Board of Directors on gender, race and ethnicity, and sexual orientation categories are obtained from Director and Officer Questionnaires. Each metric is calculated by dividing the number of BOD members self-identifying as that category by the total number of BOD members.

SUPPLY CHAIN PARTNER DISCLOSURES

TIER 1 FOOTWEAR FACILITIES

TIER 1 FOOTWEAR FACILITIES (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	Al-Nu Sporting Goods (HK) Co., Limited	Zhi Xing Viet Nam Co., Ltd	Lot CN1, CN2, CN3-CCN Nguyen Giap, Nguyen Giap Commune, Tu Ky District, Hai Duong Province	Hai Duong	986	524	462	Y	N	0.04	UGG, HOKA, Teva	Footwear
3	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	6878	4981	1897	Y	N	0.0063	HOKA	Footwear
5	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	2644	2345	299	Y	N	0	UGG, Koolaburra	Footwear
6	Cambodia	Greenland international, Ltd.	Right Union International	Ta Saen Village, Soutib Commune, Cheung Prey District, Kampong Cham Province	Kompong Cham	1329	1239	90	Y	Y	0	UGG, Teva, Koolaburra	Footwear
7	China	Henan Prosper & Colmer Moda Co. Ltd.	Xuchang Reshine Shoes Industry Company Ltd.	Intelligent Equipment Science and Technology Park, Xiangcheng County, Xuchang City, Henan Province	Henan	1466	1245	221	Y	Y	0	UGG, HOKA, Teva, DXLabs	Footwear
8	Thailand	Henan Prosper & Colmer Moda Co. Ltd.	L Bowron (Thailand) Co., Ltd.	235-236 Industrial Export Zone 3, Latkrabang Industrial Estate, Soi Chalongkrung 31, Lamplatiw, Latkrabang	Bangkok	87	56	31	N	Y	0.1839	UGG	Footwear
9	Vietnam	Hong Kong Shoe Majesty Trading Company Limited	Vietnam Shoe Majesty, Co., Ltd.	Chau Duc Industrial Zone, Suoi Nghe Commune, Chau Duc District	Ba Ria Vung Tau	2637	1997	640	Y	N	0.0026	UGG, Teva	Footwear
10	China	Macro Way International Corp.	YingShan ChengQing Shoes Co., Ltd.	Xiao Mi Fam Village, Wen Quan Town, Ying Shan County, Huang Gang City	Hubei	789	735	54	Y	Y	0	Teva	Footwear
11	Indonesia	Macro Way International Corp.	PT. Shou Fong Lastindo	Jl. Raya Surabaya-Bojonegoro, Ds. Prayungan, Kec. Sumberrejo, Kab. Bojonegoro	East Java	900	632	268	N	Y	0.009	Teva, Koolabura Sanuk	Footwear
12	Vietnam	MIA International Holding Company Limited	Vietnam Victory Sporting Goods Co., Ltd.	Cua Village, Trung Luong Commune, Binh Luc District, Ha Nam Province	Ha Nam	1682	1192	490	Y	N	0.0262	HOKA	Footwear
13	Vietnam	Mega Step Holdings., Ltd.	Continuance Vietnam Footwear Company, Ltd.	Km No. 43, National Road No.5, Lai Cach Town, Cam Giang District	Hai Duong	1644	1246	398	Y	N	0	UGG	Footwear

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 1 FOOTWEAR FACILITIES (CONTINUED)

TIER 1 FOOTWEAR FACILITIES (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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
14	Vietnam	Nice Elite International Limited	Amara Vietnam Footwear Company, Ltd.	Song Khe Zone, Co Le Town, Truc Ninh District	Nam Dinh	9712	7661	2051	Y	N	0.005	HOKA	Footwear
15	Vietnam	Nice Elite International Limited	Venus Vietnam Footwear Company, Ltd.	Trade Village Industrial Cluster, Ha Binh commune, Ha Trung district, Thanh Hoa Province	Thanh Hoa	8714	6774	1940	Y	N	0.0055	UGG	Footwear
16	Dominican Republic	PetroQuim, S. R. L.	PetroQuim, S.R.L.	Ave Nicolás de Ovando No. 334, Cristo Rey	Santo Domingo	262	66	196	N	N	0.011	UGG	Footwear
17	Cambodia	Shoe Premier International, Ltd.	Shoe Premier II <i>(Cambodia)</i> Co., Ltd.	New Road, Phum ToulKork, Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Phnom Penh	3073	2797	276	Y	Y	0.01	UGG, Teva, Koolaburra	Footwear
18	Philippines	Stella International Holding Ltd.	Coronation Premium MFG, INC.	Creekside Road Compound 2 Clark Freeport Zone Pampanga	Clark Pampanga	2449	715	1734	N	Y	0.0195	UGG	Footwear
19	Vietnam	Stella International Trading <i>(Macao Commercial Offshore)</i> Limited	Branch of Golden Star Co., Ltd.	Phu Thanh Tay Area, Yen Thanh Ward, Uong Bi City	Quang Ninh	2000	1600	400	Y	N	0.0023	UGG, HOKA, Teva	Footwear
20	Indonesia	Stella International Trading <i>(Macao Commercial Offshore)</i> Limited	PT. Young Tree Industries	JL. Raya Banar RT.7 / RW.2 Ketimang Wonoayu, Sidoarjo	Jawa Timur	3358	3003	355	Y	N	0.0002	UGG	Footwear
20	Vietnam	Capital Concord Enterprises Limited	Exported Footwear Manufacturer	Vuong Town, Tien Lu District, Hung Yen Province	Hung Yen	6449	4918	1531	Y	N	0.01	HOKA	Footwear
21	Vietnam	MIA International Holding Company Limited	Vietnam Victory Sporting Goods Co., Ltd.	Cua Village, Trung Luong Commune, Binh Luc District, Ha Nam Province	Ha Nam	1682	1192	490	Y	N	0.026	HOKA	Footwear
22	Cambodia	Greenland international, Ltd.	Sky Nice II International CO., Ltd.	Tasen Village, Sotep Commune, Choeng Prey District	Kompong Cham	2573	2439	134	Y	Y	0	Teva, UGG, Koolaburra	Footwear
23	Cambodia	Shoe Premier International, Ltd.	Shoe Premier II <i>(Cambodia)</i> Co., Ltd.	New Road, Phum ToulKork, Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Phnom Penh	3073	2797	276	Y	Y	0.01	UGG, HOKA, Koolaburra	Footwear
24	Cambodia	Capital Concord Enterprises, Ltd.	Lin Wen Chih Sunbow Enterprises Co., Ltd.	National Road 2, Phum Seamreap, Phum Chey Chumneas, Khum Seamreap, Kandal Steung District	Kandal, Cambodia	9990	7435	2555	Y	Y	0.01	HOKA	Footwear

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 1 LIFESTYLE FACILITIES (APPAREL, ACCESSORIES, AND HOME GOODS)

TIER 1 LIFESTYLE FACILITIES: APPAREL, ACCESSORIES, AND HOME GOODS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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, Jiang Su Province	Jiangsu	3,386	2,854	532	Y	Y	0.00%	HOKA	Accessories
2	China	Changlu Industrial (Hong Kong) Co., Ltd.	Shenzhen Tak Shing Leather Goods Mfy, Ltd.	No. B18 Building, Fu Chengao Industrial Area, Pinghu Street, Shenzhen City	Guangdong	65	43	22	Y	Y	0.00%	UGG, Teva	Accessories
3	China	Prolexus Berhad	Honways Apparel (Shuyang), Ltd.	No.6 Jiaxing Road, Shuyang Economic Development Zone	Jiangsu	397	357	40	Y	Y	0.00%	HOKA	Apparel
4	Malaysia	Prolexus Berhad	Honsin Apparel SDN. BHD.	531 Batu 2 ½, Jalan Kluang, Batu Pahat	Johor	961	382	579	N	Y	77.11%	HOKA	Apparel
5	Indonesia	PT. Pancaprima Ekabrothers	PT. Pancaprima Ekabrothers	Jl.Raya Siliwangi Km.1 No.178-A Jatiuwung	Banten	3,626	2,555	1,071	Y	Y	0.08%	HOKA	Apparel
6	Vietnam	Pungkook Corporation	Pungkook Saigon Two Corporation	No. 2A Street No. 8, Song Than Industrial	Binh Duong	3,869	767	3,102	Y	N	0.00%	HOKA	Accessories
7	China	Shanghai Cathaya International Trading Co., Ltd.	Anhui Huangshan Huizhou Shiyu Textile Garment CO., Ltd.	No. 1 Xinhang Rd, Huizhou District, North City Industry Park, Huangshan City	Anhui	42	36	6	N	Y	0.00%	UGG	Home Goods
8	Indonesia	Treasure Key (Xiamen) Finery Co., Ltd.	PT. Masterindo Jaya Abad	Jl. Soekarno Hatta No. 24, Bandung	West Java	979	628	351	Y	N	0.00%	UGG	Apparel
9	China	Treasure Key (Xiamen) Finery Co., Ltd.	Treasure Key (Xiamen) Finery Co., Ltd.	No. 101 Tongyuan North Road, Tong'an District, XiaMen, Fujian	Fujian	280	218	62	Y	N	0.00%	UGG, HOKA	Apparel
10	China	Venitra Industrial Group, Ltd.	Anhui Verino Manufacturing Co., Ltd.	52 Donghe Road, Qingyang, Chizhou, Anhui	Anhui	175	120	55	Y	Y	0.00%	UGG, HOKA	Apparel
11	Vietnam	Wholegood Inter-United, Ltd.	Wellform (Vietnam) Co. Ltd.	Nha Xuong 1, Lot A17.5, Duong C1, KCN Thanh Thanh Cong, Phuong An Hao, Thi xa Trang Bang, Tinh Tay Ninh	Tinh Tay Ninh	398	352	46	Y	Y	2.00%	UGG	Apparel
12	China	Wing Feng Lap Yip Fashion, Ltd.	Dongguan City Feng Wing Ming Shing Knitting Limited	No. 2 Dading Road, Heng Jiang Xia Village, Chang Ping Town, Dongguan	Guangdong	419	244	175	Y	Y	0.00%	UGG	Apparel

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 1 LIFESTYLE FACILITIES (APPAREL, ACCESSORIES, AND HOME GOODS) (CONTINUED)



TIER 1 LIFESTYLE FACILITIES: APPAREL, ACCESSORIES, AND HOME GOODS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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
13	Indonesia	Winner International, Ltd.	PT. Hansoll Indo Java	Ngemplak, Rt. 06/ RW. 02, Sesa Randusari, Kecamatan Teras, Kabupaten Boyolai	Jawa	1550	825	725	N	Y	0	UGG	Apparel
14	China	Winner International, Ltd.	Smart Dragon Industrial Limited	SanXian Building, Zengbu Kylin Industrial Estate Chashan Town, Dongguan City	Guangdong	183	116	67	N	Y	0	UGG	Apparel
15	China	Yan Fun international industrial, Ltd.	Huizhou Jia Mei Garment, Ltd.	Shing Fun Industrial Park, Julong Village, Yuanzhou Town, Boluo County, Huizhou City	Guangdong	190	114	76	N	Y	0	UGG	Apparel
16	China	Zhejiang Meikan Garment & Accessories Co., Ltd.	Zhejiang Meikan Garment & Accessories Co., Ltd.	No. 318 Xiachuan Road, Haining	Zhejiang	97	78	19	N	N	0	UGG	Accessories
17	China	Zhejiang Zhongda Finetex Co. Ltd.	Haining United Socks Co., Ltd	No.386/388 Xiachuan Road, Haichang Subdistrict, Haining	Zhejiang	180	127	53	Y	Y	0	UGG, HOKA, Teva	Accessories
18	China	Zhejiang Zhongda Finetex Co. Ltd.	Huzhou Chengxing Clothing Co. Ltd.	No.315-319 Huancheng Road, Shuanglin Town, Huzhou	Zhejiang	67	47	20	N	N	0	UGG, HOKA	Apparel
19	China	Zhejiang Zhongda Finetex Co. Ltd.	Polar Goose Glothing Co., Ltd.	No. 88 Xingfengdou, Xinfengdou Village, Shuanglin Town, Nanxun District, Huzhou	Zhejiang	266	204	62	N	Y	0	UGG	Apparel

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
1	Textile	China	Aesop Textile Co., Ltd	Aesop	Cixi Haolong Pluh Co., Ltd.	No. 299 Dongfa Road, Binhai Economic Development Zone, Cixi	Zhejiang	180	100	80	Y	Y	0.00%	Faux Fur, Imitation Fur	70.00%	UGG, Koolaburra
2	Textile	China	Aesop Textile Co., Ltd	Aesop	Aesop Textile Co, Ltd.	Unit 901-902, FuXin Building, No. 163, FuKang Road, HouJie Town, Dongguan City, GuangDong Province	Guangdong	195	117	78	N	N	0.00%	Faux Fur, Imitation Fur	100.00%	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	35	25	10	N	N	0.00%	TPU shoetoe, TPU outsole, TPE material	100.00%	UGG, HOKA, Teva, Sanuk
4	Bottom	China	Allmat Co. Ltd	Allmat Co. Ltd.	Taicang All Mats Plastic Industry Co., Ltd	No. 2 Dongyuan RD., Zanan Industrial Zone, Liuhe Town, Taicang City	Jiangsu	145	70	75	Y	Y	3.00%	Foam Sheets, Die Cut	100.00%	Sanuk
5	Bottom	Vietnam	Al-Nu Sporting Goods (HK) Co., Limited	AL-ZX	Zhi Xing Vietnam Co., Limited	Cn1, Cn2, Cn3 - Nguyen Giap Industrial, Nguyen Giap Commune, Tu Ky District	Hai Duong	776	407	369	Y	Y	5.00%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
6	Bottom	China	Al-Nu Sporting Goods (HK) Co., Limited	AL-NU	Al-Nu Sporting Goods, Co., Ltd.	Xia Bian Industrial, Houjie Town, Dongguan, Guangdong	Guangdong	51	23	28	N	N	2.00%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
7	Bottom	China	Bai Nian He	Bai Nian He	BaiNianHe Industrial Limited	No. 1, Chuangying East Section,Chaxia,Wentang Village,Dongcheng Street, Dongguan City	Guangdong	72	28	44	N	N	0.00%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Sanuk
8	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	160	80	80	Y	Y	2.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva
9	Packaging	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%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
10	Packaging	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	480	269	211	Y	N	0.00%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	97.30%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
11	Packaging	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%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
12	Packaging	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%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
13	Textile	China	Changzhou Tuotu Textile Co., Ltd.	Tuotu Textile Co., Ltd.	Changzhou Tuotu Textile Co., Ltd.	No. 8 Fenghuang Road, Laosan Group, Tianning District, Changzhou	Jiangsu	300	100	200	Y	Y	0.00%	Knits and Circular Knits	100.00%	UGG
14	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%	Leather Laces	87.00%	UGG
15	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	99.10%	HOKA
16	Packaging	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%	Woven Labels, Sewn-In Labels, Patches, Heat Transfer Label	100.00%	UGG, HOKA, Teva, Sanuk
17	Components	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%	Lace, Webbing. Aglet	13.00%	UGG, HOKA
18	Components	China	Chen Tai Lace 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%	Lace, Webbing. Aglet	100.00%	UGG, HOKA, Teva, Sanuk
19	Components	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%	Lace, Webbing. Aglet	100.00%	HOKA
20	Components	Vietnam	Chen Tai Lace Co., Ltd	Chen Tai, Yue Chang	Chentai 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%	Lace, Webbing. Aglet	100.00%	UGG

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
21	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	9.90%	UGG, HOKA
22	Components	Vietnam	Coats Group PLC	Coats Phong Phu	Coats Phong Phu Co., Ltd.	Fuyong Town, Baoan District, Shenzhen	Ho Chi Minh	1,775	924	851	Y	Y	0.00%	Thread	100.00%	UGG, HOKA
23	Components	Vietnam	Coats Group PLC	Coats Phong Phu	Branch of Coats Phong Phu Co., Ltd.	Pho Noi B Textile & Garment Industrial Zone, Yen My District, Hung Yen Province	Hung Yen	471	245	226	Y	Y	0.00%	Thread	100.00%	UGG, HOKA
24	Hardware	China	Coats Opti Zipper	Coats Opti	Coats Opti Zip (Shenzhen) Limited	Coats Industrial Park, Fengtang Dadao, Tangwei Village, Fuyong Town, Baoan District, Shenzhen	Guangdong	125	60	65	Y	N	0.00%	Zipper	10.00%	UGG, Teva, Koolaburra
25	Textile	China	Cosmo Textile Co., Ltd.	Cosmo	Cosmo Textile Co., Ltd. (Zhongshan)	Block 17-21, Longzhuyuan, Nanlang Industrial District, Nanlang Town, Zhongshan	Guangdong	230	112	118	Y	Y	0.00%	Knits, Woven, Packaged Materials, Membrane, Non-Woven, Faux Fur, Strobel Board	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
26	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 Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
27	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 Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
28	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 Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
29	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%	Aglet, Decoration, Metal Rings, Eyelet, Rivet, Snaps, Speed Hooks, Webbing	100.00%	UGG, HOKA, Teva, Sanuk
30	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%	Aglet, Decoration, Metal Rings, Eyelet, Rivet, Snaps, Speed Hooks, Webbing	100.00%	UGG, HOKA, Teva, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
31	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%	Insole, Sockliner, Die Cut, Foam Sheets	100.00%	HOKA, Teva
32	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%	Insole, Sockliner, Die Cut, Foam Sheets	100.00%	HOKA
33	Textile	China	Daqun Textile (Godspeed)	Daqun (Godspeed)	Dongguan Daqun Textile Co.Ltd.	No.2 Huanbao Road, Xitailong Industrial Zone, Shatian Town, Dongguan City, Guangdong Province	Guangdong	276	73	203	Y	Y	1.00%	Circular Knits, Knits, Woven, Packaged Materials, Reinforcement, Strobel Board, Non-Woven	100.00%	UGG, HOKA, Teva, Sanuk
34	Textile	China	Daqun Textile (Godspeed)	Daqun (Godspeed)	Guanqun (Fujian) Textile Technology Co., Ltd.	Hongkuan Industrial Zone, Yangxia street, Fuqing City Fujian Province	Guangdong	300	140	160	N	Y	1.00%	Circular Knits, Knits, Woven, Packaged Materials, Reinforcement, Strobel Board, Non-Woven	100.00%	UGG, HOKA, Teva, Sanuk
35	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%	Oil-Proof, Water-Proof, DWR	100.00%	UGG, Teva
36	Textile	China	Dongguan Boyi Textile Limited	Boyi	Tongxiang Boxing Industry & Trade Co., Ltd.	Zoology Technological Industry area, Houjie Town, Dongguan City	Guangdong	202	141	61	Y	Y	0.00%	Knits, Woven, Packaged Materials, Reinforcement, Non-Woven, Insulation, Microfiber, Film, Faux Fur	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
37	Textile	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, Gore, Braid, Lace, Ribbon, Tape, Webbing	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
38	Textile	China	Dongguan FMD Textile Co., Ltd.	FMD	Dongguan FMD Textile Co.	No. 247 Beihuan RD, Baotun Zone, Houjie Town, Dongguan City, Guangdong Province	Guangdong	43	20	23	N	N	0.00%	Circular Knits, Knits, Faux Fur, Reinforcement, Woven, Film, Webbing, Tape, Non-Woven, Insulation	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
39	Packaging	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%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
40	Packaging	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%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
41	Packaging	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%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
42	Synthetic	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	100.00%	UGG
43	Textile	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, Circular Knit, Woven, Packaged Materials, Reinforcement, Strobel Board, Tape, Non-Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
44	Textile	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, Circular Knit, Woven, Packaged Materials, Reinforcement, Strobel Board, Tape, Non-Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
45	Textile	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, Circular Knit, Woven, Faux Fur, Insulation, Packaged Materials, Reinforcement, Non-Woven	95.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
46	Synthetic	China	Dongguan Jiayu (Kaitai) Textile Co., Ltd.	Jiayu Synthetics	Dongguan Jiayu Textile Co., Ltd.	A-3 #3 Sangyuan Road, Chenwu Village, Houjie Town, Dongguan City	Guangdong	276	42	234	Y	Y	0.00%	Microfiber	100.00%	UGG

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
47	Synthetic	China	Dongguan Jiayu (Kaitai) Textile Co., Ltd.	Jiayu Synthetics	Dongguan Jiayu (Kaitai) Textile Co., Ltd.	No. 8 Changlong Road, Liutuan Coastal Economic Development Zone, Changyi City	Shandong	276	42	234	Y	Y	0.00%	Microfiber	100.00%	UGG, Hoka, Teva
48	Textile	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, Circular Knit, Woven, Ribbon, Welt, Strobel Board, Film Braid, Insulation, Packaged Materials, Reinforcement, Non-Woven	100.00%	UGG, Teva, Sanuk
49	Textile	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, Non-Woven, Insulation	80.00%	UGG, Teva, Sanuk
50	Textile	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, Gore, Tape, Cord, Lace, Ribbon, Woven Label, Binding, Aglet	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
51	Textile	Vietnam	Dongguan Success Loyal Knitting Belt Manufacture Co., Ltd.	Vietnam Success Loyal Textile Company Limited	Vietnam Success Loyal Textile Co., Ltd.	Lot L3,Pho noi B Textile and Garment Industrial Park, Di Su Ward, My Hao Town	Hung Yen	152	101	51	Y	Y	5.00%	Webbing, Gore, Lace	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
52	Textile	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, Binding	100.00%	UGG
53	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%	Midsole, Outsole, Molded Heels, Plastic Parts	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
54	Bottom	Vietnam	DongGuan Xin Wei Plastic Products Co., Ltd.	Baozun Vietnam Co., Ltd.	Baozun Vietnam Co., Ltd.	Km 19, Q110, Kien Bai Village, Thuy Nguyen Dist, HaiPhong City	Hai Phong	350	130	220	Y	Y	5.00%	Midsole, Outsole, Molded Rubber	100.00%	UGG, HOKA, Teva, Koolaburra
55	Components	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%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG, Koolabura
56	Components	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%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG, Koolabura
57	Components	Cambodia	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Lousen Textile, Ltd.	Beong thum 1village sang Kay beong thum khan Kim vol phnom penh	Phnom Penh	115	94	21	Y	Y	10.00%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG, Koolabura

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
58	Synthetic	China	DongGuan YuCheng Synthetic Leather Co., Ltd.	Yu Cheng	DongGuan YuCheng Synthetic 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%	Non-Woven, Film, Microfiber, Knit, Woven, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
59	Synthetic	Vietnam	DongGuan YuCheng Synthetic 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%	Non-Woven, Film, Microfiber, Knit, Woven, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
60	Textile	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 Textiles, Non-Woven, Tape, Strobel Board, Cord	100.00%	UGG, Teva, Koolaburra, Sanuk
61	Packaging	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%	Heat Transfer Labels, Printing	100.00%	HOKA
62	Textile	Taiwan	Eclat Textile Co., Ltd.	Eclat	Eclat His-Chou	No. 39 Sanhao Rd., Houlong Township, Miaoli County	Miaoli	324	150	174	N	Y	49.70%	Circular Knits, Knits	100.00%	HOKA
63	Textile	Taiwan	Eclat Textile Co., Ltd.	Eclat	Eclat Da-Yuan	No.134, Dagong Rd., Dayuan Dist, Taoyuan City	Taoyuan	317	108	209	N	Y	48.80%	Circular Knits, Knits	100.00%	HOKA
64	Textile	Vietnam	Eclat Textile 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%	Circular Knits, Knits	100.00%	HOKA
65	Tannery	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%	Full Grain Leather	100.00%	UGG
66	Tannery	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	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
67	Textile	China	Flyingtextile	Flyingtextile	WUJIANG Flyingtextile Co., Ltd.	Building H, No.1 Huanhu Rd., Pingwang Wujiang Jiangsu	Jiangsu	110	50	60	Y	Y	0.00%	Woven	100.00%	UGG
68	Textile	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%	Knit, Packaged Materials	100.00%	UGG, HOKA
69	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%	Storbel Board, Lasting Board, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
70	Synthetic	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%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
71	Synthetic	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%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
72	Textile	China	Fujian Huafeng Industry & Trade Co., Ltd.	Hua Feng Textile	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%	Circular Knit, Knit	100.00%	HOKA
73	Textile	Vietnam	Fujian Huafeng Industry & Trade Co., Ltd.	HUATEX	Huatex Vietnam Company Limited	Road No. 6, Nhon Trach 6 Industrial Park, Long Tho Commune, Nhon Trach District, Dong Nai Province	Dong Nai	105	80	25	N	N	20.00%	Circular Knit, Knit	100.00%	HOKA
74	Textile	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%	Circular Knit, Knit	100.00%	HOKA
75	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%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG
76	Bottom	China	FuXiang	FuXiang	Zhongshan 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%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Welts	80.00%	UGG, Teva, Sanuk, Koolaburra
77	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%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Welts	100.00%	UGG, HOKA, Teva
78	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	80.00%	HOKA

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
79	Synthetic	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%	Mixing, coating, lamination, packing	100.00%	UGG, HOKA
80	Bottom	Vietnam	Gia Chiu	Gia Chiu	Gai Chiu 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	100.00%	UGG, HOKA, Teva
81	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	100.00%	UGG
82	Bottom	Cambodia	GiaJiu	Rise Steady	Rise Steady Footwear Material (Cambodia) Co., Ltd.	Street Lom, Phum Tasen, Khum Sotep, Srok Chergngprey, Kompongcham Province	Kompongcham	75	45	30	N	N	24.00%	Midsole, Outsole, RB, CMEVA, IMEVA	100.00%	UGG,Teva,Koolaburra
83	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	100.00%	HOKA
84	Textile	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, Reflective, Insulation, Film, Tape	0.00%	UGG, HOKA
85	Textile	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, Tape, Ribbon, Gore, Cord, Welt	100.00%	UGG, HOKA, Teva, Koolaburra
86	Textile	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, Tape, Ribbon, Gore, Cord, Welt	100.00%	UGG, HOKA, Teva, Koolaburra
87	Packaging	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%	Inner Box	100.00%	UGG, HOKA, Teva, Sanuk
88	Packaging	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%	Inner Box	100.00%	UGG, HOKA, Teva
89	Packaging	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%	Inner Box	100.00%	UGG, HOKA, Teva, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
90	Packaging	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%	Inner Box	100.00%	UGG, HOKA, Teva, Sanuk
91	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, Insole	100.00%	UGG, HOKA
92	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	80.00%	HOKA
93	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%	Midsole, Sockliner, Insole, Topsole	100.00%	Teva, Koolaburra, Sanuk
94	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	100.00%	HOKA,Teva
95	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	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
96	Bottom	Vietnam	Guorong (QingYuan) Rubber Industry Co., Ltd.	Guorong (QingYuan)	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	98.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
97	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	100.00%	HOKA
98	Tannery	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%	Full Grain Leather, Suede	100.00%	UGG, Teva
99	Tannery	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%	Sheepskin, Full Grain Leather, Suede	100.00%	UGG, Koolaburra

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
100	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%	Decorations, Bindings, Buttons, Die Cut, Foxing Tape, Midsole, Molded Uppers, Molded Heels, Molded Rubber, Outsole, Rubber Sheet, Topsole, Plastic Parts, Welts, Wooden Parts	100.00%	UGG, Teva
101	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 Province	Long An	700	200	500	Y	Y	10.00%	Midsole, Outsole, Topsole	100.00%	HOKA, TEVA, UGG
102	Textile	China	Hong Yang Textile Co., Ltd.	Hong Yang	Shantou HonghuTextile Industry Co. LTD	Chengtian Salt Road West, Chaonan District, Shantou City	Guangdong	150	100	50	N	N	10.00%	Knits, Woven, Packaged Materials, Reinforcement, Non-Woven, Insulation, Microfiber, Film, Faux Fur, Binding, Webbing, Strobel Board, Foam Sheets, Circular Knit	80.00%	UGG, HOKA, Teva, Sanuk
103	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	100.00%	UGG
104	Textile	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%	Circular Knit, Knit	100.00%	UGG
105	Textile	China	Hua Shan Environmentally Textile 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	100.00%	HOKA
106	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%	Midsole, Sockliner, Die Cut, Foam Sheet	100.00%	UGG, HOKA
107	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%	Outsole, Molded Rubber	100.00%	UGG, HOKA

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
108	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%	Midsole, Outsole	100.00%	UGG, HOKA
109	Bottom	China	HuaTong	HuaTong	Dong Guan Quing Xi Huatong Shoes Material Co., Ltd.	No.820 Xiang Mang Xi Road, Qing Xi	Guangdong	175	65	110	Y	Y	0.00%	Midsole, Outsole	100.00%	Teva
110	Tannery	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%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Sanuk
111	Tannery	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%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Sanuk
112	Tannery	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 Laces	100.00%	UGG
113	Tannery	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%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
114	Components	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%	Buckle, Metal Rings, Plastic Rings, Eyelets, Rivets, Snaps, Speed Hooks	100.00%	UGG, HOKA, Teva, Koolaburra
115	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, Plates, Shanks, Metal Rings, Plastic Rings, Molded Heel, Molded Rubber, Internal Counter	100.00%	UGG, HOKA, Teva
116	Synthetic	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%	Braid, Webbing	100.00%	UGG
117	Textile	China	KBTEX Warp Knitting Technology Co., Ltd.	KBTEX Warp Knitting Technology Co., Ltd.	Kbtex Warp Knitting Technology Co., Ltd.	No.1 Industrial Area, YingWu Road, YingLin Town Jinjiang, Fujian	Fujian	300	159	141	Y	N	0.00%	Reinforcement Textile	100.00%	Teva

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
118	Textile	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	40.00%	HOKA
119	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, Wrench	100.00%	HOKA
120	Textile	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	100.00%	HOKA
121	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%	Outsole, Topsole, Die Cut, Rubber Sheet	100.00%	Teva, Sanuk
122	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	100.00%	UGG, Teva, Sanuk
123	Textile	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	100.00%	UGG, HOKA
124	Textile	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, Circular Knit, Woven, Packaged Materials, Non-Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
125	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, Insole, Topsole	100.00%	UGG
126	Components	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%	Plastic Rings, Metal Rings, Patches, Plastic Parts, Metal Parts	100.00%	UGG, Teva
127	Components	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%	Plastic Rings, Metal Rings, Patches, Plastic Parts, Metal Parts	100.00%	UGG, Teva
128	Synthetic	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%	Packaged Materials, Woven, Knit	100.00%	UGG

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
129	Packaging	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%	Inner Box, Dust Bags, Paper Mailer Bags	100.00%	UGG, Sanuk
130	Packaging	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%	Inner Box, Dust Bags, Paper Mailer Bags	100.00%	UGG
131	Synthetic	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%	Non-Woven, Film	95.00%	Teva
132	Textile	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, Imitation Fur	100.00%	UGG
133	Hardware	China	Nifco Japan Corporation	Nifco (China)	Dongguan Nifco Co., Ltd.	No.8 Haiyi Road, Yongtuo Community, Changan Town, Dongguan City, Guangdong Province	Guangdong	85	46	39	Y	Y	3.00%	Aglet, Buckles, Cord Lock, Plastic Rings, Toggles, Molded Plastic Parts	100.00%	UGG, HOKA, Teva
134	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%	Aglet, Buckles, Cord Lock, Plastic Rings, Toggles, Molded Plastic Parts	100.00%	UGG, HOKA, Teva
135	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, Insole, Topsole	100.00%	HOKA
136	Textile	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%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra
137	Textile	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%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
138	Textile	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%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
139	Textile	Indonesia	Paiho Group	PT. Paiho Indonesia	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%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
140	Textile	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%	Faux Fur, Imitation Fur, UGGpure, UGGplush, Woven, Knit, Decoration	100.00%	UGG, Teva, Koolaburra
141	Tannery	Taiwan	Pony	Pony	Pony Leather Corporation	No. 191, Sec. 3, Zhongshan Rd., Yongjing Township, Changhua County	Changhua	237	82	155	Y	Y	0.00%	Full Grain Leather, Suede, Synthetic Leather, Non-Woven	100.00%	UGG, HOKA, Teva
142	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%	Aglet, Buttons, Plastic Rings, Metal Rings, Decoration, Eyelet, Internal Counter, Midsole, Outsole, Molded Rubber, Molded Heel, Patches, Shank, Rivet, Webbing	100.00%	UGG, HOKA, Teva, Sanuk
143	Textile	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	100.00%	UGG
144	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, Insole, Topsole	100.00%	HOKA
145	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%	Midsole, Die Cut, Foam Sheet	100.00%	Teva
146	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, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra
147	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, Insole, Topsole	100.00%	UGG, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
148	Tannery	China	S.A. La Hispano	Hispano	Huizhou Modapelle leather processing Co., Ltd.	Shatou Industrial Zone, Shangsha Road, Yuanzhou Town, Boluo County, Huizhou City	Guangdong	106	53	53	Y	Y	3.77%	Full Grain Leather	100.00%	UGG
149	Synthetic	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, Film, Microfiber	100.00%	UGG, HOKA, Teva
150	Synthetic	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, Film, Microfiber	100.00%	UGG, HOKA, Teva
151	Synthetic	Vietnam	San Fang Chemical Industry Co., Ltd.	San Fang Vietnam Co., Ltd.	San Fang Vietnam Co., Ltd.	Khu Cong Ghiep 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, Film, Microfiber	100.00%	UGG, HOKA, Teva
152	Synthetic	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, Film, Microfiber	100.00%	UGG, HOKA, Teva
153	Packaging	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%	Pulp Footform Inserts, Recycled PET Footform Inserts, Commodity Paper	100.00%	UGG, HOKA, Teva
154	Packaging	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%	Pulp Footform Inserts, Recycled PET Footform Inserts, Commodity Paper	100.00%	UGG, HOKA, Teva
155	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%	Topsole, Die Cut	100.00%	UGG, Koolaburra
156	Textile	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, Packaged Materials	100.00%	UGG, HOKA, Teva, Sanuk
157	Textile	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%	Circular Knit, Knit, Woven	100.00%	UGG, HOKA, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
158	Textile	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%	Circular Knit, Knit, Woven	100.00%	HOKA
159	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	100.00%	HOKA
160	Tannery	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	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
161	Tannery	China	Sunshine	Sunshine Leather	Dong Guan Sunshine International Co., Ltd.	Xinji Village, Xiaohe Area, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	60	20	40	Y	Y	0.00%	Full Grain Leather, Suede	100.00%	UGG
162	Tannery	India	Sunshine	Avanti (Sunshine) Leathers	Avanti (Sunshine) Leather Limited	31/2a-2 Ammor Road, Manthannal Road, Ranipet	Tamilnadu	250	175	75	N	Y	0.00%	Full Grain Leather, Suede	40.00%	UGG
163	Textile	China	Suzhou Forever Hong Textiles Co., Ltd.	Forever Hong	Suzhou Forever Hong Textiles Co., Ltd.	Room 1006, 10/F, Huabang Building, Changban Rd, Wujiang District	Jiangsu	55	30	25	Y	Y	0.00%	Woven	100.00%	UGG
164	Textile	China	Suzhou Forever Hong Textiles 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	100.00%	UGG
165	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%	Crystal Beads, Buckle, Buttons, Decorations, Hotfix, Motifs	100.00%	UGG, Teva
166	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	Crystal Beads, Buckle, Buttons, Decorations, Hotfix, Motifs	N/A	UGG, HOKA, Teva, Sanuk

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
167	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%	Aglet, Beads, Buckles, Chains, Decorations, Metal Rings, Plastic Rings, Pins, Rivets, Snaps, Studs, Toggles, Metal Molded Parts, Plastic Molded Parts	100.00%	UGG, Koolaburra, Sanuk
168	Bottom	Vietnam	Tan Cuong Trading & Manufacturing Co., Ltd.	Xin Gang	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	90.00%	HOKA
169	Textile	China	Coats Group Pic	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, Reinforcement	100.00%	UGG, HOKA, Teva
170	Textile	United Kingdom	Coats Group Pic	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, Reinforcement	100.00%	UGG
171	Textile	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, Reinforcement	100.00%	UGG
172	Textile	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, Reinforcement	100.00%	UGG
173	Textile	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%	Knit, Woven, Membrane, Non-Woven, Packaged Material, Reinforcement, Sockliner, Strobel Board, Woven Label, Insulation	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
174	Textile	Taiwan	Tsan Chen	Tsan Chen	Tsan Chen Textile Trading Co., Ltd.	No. 349-2, Fu Ya Road, Si Tun District, Taichung City	Taichung	30	17	13	N	N	0.00%	Knit, Woven, Packaged Material	0.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
175	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	100.00%	HOKA
176	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, Molded Rubber	N/A	UGG, HOKA, Teva

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
177	Components	China	Way Year Metal International Co., Ltd.	Way Year	Way Year Metal International Co., Ltd.	No. 88 9th New Road, Xin Lian Industry, Humen Town, Dong Guan City, Guang Dong Province	Guangdong	189	104	85	N	Y	0.00%	Buckle, Buttons, Chains, Decoration, Hotfix, Pin, Repair Kits, Rivets	100.00%	UGG, Sanuk
178	Components	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%	Binding, Cord, Gore, Lace, Ribbon, Webbing, Welt	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
179	Components	China	Willpower	Willpower	Willpower Product Solutions Limited	UNIT 325, 3/F., Block G, Phase 2 , Kwai Shing Industrial Building, 42-46 Tai Lin Pai Road, Kwai Chung, N.T., Hong Kong Tel:852-34212242	Jiangsu	142	88	54	N	N	0.00%	Tape, Woven Labels, Printing, Heat Transfer Label	100.00%	HOKA
180	Textile	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, UGGpure, Knitting, Faux Fur, Imitation Fur	100.00%	UGG, Koolaburra, Sanuk
181	Tannery	China	Xiang Jiang Leather Group	Xiang Jiang	Xiang Zhou Leather Co., Ltd.	Chihu Industrial, Zhangpu, Zhangzhou	Fujian	490	205	285	Y	Y	0	Full Grain Leather, Suede	100.00%	UGG, HOKA, Koolaburra
182	Tannery	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	1218	502	716	Y	Y	0.042	Full Grain Leather, Suede	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
183	Tannery	China	Xing Feng Leather Co., Ltd.	Xing Feng	Xing Feng Leather Co., Ltd.	No.18 Yanhu W.RD.,Shuitou Town, Pingyang County, Wenzhou City, Zhejiang Province, China	Zhejiang	169	23	146	N	N	0	Suede	90.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
184	Bottom	China	Xingsheng	Xingsheng	Dongguan Xingsheng shoes Co.,Ltd	Santun, Houjie Town, Dongguan City, Guangdong Province	Guangdong	50	20	30	N	N	0	Midsole, Outsole	100.00%	UGG
185	Tannery	China	Xinji City Meihua Leather Co., Ltd.	Meihua	Xinji Citymeihua Leather Co., Ltd.	Xinji City, Hebei Province	Hebei	492	149	343	Y	Y	0	Sheepskin, UGGplush, UGGpure	55.00%	UGG, Koolaburra
186	Textile	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	0.358	Knit, Woven, Packaged Material	100.00%	UGG, HOKA, Teva, Sanuk
187	Textile	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	0.08	Knit, Woven, Packaged Material	100.00%	HOKA

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
188	Textile	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	0.4	Knit, Woven, Packaged Material	100.00%	HOKA, Teva
189	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	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
190	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, Topsole	100.00%	UGG, HOKA, Teva
191	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	100.00%	Teva
192	Hardware	China	YKK	YKK	YKK Zipper (Shenzhen) Co., Ltd.	Tangwei Industry Park, Fuhai Street, Baoan District, Shenzhen, Guangdong	Guangdong	1578	833	745	Y	N	0.001	Zipper	100.00%	UGG, HOKA, Teva, Koolaburra
193	Hardware	China	YKK	YKK	YKK Zipper (Shenzhen) Co., Ltd. Gongming Factory	101, Building 1, YKK Industrial Park, Shutianpu Community Underwear Industry Cluster Base, Matian Street, Guangming District, Shenzhen, Guangdong	Guangdong	1222	842	380	Y	Y	0	Zipper	100.00%	UGG, HOKA
194	Hardware	China	YKK	YKK	YKK Shanghai Co., Ltd. (Minhang FTY)	No. 468 Lu-chun road, Minhang Economic and Technological Development Zone	Jiangsu	626	384	242	Y	Y	0	Zipper	100.00%	UGG, HOKA
195	Hardware	Indonesia	YKK	YKK	YKK Shanghai Co., Ltd. (Lingang FTY)	No. 1258 Fei-du road, Pudong New area	Jiangsu	1100	510	590	Y	Y	0.01	Zipper	25.00%	UGG, HOKA
196	Bottom	China	Yuan Hao	Yuan Hao	PT YKK Zipper Indonesia - Cimanggis Factory	Jl. Raya Jakarta Bogor Km. 29, Cimanggis, Depok	West Jva	132	79	53	N	N	0	Outsole	98.00%	UGG, Koolaburra
197	Components	China	Yuanxin Thread Co., Ltd.	Yuan Xin	DongGuan YuanHao Plastic Product Co., Ltd.	No.16 DaShan Dong Street, 1st Industrial District, XiaGang Chang'an Town, DongGuan City	Guangdong	65	33	32	N	N	0	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA
					Yuanxin Thread Co., Ltd.	No.1 Fu feng Road, Honghualin Industry, Yong kou, Houjie Town, Dongguan City, Guangdong	Guangdong									

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
198	Components	Vietnam	Yuanxin Thread Co., Ltd.	Yuan Xin	Yuanxin Taiping Joint Stock Company	Yongnian Industry, Lizhen region, HaiPhong city	Hai Phong	340	221	119	Y	Y	0.17	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA, Teva
199	Components	Cambodia	Yuanxin Thread Co., Ltd.	Yuan Xin	Yuanxin Thread Co., Ltd.	Road No.3-14Km Phnom Penh City	Phnom Penh	120	48	72	Y	Y	0.05	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA
200	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	100.00%	UGG
201	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	100.00%	UGG, HOKA, Koolaburra
202	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	100.00%	UGG, Koolaburra
203	Bottom	China	Zhong Shan Jubang Shoes Materials Company Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	DongJun Road, DongGu Villlage, DongfengTown, Zhongshan City, Guangdong Province	Guangdong	81	30	51	N	N	0	Midsole, Outsole, Sockliner, Insole, Topsole, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva, Sanuk, Ahnu
204	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	100.00%	HOKA
205	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, Insole, Topsole, Die Cut, Foam Sheets	100.00%	HOKA
206	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, Insole, Topsole, Die Cut, Foam Sheets	100.00%	HOKA
207	Textile	Vietnam	Zhongshan Litian Textile Technology Co., Ltd.	Litian	Litian Vietnam Textile Co, Ltd.	Lot No. 3, Road No. 3, Tan Duc Industrial Zone, Duc Hoa Ha Commune, Duc Hoa District, Long An Province	Long An	126	40	86	N	N	0.01	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	90.00%	HOKA

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)

TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
208	Textile	China	Zhongshan Litian Textile Technology Co., Ltd.	Litian	Zhongshan Litian Textile Technology Co., Ltd.	Longtouzai, North Road Baoyuan, Wushi Village, Sanxiang Town, Zhongshan City, Dongguan Province	Guangdong	69	20	49	N	N	0	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	100.00%	HOKA
209	Textile	Vietnam	Zhongshan Litian Textile 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, Tape, Ribbon, Gore, Cord, Patch, Knit	92.00%	HOKA
210	Textile	China	Zhongshan Litian Textile 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	86	40	46	N	N	0	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	100.00%	UGG, HOKA
211	Synthetic	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	107	41	66	Y	Y	0.1121	Film, Reflective Film	100.00%	HOKA
212	Synthetic	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, Reflective Film	100.00%	UGG, HOKA
213	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	49	12	37	Y	Y	0.01	Non-woven, Thermoplastics	100.00%	HOKA
214	Bottom	China	Dongguan Xingtai Lai sports product Co., Ltd	Xintailai	Dongguan Xingtai Lai Sports Products Co., Ltd.	No. 115 East Park Avenue, Xiasha Village, Shipai Town, Dongguan City	Guangdong	125	51	74	Y	Y	0	TPU	100.00%	UGG, Koolaburra
215	Synthetic	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	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
216	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	Binh Duong	741	311	430	Y	Y	0.04	Rubber	85.00%	UGG, Teva, HOKA
217	Bottom	China	HuaLi Group	Nice Elite	Nice Elite International Limited	No.11/F., Factory D, Zhong Shan Tong Jia Footwear Co Ltd, 2nd Industrial Zone, Nan Lang Street, Zhong Shan City	Guang Dong	45	19	26	N	Y	0	Midsole	100.00%	HOKA

SUPPLY CHAIN PARTNER DISCLOSURES (CONTINUED)

TIER 2 SUPPLIER FACILITIES (CONTINUED)



TIER 2 SUPPLIERS (DECKERS SUPPLY CHAIN PARTNERS - AS OF APRIL 2024) (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	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
218	Synthetic	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	60	15	45	N	Y	0.03	Rubber	100.00%	UGG, HOKA
219	Textile	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	156	30	126	Y	Y	0.07	TPU, Film	100.00%	
220	Textile	Vietnam	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	448	142	306	Y	N	0	Fabric	100.00%	HOKA, Teva, Sanuk
221	Adhesive	China	Nanxin	Nanxin Holdings Ltd.	Ji'an Schindler Technology Co.,Ltd	West Industrial Zone of Jishui County, Jinan City	Jiangxi	56	14	42	Y	Y	0	Glue, Adhestives, Primer, Hardener	100.00%	UGG,HOKA
222	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	51	29	21	N	N	0.9	EVA, PU Foam Insoles	80.00%	UGG, Teva
223	Packaging	Indonesia	BSN International Hong Kong Ltd.	PT Anugerah Jaya Maju Abadi Indobox	PT Anugerah Jaya Maju Abadi Indobox	Kawasan Industri Terboyo Blok N2B No 528, Kel Trimulyo Kec Genuk, Semarang	Central Java	55	17	38	N	Y	0.01	Non-woven, Thermoplastics	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
224	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	Hai Phong	148	83	65	Y	Y	0	TPU, PU	100.00%	UGG
225	Leather	Vietnam	Xing Feng Leather Co Ltd	Xing Feng	Hung Phong Vietnamn Leather Career Co., Ltd.	Ngo Yen Village, An Hong Commune, An Duong District, Hai Phong City	Hai Phong	30	21	9	N	N	0.2	Suede	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
226	Accessories	USA	U.S. Continental Marketing, Inc.	US Continental	U.S. Continental Marketing, Inc.	310 Reed Circle, Corona	California	74	42	32	N	N	0	Leather & Fabric Product Care	N/A	UGG