

# CREATING CHANGE

FY 2023 Corporate Responsibility and Sustainability Report  
for the reporting period April 1, 2022 - March 31, 2023



**DECKERS**  
— BRANDS —

**UGG®**

**KOOLABURRA**  
BY UGG™

**HOKA**

**TeVa**

**sanük**







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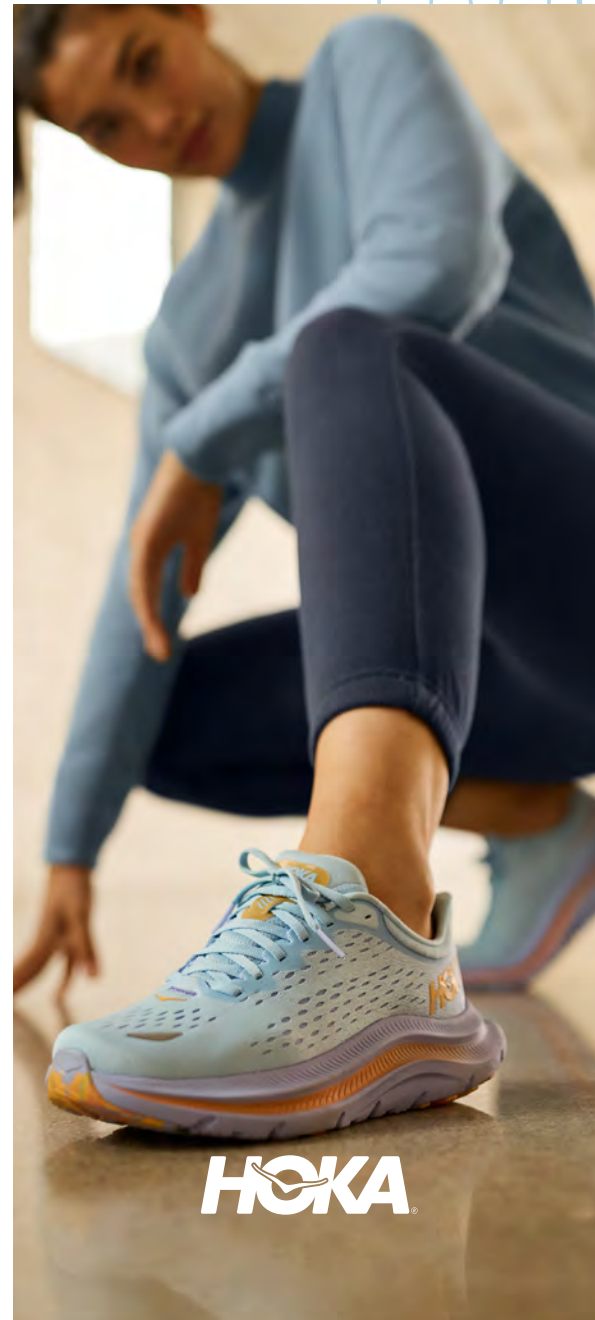
# Deckers Brands in Summary



UGG®



KOOLABURRA  
BY UGG®



HOKA



Teva®

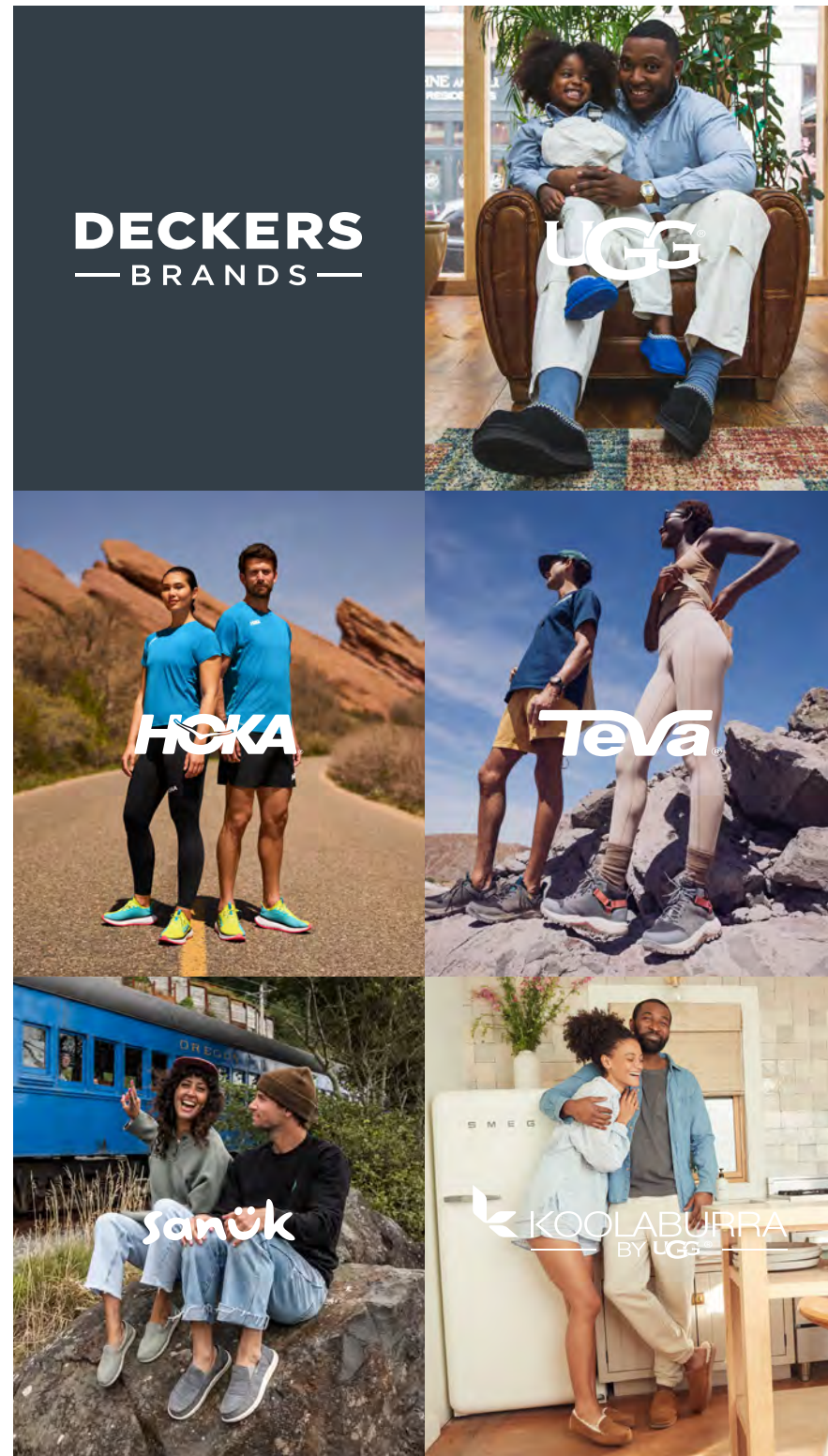


sanuk



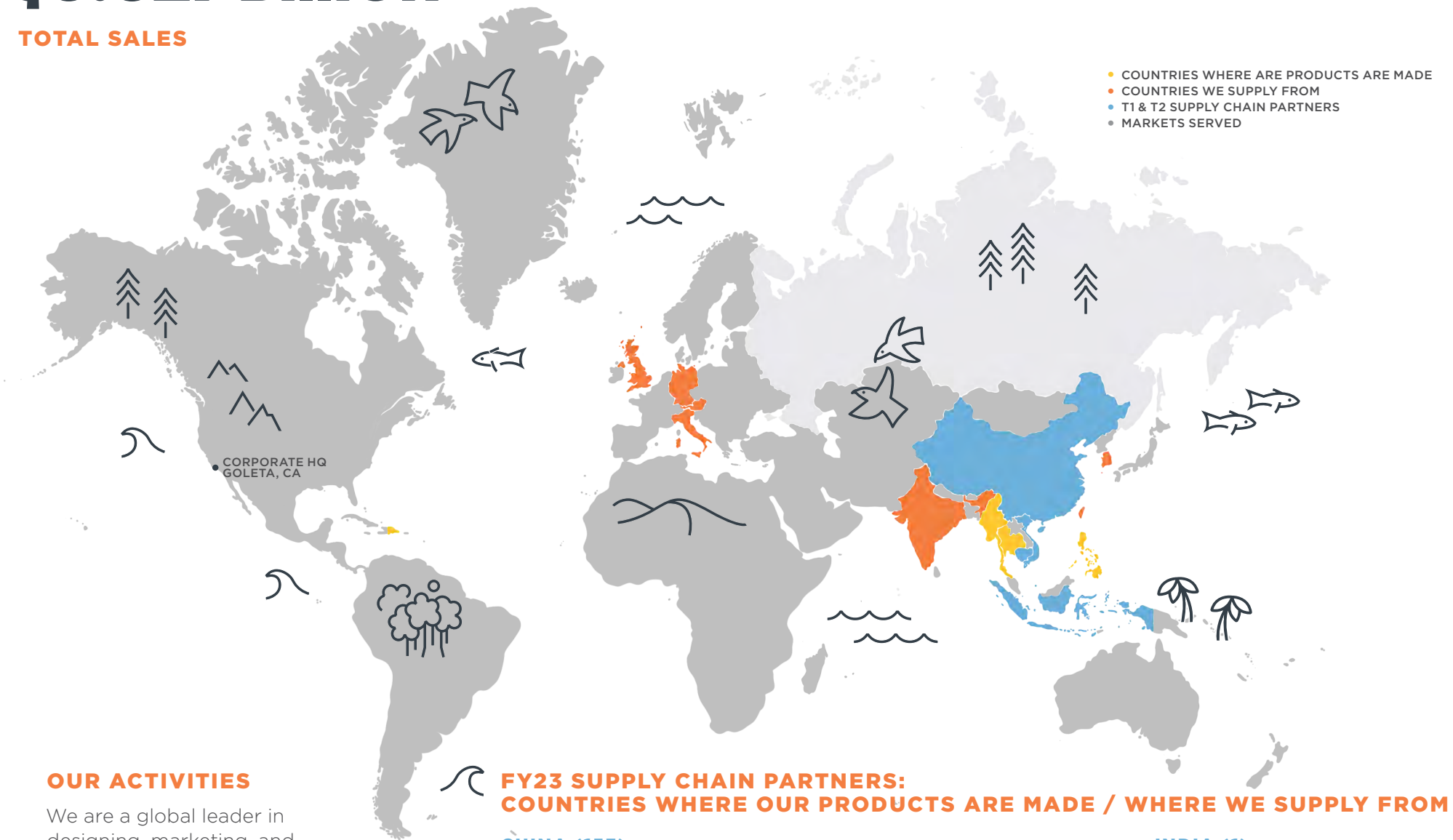
# Deckers Brands in Summary - FY23

## OUR BRANDS



# \$3.627 Billion

## TOTAL SALES



### 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.

### MARKETS SERVED

NORTH AMERICA • APAC  
EMEA • SOUTH AMERICA

### FY23 SUPPLY CHAIN PARTNERS: COUNTRIES WHERE OUR PRODUCTS ARE MADE / WHERE WE SUPPLY FROM

<p><b>CHINA (153)</b> Tier 1: 4 Footwear and 16 Lifestyle Tier 2: 133 Suppliers</p> <p><b>VIETNAM (75)</b> Tier 1: 14 Footwear and 1 Lifestyle Tier 2: 60 Suppliers</p> <p><b>PHILIPPINES (1)</b> Tier 1: 1 Footwear</p> <p><b>CAMBODIA (5)</b> Tier 1: 3 Footwear Tier 2: 2 Suppliers</p>	<p><b>INDONESIA (4)</b> Tier 1: 1 Footwear and 1 Lifestyle Tier 2: 2 Suppliers</p> <p><b>DOMINICAN REPUBLIC (1)</b> Tier 1: 1 Footwear</p> <p><b>MALAYSIA (1)</b> Tier 1: 1 Footwear</p> <p><b>TAIWAN (19)</b> Tier 2: 19 Suppliers</p> <p><b>AUSTRIA (1)</b> Tier 2: 1 Supplier</p>	<p><b>INDIA (1)</b> Tier 2: 1 Supplier</p> <p><b>KOREA (1)</b> Tier 2: 1 Supplier</p> <p><b>GERMANY (1)</b> Tier 2: 1 Supplier</p> <p><b>ITALY (1)</b> Tier 2: 1 Suppliers</p> <p><b>UNITED KINGDOM (1)</b> Tier 2: 1 Suppliers</p>
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\*43 Tier 1 Factories and 222 Tier 2 Suppliers as of April 2023



# Welcome

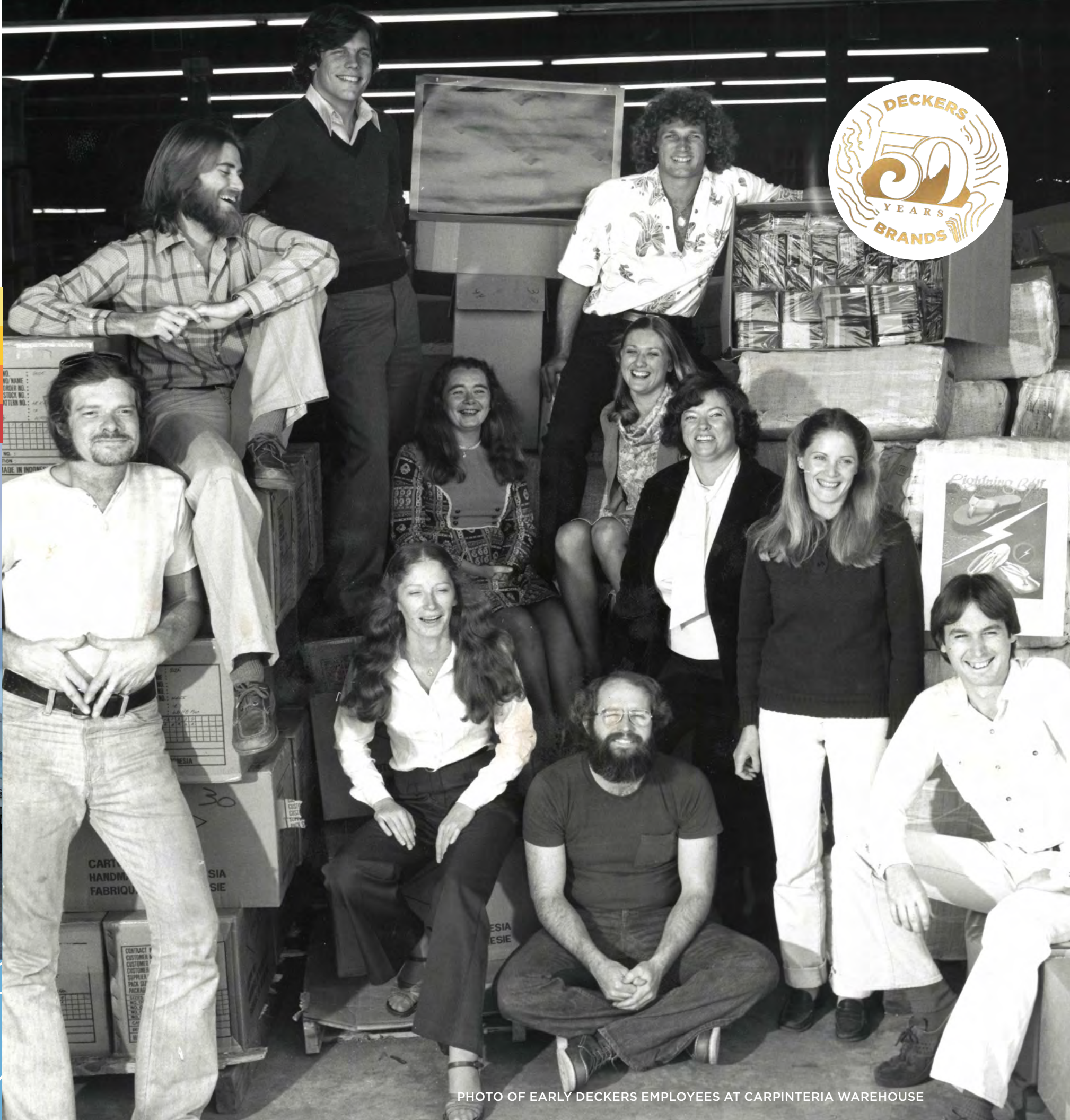


PHOTO OF EARLY DECKERS EMPLOYEES AT CARPINTERIA WAREHOUSE





## Message From Our CEO

This is a milestone year for Deckers: our 50th anniversary! For the past five decades, taking care of our people, our communities and our environment has been an integral part of Deckers' ethos. In this year's Creating Change Report, we were inspired to pay homage to where we started and hope you see how, in 50 years, we remain proud of our company culture and our efforts to do business in a way that is both socially conscious and mindful of our environment, while taking care of our employees.

Our true north continues to be: 'Do Good and Do Great,' and we apply this core value to our work in the ESG space. We believe that we have a responsibility to continue using our scale and influence as a force for good, and that is exactly what we intend to continue doing. Our commitment to ESG is a way to connect us, bring people together in service of others, work towards minimizing our impact on the planet, and work toward a common good and a better tomorrow.

ESG has played a key role in not just bringing our employees together and enhancing the culture in which we take great pride, but also has contributed, and continues to contribute, to our historical and ongoing success with our existing and prospective employees, consumers, global wholesale customers, and our stakeholders. It also serves to well position us to comply with the quickly evolving ESG regulatory and legal landscape. As an organization, we continue to deliver exceptional financial performance and build incredible brands which is in part tied to our ESG program.

Deckers continues to make progress towards our goal of creating a more equitable and inclusive future for all. Here are few key highlights from FY23:

- As of March 31, 2023, over 24% of our director-level and above employees in the US are from Black, Indigenous, and People of Color (BIPOC) communities. This represents an increase of over 3% compared to the prior fiscal year and an overall increase of more than 12% since we first established this target in FY20.
- In FY23, 43% of all new US based hires (excluding retail and distribution center employees) identified as BIPOC.
- As of March 31, 2023, 49% of our director-level and above employees, and 40% of our Board of Directors, identify as female.
- We continued to support gender equality and equal access to education with our supply chain partners through our partnership with the Business for Social Responsibility's HERproject, an initiative that positively impacts 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 47,000 women.
- Each of our brands continues to be inclusive of BIPOC, LGBTQIA+, and diverse body types and abilities in their marketing campaigns.
- In FY23, we donated a total of \$1,400,000 to organizations that promote social and racial equality.
- We were recognized by the Bloomberg Gender Equality Index, which helps bring transparency to gender-related practices and policies at publicly-listed companies around the world.

Deckers also continues to accelerate our environmental efforts, harnessing our influence to promote more sustainable business practices in our own operations, and among our manufacturing and supply chain partners. Here are a few key environmental highlights from FY23:

- Focused our teams to drive towards our Scope 1, 2, and 3 carbon reduction targets that we set with the Science-Based Targets Initiative.
- 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.
- All brands 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 890,000\*\* acres and over 80 farms.
- Our California and Midwest Distribution Centers are on track to become zero-waste by the end of this calendar year.
- Remained focused on innovating to help combat the challenges of climate change by actively engaging in the circular economy, giving new life to worn footwear, and collaborating across the industry.
- Expanded our environmental monitoring programs among our manufacturing partners, amplifying their disclosures by utilizing the HIGG FEM module (now Worldly) and we monitored all supplier partners through our ongoing LCA outreach efforts.

We are also exceptionally proud of Deckers Gives, our charitable giving program, through which we donated more than \$4.2 million to non-profit organizations supporting racial and social justice, environmental causes, education, uplifting youth, and helping elevate underserved individuals and communities. We continued our biannual Art of Kindness week, during which all of our employees across the globe are encouraged to volunteer their time and give back to their communities. It is with great pride I share that in FY23, our employees volunteered over 15,000 hours! Further, in FY23, we donated over 343,000 pairs of shoes to Soles4Souls, a non-profit organization that provides products to individuals in need.

Thank you for being part of our journey and for celebrating our progress with us. It is my sincere hope that the work Deckers is doing to advance ESG continues to inspire those around us, that we can be a positive light in the world, and that we can create change for all while growing our business.

Sincerely,



**DAVE POWERS, PRESIDENT AND CHIEF EXECUTIVE OFFICER**

*\*Using Compass 2020 methodology*

*\*\*As of September 2023*



# Deckers Milestones

50 YEARS: 1973-2023

**1973**

University of California, Santa Barbara alumni Doug Otto and Karl F. Lopker create the company. Doug Otto visited Hawaii on business and found that locals referred to his sandals as “deckas,” a slang word based on their striped layered construction that resembled a “deck” of stacked wood. Liking the name, Lopker and Otto named the brand Deckers in 1975 (originally called Styled Steer).



**1984**

The original Teva sandal was created on the shores of the Grand Canyon by a young river guide



**1987**

Teva's first patent for the universal strapping system created the modern sport sandal category



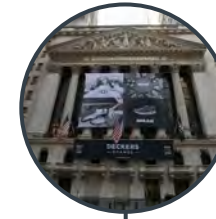
**1992**

Deckers was named Company of the Year by Footwear News



**1992**

Deckers listed as the 330th fastest growing private company in Inc. Magazine's "Inc. 500"



**1993**

Deckers initiated a public offering of stock in its company at \$15 per share and was incorporated as Deckers Outdoor Corporation



**1993**

Deckers listed for second year in a row in Inc. Magazine's "Inc. 500"



**1995**

Deckers acquired UGG brand



**2002**

Deckers purchased Teva brand



**2003**

Deckers' UGG boots became well known after Oprah Winfrey included the boots on *The Oprah Winfrey Show's Favorite Things* segment



**2005**

Deckers hired Angel Martinez as CEO to spearhead global expansion



**2011**

Deckers acquired Sanuk brand



**2012**

Deckers acquired HOKA brand



**2012**

Teva is awarded one of the top 100 "Most Influential Gear of All Time" by Outside Magazine



**2014**

First Corporate Responsibility Report Released



**2014**

Deckers opens LEED Certified Silver Headquarters in Goleta, CA



**2014**

Deckers opens LEED Certified Silver Distribution Center in Moreno Valley, CA



**2015**

Deckers acquired Koolaburra brand



**2016**

Dave Powers succeeded Angel Martinez as CEO



**2016**

Deckers joins United Nations Global Compact



**2019**

Deckers selected as one of 50 Best ESG Companies by Investor's Business Daily



**2020**

Deckers named the 2020 Footwear News Company of the Year



**2020**

Deckers establishes a multi-year grant with the Savory Institute



**2021**

Deckers makes Science-Based Targets Commitment



**2022**

Deckers opens LEED Certified Gold Distribution Center in Indiana



**2022**

Deckers recognized on Investor's Business Daily's List of 100 Best ESG Companies for 2022



**2022**

Deckers hit \$3B revenue milestone



**2023**  
Deckers celebrates 50th anniversary





## 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 to 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, we have been recognized by Investor's Business Daily as one of the Best ESG Companies (2022), by Newsweek as one of America's Most Responsible Companies (2022 & 2023) and one of America's Greenest Companies (2023), by JUST Capital/CNBC as one of the Most Just Companies (2023), by U.S. News & World Report as one of the Best Companies to Work For (2024), and included on the Bloomberg Gender Equality Index (2022 & 2023).

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.

*"One of the Best ESG Companies"*

**INVESTOR'S BUSINESS DAILY**

(2022)

*"One of America's Most Responsible Companies"*

**Newsweek**

(2022 & 2023)

*"Included on the FY23 Bloomberg Gender Equality Index"*

**Bloomberg**

(2022 & 2023)

*"One of the best Companies to Work For"*

**U.S. News & World Report**

(2024)

*"JUST Capital/CNBC as one of the Most Just Companies"*

**JUST capital**

(2023)

*"One of America's Greenest Companies"*

**Newsweek**

(2023)



# Creating Change: Strategic Approach

## OUR STRATEGIC APPROACH

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'.



## United Nations Global Compact And Deckers' Sustainable Development Goals

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

In accordance with our strategic approach, we adopted SDGs that were most relevant to our business and our portfolio of brands. We established targets under each SDG because we believe in transformative change - change that is only possible with a focused and transparent approach. We believe our targets will keep us accountable and help us track our progress in and commitment to the categories of materials, waste, water, gender equality and quality education, chemistry, climate and clean energy and human rights.

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



# Highlights of **FY23** Achievements Made Towards Our Sustainable Development Goals





# Highlights of FY23 Achievements Made Toward Reaching Our Sustainable Development Goals:

## DECKERS BRANDS ENVIRONMENTAL, SOCIAL, GOVERNANCE PROGRAM FY23 UPDATE

### Doing Good for the Planet



#### Science-Based Targets

Reduced absolute GHG emissions by approximately 50% (scope 1 and 2) and approximately 28% per \$m gross profit (scope 3)\*  
\*From our FY19 baseline year



**~15%**

Reduction in GHG emissions physical intensity (kg of CO<sub>2</sub> / pair)\*  
\*When comparing FY22 to FY23 using Compass 2020 methodology



**~9.5%**

Reduction in energy usage physical intensity (MJ / pair)\*  
\*When comparing FY22 to FY23 using Compass 2020 methodology



**100%**

Of energy at Corporate HQ is from renewable sources



**890,000\***

Acres of land we have influenced against our commitment of 1,000,000 acres by 2025 through our support of a grant for regenerative farming practices  
\*As of September 2023



**Zero**

Moreno Valley Distribution Center committed to being a zero-waste facility



**~14%**

Reduction in water usage physical intensity (liters of water/pair)\*  
\*When comparing FY22 to FY23 using Compass 2020 methodology

### Doing Good for People



**\$4.2M**

Million donated to various non-profit organizations



**47,186**

Total number of women empowered since inception of our partnership with HERproject



**56.5%**

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



**10**

employee resource groups



**Zero**

Instances of child/forced labor



**15,000+**

hours our employees volunteered



**24%**

BIPOC Representation at Director level and above in the United States



**100%**

Of Tier 1 factories audited annually



**21,000+**

Hours dedicated to employee training



**<1%**

below industry average lost time injury rate in our supply chain

### Recognition



**America's Most Responsible Companies (2022 & 2023)**



**Bloomberg Gender-Equality Index (2022 & 2023)**



**One of the Best ESG Companies (2022)**



**Newsweek's America's Greenest Companies (2023)**



**JUST Capital/CNBC one of the Most Just Companies (2023)**



**U.S. News & World Report as one of the Best Companies to Work For (2024)**





# Our Foundation





## 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, 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, DCs, brands, innovation, materials, and supply chain teams.

Day-to-day progress is driven by multiple management committees that meet regularly:

- **Risk & Compliance Advisory Committee:** This committee includes all members of our Executive Leadership Team. The committee evaluates organizational risks and discusses opportunities for compliance and risk mitigation.
- **ESG Advisory Committee:** This committee includes all members of our Executive Leadership Team, along with key stakeholders throughout the organization. The committee evaluates organizational ESG risks and opportunities.
- **Environmental Sustainability – Ethical Sourcing Committee:** This committee includes members of our ethical sourcing, facilities, distribution center, brands, innovation, 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.

- **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.
- **DEI LEAD (Lead Empower Advocate Discuss) Team:** This team includes a diverse group of people from various stakeholders throughout the organization. The team works as an advisory body to our Director of DEI on integration of DEI into the global organization. It also serves as a forum to share departmental updates and DEI activities and initiatives, and helps leverage organizational resources. The team provides opportunities for direct employee engagement in DEI activities.
- **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.

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 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 2023, for our executive leadership team, our annual cash incentive award program included a 10% modifier tied to specific 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.

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. We also collaborated with the Humane Society on the adoption, and subsequent revision, of our Ethical Sourcing and Animal Welfare Policy. Finally, we are working with Sourcemap, a leader in supply chain mapping, for added transparency into our supply chain.

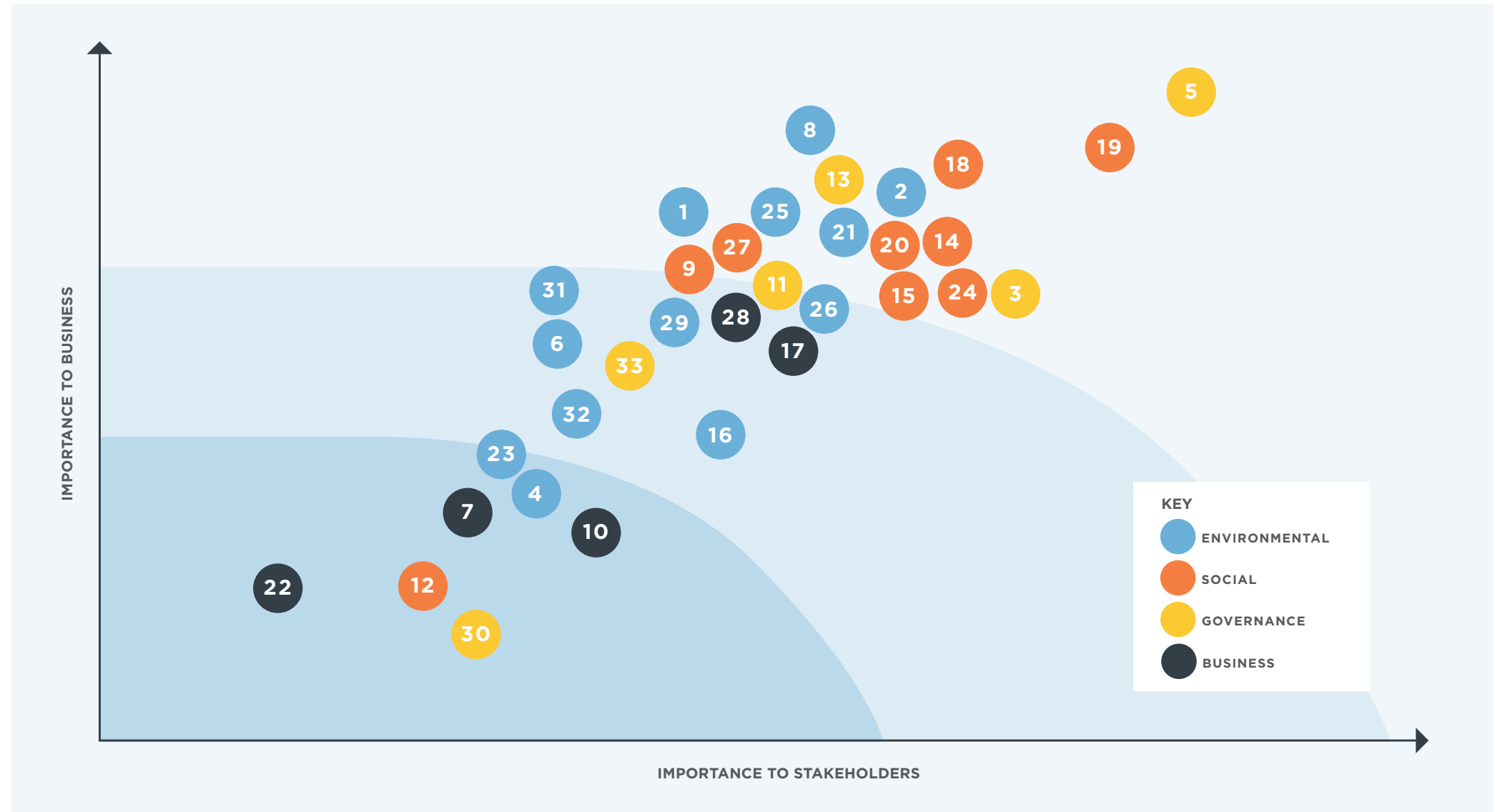
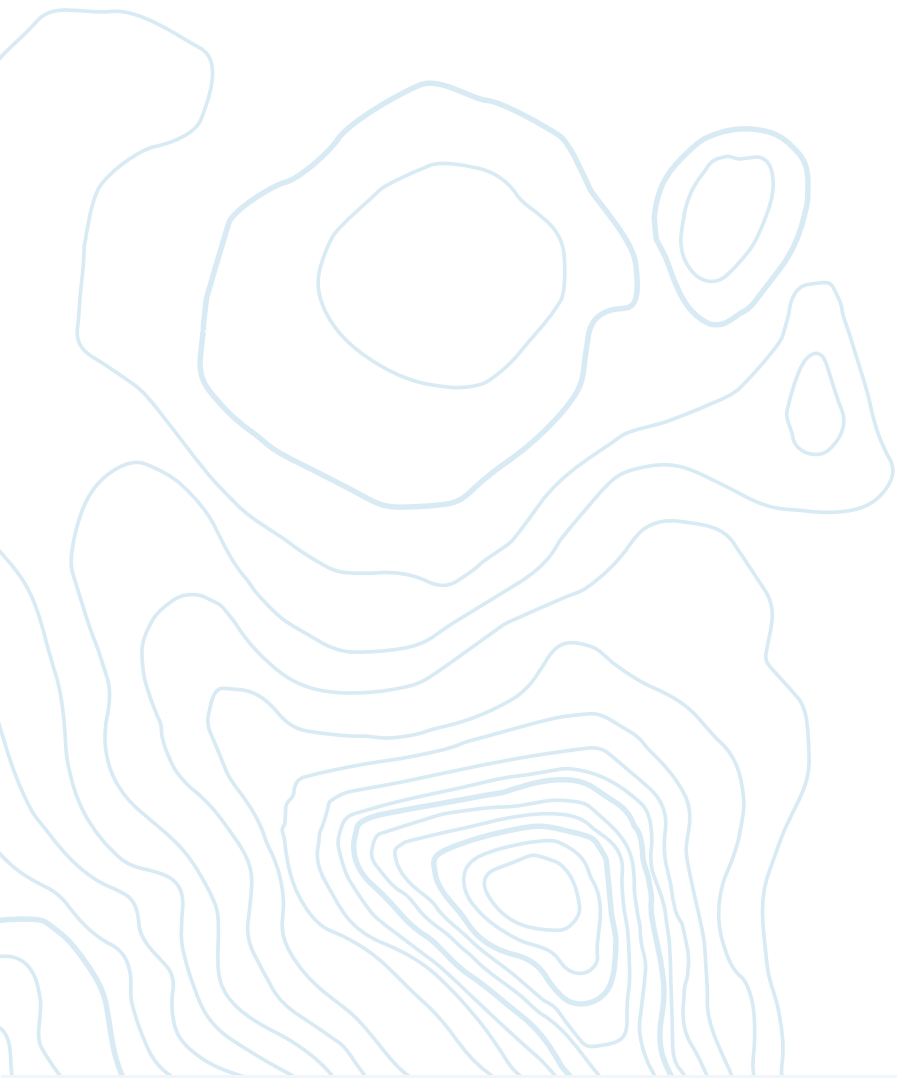
On our environmental sustainability initiatives, we work closely with the Savory Institute, Carbon Trust, Trayak's Compass (our LCA tool), the Leather Working Group, and Worldly (formally HIGG) in the utilization of their facilities engagement module. We also worked with Canopy on our Paper and Forest Procurement Policy.

We look forward to continuing to expand our stakeholder groups in FY24 and beyond.



# 2023 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, our Enterprise Risk Management program, employee engagement, discussions among our various management committees, peer benchmarking and our work with external vendors. 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. In this rapidly evolving space, we recognize that our priority issues are subject to change as we continue to enhance and refine our processes and procedures.



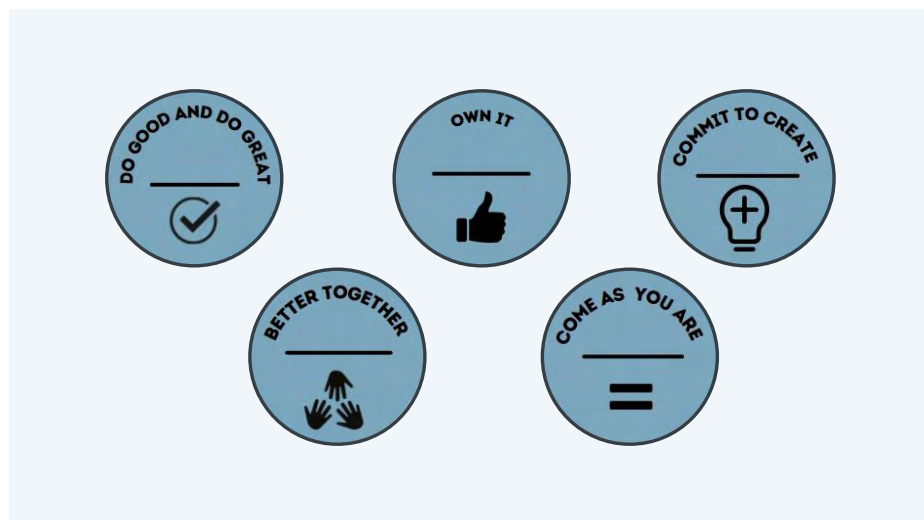
- |   |                                      |   |
|---|--------------------------------------|---|
| 1. AIR & WATER POLLUTION                    | 13. DATA PRIVACY & PROTECTION        | 25. RENEWABLE ENERGY                          |
| 2. ANIMAL WELFARE                           | 14. DIVERSITY, EQUITY,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





## 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, our consumers, our partners, our suppliers, and our communities.

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

## Integrity First

### 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
- Conflicts of Interest
  - › Employees are trained on conflicts of interest and our Compliance Officer maintains a list of potential conflicts of interests (e.g. *related persons working at Deckers*) 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, 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 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:

- Code of Ethics (*including our zero-tolerance policy on harassment and discrimination and insider trading*)
- 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



# Integrity First (continued)

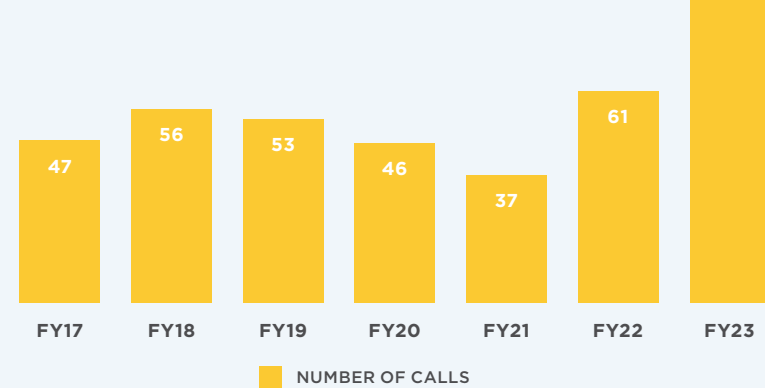
## HOTLINE METRICS

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. We take all allegations seriously and ensure that we fairly and thoroughly investigate each hotline report we receive.

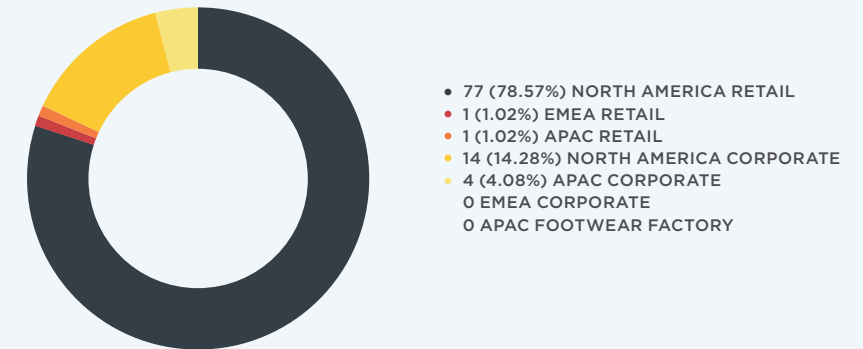
Monitoring hotline calls allows us to identify trends, see where more resources are needed, and allocate additional training where necessary. The majority of the calls we receive each year are retail-related and initiated by one of our retail store team members. Receiving calls is an indicator that our 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-FY23, (2) calls received by business unit (FY23), and (3) calls received by issue type (FY21-FY23).

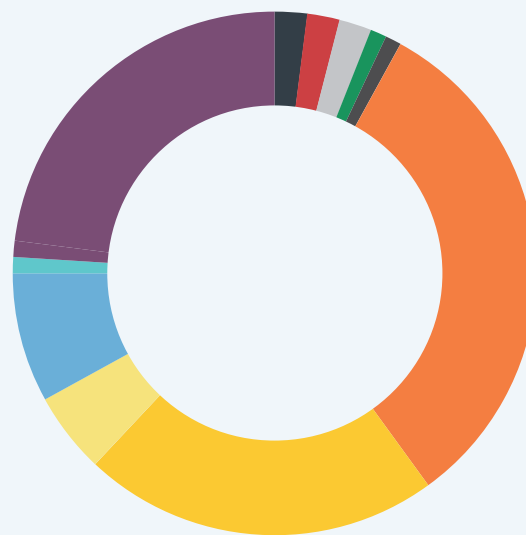
NUMBER OF CALLS RECEIVED FY17-FY23



FY23 HOTLINE CALLS BY BUSINESS UNIT



FY21-FY23 HOTLINE CALLS BY ISSUE TYPE



ISSUE	FY21 COUNT (%)	FY22 COUNT (%)	FY23 COUNT (%)
• UNFAIR TREATMENT	12 (32.43%)	15 (24.59%)	31 (31.63%)
• DISCRIMINATION OR HARASSMENT	8 (21.62%)	15 (24.59%)	22 (22.44%)
• OTHER	8 (21.62%)	19% (31.14%)	21 (21.42%)
• THEFT	0	1 (1.63%)	8 (8.16%)
• RETALIATION	0	0	5 (5.10%)
• VIOLATION OF POLICY	7 (18.92%)	2 (3.27%)	2 (2.04%)
• CONFLICT OF INTEREST	1 (2.70%)	1 (1.63%)	2 (2.04%)
• INQUIRY	1 (2.70%)	1 (1.63%)	2 (2.04%)
• DISCLOSURE OF CONFIDENTIAL INFORMATION	0	1 (1.63%)	2 (2.04%)
• IMPROPER SUPPLIER OR CONTRACTOR ACTIVITY	0	2 (3.27%)	1 (1.02%)
• OFFENSIVE OR INAPPROPRIATE COMMUNICATION	0	1 (1.63%)	1 (1.02%)
• BANKING	0	0	1 (1.02%)
AUDITING AND ACCOUNTING	0	1 (1.63%)	0
MISCONDUCT OR INAPPROPRIATE BEHAVIOR	0	2 (3.27%)	0
<b>TOTAL</b>	<b>37</b>	<b>61</b>	<b>98</b>

\*The chart above reflects raw data including unsubstantiated reports





# Gender Equality, Quality Education & Reduced Inequalities







## Our Approach

At Deckers, we believe that an equitable, inclusive, and diverse culture drives creativity and success. Our efforts and initiatives will help to foster a more inclusive workplace which we hope will ultimately help contribute to a more inclusive society. We each come from different backgrounds and all have professional skills and perspectives that have uniquely shaped us. We believe those differences, when encouraged and celebrated, can help create big ideas. We value our different perspectives and strive to create a work environment where employees can come as they are and are free to bring their authentic selves to work every day.

We prioritize DEI at Deckers and believe that the inclusion of historically underrepresented perspectives leads to more diversity of thought which in turn leads to better outcomes and policies. Additionally, we believe that a diverse pool of leaders brings a unique set of experiences, opinions, and thoughts on critical issues that help enhance our business.

We have policies and practices aimed at increasing the diversity of our workforce, as well as a robust collection of programs intended to support initiatives to create a more inclusive workplace. We have implemented a comprehensive, global strategy for DEI, launched numerous employee resource groups, deployed mandatory anti-racism and implicit bias training, and offer a suite of additional learning and development resources.

We look forward to continuing to engage our employees in our efforts to create a more equitable, inclusive and diverse organization.

**4** QUALITY EDUCATION



Ensure inclusive and quality education for all and promote life long learning

**5** GENDER EQUALITY



Achieve gender equality and empower all women and girls

**10** REDUCED INEQUALITIES



Reduce inequality within and among countries

**Gender Equality, Quality Education, and Reduced Inequalities**

Promote equality, quality education, and reduced inequalities



# People

## GLOBAL WORKFORCE

Exclusive of seasonal employees, temporary employees and interns, Deckers has a total of 4,247 employees, 1,481 of which are retail employees. Of our 4,247 global employees, 2,716 (63.95%) identify as female, 1,508 (35.51%) identify as male, 9 (0.21%) identify as genderqueer, 6 (0.14%) are undeclared, 3 (0.07%) identify as transgender, 3 (0.07%) identify as genderfluid, and 2 (0.05%) identify as non-binary.

*\*For additional information please see our EEO-1 statement publicly available at [www.deckers.com/responsibility](http://www.deckers.com/responsibility).*

## EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)

NORTH AMERICA	EMEA	APAC	TOTAL
<b>NUMBER OF PERMANENT EMPLOYEES</b>			
2,659 (62.6%)	633 (14.9%)	955 (22.5%)	4,247
<b>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</b>			
4 (3.0%)	124 (93.2%)	5 (3.8%)	133
<b>NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, &amp; INTERN WHO ARE FULL-TIME)</b>			
1,886 (57.0%)	478 (14.5%)	943 (28.5%)	3,307
<b>NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, &amp; INTERN WHO ARE PART-TIME)</b>			
773 (82.2%)	155 (16.5%)	12 (1.3%)	940

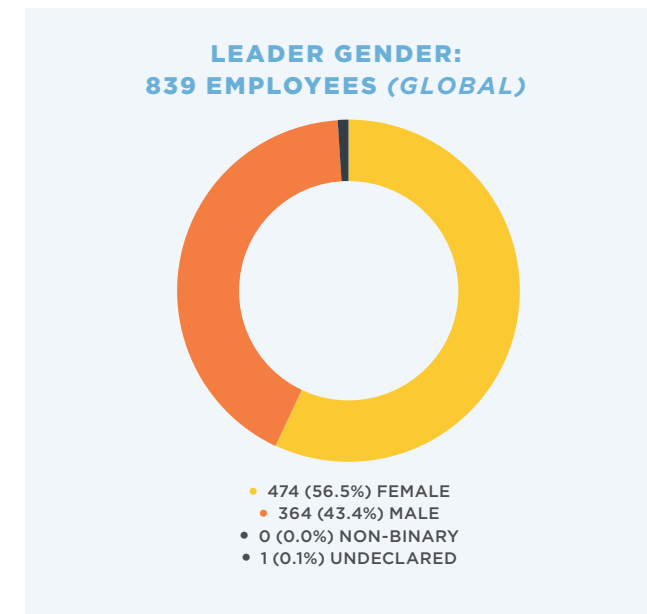
*\*For reporting period FY23. Temporary Employees only includes employees that are on the Deckers payroll, not employees who are paid through a third-party organization. Deckers does not employ Non-Guaranteed Hours Employees.*

## EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)

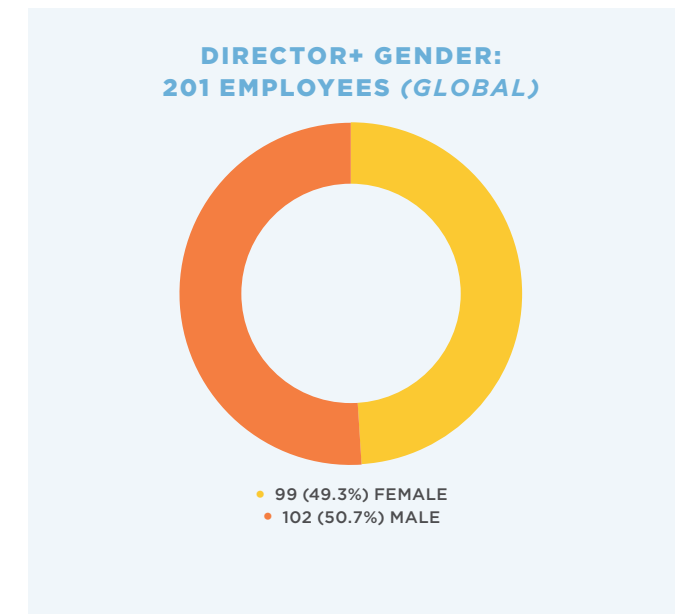
FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
<b>NUMBER OF PERMANENT EMPLOYEES</b>				
2,716 (63.95%)	1,508 (35.51%)	17 (0.4%)	6 (0.14%)	4,247
<b>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</b>				
98 (73.7%)	34 (25.6%)	N/A	1 (0.8%)	133

*\*For reporting period FY23. 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 839 leaders. We define leaders as those who manage one or more persons. Of those leaders, 474 (56.5%) identify as female, 364 (43.4%) identify as male, and 1 (0.1%) is not declared.



**Director Level And Above Gender Breakdown:** Globally, Deckers has 201 employees at Director level or above. Of those, 99 (49.3%) identify as female, and 102 (50.7%) identify as male.

## 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 ethnicities. 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.



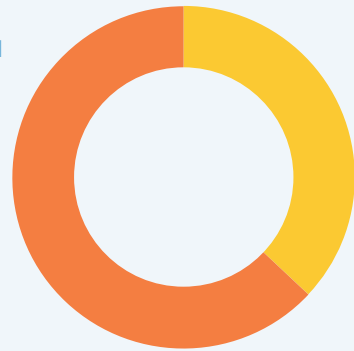
# People

## EXECUTIVE LEADERSHIP TEAM

As of the end of FY23, Deckers Executive Leadership Team (ELT) was made up of eight members, three identifying as female (37.5%) and five identifying as male (62.5%). Of the eight members of the ELT, three (37.5%) were from underrepresented groups, which includes ethnicities and sexual orientation.

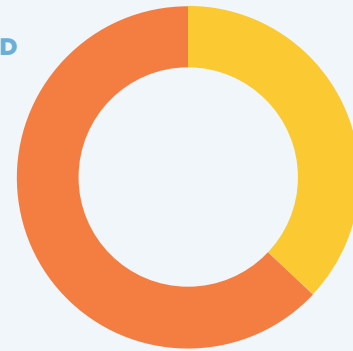
### ELT GENDER BREAKDOWN

- 3 (37.5%) FEMALE
- 5 (62.5%) MALE



### ELT UNDERREPRESENTED GROUPS

- 3 (37.5%) UNDERREPRESENTED GROUPS
- 5 (62.5%) NOT FROM UNDERREPRESENTED GROUPS



## EXECUTIVE OFFICERS AGE DEMOGRAPHICS

EXECUTIVE OFFICER	AGE	POSITION
DAVE POWERS	57	Chief Executive Officer, President and Director
STEVEN J. FASCHING	55	Chief Financial Officer
ANGELA OGBECHIE	45	Chief Supply Chain Officer
THOMAS GARCIA	50	Chief Administrative Officer
STEFANO CAROTI	60	Chief Commercial Officer (Appointed in April 2023)
ANNE SPANGENBERG	56	President, Fashion Lifestyle
PASCALE MEYRAN	63	Chief People Officer
BRAD WILLIS	58	Chief Technology Officer





# People (continued)

## BOARD OF DIRECTORS

Our Board of Directors is comprised of ten individuals, each of whom brings a wide range of skills and represents different backgrounds, ethnicities, genders, sexual orientations and qualifications. As of March 31, 2023, our Board of Directors is comprised of a total of ten directors, 60% of whom are from underrepresented communities (which includes ethnicity and sexual orientation), 50% are ethnically diverse, and 40% are female.

## FY23 GOVERNANCE PROFILE

**Average Director Tenure:** 6.38 years

**Average Director Age:** 61 years

**Proxy Statement:** [FY23 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

[Corporate Governance Guidelines](#)

**Board: Female:** 4 **Male:** 6

### Active Board Members:

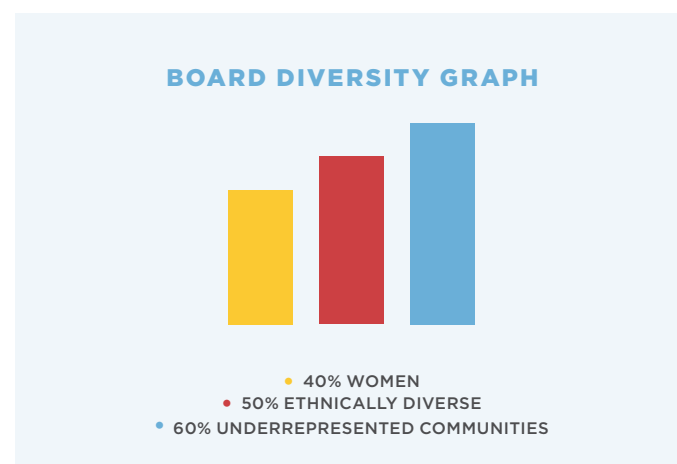
- Michael F. Devine III – Chairman
- David A. Burwick
- Nelson C. Chan
- Cynthia (Cindy) L. Davis
- Juan R. Figueroa
- Maha S. Ibrahim
- Victor Luis
- Dave Powers
- Lauri M. Shanahan
- Bonita C. Stewart

**Percentage of CEO's at Risk Targeted Total Compensation:** 89%

**Median Annual Compensation:** \$51,320

**CEO Compensation:** \$11,417,281

**CEO Pay Ratio:** 222:1



## 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)

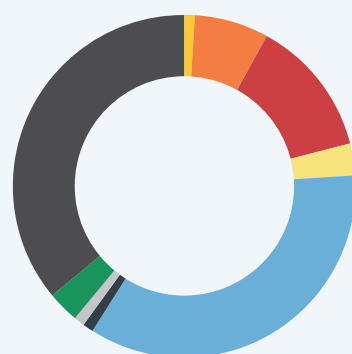
## DIVERSITY, EQUITY, AND INCLUSION

### ETHNICITY DATA

We report 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.

#### ETHNICITY BREAKDOWN (US ONLY INCLUDING RETAIL EMPLOYEES)



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

\*For FY23, 59.9% of US employees are from BIPOC communities.







## People (continued)

### DIVERSITY, EQUITY AND INCLUSION (CONTINUED)

#### DIVERSITY EFFORTS

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. This requires a firm and lasting commitment to embed diversity, equity and inclusion into the very fabric of our company. 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.

The DEI team continue to partner with the People Success team to identify critical decision points that affect representation levels within the talent pipeline, and continuing to embed DEI into all aspects of the talent lifecycle to help increase diversity at all levels of the organization. We are pleased to report that these efforts continue to yield success in the form of a more diverse workforce.

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.

#### Mentorship Program

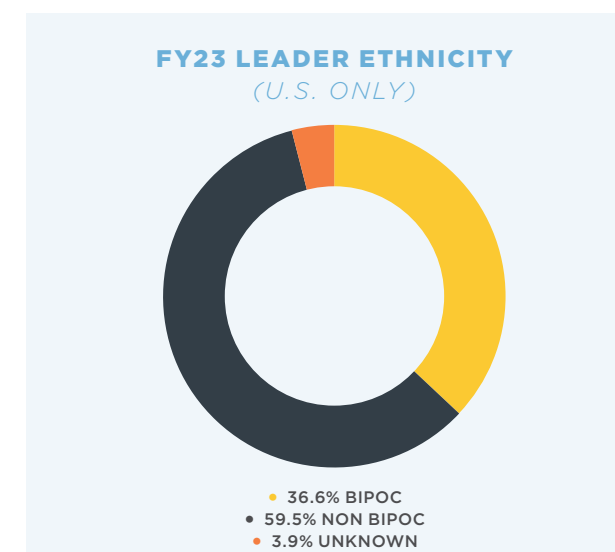
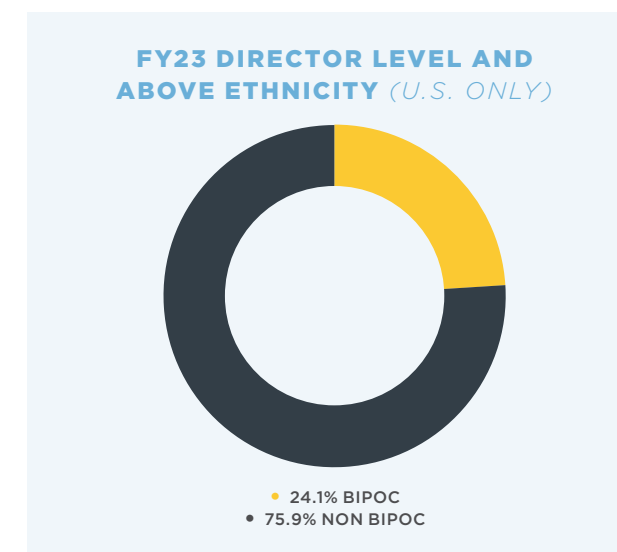
As previously announced, we formally launched a global mentorship program in May 2021 to help provide our existing talent with opportunities to develop personally and professionally and increase pathways for diverse talent to grow within the organization. The purpose of the program is to foster a greater 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, more creativity, and a workplace that better reflects the world around us.

#### INCREASING DIVERSITY

##### Increasing Diversity in Leadership

In FY20, we announced a target of 25% representation of BIPOC in the US at Director level and above by 2027. We are pleased to report that as of March 31, 2023, 24% of our director-level and above employees in the US are from BIPOC communities. This represents an increase of 3% compared to the prior fiscal year and an overall increase of more than 12% since we first established this target in FY20. Although we do not currently have a target around increasing BIPOC at leader level, we are including it below for added visibility and transparency.





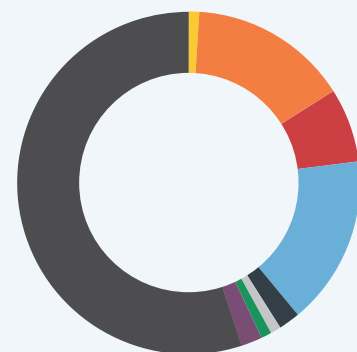
# People (continued)

## DIVERSITY, EQUITY AND INCLUSION (CONTINUED)

### New Hire Ethnicity Breakdown

During FY23, 43.5% of all new hires at our US corporate headquarters and call center are from BIPOC communities.

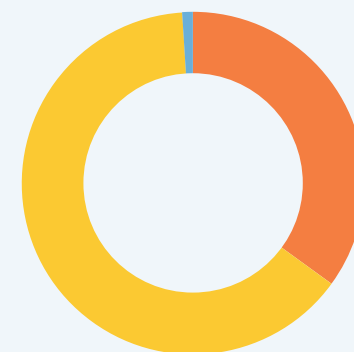
**FY23 NEW HIRES ETHNICITY**  
(U.S. CORPORATE AND CALL CENTER)



**ETHNICITY BREAKDOWN (US EMPLOYEES)**

	FY21 COUNT	FY22 COUNT	FY23 COUNT
• AMERICAN INDIAN OR ALASKA NATIVE	2.9%	0.8%	1%
• ASIAN	8.1%	18.1%	14.9%
• BLACK OR AFRICAN AMERICAN	10.3%	4.1%	7.4%
• HISPANIC OR LATINO	20.6%	16.5%	16.3%
• MIDDLE EASTERN	0.7%	1.6%	2%
• NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	1.5%	0.4%	1.5%
• TWO OR MORE RACES	2.9%	2.1%	1.5%
• UNDECLARED	3.7%	4.5%	1.5%
• WHITE	49.3%	51.9%	55%

**FY23 NEW HIRE GENDER**  
(U.S. CORPORATE AND CALL CENTER)



- 64.4% FEMALE
- 35.1% MALE
- 0.5% TRANSGENDER

### New Hire Gender Breakdown

During FY23, 64.4% of all new hires at our US corporate headquarters and call center identify as female, 35.1% identify as male and 0.5% identify as transgender.





## People (continued)

### DIVERSITY, EQUITY AND INCLUSION (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.

#### Mandatory 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 DEI-related trainings available to all employees (outlined below).

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

#### Coffee & Conversations

We recognize that we are all at different places on our DEI journey and we want to offer opportunities for employees to engage in our DEI efforts regardless of their starting points. To that end, in the US we have continued Coffee & Conversations, which are monthly facilitated small group discussions on DEI-related topics that change each month. These conversations are intended to bring together employees from across the organization to create safe spaces for enriching and authentic conversations and learning. We have received tremendous participation and look forward to expanding this framework to our global regions.

#### 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.

#### DEI 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%. Of those employees who completed the survey, 87% noted they were proud to work for Deckers. We also include DEI-focused questions in our surveys and are using the data from the DEI questions to help prioritize and guide our DEI initiatives going forward. We are proud that 79% 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 FY24 and beyond.

#### Regional Efforts

We have a task force in EMEA that has ongoing discussions relating to issues specific to our Black employees and is driving actions aligned with corporate DEI strategic objectives over the short and long term. We also have a DEI senior manager for the EMEA region to assist with implementing initiatives across our regions. Over the coming year, we hope to continue expanding our DEI initiatives and programming across our global regions.

We also host a DEI Speaker Series which brings in engaging guests to discuss DEI-related topics, from disability awareness and inclusion, to cultural appropriation, to the importance of allyship. These events are broadcast to our global employee audience and are widely attended by employees across roles, regions and locations.

#### Inclusive Facilities

Deckers offers gender inclusive bathroom placards, 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)

### DIVERSITY, EQUITY AND INCLUSION (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 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 FY23, we had a total of ten ERGs.



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



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



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



**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.



**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.



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



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



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



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



**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)

### DIVERSITY, EQUITY AND INCLUSION (CONTINUED)

#### INCLUSION EFFORTS (CONTINUED)

##### ERG + Business Collaboration

We are excited that our brands and our global workforce are connecting with our ERGs who are helping provide perspective and feedback to ensure our product offerings are inclusive.

This year, our Healthy Minds ERG once again hosted an event focused on mental health and wellness featuring an open conversation between our CEO, a clinical psychologist, and the Healthy Minds co-leads who discussed vulnerability, mental wellness and creating trust and safety at work. This event was part of a broader effort to speak more openly in the workplace about mental health and well-being. Caring for the whole employee is critical to creating a more inclusive workplace where employees can feel supported and in turn can thrive. Also in FY23, our working parents and caregivers ERG hosted a webinar for employees about how to parent smarter, not harder. These are just two examples that illustrate how our ERGs are working to communicate key messages to our global workforce.

Since launching our ERG framework, 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 hosted at our corporate headquarters that fosters creativity and inspiration and enhances our commitment to diversity and equity. We were thrilled that the event returned to in-person in FY23. The Women's Leadership Summit consisted of a moderated panel with female members of our Executive Leadership Team and physical activities to maintain an active lifestyle. Attendance and engagement were very high and we look forward to continuing the tradition for years to come.

##### Optional Self-ID Fields And Pronouns

We added optional self-identification fields to our HRIS system, including additional gender, sexual orientation and disability pronouns. Adding this information to an employee's profile is optional and all data is used only on an aggregated basis, but we believe that collecting this information will help us better understand aspects of the diversity of our employee identities which will in turn enable us to create more inclusive DEI initiatives. We have seen an increase in employees choosing to provide this data which helps us better understand our employee population so we can more effectively create DEI-focused initiatives and programs to support our employees' needs.

We also encourage our employees to include gender pronouns in their email signatures. By doing so, we believe that we help create the space to enable individuals to identify themselves in the way in which they choose and affirm our individual value. Fostering inclusive behavior and empowering our employees to Come as They Are is integral to how we work and to our Deckers core values.

##### Racial And Social Justice Givebacks

For the last four years, we have made a Deckers-level \$500,000 annual donation to organizations that support social and racial justice around the globe. We intend to make this a recurring annual donation which underscores our commitment to using our platforms to help elevate others. In total, when taking into account the Deckers-level \$500,000 and combining that with our brands racial and social justice donations, Deckers donated \$1.4 million dollars in support of social and racial justice around the globe.

As part of Deckers' ongoing commitment to amplify and celebrate Black culture and voices, we have also established an annual scholarship program with United Negro College Fund which awards HBCU students who are pursuing careers in sustainable fashion, innovation or design-areas.



# People (continued)

## DIVERSITY, EQUITY AND INCLUSION (CONTINUED)

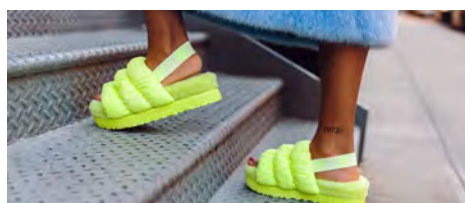
### BRAND-SPECIFIC DIVERSITY AND INCLUSION EFFORTS



**UGG: Pride** In celebration of Pride Month and beyond, UGG donated to the nonprofit 'It Gets Better Project'. It Gets Better Project aims to improve the lives of LGBTQ+ youth by utilizing compelling storytelling, educational activities, and community-building efforts. Their global social media reach of over 1.65 million helps them to connect with young people every day to make them feel connected, motivated, and appreciated. UGG donated \$125,000 to provide year-round support of their mission and help empower LGBTQ+ youth to reach their full potential.



**UGG: Valuable 500** As part of an ongoing commitment to extend the feeling of UGG universally, UGG and Deckers, participate in The Valuable 500, a global movement putting disability inclusion on the business leadership agenda. UGG is committed to supporting and amplifying the voices of people with disabilities from its process to its products.



**UGG: International Women's Day** In support of International Women's Day, UGG donated \$20 for each pair of Scrunchita in Pale Chartreuse purchased on UGG.com from March 8 to March 31, 2023, for a maximum donation of \$25,000 to Kiva, a international nonprofit that accelerates financial inclusion by providing microloans to entrepreneurs.



**Teva: Pride** To support creating safe and brave spaces, Teva donated \$20K to benefit @onetenphx Camp OUTdoors program, dedicated to helping BIPOC and LGBTQAI+ youth develop leadership skills, work in collaborative ways, and develop a strong sense of self and community. Teva also introduced its Original Universal Gradiate and Hurricane XLT2 Ampsole Brite products, designed to be worn loud and proud for all your adventures.



**Sanuk: Pride** Sanuk introduced its Pacific Pride Foundation collaboration - featuring custom pride community inspired artwork draped across modern versions of classic Sanuk Styles. With two new styles and gender inclusive sizing, each pair from the collection helped Pacific Pride Foundation create a vibrant, visible and thriving LGBTQ+ community.



**HOKA: FLY HUMAN FLY Campaign Launch** HOKA is inviting more people to the start line by showing them the transformative power of movement through the new FLY HUMAN FLY campaign. This resonates with HOKA's new nonprofit partner Achilles International. Since 1983, Achilles has been transforming the lives of people with disabilities through athletic programs and social connection.

As part of this partnership, HOKA donated \$50,000 to support Achilles International's mission and committed to:

- Supporting Achilles chapter events through local Field Experience Marketing Representatives and regional presence
- Donating shoes and apparel to Achilles chapters and athletes with disabilities
- Supporting Achilles at various events and races



**HOKA: World Autism Awareness Day** On World Autism Awareness Day, HOKA recognized Global Athlete Ambassador, Sam Holness. After competing in Kona at the @ironmantri World Championships this past year, Sam earned a Guinness World Record as the first known athlete with autism to compete at this world stage.



**Koolaburra by UGG: Pride** Koolaburra believes in being more than just a brand - it strives to be a member of your community. To that end, Koolaburra partnered with Family Equality for the second year in a row. Family Equality is a leading national organization devoted to advocating for and uplifting the lives of LGBTQ+ families as a beacon of hope, inclusivity and empowerment.

On top of a \$25,000 donation, Koolaburra sponsored their flagship fundraiser, Night at the Pier. This unique event brought together LGBTQ+ members and allies in an evening of celebration and recognition of the strides made together towards equality.



**Koolaburra by UGG: Women's History Month and International Women's Day** Koolaburra proudly supported Dress for Success' annual 2023 #YourHourHerPower Campaign in honor of Women's History Month and International Women's Day through a \$15,000 donation. Dress for Success is a global nonprofit organization dedicated to empowering women worldwide to achieve economic advancement.



# Holistic Wellbeing

## EMPLOYEE WELLNESS



### Physical Wellbeing

- Comprehensive and Affordable Medical, Dental, and Vision Care
- Access to on-site Fitness Center at HQ, Virtual Fitness Classes and Gym Discount Programs
- Fertility/Family Building Benefits
- 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 and Emotional Wellbeing

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



### Financial Wellbeing

- 401(k) Retirement Savings Plan with employer match
- Dependent Care Flexible Spending 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 HQ
- 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 HQ
- 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.*





# Creating Change (continued)



## 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)



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

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Gender parity in leadership positions and our Board of Directors	<p>Executive Leadership Team: 25% women, 75% men</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% women, 75% men</p> <p>Board of Directors: 33% female, 66% male</p> <p>Leaders (those who manage one or more persons): 51.8% women, 48.2% men</p> <p>Directors and above: 43.5% female and 56.5% male</p>	<p>Executive Leadership Team: 33.3% women, 66.6% men</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% women, 75% men, 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% women, 62.5% men, 37.5% are from underrepresented communities</p> <p>Board of Directors: 40% female, 60% male, 60% from underrepresented communities and 50% are 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>	On Track	2030
25% representation of BIPOC in the U.S. at Director and above levels	Target first conceptualized in FY20	Target first conceptualized in FY20	<p>As of September 2021, 16% of our director-level and above employees in the US are from Black, Indigenous, and People of Color (BIPOC) communities - a 4% increase when compared to when we first established the target in FY20</p> <p>43% of all U.S. corporate new hires in the US were BIPOC</p>	<p>As of March 31, 2022, 21% of our director-level and above employees in the US are from Black, Indigenous, and People of Color (BIPOC) communities - a 9% increase when compared to when we first established the target in FY20</p> <p>45.5% of all U.S. corporate new hires and Broomfield call center US were BIPOC</p>	<p>As of March 31, 2023, over 24% of our director-level and above employees in the US are from Black, Indigenous, and People of Color (BIPOC) communities - a 12% increase when compared to when we first established the target in FY20</p> <p>43.5% of all U.S. corporate new hires and Broomfield call center US were BIPOC</p>	On Track	2027
100% of Executive Leadership Team has inclusion and diversity related goals	Target first conceptualized in FY20	Target first conceptualized in FY20	All executive leadership team were required to have diversity and inclusion related goals	All executive leadership team were required to have diversity and inclusion related goals	All executive leadership team were required to have diversity and inclusion related goals	Target Achieved - FY21 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.





# Creating Change (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	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>Brands have committed to representing 60% BIPOC, LGBTQIA+, and diversity of body types and abilities in their marketing campaigns</p> <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 formed around common interests, background or characteristics including gender, race, ethnicity and numerous other affinities</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 &amp; 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>Brands continue to be committed to representing 60% BIPOC, LGBTQIA+, and diversity of body types and abilities in their marketing campaigns</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 formed around common interests, background or characteristics including gender, race, ethnicity and numerous other affinities</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Coffee &amp; Conversations continue to be held, which are monthly small-group facilitated discussions on DEI-related topics</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>Worked closely with our brand teams to ensure DEI is incorporated into all aspects of product development lifecycle</p>	<p>Brands continue to be committed to representing 60% BIPOC, LGBTQIA+, and diversity of body types and abilities in their marketing campaigns</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 formed around common interests, background or characteristics including gender, race, ethnicity and numerous other affinities</p> <p>Mandatory anti-racism and implicit bias training deployed as well as a suite of additional learning and development resources</p> <p>Coffee &amp; Conversations continue to be held, which are monthly small-group facilitated discussions on DEI-related topics</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>Worked closely with our brand teams to ensure DEI is incorporated into all aspects of product development lifecycle</p>	On Track	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) and our DEI strategy; with a focus on social and racial justice, the environment, uplifting youth, education, and community support. We will continue our strategic approach, focusing on these key areas, into FY24 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 we compensate each employee 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

## MONETARY CONTRIBUTIONS

In FY23, we donated over \$4.2 million to various non-profit organizations in the global communities in which we operate. This number is inclusive of both our US and Regional corporate/brand donations and the \$143,685 raised by our headquartered Deckers Brand Showcase retail store location. 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	FY21	FY22	FY23
UPLIFTING YOUTH	\$163,520	\$253,466	\$406,460
COMMUNITY	\$415,460	\$577,086	\$600,951
COVID-19 SUPPORT	\$849,093	\$1,052,510	\$1,400,388
EDUCATION	\$87,307	\$321,778	\$299,641
ENVIRONMENT	\$192,000	\$617,141	\$1,130,149
EMPLOYEE DONATION MATCHING	\$162,295	\$176,705	\$175,000
EMEA DONATIONS	-	-	\$25,666
APAC DONATIONS	-	-	\$198,140
<b>TOTAL</b>	<b>\$2,129,675</b>	<b>\$2,998,686</b>	<b>\$4,236,395</b>



# Community (continued)

## BRAND CHARITABLE SPEND FOCUS

### UGG



**HERproject's** mission is to unlock the full potential of women working in global supply chains through workplace-based interventions on health, financial inclusion, and gender equality. HERproject is made possible by Business for Social Responsibility (BSR).



**One Tree Planted** works to restore damaged ecosystems, stabilize soil, and support the water cycle by growing trees.



**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.



The mission of **The Trevor Project** is to end suicide among lesbian, gay, bisexual, transgender, queer & questioning young people.



**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.



**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.



**Kiva's** mission is to connect people through lending to alleviate poverty.

### UGG (CONTINUED)



**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.



The **It Gets Better Project** fulfills its mission to uplift, empower, and connect lesbian, gay, bisexual, transgender, and queer (LGBTQ+) youth around the globe in three ways: (1) Storytelling and Media (2) Global Community Building and (3) Education.

### 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.



**Back on My Feet** Back on my Feet is an organization that uses the power of running in a community to help people transition out of homelessness.



**Boys and Girls Club** mission is to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

### 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.



**Surfrider** 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.

### TEVA



The mission of **The Trevor Project** is to end suicide among lesbian, gay, bisexual, transgender, queer & questioning young people.



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



**Intersectional Environmentalist** strives to empower and instill joy in people of color and historically excluded communities by amplifying the incredible legacies of diverse people in the environmental space throughout history and in the present - because we believe with representation, and an understanding that they have always been part of environmental history, we'll empower a new generation of environmentalists and reshape the future of environmentalism to one that is rooted in equity and inclusion.

### KOOLABURRA



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



**Soles4Souls** turns unwanted shoes and clothing into opportunity, by keeping them from going to waste and putting them to good use - providing relief, creating jobs and empowering people to break the cycle of poverty.



**Dress for Success** empowers women to achieve economic independence by providing a network of support, professional attire, and the development tools needed to help women thrive in work and in life.





## Community (continued)

### IN-KIND PRODUCT DONATIONS

We are committed to furthering the life of a product where possible. Since 2006, we have donated over 1.7 million pairs of shoes to charitable organizations. In FY23, we donated 343,404 pairs to Soles4Souls, a non-profit organization that provides products to individuals in need, and also helps to divert products that would otherwise be destined for landfill.

### NOTABLE MONETARY DONATIONS

#### RACIAL AND SOCIAL JUSTICE GIVEBACKS

For the last four years, we made a \$500,000 donation to organizations that support social and racial justice around the globe. In FY23, our \$500,000 donations were dispersed evenly among the below organizations:

- Santa Barbara Education Foundation - Mission Scholars
- The Loveland Foundation
- The Innocence Project, Inc.
- NAACP Legal Defense & Educational Fund, Inc.
- California Family Life Center
- Advancing Justice Asian Law Caucus
- Thurgood Marshall College Fund
- TWLOHA
- Born This Way Foundation
- The Arc of the United States

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

In total, when taking into account the above \$500,000 and combining that with our brands' racial and social justice donations, Deckers donated \$1.4 million dollars in support of social and racial justice around the globe.



#### SAVORY

In FY21, we established a 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. Our grant of over \$3.3 million is anticipated to influence 1,000,000 acres of land by 2025. As of March 31, 2023, UGG has influenced over 300,000 acres of land and 80 farms. And, as of September 2023, this acreage jumps to 890,000 acres and over 80 farms.

In October 2022, UGG launched its first product featuring materials that originate from land being managed through regenerative farming practices. The UGG Classic Mini Regenerate features materials that originate from farms that practice regenerative agriculture, which helps influence soil, encourages wildlife diversity, captures carbon in the ground, and preserves the land for future generations. Shortly thereafter, in January 2023, UGG released the Tasman Regenerative. Both styles were met with positive feedback from consumers and sold out shortly after their release evidencing consumer's desire for more mindful products.



## Community (continued)

### NOTABLE MONETARY DONATIONS (CONTINUED)

#### HOKA SPONSORED RUNNING TRACKS

In October 2022, HOKA sponsored the building of two running tracks for kids near Tibet. Through these efforts, HOKA strives to provide students with a better environment to grow their love of sports and running. We hope that these that these running tracks will foster further growth and development so they can unleash their full potential.

#### UKRAINE & TURKEY DONATIONS

In FY23, Deckers, along with its portfolio of brands, donated \$25,000 to Direct Relief and \$85,000 to UNICEF in support of humanitarian relief efforts in Turkey and Ukraine. We also matched employee donations 2x to organizations assisting refugees. At Deckers, we recognize the platform we have to support those in need and are honored to have been able to provide some level of support during these challenging times.

#### FY23 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 15,000 hours in FY23, an increase when compared to the just over 14,000 hours in FY22. We have far surpassed our target to increase our volunteer hours 20% by 2023 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 FY23, we held two Art of Kindness events which are weeklong, biannual events where 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. In FY23, our supply chain partners alone contributed 148,529 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

INVESTOR'S BUSINESS DAILY

### INVESTOR BUSINESS DAILY'S LIST OF 100 BEST ESG COMPANIES FOR 2022

Deckers Brands was honored to be selected by Investor's Business Daily® (IBD) as one of the 100 Best ESG Companies for 2022, an index that combines both stock performance and an ESG score. As our CEO, Dave Powers said: "Doing good and doing great are part of our core values. This is exemplified through our actions to make progress toward our Sustainable Development Goals, doing good for our communities where we live and where we operate, while at the same time delivering exceptional business performance."



### REPREVE® CHAMPIONS OF SUSTAINABILITY 2023 WINNER

Deckers was once again selected as one of REPREVE's Champions of Sustainability. 'Champions' status includes brands, retailers and textile partners who keep billions of plastic bottles out of the waste stream by using REPREVE® recycled fiber. To date, Deckers has recycled over 100+ million plastic bottles.



### AMERICA'S MOST RESPONSIBLE COMPANIES

Deckers is honored to once again be featured on Newsweek's list of **Most Responsible Companies**. This ranking honors companies that are serious about being good corporate citizens so we are thrilled to be recognized for the fourth year in a row.



### BLOOMBERG EQUALITY INDEX

We are excited to announce that we have once again been recognized as a member of the Bloomberg Gender-Equality Index (GEI).

This year, we stand alongside 484 other companies from across the globe, all of whom are equally committed to transparency across the five critical pillars of gender equality. Our overall GEI score of 81% (versus an average of 73%) demonstrates our unwavering commitment to female leadership and talent pipeline, equal pay and gender pay parity, an inclusive culture, and anti-sexual harassment policies.

We are particularly proud of our inclusive culture score of 86% (versus an average of 71%), representing a 4% increase from our score last year. By remaining accountable and prioritizing diversity, equity, and inclusion, we are fostering a work environment where everyone feels valued and respected.



### CARING COMPANY AWARD

The Hong Kong Council of Social Service recognized Deckers as a Caring Company for its commitment to caring for the community, caring for employees, and caring for the environment. This year's accolade marks 10+ years as a Caring Company for Deckers.



### FAST COMPANY'S MOST INNOVATIVE COMPANIES

HOKA was ranked #11 on Fast Company's Most Innovate Company's list for "designing shoes that can handle the extremes." The Most Innovative Companies list includes those companies with novel ideas transforming business and society.



### LYST'S HOTTEST BRANDS OF Q4 2022

UGG was ranked #17 on Lyst's Hottest Fashion Brands of Q4 in 2022. The Lyst Index is a quarterly ranking of fashion's hottest brands and products.



### PACIFIC COAST BUSINESS TIMES

Pacific Coast Business Times recognized our President and CEO, Dave Powers, as one of the Top 50 Most Influential People. They also recognized our Chief Financial Officer, Steve Fasching, as CFO of the Year. Two well deserved accolades for two of our most influential leaders.



### ROYAL PRIDE COMMUNITY AWARD

Deckers received the Royal Pride Community Award for our support of our local public high schools. We provided grants of \$50,000 to each high school foundation allowing them to direct the support where it is most needed. We believe these funds will ensure that students are set up for success during their pivotal high school years.



### AMERICA'S GREENEST COMPANIES BY NEWSWEEK

Deckers was selected 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.



### MOST JUST COMPANIES BY JUST CAPITAL/CNBC

Deckers was featured in the 2023 JUST Capital/CNBC list of Most Just Companies, showcasing Deckers' commitment to responsible environmental stewardship.



### BEST COMPANIES TO WORK FOR BY U.S. NEWS & WORLD REPORT

Deckers was thrilled to be featured on U.S. News & World Report's inaugural 2023-2024 list of Best Companies to Work For. The list includes companies that score highest on a variety of metrics that contribute to a positive work environment including quality of pay and benefits, work-life balance and flexibility, job and company stability, physical and psychological comfort, belongingness and esteem, and career opportunities and professional development.



# Community Achievements



## 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)



## SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS - COMMUNITY

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Increase employee volunteer efforts by 20% by 2023 and 50% by 2027	Employees volunteered 3,106 hours	<p>Employees volunteered 1,904 hours</p> <p>Implemented new employee volunteer hours tracking system</p> <p>Appointed Director for "Deckers Gives" initiative</p>	<p>Held our first ever 'Art of Kindness' event, a week where employees come together, putting work aside, to volunteer in our local communities</p> <p>Employees volunteered 5,073 hours</p>	<p>Held multiple 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities</p> <p>Employees volunteered over 14,000 hours, a 180% increase when compared to FY21</p>	<p>Held two 'Art of Kindness' events, a week where employees come together, putting work aside, to volunteer in our local communities</p> <p>Employees volunteered over 15,000 hours</p> <p>Supply chain partners volunteered over 148,000 hours</p>	Target Achieved - FY22 and beyond target is to maintain	2023 / 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.





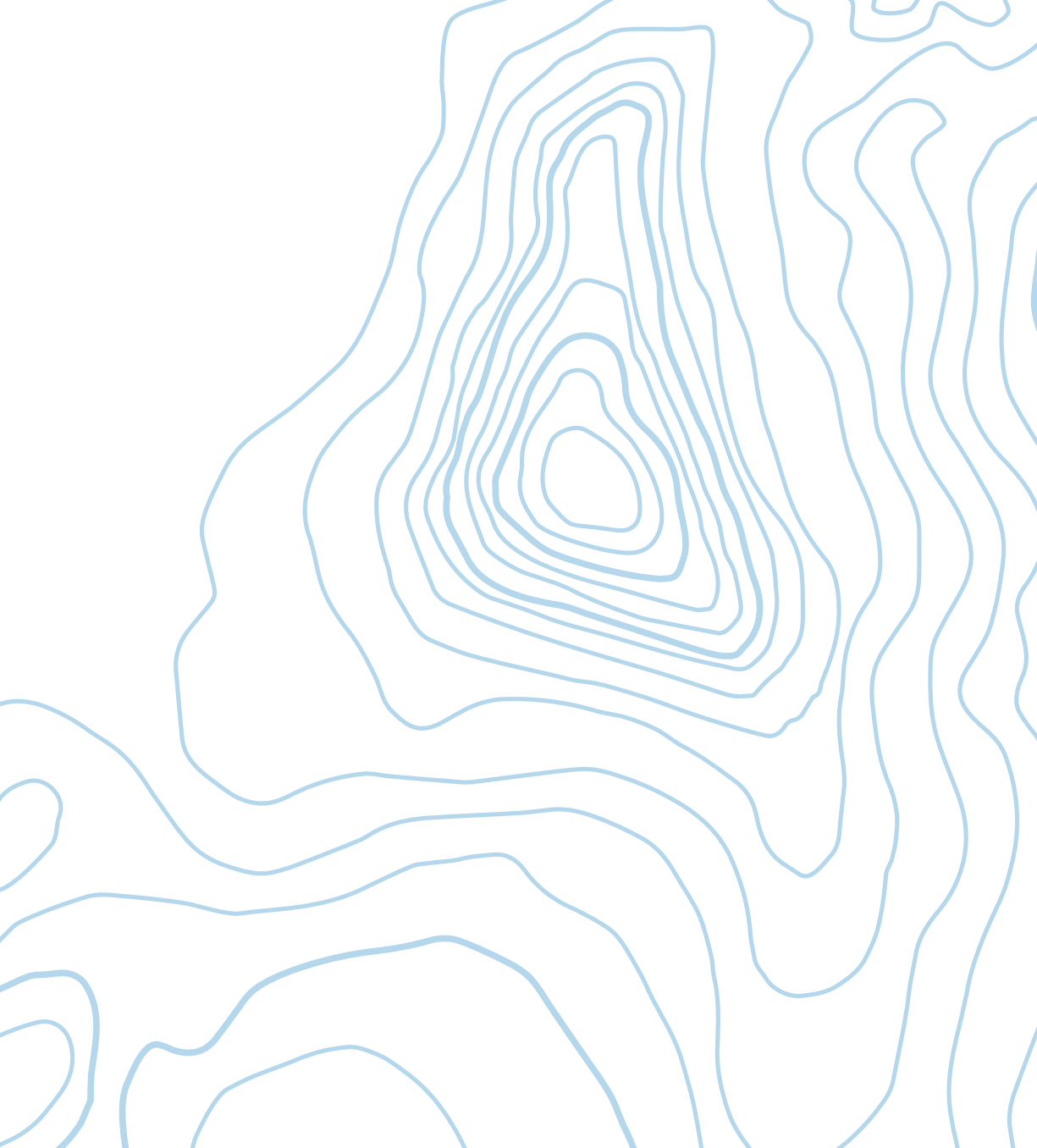
# Community Achievements (continued)

## SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS - COMMUNITY (CONTINUED)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
<p>Donate at least \$1,000,000 annually to organizations supporting historically underserved youth, community, diversity, equity and inclusion, education, environment, and family and children</p>	<p>Donated over \$1.3 million to various organizations supporting our communities</p>	<p>Donated over \$1.8 million to various organizations supporting historically underserved youth, community, diversity, equity and inclusion, education, environment, and family and children</p>	<p>Donated \$2.13 million to various not-for-profit organizations in the global communities in which we operate</p> <p>Giving areas focused on historically underserved youth, community, diversity, equity and inclusion, education, environment, and family and children</p>	<p>Donated \$3.41 million to various not-for-profit organizations in the global communities in which we operate</p> <p>Giving areas focused on Uplifting Youth, Community, DEI, Education, and Environment</p>	<p>Donated \$4.2 million to various not-for-profit organizations in the global communities in which we operate</p> <p>Giving areas focused on Uplifting Youth, Community, DEI, Education, and Environment</p>	<p>Target achieved - FY19 and beyond target is to maintain</p>	<p>2027</p>
<p>Ensure that every Deckers employee has the opportunity to contribute to our local communities</p>	<p>All employees encouraged to volunteer and we provide up to 24 hours of paid volunteer time to incentivize participation</p>	<p>Employees who volunteer 100 hours per calendar year receive a \$1,000 donation to a charity of their choice</p> <p>Employees provided up to 24 hours of paid volunteer time</p>	<p>Target achieved and maintained</p>	<p>Target achieved and maintained</p>	<p>Target achieved and maintained</p>	<p>Target Achieved - FY20 and beyond target is to maintain</p>	<p>2021</p>

\*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

## OUR APPROACH

We strive to maximize the amount of preferred materials in our product (including recycled, renewable, regenerated, and certified preferred/natural materials). 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 (CO<sub>2</sub> 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 be explored including repair, resale, upcycled, downcycled, recycled, materials that naturally degrade, etc.

Further, we recognize traceability is important for the raw materials that go into our products both from an environmental and social perspective. We have partnered with third-party expert Sourcemap to use technology to further support our traceability efforts. To that end we have identified five 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 and Man-made Cellulosic Fibers (MMCFs). We intend to add two additional commodities, Soy and Palm, in FY24. Following this identification we have worked with our supply chain partners to establish processes with our suppliers to identify and mitigate risks related to our raw materials and manufacturing.

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RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



Ensure sustainable  
consumption and  
production patterns.

**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.

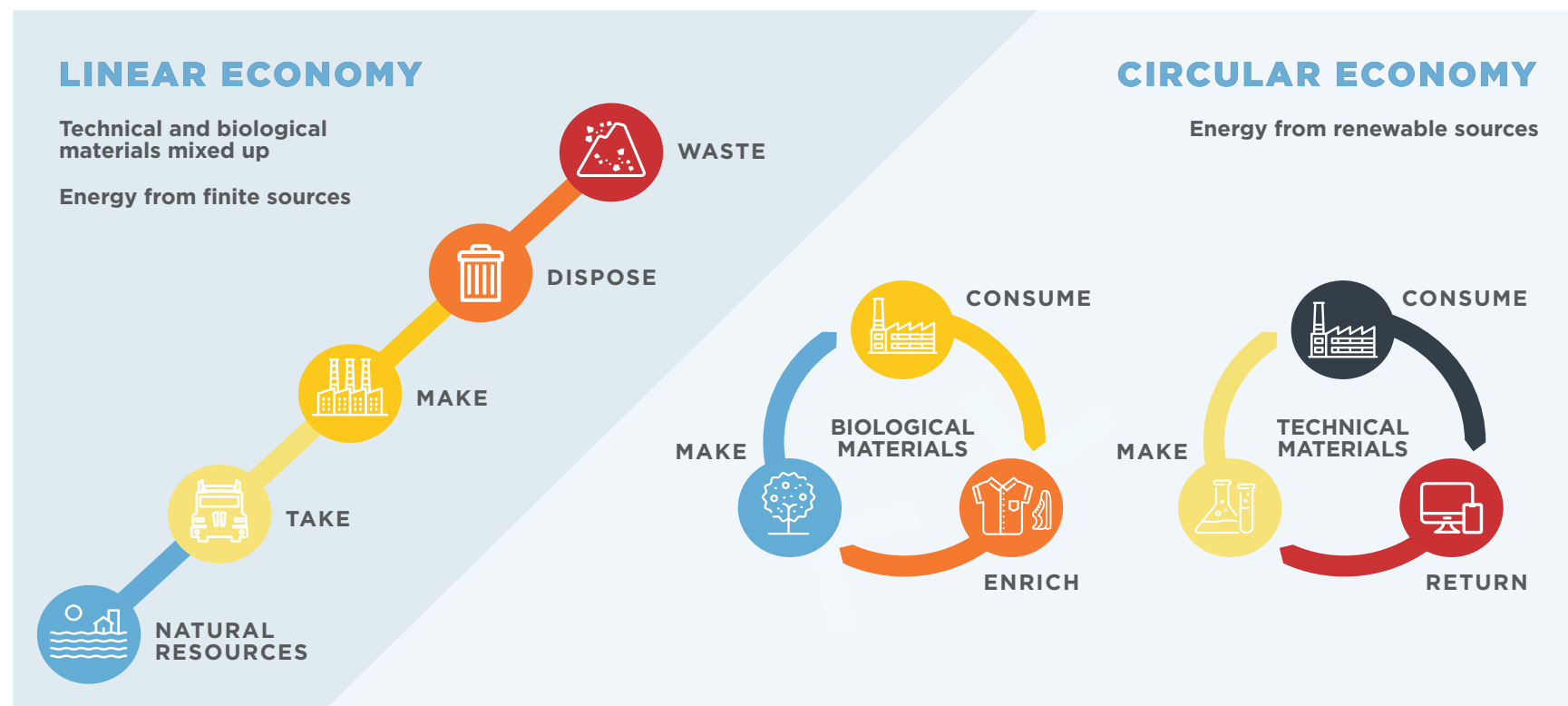


# Materials (continued)

## 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.
- Explore available recycling opportunities as illustrated by our TerraCycle® partnership for Teva sandals.
- We will actively engage in the circular economy. For us, this means we will look at repair, resale, upcycling, downcycling, preferred materials that naturally degrade in a timely manner, etc.

#### 3. REGENERATE NATURAL SYSTEMS:

- We are committed to influencing 1,000,000 acres of land by 2025 through regenerative farming practices with the Savory Institute. In 2021, we established a long-term grant with Savory Institute to support regenerative farming practices on sheep farms in Australia and, as of September 2023, we have influenced 890,000 acres and over 80 farms. While we are currently utilizing hides sourced from land practicing regenerative farming, we are looking into other commodities including cotton and rubber.



# Materials (continued)

## PRODUCT MATERIALS

### DECKERS MATERIALS SUBSTRATE BREAKDOWN

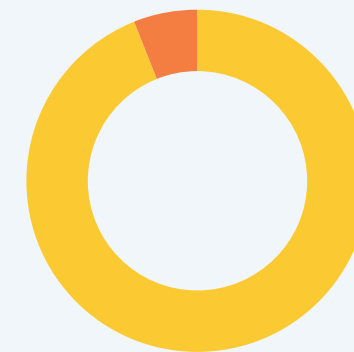
Understanding our total material substrate breakout helps direct us to the areas that need the most attention and prioritize decisions to improve our overall impact strategically. As an organization, we know that our largest impact is at the raw material level (*raw material extraction and raw material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

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:

- 54.63% 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, while 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 by 2022
- 100% of wool used in our footwear was repurposed wool or RWS wool, while 72.49% of wool used in our apparel, accessories, and home goods was RWS Wool and 27.51% was virgin wool
- 43.81% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources
- 42.27% of all cotton fibers used in our footwear, and 78.10% 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 2025
- 12.11% of all Ethylene Vinyl Acetate (EVA) compounds used in our bottom units featured recycled and/or bio-based compounds
- 96.73% of our packaging used in footwear and 92.04% of packaging used in our apparel, accessories and home goods utilize recycled and/or certified materials
- 97.22% of all footwear SKUs were comprised of at least one preferred material

### FY23 DECKERS BRANDS MATERIALS WEIGHT BY PRODUCT CATEGORY



- 93.87% FOOTWEAR
- 6.13% APPAREL, ACCESSORIES, AND HOME GOODS

### FY23 DECKERS FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	17.72%
2	LWG Cow Leather and Suede	10.86%
3	Polyester and/or PET	9.21%
4	LWG Sheepskin	6.90%
5	Recycled Polyester and/or RPET	6.78%
6	POE Engage	5.30%
7	Repurposed Wool	3.95%
8	PU Polyurethane	2.90%
9	Aluminum Silicate	2.70%
10	TPU Thermoplastic Polyurethane	2.60%

### FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	46.69%
2	Recycled Polyester and/or RPET	15.40%
3	Responsible Cotton	10.88%
4	Conventional Cotton	4.30%
5	Acrylic	3.46%
6	Organic Cotton ( <i>Certified</i> )	3.41%
7	Nylon and/or Polyamide	2.47%
8	TENCEL™ Lyocell ( <i>Lenzing</i> )	2.00%
9	Spandex Elastane	1.98%
10	ECOVERO™ ( <i>Lenzing</i> )	1.81%

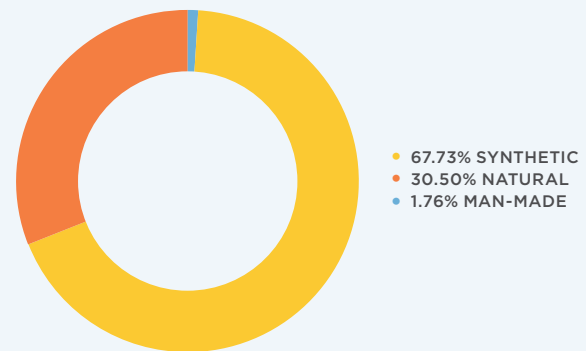


# Materials (continued)

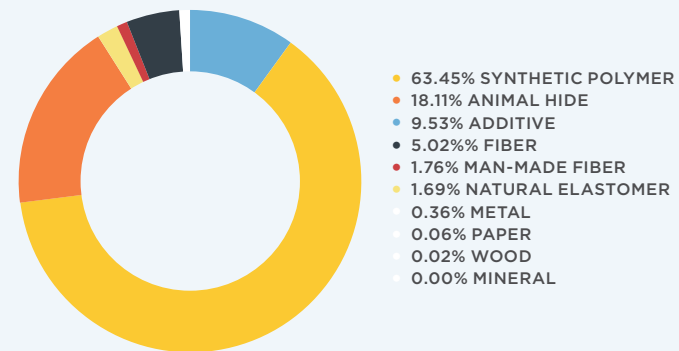
## PRODUCT MATERIALS (CONTINUED)

### HIGH LEVEL SUBSTRATE BREAKDOWN

**FY23 DECKERS FOOTWEAR SUBSTRATE BREAKDOWN**

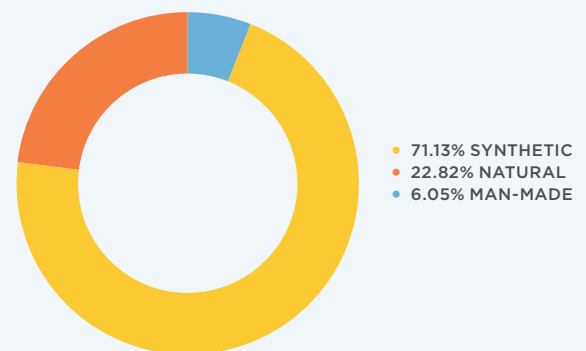


**FY23 DECKERS FOOTWEAR SUBSTRATE TYPE BREAKDOWN**

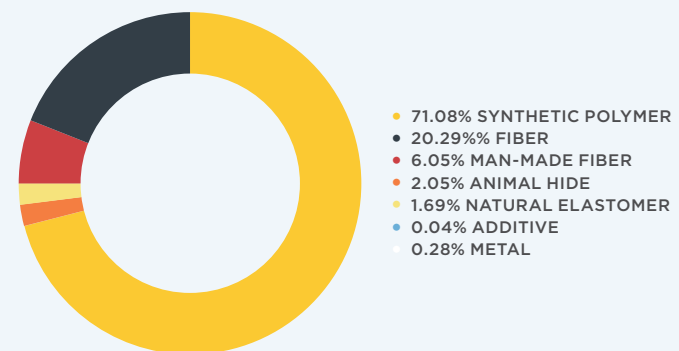


\*Natural: A natural material is any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks. Man-made is a material that comes from raw natural inputs that are then manufactured through human effort

**FY23 DECKERS APPAREL ACCESSORIES AND HOME GOODS SUBSTRATE BREAKDOWN**



**FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE TYPE 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. Man-made is a material that comes from raw natural inputs that are then manufactured through human effort



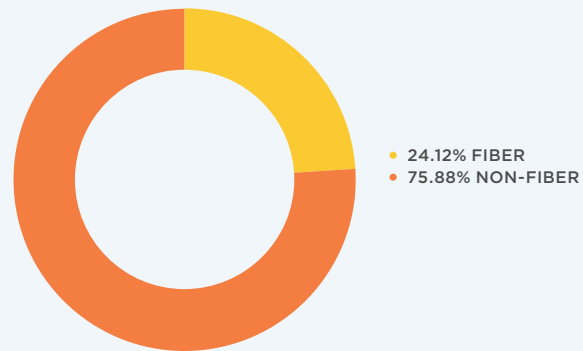


# Materials (continued)

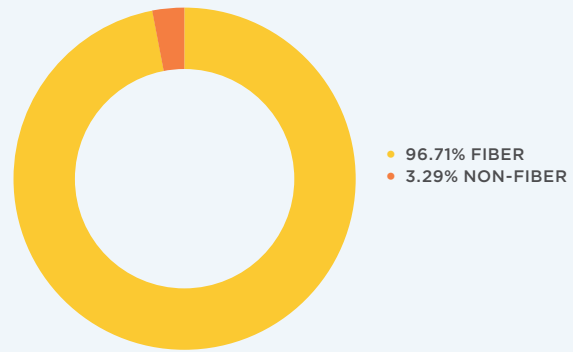
## DECKERS MATERIALS DEEP DIVE

### FY23 DECKERS FIBER AND NON-FIBER USAGE UPDATE

**FY23 DECKERS FOOTWEAR FIBER/NON-FIBER BREAKDOWN**

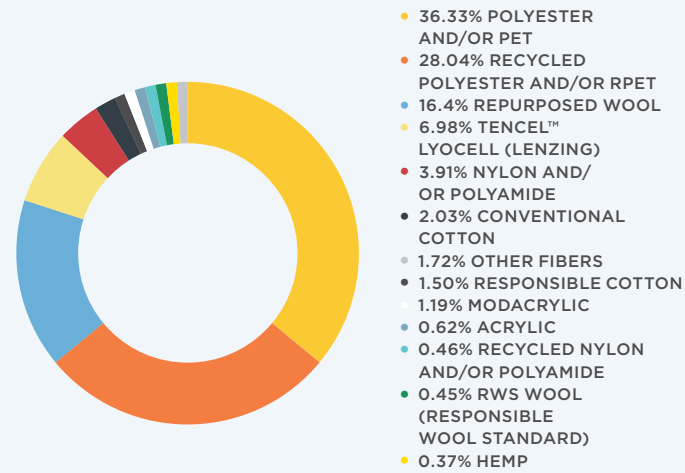


**FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS FIBER/NON-FIBER BREAKDOWN**

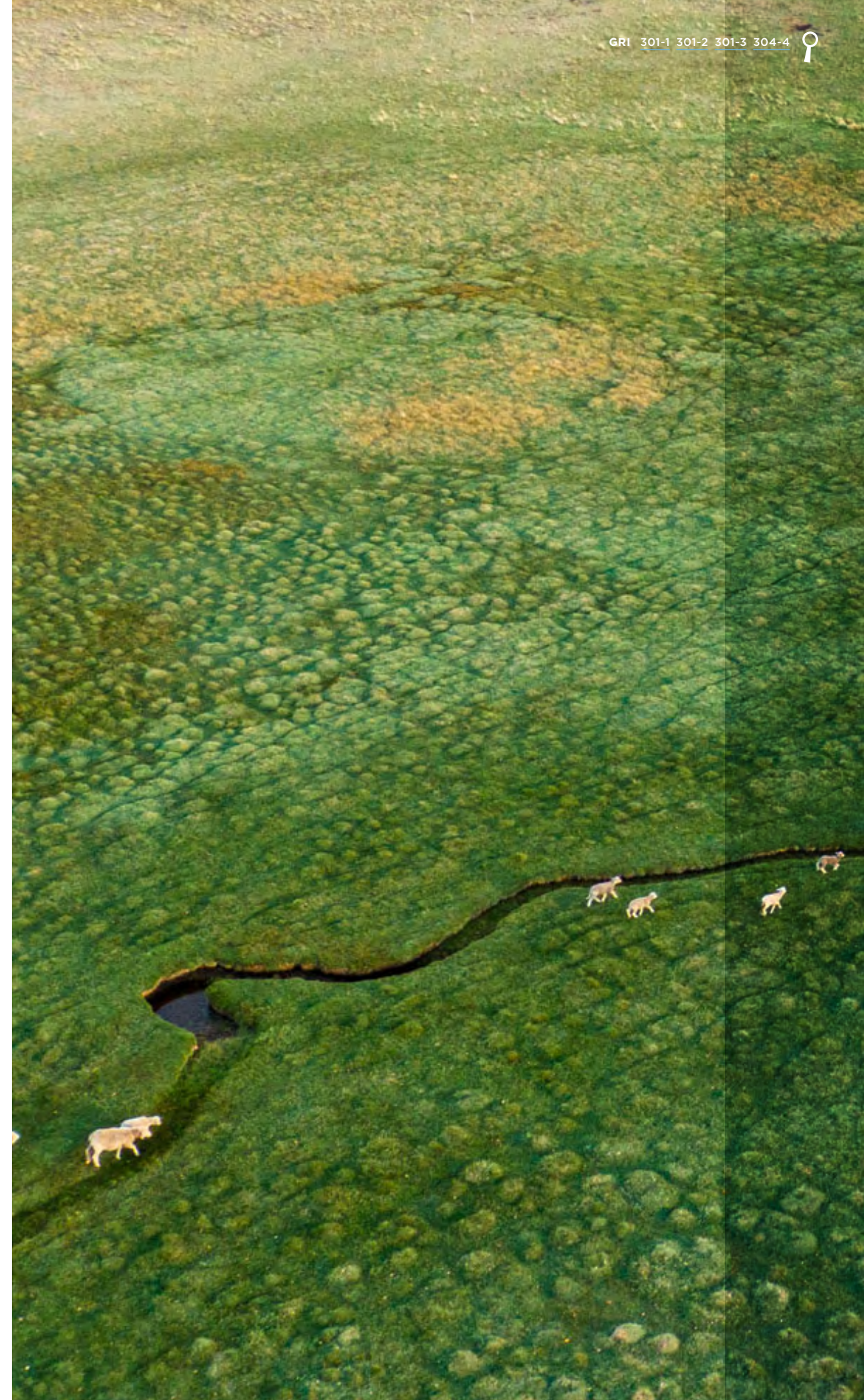
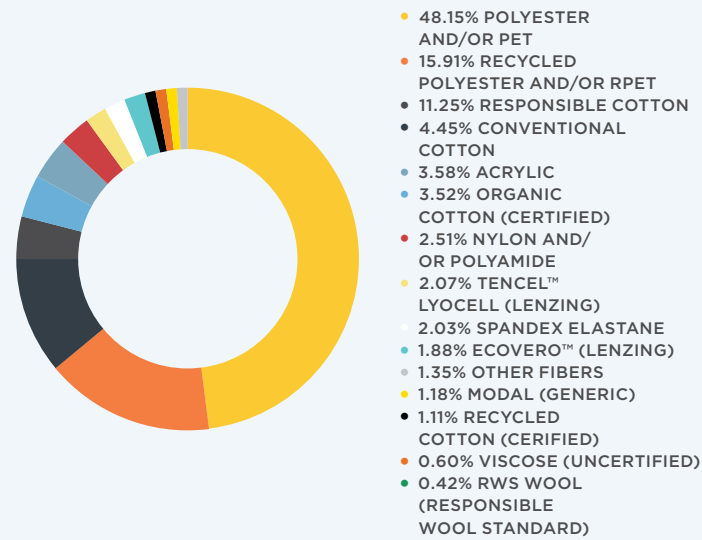


### FY23 DECKERS FIBER SUBSTRATE BREAKDOWN

**FY23 DECKERS FOOTWEAR FIBER SUBSTRATE BREAKDOWN**



**FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS FIBER SUBSTRATE BREAKDOWN**

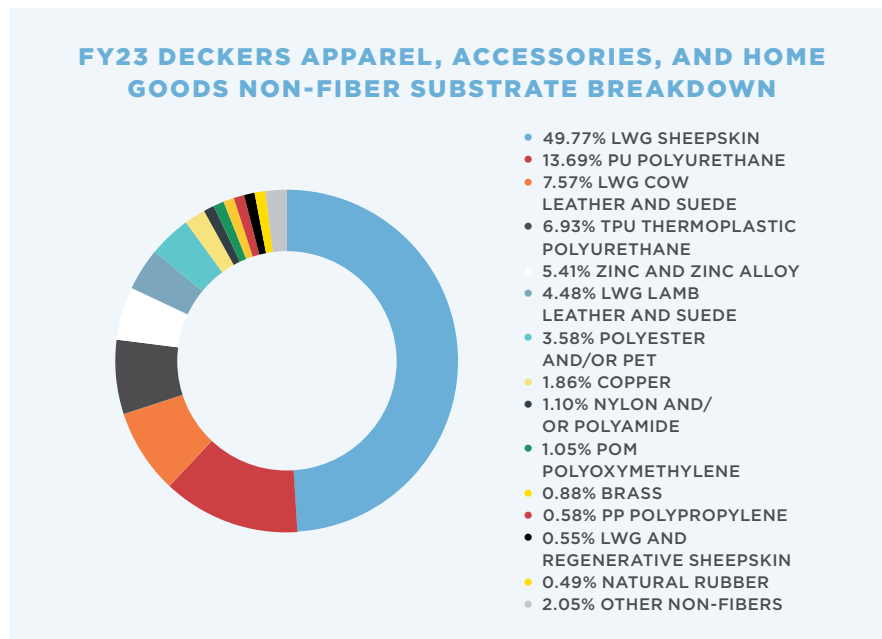
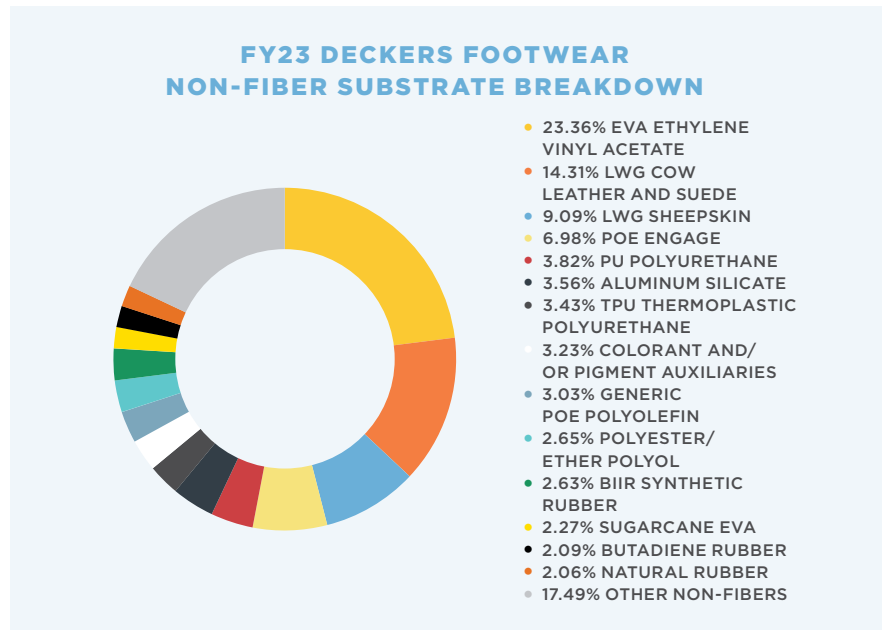




# Materials (continued)

## DECKERS MATERIALS DEEP DIVE (CONTINUED)

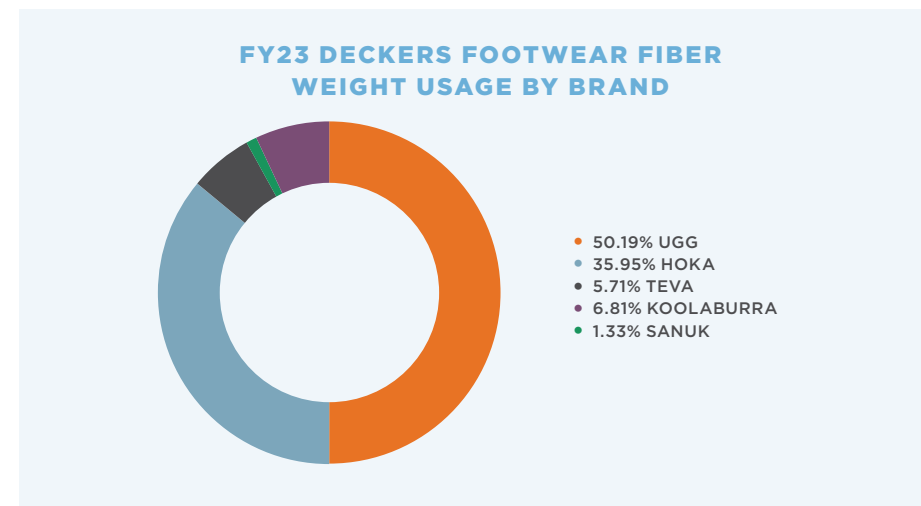
### FY23 DECKERS NON-FIBER SUBSTRATE BREAKDOWN



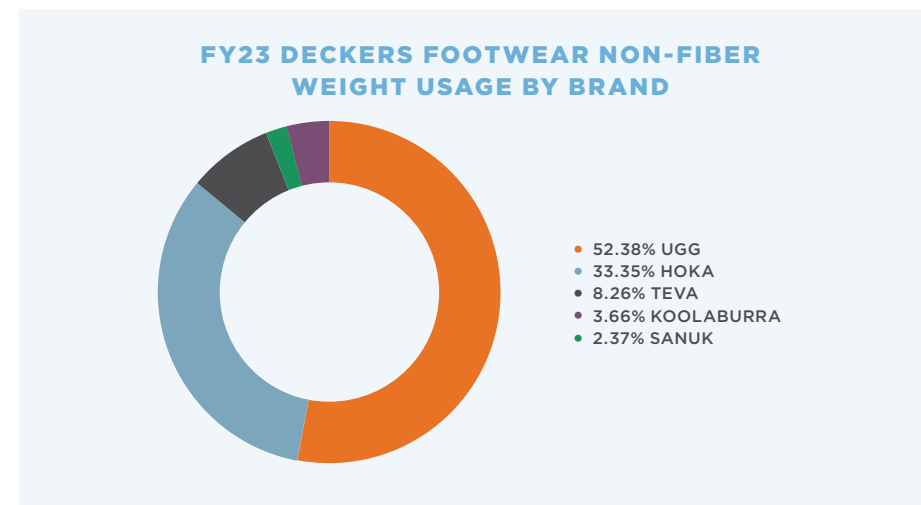
### FY23 DECKERS FIBERS AND NON-FIBER BY BRAND WEIGHT

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.

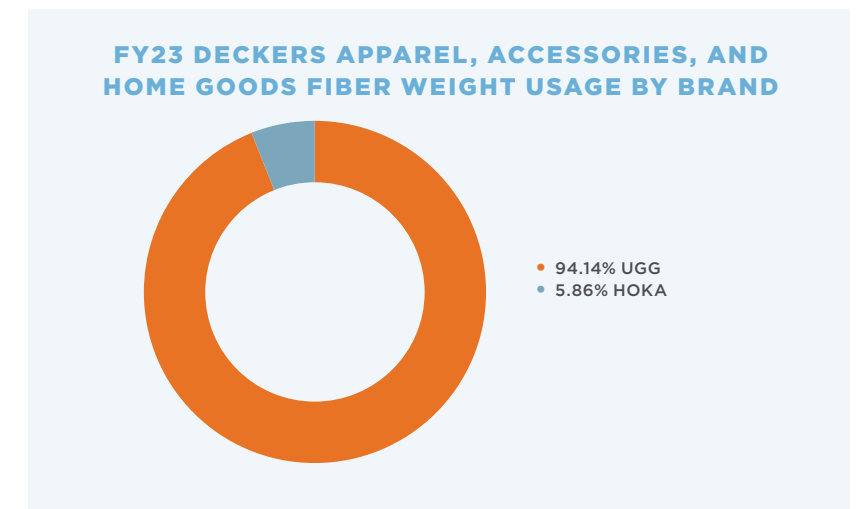
Of our entire footwear fiber weight usage, our brands are broken up as follows:



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



Currently, only UGG and HOKA have apparel, accessories or home goods. Of our entire apparel, accessories and home fiber weight usage, UGG represents 94.14% of our footprint while HOKA represents 5.86%.



*\*Note the above excludes minor amounts of Teva and Koolaburra apparel, accessories and home goods*



## 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 man-made cellulosic fibers (e.g. LENZING™ 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 vs. non-preferred fiber consumption (2) preferred vs. non-preferred non-fiber usage, and (3) preferred materials we use and why we believe them to be more preferred.

In FY23, 42.37% 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 40.96% reported in FY22.

### MATERIALS CERTIFIED TO AN ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD

ENVIRONMENTAL AND/OR SOCIAL SUSTAINABILITY STANDARD	FY19	FY20	FY21	FY22	FY23
ALLIED DOWN (RDS CERTIFIED)	0.00%	0.00%	0.00%	0.00%	<0.01%
CERTIFIED REGENERATIVE AND LWG LEATHER WORKING GROUP	0.00%	0.00%	0.00%	0.00%	0.02%
FSC FOREST STEWARDSHIP COUNSEL (RECYCLED)	12.60%	14.67%	14.07%	16.42%	17.34%
FSC FOREST STEWARDSHIP COUNSEL (VIRGIN)	3.91%	3.68%	3.84%	4.77%	5.17%
GRS (GLOBAL RECYCLING STANDARD)	2.88%	3.28%	3.94%	4.56%	5.71%
LWG LEATHER WORKING GROUP	15.15%	15.90%	13.29%	12.48%	11.06%
ORGANIC (CERTIFIED)	0.00%	0.00%	0.00%	0.08%	0.14%
RCS (RECYCLED CLAIM STANDARD)	0.24%	0.12%	0.13%	0.27%	0.63%
RDS (RESPONSIBLE DOWN STANDARD)	0.000%	0.000%	<0.01%	<0.01%	<0.01%
RESPONSIBLE COTTON SOURCING SCHEME	0.00%	0.03%	1.34%	0.77%	0.67%
RWS (RESPONSIBLE WOOL STANDARD)	0.00%	0.00%	0.00%	0.05%	0.08%
UNIFI U-TRUST + GRS GLOBAL RECYCLING STANDARD	0.29%	0.73%	0.97%	1.55%	1.55%
UNIFI U-TRUST OUR OCEANS + GRS GLOBAL RECYCLING STANDARD	0.00%	0.00%	0.00%	<0.01%	0.00%
<b>% CERTIFIED TO ENVIRONMENTAL OR SOCIAL STANDARD</b>	<b>35.06%</b>	<b>38.41%</b>	<b>37.57%</b>	<b>40.96%</b>	<b>42.37%</b>

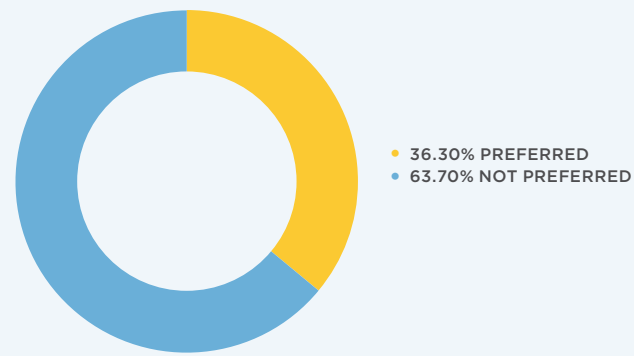




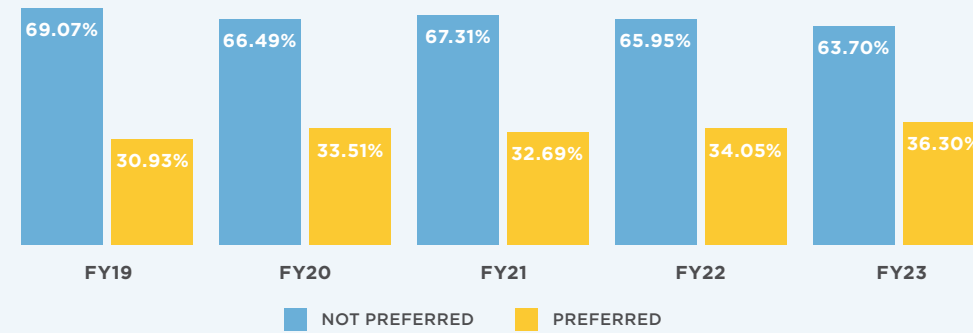
# Materials (continued)

## PREFERRED MATERIALS (CONTINUED) DECKERS BRANDS PREFERRED MATERIALS

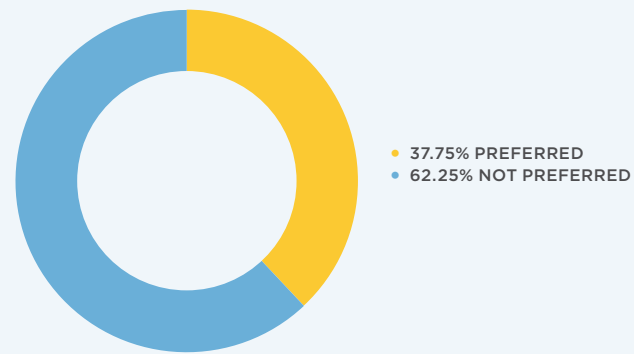
FY23 DECKERS FOOTWEAR PREFERRED MATERIAL BREAKDOWN



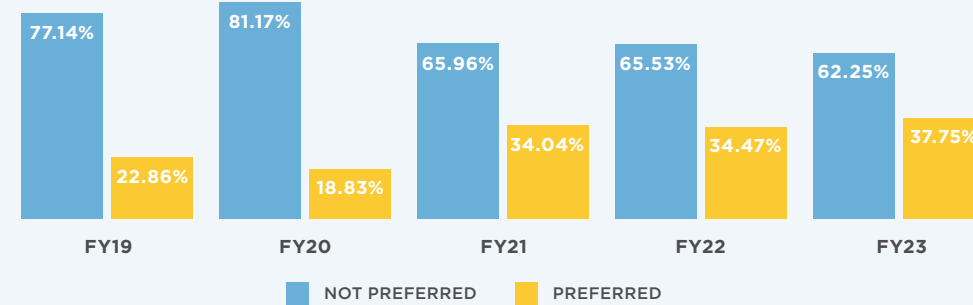
DECKERS BRANDS FOOTWEAR PREFERRED MATERIAL GROWTH



FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED MATERIAL BREAKDOWN



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

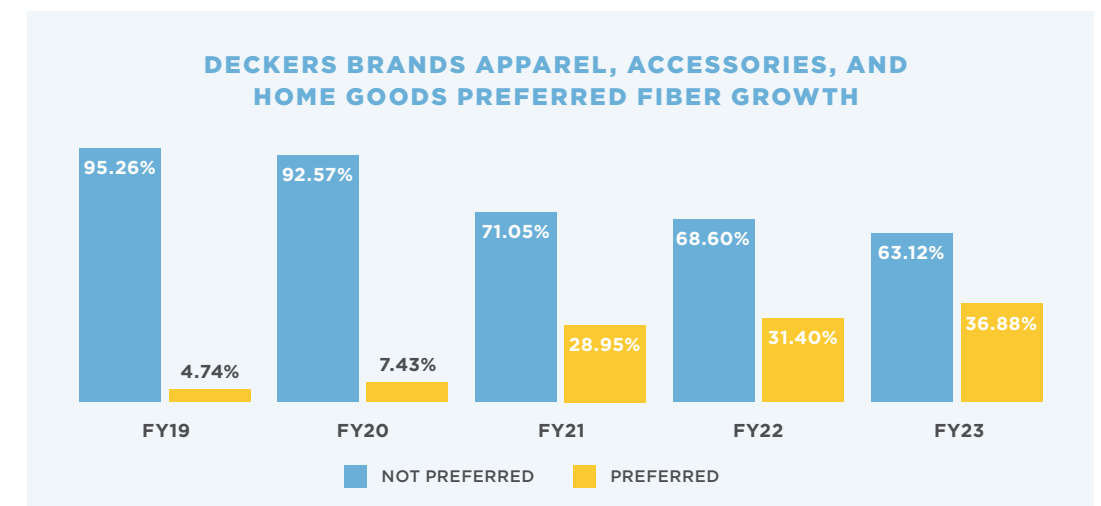
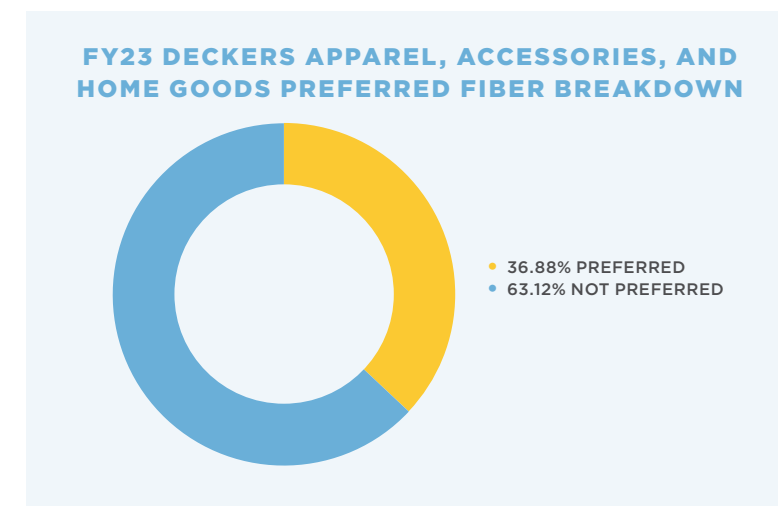
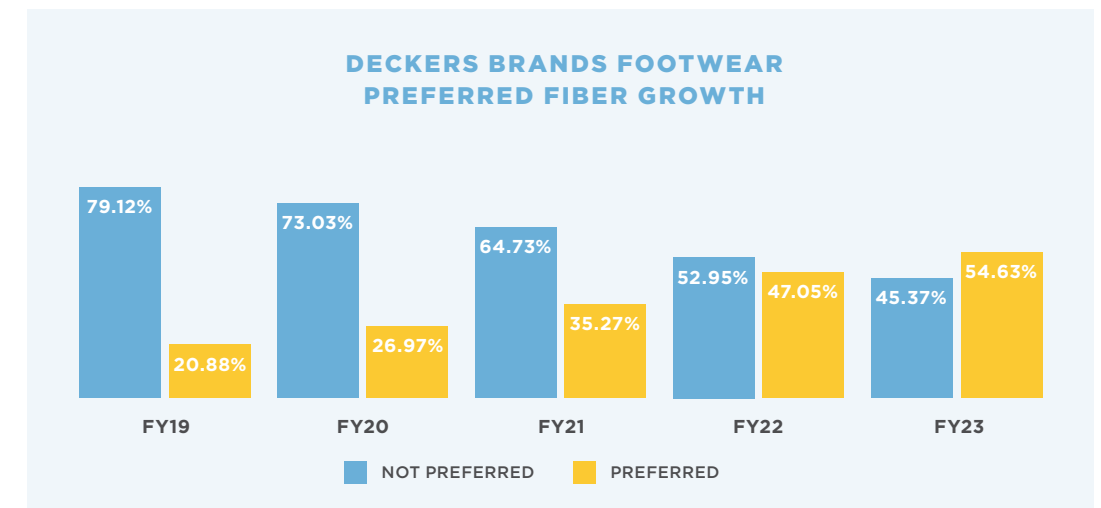
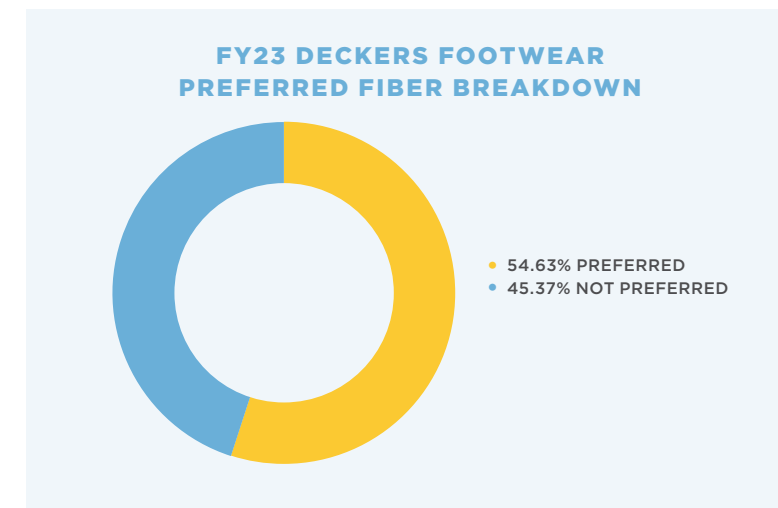






## Materials (continued)

### DECKERS PREFERRED FIBERS

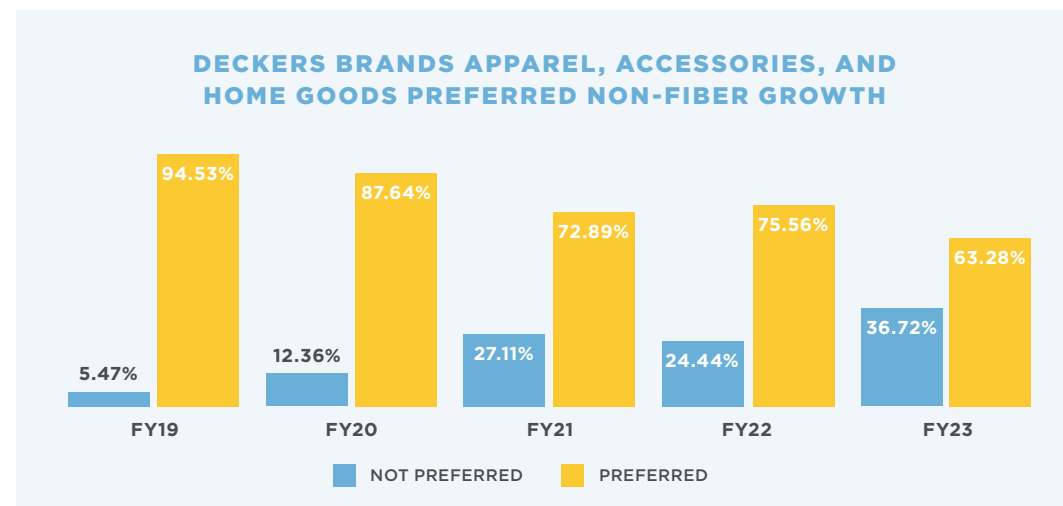
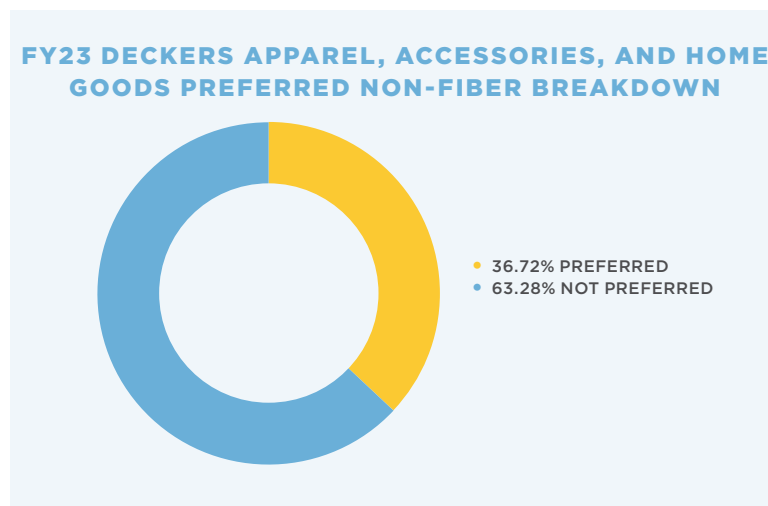
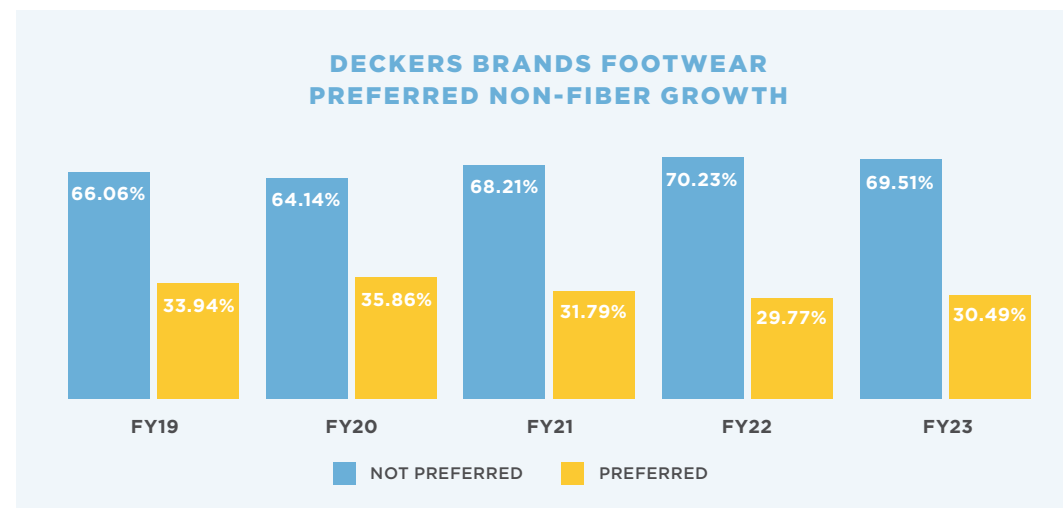
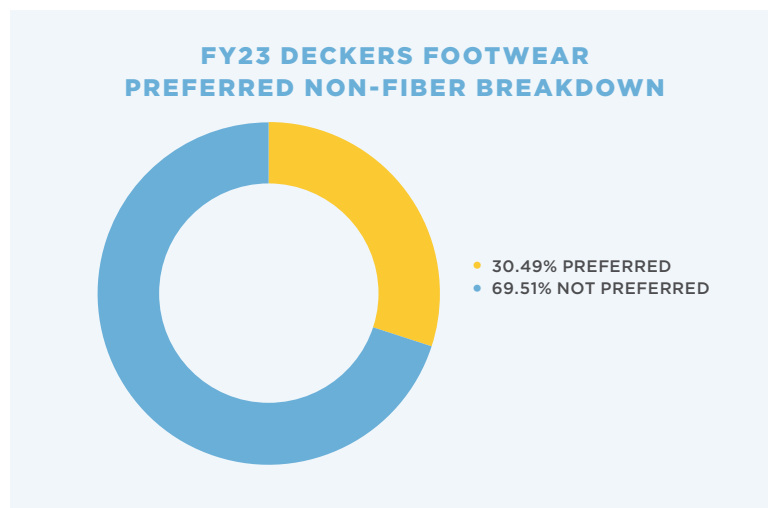


*\*Note, as a reminder, non-fibers are any material that is not made into a fabric (e.g. leather, sheepskin, films and foams). Fibers are materials made in to a fabric (e.g. wovens, knits, and webbings).*



# Materials (continued)

## DECKERS PREFERRED NON-FIBERS

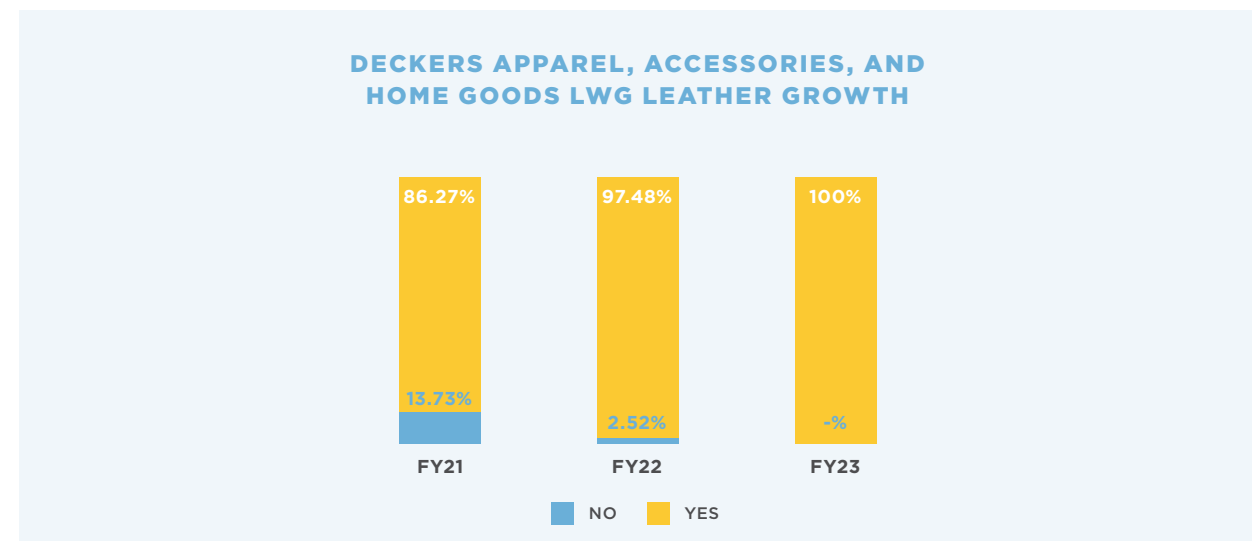




# Materials (continued)

## 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 comes 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 FY23, we used approximately 45.77 million sq. ft. of leather and suede in our products. 100% of all leather hides used in our products, came from LWG certified tanneries. LWG promotes sustainable and environmentally friendly business practices within the leather industry. All licensees and agents are required to use LWG certified leathers in our products. We compared our LWG (all levels: gold, silver and bronze) leather and suede usage against the same usage in its conventional standard leather and suede tanning form. By sourcing through LWG certified tanneries, we saved over 457 million MJs of energy, over 21.8 billion liters of water, and over 55.3 million lbs. of CO<sub>2</sub> eq. emissions.

**55,320,936**

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**21,870,307,346**

WATER SAVED (LITERS OF WATER)

**457,828,236**

ENERGY SAVED (MJ)

We are also looking to increase our use of leather and suede sourced from farms that practice regenerative agriculture. In fact, of the approximately 45.77 million sq. ft. of leather and suede used in our products, 15,700 sq. ft. was sourced from farms practicing regenerative agriculture.

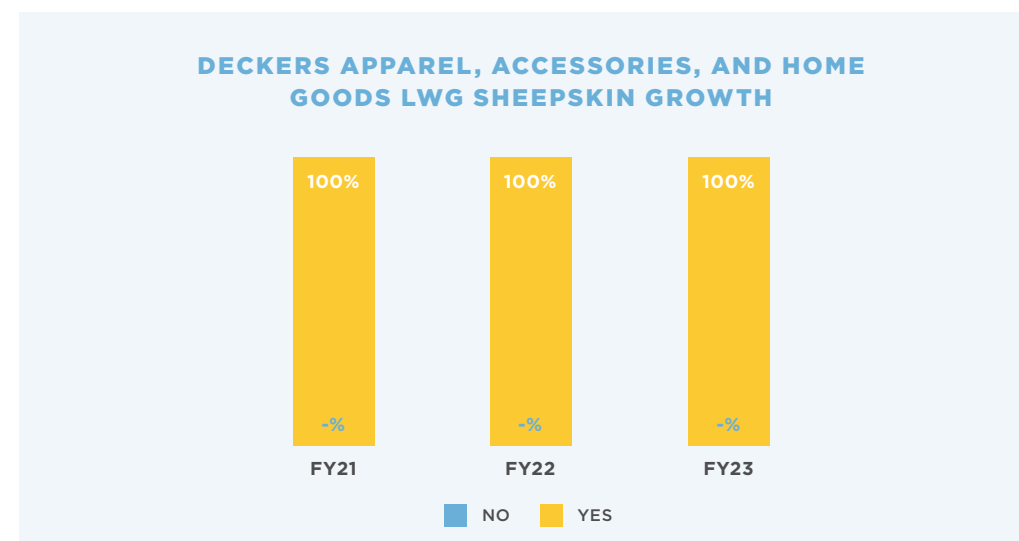
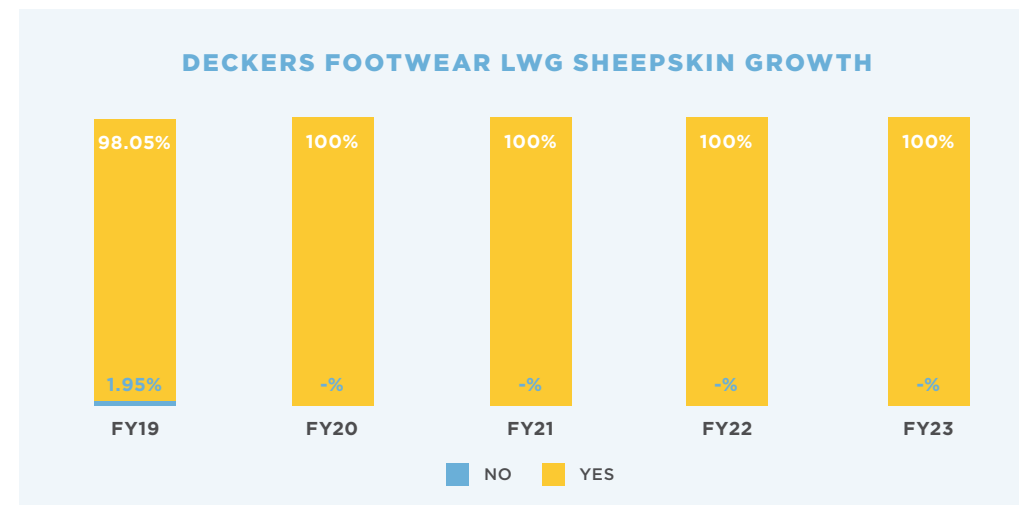




## Materials (continued)

### SHEEPSKIN MATERIAL CHARTS

#### DECKERS BRANDS RESPONSIBLE LEATHER AND SHEEPSKIN EFFORTS



### BENEFITS OF PREFERRED SHEEPSKIN

#### LWG SHEEPSKIN VS. STANDARD SHEEPSKIN TANNING

In FY23, we used 29.66 million sq. ft. of sheepskin. 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. 100% of the sheepskin we used in our products was sourced through LWG certified tanneries. We compared our LWG (*all levels: gold, silver and bronze*) sheepskin usage against the same usage in its conventional standard sheepskin tanning form. By sourcing our sheepskin through LWG certified tanneries we saved over 16.4 million MJs of energy, over 328 million liters of water, and over 2.08 million lbs. of CO<sub>2</sub> eq. emissions.

**2,085,971**

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**328,456,815**

WATER SAVED (LITERS OF WATER)

**16,428,131**

ENERGY SAVED (MJ)





## 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 FY23, we were able to trace 83.91% of all hides used in our footwear back to the processing facility. Specifically, we were able to trace 92.29% of our sheepskin and 78.55% 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 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:

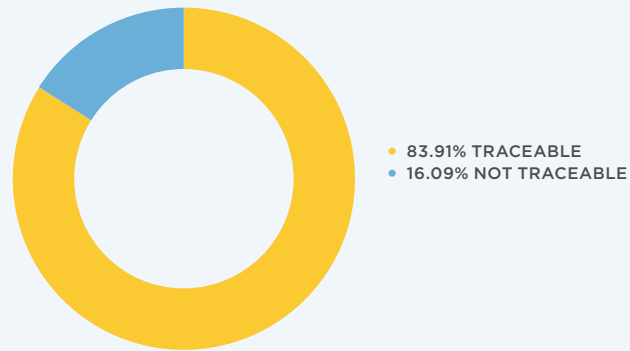
- 1. Physical** traceability means that material is traceable to an individual processing facility through physical marking (*e.g. stamp or laser mark*) on the hide
- 2. Documented** traceability means that material is traceable to an individual processing facility through documentation
- 3. Group** traceability means 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



# Materials (continued)

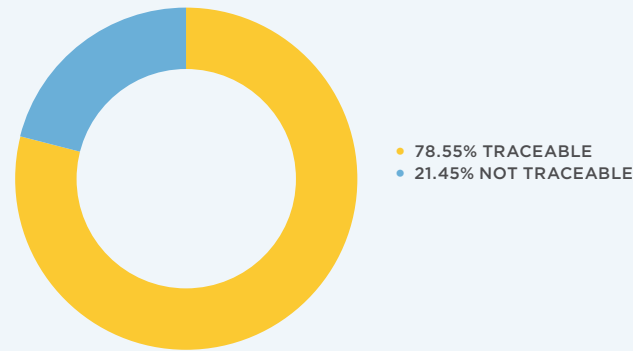
## SHEEPSKIN AND LEATHER TRACEABILITY EFFORTS (CONTINUED)

**FY23 DECKERS FOOTWEAR ALL HIDES TRACEABLE TO PROCESSING FACILITY**

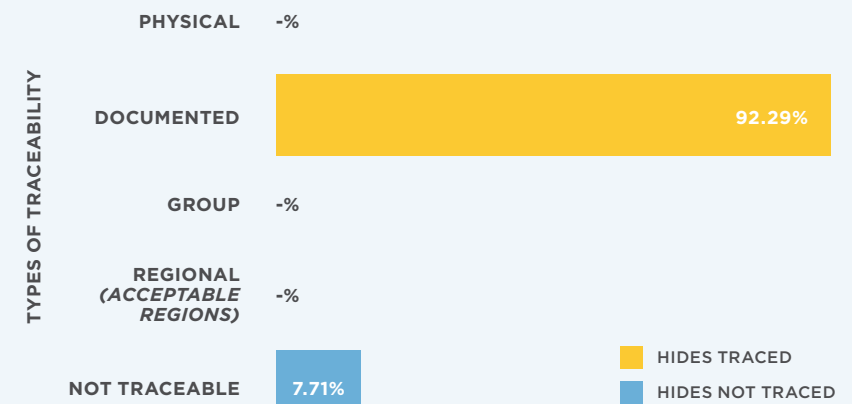


*\*Please note, as part of our continuous evolution, the above chart shows traceability of all hides used in our footwear. In FY22, our goal was specific only to bovine and sheepskin.*

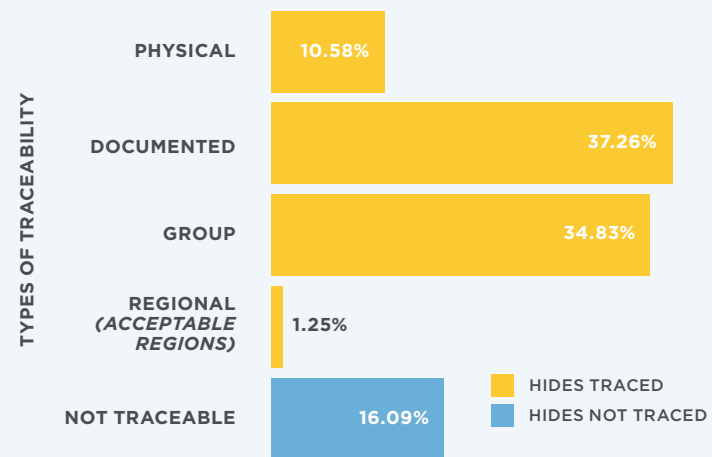
**FY23 DECKERS FOOTWEAR LEATHER AND SUEDE TRACEABLE TO PROCESSING FACILITY**



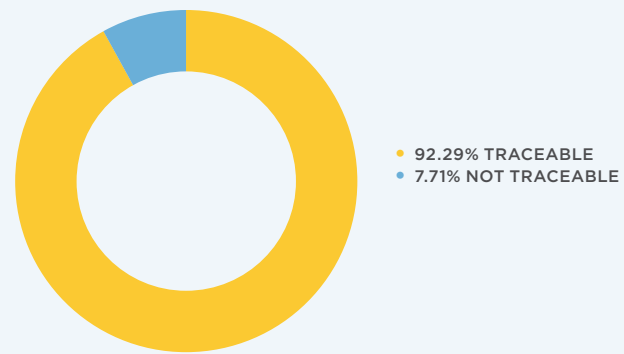
**FY23 DECKERS FOOTWEAR SHEEPSKIN: TYPES OF TRACING TO PROCESSING FACILITY**



**FY23 DECKERS FOOTWEAR ALL HIDES: TYPES OF TRACING TO PROCESSING FACILITY**



**FY23 DECKERS FOOTWEAR SHEEPSKIN TRACEABLE TO PROCESSING FACILITY**







## Materials (continued)

### SHEEPSKIN AND LEATHER TRACEABILITY EFFORTS (CONTINUED)

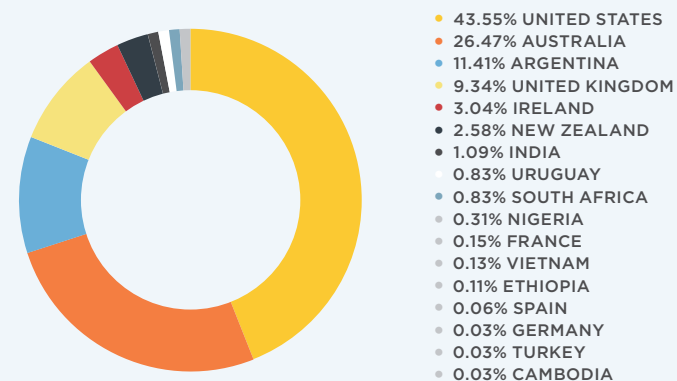
#### FY23 DECKERS COUNTRY OF ORIGIN TRACEABILITY

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.

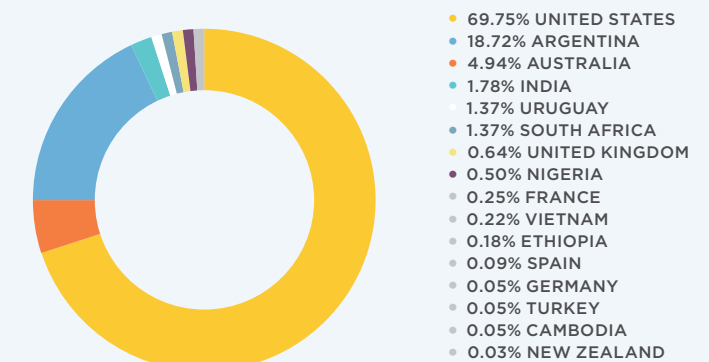
We aim to trace a 100% of all hides (*used in our footwear*) back to the country of origin within the leather and sheepskin material categories. In FY23, we were able to trace 100% of our sheepskin and leather (*used in our footwear*) back to the country of origin, and 16.29% of our apparel, accessories, and home goods. The remaining apparel, accessories and home products are coordinated through our licensees/agent relationships and therefore are indirect sourcing relationships. However, although indirect sourcing, our licensees and agents are aware of our ethical sourcing and animal welfare policies and have certified their compliance with such policies.

The majority of our sheepskin hides came from Australia and the United Kingdom while the majority of our leather and suede hides came from the United States and Argentina in FY23.

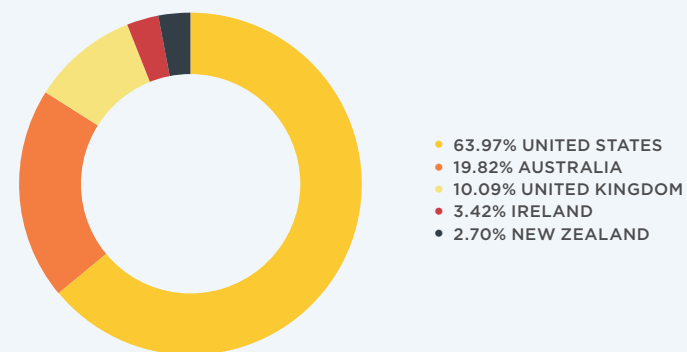
FY23 DECKERS FOOTWEAR LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



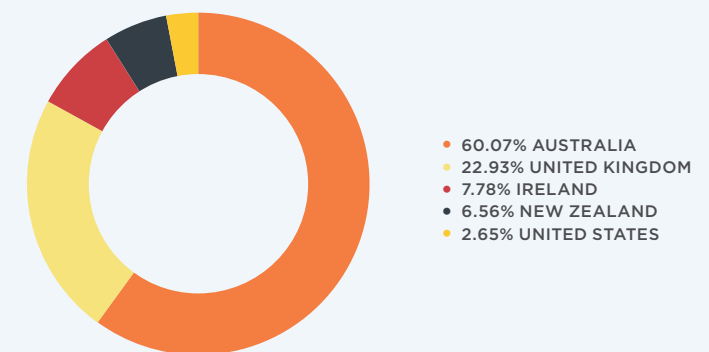
FY23 DECKERS FOOTWEAR LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN



FY23 DECKERS IN-HOUSE APPAREL, ACCESSORIES, AND HOME GOODS LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



FY23 DECKERS FOOTWEAR SHEEPSKIN HIDES COUNTRY OF ORIGIN



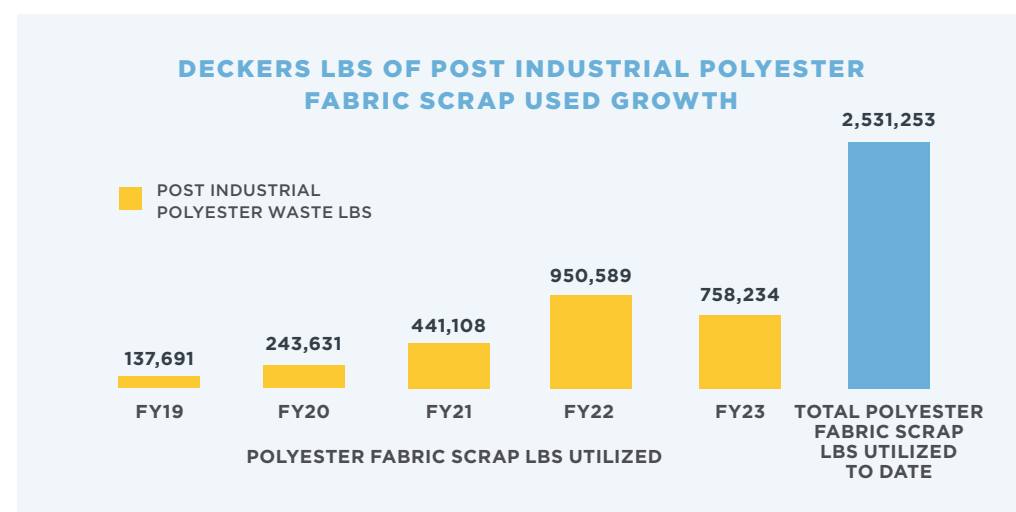
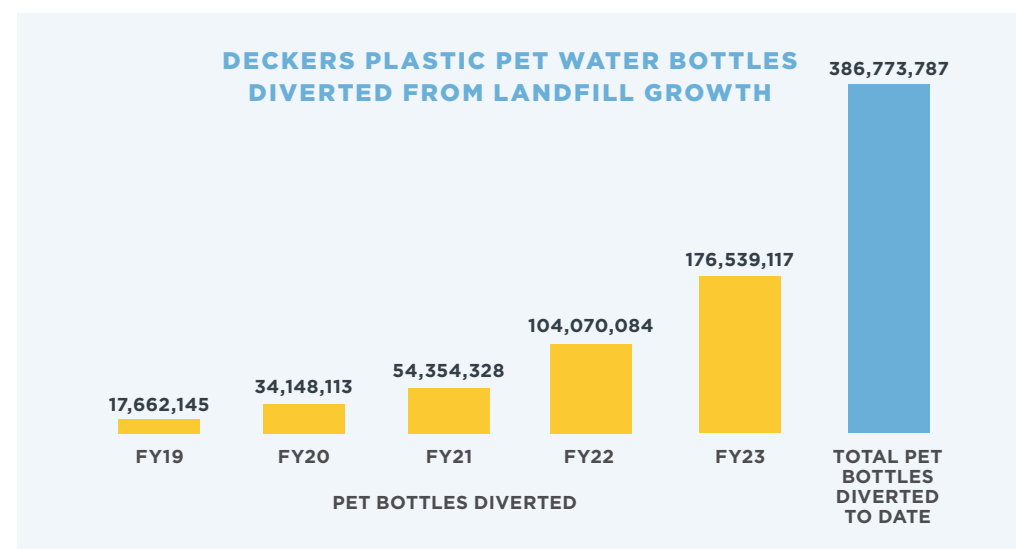


# Materials (continued)

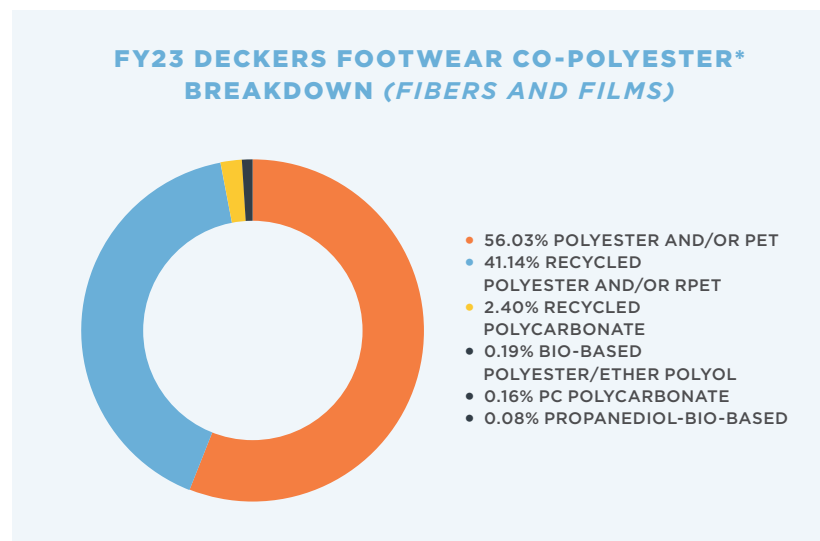
## PREFERRED POLYESTER

### RECYCLED POLYESTER

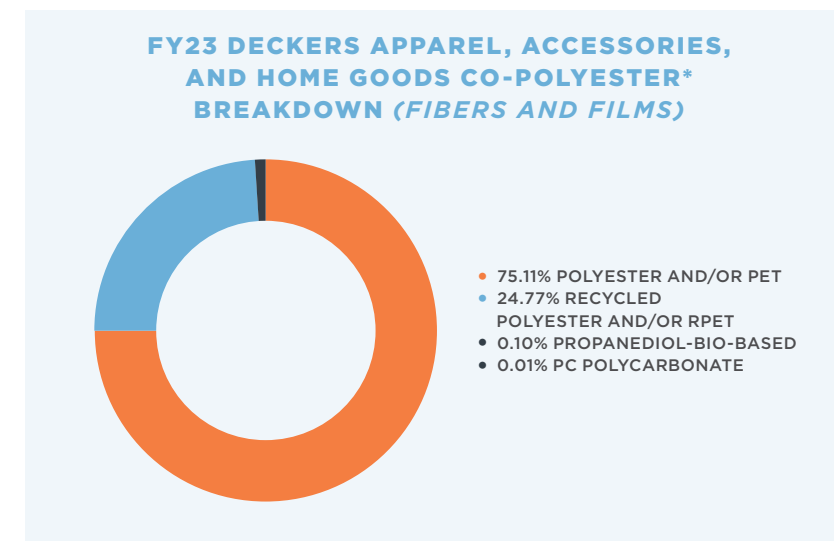
Recycled polyester (rPET) is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY23, Teva continued to utilize rPET in 100% of its iconic straps, and both HOKA and UGG significantly increased the use of recycled polyester. In FY23, Deckers utilized over 6.59 million lbs of rPET, which is the equivalent of over 176 million PET water bottles. To date, Deckers has diverted over 386 million bottles and utilized 2.53 million lbs of post-industrial polyester fabric scrap in our products.



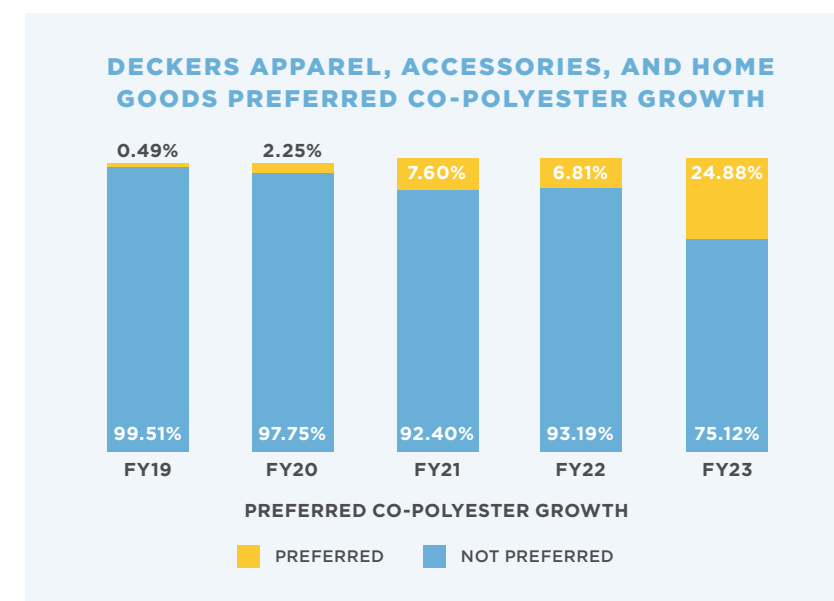
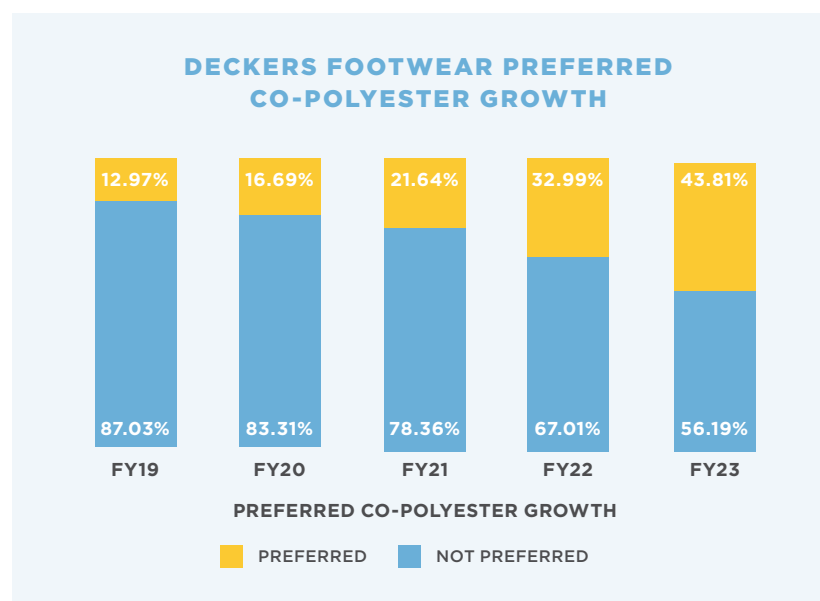
## DECKERS CO-POLYESTER FIBERS AND FILMS BREAKDOWN



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



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







# Materials (continued)

## DECKERS CO-POLYESTER FIBERS AND FILMS BREAKDOWN (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 FY23, we used 6,594,572 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 over 201 million MJs of energy, over 4.26 billion liters of water, and over 13 million lbs. of CO<sub>2</sub> eq. emissions.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO <sub>2</sub> )	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	12,684,777	4,152,761,592	196,143,086
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	336,881	114,146,830	5,383,450
TOTAL RECYCLED POLYESTER SAVINGS	13,021,658	4,266,908,422	201,526,536

\*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)

### 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 twinface sheepskin products. By upcycling this material, we are reducing waste generation and protecting the welfare of animals.

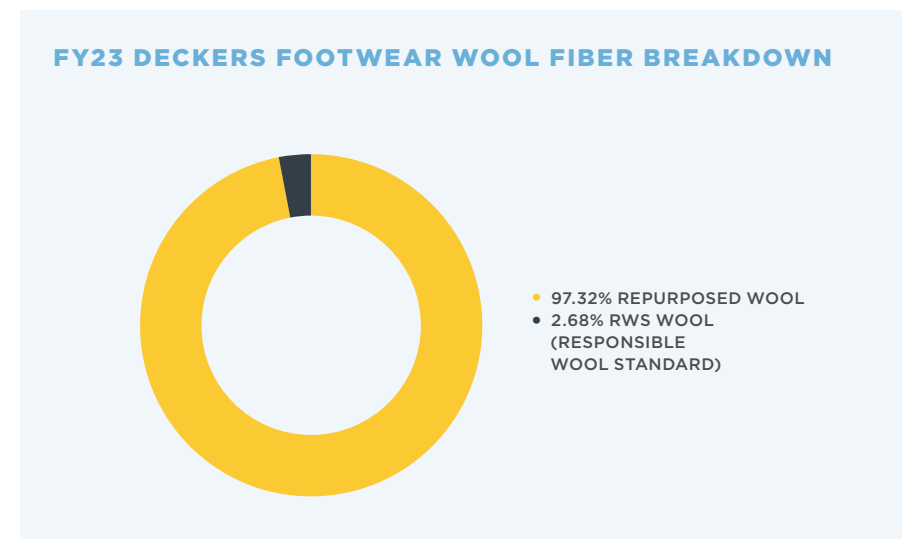
#### RESPONSIBLE WOOL STANDARD (RWS) CERTIFIED

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.

### WOOL EFFORTS (FOOTWEAR)

In FY23, we met our target of ensuring that 100% of the wool used in our footwear was either repurposed wool or RWS wool. We are committed to maintaining this target into FY24 and beyond.

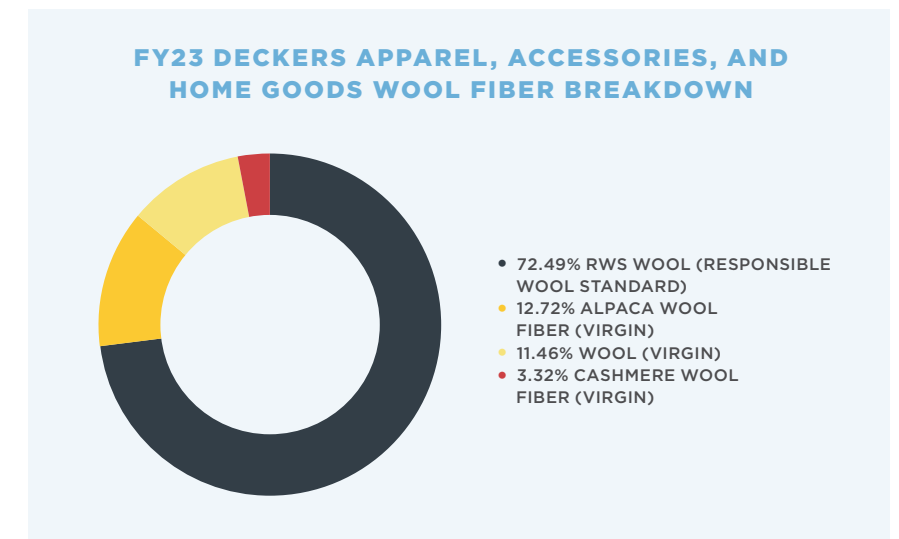
FY23 DECKERS FOOTWEAR WOOL FIBER BREAKDOWN



### WOOL EFFORTS (APPAREL, ACCESSORIES, AND HOME GOODS)

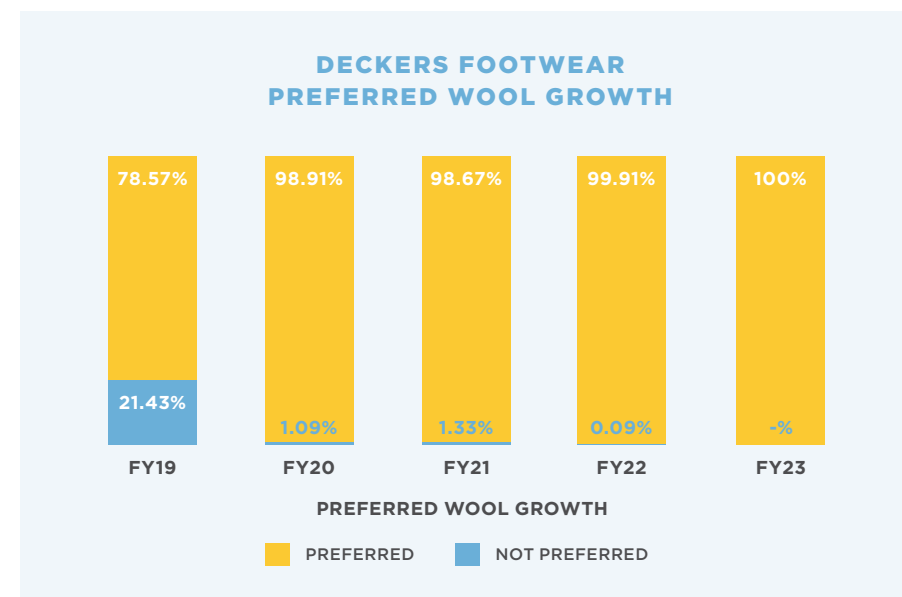
In FY23, 72.49% of the wool used in our apparel, accessories, and home goods was made with RWS wool, and 27.51% was virgin or untraced. We are committed to eliminating the use of virgin wool in apparel, accessories, and home goods entirely or ensuring it is made with preferred wool by 2025.

FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS WOOL FIBER BREAKDOWN

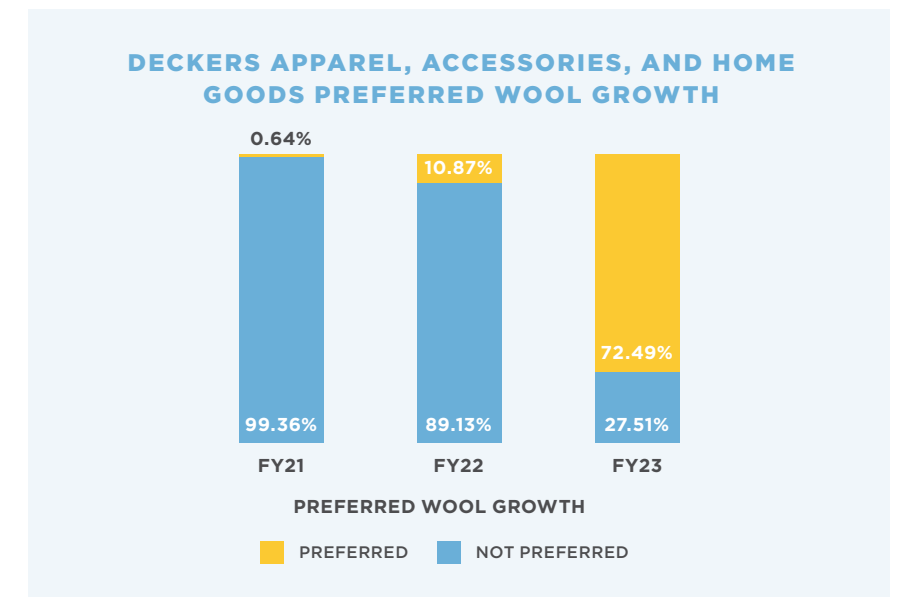


\*As of the Fall 2023 season we will no longer use Alpaca in Deckers Brands products.

DECKERS FOOTWEAR PREFERRED WOOL GROWTH



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED WOOL GROWTH







## Materials (continued)

### PREFERRED WOOL (CONTINUED)

#### BENEFITS OF RESPONSIBLE WOOL

##### Raw Repurposed Wool Fiber vs. Raw Virgin Market Wool Fiber

In FY23, we used 3,637,017 lbs. of repurposed wool in our products. Repurposed wool comes from the trimmings of the sheepskin used in our twinface sheepskin product. When comparing conventional virgin market wool usage to the same usage of repurposed wool, we saved over 65.9 million MJs of energy, over 12.89 billion liters of water, and over 105 million lbs. of CO<sub>2</sub> eq. emissions.

**105,227,514**  
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**12,899,038,339**  
WATER SAVED (LITERS OF WATER)

**65,993,802**  
ENERGY SAVED (MJ)



#### RESPONSIBLE DOWN

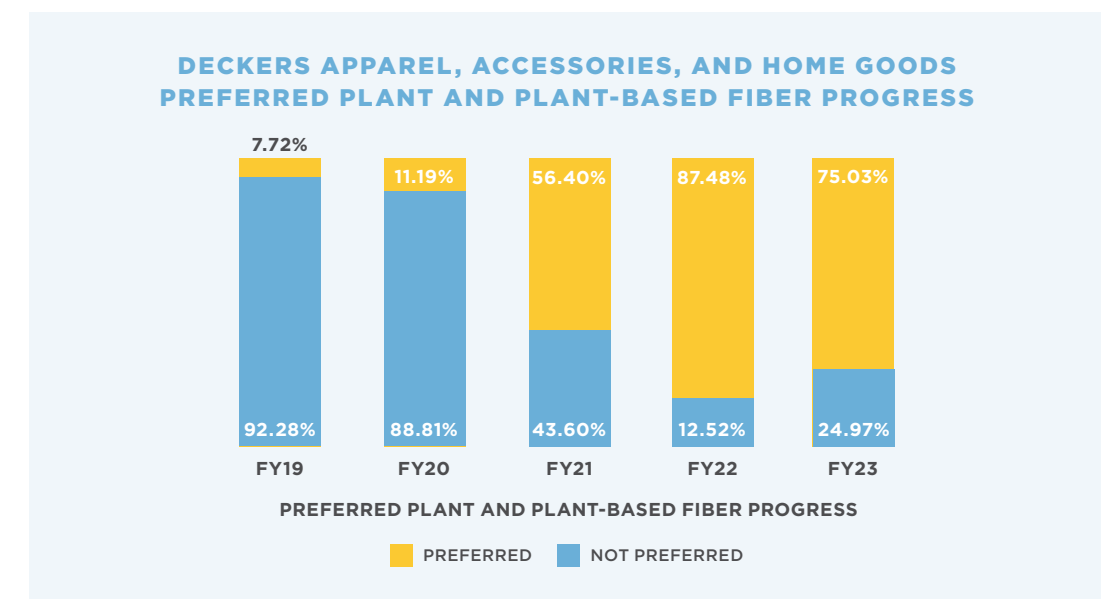
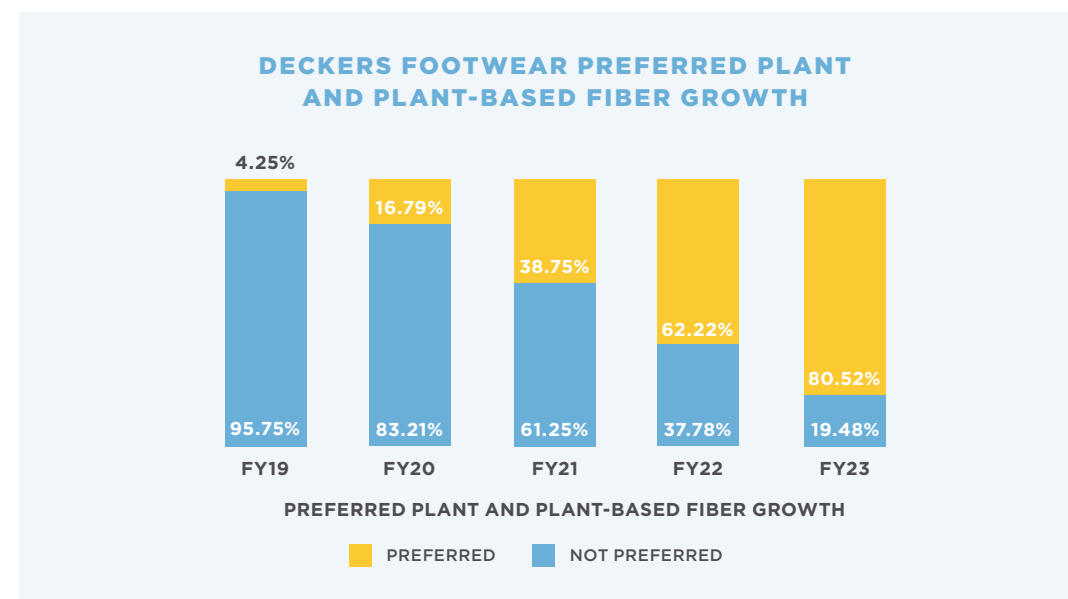
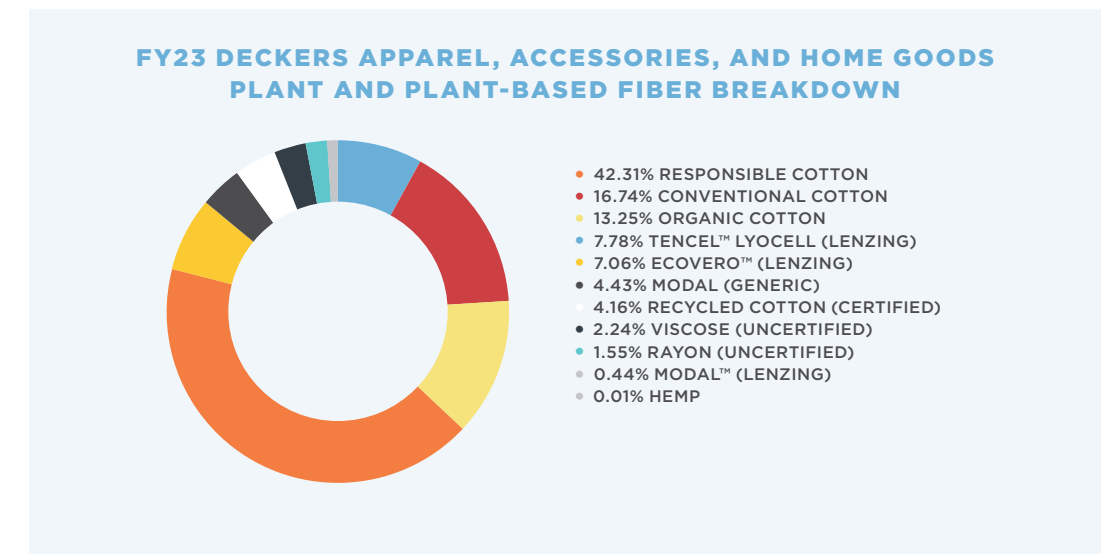
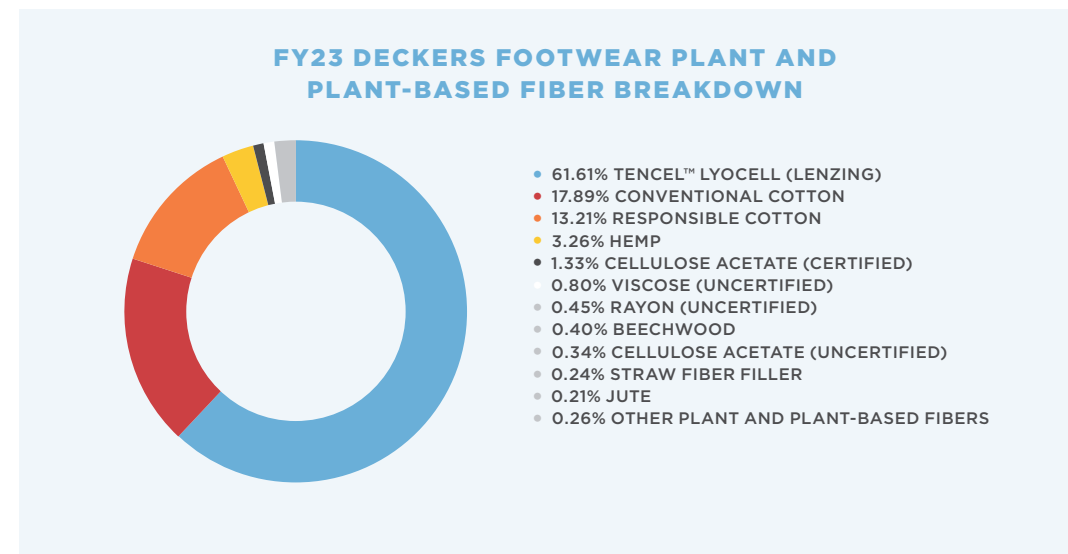
Deckers does not use a lot of down in our products but when we do we ensure it is either (1) recycled down diverted from sources destined for landfill (e.g. *Allied down*), or (2) virgin down sourced from **Responsible Down Standard (RDS)**. Deckers believes that the welfare of the birds should be respected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



# Materials (continued)

## 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.





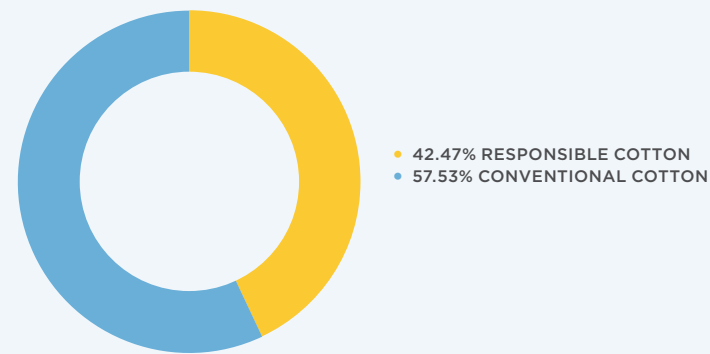
# Materials (continued)

## PREFERRED PLANT AND PLANT-BASED FIBER MATERIALS (CONTINUED)

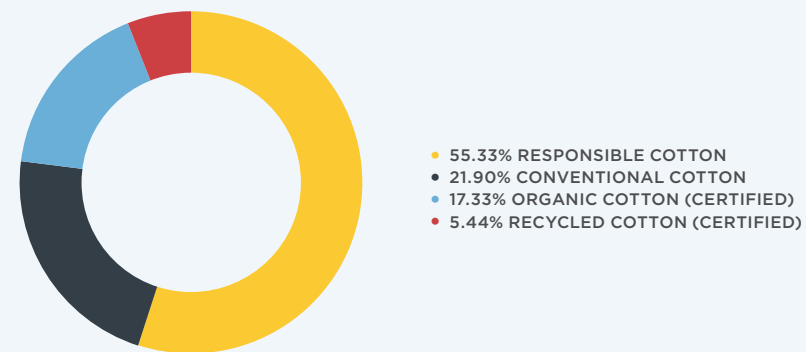
### RESPONSIBLE COTTON

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 2025.

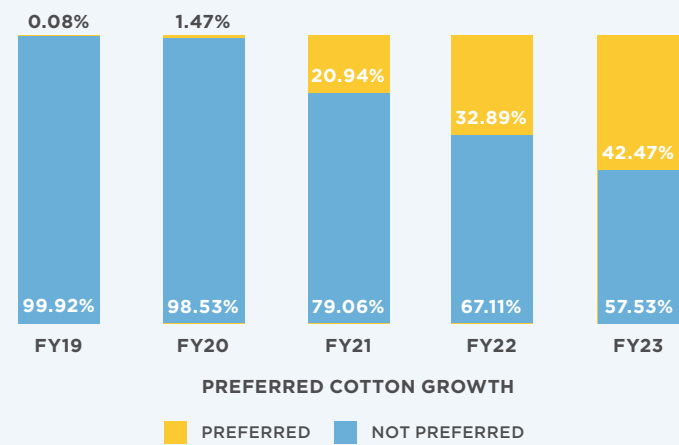
FY23 DECKERS FOOTWEAR COTTON FIBER BREAKDOWN



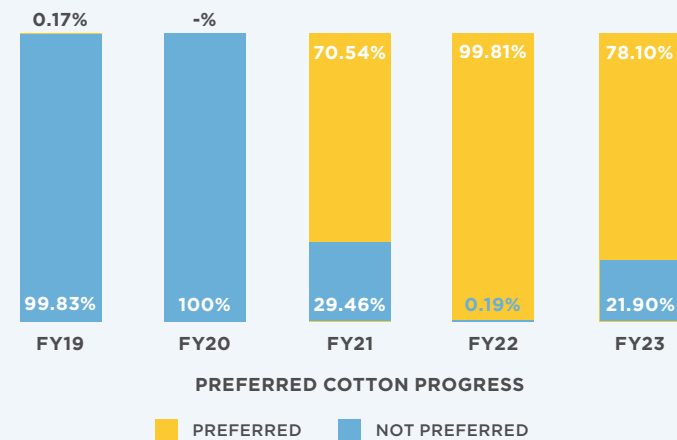
FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS COTTON FIBER BREAKDOWN



DECKERS FOOTWEAR PREFERRED COTTON GROWTH



DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED COTTON PROGRESS



\*In FY23 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 FY24.







## Materials (continued)

### PREFERRED PLANT AND PLANT-BASED FIBER 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 FY23, we sourced 1,284,614 lbs of responsibly sourced raw cotton fiber. This allowed us to save over 14.25 billion liters of water, over 11.3 million MJ of energy, and reduced our CO<sub>2</sub> eq. emissions by over 1.69 million lbs.

**1,694,655**

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**14,258,882,774**

WATER SAVED (LITERS OF WATER)

**11,357,269**

ENERGY SAVED (MJ)



## Materials (continued)

### BENEFITS OF TENCEL™ LYOCELL

Lyocell is a regenerated cellulosic fiber of botanic origin, which helps to maintain environmental balance. TENCEL™ Lyocell is produced from sustainably sourced wood using environmentally responsible processes, 99% of the solvent-spinning process recycles water and reuses the solvent at a recovery rate of more than 99%. 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 FY21, roughly half of our UGGpure technology was converted to UGGplush, and in FY23, nearly all has been converted to UGGplush.

### TENCEL™ LYOCELL FIBER VS. CONVENTIONAL VISCOSE FIBER

In FY23, we used 1,669,168 lbs. of TENCEL™ Lyocell. When comparing conventional viscose raw fiber usage to the same usage of TENCEL™ Lyocell, we saved over 18.3 million MJs of energy, over 2.2 billion liters of water and over 2.68 million lbs. of CO<sub>2</sub> eq. emissions.

**2,685,050**  
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**2,201,280,879**  
WATER SAVED (LITERS OF WATER)

**18,389,413**  
ENERGY SAVED (MJ)

### LENZING™ ECOVERO™ FIBER VS. CONVENTIONAL VISCOSE FIBER

Deckers apparel, accessories and home goods used 108,990 lbs of LENZING™ ECOVERO™ fiber in FY23. When comparing the impact of conventional viscose fiber usage to the same usage of LENZING™ ECOVERO™, we saved over 117,282 lbs of CO<sub>2</sub> eq. emissions, 142.1 million liters of water and over 1.13 million MJs of energy.

**177,281**  
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**142,171,304**  
WATER SAVED (LITERS OF WATER)

**1,132,110**  
ENERGY SAVED (MJ)

### BENEFITS OF HEMP FIBER

#### HEMP FIBER VS. CONVENTIONAL COTTON FIBER

In FY23, we used 84,991 lbs. of hemp. When comparing conventional cotton raw fiber usage to the same usage of hemp, we saved over 1.29 million MJs of energy, over 1.84 billion liters of water and over 738,561 lbs. of CO<sub>2</sub> eq. emissions, of which 525,199 lbs of CO<sub>2</sub> eq. emissions was sequestered.

**738,561**  
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**1,849,760,762**  
WATER SAVED (LITERS OF WATER)

**1,294,347**  
ENERGY SAVED (MJ)



# Materials (continued)

## DECKERS FOOTWEAR PREFERRED BOTTOM UNIT 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. In FY23, we reorganized our footwear's construction in order to provide a more detailed look at our materials within those specific constructions. This is an update and, as such, is not reflected in our previous years reporting. We now 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.

## PREFERRED EVA

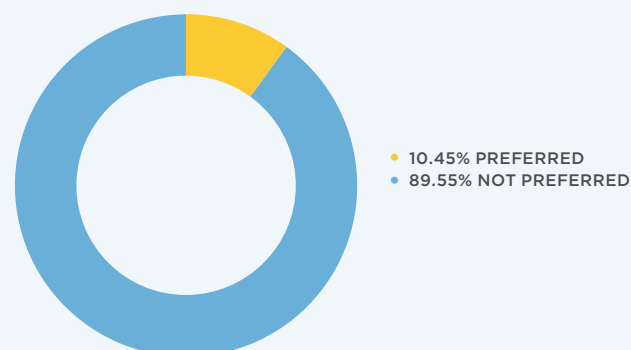
### SUGARCANE EVA AND RECYCLED EVA

Deckers is beginning to increase its utilization of SugarCane EVA and Recycled EVA.

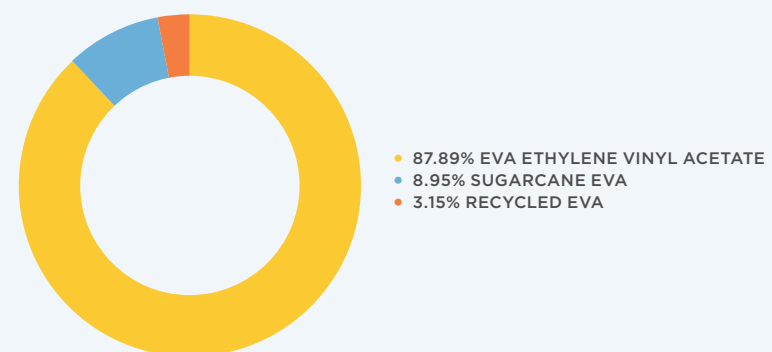
SugarCane EVA is a preferred material because it is made using swift-growing, rainwater-fed, renewable sugarcane. Bio-based Ethanol is extracted from the sugarcane and converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene provides a more sustainable alternative to petroleum-based, non-renewable materials often used in conventional footwear. Additionally, sugarcane captures CO<sub>2</sub> from the atmosphere thereby sequestering carbon. For every pound of Ethanol (*ethylene*) derived from sugarcane, 1.6 lbs of CO<sub>2</sub> is sequestered.



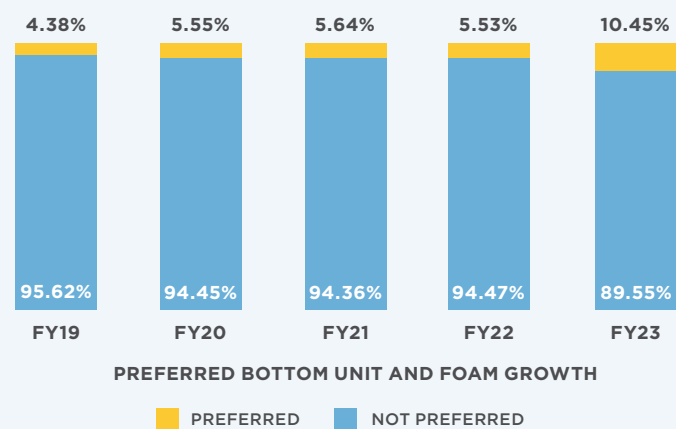
FY23 DECKERS FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS



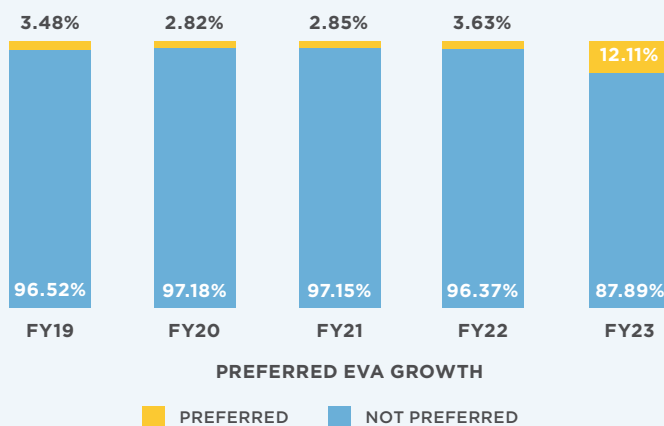
FY23 DECKERS FOOTWEAR PREFERRED EVA BREAKDOWN



DECKERS FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS GROWTH



DECKERS FOOTWEAR PREFERRED EVA GROWTH





## Materials (continued)

### PREFERRED EVA (CONTINUED)

#### DECKERS PREFERRED (SUGARCANE EVA AND RECYCLED EVA) VS. CONVENTIONAL VIRGIN EVA

In FY23, we used 2,157,379 lbs. of Preferred EVA (*SugarCane EVA and Recycled EVA*). When comparing conventional EVA usage to the same usage of preferred EVA, we saved over 70 million MJs of energy, over 398 million liters of water, and over 8.96 million lbs. of CO<sub>2</sub> eq. emissions.

**8,961,760**

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**398,540,125**

WATER SAVED (LITERS OF WATER)

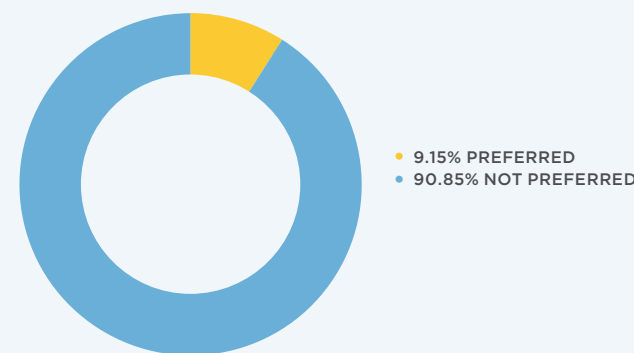
**70,084,568**

ENERGY SAVED (MJ)

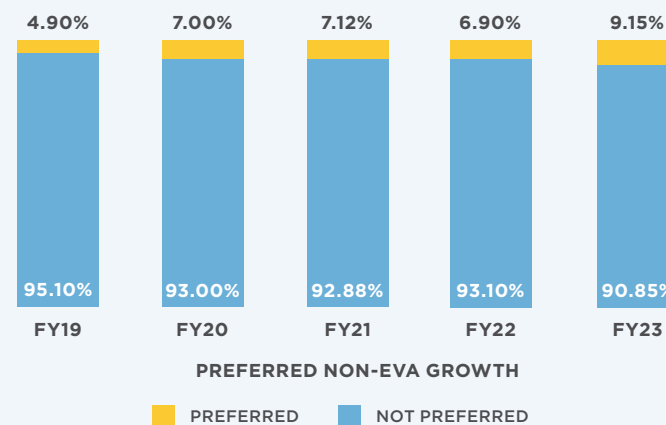
#### DECKERS SPECIFIC PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS

While we have made great progress in exploring preferred EVA, we recognized 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. In FY23, we recategorized our footwear construction in order to provide a more detailed look at our materials within those specific constructions. This is an update and, as such, is not reflected in our previous years reporting. We now 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.

FY23 DECKERS FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS BREAKDOWN



DECKERS FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS GROWTH





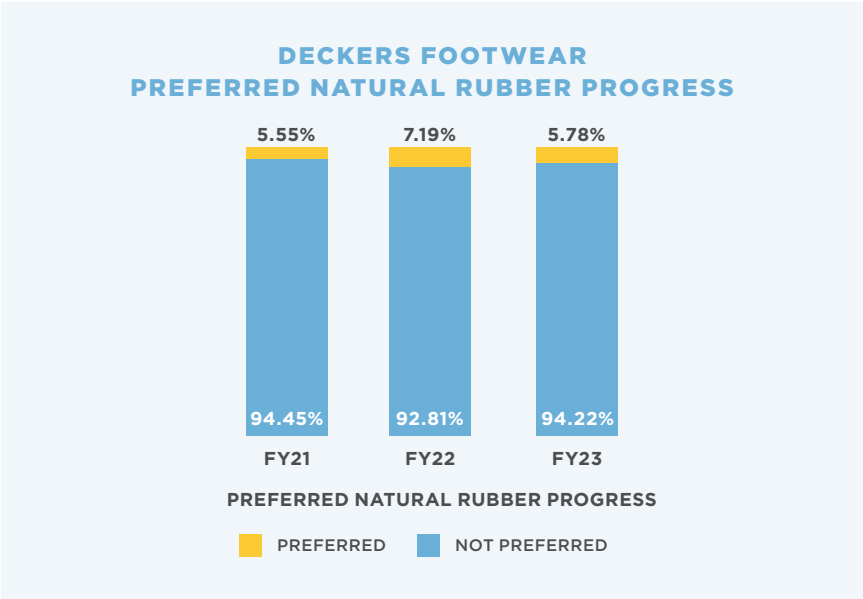
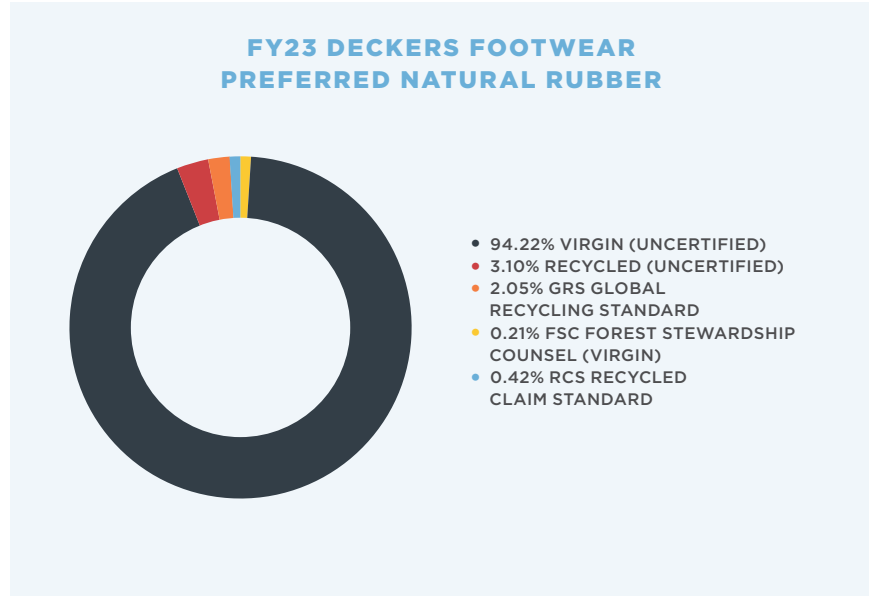


# Materials (continued)

## PREFERRED NATURAL RUBBER

### DECKERS SPECIFIC 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.



*\*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 FY23, we used 326,667 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 over 13 million MJs of energy, over 51.6 million liters of water, and over 1.1 million lbs. of CO<sub>2</sub> eq. emissions.

**1,108,785**  
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO<sub>2</sub>)

**51,611,280**  
WATER SAVED (LITERS OF WATER)

**13,029,678**  
ENERGY SAVED (MJ)

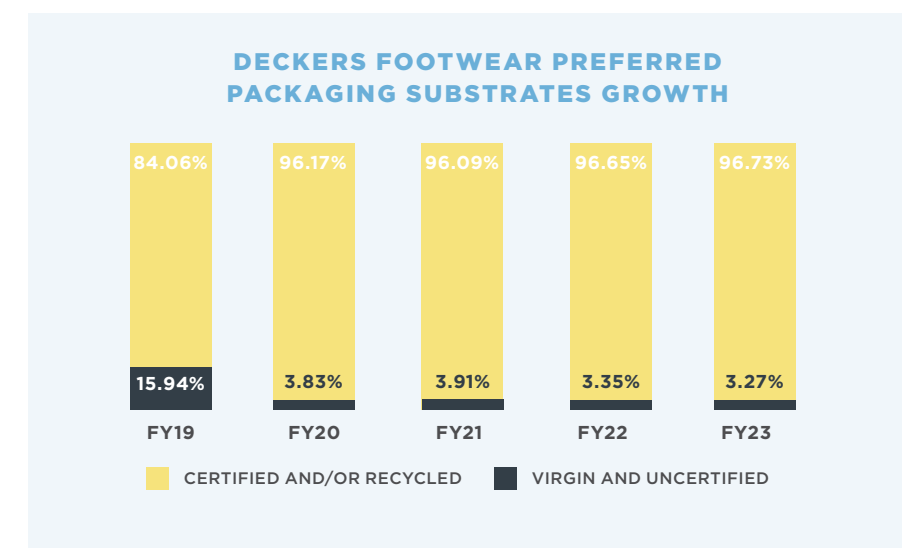
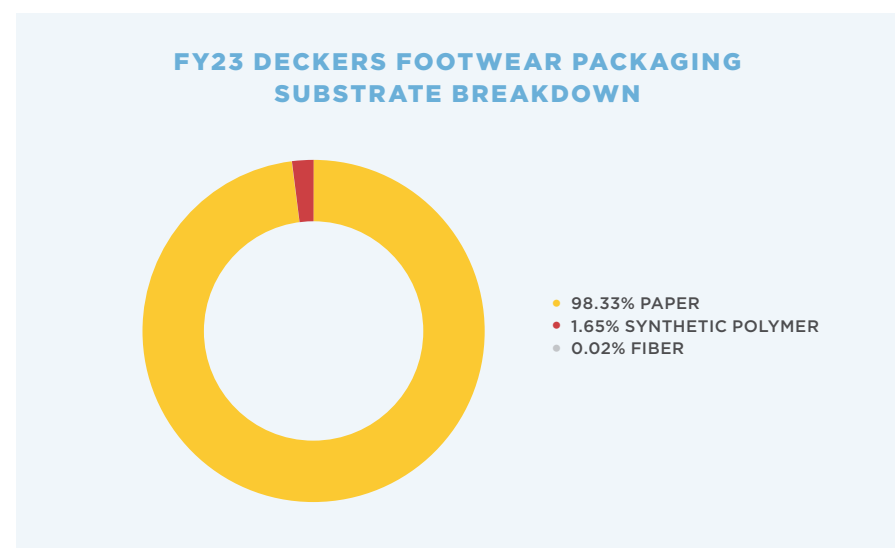
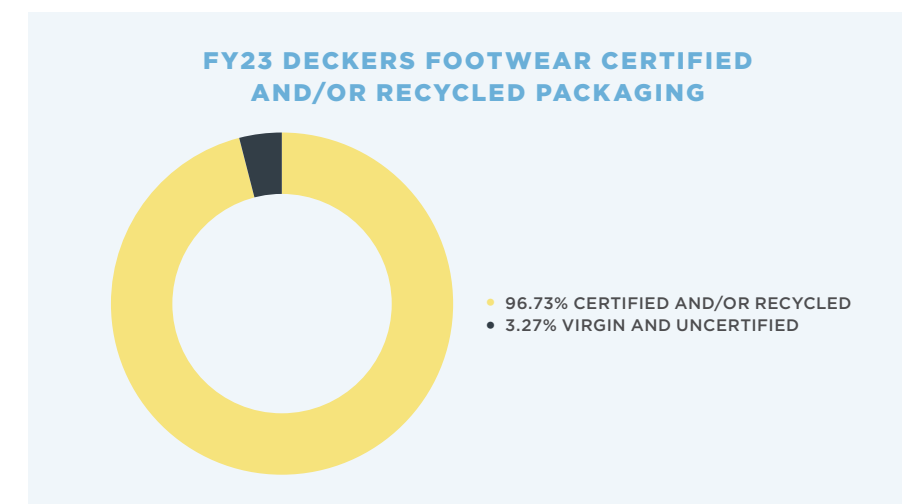
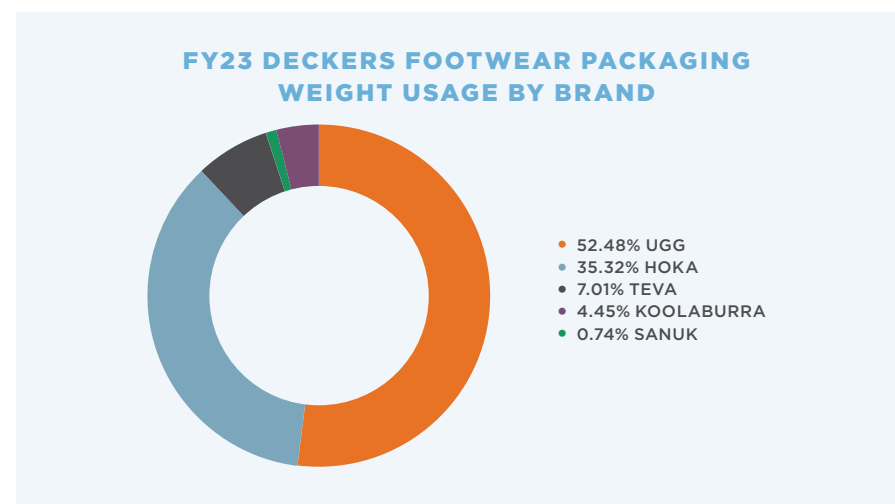


## Materials (continued)

### DECKERS PACKAGING MATERIAL BREAKDOWN AND TREES SAVED

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.



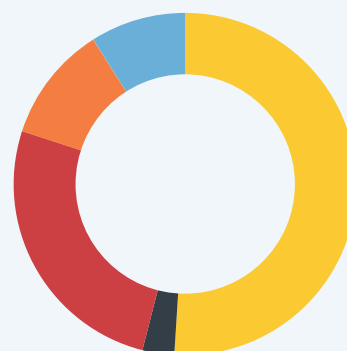




## Materials (continued)

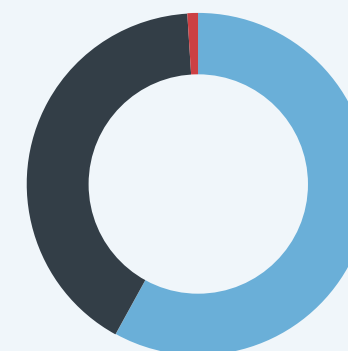
### DECKERS PACKAGING MATERIAL BREAKDOWN AND TREES SAVED (CONTINUED)

FY23 DECKERS FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING



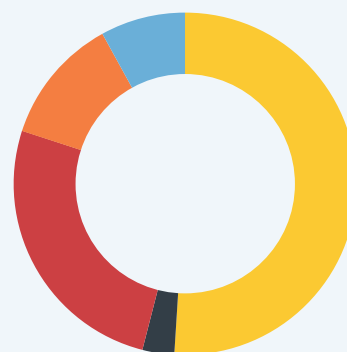
- 50.81% FSC FOREST STEWARDSHIP COUNSEL (RECYCLED)
- 25.80% RECYCLED (UNCERTIFIED)
- 11.40% FSC FOREST STEWARDSHIP COUNSEL (VIRGIN)
- 8.70% GRS GLOBAL RECYCLING STANDARD
- 3.27% VIRGIN (UNCERTIFIED)
- 0.01% RESPONSIBLE COTTON SOURCING SCHEME

FY23 DECKERS FOOTWEAR PLASTIC PACKAGING



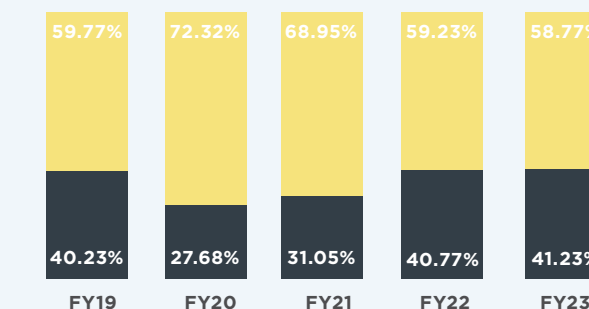
- 57.81% GRS GLOBAL RECYCLING STANDARD
- 41.23% VIRGIN (UNCERTIFIED)
- 0.96% RECYCLED (UNCERTIFIED)

FY22 DECKERS FOOTWEAR PAPER PACKAGING



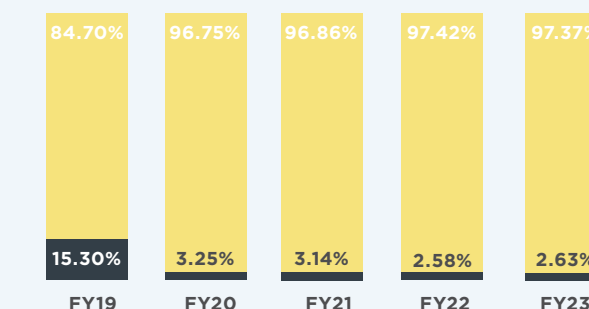
- 51.67% FSC FOREST STEWARDSHIP COUNSEL (RECYCLED)
- 26.22% RECYCLED (UNCERTIFIED)
- 11.60% FSC FOREST STEWARDSHIP COUNSEL (VIRGIN)
- 7.88% GRS GLOBAL RECYCLING STANDARD
- 2.63% VIRGIN (UNCERTIFIED)

DECKERS FOOTWEAR PREFERRED PLASTIC PACKAGING SUBSTRATES PROGRESS



■ CERTIFIED AND/OR RECYCLED ■ VIRGIN AND UNCERTIFIED

DECKERS FOOTWEAR PREFERRED PAPER PACKAGING SUBSTRATES GROWTH



■ CERTIFIED AND/OR RECYCLED ■ VIRGIN AND UNCERTIFIED

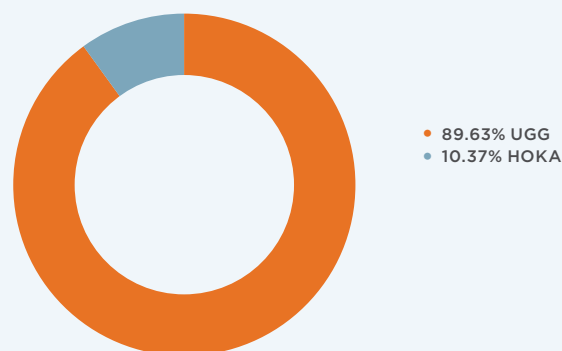




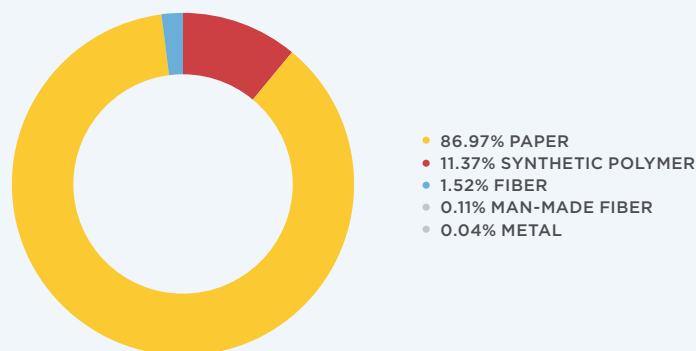
## Materials (continued)

### DECKERS PACKAGING MATERIAL BREAKDOWN AND TREES SAVED (CONTINUED)

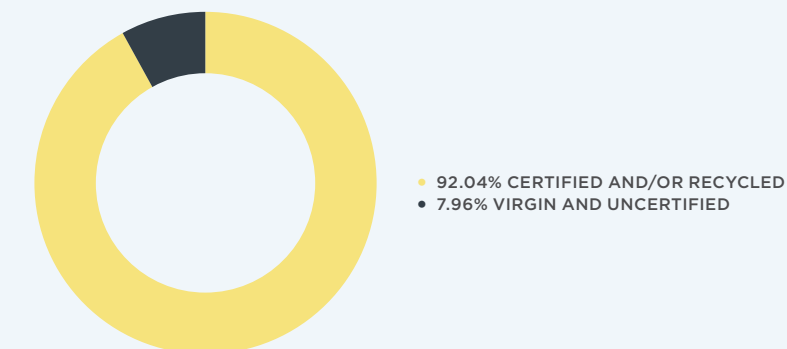
FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING WEIGHT USAGE BY BRAND



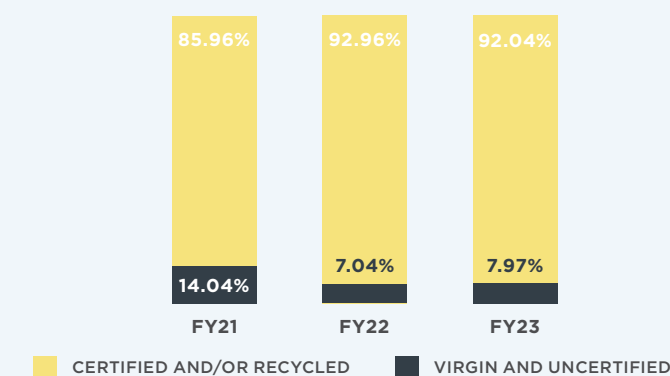
FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS PACKAGING SUBSTRATE BREAKDOWN



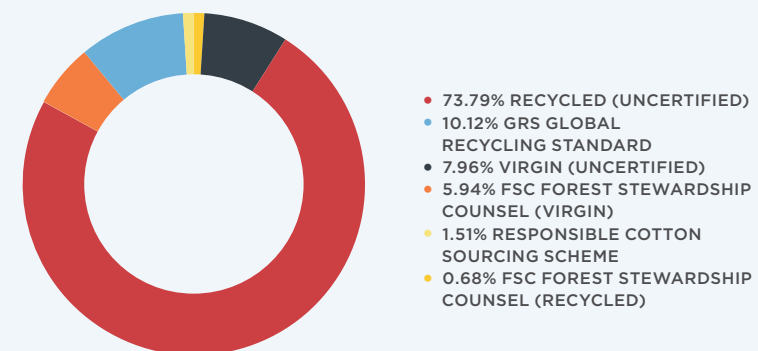
FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING



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



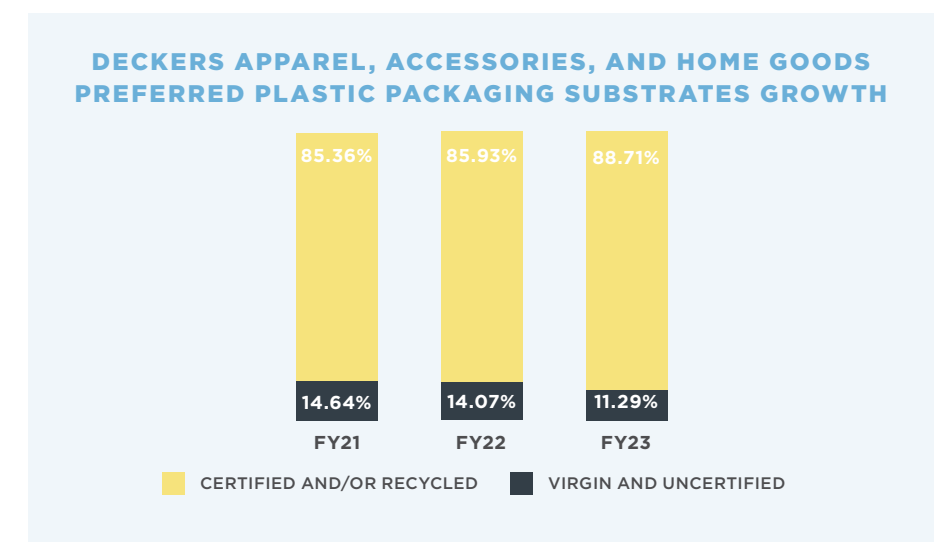
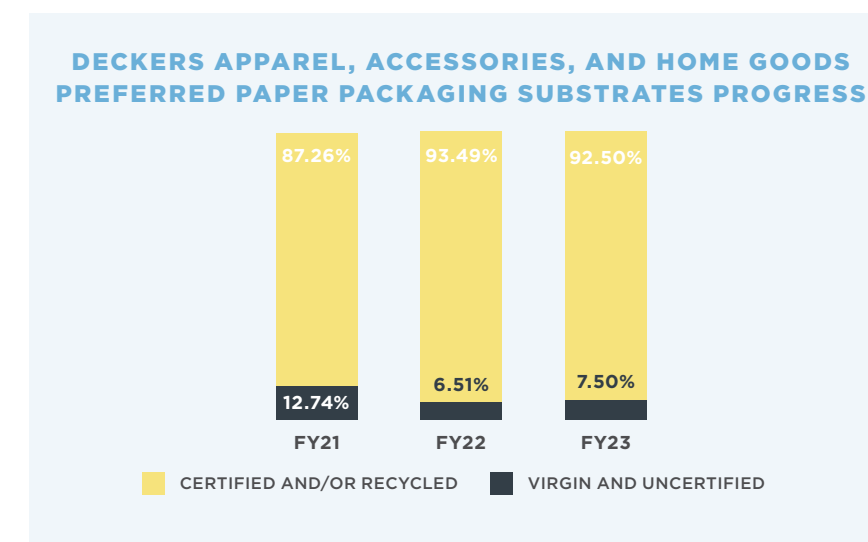
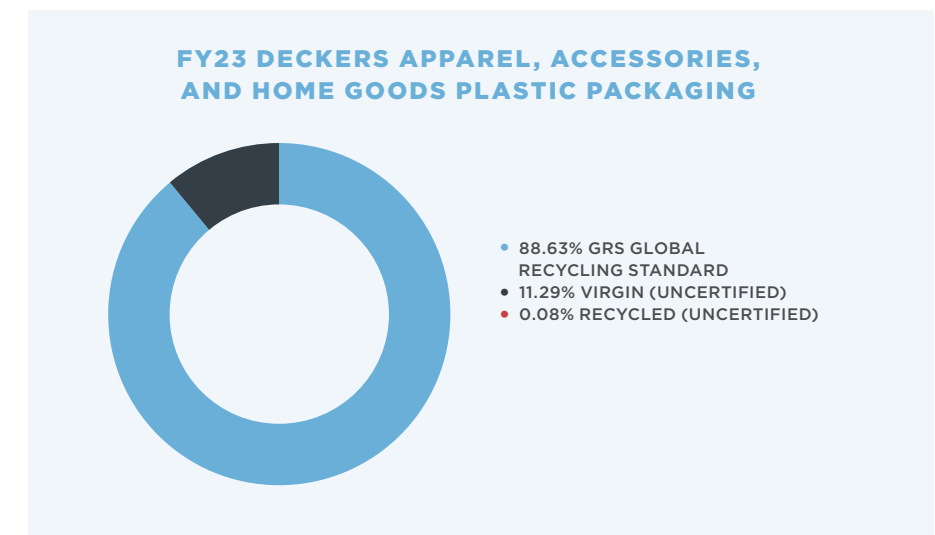
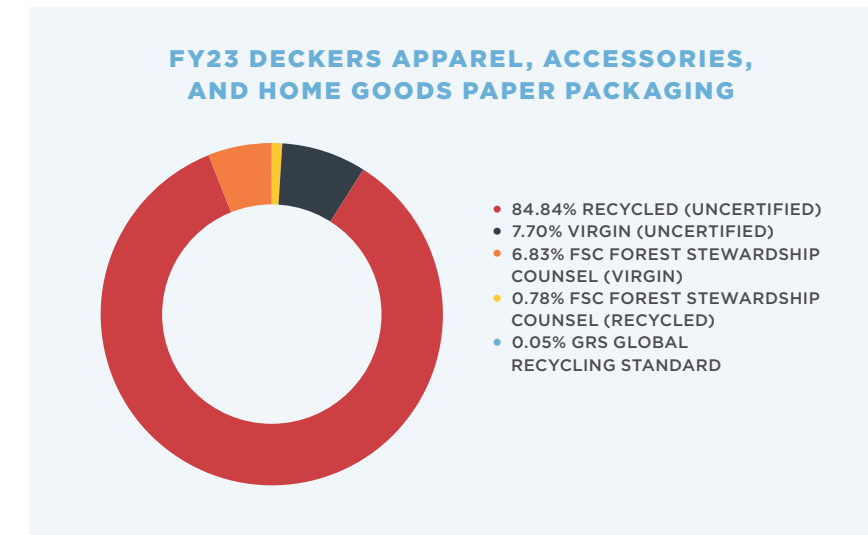
FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS CERTIFIED AND/OR RECYCLED PACKAGING





## Materials (continued)

### DECKERS PACKAGING MATERIAL BREAKDOWN AND TREES SAVED (CONTINUED)

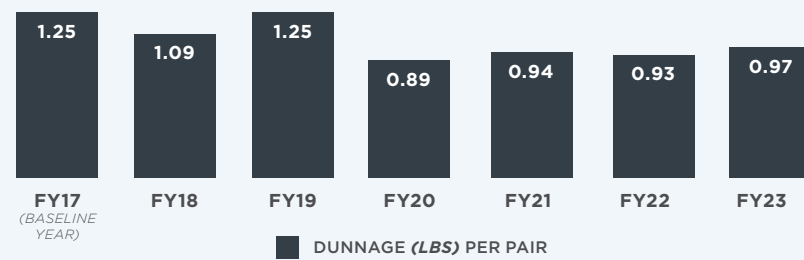




# Materials (continued)

## DECKERS PACKAGING MATERIALS LCA

DECKERS FOOTWEAR PACKAGING DUNNAGE PER PAIR



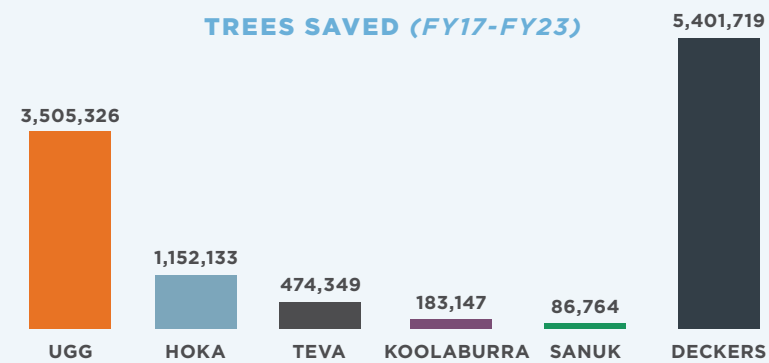
DECKERS PACKAGING	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 (BASELINE YEAR)	1.80	-%
FY20	1.64	(8.90%)
FY21	1.57	(12.50%)
FY22	1.64	(8.90%)
FY23 (EF METHOD 2020)	1.75	(2.85%)
FY23 (EF METHOD 2022)	1.66	(7.65%)

DECKERS PACKAGING	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE IN WATER USE PER PAIR
FY19 (BASELINE YEAR)	438.01	-%
FY20	307.24	(29.90%)
FY21	290.69	(33.60%)
FY22	293.32	(33.00%)
FY23 (EF METHOD 2020)	328.00	(25.02%)
FY23 (EF METHOD 2022)	253.33	(42.16%)

DECKERS PACKAGING	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY PER PAIR
FY19 (BASELINE YEAR)	15.84	-%
FY20	13.78	(13.00%)
FY21	13.52	(14.60%)
FY22	14.32	(9.60%)
FY23 (EF METHOD 2020)	15.23	(3.84%)
FY23 (EF METHOD 2022)	10.12	(36.11%)

DECKERS PACKAGING	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE DUNNAGE PER PAIR
FY17	1.25	-%
FY18	1.09	(12.80%)
FY19	1.06	(15.20%)
FY20	0.89	(28.80%)
FY21	0.94	(24.80%)
FY22	0.93	(25.60%)
FY23	0.97	(22.40%)

TREES SAVED (FY17-FY23)



\*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)

## DECKERS PACKAGING MATERIALS LCA (CONTINUED)

### TREES SAVED TO DATE

BRAND	FY17 TREES SAVED	FY18 TREES SAVED	FY19 TREES SAVED	FY20 TREES SAVED	FY21 TREES SAVED	FY22 TREES SAVED	FY23 TREES SAVED	TOTAL TREES SAVED TO DATE
UGG	327,105	513,219	478,267	460,859	480,643	687,844	557,389	3,505,326
HOKA	37,021	55,731	74,007	117,727	174,553	343,192	349,902	1,152,133
TEVA	72,569	67,109	61,276	59,282	61,058	79,908	73,147	474,349
KOOLABURRA	-	-	-	-	54,423	82,127	46,597	183,147
SANUK	11,169	23,798	20,085	9,712	6,498	9,452	6,050	86,764
<b>GRAND TOTAL</b>	<b>447,864</b>	<b>659,858</b>	<b>633,636</b>	<b>647,580</b>	<b>777,175</b>	<b>1,202,523</b>	<b>1,033,085</b>	<b>5,401,719</b>



# Materials (continued)

## MATERIALS-RELATED POLICIES

### CONFLICT MINERALS

Deckers is a publicly traded company registered in the US under the New York Stock Exchange. As such, we comply with the US 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. Our PLG brands (*Teva, HOKA, and Sanuk*) 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, while it could take up to 500 years for synthetic materials derived from petrochemicals to degrade (*according to [www.usleather.org](http://www.usleather.org)*).

## WOOL

The wool used in our products is almost entirely repurposed. We use the wool that comes off the hide used to make our twinface sheepskin products - a live animal is not being sheared. In FY23, 100% of wool used in our footwear, and 75.62% used in our apparel, accessories, and home goods, was repurposed wool or RWS Wool. The percentage is 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 further 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 FY23, nearly all UGGpure has been 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 the most responsible way possible.

\*Note, some variations of UGGplush are made with RWS wool or are made with Tencel Lyocell fiber backings.



# Materials (continued)

## BRAND SPECIFIC SUSTAINABLE COLLECTIONS



### UGG FUZZ SUGAR

UGG released its third Plant Power collection, the Fuzz Sugar Slide, Fuzz Sugar Cross Slide, and Fuzz Sugar Clog all which adapt the iconic look and feel of UGG. The upper is made with TENCEL™ Lyocell sourced from responsibly-harvested trees and the outsole features sugarcane EVA which allows us to reduce our dependency on fossil fuels by replacing petroleum-based ethylene.



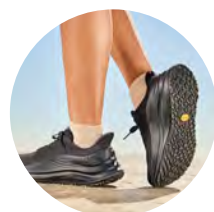
### UGG SUGARCLOUD SLIDE

In FY23, UGG introduced the Sugarcloud Slide a game-changing platform slip-on design. Its upper and lining features terry UGGplush™, made from 100% TENCEL Lyocell and backed with 100% UNIFI REPREVE® made from recycled polyester. Sugarcloud Slide also features a comfortable midsole made from renewable, fast-growing sugarcane and a molded rubber outsole that incorporates recycled rubber.



### UGG REGENERATIVE COLLECTION

UGG has committed to influencing 1,000,000 acres of land by 2025 through regenerative farming practices with the Savory Institute. Building on the brand's commitment, it originally launched the Classic Mini Regenerate and, more recently, the Tasman Regenerate, both 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 TC 1.0

In FY23, HOKA introduced the TC 1.0 a progressive trainer designed with the circular economy in mind. Thoughtfully created with a breathable mesh upper and a 30% sugarcane-based insole designed to reduce our reliance on fossil fuels, TC 1.0 is finished with a Vibram® Ecostep Natural outsole derived from petrol-free ingredients and 100% natural pigments.



### TEVA FOREVER

Teva has continued its partnership with international recycling leader Terracycle® to give well-worn Teva sandals new life. Through the TevaForever Recycling Program, well-loved Teva sandals can be mailed to TerraCycle at no cost to the customer, diverting them from landfills so they can be recycled into something new. We are thrilled to offer this recycling program to our consumers who we know care about the planet, and want to do their part to help reduce landfill waste.



### TEVA GEOTRECCA

Teva continued on its sustainability journey launching the Geotrecca Mid. It combines a trifecta of earth-conscious materials, lightweight engineering, and waterproof versatility. This all-weather hiking boot is made with recycled content across the upper, lining, midsole, and laces, and is grounded in a grippy Spider Rubber outsole.



### SANUK VEG OUT

In September 2022, Sanuk announced the launch of Veg Out, a 100% plant-based footwear capsule collection, comprised of just seven low-impact, plant-based and recycled natural materials, which offer a lighter step that doesn't sacrifice style or comfort. Sanuk then offset the small remaining amount of carbon emissions they create, making the materials carbon neutral.



### SANUK X SURFRIDER

Sanuk again joined forces with longstanding partner the Surfrider Foundation, a nonprofit environmental organization dedicated to the protection and enjoyment of our ocean, waves and beaches. This collection features natural materials like hemp and cotton and is made with responsibly sourced suede details and footbeds, along with cushy Soft Top comfort for a high rebound ride and lower environmental impact. In tandem with this collection, Sanuk made a \$50,000 donation to the Surfrider Foundation and committed to an ongoing Surfrider x Sanuk partnership to protect your happy places.



# 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 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. This 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 are 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 UN, 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 updated **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 & are 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 2023 REPREVE® CHAMPIONS OF SUSTAINABILITY

Deckers was once again named one of Unifi's REPREVE® Champions of Sustainability in 2023. REPREVE's Champions of Sustainability represent brands, retailers and textile partners who keep billions of plastic bottles out of the waste stream by using REPREVE® recycled fiber. Through our use of REPREVE® recycled fiber, Deckers has recycled over 100+

million plastic bottles to date. This is an increase from the 50+ million reported in FY22 and an accomplishment we are truly quite proud of.

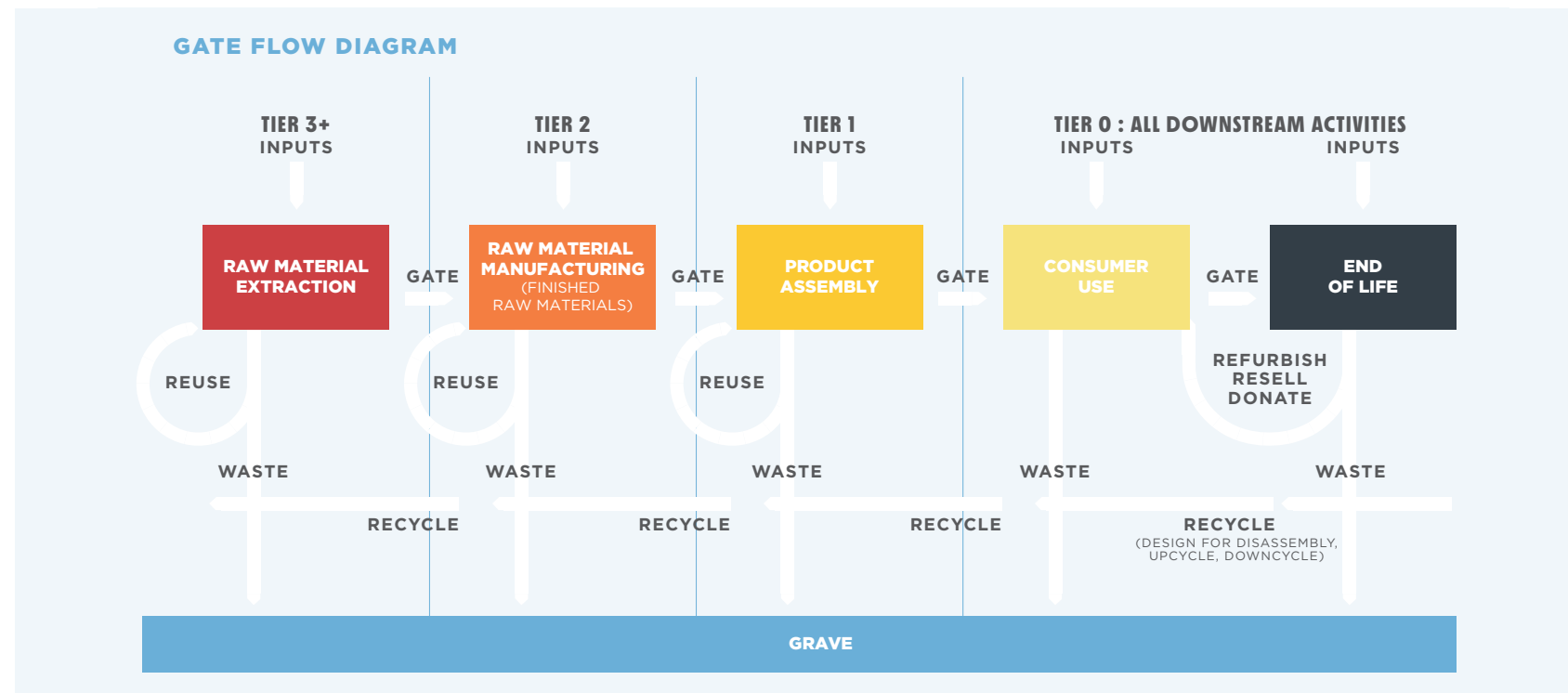
## LIFECYCLE ASSESSMENT (LCA)

### DECKERS PRODUCT MATERIALS LCA

We utilize a third-party science-based tool to conduct a lifecycle assessment of our product materials. 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, manufacturing and processing, and end-of-life impacts to evaluate their environmental footprint. Our tool is giving our brands the information they need to make better, more preferred, material selections in their products. Additionally, we deploy an extensive questionnaire to all of our Tier 2 suppliers on a bi-annual basis to collect our lifecycle assessment inventory data. We process this information through our tool to identify our total material, manufacturing, end-of-life, transportation, and assembly impacts.

### 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 predicted 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 suppliers (*Tier 2*) provide us, and product manufacturing (*also known as assembly*) refers to the finished goods our factories produce (*Tier 1*) for the end consumer. Assembly impact, transportation from factory to end consumer and use are all taken into consideration for our carbon accounting/science-based target project. The experts who conducted our carbon accounting took our raw materials LCA data, with their subsidized assembly impact, downstream transportation and use data, to file our targets 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. We also used

the information gained from our science-based 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 plan to use this guide to improve our raw materials manufacturing, end-of-life impact, waste reduction efforts, and waste diversion efforts.

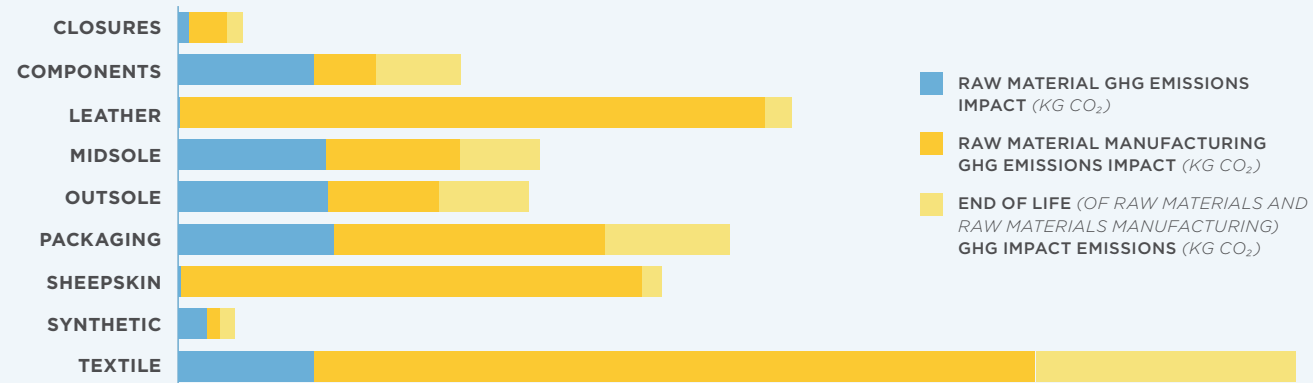
We work closely with all our brands and our innovation and supply chain teams to continually identify additional preferred materials/compounds that we may be able to utilize in our products to help our brands achieve their long-term sustainability goals.



# Materials (continued)

## DECKERS FOOTWEAR GATES BREAKOUT

FY23 DECKERS FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY  
GATE BREAKDOWN (COMPASS 2020 METHOD)



DECKERS	RAW MATERIAL GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )	RAW MATERIAL MANUFACTURING GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )
CLOSURES	2,197,561.28	6,524,392.49	2,112,440.78
COMPONENTS	23,020,911.68	10,764,720.76	14,016,586.23
LEATHER	601,058.90	98,604,120.52	4,648,189.42
MIDSOLE	24,987,232.55	22,942,329.59	13,363,858.09
OUTSOLE	25,693,944.76	18,521,825.92	15,136,049.95
PACKAGING	26,292,908.67	46,042,019.30	20,879,827.10
SHEEPSKIN	462,440.37	78,429,359.01	3,036,993.03
SYNTHETIC	4,894,969.35	2,424,850.12	2,351,162.72
TEXTILE	23,408,939.59	121,723,725.17	43,985,440.09

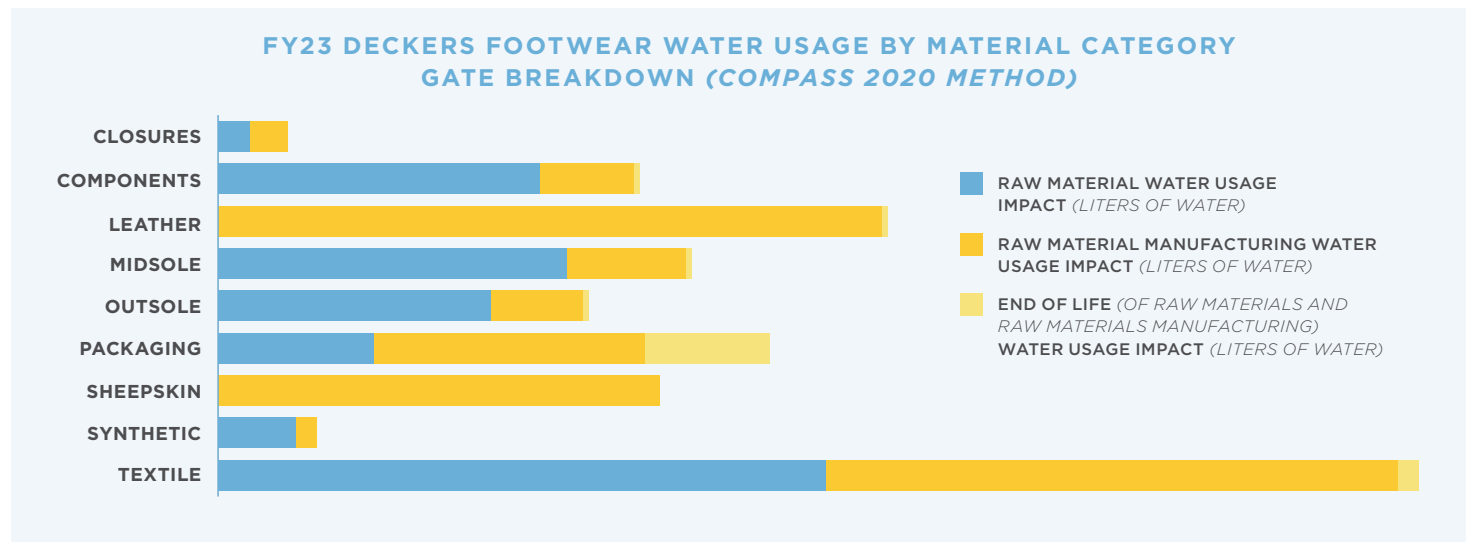
\*Above you can see the raw material impacts are the highest in our components, midsoles, outsoles, packaging and textiles. The raw material manufacturing impacts in our leather, sheepskin, textiles, and packaging are the highest and are areas to potentially improve. The highest end-of-life impacts live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





# Materials (continued)

## DECKERS FOOTWEAR GATES BREAKOUT



DECKERS	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER)	END OF LIFE (OF RAW MATERIAL AND RAW MATERIALS MANUFACTURING) WATER USAGE IMPACT (LITERS OF WATER)
CLOSURES	1,850,223,594.76	1,526,554,551.93	45,134,287.41
COMPONENTS	17,329,697,710.01	4,917,123,605.84	324,526,102.63
LEATHER	62,961,198.24	35,453,486,456.57	94,364,321.15
MIDSOLE	18,671,894,527.12	6,427,915,295.17	327,080,200.06
OUTSOLE	14,674,683,389.08	4,857,804,334.27	345,438,983.78
PACKAGING	5,934,550,235.52	11,270,977,128.21	333,545,558.55
SHEEPSKIN	154,339,471.97	23,554,640,124.91	61,997,282.98
SYNTHETIC	4,239,056,543.94	1,122,717,619.85	57,032,301.58
TEXTILE	32,478,459,856.89	30,592,697,023.99	951,597,908.25

\*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.

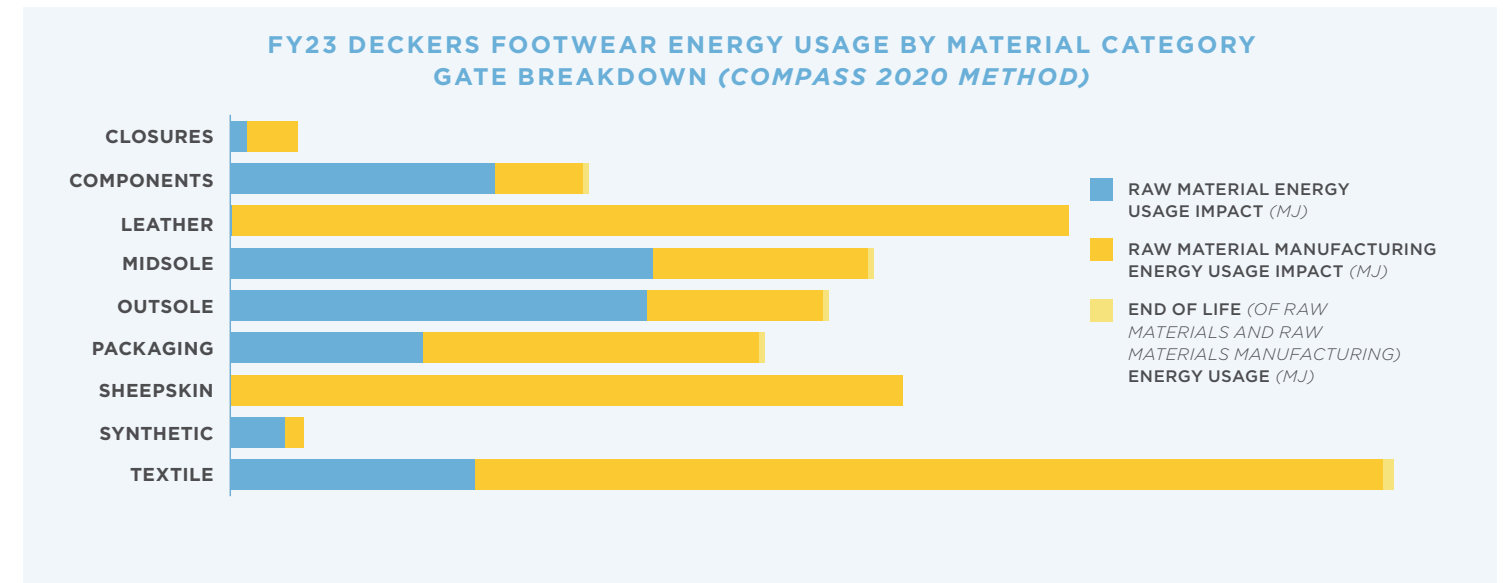






## Materials (continued)

### DECKERS FOOTWEAR GATES BREAKOUT (CONTINUED)



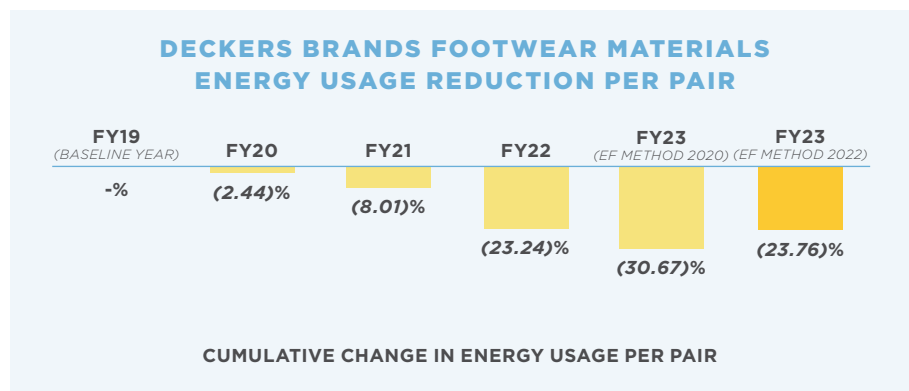
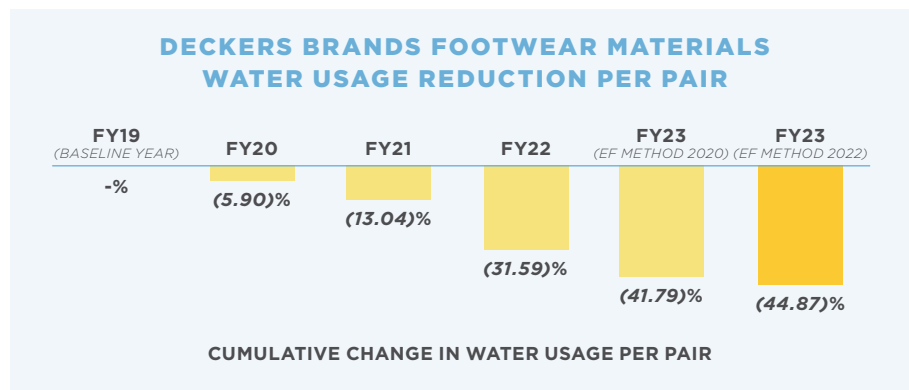
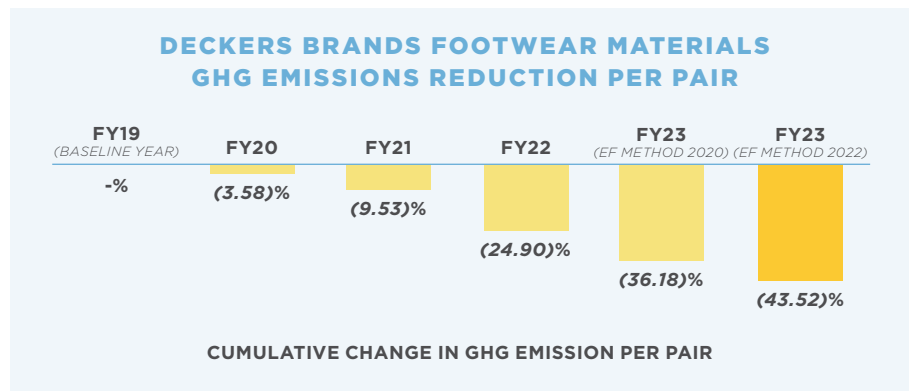
DECKERS	RAW MATERIAL ENERGY USAGE IMPACT (MJ)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) ENERGY USAGE (MJ)
CLOSURES	30,295,942.70	74,614,546.66	774,345.48
COMPONENTS	407,361,888.40	133,830,922.54	5,525,219.42
LEATHER	561,409.33	1,277,690,443.70	1,637,705.97
MIDSOLE	643,772,763.71	329,893,966.79	5,464,830.79
OUTSOLE	637,896,153.48	265,710,953.44	5,862,102.00
PACKAGING	295,107,290.03	512,123,933.72	5,894,084.80
SHEEPSKIN	1,242,808.48	1,023,595,146.12	1,075,901.70
SYNTHETIC	84,280,357.90	29,721,494.49	993,547.68
TEXTILE	374,576,522.69	1,382,499,277.04	16,295,825.33

\*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)



\*Note, as science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emissions factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.





# Materials (continued)

## DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GATES BREAKOUT

FY23 DECKERS APPAREL, ACCESSORIES, AND HOME GOODS GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (COMPASS 2020 METHOD)



DECKERS	RAW MATERIAL GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )	RAW MATERIAL MANUFACTURING GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) GHG EMISSIONS IMPACT (KG CO <sub>2</sub> )
CLOSURES	43,161.34	105,351.94	36,826.39
COMPONENTS	203,632.06	501,505.91	177,448.18
LEATHER	386.73	240,641.09	1,0792.11
PACKAGING	737,481.73	805,699.86	926,304.27
SHEEPSKIN	7,205.07	1,222,025.79	45,921.06
SYNTHETIC	81,541.19	7,520.30	20,947.70
TEXTILE	9,519,932.03	56,778,345.32	13,823,617.36

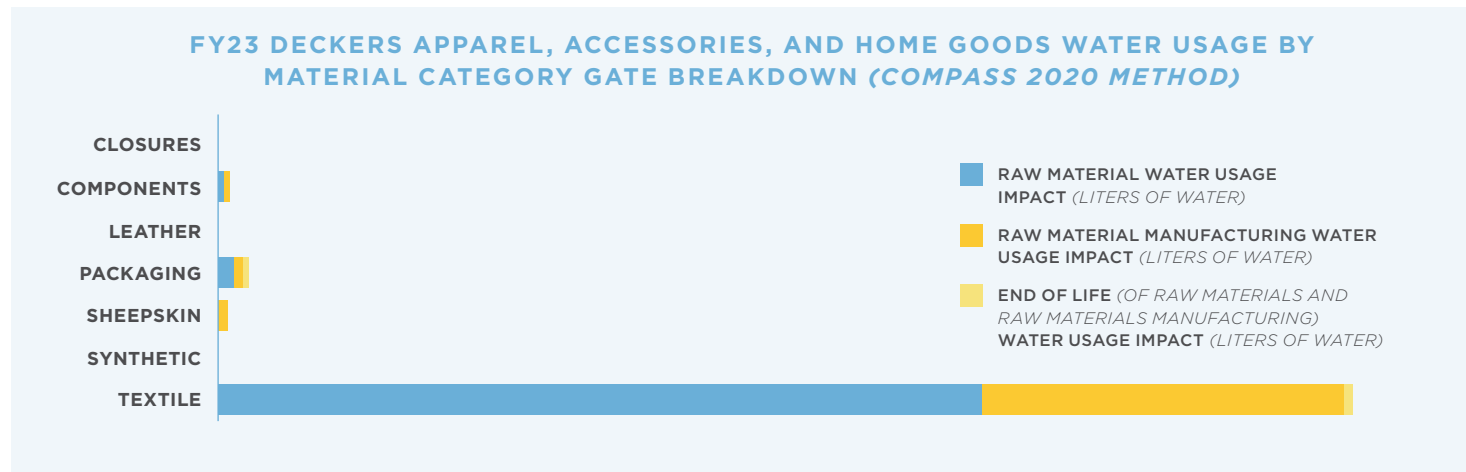
\*Above you can see our textile category has the highest raw material and raw material manufacturing impact.





# Materials (continued)

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



DECKERS	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) WATER USAGE IMPACT (LITERS OF WATER)
CLOSURES	76,864,973.40	26,185,356.47	789,868.92
COMPONENTS	269,563,806.74	119,536,569.36	3,935,873.43
LEATHER	129,042.54	85,270,524.92	218,903.68
PACKAGING	681,097,608.07	369,735,431.36	17,266,959.88
SHEEPSKIN	2,404,692.98	366,988,364.03	937,671.79
SYNTHETIC	78,129,486.56	9,832,112.61	563,662.81
TEXTILE	29,076,175,917.33	13,871,013,690.02	301,410,857.08

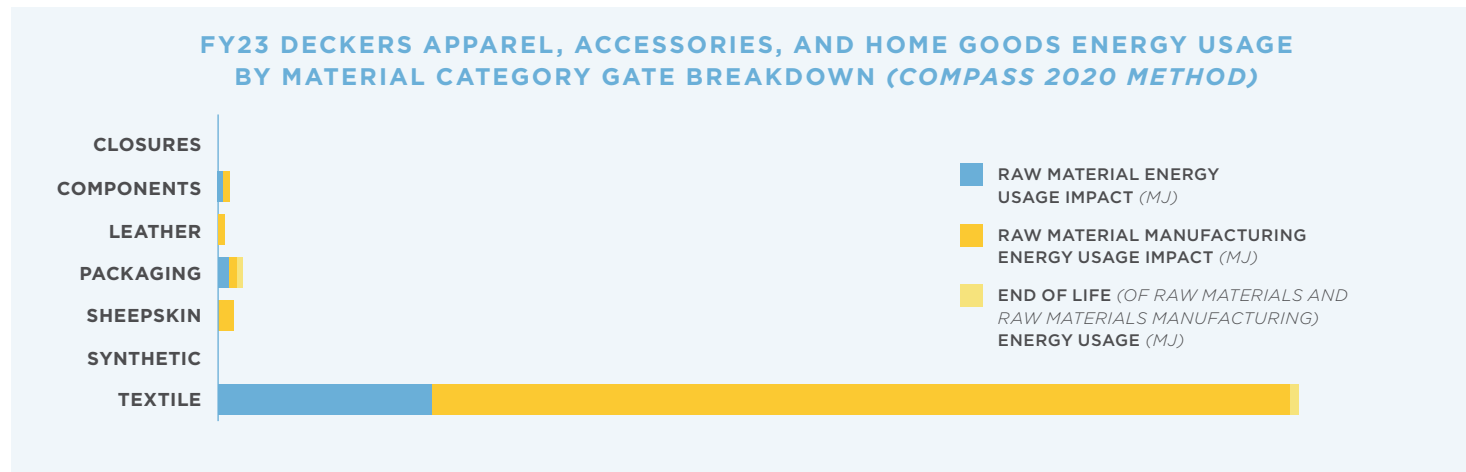
\*Above you can see our textile category has the highest raw material and raw material manufacturing impact.





# Materials (continued)

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



DECKERS	RAW MATERIAL ENERGY USAGE IMPACT (MJ)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) ENERGY USAGE IMPACT (MJ)
CLOSURES	629,529.05	1,231,172.73	13,543.88
COMPONENTS	3,499,452.48	5,742,364.12	67,114.89
LEATHER	1,037.16	3,119,255.37	3,799.16
PACKAGING	8,954,685.07	10,156,486.47	298,616.31
SHEEPSKIN	19,363.63	15,949,295.49	16,272.32
SYNTHETIC	1,422,542.53	113,558.79	10,279.75
TEXTILE	156,381,847.41	643,106,365.65	5,156,666.37

\*Above you can see our textile category has the highest raw material and raw material manufacturing impact.







# Summary Of Deckers' Materials Progress

## SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS MATERIALS



### Materials

Maximize the amount of preferred materials\* in Deckers' products

(This target advances the United Nations Global Compact SDG number 12: Responsible Consumption and Production)

\*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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
55% of all materials (e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles) used in our footwear will be made from preferred materials	30.92% of all materials used in our footwear were made from preferred materials	33.51% of all materials used in our footwear were made from preferred materials	32.69% of all materials used in our footwear were made from preferred materials	34.04% of all materials used in our footwear were made from preferred materials	36.32% of all materials used in our footwear were made from preferred materials	On Track	2027
60% of all fibers used in our footwear will be made from preferred materials	20.88% of all fibers used in our footwear were made from preferred materials	26.97% of all fibers used in our footwear were made from preferred materials	35.27% of all fibers used in our footwear were made from preferred materials	47.05% of all fibers used in our footwear were made from preferred materials	54.63% of all fibers used in our footwear were made from preferred materials	On Track	2027
50% of all non-fibers used in our footwear will be made from preferred materials	33.94% of all non-fibers used in our footwear were made from preferred materials	35.86% of all non-fibers used in our footwear were made from preferred materials	31.79% of all non-fibers used in our footwear were made from preferred materials	29.77% of all non-fibers used in our footwear were made from preferred materials	30.49% of all non-fibers used in our footwear were made from preferred materials	On Track	2027
65% of all materials (e.g., closure, components, leather, sheepskin, synthetic, textiles) used in our 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	On Track	2027
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	99.06% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	99.99% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	Target Achieved - FY21 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.





# Summary Of Deckers' Materials 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all hides used in our 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	97.48% 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	Target Achieved - FY23 and beyond target is to maintain	2025
Trace 100% of bovine full grain hides and sheepskin (used in our footwear) 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	On Track	2022
Trace 100% of all leather hides (used in our footwear) back to the country of origin, within the leather and sheepskin material categories	96.24% of all hides traced back to country of origin, within the leather and sheepskin material categories	97.30% of all hides traced to country of origin, within the leather and sheepskin material categories	100% of all hides traced to country of origin, within the leather and sheepskin material categories	100% of all hides traced to country of origin, within the leather and sheepskin material categories	100% of all 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 our 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 our products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in our products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in our products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in our products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in our products, including those produced by licensees and agents, was RDS-certified and certified recycled down	Target Achieved - FY19 and beyond target is to maintain	2022
Eliminate virgin wool in our footwear and to the extent that is not achievable, ensure that any virgin wool used is Responsible Wool Standard (RWS)-certified	78.57% of wool used in our footwear was repurposed wool and 21.13% was virgin uncertified wool	98.91% of wool used in our footwear was repurposed wool and 1.09% was virgin uncertified wool	98.67% of wool used in our footwear was repurposed wool and 1.33% was virgin uncertified wool	99.91% of wool used in our footwear was repurposed wool or RWS wool, and 0.09% was virgin uncertified wool	100% of wool used in our footwear was repurposed wool or RWS wool	Target Achieved - FY23 and beyond target is to maintain	2022
Eliminate virgin wool in our 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 our apparel, accessories, and home goods was repurposed wool and 99.36% was virgin uncertified wool	10.87% of wool used in our apparel, accessories, and home goods was RWS wool and 89.13% was virgin uncertified wool	72.49% of wool used in our apparel, accessories, and home goods was RWS wool and 27.51% was virgin uncertified wool	On Track	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' Materials 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all cashmere to be certified to a responsible standard (e.g. <i>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	New	2025
100% of all plant and plant-based fibers used in our footwear will be made with preferred materials	4.25% of all plant and plant-based fibers used in our footwear were made with preferred materials	16.79% of all plant and plant-based fibers used in our footwear were made with preferred materials	38.75% of all plant and plant-based fibers used in our footwear were made with preferred materials	62.22% of all plant and plant-based fibers used in our footwear were made with preferred materials	80.52% of all plant and plant-based fibers used in our footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in our 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 our 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 our 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 our 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 our 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 our 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 our 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 our 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 our 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 our 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 our 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	In progress - Target achievable	2025
100% of all MMCFs ( <i>Man-Made Cellulosic Fibers</i> ) used in our 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 our 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 our 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 our 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 our 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 our 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 our footwear to originate from post-consumer, post-industrial, or renewable resources	12.97% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	16.69% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	21.64% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	32.99% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	43.81% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	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' Materials 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
40% of all co-polyester fibers and films in our 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 our 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 our 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 our 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 our 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 our apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	On Track	2027
20-25% of bottom units utilize bio-based compounds, plant-based and/or recycled materials <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	4.38% of bottom units utilized bio-based, plant-based and/or recycled materials	5.55% of bottom units utilized bio-based, plant-based and/or recycled materials	5.64% of bottom units utilized bio-based, plant-based and/or recycled materials	5.53% of bottom units utilized bio-based, plant-based and/or recycled materials	10.45% of bottom units utilized bio-based, plant-based and/or recycled materials	On Track	2030
25-30% of all EVA used in our bottom units will feature recycled materials and/or bio-based compounds <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	3.48% of all EVA used in our bottom units featured recycled and/or bio-based compounds	2.82% of all EVA used in our bottom units featured recycled and/or bio-based compounds	2.85% of all EVA used in our bottom units featured recycled and/or bio-based compounds	3.63% of all EVA used in our bottom units featured recycled and/or bio-based compounds	12.11% of all EVA used in our bottom units featured recycled and/or bio-based compounds	On Track	2030
15-20% of all materials used outside of EVA in our bottom units will feature bio-based compounds, plant-based, and/or recycled materials <i>*includes midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates - exclusive of auxiliaries</i>	4.90% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	7.00% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	7.12% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	6.90% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	9.15% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	On Track	2030
50% of all natural rubber used in our footwear to come from recycled sources or originate from sources that legally harvest, source, transport, and export rubber. Pursuant to our policies, we will not use any rubber that originates from tree plantations that were established after 1994 through conversion or simplification of natural forests	Target first conceptualized in FY21	Target first conceptualized in FY21	5.55% of all natural rubber used in our footwear was traceable to tree plantations established before 1994	7.19% of all natural rubber used in our footwear was traceable to tree plantations established before 1994	5.78% of all natural rubber used in our footwear was traceable to tree plantations established before 1994	In progress - Target achievable	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' Materials 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of packaging materials used in our footwear will be made from preferred materials	84.06% of packaging materials used in our footwear were made from preferred materials	96.17% of packaging materials used in our footwear were made from preferred materials	96.09% of packaging materials used in our footwear were made from preferred materials	95.65% of packaging materials used in our footwear were made from preferred materials	96.73% of packaging materials used in our footwear were made from preferred materials	On Track	2030
100% of packaging materials used in our apparel, accessories, and home goods will be made from preferred materials	Target first conceptualized in FY21	Target first conceptualized in FY21	85.96% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	92.96% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	92.04% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	On Track	2030
100% of timber used in our 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 our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.75% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.86% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.42% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.37% of timber used in our 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 our 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	87.26% of timber used in our apparel, accessories, and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.49% of timber used in our 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 our 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 our footwear materials that have the ability to use more preferred finishing methods (inclusive of pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	1.86% of our footwear materials used more preferred finishing methods	12.79% of our footwear materials used more preferred finishing methods	19.83% of our footwear materials used more preferred finishing methods	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.





# Summary Of Deckers' Materials 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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>	In progress - Target achievable	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.







## Climate and Clean Energy

### OUR APPROACH

The Earth's temperature is rising, threatening Earth's ecosystems and significantly impacting many people across the globe. In March 2023, the United Nations (UN) Intergovernmental Panel on Climate Change released its **Climate Change 2023: Synthesis Report**. Our biggest takeaway from the report is that deep, prompt, and sustained mitigation efforts are needed in order 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.

 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b> Ensure universal access to affordable, reliable, sustainable and modern energy for all.</p>	 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Ensure sustainable consumption and production patterns.</p>	 <p><b>13 CLIMATE ACTION</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p><b>Climate and Clean Energy</b> Reduce energy consumption and greenhouse gas emissions throughout our operations</p>
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# Climate and Clean Energy (continued)

## FY23 EMISSIONS SUMMARY

In FY23, 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. We are proud of our scope 1, 2, and 3 progress against our Science-Based Targets (as outlined below). While we cannot predict all potential events that could impact our emissions (e.g. headwinds, supply chain disruptions, methodology updates, changes to emissions factors, etc.) our commitment to continuing our work is stronger than ever.

### DECKERS BRANDS GHG EMISSIONS SUMMARY (METRIC TONS CO<sub>2</sub>E)

SCOPE	FY19 (BASELINE YEAR) (METRIC TONS CO <sub>2</sub> E)	FY20 (METRIC TONS CO <sub>2</sub> E)	FY21 (METRIC TONS CO <sub>2</sub> E)	FY22 (METRIC TONS CO <sub>2</sub> E)	FY23 (METRIC TONS CO <sub>2</sub> E)	FY23 (% OF BREAKDOWN)
SCOPE 1	416.67	275.87	248.82	272.90	460.54	0.04%
SCOPE 2: MARKET-BASED	1,076.87	963.62	763.59	766.22	285.60	0.03%
SCOPE 3	888,727.31	937,690.41	1,083,354.45	1,433,427.08	1,116,338.87	99.93%
<b>TOTAL EMISSIONS TCOE</b>	<b>890,220.85</b>	<b>938,929.90</b>	<b>1,084,366.86</b>	<b>1,434,466.20</b>	<b>1,117,085.01</b>	<b>100%</b>


\*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 using an EF database from 2019 and data inputs by Deckers using Compass 2020

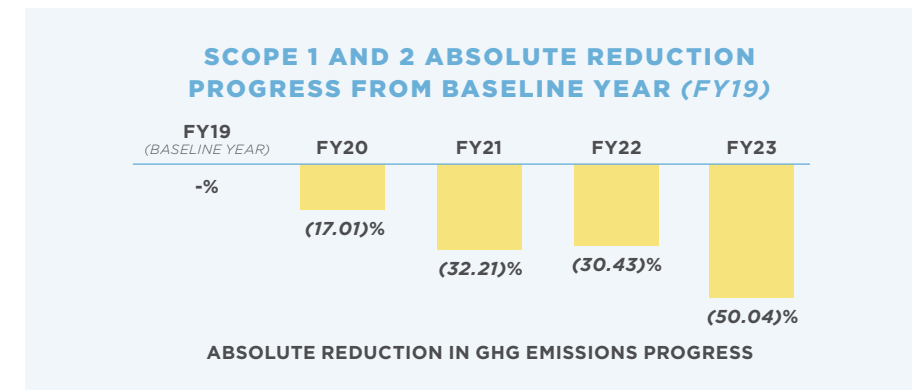



# Climate and Clean Energy (continued)

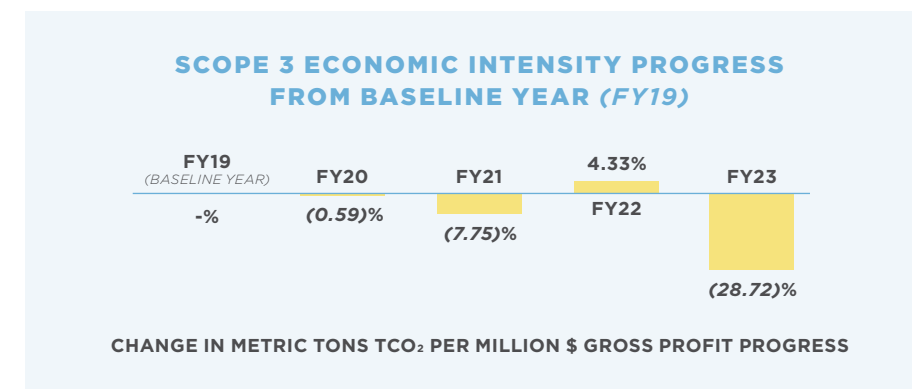
## SCIENCE-BASED TARGETS

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:

DECKERS BRANDS	SBTI REDUCTION TARGETS	FY19	FY20	FY21	FY22	FY23	STATUS
	<b>SCOPE 1 &amp; 2 (MARKET BASED)</b> Reduce absolute GHG emissions by 46% by FY30 from a FY19 baseline year	Baseline Year	(17.01)%	(32.21)%	(30.43)%	(50.04)%	On Track



DECKERS BRANDS	SBTI REDUCTION TARGETS	FY19	FY20	FY21	FY22	FY23	STATUS
	<b>SCOPE 3</b> Reduce Scope 3 GHG emissions 58% per \$m gross profit by FY30 from a FY19 baseline year	Baseline Year	(0.59)%	(7.75)%	4.33%	(28.72)%	On Track



\*Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi  
 \*Our Scope 3 footprint has been calculated by Carbon Trust using an EF database from 2019 and data inputs by Deckers use Compass 2020

### 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
- Ensure 25% of our footwear materials that have the ability to use more preferred finishing methods (*inclusive of preferred dyeing methods, pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)*) will use such methods
- 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	FY19 (BASELINE YEAR) (EMISSIONS (TCO <sub>2</sub> E))	FY20 (EMISSIONS (TCO <sub>2</sub> E))	FY21 (EMISSIONS (TCO <sub>2</sub> E))	FY22 (EMISSIONS (TCO <sub>2</sub> E))	FY23 (EMISSIONS (TCO <sub>2</sub> E))	FY23 % BREAKDOWN (% OF WHOLE)
1A: PURCHASED GOODS AND SERVICES (PRODUCT)	730,730.37	773,427.27	910,448.01	1,139,011.16	822,955.47	73.72%
1A: PURCHASED GOODS AND SERVICES (PRODUCT) - RAISING OF ANIMAL	42,283.72	56,002.61	54,349.03	79,152.04	20,433.81	1.83%
1B: PURCHASED GOODS AND SERVICES (NON-PRODUCT)	784.19	2,528.81	3,040.47	4,374.33	3,955.24	0.35%
2: CAPITAL GOODS	13,056.93	16,655.71	16,838.62	46,415.91	22,845.08	2.05%
3: FUEL AND ENERGY RELATED ACTIVITIES	364.74	227.58	169.57	207.32	416.85	0.04%
4: UPSTREAM TRANSPORTATION AND DISTRIBUTION	32,880.07	29,428.35	28,515.58	72,309.38	83,601.72	7.49%
5: WASTE GENERATED IN OPERATIONS	1,236.73	1,299.09	5,421.25	6,362.85	5,612.98	0.50%
6: BUSINESS TRAVEL	4,548.58	5,583.57	243.41	1,573.93	5,845.46	0.52%
7: EMPLOYEE COMMUTING	5,989.92	6,218.95	4,217.28	4,197.5	4,520.65	0.40%
8: UPSTREAM LEASED ASSETS	12648.98	7,255.51	11,543.96	7,660.98	24,018.09	2.15%
9: DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	25,851.71	26,013.26	28,015.46	43,870.62	34,312.62	3.07%
11: USE OF SOLD PRODUCTS	7,640.09	2,826.85	9,252.75	11,463.29	19,191.58	1.72%
12: END-OF-LIFE TREATMENT OF SOLD PRODUCTS	10,711.27	10,222.86	11,299.05	16,827.76	13,311.61	1.19%
14. FRANCHISES	-	-	-	-	55,317.72	4.96%
10. PROCESSING OF SOLD PRODUCT	-	-	-	-	-	-
13. DOWNSTREAM LEASED ASSETS	-	-	-	-	-	-
15. INVESTMENTS	-	-	-	-	-	-
<b>TOTAL SCOPE 3 EMISSIONS</b>	<b>888,727.3</b>	<b>937690.42</b>	<b>1,083,354.44</b>	<b>1,433,427.07</b>	<b>1,116,338.88</b>	<b>100%</b>

\*Our emissions baseline year is FY19 as it had to be a year which was not impacted by COVID-19 per SBTi


\*Our Scope 3 footprint has been calculated by Carbon Trust using an EF database from 2019 and data inputs by Deckers use Compass 2020




# Climate and Clean Energy (continued)


## PHYSICAL INTENSITY REDUCTIONS BY BRAND


### BRAND SPECIFIC PHYSICAL INTENSITY TARGETS AND PROGRESS


BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE	STATUS
	UGG footwear to reduce GHG emissions by 40% per pair by 2030	FY19	20.65	-	Achieved
		FY20	19.31	(6.49)%	
		FY21	17.62	(14.68)%	
		FY22	14.13	(31.60)%	
		FY23 (EF Method 2020)	12.42	(39.85)%	
		FY23 (EF Method 2022)	10.8	(47.69)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE	STATUS
	HOKA footwear to reduce GHG emissions by 20% per pair by 2030	FY19	14.28	-	Achieved
		FY20	15.42	7.94%	
		FY21	14.71	2.98%	
		FY22	11.93	(16.47)%	
		FY23 (EF Method 2020)	9.36	(34.47)%	
		FY23 (EF Method 2022)	8.53	(40.29)%	

\*Note, we filed economic intensity targets with SBTi - the above showcases our internal targets that the brands have adopted. As science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emission factors were used in FY19-FY22. We also include FY23 data calculated using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE	STATUS
	Teva footwear to reduce GHG emissions by 35% per pair by 2030	FY19	10	-	Achieved
		FY20	8.69	(13.15)%	
		FY21	7.87	(21.36)%	
		FY22	7.3	(27.03)%	
		FY23 (EF Method 2020)	5.78	(42.27)%	
		FY23 (EF Method 2022)	5.3	(47.04)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE	STATUS
	Koolaburra footwear to reduce GHG emissions by 35% per pair by 2030	FY19	20.05	-	On Track
		FY20	15.85	(20.91)%	
		FY21	14.88	(25.78)%	
		FY22	16.56	(17.40)%	
		FY23 (EF Method 2020)	18.98	(5.30)%	
		FY23 (EF Method 2022)	16.36	(18.38)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	GHG EMISSIONS (EQV. CO <sub>2</sub> KG) PER PAIR	CUMULATIVE CHANGE	STATUS
	Sanuk footwear to reduce GHG emissions by 40% per pair by 2030	FY19	7.06	-	Achieved
		FY20	6.52	(7.68)%	
		FY21	5.98	(15.34)%	
		FY22	4.99	(29.36)%	
		FY23 (EF Method 2020)	4.38	(38.01)%	
		FY23 (EF Method 2022)	3.81	(46.02)%	



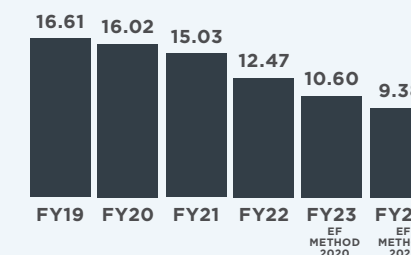
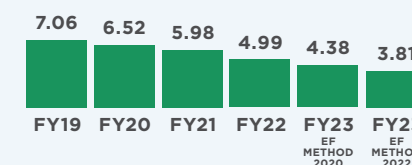
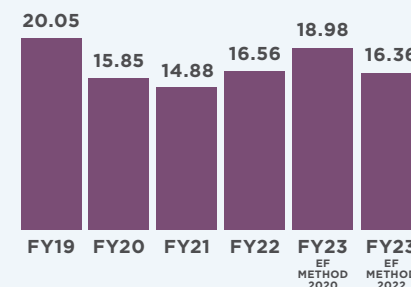
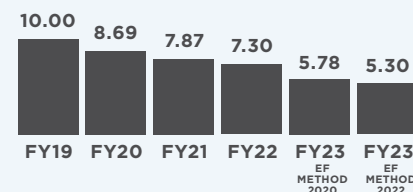
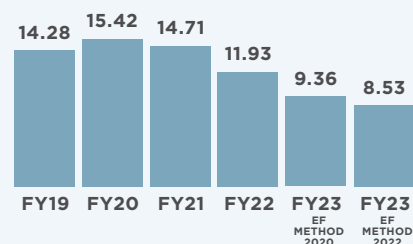
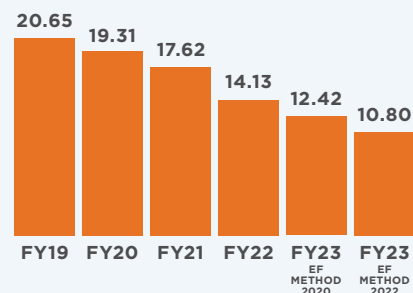


# Climate and Clean Energy (continued)

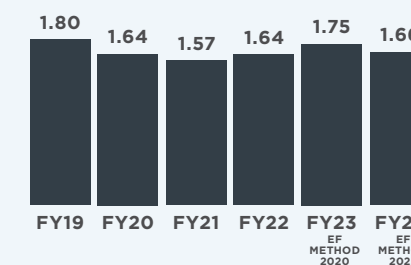
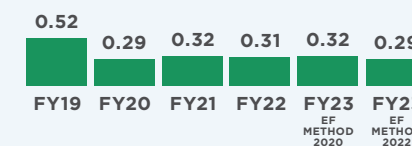
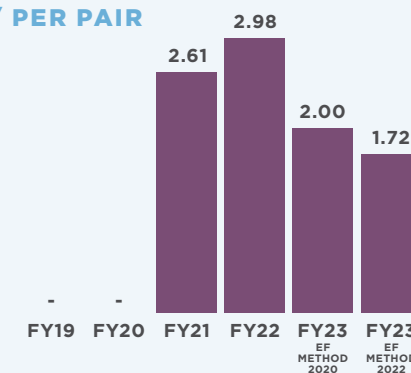
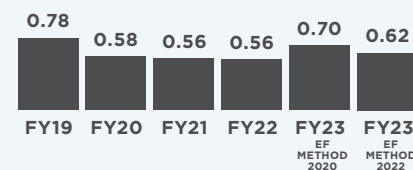
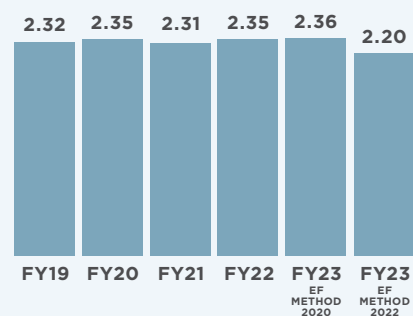
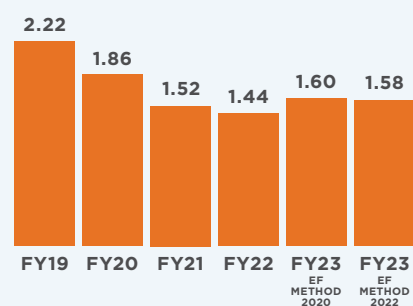
## GHG EMISSIONS PHYSICAL INTENSITY PROGRESS BY BRAND



### DECKERS BRANDS AND BRAND SPECIFIC FOOTWEAR GHG EMISSIONS (EQ. KG CO<sub>2</sub>) / PER PAIR



### DECKERS BRANDS AND BRAND SPECIFIC FOOTWEAR PACKAGING GHG EMISSIONS (EQ. KG CO<sub>2</sub>) / PER PAIR







# Climate and Clean Energy (continued)

## REGENERATIVE AGRICULTURE

Regenerative agriculture is a conservation and rehabilitation approach for the 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 September 2023, UGG has helped influence over 890,000 acres, with a goal of 1 million acres by 2025, through regenerative farming practices with the Savory Institute. 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. Our hope is that this commitment will also allow regenerative sheepskin to reach the scale needed for use in our products.

## 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. In FY23, our offices, like many others, allowed employees to continue working remotely. As such, we are not reporting savings from our alternative commute program as most of our employees were not commuting.

### EMPLOYEE TRAVEL RELATED EMISSIONS

We monitor global employee business-related travel emissions. In FY23, our global employee’s air travel emitted 5,531,227.24 lbs of CO<sub>2</sub> eq. or 2508.92 metric tons. While this is a significant increase when compared to FY22, we believe it to be a more realistic illustration as our employees were not really traveling in FY22 due to the continued impacts of the pandemic. We are also including additional travel related emissions including hotel and train for more holistic reporting.

EMPLOYEE METHOD OF TRAVEL	FY22 LBS OF CO <sub>2</sub>	FY23 LBS OF CO <sub>2</sub>
TRAIN	4,641.75	9,206.07
HOTEL	82,265.17	345,280.16
AIR	1,802,577.78	5,176,741.01
<b>TOTAL</b>	<b>1,889,484.70</b>	<b>5,531,227.24</b>

## 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 - not far from Deckers’ HQ.

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 their noise, lessened the risk of lethal ship strikes on whales, and reduced their overall CO<sub>2</sub>e emissions and NO<sub>x</sub> emissions.



# Climate and Clean Energy (continued)

## ELECTRICITY USAGE



### CORPORATE OFFICES

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 HQ 100% renewable. Another positive step in our sustainability journey.

### CORPORATE HQ SOLAR ELECTRIC ENERGY BREAKDOWN

	SOLAR (KW)	ELECTRIC (KW)	TOTAL (KW)
<b>FY20</b>	568,381	1,328,751	1,897,133
<b>PERCENTAGE</b>	29.96%	70.04%	100%
<b>FY21</b>	506,573	1,041,129	1,547,702
<b>PERCENTAGE</b>	32.70%	67.30%	100%
<b>FY22</b>	497,510	1,114,081	1,611,591
<b>PERCENTAGE</b>	30.87%	69.13%	100%
<b>FY23</b>	406,182	1,418,753	1,824,935
<b>PERCENTAGE</b>	28.63%	71.37%	100%

\*Our increased consumption can be attributed to the fact that more employees are returning to the office following the pandemic.



### 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.

### DISTRIBUTION CENTER SOLAR ELECTRIC ENERGY BREAKDOWN

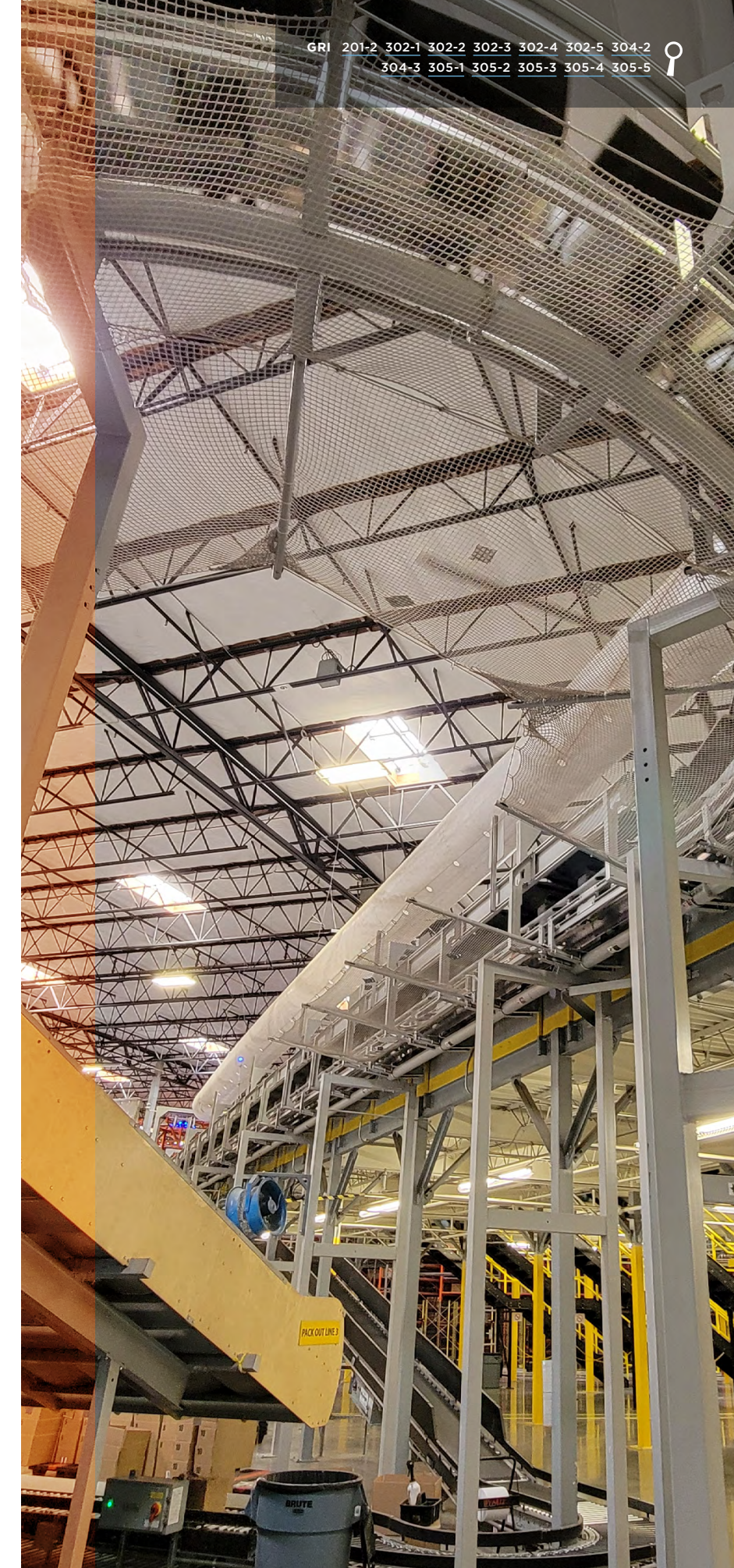
	SOLAR (KW)	ELECTRIC (KW)	TOTAL (KW)
<b>FY20</b>	1,008,276	7,123,952	8,132,288
<b>PERCENTAGE</b>	12%	88%	100%
<b>FY21</b>	1,315,752	7,479,588	8,795,340
<b>PERCENTAGE</b>	15%	85%	100%
<b>FY22</b>	8,505	10,006,913	10,015,418
<b>PERCENTAGE</b>	0.08%	99.92%	100%
<b>FY23</b>	9,052	9,739,841	9,748,893
<b>PERCENTAGE</b>	0.09%	99.91%	100%

Our LEED certified Gold Distribution Center in Indiana does not currently utilize solar at this time, but electricity consumption is noted below.

### MIDWEST DISTRIBUTION CENTER ENERGY USE

	ELECTRIC (KW)
<b>FY22*</b>	8,505
<b>FY23</b>	1,285,478

\*Note, this facility was opened in FY22.





# Climate and Clean Energy (continued)

## ELECTRICITY USAGE (CONTINUED)

### CORPORATE OFFICE ENERGY USE (KWH/SQFT FOR FY23)

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
DECKERS FLAGSTAFF	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
	12,281	2.38	0.01
JAPAN OFFICE	34,192	7.34	0.02
	16,989	3.35	0.01
MACAU OFFICE	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. Deckers Italy opened in November 2022.





# Climate and Clean Energy (continued)

## ELECTRICITY USAGE (CONTINUED)

### RETAIL STORE LOCATIONS

In FY23, we continued tracking energy usage at the US retail store locations where we are responsible for utility invoices. Some US 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 FY23)

STORE NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
<b>US LOCATIONS</b>			
5TH AVENUE FLAGSHIP	12,843	117,920	9.18
ALBERTVILLE	2,560	31,054	12.13
CABAZON	4,000	52,355	13.09
CAMARILLO PREMIUM OUTLETS	3,116	40,208	12.90
CHICAGO PREMIUM OUTLETS	3,600	41,322	11.48
CITADEL	2,982	59,553	19.97
CLINTON CROSSING	3,523	41,155	11.68
FASHION OUTLETS OF CHICAGO	2,162	45,390	20.99
FASHION SHOW MALL	2,666	17,073	6.40
FASHION VALLEY	3,176	47,508	14.96
FOXWOODS	4,058	36,485	8.99
GREAT MALL	3,023	30,102	9.96
HOKA FLAT IRON POP UP	3,175	12,780	4.03
HOKA MELROSE	2,153	38,886	18.06
HOKA SOUTH COAST PLAZA POP UP	2,681	9,262	3.45
HONOLULU	9,019	80,594	8.94
JERSEY SHORE	5,245	122,709	23.40

STORE NAME (CONTINUED)	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
LAS VEGAS NORTH PREMIUM OUTLETS	5,000	191,092	38.22
LEESBURG PREMIUM OUTLETS	2,500	34,268	13.71
LENOX SQUARE	2,383	64,471	27.05
MALL OF AMERICA	3,972	81,884	20.62
MICHIGAN AVENUE	7,403	255,720	34.54
ORLANDO PREMIUM OUTLETS - VINELAND AVE	5,000	17,247	3.45
PLEASANT PRARIE PREMIUM OUTLETS	5,131	66,000	12.86
POWELL STREET	4,575	793,119	173.36
RIVERHEAD	3,000	1,668	0.56
SAN FRANCISCO PREMIUM OUTLETS	3,400	39,726	11.68
SAWGRASS MILLS	4,462	132,006	29.58
SEATTLE PREMIUM	2,997	39,013	13.02
SOHO	3,000	61,092	20.36
SOUTH COAST PLAZA	3,426	41,750	12.19
THE MILL AT JERSEY GARDENS	5,005	25,864	5.167
VENTURA	7,900	70,583	8.93
WESTCHESTER	2,895	60,280	20.82
WOODBURY COMMONS	4,445	70,653	15.89



# Climate and Clean Energy (continued)

## ELECTRICITY USAGE (CONTINUED)

### RETAIL STORES ENERGY USE (KWH/SQFT FOR FY23) (CONTINUED)

STORE NAME (CONTINUED)	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
<b>APAC LOCATIONS</b>			
CHELSEA SANO - DAIKO	7,900	27,363	3.46
GOTEMBA	2,141	16,446	7.68
IRUMA SAITAMA	1,880	13,147	6.99
KISARAZU	2,024	23,735	11.73
KITA HIROSHIMA - DAIKO	1,611	19,504	12.11
KOBE KYORYUCHI	3,221	60,767	18.87
KOBE SANDA PREMIUM - DAIKO	1,792	19,029	10.62
MID TOWN ROPPONGI - BOUTIQUE	1,238	17,198	13.89
MITSUI OUTLET PARK JAZZ DREAM NAGASHIMA - DAIKO	2,050	13,269	6.47
OSAKA - BOUTIQUE	4,846	91,385	18.86
RINKU PREMIUM	1,792	24,246	13.53
SAPPORO	7,075	79,780	11.28
SHIGA RYUO - DAIKO	1,894	15,327	8.09
SHISUI PREMIUM - DAIKO	2,088	14,135	6.77
<b>TOTAL</b>		<b>3,306,124</b>	<b>821.99</b>

\*We have approximately 185 global retail stores. Note, while the above only shows some of our retail stores, all were accounted for in our SBTi science-based targets.

### SHOWROOM ENERGY USE (KWH/SQFT FOR FY23)

SHOWROOM NAME	FLOOR AREA (SQFT)	TOTAL (KWH)	KWH/SQFT (FISCAL YEAR)
LOS ANGELES UGG SHOWROOM	5,966	11,310	1.90
PACIFIC POINT BUSINESS CENTER	959	358	0.37
NEW YORK UGG SHOWROOM	15,686	31,732	2.02

\*We have 8 global showrooms. Note, while the above only shows some of our showrooms, all were accounted for in our SBTi science-based targets.







# Climate and Clean Energy (continued)

## ELECTRICITY USAGE (CONTINUED)

### SUPPLY CHAIN ENERGY CONSUMPTION

In FY23, we saw an increase in energy consumption at all monitored Tier 1 factory partners, Tier 2 supplier partners, and Tier 2 tannery partners. We intend to focus our efforts here next year as we anticipate access to better data through our use of the Wordly (formerly HIGG) Facilities Environmental Monitoring module. We hope that this data will allow us to establish more pointed targets by facility rather than a generalized target among all partners.

	TIER 1 FOOTWEAR FACTORIES	TIER 2 BOTTOM SUPPLIERS
<b>FY23 TARGET</b>	<i>Reduce energy consumption among T1 partners by 10% and T2 bottom partners by 5%</i>	
<b>STATUS</b>	Needs Improvement	Needs Improvement
<b>FY19</b>	2.90 Kwh/pair	0.82 Kwh/pair
<b>FY19 FACILITIES MONITORED</b>	13	6
<b>FY20</b>	2.03 Kwh/pair	2.64 Kwh/pair
<b>FY20 FACILITIES MONITORED</b>	14	8
<b>FY21</b>	1.76 Kwh/pair	2.70 Kwh/pair
<b>FY21 FACILITIES MONITORED</b>	14	7
<b>FY22</b>	1.88 Kwh/pair	3.26 Kwh/pair
<b>FY22 FACILITIES MONITORED</b>	15	7
<b>FY23</b>	2.27 Kwh/pair	4.81 Kwh/pair
<b>FY23 FACILITIES MONITORED</b>	17	7

TIER 2 TANNERIES	C RAW HIDE/SKIN TO FINISHED LEATHER	D TANNED HIDE/SKIN TO FINISHED LEATHER	F TANNED HIDE/SKIN TO CRUST LEATHER
<b>FY23 TARGET</b>	<i>Our goal is to continue monitoring our tanneries so that they maintain industry best practices.</i>		
<b>STATUS</b>	√	Needs Improvement	Needs Improvement
<b>FY20</b>	32.96 MJ/m <sup>2</sup>	23.24 MJ/m <sup>2</sup>	19.55 MJ/m <sup>2</sup>
<b>FY20 FACILITIES MONITORED</b>	2	6	1
<b>FY21</b>	34.29 MJ/m <sup>2</sup>	20.84 MJ/m <sup>2</sup>	69.07 MJ/m <sup>2</sup>
<b>FY21 FACILITIES MONITORED</b>	2	5	1
<b>FY22</b>	37.07 MJ/m <sup>2</sup>	20.12 MJ/m <sup>2</sup>	17.99 MJ/m <sup>2</sup>
<b>FY22 FACILITIES MONITORED</b>	2	5	1
<b>FY23</b>	35.33 MJ/m <sup>2</sup>	24.10 MJ/m <sup>2</sup>	18.55 MJ/m <sup>2</sup>
<b>FY23 FACILITIES MONITORED</b>	1	5	1

\*In FY20 we revised our tracking formulas from from MJ/sq ft to MJ/m<sup>2</sup>. This aligns with Leather Working Group and will allow us to easily transition when we evolve our raw materials LCA to include production.

\*'C', 'D', 'F' refer to **Leather Working Group tannery categories**. Category C is referring to raw hide/skin to finished leather, Category D is referring to tanned hide/skin to finished leather and Category F is referring to tanned hide/skin to crust leather.





# Climate and Clean Energy (continued)

## ELECTRICITY USAGE (CONTINUED)


### BRAND SPECIFIC ENERGY USAGE TARGETS AND PROGRESS


The vast majority of our overall footprint occurs at Scope 3. Our brands play a significant role in our overall energy usage. Our brands are committed to reducing energy usage on a per pair basis. The below illustrates our brand's cumulative progress since our FY19 baseline year.


BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE	STATUS
	UGG footwear to reduce energy Usage by 35% per pair by 2030	FY19	226.89	-	On Track
		FY20	216.61	(4.53)%	
		FY21	197.67	(12.88)%	
		FY22	158.56	(30.12)%	
		FY23 (EF Method 2020)	148.37	(34.60)%	
		FY23 (EF Method 2022)	163.41	(27.98)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE	STATUS
	HOKA footwear to reduce energy Usage by 25% per pair by 2030	FY19	156.61	-	Achieved
		FY20	167.03	6.65%	
		FY21	162.20	3.57%	
		FY22	133.78	(14.58)%	
		FY23 (EF Method 2020)	112.11	(28.41)%	
		FY23 (EF Method 2022)	123.07	(21.41)%	

\*Note, we filed economic intensity targets with SBTi - the above showcases our internal targets that the brands have adopted. As science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emission factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE	STATUS
	Teva footwear to reduce energy Usage by 30% per pair by 2030	FY19	112.32	-	Achieved
		FY20	97.25	(13.41)%	
		FY21	88.29	(21.39)%	
		FY22	84.09	(25.13)%	
		FY23 (EF Method 2020)	70.20	(37.50)%	
		FY23 (EF Method 2022)	78.05	(30.50)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE	STATUS
	Koolaburra footwear to reduce energy Usage by 35% per pair by 2030	FY19	227.28	-	On Track
		FY20	175.05	(22.98)%	
		FY21	170.38	(25.03)%	
		FY22	186.22	(18.07)%	
		FY23 (EF Method 2020)	218.50	(3.86)%	
		FY23 (EF Method 2022)	237.12	4.33%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE	STATUS
	Sanuk footwear to reduce energy Usage by 40% per pair by 2030	FY19	74.44	-	On Track
		FY20	69.35	(6.84)%	
		FY21	65.51	(12.00)%	
		FY22	54.57	(26.70)%	
		FY23 (EF Method 2020)	52.83	(29.80)%	
		FY23 (EF Method 2022)	56.72	(23.80)%	

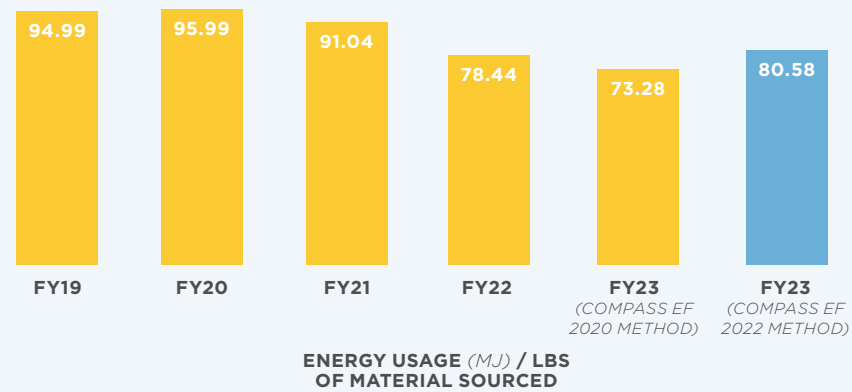


# Climate and Clean Energy (continued)

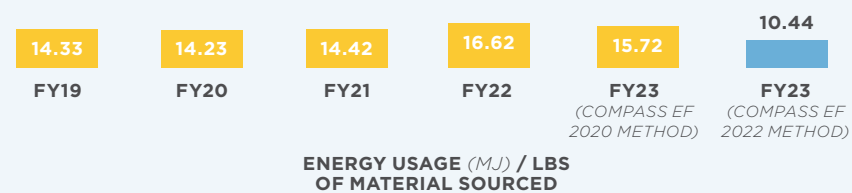
## ENERGY METRICS

### DECKERS BRANDS ENERGY CONSUMPTION

#### DECKERS FOOTWEAR ENERGY USAGE PER LBS. OF MATERIAL SOURCED



#### DECKERS FOOTWEAR PACKAGING ENERGY USAGE PER LBS. OF MATERIAL SOURCED



\*Note, as science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emissions factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.

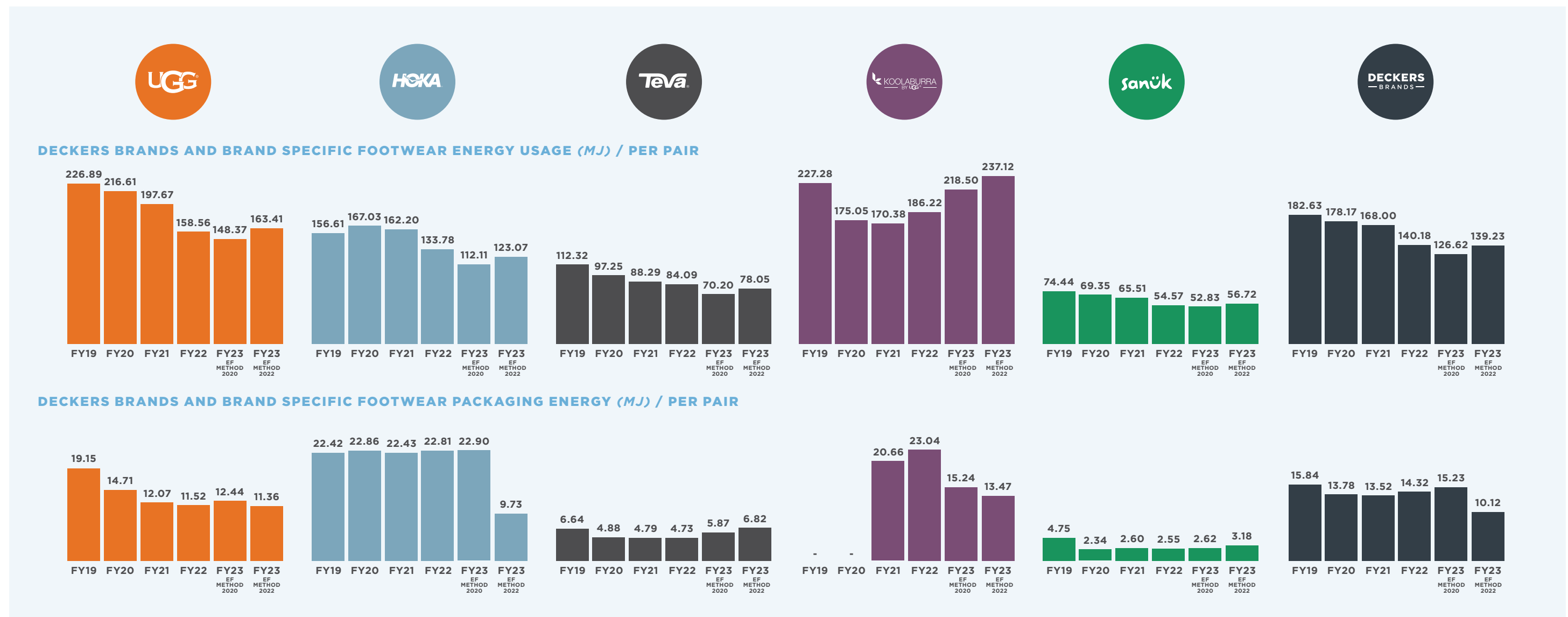




# Climate and Clean Energy (continued)

## ENERGY METRICS (CONTINUED)

### DECKERS BRANDS ENERGY CONSUMPTION (CONTINUED)



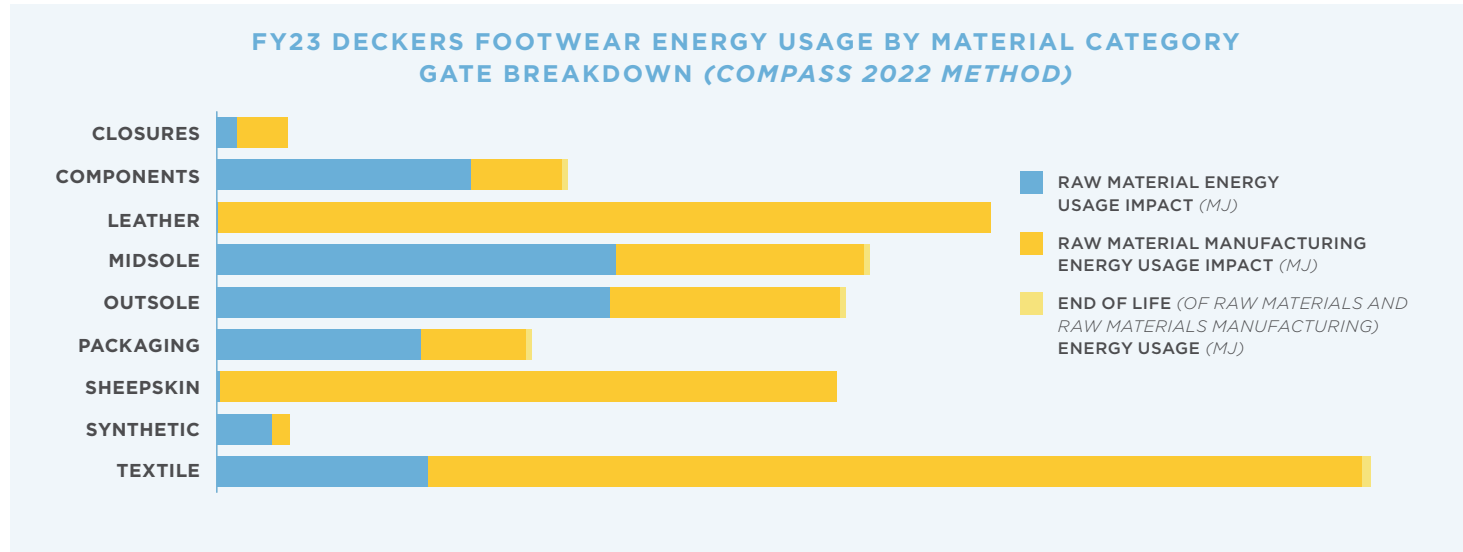
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# Climate and Clean Energy (continued)

## ENERGY METRICS (CONTINUED)

### DECKERS FOOTWEAR ENERGY USAGE GATES BY MATERIAL CATEGORY



DECKERS	RAW MATERIAL ENERGY USAGE IMPACT (MJ)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) ENERGY USAGE IMPACT (MJ)
CLOSURES	35,068,116.71	86,064,925.69	762,807.7
COMPONENTS	436,570,818.23	157,164,385.02	5,449,501.95
LEATHER	561,415.93	1,327,583,303.81	1,637,705.97
MIDSOLE	685,832,864.01	424,756,444.29	5,303,617.03
OUTSOLE	676,091,921.14	389,653,178.02	5,767,417.82
PACKAGING	350,036,792.78	182,980,946.52	5,561,204.9
SHEEPSKIN	1,248,588.99	1,061,225,294.1	1,057,821.46
SYNTHETIC	94,623,062.99	33,675,214.29	992,437.91
TEXTILE	366,166,981.28	1,595,405,507.32	16,024,129.82

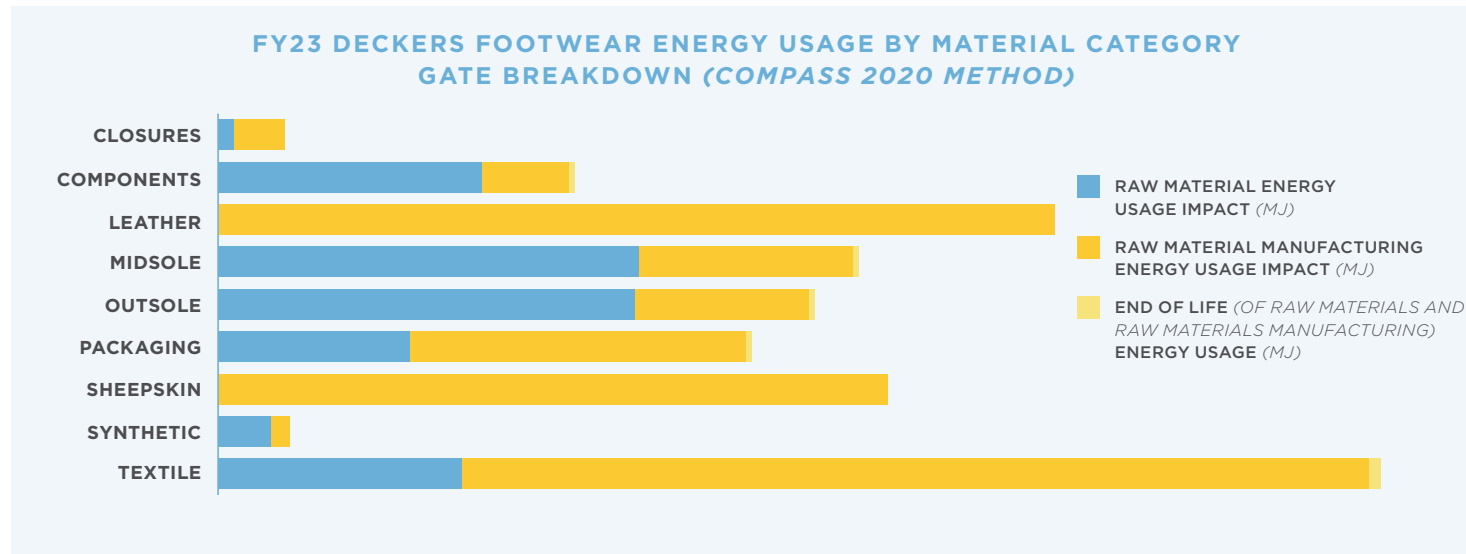




# Climate And Clean Energy (continued)

## ENERGY METRICS (CONTINUED)

### DECKERS FOOTWEAR ENERGY USAGE GATES BY MATERIAL CATEGORY



DECKERS	RAW MATERIAL ENERGY USAGE IMPACT (MJ)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) ENERGY USAGE IMPACT (MJ)
CLOSURES	30,295,942.70	74,614,546.66	774,345.48
COMPONENTS	407,361,888.40	133,830,922.54	5,525,219.42
LEATHER	561,409.33	1,277,690,443.70	1,637,705.97
MIDSOLE	643,772,763.71	329,893,966.79	5,464,830.79
OUTSOLE	637,896,153.48	265,710,953.44	5,862,102.00
PACKAGING	295,107,290.03	512,123,933.72	5,894,084.80
SHEEPSKIN	1,242,808.48	1,023,595,146.12	1,075,901.70
SYNTHETIC	84,280,357.90	29,721,494.49	993,547.68
TEXTILE	374,576,522.69	1,382,499,277.04	16,295,825.33







# 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 (COMPASS 2020 METHOD)	FY23 (COMPASS 2022 METHOD)
CO <sub>2</sub> EMISSIONS KG OF CO <sub>2</sub>	888,727,312.57	937,690,410.08	1,083,354,446.87	1,433,427,079.26	1,117,085,016.75	1,141,409,426.96
TOTAL KWH	622,899,375	657,217,081	759,311,432	1,004,673,559	782,952,824	800,001,540
TOTAL LBS OF MATERIAL SOURCED	104,496,776	104,201,932	116,836,207	183,147,922	151,136,147	151,136,147
KWH / LBS OF MATERIAL SOURCED	5.961	6.307	6.499	5.486	5.180	5.293

\*The national weighted average carbon dioxide marginal emission rate for delivered electricity in 2019 was 1,562.4 lbs CO<sub>2</sub> per megawatt-hour, which accounts for losses during transmission and distribution (EPA 2020). 1,562.4 lbs CO<sub>2</sub> per megawatt-hour = 0.708892 kg CO<sub>2</sub> per KWH



# Summary Of Deckers' Climate & Clean Energy Progress



**Climate and Clean Energy**  
 Reduced energy consumption and greenhouse gas emissions throughout our operations  
*(This target advances the United Nations Global Compact SDG numbers 7, 12, and 13)*



GRI 301-1 301-2 301-3 302-1 302-2 302-3 302-4 302-5 303-1 303-2 303-4 303-5 305-1 305-2 305-3 305-5 416-1



## SUSTAINABLE DEVELOPMENT GOALS: CLIMATE AND CLEAN ENERGY

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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 <sub>2</sub>	Global employees air travel emitted 163,115 pounds or 81.55 metric tons of CO <sub>2</sub> (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 <sub>2</sub> <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 <sub>2</sub> <i>*Note the above is inclusive of air, hotel and train</i>	On Track* <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 <sub>2</sub> annually	Employees recorded and saved 71.07 tons of CO <sub>2</sub> through alternative commute strategies	Employees recorded and saved 80.74 tons of CO <sub>2</sub> 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	On Track	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	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	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	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	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	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	Target Achieved - FY21 and beyond target is to continue to monitor	2025
Deckers commits to reduce absolute Scope 1 & 2 GHG emissions 46% by FY30 from a FY19 base year  Deckers commits to reduce Scope 3 GHG emissions 58% per \$m gross profit by FY30 from a FY19 base year  <small>*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</small>	Baseline Year Scope 1 & 2 (Market-based): 1,493.54 tCO <sub>2</sub> e Scope 3: 888,727.31 tCO <sub>2</sub> e	Scope 1 & 2 (Market-based): 1,239.49 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -17.01% Scope 3: 937,690.41 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -0.59%	Scope 1 & 2 (Market-based): 1,021.40 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -32.21% Scope 3: 1,083,345.45 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -7.75%	Scope 1 & 2 (Market-based): 1039.12 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -30.43% Scope 3: 1,433,427.08 tCO <sub>2</sub> e  Percentage Change from Baseline Year: +4.33%	Scope 1 & 2 (Market-based): 746.15 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -50.04% Scope 3: 1,116,338.87 tCO <sub>2</sub> e  Percentage Change from Baseline Year: -28.72%	In progress - Target achievable	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.



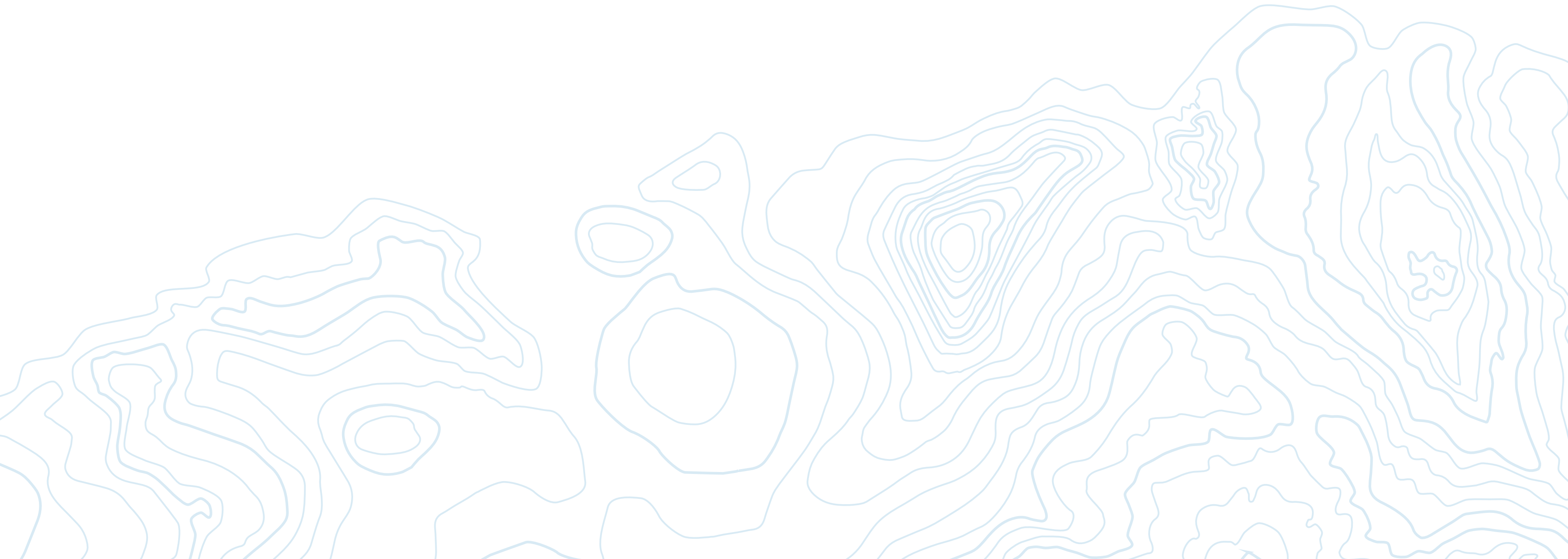


# Summary Of Deckers' Climate & Clean Energy Progress (continued)

## 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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	On Track	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. As a LEED silver certified building 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 campus. We continue to track water usage at our corporate HQ, 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 FY19.

CORPORATE HEADQUARTERS WATER USAGE (IN GALLONS)	
FY19	36,019
FY20	31,186
FY21	34,829
FY22	27,872
FY23	22,592

*\*22,592 gallons is approximately 0.0855 Megaliters.*





## Water (continued)

### SUPPLY CHAIN WATER USAGE EFFORTS

Understanding that our largest environmental impact occurs at the raw material level, in FY23 we monitored 32 of our supply chain partners (17 of our Tier 1 factory partners and 15 of our Tier 2 partners). Deckers expects our partners to adhere to the highest standards of water efficiency and discharge. We require 100% of our partners to have wastewater discharge permits to ensure proper disposal.

Our target is to reduce our water usage among Tier 1 partners by 15% and among Tier 2 partners by 5%. In FY23, we unfortunately saw a minor increase in water usage among our monitored Tier 1 factories, Tier 2 suppliers, and Category D and F tanneries. The minor increase could be attributed to our addition of more monitored partners who are producing different silhouettes when compared to prior years. Our Category C tanneries did reduce their water usage significantly from FY22 to FY23. Our partners share in our vision to minimize water consumption and we are excited to continue working with them to reach these goals.

We intend to improve the quality of the data we are collecting among our partners so that we can set more targeted 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. We will also continue to lean on our key Tier 1 factory partners to further engage our Tier 2 partners. We believe that with these efforts our team will be well positioned to better track and monitor the progress being made at an individual factory or supplier location.

#### TIER 1 FOOTWEAR FACTORIES AND TIER 2 BOTTOM SUPPLIERS

	TIER 1 FOOTWEAR FACTORIES	TIER 2 BOTTOM SUPPLIERS
<b>TARGET</b>	<i>Reduce water usage among T1 partners by 15% Reduce water usage among T2 bottom suppliers by 5%.</i>	
<b>STATUS</b>	Needs Improvement	Needs Improvement
<b>FY19</b>	16.58 L/pair	1.72 L/pair
<b>FY19 FACILITIES MONITORED</b>	13	6
<b>FY20</b>	15.91 L/pair	3.79 L/pair
<b>FY20 FACILITIES MONITORED</b>	14	8
<b>FY21</b>	11.38 L/pair	4.59 L/pair
<b>FY21 FACILITIES MONITORED</b>	14	7
<b>FY22</b>	11.66 L/pair	5.94 L/pair
<b>FY22 FACILITIES MONITORED</b>	15	7
<b>FY23</b>	13.09 L/pair	9.99 L/pair
<b>FY23 FACILITIES MONITORED</b>	17	7





# Water (continued)

## SUPPLY CHAIN WATER USAGE EFFORTS (CONTINUED)

TIER 2 TANNERIES	C RAW HIDE/SKIN TO FINISHED LEATHER	D TANNED HIDE/SKIN TO FINISHED LEATHER	F TANNED HIDE/SKIN TO CRUST LEATHER
TARGET	Our goal is to continue monitoring our tanneries so that they maintain industry best practices.		
STATUS	√	Needs Improvement	Needs Improvement
FY20	172.18 LTR/M <sup>2</sup>	63.77 LTR/M <sup>2</sup>	37.92 LTR/M <sup>2</sup>
FY20 FACILITIES MONITORED	2	6	1
FY21	151.77 LTR/M <sup>2</sup>	74.41 LTR/M <sup>2</sup>	47.89 LTR/M <sup>2</sup>
FY21 FACILITIES MONITORED	2	5	1
FY22	171.77 LTR/M <sup>2</sup>	58.89 LTR/M <sup>2</sup>	32.77 LTR/M <sup>2</sup>
FY22 FACILITIES MONITORED	2	5	1
FY23	121.87 LTR/M <sup>2</sup>	64.03 LTR/M <sup>2</sup>	35.85 LTR/M <sup>2</sup>
FY23 FACILITIES MONITORED	2	5	1

\*In FY20 we revised our tracking formulas from Liters/sq ft to LTR/ M<sup>2</sup>. This aligns with Leather Working Group and will allow us to easily transition when we evolve our raw materials LCA to include production.

\*\*C', 'D', 'F' refer to Leather Working Group tannery categories. Category C is referring to raw hide/skin to finished leather, Category D is referring to tanned hide/skin to finished leather and Category F is referring to tanned hide/skin to crust leather.

## SUPPLY CHAIN WATER RECYCLED

FACILITY CATEGORY	T1 AND T2 RECYCLED WATER RECORDS			TOTAL RECYCLED WATER (LITERS)
	TIER 1 FOOTWEAR (LITERS)	TIER 2 BOTTOM (LITERS)	TIER 2 TANNERY (LITERS)	
FY19	134,105,000	78,340,000	802,575,000	1,015,020,000
FY19 FACILITIES MONITORED	11	6	6	23
FY20	165,328,000	37,804,000	1,551,932,000	1,755,064,000
FY20 FACILITIES MONITORED	14	7	8	29
FY21	160,692,000	83,277,000	723,000,000	966,969,000
FY21 FACILITIES MONITORED	15	7	8	30
FY22	211,281,000	94,351,250	872,787,560	1,178,419,810
FY22 FACILITIES MONITORED	17	7	8	32
FY23	231,418,000	38,671,000	756,800,540	1,026,889,540
FY23 FACILITIES MONITORED	17	7	8	32





# Water (continued)

## PRODUCT AND PACKAGING WATER LCA METRICS


### BRAND SPECIFIC WATER LCA METRICS AND PROGRESS


Our brands are committed to reducing water usage on a per pair basis. The below illustrates our brands cumulative progress since our FY19 baseline year.


BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE	STATUS
	UGG footwear to reduce water usage by 30% per pair by 2030	FY19	7,956	-	Achieved
		FY20	7,465	(6.17)%	
		FY21	6,740	(15.29)%	
		FY22	4,998	(37.19)%	
		FY23 (EF Method 2020)	4,381	(44.93)%	
		FY23 (EF Method 2022)	4,106	(48.40)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE	STATUS
	HOKA footwear to reduce water usage by 20% per pair by 2030	FY19	4,665	-	Achieved
		FY20	5,368	15.08%	
		FY21	5,316	13.97%	
		FY22	4,235	(9.21)%	
		FY23 (EF Method 2020)	3,278	(29.74)%	
		FY23 (EF Method 2022)	3,122	(33.06)%	

\*Note, as science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emissions factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE	STATUS
	Teva footwear to reduce water usage by 45% per pair by 2030	FY19	3,201	-	On Track
		FY20	2,752	(14.01)%	
		FY21	2,187	(31.67)%	
		FY22	2,135	(33.29)%	
		FY23 (EF Method 2020)	1,782	(44.33)%	
		FY23 (EF Method 2022)	1,950	(39.08)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE	STATUS
	Koolaburra footwear to reduce water usage by 35% by 2030	FY19	7,130	-	On Track
		FY20	4,923	(30.96)%	
		FY21	5,225	(26.72)%	
		FY22	5,794	(18.75)%	
		FY23 (EF Method 2020)	6,865	(3.72)%	
		FY23 (EF Method 2022)	5,884	(17.48)%	

BRAND SPECIFIC	PHYSICAL INTENSITY REDUCTION TARGETS	FISCAL YEAR	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE	STATUS
	Sanuk footwear to reduce water usage by 30% per pair by 2030	FY19	4,830	-	Achieved
		FY20	5,550	14.89%	
		FY21	4,163	(13.81)%	
		FY22	3,261	(32.50)%	
		FY23 (EF Method 2020)	3,298	(31.71)%	
		FY23 (EF Method 2022)	3,337	(30.92)%	

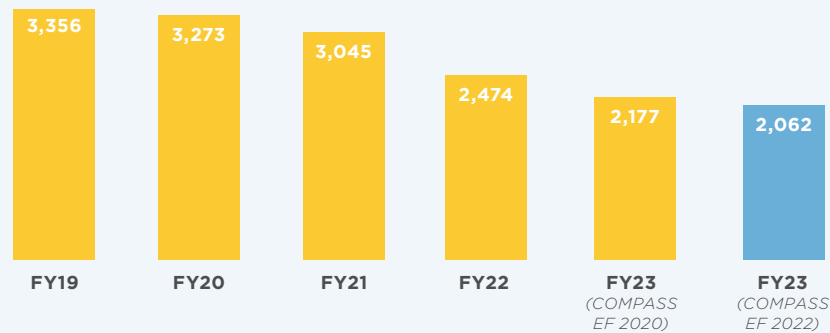


# Water (continued)

## PRODUCT AND PACKAGING WATER LCA METRICS (CONTINUED)

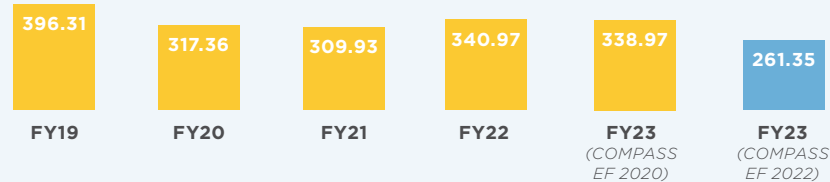
### DECKERS WATER USAGE

DECKERS FOOTWEAR WATER USAGE PER LB. OF MATERIAL SOURCED



WATER USAGE (LITERS) PER LBS OF MATERIAL SOURCED

DECKERS FOOTWEAR PACKAGING WATER USAGE PER LB. OF MATERIAL SOURCED



WATER USAGE (LITERS) PER LBS OF MATERIAL SOURCED

\*Note, as science is improving, our third-party LCA tool (EcoImpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emissions factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.

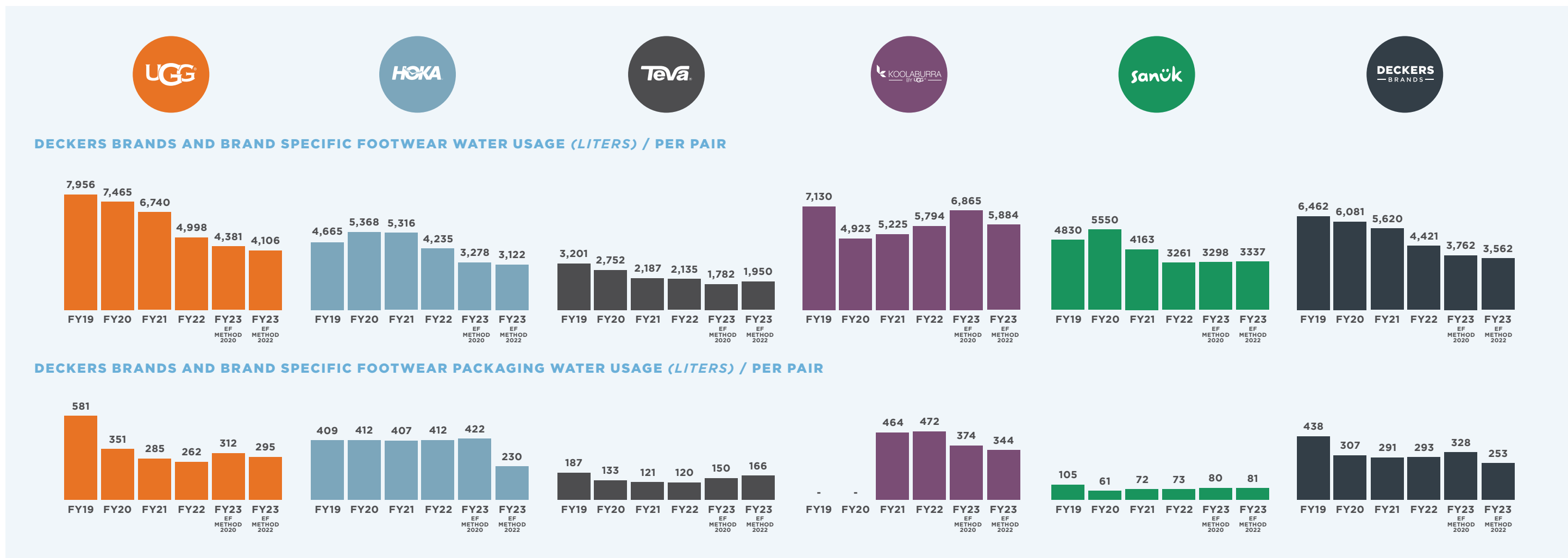




# Water (continued)

## PRODUCT AND PACKAGING WATER LCA METRICS (CONTINUED)

### DECKERS BRANDS AND BRAND SPECIFIC FOOTWEAR AND FOOTWEAR PACKAGING WATER USAGE INTENSITY



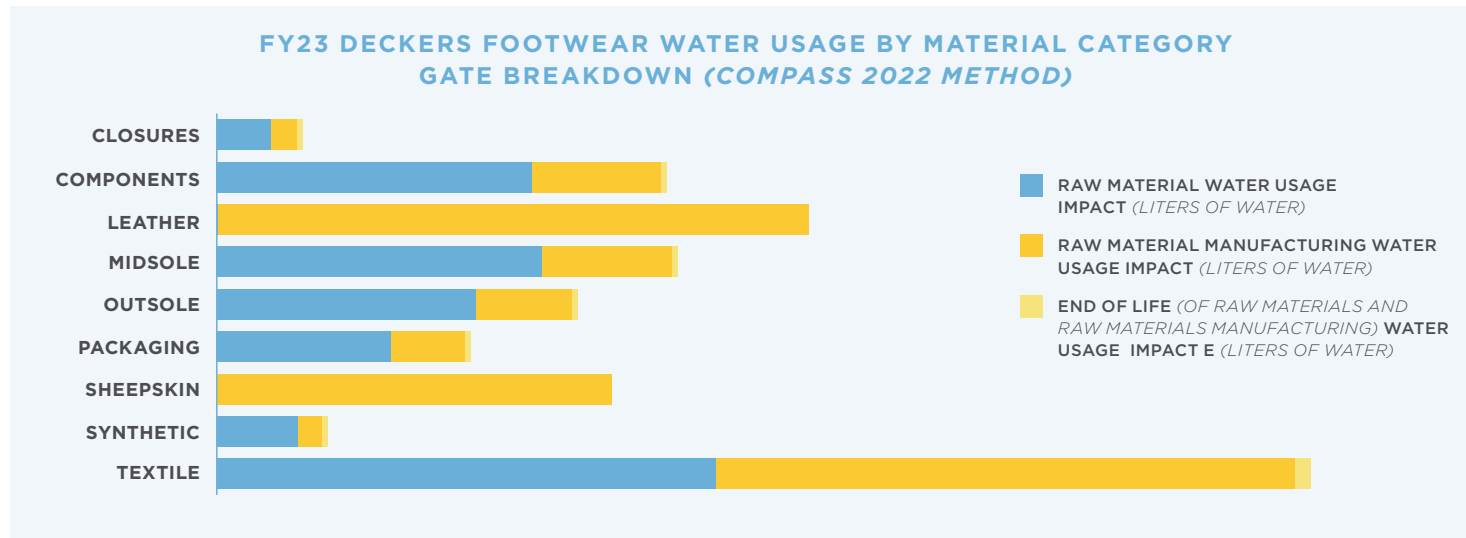
\*Note, as science is improving, our third-party LCA tool (Ecolmpact-COMPASS) is updating emission factors. To illustrate a fair year-over-year comparison we felt we needed to show FY23 data using 2020 emission factors as those emissions factors were used in FY19-FY22. We also include FY23 using the most up to date emissions factors from 2022. In future years we anticipate re-running all years data (including prior years) using the most updated emissions factors available.



# Water (continued)

## PRODUCT AND PACKAGING WATER LCA METRICS (CONTINUED)

### DECKERS FOOTWEAR WATER USAGE GATES BY MATERIAL CATEGORY



DECKERS	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) WATER USAGE IMPACT (LITERS OF WATER)
CLOSURES	2,949,172,316.8	1,513,102,539.36	36,099,285.57
COMPONENTS	16,907,353,595.92	6,818,919,557.75	216,027,062.2
LEATHER	62,961,858.53	315,571,848,585.58	94,364,321.15
MIDSOLE	17,454,862,058.96	6,984,823,085.28	187,696,584.42
OUTSOLE	13,951,182,469.5	5,130,699,373.94	203,106,441.4
PACKAGING	9,318,672,346.57	3,961,896,715.32	199,711,955.92
SHEEPSKIN	154,917,522.43	21,007,437,537.08	60,092,011.93
SYNTHETIC	4,388,587,211.21	1,502,240,004.3	37,683,782.43
TEXTILE	26,714,925,773.23	30,847,175,911.66	784,046,956.74

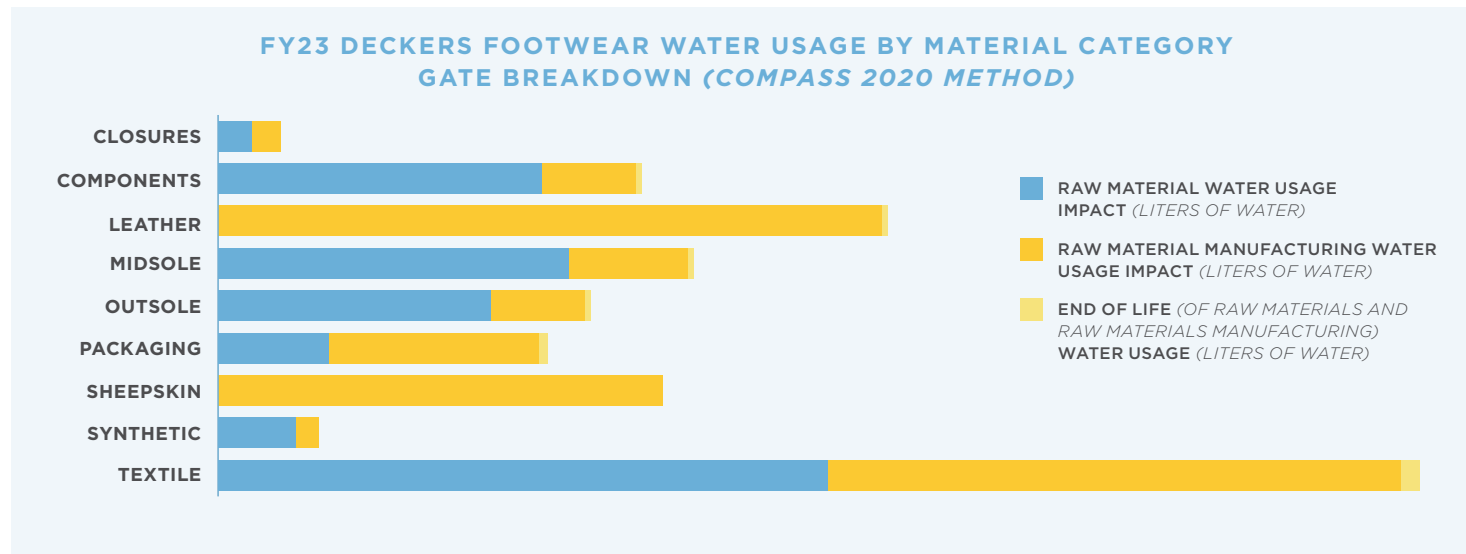




# Water (continued)

## PRODUCT AND PACKAGING WATER LCA METRICS (CONTINUED)

### DECKERS FOOTWEAR WATER USAGE GATES BY MATERIAL CATEGORY (CONTINUED)



DECKERS	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER)	END OF LIFE (OF RAW MATERIALS AND RAW MATERIALS MANUFACTURING) WATER USAGE IMPACT (LITERS OF WATER)
CLOSURES	1,850,223,594.76	1,526,554,551.93	45,134,287.41
COMPONENTS	17,329,697,710.01	4,917,123,605.84	324,526,102.63
LEATHER	62,961,198.24	35,453,486,456.57	94,364,321.15
MIDSOLE	18,671,894,527.12	6,427,915,295.17	327,080,200.06
OUTSOLE	14,674,683,389.08	4,857,804,334.27	345,438,983.78
PACKAGING	5,934,550,235.52	11,270,977,128.21	333,545,558.55
SHEEPSKIN	154,339,471.97	23,554,640,124.91	61,997,282.98
SYNTHETIC	4,239,056,543.94	1,122,717,619.85	57,032,301.58
TEXTILE	32,478,459,856.89	30,592,697,023.99	951,597,908.25





# Summary Of Deckers' Water Progress



## 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)*



## SUSTAINABLE DEVELOPMENT GOALS: WATER

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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	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)	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	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 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	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Headquarters Water Consumption Monitoring	Water HQ (units in gallons) FY19 - 36,018.70	Water HQ (units in gallons) FY20 - 31,186.30	Water HQ (units in gallons) - 34,829.30	Water HQ (units in gallons) FY22 - 27,872.00	Water HQ (units in gallons) FY23 - 22,592.00	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	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: UGG: -39.62% HOKA: +0.85% Teva: -29.06% Sanuk:-41.80% Koolaburra: Did Not Record	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY21 water usage per pair: UGG: -50.84% HOKA: -0.44% Teva: -35.23% Sanuk:-31.18% Koolaburra: FY21 Baseline Year	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY22 water usage per pair: UGG: -54.82% HOKA: +0.79% Teva: -36.04% Sanuk:-29.96% Koolaburra: +1.84%	Completed Footwear Packaging Water Usage Study. Below shows FY19 v. FY23 water usage per pair: Compass EF Method 2020: UGG: -46.30% HOKA: +3.65% (Missed) Teva: -20.01% Sanuk:-23.14% Koolaburra: -19.27% Compass EF Method 2022: UGG: -49.24% HOKA: -43.64% Teva: -11.26% Sanuk:-22.50% Koolaburra: -25.74%	In progress - Target achievable	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 2023	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 APAC.

Our corporate offices continue to take steps to eliminate single-use plastics and utilize technology to create less waste. Additionally, we are committed to ensuring that our California and Midwest Distribution Centers are zero-waste facilities by the end of the 2023 calendar year.

<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>  <p>Ensure universal access to affordable, reliable, sustainable and modern energy for all.</p>	<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>  <p>Ensure sustainable consumption and production patterns.</p>	<p><b>13 CLIMATE ACTION</b></p>  <p>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p><b>Waste</b> Sustainably reduce waste generation at our facilities and partner facilities through prevention, reduction, recycling, and reuse</p>
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# Waste (continued)

## CORPORATE HEADQUARTERS WASTE MITIGATION EFFORTS

### 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 alternatives currently*). Water stations are located throughout our corporate headquarters and we encourage all employees to use their gifted stainless steel water bottle and coffee mugs. 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 and beaches in their local communities.

### MORENO VALLEY DISTRIBUTION CENTER 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 95% 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 both our distribution center locations to be zero-waste by the end of the 2023 calendar year. We are currently on track and look forward to announcing the completion of this target in our FY24 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%

### VIRTUAL BRAND CONFERENCES

Our brands continue to utilize technology to foster connection. In FY23, Sanuk and Teva continued to hold their brand conferences virtually. We are committed to utilizing available technology to create efficiencies, ultimately using fewer environmental resources.

### SUPPLY CHAIN WASTE GENERATION EFFORTS Monitored vs. LCA Outreach Waste Generation

We reach out to our partners in two ways: (1) In FY23, our Ethical Supply Chain team monitored seventeen of our Tier 1 factories, seven Tier 2 bottom suppliers and eight tanneries, and (2) using our LCA tool we solicit information directly from all Tier 2 suppliers. Our LCA outreach does not currently cover tanneries or Tier 1 which is why our teams monitor them independently.

### Tier 1 and Tier 2 Monitored Facilities Waste Generation

In FY23, we unfortunately saw an increase in waste generation among our Tier 1 and Tier 2 supply chain partners when compared to FY22. We intend to focus our efforts here next year as we anticipate access to better data through our use of the Wordly (*formally HIGG*) Facilities Environmental Monitoring module. We hope that this data will allow us to establish more pointed targets by facility rather than a generalized target among all partners.





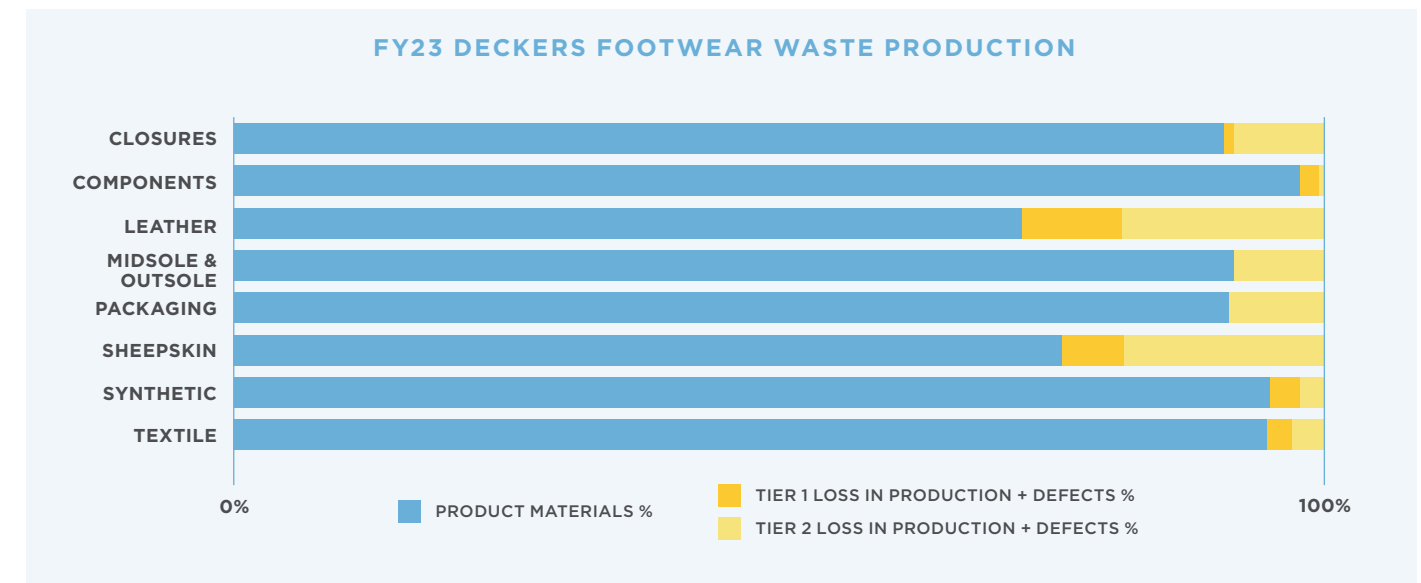
## Waste (continued)

### CORPORATE HEADQUARTERS WASTE MITIGATION EFFORTS (CONTINUED)

### SUPPLY CHAIN WASTE GENERATION EFFORTS (CONTINUED)

T1 AND T2 MONITORED WASTE GENERATION	TIER 1: FOOTWEAR FACTORIES	TIER 2: BOTTOM SUPPLIERS	TIER 2: TANNERIES
<b>TARGET</b>	<i>Reduce waste generation by 15% among T1 partners</i>	<i>Reduce waste generation by 5% among T2 partners</i>	<i>Reduce waste generation by 5% among T2 partners</i>
<b>STATUS</b>	Needs Improvement	On Track	Needs Improvement
<b>FY19</b>	147.58 g/pair	68.74 g/pair	97.79 g/sf
<b>FY19 FACILITIES MONITORED</b>	13	6	6
<b>FY20</b>	136.18 g/pair	26.31 g/pair	69.01 g/sf
<b>FY20 FACILITIES MONITORED</b>	14	8	9
<b>FY21</b>	180.22 g/pair	53.06 g/pair	123.16 g/sf
<b>FY21 FACILITIES MONITORED</b>	14	7	8
<b>FY22</b>	184.05 g/pair	36.63 g/pair	106.92 g/sf
<b>FY22 FACILITIES MONITORED</b>	15	7	8
<b>FY23</b>	201.79 g/pair	58.78 g/pair	134.71 g/sf
<b>FY23 FACILITIES MONITORED</b>	17	7	8

### LCA SUPPLY CHAIN WASTE GENERATION STUDY



**FY23 DECKERS FOOTWEAR WASTE PRODUCTION**

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
<b>CLOSURES</b>	90.90%	1.04%	8.06%
<b>COMPONENTS</b>	97.87%	2.01%	0.12%
<b>LEATHER</b>	72.39%	9.25%	18.36%
<b>MIDSOLE &amp; OUTSOLE</b>	91.87%	0.07%	8.06%
<b>PACKAGING</b>	91.30%	0.00%	8.70%
<b>SHEEPSKIN</b>	76.01%	5.79%	18.20%
<b>SYNTHETIC</b>	95.17%	2.82%	2.01%
<b>TEXTILE</b>	94.95%	2.38%	2.66%

**Definitions:**

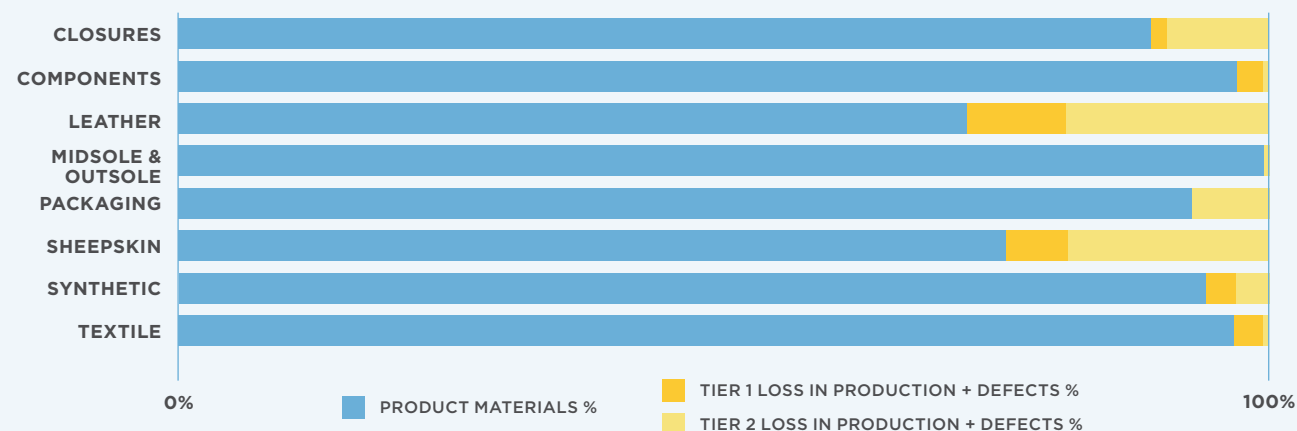
- *Product Material %: percentage of the product that consumer receives*
- *Tier 1 Loss in Production + Defects %: waste produced during the assembly process of our footwear. Loss in production being waste produced to create final construction pieces (e.g. midsoles, vamp textile, outsole, lining) and 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 suppliers*



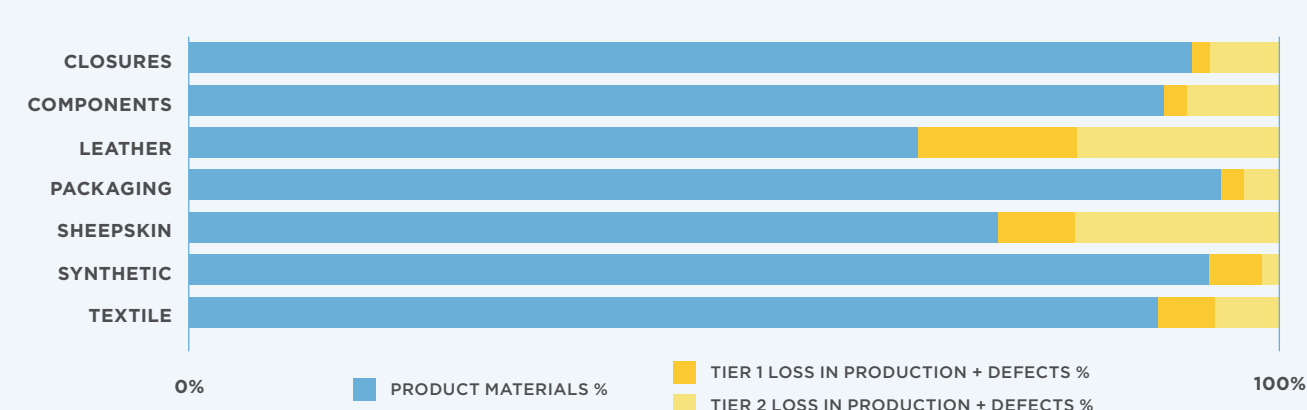


**UGG** **Waste** (continued)  
**LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED)**  
**UGG WASTE PRODUCTION**

**FY23 UGG FOOTWEAR WASTE PRODUCTION**



**FY23 UGG APPAREL, ACCESSORIES, AND HOME GOODS WASTE PRODUCTION (IN-HOUSE)**



**FY23 UGG WASTE PRODUCTION**

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	89.37%	1.45%	9.18%
COMPONENTS	97.25%	2.55%	0.19%
LEATHER	72.34%	9.20%	18.46%
MIDSOLE & OUTSOLE	99.84%	0.03%	0.13%
PACKAGING	93.10%	0.00%	6.90%
SHEEPSKIN	76.01%	5.79%	18.20%
SYNTHETIC	94.32%	2.82%	2.86%
TEXTILE	96.96%	2.93%	0.11%

**FY23 UGG APPAREL, ACCESSORIES, AND HOME GOODS WASTE PRODUCTION (IN-HOUSE)**

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	92.16%	1.76%	6.09%
COMPONENTS	89.57%	2.23%	8.20%
LEATHER	67.01%	14.39%	18.60%
PACKAGING	94.47%	2.35%	3.18%
SHEEPSKIN	74.28%	7.28%	18.44%
SYNTHETIC	93.73%	4.86%	1.40%
TEXTILE	88.91%	5.48%	5.60%



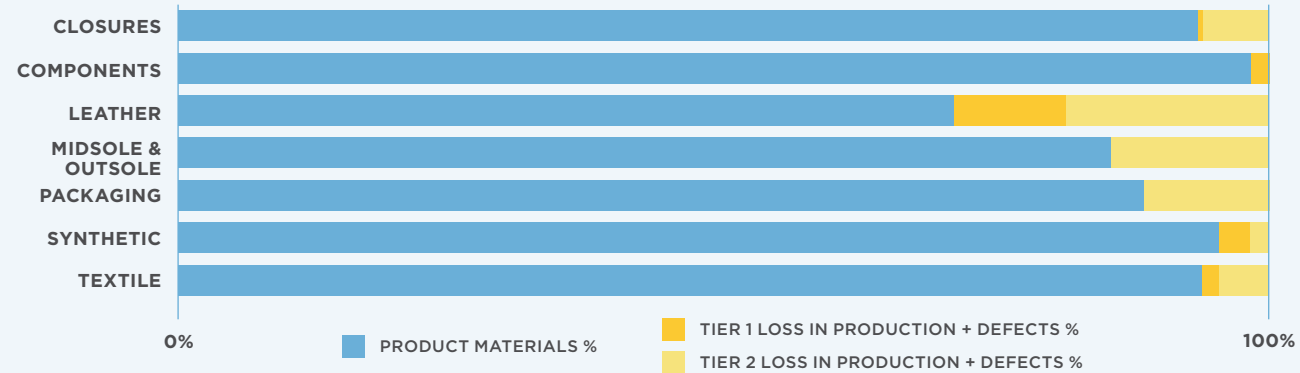


# Waste (continued)

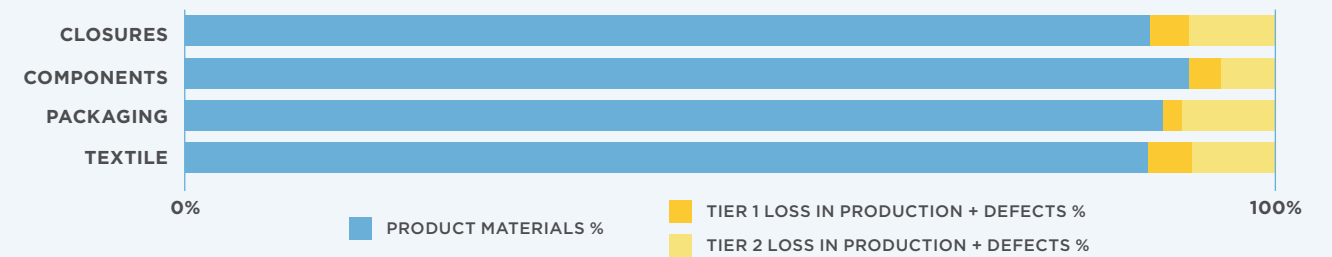
## LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED)

### HOKA WASTE PRODUCTION

FY23 HOKA FOOTWEAR WASTE PRODUCTION



FY23 HOKA APPAREL AND ACCESSORIES WASTE PRODUCTION (IN-HOUSE)



### FY23 HOKA APPAREL AND ACCESSORIES WASTE PRODUCTION (IN-HOUSE)

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	88.82%	3.42%	7.76%
COMPONENTS	92.24%	2.91%	4.86%
PACKAGING	89.71%	1.79%	8.50%
TEXTILE	88.51%	4.05%	7.44%

### FY23 HOKA FOOTWEAR WASTE PRODUCTION

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	93.90%	0.28%	5.82%
COMPONENTS	98.48%	1.50%	0.02%
LEATHER	71.34%	10.23%	18.43%
MIDSOLE & OUTSOLE	85.80%	0.00%	14.20%
PACKAGING	88.68%	0.00%	11.32%
SYNTHETIC	95.55%	2.81%	1.64%
TEXTILE	94.08%	1.53%	4.39%





## Waste (continued)

### LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED)

#### TEVA WASTE PRODUCTION



FY23 TEVA FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	89.76%	1.36%	8.88%
COMPONENTS	98.94%	0.92%	0.14%
LEATHER	76.49%	10.72%	12.79%
MIDSOLE & OUTSOLE	89.75%	0.00%	10.25%
PACKAGING	89.51%	0.00%	10.49%
SYNTHETIC	94.20%	2.80%	3.00%
TEXTILE	89.04%	2.73%	8.23%

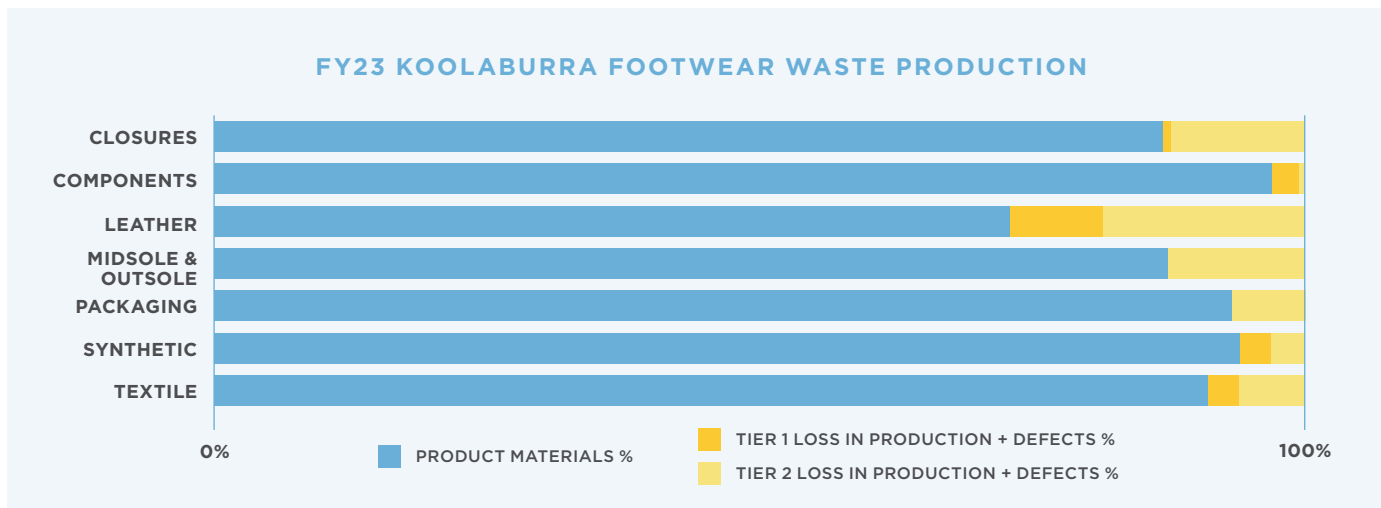






# Waste (continued)

## LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED) KOOLABURRA WASTE PRODUCTION



FY23 KOOLABURRA FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	87.06%	0.86%	12.09%
COMPONENTS	97.09%	2.65%	0.26%
LEATHER	73.08%	8.48%	18.44%
MIDSOLE & OUTSOLE	87.63%	0.01%	12.36%
PACKAGING	93.42%	0.00%	6.58%
SYNTHETIC	94.20%	2.83%	2.98%
TEXTILE	91.27%	2.79%	5.94%



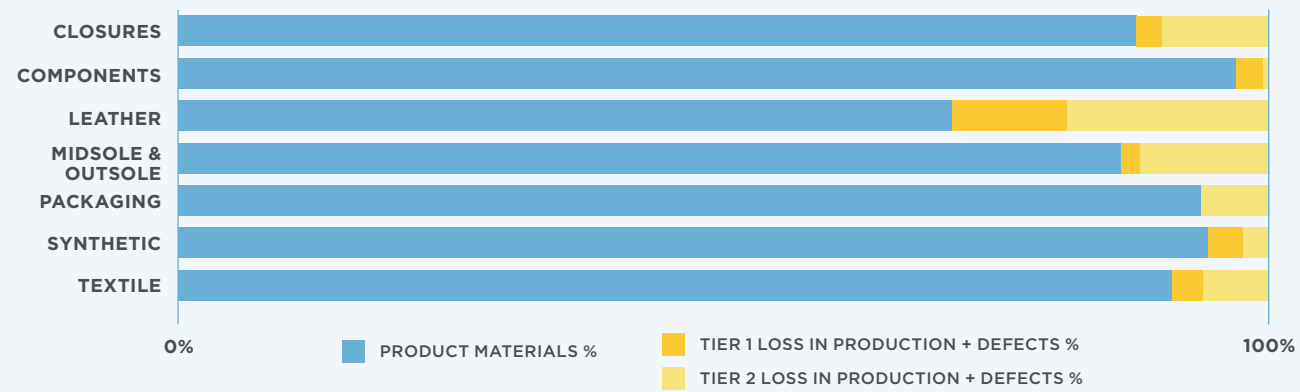




## Waste (continued)

### LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED) SANUK WASTE PRODUCTION

FY23 SANUK FOOTWEAR WASTE PRODUCTION



#### FY23 SANUK FOOTWEAR WASTE PRODUCTION

	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	87.97%	2.51%	9.52%
COMPONENTS	97.22%	2.45%	0.33%
LEATHER	71.22%	10.36%	18.43%
MIDSOLE & OUTSOLE	86.71%	1.65%	11.64%
PACKAGING	93.99%	0.00%	6.01%
SYNTHETIC	94.65%	3.15%	2.20%
TEXTILE	91.28%	2.95%	5.77%



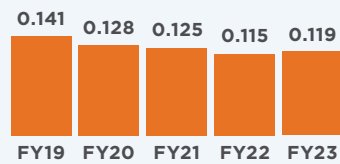


# Waste (continued)

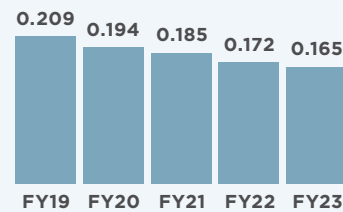
## LCA SUPPLY CHAIN WASTE GENERATION STUDY (CONTINUED)

### BRAND SPECIFIC WASTE METRICS

#### BRAND FOOTWEAR WASTE PRODUCED (LBS) / PAIR (TIER 2)



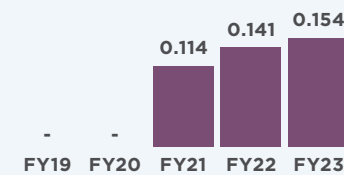
FY	LBS OF WASTE PER PAIR	WASTE (LBS) PER PAIR
FY19	0.1405	Baseline
FY20	0.1279	(8.97)%
FY21	0.1245	(11.39)%
FY22	0.1151	(18.08)%
FY23	0.119	(15.30)%



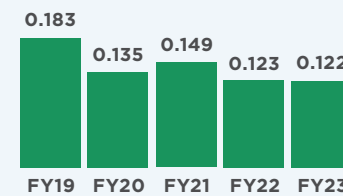
FY	LBS OF WASTE PER PAIR	WASTE (LBS) PER PAIR
FY19	0.2087	Baseline
FY20	0.1939	(7.09)%
FY21	0.1849	(11.40)%
FY22	0.1718	(17.68)%
FY23	0.165	(20.94)%



FY	LBS OF WASTE PER PAIR	WASTE (LBS) PER PAIR
FY19	0.1655	Baseline
FY20	0.1404	(15.17)%
FY21	0.1384	(16.37)%
FY22	0.1270	(23.26)%
FY23	0.112	(32.33)%



FY	LBS OF WASTE PER PAIR	WASTE (LBS) PER PAIR
FY19	N/A	N/A
FY20	N/A	N/A
FY21	0.1144	Baseline
FY22	0.1406	22.90%
FY23	0.154	34.62%



FY	LBS OF WASTE PER PAIR	WASTE (LBS) PER PAIR
FY19	0.1834	Baseline
FY20	0.1350	(26.39)%
FY21	0.1489	(18.81)%
FY22	0.1226	(33.15)%
FY23	0.122	(33.48)%

\*Note: Koolaburra shows an increase of waste given their significant transition from sheepskin/suede to faux fur.



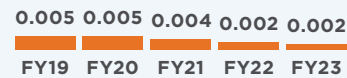
# Waste (continued)

## WASTE PRODUCED BY MATERIAL CATEGORY BY BRAND

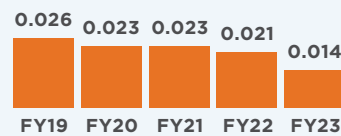
### UGG



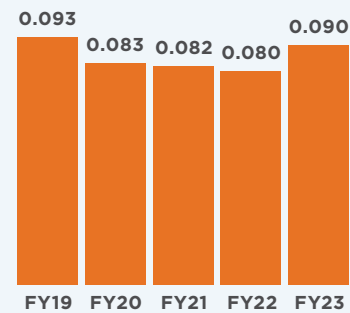
**UGG FOOTWEAR WASTE PRODUCED (LBS) / PAIR (TIER 2)**



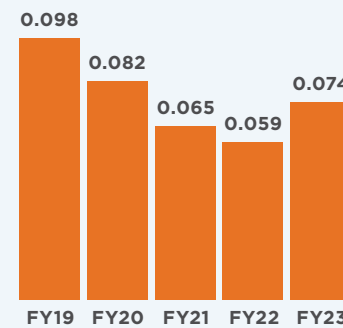
**CLOSURES**



**COMPONENTS**



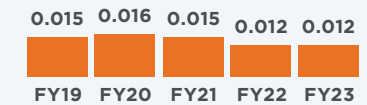
**MIDSOLE & OUTSOLE**



**PACKAGING**



**SYNTHETIC**



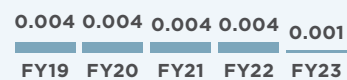
**TEXTILE**

WASTE PRODUCED (LBS) / PER PAIR

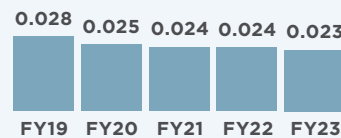
### HOKA



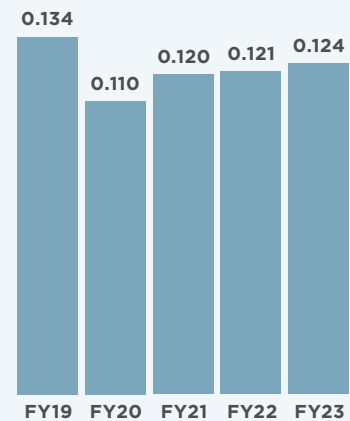
**HOKA FOOTWEAR WASTE PRODUCED (LBS) / PAIR (TIER 2)**



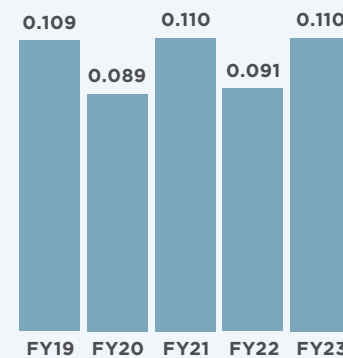
**CLOSURES**



**COMPONENTS**



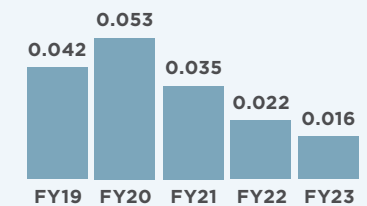
**MIDSOLE & OUTSOLE**



**PACKAGING**



**SYNTHETIC**



**TEXTILE**

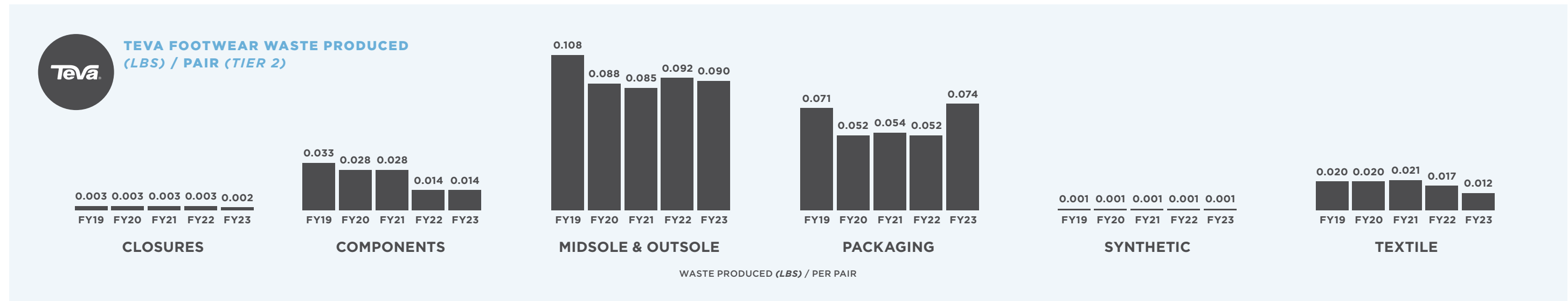
WASTE PRODUCED (LBS) / PER PAIR



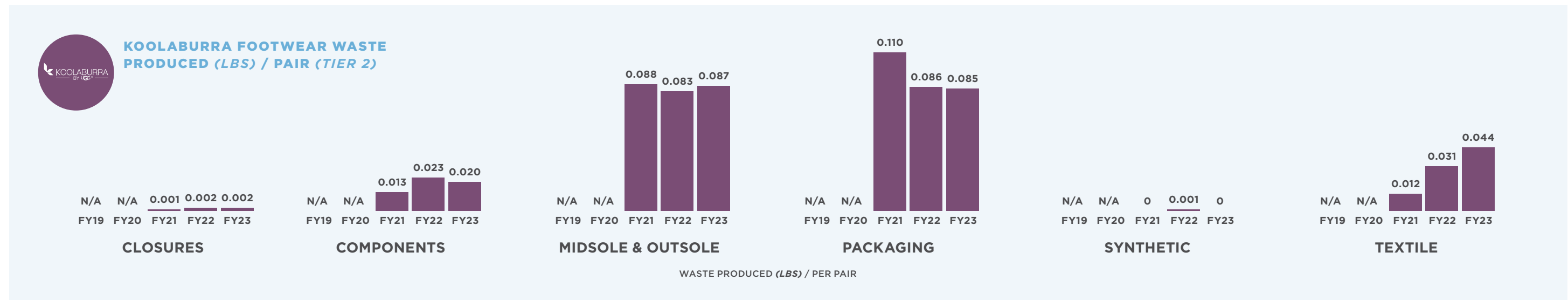
# Waste (continued)

## WASTE PRODUCED BY MATERIAL CATEGORY BY BRAND

### TEVA



### KOOLABURRA







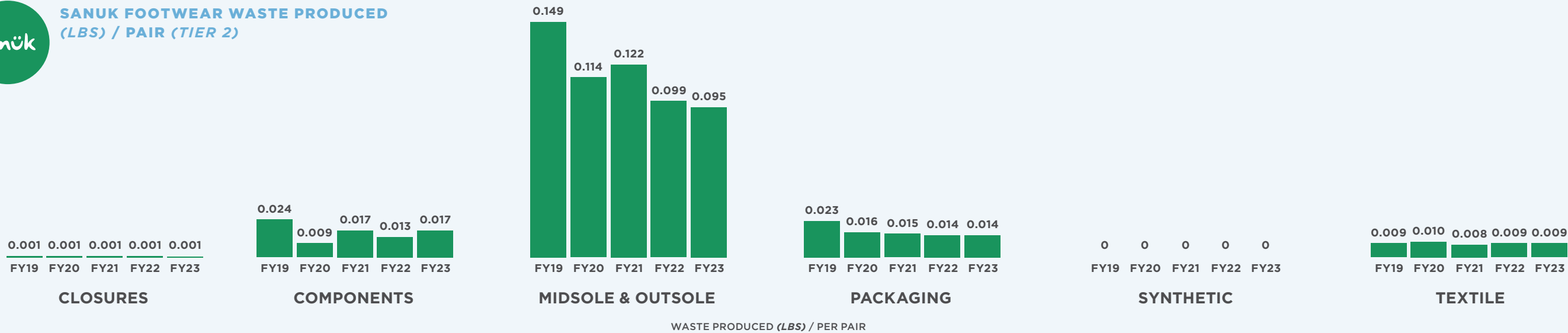
# Waste (continued)

## WASTE PRODUCED BY MATERIAL CATEGORY BY BRAND (CONTINUED)

SANUK



**SANUK FOOTWEAR WASTE PRODUCED (LBS) / PAIR (TIER 2)**




WASTE PRODUCED (LBS) / PER PAIR




# Waste (continued)


## SPECIFIC MATERIAL CATEGORY WASTE TARGETS FY23 MIDSOLE AND OUTSOLE WASTE PROGRESS

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Midsole & Outsole waste 0.0850 lbs/pair.	FY19	0.093	Baseline Year
		FY20	0.083	Maintained and Reduced
		FY21	0.082	Maintained and Reduced
		FY22	0.080	Maintained and Reduced
		FY23	0.090	Needs Improvement

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Midsole & Outsole waste 0.130 lbs/pair.	FY19	0.134	Baseline Year
		FY20	0.110	Maintained and Reduced
		FY21	0.120	Maintained
		FY22	0.121	Maintained
		FY23	0.124	Maintained

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Midsole & Outsole waste 0.100 lbs/pair.	FY19	0.108	Baseline Year
		FY20	0.088	Maintained and Reduced
		FY21	0.085	Maintained and Reduced
		FY22	0.092	Maintained
		FY23	0.083	Maintained and Reduced

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Midsole & Outsole waste 0.085 lbs/pair.	FY19	-	-
		FY20	-	-
		FY21	0.088	Baseline Year
		FY22	0.083	Maintained and Reduced
		FY23	0.087	Needs Improvement

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Midsole & Outsole waste 0.115 lbs/pair.	FY19	0.149	Baseline Year
		FY20	0.114	Maintained and Reduced
		FY21	0.122	Needs Improvement
		FY22	0.099	Maintained and Reduced
		FY23	0.095	Maintained and Reduced







## Waste (continued)


### SPECIFIC MATERIAL CATEGORY WASTE TARGETS


#### FY23 LEATHER WASTE PROGRESS

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Leather waste 0.046 lbs/pair.	FY19	0.048	Baseline Year
		FY20	0.046	Maintained and Reduced
		FY21	0.042	Maintained and Reduced
		FY22	0.035	Maintained and Reduced
		FY23	0.036	Maintained

#### FY23 SHEEPSKIN WASTE PROGRESS

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Sheepskin waste 0.055 lbs/pair.	FY19	0.054	Baseline Year
		FY20	0.055	Maintained and Reduced
		FY21	0.049	Maintained and Reduced
		FY22	0.039	Maintained and Reduced
		FY23	0.018	Maintained

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Leather waste 0.062 lbs/pair.	FY19	-	-
		FY20	-	-
		FY21	0.066	Baseline Year
		FY22	0.053	Maintained and Reduced
		FY23	0.059	Maintained


BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Sheepskin waste 0.01 lbs/pair.	FY19	-	-
		FY20	-	-
		FY21	0.011	Baseline Year
		FY22	0.005	Maintained and Reduced
		FY23	No Sheepskin was sourced in FY23	





# Waste (continued)


## SPECIFIC MATERIAL CATEGORY WASTE TARGETS

### FY23 TEXTILE WASTE PROGRESS

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Textile waste 0.015 lbs/pair.	FY19	0.015	Baseline Year
		FY20	0.016	Missed
		FY21	0.015	Maintained
		FY22	0.012	Maintained and Reduced
		FY23	0.012	Maintained

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Textile waste 0.045 lbs/pair.	FY19	0.042	Baseline Year
		FY20	0.053	Missed
		FY21	0.035	Maintained and Reduced
		FY22	0.022	Maintained and Reduced
		FY23	0.016	Maintained and Reduced

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Textile waste 0.020 lbs/pair.	FY19	0.020	Baseline Year
		FY20	0.020	Maintained and Reduced
		FY21	0.021	Missed
		FY22	0.017	Maintained and Reduced
		FY23	0.015	Maintained and Reduced

BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Textile waste 0.025 lbs/pair.	FY19	-	-
		FY20	-	-
		FY21	0.012	Baseline Year
		FY22	0.031	Missed
		FY23	0.044	Missed

\*Note, Koolaburra shows a large increase in textile waste given their significant transition from sheepskin/suede to faux fur.






BRAND SPECIFIC	WASTE REDUCTION TARGETS	FISCAL YEAR	LBS. / PAIR	PROGRESS
	Maintain or reduce Textile waste 0.009 lbs/pair.	FY19	0.009	Baseline Year
		FY20	0.010	Missed
		FY21	0.008	Maintained and Reduced
		FY22	0.009	Maintained
		FY23	0.009	Maintained



# Waste (continued)

## SPECIFIC MATERIAL CATEGORY WASTE TARGETS

### FY23 PACKAGING WASTE PROGRESS

	TARGET	DUE	FY19 PROGRESS	FY20 PROGRESS	FY21 PROGRESS	FY22 PROGRESS	FY23 PROGRESS	STATUS
	UGG Footwear Packaging Waste Reduction Targets: Maintain Packaging Waste within 2%	2030	Baseline Year Set	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Target achieved - FY20 and beyond target is to maintain
	HOKA Footwear Packaging Waste Reduction Targets: Maintain Packaging Waste within 2%	2030	Baseline Year Set	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Target achieved - FY20 and beyond target is to maintain
	Teva Footwear Packaging Waste Reduction Targets: Maintain Packaging Waste within 2%	2030	Baseline Year Set	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Missed*	In progress - Target achievable
	Koolaburra Footwear Packaging Waste Reduction Targets: Maintain Packaging Waste within 2%	2030	N/a	N/a	Baseline Year Set	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Target achieved - FY22 and beyond target is to maintain
	Sanuk Footwear Packaging Waste Reduction Targets: Maintain Packaging Waste within 2%	2030	Baseline Year Set	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Maintain Packaging Waste within 2% (Target Achieved)	Target achieved - FY20 and beyond target is to maintain

\*Note, Teva missed target due to change in product assortment - offering more styles in boxes when compared to prior years. This packaging metric may continue to fluctuate but we anticipate Teva's packaging waste will continue to be diverted using a preferred method.



# Waste (continued)

## SUPPLY CHAIN WASTE DIVERSION EFFORTS

### WASTE DIVERSION

We want to know how much waste our partners produce and how that waste is diverted. We want our partners to use preferred waste diversion methods where possible. 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, post-industrial recycling, and composting 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.

### TIER 1 MONITORED FACILITIES WASTE DIVERSION

In FY23, we saw a decrease in our waste diversion rate among monitored Tier 1 factories. Our partners recognize that good environmental tracking and performance is an expectation, not a request. We expect our partners to continue to increase their preferred diversion rates. We will continue to partner with our suppliers and seek opportunities to collaborate and find lasting waste management solutions.

#### TIER 1 MONITORED FACILITIES WASTE DIVERSION PROGRESS

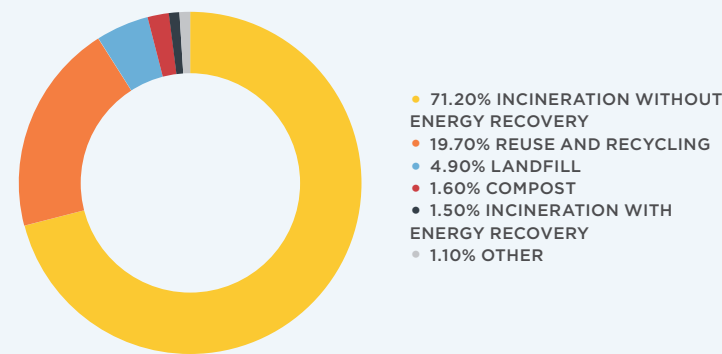
<b>TARGET</b>	Increase diversion rates among T1 partners by 10%
<b>STATUS</b>	Needs Improvement
<b>FY21 DIVERSION RATE</b>	34%
<b>FY21 FACILITIES MONITORED</b>	14
<b>FY22</b>	23.09%
<b>FY22 FACILITIES MONITORED</b>	15
<b>FY23</b>	22.87%
<b>FY23 FACILITIES MONITORED</b>	17

\*Figures derived from 17 core footwear factories in FY23 compared to 15 in FY22. Because we are monitoring additional factories year over year we anticipate this number fluctuating but are committed to continuing to work with our partners to increase their preferred diversion efforts.

### T1 METHODS OF WASTE DISPOSAL

The 17 footwear facilities we monitored in FY23 are generally disposing their waste by: reuse and recycling, compost, incineration without energy recovery, incineration with energy recovery or landfill. We recognize the need to continue evaluating new opportunities to divert waste to new streams like re-use in our own products. We are committed to continuing to work with our partners to explore all available opportunities for waste diversion in FY24 and beyond.

#### FY23 TIER 1 WASTE DIVERSION PATHWAYS



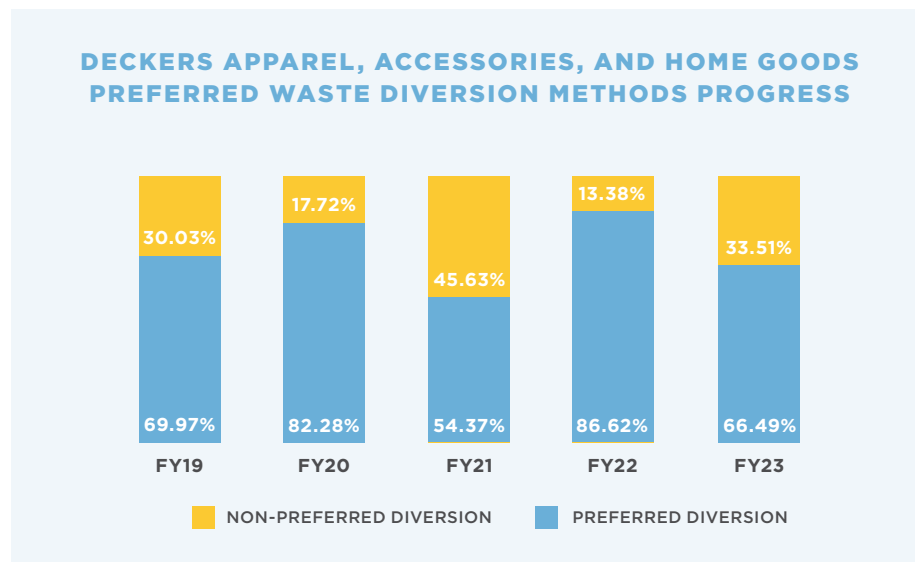
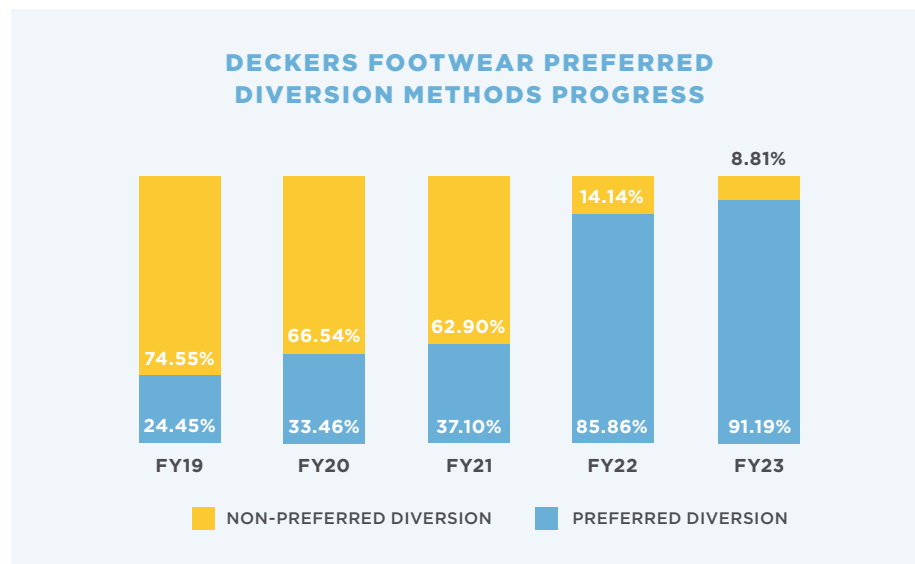
\*Waste diversion data collected from 17 monitored footwear factories. Other includes, but is not limited to, pyrolysis and anaerobic digestion.





## Waste (continued)

### FY23 LCA SUPPLY CHAIN WASTE DIVERSION TIER 2 DECKERS BRAND PREFERRED WASTE DIVERSION (TIER 2)





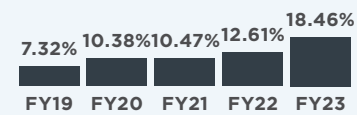


## Waste (continued)

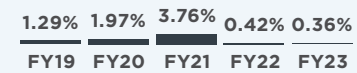
### FY23 LCA SUPPLY CHAIN WASTE DIVERSION TIER 2 (CONTINUED)

#### DECKERS BRAND PREFERRED DIVERSION (TIER 2) (CONTINUED)

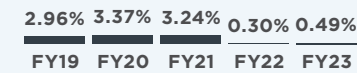
#### DECKERS FOOTWEAR MATERIALS WASTE DIVERSION METHODS PROGRESS



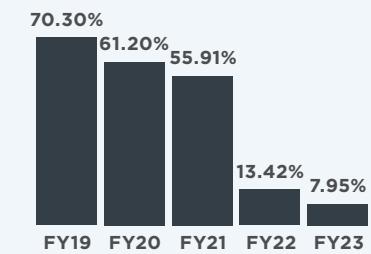
CLOSED LOOP



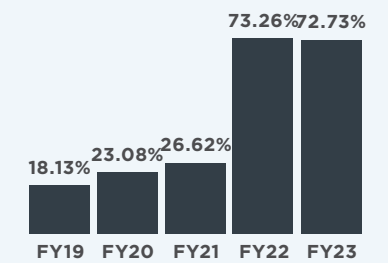
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



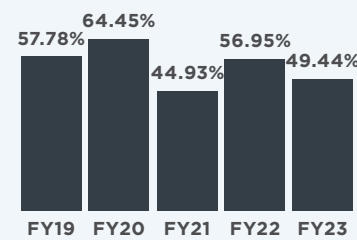
LANDFILL



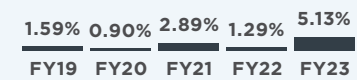
POST INDUSTRIAL

WASTE DIVERSION METHOD

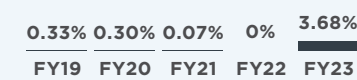
#### DECKERS APPAREL, ACCESSORIES, AND HOME GOODS MATERIALS WASTE DIVERSION METHODS PROGRESS



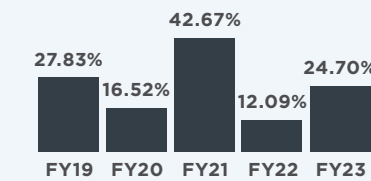
CLOSED LOOP



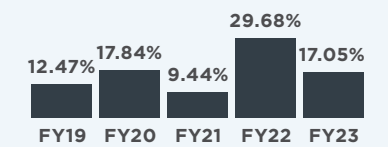
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL



POST INDUSTRIAL

WASTE DIVERSION METHOD



## Waste (continued)

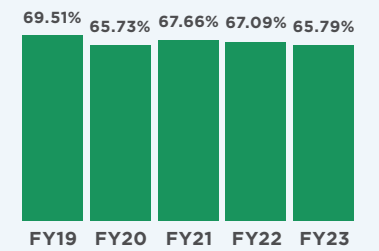
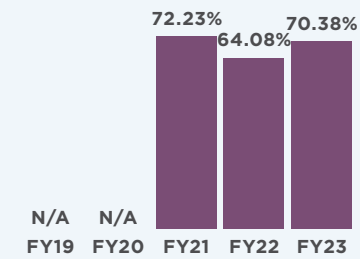
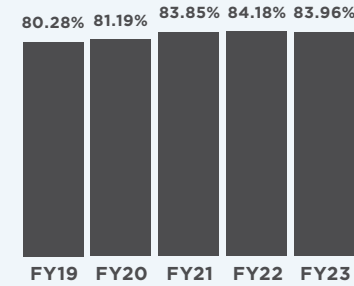
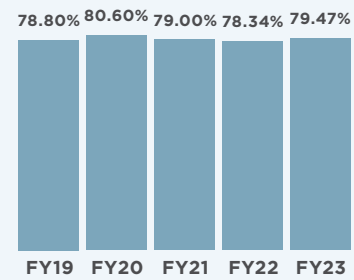
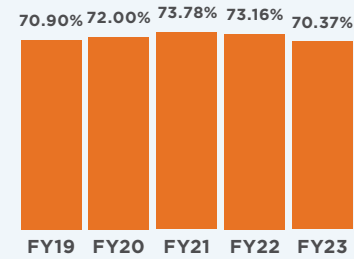
### THE RECYCLABILITY OF OUR PACKAGING

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). While plastics are found in all major MSW categories, the containers and packaging category had the most plastic tonnage at over 14.5 million tons in 2018.

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.

#### BRAND FOOTWEAR PACKAGING: AVAILABLE TO RECYCLE



AVAILABLE TO RECYCLE



# Summary Of Deckers Waste Progress



**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)*



## SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS (WASTE GENERATION TARGET)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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"> <li>Eliminated paper cups and compostable utensils at corporate headquarters</li> <li>Digitization of product creation to reduce product sample creation and waste</li> <li>Launched Sanuk virtual brand conference</li> <li>Filmed video series highlighting headquarters and distribution center waste mitigation efforts</li> </ul>	<ul style="list-style-type: none"> <li>Eliminated most single use plastic at corporate headquarters and retail stores</li> <li>Teva team saw a 50% reduction in product sample creation through use of digitization technology</li> <li>All brands holding virtual brand conferences in FY21</li> </ul>	<ul style="list-style-type: none"> <li>Maintained corporate headquarters single-use plastic elimination</li> <li>Corporate headquarters closed FY21 as employees worked from home</li> <li>APAC offices eliminated 17,964 plastic bottles and worked with 7 supply chain partners to eliminate 51,335 plastic bottles</li> <li>Continued utilization of 3D technology product renderings and samples</li> </ul>	<ul style="list-style-type: none"> <li>Maintained corporate headquarters single-use plastic elimination</li> <li>Hybrid work environment meant many employees did not return to our corporate headquarters in FY22 as many employees continued to worked from home</li> <li>APAC offices continued working with our supply chain partners to work towards the elimination of plastic water bottles</li> <li>Continued utilization of 3D technology product renderings and samples</li> </ul>	<ul style="list-style-type: none"> <li>Maintained corporate headquarters single-use plastic elimination</li> <li>Continued hybrid work environment</li> <li>Held multiple employee sample sales throughout the year</li> <li>Continued utilization of 3D technology product renderings and samples</li> </ul>	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"> <li>Monitored the waste generation of: 13 Tier 1 supply chain partners, 12 Tier 2 suppliers, 6 Bottom units, and 6 tannery facilities</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Monitored waste generation among 15 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Monitored waste generation among 17 Tier 1 partners, 7 Tier 2 bottom suppliers and 8 Tier 2 tanneries</li> <li>Unfortunately saw an increase in waste generation among all those monitored</li> <li>Became SAC members and intend to solicit partners using the HIGG (now Worldly) Facilities Environmental Module for improved data</li> </ul>	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.



# Summary Of Deckers Waste Progress



**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)



## SUSTAINABLE DEVELOPMENT GOALS: DECKERS BRANDS (WASTE DIVERSION TARGETS)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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	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.

<p><b>3</b> GOOD HEALTH AND WELL-BEING</p>  <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p><b>4</b> QUALITY EDUCATION</p>  <p>Ensure inclusive and quality education for all and promote life-long learning</p>	<p><b>5</b> GENDER EQUALITY</p>  <p>Achieve gender equality and empower all women and girls</p>	<p><b>10</b> REDUCED INEQUALITIES</p>  <p>Reduce inequality within and among countries</p>
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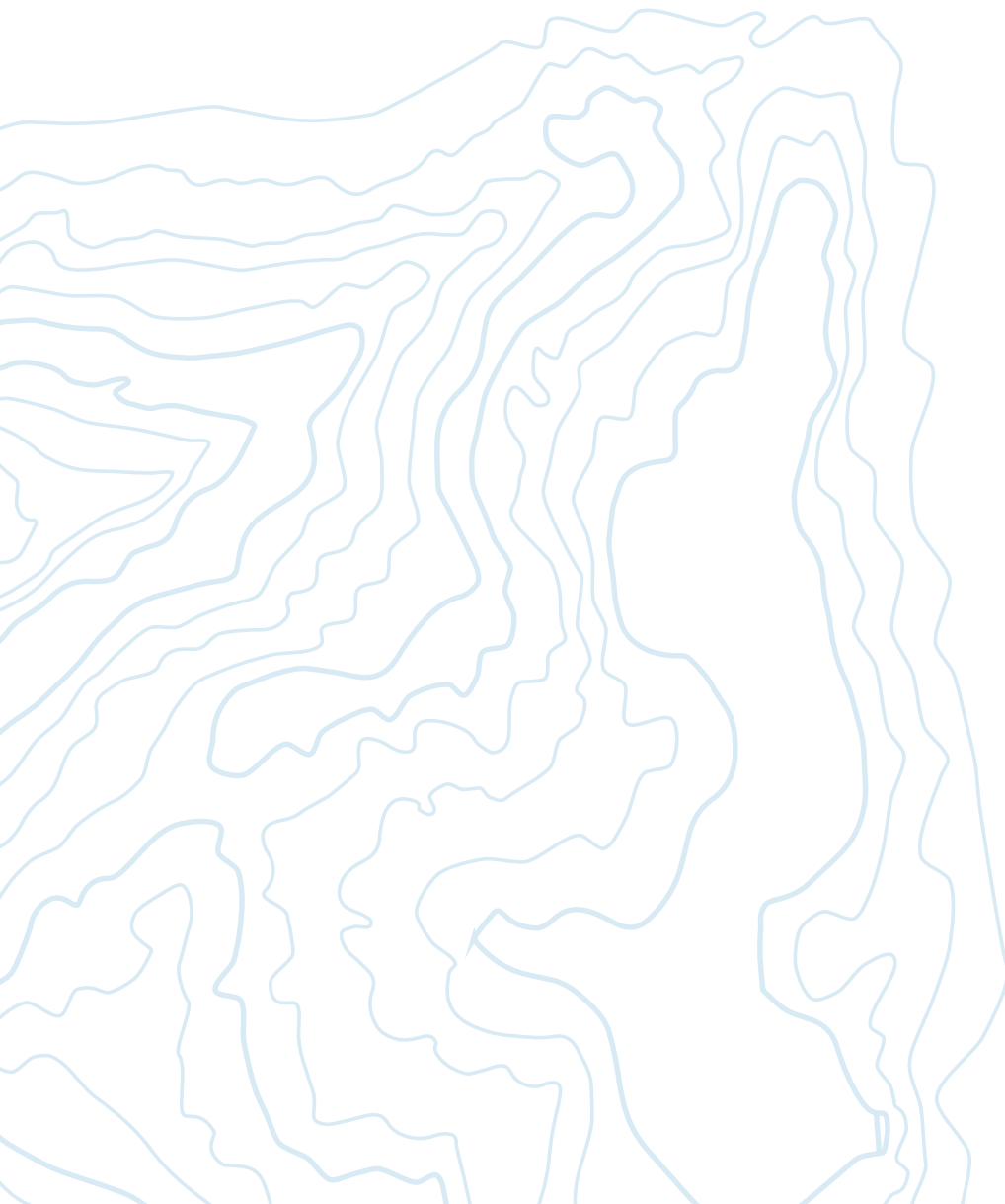
### Human Rights

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 Tier 1 and Tier 2 partners on [www.deckers.com/responsibility](http://www.deckers.com/responsibility), and provide valuable data including address, number of workers, gender breakdown, and brands produced. The list is updated at least twice annually and is available in spreadsheet form for ease of searchability.



# Workers In Our Supply Chain

## CHILD LABOR

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 factory partners and engage the majority of our Tier 2 partners through audits, training opportunities, or environmental monitoring. 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](#).

### TIER 1 CHILD LABOR-RELATED FINDINGS

ISSUE	FY19	FY20	FY21	FY22	FY23
NUMBER OF CHILD LABOR FINDINGS OR EVENTS	0	0	0	0	0
NUMBER OF OTHER AGE STANDARD FINDINGS OR EVENTS	0	1*	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 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 partners, and engage the majority of our Tier 2 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](#).

### TIER 1 FORCED LABOR-RELATED FINDINGS

	FY19	FY20	FY21	FY22	FY23
NUMBER OF FORCED LABOR FINDINGS OR EVENTS	0	0	0	0	0
NUMBER OF OTHER FORCED LABOR STANDARD FINDINGS OR EVENTS	0	1*	0	2*	1**

*\*These included factories having procedures to formally refuse overtime. Findings were remediated.*

*\*\*Factory required employees to follow 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, will 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 [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. Our Ethical Supply Chain (ESC) team continues to elevate our program and ensure we are a leader in this space.

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

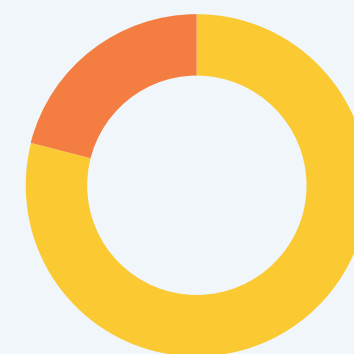
Our audits are performed against our **Ethical Supply Chain Supplier Code of Conduct** which is based on International Labor Organization standards. We have zero tolerance for forced labor, child labor, discrimination, harassment or abuse. Workers should be compensated in accordance with minimum wage 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.

### GENERAL ETHICAL SUPPLY CHAIN SCORECARD

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
SUSTAINABILITY - EHS	Beyond Compliance - Social Projects
	Minimize Footprint
	H&S Self-governance
	Minimize Injury/LTIR
	Beyond Compliance - EHS Projects

### FY23 VENDOR SCORECARD PERFORMANCE



\*Champion 90-100%, Excellent 80-89.99%, Solid 70-79.99%, Practitioner 60-69.99%, Beginner >60%

### PARTNER PERFORMANCE: TIER 1 VENDOR SCORECARD

In FY23, we audited 100% of our Tier 1 partners which included 38 on-site audits (90.5% of which were performed by our internal ESC team) and 4 desktop assessments (9.5%) using reputable third-party audit reports due to geographic location. We are pleased to report that 100% 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 37 onsite audits among our T2 partners using our streamlined audit checklist and 135 desktop audits, mainly for licensees/agent relationships.

### PARTNER PERFORMANCE: TIER 2 SUPPLIER PERFORMANCE

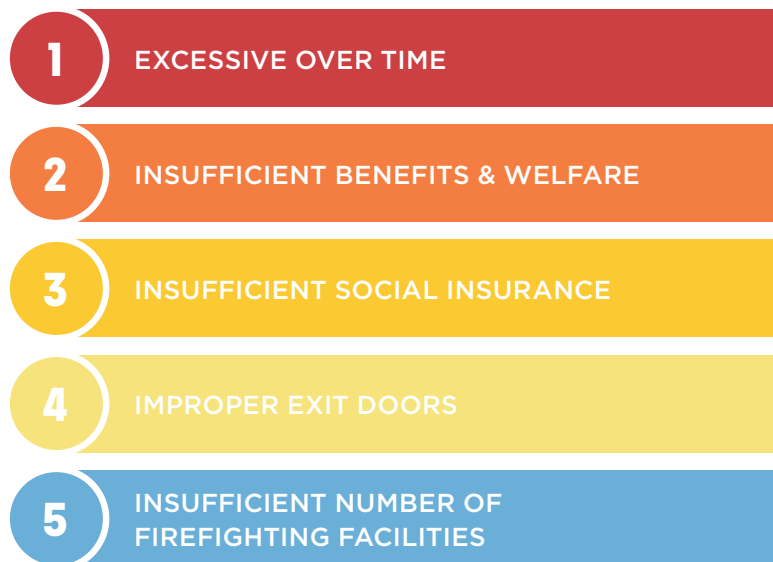
In FY23, we engaged the majority of our Tier 2 suppliers through audits, training and environmental projects. Together, these engaged Tier 2 partners represent over 88% of our total materials spend (*up from FY22 which was those representing 80% of our annual spend*). We have also developed a strategy to engage 100% of our Tier 2 partners. We plan to select a group of key Tier 1 partners to collect various documents from our Tier 2 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 partners. By 2025, we would like to monitor all of our Tier 2 suppliers 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.



# Workers In Our Supply Chain (Continued)

## 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. Our most prevalent areas of non-compliance 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 will allocate the resources necessary to remediate these areas of non-compliance.



*\*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 40 audits using the FFC platform.*

## 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 FY23, we collaborated with:

1. Over 25 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.

## 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 FY23, we had three partners who fell below our expectations but were willing to work hard to improve their audit score. Two partners were in our solid (70-79.5%) category but had a desire to better their score so our ESC team arranged quarterly meetings, targeted training, and virtual workshops working closely with them to drive improvement. With the team's dedication, these partners progressed an entire category (*from solid 70.37 and 76.92%*) to excellent (*82.82% and 84.42%*). The third partner improved their audit scores from excellent (*82.89% and 85.79%*) to champion (*95.44% and 96.72%*) in FY23. Our ESC team is always willing to work with our partners to evolve their performance.

We also had two other factory partners we worked with who improved their audit scores from excellent (*82.89% and 85.79%*) to champion (*95.44% and 96.72%*) in FY23. 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 FY23, there were 3 new suppliers who failed our initial ESC assessment: 2 had zero tolerance issues and 1 scored less than 60% on their initial assessment. Recognizing that these partners wanted to improve, the ESC team worked closely with them to remediate such findings and all 3 partners were approved 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 Deckers expectations of those partners

Our ESC team offers both in-person and virtual training opportunities throughout the year. In FY23, our team spent 562 hours training our suppliers, third-party partners and cross-functional management teams on various ESC topics.





## Workers In Our Supply Chain (Continued)

### 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 FY23, 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 45,976 workers (of those 35,080 were female), 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	TOTAL TRAINED
FY23	35,080	45,976



### 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.

In FY23, we expanded our HERproject activations into three Tier 1 suppliers. Two partners received HERfinance, a program that supports employers in responsibly digitizing wage payments for workers in global supply chains, and one received HERessential, a program that leverages technology to engage workers and managers on gender, health, and financial inclusion. Since the inception of our partnership with HERproject, we have engaged a total of 29 supply chain partners and have impacted the lives of 47,186 female workers (a total of over 64,245 including our male attendees).

When you take the number of women who have received HERproject training to date (47,186) and the number of women who have received anti-harassment training (35,080) we have empowered approximately 82,266 women which makes us well positioned to achieve our 100,000 goal by 2027. We look forward to continuing to support these incredibly impactful training programs into FY24 and beyond.

TOTAL NUMBER OF WOMEN EMPOWERED TO DATE THROUGH HERPROJECT	FY19	25,000	FY22	45,617
	FY20	33,019	FY23	47,186
	FY21	33,220		



# 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 over 500,000 workers and provided over 186,000 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.

In FY23, our support provided vision screening services, and affordable glasses, for over 4,200 supply chain workers among two T1 footwear suppliers located in Vietnam. In FY24, we plan to continue our financial support which will provide vision screening services to our T1 footwear supply chain partners.

Deckers' commitment to human rights, gender equality and inclusion for all aligns with VisionSpring's mission of a world where everyone has access to eyewear. By joining forces with VisionSpring, Deckers Brands works towards supporting healthy lives and well-being. Looking ahead, Deckers hopes to inspire others, be a positive light in the world, and continue to create change.

## 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 FY23, we generally saw improvement but we do look forward to revising our reporting methodology so that rather than lumping all T1 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)

PERFORMANCE MEASURE	UNITS	CURRENT STATUS	FY19 PERFORMANCE	FY20 PERFORMANCE	FY21 PERFORMANCE	FY22 PERFORMANCE	FY23 PERFORMANCE
FATALITIES	Number of Events	√	0	0	0	0	0
LOST TIME INJURY RATE (LTIR)	Cases/Total hours worked *200,000	√	0.33	0.18	0.24	0.12	0.13
TOTAL RECORDABLE INCIDENT RATE (TRIR)	Cases/Total hours worked *200,000	√	0.33	0.29	0.32	0.16	0.15
TOTAL # OF LOST DAYS	Days	N/A	1,391	905	612	1109	1195

### TIER 2 - BOTTOM SUPPLIERS (7 MONITORED ALL YEARS)

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

### TIER 2 - TANNERIES (8 MONITORED ALL YEARS)

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

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. FY23, figures derived from 17 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



# Workers In Our Supply Chain (Continued)

## HEALTH AND SAFETY DECKERS EMPLOYEES

### US EMPLOYEES

CALENDAR YEAR	TRIR
2018	1.75
2019	2.59
2020	1.13
2021	3.63
2022	3.33
YTD 2023*	4.62

\*as of September 5, 2023

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

### DISTRIBUTION CENTERS

CALENDAR YEAR	TRIR
2020	5.79
2021	8.88
2022	3.29
2023*	5.44

\*as of September 5, 2023

The above data is inclusive of our two distribution centers: one in the California and one in Indiana.

TRIR=Number of OSHA Recordable Cases X 200,000/  
Number of Employee labor hours worked





# Summary Of Deckers' Human Rights Progress



## Human Rights

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)*



## SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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	<p>Ensured robust ethical supply chain audits based on International Labor Organization standards, performance scorecards, and ongoing ESC audits</p> <p>Filmed video series highlighting ethical supply chain and HERproject efforts</p>	<p>100% of our Tier 1 partners are audited on an annual basis</p> <p>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</p> <p>Anonymous hotline provided to supply chain partners for reporting purposes</p>	<p>100% of our Tier 1 partners are audited on an annual basis</p> <p>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</p> <p>92.3% of those monitored received champion or excellent ratings</p> <p>Anonymous hotline provided to supply chain partners for reporting purposes</p> <p>Anti-harassment training provided to supply chain partners</p>	<p>100% of our Tier 1 partners are audited on an annual basis</p> <p>85.72% of those monitored received champion or excellent ratings</p> <p>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</p> <p>Anonymous hotline provided to supply chain partners for reporting purposes</p> <p>Anti-harassment training provided to supply chain partners</p>	<p>100% of our Tier 1 partners are audited on an annual basis</p> <p>100% of those monitored received champion or excellent ratings</p> <p>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</p> <p>Anonymous hotline provided to supply chain partners for reporting purposes</p> <p>Anti-harassment training provided to supply chain partners</p>	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	Target Achieved - FY21 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 GOALS: HUMAN RIGHTS (CONTINUED)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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	Target Achieved - FY23 and beyond target is to maintain	2021
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	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	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 - FY22 and beyond target is to maintain	2023
Publish list of 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 - 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	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)	Target Achieved - FY19 and beyond target is to maintain	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.





# Summary Of Deckers' Human Rights Progress (continued)

## SUSTAINABLE DEVELOPMENT GOALS: HUMAN RIGHTS (CONTINUED)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Empower 100,000 women	<p>26,186 women empowered through HERproject partnership since inception of partnership</p> <p>Held Women's Leadership Summit at corporate headquarters</p>	<p>33,019 women empowered through HERproject since inception of partnership</p> <p>Annual Women's Leadership Summit at corporate headquarters location postponed due to COVID-19 pandemic</p> <p>Held equality summit in EMEA office</p>	<p>Enrolled an additional 6 partners in HERproject (four Tier 2 suppliers and two Tier 1 factories)</p> <p>The number of women empowered since inception of partnership is 33,220 (a total of 44,403 including male attendees)</p> <p>Annual Women's Leadership Summit (virtual) event held</p>	<p>Enrolled an additional 8 partners in HERproject (three Tier 2 suppliers and five Tier 1 factories)</p> <p>The number of women empowered since inception of partnership is 45,617 (a total of over 61,000 including male attendees)</p> <p>Annual Women's Leadership Summit event held</p>	<p>Enrolled an additional 3 Tier 1 partners in HERproject (two partners received HERfinance and one received HERessential)</p> <p>The number of women empowered since inception of partnership is 47,186 (a total of over 64,245 including male attendees)</p> <p>Annual Women's Leadership Summit event held</p>	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 more 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



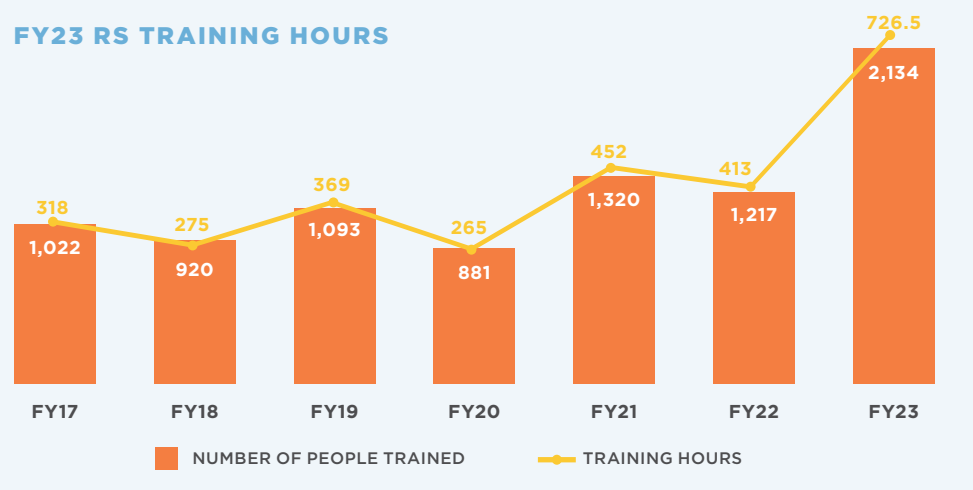
# Our Restricted Substances Program

Our **Restricted Substance Program** is intended to ensure products comply with the most stringent applicable global legislation, along with our own voluntary regulations. 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.

**FY23 RS TRAINING HOURS**



## RESTRICTED SUBSTANCES TRAINING

We work diligently with our supply chain partners to provide ongoing training to appropriately manage our product chemistry. In FY23, our Restricted Substances Team offered over 700 hours of training to our supply chain partners. The trainings included the following topics:

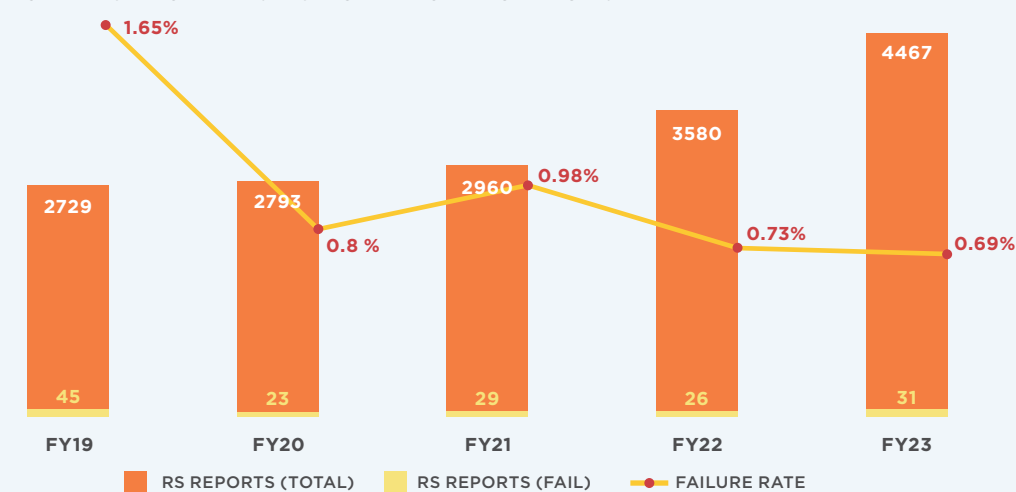
- Restricted Substances Policy Review and Highlights
- REACH, California Proposition 65 Compliance
- CPSIA Regulation and System Control Tools
- Dangerous Chemical Diagnostic Techniques and Implementation Tools
- Failure Analysis and Correction Action Plans
- Diagnostic Tools and Traceability
- Manufacturing Restricted Substances Control and Chemical Management
- Technical Support and Case Studies
- Origins of Contamination, Pollutions and Cross-Contamination Prevention
- Manufacturing Restricted Substance Controls
- PFC Compliance and Technical Support
- Restricted Substances System Construction and Management
- Manufacturing Restricted Substances List (MRSL) controls
- ZDHC Exploration and alignment including proper chemical management
- BOS and SDS Compliance
- On-Site and Warehouse Chemical Management
- Material Risk Analysis and Typical Case Studies
- Release/Hold Procedures and Records Management
- Cleaner Chemistries for Leather and EVA
- Digital Mapping and Monitoring Tools
- Chemical Reaction Controls and Methodologies
- Advanced Traceability and Tracking Methodologies with Chemical Ingredients
- T2 and T3 RS and MRSL Compliance Strategies

## 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 FY23 was 0.69% (compared to 0.73% in FY22). 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.

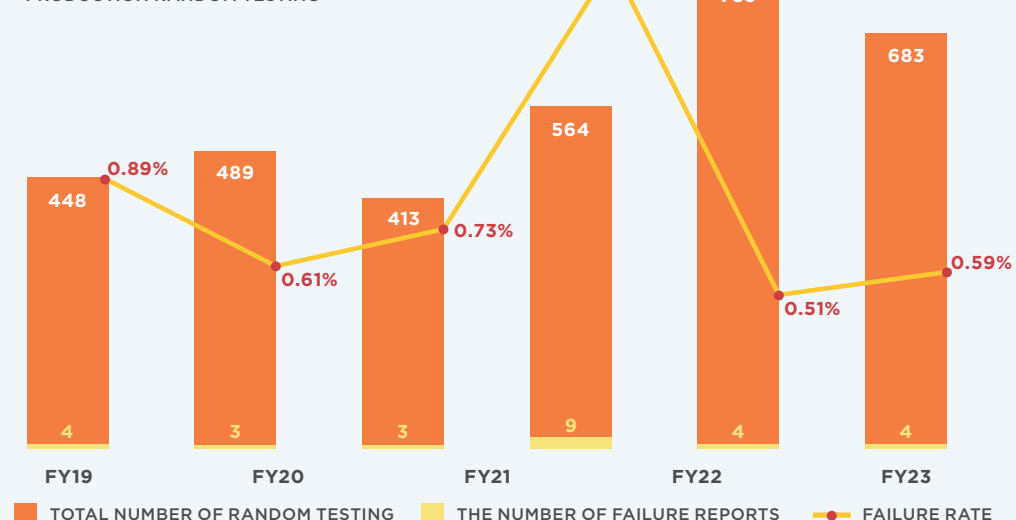
**FY23 RS FAILURE RATES**

5-YEAR RS FAILURE RATES BASED ON THE NUMBER OF REPORTS



**FY23 RS RANDOM TESTING**

PRODUCTION RANDOM TESTING



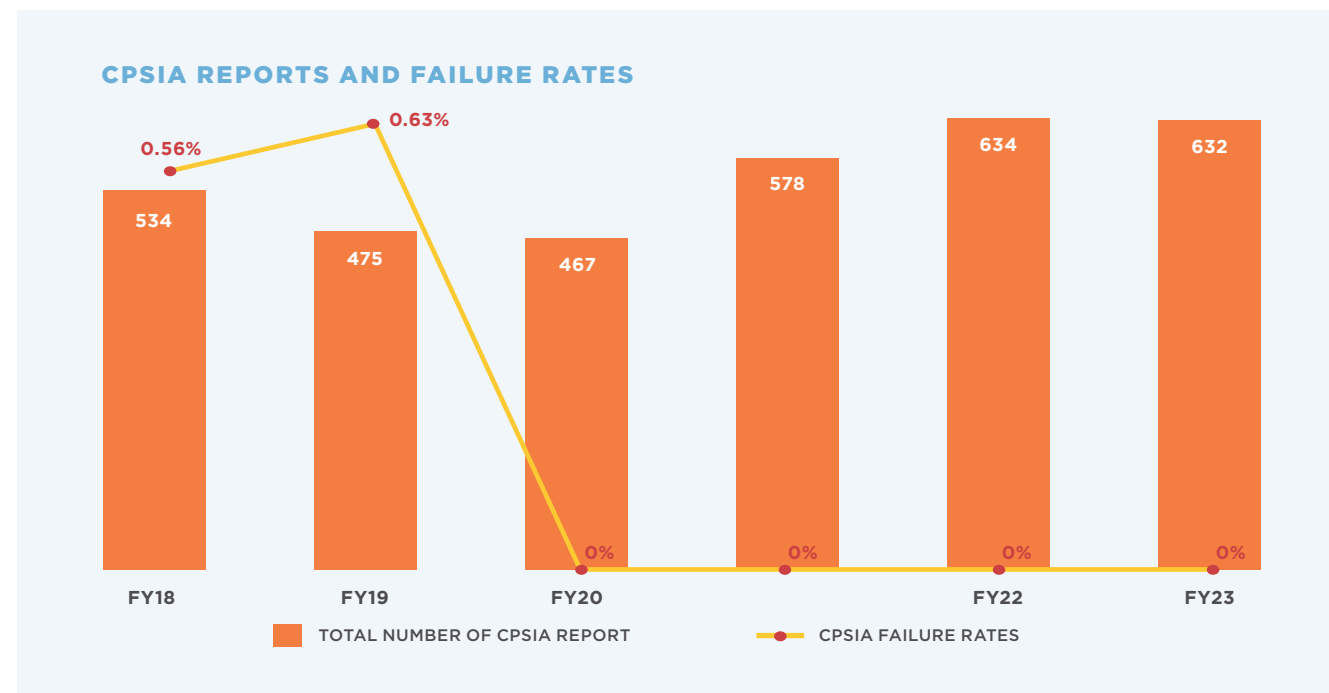




## Consumer Safety

### 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 teams' tremendous dedication.



## Chemicals Reduced, Controlled, or Eliminated In FY23

### 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 13.3g/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.

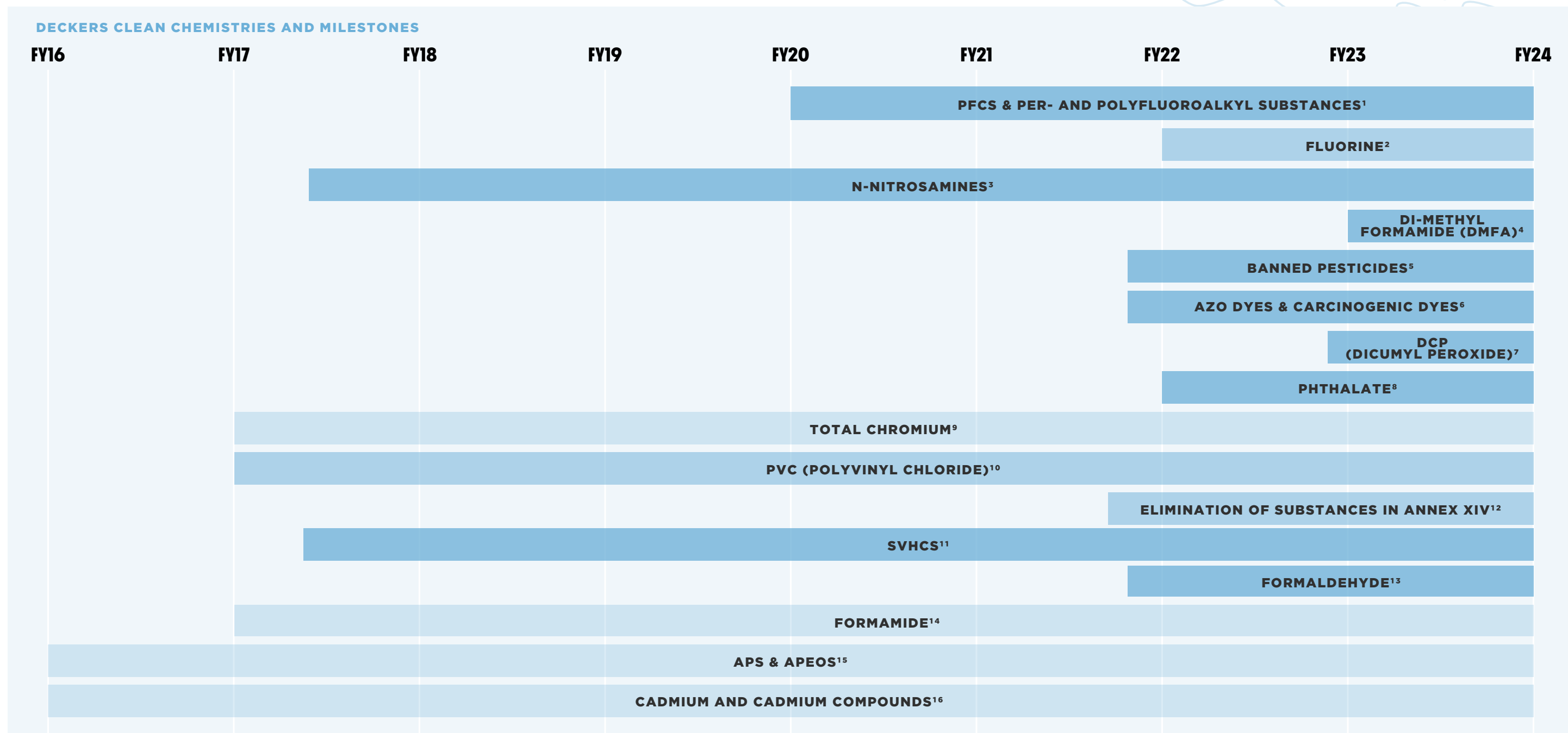
	FY17	FY18	FY19	FY20	FY21	FY22	FY23
UGG	20	17	13.7	12.6	6.9	6.8	10.2
SANUK	18	15.2	19	6.2	5.4	6.5	8.5
TEVA	45	20.4	19.5	17.9	12.2	10.8	13.3
HOKA	25	14.5	14.4	17.3	14	11.9	12.3
KOOLABURRA	25	17.1	14.5	11.3	7.5	10.6	7.9

*\*While we have maintained our targets to keep brand VOCs below 20g/pair, all our brands with the exception of Koolaburra did see a slight increase when compared to FY22. This can be attributed to more complex/layered bottom units, diversification of product assortment, and the utilization of lighter bottom units which mandates the use of more porous EVA materials that absorb more adhesives/primers/cleaners.*



# Cleaner Chemistry

In FY23, our Restricted Substances team managed and controlled over 1,600 restricted substances and were able to identify cleaner chemistries for the following:





## 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 81 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 FY24 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 (DMF) is a widely utilized solvent often used for polyurethane synthesis. DMF 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 DMF with pure water in PU synthesis. As of FY23, all materials have passed our strict DMF test and we look forward to continuing to see this progress in FY24.
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 FY24 and beyond.





# Summary Of Deckers' Chemistry Progress



## 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)



## SUSTAINABLE DEVELOPMENT GOALS: CHEMISTRY AND CONSUMER SAFETY

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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	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)	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	Target Achieved - FY21 and beyond target is to maintain	2027
Join Zero Discharge of Hazardous Chemicals (ZDHC)	Target first conceptualized 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	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	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%	On Track	Monitoring Target

\*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.



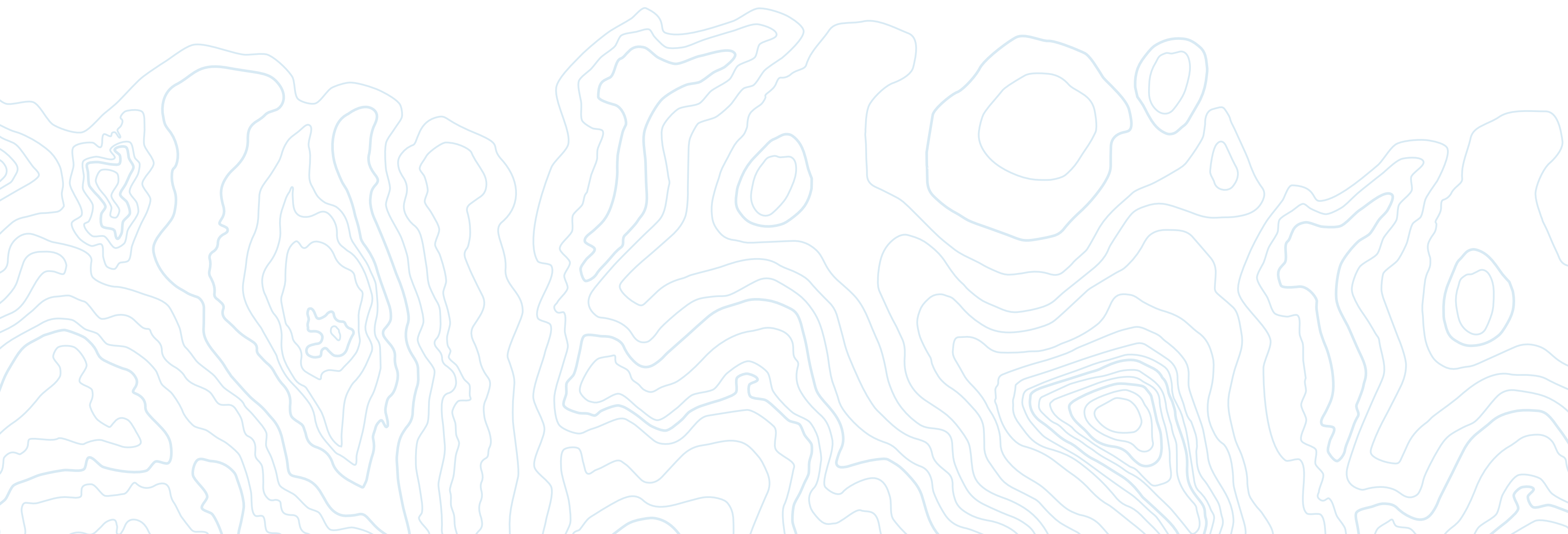


# Summary Of Deckers' Chemistry Progress (continued)

## SUSTAINABLE DEVELOPMENT GOALS: CHEMISTRY AND CONSUMER SAFETY (CONTINUED)

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 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%	Target Achieved - FY20 and beyond target is to maintain	Monitoring Target
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	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 FY23 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 FY24, we will continue to drive progress toward our SDGs, align efforts with our science-based targets, pursue more preferred materials including those sourced via regenerative farming, and use our platforms to advocate for a more equitable and just society.

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

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





# Additional Info







## Prior Reports

Deckers has filed eight annual corporate responsibility and sustainability reports; this is our ninth report. Prior to this publication, the most recent corporate responsibility report covering fiscal year 2022 was released in October 2022. All historic reports can be found at the references linked below or at [www.deckers.com/responsibility](http://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.

## Contact

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

Direct emissions from owned or controlled sources.

## SCOPE 2 EMISSIONS

Indirect emissions from leased offices, distribution centers, or retail stores.

## SCOPE 3 EMISSIONS

All other indirect emissions throughout the supply chain (e.g. *purchased goods and services, business travel, employee commuting, waste disposal, customer use of products, energy used in supply chain, transportation and distribution, and leased buildings*).

## 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.



# FY23 Disclosures - GRI Content Index

This FY23 Creating Change Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: core option.

## GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>			
2-1	Organizational Details	<p>Deckers Outdoor Corporation is a publicly-traded company listed on the New York Stock Exchange. 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®, and Koolaburra®. 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 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 <a href="#">Deckers Brands in Summary</a> or our <a href="#">FY23 Annual Report</a>.</p>	<a href="#">Deckers Brands in Summary</a>
2-2	Entities included in the organization's sustainability reporting	<p>Deckers reports information and data throughout this report that refer to Deckers and our portfolio of brands.</p> <p><a href="#">FY23 Annual Report</a>: Item 1. Business</p>	<a href="#">Additional Information</a>
2-3	Reporting period, frequency and contact point	<p>Deckers Brands has filed eight annual corporate responsibility and sustainability reports; this is our ninth report. This report covers fiscal year 2023, for the reporting period April 1, 2022 to March 31, 2023. The Company releases reports in October following the conclusion of the fiscal year. Questions about the report or reported information can be directed to <a href="mailto:cr@deckers.com">cr@deckers.com</a>.</p>	<a href="#">Additional Information</a>
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>	
2-5	External Assurance	<p>Deckers has not obtained external assurance at this time, but are evaluating a limited assurance for certain metrics in the future.</p>	<a href="#">Program Governance</a>



# FY23 Disclosures - GRI Content Index (continued)

## GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION																														
<b>ACTIVITIES AND WORKERS</b>																																	
2-6	Activities, value chain and other business relationships	<a href="#">FY23 Annual Report</a>	<a href="#">FY23 Annual Report: pages 3-6</a>																														
		<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>2,659 (62.6%)</td> <td>633 (14.9%)</td> <td>955 (22.5%)</td> <td>4,247</td> </tr> <tr> <td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td> <td>4 (3.0%)</td> <td>124 (93.2%)</td> <td>5 (3.8%)</td> <td>133</td> </tr> <tr> <td>NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, &amp; INTERN WHO ARE FULL-TIME)</td> <td>1,886 (57.0%)</td> <td>478 (14.5%)</td> <td>943 (28.5%)</td> <td>3,307</td> </tr> <tr> <td>NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, &amp; INTERN WHO ARE FULL-TIME)</td> <td>773 (82.2%)</td> <td>155 (16.5%)</td> <td>12 (1.3%)</td> <td>940</td> </tr> </tbody> </table>	EMPLOYEE REGION BREAKDOWN HEADCOUNT (GLOBAL)						NORTH AMERICA	EMEA	APAC	TOTAL	NUMBER OF PERMANENT EMPLOYEE	2,659 (62.6%)	633 (14.9%)	955 (22.5%)	4,247	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	4 (3.0%)	124 (93.2%)	5 (3.8%)	133	NUMBER OF FULL-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	1,886 (57.0%)	478 (14.5%)	943 (28.5%)	3,307	NUMBER OF PART-TIME EMPLOYEES (INCLUDING TEMPORARY, SEASONAL, & INTERN WHO ARE FULL-TIME)	773 (82.2%)	155 (16.5%)	12 (1.3%)	940	
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2-7	Employees	<p><i>*For reporting period FY23. 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="6">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>2,716 (63.95%)</td> <td>1,508 (35.51%)</td> <td>17 (0.4%)</td> <td>3 (0.14%)</td> <td>4,247</td> </tr> <tr> <td>NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)</td> <td>98 (73.7%)</td> <td>34 (25.6%)</td> <td>N/A</td> <td>1 (0.8%)</td> <td>133</td> </tr> </tbody> </table> <p><i>*For reporting period FY23. 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> <p><a href="#">Gender breakdown by region</a></p>	EMPLOYEE GENDER BREAKDOWN HEADCOUNT (GLOBAL)							FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL	NUMBER OF PERMANENT EMPLOYEES	2,716 (63.95%)	1,508 (35.51%)	17 (0.4%)	3 (0.14%)	4,247	NUMBER OF TEMPORARY EMPLOYEES (TEMPORARY, SEASONAL, INTERN)	98 (73.7%)	34 (25.6%)	N/A	1 (0.8%)	133	<a href="#">Gender Equality, Quality Education, and Reduced Inequalities</a>						
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2-8	Workers who are not employees	Deckers does not employ a significant number of workers who are not employees.	<a href="#">Gender Equality, Quality Education, and Reduced Inequalities</a>																														



# FY23 Disclosures - GRI Content Index (continued)

## GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
<b>GOVERNANCE</b>			
2-9	Governance structure and composition	<a href="#">FY23 Proxy Statement</a>	<a href="#">FY23 Proxy Statement</a> : page 9 <a href="#">Program Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">FY23 Proxy Statement</a>	<a href="#">FY23 Proxy Statement</a> : pages 19-24
2-11	Chair of the highest governance body	Michael F. Devine, III, Chairman of our Board ( <i>non-executive, independent</i> ) Deckers Brands: <b>Directors</b>	<a href="#">Board of Directors</a>
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.	<a href="#">Program Governance</a>
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.	<a href="#">Program Governance</a>
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 Deckers Brands Board of Directors, and the Corporate Responsibility, Sustainability & Governance Committee ( <i>"Governance Committee"</i> ).	<a href="#">Additional Information</a>
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 <a href="#">Deckers Brands Code of Ethics</a> or <a href="#">FY23 Proxy Statement</a>	<a href="#">Program Governance</a>
2-16	Communication of critical concerns	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.	<a href="#">Program Governance</a>



# FY23 Disclosures - GRI Content Index (continued)

## GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
<b>GOVERNANCE (CONTINUED)</b>			
2-17	Collective knowledge of the highest governance body	<a href="#">Director Qualifications</a>	<a href="#">Board of Directors</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">FY23 Proxy Statement</a>	<a href="#">FY23 Proxy Statement</a> : pages 7-8
2-19	Remuneration policies	<a href="#">FY23 Proxy Statement</a>	<a href="#">FY23 Proxy Statement</a> : pages 33-41 and 44-64
2-20	Process to determine remuneration	<a href="#">FY23 Proxy Statement</a>	<a href="#">FY23 Proxy Statement</a> : pages 78-79
2-21	Annual total compensation ratio	<a href="#">FY23 Governance Profile</a> and <a href="#">FY23 Proxy Statement</a>	<a href="#">Board of Directors</a> <a href="#">FY23 Proxy Statement</a> : page 66
<b>STRATEGY, POLICIES AND PRACTICES</b>			
2-22	Statement on sustainable development strategy	<a href="#">Message from our CEO</a>	<a href="#">Welcome</a>
2-23	Policy commitments	<a href="#">Code of Ethics</a> Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a>	Deckers Brands Code of Ethics and Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a>
2-24	Embedding policy commitments	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.  Employees on average receive 5 hours of compliance and ethics trainings which include training on human rights policies and procedures ( <i>at least</i> ) biennially.  At a minimum, our partners must follow the Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a> , all local and state laws, and Deckers' <a href="#">Code of Ethics</a> . Our Ethical Supply Chain (ESC) team provides hands-on training, both in person and virtually, so that partners are well versed on our expectations.	<a href="#">Integrity First</a> Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a>
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 <a href="#">Deckers Ethics Hotline</a> .	<a href="#">Integrity First</a>



# FY23 Disclosures - GRI Content Index (continued)

## GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)

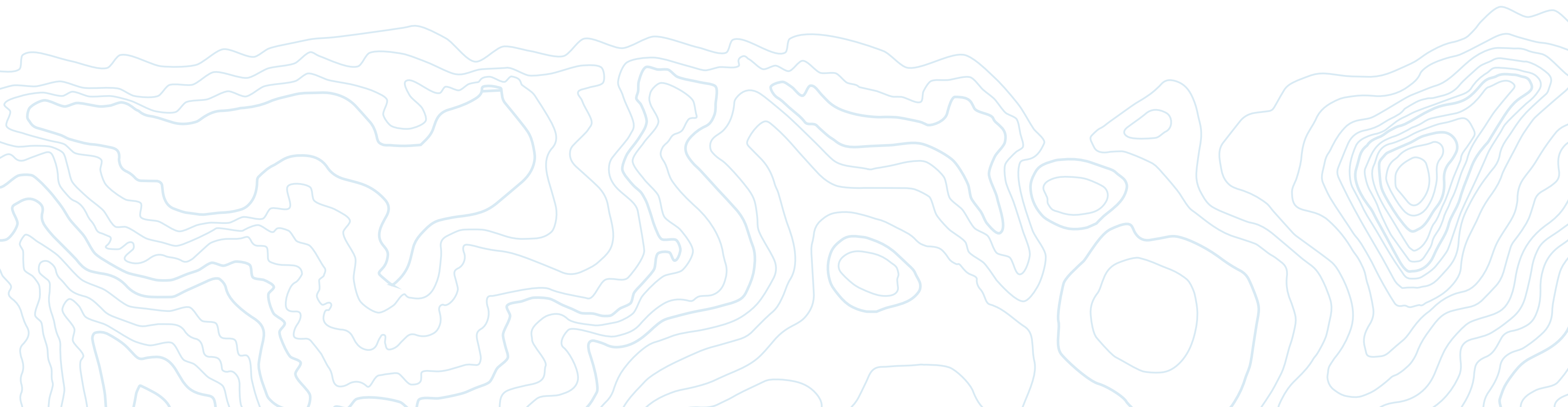
DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
<b>STRATEGY, POLICIES AND PRACTICES (CONTINUED)</b>			
2-26	Mechanisms for seeking advice and raising concerns	We require, as a part of their agreement to our Ethical Supply Chain Code of Conduct, our business partners to provide our Human Rights Policy: <b>Ethical Supply Chain Supplier Code of Conduct</b> , in local language, train workers on their rights and obligations as defined by our Human Rights Policy: <b>Ethical Supply Chain Supplier Code of Conduct</b> 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: <b>Ethical Supply Chain Supplier Code of Conduct</b> .	Human Rights Policy: <b>Ethical Supply Chain Supplier Code of Conduct</b>
2-27	Compliance with laws and regulations	Our top findings of non-compliance were similar to our findings last year, and are in line with the footwear and apparel industry overall. Our most prevalent areas of non-compliance are excessive overtime ( <i>which is dependent on timing of audit and challenges associated with peak production</i> ), insufficient benefits and welfare ( <i>which is largely due to updates to legislation and the learning curve associated therewith</i> ), insufficient social insurance, improper exit doors ( <i>due to building code updates</i> ), and insufficient number of firefighting facilities ( <i>due to expansion of factory footprint - e.g. factory build-outs</i> ). We continue to monitor performance in these areas and intend to allocate the resources necessary to remediate these areas of non-compliance. <b>Partner Performance: Audit Criteria</b>	<b>Human Rights</b>
2-28	Membership associations	United Nations Global Compact, Sustainable Apparel Coalition ( <i>HIGG FEM Modal</i> ), Textile Exchange, Leather Working Group, Savory Institute, Better Work, Social & Labor Convergence, Business for Social Responsibility, Sourcemap, Canopy, Carbon Trust, Trayak's Compass ( <i>our LCA tool</i> ), and the Humane Society.	<b>Stakeholder Engagement</b>
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 ( <i>DEI</i> ), 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.	<b>Stakeholder Engagement</b>
2-30	Collective bargaining agreements	None of Deckers employees are covered by collective bargaining agreements.	



# FY23 Disclosures - GRI Content Index (continued)

## GRI 3: MATERIAL TOPICS 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	NOTES	LOCATION
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 &amp; 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>	<p><a href="#">Our Strategic Approach</a>  <a href="#">Stakeholder Engagement</a></p>
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.	<p><a href="#">Our Strategic Approach</a></p>





# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - ECONOMIC

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>ECONOMIC PERFORMANCE</b>		
3-3	Management of material topics	<a href="#">FY23 Annual Report</a>
201-1	Direct economic value generated and distributed	<a href="#">FY23 Annual Report</a>
201-2	Financial Implications and other risks and opportunities due to climate change	<a href="#">Climate and Clean Energy:</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Gender Equality, Quality Education and Reduced Inequalities Benefits</a>
201-4	Financial assistance received from government	Not currently disclosed
<b>MARKET PRESENCE</b>		
3-3	Management of material topics	Not currently disclosed
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not currently disclosed
202-2	Proportion of senior management hired from the local community	Not currently disclosed
<b>INDIRECT ECONOMIC IMPACTS</b>		
3-3	Management of material topics	Doing good while doing great is our mantra and this principle guides our overall corporate giving program. Our giving is strategically aligned with our sustainable development goals (SDGs) and our DEI strategy; with a focus on social and racial justice, the environment, uplifting youth, education, and community support. More information can be found in the <a href="#">Deckers Gives Charitable Donations Policy</a> .
203-1	Infrastructure investments and services supported	<a href="#">Regenerative Farming</a> <a href="#">Notable Monetary Donations</a>
203-2	Significant indirect economic impacts	<a href="#">Regenerative Farming</a> <a href="#">Notable Monetary Donations</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>PROCUREMENT PRACTICES</b>		
3-3	Management of material topics	Not currently disclosed
204-1	Proportion of spending on local suppliers	Not currently disclosed
<b>ANTI-CORRUPTION</b>		
3-3	Management of material topics	<a href="#">Integrity First</a> <a href="#">Initial ESC Vetting</a>
205-1	Operations assessed for risks related to corruption	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Integrity First, Mandatory Employee Training, and Policies</a>
205-3	Confirmed incidents of corruption and actions taken	
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
3-3	Management of material topics	<a href="#">Integrity First</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Integrity First</a>
<b>TAX 2019</b>		
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	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	



# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - ENVIRONMENT

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>MATERIALS</b>		
3-3	Management of material topics	We have multiple policies to help guide our employees, and our supply chain partners, to operate our business in the most socially conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found at <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
301-1	Materials used by weight or volume	<b>FY23 Achievements</b> <b>Materials</b>
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
<b>ENERGY</b>		
3-3	Management of material topics	We have multiple policies to help guide our employees, and our supply chain partners, to operate our business in the most socially conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found at <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
302-1	Energy consumption within the organization	<b>FY23 Achievements</b> <b>Climate and Clean energy</b>
302-2	Energy consumption outside the organization	
302-3	Energy Intensity	
302-4	Reduction of energy consumption	
302-5	Reductions in energy requirements of product and services	

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>WATER AND EFFLUENTS (2018)</b>		
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 conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found at <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
303-1	Interactions with water as a shared resource	<b>FY23 Achievements</b> <b>Our Approach, Water, and Supply Chain Water Conservation Efforts</b>
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	
303-4	Water discharge	
303-5	Water consumption	
<b>BIODIVERSITY</b>		
3-3	Management of material topics	We have multiple policies, including our Conflict Minerals, Ethical Sourcing and Animal Welfare Policy and Paper and Forest Procurement Policy, 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 <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Deckers Corporate Headquarters campus is surrounded by wetland restoration areas. Rainwater collected on campus is ultimately put back into the wetland restoration area.
304-2	Significant impacts of activities, products, and services on biodiversity	<b>Community and Notable Monetary Donations</b> <b>Climate and Clean Energy</b> and <b>Regenerative Farming</b>
304-3	Habitats protected or restored	<b>Climate and Clean Energy</b> and <b>Regenerative Farming</b>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<b>Materials</b> <b>Animal Welfare</b> For more information, <b>Ethical Sourcing and Animal Welfare Policy</b>



# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - ENVIRONMENT (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>EMISSIONS</b>		
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 conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found at <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
305-1	Direct (Scope 1) GHG emissions	<b>FY23 Achievements</b> <b>Climate and Clean energy</b>
305-2	Energy indirect (Scope 2) GHG emissions	<b>FY23 Achievements</b> <b>Climate and Clean energy</b>
305-3	Other indirect (Scope 3) GHG emissions	<b>FY23 Achievements</b> <b>Climate and Clean energy</b>
305-4	GHG Emissions Intensity	<b>Climate and Clean energy</b> <b>Brand Specific Physical Intensity Targets and Progress</b>
305-5	Reduction of GHG emissions	<b>FY23 Achievements</b> <b>Climate and Clean energy</b>
305-6	Emissions of ozone-depleting substances (ODS)	<b>Chemistry &amp; Consumer Safety</b> For more information, <b>Restricted Substances Policy</b>
<i>Deckers does not believe this disclosure is applicable to our business as we do not produce, import or export ozone-depleting substances.</i>		
305-7	Nitrogen Oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<b>Chemistry &amp; Consumer Safety</b> For more information, <b>Restricted Substances Policy</b>

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>WASTE (2020)</b>		
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 conscious and environmentally conscious way possible. Many of our corporate policies are public and can be found at <a href="https://deckers.com/responsibility">deckers.com/responsibility</a> . <b>Policies</b>
306-1	Waste generation and significant waste-related impacts	<b>Waste</b>
306-2	Management of significant waste-related impacts	
306-3	Waste generated	<b>Waste and Supply Chain Waste Mitigation Efforts</b>
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	

## GRI TOPIC STANDARDS (2016) - SOCIAL

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>EMPLOYMENT</b>		
3-3	Management of material topics	<b>Code of Ethics and Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct</b>
401-1	New employees hires and employee turnover	<b>New employee hires by ethnicity and gender (US Corporate and Call Center only)</b> Employee turnover not currently disclosed.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Gender Equality, Reduced Inequalities, and Quality Education</b> <b>Benefits</b> Temporary or part time employees may not have access to all full-time employee benefits depending upon the terms upon each benefit plan.
<i>The following benefits are provided to Full Time employees (regularly working + hrs/wk) and are not available to Part-Time employees or temporary employees. Medical, Vision, Dental, HSA, Dependent Care FSA, Medical FSA, Limited Purpose FSA, Commuter Benefits- Mass Transit and Parking, Group Term Life, Accidental Death and Dismemberment (AD&amp;D), Supplemental Life- EE, Spouse, Child Short Term Disability (STD), Long Term Disability (LTD), Long Term Disability (LTD) - IDI, Long Term Care (LTC), Supplemental LTC 401(k)</i>		



# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - SOCIAL (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>EMPLOYMENT (CONTINUED)</b>		
401-3	Parental Leave	<u>Gender Equality, Reduced Inequalities, and Quality Education</u> <u>Benefits</u>
<b>LABOR/MANAGEMENT RELATIONS</b>		
3-3	Management of material topics	<u>Gender Equality, Reduced Inequalities, and Quality Education</u>
402-1	Minimum notice periods regarding operational changes	We strive to be one of the best places to work and the ability to attract, develop and retain employees is critical to our long-term success. We believe that our relationship with our employees is generally favorable and we have an open dialogue with our employees through our corporate culture. This relationship is the driving force behind how we work together during period of operational changes.
<b>OCCUPATIONAL HEALTH AND SAFETY (2018)</b>		
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	Not disclosed
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	<u>Workers in our Supply Chain and Ethical Supply Chain Training</u> <u>Ethical Supply Chain Training</u>
403-6	Promotion of worker health	<u>Workers in our Supply Chain and Ethical Supply Chain Training</u>

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>OCCUPATIONAL HEALTH AND SAFETY (2018) (CONTINUED)</b>		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Workers in our Supply Chain and Ethical Supply Chain Training</u>
403-8	Workers covered by an occupational health and safety management system	Not disclosed
403-9	Work-related injuries	<u>Workers in our Supply Chain and Health &amp; Safety Breakdown</u>
403-10	Work-related ill health <i>During the reporting period, while we did have some work-injuries in workplaces controlled by Deckers (our distribution centers and retail stores), we did not have any instances of work-related ill health in workplaces controlled by Deckers.</i>	<u>Workers in our Supply Chain and Health &amp; Safety Breakdown</u>
<b>TRAINING AND EDUCATION</b>		
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 ( <i>at least</i> ) biennially. <u>Integrity First</u>
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 <u>Benefits</u>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
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>
405-2	Ratio of basic salary and remuneration of women to men	Not disclosed
<b>NON-DISCRIMINATION</b>		
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>



# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - SOCIAL (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
3-3	Management of material topics	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Human Rights</a> , <a href="#">Workers in our Supply Chain</a> , and <a href="#">Partner Performance</a>
<b>CHILD LABOR</b>		
3-3	Management of material topics	<a href="#">Human Rights</a> <a href="#">Child Labor</a>
408-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Human Rights</a>
<b>FORCED OR COMPULSORY LABOR</b>		
3-3	Management of material topics	We prohibit the use of forced labor. Our <a href="#">Ethical Supply Chain Supplier Code of Conduct</a> 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 partners, and engage the majority of our Tier 2 partners through onsite visits, worker interviews, and detailed review of records. For more information, please see our <a href="#">CA Supply Chains Act Statement</a> , our <a href="#">UK Slavery Act Statement</a> , and our Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a> .
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Human Rights</a>
<b>SECURITY PRACTICES</b>		
3-3	Management of material topics	Not disclosed
410-1	Security personnel trained in human rights policies or procedures	Not disclosed
<b>RIGHTS OF INDIGENOUS PEOPLES</b>		
3-3	Management of material topics	Not disclosed

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>RIGHTS OF INDIGENOUS PEOPLES (CONTINUED)</b>		
411-1	Incidents of violations involving rights of indigenous peoples	Not disclosed
<b>HUMAN RIGHTS ASSESSMENT</b>		
3-3	Management of material topics	<a href="#">FY23 Achievements</a>
412-1	Operations that have been subject to human rights reviews or impact assessment	<a href="#">Human Rights</a>
412-2	Employee training on human rights policies or procedures	Deckers ESC and Compliance Teams, those who are responsible for auditing/compliance with our <a href="#">Ethical Supply Chain Supplier Code of Conduct</a> , have been trained and such training is refreshed as needed.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All Manufacturing Agreements require our partners to comply with our Human Rights Policy: <a href="#">Ethical Supply Chain Supplier Code of Conduct</a> .
<b>LOCAL COMMUNITIES</b>		
3-3	Management of material topics	<a href="#">FY23 Achievements</a>
413-1	Operations with local community engagement, impact assessments and development programs	<a href="#">Community Stakeholder Engagement</a> <a href="#">Supply Chain Anti-Harassment Training</a> , <a href="#">HERproject</a> , and <a href="#">Visionspring</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Deckers Brands in Summary</a>
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
3-3	Management of material topics	<a href="#">FY23 Achievements</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Human Rights</a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Human Rights</a>
<b>PUBLIC POLICY</b>		
3-3	Management of material topics	<a href="#">Code of Ethics</a>
415-1	Political Contributions	We do not make political contributions. During the reporting period, no political contributions were made.

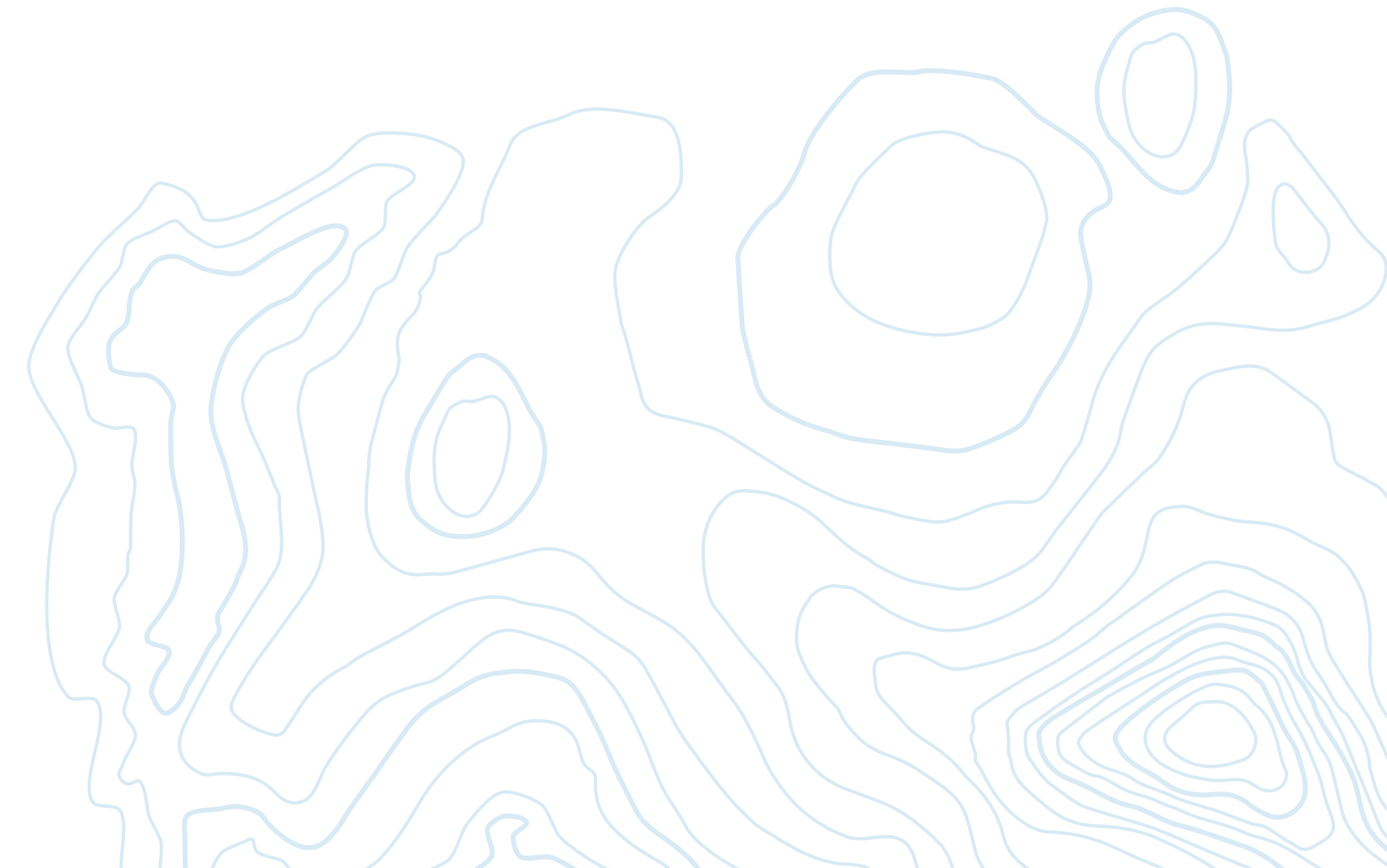


# FY23 Disclosures - GRI Content Index (continued)

## GRI TOPIC STANDARDS (2016) - SOCIAL (CONTINUED)

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>CUSTOMER HEALTH AND SAFETY</b>		
3-3	Management of material topics	<b>FY23 Achievements</b> <b><u>Chemistry and Consumer Safety</u></b>
416-1	Assessment of the health and safety impacts of product and service categories	<b>FY23 Achievements</b> <b><u>Chemistry and Consumer Safety, Restricted Substances Testing, RS Failure Rate, Consumer Product Safety Improvement Act, Chemicals Reduced, Controlled or Eliminated in FY23</u></b>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Restricted Substances Failures and Consumer Products Safety Improvement Act (CPSIA): pages 169-174
<b>MARKETING AND LABELING</b>		
3-3	Management of material topics	<b><u>Chemistry and Consumer Safety</u></b>
417-1	Requirements for product and service information and labeling	All product labeling includes material composition and care instructions. All includes instructions for disposal and recycling. Labeling is compliant with FPLA and CPSIA as applicable.
417-2	Incidents of non-compliance concerning product and service information and labeling	During the reporting period, we are not aware of any incidents of non-compliance concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	During the reporting period, we are not aware of any incidents of non-compliance concerning marketing communications.

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION
<b>CONSUMER PRIVACY</b>		
3-3	Management of material topics	During the reporting period, we are not aware of any substantiated complaints concerning breaches of customer privacy or losses of customer data.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, we are not aware of any substantiated complaints concerning breaches of customer privacy or losses of customer data.
<b>SOCIOECONOMIC COMPLIANCE</b>		
3-3	Management of material topics	<b><u>Human Rights</u></b>
419-1	Non-compliance with laws and regulations in the social and economic area	During the reporting period, we are not aware of any incidents of non-compliance with laws and regulations in the social and economic area outside of the 'top areas of non-compliance' which arose during factory audits which were effectively monitored and remediated.





# FY23 Disclosures- Sustainability Accounting Standards Board (SASB) Index

This FY23 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 FY23 Creating Change report.

## FY23 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	LOCATION
<b>MANAGEMENT OF CHEMICALS IN PRODUCTS</b>					
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY23 Creating Change Report.	<a href="#">Chemistry and Consumer Safety</a>
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	Details on our Restricted Substances Program can be found in our Chemistry and Consumer Safety section of the FY23 Creating Change Report.	<a href="#">Chemistry and Consumer Safety</a>
<b>ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN</b>					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	We measure our supply chain partners water usage and conservation efforts.	<a href="#">Supply Chain Water Usage Efforts</a>
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	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.	<a href="#">Lifecycle Assessment</a> <a href="#">Supply Chain Water Usage Efforts</a> <a href="#">Supply Chain Water Recycled</a> <a href="#">Supply Chain Waste Generation Efforts</a> <a href="#">Supply Chain Waste Diversion Efforts</a> <a href="#">Supply Chain Energy Consumption</a>



# FY23 Disclosures- Sustainability Accounting Standards Board (SASB) Index (continued)

## FY23 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD) (CONTINUED)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	LOCATION
<b>LABOR CONDITIONS IN THE SUPPLY CHAIN</b>					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	In FY23, we audited 100% of our Tier 1 partners which included 38 on-site audits (90.5% of which were performed by our internal ESC team) and 4 desktop assessments (9.5%) using reputable third-party audit reports due to geographic location.	<a href="#">Partner Performance</a>
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	We audit 100% of our Tier 1 partners, 100% were either Champion or Excellent meaning they scored 80-100% on their audit.	<a href="#">Partner Performance</a> <a href="#">Top Findings of Non-Compliance and Improvement Measures</a>
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	Deckers most prevalent areas of non-compliance 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).	<a href="#">Top Findings of Non-Compliance</a> <a href="#">Health and Safety of Factory Workers</a>
<b>RAW MATERIALS SOURCING</b>					
Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	Discussion and Analysis	CG-AA-440a.1	Natural disasters or other catastrophic events, including the pandemic and the effects of climate change, 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 information technology (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 costs to improve the climate-related resiliency of our infrastructure and otherwise prepare for, respond to, and mitigate the effects of climate change. We could also experience increased costs for energy, production, transportation, and raw and other materials, 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. 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. It is possible consumers increasingly adopt plant-based diets to minimize their carbon footprint, which could reduce the supply of sheep for the meat industry, and in turn, hinder our ability to source sufficient sheepskin for our products. Further, health epidemics, including the 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.	<a href="#">Product Materials</a> <a href="#">Traceability</a> <a href="#">Deforestation and Animal Welfare</a> <a href="#">Packaging</a> <a href="#">FY23 Annual Report</a>



# FY23 Disclosures- Sustainability Accounting Standards Board (SASB) Index (continued)

## FY23 SASB (APPAREL, ACCESSORIES AND FOOTWEAR STANDARD) (CONTINUED)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	LOCATION
<b>RAW MATERIALS SOURCING (CONTINUED)</b>					
Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage (%)	CG-AA-440a.2	In FY23, 42.37% of all our materials <i>(including both product and packaging)</i> were certified to an environmental and/or social sustainability standard an increase when compared to the 40.96% reported in FY22.	<a href="#">Materials Certified to an Environmental and/or Social Sustainability Standard</a>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	LOCATION
Number of (1) Tier 1 suppliers and (2) suppliers beyond T1	Quantitative	Number	CG-AA-000.A	We have 43 T1 Suppliers and 222 T2 Suppliers as of April 2023. In addition, we are working with Sourcemap, a leader in supply chain mapping, for added transparency into our supply chain.	<a href="#">Deckers Brands in Summary</a>

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

RECOMMENDED DISCLOSURES	SOURCE	RESPONSE
<b>GOVERNANCE</b>		
Describe the board's oversight of climate-related risks and opportunities	CDP Climate Change <i>(C1.1b, C2.2 and C1.1a)</i> <a href="#">Program Governance</a>	Deckers' Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee <i>(Corporate Governance Committee)</i> , comprised of four independent directors, oversees our ESG strategy. Our Board 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 annually receives 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. 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.
Describe management's role in accessing and managing climate-related risks and opportunities.	CDP Climate Change <i>(C1.2a and C2.2)</i> <a href="#">Program Governance</a>	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 <i>(SDGs)</i> and establishes strategies and policies to encourage our partners and suppliers to employ sustainable business practices. The program's execution is driven by our various cross-functional teams including our ethical sourcing, facilities, DCs, brands, innovation, DEI, giving, materials, and supply chain teams. Deckers' Enterprise Risk Management program annually assesses risk - including climate and ESG risk - to our business. Deckers' Enterprise Risk Management program is reviewed quarterly with the management and the Audit & Risk Committee of the Board of Directors and at least annually with the full Board of Directors.



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

RECOMMENDED DISCLOSURES	SOURCE	RESPONSE
<b>STRATEGY</b>		
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) <b>FY23 Annual Report</b>	<p>Climate change, including extreme weather conditions, natural disasters, or other events beyond our control, as well as related regulations, may adversely impact our business. Natural disasters or other catastrophic events, including the pandemic and the effects of climate change, 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 information technology (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 costs to improve the climate-related resiliency of our infrastructure and otherwise prepare for, respond to, and mitigate the effects of climate change. We could also experience increased costs for energy, production, transportation, and raw and other materials, 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.</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. It is possible consumers increasingly adopt plant-based diets to minimize their carbon footprint, which could reduce the supply of sheep for the meat industry, and in turn, hinder our ability to source sufficient sheepskin for our products. Further, health epidemics, including the 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)	<p>Deckers has adopted science-based targets that have been approved by the Science-Based Targets Initiative. Our Scope 1&amp;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.</p> <p>Further, increasing focus on ESG matters has resulted in, and is expected to continue to result in, the adoption of legal and regulatory requirements designed to mitigate the effects of climate change on the environment, as well as legal and regulatory requirements requiring climate-related disclosures. If new laws or regulations are more stringent than current legal or regulatory requirements, we may experience increased compliance burdens and costs to meet such obligations. Our processes and controls for reporting ESG matters across our operations and supply chain are evolving along with multiple disparate standards for identifying, measuring, and reporting ESG metrics, including ESG-related disclosures that may be required by the SEC, European, and other regulators, and such standards may change over time, which could result in significant revisions to our current goals, reported progress in achieving such goals, or ability to achieve such goals in the future.</p>



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

RECOMMENDED DISCLOSURES	SOURCE	RESPONSE
<b>RISK MANAGEMENT</b>		
Describe the organization's processes for identifying and assessing climate-related risks	CDP Climate Change (C2.2) <a href="#">FY23 Annual Report</a> <a href="#">FY23 Proxy Statement</a>	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 managing climate related risks	CDP Climate Change (C2.2 and C2.1b) <a href="#">Program Governance</a>	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 processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management	CDP Climate Change (C1.1b & C3.1d) <a href="#">Program Governance</a>	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.
<b>METRICS AND TARGETS</b>		
Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	CDP Climate Change (C3.1a C11.3) FY23 Creating Change Report: pages 11-52	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 climate-related targets please see "FY23 Achievements Made Toward Our Sustainable Development Goals" section of this FY23 Creating Change Report.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	FY23 Creating Change Report: pages 117-133	Please see "Climate and Clean Energy" section of this FY23 Creating Change 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	FY23 Creating Change Report: pages 117-133	Deckers has adopted sustainable development goals in the area of Climate and Clean Energy. We strive to reach our climate-related targets that can be found in the "Environment" section of this FY23 Creating Change Report.