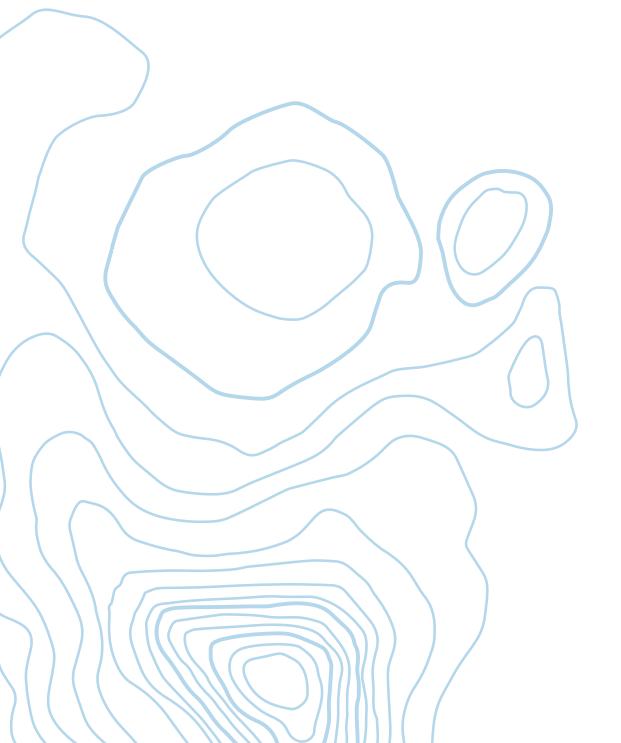
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Supply Chain Partner Disclosures

TIER 1 FOOTWEAR FACILITIES

DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE
1	Vietnam	Al-Nu Sporting Goods (HK) Co., Limited	Zhi Xing Viet Nam Co., Ltd	Lot CN1, CN2, CN3-CCN Nguyen Giap, Nguyen Giap Commune, Tu Ky District, Hai Duong Province, Viet Nam.	Hai Duong	986	524	462	Υ	N	4.00%	UGG, HOKA, Teva	Footwear
2	Vietnam	Capital Concord Enterprises Limited	Exported Footwear Manufacturer	Vuong Town, Tien Lu District, Hung Yen Province	Hung Yen	6,449	4,918	1,531	Υ	N	1.00%	НОКА	Footwear
3	Cambodia	Capital Concord Enterprises, Ltd.	Lin Wen Chih Sunbow Enterprises Co., Ltd.	National Road 2, Phum Seamreap, Phum Chey Chumneas, Khum Seamreap, Kandal Steung District	Kandal	9,990	7,435	2,555	Y	Υ	1.00%	НОКА	Footwear
4	China	Dongguan Xingtailai Sports Products Co., Ltd.	Dongguan Xingtailai Sports Products Co., Ltd.	#115 East Park Avenue, XiaSha Village ShiPai Town, DongGuan City	Guangdong	143	57	86	Υ	N	0.00%	UGG	Footwear
5	China	Flourish Thrive Developments Limited Taiwan Branch	YingShan ChengQing Shoes Co., Ltd.	Xiao Mi Fam Village, Wen Quan Town, Ying Shan County, Huang Gang City	Hubei	920	864	56	N	Υ	0.00%	Teva	Footwear
6	Indonesia	Flourish Thrive Developments Limited Taiwan Branch	PT. Shou Fong Lastindo	Jl. Raya Surabaya-Bojonegoro, Ds. Prayungan, Kec. Sumberrejo, Kab. Bojonegoro	East Java	1,529	1,412	117	N	Υ	0.59%	Teva	Footwear
7	Vietnam	Flourish Thrive Developments Limited TaiWan Branch	Ty Thac Co., Ltd.	Residential Area 1, My An Townlet, Thap Muoi District	Dong Thap	3,673	2,939	734	Υ	N	0.73%	НОКА	Footwear
8	Vietnam	Greenland International, Ltd.	Golden Top Company, Ltd.	Km No 9, Pham Van Dong Street, Duong Kinh District	Hai Phong	1,562	1,180	382	Y	N	0.90%	UGG	Footwear
9	Vietnam	Greenland International, Ltd.	Golden Top Company Ltd Tam Cuong Accessory And Shoe Manufacturing Factory	Km 11, Road 37, Tam Cuong commune, Vinh Bao district	Hai Phong	2,745	2,437	308	Υ	N	0.00%	UGG, Koolaburra	Footwear
10	Cambodia	Greenland international, Ltd.	Sky Nice II International Co., Ltd.	Tasen Village, Sotep Commune, Choeng Prey District	Kompong Cham	2,573	2,439	134	Υ	Υ	0.00%	UGG, Teva, Koolaburra	Footwear
11	China	Henan Prosper Skins & Leather Enterprise Co., Ltd.	Xuchang Reshine Shoes Industry Company Ltd.	Intelligent Equipment Science and Technology Park, Xiangcheng County, Xuchang City, Henan Province	Henan	1,545	231	1,314	Υ	Υ	0.00%	UGG, HOKA, Teva, Koolaburra, DXLabs	Footwear
12	Vietnam	Hong Kong Shoe Majesty Trading Company Limited	Vietnam Shoe Majesty, Co., Ltd.	Chau Duc Industrial Zone, Suoi Nghe Commune, Chau Duc District	Ba Ria Vung Tau	3,199	2,357	842	Y	N	0.31%	UGG, Teva	Footwear
13	China	Legendford Co., Ltd.	Qingyuan Sun Shin China Limited	Longteng Industrial Region, Long Tang Town, Qingyuan	Guangdong	521	286	235	N	N	0.00%	UGG, HOKA	Footwear
14	Vietnam	Mega Step Holdings., Ltd.	Amara Vietnam Footwear Company, Ltd.	Song Khe Zone, Co Le Town, Truc Ninh District	Nam Dinh	9,712	7,661	2,051	Υ	N	0.50%	UGG, HOKA	Footwear
			company, Ltd.	Willia Bistrict									

TIER 1 FOOTWEAR FACILITIES (CONTINUED)

DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE
15	Vietnam	Mega Step Holdings., Ltd.	Continuance Vietnam Footwear Company, Ltd.	Km No. 43, National Road No.5, Lai Cach Town, Cam Giang District	Hai Duong	1,644	1,246	398	Υ	N	0.00%	UGG	Footwear
16	Vietnam	Mega Step Holdings., Ltd.	Venus Vietnam Footwear, Ltd.	Trade Village Industrial Cluster, Ha Binh commune, Ha Trung district, Thanh Hoa Province	Thanh Hoa	8,714	6,774	1,940	Υ	N	0.55%	UGG	Footwear
17	Vietnam	MIA International Holding Company Limited	Vietnam Victory Sporting Goods Co., Ltd.	Cua Village, Trung Luong Commune, Binh Luc District, Ha Nam Province	Ha Nam	1,682	1,192	490	Υ	N	2.62%	НОКА	Footwear
18	Vietnam	Nam Sinh Company, Ltd.	Nam Sinh Company, Ltd.	Hy Duyet Village, Cam Hung Commune, Cam Giang District	Hai Duong	966	836	130	Υ	N	1.76%	UGG	Footwear
19	Dominican Republic	PetroQuim, S. R. L.	PetroQuim, S.R.L.	Av. Nicolás de Ovando No. 334, Cristo Rey	Santo Dominico	262	66	196	N	N	1.14%	UGG	Footwear
20	Vietnam	Quang Han Lin Shoe Co.,Ltd/action Enterprises(international) Limited	Thanh Hung (Golden Plus) Co., Ltd (Vietnam)	Km 16, 353 Street, Minh Duc Ward, Do Son District	Hai Phong	658	485	173	Υ	N	1.80%	UGG, Teva, Koolaburra, Sanuk	Footwear
21	Cambodia	Shoe Premier International, Ltd.	Shoe Premier II (Cambodia) Co., Ltd.	New Road, Phum ToulKork, Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Phnom Penh	3,073	2,797	276	Υ	Υ	1.00%	UGG, HOKA, Koolaburra	Footwear
22	Vietnam	Stella International Co., Ltd.	Golden Star Co., Ltd - Simona footwear Co., Ltd.	Phu Thanh Tay Area, Yen Thanh Ward, Uong Bi city	Quang Ninh	2,000	1,600	400	Υ	N	0.23%	UGG	Footwear
23	Philippines	Stella International Holding Ltd.	Coronation Premium MFG, INC.	Creekside Road Compound 2 Clark Freeport Zone Pampanga	Clark Pampanga	2,582	1,852	730	N	у	1.82%	UGG	Footwear
24	Vietnam	Tai Shing Company Ltd.	Tai Shing Company Ltd.	Khuong Rang Village, Phuc Ung Commune, Son Duong District	Tuyen Quang	1,663	1,399	264	Υ	N	0.96%	UGG	Footwear

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

DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE
1	China	ASI Global Limited	Huai An Yuan Tong Headwear Mfg. Co., Ltd.	No.30, 32 & 99 Yan Huang Avenue, LianShui Economic Developmental District, Jiang Su Province	Jiangsu	3,557	2,981	576	Υ	Υ	0.00%	НОКА	Accessories
2	China	Changlu Industrial (Hong Kong) Co., Ltd.	Shenzhen Tak Shing Leather Goods Mfy, Ltd.	No. B18 Building, Fu Chengao Industrial Area, Pinghu Street, Shenzhen City	Guangdong	65	43	22	Υ	Υ	0.00%	UGG, Teva	Accessories
3	China	Jade Fashion & Co., Inc.	Jiangsu Jiede Textile and Garment Co., Ltd.	No. 1 Zhenhai Road, Industrial Area, Qidong, Nantong	Jiangsu	179	110	69	Υ	Υ	0.00%	UGG, HOKA	Apparel
4	China	Jade Fashion & Co., Inc.	Anhui Shanshan garment Co., Ltd.	Nanling Industrial Area, Wuhu City	Anhui	620	450	170	Υ	Υ	0.00%	UGG, HOKA	Apparel
5	China	Prolexus Berhad	Honways apparel (shuyang), Ltd.	No.6, Jiaxing Road, Shuyang Economic Development Zone	Jiangsu	598	495	103	Y	Υ	0.00%	НОКА	Apparel
6	Malaysia	Prolexus Berhad	Honsin Apparel SDN. BHD.	531, Batu 2 ½, Jalan Kluang, 83000 Batu Pahat, Johor	Batu Pahat, Johor	1,002	363	639	N	Υ	76.25%	НОКА	Apparel
7	Indonesia	PT. Pancaprima Ekabrothers	PT. Pancaprima Ekabrothers	Jl.Raya Siliwangi Km.1 No.178-A Jatiuwung	Banten	2,035	1,579	456	Y	Υ	0.00%	НОКА	Apparel
8	China	Shanghai Cathaya International Trading Co., Ltd.	Huangshan City Huizhou District Shiyu Garment Co., Ltd.	SME Base at 1# Xinhang Road, Huizhou District, North City Industry Park, Huangshan City	Anhui	50	42	8	N	Υ	0.00%	UGG	Home Goods
9	China	Treasure Key (Xiamen) Finery Co., Ltd.	Treasure Key (Xiamen) Finery Co., Ltd.	No.101, Tongyuan North Road, Tongʻan District, XiaMen, Fujian	Fujian	280	218	62	Υ	N	0.00%	UGG, HOKA	Apparel
10	China	Venitra Industrial Group, Ltd.	Anhui Verino Manufacturing Co., Ltd.	52 Donghe Road, Qingyang, Chizhou, Anhui	Anhui	298	210	88	N	N	0.00%	UGG, HOKA	Apparel
11	Vietnam	Wholegood Inter-United, Ltd.	Wellform (Vietnam) Co., Ltd.	Nha Xuong 1, Lo A17.5, Duong C1, KCN Thanh Thanh Cong, Phuong An Hao, Thi xa Trang Bang, Tinh Tay Ninh	Tinh Tay Ninh	398	352	46	Υ	Υ	2.00%	UGG	Apparel
12	China	Wing Feng Lap Yip Fashion, Ltd.	Dongguan City Feng Wing Ming Shing Knitting Limited	No 2 Dading Road, Heng Jiang Xia Village, Chang Ping Town, Dongguan	Guangdong	419	244	175	Υ	Υ	0.00%	UGG	Apparel
13	China	Winner International, Ltd.	Smart Dragon Industrial Limited	SanXian building, Zengbu kylin Industrial Estate Chashan Town, Dongguan City, Guangdong	Guangdong	183	116	67	N	Υ	0.00%	UGG	Apparel
14	China	Yan Fun international industrial, Ltd.	Huizhou Jia Mei Garment, Ltd.	Shing Fun Industrial Park, Julong Village, Yuanzh ou Town, Boluo County, Huizhou City	Guangdong	190	114	76	N	Υ	0.00%	UGG	Apparel
15	China	Zhangjiagang Shepherd Inc.	Zhangjiagang Shepherd Inc.	No.22, Ying Shan Road, Feng Huang Town Zhangjiagang City, Jiangsu	Jiangsu	422	282	140	Υ	Υ	0.00%	DXLabs	Apparel

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

DECKERS T1 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	COUNTRY	PARENT COMPANY NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS	SUPPLIER AND PRODUCT TYPE
16	China	Zhejiang Meikan Garment & Accessories Co., Ltd.	Zhejiang Meikan Garment & Accessories Co., Ltd.	No. 318 Xiachuan Road, Haining, Zhejiang	Zhejiang	134	108	26	N	N	0.00%	UGG	Accessories
17	China	Zhejiang Zhongda Finetex Co., Ltd.	Haining United Socks Co., Ltd	No.386/388 Xiachuan Road, Haichang Subdistrict Hai ning City	Zhejiang	187	131	56	Υ	Υ	0.00%	UGG, Teva	Accessories
18	China	Zhejiang Zhongda Finetex Co., Ltd.	Huzhou chengxing clothing Co., Ltd	NO.15 Waihuan East Road, Shuanglin Town, Huzhou	Zhejiang	71	49	22	N	N	0.00%	UGG, HOKA	Apparel
19	China	Zhejiang Zhongda Finetex Co., Ltd.	Polar goose clothing Co., Ltd	Zhenxi 88, Shuanglin Town, Huzhou City	Zhejiang	269	206	63	N	Υ	0.00%	UGG	Apparel

TIER 2 SUPPLIER FACILITIES

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO. SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
1 Textile	China	Aesop Textile Co., Ltd.	Aesop Textile Co., Ltd.	Cixi Haolong Pluh Co., Ltd	No. 299 Dongfa Road,Binhai Economic Development Zone 315300 Cixi, Zhejiang	Zhejiang	180	100	80	Υ	Υ	0.00%	Faux Fur, Imitation Fur	70.00%	UGG, Koolaburra
2 Bottom	Vietnam	Zhi Xing Vietnam Co., Limited	AL-ZX	Zhi Xing Vietnam Co., Limited	Cn1, Cn2, Cn3 - Nguyen Giap Industrial, Nguyen Giap Commune, Tu Ky District, Hai Duong Province	Hai Duong	776	407	369	Υ	Υ	5.00%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
3 Bottom	China	Allmat Co. Ltd	Allmat Co. Ltd	Taicang All Mats Plastic Industry Co., Ltd	No. 2 Dongyuan RD., Zanan Industrial Zone, Liuhe Town, Taicang City	Jiangsu	145	70	75	Υ	Υ	3.00%	Foam Sheets, Die Cut	100.00%	Sanuk
4 Bottom	China	Al-Nu Sporting Goods, Co., Ltd.	AL-NU	Al-Nu Sporting Goods, Co., Ltd.	Xia Bian Industrial, Houjie Town, Dongguan, Guangdong	Guangdong	51	23	28	N	N	2.00%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
5 Textile	China	AOC AoCheng	AOC AoCheng	Dongguan Ctiy Aocheng Webbing Limited	No.123 Huancun Road, Santun Industrial, Houjie Town, Dongguan City, Guangdong Province	Guangdong	90	35	55	N	N	0.00%	Binding, Gore, Braid, Lace, Ribbon, Tape, Webbing	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
6	Bottom	China	Bai Nian He	Bai Nian He	BaiNianHe Industrial Limited	No. 1, Chuangying East Section,Chaxia,Wentang Village,Dongcheng Street, Dongguan City, Guangdong Province	Guangdong	72	28	44	N	N	0.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva
7	Bottom	Vietnam	Bai Nian He	Bai Nian He	Bai Nian He Shoes Material Co., Ltd.	Workshop B-An Duong Shoe Material Co., Ltd., Luong Dien Industrial Zone, Luong Dien Commune, Cam Giang District, Hai Duong Province	Hai Duong	160	80	80	Y	Y	2.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva
8	Textile	China	Boyi	Boyi	Dongguan Boyi Textile Limited	Zoology Technological Industry area, Houjie Town, Dongguan City	Guangdong	202	141	61	Y	Y	0.00%	Knits, Woven, Packaged Materials, Reinforcement, Non-Woven, Insulation, Microfiber, Film, Faux Fur	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
Ð	Packaging	China	BSN International Hong Kong Ltd.	Bao Shen	Guangzhou Baoshen Science & Applied Technologies Co., Ltd.	No. 68 Xiaotangnan Road, Jianggao Town, Baiyun District, Guangzhou	Guangdong	531	232	299	N	Y	0.00%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
10	Packaging	Vietnam	BSN International Hong Kong Ltd.	Bao Shen	BDT Vietnam Printing Co., Ltd.	Lot 3, Road 15, Tan Duc Industrial Park, Huu Thanh District, Duc Hoa Commune, Long An Province	Long An	480	269	211	Y	N	0.00%	Stickers, RFID Stickers, UPC Stickers, Hangtags, Booklets, Bellybands, Insert Cards, Hangers, Swift Tacks, Woven Labels, Tape, Tissue Paper, Polybags	97.30%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs
1	Textile	China	Changzhou Tuotu Textile Co., Ltd.	Tuotu Textile Co., Ltd.	Changzhou Tuotu Textile Co., Ltd.	No. 8 Fenghuang Road, Laosan Group, Tianning District, Changzhou	Jiangsu	300	100	200	Y	Y	0.00%	Knits and Circular Knits	100.00%	UGG

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
12	Components	Taiwan	Chen Tai	Chen Tai, Yue Chang	Chen Tai Lace Co., Ltd	No.93, Ren-Li Rd, Ho-mei Town, Changhua County	Changhua	98	71	27	N	Υ	13.00%	Lace, Webbing, Aglet	13.00%	UGG, HOKA
13	Components	China	Chen Tai	Chen Tai, Yue Chang	Yuechang Woven Tape Ent. Co., Ltd.	Liangkeng Industrial zone, Duruan Town, Jiangmen, Guangdong	Guangdong	160	100	60	Υ	Υ	0.00%	Lace, Webbing, Aglet	100.00%	UGG, HOKA, Teva, Sanuk
14	Components	Vietnam	Chen Tai Vietnam	Chen Tai, Yue Chang	Chen Tai Vietnam Woven Tapes Ent. Co., Ltd.	N8 Rd., My Phuoc 1 Industrial Park, Ben Cat District, Binh Duong Province	Binh Duong	543	263	280	Υ	Υ	2.00%	Lace, Webbing, Aglet	100.00%	НОКА
15	Components	Vietnam	Chen Tai Vietnam	Chen Tai Vietnam	Chentai Woven Tapes Co., Ltd.	Lot CN 7.5, Bao Minh IP, Lien Bao commune, Vu Ban district, Nam Dinh Province	Nam Dinh	267	79	188	Υ	Υ	6.00%	Lace, Webbing, Aglet	100.00%	UGG
16	Components	Taiwan	Chen Tong	Chen Tong	Chen Tong Leather Co., Ltd.	111-1 Min Sheng Rd., Tayuan Dist., Taoyuan City	Taoyuan	52	19	33	N	Υ	27.00%	Leather Laces	87.00%	UGG
17	Bottom	Vietnam	Cheng Da	Cheng Da II Co., Ltd.	Cheng Da II Co., Ltd.	Lot 12A, No. 9 Street, Tan Duc Industrial,Duc Hoa Ha Commune, Duc Hoa District, Long An Province, Vietnam	Long An	800	346	454	Υ	N	7.00%	Midsole, Outsole	99.10%	НОКА
18	Packaging	China	Cheng Mei Label MFG., Corp.	Cheng Mei	Cheng Mei Label MFG., Corp.	260 Xiang Shan Avenue, 3rd Industrial Zone, Luo Tian, Song Gang Street, Bao An District, Shen Zhen City, Guang Dong	Guangdong	80	40	40	N	N	0.00%	Woven Labels, Sewn-In Labels, Patches, Heat Transfer Label	100.00%	UGG, HOKA, Teva, Sanuk
19	Textile	China	Cixi Haolong Plush Company	AESOP Textile	AESOP Textile Co, Ltd.	Unit 901-902, FuXin Building, No. 163, FuKang Road, HouJie Town, Dongguan City, GuangDong Province	Guangdong	195	117	78	N	N	0.00%	Faux Fur, Imitation Fur	100.00%	UGG, Koolaburra
20	Hardware	China	Coats Opti Zipper	Coats Opti	Coats Opti Shenzhen Limited	Coats Industrial Park, Fengtang Dadao, Tangwei Village, Fuyong Town, Baoan District, Shenzhen	Guangdong	125	60	65	Υ	N	0.00%	Zipper	10.00%	UGG, Teva, Koolaburra
21	Components	China	Coats Thread	Coats Shenzhen	Coats Shenzhen	Coats Industrial Park, Fengtang Dadao, Tangwei Village, Fuyong Town, Baoan District, Shenzhen	Guangdong	1,450	570	880	Υ	N	0.28%	Thread	9.90%	UGG, HOKA
22	Components	Vietnam	Coats Thread	Coats Phong Phu	Coats Phong Phu	48 Tang Nhon Phu street, Tang Nhon Phu B Ward, District 9, Thu Duc city, Ho Chi Minh City	Ho Chi Minh	1,775	924	851	Υ	Υ	0.00%	Thread	100.00%	UGG, HOKA

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

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NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
23	Tannery	China	Colomer Moda Co., Ltd.	Colomer Moda Co., Ltd.	Colomer Moda Co., Ltd.	No. 5 West Industrial Zone, Mengzhou, Henan	Henan	5,675	2,347	3,328	Y	Υ	0.00%	Full Grain Leather, Suede	100.00%	UGG, Teva
24	Textile	China	Cosmo	Cosmo	Cosmo Textile Co., Ltd. (Zhongshan)	Block 17-21, Longzhuyuan, Nanlang Industrial District, Nanlang Town, Zhongshan	Guangdong	230	112	118	Y	Y	0.00%	Knits, Woven, Packaged Materials, Membrane, Non- Woven, Faux Fur, Strobel Board	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
25	Components	Vietnam	СКМТО	CRMTO Vietnam	Crecimiento Co., Ltd.	4 Road, Dong An Industrial Zone Thuan An District	Binh Duong	876	206	670	Υ	Y	1.00%	Foam Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
26	Components	Vietnam	СКМТО	CRMTO Vietnam	Crecimiento Co., Ltd.	Lot B2-3, B3-1 Tay Bac Ga Industrial Zone, Dong Tho Ward	Thanh Hoa	88	37	51	Υ	Υ	3.40%	Foam Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
27	Components	China	СПМТО	CMRTO Zhongshan	Crecimiento Co., Ltd.	2nd Estate, Baishi, Sanxiang, Zhongshan City	Guangdong	120	30	90	N	Υ	2.50%	Foam Sheets, Die Cut, Sockliner, Insole, Topsole, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
28	Hardware	Korea	DaeSung	DaeSung	Daesung Co., Ltd.	67 Nakdong-daero 1318beon-gil, Sasang-gu, Busan	Gyeongsang	450	200	250	N	N	0.00%	Aglet, Decoration, Metal Rings, Eyelet, Rivet, Snaps, Speed Hooks,Webbing	100.00%	UGG, HOKA, Teva, Sanuk
29	Hardware	China	DaeSung	DaeSung	Daesung China Co., Ltd.	The WenZhou Road, Zhouwu District, Dongcheng, Dong Guan,Guang Ddong Province	Guangdong	180	100	80	N	Y	3.00%	Aglet, Decoration, Metal Rings, Eyelet, Rivet, Snaps, Speed Hooks,Webbing	100.00%	UGG, HOKA, Teva, Sanuk
30	Bottom	China	Daju	Da Ju	Dongguan Daju Plastic Products Co., Ltd.	No. 203 Jin Lan Bei Road Da Lan Town Dong Guan City Guang Dong	Guangdong	150	100	50	N	N	0.00%	Insole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva
31	Bottom	Vietnam	Daju	Dah Chen	Dah Chen Shoe Material Co., Ltd.	Lot Mc-1, Duc Hoa 1 Industrial Park, Duc Hoa Townlet, Long An Province	Long An	600	420	180	Υ	Y	3.00%	Insole, Sockliner, Die Cut, Foam Sheets	100.00%	НОКА
32	Bottom	Vietnam	Daju	Dah Ju	Dah Ju Science and Technology (<i>Vietnam</i>) Co., Ltd.	No. 15, Tien Phong Road, Tran Quang Khai Ward, Nam Dinh City, Nam Dinh Province	Nam Dinh	300	210	90	Υ	Y	2.00%	Insole, Sockliner, Die Cut, Foam Sheets	100.00%	HOKA, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
33	Textile	China	Daqun Textile (Godspeed)	Daqun Textile (Godspeed)	Dongguan Daqun Textile Co., Ltd.	No.2 Huanbao Road, Xitailong Industrial Zone, Shatian Town, Dongguan City, Guangdong Province	Guangdong	276	73	203	Y	Y	1.00%	Circular Knits, Knits, Woven, Packaged Materials, Reinforcement, Strobel Board, Non-Woven	100.00%	UGG, HOKA, Teva, Sanuk
34	Adhesives , Chemicals	China	Dong Guan Shi Hou Jie Xing Zhan Leather Care Product Operating Department	Xin Zhan	Dong Guan Shi Hou Jie Xing Zhan Leather Care Product Operating Department	No. 1 South Jiuyuan Avenue, Houjie Community, Houjie Town, Dongguan City, Guangdong Province	Guangdong	11	5	6	N	N	0.00%	Oil-Proof, Water- Proof, DWR	100.00%	UGG, Teva
35	Textile	Vietnam	Dongguan Daqun Textile Co., Ltd.	Daqun Textile (Godspeed)	New Top Textile Technology Company Limited	Lot C1-6, L1, L3 N3 Road, Hoa Xa Industrial area, Loc Hoa Ward, Nam Dinh City, Nam Dinh Province	Nam Dinh	80	35	45	N	N	5.00%	Circular Knits, Knits, Woven, Packaged Materials, Reinforcement, Strobel Board, Non-Woven	5.00%	UGG, HOKA, Teva, Sanuk
36	Textile	China	Dongguan Daqun Textile co.,ltd	Daqun Textile (Godspeed)	Guanqun (Fujian) textile technology Co., Ltd.	Hongkuan Industrial Zone, Yangxia street, Fuqing City Fujian Province	Guangdong	300	140	160	N	Y	1.00%	Circular Knits, Knits, Woven, Packaged Materials, Reinforcement, Strobel Board, Non-Woven	100.00%	UGG, HOKA, Teva, Sanuk
37	Textile	China	Dongguan JiangZhou (TianYuan)	Dongguan JiangZhou (<i>TianYuan</i>)	Dongguan Jiangzhou Textile Co., Ltd.	1 Baisha Nanshanbian Road 2, Humen Town, Dongguan City, Guangdong Province	Guangdong	40	15	25	N	N	0.00%	Reinforcement Textiles, Non- Woven, Tape	70.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
38	Textile	China	Dongguan Qinta Sport Material Co., Ltd	QinTa (Aconic)	Dongguan Qinta Sport Material Co., Ltd.	43 Zhanqian Road, Shatin, Shatian Town, Dongguan City, Guangdong Province	Guangdong	300	100	200	Υ	Y	6.00%	Knit, Non-Woven, Insulation	80.00%	UGG, Teva, Sanuk
39	Bottom	China	DongGuan Xin Wei Plastic Products Co., Ltd.	Xin Wei	Dongguan City Xin Hou New Material Technology Co., Ltd.	No.53 Fumin Road, Xiabian Village, Houjie Town, Dongguan City Guangdong Provice	Guangdong	280	112	168	Υ	Y	0.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Molded Heels, Plastic Parts	100.00%	UGG, HOKA, Teva, Koolaburra
40	Bottom	Vietnam	DongGuan Xin Wei Plastic Products Co., Ltd.	Baozun Vietnam Co., Ltd.	Baozun Vietnam Co., Ltd.	Km 19, Ql10, Kien Bai Village, Thuy Nguyen Dist, HaiPhong City	Hai Phong	350	130	220	Υ	Y	5.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Molded Rubber	100.00%	UGG, HOKA, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
41	Components	China	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Dongguan Xu Yuanda Ribbon Co., Ltd.	Building B Mingheng Industrial, Houd Village, Daojiao Town, Dongguan City	Guangdong	108	75	33	Υ	Y	0.00%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG
42	Components	Vietnam	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Xu Yuanda Baolong Ribbon Co., Ltd.	Duong Phan Dang Luu- Thon hytai-xa hong thai-huyen an duong-hai phong vietnam	Hai Phong	54	42	12	N	N	1.00%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG
43	Components	Cambodia	Dongguan Xu Yuanda Ribbon Co., Ltd.	Xu Yuanda Ribbon	Lousen Textile, Ltd.	Beong thum 1village sang Kay beong thum khan Kim vol phnom penh	Phnom Penh	115	94	21	Υ	Υ	10.00%	Binding, Cord, Gore, Lace, Tape, Webbing	100.00%	UGG
44	Textile	China	Dongguan Zhengyong Industry Co., Ltd.	Zhengyong	Dongguan Zhengyong Industry Co., Ltd.	Room 101, Building 1, No.3, Zhangzhou Road, Daojiao Town, Dongguan City	Guangdong	120	30	90	N	Y	0.00%	Reinforcement Textiles, Non- Woven, Tape, Strobel Board, Cord	100.00%	UGG, Teva
45	Packaging	Taiwan	E. Textint Corp.	E. Textint	E.Textint Corp.	No. 8 Dinghu 9th St., Guishan Township, Taoyuan County	Taoyuan	399	171	228	N	Υ	5.00%	Heat Transfer Labels, Printing	100.00%	НОКА
46	Textile	Taiwan	Eclat Textile Co., Ltd.	Eclat	Eclat His- Chou	No. 39 Sanhao Rd., Houlong Township, Miaoli County	Miaoli	324	150	174	N	Y	49.70%	Circular Knits, Knits	100.00%	НОКА
47	Textile	Taiwan	Eclat Textile Co., Ltd.	Eclat	Eclat Da- Yuan	No.134, Dagong Rd., Dayuan Dist, Taoyuan City	Taoyuan	317	108	209	N	Υ	48.80%	Circular Knits, Knits	100.00%	НОКА
48	Textile	Vietnam	Eclat Textile Co., Ltd.	Eclat	Eclat Fabrics Co., Ltd.	My Xuan A2 Industrial Zone, My Xuan Ward, Phu My Town, Ba Ria Vung Tau Province	Vung Tau	881	428	453	Y	Υ	4.00%	Circular Knits, Knits	100.00%	НОКА
49	Tannery	China	Ever Dynasty, Ltd.	Ever Dynasty, Ltd.	Ever Dynasty, Ltd.	Building 50, No. 348, Dalingshan section, Houda Road, Dalingshan Town, Dongguan City, Guangdong Province	Guangdong	26	9	17	N	N	7.70%	Full Grain Leather	100.00%	UGG, HOKA
50	Textile	Taiwan	Faure Corporation	Faure Corporation	Faure Corporation	39 Long Fu 16th Street, Nantun District, Taichung City	Taichung	79	47	32	Υ	Υ	22.00%	Circular Knits, Knits, Faux Fur, Reinforcement, Woven	100.00%	UGG, HOKA, Teva, Sanuk
51	Tannery	Taiwan	Feng Chang	Feng Chang	Feng Chang Leather Co., Ltd.	210 Land Horng Ming, Shen Tour, Changhua County	Changhua	232	136	96	N	N	38.00%	Suede	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
52	Textile	China	FMD	FMD	Dongguan FMD Textile Co.	No. 247 Beihuan RD, Baotun Zone, Houjie Town, Dongguan City, Guangdong Province	Guangdong	43	20	23	N	N	0.00%	Circular Knits, Knits, Faux Fur, Reinforcement, Woven, Film, Webbing, Tape, Non-Woven, Insulation	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
53	Textile	China	Foshan City Shunde Goldtex Group Co., Ltd.	Goldtex	Foshan City Shunde Goldtex Group Co., Ltd.	Haiwei Industrial Zone, Ronggui, Shunde District, Foshan, Guangdong, China	Guangdong	1,680	610	1,070	Υ	Υ	0.00%	Knit, Packaged Materials	100.00%	UGG, HOKA
54	Components	China	Freudenberg	Freudenberg	Freudenberg Far Eastern Spunweb Co. Ltd.	38 Lun Din Shi Hai Village DaYuan TaoYuan 33751 TaiWan	Taoyuan	165	30	135	Y	Υ	0.00%	Storbel Board, Lasting Board, Reinforcement	100.00%	UGG, HOKA, Teva
55	Bottom	China	Fullxin Group	Fullxin Group	Fullxin Shoes Materials Co., Ltd.	No. 1 Shijing Road, Guxia Village, Shipai Town, Dongguan City, Guangdong Province	Guangdong	297	142	155	Υ	Υ	1.36%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva, Sanuk
56	Bottom	Vietnam	Fullxin Group	Fullxin Group	Fullxin Company, Ltd.	Lot 12A, Chau Duc Industrial Zone, Nghia Thanh Commune, Chau Duc District, Ba Ria - Vung Tau Province	Vung Tau	600	380	220	Υ	Y	15.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva, Sanuk
57	Bottom	China	FuXiang	FuXiang	Zhongshan Fuxiang shoe material Co., Ltd.	3rd Floor, Plant Building B, Hailong Industrial Park, Pingpu Opening District, Sanxiang Town, Zhongshan City, Guangdong Province	Guangdong	80	35	45	N	N	0.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Molded Rubber, Plastic Parts, Welts	80.00%	UGG, HOKA, Teva, Sanuk
58	Bottom	Vietnam	FuXiang	Fu Xiang Vietnam	Vietnam Viet Starshoes Material Co., Ltd.	Lot B16, 2th street,Hai Son Industrial Zone, Binh Tien 2 hamlet, Duc Hoa Ha Town, Duc Hoa District, Long An Province	Long An	180	100	80	Y	Y	0.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheets, Molded Rubber, Plastic Parts, Welts	100.00%	HOKA, Teva
59	Bottom	Vietnam	Galli International Industrial	Jiaxiong	Jiaxiong, Ltd. Co.	Factory 1, Land plot B-11B-CN, NA5 Street, My Phuoc 2 Industrial Park, My Phuoc Ward, Ben Cat Town, Binh Duong Province	Binh Duong	251	178	73	Y	Y	3.00%	Midsole	80.00%	UGG, HOKA
60	Bottom	Vietnam	GIA CHIU	GIA CHIU	Gai Chiu Co., Ltd.	Section 6, Tien lang Ward -Tien lang District, Hai Phong City	Hai Phong	1,212	715	497	Y	Υ	21.00%	Midsole, Outsole, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
61	Bottom	China	Gia Chiu	Try On	Hong Dian Shoe Materials Co., Ltd.	2nd Ind. Zone, Nan Lang, Zhong Shan Guang Dong	Guangdong	200	71	129	Y	Y	0.00%	Midsole, Outsole, Die Cut, Foam Sheets	100.00%	UGG
62	Textile	Taiwan	Giant Knitting	GK	Giant Knitting	No. 92, Yongchang St., Xitun Dist., Taichung City	Taichung	98	59	39	N	Υ	9.18%	Non-Woven, Reflective, Insulation, Film, Tape	0.00%	UGG, HOKA
63	Textile	China	Gold Lion	Gold Lion	Gold Lion Webbing Mfg., Ltd.	Liu Wu Sha Lu Industrial Zone, Shijie Town, Dongguan, Guangdong, Guangdong Province	Guangdong	180	86	94	N	N	0.55%	Webbing, Tape, Ribbon, Gore, Cord, Welt	100.00%	UGG, HOKA, Teva, Koolaburra
64	Packaging	Vietnam	GoodBox	GoodBox-VL	V&L Packaging Vietnam Co., Ltd.	No. 11, Tan Lien Industrial Zone, Vinh Bao District Hai Phong City	Hai Phong	372	112	260	Υ	Y	4.00%	Inner Box	100.00%	UGG, HOKA, Teva, Sanuk
65	Packaging	Vietnam	GoodBox	GoodBox-VS	V&S Packaging Vietnam Co., Ltd.	No. 30 VSIP II Street 26, Vietnam Singapore Industrial park II-A, Hoa Phu Ward, Than Uyen District, Binh Duong Province	Binh Duong	359	78	281	Y	Y	6.10%	Inner Box	100.00%	UGG, HOKA, Teva, Sanuk
66	Packaging	China	GoodBox	GoodBox-ST	Stanford Packaging Co., Ltd.	No. 27 Binhai Road, Chang'an Town, Dongguan City, Guangdong Province	Guangdong	225	45	180	Υ	Υ	0.00%	Inner Box	100.00%	UGG, HOKA, Teva
67	Packaging	China	GoodBox	GoodBox- CB	Cambridge Packaging Co., Ltd.	Feng Ting Industrial Park, Feng Ting Township, Xian You County, Pu Tian City, Fu Jian Province	Fujian	210	70	140	Υ	Υ	0.00%	Inner Box	100.00%	UGG, Teva, Sanuk
68	Bottom	China	Great Lotus	Great Lotus- China	Great Lotus Manufacturing Co., Ltd	3rd Floor of Workshop Building 1, No.6 , Daguizi East Street, Tangjiao village, Chashan Town, Dongguan City, Guangdong	Guangdong	189	106	83	N	N	0.00%	Sockliner, Insole, Topsole	100.00%	UGG, HOKA, Teva
69	Bottom	Vietnam	Great Lotus	Great Lotus- VN	Great Lotus Manufacturing Vietnam Co., Ltd.	No.3 Street 26, Vietnam- Singapore Industiral Park II-A Vinh Tan Commune, Tan Uyen Town, Binh Duong Province	Binh Duong	84	48	36	Υ	N	6.00%	Sockliner, Insole, Topsole	100.00%	UGG, HOKA, Teva
70	Components	China	GuangXin produce Thread Jiont-Stock Company	Guang Xin	GuangXin produce Thread Jiont-Stock Company	Huayang 2nd road, JiuTan Huayang Industrial Zone, YuanZhou Town, Boluo County, HuiZhou City, Guangdong	Guangdong	60	28	32	Υ	Y	1.60%	Thread	80.00%	НОКА

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
71	Bottom	China	Guangzhou Colortech New Materials Co, Ltd	ColorTech	GuangZhou Colortech New Materials Co., Ltd.	No. 18 Jungong Rd, Guangzhou Economy & Technology Development District, Guangdong	Guangdong	260	117	143	N	N	1.00%	Midsole, Sockliner, Insole, Topsole, Strobel, Lasting	100.00%	Teva, Koolaburra, Sanuk
72	Bottom	China	Guo Sheng	Xingxun	Fujian Xingxun New Materials Technology Co., Ltd.	No. 17, Wubao Industrial Zone, Hongshan Town, Shishi City, Quanzhou City, Fujian Province	Fujian	1,163	787	376	N	N	0.00%	Midsole	100.00%	НОКА
73	Packaging	China	Guo Xiang Printing Co.	Guo Xiang Printing Co.	Guo Xiang Printing Co.	No. 15, Shen Xi Road, Bai Hao IP, Hou Jie Town, Dong Guan City, Guang Dong Province	Guangdong	110	54	56	Y	Y	0.00%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
74	Packaging	Vietnam	Guo Xiang Printing Co.	Guo Xiang Printing Co.	Guo Xiang Hai Phong Co., Ltd.	Plot J8 Nomura IP, An Hung Commune, An Duong Dist., Hai Phong City	Hai Phong	308	184	124	Y	Y	6.00%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
75	Packaging	Vietnam	Guo Xiang Printing Co.	Guo Xiang Printing Co.	Guo Xiang Printing (<i>Vietnam</i>) Co., Ltd.	Road No.6, Dong An IP, Thuan an Dist., Binh Duong Province	Binh Duong	573	205	368	Y	Y	5.00%	Hangtags, Stickers, Woven Labels, Tissue Paper, Booklets, Belly Bands, Heat Transfer Labels, Insert Cards, UPC Stickers	100.00%	UGG, Teva
76	Bottom	China	Guorong (<i>QingYuan</i>) Rubber Industry Co., Ltd.	Guorong (QingYuan)	Guo Rong (<i>Qingyuan</i>) Rubber Industry Co., Ltd.	Blossom Well Industrial Zone, Long Tang Town, Qing Yuan City, Guang Dong	Guangdong	100	33	67	Y	N	0.00%	Midsole, Outsole, Die Cut, Foam Sheets, Molded Heel	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
77	Bottom	Vietnam	Guorong (<i>QingYuan</i>) Rubber Industry CO.,Ltd.	Guorong (QingYuan)	Galli International Industrial Co., Ltd.	D-4T-CN & D-4V-CN Lot D-4T-CN & D-4V-CN, My Phuoc Industrial Park 3, Ben Cat Town, Binh Duong Province	Binh Duong	754	302	452	Y	Y	5.00%	Midsole, Outsole	98.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
78	Bottom	China	Hailex High Polymer Material Science and Technology Co., Ltd.	Hailex High Polymer Material Science and Technology Co., Ltd.	Dongguan Hailex New Material Science and Technology Co., Ltd.	Building 2 and 3, No. 1, Songshan Lake Zone, Kehai Road, Songshan Lake Parks, Dongguan, Guangdong	Guangdong	112	47	65	N	N	0.00%	Midsole	100.00%	НОКА
79	Tannery	Vietnam	Harvest Glory	Harvest Glory-Tai Yu	Tai Yu Leather Co., Ltd.	Nhon Trach V Industrial Zone, Hiep Phuoc Town, Nhon Trach District, Dong Nai Province	Dong Nai	203	78	125	Y	Υ	9.14%	Full Grain Leather, Suede	100.00%	UGG, HOKA, Teva
80	Tannery	China	Harvest Glory	Harvest Glory-Xingye	Xinngye Leather Technology Co., Ltd.	No. 1 Xingye Road, No.2 Industrial Park, Anhai, Jinjinag City, Quanzhou, Fujian Province	Fujian	1,571	587	984	Υ	Υ	0.25%	Full Grain Leather, Suede	100.00%	UGG, HOKA, Teva
81	Tannery	China	Hispano	Modapelle	Huizhou Modapelle leather processing Co., Ltd.	Shatou Industrial Zone, Shangsha Road, Yuanzhou Town, Boluo County, Huizhou City	Guangdong	106	53	53	Υ	Υ	3.77%	Full Grain Leather	100.00%	UGG
82	Bottom	China	Hong Jianfeng	Hong Jianfeng	Hong Jian Feng Arts and Crafts Co., Ltd.	No. 98 Houjie Da Dao, Baotun Village, Houjie Town, Dongguan City, Guangdong Province	Guangdong	350	140	210	Y	Y	0.00%	Decorations, Bindings, Buttons, Die Cut, Foxing Tape, Midsole, Molded Uppers, Molded Heels, Molded Rubber, Outsole, Rubber Sheet, Sockliner, Insole, Topsole, Plastic Parts, Welts, Wooden Parts	100.00%	UGG, Teva
83	Bottom	China	Hong Jianfeng	Hong Jianfeng	Hong Jian Femg Ares And Crafts Co., Ltd.	No. 98 Hongjie Dadao, Baotun Village, Houjie Town, Dongguan City, Guangdong Province	Guangdong	100	35	65	N	N	0.00%	Decorations, Bindings, Buttons, Die Cut, Foxing Tape, Midsole, Molded Uppers, Molded Heels, Molded Rubber, Outsole, Rubber Sheet, Sockliner, Insole, Topsole, Plastic Parts, Welts, Wooden Parts	100.00%	UGG, Teva, Koolaburra
84	Textile	China	Hong Yang Textile Co., Ltd.	Hong Yang Textile Co., Ltd.	DongGuan Hongyang Textile Co., Ltd.	Building 1, No.4 kangle South Road East, Houjie Town, Dongguan City, Guangdong Province	Guangdong	150	100	50	N	N	10.00%	Knits, Woven, Packaged Materials, Reinforcement, Non- Woven, Insulation, Microfiber, Film, Faux Fur, Binding, Webbing, Strobel Board, Foam Sheets, Circular Knit	80.00%	UGG, HOKA, Teva, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
85	Textile	China	Hong Yang Textile Co., Ltd.	Hong Yang	Shantou Honghu Textile Industry Co. Ltd.	Chengtian Salt road west, Chaonan District, Shantou City, Guangdong Province	Guangdong	103	35	68	Ν	N	0.00%	Knits, Woven, Packaged Materials, Reinforcement, Non-Woven, Insulation, Microfiber, Film, Faux Fur, Binding, Webbing, Strobel Board, Foam Sheets, Circular Knit	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
86	Textile	China	Hong Yang Textile Co., Ltd.	Hong Yang	DongGuan Hongyang Textile Co., Ltd.	No. 49-51, Baisha Center South Road, Humen Town, Dongguan City, Guangdong Province	Guangdong	103	35	68	N	N	0.00%	Knits, Woven, Packaged Materials, Reinforcement, Non-Woven, Insulation, Microfiber, Film, Faux Fur, Binding, Webbing, Strobel Board, Foam Sheets, Circular Knit	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
87	Synthetic	China	HongLin	HongJin	Dongguan Hongjin Leather Technology Co., Ltd	No.5 of Hujin road, Hou Jie town, Dongguan City, Guangdong	Guangdong	150-200	40-60	110- 140	N	N	0.00%	Non-Woven, Microfiber	100.00%	UGG
88	Bottom	China	HP Bottom Unit	HP Bottom Unit	HP Bottom Unit	26/F Guo Ao Building, South Yousheng Road, Zhengzhou, Henan	Henan	90	47	43	Υ	Υ	0.00%	Outsole, Sockliner, Insole	100.00%	UGG
89	Textile	China	HTT Material Technology Co., Ltd.	HTT Material Technology Co., Ltd.	HTT Material Technology Co., Ltd.	No 158, Noth Changtai Road, Xintang community, Changtai street, Licheng district, Quanzhou city, Fujian	Fujian	865	442	423	Υ	Υ	0.00%	Circular Knit, Knit	100.00%	UGG
90	Synthetic	China	Hua Chang	Hua Chang	Fujian Huachang Group Co., Ltd.	#256-258, Huguang Road, Jinjiang City, Fujian Province	Fujian	580	350	230	Υ	N	1.00%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
91	Synthetic	Vietnam	Hua Chang	Hua Chang	Huachang Vietnam Technology Company, Ltd.	76B 77A Khu cong nghiep Long Giang, Xa Tan Lap 1, Huyen Tan Phuoc. Tinh Tien Giang	Tinh Tien Giang	140	55	85	Y	N	10.00%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA KOOLABURRA, SANUK, DXLABS
92	Textile	China	Hua Chang China	Hua Min	Dongguan Huanin Fabrics Co, Ltd.	No. 10 BaiSha Road North, HuMen Town, DongGuan City, GuangDong Province	Guangdong	51	31	20	N	Y	1.00%	Knit, Circular Knit, Woven, Packaged Materials, Reinforcement, Strobel Board, Tape, Non-Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
93	Textile	Vietnam	Hua Chang China	Hua Min	Huamin Technology (<i>Vietnam</i>) Co., Ltd.	Area A17.6, D8 Road, Thanh Thanh Cong Industry Zone, An Hoa Town, Trang Bang County, Tay Ninh Province	Tay Ninh	110	68	42	Y	Υ	26.00%	Knit, Circular Knit, Woven, Packaged Materials, Reinforcement, Strobel Board, Tape, Non-Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
94	Textile	China	Hua Feng Textile	Hua Feng Textile	Hua Feng Group, Inc.	Dongfang Avenue, Wood Processing Zone, Xiuyu District, Putian City, Fujian Province	Fujian	9,702	4,295	5,407	Y	Υ	3.00%	Circular Knit, Knit	100.00%	HOKA, Teva
95	Textile	Vietnam	Hua Feng Textile	HUATEX	Hua Tex (Vn) Co., Ltd.	Road No. 6, Nhon Trach 6 Industrial Park, Long Tho Commune, Nhon Trach District, Dong Nai Province	Dong Nai	105	80	25	N	N	20.00%	Circular Knit, Knit	100.00%	UGG
96	Textile	China	Hua Shan Environmentally Textile Limited	Hua Shan	Guangdong Huashan Environmental Technology Co. Ltd.	C Zone, 1, F, Zhi Chuang Jiang Gu Building A, No. 20, Lun Pin Chong Da Road West., Santun Community, Houjie Town, Dongguan City, Guangdong Province	Guangdong	24	10	14	N	N	0.00%	Woven	100.00%	НОКА
97	Bottom	Vietnam	HuaLi Group	HF-Aresa	Aresa Vietnam Footwear Co., Ltd.	Quảng Hồng, Thành phố Thanh Hóa, Thanh Hoa	Thanh Hoa	448	328	120	Υ	Υ	0.01%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheet	100.00%	UGG, HOKA
98	Bottom	Vietnam	HuaLi Group	HF-VENUS	Venus Vietnam Footwear Co., Ltd.	Ha Binh Commune, Ha Trung District, Thanh Hoa Province	Thanh Hoa	1,377	1,037	340	Y	Υ	0.36%	Midsole, Outsole, Die Cut, Molded Rubber, Molded Plastic Parts	100.00%	UGG, HOKA
99	Bottom	Vietnam	HuaLi Group	HFNE-VNAM	Amara Vietnam Footwear, Ltd.	Amara Footwear Company, Ltd. Song Khe Zone, Co Le Town, Truc Ninh District, Nam Dinh Province	Nam Dinh	1,749	911	838	Υ	Υ	0.01%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheet, Die Cut	100.00%	UGG, HOKA, Teva
100	Bottom	China	HuaTong	HuaTong	Dong Guan Quing Xi Huatong Shoes Material Co., Ltd.	No.820 Xiang Mang Xi Road, Qing Xi	Guangdong	175	65	110	Y	Y	0.00%	Outsole	100.00%	Teva

SUPPLY CHAIN PARTNER DISCLOSURES BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA BRAND WASTE

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TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRAND: UGG, HOKA, TEVA KOOLABURRA, SANUK, DXLABS
101	Bottom	Vietnam	HuaTong	Cheng-V (HuaTong VN)	Cheng-V Co., Ltd.	Do Son Industrial Park, Duong Kinh Dist, Hai Phong	Hai Phong	305	102	203	Υ	Υ	0.00%	Outsole	100.00%	Teva
102	Tannery	Vietnam	ISA Industrial Limited	ISA STL	Saigon TanTec Leather, Ltd.	Lot M2-M3, Viet Huong 2 Industrial Park An Tay Village, Ben Cat District	Binh Duong	638	75	563	Υ	N	2.70%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Sanuk
103	Tannery	China	ISA Industrial Limited	ISA Tan Tec	Heshan Bestway Leather Products Co., Ltd. / Heshan TanTec Leather Co., Ltd.	No. 1 Xingli Road, Hecheng town, Heshan city, Guangdong Province	Guangdong	664	248	416	Y	Y	3.00%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Sanuk
104	Tannery	China	ISA Industrial Limited	ISA Tan Tec	ISA Heshan Trading Co., Ltd.	No. 1 Xingli Road, Hecheng Town, Heshan City, Guangdong Province	Guangdong	550	212	338	Υ	N	2.50%	Leather Laces	100.00%	UGG
105	Tannery	Vietnam	ISA Industrial Limited	TTL	TransAsia TanTec Ltd.	Lot B6.1, C4, Thanh Thanh Cong IP, An Hoi Hamlet, An Hoa Ward, Trang Bang Town, Tay Ninh Province	Tay Ninh	232	33	199	Υ	N	2.50%	Full Grain Leather	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
106	Components	China	Jey Sun	Jey Sun	Dong Guan Jey Sun Industrial Co., Ltd.	Lin-Hsia District Liao-Pu Town, Dong Guan City, Guang Dong	Guangdong	300	160	140	Υ	Y	0.00%	Buckle, Metal Rings, Plastic Rings, Eyelets, Rivets, Snaps, Speed Hooks	100.00%	UGG, Teva
107	Textile	China	Jia Rui	Jia Rui	JiaRui Eco- friendly Material Co., Ltd.	No 12 CaoTang Road, HaDi, NanCheng Street, Dongguan, Guangdong	Guangdong	58	16	42	Y	Y	0.00%	Knit, Circular Knit, Woven, Faux Fur, Insulation, Packaged Materials, Reinforcement, Non-Woven	95.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
108	Components	China	Jia Yu (China)	Jia Yu (China)	Jiayu Plastic Products Co., Ltd.	No. 6 Zhaohui Road, Dabu village, Sanxiang Town, Zhongshan City, Guangdong Province	Guangdong	470	240	230	Y	N	0.20%	Outsole, Plates, Shanks, Metal Rings, Plastic Rings, Molded Heel, Molded Rubber, Internal Counter	100.00%	UGG, HOKA, Teva
109	Synthetic	China	Jiayu Textile Co., Ltd. (<i>Kaitai</i>)	Jiayu Textile Co., Ltd. <i>(Kaitai)</i>	Dongguan Jiayu Textile Co., Ltd.	A-3 #3 Sangyuan Road, Chenwu Village, Houjie Town, Dongguan City	Guangdong	276	42	234	Υ	Υ	0.00%	Microfiber	100.00%	UGG

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

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NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA KOOLABURRA, SANUK, DXLABS
110	Synthetic	Taiwan	Jo Wellah Enterprise Co., Ltd.	Jo Wellah Enterprise Co., Ltd.	Jo Wellah Enterprise Co., Ltd.	No. 35, Kung Yeh 12 Road, Tali Distraict, Taichung City, Taiwan	Taichung	20	14	6	N	N	25.00%	Braid, Webbing	100.00%	UGG
111	Bottom	Vietnam	Jones & Vining (<i>Vietnam</i>) Co.	Jones & Vining (<i>Vietnam</i>) Co.	Jones & Vining (<i>Vietnam)</i> Co., Ltd.	Road No. 3, Giang Dien IP, Trang Bom Dist, Dong Nai Province	Dong Nai	551	256	295	Υ	Υ	0.00%	Sockliner, Insole, Topsole	100.00%	UGG, Teva
112	Textile	China	KBTEX Warp Knitting Technology Co., Ltd.	KBTEX Warp Knitting Technology Co.,Ltd	Kbtex Warp Knitting Technology Co., Ltd.	No.1 Industrial Area,YingWu Road,YingLin Town Jinjiang, Fujian	Fujian	300	159	141	Υ	N	0.00%	Reinforcement Textile	100.00%	Teva
113	Textile	Taiwan	Labtex Co., Ltd.	Labtex	Labtex Co., Ltd.	14F, #202, Sec. 2, Yanping N. Rd., Taipei 103, Taiwan	Taipei	84	28	56	N	N	40.00%	Knit	40.00%	НОКА
114	Components	Taiwan	Lead Jieng IND Co., Ltd.	Lead Jieng	Lead Jieng IND Co., Ltd.	No.1,Lane 188, Chung-hsin St. Sanchung Dist, New Taipei City, Taiwan	Taipei	40	15	25	N	N	20.00%	Track Spikes, Wrench	100.00%	НОКА
115	Textile	China	Ligang Materials Co., Ltd.	LGM	Ligang Materials Co., Ltd.	30 Pengchen Rd, Airport Industrial Zone, Changle District, Fuzhou City	Fujian	972	354	618	Y	N	0.00%	Knit	100.00%	НОКА
116	Bottom	China	Linda Rubber Technology Co., Ltd.	Linda	Linda Rubber Technology Co., Ltd.	Dongguan City	Guangdong	120	40	80	N	N	0.00%	Outsole, Sockliner, Insole, Topsole, Die Cut, Molded Plastic Parts, Rubber Sheet	100.00%	Teva, Sanuk
117	Textile	China	Ling Gan	LingGan	DongGuan LingGan New Material Technology Development Co., Ltd.	1 F, Building B, Guanghui Zhigu Industrial Zone, No.196 Furniture Avenue, 523948, Houjie, Dongguan, China	Guangdong	100	45	55	Y	Y	5.00%	Knit, Circular Knit, Woven, Ribbon, Welt, Strobel Board, Film Braid, Insulation, Packaged Materials, Reinforcement, Non-Woven	100.00%	UGG, Teva, Sanuk
118	Bottom	China	Litai	Litai	Dongguan Litai Sporting Goods Co., Ltd.	Room 201, 18 Daohou Road, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	126	46	80	Υ	Υ	0.00%	Midsole, Outsole	100.00%	UGG, Teva
119	Textile	Vietnam	Litian	Litian Vietnam Textile	Litian Vietnam Textile Co, Ltd.	Lot No. 3, Road No. 3, Tan Duc Industrial Zone, Duc Hoa Ha Commune, Duc Hoa District, Long An Province	Ho Chi Minh	126	40	86	Ν	N	1.00%	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	90.00%	НОКА

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRAND UGG, HOKA, TEV KOOLABURRA, SANUK, DXLABS
120	Textile	China	Litian	Litian	Zhongshan Litian Textile Technology Co., Ltd.	Longtouzai, North Road Baoyuan, Wushi Village, Sanxiang Town, Zhongshan City, Guangdong Province	Guangdong	69	20	49	N	N	0.00%	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	100.00%	НОКА
121	Textile	Vietnam	Litian	Litian Vietnam Textile	Litian Vietnam Webbing Co., Ltd.	Lot No.3, Road No.3, Tan Duc Industrial Zone, Duc Hoa Ha Commune, Duc Hoa District, Long An Province	Ho Chi Minh	135	63	72	Ν	N	1.00%	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	92.00%	НОКА
122	Textile	China	Litian	HongYe	Zhongshan Sanxiang Hongye Ribbon Co., Ltd.	5th Floor, No. 4 West Road Longtouzai, North Road Baoyuan, Wushi Village, Sanxiang Town, Zhongshan City, Guangdong province	Guangdong	86	40	46	N	N	0.00%	Webbing, Tape, Ribbon, Gore, Cord, Patch, Knit	100.00%	UGG, HOKA
123	Textile	China	Longzu Tech Knitting Co., Ltd.	Longzu	Longzu Tech Knitting Co., Ltd.	401 Room, No.1 Building, No.6, North second Road, Tingshan square, Houjie Town, Dongguan, China	Guangdong	40	10	30	N	N	1.00%	Knit	100.00%	UGG, HOKA
124	Textile	China	Mandy	Versus/ Mandy	Versus shoes material (Dongguan) Co., Ltd.	4F Jinhui factory,Quanmianling industrial park, Dongcheng District, Dongguan City, Guangdong Province	Guangdong	11	7	4	N	N	9.00%	Knit, Circular Knit, Woven, Packaged Materials, Non- Woven	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
125	Bottom	China	Matmarket Ltd (Insite Insoles)	Insite (Contoura)	Contoura New Insole Technology Development (Dongguan) Company Limited	RM 801 - 803, Tower 1, Wangnanju Building,115 Guantai Road, Nancheng, Dongguan City, Guangdong Province	Guangdong	98	61	37	N	N	0.00%	Sockliner, Insole, Topsole	100.00%	UGG, Sanuk
126	Tannery	China	MeiHua	Meihua	Xinji Citymeihua Leather Co., Ltd.	Xinji City, Hebei Province	Hebei	492	149	343	Υ	Υ	0.00%	Sheepskin, UGGplush, UGGpure	55.00%	UGG
127	Components	China	Mountain Spring	MTS	Mountain Spring Plasctis Macao Commercial Offshore, Ltd.	Macau Finance Centre,Unit 9D 230-246 Rua de Pequim	Macau	12	3	9	Υ	Υ	50.00%	Plastic Rings, Metal Rings, Patches, Plastic Parts, Metal Parts	100.00%	UGG, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
128	Components	Vietnam	Mountain Spring	MTS (Elastomerix)	Elastomerix Vietnam Co., Ltd.	Lot CN15, Box No 10, Street 06, Song Than 3 Industrial Park, Phu Tan Ward, Thu Dau Mot City, Binh Duong Province	Binh Duong	253	121	132	Υ	Υ	3.00%	Plastic Rings, Metal Rings, Patches, Plastic Parts, Metal Parts	100.00%	UGG, Teva
129	Components	China	Mountain Spring	Bao Feng	Dongguan City Baofeng Electronic Technology Co., Ltd.	Building 4, No.5 Gaobu Section, Beiwang Road, Xiansha Village, Gaobu Town, Dongguan City, Guangdong Province	Guangdong	115	60	55	Υ	Y	0.00%	Plastic Rings, Metal Rings, Patches, Plastic Parts, Metal Parts	100.00%	UGG, Teva
130	Synthetic	China	Nam Liong Group	Nam Liong	Dongguan Nam Liong Rubber Manufactures Co., Ltd.	295 Xiangfu Road, Kengkou Village, Liaobu Town, Dongguan City	Guangdong	60	12	48	Υ	Y	0.00%	Packaged Materials, Woven, Knit	100.00%	UGG
131	Packaging	China	Nan Chieh Packaging Group	NCG	Nan Chieh Packaging Group	Pingzhou Town, Nanhai District, Foshan City, Guangdong Province	Guangdong	230	70	160	Υ	N	0.00%	Inner Box, Dust Bags, Paper Mailer Bags	100.00%	UGG, Sanuk
132	Packaging	Vietnam	Nan Chieh Packaging Group	NCG	Jiu Deh	Binh Khanh hamlet, Khanh Binh village, Tan Uyen dist, Binh Duong Province	Binh Duong	329	154	175	Υ	Υ	0.00%	Inner Box, Dust Bags, Paper Mailer Bags	100.00%	UGG
133	Synthetic	China	Nanya Plastics (<i>Taiwan</i>) Co., Ltd.	Nan Ya	Nanya Plastics <i>(Huizhou)</i> Co., Ltd.	Yongshi Blvd, Shiwan Town, Buoluo County, Huizhou City, Guangdong	Guangdong	385	200	185	Υ	Υ	0.00%	Non-Woven, Film	95.00%	Teva
134	Textile	China	Nicegain Faux Fur	Nicegain Faux Fur	Nanjing HG- Nice Gain Fabric Co. Ltd.	No.9 Liyuan Road, South Jiangning District, Nanjing	Jiangsu	260	110	150	Υ	Υ	0.00%	Faux Fur, Imitation Fur	100.00%	UGG
135	Hardware	China	Nifco	Nifco (China)	Nifco China Co., Ltd	No.8 Haiyi Road, Yongtou Community, Changan Town, Dongguan City, Guangdong Province	Guangdong	85	46	39	Υ	Υ	3.00%	Aglet, Buckles, Cord Lock, Plastic Rings, Toggles, Molded Plastic Parts	100.00%	UGG, HOKA, Teva
136	Hardware	Taiwan	Nifco	Nifco (Taiwan)	Nifco Taiwan Co., Ltd.	N.198-81, 13th Neighborhood, Sec. 2, Zhong'ai Rd., Guanyin District, Taoyuan City	Taoyuan	206	99	107	Υ	Υ	4.00%	Aglet, Buckles, Cord Lock, Plastic Rings, Toggles, Molded Plastic Parts	100.00%	UGG, HOKA, Teva
137	Bottom	China	O2 Partners LLC Dongguan Eco Polymer Co Ortholite	O2 Partners LLC Dongguan Eco Polymer Co Ortholite	Dongguan Eco Polymer Company Limited	Ming Feng Plaza Building 'A'-8th Floor Kangle Nan Road, Houjie Town, Dongguan City Guangdong Province	Guangdong	863	326	537	Υ	Y	0.00%	Sockliner, Insole, Topsole	100.00%	HOKA, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

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138	Textile	China	PAIHO Group	Paiho (China)	Dongguan Paihong Industry Co., Ltd.	Huanbao Industry District, Shatian Town, Dongguan City, Guangdong	Guangdong	1,614	911	703	Y	N	0.00%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra
139	Textile	Vietnam	PAIHO Group	Paiho Vietnam	Vietnam PAIHO Limited	Lot 30-32-34, 03RD Road, Tan Tao Industrial Park, Binh Tan Dist, Ho Chi Minh City	Ho Chi Minh	2,931	1,761	1,170	Y	N	0.10%	Hook and Loop, Lace, Binding, Aglet, Gore, Grommet, Knit, Non-Woven, Tape, Webbing, Woven, Zipper	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
140	Textile	China	Paolai	Pao Lai Knitting Mfg. Co., Ltd.	Paolai Knitting Mfg. Co., Ltd.	Ginsan Industrial Zone, San Jiao Town, Zhong Shan City	Guangdong	85	47	38	Y	Y	0.00%	Faux Fur, Imitation Fur, UGGpure, UGGplush, Woven, Knit, Decoration	100.00%	UGG, Teva, Koolaburra
141	Tannery	Taiwan	Pony	Pony	Pony Leather Corporation	No. 191, Sec. 3, Zhongshan Rd., Yongjing Township, Changhua County, Taiwan 512	Changhua	237	82	155	Υ	Y	0.00%	Full Grain Leather, Suede, Synthetic Leather, Non- Woven	100.00%	UGG, HOKA, Teva
142	Tannery	China	Prosper	НР	Henan Prosper	No. 5 West Industrial Zone, Mengzhou, Henan	Henan	5,675	2,347	3,328	Υ	Υ	0.00%	Sheepskin, Full Grain Leather, Suede	100.00%	UGG, Koolaburra
143	Components	China	Protech	Protech (Bao Su) Plastic Mold Co., Ltd.	QingYuan Protech (BaoSu) Plastic Mold Co., Ltd.	No 16, AiMin Road, Da Bu Village, Xiu Quan Street, Hua Du District, Guangzhou City, Guangdong Province	Guangdong	20	5	15	N	N	0.00%	Aglet, Buttons, Plastic Rings, Metal Rings, Decoration, Eyelet, Internal Counter, Midsole, Outsole, Molded Rubber, Molded Heel, Patches, Shank, Rivet,	100.00%	UGG, HOKA, Teva, Sanuk
144	Textile	China	Qinghong	Qing Hong (Ze Feng)	Dongguan Qinghong Industry Co., Ltd.	No 1 julong road, Wangniudun down, Dongguan City	Guangdong	52	18	34	N	N	0.00%	Thread	100.00%	UGG
145	Bottom	China	QiYuan	QiYuan	Dongguan Qiyuan Sport & Technology Co., Ltd.	No. 10 Houyong RD, Junpu Industrial Zone, Houjie Town, Dongguan City, Guangdong	Guangdong	154	70	84	Υ	Y	0.00%	Sockliner, Insole, Topsole	100.00%	UGG

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
146	Bottom	Vietnam	QiYuan	Foamwell (QiYuan VN)	Vietnam Foamwell Sport Technology Co., Ltd.	358B Thanh To-P Tang Cat, Hai An-TP, Hai Phong	Hai Phong	75	50	25	Υ	Υ	0.05%	Sockliner, Insole, Topsole	100.00%	UGG, HOKA
147	Bottom	China	Quan Jie	Jian Xiong (Quan Jie)	Guangzhou Quanjie Shoes & Materials Co., Ltd.	Peizhen Road, Chini Town, Huadu District, Guang Dong Province	Guangdong	66	17	49	Y	Y	0.00%	Midsole, Outsole, Sockliner, Die Cut, Foam Sheet	100.00%	Teva, Sanuk
148	Components	China	Rhenoflex	Rhenoflex (Norya)	Dongguan Rhenoflex New Materials Co., Ltd.	Building 5, No.77, Shilong RD, Guancheng Street, Dongguan, Guagndong	Guangdong	110	63	47	N	N	2.00%	Internal Counter, Reinforcement	100.00%	UGG, HOKA, Teva
149	Bottom	China	Rogers Corporation	Rogers Corporation	Rogers Corporation	No. 18 West Shenhu Road, Suzhou Industrial Park, Suzhou, JiangSu	Jiangsu	714	244	470	Υ	N	0.00%	Sockliner, Insole, Topsole	100.00%	UGG, Teva
150	Bottom	China	Rongsheng	Rongsheng	Dongguan Rongsheng Sporting Goods Co., Ltd.	Room 101, No.79 Xiaohe Road, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	75	42	33	N	Y	0.00%	Processing, Printing, No Sew, Film, Non- Woven, Micrfiber, Emboss, Molded Plastic Parts, Decoration	100.00%	UGG, HOKA, Teva, Koolaburra
151	Bottom	Vietnam	Rongsheng	Yue Sheng	Vietnam Yuesheng shoes Material Technology Co., Ltd.	6 village, Dongshan Community, Shuiyuan County, Haiphong City	Hai Phong	85	49	36	N	Y	0.00%	Processing, Printing, No Sew, Film, Non- Woven, Micrfiber, Emboss, Molded Plastic Parts, Decoration	100.00%	UGG, HOKA, Teva, Koolaburra
152	Synthetic	Taiwan	San Fang Taiwan	San Fang Chemical	San Fang Chemical Industry Co., Ltd.	No. 402, Fengren Rd., Renwu Dist., Kaohsiung City	Kaohsiung	2,735	1,449	1,286	Υ	N	72.90%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
153	Synthetic	Taiwan	San Fang Taiwan	San Fang (Kaohsiung)	San Fang Chemical Industry Co., Ltd.	No. 402, Fengren Rd., Renwu Dist., Kaohsiung City	Kaohsiung	737	593	144	Υ	N	8.00%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
154	Synthetic	China	San Fang Taiwan	Bao Liang	Dong Guan Bao Liang Material Technology Company Limited	Yue Yuan Industrial Park, Huang Jiang Town, Dong Guan, Guang Dong Province	Guangdong	281	89	192	Y	N	3.50%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
155	Synthetic	Vietnam	San Fang Taiwan	San Fang Vietnam Co., Ltd.	San Fang Vietnam Co., Ltd.	Khu Cong Ghiep My Xuan A2, Ap Phu Ha, Xa My Xuan, Huyen Tan Thanh, Tinh Ba Bia	Huyen Tan Thanh	1,242	702	540	Y	N	3.00%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
156	Synthetic	Indonesia	San Fang Taiwan	San Fang Indonesia	PT. San Fang Indonesia	Jl. Modern Industri IV No. 10, 12 & 16, Kawasan Industri Modern Cikande, Serang, Banten	Banten	475	65	410	Υ	N	3.50%	Non-Woven, Film, Microfiber	100.00%	UGG, HOKA, Teva
157	Packaging	China	Screen Technology Packaging Co., Ltd.	Zige Run	Zige Run Printing Machinery Technology (Hongkong), Ltd.	Room 09 27/F Ho King Commercial Centre 2-16 Fa Yuen Street Mongkok Kl	Guangdong	13	3	10	Y	Y	0.00%	Pulp Footform Inserts, Recycled PET Footform Inserts, Commodity Paper	100.00%	UGG, HOKA, Teva
158	Packaging	Vietnam	Screen Technology Packaging Co., Ltd.	Dong Cheng	Dong Cheng (Vietnam) Packaging Co., Ltd.	No. 86, Northwest Processing Industrial Zone, Qinghua City, Qinghua Province	Thanh Hoa	108	72	36	Y	Y	4.00%	Pulp Footform Inserts, Recycled PET Footform Inserts, Commodity Paper	100.00%	UGG, HOKA, Teva
159	Textile	China	Shandong Kaitai Superfine Fiber Co., Ltd	Jiayu Synthetics Co., Ltd <i>(Kaitai)</i>	Dongguan Jiayu <i>(Kaitai)</i> Textile Co., Ltd.	No. 8 Changlong Road, Liutuan Coastal Economic Development Zone, Changyi City	Shandong	276	42	234	Υ	Y	0.00%	Microfiber	100.00%	UGG, Hoka, Teva
160	Bottom	Vietnam	ShangFeng	ShangFeng Shoes Accessories Limited Company	ShangFeng Shoes Accessories Limited Company	154, 109 Truong Chinh Street, Dong Hoa Ward, Kien An District, Hai Phong city	Hai Phong	105	69	36	N	N	0.00%	Sockliner, Insole, Topsole, Die Cut	100.00%	UGG
161	Textile	China	Sheng Yang	Shenghuang	Sheng Yang Materials Technology Co., Ltd.	No. 1, Tingshan square road, Houjie Town, Dongguan City, Guangdong Province	Guangdong	292	130	162	Y	N	3.00%	Knit, Packaged Materials	100.00%	UGG, HOKA, Teva, Sanuk
162	Textile	China	ShuangDa	Wuxi Shangda Plush Co., Ltd.	Wuxi Shuanglida Plush Technology Co., Ltd.	No. 1058, Xiyu Road, Xishan District, Wuxi City	Jiangsu	75	25	50	Ν	N	0.00%	UGGplush, UGGpure, Knitting, Faux Fur, Imitation Fur	100.00%	UGG, Koolaburra, Sanuk
163	Tannery	China	Simona	Simona Tanning	Yang Jiang G-Full Leather Products Co., Ltd.	No. 8 High Tech 1st Road, Buchang Town (HuanBaoCheng), Jiang Cheng District, Yang Jiang City, Guangdong	Guangdong	622	235	387	Y	Y	0.00%	Full Grain Leather, Suede	100.00%	UGG, Hoka, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
164	Textile	China	Sincetech (China)	Sincetech (Fujian) Technology Co.	Sincetech (Fujian) Technology Co., Ltd.	Wuli Industrial Zone, Jinjiang, Fujian	Fujian	3,560	1,917	1,643	Υ	Υ	0.28%	Circular Knit, Knit, Woven	100.00%	UGG, HOKA, Sanuk
165	Textile	China	SuccessLoyal	Success Loyal	Dongguan Success Loyal Knitting Belt Manufacture Co., Ltd.	No. 2 Industrial Zone TianKeng,Hengli Town	Guangdong	95	54	41	Y	Y	0.00%	Webbing, Gore, Tape, Cord, Lace, Ribbon, Woven Label, Binding, Aglet	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
166	Textile	Vietnam	SuccessLoyal	Success Loyal	Vietnam Success Loyal Textile Co., Ltd.	Lot L3,Pho noi B Textile and Garment Industrial Park, Di Su Ward, My Hao Town	Hung Yen	152	101	51	Υ	Υ	5.00%	Webbing, Gore, Lace	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
167	Bottom	China	Sungshin Global	Qingyuan Sung Shin China Limited	Qingyuan Sung Shin China Limited	Longteng Industrial Region, Long Tang Town, Qingyuan, Guangdong, China	Guangdong	600	300	300	N	Y	0.00%	Outsole, Die Cut, Molded Heel	100.00%	UGG, HOKA
168	Tannery	China	Sunrise	Sunrise	Sunrise Development Leather Co., Ltd.	BinHeng Town, GuangNing Country, Zhao Qing City, GuangDong Province	Guangdong	161	69	92	Υ	Υ	0.00%	Suede	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
169	Tannery	China	Sunshine	Sunshine Leather	Dong Guan Sunshine International Co., Ltd.	Xinji Village, Xiaohe Area, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	60	20	40	Y	Υ	0.00%	Full Grain Leather, Suede	100.00%	UGG
170	Tannery	India	Sunshine	Avanti (Sunshine) Leathers	Avanti (Sunshine) Leather Limited	31/2a-2 Ammor Road, Manthanngal Road, Ranipet	Tamilnadu	250	175	75	N	Υ	0.00%	Full Grain Leather, Suede	40.00%	UGG
171	Textile	China	Suzhou Forever Hong Textiles Co., Ltd.	Forever Hong	Suzhou Forever Hong Textiles Co., Ltd.	Room 1006, 10/F, Huabang Building, Changban Rd, Wujiang District	Jiangsu	55	30	25	Υ	Υ	0.00%	Woven	100.00%	UGG
172	Textile	China	Suzhou Forever Hong Textiles Co., Ltd.	Forever Hong	Swarovski (Guangzhou) Trading Co., F10, Ltd.	Rm1702-1707, Central Tower, No. 5, Xiancun Road, Zhujiang New Town, Tianhe District, Guangzhou, Guangdong	Jiangsu	35	20	15	N	N	0.00%	Woven	100.00%	UGG
173	Hardware	China	Swarovski Elements	Swarovski	Swarovski (Guangzhou) Trading Co., Ltd.	Unit 3409 Building 1, Taikoo Hui, No. 385 Tianhe Road, Tianhe District, Guangzhou	Guangdong	30	23	7	Υ	Y	1.00%	Crystal Beads, Buckle, Buttons, Decorations, Hotfix, Motifs	100.00%	UGG, Teva

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

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NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
174	Hardware	Austria	Swarovski Elements	Swarovski	D. Swarovski Distribution GmbH	Swarovskistrae 30, 6112 Wattens	Wattens	N/A	N/A	N/A	N/A	N/A	N/A	Crystal Beads, Buckle, Buttons, Decorations, Hotfix, Motifs	N/A	UGG, HOKA, Teva, Sanuk
175	Hardware	China	Tai Yi	Tai Yi	Taiyi Hardware Manufacture Co., Ltd.	No. 10 Hongjin Road, Hongmei town, Dongguan City	Guangdong	120	75	45	Y	N	0.00%	Aglet, Beads, Buckles, Chains, Decorations, Metal Rings, Plastic Rings, Pins, Rivets, Snaps, Studs, Toggles, Metal Molded Parts, Plastic Molded Parts	100.00%	UGG, Koolaburra, Sanuk
176	Bottom	Vietnam	Tan Cuong Trading & Manufacturing Co., Ltd.	Xin Gang	Tan Cuong Trading And Manufacturing Co., Ltd.	Lot XN1-1, Lai Cach Industrial Park, Km49, Highway 5, Cam Giang District, Hai Duong Province	Hai Duong	450	200	250	Y	Y	2.00%	Midsole	90.00%	НОКА
177	Textile	China	Texon	Texon	Texon Dongguan Non Woven, Ltd.	No. 17 WeiHen Road, NiuShan Foreign Industrial Park, DongCheng District, Dongguan City, Guangdong Province	Guangdong	172	33	139	Y	Y	2.33%	Internal Counter, Strobel Board, Reinforcement	100.00%	UGG, HOKA, Teva
178	Textile	United Kingdom	Texon	Texon	Texon Non Woven, Ltd.	Skelton Industrial Estate, Skelton, Saltburn-by-the- sea, Cleveland, TS12 2LH,	Cleveland	90	15	75	Y	N	0.00%	Internal Counter, Strobel Board, Reinforcement	100.00%	UGG
179	Textile	Germany	Texon	Texon	Texon Möckmühl GmbH	Roigheimer Str. 69-72, 74219 Möckmühl	Möckmühl	82	15	67	Υ	Υ	0.00%	Internal Counter, Strobel Board, Reinforcement	100.00%	UGG
180	Textile	Italy	Texon	Texon	Texon Italia srl	Via Milano, 23 59013 Montemurlo (PO)	Montemurlo	11	2	9	N	N	0.00%	Internal Counter, Strobel Board, Reinforcement	100.00%	UGG
181	Textile	Taiwan	Tiong Liong	Tiong Liong	Tiong Liong Industrial Co., Ltd.	8, Lane 758, Sec 3, Chung Ching Rd., Ta-Ya Dist. Taichung City	Taichung	126	70	56	N	Y	10.30%	Knit, Woven, Membrane, Non- Woven, Packaged Material, Reinforcement, Sockliner, Strobel Board, Woven Label, Insulation	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk, DXLabs

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRAND: UGG, HOKA, TEVA KOOLABURRA, SANUK, DXLABS
182	Textile	Taiwan	Tsan Chen	Tsan Chen	Tsan Chen Textile Trading Co., Ltd.	No. 349-2, Fu Ya Road, Si Tun District, Taichung City	Taichung	30	17	13	N	N	0.00%	Knit, Woven, Packaged Material	0.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
183	Bottom	Vietnam	Tan Thanh Hoa Long An Trading And Manufacturing Co., Ltd.	TTHLA	Tan Thanh Hoa Long An Trading And Manufacturing Co., Ltd.	Lot B1, 6 Street, Hoa Binh Industrial Park, NhiThanh, ThuThua, LongAn	Long An	1,003	551	452	Υ	Y	3.00%	Midsole	88.30%	НОКА
184	Bottom	Vietnam	Ty Bach Co., Ltd.	Ty Bach Co., Ltd.	Ty Bach Co., Ltd.	Lot D, Binh Minh Industrial Zone, My Hoa Village, Binh Minh Town, Vinh Long Province	Vinh Long	991	746	245	Υ	Υ	1.00%	Midsole, Outsole	100.00%	НОКА
185	Bottom	China	Vibram	Vibram	Vibram China- Guangzhou Vibram Rubber Co., Ltd.	Fengshen Avenue 121, Auto City, Xinhua Town, Huadu GuangZhou	Guangdong	N/A	N/A	N/A	N/A	N/A	N/A	Outsole, Molded Rubber	N/A	UGG, HOKA, Teva, Sanuk
186	Textile	China	Wan He	WanHe	Dongguan Wanhe (<i>Xiangying</i>) Ribbon Factory	Xiaohe Niuwo Industrial Zone, Daojiao Town, Dongguan City, Guangdong Province	Guangdong	40	19	21	N	N	0.00%	Webbing, Binding	100.00%	UGG
187	Bottom	Vietnam	WanNing	WanNing	WanNing (Vietnam) Co., Ltd.	Road No. 5, CCN Lien Minh Industrial Park, Binh Tien Hamlet 2, Duc Hoa Ha Commune, Duc Hoa District, Long An Provice	Long An	700	200	500	Y	Y	10.00%	Midsole, Outsole, Sockliner, Insole, Topsole	100.00%	HOKA, TEVA
188	Components	China	Way Year	Way Year	Way Year Metal & Plastic Co., Ltd.	No. 88 9th New Road, Xin Lian Industry, Humen Town, Dong Guan City, Guang Dong Province	Guangdong	189	104	85	N	Y	0.00%	Buckle, Buttons, Chains, Decoration, Hotfix, Pin, Repair Kits, Rivets	100.00%	UGG, Sanuk
189	Components	China	Wei Hong	Wei Dean (Wei Hong)	Wei Hong Weaving Band Co., Ltd.	Envtl. Protection Ind. Area, Shatian Town, DongGuan, GuangDong	Guangdong	147	61	86	Y	N	0.00%	Binding, Cord, Gore, Lace, Ribbon, Webbing, Welt	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
190	Components	China	Willpower	Willpower	Willpower Product Solutions Limited	UNIT 325, 3/F., Block G, Phase 2 , Kwai Shing Industrial Building, 42-46 Tai Lin Pai Road, Kwai Chung, N.T., Hong Kong	Jiangsu	142	88	54	N	N	0.00%	Tape, Woven Labels, Printing, Heat Transfer Label	100.00%	НОКА
191	Textile	China	Flyingtextile	Flyingtextile	WUJIANG Flyingtextile Co., Ltd.	Building H, No.1 Huanhu Rd., Pingwang Wujiang Jiangsu	Jiangsu	110	50	60	Υ	Υ	0.00%	Woven	100.00%	UGG

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA KOOLABURRA, SANUK, DXLABS
192	Tannery	China	Xiang Jiang Leather Group	Xiang Jiang	Xiang Zhou Leather Co., Ltd.	Chihu Industrial, Zhangpu, Zhangzhou	Fujian	490	205	285	Υ	Υ	0.00%	Full Grain Leather, Suede	100.00%	UGG, HOKA, Koolaburra
193	Tannery	Vietnam	Xiang Jiang Leather Group	Xiang Jiang	Xiang Jiang Group (<i>VN</i>) Co., Ltd.	Lot A16.1, Road C1, Thanh Thanh Cong Industrial Zone, An Hoi Hamlet, An Hoa Commune, Trang Bang District, Tay Ninh Province	Tay Ninh	1,218	502	716	Y	Y	4.20%	Full Grain Leather, Suede	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
194	Textile	China	Xielong	Xielong	Fujian Zhangping Xielong High-Tech Chemical Fiber Industry Co., Ltd.	Dengbang Industrial District Of Zhangping, Fujian	Fujian	810	350	460	Y	Y	0.00%	Circular Knit, Knit	100.00%	НОКА
195	Tannery	China	Xing Feng Leather Co., Ltd.	Xing Feng	Xing Feng Leather Co., Ltd.	No.18 Yanhu W.RD.,Shuitou Town, Pingyang County, Wenzhou City, Zhejiang Province, China	Zhejiang	169	23	146	N	N	0.00%	Suede	90.00%	UGG, HOKA, Teva, Koolaburra, Sanuk
196	Tannery	China	Xing Feng Leather, Co., Ltd.	Xing Feng	XingFeng Int'L (HK) Industry Limited	37 Fukang Rd, Houjie Town, Dongguan City, Guangdong Province, China	Guangdong	312	114	198	N	N	0.00%	Suede	90.00%	UGG, Koolaburra, Sanuk
197	Bottom	China	Xingsheng	Xingsheng	Dongguan Xingsheng shoes Co., Ltd.	Santun, Houjie Town, Dongguan City, Guangdong Province	Guangdong	50	20	30	N	N	0.00%	Midsole, Outsole	100.00%	UGG
198	Textile	Taiwan	Yee Chain	Yee Chain	Yee Chain International Co., Ltd.	No. 98 Sec. 2, Huanzhong Rd, Xitun Dist, Taichung City	Taichung	106	43	63	N	N	35.80%	Knit, Woven, Packaged Material	100.00%	UGG, HOKA, Teva, Sanuk
199	Textile	Vietnam	Yee Chain	Yee Chain	Yee Chain International, Ltd.	Duong So 6, KCN Nhon Trach 1, Huyen Nhon Trach, Tinh Dong Nai	Dong Nai	61	44	17	N	Υ	8.00%	Knit, Woven, Packaged Material	100.00%	НОКА
200	Textile	China	Yee Chain	Yee Chain	Yee Chain International, Ltd.	No. 45, LiuHe Village, Yisha, ShaTian Town, DongGuan City	Guangdong	5	2	3	N	Υ	40.00%	Knit, Woven, Packaged Material	100.00%	HOKA, Teva
201	Bottom	China	Yi Ying	Yi Ying	YiYing (QingYuan) Foamed Materials Co., Ltd.	Xin Zhuang, Yin Ying Road, Long Tang Town, Qing Cheng District, Qing Yuan City	Guangdong	280	132	148	Y	N	0.00%	Midsole, Outsole, Sockliner, Topsole, Insole, Shank, Molded Upper, Die Cut, Foam Sheets	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO.	SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
202	Bottom	Vietnam	Yi Ying	Winner (Vietnam) Shoe Material	Winner (<i>Vietnam)</i> Shoe Material Co., Ltd.	Hoang Long Industrial Zone, Tao Xuyen Distric, Thanh Hoa City	Thanh Hoa	650	312	338	Υ	Y	2.50%	Midsole, Outsole, Sockliner, Insole, Topsole	100.00%	UGG, HOKA, Teva
203	Bottom	Vietnam	Yi Ying	WanFu (Vietnam) Limited Liability Company	WANFU (Vietnam) Co,. Ltd.	Lot C15 plus C16, Tan Do Industrial Park, Binh Tien Hamlet 2, Duc Hoa Ha Commune, Duc Hoa District, Long An Provice	Long An	700	200	500	Y	Y	2.50%	Midsole	100.00%	HOKA, Teva
					YKK Zipper (Shenzhen) Co., Ltd.	Tangwei Industry Park, Fuhai Street, Baoan District, Shenzhen, Guangdong										
204	Hardware	China	ҮКК	ҮКК	YKK Zipper (Shenzhen) Co., Ltd. Gongming Factory	101, Building 1, YKK Industrial Park, Shutianpu Community Underwear Industry Cluster Base, Matian Street, Guangming District, Shenzhen, Guangdong	Guangdong	1578	833	745	Y	N	0.10%	Zipper	100.00%	UGG, HOKA, Teva, Koolaburr
205	Hardware	China	ҮКК	YKK	YKK Shanghai Co., Ltd. (Minhang FTY)	No. 468 Lu-chun road, Minhang Economic and Technological Development Zone	Jiangsu	1,222	842	380	Y	Υ	0.00%	Zipper	100.00%	UGG, HOKA
206	Hardware	China	YKK	YKK	YKK Shanghai Co., Ltd. (<i>Lingang</i> FTY)	No. 1258 Fei-du road, Pudong New area	Jiangsu	626	384	242	Υ	Y	0.00%	Zipper	100.00%	UGG, HOKA
207	Hardware	Indonesia	YKK	YKK	PT YKK Zipper Indonesia - Cimanggis Factory	Jl. Raya Jakarta Bogor Km. 29, Cimanggis, Depok	West Jva	1,100	510	590	Υ	Y	1.00%	Zipper	25.00%	UGG, HOKA
208	Bottom	Vietnam	Yongyih	Yongyih	Vinh Ty Co., Ltd.	Lot B5-B6-B7-B8, Binh Minh Industrial Zone, My Hung 2 Hamlet, My Hoa Village Binh Minh Town, Vinh Long Province	Vinh Long	350	160	190	Υ	N	10.00%	Midsole	91.40%	НОКА
209	Synthetic	China	Yu Cheng China	Yu Cheng	DongGuan YuCheng Synthetic Leather Co., Ltd.	Room 1006, 10th floor, Triumphant International, No.14 Houjie Avenue East, Houjie Town, Dongguan, Guangdong Province	Guangdong	318	116	202	N	N	0.00%	Non-Woven, Film, Microfiber, Knit, Woven, Reinforcement	100.00%	UGG, HOKA, Teva, Koolaburra, Sanuk

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
Bottom	China	Yuan Hao	Yuan Hao	DongGuan YuanHao Plastic Product Co., Ltd.	No.16 DaShan Dong Street, 1st Industrial District, XiaGang Chang'an Town, DongGuan City	Guangdong	132	79	53	Ν	N	0.00%	Outsole	98.00%	UGG, Koolaburra
Components	China	Yuanxin Thread Co., Ltd.	Yuan Xin	Yuanxin Thread Co., Ltd.	No.1 Fu feng Road, Honghualin Industry, Yong kou, Houjie Town, Dongguan City, Guangdong	Guangdong	65	33	32	N	N	0.00%	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA
Components	Vietnam	Yuanxin Thread Co., Ltd.	Yuan Xin	Yuanxin Taiping Joint Stock Company	Yongnian Industry, Lizhen region, HaiPhong city	Hai Phong	340	221	119	Υ	Υ	17.00%	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA, Teva
Components	Cambodia	Yuanxin Thread Co., Ltd.	Yuan Xin	Yuanxin Thread Co., Ltd.	Road No.3-14Km Phnom Penh City	Phnom Penh	120	48	72	Υ	Υ	5.00%	Binding, Lace, Ribbon, Tape, Weebing	100.00%	UGG, HOKA
Bottom	China	YuZhan	Dongguan Yuzhan Industrial Co., Ltd.	Hongbao Rubber And Plastic Co., Ltd.	No. 11-12, Lunpinyong Industrial Road, Santun District, Houjie Town, Dongguan City, Guangdong Province	Guangdong	140	67	73	N	N	0.00%	Midsole, Outsole	100.00%	UGG, HOKA, Koolaburra, Sanuk
Bottom	Vietnam	YuZhan	HongBao	DongGuan YuZhan Rubber & Plastic Technology Co., Ltd.	Lot 42-4-2, N16 Street, Phuoc Dong Industrial Park, Go Dau District, Tay Ninh Province	Tay Ninh	134	71	63	Y	Y	0.04%	Midsole, Outsole	100.00%	UGG, HOKA, Teva, Sanuk
Hardware	China	Zhejiang Huashengda Zipper Technology Co., Ltd.	HSD Zipper	Zhejiang Huashengda Zipper Technology Co., Ltd.	28 Qingliang Dadao, Yaozhuang Town, Jiashan County, Jiaxing, Zhejiang	Zhejiang	713	308	405	N	Υ	0.00%	Zipper	100.00%	UGG, Koolaburra
Bottom	China	Zhong Shan Jubang Shoes Materials Company Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	Zhong Shan Jubang Shoes Materials Company Ltd.	DongJun Road, DongGu Villlage, DongfengTown, Zhongshan City, Guangdong Province	Guangdong	81	30	51	N	N	0.00%	Midsole, Outsole, Sockliner, Insole, Topsole, Die Cut, Foam Sheets	100.00%	UGG, Teva, Sanuk
Bottom	china	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	Zhong Shan Wan Ning Polymer Material Technology Co., Ltd.	No.12 Building Changyi Road, Chang Ming Shui County, Wu Gui Montain district, Zhong Shan City, Guangdong Province	Guangdong	145	55	90	Υ	Y	0.00%	Midsole, Outsole	100.00%	UGG, Teva, Sanuk
	Bottom Components Components Bottom Bottom Hardware	Bottom China Components China Components Vietnam Components Cambodia Bottom China Bottom Vietnam Hardware China Bottom China	Bottom China Yuan Hao Components China Yuanxin Thread Co., Ltd. Components Vietnam Yuanxin Thread Co., Ltd. Components Cambodia Yuanxin Thread Co., Ltd. Bottom China YuZhan Bottom Vietnam YuZhan Hardware China Zhejiang Huashengda Zipper Technology Co., Ltd. Bottom China Zhong Shan Jubang Shoes Materials Company Ltd. Bottom China Zhong Shan Yungang Shoes Materials Company Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Itd.	Bottom China Yuan Hao Yuan Hao Components China Yuanxin Thread Co., Ltd. Yuan Xin Components Vietnam Yuanxin Thread Co., Ltd. Yuan Xin Components Cambodia Yuanxin Thread Co., Ltd. Yuan Xin Components Cambodia Yuanxin Thread Co., Ltd. Yuan Xin Bottom China YuZhan Dongguan Yuzhan Industrial Co., Ltd. Bottom Vietnam YuZhan HongBao Hardware China Zhejiang Huashengda Zipper Technology Co., Ltd. Bottom China Jubang Shoes Materials Company Ltd. Zhong Shan Jubang Shoes Materials Company Ltd. Zhong Shan Van Ning Polymer Material Technology Co., Ltd. Bottom China Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology	Bottom China Yuan Hao Yuan Hao Plastic Product Co., Ltd. Components China Yuanxin Thread Co., Ltd. Components Vietnam Yuanxin Thread Co., Ltd. Components Cambodia Yuanxin Thread Co., Ltd. DongGuan Yuanxin Thread Co., Ltd. Yuan Xin Yuanxin Thread Co., Ltd. Yuanxin Taiping Joint Stock Company Yuanxin Thread Co., Ltd. Components Cambodia YuZhan Yuan Xin Thread Co., Ltd. Bottom China YuZhan Puzhan Industrial Co., Ltd. Bottom Vietnam YuZhan HongBao Puzhan Rubber And Plastic Co., Ltd. Ltd. PongGuan YuZhan Rubber And Plastic Co., Ltd. Ltd. PongGuan YuZhan Rubber And Plastic Co., Ltd. Ltd. PongGuan YuZhan Rubber And Plastic Co., Ltd. Zhejiang Huashengda Zipper Technology Co., Ltd. Zhong Shan Jubang Shoes Materials Company Ltd. Zhong Shan Jubang Shoes Materials Company Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Technology Technology Technology Technology Co., Ltd. Zhong Shan Wan Ning Polymer Material Technology Te	Bottom China Yuan Hao Yuan Hao DongGuan City Components China Yuan Hao Yuan Xin China Yuan Hao Yuan Xin China Yuan Xin Components China Yuan Tread Co., Ltd. Yuan Xin Thread Yuan Xin Thread Co., Ltd. Yuan Xin Thread Yuan Xin Yuan	Bottom China Yuan Hao Yuan Hao Product Co., Ltd. Components China Yuankin Thread Co., Ltd. Components Vietnam Co., Ltd. Yuanxin Thread Co., Ltd. Components Cambodia Co., Ltd. Tajping Joint Stock Company Components China Vuanxin Thread Co., Ltd. Pake Town Dengguan City, Guangdong Co., Ltd. Phong Joint Mali Phong City Phong Joint Stock Company Components Cambodia Co., Ltd. Phong Joint Stock Company Penh City Penh City Phong Penh City Penh C	Bettom China Yuan Hao Yuan Hao DongGuan City Industrial Co., Ltd. Components China Yuan Thread Co., Ltd. Components China Vuan Thread Co., Ltd. Components Cambodia Co., Ltd. Components Cambodia Co., Ltd. Components China Thread Co., Ltd. Components Cambodia Co., Ltd. Components China China Co., Ltd. Components Cambodia Co., Ltd. Components China China Co., Ltd. Components Cambodia Co., Ltd. Components China China Co., Ltd. Components Cambodia Co., Ltd. Components Components China China Co., Ltd. Components Components Co., Ltd. Co., Ltd. Co., Ltd. Co., Ltd. Co., Ltd. Co., Ltd. Components Co	Bottom China Yuan Hao Yuan Hao Practitify Adulting State (Shina State) Pendit Manaham Pendit Ma	Bottom China gaoup short Rate of Factury Audhers of Factury Audhers of Factury Rate of Facture Rate of Factor Rate	Bottom China Vuan Hao Vuan Hao DongGuan Luci. Sichen Dong Street, Michael Stre	Bottom China China Vuan Hao Vuan Hao Denguan Denguan China Vuan Hao Vuan Hao Plastic Plastic China Vuan Hao Vuan Hao Plastic Plastic Plastic China Vuan Hao Plastic Plastic	Substance Columns and Processing Substance Columns and Processing Substance	Subject of Countries of Countri	Particular Par

TIER 2 SUPPLIER FACILITIES (CONTINUED)

DECKERS T2 SUPPLY CHAIN PARTNERS (AS OF APRIL 2023) (ALL)

NO. SUPPLIER CATEGORY	COUNTRY	PARENT COMPANY/ GROUP	SHORT NAME	FULL NAME OF FACILITY	ADDRESS	PROVINCE/ STATE	NUMBER OF WORKERS	FEMALE	MALE	TRADE UNION (Y/N)	WORKER COMMITTEE (Y/N)	FOREIGN (MIGRANT) EMPLOYEES PERCENTAGE	SPECIALTY	CONTRACT WORKERS PERCENTAGE	DECKERS BRANDS: UGG, HOKA, TEVA, KOOLABURRA, SANUK, DXLABS
219 Bottom	China	Zhongshan Daguang Shoe Material, Ltd.	DA GUANG	Zhong Shan Da Guang Shoe Material Co., Ltd.	Yi Liu Road, Wen Chang West Road, San Xiang Town, Zhong Shan City, Guang Dong Province	Guangdong	120	78	42	N	Y	0.00%	Midsole, Sockliner, Insole, Topsole, Die Cut, Foam Sheets	100.00%	HOKA, Teva, Sanuk
220 Bottom	Vietnam	Zhongshan Daguang Shoe Material, Ltd.	Dai Quang	Vietnam Dai Quang Co., Ltd.	Lot 6 Road 7 Tan Duc Industrial Park, Duc Hoa Commune, Duc Hoa District, Long An Province	Long An	215	124	91	N	N	3.00%	Midsole, Sockliner, Insole, Topsole, Die Cut, Foam Sheets	100.00%	HOKA, Teva, Sanuk
221 Synthetic	Vietnam	Zing Yong Enterprise Co., Ltd	Zing Yong Co.,Ltd.	Zingyong Co., Ltd.	Lot F4, F5, F6, Road N5, Nam Tan Uyen Industrial Park Expansion, Hoi Nghia Commune, Tan Uyen Town, Binh Duong Province	Binh Duong	107	41	66	Υ	Υ	11.21%	Film, Reflective Film, Special Composite Materials	100.00%	НОКА
222 Synthetic	Taiwan	Zing Yong Enterprise Co., Ltd.	Zing Yong Co., Ltd.	Zing Yong Enterprise Co., Ltd.	116, Qingguang Rd, Wuri District, Taichung City	Taichung	42	16	26	N	N	0.00%	Film, Reflective Film, Special Composite Materials	100.00%	UGG, HOKA



Brand Specific Material Targets: UGG

UGG MATERIALS

UGG has continued to challenge itself to increase its use of preferred materials and, to ensure accountability, UGG has identified robust targets. Some significant materials related achievements to note:

- 100% of all hides used in UGG footwear is sourced from Leather Working Group (LWG) certified tanneries or recycled sources
- 100% of down used in UGG products is Responsible Down Standard (RDS) certified or certified recycled down (Allied Down)
- 100% of the wool used in UGG footwear is repurposed wool and responsible wool (RWS)
- 52.63% of all footwear materials, and 36.43% of all apparel, accessories and home goods materials, are preferred (an increase, for both, when compared to FY22)
- 16.24% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds

This section will provide greater visibility into UGG (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials usage.

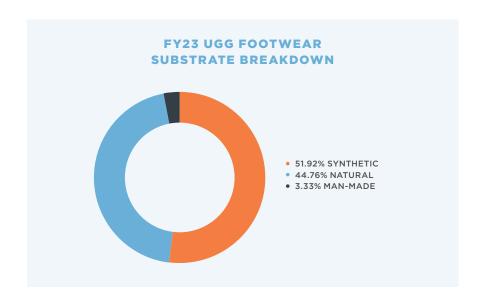


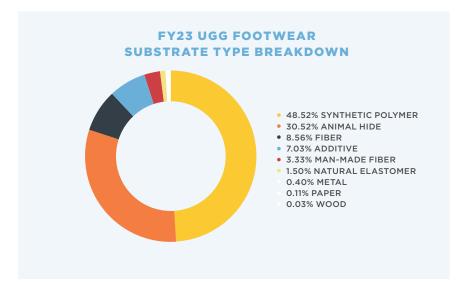
Materials

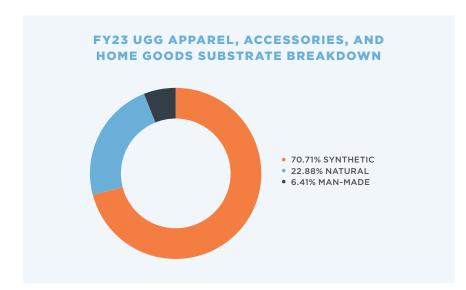
Maximize the amount of preferred materials in our products

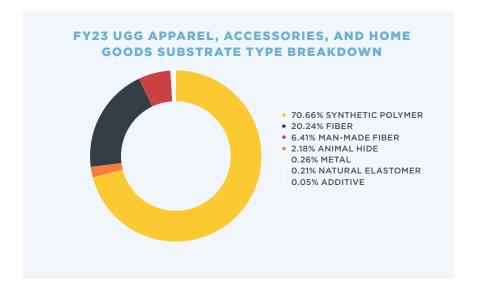
UGG MATERIALS (CONTINUED)

HIGH LEVEL SUBSTRATE BREAKDOWN











UGG MATERIALS (CONTINUED)

FY23 UGG MOST USED MATERIALS

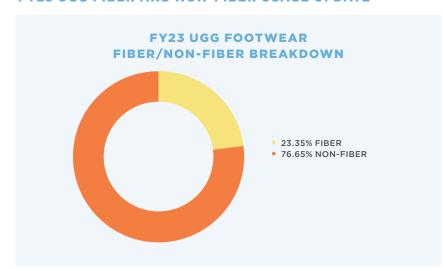
RANK	MATERIAL TYPE	USAGE
1	LWG Cow Leather and Suede	16.56%
2	EVA Ethylene Vinyl Acetate	14.30%
3	LWG Sheepskin	13.31%
4	Repurposed Wool	7.61%
5	Polyester and/or PET	5.65%
6	POE Engage	5.27%
7	Recycled Polyester and/or RPET	5.19%
8	TENCEL™ Lyocell (Lenzing)	3.23%
9	SugarCane EVA	2.63%
10	TPU Thermoplastic Polyurethane	2.21%
11	PU Polyurethane	2.17%
12	Colorant and/or Pigment Auxiliaries	2.08%
13	Generic POE Polyolefin	1.95%
14	Natural Rubber	1.50%

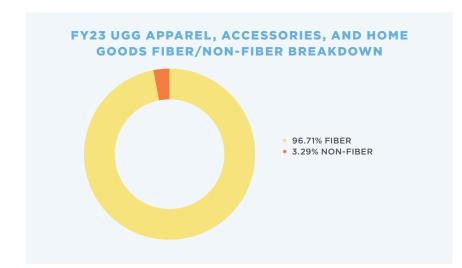
RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	48.00%
2	Recycled Polyester and/or RPET	14.13%
3	Responsible Cotton	10.27%
4	Conventional Cotton	4.57%
5	Acrylic	3.67%
6	Organic Cotton (Certified)	3.62%
7	TENCEL™ Lyocell (Lenzing)	2.11%
8	Nylon and/or Polyamide	2.07%
9	ECOVERO™ (Lenzing)	1.93%
10	Spandex Elastane	1.81%
11	LWG Sheepskin	0.0174



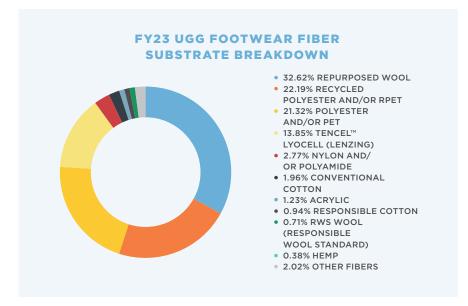
UGG MATERIALS DEEP DIVE

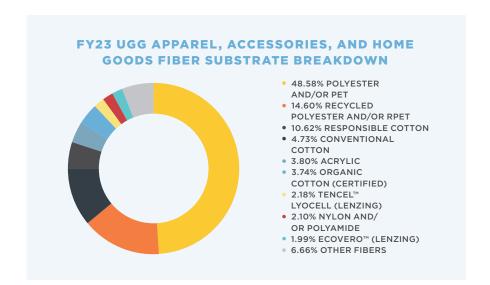
FY23 UGG FIBER AND NON-FIBER USAGE UPDATE





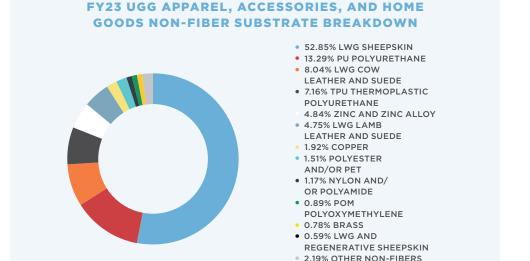
FY23 UGG FIBER SUBSTRATE BREAKDOWN





FY23 UGG NON-FIBER SUBSTRATE BREAKDOWN

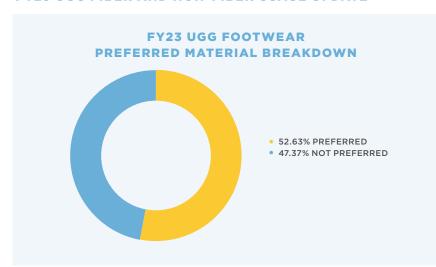




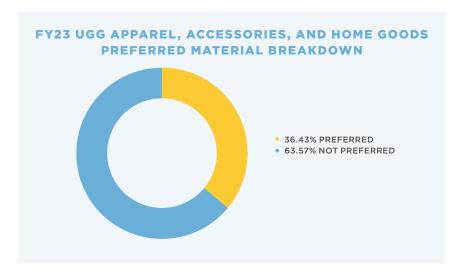


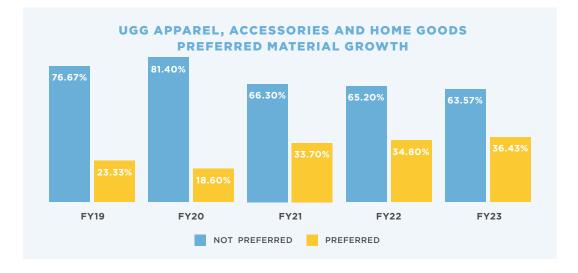
UGG MATERIALS DEEP DIVE (CONTINUED)

FY23 UGG FIBER AND NON-FIBER USAGE UPDATE



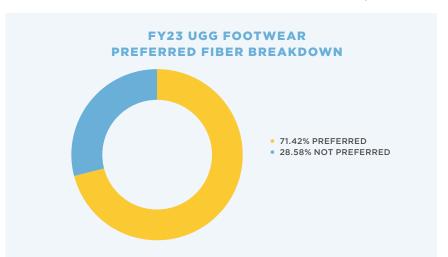


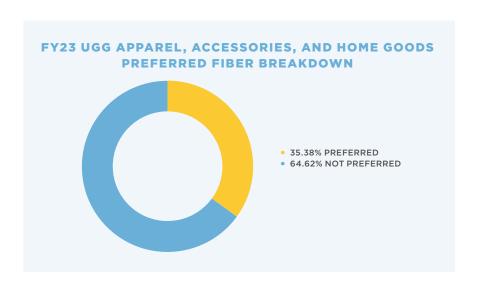


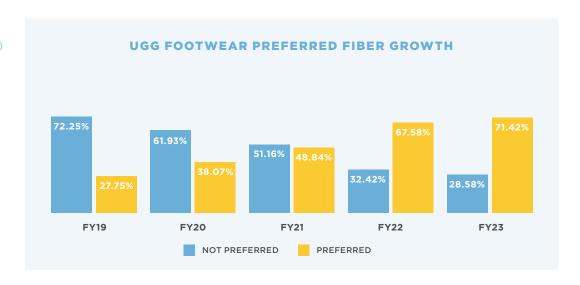


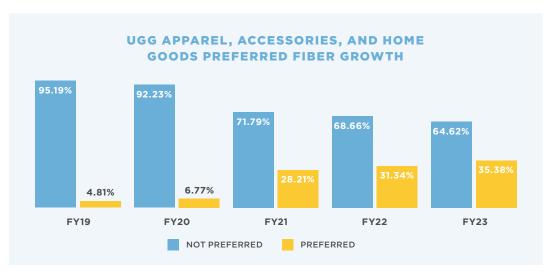
UGG MATERIALS DEEP DIVE (CONTINUED)

FY23 UGG FIBER AND NON-FIBER USAGE UPDATE (CONTINUED)









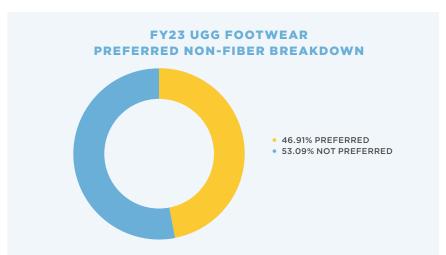
*The above information is pulled from our own BOMs (Bill of Materials) and information provided directly from our licensees

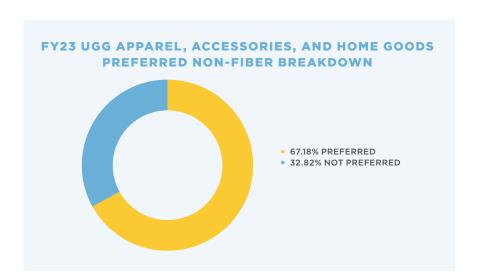


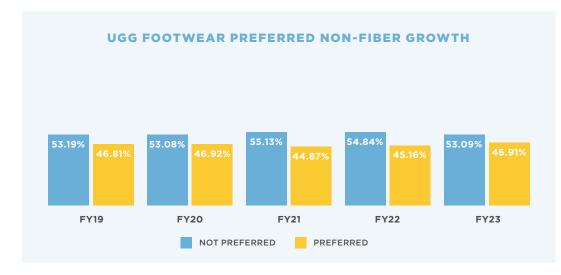
37

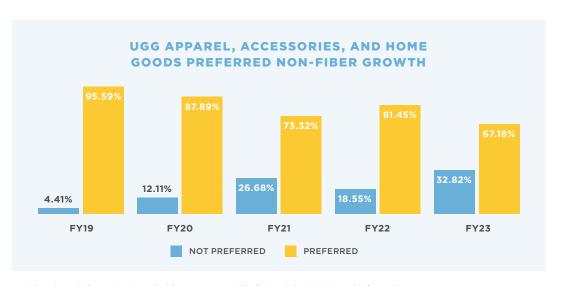
UGG MATERIALS DEEP DIVE (CONTINUED)

FY23 UGG FIBER AND NON-FIBER USAGE UPDATE (CONTINUED)









*The above information is pulled from our own Bill of Materials (BOMs) and information provided directly from our licensees

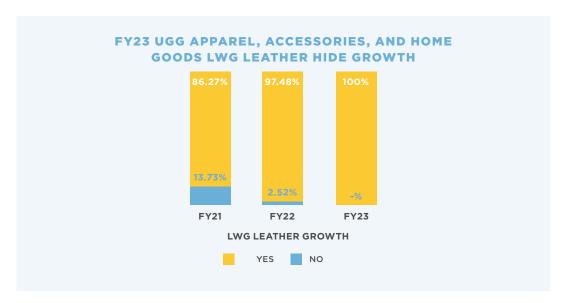




UGG MATERIALS DEEP DIVE (CONTINUED)

UGG LEATHER AND SHEEPSKIN







UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED LEATHER BENEFITS

Leather Working Group (LWG) Leather vs. Standard Tanning*:

In FY23, UGG products used approximately 37 million sq ft of leather and suede from LWG certified tanneries. When comparing the impact of conventionally tanned leather and suede usage to the same usage of LWG Leather, UGG saved over 43.6 million lbs of CO2 eq. emissions, over 17 billion liters of water and over 361 million MJ of energy. The UGG brand is also looking to increase its use of leather and suede sourced from farms that practice regenerative agriculture. In fact, of the leather and suede used in FY23, 15,700 sq. ft. was sourced from farms practicing regenerative agriculture.

43,629,478

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

17,098,086,773

WATER SAVED (LITERS OF WATER)

361,211,079

ENERGY SAVED (MJ)

*Note the above includes all leather used in all our products from all material categories.



Material Targets: UGG (continued)

UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED SHEEPSKIN BENEFITS

LWG Sheepskin vs. Standard Sheepskin*:

In FY23, UGG products used approximately 37 million sq ft of leather and suede from LWG certified tanneries. When comparing the impact of conventionally tanned leather and suede usage to the same usage of LWG Leather, UGG saved over 43.6 million lbs of CO2 eq. emissions, over 17 billion liters of water and over 361 million MJ of energy. The UGG brand is also looking to increase its use of leather and suede sourced from farms that practice regenerative agriculture. In fact, of the leather and suede used in FY23, 15,700 sq. ft. was sourced from farms practicing regenerative agriculture.

2,085,971

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

328,456,815

WATER SAVED (LITERS OF WATER)

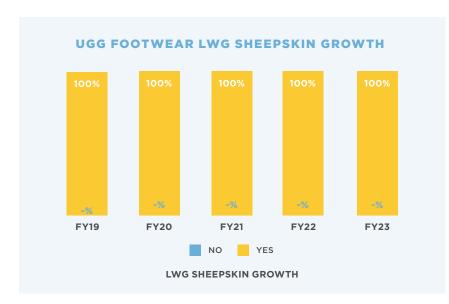
16,428,131

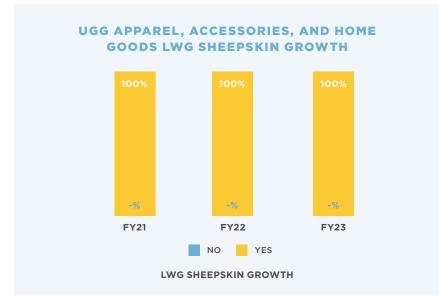
ENERGY SAVED (MJ)

*Note, the above includes all sheepskin used in all our products from all material categories

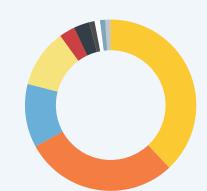
UGG HIDE COUNTRY OF ORIGIN TRACEABILITY

The hides used in our products 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 being diligent and tracing the hides we use back to the country of origin. In FY23, the majority of our sheepskin hides came from Australia, the United Kingdom, Ireland and New Zealand. In FY23, the majority of our leather and suede hides came from the United States, Argentina, and Australia.



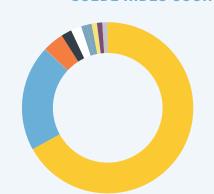


FY23 UGG FOOTWEAR LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



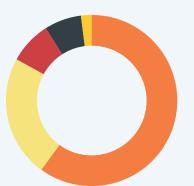
- 38.47% UNITED STATES
- 29.04% AUSTRALIA
- 11.49% ARGENTINA
- 10.59% UNITED KINGDOM
- 3.44% IRELAND
- 2.93% NEW ZEALAND
- 1.21% INDIA 0.94% URUGUAY
- 0.94% SOUTH AFRICA
- 0.35% NIGERIA
- 0.17% FRANCE
- 0.15% VIETNAM
- 0.12% ETHIOPIA 0.06% SPAIN
- 0.03% GERMANY
- 0.03% TURKEY
- 0.03% CAMBODIA

FY23 UGG FOOTWEAR LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN



- 66.87% UNITED STATES 20.59% ARGENTINA
- 4.43% AUSTRALIA
- 2.18% INDIA
- 1.69% URUGUAY
- 1.69% SOUTH AFRICA
- 0.80% UNITED KINGDOM • 0.62% NIGERIA
- 0.31% FRANCE
- 0.27% VIETNAM
- 0.22% ETHIOPIA
- 0.11% SPAIN 0.06% GERMANY
- 0.06% TURKEY
- 0.06% CAMBODIA
- 0.04% NEW ZEALAND

FY23 UGG FOOTWEAR SHEEPSKIN HIDES COUNTRY OF ORIGIN



- 60.1% AUSTRALIA
- 22.9% UNITED KINGDOM
- 7.8% IRELAND
- 6.6% NEW ZEALAND • 2.7% UNITED STATES

41

*Note, the above only depicts leather and sheepskin hides in our footwear. We hope to include the country of origin of our in-house apparel, accessories, and home goods in our FY23 Creating Change Report.

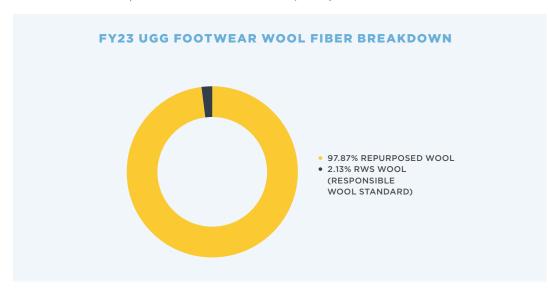
BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA **BRAND-SPECIFIC MATERIAL TARGETS**

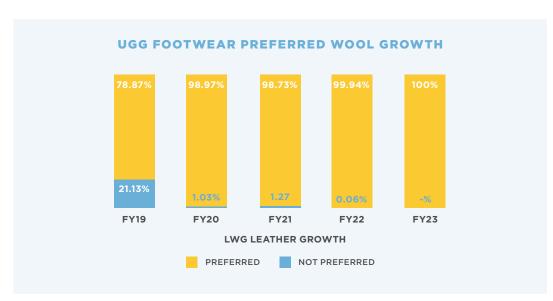
UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED WOOL BENEFITS

UGG Wool Efforts (Footwear)

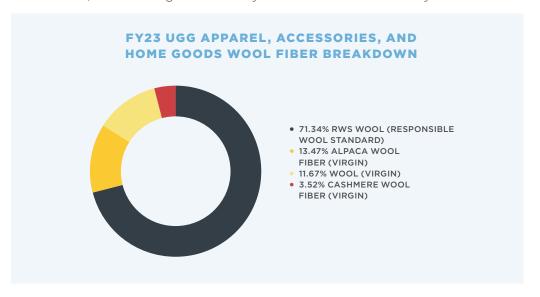
In FY23, 100% of wool used in UGG footwear was repurposed wool or wool sourced from Responsible Wool Standard (RWS).



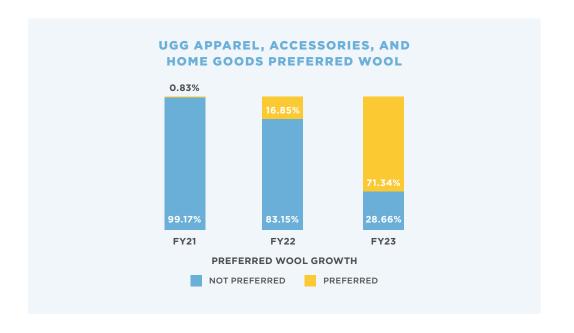


UGG Wool and Cashmere Efforts (Apparel, Accessories and Home Goods)

In FY23, 71.34% of the wool fibers used in UGG apparel, accessories and home goods was repurposed or made with RWS wool, and 28.66% was virgin with a commitment to either eliminate virgin wool usage in UGG apparel, accessories, and home goods entirely or ensure it is certified by 2026.



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







UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC BENEFITS OF RESPONSIBLE WOOL

Raw Repurposed Wool Fiber vs. Raw Virgin Market Wool Fiber

UGG products used 3,631,046 lbs of repurposed wool. When comparing the impact of conventional virgin wool fiber usage to the same usage of repurposed wool, UGG saved over 105 million lbs of CO2 eq. emissions, 12.8 billion liters of water and 65 million MJ of energy.

105,054,737

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

12,877,859,020

WATER SAVED (LITERS OF WATER)

65,885,445

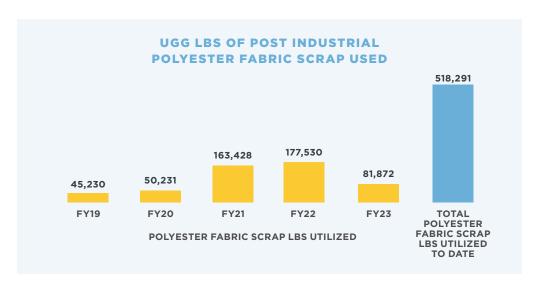
ENERGY SAVED (MJ)

UGG SPECIFIC PREFERRED POLYESTER EFFORTS

Recycled Polyester (rPET):

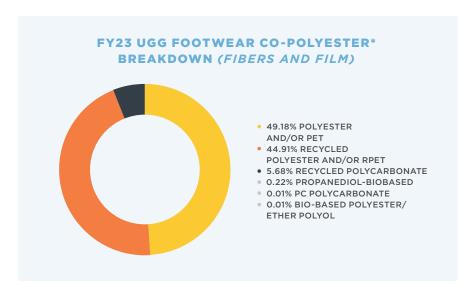
rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. UGG created its UGGplush technology, which refers to UGGpure® wool (wool harvested off our twinface sheepskin) and plant based TENCEL™ Lyocell woven into a rPET textile backing. In FY23, UGG used 3.34 million lbs of rPET across all of its products and packaging, which is the equivalent of 89.7 million PET water bottles. Additionally, UGG has utilized over 81,872 lbs of post-industrial polyester fabric scrap across all products and packaging produced in FY23. To date, UGG has repurposed the equivalent of over 211 million PET water bottles and over 518,00 lbs of post-industrial polyester fiber and textile scrap.



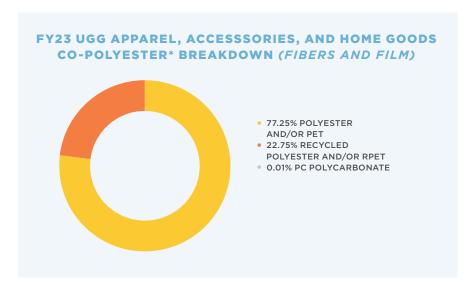


UGG MATERIALS DEEP DIVE (CONTINUED)

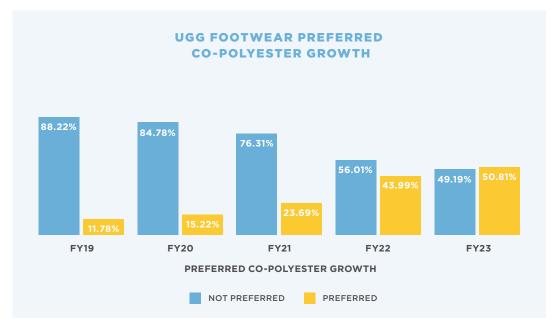
UGG CO-POLYESTER FIBERS AND FILMS BREAKDOWN



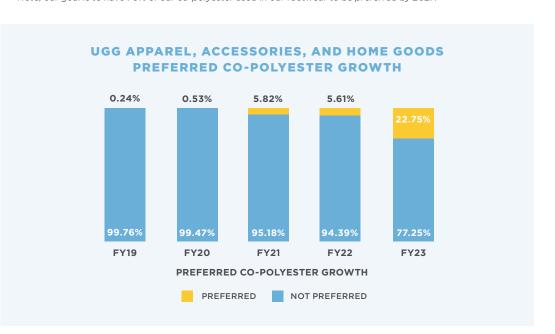
*Note, the co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, recycled polycarbonate, bio-based polyester/PET and terylene.



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



*Note, our goal is to have 70% of our co-polyester used in our footwear to be preferred by 2027.



*Note, our goal is to have 50% of our co-polyester used in our apparel, accessories, and home goods to be preferred by 2027.



UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED POLYESTER BENEFITS

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, UGG products used 3,427,029 lbs of rPET fibers & films (*post-consumer*) and recycled polyester (*post-industrial*). When comparing the impact of conventional polyester fibers and PET films usage to the same usage of rPET fibers & films (*post-consumer*) and recycled polyester (*post-industrial*), UGG saved over 5.87 million lbs of CO₂ eq. emissions, 1.98 billion liters of water and 93.5 million MJ of energy.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO ₂)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	5,611,243	1,891,446,635	89,339,063
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	263,252	89,197,110	4,206,740
TOTAL RECYCLED POLYESTER SAVINGS	5,874,495	1,980,643,745	93,545,803

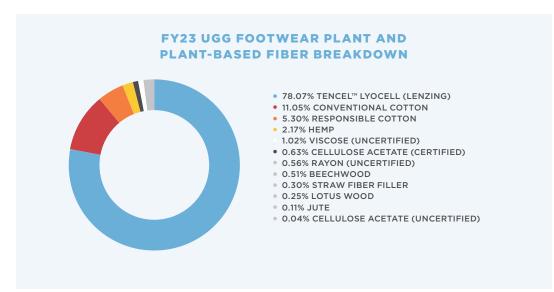
*Note, the above depicts the combined savings from our product and packaging materials. Only materials that are pre and post-consumer polyester and PET substrates are included.

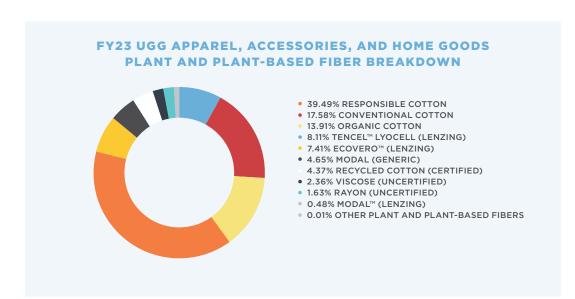


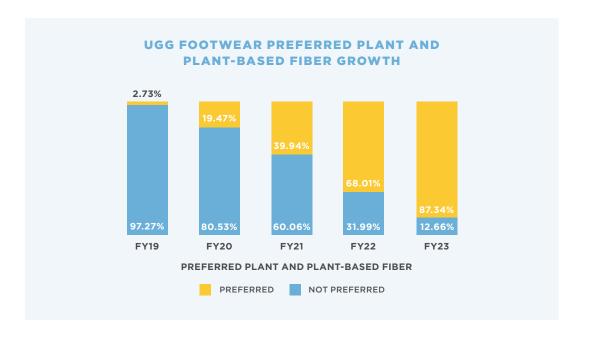
UGG MATERIALS DEEP DIVE (CONTINUED)

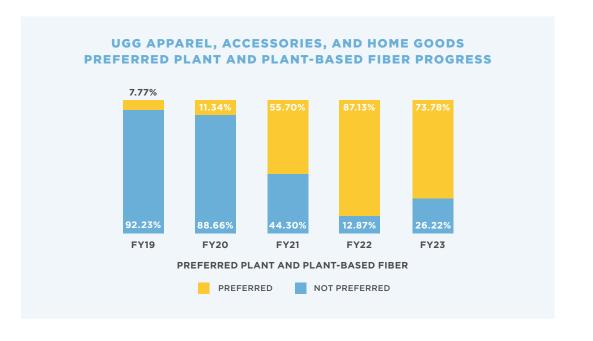
UGG SPECIFIC PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS

We are proud to use a variety of plant and plant-based fibers in our products. This includes TENCEL™ Lyocell, Lenzing ECOVERO™, Lenzing MODAL™, Certified Organic Cotton, Hemp, Jute, Linen, Ramie, Responsible Cotton, Recycled Cotton, Cork, Straw and Rice Husk. The chart below details some of the key plant and plant-based fibers we currently utilize in our products.







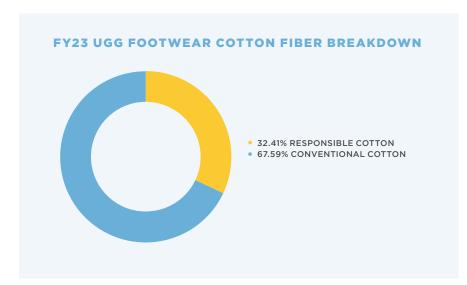


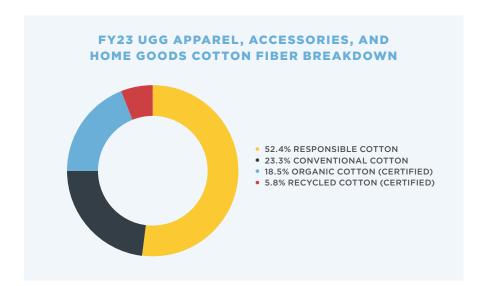


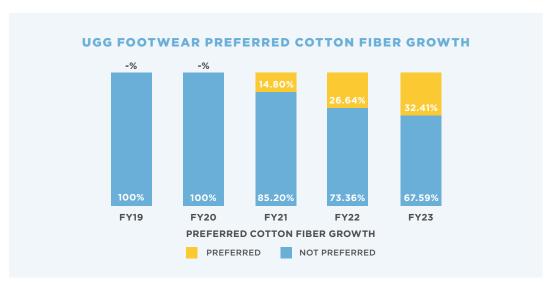


UGG MATERIALS DEEP DIVE (CONTINUED)

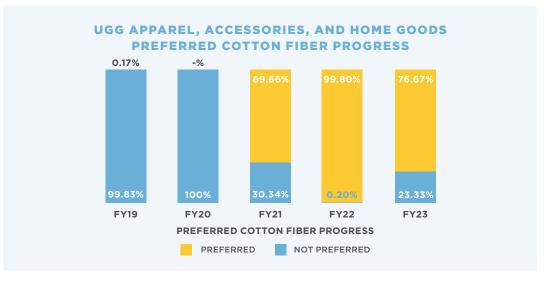
UGG SPECIFIC PREFERRED COTTON







*We are committed to having 100% of cotton fiber used in our footwear sourced from farms that utilize sustainable crop growing practices by 2025.



*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.



UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC BENEFITS OF PREFERRED COTTON

Responsible Cotton Fibers vs. Raw Conventional Cotton Fibers

In FY23, UGG products used 983,948 lbs of responsible cotton fibers (inclusive of organic cotton and recycled cotton). When comparing the impact of conventional cotton raw fiber usage to the same usage of responsible cotton fibers, UGG saved over 1.39 million lbs of CO2 eq. emissions, 11.4 billion liters of water and 9.2 million MJ of energy.

1,395,151

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

11,451,717,419

WATER SAVED (LITERS OF WATER)

9,287,971

ENERGY SAVED (MJ)

UGG TENCEL™ LYOCELL BENEFITS

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 textile backing. In FY23, nearly all of our UGGpure technology was converted to UGGplush. Lyocell allows our brands to move away from sourcing virgin wool and synthetic virgin petrolum-based faux fur. We anticipate converting all UGGpure technology to UGGplush whenever possible given the sustainability benefits of UGGplush.



BRAND-SPECIFIC MATERIAL TARGETS



UGG MATERIALS DEEP DIVE (CONTINUED)

UGG BENEFITS OF LENZING™ ECOVERO™

LENZING™ ECOVERO™ Fiber vs. Conventional Viscose Fiber

UGG 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™, UGG saved over 177,282 lbs of CO₂ eq. emissions, 142 million liters of water and 1.13 million MJs of energy.

177,282

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

142,171,304

WATER SAVED (LITERS OF WATER)

1,132,110

ENERGY SAVED (MJ)

UGG HEMP BENEFITS

Hemp Fiber vs. Conventional Cotton Fiber

In FY23, UGG products used 43,066 lbs of hemp. When comparing the impact of conventional cotton raw fiber usage to the same usage of hemp, UGG sequestered over 275,074 lbs of CO_2 eq. emissions, 968 million liters of water and 677,851 MJ of energy.

386,785 (275,074 SEQUESTERED)

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

968,721,084

WATER SAVED (LITERS OF WATER)

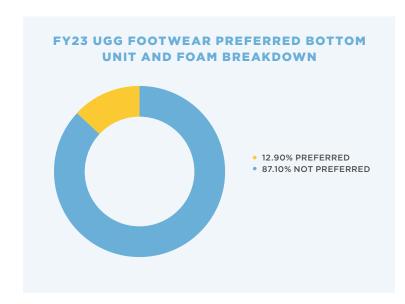
677,851

ENERGY SAVED (MJ)

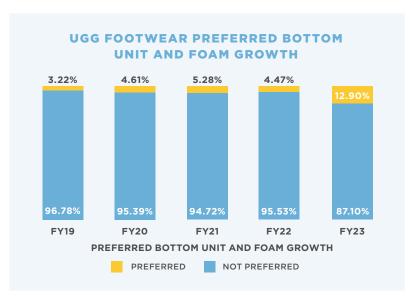
UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. In FY23, we updated our reporting to provide a more detailed look at our bottom unit materials - this is an update when compared to FY22 reporting. Our bottom unit reporting now includes the following 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. The study below does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

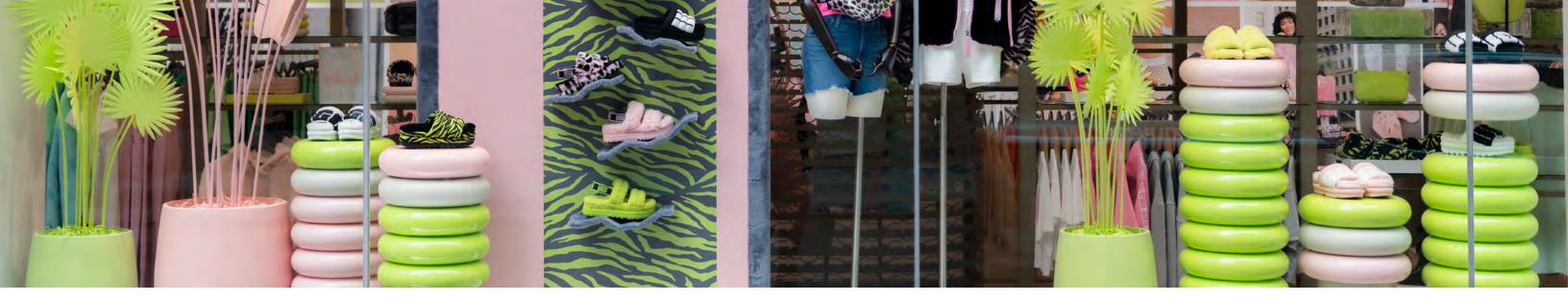


*Note: The study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



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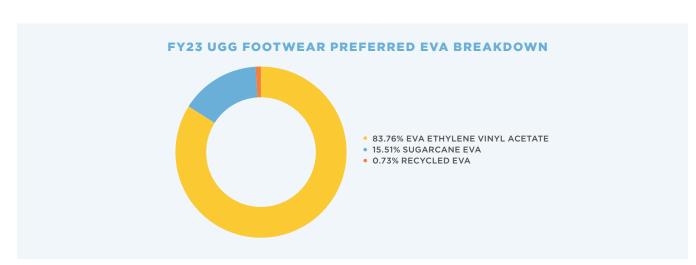


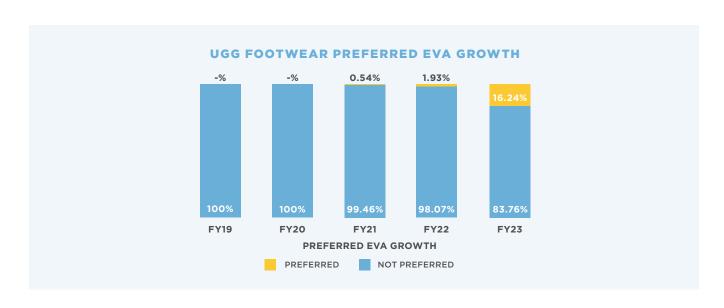
UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED EVA EFFORTS

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, converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene, provides a more sustainable alternative to petroleum based, non-renewable materials often used in conventional footwear. Additionally, sugarcane captures CO₂ from the atmosphere and sequesters carbon. For every pound of Ethanol (ethylene) derived from sugarcane, 1.6 lbs of CO₂ is sequestered.

We intend to continue seeing growth in our use of sugarcane EVA as the UGG brand intends to convert its classic franchise to sugarcane EVA bottom units. Another significant step in their sustainability journey within the non-fiber category.





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

In FY23, UGG footwear used 1,314,468 lbs. of preferred EVA (SugarCane EVA and Recycled EVA). When comparing conventional EVA usage to the same usage of preferred EVA, UGG saved over 42.5 million MJs of energy, over 57.4 million liters of water and over 6.28 million lbs. of CO₂ eq. emissions.

51

6,282,556

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

57,404,703

WATER SAVED (LITERS OF WATER)

42,588,745

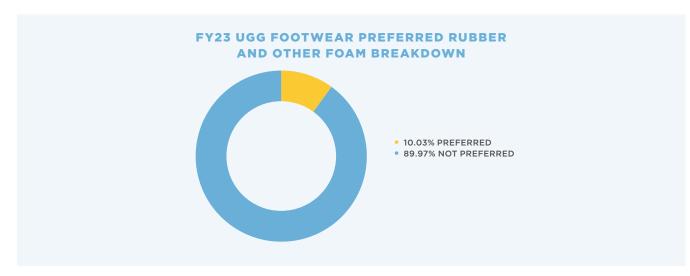
ENERGY SAVED (MJ)



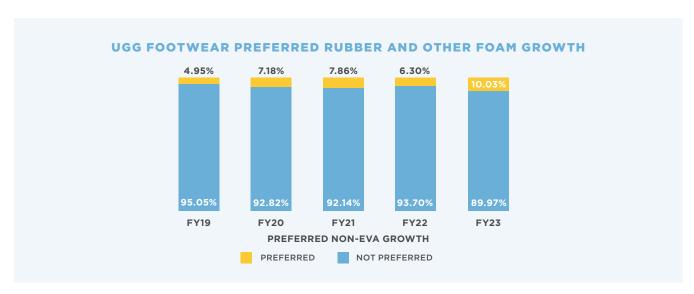
UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS

While we have made great progress in exploring preferred EVA, we recognize the need for alternative bottom unit and foam materials. These include, but are not limited to, recycled rubber/PU, and bio-based rubber. In FY23, we recategorized 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 are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: The study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: The study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

Preferred Non-EVA Materials (Recycled, Natural and Bio-Derived Bottom Unit Materials) vs. Conventional Non-EVA Materials

In FY23, UGG Footwear used 903,969 lbs. of non-EVA recycled, natural and bio-derived bottom unit materials. When comparing conventional non-EVA materials usage to the same usage of preferred non-EVA materials, UGG saved over 1.65 million MJs of energy, over 8.5 million liters of water and over 144,000 lbs. of CO_2 eq. emissions.

144,148

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

8,501,783

WATER SAVED (LITERS OF WATER)

1,653,831

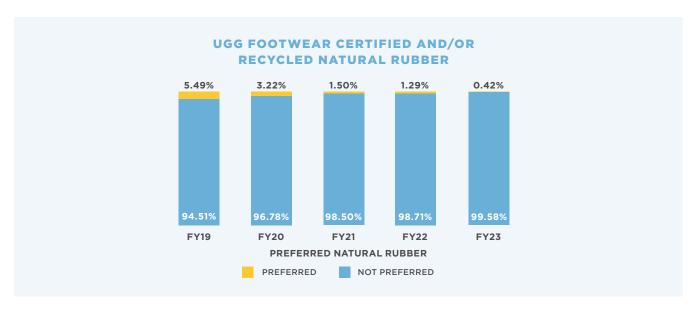
ENERGY SAVED (MJ)

UGG MATERIALS DEEP DIVE (CONTINUED)

UGG SPECIFIC CERTIFIED AND RECYCLED 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. UGG is committed to ensuring 50% of all natural rubber used in its footwear to originate from recycled sources or from sources that legally harvest, source, transport and export rubber.





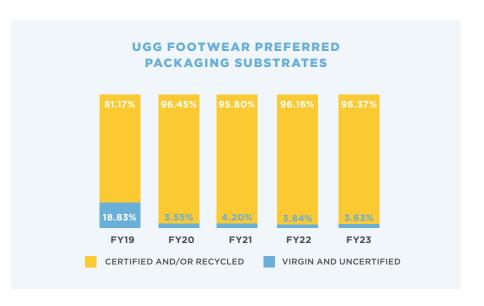


UGG MATERIALS DEEP DIVE (CONTINUED)

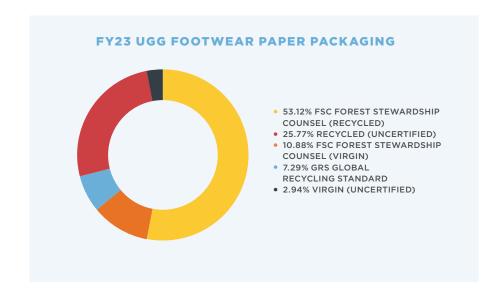
UGG makes up over 52% of our footwear packaging dunnage and over 89% of our apparel, accessories, and home goods packaging. UGG footwear utilizes 97.06% preferred paper packaging materials and strives to remove virgin non-certified paper, and incorporate more certified and recycled paper into our packaging, such as FSC and FSC mixed paper substrates. UGG's recycled paper efforts have saved over 3.5 million trees since 2016. Since 2016, UGG has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage. We are proud that UGG's footwear packaging uses only 1.64% plastic.

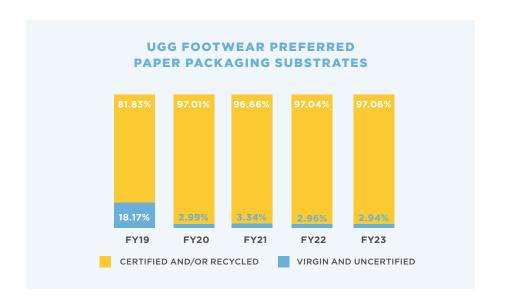


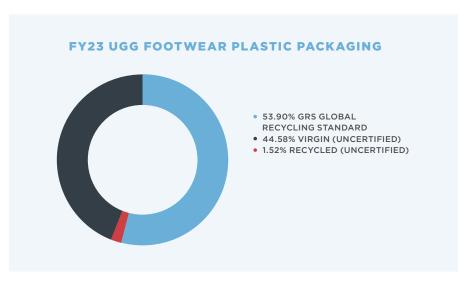


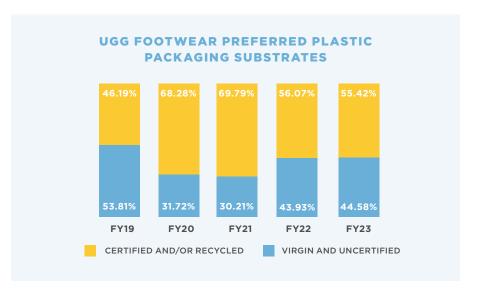








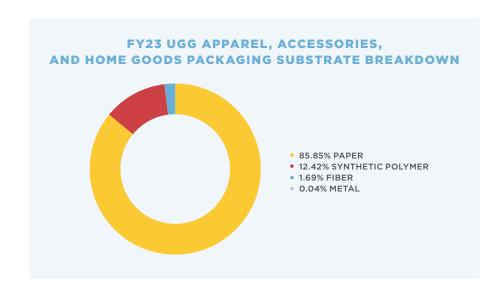


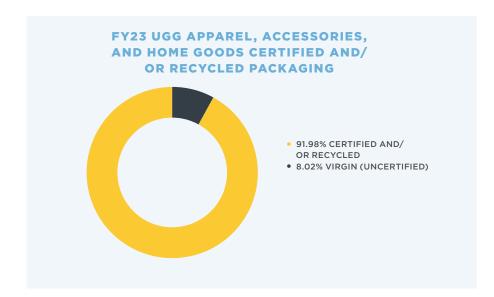


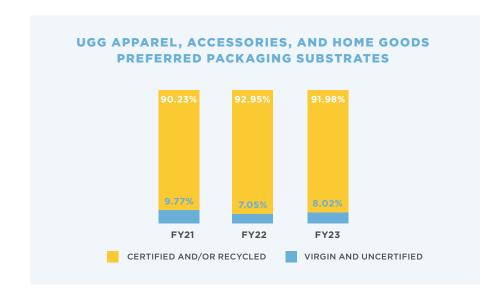


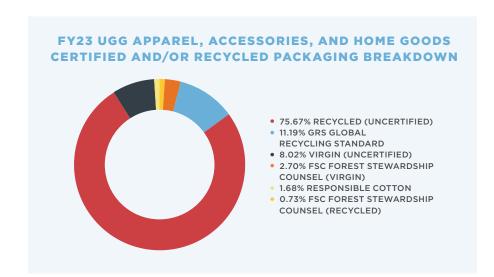
UGG MATERIALS DEEP DIVE (CONTINUED)

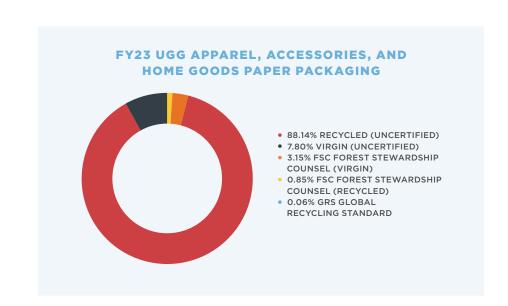
UGG PACKAGING MATERIALS AND TREES SAVED (CONTINUED)

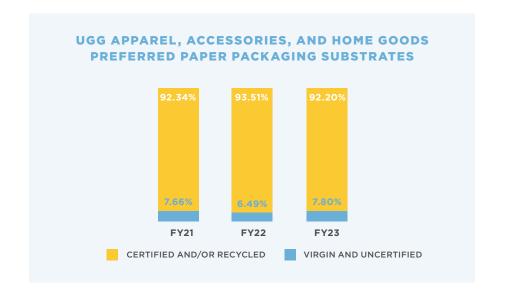


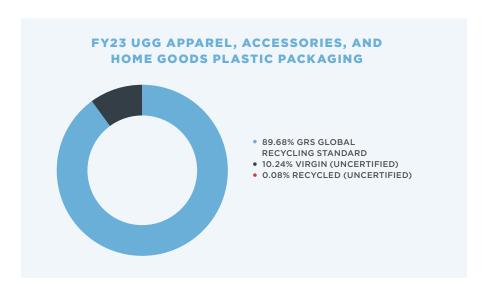


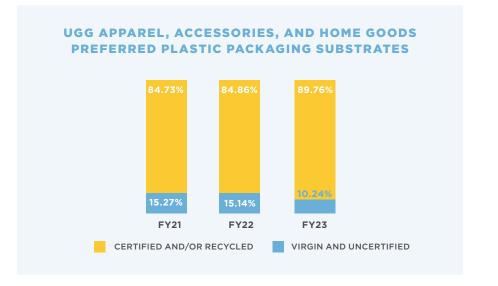












UGG MATERIALS DEEP DIVE (CONTINUED)

UGG PACKAGING MATERIALS AND TREES SAVED (CONTINUED)



*Notes, 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.







SUSTAINABLE DEVELOPMENT GOALS: UGG MATERIALS

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
65% of all materials (e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles) used in UGG footwear will be made from preferred materials	42.43% of all materials used in UGG footwear were made from preferred materials	44.77% of all materials used in UGG footwear were made from preferred materials	45.86% of all materials used in UGG footwear were made from preferred materials	50.61% of all materials used in UGG footwear were made from preferred materials	52.63% of all materials used in UGG footwear were made from preferred materials	On Track	2027
75% of all fibers used in UGG footwear will be made from preferred materials	27.75% of all fibers used in UGG footwear were made from preferred materials	38.07% of all fibers used in UGG footwear were made from preferred materials	48.84% of all fibers used in UGG footwear were made from preferred materials	67.58% of all fibers used in UGG footwear were made from preferred materials	71.39% of all fibers used in UGG footwear were made from preferred materials	On Track	2027
65% of all non-fibers used in UGG footwear will be made from preferred materials	46.81% of all non-fibers used in UGG footwear were made from preferred materials	46.92% of all non-fibers used in UGG footwear were made from preferred materials	44.87% of all non-fibers used in UGG footwear were made from preferred materials	45.16% of all non-fibers used in UGG footwear were made from preferred materials	46.91% of all non-fibers used in UGG footwear were made from preferred materials	On Track	2027
70% of all materials (e.g., closure, components, leather, sheepskin, synthetic, textiles) used in UGG apparel, accessories, and home goods will be made from preferred materials	23.33% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	18.60% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	33.70% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	34.80% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	36.43% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	On Track	2027
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	97.91% of footwear SKUs were comprised of at least one preferred material	99.80% of footwear SKUs were comprised of at least one preferred material	96.60% of footwear SKUs were comprised of at least one preferred material	On Track	2030
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	99.92% of all leather hides used in footwear were sourced from LWG-certified tanneries or were recycled leather. 100% of sheepskin used in footwear was sourced from LWG-certified tanneries	99.98% of all leather hides used in footwear were sourced from LWG-certified tanneries or were recycled leather 100% of sheepskin used in footwear was sourced from LWG-certified tanneries	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.



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 a Leather Working Group (LWG)-certified tannery	96.65% of all leather hides used in apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in apparel, accessories, and home goods was sourced from LWG-certified tanneries	84.84% of all leather hides used in apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in apparel, accessories, and home goods was sourced from LWG-certified tanneries	86.27% of all leather hides used in apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in apparel, accessories, and home goods was sourced from LWG-certified tanneries	97.48% of all leather hides used in apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in apparel, accessories, and home goods was sourced from LWG-certified tanneries	100% of all hides used in apparel, accessories and home were sourced from LWG-certified tanneries or were recycled leather (in-house only)	Target Achieved - FY23 and beyond target is to maintain	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 used in our footwear traced back to country of origin, within the leather and sheepskin material categories	97.30% of all hides used in our footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in our footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in our footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in our footwear traced back 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 UGG's licensees and agents, to be Responsible Down Standard (RDS)-certified or certified recycled down	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified or certified recycled down	Target Achieved - FY19 and beyond target is to maintain	2022
Eliminate virgin wool in UGG 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 UGG footwear was repurposed wool and 21.13% was virgin wool, with a commitment to either completely eliminating virgin wool in footwear or ensuring any virgin wool used is RWS-certified by 2022	98.97% of wool used in UGG footwear was repurposed wool and 1.03% was virgin wool, with a commitment to either completely eliminating virgin wool in footwear or ensuring any virgin wool used is RWS-certified by 2022	98.73% of wool used in UGG footwear was repurposed wool and 1.27% was virgin wool, with a commitment to either completely eliminating virgin wool in footwear or ensuring any virgin wool used is RWS-certified by 2022	99.94% of wool used in UGG footwear was repurposed wool or RWS wool and 0.06% was virgin wool, with a commitment to either completely eliminating virgin wool in footwear or ensuring any virgin wool used is RWS-certified by the end of calendar year 2022	100% of wool used in UGG footwear was repurposed wool or RWS-certified wool	Target Achieved - FY23 and beyond target is to maintain	2022
Eliminate virgin wool in UGG 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	0.83% of wool used in UGG apparel, accessories, and home goods was repurposed and 99.17% was virgin wool, with a commitment to either completely eliminating virgin wool in apparel, accessories, and home goods, or ensuring any virgin wool used is RWS-certified by 2025	16.85% of wool used in UGG apparel, accessories, and home goods was RWS wool and 83.15% was virgin wool and virgin cashmere, with a commitment to either completely eliminating virgin wool in apparel, accessories, and home goods, or ensuring any virgin wool used is RWS-certified by 2026	71.34% of wool used in UGG apparel, accessories, and home goods was RWS wool and 28.66% was virgin wool and virgin cashmere, with a commitment to either completely eliminating virgin wool in apparel, accessories, and home goods, or ensuring any virgin wool used is RWS-certified by 2026	In progress - Target achievable	2026
100% of all cashmere to be certified to a responsible standard (e.g. The Good Cashmere Certification, SFA, etc.)	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

*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.



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 plant and plant-based fibers used in our footwear will be made with preferred materials	2.73% of all plant and plant- based fibers used in our footwear were made with preferred materials	19.47% of all plant and plant- based fibers used in our footwear were made with preferred materials	39.94% of all plant and plant- based fibers used in our footwear were made with preferred materials	68.01% of all plant and plant- based fibers used in our footwear were made with preferred materials	87.34% 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	0.00% 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	O.00% 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	14.80% 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	26.64% 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	32.41% 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, in all material categories, will be made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	O.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	69.66% 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	99.80% 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	76.67% 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 (Man-Made Cellulosic Fibers) 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 manfacturing standards for MMCFs	22.68% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	50.55% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	86.05% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	97.99% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	On Track	2026
70% of all co-polyester fibers and films in our footwear to originate from post-consumer, post-industrial, or renewable resources	11.78% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	15.22% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	23.69% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	43.99% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	50.81% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	On Track	2027
50% of all co-polyester fibers and films in our apparel, accessories, and home goods to originate from post-consumer, post-industrial, or renewable resources	O.24% of all co-polyester fibers and films used in our apparel, accessories, and home goods originated from postconsumer, post-industrial or renewable resources	O.53% of all co-polyester fibers and films used in our apparel, accessories, and home goods originated from post-consumer, post-industrial or renewable resources	5.82% 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	5.61% 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	22.75% 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

*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.



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
Replace 50% of all faux fur with plant- based faux fur, bio-based faux fur or recycled synthetic fibers, within all material categories in our apparel, accessories, and home goods	Target first conceptualized in FY22	Target first conceptualized in FY22	Target first conceptualized in FY22	4.21% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within our apparel, accessories, and home goods	3.72% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within our apparel, accessories, and home goods	On Track	2027
30-35% of bottom units utilize bio- based compounds, plant-based and/or recycled materials *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	3.22% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	4.61% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	5.28% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	4.47% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	12.90% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	On Track	2030
45-50% of all EVA used in our bottom units will feature recycled and/or biobased compounds *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	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.54% of all EVA used in our bottom units featured recycled and/or bio-based compounds	1.93% of all EVA used in our bottom units featured recycled and/or bio-based compounds	16.24% of all EVA used in our bottom units featured recycled and/or bio-based compounds	On Track	2030
20-25% of all materials used outside of EVA in our bottom units will feature biobased compounds, plant-based, and/or recycled materials *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	4.95% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	7.18% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	7.86% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	6.30% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	10.03% 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	1.50% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	1.29% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	O.42% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	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.



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	81.17% of packaging materials used in our footwear were made from preferred materials	96.45% of packaging materials used in our footwear were made from preferred materials	95.80% of packaging materials used in our footwear were made from preferred materials	96.16% of packaging materials used in our footwear were made from preferred materials	96.37% 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	90.23% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	92.95% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	91.98% of packaging materials used in our apparel, accessories, and home goods were made from preferred materials	On Track	2030
100% of timber used in all of 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	81.83% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.01% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.66% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.04% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.06% 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 all of 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	92.34% 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	93.51% 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	92.20% 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 preferred dying methods, pigment dying methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	2.98% of our footwear materials used more preferred finishing methods	15.18% of our footwear materials used more preferred finishing methods	23.04% of our footwear materials used more preferred finishing methods	On Track	2025
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)	Target first conceptualized in FY21	Target first conceptualized in FY21	Launched tiered service with NuShoe, world's largest premium shoe repair company allowing consumers the opportunity to extend the life of their UGG Classic products	UGG launched refurbishment opportunity for Classic franchise	UGG continues to offer refurbishment opportunity for Classic franchise	In progress - Target achievable	2030

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Brand Specific Material Targets: HOKA

HOKA MATERIALS

HOKA continues to utilize more preferred materials and has identified robust targets to hold themselves accountable. Responsible/recycled cotton, recycled nylon, and sugarcane EVA are just some of the preferred materials HOKA features in its products. Some significant materials related achievements to note:

- 100% of all hides are sourced from Leather Working Group (LWG) certified tanneries or from recycled sources
- 40.51% of all co-polyester fibers and films used in HOKA footwear, and 58.97% used in apparel and accessories, comes from post-consumer, post-industrial or come from renewable resources
- 100% of the cotton fibers used in HOKA apparel and accessories, and 37.44% of the cotton fibers used in footwear, were sourced from a sustainable cotton growing scheme or are made of recycled cotton fibers
- 14.06% of all footwear materials, and 58.92% of all apparel and accessories materials are preferred (an increase, for both, when compared to FY22)
- To date, HOKA has repurposed the equivalent of over 114.7 million PET water bottles and over 1.78 million lbs of post-industrial polyester fiber and textile scrap

This section will provide greater visibility into HOKA (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials usage.



Materials

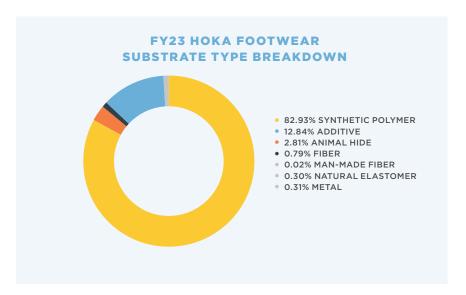
Maximize the amount of preferred materials in our products

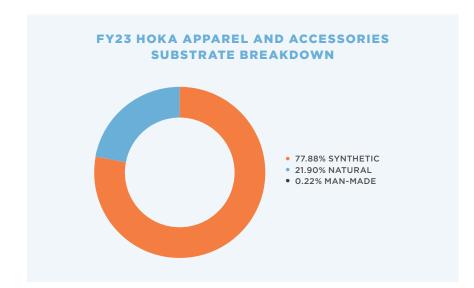
Brand Specific Material Targets: HOKA

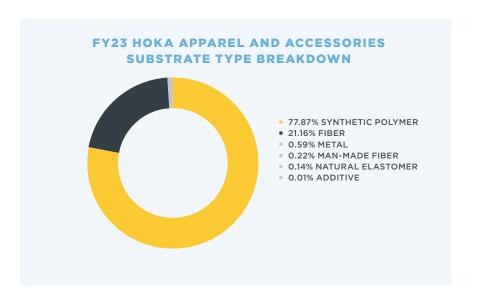
HOKA MATERIALS

HIGH LEVEL SUBSTRATE BREAKDOWN











HOKA MATERIALS (CONTINUED)

FY23 HOKA MOST USED MATERIALS

НОКА	FOOTWEAR TOP MATERIALS	3
RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	22.08%
2	Polyester and/or PET	13.34%
3	Recycled Polyester and/or RPET	8.88%
4	POE Engage	6.99%
5	Aluminum Silicate	4.79%
6	PU Polyurethane	4.01%
7	TPU Thermoplastic Polyurethane	3.90%
8	Polyester/ether Polyol	3.50%
9	Colorant and/or Pigment Auxiliaries	3.31%
10	LWG Cow Leather and Suede	2.81%

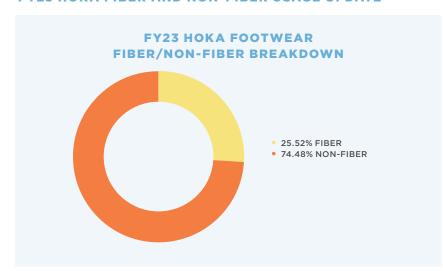
HOKA APPAREL AND ACCESSORIES TOP MATERIALS

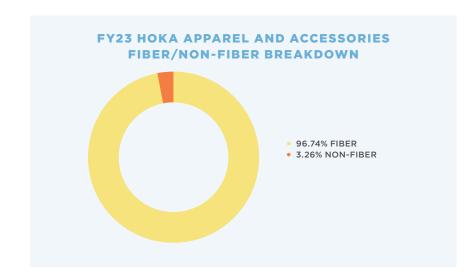
RANK	MATERIAL TYPE	USAGE
1	Recycled Polyester and/or RPET	35.71%
2	Polyester and/or PET	25.60%
3	Responsible Cotton	20.63%
4	Nylon and/or Polyamide	8.89%
5	Spandex Elastane	4.68%
6	Propanediol-Biobased	1.08%
7	PU Polyurethane	0.66%
8	Bio-Based Nylon and/or Polyamide	0.58%
9	RWS Wool (Responsible Wool Standard)	0.49%
10	Zinc and Zinc Alloy	0.47%



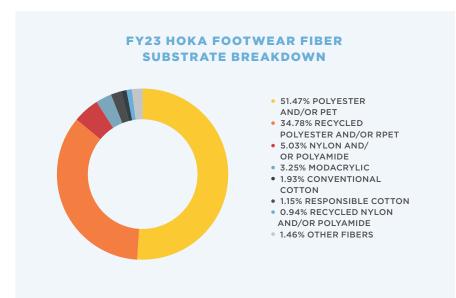
HOKA MATERIALS DEEP DIVE

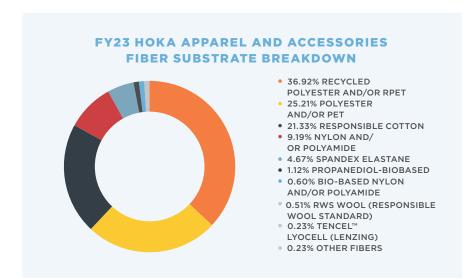
FY23 HOKA FIBER AND NON-FIBER USAGE UPDATE



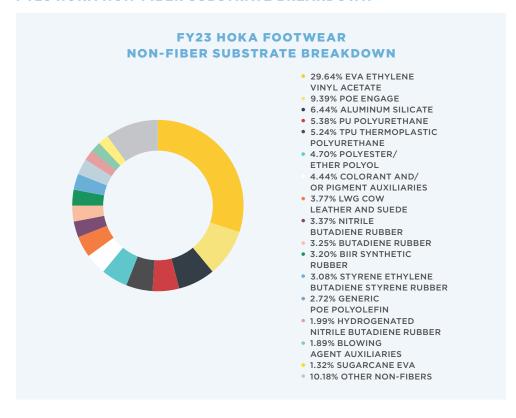


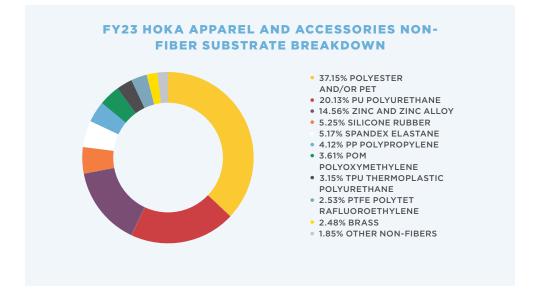
FY23 HOKA FIBER SUBSTRATE BREAKDOWN



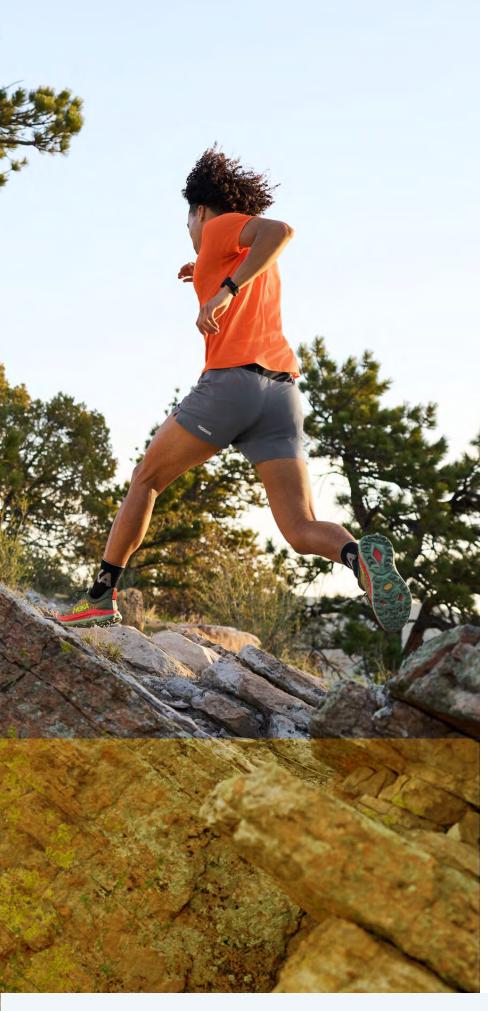


FY23 HOKA NON-FIBER SUBSTRATE BREAKDOWN



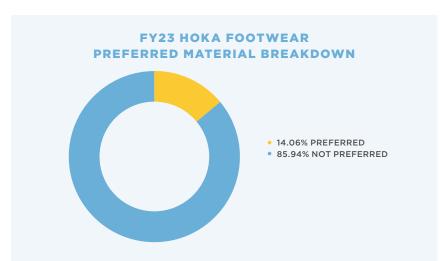


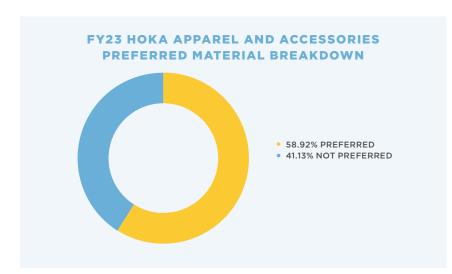
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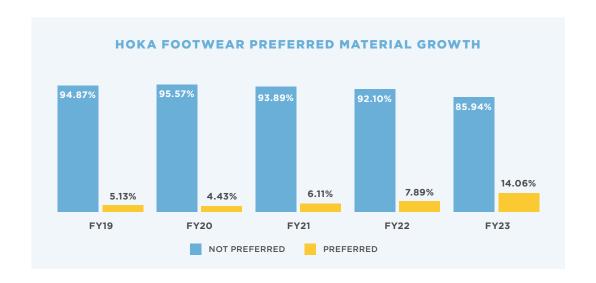


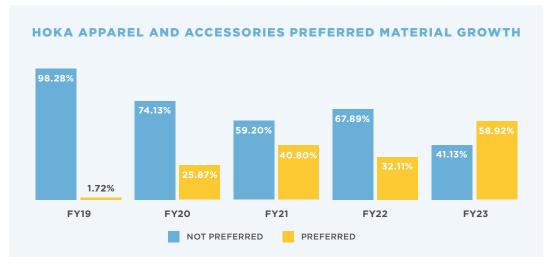
HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA PREFERRED MATERIALS





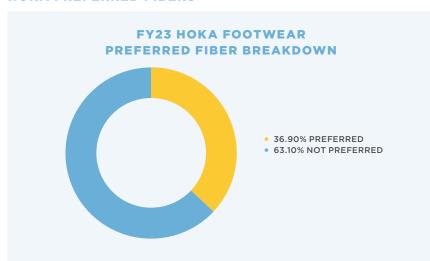


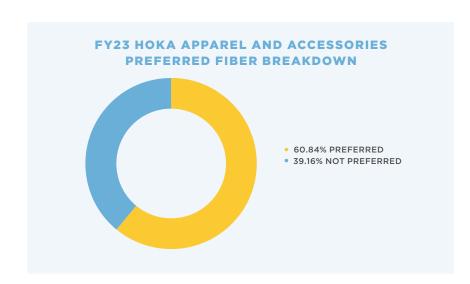


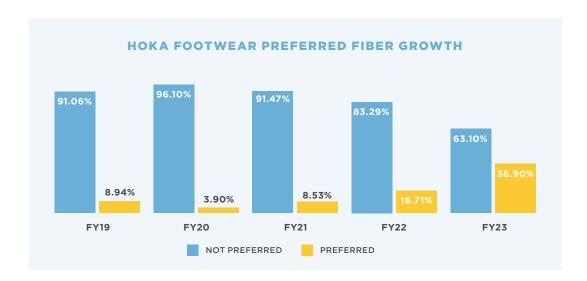
^{*}The above information is pulled from our own BOMs and information provided directly from our licensees

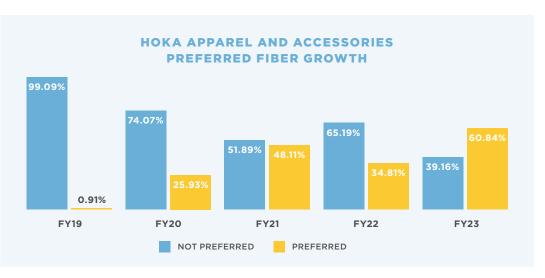
HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA PREFERRED FIBERS









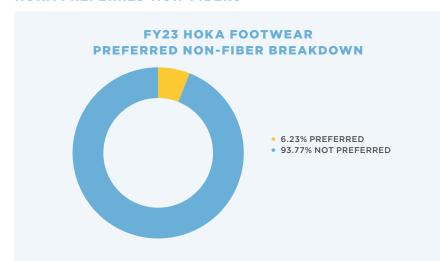
*The above information is pulled from our own Bill of Materials (BOMs) and information provided directly from our licensees

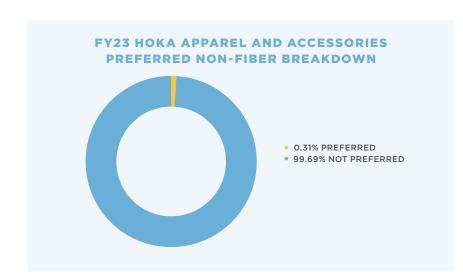


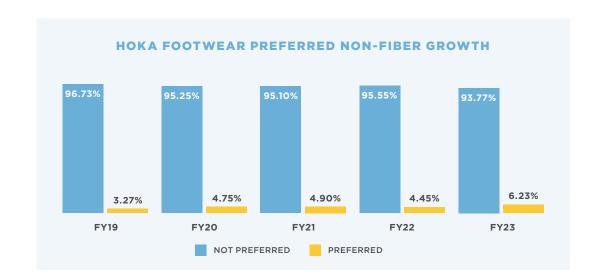
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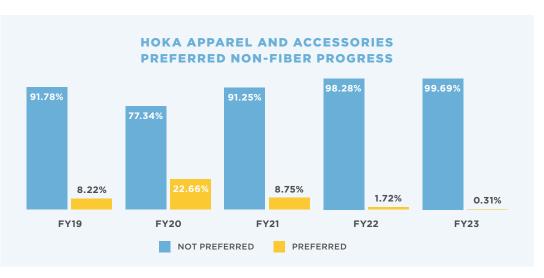
HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA PREFERRED NON-FIBERS









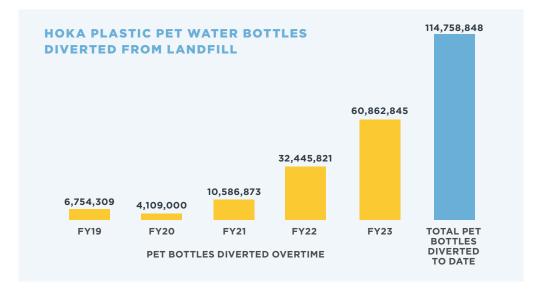
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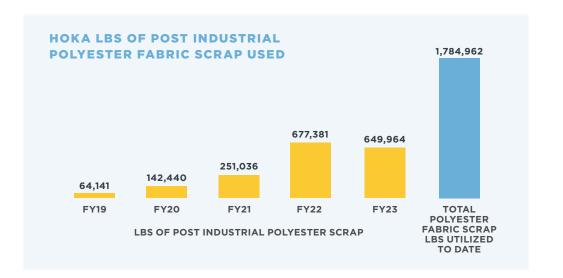




HOKA MATERIALS DEEP DIVE (CONTINUED) HOKA SPECIFIC PREFERRED POLYESTER EFFORTS

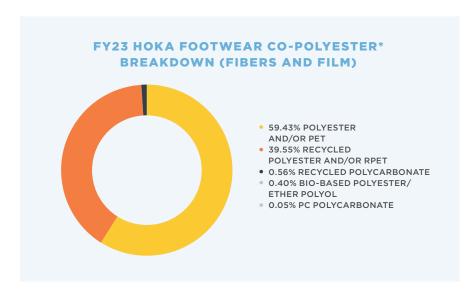
Recycled Polyester (*rPET*) rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY23, the HOKA brand used over 2.26 million lbs of rPET across all of its products and packaging, which is the equivalent of over 60.8 million PET water bottles into all products. HOKA has additionally utilized approx 650,000 lbs of post-industrial polyester fabric scrap across all products it produced in FY23. To date, HOKA has repurposed the equivalent of over 114.7 million PET water bottles and over 1.78 million lbs of post-industrial polyester fiber and textile scrap.



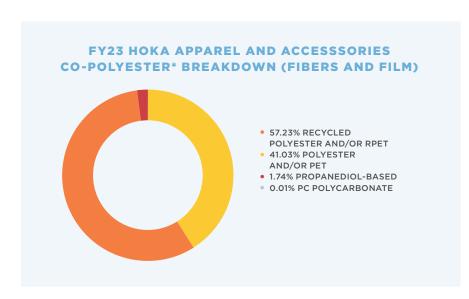


HOKA MATERIALS DEEP DIVE (CONTINUED)

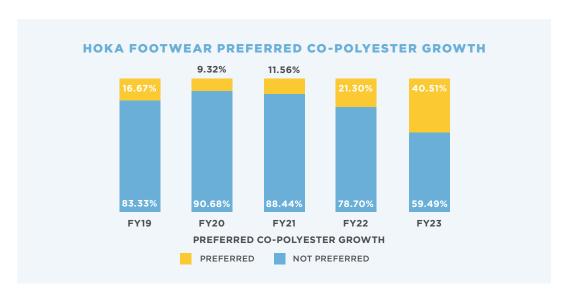
HOKA CO-POLYESTER FIBERS AND FILMS BREAKDOWN



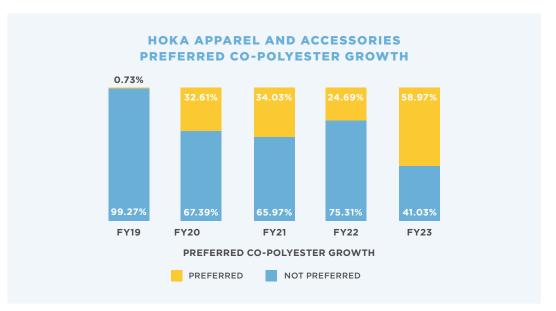
*Note, the co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, recycled polycarbonate, bio-based polyester/PET and terylene.



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



*Note, our goal is to have 55% of polyester used in our footwear to be made with preferred materials by 2027.



*Note, our goal is to have 55% of polyester used in our footwear to be made with preferred materials by 2027.





HOKA MATERIALS DEEP DIVE (CONTINUED) HOKA SPECIFIC PREFERRED POLYESTER BENEFITS

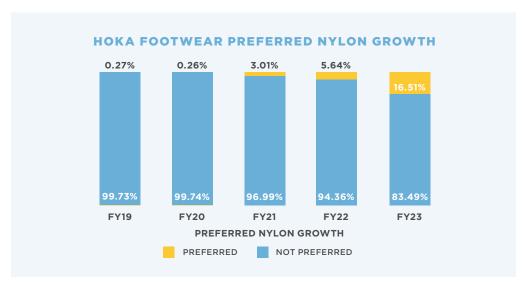
Raw Recycled Polyester & RPET Fiber (*Plastic PET Bottle Waste and other PET Food Grade & Consumer Packaging Waste*) vs. Raw Virgin Polyester Fiber & PET Fiber/Films In FY23, HOKA products used 2.91 million lbs of rPET fibers & films (*Post-Consumer*) and Recycled Polyester (*Post-Industrial*). When comparing the impact of conventional polyester fibers and PET films usage to the same usage of rPET fibers & films (*Post-Consumer*) and Recycled Polyester (*Post-Industrial*), we saved over 5.44 million lbs of CO₂ eq. emissions, 1.71 billion liters of water and 80.8 million MJ of energy.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	5,392,167	1,694,957,369	80,053,163
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	51,652	17,500,790	825,390
TOTAL RECYCLED POLYESTER SAVINGS	5,443,819	1,712,458,159	80,878,553

*Note, the chart 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.

HOKA SPECIFIC PREFERRED NYLON EFFORTS

In FY23, HOKA footwear used 85,686 lbs of preferred nylon fibers and films. To further drive our efforts forward, we have adopted a new target to increase HOKA's use of recycled nylon and bio-based nylon.



*Note, our goal is to have 25% of nylon used in HOKA footwear sourced from renewable or recycled sources by 2030.

HOKA SPECIFIC PREFERRED NYLON BENEFITS

Recycled Nylon Fiber and Films vs. Raw Virgin Nylon Fiber and Films In FY23, HOKA footwear used 85,686 lbs of recycled and bio-based nylon fibers and films. When comparing the impact of conventional nylon fibers and films to the same usage of preferred nylon fibers and films, HOKA saved 586,744 lbs of CO₂ eq. emissions, 345 million liters of water and 4.93 million MJ of energy.

586,744

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

71

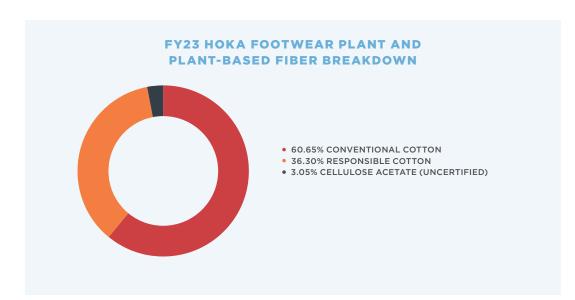
345,666,941

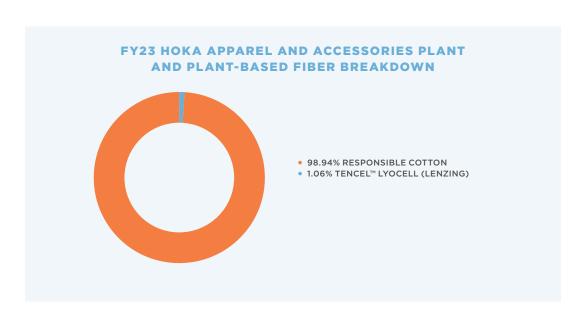
WATER SAVED (LITERS OF WATER)

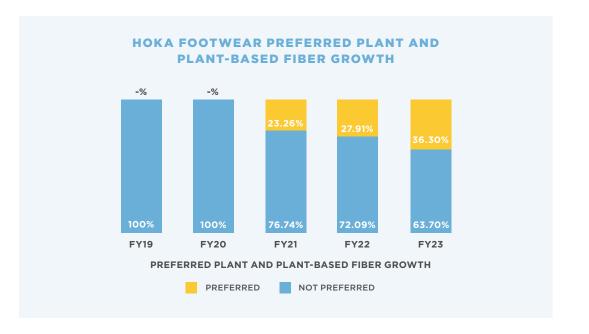
4,938,306ENERGY SAVED (MJ)

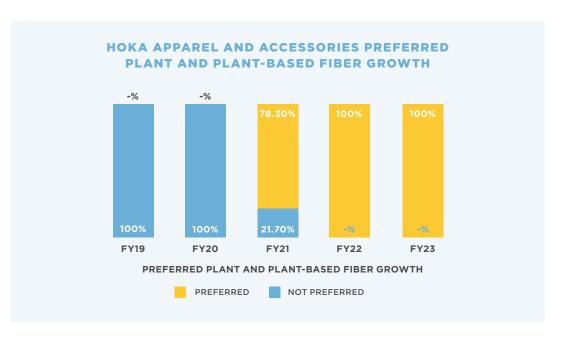
HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA SPECIFIC PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS







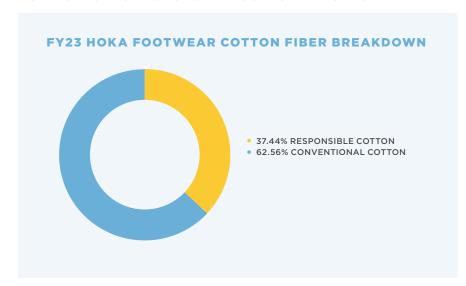


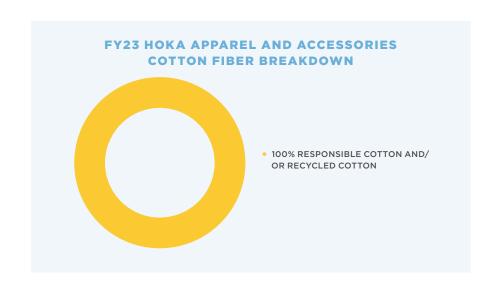


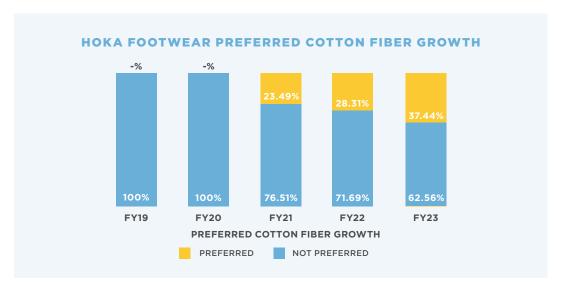


HOKA MATERIALS DEEP DIVE (CONTINUED)

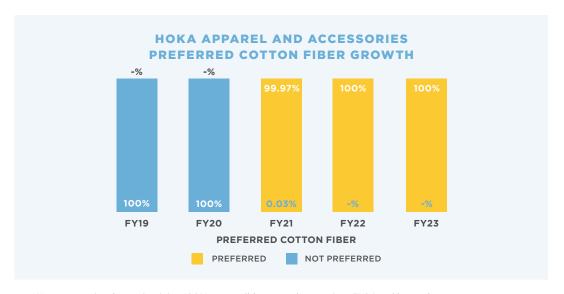
HOKA SPECIFIC RESPONSIBLE COTTON EFFORTS







*We are committed to having 100% of our cotton responsibly sourced by 2025.



73

 ${\it *We are committed to maintaining 100\% responsibly sourced cotton into FY24 and beyond.}$



HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA SPECIFIC BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton

In FY23, HOKA products used 164,565 lbs of responsible cotton fibers. When comparing the impact of conventional cotton raw fiber usage to the same usage of responsible cotton fibers, HOKA saved 164,311 lbs of CO₂ eq. emissions, 1.54 billion liters of water and 1.13 million MJ of energy.

164,311

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

1,540,044,347

WATER SAVED (LITERS OF WATER)

1,135,241

ENERGY SAVED (MJ)

HOKA SPECIFIC PREFERRED LEATHER EFFORTS

In FY23, HOKA products used 3.45 million sq.ft. of leather and suede 100% of which was sourced from Leather Working Group (*LWG*) certified tanneries. When comparing the impact of conventionally tanned leather and suede usage to the same usage of LWG Leather, HOKA saved over 5.03 million lbs of CO₂ eq. emissions, 2.28 billion liters of water and 41.6 million MJ of energy.

5,038,918

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

2,285,309,079

WATER SAVED (LITERS OF WATER)

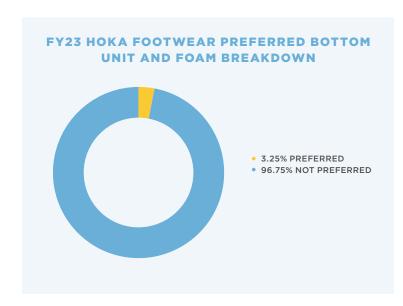
41,647,782

ENERGY SAVED (MJ)

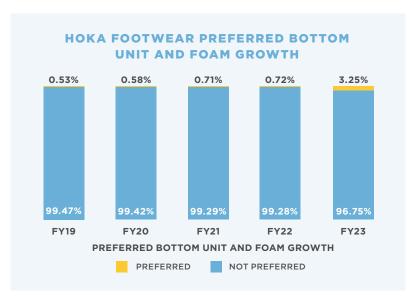
HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA SPECIFIC PREFERRED BOTTOM UNIT AND FOAMS

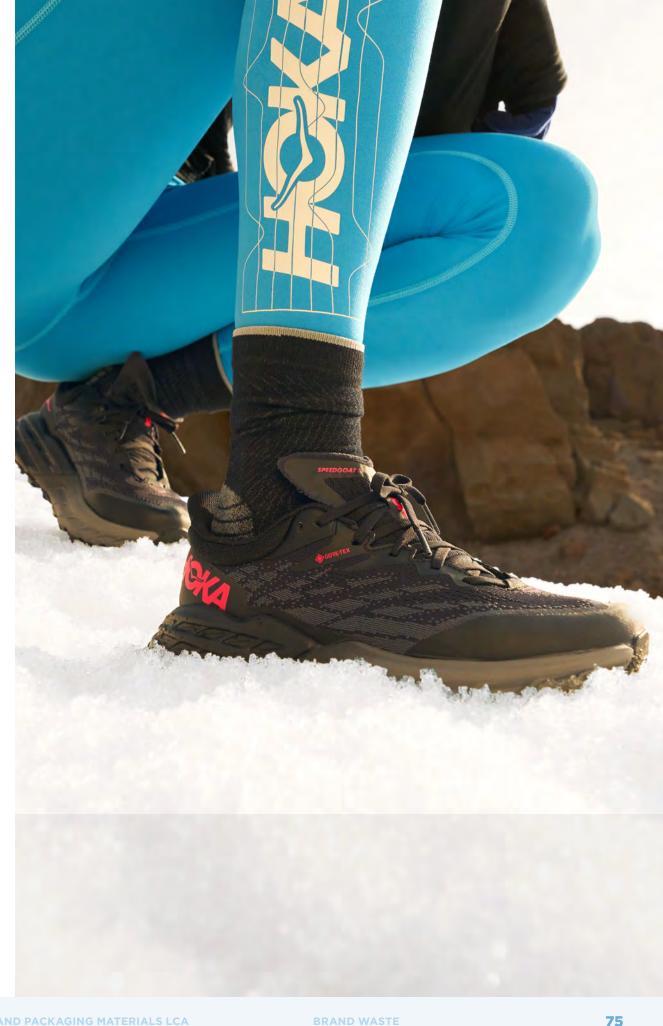
Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. In FY23, we updated our reporting to provide a more detailed look at our bottom unit materials - this is an update when compared to FY22 reporting. Our bottom unit reporting now includes the following 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. The study below does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

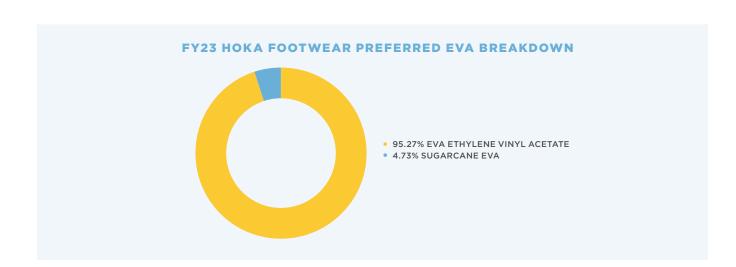


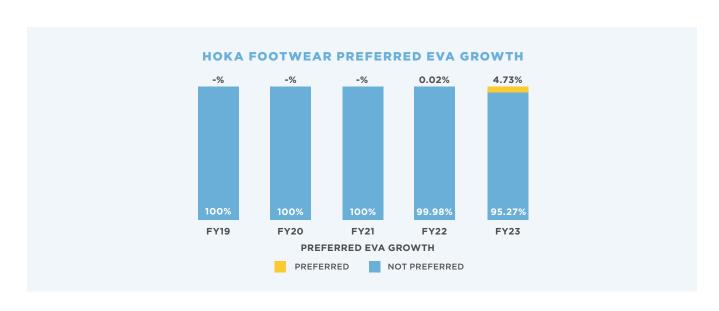


HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA SPECIFIC PREFERRED EVA EFFORTS

HOKA is utilizing SugarCane EVA in its footwear. 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, converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene, provides a more sustainable alternative to petroleum based, non-renewable materials often used in conventional footwear. Additionally, sugarcane captures CO₂ from the atmosphere and sequesters carbon. For every pound of ethanol (ethylene) derived from sugarcane, 1.6 lbs of CO₂ is sequestered.





Preferred EVA (Sugarcane EVA) Vs. Conventional Virgin EVA

In FY23, HOKA footwear used 323,165 lbs. of preferred EVA (SugarCane EVA). When comparing conventional EVA usage to the same usage of preferred EVA, HOKA saved over 10.4 million MJs of energy, over 14.4 million liters of water and over 1.54 million lbs. of CO₂ eq. emissions.

1,542,715

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

14,414,361

WATER SAVED (LITERS OF WATER)

10,467,542

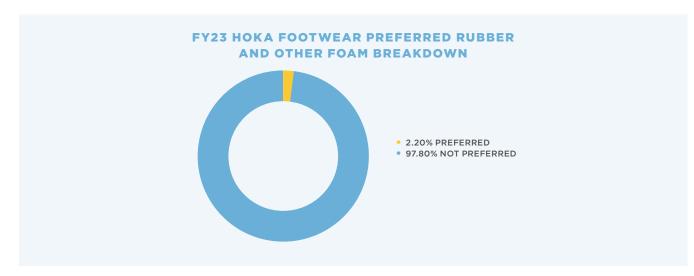
ENERGY SAVED (MJ)



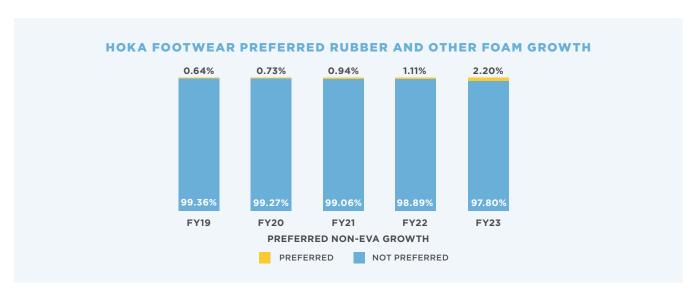
HOKA MATERIALS DEEP DIVE (CONTINUED)

SPECIFIC PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS:

While we have made great progress in exploring preferred EVA, we recognize the need for alternative bottom unit and foam materials. These include, but are not limited to, recycled rubber/PU, and bio-based rubber. These preferred bottom units and foams are predominantly found in our midsoles, outsole, sockliners, insoles, generic foams and molded heels. This does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

Preferred Non-EVA Materials (Recycled, Natural and Bio-Derived Bottom Unit Materials) vs. Conventional Non-EVA Materials

In FY23, HOKA Footwear used 204,454 lbs. of Non-EVA Recycled, Natural and Bio-Derived Bottom Unit Materials. When comparing conventional Non-EVA materials usage to the same usage of Preferred Non-EVA materials, HOKA saved over 1.8 million MJs of energy, over 6.8 million liters of water and over 159,000 lbs. of CO₂ eq. emissions.

159,563

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

6,806,973

WATER SAVED (LITERS OF WATER)

1,804,273

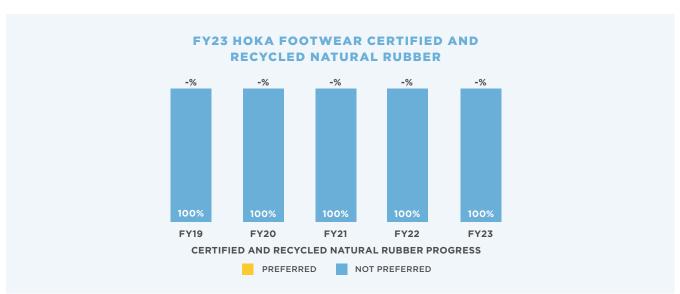
ENERGY SAVED (MJ)

HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA SPECIFIC CERTIFIED AND RECYCLED 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. HOKA is committed to ensuring 50% of all natural rubber used in its products to originate from sources that legally harvest, source, transport, and export rubber.

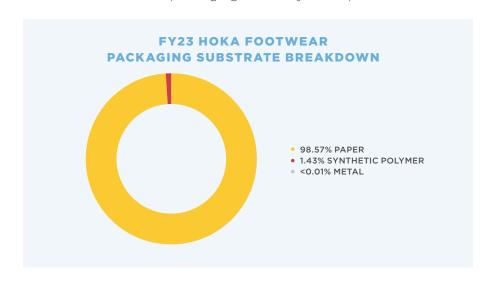


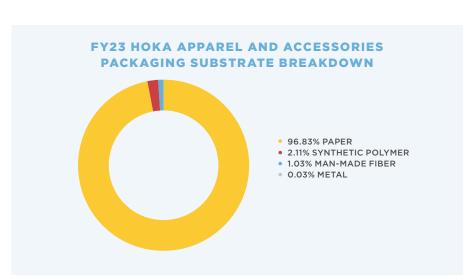




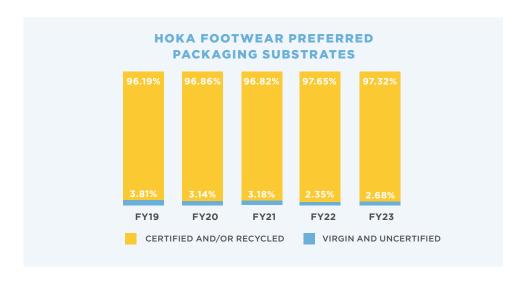
HOKA MATERIALS DEEP DIVE (CONTINUED) HOKA PACKAGING AND TREES SAVED

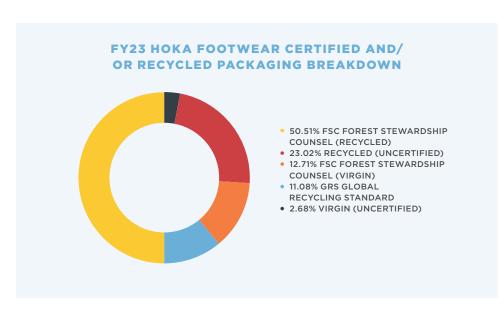
HOKA makes up over 35.3% of our footwear packaging dunnage and over 10.35% of our apparel, and accessories packaging. HOKA footwear utilizes 97.93% preferred paper packaging materials and strives to remove virgin non-certified paper, and incorporate more certified and recycled paper into its packaging, such as FSC and FSC mixed paper substrates. HOKA's recycled paper efforts have saved over 1.15 million trees since 2016. Since 2016, HOKA has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and reengineering to reduce waste and overall dunnage. We are proud that HOKA's footwear packaging uses only 1.43% plastic.

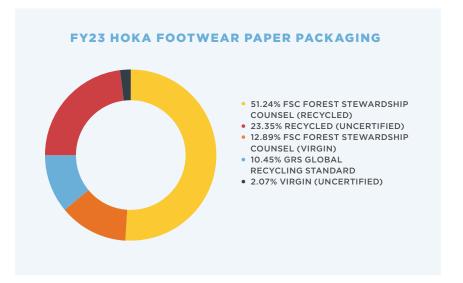


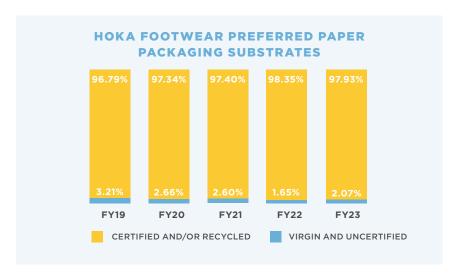


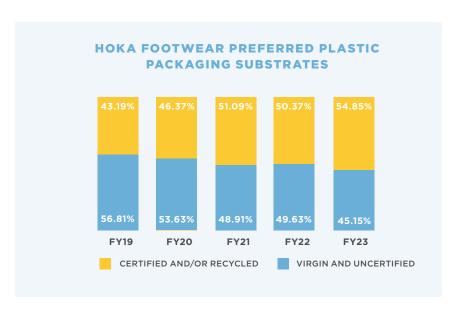












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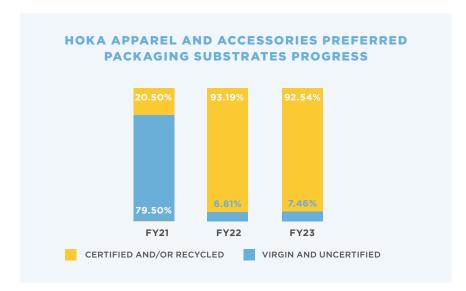


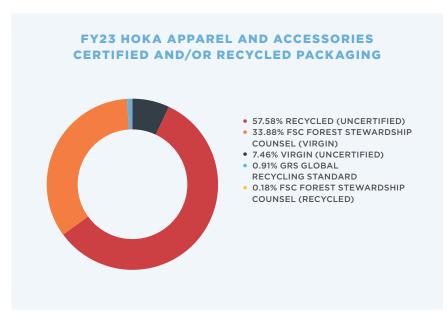
HOKA MATERIALS DEEP DIVE (CONTINUED)

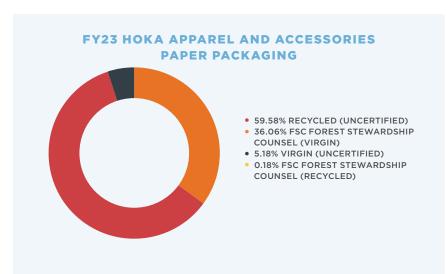
HOKA PACKAGING MATERIALS AND TREES SAVED (CONTINUED)

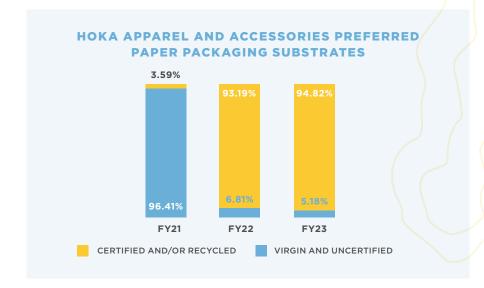


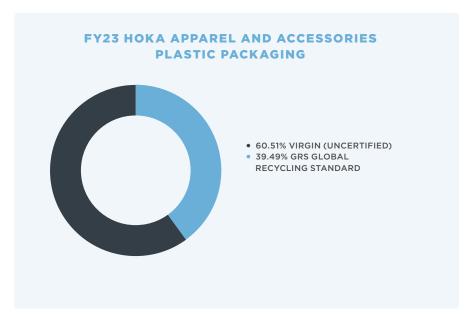


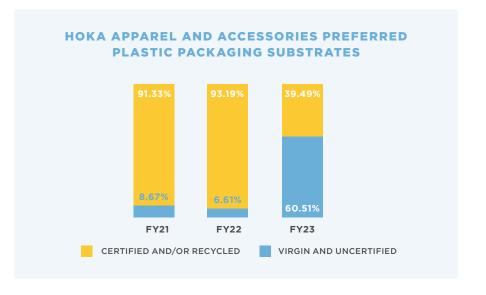










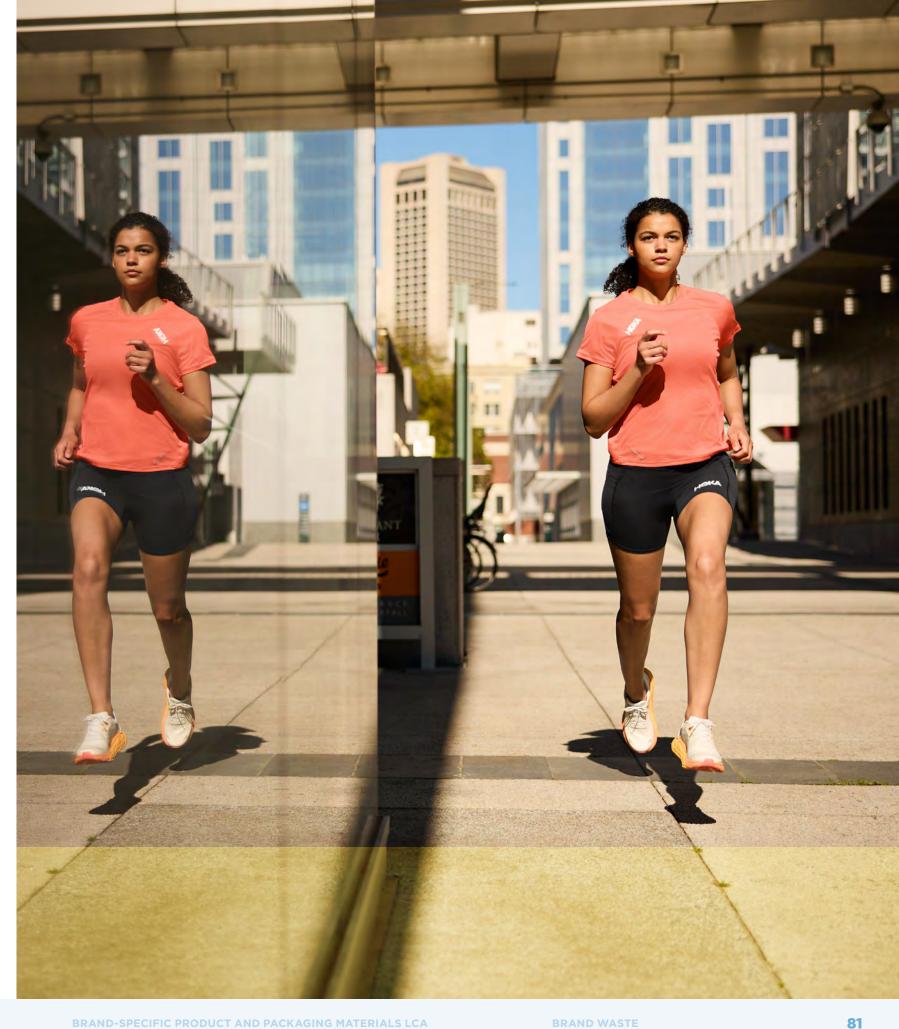


HOKA MATERIALS DEEP DIVE (CONTINUED)

HOKA PACKAGING MATERIALS AND TREES SAVED (CONTINUED)



*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.







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
25% of all materials (e.g., closure, components, leather, midsole, outsole, synthetic, textiles) used in HOKA footwear will be made from preferred materials	5.13% of all materials used in HOKA footwear were made from preferred materials	4.43% of all materials used in HOKA footwear were made from preferred materials	6.11% of all materials used in HOKA footwear were made from preferred materials	7.89% of all materials used in HOKA footwear were made from preferred materials	14.06% of all materials used in HOKA footwear were made from preferred materials	On Track	2027
50% of all fibers used in HOKA footwear will be made from preferred materials	8.94% of all fibers used in HOKA footwear were made from preferred materials	3.90% of all fibers used in HOKA footwear were made from preferred materials	8.53% of all fibers used in HOKA footwear were made from preferred materials	16.71% of all fibers used in HOKA footwear were made from preferred materials	36.90% of all fibers used in HOKA footwear were made from preferred materials	On Track	2025
30% of all non-fibers used in HOKA footwear will be made from preferred materials	3.27% of all non-fibers used in HOKA footwear were made from preferred materials	4.75% of all non-fibers used in HOKA footwear were made from preferred materials	4.90% of all non-fibers used in HOKA footwear were made from preferred materials	4.45% of all non-fibers used in HOKA footwear were made from preferred materials	6.23% of all non-fibers used in HOKA footwear were made from preferred materials	On Track	2027
60% of all materials (e.g., closure, components, leather, synthetic, textiles) HOKA apparel and accessories will be made from preferred materials	1.72% of all materials used in HOKA apparel and accessories were made from preferred materials	25.87% of all materials used in HOKA apparel and accessories were made from preferred materials	40.80% of all materials used in HOKA apparel and accessories were made from preferred materials	32.11% of all materials used in HOKA apparel and accessories were made from preferred materials	58.92% of all materials used in HOKA apparel and accessories were made from preferred materials	On Track	2026
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	90.00% of footwear SKUs were comprised of at least one preferred material	97.98% of footwear SKUs were comprised of at least one preferred material	99.37% of footwear SKUs were comprised of at least one preferred material	On Track	2030
55% of all co-polyester fibers and films in our footwear to originate from post-consumer, post-industrial, or renewable resources	16.67% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	9.32% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	11.56% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	21.30% of all co-polyester fibers and films used in our footwear originated from post- consumer, post-industrial or renewable resources	40.51% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	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.



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
70% of all co-polyester fibers and films in our apparel and accessories to originate from post-consumer, post-industrial or renewable resources	0.73% of all co-polyester fibers and films in our apparel and accessories originated from post-consumer, post-industrial or renewable resources	32.61% of all co-polyester fibers and films in our apparel and accessories originated from post-consumer, post-industrial or renewable resources	34.03% of all co-polyester fibers and films in our apparel and accessories originated from post-consumer, post-industrial or renewable resources	24.69% of all co-polyester fibers and films in our apparel and accessories originated from post-consumer, post-industrial or renewable resources	58.97% of all co-polyester fibers and films in our apparel and accessories originated from post-consumer, post-industrial or renewable resources	On Track	2027
25% of all nylon fibers and films in our products to originate from post- consumer, post-industrial, or renewable resources	0.27% of all nylon fibers and films in our products to originate from post-consumer, post-industrial, or renewable resources	0.26% of all nylon fibers and films in our products to originate from post-consumer, post-industrial, or renewable resources	3.01% of all nylon fibers and films in our products to originate from post-consumer, post-industrial, or renewable resources	5.64% of all nylon fibers and films in our products to originate from post-consumer, post-industrial, or renewable resources	16.51% of all nylon fibers and films in our products to originate from post-consumer, post-industrial, or renewable resources	On Track	2027
100% of all plant and plant-based fibers used in our footwear will be made with preferred materials	0.00% of all plant and plant- based fibers used in our footwear were made with preferred materials	0.00% of all plant and plant- based fibers used in our footwear were made with preferred materials	23.26% of all plant and plant- based fibers used in our footwear were made with preferred materials	27.91% of all plant and plant- based fibers used in our footwear were made with preferred materials	36.30% 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	0.00% 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	0.00% 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	23.50% 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	28.31% 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	37.44% 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	O.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	O.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	99.97% 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	100% 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	100% 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	Target Achieved - FY22 and beyond target is to maintain	2025
100% of all MMCFs (Man-Made Cellulosic Fibers) 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	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	In progress - Target achievable	2026
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	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	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 - FY19 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.



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
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
Eliminate virgin wool in HOKA footwear, 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	0.01% of our total fiber usage is virgin wool, with a commitment to ensure any virgin wool is RWS-certified by 2022	No wool was used in HOKA Footwear in FY22	No wool was used in HOKA Footwear in FY23	Target Achieved - FY22 and beyond target is to maintain	2022
Eliminate virgin wool in HOKA apparel and accessories, 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	2.70% of our total fiber usage is virgin wool, with a commitment to ensure any virgin wool is RWS-certified by 2025	4.24% of wool used RWS wool, with a commitment to ensure any virgin wool is RWS certified by 2025	92.03% of wool used RWS wool, with a commitment to ensure any virgin wool is RWS certified by 2025	On Track	2025
10-15% of bottom units utilize bio-based compounds, plant-based and/or recycled materials *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	0.53% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	O.58% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	0.71% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	0.72% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	3.25% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	On Track	2030
15-20% of all EVA used in our bottom units will feature recycled and/or biobased compounds *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	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.02% of all EVA used in our bottom units featured recycled and/or bio-based compounds	4.73% of all EVA used in our bottom units featured recycled and/or bio-based compounds	On Track	2030
10-15% of all materials used outside of EVA in our bottom units will feature biobased compounds, plant-based, and/or recycled materials *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	0.64% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	0.73% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	0.94% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	1.11% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	2.20% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	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.

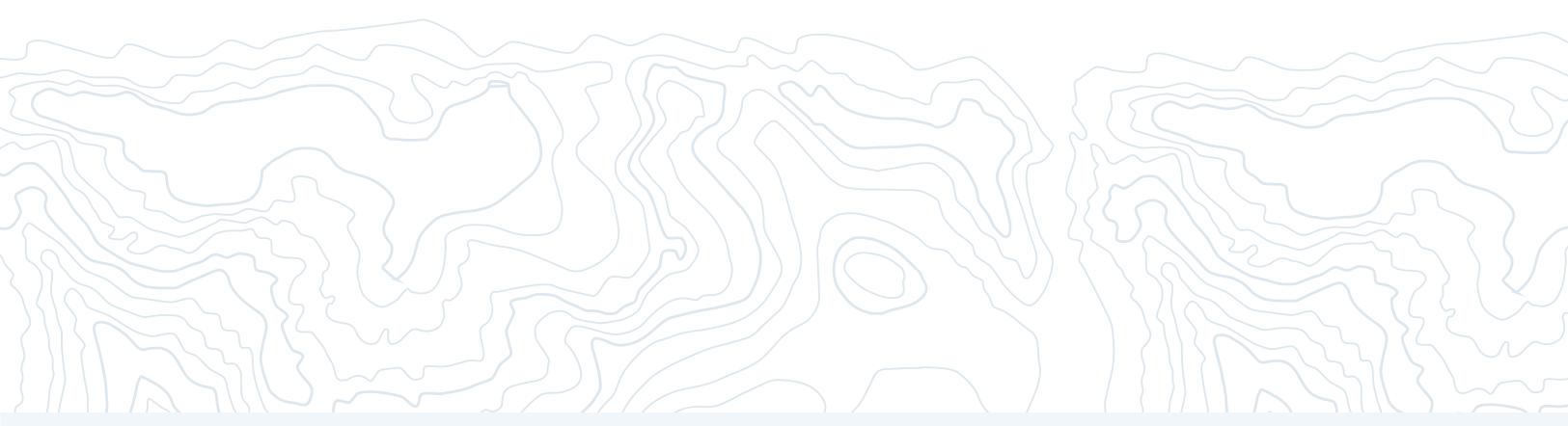


TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
50% of all natural rubber used in our footwear to come from recycled sources or originate from sources that legally harvest, source, transport, and export rubber. Pursuant to our policies, we will not 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	0.00% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	In progress - Target achievable	2030
100% of packaging materials used in our footwear will be made from preferred materials	96.19% of packaging materials used in our footwear were made from preferred materials	96.86% of packaging materials used in our footwear were made from preferred materials	96.82% of packaging materials used in our footwear were made from preferred materials	97.65% of packaging materials used in our footwear were made from preferred materials	97.32% of packaging materials used in our footwear were made from preferred materials	On Track	2030
100% of packaging materials used in our apparel and accessories will be made from preferred materials	Target first conceptualized in FY21	Target first conceptualized in FY21	20.50% of packaging materials used in our apparel and accessories were made from preferred materials	93.19% of packaging materials used in our apparel and accessories were made from preferred materials	92.54% of packaging materials used in our apparel and accessories were made from preferred materials	On Track	2030
100% of timber used in all of 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	96.79% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.34% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.40% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	98.35% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.93% 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 all of our apparel and accessories 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	3.59% of timber used in our apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or preconsumer recycled content	93.19% of timber used in our apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or preconsumer recycled content	94.82% of timber used in our apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or preconsumer recycled content	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.

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
25% of all fibers used in our footwear will use preferred finishing methods (inclusive of pigment dying methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.10% of our footwear materials used more preferred finishing methods	9.89% of our footwear materials used more preferred finishing methods	15.80% of our footwear materials used more preferred finishing methods	On Track	2027
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)	Target first conceptualized in FY21	Target first conceptualized in FY21	Began exploring re-sale opportunities to extend the life of HOKA product. Opportunity would allow consumers to resell gently worn HOKA product allowing a new consumer to enjoy. Anticipate launching project in FY21	HOKA to start limited resale opportunity in FY23	HOKA offered a limited resale opportunity in FY23 and is exploring a larger scale resale opportunity in FY24	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.





Brand Specific Material Targets: Teva

TEVA MATERIALS

Teva has continued to utilize more preferred materials and has identified robust targets to hold itself accountable. Responsible/recycled cotton, Leather Working Group certified leather, recycled EVA, recycled natural rubber, rPET bottles, and post-industrial polyester are just a few of the preferred materials Teva features in its products. Some significant materials related achievements to note:

- 27.19% of all footwear materials are preferred
- 100% of hides are sourced from Leather Working Group (*LWG*) certified tanneries or recycled sources
- 100% of Teva's iconic polyester straps are made from UNIFI REPREVE rPET
- 98.84% of the cotton fibers used in Teva footwear were sourced from a sustainable cotton growing scheme, or from recycled sources
- 81.75% of all co-polyester fibers and films used in our footwear comes from post-consumer, post-industrial, or come from renewable resources
- 99.34% of plant and plant-based fibers used in Teva footwear are preferred
- To date, Teva has repurposed the equivalence of 95.9 million PET water bottles and over 82,000 lbs of post-industrial polyester fiber and textile scrap

This section will provide greater visibility of Teva's (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials usage.



Materials

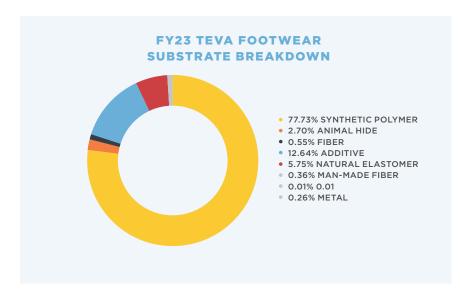
Maximize the amount of preferred materials in our products

Brand Specific Material Targets: Teva

TEVA MATERIALS

HIGH LEVEL SUBSTRATE BREAKDOWN





FY23 TEVA MOST USED MATERIALS

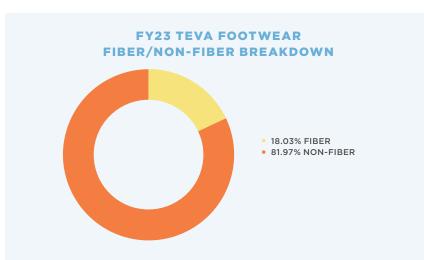
RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	23.28%
2	Recycled Polyester and/or RPET	12.31%
3	BIIR Synthetic Rubber	6.43%
4	Generic POE Polyolefin	5.26%
5	Natural Rubber	5.25%
6	Aluminum Silicate	4.43%
7	Nylon and/or Polyamide	4.30%
8	PU Polyurethane	3.95%
9	Styrene Butadiene Rubber	3.60%
10	Recycled EVA	3.09%





TEVA MATERIALS DEEP DIVE

FY23 TEVA FIBER AND NON-FIBER USAGE UPDATE



FY23 TEVA FIBER SUBSTRATE BREAKDOWN



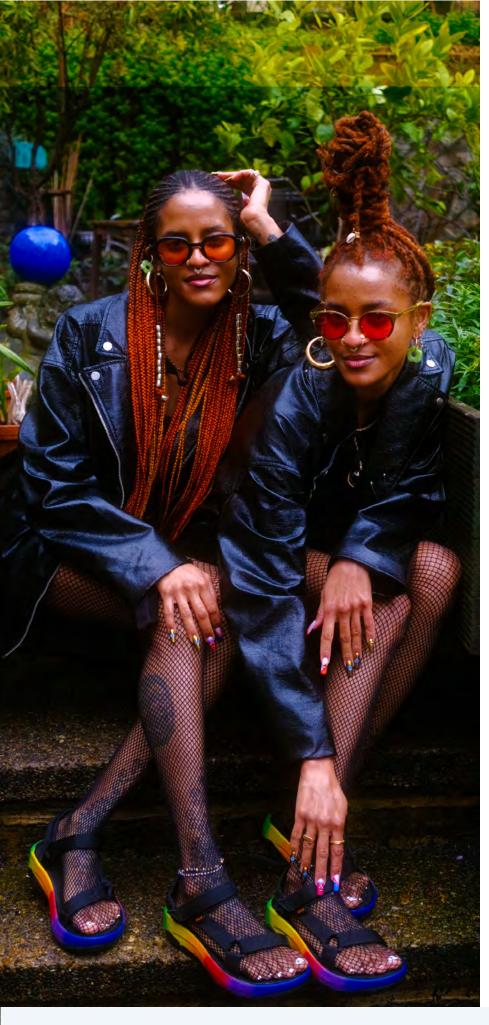
FY23 TEVA NON-FIBER SUBSTRATE BREAKDOWN

FY23 TEVA FOOTWEAR



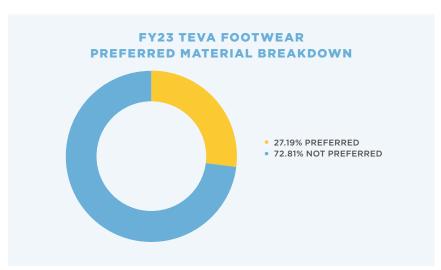
- NON-FIBER SUBSTRATE BREAKDOWN • 28.40% EVA ETHYLENE
 - 7.85% BIIR SYNTHETIC RUBBER
 - 6.42% GENERIC POE POLYOLEFIN
 - 6.38% NATURAL RUBBER
 - 5.41% ALUMINUM SILICATE
 - 4.81% PU POLYURETHANE
 - 4.39% STYRENE ETHYLENE
 - BUTADIENE STYRENE RUBBER
 - 3.77% RECYCLED EVA
 - 3.36% BUTADIENE RUBBER
 - 3.19% EPDM ETHYLENE PROPYLENE DIENE MONOMER
 - 3.14% LWG COW
 - LEATHER AND SUEDE
 - 2.98% NYLON AND/ OR POLYAMIDE
 - 2.72% COLORANT AND/ OR PIGMENT AUXILIARIES
 - 17.20% OTHER NON-FIBERS

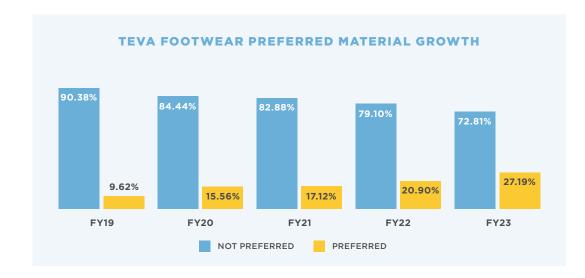
BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



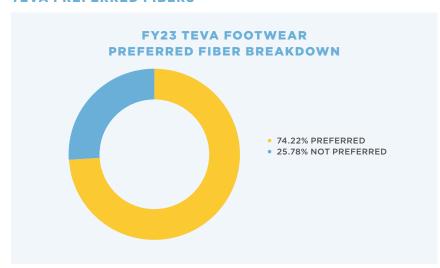
TEVA MATERIALS DEEP DIVE (CONTINUED)

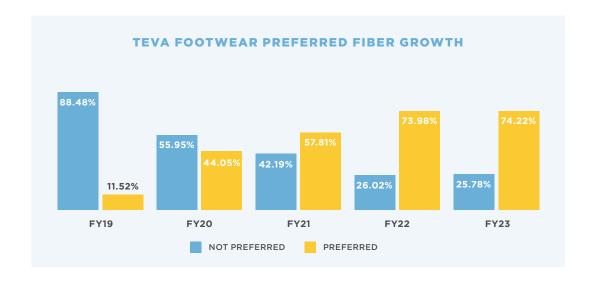
TEVA PREFERRED MATERIALS





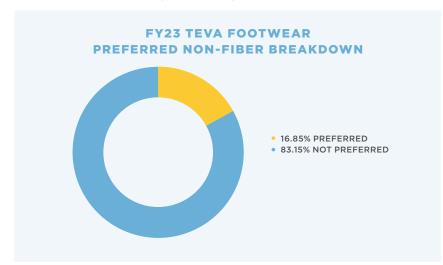
TEVA PREFERRED FIBERS

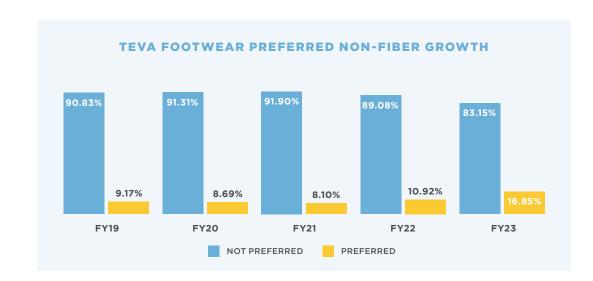




TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA PREFERRED NON-FIBERS

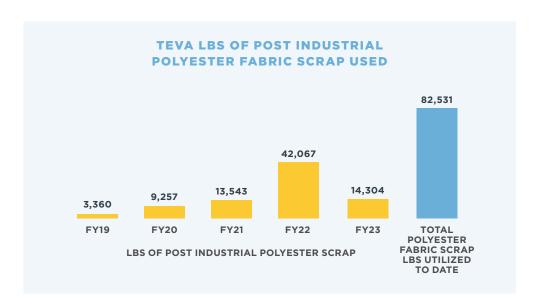




TEVA SPECIFIC PREFERRED POLYESTER EFFORTS

Recycled Polyester *(rPET)* rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY23, Teva used 861,917 lbs of rPET across all its products, which is the equivalent of over 23.1 million PET water bottles. Additionally, Teva utilized over 14,300 lbs of post-industrial polyester fabric scrap across all products they produced in FY23. To date, Teva has repurposed the equivalent of over over 95.9 million PET water bottles and over 82,000 lbs of post-industrial polyester fiber and textile scrap.



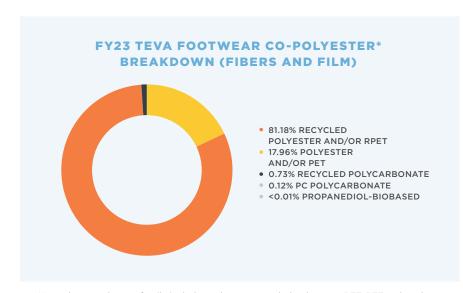




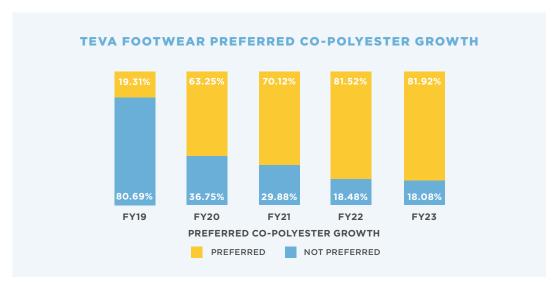
91

TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA CO-POLYESTER FIBERS AND FILMS BREAKDOWN



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



*Note, our goal is to have 85% of the co-polyester used in our footwear to be preferred by 2027.





TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA SPECIFIC PREFERRED POLYESTER BENEFITS

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 Most significantly, rPET comes from plastic PET bottles; however, rPET can also come from other food grade and consumer packaging waste. Post-industrial polyester comes from waste produced at yarn, textile and fabric mills.

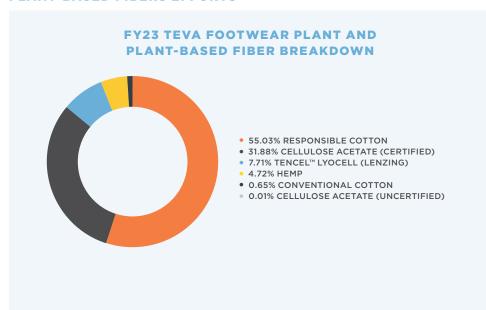
In FY23, Teva used 861,917 lbs of rPET across all its products and utilized over 14,300 lbs of post-industrial polyester fabric scrap across all products they produced in FY23. When comparing the impact of conventional polyester fibers and PET films usage to the same usage of rPET fibers & films (Post-Consumer) and recycled polyester (Post-Industrial), Teva saved over 1.49 million lbs of CO₂ eq. emissions, 506.2 million liters of water and 23.9 million MJ of energy.

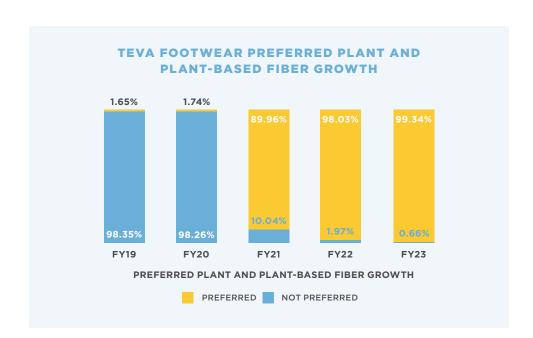
MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO ₂)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	1,479,223	500,181,463	23,625,232
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	17,842	6,046,720	285,180
TOTAL RECYCLED POLYESTER SAVINGS	1,497,065	506,228,183	23,910,412

*Note, the chart 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.

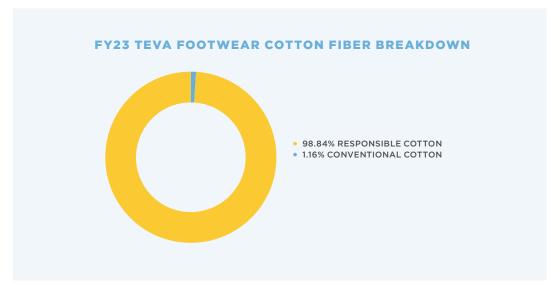
TEVA MATERIALS DEEP DIVE (CONTINUED)

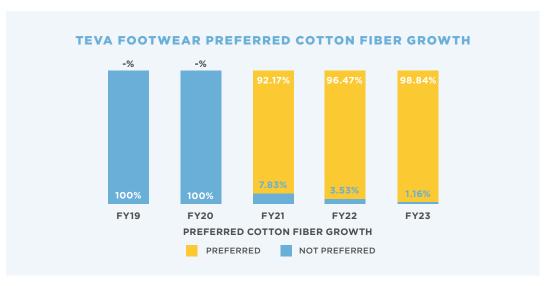
TEVA SPECIFIC PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS





TEVA SPECIFIC RESPONSIBLE COTTON EFFORTS





*We are committed to having 100% responsibly sourced cotton by 2025.



TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA SPECIFIC BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton

In FY23, Teva footwear used 35,635 lbs of responsible cotton fibers. When comparing the impact of conventional cotton raw fiber usage to the same usage of responsible cotton fibers, Teva saved 35,128 lbs of CO_2 eq. emissions, 329 million liters of water and 242,702 MJ of energy.

35,128

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

329,244,485

WATER SAVED (LITERS OF WATER)

242,702

ENERGY SAVED (MJ)

TEVA SPECIFIC PREFERRED LEATHER EFFORTS

In FY23, Teva footwear used approximately 748,348 sq ft. of Leather Working Group (LWG) certified leather and suede. When comparing the impact of conventionally tanned leather/suede usage to the same usage of LWG leather, Teva saved over 1.21 million lbs of CO_2 eq. emissions, 489 million liters of water and 9.99 million MJ of energy.

1,219,340

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

489,855,037

WATER SAVED (LITERS OF WATER)

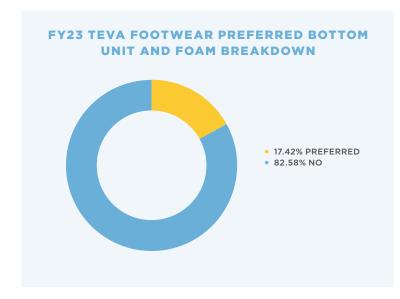
9,999,342

ENERGY SAVED (MJ)

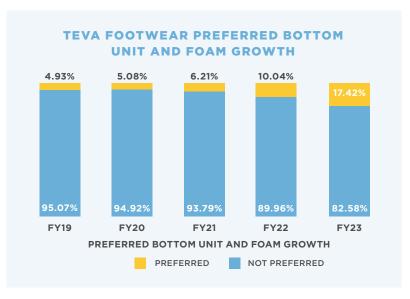


TEVA SPECIFIC PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. In FY23, we updated our reporting to provide a more detailed look at our bottom unit materials - this is an update when compared to FY22 reporting. Our bottom unit reporting now includes the following 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. The study below does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



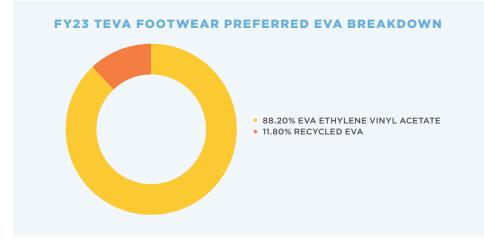
95

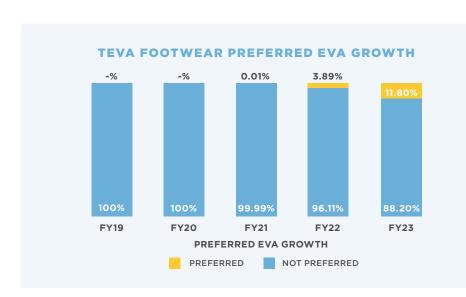
*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

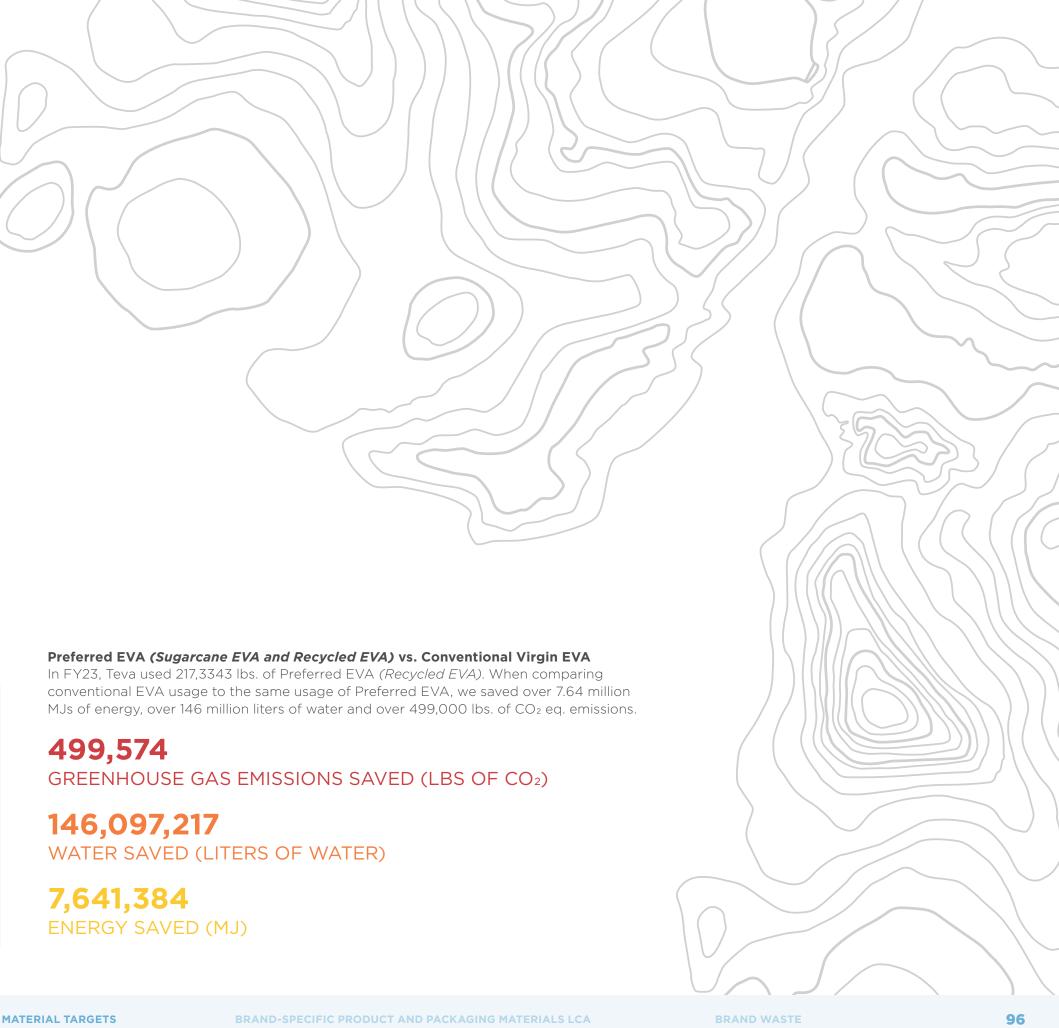
TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA SPECIFIC PREFERRED EVA EFFORTS

Teva is utilizing recycled EVA materials in their products. In FY23 Teva intends to evaluate ways to further incorporate recycled EVA into its products.





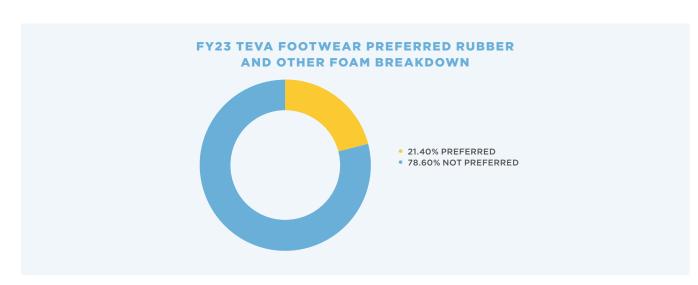




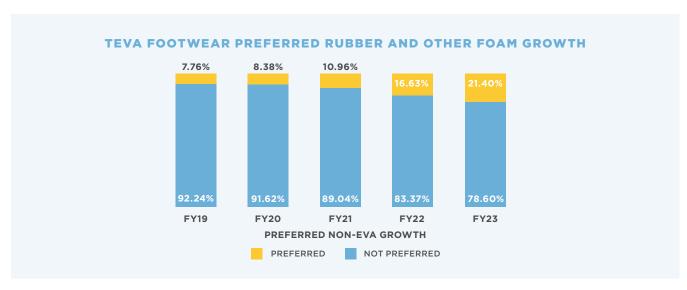
TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA SPECIFIC PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS:

While we have made great progress in exploring preferred EVA, we recognize the need for alternative bottom unit and foam materials. These include, but are not limited to, recycled rubber/PU, and bio-based rubber. These preferred bottom units and foams are predominantly found in our midsoles, outsole, sockliners, insoles, generic foams and molded heels. This does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



*Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

Preferred Non-EVA Materials (Recycled, Natural and Bio-Derived Bottom Unit Materials) vs. Conventional Non-EVA Materials

In FY23, Teva Footwear used 553,829 lbs. of Non-EVA Recycled, Natural and Bio-Derived Bottom Unit Materials. When comparing conventional Non-EVA materials usage to the same usage of Preferred Non-EVA materials, we saved over 7.21 million MJs of energy, over 28.3 million liters of water and over 597,000 lbs. of CO₂ eq. emissions.

597,536

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

28,393,140

WATER SAVED (LITERS OF WATER)

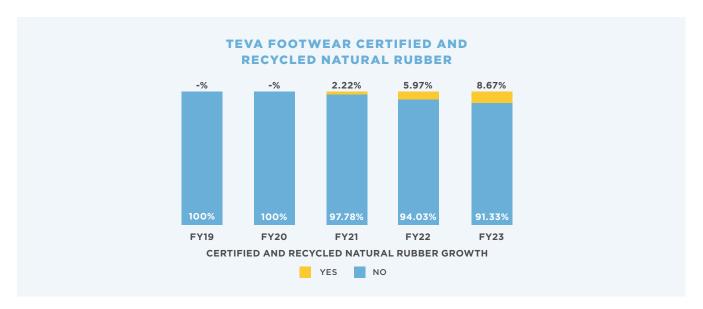
7,210,585ENERGY SAVED (MJ)

TEVA MATERIALS DEEP DIVE (CONTINUED)

TEVA SPECIFIC CERTIFIED AND RECYCLED 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. Teva is committed to ensuring 50% of all natural rubber used in its footwear products to originate from recycled sources or sources that legally harvest, source, transport, and export rubber.





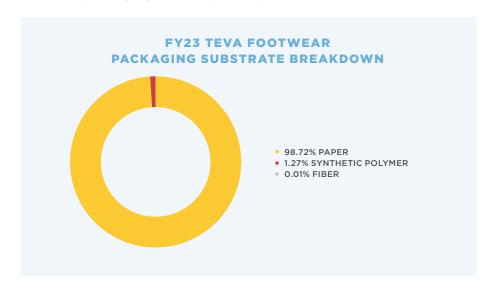




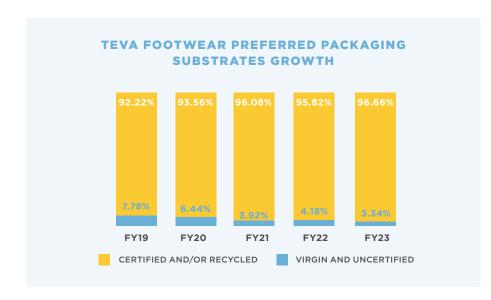
TEVA MATERIALS DEEP DIVE (CONTINUED)

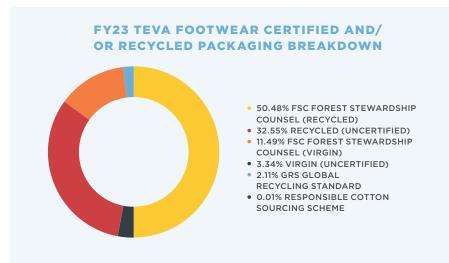
TEVA PACKAGING AND TREES SAVED

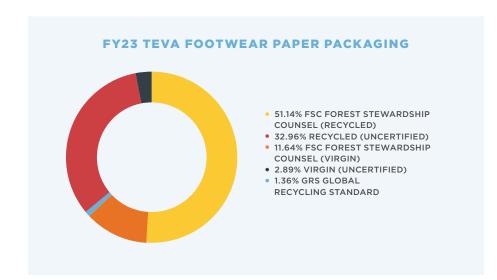
Teva makes up 7.01% of our footwear packaging dunnage. Teva footwear utilizes 97.11% preferred paper packaging materials and strives to remove virgin non-certified paper, and incorporate more certified and recycled paper into our packaging, such as FSC and FSC mixed paper substrates. Teva's recycled paper efforts have saved over 474,349 trees since 2016. Since 2016, Teva has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage. We are proud that Teva's footwear packaging uses only 1.27% plastic.

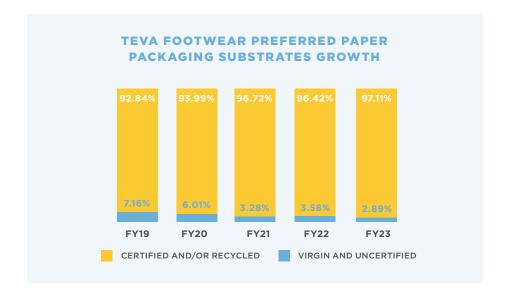


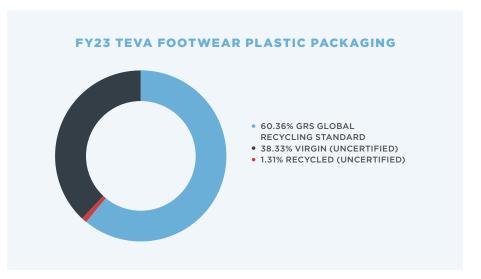








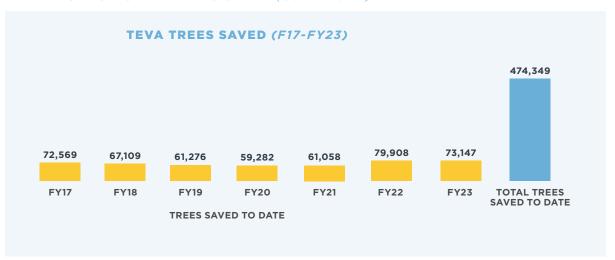








TEVA MATERIALS DEEP DIVE (CONTINUED)
TEVA PACKAGING AND TREES SAVED (CONTINUED)



*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.





SUSTAINABLE DEVELOPMENT GOALS: TEVA MATERIALS

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
45% of all materials (e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles) used in Teva footwear will be made from preferred materials	9.62% of all materials used in Teva footwear were made from preferred materials	15.56% of all materials used in Teva footwear were made from preferred materials	17.12% of all materials used in Teva footwear were made from preferred materials	20.90% of all materials used in Teva footwear were made from preferred materials	27.19% of all materials used in Teva footwear were made from preferred materials	On Track	2027
75% of all fibers used in Teva footwear will be made from preferred materials	11.52% of all fibers used in Teva footwear were made from preferred materials	44.05% of all fibers used in Teva footwear were made from preferred materials	57.81% of all fibers used in Teva footwear were made from preferred materials	73.98% of all fibers used in Teva footwear were made from preferred materials	74.32% of all fibers used in Teva footwear were made from preferred materials	On Track	2027
40% of all non-fibers used in Teva footwear will be made from preferred materials	9.17% of all non-fibers used in Teva footwear were made from preferred materials	8.69% of all non-fibers used in Teva footwear were made from preferred materials	8.10% of all non-fibers used in Teva footwear were made from preferred materials	10.92% of all non-fibers used in Teva footwear were made from preferred materials	16.85% of all non-fibers used in Teva footwear were made from preferred materials	On Track	2027
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	94.14% of footwear SKUs were comprised of at least one preferred material	100% of footwear SKUs were comprised of at least one preferred material	100% of footwear SKUs were comprised of at least one preferred material	Target Achieved - FY22 and beyond target is to maintain	2030
Utilize UNIFI REPREVE rPET in all iconic straps	Teva recognized on Textile Exchange Leader Board for use of rPET	100% of Teva's iconic polyester straps were made from UNIFI REPREVE rPET	Target maintained	Target Maintained	Target Maintained	Target Achieved - FY20 and beyond target is to maintain	2022
85% of all co-polyester fibers and films in Teva footwear to originate from post-consumer, post-industrial, or renewable resources	19.31% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	63.25% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	70.12% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	81.52% of all co-polyester fibers and films used in our footwear originated from post- consumer, post-industrial or renewable resources	81.92% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	On Track	2027
100% of all plant and plant-based fibers used in our footwear will be made with preferred materials	1.65% of all plant and plant- based fibers used in our footwear were made with preferred materials	1.74% of all plant and plant- based fibers used in our footwear were made with preferred materials	89.96% of all plant and plant- based fibers used in our footwear were made with preferred materials	98.03% of all plant and plant-based fibers used in our footwear were made with preferred materials	99.34% of all plant and plant- based fibers used in our footwear were made with preferred materials	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.



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 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	0.00% 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	0.00% 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	92.17% 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	96.47% 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	98.84% 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 all MMCFs (Man-Made Cellulosic Fibers) 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	O.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	O.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	99.30% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	99.98% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	On Track	2026
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	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	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 - FY19 and beyond target is to maintain	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
Eliminate virgin wool in Teva footwear, 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	100% of wool used in Teva footwear was repurposed wool	No wool was used in Teva Footwear in FY22	No wool was used in Teva Footwear in FY23	Target Achieved - FY21 and beyond target is to maintain	2022
30-35% of bottom units utilize biobased compounds, plant-based and/or recycled materials *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	4.93% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	5.08% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	6.21% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	10.04% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	17.42% of bottom units utilized bio-based compounds, plant- based and/or recycled materials	On Track	2030
20-25% of all EVA used in our bottom units will feature recycled and/or biobased compounds *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	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in our bottom units featured recycled and/or bio-based compounds	O.01% of all EVA used in our bottom units featured recycled and/or bio-based compounds	3.89% of all EVA used in our bottom units featured recycled and/or bio-based compounds	11.80% of all EVA used in our bottom units featured recycled and/or bio-based compounds	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.



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
15-20% of all materials used outside of EVA in our bottom units will feature biobased compounds, plant-based, and/or recycled materials *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	7.76% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	8.38% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	10.96% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	16.63% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	21.40% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	Target Achieved - FY22 and beyond target is to maintain	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	2.22% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	5.97% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	8.67% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	On Track	2030
100% of packaging materials used in our footwear will be made from preferred materials	92.22% of packaging materials used in our footwear were made from preferred materials	93.56% of packaging materials used in our footwear were made from preferred materials	96.08% of packaging materials used in our footwear were made from preferred materials	95.82% of packaging materials used in our footwear were made from preferred materials	96.66% of packaging materials used in our footwear were made from preferred materials	On Track	2030
100% of timber used in all of 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	92.84% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.99% of timber used in our footwear packaging were FSC- certified or contained post- consumer recycled content and/or pre-consumer recycled content	96.72% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.42% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.11% 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
15% of all fibers used in our footwear will use preferred finishing methods (inclusive of pigment dying methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	O.11% of our footwear materials used more preferred finishing methods	4.67% of our footwear materials used more preferred finishing methods	14.94% of our footwear materials used more preferred finishing methods	On Track	2025
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)	Target first conceptualized in FY21	Target first conceptualized in FY21	Launched downcycling project with Terracycle, pursuant to which Teva sandal outsoles are downcycled into various projects, including playgrounds and asphalt, and uppers are diverted from landfills	Teva offered recycling of Teva sandals	Teva offered recycling of Teva sandals	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.



Brand Specific Material Targets: Koolaburra

KOOLABURRA MATERIALS

Koolaburra has continued to utilize more preferred materials and has identified robust targets to hold itself accountable. Preferred leather and suede, recycled polyester and responsible cotton are just a few of the preferred materials Koolaburra features in its product. Some significant materials related achievements to note:

- 100% of all hides sourced from Leather Working Group (LWG) certified tanneries
- 27.92% of all footwear materials are preferred
- To date, Koolaburra has repurposed the equivalent of over 3.87 million PET water bottles and over 66,600 lbs of post-industrial polyester fiber and textile scrap

This section will provide greater visibility into Koolaburra's (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials usage



Materials

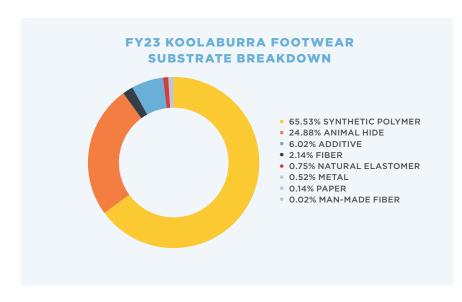
Maximize the amount of preferred materials in our products

Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS (CONTINUED)

HIGH LEVEL SUBSTRATE BREAKDOWN





FY23 KOOLABURRA MOST USED MATERIALS

KOOLABURRA FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	33.50%
2	LWG Cow Leather and Suede	24.88%
3	EVA Ethylene Vinyl Acetate	13.98%
4	Styrene Butadiene Rubber	6.40%
5	Generic POE Polyolefin	2.41%
6	Aluminum Silicate	1.98%
7	BIIR Synthetic Rubber	1.91%
8	Conventional Cotton	1.40%
9	Colorant and/or Pigment Auxiliaries	1.32%
10	Recycled Polyester and/or RPET	1.30%

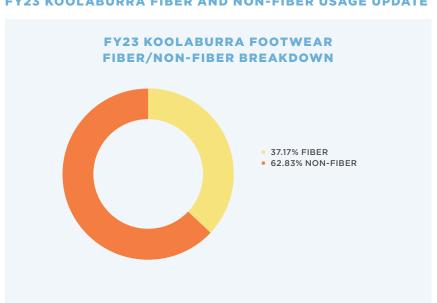




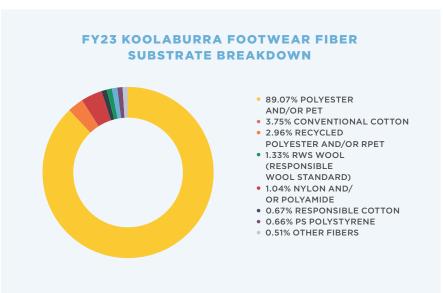
Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS (CONTINUED)

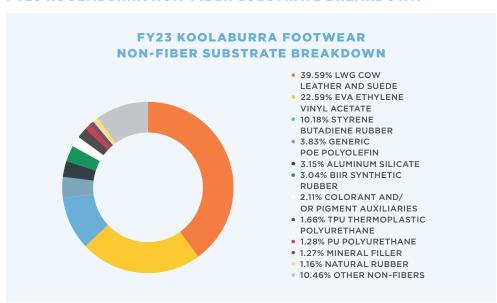
FY23 KOOLABURRA FIBER AND NON-FIBER USAGE UPDATE



FY23 KOOLABURRA FIBER SUBSTRATE BREAKDOWN



FY23 KOOLABURRA NON-FIBER SUBSTRATE BREAKDOWN



BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA 106

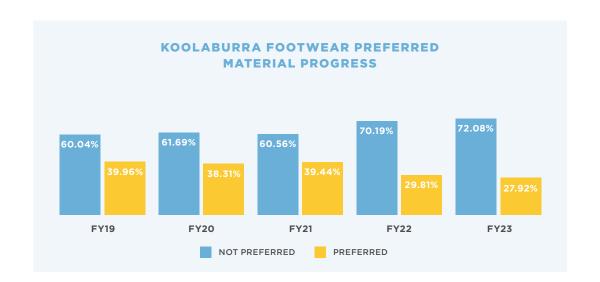


Brand Specific Material Targets: Koolaburra (continued)

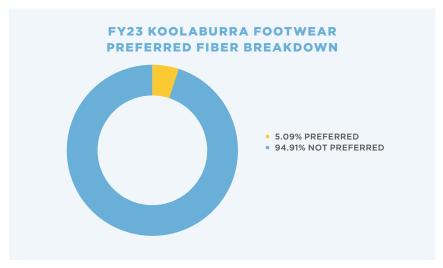
KOOLABURRA MATERIALS DEEP DIVE

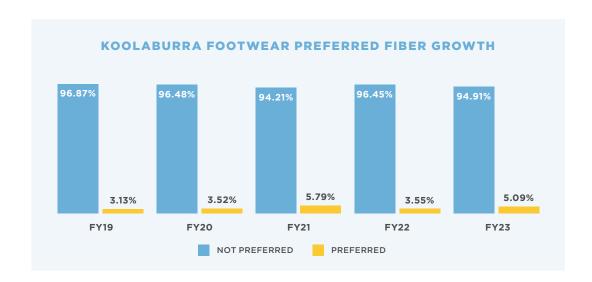
KOOLABURRA PREFERRED MATERIALS





KOOLABURRA PREFERRED FIBERS

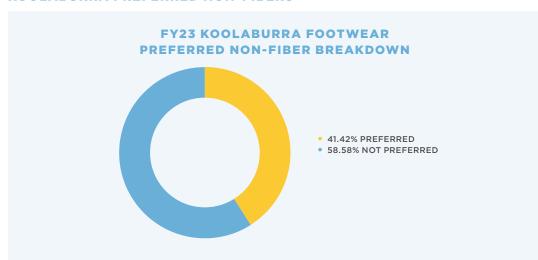


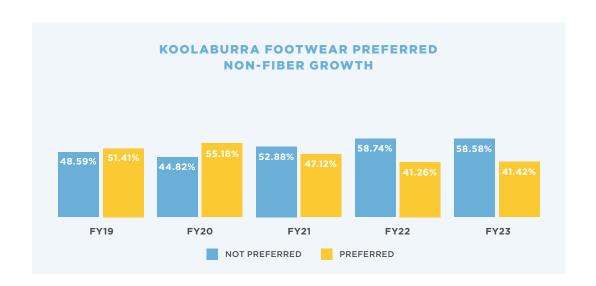


Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA PREFERRED NON-FIBERS







Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA SPECIFIC RESPONSIBLE LEATHER AND SHEEPSKIN EFFORTS



KOOLABURRA SPECIFIC PREFERRED LEATHER AND SUEDE BENEFITS

Leather Working Group (LWG) Leather vs. Standard Tanning*:

In FY23, Koolaburra footwear used 4.45 million sq ft. of LWG certified leather and suede. When comparing the impact of conventionally tanned leather usage to the same usage of LWG leather and suede, Koolaburra saved over 5.3 million lbs of CO₂ eq. emissions, 1.94 billion liters of water and 43.8 million MJ of energy.

5,302,397GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

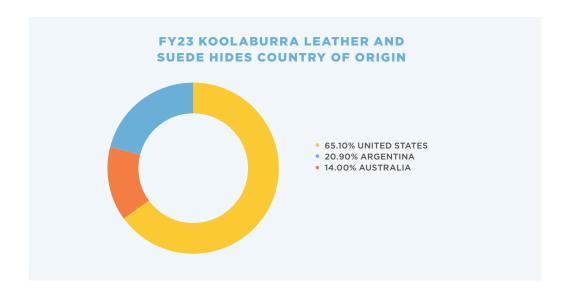
1,943,278,804WATER SAVED (LITERS OF WATER)

43,886,595ENERGY SAVED (MJ)

*Note the above includes all leather used in all our products from all material categories.

KOOLABURRA LEATHER AND SUEDE TRACEABILITY EFFORTS

All of the hides utilized in our products are a byproduct of the meat industry and, as such, we interact with the processing facility, and not the farming operations. Although this can present certain challenges, we are committed to ensuring we can trace all of our hides back to the country of origin. In FY23, the majority of the leather and suede hides used in Koolaburra products came from the United States, Argentina and Australia.



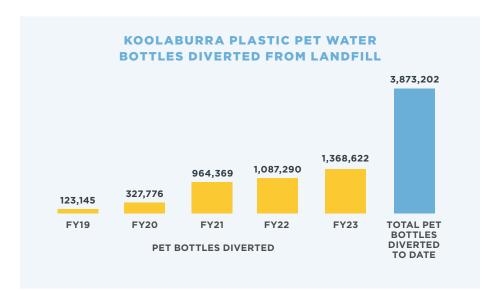


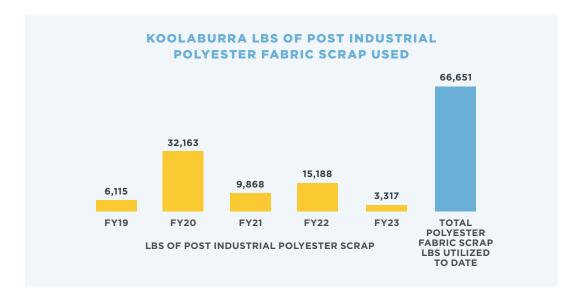
Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

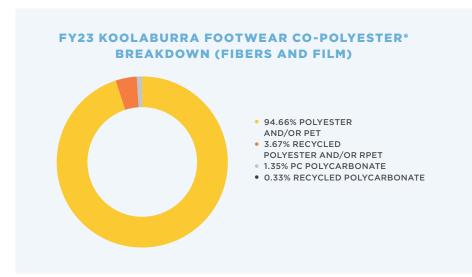
KOOLABURRA SPECIFIC PREFERRED POLYESTER EFFORTS

Recycled Polyester (rPET) rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY23, Koolaburra used 50,969 lbs of rPET across all of its products, which is the equivalent of over 1.36 million PET water bottles. Koolaburra has additionally utilized over 3,300 lbs of post-industrial polyester fabric scrap across all products it produced in FY23. To date, Koolaburra has repurposed the equivalent of over 3.87 million PET water bottles and over 66,600 lbs of post-industrial polyester fiber and textile scrap.

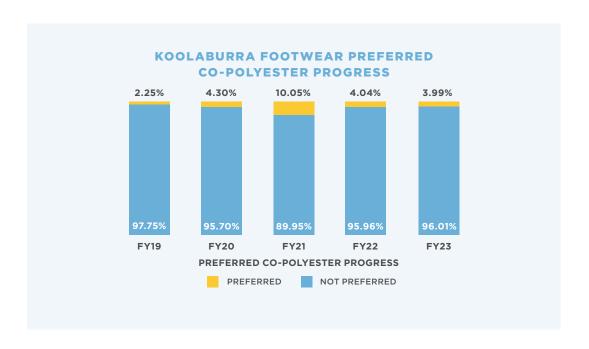




KOOLABURRA CO-POLYESTER FIBERS AND FILMS BREAKDOWN



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







Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA SPECIFIC PREFERRED POLYESTER BENEFITS

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 rPET predominantly comes from plastic PET bottles; however, it can also come from other food grade and consumer packaging waste. Post-industrial polyester comes from waste produced at yarn, textile and fabric mills.

In FY23, Koolaburra footwear used 58,962 lbs of rPET fibers & films (post-consumer) and recycled polyester (post-industrial). When comparing the impact of conventional polyester fibers and PET films usage to the same usage of rPET fibers & films (post-consumer) and recycled polyester (post-industrial), Koolaburra saved over 94,600 lbs of CO₂ eq. emissions, 31.4 million liters of water and 1.48 million MJ of energy.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO ₂)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	91,994	30,585,578	1,444,637
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	2,651	896,540	42,290
TOTAL RECYCLED POLYESTER SAVINGS	94,645	31,482,118	1,486,927

*Note, chart 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.

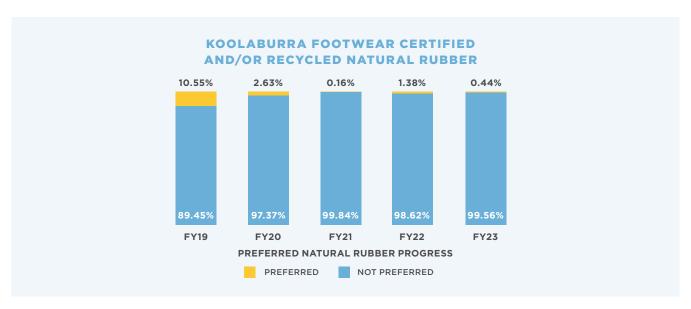
Brand Specific Material Targets: Koolaburra (continued)

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA SPECIFIC CERTIFIED AND RECYCLED 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. Koolaburra is committed to ensuring 50% of all natural rubber used in its footwear products to originate from recycled sources or from sources that legally harvest, source, transport, and export rubber.





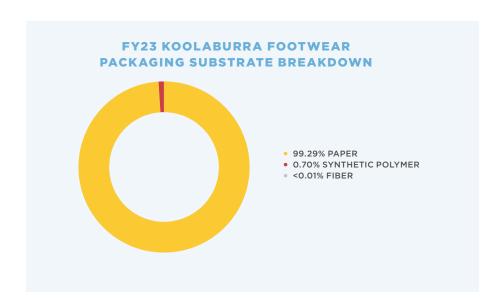


Brand Specific Material Targets: Koolaburra

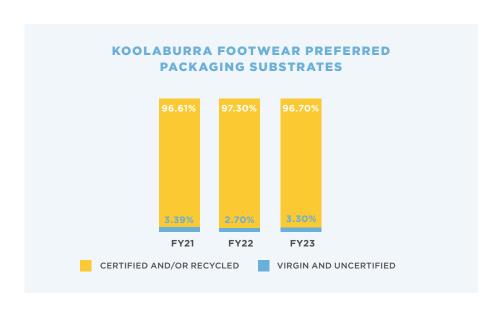
KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA PACKAGING AND TREES SAVED

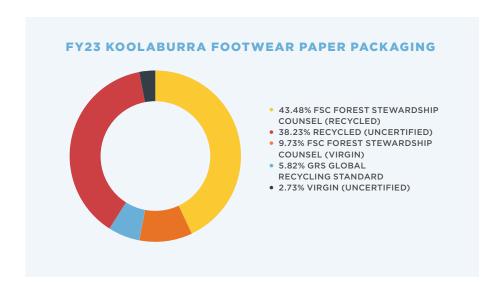
Koolaburra makes up over 4.45% of our footwear packaging dunnage. Koolaburra footwear utilizes 97.27% preferred paper packaging materials and strives to remove virgin non-certified paper, and incorporate more certified or recycled paper into our packaging, such as FSC and FSC mixed paper substrates. Koolaburra's recycled paper efforts have saved over 183,137 trees. We are proud that Koolaburra's footwear packaging uses only 0.70% plastic.

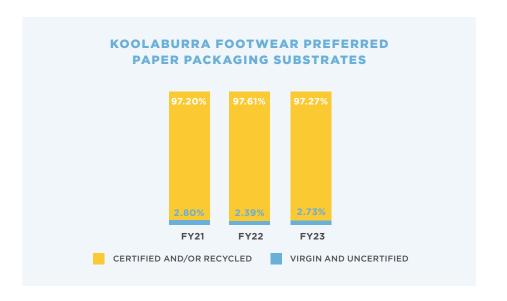


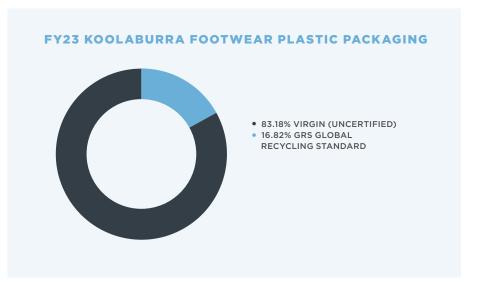


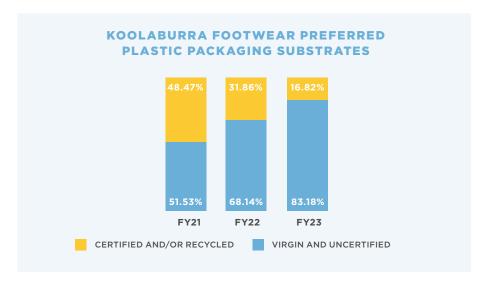








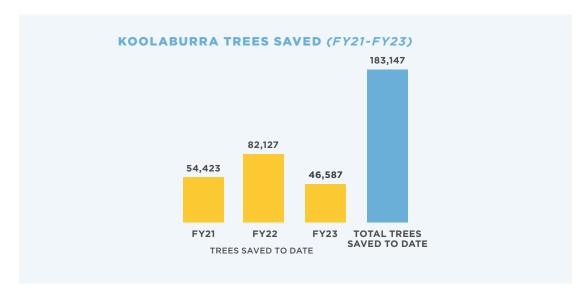




Brand Specific Material Targets: Koolaburra

KOOLABURRA MATERIALS DEEP DIVE (CONTINUED)

KOOLABURRA PACKAGING AND TREES SAVED (CONTINUED)



*Notes, 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



BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA





SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA MATERIALS

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
50% of all materials (e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles) used in Koolaburra footwear will be made from preferred materials	39.96% of all materials used in Koolaburra footwear were made from preferred materials	38.31% of all materials used in Koolaburra footwear were made from preferred materials	39.44% of all materials used in Koolaburra footwear were made from preferred materials	29.81% of all materials used in Koolaburra footwear were made from preferred materials	27.92% of all materials used in Koolaburra footwear were made from preferred materials	On Track	2027
30% of all fibers used in Koolaburra footwear will be made from preferred materials	3.13% of all fibers used in Koolaburra footwear were made from preferred materials	3.52% of all fibers used in Koolaburra footwear were made from preferred materials	5.79% of all fibers used in Koolaburra footwear were made from preferred materials	3.55% of all fibers used in Koolaburra footwear were made from preferred materials	5.09%% of all fibers used in Koolaburra footwear were made from preferred materials	On Track	2027
60% of all non-fibers used in Koolaburra footwear will be made from preferred materials	51.41% of all non-fibers used in Koolaburra footwear were made from preferred materials	55.18% of all non-fibers used in Koolaburra footwear were made from preferred materials	47.12% of all non-fibers used in Koolaburra footwear were made from preferred materials	41.26% of all non-fibers used in Koolaburra footwear were made from preferred materials	41.42% of all non-fibers used in Koolaburra footwear were made from preferred materials	On Track	2027
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	94.86% of footwear SKUs are comprised of at least one preferred material	96.64% of footwear SKUs are comprised of at least one preferred material	99.40% of footwear SKUs are comprised of at least one preferred material	On Track	2030
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	87.53% 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	100% of all hides used in footwear were sourced from LWG-certified tanneries or were recycled leather	Target Achieved - FY20 and beyond target is to maintain	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
Eliminate virgin wool in Koolaburra footwear, and to the extent that is not achievable, ensure that any virgin wool used in Responsible Wool Standard (RWS)-certified	No wool was sourced in FY19	No wool was sourced in FY20	100% of wool used in Koolaburra footwear was repurposed wool	100% of wool used in Koolaburra footwear was repurposed wool or RWS wool	100% of wool used in Koolaburra footwear was repurposed wool or RWS wool	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.



SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA 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
Replace 30% of all faux fur with plant- based faux fur, bio-based faux fur or recycled synthetic fibers, within all material categories in our footwear products	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	O.19% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within our footwear products	1.72% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within our footwear products	On Track	2027
30% of all co-polyester fibers and films in our footwear to originate from post-consumer, post-industrial, or renewable resources	2.25% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	4.30% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	10.05% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	4.04% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	3.99% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	On Track	2025
100% of all plant and plant-based fibers used in our footwear will be made with preferred materials	0.40% of all plant and plant- based fibers used in our footwear were made with preferred materials	0.00% of all plant and plant- based fibers used in our footwear were made with preferred materials	0.00% of all plant and plant- based fibers used in our footwear were made with preferred materials	14.02% of all plant and plant- based fibers used in our footwear were made with preferred materials	16.43% 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	0.00% 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	0.00% 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	0.00% 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	12.24% 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	15.21% 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 all MMCFs (Man-Made Cellulosic Fibers) 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	No MMCFs were used in FY19	O.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	O.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	57.79% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	100% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	Target Achieved - FY23 and beyond target is to maintain	2026
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	0.16% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	1.38% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.44% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	On Track	2030

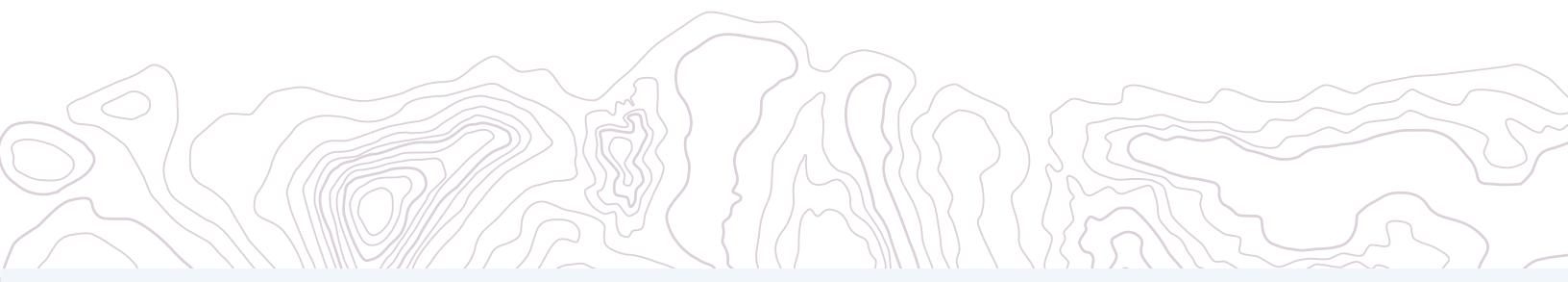
*Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.



SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA 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	Target first conceptualized in FY21	Target first conceptualized in FY21	96.61% of packaging materials used in our footwear were made from preferred materials	97.30% of packaging materials used in our footwear were made from preferred materials	96.70% of packaging materials used in our footwear were made from preferred materials	On Track	2030
100% of timber used in all of 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	Target first conceptualized in FY21	Target first conceptualized in FY21	97.20% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.61% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.27% 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
20% of our footwear materials that have the ability to use more preferred finishing methods (inclusive of pigment dying methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.00% of our footwear materials used more preferred finishing methods	10.87% of our footwear materials used more preferred finishing methods	19.05% of our footwear materials used more preferred finishing methods	On Track	2026
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)	Target first conceptualized in FY22	Target first conceptualized in FY22	Target first conceptualized in FY22	Koolaburra continues to create high-quality products intended to last	Koolaburra continues to create high-quality products intended to last	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.





Brand Specific Material Targets: Sanuk

SANUK MATERIALS

Sanuk has continued to utilize more preferred material selections, and has identified robust targets to hold itself accountable. Sugarcane EVA, responsible cotton, jute, and hemp are just a few of the preferred materials Sanuk features in its product. Some significant materials related achievements to note:

- 100% of all hides sourced from Leather Working Group (LWG) certified tanneries or from recycled sources
- 44.48% of all footwear materials are preferred
- 86.40% of plant and plant-based fibers used in its footwear are preferred
- 81.27% of the cotton fibers used in our footwear are sourced from a sustainable cotton growing scheme or are made of recycled cotton fibers
- To date, Sanuk has repurposed the equivalent of over 4.43 million PET water bottles and over 78,800 lbs of post industrial polyester fiber and textile scrap

This section will provide greater visibility of Sanuk's (a) substrate breakdown, (b) fiber/non-fiber breakdown, and (c) preferred materials usage.



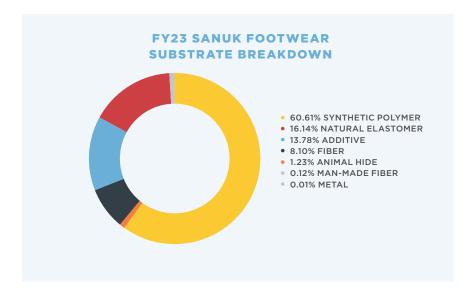
Materials

Maximize the amount of preferred materials in our products

SANUK MATERIALS (CONTINUED)

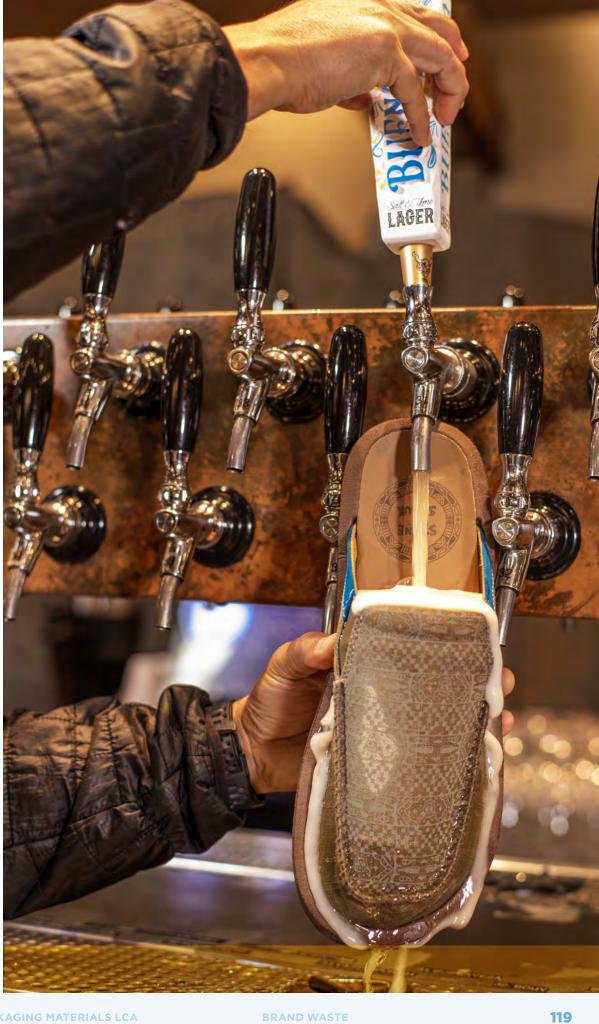
HIGH LEVEL SUBSTRATE BREAKDOWN





FY23 SANUK MOST USED MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	19.58%
2	Recycled EVA	14.48%
3	Natural Rubber	13.49%
4	Mineral Filler	4.77%
5	Responsible Cotton	4.63%
6	VCVA Vinyl Chloride Vinyl Acetate	4.54%
7	Generic POE Polyolefin	4.11%
8	Plasticizer Auxiliaries	3.49%
9	PU Polyurethane	3.39%
10	Recycled Polyester and/or RPET	3.36%





SANUK MATERIALS (CONTINUED)

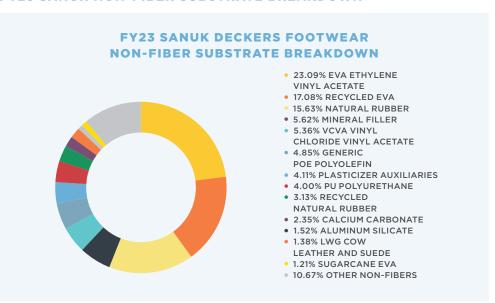
FY23 SANUK FIBER AND NON-FIBER USAGE UPDATE



FY23 SANUK FIBER SUBSTRATE BREAKDOWN



FY23 SANUK NON-FIBER SUBSTRATE BREAKDOWN

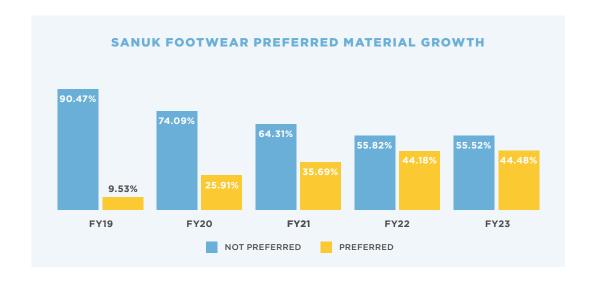




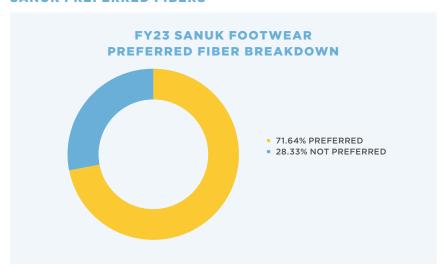
SANUK MATERIALS DEEP DIVE

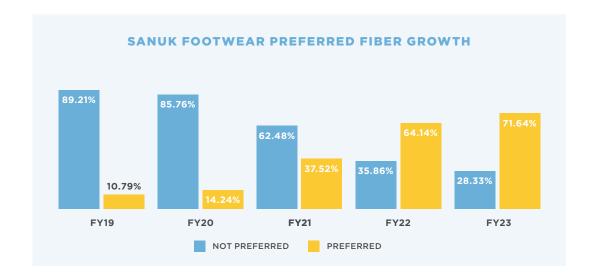
SANUK PREFERRED MATERIALS





SANUK PREFERRED FIBERS

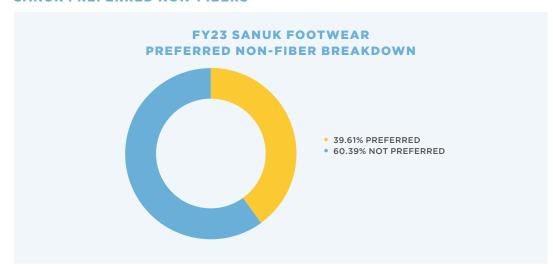


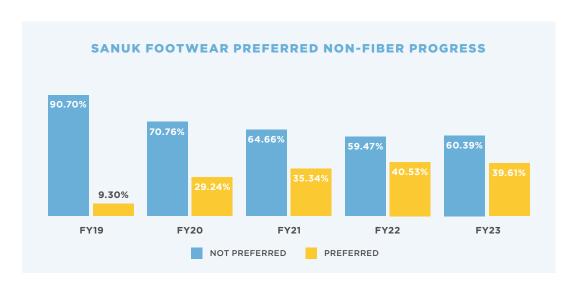


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SANUK MATERIALS DEEP DIVE (CONTINUED)

SANUK PREFERRED NON-FIBERS





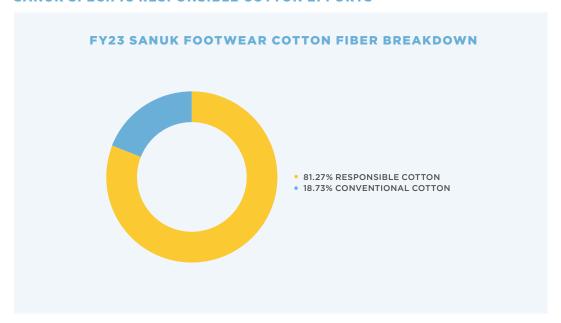


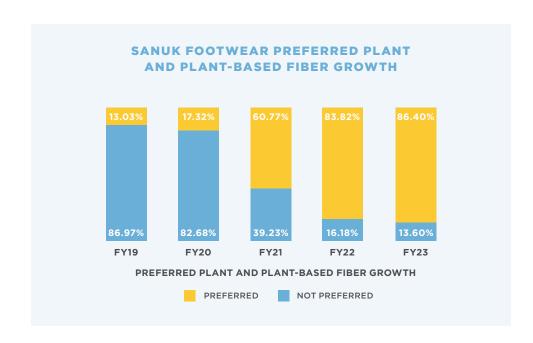
SANUK MATERIALS DEEP DIVE (CONTINUED)

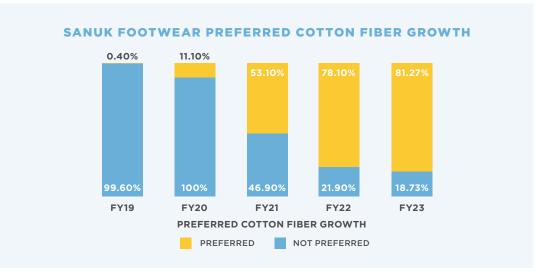
SANUK SPECIFIC PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS



SANUK SPECIFIC RESPONSIBLE COTTON EFFORTS







*We are committed to having 100% of our cotton responsibly sourced cotton by 2025.





SANUK MATERIALS DEEP DIVE (CONTINUED)

SANUK SPECIFIC BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton Fibers In FY23, Sanuk used 90,109 lbs of responsible cotton fibers. When comparing the impact of conventional cotton raw fiber usage to the same usage of responsible cotton fibers, Sanuk saved over 89,900 lbs of CO₂ eq. emissions, 842 million liters of water and 621,273 MJ of energy.

89,921

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

842,805,924

WATER SAVED (LITERS OF WATER)

621,273

ENERGY SAVED (MJ)

SANUK HEMP EFFORTS

Hemp Fiber vs. Conventional Cotton Fiber In FY23, Sanuk footwear used 38,904 lbs of hemp. When comparing the impact of conventional cotton raw fiber usage to the same usage of hemp, Sanuk saved over 324,000 lbs of CO₂ eq. emissions, 813 million liters of water and 568,957 MJ of energy.

324,650

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO₂)

813,099,922

WATER SAVED (LITERS OF WATER)

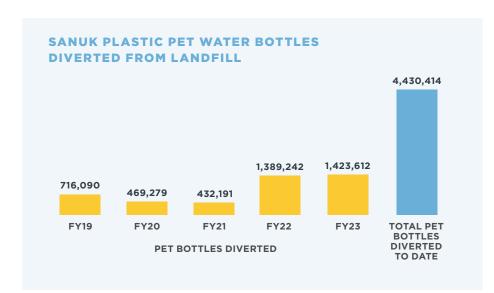
568,957

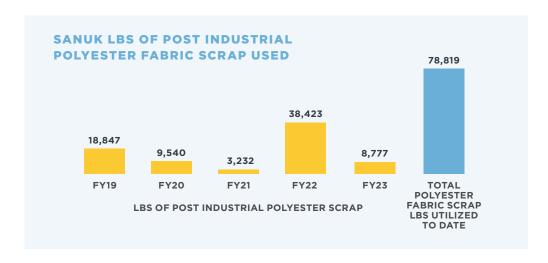
ENERGY SAVED (MJ)



SANUK MATERIALS DEEP DIVE (CONTINUED)

Recycled Polyester (rPET) rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY23, Sanuk used 53,017 lbs of rPET across all of its products, which is the equivalent of over 1.42 million PET water bottles. Sanuk has additionally utilized over 8,700 lbs of post-industrial polyester fabric scrap across all products it produced in FY23. To date, Sanuk has repurposed the equivalence of over 4.43 million PET water bottles and over 78,800 lbs of post industrial polyester fiber and textile scrap.

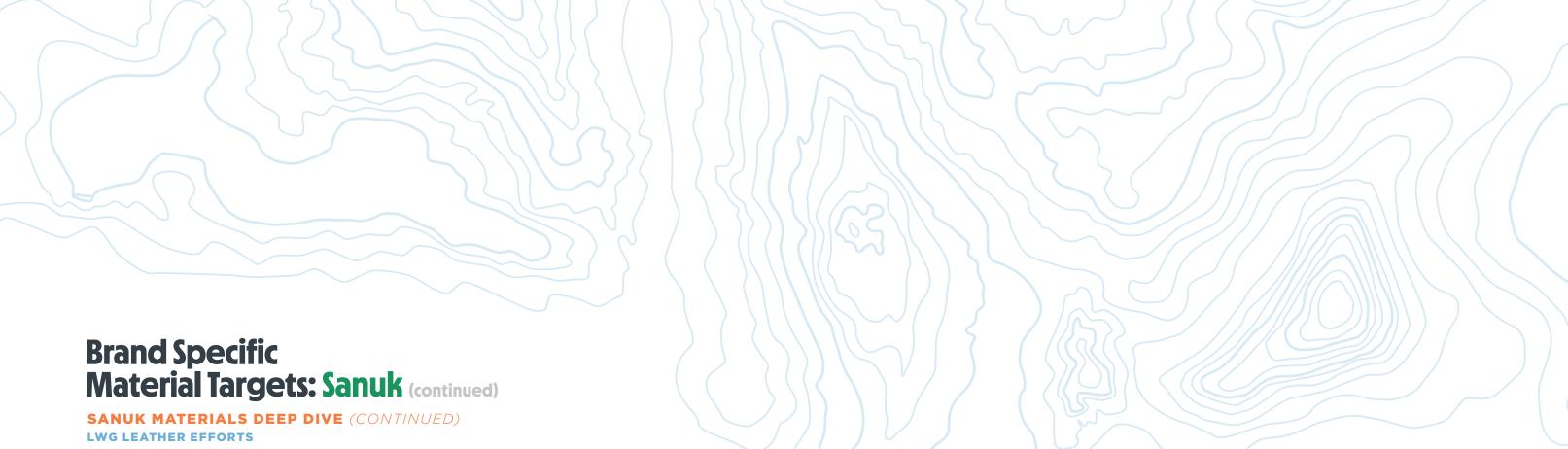




Raw Recycled Polyester & RPET Fiber (*Plastic PET Bottle Waste and other PET Food Grade & Consumer Packaging Waste*) vs. Raw Virgin Polyester Fiber & PET Fiber/Films In FY23, Sanuk footwear used 116,199 lbs of rPET fibers & films (*post-consumer*) and recycled polyester (*post-industrial*). When comparing the impact of conventional polyester fibers and PET films usage to the same usage of rPET fibers & films (*post-consumer*) and recycled polyester (*post-industrial*), Sanuk saved over 111,600 lbs of CO₂ eq. emissions, 36 million liters of water and 1.70 million MJ of energy.

MATERIAL	GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO ₂)	WATER SAVED (LITERS OF WATER)	ENERGY SAVED (MJ)
TOTAL RECYCLED POLYESTER SAVINGS (PRODUCT)	110,151	35,590,547	1,680,991
TOTAL RECYCLED POLYESTER SAVINGS (PACKAGING)	1,484	505,670	23,850
TOTAL RECYCLED POLYESTER SAVINGS	111,635	36,096,217	1,704,841

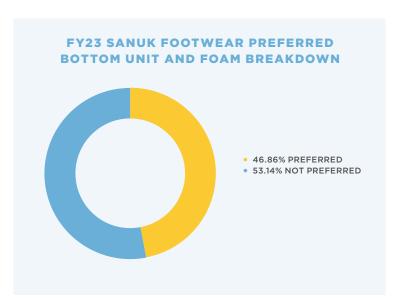
*Note, the chart above depicts the combined savings from our product and packaging materials. Only materials that are pre and post-consumer polyester and PET substrates are included.



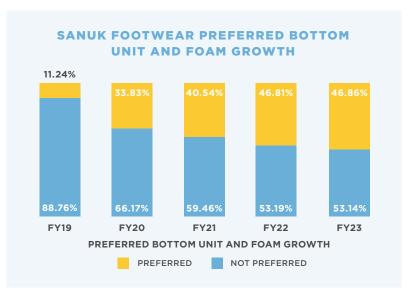


SANUK SPECIFIC PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. In FY23, we took it a step further to recategorize our footwear's construction to provide more detailed look at our materials within those constructions. FY22 report does not reflect the same assumptions as the data provided below. With these changes 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, molded rubber and rubber sheets. The study below does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



Brand Specific Material Targets: Sanuk

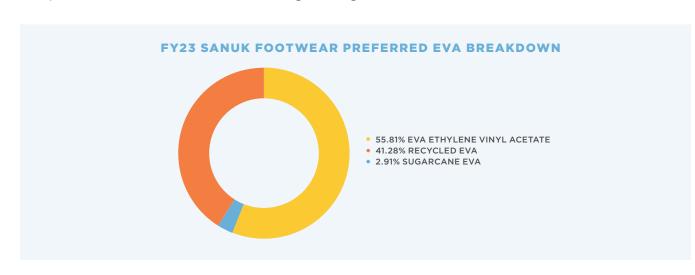
SANUK MATERIALS DEEP DIVE (CONTINUED)

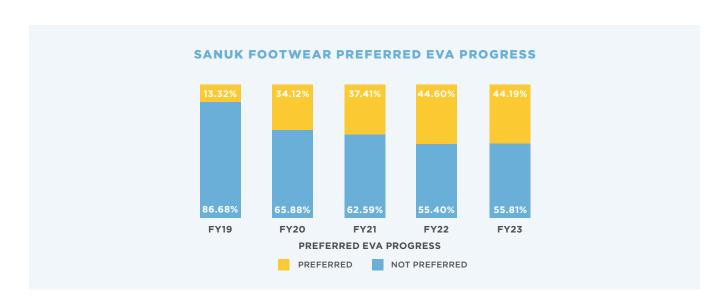
SANUK SPECIFIC PREFERRED EVA EFFORTS

Sanuk is beginning to experiment with utilization of Sugarcane EVA and has been using Recycled EVA since FY19.

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, converted into Ethylene, which makes up part of the EVA polymer compound. Using sugarcane as a source for the Ethylene, provides a more sustainable alternative to petroleum based, non-renewable materials often used in conventional footwear. Additionally, sugarcane captures CO₂ from the atmosphere and sequesters carbon. For every pound of Ethanol (ethylene) derived from sugarcane, 1.6 lbs of CO₂ is sequestered.

Sanuk also intends to continue to explore opportunities to incorporate more recycled EVA into its our products in addition to increased usage of Sugarcane EVA.





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

In FY23, Sanuk used 21,871 lbs. of Preferred EVA (Sugarcane EVA and Recycled EVA). When comparing conventional EVA usage to the same usage of Preferred EVA, Sanuk saved over 9.38 million MJs of energy, over 180 million liters of water and over 636,000 lbs. of CO_2 eq. emissions.

636,915

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

180,623,845

WATER SAVED (LITERS OF WATER)

9,386,898

ENERGY SAVED (MJ)

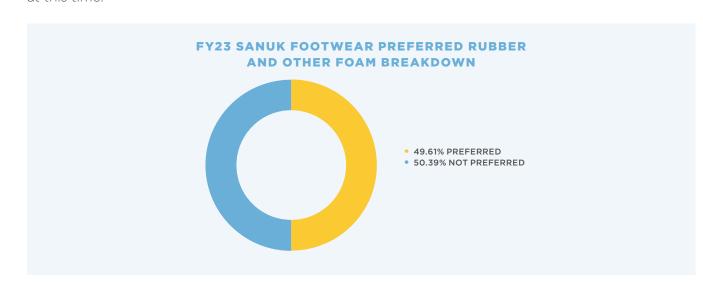


Brand Specific Material Targets: Sanuk

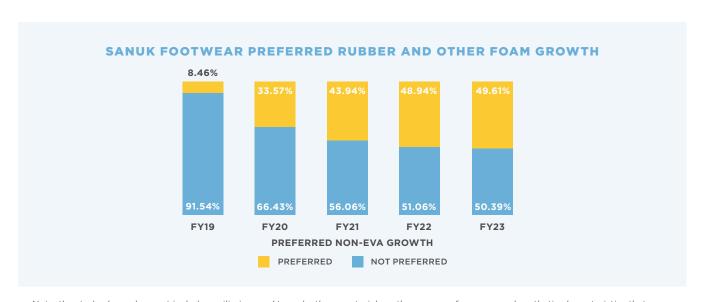
SANUK MATERIALS DEEP DIVE (CONTINUED)

SANUK SPECIFIC PREFERRED SYNTHETIC, NATURAL RUBBER AND NON-EVA FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. In FY23, we took it a step further to recategorize our footwear's construction to provide more detailed look at our materials within those constructions. FY22 report does not reflect the same assumptions as the data provided below. With these changes 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, molded rubber and rubber sheets. The study below does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.



Note: the study above does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

Preferred Non-EVA Materials (Recycled, Natural and Bio-Derived Bottom Unit Materials) vs. Conventional Non-EVA Materials

In FY23, Sanuk Footwear used 43,457 lbs. of Non-EVA Recycled, Natural and Bio-Derived Bottom Unit Materials. When comparing conventional Non-EVA materials usage to the same usage of Preferred Non-EVA materials, we saved over 2.35 million MJs of energy, over 7.88 million liters of water and over 206,000 lbs. of CO_2 eq. emissions.

206,816

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO2)

7,880,101

WATER SAVED (LITERS OF WATER)

2,352,764

ENERGY SAVED (MJ)

Brand Specific Material Targets: Sanuk

SANUK MATERIALS DEEP DIVE (CONTINUED)

SANUK SPECIFIC CERTIFIED AND RECYCLED 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. Sanuk is committed to ensuring 50% of all natural rubber used in its products to originate from recycled sources or sources that legally harvest, source, transport, or export rubber.



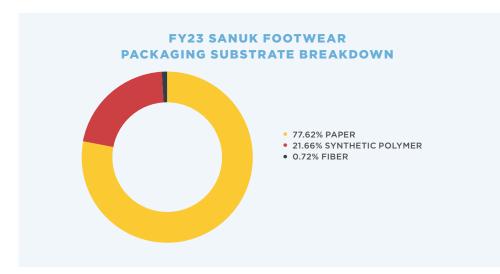




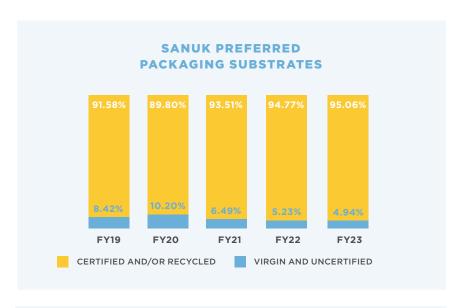
Brand Specific Material Targets: Sanuk

SANUK MATERIALS DEEP DIVE (CONTINUED) SANUK PACKAGING AND TREES SAVED

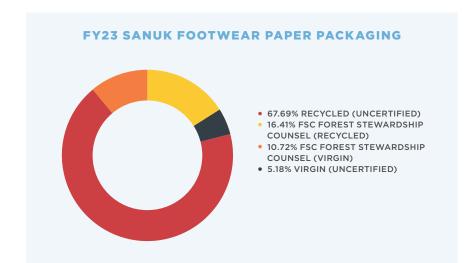
Sanuk makes up 0.74% of our footwear packaging dunnage. Sanuk footwear utilizes 94.82% preferred paper packaging materials and strives to remove virgin non-certified paper, and incorporate more certified and recycled paper into its packaging, such as FSC and FSC mixed paper substrates. We are proud that Sanuk's footwear packaging uses only 4.24% virgin plastic and have been trialing ways to reduce plastic packaging (poly bags) in Sanuk footwear that aligns with supply chain challenges. Since 2016, Sanuk has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage and its recycled paper efforts have saved over 86,764 trees.

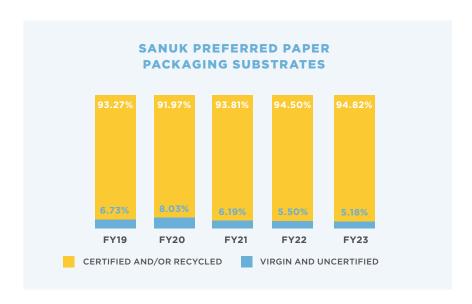




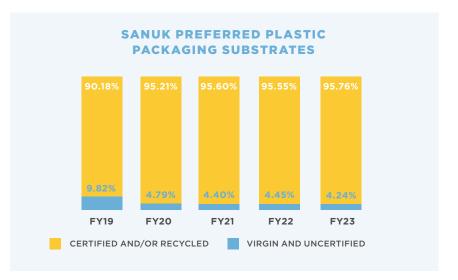








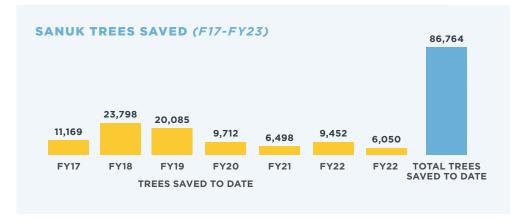






Brand Specific Material Targets: Sanuk

SANUK MATERIALS DEEP DIVE (CONTINUED)
SANUK PACKAGING AND TREES SAVED (CONTINUED)



*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.

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SUSTAINABLE DEVELOPMENT GOALS: SANUK MATERIALS

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 Sanuk footwear will be made from preferred materials	9.53% of all materials used in Sanuk footwear were made from preferred materials	25.91% of all materials used in Sanuk footwear were made from preferred materials	35.69% of all materials used in Sanuk footwear were made from preferred materials	44.18% of all materials used in Sanuk footwear were made from preferred materials	44.48% of all materials used in Sanuk footwear were made from preferred materials	On Track	2027
75% of all fibers used in Sanuk footwear will be made from preferred materials	10.79% of all fibers used in Sanuk footwear were made from preferred materials	14.24% of all fibers used in Sanuk footwear were made from preferred materials	37.52% of all fibers used in Sanuk footwear were made from preferred materials	64.14% of all fibers used in Sanuk footwear were made from preferred materials	71.67% of all fibers used in Sanuk footwear were made from preferred materials	On Track	2027
50% of all non-fibers used in Sanuk footwear will be made from preferred materials	9.30% of all non-fibers used in Sanuk footwear were made from preferred materials	29.24% of all non-fibers used in Sanuk footwear were made from preferred materials	35.34% of all non-fibers used in Sanuk footwear were made from preferred materials	40.53% of all non-fibers used in Sanuk footwear were made from preferred materials	39.61% of all non-fibers used in Sanuk footwear were made from preferred materials	On Track	2027
100% of footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	99.38% of footwear SKUs were comprised of at least one preferred material	99.42% of footwear SKUs were comprised of at least one preferred material	99.15% of footwear SKUs were comprised of at least one preferred material	On Track	2025
100% of all plant and plant-based fibers used in our footwear will be made with preferred materials	13.03% of all plant and plant- based fibers used in our footwear were made with preferred materials	17.32% of all plant and plant- based fibers used in our footwear were made with preferred materials	60.77% of all plant and plant- based fibers used in our footwear were made with preferred materials	83.82% of all plant and plant- based fibers used in our footwear were made with preferred materials	86.40% 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	Committed to not sourcing cotton from countries or locations which support forced labor	No cotton sourced from countries known to practice forced labor 11.10% 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	53.10% 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	78.10% 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	81.27% 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	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.



SUSTAINABLE DEVELOPMENT GOALS: SANUK 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 MMCFs (Man-Made Cellulosic Fibers) 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	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	0.00% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	2.26% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	43.44% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	90.20% of all MMCFs fibers used in our footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manfacturing standards for MMCFs	On Track	2026
100% of all hides used in footwear will either come from recycled sources or be finished in a Leather Working Group (LWG)-certified tannery	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	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 - FY19 and beyond target is to maintain	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	100.00% 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
Eliminate virgin wool in Sanuk footwear, 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	Of all fibers, used 0.52% were wool. Of this wool, 11.96% was repurposed and 88.03% is virgin, with a commitment to ensure it is RWS-certified by 2022	54.08% of wool used in our footwear was repurposed wool or RWS wool and 45.92% was virgin wool, with a commitment to either completely eliminating virgin wool in footwear or ensuring any virgin wool used is RWS-certified by 2022	100% of wool used in our footwear was repurposed wool or RWS wool	Target Achieved - FY23 and beyond target is to maintain	2022
75% of all co-polyester fibers and films in our footwear to originate from post-consumer, post-industrial, or renewable resources	9.80% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	10.67% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	12.57% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	45.71% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	56.57% of all co-polyester fibers and films used in our footwear originated from post-consumer, post-industrial or renewable resources	On Track	2027
50-55% of bottom units utilize bio-based compounds, plant-based and/or recycled materials *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	11.24% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	33.83% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	40.54% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	46.81% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	46.86% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	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.



SUSTAINABLE DEVELOPMENT GOALS: SANUK 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
55-60% of all EVA used in our bottom units will feature recycled and/or biobased compounds *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	13.32% of all EVA used in our bottom units featured recycled and/or bio-based compounds	34.12% of all EVA used in our bottom units featured recycled and/or bio-based compounds	37.41% of all EVA used in our bottom units featured recycled and/or bio-based compounds	44.60% of all EVA used in our bottom units featured recycled and/or bio-based compounds	44.19% of all EVA used in our bottom units featured recycled and/or bio-based compounds	On Track	2030
45-50% of all materials used outside of EVA in our bottom units will feature biobased compounds, plant-based, and/or recycled materials *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	8.46% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	33.57% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	43.94% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	48.94% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	49.61% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/ or recycled materials	Target Achieved - FY22 and beyond target is to maintain	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	14.14% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	16.17% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	16.44% of all natural rubber used in our footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	On Track	2030
100% of packaging materials used in our footwear will be made from preferred materials	91.58% of packaging materials used in our footwear were made from preferred materials	89.80% of packaging materials used in our footwear were made from preferred materials	93.51% of packaging materials used in our footwear were made from preferred materials	94.77% of packaging materials used in our footwear were made from preferred materials	95.06% of packaging materials used in our footwear were made from preferred materials	On Track	2030
100% of timber used in all of 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	93.27% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	91.97% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.81% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	94.50% of timber used in our footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	94.82% 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

*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.

SUSTAINABLE DEVELOPMENT GOALS: SANUK 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
25% of all fibers used in our footwear will use preferred finishing methods (inclusive of pigment dying methods, bleach only methods and undyed materials (e.g. greige)) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.27% of our footwear materials used more preferred finishing methods	16.71% of our footwear materials used more preferred finishing methods	16.18% of our footwear materials used more preferred finishing methods	On Track	2027
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)	Target first conceptualized in FY22	Target first conceptualized in FY22	Target first conceptualized in FY22	Sanuk focused on using recycled synthetic materials were possible, reducing manufacturing impact, and incorporating more plantbased materials	Sanuk focused on using recycled synthetic materials were possible, reducing manufacturing impact, and incorporating more plant-based materials	In progress - Target achievable	2030

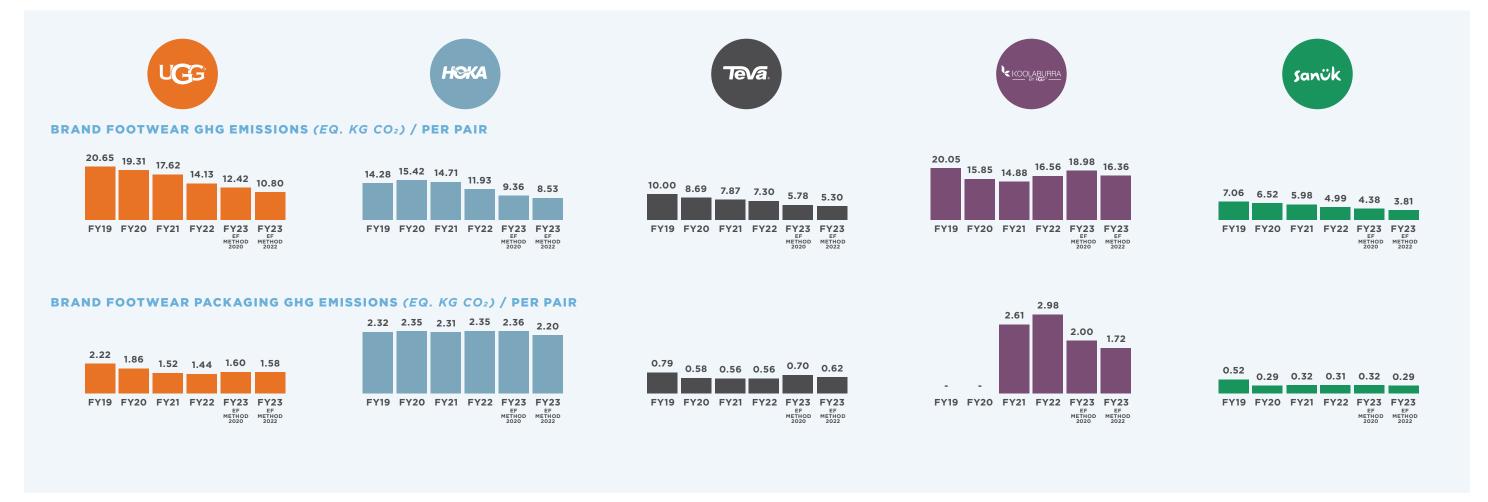
*Note: In cases where shifts in scope, methodology and/or data quality have led to changes in previously reported performance results, we've restated historically reported results.





Brand Level Greenhouse Gas Emissions LCA Metrics

FOOTWEAR AND FOOTWEAR PACKAGING GREENHOUSE GAS EMISSIONS INTENSITY





Brand Level Water Usage LCA Metrics

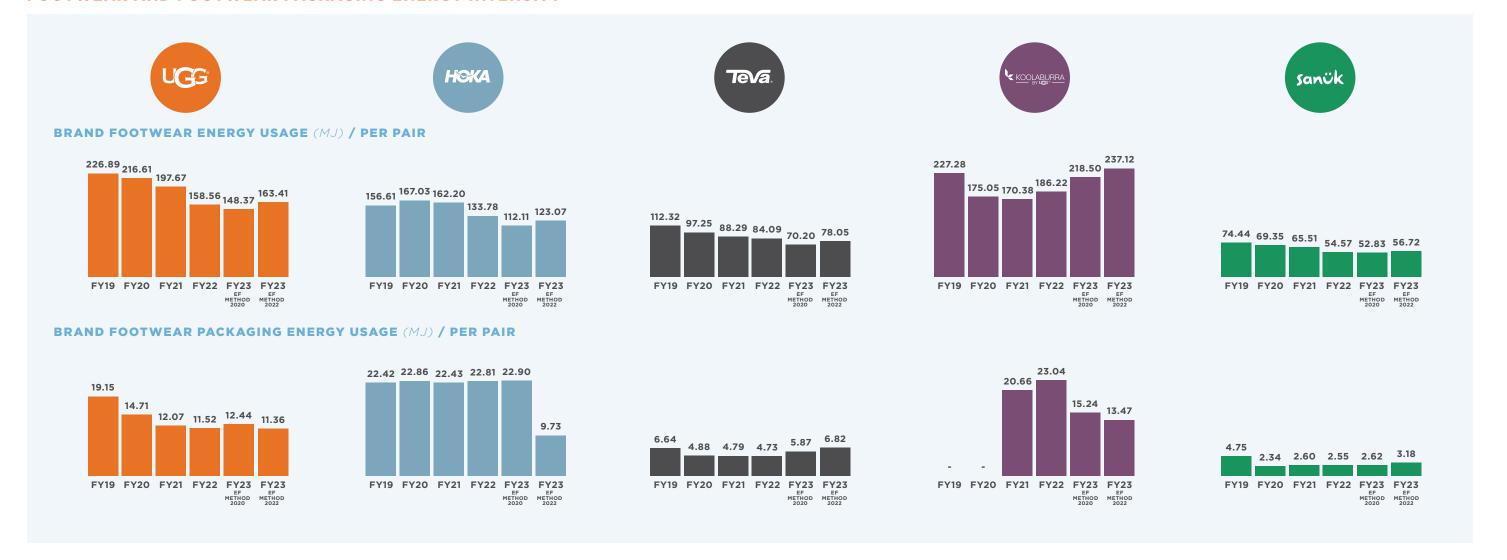
FOOTWEAR AND FOOTWEAR PACKAGING WATER INTENSITY





Brand Level Energy Usage LCA Metrics

FOOTWEAR AND FOOTWEAR PACKAGING ENERGY INTENSITY





UGG GHG EMISSIONS: FOOTWEAR

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

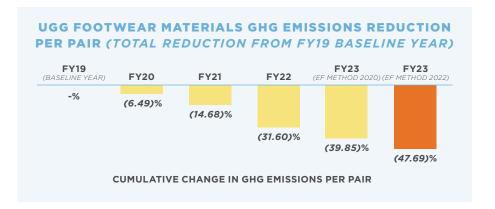
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
CLOS	JRES			
FY19	0.065	2.471	0.080	2.616
FY20	0.063	2.061	0.080	2.205
FY21	0.057	1.835	0.082	1.974
FY22	0.044	0.279	0.087	0.411
FY23	0.028	0.107	0.030	0.165
СОМР	ONENTS			
FY19	0.674	1.604	0.722	3.000
FY20	0.581	1.188	0.652	2.420
FY21	0.549	1.135	0.601	2.285
FY22	0.502	0.389	0.436	1.327
FY23	0.339	0.177	0.212	0.728
LEATH	IER			
FY19	0.029	3.563	0.329	3.921
FY20	0.021	3.457	0.322	3.801
FY21	0.012	3.117	0.290	3.419
FY22	0.014	2.974	0.278	3.266
FY23	0.015	2.443	0.146	2.605

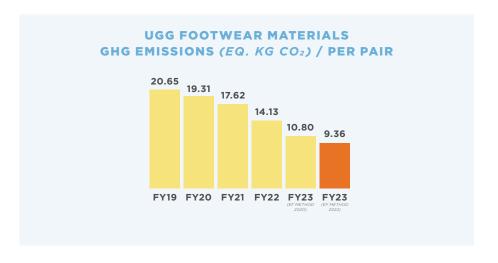
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
MIDSO	DLE			
FY19	0.103	0.072	0.098	0.274
FY20	0.132	0.104	0.129	0.365
FY21	0.138	0.127	0.126	0.390
FY22	0.448	0.338	0.345	1.130
FY23	0.328	0.373	0.124	0.825
OUTS	OLE			
FY19	0.724	0.542	0.720	1.986
FY20	0.712	0.514	0.699	1.925
FY21	0.699	0.484	0.680	1.863
FY22	0.377	0.262	0.334	0.973
FY23	0.477	0.542	0.217	1.236
PACK	AGING			
FY19	0.532	0.988	0.699	2.219
FY20	0.609	0.722	0.530	1.860
FY21	0.534	0.548	0.437	1.518
FY22	0.492	0.527	0.421	1.440
FY23	0.463	0.718	0.395	1.577

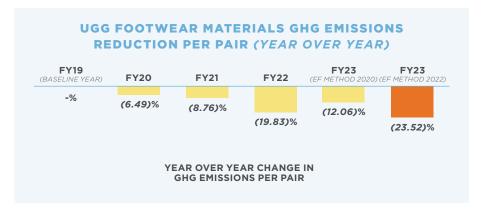
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)		
SHEE	PSKIN					
FY19	0.050	4.395	0.326	4.772		
FY20	0.037	4.341	0.322	4.700		
FY21	0.010	3.845	0.285	4.140		
FY22	0.022	3.651	0.270	3.943		
FY23	0.018	2.434	0.118	2.571		
SYNTI	HETIC					
FY19	0.037	0.072	0.037	0.146		
FY20	0.065	0.096	0.059	0.219		
FY21	0.039	0.042	0.031	0.112		
FY22	0.030	0.032	0.025	0.087		
FY23	0.037	0.041	0.018	0.095		
TEXTI	TEXTILE					
FY19	0.895	2.092	0.950	3.937		
FY20	0.398	2.246	1.033	3.677		
FY21	0.344	2.087	1.007	3.438		
FY22	0.231	1.785	0.972	2.988		
FY23	0.221	1.614	0.742	2.578		



UGG FOOTWEAR GHG EMISSION PHYSICAL INTENSITY









UGG WATER USAGE: FOOTWEAR

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

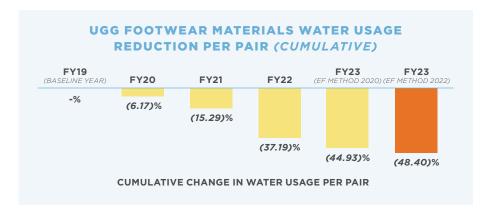
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOSU	JRES			
FY19	185.25	455.33	1.69	642.27
FY20	181.48	385.61	1.69	568.78
FY21	196.08	344.18	1.75	542.01
FY22	138.49	63.49	1.89	203.88
FY23	57.74	26.11	0.62	84.48
СОМР	ONENTS			
FY19	638.21	440.10	15.58	1,093.89
FY20	551.31	343.55	14.04	908.90
FY21	510.88	312.17	13.00	836.05
FY22	409.45	138.95	9.63	558.03
FY23	291.02	131.38	4.16	426.57
LEATH	IER			
FY19	6.69	1,263.82	6.65	1,277.16
FY20	3.59	1,223.81	6.53	1,233.92
FY21	0.00	1,132.86	5.88	1,138.74
FY22	1.53	1,082.76	5.63	1,089.92
FY23	1.65	1,000.81	2.96	1,005.42

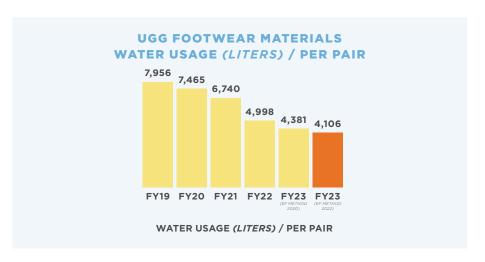
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
MIDSO	LE			
FY19	70.36	24.91	2.24	97.50
FY20	90.63	35.67	2.98	129.28
FY21	100.00	36.20	2.89	139.10
FY22	327.90	83.33	7.97	419.20
FY23	233.78	69.24	2.42	305.45
OUTS	DLE			
FY19	420.44	145.53	16.03	582.00
FY20	415.26	139.74	15.51	570.51
FY21	419.95	130.80	15.05	565.80
FY22	202.25	69.29	7.33	278.88
FY23	340.32	97.17	4.13	441.63
PACK	AGING			
FY19	315.02	254.55	10.99	580.56
FY20	149.27	192.94	8.30	350.51
FY21	119.32	159.16	6.90	285.38
FY22	114.43	141.24	6.62	262.28
FY23	209.26	80.71	4.73	294.71

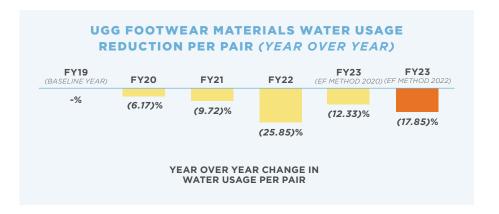
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
SHEEP	SKIN			
FY19	16.68	1,320.01	6.60	1,343.29
FY20	12.49	1,303.51	6.52	1,322.52
FY21	3.19	1,154.68	5.77	1,163.64
FY22	7.19	1,096.33	5.46	1,108.98
FY23	6.13	830.73	2.38	839.23
SYNTH	IETIC			
FY19	23.88	20.02	0.81	44.71
FY20	52.21	28.36	1.26	81.84
FY21	30.28	13.74	0.69	44.71
FY22	22.09	10.54	0.55	33.18
FY23	32.20	14.99	0.33	47.53
TEXTII	LE			
FY19	2,241.95	613.75	19.72	2,875.42
FY20	1,977.78	650.44	21.51	2,649.73
FY21	1,679.68	609.13	20.96	2,309.77
FY22	734.85	550.42	20.18	1,305.45
FY23	394.36	546.22	14.61	955.19



UGG FOOTWEAR WATER INTENSITY









UGG ENERGY USAGE: FOOTWEAR

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

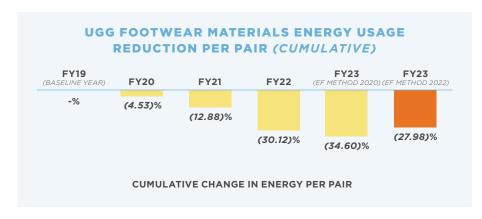
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
CLOSU	IRES			
FY19	0.953	27.620	0.029	28.602
FY20	0.966	23.102	0.029	24.097
FY21	0.837	20.544	0.030	21.411
FY22	0.726	3.191	0.032	3.950
FY23	0.482	1.512	0.013	2.008
СОМРО	ONENTS			
FY19	12.607	18.398	0.268	31.272
FY20	10.968	13.651	0.241	24.861
FY21	10.330	13.000	0.224	23.554
FY22	8.803	4.545	0.165	13.514
FY23	7.560	2.684	0.103	10.346
LEATH	ER			
FY19	0.050	46.184	0.115	46.350
FY20	0.028	44.806	0.113	44.947
FY21	0.012	40.386	0.102	40.500
FY22	0.014	38.531	0.098	38.643
FY23	0.015	41.741	0.051	41.808

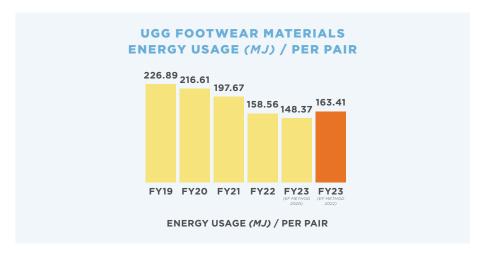
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
MIDSO	LE			
FY19	2.572	1.022	0.038	3.632
FY20	3.430	1.469	0.051	4.950
FY21	3.847	1.838	0.049	5.733
FY22	10.962	4.768	0.134	15.864
FY23	8.983	6.524	0.069	15.575
OUTS	DLE			
FY19	19.217	7.840	0.273	27.329
FY20	18.768	7.444	0.264	26.476
FY21	18.252	6.951	0.256	25.459
FY22	9.772	3.761	0.125	13.658
FY23	13.757	9.468	0.115	23.339
PACK	AGING			
FY19	8.252	10.699	0.195	19.146
FY20	6.723	7.838	0.147	14.708
FY21	5.945	6.001	0.122	12.067
FY22	5.558	5.845	0.117	11.520
FY23	7.517	3.712	0.134	11.363

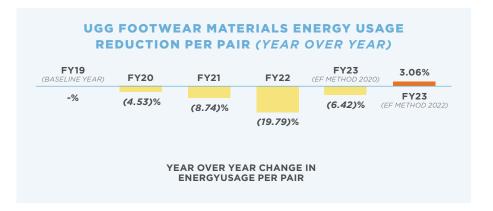
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
SHEE	PSKIN			
FY19	0.134	57.367	0.115	57.616
FY20	0.101	56.651	0.113	56.864
FY21	0.026	50.182	0.100	50.308
FY22	0.058	47.656	0.095	47.808
FY23	0.049	41.966	0.042	42.057
SYNTI	HETIC			
FY19	0.638	0.832	0.014	1.484
FY20	1.078	1.128	0.022	2.228
FY21	0.649	0.492	0.012	1.152
FY22	0.509	0.373	0.010	0.892
FY23	0.733	0.597	0.008	1.339
TEXTI	LE			
FY19	6.345	23.915	0.341	30.601
FY20	6.152	25.666	0.372	32.189
FY21	5.381	23.813	0.362	29.555
FY22	3.630	20.249	0.349	24.227
FY23	4.284	22.352	0.306	26.941



UGG FOOTWEAR ENERGY INTENSITY









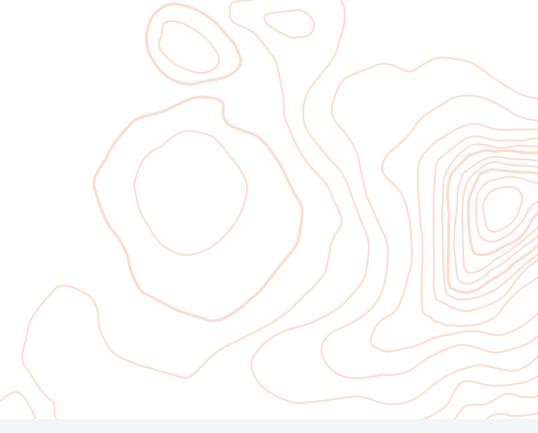
UGG GHG EMISSIONS: APPAREL, ACCESSORIES, AND HOME GOODS

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
CLOS	JRES			
FY19	0.012	0.210	0.007	0.229
FY20	0.007	0.217	0.006	0.230
FY21	0.012	0.667	0.015	0.694
FY22	0.011	0.037	0.012	0.061
FY23	0.006	0.019	0.006	0.031
СОМР	ONENTS			
FY19	0.079	0.588	0.101	0.768
FY20	0.138	0.772	0.188	1.098
FY21	0.055	0.403	0.064	0.522
FY22	0.028	0.111	0.030	0.169
FY23	0.032	0.088	0.027	0.147
LEATH	IER			
FY19	0.009	0.512	0.047	0.568
FY20	0.008	0.524	0.046	0.578
FY21	0.001	0.121	0.011	0.132
FY22	0.002	0.088	0.008	0.098
FY23	0.000	0.046	0.003	0.049

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
PACK	AGING			
FY19	0.480	0.446	0.456	1.382
FY20	0.503	0.798	0.719	2.020
FY21	0.498	0.617	0.520	1.635
FY22	0.485	0.577	0.507	1.570
FY23	0.133	0.193	0.146	0.473
SHEEI	PSKIN			
FY19	0.017	1.507	0.113	1.637
FY20	0.011	0.981	0.075	1.068
FY21	0.002	0.705	0.052	0.759
FY22	0.003	0.581	0.043	0.628
FY23	0.002	0.236	0.011	0.249
SYNTI	HETIC			
FY19	0.010	0.007	0.007	0.025
FY20	0.006	0.001	0.003	0.010
FY21	0.001	0.002	0.001	0.004
FY22	0.022	0.017	0.014	0.054
FY23	0.019	0.001	0.004	0.024

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
TEXTI	LE			
FY19	1.444	9.315	2.263	13.022
FY20	1.524	9.751	2.375	13.650
FY21	1.443	10.665	2.637	14.746
FY22	1.598	10.623	2.663	14.885
FY23	1.585	12.284	2.705	16.574



BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA 145 **BRAND-SPECIFIC MATERIAL TARGETS**



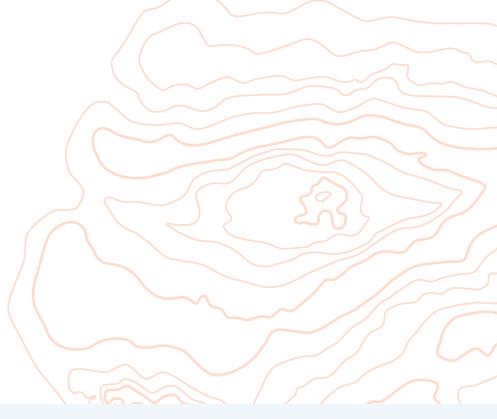
UGG WATER USAGE: APPAREL, ACCESSORIES, AND HOME GOODS

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOSU	JRES			
FY19	8.82	36.95	0.15	45.92
FY20	13.34	38.65	0.13	52.12
FY21	26.57	118.84	0.31	145.72
FY22	15.90	7.65	0.25	23.81
FY23	17.98	5.14	0.11	23.23
СОМР	ONENTS			
FY19	503.20	138.98	2.24	644.43
FY20	1,029.72	199.67	4.01	1,233.39
FY21	124.06	84.60	1.38	210.04
FY22	47.60	24.98	0.64	73.23
FY23	58.27	22.34	0.57	81.18
LEATH	ER			
FY19	0.91	175.81	0.95	177.68
FY20	0.81	186.83	0.94	188.58
FY21	0.10	43.42	0.22	43.74
FY22	0.18	28.42	0.17	28.77
FY23	0.03	18.66	0.05	18.75

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
PACK	AGING			
FY19	374.94	189.40	8.42	572.76
FY20	738.56	296.97	14.45	1,049.98
FY21	498.96	209.21	9.96	718.13
FY22	348.80	170.82	9.16	528.78
FY23	171.61	64.92	2.16	238.69
SHEE	PSKIN			
FY19	5.71	452.55	2.29	460.55
FY20	3.70	294.64	1.53	299.87
FY21	0.58	211.64	1.06	213.29
FY22	1.14	174.48	0.87	176.50
FY23	0.59	80.38	0.23	81.20
SYNT	HETIC			
FY19	9.70	2.71	0.16	12.57
FY20	5.80	0.88	0.08	6.75
FY21	0.70	0.53	0.02	1.24
FY22	22.18	5.97	0.32	28.47
FY23	18.64	4.82	0.09	23.55

TEXTI	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
FY19	11,540.67	2,506.75	47.20	14,094.63
FY20	11,137.75	2,575.94	49.62	13,763.31
FY21	7,687.94	2,749.84	55.79	10,493.57
FY22	5,362.50	2,583.15	57.14	8,002.80
FY23	5,891.45	3,188.01	55.95	9,135.41





UGG ENERGY USAGE: APPAREL, ACCESSORIES, AND HOME GOODS

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
CLOSU	IRES			
FY19	O.111	2.336	0.003	2.45
FY20	0.080	2.405	0.002	2.49
FY21	0.160	7.404	0.005	7.57
FY22	0.168	0.431	0.004	0.60
FY23	0.109	0.270	0.002	0.38
СОМР	ONENTS			
FY19	1.737	6.587	0.038	8.36
FY20	2.439	8.728	0.069	11.24
FY21	1.004	4.489	0.024	5.52
FY22	0.462	1.232	0.011	1.71
FY23	0.664	1.252	0.012	1.93
LEATH	ER			
FY19	0.008	6.626	0.017	6.65
FY20	0.007	6.788	0.016	6.81
FY21	0.001	1.565	0.004	1.57
FY22	0.002	1.143	0.003	1.15
FY23	0.000	0.794	0.001	0.80

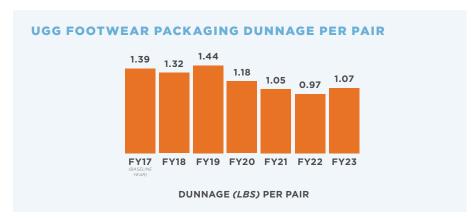
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
PACKA	AGING			
FY19	5.980	7.938	0.164	14.08
FY20	7.070	9.687	0.248	17.01
FY21	5.833	7.695	0.172	13.70
FY22	5.320	7.113	0.159	12.59
FY23	2.298	2.458	0.058	4.81
SHEEP	SKIN			
FY19	0.046	19.663	0.040	19.75
FY20	0.030	12.796	0.026	12.85
FY21	0.005	9.198	0.018	9.22
FY22	0.009	7.583	0.015	7.61
FY23	0.005	4.060	0.004	4.07
SYNTH	IETIC			
FY19	0.184	0.082	0.003	0.27
FY20	0.105	0.009	0.001	0.12
FY21	0.015	0.023	0.000	0.04
FY22	0.378	0.207	0.006	0.59
FY23	0.372	0.029	0.003	0.40

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
TEXTI	LE			
FY19	21.903	104.944	0.814	127.66
FY20	23.573	109.770	0.855	134.20
FY21	25.441	120.136	0.959	146.54
FY22	27.588	119.595	0.981	148.16
FY23	34.278	171.463	1.177	206.92



BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA BRAND-SPECIFIC MATERIAL TARGETS

UGG PACKAGING MATERIALS LCA



FY	GHG EMISSIONS (EQV. CO ₂ KG) PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 (Baseline year)	2.22	
FY20	1.86	(16.17)%
FY21	1.52	(31.61)%
FY22	1.44	(35.13)%
FY23 (EF Method 2020)	1.60	(27.78)%
FY23 (EF Method 2022)	1.58	(28.93)%

	WATER USAGE	CUMULATIVE CHANGE IN
FY	(LITERS) PER PAIR	WATER USAGE PER PAIR
FY19 (Baseline year)	581.00	
FY20	351.00	(39.62)%
FY21	285.00	(50.84)%
FY22	262.00	(54.82)%
FY23 (EF Method 2020)	312.00	(46.30)%
FY23 (EF Method 2022)	295.00	(49.24)%

FY	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 (Baseline year)	19.15	
FY20	14.71	(23.18%
FY21	12.07	(36.97)%
FY22	11.52	(39.83)%
FY23 (EF Method 2020)	12.44	(35.04)%
FY23 (EF Method 2022)	11.36	(40.65)%

FY	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY17 (Baseline year)	1.39	
FY18	1.32	(5.04)%
FY19	1.44	3.60%
FY20	1.18	(15.11)%
FY21	1.05	(24.46)%
FY22	0.97	(30.22)%
FY23	0.97	(30.36)%





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
UGG footwear to reduce water usage by 30% per pair from baseline year (<i>FY19</i>)	Baseline established	UGG reduced water usage by 6.17% per pair when compared to baseline line year (<i>FY19</i>)	UGG reduced water usage by 15.29% per pair when compared to baseline line year (FY19)	UGG reduced water usage by 37.19% per pair when compared to baseline line year (FY19)	UGG reduced water usage by 44.93% (Compass EF Method 2020) / 48.40% (Compass EF Method 2022) per pair when compared to baseline line year (FY19)	Target Achieved - FY23 and beyond target is to maintain	2030

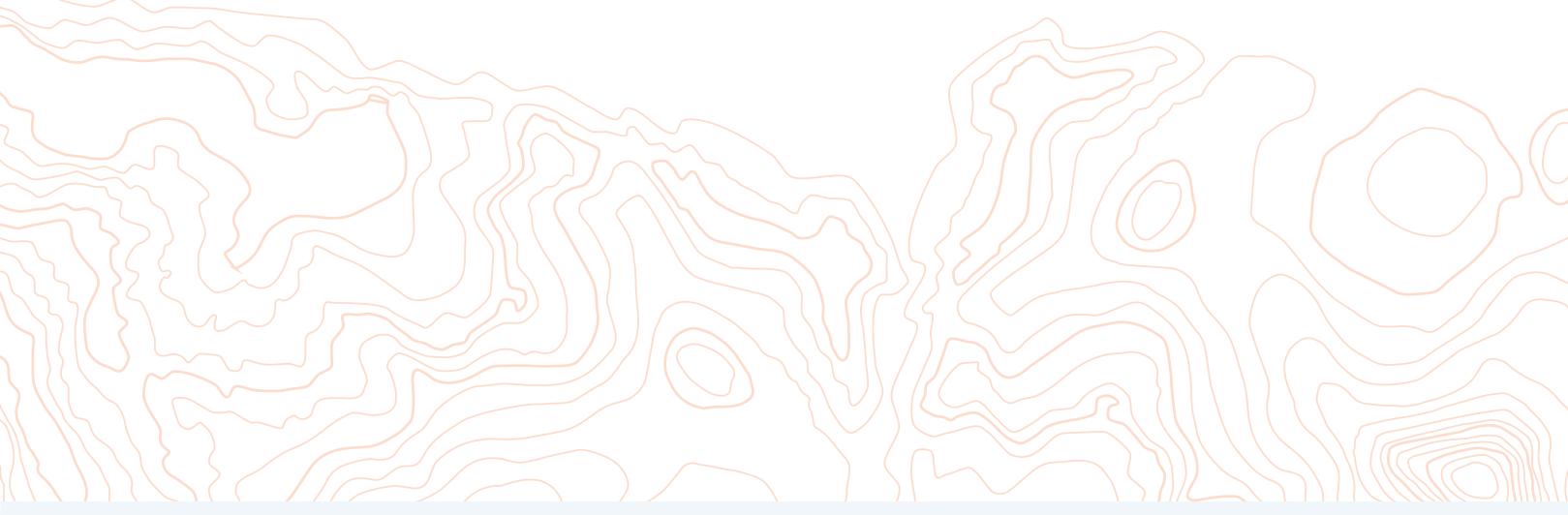
UGG (GREENHOUSE GAS EMISSIONS AND ENERGY TARGETS)

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
Baseline apparel, accessories, and home goods greenhouse gas emissions and energy usage at the finished material creation level and set reduction targets in FY22 (UGG)	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline year complete Targets conceptualized and will be communicated in FY22	Targets conceptualized and will be communicated in FY23	Monitored and will consider target setting on key carryover styles in FY24	On Track	2022
UGG footwear to reduce greenhouse gas emissions by 40% per pair and Energy usage by 35% per pair	Baseline established	UGG reduced greenhouse gas emissions by 6.49% per pair and energy usage by 4.53% per pair when comparing to baseline year (FY19)	UGG reduced greenhouse gas emissions by 14.68% per pair and energy usage by 12.88% per pair when comparing to baseline year (FY19)	UGG reduced greenhouse gas emissions by 31.60% per pair and energy usage by 30.12% per pair when comparing to baseline year (FY19)	UGG reduced greenhouse gas emissions by 39.85% (Compass EF Method 2020) / 47.69% (Compass EF Method 2022) per pair when compared to baseline year (FY19) UGG reduced energy usage by 34.60% (Compass EF Method 2020) / 27.98% (Compass EF Method 2020) per pair when compared to baseline year (FY19)	On Track	2030
Reduce or maintain (+/- 2%) footwear packaging greenhouse gas emissions from a FY19 baseline year	Baseline established	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY20 GHG emissions per pair change: UGG: -16.17%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY21 GHG emissions per pair change: UGG: -31.61%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY22 GHG emissions per pair change: UGG: -35.13%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change: Compass EF Method 2020: UGG: -27.78% Compass EF Method 2022: UGG: -28.93%	Target Achieved - FY20 and beyond target is to continue to monitor	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.

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 or maintain (+/- 2%) footwear		Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change:	Target Achieved - FY20 and	
packaging energy usage from a FY19 baseline year	Baseline established Below shows FY19 v. FY20 Energy usage per pair change: UGG: -23.18%		Below shows FY19 v. FY21 Energy usage per pair change:	Below shows FY19 v. FY22 Energy usage per pair change:	Compass EF Method 2020: UGG: -35.04%	beyond target is to continue to	2030
		UGG: -36.97%	UGG: -39.83%	UGG: -35.04% Compass EF Method 2022: UGG: -40.65%	monitor		

*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.





HOKA GHG EMISSIONS: FOOTWEAR

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
CLOS	JRES			
FY19	0.275	1.057	0.206	1.539
FY20	0.274	1.286	0.206	1.766
FY21	0.240	1.305	0.201	1.746
FY22	0.221	0.660	0.192	1.073
FY23	0.033	0.149	0.037	0.218
СОМР	ONENTS			
FY19	0.653	0.952	0.602	2.206
FY20	0.652	0.915	0.573	2.139
FY21	0.593	0.714	0.516	1.823
FY22	0.559	0.628	0.489	1.676
FY23	0.518	0.232	0.237	0.987
LEATH	IER			
FY19	0.004	0.169	0.016	0.190
FY20	0.005	0.271	0.026	0.303
FY21	0.005	0.309	0.030	0.344
FY22	0.006	0.258	0.025	0.289
FY23	0.010	0.350	0.022	0.381

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
MIDSO	DLE			
FY19	0.582	0.755	0.723	2.060
FY20	0.527	0.695	0.650	1.872
FY21	0.620	0.773	0.695	2.088
FY22	0.727	0.774	0.607	2.109
FY23	0.721	0.768	0.259	1.748
OUTS	OLE			
FY19	0.450	0.312	0.487	1.250
FY20	0.342	0.235	0.359	0.936
FY21	0.381	0.253	0.385	1.019
FY22	0.358	0.252	0.344	0.954
FY23	0.403	0.290	0.179	0.872
PACK	AGING			
FY19	0.457	1.589	0.272	2.318
FY20	0.471	1.633	0.249	2.352
FY21	0.463	1.589	0.258	2.310
FY22	0.449	1.632	0.266	2.346
FY23	0.388	1.604	0.208	2.199

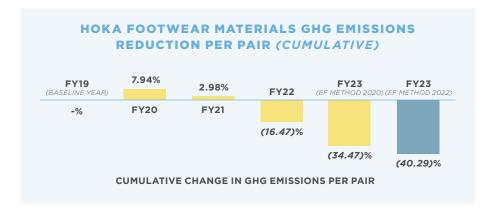
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
SYNTI	HETIC			
FY19	0.253	0.115	0.188	0.555
FY20	0.271	0.105	0.189	0.566
FY21	0.239	0.068	0.154	0.461
FY22	0.226	0.048	0.141	0.415
FY23	0.174	0.040	0.058	0.271
TEXTI	LE			
FY19	1.152	4.073	1.256	6.481
FY20	1.412	4.907	1.515	7.834
FY21	1.171	4.606	1.450	7.227
FY22	0.861	3.458	1.095	5.414
FY23	0.471	2.844	0.736	4.051

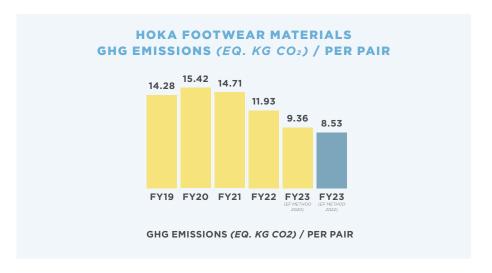


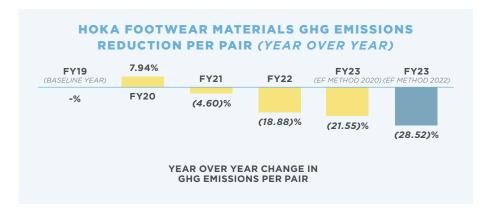
BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA 151



HOKA FOOTWEAR GHG EMISSION PHYSICAL INTENSITY









BRAND-SPECIFIC MATERIAL TARGETS

HOKA WATER USAGE: FOOTWEAR

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOSU	JRES			
FY19	97.06	229.77	4.26	331.09
FY20	101.03	269.16	4.26	374.45
FY21	105.89	270.50	4.17	380.56
FY22	88.40	154.81	3.98	247.19
FY23	33.27	36.20	0.74	70.21
СОМР	ONENTS			
FY19	522.67	249.49	13.24	785.40
FY20	495.76	236.07	12.57	744.40
FY21	454.01	189.72	11.43	655.16
FY22	444.38	172.94	10.87	628.19
FY23	394.63	141.24	4.55	540.42
LEATH	ER			
FY19	0.47	53.60	0.33	54.39
FY20	0.52	84.73	0.53	85.78
FY21	0.48	97.18	0.60	98.26
FY22	0.58	81.72	0.50	82.80
FY23	0.97	123.17	0.44	124.58

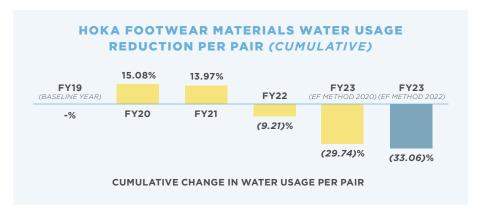
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
MIDSO	LE			
FY19	338.33	211.56	15.42	565.32
FY20	310.88	194.60	13.99	519.47
FY21	398.63	216.42	15.14	630.20
FY22	506.01	216.82	13.66	736.48
FY23	501.70	213.07	5.07	719.85
OUTS	OLE			
FY19	168.44	81.33	10.13	259.90
FY20	128.88	60.86	7.48	197.23
FY21	136.81	64.94	8.02	209.77
FY22	138.12	64.44	7.15	209.71
FY23	150.38	67.12	2.89	220.39
PACK	AGING			
FY19	100.03	304.30	4.29	408.63
FY20	95.25	312.88	3.99	412.11
FY21	97.79	304.93	4.09	406.81
FY22	97.23	310.33	4.29	411.85
FY23	155.32	72.05	2.94	230.31

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
SYNTH	IETIC			
FY19	207.51	56.28	4.27	268.06
FY20	231.20	54.32	4.35	289.87
FY21	211.02	40.30	3.58	254.91
FY22	204.58	35.51	3.32	243.41
FY23	164.94	48.42	1.24	214.60
TEXTI	LE			
FY19	1,494.59	878.67	27.38	2,400.64
FY20	2,056.65	1,067.59	32.98	3,157.22
FY21	2,064.46	991.26	31.77	3,087.48
FY22	1,321.60	741.81	24.00	2,087.41
FY23	554.39	662.01	16.05	1,232.45

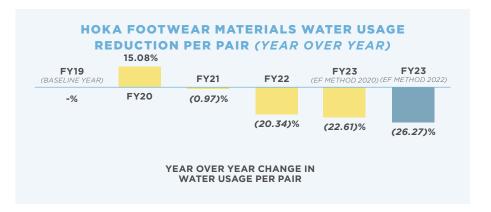
BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



HOKA FOOTWEAR WATER INTENSITY









HOKA ENERGY USAGE: FOOTWEAR

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
CLOS	JRES			
FY19	3.465	11.851	0.074	15.389
FY20	3.441	14.385	0.074	17.900
FY21	3.060	14.598	0.072	17.730
FY22	2.809	7.453	0.069	10.331
FY23	0.567	2.079	0.016	2.662
СОМР	ONENTS			
FY19	12.138	11.296	0.229	23.663
FY20	11.274	10.865	0.217	22.357
FY21	10.569	8.661	0.198	19.428
FY22	10.362	7.662	0.188	18.212
FY23	10.010	3.630	0.118	13.758
LEATH	IER			
FY19	0.004	2.196	0.006	2.205
FY20	0.005	3.518	0.009	3.532
FY21	0.004	4.011	0.010	4.026
FY22	0.005	3.351	0.009	3.364
FY23	0.008	5.968	0.008	5.984

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
MIDSO	LE			
FY19	18.862	11.076	0.265	30.203
FY20	17.002	10.178	0.240	27.419
FY21	19.100	11.318	0.259	30.677
FY22	19.298	11.340	0.232	30.870
FY23	19.664	11.767	0.143	31.574
OUTS	DLE			
FY19	11.277	4.568	0.175	16.020
FY20	8.425	3.429	0.129	11.983
FY21	9.262	3.682	0.138	13.082
FY22	8.920	3.655	0.123	12.698
FY23	9.904	4.529	0.084	14.517
PACK	AGING			
FY19	5.285	17.062	0.075	22.423
FY20	5.255	17.539	0.070	22.864
FY21	5.295	17.060	0.072	22.427
FY22	5.185	17.546	0.075	22.807
FY23	6.300	3.349	0.079	9.728

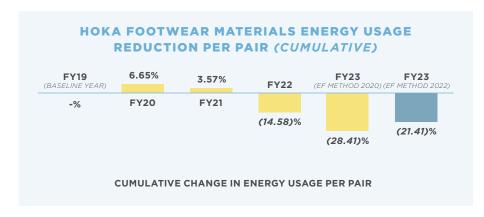
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR) END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)		TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
SYNTH	HETIC			
FY19	4.355	1.395	0.074	5.824
FY20	4.687	1.291	0.076	
FY21	4.121	0.850	0.850 0.062	
FY22	3.918	0.611	0.058	4.586
FY23	3.479	0.644	0.034	4.157
TEXTI	LE			
FY19	16.677	46.156	0.468	63.301
FY20	21.599	55.619	0.564	77.781
FY21	19.396	52.283 0.542		72.221
FY22	14.036	39.270	0.410	53.716
FY23	10.181	39.921	0.319	50.421

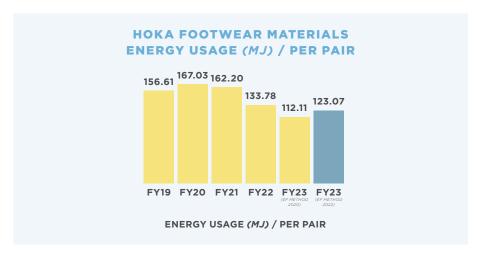


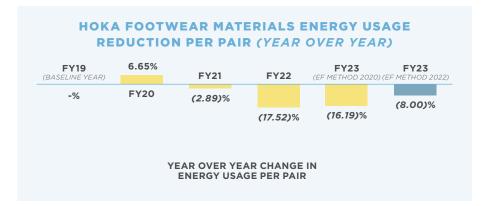
155 BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



HOKA FOOTWEAR ENERGY INTENSITY









HOKA GHG EMISSIONS: APPAREL AND ACCESSORIES

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ /PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
CLOS	JRES			
FY19	0.012	0.081	0.017	0.111
FY20	0.050	0.283	0.070	0.403
FY21	0.083	4.762	0.093	4.938
FY22	0.033	0.117	0.032	0.182
FY23	0.016	0.029	0.010	0.055
СОМР	ONENTS			
FY19	0.363	0.084	0.142	0.589
FY20	0.083	0.083	0.065	0.231
FY21	0.078	0.312	0.073	0.463
FY22	0.208	0.466	0.258	0.932
FY23	0.047	0.150	0.052	0.249
LEATH	IER			
FY19	0.002	0.113	0.008	0.123
FY20	0.001	0.043	0.003	0.047
FY21	-	-	-	-
FY22	-	-	-	-
FY23	-	-	-	-

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ /PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)	
PACK	AGING				
FY19	0.457	0.558	0.662	1.677	
FY20	0.479	0.829	1.199	2.508	
FY21	0.416	0.283	0.491	1.189	
FY22	0.450	0.427	0.565	1.442	
FY23	0.087	0.072	0.117	0.276	
TEXTI	LE				
FY19	2.029	11.633	2.572	16.234	
FY20	1.820	12.005	2.677	16.501	
FY21	1.902	11.503	2.693	16.098	
FY22	2.750	10.672	2.634	16.057	
FY23	0.602	3.790	0.887	5.278	





HOKA WATER USAGE: APPAREL AND ACCESSORIES

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	FACTURING RAW MATERIAL RUSAGE MANUFACTURING F (LITERS WATER USAGE		
CLOS	JRES				
FY19	6.74	14.81	0.38	21.93	
FY20	35.28	54.17	1.56	91.00	
FY21	40.77	835.95	1.97	878.68	
FY22	16.66	22.17	0.69	39.52	
FY23	14.63	7.19	0.20	22.02	
СОМР	ONENTS				
FY19	63.40	23.05	2.88	89.34	
FY20	20.66	33.34	1.68	55.69	
FY21	44.18	65.34	1.52	111.04	
FY22	96.65	109.06	5.70	211.41	
FY23	26.86	39.08	1.12	67.05	
LEATH	IER				
FY19	0.24	30.69	0.17	31.10	
FY20	0.09	11.70	0.06	11.85	
FY21	-	-	-	-	
FY22	-	-	-	-	
FY23	-	-	-	-	

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TURING RAW MATERIAL SAGE MANUFACTURING LITERS WATER USAGE		
PACK	AGING				
FY19	80.31	277.58	13.55	371.44	
FY20	168.14	457.01	26.25	651.41	
FY21	113.44	187.75	9.80	310.99	
FY22	97.75	180.03	10.81	288.58	
FY23	79.86	21.42	1.48	102.75	
TEXTI	LE				
FY19	2,274.86	2,268.24	56.65	4,599.75	
FY20	5,758.96	2,812.34	56.71	8,628.01	
FY21	5,483.87	2,674.86	57.50	8,216.24	
FY22	4,103.50	2,419.46	56.05	6,579.01	
FY23	2,236.62	993.38	17.99	3,248.00	





HOKA ENERGY USAGE: APPAREL AND ACCESSORIES

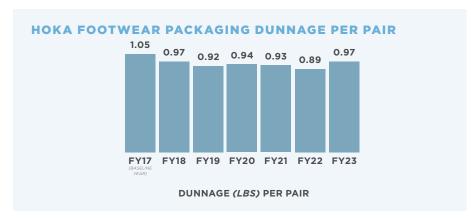
ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR) END OF LIFE RAW MATERIAL AND MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)		TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	
CLOSU	IRES				
FY19	0.230	0.902	0.006	1.138	
FY20	0.948	3.162	0.026	4.137	
FY21	1.078	52.859	0.034	53.971	
FY22	0.495	1.315	0.012	1.821	
FY23	0.289	0.418	0.005	0.712	
СОМРО	ONENTS				
FY19	5.836	1.239	0.050	7.125	
FY20	1.097	1.015	0.028	2.140	
FY21	1.125	3.453	0.026	4.604	
FY22	3.850	5.507	0.097	9.454	
FY23	1.117	2.126	0.024	3.266	
LEATH	ER				
FY19	0.002	1.401	0.003	1.406	
FY20	0.001	0.534	0.001	0.536	
FY21	-	-	-	-	
FY22	-	-	-	-	
FY23	-	-	-	-	

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR) END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)		TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	
PACK	AGING				
FY19	5.039	6.931	0.231	12.201	
FY20	7.360	10.881	0.445	18.686	
FY21	5.552	3.526	0.167	9.245	
FY22	5.024	5.759	0.186	10.970	
FY23	1.978	0.846	0.043	2.866	
TEXTI	LE				
FY19	34.429	129.702	0.966	165.097	
FY20	27.616	134.068	0.974	162.658	
FY21	24.575	129.058	0.987	154.620	
FY22	26.490	119.429	0.962	146.881	
FY23	10.205	53.020	0.383	63.608	



HOKA PACKAGING MATERIALS LCA



FY	GHG EMISSIONS (EQV. CO ₂ KG) PER PAIR	
FY19 (Baseline year)	2.32	
FY20	2.35	1.49%
FY21	2.31	(0.35)%
FY22	2.35	1.23%
FY23 (EF Method 2020)	2.36	1.63%
FY23 (EF Method 2022)	2.20	(43.64)%

FY	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 (Baseline year)	409.00	
FY20	412.00	0.85%
FY21	407.00	(0.44)%
FY22	412.00	0.79%
FY23 (EF Method 2020)	422.00	3.25%
FY23 (EF Method 2022)	230.00	(43.64)%

FY	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 (Baseline year)	22.42	
FY20	22.86	1.97%
FY21	22.43	0.02%
FY22	22.81	1.71%
FY23 (EF Method 2020)	22.9	2.14%
FY23 (EF Method 2022)	9.73	(56.62)%

FY	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY17 (Baseline year)	1.05	
FY18	0.97	(7.62)%
FY19	0.92	(12.38)%
FY20	0.94	(10.48)%
FY21	0.93	(11.43)%
FY22	0.89	(15.24)%
FY23	0.97	(7.62)%





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
HOKA footwear to reduce water usage by 20% per pair from baseline year (FY19)	Baseline established	HOKA increased water usage by 15.08% per pair by when compared to baseline line year (FY19)	HOKA increased water usage by 13.97% per pair when compared to baseline year (FY19)	Hoka reduced water usage by 9.21% per pair when compared to baseline year (<i>FY19</i>)	Hoka reduced water usage by 29.74% (Compass EF Method 2020) / 33.06% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	Target Achieved - FY23 and beyond target is to maintain	2030

HOKA (GREENHOUSE GAS EMISSIONS AND ENERGY TARGETS)

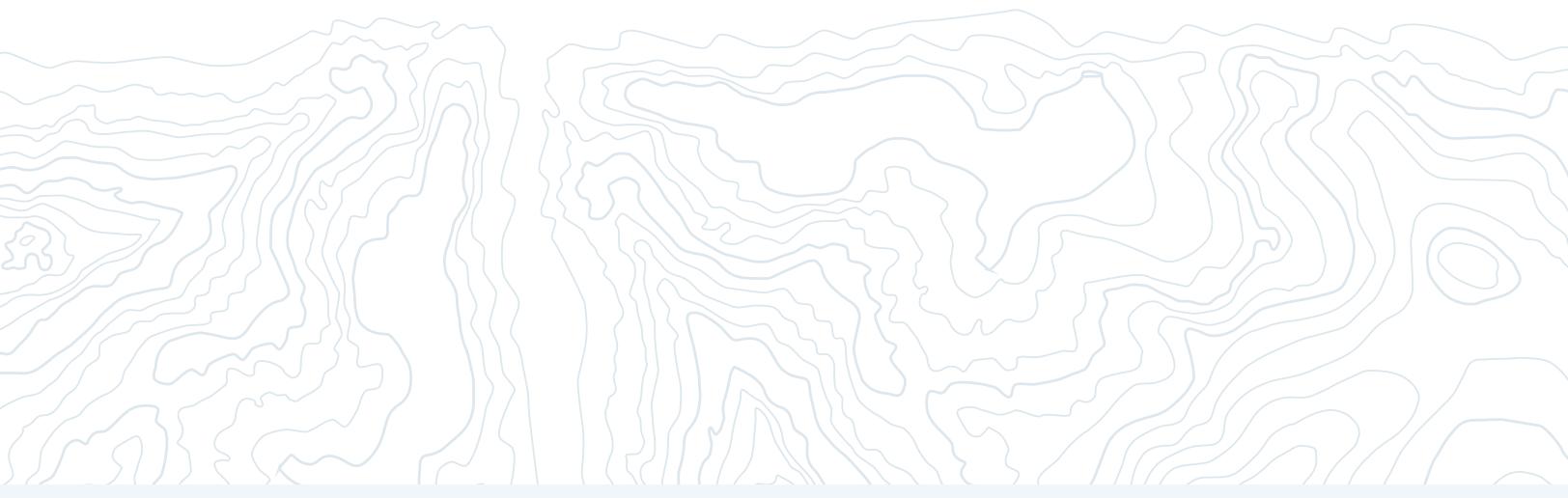
TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
HOKA footwear to reduce greenhouse gas emissions by 20% per pair and Energy usage by 25% per pair	Baseline established	HOKA increased greenhouse gas emissions by 7.94% per pair and energy usage by 6.65% per pair when comparing to baseline year (FY19)	HOKA increased greenhouse gas emissions by 2.98% per pair (4.60% reduction from FY20) and energy usage by 3.57% per pair when comparing to baseline year (FY19)	HOKA reduced greenhouse gas emissions by 16.47% per pair and energy usage by 14.58% per pair when comparing to baseline year (FY19)	HOKA reduced greenhouse gas emissions by 34.47% (Compass EF Method 2020) / 40.29% (Compass EF Method 2022) per pair when compared to baseline year (FY19) HOKA reduced energy usage by 28.41% (Compass EF Method 2020) / 21.41% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	On Track	2030
Baseline apparel and accessories greenhouse gas emissions and energy usage at the finished material creation level and set reduction targets in FY22 (HOKA)	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline year complete Targets conceptualized and will be communicated in FY22	Targets conceptualized and will be communicated in FY23	Monitored and will consider target setting on key carryover styles in FY24	On Track	2022
Reduce or maintain (+/- 2%) footwear packaging greenhouse gas emissions from a FY19 baseline year	Baseline established	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY20 GHG emissions per pair change: HOKA: +1.49%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY21 GHG emissions per pair change: HOKA: -0.35%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY22 GHG emissions per pair change: HOKA: +1.23%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change: Compass EF Method 2020: HOKA: +1.63% Compass EF Method 2022: HOKA: -5.12%	Target Achieved - FY20 and beyond target is to continue to monitor	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.

HOKA (GREENHOUSE GAS EMISSIONS AND ENERGY	(TARGETS) (CONTINUED)
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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 or maintain (+/- 2%) footwear		Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change:	In progress	
packaging energy usage from a FY19 baseline year	Baseline established	Below shows FY19 v. FY20 Energy usage per pair change:	Below shows FY19 v. FY21 Energy usage per pair change:	Below shows FY19 v. FY22 Energy usage per pair change:	Compass EF Method 2020:	- Target achievable	2030
		HOKA: +1.97%	HOKA: -0.02%	HOKA: +1.71%	HOKA: +2.14% Compass EF Method 2022:		
					HOKA: -56.62%		

^{*}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.





TEVA GHG EMISSIONS: FOOTWEAR

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO2/ PAIR)
CLOS	URES			
FY19	0.149	1.028	0.092	1.269
FY20	0.157	0.837	0.097	1.091
FY21	0.142	0.778	0.085	1.005
FY22	0.137	0.192	0.075	0.404
FY23	0.117	0.073	0.050	0.239
СОМР	ONENTS			
FY19	0.568	1.316	0.592	2.476
FY20	0.444	0.876	0.461	1.780
FY21	0.451	0.465	0.435	1.351
FY22	0.351	0.230	0.234	0.814
FY23	0.261	0.107	0.102	0.470
LEATH	IER			
FY19	0.012	0.596	0.056	0.664
FY20	0.007	0.480	0.046	0.532
FY21	0.004	0.324	0.031	0.358
FY22	0.004	0.276	0.026	0.306
FY23	0.005	0.237	0.015	0.257

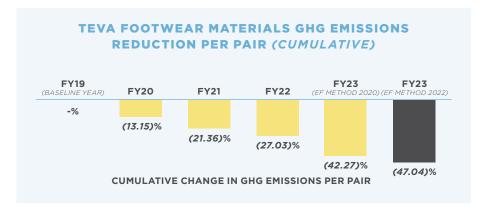
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
MIDS	DLE			
FY19	0.427	0.344	0.478	1.249
FY20	0.418	0.355	0.474	1.247
FY21	0.416	0.361	0.475	1.253
FY22	0.677	0.513	0.623	1.813
FY23	0.428	0.398	0.214	1.039
OUTS	OLE			
FY19	0.592	0.369	0.618	1.579
FY20	0.565	0.347	0.569	1.481
FY21	0.550	0.341	0.549	1.440
FY22	0.576	0.358	0.518	1.451
FY23	0.561	0.393	0.260	1.215
PACK	AGING			
FY19	0.301	0.255	0.233	0.789
FY20	0.226	0.189	0.166	0.581
FY21	0.248	0.173	0.143	0.564
FY22	0.249	0.167	0.141	0.557
FY23	0.225	0.230	0.164	0.619

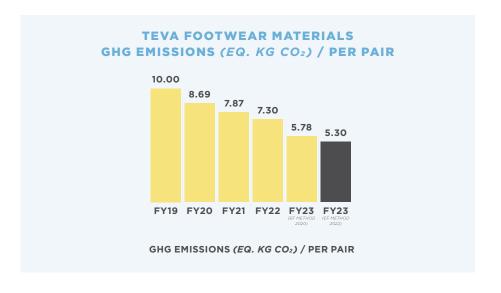
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
SHEEF	PSKIN			
FY19	-	-	-	-
FY20	-	0.006	-	0.006
FY21	-	0.001	-	0.001
FY22	-	-	-	-
FY23	-	-	-	-
SYNTH	HETIC			
FY19	0.085	0.074	0.086	0.246
FY20	0.071	0.051	0.074	0.195
FY21	0.050	0.036	0.052	0.138
FY22	0.070	0.053	0.075	0.198
FY23	0.075	0.042	0.040	0.158
TEXTI	LE			
FY19	0.459	1.556	0.505	2.521
FY20	0.262	1.585	0.510	2.356
FY21	0.221	1.596	0.504	2.321
FY22	0.177	1.638	0.497	2.313
FY23	0.171	1.404	0.346	1.921

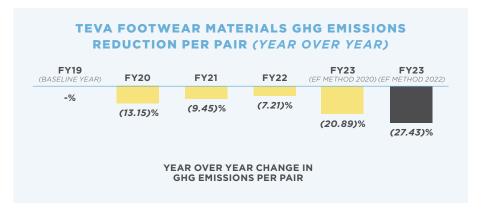
BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA 163



TEVA FOOTWEAR GHG EMISSION PHYSICAL INTENSITY









TEVA WATER USAGE: FOOTWEAR

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOSU	JRES			
FY19	53.71	195.82	1.91	251.44
FY20	54.53	162.58	2.01	219.12
FY21	47.80	149.89	1.75	199.44
FY22	44.27	46.63	1.53	92.44
FY23	143.46	23.74	0.92	168.13
СОМР	ONENTS			
FY19	326.28	449.31	13.10	788.69
FY20	255.42	303.98	10.28	569.69
FY21	247.59	153.48	9.85	410.91
FY22	211.29	74.47	5.24	291.01
FY23	244.64	57.46	1.90	304.00
LEATH	IER			
FY19	1.58	195.28	1.14	198.00
FY20	0.72	156.79	0.93	158.44
FY21	0.39	105.58	0.63	106.60
FY22	0.45	91.15	0.53	92.13
FY23	0.49	87.52	0.30	88.31

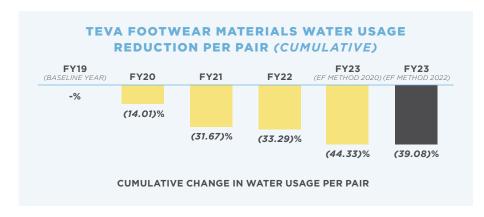
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
MIDSO	LE			
FY19	290.91	128.62	10.84	430.37
FY20	285.79	136.21	10.78	432.78
FY21	282.86	137.79	10.82	431.47
FY22	467.01	202.00	14.74	683.75
FY23	291.33	171.16	4.11	466.60
OUTS	DLE			
FY19	274.00	104.34	13.05	391.39
FY20	257.27	96.38	12.03	365.68
FY21	267.69	95.17	11.65	374.52
FY22	252.93	98.58	10.99	362.50
FY23	226.11	110.79	4.29	341.19
PACK	AGING			
FY19	81.45	101.80	3.75	186.99
FY20	55.67	74.30	2.67	132.65
FY21	46.26	72.59	2.26	121.11
FY22	46.37	71.02	2.21	119.60
FY23	103.82	60.02	2.09	165.93

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
SHEEP	SKIN			
FY19	-	-	-	-
FY20	0.02	1.67	0.01	1.69
FY21	0.00	0.28	0.00	0.28
FY22	-	-	-	-
FY23	-	-	-	-
SYNTH	IETIC			
FY19	62.65	30.73	1.88	95.26
FY20	53.30	22.36	1.61	77.27
FY21	37.88	16.08	1.15	55.11
FY22	56.04	22.87	1.66	80.57
FY23	60.98	25.13	0.81	86.91
TEXTI	LE			
FY19	680.41	354.16	10.87	1,045.44
FY20	572.46	343.86	11.09	927.40
FY21	258.15	339.60	11.02	608.78
FY22	177.87	343.93	10.96	532.76
FY23	169.65	317.26	7.69	494.60

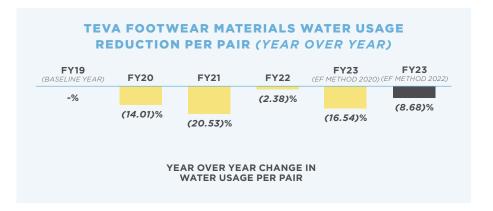
BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA 165



TEVA FOOTWEAR WATER INTENSITY







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TEVA ENERGY USAGE: FOOTWEAR

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
CLOS	JRES			
FY19	1.841	11.486	0.033	13.359
FY20	1.979	9.369	0.035	11.383
FY21	1.772	8.714	0.030	10.516
FY22	1.663	2.214	0.027	3.904
FY23	1.953	1.104	0.021	3.078
СОМР	ONENTS			
FY19	10.756	15.995	0.224	26.975
FY20	8.842	10.712	0.175	19.730
FY21	9.218	5.600	0.167	14.985
FY22	6.345	2.889	0.089	9.323
FY23	5.676	1.712	0.050	7.438
LEATH	IER			
FY19	0.013	7.726	0.020	7.759
FY20	0.006	6.220	0.016	6.242
FY21	0.003	4.195	0.011	4.209
FY22	0.004	3.572	0.009	3.585
FY23	0.004	4.050	0.005	4.059

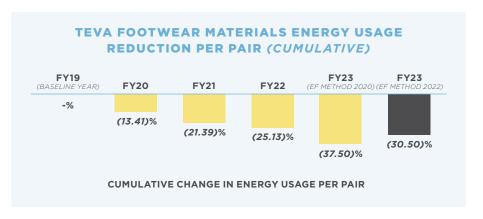
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
MIDSOI	.E			
FY19	11.515	4.729	0.184	16.428
FY20	11.476	4.866	0.183	16.525
FY21	11.600	4.963	0.183	16.746
FY22	17.678	6.989	0.248	24.915
FY23	12.194	5.955	0.117	18.267
OUTSO	LE			
FY19	15.148	5.361	0.224	20.733
FY20	14.212	5.039	0.207	19.458
FY21	13.728	4.898	0.200	18.826
FY22	13.837	5.195	0.189	19.221
FY23	13.988	6.112	0.125	20.226
PACKA	GING			
FY19	3.661	2.913	0.066	6.640
FY20	2.692	2.145	0.047	4.884
FY21	2.789	1.966	0.040	4.794
FY22	2.785	1.902	0.039	4.726
FY23	4.021	2.741	0.056	6.818

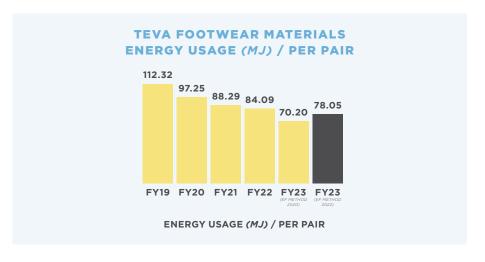
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
SHEEP	SKIN			
FY19	-	-	-	-
FY20	0.000	0.072	0.000	0.073
FY21	0.000	0.012	0.000	0.012
FY22	-	-	-	-
FY23	-	-	-	-
SYNTH	IETIC			
FY19	1.402	0.882	0.033	2.317
FY20	1.176	0.615	0.028	1.819
FY21	0.830	0.441	0.020	1.291
FY22	1.153	0.638	0.029	1.820
FY23	1.429	0.625	0.020	2.074
TEXTI	LE			
FY19	6.887	17.672	0.186	24.746
FY20	3.826	18.005	0.190	22.021
FY21	3.385	18.132	0.188	21.705
FY22	2.547	18.584	0.187	21.318
FY23	3.030	19.731	0.153	22.914

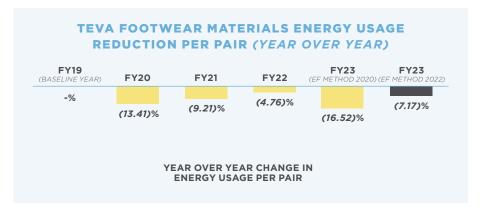
167 BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



TEVA FOOTWEAR ENERGY INTENSITY







TEVA PACKAGING MATERIALS LCA



FY	GHG EMISSIONS (EQV. CO ₂ KG) PER PAIR	
FY19 (Baseline year)	0.789	
FY20	0.581	(26.38)%
FY21	0.564	(28.49)%
FY22	0.557	(29.45)%
FY23 (EF Method 2020)	0.700	(11.51)%
FY23 (EF Method 2022)	0.619	(21.51)%

FY	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 (Baseline year)	187.00	
FY20	133.00	(29.06)%
FY21	121.00	(35.23)%
FY22	120.00	(36.04)%
FY23 (EF Method 2020)	150.00	(20.01)%
FY23 (EF Method 2022)	166.00	(11.26)%

FY	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 (Baseline year)	6.64	
FY20	4.88	(26.45)%
FY21	4.79	(27.79)%
FY22	4.73	(28.82)%
FY23 (EF Method 2020)	5.87	(11.61)%
FY23 (EF Method 2022)	6.82	2.69%

FY	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY17 (Baseline year)	0.89	
FY18	0.70	(21.59)%
FY19	0.69	(22.71)%
FY20	0.51	(42.51)%
FY21	0.54	(39.82)%
FY22	0.54	(39.82)%
FY23	0.63	(29.31)%





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
Teva footwear to reduce water usage by 45% per pair from baseline year (<i>FY19</i>)	Baseline established	Teva reduced water usage by 14.01% per pair when compared to baseline year (FY19)	Teva reduced water usage by 31.67% per pair when compared to baseline year (<i>FY19</i>)	Teva reduced water usage by 33.29% per pair when compared to baseline year (FY19)	Teva reduced water usage by 44.33% (Compass EF Method 2020) / 39.08% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	On Track	2030

TEVA (GHG EMISSIONS AND ENERGY 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
Teva footwear to reduce greenhouse gas emissions by 35% per pair and Energy usage by 30% per pair	Baseline established	Teva reduced greenhouse gas emissions by 13.15% per pair and energy usage by 13.41% per pair when comparing to baseline year (FY19)	Teva reduced greenhouse gas emissions by 21.36% per pair and energy usage by 21.39% per pair when comparing to baseline year (FY19)	Teva reduced greenhouse gas emissions by 27.03% per pair and energy usage by 25.13% per pair when comparing to baseline year (FY19)	Teva reduced greenhouse gas emissions by 42.27% (Compass EF Method 2020) / 47.04% (Compass EF Method 2022) per pair when compared to baseline year (FY19) Teva reduced energy usage by 37.50% (Compass EF Method 2020) / 30.50% (Compass EF Method 2020) per pair when compared to baseline year (FY19)	On Track	2030
Reduce or maintain (+/- 2%) footwear packaging greenhouse gas emissions from a FY19 baseline year	Baseline established	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY20 GHG emissions per pair change: Teva: -26.38%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY21 GHG emissions per pair change: Teva: -28.49%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY22 GHG emissions per pair change: Teva: -29.45%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change: Compass EF Method 2020: Teva: -11.51% Compass EF Method 2022: Teva: -21.51%	Target Achieved - FY20 and beyond target is to continue to monitor	2030
Reduce or maintain (+/- 2%) footwear packaging energy usage from a FY19 baseline year	Baseline established	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY20 Energy usage per pair change: Teva: -26.45%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY21 Energy usage per pair change: Teva: -27.79%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY22 Energy usage per pair change: Teva: -28.82%	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change: Compass EF Method 2020: Teva: -11.61% Compass EF Method 2022: Teva: +2.69%	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.



KOOLABURRA GHG EMISSIONS: FOOTWEAR

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

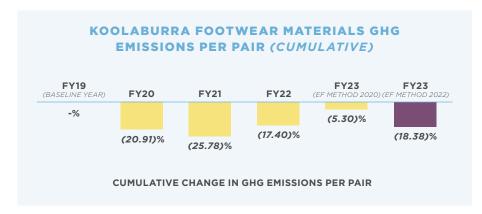
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO2/ PAIR)
CLOS	URES			
FY19	0.014	0.419	0.018	0.451
FY20	0.025	0.879	0.030	0.934
FY21	0.026	0.903	0.028	0.958
FY22	0.042	0.116	0.039	0.196
FY23	0.021	0.071	0.019	0.111
СОМР	ONENTS			
FY19	0.195	0.737	0.289	1.221
FY20	0.189	0.768	0.242	1.199
FY21	0.301	1.024	0.389	1.715
FY22	0.401	0.451	0.414	1.266
FY23	0.362	0.326	0.269	0.956
LEATH	IER			
FY19	-	6.723	0.630	7.353
FY20	-	3.883	0.359	4.242
FY21	-	5.025	0.465	5.489
FY22	-	4.935	0.456	5.391
FY23	-	4.383	0.259	4.642

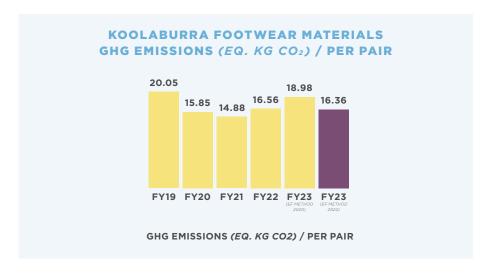
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
MIDSO	DLE			
FY19	0.060	0.025	0.057	0.143
FY20	0.012	0.006	0.013	0.031
FY21	0.015	0.010	0.016	0.042
FY22	0.018	0.011	0.021	0.050
FY23	0.030	0.021	0.013	0.065
OUTS	OLE			
FY19	0.645	0.492	0.648	1.786
FY20	0.435	0.340	0.437	1.212
FY21	0.724	0.577	0.727	2.028
FY22	0.813	0.539	0.710	2.062
FY23	0.975	0.742	0.381	2.097
PACK	AGING			
FY19	N/A	N/A	N/A	N/A
FY20	N/A	N/A	N/A	N/A
FY21	0.843	1.066	0.698	2.606
FY22	0.835	1.320	0.824	2.980
FY23	0.575	0.645	0.498	1.718

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
SHEEF	PSKIN			
FY19	0.026	2.428	0.168	2.622
FY20	0.012	1.395	0.103	1.510
FY21	0.003	1.164	0.086	1.253
FY22	0.003	0.558	0.041	0.603
FY23	-	-	-	-
SYNTI	HETIC			
FY19	0.020	0.044	0.021	0.085
FY20	0.024	0.053	0.025	0.103
FY21	0.029	0.043	0.028	0.101
FY22	0.042	0.080	0.039	0.162
FY23	0.028	0.057	0.019	0.104
TEXTI	LE			
FY19	0.838	4.347	1.201	6.387
FY20	0.818	4.551	1.253	6.623
FY21	0.430	2.231	0.635	3.295
FY22	1.094	4.286	1.449	6.828
FY23	1.168	5.742	1.477	8.387



KOOLABURRA FOOTWEAR GHG EMISSION PHYSICAL INTENSITY









KOOLABURRA WATER USAGE: FOOTWEAR

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

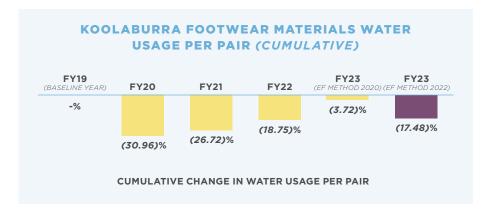
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOSU	JRES			
FY19	32.71	75.88	0.39	108.98
FY20	16.41	155.63	0.65	172.69
FY21	18.23	159.90	0.61	178.74
FY22	21.99	21.90	0.84	44.72
FY23	18.36	14.25	0.38	32.99
СОМР	ONENTS			
FY19	330.13	192.82	6.19	529.13
FY20	203.93	174.33	5.35	383.61
FY21	373.86	251.79	8.64	634.30
FY22	365.35	143.99	9.49	518.82
FY23	246.75	174.66	5.54	426.95
LEATH	IER			
FY19	-	2,509.56	12.76	2,522.32
FY20	-	1,482.88	7.27	1,490.15
FY21	-	1,920.38	9.40	1,929.79
FY22	-	1,886.73	9.24	1,895.96
FY23	-	1,885.64	5.24	1,890.88

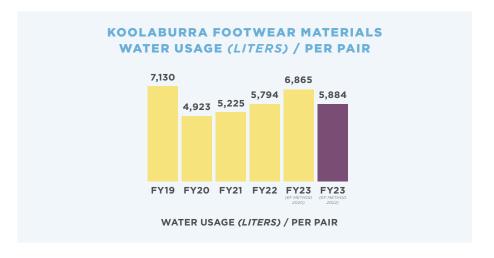
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
MIDSO	DLE			
FY19	25.46	10.40	1.30	37.15
FY20	5.79	2.65	0.29	8.73
FY21	8.36	3.84	0.38	12.58
FY22	12.34	5.29	0.50	18.12
FY23	18.43	9.90	0.27	28.61
OUTS	OLE			
FY19	302.91	122.65	14.44	440.00
FY20	204.60	82.73	9.73	297.06
FY21	335.97	141.88	16.20	494.05
FY22	398.90	153.16	15.98	568.04
FY23	438.30	192.83	6.86	637.99
PACK	AGING			
FY19	N/A	N/A	N/A	N/A
FY20	N/A	N/A	N/A	N/A
FY21	177.99	274.56	10.95	463.50
FY22	195.43	263.57	13.01	472.02
FY23	244.38	93.96	5.88	344.22

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
SHEEF	PSKIN			
FY19	8.61	956.39	3.41	968.41
FY20	4.01	418.82	2.09	424.93
FY21	0.96	349.51	1.75	352.23
FY22	1.10	167.57	0.84	169.51
FY23	-	-	-	-
SYNTH	HETIC			
FY19	16.37	11.61	0.46	28.44
FY20	19.91	14.10	0.56	34.56
FY21	25.00	13.37	0.63	39.00
FY22	33.93	21.85	0.87	56.65
FY23	23.58	18.15	0.37	42.10
TEXTI	LE			
FY19	1,359.97	1,109.46	26.36	2,495.79
FY20	961.80	1,121.69	27.44	2,110.93
FY21	1,011.96	558.66	13.86	1,584.47
FY22	1,589.63	900.07	32.03	2,521.73
FY23	1,542.45	1,250.11	31.95	2,824.50



KOOLABURRA FOOTWEAR WATER INTENSITY









KOOLABURRA ENERGY USAGE: FOOTWEAR

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

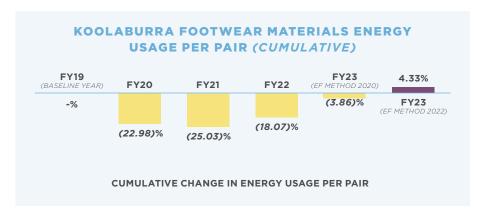
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
CLOS	JRES			
FY19	0.219	4.665	0.007	4.891
FY20	0.385	9.771	0.011	10.167
FY21	0.376	10.042	0.011	10.429
FY22	0.558	1.340	0.014	1.913
FY23	0.401	0.989	0.009	1.399
СОМР	ONENTS			
FY19	4.070	8.457	0.106	12.633
FY20	3.642	8.721	0.091	12.454
FY21	5.810	11.683	0.147	17.640
FY22	8.197	5.211	0.161	13.569
FY23	8.234	4.710	0.132	13.076
LEATH	IER			
FY19	-	87.088	0.222	87.310
FY20	-	50.305	0.126	50.431
FY21	-	65.102	0.163	65.265
FY22	-	63.944	0.160	64.105
FY23	-	74.914	0.091	75.005

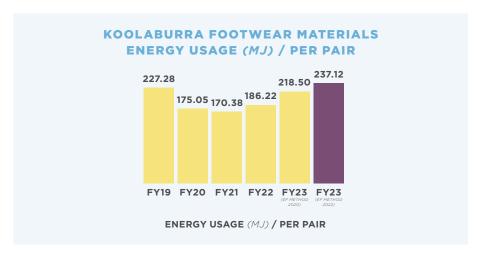
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
MIDSO	DLE			
FY19	1.461	0.374	0.022	1.857
FY20	0.315	0.090	0.005	0.410
FY21	0.404	0.141	0.006	0.552
FY22	0.484	0.144	0.008	0.637
FY23	0.815	0.355	0.008	1.178
OUTS	OLE			
FY19	16.570	7.007	0.245	23.822
FY20	11.242	4.833	0.165	16.240
FY21	18.777	8.242	0.275	27.294
FY22	20.482	7.537	0.271	28.290
FY23	25.179	12.599	0.197	37.975
PACK	AGING			
FY19	N/A	N/A	N/A	N/A
FY20	N/A	N/A	N/A	N/A
FY21	8.939	11.522	0.195	20.656
FY22	8.511	14.296	0.232	23.040
FY23	8.972	4.333	0.168	13.474

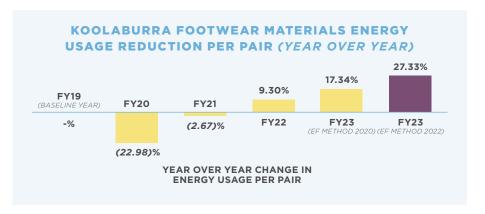
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
SHEEF	SKIN			
FY19	0.069	31.696	0.059	31.825
FY20	0.032	18.202	0.036	18.271
FY21	0.008	15.190	0.030	15.228
FY22	0.009	7.283	0.015	7.306
FY23	-	-	-	-
SYNTH	IETIC			
FY19	0.354	0.510	0.008	0.872
FY20	0.430	0.627	0.010	1.067
FY21	0.520	0.506	0.011	1.037
FY22	0.733	0.944	0.015	1.692
FY23	0.582	0.851	0.009	1.442
TEXTI	LE			
FY19	14.714	48.904	0.450	64.067
FY20	14.394	51.154	0.468	66.016
FY21	7.516	25.182	0.237	32.935
FY22	19.245	48.916	0.546	68.707
FY23	25.384	80.992	0.665	107.041



KOOLABURRA FOOTWEAR ENERGY INTENSITY









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
Koolaburra footwear to reduce water usage by 35% per pair from baseline year (FY19)	Baseline established	Koolaburra reduced water usage by 30.96% per pair when compared to baseline year (FY19)	Koolaburra reduced water usage by 26.72% per pair when compared to baseline year (FY19)	Koolaburra reduced water usage by 18.75% per pair when compared to baseline year (FY19)	Koolaburra reduced water usage by 3.72% (Compass EF Method 2020) / 17.48% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	On Track	2030

KOOLABURRA (GREENHOUSE GAS EMISSIONS AND ENERGY 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
Koolaburra footwear to reduce greenhouse gas emissions by 35% per pair and Energy usage by 35% per pair	e Baseline established	Koolaburra reduced greenhouse gas emissions by 20.91% per pair and energy usage by 22.98% per pair when comparing to baseline year (FY19)	Koolaburra reduced greenhouse gas emissions by 25.78% per pair and energy usage by 25.03% per pair when comparing to baseline year (FY19)	Koolaburra reduced greenhouse gas emissions by 17.40% per pair and energy usage by 18.07% per pair when comparing to baseline year (FY19)	Koolaburra reduced greenhouse gas emissions by 5.30% (Compass EF Method 2020) / 18.38% (Compass EF Method 2022) per pair when compared to baseline year (FY19) Koolaburra reduced energy usage by 3.86% (Compass EF Method 2020) / 4.33% increase (Compass EF Method 2022) per pair when compared to baseline year (FY19)	In progress - Target achievable	2030
Reduce or maintain (+/- 2%) footwear packaging greenhouse gas emissions from a FY19 baseline year	Baseline established	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY20 GHG emissions per pair change: Koolaburra: Did Not Record	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY21 GHG emissions per pair change: Koolaburra: Baseline Year Recorded	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY22 GHG emissions per pair change: Koolaburra: +14.32%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change: Compass EF Method 2020: Koolaburra: -23.13% Compass EF Method 2022: Koolaburra: -34.09%	Target Achieved - FY20 and beyond target is to continue to monitor	2030
Reduce or maintain (+/- 2%) footwear packaging energy usage from a FY19 baseline year	Baseline established	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY20 Energy usage per pair change: Koolaburra: Did Not Record	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY21 Energy usage per pair change: Koolaburra: Baseline Year Recorded	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY22 Energy usage per pair change: Koolaburra: +11.54%	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change: Compass EF Method 2020: Koolaburra: -26.24% Compass EF Method 2022: Koolaburra: -34.77%	Target Achieved - FY23 and beyond target is to continue to monitor	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.



SANUK GHG EMISSIONS: FOOTWEAR

GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN (KG OF CO2)

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
CLOS	JRES			
FY19	0.018	0.102	0.027	0.146
FY20	0.021	0.107	0.031	0.160
FY21	0.018	0.109	0.028	0.155
FY22	0.012	0.051	0.022	0.084
FY23	0.007	0.028	0.012	0.047
СОМР	ONENTS			
FY19	0.301	0.431	0.418	1.149
FY20	0.233	0.521	0.296	1.049
FY21	0.282	0.519	0.377	1.179
FY22	0.220	0.166	0.246	0.632
FY23	0.246	0.113	0.127	0.486
LEATH	IER			
FY19	0.001	0.070	0.007	0.077
FY20	0.001	0.167	0.016	0.183
FY21	0.001	0.196	0.018	0.215
FY22	0.001	0.183	0.017	0.201
FY23	0.001	0.114	0.007	0.122

	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO2/PAIR)	TOTAL GHG IMPACT (KG OF CO ₂ / PAIR)
MIDS	DLE			
FY19	0.665	0.409	0.999	2.072
FY20	0.419	0.230	0.573	1.222
FY21	0.404	0.215	0.548	1.167
FY22	0.373	0.160	0.430	0.963
FY23	0.368	0.150	0.224	0.742
OUTS	OLE			
FY19	0.394	0.288	0.763	1.445
FY20	0.414	0.317	0.581	1.312
FY21	0.453	0.345	0.580	1.379
FY22	0.425	0.339	0.567	1.331
FY23	0.358	0.294	0.262	0.914
PACK	AGING			
FY19	0.106	0.295	0.115	0.516
FY20	0.096	0.089	0.102	0.287
FY21	0.102	0.105	0.111	0.317
FY22	0.101	0.099	0.115	0.315
FY23	0.079	0.118	0.093	0.291

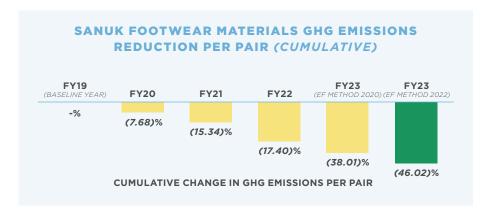
	RAW MATERIAL GHG IMPACT (KG OF CO ₂ / PAIR)	RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING GHG IMPACT (KG OF CO ₂ /PAIR)	TOTAL GHG IMPACT (KG OF CO2/ PAIR)
SYNTI	HETIC			
FY19	0.065	0.091	0.036	0.192
FY20	0.039	0.056	0.022	0.117
FY21	0.044	0.066	0.025	0.135
FY22	0.048	0.069	0.026	0.143
FY23	0.046	0.060	0.021	0.126
TEXTI	LE			
FY19	0.268	1.314	0.400	1.982
FY20	0.285	1.693	0.500	2.478
FY21	0.165	1.200	0.387	1.751
FY22	0.128	1.090	0.417	1.635
FY23	0.052	0.974	0.350	1.375

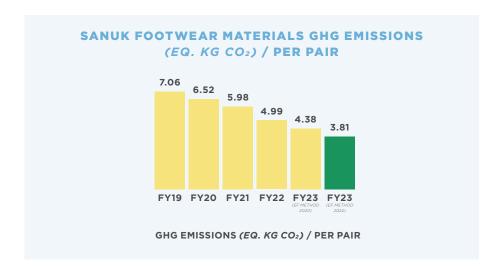


BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



SANUK FOOTWEAR GHG EMISSION PHYSICAL INTENSITY









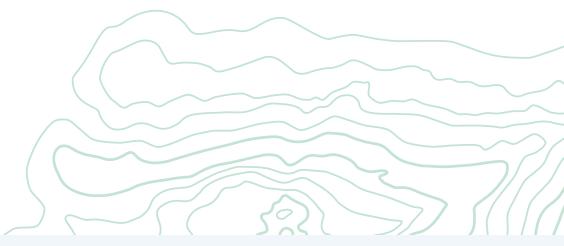
SANUK WATER USAGE: FOOTWEAR

WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (LITERS OF WATER)

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
CLOS	JRES			
FY19	147.75	27.88	0.57	176.20
FY20	116.72	27.72	0.66	145.10
FY21	119.52	27.69	0.59	147.80
FY22	32.80	11.43	0.48	44.71
FY23	5.74	6.31	0.28	12.33
СОМР	ONENTS			
FY19	575.66	146.43	9.30	731.39
FY20	805.07	148.49	6.39	959.95
FY21	643.51	174.25	8.59	826.34
FY22	301.09	73.43	5.79	380.31
FY23	175.15	123.86	2.65	301.66
LEATH	IER			
FY19	0.06	24.49	0.13	24.69
FY20	0.18	58.31	0.32	58.80
FY21	0.13	69.00	0.37	69.50
FY22	0.17	63.66	0.35	64.18
FY23	0.12	44.89	0.14	45.15

	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
MIDSO	DLE			
FY19	685.10	237.74	23.20	946.05
FY20	401.49	123.52	13.40	538.41
FY21	325.68	118.69	12.84	457.22
FY22	254.36	88.95	10.03	353.34
FY23	249.43	141.24	4.37	395.04
OUTS	OLE			
FY19	204.26	165.27	16.46	385.99
FY20	251.08	147.69	12.66	411.43
FY21	291.87	162.08	12.78	466.73
FY22	295.37	161.12	12.52	469.01
FY23	275.53	270.84	4.64	551.01
PACK	AGING			
FY19	33.65	68.75	2.26	104.66
FY20	24.56	34.27	2.09	60.92
FY21	29.61	40.20	2.22	72.03
FY22	31.12	39.89	2.30	73.31
FY23	46.08	33.59	1.44	81.11

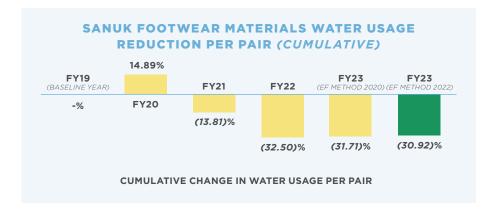
	RAW MATERIAL WATER USAGE IMPACT (LITERS OF WATER/PAIR)	RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING WATER USAGE IMPACT (LITERS OF WATER/PAIR)	TOTAL WATER USAGE IMPACT (LITERS OF WATER/ PAIR)
SYNTH	HETIC			
FY19	35.14	28.50	0.76	64.39
FY20	20.82	17.01	0.46	38.29
FY21	23.77	20.01	0.52	44.30
FY22	25.39	20.80	0.56	46.75
FY23	48.98	22.24	0.41	71.63
TEXTI	LE			
FY19	2,105.14	388.05	8.45	2,501.64
FY20	2,859.04	528.11	10.47	3,397.63
FY21	1,763.93	379.37	8.07	2,151.36
FY22	1,568.96	324.70	8.68	1,902.34
FY23	1,620.76	332.02	7.11	1,959.89



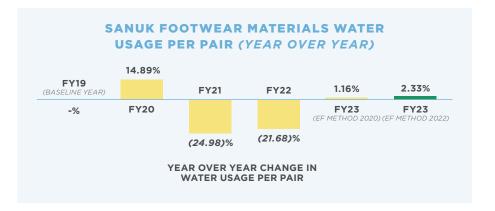
BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



SANUK FOOTWEAR WATER INTENSITY









SANUK ENERGY USAGE: FOOTWEAR

ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN (MJ OF ENERGY)

CLOSUR FY19	0.313 0.377	1.157		
FY19		1.157		
	0.377		0.010	1.480
FY20		1.218	0.011	1.606
FY21	0.330	1.234	0.010	1.574
FY22	0.249	0.572	0.008	0.829
FY23	0.188	0.382	0.005	0.575
СОМРО	NENTS			
FY19	7.062	4.974	0.158	12.195
FY20	4.325	5.990	0.110	10.425
FY21	6.416	5.985	0.146	12.547
FY22	5.154	1.942	0.097	7.193
FY23	6.150	1.737	0.072	7.958
LEATHE	R			
FY19	0.001	0.901	0.002	0.904
FY20	0.001	2.158	0.006	2.165
FY21	0.001	2.538	0.006	2.545
FY22	0.002	2.366	0.006	2.373
FY23	0.001	1.949	0.002	1.953

	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
MIDSO	LE			
FY19	17.702	4.813	0.392	22.906
FY20	11.096	2.737	0.226	14.059
FY21	11.181	2.538	0.217	13.936
FY22	9.741	1.906	0.170	11.817
FY23	10.812	2.220	0.124	13.157
OUTS	DLE			
FY19	11.620	3.709	0.281	15.610
FY20	11.203	4.125	0.216	15.544
FY21	11.798	4.445	0.218	16.461
FY22	11.156	4.352	0.213	15.721
FY23	10.581	4.745	0.133	15.459
PACKA	AGING			
FY19	1.406	3.304	0.039	4.748
FY20	1.193	1.112	0.035	2.341
FY21	1.292	1.271	0.038	2.600
FY22	1.282	1.224	0.039	2.545
FY23	1.477	1.667	0.040	3.184

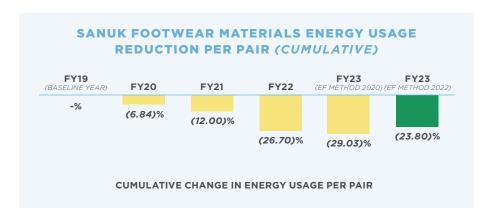
	RAW MATERIAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)	RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	END OF LIFE RAW MATERIAL AND RAW MATERIAL MANUFACTURING ENERGY USAGE IMPACT (MJ OF ENERGY/PAIR)	TOTAL ENERGY USAGE IMPACT (MJ OF ENERGY/ PAIR)
SYNTI	HETIC			
FY19	0.910	1.045	0.013	1.968
FY20	0.540	0.643	0.008	1.191
FY21	0.620	0.748	0.009	1.377
FY22	0.664	0.784	0.010	1.458
FY23	0.857	0.852	0.010	1.719
TEXTI	LE			
FY19	4.134	15.097	0.145	19.376
FY20	4.716	19.460	0.180	24.356
FY21	3.120	13.808	0.139	17.067
FY22	2.587	12.439	0.150	15.176
FY23	2.284	13.477	0.142	15.902

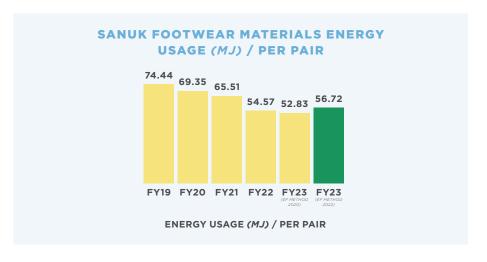


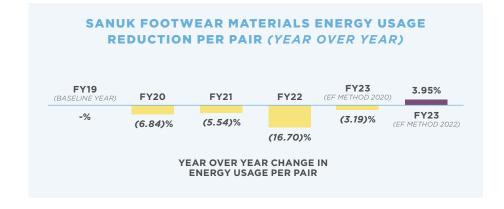
182 BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA



SANUK FOOTWEAR ENERGY INTENSITY







183

SANUK PACKAGING MATERIALS LCA



FY	GHG EMISSIONS (EQV. CO ₂ KG) PER PAIR	
FY19 (Baseline year)	0.52	
FY20	0.29	(44.50)%
FY21	0.32	(38.52)%
FY22	0.31	(39.05)%
FY23 (EF Method 2020)	0.32	(38.40)%
FY23 (EF Method 2022)	0.29	(43.72)%

FY	WATER USAGE (LITERS) PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 (Baseline year)	105	
FY20	61	(41.80)%
FY21	72	(31.18)%
FY22	73	(29.96)%
FY23 (EF Method 2020)	80	(23.14)%
FY23 (EF Method 2022)	81	(22.50)%

FY	ENERGY (MJ) PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 (Baseline year)	4.75	
FY20	2.34	(50.70)%
FY21	2.60	(45.24)%
FY22	2.55	(46.40)%
FY23 (EF Method 2020)	2.62	(44.84)%
FY23 (EF Method 2022)	3.18	(32.95)%

FY	DUNNAGE (LBS) PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY17 (Baseline year)	0.42	
FY18	0.28	(34.20)%
FY19	0.24	(42.45)%
FY20	0.23	(46.23)%
FY21	0.24	(42.45)%
FY22	0.24	(43.63)%
FY23	0.24	(43.63)%





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
Sanuk footwear to reduce water usage by 30% per pair from baseline year (FY19)	Baseline established	Sanuk increased water usage by 14.89% per pair when compared to baseline year (FY19)	Sanuk reduced water usage by 13.81% per pair when compared to baseline year (FY19)	Sanuk reduced water usage by 32.50% per pair when compared to baseline year (FY19)	Sanuk reduced water usage by 31.71% (Compass EF Method 2020) / 30.92% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	Target Achieved - FY23 and beyond target is to maintain	2030
Sanuk to continue utilizing charitable contribution spend by supporting water related conservation efforts	Sanuk supported Surfrider Foundation, an organization dedicated to the protection and enjoyment of the world's ocean waves and beachesfor all peoplethrough a powerful activist network	Sanuk supported the Surfrider Foundation and the Fish Reef Project	Sanuk continued to support the Surfrider Foundation	Sanuk continued to support the Surfrider Foundation Surfrider Foundation hosted a virtual webinar for our employees speaking about plastic pollution and providing resources for employees to get more involved	Sanuk continued to support the Surfrider Foundation	On Track	2027

SANUK (GREENHOUSE GAS EMISSIONS AND ENERGY 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
Sanuk footwear to reduce greenhouse gas emissions by 40% per pair and Energy usage by 40% per pair	Baseline established	Sanuk increased greenhouse gas emissions by 7.68% per pair and energy usage by 6.84% per pair when comparing to baseline year (FY19)	Sanuk reduced greenhouse gas emissions by 15.34% per pair and energy usage by 12.00% per pair when comparing to baseline year (FY19)	Sanuk reduced greenhouse gas emissions by 29.36% per pair and energy usage by 26.70% per pair when comparing to baseline year (FY19)	Sanuk reduced greenhouse gas emissions by 38.01% (Compass EF Method 2020) / 46.02% (Compass EF Method 2022) per pair when compared to baseline year (FY19) Sanuk reduced energy usage by 29.30% (Compass EF Method 2020) / 23.80% (Compass EF Method 2020) / 23.80% (Compass EF Method 2022) per pair when compared to baseline year (FY19)	On Track	2030
Reduce or maintain (+/- 2%) footwear packaging greenhouse gas emissions from a FY19 baseline year	n Baseline established	Completed Footwear Packaging Greenhouse Gas Emissions Study	Completed Footwear Packaging Greenhouse Gas Emissions Study	Completed Footwear Packaging Greenhouse Gas Emissions Study	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change:	Target Achieved - FY20 and	
		Below shows FY19 v. FY20 GHG emissions per pair change:	Below shows FY19 v. FY21 GHG emissions per pair change:	Below shows FY19 v. FY22 GHG emissions per pair change:	Compass EF Method 2020:	beyond target is to continue to	2030
		Sanuk:-44.50%	Sanuk:-38.52%	Sanuk:-39.05%	Sanuk:-38.40% Compass EF Method 2022:	monitor	
					Sanuk:-43.72%		

^{*}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.



SANUK (GREENHOUSE GAS EMISSIONS AND ENERGY TARGETS) (CONTINUED)

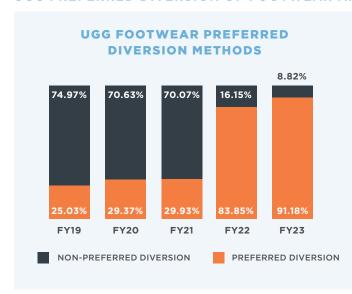
TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Reduce or maintain (+/- 2%) footwear packaging energy usage from a FY19 baseline year	Baseline established	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY20 Energy usage per pair change: Sanuk:-50.70%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY21 Energy usage per pair change: Sanuk:-45.24%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY22 Energy usage per pair change: Sanuk:-46.40%	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change: Compass EF Method 2020: Sanuk:-44.84% Compass EF Method 2022: Sanuk:-32.95%	Target Achieved - FY20 and beyond target is to continue to monitor	2030





Brand Specific Waste Diversion Progress: UGG

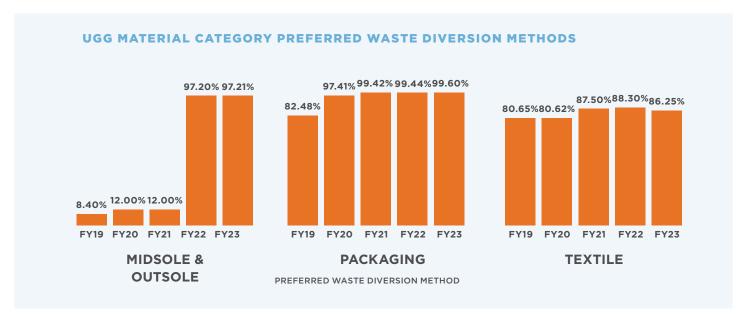
UGG PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED







UGG PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED (CONTINUED)



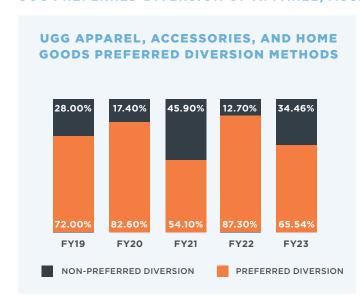


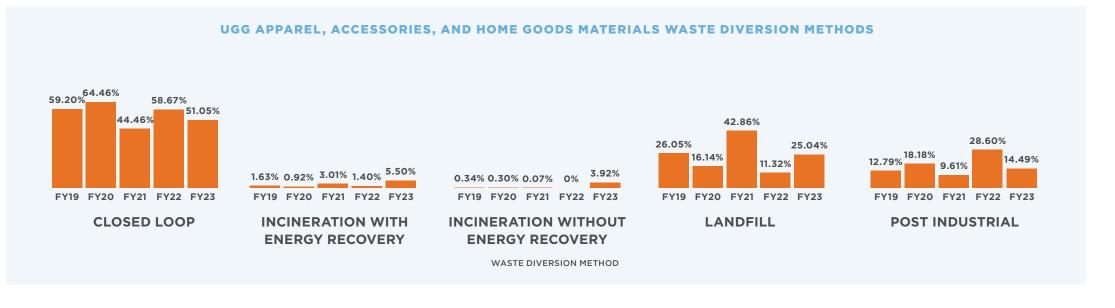




UGG APPAREL ACCESSORIES AND HOME GOODS

UGG PREFERRED DIVERSION OF APPAREL, ACCESSORIES, AND HOME GOODS MATERIALS SOURCED (IN-HOUSE ONLY)







UGG APPAREL ACCESSORIES AND HOME GOODS (CONTINUED)

UGG PREFERRED DIVERSION OF APPAREL, ACCESSORIES, AND HOME GOODS MATERIALS SOURCED IN-HOUSE ONLY (CONTINUED)





BRAND-SPECIFIC MATERIAL TARGETS BRAND-SPECIFIC PRODUCT AND PACKAGING MATERIALS LCA **BRAND WASTE**



SUSTAINABLE DEVELOPMENT GOALS: UGG (TIER 1 AND TIER 2 WASTE GENERATION 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
UGG Footwear Midsole/Outsole Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.085 lbs/pair	Baseline established	Maintained and reduced to 0.083 lbs/pair	Maintained and reduced to 0.082 lbs/pair	Maintained and reduced to 0.080 lbs/pair	Missed due to product assortment and key material updates, 0.090 lbs/pair	In progress - Target achievable	2030
UGG Footwear Leather Waste Reduction Targets (<i>Tier 1</i>): Maintain or reduce waste to 0.046 lbs/pair	Baseline established	Maintained to 0.046 lbs/pair	Maintained and reduced to 0.042 lbs/pair	Maintained and reduced to 0.035 lbs/pair	Maintained to 0.036 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Footwear Sheepskin Waste Reduction Targets (<i>Tier 1</i>): Maintain or reduce waste to 0.055 lbs/pair	Baseline established	Maintained to 0.055 lbs/pair	Maintained and reduced to 0.049 lbs/pair	Maintained and reduced to 0.039 lbs/pair	Maintained and reduced to 0.018 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Footwear Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2% from the baseline year	Baseline established	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Maintain Packaging Waste within 2% from the baseline year	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Apparel, Accessories, and Home Goods Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2% from the baseline year	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained Packaging Waste within 2% from the baseline year	Maintain Packaging Waste within 2% from the baseline year	Target Achieved - FY22 and beyond target is to maintain	2030
UGG Footwear Textile Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.015 lbs/pair	Baseline established	Slight miss: with 0.016 lbs/pair	Maintained to 0.015 lbs/pair	Maintained and reduced to 0.012 lbs/pair	Maintained to 0.012 lbs/pair	Target Achieved - FY21 and beyond target is to maintain	2030
Baseline waste produced in UGG apparel and accessories at the finished material creation level and set reduction targets in FY23	Target first conceptualized in FY21	Target first conceptualized in FY21	Working with apparel, accessories and home team to establish a baseline	Working with apparel, accessories and home team to establish a baseline	Data needs further improvement - target will be re-evaluated to cover certain key caryover styles	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.



SUSTAINABLE DEVELOPMENT GOALS: UGG (TIER 2 WASTE DIVERSION TARGETS)

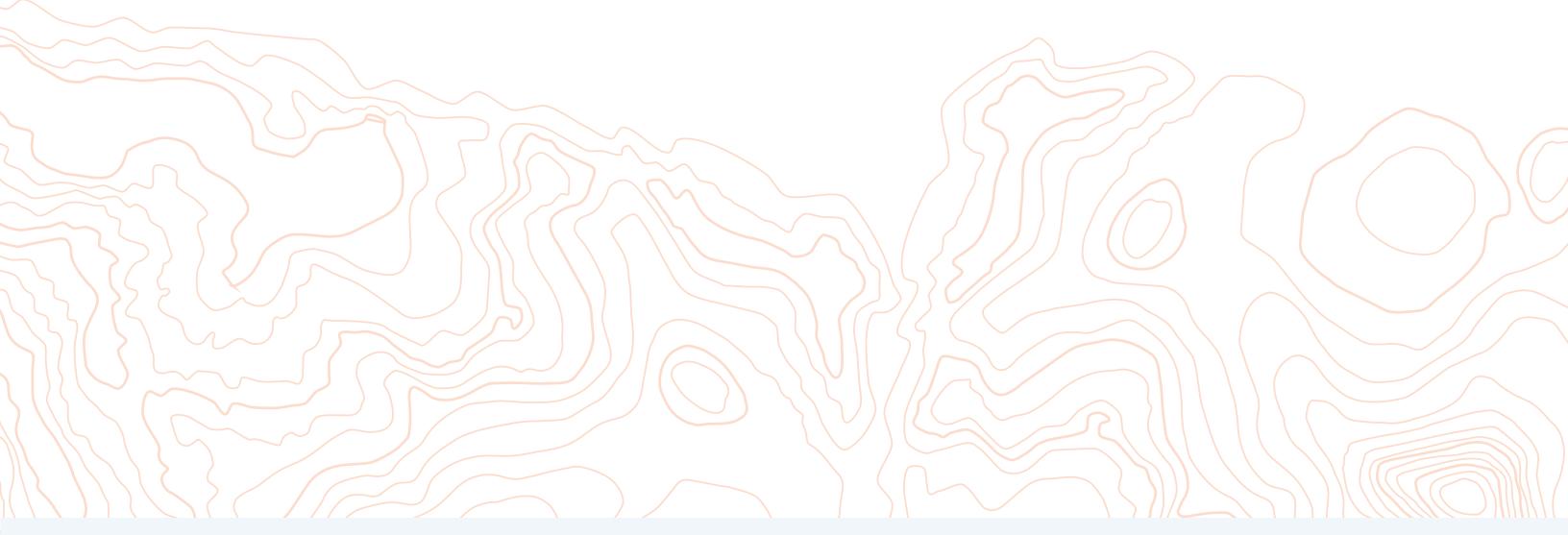
TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
UGG Footwear Midsole/Outsole Waste Diversion Targets (<i>Tier 2</i>): 70% Preferred Waste Diversion	8.40% of Midsole/Outsole Waste produced was diverted in a preferred method	12.00% of Midsole/Outsole Waste produced was diverted in a preferred method	12.00% of Midsole/Outsole Waste produced was diverted in a preferred method	97.20% of Midsole/Outsole Waste produced was diverted in a preferred method	97.21% of Midsole/Outsole Waste produced was diverted in a preferred method	Target Achieved - FY22 and beyond target is to maintain	2030
UGG Footwear Packaging Waste Diversion Targets (<i>Tier 2</i>): 99% Preferred Waste Diversion	82.48% of Packaging Waste produced was diverted in a preferred method	97.41% of Packaging Waste produced was diverted in a preferred method	99.42% of Packaging Waste produced was diverted in a preferred method	99.44% of Packaging Waste produced was diverted in a preferred method	99.60% of Packaging Waste produced was diverted in a preferred method	Target Achieved - FY21 and beyond target is to maintain	2030
UGG Apparel, Accessories, and Home Goods Packaging Waste Diversion Targets (<i>Tier 2</i>): 95% Preferred Waste Diversion (<i>in-house only</i>)	16.29% of Packaging Waste produced was diverted in a preferred method (in-house only)	93.33% of Packaging Waste produced was diverted in a preferred method (in-house only)	94.91% of Packaging Waste produced was diverted in a preferred method (in-house only)	94.24% of Packaging Waste produced was diverted in a preferred method (in-house only)	95.26% of Packaging Waste produced was diverted in a preferred method (in-house only)	Target Achieved - FY23 and beyond target is to maintain	2030
UGG Footwear Textile Waste Diversion Targets (<i>Tier 2</i>): 80% Preferred Waste Diversion	80.65% of Textile Waste produced was diverted in a preferred method	80.62% of Textile Waste produced was diverted in a preferred method	87.50% of Textile Waste produced was diverted in a preferred method	88.30% of Textile Waste produced was diverted in a preferred method	86.25% of Textile Waste produced was diverted in a preferred method	Target Achieved - FY19 and beyond target is to maintain	2030
UGG Apparel, Accessories, and Home Goods Textile Waste Diversion Targets (<i>Tier 2</i>): 85% Preferred Waste Diversion (<i>in-house only</i>)	70.59% of Textile Waste produced was diverted in a preferred (in-house only)	84.97% of Textile Waste produced was diverted in a preferred (in-house only)	58.39% of Textile Waste produced was diverted in a preferred (in-house only)	87.46% of Textile Waste produced was diverted in a preferred method (in-house only)	65.52% of Textile Waste produced was diverted in a preferred method (in-house only)	In progress - Target achievable	2030
UGG Footwear Packaging Availability to Recycle Target: 80-85% of all packaging materials have the availability to be recycled via the EPA Recycling Standards	70.9% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	72.00% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	73.78% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	73.16% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	70.37% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	In progress - Target achievable	2030

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SUSTAINABLE DEVELOPMENT GOALS: UGG (TIER 2 WASTE DIVERSION TARGETS) (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
UGG Apparel, Accessories, and Home Goods Packaging Availability to Recycle Target: 75-80% of all packaging materials have the availability to be recycled via the EPA Recycling Standards (in-house only)	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	73.98% of all apparel, accessories, and home goods packaging has the availability to be recycled via the EPA Recycling Standards (in-house only, excluding licensee/agent developed product)	On Track	2030

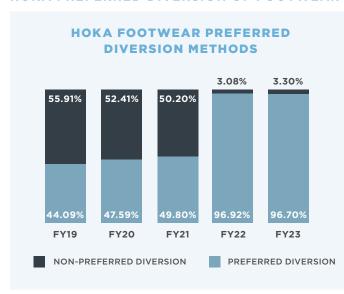
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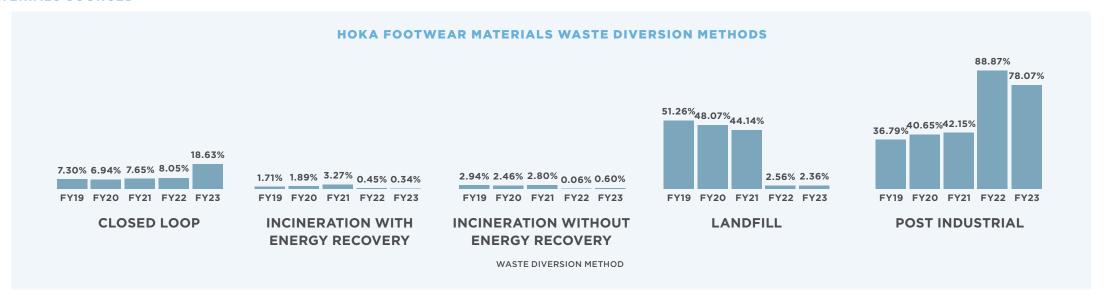






HOKA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED







HOKA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED (CONTINUED)



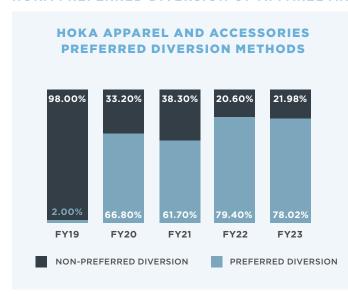


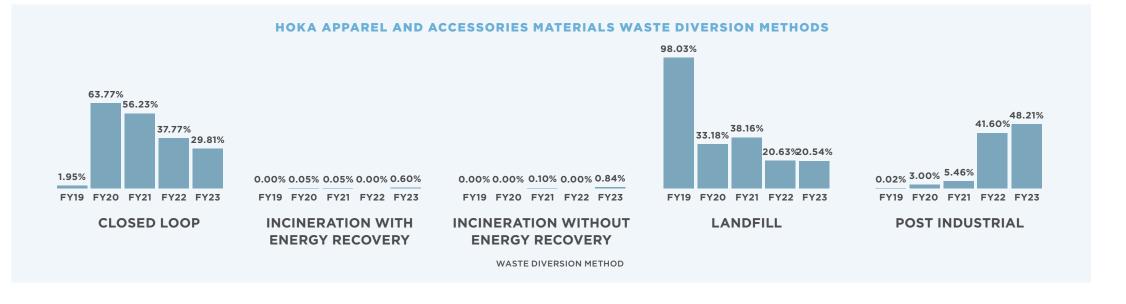


Brand Specific Waste Diversion Progress: HOKA

HOKA APPAREL AND ACCESSORIES

HOKA PREFERRED DIVERSION OF APPAREL AND ACCESSORIES MATERIALS SOURCED (IN-HOUSE ONLY)

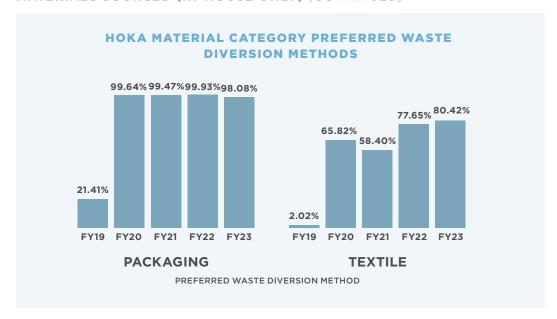






HOKA APPAREL AND ACCESSORIES (CONTINUED)

HOKA PREFERRED DIVERSION OF APPAREL AND ACCESSORIES MATERIALS SOURCED (IN-HOUSE ONLY) (CONTINUED)

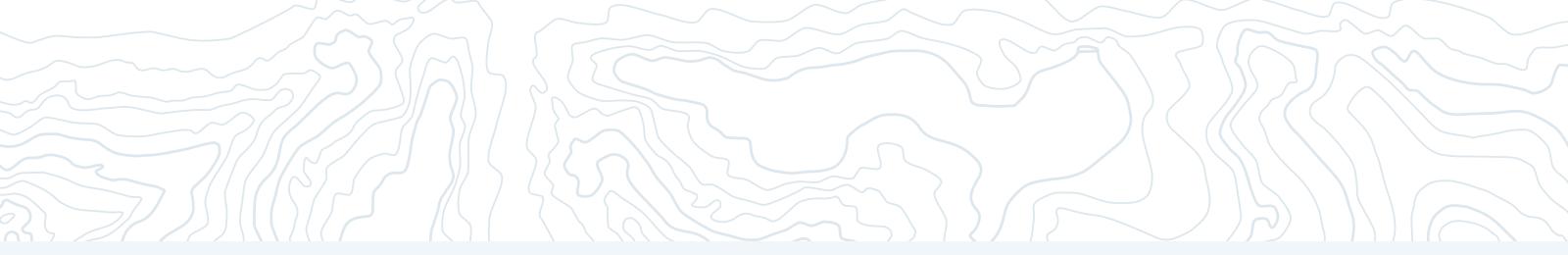




SUSTAINABLE DEVELOPMENT GOALS: HOKA (TIER 1 AND TIER 2 WASTE GENERATION TARGETS)

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
HOKA Footwear Midsole/Outsole Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.130 lbs/pair	Baseline established	Maintained and reduced to 0.110 lbs/pair	Maintained to 0.120 lbs/pair	Maintained to 0.121 lbs/pair	Maintained to 0.124 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Footwear Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2%	Baseline established	Maintained Packaging Waste within 2%	Maintained Packaging Waste within 2%	Maintained Packaging Waste within 2%	Maintained Packaging Waste within 2%	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Apparel and accessories, Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2%	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained Packaging Waste within 2%	Maintained Packaging Waste within 2%	Target Achieved - FY22 and beyond target is to maintain	2030
HOKA Footwear Textile Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.045 lbs/pair	Baseline established	Missed: with 0.053 lbs/pair	Maintained and reduced to 0.035 lbs/pair	Maintained and reduced to 0.022 lbs/pair	Maintained and reduced to 0.016 lbs/pair	Target Achieved - FY21 and beyond target is to maintain	2030
Using HOKA's FY21 data, determine baseline for waste produced for HOKA apparel and accessories at the finished material creation level and set reduction targets in FY23	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Targets conceptualized - to be communicated in FY23	Data needs further improvement - will re-evaluate in FY24	In Progress	2030

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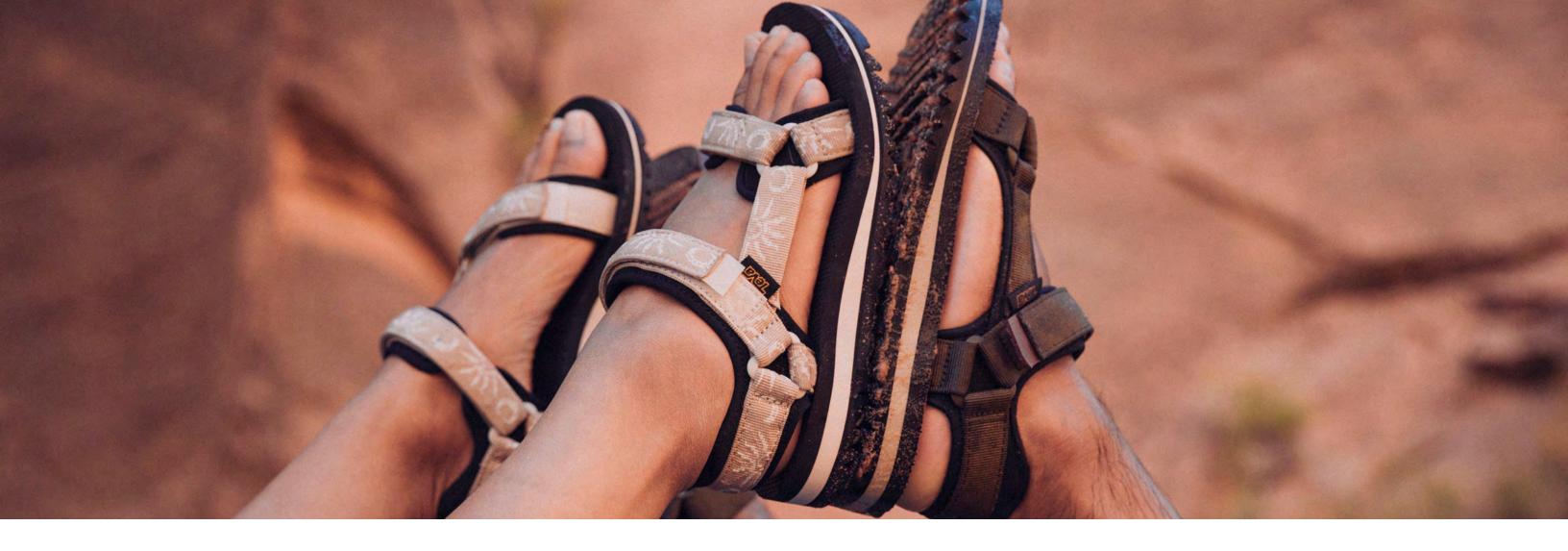




SUSTAINABLE DEVELOPMENT GOALS: HOKA (TIER 2 WASTE DIVERSION TARGETS)

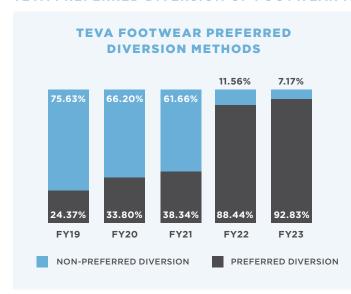
TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
HOKA Footwear Midsole/Outsole Waste Diversion Targets (<i>Tier 2</i>): 60% Preferred Waste Diversion	22.60% of Midsole/Outsole Waste produced was diverted in a preferred method	21.50% of Midsole/Outsole Waste produced was diverted in a preferred method	30.60% of Midsole/Outsole Waste produced was diverted in a preferred method	93.89% of Midsole/Outsole Waste produced was diverted in a preferred method	99.10% of Midsole/Outsole Waste produced was diverted in a preferred method	Target Achieved - FY22 and beyond target is to maintain	2030
HOKA Footwear Packaging Waste Diversion Targets (<i>Tier 2</i>): 99% Preferred Waste Diversion	91.61% of Packaging Waste produced was diverted in a preferred method	99.90% of Packaging Waste produced was diverted in a preferred method	99.96% of Packaging Waste produced was diverted in a preferred method	99.93% of Packaging Waste produced was diverted in a preferred method	99.95% of Packaging Waste produced was diverted in a preferred method	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Apparel and Accessories, Packaging Waste Diversion Targets (<i>Tier</i> 2): 95% Preferred Waste Diversion (<i>in-house only</i>)	21.41% of Packaging Waste produced was diverted in a preferred method (in-house only)	99.64% of Packaging Waste produced was diverted in a preferred method (in-house only)	99.47% of Packaging Waste produced was diverted in a preferred method (in-house only)	99.93% of Packaging Waste produced was diverted in a preferred method (in-house only)	98.08% of Packaging Waste produced was diverted in a preferred method (in-house only)	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Footwear Textile Waste Diversion Targets (<i>Tier 2</i>): 90% Preferred Waste Diversion	91.40% of Textile Waste produced was diverted in a preferred method	87.60% of Textile Waste produced was diverted in a preferred method	94.20% of Textile Waste produced was diverted in a preferred method	97.30% of Textile Waste produced was diverted in a preferred method	96.26% of Textile Waste produced was diverted in a preferred method	Target Achieved - FY21 and beyond target is to maintain	2030
HOKA Apparel and Accessories, Textile Waste Diversion Targets (<i>Tier 2</i>): 90% Preferred Waste Diversion (<i>in-house</i> only)	2.02% of Textile Waste produced was diverted in a preferred method (in-house only)	65.82% of Textile Waste produced was diverted in a preferred method (in-house only)	58.40% of Textile Waste produced was diverted in a preferred method (in-house only)	77.65% of Textile Waste produced was diverted in a preferred method (in-house only)	80.42% of Textile Waste produced was diverted in a preferred method (in-house only)	On Track	2030
HOKA Footwear Packaging Availability to Recycle Target: 75-85% of all packaging materials have the availability to be recycled via the EPA Recycling Standards	78.8% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	80.6% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	79.00% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	78.34% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	79.47% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	Target Achieved - FY19 and beyond target is to maintain	2030
HOKA Apparel and Accessories, Packaging Availability to Recycle Target: 55-65% of all packaging materials have the availability to be recycled via the EPA Recycling Standards (in-house only)	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	Target first conceptualized in FY23	62.24% of all apparel and accessories packaging has the availability to be recycled via the EPA Recycling Standards (in-house only, excluding licensee/agent developed product)	Target Achieved - FY23 and beyond target is to maintain	2030

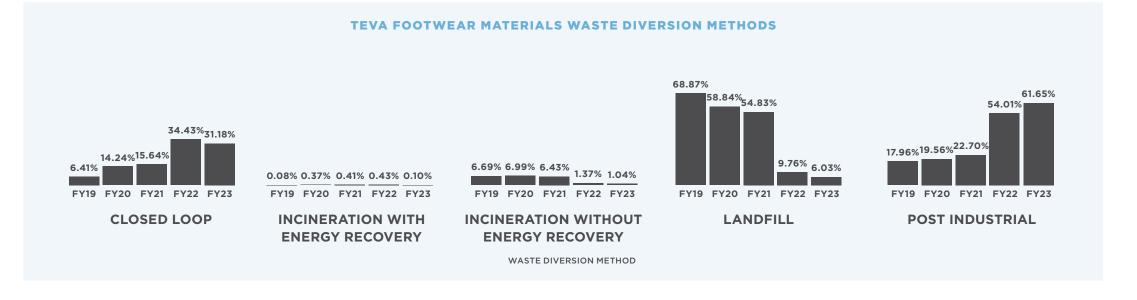
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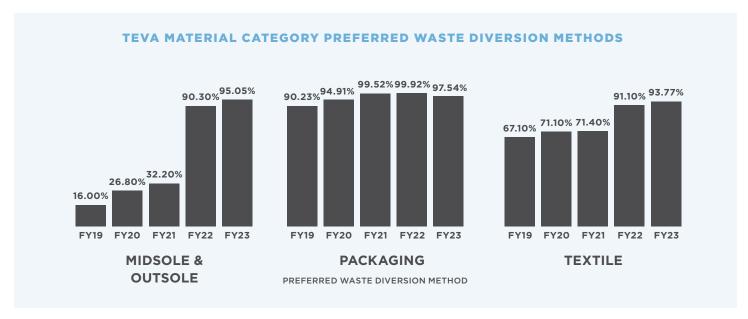
TEVA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED







TEVA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED (CONTINUED)







SUSTAINABLE DEVELOPMENT GOALS: TEVA (TIER 1 AND TIER 2 WASTE GENERATION TARGETS) (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
Teva Footwear Midsole/Outsole Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.100 lbs/pair	Baseline established	Maintained and reduced to 0.088 lbs/pair	Maintained and reduced to 0.085 lbs/pair	Maintained to 0.092 lbs/pair	Maintained and reduced to 0.083 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
Teva Footwear Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2% from the baseline year	Baseline established	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Missed target due to change in product assortment and key material updates - anticipate Teva's packaging waste will continue to be diverted using a preferred method	In progress - Target achievable	2030
Teva Footwear Textile Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.020 lbs/pair	Baseline established	Maintained to 0.020 lbs/pair	Slight miss: with 0.021 lbs/pair	Maintained and reduced to 0.017 lbs/pair	Maintained and reduced to 0.015 lbs/pair	Target Achieved - FY22 and beyond target is to maintain	2030

SUSTAINABLE DEVELOPMENT GOALS: TEVA (TIER 2 WASTE DIVERSION TARGETS)

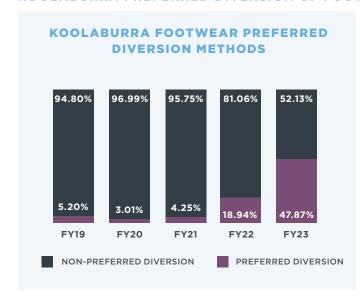
TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Teva Footwear Packaging Waste Diversion Targets (<i>Tier 2</i>): 95%* Preferred Waste Diversion *Updated from 99% to 95% in FY23	90.23% of Packaging Waste produced was diverted in a preferred method	94.91% of Packaging Waste produced was diverted in a preferred method	99.52% of Packaging Waste produced was diverted in a preferred method	99.92% of Packaging Waste produced was diverted in a preferred method	97.54% of Packaging Waste produced was diverted in a preferred method	Target Achieved - FY21 and beyond target is to maintain	2030
Teva Footwear Textile Waste Diversion Targets (<i>Tier 2</i>): 80% Preferred Waste Diversion	67.07% of Textile Waste produced was diverted in a preferred method	71.10% of Textile Waste produced was diverted in a preferred method	71.40% of Textile Waste produced was diverted in a preferred method	91.10% of Textile Waste produced was diverted in a preferred method	93.77% of Textile Waste produced was diverted in a preferred method	Target Achieved - FY22 and beyond target is to maintain	2030
Teva Footwear Packaging Availability to Recycle Target: 80-85% of all packaging materials have the availability to be recycled via the EPA Recycling Standards	80.28% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	81.19% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	83.35% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	84.18% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	83.96% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	Target Achieved - FY19 and beyond target is to maintain	2030

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KOOLABURRA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED

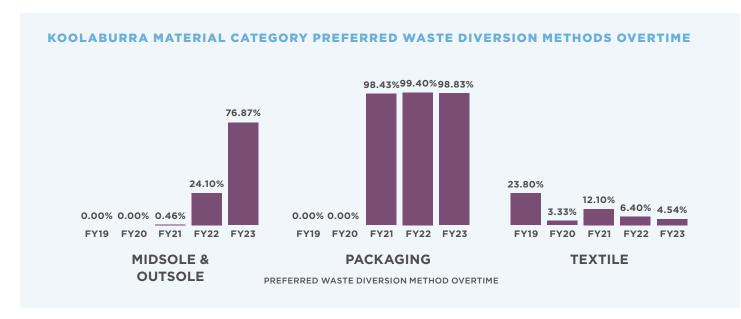






KOOLABURRA FOOTWEAR (CONTINUED)

KOOLABURRA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED (CONTINUED)





SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA (TIER 2 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
Koolaburra Footwear Midsole/Outsole Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.085 lbs/pair	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained and reduced to 0.083 lbs/pair	Missed due to product assortment and key material updates, 0.087 lbs/pair	In progress - Target achievable	2030
Koolaburra Footwear Leather Waste Reduction Targets (<i>Tier 1</i>): Maintain or reduce waste to 0.062 lbs/pair	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained and reduced to 0.053 lbs/pair	Maintained to 0.059 lbs/pair	Target Achieved - FY22 and beyond target is to maintain	2030
Koolaburra Footwear Sheepskin Waste Reduction Targets (<i>Tier 1</i>): Maintain or reduce waste to 0.01 lbs/pair	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained and reduced to 0.005 lbs/pair	Sheepskin was not sourced in FY23	Not Applicable	2030
Koolaburra Footwear Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2% from the baseline year	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Target Achieved - FY22 and beyond target is to maintain	2030
Koolaburra Footwear Textile Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.025 lbs/pair	Target first conceptualized in FY21	Target first conceptualized in FY21	Baseline established	Missed with 0.031 lbs/pair	Missed due to productassortment and key material updates, 0.044 lbs/pair	In progress - Target achievable	2030

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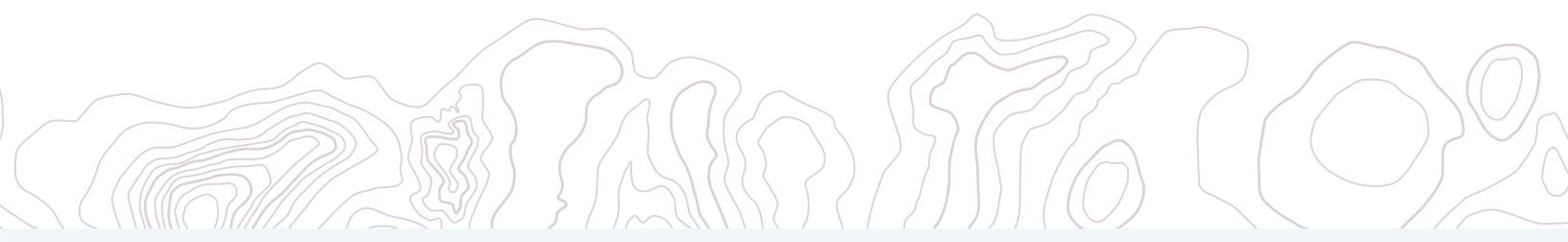




SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA (TIER 2 WASTE DIVERSION TARGETS)

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
Koolaburra Footwear Midsole/Outsole Waste Diversion Targets (<i>Tier 2</i>): 60% Preferred Waste Diversion	0.00% of Midsole/Outsole Waste produced was diverted in a preferred method	0.00% of Midsole/Outsole Waste produced was diverted in a preferred method	0.50% of Midsole/Outsole Waste produced was diverted in a preferred method	24.10% of Midsole/Outsole Waste produced was diverted in a preferred method	76.87% of Midsole/Outsole Waste produced was diverted in a preferred method	Target Achieved - FY23 and beyond target is to maintain	2030
Koolaburra Footwear Packaging Waste Diversion Targets (<i>Tier 2</i>): 95%* Preferred Waste Diversion *Updated from 99% to 95% in FY23	Target first conceptualized in FY21	Target first conceptualized in FY21	98.43% of Packaging Waste produced was diverted in a preferred method	99.40% of Packaging Waste produced was diverted in a preferred method	98.83% of Packaging Waste produced was diverted in a preferred method	Target Achieved - FY21 and beyond target is to maintain	2030
Koolaburra Footwear Textile Waste Diversion Targets (<i>Tier 2</i>): 50% Preferred Waste Diversion	23.80% of Textile Waste produced was diverted in a preferred method	3.33% of Textile Waste produced was diverted in a preferred method	12.10% of Textile Waste produced was diverted in a preferred method	6.40% of Textile Waste produced was diverted in a preferred method	4.54% of Textile Waste produced was diverted in a preferred method	In progress - Target achievable	2030
Koolaburra Footwear Packaging Availability to Recycle Target: 75-85% of all packaging materials have the availability to be recycled via the EPA Recycling Standards	Target first conceptualized in FY21	Target first conceptualized in FY21	72.23% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	64.08% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	70.38% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	In progress - Target achievable	2030

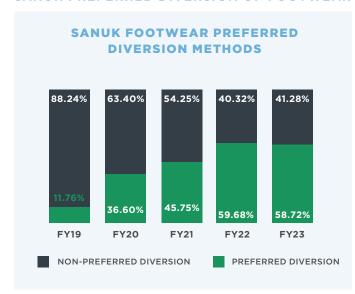
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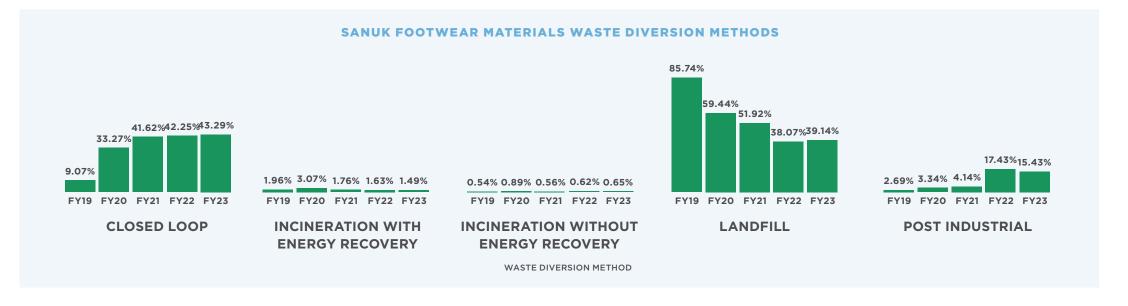




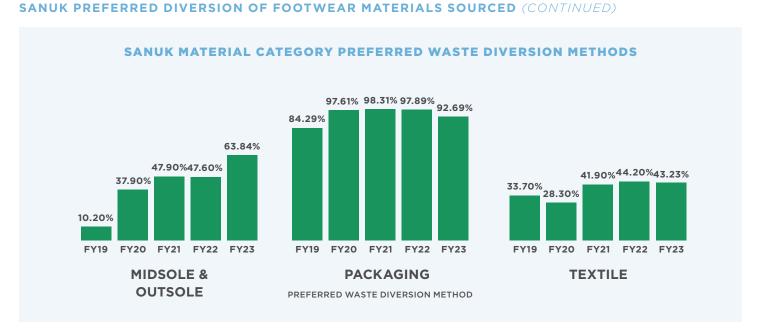


SANUK PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED













SUSTAINABLE DEVELOPMENT GOALS: SANUK (TIER 1 AND TIER 2 WASTE GENERATION 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
Sanuk Footwear Midsole/Outsole Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.115 lbs/pair	Baseline established	Maintained and reduced to 0.114 lbs/pair	Maintained to 0.122 lbs/pair	Maintained and reduced to 0.099 lbs/pair	Maintained and reduced to 0.095 lbs/pair	Target Achieved - FY22 and beyond target is to maintain	2030
Sanuk Footwear Packaging Waste Reduction Targets (<i>Tier 2</i>): Maintain Packaging Waste within 2% from the baseline year	Baseline established	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Maintained Packaging Waste within 2% from the baseline year	Target Achieved - FY20 and beyond target is to maintain	2030
Sanuk Footwear Textile Waste Reduction Targets (<i>Tier 2</i>): Maintain or reduce waste to 0.009 lbs/pair	Baseline established	Slight miss: with 0.010lbs/pair	Maintained and reduced to 0.008 lbs/pair	Maintained to 0.009 lbs/pair	Maintained to 0.009 lbs/pair	Target Achieved - FY21 and beyond target is to maintain	2030

SUSTAINABLE DEVELOPMENT GOALS: SANUK (TIER 2 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
Sanuk Footwear Midsole/Outsole Waste Diversion Targets (<i>Tier 2</i>): 75% Preferred Waste Diversion	10.20% of Midsole/Outsole Waste produced was diverted in a preferred method	37.90% of Midsole/Outsole Waste produced was diverted in a preferred method	47.90% of Midsole/Outsole Waste produced was diverted in a preferred method	47.60% of Midsole/Outsole Waste produced was diverted in a preferred method	63.84% of Midsole/Outsole Waste produced was diverted in a preferred method	On Track	2030
Sanuk Footwear Packaging Waste Diversion Targets (<i>Tier 2</i>): 95%* Preferred Waste Diversion *Updated from 99% to 95% in FY23	84.29% of Packaging Waste produced was diverted in a preferred method	97.61% of Packaging Waste produced was diverted in a preferred method	98.31% of Packaging Waste produced was diverted in a preferred method	97.89% of Packaging Waste produced was diverted in a preferred method	92.69% of Packaging Waste produced was diverted in a preferred method	On Track	2030
Sanuk Footwear Textile Waste Diversion Targets (<i>Tier 2</i>): 70% Preferred Waste Diversion	33.70% of Textile Waste produced was diverted in a preferred method	28.30% of Textile Waste produced was diverted in a preferred method	41.90% of Textile Waste produced was diverted in a preferred method	44.20% of Textile Waste produced was diverted in a preferred method	43.23% of Textile Waste produced was diverted in a preferred method	On Track	2030
Sanuk Footwear Packaging Availability to Recycle Target: 70-75% of all packaging materials have the availability to be recycled via the EPA Recycling Standards	69.51% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	65.73% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	67.66% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	67.09% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	65.79% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	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.