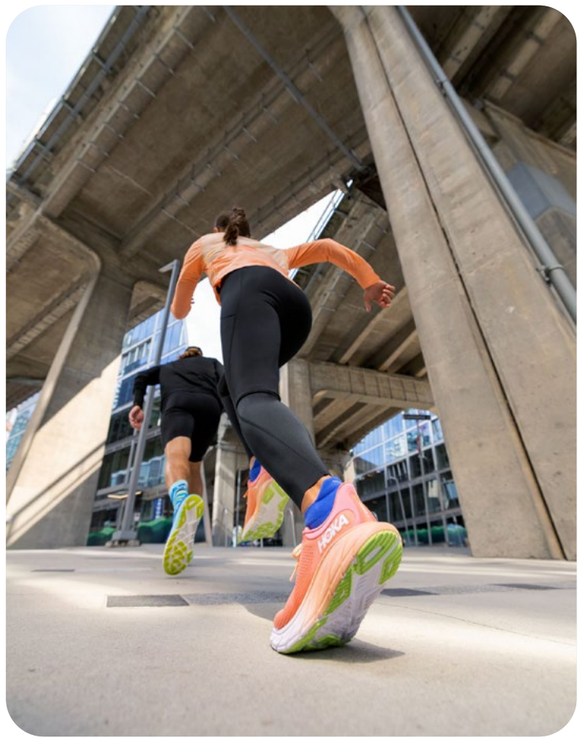
APPENDICES



CONTENTS

UGG ESG PROGRESS

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 hides used in UGG footwear is sourced from Leather Working Group *(LWG)* certified tanneries or recycled sources
- 100% of the wool used in UGG footwear is repurposed wool or Responsible Wool Standard *(RWS)* certified wool
- 60.36% of all footwear materials, and 49.70% of all apparel, accessories and home goods materials, are preferred *(an increase, for both, when compared to FY23)*
- 36.81% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds

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

MATERIALS

Maximize the amount of preferred materials in our productsrights practices within our supply chain

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

UGG ESG PROGRESS (CONTINUED)

UGG PRODUCT MATERIALS

FY24 UGG FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	LWG Cow Leather and Suede	17.34%
2	EVA Ethylene Vinyl Acetate	13.79%
3	LWG Sheepskin	10.71%
4	SugarCane EVA	7.91%
5	Recycled Polyester and/or RPET	7.53%
6	Repurposed Wool	7.30%
7	TENCEL™ Lyocell *(Lenzing)*	4.70%
8	POE Polyolefin *(Infuse)*	3.75%
9	Polyester and/or PET	2.76%
10	Colorant and/or Pigment Auxiliaries	2.53%

FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS TOP MATERIALS

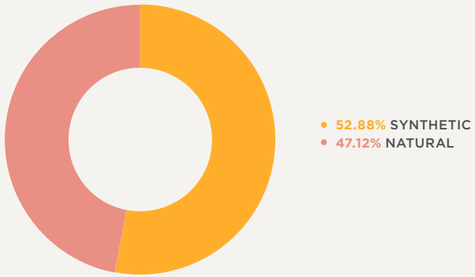
RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	43.29%
2	Recycled Polyester and/or RPET	25.19%
3	Responsible Cotton	17.92%
4	ECOVERO™ *(Lenzing)*	5.42%
5	Conventional Cotton	2.75%
6	Acrylic	1.40%
7	Spandex Elastane	1.29%
8	Nylon and/or Polyamide	0.77%
9	Organic Cotton *(Certified)*	0.42%
10	Zinc and Zinc Alloy	0.36%

UGG ESG PROGRESS (CONTINUED)

UGG PRODUCT MATERIALS *(CONTINUED)*

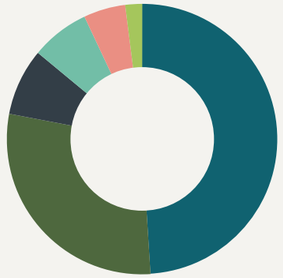
UGG SUBSTRATE BREAKDOWN

FY24 UGG FOOTWEAR SUBSTRATE BREAKDOWN



- **52.88%** SYNTHETIC
- **47.12%** NATURAL

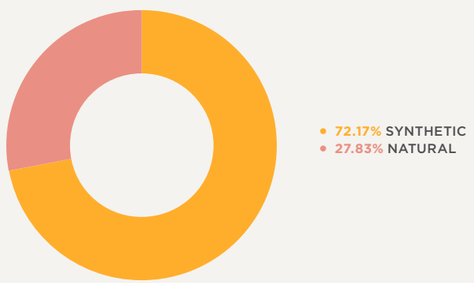
FY24 UGG FOOTWEAR SUBSTRATE TYPE BREAKDOWN



- **48.70%** SYNTHETIC POLYMER
- **28.96%** ANIMAL HIDE
- **7.71%** FIBER
- **7.27%** ADDITIVE
- **4.74%** MAN-MADE FIBER
- **2.23%** NATURAL ELASTOMER
- **0.34%** METAL
- **0.04%** PAPER

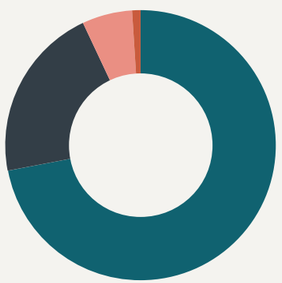
**Natural: A natural material is any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.*

FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS SUBSTRATE BREAKDOWN



- **72.17%** SYNTHETIC
- **27.83%** NATURAL

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



- **72.17%** SYNTHETIC POLYMER
- **21.19%** FIBER
- **5.73%** MAN-MADE FIBER
- **0.63%** METAL
- **0.34%** NATURAL ELASTOMER
- **0.01%** ANIMAL HIDE

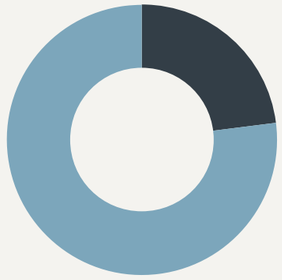
**Natural: A natural material is any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.*

UGG ESG PROGRESS (CONTINUED)

UGG PRODUCT MATERIALS *(CONTINUED)*

UGG FIBER AND NON-FIBER BREAKDOWN

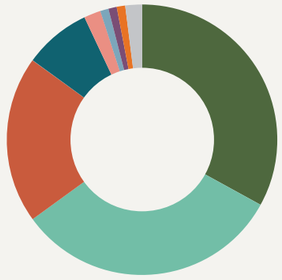
FY24 UGG FOOTWEAR FIBER/NON-FIBER BREAKDOWN



- **23.02%** FIBER
- **76.98%** NON-FIBER

UGG FIBER SUBSTRATE BREAKDOWN

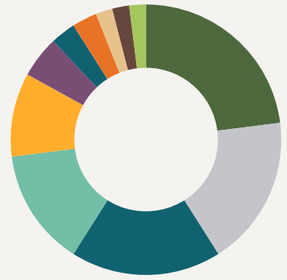
FY24 UGG FOOTWEAR FIBER SUBSTRATE BREAKDOWN



- **32.68%** RECYCLED POLYESTER AND/OR RPET
- **31.70%** REPURPOSED WOOL
- **20.41%** TENCEL™ LYOCELL (LENZING)
- **8.56%** POLYESTER AND/OR PET
- **2.39%** NYLON AND/OR POLYAMIDE
- **0.95%** ACRYLIC
- **0.81%** RESPONSIBLE COTTON
- **0.70%** RWS WOOL (RESPONSIBLE WOOL STANDARD)
- **0.35%** RECYCLED NYLON AND/OR POLYAMIDE
- **0.26%** NATURAL RUBBER
- **1.21%** OTHER FIBERS

UGG NON-FIBER SUBSTRATE BREAKDOWN

FY24 UGG DECKERS FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN

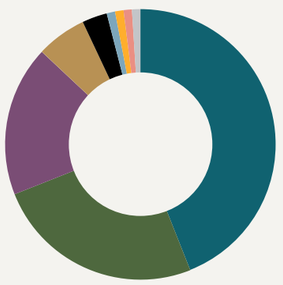


- **22.52%** LWG COW LEATHER AND SUEDE
- **17.97%** OTHER NON-FIBERS
- **17.91%** EVA ETHYLENE VINYL ACETATE
- **13.92%** LWG SHEEPSKIN
- **10.27%** SUGARCANE EVA
- **4.88%** POE POLYOLEFIN (INFUSE)
- **3.28%** COLORANT AND/OR PIGMENT AUXILIARIES
- **2.83%** NATURAL RUBBER
- **2.37%** PU POLYURETHANE
- **2.19%** MINERAL FILLER
- **1.84%** POLYESTER/ETHER POLYOL

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

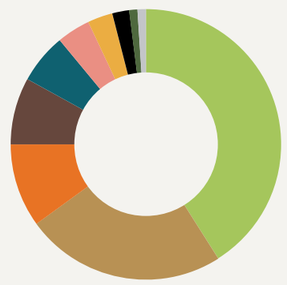
- **99.13%** FIBER
- **0.87%** NON-FIBER

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



- **43.62%** POLYESTER AND/OR PET
- **25.42%** RECYCLED POLYESTER AND/OR RPET
- **18.08%** RESPONSIBLE COTTON
- **5.47%** ECOVERO™ (LENZING)
- **2.77%** CONVENTIONAL COTTON
- **1.41%** ACRYLIC
- **1.30%** SPANDEX ELASTANE
- **0.75%** NYLON AND/OR POLYAMIDE
- **0.51%** OTHER FIBERS
- **0.42%** ORGANIC COTTON (CERTIFIED)
- **0.24%** MODAL™ (LENZING)

FY23 UGG APPAREL, ACCESSORIES, AND HOME GOODS NON-FIBER SUBSTRATE BREAKDOWN

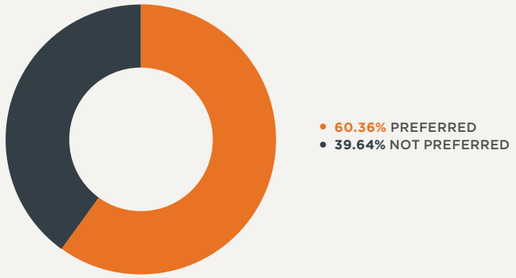


- **40.81%** ZINC AND ZINC ALLOY
- **23.40%** BRASS
- **10.25%** NATURAL RUBBER
- **8.05%** COPPER
- **5.68%** POLYESTER AND/OR PET
- **3.68%** NYLON AND/OR POLYAMIDE
- **3.48%** POM POLYOXYMETHYLENE
- **2.46%** PP POLYPROPYLENE
- **1.21%** LWG COW LEATHER AND SUEDE
- **0.65%** OTHER NON-FIBERS
- **0.32%** PU POLYURETHANE

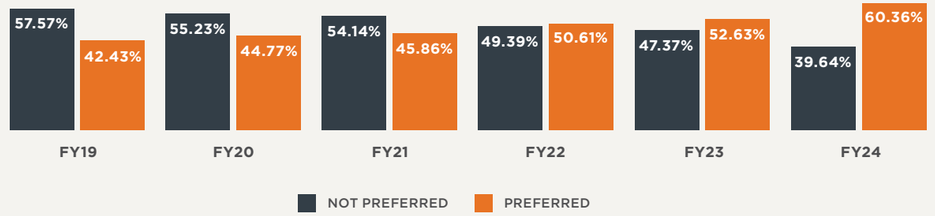
UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS

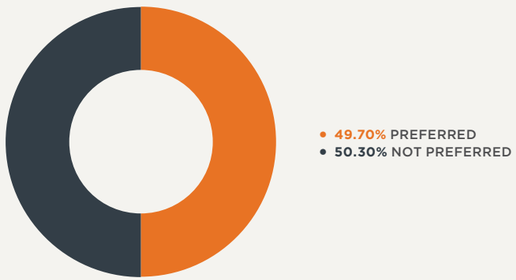
FY24 UGG FOOTWEAR PREFERRED MATERIAL BREAKDOWN



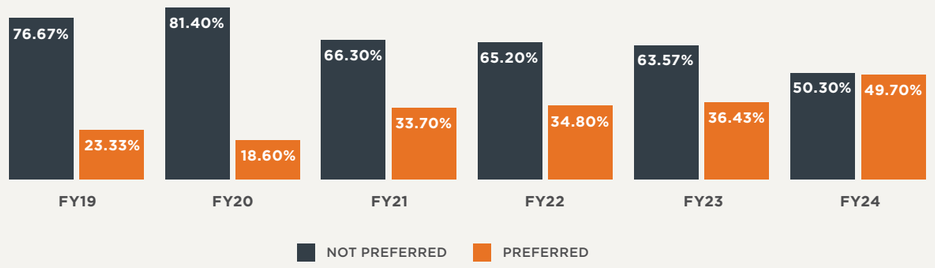
UGG FOOTWEAR PREFERRED MATERIAL GROWTH



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



UGG APPAREL, ACCESSORIES AND HOME GOODS PREFERRED MATERIAL GROWTH

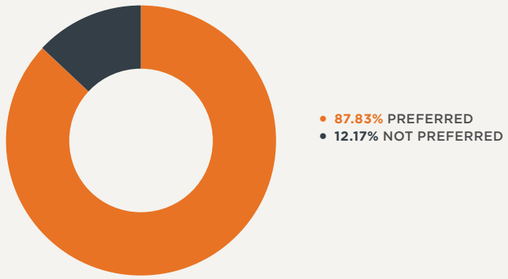


UGG ESG PROGRESS (CONTINUED)

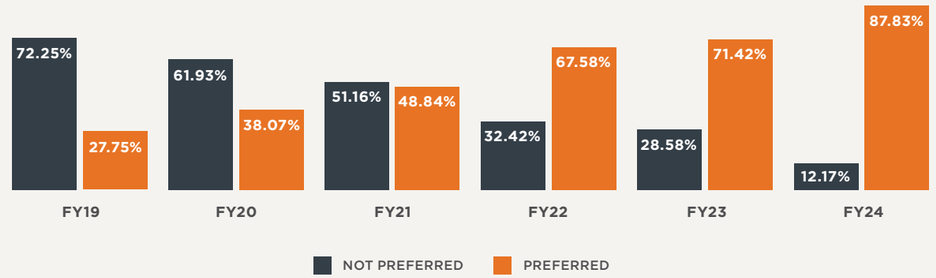
UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED FIBERS

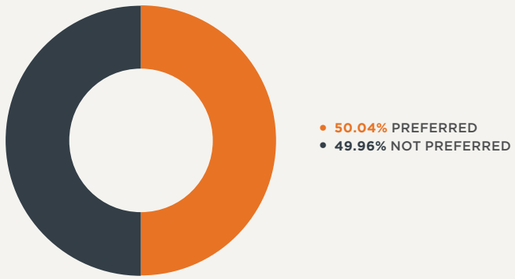
FY24 UGG FOOTWEAR PREFERRED FIBER BREAKDOWN



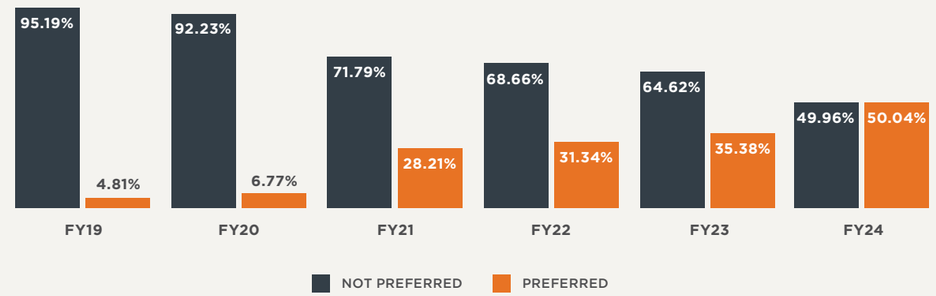
UGG FOOTWEAR PREFERRED FIBER GROWTH



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



UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED FIBER GROWTH



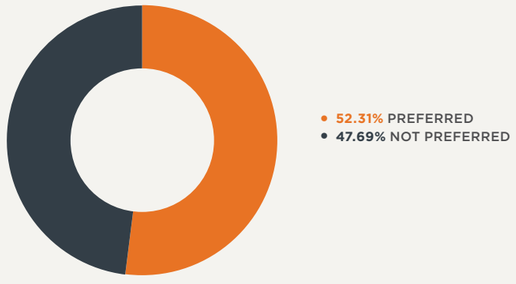
**The above information is pulled from our own BOMs (Bill of Materials) and information provided directly from our licensees*

UGG ESG PROGRESS (CONTINUED)

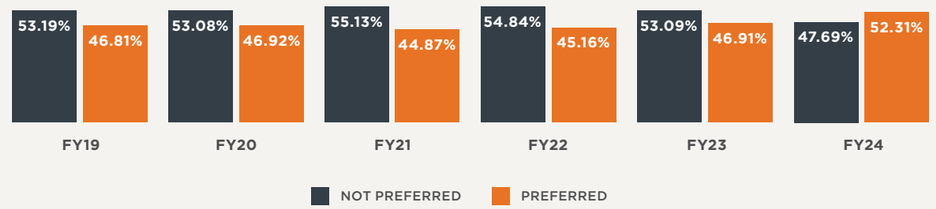
UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED NON-FIBERS

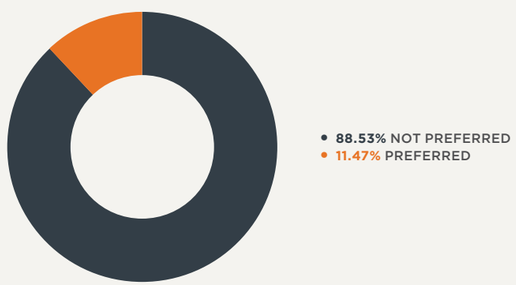
FY24 UGG FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



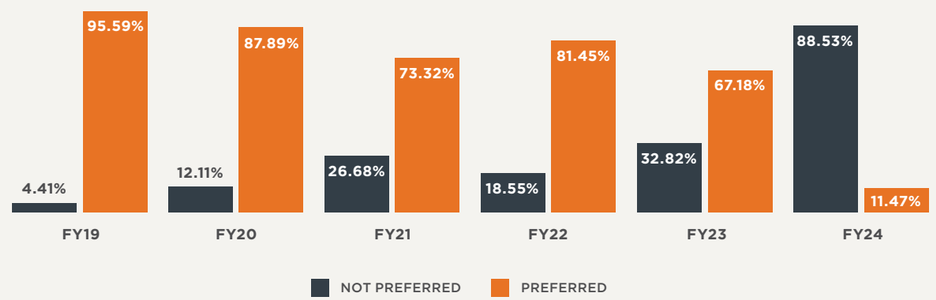
UGG FOOTWEAR PREFERRED NON-FIBER GROWTH



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



UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED NON-FIBER PROGRESS



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

UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED LEATHER AND SHEEPSKIN

Leather Working Group *(LWG)* Leather vs. Standard Tanning*:
In FY24, UGG products used approximately 69.71 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 approximately 55.85 million lbs of CO_2 eq. emissions, 23.27 billion liters of water and 492.96 million MJ of energy. UGG also utilizes leather and suede sourced from farms that practice regenerative agriculture.

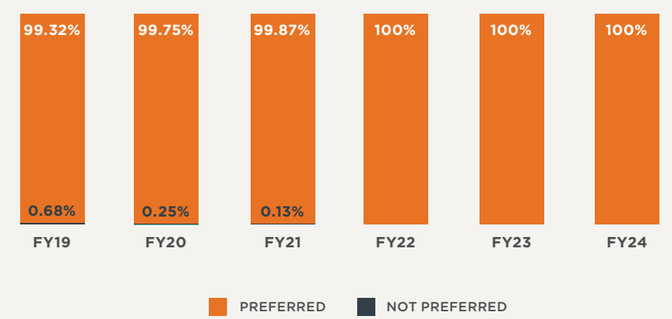
55,853,450
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

23,274,258,304
WATER SAVED (LITERS OF WATER)

492,962,808
ENERGY SAVED (MJ)

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

UGG FOOTWEAR LWG LEATHER PROGRESS



UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED SHEEPSKIN BENEFITS

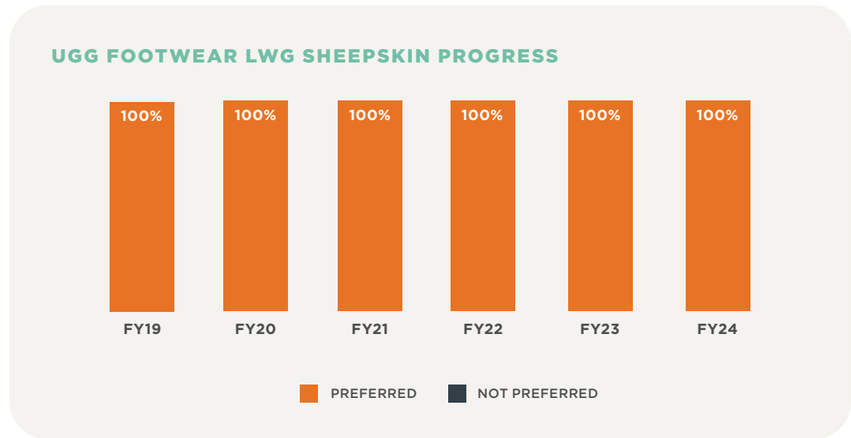
Leather Working Group (LWG) certified Sheepskin vs. Standard Sheepskin*: In FY24, UGG used approximately 31.15 million sq ft of sheepskin from LWG certified tanneries. 100% of the sheepskin we used in our products was sourced through LWG certified tanneries. When comparing UGG's LWG sheepskin usage against the same usage in its conventional tanning form UGG saved approximately 4.99 million lbs of CO_2 eq. emissions, 804.77 million liters of water and 40.65 million MJ of energy. UGG also utilizes sheepskin sourced from farms that practice regenerative agriculture.

4,993,882
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

804,774,990
WATER SAVED (LITERS OF WATER)

40,651,780
ENERGY SAVED (MJ)

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



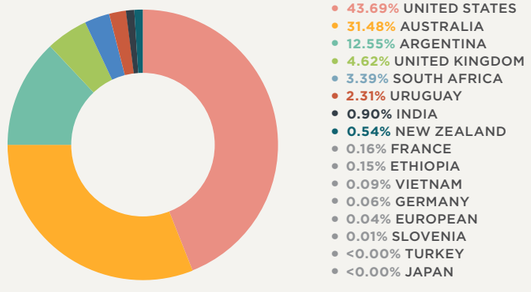
UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG HIDE TRACEABILITY

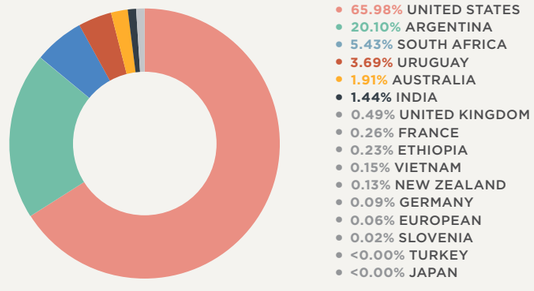
The hides used in our products are a byproduct of the meat industry and, as such, we interact with the processing facility and not the farming operations. Although this presents certain challenges, we are committed to being diligent and tracing the hides we use back to the country of origin. In FY24, the majority of our sheepskin hides came from Australia, the United Kingdom, and the United States. In FY24, the majority of our leather and suede hides came from the United States, Argentina, and South Africa.

FY24 UGG FOOTWEAR LEATHER AND SHEEPSKIN HIDES COUNTRY OF ORIGIN



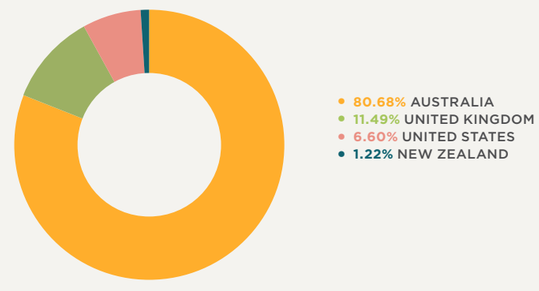
- 43.69% UNITED STATES
- 31.48% AUSTRALIA
- 12.55% ARGENTINA
- 4.62% UNITED KINGDOM
- 3.39% SOUTH AFRICA
- 2.31% URUGUAY
- 0.90% INDIA
- 0.54% NEW ZEALAND
- 0.16% FRANCE
- 0.15% ETHIOPIA
- 0.09% VIETNAM
- 0.06% GERMANY
- 0.04% EUROPEAN
- 0.01% SLOVENIA
- <0.00% TURKEY
- <0.00% JAPAN

FY24 UGG FOOTWEAR LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN



- 65.98% UNITED STATES
- 20.10% ARGENTINA
- 5.43% SOUTH AFRICA
- 3.69% URUGUAY
- 1.91% AUSTRALIA
- 1.44% INDIA
- 0.49% UNITED KINGDOM
- 0.26% FRANCE
- 0.23% ETHIOPIA
- 0.15% VIETNAM
- 0.13% NEW ZEALAND
- 0.09% GERMANY
- 0.06% EUROPEAN
- 0.02% SLOVENIA
- <0.00% TURKEY
- <0.00% JAPAN

FY24 UGG FOOTWEAR SHEEPSKIN HIDES COUNTRY OF ORIGIN



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

**Note, the above only depicts leather and sheepskin hides in our footwear.*

UGG ESG PROGRESS (CONTINUED)

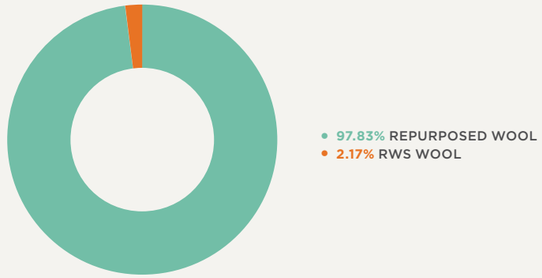
UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED WOOL BENEFITS

UGG Footwear Wool Efforts

In FY24, 100% of wool used in UGG footwear was repurposed wool or wool sourced from Responsible Wool Standard *(RWS)*.

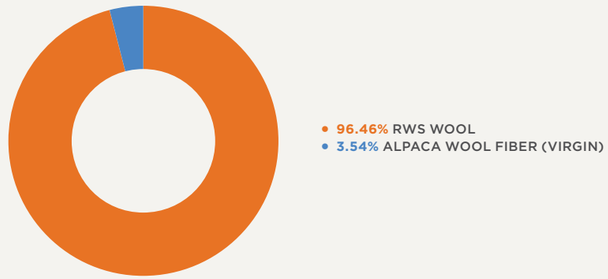
FY24 UGG FOOTWEAR WOOL FIBER BREAKDOWN



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

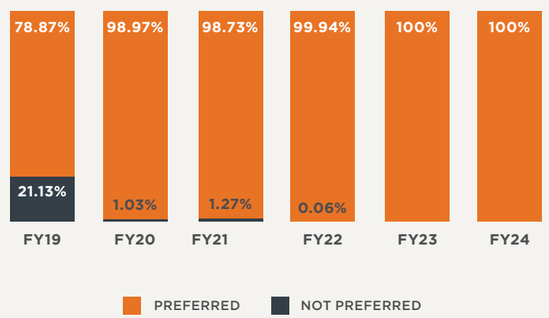
In FY24, 96.46% of the wool fibers used in UGG apparel, accessories and home goods was made with RWS wool, and 3.54% was virgin. We are committed to eliminating the use of virgin wool in UGG apparel, accessories and home goods entirely or ensuring it is made with preferred wool by the end of calendar year 2025.

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

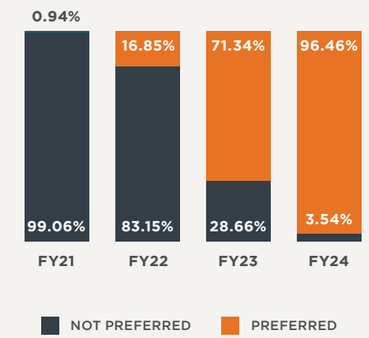


**Note, virgin cashmere and alpaca wool are prohibited per our Ethical Sourcing and Animal Welfare Policy. The above reflects buys prior to policy adoption. We have hit our target to eliminate our use of alpaca by fall 2023 (this was purchased prior to that time). We continue to work toward our goal of eliminating non-certified virgin cashmere in our apparel accessories and home products by end of calendar year 2025.*

UGG FOOTWEAR PREFERRED WOOL PROGRESS



UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED WOOL GROWTH



UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG BENEFITS OF RESPONSIBLE WOOL

Raw Repurposed Wool Fiber vs. Raw Virgin Market Wool Fiber

UGG products used 4.45 million lbs of repurposed wool. When comparing the impact of conventional virgin wool fiber usage to the same usage of repurposed wool, UGG saved approximately 135.81 million lbs of CO_2 eq. emissions, 15.76 billion liters of water and 106.47 million MJ of energy.

135,812,509

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

15,755,741,717

WATER SAVED (LITERS OF WATER)

106,474,138

ENERGY SAVED (MJ)

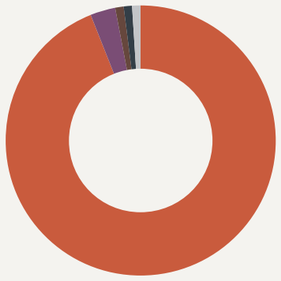
UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS

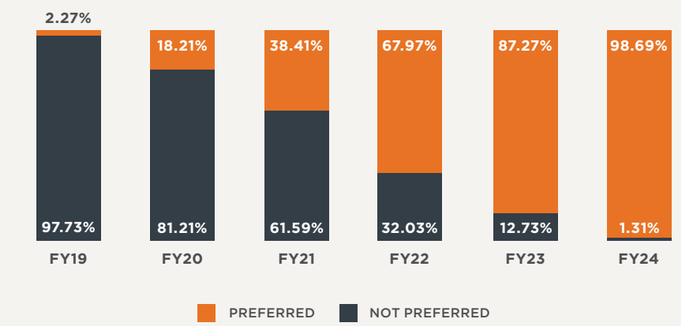
We are proud to use a variety of plant and plant-based fibers in our products. This includes TENCEL™ Lyocell, LENZING™ ECOVERO™, LENZING™ Modal, Certified Organic Cotton, Hemp, Jute, Linen, Ramie, Responsible Cotton, Recycled Cotton, Cork, Straw and Rice Husk. The charts below details some of the key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

FY24 UGG FOOTWEAR PLANT AND PLANT-BASED FIBER BREAKDOWN

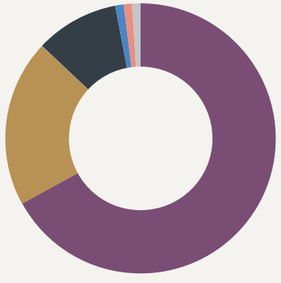


- **94.07%** TENCEL™ LYOCELL (LENZING)
- **3.72%** RESPONSIBLE COTTON
- **0.68%** VISCOSE (UNCERTIFIED)
- **0.55%** CONVENTIONAL COTTON
- 0.38% HEMP
- 0.21% STRAW FIBER FILLER
- 0.14% RAFFIA
- 0.12% CELLULOSE ACETATE (CERTIFIED)
- 0.09% RAYON (CERTIFIED)
- 0.09% JUTE
- 0.01% ORGANIC HEMP (CERTIFIED)

UGG FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH

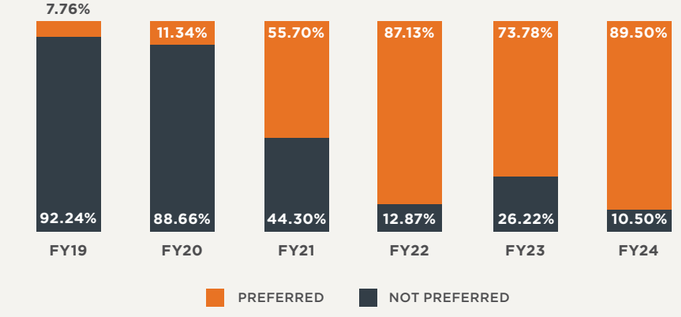


FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS PLANT AND PLANT-BASED FIBER BREAKDOWN



- **66.68%** RESPONSIBLE COTTON
- **20.16%** ECOVERO™ (LENZING)
- **10.23%** CONVENTIONAL COTTON
- **1.54%** ORGANIC COTTON
- 0.88% MODAL™ (LENZING)
- 0.22% MODAL (GENERIC)
- 0.22% RECYCLED COTTON (CERTIFIED)
- 0.01% TENCEL™ LYOCELL (LENZING)
- <0.00% VISCOSE (UNCERTIFIED)

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

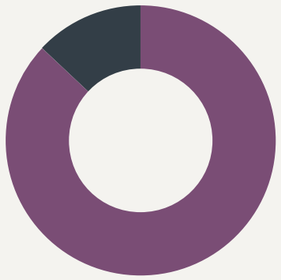


UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

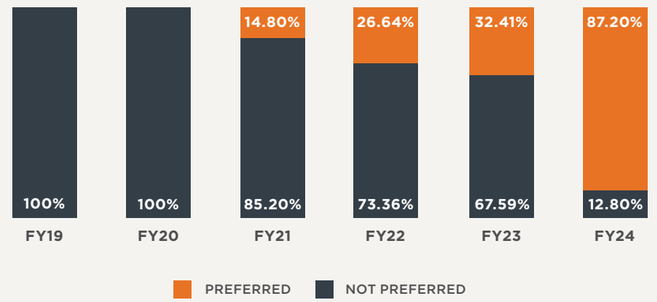
UGG PREFERRED COTTON

FY24 UGG FOOTWEAR COTTON FIBER BREAKDOWN

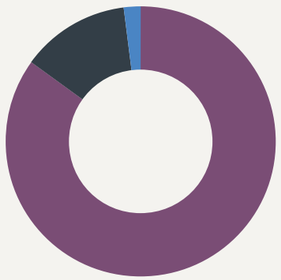


- **87.20%** RESPONSIBLE COTTON
- **12.80%** CONVENTIONAL COTTON

UGG FOOTWEAR PREFERRED COTTON FIBER GROWTH

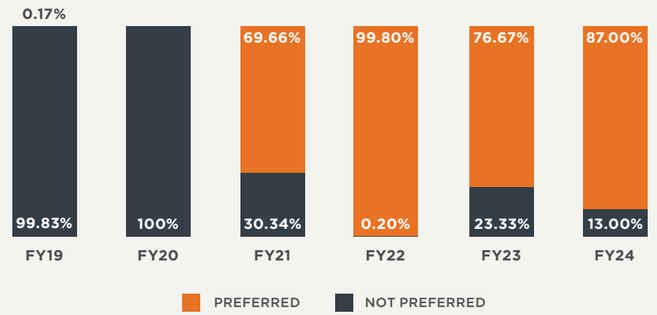


FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS COTTON FIBER BREAKDOWN



- **84.75%** RESPONSIBLE COTTON
- **13.00%** CONVENTIONAL COTTON
- **1.96%** ORGANIC COTTON
- **0.28%** RECYCLED COTTON (CERTIFIED)

UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED COTTON FIBER GROWTH



UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG BENEFITS OF PREFERRED COTTON

Responsible Cotton Fibers vs. Raw Conventional Cotton Fibers

In FY24, UGG products used 428,925.92 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 approximately 485,766 lbs of CO_2 eq. emissions, 4.04 billion liters of water and 3.01 million MJ of energy.

485,766

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

4,040,350,333

WATER SAVED (LITERS OF WATER)

3,011,144

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. In FY20, we introduced UGGplush™ which is UGGpure wool combined with a percentage of TENCEL™ Lyocell woven into a recycled polyester textile backing. In FY24, 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.

TENCEL™ Lyocell Fiber vs. Conventional Viscose Fiber

In FY24, UGG products used 2.87 million lbs of TENCEL™ Lyocell. When comparing the impact of conventional viscose fiber usage to the same usage of TENCEL™ Lyocell, UGG saved approximately 11.61 million lbs of CO_2 eq. emissions and 54.63 million MJ of energy.

11,614,639

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

54,634,308

ENERGY SAVED (MJ)

UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG BENEFITS OF LENZING™ ECOVERO™

LENZING™ ECOVERO™ Fiber vs. Conventional Viscose Fiber

UGG apparel, accessories and home goods used 87,698 lbs of LENZING™ ECOVERO™ and MODAL™ fiber in FY24. When comparing the impact of conventional viscose fiber usage to the same usage of LENZING™ ECOVERO™ and LENZING™ MODAL™, UGG saved approximately 328,942 lbs of CO_2 eq. emissions and 1.58 million MJs of energy.

328,942

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

1,584,489

ENERGY SAVED (MJ)

UGG HEMP AND JUTE BENEFITS

Hemp Fiber vs. Conventional Cotton Fiber

In FY24, UGG products used 12,846 lbs of hemp and jute. When comparing the impact of conventional cotton raw fiber usage to the same usage of hemp and jute, UGG saved approximately 114,328 lbs of CO_2 eq. emissions, 289.01 million liters of water and 202,189 MJ of energy.

114,328

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

289,007,586

WATER SAVED (LITERS OF WATER)

202,189

ENERGY SAVED (MJ)

UGG ESG PROGRESS (CONTINUED)

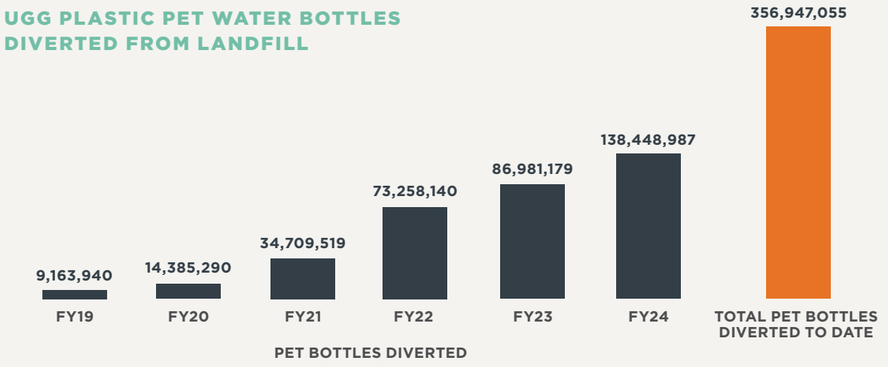
UGG PREFERRED MATERIALS *(CONTINUED)*

UGG PREFERRED POLYESTER

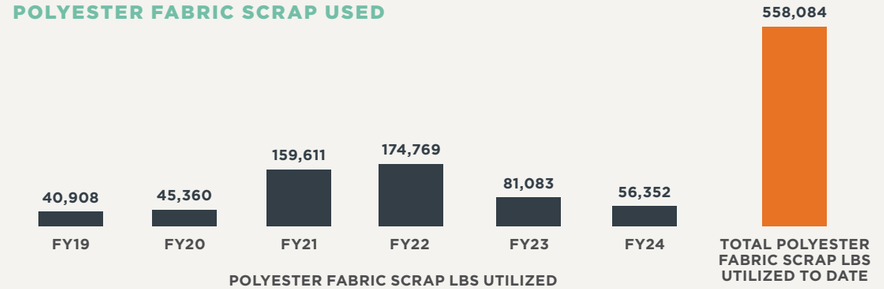
Recycled Polyester *(rPET)*:

Recycled polyester *(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 twinface sheepskin)* and plant based TENCEL™ Lyocell woven into a rPET textile backing. In FY24, UGG used 5.16 million lbs of rPET across all of its products and packaging, which is the equivalent of 138.45 million PET water bottles. Additionally, UGG has utilized approximately 56,352 lbs of post-industrial polyester fabric scrap across all products and packaging produced in FY24. To date, UGG has repurposed the equivalent of approximately 356.95 million PET water bottles and 558,084 lbs of post-industrial polyester fiber and textile scrap.

UGG PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL



UGG LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED

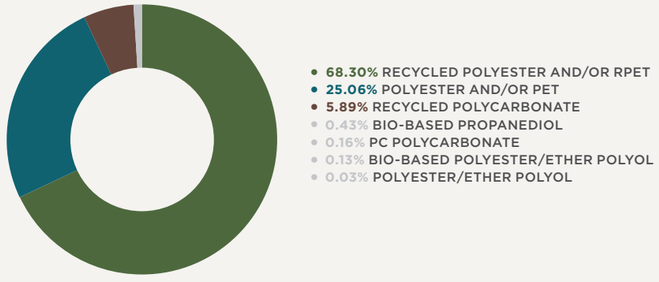


UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

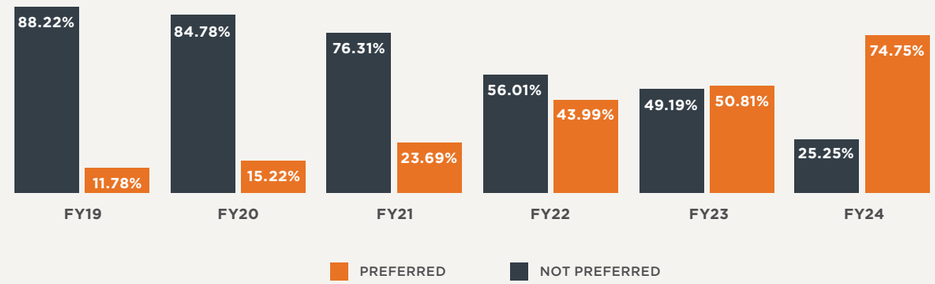
UGG CO-POLYESTER FIBERS AND FILMS BREAKDOWN

FY24 UGG FOOTWEAR CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*

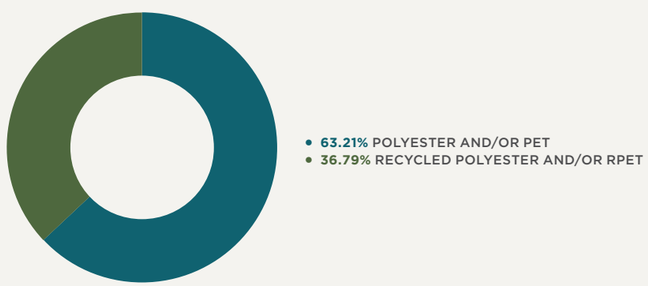


**Note, the co-polyester family includes polyester, recycled polyester, rPET, PET, polycarbonate, bio-based Polyester/PET, recycled polycarbonate and terylene.*

UGG FOOTWEAR PREFERRED CO-POLYESTER GROWTH

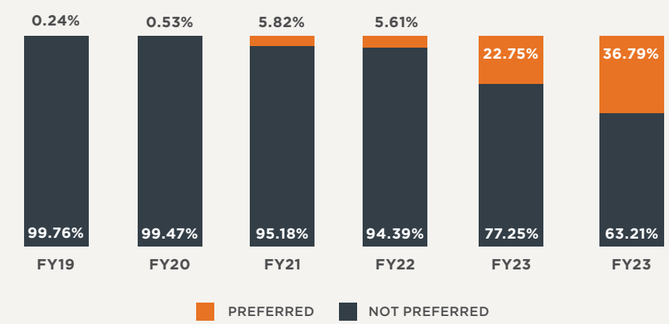


FY24 UGG APPAREL, ACCESSSORIES, AND HOME GOODS CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*



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

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



UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG 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 FY24, UGG products used approximately 4.91 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)*, UGG saved approximately 10.23 million lbs of CO_2 eq. emissions, 2.81 billion liters of water and 146.30 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)*	10,179,288	2,794,572,656	145,556,949
TOTAL RECYCLED POLYESTER SAVINGS *(PACKAGING)*	50,961	14,641,989	743,261
TOTAL RECYCLED POLYESTER SAVINGS	**10,230,249**	**2,809,214,645**	**146,300,210**

**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.*

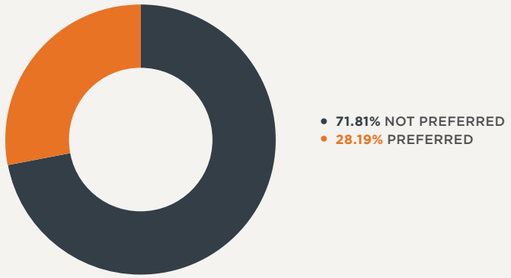
UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

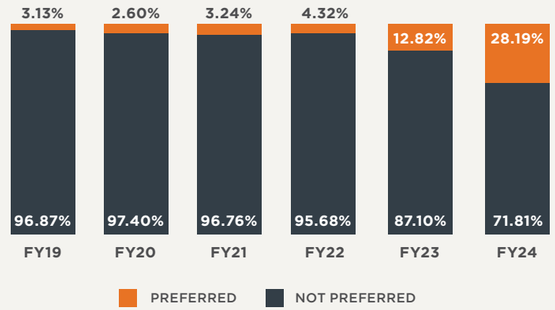
UGG PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. Our bottom unit reporting 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.

FY24 UGG FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM BREAKDOWN



UGG FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS GROWTH



UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

UGG 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 CO_2 from the atmosphere and sequesters carbon. For every pound of Ethanol *(ethylene)* derived from sugarcane, 1.6 lbs of CO_2 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.

FY24 UGG FOOTWEAR PREFERRED EVA BREAKDOWN

UGG FOOTWEAR PREFERRED EVA GROWTH

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

In FY24, UGG footwear used over 4.9 million lbs of preferred EVA *(SugarCane EVA and Recycled EVA)*. When comparing conventional EVA usage to the same usage of preferred EVA, we saved approximately 160.20 million MJs of energy, 49.12 million liters of water and 24.27 million lbs. of CO_2 eq. emissions.

11,010,868
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

49,122,503
WATER SAVED (LITERS OF WATER)

160,204,242
ENERGY SAVED (MJ)

UGG ESG PROGRESS (CONTINUED)

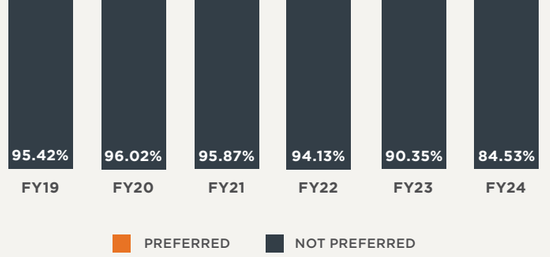
UGG PREFERRED MATERIALS *(CONTINUED)*

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. We include the following as part of our bottom unit categories: midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, foam and molded uppers, molded rubber, rubber sheets, and performance plates. This does not include auxiliaries used to make these materials as those are performance and aesthetic characteristics that generally do not have preferred alternatives available at this time.

FY24 UGG FOOTWEAR PREFERRED RUBBER AND OTHER FOAM BREAKDOWN

UGG FOOTWEAR PREFERRED RUBBER AND OTHER FOAM GROWTH



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

In FY24, UGG Footwear used 366,963 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 7.89 million MJs of energy, and over 25,454 lbs. of CO_2 eq. emissions.

25,454

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

7,890,801

ENERGY SAVED (MJ)

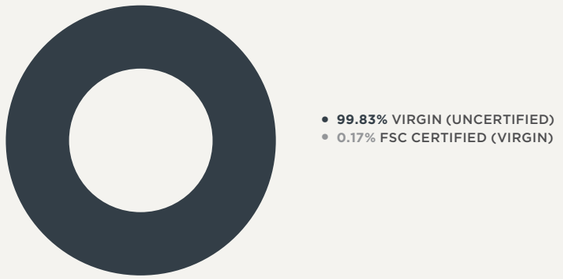
UGG ESG PROGRESS (CONTINUED)

UGG PREFERRED MATERIALS *(CONTINUED)*

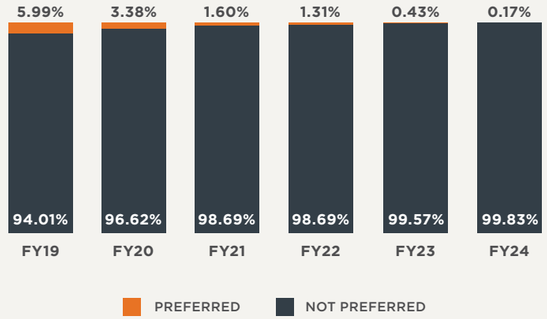
UGG CERTIFIED AND RECYCLED NATURAL RUBBER

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 certified to originate from sources that legally harvest, source, transport and export rubber.

FY24 UGG FOOTWEAR CERTIFIED AND/OR RECYCLED NATURAL RUBBER



UGG FOOTWEAR PREFERRED NATURAL RUBBER PROGRESS

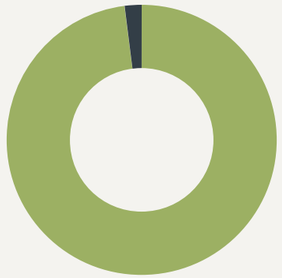


UGG ESG PROGRESS (CONTINUED)

UGG PACKAGING AND TREES SAVED

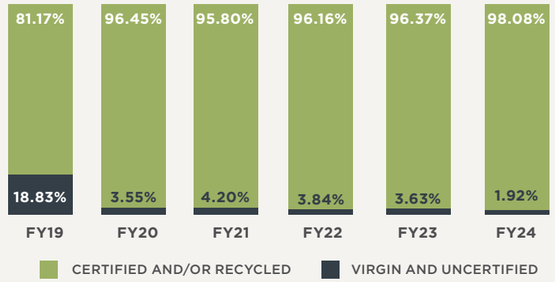
Since 2016, UGG has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage. UGG makes up over 53.21% of Deckers footwear packaging dunnage and over 85.29% of our apparel, accessories and home goods packaging. We are thrilled that UGG footwear utilizes 99.15% preferred paper packaging materials and that UGG, through its use of recycled paper, has saved over 4.10 million trees to date. Further, UGG's footwear packaging uses only 1.97% plastic, a positive step forward in their sustainability journey.

FY24 UGG FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING

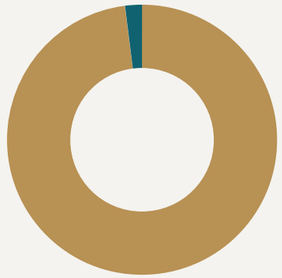


- **98.08%** CERTIFIED AND/OR RECYCLED
- **1.92%** VIRGIN (UNCERTIFIED)

UGG FOOTWEAR PREFERRED PACKAGING SUBSTRATES GROWTH

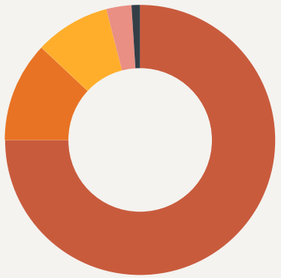


FY24 UGG FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



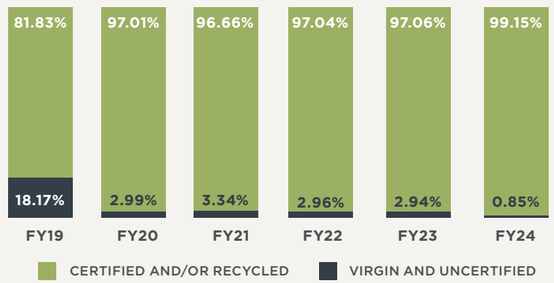
- **97.99%** PAPER
- **1.97%** SYNTHETIC POLYMER
- **0.03%** FIBER
- **0.01%** METAL

FY24 UGG FOOTWEAR PAPER PACKAGING BREAKDOWN

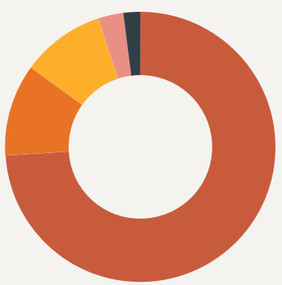


- **75.71%** FSC (RECYCLED)
- **11.54%** FSC (VIRGIN)
- **9.09%** GRS
- **2.80%** RECYCLED (UNCERTIFIED)
- **0.85%** VIRGIN (UNCERTIFIED)

UGG FOOTWEAR PREFERRED PAPER PACKAGING SUBSTRATES GROWTH

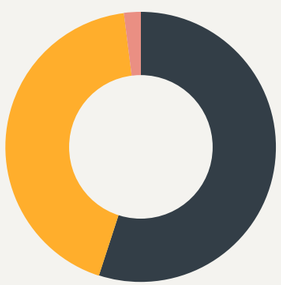


FY24 UGG FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



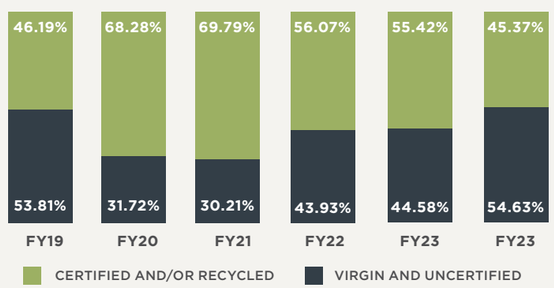
- **74.19%** FSC (RECYCLED)
- **11.31%** FSC (VIRGIN)
- **9.76%** GRS
- **2.80%** RECYCLED (UNCERTIFIED)
- **1.92%** VIRGIN (UNCERTIFIED)
- **0.02%** RESPONSIBLE COTTON SOURCING SCHEME

FY24 UGG FOOTWEAR PLASTIC PACKAGING



- **54.63%** VIRGIN (UNCERTIFIED)
- **43.33%** GRS
- **2.04%** RECYCLED (UNCERTIFIED)

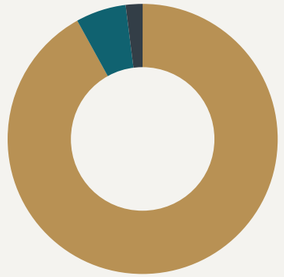
UGG FOOTWEAR PREFERRED PLASTIC PACKAGING SUBSTRATES PROGRESS



UGG ESG PROGRESS (CONTINUED)

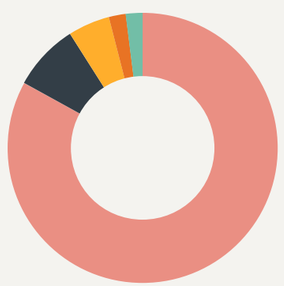
UGG PACKAGING AND TREES SAVED *(CONTINUED)*

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



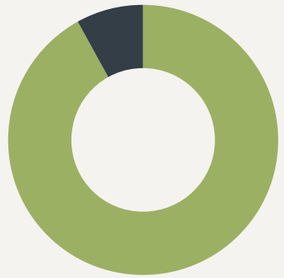
- **92.22%** PAPER
- **5.95%** SYNTHETIC POLYMER
- **1.79%** FIBER
- **0.03%** METAL

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



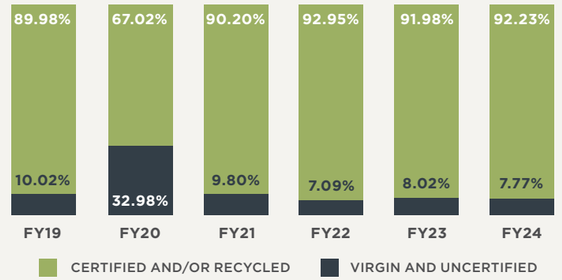
- **82.76%** RECYCLED (UNCERTIFIED)
- **7.77%** VIRGIN (UNCERTIFIED)
- **5.46%** GRS
- **2.05%** FSC (VIRGIN)
- **1.79%** RESPONSIBLE COTTON SOURCING SCHEME
- **0.16%** FSC (RECYCLED)

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

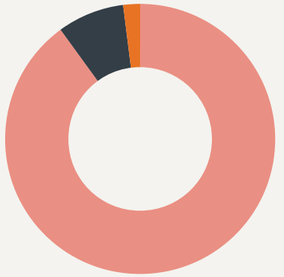


- **92.23%** CERTIFIED AND/OR RECYCLED
- **7.77%** VIRGIN (UNCERTIFIED)

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

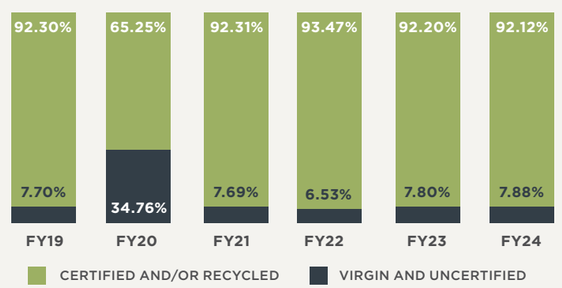


FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS PAPER PACKAGING BREAKDOWN

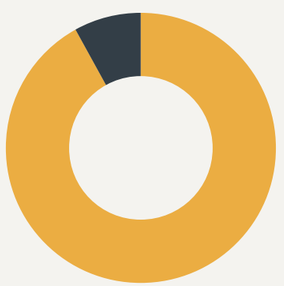


- **89.73%** RECYCLED (UNCERTIFIED)
- **7.88%** VIRGIN (UNCERTIFIED)
- **2.22%** FSC (VIRGIN)
- **0.17%** FSC (RECYCLED)

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

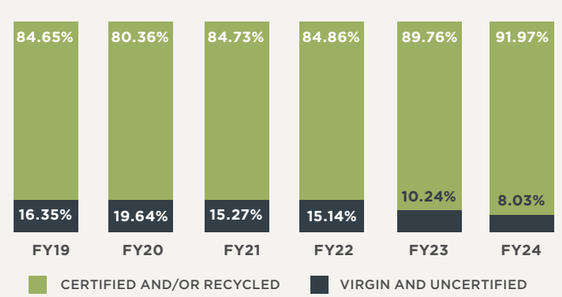


FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS PLASTIC PACKAGING BREAKDOWN



- **91.82%** GRS
- **8.03%** VIRGIN (UNCERTIFIED)
- **0.17%** RECYCLED (UNCERTIFIED)

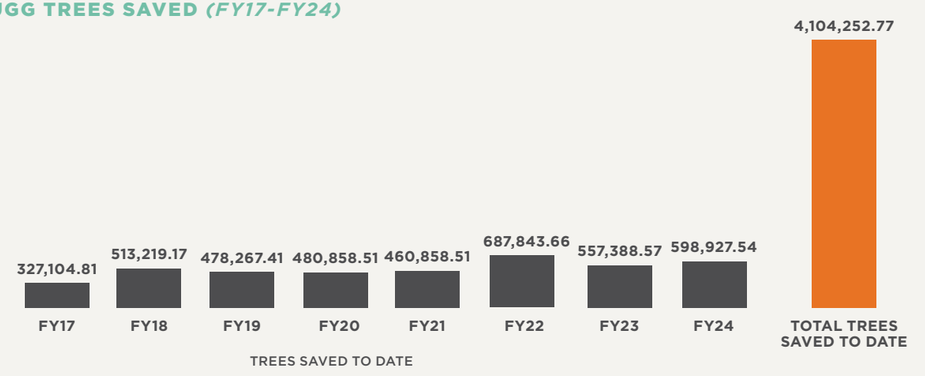
UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PLASTIC PACKAGING GROWTH



UGG ESG PROGRESS (CONTINUED)

UGG PACKAGING AND TREES SAVED *(CONTINUED)*

UGG TREES SAVED *(FY17-FY24)*



**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.*

SUMMARY OF UGG MATERIALS TARGETS PROGRESS

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	FISCAL YEAR 2024 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	52.61% of all materials used in UGG footwear were made from preferred materials	60.36% 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	71.42% of all fibers used in UGG footwear were made from preferred materials	87.83% 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	52.31% 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	47.70% of all materials used in UGG apparel, accessories, and home goods were made from preferred materials	On Track	2027
100% of UGG footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	97.91% of UGG footwear SKUs were comprised of at least one preferred material	99.80% of UGG footwear SKUs were comprised of at least one preferred material	96.60% of UGG footwear SKUs were comprised of at least one preferred material	98.82% of UGG footwear SKUs were comprised of at least one preferred material	On Track	2030
100% of all hides used in UGG 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 UGG footwear were sourced from LWG-certified tanneries or were recycled leather. 100% of sheepskin used in UGG footwear was sourced from LWG-certified tanneries	99.98% of all leather hides used in UGG footwear were sourced from LWG-certified tanneries or were recycled leather 100% of sheepskin used in UGG footwear was sourced from LWG-certified tanneries	100% of all hides used in UGG footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in UGG footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in UGG footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in UGG footwear were sourced from LWG-certified tanneries or were recycled leather	Target Achieved - FY21 and beyond target is to maintain	2022

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

SUMMARY OF UGG MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: UGG MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all hides used in UGG 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 UGG apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in UGG apparel, accessories, and home goods was sourced from LWG-certified tanneries	84.84% of all leather hides used in UGG apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in UGG apparel, accessories, and home goods was sourced from LWG-certified tanneries	86.27% of all leather hides used in UGG apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in UGG apparel, accessories, and home goods was sourced from LWG-certified tanneries	97.48% of all leather hides used in UGG apparel, accessories, and home goods were sourced from LWG-certified tanneries 100% of sheepskin used in UGG apparel, accessories, and home goods was sourced from LWG-certified tanneries	100% of all hides used in UGG apparel, accessories and home were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in UGG apparel, accessories and home were sourced from LWG-certified tanneries or were recycled leather	Target Achieved - FY23 and beyond target is to maintain	2022
Trace 100% of all leather hides *(used in UGG footwear)* back to the country of origin, within the leather and sheepskin material categories	96.24% of all hides used in UGG footwear traced back to country of origin, within the leather and sheepskin material categories	97.30% of all hides used in UGG footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in UGG footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in UGG footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in UGG footwear traced back to country of origin, within the leather and sheepskin material categories	100% of all hides used in UGG 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	Maintained 100% of down used in UGG products, including those produced by licensees and agents, was RDS-certified	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	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	11.23% 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 UGG 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	96.46% of wool used in UGG apparel, accessories, and home goods was RWS wool and 3.54% was virgin wool, with a commitment to either completely eliminating virgin wool in UGG 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	In FY24 no cashmere was used in UGG products	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.*

SUMMARY OF UGG MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: UGG MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all plant and plant-based fibers used in UGG footwear will be made with preferred materials	2.27% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	18.79% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	38.41% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	67.97% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	87.27% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	98.69% of all plant and plant-based fibers used in UGG footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in UGG 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 UGG 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 UGG 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 UGG 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 UGG 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 UGG footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	87.20% of cotton fiber used in UGG 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 UGG 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	0.17% of cotton fiber used in UGG 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 UGG 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 UGG footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	99.80% of cotton fiber used in UGG 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 UGG apparel, accessories, and home goods, in all material categories, will be made from recycled cotton fibers, certified organic cotton or sourced from farms that utilize sustainable crop growing practices	87.00% of cotton fiber used in UGG 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 UGG footwear to comply with Deckers 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 UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	22.68% of all MMCFs fibers used in UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	50.55% of all MMCFs fibers used in UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	86.05% of all MMCFs fibers used in UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	97.99% of all MMCFs fibers used in UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.28% of all MMCFs fibers used in UGG footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	On Track	2026
70% of all co-polyester fibers and films in UGG footwear to originate from post-consumer, post-industrial, or renewable resources	11.78% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	15.22% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	23.69% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	43.99% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	50.81% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	74.75% of all co-polyester fibers and films used in UGG footwear originated from post-consumer, post-industrial or renewable resources	On Track	2027
50% of all co-polyester fibers and films in UGG apparel, accessories, and home goods to originate from post-consumer, post-industrial, or renewable resources	0.24% of all co-polyester fibers and films used in UGG apparel, accessories, and home goods originated from post-consumer, post-industrial or renewable resources	0.53% of all co-polyester fibers and films used in UGG 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 UGG 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 UGG 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 UGG apparel, accessories, and home goods comes originated from post-consumer, post-industrial or renewable resources	36.79% of all co-polyester fibers and films used in UGG 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.*

SUMMARY OF UGG MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: UGG MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Replace 50% of all faux fur with plant-based faux fur, bio-based faux fur or recycled synthetic fibers, within all material categories in UGG 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 UGG 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 UGG apparel, accessories and home goods	8.33% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within UGG 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*	3.16% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	2.60% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	3.24% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	4.32% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	12.82% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	28.19% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	On Track	2030
45-50% of all EVA used in UGG bottom units will feature recycled and/or bio-based 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 UGG bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds	0.53% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds	1.92% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds	16.17% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds	36.81% of all EVA used in UGG bottom units featured recycled and/or bio-based compounds	On Track	2030
20-25% of all materials used outside of EVA in UGG bottom units will feature 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*	4.58% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	3.98% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	4.13% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	5.87% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	9.65% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	15.47% of all materials used outside of EVA in UGG bottom units featured bio-based compounds, plant-based, and/or recycled materials	On Track	2030
50% of all natural rubber used in UGG 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	1.60% of all natural rubber used in UGG footwear was certified to legally harvested, sourced, transported and exported, or contained recycled natural rubber	1.31% of all natural rubber used in UGG footwear was certified to legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.43% of all natural rubber used in UGG footwear was certified to legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.17% of all natural rubber used in UGG footwear was certified to legally harvested, sourced, transported and exported, or contained recycled natural rubber	In progress - Target achievable	2030
100% of packaging materials used in UGG footwear will be made from preferred materials	81.17% of packaging materials used in UGG footwear were made from preferred materials	96.45% of packaging materials used in UGG footwear were made from preferred materials	95.80% of packaging materials used in UGG footwear were made from preferred materials	96.16% of packaging materials used in UGG footwear were made from preferred materials	96.37% of packaging materials used in UGG footwear were made from preferred materials	98.08% of packaging materials used in UGG footwear were made from 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.*

SUMMARY OF UGG MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: UGG MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of packaging materials used in UGG apparel, accessories, and home goods will be made from preferred materials	Target first conceptualized in FY21	Target first conceptualized in FY21	90.20% of packaging materials used in UGG apparel, accessories and home goods were made from preferred materials	92.91% of packaging materials used in UGG apparel, accessories and home goods were made from preferred materials	91.98% of packaging materials used in UGG apparel, accessories and home goods were made from preferred materials	92.23% of packaging materials used in UGG 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 UGG footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.01% of timber used in UGG footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.66% of timber used in UGG footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.04% of timber used in UGG footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.06% of timber used in UGG footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	99.15% of timber used in UGG 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 UGG 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 UGG 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 UGG 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 UGG apparel, accessories, and home goods packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	92.12% of timber used in UGG 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 UGG footwear materials that have the ability to use more preferred finishing methods *(inclusive of preferred dyeing methods, pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)*) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	2.98% of UGG footwear materials used more preferred finishing methods	15.18% of UGG footwear materials used more preferred finishing methods	23.04% of UGG footwear materials used more preferred finishing methods	24.26% of UGG footwear materials used more preferred finishing methods	On Track	2025
Deckers 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	UGG continues to offer refurbishment opportunity for Classic franchise	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.*

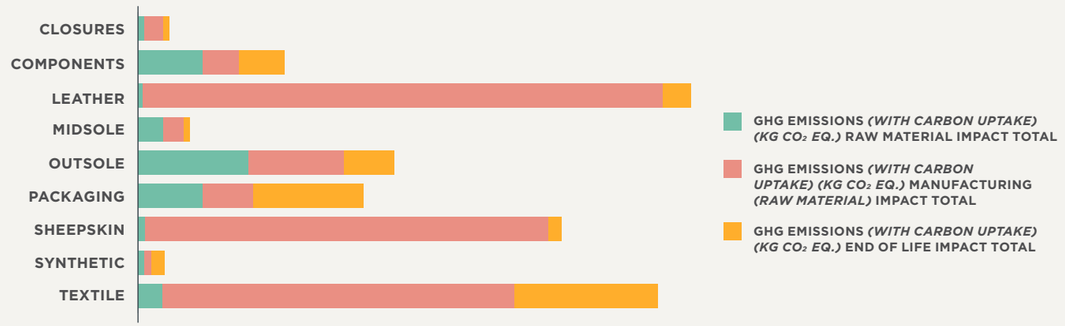
UGG PRODUCT MATERIAL LCA

Deckers' LCA allows us to look at the environmental footprint, from cradle-to-grave, within each phase of the materials process. The environmental factors we look at include greenhouse gas *(GHG)* emissions, fossil fuel, and water consumption and looks at the entire lifecycle including raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

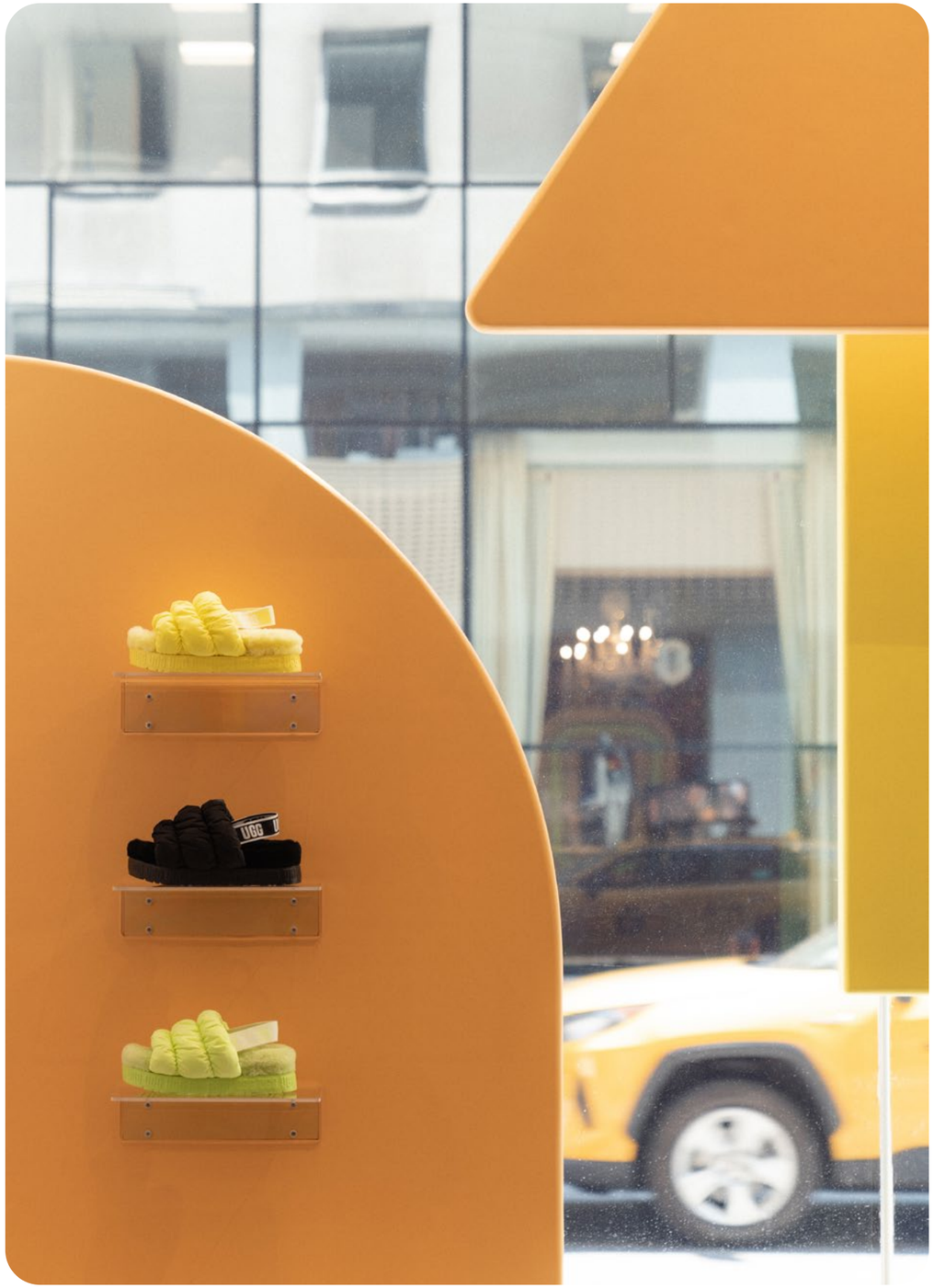
UGG PRODUCT MATERIAL LCA (CONTINUED)

UGG FOOTWEAR GATES BREAKOUT

FY24 UGG FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN



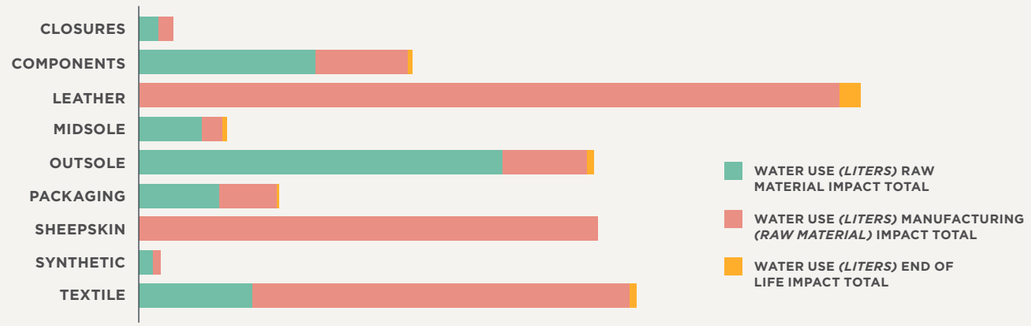
MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	717,257	2,861,009	755,935
COMPONENTS	10,160,568	5,515,260	7,033,151
LEATHER	190,258	79,998,875	4,393,777
MIDSOLE	3,805,186	3,110,043	1,546,640
OUTSOLE	17,107,952	14,763,066	7,790,209
PACKAGING	10,912,355	7,813,861	17,726,716
SHEEPSKIN	281,113	62,089,691	2,939,519
SYNTHETIC	696,839	1,002,466	528,361
TEXTILE	5,158,945	54,199,805	22,645,198



UGG PRODUCT MATERIAL LCA (CONTINUED)

UGG FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 UGG FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

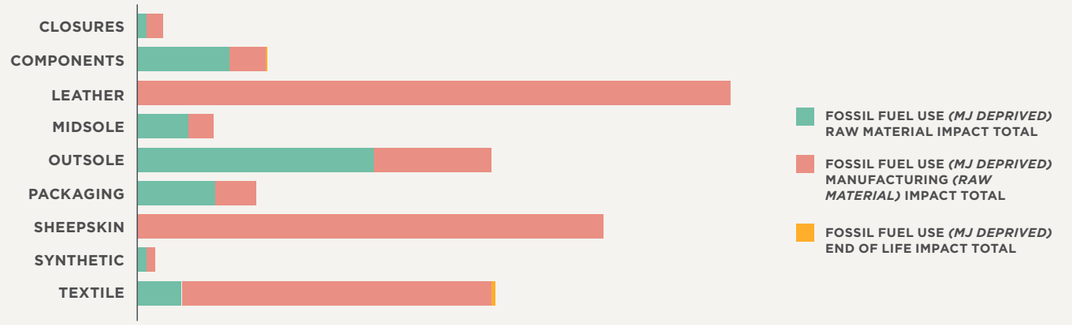


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	958,574,554	683,595,306	13,592,730
COMPONENTS	8,410,162,086	4,400,548,270	120,094,482
LEATHER	20,152,916	33,321,147,549	98,308,956
MIDSOLE	3,019,997,035	1,016,828,932	45,349,196
OUTSOLE	17,366,729,727	3,970,641,916	231,313,434
PACKAGING	5,929,393	2,085,433,622	159,771,008
SHEEPSKIN	95,522,646	21,891,646,186	65,014,706
SYNTHETIC	664,848,683	373,149,537	7,808,121
TEXTILE	5,424,155,650	17,997,699,510	328,956,809

UGG PRODUCT MATERIAL LCA (CONTINUED)

UGG FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 UGG FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



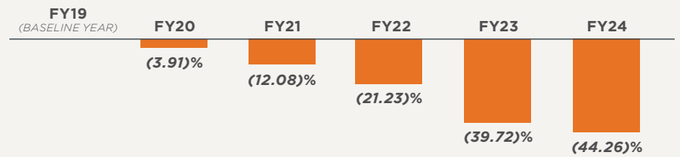
MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	12,949,125	39,375,846	424,612
COMPONENTS	215,382,091	85,788,690	3,134,826
LEATHER	183,045	1,409,102,640	1,731,425
MIDSOLE	119,033,097	58,192,012	1,011,896
OUTSOLE	557,834,078	276,240,869	5,040,589
PACKAGING	207,938,403	84,940,392	4,364,868
SHEEPSKIN	828,716	1,107,598,675	1,168,776
SYNTHETIC	13,903,590	14,422,744	223,480
TEXTILE	102,087,023	730,861,744	10,272,696

UGG PRODUCT MATERIAL LCA (CONTINUED)

UGG FOOTWEAR GATES BREAKOUT *(CONTINUED)*

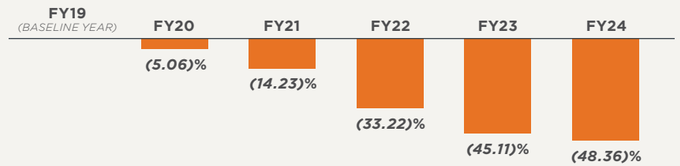
UGG FOOTWEAR PHYSICAL INTENSITY

UGG FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



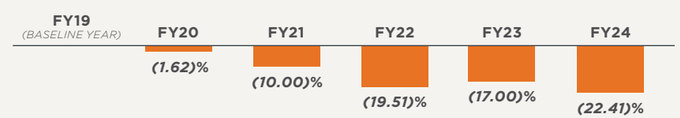
CUMULATIVE CHANGE IN GHG EMISSIONS PER PAIR

UGG FOOTWEAR MATERIALS WATER USAGE REDUCTION PER PAIR *(CUMULATIVE)*



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

UGG FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR

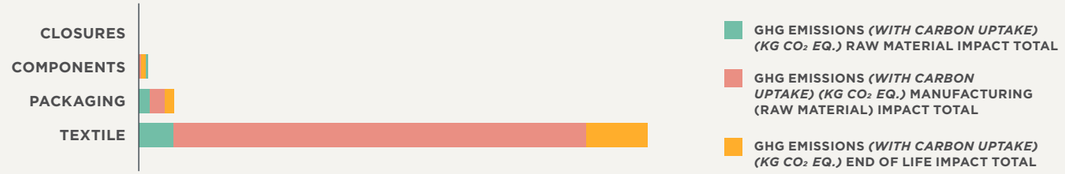


CUMULATIVE CHANGE IN ENERGY PER PAIR

UGG PRODUCT MATERIAL LCA (CONTINUED)

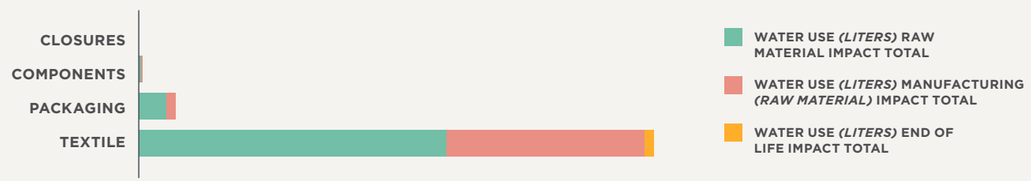
UGG APPAREL, ACCESSORIES, AND GATES BREAKOUT

FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN



MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING (RAW MATERIAL) IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	2,066	5,150	1,291
COMPONENTS	41,118	139,564	34,990
PACKAGING	492,860	646,011	393,909
TEXTILE	1,534,735	17,897,017	3,641,998

FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

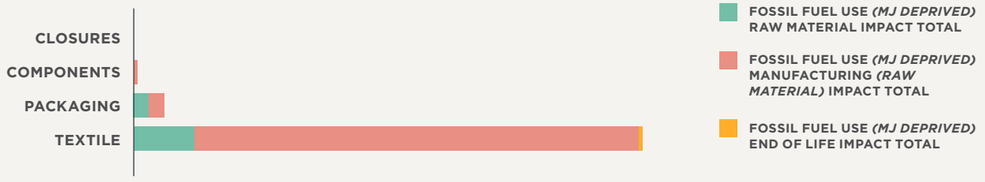


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	2,459,892	1,196,977	38,279
COMPONENTS	47,423,486	33,096,161	830,654
PACKAGING	652,090,807	207,717,909	5,025,658
TEXTILE	7,216,520,126	4,639,033,858	57,926,053

UGG PRODUCT MATERIAL LCA (CONTINUED)

UGG APPAREL, ACCESSORIES, AND HOME GOODS GATES BREAKOUT *(CONTINUED)*

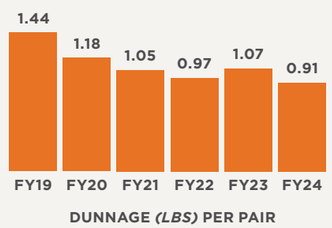
FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	41,489	75,969	1,313
COMPONENTS	812,504	1,966,657	28,942
PACKAGING	8,307,100	8,392,307	132,701
TEXTILE	33,249,112	242,612,955	1,730,764

UGG PACKAGING MATERIALS LCA

UGG FOOTWEAR PACKAGING DUNNAGE PER PAIR



FY	GHG EMISSIONS *(EQV. CO_2 KG)* PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 *(Baseline year)*	2.22	0%
FY20	1.86	*(16.17)*%
FY21	1.52	*(31.61)*%
FY22	1.44	*(35.13)*%
FY23	1.57	*(29.25)*%
FY24	1.07	*(51.98)*%

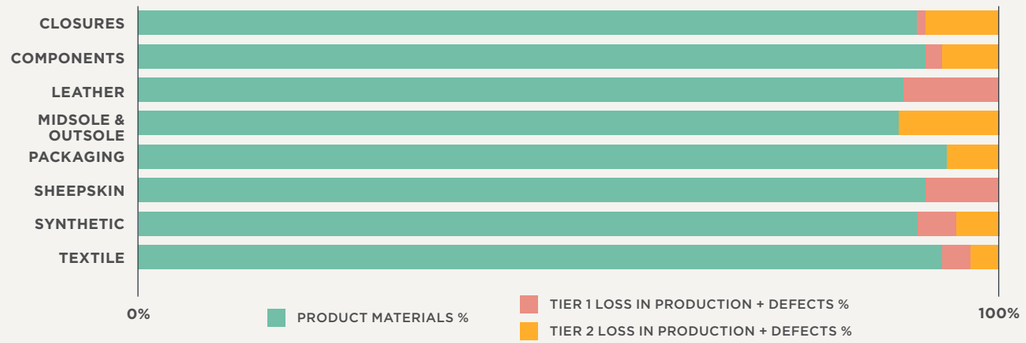
FY	ENERGY *(MJ)* PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 *(Baseline year)*	19.15	0%
FY20	14.71	*(23.18%*
FY21	12.07	*(36.97)*%
FY22	11.52	*(39.83)*%
FY23	11.28	*(35.04)*%
FY24	9.17	*(52.12)*%

FY	WATER USAGE *(LITERS)* PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 *(Baseline year)*	580.56	0%
FY20	351.51	*(39.62)*%
FY21	285.38	*(50.84)*%
FY22	262.28	*(54.82)*%
FY23	292.99	*(49.24)*%
FY24	253.01	*(56.42)*%

FY	DUNNAGE *(LBS)* PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY19	1.44	0%
FY20	1.18	*(17.92)*%
FY21	1.05	*(27.49)*%
FY22	0.97	*(32.98)*%
FY23	1.07	*(25.81)*%
FY24	0.91	*(37.14)*%

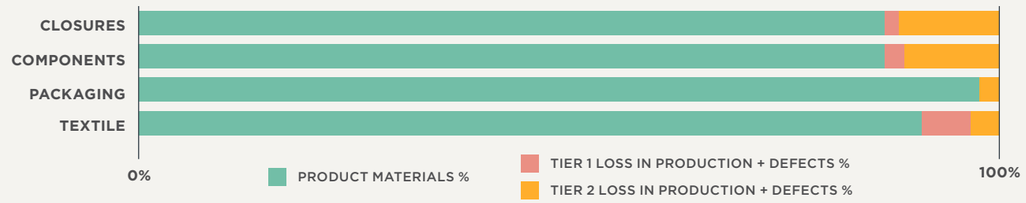
UGG WASTE PRODUCTION

FY24 UGG FOOTWEAR WASTE PRODUCTION



FY24 UGG FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	90.59%	1.72%	7.70%
COMPONENTS	91.11%	2.13%	6.76%
LEATHER	88.91%	11.09%	-%
MIDSOLE & OUTSOLE	87.98%	0.03%	11.99%
PACKAGING	92.61%	-%	7.39%
SHEEPSKIN	91.59%	8.40%	0.01%
SYNTHETIC	90.37%	4.68%	4.95%
TEXTILE	94.02%	2.79%	3.19%

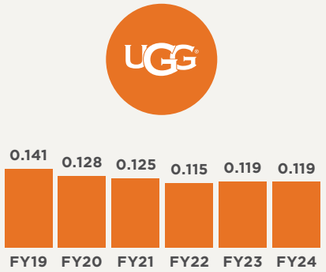
FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS WASTE PRODUCTION *(IN-HOUSE)*



FY24 UGG APPAREL, ACCESSORIES, AND HOME GOODS WASTE PRODUCTION *(IN-HOUSE)*	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	85.65%	1.94%	12.41%
COMPONENTS	85.98%	2.51%	11.51%
PACKAGING	96.66%	-%	3.34%
TEXTILE	90.08%	5.02%	4.90%

UGG WASTE METRICS

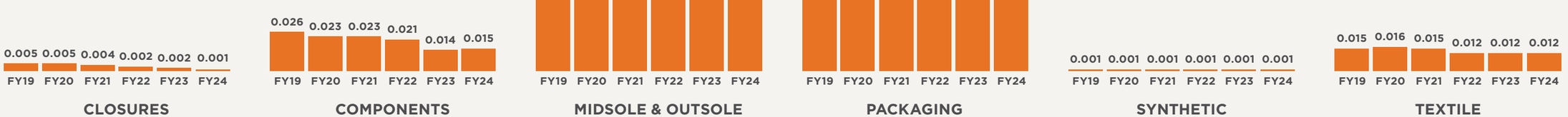
UGG WASTE METRICS



FY	LBS OF WASTE PER PAIR	*WASTE (LBS) PER PAIR*
FY19	0.1405	Baseline
FY20	0.1279	*(8.97)*%
FY21	0.1245	*(11.39)*%
FY22	0.1151	*(18.08)*%
FY23	0.1191	*(15.23)*%
FY24	0.1190	*(15.30)*%

UGG WASTE PRODUCED BY MATERIAL CATEGORY

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

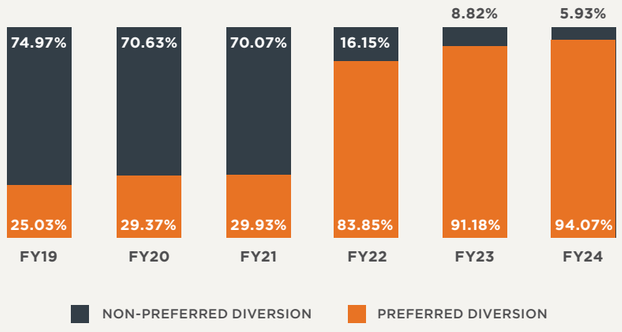


WASTE PRODUCED ***(LBS)*** / PER PAIR

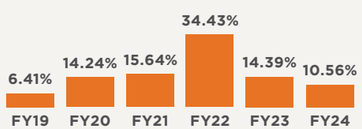
UGG WASTE DIVERSION

UGG PREFERRED WASTE DIVERSION

UGG FOOTWEAR PREFERRED WASTE DIVERSION GROWTH

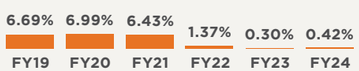


UGG FOOTWEAR MATERIALS WASTE DIVERSION METHODS PROGRESS

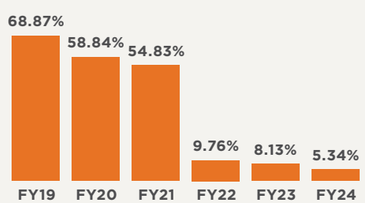


CLOSED LOOP

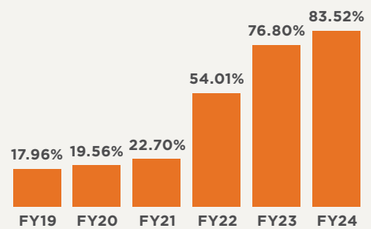
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL

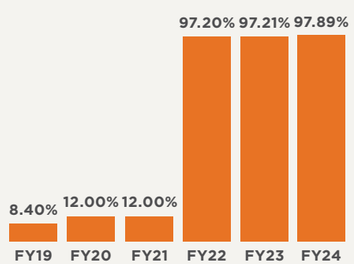


POST INDUSTRIAL

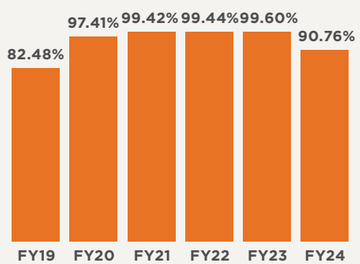
UGG WASTE DIVERSION (CONTINUED)

UGG PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED *(CONTINUED)*

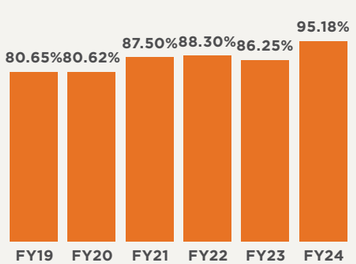
UGG FOOTWEAR MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS PROGRESS



MIDSOLE & OUTSOLE



PACKAGING

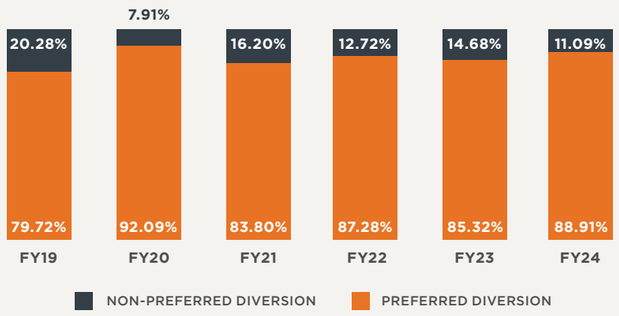


TEXTILE

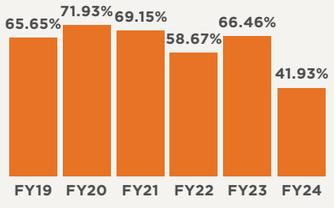
UGG WASTE DIVERSION (CONTINUED)

UGG PREFERRED DIVERSION OF APPAREL ACCESSORIES AND HOME GOODS

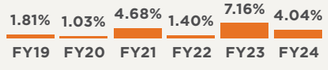
UGG APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED DIVERSION METHODS



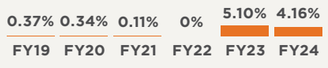
UGG APPAREL, ACCESSORIES, AND HOME GOODS MATERIALS WASTE DIVERSION METHODS



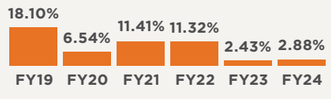
CLOSED LOOP



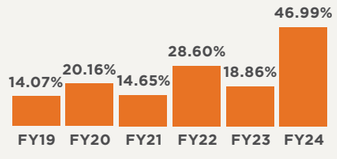
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL

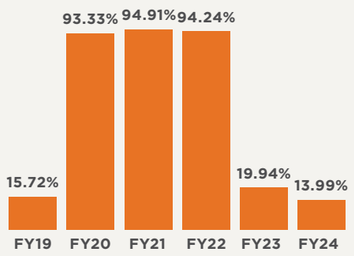


POST INDUSTRIAL

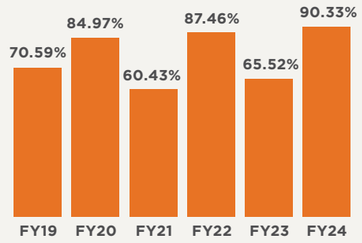
UGG WASTE DIVERSION (CONTINUED)

UGG PREFERRED DIVERSION OF APPAREL ACCESSORIES AND HOME GOODS *(CONTINUED)*

UGG MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS

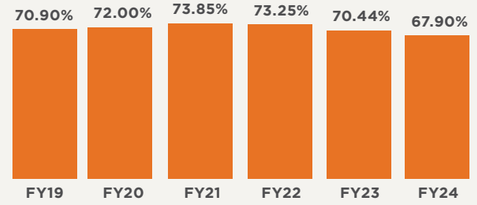


PACKAGING



TEXTILE

UGG FOOTWEAR PACKAGING AVAILABLE TO RECYCLE %



SUMMARY OF UGG MATERIALS TARGETS PROGRESS

UGG *(WATER TARGET)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
UGG footwear to reduce water usage by 30% per pair from baseline year *(FY19)*	Baseline established	UGG reduced water usage by 6.17% per pair when compared to baseline line year *(FY19)*	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)*	UGG reduced water usage by 48.36% 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	FISCAL YEAR 2024 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	Monitored and will consider target setting on key carryover styles in FY25	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 3.91% per pair and energy usage by 1.62% per pair when comparing to baseline year *(FY19)*	UGG reduced greenhouse gas emissions by 12.08% per pair and energy usage by 10.00% per pair when comparing to baseline year *(FY19)*	UGG reduced greenhouse gas emissions by 21.23% per pair and energy usage by 19.51% per pair when comparing to baseline year *(FY19)*	UGG reduced greenhouse gas emissions by 39.72% per pair and energy usage by 17.00% per pair when comparing to baseline year *(FY19)*	UGG reduced greenhouse gas emissions by 44.26% per pair and energy usage by 22.41% per pair when comparing 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: UGG: -29.25%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY23 GHG emissions per pair change: UGG: -29.25%	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: UGG: -23.18%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY21 Energy usage per pair change: UGG: -36.97%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY22 Energy usage per pair change: UGG: -39.83%	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY23 Energy usage per pair change: UGG: -41.07%	Completed Footwear Packaging Energy Usage Study. Below shows FY19 v. FY24 Energy usage per pair change: UGG: -52.12%	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.*

SUMMARY OF UGG WASTE TARGETS PROGRESS

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
UGG Footwear Midsole/ Outsole Waste Reduction Targets *(Tier 2)*: 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	Maintained and reduced to 0.089 lbs/pair	In progress - Target achievable	2030
UGG Footwear Leather Waste Reduction Targets *(Tier 1)*: 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	Maintained to 0.038 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Footwear Sheepskin Waste Reduction Targets *(Tier 1)*: 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	Maintained to 0.018 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Footwear Packaging Waste Reduction Targets *(Tier 2)*: 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	Maintained Packaging Waste within 2% from baseline year	Target Achieved - FY20 and beyond target is to maintain	2030
UGG Apparel, Accessories, and Home Goods Packaging Waste Reduction Targets *(Tier 2)*: 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	Maintained Packaging Waste within 2% from baseline year *(in-house only)*	Target Achieved - FY22 and beyond target is to maintain	2030
UGG Footwear Textile Waste Reduction Targets *(Tier 2)*: 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	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	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.*

SUMMARY OF UGG WASTE TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
UGG Footwear Midsole/ Outsole Waste Diversion Targets *(Tier 2)*: 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	97.89% 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 *(Tier 2)*: 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	87.03% of Packaging Waste produced was diverted in a preferred method	90.76% 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 *(Tier 2)*: 95% Preferred Waste Diversion *(in-house only)*	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)*	13.99% 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 *(Tier 2)*: 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	87.54% of Textile Waste produced was diverted in a preferred method	88.28% of Textile Waste produced was diverted in a preferred method	86.25% of Textile Waste produced was diverted in a preferred method	95.18% 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 *(Tier 2)*: 85% Preferred Waste Diversion *(in-house only)*	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)*	90.33% 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	70.90% 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	73.85% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	73.25% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	70.44% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	67.90% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	In progress - Target achievable	2030
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)*	89.09% of all UGG apparel, accessories, and home goods packaging has the availability to be recycled via the EPA Recycling Standards *(in-house only)*	On Track	2030

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HOKA ESG PROGRESS

HOKA MATERIALS

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

- 100% of hides are sourced from Leather Working Group (LWG) certified tanneries or from recycled sources
- 44.27% of all co-polyester fibers and films used in HOKA footwear, and 50.82% used in apparel and accessories, comes from post-consumer, post-industrial or come from renewable resources
- 89.76% of the cotton fibers used in HOKA apparel and accessories, and 83.59% of the cotton fibers used in footwear, were sourced from a sustainable cotton growing scheme or are made of recycled cotton fibers
- 15.83% of all footwear materials, and 49.77% of all apparel and accessories materials are preferred (an increase, for footwear, when compared to FY23)
- To date, HOKA has repurposed the equivalent of over 199.78 million PET water bottles and over 2.60 million lbs of post-industrial polyester fiber and textile scrap

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

MATERIALS

Maximize the amount of preferred materials in our products

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

HOKA ESG PROGRESS (CONTINUED)

HOKA PRODUCT MATERIALS

HOKA PRODUCT MATERIALS

FY24 HOKA FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	22.01%
2	Polyester and/or PET	12.05%
3	Recycled Polyester and/or RPET	9.42%
4	TPU Thermoplastic Polyurethane	4.59%
5	POE Polyolefin *(Infuse)*	4.57%
6	Aluminum Silicate	3.86%
7	Styrene Ethylene Butadiene Styrene Rubber	3.77%
8	Polyester/ether Polyol	3.60%
9	PU Polyurethane	3.28%
10	Butadiene Rubber	3.12%

FY24 HOKA APPAREL AND ACCESSORIES TOP MATERIALS

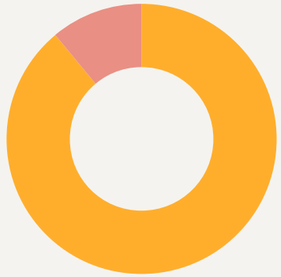
RANK	MATERIAL TYPE	USAGE
1	Recycled Polyester and/or RPET	26.39%
2	Polyester and/or PET	26.37%
3	Recycled Nylon and/or Polyamide	16.34%
4	Spandex Elastane	13.76%
5	Nylon and/or Polyamide	6.87%
6	Responsible Cotton	4.13%
7	PU Polyurethane	1.55%
8	TENCEL™ Lyocell *(Lenzing)*	1.25%
9	Bio-Based Propanediol	0.86%
10	RWS Wool *(Responsible Wool Standard)*	0.54%

HOKA ESG PROGRESS (CONTINUED)

HOKA PRODUCT MATERIALS *(CONTINUED)*

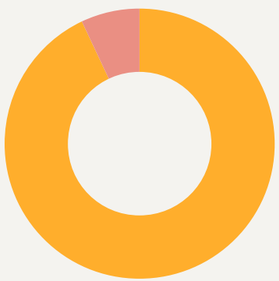
HIGH LEVEL SUBSTRATE BREAKDOWN

FY24 HOKA FOOTWEAR SUBSTRATE BREAKDOWN



- 88.64% SYNTHETIC
- 11.36% NATURAL

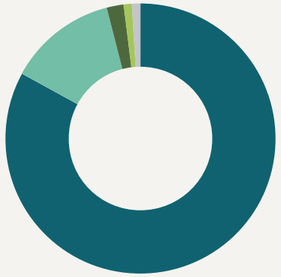
FY24 HOKA APPAREL AND ACCESSORIES SUBSTRATE BREAKDOWN



- 93.01% SYNTHETIC
- 6.99% NATURAL

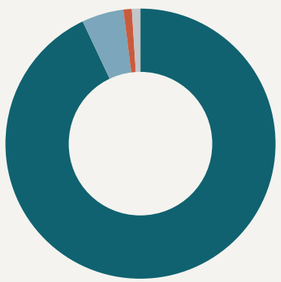
**Natural: A natural material is any product or physical matter that comes from plants, animals, or the ground (including minerals and metals). Synthetic: raw materials made from petroleum or renewable based feedstocks.*

FY24 HOKA FOOTWEAR SUBSTRATE TYPE BREAKDOWN



- 83.33% SYNTHETIC POLYMER
- 13.03% ADDITIVE
- 1.86% ANIMAL HIDE
- 1.20% NATURAL ELASTOMER
- 0.43% FIBER
- 0.13% METAL
- 0.02% MAN MADE FIBER

FY24 HOKA APPAREL AND ACCESSORIES SUBSTRATE TYPE BREAKDOWN



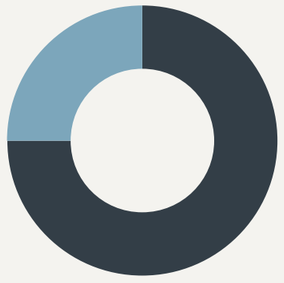
- 92.85% SYNTHETIC POLYMER
- 5.13% FIBER
- 0.53% METAL
- 0.17% ADDITIVE
- 0.07% NATURAL ELASTOMER

HOKA ESG PROGRESS (CONTINUED)

HOKA PRODUCT MATERIALS *(CONTINUED)*

HOKA FIBER AND NON-FIBER BREAKDOWN

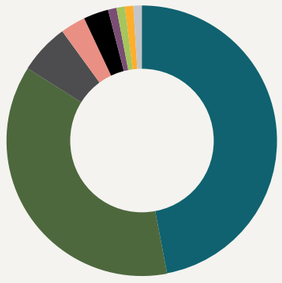
FY24 HOKA FOOTWEAR FIBER/NON-FIBER BREAKDOWN



- **74.76%** NON-FIBER
- 25.24% FIBER

HOKA FIBER SUBSTRATE BREAKDOWN

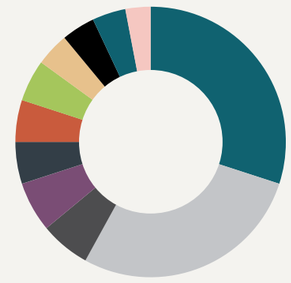
FY24 HOKA FOOTWEAR FIBER SUBSTRATE BREAKDOWN



- **47.10%** POLYESTER AND/OR PET
- **37.31%** RECYCLED POLYESTER AND/OR RPET
- **6.12%** MODACRYLIC
- 3.17% NYLON AND/OR POLYAMIDE
- **2.42%** PP POLYPROPYLENE
- **1.43%** RESPONSIBLE COTTON
- 1.19% RECYCLED NYLON AND/OR POLYAMIDE
- 0.73% SPANDEX ELASTANE
- 0.28% CONVENTIONAL COTTON
- 0.25% OTHER FIBERS

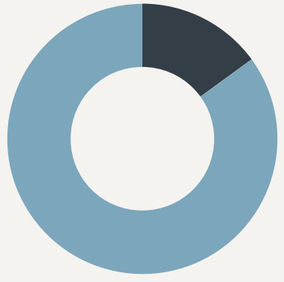
HOKA NON-FIBER SUBSTRATE BREAKDOWN

FY24 HOKA FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN



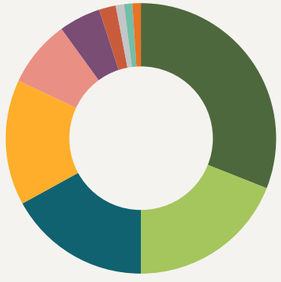
- **29.45%** EVA ETHYLENE VINYL ACETATE
- 27.64% OTHER NON-FIBERS
- **6.15%** TPU THERMOPLASTIC POLYURETHANE
- 6.11% POE POLYOLEFIN (INFUSE)
- **5.16%** ALUMINUM SILICATE
- 5.04% STYRENE ETHYLENE BUTADIENE STYRENE RUBBER
- 4.81% POLYESTER/ETHER POLYOL
- 4.38% PU POLYURETHANE
- **4.16%** BUTADIENE RUBBER
- 4.07% COLORANT AND/OR PIGMENT AUXILIARIES
- 3.02% NITRILE BUTADIENE RUBBER

FY24 HOKA APPAREL AND ACCESSORIES FIBER/NON-FIBER BREAKDOWN



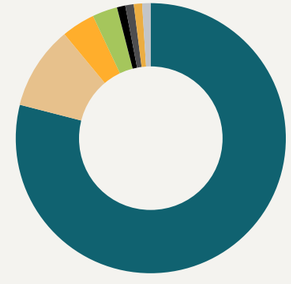
- **14.82%** NON-FIBER
- 85.18% FIBER

FY24 HOKA APPAREL AND ACCESSORIES FIBER SUBSTRATE BREAKDOWN



- **30.98%** RECYCLED POLYESTER AND/OR RPET
- 19.18% RECYCLED NYLON AND/OR POLYAMIDE
- **17.29%** POLYESTER AND/OR PET
- 15.47% SPANDEX ELASTANE
- 8.07% NYLON AND/OR POLYAMIDE
- **4.84%** RESPONSIBLE COTTON
- 1.47% TENCEL™ LYOCELL (LENZING)
- 1.07% OTHER FIBERS
- 1.01% BIO-BASED PROPANEDIOL
- 0.63% RWS WOOL (RESPONSIBLE WOOL STANDARD)

FY24 HOKA APPAREL AND ACCESSORIES NON-FIBER SUBSTRATE BREAKDOWN

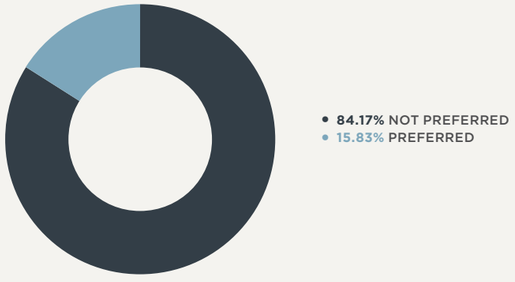


- **78.58%** POLYESTER AND/OR PET
- 10.43% PU POLYURETHANE
- 3.96% SPANDEX ELASTANE
- 2.83% ZINC AND ZINC ALLOY
- **1.08%** PP POLYPROPYLENE
- **0.91%** TPU THERMOPLASTIC POLYURETHANE
- 0.68% POM POLYOXYMETHYLENE
- **0.65%** COPPER
- 0.42% OTHER NON-FIBERS
- 0.27% EVA ETHYLENE VINYL ACETATE
- 0.20% PTFE POLYTETRAFLUOROETHYLENE

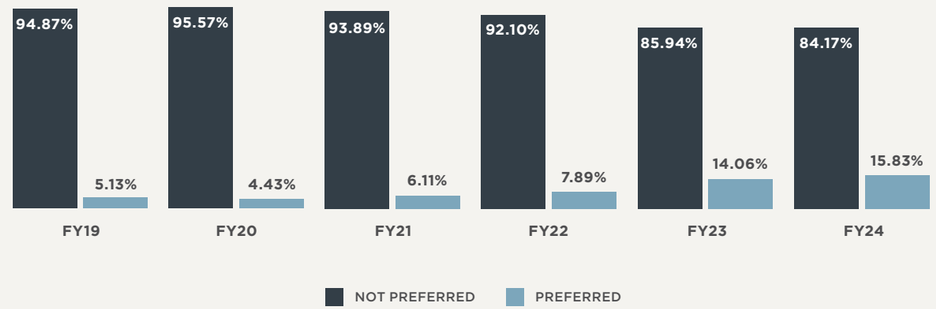
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS

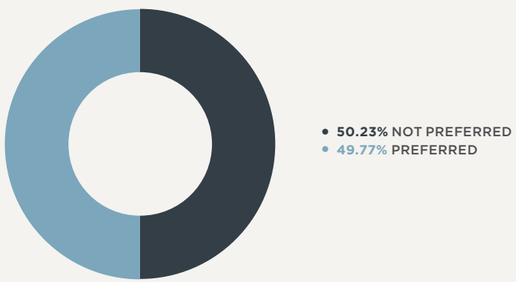
FY24 HOKA FOOTWEAR PREFERRED MATERIAL BREAKDOWN



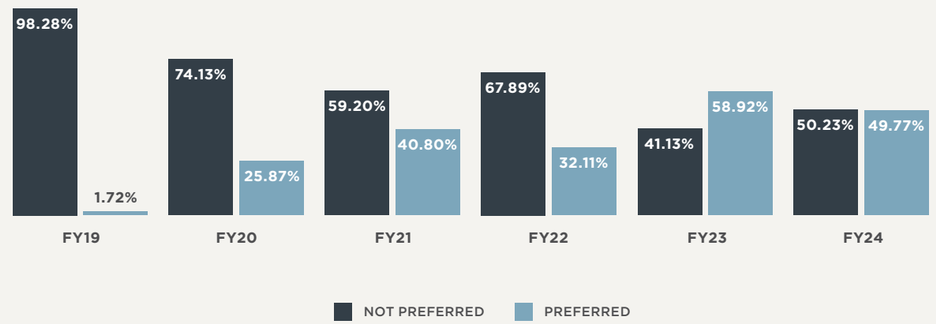
HOKA FOOTWEAR PREFERRED MATERIAL GROWTH



FY24 HOKA APPAREL AND ACCESSORIES PREFERRED MATERIAL BREAKDOWN



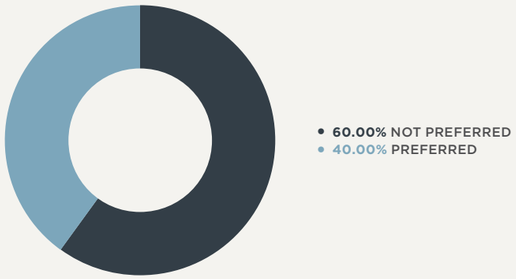
HOKA APPAREL AND ACCESSORIES PREFERRED MATERIAL PROGRESS



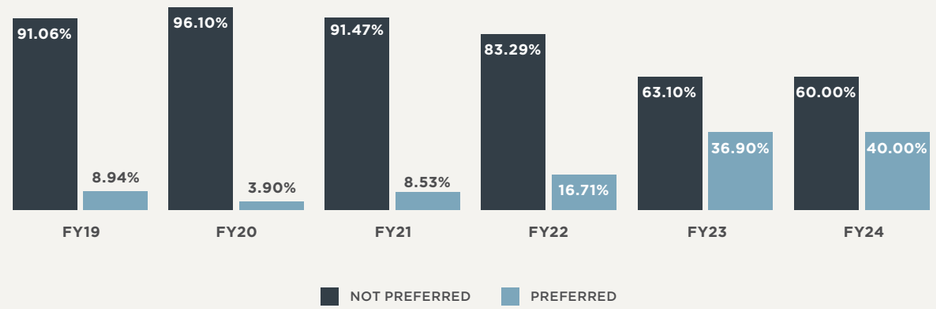
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

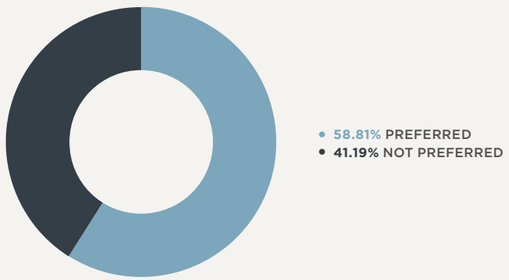
FY24 HOKA FOOTWEAR PREFERRED FIBER BREAKDOWN



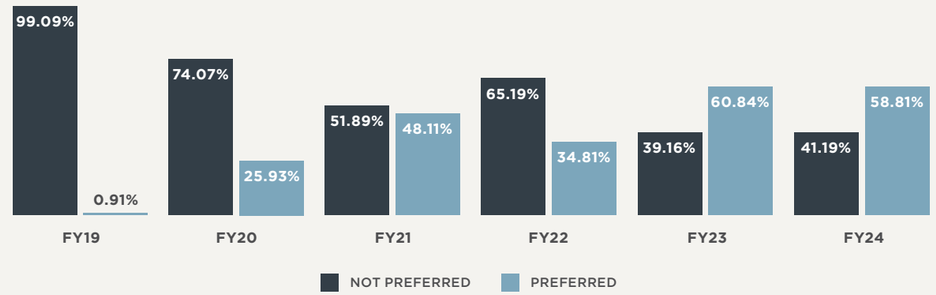
HOKA FOOTWEAR PREFERRED FIBER GROWTH



FY24 HOKA APPAREL AND ACCESSORIES PREFERRED FIBER BREAKDOWN



HOKA APPAREL AND ACCESSORIES PREFERRED FIBER PROGRESS



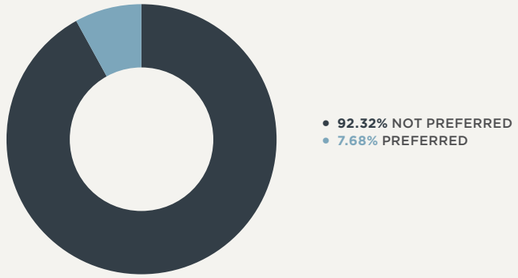
**The above information is pulled from our own Bill of Materials (BOMs) and information provided directly from our licensees*

HOKA ESG PROGRESS (CONTINUED)

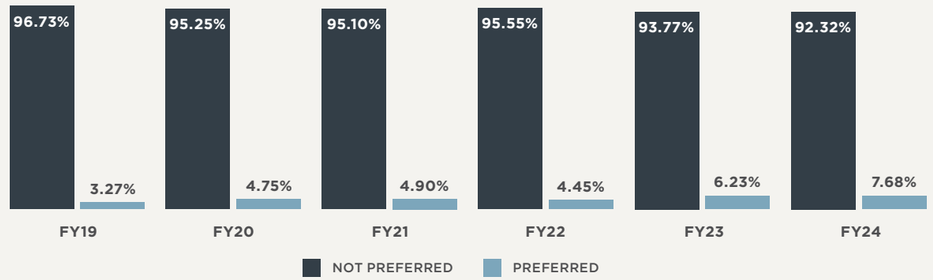
HOKA PREFERRED MATERIALS *(CONTINUED)*

HOKA PREFERRED NON-FIBERS

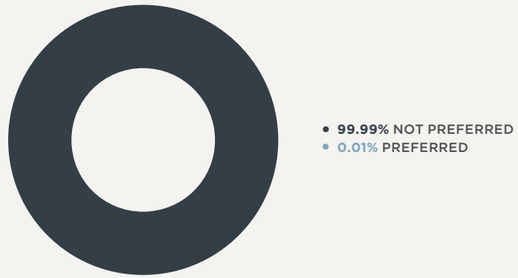
FY24 HOKA FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



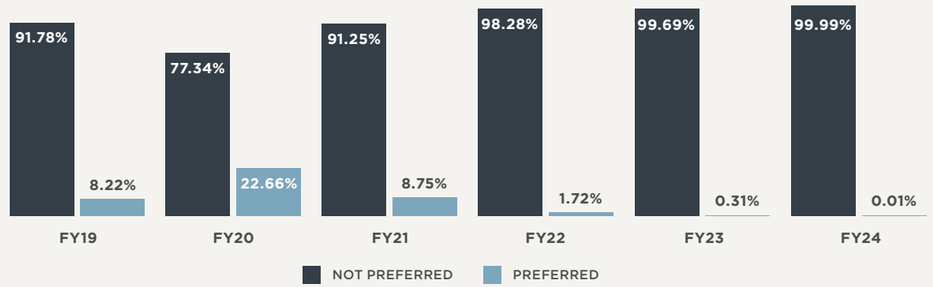
HOKA FOOTWEAR PREFERRED NON-FIBER GROWTH



FY24 HOKA APPAREL AND ACCESSORIES PREFERRED NON-FIBER BREAKDOWN



HOKA APPAREL AND ACCESSORIES PREFERRED NON-FIBER PROGRESS



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

HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

HOKA PREFERRED LEATHER

In FY24, HOKA products used 3.03 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 approximately 4.17 million lbs of CO_2 eq. emissions, 2.01 billion liters of water and 36.63 million MJ of energy.

4,171,765

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

2,014,821,081

WATER SAVED (LITERS OF WATER)

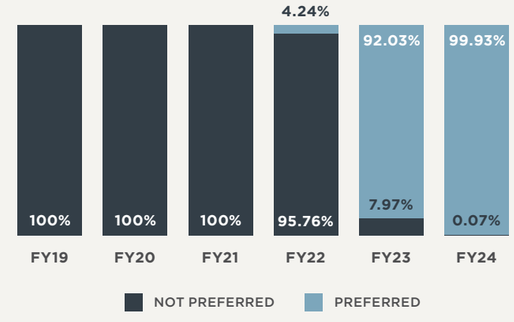
36,634,893

ENERGY SAVED (MJ)

HOKA APPAREL AND ACCESSORIES WOOL

In FY24, 99.93% of the wool fibers used in HOKA apparel, accessories and home goods was made with RWS wool, and 0.07% was virgin. We are committed to eliminating the use of virgin wool in HOKA apparel, accessories and home goods entirely or ensuring it is made with preferred wool by the end of calendar year 2025.

HOKA APPAREL AND ACCESSORIES WOOL GROWTH



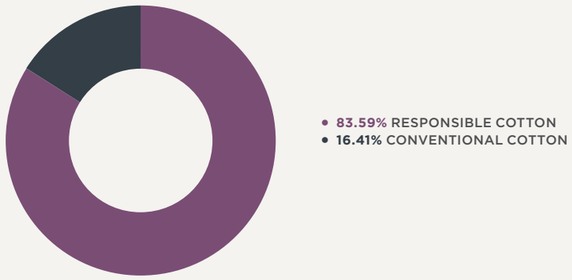
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

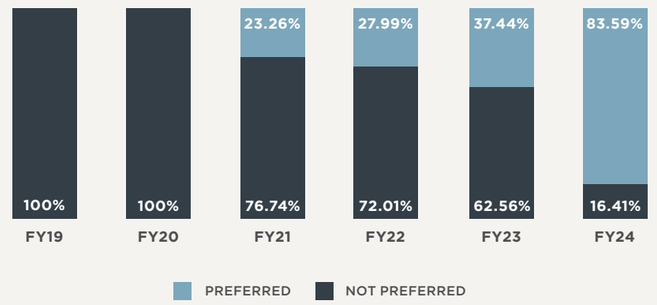
HOKA PREFERRED PLANT AND PLANT-BASED FIBERS EFFORTS

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 currently utilized in HOKA products.

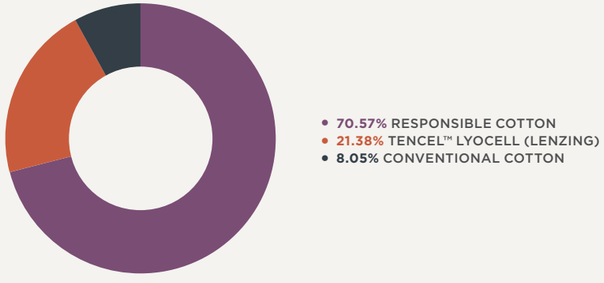
FY24 HOKA PLANT AND PLANT-BASED FIBER BREAKDOWN



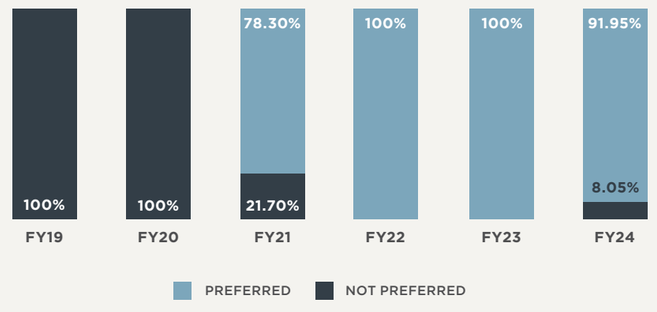
HOKA FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH



FY24 HOKA APPAREL AND ACCESSORIES PLANT AND PLANT-BASED FIBER BREAKDOWN



HOKA APPAREL AND ACCESSORIES PREFERRED PLANT AND PLANT-BASED FIBER PROGRESS

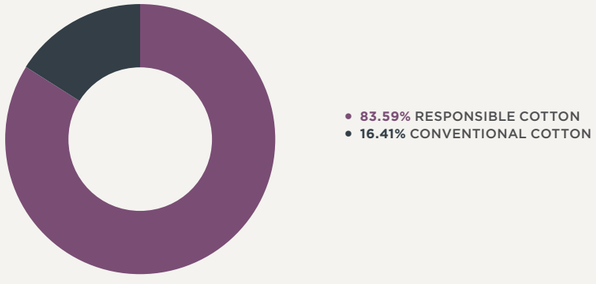


HOKA ESG PROGRESS (CONTINUED)

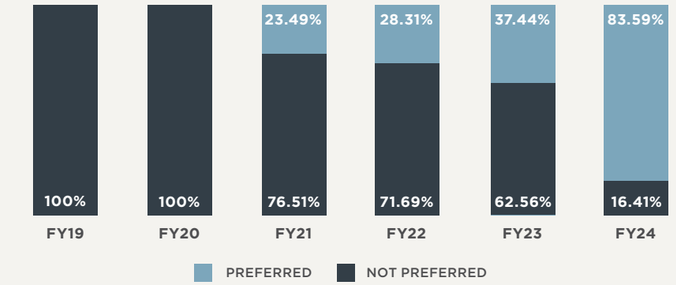
HOKA PREFERRED MATERIALS *(CONTINUED)*

HOKA PREFERRED COTTON

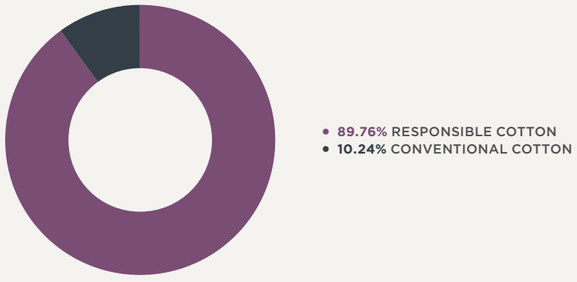
FY24 HOKA FOOTWEAR COTTON FIBER BREAKDOWN



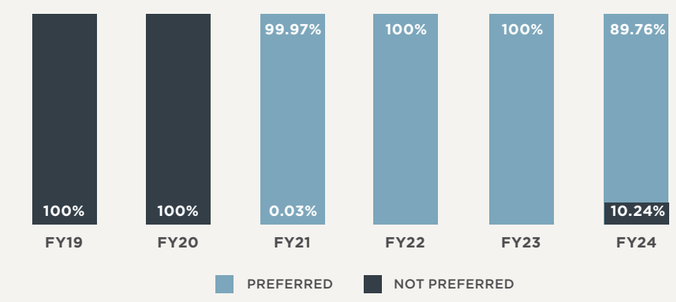
HOKA FOOTWEAR PREFERRED COTTON FIBER GROWTH



FY24 HOKA APPAREL AND ACCESSORIES COTTON FIBER BREAKDOWN



HOKA APPAREL AND ACCESSORIES PREFERRED COTTON FIBER PROGRESS



HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

HOKA SPECIFIC BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton

In FY24, HOKA products used 159,196.71 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 approximately 175,116.08 lbs of CO_2 eq. emissions, 1.49 billion liters of water and 1.09 million MJ of energy.

175,116

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

1,487,530,885

WATER SAVED (LITERS OF WATER)

1,090,375

ENERGY SAVED (MJ)

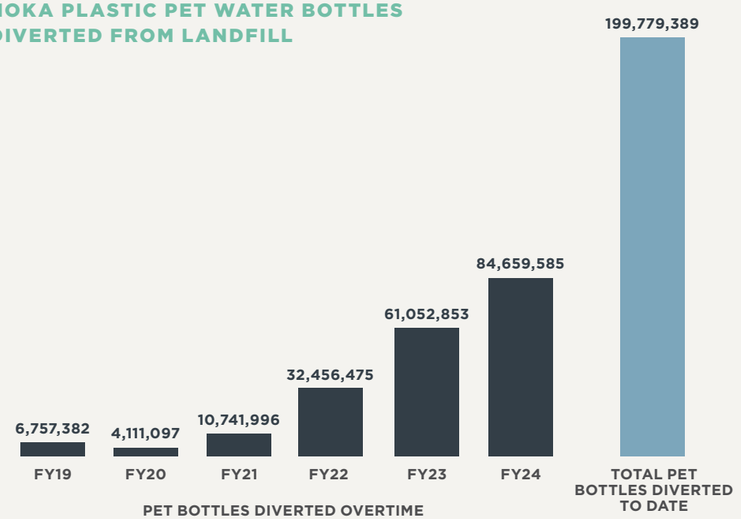
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

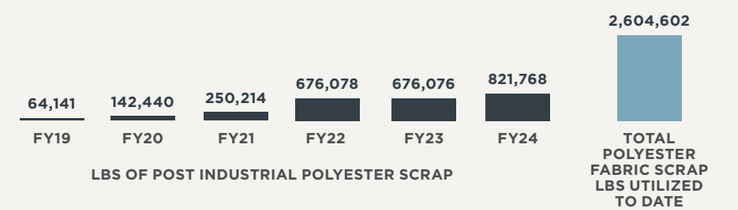
HOKA SPECIFIC PREFERRED POLYESTER

Recycled Polyester *(rPET)* rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY24, the HOKA brand used over 3.90 million lbs of rPET across all of its products and packaging, which is the equivalent of over 84,659,585 PET water bottles into all products. HOKA has additionally utilized approx 821,768 lbs of post-industrial polyester fabric scrap across all products it produced in FY24. To date, HOKA has repurposed the equivalent of approximately 199,779,389 PET water bottles and approximately 2,604,602 lbs of post-industrial polyester fiber and textile scrap.

HOKA PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL



HOKA LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED

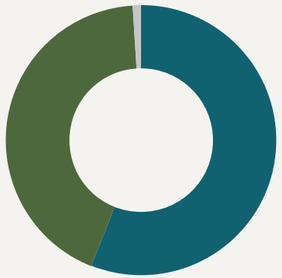


HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

HOKA CO-POLYESTER FIBERS AND FILMS BREAKDOWN

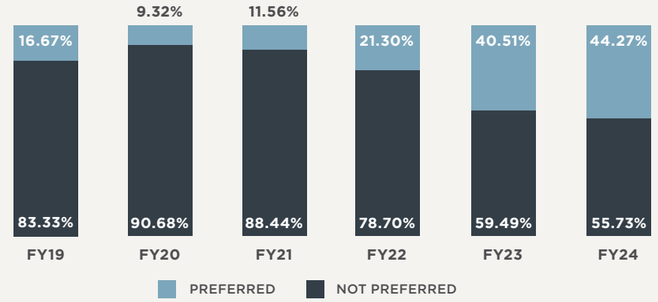
FY24 HOKA FOOTWEAR CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*



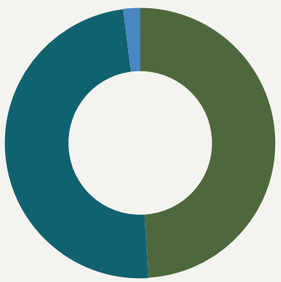
- **55.63%** POLYESTER AND/OR PET
- **43.50%** RECYCLED POLYESTER AND/OR RPET
- 0.39% RECYCLED POLYCARBONATE
- 0.39% BIO-BASED POLYESTER/ETHER POLYOL
- 0.07% POLYESTER/ETHER POLYOL
- 0.03% PC POLYCARBONATE

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

HOKA FOOTWEAR PREFERRED CO-POLYESTER PROGRESS



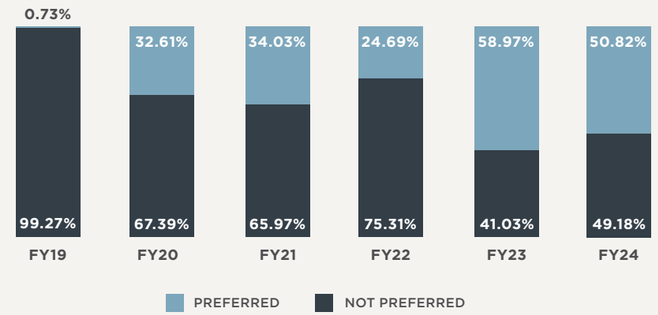
FY24 HOKA APPAREL AND ACCESSSORIES CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*



- **49.22%** RECYCLED POLYESTER AND/OR RPET
- **49.18%** POLYESTER AND/OR PET
- 1.60% BIO-BASED PROPANEDIOL
- <0.00% PC POLYCARBONATE

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

HOKA APPAREL AND ACCESSORIES PREFERRED CO-POLYESTER PROGRESS



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

HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(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 FY24, HOKA products used 3.90 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 approximately 8.76 million lbs of CO_2 eq. emissions, 2.14 billion liters of water and 116.69 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)*	8,688,452	2,118,646,135	115,642,383
TOTAL RECYCLED POLYESTER SAVINGS *(PACKAGING)*	71,640	20,645,964	1,045,972
TOTAL RECYCLED POLYESTER SAVINGS	**8,760,092**	**2,139,292,099**	**116,688,355**

**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.*

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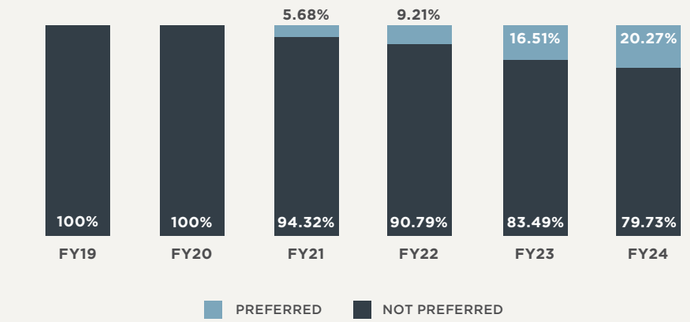
HOKA PREFERRED NYLON

In FY24, HOKA footwear used 147,924 lbs of preferred nylon fibers. To further drive our efforts forward, we have adopted a target to increase HOKA's use of recycled nylon and bio-based nylon.

HOKA FOOTWEAR PREFERRED NYLON GROWTH



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

Recycled Nylon Fiber and Films vs. Raw Virgin Nylon Fiber and Films In FY24, HOKA products used 169,044 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 1.29 million lbs of CO_2 eq. emissions, 732.90 million liters of water and 9.65 million MJ of energy.

1,294,885
GREENHOUSE GAS EMISSIONS SAVED *(LBS OF CO_2)*

732,904,365
WATER SAVED *(LITERS OF WATER)*

9,651,009
ENERGY SAVED *(MJ)*

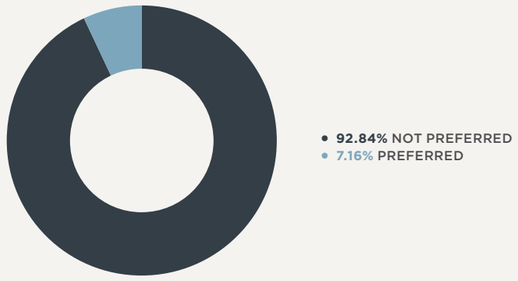
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

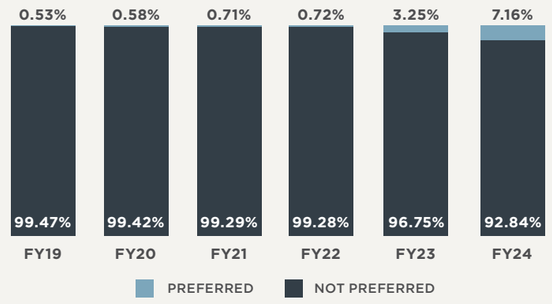
HOKA SPECIFIC PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. Our bottom unit reporting 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.

FY24 HOKA FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS BREAKDOWN



HOKA FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS GROWTH



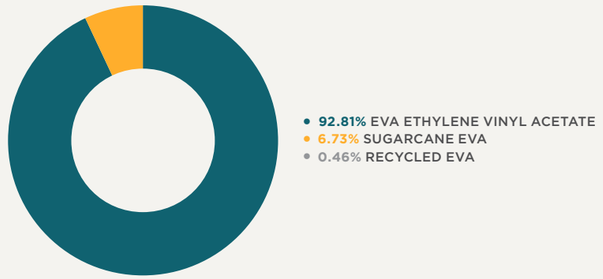
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

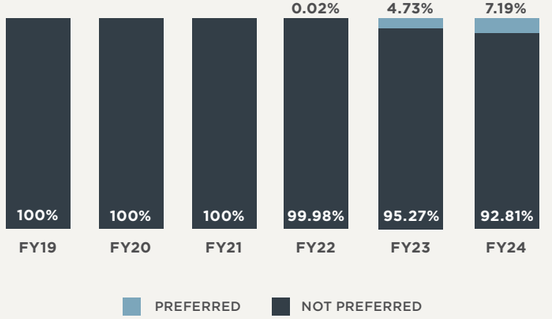
HOKA PREFERRED EVA

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 CO_2 from the atmosphere and sequesters carbon. For every pound of ethanol *(ethylene)* derived from sugarcane, 1.6 lbs of CO_2 is sequestered.

FY24 HOKA FOOTWEAR PREFERRED EVA BREAKDOWN



HOKA FOOTWEAR PREFERRED EVA GROWTH



Preferred EVA *(Sugarcane EVA)* vs. Conventional Virgin EVA
In FY24, HOKA footwear used 699,575.49 lbs. of preferred EVA *(SugarCane EVA or Recycled EVA)*. When comparing conventional EVA usage to the same usage of preferred EVA, HOKA saved approximately 22.84 million MJs of energy, 28.37 million liters of water and 3.37 million lbs. of CO_2 eq. emissions.

3,366,304
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

28,367,770
WATER SAVED (LITERS OF WATER)

22,842,713
ENERGY SAVED (MJ)

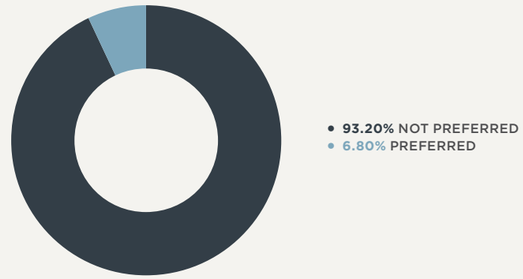
HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

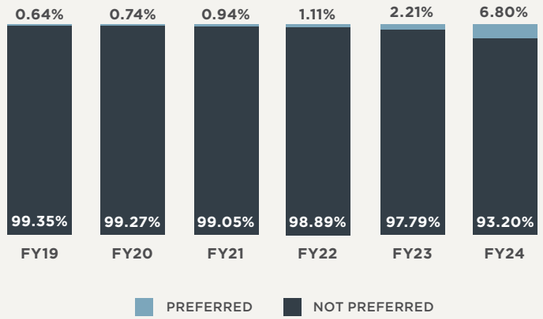
HOKA PREFERRED SYNTHETIC, NATURAL RUBBER, AND NON-EVA FOAMS

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.

FY24 HOKA FOOTWEAR PREFERRED RUBBER AND OTHER FOAM BREAKDOWN



HOKA FOOTWEAR PREFERRED RUBBER AND OTHER FOAM GROWTH



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

In FY24, HOKA Footwear used 501,519 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 approximately 14.84 million MJs of energy and 1.03 million lbs. of CO_2 eq. emissions.

1,030,038

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

14,838,732

ENERGY SAVED (MJ)

HOKA ESG PROGRESS (CONTINUED)

HOKA PREFERRED MATERIALS *(CONTINUED)*

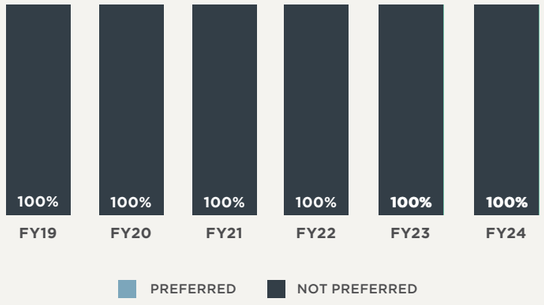
HOKA CERTIFIED AND RECYCLED NATURAL RUBBER

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 recycled sources or certified to originate from sources that legally harvest, source, transport, and export rubber.

FY24 HOKA FOOTWEAR PREFERRED NATURAL RUBBER BREAKDOWN

- 100% VIRGIN (UNCERTIFIED)

HOKA FOOTWEAR PREFERRED NATURAL RUBBER PROGRESS

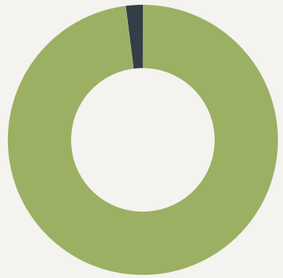


HOKA ESG PROGRESS (CONTINUED)

HOKA PACKAGING MATERIALS AND TREES SAVED

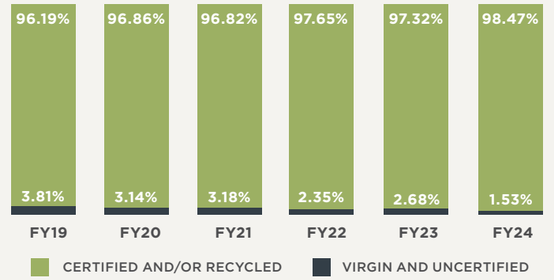
Since 2016, HOKA has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage. HOKA makes up over 36.38% of Deckers footwear packaging dunnage and over 14.71% of Deckers apparel, and accessories packaging. We are thrilled that HOKA footwear utilizes 99.51% preferred paper packaging materials and that HOKA, through its use of recycled paper, has saved approximately 1.52 million trees to date. We are proud that HOKA's footwear packaging uses only 1.73% plastic, a positive step forward in their sustainability journey.

FY24 HOKA FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING

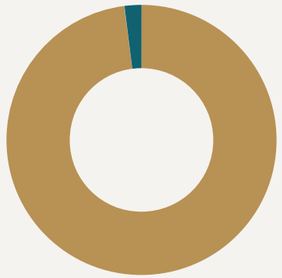


- **98.47%** CERTIFIED AND/OR RECYCLED
- **1.53%** VIRGIN (UNCERTIFIED)

HOKA FOOTWEAR PREFERRED PACKAGING SUBSTRATES GROWTH

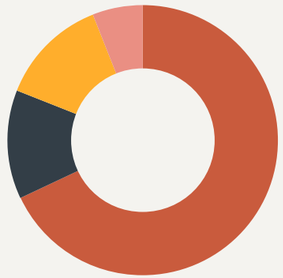


FY24 HOKA FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



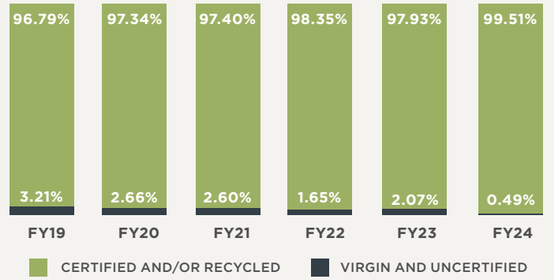
- **98.27%** PAPER
- **1.73%** SYNTHETIC POLYMER
- 0.00% METAL

FY24 HOKA FOOTWEAR PAPER PACKAGING

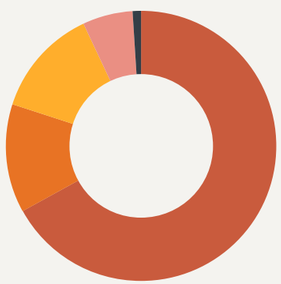


- **67.85%** FSC (RECYCLED)
- **13.45%** FSC (VIRGIN)
- **12.60%** GRS
- **5.62%** RECYCLED (UNCERTIFIED)
- 0.49% VIRGIN (UNCERTIFIED)

HOKA FOOTWEAR PREFERRED PAPER PACKAGING GROWTH



FY24 HOKA FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN

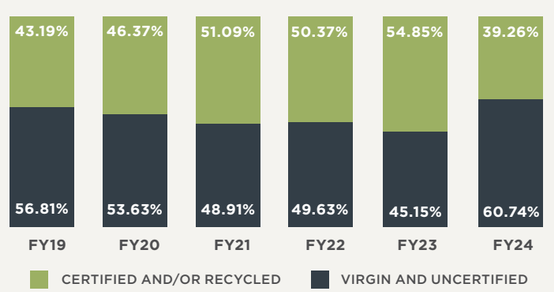


- **66.67%** FSC (RECYCLED)
- **13.21%** FSC (VIRGIN)
- **13.06%** GRS
- **5.52%** RECYCLED (UNCERTIFIED)
- **1.53%** VIRGIN (UNCERTIFIED)

FY24 HOKA FOOTWEAR PLASTIC PACKAGING BREAKDOWN

- **60.74%** VIRGIN (UNCERTIFIED)
- **39.14%** GRS
- 0.11% RECYCLED (UNCERTIFIED)

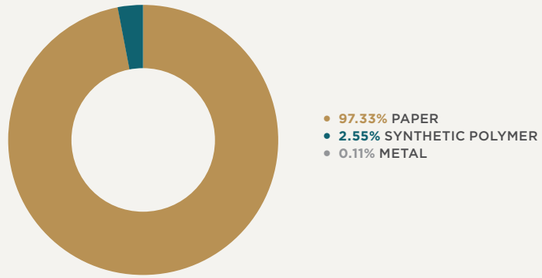
HOKA FOOTWEAR PREFERRED PLASTIC PACKAGING PROGRESS



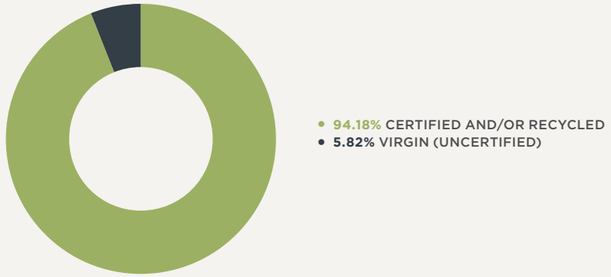
HOKA ESG PROGRESS (CONTINUED)

HOKA PACKAGING MATERIALS AND TREES SAVED *(CONTINUED)*

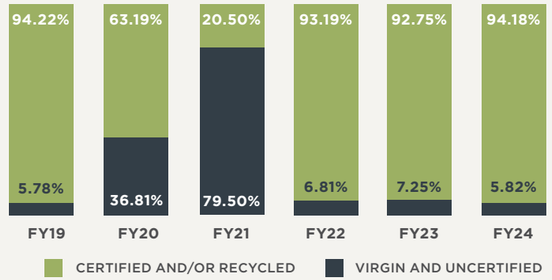
FY24 HOKA APPAREL AND ACCESSORIES PACKAGING SUBSTRATE BREAKDOWN



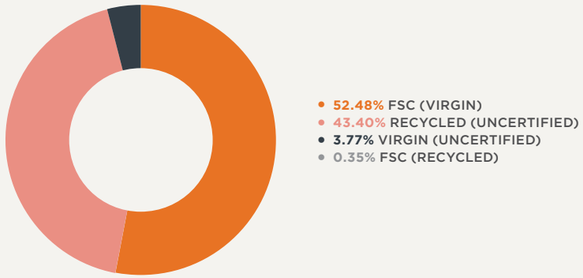
FY24 HOKA APPAREL AND ACCESSORIES CERTIFIED AND/OR RECYCLED PACKAGING



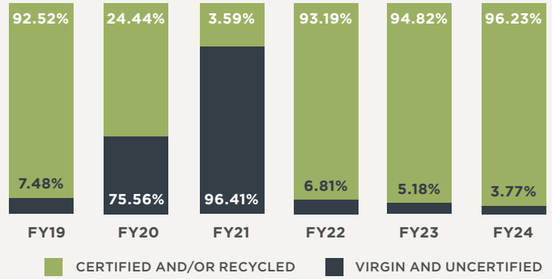
HOKA APPAREL AND ACCESSORIES PREFERRED PACKAGING SUBSTRATES GROWTH



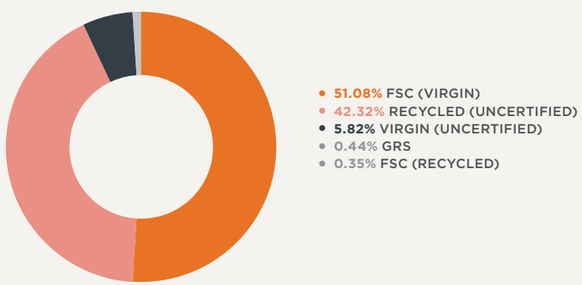
FY24 HOKA APPAREL AND ACCESSORIES PAPER PACKAGING BREAKDOWN



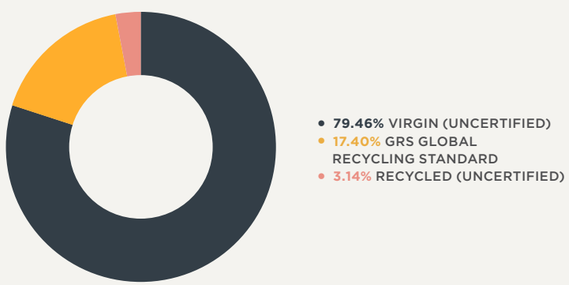
HOKA APPAREL AND ACCESSORIES PREFERRED PAPER PACKAGING SUBSTRATES GROWTH



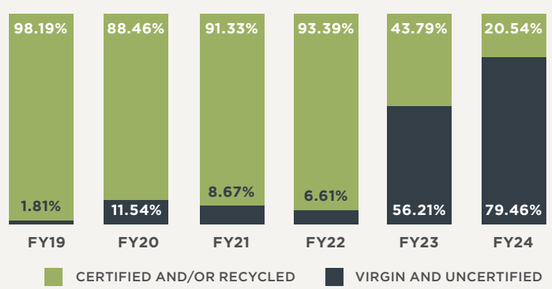
FY24 HOKA APPAREL AND ACCESSORIES CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



FY24 HOKA APPAREL AND ACCESSORIES PLASTIC PACKAGING BREAKDOWN



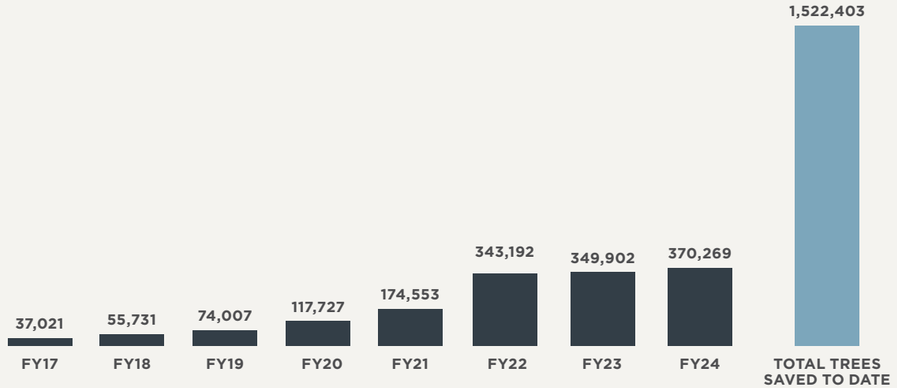
HOKA APPAREL, ACCESSORIES, AND HOME GOODS PREFERRED PLASTIC PACKAGING PROGRESS



HOKA ESG PROGRESS (CONTINUED)

HOKA PACKAGING MATERIALS AND TREES SAVED *(CONTINUED)*

HOKA TREES SAVED *(FY17-FY24)*



**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.*

SUMMARY OF HOKA MATERIALS TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: HOKA MATERIALS

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
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	15.83% 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	60.00% 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	7.6% 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	49.77% 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 HOKA footwear SKUs were comprised of at least one preferred material	97.98% of HOKA footwear SKUs were comprised of at least one preferred material	99.37% of HOKA footwear SKUs were comprised of at least one preferred material	98.72%% of HOKA footwear SKUs were comprised of at least one preferred material	On Track	2030
55% of all co-polyester fibers and films in HOKA footwear to originate from post-consumer, post-industrial, or renewable resources	16.67% of all co-polyester fibers and films used in HOKA footwear originated from post-consumer, post-industrial or renewable resources	9.32% of all co-polyester fibers and films used in HOKA footwear originated from post-consumer, post-industrial or renewable resources	11.56% of all co-polyester fibers and films used in HOKA footwear originated from post-consumer, post-industrial or renewable resources	21.30% of all co-polyester fibers and films used in HOKA footwear originated from post-consumer, post-industrial or renewable resources	40.51% of all co-polyester fibers and films used in HOKA footwear originated from post-consumer, post-industrial or renewable resources	44.27% of all co-polyester fibers and films used in HOKA 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.*

SUMMARY OF HOKA MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: HOKA MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
70% of all co-polyester fibers and films in HOKA apparel and accessories to originate from post-consumer, post-industrial or renewable resources	0.73% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	32.61% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	34.03% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	24.69% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	58.97% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	49.18% of all co-polyester fibers and films in HOKA apparel and accessories originated from post-consumer, post-industrial or renewable resources	On Track	2027
25% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	0.27% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	0.26% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	3.01% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	5.64% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	16.51% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	20.27% of all nylon fibers and films in HOKA products to originate from post-consumer, post-industrial, or renewable resources	On Track	2027
100% of all plant and plant-based fibers used in HOKA footwear will be made with preferred materials	0.00% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	0.00% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	23.26% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	27.91% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	36.30% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	83.59% of all plant and plant-based fibers used in HOKA footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in HOKA 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 HOKA 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 HOKA 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 HOKA 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 HOKA 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 HOKA footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	83.59% of cotton fiber used in HOKA 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 HOKA apparel, accessories, and home goods, within all material categories, will be made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	0.00% of cotton fiber used in HOKA 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 HOKA 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 HOKA 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 HOKA 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 HOKA 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	89.76% of cotton fiber used in HOKA 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 HOKA 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 HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	0.00% of all MMCFs fibers used in HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	0.00% of all MMCFs fibers used in HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	0.00% of all MMCFs fibers used in HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	0.00% of all MMCFs fibers used in HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	0.00% of all MMCFs fibers used in HOKA footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs **Note, HOKA uses only trace amounts of MMCFs at this time*	In progress - Target achievable	2026
100% of all HOKA 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 HOKA footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in HOKA footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in HOKA footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in HOKA footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in HOKA footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in HOKA 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.*

SUMMARY OF HOKA MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: HOKA MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Trace 100% of all HOKA leather hides *(used in our footwear)* back to the country of origin, within the leather and sheepskin material categories	96.24% of all HOKA hides traced back to country of origin, within the leather and sheepskin material categories	97.30% of all HOKA hides traced to country of origin, within the leather and sheepskin material categories	100% of all HOKA hides traced to country of origin, within the leather and sheepskin material categories	100% of all HOKA hides traced to country of origin, within the leather and sheepskin material categories	100% of all hides HOKA traced to country of origin, within the leather and sheepskin material categories	100% of all HOKA 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	No wool was used in HOKA footwear in FY24	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	99.93% of wool used RWS wool, with a commitment to ensure any virgin wool is RWS certified by 2025	On Track	2025
10-15% of HOKA 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 HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	0.58% of HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	0.71% of HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	0.72% of HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	3.25% of HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	7.16% of HOKA bottom units utilized bio-based compounds, plant-based and/or recycled materials	On Track	2030
15-20% of all EVA used in HOKA bottom units will feature recycled and/or bio-based 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 HOKA bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in HOKA bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in HOKA bottom units featured recycled and/or bio-based compounds	0.02% of all EVA used in HOKA bottom units featured recycled and/or bio-based compounds	4.73% of all EVA used in HOKA bottom units featured recycled and/or bio-based compounds	7.19% of all EVA used in HOKA bottom units featured recycled and/or bio-based compounds	On Track	2030
10-15% of all materials used outside of EVA in HOKA bottom units will feature 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*	0.64% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	0.73% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	0.94% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	1.11% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	2.20% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	6.80% of all materials used outside of EVA in HOKA bottom units featured bio-based compounds, plant-based, and/or recycled materials	On Track	2030
50% of all natural rubber used in HOKA 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 HOKA footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in HOKA footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in HOKA footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in HOKA footwear was certified to originate from sources that 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.*

SUMMARY OF HOKA MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: HOKA MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of packaging materials used in HOKA footwear will be made from preferred materials	96.19% of packaging materials used in HOKA footwear were made from preferred materials	96.86% of packaging materials used in HOKA footwear were made from preferred materials	96.82% of packaging materials used in HOKA footwear were made from preferred materials	97.65% of packaging materials used in HOKA footwear were made from preferred materials	97.32% of packaging materials used in HOKA footwear were made from preferred materials	98.96% of packaging materials used in HOKA footwear were made from preferred materials	On Track	2030
100% of packaging materials used in HOKA 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 HOKA apparel and accessories were made from preferred materials	93.19% of packaging materials used in HOKA apparel and accessories were made from preferred materials	92.54% of packaging materials used in HOKA apparel and accessories were made from preferred materials	94.18% of packaging materials used in HOKA apparel and accessories were made from preferred materials	On Track	2030
100% of timber used in all of HOKA 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 HOKA footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.34% of timber used in HOKA footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.40% of timber used in HOKA footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	98.35% of timber used in HOKA footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.93% of timber used in HOKA footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	99.67% of timber used in HOKA 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 HOKA 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 HOKA apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.19% of timber used in HOKA apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	94.82% of timber used in HOKA apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.23% of timber used in HOKA apparel and accessories packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	On Track	2026
25% of all fibers used in HOKA footwear will use preferred finishing methods *(inclusive of pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)*) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.10% of HOKA footwear materials used more preferred finishing methods	9.89% of HOKA footwear materials used more preferred finishing methods	15.80% of HOKA footwear materials used more preferred finishing methods	19.97% of HOKA 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 re-sell 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	HOKA continued to explore a larger scale resale opportunity	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.*

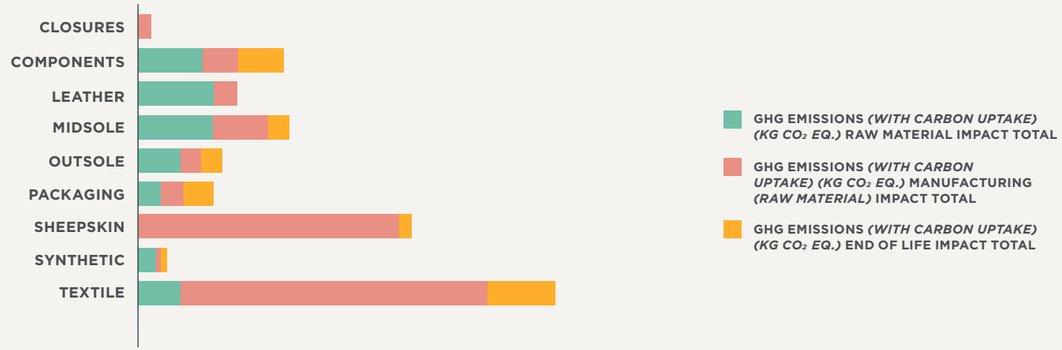
HOKA PRODUCT MATERIAL LCA

Deckers' LCA allows us to look at the environmental footprint, from cradle-to-grave, within each phase of the materials process. The environmental factors we look at include greenhouse gas *(GHG)* emissions, fossil fuel, and water consumption and looks at the entire lifecycle including raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

HOKA PRODUCT MATERIAL LCA (CONTINUED)

HOKA FOOTWEAR GATES BREAKOUT

FY24 HOKA FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN

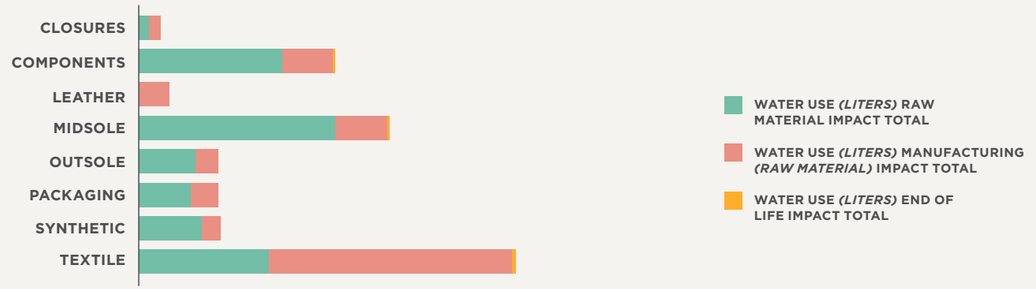


MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	680,910	3,106,465	696,447
COMPONENTS	11,419,199	4,651,169	5,839,155
LEATHER	18,244,350	5,583,603	314,458
MIDSOLE	18,244,350	13,535,309	5,033,673
OUTSOLE	9,980,993	5,033,889	5,033,673
PACKAGING	5,753,188	5,617,189	6,944,227
SHEEPSKIN	281,113	62,089,691	2,939,519
SYNTHETIC	4,431,779	1,064,915	1,694,079
TEXTILE	10,790,300	73,228,613	16,816,705

HOKA PRODUCT MATERIAL LCA (CONTINUED)

HOKA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 HOKA FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

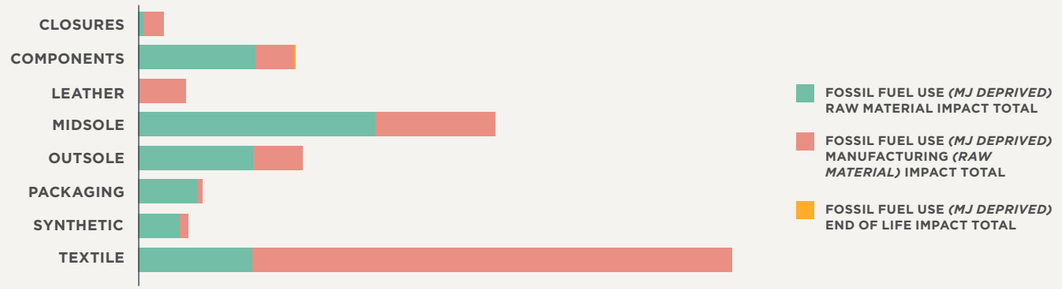


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	700,100,681	751,626,408	11,063,523
COMPONENTS	9,514,755,535	3,367,198,757	104,010,808
LEATHER	9,193,286	2,005,376,018	7,064,281
MIDSOLE	13,207,549,671	3,406,329,805	155,612,592
OUTSOLE	3,804,944,659	1,499,946,355	86,593,775
PACKAGING	3,338,380,075	1,553,668,191	67,151,874
SYNTHETIC	4,236,010,371	1,202,970,833	29,427,726
TEXTILE	8,679,390,991	16,304,069,102	274,161,011

HOKA PRODUCT MATERIAL LCA (CONTINUED)

HOKA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 HOKA FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

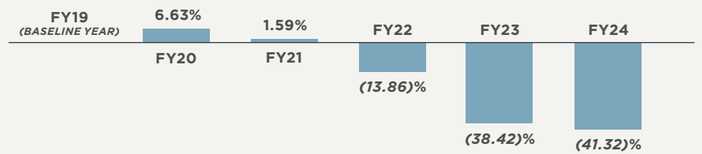


MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	11,904,280	42,199,050	339,072
COMPONENTS	244,662,869	80,515,660	2,654,992
LEATHER	80,817	98,526,906	124,422
MIDSOLE	493,244,850	248,420,438	3,523,258
OUTSOLE	238,852,611	103,425,253	2,042,918
PACKAGING	132,924,859	62,187,074	1,761,621
SYNTHETIC	87,746,602	17,148,838	808,168
TEXTILE	239,523,588	994,661,542	8,155,612

HOKA PRODUCT MATERIAL LCA (CONTINUED)

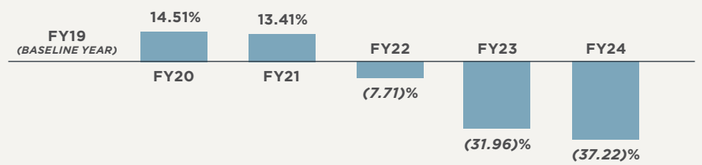
HOKA FOOTWEAR PHYSICAL INTENSITY

HOKA FOOTWEAR GHG EMISSIONS PER PAIR PROGRESS



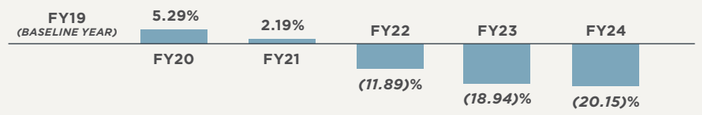
CUMULATIVE CHANGE IN GHG EMISSIONS PER PAIR

HOKA FOOTWEAR WATER USAGE PER PAIR PROGRESS



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

HOKA FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR *(CUMULATIVE)*

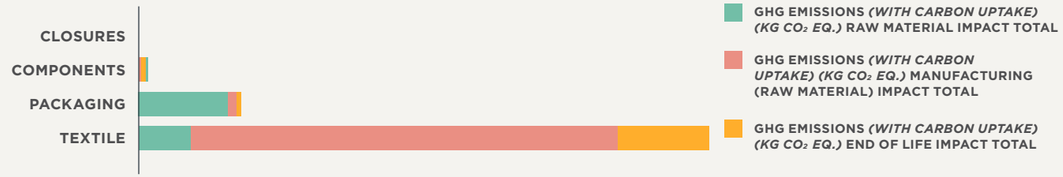


CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR

HOKA PRODUCT MATERIAL LCA (CONTINUED)

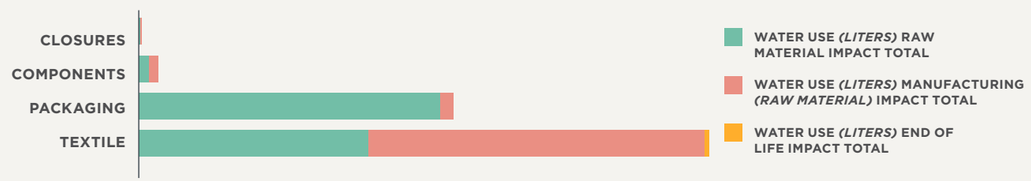
HOKA APPAREL, ACCESSORIES AND GATES BREAKOUT

FY24 HOKA APPAREL AND ACCESSORIES GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN



MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING (RAW MATERIAL) IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	3,344	9,656	2,652
COMPONENTS	29,344	44,722	26,854
PACKAGING	592,990	82,916	43,230
TEXTILE	344,515	2,828,186	601,633

FY24 HOKA APPAREL AND ACCESSORIES WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

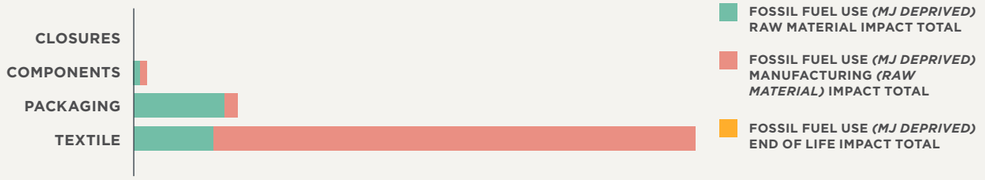


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	2,657,228	2,335,573	57,010
COMPONENTS	21,068,525	18,502,531	492,233
PACKAGING	621,901,076	27,636,981	541,482
TEXTILE	473,758,685	693,778,165	9,639,005

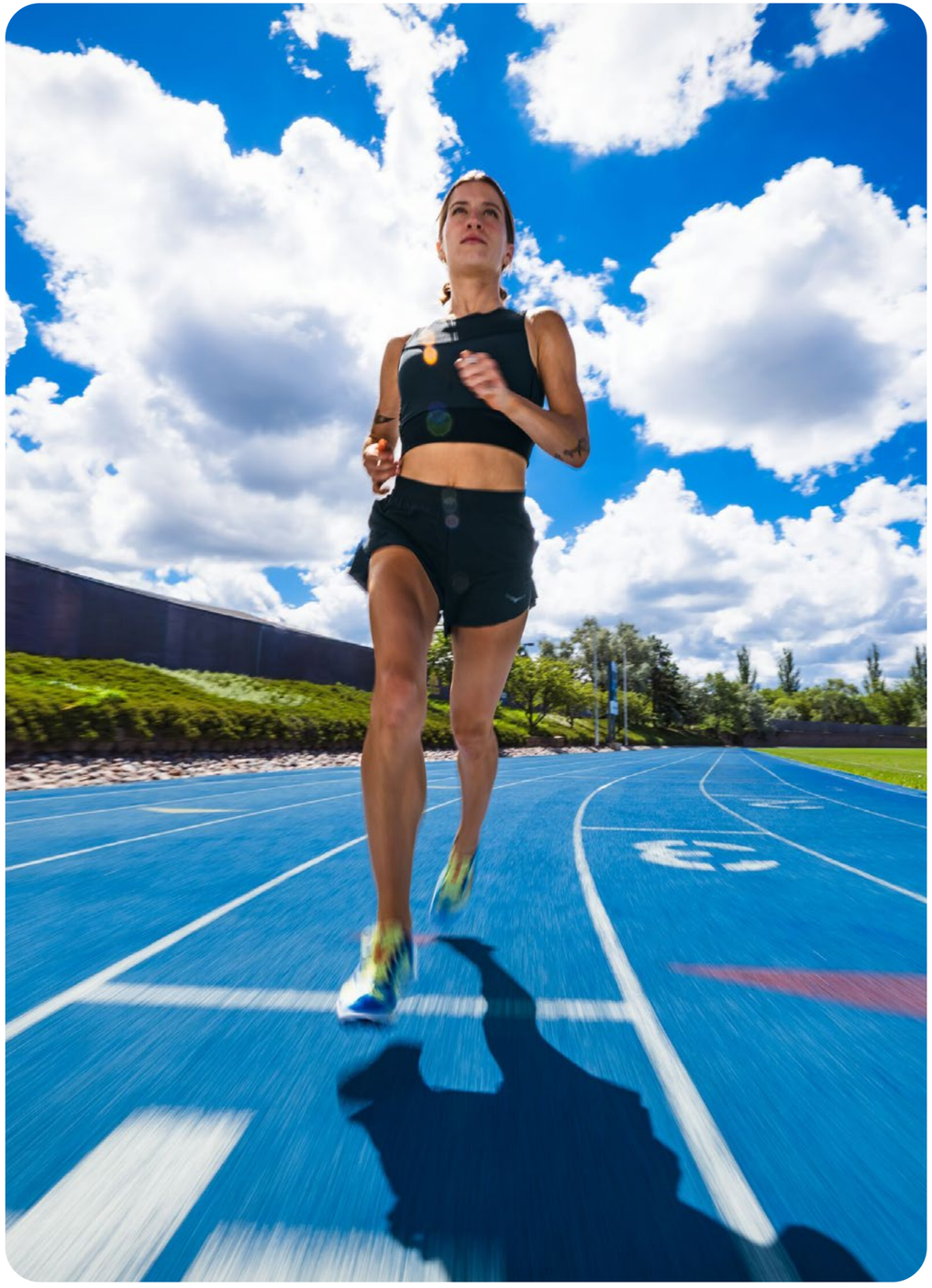
HOKA PRODUCT MATERIAL LCA (CONTINUED)

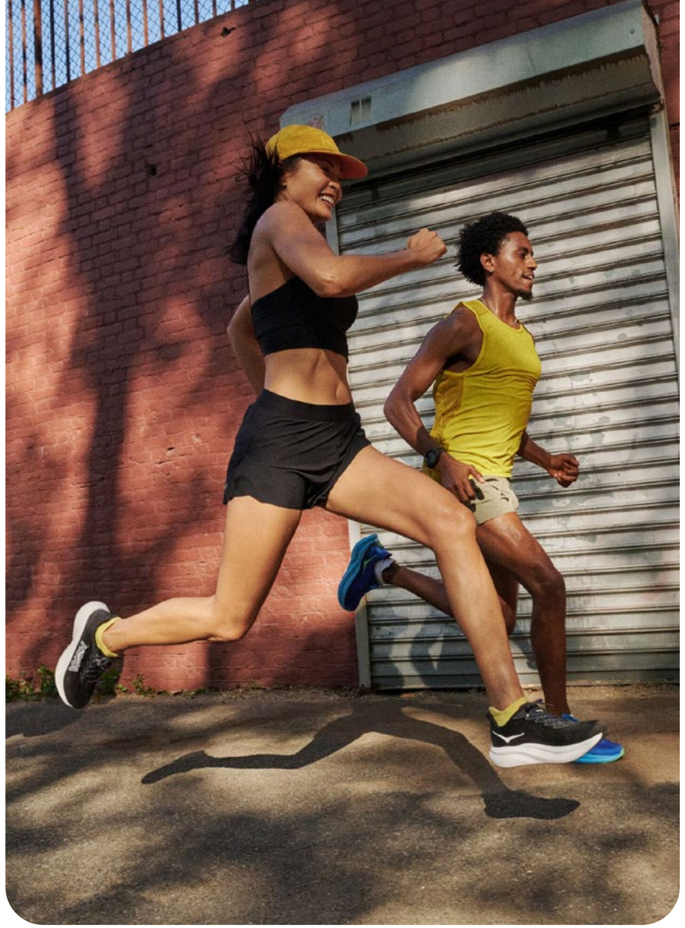
HOKA APPAREL AND ACCESSORIES GATES BREAKOUT *(CONTINUED)*

FY24 HOKA APPAREL AND ACCESSORIES ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



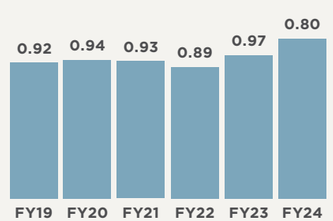
MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	68,034	137,772	1,750
COMPONENTS	616,484	641,199	13,173
PACKAGING	7,237,053	1,049,158	14,186
TEXTILE	6,322,998	38,299,409	281,228





HOKA PACKAGING MATERIALS LCA

HOKA FOOTWEAR PACKAGING DUNNAGE PER PAIR



FY	GHG EMISSIONS *(EQV. CO_2 KG)* PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 *(Baseline year)*	2.32	0%
FY20	2.35	1.49%
FY21	2.31	*(0.35)*%
FY22	2.35	1.23%
FY23	2.20	*(5.12)*%
FY24	0.76	*(67.22)*%

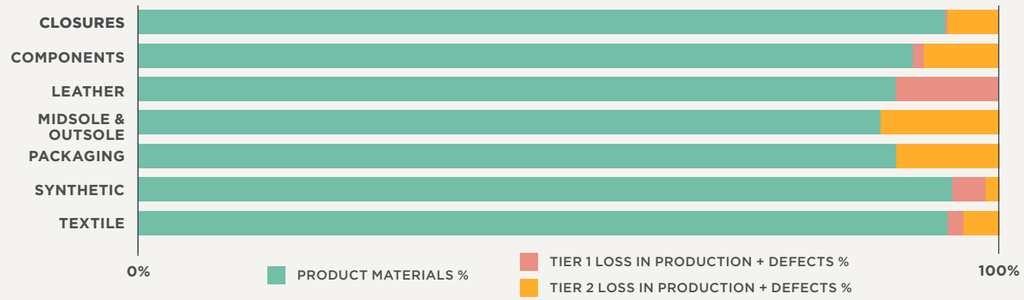
FY	ENERGY *(MJ)* PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 *(Baseline year)*	22.42	0%
FY20	22.86	1.97%
FY21	22.43	0.02%
FY22	22.81	1.71%
FY23	9.73	*(56.62)*%
FY24	8.17	*(63.55)*%

FY	WATER USAGE *(LITERS)* PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 *(Baseline year)*	408.63	0%
FY20	412.11	0.85%
FY21	406.81	*(0.44)*%
FY22	411.85	0.79%
FY23	230.31	*(43.64)*%
FY24	205.88	*(49.62)*%

FY	DUNNAGE *(LBS)* PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY19	0.92	0%
FY20	0.94	2.70%
FY21	0.93	0.95%
FY22	0.89	*(2.88)*%
FY23	0.97	5.28%
FY24	0.80	*(12.46)*%

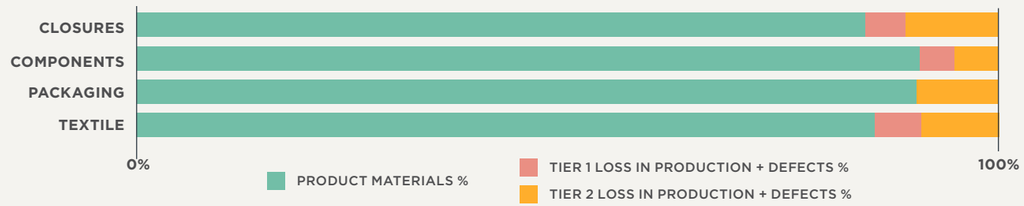
HOKA WASTE PRODUCTION

FY24 HOKA FOOTWEAR WASTE PRODUCTION



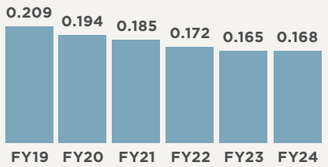
FY24 HOKA FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	93.69%	0.36%	5.95%
COMPONENTS	90.08%	1.32%	8.60%
LEATHER	88.04%	11.96%	-%
MIDSOLE & OUTSOLE	86.25%	-%	13.75%
PACKAGING	88.19%	-%	11.81%
SYNTHETIC	95.51%	2.91%	1.59%
TEXTILE	94.07%	1.75%	4.18%

FY24 HOKA APPAREL AND ACCESSORIES WASTE PRODUCTION *(IN-HOUSE)*



FY24 HOKA APPAREL AND ACCESSORIES WASTE PRODUCTION *(IN-HOUSE)*	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	84.84%	4.39%	10.77%
COMPONENTS	90.84%	4.05%	5.11%
PACKAGING	90.37%	-%	9.63%
TEXTILE	85.69%	5.41%	9.00%

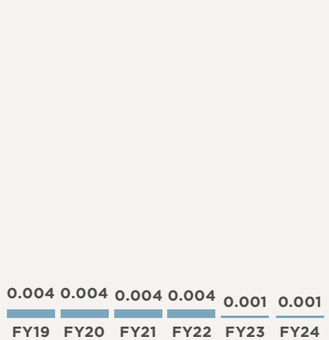
HOKA WASTE METRICS

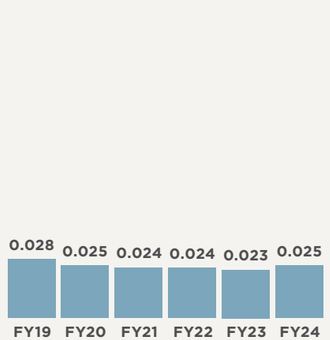


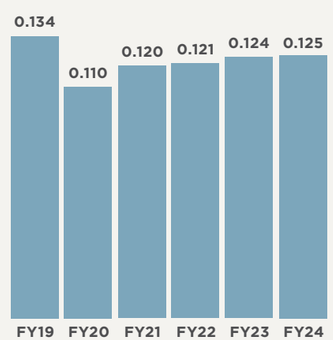
FY	LBS OF WASTE PER PAIR	*WASTE (LBS) PER PAIR*
FY19	0.2087	Baseline
FY20	0.1939	*(7.09)*%
FY21	0.1849	*(11.40)*%
FY22	0.1718	*(17.68)*%
FY23	0.1654	*(20.75)*%
FY24	0.1680	*(19.50)*%

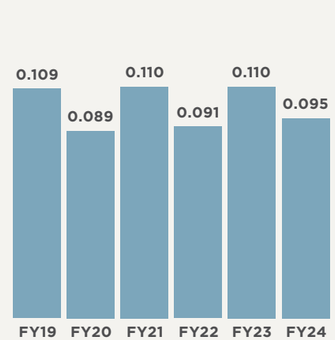
HOKA WASTE PRODUCED BY MATERIAL CATEGORY

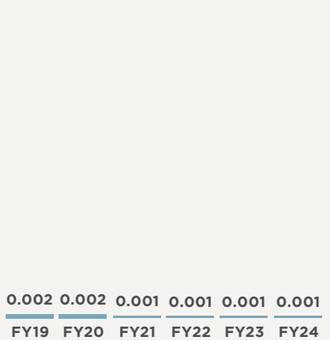
HOKA FOOTWEAR WASTE PRODUCED *(LBS)*/PAIR *(TIER 2)*

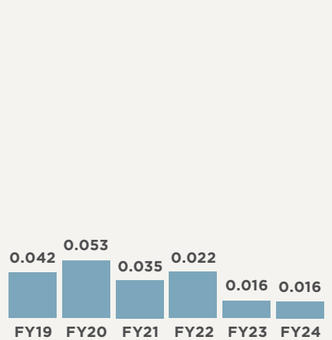








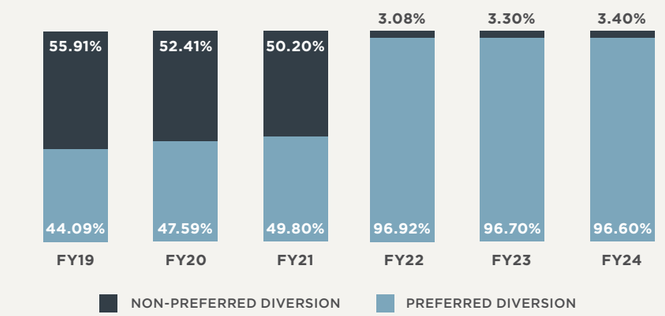




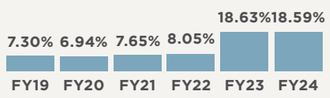
HOKA WASTE DIVERSION

HOKA FOOTWEAR WASTE DIVERSION

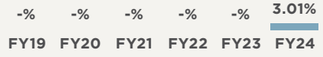
HOKA FOOTWEAR PREFERRED DIVERSION METHODS



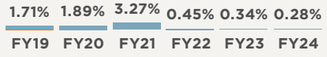
HOKA FOOTWEAR MATERIALS WASTE DIVERSION METHODS



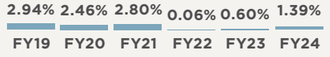
CLOSED LOOP



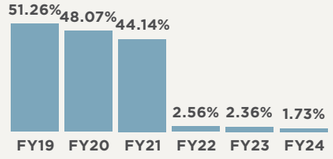
COMPOSTING



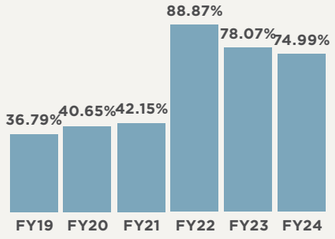
INCINERATION WITH ENERGY RECOVERY



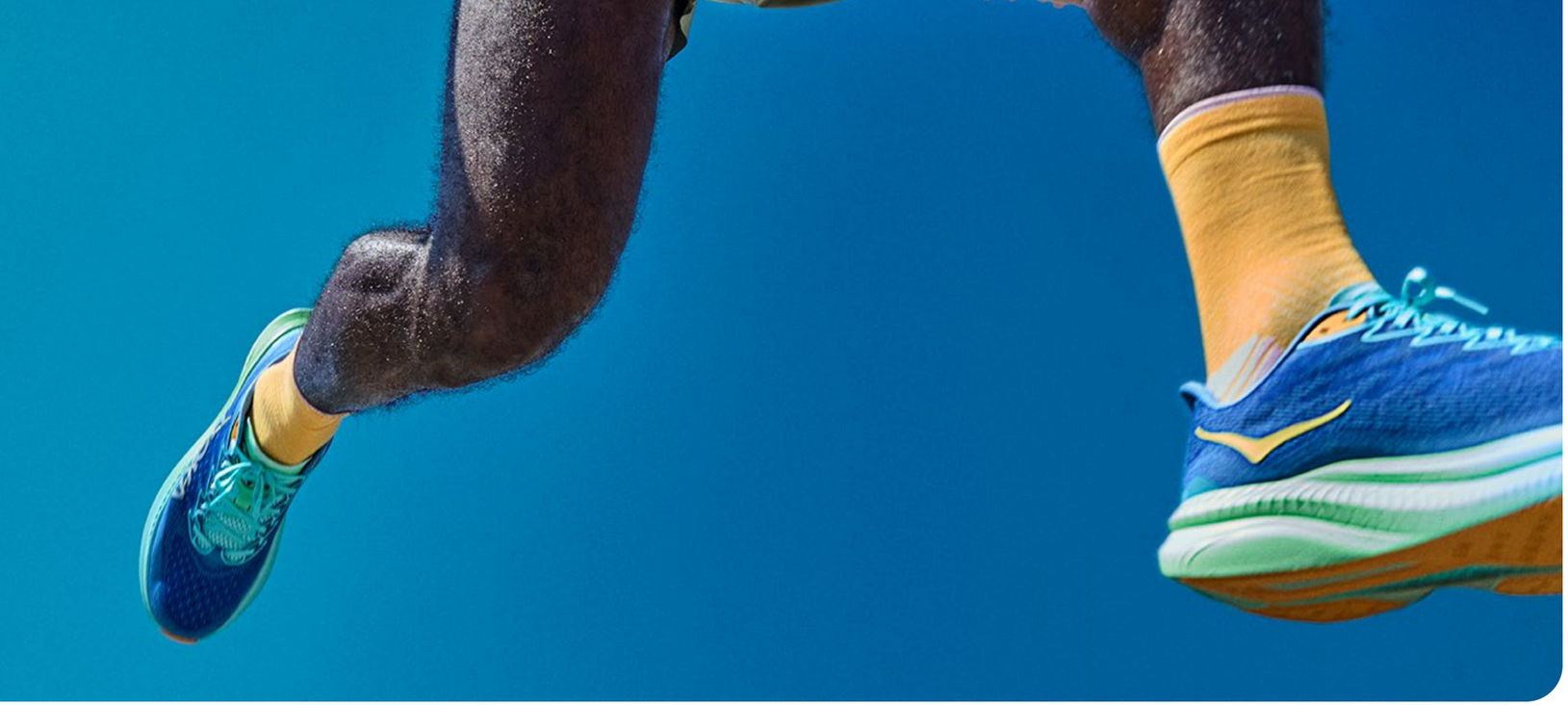
INCINERATION WITHOUT ENERGY RECOVERY

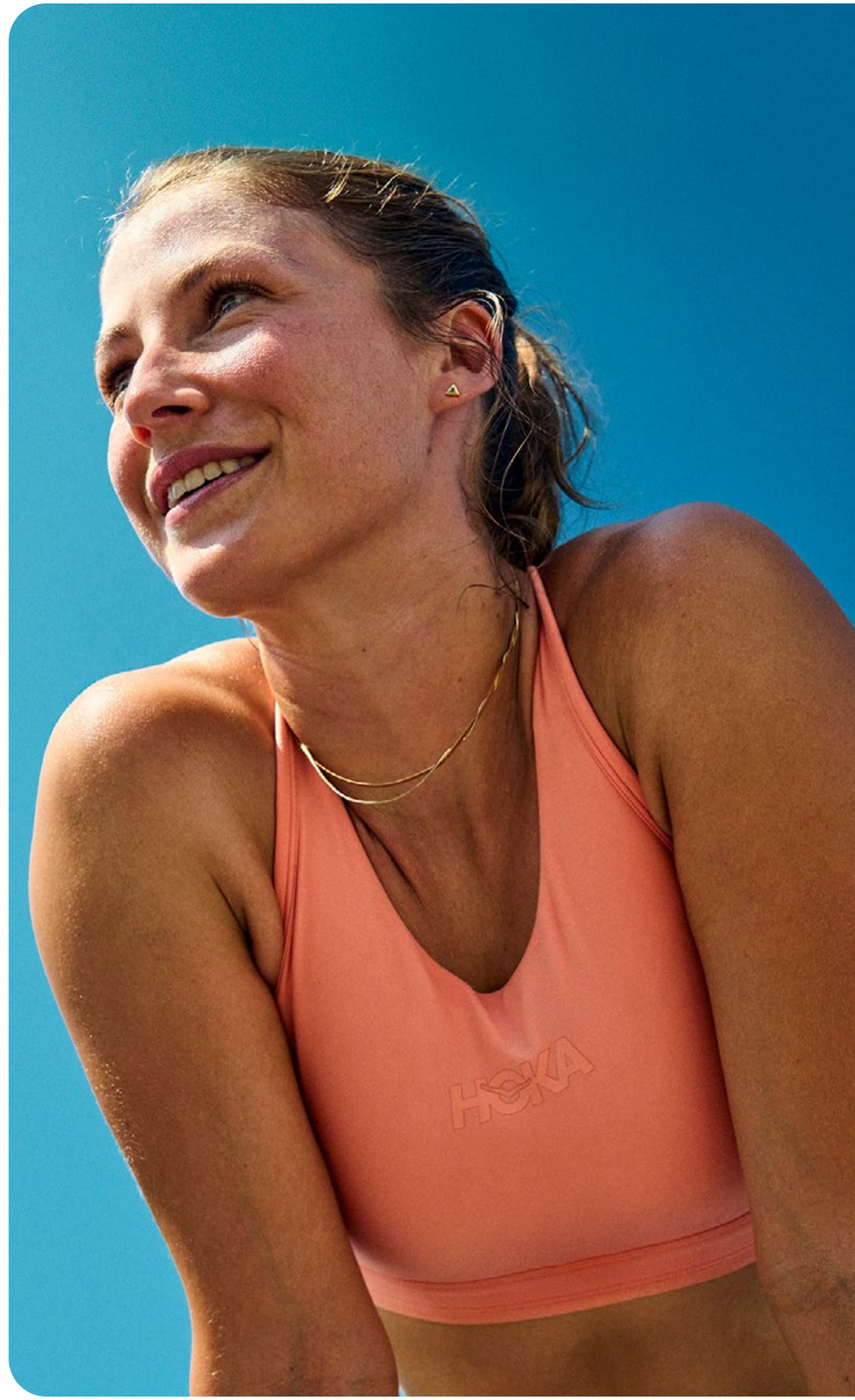


LANDFILL



POST INDUSTRIAL

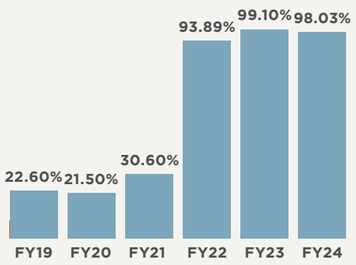




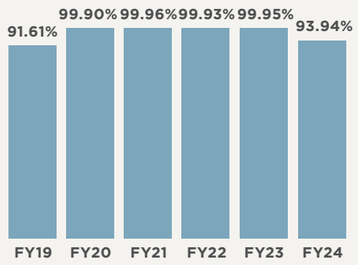
HOKA WASTE DIVERSION (CONTINUED)

HOKA FOOTWEAR WASTE DIVERSION *(CONTINUED)*

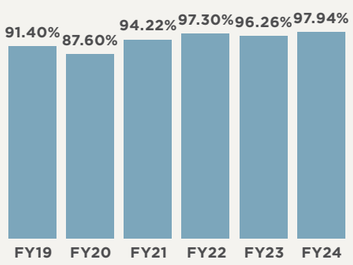
HOKA FOOTWEAR MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS



MIDSOLE & OUTSOLE



PACKAGING

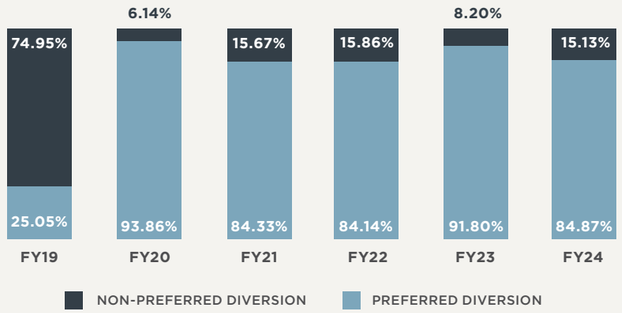


TEXTILE

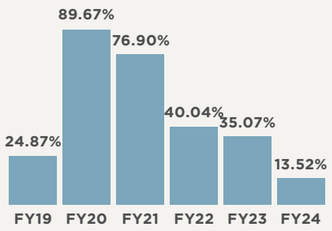
HOKA WASTE DIVERSION

HOKA APPAREL AND ACCESSORIES WASTE DIVERSION

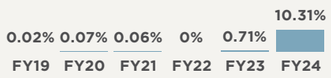
HOKA APPAREL AND ACCESSORIES PREFERRED DIVERSION METHODS PROGRESS



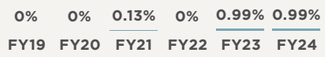
HOKA APPAREL AND ACCESSORIES MATERIALS WASTE DIVERSION METHODS



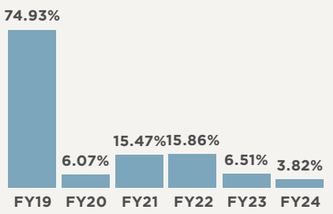
CLOSED LOOP



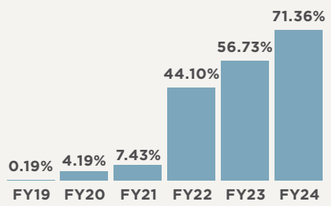
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL

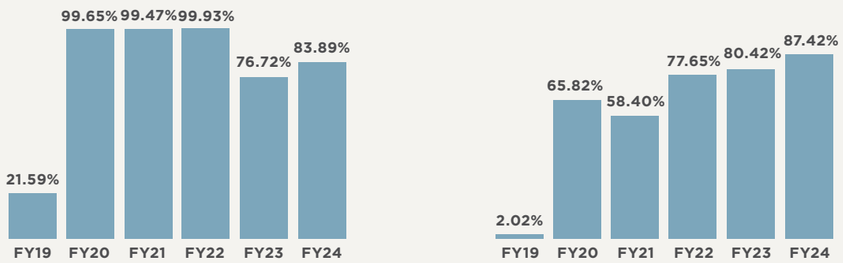


POST INDUSTRIAL

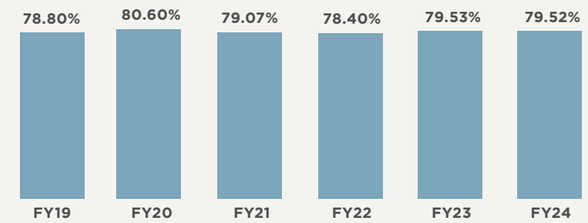
HOKA WASTE DIVERSION (CONTINUED)

HOKA PREFERRED DIVERSION OF APPAREL AND ACCESSORIES MATERIALS SOURCED *(CONTINUED)*

HOKA APPAREL AND ACCESSORIES MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS



HOKA FOOTWEAR PACKAGING: AVAILABLE TO RECYCLE



SUMMARY OF HOKA MATERIALS TARGETS PROGRESS

HOKA *(WATER TARGET)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
HOKA footwear to reduce water usage by 20% per pair from baseline year *(FY19)*	Baseline established	HOKA increased water usage by 14.51% per pair by when compared to baseline line year *(FY19)*	HOKA increased water usage by 13.41% per pair when compared to baseline year *(FY19)*	Hoka reduced water usage by 7.71% per pair when compared to baseline year *(FY19)*	HOKA reduced water usage by 31.96% per pair when compared to baseline line year *(FY19)*	HOKA reduced water usage by 37.22% per pair when compared to baseline line 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	FISCAL YEAR 2024 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 6.63% per pair and energy usage by 5.29% per pair when comparing to baseline year *(FY19)*	HOKA increased greenhouse gas emissions by 1.59% per pair and energy usage by 2.19% per pair when comparing to baseline year *(FY19)*	HOKA reduced greenhouse gas emissions by 13.86% per pair and energy usage by 11.89% per pair when comparing to baseline year *(FY19)*	HOKA reduced greenhouse gas emissions by 38.42% per pair and energy usage by 18.94% per pair when comparing to baseline year *(FY19)*	HOKA reduced greenhouse gas emissions by 41.32% per pair and energy usage by 20.15% per pair when comparing 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	Monitored and will consider target setting on key carryover styles in FY25	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: HOKA: -5.12%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY23 GHG emissions per pair change: HOKA: -5.12%	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: HOKA: +1.97%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY21 Energy usage per pair change: HOKA: +0.02%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY22 Energy usage per pair change: HOKA: +1.71%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY24 Energy usage per pair change: HOKA: -56.62%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY24 Energy usage per pair change: HOKA: -63.55%	In progress - Target achievable	2030

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

SUMMARY OF HOKA WASTE TARGETS PROGRESS

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
HOKA Footwear Midsole/Outsole Waste Reduction Targets *(Tier 2)*: 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	Maintained to 0.125 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Footwear Packaging Waste Reduction Targets *(Tier 2)*: 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%	Maintained Packaging Waste within 2% from baseline year	Target Achieved - FY20 and beyond target is to maintain	2030
HOKA Apparel and accessories, Packaging Waste Reduction Targets *(Tier 2)*: 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%	Maintained Packaging Waste within 2% from baseline year *(in-house only)*	Target Achieved - FY22 and beyond target is to maintain	2030
HOKA Footwear Textile Waste Reduction Targets *(Tier 2)*: 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	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	Data needs further improvement - will reevaluate in FY24	Data needs further improvement - will reevaluate in FY25	In Progress	2030

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

SUMMARY OF HOKA WASTE TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
HOKA Footwear Midsole/Outsole Waste Diversion Targets *(Tier 2)*: 60% Preferred Waste Diversion	22.64% of Midsole/Outsole Waste produced was diverted in a preferred method	21.47% of Midsole/Outsole Waste produced was diverted in a preferred method	30.55% of Midsole/Outsole Waste produced was diverted in a preferred method	100.00% of Midsole/ Outsole Waste produced was diverted in a preferred method	99.10% of Midsole/Outsole Waste produced was diverted in a preferred method	98.03% 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 *(Tier 2)*: 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	91.13% of Packaging Waste produced was diverted in a preferred method	93.94% 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 *(Tier 2)*: 95% Preferred Waste Diversion *(in-house only)*	21.41% of Packaging Waste produced was diverted in a preferred method *(in-house only)*	99.65% 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)*	76.72% of Packaging Waste produced was diverted in a preferred method *(in-house only)*	83.89% 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 *(Tier 2)*: 90% Preferred Waste Diversion	91.37% of Textile Waste produced was diverted in a preferred method	87.59% of Textile Waste produced was diverted in a preferred method	94.22% of Textile Waste produced was diverted in a preferred method	97.28% of Textile Waste produced was diverted in a preferred method	96.26% of Textile Waste produced was diverted in a preferred method	97.94% 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 *(Tier 2)*: 90% Preferred Waste Diversion *(in-house 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	87.42% of Textile Waste produced was diverted in a preferred method	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	78.80% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	80.60% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	79.07% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	78.40% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	79.53% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	79.52% 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)*	54.60% of all apparel and accessories packaging has the availability to be recycled via the EPA Recycling Standards *(in-house only)*	Target Achieved - FY23 and beyond target is to maintain	2030

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

TEVA ESG PROGRESS

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:

- 27.93% of all footwear materials are preferred
- 100% of hides and skins is sourced from Leather Working Group (LWG) certified tanneries
- 100% of Teva's iconic polyester straps are made from UNIFI REPREVE rPET
- 100% of the cotton fibers used in Teva footwear were sourced from a sustainable cotton growing scheme, or are made of recycled cotton fibers
- 84.48% of all co-polyester fibers and films used in our footwear comes from post-consumer, post-industrial, or come from renewable resources
- 100% of plant and plant-based fibers used in Teva footwear are preferred
- To date, Teva has repurposed the equivalent of over 119.17 million PET water bottles and approximately 85,607 lbs of post-industrial polyester fiber and textile scrap

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

MATERIALS

Maximize the amount of preferred materials in our products

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

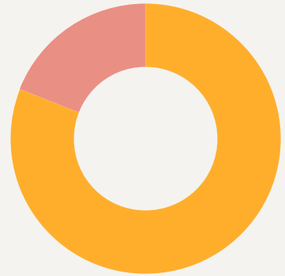
TEVA ESG PROGRESS

TEVA PRODUCT MATERIALS

FY24 TEVA FOOTWEAR TOP MATERIALS

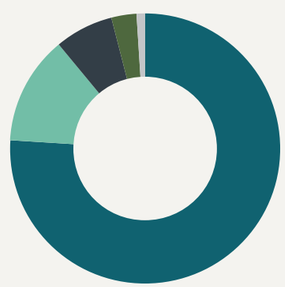
RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	24.18%
2	Recycled Polyester and/or RPET	11.91%
3	Natural Rubber	6.44%
4	POE Polyolefin *(Generic)*	4.70%
5	BIIR Synthetic Rubber	4.63%
6	Butadiene Rubber	4.50%
7	Nylon and/or Polyamide	4.21%
8	Styrene Butadiene Rubber	3.86%
9	Aluminum Silicate	3.58%
10	PU Polyurethane	3.43%

FY24 TEVA FOOTWEAR SUBSTRATE BREAKDOWN



- **80.60%** SYNTHETIC
- **19.40%** NATURAL

FY24 TEVA FOOTWEAR SUBSTRATE BREAKDOWN



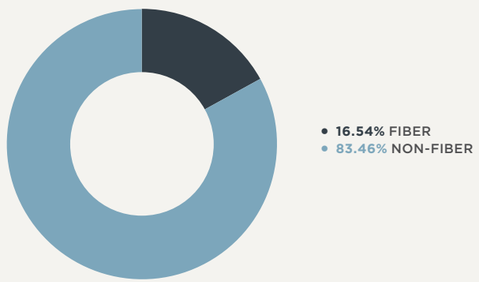
- **76.05%** SYNTHETIC POLYMER
- **13.46%** ADDITIVE
- **7.06%** NATURAL ELASTOMER
- **2.50%** ANIMAL HIDE
- **0.42%** FIBER
- **0.39%** METAL
- **0.10%** MAN MADE FIBER
- **0.02%** PAPER

TEVA ESG PROGRESS (CONTINUED)

TEVA PRODUCT MATERIALS *(CONTINUED)*

TEVA FIBER AND NON-FIBER BREAKDOWN

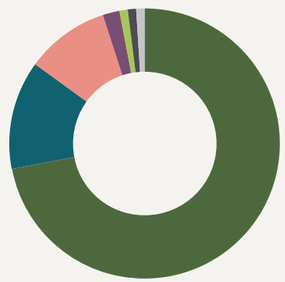
FY24 TEVA FOOTWEAR FIBER/NON-FIBER BREAKDOWN



- **16.54%** FIBER
- **83.46%** NON-FIBER

TEVA FIBER SUBSTRATE BREAKDOWN

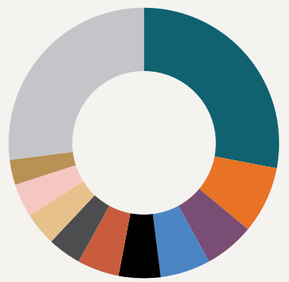
FY24 TEVA FOOTWEAR FIBER SUBSTRATE BREAKDOWN



- **71.98%** RECYCLED POLYESTER AND/OR RPET
- **12.61%** POLYESTER AND/OR PET
- **10.23%** NYLON AND/OR POLYAMIDE
- **2.03%** RESPONSIBLE COTTON
- **1.05%** RECYCLED NYLON AND/OR POLYAMIDE
- **0.60%** CELLULOSE ACETATE (CERTIFIED)
- **0.39%** SPANDEX ELASTANE
- **0.24%** PS POLYSTYRENE
- **0.24%** CORK
- **0.11%** NATURAL RUBBER
- **0.53%** OTHER NON-FIBERS

TEVA NON-FIBER SUBSTRATE BREAKDOWN

FY24 TEVA FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN

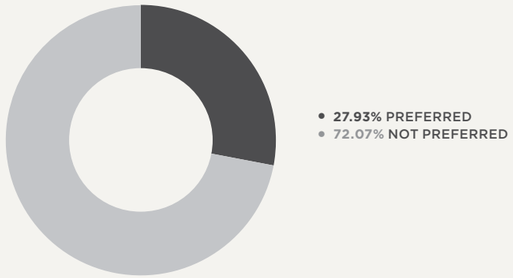


- **28.97%** EVA ETHYLENE VINYL ACETATE
- **7.69%** NATURAL RUBBER
- **5.63%** POE POLYOLEFIN (GENERIC)
- **5.55%** BIIR SYNTHETIC RUBBER
- **5.39%** BUTADIENE RUBBER
- **4.62%** STYRENE BUTADIENE RUBBER
- **4.29%** ALUMINUM SILICATE
- **4.11%** PU POLYURETHANE
- **3.76%** RECYCLED EVA
- **3.07%** SILICA
- **26.93%** OTHER NON-FIBERS

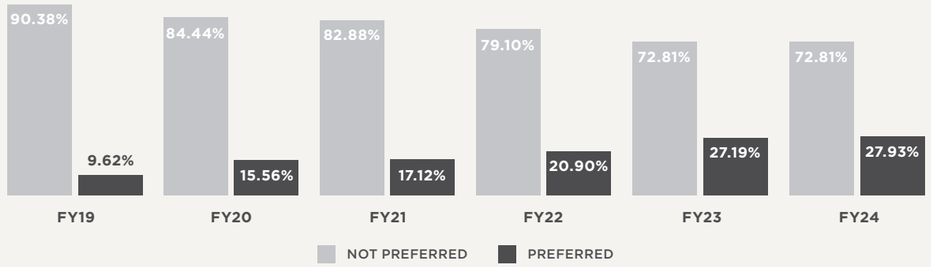
TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS

FY24 TEVA FOOTWEAR PREFERRED MATERIAL BREAKDOWN

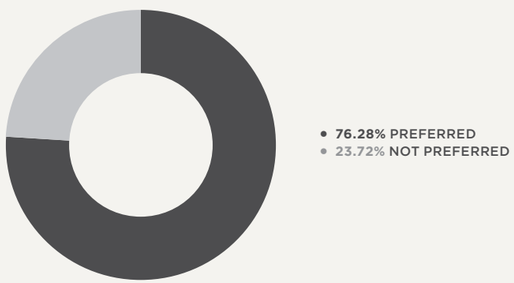


TEVA FOOTWEAR PREFERRED MATERIAL GROWTH

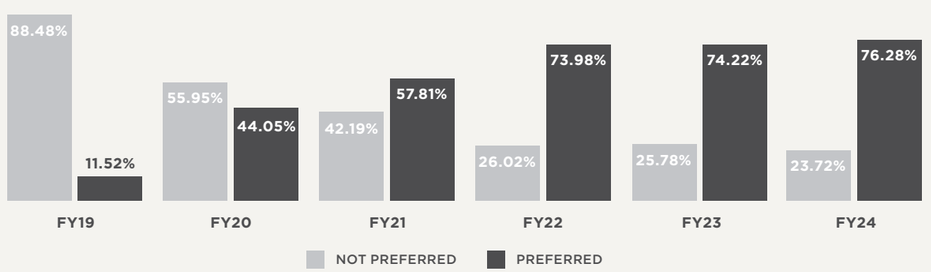


TEVA PREFERRED FIBERS

FY24 TEVA FOOTWEAR PREFERRED FIBER BREAKDOWN



TEVA FOOTWEAR PREFERRED FIBER GROWTH

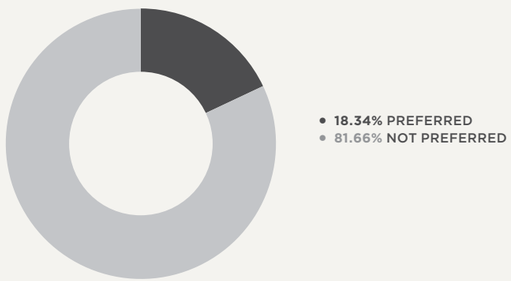


TEVA ESG PROGRESS (CONTINUED)

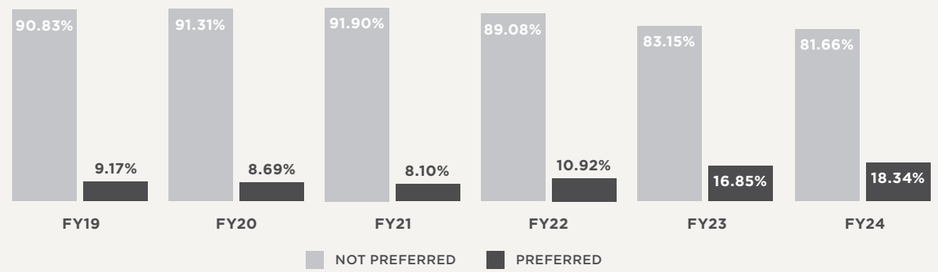
TEVA PREFERRED MATERIALS *(CONTINUED)*

TEVA PREFERRED NON-FIBERS

FY24 TEVA FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



TEVA FOOTWEAR PREFERRED NON-FIBER GROWTH



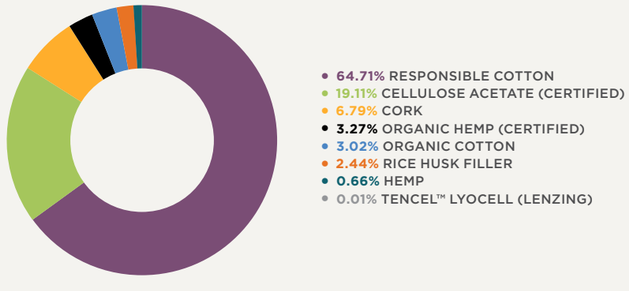
TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

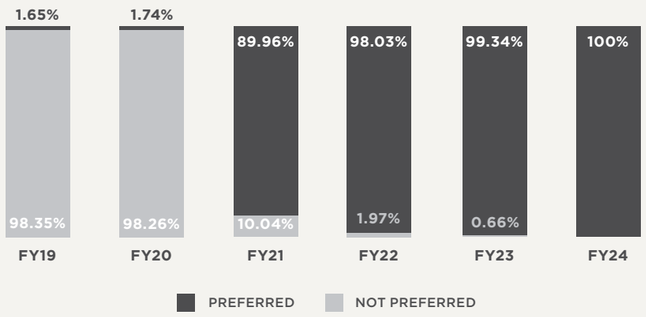
TEVA PREFERRED PLANT AND PLANT-BASED FIBERS

We are proud to use a variety of plant and plant-based fibers in our products. This includes TENCEL™ Lyocell, Certified Organic Cotton, Hemp, Responsible Cotton, Cork, and Rice Husk. The chart below details some of the key plant and plant-based fibers currently utilized in Teva products.

FY24 TEVA PLANT AND PLANT-BASED FIBER BREAKDOWN

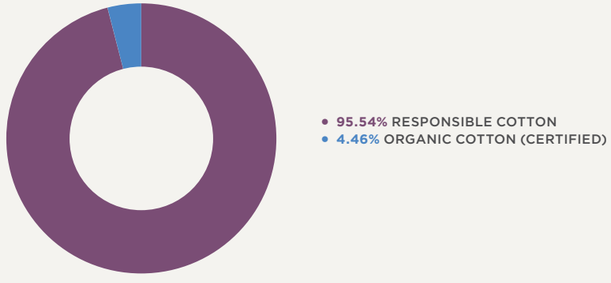


TEVA FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH

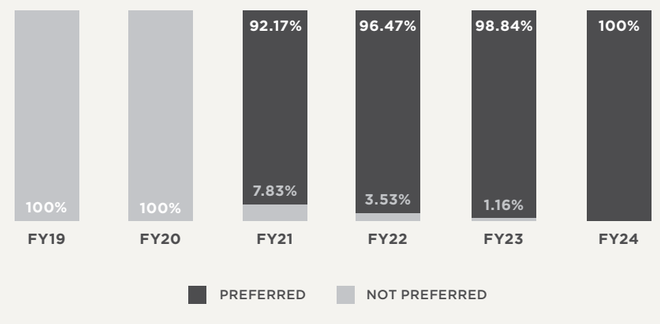


TEVA PREFERRED COTTON

FY24 TEVA COTTON FIBER BREAKDOWN



TEVA FOOTWEAR PREFERRED COTTON FIBER GROWTH



TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

TEVA BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton
In FY24, Teva footwear used 24,931 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 approximately 29,656 lbs of CO_2 eq. emissions, 235.53 million liters of water and 182,272 MJ of energy.

29,656
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

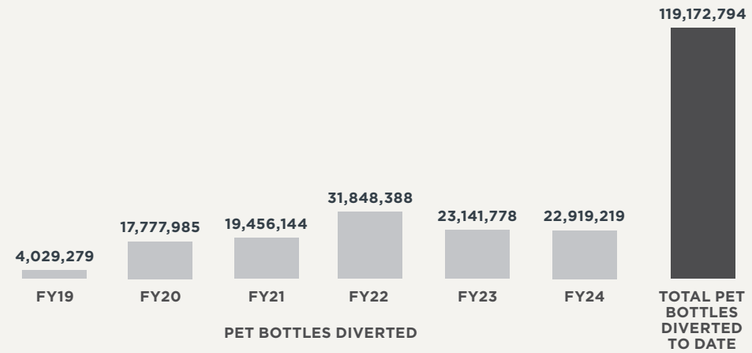
235,531,901
WATER SAVED (LITERS OF WATER)

182,272
ENERGY SAVED (MJ)

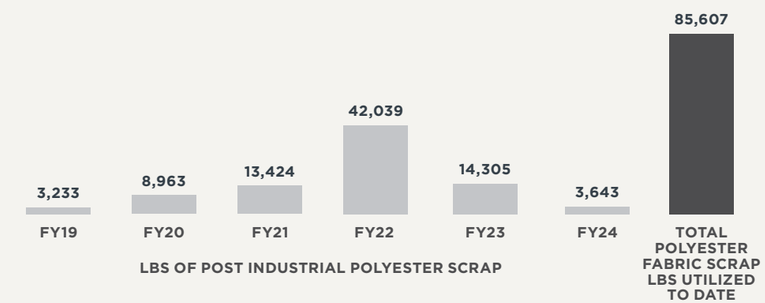
TEVA SPECIFIC PREFERRED POLYESTER EFFORTS

Recycled Polyester *(rPET)* rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY24, Teva used 852,696 lbs of rPET across all its products, which is the equivalent of over 22.92 million PET water bottles. Additionally, Teva utilized approximately 3,643 lbs of post-industrial polyester fabric scrap across all products they produced in FY24. To date, Teva has repurposed the equivalent of over 119.17 million PET water bottles and approximately 85,607 lbs of post-industrial polyester fiber and textile scrap.

TEVA PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL



TEVA LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED

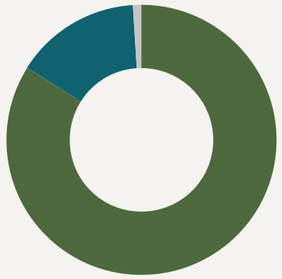


TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

TEVA CO-POLYESTER FIBERS AND FILMS BREAKDOWN

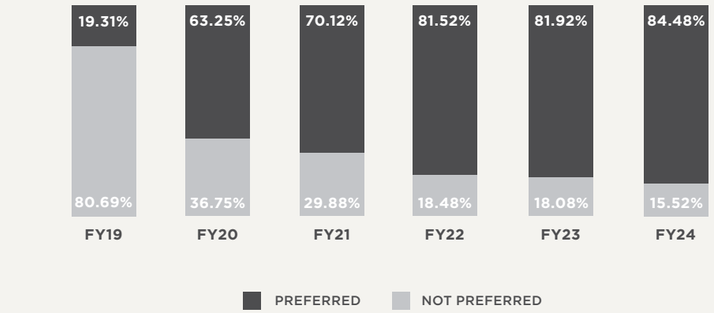
FY24 TEVA FOOTWEAR CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*



- **83.99%** RECYCLED POLYESTER AND/OR RPET
- **15.36%** POLYESTER AND/OR PET
- 0.48% RECYCLED POLYCARBONATE
- 0.16% PC POLYCARBONATE
- 0.02% BIO-BASED PROPANEDIOL

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

TEVA FOOTWEAR PREFERRED CO-POLYESTER GROWTH



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 FY24, Teva used 852,696 lbs of rPET across all its products and utilized 3,643 lbs of post-industrial polyester fabric scrap across all products they produced in FY24. 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 approximately 1.73 million lbs of CO_2 eq. emissions, 486.22 million liters of water and 25.05 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)*	1,714,690	480,948,244	24,780,547
TOTAL RECYCLED POLYESTER SAVINGS *(PACKAGING)*	18,262	5,268,361	266,731
TOTAL RECYCLED POLYESTER SAVINGS	**1,732,952**	**486,216,605**	**25,047,279**

**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 ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

TEVA PREFERRED LEATHER EFFORTS

In FY24, Teva footwear used approximately 805,794 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 approximately 952,975 lbs of CO_2 eq. emissions, 451.10 million liters of water and 8.37 million MJ of energy.

952,976

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

451,096,158

WATER SAVED (LITERS OF WATER)

8,374,312

ENERGY SAVED (MJ)

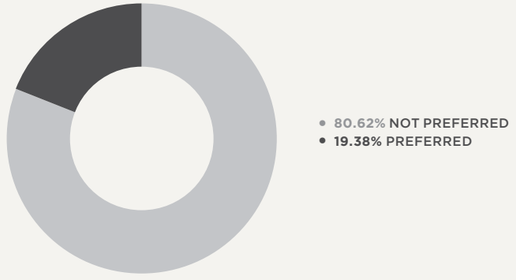
TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

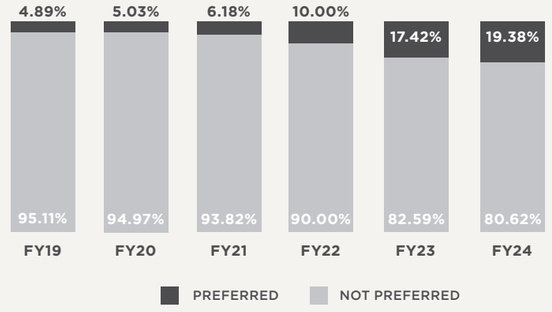
TEVA PREFERRED BOTTOM UNIT AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. 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.

FY24 TEVA FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS BREAKDOWN



TEVA FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM GROWTH



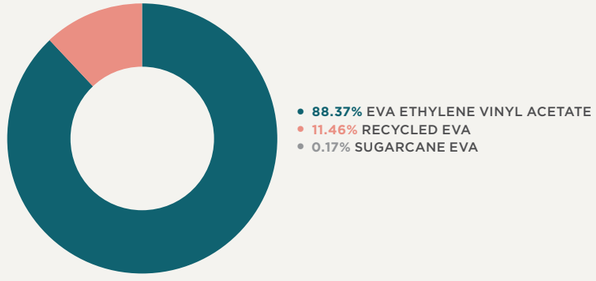
TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

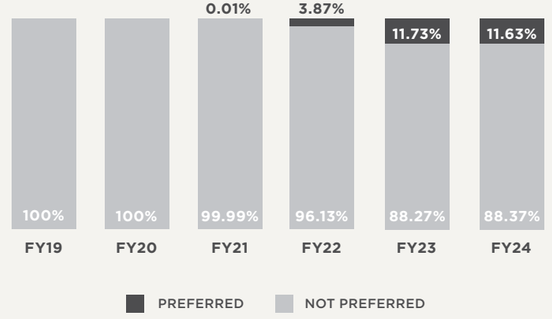
TEVA PREFERRED EVA EFFORTS

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 CO_2 from the atmosphere and sequesters carbon. For every pound of Ethanol *(ethylene)* derived from sugarcane, 1.6 lbs of CO_2 is sequestered.

FY24 TEVA FOOTWEAR PREFERRED EVA BREAKDOWN



TEVA FOOTWEAR PREFERRED EVA PROGRESS



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

In FY24, Teva used approximately 225,457 lbs. of Preferred EVA *(SugarCane EVA or Recycled EVA)*. When comparing conventional EVA usage to the same usage of Preferred EVA, we saved approximately 7.17 million MJs of energy, 142.13 million liters of water 467,164.37 and 467,164 lbs. of CO_2 eq. emissions.

467,164

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

142,126,015

WATER SAVED (LITERS OF WATER)

7,165,133

ENERGY SAVED (MJ)

TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

TEVA 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.

FY24 TEVA FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS BREAKDOWN

TEVA FOOTWEAR PREFERRED RUBBER AND OTHER FOAM GROWTH

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

In FY24, Teva Footwear used 419,607 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 approximately 8.25 million MJs of energy and 926,634 lbs. of CO_2 eq. emissions.

926,634

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

8,250,471

ENERGY SAVED (MJ)

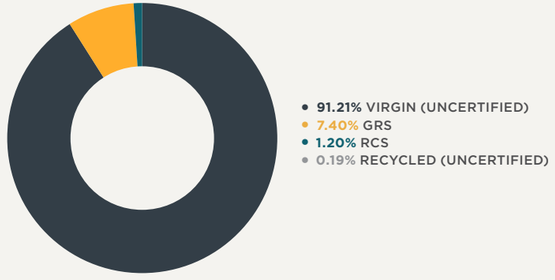
TEVA ESG PROGRESS (CONTINUED)

TEVA PREFERRED MATERIALS *(CONTINUED)*

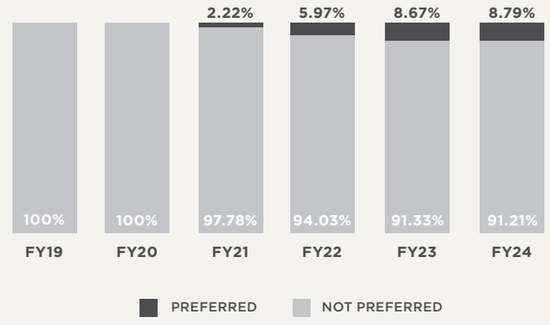
TEVA CERTIFIED AND RECYCLED NATURAL RUBBER

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 products to originate from recycled sources or certified to originate from sources that legally harvest, source, transport, and export rubber.

FY24 TEVA FOOTWEAR CERTIFIED AND/OR RECYCLED NATURAL RUBBER



TEVA FOOTWEAR CERTIFIED AND RECYCLED NATURAL RUBBER GROWTH



TEVA ESG PROGRESS (CONTINUED)

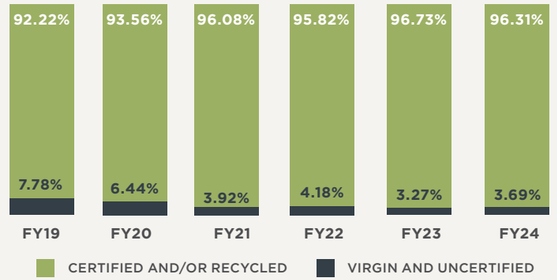
TEVA PACKAGING AND TREES SAVED

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. Teva makes up 6.56% of Deckers footwear packaging dunnage. We are thrilled that Teva footwear utilizes 97.21% preferred paper packaging materials and that Teva, through its use of recycled paper, has saved approximately 543,999 trees to date. Further Teva's footwear packaging uses only 2.05% plastic, a positive step forward in their sustainability journey.

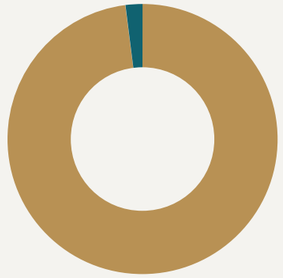
FY24 TEVA FOOTWEAR CERTIFIED AND/ OR RECYCLED PACKAGING

- **96.22%** CERTIFIED AND/OR RECYCLED
- **3.69%** VIRGIN (UNCERTIFIED)

TEVA FOOTWEAR PREFERRED PACKAGING SUBSTRATES PROGRESS

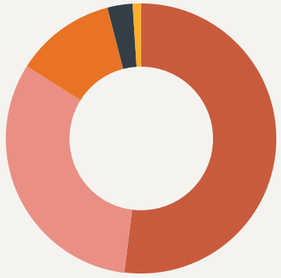


FY24 TEVA FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



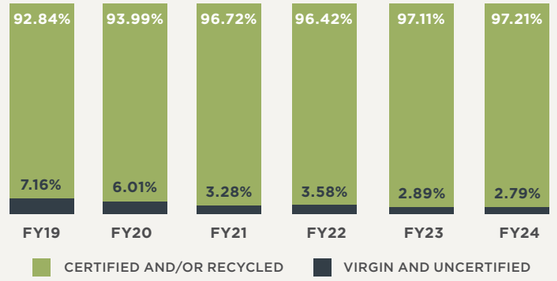
- **97.95%** PAPER
- **2.05%** SYNTHETIC POLYMER

FY24 TEVA FOOTWEAR PAPER PACKAGING BREAKDOWN

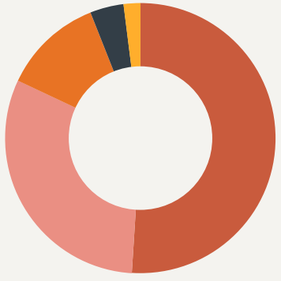


- **51.65%** FSC (RECYCLED)
- **32.10%** RECYCLED (UNCERTIFIED)
- **12.39%** FSC (VIRGIN)
- **2.79%** VIRGIN (UNCERTIFIED)
- **1.07%** GRS

TEVA FOOTWEAR PREFERRED PAPER PACKAGING GROWTH



FY24 TEVA FOOTWEAR CERTIFIED AND/ OR RECYCLED PACKAGING BREAKDOWN

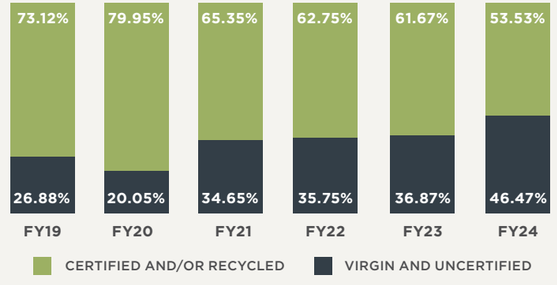


- **50.59%** FSC FOREST STEWARDSHIP COUNSEL (RECYCLED)
- **31.46%** RECYCLED (UNCERTIFIED)
- **12.14%** FSC FOREST STEWARDSHIP COUNSEL (VIRGIN)
- **3.69%** VIRGIN (UNCERTIFIED)
- **2.13%** GRS GLOBAL RECYCLING STANDARD

FY24 TEVA FOOTWEAR PLASTIC PACKAGING BREAKDOWN

- **52.98%** GRS
- **46.47%** VIRGIN (UNCERTIFIED)
- **0.55%** RECYCLED (UNCERTIFIED)

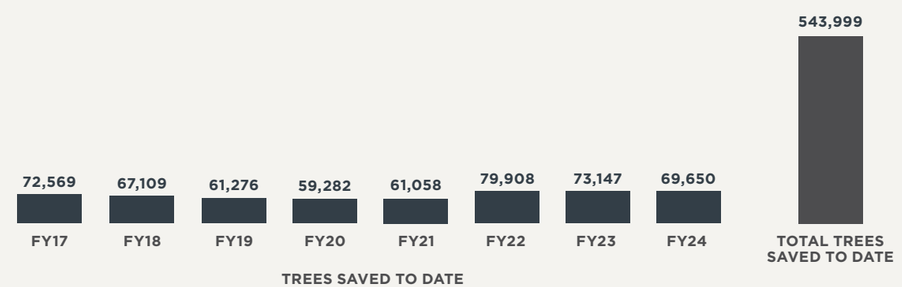
TEVA FOOTWEAR PREFERRED PLASTIC PACKAGING PROGRESS



TEVA ESG PROGRESS (CONTINUED)

TEVA PACKAGING AND TREES SAVED *(CONTINUED)*

TEVA TREES SAVED *(F17-FY24)*



**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.*

SUMMARY OF TEVA MATERIALS TARGETS PROGRESS

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	FISCAL YEAR 2024 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	27.93% 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	76.28% 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	18.34% 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	100% of Teva 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 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 Teva footwear originated from post-consumer, post-industrial or renewable resources	63.25% of all co-polyester fibers and films used in Teva footwear originated from post-consumer, post-industrial or renewable resources	70.12% of all co-polyester fibers and films used in Teva footwear originated from post-consumer, post-industrial or renewable resources	81.52% of all co-polyester fibers and films used in Teva footwear originated from post-consumer, post-industrial or renewable resources	81.92% of all co-polyester fibers and films used in Teva footwear originated from post-consumer, post-industrial or renewable resources	84.48% of all co-polyester fibers and films used in Teva 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.*

SUMMARY OF TEVA MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: TEVA MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all plant and plant-based fibers used in Teva footwear will be made with preferred materials	1.65% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	1.74% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	89.96% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	98.03% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	99.34% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	100% of all plant and plant-based fibers used in Teva footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in Teva 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 Teva 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 Teva 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 Teva 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 Teva 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 Teva footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	100% of cotton fiber used in Teva footwear, within all material categories, will be 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 Teva 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 Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	0.00% of all MMCFs fibers used in Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	0.00% of all MMCFs fibers used in Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.30% of all MMCFs fibers used in Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.98% of all MMCFs fibers used in Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	100% of all MMCFs fibers used in Teva footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	On Track	2026
100% of all hides used in Teva footwear will either come from recycled sources or be finished in a Leather Working Group *(LWG)*-certified tannery	100% of all hides used in Teva footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Teva footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Teva footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Teva footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Teva footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Teva 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 Teva 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	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	No wool was used in Teva Footwear in FY24	Target Achieved - FY21 and beyond target is to maintain	2022
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*	4.93% of Teva bottom units utilized bio-based compounds, plant-based and/or recycled materials	5.08% of Teva 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 Teva bottom units utilized bio-based compounds, plant-based and/or recycled materials	17.42% of Teva bottom units utilized bio-based compounds, plant-based and/or recycled materials	19.38% of Teva bottom units utilized bio-based compounds, plant-based and/or recycled materials	On Track	2030
20-25% of all EVA used in Teva bottom units will feature recycled and/or bio-based 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 Teva bottom units featured recycled and/or bio-based compounds	0.00% of all EVA used in Teva bottom units featured recycled and/or bio-based compounds	0.01% of all EVA used in Teva bottom units featured recycled and/or bio-based compounds	3.89% of all EVA used in Teva bottom units featured recycled and/or bio-based compounds	11.80% of all EVA used in Teva bottom units featured recycled and/or bio-based compounds	11.63% of all EVA used of Teva 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.*

SUMMARY OF TEVA MATERIALS TARGETS PROGRESS (CONTINUED)

SUSTAINABLE DEVELOPMENT GOALS: TEVA MATERIALS *(CONTINUED)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
15-20% of all materials used outside of EVA in Teva bottom units will feature 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*	7.76% of all materials used outside of EVA in Teva bottom units featured bio-based compounds, plant-based, and/or recycled materials	8.38% of all materials used outside of EVA in Teva bottom units featured bio-based compounds, plant-based, and/or recycled materials	10.96% of all materials used outside of EVA in Teva bottom units featured bio-based compounds, plant-based, and/or recycled materials	16.63% of all materials used outside of EVA in Teva bottom units featured bio-based compounds, plant-based, and/or recycled materials	21.40% of all materials used outside of EVA in Teva bottom units featured bio-based compounds, plant-based, and/or recycled materials	24.86% of all materials used outside of EVA of Teva 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 Teva 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 Teva footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	5.97% of all natural rubber used in Teva footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	8.67% of all natural rubber used in Teva footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	8.79% of all natural rubber used in Teva footwear was certified to originate from sources that were legally harvested, sourced, transported and exported, or contained recycled natural rubber	On Track	2030
100% of packaging materials used in Teva footwear will be made from preferred materials	92.22% of packaging materials used in Teva footwear were made from preferred materials	93.56% of packaging materials used in Teva footwear were made from preferred materials	96.08% of packaging materials used in Teva footwear were made from preferred materials	95.82% of packaging materials used in Teva footwear were made from preferred materials	96.66% of packaging materials used in Teva footwear were made from preferred materials	96.31% of packaging materials used in Teva footwear were made from preferred materials	On Track	2030
100% of timber used in all of Teva 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 Teva footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	93.99% of timber used in Teva footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.72% of timber used in Teva footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	96.42% of timber used in Teva footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.11% of timber used in Teva footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.21% of timber used in Teva 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 Teva footwear will use preferred finishing methods *(inclusive of pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)*) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.11% of Teva footwear materials used more preferred finishing methods	4.67% of Teva footwear materials used more preferred finishing methods	14.94% of Teva footwear materials used more preferred finishing methods	17.10% of Teva 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	Teva no longer offers recycling of Teva sandals but does continues to increase its use of 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.*

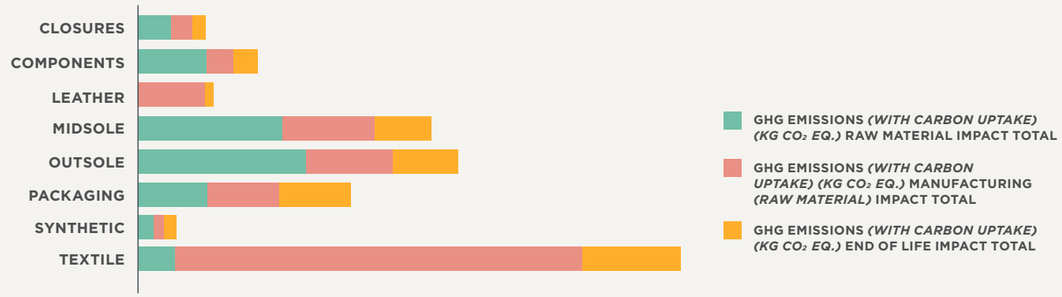
TEVA PRODUCT MATERIAL LCA

Deckers' LCA allows us to look at the environmental footprint, from cradle-to-grave, within each phase of the materials process. The environmental factors we look at include greenhouse gas *(GHG)* emissions, fossil fuel, and water consumption and looks at the entire lifecycle including raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

TEVA PRODUCT MATERIAL LCA (CONTINUED)

TEVA FOOTWEAR GATES BREAKOUT

FY24 TEVA FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN

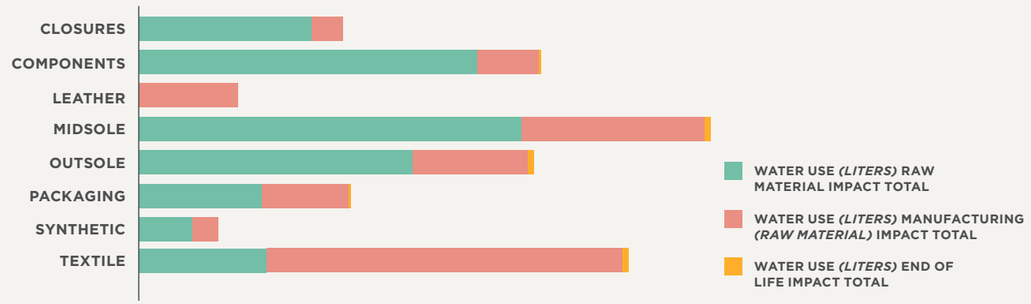


MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	653,860	417,161	253,475
COMPONENTS	1,293,175	511,297	476,965
LEATHER	18,160	1,284,741	71,999
MIDSOLE	2,781,953	1,776,048	1,097,067
OUTSOLE	3,243,699	1,686,773	1,253,164
PACKAGING	1,337,001	1,386,926	1,389,433
SYNTHETIC	296,095	213,778	235,533
TEXTILE	704,042	7,866,950	1,703,897

TEVA PRODUCT MATERIAL LCA (CONTINUED)

TEVA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 TEVA FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

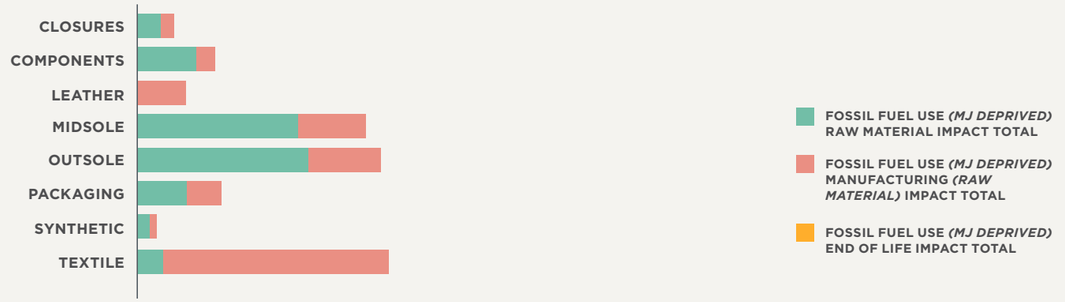


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	826,230,435	159,764,908	4,418,332
COMPONENTS	1,161,846,365	297,933,308	10,402,049
LEATHER	1,846,188	471,624,481	1,616,503
MIDSOLE	1,826,567,272	870,114,652	30,419,054
OUTSOLE	1,306,668,024	547,861,489	29,755,393
PACKAGING	586,964,926	415,569,613	13,570,022
SYNTHETIC	253,821,050	125,909,271	3,588,505
TEXTILE	607,385,563	1,692,353,315	28,004,440

TEVA PRODUCT MATERIAL LCA (CONTINUED)

TEVA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 TEVA FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



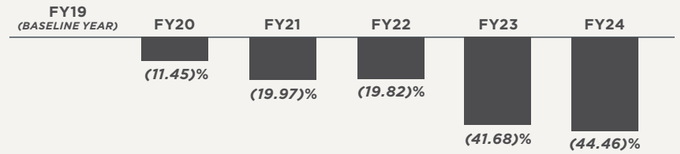
MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	11,061,283	6,145,469	129,587
COMPONENTS	27,858,547	8,892,873	254,260
LEATHER	16,230	22,628,976	28,471
MIDSOLE	76,601,589	32,099,898	671,505
OUTSOLE	80,956,628	34,260,347	701,418
PACKAGING	23,082,303	16,431,743	344,747
SYNTHETIC	5,721,409	3,127,879	100,121
TEXTILE	12,026,300	107,072,419	829,686

TEVA LCA PROGRESS (CONTINUED)

TEVA GHG EMISSION BY CATEGORY AND GATE: FOOTWEAR *(CONTINUED)*

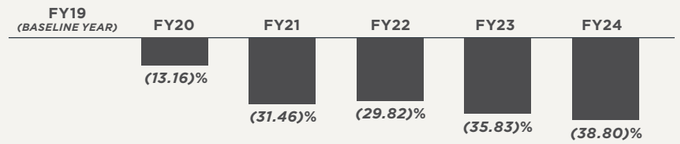
TEVA FOOTWEAR ENERGY INTENSITY

TEVA FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



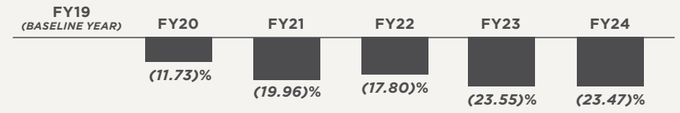
CUMULATIVE CHANGE IN GHG EMISSIONS PER PAIR

TEVA FOOTWEAR MATERIALS WATER USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

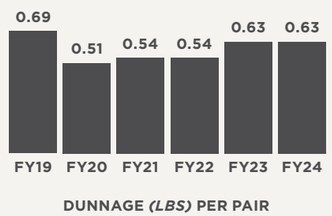
TEVA FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR

TEVA PACKAGING MATERIALS LCA

TEVA FOOTWEAR PACKAGING DUNNAGE PER PAIR



DUNNAGE *(LBS)* PER PAIR

FY	GHG EMISSIONS *(EQV. CO_2 KG)* PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 *(Baseline year)*	0.77	0%
FY20	0.58	*(26.38)*%
FY21	0.56	*(28.49)*%
FY22	0.56	*(29.45)*%
FY23	0.61	*(23.28)*%
FY24	0.74	*(6.71)*%

FY	ENERGY *(MJ)* PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 *(Baseline year)*	6.64	0%
FY20	4.88	*(26.45)*%
FY21	4.79	*(27.79)*%
FY22	4.73	*(28.82)*%
FY23	6.66	0.38%
FY24	7.11	7.12%

FY	WATER USAGE *(LITERS)* PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 *(Baseline year)*	186.99	0%
FY20	132.65	*(29.06)*%
FY21	121.11	*(35.23)*%
FY22	119.60	*(36.04)*%
FY23	163.09	*(12.78)*%
FY24	181.99	*(2.68)*%

FY	DUNNAGE *(LBS)* PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY19	0.69	0%
FY20	0.51	*(25.79)*%
FY21	0.54	*(22.22)*%
FY22	0.54	*(22.23)*%
FY23	0.63	*(8.73)*%
FY23	0.63	*(8.37)*%

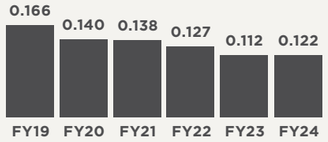
TEVA WASTE PRODUCTION

FY24 TEVA FOOTWEAR WASTE PRODUCTION

CLOSURES	89.17%	1.40%	9.43%
COMPONENTS	91.39%	0.68%	7.93%
LEATHER	88.36%	11.64%	-%
MIDSOLE & OUTSOLE	89.52%	0.04%	10.44%
PACKAGING	89.38%	-%	10.62%
SYNTHETIC	94.56%	2.14%	3.30%
TEXTILE	88.90%	2.59%	8.51%

TEVA WASTE METRICS

TEVA WASTE GENERATION METRICS



FY	LBS OF WASTE PER PAIR	*WASTE (LBS) PER PAIR*
FY19	0.1655	Baseline
FY20	0.1404	*(15.17)*%
FY21	0.1384	*(16.37)*%
FY22	0.1270	*(23.26)*%
FY23	0.1122	*(32.33)*%
FY24	0.1218	*(26.40)*%

**Note, we do not record sheepskin and leather waste in the above as they are Tier 1 (hides are cut at the factory)*

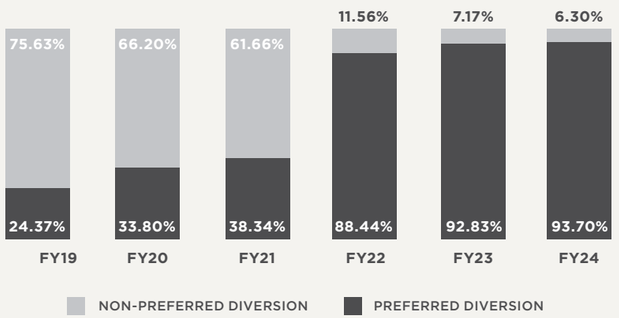
TEVA WASTE PRODUCED BY MATERIAL CATEGORY

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

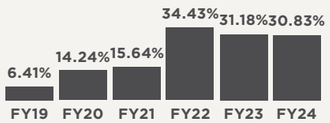
TEVA WASTE DIVERSION

TEVA PREFERRED WASTE DIVERSION

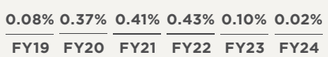
TEVA FOOTWEAR PREFERRED WASTE DIVERSION GROWTH



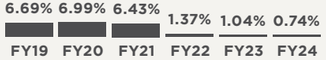
TEVA FOOTWEAR MATERIALS WASTE DIVERSION METHODS PROGRESS



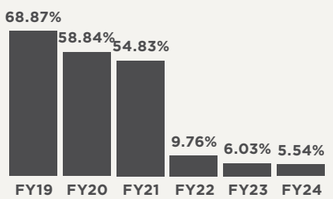
CLOSED LOOP



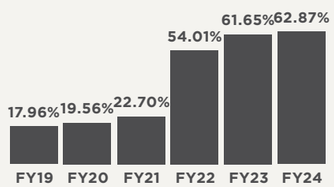
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



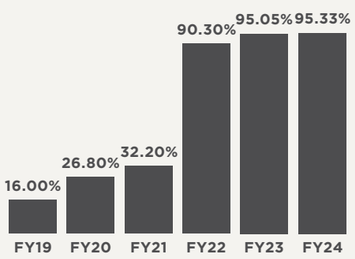
LANDFILL



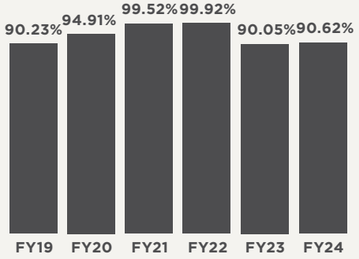
POST INDUSTRIAL

TEVA WASTE DIVERSION (CONTINUED)

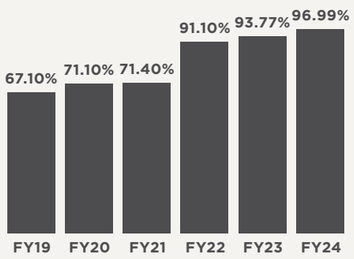
TEVA FOOTWEAR MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS PROGRESS



MIDSOLE & OUTSOLE

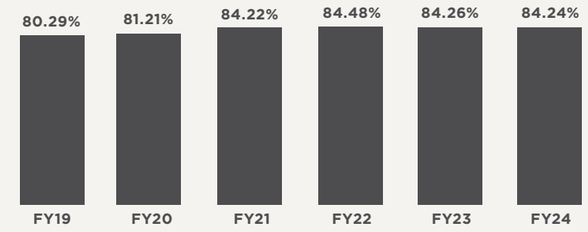


PACKAGING



TEXTILE

TEVA FOOTWEAR PACKAGING: AVAILABLE TO RECYCLE

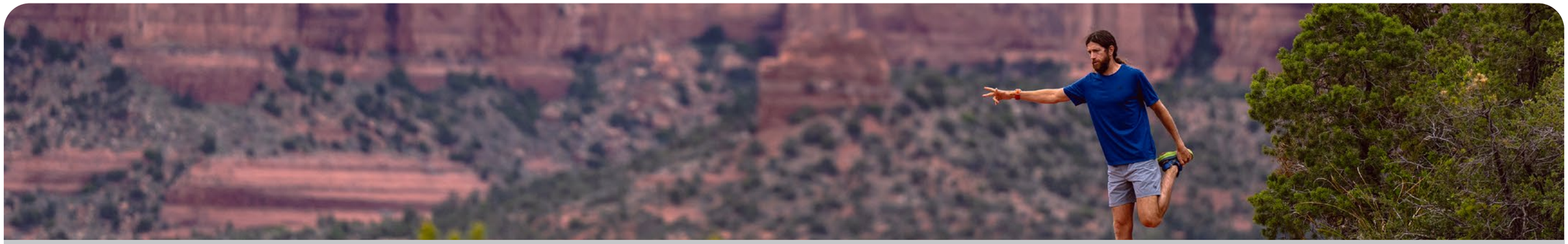


SUMMARY OF TEVA MATERIALS TARGETS PROGRESS

TEVA *(WATER TARGET)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Teva footwear to reduce water usage by 45% per pair from baseline year *(FY19)*	Baseline established	Teva reduced water usage by 13.16% per pair when compared to baseline year *(FY19)*	Teva reduced water usage by 31.46% per pair when compared to baseline year *(FY19)*	Teva reduced water usage by 29.82% per pair when compared to baseline year *(FY19)*	Teva reduced water usage by 38.83% per pair when compared to baseline year *(FY19)*	Teva reduced water usage by 38.80% 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	FISCAL YEAR 2024 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 11.45% per pair and energy usage by 11.73% per pair when comparing to baseline year *(FY19)*	Teva reduced greenhouse gas emissions by 19.97% per pair and energy usage by 19.96% per pair when comparing to baseline year *(FY19)*	Teva reduced greenhouse gas emissions by 19.82% per pair and energy usage by 17.80% per pair when comparing to baseline year *(FY19)*	Teva reduced greenhouse gas emissions by 41.68% per pair and energy usage by 23.55% per pair when comparing to baseline year *(FY19)*	Teva reduced greenhouse gas emissions by 44.46% per pair and energy usage by 23.47% per pair when comparing 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: Teva: -23.28%	Completed Footwear Packaging Greenhouse Gas Emissions Study. Below shows FY19 v. FY24 GHG emissions per pair change: Teva: -6.71%	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: Teva:+0.38%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY24 Energy usage per pair change: Teva: +7.12%	In progress - Target achievable	2030

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

SUMMARY OF TEVA WASTE TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: TEVA *(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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Teva Footwear Midsole/Outsole Waste Reduction Targets *(Tier 2)*: 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	Maintained and reduced to 0.092 lbs/pair	Target Achieved - FY20 and beyond target is to maintain	2030
Teva Footwear Packaging Waste Reduction Targets *(Tier 2)*: Maintain Packaging Waste within 2% from the baseline year	Baseline established	Maintained Packaging Waste within 2% from baseline year	Maintained Packaging Waste within 2% from baseline year	Maintained Packaging Waste within 2% from baseline year	Maintained Packaging Waste within 2% from baseline year	Maintained Packaging Waste within 2% from baseline year	In progress - Target achievable	2030
Teva Footwear Textile Waste Reduction Targets *(Tier 2)*: 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 to 0.017 lbs/pair	Maintained and reduced to 0.015 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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Teva Footwear Packaging Waste Diversion Targets *(Tier 2)*: 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	90.05% of Packaging Waste produced was diverted in a preferred method	90.62% 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 *(Tier 2)*: 80% Preferred Waste Diversion	67.07% of Textile Waste produced was diverted in a preferred method	71.12% of Textile Waste produced was diverted in a preferred method	71.37% of Textile Waste produced was diverted in a preferred method	91.07% of Textile Waste produced was diverted in a preferred method	93.77% of Textile Waste produced was diverted in a preferred method	96.99% 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	80.29% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	81.21% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	84.22% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	84.48% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	84.26% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	82.24% 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

**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 ESG PROGRESS

KOOLABURRA MATERIALS

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

- 100% of hides sourced from Leather Working Group *(LWG)* certified tanneries
- 28.31% of all footwear materials are preferred
- To date, Koolaburra has repurposed the equivalent of over 6.45 million PET water bottles and approximately 68,421 lbs of post-industrial polyester fiber and textile scrap

This section will provide greater visibility into Koolaburra's substrate breakdown, fiber/non-fiber breakdown, and preferred materials usage.

MATERIALS

Maximize the amount of preferred materials in our products

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

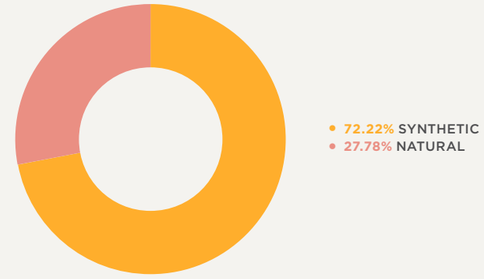
KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PRODUCT MATERIALS

FY24 KOOLABURRA FOOTWEAR TOP MATERIALS

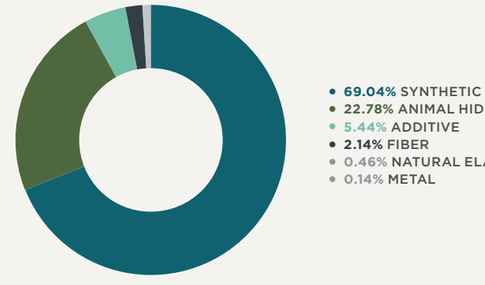
RANK	MATERIAL TYPE	USAGE
1	Polyester and/or PET	33.38%
2	LWG Cow Leather and Suede	22.78%
3	EVA Ethylene Vinyl Acetate	18.98%
4	Styrene Butadiene Rubber	5.32%
5	Recycled Polyester and/or RPET	2.83%
6	POE Polyolefin *(Influse)*	1.70%
7	Colorant and/ or Pigment Auxiliaries	1.49%
8	Responsible Cotton	1.38%
9	POE Polyolefin *(Generic)*	1.32%
10	BIIR Synthetic Rubber	1.22%

FY24 KOOLABURRA FOOTWEAR SUBSTRATE BREAKDOWN



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

FY24 KOOLABURRA FOOTWEAR SUBSTRATE TYPE BREAKDOWN

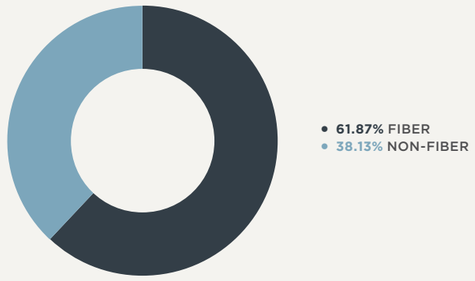


KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PRODUCT MATERIALS *(CONTINUED)*

KOOLABURRA FIBER AND NON-FIBER BREAKDOWN

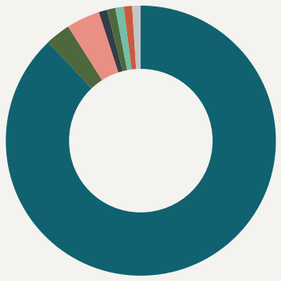
FY24 KOOLABURRA FOOTWEAR FIBER/ NON-FIBER BREAKDOWN



- **61.87%** FIBER
- **38.13%** NON-FIBER

KOOLABURRA FIBER SUBSTRATE BREAKDOWN

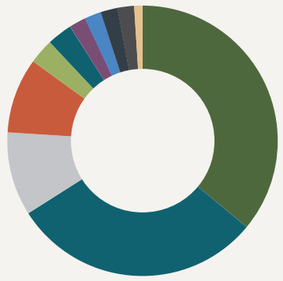
FY24 KOOLABURRA FOOTWEAR FIBER SUBSTRATE BREAKDOWN



- **86.44%** POLYESTER AND/OR PET
- **6.69%** RECYCLED POLYESTER AND/OR RPET
- **3.62%** RESPONSIBLE COTTON
- **1.66%** RWS WOOL (RESPONSIBLE WOOL STANDARD)
- **0.74%** PS POLYSTYRENE
- **0.38%** NYLON AND/OR POLYAMIDE
- **0.30%** CONVENTIONAL COTTON
- **0.11%** NATURAL RUBBER
- **0.02%** PP POLYPROPYLENE
- **0.02%** JUTE
- **0.01%** REPURPOSED WOOL
- **0.01%** CORK (CERTIFIED)

KOOLABURRA NON-FIBER SUBSTRATE BREAKDOWN

FY24 KOOLABURRA FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN

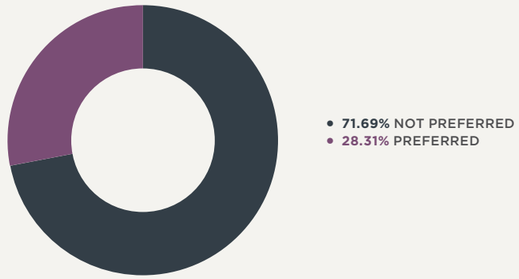


- **36.81%** LWG COW LEATHER AND SUEDE
- **30.68%** EVA ETHYLENE VINYL ACETATE
- **9.81%** OTHER NON-FIBERS
- **8.60%** STYRENE BUTADIENE STYRENE RUBBER
- **2.75%** POE POLYOLEFIN (INFUSE)
- **2.40%** COLORANT AND/ OR PIGMENT AUXILIARIES
- **2.75%** POE POLYOLEFIN (GENERIC)
- **1.98%** BIIR SYNTHETIC RUBBER
- **1.65%** ALUMINUM SILICATE
- **1.65%** TPU THERMOPLASTIC POLYURETHANE
- **1.50%** MINERAL FILLER

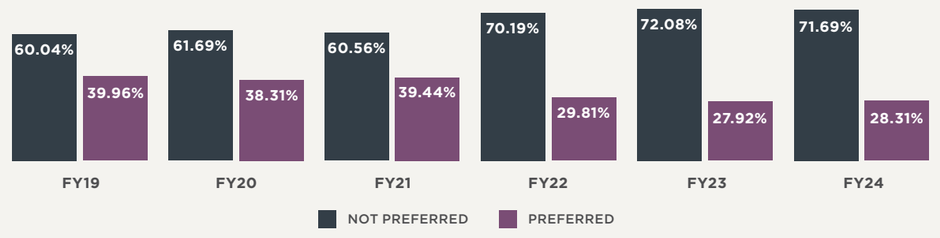
KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

FY24 KOOLABURRA FOOTWEAR PREFERRED MATERIAL BREAKDOWN

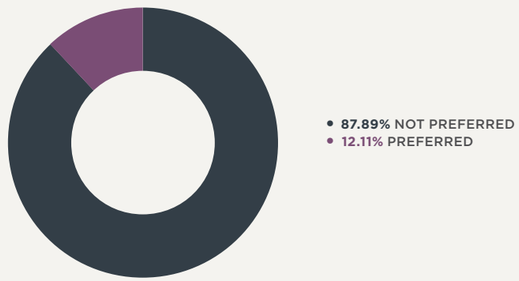


KOOLABURRA FOOTWEAR PREFERRED MATERIAL GROWTH

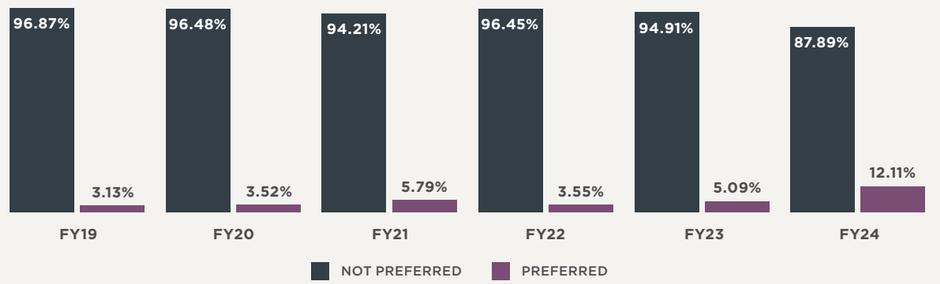


KOOLABURRA PREFERRED FIBERS

FY24 KOOLABURRA FOOTWEAR PREFERRED MATERIAL BREAKDOWN



KOOLABURRA FOOTWEAR PREFERRED FIBER GROWTH

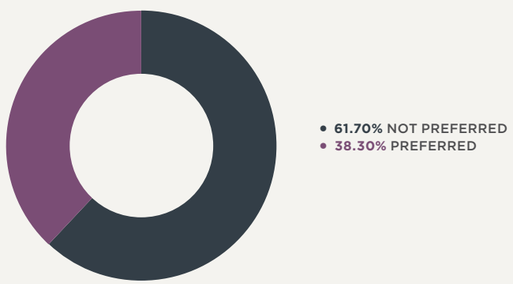


KOOLABURRA ESG PROGRESS (CONTINUED)

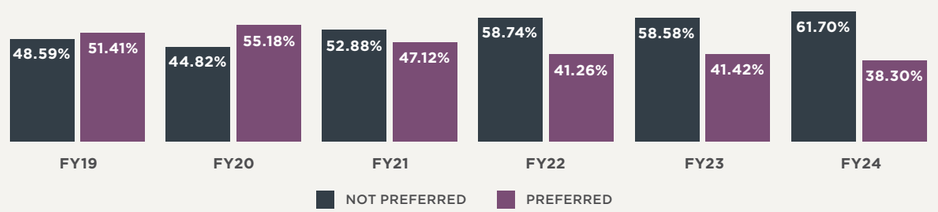
KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

KOOLABURRA PREFERRED NON-FIBERS

FY24 KOOLABURRA FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



KOOLABURRA FOOTWEAR PREFERRED NON-FIBER PROGRESS



KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

KOOLABURRA PREFERRED LEATHER AND SHEEPSKIN

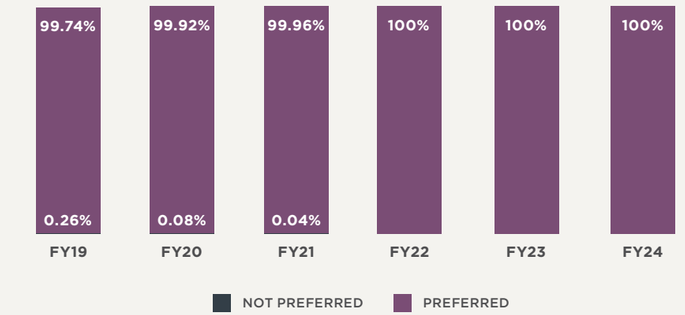
Leather Working Group *(LWG)* Leather vs. Standard Tanning*:
In FY24, Koolaburra footwear used 3.32 million sq ft. of LWG certified leather and suede. When comparing the impact of conventionally tanned leather usage to the same usage of LWG leather and suede, Koolaburra saved approximately 3.91 million lbs of CO_2 eq. emissions, 1.57 billion liters of water and 34.51 million MJ of energy.

3,909,160
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

1,568,572,290
WATER SAVED (LITERS OF WATER)

34,508,536
ENERGY SAVED (MJ)

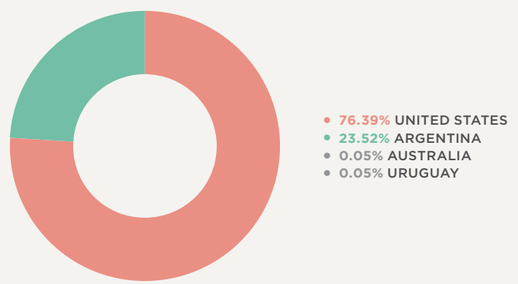
KOOLABURRA FOOTWEAR LWG LEATHER PROGRESS



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 FY24, the majority of the leather and suede hides used in Koolaburra products came from the United States and Argentina.

FY24 KOOLABURRA LEATHER AND SUEDE HIDES COUNTRY OF ORIGIN



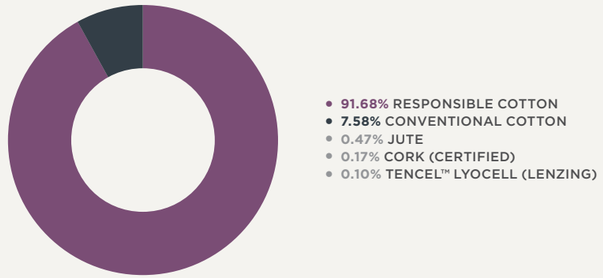
KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

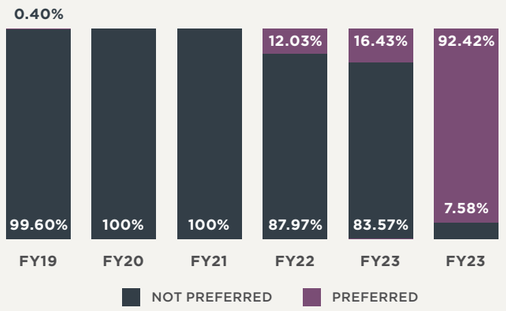
KOOLABURRA PREFERRED PLANT AND PLANT-BASED FIBERS

Koolaburra uses a variety of plant and plant-based fibers in its products. This includes Responsible Cotton, Jute, Cork, and TENCEL™ Lyocell. The chart below details some of the key plant and plant-based fibers currently used by the Koolaburra brand.

FY24 KOOLABURRA PLANT AND PLANT-BASED FIBER BREAKDOWN

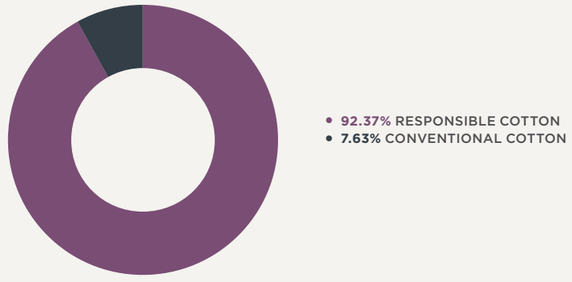


KOOLABURRA FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH

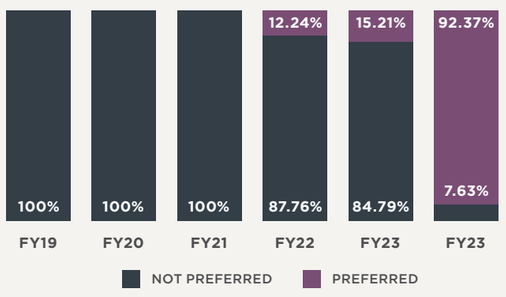


KOOLABURRA PREFERRED COTTON

FY24 KOOLABURRA COTTON FIBER BREAKDOWN



KOOLABURRA FOOTWEAR PREFERRED COTTON FIBER GROWTH



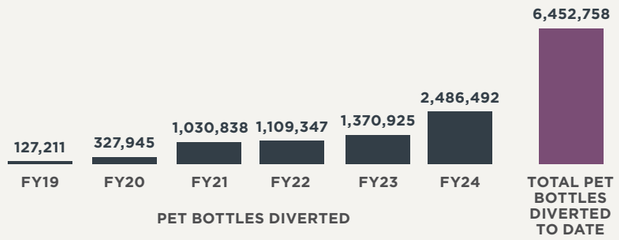
KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

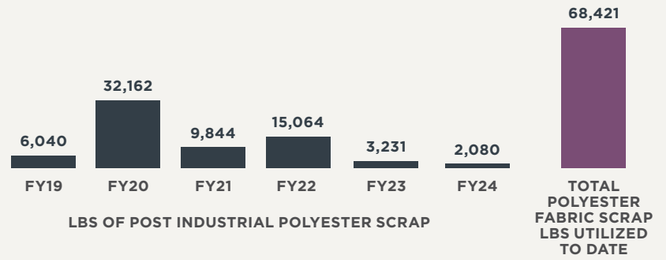
KOOLABURRA PREFERRED POLYESTER

Recycled Polyester *(rPET)* rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY24, Koolaburra used 94,681 lbs of rPET across all of its products, which is the equivalent of approximately 2.49 million PET water bottles. Koolaburra has additionally utilized approximately 2,080 lbs of post-industrial polyester fabric scrap across all products it produced in FY24. To date, Koolaburra has repurposed the equivalent of approximately 6.45 million PET water bottles and 68,421 lbs of post-industrial polyester fiber and textile scrap.

KOOLABURRA PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL

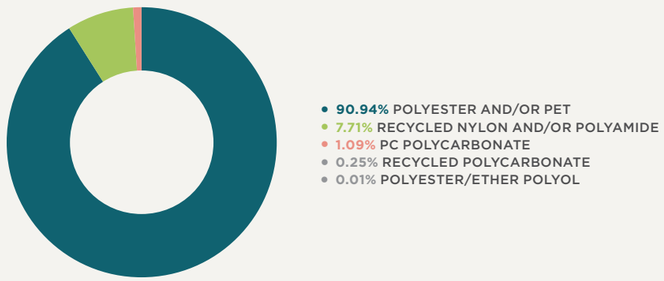


KOOLABURRA LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED

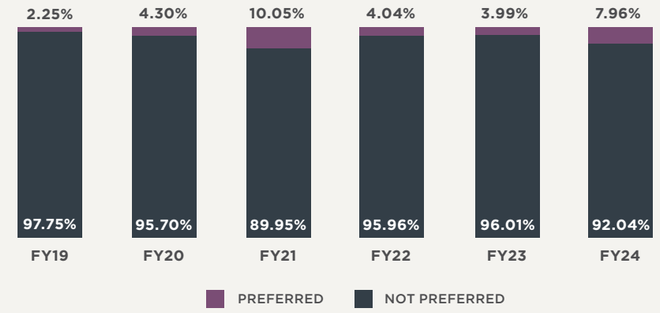


KOOLABURRA CO-POLYESTER FIBERS AND FILMS

FY24 KOOLABURRA FOOTWEAR CO-POLYESTER* BREAKDOWN *(FIBERS AND FILM)*



KOOLABURRA FOOTWEAR PREFERRED CO-POLYESTER GROWTH



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

KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

KOOLABURRA PREFERRED POLYESTER

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 94,681 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 approximately 192,662 lbs of CO_2 eq. emissions, 54.15 million liters of water and 2.78 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)*	190,120	53,418,640	2,740,401
TOTAL RECYCLED POLYESTER SAVINGS *(PACKAGING)*	2,541	733,174	37,120
TOTAL RECYCLED POLYESTER SAVINGS	**192,622**	**54,151,814**	**2,777,521**

**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.*

KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PREFERRED MATERIALS *(CONTINUED)*

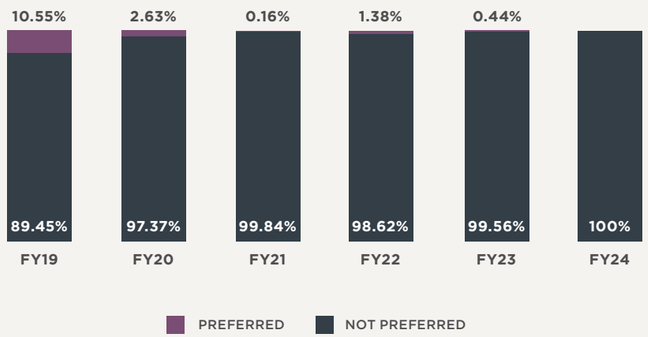
KOOLABURRA CERTIFIED AND RECYCLED NATURAL RUBBER

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 products to originate from recycled sources or certified to originate from sources that legally harvest, source, transport, and export rubber.

FY24 KOOLABURRA FOOTWEAR PREFERRED NATURAL RUBBER BREAKDOWN

- **100%** VIRGIN (UNCERTIFIED)

KOOLABURRA FOOTWEAR CERTIFIED AND/OR RECYCLED NATURAL RUBBER PROGRESS



KOOLABURRA ESG PROGRESS (CONTINUED)

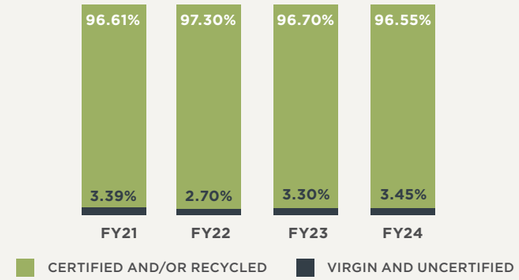
KOOLABURRA PACKAGING AND TREES SAVED

Koolaburra makes up over 3.57% of Deckers footwear packaging dunnage. Koolaburra footwear utilizes 97.30% preferred paper packaging materials and, through its used of recycled paper, Koolaburra has saved approximately 222,036 trees. We are proud that Koolaburra's footwear packaging uses only 0.88% plastic, a positive step in their sustainability journey.

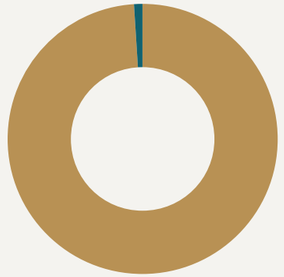
FY24 KOOLABURRA FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING

- **96.55%** CERTIFIED AND/OR RECYCLED
- **3.45%** VIRGIN (UNCERTIFIED)

KOOLABURRA FOOTWEAR PREFERRED PACKAGING SUBSTRATES PROGRESS

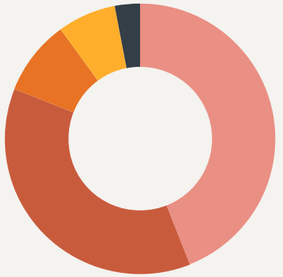


FY24 KOOLABURRA FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



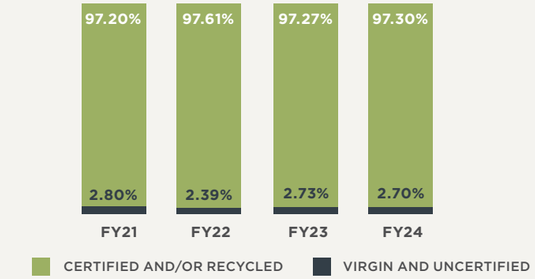
- **99.11%** PAPER
- **0.88%** SYNTHETIC POLYMER

FY24 KOOLABURRA FOOTWEAR PAPER PACKAGING BREAKDOWN

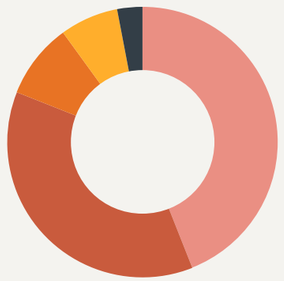


- **44.24%** RECYCLED (UNCERTIFIED)
- **37.82%** FSC (RECYCLED)
- **8.58%** FSC (VIRGIN)
- **6.67%** GRS
- **2.70%** VIRGIN (UNCERTIFIED)

KOOLABURRA FOOTWEAR PREFERRED PAPER PACKAGING GROWTH



FY24 KOOLABURRA FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN

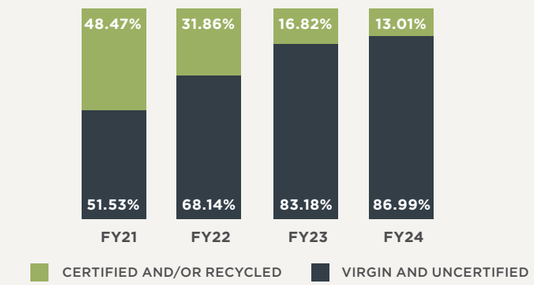


- **43.85%** RECYCLED (UNCERTIFIED)
- **37.48%** FSC (RECYCLED)
- **8.50%** FSC (VIRGIN)
- **6.72%** GRS
- **3.45%** VIRGIN (UNCERTIFIED)

FY24 KOOLABURRA FOOTWEAR PLASTIC PACKAGING BREAKDOWN

- **86.99%** VIRGIN (UNCERTIFIED)
- **13.01%** GRS

KOOLABURRA FOOTWEAR PREFERRED PLASTIC PACKAGING PROGRESS



KOOLABURRA ESG PROGRESS (CONTINUED)

KOOLABURRA PACKAGING AND TREES SAVED *(CONTINUED)*

KOOLABURRA TREES SAVED *(FY21-FY24)*

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.*

SUMMARY OF KOOLABURRA MATERIALS TARGETS PROGRESS

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	FISCAL YEAR 2024 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	28.31% 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	12.11% 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	38.30% of all non-fibers used in Koolaburra footwear were made from preferred materials	On Track	2027
100% of Koolaburra footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	94.86% of Koolaburra footwear SKUs are comprised of at least one preferred material	96.64% of Koolaburra footwear SKUs are comprised of at least one preferred material	99.40% of Koolaburra footwear SKUs are comprised of at least one preferred material	100% of Koolaburra footwear SKUs are comprised of at least one preferred material	On Track	2030
100% of all hides used in Koolaburra 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 Koolaburra footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Koolaburra footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Koolaburra footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Koolaburra footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Koolaburra footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Koolaburra 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 Koolaburra 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	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	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.*

SUMMARY OF KOOLABURRA MATERIALS TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 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 Koolaburra footwear products	Target first conceptualized in FY21	Target first conceptualized in FY21	Target first conceptualized in FY21	0.19% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within Koolaburra footwear products	1.72% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within Koolaburra footwear products	2.16% of all faux fur was made using plant based faux fur, bio-based faux fur or recycled synthetic fibers within Koolaburra footwear products	On Track	2027
30% of all co-polyester fibers and films in Koolaburra footwear to originate from post-consumer, post-industrial, or renewable resources	2.25% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	4.30% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	10.05% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	4.04% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	3.99% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	92.04% of all co-polyester fibers and films used in Koolaburra footwear originated from post-consumer, post-industrial or renewable resources	On Track	2025
100% of all plant and plant-based fibers used in Koolaburra footwear will be made with preferred materials	0.40% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	0.00% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	0.00% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	14.02% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	16.43% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	92.42% of all plant and plant-based fibers used in Koolaburra footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in Koolaburra 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 Koolaburra 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 Koolaburra 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 Koolaburra 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 Koolaburra 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 Koolaburra footwear, within all material categories, was made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	92.37% of cotton fiber used in Koolaburra 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 Koolaburra 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	0.00% of all MMCFs fibers used in Koolaburra footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	0.00% of all MMCFs fibers used in Koolaburra footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	57.79% of all MMCFs fibers used in Koolaburra footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	100% of all MMCFs fibers used in Koolaburra footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.62% of all MMCFs fibers used in Koolaburra footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	Target Achieved - FY23 and beyond target is to maintain	2026
50% of all natural rubber used in Koolaburra 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 Koolaburra footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	1.38% of all natural rubber used in Koolaburra footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.44% of all natural rubber used in Koolaburra footwear was legally harvested, sourced, transported and exported, or contained recycled natural rubber	0.00% of all natural rubber used in Koolaburra footwear was certified to originate from sources that legally harvested, sourced, transported and exported, or contained recycled natural rubber	On Track	2030
100% of packaging materials used in Koolaburra footwear will be made from preferred materials	Target first conceptualized in FY21	Target first conceptualized in FY21	96.61% of packaging materials used in Koolaburra footwear were made from preferred materials	97.30% of packaging materials used in Koolaburra footwear were made from preferred materials	96.70% of packaging materials used in Koolaburra footwear were made from preferred materials	96.55% of packaging materials used in Koolaburra footwear were made from 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.*

SUMMARY OF KOOLABURRA MATERIALS TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of timber used in all of Koolaburra 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 Koolaburra footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.61% of timber used in Koolaburra footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.27% of timber used in Koolaburra footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	97.30% of timber used in Koolaburra footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	On Track	2026
20% of Koolaburra footwear materials that have the ability to use more preferred finishing methods *(inclusive of pigment dyeing methods, bleach only methods and undyed materials (e.g. greige)*) will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	0.00% of Koolaburra footwear materials used more preferred finishing methods	10.87% of Koolaburra footwear materials used more preferred finishing methods	19.05% of Koolaburra footwear materials used more preferred finishing methods	17.05% of Koolaburra footwear materials used more preferred finishing methods	On Track	2026
Deckers 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	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.*

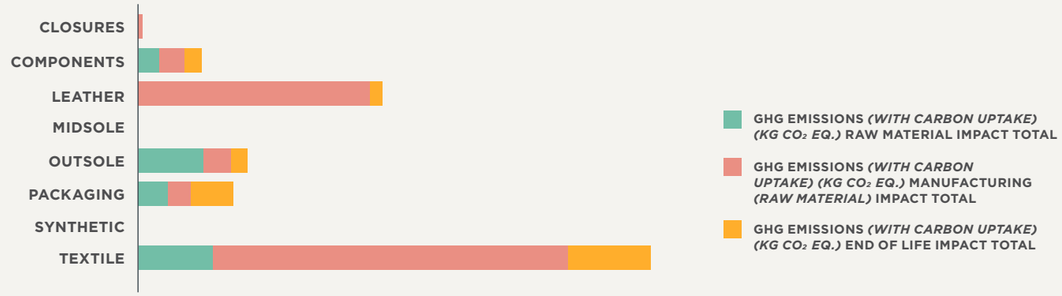
KOOLABURRA
PRODUCT MATERIAL LCA

Deckers' LCA allows us to look at the environmental footprint, from cradle-to-grave, within each phase of the materials process.
The environmental factors we look at include greenhouse gas *(GHG)* emissions, fossil fuel, and water consumption and looks at the entire lifecycle including raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

KOOLABURRA PRODUCT MATERIAL LCA (CONTINUED)

KOOLABURRA FOOTWEAR GATES BREAKOUT

FY24 KOOLABURRA FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN

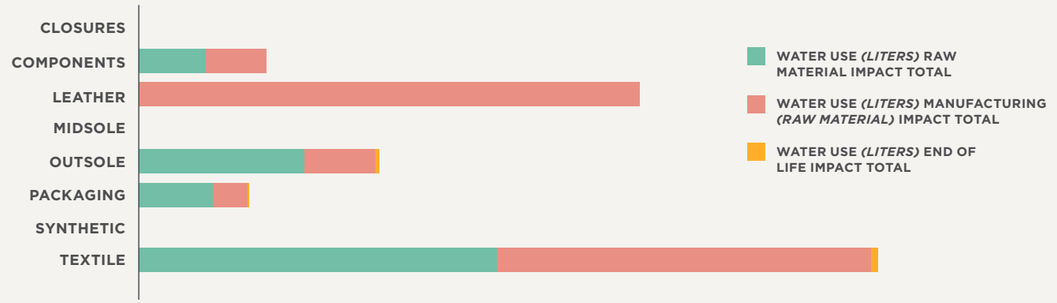


MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	15,235.33	45,676.91	12,571.56
COMPONENTS	494,086.56	599,181.76	428,708.28
LEATHER	-	5,592,317.98	306,554.50
MIDSOLE	13,225.17	6,181.87	5,077.49
OUTSOLE	1,545,119.63	664,706.04	382,143.83
PACKAGING	757,186.47	585,747.47	1,076,141.43
SYNTHETIC	7,089.23	17,940.12	6,617.33
TEXTILE	1,762,125.32	8,486,388.27	1,957,267.48

KOOLABURRA PRODUCT MATERIAL LCA (CONTINUED)

KOOLABURRA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 KOOLABURRA FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

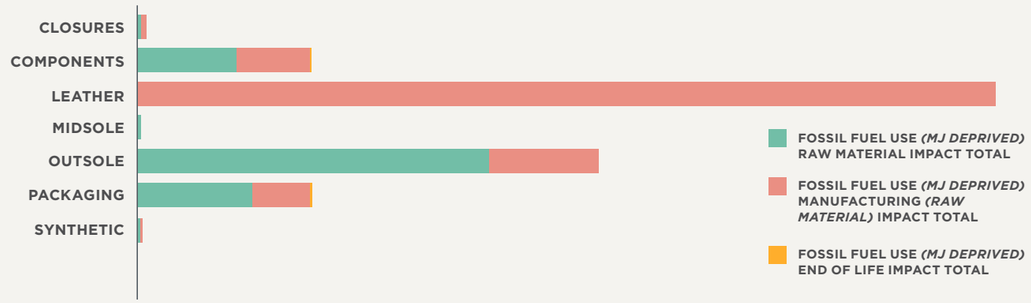


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	11,458,486.11	9,718,121.49	268,231.69
COMPONENTS	319,473,224.70	285,184,979.30	7,484,420.20
LEATHER	-	2,386,964,991.00	6,853,999.48
MIDSOLE	7,983,911.63	4,688,703.51	152,069.62
OUTSOLE	798,819,821.30	335,320,909.40	11,811,696.65
PACKAGING	355,681,970.10	162,357,469.50	9,524,416.49
SYNTHETIC	5,075,027.73	5,670,707.63	101,456.44
TEXTILE	1,700,518,114.00	1,785,708,624.00	32,815,398.97

KOOLABURRA PRODUCT MATERIAL LCA (CONTINUED)

KOOLABURRA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 KOOLABURRA FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



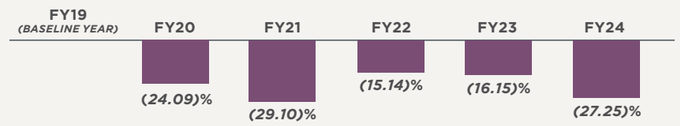
MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	329,212.15	632,804.10	8,901.69
COMPONENTS	11,334,177.32	8,436,177.71	204,083.68
LEATHER	-	98,479,355.64	120,712.23
MIDSOLE	367,487.87	112,509.34	3,280.06
OUTSOLE	40,315,504.29	12,535,946.20	270,696.48
PACKAGING	13,195,866.61	6,640,110.09	261,502.54
SYNTHETIC	155,592.52	260,886.94	2,876.32

KOOLABURRA PRODUCT MATERIAL LCA (CONTINUED)

KOOLABURRA FOOTWEAR GATES BREAKOUT *(CONTINUED)*

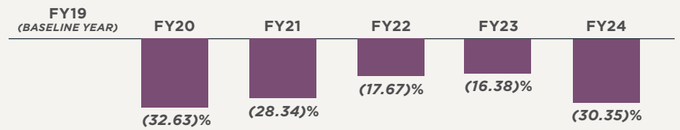
KOOLABURRA FOOTWEAR ENERGY INTENSITY

KOOLABURRA FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



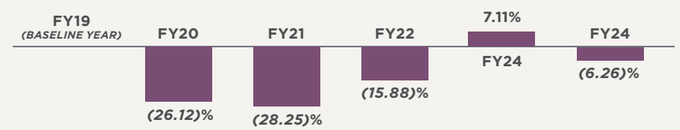
CUMULATIVE CHANGE IN GHG EMISSIONS PER PAIR

KOOLABURRA FOOTWEAR MATERIALS WATER USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

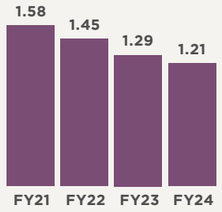
KOOLABURRA FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR

KOOLABURRA PACKAGING MATERIALS LCA

KOOLABURRA FOOTWEAR PACKAGING DUNNAGE PER PAIR



DUNNAGE *(LBS)* PER PAIR

FY	GHG EMISSIONS *(EQV. CO_2 KG)* PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY21	2.61	0%
FY22	2.98	14.32%
FY23	1.72	*(34.09)*%
FY24	1.54	*(41.04)*%

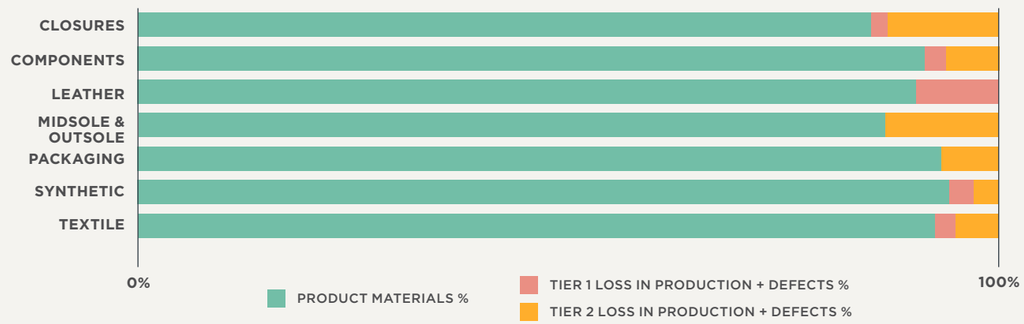
FY	ENERGY *(MJ)* PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY21	20.66	0%
FY22	23.04	11.54%
FY23	13.47	*(34.77)*%
FY24	12.77	*(38.19)*%

FY	WATER USAGE *(LITERS)* PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY21	463.50	0%
FY22	472.02	1.84%
FY23	344.22	*(25.74)*%
FY24	335.12	*(27.70)*%

FY	DUNNAGE *(LBS)* PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY21	1.58	0%
FY22	1.45	*(8.61)*%
FY23	1.29	*(18.56)*%
FY24	1.21	*(23.68)*%

KOOLABURRA WASTE PRODUCTION

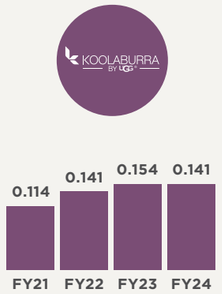
FY24 KOOLABURRA FOOTWEAR WASTE PRODUCTION



FY24 KOOLABURRA FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	85.68%	1.37%	12.95%
COMPONENTS	91.39%	2.44%	6.20%
LEATHER	90.45%	9.55%	-%
MIDSOLE & OUTSOLE	86.87%	-%	13.13%
PACKAGING	93.29%	-%	6.71%
SYNTHETIC	94.20%	2.87%	2.93%
TEXTILE	92.17%	2.81%	5.02%

KOOLABURRA WASTE METRICS

KOOLABURRA WASTE METRICS



FY	LBS OF WASTE PER PAIR	*WASTE (LBS) PER PAIR*
FY21	0.1144	Baseline
FY22	0.1406	22.90%
FY23	0.1547	34.62%
FY24	0.1407	22.99

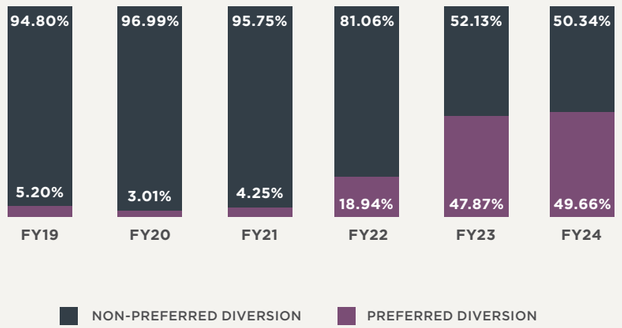
KOOLABURRA WASTE PRODUCED BY MATERIAL CATEGORY

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

KOOLABURRA WASTE DIVERSION

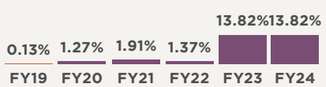
KOOLABURRA FOOTWEAR WASTE DIVERSION

KOOLABURRA FOOTWEAR WASTE DIVERSION GROWTH

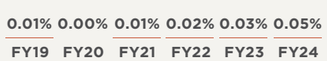


KOOLABURRA PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED

KOOLABURRA FOOTWEAR WASTE DIVERSION METHODS PROGRESS

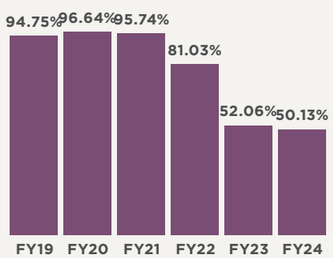


CLOSED LOOP

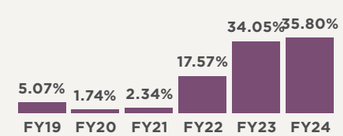


INCINERATION WITH ENERGY RECOVERY

INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL



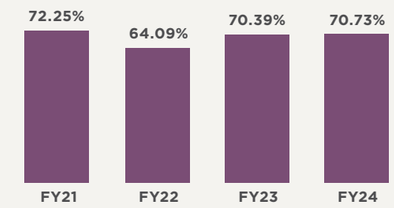
POST INDUSTRIAL

KOOLABURRA WASTE DIVERSION (CONTINUED)

KOOLABURRA FOOTWEAR WASTE DIVERSION *(CONTINUED)*

KOOLABURRA FOOTWEAR MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS PROGRESS

KOOLABURRA FOOTWEAR PACKAGING: AVAILABLE TO RECYCLE



SUMMARY OF KOOLABURRA MATERIALS TARGETS PROGRESS

SUSTAINABLE DEVELOPMENT GOALS: KOOLABURRA *(WATER TARGET)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Koolaburra footwear to reduce water usage by 35% per pair from baseline year *(FY19)*	Baseline established	Koolaburra reduced water usage by 32.63% per pair when compared to baseline year *(FY19)*	Koolaburra reduced water usage by 28.34% per pair when compared to baseline year *(FY19)*	Koolaburra reduced water usage by 17.67% per pair when compared to baseline year *(FY19)*	Koolaburra reduced water usage by 16.38% per pair when compared to baseline year *(FY19)*	Koolaburra reduced water usage by 30.35% per pair when compared to baseline year *(FY19)*	On Track	2030

SUSTAINABLE DEVELOPMENT GOALS: 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	FISCAL YEAR 2024 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	Baseline established	Koolaburra reduced greenhouse gas emissions by 24.09% per pair and energy usage by 26.12% per pair when comparing to baseline year *(FY19)*	Koolaburra reduced greenhouse gas emissions by 29.10% per pair and energy usage by 28.25% per pair when comparing to baseline year *(FY19)*	Koolaburra reduced greenhouse gas emissions by 15.14% per pair and energy usage by 15.88% per pair when comparing to baseline year *(FY19)*	Koolaburra reduced greenhouse gas emissions by 16.15% per pair and increased energy usage by 7.11% per pair when comparing to baseline year *(FY19)*	Koolaburra reduced greenhouse gas emissions by 27.25% per pair and energy usage by 6.26% per pair when comparing 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	Koolaburra: Did Not Record	Completed Footwear Packaging Greenhouse Gas Emissions Study Koolaburra: Baseline Year Recorded	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY21 v. FY22 GHG emissions per pair change: Koolaburra: +14.32%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY21 v. FY23 GHG emissions per pair Koolaburra: -34.09%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY21 v. FY24 GHG emissions per pair Koolaburra: -41.04%	Target Achieved - FY23 and beyond target is to continue to monitor	2030
Reduce or maintain (+/- 2%) footwear packaging energy usage from a FY19 baseline year	Baseline established	Koolaburra: Did Not Record	Completed Footwear Packaging Greenhouse Gas Emissions Study Koolaburra: Baseline Year Recorded	Completed Footwear Packaging Energy Usage Study Below shows FY21 v. FY22 Energy usage per pair change: Koolaburra: +11.54%	Completed Footwear Packaging Energy Usage Study Below shows FY21 v. FY23 Energy usage per pair change: Koolaburra: -18.56%	Completed Footwear Packaging Energy Usage Study Below shows FY21 v. FY24 Energy usage per pair change: Koolaburra: -38.19%	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.*

SUMMARY OF KOOLABURRA WASTE TARGETS PROGRESS

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Koolaburra Footwear Midsole/Outsole Waste Reduction Targets *(Tier 2)*: 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 update, 0.087 lbs/pair	Missed due to product assortment and key material update, 0.091 lbs/pair	In progress - Target achievable	2030
Koolaburra Footwear Leather Waste Reduction Targets *(Tier 1)*: 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	Maintained and reduced to 0.046 lbs/pair	Target Achieved - FY22 and beyond target is to maintain	2030
Koolaburra Footwear Sheepskin Waste Reduction Targets *(Tier 1)*: 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	No sheepskin was sourced in FY23	No Sheepskin was sourced in FY24	Not Applicable	2030
Koolaburra Footwear Packaging Waste Reduction Targets *(Tier 2)*: 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	Maintained Packaging Waste within 2% from baseline year	Target Achieved - FY22 and beyond target is to maintain	2030
Koolaburra Footwear Textile Waste Reduction Targets *(Tier 2)*: 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	Missed due to product assortment and key material updates, 0.034 lbs/pair	In progress - Target achievable	2030

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Koolaburra Footwear Midsole/Outsole Waste Diversion Targets *(Tier 2)*: 60% Preferred Waste Diversion	Target first conceptualized in FY21	Target first conceptualized in FY21	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	65.16% 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 *(Tier 2)*: 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	84.83% of Packaging Waste produced was diverted in a preferred method	85.21% 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 *(Tier 2)*: 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	12.07% of Textile Waste produced was diverted in a preferred method	6.43% of Textile Waste produced was diverted in a preferred method	4.54% of Textile Waste produced was diverted in a preferred method	20.76% 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	72.25% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	64.09% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	70.39% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	70.73% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	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.*

SANUK ESG PROGRESS

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 currently 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
- 40.75% of all footwear materials are preferred
- 99.83% of plant and plant-based fibers used in its footwear are preferred
- 99.69% of the cotton fibers used in its footwear are sourced from a sustainable cotton growing scheme or are made of recycled cotton fibers

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

MATERIALS

Maximize the amount of preferred materials in our productsrights practices within our supply chain

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

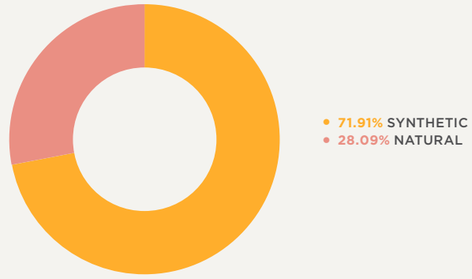
SANUK ESG PROGRESS (CONTINUED)

SANUK PRODUCT MATERIALS

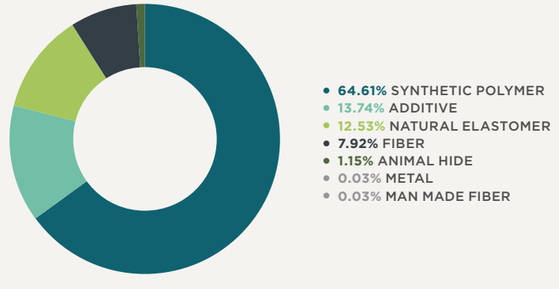
FY24 SANUK FOOTWEAR TOP MATERIALS

RANK	MATERIAL TYPE	USAGE
1	EVA Ethylene Vinyl Acetate	23.93%
2	Recycled EVA	11.85%
3	Natural Rubber	10.67%
4	POE Polyolefin *(Engage)*	5.28%
5	Responsible Cotton	4.31%
6	Recycled Polyester and/or RPET	3.81%
7	VCVA Vinyl Chloride Vinyl Acetate	3.62%
8	Mineral Filler	3.35%
9	Polyester and/or PET	2.91%
10	Plasticizer Auxiliaries	2.88%

FY24 SANUK FOOTWEAR SUBSTRATE BREAKDOWN



FY24 SANUK FOOTWEAR SUBSTRATE TYPE BREAKDOWN

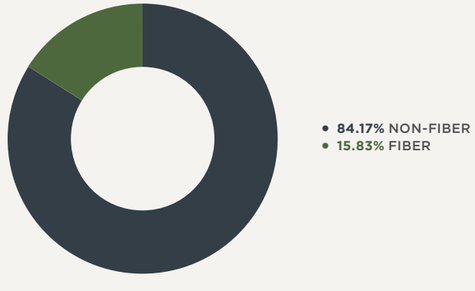


SANUK ESG PROGRESS (CONTINUED)

SANUK PRODUCT MATERIALS *(CONTINUED)*

SANUK FIBER AND NON-FIBER BREAKDOWN

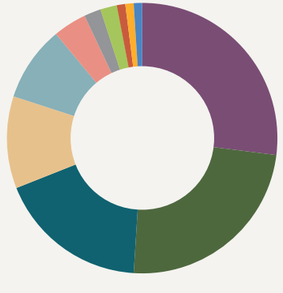
FY24 SANUK FOOTWEAR FIBER/NON-FIBER BREAKDOWN



- **84.17%** NON-FIBER
- **15.83%** FIBER

SANUK FIBER SUBSTRATE BREAKDOWN

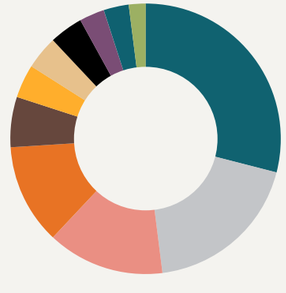
FY24 SANUK FOOTWEAR FIBER SUBSTRATE BREAKDOWN



- **27.21%** RESPONSIBLE COTTON
- **24.05%** RECYCLED POLYESTER AND/OR RPET
- **18.39%** POLYESTER AND/OR PET
- **10.64%** ALGAE FILLER
- **8.64%** HEMP
- **4.28%** NYLON AND/OR POLYAMIDE
- **2.20%** OTHER NON-FIBERS
- **1.84%** RECYCLED NYLON AND/OR POLYAMIDE
- **1.11%** NATURAL RUBBER
- **0.88%** CORK
- **0.77%** JUTE

SANUK NON-FIBER SUBSTRATE BREAKDOWN

FY24 SANUK FOOTWEAR NON-FIBER SUBSTRATE BREAKDOWN

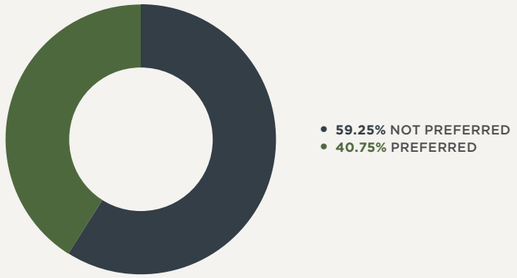


- **28.43%** EVA ETHYLENE VINYL ACETATE
- **18.52%** OTHER NON-FIBERS
- **14.08%** RECYCLED EVA
- **12.46%** NATURAL RUBBER
- **6.27%** POE POLYOLEFIN (ENGAGE)
- **4.30%** VCVA VINYL CHLORIDE VINYL ACETATE
- **3.98%** MINERAL FILLER
- **3.42%** PLASTICIZER AUXILIARIES
- **3.40%** POE POLYOLEFIN (GENERIC)
- **2.91%** COLORANT AND/OR PIGMENT AUXILIARIES
- **2.22%** RECYCLED NATURAL RUBBER

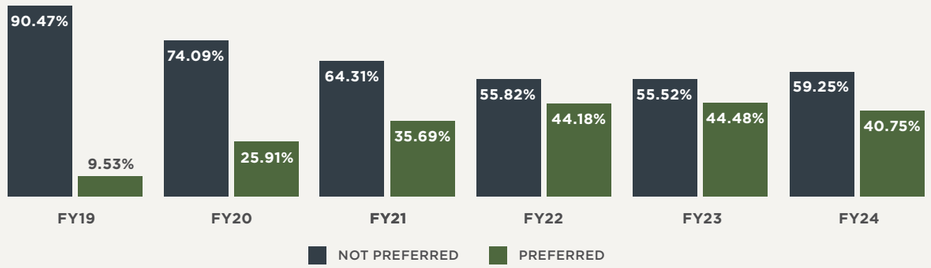
SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS

FY24 SANUK FOOTWEAR PREFERRED MATERIAL BREAKDOWN

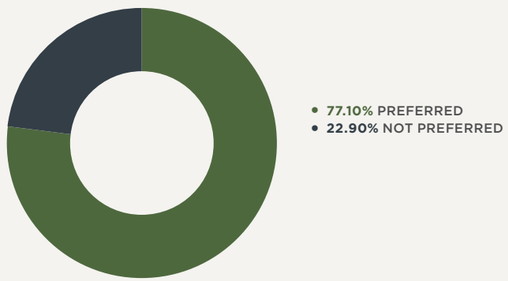


SANUK FOOTWEAR PREFERRED MATERIAL PROGRESS

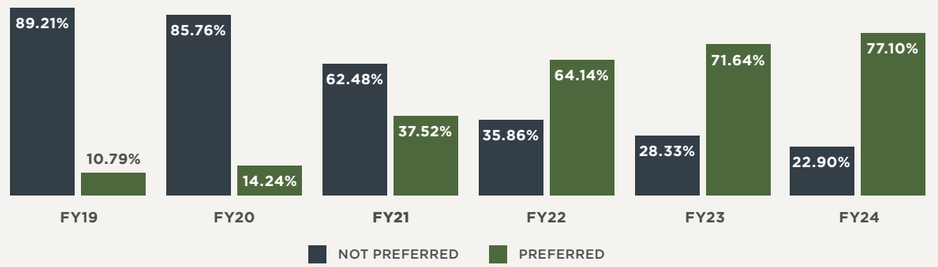


SANUK PREFERRED FIBERS

FY24 SANUK FOOTWEAR PREFERRED FIBER BREAKDOWN



SANUK FOOTWEAR PREFERRED FIBER GROWTH

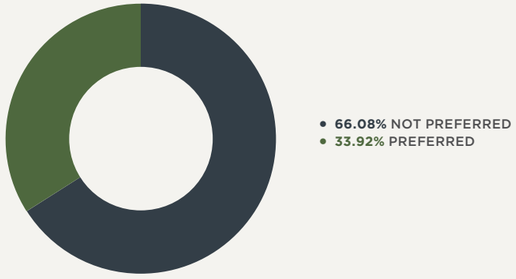


SANUK ESG PROGRESS (CONTINUED)

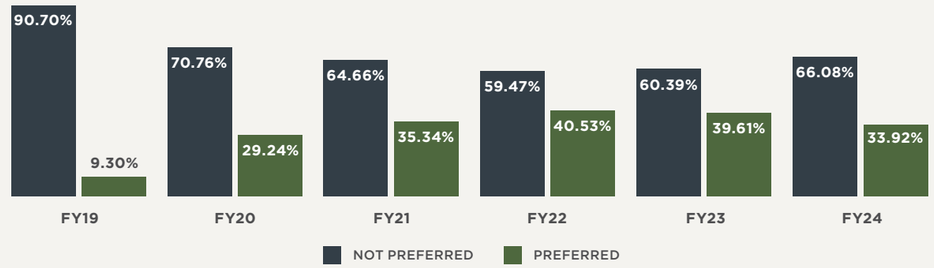
SANUK PREFERRED MATERIALS *(CONTINUED)*

SANUK PREFERRED NON-FIBERS

FY24 SANUK FOOTWEAR PREFERRED NON-FIBER BREAKDOWN



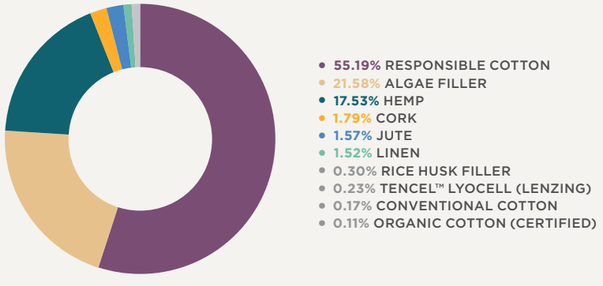
SANUK FOOTWEAR PREFERRED NON-FIBER PROGRESS



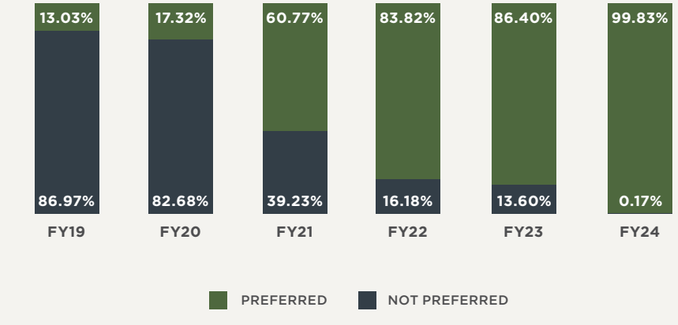
SANUK PLANT AND PLANT-BASED FIBERS

We are proud to use a variety of plant and plant-based fibers in our products such as Algae Filler, Hemp, Cork, Linen, Rice Husk, TENCEL™ Lyocell, and Certified and Responsible Organic Cotton. The chart below details some of the key plant and plant-based fibers currently utilized in Sanuk products.

FY24 SANUK FOOTWEAR PLANT AND PLANT-BASED FIBER BREAKDOWN



SANUK FOOTWEAR PREFERRED PLANT AND PLANT-BASED FIBER GROWTH



SANUK ESG PROGRESS (CONTINUED)

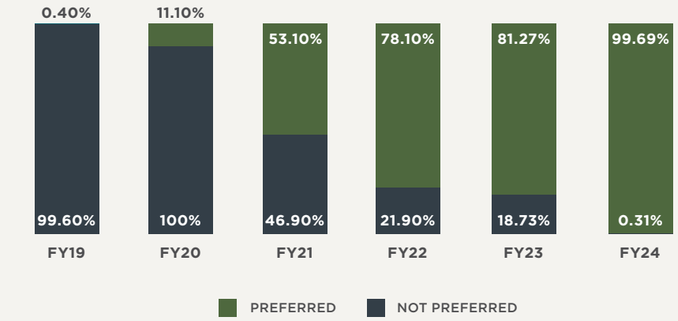
SANUK PREFERRED MATERIALS *(CONTINUED)*

SANUK RESPONSIBLE COTTON

FY24 SANUK FOOTWEAR COTTON FIBER BREAKDOWN

- **99.50%** RESPONSIBLE COTTON
- **0.31%** CONVENTIONAL COTTON
- **0.19%** ORGANIC COTTON (CERTIFIED)

SANUK FOOTWEAR PREFERRED COTTON FIBER GROWTH



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

SANUK SPECIFIC BENEFITS OF RESPONSIBLE COTTON

Raw Responsible Cotton Fibers vs. Raw Conventional Cotton Fibers

In FY24, Sanuk used 37,985 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 approximately 41,882 lbs of CO_2 eq. emissions, 354.60 million liters of water and 260,584 MJ of energy.

41,882

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

354,596,808

WATER SAVED (LITERS OF WATER)

260,584

ENERGY SAVED (MJ)

SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS *(CONTINUED)*

SANUK HEMP AND JUTE EFFORTS

Hemp and Jute Fiber vs. Conventional Cotton Fiber In FY24, Sanuk footwear used 14,326 lbs of hemp and jute. When comparing the impact of conventional cotton raw fiber usage to the same usage of hemp and jute, Sanuk saved approximately 127,497 lbs of CO_2 eq. emissions, 322.30 million liters of water and 225,479 MJ of energy.

127,497

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

322,298,684

WATER SAVED (LITERS OF WATER)

225,479

ENERGY SAVED (MJ)

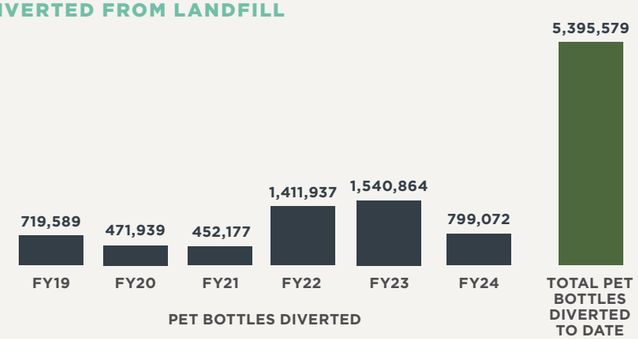
SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS *(CONTINUED)*

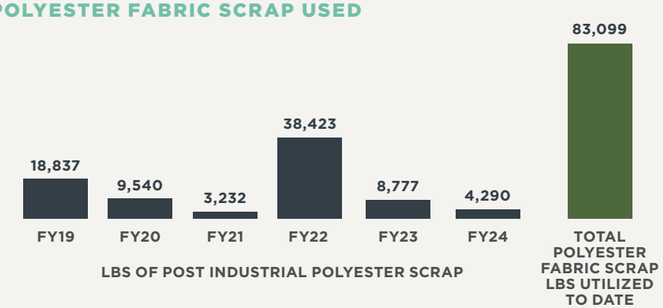
SANUK PREFERRED POLYESTER EFFORTS

Recycled Polyester *(rPET)* rPET is comprised predominantly of plastic water bottles and other recycled PET packaging waste. In FY24, Sanuk used 34,049 lbs of rPET across all of its products, which is the equivalent of approximately 799,072 PET water bottles. Sanuk has additionally utilized over 4,290 lbs of post-industrial polyester fabric scrap across all products it produced in FY24. To date, Sanuk has repurposed the equivalent of over 5.40 million PET water bottles and approximately 83,099 lbs of post industrial polyester fiber and textile scrap.

SANUK PLASTIC PET WATER BOTTLES DIVERTED FROM LANDFILL



SANUK LBS OF POST INDUSTRIAL POLYESTER FABRIC SCRAP USED



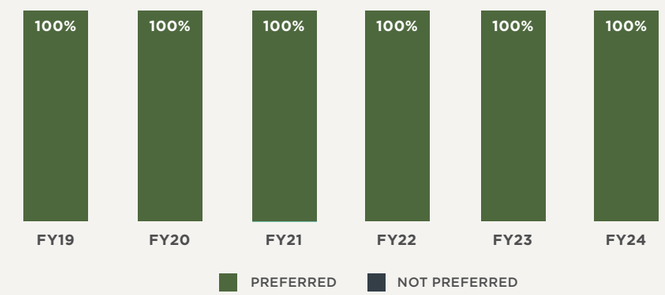
Raw Recycled Polyester & RPET Fiber *(Plastic PET Bottle Waste and other PET Food Grade & Consumer Packaging Waste)* vs. Raw Virgin Polyester Fiber & PET Fiber/Films In FY24, Sanuk footwear used 34,049 lbs of rPET fibers & films *(post-consumer)* and recycled polyester *(post-industrial)*. When comparing 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 approximately 73,805 lbs of CO_2 eq. emissions, 18.91 million liters of water and 1.01 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)*	73,053	18,695,550	1,001,910
TOTAL RECYCLED POLYESTER SAVINGS *(PACKAGING)*	752	216,885	10,981
TOTAL RECYCLED POLYESTER SAVINGS	**73,805**	**18,912,435**	**1,012,891**

**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 PREFERRED LEATHER

SANUK FOOTWEAR LWG LEATHER PROGRESS



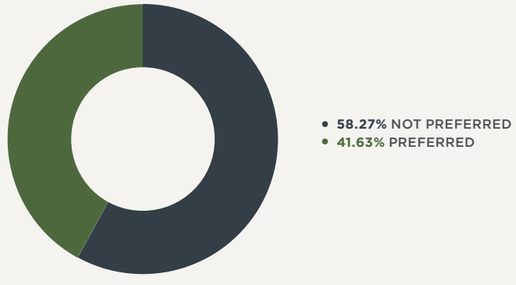
SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS *(CONTINUED)*

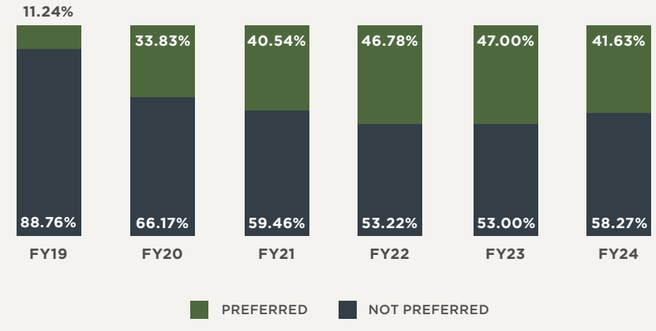
SANUK PREFERRED BOTTOM UNITS AND FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. We include the following as part of our bottom unit categories; midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, 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.

SANUK FOOTWEAR PREFERRED BOTTOM UNIT AND FOAM MATERIALS BREAKDOWN



SANUK FOOTWEAR PREFERRED BOTTOM UNIT AND FOAMS MATERIALS PROGRESS



SANUK ESG PROGRESS (CONTINUED)

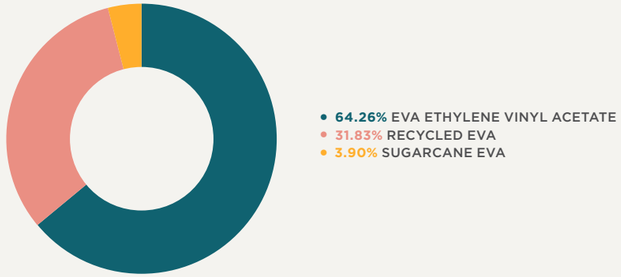
SANUK PREFERRED MATERIALS *(CONTINUED)*

SANUK PREFERRED EVA EFFORTS

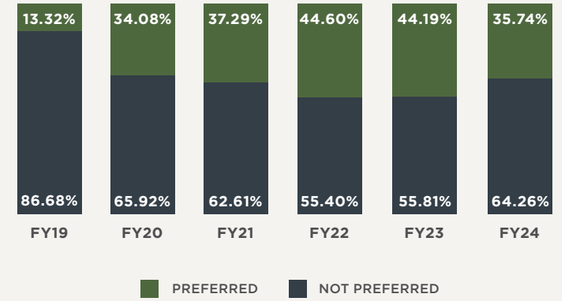
Sanuk is beginning to experiment with utilization of Sugarcane EVA and has been using Recycled EVA since FY19.

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 CO_2 from the atmosphere and sequesters carbon. For every pound of Ethanol *(ethylene)* derived from sugarcane, 1.6 lbs of CO_2 is sequestered.

FY24 SANUK FOOTWEAR PREFERRED EVA BREAKDOWN



SANUK FOOTWEAR PREFERRED EVA PROGRESS



Preferred EVA (Sugarcane EVA And Recycled EVA) vs. Conventional Virgin EVA
In FY24, Sanuk used 117,148 lbs. of Preferred EVA *(Sugarcane EVA and Recycled EVA)*. When comparing conventional EVA usage to the same usage of Preferred EVA, Sanuk saved approximately 3.70 million MJs of energy, 66.73 million liters of water and 274,543 lbs. of CO_2 eq. emissions.

274,543
GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

66,726,211
WATER SAVED (LITERS OF WATER)

3,696,416
ENERGY SAVED (MJ)

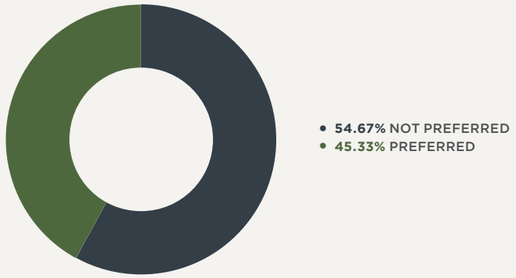
SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS *(CONTINUED)*

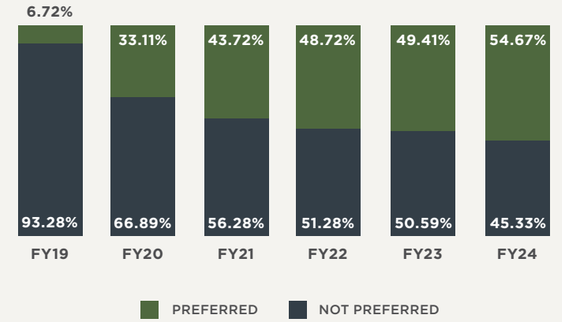
SANUK PREFERRED SYNTHETIC, NATURAL RUBBER, AND NON-EVA FOAMS

Preferred bottom units include but are not limited to, recycled and bio-based EVA, recycled rubber/PU, and other bio-based resins. We include the following as part of our bottom unit categories: midsoles, outsoles, insoles, topsoles, sockliners, die cut/cut and buff, arch cookies, wedges, molded heels, 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.

FY24 SANUK FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS BREAKDOWN



SANUK FOOTWEAR PREFERRED RUBBER AND OTHER FOAM MATERIALS GROWTH



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

In FY24, Sanuk Footwear used 18,203 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 approximately 603,291 MJs of energy and 47,247 lbs. of CO_2 eq. emissions.

47,247

GREENHOUSE GAS EMISSIONS SAVED (LBS OF CO_2)

603,291

ENERGY SAVED (MJ)

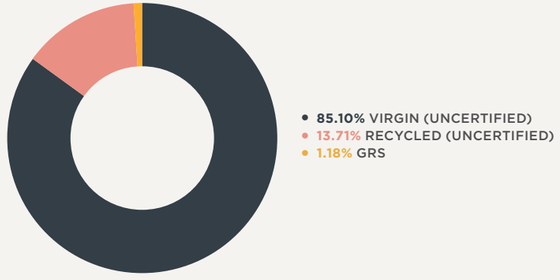
SANUK ESG PROGRESS (CONTINUED)

SANUK PREFERRED MATERIALS *(CONTINUED)*

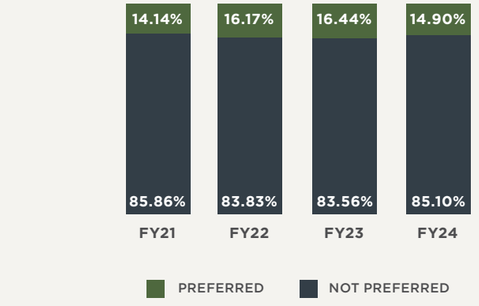
SANUK CERTIFIED AND RECYCLED NATURAL RUBBER

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 certified to originate from sources that legally harvest, source, transport, and export rubber.

FY24 SANUK FOOTWEAR PREFERRED NATURAL RUBBER BREAKDOWN



SANUK FOOTWEAR PREFERRED NATURAL RUBBER PROGRESS

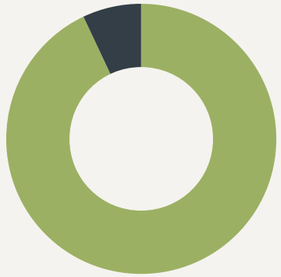


SANUK ESG PROGRESS (CONTINUED)

SANUK PACKAGING MATERIALS AND TREES SAVED

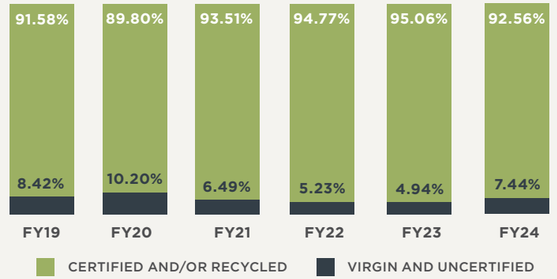
Since 2016, Sanuk has looked at their packaging critically, removing materials where possible, replacing with higher recyclable materials and re-engineering to reduce waste and overall dunnage. Sanuk makes up 0.28% of Deckers footwear packaging dunnage. We are thrilled that Sanuk footwear utilizes 95.78% preferred paper packaging materials and that Sanuk, through its use of recycled paper, has saved approximately 88,694 trees to date. Further, Sanuk's footwear packaging uses only 19.28% virgin plastic, a positive step forward in their sustainability journey.

FY24 SANUK FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING

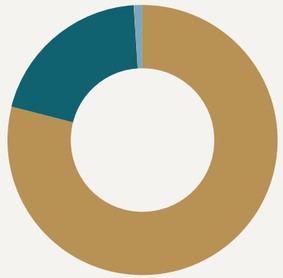


- 92.56% CERTIFIED AND/OR RECYCLED
- 7.44% VIRGIN (UNCERTIFIED)

SANUK FOOTWEAR PREFERRED PACKAGING SUBSTRATES PROGRESS

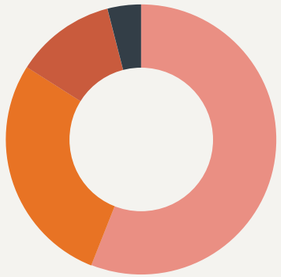


FY24 SANUK FOOTWEAR PACKAGING SUBSTRATE BREAKDOWN



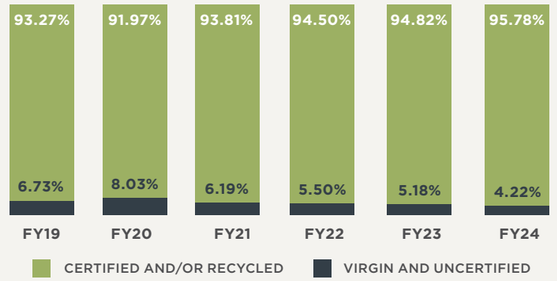
- 79.43% PAPER
- 19.28% SYNTHETIC POLYMER
- 0.81% FIBER
- 0.48% METAL

FY24 SANUK FOOTWEAR PAPER PACKAGING BREAKDOWN

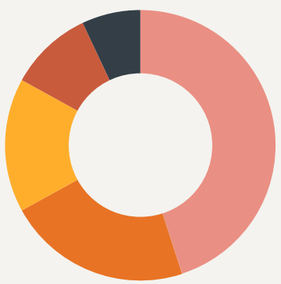


- 55.60% RECYCLED (UNCERTIFIED)
- 27.72% FSC (VIRGIN)
- 12.46% FSC (RECYCLED)
- 4.22% VIRGIN (UNCERTIFIED)

SANUK FOOTWEAR PREFERRED PAPER PACKAGING GROWTH

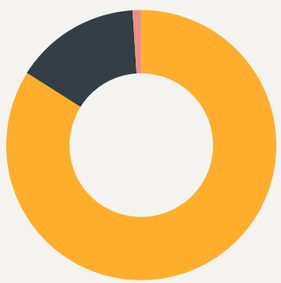


FY24 SANUK FOOTWEAR CERTIFIED AND/OR RECYCLED PACKAGING BREAKDOWN



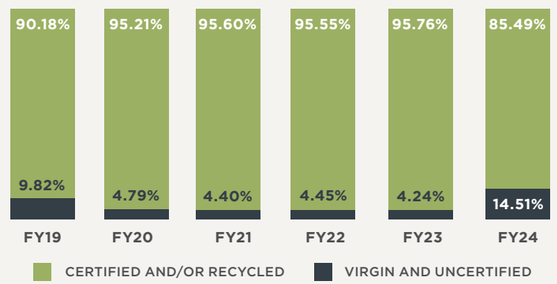
- 44.36% RECYCLED (UNCERTIFIED)
- 22.02% FSC (VIRGIN)
- 16.28% GRS
- 9.90% FSC (RECYCLED)
- 7.44% VIRGIN (UNCERTIFIED)

FY24 SANUK FOOTWEAR PLASTIC PACKAGING BREAKDOWN



- 84.46% GRS
- 14.51% VIRGIN (UNCERTIFIED)
- 1.03% RECYCLED (UNCERTIFIED)

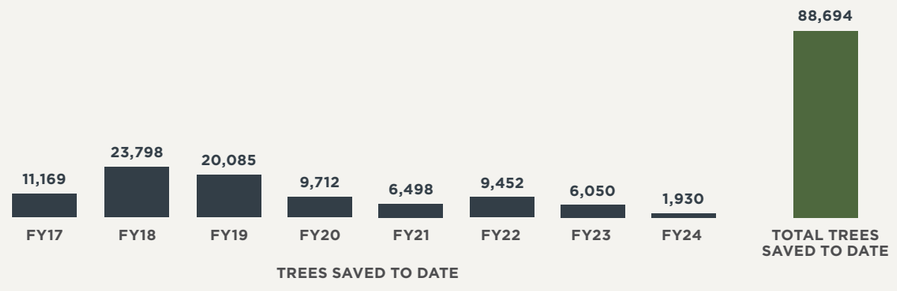
SANUK FOOTWEAR PREFERRED PLASTIC PACKAGING PROGRESS



SANUK ESG PROGRESS (CONTINUED)

SANUK PACKAGING AND TREES SAVED *(CONTINUED)*

SANUK TREES SAVED *(F17-FY24)*



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.*

SUMMARY OF SANUK MATERIALS TARGETS PROGRESS

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
55% of all materials *(e.g., closure, components, leather, midsole, outsole, sheepskin, synthetic, textiles)* used in 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	40.75% 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	77.10% 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	33.92% of all non-fibers used in Sanuk footwear were made from preferred materials	On Track	2027
100% of Sanuk footwear SKUs are comprised of at least one preferred material	Target first conceptualized in FY21	Target first conceptualized in FY21	99.38% of Sanuk footwear SKUs were comprised of at least one preferred material	99.42% of Sanuk footwear SKUs were comprised of at least one preferred material	99.15% of Sanuk footwear SKUs were comprised of at least one preferred material	97.18% of Sanuk footwear SKUs were comprised of at least one preferred material	On Track	2025
100% of all plant and plant-based fibers used in Sanuk footwear will be made with preferred materials	13.03% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	17.32% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	60.77% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	83.82% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	86.40% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	99.83% of all plant and plant-based fibers used in Sanuk footwear were made with preferred materials	On Track	2030
100% of cotton fiber used in Sanuk 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 Sanuk 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 Sanuk 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 Sanuk 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 Sanuk footwear, within all material categories, will be made from recycled cotton fibers or sourced from farms that utilize sustainable crop growing practices	99.69% of cotton fiber used in Sanuk 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.*

SUMMARY OF SANUK MATERIALS TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
100% of all MMCFs *(Man-Made Cellulosic Fibers)* used in Sanuk 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 Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	0.00% of all MMCFs fibers used in Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	2.26% of all MMCFs fibers used in Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	43.44% of all MMCFs fibers used in Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	90.20% of all MMCFs fibers used in Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	99.30% of all MMCFs fibers used in Sanuk footwear originated from sources that legally harvest, source, transport and export timber and meet our preferred manufacturing standards for MMCFs	On Track	2026
100% of all hides used in Sanuk footwear will either come from recycled sources or be finished in a Leather Working Group *(LWG)*-certified tannery	100% of all hides used in Sanuk footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Sanuk footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Sanuk footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Sanuk footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Sanuk footwear were sourced from LWG-certified tanneries or were recycled leather	100% of all hides used in Sanuk 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 Sanuk 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	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 Sanuk 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 Sanuk footwear was repurposed wool or RWS wool	100% of wool used in Sanuk 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 Sanuk footwear to originate from post-consumer, post-industrial, or renewable resources	9.80% of all co-polyester fibers and films used in Sanuk footwear originated from post-consumer, post-industrial or renewable resources	10.67% of all co-polyester fibers and films used in Sanuk footwear originated from post-consumer, post-industrial or renewable resources	12.57% of all co-polyester fibers and films used in Sanuk footwear originated from post-consumer, post-industrial or renewable resources	45.71% of all co-polyester fibers and films used in Sanuk footwear originated from post-consumer, post-industrial or renewable resources	56.57% of all co-polyester fibers and films used in Sanuk footwear originated from post-consumer, post-industrial or renewable resources	56.75%of all co-polyester fibers and films used in Sanuk 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	46.78% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	47.00% of bottom units utilized bio-based compounds, plant-based and/or recycled materials	41.63% of Sanuk bottom units utilized bio-based compounds, plant-based and/or recycled materials	On Track	2030
55-60% of all EVA used in our bottom units will feature recycled and/or bio-based 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*	13.31% of all EVA used in Sanuk bottom units featured recycled and/or bio-based compounds	34.08% of all EVA used in Sanuk bottom units featured recycled and/or bio-based compounds	37.39% of all EVA used in Sanuk bottom units featured recycled and/or bio-based compounds	44.60% of all EVA used in Sanuk bottom units featured recycled and/or bio-based compounds	44.19% of all EVA used in Sanuk bottom units featured recycled and/or bio-based compounds	35.74% of all EVA used in Sanuk 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.*

SUMMARY OF SANUK MATERIALS TARGETS PROGRESS (CONTINUED)

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
45-50% of all materials used outside of EVA in our bottom units will feature 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*	6.72% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	33.11% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	43.72% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	48.72% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	49.41% of all materials used outside of EVA in our bottom units featured bio-based compounds, plant-based, and/or recycled materials	45.33% of all materials used outside of EVA in Sanuk 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	14.90% of all natural rubber used in Sanuk footwear was certified to originate from sources that 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	92.93% of packaging materials used in our footwear were made from preferred materials	94.02% of packaging materials used in our footwear were made from preferred materials	94.33% of packaging materials used in our footwear were made from preferred materials	92.56% of packaging materials used in Sanuk 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	95.78% of timber used in Sanuk footwear packaging were FSC-certified or contained post-consumer recycled content and/or pre-consumer recycled content	On Track	2026
25% of all fibers used in our footwear will use preferred finishing methods *(inclusive of pigment dyeing methods, bleach only methods and undyed materials (e.g. greige))* will use such methods	Target first conceptualized in FY21	Target first conceptualized in FY21	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	28.42% of Sanuk 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 plant-based materials	Sanuk focused on using recycled synthetic materials were possible, reducing manufacturing impact, and incorporating more plant-based 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.*

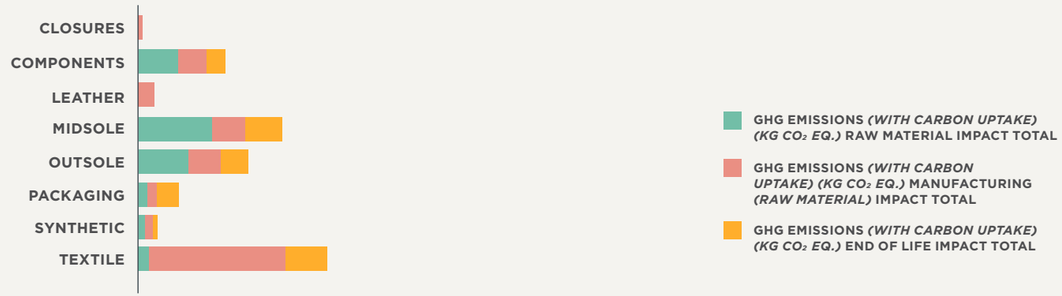
SANUK PRODUCT MATERIAL LCA

Deckers' LCA allows us to look at the environmental footprint, from cradle-to-grave, within each phase of the materials process. The environmental factors we look at include greenhouse gas *(GHG)* emissions, fossil fuel, and water consumption and looks at the entire lifecycle including raw material extraction, raw material manufacturing, product assembly, consumer use, and end-of-life.

SANUK PRODUCT MATERIAL LCA (CONTINUED)

SANUK FOOTWEAR GATES BREAKOUT

FY24 SANUK FOOTWEAR GHG EMISSIONS BY MATERIAL CATEGORY GATE BREAKDOWN

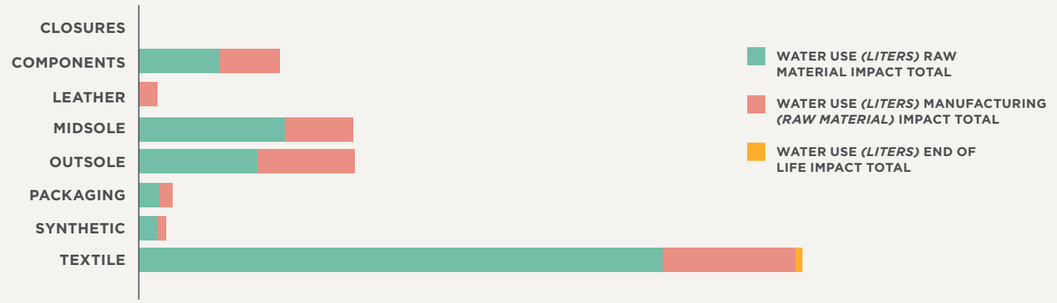


MATERIAL TYPE	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* RAW MATERIAL IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	GHG EMISSIONS *(WITH CARBON UPTAKE) (KG CO_2 EQ.)* END OF LIFE IMPACT TOTAL
CLOSURES	3,501.10	17,314.03	6,459.83
COMPONENTS	190,084.71	134,393.00	94,372.71
LEATHER	396.82	76,103.36	4,128.55
MIDSOLE	355,652.27	155,422.78	176,890.05
OUTSOLE	236,742.59	157,918.84	128,784.18
PACKAGING	44,829.30	55,905.13	102,085.76
SYNTHETIC	28,624.02	40,041.25	14,484.82
TEXTILE	49,756.76	647,860.49	195,871.86

SANUK PRODUCT MATERIAL LCA (CONTINUED)

SANUK FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 SANUK FOOTWEAR WATER USAGE BY MATERIAL CATEGORY GATE BREAKDOWN

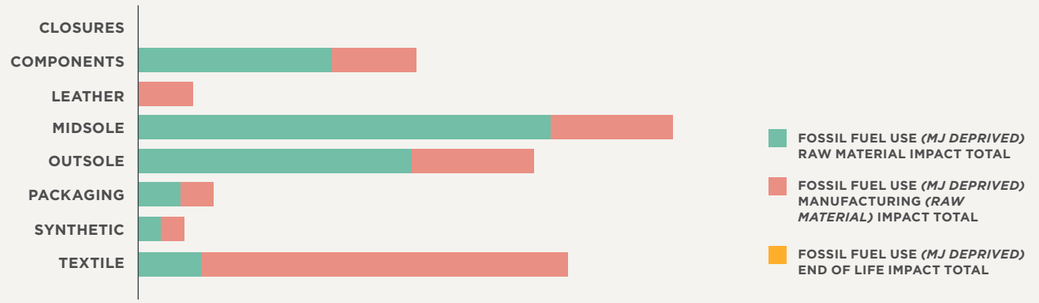


MATERIAL TYPE	WATER USE *(LITERS)* RAW MATERIAL IMPACT TOTAL	WATER USE *(LITERS)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	WATER USE *(LITERS)* END OF LIFE IMPACT TOTAL
CLOSURES	4,906,385.27	4,240,586.44	107,998.09
COMPONENTS	129,828,300.80	101,232,077.3	2,286,205.67
LEATHER	53,541.47	30,774,221.01	92,477.07
MIDSOLE	232,164,874.10	108,909,466.10	4,192,690.33
OUTSOLE	187,628,057.60	154,166,700.80	2,907,243.13
PACKAGING	34,821,261.47	19,779,084.90	1,132,084.35
SYNTHETIC	29,825,904.46	14,475,106.72	237,955.61
TEXTILE	834,515,841.00	210,153,129.50	2,963,190.36

SANUK PRODUCT MATERIAL LCA (CONTINUED)

SANUK FOOTWEAR GATES BREAKOUT *(CONTINUED)*

FY24 SANUK FOOTWEAR ENERGY USAGE BY MATERIAL CATEGORY GATE BREAKDOWN



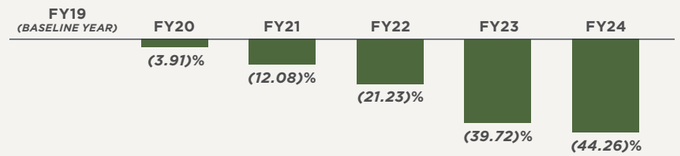
MATERIAL TYPE	FOSSIL FUEL USE *(MJ DEPRIVED)* RAW MATERIAL IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* MANUFACTURING *(RAW MATERIAL)* IMPACT TOTAL	FOSSIL FUEL USE *(MJ DEPRIVED)* END OF LIFE IMPACT TOTAL
CLOSURES	104,314.66	234,069.07	3,262.68
COMPONENTS	4,691,258.21	2,089,721.01	53,706.99
LEATHER	591.58	1,343,014.21	1,628.73
MIDSOLE	9,859,909.43	2,906,453.50	91,680.66
OUTSOLE	6,559,757.95	2,917,254.37	70,553.87
PACKAGING	1,061,341.93	781,890.82	29,666.81
SYNTHETIC	545,745.05	555,479.95	6,975.21
TEXTILE	1,563,613.48	8,731,470.25	91,417.85

SANUK PRODUCT MATERIAL LCA (CONTINUED)

SANUK FOOTWEAR GATES BREAKOUT *(CONTINUED)*

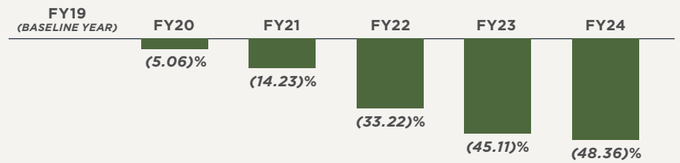
SANUK FOOTWEAR PHYSICAL INTENSITY

SANUK FOOTWEAR MATERIALS GHG EMISSIONS REDUCTION PER PAIR



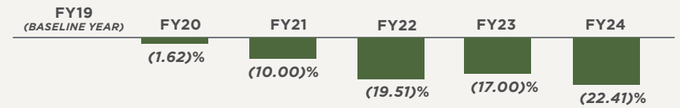
CUMULATIVE CHANGE IN GHG EMISSIONS PER PAIR

SANUK FOOTWEAR MATERIALS WATER USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN WATER USAGE PER PAIR

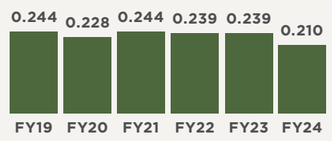
SANUK FOOTWEAR MATERIALS ENERGY USAGE REDUCTION PER PAIR



CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR

SANUK PACKAGING MATERIALS LCA

SANUK FOOTWEAR PACKAGING DUNNAGE PER PAIR



FY	GHG EMISSIONS *(EQV. CO_2 KG)* PER PAIR	CUMULATIVE CHANGE IN GHG EMISSION PER PAIR
FY19 *(Baseline year)*	0.52	0%
FY20	0.29	*(44.23)*%
FY21	0.32	*(38.46)*%
FY22	0.31	*(40.38)*%
FY23	0.29	*(44.23)*%
FY24	0.29	*(44.23)*%

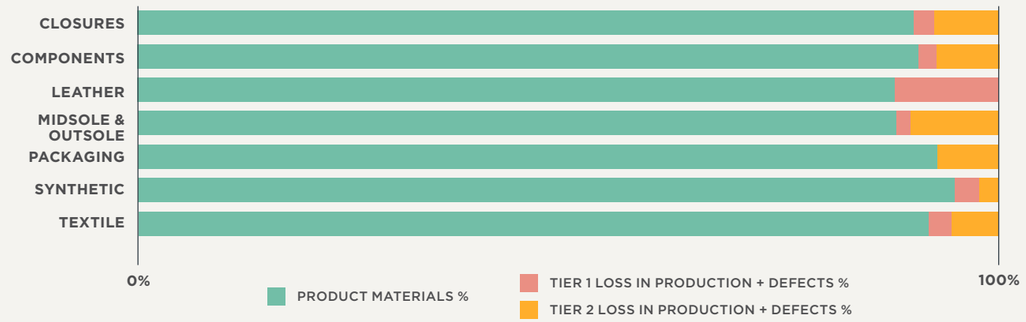
FY	ENERGY *(MJ)* PER PAIR	CUMULATIVE CHANGE IN ENERGY USAGE PER PAIR
FY19 *(Baseline year)*	4.75	0%
FY20	2.34	*(50.70)*%
FY21	2.60	*(45.24)*%
FY22	2.55	*(46.40)*%
FY23	3.16	*(33.50)*%
FY24	2.63	*(44.52)*%

FY	WATER USAGE *(LITERS)* PER PAIR	CUMULATIVE CHANGE IN WATER USAGE PER PAIR
FY19 *(Baseline year)*	104.66	0%
FY20	60.92	*(41.80)*%
FY21	72.03	*(31.18)*%
FY22	73.31	*(29.96)*%
FY23	80.55	*(23.04)*%
FY24	78.63	*(24.87)*%

FY	DUNNAGE *(LBS)* PER PAIR	CUMULATIVE CHANGE IN DUNNAGE PER PAIR
FY19	0.24	-%
FY20	0.23	*(6.38)*%
FY21	0.24	0.26%
FY22	0.24	*(1.75)*%
FY23	0.24	*(2.19)*%
FY24	0.21	*(13.92)*%

SANUK WASTE PRODUCTION

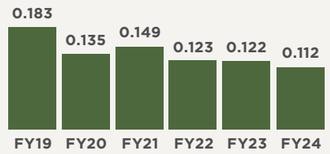
FY24 SANUK FOOTWEAR WASTE PRODUCTION



FY24 SANUK FOOTWEAR WASTE PRODUCTION	PRODUCT MATERIALS %	TIER 1 LOSS IN PRODUCTION + DEFECTS %	TIER 2 LOSS IN PRODUCTION + DEFECTS %
CLOSURES	90.11%	2.45%	7.43%
COMPONENTS	90.66%	2.04%	7.30%
LEATHER	87.92%	12.08%	-%
MIDSOLE & OUTSOLE	88.64%	1.12%	10.25%
PACKAGING	93.02%	-%	6.98%
SYNTHETIC	94.94%	2.89%	2.17%
TEXTILE	91.73%	2.77%	5.49%

SANUK WASTE METRICS

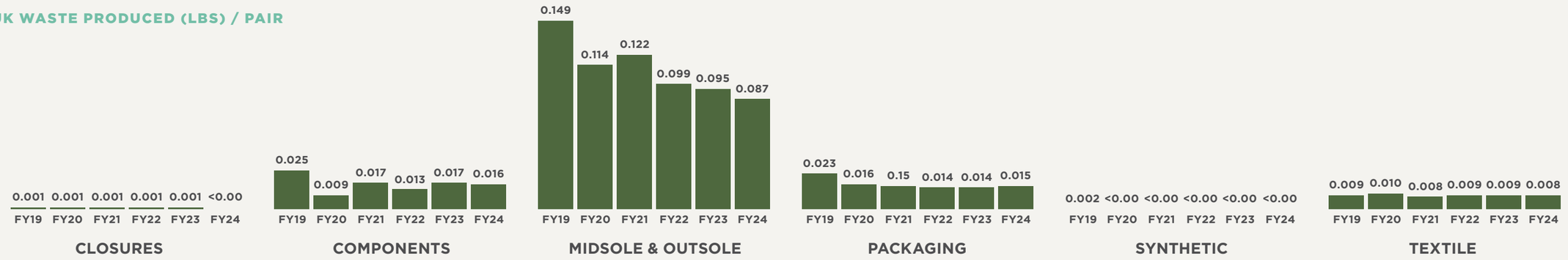
SANUK WASTE METRICS



FY	LBS OF WASTE PER PAIR	*WASTE (LBS) PER PAIR*
FY19	0.1834	Baseline
FY20	0.1350	*(26.39)*%
FY21	0.1489	*(18.81)*%
FY22	0.1226	*(33.15)*%
FY23	0.1216	*(33.48)*%
FY24	0.1119	*(28.99)*%

SANUK WASTE PRODUCED BY MATERIAL CATEGORY

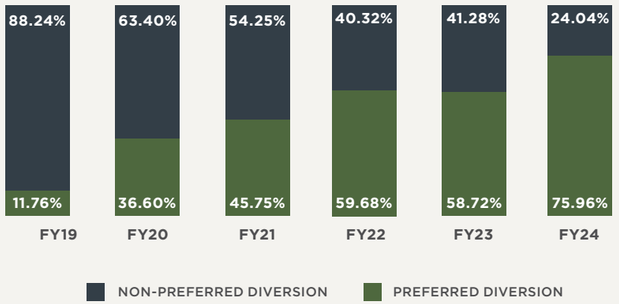
SANUK WASTE PRODUCED (LBS) / PAIR



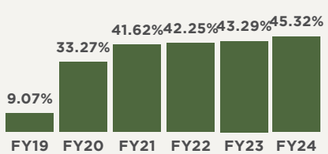
SANUK WASTE DIVERSION

SANUK PREFERRED WASTE DIVERSION

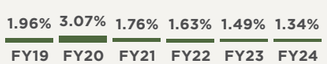
SANUK FOOTWEAR PREFERRED WASTE DIVERSION GROWTH



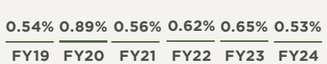
SANUK FOOTWEAR MATERIALS WASTE DIVERSION METHODS PROGRESS



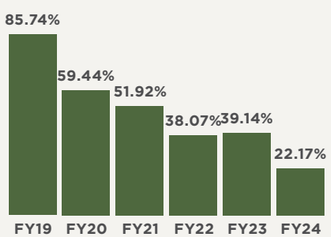
CLOSED LOOP



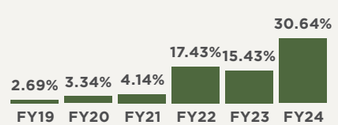
INCINERATION WITH ENERGY RECOVERY



INCINERATION WITHOUT ENERGY RECOVERY



LANDFILL

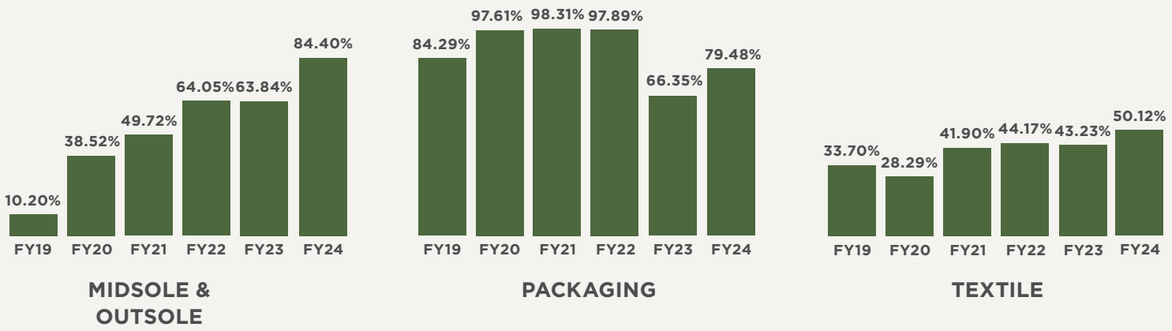


POST INDUSTRIAL

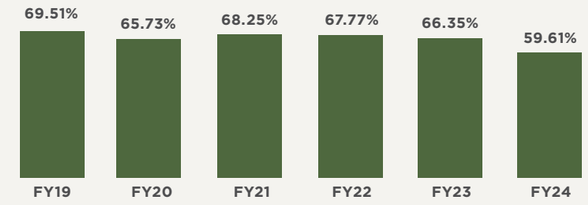
SANUK WASTE DIVERSION (CONTINUED)

SANUK PREFERRED DIVERSION OF FOOTWEAR MATERIALS SOURCED *(CONTINUED)*

SANUK FOOTWEAR MATERIAL CATEGORY PREFERRED WASTE DIVERSION METHODS PROGRESS



SANUK FOOTWEAR PACKAGING: AVAILABLE TO RECYCLE



SUMMARY OF SANUK MATERIALS TARGETS PROGRESS

SANUK *(WATER TARGET)*

TARGETS	FISCAL YEAR 2019 RESULTS	FISCAL YEAR 2020 RESULTS	FISCAL YEAR 2021 RESULTS	FISCAL YEAR 2022 RESULTS	FISCAL YEAR 2023 RESULTS	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Sanuk footwear to reduce water usage by 30% per pair from baseline year *(FY19)*	Baseline established	Sanuk increased water usage by 5.06% per pair when compared to baseline year *(FY19)*	Sanuk reduced water usage by 14.23% per pair when compared to baseline year *(FY19)*	Sanuk reduced water usage by 33.22% per pair when compared to baseline year *(FY19)*	Sanuk reduced water usage by 45.11% per pair when compared to baseline year *(FY19)*	Sanuk reduced water usage by 48.36% 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 beaches--for all people--through 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	Sanuk continued to support the Surfrider Foundation	On Track	2027

SANUK *(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	FISCAL YEAR 2024 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 3.91% per pair and energy usage by 1.62% per pair when comparing to baseline year *(FY19)*	Sanuk reduced greenhouse gas emissions by 12.08% per pair and energy usage by 10.00% per pair when comparing to baseline year *(FY19)*	Sanuk reduced greenhouse gas emissions by 21.23% per pair and energy usage by 19.51% per pair when comparing to baseline year *(FY19)*	Sanuk reduced greenhouse gas emissions by 39.72% per pair and energy usage by 17.00% per pair when comparing to baseline year *(FY19)*	Sanuk reduced greenhouse gas emissions by 44.26% per pair and energy usage by 22.41% per pair when comparing 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: Sanuk: -44.23%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY21 GHG emissions per pair change: Sanuk: -38.46%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY22 GHG emissions per pair change: Sanuk: -40.38%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY23 GHG emissions per pair change: Sanuk: -44.23%	Completed Footwear Packaging Greenhouse Gas Emissions Study Below shows FY19 v. FY24 GHG emissions per pair change: Sanuk: -44.23%	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: 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: Sanuk: -33.50%	Completed Footwear Packaging Energy Usage Study Below shows FY19 v. FY24 Energy usage per pair change: Sanuk: -44.52%	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.*

SUMMARY OF SANUK WASTE TARGETS PROGRESS

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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Sanuk Footwear Midsole/Outsole Waste Reduction Targets *(Tier 2)*: 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	Maintained and reduced to 0.087 lbs/pair	Target Achieved - FY22 and beyond target is to maintain	2030
Sanuk Footwear Packaging Waste Reduction Targets *(Tier 2)*: 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	Maintained Packaging Waste within 2% from baseline year	Target Achieved - FY20 and beyond target is to maintain	2030
Sanuk Footwear Textile Waste Reduction Targets *(Tier 2)*: 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	Maintained to 0.007 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	FISCAL YEAR 2024 RESULTS	DESCRIPTION OF PROGRESS	FISCAL YEAR DUE
Sanuk Footwear Midsole/Outsole Waste Diversion Targets *(Tier 2)*: 75% Preferred Waste Diversion	10.90% of Midsole/Outsole Waste produced was diverted in a preferred method	38.52% of Midsole/Outsole Waste produced was diverted in a preferred method	49.72% of Midsole/Outsole Waste produced was diverted in a preferred method	64.05% of Midsole/Outsole Waste produced was diverted in a preferred method	63.84% of Midsole/Outsole Waste produced was diverted in a preferred method	84.40% of Midsole/Outsole Waste produced was diverted in a preferred method	On Track	2030
Sanuk Footwear Packaging Waste Diversion Targets *(Tier 2)*: 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	66.32% of Packaging Waste produced was diverted in a preferred method	79.48% of Packaging Waste produced was diverted in a preferred method	On Track	2030
Sanuk Footwear Textile Waste Diversion Targets *(Tier 2)*: 70% Preferred Waste Diversion	33.70% of Textile Waste produced was diverted in a preferred method	28.29% of Textile Waste produced was diverted in a preferred method	41.90% of Textile Waste produced was diverted in a preferred method	44.17% of Textile Waste produced was diverted in a preferred method	43.23% of Textile Waste produced was diverted in a preferred method	50.12% 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	68.25% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	67.77% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	65.35% of all footwear packaging has the availability to be recycled via the EPA Recycling Standards	59.61% 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.*