

Product & Materials Destruction Policy

PURPOSE

Deckers Brands, including its subsidiaries and brands (UGG®, HOKA®, Teva®, Sanuk® and Koolaburra by UGG®), collectively, “Deckers”, is committed to reducing its environmental impact. This Product & Materials Destruction Policy (“Policy”) sets forth our commitment to divert waste and keep products in use longer.

POLICY

Our priority is to keep products in use for as long as possible. The below outlines our process to divert product and materials from landfills and keep them in use longer.

- (1) When accepting returns, our team determines if an item can be resold.
- (2) If an item can be resold it is put back into inventory for resale.
- (3) If an item is gently worn, and cannot be returned to normal inventory, it goes to our outlet stores where applicable.
- (4) If an item cannot be resold in either regular inventory or outlet it is donated to non-profit charitable organizations who provide products to those in need. This is true of any product whether at one of our distribution centers or in one of our retail stores located around the globe.
- (5) Where possible our brands partner with third-party footwear recyclers. However, given the infancy of footwear recycling, partnership is limited at this time. Teva, for example, works with Terracycle to recycle used Teva sandals into something new. Customers can take advantage of this program at www.teva.com.
- (6) We host multiple employee sales events throughout the year where Deckers employees can purchase old/excess inventory.
- (7) We will consider whether donation to a design school or research institute is feasible where we have excess materials or unsellable inventory.
- (8) Where we have exhausted all of the above, as a last resort, product may be sent to incineration with energy recovery or the landfill. Incineration with energy recovery is preferred over sending product to landfill.
 - a. Product is also sent to incineration with energy recovery for various Intellectual property reasons including trade dress, trademark infringement, trade secret, etc.

Please note we also offer repair services for UGG product through our partnership with Nushoe, the world’s largest premium shoe repair company. Though this program, customers have the opportunity to extend the life of their UGG Classic Products.



SIGNAGE & DISPLAYS

Throughout the year our brands may host certain marketing events like races or sales meetings. We encourage all employees to only create marketing collateral that is absolutely necessary and if so to thoughtfully design such materials so that they can be reused as much as possible. When such materials can no longer be used it should be disassembled and separated to individual components to be recycled. Employees are encouraged to check with local recyclers prior to recycling as requirements may vary by municipality.

Additional Information & Collaboration

We believe in the power of collaboration. Industry collaboration is key to solve some of the major issues challenging the footwear and apparel space, like circularity and waste management. We are proud to work collaboratively with other brands and stakeholders to continue to evaluate continued opportunities. For more information about our waste reduction efforts, please see our Corporate Responsibility Report, published annually, on our website located at www.deckers.com/responsibility.

Questions

Any questions or concerns regarding this Policy should be directed to our Corporate Responsibility Team at cr@deckers.com.