

STEVE MADDEN
SUSTAINABILITY REPORT 2023



ABOUT THIS REPORT

Report Overview

This Sustainability Report 2023 (referred to as this "2023 Report" throughout) provides information on sustainability performance and progress for Steven Madden, Ltd. (referred to as the "Company" and "Steve Madden" throughout). Unless otherwise stated, the data in this report covers the Company's activities between January 1, 2023, through December 31, 2023, and represents the business activities of all subsidiaries of the Company, directly or indirectly.

Data Disclosure Statement

We have a company-wide approach to recording, measuring, and reporting sustainability performance. Across the Company, we capture data on a range of key metrics and use the data to inform and assist in the development and evolution of our Corporate Social Responsibility (CSR) Program. Throughout 2023, we continued to focus on data governance: improving the quality and rigor of our data collection process and disclosures. While we have taken reasonable steps – and have used what we believe to be reliable processes and controls available to us – certain information in this 2023 Report is based on estimates, forecasts, calculations, and modeling, and could be incomplete or inaccurate. While we undertake no obligation to update prior year reports, as more accurate information becomes available to us in the future, we will consider its inclusion in future reports to the extent material to the overall mix of information available. Additional information on our approach to corporate responsibility, specifically our reporting definitions, methodology, and reporting changes, as well as disclaimers relating to forward-looking statements and other legal matters, are detailed within the Appendix section of this Report.

A WORD FROM OUR CHIEF EXECUTIVE OFFICER

In 1990, Steve Madden was founded on a dream, fueled by a modest \$1,100 investment, a vision for the future of fashion, and the tenacity to pursue it. Now, more than thirty years later, I am proud to present our 2023 Sustainability Report, showcasing how that same spirit of ingenuity and determination continues to propel us forward.

Last year brought its share of economic headwinds, yet we remained committed to our long-term strategy for growth, which includes advancing our corporate social responsibility goals. Cultivating safe and equitable workplaces across the fashion industry remained a key focus in 2023. We launched a two-year partnership with CARE to support their *Made by Women* programs that promote gender equality and worker well-being in garment factories. Additionally, we expanded our multi-year collaboration with Howard University by offering undergraduate students immersive experiences in retail and business education, further investing in the future leaders of fashion.

Looking ahead, we are acutely aware of the evolving regulatory landscape and the rising expectations for comprehensive ESG data and transparency. Since 2022, we have disclosed our Scope 1, 2, and 3 GHG emissions, and in 2023, our science-based targets received approval from the Science Based Targets initiative. Transparency is a cornerstone of our sustainability strategy, reflecting our readiness to navigate the demands of an increasingly dynamic global business environment.

I extend my sincere gratitude to all who have been part of our journey. Your support and partnership empowers us to continue driving meaningful change. As we look to the future, our commitment to sustainability remains stronger than ever. Together, we will continue to move the industry forward with the same tenacity and drive that has defined Steve Madden from the beginning.



A handwritten signature in black ink, reading "Edward R. Rosenfeld". The signature is fluid and cursive, written in a dark blue color on the page.

Edward R. Rosenfeld
Chief Executive Officer,
Steve Madden

A WORD FROM OUR CHIEF SUSTAINABILITY OFFICER

I am pleased to share Steve Madden's 2023 Sustainability Report, showcasing the many strides we've made toward our sustainability goals this past year.

At Steve Madden, we always try to stay true to the guiding principles Steve built the Company on. You can read the full list of these principles on page 25 of this report, but as I look back on 2023, I am particularly proud of how we've brought three of them to life: "Think Big and Small," "Everyone Can Be Creative," and "Progress, Not Perfection."

In 2023, we proudly accomplished and surpassed our goal of donating \$500,000 to local, national, and global programs that promote equity and inclusion in the fashion industry. By "**Thinking Big and Small**" – applying local, national, and global lenses to our corporate philanthropy – we cultivated meaningful relationships within our local communities while also supporting far-reaching global initiatives that enhance the broader industry. For us, it's about connecting with the people and communities closest to us, while also driving collective, systemic change.

Of course, achieving our goals while tackling the many challenges facing the fashion industry requires originality, innovation, and a lot of creative thinking. And in 2023, we faced these challenges head-on with the belief that "**Everyone Can be Creative**". Every step we took this year—whether developing new styles from environmentally preferred materials, working closely with suppliers to advance environmental and social objectives in the supply chain, or partnering with recyclers to explore footwear circularity—required creative rethinking of established ways of doing business. Change is hard. Constantly working to improve upon the status quo is even harder. But embracing that change and maintaining creativity, play, and joy in our day-to-day efforts is what keeps us moving forward.

Finally, we continued to remind ourselves to seek "**Progress, Not Perfection**". While we've made great progress, we're still on a journey. Sustainability work is complicated and dynamic, and we know we won't always get it right. However, we've built a culture at Steve Madden that's all about learning, being transparent, adapting, and improving. As a result, we've made great strides over the last five years, but we're far from finished. In fact, we are just getting started. There's so much more to do and we're committed to keeping the momentum going.

I'd like to thank everyone across the enterprise who has helped us get here. Sustainability is a global team sport at Steve Madden. All your hard work and dedication made the accomplishments reflected in this report possible. I look forward to continuing this important work together.



A handwritten signature in black ink that reads "Gregg Meyer".

Gregg Meyer
Chief Sustainability Officer,
Steve Madden

ABOUT STEVEN MADDEN, LTD.

Founded in Queens, New York in 1990, Steven Madden, Ltd. is a global fashion wholesaler and retailer offering fashion-forward footwear, accessories, and apparel. Through our iconic brands, Steve Madden, Dolce Vita, Betsey Johnson, and Blondo; licensed brand, Anne Klein; and private label product lines, we deliver unmatched design creativity and demonstrate a relentless commitment to sustainable business practices.

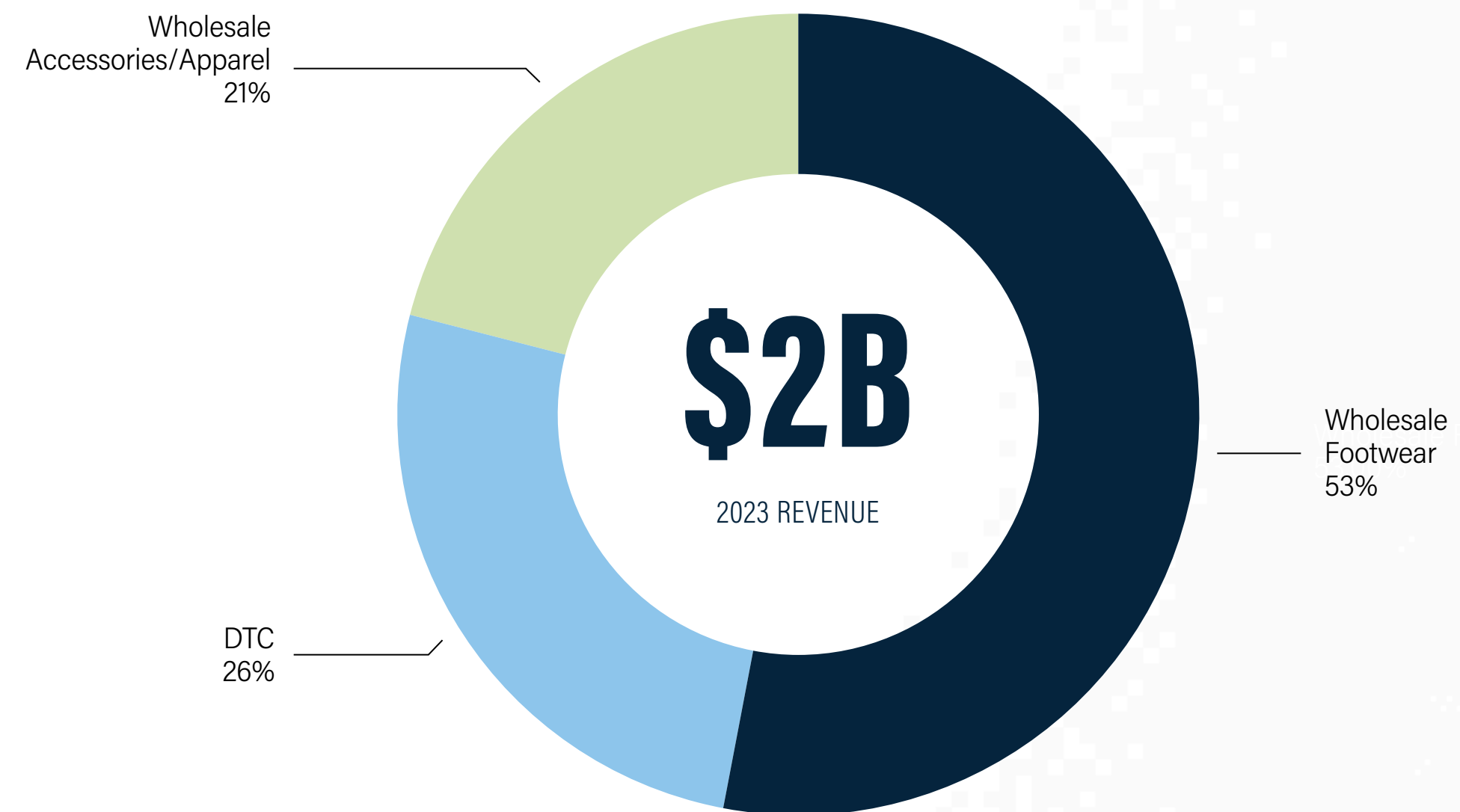


COMPANY OVERVIEW

75+ COUNTRIES WHERE OUR PRODUCTS ARE SOLD

4.2K EMPLOYEES

255 COMPANY-OPERATED RETAIL STORES



OUR BRANDS



STEVE MADDEN

An iconic and leading fashion brand for those who march to the beat of their own drum, Steve Madden delivers footwear, handbags, accessories, and apparel that fit your every mood. Our brand mission—Fashion for the People—inspires us to create products and shopping experiences that serve a diverse audience and give back to local communities.



dolce vita

Dolce Vita began as a dream on a cocktail napkin. Since then, the brand has sought to share la dolce vita—the sweet life—indulging in little luxuries, celebrating individuality, and romanticizing the everyday in the perfect pair of shoes. Dolce Vita designs shoes meant for living life slowly and fully. Every step is a conscious choice towards a sweeter life and a more sustainable world.



BETSEY JOHNSON

A vibrant brand with a rich history of social advocacy, Betsey Johnson offers whimsical designs and bold patterns in footwear, handbags, apparel, and accessories. The brand's mission since the 1970s has been to create an inclusive community through fashion where everyone can express themselves. Today, we remain committed to this mission, with a focus on creating a safer world for the LGBTQ+ community.



Blondo

A Canadian heritage brand with over a century of craftsmanship, Blondo has been at the forefront of merging innovation, style, and function since launching its waterproof leather boots in the mid-1980s. Our commitment to durability is intrinsically linked to sustainability, ensuring that each pair of shoes not only withstands the test of time, but also minimizes environmental impact.

SUSTAINABILITY STRATEGY & 2023 KEY ACHIEVEMENTS

We introduced our *Let's Get Real* sustainability strategy in 2021 to inspire action and track progress on the economic, environmental, and social issues that are most significant and relevant to stakeholders across our value chain.

LET'S THINK ABOUT YOU

Creating safe, diverse, and equitable workplaces for people across Steve Madden stores, offices, and factories

- **\$507k** invested in local, national, and global programs that are making the fashion industry more inclusive and equitable
- **215** managers engaged in a four-week leadership development program
- **94** factory assessments evaluated to check compliance with our social responsibility standards

LET'S MAKE FOR ALL

Setting trends to ensure that fashionable products are accessible to people of all shapes, sizes, and abilities

- **950+** footwear styles offered in inclusive sizes, including women's sizes 13-15 and wide calf boots
- **43** adaptive styles offered by Steve Madden Kids
- **\$140k+** distributed to 53 non-profit organizations through our shop-to-give campaigns

LET'S CHANGE THE GAME

Transitioning to more sustainable materials and reducing the environmental impacts in our supply chain

- Received approval from the Science Based Targets initiative (SBTi) for our science-based emissions reduction targets
- Completed our water-use footprint, setting a baseline for water reduction in the future
- Received Textile Exchange's Global Recycled Standard (GRS) Brand Certification, including Steve Madden and its affiliated brands and facilities

LET'S KICK THE WASTE

Working hard to keep products out of landfills by extending their life and designing with circular principles in mind

- **1,900+** preloved products listed on our resale sites
- **5,560** shoes recycled in a pilot program to recycle footwear samples

SUSTAINABILITY REPORTING MILESTONES

2019



Joined the UN Global Compact at the Signatory level, signaling our support of the UN Sustainable Development Goals (SDGs) and commitment to publish an annual Communication on Progress

2020



Published our inaugural sustainability report

2021



Introduced our *Let's Get Real* sustainability strategy and 2025 targets

2022



- Measured our carbon footprint and submitted science-based emission reduction targets to SBTi for validation
- Submitted our first CDP Climate response

2023



- Received approval of our science-based targets from SBTi
- Published our first Task Force on Climate-Related Financial Disclosures (TCFD) index

PARTNERS & MEMBERSHIPS

American Apparel & Footwear Association (AAFA)

Steve Madden joined AAFA in 2023. Representatives of our company participate in AAFA conferences on the environment, traceability, social responsibility, and product safety.

Cascale, Inc.

Steve Madden joined Cascale (formerly Sustainable Apparel Coalition) in 2021. As members, we utilize the Worldly Higg Index for standardized measurement of value chain sustainability. We request suppliers submit the Facility Environmental Module (FEM) and Facility Social and Labor Module (FSLM). As a company, we submit the Brand and Retail Module (BRM) and utilize the Materials Sustainability Index (MSI).

CDP

Steve Madden submitted its first CDP Climate response in 2022. The Company continues to submit disclosures to CDP annually.

Footwear Distributors and Retailers of America (FDRA)

Steve Madden is a member of FDRA and has sponsored its initiatives including Shoe Sustainability and the Black Footwear Forum. We have also participated in the FDRA Zero Waste Program since 2019.

Leather Working Group (LWG)

Leather Working Group is a member-led non-profit organization made up of stakeholders from across the leather value chain, driving improvement across the global leather supply chain. Steve Madden Europe joined LWG in 2022, and Steven Madden, Ltd. joined LWG in 2024.

Science Based Targets Initiative

In 2023, Steve Madden's science-based targets (SBTs) were approved by SBTi, champions of science-based target setting in the transition to a low-carbon economy.

Textile Exchange

In 2023, Steve Madden and its affiliated brands and facilities were approved for Textile Exchange's GRS Brand Certification.

Two Ten Footwear Foundation

Steve Madden is long-time supporter of Two Ten Footwear Foundation, an organization dedicated to lifting lives in the U.S. footwear community. Steve Madden donated \$75,000 to support the work of the foundation in 2023.

United Nations Global Compact (UNGC)

We joined the UNGC at the Signatory level in 2019. Each year, we submit a Communication on Progress, disclosing our progress on UNGC's Ten Principles and SDGs.





THE STEVE MADDEN CORPORATE FOUNDATION

The Steve Madden Corporate Foundation continues to be a catalyst for change in local communities and the fashion industry. In 2023, the foundation donated a total of \$1.3 million to support programs that are aligned with our key giving objectives:

Equal Opportunities in Fashion

Connect young people who are underrepresented across the fashion industry with education and professional development opportunities needed to gain employment and excel throughout their careers.

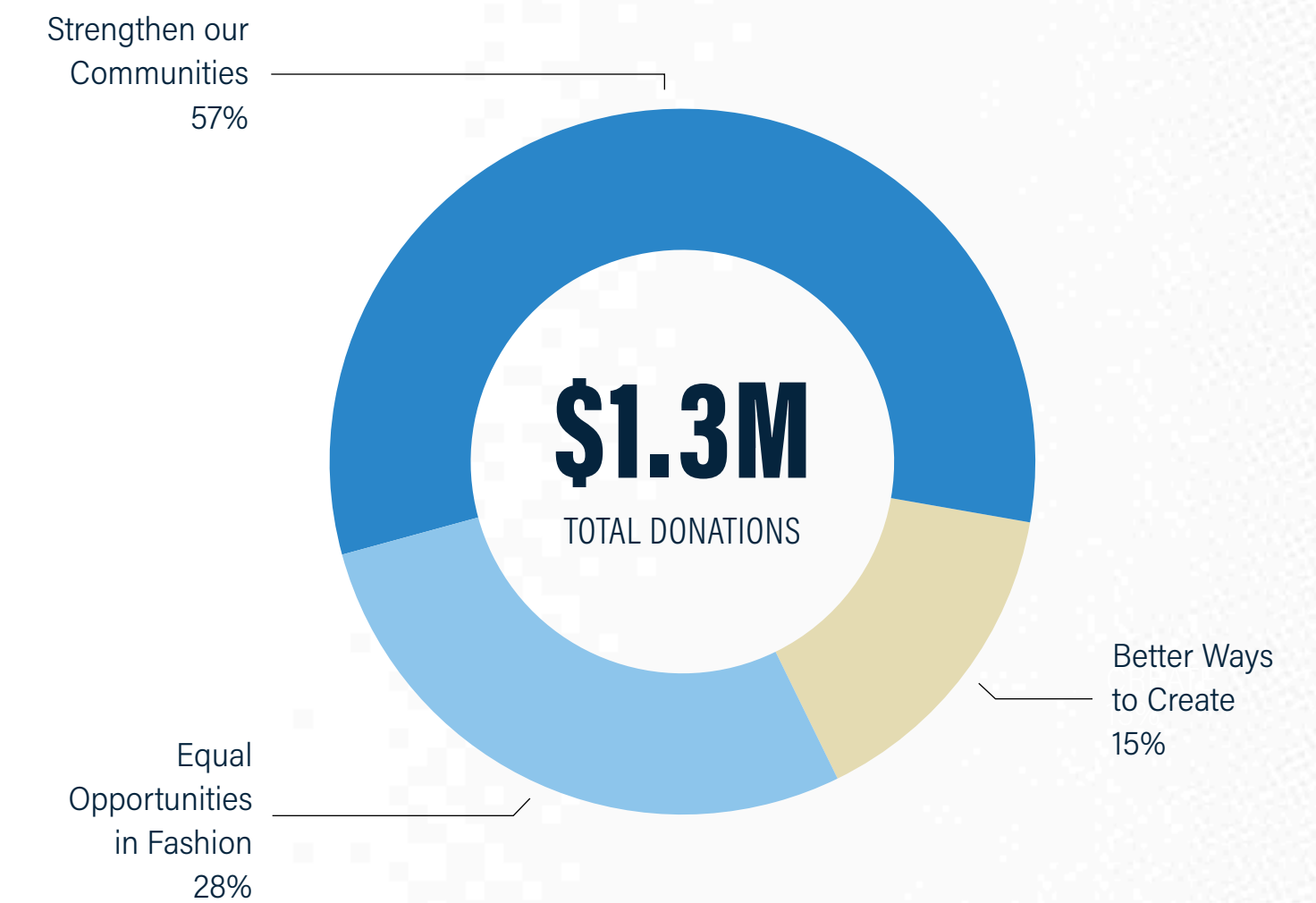
Better Ways to Create

Advance projects that are evolving the way we design and manufacture to be increasingly more inclusive and sustainable.

Strengthen our Communities

Invest in the health and development of the communities where we live and work.

2023 STEVE MADDEN CORPORATE FOUNDATION DONATIONS






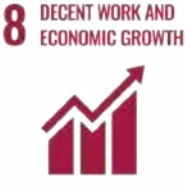
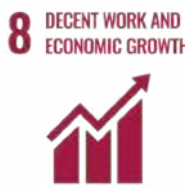






Left: Participants in GirlzTalk, a program sponsored by the Steve Madden Corporate Foundation in 2023, engage in a workshop focused on personal development

LET'S THINK ABOUT YOU

Creating safe, diverse, and equitable workplaces for people
across Steve Madden stores, offices, and factories

2025 TARGETS

TOPIC	STEVE MADDEN TARGET	2023 PROGRESS	RELEVANT UN SDGs
Diverse Representation	Raise and advance all levels of underrepresented groups with a focus on leadership progression opportunities for all.	<ul style="list-style-type: none"> 69% of leadership positions across our U.S. workforce were held by women 35% of leadership positions across our U.S. workforce were held by BIPOC employees 	 
Diverse Representation	Invest \$500,000 in local, national and global programs that are making the fashion industry more inclusive and equitable.	<ul style="list-style-type: none"> \$507,000 invested in 2023 \$893,500 invested since 2021 	  
Employee Development	Engage all U.S. corporate associates in professional development programs.	29% of U.S. corporate associates participated in professional development programs	
Fair & Inclusive Supply Chain	Map our top-level supply chain factories and share findings.	Completed our annual supply chain mapping exercise and shared % breakdown of Tier-1, Level-1 suppliers by region	 
Fair & Inclusive Supply Chain	Expand compliance training across Tier-1 strategic suppliers, which account for 80% of our purchases.	<ul style="list-style-type: none"> 50 factories engaged in compliance training 94 factory assessments evaluated 	  

KEY ACHIEVEMENTS

- \$507k invested in local, national, and global programs that are making the fashion industry more inclusive and equitable
- 215 managers engaged in a four-week leadership development program
- 94 factory assessments evaluated to check compliance with our social responsibility standards



2025 TARGET

Raise and advance all levels of underrepresented groups with a focus on leadership progression opportunities for all.

At Steve Madden, we believe that a diverse and inclusive workforce drives innovation, creativity, and overall business performance. By bringing together individuals with varied backgrounds, experiences, and perspectives, we enhance our company culture and position ourselves to better understand and serve our diverse customer base.

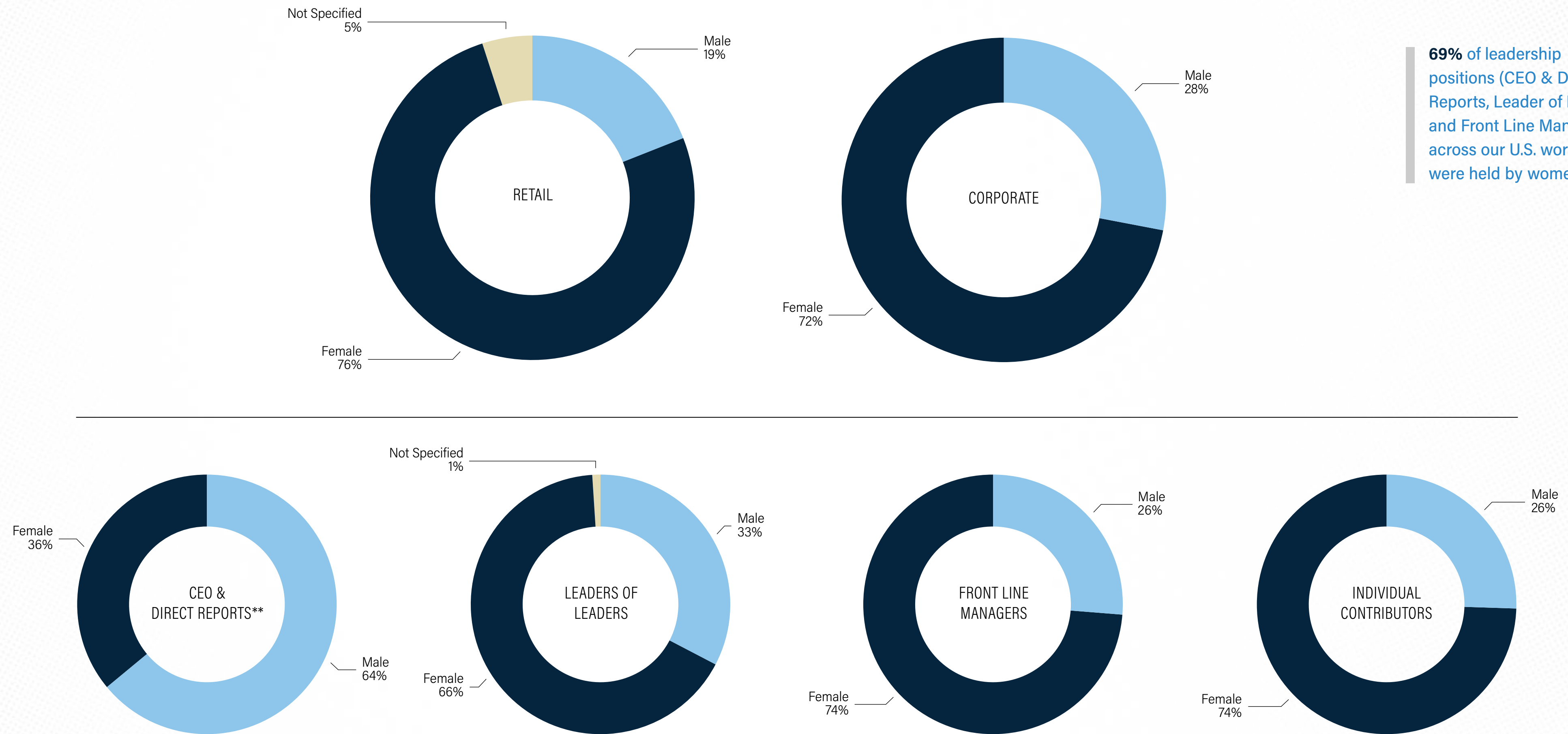
Our commitment to diversity is supported by the Diversity, Equity, and Inclusion (DEI) Council, which comprises Steve Madden employees across various levels and job functions. Steve Madden's DEI Council exists to strengthen the Company's DEI strategy and champion initiatives aligned with the Company's 2025 DEI-related targets.

Our work in 2023 focused on further developing our Employee Resource Groups (ERGs) and building recruitment partnerships to ensure a diverse talent pipeline. Notable partnerships included collaborations with Howard University, Two Ten Footwear Foundation, FDRA's Black Footwear Forum, and the Fashion Scholarship Fund.

On the following pages, you will find a detailed breakdown of gender and ethnicity/race representation across our U.S. workforce. Fostering diversity at Steve Madden is an ongoing effort, and each year, the Company strives to recruit, retain, and advance individuals who collectively represent the diverse talents and perspectives of our global community.

Left: Jisoo Hong, Steve Madden Creative Director, presents during a Marketing All-Hands Meeting

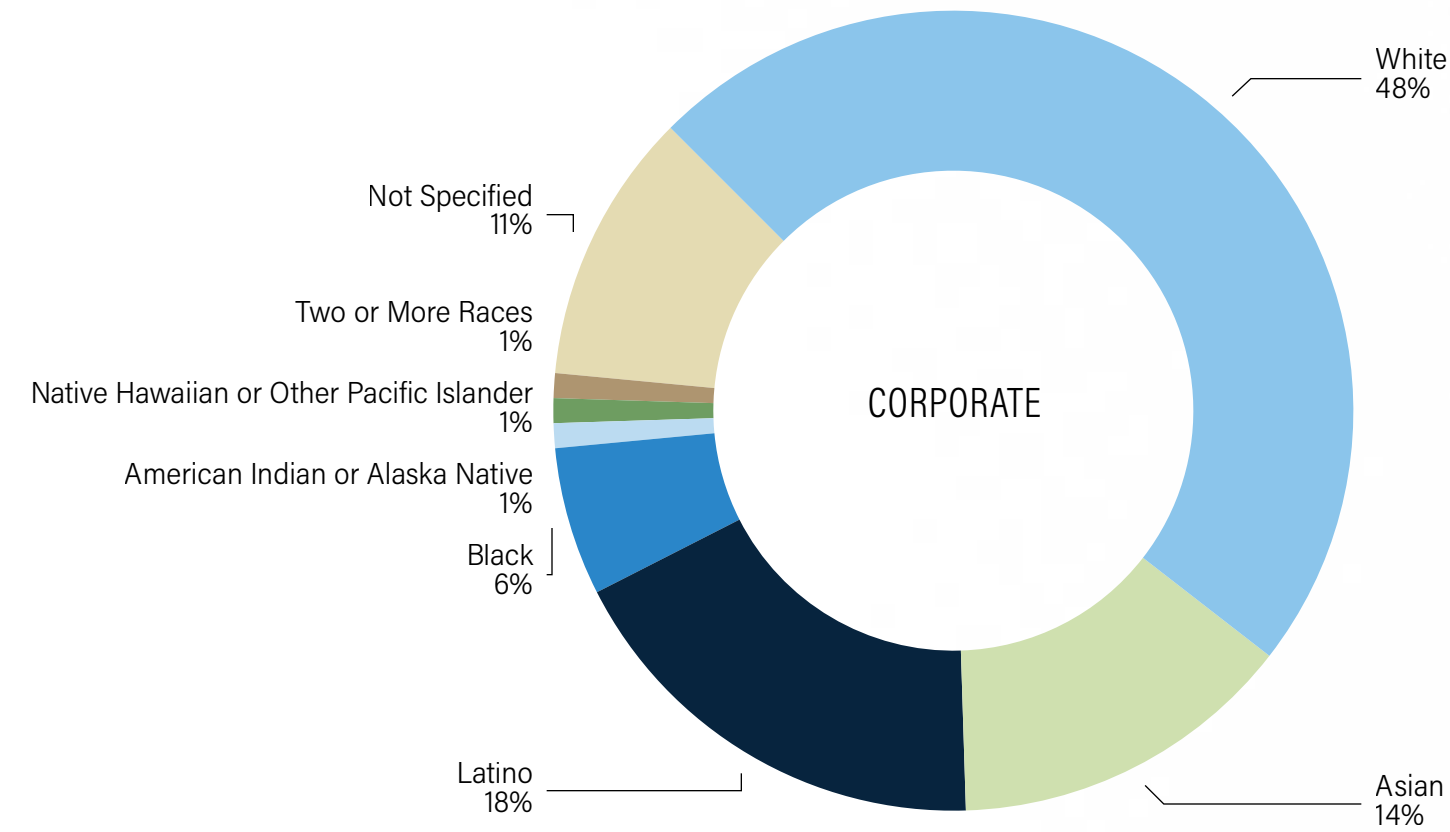
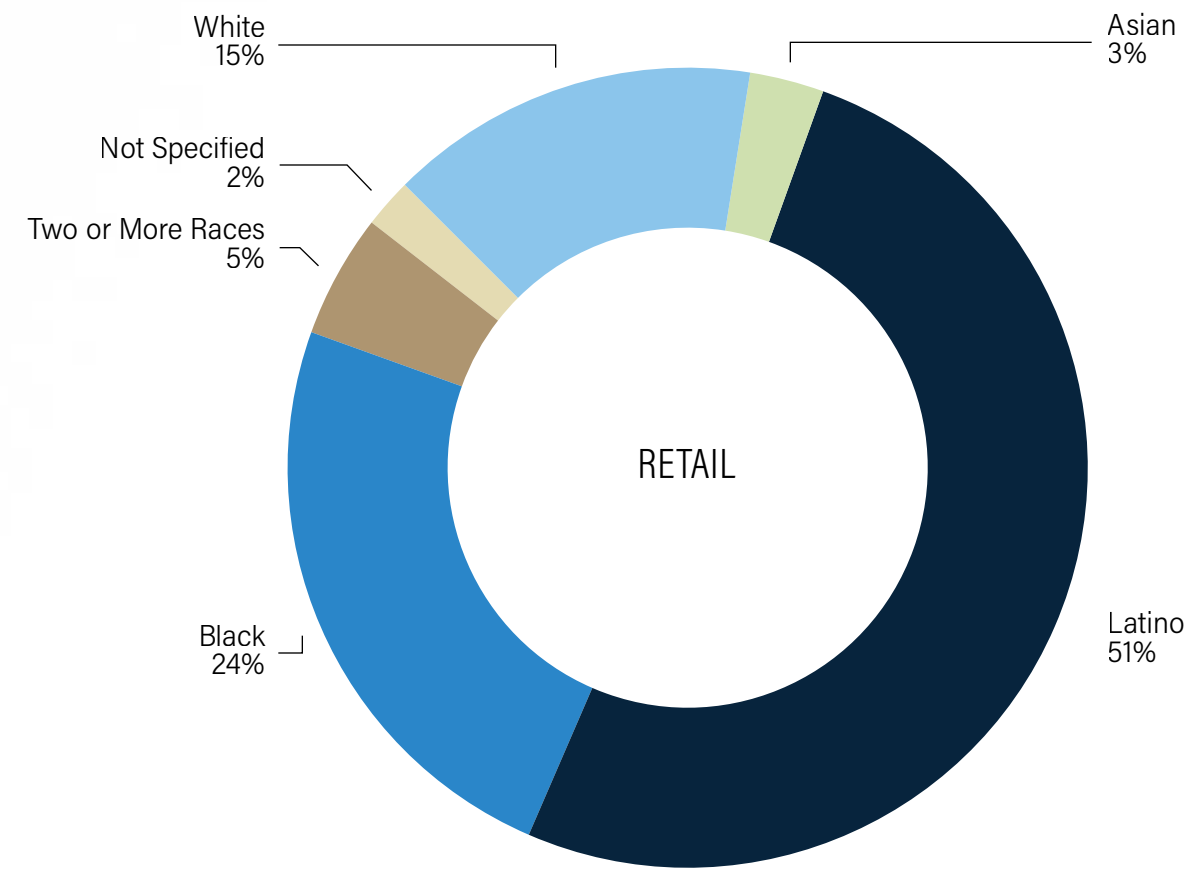
U.S. WORKFORCE: BREAKDOWN BY GENDER*



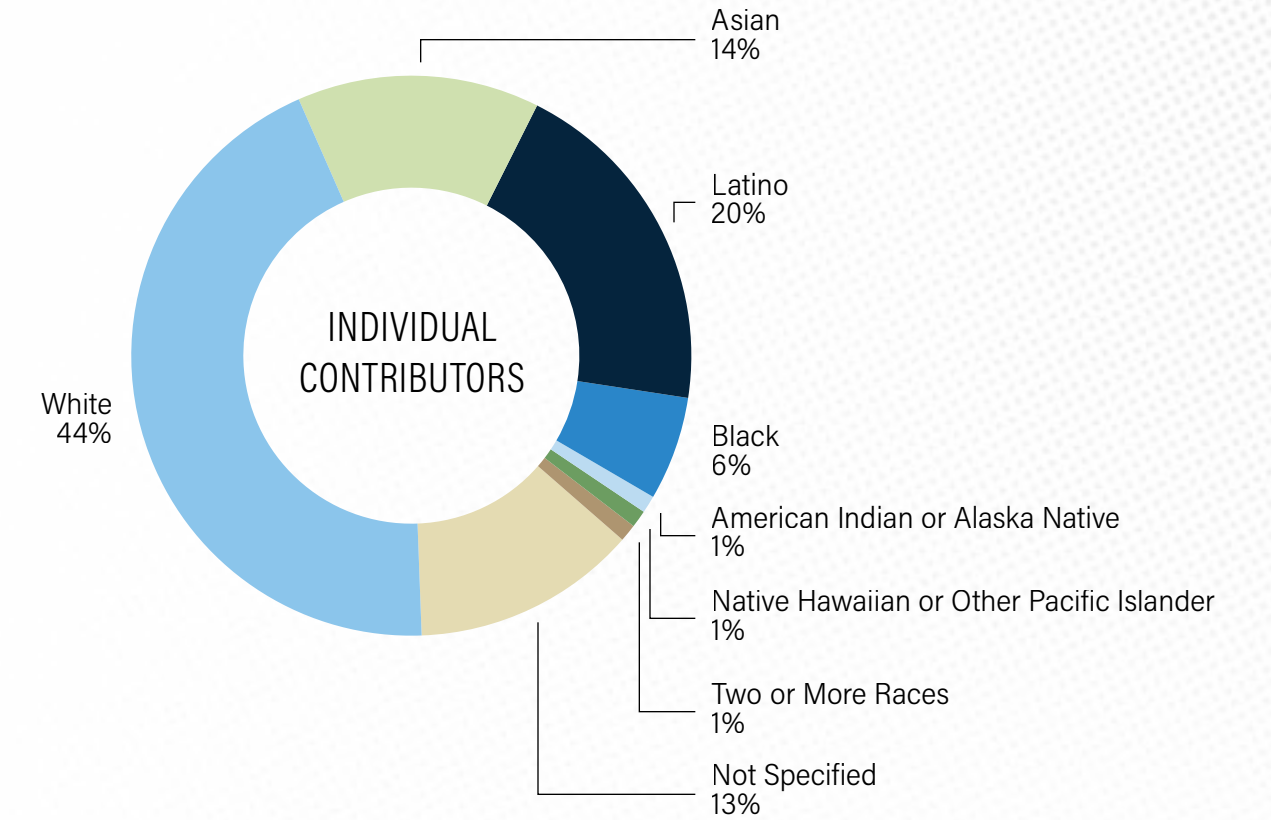
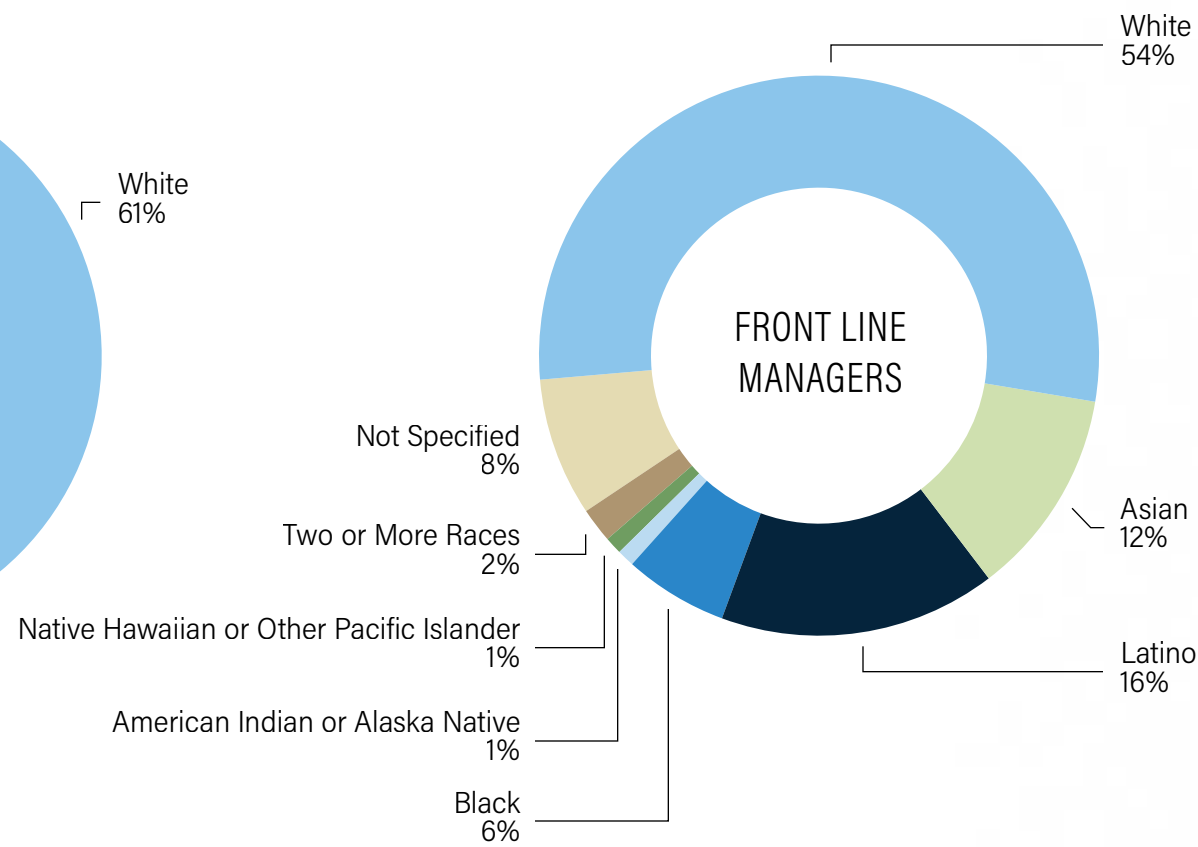
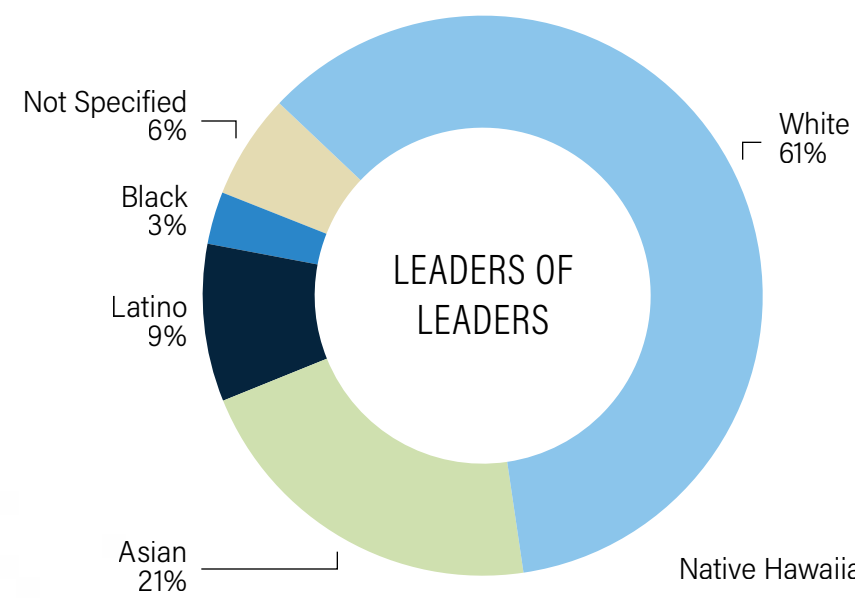
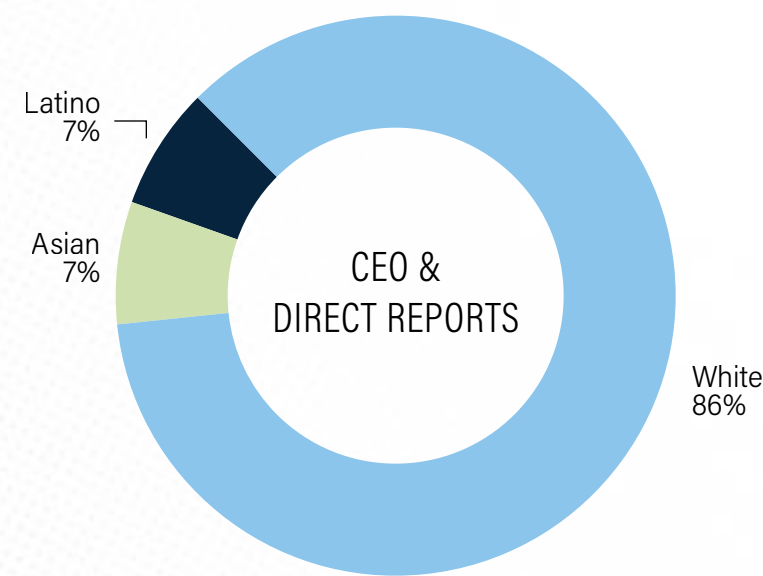
* Data as of December 31, 2023

** Category definitions: "CEO & Direct Reports"- The CEO and direct reports to the CEO; "Leader of Leaders"- Managers that have direct and indirect reports; "Front Line Managers"- Managers with direct reports but no indirect reports; "Individual Contributors"- Individuals that do not have direct reports

U.S. WORKFORCE: BREAKDOWN BY ETHNICITY/RACE*



35% of leadership positions (CEO & Direct Reports, Leader of Leaders, and Front Line Managers) across our U.S. workforce were held by BIPOC employees



*Data as of December 31, 2023

EMPLOYEE RESOURCE GROUPS

ERGs are voluntary groups of employees who influence internal programming and external messaging, hold affinity spaces for community support, and encourage the professional development of their members. These groups provide kinship for employees with shared interests and identities, and reinforce the Company's DEI goals.

Our current ERGs include SM Pride (for LGBTQ+ employees), Black Sole (for Black employees), and De La Sole (for Hispanic and Latino employees). In 2023, the work of our ERGs focused on celebrating cultural diversity, giving back to our local communities, and supporting employee wellness.



SM Pride

In 2023, SM Pride hosted its third annual Pride Month mixer, bringing together Steve Madden's LGBTQ+ community and allies. Welcoming over on average 200 employees from our New York corporate offices, our ERG mixers go beyond mere celebration. We prioritize connecting with organizations making a difference in our communities. That's why we invited two of our non-profit partners, The Trevor Project and Callen-Lorde Community Health Center, to our 2023 Pride mixer. Both organizations have provided much needed mental and physical health services to LGBTQ+ community members for decades. The Trevor Project is the country's leading suicide prevention and crisis intervention organization for LGBTQ+ youth. Callen-Lorde has provided high quality health care and related services to New York's LGBTQ+ community since its founding in 1983.

Our commitment to the LGBTQ+ community is year-round. In the fall, the SM Pride leadership team toured Callen-Lorde's Brooklyn facility to learn more about the important work they do for the LGBTQ+ community. To further support, SM Pride members assembled over 1,000 personal care kits for Callen-Lorde patients. SM Pride members also attended the 2023 Callen-Lorde Community Health Awards, which raised over \$800,000 for health care access for the LGBTQ+ community. Steve Madden is proud to have contributed \$10,000 as a sponsor of the fundraiser.



Left: SM Pride members prepare care kits for Callen-Lorde Community Health Center;
 Right: A selection of images from the 2023 Pride Month Mixer

Black Sole

Throughout 2023, Black Sole organized initiatives celebrating Black culture and history. Kicking off the year, Black Sole celebrated Black History Month by hosting a mixer for Steve Madden employees featuring food, beverages, and live music, all provided by Black-owned Harlem business leaders. Black Sole also prepared and sent gift baskets to all Steve Madden retail store associates nationwide, including chocolates from Harlem Chocolate Factory, an artisan chocolate company that uses chocolate to convey the various cultural experiences of Harlem.

To celebrate Juneteenth and educate employees, Black Sole shared information about the national holiday and hosted a lunch featuring Jamrock Jerk and Pipcorn, both of which are Black and minority-owned companies.



De La Sole

Through its initiatives, De La Sole aims to inspire joy and belonging through Hispanic culture. In August 2023, De La Sole provided complimentary helado de coco for employees at select New York City office locations. This sweet treat was made with love by Delicioso Coco Helado, a Hispanic-owned business that has been a staple in the Bronx for over four decades.



In October, the group organized a mixer celebrating Hispanic Heritage Month, featuring food, beverages, and music from a variety of Hispanic cultures and traditions. We invited the CEO of Borinquen Health Center to attend the event and share how our corporate donation bolsters the organization's exceptional bilingual health and human services for East Harlem.



Left: Employees celebrate Black History Month during the Company's annual mixer; Middle: Employees enjoy helado de coco provided by De La Sole; Right: Employees celebrate during the 2023 Hispanic Heritage Month Mixer

2025 TARGET

Invest \$500,000 in local, national, and global programs that are making the fashion industry more inclusive and equitable.

In 2023, Steve Madden met its goal of investing \$500,000 in local, national, and global programs that are making the fashion industry inclusive and equitable. This brings our total to nearly \$900K invested since 2021. Our contributions this year built upon our existing partnerships with non-profit organizations and supported industry-wide initiatives that are fostering diversity in the fashion industry.

Local Partner Spotlight: GirlzTalk

GirlzTalk is an annual empowerment and enrichment program for girls from diverse backgrounds. The program is provided by the Cedarmore Corporation, a non-profit organization whose mission is to “improve the educational, social, and emotional development of youth representing the diverse population of families from the New York metropolitan area.” Steve Madden was a presenting sponsor of GirlzTalk in 2023. Over 300 middle and high school girls attended the event and participated in sessions on setting and achieving goals, personal finance, mental health, and more.

In addition to providing makeup kits and accessories for the students, Steve Madden provided two representatives of the Company who spoke with the students in a panel discussion focused on career development.

National Partner Spotlight: Howard University

Building upon a two-year relationship with Howard University, a top-ranked historically Black university, Steve Madden offered an exclusive co-curricular program during the fall 2023 semester for students interested in fashion retail entrepreneurship and careers. Within Howard’s newly established PNC National Center for Entrepreneurship and in close partnership with Black Retail Action Group, the Steve Madden Retail Entrepreneurship Boot Camp and Pop-up Shop Program provided a select group of Juniors and Seniors with hands-on experience in building and operating a retail business.



Right: Cassiel Davis, Steve Madden Accessories Designer, addresses middle and high school students on a panel during the 2023 GirlzTalk event

National Partner Spotlight: Howard University (Cont'd)

Of 40 outstanding students who applied, 20 were selected and participated in a four-day boot camp. During the boot camp, the students engaged with Steve Madden leaders through sessions that covered these essential topics:

- Key Factors for Successful Retail Entrepreneurship
- Merchandising to Engage Customers and Move Product
- Marketing, Social Media, and Influencer Engagement
- Building Strong Retail Teams

The students applied what they learned by working together, with support from dedicated coaches from Steve Madden, to create two distinct pop-up shop concepts interpreting key fall trends. As our teams provided the students with invaluable opportunities to learn and grow, we were inspired by the students' contributions, innovation, and commitment to excellence. The program culminated with live activations of the student-created and curated pop-up shops at the School of Business on October 12, 2023. The Howard community came out in a big way to experience the concepts, engage with Steve Madden leaders, and receive gifts and special offers. Following the program, Steve Madden donated all pop-up shop materials to the PNC National Center for Entrepreneurship to create retail environments at future events.

// PARTICIPATING IN THE STEVE MADDEN RETAIL BOOT CAMP WAS AN INCREDIBLE EXPERIENCE THAT DEEPENED MY UNDERSTANDING OF THE RETAIL FASHION INDUSTRY. //

- MORGAN DAVIS
 Howard University Class of 2025

Throughout the program, we connected with over 500 students interested in career opportunities at Steve Madden. Already those connections paid off, with one of those Howard students joining Steve Madden's 2023 internship class upon the conclusion of the program. As we progress towards our target, we remain committed to expanding our network of partnerships by collaborating with other Historically Black Colleges and Universities and Hispanic-Serving Institutions across the U.S.



Right: A collection of images from the Steve Madden Retail Entrepreneurship Boot Camp and Pop-Up Shop Program hosted at Howard University

International Partner Spotlight: CARE

Steve Madden pledged \$100,000 to CARE to support the organization's *Made by Women* programs in Phnom Penh municipality and Kandal and Kampong Speu provinces, Cambodia. CARE works around the globe to fight poverty and social injustice, with a specific focus on the empowerment of women and girls. CARE has been working with Cambodians since 1973, providing relief and development assistance within Cambodia and subsequently to Cambodian refugees on the Thai border. Today, CARE's work in Cambodia is structured around long-term programs which focus on achieving significant and lasting change for socially marginalized women who have migrated to urban areas, women and girls from ethnic minorities, and rural women who are denied multiple rights.



Left: Women garment workers participate in a training seminar through CARE's *Made by Women* program

Steve Madden's funding supports the training and engagement of women garment workers while also strengthening systems, improving capacities, and most importantly, creating a sustainable culture of well-being among the participating factories. The program began on July 1, 2023, and will conclude in 2025. As of December 2023, 6,340 factory workers (3,545 women and 2,795 men) participated directly in the project, with an additional 25,000 benefiting indirectly.

More Non-Profit Partners

In 2023, Steve Madden partnered with various organizations to cultivate a diverse and inclusive workforce that will help shape the future of the fashion industry.

- **FDRA Black Footwear Forum (BFF):** BFF seeks to "enhance access, education, and awareness to increase opportunities for Black professionals to influence, lead, and impact the global footwear industry and consumer culture." Steve Madden sponsored BFF's annual national event, BFF Homecoming, in 2023. At BFF Homecoming, attendees participated in dynamic conversations with footwear brand representatives and creatives. Members of our Black Sole ERG attended, and DEI Lead April Dinwoodie spoke on a panel entitled *The State of Self-Care*.

- **Two Ten Footwear Foundation:** Two Ten Foundation "lifts lives in the U.S. footwear community" by providing: emergency relief and employee assistance services; education, upskilling and professional development; community building; and diversity and belonging initiatives. Steve Madden donated \$75,000 in 2023 to support the work of the foundation.
- **Fashion Scholarship Fund (FSF):** The FSF is the foremost fashion-oriented education and workforce development non-profit in the U.S. The FSF works directly with the country's most talented young students from diverse backgrounds and awards over \$1.4 million each year in scholarships to help these students succeed in all sectors of the industry including design, merchandising, marketing analytics, and business strategy. In 2023, Steve Madden contributed \$20,000 to the FSF to fund scholarships for two scholars.

2025 TARGET

Engage all U.S. corporate associates in professional development programs.

Continuously investing in the growth and development of our team is essential for ensuring the success of our company. By carefully assessing employee needs through surveys, program participation rates, and feedback, we develop a variety of learning and development programs that empower our employees to enhance their skills, drive innovation, and contribute to our collective goals. In 2023, 29% of full-time corporate associates in the U.S. participated in at least one company-sponsored professional development program.

Tuition and Continuing Education Reimbursement

Tuition and continuing education reimbursement is available to all full-time corporate employees following their first six months of employment. The Company reimburses up to \$2,500 per calendar year for qualifying employees who complete continuing education coursework related to their position. Steve Madden also reimburses up to \$5,000 in tuition expenses for employees who pursue a degree through the University of Arizona Global Campus.

The Steve Madden Leadership Development Program

Starting in 2023, managers at Steve Madden engaged in a new four-week program aimed at developing core management skills. During four live virtual classes facilitated by world-class leadership coaches, managers learned how to build high trust relationships, give feedback that lands, and lead highly effective one-on-one meetings with their team members. 215 managers participated in this program, and the classes were rated 4.8/5.0 on average.

Tune in Tuesday

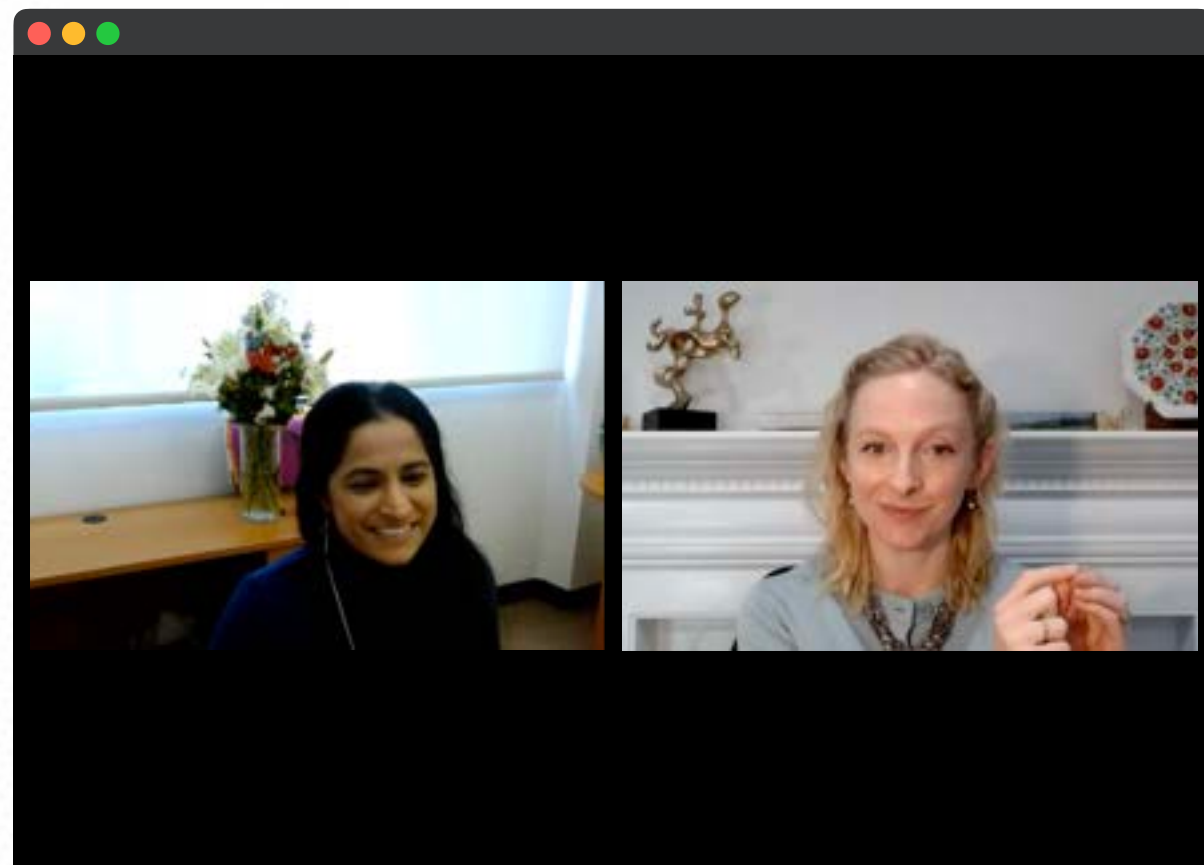
Every week, we send "Tune in Tuesday" emails to our corporate and retail workforce in the U.S. These emails promote internal job opportunities, creating pathways for growth, development, and career advancement.



Right: Steve Madden employees meet at our global headquarters in Queens, New York

SM Learning Sessions

In 2023, we expanded upon the success of SM Learning Sessions, a regular series of live virtual keynotes and panel discussions originally launched in 2021. Led by internal and external facilitators, these sessions aim to spark conversations and build new knowledge and capacities across our workforce. We know that our employees are our greatest resource, and our goal for this learning program is to educate our employees on a variety of business-relevant topics and foster a culture of growth and innovation at Steve Madden. This year's session topics were selected with a focus on improving communication and collaboration at Steve Madden, which was revealed as a focus area through the 2022 Employee Engagement Survey. SM Learning Sessions included:



Left: Hanah Sanasie, Steve Madden Corporate Controller, hosting an SM Learning Session about "Planning for Success in a Dynamic World", led by leadership coach Maura Lightfoot

- **Meetings Mastery:** Master facilitation skills to make meetings purpose-driven, energizing, and efficient.
- **Identify the Right Conflict Style:** Learn practical conflict management tools to diagnose any conflict and choose an appropriate response style.
- **Personalize Motivation to Your Team:** Discover different motivation tactics and how to vary them for individual team members.
- **Overcome Resistance to Change:** Assess how you respond to others' resistance and gain tools to lead through uncertainty.
- **Prioritize the Right Work:** Practice using a tool to strategically prioritize tasks on your team based on key objectives.
- **Planning for Success in a Dynamic World:** Learn an adaptive action cycle to navigate change and feel empowered to progress towards goals.
- **Utilize Your Strengths:** Identify, utilize, and grow your strengths for enhanced day-to-day work performance.
- **Ramp Up New Hires:** Learn how to onboard new hires with a focus on impactful work, career pathing, autonomy, and recognition.
- **Lunch & Learn with the Trevor Project:** Learn about the Trevor Project's urgent mission to provide crisis intervention and suicide prevention services to LGBTQ+ youth.

Advancing DEI Efforts Through Professional Development and Leadership

In September 2023, members of the Company's DEI Council participated in a six-week professional development course to enhance their skills and abilities. Guided by professional facilitators from a third-party corporate training partner, 25 participants explored ideas and frameworks to manage bias in the workplace, address microaggressions on their teams, act as an ally to colleagues from diverse backgrounds, and create a culture of belonging at Steve Madden. The pilot created deeper bonds between members of the DEI Council and enhanced their skills to act as leaders of an inclusive workplace culture.

EMPLOYEE ENGAGEMENT

At Steve Madden, we strive to build a culture where our employees can be honest and transparent about their experiences. We are never complacent with the status quo, so for the fourth consecutive year, we fielded direct feedback from our employees so that we can continue to improve and grow.

In 2023, we used our annual Employee Engagement Survey, a survey designed by a team of organizational psychologists, to evaluate employee enthusiasm for and connection to our company. It revealed a 6% decrease in the overall Employee Engagement score, from 75% in 2022 to 69% in 2023. Continuing our commitment to transparency, our Vice President of Human Resources (HR) reported the results of the survey to our global workforce.

While we certainly place a focus on areas where we can improve, it is also important to understand what employees think we are doing well:

- Employees say they can be their authentic selves at work.
- Employees understand what they need to do to be successful and how their work contributes to the goals of Steve Madden.
- Employees feel like they are part of a team.

We also identified priority areas of improvement for 2024 and beyond:

- Strengthening communication with employees about compensation decision processes and career paths.
- Supporting norms that encourage open and honest communication.
- Connecting employees' day-to-day work to a motivating vision/purpose.

As a company that strives to cultivate a positive workplace culture that emphasizes work-life balance, community, and belonging, we have much to do in 2024. We aim to demonstrate our dedication to hearing from our employees and addressing their concerns and suggestions for improvement, just as we have in years past.

Right: Steve Madden employees at the Company's annual Summer BBQ



STEVE MADDEN GUIDING PRINCIPLES

The Steve Madden culture is built upon guiding principles that focus on the “what” and “how” of our work. These guiding principles do not come from a handbook or business school class – they were inspired by our founder’s personal business principles and have been honed by our company’s best leaders over the last 30 years.

First things first.

Take care of the fundamentals before anything else.

It starts with trust.

Great teams are built upon trust. We build trust through honesty, care for the greater good, and follow-through.

Don’t coast.

Celebrate success, but don’t rest on your laurels. Hustle and grind are what set us apart.

Think big and small.

Have your eyes on the big picture while obsessing over the details.

The customer is our muse.

Study our customers, connect with them directly, and always be open to inspiration.

Place team ownership over personal ego.

The company wins when the team has ownership. Don’t let your ego control you.

Everyone can be creative.

Creativity is about more than making art. It’s about seeing around corners, working within limitations, and being original.

Progress, not perfection.

Act upon good ideas quickly and always be ready to reiterate.



EMPLOYEE HEALTH + WELLNESS

At Steve Madden, we are committed to continuously evaluating and enhancing our employee health benefits to attract and retain top talent. In 2023, we provided comprehensive health and wellness programs to support our employees' physical and mental well-being.



Health Benefits

Steve Madden's comprehensive benefits package includes medical, dental, and vision insurance, discounts and partial reimbursements for gym memberships, as well as a confidential 24/7 Employee Assistance Program, which offers confidential personalized counseling for work and life issues.

Annual Health Fair

In 2023, we hosted our Annual Health Fair where we offered personalized on-site consultations from our health benefits providers along with a breadth of resources promoting employee wellness.

Wellness Wednesdays

Building off the success of last year's launch, we continued Wellness Wednesdays across our New York City office locations and expanded the program to our office in Seattle. Wellness Wednesdays are one-day events that rotate monthly between our office locations. The events place a year-round emphasis on health and wellness, offering employees healthy snacks, chair massages, and live meditation sessions. Over 420 employees attended Wellness Wednesdays in 2023.



Two Ten Relief Grants

As a part of our partnership with Two Ten Footwear Foundation, eligible employees and their immediate family members can access short-term emergency financial assistance when facing difficult times. This assistance covers expenses such as utility bills, rent, mortgage payments, car repairs or payments, funeral expenses, and emergency assistance for food, temporary housing, and clothing.

Left: Steve Madden employees grab healthy snacks on Wellness Wednesday; Right: Steve Madden employees participate in a guided meditation on Wellness Wednesday

CIVIC AND COMMUNITY ENGAGEMENT

Giving back has been part of the Steve Madden culture from the beginning. We believe in being active, generous contributors to our local communities. To reinforce this shared value, we give U.S. corporate employees one paid workday off to volunteer each year. By uniting our employees through volunteerism, we reinforce the spirit of collaboration and generosity that makes Steve Madden a great place to work.

In 2023, over 500 Steve Madden employees participated in group volunteering initiatives to support programs that enrich and strengthen our local communities.

Making Strides Against Breast Cancer

Since Steve Madden was founded in 1990, our employees have participated in American Cancer Society's Making Strides Against Breast Cancer Walk. We proudly continued this tradition in 2023, recruiting 456 individuals, including employees and their friends and family, to join "Team Steve Madden" at the annual walk in New York's Central Park. With our employees, we raised over \$128,000 for American Cancer Society, supporting the organization's mission to improve the lives of people with cancer and their families.



// HAVING SUPPORT FROM THE COMPANY DURING MY BREAST CANCER JOURNEY HELPED ME BE A MORE SUCCESSFUL SURVIVOR AND THRIVE. //

- **VIKKI LUJANO**
 Vice President of Sales and Planning, Dolce Vita

Care Kits for Callen-Lorde

Throughout 2023, over 60 Steve Madden employees volunteered to assemble over 1,000 personal care kits for Callen-Lorde patients. Callen-Lorde Community Health Center has provided high quality health care and related services to New York's LGBTQ+ community since its founding in 1983.

Earth Month Neighborhood Clean Up

In honor of Earth Month, Steve Madden employees volunteered to clean up local parks and sidewalks surrounding our headquarters in Long Island City, New York. The cleanup provided an opportunity for our employees to connect with the neighborhood and act as responsible stewards of the local environment.



Middle and Right: Steve Madden employees participate in the 2023 American Cancer Society Making Strides Against Breast Cancer Walk in Central Park

2025 TARGET

Continue to map our top-level supply chain factories and share our findings.

In our commitment to sustainability, supply chain mapping serves as our guiding light to prioritize greater transparency, accountability, and responsible sourcing compliance practices. At the heart of this effort lies our dedication to fostering fair and inclusive supply chains, where visibility and compliance intersect to create a more equitable future for all stakeholders.

Championing Transparency in the Supply Chain

In 2023, The Steve Madden Visibility and Compliance Program focused on enhancing supply chain mapping, restructuring the Company's social compliance process, adopting risk intelligence tools, and increasing supplier engagement.

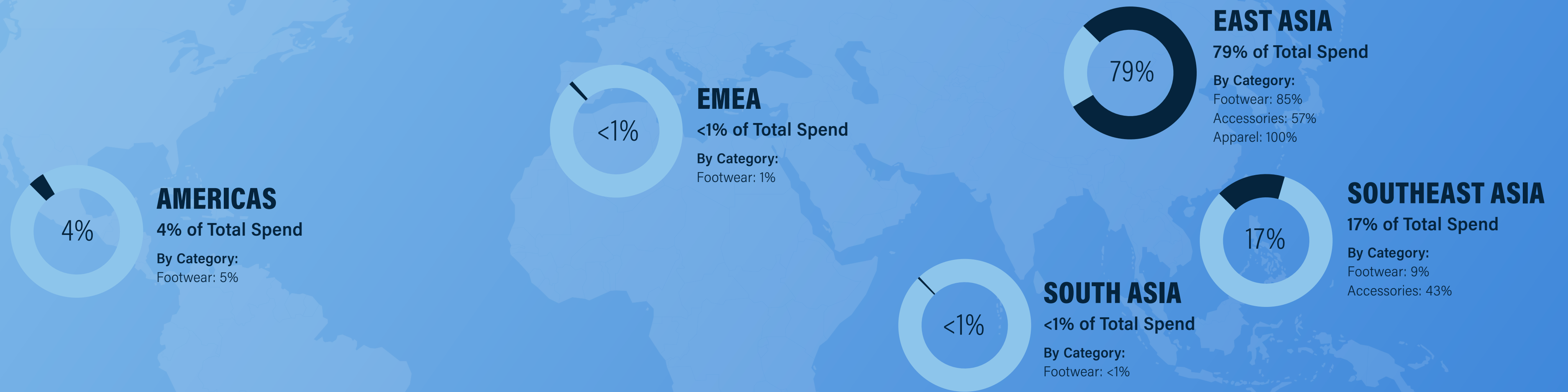
Supply chain mapping provides a framework for understanding our supplier ecosystem, allowing us to identify potential risks, optimize processes, and ensure greater transparency. A comprehensive effort, this annual exercise unveils our intricate supplier network, enabling us to cultivate resilient partnerships that reinforce our Supplier Code of Conduct.

STEVE MADDEN SUPPLY CHAIN TIER DEFINITIONS

Tier	Definition
Tier-1	Direct suppliers including agents and factories that prepare the finished product
Tier-2	Suppliers that produce the materials and components used in Tier-1 facilities
Tier-3	Facilities that process raw materials into fibers, polymers, resins, etc. through steps such as spinning, dyeing, tanning, and weaving
Tier-4	Suppliers that provide raw materials such as cotton and livestock farms
Tier-5	Nature: land, animals, forests, etc.

STRATEGIC SUPPLIERS

Tier-1, Level-1 Strategic Suppliers by Region



2025 TARGET

Expand compliance training across Tier-1 strategic suppliers, which account for 80% of our purchases.

Through a meticulous annual mapping exercise, we have established clear channels of communication and responsibility with our Tier-1 suppliers. Understanding where, how, and under what conditions our products are manufactured is central to our commitment to nurturing compliance training initiatives across our strategic supplier base. Building upon this foundation, we have crafted a robust framework for expanding compliance training initiatives for our supplier partners. In 2023, our compliance team in Asia expanded its support for ongoing training activities across 50 factories, marking a 11.1% increase compared to 2022. This initiative underscores our dedication to ongoing enhancement of standards within our supply chain.

FACTORIES ENGAGED IN COMPLIANCE TRAINING



Moreover, recognizing the critical importance of awareness and prevention, we also facilitated forced labor awareness training for 25 key corporate employees engaged in our sourcing and production functions. This targeted training plays a crucial role in enhancing collaborative partnerships and promoting more responsible practices throughout our upstream network. Ongoing training initiatives serve as crucial capacity-building tools, equipping both factory personnel and corporate teams with the necessary knowledge and skills to effectively maintain compliance standards. By investing in continuous learning, we aim to cultivate a culture of accountability, empower our workforce, and promote steady improvements across our operations and supply chain.

Looking ahead, as we anticipate the evolving landscape of compliance challenges, we are proactively fortifying our partnerships with suppliers through enhanced communication channels and shared responsibility frameworks. By harnessing the power of collaboration and continuous improvement, we are paving the way for a more sustainable supply chain where compliance is not just a mandate but a cornerstone of our shared success.



Right: A worker at a Dolce Vita production factory assembles footwear uppers

Supply Chain Social Responsibility

We are committed to respecting human rights in accordance with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations' Guiding Principles on Business and Human Rights. Our Supplier Code of Conduct and Responsible Sourcing Compliance Requirements provides suppliers with guidelines for measuring social compliance performance and supporting factories in implementing continuous improvement measures.

In 2023, we updated the scope of this program by implementing technology solutions to find pathways to reduce audit fatigue, enhance our risk intelligence, and resource data-driven supplier engagement towards a future-ready supply chain.

By refining our methodology, we have been able to proactively identify compliance gaps and facilitate ongoing dialogue, foster a culture of accountability among our suppliers, and find ways to support and encourage robust corrective actions in line with our continuous improvement model. Through these efforts, we ensure that our supply chain operates in a manner that upholds the rights and dignity of all individuals involved in the creation of our products.

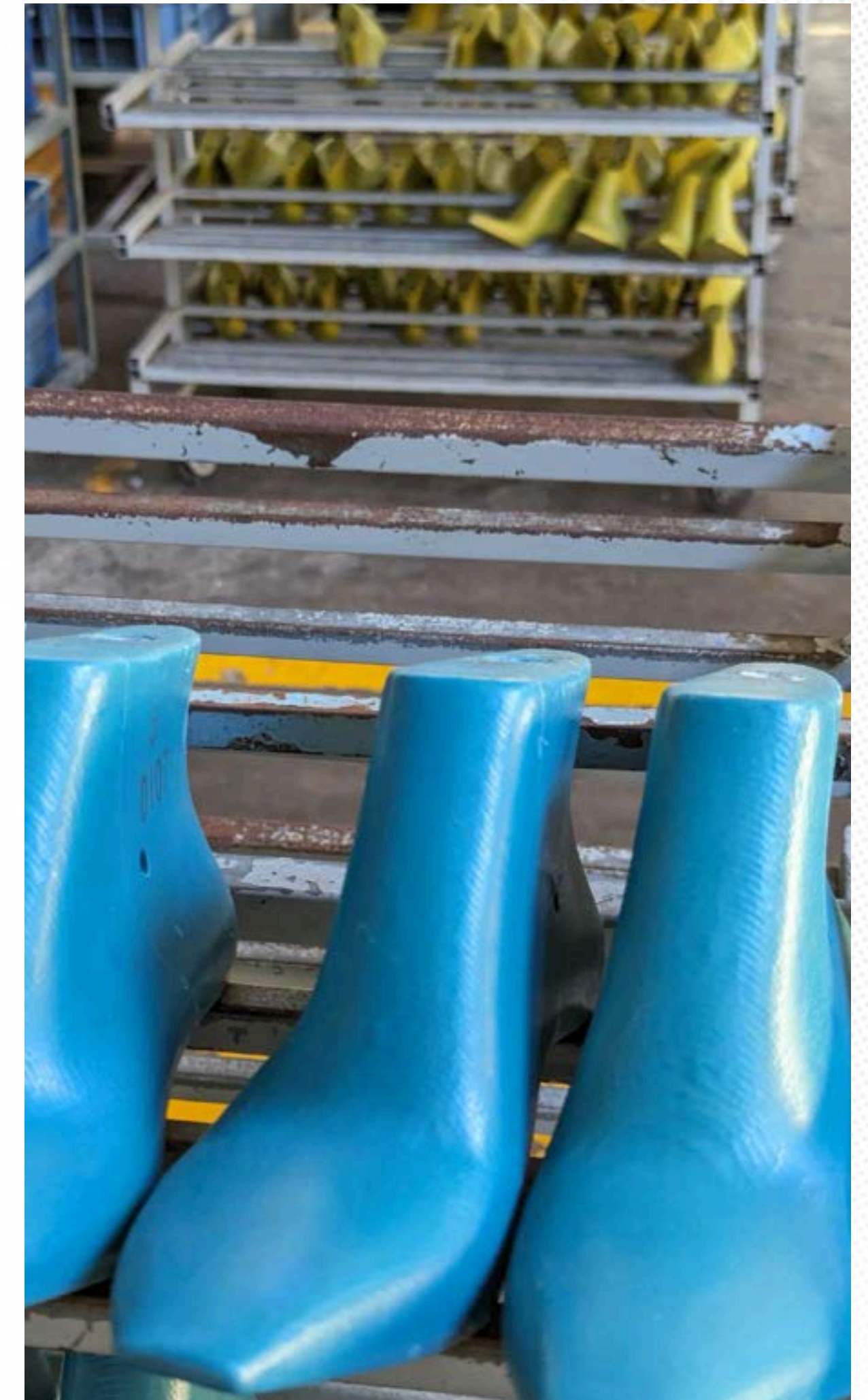
In 2023, we evaluated 94 factory assessments, revealing that 26% achieved the highest rating by meeting all established compliance thresholds in our supplier code of conduct.

Factories receiving this rating are expected to sustain their current performance and exceed baseline compliance over time. This achievement aligns with our commitment to fostering sustainable improvements in working conditions, labor practices, and responsible sourcing compliance.

94 FACTORY ASSESSMENTS EVALUATED IN 2023

Approximately 70% of audited factories received what we consider an average rating, meaning that while many factories are generally compliant, there were findings that need to be addressed to ensure full compliance and improve overall performance. Finally, 4% of audited factories received a rating that require more of our time and resources in navigating corrective action pathways via compliance training, root cause analyses, reinforced policies, enhanced support on capacity building activities, and stakeholder engagement.

The predominant identified issues were centered around health and safety, wages and benefits, and working hours. These findings underscore the importance of ongoing monitoring and proactive measures to address systemic challenges within the supply chain. Implementing a combination of measures including social compliance audits, worker-centric training programs, and fostering industry-wide partnerships are crucial steps toward establishing safer working environments across the industry.



Right: Shoe lasts stored in a Steve Madden production factory



Supply Chain Social Responsibility (Cont'd)

By addressing these findings, we aim to enhance our factory compliance, ensure the safety and rights of workers, and drive continuous improvement in our social sustainability outcomes. This proactive approach will help us support more factories into top-tier social responsibility practices and ensure long-term compliance. We are committed to contributing to these initiatives actively and will evolve further by adopting policies and procedures aimed at addressing systemic issues comprehensively.

As we navigate our new approach with integrity, we recognize we have a long way to go in shaping a more sustainable and resilient supply chain – we're doing it one audit assessment at a time.









// AN ACTIVE DIALOGUE WITH OUR SUPPLIERS HELPS US PRIORITIZE THE SAFETY, EQUITY, AND RESILIENCE OF FACTORY WORKERS AND BUILD A FUTURE-READY SUPPLY CHAIN THAT IS FAIR AND INCLUSIVE. //

- **ARCHANA**
 Senior Manager of Social Responsibility & Sustainability, Steven Madden, Ltd.

LET'S MAKE FOR ALL

Setting trends to ensure that fashionable products are accessible to people of all shapes, sizes, and abilities

2025 TARGETS

TOPIC	STEVE MADDEN TARGET	2023 PROGRESS	RELEVANT UN SDGs
Accessible & Inclusive Fashion	Offer accessible options, adaptive styles, and extended sizes across our branded portfolio.	<ul style="list-style-type: none"> Together, Steve Madden and Dolce Vita offered over 950 styles in inclusive footwear sizes Steve Madden and Dolce Vita launched wide calf boots Steve Madden Kids offered 43 adaptive styles 	 
Accessible & Inclusive Fashion	Train 100% of designers on inclusive and sustainable design principles.	Funded a focus group workshop and white paper produced by Open Style Lab (OSL), defining accessible design principles for the footwear industry	 
Inclusive Marketing	Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications.	<ul style="list-style-type: none"> Launched multiple marketing campaigns that amplified diverse creators and tastemakers, including Steve Madden x Harlem Festival of Culture (HFC), Betsey Johnson x Happy Hippie, and Dolce Vita's Stories of Pride: The Power of Us Collected and matched customer donations to 53 organizations, distributing over \$140,000 	 
Accessible Shopping Experiences	Further enhance the online and in-store shopping experience to be accessible and welcoming for all audiences and abilities.	Continued to work with a third-party partner to enhance accessibility of our e-commerce sites for people with disabilities	 

KEY ACHIEVEMENTS

- 950+ footwear styles offered in inclusive sizes, including women's sizes 13-15 and wide calf boots
- 43 adaptive styles offered by Steve Madden Kids
- \$140k+ distributed to 53 non-profit organizations through our shop-to-give campaigns

2025 TARGET

Offer accessible options, adaptive styles, and extended sizes across our branded portfolio.

As a global leader in fashion, we recognize our responsibility to meet the needs of a diverse customer base. Our mission is to craft products that embrace inclusivity, ensuring comfort and style for individuals of all sizes, body types, and abilities. Embracing inclusivity isn't just about social responsibility; it's a smart business strategy. By celebrating diversity, we tap into new markets, expand our creative horizons, and deepen our connection with communities worldwide.

Inclusive Sizing

Providing a more extensive range of size options widens the reach of our brands, improves the shopping experience, and shows our dedication to the comfort of our customers. By providing footwear options in extended sizes (including women's sizes 13-15), wide widths, and wide calf boots, Steve Madden aims to prove to our customers that inclusivity and customer satisfaction are at the forefront of our values.

In 2023, we continued expanding our range of inclusive sizes across our owned brands. Steve Madden launched 21 styles in sizes 13 and 14 and offered four wide calf boots. Dolce Vita offered most styles up to size 13, with 926 styles in total. The brand also offered four styles up to size 15, and 14 wide calf boots throughout the year.

950+ FOOTWEAR STYLES OFFERED IN INCLUSIVE SIZES

Our work towards size inclusivity was highlighted at a wide calf focus group event held at the Dolce Vita showroom on October 11th. At the event, plus sized models and over 150 members of the community were invited to provide feedback on Dolce Vita's wide calf prototypes. The event provided an important opportunity for our team to engage with customers directly to get a sense of product sizing and fit. In 2023, Dolce Vita sold through 73% of its wide calf inventory within the first three months of the styles being live online, demonstrating a strong market demand.



Right: Steve Madden FINK boot shown in wide and regular calf sizing



Panel Discussion: Expanding Inclusivity in the Fashion Industry

At the Dumbo House in Brooklyn, Dolce Vita hosted a panel discussion entitled *Expanding Inclusivity in the Fashion Industry*. Alongside industry leaders, we discussed the state of size inclusivity in fashion and personal experiences of being plus sized in the industry. The event reached 60 individuals in person and 4.7 million through social media.

Betsey Johnson x Parade

In December 2023, Betsey Johnson collaborated with Parade to create inclusive underwear and loungewear in Betsey Johnson's signature prints. Founded upon a mission to create size and gender-inclusive underwear options, Parade was the perfect partner for Betsey Johnson, a long-time advocate for inclusivity in fashion. The collection was offered in a wide range of sizes, including styles with adjustable straps for the perfect fit.



Left gallery: Images from the *Expanding Inclusivity in the Fashion Industry* panel discussion at the Dolce Vita showroom in New York City; Right: Betsey Johnson x Parade inclusive underwear and loungewear

Adaptive Fashion

Adaptive products are designed with features that make them easier for people with disabilities to use. We began our adaptive fashion journey in April 2021, releasing our first line of adaptive shoes for Steve Madden Kids. In 2023, Steve Madden Kids introduced 43 new adaptive styles, sold on SteveMadden.com and through Amazon, Burlington, DSW, Kohl's, Macy's, Nordstrom, and Zappos.

43 ADAPTIVE STYLES OFFERED BY STEVE MADDEN KIDS

We also continued our support of the Runway of Dreams Foundation, an organization that empowers people with disabilities to have confidence and self-expression through fashion and beauty inclusion. Steve Madden sponsored the Runway of Dreams Foundation's "Fashion Revolution" runway show held on September 13th during New York Fashion Week, where our adaptive styles for kids were featured on the runway.

Expanding beyond our kids' footwear range, we continued to seek input from the community on adaptive footwear prototypes for adults. For more information on how this was done, read ahead to our collaboration with OSL.



Right: Steve Madden Kids Adaptive REZUME sneaker, featuring dual zippers and extra long pull tabs

2025 TARGET

Train 100% of designers on inclusive and sustainable design principles.

To set a strong foundation for inclusive design training in the years ahead, Steve Madden provided a \$45,000 grant to OSL to support their research focused on accessible footwear. Established in 2014, OSL is dedicated to “creating functional, wearable solutions for people of all abilities without compromising style”. Steve Madden’s grant to OSL funded a two-day focus group workshop and the creation of an industry white paper focused on accessible footwear.

Held September 2023, OSL’s focus group workshop brought together individuals with disabilities and designers with the goal of promoting dialogue, storytelling, prototype development, and innovative modifications to produce better adaptive styles. Throughout the workshop, OSL identified challenges and scrutinized the efficacy of existing solutions and products, including Steve Madden’s adaptive prototypes for adults. The workshop was instrumental in generating insights that will shape design frameworks for accessible footwear.

OSL will publish its research on accessible footwear in a comprehensively detailed industry white paper in 2024. We plan on adopting the frameworks presented in OSL’s white paper as best practice for inclusive footwear design and

training all of our designers on those best practices. Moreover, we hope the white paper will be a standard reference for the footwear industry, drawing global attention to footwear design principles that have been developed in close partnership with the disability community.

// I SHOULDN'T SETTLE FOR COMFORT OR STYLE. I SHOULD BE ABLE TO HAVE BOTH. BRANDS COULD DO THIS WITH A FEW SIMPLE BUT THOUGHTFUL ADJUSTMENTS. //

- RACHEL
 Participant in OSL's 2023 Footwear Focus Group



Right: Participants in the OSL footwear focus group share ideas to advance accessible footwear design

2025 TARGET

Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications.

Developing inclusive brand advertising and communications is vital for our company's growth and success. In doing so, we expand our reach to a broader and more diverse customer base, make deeper connections with our audience, and enhance the reputation of our brands.

In 2023, we launched product collaborations and marketing campaigns across our brand portfolio that honored and supported historically marginalized communities. The stories amplified through our channels educated and inspired millions, positioning our brands as champions of diverse tastemakers in fashion and culture.

Steve Madden x HFC

In 2023, Steve Madden collaborated with HFC to create a limited-edition capsule collection that amplified Harlem's emerging Black designers.

As part of a year-long partnership, the Steve Madden x HFC Design Challenge encouraged Harlem-based designers to submit creative concepts for a capsule collection that celebrated Harlem's rich cultural history and honored the historical significance of the 1969 Harlem Cultural Festival.

Following a rigorous application process, five designers advanced to the semi-finals and Steve Madden and HFC presented a finale event where DaQuane Cherry was announced as the winner of the challenge. Throughout the entire program, Steve Madden shared original content through its social media channels, amplifying the creatives and design entrepreneurs. The capsule collection, designed by DaQuane, was sold exclusively at local Harlem-based boutiques. DaQuane received a \$10,000 prize and a 3-month paid fellowship with Steve Madden.

The design challenge and capsule collection were featured in Ebony, Footwear News, and InStyle.

Steve Madden also contributed \$125,000 to the HFC Foundation, supporting their mission to protect and preserve the legacy of Harlem's culture, heal the community, provide opportunity, and accelerate progress. In addition to the design challenge, it was important to our company to demonstrate our commitment to Harlem through the health equity, youth development, and economic development programming that the HFC Foundation tirelessly implements. We also gifted products from the Steve Madden x HFC collection to local organizations including Sing Harlem and Take Care of Harlem.



Right: DaQuane Cherry, Steve Madden x HFC Design Challenge winner, shown in the Steve Madden x HFC denim jacket of his own design



Betsey Johnson x Happy Hippie Foundation

Betsey Johnson selected the Happy Hippie Foundation, a non-profit organization founded by Miley Cyrus, to be its official charitable giving partner for the year. Happy Hippie's mission is to rally young people to fight injustice facing homeless youth, LGBTQ+ youth and other vulnerable populations. Betsey Johnson's \$50,000 donation, combined with over \$17,000 in shop-to-give donations, supported the organization's mission throughout the year.

In June 2023, Betsey Johnson and Happy Hippie joined forces to celebrate Pride Month with an epic party in West Hollywood, California. Guests included singer-songwriter Loren Gray; "RuPaul's Drag Race" stars Gottmik, Kandy Muse, and Vanessa Vanji; Chrishell Stause of "Selling Sunset" and more. The event garnered over 130 million social impressions and 1.5 billion press impressions, shining a light on Happy Hippie's mission and Betsey Johnson's support of LGBTQ+ youth. Betsey Johnson has strived to create an inclusive community since the brand was founded in the 1970's and will continue to make our world safer for the LGBTQ+ community.

Left: (From left) Kandy Muse, Betsey Johnson, Aquaria, and DD Fuego at the Betsey Johnson x Happy Hippie Foundation Pride event in West Hollywood

Dolce Vita Celebrates Pride with The Power of Us

In celebration of Pride Month, Dolce Vita launched *Stories of Pride: The Power of Us*. The campaign celebrated LGBTQ+ young people and those who support them, because when LGBTQ+ youth see places where they can belong, it has life-saving impact.

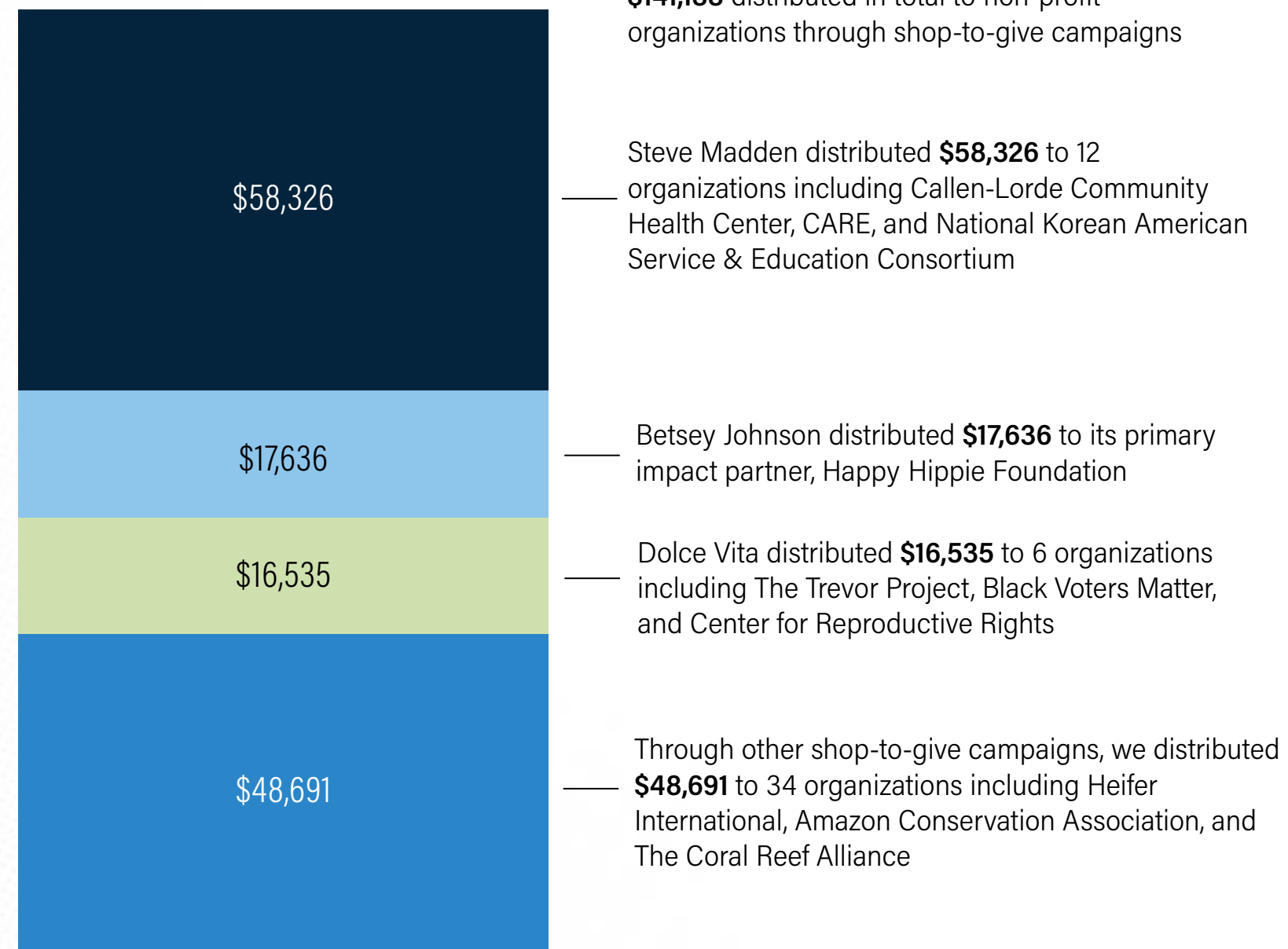
The campaign came to life through a series of discussions hosted by brand strategist Madison Nagle and Dolce Vita Director of Influencer Partnerships Nicole Reisman with LGBTQ+ creators Cyrus Vessi, Katie Austin-Sulsenti, Nicolette Mason, Ericka Hart and Sam Klegerman. The conversations served as an opportunity to explore what Pride really means and to better the world through education.

The Stories of Pride: The Power of Us campaign built upon Dolce Vita's long-standing partnership with The Trevor Project, the world's largest suicide prevention and mental health organization for LGBTQ+ young people. Dolce Vita has proudly supported The Trevor Project for four consecutive years. This year, the brand donated \$100,000 to help advance the organization's mission of creating a safer world for LGBTQ+ youth.

Shop-to-Give

In collaboration with ShoppingGives, a software company that enables retailers to integrate charitable donations into their customers' purchasing experience, we harnessed the power of our brands to raise funds and awareness for causes that resonate with our diverse customer base. Throughout 2023, we collected and matched customer donations to 53 organizations, distributing over \$140,000 in total. Below is an impact summary of our 2023 shop-to-give campaigns.

2023 SHOP-TO-GIVE DONATIONS BY BRAND



Right: Dolce Vita EMOL Pride heels, created to celebrate Pride Month and raise awareness of The Trevor Project





2025 TARGET

Further enhance the online and in-store shopping experience to be accessible and welcoming for all audiences and abilities.

As part of our ongoing commitment to ensure that both our online and in-store shopping experiences are accessible and welcoming for all audiences and abilities, we have implemented several key initiatives to enhance accessibility.

Throughout the past year, we partnered with Allyant, an accessibility solutions provider, to conduct multiple rounds of quality assurance testing for the Steve Madden, Betsey Johnson, and Dolce Vita websites. This included comprehensive site walk-throughs in August 2023, focusing on the entire core user path for each site. These sessions helped identify and address Priority 1 and Priority 2 accessibility issues.



















The feedback from these quality assurance sessions has been instrumental in guiding our efforts. We have actively applied the recommended solutions to enhance navigability and usability, making our websites more accessible to individuals with disabilities, including individuals who use assistive technologies such as screen readers, magnifiers, and voice recognition software.

Although we are proud of the accessibility efforts that we have completed and that are in progress, we at Steve Madden view accessibility as a continuous effort. Looking ahead, we remain dedicated to taking a variety of steps and devoting resources to further enhance the accessibility of our websites and stores.

LET'S CHANGE THE GAME

Transitioning to more sustainable materials and reducing the environmental impacts in our supply chain

2025 TARGETS

TOPIC	STEVE MADDEN TARGETS	2023 PROGRESS	RELEVANT UN SDGs
Climate	Set science-based targets for Scopes 1, 2, and 3, and establish an abatement strategy to reduce greenhouse gas impact.	Steve Madden's SBTs were validated by SBTi	 
Materials	50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components.	<ul style="list-style-type: none"> 68% of styles produced by Dolce Vita contained materials with recycled content Steve Madden purchased more than 940k insoles made with OrthoLite pre-consumer recycled foam Steve Madden and its affiliated brands and facilities were approved for Textile Exchange's GRS Brand Certification 	    
Materials	100% of our packaging to be made with recycled or renewable materials.	<ul style="list-style-type: none"> At least 80% recycled content in all branded shoe boxes 27 metric tons of recycled low-density polyethylene (LDPE) polybags used in 2023 	   
Water	Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.	<ul style="list-style-type: none"> Calculated our water footprint for the first time, with 2023 as our baseline year \$70k donated to support local water solutions 	    
Sustainable Supply Chains	Require suppliers to self-assess and report environmental performance.	<ul style="list-style-type: none"> 203 Tier-1 and Tier-2 facilities completed and shared their FEM self-assessments, among which 39% were verified by an approved third party 	
Sustainable Supply Chains	Train 100% of our strategic suppliers in waste reduction.	<ul style="list-style-type: none"> 24% of strategic suppliers were trained in waste management and reduction 67 factories participated in the Steve Madden Waste Management Program 	

KEY ACHIEVEMENTS

- Steve Madden's SBTs were validated by SBTi, in alignment with the 2015 Paris Agreement.
- We completed our first water-use footprint, setting a baseline for water reduction in the future.
- Steve Madden and its affiliated brands and facilities were approved for Textile Exchange's GRS Brand Certification, which sets requirements for third-party chain of custody certification of recycled content, as well as social and environmental requirements related to processing and chemical use.

2025 TARGET

Set science-based targets for Scopes 1, 2, and 3, and establish an abatement strategy to reduce greenhouse gas impact.

As we navigate the complexities of climate change, setting ambitious SBTs for emissions reductions becomes paramount in reducing our greenhouse gas (GHG) impact. By aligning our targets with climate science, we demonstrate our resolve to not only reduce our direct and indirect GHG emissions, but also drive positive change throughout our value chain by continuing to collaborate with supply chain partners on our emissions reduction journey. In this section, we outline our progress against our established SBTs to reduce emissions across Scopes 1, 2, and 3. Through collaboration and innovation, Steve Madden strives to catalyze meaningful initiatives that move us closer to a low-carbon economy.

In 2023, Steve Madden's SBTs were validated by SBTi to limit global warming in alignment with the 2015 Paris Agreement. We are committed to reducing our absolute Scope 1 and 2 emissions by 50% and absolute Scope 3 Purchased Goods and Services emissions by 30% by 2030, from a 2021 baseline.

GHG EMISSIONS SUMMARY

- **Scope 1** emissions are direct GHG emissions from sources controlled or owned by an organization. For our company, this includes fossil fuels (such as gasoline, diesel, natural gas, and propane) consumed in offices, retail stores, warehouses, owned and leased vehicles, backup generators, as well as refrigerants in our HVAC systems.
- **Scope 2** emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. This encompasses energy purchased to power our 13 offices, 255 leased full-price and outlet brick-and-mortar locations, and 13 warehouses globally.
- **Scope 3** emissions originate from activities related to assets that are not owned or controlled by our company but are part of our value chain. This category includes emissions from both upstream processes, such as the production and transportation of purchased goods and services, and downstream processes, including the use and disposal of sold products.

Scope	2021 (MT CO2e)	2022 (MT CO2e)	2023 (MT CO2e)
Scope 1 Emissions	1,016	1,224	944
Scope 2 Emissions (Market-Based)	4,726	4,987	0**
Scope 3 Emissions	541,332*	442,113	571,247
Total	547,074	448,324	572,191**

* In our previous reports, we reported a 2021 Scope 3 emissions total of 516,759, which was used as the baseline for our validated target with SBTi. At the time, we excluded some Scope 3 emissions deemed not material (less than the 5% threshold). For more accurate year-over-year comparisons, we will now include all previously excluded emissions in the 2021 Scope 3 total. This adjustment will be applied to the Scope 3 emissions totals for 2021 and all subsequent years.

**Steve Madden reduced Scope 2 emissions by 13% from our 2021 baseline to 4,092 MT CO2e, then purchased market-based Energy Attribute Certificates (EACs) to reduce Scope 2 emissions to zero.

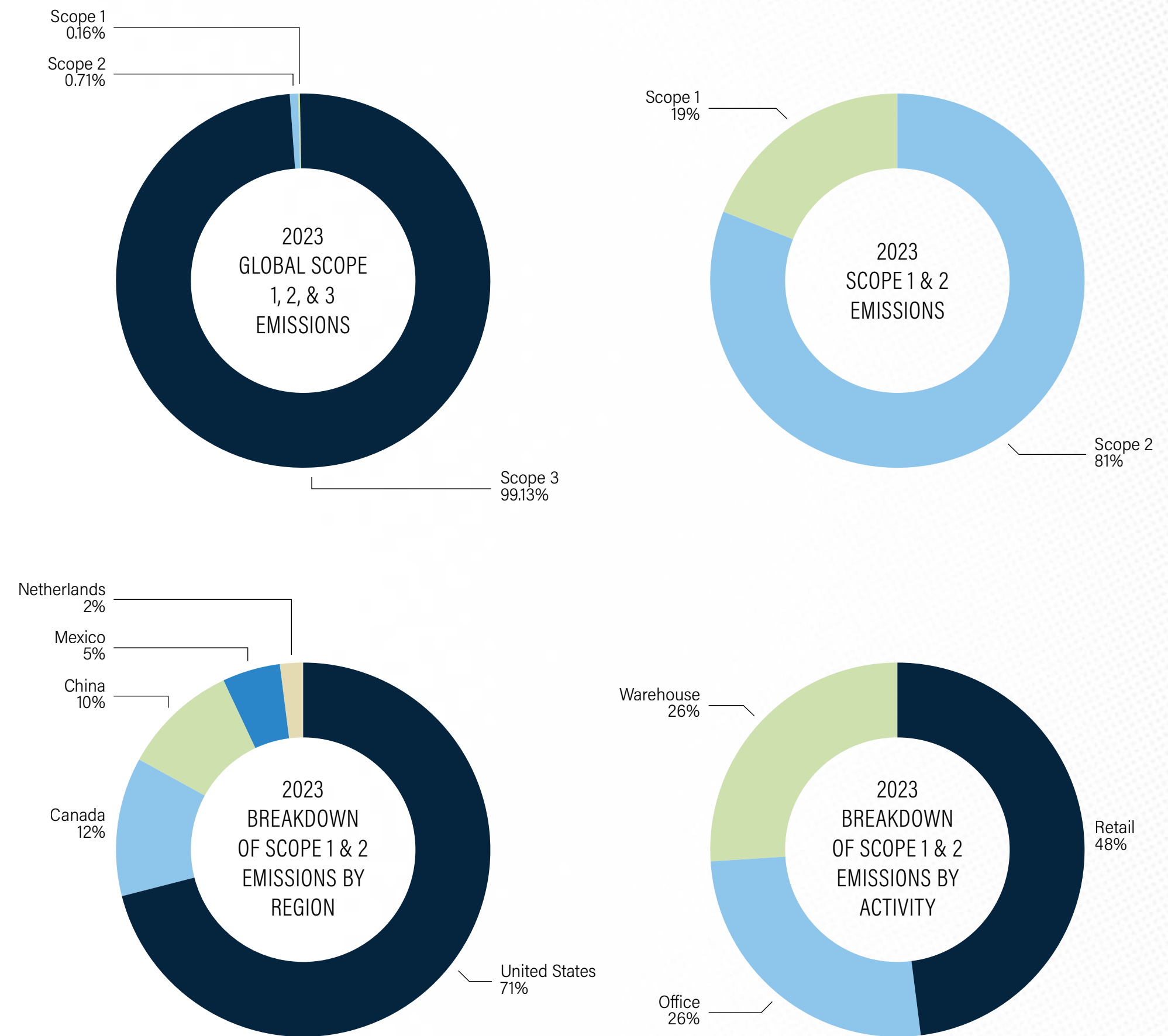
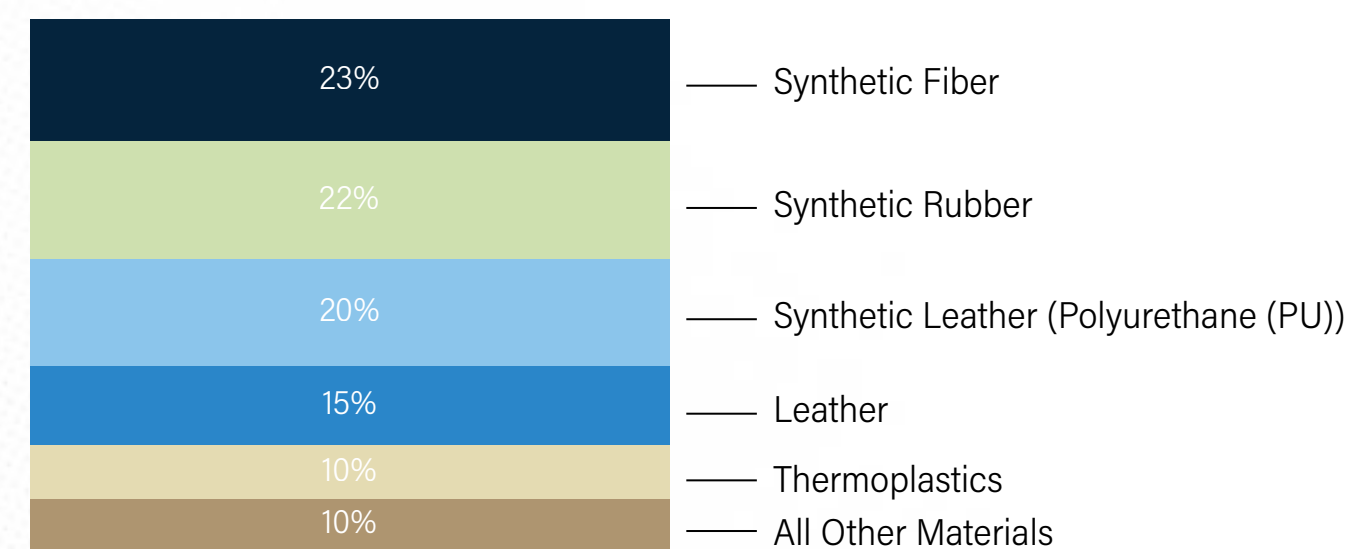
GHG Emissions Breakdown, 2023

In 2023, most of our emissions continued to originate from Scope 3, while Scope 1 and Scope 2 emissions accounted for only 0.87% of the total. Within Scope 3, emissions from Purchased Goods and Services represented the largest source, comprising 85% of the total emissions in that category.

Overall, our global emissions increased from 2022 to 2023. The increase can be partly attributed to the Company's acquisition of Almost Famous, a designer and marketer of women's apparel, which was finalized in October 2023. In 2024 and beyond, Steve Madden will continue to collaborate with supply chain partners and internal stakeholders to drive reductions in greenhouse gas emissions both within our operational control and across our value chain.

To reduce the size of the carbon footprint due to electricity consumption in its worldwide operations, Steve Madden signed an agreement with a renewable energy broker to provide verifiable Energy Attribute Certificates (EACs) to offset Scope 2 emissions for five consecutive years. In the reporting year 2023, a total of 13,995 MWh of verifiable EACs were purchased which represented projects with diverse renewable energy sources that included, but were not limited to, wind, solar, hydroelectric, and biogas.

2023 SCOPE 3 - RAW MATERIAL GHG EMISSIONS



Climate Risk & Disclosures

TCFD is a globally recognized framework providing guidance on how corporations assess and disclose climate-related risks and opportunities. By adhering to TCFD recommendations, we were able to gain a comprehensive understanding of how climate change impacts our operations, finances, and long-term strategy. In 2022, we identified and prioritized 13 climate-related risks and opportunities that impact our business practices. The analysis included acute and chronic physical risks to our owned and operated facilities, and transitional risks associated with transitioning to a low-carbon economy, considering legal, policy, market, reputation, and technology implications. We continue to integrate the findings from the analysis into all aspects of our business to make better, more informed decisions that support long-term resiliency and prosperity.

In 2023, the TCFD framework transitioned as a standalone framework into a foundational aspect of the broader International Sustainability Standards Board (ISSB) S1 and S2 standards. As we look to refresh our climate-risk analysis in subsequent years, Steve Madden will look to align with ISSB and the evolving climate and sustainability related global regulations that continue to trend towards greater transparency and accountability.

Furthermore, disclosing to CDP (formerly known as the Carbon Disclosure Project) amplifies our sustainability efforts by providing a globally recognized platform for showcasing our environmental performance and driving continuous improvement.

Carbon Offset Activities

To achieve our SBTs, we must reduce our GHG emissions. While we aggressively pursue opportunities to do so, we also support renewable energy development and reforestation projects globally. In 2023, we partnered with ClimeCo, a global provider of carbon offsets, to offset 162 metric tons of CO₂e emissions associated with shipping e-commerce orders in the U.S. We purchased carbon offsets to support two abatement projects in the U.S.: a wind farm in Chamberlain, South Dakota, and a landfill gas utilization project in New Bedford, Massachusetts.

We also continued our partnership with One Tree Planted, a non-profit organization focused on global reforestation. The Steve Madden Corporate Foundation contributed \$150,000 to One Tree Planted in 2023, which helped plant 150,000 trees.

Reforestation projects in 2023 included planting fruit and legume trees in Guatemala to help establish regenerative agroforestry systems, restoring longleaf pine forest in the Southeast U.S., and re-establishing forests in Oregon after widespread wildfires.

In Guatemala, years of slash and burn agriculture and chemical intensive monocultures left rural farming communities with depleted soil and poor biodiversity. Through our gift to One Tree Planted, we supported the organization's ongoing mission in the country to implement regenerative agroforestry systems with the planting of native fruit and legume trees, bringing back healthy soil and a productive agricultural economy. Apart from the economic benefits, social benefits include increased food security for families in these rural areas, with diversified agroforestry systems providing far greater nutrition than corn monocultures.

In the Southeast U.S., the longleaf pine tree is one of the most well adapted species to the warming climate, providing habitat for threatened species while remaining resilient to drought. Our company contributed to establishing thousands of acres of longleaf pine forest, achieving large-scale conservation.

In Oregon, we supported the re-establishment of native forests following the 2020 wildfires. This multi-year project aims to restore hundreds of thousands of acres, benefiting local communities through improved recreation and forest products.



Right: As part of a One Tree Planted project funded by the Steve Madden Corporate Foundation, a tree-planting partner plants trees in Oregon following the 2020 wildfires

2025 TARGET

50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components.

Material use is a key consideration for any fashion company. For Steve Madden in particular, responsible choices in materials drive progress toward our sustainability goals. Emissions from footwear, accessory, and packaging materials made up over 75% of all Scope 3 emissions in 2023. To meet our SBTs, we must focus on transitioning to environmentally preferred materials across the four material categories that make up 81% of our raw material emissions: synthetic leather, synthetic rubber, synthetic fiber, and animal leather.

Recycled Materials

Synthetic rubber, synthetic leather (PU), and synthetic fiber (i.e. polyester, nylon) were our top three GHG-emitting materials in 2022 and 2023. For each of these material types and for all synthetics, we've prioritized transitioning to recycled alternatives as they require less energy to produce and make use of existing fossil fuel-based materials.

Notable progress made in sourcing recycled materials included:

- 68% of styles produced by Dolce Vita contained materials with recycled content including recycled ethylene-vinyl acetate (EVA) and recycled thermoplastic rubber (TPR) outsoles, recycled leather uppers, recycled cotton and polyester linings, and recycled latex insoles.
- 13% of styles produced by Steve Madden Europe for Steve Madden Women contained GRS certified recycled materials. Learn more about GRS on the next page.
- Steve Madden produced more than 940,000 insoles with OrthoLite pre-consumer recycled foam.

**SPOTLIGHT:
ZINA 360**

Dolce Vita's ZINA 360 sneakers are a testament to the brand's commitment to sustainability. As a reimagined version of the best-selling ZINA sneaker, the ZINA 360 features key components made with recycled content. This includes a recycled leather upper, recycled post-consumer TPR outsole, recycled cotton lining, and recycled polyester laces. The development of the ZINA 360 was a collaborative effort involving Dolce Vita's production team, designers, and supplier partnerships. Together, they assessed every major component and sourced environmentally-preferred alternatives to conventional materials when possible, all while maintaining the Dolce Vita aesthetic and comfort that customers love.



Right: Dolce Vita's ZINA 360 sneaker featuring a recycled leather upper, recycled post-consumer TPR outsole, recycled cotton lining, and recycled polyester laces

SPOTLIGHT: GRS CERTIFICATION

In 2023, Steve Madden and its affiliated brands and facilities were approved for Textile Exchange's GRS Brand Certification after undergoing rigorous audit processes. A total of seven sites were audited: Steve Madden's corporate headquarters, the Europe and China based offices, and four warehouses. In preparation for the audit, internal procedures and systems were collected from key stakeholders across the enterprise including design, production, account services, logistics, accounts payable, accounts receivable, and our distribution centers. Our "Global Recycled Standard Process" guide was created from the teams' information and was an instrumental document during the audit process.

An international and voluntary standard that verifies materials used in products made from recycled raw materials, the GRS audit does more than validate whether the recycled materials find the right path in our value chain. It also sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

Based on a chain of custody system, every link in the value chain must prove that the recycled materials used in production are, in fact, recycled. To ensure that the chain of custody is unbroken, documentation that includes Scope and Transaction Certificates is issued by a third-party Certification Body to not only the material manufacturer and the brand, but to all companies in the value chain. The Transaction Certificate from the last point of production indicates the whole chain has been certified.

The primary goal of the GRS is to increase the use of recycled materials in products and reduce the harmful social, environmental, and chemical impacts of production. This objective aligns with our 2025 Materials target and its related UN SDGs. As we maintain our GRS Brand Certification and work with our suppliers to help us meet our 2025 target, brands and end-use consumers can be assured that our GRS certified products are made in compliance with strict standards and meet all requirements when labeled with the GRS logo. Our Brand Certification now provides an opportunity for all Steve Madden global locations to market GRS products with confidence.



Right: Steve Madden's POSSESSION-E sneaker, sold throughout Europe, featuring an upper and outsole made with GRS-certified recycled materials

Leather

Cow leather continued to contribute a large percentage of Steve Madden's material emissions in 2023, at 14%. In 2022, Steve Madden Europe joined LWG, a member-led non-profit organization made up of stakeholders from across the leather value chain, driving improvement across the global leather supply chain. 25% of styles produced by Steve Madden Europe across Steve Madden Women, Men, and Kids were made with leather manufactured according to some of the highest standards in the industry, according to LWG.

Launched in 2005, the group offers the LWG Leather Manufacturer Audit Protocol to assess leather manufacturers' environmental performance and related business practices. Developed by industry experts, the audits are carried out by independent third-party auditors who assess and certify best practices in leather manufacturing facilities, ensuring brands and retailers can make responsible sourcing decisions.

In 2024, Steven Madden, Ltd. joined LWG and instituted a requirement for suppliers to source leather from LWG Gold certified tanneries, the highest rating provided by LWG, or sign a statement that they comply with the same LWG tanning protocol.

Bio-Based Materials

Bio-based materials are derived from natural raw materials such as plants, marine life, and forest or agricultural waste. They often have a lower carbon footprint than petroleum-based materials and can more easily biodegrade at the end of their life cycles. By incorporating bio-based materials into our products, we can reduce our environmental impact and contribute to the development and adoption of these environmentally preferred materials into the wider industry.

Steve Madden has continued to work with Algix®, creators of BLOOM™ algae foam. BLOOM™ takes regenerative and chemical-free algal biomass and processes it into polymers such as EVA and TPR. By harvesting harmful surplus algae, BLOOM™ mitigates the effects of harmful algal blooms and returns clean water to the environment.

In 2023, the Company purchased 396 kg of BLOOM™ algae foam for shoe production – more than 100 kg than the previous year. Through our resulting designs, we successfully reduced 674 kg of CO2e and cleaned 891,800 liters of water. Dolce Vita, in particular, explored various uses of this algae foam, integrating BLOOM™ materials into 41 styles throughout the year. For example, both the KAIRI heels and ALONZO sandals featured algae foam, showcasing how bio-based materials can be used to stylishly enhance footwear for a wide range of occasions.



Right: Dolce Vita's ALONZO sandal featured BLOOM™ algae foam made with algal biomass



2025 TARGET

100% of our packaging to be made with recycled or renewable materials.

At Steve Madden, we are implementing changes to our packaging that minimize environmental impact while simultaneously upholding the highest quality standards. In 2023, we increased the amount of certified recycled content in our packaging to drive progress towards our 2025 target.

Since 2019, all shoe boxes developed for our owned brands have reflected our sustainability standards, including at least 80% recycled content, soy-based inks, no presence of plastics, and optimized design for the minimization of waste where possible. Starting in 2023, all virgin pulp included in our shoe boxes was certified by the Forest Stewardship Council (FSC). Our nominated box suppliers used 2,140 metric tons of FSC certified paper, preserving 565 metric tons of CO₂e.

In 2023, our footwear brands used 27 metric tons of recycled LDPE polybags for a reduction of 46 metric tons of CO₂e (when compared to polybags with non-recycled content), and our accessories division used 35 metric tons of generic recycled LDPE polybags leading to the reduction of 60 metric tons of CO₂e. Combined, we purchased a total of 62 metric tons of 100% recycled polybags for a reduction of 106 metric tons CO₂e. By choosing polybags made with recycled content, we reduce the demand for virgin plastic, thereby limiting carbon emissions associated with plastic production.

Left: Steve Madden branded shoe boxes, made with at least 80% recycled content, FSC-certified virgin tree pulp, and soy-based inks

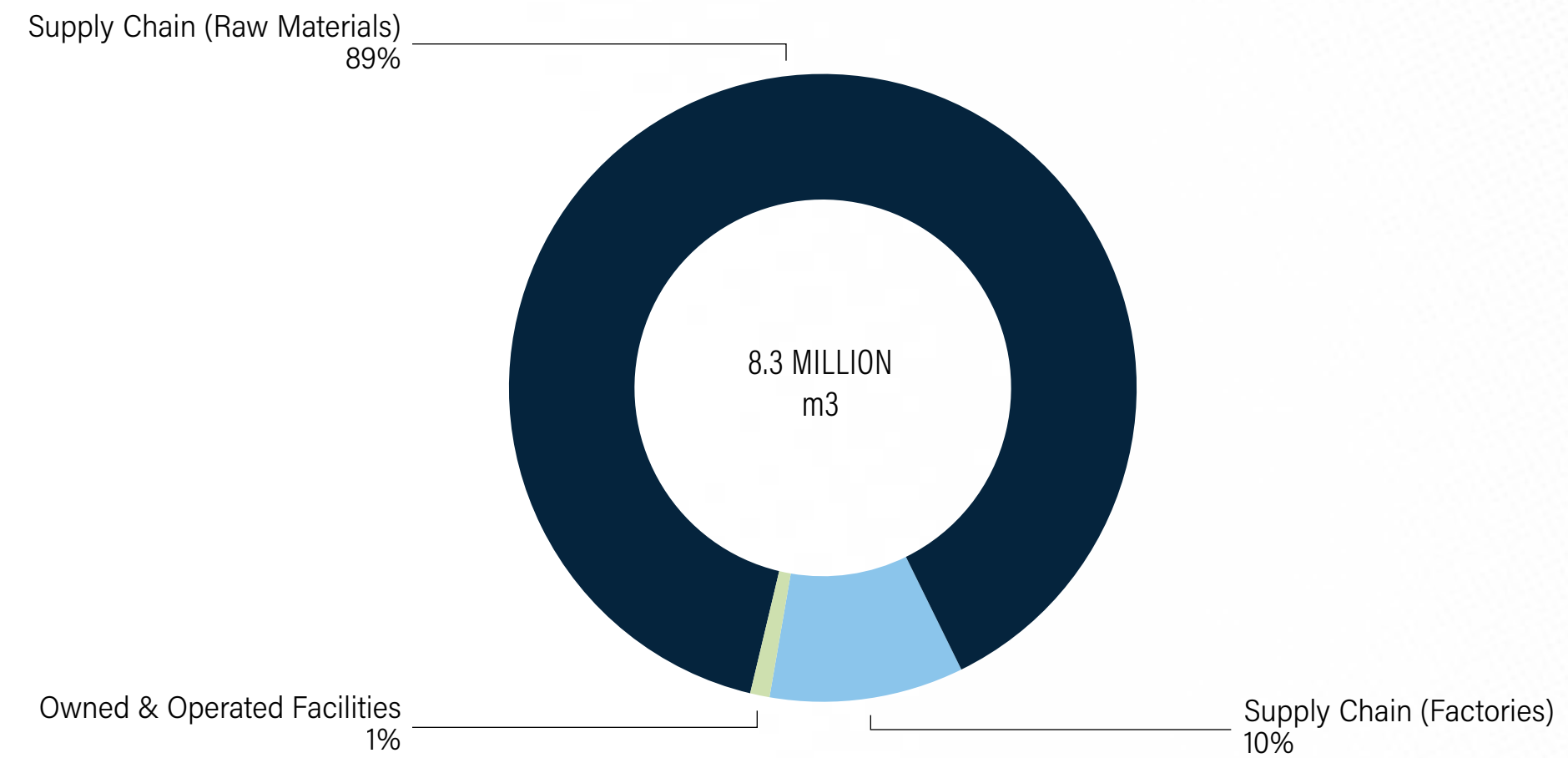
2025 TARGET

Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.

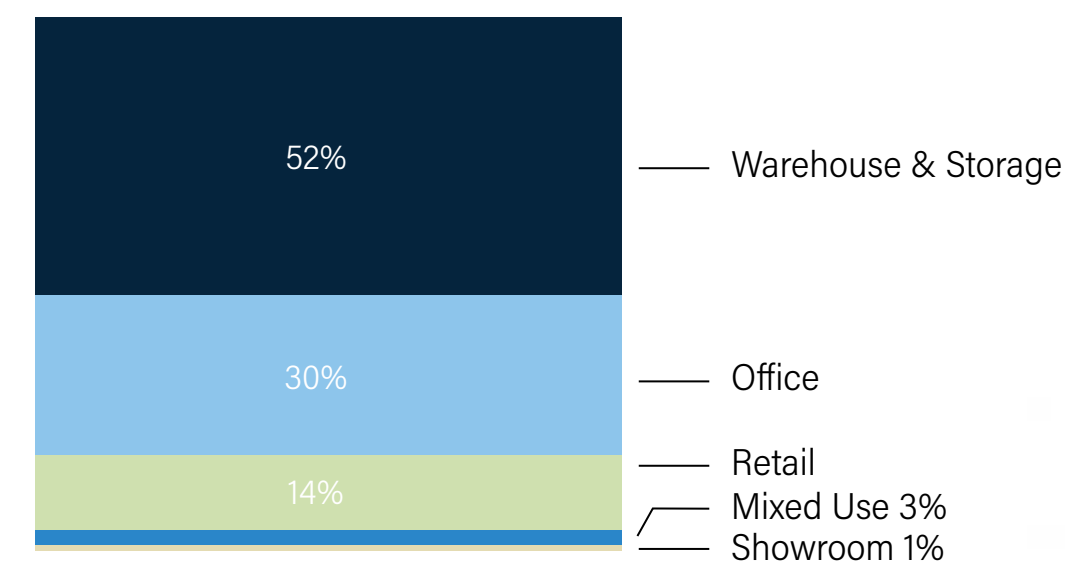
Steve Madden established its water-use baseline in 2023, which required gathering data across our own operations and from our supply chain partners. In 2023, Steve Madden facilities withdrew 99,289 cubic meters of water across all operations, and we saw 8,349,051 cubic meters of water withdrawal across our operations and supply chain.

Setting our water-use baseline gives us an idea of how to plan and implement water reduction strategies in the future. Simultaneously, we have partnered with non-profit organizations to support water filtration and stewardship projects in the areas where we live and work. In 2023, we donated \$70,000 to support local water solutions. We look forward to reporting the impact of those donations next year.

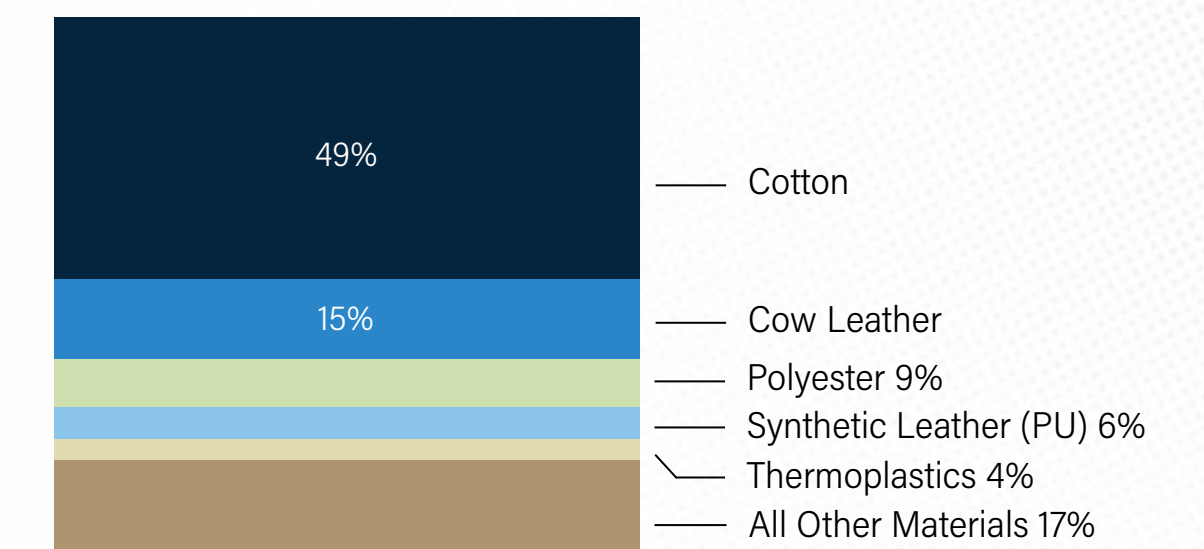
2023 WATER WITHDRAWAL



2023 OWNED & OPERATED FACILITIES WATER WITHDRAWAL



2023 RAW MATERIAL WATER WITHDRAWAL





2025 TARGET

Require suppliers to self-assess and report environmental performance.

In 2021, we joined the non-profit Sustainable Apparel Coalition (currently rebranded as Cascale) and adopted its comprehensive FEM as our standard to assess environmental performance of our production facilities. This industry-wide tool is used by more than 15,000 facilities around the globe and provides us with a comprehensive database and analytics to benchmark our suppliers' performance with others in the fashion industry. In 2023, 203 Tier-1 and Tier-2 facilities completed and shared their FEM self-assessments, among which 39% were verified by an approved third party.

GIGA GURU

As a supplier of footwear and accessories to Walmart, Steve Madden achieved Giga Guru status three years in a row (2021-2023) through Walmart's "Project Gigaton". The goal of this project is to reduce or avoid one billion metric tons of greenhouse gas emissions across the supply chain by 2030. Project Gigaton encompasses 6 pillars to reduce GHG emissions: Energy, Nature, Waste, Packaging, Transportation, and Product Use & Design. To achieve Giga-Guru status, suppliers must (a) establish SMART goals in 3+ pillars; (b) report impacts in 3+ pillars; and (c) share Scope 1 and Scope 2 carbon footprints. We were pleased to meet all of these milestones.

Left: Workers at a Steve Madden production factory cut materials for footwear uppers

2025 TARGET

Train 100% of our strategic suppliers in waste reduction.

Launched in 2021, the Steve Madden Waste Management Program offers free training and implementation support to our suppliers and factories to reduce waste and improve waste management on the factory level.

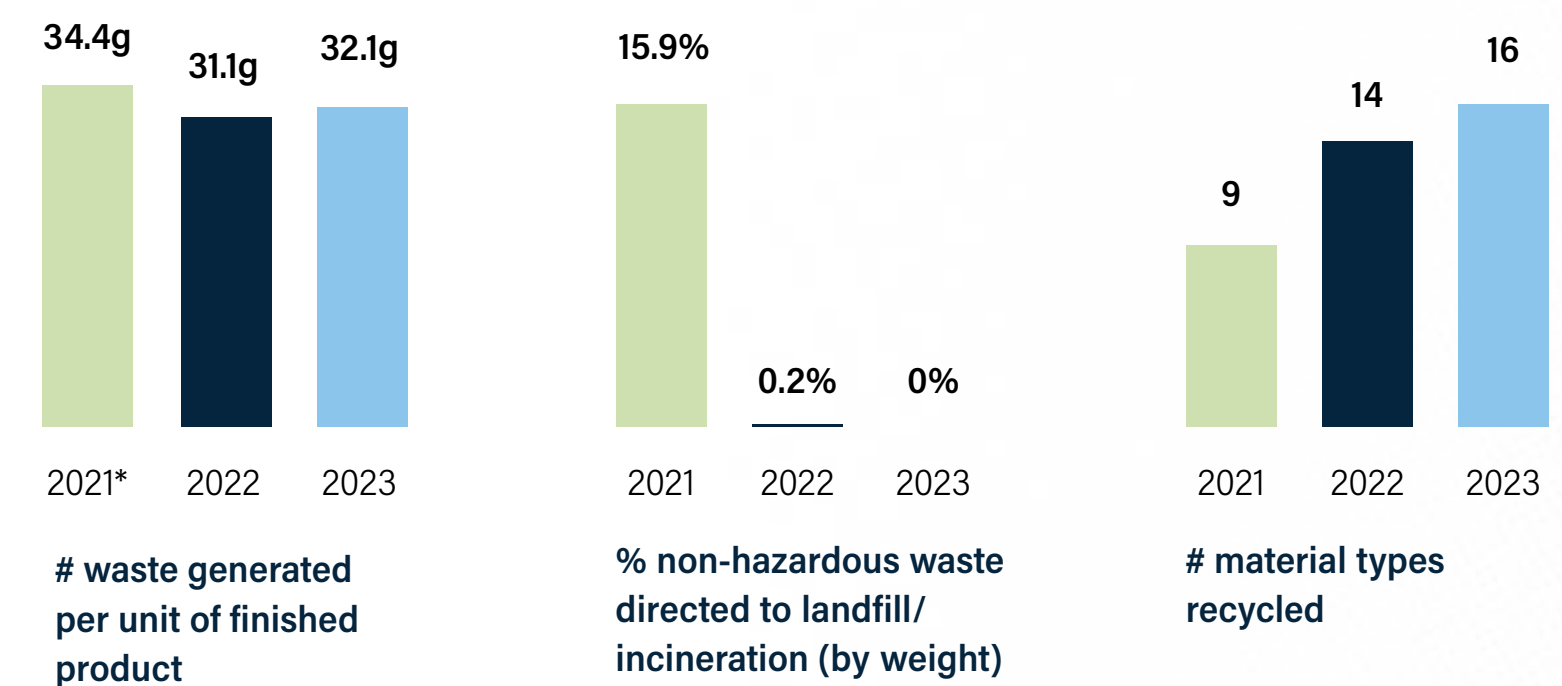
In 2023, 24% of our strategic suppliers were trained in waste reduction through the Steve Madden Waste Management Program. By the end of the year, 67 factories were participating in the program. By avoiding wastes directed to landfill and incineration, factories were able to reduce 9,481 MT of CO2e as a result of reusing and recycling wastes. We expect to increase the percentage of strategic suppliers trained and surpass the milestone of 100 factories joining this waste management program in 2024.

Steve Madden has also participated in the FDRA Zero Waste Program since 2019. The program's goal is to train suppliers on how to identify, sort, and recycle waste to eliminate manufacturing waste to landfill or incineration in footwear factories. Three additional factories joined this program in the last year, with two continuing participation. Through their participation in the program, these factories diverted 76% of waste from landfill and incineration, and 326 MT CO2e were avoided through waste reuse and recycling.

FACTORIES ENGAGED IN THE SM WASTE MANAGEMENT PROGRAM



SM WASTE MANAGEMENT PROGRAM OUTCOMES

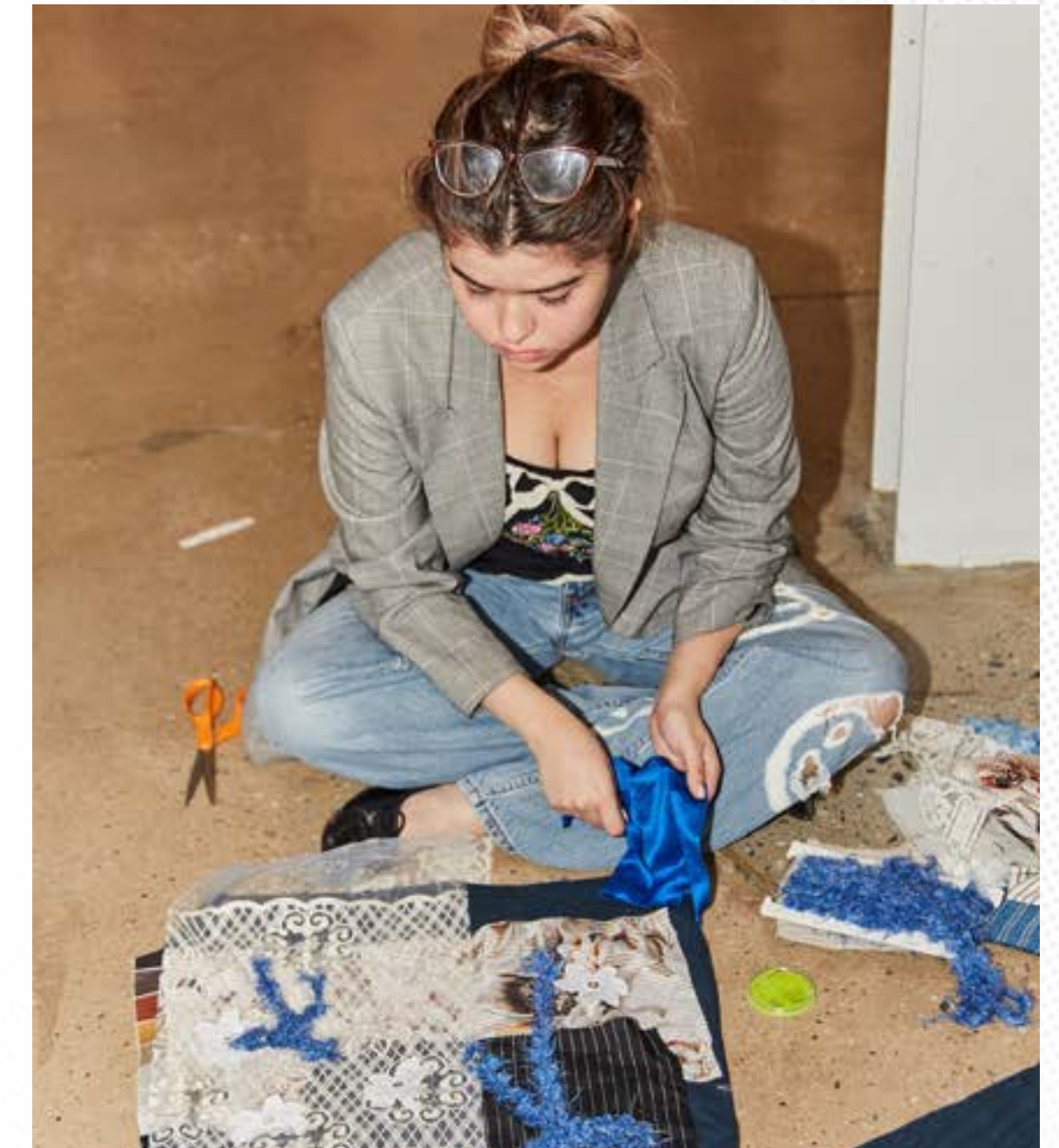
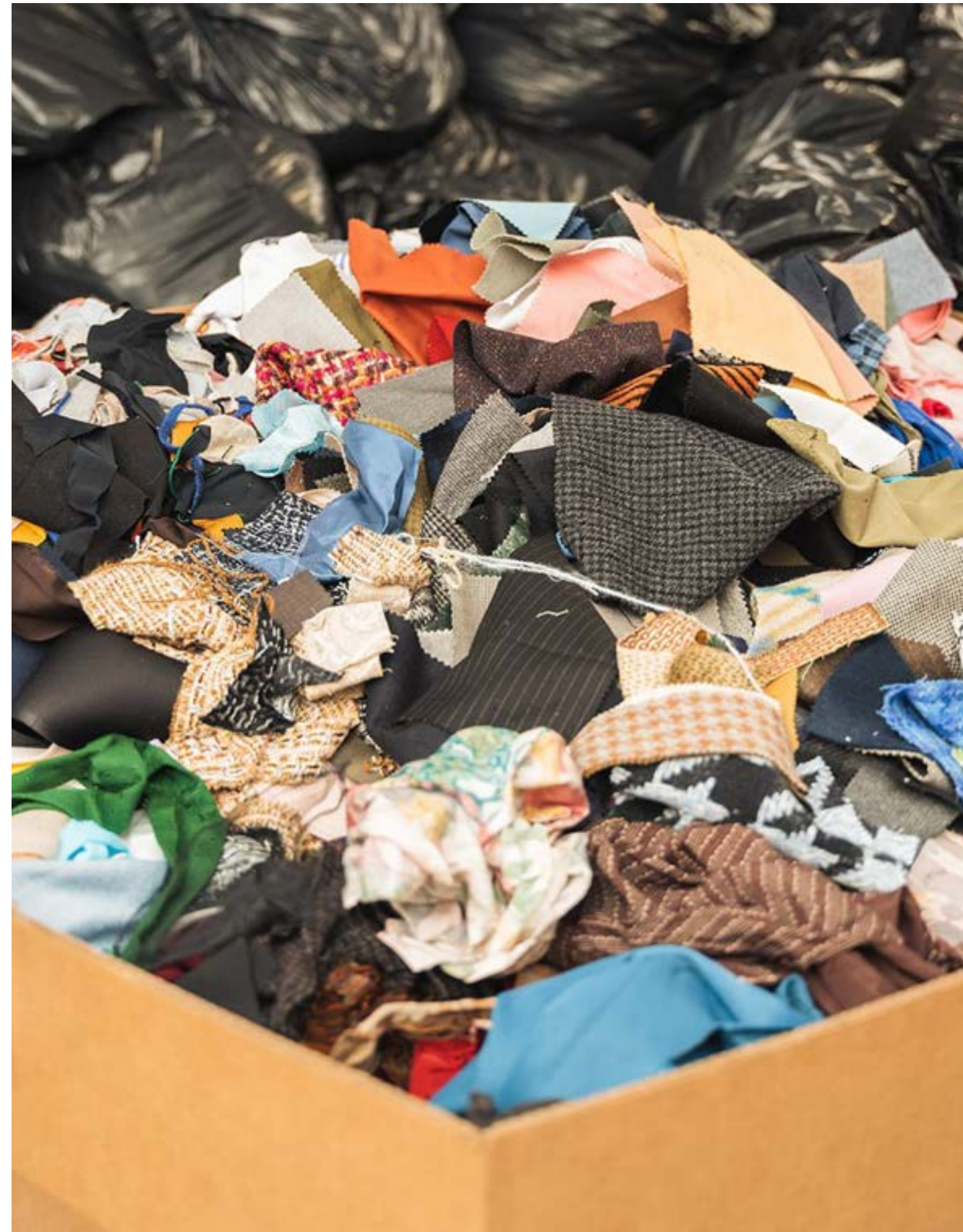


* Baseline Year

SPOTLIGHT: OUR PARTNERSHIP WITH FABSCRAP

Steven Madden works year-round with FABSCRAP (a 501c3 non-profit) to recycle swatch cards and fabric scraps left over from the product development process. In 2023, we sent 2,521 lbs. of scraps to FABSCRAP, the equivalent of saving 19 tons of CO2. Not stopping there, Steve Madden also provided FABSCRAP with a \$50,000 capacity-building grant to support its transition to a new shredding partner. By switching to the new shredder, FABSCRAP doubled its monthly shredding capacity, began shredding spandex (which previously went to landfill), and streamlined its sortation process by reducing the number of material categories requiring separation.

In August 2023, FABSCRAP hosted an upcycling event at our company headquarters. Over 60 employees upcycled excess Steve Madden merchandise using fabric scraps collected by FABSCRAP, giving the materials a new life. The event promoted Steve Madden's partnership with FABSCRAP and the Company's sustainability and circularity goals.



Right gallery: Images from an upcycling event at our headquarters in Long Island City, New York, hosted by FABSCRAP

LET'S KICK THE WASTE

Working hard to keep shoes and products out of landfills by extending their life and designing with circular principles in mind

2025 TARGETS

TOPIC	STEVE MADDEN TARGET	2023 PROGRESS	RELEVANT UN SDGs
<p>Long Lasting Fashion</p>	<p>Establish multiple channels to recycle, resell, or repair pre-loved shoes.</p>	<ul style="list-style-type: none"> 1,900+ pre-loved products listed through resale channels, with an average sell-through rate of 43% Expanded re:vita program to include collection boxes in Dolce Vita stores in New York City and Los Angeles 	
<p>Circularity</p>	<p>Introduce a range of innovative products designed with circularity in mind.</p>	<ul style="list-style-type: none"> 5,560 footwear samples recycled through our recycling partners in the U.S. and Europe Expanded our knowledge of viable cycling pathways and recycling solutions for footwear 	

KEY ACHIEVEMENTS

- 1,900+ preloved products listed on our resale sites
- 5,560 shoes recycled in a pilot program to recycle footwear samples

2025 TARGET**Establish multiple channels to recycle, resell, or repair pre-loved shoes.**

New generations of fashion consumers are placing more emphasis than ever on shopping secondhand. According to a GlobalData Consumer Resale Survey, 82% of Gen Z shoppers have considered the resale value of apparel before buying it and 64% look for an item secondhand before buying it new.

Steve Madden is working diligently to make buying and selling secondhand a delightful and streamlined experience. In 2022, we set our sights on creating secondhand marketplaces for consumers to buy and sell pre-loved products from our brands. We launched SM REBOOTED (on SteveMadden.com), re:vita (on DolceVita.com) and BETSEY RE:LUV (on BetseyJohnson.com) that year. In 2023, over 1,900 pre-loved products were listed through our resale channels, with an average sell-through rate of 43%.

Additionally, Dolce Vita expanded its re:vita program to include collection boxes in its New York City and Los Angeles stores, giving customers the option to drop off their pre-loved Dolce Vitas in exchange for store credit. Depending on the condition, items collected in-store are listed for purchase through re:vita online or donated to a local non-profit secondhand retailer.



Right: Re:vita collection box in Dolce Vita's Soho New York City store

2025 TARGET

Introduce a range of innovative products designed with circularity in mind.

Steve Madden, along with the broader fashion and footwear industries, faces a unique challenge – meeting consumer demands for the latest trends while reducing post-consumer waste. According to the Ellen MacArthur Foundation, the 1.2 billion tons of textiles produced annually create more GHG emissions than all international flights and maritime shipping combined. Moreover, approximately one garbage truck of textiles is incinerated or landfilled every second, creating both a challenge and opportunity to rethink how the fashion industry operates. For the fashion industry, production has historically operated in a linear system, extracting resources to make materials and products designed for disposal after use. At Steve Madden, we believe there is an opportunity for brands and consumers to work together to move towards a circular economy.

Building a circular fashion economy requires diverting products from landfill at end-of-life and recycling or re-integrating the products' materials. Traditionally, shoes have been particularly difficult to break down and recycle. The durability that gives our products a long lifespan and makes them suitable for the secondhand market can also make it

difficult to break down once they have reached the end of their lifespan. This is due to both the number of components and how they are assembled; a t-shirt typically has five materials, while a shoe can have over 70 materials and components that are bound together with stitching and adhesives (Source: FDRA Shoe Sustainability, Right-Sized Standards).

5,560 SHOE SAMPLES SENT TO OUR RECYCLING PARTNERS

In 2022, we set out to identify partners to recycle post-consumer products at scale. Our goal was not only to recycle products but also to gain a deeper understanding of the recycling process itself. By collaborating with our partners, we have gained valuable insights into what is required to efficiently disassemble and recycle our products. This knowledge will help us to make design decisions in the future that support a circular fashion economy. We are happy to report the further progress made in 2023.

OPEN LOOP VS. CLOSED LOOP RECYCLING

Open Loop Recycling: This process involves breaking down a product into its components for reuse in a different application (ex. Using rubber soles to create gym floor mats)

Closed Loop Recycling: This process involves processing material to create another product within the same category (ex. Using post-consumer rubber soles to create soles for new shoes)

In 2023, we identified recycling partners in the U.S. and Europe with the capacity to disassemble various fashion footwear styles and recycle their components. In a pilot program, we focused on recycling shoe samples that cannot be sold or donated. By the end of 2023, we sent 5,560 shoes to our recycling partners, yielding 3,677 pounds of material that was recycled through open loop recycling.

While we are pleased with the progress made in 2023, we remain steadfast in our commitment to creating a greater impact. In 2024, our ambition is to expand the sample recycling program, launch a post-consumer product recovery program for footwear that cannot be resold, and recycle an increased percentage of recovered materials through closed loop recycling. Additionally, we will continue to explore opportunities to integrate these recycled materials into our mainstream product lines, propelling our business toward a truly circular future.

**// BY WORKING CLOSELY WITH
FOOTWEAR RECYCLING
PARTNERS, WE GAIN
VALUABLE INSIGHTS THAT
SHAPE AND STRENGTHEN OUR
CIRCULARITY STRATEGY. //**

JORDAN SOMER

Deputy Director of Sustainability,
Steven Madden, Ltd.



GOVERNANCE

Integrating transparency, accountability, and ethical conduct into every aspect of our operations



BOARD OF DIRECTORS

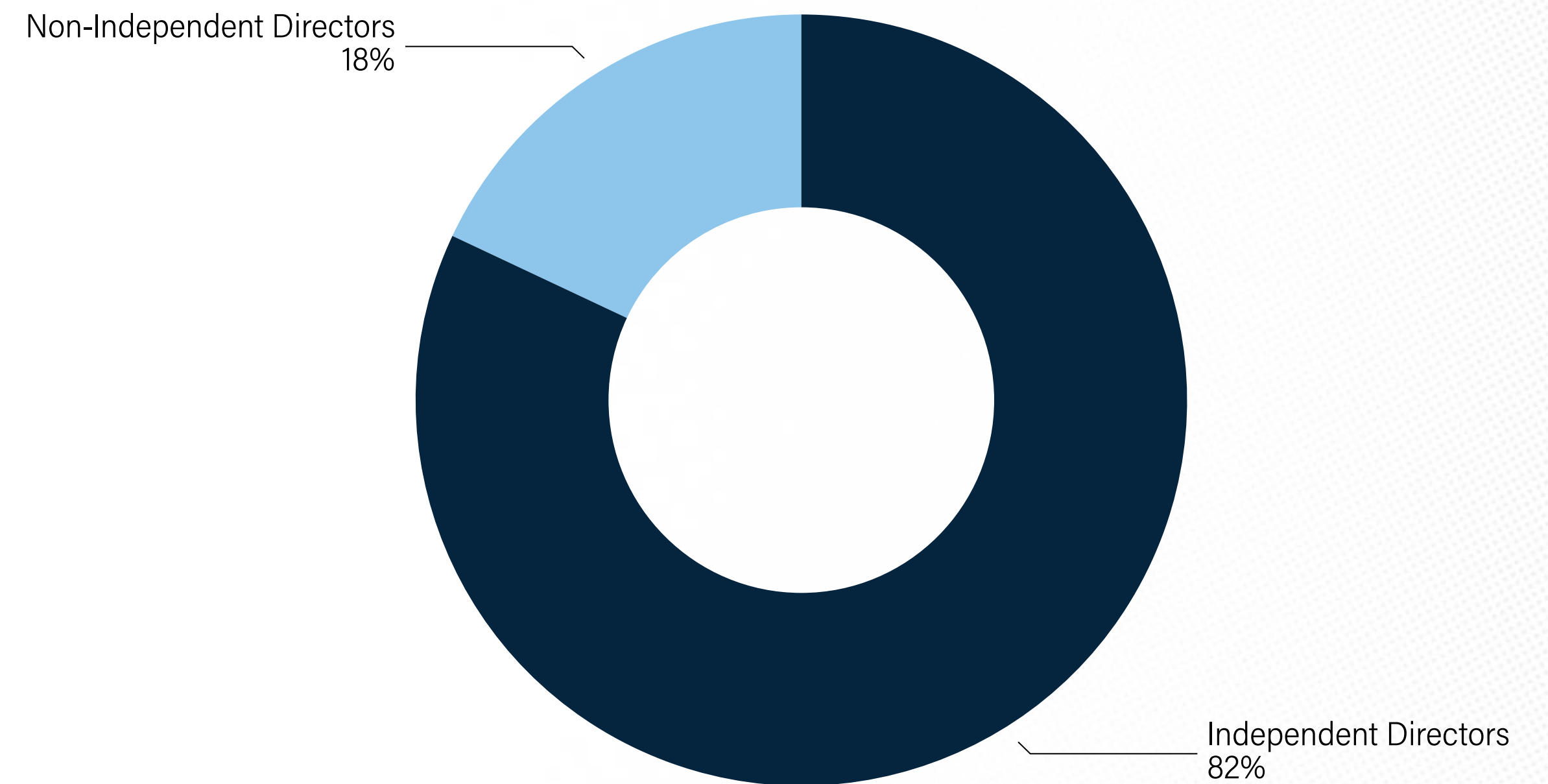
We actively recruit board members who possess diverse backgrounds, experience, and expertise. The Board of Directors at Steve Madden consists of eleven individuals, with nine being independent. Each member of our Board brings extensive business leadership experience and exemplifies the principles of ethics and integrity that are central to our company.

Our Board of Directors relies on four committees to offer guidance and support for informed decision-making that reflects the Company's commitments and values. These committees are the Audit Committee, the Nominating/Corporate Governance Committee, the Compensation Committee, and the CSR Committee. You can find the charters for these committees on our [Investor Website](#).

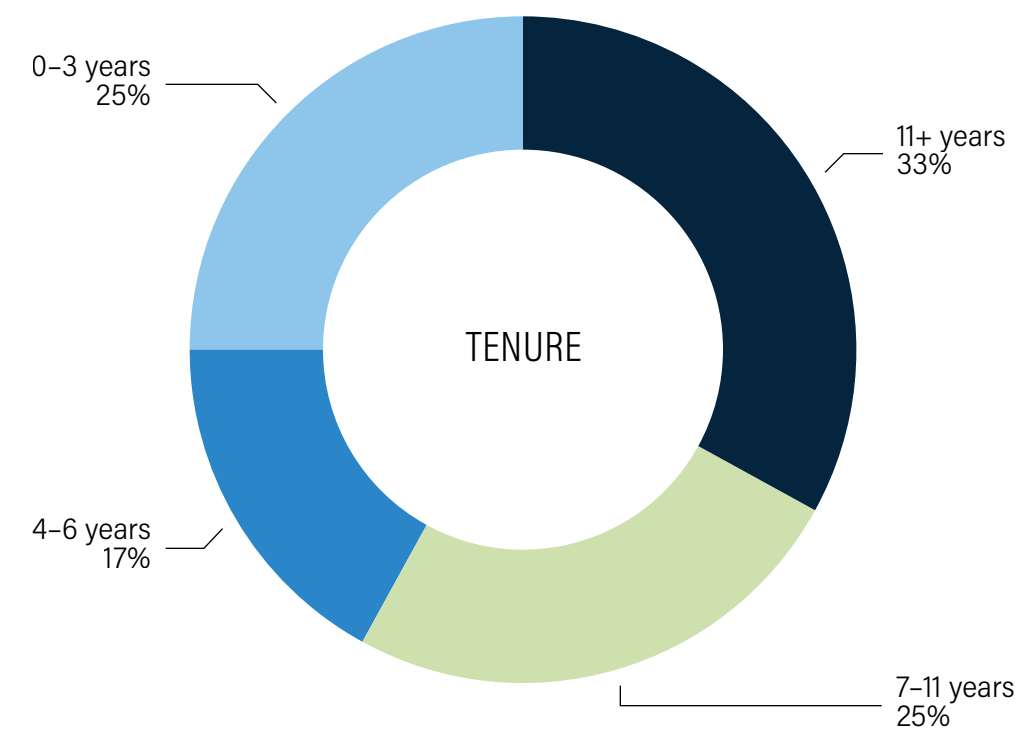
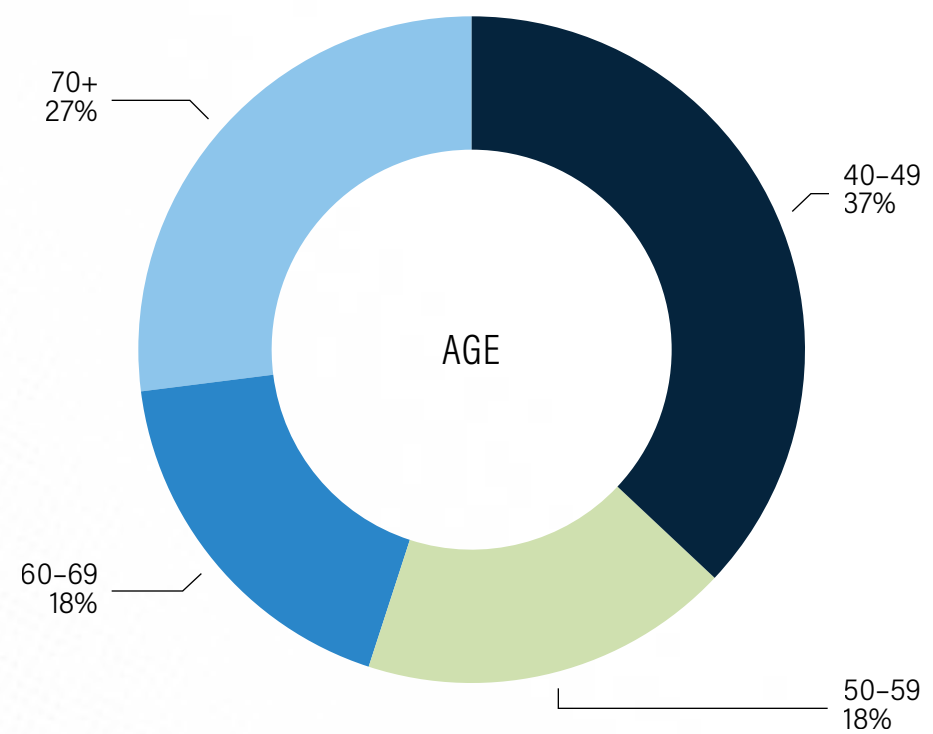
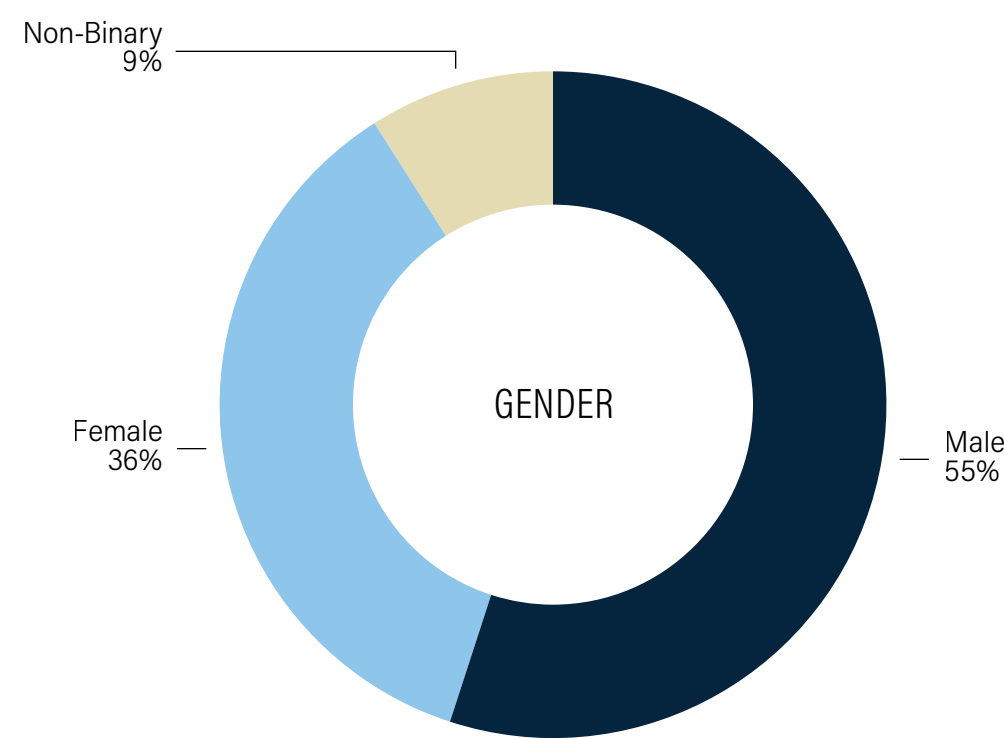
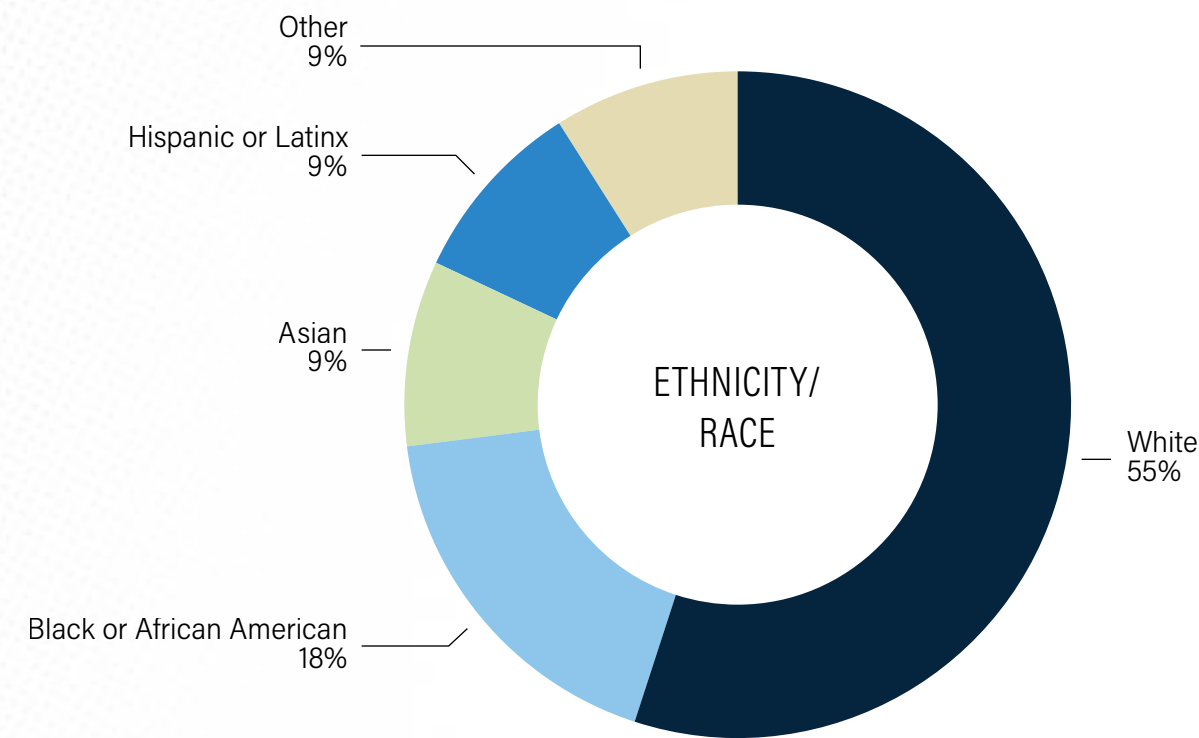
The Board has appointed a Presiding Director to oversee the executive sessions of the independent directors, set agendas for Board meetings, retain independent advisors on behalf of the Board, and carry out other tasks designated by the independent directors.

To learn more about the nomination and selection processes for our governance body and its committees, as well as the qualifications and skills of our Board members, please refer to our [2023 Proxy Statement](#) and [Corporate Governance Principles](#).

INDEPENDENT DIRECTORS



BOARD DIVERSITY



READ MORE

[Code of Business Conduct and Ethics for the Board of Directors](#)

[Code of Ethics for the Chief Executive Officer and Senior Financial Officers](#)

[Corporate Governance Principles](#)

[Board of Directors Candidate Guidelines and Director Election \(Majority Voting\) Policy](#)



RISK MANAGEMENT

Our company's ability to identify, assess, and manage risks directly impacts our ability to create long-term value and success. Our Audit Committee provides oversight for risk management at Steve Madden. Specifically, it oversees Steve Madden's accounting and financial reporting processes, performs audits of the Company's financial statements, and establishes internal controls and procedures to ensure the Company's compliance with accounting standards, financial reporting procedures, and applicable laws and regulations.

Climate Risks

Regulatory requirements, inclusive of climate-related risks and other environmental, social, and governance topics, continue to evolve globally. These regulations have become more stringent and require greater transparency into how business is integrating sustainability and climate into risk management and strategy. As such, Steve Madden has integrated a dedicated team, metrics, and the expertise of our Board to identify, measure, and implement adaptive measures to reduce these risks, as well as leverage opportunities that they welcome.

In 2022, we established an Internal Climate Risk Task Force to conduct a thorough TCFD climate-risk assessment and communicate the risks, opportunities, and adaptive measures to the Steve Madden Board. One outcome of this assessment was to set near-term **SBTs** that require Steve Madden to nearly halve its emissions by 2030. Starting in 2023, the CSR Committee of the Board began receiving updates on Steve Madden's ongoing climate work, which aligns with the risks and opportunities identified in the climate-risk assessment and the Company's validated SBTs.

Grievance Mechanisms

Grievance mechanisms play a critical role in promoting transparency, accountability, and respect for human rights in corporate operations. By providing affected stakeholders with a voice and a means to seek redress, grievance mechanisms contribute to building trust, resolving conflicts, and fostering sustainable development in countries where we operate. Our whistleblower hotline is anonymous, confidential, and available 24/7. It is operated by an independent third party, allowing workers to escalate concerns to our HR team through an external channel. There are also internal channels through HR and the General Counsel's office to report concerns. A strict non-retaliation policy is in place for any reported concerns. These grievances are then routinely reported to the Audit Committee where inquiries are investigated further, if necessary, and appropriate actions are taken when needed.

COUNTRY	WHISTLEBLOWER HOTLINE CONTACT NUMBER
United States of America	+1 (844) 714-0950
Canada	+1 (844) 995-4936
Mexico	+52 (844) 995-4937
China	+86 (400) 120-0497



Data Privacy & Security

In the digital world that we live in, data privacy is essential for protecting individual's rights, fostering trust and confidence, mitigating risks, and empowering individuals to control and protect their personal information. As a result, Steve Madden takes steps towards protecting customer privacy online and manages customer's information responsibly.

Internal information security is also crucial to protect sensitive data, preserve data integrity, and defend against cyber threats. The Audit Committee provides oversight on information and data security and technology. The Chief Information Security Officer provides quarterly updates to the Committee.

We protect our data by conducting quarterly phishing campaigns and annual security awareness trainings for all employees. Through our Information Security Risk Insurance Program, which was established in 2013, we constantly monitor threats and implement best practices and advanced cybersecurity tools.

Product Quality & Safety

Steve Madden strives to ensure that our products are safe for our customers while protecting brand reputation and working to eliminate and replace restricted substances with acceptable alternatives.

The Company takes all regulatory compliance obligations seriously. Our Product Compliance team establishes and implements restricted substance protocols with our third-party laboratories for chemical management. These lab testing protocols are aligned with our restricted substance list, which defines limit requirements in final products to ensure consumer safety and to comply with applicable federal, state, and international laws, rules, and regulations.

Steve Madden has a robust program in place, whereby suppliers must comply with restricted substance limits and submit third-party lab test reports for finished products prior to shipping from the production facility.

POLICIES, CODES & STANDARDS

[Code of Conduct](#)

[Supplier Code of Conduct](#)

[Global Human Rights Policy](#)

[Responsible Sourcing Policy for Animal-Derived Materials](#)

[Environmental, Health & Safety Policy](#)

[Carbon & Climate Policy](#)

[Solid Waste, Recycling & Water Policy](#)

[Conflict Minerals Disclosure](#)

[California Transparency in Supply Chains Act Statement](#)

[Modern Slavery Statement](#)

[Insider Trading Policy](#)

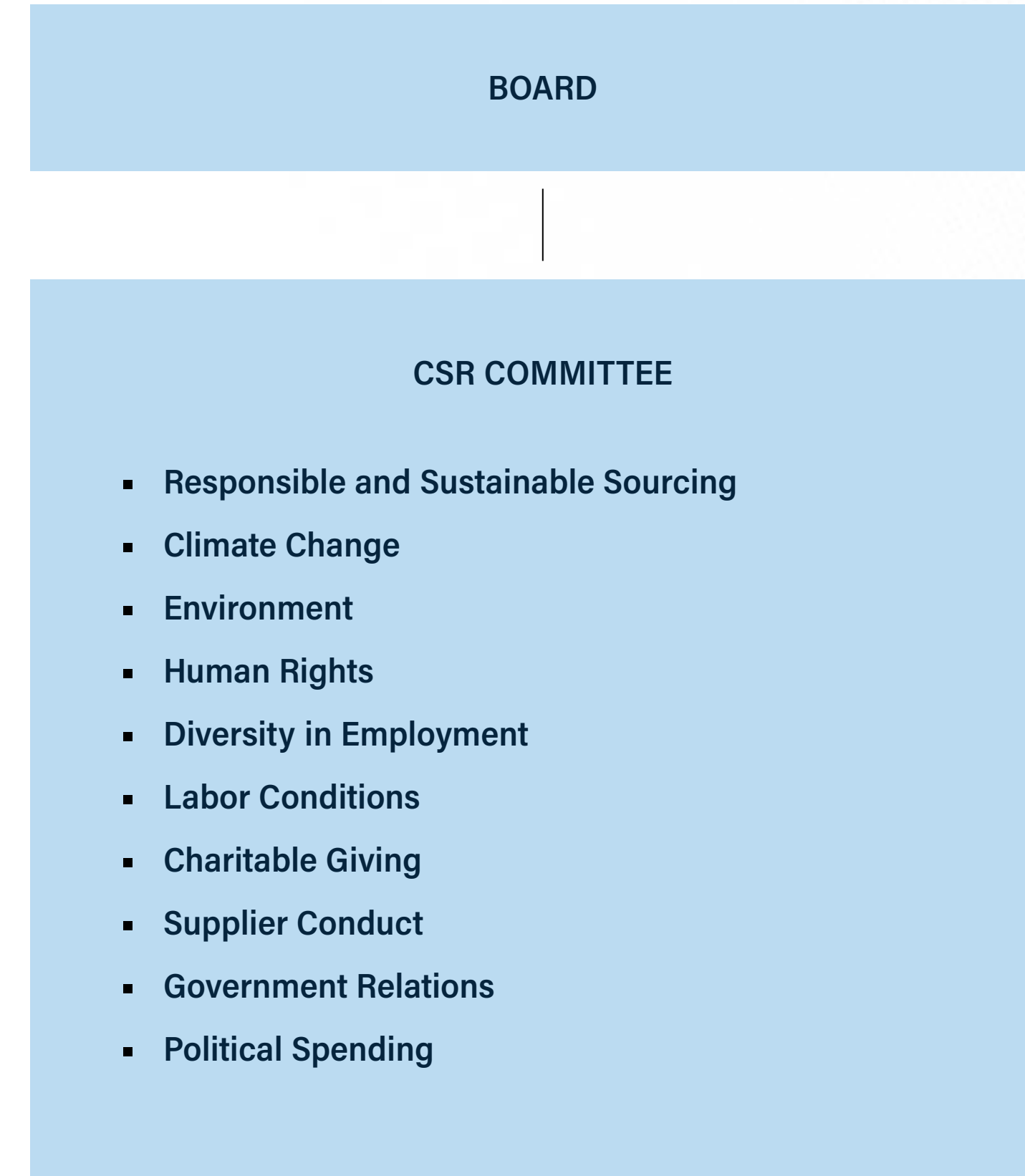
CSR PROGRAM GOVERNANCE

As sustainability becomes increasingly integral to global business strategy and operations, and the complexity of sustainability challenges grows, it is essential to have a strong governance structure in place to ensure collaboration, alignment, and leadership across all levels of the organization. Our governance structure reflects our commitment to integrate sustainability into the very fabric of our company. Through clear roles and responsibilities, each part of our CSR program aims to drive meaningful change and innovation across our value chain.

Board Oversight

The CSR Committee of the Board supervises the Company's sustainability strategy and its progress. As outlined in the **CSR Committee Charter**, the committee assists the Board in providing oversight with respect to CSR matters, including responsible and sustainable sourcing, climate change, the environment, human rights, diversity in employment, labor conditions, charitable giving, supplier conduct, government relations, and political spending. The Committee also takes the lead in evaluating risks and opportunities, guiding strategic initiatives, and promoting transparency in our operations while staying responsive to evolving standards, best practices, and stakeholder priorities.

The CSR Committee meets quarterly with the Chief Sustainability Officer (CSO) and members of the Executive Leadership Team. Additionally, our Board convenes an annual meeting dedicated to CSR and sustainability topics.



CSR PROGRAM MANAGEMENT

CSO

As a part of the Executive Leadership Team and reporting directly to the CEO and the CSR Board Committee, the CSO leads all company initiatives and commitments related to CSR and sustainability. The CSO also oversees DEI, community partnerships, and charitable giving activities.

Climate & Environment

Steve Madden has dedicated team members in the U.S., Europe, and Asia who hold various responsibilities related to climate, environmental impacts in the supply chain, materials, and supplier relations. Related initiatives are overseen by the Director of Compliance, Sustainability, and Product Testing, who reports to the CSO.

Supply Chain Social Responsibility

Steve Madden has dedicated team members in the U.S., Europe, and Asia who hold various responsibilities related to responsible sourcing, social compliance, and supplier relations. The Supply Chain Visibility and Compliance Program is overseen by the Director of Compliance, Sustainability, and Product Testing, who reports to the CSO.

HR & DEI

- **DEI Working Group:** The DEI Working Group is responsible for developing and implementing the Company's DEI strategy related to recruitment and hiring, benefits and compensation, learning and development, and culture and community. The working group is comprised of team members who specialize in HR and DEI, including the VP of HR and DEI Lead. The working group and all DEI strategies and activities are overseen by the CSO.
- **DEI Council:** Established in 2020, our DEI Council brings together senior management from HR, CSR, Legal, Design, Marketing, and other areas of the Company to review, enhance, and expand our existing diversity efforts. The council meets quarterly and is overseen by the CSO.



STAKEHOLDER ENGAGEMENT & MATERIALITY

In 2019, Steve Madden conducted a comprehensive materiality assessment to identify key material issues impacting our business by engaging with internal stakeholders. Our sustainability team designed a survey and conducted one-to-one interviews with key personnel to prioritize material topics based on strategic importance and stakeholder impact. This proactive, well-informed approach ensures that we align our business practices with the evolving expectations of our stakeholders and the broader market, positioning Steve Madden as a responsible and forward-thinking organization.

In 2023, we continued to engage internal and external stakeholders to refine and improve our sustainability strategies and initiatives based on evolving expectations and feedback. The format and frequency of stakeholder engagement varied based on the initiative, but included roundtable discussions focused on key issues, targeted outreach to subject matter experts, and collaborations with non-profit organizations.

Moving forward, we plan to complete an updated materiality assessment to better understand the key priority topics for our internal and external stakeholders and to develop a materiality map. This ongoing evaluation will help us address emerging concerns, trends, and priorities, ensuring we continue to operate responsibly and sustainably. Following best practices and in alignment with the Corporate Sustainability Reporting Directive (CSRD), we will refresh our materiality assessment every few years to stay attuned to the needs of our stakeholders and the industry.

HIGH PRIORITY MATERIAL TOPICS:

Diversity, Equity, and Inclusion.

Employee engagement and well-being.

Responsible materials: transition to environmentally preferred materials in all product categories, increasing the use of recycled and bio-based materials, and adopting conventional materials with processing methods that have a lower impact on the environment.

Operations and manufacturing with reduced environmental impact: carbon emissions, water consumption, and discharges in the supply chain; treatment and disposal of chemicals/hazardous waste in the supply chain.

Fair and inclusive supply chain: increasing transparency and engagement across our supplier base.

End-of-life recovery and long-lasting fashion: including circular business models, reclamation/reuse of products at the end-of-life.

MEDIUM PRIORITY MATERIAL TOPICS:

Governance (including customer privacy and design quality and safety).

Operations and manufacturing with reduced environmental impact: waste management in the supply chain, including our direct operations.

Investing in communities: including social investment and economic value creation.

APPENDIX



WORKFORCE DEMOGRAPHICS

U.S. Workforce by Gender*			
	Female	Male	Not Specified
Retail			
	76%	19%	5%
Corporate			
	72%	28%	0%
Corporate by Level			
CEO & Direct Reports	36%	64%	0%
Leader of Leaders	66%	33%	1%
Front Line Managers	74%	26%	0%
Individual Contributors	74%	26%	0%

U.S. Workforce by Ethnicity/Race*								
	Asian	Black	Latino	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Not Specified
Retail								
	3%	24%	51%	0%	0%	5%	15%	2%
Corporate								
	14%	6%	18%	1%	1%	1%	48%	11%
Corporate by Level								
CEO & Direct Reports	7%	0%	7%	0%	0%	0%	86%	0%
Leader of Leaders	21%	3%	9%	0%	0%	0%	61%	6%
Front Line Managers	12%	6%	16%	1%	1%	2%	54%	8%
Individual Contributors	14%	6%	20%	1%	1%	1%	44%	13%

GHG EMISSIONS

Global Scope 1, 2 & 3 Emissions*	
Scope	MT CO2e
Scope 1	944
Scope 2 (Market-Based)	0**
Scope 2 (Location-Based)	3,941
Scope 3	571,247

Breakdown of Scope 1 & 2 Emissions by Region*	
Countries	MT CO2e
United States	3,561
China	493
Mexico	269
Canada	619
Netherlands	92

Breakdown of Scope 1 & 2 Emissions by Activity*	
Activity	MT CO2e
Retail	2,403
Office	1,340
Warehouse	1,293

Scope 3 Emissions Category 1: Purchased Goods & Services*	
Purchased Goods & Services	MT CO2e
Factories	35,073
Raw Materials	438,148
Non-Merchandise Spend	17,770

Emissions From Raw Materials Usage*						
	2023		2022		2021	
	MT CO2e	Percentage	MT CO2e	Percentage	MT CO2e	Percentage
Synthetic Fiber	102,380	23%	60,487	17%	69,673	16%
Synthetic Rubber	98,063	22%	100,345	29%	105,909	25%
Synthetic Leather (PU)	86,366	20%	75,747	22%	93,358	22%
Leather	64,299	15%	34,291	10%	38,211	9%
Thermoplastics	43,380	10%	43,209	12%	53,795	13%
Other	43,660	10%	34,217	10%	63,202	15%

* Data covers the Company's activities between January 1, 2023, through December 31, 2023.

** Steve Madden reduced Scope 2 emissions by 13% from our 2021 baseline to 4,092 MT CO2e, then purchased market-based Energy Attribute Certificates (EACs) to reduce Scope 2 emissions to zero.

WATER WITHDRAWAL

Global Water Withdrawal*	
Category	m3
Owned & Operated Facilities	99,289
Supply Chain (Raw Materials)	7,451,688
Supply Chain (Factories)	798,074










Owned & Operated Facilities Water Withdrawal by Facility Type*	
Countries	m3
Office	29,632
Retail	13,666
Showroom	1,571
Warehouse & Storage	51,531
Mixed Use	2,889







Raw Materials Water Withdrawal by Material Type*	
	m3
Cotton	3,651,327
Cow Leather	1,117,753
Polyester	670,652
Synthetic Leather (PU)	447,101
Thermoplastics	298,068
Other	1,266,787

* Data covers the Company's activities between January 1, 2023, through December 31, 2023.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS INDEX

Through our *Let's Get Real* sustainability strategy, we prioritize contributing to the United Nations Sustainable Development goals for peace and prosperity.

UN SDG		Relevant Steve Madden Target
3		<ul style="list-style-type: none"> Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.
4		<ul style="list-style-type: none"> Train 100% of designers on inclusive and sustainable design principles.
5		<ul style="list-style-type: none"> Raise and advance all levels of underrepresented groups with a focus on leadership progression opportunities for all. Invest \$500,000 in local, national and global programs that are making the fashion industry more inclusive and equitable. Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications.
6		<ul style="list-style-type: none"> Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.
7		<ul style="list-style-type: none"> Set science-based targets for Scopes 1, 2, and 3 and establish an abatement strategy to reduce greenhouse gas impact.
8		<ul style="list-style-type: none"> Raise and advance all levels of underrepresented groups with a focus on leadership progression opportunities for all. Engage all U.S. corporate associates in professional development programs. Map our top-level supply chain factories and share findings. Expand compliance training across Tier-1 strategic suppliers, which accounts for 80% of our purchases.
9		<ul style="list-style-type: none"> 50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components.
10		<ul style="list-style-type: none"> Invest \$500,000 in local, national and global programs that are making the fashion industry more inclusive and equitable. Offer accessible options, adaptive styles, and extended sizes across our branded portfolio. Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications. Ensure the online and in-store shopping experience is accessible to and welcoming for all audiences and abilities.
11		<ul style="list-style-type: none"> Ensure the online and in-store shopping experience is accessible to and welcoming for all audiences and abilities. 50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components. 100% of our packaging to be made with recycled or renewable materials. Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.

UN SDG		Relevant Steve Madden Target
12		<ul style="list-style-type: none"> • Map our top-level supply chain factories and share findings. • Expand compliance training across Tier-1 strategic suppliers, which accounts for 80% of our purchases. • Offer accessible options, adaptive styles, and extended sizes across our branded portfolio. • Train 100% of designers on inclusive and sustainable design principles. • 50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components. • 100% of our packaging to be made with recycled or renewable materials. • Establish multiple channels to recycle, resell, or repair pre-loved shoes. • Introduce a range of innovative products designed with circularity in mind.
13		<ul style="list-style-type: none"> • Set science-based targets for Scopes 1, 2, and 3 and establish an abatement strategy to reduce greenhouse gas impact. • Require suppliers to self-assess and report environmental performance. • Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities. • Establish multiple channels to recycle, resell, or repair pre-loved shoes. • Introduce a range of innovative products designed with circularity in mind.
14		<ul style="list-style-type: none"> • 50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components. • 100% of our packaging to be made with recycled or renewable materials. • Establish multiple channels to recycle, resell, or repair pre-loved shoes. • Introduce a range of innovative products designed with circularity in mind.
15		<ul style="list-style-type: none"> • 50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, and solvent-free components. • 100% of our packaging to be made with recycled or renewable materials. • Establish multiple channels to recycle, resell, or repair pre-loved shoes. • Introduce a range of innovative products designed with circularity in mind.
16		<ul style="list-style-type: none"> • Expand compliance training across Tier-1 strategic suppliers, which accounts for 80% of our purchases.
17		<ul style="list-style-type: none"> • Invest \$500,000 in local, national and global programs that are making the fashion industry more inclusive and equitable. • Require suppliers to self-assess and report environmental performance. • Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities. • Train 100% of our strategic suppliers in waste reduction.

TCFD INDEX

Steve Madden's climate risk assessment, conducted in 2022 in alignment with the TCFD framework, identified potential climate-related physical and transition risks and opportunities. The results of the assessment have been used to inform our climate strategy and we will continue to prioritize how we address the potential impacts in subsequent iterations. We will update our risk assessment disclosure periodically in accordance with the International Sustainability Standards Board (ISSB).

TCFD Category	CDP Alignment	Alignment
Governance: Disclose the company's governance around climate-related risks and opportunities		
a) Describe the board's oversight of climate related risks and opportunities	C1.1a, C1.1b	2023 CDP
<p>The CEO is the Chairman of the Board and reports regularly to the Board of Directors regarding Steve Madden's sustainability goals and oversees the strategy for all climate related risks and opportunities. The CSO leads the CSR Department. Under this umbrella, the CSO also directs the climate change focused work carried out by the Sustainability team. The CSO reports progress to the CEO on a regular basis and presents formal updates to the CEO and the Board on a quarterly basis.</p> <p>Our CSR Committee of the Board has direct oversight on matters of climate as they relate to our business operations. The purpose of the CSR Committee is to assist the Board in its oversight of our initiatives, strategy, plans, practices, and performance of all our CSR topics, including the development and implementation of a climate transition plan.</p>		
b) Describe management's role in assessing and managing climate-related risks and opportunities	C1.2	2023 CDP
<p>Steve Madden has established a CSR Committee to assist the Board in its oversight of the Company's initiatives, plans and practices with respect to CSR matters of significance to the Company and the communities in which it operates. The CEO monitors all CSR goals and climate change focused projects and works very closely with the CSO and CSR Committee to ensure the Company's commitments are met as planned and projected. As a part of the executive management team, the CSO provides direction to the CSR department and leads all the company initiatives and commitments on CSR, including the climate change focus, supply chain transparency, and sustainability goals.</p>		
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information if material		
a) Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term	C2.1a C2.3a, C2.4a	2023 CDP
<p>Steve Madden conducted a climate risk & opportunity assessment and scenario analysis aligned to the TCFD recommendations, considering short-, medium-, and long-term time horizons. In this process, Steve Madden chose two scenarios – a High Carbon and Low Carbon – to analyze its business for climate-related risks and opportunities, based on publicly available data sources. The High Carbon scenario represents the trajectory implied by today's existing global climate and energy-related policies, while the Low Carbon represents a world in which governments shift towards implementing ambitious climate actions, policies, and technologies to reach rapid decarbonization. This assessment explored both physical and transitional risks. The assessment included acute and chronic physical risks to our owned and operated facilities, and transition risks and opportunities, considering legal, policy, market, reputation, and technology implications. Steve Madden identified both physical and transition risks to its business, including increased cost of raw materials, shifting consumer preferences, and more frequent extreme weather event impacts. We also identified transitional opportunities such as the expansion of low emission goods and services, access to new markets, and the adoption of energy-efficiency measures.</p>		

TCFD Category	CDP Alignment	Alignment
Strategy (continued)		
<p>b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning</p> <p>Through Steve Madden's 2022 TCFD reporting, we have identified climate-related risk and opportunity impacts on our business and strategy, including in the following business areas: products and services, supply chain, investment in research and development, and operations. These impacts include revenue shifts and new markets related to consumers moving towards sustainable products, the increased cost and limited availability of materials because of climate-related hazards, and opportunities for renewable energy adoption. Additionally, Steve Madden has identified increasing cost of emissions and rising insurance spends relating to climate as relevant impacts to financial planning. Steve Madden has committed to continually evaluate several aspects of industry and business risk, as well as to actively engage and implement an effective climate risk strategy incorporating short-term, mid-term, and long-term goals. This includes, but is not limited to, increasing GRS-certified consumer offerings, expanding sustainability-aligned market avenues, setting science-based carbon emissions abatement targets, and gathering an effective renewable energy strategy.</p>	C2.3a, C2.4a, C3.1, C3.2a-b, C3.3, C3.4	2023 CDP
<p>c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2 deg Celsius or lower scenario</p> <p>As a result of the TCFD analysis, Steve Madden identified areas in which we can be resilient to physical and transitional climate-related impacts in both a High and Low carbon scenario. Steve Madden plans to increase engagement with key internal and external stakeholders to explore opportunities for additional mitigation measures to reduce impact from the top identified risks and scale impact of top identified opportunities. Steve Madden will continually evaluate risks, with plans to incorporate quantitative analysis, including examining industry risks, risks relating to our company, foreign sourcing risks, and global business risks. Material climate risks are a part of these factors and continue to influence our strategic planning and initiatives as we develop a long-term transition plan.</p>	C3.2a-b	2023 CDP
Risk management: Disclose how the company identifies, assesses, and manages climate-related risks		
<p>a) Describe the company's processes for identifying and assessing climate-related risks</p> <p>Steve Madden identified key internal stakeholders across multiple business units. We conducted interviews with the key stakeholders to develop a list of risks and opportunities likely to be relevant to Steve Madden's business. The team used climate data to model the likely exposure of Steve Madden's top facilities to physical risks (precipitation, heat waves, mean temperature rise, extreme wind, wildfire, sea level rise, air quality). For transition risks, our team evaluated Steve Madden's potential impact and adaptive capacity, considering market, technology, reputation, and policy-legal indicators. Using historical climate data, future projections, stakeholder interviews, and surveys, the team prioritized a list of climate indicators into the top 13 risks and opportunities that are likely to present the largest financial, strategic, and environmental impact to the Company.</p>	C2.1, C2.2a	2023 CDP

TCFD Category	CDP Alignment	Alignment
Risk Management (continued)		
b) Describe the company's processes for managing climate-related risks	C2.1, C2.2	2023 CDP
<p>Steve Madden manages its climate-related risks and opportunities with guidance from the CSR Committee, under the management of the CSO, which is updated quarterly on the ongoing climate work at Steve Madden. Steve Madden recognizes the importance of managing climate-related risks and opportunities to ensure the resilience of our business. Steve Madden will continue to prioritize internal and external stakeholder engagement to identify ways to mitigate and adapt to the potential impacts of climate change, related to both the increased frequency of extreme weather and the transition away from fossil fuel usage. Steve Madden plans to continually monitor climate-related risks and build upon our qualitative risk assessment through improving data collection capabilities and utilizing a quantitative assessment of climate-related risks in the near future. Additionally, we plan to further strengthen existing partnerships with customers and suppliers to pursue opportunities around low-carbon and climate-related technology, including the integration of environmentally preferred materials across our product lines and encouraging suppliers to adopt better and cleaner renewable sources of energy for production.</p>		
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management	C2.1, C2.2	2023 CDP
<p>Steve Madden has integrated climate-related issues, including climate change and its associated risks and opportunities, into reviewing and guiding the Company's risk management process. Through future climate risk assessments and analyses, Steve Madden plans to identify ways in which climate risk can be implemented into the broader enterprise risk management framework.</p>		
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material		
a) Disclose the metrics used by the company to assess climate-related risks and opportunities line with its strategy and risk management process	C4.2a-b, C9.1	2023 CDP
<p>Steve Madden measures GHG emissions intensity (defined as metric tons of CO2e per million dollars of revenue) for Scope 1 and 2 emissions and Scope 3 emissions from third party hauling. Additionally, the Company measures absolute Scope 1, 2 and 3 GHG emissions, energy intensity (defined as metric tons of CO2 per million dollars of revenue), waste generation (Metric Tons), and total energy consumption (MWh).</p>		
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	C6.1, C6.3, C6.5,	2023 CDP
<p>Gross Global Emissions (metric tons CO2e)</p> <ul style="list-style-type: none"> • Scope 1: 1,225 (Start date 01/01/2022; end date 31/12/2022) • Scope 2: 4,987 (Start date 01/01/2022; end date 31/12/2022) • Scope 3: 449,792 (Start date 01/01/2022; end date 31/12/2022) • For more information about emissions across Scopes 1, 2, and 3, please see page 48 of our 2022 Sustainability Report 		
c) Disclose the targets used by the company to manage climate-related risks and opportunities and performance against targets	C4.1a-b, C4.2a-b	2023 CDP
<p>In 2022, Steve Madden solidified our commitment to ambitious science-based targets. We committed to reduce our absolute Scope 1 and 2 emissions by 50% and Scope 3 Purchased Goods and Services emissions by 30% by 2030, using 2021 as our baseline. The SBTi approved this GHG reduction goal in June 2023 validating that our targets align with the necessary GHG reductions to limit the global temperature rise by 1.5°C for Scope 1 and 2, and well below 2°C for Scope 3 PG&S.</p>		

STEVE MADDEN

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