

# **STEVE MADDEN**

## **SUSTAINABILITY REPORT 2024**

# ABOUT THIS REPORT

## Report Overview

This Sustainability Report 2024 (referred to as this "2024 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, 2024, through December 31, 2024, 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 2024, 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 2024 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 LETTER FROM OUR CEO

At Steve Madden, we don't coast. The progress we made this year reflects that mindset - steady, focused, and driven by the belief that there's always more we can do to improve. Sustainability isn't a side initiative; it's part of how we build a stronger, more resilient business for the long term.

Across our brands, we deepened our connection with consumers by nearly doubling our offering of inclusive footwear sizes, from extended widths to wide-calf boots. We achieved this by seeking and listening to feedback from customers across a wide range of body types, helping us better understand their fit preferences and needs. Making great style accessible to more people strengthens our brands and helps us stay relevant in an ever-changing market.

We also continued to advance our work on circularity. Over the last few years, we've launched multiple brand resale channels and built a program to recycle footwear samples. In 2024, we took the next step by joining The Footwear Collective, a coalition focused on building and scaling shared circularity infrastructure for the footwear industry. Contributing to this effort is essential not only to reducing our environmental footprint, but also to preparing for the next generation of product and packaging regulations as we continue to expand internationally.

With many of our sustainability targets coming due in 2025, we enter the next year proud of how far we've come and clear-eyed about the work that remains. Progress takes persistence, and at Steve Madden, that drive to keep moving forward defines us.



**Edward R. Rosenfeld**

Chief Executive Officer, Steven Madden, Ltd.



## 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, Kurt Geiger London\*, Dolce Vita, Betsey Johnson, Carvela\*, Blondo, and ATM; licensed brand, Anne Klein; and private label product lines, we deliver unmatched design creativity and demonstrate a relentless commitment to sustainable business practices.

**80**

Countries where our products are sold

**291**

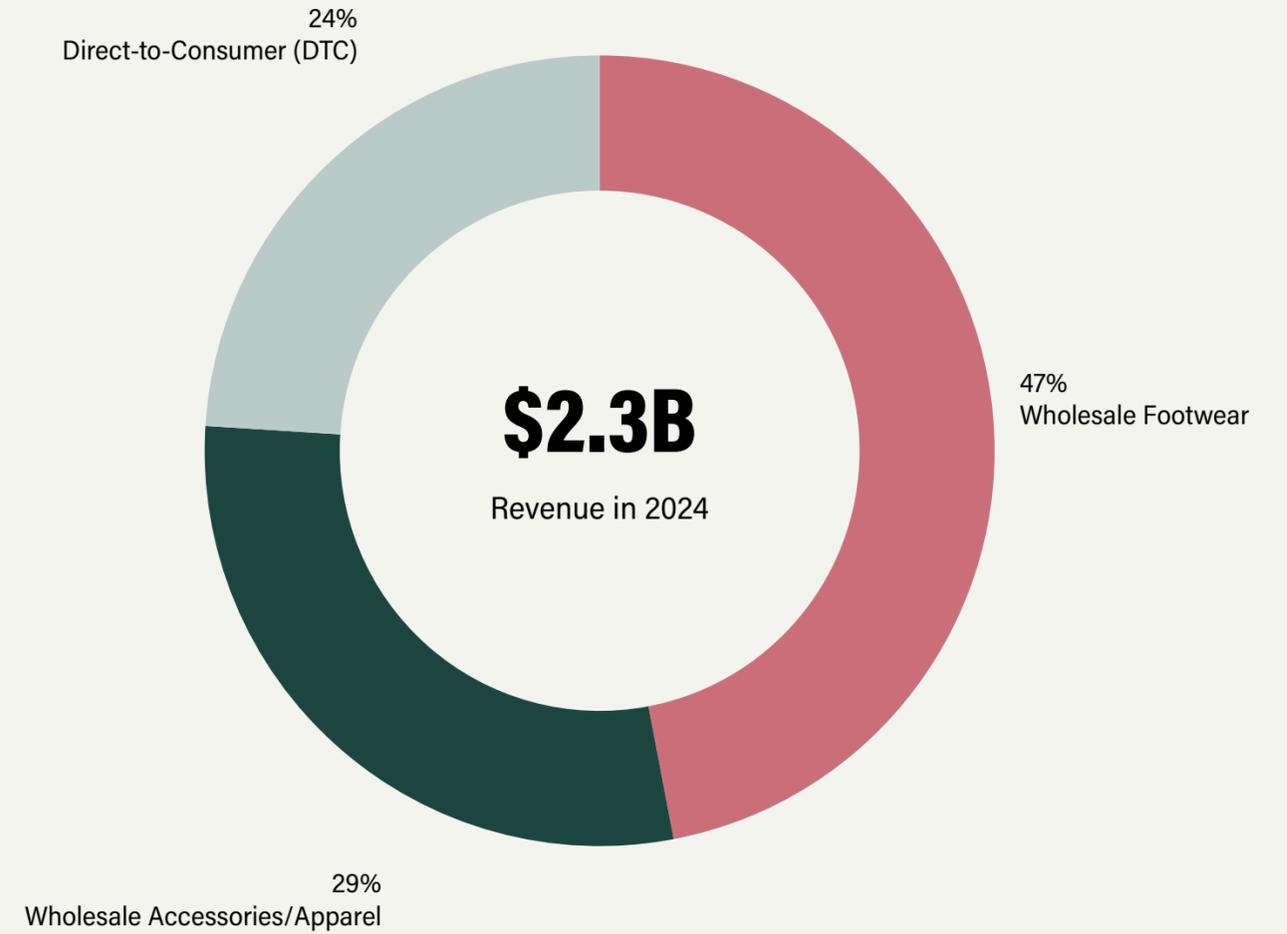
Company-operated retail stores

**41**

Concessions

**4.8K**

Employees globally



## 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.

### KURT GEIGER

With a core ethos of kindness, Kurt Geiger channels the creative, diverse spirit of London into distinctive designs built to empower and embolden. Our bold and colorful aesthetics are a unifying symbol of this commitment, fostering a global community where confidence, creativity, and individual style are celebrated.\*

### dolce vita

Dolce Vita began as a dream on a cocktail napkin. Since then, the brand has cultivated the essence of 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 toward a sweeter life and a more sustainable world.

## OUR BRANDS



*BETSEY JOHNSON*

An outsider from the very start, Betsey Johnson turned fashion on its head in the 1960s with fearless designs that made rebellion wearable. Every sequin, stiletto, and spike tells a story of rule-breaking fun and radical self-expression. Sixty years later, Betsey's unapologetic celebration of individuality and continued commitment to uplifting the LGBTQ+ community remain the heartbeat of the brand.



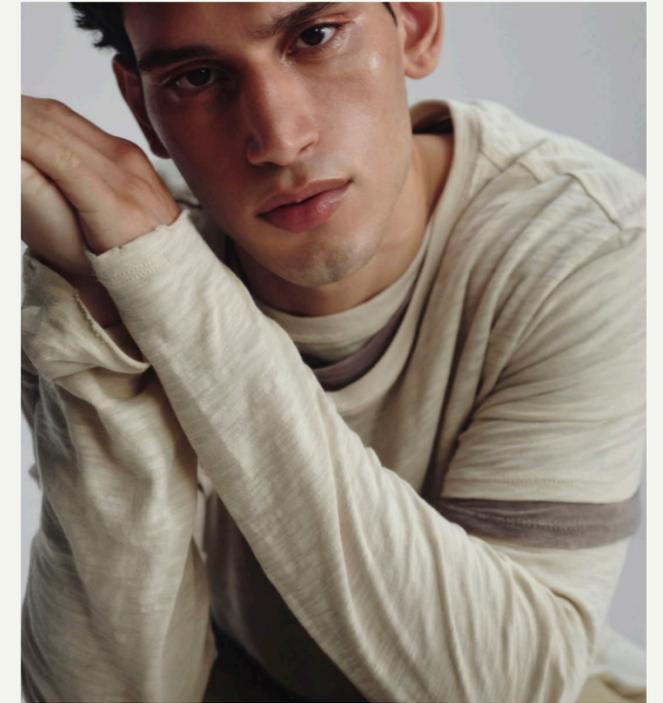
**CARVELA**

Carvela blends Italian-inspired design with contemporary style, creating premium footwear and handbags that work as hard as the women who wear them. Every collection is thoughtfully designed with All Day Long technology, delivering comfort and style for every moment.\*



**Blondo**  
EST. 1910

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.



**ATM**  
ANTHONY THOMAS MELILLO

ATM Anthony Thomas Melillo is built on the foundation of effortless sophistication and impeccable craftsmanship. Born from the quest to create the perfect T-shirt, the collection has evolved into a full range of timeless wardrobe essentials. Each piece is designed with a focus on fit, fabric, and form, where simplicity, individuality, and thoughtful design come together to deliver understated luxury.

# SUSTAINABILITY STRATEGY & 2024 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

- **\$205k** invested in local, national, and global programs that are making the fashion industry more inclusive and equitable
- **141** 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

- **1,600+** footwear styles offered in inclusive sizes, including women's sizes 13-15 and wide calf boots
- **20** director-level employees attended an educational session covering the core principles of accessible footwear design

## LET'S CHANGE THE GAME

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

- Joined the **Leather Working Group**
- **86%** of our packaging material categories carry sustainability requirements for suppliers

## LET'S KICK THE WASTE

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

- Launched a **post-consumer product recycling program** with Trashie
- Joined **The Footwear Collective**, a pre-competitive industry group on a mission to scope, develop, and scale circular solutions for the footwear industry



This distinction recognizes our success in fostering a diverse and inclusive culture.



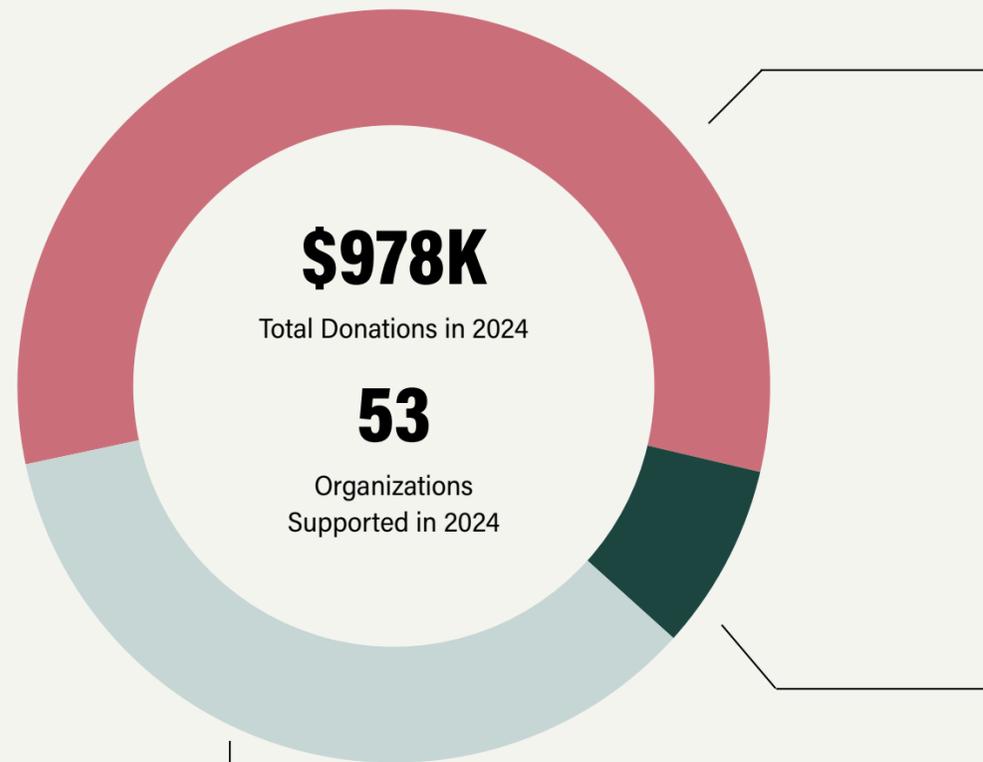
This recognition honors companies highly rated by female employees across key dimensions like compensation, work-life balance, and corporate culture.



The Giga Guru status is Walmart's highest level of supplier recognition for its global climate initiative, Project Gigaton, which targets the reduction of one billion metric tons of greenhouse gases from the supply chain.

# THE STEVE MADDEN CORPORATE FOUNDATION

The Steve Madden Corporate Foundation builds resilience in the fashion industry and the communities we call home.



## Community Impact (57% of Total Giving)

We uplift our hometown of Queens, New York and the communities surrounding our offices, stores, and supply chain.



### Partner Spotlight: Culture Lab LIC

We are proud to partner with Culture Lab LIC, a vital arts and culture hub for Western Queens. Operating out of a 12,000 square foot converted warehouse, Culture Lab LIC hosts two fine art galleries, an 80 seat theater, classroom space, an 24,000 square foot outdoor venue, and a robust residency program.

## Responsive Giving (8% of Total Giving)

We provide flexible, needs-based support during times of crisis or disaster, ensuring communities receive timely assistance when it matters most.



### Partner Spotlight: Brazil Foundation

We are steadfast in our commitment to supporting the communities where our business calls home, especially in times of need. Brazil is a vital part of our production network, and when devastating floods struck Rio Grande do Sul in May 2024, we partnered with the Brazil Foundation to support rebuilding efforts, including the restoration of critical infrastructure and distribution of resources for families to recover sustainably.

## Industry Innovation (35% of Total Giving)

We support equity, sustainability, and accessibility in the fashion industry.

See **page 9** to learn more about these initiatives.

A woman with long dark hair, wearing a light blue tube top, a black skirt, and tan platform sandals, stands on a wooden pier. She is holding a large, clear orange water bottle. In the background, there are street signs for 'Riegelmann' and 'Brighton 6 Street'. The scene is framed by a large teal circle.

# LET'S THINK ABOUT YOU

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

## Let's Think About You

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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## Diverse Representation

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

• N/A (Qualitative Target)

• N/A (Qualitative Target)

- See Tables 1 and 2 for workforce breakdowns by gender and ethnicity/race.
  - 68% of leadership positions across our global workforce were held by women.
  - 34% of leadership positions across our U.S. workforce were held by BIPOC employees.
- In 2024, we launched a strengths-based talent management platform across our U.S. corporate workforce. The platform equips managers with tools to deliver regular feedback and support that is tailored to the unique strengths and needs of every team member. This new system operationalizes our commitment to providing all employees with quality feedback and coaching at work.
- Steve Madden's employee resource groups (ERGs) continued to foster community, cultural celebration, and social impact across the Company. Over 120 employees served on ERG leadership teams throughout the year. From organizing wellness and heritage events to driving volunteerism and sustainability initiatives, these groups strengthened a culture of belonging while advancing our values of inclusion and responsibility.
- We conducted our annual Employee Engagement Survey to better understand employees' sense of enthusiasm for and connection to the company, including how experiences vary across demographic groups. Overall, findings of our 2024 survey showed that key drivers of engagement at Steve Madden include: employees' confidence in the company's future, a strong sense of inclusion and belonging, and optimism about career growth. As in prior years, we see opportunities to foster more open and honest communication and better connect employees' day-to-day work to a motivating company vision.



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

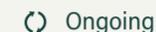
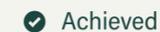
• \$507,000 invested in 2023  
• \$893,500 invested since 2021

• \$205,000 invested in 2024  
• \$1,100,000 invested since 2021

- Throughout 2024, Steve Madden supported 15 organizations that are making the fashion industry more inclusive and equitable. Highlights included:
  - **Iona University (Local Impact):** Steve Madden supported Iona University's Career Closet, combining a financial investment to expand the program infrastructure with an in-kind contribution of professional attire. This comprehensive support advances economic opportunity for students by addressing critical barriers to employment, promoting equitable access to career pathways, and empowering them to enter the workforce with confidence.
  - **Howard University (National Impact):** Steve Madden continued its multi-year commitment to Howard University by hosting twenty students in New York City for Celebrating Fashion's Future, the company's signature student engagement program. Students visited our corporate offices, experienced Market Week, engaged with senior leaders, and took part in a curated cultural exploration of Harlem.
  - **CARE (Global Impact):** In year two of a two-year investment, Steve Madden's support of CARE's Made by Women programs reached over 2,000 individuals across Cambodia's garment sector, including factory workers, management teams, and trainers. Of those impacted, 85% were women. Through training, advocacy, and direct dialogue between workers and management, the program advanced more equitable and inclusive practices in six factories, promoting gender equality and worker well-being in garment factories.
- See page 8 for a summary of the Steve Madden Corporate Foundation's impact in 2024.



## Let's Think About You

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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### Employee Development

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

• 29% of U.S. corporate associates participated in professional development programs

• 23% of U.S. corporate associates participated in professional development programs

• The Company maintained its tuition reimbursement program for full-time corporate employees in the U.S. and increased the reimbursement amount per employee from \$2,500 to \$3,000.

• Throughout 2024, we held seven one-hour learning sessions on topics including Embracing a Growth Mindset, Strategic Philanthropy, and Management Skills. Guided by our shared spirit of creativity, community, and hustle, learning sessions unite our workforce by building collaboration and equipping teams with the tools they need to thrive.



### 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

• Completed our annual supply chain mapping exercise and shared % breakdown of Tier 1, Level 1 suppliers by region

• See Table 3 for a percentage breakdown of our Tier 1, Level 1 suppliers by region. Disclosing our Tier 1, Level 1 suppliers by region represents a key milestone in our ongoing efforts to enhance supply chain transparency and strengthen due diligence.



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

• 50 factories engaged in compliance training

• 43 factories engaged in compliance training

• In 2024, we conducted 141 factory assessments to evaluate compliance with our supplier code of conduct. Of these, 38% earned our highest rating, demonstrating full alignment with all established compliance thresholds. Approximately 44% of factories received an average rating, indicating general adherence to our standards but with some findings that require attention to achieve full compliance and enhance overall performance. The remaining 18% received a rating that require more of our time and resources in navigating corrective action pathways. The predominant identified issues were centered around worker and equipment 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.

• As part of Steve Madden's commitment to enhancing supply chain compliance and transparency, we became a signatory to the Social & Labor Convergence Program (SLCP) in 2024. This initiative addresses the industry-wide challenge of audit fatigue by championing a single, high-quality audit scheme for social and labor performance. Adopting SLCP's Converged Assessment Framework is pivotal for the future of our supply chain program, as it will not only improve data quality but also enable us to direct capital and human resources toward programs that create lasting positive change for workers.



# LET'S MAKE FOR ALL

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



## Let's Make For All

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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### Accessible & Inclusive Fashion

<p><b>Offer accessible options, adaptive styles, and extended sizes across our branded portfolio.</b></p>	<ul style="list-style-type: none"> <li>950+ styles offered in inclusive sizes across our branded portfolio</li> </ul>	<ul style="list-style-type: none"> <li>1,600+ styles offered in inclusive sizes across our branded portfolio</li> </ul>	<ul style="list-style-type: none"> <li>Of the 1,600 styles offered in inclusive sizes across our branded portfolio, approximately 93% featured extended sizes (women's sizes 13-15) and 7% were wide-calf boots.</li> <li>Dolce Vita continued its "Boots that Fit" initiative in 2024. Through this initiative, the brand has taken a community-informed approach to developing inclusive boot sizing, designing wide and extra-wide calf styles that reflect the real needs of plus-size consumers. Through fittings, surveys, and ongoing collaboration with models, influencers, and everyday women, the brand continues to refine its sizing standards and product design, resulting in boots that deliver Dolce Vita style to more customers.</li> </ul>	
<p><b>Train 100% of designers on inclusive and sustainable design principles.</b></p>	<ul style="list-style-type: none"> <li>N/A (Top-level metric not reported in 2023)</li> </ul>	<ul style="list-style-type: none"> <li>8% of U.S.-based designers were trained on inclusive design principles</li> </ul>	<ul style="list-style-type: none"> <li>55 employees attended an educational session on Open Style Lab's white paper "Accessible Footwear: Call-to-Action for the Industry," which was sponsored in part by Steve Madden. The session explored core principles of accessible footwear design, guided by insights from the disability community. Among the participants, 20 were director-level leaders, highlighting meaningful engagement from company leadership across departments.</li> <li>For the second year in a row, Steve Madden sponsored Open Style Lab's summer fellowship focused on accessible footwear design. Fifteen fellows participated in the six-week program, 40% of which had a disability. Steve Madden employees attended the final showcase where the fellows presented design solutions such as modular, stylish fasteners for adjustable fit and breathable stretch straps that balance flexibility and support.</li> </ul>	

### Accessible Shopping Experiences

<p><b>Further enhance the online and in-store shopping experience to be accessible and welcoming for all audiences and abilities.</b></p>	<ul style="list-style-type: none"> <li>N/A (Qualitative Target)</li> </ul>	<ul style="list-style-type: none"> <li>N/A (Qualitative Target)</li> </ul>	<ul style="list-style-type: none"> <li>In 2024, the Company advanced its efforts in digital accessibility by partnering with Allyant to identify and resolve all Priority 1 and 2 issues on the Steve Madden and Blondo U.S. websites. The Company completed multiple rounds of quality assurance and full site audits. Four U.S. websites (Steve Madden, Dolce Vita, Betsey Johnson, and Blondo) have now received their letters of conformance from Allyant.</li> </ul>	
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## Let's Make For All

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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## Inclusive Marketing

<p><b>Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications.</b></p>	<ul style="list-style-type: none"> <li>N/A (Qualitative Target)</li> </ul>	<ul style="list-style-type: none"> <li>N/A (Qualitative Target)</li> </ul>	<ul style="list-style-type: none"> <li>In 2024, our brands championed diverse representation by spotlighting diverse identities, bodies, and communities across their campaigns and partnerships. Highlights included:                             <ul style="list-style-type: none"> <li><b>Steve Madden:</b> In 2024, Steve Madden deepened its ongoing community partnerships. Our "Celebrating Fashion's Future" program with Howard University and The Black Retail Action Group (BRAG) focused on developing the next generation of industry talent. This partnership was brought to life for Steve Madden consumers through dedicated marketing activations, including a scholar-spotlight on SteveMadden.com and an integrated fundraising campaign on our checkout page. In parallel, our "Pride in Every Step" campaign spotlighted our House of Pride ERG and supported the Callen-Lorde Community Health Center, driven by a checkout donation feature in June and a coordinated social media promotion.</li> <li><b>Dolce Vita:</b> Through the continuation of its "Boots That Fit" campaign, Dolce Vita featured models with a diverse range of body types to celebrate the launch of their extra wide calf boots. The brand also entered its fifth year of supporting the Trevor Project (a non-profit dedicated to ending suicide among LGBTQ+ youth) through direct donations, limited-edition product collections, and more.</li> <li><b>Betsey Johnson:</b> A deep commitment to the LGBTQ+ community lies at the heart of the Betsey Johnson brand. In 2024, the brand raised funds and awareness for the Happy Hippie Foundation (now part of the Miley Cyrus Foundation) and the Elton John AIDS Foundation, both of which support the LGBTQ+ community. Additionally, 39% of the brand's influencer posts throughout the year featured talent who openly identify as LGBTQ+.</li> </ul> </li> </ul>	
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A woman with dark curly hair, wearing a sleeveless olive-green leather dress and light-colored high-heeled shoes, leans against a large, worn brown leather suitcase. She is holding a light-colored handbag with a tassel. The background consists of a wooden wall with vertical paneling and a wooden floor with blue and green lines. The text 'LET'S CHANGE THE GAME' is overlaid in large white letters.

# LET'S CHANGE THE GAME

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

## Let's Change The Game

 In Progress     Ongoing     Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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## 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

- Steve Madden initiated an ongoing feasibility study on the undertaking of developing and implementing a climate transition plan

- See Tables 4-8 for breakdowns of Steve Madden's 2024 GHG footprint.
- Steve Madden met its SBT for Scope 1 and 2 in 2023. In that year, the Company 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 2024, a total of 14.8k 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.
- We recognize that GHG abatement is a marathon, not a sprint. This long-term perspective informs our strategic approach, emphasizing steady, scalable actions that drive meaningful impact over time. With over 70% of our total emissions stemming from the Purchased Goods & Services category, we've prioritized transitioning to less carbon-intensive materials as a key lever in our climate strategy. Read more under "Materials" below.



## Let's Change The Game

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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### Materials

<p><b>50% of our products to contain environmentally preferred materials (EPMs) by replacing conventional materials with recycled, bio-based, and solvent-free components.</b></p>	<ul style="list-style-type: none"> <li>N/A (Top-level metric not reported in 2023)</li> </ul>	<ul style="list-style-type: none"> <li>23% of units shipped from our factories, across all brands and divisions globally, contained an EPM</li> </ul>	<ul style="list-style-type: none"> <li>See Table 8 for a breakdown of Steve Madden's 2024 Scope 3, raw material GHG emissions.</li> <li>Our product divisions continued to strive for progress toward this target, balancing requirements for material quality, aesthetics, price, availability, and sustainability attributes. The progress achieved in 2024 was driven primarily by our private label and Dolce Vita divisions. Our Dolce Vita brand made exceptional progress, with 88% of units shipped in 2024 containing an EPM.</li> <li>Highlights by material type included:                             <ul style="list-style-type: none"> <li><b>Recycled Materials:</b> Synthetic materials (synthetic fiber (e.g. polyester, nylon), synthetic rubber, and synthetic leather (PU)) continue to be our top GHG-emitting materials. For each of these material types and for all synthetics, we've prioritized transitioning to third party-certified recycled alternatives as they require less energy to produce and make use of existing fossil fuel-based materials.</li> <li><b>Leather:</b> In 2024, Steve Madden became a member of Leather Working Group (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. LWG 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.</li> <li><b>Bio-based Materials:</b> In 2024, Steve Madden signed a non-binding Letter of Intent with bio-material innovator Sustainea. This agreement secures our access to the consumption of Bio-MEG (Mono Ethylene Glycol), which is a raw material to manufacture polyester fabrics widely used in footwear and apparel industries. Bio-MEG substitutes conventional petroleum-based feedstock with a renewable corn-based alternative manufactured domestically in the USA, with commercial production expected to start in 2028.</li> </ul> </li> </ul>	
<p><b>100% of our packaging to be made with recycled or renewable materials.</b></p>	<ul style="list-style-type: none"> <li>N/A (Top-level metric not reported in 2023)</li> </ul>	<ul style="list-style-type: none"> <li>86% of our packaging material categories carry sustainability requirements for suppliers</li> </ul>	<ul style="list-style-type: none"> <li>In 2024, we introduced new mandates requiring all shoe supports to be made from cardboard and all polyethylene bags used for footwear and accessories to include recycled content. These build on earlier requirements, including a minimum of 80% recycled content in branded shoe boxes, branded tissue paper made with soy-based inks and at least 80% recycled content, and Steve Madden shopping bags made with recycled content.</li> <li>In 2024, we used 145 metric tons of MicroPak MPX2 polybags made from 100% recycled LDPE, resulting in a reduction of approximately 252 metric tons of CO<sub>2</sub>e (when compared to polybags with non-recycled content).</li> </ul>	

## Let's Change The Game

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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### Sustainable Supply Chain

<p><b>Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.</b></p>	<ul style="list-style-type: none"> <li>Calculated our water footprint for the first time, with 2023 as our baseline year (8.3M m<sup>3</sup> water withdrawal)</li> <li>\$70,000 donated to support local water solutions</li> </ul>	<ul style="list-style-type: none"> <li>We continued using the Higg Insights Hub to monitor water metrics at Tier-1 facilities</li> </ul>	<ul style="list-style-type: none"> <li>In 2024, our non-profit partners implemented programs that were funded by the Steve Madden Corporate Foundation in 2023. The impacts included:                             <ul style="list-style-type: none"> <li><b>Water for Cambodia:</b> Steve Madden supported the development of water sanitation infrastructure for 1,500 individuals in the Angkor Thum district of Cambodia, including the installation of biosand filters, household latrines, and sanitation infrastructure in a community school.</li> <li><b>New York Harbor School:</b> Steve Madden supported the New York Harbor School, a unique public high school that uses the city's waterways as a living classroom to train the next generation of marine experts. Our donation funded laboratory supplies and engineering equipment for the school's hands-on learning programs.</li> </ul> </li> <li>Steve Madden uses the Higg Insights Hub to monitor water metrics such as production intensity, withdrawal, and recycling rates at our Tier-1 facilities. This data allows us to identify facilities in water-stressed regions and implement targeted initiatives to reduce water withdrawal.</li> <li>Our water withdrawal baseline revealed that the majority of water withdrawal stems from the production of raw materials. As we expand our supplier engagement strategy, we aim to build visibility and foster collaboration across our Tier 2, 3, and 4 suppliers to better manage environmental impacts, including water use, throughout our extended supply chain.</li> </ul>	
<p><b>Require suppliers to self-assess and report environmental performance.</b></p>	<ul style="list-style-type: none"> <li>We have required our suppliers to report their facilities' environmental performance through the Higg Facility Environmental Module (FEM) since 2021</li> </ul>	<ul style="list-style-type: none"> <li>We have required our suppliers to report their facilities' environmental performance through the Higg FEM since 2021</li> </ul>	<ul style="list-style-type: none"> <li>In 2021, we joined Cascale (formerly the Sustainable Apparel Coalition) and adopted its comprehensive FEM as our standard to assess environmental performance of our production facilities. Since then, we have required our suppliers to coordinate with production facilities to submit the FEM annually.</li> <li>50% of the FEM self-assessments received from our production facilities in 2024 were verified by an approved third party.</li> </ul>	
<p><b>Train 100% of our strategic suppliers in waste reduction.</b></p>	<ul style="list-style-type: none"> <li>24% of strategic suppliers were trained in waste management and reduction</li> </ul>	<ul style="list-style-type: none"> <li>69% of strategic suppliers were trained in waste management and reduction</li> </ul>	<ul style="list-style-type: none"> <li>With support and engagement from our suppliers, 100 factories participated in the Steve Madden Waste Management Program. See Table 9 for the 2024 outcomes of the Steve Madden Waste Management Program.</li> <li>In recognition of successful participation in the FDRA Waste Management Program, one Steve Madden factory was awarded a Platinum Certificate by the FDRA and Target as a testament to its commitment, effort, and achievements throughout the project.</li> </ul>	

# LET'S KICK THE WASTE

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



## Let's Kick the Waste

 In Progress  Ongoing  Achieved

2025 Target	FY2023	FY2024	FY2024 Key Achievements	Status
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### Long Lasting Fashion

<p><b>Establish multiple channels to recycle, resell, or repair pre-loved shoes.</b></p>	<ul style="list-style-type: none"> <li>Three channels: We sustained our peer-to-peer resale channels on SteveMadden.com, DolceVita.com, and BetseyJohnson.com</li> </ul>	<ul style="list-style-type: none"> <li>Four channels: We sustained our peer-to-peer resale channels on SteveMadden.com, DolceVita.com, and BetseyJohnson.com, and launched a product recycling program for Steve Madden customers (Steve Madden x Trashie)</li> </ul>	<ul style="list-style-type: none"> <li>Over 2,000 pre-loved products were listed through our brand resale channels throughout the year. Our resale channels achieved an average sell-through rate of 45%.</li> <li>Our Steve Madden brand partnered with Trashie to advance its efforts in product longevity and circularity. Customers can purchase a Take-Back Bag, available online and in select stores, to send in their end-of-life items for responsible processing. In return, participants receive a Steve Madden gift card to use toward a future purchase.</li> </ul>	
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### Circularity

<p><b>Introduce a range of innovative products designed with circularity in mind.</b></p>	<ul style="list-style-type: none"> <li>Product range not yet launched</li> </ul>	<ul style="list-style-type: none"> <li>In 2024, our Dolce Vita brand developed what ultimately became the Holis 3D, which launched in Spring 2025</li> </ul>	<ul style="list-style-type: none"> <li>Throughout 2024, Dolce Vita partnered with on-demand product creation platform HILOS, to develop a new style grounded in circular design principles. The result was the Holis 3D Sandal, which launched in Spring 2025. Produced on demand using powder-based 3D printing, the Holis 3D minimizes excess inventory and manufacturing waste. Its modular design also reduces the need for adhesives, making the sandal easier to disassemble, repair, and recycle compared to similar styles made using traditional methods.</li> <li>Steve Madden joined The Footwear Collective (TFC), a pre-competitive industry group of 11 member brands, on a mission to scope, develop, and scale circular solutions for the footwear industry. TFC drives systemic change through three pillars of collaboration: Circular Materials, Infrastructure, and Consumer Behavior. Representatives from Steve Madden contributed to all three pillars, with seven team members actively participating in working groups throughout the year to co-create shared tools and resources for the industry. Steve Madden understands that building a circular economy requires years of dedicated collective action. Our participation in TFC is one way we actively collaborate with industry peers to help build the shared infrastructure required for a thriving circular economy.</li> <li>In 2024, teams across the United States and Europe recycled 56,000 product samples, which provided insights that sharpened our ability to design for disassembly, optimize material selection, and advance circular product development.</li> <li>Throughout 2024, we continued our partnership with FABSCRAP, diverting more than 5,500 pounds of fabric swatches, trims, and textiles from landfill, which is equivalent to 41 tons of CO<sub>2</sub>e. Since launching the partnership in 2019, FABSCRAP has helped us keep more than 19,600 pounds of material in circulation through reuse and recycling. This collaboration remains a cornerstone of our circularity strategy, reducing production waste and giving excess design materials a meaningful second life.</li> </ul>	
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# GOVERNANCE



# SUSTAINABILITY BOARD OVERSIGHT & PROGRAM MANAGEMENT

The Corporate Social Responsibility (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.



## CSO

As a part of the Executive Leadership Team and reporting directly to the CEO and the CSR Committee of the Board, 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 Americas, EMEA, and APAC regions who hold various responsibilities related to climate, environmental impacts in the supply chain, materials, and supplier relations. Related initiatives are under the oversight of the Director of Compliance, Sustainability, and Product Testing, who reports to the CSO.

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 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.

### Supply Chain Social Responsibility

Steve Madden has dedicated team members in the Americas, EMEA, and APAC regions who hold various responsibilities related to responsible sourcing, social compliance, and supplier relations. The Supply Chain Visibility and Compliance Program is under the oversight of the Director of Compliance, Sustainability, and Product Testing, who reports to the CSO.

### Human Resources & 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 Human Resources 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.

## POLICIES, CODES & STANDARDS

- [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](#)
- [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 Policy](#)
- [Modern Slavery Statement](#)
- [Responsible Recruitment Policy](#)
- [Insider Trading Policy](#)



# 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 2024, 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.

In 2025, Steve Madden completed a double materiality assessment (DMA), a process that evaluates how sustainability issues impact the Company's financial performance and how the Company's operations impact people and the environment. Recognized as a best practice in corporate sustainability, a DMA provides a more comprehensive understanding of risks and opportunities across the value chain. This assessment positions Steve Madden to align with emerging global standards, including the European Union's Corporate Sustainability Reporting Directive, which mandates double materiality as a core reporting requirement. By proactively undertaking this work, we are strengthening our reporting readiness, enhancing transparency, and ensuring our sustainability strategy is rooted in the issues that matter most.

## 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

**Waste management:** including our direct operations and supply chain

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

# APPENDIX

## APPENDIX A: PARTNERSHIPS & MEMBERSHIPS

### **American Apparel & Footwear Association (AAFA)**

Steve Madden joined the 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 the FDRA and has sponsored its initiatives including Shoe Sustainability, the Black Footwear Forum, and the Footwear Innovation Foundation.

### **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 (SBTi)**

In 2023, Steve Madden's science-based targets (SBTs) were approved by SBTi, which assesses and validates corporate emissions reduction goals to support 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.

### **The Footwear Collective (TFC)**

TFC is a pre-competitive industry group on a mission to scope, develop, and scale circular solutions for the footwear industry. Steve Madden joined TFC in 2024.

### **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 \$100,000 to support the work of the foundation in 2024.

### **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 the UNGC's Ten Principles and the UN's Sustainable Development Goals.

## APPENDIX B: DATA TABLES

**Table 1: Global Gender Breakdown\***

	Female	Male	Not Specified
Retail	66%	29%	5%
Corporate	74%	26%	<1%
<b>Corporate by Level</b>			
CEO & Direct Reports	39%	61%	0%
Leader of Leaders	64%	36%	0%
Front Line Managers	71%	28%	<1%
Individual Contributors	76%	23%	<1%

**Table 2: U.S. Ethnicity/Race Breakdown\***

	Asian	Black	Latino	Native Hawaiian or Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Not Specified
Retail	4%	24%	50%	<1%	<1%	4%	15%	3%
Corporate	15%	5%	19%	<1%	<1%	2%	49%	10%
<b>Corporate by Level</b>								
CEO & Direct Reports	8%	0%	8%	0%	0%	0%	84%	0%
Leader of Leaders	15%	3%	14%	0%	0%	1%	61%	6%
Front Line Managers	12%	7%	13%	1%	<1%	2%	55%	10%
Individual Contributors	16%	5%	21%	<1%	<1%	2%	44%	12%

**Table 3: Tier 1, Level 1 Suppliers by Region\***

	Americas	EMEA	South Asia	East Asia	Southeast Asia
% of Total Spend	3%	<1%	<1%	77%	20%
% of Footwear Spend	4%	<1%	<1%	83%	13%
% of Accessories Spend	0%	0%	0%	46%	54%
% of Apparel Spend	0%	0%	0%	100%	0%

**Table 4: Global Scope 1, 2 & 3 Emissions\***

Scope	MT CO2e
Scope 1	1,272
Scope 2 (Market Based)	0**
Scope 2 (Location Based)	4,771
Scope 3	658,523

**Table 5: Breakdown of Scope 1 & 2 Emissions by Region\***

Region	MT CO2e	%
United States	4,768	72%
China	527	8%
Mexico	558	8%
Canada	642	10%
Netherlands	100	2%

**Table 6: Breakdown of Scope 1 & 2 Emissions by Facility\***

Facility Type	MT CO2e
Retail	2,836
Office	2,110
Warehouse	1,649

**Table 7: Scope 3 Emissions, Category 1: Purchased Goods and Services\***

Purchased Goods and Services	MT CO2e
Factories	40,804
Raw Materials	498,837
Non-Merchandise Spend	11,457

**Table 8: Emissions from Raw Materials Usage\***

	2024		2023		2022	
	MT CO2e	Percentage	MT CO2e	Percentage	MT CO2e	Percentage
Synthetic Fiber	142,431	29%	102,380	23%	60,487	17%
Synthetic Rubber	107,154	21%	98,063	22%	100,345	29%
Synthetic Leather (PU)	90,074	18%	86,366	20%	75,747	22%
Leather	40,574	8%	64,299	15%	34,291	10%
Thermoplastics	39,064	8%	43,380	10%	43,209	12%
Other	79,540	16%	43,660	10%	34,217	10%

**Table 9: Steve Madden Waste Management Program Outcomes\***

	2024	2023	2022	2021 (baseline)
# waste generated per unit of finished product	33.1 g	32.1 g	31.1 g	34.4 g
% non-hazardous waste directed to landfill/ incineration (by weight)	0%	0%	0.20%	16%
# material types recycled	17	16	14	9

\* Data covers the Company's activities between January 1, 2023, through December 31, 2024.

\*\*Offset with Energy Attribute Certificates

## APPENDIX C: UN SDG INDEX

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

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

# APPENDIX D: 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 publish an updated climate risk assessment disclosure in 2026.

TCFD Category	2024 CDP Section Alignment
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## Governance: Disclose the Company's governance around climate-related risks and opportunities

### a) Describe the Board's oversight of climate related risks and opportunities

C4.1.1, C4.1.2, C4.3.1

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 both the CEO and the Board on a quarterly basis.

Our CSR Committee of the Board has direct oversight on matters related to climate as they pertain 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.

### b) Describe management's role in assessing and managing climate-related risks and opportunities

C4.3, C4.3.1

Steve Madden has established a CSR Committee to assist the Board in overseeing the Company's initiatives, plans, and practices related to corporate social responsibility (CSR) and their impact on the communities in which it operates. The CEO monitors all CSR goals and climate change focused projects, working closely with both the CSO and the CSR Committee to ensure the Company's commitments are met as planned and projected. As a member of the executive management team, the CSO provides strategic direction to the CSR department and leads the Company's initiatives and commitments on CSR, including, the climate change focus, supply chain transparency, and sustainability goals.

TCFD Category	2024 CDP Section Alignment
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**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 is material**

**a) Describe the climate-related risks and opportunities the Company has identified over the short, medium, and long term** **C2.1, C2.2.1, C2.2.2, C3.1, C3.6, C5.1, C5.1.1, C5.1.2**

Steve Madden conducted a climate risk and 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—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 toward 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, reputational, 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.

**b) Describe the impact of climate-related risks and opportunities on the Company's business, strategy, and financial planning** **C5.3, C5.3.1, C5.3.2, C3.1, C3.6**

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 toward 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 the increasing cost of emissions and rising insurance expenditures related to climate as relevant impacts to financial planning. Steve Madden has committed to continually evaluating several aspects of industry and business risk, as well as actively engaging in and implementing an effective climate risk strategy incorporating short, medium, 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 developing an effective renewable energy strategy.

**c) Describe the resilience of the Company's strategy, taking into consideration different climate-related scenarios, including a 2 deg Celsius or lower scenario** **C5.1, C5.1.1, C5.1.2**

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 High and Low Carbon scenarios. Steve Madden plans to increase engagement with key internal and external stakeholders to explore opportunities for additional mitigation measures to reduce the impact of the top identified risks and to scale the impact of top identified opportunities. Steve Madden will continually evaluate risks, with plans to incorporate quantitative analysis—including examining industry risks, Company-specific risks, foreign sourcing risks, and global business risks. Material climate risks are part of these factors and continue to influence our strategic planning and initiatives as we develop a long term transition plan.

TCFD Category	2024 CDP Section Alignment
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**Risk Management: Disclose how the Company identifies, assesses, and manages climate-related risks**

**a) Describe the Company's processes for identifying and assessing climate-related risks**

**C2.2.1, C2.2.2, C3.1, C5.1**

Steve Madden identified key internal stakeholders across multiple business units. We conducted interviews with these 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—including precipitation, heat waves, mean temperature rise, extreme wind, wildfire, sea level rise, and 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 most likely to present the greatest financial, strategic, and environmental impact to the Company.

**b) Describe the Company's processes for managing climate-related risks**

**C2.1, C2.2, C2.2.1, C2.2.2**

Steve Madden manages its climate-related risks and opportunities with guidance from the CSR Committee of the Board, under the leadership of the CSO, who is updated quarterly on the ongoing climate work at Steve Madden. The Company 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, including both the increased frequency of extreme weather and the transition away from fossil fuel usage. We plan to continually monitor climate-related risks and enhance our qualitative risk assessment by improving data collection capabilities and conducting a quantitative assessment of climate-related risks in the near future. Additionally, we aim 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 cleaner, renewable sources of energy for production.

**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, C2.2.1, C2.2.2**

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.

TCFD Category	2024 CDP Section Alignment
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**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 in line with its strategy and risk management process** **C4.2a-b, C9.1**

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).

**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**

Gross Global Emissions (metric tons CO2e)

- Scope 1: 1,225 (Start date 01/01/2022; end date 12/31/2022)
- Scope 2: 4,987 (Start date 01/01/2022; end date 12/31/2022)
- Scope 3: 449,792 (Start date 01/01/2022; end date 12/31/2022)

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**

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.

# STEVE MADDEN

[www.stevemadden.com](http://www.stevemadden.com) | [investor.stevemadden.com](http://investor.stevemadden.com)