

STEVE MADDEN

SUSTAINABILITY REPORT 2022

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ABOUT THIS REPORT

This Sustainability Report offers a comprehensive overview of our sustainability performance, accomplishments, and endeavors in 2022. Designed to engage and inform a diverse array of stakeholders including customers, employees, investors, and the broader community, this report underscores our persistent commitment to making a lasting, positive impact on our people, planet, and communities.

Data Disclosure Statement

This report contains “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Examples of forward-looking statements include, among others, statements regarding revenue and earnings guidance, plans, strategies, objectives, expectations, and intentions. Forward-looking statements can be identified by words such as: “may,” “will,” “expect,” “believe,” “should,” “anticipate,” “project,” “predict,” “plan,” “intend,” “estimate,” or “confident” and similar expressions or the negative of these expressions. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they represent the Company’s current beliefs, expectations, and assumptions regarding anticipated events and trends affecting its business and industry based on information available as of the time such statements are made. Investors are cautioned that such forward-looking statements are inherently subject to risks and uncertainties, many of which cannot be predicted with accuracy and some of which may be outside of the Company’s control. The Company’s actual results and financial condition may differ materially from those indicated in these forward-looking statements. As such, investors should not rely upon them. The Company does not undertake, and disclaims, any obligation to

publicly update any forward-looking statement, including, without limitation, any guidance regarding revenue or earnings, whether as a result of new information, future developments, or otherwise.



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, Blondo, and GREATS; licensed brand, Anne Klein; and private label product lines, we deliver unmatched design creativity and demonstrate a relentless commitment to sustainable business practices.

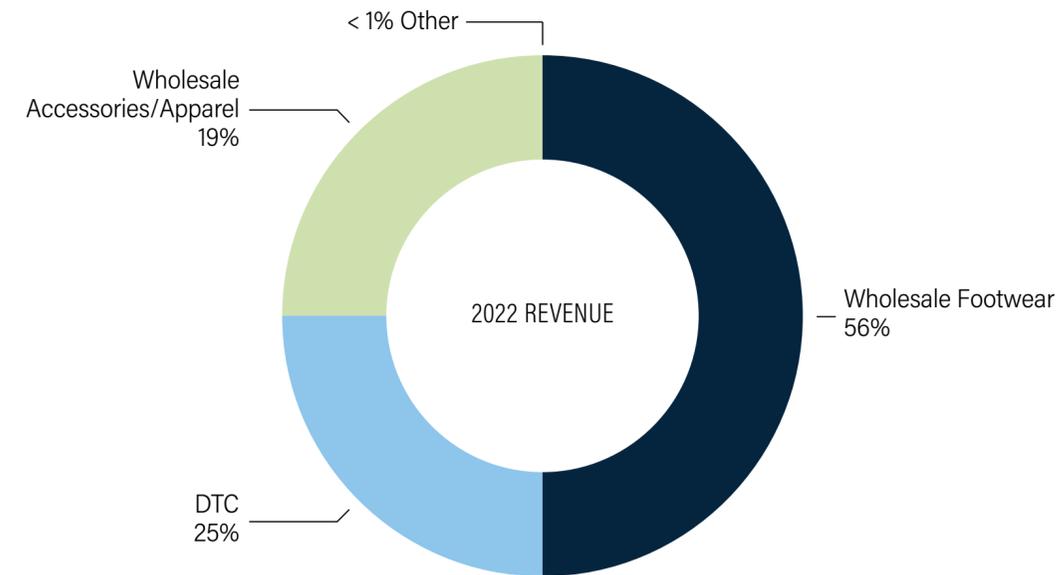


COMPANY OVERVIEW

75+ COUNTRIES WHERE OUR PRODUCTS ARE SOLD

4K EMPLOYEES

232 COMPANY-OPERATED RETAIL STORES



\$2.1B
 TOTAL REVENUE
 +13.7% VS. 2021

\$1.6B
 WHOLESAL REVENUE
 +16.4% VS. 2021

\$522M
 DIRECT-TO-CONSUMER-REVENUE
 +6.9% VS. 2021

OUR BRANDS



(Licensed)

STEVE MADDEN

An iconic and leading fashion brand for those who march to the beat of their own drum, Steve Madden delivers shoes, accessories, and clothing 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.



Highlights:

- **Voto Latino Partnership:** Steve Madden has been a proud supporter of Voto Latino since 2018. Through our partnership, we have supported their mission to create a more robust and inclusive democracy by launching in-store voter registration campaigns and sponsoring rides to the polls.
- **Steve Madden Kids Adaptive:** Steve Madden Adaptive products include design features that make them more accessible to children with disabilities, including hook and loop closures, removable socks, and dual zippers with extra-long pull tabs. Adaptive products for children have been available since 2019.
- **SM REBOOTED:** Launched in 2022, SM REBOOTED is a resale platform on SteveMadden.com that makes it easy for consumers to extend the life of Steve Madden products by shopping pre-loved Steve Madden products.
- **Responsible Packaging:** In 2020, we began producing shoe boxes with at least 85% post-consumer recycled content using natural dyes and adhesives with a lesser environmental impact. The branded tissue paper contains 30% post-consumer recycled content.
- **Responsible Materials:** In 2022, Steve Madden Europe launched the Responsible Materials Collection to help consumers identify products made with environmentally-preferred materials, including third-party certified recycled materials and responsibly sourced leather from tanneries certified by the Leather Working Group (LWG).

DOLCE VITA

Dolce Vita creates footwear and handbags for the fearless—the dreamers, the tastemakers, and the confident individuals who inspire us every day. At Dolce Vita, the message is bigger than shoes. It's about standing with our community, supporting underrepresented voices, and building a responsible brand that we can be proud of with every step.



Highlights:

- **Trevor Project Partnership:** Since 2020, Dolce Vita has donated at least \$50,000 to the Trevor Project each year to support their mission to end suicide among LGBTQ young people.
- **Inclusive Sizes:** In 2021, we launched the “Paily is for Everyone” campaign to make our best-selling Paily shoe in a larger assortment of sizes and shades. Since then, we have continued to offer most core styles in sizes 5-13 (some up to 15), with the option of standard or wide width, and extended calf sizing for certain boots.
- **re:vita:** In 2022, we launched re:vita, a peer-to-peer resale platform to give new life to pre-loved Dolce Vita products.
- **Responsible Packaging:** In 2019, we began producing our shoe boxes and tissue paper with at least 85% post-consumer content, natural adhesives, and soy-based inks.
- **Responsible Materials:** Across our product assortment, we strive to incorporate environmentally-preferred materials such as recycled materials, bio-based Bloom™ insoles, and water-based DMFa solvent-free PU.
- **One Tree Planted Partnership:** Throughout 2022, we planted a total of 120,000 trees with One Tree Planted.

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. Our mission since the 1970's 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.



Highlights:

- **Supporting Breast Cancer Awareness & Research:** Honoring Betsey's personal journey with breast cancer, we support organizations that provide breast cancer education and screenings, support survivors, and search for a cure. In 2022, we collected and matched customer donations to Susan G. Komen, Latinas Contra Cancer, and Sisters by Choice.
- **BETSEY RE:LUV:** Launched in 2022, BETSEY RE:LUV is a space to buy and sell pre-loved Betsey Johnson shoes, bags, accessories, and apparel.
- **Betsey Johnson Supports GLAAD During Pride Month:** Throughout Pride Month in 2022, Betsey Johnson donated \$1 to GLAAD (Gay & Lesbian Alliance Against Defamation) for every product sold in the One Love product collection.

GREATS

Founded in 2014, GREATS is the first sneaker brand born in Brooklyn. We're committed to creating sneakers with a superior fit and feel that's built to last. Our goal is to ethically transform premium materials into an experience that moves our customers. We make shoes that last a lifetime and we like to make them in a responsible way.



Highlights:

- **Responsible Packaging:** We use shoe boxes and tissue paper with at least 85% post-consumer waste and natural dyes and adhesives.
- **Responsible Materials:** GREATS was founded on a commitment to responsible manufacturing and premium materials. Across our product assortment, we strive to source environmentally-preferred materials such as recycled materials and bio-based Bloom™ insoles.
- **GREATS x Steven Alan:** In 2022, we teamed up with Steven Alan to launch a footwear collection made with innovative bio-based materials including apple leather created from food waste and soles made with coffee grounds.

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.



Highlights:

- **Responsible Materials:** Across our product assortment, we strive to incorporate environmentally-preferred materials such as natural rubber and responsibly sourced leather.
- **Inclusive Sizes:** Blondo offers all styles in wide width and select styles in extra wide width.

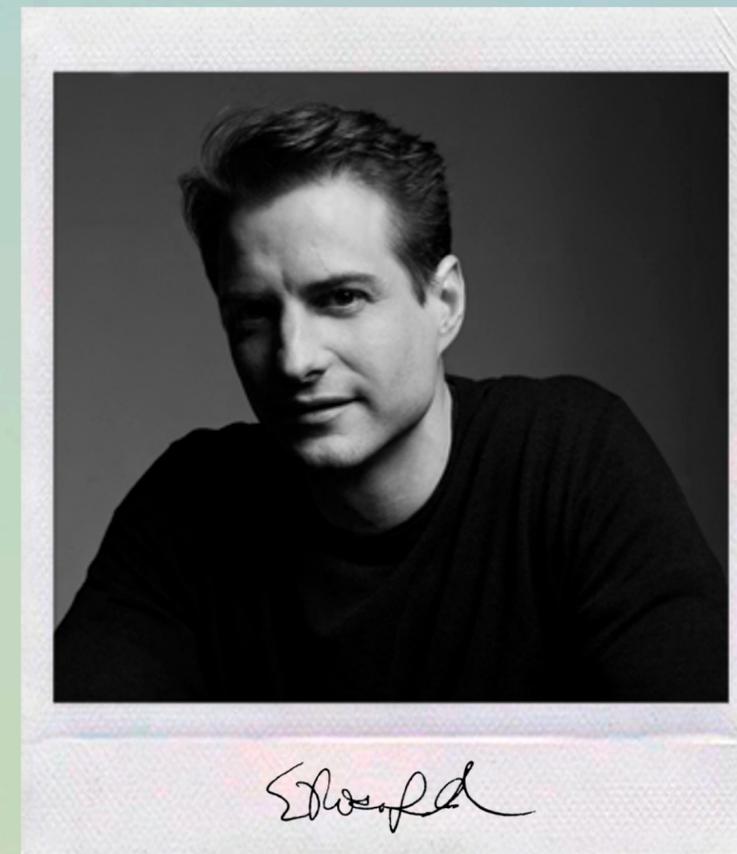
A WORD FROM OUR CHIEF EXECUTIVE OFFICER

Reflecting on our achievements from the past year brings to mind a guiding principle at Steve Madden: "Think Big and Small." Each day, we strive to balance big-picture thinking with relentless attention to the finer details that nurture strong relationships with our employees, customers, and business partners. This principle is a driving force behind our overall success and guides our approach to sustainable business growth.

In 2022, we made remarkable strides in pursuit of our Let's Get Real sustainability strategy. To start, we measured our Greenhouse Gas (GHG) baseline and submitted emission reduction targets to the Science Based Targets initiative, which were approved in 2023. We also disclosed climate-related information in alignment with the CDP and TCFD frameworks, demonstrating our commitment to transparency and collaborative climate action.

Through partnerships with industry coalitions and non-profit organizations, we doubled down on our commitment to making the fashion industry more inclusive and equitable for communities that are currently under-represented. Most notably, our work with the Fashion Scholarship Fund and FDRA's Black Footwear Forum provided scholarships and professional development opportunities for BIPOC students and fashion professionals. Simultaneously, we continued to build upon our internal systems that support diversity, equity, and inclusion. We proudly launched De La Sole, a new Employee Resource Group for Hispanic employees, providing even more support for employees to thrive at Steve Madden and advance in their careers.

As we look forward to the opportunities and challenges ahead, I express my heartfelt appreciation to everyone in the Steve Madden community – employees, customers, suppliers, investors, and partners – for their unwavering support and commitment to our shared vision. Together, we will continue to drive positive change and make a lasting impact on the world.



Edward R. Rosenfeld
 Chairman and CEO,
 Steven Madden, Ltd.

A WORD FROM OUR CHIEF SUSTAINABILITY OFFICER

Since publishing our inaugural sustainability report in 2020, Steve Madden has made commendable progress in advancing our sustainability efforts, both internally and externally. This report, looking back at 2022, marks a significant transition for the Company, moving from laying the foundation that supports sustainable business to delving more deeply into the intricate work of implementation and change management.

In 2022, Steve Madden achieved real progress toward our sustainability targets. These accomplishments, while noteworthy, merely mark the beginning of the journey that lies ahead. Our sustainability practices are inextricably linked to our products and profitability. Striking a balance between advancing sustainability goals and ensuring the best product design and sales potential remains a challenge, but it is one we are dedicated to addressing.

Transparency also remains at the forefront of our goals. As we report our progress, we are just as committed to showcasing our achievements as we are to highlighting the challenges we face and our relentless efforts to overcome them. The past year, with its record temperatures and unprecedented weather events, has underscored the undeniable impacts of global climate change. Our stakeholders, rightfully so, expect more from us and the broader business community.

As we look ahead, Steve Madden remains steadfast in its commitment to sustainable business practices, transparency, and setting ambitious sustainability goals for the upcoming year. Real and lasting change requires collective action

across business sectors, governments, and humanity at large. Our efforts, though significant, are but a small part of this larger endeavor.

I am endlessly grateful to our employees, partners, and stakeholders. Your unwavering support of and contributions to our mission have been instrumental in our journey thus far. We remain dedicated to continued improvement in our sustainability practices, ensuring a brighter future for all.



Gregg Meyer
 Chief Sustainability Officer,
 Steven Madden, Ltd.

OUR SUSTAINABILITY STRATEGY

We developed our *Let's Get Real* sustainability strategy to inspire action and track progress on the economic, environmental, and social issues that are most significant and most relevant to stakeholders across our value chain. We measure our progress with time-bound targets, which fall within the four pillars of our strategy and contribute to the **United Nations Sustainable Development Goals (UN SDGs)**:

LET'S THINK ABOUT YOU

Creating safe, diverse, and equitable opportunities for people across our stores, offices, and factories.

5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS

LET'S MAKE FOR ALL

Setting trends to ensure that fashionable products are made responsibly, sustainably, affordably - and are accessible to people of all shapes, sizes, and abilities.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES

LET'S CHANGE THE GAME

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

6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND

LET'S KICK THE WASTE

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

11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

OUR PARTNERS



- [United Nations Global Compact \(UN Global Compact\)](#)
- [Footwear Distributors and Retailers of America \(FDRA\)](#)
- [Two Ten Footwear Foundation](#)
- [Sustainable Apparel Coalition \(SAC\)](#)
- [Higg Co](#)
- [Science Based Targets Initiative](#)
- [CDP](#)
- [FABSCRAP](#)
- [Forest Stewardship Council](#)
- [One Tree Planted](#)
- [CultureAmp](#)
- [Fashion Scholarship Fund](#)
- [Howard University](#)
- [Harlem Festival of Culture Foundation](#)
- [American Cancer Society](#)
- [Voto Latino](#)
- [Trevor Project](#)
- [Fearless Fund](#)
- [Open Style Lab](#)
- [Runway of Dreams Foundation](#)
- [ShoppingGives](#)
- [Kula for Karma](#)

SUSTAINABILITY MILESTONES



2019

- Established the CSR Board Committee

- Conducted our first sustainability materiality assessment

- Joined the UN Global Compact

- Conducted Diversity & Inclusion (D&I) Gap Study

- Established our first Employee Resource Group (ERG), SM Pride

- Began participating in the Footwear Distributors and Retailers of America (FDRA) Shoe Waste Program



2020

- Published our inaugural sustainability report

- Established an internal Diversity, Equity, and Inclusion Council



2021

- Launched the Supply Chain Visibility Project

- Became a member of the Sustainable Apparel Coalition (SAC)

- Established the Steve Madden Foundation



2022

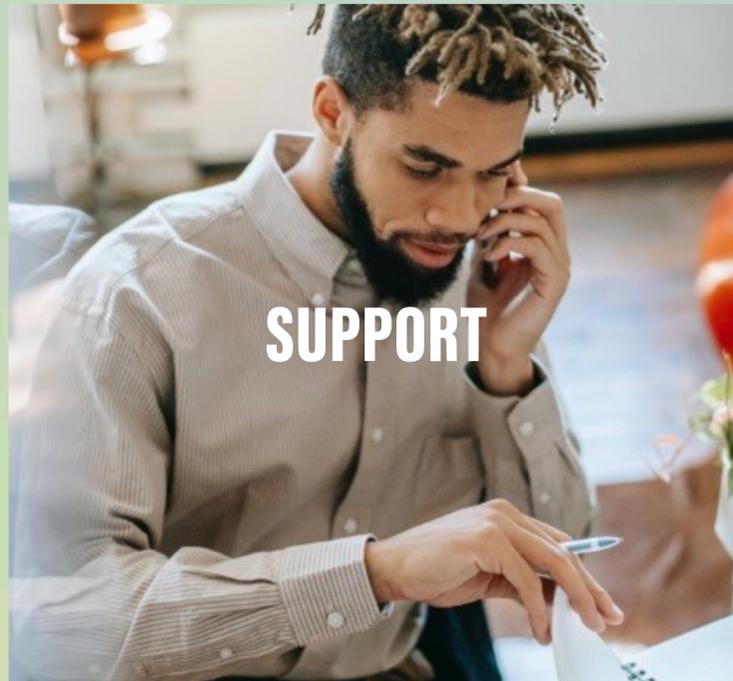
- Launched resale platforms for Steve Madden, Dolce Vita and Betsey Johnson

- Aligned our climate reporting with the CDP and TCFD frameworks

- Measured our carbon footprint and submitted targets to the Science Based Targets initiative

THE STEVE MADDEN CORPORATE FOUNDATION

Established in December 2021 with an initial funding of \$1 million, The Steve Madden Corporate Foundation has been a powerful catalyst for business sustainability and community impact. In 2022, we contributed an additional \$1 million to the foundation. Our charitable giving strategy is centered around three key objectives:



SUPPORT EQUAL OPPORTUNITIES IN FASHION

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



DISCOVER 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.

LET'S THINK ABOUT YOU

At Steve Madden, our unwavering commitment to the well-being of our people is at the core of our mission to create a positive social impact throughout our local and global communities. We recognize the invaluable individual contributions and talents that drive our company's success and are steadfast in our dedication to giving back and promoting a more inclusive and equitable fashion industry for all.

"Let's Think About You" is an integral component of our "Let's Get Real" sustainability strategy and focuses on our efforts to create safe, diverse, and equitable workplaces throughout our stores, offices, distribution centers, and factories. We have made significant strides in key areas such as diversity, equity, and inclusion (DEI), employee engagement and well-being, and community partnerships. Our global and local initiatives, including but not limited to partnerships with Howard University, the Fashion Scholarship Fund, the FDRA (Footwear Distributors and Retailers of America) and Two Ten Foundation, demonstrate our commitment to creating opportunities for diverse job candidates and addressing systemic disadvantages within the industry.

Our ambitious 2025 targets, such as investing \$500,000 into local, national, and global programs that are making the fashion industry more inclusive and equitable, exemplify our dedication to fostering positive change throughout the industry. As we continue to push the boundaries of what's possible in sustainability, we invite you to delve deeper into "Let's Think About You" and discover the remarkable progress we are making in shaping a more inclusive, equitable, and sustainable future for all.

KEY ACHIEVEMENTS 2025 TARGETS

- Supporting Diversity, Equity & Inclusion:** We deepened and expanded our partnerships with non-profit organizations that are advancing DEI in the footwear and fashion industries, including partnerships with Howard University, FDRA's Black Footwear Forum, and Two Ten Footwear Foundation.
- Engaging our Employees:** Our Employee Engagement score, which indicates the levels of enthusiasm and connection that employees have with our company, increased 2% from 2021 to 2022, reaching 75%.
- Expanding Educational Opportunities:** Our tuition reimbursement program supported the personal and professional growth of 19 employees, while Steve Madden Learning Sessions reached over 500 employees and received exceptional feedback with a 4.7/5.0 average satisfaction rating.

TOPIC	STEVE MADDEN TARGET	RELEVANT UN SDGs
Diverse Representation	Raise and advance all levels of underrepresented groups with a focus on leadership progression opportunities for all.	5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH 
Diverse Representation	Invest \$500,000 in local, national, and global programs that are making the fashion industry more inclusive and equitable.	5 GENDER EQUALITY  10 REDUCED INEQUALITIES  17 PARTNERSHIPS FOR THE GOALS 
Employee Development	Engage all U.S. corporate associates in professional development programs.	8 DECENT WORK AND ECONOMIC GROWTH 
Fair & Inclusive Supply Chain	Expand compliance training across Tier-1 strategic suppliers, which account for 80% of purchases.	8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Fair & Inclusive Supply Chain	Continue to map our top-level supply chain factories and share findings.	8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 

2025 TARGET: RAISE AND ADVANCE ALL LEVELS OF UNDERREPRESENTED GROUPS WITH A FOCUS ON LEADERSHIP PROGRESSION OPPORTUNITIES FOR ALL.



At Steve Madden, our dedication to fostering a diverse, inclusive, and equitable work environment that offers a sense of belonging for all is unwavering. We strive to create opportunities for everyone to succeed and reach their full potential, from recruiting to retaining a workforce that reflects the vibrant tapestry of the world we live in.

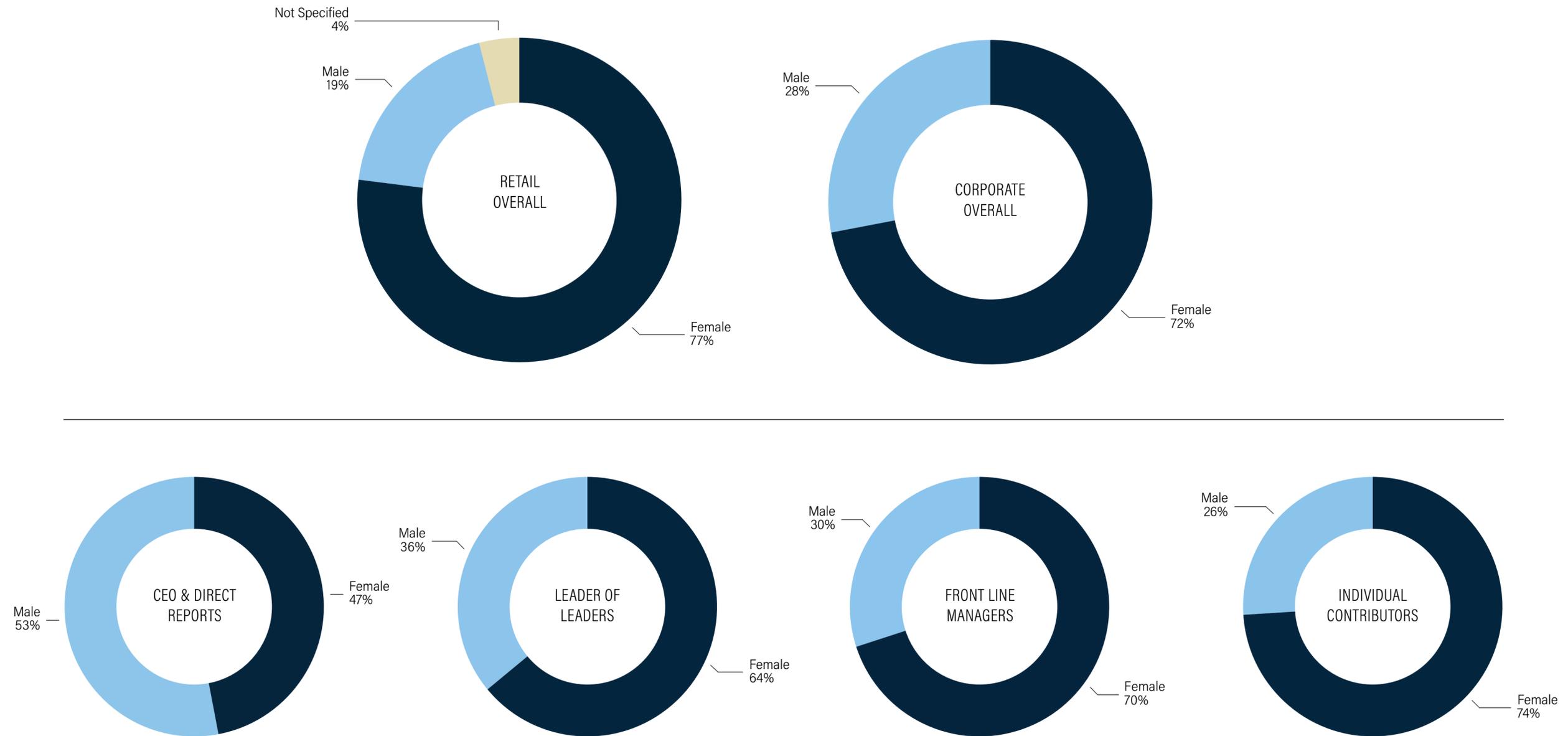
In 2022, we achieved a significant milestone in our journey towards our DEI targets by enhancing our data-reporting capabilities to better understand representation across various employment levels. This crucial information will serve as the foundation for refining our DEI strategy moving forward, allowing us to concentrate on cultivating leadership progression opportunities for underrepresented groups.

As we elevate our efforts within our current workforce, our partnership with Howard University, alongside our plans to expand collaborations with other Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), exemplifies our commitment to empowering and building relationships with talented students who could bring new perspectives and experiences to Steve Madden. By empowering the future trailblazers of the fashion and retail industry, we believe that collectively, we can create a more equitable and inclusive world for all.



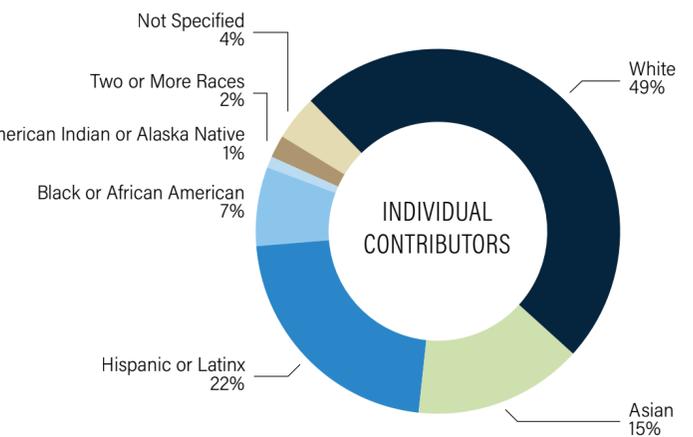
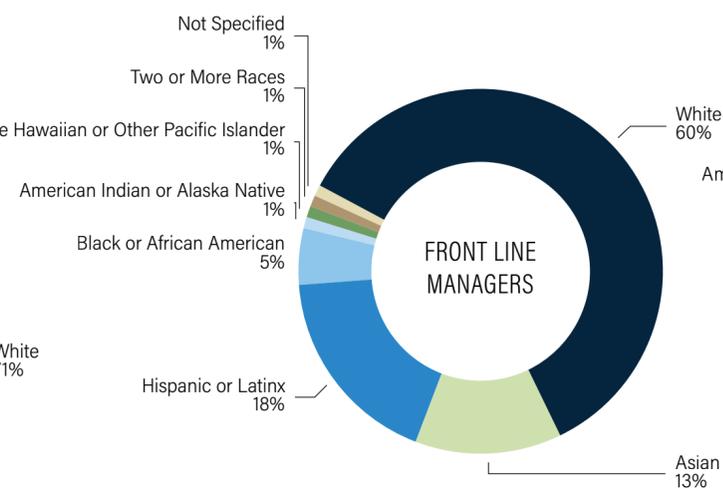
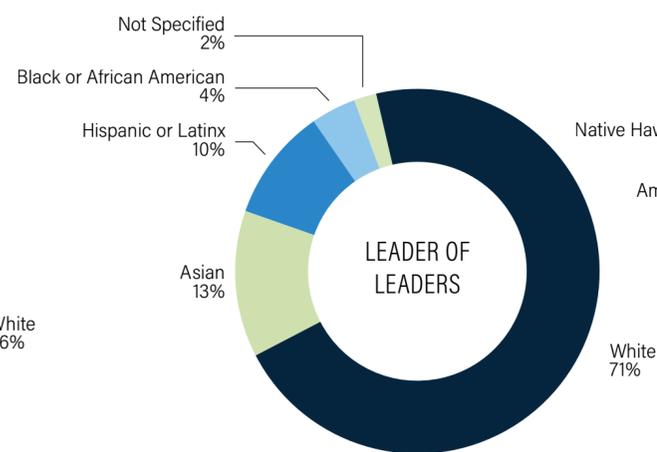
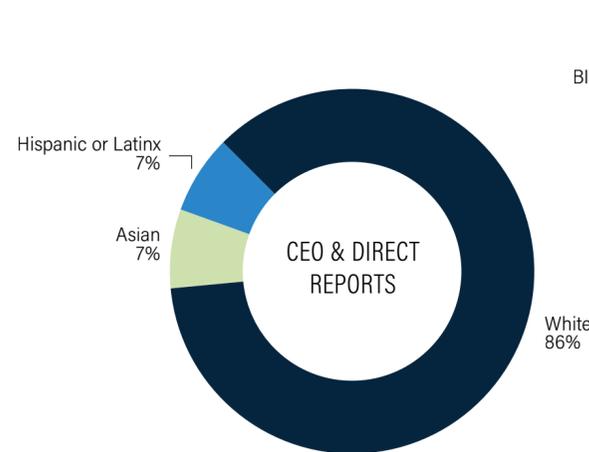
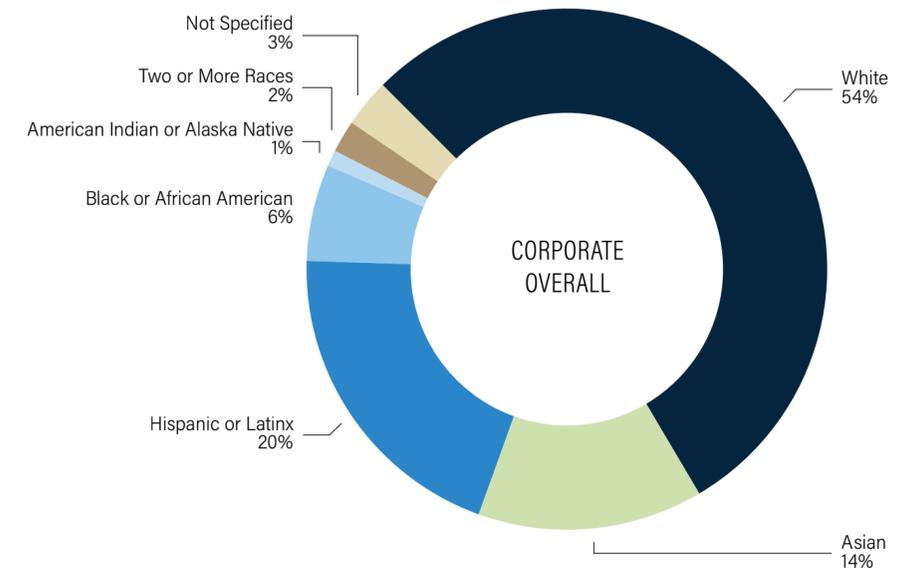
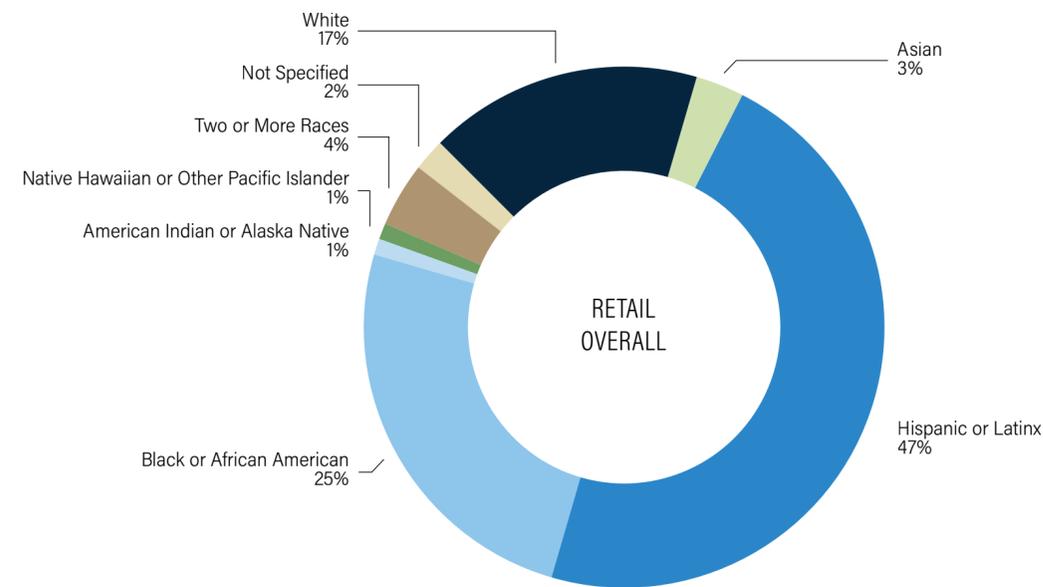
Left: Summer interns at our annual Summer BBQ. Top: SM Pride members at an employee mixer in celebration of Pride Month. Bottom: April Dinwoodie, Steve Madden's Diversity, Equity, and Inclusion Lead, at the FDRA's Black Footwear Forum.

U.S. WORKFORCE: BREAKDOWN BY GENDER



* Information as of YE 2022

U.S. WORKFORCE: BREAKDOWN BY ETHNICITY



* Information as of YE 2022

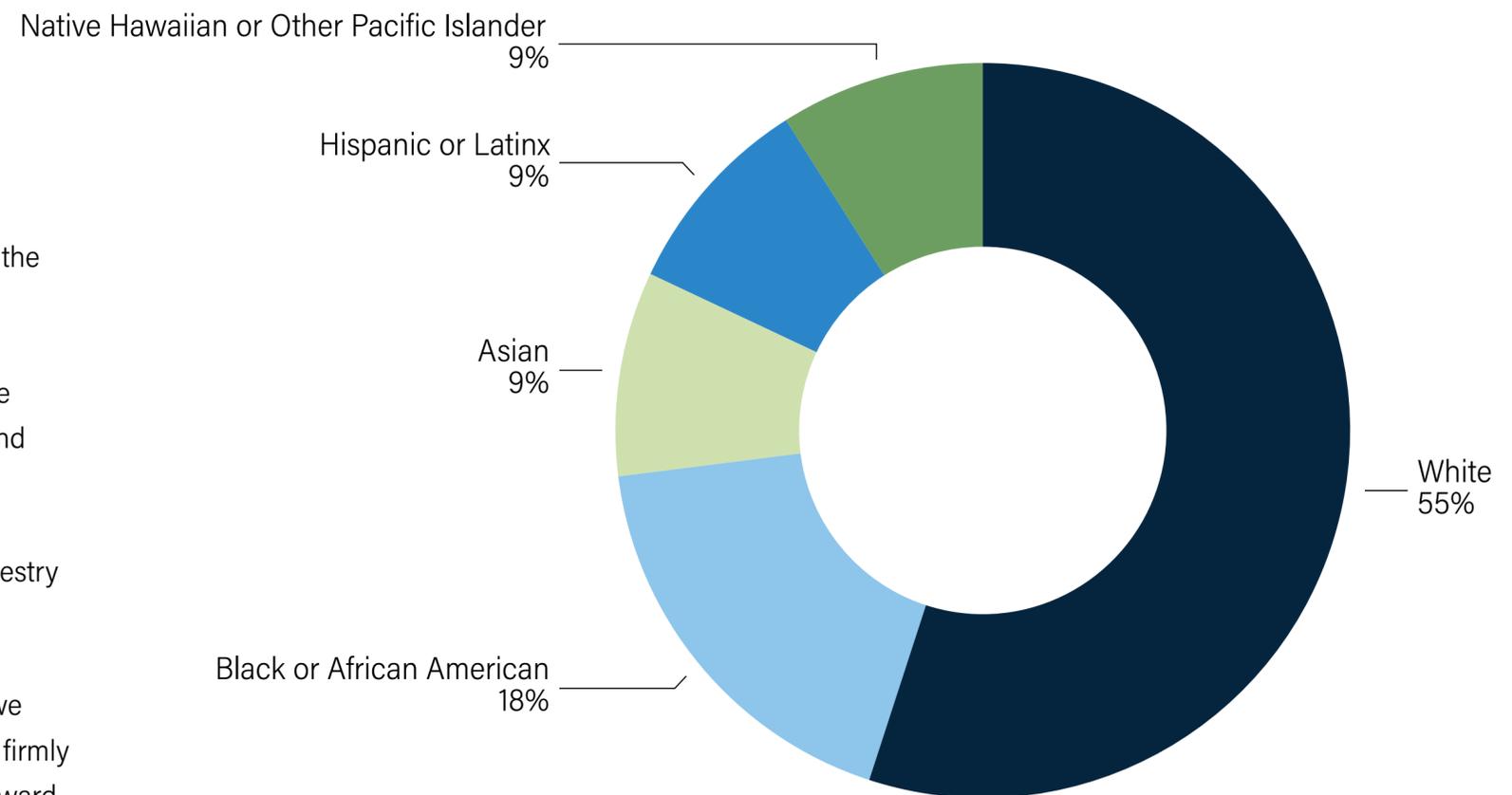
LEADING WITH VISION: DIVERSITY IN LEADERSHIP

We recognize the immense value that diverse perspectives bring to the decision-making process, especially in areas where critical choices shape the company's future. A diverse Board of Directors fosters an atmosphere of open dialogue, transformational discussion, and more effective decision-making, ultimately driving inclusion, innovation, and growth.

In 2022, Steve Madden maintained a Board that reflects the rich tapestry of Black, Hispanic/Latinx, Asian, and other minority communities.

By championing diversity at the highest levels of our organization, we demonstrate our firm commitment to inclusivity and innovation. We firmly believe that a diverse and insightful Board propels our company forward, enabling us to navigate challenges and seize opportunities with vision, empathy, and understanding.

BOARD OF DIRECTORS: BREAKDOWN BY ETHNICITY



* Information as of YE 2022

“AS A LONGTIME STEVE MADDEN EMPLOYEE AND A LEADER OF SM PRIDE, I AM DETERMINED TO SUPPORT OUR EMPLOYEES BY PROMOTING DIVERSITY AND INCLUSION IN ALL SPACES, ALL YEAR ROUND. MY MOTIVATION COMES FROM THE OPPORTUNITY TO CREATE POSITIVE CHANGE AND MAKE A MEANINGFUL IMPACT ON THE LIVES OF OUR PEERS, OUR PARTNERS, AND OUR CUSTOMERS.”

REBECKA OLSON, DOLCE VITA PRODUCTION MANAGER AND SM PRIDE CO-LEAD, STEVEN MADDEN, LTD.



EMPLOYEE RESOURCE GROUPS: EMBRACING DIVERSITY

Employee Resource Groups (ERGs) are voluntary groups of employees who join based on shared life experiences or identities to help foster a diverse and inclusive workplace in partnership with their companies. At Steve Madden, ERGs play a critical role in fostering a company culture where all employees feel a sense of belonging and envision a bright future for themselves. Each ERG supports our commitment to diversity and inclusion in unique ways, from influencing internal programming and external messaging, to holding affinity spaces for community support, and encouraging the professional development of its members.

The ERGs have three pillars that help drive collective leadership and support of all employees. The pillars include career, community, and self-care. These areas of focus help ERGs develop practical plans as they advance their work.

In 2022, we supported our diverse workforce by enhancing and developing our existing ERGs, SM Pride (for LGBTQ+ employees) and Black Sole (for Black employees), and launched De La Sole (for Hispanic and Latinx employees). Some events held by our ERGs included:



SM Pride organized a “SM Pride Mixer” in celebration of Pride Month and partnered with Big Gay Ice Cream to treat employees.

Black Sole curated a “Wellness Wednesday” event with live meditation and healthy snacks from Black-owned businesses.

De La Sole held a mixer in celebration of Hispanic Heritage Month, featuring a selection of food and beverages that represent the diversity of Hispanic culture and traditions.

Although we have not yet established a formal ERG for Asian American and Pacific Islander (AAPI) employees, we recognize the importance of providing a space for connection and shared experiences. To facilitate this, we organized a listening session for AAPI employees, which fostered open conversation and professional connections between participants and led to the planning of an employee mixer that celebrated the rich diversity of AAPI heritage.

A significant focus of our ERGs' work this year was centered around creating a community and sense of belonging for their members and allies. By actively supporting and promoting diversity, inclusion, and personal growth with our ERGs, we are cultivating a vibrant and welcoming work environment for everyone at Steve Madden.



2025 TARGET: INVEST \$500,000 IN LOCAL, NATIONAL, AND GLOBAL PROGRAMS THAT ARE MAKING THE FASHION INDUSTRY MORE INCLUSIVE AND EQUITABLE.

We have made significant strides in our pursuit to invest \$500,000 in local, national, and global programs fostering an inclusive and equitable fashion industry. Our ongoing partnership with Howard University, a top ranked HBCU, has been the cornerstone in our efforts to empower the next generation of diverse professionals in the fashion world. In 2022, our internship program welcomed three promising students from Howard. As our teams provided the students with invaluable opportunities to learn and grow, we were inspired by the students' contributions and the new ideas they brought to our company.

As we progress towards our target, we remain committed to expanding our network of partnerships by collaborating with other HBCUs and HSIs across the United States. Through these initiatives, we continue to build upon our dedication to cultivating a diverse and inclusive workforce that will help shape the future of the fashion industry.

Partnerships to Advance Black Footwear Professionals

At Steve Madden, we are dedicated to fostering representation of U.S. minorities across all levels of our workforce. Our focus lies in cultivating fair and equitable workplaces that enable us

to recruit and retain employees from minority communities. In 2022, we actively participated in crucial events and initiatives to support and develop Black footwear professionals. In September, we sponsored FDRA's Black Footwear Forum at Pensole Lewis College, which took place in Detroit, Michigan in September. During the event, attendees made connections with fashion and footwear colleagues that are invested in creating positive change industry-wide.

As we look ahead, we plan to broaden our reach by extending partnerships to other HBCUs throughout the United States, support local high schools and colleges with diverse populations, and forge connections with HSIs, reinforcing our commitment to nurturing a diverse and inclusive workforce.

Opening Pathways to Higher Education

At Steve Madden, we recognize the importance of supporting organizations that work to create accessible opportunities for education and professional growth. In 2022, we proudly contributed \$50,000 to Two Ten Footwear Foundation, a non-profit foundation dedicated to providing financial assistance to footwear industry employees and their families.

Additionally, we donated \$20,000 to the Fashion Scholarship Fund, an organization committed to advancing the fashion industry by supporting the educational and professional development of young talents.

Thanks to support from companies like ours, Two Ten Footwear Foundation was able to award a remarkable \$580,530 in college scholarships in 2022. More than half of the Two Ten Scholars enrolled in 2022 are people of color, reflecting the organization's commitment to promoting diversity and inclusion within the footwear industry. Many of these scholars are female and are either working in the retail segment of the industry themselves ("employee scholars") or are children of retail footwear employees ("youth scholars").

\$134K DONATED IN 2022 TO PROGRAMS MAKING THE FASHION INDUSTRY MORE INCLUSIVE AND EQUITABLE

By investing in Two Ten and the Fashion Scholarship Fund, we are contributing to a brighter future for individuals of different backgrounds who make up the footwear and fashion industries. Our partnership with these organizations not only aligns with our commitment to fostering an inclusive work environment but also helps pave the way for a variety of perspectives from the next generation to thrive in the fashion industry.

2025 TARGET: ENGAGE ALL U.S. CORPORATE ASSOCIATES IN PROFESSIONAL DEVELOPMENT PROGRAMS.



At Steve Madden, we understand that the strength of our company lies in the exceptional talent and hard work of our people. To support their growth and success, we are committed to providing professional development opportunities and fostering a culture of continuous learning. As part of our sustainability strategy, we aim to engage all U.S. corporate associates in professional development programs that contribute to a vibrant workplace culture and enhance overall employee satisfaction.

In 2022, we made significant progress in offering employee development initiatives, ranging from targeted training sessions to comprehensive learning programs. By carefully assessing employee needs through surveys, event participation, and feedback, we have been able to tailor our approach to ensure that our offerings resonate with our workforce and help them achieve their career goals.

We remain dedicated to enhancing our existing programs and exploring new opportunities that support the growth and well-being of our employees. Our commitment to fostering an inclusive and supportive environment will remain at the forefront of our efforts, as we believe it is essential to the ongoing success of both our team members and our organization.

Continued Education & Development: Empowering Growth

Investing in our employees' growth benefits both the individuals and the company. In 2022, 19 employees participated in the Tuition Reimbursement Program, a significant increase from the two employees who participated the previous year. Additionally, over 500 employees registered for "Steve Madden Learning Sessions" in 2022, which received an impressive average employee satisfaction rating of 4.7/5.0. We also continued to send weekly "Tune in Tuesdays" emails to promote internal job opportunities, creating pathways for growth, development, and career advancement.

**“WE WANT TO MAKE LEARNING OPPORTUNITIES ACCESSIBLE, EXCITING,
AND AVAILABLE TO ALL OUR EMPLOYEES. BY PROVIDING A RANGE OF
TRAINING AND DEVELOPMENT PROGRAMS, WE ENSURE THAT EVERYONE
HAS THE CHANCE TO LEARN, GROW, AND THRIVE IN THEIR CAREERS.”**

LYNDSEY BENSON, VICE PRESIDENT OF HUMAN RESOURCES, STEVEN MADDEN, LTD.

SM LEARNING SESSIONS

We launched SM (Steve Madden) Learning Sessions, a regular series of live virtual keynotes and panel discussions, led by internal and external facilitators to spark conversations and build new knowledge and capacities across our workforce. Through the sessions, we aim to inspire and educate our employees on various topics, such as cultural heritage and competency, industry trends, and personal development. In 2022, these events allowed our team members to gain insights and perspectives on crucial issues, fostering a culture of growth and innovation at Steve Madden.



"Make Your Voice Heard in the Midterm Elections" panel discussion.

Restless Reinvention: A 2022 of Purpose, Performance, & Progress - 1/27/22

A workshop with small breakout sessions focused on pursuing goals with resilience and a growth mindset.

Honoring Black History, Celebrating Black Futures - 2/22/22

A panel discussion that explored the role of fashion retailers in advancing diversity and inclusion and building deep relationships with the Black community.

Women of Influence - 3/31/22

A conversation with women leaders at Steve Madden about their guiding principles for success and how they managed obstacles along the way.

Renew & Rebuild: Our Communities & Beyond - 5/18/22

A discussion with Asian American and Pacific Islander voices from the Steve Madden community.

MAKE SPACE: Expression, Connection, & Support in the LGBTQ+ Community - 7/21/22

A panel discussion with influencers and activists exploring how social media can be used to support the LGBTQ+ community.

The Future of Retail & the Metaverse - 8/31/22

A session about the metaverse and its implications for fashion and retail, including NFTs, sustainability, and future opportunities.

Unidos: Inclusivity for a Stronger World - 9/29/22

A panel discussion highlighting the beauty and diversity of the Hispanic and Latinx cultures that are represented at Steve Madden.

Lunch & Learn with The Trevor Project - 9/30/22

A lunch and learn about the Trevor Project's urgent mission to provide crisis intervention and suicide prevention services to LGBTQ+ youth.

Make Your Voice Heard in the Midterm Elections - 10/19/22

A discussion with civic engagement advocates that equipped attendees with a high-level understanding of why midterm elections matter and essential steps for participating.

A Strong Foundation for the New Year - 12/16/22

A workshop focused on celebrating the gains of 2022 and activating a growth mindset for the future.

EMPLOYEE ENGAGEMENT

At Steve Madden, our commitment to fostering a supportive and engaging work environment forms the foundation of our employees' personal and professional growth. By embracing a culture of feedback through employee engagement surveys, prioritizing employee wellness initiatives, providing comprehensive benefits packages, and encouraging civic and community engagement, we strive to cultivate a positive workplace culture that emphasizes work-life balance, community, and belonging.

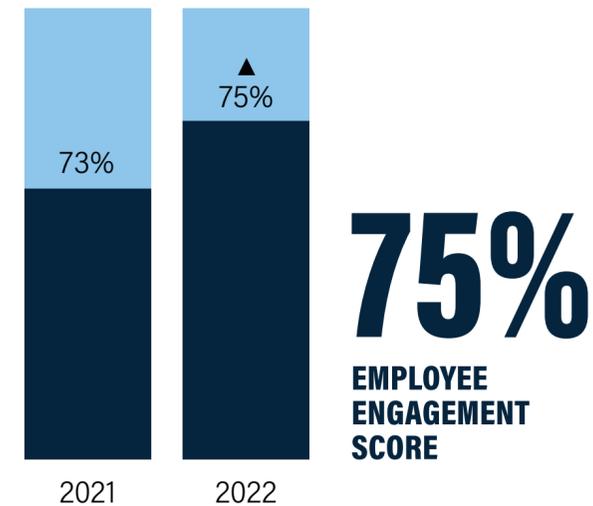
Employee Experience: Creating a Culture of Feedback

We prioritize feedback from our employees and use it to continually enhance the workplace culture at Steve Madden. Each year, we work with CultureAmp's team of organizational psychologists to launch and analyze the results of our annual Employee Engagement Survey. The survey measures factors that drive Employee Engagement, which is defined as employees' enthusiasm for and connection to our company.

In response to feedback from previous employee engagement surveys, we introduced initiatives such as SM Learning Sessions and "Tune in Tuesdays" emails to reinforce the desire for more learning opportunities and career advancement options. These initiatives have been instrumental in fostering a learning culture and promoting internal job openings within the organization, directly addressing the concerns raised by our employees.

In 2022, our annual Employee Engagement Survey revealed a 2% increase in the overall Employee Engagement score, from 73% in 2021 to 75% in 2022. Following the close of our 2021 and 2022 Employee Engagement Surveys, we discussed the results with our global workforce during the company's quarterly All-Hands Meeting with our CEO taking questions from employees.

EMPLOYEE ENGAGEMENT SCORES



This transparent approach demonstrates our dedication to hearing from our employees and addressing their concerns and suggestions for improvement. Furthermore, an independent report published by UBS Research in September 2022 analyzing Glassdoor reviews from current employees at softline retail companies ranked Steve Madden above average on Business Outlook (4.1/5.0), Overall Experience (3.9/5.0), Work/Life Balance (3.6/5.0), and Career Opportunities (3.5/5.0).



Employees enjoyed food, drinks, and music at a mixer in celebration of Hispanic Heritage Month, coordinated by our De la Sole ERG.

EMPLOYEE HEALTH AND WELL-BEING



We believe that a robust employee benefits program is essential for attracting and retaining top talent while fostering a supportive and engaged workforce. In 2022, we provided a comprehensive range of wellness programs to cater to our employees' health and well-being. Our Annual Health Fair offered personalized on-site consultations from our health benefits providers, soothing chair massages, and wholesome snacks. Additionally, we provided onsite flu shots and COVID-19 boosters before the flu season, demonstrating our commitment to safeguarding our employees' health. To place a year-round emphasis on wellness, we introduced Wellness Wednesdays, regular events throughout our NYC office locations where employees can grab healthy snacks, enjoy a relaxing chair massage, and participate in a 15-minute guided meditation. We also offer discounted gym memberships and partial gym membership reimbursement to our U.S. corporate employees.

Our comprehensive benefits package includes medical, dental, and vision insurance. We also support our employees through our Employee Assistance Program, which offers confidential personalized counseling for work and life issues, 24 hours a day, seven days a week. Furthermore, we partner with Two Ten Footwear Foundation to provide short-term emergency financial assistance for eligible footwear employees and their immediate families 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.

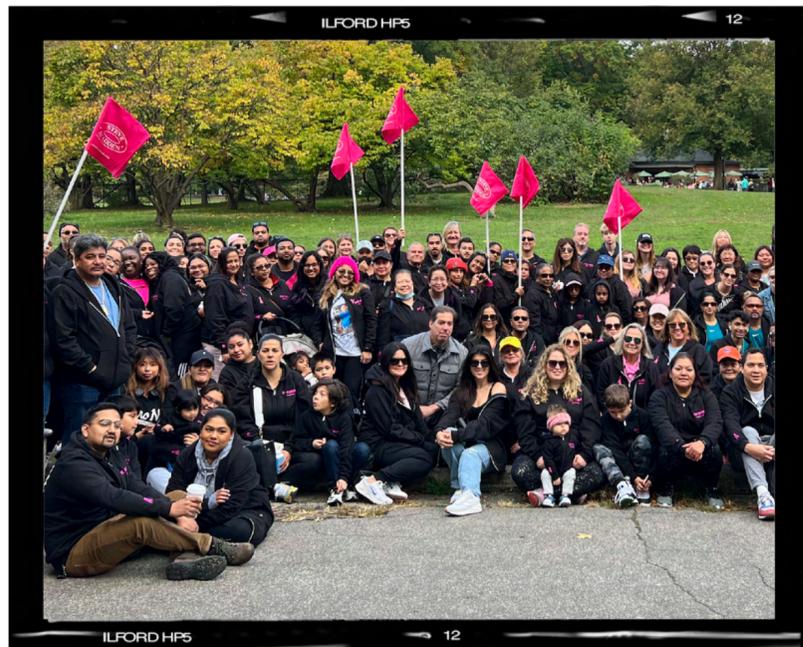
These thoughtfully crafted initiatives not only underline our unwavering commitment to employee well-being but also empower our team members to strike a harmonious work-life balance, ultimately contributing to a thriving and engaged workforce.



Left: A few employees who make "Wellness Wednesdays" possible. Top: Employees grab health snacks and beverages. Bottom: Guided group meditations provide a brain break for employees.

CIVIC & COMMUNITY ENGAGEMENT

At Steve Madden, we believe in the power of unity and compassion to drive positive change in our communities. Through our community engagement initiatives and by giving U.S. corporate employees the option to use one workday per year to volunteer with an organization of their choice, we strive to create a culture of giving back together. By joining hands and combining our efforts, we aim to make a lasting impact on the lives of those in need and contribute to the development and well-being of our communities at large.



Steve Madden employees at the American Cancer Society's Making Strides Against Breast Cancer walk in Central Park.

Breast Cancer Awareness

Our employees' dedication to community engagement is inspiring. In 2022, our team members raised over \$92,000 for the American Cancer Society through the Breast Cancer Awareness Walk in Central Park. Over 100 employees participated in the event, showcasing the spirit of giving that runs deep within Steve Madden.

Humanitarian Aid

In response to the Russia-Ukraine War, Steve Madden demonstrated its commitment to global humanitarian relief by donating \$75,000 to Doctors Without Borders, an international medical humanitarian organization providing medical assistance in crisis situations. We also donated \$25,000 to Stichting Vluchteling Giro 999, a Dutch relief organization supporting displaced people worldwide, chosen by the Steve Madden Europe team based in the Netherlands. These contributions were made to provide vital assistance for the Ukrainian people affected by the conflict and to support the organization's ongoing efforts to deliver medical care, supplies, and shelter to those in need.

To support the victims and families affected by the 2022 mass shooting in Buffalo, NY, the company displayed its dedication to community resilience by distributing \$70,000 among the following organizations: Feed Buffalo, a community-based organization addressing food insecurity; AAKOMA Project, an initiative focusing on mental health support for youth of color; The National Compassion Project's Buffalo Survivors Fund, which provides financial assistance to those affected by the tragedy; and Everytown for Gun Safety, an organization advocating for gun control and promoting gun safety. These donations addressed immediate needs, such as providing food and mental health support, while also contributing to long-term initiatives that promote community healing, compassion, and gun safety awareness.

Voter Engagement

Ahead of the 2022 midterm election cycle, we rolled out multiple initiatives to support employee participation in the election and to increase voter turnout across the United States. We offered Steve Madden retail associates paid time off to vote in the midterms. Additionally, to support voter registration and turnout efforts nationwide, Steve Madden donated \$100,000 to Voto Latino, a grassroots political organization focused on educating and empowering a new generation of Latinx voters, and Dolce Vita hosted a postcard party with Black Voters Matter, an organization that works to increase power in marginalized, predominantly Black communities.

Social Impact in Harlem

In 2022, Steve Madden committed to being a presenting sponsor of the Harlem Festival of Culture (HFC), a multi-day outdoor cultural event that reimagined the historic festival of 1969. In addition to sponsoring the event, we contributed \$125,000 to the Harlem Festival of Culture Foundation to support their mission to ensure the vibrant history of Harlem through social impact in the areas of health equity, youth development, and economic development.

\$125K DONATED TO THE HARLEM FESTIVAL OF CULTURE FOUNDATION

In August, we held a private screening of the award-winning documentary, *Summer of Soul*, at our headquarters in Long Island City, NY. The screening celebrated Harlem history and culture, and served as an internal kick-off event for Steve Madden's partnership with the Harlem Festival of Culture. Throughout 2023, we will work closely with HFC's founders to create integrated programming to engage the Harlem community and help to elevate Harlem's essence of creativity and innovation.



Steve Madden himself takes a selfie with Harlem Festival of Culture co-founder, Musa Jackson, at a screening of *Summer of Soul* held at the Steve Madden headquarters in Long Island City.

2025 TARGET: EXPAND COMPLIANCE TRAINING ACROSS TIER-1 STRATEGIC SUPPLIERS, WHICH ACCOUNT FOR 80% OF OUR PURCHASES.

Championing Social & Environmental Standards

At Steve Madden, we are dedicated to protecting human rights throughout our supply chain. We manage our supply chain in accordance with the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations (UN) Guiding Principles on Business and Human Rights. Our Supplier Code of Conduct and Social Compliance Requirements provide suppliers with guidelines for measuring social responsibility performance and supporting factories in implementing sustainable improvements.

In 2022, our supply chain compliance team in China conducted 100 facility visits for training and capacity-building activities across Tier-1 footwear factories. These visits aimed to promote adherence to our social compliance requirements and foster continuous improvement throughout our supply chain. Through these facility visits, we strengthened our visibility throughout the supply chain, captured compliance metrics, and provided training on topics including social compliance, climate action, and personal protective equipment (PPE) requirements.

Launched in 2021, Steve Madden's Supply Chain Visibility Project aims to ensure that factories understand, and have the support they need to achieve our supply chain sustainability goals. Currently, the project's focus is in China and includes Tier-1 strategic suppliers and factories, which account for 80% of purchases. Despite the challenges posed by COVID-19 closures in 2022, our supply chain compliance team in China audited and trained 45 footwear factories within the scope of the Supply Chain Visibility Project. In total, we increased our assessments and coverage of our strategic factories in China by 32%.

A Brighter, More Sustainable Future

Our ongoing efforts to protect human rights and maintain safe workplaces demonstrate our unwavering commitment to upholding ethical standards throughout our supply chain. As we continue to work with our suppliers and partners, we remain dedicated to fostering a culture of transparency, collaboration, and continuous improvement, ensuring a more sustainable and equitable future for all involved.



2025 TARGET: CONTINUE TO MAP OUR TOP-LEVEL SUPPLY CHAIN FACTORIES AND SHARE OUR FINDINGS.



Building on our commitment to fostering a supportive and engaging work environment, we recognize the importance of extending our values beyond our company walls and into our supply chain. To this end, we have continued to focus on fostering a fair and inclusive supply chain. In 2022, we made a significant investment in factory mapping and risk analysis to develop an improved social compliance strategy that addresses the complexities of our supply chain as a brand retailer and wholesaler.

We also worked with a third-party warehousing and transportation platform supplier to develop their Trading Partners Management (TPM) module, which will support supply chain visibility and collaboration. In addition to designing, configuring, and building the module, we improved the integrity of the data that will serve as the system's foundation.

By investing in infrastructural upgrades that facilitate supply chain visibility, we lay the necessary groundwork to ensure that our commitment to fair and inclusive practices extends throughout our entire business ecosystem.

LET'S MAKE FOR ALL

Steve Madden's sustainability strategy is rooted in a strong commitment to creating inclusive products and shopping experiences that cater to a diverse customer base. We firmly believe that fashion should serve as a means of self-expression for everyone, regardless of age, gender, race, or body type. As a global fashion company, we understand our responsibility and seize the opportunity to empower individuals from all walks of life. Our aim is to provide them with a means of self-expression that not only boosts their confidence, but also fosters connections within a vibrant, shared community.

In recent years, we have achieved significant progress in key areas such as extended sizing, adaptive footwear for children, and inclusive marketing. Our ongoing partnerships with diverse creators and community organizations empower us to continue exploring new possibilities in inclusive and adaptive fashion.

Moving forward, our ambitious 2025 targets, including offering accessible options across our branded portfolio and training 100% of designers on inclusive and sustainable design principles, showcase our dedication to creating a more inclusive, accessible, and equitable future for all.

KEY ACHIEVEMENTS 2025 TARGETS

- **Inclusive Sizing:** Dolce Vita continued to offer most core styles in sizes 5-13, wide widths, and extended calf sizing for certain boots.
- **Inclusive Design Training:** We partnered with Open Style Lab, a non-profit organization committed to making style accessible for everyone, to host an adaptive design workshop for design and production professionals.
- **Fearless Fund Collaboration:** We deepened our relationship with Fearless Fund, collaborating with two portfolio companies, Slutty Vegan and Hairbrella, to create co-branded products that fostered connections with diverse communities and demonstrated our commitment to supporting underrepresented entrepreneurs.

TOPIC	STEVE MADDEN TARGET	RELEVANT UN SDGs
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Accessible & Inclusive Fashion	Offer accessible options, adaptive styles, and extended sizes across our branded portfolio.	 
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Accessible & Inclusive Fashion	Train 100% of designers on inclusive and sustainable design principles.	 
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Inclusive Marketing	Represent BIPOC, LGBTQ+, and diverse body types and abilities in all Steve Madden-owned and licensed brand advertising and communications.	 
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Accessible Shopping Experiences	Further enhance the online and in-store shopping experience to be accessible to and welcoming for all audiences and abilities.	 
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2025 TARGET: OFFER ACCESSIBLE OPTIONS, ADAPTIVE STYLES, AND EXTENDED SIZES ACROSS OUR BRANDED PORTFOLIO.

By designing products that are inclusive and comfortable for individuals of all sizes and body shapes, the fashion industry can better serve its customers and encourage more sustainable consumption habits. In 2022, we achieved significant progress in promoting inclusive fashion by expanding our range of adaptive products and extending our size options. These initiatives not only enable our brands to better serve a diverse customer base but also advance standards for inclusive design for the entire fashion industry.

Steve Madden Adaptive

Adaptive fashion is a revolutionary approach to clothing and footwear design that focuses on creating products that are accessible and comfortable for people with disabilities. With over 1 billion people experiencing some form of disability (World Health Organization), the demand for adaptive fashion is substantial and steadily increasing. In fact, the U.S. adaptive fashion market has been growing consistently in recent years. According to Coresight Research, the market was estimated at \$47.3 billion in 2019 and has since grown to an estimated \$52.8 billion in 2022. Projections indicate a continued upward trend, with the market expected to reach \$54.8 billion by 2023. This impressive growth highlights the immense market opportunity in providing accessible and inclusive fashion options for those with disabilities.

In 2022, we offered 17 styles in the Steve Madden Kids Adaptive line with design features that make them more accessible to children with disabilities including dual zippers, extra-long pull tabs, removable socks, and elastic laces. By embracing adaptive design principles, Steve Madden addresses a substantial market opportunity and makes a positive impact on the lives of countless individuals long underserved by the fashion industry.



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STYLES AVAILABLE IN THE STEVE MADDEN KIDS ADAPTIVE LINE IN 2022

Next, we have set our sights on expanding adaptive offerings for adults. In 2022, we created adaptive footwear prototypes for adults. Our design teams will continue to finetune the prototypes to be market-ready by 2024.

"OMG, THESE SHOES ARE PERFECT FOR KIDS WHO WEAR AFOs! THEY LOOK AMAZING AND THE STRETCHY BACK IS BRILLIANT. MY KIDDO USES A WHEELCHAIR AND APPEARANCE IS SO IMPORTANT TO HIM. WE HAVE TRIED SOOO MANY DIFFERENT "ADAPTIVE" SHOES AND THE VAST MAJORITY DO NOT FIT OVER HIS AFOs. STEVE MADDEN, PLEASE THANK WHOEVER DESIGNED THIS AMAZING SHOE!"

CUSTOMER REVIEW FROM ELIZABETH



Runway of Dreams Fashion Show

In September 2022, we proudly showcased Steve Madden Kids' Adaptive products in the prestigious Runway of Dreams fashion show during New York Fashion Week. The Runway of Dreams Foundation is dedicated to raising awareness, educating consumers, driving industry change, fostering the growth of future design innovators, and ensuring access to stylish adaptive fashion. By participating in this important industry event, we not only demonstrated our unwavering commitment to creating accessible and inclusive products but also lent our support to the vital mission of the Runway of Dreams Foundation.

Inclusive Sizes

By offering inclusive size ranges, our brands can celebrate diversity and create a welcoming and empowering shopping experience for all customers. In 2022, Dolce Vita continued to expand its size range, including core styles ranging from size 5-13 (some up to 15), with standard or wide width options and extended calf sizing for select boots. This comprehensive range ensures that more individuals can find their perfect fit, regardless of their unique body shape or requirements. By providing a more extensive range of sizes and options, we cater to diverse customer needs, drive customer satisfaction, and foster long-lasting brand loyalty that extends far beyond a single purchase.



Left: Steve Madden Kids Adaptive footwear in the Runway of Dreams fashion show (Photo credit: Monica Schipper - Getty Images for Runway of Dreams). Above: Dolce Vita offers an inclusive size range to make products more accessible to a diverse customer base.

2025 TARGET: TRAIN 100% OF DESIGNERS ON INCLUSIVE AND SUSTAINABLE DESIGN PRACTICES.



In April 2022, we welcomed Open Style Lab to our corporate headquarters to provide a workshop for our design and production teams on the principles of inclusive design. Open Style Lab is a non-profit organization committed to making style accessible for everyone, regardless of their cognitive and physical abilities. The workshop included presentations on inclusive design and the state of adaptive footwear offerings, empathy building exercises, and a hands-on ideation exercise focused on real footwear design problems.

Our collaboration with Open Style Lab not only promoted accessible fashion but also ensured that our designers and production professionals were equipped with the foundational knowledge and skills to create products that serve the needs of people with disabilities. By investing in the education and training of our creative teams, we aim to establish a strong foundation for ongoing innovation in adaptive fashion.

As the fashion and footwear industries continue to evolve, there is a growing awareness of the need for inclusivity and sustainability in design. By prioritizing these aspects, Steve Madden not only caters to the needs of a wider audience but also strengthens its competitive advantage and brand reputation in the market.



Left, Top and Right: Steve Madden product teams participate in an inclusive design workshop led by Open Style Lab.

2025 TARGET: REPRESENT BIPOC, LGBTQ+, AND DIVERSE BODY TYPES AND ABILITIES IN ALL STEVE MADDEN-OWNED AND LICENSED BRAND ADVERTISING AND COMMUNICATIONS.

Businesses that prioritize inclusive marketing practices are better equipped to make strong connections with a broader audience. In 2022, Steve Madden strengthened its commitment to inclusive marketing by collaborating with Fearless Fund portfolio companies, partnering with LGBTQ+ influencers and activists, and giving back through shop-to-give campaigns. These initiatives not only showcased our brands' dedication to inclusivity but also created a positive impact on historically marginalized communities.



Left: The Steve Madden Lennox Square Shoe Crew show off their Steve Madden x Slutty Vegan sneakers. Top Right: The Steve Madden x Hairbrella bucket hat features a satin lining to protect diverse hair types. Bottom Right: The Steve Madden x Slutty Vegan co-branded collection featured limited-edition designs of our best-selling Possession shoe and belt bag.

Collaborating with Fearless Fund Portfolio Companies

In 2022, Steve Madden built upon its existing relationship with Fearless Fund by launching strategic collaborations that created meaningful connections with diverse communities. Fearless Fund is a venture capital fund that invests in women of color-led businesses, helping to bridge the funding gap and promote diversity in entrepreneurship. Throughout the year, we launched co-branded collaborations with two brands owned by Black women belonging to the Fearless Fund investment portfolio: Slutty Vegan and Hairbrella.

Slutty Vegan is a popular plant-based burger restaurant chain promoting sustainable and healthy food options. In collaboration with Slutty Vegan, we developed a limited-edition Steve Madden x Slutty Vegan sneaker and belt bag. These products were available online through SteveMadden.com and SluttyVegan.com and at select Steve Madden and Slutty Vegan locations. This collaboration demonstrated our support for a Black-owned business with roots in Atlanta, one of our brand's largest retail markets in the United States.



Collaborating with Fearless Fund Portfolio Companies (cont.)

Hairbrella is a company specializing in innovative rainwear solutions designed specifically for hair protection. In collaboration with Hairbrella, we developed the Steve Madden x Hairbrella bucket hat, which features a satin lining to protect diverse hair types. This partnership highlights our ongoing commitment to working with diverse businesses and supporting underrepresented entrepreneurs.

Brand Partnerships to Support the LGBTQ+ Community

In 2022, Steve Madden utilized its social channels to facilitate meaningful conversations about connection and support within the LGBTQ+ community via the MAKESPACE campaign. The campaign included creative consultant Jerome



Limited-edition colorways in best-selling Dolce Vita products, launched during Pride 2022 to celebrate the brand's partnership with The Trevor Project.

Lamaar Rice, life coach and LGBTQ+ advocate Barrett Paul, and the influential power-couple Grey x AJ. To further engage our internal teams, we organized a panel discussion featuring the campaign's stars, moderated by Steve Madden Board member and Phluid Project Founder, Rob Smith.

Additionally, Dolce Vita unveiled multiple shoe styles celebrating Pride and raising awareness of The Trevor Project's vital mission to provide crisis intervention and suicide prevention services to LGBTQ+ young people. In 2022, Dolce Vita donated \$50,000 to The Trevor Project, continuing the brand's multi-year commitment to supporting the LGBTQ+ community and caring for the mental health and well-being of young people.

Shopping with Purpose

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 communities and customers. Throughout 2022, we collected and matched customer donations to 79 organizations, distributing a total of \$167,000.

\$167K DISTRIBUTED TO 79 ORGANIZATIONS THROUGH SHOP-TO-GIVE CAMPAIGNS

Our shop-to-give campaigns supported a diverse array of organizations, including The Trevor Project, Black Voters Matter, Sakhi for South Asian Women, and the Parley Foundation. This initiative aligns with Steve Madden's broader strategy to strengthen our brands by amplifying stories and causes that reflect the values and diversity of our customer base.

"BY COLLABORATING WITH DIVERSE ENTREPRENEURS AND CREATORS, WE DEEPEN CONNECTIONS WITH OUR CUSTOMERS WHILE ALSO LEVERAGING THE POWER OF OUR BRANDS TO CONTRIBUTE TO MORE INCLUSIVITY IN FASHION."

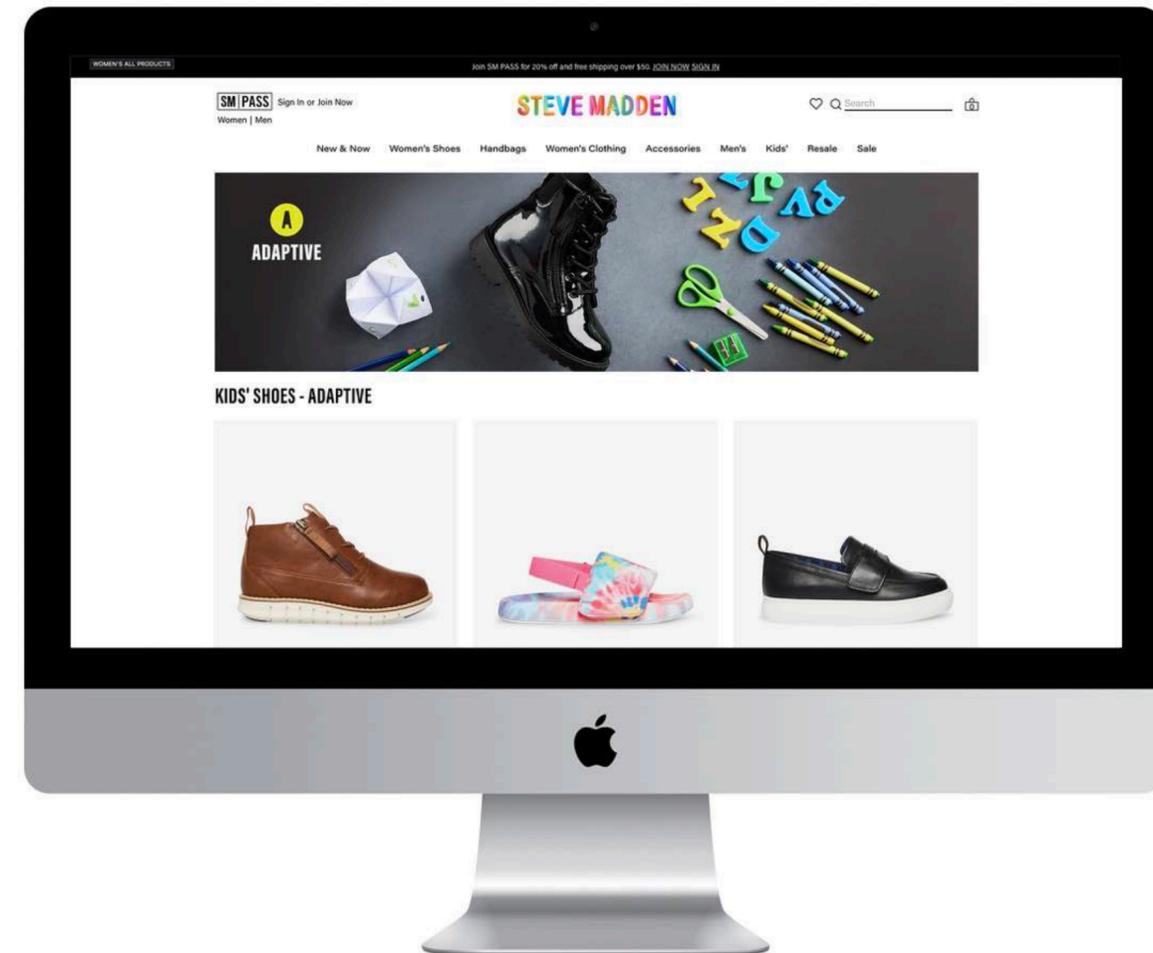
APRIL DINWOODIE, DIVERSITY, EQUITY, & INCLUSION LEAD, STEVEN MADDEN, LTD.

2025 TARGET: FURTHER ENHANCE THE ONLINE AND IN-STORE SHOPPING EXPERIENCE TO BE ACCESSIBLE TO AND WELCOMING FOR ALL AUDIENCES AND ABILITIES.

We continuously strive to make our online and in-store shopping experiences accessible and welcoming for all. In 2022, we focused on enhancing the accessibility of our retail stores and e-commerce websites for people with disabilities. By investing in accessible and inclusive shopping experiences for all, Steve Madden serves and builds trusting relationships with a diverse customer base while making a positive impact on the lives of countless individuals long underserved by the fashion industry.

Online & In-Store Accessibility

To deliver on our commitment to accessibility, Steve Madden has implemented accessibility initiatives across our e-commerce sites and brick-and-mortar stores. To support ADA compliance education across our retail stores, we provide store associates with an ADA checklist including ADA requirements specific to our retail locations. In the digital realm, we partnered with Allyant, a third-party accessibility solutions provider, to further enhance the accessibility of our e-commerce websites for people with disabilities. This includes implementing features such as alt-text descriptions for images, keyboard navigation, and screen reader compatibility. By prioritizing digital accessibility, we are better positioned to serve customers with various needs and preferences, ultimately driving increased online engagement and upholding our core commitment to inclusion. Although we are proud of the efforts that we have completed and that are in progress on our e-commerce websites, we at Steve Madden view accessibility as an ongoing effort.



LET'S CHANGE THE GAME

In a world that faces pressing environmental challenges, the fashion industry has a unique responsibility to drive change. At Steve Madden, our commitment is to champion and embed responsible environmental stewardship at every level of our operations and supply chain. By building robust systems to measure and track our carbon footprint, investing in environmentally preferred materials, and forging collaborative partnerships with our suppliers, we strive to be a catalyst for change in the industry, setting an example for others to follow.

In 2022, we made a significant leap in our climate strategy by setting science-based carbon reduction targets, which were approved by the [Science Based Targets initiative \(SBTi\)](#) in 2023. Furthermore, we doubled down on our commitment to transparency by disclosing our climate-related information in alignment with the leading standards. We reported to CDP and assessed our climate-related risks and opportunities in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Simultaneously, we advanced existing initiatives to collect environmental data from our strategic suppliers, transitioned to environmentally preferred materials, and reduced waste to landfill and incineration across select production factories.

Through the implementation of our sustainability strategy, we are positioning Steve Madden to navigate the challenges of climate change and to be a leader in corporate environmental stewardship. We firmly believe that by working together, we can inspire change, promote responsible practices, and drive the fashion industry forward for good.

KEY ACHIEVEMENTS 2025 TARGETS

- **GHG Emissions Mapping:** We successfully mapped our Scope 1, 2, and 3 emissions, fully understanding the GHG impact of our facilities and supply chain.
- **Target Validation by SBTi:** Our 1.5°C aligned near-term target for Scopes 1 and 2 and well-below 2°C for Scope 3 were submitted to SBTi and received successful validation in June 2023.
- **TCFD-Aligned Climate Risk Assessment:** We conducted a climate risk assessment, aligned with TCFD, for our owned and operated facilities and improved our governance capabilities around climate through board-level training.

TOPIC	STEVE MADDEN TARGET	RELEVANT UN SDGs
Climate	Establish science-based targets for Scopes 1, 2, and 3 along with an abatement strategy to minimize Greenhouse Gas (GHG) impact.	 
Materials	50% of our products to contain environmentally preferred materials by replacing conventional materials with recycled, bio-based, or solvent free components.	    
	100% of our packaging to be made with recycled and renewable materials.	   
Sustainable Supply Chains	Require suppliers to self-assess and report environmental performance.	 
	Train 100% of our strategic suppliers in waste reduction.	
	Establish water-use baseline and partner with strategic suppliers to reduce water usage and support local solutions in water-stressed communities.	    

2025 TARGET: SET SCIENCE-BASED TARGETS FOR SCOPES 1, 2, AND 3 AND ESTABLISH AN ABATEMENT STRATEGY TO REDUCE GREENHOUSE GAS IMPACT.

In 2022, Steve Madden took significant steps toward setting science-based targets across our Scope 1, 2, and 3 emissions. In June 2023, our goals were validated by the **Science Based Targets initiative (SBTi)** aligning with the GHG reductions required to keep global temperature rise to 1.5°C for Scope 1 and 2 and well-below 2°C for Scope 3.

We assessed various emission abatement measures within two distinct scenarios: a low and a high carbon reduction pathway to achieve our emissions targets. Following this comprehensive analysis, Steve Madden is set to develop an abatement strategy aimed at reducing our GHG impact and achieving our emissions targets.

GHG Emissions

Throughout 2022, we continued to gather data for our global Scope 1, 2, and 3 emissions. We utilized methodologies consistent with the GHG Protocol to calculate our emissions inventory, which spanned across all three Scopes during the year.

- **Direct Scope 1** emissions resulted from fossil fuel combustion from our owned and leased vehicles, as well as fossil fuel consumed for our back-up generators and refrigerant in our HVAC systems in our corporate offices.
- **Indirect Scope 2** emissions were from electricity consumed in our 15 offices, 232 retail stores, and 9 warehouses globally.
- **Indirect Scope 3** emissions included all other indirect emissions from sources we do not own or operate, such as production factories, raw materials, upstream and downstream transportation and distribution, and business travel.

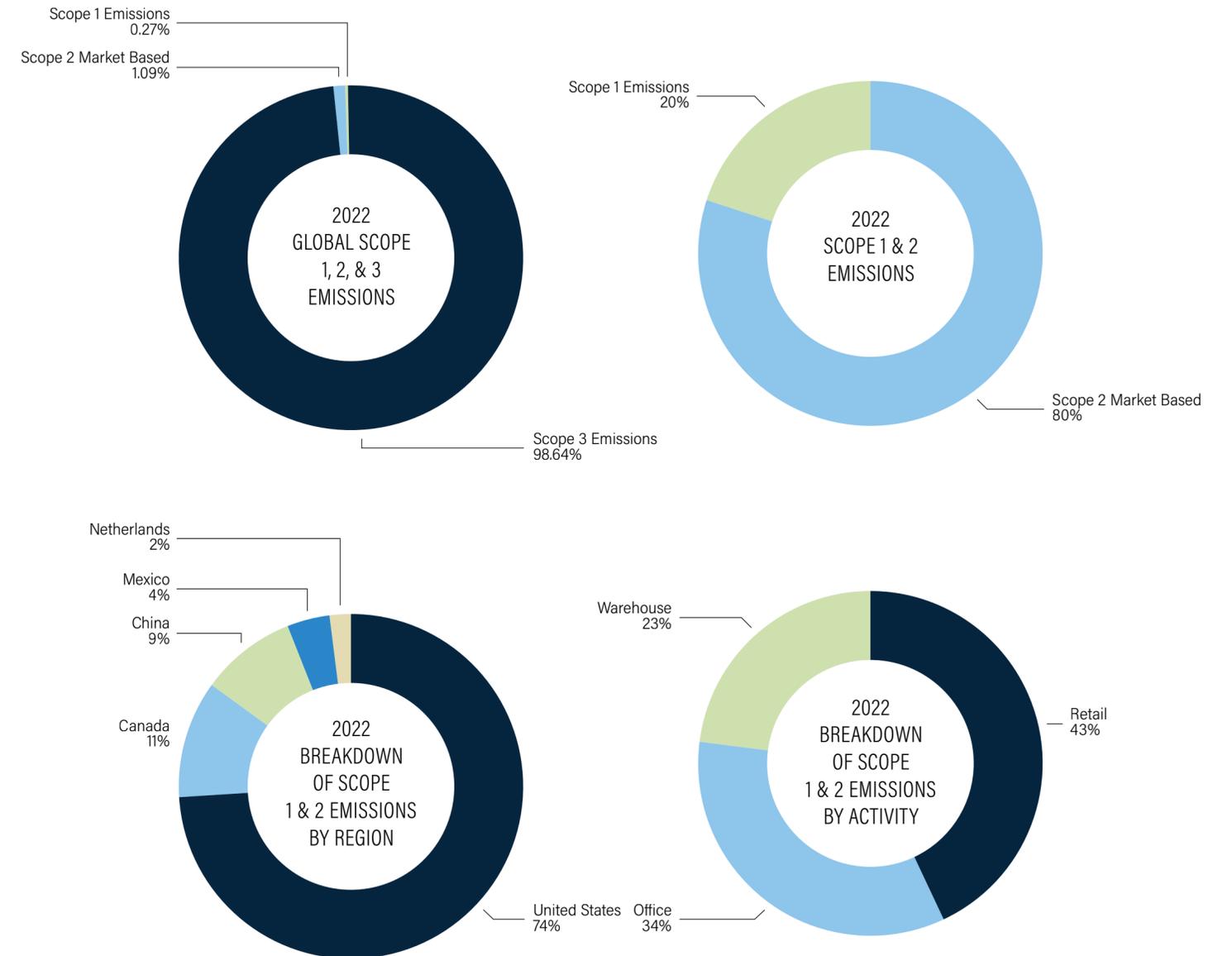
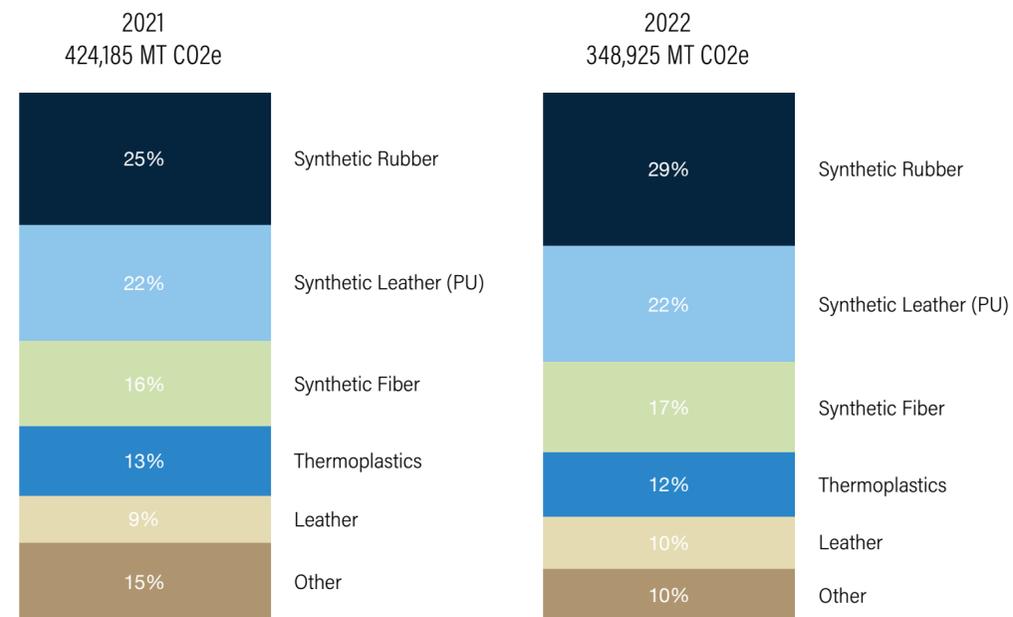
Scope	2021 (MT CO2e)	2022 (MT CO2e)
Scope 1 Emissions	1,016	1,225
Scope 2 Emissions (Market-based)	4,726	4,987
Scope 3 Emissions	516,759	449,792
Global Scope 1, 2, & 3 Emissions	522,501	456,004

GHG Emissions (cont.)

In 2022, Scope 3 emissions accounted for 98.64% of our total Scope 1, 2, & 3 emissions, with Scope 2 market-based emissions and Scope 1 emissions following at 1.09% and 0.27%, respectively. Purchased goods and services accounted for 88.85% of our Scope 3 emissions during the reporting year.

Synthetic rubber, synthetic leather (polyurethane), synthetic fiber, thermoplastics, and leather were the top five emitting materials across all product categories, contributing to 90% of material emissions in 2022.

SCOPE 3 - RAW MATERIAL GHG EMISSIONS



Climate Related Risks & Opportunities

In the face of accelerating climate change, Steve Madden echoes the world's resolution to contain global warming to 1.5°C, underpinned by our drive to minimize the environmental repercussions of our operations.

Over the past year, we actively undertook a comprehensive assessment of climate vulnerability. This effort assessed our adaptability and susceptibility to a spectrum of climate risks and opportunities. We leveraged a diverse set of scenarios in accordance with the TCFD framework, unveiling 13 unique climate risks and opportunities. These extend across five crucial domains: chronic physical, acute physical, markets resource efficiency, products and services, and energy source. We expect the insights from this evaluation to inform our enterprise risk management, strategic planning, and financial forecasts.

We further enhanced our Board of Directors through a specialized training program on climate risks. The curriculum covered a breadth of topics, from understanding climate risks to identifying potential business implications and strengthening our governance capabilities surrounding climate issues. This foundational understanding will steer us decisively towards enlightened company-wide decisions.

Setting our Science-Based Targets

In 2022, we 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 (PG&S) emissions by 30% by 2030, using 2021 as our baseline. The [SBTi](#) approved this GHG reduction goal in June 2023. This validated 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.

Our strategy to meet our Scope 1 and 2 targets includes procuring renewable energy for our retail locations and offices. In tandem with this, we plan to transition from carbon-intensive materials like synthetic leather, synthetic rubber, leather, ethylene-vinyl acetate foam, and polyester to their low-carbon alternatives. Moreover, we will be engaging with our top suppliers and factories, encouraging them to reduce their energy intensity and shift towards cleaner energy.

CDP Climate Disclosure

Steve Madden has been an active participant in [CDP](#) reporting since 2022, joining more than 18,700 companies worldwide that disclosed their environmental data that year. Our 2022 Climate Change reporting matched the global average as assessed by CDP, demonstrating our awareness-level engagement. Our CDP score highlights the substantial efforts we've undertaken to understand and manage the intersection of environmental issues within our business and operations. As we address our environmental impacts and continuously improve our sustainability outcomes, we intend to elevate our responses to CDP's climate change queries and improve our grade in future reporting periods. To this end, we're implementing robust internal processes to track precise metrics, equipping us to respond effectively to the evolving planetary boundaries of the CDP questionnaire in the years to come.

Renewable Energy

In our commitment to harnessing renewable energy, Steve Madden remains steadfast in our goal to reduce our Scope 2 emissions associated with our facilities both domestically and internationally. Our proactive analysis of various renewable electricity procurement alternatives guides this approach.

2025 TARGET: 50% OF OUR PRODUCTS TO CONTAIN ENVIRONMENTALLY PREFERRED MATERIALS BY REPLACING CONVENTIONAL MATERIALS WITH RECYCLED, BIO-BASED, OR SOLVENT FREE COMPONENTS.

From raw material extraction to production to post-consumer product recovery, the materials available to produce footwear, accessories, and apparel have varying impacts on climate, nature, and people.

For Steve Madden, materials account for 78% of our overall Scope 3 emissions. This significant impact on our carbon emissions highlights the potential to reduce our carbon footprint by leveraging our choice of materials. Specifically, the materials we choose will play a vital role in achieving our science-based target of reducing emissions from Purchased Goods and Services by 30% by 2030.

To this end, our transition to Environmentally Preferred Materials (EPMs) continues to be a cornerstone initiative of our overall sustainability strategy.

Transition to EPMs

In our endeavor to make more responsible sourcing decisions, we have embraced the definition of EPMs as materials that exert minimal or reduced impact on climate, nature, and/or people when compared to competing conventional materials serving the same purpose. We assess the impacts of EPMs through review of Life Cycle Assessment (LCA) data provided by material suppliers. We also deploy Higg's material and product tools such as Materials Sustainability

Index (MSI) to explore alternative EPM options by comparing different impact categories including Global Warming, Water Scarcity, Chemistry, and Eutrophication in our finished products.

Recycled Materials

Recycled materials are made with recycled content from pre-existing products and materials. By utilizing recycled materials, we can significantly reduce the demand for new resources, conserving energy and reducing GHG emissions associated with the extraction and manufacturing processes. Moreover, recycling materials can help to divert waste from landfills, promoting a circular economy. Common examples of materials containing recycled content at Steve Madden and across the footwear industry are synthetic leather (PU), synthetic rubber, polyester, nylon, and leather fibers.

At Steve Madden, we align our practices with a leading recycled material certification developed by a third-party certifying board. The certifying board establishes rigorous criteria for third-party certification of recycled content, chain of custody, and social and environmental practices, which support our efforts to verify the recycled content of our products and advance responsible manufacturing processes.

“IN TODAY'S WORLD, CONSUMERS AREN'T JUST BUYING PRODUCTS, THEY'RE INVESTING IN VALUES. TRANSITIONING TO ENVIRONMENTALLY PREFERRED MATERIALS IS NOT JUST ABOUT SUSTAINABILITY, IT'S ABOUT MEETING THE EVOLVING DEMANDS OF OUR DISCERNING CUSTOMER BASE.”

IAN FUNK, PRESIDENT, INTERNATIONAL AND LICENSING, STEVEN MADDEN, LTD.

Recycled Materials (cont.)

We actively collaborate with and guide our overseas suppliers to help them achieve this Chain of Custody Certification. This means we source recycled materials solely from certified suppliers, and these materials must comprise a minimum of 20% recycled content. Simultaneously, we work to achieve third-party recycled certification across our operations. In 2022, our Bloomington, California

distribution center and Madden International, Adesso International, and Steve Madden Europe offices achieved the same third-party recycled material certification. Looking ahead, our goal is to expand the network of certified production factory partners, which will diversify our EPM product collections and broaden the availability of certified products with recycled content.

**CASE STUDY:
 STEVE MADDEN EUROPE
 EPM TRANSITION**

In 2022, Steve Madden Europe made significant progress in transitioning to EPMs, introducing 40 footwear styles and 14 handbag styles containing GRS-certified recycled materials and/or leather sourced from tanneries certified by the Leather Working Group.

Delivering the hottest trends with more environmentally preferred materials continues to be our central focus. In this spirit, Steve Madden Europe updated its best-selling MATCH and MAC shoes with outsoles made with GRS-certified recycled Thermoplastic Rubber (TPR) and uppers made with GRS-certified recycled polyester. By sourcing petroleum-based materials made with recycled content, we reduce the use of petroleum as a raw material and make use of existing materials that could otherwise end up in landfills.



Bio-Based Materials

Bio-based materials originate from natural raw materials such as plants, marine life, and forest or agricultural waste. Some bio-based materials can have a lower carbon footprint than petroleum-based materials and may be more easily biodegraded at the end of life.

Our commitment to environmentally preferred materials and the circular economy is exemplified in our use of bio-based materials. One pivotal step forward in this regard was our collaboration with Algix® which provides a unique solution called **BLOOM™** algae foam. This remarkable material leverages algae biomass, which is harvested and processed into a powder form. This powder then gets combined with polymers such as Ethylene-Vinyl Acetate (EVA) and Thermoplastic Rubber (TPR).

BLOOM™ not only presents an innovative solution to reducing our use of petroleum-based materials but also aids in the purification of waterways. In 2022, Steve Madden procured 225 kilograms of BLOOM™ algae foam from Algix®, demonstrating our ongoing commitment to environmental sustainability. This amount of BLOOM™ equates to 506,705 liters of water being cleaned and restored to the environment, and 525,321 cubic meters of air cleaned to remove 383 kilograms of carbon dioxide from the atmosphere.

**CASE STUDY:
 GREATS x STEVEN ALAN**

In a celebration of New York style and shared heritage, GREATS joined forces with iconic fashion brand Steven Alan to craft a distinct footwear collection rooted in environmentally preferred materials. The collaboration seamlessly integrated bio-based materials into modern fashion, aligning the sophistication of urban culture with a commitment to environmental responsibility.

At the heart of the collection was the introduction of AppleSkin™, a leather alternative made with apple pomace. Recycled materials, including canvas and cotton laces, were utilized to further champion sustainability, while a standout feature of the collection was an outsole made from recycled coffee grounds, reflecting an innovative approach to repurposing everyday waste products.

The GREATS x Steven Alan partnership proved that responsible fashion can go hand in hand with style and quality. As we continue to navigate the evolving landscape of sustainable fashion, this collaboration serves as a key milestone in our journey.



2025 TARGET: 100% OF OUR PACKAGING TO BE MADE WITH RECYCLED OR RENEWABLE MATERIALS.



At the heart of our commitment to sustainability, we have set a target to transform our packaging practices. We are actively integrating more recycled and renewable materials, not just in our products, but also in our packaging, extending the lifecycle of these materials.

Starting in 2019, we focused our efforts on transitioning all shoe boxes across our owned brands to those made with at least 85% post-consumer waste. In addition, our shoe boxes and branded tissue paper will employ only natural dyes and adhesives, eliminating the use of chemical finishes. We are currently scaling this initiative across all our brands.

In 2022, we implemented accountability measures to ensure our suppliers uphold our packaging standards. We also took steps to shift shoe box materials for the Steve Madden brand to paper pulp certified by the Forest Stewardship Council (FSC) which is a global non-profit organization dedicated to promoting responsible forest management worldwide. FSC-certified providers ensure that the paper is sourced from forests that are responsibly managed to provide environmental, social, and economic benefits. By 2025, we plan to ensure all shoe boxes contain FSC-certified paper pulp.

2025 TARGET: REQUIRE SUPPLIERS TO SELF-ASSESS AND REPORT ENVIRONMENTAL PERFORMANCE.



Steve Madden became a member of the [Sustainable Apparel Coalition](#) (SAC) in 2021. Through our membership, we've enabled 200 of our supply chain facilities to self-assess and report their environmental performance using the Higg suite of tools. This data provides a comprehensive understanding of our environmental footprint and helps us identify areas for improvement.

200 SUPPLY CHAIN FACILITIES
SUBMITTED THE HIGG FACILITY
ENVIRONMENTAL MODULE (FEM)

Gaining access to the Higg suite of tools is vital in taking steps to measure our environmental performance, gaining key insights into materials and functions of our supplier factories. In 2022, 200 facilities in our supply chain shared their Facility Environmental Module performance with the company. Obtaining this information is vital for us to measure our footprint and impact, as well as identify areas of improvement, including wasteful portions of our supply chain.

Ensuring that our factory partners score high and continue to report to FEM will help us better understand our supply chain, identify opportunities to meet our environmental targets, and continue expanding efficacy across the fashion industry. We support our factory partners in implementing processes to establish high quality factory data on air emissions, energy, waste, water, wastewater, and chemical management.

“IN THE FASHION INDUSTRY, SUSTAINABILITY IS A SHARED RESPONSIBILITY. PARTNERING WITH OUR SUPPLIERS ON ENVIRONMENTAL GOALS ENSURES THAT WE’RE MAKING A GENUINE IMPACT FROM START TO FINISH.”

SUSAN WILCOX, DIRECTOR, SOCIAL COMPLIANCE, SUSTAINABILITY, AND PRODUCT TESTING, STEVEN MADDEN, LTD.

2025 TARGET: TRAIN 100% OF OUR STRATEGIC SUPPLIERS IN WASTE REDUCTION.

SM Waste Management Project

In 2022, we made significant strides in training our Tier-1 strategic suppliers (which account for 80% of our purchases) on waste reduction. Through the SM Waste Management Program, we provided training to representatives from 46 Tier-1 production factories. This training helped reduce waste per pair of shoes produced. The program offers free training and implementation support to our suppliers and factories, leading to a significant decrease in waste directed to landfills or incineration. Concurrently, it has also increased the types of waste recycled.

In 2022, Steve Madden's Waste Management Program drove progress across multiple key performance indicators:

	2021		2022
Waste generated per pair of shoes	34.4g	➤	31.1g
Non-hazardous waste directed to landfill / incineration (by weight)	15.9%	➤	0.2%
Material types recycled	9	➤	14

FDRA - Footwear Factory Zero Waste Program

Steve Madden has proudly been a partner of the Footwear Distributors & Retailers of America's Footwear Factory Zero Waste Program since 2019. This plug-and-play sustainability initiative is designed to eliminate manufacturing waste in shoe factories. It does so by assisting partnering brands and factories in identifying, sorting, and recycling waste to minimize landfill deposit and incineration.

As a program partner, Steve Madden provides subsidies and support to selected supplier factories, enabling their participation in the program. In 2022, three of our supplier factories (two in China and one in Vietnam) joined this initiative. Through their participation in this program, these factories achieved a 53.3% diversion rate aggregated from waste reuse, recycle and energy recovery, which otherwise would have been directed to landfill deposit and incineration, and 162.67 MT CO2e was reduced as a result of reusing and recycling wastes. By making improvements in waste management on the factory level, we reduce the reliance on virgin raw materials and lessen the environmental impact associated with the production and processing of new materials.

Climate Action Training for Factory Partners

At Steve Madden, we are dedicated to nurturing an understanding of our sustainability goals among all factory employees, emphasizing their relevance both within our organization and across the industry. In 2022, we took a major step in engaging our suppliers by adopting an in-depth online program called "Climate Action Training for the Fashion Industry". It was jointly developed by GIZ FABRIC, United Nations Fashion Industry Charter for Climate Action, and South Pole.

Climate Action Training for Factory Partners (cont.)

This comprehensive training on climate action targets the factory management and technical mid-management staffs of our strategic suppliers and covered a range of critical modules including GHG emissions, GHG accounting, target setting, energy efficiency measures, and renewable energy.

400+ REPRESENTATIVES FROM SUPPLIERS AND TIER-1 FACTORIES TRAINED ON CLIMATE ACTION

The year 2022 saw over 400 representatives from suppliers and Tier-1 factories successfully complete this 13-hour online climate action training, receiving certificates of completion after passing a final examination.

These concerted efforts in 2022 have laid a solid foundation for ongoing improvements in environmental and social efficacy. We've reaffirmed our commitment to tackling climate change and achieving emission reductions throughout the supply chain.

Partnering with FABSCRAP

Steve Madden has been a proud collaborator with FABSCRAP, a Brooklyn-based non-profit organization, since 2019. Our efforts with FABSCRAP aim to end commercial textile waste and maximize the value of unused fabric through recycling. In 2022, we recycled 769 kg of waste through the FABSCRAP initiative, thereby avoiding 12 MT CO₂e emissions. Since the beginning of this initiative in 2019, we have collectively recycled 2,235 kg of waste, saving a total of 36.21 MT CO₂e emissions as a result.



Top and Bottom: Fabric collected by FABSCRAP, a non-profit organization that helps Steve Madden keep swatch cards and fabric scraps out of landfill.

BIODIVERSITY

Upholding Animal Welfare

At Steve Madden, we have a high regard for animal welfare and biodiversity conservation. Committed to the World Organization for Animal Health's 'Five Freedoms' and 'Five Provisions & Welfare Aims,' we urge suppliers to adopt sound animal husbandry and certify their raw materials through third-party animal



welfare programs. Moreover, our Responsible Sourcing Policy for Animal-Derived Materials abides by laws and guidelines set by international organizations, such as Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the Endangered Species Act (ESA), and the International Union for Conservation of Nature's Red List, contributing to the protection of biodiversity and responsible animal welfare practices. Our suppliers are called upon to adhere to all applicable animal welfare laws, comply with our **Responsible Sourcing Policy for Animal-Derived Materials**, and ethically source animal, plant, or fowl materials in line with best practices.

Our approach extends to developing clear directives about the permissible and prohibited animal materials for our products, establishing a sturdy framework that balances both biodiversity conservation and animal welfare. Recognizing the interconnectedness of animal welfare and biodiversity, we aim to address major threats like deforestation and water pollution, prevalent in the supply chains of animal-derived materials, that lead to biodiversity loss. Consequently, we've committed to enhancing transparency in our supply chain and are actively working to reduce, refine, and replace materials with high environmental impact.

Material Specification & Biodiversity Conservation

As prescribed by our Responsible Sourcing Policy for Animal-Derived Materials, prohibited materials include leather, skin, or hair from wild animals, materials from sources that practice mulesing, among others. Permitted materials include leather that is a co-product of food production from domesticated animals, faux fur, and down and feathers from post-slaughter as by-products from the food industry. We strive to use recycled materials and encourage sourcing from certified farms or those adopting regenerative agriculture practices.



This page: One Tree Planted's tree planting partners in South Africa plant trees across Cape Town.



Climate Targets & Biodiversity

In 2022, we contributed a total of \$190,000 to One Tree Planted to support tree-planting projects. These projects improve habitats, creating beneficial ripple effects for biodiversity.

The tree-planting projects in Cape Town, South Africa, Brazil's Atlantic Forest, and Mexico's Michoacan state have fostered ecosystem restoration and aided in safeguarding endangered species like the Monarch Butterfly.

Cape Town, South Africa

Steve Madden made restricted donations to One Tree Planted to support planting 20,000 trees in various townships across Cape Town, South Africa during the reporting year. This community-led project was completed with the support of community partners in August 2022. The project planted more than 15 native tree species on the degraded land and across the river spills, which is covered with Cape Flats Dune Strandveld, an endangered vegetation type endemic to the coastal areas around Cape Town. Due to rapid urbanization and the building of beach resorts in the recent years, more than half of the Cape's Strandveld has been lost, and only 14% of this unique vegetation type is protected.

About 125 hectares of land has been reforested as a part of the project. Apart from carbon storage, these indigenous trees will protect the urban farmers from strong winds and improve the soil stability by controlling erosion. This project will also provide refuge for terrestrial species and serve as an important ecosystem for flood control in the urban environment.



Forests4Water Project, Brazil, South America

The Forests4Water Project in Brazil is a community-based forest restoration initiative, situated within the Atlantic Forest, one of the world's leading biodiversity hotspots. The mission of Forests4Water is to protect and restore biodiversity, enhance carbon sequestration, and bolster the health and stability of the region's ecological systems. The project is managed by **One Tree Planted's** local implementation partner.

In 2022, Steve Madden contributed \$20,000 to plant 20,000 trees native to the Atlantic Forest. These actions not only work towards mitigating climate change but also serve to protect biodiversity and ensure water security for local communities, in alignment with the mission of the Forests4Water project. The project also aims to create a forest corridor in a strategic area bordering the Serra do Brigadeiro State Park, one of the highest priority conservation areas in the state.

In addition to sequestering carbon, this project also aims to protect rivers from pollution, restore ecology, end the problem of water shortage, and prevent drying of the springs during the summer season.



This page: One Tree Planted's tree planting partners in Brazil plant trees in the Atlantic Forest.

LET'S KICK THE WASTE

We believe that sustainable fashion paves the way forward in a world grappling with escalating environmental challenges, especially those related to post-consumer waste. According to the Ellen MacArthur Foundation, the equivalent of one garbage truck of textiles is landfilled or incinerated every second. The need for change is pressing, and we are rising to the challenge. Our role as a global fashion company transcends crafting designs that our customers love; it involves championing sustainability through circularity and product longevity.

Our approach in 2022 was two-fold. First, we launched multiple resale channels to maximize the lifespan of our products. Second, we assessed potential recycling partners, each committed to enhancing the circular journey of our products. These steps toward building a circular economy within our value chain are instrumental in slowing the consumption of natural resources and reducing our total greenhouse gas footprint.

In shaping a supply chain ready for resource recovery, our aim is not only to enhance our own sustainability but also to fuel innovation, economic growth, and design for material recovery. By offering products designed for reuse, we extend their lifespan and reduce environmental impact, enhancing our brands' competitiveness in a sustainability-focused market landscape.

KEY ACHIEVEMENTS 2025 TARGETS

- **Resale:** We launched peer-to-peer resale channels on SteveMadden.com, DolceVita.com, and BetseyJohnson.com, seeing 3,275 pre-loved products listed with a sell-through rate of 53%.
- **Footwear Recycling Research:** We assessed circularity solution providers, positioning the company for a future pilot program centered on product recovery and recycling.

TOPIC	STEVE MADDEN TARGET	RELEVANT UN SDGs
Long-Lasting Fashion	Establish multiple channels to recycle, resell, or repair pre-loved shoes.	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  </div> <div style="text-align: center;"> <p>13 CLIMATE ACTION</p>  </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;"> <p>14 LIFE BELOW WATER</p>  </div> <div style="text-align: center;"> <p>15 LIFE ON LAND</p>  </div> </div>
Circularity	Introduce a range of innovative products designed with circularity in mind.	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  </div> <div style="text-align: center;"> <p>13 CLIMATE ACTION</p>  </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;"> <p>14 LIFE BELOW WATER</p>  </div> <div style="text-align: center;"> <p>15 LIFE ON LAND</p>  </div> </div>




2025 TARGET: ESTABLISH MULTIPLE CHANNELS TO RECYCLE, RESELL, OR REPAIR PRE-LOVED SHOES.

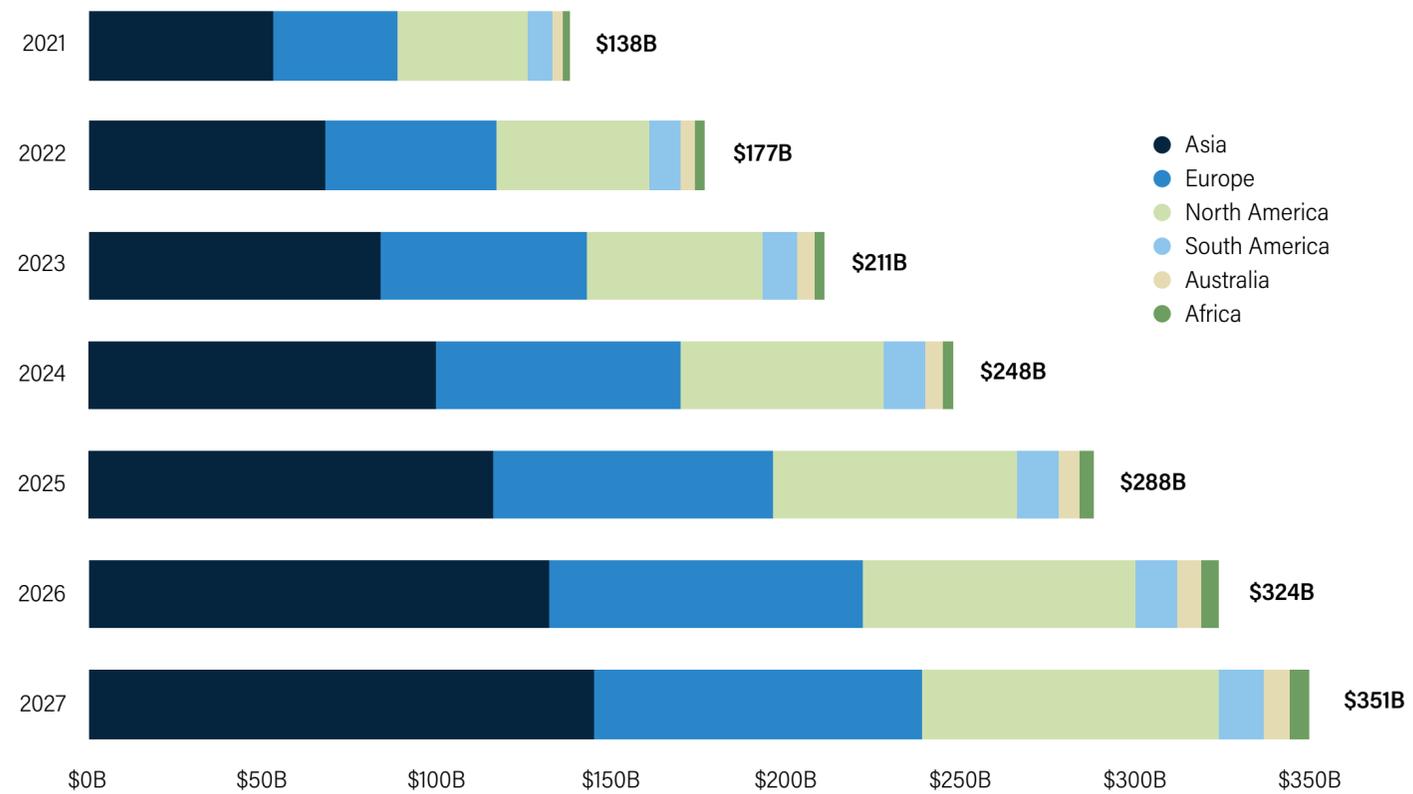
Steve Madden is embarking on a journey where every shoe tells a tale of longevity and renewal, not disposability. By increasing the lifespan of our footwear by just nine months, we can decrease waste and reduce our carbon and water footprints by up to 30%.

In 2022, we focused our efforts on growing vibrant secondhand marketplaces to encourage our customers to buy and sell pre-loved items. In doing so, we strive to disrupt the linear fashion model and inspire a collective shift towards a circular economy that values durability and regeneration.

Resale

The growth and potential of the resale market cannot be underestimated. According to a 2023 report by ThredUp, the global secondhand market is projected to roughly double from 2022 to 2027, reaching an approximate value of \$350 billion.

PROJECTED GROWTH OF GLOBAL SECONDHAND MARKET



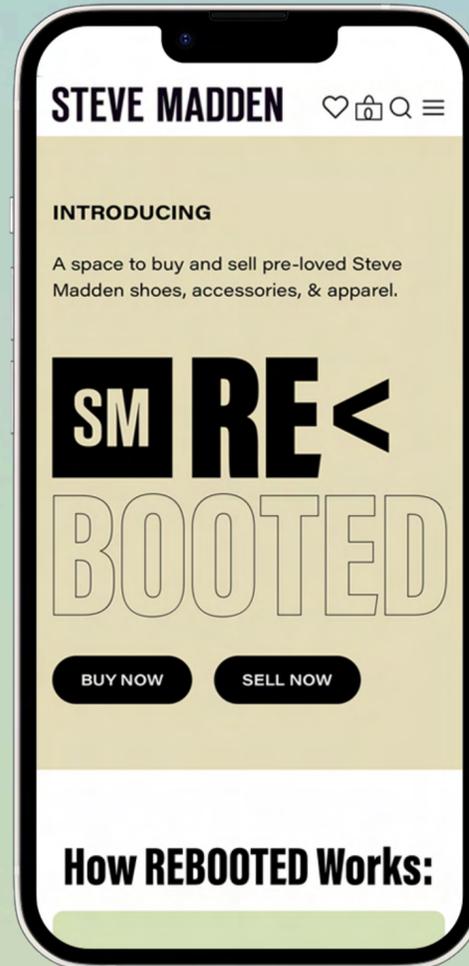
Source: ThredUp Resale Report, 2023

Resale (cont.)

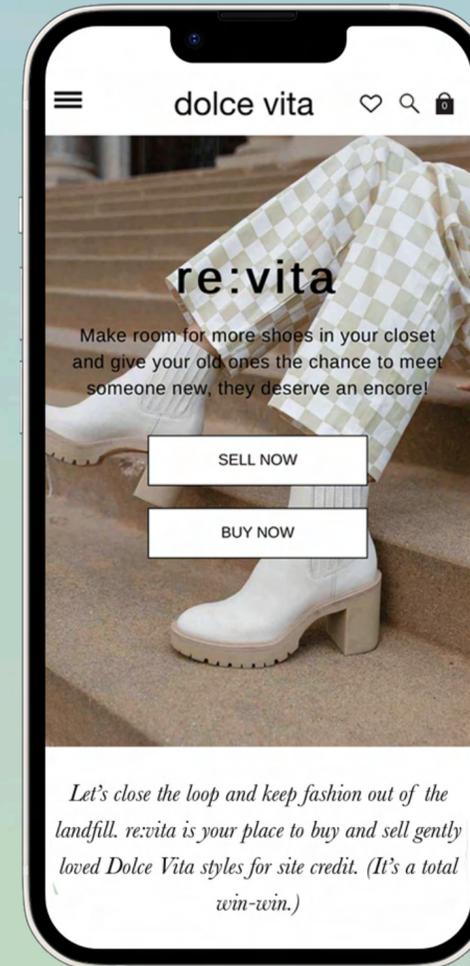
In 2022, we launched peer-to-peer resale channels on SteveMadden.com, DolceVita.com, and BetseyJohnson.com. Through each resale channel, customers can list their pre-loved products for resale and purchase pre-loved products from their peers. Throughout the year, 3,275 pre-loved products were listed through our resale channels, with an average sell-through rate of 53%.

3,275 PRE-LOVED PRODUCTS LISTED THROUGH OUR RESALE CHANNELS

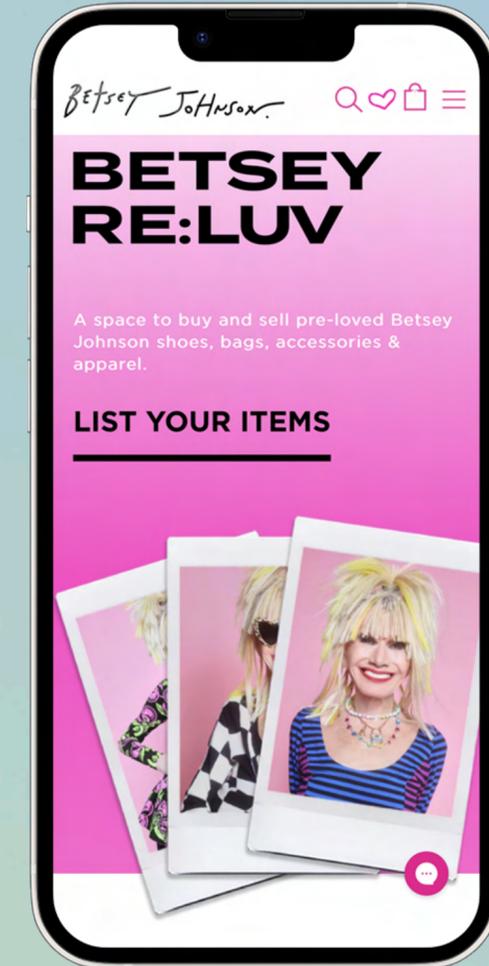
By integrating resale channels into our e-commerce sites, we demonstrate our commitment to embedding resale into our customer experience and overall business strategy. This keeps us in line with market trends and manifests our commitment to sustainability and conscious consumption. As the secondhand market continues to grow, we remain dedicated to promoting and facilitating the reuse and recirculation of our products.



SM REBOOTED
 Launched January 2022



re:vita
 Launched January 2022



BETSEY RE:LUV
 Launched October 2022

“BY GROWING OUR RESALE CHANNELS, WE EXTEND THE LIFECYCLE OF OUR PRODUCTS, DEEPEN CUSTOMER ENGAGEMENT, AND TAP INTO A NEW REVENUE STREAM, ALL WHILE MAKING A POSITIVE IMPACT ON THE ENVIRONMENT. IT’S A WIN-WIN SCENARIO THAT ALIGNS PERFECTLY WITH OUR BRAND VALUES AND LONG-TERM VISION.”

JOSH KREPON, PRESIDENT, U.S. DIRECT-TO-CONSUMER AND GLOBAL DIGITAL, STEVEN MADDEN, LTD.

2025 TARGET: INTRODUCE A RANGE OF INNOVATIVE PRODUCTS DESIGNED WITH CIRCULARITY IN MIND.

At Steve Madden, we believe in playing an active role in reducing post-consumer waste. Our commitment goes beyond creating enduring fashion. We are taking strides towards contributing to a circular economy, which requires designing our products and systems with an intention to recover and repurpose materials, instead of letting them go to waste.

The journey towards circularity in the footwear industry has unique hurdles. Most shoes are designed for durability and rely heavily on strong adhesives, making it difficult to disassemble shoe components for sorting and shredding. Furthermore, there can be upwards of 20 components in a single shoe, which makes it especially challenging to separate shoe materials for reintroduction into suitable recycling streams.

As we chart our course towards our circularity goals, our focus sharpens on two crucial areas. First, we aim to identify and collaborate with circularity partners offering innovative solutions to reclaim and recycle footwear as it is produced today. Second, we are proactively exploring novel ways to design and manufacture footwear with circularity at the forefront. In our circularity journey, we strive to strike a fine balance, combining the urgency of investing in scalable solutions with the audacity to pioneer innovative initiatives that reimagine the fundamentals of product design.

Exploring Footwear Recycling Partners

A clear understanding of the existing infrastructure and technological capabilities available to reclaim and reintegrate post-consumer materials is crucial in carving out a well-informed circularity strategy. Our strategy guides our investments towards the most impactful long-term solutions.

Throughout 2022, we allocated resources towards researching and assessing viable recycling channels for reintegrating materials commonly used in footwear and apparel production. We forged relationships with and evaluated multiple recycling and circularity solution providers. These potential partners will play a crucial role in helping Steve Madden achieve its circularity goals.

We evaluated prospective circularity solution providers based on their sustainability practices, capacity, pricing structure, and the locations of their recycling facilities. Looking ahead, we will leverage our findings to launch a pilot program for product recovery.

By understanding the current state of circularity and actively pursuing partnerships in footwear disassembly and recycling, we are laying the necessary groundwork to achieve our circularity goals and to shape a sustainable future for the footwear industry.

GOVERNANCE

Strong and sustainable governance structures serve as the backbone for our commitment to ethical and responsible business practices. Our governance framework weaves together the expertise of our dedicated Board of Directors, comprehensive policies, and culture of integrity, altogether demonstrating our dedication to transparency, accountability, and continuous improvement.

OUR GOVERNANCE BEST PRACTICES



- **Board Independence:** Our Board, consisting of eleven members, nine of whom are not employed by Steve Madden, highlights our commitment to Board independence and autonomous decision-making.
- **Board Diversity:** With a diverse mix of backgrounds and experiences, our Board members bring valuable perspectives to the table, contributing their unique ideas, skill sets, and solutions to our decision-making and governance.
- **Product Quality & Safety Standards:** Steve Madden employs a comprehensive approach to product quality and safety standards, ensuring compliance with federal, state, and regional regulations. Our commitment to product excellence, backed by robust internal processes and third-party audits, guarantees that we consistently deliver safe and high-quality products to our customers.
- **Carbon & Climate Policy:** Our Carbon and Climate Policy demonstrates Steve Madden's unwavering dedication to mitigating human impact on climate change and reducing our carbon footprint. With the guidance of our Corporate Social Responsibility Committee and Chief Sustainability Officer, we proactively and continuously explore new opportunities to optimize our operations and implement sustainable practices.

BOARD OF DIRECTORS

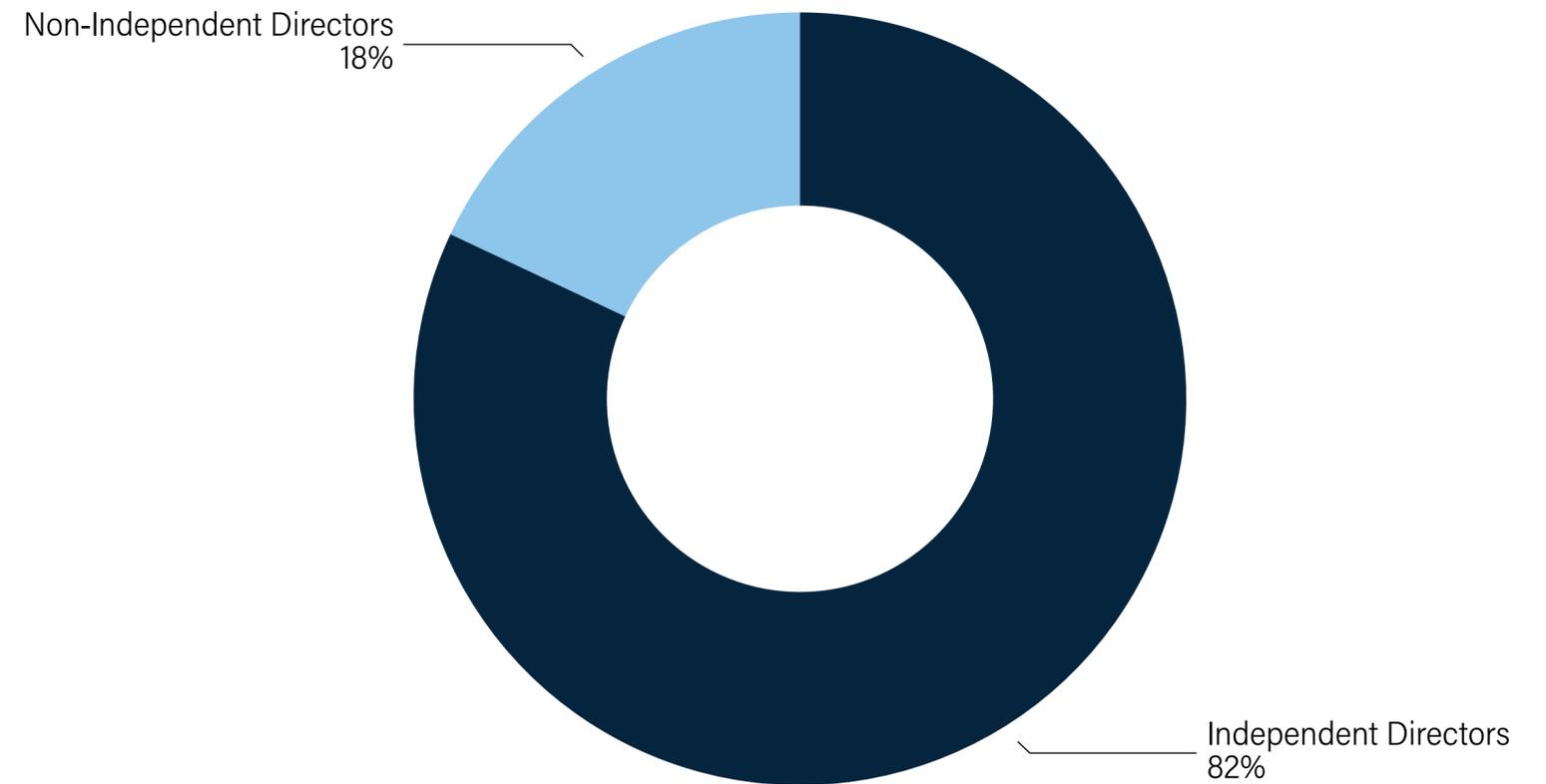
Steve Madden's Board of Directors consists of eleven individuals, nine of whom are independent, each offering extensive business leadership experience, sound judgment, and high ethical standards.

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](#).

Our Board of Directors entrusts four committees to provide guidance and support in making informed decisions that align with the Company's commitments and values: Audit Committee, Nominating/ Corporate Governance Committee, Compensation Committee, and Corporate Social Responsibility Committee. Visit our [Investor Website](#) to view our Board committee charters.

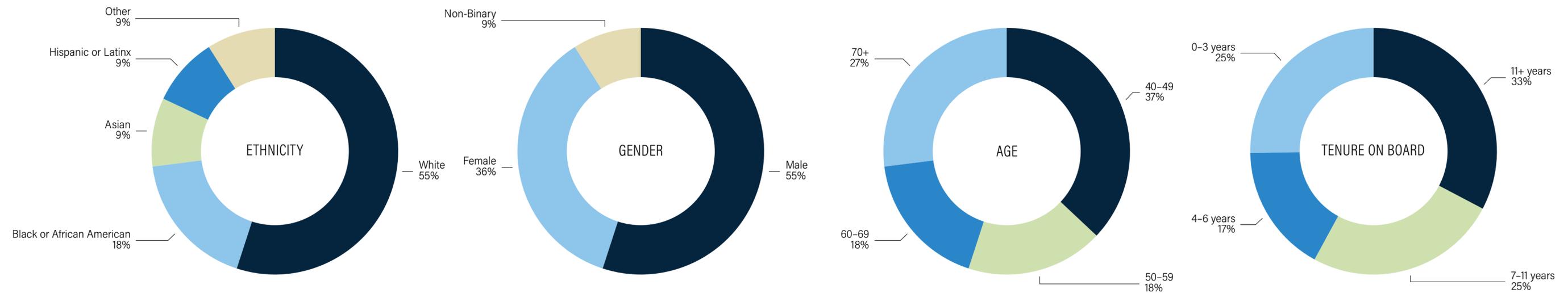
INDEPENDENT DIRECTORS



* Information as of YE 2022

Board Diversity

Steve Madden's commitment to cultivating a diverse Board ensures well-rounded, proficient, and dynamic top-level leadership that brings together innovative ideas, fresh perspectives, and seasoned expertise. Our Board composition reflects a blend of backgrounds, experiences, and insights that drives strategic decision-making for the Company's continued growth and success.



* Information as of YE 2022



Risk Management

Our Audit Committee is responsible for overseeing the Company's accounting and financial reporting processes and the audit of the Company's financial statements. The committee also evaluates the Company's policies, guidelines, and processes regarding risk assessment and risk management, including the Company's financial and cybersecurity risk exposures and the steps management has taken to monitor and control such exposures.

Steve Madden recognizes the importance of identifying, assessing, and responding to climate-related risks and opportunities. In 2022, we established an Internal Climate Risk Task Force comprising members from various teams, including: Corporate Social Responsibility (CSR), logistics, production, investor relations, internal audit, finance, and legal. The task force conducted a thorough TCFD climate-risk assessment, identifying and evaluating climate-related risks and opportunities.

Physical and transition risks resulting from climate change will adversely affect our business, financial condition, and results of operations. In the coming years, Steve Madden will work towards developing and implementing an efficient climate risk strategy, incorporating short-term, mid-term, and long-term climate objectives. We will also integrate a climate-related risk management process into our strategic and financial planning. As part of our ongoing commitment to tackling these risks, we held a comprehensive Board training session in November 2022, covering topics such as climate risks, disclosures, and the forthcoming SEC ruling on climate disclosure requirements for public companies.

POLICIES, CODES, & STANDARDS



At Steve Madden, we are committed to upholding the highest standards of ethical and responsible business practices. Our robust framework of policies, codes, and standards enables us to navigate the complexities of our industry and ensure that our employees, partners, suppliers, and stakeholders adhere to our shared values. These guidelines govern various aspects of our operations, such as environmental sustainability, animal welfare, human rights, and more, providing a solid foundation for our ongoing efforts to be a leader in corporate social responsibility and sustainability. For more information, click the links below.

[Code of Conduct](#)

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

[Code of Ethics for the CEO and Senior Financial Officers](#)

[Corporate Governance Principles](#)

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

[Supplier Code of Conduct](#)

[Global Human Rights Policy](#)

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

[Environmental, Health & Safety Policy](#)

[Carbon & Climate Change Policy](#)

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

[Conflict Minerals Disclosure](#)

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

[Modern Slavery Act Statement](#)

[Insider Trading Policy](#)

Grievance Mechanisms

Steve Madden enables employees to voice their concerns via a free and confidential 24/7 whistleblower hotline operated by an independent third party, or through internal channels to our Human Resources and the General Counsel's office. Our Human Resources team receives email notifications for hotline inquiries. We strictly enforce a non-retaliation policy for any concerns reported. Below are the hotline contact numbers by country: United States: (844) 714-0950; Canada: (844) 995-4936; Mexico: (844) 995-4937; China: 400-120-049.

Protecting Customer Privacy

Steve Madden respects our customers' privacy. We take reasonable steps towards protecting our customers' privacy online and managing their information responsibly.

We implement best practices around security, which include compliance, training and awareness, constant monitoring, and the use of advanced security tools with redundancies. We conduct quarterly phishing campaigns, hold regular tabletop exercises for incident response, and organize annual security awareness trainings during October, which is Cybersecurity Awareness Month. All onboarded employees are automatically enrolled in the security awareness training program.

The Audit Committee, among other matters, is responsible for reviewing and overseeing our information security and technology. Our Chief Information Security Officer presents quarterly updates on cybersecurity to the Audit Committee.

Steve Madden has been enrolled in an Information Security Risk Insurance Program since 2013. As a result of the constant monitoring of threats, implementation of best practices, and use of advanced tools for cybersecurity, we did not have any material cases of information security breaches in the last three years, and we have not incurred any material expenses from security breaches, penalties, or settlements during this period.

Product Quality & Safety Standards

At Steve Madden, we prioritize product quality and safety as a critical aspect of customer satisfaction. We rigorously test all products for chemicals and restricted substances in compliance with federal, state, and regional laws and regulations. Our dedicated Quality Control teams ensure that products meet the highest quality standards that we have set for our brands and that our customers expect when they buy our products. Furthermore, we have established a robust process to ensure that no shipment leaves the factory without validating compliance with Steve Madden's quality protocol, guaranteeing our customers' peace of mind.



SUSTAINABILITY PROGRAM GOVERNANCE

At the heart of Steve Madden's commitment to sustainability are the leaders who champion and drive our sustainability initiatives. Together, they form a strong and cohesive governance structure that empowers the organization to address pressing challenges, create value for stakeholders, and foster a culture of continuous improvement.



Corporate Social Responsibility Committee

The Corporate Social Responsibility Committee of the Board oversees the Company's sustainability strategy and progress. Committee members have diverse backgrounds, extensive corporate and retail experience, and share a deep commitment to sustainability and social responsibility.

As outlined in the committee charter, the CSR committee assists the Board in providing oversight with respect to corporate social responsibility matters, including ethical and sustainable sourcing; human rights; the environment; supplier conduct; labor conditions; climate change; diversity in employment; charitable giving; 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 and members of the Executive Leadership Team. Additionally, our Board convenes an annual meeting dedicated to climate, DEI, and other corporate sustainability topics.

Chief Sustainability Officer

The Chief Sustainability Officer leads the Corporate Social Responsibility team and oversees the Company's sustainability strategy. The Chief Sustainability Officer reports directly to the CEO and the Board, where sustainability goals and progress are reviewed and monitored.



Diversity, Equity, & Inclusion Council

Established in 2020, our Diversity, Equity, and Inclusion Council brings together senior management from Human Resources, Corporate Social Responsibility, Legal, Design, Marketing, and other areas of the Company to review, enhance, and expand our existing diversity efforts. The Council focuses on fostering a more inclusive environment by addressing key aspects such as hiring, marketing, promotion, and sourcing, ensuring that our commitment to diversity remains a core aspect of our business strategy.

Employee Resource Groups (ERGs)

Currently, we have three vibrant ERGs - SM Pride, representing our LGBTQ+ community, Black Sole, representing our Black employees, and De La Sole, representing our Hispanic/Latinx employees. These ERGs play a crucial role in the Steve Madden community by providing valuable insights and guidance on diversity issues, which enable us to strengthen our commitments, increase accountability, and ultimately, achieve our DEI goals. Through collaboration and support, our ERGs contribute to fostering a sense of belonging and empowerment among employees.

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.

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. In line with best practices, we will refresh our materiality assessment every few years to stay aligned with 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 EPMS 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

TCFD INDEX

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 Chief Executive Officer (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 Chief Sustainability Officer (CSO) leads the Corporate Social Responsibility (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 Board of Directors CSR Committee 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 the 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 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 is 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 Task Force on Climate-related Financial Disclosures' (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 scenario 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 physical risks considered acute and chronic impacts to owned and operated facilities, while transition risks and opportunities considered legal and policy, market, reputational and technology related impacts. 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)		
b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning	C2.3a, C2.4a, C3.1, C3.2a-b, C3.3, C3.4	2023 CDP
<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>		
c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2 deg Celsius or lower scenario	C3.2a-b	2023 CDP
<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>		
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	C2.1, C2.2a	2023 CDP
<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. 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>		

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 risks and opportunities under the guidance of the CSR Committee, managed by the CSO. The CSR Committee 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, stemming from 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 encouragement of 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 in 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 CO2 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 (MT CO2e)</p> <ul style="list-style-type: none"> • 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 this 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 (PG&S) 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>		

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Through our *Let's Get Real* sustainability strategy, we prioritize contributing to the United Nations Sustainable Development goals for peace and prosperity. Below is a complete list of the SDGs.

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



EMISSIONS DATA

Global Scope 1, 2 & 3 Emissions	
Scope	MT CO2e
Scope 1	1,225.12
Scope 2 Market-Based	4,987.43
Scope 2 Location-Based	4,476.26
Scope 3	449,792.43

Breakdown of Scope 1 & 2 Emissions by Region	
Countries	MT CO2e
United States	4,599.76
China	546.63
Mexico	228.42
Canada	722.37
Netherlands	115.36

Breakdown of Scope 1 & 2 Emissions by Activity	
Activity	MT CO2e
Office	2,099.60
Warehouse	1,416.17
Retail	2,696.78

Scope 3 Emissions Category 1: Purchased Goods & Services	
Purchased Goods & Services	MT CO2e
Factories	32,486.47
Raw Materials	348,925.00
Non-Merchandise Spend	15,464.79

Emissions From Raw Materials Usage 2022 & 2021				
Material Type	2022		2021	
	Emissions (MT CO2e)	Percentage	Emissions (MT CO2e)	Percentage
Synthetic Rubber	100,345	28.8%	105,909	25.0%
Synthetic Leather (PU)	75,747	21.7%	93,358	22.0%
Synthetic Fiber	60,487	17.3%	69,673	16.4%
Thermoplastics	43,209	12.4%	53,795	12.7%
Leather	34,291	10%	38,211	9%
Other	34,217	10%	63,202	14.9%

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