

UK MODERN SLAVERY ACT STATEMENT 2025

This Modern Slavery Act Statement is made on behalf of the Skechers Group, comprising Skechers U.S.A, Inc. and Skechers USA, Ltd., for the financial year ending December 31, 2025. The UK Modern Slavery Act (the “Act”) requires commercial organizations in any sector that have a total turnover of above £36 million, and that supply goods or services with at least part of their business in the United Kingdom, to produce a slavery and human trafficking statement for each financial year. The Act requires such businesses to produce a statement setting out steps it takes during the financial year to ensure slavery and human trafficking are not taking place in any of its supply chains or any part of its own business.

Organizational Structure and Supply Chains

Skechers USA, Ltd. is a wholly owned subsidiary of Skechers U.S.A., Inc., (collectively, “Skechers”) which is a global footwear and apparel company. Skechers distributes and sells goods in the United Kingdom and imports goods into the United Kingdom. Skechers’ corporate head office is located in Manhattan Beach, California.

Skechers designs, develops and markets a diverse portfolio of lifestyle and performance footwear, apparel and accessories for men, women and children around the globe. Our products are manufactured at independent factories around the world. Skechers has Skechers-branded stores through franchises and retail partnerships with family shoe stores, specialty running and sporting goods retailers, department stores, e-commerce retailers and big box club stores. We also have company-owned retail stores in the United Kingdom.

Skechers is committed to working only with vendors who conduct their businesses ethically and are socially responsible. It is never acceptable for any Skechers products to be produced using forced labour or child labour. Every factory producing Skechers products is required to comply with local labour laws, International Labour Organization (“ILO”) conventions and Skechers’ standards regarding ethics and social responsibility. To ensure such standards are met, Skechers is committed to continuous due diligence, risk assessment, remediation and training processes.

Our supply chain consists of Tier 1 manufacturing suppliers for footwear, apparel and accessories. These suppliers are located primarily across Asia and Latin America. Our Tier 2 suppliers, which supply materials and components used in our products, are also concentrated in these regions.

Skechers acknowledges that multi-tier global supply chains sited in Asia and Latin America in the footwear and wearables sector carry well-documented and elevated risks of labour exploitation and modern slavery.

Skechers, therefore, applies enhanced due diligence and heightened requirements for the labour marketplaces and geographic regions regarded as carrying the highest risk in accordance with regulatory and buyer expectations in markets including the United Kingdom.

Governance

Skechers has an internal, cross-functional Environmental, Social, and Governance (“ESG”) Committee to oversee and advise our Board on ESG-related matters. The committee meets quarterly or more frequently if needed. The ESG Committee is led by Skechers’ Chief Financial Officer and is comprised of team members from key functions including Product Development, Human Resources, Finance, Legal, Marketing, and Communications.

The ESG Committee’s primary responsibility is to direct and to oversee the implementation of our ESG strategy.

Skechers also maintains a Social Compliance (“SC”) Team, which reports directly to the ESG Committee on a quarterly basis. The SC Team is responsible for conducting due diligence on suppliers.

Skechers has implemented risk assessment and due diligence processes to evaluate, prevent and mitigate human rights risks:

Policies

Skechers has adopted a [Corporate Code of Conduct](#) that describes our values and culture. This policy describes our commitment to providing a safe and healthful work environment for all employees. It is our policy to prevent workplace violence and maintain a safe working environment for all employees to the fullest extent possible.

All employees must meet the applicable minimum employment age requirements or be at least 15 years of age, whichever is higher, at the time of hire, and they must have met the age of completion of compulsory education.

Skechers is committed to engaging with stakeholders affected or potentially impacted by our business activities. This includes workers and their families, communities in which we operate, and any individuals whose lives Skechers may impact.

Skechers has adopted a [Supplier Code of Conduct](#) that prohibits suppliers from using any form of forced labour, including prison, convict, slave, indentured, and bonded labour, and involuntary overtime. It also requires suppliers to ensure employees meet legal minimum employment age requirements or are at least 15 years old and have completed compulsory education. The Supplier Code reflects ILO standards.

All suppliers are required to sign an acknowledgement of our Supplier Code of Conduct. Tier 1 suppliers, manufacturing our products, are required to sign our Supplier Code of Conduct annually, and all Tier 2 (materials and components) suppliers sign when they are onboarded. Tier 1 suppliers are also required to monitor Tier 2 suppliers and must agree to only source from Skechers' approved list of Tier 2 suppliers.

Skechers' social compliance team and our social compliance program are governed by our ESG Committee and regularly report the results of their audits, including to our ESG Committee. In addition, we evaluate the effectiveness of our social compliance efforts through reviews by third parties.

Due Diligence Process

Skechers' due diligence processes involve embedding responsible business conduct into our governance structure, policies, and risk management systems. Skechers operates an established responsible supply chain due diligence program, which we call our social compliance program. The program has annual cycles of supplier screening, annual audits, follow up audits and reporting. Current practices include:

Internal operations

- Providing employees with an Employee Handbook;
- Regular review of employee-related policies;
- Monthly workplace health and safety inspections;
- Regular payroll audits;
- Monitoring hours of work and overtime;
- Conducting age verification;
- Investigating incidents or accidents; and
- Providing an anonymous third-party complaint line, which is available 24 hours a day, 7 days a week, by telephone at 833-761-6518 (in the U.S.) or at the international phone numbers listed at skechers.ethicspoint.com.

Supply chain

The application of our Supplier Code of Conduct is managed by our social compliance team. Our team is comprised of internal auditors who are responsible for auditing our suppliers (via both announced and unannounced audits) and their factories for compliance utilizing the guidelines set forth in our Supplier Code of Conduct. Skechers' social compliance team conducts supplier audits prior to supplier approval and annually thereafter. Suppliers outside audit regions must provide third-party audits. Forced labour and child labour are zero-tolerance issues. Current practices include:

- **Supplier onboarding assessments** — new suppliers are required to complete a qualification process that includes a review of their labour practices and compliance with our Supplier Code of Conduct;
- **Signed Supplier Code of Conduct** — suppliers are required to sign our Supplier Code of Conduct which includes provisions requiring compliance with applicable labour laws and prohibiting the use of forced, bonded or child labour; and
- **Supplier social compliance audits** — Skechers reserves the right to conduct annual social compliance due diligence covering key suppliers, with structured screening, on-site or documentary audit, corrective action requirements and reporting.

Remediation measures

If any allegation of forced labour or child labour is made, Skechers would review the facility, stop production immediately, and may pause or terminate the supplier relationship until a passing updated SC audit is received. No confirmed incidents have occurred to date.

Risk Assessment and Management

Skechers is committed to ensuring that all of our products are sourced, produced and delivered to our customers in a manner that upholds international labour and human rights standards. In order to prevent and reduce the risks of forced labour and child labour in our activities and supply chain, Skechers has undertaken the following efforts in our fiscal year ending December 31, 2025:

- Continued to apply our Corporate Code of Conduct, which describes our commitment to providing a safe and healthful work environment for all employees and prohibits child labour;
- Expanded on our existing due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and child labour in our supply chain;
- Conducted hundreds of social compliance audits of our Tier 1 and Tier 2 suppliers;
- Required all Tier 1 suppliers to sign our Supplier Code of Conduct annually, and all Tier 2 suppliers sign when they are onboarded, which prohibits the use of forced labour and child labour;
- Monitored risks of forced labour and child labour that could affect our supply chain; and
- Required our auditors to receive additional training in an internationally recognized social compliance standard.

Monitoring and Effectiveness

Skechers evaluates effectiveness through:

- Annual social compliance audits, and follow up audits as necessary,
- Time, attendance and payroll tracking,

- ESG Committee quarterly reviews,
- Review of social compliance metrics (audit counts, results, compliance ratings) available in Skechers' annual Impact Report.

No past social compliance audits have identified forced labour or child labour issues.

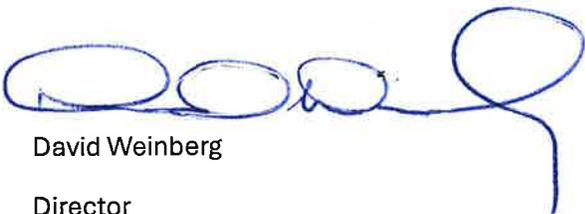
Training

Internal operations include online and in-person health and safety training, orientation training for distribution centre workers, and harassment and violence training for supervisors. For our supply chain audits, SC auditors must be certified in SA8000, which includes training on forced labour and child labour indicators, interview techniques, and documentation review.

In 2025, Skechers worked with a third party that developed a bespoke training program for our social compliance audit team to continue to keep their auditing skills and knowledge up to date. These trainings focused both on audit practices and documentation processes, and specific topics from our code of conduct.

Approval

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Skechers Group's slavery and human trafficking statement for the financial year ending 31 December 2025. Skechers USA, Ltd. delegated approval of this statement on its behalf to the Board of the Directors of Skechers U.S.A., Inc., and its Board approved this statement via unanimous written consent on 5 March 2026.



David Weinberg

Director

Skechers USA, Ltd.