

SKECHERS CANADIAN FORCED LABOUR AND CHILD LABOUR REPORT 2025

This report has been prepared by Skechers USA Canada, Inc. in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") for the financial year ending December 31, 2025.

Organizational Structure, Activities and Supply Chains

Skechers USA Canada, Inc. is a wholly owned subsidiary of Skechers U.S.A., Inc. (collectively, "Skechers"), which is a global footwear and apparel company. Skechers imports, distributes and sells goods in Canada. 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. 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, corporate offices, and a distribution center in Canada.

Our products are manufactured at independent factories around the world. Tier 1 of our supply chain consists of 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.

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.

Skechers applies enhanced due diligence and heightened requirements for the labour marketplaces and geographic regions regarded as carrying the highest risk.

Governance

Skechers has an internal, cross-functional Environmental, Social, and Governance ("ESG") Committee to oversee and advise our Board on ESG-related matters. The ESG Committee meets periodically. 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 empowers its Social Compliance ("SC") team with responsibility for due diligence of suppliers. The SC team reports directly to the ESG Committee.

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.

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. The Supplier Code of Conduct reflects ILO standards.

All Skechers and supplier 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.

All Tier 1 and Tier 2 suppliers are required to acknowledge our Supplier Code of Conduct. Tier 1 suppliers, manufacturing our products, are required to acknowledge our Supplier Code of Conduct annually, and all Tier 2 (materials and components) suppliers acknowledge it 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. 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 periodic cycles of supplier screening, 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 SC team. The team is responsible for

auditing and managing third party audits of 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' SC team requires supplier audits prior to supplier approval and regularly thereafter. 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;
- **Supplier Code of Conduct:** Suppliers are required to acknowledge 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 audits, corrective action requirements, and reporting.

Remediation measures

Evidence of non-compliance by our suppliers may lead to investigations, additional audits to follow up on corrective actions, and/or necessary re-evaluation of the supplier including remediation and termination of business relationships with non-compliant suppliers. We are committed to working with our suppliers to improve performance and help ensure that they act responsibly.

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 acknowledge our Supplier Code of Conduct annually, and all Tier 2 suppliers to acknowledge it 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

Monitoring and Effectiveness

Skechers evaluates effectiveness through:

- Monthly workplace health and safety inspections in our retail stores;
- Social compliance audits, and follow up audits as necessary;

- Time, attendance, and payroll tracking;
- ESG Committee periodic reviews; and
- Review of social compliance metrics (audit counts, results, compliance ratings) available in Skechers' annual Impact Report.

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.

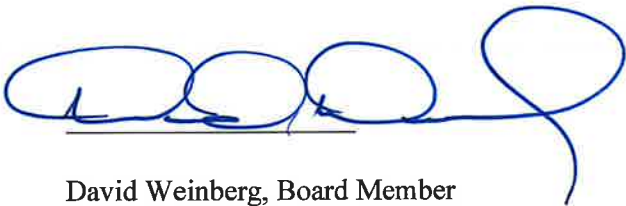
In 2025, Skechers worked with a third party that developed a bespoke training program for our SC team to continue to keep their auditing skills and knowledge up to date. These trainings focused both on audit practices and documentation processes, and specific topics from our code of conduct.

Approval and Attestation

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for Skechers USA Canada, Inc. for the financial year ending December 31, 2025.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Dated in the City of Manhattan Beach, California, United States of America, this 28th day of May 2026.



David Weinberg, Board Member

I have the authority to bind Skechers USA Canada, Inc.