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Rocky Brands, Inc. Publishes Inaugural Environmental, Social and Governance Report

NELSONVILLE, Ohio--(BUSINESS WIRE)-- Rocky Brands, Inc. (NASDAQ: RCKY), a leading designer, manufacturer and marketer of premium quality footwear and apparel, today announced the publication of its inaugural Environmental, Social and Governance Report (the “ESG Report”). The ESG Report illustrates how Rocky Brands drives corporate responsibility and serves its community through avenues of product innovation, philanthropy and responsible business practices.

Spearheaded by senior management with support from the Company’s Board of Directors, the ESG Report addresses ten priorities to the Company: chemicals management; climate change; corporate governance; data privacy and information security; diversity, equity, and inclusion; ethics and compliance; environmental impacts; labor in our supply chain; talent recruitment, development and engagement; and raw material sourcing.

“We have taken steps to underscore our impact in our supply chains and the people who make our products,” said Jason Brooks, CEO of Rocky Brands. “Our focus on ESG highlights our long-term value creation for our stakeholders, showcases our commitment to creating a positive impact in our community and solidifies our strategic ambition to unlock value creating sustainability.”

The ESG Report identifies business-relevant ESG priorities in line with investors and peers, as well as leading rating agencies and industry frameworks. Highlights from the ESG Report include:

- **Product Innovation:** Our product design, development and manufacturing integrate innovative processes that combine our standards of quality, functionality and comfort to meet the needs of our consumers.
- **People Focused:** We foster a workplace environment that advocates for all areas of employee health from physical, mental and emotional well-being in addition to community giving, which has amounted to more than \$3 million given to non-profit organizations.
- **Environmental Stewardship:** We are mindful of our resource use and are focused on

identifying opportunities to enhance the monitoring of our environmental systems.

- **Responsible Governance:** Our governance structure strengthens our process and procedures to promote transparency across the organization from our management teams to the Board.

To read the ESG Report and learn more about Rocky Brands, visit the [CSR Sustainability](#) page on our website.

About Rocky Brands, Inc.

Rocky Brands, Inc. is a leading designer, manufacturer and marketer of premium quality footwear and apparel marketed under a portfolio of well recognized brand names. Brands in the portfolio include Rocky[®], Georgia Boot[®], Durango[®], Lehigh[®], The Original Muck Boot Company[®], XTRATUF[®], and Ranger[®]. More information can be found at [RockyBrands.com](https://www.RockyBrands.com)

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