

CHARTER OF THE CORPORATE RESPONSIBILITY, SUSTAINABILITY & GOVERNANCE COMMITTEE

This Corporate Responsibility, Sustainability & Governance Committee Charter (this “**Charter**”) was adopted by the Board of Directors (the “**Board**”) of Deckers Outdoor Corporation (the “**Company**”) on September 25, 2025, replacing the charter previously adopted by the Board on September 28, 2023.

This Charter is intended to be a component of the flexible governance framework within which the Board, assisted by its committees, directs the affairs of the Company. While this Charter should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Company’s Amended and Restated Certificate of Incorporation (the “**Certificate**”) and Amended and Restated Bylaws (“**Bylaws**”), it is not intended to establish by its own force any legally binding obligations.

I. PURPOSE

The purpose of the Corporate Responsibility, Sustainability & Governance Committee (the “**Committee**”) is to help to ensure that the Board is appropriately constituted to meet its fiduciary obligations to the Company and its stockholders, and that the Company has, and follows, appropriate governance standards. To carry out this purpose, the Committee shall:

- A.** Develop and recommend to the Board a set of Corporate Governance Guidelines, as well as other governance policies, applicable to the Company;
- B.** Identify and actively seek individuals qualified to become members of the Board or any committee thereof, consistent with criteria specified in the Corporate Governance Guidelines;
- C.** Recommend to the Board qualified director nominees to be selected by the Board for the next annual meeting of stockholders, or to fill vacancies on the Board in accordance with the Bylaws;
- D.** Ensure that the Certificate and Bylaws are structured in a way that best serves the Company’s practices and objectives and recommend to the Board amendments to the Certificate and Bylaws for consideration by the Board and the Company’s stockholders, as appropriate;
- E.** Oversee the evaluation of management, the Board and Board committees; and
- F.** Oversee the Company’s Environmental, Social and Governance Program (“**ESG Program**”).

II. COMMITTEE MEMBERSHIP AND ORGANIZATION

The Committee shall be comprised of no fewer than three (3) members. Each member of the Committee shall meet the independence requirements as specified in the Company's Corporate Governance Guidelines, which have been adopted by the Board with reference to the requirements of the New York Stock Exchange ("**NYSE**") Listed Company Manual and the Securities and Exchange Commission ("**SEC**"). Each member shall not have any conflicts of interest which might impair the exercise of independent judgment solely for the benefit of the Company and its stockholders or interfere with the proper performance of his or her responsibilities as a Committee member, as determined by the Board. The Committee shall recommend directors to be appointed as Committee members to the Board. The Board shall appoint members of the Committee and may replace or remove members from time to time, without cause, by the affirmative vote of the majority of the Board. The Board shall appoint one of the Committee members as chair of the Committee. Committee members typically serve for a period of one (1) year unless a member resigns or is replaced by the Board and their successor appointed. Any Committee member may resign effective upon giving oral or written notice to the chair of the Committee or to the full Board. Vacancies occurring on the Committee shall be filled by the Board.

III. RESPONSIBILITIES AND AUTHORITY

To carry out the purposes expressed in Section I, the Committee shall have the responsibilities and authority set forth below.

1. The Committee shall evaluate the "independence" of directors and director nominees against the independence requirements of the NYSE, the rules and regulations of the SEC, and other applicable laws, rules and regulations, in each case to the extent applicable.
2. The Committee shall develop and recommend to the Board a set of Corporate Governance Guidelines applicable to the Company and shall review such guidelines annually. The Committee shall also develop and recommend to the Board such other governance policies as it deems appropriate from time to time. In general, the Committee shall have the responsibility to oversee an appropriate corporate governance framework.
3. As appropriate, the Committee shall actively seek, interview, evaluate and nominate individuals qualified to become Board members and recommend such nominees to the Board for appointment to the Board or endorsement for election at each annual meeting of stockholders in accordance with the Company's Corporate Governance Guidelines and the section entitled "Selection Criteria for Director Nominees" below.
4. Prior to nominating an existing director for reelection to the Board, the Committee shall consider and review the existing director's: (i) Board and committee meeting attendance and performance, (ii) length of Board service, (iii) experience, skills and contributions that such director brings to

the Board, including personal and professional integrity, good business judgment and diversity with respect to personal characteristics, and (iv) independence.

5. From time to time, the Committee shall review and recommend to the Board revisions to the Board's policy with respect to directors and the Company's executive leadership team (the "**ELT**") accepting directorships on other company boards, or employment or consulting positions with other companies as reflected in the Company's Code of Ethics and Corporate Governance Guidelines. The Committee shall periodically review and consider the other directorships, as well as the other employment and consulting positions, held by the directors and ELT members.
6. In the event a director vacancy arises, the Committee shall reduce the size of the Board accordingly or seek and identify a qualified director nominee to be recommended to the Board for appointment by the Board to serve the remainder of the term of the director position that is vacant or for election at the next annual meeting of stockholders.
7. The Committee shall establish procedures for consideration of director candidates recommended by the Company's stockholders, including the procedures that stockholders need to follow to submit their recommendations.
8. The Committee shall have the sole discretion and authority to retain, supervise and terminate a search firm to assist in identifying director candidates, retain outside counsel and any other internal or external advisors and approve all related fees and retention terms. All fees and other retention compensation shall be paid by the Company.
9. The Committee shall have unrestricted access to Company employees, documents and other records, and the authority to direct and supervise an investigation into any matters within the scope of its duties. Subject to the direction of the Board, the Committee is authorized and delegated the authority to act on behalf of the Board with respect to any matter necessary or appropriate to accomplish its purpose. The Committee shall have the authority to engage and obtain advice, reports or opinions from legal counsel, consultants, and other advisors at it determines necessary to carry out its duties. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any legal counsel, consultants, or other advisors retained by the Committee, and shall have sole authority to approve related fees and retention terms. The Company shall provide the Committee with appropriate funding for the payment of compensation to any legal counsel, accounting or other advisor or consultant retained by the Company, as well as funding for payment of the Committee's ordinary administrative expenses that are necessary or appropriate in carrying out its duties.

10. The Committee shall review the Board's committee structure and composition and recommend to the Board for its approval directors to be appointed as members on each Board committee. Prior to recommending the reappointment of a director to a Board committee, the Committee shall review the existing director's independence, skills, Board committee meeting attendance, performance and contribution, and his or her fulfillment of committee responsibilities. If a vacancy on a Board committee occurs, the Committee shall recommend a director with relevant experience and skills, and who is independent, if required by the committee charter, NYSE Listed Company Manual or the rules and regulations of the SEC, to be appointed to fill the vacancy. In making any recommendations for committee appointments, the Committee shall consider identifying new committee members and whether to recommend to the Board the periodic rotation of a committee member.
11. The Committee shall oversee the annual performance evaluation process of the Board, each committee, and each individual director, including conducting surveys of director observations, suggestions and preferences, to ensure they are effective and continue to serve the best interests of the Company and its stockholders. The Committee may engage a third party to facilitate these evaluations.
12. The Committee shall be responsible for informing each director of his or her expectations for performance, including the director's duties to attend meetings of the Board and review in advance meeting materials. The Committee shall oversee and facilitate the continuing education of directors in matters affecting the Company's business and the responsibilities of directors to provide them the tools to meet their obligations and exercise their fiduciary duties. The Committee shall also evaluate the participation of members of the Board in continuing education activities.
13. The Committee shall ensure that the full Board oversees the annual goal-setting process, along with a review of any development plans, and administers the annual performance evaluation process of the CEO and reports to the Talent & Compensation Committee.
14. The Committee shall ensure that the full Board develops a CEO specification and supports the Board in its efforts to identify recommendations and evaluations of potential successors for the CEO.
15. The Committee shall review and make recommendations to the Board regarding the Company's succession plans and refreshment process for the Board, including members of each committee of the Board.
16. The Committee shall review and evaluate the Company's programs, practices and reporting relating to Environmental, Social and Governance ("**ESG**") issues and impacts to support the sustainable growth of the Company's business. Such duties shall include the Committee's oversight

of the ESG Program, including review of the specific sustainable development goals identified by the Corporate Sustainability and Compliance Officer, as well as the Company's implementation of, and achievement pursuant to, the program and goals.

17. The Committee shall oversee risks related to the Company's corporate responsibility and sustainability efforts, including risks related to environmental, social and governance issues, such as climate change, and shall oversee the process relating to ESG performance metrics.
18. The Committee shall periodically review with management the Company's policies and practices with respect to belonging and inclusion.
19. Form and delegate authority to subcommittees of the Committee, or delegate authority to members when appropriate, provided that such subcommittees will be composed exclusively of members of this Committee.
20. Evaluate and recommend termination of service of individual members of the Board as appropriate, in accordance with the Board's governance principles, for cause or for other proper reasons.
21. Review and recommend to the Board any revisions to the Board's retirement and term limit policies as reflected in the Corporate Governance Guidelines.
22. Review and re-examine this Charter at least annually and make recommendations to the Board with respect to any proposed changes.
23. With advice from the Company's Chief Administrative and Legal Officer and/or outside legal counsel, periodically review and recommend changes to the Company's Certificate and Bylaws as they relate to corporate governance matters.
24. The Committee shall annually report to the Board regarding its own performance against the responsibilities outlined in this Charter and as otherwise established by the Board.

The Committee may rely upon advice and information that it receives in its discussions and communications with management and such advisors as the Committee may consult.

IV. MEETING AND MINUTES

The Committee shall meet at least four times annually and shall also meet, as required, in response to the needs of the Board and as necessary to fulfill its

responsibilities. The Committee shall meet regularly in executive session to discuss matters deemed appropriate by the Committee.

The Committee shall maintain written minutes of its meetings, which minutes shall be filed with the minutes of the meetings of the Board. Two members of the Committee shall constitute a quorum for doing business. Committee actions shall be taken by unanimous vote if only a quorum is present at a meeting or by majority vote of the Committee members present at a meeting where at least three members are present. The Committee may also act through unanimous written consent and such consents shall be filed with the minutes of the meetings of the Board. The Committee shall be governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), notice and waiver of notice, as are applicable to the Board.

V. SELECTION CRITERIA FOR DIRECTOR NOMINEES

As part of the director nominee selection process (whether the nominee is recommended by the Committee or by the Company's stockholders), the Committee shall consult with the Board members, the CEO, other members of management and other parties to evaluate the knowledge, skills and attributes which shall be used as criteria for Board membership, including familiarity with the Company's business and conduct. The Committee shall annually assess the adequacy of the criteria for Board membership and submit any proposed changes to the Board for approval. In considering possible candidates for election as a director of the Company, the Committee and other directors should be guided in general by the following:

- A.** Each director shall be an individual of the highest character and integrity, have an inquiring mind, vision, sound business judgment and the ability to work well with others.
- B.** Each director shall be highly accomplished in his or her respective field, with superior credentials and recognition and broad experience at the administrative or policy-making level in business, government, education or public interest.
- C.** Each director shall offer experiences and skills that contribute to the Board's performance of its responsibilities. The Committee shall consider diversity with respect to professional characteristics (such as industry experience, specialist areas of expertise, and geographic location) and personal characteristics, as well as director tenure to ensure a mix of short-, medium-, and long-tenured directors.
- D.** Each director shall have the capacity and desire to represent the balanced, best interests of the stockholders of the Company as a whole and not primarily a special interest group or constituency.
- E.** Each director shall be free of any conflicts of interest in violation of applicable laws, rules, regulations or listing standards and the Company's

corporate governance policies or procedures which might impair (or appear to impair) the exercise of judgment solely for the benefit of the Company and its stockholders or interfere with the proper performance of his or her responsibilities.

- F.** Each director shall commit to devoting sufficient time and energy to diligently perform the duties and carry out the responsibilities of a director. A director shall be deemed to not have sufficient time and energy available for this commitment if: (i) the director serves on more than four public company boards, including the Board, or (ii) if the director is a public company executive who serves on more than two public company boards, including the Board.
- G.** Each director shall have relevant expertise and experience, and be able to offer advice and guidance to the CEO based on that expertise and experience.
