

TCFD Guidance on Climate-Related Risk Management & Integration

As part of our commitment to Net Zero by 2040 and the integration of financial and non-financial risks, we seek to more closely apply the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We recognize the ongoing importance of providing a clear portrayal of our climate-related financial information and plan to expand our disclosures as our emissions reduction plan evolves.

Metric	Disclosure	Related Reference(s)
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities.	ESG Steering Committee – Quarterly and Annual Reviews Environmental Policy – In Development	2022 Comfort Report – Responsibility, pg. 45-46 2022 Comfort Report – Community, pg. 37-38 2022 Annual Report on Form 10-K, pg. 4 2022 Schedule 14A, pg. 18-19
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Reporting Structure - VP, Global Head of Sustainability, Reporting Line to CEO Executive Compensation Incentive Related to ESG Performance Cross-Functional Collaboration - ESG Working Group Enterprise Risk Management	2022 Annual Report on Form 10-K, pg. 4, 23 2022 Comfort Report – Climate Stability, pg. 29-30 2022 Comfort Report – Responsibility, pg. 45-48
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate-Related Environmental and Social Risk Factors - Raw Materials Evaluation Legal and Regulatory Risks	SASB – Raw Materials Sourcing, pg. 69-72 2022 Annual Report on Form 10-K, pg. ii, 4, 22 2022 Comfort Report - Responsibility, pg. 47-48 2022 Comfort Report - Climate Stability, pg. 31-32, 33-34
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Materials Sourcing Supplier Management & Partnerships	2022 Comfort Report - Circularity, pg. 21-22 2022 Comfort Report - Climate Stability, pg. 33-34 2022 Comfort Report - Community, pg. 37-38 2022 Annual Report on Form 10-K, pg. 22
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Greenhouse Gas (GHG) Emissions Inventory Initial Emissions Reduction Roadmap Supply Chain Emergency Preparedness Plans	2022 Comfort Report – Climate Stability, pg. 29-30 2022 Comfort Report – Community, pg. 37-38

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Risk Management		
a) Describe the organization’s processes for identifying and assessing climate-related risks.	Priority Topics Assessment GHG Inventory Alignment with Emerging Regulation	2022 Comfort Report – Listening to our stakeholders, pg. 7-8 2022 Comfort Report – Circularity, pg. 23-24 2022 Comfort Report – Climate Stability, pg. 29-30
b) Describe the organization’s processes for managing climate-related risks.	EHS Oversight & Policy Development Measurement of Natural Resource Consumption Supply Chain Mapping Evolving Internal and Third-Party Supply Chain Audits	Crocs, Inc. Factory and Supplier Code of Conduct 2022 Comfort Report - Climate Stability, pg. 31-32, 33-34 2022 Comfort Report - Community, pg. 37-38 2022 Comfort Report – Responsibility, pg. 47-48
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Net Zero by 2040 Enterprise Risk Management	2022 Comfort Report – Climate Stability, pg. 29-30 2022 Comfort Report – Responsibility, pg. 45-46 2022 Schedule 14A, pg. 18-19
Metrics & Targets		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Scope 3 Categories - Purchased Goods and Services & Transportation and Distribution Carbon Footprints for Top Product Styles ISCC PLUS Certification	2022 Comfort Report – Circularity , pg. 21-22 2022 Comfort Report – Climate Stability, pg. 33-34
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions Disclosure – 2022 Data (Scope 1, 2, and 3) Disclosure of Re-baselined Total 2021 Emissions	2022 Comfort Report – Climate Stability, pg. 29-30 2022 Comfort Report – Key Metrics, pg. 51-54
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Net Zero by 2040 50% Emissions Reduction Per Pair of Classic Clogs 50% Bio-Based Content in Crosslite™ Expansion of Supply Chain Audits for Environmental Compliance	2022 Comfort Report – Circularity, pg. 21-22 2022 Comfort Report – Climate Stability, pg. 29-30, 33-34 2022 Comfort Report – Responsibility, pg. 47-48 2022 Schedule 14A, pg. 18-19