

TCFD Guidance on Climate-Related Risk Management & Integration

As part of our 'Net Zero by 2040' goal and the integration of financial and non-financial risks, we continue 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 continue to expand our disclosures as our emissions reduction plan evolves. The following disclosures are based on the latest updated recommendations published in 2017. It should be noted that TCFD has disbanded, and the recommendations are currently managed by the IFRS. Companies continue to use the TCFD recommendations as an entry point to the ISSB standards, which fully incorporate the TCFD recommendations. This is Crocs, Inc.'s fourth year reporting against the TCFD framework, and the third year in which disclosure is inclusive of both the Crocs and HEYDUDE brands. This TCFD disclosure is aligned with Crocs, Inc.'s 2023 CDP Climate Change Questionnaire response.

Metric	Disclosure	Related Reference(s)
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities. b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>The oversight mechanisms in place by the board, to manage and address climate-related risks and opportunities, continue to include:</p> <ul style="list-style-type: none">A Corporate Responsibility and Sustainability (CRS) Steering Committee comprised of the CEO and three independent members that carry out responsibilities delegated by the Board regarding the review and oversight of the Company’s goals, policies, procedures and disclosures related to environmental, social, and governance matters. The CRS committee also assists the Board in its oversight of Purpose matters material to the Company, its employees, its communities, and the planet and quarterly progress updates are provided to the board by the CRS Steering Committee.	<p>2024 Comfort Report – Responsibility, pg. 51-52</p> <p>2024 Annual Report on Form 10-K, pg. 4-5</p> <p>2024 Schedule 14A, pg. 21</p> <p>2024 CDP C1.1a and C1.1b</p>
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>To manage climate-related risks and opportunities Crocs, Inc. continues to maintain a reporting structure led by the CEO who retains ultimate responsibility for the company's sustainability strategy. The following additional measures have been established:</p> <ul style="list-style-type: none">Our Chief Sustainability Officer leads CRS efforts across the enterprise, including climate-related efforts, and reports directly to our CEO. This reporting structure has been maintained since 2022. The CSO continues to infuse sustainability in cross-functional conversations, process and strategy and make even more intentional decisions with stakeholders' interests in mind. As the main sustainability-specific figure for Crocs, Inc. with company-wide reach, all relevant responsibilities are addressed by this position. The CSO monitors and informs the CEO through monthly meetings at a minimum.As part of executive compensation, CRS progress continues to be weighted at at least 5% of total performance for our long-term equity incentive plan. In 2024, CRS progress performance target required progress toward: (1) bio-resin production readiness, which is related to the transition to bio-circular content in our Croslite™ compound, (2) our environmental sustainability efforts, which include our Circularity and Climate Stability ambitions, (3) our Community and Inclusivity efforts, which collectively account for social impact and human rights across our value chain, and (4) certain governance best practices. Accordingly, in 2024, two financial performance metrics (Revenue & EBITDA Operating Margin) were weighted at 47.5% each and CRS progress was weighted at 10%.The company continues to maintain an Enterprise Risk Management (ERM) program with direct oversight by the Board of Directors through regular updates on enterprise risks and related mitigations, as well as a cross-functional, collaborative enterprise Supply Chain Sustainability Program that provides updates to the CRS committee.Our Environmental Policy, formalized in 2023, continues to guide operations in a manner that reduces impact on the environment.	<p>2024 Annual Report on Form 10-K, pg. 4-5</p> <p>2024 Comfort Report – Responsibility, pg. 51-52</p> <p>2024 CDP C1.2 and C1.3a</p>

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Metric	Disclosure	Related Reference(s)
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Through assessments conducted by the ERM program, climate risks and opportunities related to potential business disruptions, changing laws and regulations, and CRS reporting are identified. The following includes risks identified over the short, medium, and long term:</p> <ul style="list-style-type: none">• Current and emerging regulations including, but not limited to, cwwaste disposal, environmental permits and the use of renewable energy.• Changes in the regulatory environment such as trade regulations, economic and political sanctions, regulations concerning product compliance, and climate protection regulations.• Responsibilities associated with technological improvements or innovations needed to support the transition of our Crosllite™ compound to be less carbon-intensive.• Third-party manufacturers not following external applicable environmental and labor regulations, and internal policies and procedures.• Global climate change, including extreme weather conditions, natural disasters, public health issues, or other events outside of our control, as well as related regulations, whether occurring in the U.S. or abroad.• The consequences of these events could include property damage, infrastructure damage leading to the inability of our employees and third parties to work, damage to our supply chain, unavailability of raw materials, increased manufacturing costs and disruptions to the productivity of our third-party manufacturers, disruptions to our distribution centers, disruptions to our retail stores, changes in consumer preferences or spending priorities, and energy shortages.• Potential for our business context to change which may lead the company to prioritize other business, social, governance or sustainable investments over the achievement of our current commitments based on economic, technological developments, regulatory and social factors, business strategy or pressure from investors, activist groups or other stakeholders.• Increased scrutiny from investors, regulators, and other key stakeholders with respect to our corporate responsibility and sustainability practices.	<p>2024 Comfort Report – SASB Materials Sourcing Table, pg. 57-58</p> <p>2024 Annual Report on Form 10-K, pg. 24-25</p> <p>2024 Comfort Report - Responsibility, pg. 51-52</p> <p>2024 Comfort Report - Climate Stability, pg. 31-32, 35-36</p> <p>2024 CDP C2.2a</p>

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Metric	Disclosure	Related Reference(s)
Strategy		
b) Describe the impact of climate related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<p>The following are climate-related risks and their subsequent impact, which are incorporated into business strategy and financial planning:</p> <ul style="list-style-type: none">Our supply chain is prone to physical risks as our key sourcing countries (Vietnam, China, Indonesia) are vulnerable to the physical impacts of climate change such as flooding, heatwaves, and extreme weather events. Such risks may affect our supplier base and could lead to a reduction in production capacity to have a better understanding of the importance of these regions on Crocs, Inc. supply chain. Overall, our first and second largest third-party manufacturer for the Crocs Brand have the majority of their operations in Vietnam and China. The HEYDUDE Brand is primarily sourced from China. Our strategy to respond to any disruptive event is to have a very diversified set of factories in Vietnam, China, Indonesia, Bosnia, and Mexico so that we diversify our risk.There is a growing consensus among both public and private stakeholders regarding the fundamental role of carbon pricing in the transition to a decarbonized economy. The EU’s proposed Carbon Border Adjustment Mechanism will increase the cost of doing business in the region and is currently open for feedback. Therefore, one of the most important risks comes from the European Union which is considered inside the EMEALA revenues (Middle East, Africa and Latin America). Currently, any risk related to the emerging regulations is being monitored by our ERM processes. However, we are working on reducing our carbon emissions beyond regulations. In this way, we are also reducing the risk related to any carbon pricing mechanism.The failure of Crocs and HEYDUDE to meet our climate-related goals may result in reputational risk by changing customer or community perception of our brands. Similarly, if we are not keeping pace with our competitors on climate-related initiatives and efforts, this too can impact our reputation. We have a diverse slate of emisison reductions opportunities and are always evaluating the most strategic and cost-effective ways to meet our climate-related goals.Climate-related technology risks have the potential to impact our business. If we are unable to identify ways to use less emissions intensive matierals and reduce the carbon footprints of our products, then we may see reduced demand for our shoes. In 2024, we increased the amount of bio-circular content in our Croslite™ compounds to 25% on a mass-balance annual average basis, and in 2024 we worked towards a goal achieving 50% bio-circular content in our Croslite™ compounds by 2030. We’re in the process of evaluating whether this goal, or another approach, is more in line with business needs and sustainability targets. Overall, raw material diversification reduces our reliance on fossil fuels, increases resilience across the supply chain, and addresses investor and customer expectations. One specific action to enable the implementation of this strategy is to source from an ISCC (International Sustainability and Carbon Certification) PLUS-certified supply chain, which not only indicates the material we use is certified as bio- circular, but also means we have greater traceability to its source. Currently 100% of the bio-based resin currently used in our products is ISCC PLUS Certified. Bio-based materials are at a premium to the base Croslite™ compound.Current and emerging climate-related regulations have the potential to impact our business. These include the U.S. Securities Exchange Commision’s (SEC) Climate Rule, California (CA) SB 253, CA SB 261, CA AB 1305, among others. Complying with these regulations will take additional time, resources, and financial investment. Failure to respond to emerging regulations could result in reputational risks or financial risks. Our strategy to prepare for these regulations is to conduct preparedness assessments internally and assess and address the results as deemed appropriate.Climate-related legal risks have the potential to impact our business. Failure to substantiate our climate-related claims in our advertising, voluntary reporting, or public filings could result in litigation or U.S. Federal Trade Commission (FTC) enforcement actions claiming false or misleading advertising. Our strategy to mitigate this risk is to publish accurate, clearly understandable, and easy to find data to support our climate and sustainability-related claims and leverage third-party assurance, verification or certification where applicable.	<p>2024 Comfort Report - Circularity, pg. 23-24</p> <p>2024 Comfort Report - Climate Stability, pg. 35-36</p> <p>2024 Comfort Report - Community, pg. 45-46</p> <p>2024 Comfort Report - Responsibility pg. 51-52</p> <p>2024 Annual Report on Form 10-K, pg. 22-23</p> <p>2024 CDP C2.3a</p>

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Metric	Disclosure	Related Reference(s)
Strategy		
c) Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	<ul style="list-style-type: none">While our business growth continues to remains a top priority, especially as a parent company of two powerhouse footwear brands, growth can also be a hurdle for our climate ambitions. As our business context continues to change and as the severity of the climate crisis progresses, we must continue to evaluate pathways and the feasibility of our carbon reduction journey. We have adjusted course to create the timeline needed to scale and deliver on our sustainability ambitions, while continuing to support business growth.In 2024, we conducted our fourth enterprise-wide Greenhouse Gas (GHG) Emission Inventory. We also formally submitted proposals to the Science Based Targets Initiative (SBTi) and as of May 2025, SBTi has approved our submission. We have set two near-term targets with a target year of 2032. Our first target commits us to reducing Scope 1 and 2 emissions by 50.40% from our 2022 baseline. The second commits us to reducing our Scope 3 Category 1: Purchased Goods and Services and Category 4: Upstream Transportation and Distribution emissions by 58.20% per dollar of value added within the same time frame. These targets provide us with clear directives, and in the years to come, we'll provide updates on our progress towards these SBTi goals.We continue to adhere to international and local laws, and update our supply chain emergency preparedness plans to remain resilient in the face of climate risks.To gain further insight into natural resource management and labor conditions within our supply chain, we continue to use of the Higg suite of tools and seek verification of both self-assessments for the Higg FEM (vFEM) and FLSM (vFSLM), to check that suppliers understood the questions asked and reported correctly.	<p>2024 Comfort Report - Climate Stability, pg. 31-32, 37-38</p> <p>2024 Comfort Report - Community, pg. 45-46</p> <p>2024 Comfort Report - Responsibility, pg. 49-50</p> <p>2024 CDP C3.1</p>

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Metric	Disclosure	Related Reference(s)
Risk Management		
a) Describe the organization’s processes for identifying and assessing climate-related risks.	<p>Our ERM program continues to be a key input in our overall Purpose strategy, with risks identified through an annual Enterprise Risk Assessment facilitated by Internal Audit with oversight from the Executive Vice President, Chief Legal & Risk Officer. We also use the following processes to bolster our identification and assessment of climate-related risks:</p> <ul style="list-style-type: none">• Continue to identify priority topics through regular assessments of material issues. In 2024, we completed a double materiality assessment (DMA) to remain aware of the greatest risks and opportunities that could affect our business, as well as people and planet.• Conduct an annual GHG Emissions Inventory to understand our hotspots and evaluate our emissions reduction strategy annually as well as continue to seek limited assurance for areas of highest impact within our GHG inventory.• Continually assess emerging global regulations related to climate-related risks and opportunities, as well as climate-related disclosures.• Build alignment with globally recognized ESG frameworks, including the United Nations Sustainable Development Goals, SASB, and TCFD.	<p>2024 Comfort Report - Staying Accountable in Our Purpose, pg. 9-10</p> <p>2024 Comfort Report - Climate Stability, pg. 31-32</p> <p>2024 Comfort Report - Responsibility, pg. 51-52</p> <p>2024 CDP C2.1b and C2.2</p>
b) Describe the organization’s processes for managing climate-related risks.	<p>In order to manage our climate-related risks we continue to take the following actions:</p> <ul style="list-style-type: none">• Utilize an Environmental Policy for clear expectations of our operations and supply chain• Develop and update policies on a regular basis• Measure our energy consumption for our facilities, including offices, retail stores, and distribution centers• Work with our Tier 1 and Tier 2 suppliers to measure and manage waste and wastewater• Develop our Supply Chain Sustainability Program, which includes a dedicated transparency and traceability initiative• Conduct both internal and third-party supply chain social compliance audits, supported by additional assessments using Higg tools	<p>Crocs, Inc. Governance Documents available publicly at: https://investors.crocs.com/governance/governance-documents/default.aspx</p> <p>2024 Comfort Report - Climate Stability, pg. 33-34</p> <p>2024 Comfort Report - Community, pg. 45-46</p> <p>2024 Comfort Report – Responsibility, pg. 49-50</p>
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<p>The company maintains an Enterprise Risk Management (ERM) program with direct oversight by the Board of Directors. As part of this program management assesses enterprise-level risks, including climate-related risks, in terms of impact and likelihood of occurrence. The company identifies qualitative and quantitative factors to assess the potential impact of risk occurrence across our financial, operational, regulatory, strategic and reputational objectives. The company considers the likelihood of risk occurrence from low to high. If a risk is designated “enterprise” level, an executive leadership team member is assigned ownership and is responsible for developing mitigations to reduce the impact and likelihood to an acceptable level. The status and subsequent mitigations of enterprise risks are communicated to the Board on a semi-annual basis. Internal Audit facilitates the ERM process by performing an annual Enterprise Risk Assessment where enterprise risks previously identified are refreshed and new enterprise risks may be identified.</p>	<p>2024 Comfort Report – Responsibility, pg. 51-52</p> <p>2024 Schedule 14A, pg. 18-19</p> <p>2024 CDP C2.1b</p>

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Metric	Disclosure	Related Reference(s)
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.	<p>Crocs, Inc. tracks metrics related to climate risks and opportunities including, but not limited to:</p> <ul style="list-style-type: none">• Scope 1 & 2, including energy consumption at enterprise-wide facilities• Scope 3 Categories, including Purchased Goods and Services, Upstream and Downstream Transportation and Distribution, End of Life, Business Travel, Employee Commuting, Fuel & Energy Activities, Use of Sold Products, Capital Goods, Waste, Upstream Leased Assets, and Franchises• Carbon footprints for top product styles• ISCC PLUS Certification of material content• Bio-circular content within Croslite™ compounds• SBTi approved near term targets including reducing Scope 1 and 2 emissions by 50.40% from our 2022 baseline and reducing our Scope 3 Category 1: Purchased Goods and Services and Category 4: Upstream Transportation and Distribution emissions by 58.20% per dollar of value added within the same time frame	<p>2024 Comfort Report - Circularity, pg. 23-24</p> <p>2024 Comfort Report - Climate Stability, pg. 31-32</p> <p>2024 CDP C4.1a, C4.2c, C4.5a</p>
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>The results of our GHG Inventory, including Scope 1, 2, and 3 can be found on pages 31-32.</p> <p>*Please note that the 2022 and 2023 values included in this report for our GHG Inventory are different than those disclosed in our first CDP Climate Change Questionnaire completed in 2024. This year, we redid our 2022 inventory after discovering discrepancies in our Scope 1 and 2 totals, which have since been remedied. Our 2023 inventory was updated following the verification of areas of highest impact. The new 2022 and 2023 values will be included in our CDP Climate Change Questionnaire in 2025.</p>	<p>2024 Comfort Report – Climate Stability, pg. 31-32</p> <p>2024 Comfort Report – Key Metrics, pg. 59-60</p> <p>CDP C6 and C7</p>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>The following are goals by which we manage our climate-related risks and opportunities. These goals are supported by a number of targets which under continuous management and review.</p> <ul style="list-style-type: none">• Net Zero by 2040• Reduce Scope 1 and 2 emissions by 50.40% by 2032 from our 2022 baseline• Reduce Scope 3 Category 1: Purchased Goods and Services and Category 4: Upstream Transportation and Distribution emissions by 58.20% per dollar of value added by 2032 from our 2022 baseline.• 50% emissions reduction per pair of classic clogs• 50% bio-based content in Croslite™ compound*• Supply chain audits for social and environmental compliance <p>*We're currently evaluting whether this goal, or another approach, is more in line with business needs and sustainability targets.</p>	<p>2024 Comfort Report – Circularity, pg. 23-24</p> <p>2024 Comfort Report – Climate Stability, pg. 31-32, 35-36</p> <p>2024 Comfort Report – Responsibility, pg. 49-50</p>