



Environmental Policy – Effective July 2023

Policy:

Crocs, Inc. and its subsidiaries and affiliates, including Hey Dude Inc. (collectively, the “**Company**”) commit and take action in support of our commitment to protect the environment. To protect the environment, the Company is committed to the reduction of pollution, compliance with all environmental laws and regulations, and continuous improvement. Our commitment to protecting the environment is an integral part of doing business and a primary responsibility of each business unit and every employee.

Application

For the purposes of applying this Policy, it is the objective of the Company to:

- Identify significant environmental aspects of the Company’s activities, products and services.
- Comply with all applicable environmental protection laws and regulations, including those related to packaging, labeling, marking, handling, storage, transportation and disposal of various materials and wastes, including those related to hazardous materials, air emissions, waste, and wastewater discharges.
- Operate our business in a manner that reduces our impacts on the environment, prevents pollution, and protects the environment and resources.
- Establish and maintain documented environmental goals, objectives and targets that incorporate environmental laws and regulations and, where feasible, more stringent voluntary standards utilizing technological options that satisfy financial, operational and business requirements.
- Promote the efficient use of energy and materials, support research on the environmental impacts associated with the Company’s operations and participate in educational initiatives that will enhance environmental awareness and protection.
- Establish and maintain an environmental audit program, regularly measure the Company’s environmental performance and regularly assess compliance with applicable laws and regulations and other applicable requirements.
- Communicate to all employees the importance of this policy and the significant potential environmental hazards and impacts related to their work.
- Develop and maintain emergency preparedness plans in conjunction with relevant internal functions, relevant authorities and local communities.
- Train and motivate employees to conduct their activities in an environmentally sound manner and provide an opportunity for open communication and dialogue with employees by responding to any environmental concerns.

- Encourage suppliers, contractors and others acting on the Company's behalf to conduct their activities consistent with this policy.
- Collaborate (as appropriate) with public and private entities (including governments, non-governmental organizations, other businesses, and local communities) to advance environmental stewardship initiatives.
- Periodically provide information regarding environmental performance to management, shareholders and, as necessary, other stakeholders.

We use our annual Environmental, Social & Governance (ESG) Report to detail our environmental policies and practices.