



# MADE WITH PURPOSE

2024 Corporate Sustainability Restatement and Data Update



# Spectrum Brands Corporate Sustainability – Restatement and FY2022 Data Update

Spectrum Brands, Inc., and its controlled affiliates and subsidiaries (collectively, “Spectrum Brands”), is passionate about protecting our planet and conserving natural resources for future generations, including pursuing innovative ways to reduce our environmental impacts across our businesses. We drive our strategic environmental blueprint across our organization with the intention of reducing the environmental impacts of our products, minimizing the environmental footprint of our operations and processes and encouraging our employees and partners to embrace and promote environmental responsibility.

The following presentation offers both our restatement of our corporate sustainability programs and policies and quantitative highlights of Spectrum Brands’ environmental sustainability efforts in Fiscal Year 2022 (“FY2022”) and our ongoing commitment to Sustainability. While we intend to produce a full Sustainability Report in the next fiscal year (to discuss Fiscal Year 2023 environmental data), this FY2022 Update is offered to demonstrate Spectrum Brands’ commitment to sustainability and reducing our energy and water usage, as well as waste generation through strategic divestitures and other targeted sustainability projects and activities.

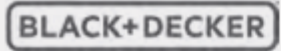
To the extent the data is available, this FY2022 Update identifies both “Unadjusted” and “Adjusted” figures. The Unadjusted figures include data from Spectrum Brands’ then current businesses through FY2022, as well data from two historically energy, waste, and water-intensive businesses that were divested in January 2019: (i) the Global Battery business; and (ii) the Global Auto Care business. We believe it is important to incorporate the Unadjusted figures to demonstrate Spectrum Brands’ strategic decisions and commitment to participating in cleaner and more sustainable industries.

The Adjusted figures include data from only Spectrum Brands’ then current businesses through FY2022: (i) Hardware and Home Improvement; (ii) Global Pet Care; (iii) Home & Garden; and (iv) Home and Personal Care Appliances.

# Section 1

## Spectrum Brands' Corporate Sustainability Policies and Programs

# Top Brands:



## Our Strategy, Mission and Values

At Spectrum Brands, our mission is to **make living better at home**.

We use consumer insights to fuel innovation. Our trusted brands provide the newest solutions to improve the way people live life at home, ultimately exciting consumers.

Because we are structured for growth and efficiency, we can serve more consumers, customers, and stakeholders around the world every year.

## We Serve Others

Our ~3,250 employees work together to serve those who trust and use our products in their homes. We do this through our core values of:

**Trust:** We build trust through our integrity; we are honest, respectful, and inclusive

**Accountability:** We value our work, and we hold ourselves and each other accountable

**Collaboration:** We contribute our unique individual expertise and experience to achieve our unified goals.

# Sustainability Approach and Strategy

At Spectrum Brands, our vision as a home essentials company is to leverage our professional and talented people, trusted brands and innovative solutions to make living better at home. Supporting that strategy, our commitment to sustainability demonstrates our choices and investments to protect our planet. This includes responsibly managing our natural resources and supply chains, supporting our employees' growth and ensuring their safety, and making a positive difference in the communities where we work.

We use environmental, health, and safety management systems ("EHSMS") to measure our conformance with regulatory requirements as well as our own policies and standards. These EHSMS align closely to ISO 14001 and OSHA 18001. We create and build assurances that these management systems, policies, training, and procedures are being followed with periodic external and internal staff audits with the goal of continuous improvement.



To promote transparency on our sustainability performance, we report greenhouse gas emissions to the CDP (formerly known as the Carbon Disclosure Project). We also reported our water use and water efficiency through the Water Security CDP questionnaire, which we did for the first time in FY21. Additionally, we have aligned our sustainability reporting to the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) reporting frameworks and are tracking our performance against these well-recognized standards. We will provide further transparency on our sustainability efforts through our filings for our future performance periods.

Spectrum Brands continues to outperform our peers with product sustainability scores in the widely recognized The Sustainability Insight System (THESIS) Index, created by The Sustainability Consortium (TSC), a performance assessment system that equips retailers and manufacturers to benchmark, quantify, and initiate action on critical sustainability issues within consumer products and their respective supply chains.

For more information about how our sustainability strategy is governed, see our [Environmental, Social and Governance \(ESG\) Governance Policy](#) on our website.



# Our Sustainability Priorities

We have also launched a process to further enhance our existing ESG efforts. We have invested substantial internal resources and engaged experienced and reputable outside advisors to assist us through this process and evaluate ESG trends, issues, and concerns that could affect the Company's ongoing ESG and sustainability efforts consistent with our Company-wide mission statement: "We Make Living Better at Home." In furtherance of this, we identified our ESG vision statement to be:

"Committing to a process of continuous improvement for the benefit of our consumers, customers, employees, investors and the planet by integrating ESG into everything we do."

As a part of our process to evaluate and prioritize our ESG efforts, we have conducted a detailed ESG materiality assessment and are in the process of preparing for upcoming regulatory reporting requirements (e.g., CSRD) which includes performing a double materiality assessment. We conducted interviews, performed market research, and explored industry recognized ESG frameworks to determine the policies, priorities, metrics, and reporting plan. In furtherance of our ESG vision statement, we have identified four key sustainability pillars that comprise our ESG program moving forward:

## Sustainability Pillars



### Sustainable Products:

Creating products that will be more sustainable, for example, by reducing packaging waste and using more packaging capable of being recycled.

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### Sustainable Operations:

Reducing waste, water, and energy used in our operations.

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### Sustainable Communities:

Protecting employee wellness and health, supporting our communities where we do business, and fostering a workplace that embraces diversity, equity, and inclusion.

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### Sustainable Supply Chain:

Treating people with fairness, dignity, and respect and operating ethically in our supply chain are part of our core values. We work so that all products are manufactured in safe and healthy environments and the human rights of workers in our supply chain are being respected.

# Sustainable Products

We are committed to creating sustainable products that reduce our environmental impacts, through design, sourcing, manufacturing, packaging, distribution and the lifecycle of the product. As such, we are committed to developing products that have lower environmental life-cycle impacts, require less packaging, and are made from responsibly sourced materials across many of our brands. Our wide product range provides us the unique opportunity to focus on different sustainable design opportunities that satisfy our consumers' desire to lower their environmental impact, such as:

- designing products that consume less water;
- refurbishing rather than disposing products;
- reducing plastics in packaging;
- removing PFAS and other similar substances from our products; and
- creating refillable, reusable or recyclable packaging

To explore more sustainable product attributes across our business portfolio, employees from our marketing and new product development teams have developed a product roadmap, which includes sustainability as a key element in new product reviews



# New Product Development (NPD)

We understand and appreciate that decisions made during our design and development process will have a lasting impact throughout a product's life. Accordingly, we evaluate opportunities to implement new materials, packaging and manufacturing processes to reduce environmental impacts, extend the life of our products, and reduce and eliminate product returns.

First and foremost, we want to develop products that meet our customers' quality and functional needs. We use consumer insights as an input for new product design to improve customer satisfaction and extend the product life. Our NPD teams consider sustainability factors when developing ideas from concept through manufacturing and beyond.

Our NPD teams make informed design decisions, including the use of Life Cycle Analysis (LCA) tools to support selecting alternative material choices for products and packaging. Through our LCA tools, we are able to evaluate the energy and greenhouse gas impacts of making material substitutions, such as, using recycled materials, which have a far lower carbon footprint, for non-structural components and packaging. Because of these LCA tools, and by way of example, 40% of our plastic parts in our irons now contain recycled metal and plastic materials.



# Product Takeback & Recycling

Whenever possible, we expand the life cycle of our products. Occasionally, our products and/or packaging become damaged in transit or may be returned by a customer. When possible, we create a second life for these products rather than send these returned products to a landfill. In most cases, we are able to refurbish and resell or donate these returned products. If these options are not feasible, we recycle the returned product to reduce as much waste as possible.

For example, in FY23, we inspected, refurbished, and sold more than 86% of returned personal care products and approximately 60% of returned small home appliances<sup>1</sup>



# Product Stewardship

At Spectrum Brands, we place a high emphasis on improving our environmental sustainability in our facility operations, supply chain, and products, while emphasizing product safety and product stewardship. Strong consideration is made throughout research and development to evaluate and minimize our impacts on the environment and protect the safety of humans and animals. Through the course of design and development, we review restricted and/ or banned chemical substance regulations against our product formulations for compliance with government regulations and achieve applicable product registrations, industry certifications, and listings. Furthermore, we work closely with our suppliers so that they understand that our regulatory expectations are met.

We also promote extensive product safety training at Spectrum Brands. Our employees are active in trade organizations and collaborate closely with government representatives to track regulatory revisions, prepare for future regulatory requirements, and discuss the latest research and science on ingredients that may be found in our industry's products. Last, but not least, we are committed to communicating to our consumers via multiple forums, including, but not limited to, digital marketing and social media to provide information to guide consumers on how to safely use our products in accordance with the labels, instructions, and any other appropriate precautions.



# Sustainable Operations

With dozens of corporate and manufacturing sites across the globe, we have top management support, skilled professional Environmental, Health & Safety (EHS) staff, and trained employees so that our operations run safely and comply with local, state, and federal regulations. Supported by our Company's EHS Management System, which incorporates elements of the ISO 14001, our teams work continuously to identify opportunities to use less energy and natural resources, conserve water, and generate less waste.

**One of our primary sustainability goals is to reduce our energy and corresponding carbon footprint in our operations by 3% per year<sup>1</sup>**



# Sustainable Operations

Our ~3,250 employees across the globe are our greatest asset. Without them, we would not be able to reach our level of success. One of our core responsibilities to our employees is to support them in maintaining their health, safety and wellbeing – not only in the workplace, but also in their personal lives. We also support our employees' development and ensure we build a fair and inclusive working environment.

Continue building a culture that includes safe working environments, a socially responsible supply chain, and strong community relationships.



# Employee Health and Safety

We are committed to providing all of our employees a safe and healthy workplace. We continuously strive to maintain the strong safety performance we have today as we continue to grow our business around the globe. The keys to our Environmental Health and Safety (EHS) success are a workforce that is engaged, a management team who supports and invests in employee safety, and our skilled EHS team leadership.

Our EHS team is comprised of global EHS managers with significant experience in EHS, human resources, engineering, and operations management. Spectrum Brands continues to add dedicated EHS professionals to individual sites to achieve compliance with applicable safety standards, trainings, and regulations. This global EHS team hosts quarterly meetings to share information and discuss best practices across plants.

Through the EHS team's leadership, Spectrum Brands has designed a safety awareness program, called EHS Destination Zero. While we realize zero safety incidents is a challenging goal to achieve, our company and team members are focused on developing and delivering a safe work culture throughout Spectrum Brands. The path to our continuous improvement journey involves identifying measurable performance metrics, setting goals for improvement, and holding ourselves accountable to those goals.



# Employee Health and Safety (cont.)

Our EHS efforts are forward-looking to prevent near misses or incidents from ever happening. We go beyond evaluating lagging indicators (things that have already happened) and, instead, focus on leading metrics, such as a near miss incidents and hazard risk assessments. This forward looking and proactive approach provides the EHS team and plant employees assurance that we are working to improve our safety performance in the future.

Ultimately, to achieve Destination Zero, we have engaged our ~3,250 employees to be safety advocates, all of whom share responsibility for the safety of themselves and their colleagues. To establish that culture, we have implemented programs and performed safety training sessions to elevate employee engagement and safety awareness and decrease our injury rates.

We follow the applicable safety standards in the regions where we do business, and we strive to continuously improve our existing EHS Management Systems (EHSMS) based on globally recognized standards, including ISO 14001, OHSAS 18001, Life Safety Code, and ANSI.

Compliance of these requirements is foundational to the success of Spectrum Brands' global operations. We also have risk minimization strategies, including:



Training employees, supervisors, and managers to assess, design out, and/or provide protection for safety risks;



Worksite job safety analyses;



Hazard communications programs to ensure employees are equipped with the knowledge and resources to protect themselves and others from potential hazards;



Regular compliance audits performed at least every three years, as supported by senior management; and



A commitment from senior leadership to continuously improve the company's EHS program, communicate our commitment to workers, and set up program expectations, training sessions, work instructions, and other applicable responsibilities to keep our workplace safe.

# Diversity, Equity and Inclusion

We want our teams to reflect the diversity of our communities and feel respected and valued. All Spectrum Brands employees are expected to foster a work environment consistent with our values and commitment to treat all Spectrum Brands people, customers, suppliers, and others with respect and dignity, as enshrined in our Code of Business Conduct and Ethics.

Recognizing that our DEI journey can be challenging and requires outside expertise, we partnered with a third-party consultant with expertise in the DEI area to assist with the change process. We worked with our consultant to conduct a thorough study, including surveys, focus groups, and one-to-one consultations.

We listened to employees at all levels to learn how our organization can better reflect a diverse, equitable, and inclusive workplace. Based on that research, we formed a DEI Advisory Council that is representative of our employees of diverse backgrounds and experiences and guided by our third-party consultant.

The DEI Advisory Council is responsible for setting priorities and creating lasting, sustainable cultural change. We know those steps are just the beginning to creating a diverse, equitable, and inclusive workplace. We have made a long-term commitment to build the framework and processes needed so that the diversity of our employees and leaders reflects the diversity of the consumers and markets that we serve.

Spectrum Brands recognizes and embraces the importance and benefits of diversity on our Board of Directors and the positive impact this can have on corporate governance and board effectiveness.

Our Board Diversity Policy outlines our approach to find the appropriate balance of skills, experience, and diverse perspectives to enhance the efficacy of the Board. We are committed to ensuring that female and minority candidates are among the pool of individuals from which new Board nominees are selected. We have steadily advanced this objective by appointing a number of candidates from diverse backgrounds to our Board. As of the date of this report, we are proud to have the benefit of a Board, the majority of which is comprised of female and diverse background members.

## Board Diversity





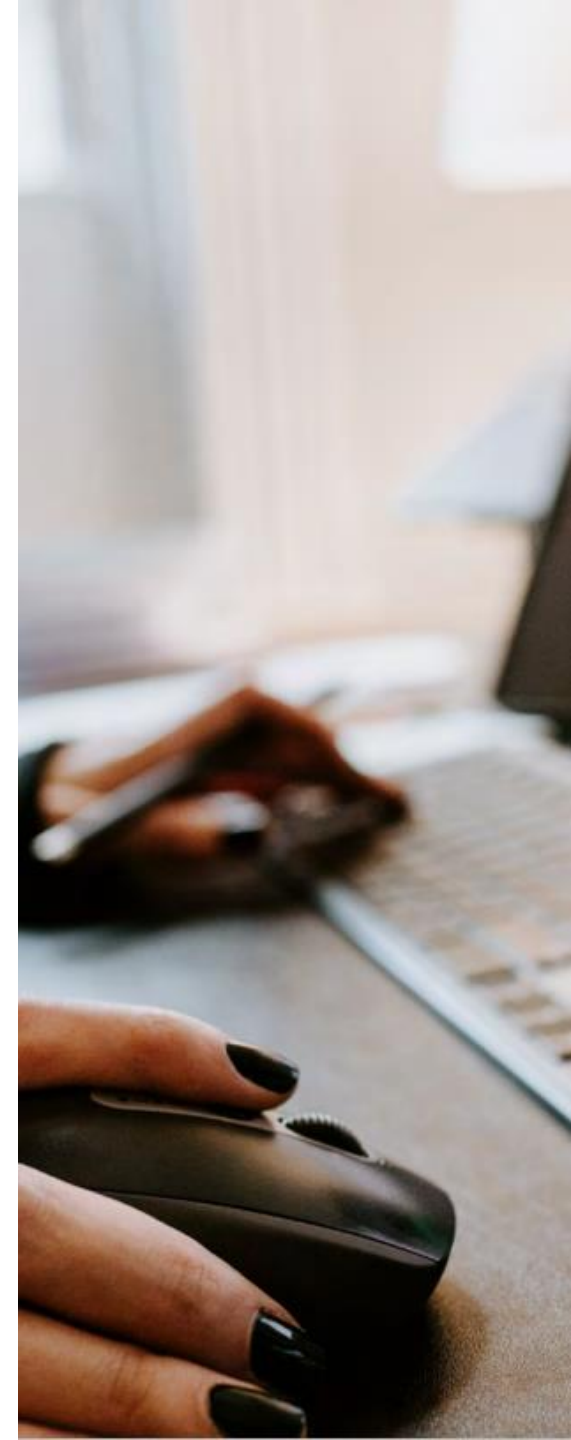
# Learning and Development

Learning and development is a critical part of creating Spectrum Brands' culture of high performance, innovation, and inclusion. As Spectrum Brands has transformed from a holding company model to a global operating model where we genuinely believe we are better, stronger, and faster – together, a unified learning and development approach is critical to creating qualified employees and future leaders.

## Globally Aligned Training

As the global crisis forced many office workers into their homes, our development efforts shifted. We focused on providing managers with practical resources to engage and communicate with remote teams. Popular leadership training programs were also redesigned and deployed for virtual delivery through Microsoft Teams, rather than face-to-face.

We audited the required learning for all employees globally, adding and consolidating training programs so employees can participate in consistent training plans and hold themselves – and each other – accountable to the same expectations. Globally, all employees are required to complete annual training on Workplace Harassment Prevention and our Code of Business Conduct and Ethics. Additionally, customized compliance training plans provide that employees receive training and direction appropriate to their role and level of authority, including on topics, such as Anti-Trust and Fair Competition, Bribery, Insider Trading, Global Data Protection, the California Consumer Protection Act, Data Privacy, Product Safety, and more.



# Multi-Channel Learning

We believe on-the-job experience is an outstanding way to learn, and annual performance and development plans ensure that managers and employees have a formal and documented conversation about career aspirations, mobility, developmental goals, and interests. Employees and managers incorporate project experiences into annual goals and solicit stakeholder feedback regularly, so employees can use real-life projects to prove their capabilities and confirm their interests.

Employees and managers also have access to:

- Tuition reimbursement for external formal training;
- “Manager Success Series” of monthly trainings;
- Workstyle and communication training programs for individuals and teams;
- Online and face-to-face facilitated leadership development for new/emerging people leaders, experienced people managers, and managers of managers;
- External professional development based on individual needs; and
- A large online repository of training webinars, learning articles and resources.
- Compliance training program supported by industry-best content.



# Growing Future Leaders

Spectrum Brands is committed to developing our future leaders at every level. Our talent processes start with understanding what current and future talent is needed to deliver business goals, followed by an annual talent review process where all salaried and salaried non-exempt employees self-report their career aspirations and interests. In addition, in our talent planning processes, managers evaluate talent objectively with standard terminology and expectations for performance and behaviors. Intentional promotions, rotational assignments including expatriate assignments, and expanded roles give employees exposure to senior leaders, other businesses, and other functions so that they are continuously challenged, engaged and growing.

We invest in our next generation by providing internship opportunities in many functions across North America and Europe, with the goal of converting successful interns into full-time employees upon graduation. We advertise vacancies internally and encourage employees to network and explore other Spectrum Brands career opportunities, formally or informally. At the senior leadership level, we plan for the future with annual in-depth succession planning for more than 100 critical roles.



# Responsible Sourcing

As a global operation, Spectrum Brands is committed to a high standard of business conduct in our business relationships. Our suppliers are vital business partners. Together, our company can meet our customers' product quality expectations, while also ensuring our suppliers' business conduct conforms with all applicable laws and regulations, follows the principles of business ethics and integrity, and adheres to our Supplier Code of Conduct.

Our primary focus is to ensure that workers in our supply chain are treated fairly, so we expect our suppliers to abide by our [Supplier Code of Conduct](#) and our [Human Rights Policy](#).

Spectrum Brands' Supplier Code of Conduct (SCOC) articulates our commitment to ensuring that working conditions are safe, worker rights are protected, cultural and legal differences are respected, and manufacturing processes are environmentally and socially responsible. To these ends, our SCOC covers child labor; human rights; human trafficking; compulsory prison or slave labor and physical abuse; labor and employment standards; health, safety and housing standards; environmental standards; responsible sourcing of minerals; and many other governmental and business integrity expectations. The SCOC also includes expectations for a detailed review of records prior to the award of business, followed by social accountability audits to confirm that manufacturers are producing products in a manner consistent with Spectrum Brands' SCOC.

## Responsible Sourcing Process

Our business approaches responsible sourcing in three primary steps:

1. Prior to the award of business, we screen and review new and potential suppliers;
2. We initiate social accountability audits using trained Spectrum Brands staff and/or third-party audits, such as the Amfori Business Social Compliance Initiative (BSCI) approved auditors; and
3. Where known risks are observed or discovered in the auditing process, or where opportunities are presented to improve upon our suppliers' performance, we initiate corrective action plans (CAPs) and require subsequent auditing be performed as warranted to ensure remediation and continuous improvement.

## Responsible Sourcing (cont.)

We have a dedicated team of trained and responsible sourcing employees who carry out a thorough assessment and detailed review of prospective supplier's management procedures, human resource records, and environmental and safety performance. Our suppliers are trained so that they have a clear understanding of our expectations and our SCOC and how to operate in compliance with applicable local and government laws. Through our onboarding process, we assess supplier risk based on a range of factors, which may be followed by third party audits for any suppliers that are deemed high risk. In addition, existing suppliers continue to be audited as we seek continuous improvement and ongoing compliance to our SCOC. Material failures to comply with our SCOC are handled with due diligence and may result in the termination of the supplier relationship.

## Environmental Impact

We work with our suppliers to monitor and manage a range of environmental impacts, such as energy, CO2 emissions, water and waste minimization, packaging reductions, transportation efficiency, and container optimization. Our goal is to improve the environmental impact of our own manufacturing operations and reduce impacts by our suppliers in manufacturing supplied components. As we work more closely to manage the sustainability in our supply chain, we encourage our suppliers to utilize renewable energy sources, deploy more energy efficient solutions in their operations, find alternative solutions to manufacturing (e.g., no PFAS), and lower environmental impacts created through manufacturing and transporting our products.



# Conflict Minerals

We support responsible sourcing of conflict minerals and the goals of Section 1502 of the Dodd-Frank Wall Street Reform and the Consumer Protection Act, which require public companies to conduct supply chain due diligence regarding conflict minerals (tin, tungsten, tantalum and gold) that are necessary to the functionality or production of a product. The Act specifies that companies sourcing these minerals complete a reasonable country of origin inquiry to determine whether the Company's conflict minerals originate in the covered countries or are from recycled or scrap resources. Our company discloses our reasonable country of origin inquiry process and due diligence efforts annually on our SEC Form SD, found on our public website.

We recognize the importance of ensuring our products do not contain conflict minerals used to finance armed conflict or armed groups within conflict-affected and high-risk regions. Spectrum Brands' supplier and regulatory compliance teams comprised of individuals from our business units,

legal team, and corporate departments govern our compliance with the Security Exchange Commission's (SEC) Conflict Minerals due diligence process and reporting requirements through our Conflict Minerals Policy. The Conflict Minerals Policy is updated regularly and must be approved by our Executive Vice President, General Counsel and Corporate Secretary.

The Conflict Minerals team works with applicable suppliers to perform due diligence to determine the potential for conflict minerals in their supply chain and products. We encourage our suppliers to source conflict minerals from smelters and refiners whose compliance with the Responsible Minerals Assurance Program has been verified. Our suppliers are also expected to establish their own conflict minerals policy and implement management systems to support policy compliance. For more information on our conflict minerals due diligence process, see our [Conflict Minerals Policy](#).



# Governance

## ESG Governance Model

Spectrum Brands' commitment towards Environmental, Social & Governance (ESG) is established by our Board of Directors, the highest governance body at our company. Our Executive Vice President and General Counsel has primary oversight over the ESG practices and policies within the business and is the key liaison between management at Spectrum Brands and the Board, reporting quarterly on relevant ESG matters. The Board oversees the management activities and are responsible for key ESG decisions, including but not limited to energy/climate issues, establishing ESG and sustainability goals, and creating implementing and monitoring our sustainability-related plans.

Senior leadership supports the implementation of our environmental and social policies, as articulated in, among others, our Code of Business Conduct and Ethics, Supplier Code of Conduct, Human Rights Policy, Sexual and Other Harassment Policy, Global Energy and Greenhouse Gas Policy, and environmental and safety policies.

We have re-established a cross-functional Sustainability Team, accountable to the Executive Vice President and General Counsel to further our ESG strategy. The Team includes leaders from multiple business units and functions within Spectrum Brands. The Sustainability Team is responsible for identifying opportunities and assessing risks associated with ESG issues, establishing benchmarks, setting goals on ESG topics, and creating and monitoring plans. For more information on our ESG Governance, please visit our [website](#).



# Risk Management

In terms of risk management, we maintain formal oversight and dedicated management. As well as leading on sustainability efforts, our General Counsel leads the Legal & Risk Mitigation Department and our team. Our global Enterprise Risk Management (ERM) process supports us in identifying material risks to our business.

Risks that have the potential to be material are disclosed on Spectrum Brands' public reports to the SEC and include statements associated with climate change risk. Risk in the supply chain is addressed by our sourcing risk management framework and includes assessing a supplier's ability to perform in terms of quality, delivery, and sustainability issues.

# Mechanisms for Advice and Concerns about Ethics

Our goal is to assure and enhance the integrity, people, processes, and assets needed by all stakeholders of Spectrum Brands.

We believe that Spectrum Brands' viability and integrity depend on the protection of our critical assets, including our people, physical assets, and our information. We also believe that our communications, internal controls, and processes must constantly adapt to the changing needs and objectives of the Company, and the changing marketplace. As such, we maintain a 24-hour helpline and website, [Ethics hot line](#), which can be used by anyone, including employees, consumers, vendors, and stakeholders, to report anonymously any violations of Spectrum Brands' policies, to seek further guidance and information on those policies, report a commercial concern, or report any other issue. As well as the helpline, employees are also encouraged to report any suspected violations or misconduct to their supervisor or the General Counsel.





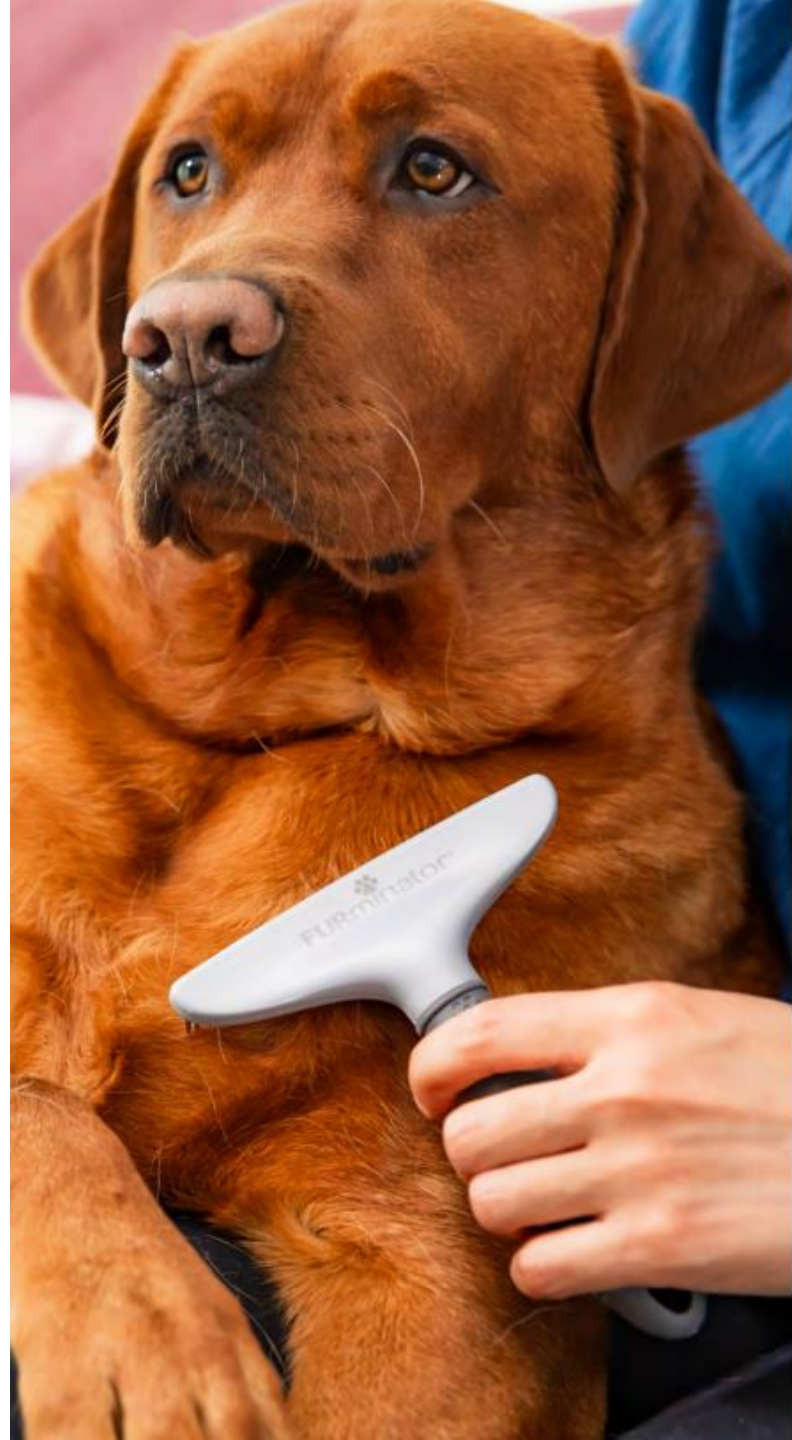
# Core Policies

We are committed to delivering the highest standards of integrity and business conduct in our relationships with employees, our customers, suppliers, and other stakeholders. We run our business in accordance with applicable laws and regulations and align our practices with the highest standards of business ethics. In some instances, this means going beyond requirements of the law. Our Code of Business Conduct and Ethics contains our fundamental principles, key policies, and procedures for maintaining an ethical and resilient business to which all employees are expected to adhere to.

Spectrum Brands upholds fair and honest employment practices, providing a safe, healthy, and productive work environment for all employees. We expect suppliers to deliver the same standards. We support universal human rights, the communities in which we operate, and the parties with whom we conduct business. Our Human Rights Policy and SCOC forbids the use of child, forced, or compulsory prison labor in any of our global operations or facilities and will not tolerate exploitation of children, physical punishment or abuse, or involuntary servitude.

Our Human Rights Policy demonstrates our commitment to respecting and promoting human rights, including the protection of minority groups and women's rights. Through proactive due diligence, Spectrum Brands strives to identify, prevent, and prohibit human rights risks to people in our business and supply chain. We provide regular training to all employees on workplace practices, including non-harassment, equal opportunity, human rights, and safe workplace behaviors.

To read more about some of our core business policies in full, please visit our [website](#).

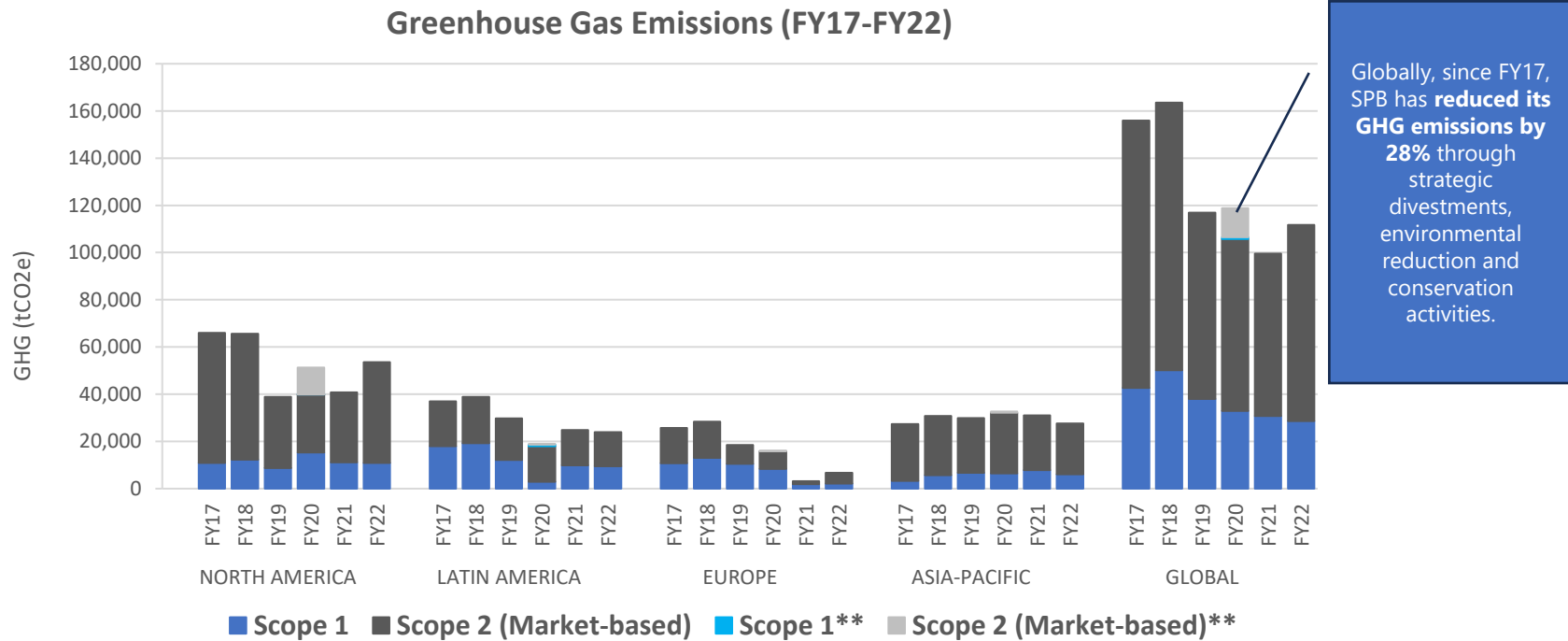


# Section 2

## FY2022 Quantitative Update

# Greenhouse Gas Emissions (Unadjusted<sup>1</sup>)

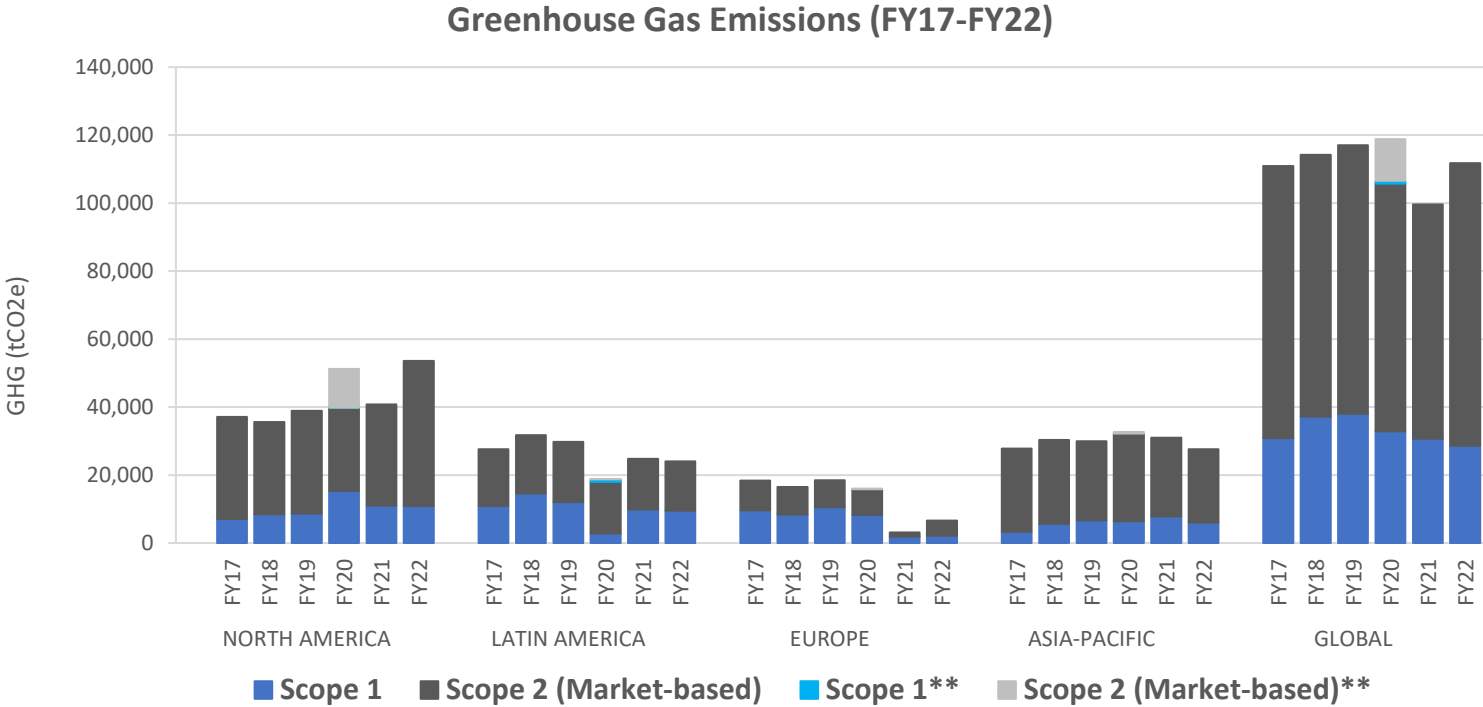
The graph below displays Spectrum Brands' Greenhouse gas emissions. Scope 1 emissions (such as natural gas used directly by the facility) and Scope 2 (electricity purchased/market-based) greenhouse gas emissions are measured in metric tons carbon dioxide equivalent (tCO<sub>2</sub>e) by region from FY2017 through FY2022.



<sup>1</sup> Note on Unadjusted: The data in FY2017-FY2018 reflects the organization prior to the January 2019 divestiture of our Global Battery and the Global Auto Care businesses (the "2019 Divestments"). FY2019 to FY2022 data reflect the 2022 structure of Spectrum Brands. FY2018 to FY2022 data underwent 3rd party review by Trinity Consultants under Verification Protocol: Environmental Resources Trust Corporate GHG Verification Guideline (Tier II).

# Greenhouse Gas (GHG) Emissions (Adjusted<sup>1</sup>)

The graph below displays Spectrum Brands' Scope 1 and Scope 2 (market-based) greenhouse gas emissions in metric tons carbon dioxide equivalent (tCO<sub>2</sub>e) by region for FY2017 - FY2022.

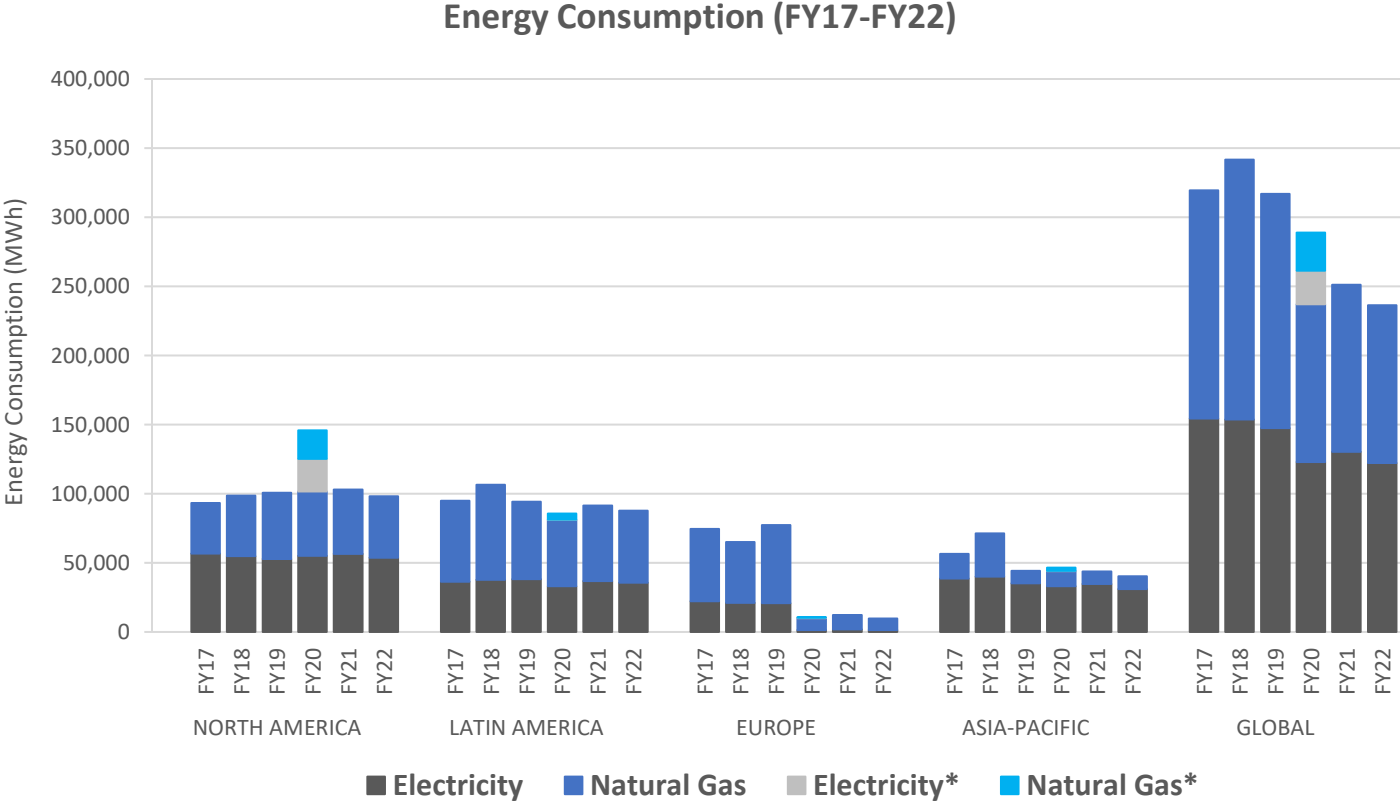


<sup>1</sup>Note on Adjusted: The data represents the 2022 structure of Spectrum Brands; data from the 2019 Divestments has been removed from all years. FY18 to FY22 data underwent 3rd party review by Trinity Consultants under Verification Protocol: Environmental Resources Trust Corporate GHG Verification Guideline (Tier II).

\*\* Emissions associated with additional locations not captured in previous years due to data availability.

# Energy Consumption (Adjusted<sup>1</sup>)

The graph below displays Spectrum Brands' electricity and natural gas consumption in MWh by region for FY2017 - FY2022.

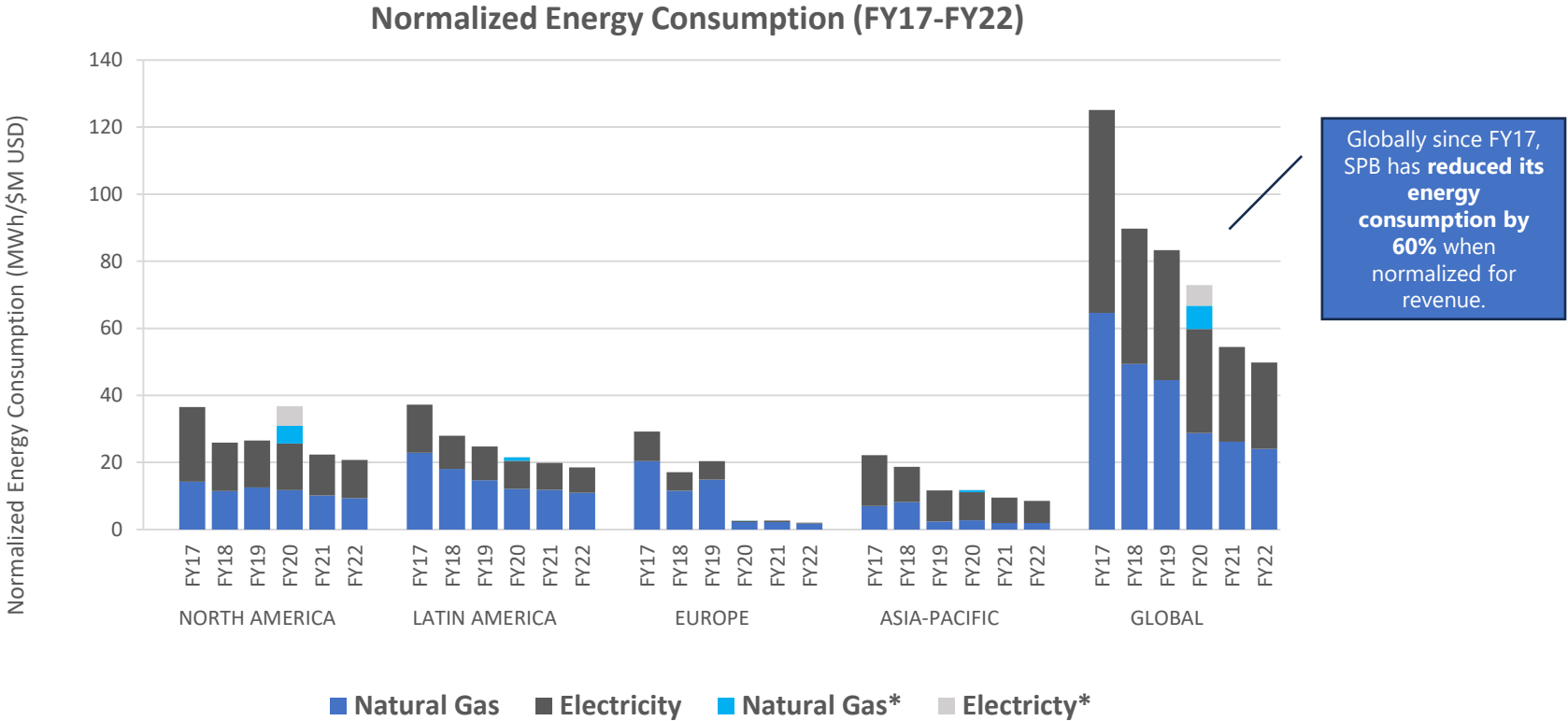


<sup>1</sup>Note on Adjusted: The data represents the 2022 structure of Spectrum Brands; data from the 2019 Divestments has been removed from all years.

\* Energy consumption associated with additional locations not captured in previous years due to data availability.

# Energy Consumption (Normalized) (Adjusted<sup>1</sup>)

The graph below displays Spectrum Brands' electricity and natural gas consumption normalized by revenue in MWh/\$M USD by region for FY2017 - FY2022.



<sup>1</sup>Note on Adjusted: The data represents the 2022 structure of Spectrum Brands; data from the 2019 Divestments has been removed from all years.

\* Energy consumption associated with additional locations not captured in previous years due to data availability.

# Energy Conservation Efforts (FY2022)

Energy Conservation Metrics FY22		Amount	Unit
Total amount of energy conserved through energy conservation programs		1,393,029	kWh
Total investment in energy conservation programs		\$45,595	US Dollar
Total savings achieved as a result of energy conservation programs		\$92,028	US Dollar
Regional breakdown of energy conserved	North America	0	kWh
	Latin America	931,000	kWh
	Europe	0	kWh
	Asia-Pacific	412,029	kWh

Note: Due to multiple energy conservation projects that began in FY21, FY22 had fewer energy conservation projects. However, the benefits of the FY21, and other projects continue to be successful and include the generation of clean electricity, reduction in natural gas consumption, and increased energy efficiency in our production facilities through updates to lighting, process optimizations, and other energy-saving efforts.

# Energy Conservation Efforts - Showcase

## Case study from our Global Pet Care (GPC) Operation

**Before**



Electricity was purchased from the grid and not generated on-site.

**Now**



Installation of 1,200 solar panels on building rooftop.

Note: This project was implemented during Spectrum Brands' FY2023.

### Business Results

- **Cost savings: \$145,000 annually**
- **Less reliance on electricity from the grid**
- **Potential income generation through net metering**

### Sustainability Impact

- **Generation of ~400,000 kWh of clean electricity annually**
- **Equivalent to burning 307,960 pounds of coal<sup>1</sup>**

<sup>1</sup>Source: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



# Renewable Energy - Showcase

## Case study from our facility in Melle, Germany

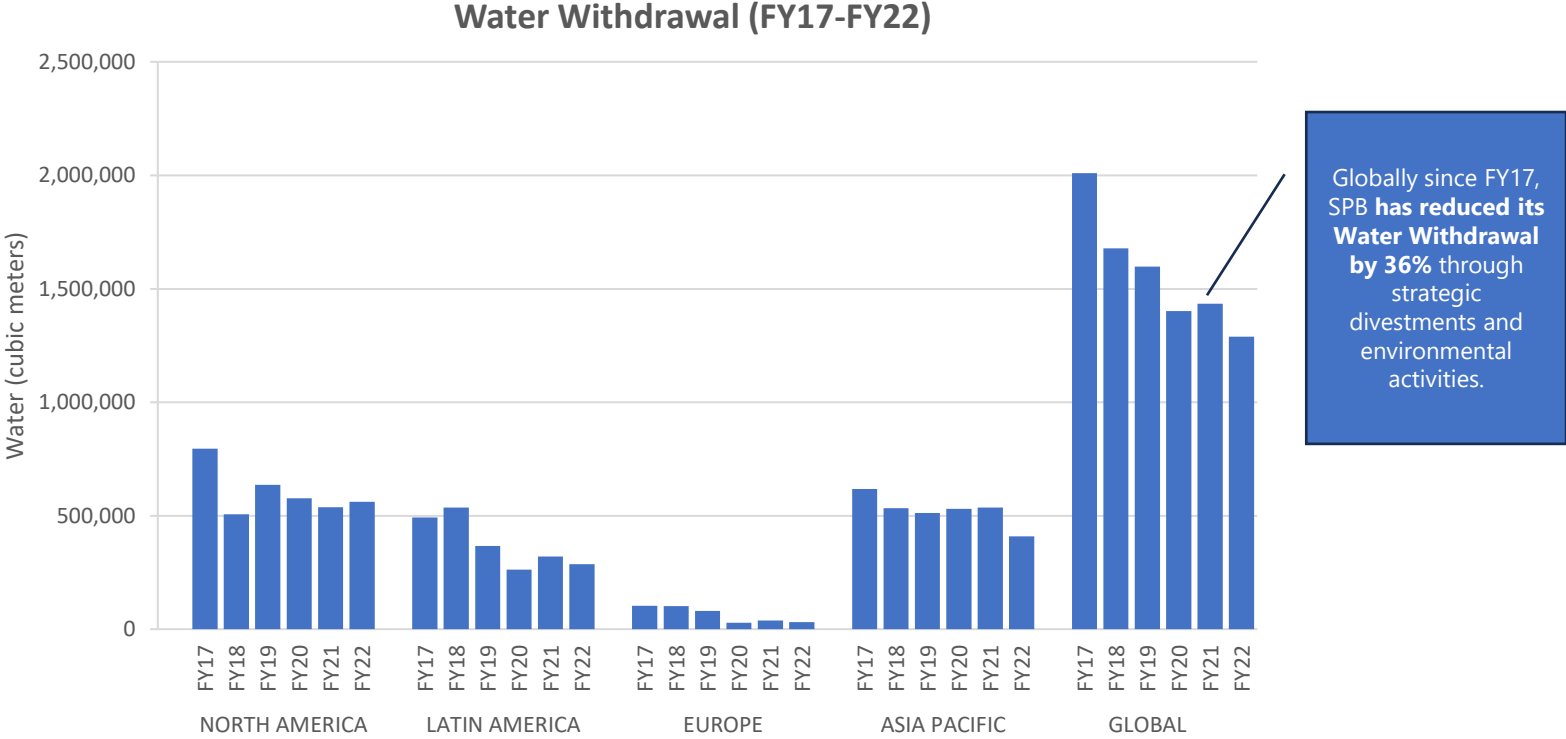


- Our Melle, Germany operation has made substantial investments in renewable energy, including the use of hydroelectric power since 2010.
- In FY2022, 341.83 MWh of low-carbon energy was derived from hydroelectric power, which is equivalent to the annual electricity use of 28 homes!<sup>1</sup>

**Spectrum's facility in Melle, Germany consumes 100% renewable energy purchased from the utility.**

# Water Withdrawal (Unadjusted<sup>1</sup>)

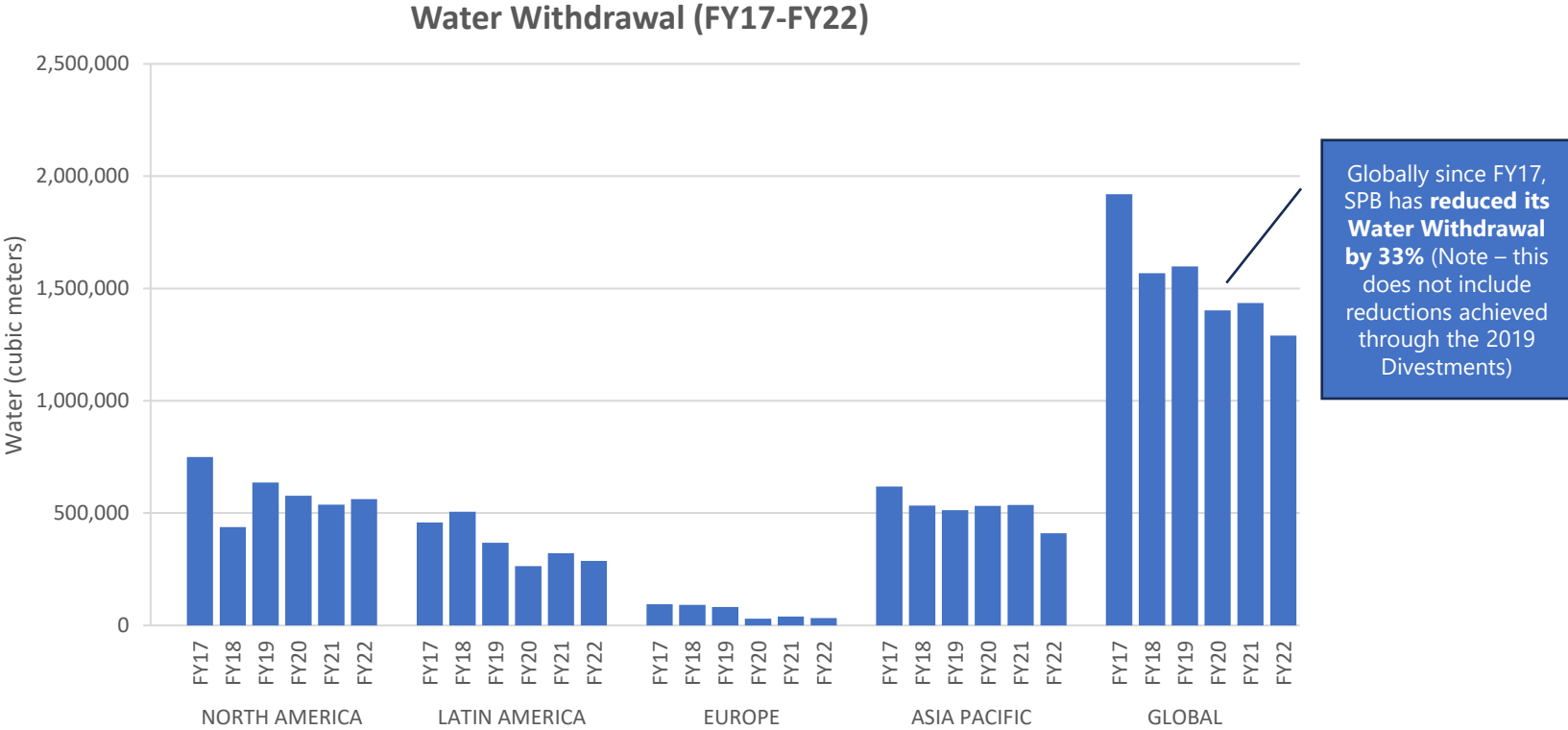
The graph below displays Spectrum Brands' water withdrawals in cubic meters by region for FY2017 - 2022 by region.



<sup>1</sup>Note on Unadjusted: The data in FY2017-FY2018 reflects the organization as it was historically, prior to the 2019 Divestments. FY2019 and FY2022 data reflect the 2022 structure of Spectrum Brands.

# Water Withdrawal (Adjusted<sup>1</sup>)

The graph below displays Spectrum Brands' water withdrawals in cubic meters by region for FY2017 - 2022 by region.



Data represents the 2022 structure of Spectrum Brands; data from the 2019 Divestments has been removed from all years.

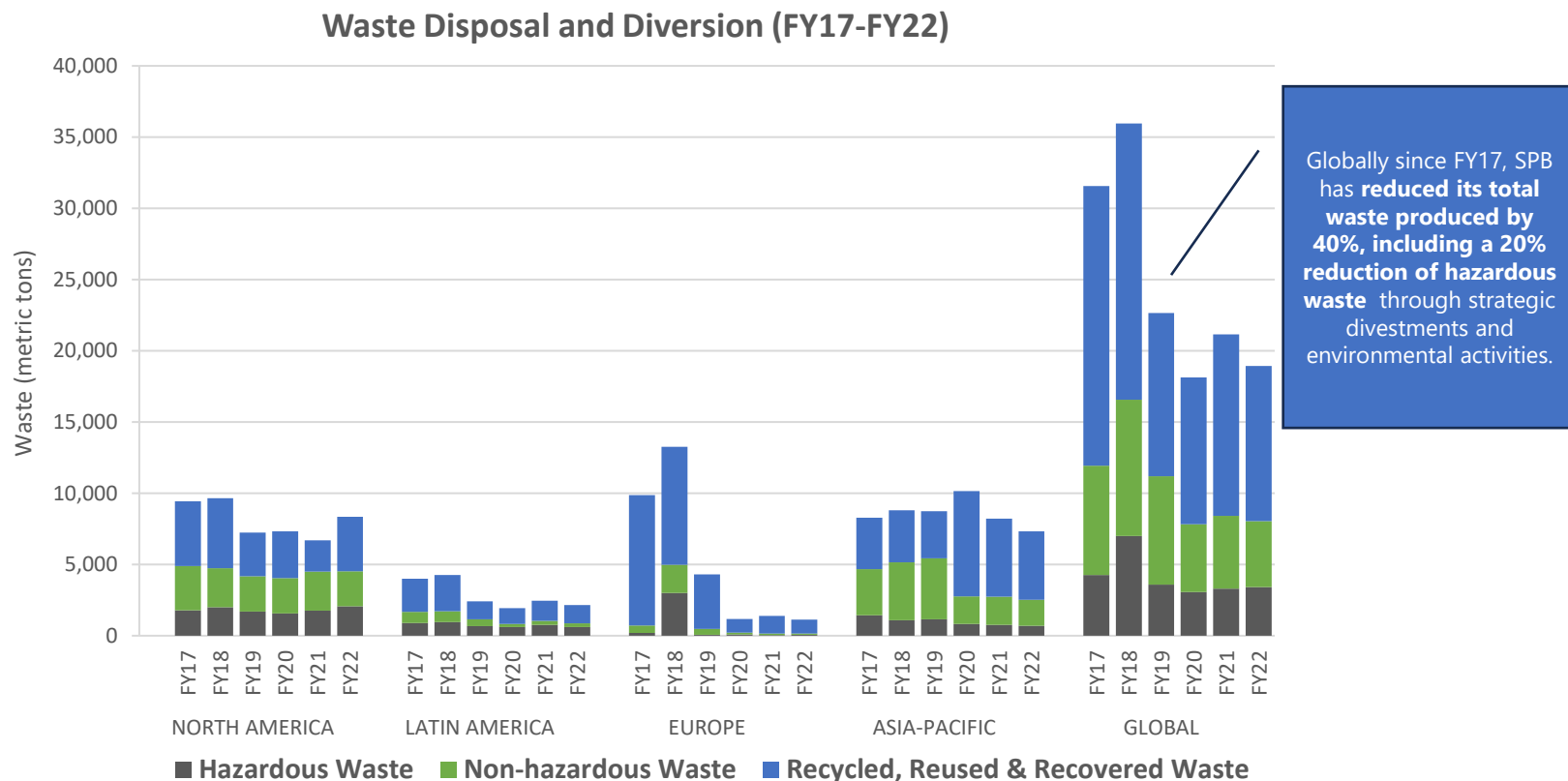
# Water Conservation Efforts (FY2022)

FY22 Water Conservation Metrics		Amount	Unit
Total amount of water conserved through water conservation programs		16,572,214	gallons
Total investment in water conservation programs		\$230,108	US Dollar
Total savings achieved as a result of water conservation programs		\$224,619	US Dollar
Regional breakdown of water conserved	North America	0	gallons
	Latin America	13,516,000	gallons
	Europe	0	gallons
	Asia-Pacific	3,056,213	gallons

Note: Due to multiple energy conservation projects that began in FY21, FY22 had fewer water conservation projects. However, the benefits of the FY21, and other projects continue to be successful and include water conservation, reduction in wastewater consumption, and reduction in chemical consumption.

# Waste & Recycling (Unadjusted<sup>1</sup>)

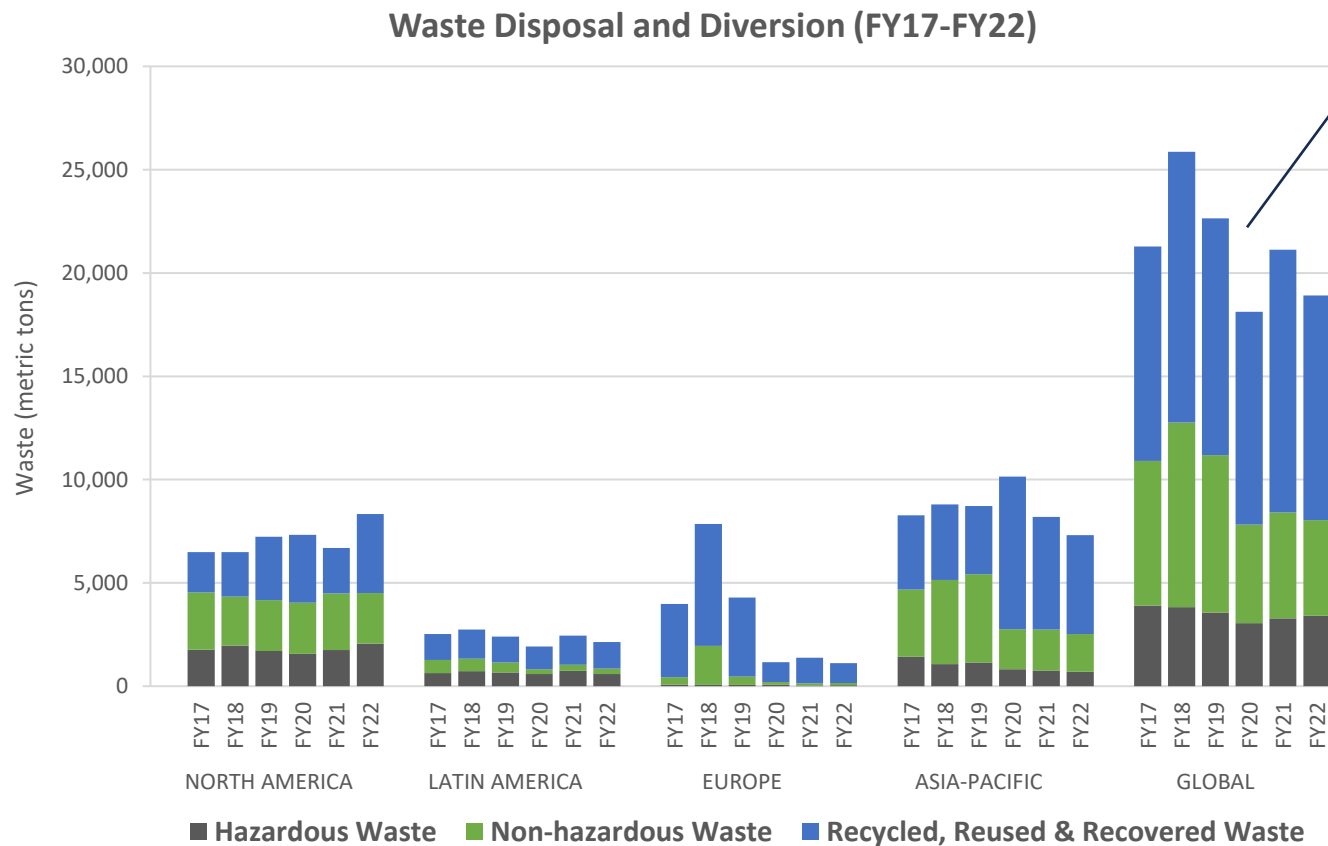
The graph below displays Spectrum Brands' waste breakdown and diversion in metric tons for FY2017 - FY2022.



<sup>1</sup> Note on Unadjusted: The data in FY2017-FY2018 reflects the organization as it was historically, prior to the 2019 Divestments. FY2019 to FY2022 data reflect the 2022 structure of Spectrum Brands.

# Waste & Recycling (Adjusted<sup>1</sup>)

The graph below displays Spectrum Brands' waste breakdown and diversion in metric tons for FY2017 - FY2022.



Globally since FY17, SPB has **reduced its total waste produced by 11%**, including a **13% reduction of hazardous waste** (Note – this does not include reductions achieved through the 2019 Divestments)

<sup>1</sup>Note on Adjusted: The data represents the 2022 structure of Spectrum Brands; data from the 2019 Divestments has been removed.

# Product-based Sustainability Results

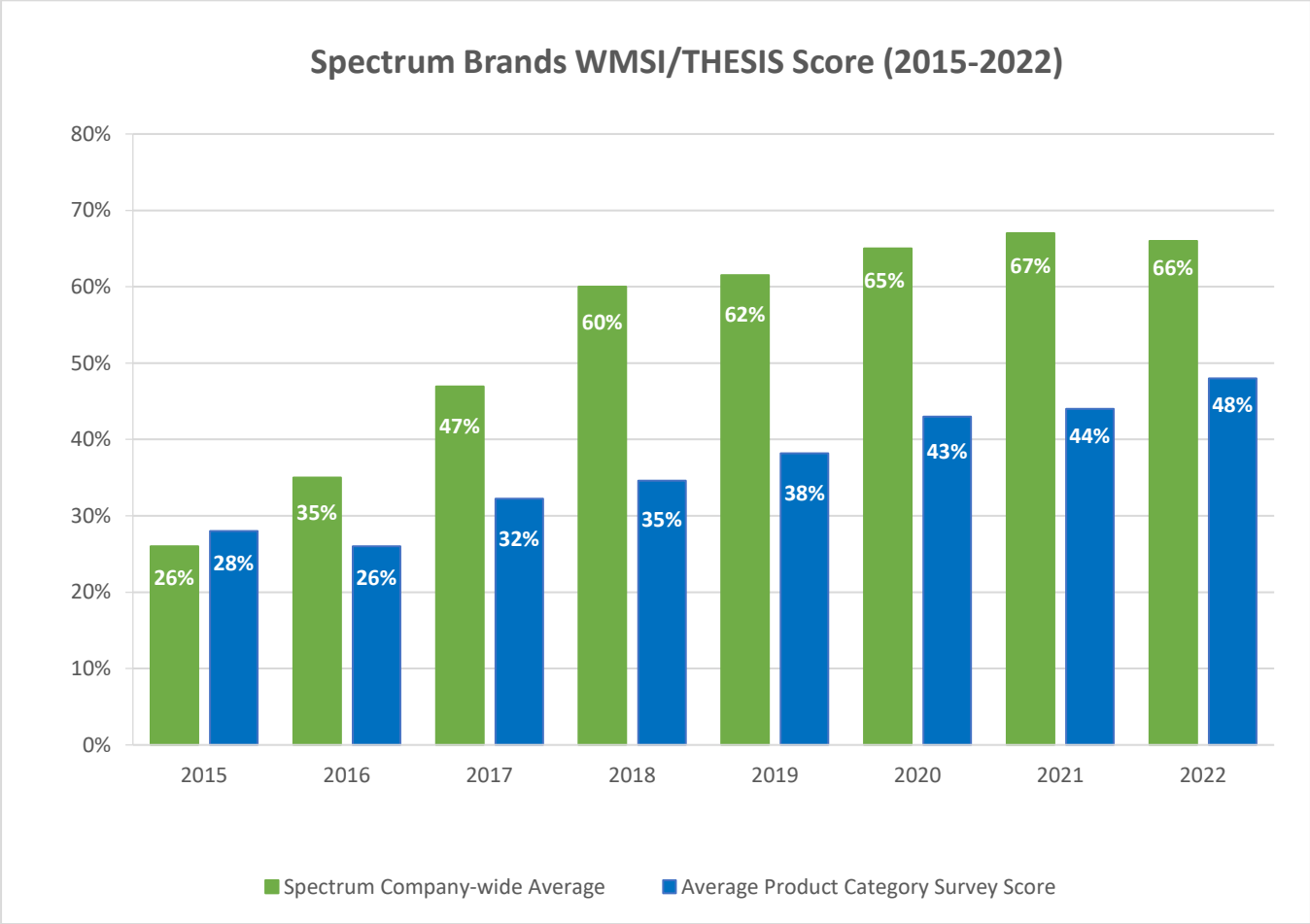
Spectrum Brands’ uses The Sustainability Consortium’s THESIS (The Sustainability Insight System) sustainability surveys to report and track sustainability attributes of products and progress towards product sustainability goals. The table below displays Spectrum Brands’ average score and percent change in score each year.

Year	Spectrum Brands Average Score	% Change
2015	26%	--
2016	35%	+35%
2017	47%	+34%
2018	60%	+28%
2019	62%	+3%
2020	65%	+3%
2021	67%	+3%
2022	66%	-1%

Note. The Average Product Category THESIS score for 2022 is 48%, which places Spectrum Brands 18% points higher than the Product Category average.

# Product-based Sustainability Results

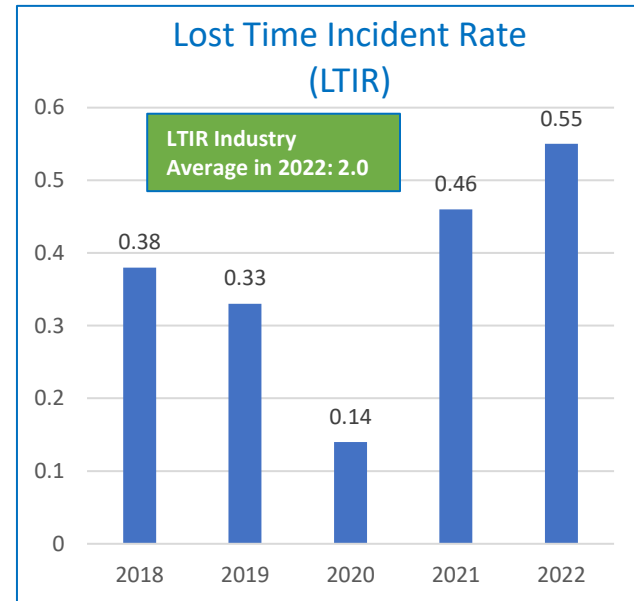
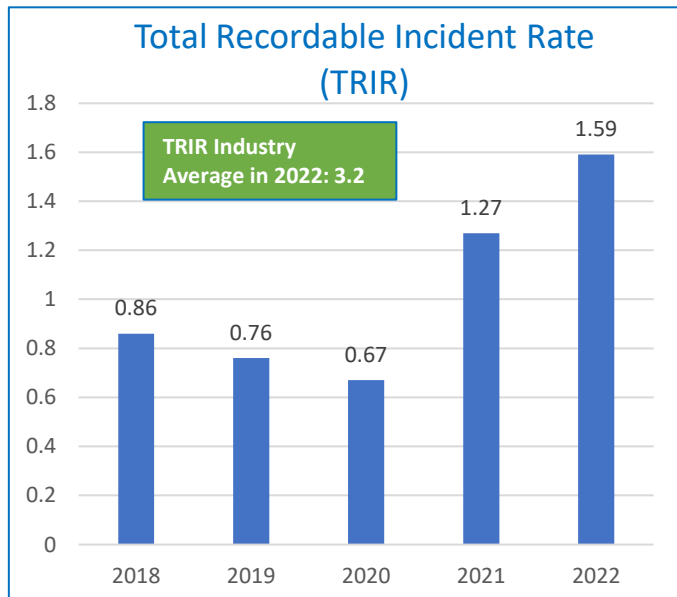
The graph below displays Spectrum Brands' average score compared with the average product category score from 2015 to 2022.





# Key Safety Statistics

The graph below displays Spectrum Brands' safety metrics for FY2018 to FY2022. The data represents the current structure of Spectrum Brands; data from divested divisions has been removed.



Note: Total Recordable Incident Rate, or "TRIR," means the rate of recordable workplace injuries for the Company, whereas the Lost Time Incident Rate, or "LTIR," means any injury or illness sustained by an employee that results in a loss of productive worktime.  $LTIR = \# \text{ of lost incident} * 200,000 / \# \text{ employee hrs}$ .  $TRIR = \# \text{ of recordable incidents} * 200,000 / \# \text{ employee hrs}$ .

