

# Spectrum Brands

WE MAKE LIVING **BETTER** AT HOME™



## CORPORATE SUSTAINABILITY REPORT

JUNE 2025

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# About This Sustainability Report

This biennial Corporate Sustainability Report (“Sustainability Report”) dated June 2025, covers Spectrum Brands Holdings, Inc. and its affiliates and subsidiaries (“Spectrum Brands”, “SPB”, “our” or “we”) since 2021 and our statistical performance for the period starting on October 2022 to September 2023 (“Performance Period”) and beyond.

This Sustainability Report is intended to demonstrate our commitment to:

- operate our businesses responsibly and sustainably;
- disclose our policies, processes and positions that contribute to our successes;
- provide data and metrics to support sustainability topics and targets across our trusted brands; and
- provide clarity regarding our environmental sustainability strategy, approach, and priorities for the future.

In addition to our Performance Period data, this Sustainability Report contains information about the Company’s efforts since October 2023. In many areas, the time period for the data is specifically identified. In following sections where not specifically identified, the data contained is from our Fiscal Year 2024 (“FY24”), which is the period of October 2023 to September 2024:

- (i) Energy Consumption (pg. 25)
- (ii) Greenhouse Gas Emissions (pgs. 27-28)
- (iii) Water Consumption (pg. 30)
- (iv) Waste Reduction (pg. 32)
- (v) Environmental, Health and Safety Incident Reporting (pg. 47)

While we strive to provide the most current and accurate data, such information is not always available to us.

Unless otherwise noted, the information and data in this Sustainability Report primarily pertains to Spectrum Brands’ products and our owned and/or operated sites, including

manufacturing facilities, distribution centers, warehouses, corporate and office locations worldwide. Accordingly, much of our environmental sustainability and greenhouse gas (“GHG”) emissions data is limited to Scope 1 and Scope 2 data involving our direct operations. That said, we have spent significant resources and effort to expand our data collection efforts to our Scope 3 data involving our supply chain. Where available, we have included this Scope 3 data in the report and are excited about our plans to share even more comprehensive Scope 3 data in future reports.

In this Sustainability Report, we have aligned our Environmental, Social & Governance (“ESG”) reporting metrics to the Global Reporting Initiative (“GRI”) and Sustainability Accounting Standards Board (“SASB”) standards. An appendix of how we are reporting against each can be found on page 68.



# Company Statement

Thank you for your interest in our 2025 Sustainability Report! Consistent with our mission statement **“To Make Living Better at Home,”** this Sustainability Report highlights our commitment to creating a healthier and more sustainable future for our employees, our partners, our consumers, and our communities. We are proud to deliver market-leading brands and products and we take pride in working day in and day out to earn the loyalty and trust of our customers and consumers. We believe our sustainability efforts are key to continually earning our consumers’ trust with each product purchased.

As set forth in our ESG vision statement, we are committed to a “process of continuous improvement for the benefit of our consumers, customers, employees, investors, and the planet by integrating ESG into what we do.” We are steadfast to this commitment, as we invest in operational efficiencies to reduce the natural resources we use and protect and preserve the environment for generations to come. During FY24, we achieved an 18% reduction in our owned facilities’ energy consumption normalized for revenue, and a five (5%) percent reduction in water withdrawal compared to levels just three years prior.

Over the past few years, we have completed several energy efficiency and water reduction projects at our manufacturing facilities, implemented sustainable packaging solutions across many of our brands, and embedded sustainability attributes in our new product design processes to ensure sustainability is a core consideration when designing new products.

We also continue to make significant effort to improve the sustainability of our product designs and improving sustainability throughout our supply chain. In addition to new product and packaging designs to reduce the use of virgin materials and increase the percentage of recycled materials, we are also taking actions to address and eliminate concerns regarding “forever chemicals,” deforestation, and non-recyclable packaging materials.

We continue to support our communities through charitable and volunteer efforts. As a global supplier of pet products, Spectrum Brands is dedicated to supporting recovery efforts and easing the burdens faced by families and their pets during these challenging times.

In response to Hurricane Helene in North Carolina, Spectrum Brands donated over \$200,000 worth of products for recovery workers and people and pets who were affected by the incredible destruction of this natural disaster.

Additionally, following the wildfires in California, we donated \$40,000 in products to the Pasadena Humane Society, which has been a vital resource for animals affected by the fires.

While this is just a small drop in the vast amount of help required in these affected areas, I am proud of our teams’ swift action and commitment to servant leadership—not only within our organization but also in the public sphere.

Finally, we continue to invest in our employee well-being and engagement. Our efforts are showing positive results, including the achievement of historically low recordable and lost-time injury rates across all of our facilities, globally. Consistent with our servant leadership culture, we have enhanced education about our Employee Assistance Programs, doubled down on our efforts for belonging and inclusion, established a number of inclusion networks, and increased leadership training for career development.

In everything that we do, we are driven by our values of trust, accountability, and collaboration to serve our mission **To Make Living Better At Home.**

**“We can never lose sight that consumer trust is key to our success. This trust can only be earned by providing quality and sustainable products and ensuring we are a good corporate citizen to our employees, communities, and partners.”**

**Ehsan Zargar**  
Executive Vice President, General Counsel and Corporate Secretary





# About Spectrum Brands

Spectrum Brands is a global home essentials company trusted by millions of consumers. Through innovative products and thoughtful solutions for products to use in and around the home, our brands **make living better at home** by improving the way individuals look and feel their best, prepare their meals in the kitchen, safeguarding homes from unwanted pests, and providing exceptional care for beloved pet family members.

With products sold in over 30 countries, our trusted brands deliver the newest solutions to improve the way people live life at home, inspiring excitement and earning the trust of consumers worldwide.

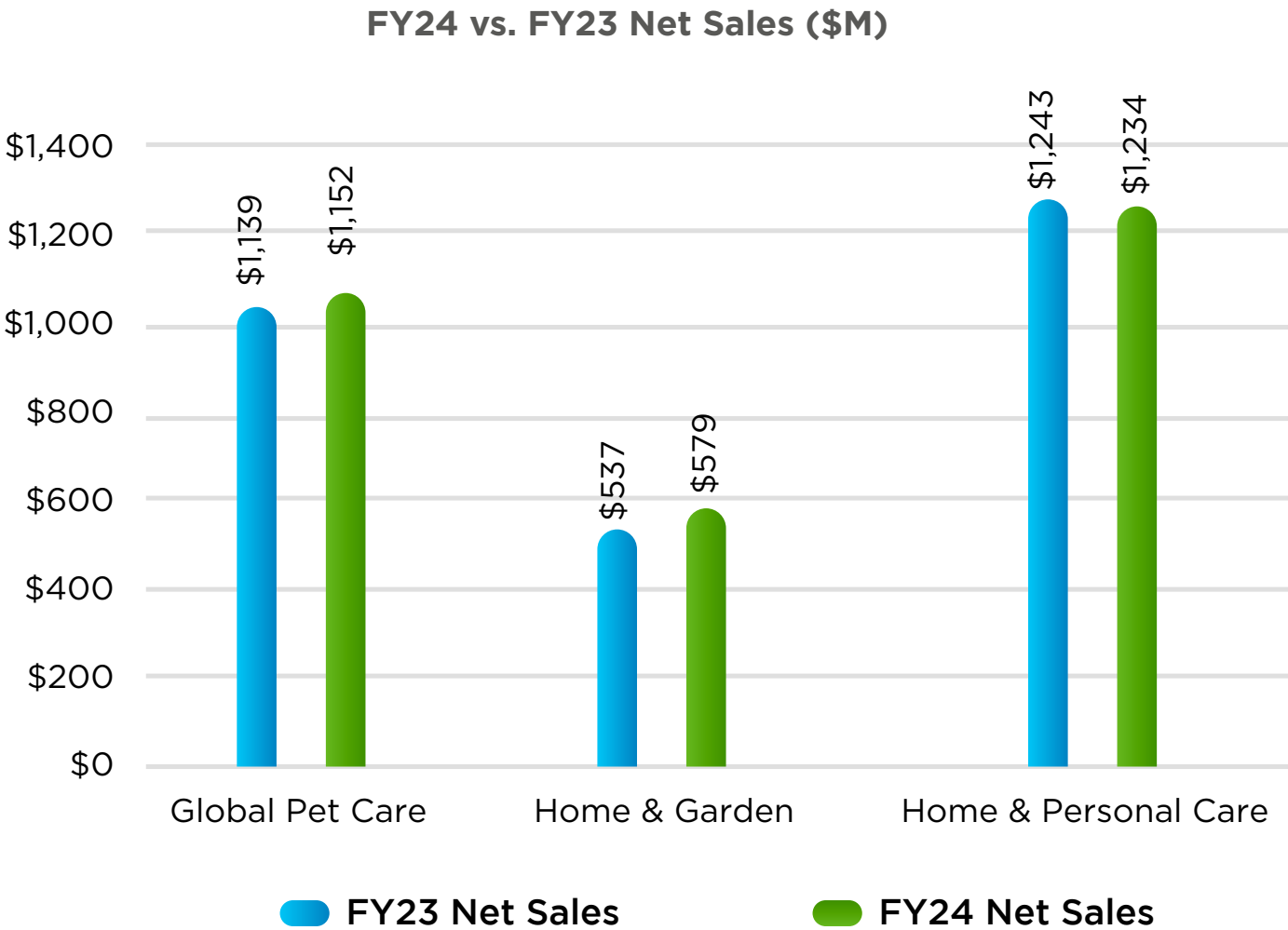
## Our Top Brands



## Our Strategy, Mission and Values

At Spectrum Brands, our mission is **to make living better at home**. Our approximately 3,100 employees, spanning over 35 countries, demonstrate our servant leadership mentality and our core values.

- **Trust:** We build trust through our commitment to integrity and foster, honesty, respect and inclusivity in everything we do.
- **Accountability:** By taking pride in our work and deliverables, we uphold a culture of accountability.
- **Collaboration:** We contribute unique individual expertise and experience to define and achieve our unified goals.





# Recent Major Business Achievements

Since our March 2023 Corporate Sustainability Report, Spectrum Brands has achieved major milestones including, as example:

- 1 We successfully completed the sale of our former Hardware & Home Improvement (“HHI”) segment, generating \$4.3 billion in cash on June 20, 2023.
- 2 Since the June 2023 sale, Spectrum Brands paid off approximately \$3.0 billion in debt, thereby substantially reducing our outstanding debt obligations and strengthening our balance sheet.
- 3 Returned a significant amount of capital to our shareholders through dividends and stock buyback programs.
- 4 Strengthened our balance sheet by reducing inventory across all segments by over \$300 million.



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

-Ehsan Zargar

### Sustainability Approach & 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, designing and manufacturing sustainable products, supporting our employees’ growth while ensuring their safety, and making a positive difference in the communities where we work.

We use Environmental, Health, and Safety Management Systems to measure our conformance with regulatory requirements, as well as our own policies and standards. Our systems align closely to ISO 14001 and OSHA 18001. To reinforce adherence, we conduct regular internal and external audits, fostering continuous improvement in our management systems, policies, trainings, and procedures.



For more information about how our sustainability strategy is governed, see Corporate Governance on page 59 and our [Environmental, Social and Governance \(ESG\) Governance Policy on our website](#).



# Environmental Sustainability

To measure, track, and report our performance against our sustainability priorities, we have aligned our key performance indicators against three ESG industry frameworks: (i) SASB; (ii) GRI; and (iii) CDP. Please see the Appendix starting on page 68 to cross reference the SASB and GRI sustainability frameworks and for guidance and further disclosures and metrics, within this Sustainability Report.



To further promote transparency on our sustainability performance, we regularly and voluntarily participate in a number of industry-recognized environmental sustainability frameworks. These include Walmart’s Project Gigaton, The Sustainability Insight System (“THESIS”), and the Carbon Disclosure Project (“CDP”).

In recent years, Spectrum Brands has engaged in CDP’s Climate Change questionnaire. In 2024, we continued our commitment to sustainability by participating in CDP’s Water Security questionnaire. We anticipate continued involvement and expansion through our potential participation in CDP’s Biodiversity Section.

Additionally, we have aligned our sustainability reporting to SASB and GRI reporting frameworks and continually track our performance against these well-recognized standards. Additional information regarding our sustainability programs can be found through our **public 10-K filings.**

Spectrum Brands continues to outperform many of our peers with product sustainability scores in widely recognized benchmarks, including through the THESIS Index, created by The Sustainability Consortium. THESIS is a performance assessment system that equips retailers and manufacturers to benchmark, quantify, and initiate action on critical sustainability issues and risks within consumer products and their respective supply chains.

In response to recently enacted legislation, Spectrum Brands is preparing to comply with the European Union’s Corporate Sustainability Reporting Directive (“CSRD”), as amended, California’s Climate Corporate Data Accountability Act, and related laws. To date, Spectrum Brands has completed the CSRD’s required double materiality assessment, and we are currently working to identify and cure information gaps and develop our reporting processes.

## Scope 1, 2, and 3 Data

As we enhance our environmental sustainability reporting, Spectrum Brands has also expanded the type of information we collect and report in this Sustainability Report. Historically, our reporting has been limited to Scope 1 (direct emissions) and Scope 2 (indirect emissions) data. However, as discussed on page 3 of this Sustainability Report, we have significantly expanded our efforts to collect our Scope 3 (indirect and/or supply chain emissions) data and were successful in reporting Scope 3 data on the following topics:

- Purchased Goods and Services
- Capital Goods
- Fuel- and Energy-Related Activities (location-based)
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Business Travel
- Employee Commuting

We anticipate further expanding our collection and reporting of Scope 3 data in the coming years; particularly, as we work to comply with the CSRD and California reporting requirements.







## Sustainability Pillars

Spectrum Brands is committed to operating our business with all stakeholders in mind, prioritizing long-term sustainability and value creation. We leverage our expertise, along with external partners, to help navigate existing and emerging challenges. While our corporate social responsibility commitments address many areas, we focus on four key material priorities:

- (i) Product & Content Safety
- (ii) Human Rights & Ethical Sourcing
- (iii) Employee Safety & Well-Being
- (iv) Belonging & Inclusion

### Product & Content Safety

Product safety is fundamental to upholding our consumers' trust and meeting their expectations. We embed quality and safety protocols in our new product design and production processes and the products we deliver. This commitment embraces our responsibility to create safe, high-quality products and market them responsibly. Additionally, our global product safety training program strengthens our commitment to product safety and further empowers our employees to uphold safety standards and report any product safety concerns.

### Human Rights & Ethical Sourcing

At Spectrum Brands, treating people with fairness, dignity, respect, and operating ethically in our supply chain is fundamental to our core values. We personify these principles in the way we treat our employees and in the expectations and requirements we set for those with whom we do business. We collaborate with our third-party factories and licensees to ensure that all products are manufactured in safe, healthy environments and that the human rights of workers in our supply chain are respected. To these ends, we review all suppliers who provide materials, products or services to Spectrum Brands and expect them to abide by our Supplier Code of Conduct, uphold our Code of Business Conduct and Ethics, and comply with our Human Rights Policy and Conflict Minerals Policy.

### Employee Safety & Well-Being

We are committed to the Environmental, Health, and Safety (“EHS”) of our employees and maintaining our strong safety performance as we continue to operate our business around the globe. Our EHS training program is tailored to anticipated job duties, reasonably anticipated hazards, and is designed to promote a workforce that is engaged and empowered to report health and safety concerns. It is supported and led by a management team who is invested in employee safety and is managed by members of our skilled and experienced EHS team. The EHS team hosts regular trainings and meetings to share information and discuss best practices across manufacturing plants. They also provide site training to our employees to promote compliance with applicable safety standards and regulations. As a result, workplace incidents and near misses are reviewed carefully to identify and remediate applicable root causes.

### Belonging & Inclusion

We take a holistic approach to belonging and inclusion. We believe that promoting inclusion across our business and society not only makes the world a better place for all, but brings a unique strength to our workplace. We support the personal and professional growth of our diverse employee base, with a goal of positively impacting their lives and well-being.

## Our Top 10 Sustainability Highlights in 2024

- 1 For the tenth consecutive year, we reported to the THESIS index. In 2024, on average, we scored higher than our peers across many product categories. We maintained this trend ranking in the top three in nearly all ranked categories.
- 2 We continue to protect and keep our employees safe, with total recordable incident rates dropping 62% from FY23 to FY24. Our recordable and lost time incident rates are one-fifth of the industry rates for our market segments.
- 3 We continued our commitment to Belonging & Inclusion by implementing Inclusion Networks to drive positive change and amplify the voices of diversity within our organization. To foster a more inclusive environment for our employees, we formed networks for LGBTQ+, Black Excellence, Military Auxiliary, and Women Inclusion with executive sponsors.
- 4 We updated and published new Energy and Greenhouse Gas and ESG Governance policies, which outline the responsibilities, projects, and reporting objectives for ESG-related issues.
- 5 We have notably expanded the amount of Scope 3 data we are collecting and reporting, and we have taken steps to broaden our Scope 3 reporting in future years.
- 6 Since 2022, we performed approximately 250 onsite social accountability audits on suppliers, ensuring that our suppliers adhere to high standards of safe working conditions, fair and respectful treatment of employees, and ethical practices, as laid out in our Supplier Code of Conduct. Furthermore, we engage over 140 suppliers per year in our Conflict Minerals due diligence efforts, ensuring that responsible sourcing is conducted in accordance with our Conflict Minerals Policy.
- 7 Our packaging engineering teams have made great strides in reducing virgin plastic resin in much of our product packaging. For instance, we have removed 368,991 pounds of virgin resin by including 25% post-consumer recycled content in our Nature's Miracle and Rejuvenate bottles.
- 8 Within Europe, our Tetra fish flakes packaging tins are now made of 100% post-industrial recycled content. By reusing the raw material, we save up to 520 tons of virgin plastic per year while continuing to provide high-quality products in functional packaging. Not only is post-industrial recycled content used to reduce the use of virgin plastics, but it also minimizes production waste.
- 9 In Europe, our IAMS Advanced Nutrition Dog and Cat food bags have moved to recyclable packaging. These bags are now made of monomaterial polyethylene, allowing easier assignment to material sorting systems and enabling the packaging to be reused as a raw material for new plastic materials. Our new bags are tested for their recyclability according to the EN 13430:2004 standard.
- 10 Last, but not least, we have developed long-term ESG goals and metrics to track our performance against our sustainability pillars outlined above, namely:
  - Product & Content Safety
  - Employee Wellness
  - Talent Development
  - Employee Health & Safety
  - Human Rights & Ethical Sourcing
  - Belonging & Inclusion



# Sustainable Products

We are committed to developing products that have a lower environmental impact, require less packaging, and are made from responsibly sourced materials across many of our brands. To satisfy our consumers' desire to lower environmental impact, Spectrum Brands has taken the following initiatives:

- Refurbishing rather than disposing of products
- Designing more energy efficient products
- Reducing virgin plastics in packaging
- 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 three-year product roadmap, which includes sustainability as a key element in new product reviews.

**Our mission is to develop sustainable products that minimize environmental impact across all stages, including design, sourcing, manufacturing, packaging, distribution, and the consumer lifecycle.**

**Javier Andrade-Marin**  
President, Home and Garden





## New Product Development (“NPD”)

We evaluate opportunities to implement new materials, packaging and manufacturing processes to reduce environmental impacts, extend the life of our products, and minimize product returns.

First and foremost, we want to develop products that meet our customers’ quality and functional needs and expectations. We use consumer insights as an input for new product design to improve customer satisfac-

tion, extend product life, and prioritize sustainability. Our NPD teams embed sustainability attributes into their internal processes when developing ideas from concept through manufacturing and beyond.

As an example, our NPD teams make informed design decisions to support alternative and more sustainable material choices for products and packaging.

We are committed to making design decisions that prioritize sustainability and product life-cycle to ensure our products are long-lasting and meet consumer demands, such as the use of post-industrial recycled content, which not only reduces the use of virgin plastic, but also minimizes production waste.





## 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 research, 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 representa-

tives to track regulatory revisions, prepare for future regulatory requirements (such as the EPA with per- and polyfluoroalkyl substances), 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. Through digital marketing and social media we are able to provide information to guide consumers on how to safely use our products in accordance with the labels, instructions, and appropriate precautions, while boosting consumer engagement.



## Enhanced Packaging Design

Packaging is a big deal and we take it very seriously at Spectrum Brands! Our packaging goes through a rigorous and highly engineered process to protect products during transport. Designed with branding and an attractive shelf appeal in mind, we aim to provide our consumers with a real-time glimpse into our products and easy to read details. These are all well and good, but what our packaging engineers are most passionate about is minimizing environmental impact. By incorporating innovative techniques to enhance recycling opportunities—such as engineering our packaging from recycled content and/or post-consumer materials—this shift to more recyclable materials reduces waste, energy, and plastic consumption, while also conserving natural resources.

### Demonstrating Success Home and Personal Care (HPC)

Our HPC business uses paper-based packaging with fiberboard consisting of over 50% recycled content.

We use lower impact alternatives in our printing processes, such as non-petroleum-based inks. We have eliminated the use of PVC and black plastics from the development of packaging components as well as the use of EPS (expanded polystyrene) from all packaging components being developed in our European markets. Additionally, we have removed polybags from more than 80% of our product lines in Europe and continue to expand the effort to eliminate plastic bags globally.

## Refillable Packaging

We understand the value of home recycling by reusing product packaging multiple times before disposal. As our cross-functional teams continue to develop new products, we are committed to expanding and incorporating more refillable options.

Examples of reducing waste of plastics are companywide, for instance, in our Global Pet Care (“GPC”) business, 35% of the Nature’s Miracle brand portfolio have refillable options. Within our Home & Garden (“H&G”) business, 10% of the Spectracide brand portfolio is offered in concentrated and/or refillable bottles.



# Case Study

## Product Takeback and Recycling

We strive to extend the life cycle of our products. Occasionally, product’s packaging may be damaged in transit or may be returned by a customer. Instead of sending these items to a landfill, we prioritize giving them a second life. In most cases, we refurbish and resell or donate these returned products. When these options are not feasible, we recycle the returned product to reduce as much waste as possible.

For example, in FY23, we inspected, reused, refurbished, or recycled 83% of returned personal care products and approximately 85% of returned small home appliances.



# Case Study

## Satisfry Air Fryers: Electricity Reduction

Within Europe, our Russell Hobbs brand has made substantial innovations in reducing the amount of electricity used by its “Satisfry Air Fryers”. Compared to a conventional electric oven, five of our Russell Hobbs Air Fryers save approximately 40% - 50% of the amount of electricity to cook the same amount of food. Each has received the third-party Green Circle Certification for Energy Savings and has obtained the Amazon Climate Pledge Friendly Badge.

These products help reduce consumers’ energy usage and contribute to lower emissions, further demonstrating our dedication to design and manufacture products that prioritize sustainability and reduce our product energy consumption.





# Case Study

## FURminator deShedding Shampoo Pouch

Our GPC business continues to advance in packaging and sustainability. A great example is our FURminator deShedding Pouch, which, compared to the former packaging, uses 66% less plastic and has earned the Amazon ISTA 6 certification, eliminating the need for plastic wrap for E-commerce shipping.

The new shampoo pouch is curbside recyclable where flexible plastics are accepted<sup>1</sup>. Not only does the new innovative design use less plastic and packaging, pet owners can easily squeeze and scrub with less mess. Its durable, self-sealing top prevents leaks when dropped and stays inflated until the last drop, making bath time more simple, fun, and efficient.



<sup>1</sup> Not recyclable in all communities. Please check locally.



# Case Study

## Small Changes Make a Big Difference

Tray optimization, freight reduction, and the removal of paper can have direct impacts on our carbon footprint. Our packaging engineering team has reduced the size of 45 SKUs by folding our pet treat bags under the half-slotted container (“HSC”). This does not affect the shelf appearance of the product as the bag will pop up once the HSC is removed. This minor change positively improves the shipping load capacity, reducing emissions through more efficient transportation and distribution while minimizing the amount of corrugate needed for packaging.



## Case Study

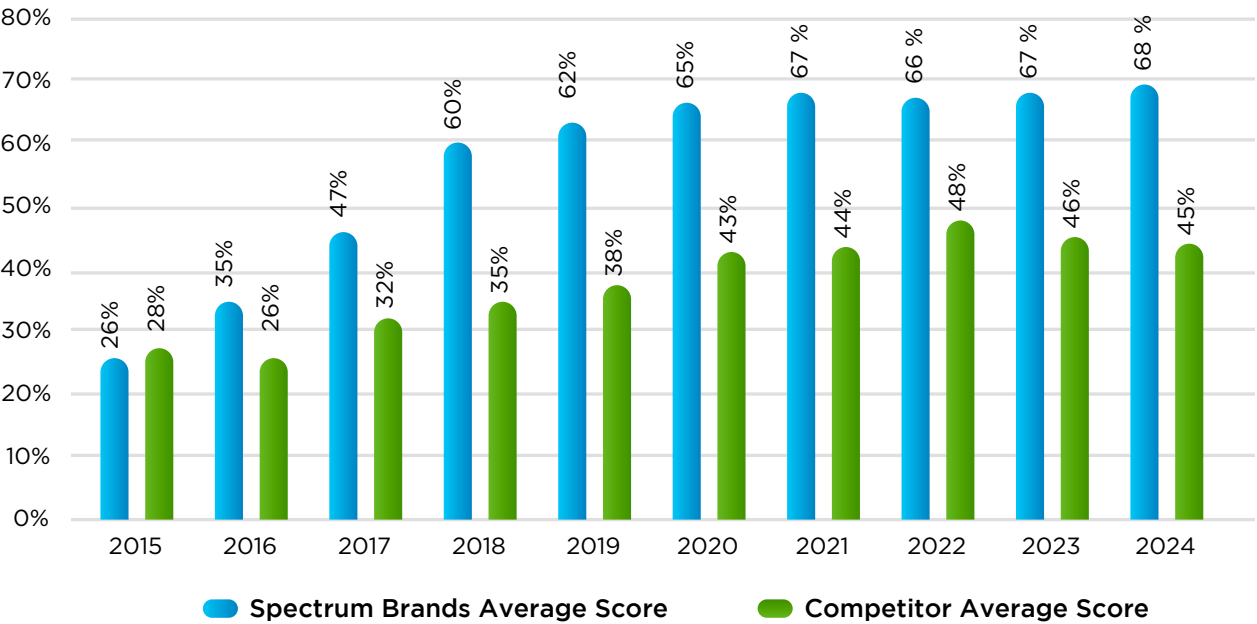
### Home and Garden (H&G) Garden Safe® Brand

Organic gardeners know it's as much about how you grow as what you grow. Our Garden Safe® Brand products are made for growers who prefer to control weeds, pests and diseases with mindful or organic solutions that fit their lifestyles. Through the use of traditional synthetic fertilizers or pesticides, such as neem oil, insecticidal soap, or silicon dioxide, nearly all Garden Safe® products meet the United States Department of Agriculture's National Organic Program standards and the Environmental Protection Agency's regulatory and registration requirements for organic gardening. Garden Safe® Brand gardening solutions are available to help organic gardeners keep their flowers, fruits and vegetables thriving.



## Spectrum Brands WMSI/THESIS Score (2015-2024)

The graph below displays Spectrum Brands’ average score compared to our competitors with the average product category score from 2015 to 2024.



We outperform the average competitor product category scores by 23 percentage points.

## Sustainability Index Results

To measure our progress in creating sourced products that use fewer resources and have a lower carbon footprint, we use The Sustainability Insight System (THESIS) Index. THESIS is a performance assessment system that equips retailers, manufacturers, and suppliers to benchmark, quantify, and take action on critical sustainability issues within their consumer product supply chains.

Through THESIS, we track and report sustainability attributes of products and our progress towards product sustainability goals, which then benchmarks the sustainability performance of our products against peers. THESIS also provides a key engagement point with our suppliers. For example, in 2024, we surveyed nearly 600 tier 1 - 3 suppliers associated with over 900 SKUs to get the data we needed to respond to the THESIS survey.

We are in the top five ranking for all five categories we reported into and scored 100% on 35% of the key performance indicators (KPIs).

We have consistently improved our performance on THESIS and outperformed the average product category scores by 23%.



# 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, and, as such, 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.

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.





# Sustainable Operations

With dozens of corporate and manufacturing sites across the globe, we have strong top management support, skilled EHS professionals, and well-trained employees to ensure our operations run safely and comply with local, state, and federal regulations. Supported by our Company's EHS Management System, which incorporates elements of ISO 14001, our teams work continuously to identify opportunities to use less energy and natural resources, conserve water, and generate less waste.



# Energy and Carbon

Our goal is to reduce our carbon footprint (Scope 1 and 2 location-based emissions) **by 3% per year** on a per revenue basis. When comparing Scope 1 & 2 emissions from FY20 to FY23 we reduced our intensity emissions by nearly 7%.<sup>1</sup>

Our Energy and Greenhouse Gas Emissions Policy memorialize our commitment to the protection of the environment, preservation of natural resources, and the effective management and reduction of energy and GHGs.

We recognize the growing concerns related to climate change and we are committed to addressing the challenges for the health of the planet. As such, we continually investigate and review opportunities to reduce the environmental impacts and carbon footprint associated with the company's day-to-day operations and products.

At our manufacturing facilities and offices, we regularly implement energy efficiency projects to reduce our energy usage and operational carbon emissions and limit our environmental impact. Additionally, we are actively evaluating setting a Science Based Target ("SBT") and Net Zero Commitment to put us on a path to adhere to the target of the Paris Climate Agreement, limiting global warming to 1.5°C above pre-industrial levels.

We are committed to finding energy saving measures within our operations. Currently, one of our manufacturing sites, which accounts for 16% of Spectrum Brands' owned manufacturing sites, is certified to ISO 50001, a globally recognized standard developed for organizations committed to addressing their energy impact, conserving resources, and improving the bottom line through efficient energy management.

<sup>1</sup> As part of Spectrum Brands' strategic divestiture and acquisitions, new product development, and third-party suppliers, we have transitioned away from energy intensive industries, resulting in a lower carbon footprint.

Even at our sites that are not ISO 50001 certified, we have implemented several energy efficiency measures within our buildings and throughout our production processes, such as:

- Installed energy efficient motor drives;
- Converted to LED lighting at multiple sites;
- Improved factory generation and consumption of compressed air and motor improvements;
- Converted most of our propane powered forklifts to electric;
- Optimized boilers and implemented energy control systems;
- Reduced and re-used water where possible; and
- Updated and replaced inefficient machines and equipment.

For example, in FY24, we implemented a rooftop solar project at our manufacturing facility in Melle, Germany, which is expected to generate nearly 400,000 kWh of electricity annually.

Further, in FY22 and FY23, we successfully completed energy efficiency projects resulting in 514,000 kWh in electricity savings. We will continue to assess additional energy efficiency and renewable energy opportunities for our sites to drive down our carbon footprint.

Reducing our non-renewable energy consumption is a key focus of Spectrum Brands. In this vein, we are actively performing a renewable energy opportunity assessment to evaluate opportunities to transition from non-renewable to renewable sources. Additionally, we hold biannual meetings with facility leaders to discuss current and future energy-related projects to reduce our emissions and environmental impact. An example of one of these projects is the transition from propane (non-renewable) to renewable-sourced electric powered forklifts.

# Spectrum Brands Direct Operations Energy Reductions

When comparing FY20 to FY23, Spectrum Brands’ direct operations saw an 18% decrease in energy consumption when normalized for revenue.<sup>1</sup>

<sup>1</sup> This is only for Spectrum Brands’ direct operations. It is not a representation of our Scope 1 and 2 emissions.

Energy Conservation Metrics FY23		Amount	Unit
Total amount of energy conserved through energy conservation programs		1,296,657	kWh
Total investment in energy conservation programs		\$770,726	US Dollar
Total savings achieved as a result of energy conservation programs		\$396,644	US Dollar
Regional breakdown of energy conserved	North America*	800,157	kWh
	Latin America	0	kWh
	Europe*	496,500	kWh
	Asia-Pacific	0	kWh

Note: Projects were implemented in either FY23 or FY24.

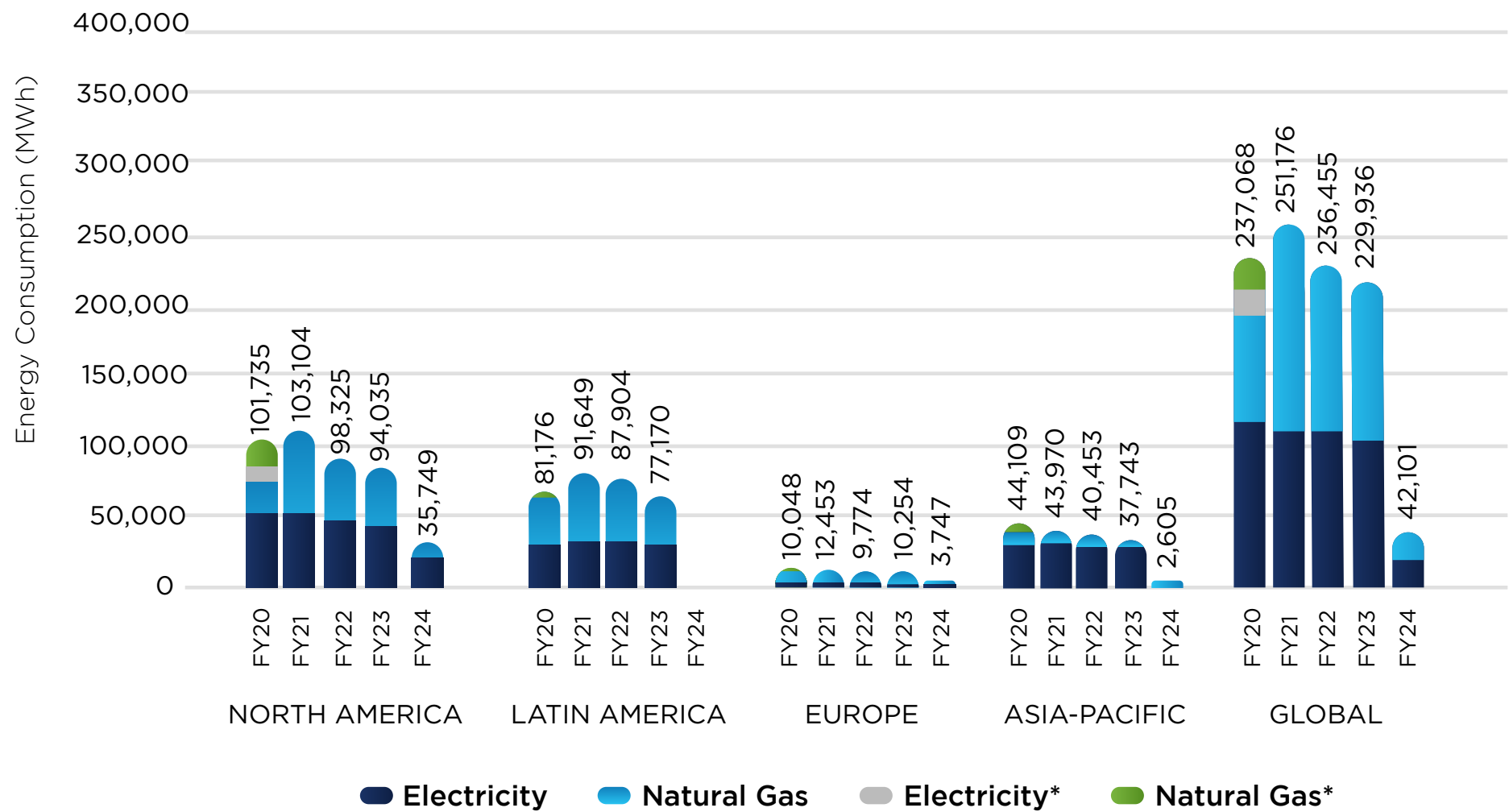
\*North American Project estimated annual energy reduction savings were converted from gallons of propane to kWh for the purposes of this chart.

\*European Project estimated annual energy reduction savings were converted from gas savings in kilowatts over the duration of the project to kWh for the purposes of this informational chart.



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

The graph below displays Spectrum Brands’ electricity and natural gas consumption in MWh by region for FY20-FY24.



<sup>1</sup> Note on Unadjusted: FY20 to FY23 data reflect the FY20 structure of Spectrum Brands prior to the FY23 divestment of our former HHI business.  
\* Consumption associated with additional locations not captured in previous years due to data availability.



## Supply Chain Engagement on Energy and Greenhouse Gas Emissions Improvements

Spectrum Brands regularly engages our suppliers on climate-related risks and opportunities, as we collect climate change and carbon information at least annually from suppliers to better understand their behavior and encourage emissions reductions. Supplier engagement is critical in this area to be successful and is measured by high response rates to our supplier surveys, which has enabled us to improve performance of our THESIS assessment, surpassing many peers. The intent of surveying suppliers is to extend beyond simply collecting data, and, instead, focus on increasing awareness. To educate our suppliers, we engage in regular dialogue on good sustainability practices and provide educational materials outlining the importance of evaluating, reporting, and improving on sustainability-related impacts.

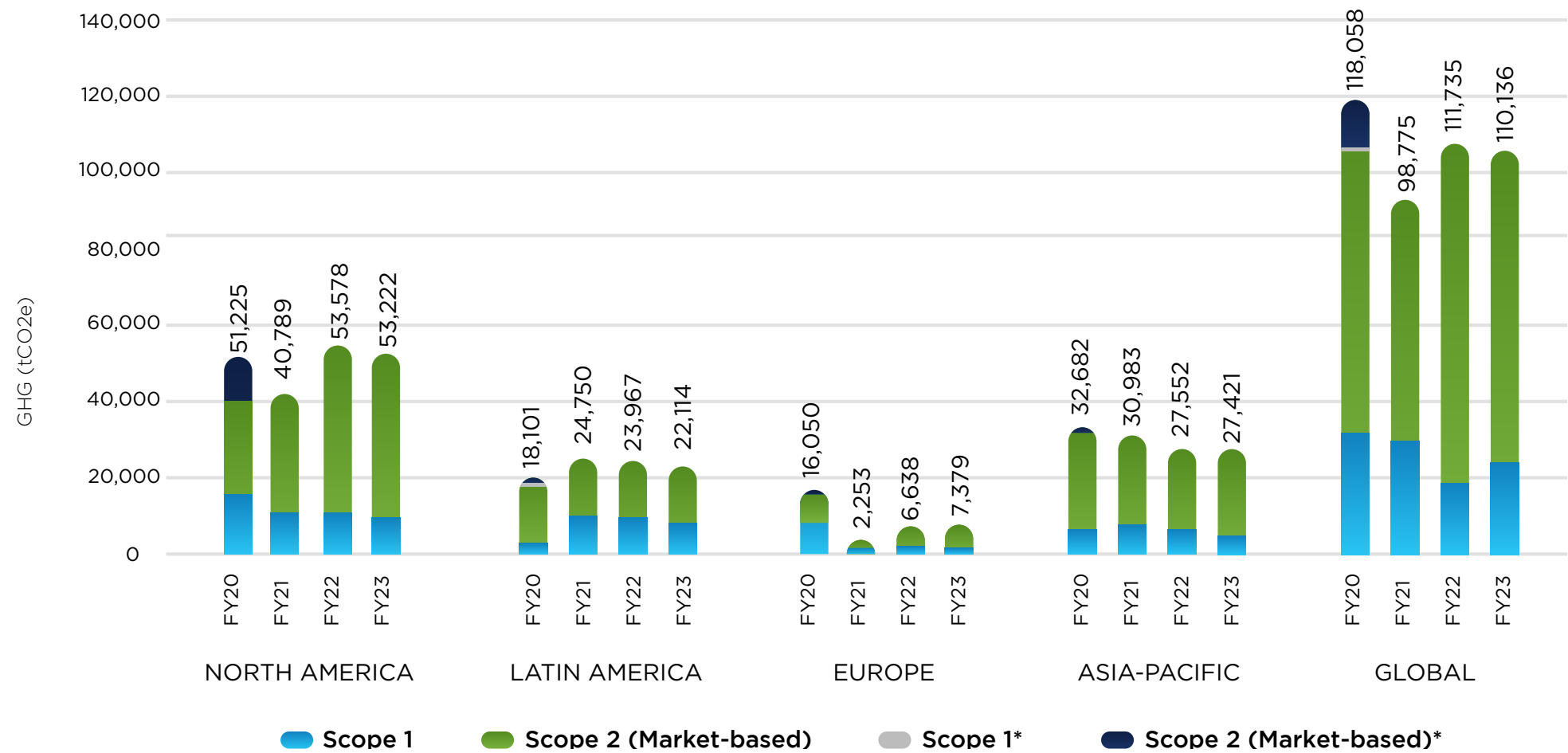
We also encourage our suppliers to deploy energy-efficient processes and implement renewable energy at their sites. Additionally, we have begun calculating our full Scope 3 GHG inventory to understand where our emissions are concentrated. We anticipate building on our existing supplier outreach and engagement to further prioritize the reduction of Scope 3 emissions.

- We purchase nearly 350,000 kWh of green (hydropower) electricity to run our Melle, Germany plant.
- We are a Walmart Gigaton participant and have achieved GigaGuru status for the past seven years!



## 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 FY20 through FY23.



<sup>1</sup> Note on Unadjusted: The data reflects the organization prior to the FY23 HHI divestiture. FY20-FY23 data underwent 3rd party review and received limited assurance 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.

### Scope 3 Greenhouse Gas (GHG) Emissions

The table below displays Spectrum Brands’ Scope 3 greenhouse gas emissions in metric tons carbon dioxide equivalent (tCO2e) for FY22-FY23. This data includes Scope 3 emissions associated with HHI prior to divestment in FY23. Scope 3 data received limited assurance by Trinity Consultants.

Scope 3 Category	FY22	FY23
<b>1. Purchase Goods and Services</b>	<b>1,173,830</b>	<b>1,437,644</b>
Purchased goods and services (direct emissions upload)	1,173,830	1,437,644
<b>2. Capital Goods</b>	<b>17,475</b>	<b>11,250</b>
Capital goods (direct emissions upload)	17,475	11,250
<b>3. Fuel-and Energy-Related Activities</b>	<b>32,394</b>	<b>24,356</b>
Liquid fuel activities	1	2
Natural gas	4,176	3,444
Electricity (non-renewable)	27,721	20,485
Gaseous fuel activities	496	425
<b>4. Upstream Transportation and Distribution</b>	<b>Not calculated</b>	<b>211,383</b>
Upstream transportation and distribution (direct emissions upload)	Not calculated	211,383
<b>5. Waste Generated in Operations</b>	<b>3,692</b>	<b>4,245</b>
Waste activities (US EPA)	3,692	4,245
<b>6. Business Travel</b>	<b>2,688</b>	<b>1,757</b>
Business Travel	2,688	1,757
<b>7. Employee Commuting</b>	<b>19,274</b>	<b>26,721</b>
Employee Commuting (Direct Emissions Upload)	19,274	26,721
<b>Total</b>	<b>1,249,354</b>	<b>1,717,356</b>



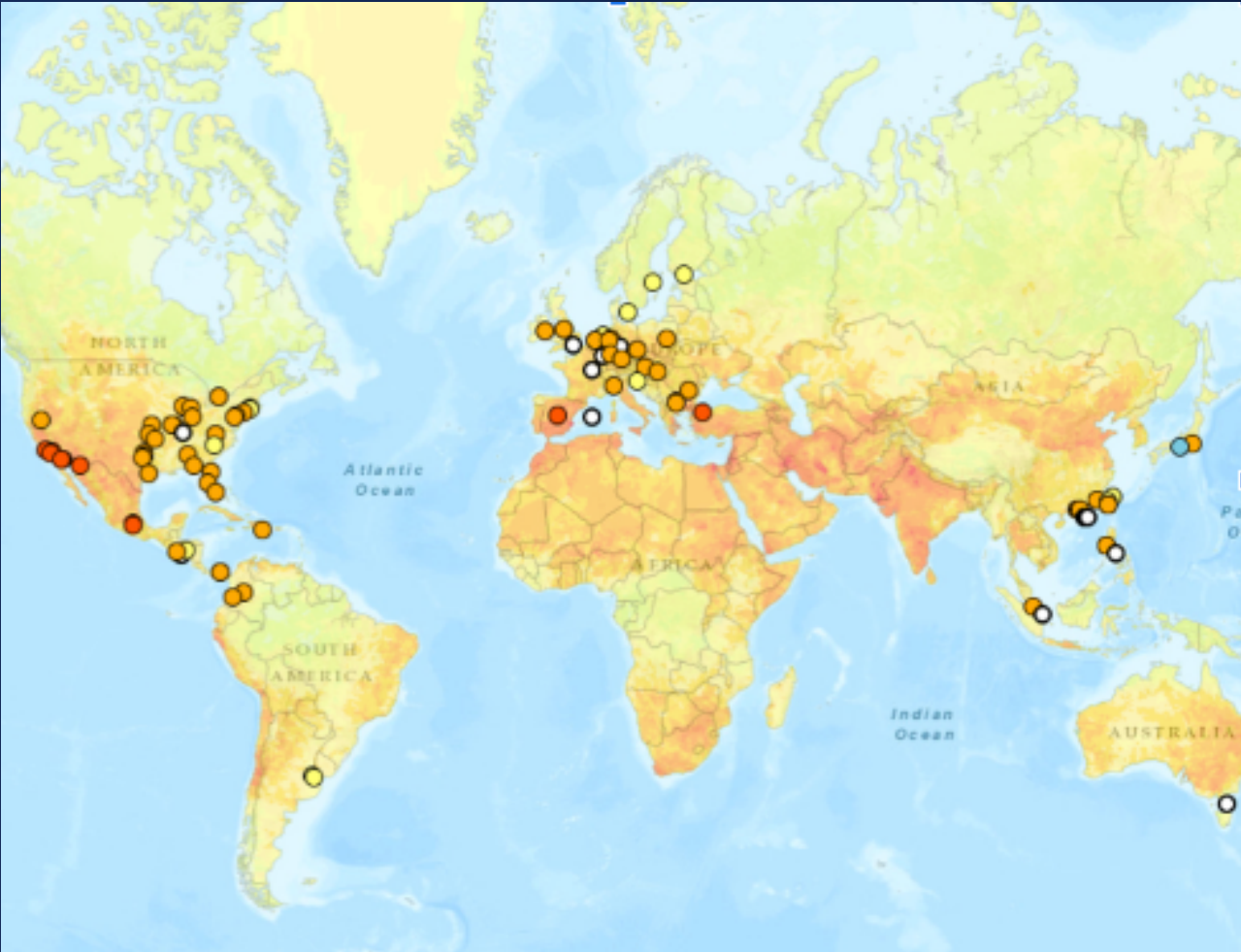
## Water

### Water Risk Assessment

In 2024, we performed a Water Risk Assessment to identify, assess, and prioritize water-related dependencies and risks. To perform this assessment, we used the World Wildlife Fund Water Risk Filter and World Resources Institute Aqueduct Water Risk Atlas tools. Of the 130 Spectrum Brands offices, manufacturing, and distribution centers analyzed, only seven (7) locations were identified as high priority locations in terms of our water risk mitigation efforts based on the employed methodology.<sup>1</sup> As part of the biannual meetings to discuss energy, water, and waste projects, the locations identified as “high priority” will be prioritized to evaluate on projects to alleviate our water risk. Please see our 2024 Water CDP for more information.

<sup>1</sup> EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) per location square footage greater than average.

### Water Risk Assessment Results Spectrum Brands Site Locations



Source – WWF Water Risk Filter 2021



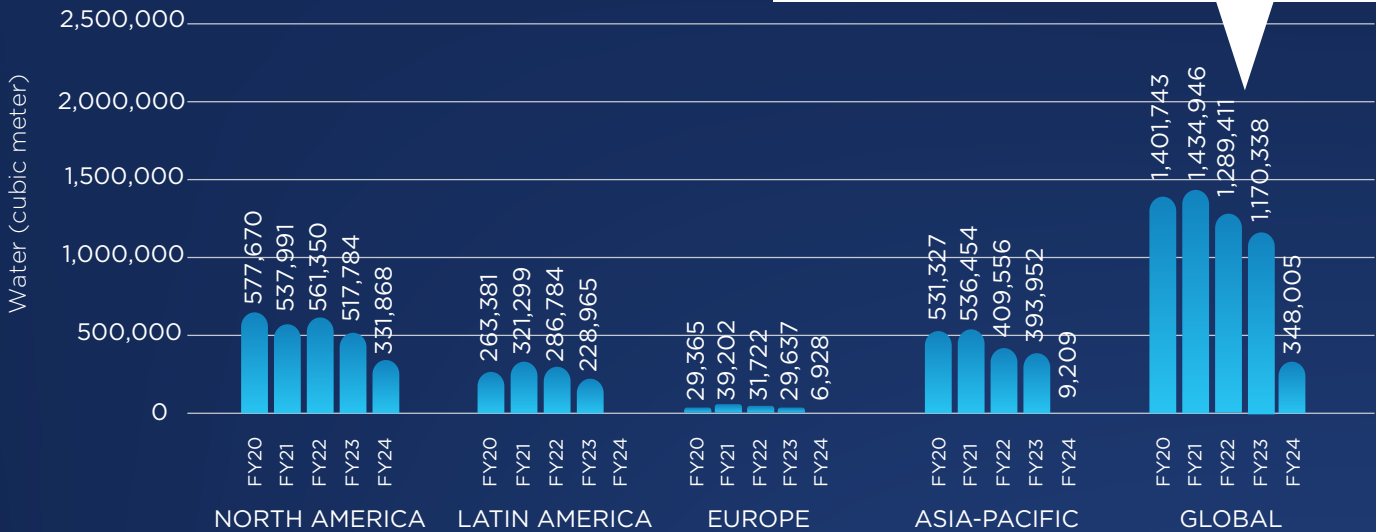
## Case Study

### Water Reductions in Action

Our GloFish facility in Riverview, Florida reclaims up to 140,000 gallons of water per day through the use of a reclamation pump that moves water into a large retention pond at the highest elevation point of our property for future use. From that pond, water seeps into the ground, elevating the level of the surface aquifer and slowing down the drainage of ponds with fish. The reclaimed water is filtered and treated with ozone to remove bacteria and parasites and to oxidize a portion of dissolved organic material.

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

Globally since FY20, SPB has reduced its Water Withdrawal **by 75%** through strategic divestments and environmental activities.



<sup>1</sup>Note on Unadjusted: FY20 to FY23 data reflect the FY23 structure of Spectrum Brands prior to the FY23 HHI divestment.



## Waste

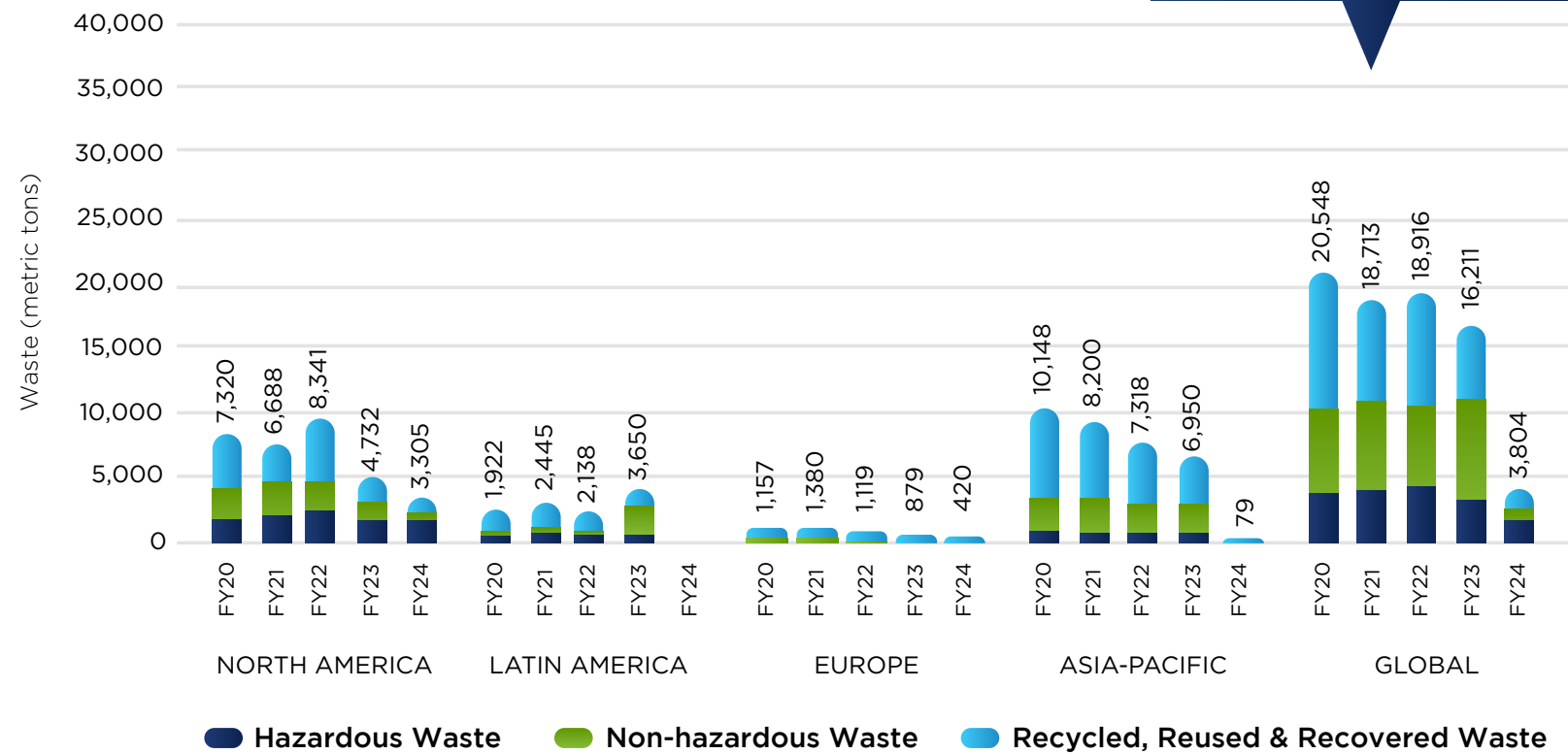
We understand that our world has limited natural resources, and, as such, we work hard to preserve resources, eliminate waste, and build our high-quality products through efficient operations. Cutting waste and operating efficiently means managing the footprint of our natural resources, whether it is in the reduction of raw materials used to make products or packaging, identifying means to minimize waste, finding new mechanisms to recycle and reuse, and/or updating our efforts and practices to comply with the evolving laws and regulations on electronic waste disposal. Waste elimination and enhanced recycling is paramount to running our operations and manufacturing facilities efficiently. For example, in FY23, Spectrum Brands recycled, reused or recovered nearly 7,700 mT of our manufacturing waste. **This contributed to our goal to reduce hazardous and non-hazardous waste generation by 3% year-over-year.**

When comparing FY20 to FY23, Spectrum Brands' direct operations saw a 13% decrease in hazardous waste generation when normalized for revenue.



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

Globally since FY20, SPB has reduced its total **waste produced by 81%**, including a **51% reduction of hazardous waste** through strategic divestments and environmental activities.



<sup>1</sup> Note on Unadjusted: FY20 to FY23 data reflect the FY23 structure of Spectrum Brands prior to the FY23 divestment.

## Case Study

### Melle Hydroelectric

Our Melle, Germany operation has made substantial investments in renewable energy, including the use of hydroelectric power since 2010. In FY23, 350,000 kWh of low-carbon energy was derived from hydroelectric power. This is equivalent to the annual electricity use of 28 homes!

Source:  
[www.epa.gov/energy/greenhouse-gas-equivalencies-calculator](http://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator)



# Case Study

## Melle Solar

Our Melle, Germany facility completed a new solar energy project featuring 1,200 solar panels which is set to generate an impressive 400,000 kWh of electricity annually, equivalent to burning 307,960 pounds of coal. This initiative not only promotes clean energy but also leverages net metering, allowing excess power to be fed back into the grid. By doing so, it supports a sustainable energy future and enables our facility to operate on clean energy.



# Case Study

## Tree Planting

In collaboration with Bosques Sostenibles, in February 2025, the HPC Southwest Europe team planted 125 trees to help restore a section of forest that burned as the result of natural wildfires. The work was not only enjoyable but also significantly reduced their collective carbon footprint. Their hands-on contribution to the environment was more than just a gesture, it was a tangible step towards HPC's ongoing commitment to Environmental Social Responsibility.

## Compliance Activities

### Per and Polyfluoroalkyl Substances (“PFAS”)

PFAS, referred to in the popular press as “forever chemicals”, is a group of thousands of substances widely used in many industries. Due to growing awareness of health and environmental concerns, PFAS are facing increased scrutiny worldwide. In-force and proposed measures set restrictions or requirements on PFAS use in some jurisdictions, including upcoming reporting requirements under Section 8(a)(7) of the Environmental Protection Agency’s Toxic Substances Control Act. Through a widely recognized third-party, Spectrum Brands is actively engaging our suppliers to better understand where these substances are found and, if found, whether they are intentionally added to the products, parts, components, and formulations supplied to Spectrum Brands. If PFAS are found to be in our products, we work diligently to replace the PFAS with an identified non-PFAS alternative that does not fall under the definition of PFAS.

### Extended Producer Responsibility (“EPR”) Packaging

Packaging EPR is a legislative policy approach that makes producers, such as Spectrum Brands, responsible for the disposal of product packaging, shifting the onus from taxpayers to producers. Spectrum Brands is committed to complying with the necessary regional regulations that govern our product packaging. In doing so, we have further built out our packaging specifications and data systems to better capture the required data for effective reporting, in addition to ecomodulation and source reduction efforts. We recognize the impact that product packaging has on waste streams and the environment, and we are doing our part to ensure new and existing packaging is designed to use more recyclable materials that contribute to the circularity of packaging materials.

### Post-Consumer Recycled Content (“PCR”)

PCR refers to the materials that have been used and discarded by consumers, such as plastic bottles. The use of PCR in our products helps reduce waste in landfills and promotes a circular economy. Spectrum Brands recognizes the importance of using recycled materials in our product packaging to prevent the sourcing of virgin materials and to decrease waste generation. We use PCR in select product packaging where the type of packaging material used does not impact the functionality of the product. In doing so, we exceed minimum PCR requirements in regions where PCR is required.





## Chemicals in Our Products

Our customers' safety is our top priority, and, as such, we have controls in place to comply with the required standards and provide products free from potential and/or recognized hazards and hazardous substances. We regularly review our product designs, ingredients, and formulations to ensure we comply with the applicable product requirements and engage third-party support to further verify compliance with existing regulations. We comply with all necessary chemical regulations, including, among others, the Environmental Protection Agency's ("EPA") Toxic Substances Control Act ("TSCA"), the Canadian Consumer Chemicals and Containers Regulations, the European Union's Registration, Evaluation and Authorization of Chemicals, and the Restriction of Hazardous Substances Directive. We closely track and identify future regulations and their impact on our products and formulations so that we remain compliant.



## Governmental Sustainability Reporting

### European Union Corporate Sustainability Reporting Directive (“CSRD”)

Spectrum Brands is actively engaged with several best-in-class consultants to prepare for upcoming CSRD reporting. In doing so, we’ve performed a double materiality assessment, indicating where additional quantitative and qualitative data needs to be collected. We recognize the importance of transparency regarding sustainability reporting and are diligently working to collect the necessary information needed to file our report.

### California SB 253 and 261

Climate-related legislation in California requires companies exceeding \$1 billion in annual revenues to disclose their Scope 1, 2, and 3 greenhouse gas emissions, report their climate-related financial risk, and report the measures they are taking to mitigate and adapt to such risks.

Consistent with our efforts to gather and disclose additional Scope 3 data, we are actively preparing our full Scope 1, 2, and 3 greenhouse gas emissions data and necessary climate-related financial risks for upcoming reporting. In doing so,

we have updated, and will continue to update, our Enterprise Risk Management process to account for potential climate-related financial risks, such as suppliers who are unwilling to align or inadequately aligning with our expectations or sustainability-related laws and requirements. To address such a risk, we anticipate additional supplier engagement to ensure suppliers are aligning with our needs and proactively addressing sustainability concerns.

### European Union Deforestation Regulation (“EUDR”)

The EUDR aims to prevent products linked to deforestation and forest degradation from entering the European Union market. The regulation is not anticipated to take effect until December 30, 2025. Spectrum Brands is preparing to comply with the EUDR through several actions related to the sourcing of our forest-derived raw materials. This includes engaging with our suppliers to better understand and track where these materials are sourced and developing plans to ensure our activities are not further contributing to deforestation and forest degradation.

## 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 and our Human Rights Policy.

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. As part of our supply chain program, we regularly initiate social accountability audits and/or reviews on new and continuing suppliers 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.



## Supplier Code of Conduct

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.

**“The collaboration, focus, and determination of this team highlights we are living the Supply Chain mission of feverishly fighting to exceed our KPIs every hour of every day with integrity and respect.”**

**- Chad Conner**  
**Division Vice President, Supply Chain Planning**

## Social Impact

Treating people with fairness, dignity and respect and operating ethically in our supply chain are part of our core values. We demonstrate these deep beliefs in the way we treat our employees and our expectations and requirements for those with whom we do business. We work with our third-party factories and licensees to ensure all products are manufactured in safe and healthy environments and the human rights of workers in our supply chain are being respected. We are committed to ensuring our suppliers do not use forced labor and utilize the Amfori BSCI audit framework to evaluate our suppliers. To these ends, we evaluate all suppliers who provide materials, products or services to Spec-

trum Brands and expect them to abide by our Supplier Code of Conduct, uphold our Code of Business Conduct and Ethics and comply with our Human Rights Policy and Conflict Minerals Policy.

Spectrum Brands also regularly audits our suppliers to ensure they are being good actors and behaving in accordance with our SCOC and policies. Since 2022, we have performed approximately 250 social accountability audits. In cases where corrective action plans were applied, expectations and remediation timelines were set and involved a thorough review of relevant documents and evidence to ensure the follow through to completion was successfully achieved.



## Environmental Impact

As a company who uses third-party suppliers to manufacture many of our products, we understand that Spectrum Brands' environmental impact is not limited to just what we do internally. Instead, in order to make lasting environmental change and improvements, we must work with our suppliers to monitor and manage a range of environmental impacts, such as energy usage, 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, and lower environmental impacts created through manufacturing and transporting our products.

Such supply chain efforts include regularly engaging our supply chain on their sustainability and environmental performance through the annual THESIS assessment. Although we have not identified any material negative environmental impacts in our supply chain, we are taking proactive measures to identify and remediate potential concerns such as PFAS.

As we focus on the environmental impact of our entire supply chain, we have expanded the collection of Scope 3 emissions data involving our suppliers. To date, we have collected Scope 3 data in the following areas, and we anticipate expanding our efforts to include more Scope 3 categories in the coming years:

- Purchased Goods and Services
- Capital Goods
- Fuel- and Energy-Related Activities (location-based)
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Business Travel
- Employee Commuting







## 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 (the “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.

Consistent with our efforts to be a good global, corporate citizen and protect all individuals within our supply chain, we recognize the importance of ensuring our products do not contain conflict minerals. 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 requires approval of our Executive Vice President, General Counsel and Corporate Secretary.

On an annual basis, the Conflict Minerals team works with applicable suppliers to perform due diligence to determine the potential for conflict minerals in our 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. In the event our diligence discovers that one of our suppliers uses conflict minerals from a questionable source, we will take quick action to pause all activities with the provider in question and identify alternative, sustainable providers. For more information on our conflict minerals due diligence process, see our [Conflict Minerals Policy](#).

## Case Study

### Small Farmers

As a global company with approximately 3,100 employees across 35 countries, we recognize that many of our partners are a fraction of our size and do not enjoy the same resources we have. These smaller partners are often less able to endure economic challenges and need contractual and financial terms that are more favorable than our other, larger partners.

An example of this is our local farmers who provide us the seeds, grain, and corn used in our Wild Harvest brand, which provides advanced nutrition for birds and small animals.

For these small farmers, Spectrum Brands has adjusted our payment terms to ensure these farmers receive payment on an accelerated basis. Additionally, as many of these local farmers have been long-standing partners, we will work with them in times of drought, crop loss, and other factors that may have contributed to a low yield.

In these situations, we will often:

- (i) purchase other farm products from these farmers to help keep them whole.
- (ii) make multi-year purchase commitments to provide our partners additional economic security in this time of need.

Ultimately, this is a win-win, as Spectrum Brands continues to maintain the same trusted partners who understand our business and provide best-in-class farm products, and our farmer partners who are able to successfully operate during challenging periods.





# Sustainable Communities

Our employees across the globe are our greatest asset. 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.

**“Spectrum Brands promotes mental health awareness through workshops and our employee assistance program for full-time U.S. employees and their household members on mental well-being and stress management. We also provide our employees the opportunity to complete a confidential survey where a personalized report is generated that recommends care options, guidance for support, access to a licensed clinician and self-guided resources. We foster an open and inclusive culture where employees feel comfortable discussing mental health issues without stigma.”**



**Shawn Simmons**  
**Senior Vice President**  
**- Global Human Resources**



## Human Rights

Treating people with fairness, dignity and respect, and operating ethically in our operations and supply chain are part of our core values. We demonstrate these deep beliefs in the way we treat our employees and in the expectations and requirements we have of those with whom we do business. We work with our third-party factories and licensees to ensure all products are manufactured in safe and healthy environments and the human rights of workers in our supply chain are being respected. To these ends, we review all suppliers who provide materials, products or services to Spectrum Brands and expect them to abide by our Supplier Code of Conduct, uphold our Code of Business Conduct and Ethics and comply with our Human Rights Policy and Conflict Minerals Policy.

Our policies and practices are consistent, and in many ways aligned, with the principles expressed in the: (i) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights; (ii) the International Labour Organization's Declaration on Fundamental Principles and Rights at Work; (iii) the European Human Rights Convention; (iv) the Organization for Economic Cooperation and Development for Multinational Enterprises; (v) the International Covenant on Economic, Social, and Cultural Rights; (vi) the International Covenant on Civil and Political Rights; and (vii) applicable human rights, equal employment, and equal treatment laws. We also adhere to all applicable laws, rules, and regulations related to human rights, equal employment, and equal treatment in all jurisdictions we operate.





**1 Reasonable Accommodations:** In the event an employee is handicapped or disabled and needs a reasonable accommodation to perform the essential functions of their job, Spectrum Brands engages in an interactive process with the employee to determine what reasonable accommodations, including extended job protected leave, may be provided.

**2 No Child Labor:** Spectrum Brands unequivocally and strictly prohibits the use of child labor in our operations and within our supply chain. Spectrum Brands employs workers only if they meet the applicable minimum legal age requirements under local laws, and requires our suppliers and vendors to meet the same standard.

**3 No Forced Labor:** Spectrum Brands unequivocally and strictly prohibits the use of prison, indentured, involuntary, questionable migrant, or forced labor of any kind. Additional information regarding Spectrum Brands' efforts to address and mitigate the risk of human trafficking, forced labor, or modern slavery within our operations and in our supply chain can be found in our Human Rights Policy and our statements and policies related to the California Transparency in Supply Chains Act, the U.K. Modern Slavery Act, the Australian Modern Slavery Act, and similar laws and regulations.

**4 Personal Security:** The personal security of the workers in our operations and supply chain in the workplace is of the utmost importance. Throughout the globe, Spectrum Brands utilizes a number of security factors depending on the applicable facts, including badging requirements, camera monitoring, and, sometimes, security. To the extent we outsource security operations, we hold them to the same expectations as a Spectrum Brands Employee and require them to uphold human rights.

**5 Vulnerable Populations:** Spectrum Brands respects the rights of all vulnerable populations within our operations and supply chain. In locations where a particular minority group (e.g., women) may be subject to additional risk based on local laws or practices, Spectrum Brands:

- Requires our local operations and supply chain to adhere to our Human Rights Policy, Code of Conduct, and other policies and practices, even if they are more stringent or different from local laws.
- Prohibits unlawful discrimination of any kind, and, for at least the past five (5) years, Spectrum Brands has had zero government allegations or findings of alleged discrimination.

**6 Right to Water:** Spectrum Brands acknowledges that the right to sufficient, safe, accessible, and affordable water is unsailable, and we are committed to responsibly and efficiently using water resources and providing access to water to our communities. Indeed, as shown in our 2023 CSR, the right to water has been one of our key priorities, as several of our former facilities operated in water risk areas and we took significant actions to reduce our impact and water usage.

**7 Employee Assistance Program:** The mental health and well-being of our employees is key to our success and a core part of our culture. We understand that life can be stressful. To support the mental health of our employees, we offer an Employee Assistance Program, enabling any employee to contact our vendor to obtain mental health treatment and/or support, as well as a mental health questionnaire.

## Sexual or Other Harassment, Victimization, and Retaliation

Spectrum Brands prohibits the harassment of our employees and workers within our supply chain. In addition to harassment or bullying being unlawful in many jurisdictions we operate, these behaviors often lead to poor employee morale and engagement, higher employee turnover, and inefficient operations. As such, Spectrum Brands has implemented a number of policies, including our global Sexual or Other Harassment Policy, and local policies such as the U.K. Anti-Harassment, Bullying & Victimization Policy.

Spectrum Brands encourages, and, in some instances, requires employees to report all instances of harassing or inappropriate conduct, which can be done through the employee’s manager, Human Resources, or our anonymous and global whistleblower hotline. We maintain a strict anti-retaliation/victimization policy, which strictly prohibits retaliation of any kind against individuals for making a good faith report of suspected misconduct or for participating in an investigation.



## Equitable Compensation Practices

We are committed to treating all of our employees fairly and equally and providing equitable and bias-free compensation practices. Our compensation practices are merit based and we believe we have policies and processes in place to help ensure fair and equitable compensation. We review these practices in order to comply with applicable national, state and local laws.

## Employee Satisfaction

Spectrum Brands monitors employee satisfaction and engagement through annual employee engagement surveys, bi-annual employee performance reviews and evaluations, and informal management roundtables. These efforts gather feedback on various aspects of the workplace, including, among others, job satisfaction, management effectiveness, and work-life balance. The insights gained from these efforts help us identify areas for potential improvement and implement strategies to enhance overall employee well-being and productivity.





## Employee Health and Safety

We continuously strive to maintain our strong safety performance as we continue to operate our business around the globe. Our EHS training program is tailored to anticipated job duties and is designed to promote a workforce that is engaged and empowered to report health and/or safety concerns. We also have a management and EHS team dedicated to EHS excellence and who have continually invested in employee health and safety team who supports and invests in employee safety and the leadership of our skilled and experienced EHS team. The EHS team hosts regular meetings to share information and discuss best practices across plants and provides site training to our employees to promote compliance with applicable safety standards and regulations. Workplace incidents or near misses are reviewed carefully to identify and remediate applicable root causes.

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.

As discussed in our 2023 CSR, we have continued to implement our safety awareness program, EHS Destination Zero. Consistent with our ambitious goal of achieving zero safety incidents or near misses, we have continued to make significant progress towards this goal.

Our EHS program is forward-looking to prevent near misses and incidents from happening before they occur. As such, we focus on leading metrics, such as regular hazard assessments, employee safety reports and concerns, anonymous safety submission boxes, and prompt and detailed post-incident and near miss incident assessments to identify potential learnings.

For example, in FY24, our total recordable incident rate (“TRIR”) and lost time incident rate (“LTIR”) rates decreased 62% (1.47 to 0.56) and 73% (0.52 to 0.14), respectively. This is a significant accomplishment, which demonstrates Spectrum Brands’ commitment to continuously improve our operations and safety practices, enhance employee safety training and awareness, and hold ourselves accountable.

## Employee Health and Safety

Consistent with applicable legal requirements and globally recognized standards (e.g., ISO 14001, OH-SAS 18001, Life Safety Code, and ANSI), we have developed a number of safety policies, procedures, and programs to enable our employees to safely perform their jobs. We regularly audit and update these policies to address new hazards, new operations, and new learnings.

To implement our safety culture, Spectrum Brands provides employees health and safety training on the potential hazards within their workplaces, as well as additional trainings that may be required under local law (e.g., ergonomics, screentime). In the coming year, we intend to implement a new, global EHS training program to further enhance our efforts and elevate the education of our employees on potential hazards.

### Key EHS Policies and Procedures

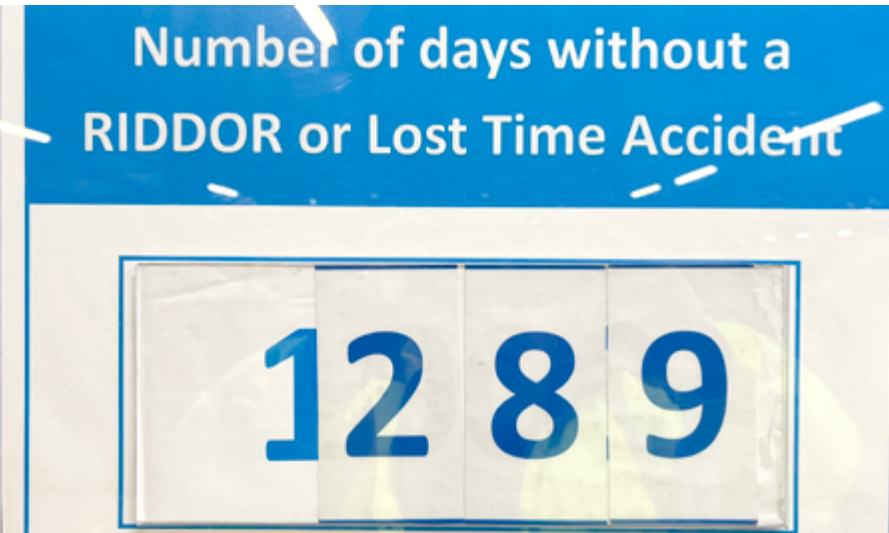
It is not practical to identify all of our EHS policies and procedures in this Sustainability Report. However, some of these policies and procedures applicable to all of our operations include:

- Emergency Action Plans applicable to each facility
- Lockout/Tagout and Machine Guarding
- Hazard Communication
- Process Safety Management
- Risk Assessment and Reduction Procedure
- Workplace Violence and Active Shooter Program
- Safety Culture Development

## EHS Successes

Since our 2023 CSR, we have achieved a number of EHS successes across our facilities globally, including:

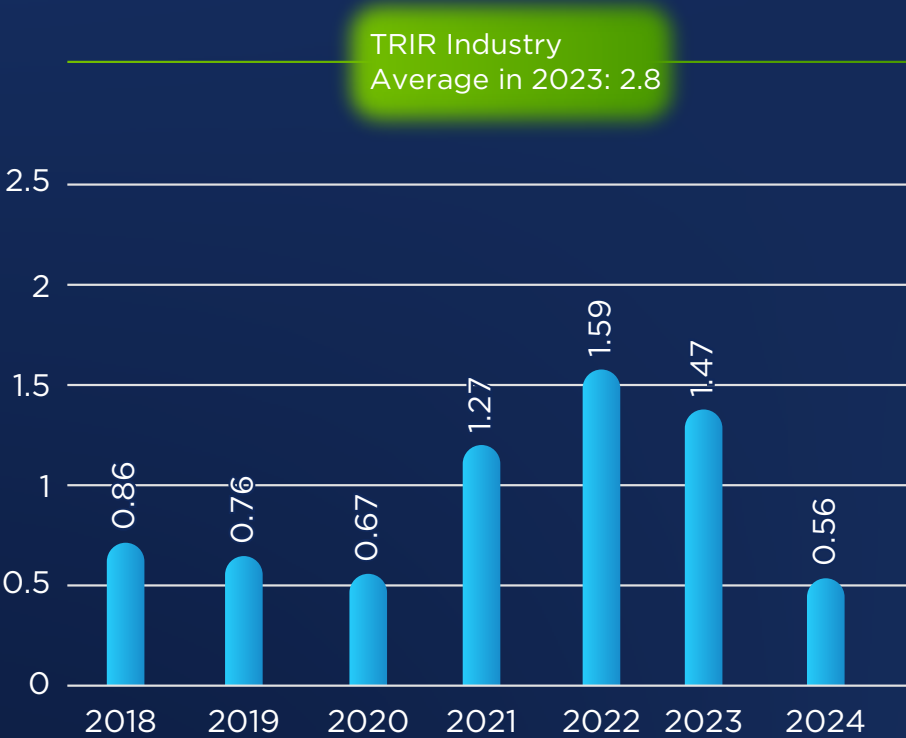
- Increased employee engagement in our corporate safety program, as shown by significant injury reduction and Safety Card submittal.
- FY24 TRIR and LTIR rates were the lowest ever for Spectrum Brands, which was demonstrated by:
  - Achieving two (2) consecutive quarters without a recordable injury in a plant.
  - Working nine (9) of 12 months without a recordable injury in a plant.







**Total Recordable Incident Rate (TRIR)**



**Lost Time Incident Rate (LTIR)**



*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 = # of lost time incidents \* 200,000/# employee hrs. TRIR = # of recordable incidents \* 200,000/# employee hrs.*

## Leading Versus Lagging Indicators

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 near miss incidents and hazard risk assessments. This forward-looking and proactive approach provides the EHS team and employees assurance that we are working to improve our safety performance in the future.

Ultimately, to achieve Destination Zero, we have engaged our approximately 3,100 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, OSHA 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 from safety risks.



Worksite job safety analysis.



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.



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.



Anonymous safety comment boxes where anyone can anonymously report real or potential safety or health concerns.



## Case Study

### EHS Destination Zero Safety Card Program

In 2023, Spectrum Brands launched a Safety Card Program promoting safety awareness and our “EHS Destination Zero” safety culture, which provides our employees an opportunity to identify and report safety hazards, safety suggestions, unsafe acts, and safety conversations. The Safety Card Program not only empowers our employees to voice their concerns without fear of retaliation or retribution, but also enables us to address potential safety and health concerns before a potential hazard exists. The Safety Card Program has been a huge success, as in 2024, our employees submitted 18,238 safety cards – an increase of 256% compared to the previous year. We believe the Safety Card Program was a key factor in the significant reduction of injuries in 2023 and 2024.

## Case Study

### Historical Safety Performance in FY24

As discussed earlier in this Sustainability Report, Spectrum Brands has implemented its EHS Destination Zero program as well as numerous safety awareness programs, such as weekly 5-Minute Safety talks, Safety Topic of the Month, and the Safety Card Program. These efforts proved to be incredibly successful, as Spectrum Brands completed FY24 with historically low levels of injuries and injury rates. Indeed, in FY24, the total number of recordable and lost time injuries (12 and 3, respectively) across our approximately 3,100 employees were the lowest recorded levels in Spectrum Brands’ history. Additionally, the Total Recordable Incident Rate (“TRIR”) of 0.56 and the Lost Time Incident Rate (LTIR) of 0.14 were the lowest recorded levels in Spectrum Brands’ history. Other notable health and safety achievements during FY24 include all manufacturing plants and distribution centers achieving ZERO injuries during 9 out of 12 months, and the highest year-over-year improvement in both TRIR and LTIR (62% & 73% respectively).







## Belonging and Inclusion

Spectrum Brands strives to provide a workplace where our colleagues can feel valued, heard, supported and respected. We are dedicated to bringing greater belonging and inclusion through our focus on community, learning and talent. We want to ensure that every worker included in the Spectrum Brands family can be their authentic selves, have a genuine sense of belonging, and is provided with the essential tools and resources to unlock their full potential. We aim to build an inclusive workplace that reflects the diverse world we live in and positively impacts our colleagues, customers, consumers and communities.

Led by our U.S. Belonging and Inclusion Council, Spectrum Brands has established our “Be In” program, which highlights our commitment to being open minded, making room for feedback and conflict resolution, practicing empathy, and empowering others to share diverse thoughts, opinions and perspectives.

The three pillars of Be In are:

- Be Involved
- Be Informed
- Be Inclusive

We are proud to currently have four (4) employee Inclusion Networks that play an important role in fostering an inclusive workplace for our colleagues. Our Inclusion Networks are voluntary and employee-led, providing a platform for our employees to connect over shared characteristics or life experiences:

### BEGIN

Black Excellence Global Inclusion Network

### MAIN

Military and Auxiliary Inclusion Network

### PRISM

Prism Inclusion Network for LGBTQ+ employees

### WIN

Women Inclusion Network

We embrace and celebrate the unique backgrounds, perspectives and identities of our colleagues.



# Learning and Development

Employee learning and development is critical to Spectrum Brands’ future and sustained success, and is key to high performance, innovation, and an inclusive culture. As global business operations continue to face macro-economic challenges, global unrest, and a significant number of new regulations, Spectrum Brands must continue to learn, evolve, and improve to address these issues head-on with success.

A key component of our learning and development program is hands-on training where experience is gained through active engagement in real work tasks. Although this hands-on approach may result in some initial anxiety and challenges, we have found this technique of learning creates an environment where:

- Employees and managers develop a common understanding of job responsibilities and goals, over which there is an enhanced communication.
- Employees are empowered to “dive in” and be accountable for their job responsibilities, limiting the amount of micro-managing needed.

- Employees are enabled to critically think and problem solve in their core areas.

We offer our current and future leaders mandatory and voluntarily leadership training programs designed to develop trust, enhance communication, and improve team resiliency and effectiveness by equipping our leaders to: (i) navigate difficult conversations to enable our employees and teams to overcome difficult situations and problem solve; (ii) better delegate tasks and projects to team members and, promptly pivot, if the initial delegation is not achieving the desired goal; and (iii) be agile and more adept to lead bespoke, new, and continually changing projects and external demands.

Our training program, and required compliance trainings, are regularly evaluated and, if appropriate, updated based on current and evolving legal, regulatory, and business developments.

**Over 87% completion rate for all employee trainings.**



## Growing Future Leaders

Spectrum Brands is committed to developing our future leaders at every level. Our talent processes start with understanding our current and future talent needs in order 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, and 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 functions, thereby ensuring continuous challenge, engagement, and growth.



## Compliance Trainings

In addition to our compliance policies, a key component of our compliance program is a robust compliance training program where employees are educated on a variety of issues, including, among others, ethical conduct, anti-trust concerns, financial integrity, and/or anti-harassment. Spectrum Brands assigns compliance training courses based on an employee's specific job duties, their geographic location, and the anticipated issues and concerns they may face in their role.

We partner with a leading vendor in the compliance industry to develop a variety of training programs across multiple languages, including the native languages for all Spectrum Brands employees.

The list next to this paragraph identifies our core compliance training courses, which we evaluate, update, and/or supplement on a regular basis to ensure our trainings remain current to the ever-evolving regulatory and risk landscape.

- Cybersecurity Awareness
- Workplace Harassment Prevention
- Ethics & Code of Conduct
- Financial Integrity
- Anti-Trust/Anti-Competition
- Sales Compliance
- Insider Trading
- Data Privacy (GDPR, U.S., and Global)
- Navigating Product Safety Requirements
- HIPAA Privacy and Security



# Community Giving

Our approximately 3,100 employees across 35 countries are not just Spectrum Brands employees – they are also members of their local communities. We take pride in being a valued and trusted member of these communities, and we strive to offer whatever support we can.

We want our employees to feel valued, and we recognize their contributions go far beyond the walls of Spectrum Brands. In years where many of us had to remain physically apart, this became even more essential. This section of the Sustainability Report is designed to recognize and thank our employees who, despite facing these challenges, delivered on our values of trust, accountability, and collaboration to make living better at home.

We appreciate the communities where we live and work. Aligning with the philosophy of servant leadership, this section shares how Spectrum Brands supports causes connected to the brand purpose of our products.



# Case Study

## St. Louis Area Food Bank

The St. Louis Area Food Bank is dedicated to fighting hunger across Missouri and Illinois by supporting local food pantries. Spectrum Brands has been a proud, long-time partner in these efforts. Focusing on hunger relief, SPB volunteers gathered at the St. Louis Area Foodbank in February and packed an incredible 13,417 meals, “enough to feed one person for 12.3 years!” Through this partnership, we are helping communities build resilience, address hunger and reduce food insecurities.

# Case Study

## Makers Market Goodman Center Thanksgiving Basket Middleton, Wisconsin

Remitts, a nonprofit organization dedicated to combating food insecurity through the upcycling of wool sweaters, participated in and did a great job in our Middleton, Wisconsin Makers Market. Remitts demonstrated creative sustainability with their handmade mittens and dryer balls. 100% of the sales went to the River Food Pantry and with \$580 raised from the Spectrum Brands employees, the food pantry’s efforts in supporting those in need was a success.

# Case Study

## Corporate Food Challenge Northwest Arkansas

The Northwest Arkansas Food Bank announced that we secured the top spot in the medium-size category of the Spectrum Brands Corporate Food Challenge. We proudly contributed an impressive 140,814 pounds of food, helping to raise a combined total of over 1.4 million pounds across all donations.

## Case Study

### Military and Auxiliary Inclusion Group (MAIN)

MAIN is dedicated to supporting and enhancing the experience of current and former military personnel and their families within our organization. Our mission is to foster an inclusive community that celebrates military service, promotes professional development, and advocates for the unique needs and contributions of veterans and active-duty members. We strive to connect employees, provide valuable resources, and create opportunities for networking, mentorship, and community engagement, all while enriching the workplace culture through the core values of **discipline, honor, respect, and selfless service.**

## Case Study

### Forces for Food - In Memory of Veteran Paul Meinhold Earth City, Missouri

As a way to remember a former employee who was also a veteran of Jefferson Barracks Active Duty and Veterans Food Pantry, the Earth City office came together in July 2024 for a competition among our business units and corporate teams to raise \$3,792 in gift cards and food. While delivering the donations to a local military base food pantry, our volunteers had the meaningful opportunity to meet and chat with some Army Reservists shopping the pantry for food and supplies.







## Case Study

### Earth Day - Seed St. Louis

Earth Day is an encouraging time to come together to practice environmental sustainability and to take action for a healthier and brighter future for our planet. To recognize the day, volunteers from our Earth City RISE team came together at the COLA (Circle of Light Associates) Victory Gardens in north St. Louis. The garden serves at-risk youth by providing them with learning opportunities around marketable skills and assist with connecting them with the environment. The team spent the morning weeding, pulling shrubs and cleaning raised garden beds to prepare for the spring planting season. The garden's produce is given to Grass Roots Food Pantry for distribution according to individual needs.

## Case Study

### Veteran's Day Toys for Tots Earth City, Missouri and Remote Employees

In November 2024, our employees across several offices enjoyed community engagement and team building as our Military Inclusion Group kicked off its first Veteran's Day recognition and toy raising for the Marine Corps Reserve Toys for Tots.

Our employees donated \$2,000 in toys and books to the Marine Corps Reserve unit out of Fort Buchanan, Puerto Rico. These toys and books were then shared with economically disadvantaged children in the Puerto Rico community.







## Global Pet Care

### Case Study

#### Hunderunde Employees' Dogs Bring Smiles to Seniors

Recognizing the simple and profound joy pets bring to people of all ages, our Global Pet Care Europe team recently organized a heartwarming meet-and-greet event with Haus Dorette, a care home for seniors in Osnabrück, Germany. The “Hunderunde” initiative gave our volunteers a special afternoon with the residents, who relished the rare opportunity to mingle with our volunteer’s friendly pups, Bondi and Pina. The room was filled with smiles while the connection between the residents and the dogs created a tender-hearted experience.

At Spectrum Brands, our European employees are offered two working days per year to help employees balance professional responsibilities with personal social contributions, strengthening the company’s overall sense of community and social responsibility. Hunderunde was a memorable day for these volunteers.

### Case Study

#### “World’s Largest Pet Walk”

Our employees and their dogs took part in the “World’s Largest Pet Walk.” The Walk was held in Earth City, MO to benefit Pet Partners, a nonprofit organization dedicated to enhancing the lives of people of all ages by providing access to therapy animals in schools, workplaces, hospitals, rehabilitation centers, and more.





## Case Study

### World's Greatest Shave

Remington's March 2024 "World's Greatest Shave" event in Australia had strong worldwide exposure as it raised funds to fight blood cancer. During the event, our Australian Marketing team organized a shave event to highlight how we can all make a transformative impact by shaving, coloring, and cutting our hair. We also contributed \$20,000 to assist in the effort to fight blood cancer.



## Case Study

### Hurricane Helene Support Donation

In October 2024, Hurricane Helene's unexpected impact on Western North Carolina and surrounding states caused widespread devastation, leaving many communities struggling with the aftermath. In response to the immense challenges faced by residents, Spectrum Brands quickly mobilized to provide much-needed emergency relief. Their efforts focused on alleviating the stress of recovery, cleanup, and pet displacement in the hardest hit areas. By donating over \$200,000 worth of essential products including Spectracide Wasp and Hornet Spray, Repel Insect Repellent, Rejuvenate Mop Kits, Nature's Miracle Pet Products, and Good 'n' Fun Dog Treats, Spectrum Brands played a vital role in helping both people and pets. These donations offered support to recovery workers, families, and their furry companions, helping to ease the recovery process during this challenging time.

## Case Study

### Well Aware

Well Aware is a women-led international nonprofit dedicated to addressing water scarcity and promoting sustainable clean water solutions in East Africa.

Since 2014, Spectrum Brands has played a pivotal role in transforming the lives of over 43,000 individuals by providing access to clean, safe water through various initiatives. A key part of this effort is the popular annual campaign, Shower Strike, which encourages participants to skip showers or walk for water to raise funds. With the generous support of sponsor matching, the 2024 campaign raised \$41,350, enabling 2,065 men, women, and children to gain access to clean water. Thanks to the continued dedication of Spectrum Brands employees, lives are being positively impacted year after year through this incredible partnership.



# 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:

1. Tuition reimbursement for external formal training.
2. “Manager Success Series” of monthly live and recorded training.
3. Workstyle and communication training programs for individuals and teams.
4. Online and face-to-face facilitated leadership development for new/emerging people leaders, experienced people managers, and managers of managers.
5. External professional development based on individual needs.
6. A large online repository of training webinars, learning articles and resources.



# Corporate Governance

We take pride in our corporate governance practices, which are regularly updated to align with best-in-class standards. Key enhancements include appointing a lead independent director, increasing diversity across our Board and executive team, declassifying our Board—fully completed at last year’s annual stockholders meeting—ensuring a majority of independent directors on our Board, and establishing fully independent Audit, Compensation, and Nominating and Corporate Governance (“NCG”) Committees. We also engage an independent compensation consultant to support our efforts. In addition, we have adopted and strengthened several corporate governance policies to further reinforce our commitment to sound governance. We have also adopted or strengthened a number of our corporate governance policies, including:

- Corporate Governance Guidelines
- Code of Business Conduct and Ethics for Directors, Officers and Employees
- Code of Ethics for the Principal Executive and Senior Financial Officers
- Director Resignation Policy
- Board Diversity Policy
- Related Person Transaction Policy
- Anti-Hedging Policy
- Anti-Pledging Policy
- Securities Holding and Trading Policy
- Compensations Clawback Policy
- Cybersecurity Policy

## ESG Governance

Our commitment towards ESG is established by the Board of Directors. For the continuous improvement of Spectrum Brands’ ESG performance:

- The NCG Committee has oversight of environmental, social, and governance issues (including potential climate-related issues) and serves as the liaison between the Board of Directors and Spectrum Brands’ General Counsel on ESG issues and climate-related risks and opportunities. Spectrum Brands’ General Counsel also communicates these issues with the Board on a quarterly basis.
- Senior leadership supports several 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.
- Spectrum Brands has a cross-functional Sustainability Team, reporting to the General Counsel, to drive our ESG strategy. The Sustainability Team is represented by leaders in multiple business units and functions within Spectrum Brands, including, but not limited to, Supply Chain, Product Development, Product Regulatory, Operations, EHS, and Corporate Legal Affairs.

The Sustainability Team focuses on advancing ESG initiatives, identifying opportunities, and assessing risks. Its key responsibilities include:

- Establishing benchmarks, assessing sustainability industry standards, setting ESG goals, and implementing and monitoring sustainability-related plans. For example, the process of evaluating a Science-based Target and Net Zero Commitment.
- Communicating priorities and plans through Spectrum Brands’ General Counsel, who provides updates at ESG Board meetings.
- Constructing a biennial Sustainability Report that highlights Spectrum Brands’ key accomplishments, principle ESG risks and opportunities, and necessary adjustments to set future goals and strategies.
- Preparing and developing the reporting and control frameworks to comply with the upcoming ESG-related disclosure requirements in Europe (e.g., CSRD), California, and elsewhere.

# Board of Directors

Spectrum Brands’ Board of Directors (“Board”) is responsible for providing governance and oversight to the Company’s strategy, operations, and management. Our directors collectively represent a robust and diverse set of skills and experience, which positions our Board and its committees well to effectively oversee the execution of our business strategy and to advance the interests of the Company and its stakeholders.

Our Board has three designated principal standing committees: (i) our Audit Committee; (ii) our Compensation Committee; and (iii) our NCG Committee, each of which is comprised entirely of independent directors and has a written charter addressing each such committee’s purpose and responsibilities and include such duties that the Board may designate, from time to time. Our Board, directly or through one or more of its committees, provides oversight on our management’s efforts to promote corporate social responsibility and sustainability, including efforts to advance initiatives regarding the environment, belonging and inclusion, human rights, labor, health and safety and other matters.

# Board Independence

In accordance with industry requirements and best practice, our Board is comprised almost entirely of independent directors. Except for our Board Chairman, who also serves as our Chief Executive Officer, all other Board members are fully independent. Further, each committee of the Board is composed entirely of independent directors, and the Board maintains a Lead Independent Director who presides over executive sessions of the entire Board.

# Board Diversity

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 Sustainability Report, we are proud to have the benefit of a Board, the majority of which is comprised of diverse background members.

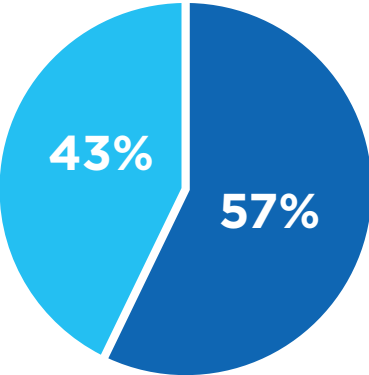




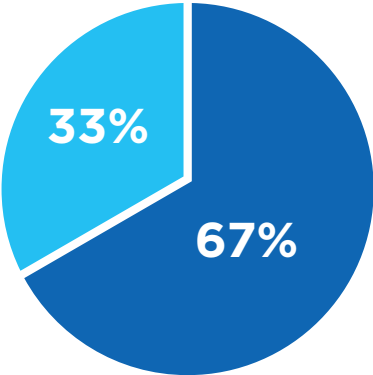
# Board Diversity

## Racial/National Origin Diversity

Entire Board



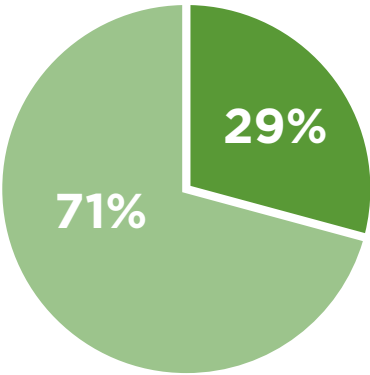
Independent Directors



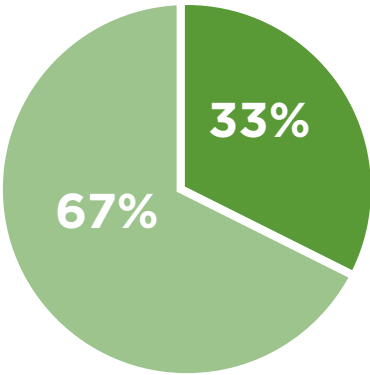
■ Racial/Ethnic Diversity  
■ White Caucasian

## Gender Diversity

Entire Board



Independent Directors



■ Female  
■ Male



# Shareholder Engagement

We are committed to robust shareholder engagement, which has been a longstanding pillar of our investor relations and governance programs.

We regularly engage our top shareholders to discuss and engage in dialogue on key aspects of our Company, including our corporate governance and compensation practices, and:

- Provide visibility and transparency into our business, our performance and our corporate governance, ESG and compensation practices, and our strategic plans.
- Discuss with our shareholders the issues that are important to them, hear their expectations for us and share our views.
- Assess emerging issues that may affect our business or strategic plans, inform our decision making, enhance our corporate disclosures and help shape our practices.

We maintain a consistent and proactive approach to shareholder communication, which includes:



- Our quarterly earnings calls



- Regular conversations by our investor relations personnel and executive management team



- Holding non-deal road shows



- Participating in both equity and debt conferences on a regular basis





# Enterprise Risk Management

The Company’s risk assessment and management function is led by the Company’s senior management, which is responsible for day-to-day management of the Company’s risk profile, with oversight from our Board and its committees. Central to our Board’s oversight function is our Audit Committee. In accordance with our Audit Committee Charter, our Audit Committee is responsible for the oversight of the financial reporting process and internal controls. In this capacity, our Audit Committee is responsible for reviewing and evaluating guidelines and policies governing the process by which senior management of the Company and the relevant departments of the Company, including the internal audit department, assess and manage the Company’s exposure to risk, as well as the Company’s major financial risk exposures and the steps management has taken to monitor and control such exposures.

The Company has implemented an annual formalized risk assessment process. In accordance with this process, a governance risk and compliance group of certain members of senior management has the responsibility to identify, assess, and oversee the management of risk for the Company. This group obtains input from other members of management and subject matter experts as needed. Management uses the collective input received to measure the potential likelihood and impact of key risks and to determine the adequacy of the Company’s risk management strategy. Periodically, representatives of this committee report to our Audit Committee on its activities and the Company’s risk exposure.

# Political Involvement

Spectrum Brands does not participate in political lobbying or related activities, and does not make contributions from corporate funds to political campaigns, super political action committees, political parties, or facilitation payments. No political contributions were made in FY24.

Although Spectrum Brands participates in several trade associations, our participation in these associations is not intended for political lobbying or donation purposes. Spectrum Brands has made no political contribution within these associations in FY24.



## Cybersecurity

We understand the importance of preserving trust and protecting personal information, trade secrets and other confidential and proprietary information. In this vein, we have established a cybersecurity governance framework designed to protect information and information systems from unauthorized access, use, disclosure, disruption, modification or destruction. The program is built upon a foundation of advanced security technology and is managed by an experienced and trained team with knowledge of cybersecurity best practices. Our cybersecurity program incorporates a comprehensive set of controls designed to identify, protect against, detect, respond to and recover from information and cybersecurity incidents.

Highlights of our cybersecurity program include:

1. A cybersecurity team consisting of experienced and knowledgeable employees that interface with consultants and vendors.
2. Appropriate plans designed to provide a framework for handling high-severity security incidents and facilitate coordination across multiple parts of the Company.
3. Differentiated layers of controls, including embedding security into our technology investments.
4. Investments into threat intelligence and monitoring.
5. Cybersecurity testing for both training and threat detection purposes.
6. Annual cybersecurity awareness trainings.

Our cybersecurity program also includes a cyber incident response plan that provides controls and procedures for the timely and accurate reporting of any material cybersecurity incidents. We will report any potentially material cybersecurity incidents to our Board and, if deemed to be material, as appropriate or required, publicly disclose such a material incident via a Current Report on Form 8-K within four (4) business days of determining the occurrence of such a material cybersecurity incident.

All employees, and third parties, with access to Spectrum Brands' IT systems are required to take cybersecurity training at the beginning of their employment and on an annual basis. In addition to this training, we also conduct unannounced phishing and spam exercises to remind our employees that we must remain vigilant at all times when it comes to cybersecurity.



## Data Privacy

Similarly, Spectrum Brands is committed to protecting the personally identifiable information of our consumers and adhering to all applicable data privacy laws. To uphold this commitment, Spectrum Brands has developed comprehensive policies that detail our approach to compliance with data privacy regulations and best practices. This includes our Global Data Protection Policy which applies to our global operations, supplements local policies based on local regulations, and establishes industry-standard data privacy practices in those jurisdictions that have yet to implement local data privacy laws.

Additionally, we maintain appropriate data privacy protections on our public-facing websites, including privacy policies, cookie banners, cookie opt-outs, and other standard terms.



## Ethics and Compliance

Spectrum Brands is committed to ethical and legal business activities. Our ethics and compliance activities seek to prevent, detect, and resolve ethics and compliance issues.

The foundation for Spectrum Brands' ethics and compliance program is our Code of Business Conduct and Ethics ("Code of Conduct"). Our Code of Conduct addresses numerous legal and regulatory responsibilities and provides guidance on various topics, including, among other topics, conflicts of interests, gifts and entertainment, global trade, anti-bribery, anti-corruption, insider trading, and the reporting of potential violations. Our Code of Conduct applies to all employees, globally, and has been published in 11 languages.

Spectrum Brands requires the overwhelming majority of our employees to take Code of Conduct training, in either English or the employee's native language, at the time of hire and on an annual basis thereafter. The only employees who are exempted from this training requirement are employees in production or other similar roles and/or live in a country with a high "Corruption Perceptions Index" score through Transparency International, i.e., there is low corruption in their country. During the training, all attendees are required to sign and acknowledge the Code of Conduct. Our anti-corruption efforts have proven to be effective, as for at least the last five years, no government authority has alleged that Spectrum Brands has engaged in corruption, nor have we received any fines or monetary losses as a result of alleged corruption.

All individuals are encouraged, and expected, to report any concerns they may have about potential unethical or illegal behavior, regardless of whether this behavior is in or outside the workplace. In addition to typical reporting measures through managers and Human Resources, Spectrum Brands maintains an anonymous whistleblower hotline staffed by an independent third-party.

The Company monitors all complaints of potential unethical behavior and conducts prompt investigations into these complaints. We maintain a strict anti-retaliation policy and no employees will face retribution for making a good faith complaint or participating in an investigation.

## Whistleblower Hotline

Spectrum Brands has a 24-hour helpline, 1-866-384-4277, and website, <https://secure.ethicspoint.com/domain/media/en/gui/7424/index.html>, which is available to all individuals (e.g., employees, contractors, vendors, or customers) to report violations of Spectrum Brands' policies or to seek guidance on those policies. Any individual, regardless of whether they are an employee of Spectrum Brands or an employee of one of our suppliers or vendors, may report suspected violations to or ask questions of the helpline anonymously. Spectrum Brands will not in any way retaliate against any individual for making a good faith complaint or report or for participating in the investigation of such a complaint or report.

To date, Spectrum Brands has zero legal and regulatory fines, settlements, and enforcement actions associated with false, deceptive, or unfair marketing, labeling, and advertising.







## Other Key Corporate Governance Policies

In addition to the previously discussed items, Spectrum Brands has adopted and implemented a number of corporate governance policies and programs, including:

1. Corporate Governance Guidelines, which assist the Board in the exercise of its responsibilities.
2. Majority Voting Policy for Director elections, requiring director candidates to receive at least a majority of the votes cast.
3. Director Resignation Policy, identifying the steps to be taken in the event a director fails to obtain majority support.
4. Board Diversity Policy, setting forth the basic principles to ensure Board recruitment and diversity.
5. Anti-Hedging and Anti-Pledging Policy, prohibiting the hedging or pledging of Company securities.
6. Securities Holding and Trading Policy, setting forth explicit rules regarding the permissible trading of Company equities by Spectrum Brands' Directors and employees.
7. Insider Trading Policy, prohibiting any trading involving the use of material, non-public information.
8. Stock Ownership Guidelines, setting the minimum number of shares Directors and senior management must own during their appointment or employment.
9. Compensation Clawback Policy, as amended in 2023, setting forth the conditions under which incentive compensation provided to senior management may be subject to forfeiture, disgorgement, recoupment, or diminution.



# Appendix

## GRI and SASB Index

This index maps our sustainability disclosures to the GRI and SASB Standards to support transparency and meet the information needs of a wide range of stakeholders.

We use the GRI Standards to report on our most significant environmental, social, and governance (ESG) impacts. In parallel, we reference the SASB Standards for the two industries most relevant to our business: (i) Appliance Manufacturing; and (ii) Household & Personal Products.

This combined index helps demonstrate how our disclosures align with impact-focused and investor-focused frameworks.

We remain committed to continuously improving our reporting and transparency.



Number	Indicator	Location	Comment
GRI 102: GENERAL DISCLOSURES 2016			
102-1	Name of the organization	About Spectrum Brands	
102-2	Activities, brands, products, and services	About Spectrum Brands	
102-3	Location of headquarters	<a href="#">10-k</a>	
102-4	Location of operations	About Spectrum Brands	
102-5	Ownership and legal form	<a href="#">10-k</a>	
102-6	Markets served	About Spectrum Brands	
102-7	Scale of the organization	About Spectrum Brands	
102-8	Information on employees and other workers	About Spectrum Brands	Partial
102-9	Supply chain	Sustainable Products: Sustainability Index Results (THESIS)	
102-10	Significant changes to the organization and its supply chain	<a href="#">10-k</a>	All significant changes to our business including acquisitions and divestitures are documented in corporate reporting
102-11	Precautionary principle or approach	Sustainable Operations>Energy and Carbon  Sustainable Operations>Water  Sustainable Products Responsible Sourcing  <a href="#">CDP Climate and Water Response</a>	We take a precautionary approach to our environmental strategy, working to reduce greenhouse gases in our operations, manage water resources responsibly and in our approach to supply chain management

Number	Indicator	Location	Comment
GRI 102: GENERAL DISCLOSURES 2016			
102-12	External initiatives	About Spectrum Brands: Sustainability Approach & Strategy	We collaborate with suppliers and offer results to our customers, through the completion of The Sustainability Insight System (THESIS). To promote transparency on our sustainability performance, we report greenhouse gas emissions and water management approach to CDP.
102-13	Membership of associations	GRI and SASB Index	Membership of industry associations is managed at a business unit or brand level, based on the sector and industry or to support our sustainability goals. Associations include: Household & Commercial Products Association, Association of Home Appliance Manufacturers, Amfori, and National Safety Council.
102-14	Statement from senior decision-maker	Company Statement	
102-16	Values, principles, standards, and norms of behavior	About Spectrum Brands: Our Strategy, Mission, and Values	
102-17	Mechanisms for advice and concerns about ethics	Governance	
102-18	Governance structure	Governance	
102-19	Delegating authority	Governance	
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance	
102-22	Composition of the highest governance body and its committees	Governance	
102-32	Highest governance body's role in sustainability reporting	Governance	
102-41	Collective bargaining agreements	<a href="#">10-k</a>	Approximately 35% of our total labor force is covered by collective bargaining agreements.



Number	Indicator	Location	Comment
GRI 102: GENERAL DISCLOSURES 2016			
102-40	List of stakeholder groups	Not reported	As we develop our sustainability strategy in the coming year, we will be working to identify and engage stakeholders and conduct a formal materiality process.
102-42	Identifying and selecting stakeholders		
102-43	Approach to stakeholder engagement		
102-44	Key topics and concerns raised		
102-46	Defining report content and topic Boundaries		
102-47	List of material topics		
102-45	Entities included in the consolidated financial statements	Throughout	Our sustainability report covers the same organizational boundary as our financial reporting.
102-48	Restatements of information	Throughout	Our business has gone through organizational changes since our last full report in 2023. Where data has been restated to reflect this change in boundaries we have noted this in the footnotes.
102-49	Changes in reporting		
102-50	Reporting period	About This Sustainability Report	
102-51	Date of most recent report	About This Sustainability Report	
102-52	Reporting cycle	About This Sustainability Report	
102-53	Contact point for questions regarding the report	Not reported	sustainability@spectrumbrands.com
102-54	Claims of reporting in accordance with the GRI Standards	GRI and SASB Index	
102-55	GRI content index	GRI and SASB Index	
102-56	External assurance	About This Sustainability Report	

Number	Indicator	Location	Comment
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	10-k	
ENERGY AND CARBON			
103: 1-3	Management approach	Sustainable Operations: Energy and Carbon	
302-1	Energy consumption within the organization	Sustainable Operations: Energy and Carbon	
302-3	Energy intensity	Sustainable Operations: Energy and Carbon	
CG-BF-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Sustainable Operations: Energy and Carbon	
305-1	Direct (Scope 1) GHG emissions	Sustainable Operations: Energy and Carbon	
305-2	Energy indirect (Scope 2) GHG emissions	Sustainable Operations: Energy and Carbon	
305-3	Other indirect (Scope 3) GHG emissions	Sustainable Operations: Energy and Carbon	
305-4	GHG emissions intensity	Not reported	
WATER			
103: 1-3	Management approach	Sustainable Operations: Water	
303-3	Water withdrawal	Sustainable Operations: Water	
CG-HP-140a.1.	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Sustainable Operations: Water	Partial – water discharged or consumed is managed by our sites and is currently not reported centrally.



Number	Indicator	Location	Comment
WATER			
CG-HP-140a.2.	Description of water management risks and discussion of strategies and practices to mitigate those risks	Sustainable Operations: Water	Annual analysis includes an assessment of 100% of SBH's direct operations to determine which facilities are located in water-stressed areas and evaluate potential risk based on location, water withdrawal, production volume, and other key financial factors. Water efficiency projects are strategic focus at water stressed and high-water-usage sites to mitigate these risks. We reduced water usage by 75% through strategic divestments and environmental activities from FY20 to FY24.
WASTE			
103: 1-3	Management approach	Sustainable Operations: Waste	Detailed waste data is tracked and managed at a local level with high level information centrally.
306-3	Waste generated	Sustainable Operations: Waste	
306-4	Waste diverted from disposal	Sustainable Operations: Waste	
PACKAGING LIFECYCLE MANAGEMENT			
103: 1-3	Management approach	Sustainable Products: Enhanced Packaging Design	Detailed data on packaging weights and composition is tracked by our business units and brands. We are working to collect this data centrally to improve transparency in this area.
CG-HP-410a.1.	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Not reported	
CG-HP-410a.2.	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Sustainable Products: Enhanced Packaging Design	
ESG GOVERNANCE			
103: 1-3	Management Approach	Sustainable Operations Governance	

Number	Indicator	Location	Comment
HEALTH AND SAFETY			
103: 1-3	Management approach	Sustainable Communities: Employee Health and Safety	
403-1	Occupational health and safety management system	Governance	
403-9	Work-related injuries	Governance	
TRAINING AND DEVELOPMENT			
103: 1-3	Management approach	Sustainable Communities: Learning and Development	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainable Communities: Learning and Development	All employees received regular performance and development reviews.
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainable Communities: Learning and Development	
DIVERSITY			
103: 1-3	Management approach	Sustainable Communities: Belonging and Inclusion	We continue to improve upon and develop our approach to belonging and inclusion, ensuring we are recruiting a diverse workforce and creating a supporting workplace.
405-1	Diversity of governance bodies and employees	Sustainable Communities: Belonging and Inclusion	Partial – employee diversity data is held by our individual business units. We are working to collect this data centrally to improve transparency in this area.
RESPONSIBLE SUPPLY CHAIN			
103: 1-3	Management approach	Sustainable Products Responsible Sourcing	
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Products Responsible Sourcing Sustainable Operations: Social Impact	



Number	Indicator	Location	Comment
COMMUNITY ENGAGEMENT			
103: 1-3	Management approach	Sustainable Communities: Community Giving	
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainable Communities: Community Giving	Partial - all our operations build relationships and donate to charities relevant to their business operation, to local community groups and to charities supported by their employees.
PRODUCT HEALTH AND SAFETY			
103: 1-3	Management approach	Sustainable Products, Product Stewardship	
416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Products, Product Stewardship	Partial - health and safety impacts are tracked by individual brands and business units but are not reported centrally
CG-HP-250a.1	Revenue from products that contain substances of high concern	Not reported	
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Not reported	
CG-BF-250a.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Not reported	

Number	Indicator	Location	Comment
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Sustainable Products: Product Stewardship Sustainable Operations: Chemicals in Our Products	
CG-BF-250a.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Sustainable Products: Product Stewardship Sustainable Operations: Chemicals in Our Products	
PRODUCT LIFECYCLE ENVIRONMENTAL IMPACTS			
103: 1-3	Management approach	Sustainable Products	
CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Sustainable Products: New Product Development ("NPD")	
CG-BF-410a.2	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	Sustainable Products: Product Takeback and Recycling	Partial - these aspects are tracked by some individual brands and business units but are not yet reported centrally
CG-AM-410a.1	Percentage of eligible products by revenue certified an energy efficiency certification	Satisfry Air Fryers: Electricity Reduction	Five products have received the Green Circle Certification for Energy Savings.

