



2023 SUSTAINABILITY REPORT

EMPOWERING LIFE, SUSTAINABLY

TABLE OF CONTENTS

2023 ENERGIZER EMPOWERING LIFE, SUSTAINABLY

THE COMPANY	3	MORE SUSTAINABLE PACKAGING	17	8.6 Talent Engagement and Retention	31
1.1 Letter From the CEO	4	5.1 Promoting Recycling	18	8.6.1 Training	32
1.2 How We Took Action in 2022	5	CLIMATE AND ENERGY	19	8.6.2 Recognition	32
1.3 Energizer Holdings Overview	7	6.1 Energy Use and Efficiency	19	8.6.3 Benefits	32
1.4 Purpose, Mission, Culture	8	6.2 GHG Emissions	20	8.6.4 Engagement	32
OUR SUSTAINABILITY JOURNEY	9	6.3 Climate-Related Risks and Opportunities	21	COMMUNITY IMPACT	33
2.1 Materiality Assessment and Core ESG Goals	9	ENVIRONMENTAL STEWARDSHIP	22	RESPONSIBLE SOURCING	34
2.2 Oversight	9	7.1 Water	22	10.1 Conflict Minerals	34
ETHICS AND COMPLIANCE	10	7.2 Waste	23	10.2 Supplier Code of Conduct	35
3.1 Our Program	10	7.3 Chemical Management	24	GOVERNANCE	35
3.2 Anti-corruption	11	PEOPLE	25	11.1 Our Board of Directors	35
PRODUCT SUSTAINABILITY	12	8.1 Our Culture	25	11.2 Governance Principles	36
4.1 Sustainable Design	12	8.2 Human Rights	25	11.3 Shareholder Rights	36
4.1.1 Battery	12	8.3 Health and Safety	26	11.4 Enterprise Risk Management	37
4.1.2 Auto Care	13	8.3.1 Health and Safety Policy and Management System	27	11.5 Shareholder Engagement	37
4.1.3 Lights	14	8.3.2 Injuries and Injury Rates	27	11.6 Our Political Involvement	37
4.2 Recycled Content	14	8.3.3 Safety Training	27	CYBERSECURITY AND DATA PRIVACY	38
4.3 Recyclability	14	8.4 Well-Being	27	ABOUT THIS REPORT	38
4.4 Less Waste	14	8.5 Diversity, Equity, Inclusion and Belonging	28	13.1 Index	39
4.5 Product Certifications	15	8.5.1 Employee Resource Group	30		
4.6 Quality Assurance	15	8.5.2 DEIB Training	30		
4.7 Consumer Safety	16				

THE COMPANY



LETTER FROM THE CEO

Empowering Life, Sustainably

As I look back over the past year, I can't help but feel a sense of pride and admiration for the more than 5,500 colleagues of Energizer Holdings. Not only have we continued to operate with excellence amidst challenging conditions, we did it by coming together as a team and leaning into our culture – we win together, while serving each other, with a willingness to act boldly, all while doing right. And nowhere is this sentiment more true than in our sustainability efforts, where we made significant progress on our 2030 ESG roadmap.

Mark LaVigne
President and Chief
Executive Officer



- For **Product Sustainability**, our goal is that 100% of new products will have a sustainability assessment by 2025. We have already made progress by building sustainability into our New Product Development Process for all of our categories.
- For **Packaging**, we set a goal of 30% recycled content in packaging by 2030. Thanks to some investments and improvements in packaging over the past few years, we have already achieved over 32% post-consumer recycled content globally.* While we are proud of our quick progress in this area, we don't consider our work complete and we plan to continue to increase recycled content through the 2030 timeframe.
- For **Climate and Energy**, we set a goal of 30% reduction in our greenhouse gas emissions by 2030 in our direct operations (Scope 1 and Scope 2). This year, we already decreased emissions by more than 11,000 metric tons of carbon dioxide equivalent (MTCO_{2e}), which is a more than 9% decrease from 2021.

In last year's Sustainability Report, I noted that our organization was taking a critical step forward by building out our ESG strategy, and in addition to the items I've noted above, I'm happy to share that we've built up some great momentum in this area. This year's report will outline our achievements and current state, and I hope this overview of our efforts demonstrates our long-term commitment to this ESG journey. We at Energizer Holdings are incredibly excited about the progress we've made, and we look forward to all we'll be able to accomplish together in the years ahead.

*See details about the calculation in section 2.1.





1.2 HOW WE TOOK ACTION IN 2022

*For the purpose of this report, "Energizer Holdings" means Energizer Holdings, Inc. and its subsidiaries

In 2022, we made significant progress on our ESG roadmap through 2030.

Product Sustainability

Spent more than \$14 million on battery recycling initiatives, including campaigns to raise awareness, establish collection points and support safe recycling programs.

Established a goal to increase the recycled content in Energizer rechargeable batteries.

Assessed use of recycled materials in Energizer brand AA, AAA, C, D and 9V batteries and added consumer messaging to our product packaging to advise consumers of Energizer Holdings' use of recycled materials.

Performed life cycle assessments of batteries.

Performed life cycle assessments of multiple lighting products.

More Sustainable Packaging

Expanded our baseline for recycled content in packaging and enhanced our ability to track the total amount of recycled content within our products.

Made the transition to more environmentally-friendly inks and coatings for packaging materials in Europe to improve recyclability.

Partnered with How2Recycle to begin the establishment of sustainable packaging outreach on all products.

Moved our Energizer-branded battery packaging in Europe to recyclable and plastic-free.*

Climate and Energy

Used our data management platform to measure not just greenhouse gas emissions, but also other sustainability key performance indicators (KPIs), such as waste and safety.

Began a global climate analysis to measure risks and opportunities at our facilities worldwide.

Collaborated with Duke University's Nicholas School of the Environment to conduct a full-scale energy assessment of our largest North American site.

Added ESG into the capital expenditure process for operations to ensure sustainability is considered as part of major purchasing decisions in our direct operations.

Our Program

Increased stakeholder engagement on sustainability by having our Global Head of Sustainability meet with investors and customers across the globe.

Appointed an ESG Manager to expand our cross-functional sustainability team and support our Global Head of Sustainability on our ESG and sustainability efforts.

*excluding specialty, hearing aid batteries, and seals on select volume packs





2022 HIGHLIGHTS

TOC

Conserved more than
11,000 MTCO₂e of
ENERGY
throughout our facilities



Made Forbes list of
**TOP FEMALE
FRIENDLY**
Companies in 2022

3-YEAR
roadmap created for
DEIB Program



50%
Energizer Holdings
facilities have a Total
Recordable Incident
Rate (TRIR) that is less
than half of the US National Average



25 YEAR
shelf life of lithium
batteries reduces waste
for customers

Employee Assistance
Program available to
100%
of our colleagues



**CONTRIBUTED
OVER
\$340,000**
through our charity match program



MORE THAN
\$390,000
in product donations



Our Energizer team in Germany has partnered with
Plant for the Planet to plant

30,000 trees in 2022 **&** **90,000** in the past three years.



1.3 ENERGIZER HOLDINGS OVERVIEW

As of September 30, 2022, the end of our most recent fiscal year, we had approximately 5,500 colleagues located across 36 countries, including roughly 2,200 colleagues based in North America; 1,800 colleagues in Asia Pacific; 900 colleagues in Europe, the Middle East and Africa; and 600 colleagues in Latin America. As of that date, approximately 440 colleagues were unionized in the United States and approximately 1,530 colleagues were unionized outside the United States.

One share, one vote. Energizer Holdings, Inc. common stock is listed on the New York Stock Exchange under the symbol ENR. Each share of our common stock is entitled to one vote. As of September 30, 2022, the company did not have any issued or outstanding preferred stock.

According to the beneficial ownership reports filed with the U.S. Securities and Exchange Commission, no government institutions or families own more than 5% of Energizer common stock.

Batteries: Energizer Holdings offers household batteries including primary, rechargeable, specialty and hearing aid using many technologies including lithium, alkaline, carbon zinc, nickel metal hydride, zinc air and silver oxide. These products are sold globally under the Energizer, Eveready and Rayovac brands, including hearing aid batteries, and the Varta brand in Latin America and Asia Pacific. Our portfolio spans the performance, premium and price segments.

Auto Care: In addition, we offer auto care products in the appearance, fragrance, performance and air conditioning recharge product categories. The appearance and fragrance categories include protectants, wipes, tire and wheel care products, glass cleaners, leather care products, air fresheners and washes designed to clean, shine, refresh, disinfect and protect interior and exterior automobile surfaces under the brand names Armor All®, Nu Finish®,



Refresh Your Car!®, LEXOL®, Eagle One®, Tuff Stuff®, California Scents®, Driven®, Son of a Gun®, Bahama & Co.®, Carnu®, Grand Prix®, Kit® and Tempo®.

The performance product category includes STP-branded fuel and oil additives, functional fluids and other performance chemical products that benefit from a rich heritage in the car enthusiast and racing scenes, characterized by a commitment to technology, performance and motor sports partnerships for more than 60 years.

The air conditioning recharge product category includes do-it-yourself automotive air conditioning recharge products led by the A/C PRO® brand name, along with other refrigerant and recharge kits, sealants and accessories.

Lights: In addition, we offer an extensive line of lighting products designed to meet a variety of consumer needs. We distribute and market lighting products including handheld, headlights, lanterns and area lights. In addition to the Energizer, Eveready and Rayovac brands, we market our flashlights under the Hard Case®, Dolphin™ and WeatherReady® sub-brands.

Licensing: As a global branded consumer products company, Energizer's mission is to be the leader in our categories by better serving consumers and customers.

Energizer Holdings licenses the Energizer, Eveready and Rayovac brands to companies developing consumer solutions in solar, automotive batteries, portable power for critical devices (like smart phones), generators, power tools, household light bulbs and other lighting products.





1.4 PURPOSE, MISSION, CULTURE

OUR PURPOSE

To responsibly create products that make lives easier and more enjoyable.

OUR MISSION

To be the leader in our categories by better serving consumers and customers.

OUR CULTURE

WE WIN TOGETHER

We relentlessly pursue our goals. We celebrate and move to the next challenge. We act with urgency because windows of opportunity close quickly. We are focused on results.

WHILE SERVING EACH OTHER

We care for others' success as much as we do our own. We challenge respectfully to drive better outcomes and work collectively across functions, levels and geographies to achieve our goals. All for one, one for all.

WITH A WILLINGNESS TO ACT BOLDLY

We push forward rather than leaning back. We take chances, have a bias for action and go all in to achieve our goals. Even if we fail, we fail together. We are transparent, we learn from it, and are better for it. We are fearlessly determined.

ALL WHILE DOING RIGHT

We bring out the best in each other to bring the best to our consumers and customers. We are vulnerable and trust each other with our imperfections. By being inclusive and open, our diverse perspectives amplify what we can achieve. Doing the right thing is all we know.



BRANDS:

Our portfolio is made up of approximately 20 brands across battery, lighting and auto care lines



THE ENERGIZER HOLDINGS TEAM:

We employ over 5,500 colleagues across 36 countries



HQ:

Our global headquarters is in St. Louis, Missouri



Global Presence:

We have a global commercial presence in 150 countries



2. OUR SUSTAINABILITY JOURNEY

Empowering Life, Sustainably

Our approach to sustainability is guided by our corporate purpose to responsibly create products that make people's lives easier and more enjoyable. Around the world, we aim to deliver results, while protecting the environment, supporting the communities where we live and operate, and creating a safe, fair and inclusive environment for our colleagues.

Our strategy provides a roadmap for achieving our ambitions and guides us to ensure we are a successful and responsible business not just today, but for generations to come. It drives our efforts and puts caring for people and our planet at the heart of what we do. We know that continuing to build a sustainable business is about consistently moving forward, and we are committed to the journey.

2.1 MATERIALITY ASSESSMENT & CORE ESG GOALS

In 2021, our ESG team, with assistance from a third-party sustainability consulting firm, conducted an extensive materiality assessment to better understand sustainability impacts, risks and opportunities throughout the organization. This process helped us better understand the ever-changing priorities of our stakeholders (investors, customers, consumers, colleagues, partners and communities where we operate) and provided an opportunity to adapt our ESG efforts to the changing world.



At Energizer Holdings, our purpose is to responsibly create products to make lives easier and more enjoyable. To bring this purpose statement to life, last year we laid the building blocks for a formal sustainability program, including developing a long-term sustainability strategy through 2030. This year we began executing on that strategy and I'm happy to report that we've made excellent progress on our roadmap, and we are well on our way to achieving our goals.

Lauren Bruning, Global Head of Sustainability

Once we understood where we needed to focus our efforts, we performed a gap analysis that shaped Energizer Holdings' ESG Program. Our Program, which runs through 2030, includes three core goals:

GOAL	GOAL YEAR	PROGRESS TOWARD GOAL
Our Product Sustainability Goal 100% of new products will have a sustainability assessment by 2025.	2025	We have set up this process for our categories. 75%
Our Sustainable Packaging Goal 30% recycled content in packaging by 2030. Goal is measured by looking at all product packaging by weight. Packaging is defined as all primary (consumer selling unit) and secondary (shipping unit) packaging. Recycled content includes only post-consumer recycled content.	2030	Over 32% post-consumer recycled content in packaging 100%
Our Climate Emissions Goal 30% reduction of our greenhouse gas (GHG) emissions by 2030 in our direct operations (scope 1 and Scope 2). Emissions will be measured using fiscal year 2021 as the base year.	2030	9% - Reduction of more than 11,000 MTCO ₂ e between 2021 and 2022. 30%

*For regions and SKUs where detailed data is not yet available, highest total packaging weight and 0% recycled content was assumed. For the battery category, volumes are all SKUs combined that have the same configuration and materials from a single SKU assessment; includes primary and secondary packaging combined at the unit of sale level.

Additionally, we have set a goal to increase data collection and disclosures for areas we identified for improvement: Diversity, Equity, Inclusion and Belonging; Colleague Health, Well-Being & Safety; Responsible Sourcing and Waste Management. In 2022, we utilized a sustainability tool called Metrio to gather more data in these areas, and in this report you will see some additional disclosures building on our progress from last year.

2.2 OVERSIGHT

We are committed to sustainability at the highest levels of the company. Energizer Holdings' Board of

Directors oversees our overarching environmental, social and governance strategy, and the Board Committees provide further support and oversight. Specifically, the Audit Committee oversees the environmental aspects, the Human Capital Committee oversees the social aspects, and the Nominating and Governance Committee oversees the governance aspects of the program. In addition, a cross-functional ESG management team leads the day-to-day efforts to prioritize resources, coordinate across businesses and functions, and engage internal and external stakeholders.



3. ETHICS AND COMPLIANCE

3.1 OUR PROGRAM

Energizer Holdings actively supports a culture of doing right through its Ethics and Compliance program. The Audit Committee of the Board of Directors oversees the program and regularly receives updates from our Senior Director of Global Ethics and Compliance. Our program seeks to prevent, detect, and resolve ethics and compliance issues through a practical approach aligned to business strategy and risks. It has many components, including communications and training on our Code of Conduct and global policies, legal compliance risk assessments, and multiple channels for asking questions and reporting concerns.

Our **Code of Conduct**, which is reviewed on a regular basis, provides the framework for our conduct, our interactions with others and our decision-making. The Code addresses many legal and regulatory responsibilities and provides guidance on topics like reporting misconduct, respect for others, appropriate use of company resources, global trade, anti-bribery and anti-corruption, financial reporting, physical safety, product safety and the environment. This applies to all colleagues and members of our Board of Directors, and it is published in 13 languages.

In addition to the guiding principles outlined in the Code of Conduct, we maintain global policies that help us conduct our business worldwide. We hold our business and third-party partners to the same high ethical standards as the rest of our organization, which is reflected in our **Supplier Code of Conduct**. Using a risk-based approach, certain third parties are required to complete a due diligence process. Compliance language is included in contracts, where appropriate. We also routinely perform trade compliance screening.

We encourage colleagues to ask questions and share concerns about behavior they see in the workplace through multiple avenues, including speaking with their direct supervisor, contacting Human Resources

or calling the 24/7 ethics and compliance HelpLine staffed by an independent third party.

We equip managers to respond to colleague questions and concerns with practical guidance and resources designed to support them for speaking up. We review every report of alleged misconduct and are committed to maintaining a workplace free from retaliation.

Energizer Holdings monitors the effectiveness of its Ethics and Compliance program, including our communications and training initiatives, through audits, surveys and other resources to continually find opportunities for improvement. We also analyze data from HelpLine reports to assess and strengthen our culture of speaking up. We provide the results and any insights the Company can act on to senior leadership, as well as the Audit Committee of the Board of Directors.

COMPLIANCE BY THE NUMBERS:

100% of salaried colleagues completed Code of Conduct training and certified their compliance

More than **20** compliance training programs are available

Our Code of Conduct is available in **13** languages



3.2 ANTI-CORRUPTION

At Energizer Holdings, we are committed to winning together, all while doing right by following ethical business practices and adhering to applicable anti-corruption laws in the locations where we do business. This means we take a firm stand against bribery and corruption.

Energizer Holdings is a proud member of Trace International, a globally recognized non-profit business association dedicated to anti-bribery, compliance and good governance.

Our commitment to anti-corruption compliance is embodied in our Code of Conduct. We also maintain an Anti-Corruption Policy and related global policies which provide additional guidance and details of our anti-corruption expectations. On our company intranet, we maintain a global policies library where the Code of Conduct and these policies are stored and accessible to colleagues. We also maintain anti-corruption resources, including training videos and red flags information, on our company intranet.

Our approach to anti-corruption compliance seeks to identify and address corruption risks that may arise based on business activities in which we engage, geographies in which we operate and third parties with whom we do business. Key activities that support our compliance approach include:

- Risk Assessment
- Training
- Third-Party Due Diligence
- Audits
- HelpLine Reporting

We are committed to continuously improving our compliance approach to prevent and detect potential issues of corruption in our business.

We view our third-party relationships as key contributors to our culture of winning together, all while doing right. As extensions of our business, we expect our third-party business partners to comply with applicable anti-corruption laws and practice similar standards of conduct that we require of our own organization. These expectations are set forth in our Supplier Code of Conduct, the compliance of which is part of our purchase order terms and conditions and supplier registration process. Additionally, we require contractual provisions in our agreements that place anti-bribery compliance obligations on our third-party business partners.

Third parties that pose relatively higher corruption risk go through a rigorous due diligence process that includes a questionnaire, risk analysis, compliance screening, other risk-based controls and ongoing monitoring. Examples of activities posing higher risk include representing the company before government agencies or other third parties, performing services on behalf of the company, and having contacts with government officials.



Anti-Corruption Behavior: Energizer Holdings' [Code of Conduct](#) includes a section focusing on competitors and competition law. For further reference, please see our [2022 Annual Report](#).



4. PRODUCT SUSTAINABILITY

4.1 SUSTAINABLE DESIGN

Our focus on sustainability is always evolving to meet the demands of our changing world. We strive to continuously innovate and adapt our offerings and processes to ensure sustainable growth for our company.

Our customers and consumers depend on Energizer Holdings' products to advance, enhance and improve their companies, homes and lives — and we have a **responsibility** to live up to those expectations. Every item we sell must meet quality standards and must be safe for its intended use. We ensure this through policies and standards that allow us to move forward with integrity and confidence.

To continually improve the sustainability of our products, Energizer Holding is creating a sustainability assessment process. Beginning in 2025, all new products entering the market will have gone through a sustainability assessment as part of our new product development process that asks the business to consider how the product can be improved for sustainability and how it embodies our purpose statement. This new process will embed sustainability considerations into the product pipeline and allow Energizer Holdings to help our business partners achieve their sustainability goals by offering more opportunities to collaborate with them. Embedded in Energizer Holdings' sustainability assessment for new products will be considerations for reusability, recyclability, energy savings, waste reduction, water savings, responsible sourcing and the use of renewable materials appropriate to the specific product, from the beginning to the end of each product's life cycle.

In 2022, we conducted several life cycle assessments (LCA) on a number of our lighting products. A life cycle assessment is a process by which organizations measure environmental impacts associated with all life stages of a product or service, including manufacturing, use and end of life.

We also partnered with Duke University and The University of North Carolina to develop LCAs on

various lighting products, including headlamps and flashlights. In addition, we have completed a full LCA on our battery portfolio, which gives us a better understanding of the various life cycle stages of our products. We will use the findings from these LCAs to consider improvements to the way our products are manufactured, used and recycled.

4.1.1 BATTERY

It is our goal to offer commercially competitive, high-performance batteries that have minimal environmental impact. Each year, we strive to add more recycled content to our rechargeable batteries and ensure that all our battery materials continue to be sourced responsibly. We have a long history of responsibly managing the chemicals used in our



products, and we are proud to say that we were the first company to eliminate mercury and lead from our batteries.

We continue to improve on our ESG commitments through our battery offerings.

- We are exploring ways to improve the density and energy efficiency of our products to boost performance and enable smaller, lighter batteries that require fewer materials.
- We are working to improve our manufacturing processes to reduce greenhouse gas emissions with a goal of 30% reduction in our direct operations by 2030.
- Our leak-resistant design on our batteries protects devices from damage so fewer need to be discarded.
- In 2022, we spent more than \$14 million on battery recycling programs.



4.1.2 AUTO CARE

Across our portfolio of auto care brands, we are working to improve the chemicals used in our products, improve efficacy and duration to make products last longer and help our consumers conserve water when they clean their vehicles.



- Armor All brand will be out of black plastics in the European and Australian markets by the end of 2025.
- 80% of our European-produced wipes are 100% Plastic Free.
- In 2023, we have replaced most PVC plastics in our North American car wash products with more recyclable PET resins.
- The Armor All brand is continuing efforts to shift from PVC to PET containers for greater recyclability.



- In 2023 we are launching a line of sustainable car air fresheners. The new California Scents 3D paper is made from 100% recycled materials¹, comes in three fragrances free of parabens, phthalates and benzophenone, and is cruelty-free².
- Our European-produced Axe Refillable Vent Air Freshener is reusable and refillable.
- California Scents Fiberboard packaging includes recycled materials.³
- Many of our STP products sold in North America utilize HDPE bottles that include recycled material.
- In Q1 2024, our North American STP fuel additive 12 ounce and 5.25 ounce bottles are moving from PVC to PET, which is more sustainable and is 100% recyclable.



¹Excludes natural twine and plastic bag. ²No animal-based ingredients or animal testing ³Aluminum fiberboard can and pull-tab lid



4.1.3 LIGHTS

Our lighting portfolio has been carefully designed to incorporate sustainability considerations in each new process. We strive to use the most energy efficient LED bulbs and transitioned several models to 301B bulbs, which currently provide the industry's highest energy efficiency rating at 235 lumens per watt (lm/W). We are happy to announce that in 2022, we made the following improvements:

- Using industry leading light efficiency 301B LED bulbs.
- Performed LCAs on two of our globally top-selling lighting products.
- 94% of our portable lighting innovation in 2022 was rechargeable or hybrid powered.

4.2 RECYCLED CONTENT

Energizer delivers long-lasting performance through sustainable innovation. In North America, our Energizer Ultimate Lithium, Max, Alkaline Power, Industrial and Industrial Lithium sub-brands include recycled materials.¹

Internationally, our Ultimate Lithium, Max Plus, Max, Alkaline Power, and Industrial sub-brands include recycled materials.²

Energizer is increasing the recycled materials in our Energizer Rechargeable AA and AAA batteries, with a goal to include at least 20% recycled material by the end of the year.³

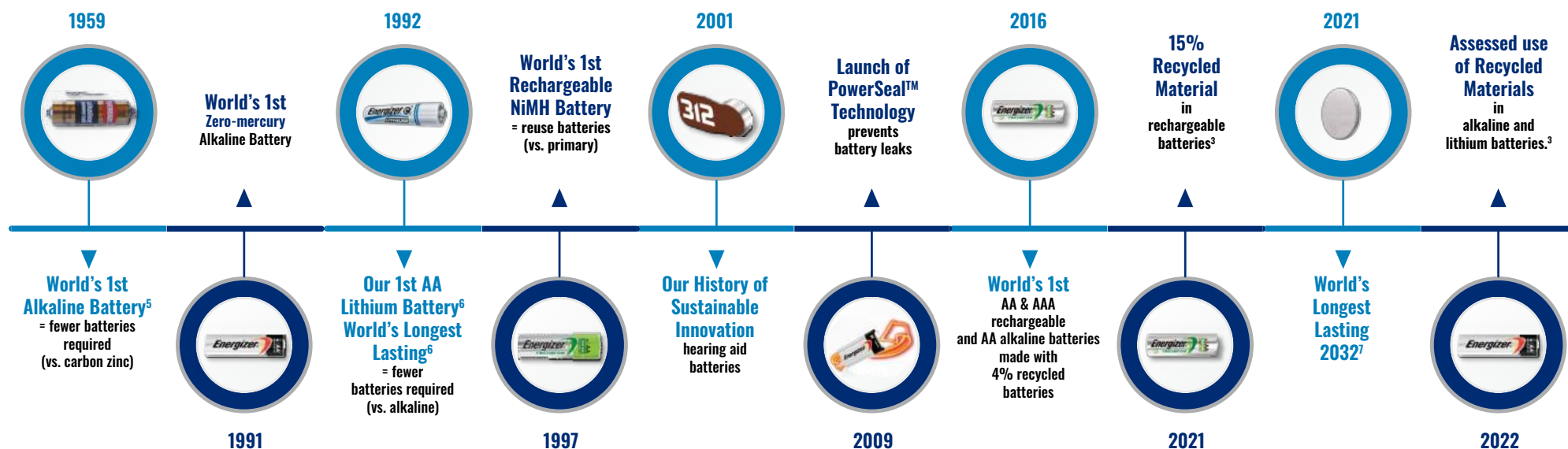
4.3 RECYCLABILITY

Energizer Holdings spent approximately \$14 million on battery recycling initiatives in 2022 and partners

with third-party organizations around the world to educate, inform and empower consumers to recycle their batteries. We are proud to partner with Earth 911 and Call2Recycle, both of whom raise awareness. We also work closely with the Corporation for Battery Recycling (CBR), the National Electrical Manufacturers Association (NEMA) and the Portable Rechargeable Battery Association (PRBA). In the U.S., nearly 8 million pounds of consumer batteries were collected in 2022.⁴

4.4 LESS WASTE

Our Energizer Ultimate Lithium batteries include the world's longest lasting AA battery and the world's longest lasting AAA battery in high tech devices. Because these batteries last longer than alkaline batteries, they are disposed of less frequently and generate less waste. In 2021, Energizer built on this legacy by launching the world's longest lasting 2032 battery, available in specially marked packaging.



¹AA/AAA/C/D Steel up to 10% recycled, 9V Up to 4% recycled, specially marked packages, Max AA only, Excludes Ultimate Lithium 9V, Industrial AAA, Recharge, Hearing Aid, Specialty Batteries

²AAA/AAA Steel up to 10% recycled, 9V Up to 4% recycled, specially marked packages Max Plus AA only, Excludes Ultimate Lithium 9V, Max Plus, AAA/C/D, Max AAA/C/D, Hearing Aid, Specialty Batteries, Europe: excludes all C/D/9V batteries, Industrial AA, and Max Plus AAA

³Rechargeable AA 2300mAh, 2000mAh, AAA 800mAh, 700mAh.

⁴<https://www.call2recycle.org/2022-battery-collections/>

⁵commercially viable cylindrical alkaline battery ⁶AA battery ⁷AA and AAA specially marked packaging



4.5 PRODUCT CERTIFICATIONS

Energizer has 19 batteries licensed for Nordic Ecolabel, including four rechargeable nickel-metal hydride (NiMH) batteries.

- This designation requires much more demanding purity levels for heavy metals (mercury, cadmium, lead) than the [EU Battery Directive](#) – from four to ten times higher purity.
- Service life requirements are typically 60% higher than the International Electrotechnical Commission (IEC) standards, driving longer product-use life, user satisfaction and less product to recycle.
- PVC-free packaging is a key requirement of this designation.
- In order to secure this designation, a conflict minerals management system must be in process.
- Nordic Ecolabel audits our licensed factories for both quality systems and environmental best-practices, thereby encouraging compliance to future environmental legislation.

Underwriters Laboratories (UL) provides environmental certifications for our rechargeable batteries containing recycled content.

- Annual audits of our NiMH battery suppliers – and their suppliers – to verify 15% recycled materials content per battery (in our premium Energizer AA and AAA rechargeable batteries (AA 2300mAh, 2000mAh, AAA 800mAh, 700mAh), 7% recycled content in our C, D, and 9V Energizer rechargeable batteries, and 7% recycled content in our Energizer value AA and AAA rechargeable batteries (AA 1300mAh, AAA 500mAh).
- Projects are underway to increase the certified recycled content in our rechargeable NiMH batteries in 2023 (AA 2300mAh, 2000mAh,

AAA 800mAh, 700mAh).

In 2022, Energizer was awarded Green Dot Certification from the European Recycling Platform, and the Sustainability Performance Award from Lyreco.

4.6 QUALITY ASSURANCE

Making quality products is foundational to our organization, and we are committed to maintaining and continuously improving our quality management systems (QMS). Each of our facilities has a quality leader, supported by appropriate teams and resources. The quality teams are accountable for developing and implementing policies, procedures, training and risk-based controls tailored to the products and processes of their facility. Each year, our quality colleagues go through various regulatory trainings. We have a comprehensive QMS that assures our products meet or exceed [ISO-9001 standards](#). Additionally, many of our facilities using this QMS are also ISO certified. A full list of the ISO certifications for current global manufacturing plants can be found [here](#). We are proud to report that most recently, our plant located in Rassau, United Kingdom has achieved ISO 14001 recertification with zero non-conformances, proving that our environmental management system meets the requirements of a globally recognized certification process!

Our QMS addresses the following elements:

- Management responsibility
- Customer and supplier contract review
- Product realization
- Document management
- Product identification and traceability
- Product and process control and training
- Control of measuring equipment, material management and product control
- Non-conforming and problem management

We have been evaluated by many customers using different auditing and rating criteria, and the consistent outcome is our QMS rated very high. We also verify the effective implementation of our QMS at our manufacturing and warehousing facilities through the use of internal and third-party audits.



4.7 CONSUMER SAFETY

At Energizer Holdings, the safety of our consumers is paramount, and we have dedicated significant time and effort to educate consumers about the importance of:

- Changing and testing batteries in smoke alarms and carbon monoxide detectors.
- Getting ready to weather any storm or power outage with emergency preparedness tips.
- Keeping children safe from lithium coin battery ingestion through work with government and industry groups across the globe for more than 10 years, as well as outreach to the medical community and general public.
- Proper use of our products by providing

instructions in the package and online, so people can access the information whenever and wherever it's convenient for them.

COIN CELL BATTERIES INITIATIVES

- Compliant with all International Electrotechnical Commission (IEC) child safety standards for batteries, which have been confirmed by multiple independent lab tests.
- In Australia, we introduced products with increased visibility along with content warning icons and text in response to new child-resistant packaging regulations.
- In the European Union, we use non-PVC blister packaging to optimize cell visibility and maintain child-resistant packaging.

SPECIFICALLY, WE HAVE LED THE FOLLOWING PRODUCT SAFETY EFFORTS:



In 2012, Energizer Holdings was the first battery manufacturer to introduce coin lithium battery packaging that complies with child-resistant packaging standards and recommendations made by the U.S. Consumer Product Safety Commission (CPSC). The packaging has undergone rigorous testing and was certified child-resistant by an independent ISO 17025 accredited child-resistant testing facility.



Conducting ongoing research and development to improve coin lithium battery safety and making much of that research public in the hopes that others can improve upon our significant safety efforts.



Educating the medical community and the general public through initiatives such as [The Battery Controlled](#), which explains how to identify and treat children who have ingested coin lithium batteries and educates parents through videos.



We partnered with Reese's Purpose, a nonprofit with the primary purpose to raise awareness of dangers of coin battery ingestion.



Requiring the battery compartment for all Energizer Holdings devices to include child safety features – regardless of whether the device is intended for use by children.



Participating in the development of international and local standards relating to battery compartment design, battery packaging design and battery warning text to reduce associated risks.





5. MORE SUSTAINABLE PACKAGING

Energizer Holdings continues to invest in making our packaging more sustainable across the globe.

BATTERY

- In Europe, our AA, AAA, C, D and 9-volt battery packing is recyclable and plastic-free* and the paperboard used for this primary packaging supports responsible forestry and includes up to 50% recycled material.**
- Our hearing aid battery packaging contains up to 30% recycled plastic in our ZAP plastic dials.

AUTOCARE

- We have removed unnecessary packaging from our STP caps, and our Nu Finish 16- and 12-ounce bottles switched from PVC to PET.

LIGHTS

- In our lighting category, we have eliminated the use of plastic bags to store batteries included with lighting products for Amazon-specific items, making the product packaging for these items plastic free.***
- We are proud to confirm that we have eliminated black plastics in lighting product packaging globally.*** Reducing use of black plastic is significant as black plastic is typically not recycled, and these plastics ultimately end up in landfills or polluting our roads and waterways.
- In our lighting products, all Energizer primary and secondary corrugated packaging is recyclable, and we have also eliminated PVC for lighting product packaging for Energizer and Eveready branded products.



*Excluding seals on select packaging.

** Excluding Energizer Max Plus C and D 20 packs, Energizer Industrial C and 9-volt 12 packs.

*** Excluding twist ties. Black plastics are commonly used, although they are more difficult to recycle and may contain harmful chemicals. By limiting the use of black plastics in our manufacturing and product streams we are able to significantly lower our overall impact on the environment.



Additionally, our corrugated shipping containers for the U.S. and Canada use 100% recycled content and are 100% recyclable.

The transition from plastic blister packaging to paperboard packaging in some of our products is expected to save up to 3,600 tons of plastic over the next 10 years (based on FY21 production volumes extrapolated over 10 years).

In the U.S., we have also partnered with How2Recycle to begin the establishment of sustainable packaging outreach on select products.

All European packaging has been updated to include additional recycling information on the packaging.

During the 2022 fiscal year, we reduced primary and secondary packaging materials used in our lighting category by approximately 6,600kg/14,500lbs.

PROGRESS
TOWARD GOAL:

Energizer is proud to announce that we've already surpassed our recycled content in packaging goal!¹

100%
↑↑↑↑

Last year we set a goal of 30% recycled content in our packaging by 2030. Energizer Holdings is proud to announce that due to recent investments in our packaging, we have increased recycled content and now have over 32% recycled content in packaging, which is measured by looking at all product packaging by weight. Packaging is defined as all primary (consumer selling unit) and secondary (shipping unit) packaging.¹ While we are proud of our quick progress in this area, we don't consider our work complete and we plan to continue to increase recycled content through the 2030 timeframe.

In some retailers we have installed a permanent front-of-store unit, to avoid the waste associated with cardboard displays. As an example, at Woolworths stores in Australia, the permanent units (pictured)

have replaced regular cardboard display bins, saving us approximately 128 tonnes of cardboard since their installation.²



5.1 PROMOTING RECYCLING

Making our packaging material easier to recycle is good for consumers and good for the environment. That is why we have designed icons for our European battery, lights and auto care packaging to inform consumers which recycling stream is appropriate for the specific packaging material they are recycling. Additionally, we are working on further expanding this labeling approach to our U.S. consumers by the end of calendar year 2024.

- We have added How2Recycle labels on many of our products in North America, making it easier for consumers to determine how to dispose of product packaging.
- In partnership with Call2Recycle, we are developing an Energizer branded battery recycling station that can easily be placed in stores to promote battery recycling. We are also developing signage that may be placed near locations where batteries are sold to inform consumers that battery recycling is available at that store.

¹See disclaimer in section 2.1

²Based on an average of 18,000 cardboard display units incorporating approximately 7 lbs. of cardboard per unit

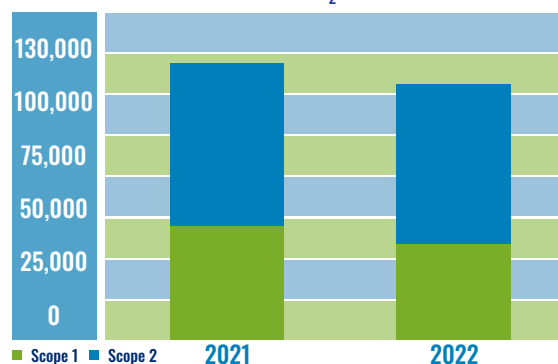


6. CLIMATE AND ENERGY

Energizer Holdings recognizes that our global operations and business activities have an impact on the environment. We believe that it is our responsibility to do the right thing and mitigate that impact when and where we can.

Energy and climate continue to be the main sustainability focus areas for the company. As a manufacturer with a significant global footprint, we recognize the scope of our impact and consequently, our responsibility to use energy efficiently and reduce the greenhouse gas emissions associated with our operations and business activities. In 2021, we set a goal to reduce our total Scope 1 (direct) and Scope 2 (indirect from purchased energy) emissions by 30% by 2030, and in 2022 we continued to work toward that goal. In addition, we developed our 2030 ESG roadmap, which lays out the detailed steps of how we will achieve our sustainability goals. The roadmap was developed through the efforts of our cross-functional ESG team in collaboration with functional leaders across our organization.

Total Scope 1 and 2 Greenhouse Gas Emissions by Year¹
(in MTCO₂e)



YEAR	2021 ²	2022 ²
SCOPE 1	40,745.55	33,636.94
SCOPE 2	88,720.96	84,217.86
TOTAL	129,466.50	117,876.08

¹Calendar year 2021, fiscal year 2022.

²GHG emissions data is subject to measurement uncertainties resulting from, among other factors, limitations inherent in the nature and the methods of determining such data.

In 2022, we successfully executed the first steps on our roadmap by:

- Completing an energy assessment of our largest battery manufacturing facility.
- Including emissions in our capital allocations process.
- Creating a life cycle analysis for multiple product offerings across two different categories.
- Involving colleagues from all facilities to accurately track our greenhouse gas emissions.

6.1 ENERGY USE AND EFFICIENCY

ENERGY CONSUMPTION

The main types of energy that Energizer Holdings facilities consume are electricity from the grid (MWh 84,217.86 in 2022) and natural gas (MWh 31,297 in 2022). Additionally, we consume refrigerants, diesel fuel (primarily for forklifts in warehouses and manufacturing plants) and motor gasoline (for company vehicles). The majority of the energy we use is consumed in the United States, responsible for nearly 74% percent of the total usage, followed by Singapore, Indonesia and Egypt.

ENERGY ASSESSMENT AND FINDINGS

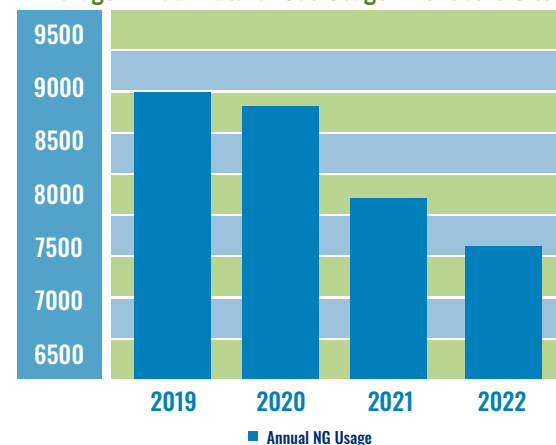
In 2022, Duke University's Nicholas School of the Environment partnered with our Asheboro, North Carolina, site on a project to conduct an energy assessment of the facility and highlight areas of improvement. The potential for substantial cost savings, and Energizer Holdings' commitment to reduce its GHG emissions companywide by 30% by 2030, makes performing an energy audit a critical piece of our strategy for Energizer Holdings to meet reduction targets.

The finding detailed several ways we can continue to improve site efficiency throughout our locations. The energy assessment suggested various improvements to our Asheboro site that might improve our outputs and lead us to further our sustainability goals.

A major discovery in the assessment was the significant reduction in natural gas consumption at the Asheboro site over the past few years. We have been able to reduce natural gas usage by:

- Repairing steam leaks and steam traps as they were discovered.
- Retrofitting some equipment in the facility, such as our 600hp boiler. This allows us to decrease our consumption easily on lower demand days.
- Stopping our can washer when we stop producing for any extended period of time. This not only maintains the usage of the machine but also reduces natural gas consumption.

Average Annual Natural Gas Usage - Asheboro Site



We will review the rest of these findings in 2023 and, where appropriate, we plan to apply the suggested energy efficiency findings to our other facilities globally.

EFFICIENCY IN TRANSPORTATION

Energizer Holdings works hard to continue focusing on efforts to enhance utilization in our transportation tactics. We are focused on capacity utilization in an effort to improve container consolidation rates. These items are consistently being measured and, in 2022, we made improvement in transportation a focus area as part of our climate and energy goal throughout our locations. We will continue to use these findings to reduce the environmental impact of our shipping.

and transportation network globally. Additionally, Energizer Holdings works to ensure we partner with companies who have our similar ESG interests in mind.



6.2 GHG EMISSIONS

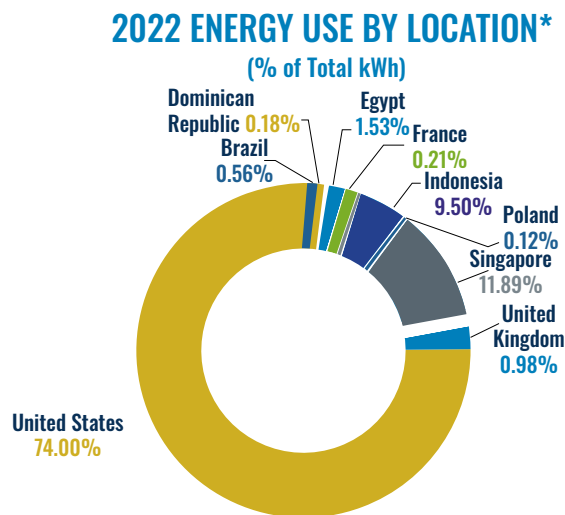
Since 2019, we have measured our direct (Scope 1) and indirect (Scope 2) emissions using the Greenhouse Gas (GHG) Protocol methodology developed by the World Resources Institute. In 2021, we set a goal to reduce our total Scope 1 and Scope 2 emissions by 30% in 2030.

In 2023, we will continue to use our ESG management software and measure our Scope 1 and Scope 2 emissions in an effort to achieve our 30% reduction goal.

With a manufacturing and operational presence across more than 70 sites globally, compiling a complete GHG inventory was a significant undertaking. We partnered with an inventory expert in 2021 to help us analyze our emissions and create an assessment. The inventory assessment compiled the materiality of different emissions sources within the company operations, and collected 2019 and 2020 emissions data for electricity, on-site natural gas combustion, refrigerant and mobile source usage. This marked an important step for us on our climate action journey.

In 2022, we continued to improve on the accuracy and completeness of the GHG data collected from our global sites to compare our output to our baseline year of 2021. We continued to utilize an ESG data management software for better traceability, record keeping and analysis of the data, and continued to engage with site leaders globally. Multiple training courses were held to educate site leads on the importance of GHG reporting, and step-by-step training materials are available to everyone who works with the software. To further

ensure the continuous improvement of this process, our ESG and Internal Audit teams conducted reviews of our process and data.



*Graph representative of highest consumption by specific sites. All other sites not listed in graph account for final percentage of consumption, for a total of 100%.

METHODOLOGY

When tracking our GHG emissions, we follow the Greenhouse Gas Protocol methodology by the World Resources Institute. At Energizer Holdings, we report on the emissions of various GHGs based on the combustion of fuels that we use in the manufacturing process as well as our usage of refrigerants at locations, where applicable. Additionally, our GHG inventory takes account of mobile fuel sources used by manufacturing sources as well as company leased and owned vehicles.

We derive our emission factors from the following sources: the EPAeGRID, the International Energy Agency, the EPA6 and the Intergovernmental Panel on Climate Change (IPCC) of the U.N.

Energizer Holdings has established an inventory boundary including temporal, organizational and emission source boundaries, as follows:

Temporal – In 2022, in anticipation of the SEC's proposed rule on climate disclosures, Energizer Holdings switched from a calendar year to a fiscal year

approach. Fiscal year 2021 is used as the baseline year for our goal of reducing Scope 1 and Scope 2 GHG emissions by 2030.

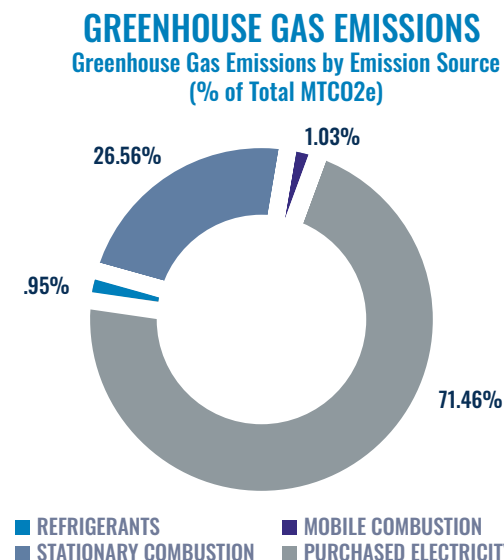
Organizational – Energizer Holdings has chosen an operational control approach meaning that inventories account for emissions produced by assets that are owned and/or operated by the company. Therefore, the operational boundary has been set to include all owned and operated assets globally.

Emissions – Emissions are calculated using actual usage data from utility bills and purchased fuel where data is available, and approved estimations methods where not available. Energizer Holdings includes fuel consumed by its global mobile assets, which includes some owned and operated vehicles as well as vehicles leased by colleagues as part of their benefits.

As defined by the GHG Protocol, the following emissions are included in this inventory:

Scope 1: Direct emissions from natural gas and diesel combustion in our manufacturing facilities as well as company owned or operated fleet of forklifts, light duty vehicles and transportation vehicles.

Scope 2: Indirect emissions from purchased electricity for our manufacturing sites, offices and warehouses.





PROJECT GIGATON

Project Gigaton is a Walmart initiative to eliminate one gigaton of GHG emissions cumulatively across its network of suppliers by 2030. Suppliers can commit to reductions in any of the initiative's pillars: energy, agriculture, waste, packaging, deforestation and product use. Energizer Holdings partners with Walmart on this important initiative, committing to reduce 30 percent of GHG emissions based on a 2021 baseline.



6.3 CLIMATE RELATED RISKS AND OPPORTUNITIES

Energizer Holdings recognizes the importance of managing climate related risks and opportunities relevant to our business, and aligning with recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) is a key step toward doing our part to support the global transition to a low-carbon economy.

In 2021, we worked to start aligning ourselves with the guidelines of the TCFD, and in 2022 we continued that commitment. Our approach to tackling climate-related risks and opportunities at Energizer Holdings remains categorized into four pillars:

GOVERNANCE

- The Audit Committee of our Board of Directors oversees the “environmental” component of Energizer Holdings’ (ESG) program, including strategic oversight of the company’s ESG-related disclosures, enterprise risk management process, and processes and controls in place to address material environmental risks.
- The Nominating and Governance Committee of our Board of Directors oversees the “governance” component of our ESG program, including strategic oversight of ESG-related governance trends and requirements; the company’s external stakeholder and

community engagement with respect to ESG; and ensuring that our Directors are informed about ESG trends, topics and educational opportunities.

- The Human Capital Committee of our Board of Directors oversees the “social” component of our ESG program, including strategic oversight of the company’s efforts to build and maintain a strong culture and Company community, embracing social efforts; employee health, wellbeing, and safety plans and programs; and diversity, equity, inclusion, and belonging plans and programs for attracting, developing, and retaining diverse talent.
- In addition, Energizer Holdings’ Head of Sustainability, in collaboration with the cross-functional ESG management team, works to constantly refine our climate action and leads its day-to-day governance. Our CEO is regularly briefed on ESG and sustainability topics by our Head of Sustainability and other members of our ESG team. Given that carbon emissions and climate change are important topics for our key customers and investors, this topic is included in briefings.
- Additionally, the Enterprise Risk Management and Internal Audit teams help ensure that our processes for risk assessment, monitoring and reporting are robust and minimize the risk of material issues remaining unaddressed.

STRATEGY

- In 2022, the ESG team conducted an assessment to identify the most relevant risks and opportunities related to climate change that could impact Energizer Holdings. We worked with The Climate Service, a third-party provider that is part of S&P Global, who utilized climate experts and data scientists to build a science-backed climate risk analytics platform that helped us identify and measure climate risk in our assets and business. There are two broad categories of risks and opportunities that were considered: physical



and transition.

- The ESG roadmap that was developed and formally adopted by Energizer Holdings includes a detailed view of a staggered approach to reaching our emissions reduction goal, starting with energy efficiency gains at major manufacturing facilities and transitioning into low-carbon solutions.

RISK MANAGEMENT:

- The cross-functional ESG team continues to work closely with the Enterprise Risk Management and Internal Audit teams to ensure that climate considerations identified in the assessment are incorporated in the Enterprise Risk Management (ERM) framework used by the company.
- In 2022, Energizer Holdings contracted with The Climate Service to identify any risks that may be associated with climate change between now and the year 2100.
- Scenario Analysis — We performed a scenario analysis that provides actionable insights about potential future outcomes and is recommended by the TCFD for reporting purposes. S&P Global Climonomics incorporates four climate scenarios based on the Representative Concentration Pathways (RCPs). An RCP is a greenhouse gas concentration trajectory adopted by the IPCC. The pathways describe different climate futures, all of which are considered possible depending on the volume of GHGs emitted in the years to come. The four RCP scenarios available in S&P Global Climonomics cover the future warming of 0.9-2.3°C (RCP2.6), 1.7-3.2°C (RCP4.5), 2.0-3.7°C (RCP 6.0) and 3.2-5.4°C (RCP8.5).
- Science Driven Insight — The Climate Service utilizes publicly available raw climate data that may include information on factors such as temperature and precipitation. This is used by expert S&P Global scientists to build and refine their own climate models for extreme temperatures, drought, coastal flooding, fluvial flooding, water stress, tropical cyclones

and wildfires.

- Assessment of vulnerability — The Climate Service has a library of proprietary impact functions that model the vulnerability of 230+ different asset types to climate-related hazards, based on a wide range of factors specific to each one.
- Financial Loss Calculation — Assessments of hazards and of vulnerabilities are considered for each asset to estimate the average annual loss associated with climate risk to provide an informative evaluation of exposure. The information is then validated internally to take into consideration historical evidence and current mitigations measures.

METRICS AND TARGETS:

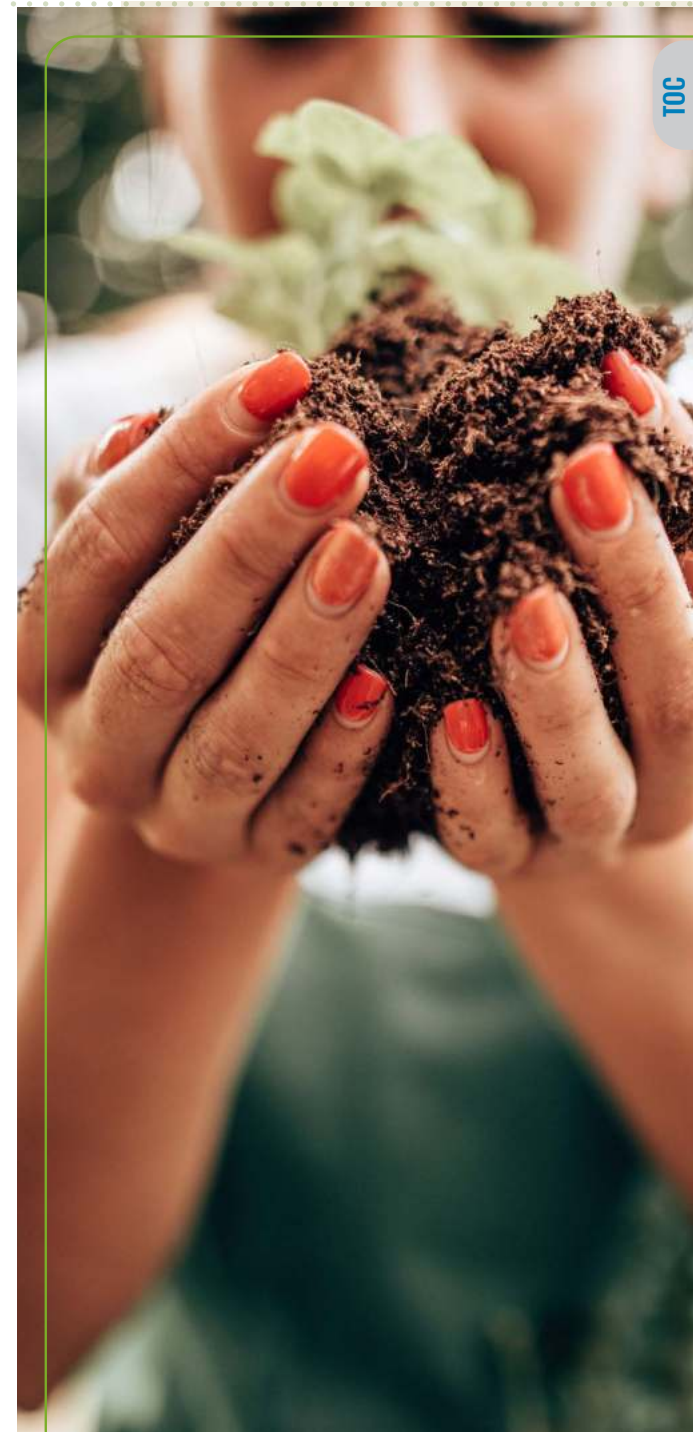
- To track and manage our progress in addressing risks related to climate change, we have been conducting a complete GHG inventory since 2019, including Scope 1 and Scope 2 emissions, which was audited internally in 2022. We also set a company-wide GHG emissions reduction goal of 30% from 2021 levels by 2030. We track our progress toward this goal using a software data management tool.

7. ENVIRONMENTAL STEWARDSHIP

7.1 WATER

In the 1970s, our wastewater effluent standards were exemplary enough to become the model for the U.S. Environmental Protection Agency. For more than 10 years, we have tracked our waste and water usage in many of our manufacturing facilities and have created positive trends year-over-year. Through technology improvements designed to reduce water usage and recycle water at our Asheboro, North Carolina plant, we have saved more than half a million liters of water per month since 2014.

While water is not one of our most material environmental sustainability areas, we recognize the importance of conserving our global water supply and our obligation to do our part in this effort. In 2023,



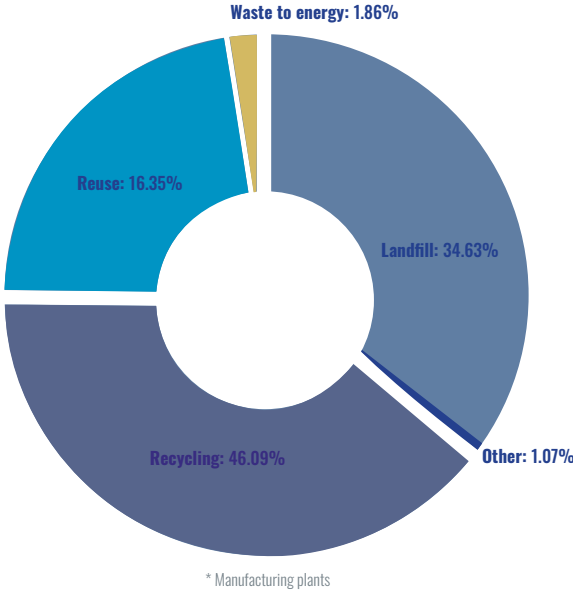


we will continue to expand on our assessment of environmental impacts our facilities have locally and use these findings to help identify future opportunities for water-use reduction.

7.2 WASTE

In 2022, we continued to monitor the waste data we consume at appropriate sites.* Our overall non-hazardous waste impact is below:

WASTE MANAGEMENT - NON HAZARDOUS



INNOVATION

- Recycling Efforts — Computer Assets
 - It is estimated that we disposed of approximately 15,000 pounds of old computer equipment in 2022 alone. After securely removing data from any storage devices, the equipment was evaluated for reuse. Equipment which is not eligible for reuse was disassembled and recycled, or disposed of in a manner that meets local laws and requirements.

BATTERY RECYCLING

- Scrap batteries are not currently landfilled at any of our facilities. The only battery-related scrap that is landfilled is raw cells, which is defined as partially assembled batteries which have an anode but are not sealed.

PRODUCT

- We are continuously working to optimize the performance and lifetime of our products, which significantly reduces the volume of waste we produce.
- Consumer use of Energizer Recharge batteries reduces waste and the total volume of used batteries.

Energizer Holdings is working toward landfill-free manufacturing facilities. In the United States, our largest facilities recycle approximately 92% of total waste per year. Across all of our international manufacturing sites, approximately 46% of all waste generated is recycled. In our Washington, U.K., plant we also removed all plastics from our waste material collection process, which saved more than 5.5 metric tons of plastic.

To bring the best value to our customers, while also demonstrating responsible stewardship, Energizer Holdings strives to remove waste from its manufacturing processes. Our quality systems minimize waste by setting “triggers” that prevent the manufacturing of incorrect products. We also look to reduce the hazards of our waste by looking for non-hazardous substitutions, for the benefit of our colleagues, communities and planet. Waste generated as an unavoidable byproduct is evaluated for reuse within our own operations and then as an external product.

Waste that cannot be reused is evaluated for recycling. Regardless of whether the material is reused, recycled or otherwise disposed, we recognize our environmental and social responsibilities by ensuring the waste goes to a proper outlet. We conduct site audits of the facilities that manage our waste to ensure the proper management of the material, and we prohibit the use of sites that are found to present undue risks to the



community or planet.

In past years, one of our Asheboro, North Carolina, facilities replaced an N-methyl pyrrolidone based cleaning solution with a water based, non-hazardous solution. As a result, this facility has reduced its annual hazardous waste generation by 2,500 lbs.

REAL ESTATE EFFORTS TO REDUCE WASTE

As with all Energizer Holdings real estate projects around the world, our projects in fiscal year 2022 focused on sustainability, the colleague experience and cost containment. At our St. Louis site alone, we diverted 40 tons of existing furniture from landfills, which is equivalent to three freight trucks and 372,787 grams of CO₂ emissions avoided. Additionally, Energizer Holdings implemented full-floor wireless network access at our St. Louis headquarters, which eliminated more than 85,000 linear feet of fiber cabling that would normally be used to support each workstation. This new setup, which supported our in-office and hybrid working models, saved more than 16 miles of copper wiring.

7.3 CHEMICAL MANAGEMENT

Energizer Holdings works to ensure that products are compliant with all applicable laws and regulations in the markets in which they are sold, including those that relate to chemical substances in our products. Each of our functional groups maintains its own restricted substances protocol at the category, containing individualized requirements tailored to product or product category. These requirements, at a minimum, incorporate those of applicable international, federal, state and local law. They may also be based upon published chemical lists of industry associations. In each case, protocols are rigorously monitored and regularly updated as regulations change.

Chemicals that present a high risk are reviewed by a chemical hygiene team, which defines actions to mitigate or eliminate any known risks. All necessary corrective actions must be completed prior to the purchase of these chemicals. Energizer Holdings uses a safety data sheet (SDS) database, trade groups and

regulatory software to screen for and identify materials that contain chemicals of concern such as: conflict minerals, Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) chemicals prior to approving the purchasing of a material. All chemicals purchased are labeled per the Global Harmonizing System (GHS) when they are received. Internal audits are conducted to ensure proper chemical storage and handling. Each facility trains and maintains an emergency response team in the event of a spill incident. Chemicals are listed in the Environmental Protection Agency (EPA)'s Toxic Substance Control Act (TSCA) active inventory, and storage procedures are identified and followed accordingly.

We require our suppliers to provide materials, components and products that comply with all regulations. Products manufactured in-house follow similar procedures, with each category responsible for product compliance. Compliance is screened through a variety of mechanisms and tools selected by the Regulatory, R&D and category teams, such as certificates of conformity, full substance disclosures and/or product testing.

The principal raw materials used by Energizer Holdings in the production of battery and lighting products include electrolytic manganese dioxide, zinc, silver, nickel, lithium, graphite, steel, plastic, brass wire, and potassium hydroxide. The principal raw materials used by auto care are refrigerant R-134a, plastic, silicone, steel and aluminum.

We use third-party expertise and internal systems to facilitate compliance with global chemical regulations in the markets in which we sell, including but not limited to:

- Substance restrictions, including TSCA and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in Europe.
- International and local implementations of the globally harmonized system, the worldwide system for classifying and

communicating the hazardous properties of industrial and consumer chemicals.

- Consumer labeling requirements.
- Product registrations in accordance with local laws.





8. PEOPLE

8.1 OUR CULTURE

At Energizer Holdings, we take very seriously our responsibility to foster a diverse, equitable and inclusive environment, where people feel a sense of belonging. We are committed to providing fulfilling careers and development opportunities for our people at all levels and supporting their well-being at work and at home. By living our culture of winning together, while serving each other, with a willingness to act boldly, all while doing right, we drive an atmosphere in which colleagues can feel proud to work for Energizer Holdings.

- **WE WIN TOGETHER** We relentlessly pursue our goals. We celebrate and move to the next challenge. We act with urgency because windows of opportunity close quickly. We are focused on results.
- **WHILE SERVING EACH OTHER** We care for others' success as much as we do our own. We challenge respectfully to drive better outcomes and work collectively across functions, levels and geographies to achieve our goals. All for one, one for all.
- **WITH A WILLINGNESS TO ACT BOLDLY** We push forward rather than leaning back. We take chances, have a bias for action and go all in to achieve our goals. Even if we fail, we fail together. We are transparent, we learn from it, and are better for it. We are fearlessly determined.
- **ALL WHILE DOING RIGHT** We bring out the best in each other to bring the best to our consumers and customers. We are vulnerable and trust each other with our imperfections. By being inclusive and open, our diverse perspectives amplify what we can achieve. Doing the right thing is all we know.

8.2 HUMAN RIGHTS

Energizer Holdings is committed to promoting human and labor rights and ensuring the health, safety and well-being of workers throughout its global supply chain in accordance with the principles expressed in: 1) the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles for Business and Human Rights (UNGP), 2) the European Human Rights Convention, 3) the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, 4) the International Covenant on Economic, Social and Cultural Rights, 5) the International Covenant on Civil and Political Rights, and 6) the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work. We strive to comply with all applicable laws, rules and regulations in every location where we operate. Any entity working for or doing business with Energizer Holdings must comply with the Human Rights Policy and all applicable laws as well.

We have established certain standards as described in our Code of Conduct that are designed to protect human rights and expect our suppliers and business partners to follow these standards. Namely, Energizer Holdings is committed to upholding the following core human rights:

- **NO CHILD LABOR** - We prohibit the use of child labor in our operations and value chain. We employ only workers who meet the applicable minimum legal age and are at least 16 years of age, and we require suppliers and other third parties to meet the same standard.
- **NO FORCED LABOR** - The use of prison, indentured, involuntary or forced labor of any kind, is strictly prohibited. Further information on how Energizer Holdings addresses the risk of human trafficking and modern slavery in its supply chain in compliance with the [California Transparency in Supply Chains Act](#) and [UK Modern Slavery Act](#) can be found in our respective policies.



- **MINORITY RIGHTS** - We pay particular attention to the protection of minority groups by identifying, preventing, mitigating and remedying the special risks they face in the communities where the company is present. Energizer Holdings also recognizes the value of economic inclusion in identifying and selecting suppliers.
- **RIGHT TO WATER** - We acknowledge that the right to sufficient, safe, accessible and affordable water is sacrosanct, and we are committed to responsibly and efficiently using water resources and providing access to water to our colleagues.
- **COMMUNITY ENGAGEMENT** - We support and strive to have a positive impact on the communities where we operate.
- **SECURITY** - We provide for the security of our colleagues in the workplace by implementing measures such as badging systems and fire safety measures in the countries where we operate.
- **CONFLICT MINERALS AND COBALT** - Energizer Holdings acknowledges the risk that the following products manufactured and distributed by the company may contain conflict minerals and cobalt as defined by Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act: round cell alkaline batteries, round cell carbon zinc batteries, lighting and chargers.

To address this risk, Energizer Holdings, across all its regions and subsidiaries, supports the industry-wide goal of identifying, reducing and hopefully eliminating the use of 3TG conflict minerals and cobalt originating from the Democratic Republic of the Congo and surrounding countries to the extent believed to be financing or benefiting groups committing human rights violations. As part of this commitment, Energizer works with suppliers to educate them on conflict minerals and conducts due diligence annually and publicly reports on its use of the 3TGs. Further details on Energizer Holdings' commitments and actions undertaken can be found in the company [Conflict Minerals Sourcing Policy](#) and [Supplier Code of Conduct](#).

8.3 HEALTH AND SAFETY

To ensure our colleagues have a safe workplace, Energizer Holdings maintains a global safety, health and environmental (SHE) policy. Because providing products and services to our customers with zero harm to people and the environment is at the foundation of what we do, we require all colleagues, contractors and visitors at our plants/manufacturing facilities to understand and follow our global SHE policy, and we retrain them on this policy on an annual basis. Each facility maintains additional safety policies, measures and procedures specific to its individual needs as well. In addition, our facilities incorporate the usage of noise and air permits, thus contributing to the decrease of air pollution and creating a safer, more comfortable environment for all colleagues.

Our occupational health and safety management system is aimed at addressing three key components to safety:

- Identifying the root cause of safety hazards in our operations.
- Assessing risks associated with all hazards or conditions identified.
- Mitigating risk associated with the known hazards and conditions.

The program establishes minimum requirements for enterprise-wide safety, environmental and Department of Transportation loss-prevention activities, and ensures we remain compliant with all safety and environmental-related laws, rules and regulations. It aligns with national and international safety, health and environmental (SHE) standards such as American National Standards Institute (ANSI) Z-10 and ISO 45001, and provides a framework for 16 SHE elements.

Energizer Holdings has established safety, health and environmental teams (general safety committees, or GSCs), which are comprised of both members of management and floor operators, at each location to manage all SHE elements on a day-to-day basis. At the facility level, all colleagues participate directly or indirectly with the GSC, which increases awareness for all things SHE-related and reduces risk. Using industry best practices and regulatory compliance, our GSC team approach ensures leadership accountability





and colleague involvement at our manufacturing facilities. Additionally, the GSC teams work closely with all colleagues to respond to their safety suggestions and reported hazards, conduct safety inspections and incident investigations, and help implement corrective actions. Other key elements of our GSC process include auditing, management review and reporting to senior leadership.

8.3.1 HEALTH AND SAFETY POLICY AND MANAGEMENT SYSTEM

We use a proprietary, international standards-based Safety, Health and Environmental Management System, which includes regular internal and external compliance auditing and associated corrective actions, supporting our goal to produce, distribute and manage products with zero harm to people and the environment. In addition, each of our locations maintain additional safety policies, measures and procedures specific to its individual needs.

8.3.2 INJURIES AND INJURY RATES

Energizer Holdings is committed to continuous improvement in all aspects of our business, and injury rates are no exception. Although no injury is acceptable in our workplace, Energizer Holdings is proud to note that our total recordable incident rate (TRIR) is very favorable compared to other like companies.

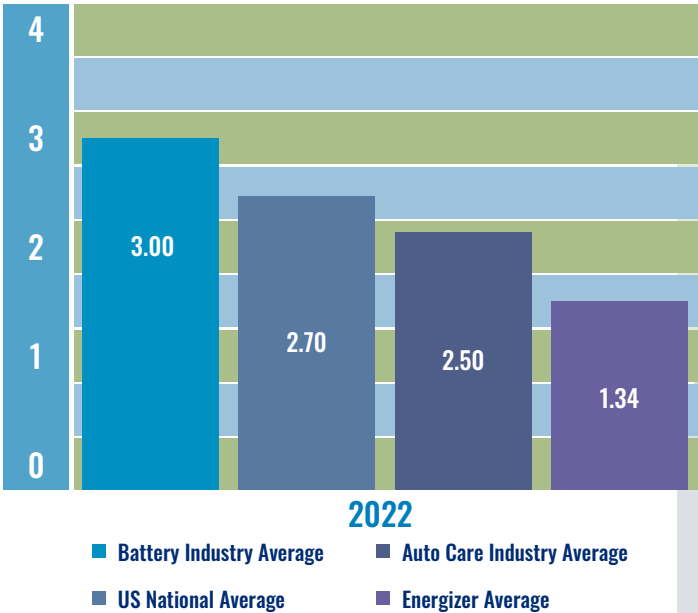
According to the Bureau of Labor Statistics, Energizer Holdings facilities have a TRIR rate that is more than 50% less than the U.S. national average.

Prior to the start of a new fiscal year, each site evaluates its present and past performance to establish a TRIR goal that the facility will not exceed. These TRIR goals are lowered each year, and the team outlines what will be done to ensure the goal is not exceeded.

50%

Energizer Holdings facilities have a Total Recordable Incident Rate (TRIR) that is less than half of the US National Average

Occupational Heath & Safety
Total Recordable Incident Rate Comparison*



* TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2021 (bls.gov)

8.3.3 SAFETY TRAINING

Training is executed in-person, through multi-media, and via the company’s learning management systems. In addition, all colleagues have access to online resources that provide policies, standards, general compliance guidance and training requirements as well as incident reporting, compliance action items, auditing and metrics/reporting for the company.

8.4 WELL-BEING

Creating a culture where all colleagues feel supported and valued is paramount to our corporate mission. At Energizer Holdings, we care about our colleagues. Our holistic well-being strategy is designed to create an environment where our colleagues can physically thrive, mentally and emotionally flourish, establish financial security and create social connection.



To help colleagues recognize and better identify our well-being messages, we have incorporated a well-being brand known as Window to Well-being, which aligns with our culture, our Human Capital initiatives and is focused on “being well” physically, mentally, emotionally, financially and socially.

Our well-being three-year roadmap is focused on integrating, expanding and enhancing well-being to increase awareness of our tools and resources and adoption to continue to attract, develop, engage and retain our global colleagues. Energizer Holdings is proud to provide 100% of our colleagues with access to an employee assistance plan (EAP). Our EAP offers colleagues and their eligible dependents counseling and well-being resources, 24 hours a day, seven days a week by phone, online or via the mobile site. We provide ongoing communications and tools to continue meeting our colleagues’ needs, including a well-being program. We also launched a well-being learning path to provide colleagues with easy to use, relevant well-being education.

Well-being is incredibly important, and our colleagues value holistic resources to help them balance work and home demands. We use our flexible working guidelines to allow colleagues and their managers to establish flexible work arrangements that address when, where and how their work gets done. Enabling a flexible workplace removes barriers that may prohibit success and better addresses our colleagues’ different work and life needs. In addition to the social benefits offered in different countries, we also offer market-competitive core benefit plans in most of the countries where we operate that are designed to support our colleagues’ overall well-being.

8.5 DIVERSITY, EQUITY, INCLUSION AND BELONGING

Energizer Holdings is highly focused on efforts and actions to advance diversity, equity, inclusion and belonging (DEIB) and amplify the voices of colleagues across the globe. We understand that building a workplace that embraces differences and empowers

all is a journey that requires support from colleagues throughout our organization.

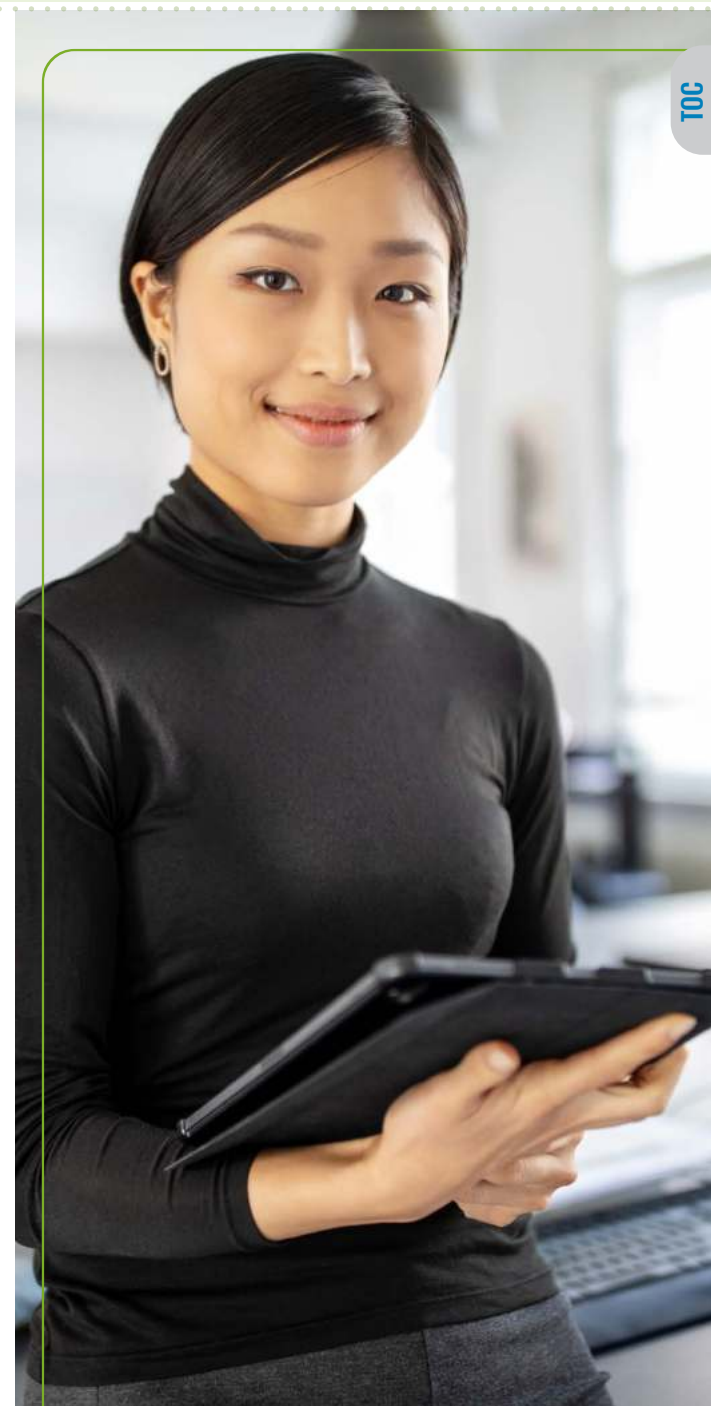
We’re currently emphasizing DEIB best practices and the approach for embedding DEIB into our workplace. Leaders and colleagues across the globe have participated in learning and awareness forums to build cultural competence and knowledge of the value of a diverse and inclusive workplace. Increased awareness has led to unleashed passion and a strong momentum to support DEIB efforts through grassroots efforts and the establishment of a Global DEIB Council.

In 2022, we developed a three-year strategic roadmap for our DEIB program. Our three-year roadmap is designed to advance our global DEIB maturity and results, and highlights our three pillars of Community, Learning and Talent to achieve *our vision* of Embracing Differences and Empowering All.

- **COMMUNITY:** Promote a workplace where colleagues feel safe to express their perspectives and feel they belong to our team.
- **LEARNING:** Build colleague awareness and competence to produce respectful and inclusive workplace behaviors and actions.
- **TALENT:** Embrace diversity to attract, recruit, develop and retain top talent.

Energizer Holdings is focused on increased transparency and, in addition to publishing our gender and ethnicity data, we have published our social policy and EEO-1 reports. We know there is still work to do and are committed to ongoing progress. As an example, our recruitment strategies ensure we have a diverse candidate pool, and we continually assess our talent decisions to ensure we are fair and objective in our hiring and evaluations.

3-YEAR
roadmap created for
DEIB Program

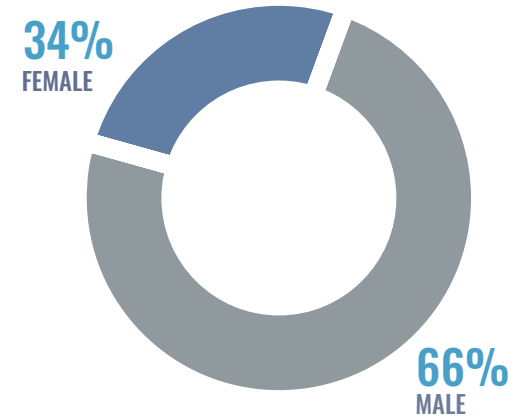




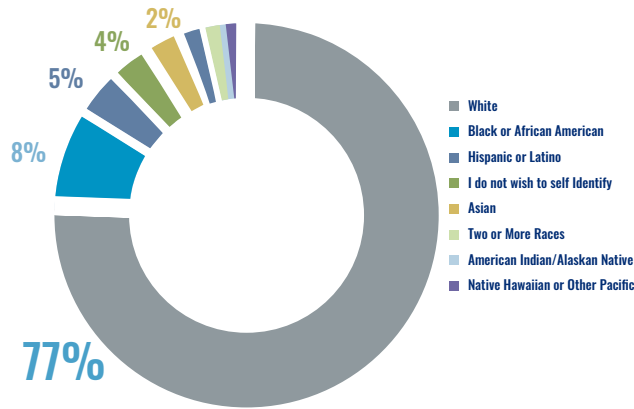
GENDER - GLOBALLY



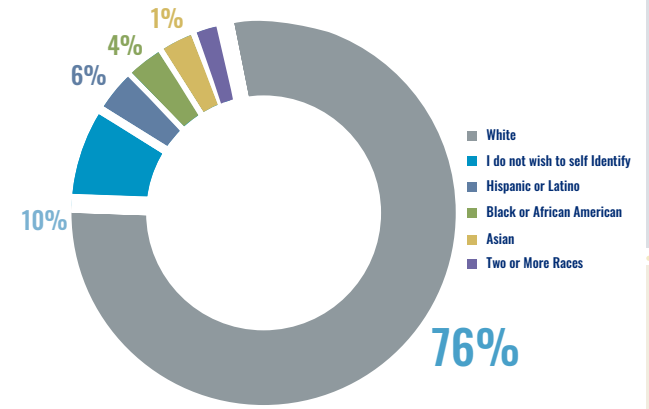
GENDER - LEADERSHIP



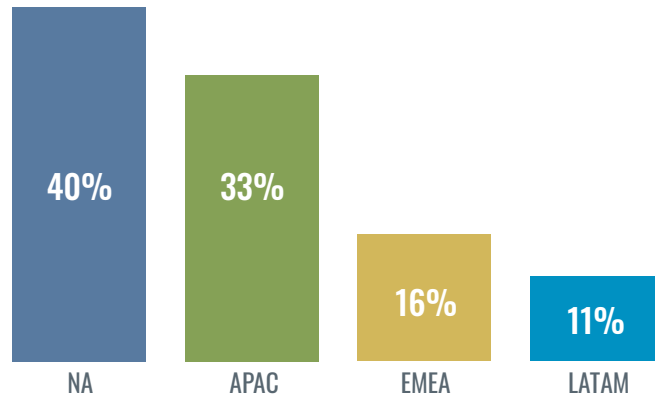
U.S. ETHNICITY



U.S. ETHNICITY - LEADERSHIP



FEMALE EMPLOYEES REPRESENTED BY REGION



8.5.1 EMPLOYEE RESOURCE GROUPS

Energizer Holdings is proud to have three employee resource groups that each serve to increase visibility and advancement of our diverse colleague base. We hope to have a more engaged workforce and deliver outstanding business results by embracing the unique cultures, experiences and ways of thinking represented by our colleagues.

1) The **Women's Leadership Network (WLN)** is our largest employee resource group. It was launched in 2021, and is tailored for women at Energizer Holdings, but open to all interested colleagues. Since its inception, the WLN has grown to more than 200 members, including women and allies from countries around the world and across all functions of our business. The purpose of the WLN is to provide employees with [employee-centered purpose] which we accomplish with the help of resources provided by the global DEIB Council:

- Education to Organization
- Mentorship
- Professional Development
- Internal Networking
- External Networking
- Community

Made Forbes list of
**TOP FEMALE
FRIENDLY**
Companies in 2022

Create professional growth opportunities for women

Create a company-wide conversation about the importance of women in leadership and inspire future women leaders

Attract, develop and retain women

2) The **African Ancestry Leadership Group** was formed in 2020, with a purpose to create a sense of community among colleagues of African ancestry and to increase African ancestry representation throughout the organization while identifying opportunities to increase our presence in local communities.

- The African-Ancestry Leadership Group has hosted numerous events throughout 2022, including: *Perspectives on DEIB* with guest speaker Damon Jones, who provided an external perspective on promoting diversity, inclusion and anti-bias in advertising.

3) Our **Asian-American Ancestry Group, Mosaic**, is our newest employee resource group. Mosaic's purpose is to drive recruitment, build community and provide opportunities for leadership development for our colleagues of Asian ancestry. We look forward to expanding the Mosaic program in the coming years.

8.5.2 DEIB Training

Energizer Holdings offered a series of diversity and inclusion-related trainings in 2022, including *Inclusive Mindset for Committed Allies* and *Unconscious Bias*.

The completion rate for the *Inclusive Mindset for Committed Allies* training program was over 95% for salaried colleagues. In addition, we also relaunched people leader fundamentals training, including a session on recognition, engagement and DEIB.

8.6 TALENT AND RETENTION

We are currently establishing retention and recruitment strategies to help increase representation of diverse demographics and talent. Considering our current population, we have an opportunity to strengthen our professional networks, colleague referrals, resource groups and community outreach.

Attracting, developing and retaining the best talent is critical to achieving our ambitions. Our recruitment process encompasses a variety of training programs, performance management recognition and an emphasis on internal mobility. We are also focused on measuring our DEIB attraction and pipeline metrics to continuously improve our practices.

In order to attract early career professionals, our **Research and Development** team partners with universities to offer students the opportunity to learn about Energizer Holdings, while simultaneously providing us with a pool of new and exciting talent. Our teams strategically focus their recruiting efforts on a broad cross-section of universities, including Historically Black Colleges and Universities (HBCUs) and those with strong connections to organizations such as the Society of Women Engineers and the National Society of Black Engineers.

In recent years, we have opened up our recruiting process to remote roles where possible, allowing us to hire talent from expanded places, and not just locations where we have facilities and offices. Energizer Holdings believes flexible working practices have enriched business operational practices. Through flexible working, we have demonstrated our ability to be fluid and adopt best-in-class practices. Our global talent pool now consists of more than 5,500 colleagues who allow us to celebrate differences in location, culture and religion alike.



PERFORMANCE AND DEVELOPMENT

Our performance and development platform allows colleagues to identify opportunities for growth and allows Energizer Holdings to create consistent processes for approaching development goals, performance reviews, performance coaching and exit interviews. Each year, colleagues set performance goals linked to company objectives and development goals focused on individual career growth. Throughout the year, managers conduct ongoing performance coaching sessions with their colleagues in line with our efforts to motivate, inspire and retain our colleagues. At year end, managers and colleagues review accomplishments, discuss challenges and prepare to set goals for the upcoming year. This process is designed to support colleagues on their career journeys and provide tools, training and resources for professional development.

Our people strategies are grounded in building our capabilities and preparing high-potential talent for broader roles in the organization. In 2022, we launched new programs to develop our colleagues' leadership skills and prepare them for roles of increasing responsibility. Our leadership programs were focused, ensuring appropriate content and learning opportunities for leaders at different stages of their development journey. Programs included manager fundamentals for new managers, leadership essentials for more experienced managers and bespoke leader workshops for senior leaders. Beyond formal training, leadership learning opportunities extended to opt-in webinar series where leaders and facilitators collaborated and shared information on relevant leadership challenges. Through existing corporate communications, managers were encouraged to read articles and take part in voluntary online courses, in addition to attending third-party online facilitated leadership events. Additionally, we have partnered with SkillBridge to hire and train service members at some of our U.S. sites. This program matches service members with various organizations to gain real world job experience at the end of their contracts and service roles.





8.6.1 TRAINING

Engaged, driven and productive colleagues are essential to achieving growth. All Energizer Holdings colleagues participate in annual training focused on topics including ethics and compliance; diversity, equity, inclusion and belonging; and information, security and awareness training.

For salaried colleagues, we offer a catalog featuring thousands of online courses from IT skills to business acumen and leadership skills, along with an online competency model library and supporting training resources. Specific skills-based training is provided to colleagues within their function, which ensures they understand necessary job skills and requirements and have access to developmental opportunities. We also encourage career development through individual development planning, formal mentoring programs, team effectiveness workshops, project and change management training and leadership development programs.

For hourly colleagues, we conduct annual safety, health and environmental training as well as equipment and other job-relevant training. All colleagues are encouraged to communicate their career interests to their manager and have access to our internal career center to view available positions.

8.6.2 RECOGNITION

We are committed to colleague recognition – acknowledging, appreciating and celebrating each other's contributions and achievements. We implemented a new global recognition platform called *Celebrate*, which helps the company and colleagues recognize professional and personal achievements in three main ways – highlighting colleagues' service anniversaries, enabling peer-to-peer recognition and serving as an improved platform for our CEO Award.

The CEO Award is our highest honor, as it recognizes

and rewards both teams and individual colleagues who have made significant and notable contributions to Energizer Holdings' success. Our CEO Award was updated to align with our new culture statement, and the new platform has created a more streamlined experience that's easier for everyone.

With *Celebrate*, we are able to recognize the milestone anniversaries of colleagues by using a dynamic web and app-based platform. Our new approach to service anniversaries creates a more impactful and memorable experience for the award recipient. We use *Celebrate* to recognize each other for many different things, including living our culture in the course of day-to-day work and for life events and meaningful personal moments, such as births, marriages, graduations and new homes. We can also use the social recognition component to memorialize group experiences including team outings, events and holiday celebrations.

8.6.3 BENEFITS

We deliver market-competitive and cost-effective total rewards packages for our colleagues. As part of our commitment to fair pay, we strive to be externally competitive while ensuring internal equity across our organization. Pay for performance is our fundamental reward philosophy, meaning we reward and recognize both individual and team results relative to our business goals and commitment to shareholders, and we also encourage and consider behaviors that align with our culture statement. We strive to reduce unconscious biases and structural barriers in our hiring practices, performance reviews, promotional guidelines and leadership opportunities which may contribute to pay inequities.

8.6.4 ENGAGEMENT

From town halls and leadership forums to engagement surveys conducted through a third-party partner, we seek out colleague feedback and take action to improve our culture and the colleague experience. Our fiscal 2022 engagement score was 76 with an 80% global response rate, both of which exceeded the global benchmarks from our third-party survey provider. We



have taken strides to improve our awareness of what drives engagement and the role each colleague plays in improving engagement. We do this by providing and sharing online learning resources through the engagement platform for teams to leverage as they review their results and develop their action plans.

9. COMMUNITY IMPACT

Energizer Holdings believes in supporting the communities where we live, work and play. Many of our colleagues are highly active with charities of their own choosing, and the Energizer Giving Foundation enables them to make a greater difference by matching their contributions dollar-for-dollar. Energizer Holdings also supports Feed the Children and disaster relief efforts through our partnership with the Red Cross.

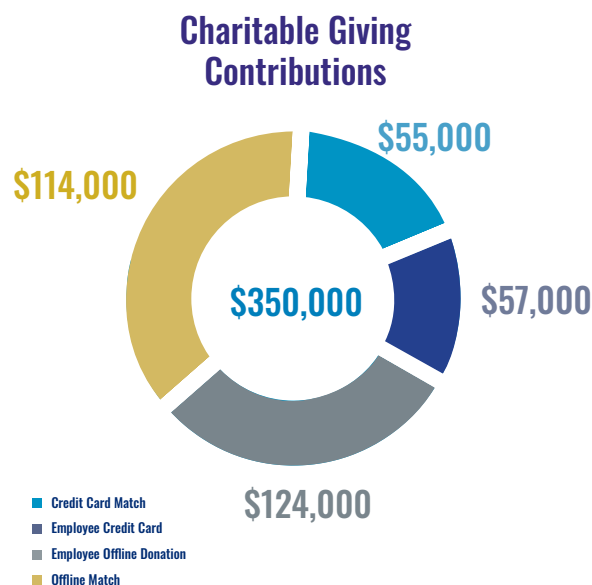
Since 2016, Energizer Holdings has donated more than 15 million batteries and portable lighting products in North America alone. The World Health Organization celebrates World Hearing Day every March to raise awareness of hearing loss, encourage individuals to recognize the signs of hearing loss in themselves or loved ones and advocate for audiology checkups. In support of this effort, Rayovac promotes an online hub of information and articles for consumers to raise awareness of the seriousness and importance of hearing loss, and help people to recognize their own hearing loss, or recognize the symptoms in a loved one – prompting them to get a checkup.

MATCHING GIFTS PROGRAM

The Energizer Giving Foundation helps those who are in need within the communities we serve. The foundation's focus is to match the charitable giving priorities of our colleagues around the world.

The foundation provides a matching gift program that empowers global colleagues to make a greater difference with the charities of their choosing by matching their charitable contributions dollar-for-dollar up to an annual maximum. Separately, the foundation matches colleague contributions to the United Way, to help fulfill its mission to strengthen the communities in which we live and work.

Energizer Holdings has selected **YourCause** as our service provider for matching colleague charitable giving. Through this tool, global colleagues are able to connect with and donate to charities of their choosing, receiving a dollar-for-dollar match on contributions to qualified charities up to \$5,000. In total, we have contributed approximately \$350,000 in 2022 through our charitable giving program.



PRODUCT DONATIONS AND DISASTER RELIEF

Energizer Holdings takes seriously our responsibility to support communities in need during times of crisis and disaster. Throughout the past year, we responded to hurricanes and wildfires across the globe with product donations. To support relief and recovery efforts and help communities rebuild in 2022, we were proud to donate products with a value of over \$315,000.

In addition to the product relief support listed above, Energizer Holdings partnered with the Red Cross and Caritas Internationalis to donate over €80,000 (approximately \$85,000) in batteries and lights to Ukrainian refugees. These products directly benefited Ukrainian families in need. Poland colleagues also set up food donations, helped house refugees and completed the product donations.





COLLEAGUE VOLUNTEER EFFORTS

In the Philippines, 37 of our colleagues participated in a coastal cleanup of a nearby fishing village. These same colleagues later planted 300 indigenous trees in a very challenging location in Antipolo.



Every year colleagues in our Westlake, Ohio, location partner with ReplayForKids and host a workshop before the winter holidays repairing children's toys. In 2022, 33 colleagues volunteered their time, skill and effort to modify about 50 battery-powered toys for use by children with disabilities.



10. RESPONSIBLE SOURCING

SUPPLY CHAIN ENVIRONMENTAL MANAGEMENT

We have more than 3,000 active suppliers in our procurement system and spend approximately \$2.3 billion with our suppliers annually. The bulk of our

supply chain spend, approximately 53%, is related to direct materials for battery, auto care and lighting. The balance of our spending, approximately 47%, is indirect for corporate and operational services. Our supply base consists of both private and publicly traded companies with the majority being private.

We recognize that our institutional spend with suppliers around the world comes with risks and impacts that are of concern to our company and our stakeholders — risks relating to climate change, energy use, human rights, conflict minerals, and data privacy and security, among others. Our standard contract terms require that our suppliers abide by the [Energizer Supplier Code of Conduct](#), which conveys our expectations in areas such as human rights, health and safety, environmental management, ethics and management systems. One hundred percent of our Global Procurement team has been trained on our Supplier Code of Conduct. Additionally, suppliers are obligated to allow for inspections of facilities and records, as well as compliance with minimum standards and all applicable laws. If issues are identified, Energizer Holdings will require corrective actions or terminate its business relationship.

10.1 CONFLICT MINERALS

Under Rule 13p-1 under the Securities Exchange Act of 1934 (the "Conflict Minerals Rule"), we are required to make certain disclosures regarding our manufactured products that contain conflict minerals, provided those conflict minerals are necessary to the functionality or production of those products. As defined by the Conflict Minerals Rule, the conflict minerals are cassiterite, columbite-tantalite, gold, wolframite, and their derivatives, which are limited to tin, tantalum, and tungsten (the conflict minerals tin, tantalum, tungsten and gold collectively are referred to as 3TG). 3TG can be found in everyday commodities, including some of the products manufactured by Energizer Holdings. As trade in these minerals is sometimes controlled by armed insurgent groups using forced labor, particularly in the Democratic Republic of the Congo (DRC) and surrounding regions, it is our responsibility to ensure that we are doing all we can to mitigate our impacts on this trade.



Energizer Holdings surveys the sources of all 3TG minerals used in our products to avoid those that come from conflict-affected areas. Each year, we publish the results in an annual Conflict Minerals Report, which is filed with the U.S. Securities and Exchange Commission. Energizer Holdings has also adopted a conflict minerals policy which expresses Energizer Holdings' goal to ensure all 3TG (tin, tantalum, tungsten and gold) used in our products is DRC conflict free. Our policy, as well as our most recent Conflict Minerals report, is publicly available [here](#).

We continue to monitor materials use and expand on supplier communications to ensure that we are considering options to source our chemicals and conflict minerals in a responsible way.

TRANSPARENCY AND SUPPLIER COMMUNICATIONS

To ensure compliance with our Conflict Minerals Policy and the cobalt sourcing requirements set forth in our Corporate Social Policy, we rely on annual supplier surveys and communication. After compiling a list of suppliers to be audited based on their provisions to Energizer Holdings, our Corporate Sustainability and Procurement teams work with a third-party provider to confirm whether or not they use any 3TG minerals or cobalt. If our suppliers answer yes, we request that they provide further information confirming their compliance with international regulations pursuant to Rule 13p-1 under the Securities Exchange Act of 1934. Supplier responses are reviewed to flag any potential issues that merit further action. Following this annual review process, we compile our final enterprise-level conflict minerals reporting template and cobalt reporting template forms and the corresponding required regulatory reporting.

10.2 SUPPLIER CODE OF CONDUCT

Energizer Holdings works only with suppliers that act in a socially, environmentally and economically responsible manner. We expect our suppliers to maintain the same high standard of business ethics to which we have committed, and we share this vision through our Supplier Code of Conduct. Our suppliers must comply with all applicable environmental laws and reporting obligations, maintain all required permits for operation, provide a fair and safe working

environment for colleagues and strive to responsibly manage the impacts of their operations on the environment.

11. GOVERNANCE

11.1 OUR BOARD OF DIRECTORS

Energizer Holdings' Board of Directors is responsible for providing governance and oversight over our strategy, operations and management. The primary mission of the Board is to represent and protect the interests of our shareholders. The Board oversees our senior management, to whom it has delegated the authority to manage the company's day-to-day operations.

Our Board possesses broad expertise, skills, experience, backgrounds and perspectives that facilitate the strong oversight and strategic direction required to govern Energizer Holdings' business and strengthen and support our senior management.

To assist the board with its responsibilities, we have four committees:

- Audit
- Finance and Oversight
- Human Capital
- Nominating and Governance

Our Board is composed of 10 members.

We are committed to **board refreshment**:

- Added six highly-qualified directors in the last five years including Mark LaVigne, our CEO
- Average tenure of directors is five years
- We recently adopted a mandatory retirement policy

We are committed to **independence**:

- Nine of our 10 directors are independent
- Independent Chairman
- All Committee Chairs are independent
- All members of our Audit, Human Capital, and Nominating and Governance Committees are independent

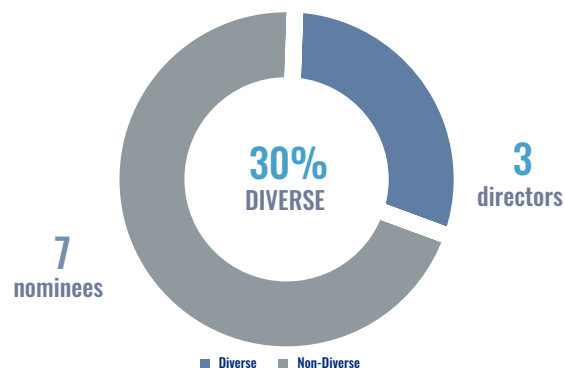




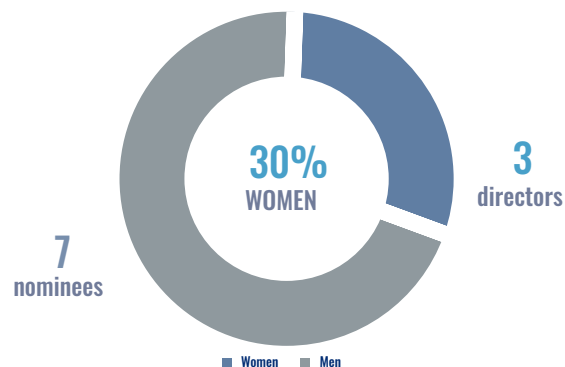
We are committed to **diversity**:

- Three of 10 directors are women
- Three of 10 directors are ethnically diverse
- All candidates are evaluated and considered for their diversity, including gender, ethnicity, background, expertise and perspective

ETHNIC DIVERSITY



GENDER DIVERSITY



11.2 GOVERNANCE PRINCIPLES

The Board has adopted Corporate Governance Principles, committee charters and a Code of Business Conduct which, together with our Bylaws and Articles of Incorporation, form the governance framework for the Board and its committees. The Board regularly (and at least annually) reviews its Corporate Governance Principles and other corporate governance documents and occasionally revises them when it believes it serves the interests of the Company and its shareholders to do so, and in response to changing regulatory and governance requirements and best practices.

In fiscal 2022, our Board of Directors adopted a director resignation policy. Pursuant to this policy, which applies in the case of uncontested director elections (i.e., an election where the number of nominees does not exceed the number of directors to be elected), any incumbent director nominee who does not receive majority support for such individual's election must tender his or her resignation to the Board promptly following certification of the election results, with such resignation contingent upon Board acceptance. The Board, acting on the recommendation of the Nominating and Governance Committee, shall within a reasonable period, determine whether to accept the resignation, considering any factors or other information that the Board determines appropriate and relevant.

We also have an overboarding policy that limits the number of boards our board members can serve on, to ensure our directors are able to discharge their duties.

Energizer Holdings' Corporate Governance Principles and Committee Charters are available on our website [here](#).

11.3 SHAREHOLDER RIGHTS

Our shareholders have a voice.

Energizer Holdings has only one class of equity securities – common stock – and each share of common stock has one vote.

Our shareholders elect our Board of Directors annually and the Board is led by an Independent Chairman. Each director is elected by majority vote and Energizer Holdings has a resignation policy in the event that a director fails to receive a majority vote.

Our shareholders also have the right to call a special meeting and act by written consent.

11.4 ENTERPRISE RISK MANAGEMENT

The Board of Directors, acting both directly and through its committees, is actively involved in oversight of the significant risks affecting our business. The Board and its committees' risk oversight activities are informed by our management's risk assessment and risk management processes.

The risk oversight responsibility of the Board and its committees is enabled by management evaluation and reporting processes that are designed to provide visibility to the Board about the identification, assessment and management of critical risks and management's risk mitigation strategies. Management of day-to-day operational, financial, legal and compliance risks is the responsibility of operational and executive leadership of the Company.

Management has established a comprehensive risk management process that is facilitated by our Senior Director of Internal Audit and our Senior Director of Global Ethics and Compliance and includes our executive leadership team. Semi-annually, top risks are identified, assessed and key mitigation strategies are developed by the risk owners. At least annually, the Board or relevant committee reviews the top risk areas and receives reports more regularly for certain risk areas to ensure risks are being adequately managed.

11.5 SHAREHOLDER ENGAGEMENT

We have a robust shareholder and stakeholder engagement program. Our integrated outreach team engages proactively with our shareholders and other stakeholders, including our customers, consumers, colleagues, partners and the communities where we operate. Our outreach team monitors developments

in corporate governance and social responsibility, and, in consultation with our Board, thoughtfully adopts and applies developing practices in a manner that best supports our business and our culture. We actively engage with our shareholders and stakeholders in a number of forums on a year-round basis.

One of our shareholder engagement efforts in the 2022 fiscal year included our Head of Sustainability speaking with investors about our sustainability program.

11.6 OUR POLITICAL INVOLVEMENT

Our commitment to doing the right thing guides everything we do, including our work to help develop public policy and legislation that supports priorities related to our business. Reporting up through the general counsel and working with the business units, Energizer Holdings' global Government Affairs team leads our participation in the public policy-making process at the national, state and local levels, as well as internationally.

Since 2015, Energizer Holdings has not made contributions from corporate funds to political campaigns, super political action committees or political parties. We comply with all applicable laws that require reporting on lobbying and related activities. In 2022, Energizer Holdings spent \$381,600 in lobbying expenditures globally.

To gain valuable access and insight into specific industry best practices and lobbying activities on issues most relevant to our business, Energizer Holdings participates in a number of state and national trade associations. Our colleagues frequently serve in a leadership capacity within many of these organizations as well. The state and federal associations we support focus on educating the public on the importance of certain issues within our industry and advocating on legislative and regulatory issues specific to our industry. As a result, these trade organizations use a portion of contributions for non-deductible lobbying activities. Information on payments to trade associations in 2022, which may be used for potential political purposes, appear [here](#).

We do not make or coordinate any contributions to





other tax-exempt organizations, such as 501(c)(4)s, that the recipient may use for political purposes, and we maintain an internal policy to help ensure the company and its colleagues adhere to our political involvement guidelines.

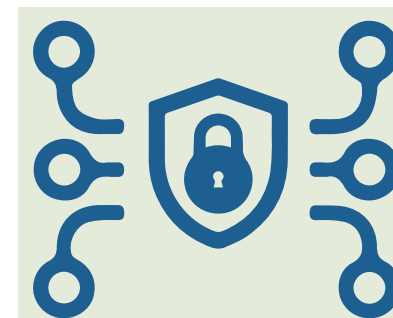
At the same time, Energizer Holdings does not attempt to control, direct or influence any colleague's political activities or affiliations. Colleagues engaging in personal political activity must do so as private citizens, not during paid work hours, at their own expense and without using any company resources.

12. CYBERSECURITY AND DATA PRIVACY

Cybersecurity and privacy are important topics, and we are committed to protecting and preserving the confidentiality, integrity and continued availability of information that we own or is in our care. Our cybersecurity program strives to comply with applicable industry standards as well as benchmarks from the Center for Internet Security (CIS).

We maintain various policies that detail our approach to compliance with information security, data privacy and record retention. We also maintain a privacy notice on our website which explains how we collect, use, store and protect personal information provided to Energizer Holdings. Moreover, our Supplier Code of Conduct sets forth our data protection expectations for third parties that we work with.

Our cybersecurity program also includes a cyber incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident. For example, we provide our colleagues with easy-to-use tools to report potential phishing emails. Colleagues also receive annual security training, and we conduct periodic phishing testing to ensure our colleagues remain vigilant and compliant with our expectations. In addition, we are currently refining our external vendor security practices to adapt to evolving privacy and security risks as well as Energizer Holdings' expanding business models.



Our Vice President and Chief Information Officer (CIO) oversees our cybersecurity program. The Audit Committee of our Board of Directors is tasked with providing oversight of cybersecurity risk, reviewing annual reports from the CIO, and briefing the Board of Directors on the CIO's annual reports and related cybersecurity matters.

The Board and the Audit Committee periodically receive updates about the results of exercises and response readiness assessments performed by outside advisors that provide a third-party independent assessment of our cybersecurity program and internal response preparedness. In addition, the Board receives periodic briefings from the CIO on cyber threats and our cybersecurity program to enhance director literacy on cyber issues.

13. ABOUT THIS REPORT

Our 2023, Environmental, Social and Governance (ESG) Report annually covers a wide range of environmental, social and governance topics relevant to us and our stakeholders. Data presented throughout this report covers activities that took place in 2022 unless stated otherwise.



REPORTING FRAMEWORKS USED

The content of this report was developed considering relevant industry and sustainability reporting general framework recommendations, such as the Sustainability Accounting Standards Board (SASB) Standards and Global Reporting Initiative (GRI) Standards, but does not adhere to any one such framework. The information in this report was gathered through internal compilation efforts, is subject to reasonable estimation where applicable, and has not been subject to any outside third party or other independent verification.

ABOUT THE DATA

The data in this report represents our most recent efforts at collecting our environmental, social and governance data. The information published in this report is true and correct as of June 8th, 2023.

As we evolve our sustainability program, we will continue to improve our data collection practices. This document contains both historical and forward-looking statements. Forward-looking statements are not based on historical facts but instead reflect our expectations, estimates or projections concerning future results or events, including those related to ESG matters. These statements generally can be identified by the use of forward-looking words or phrases such as “believe,” “expect,” “expectation,” “anticipate,” “may,” “could,” “intend,” “belief,” “estimate,” “plan,” “target,” “predict,” “likely,” “should,” “forecast,” “outlook,” or other similar words or phrases. These statements are not guarantees of performance and are inherently subject to known and unknown risks, uncertainties and assumptions that are difficult to predict and could cause our actual results to differ materially from those indicated by those statements. We cannot assure you that any of our expectations, estimates or projections will be achieved. The forward-looking statements

included in this document are only made as of the date of this document and we disclaim any obligation to publicly update any forward-looking statement to reflect subsequent events or circumstances. Numerous factors could cause our actual results and events to differ materially from those expressed or implied by forward-looking statements. In addition, other risks and uncertainties not presently known to us or that we consider immaterial could affect the accuracy of any such forward-looking statements. All forward-looking statements should be evaluated with the understanding of their inherent uncertainty. Additional risks and uncertainties include those detailed from time to time in our publicly filed documents with the Securities and Exchange Commission, including those described under the heading “Risk Factors” in our Form 10-K filed with the Securities and Exchange Commission on November 15, 2022.

Energizer Holdings strives to report in alignment with Global Reporting Initiative (GRI) and the Sustainable Accounting Standards Board (SASB) disclosure standards. Any omitted metrics were unable to be reported at this time.

Energizer SASB Household and Personal Products Index

Topic	Accounting Metric	Category	Unit of Measure	SASB Code	Location
Product Environmental, Health, and Safety Performance	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	N/A	CG-HP-250a.3	7.3 Chemical Management (page 24)
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	CG-HP-140a.2	7.1 Water (page 22)
Packaging Lifecycle Management	1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	CG-HP-410a.1	Product Sustainability (page 12-14) ; More Sustainable Packaging (page 17-18)
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	CG-HP-410a.2	More Sustainable Packaging (page 17-18)

GRI Index

GRI Standard	GRI Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	1.2 How We Took Action in 2022 (page 5); 1.4 Purpose, Mission Culture (page 8); 6.2 GHG Emissions (page 20)
	2-3 Reporting period, frequency and contact point	Ethics and Compliance (page 10 - Code of Conduct); About This Report (page 38)
	2-6 Activities, value chain and other business relationships	1.3 Energizer Holdings Overview (page 7)
	2-7 Employee	1.3 Energizer Holdings Overview (page 7); 8.5 Diversity, Equity, Inclusion and Belonging (page 28)
	2-9 Governance structure and composition	Governance (page 35)
	2-10 Nomination and selection of the highest governance body	Governance (page 35)
	2-11 Chair of the highest governance body	Governance (page 35)
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance (page 35)
	2-13 Delegation of responsibility for managing impacts	Governance (page 35)
	2-16 Communication of critical concerns	11.4 Enterprise Risk Management (page 37); Ethics and Compliance (page 10)
	2-17 Collective knowledge of the highest governance body	6.3 Climate Related Risks and Opportunities - Governance (page 21); Governance (page 35)
	2-22 Statement on sustainable development strategy	Letter From The CEO (page 4)
	2-23 Policy commitments	Ethics and Compliance (page 10); 8.2 Human Rights (page 25)
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance (page 10)
	2-29 Approach to stakeholder engagement	11.5 Shareholder Engagement (page 37)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.1 Materiality Assessment and Core ESG Goals (page 9)
	3-2 List of material topics	2.1 Materiality Assessment and Core ESG Goals (page 9)
	3-3 Management of material topics	2.2 Oversight (page 9)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Community Impact (page 33)
	201-2 Financial implications and other risks and opportunities due to climate change	6.3 Climate Related Risks and Opportunities (page 21)
GRI 301: Materials 2016	301-2 Recycled input materials used	Product Sustainability (page 12)



GRI Standard	GRI Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate and Energy (page 19)
	302-4 Reduction of energy consumption	Climate and Energy (page 19)
	302-5 Reductions in energy requirements of products and services	Product Sustainability (page 12)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Stewardship (page 22)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate and Energy (page 19)
	305-2 Energy indirect (Scope 2) GHG emissions	Climate and Energy (page 19)
	305-5 Reduction of GHG emissions	Climate and Energy (page 20)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	7.2 Waste (page 23)
	306-2 Management of significant waste-related impacts	7.2 Waste (page 23)
	306-4 Waste diverted from disposal	7.2 Waste (page 23)
	306-5 Waste directed to disposal	7.2 Waste (page 23)
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing (page 34)
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.4 Well-Being (page 27)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8.3 Health and Safety (page 26-27)
	403-2 Hazard identification, risk assessment, and incident investigation	8.3 Health and Safety (page 26-27)
	403-3 Occupational health services	8.3 Health and Safety (page 26-27)
	403-5 Worker training on occupational health and safety	8.3 Health and Safety (page 26-27)
	403-6 Promotion of worker health	8.4 Well-Being (page 27)
	403-9 Work-related injuries	8.3 Health and Safety (page 26-27)
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	8.6 Talent and Retention (page 31)



GRI Standard	GRI Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	8.5 Diversity, Equity, Inclusion and Belonging (page 28); Governance (page 36)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	8.2 Human Rights (page 25)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	8.2 Human Rights (page 25)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Impact (page 33-34)
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing (page 34-35)
GRI 415: Public Policy 2016	415-1 Political contributions	11.6 Our Political Involvement (page 37)
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	5.1 Promoting Recycling (page 18); 4.7 Consumer Safety (page 16)