

SUSTAINABILITY REPORT

2022

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*Icons designate focus and improve areas from our [Materiality Assessment](#)

THE COMPANY



LETTER FROM THE CEO



MARK LAVIGNE

President and Chief Executive Officer
Energizer Holdings

We responsibly create products to
make lives easier and more enjoyable.

This past year was an important one in terms of Energizer Holdings' sustainability journey.

First, our company introduced a new purpose statement: *We responsibly create products to make lives easier and more enjoyable*. While our organization always has focused on doing the right thing, we wanted to make our commitment to environmental responsibility, social responsibility, community impact and corporate governance clearer. The new statement better captures Energizer Holdings' ongoing efforts to deliver results, while at the same time having the least possible negative impact on the planet.

In 2021, we also created a formal sustainability program covering environmental, social and governance (ESG) issues; appointed a global head of sustainability; created a cross-functional sustainability team; and developed a long-term sustainability strategy for our company that runs through 2030 and beyond.

We began this process by identifying the sustainability issues most relevant to our business and our stakeholders – areas where our actions could have the biggest impact. To that end, we conducted our first-ever materiality assessment with the help of a third party and started measuring our baseline performance in our selected ESG focus areas. Our 2030 ESG roadmap is built on this data, and our colleagues across the globe are eager to fulfill our stated purpose.

In this report, you will find more details about our achievements as well as a summary of Energizer Holdings' current state. I hope this overview of our ongoing efforts – which we expect to have a positive impact for our consumers, colleagues, communities, environment and shareholders – demonstrates our long-term commitment to this ESG journey.

HOW WE'VE TAKEN ACTION IN 2021

1.2



Created a cross-functional sustainability team.
Appointed a global leader for all sustainability efforts.

Conducted a materiality assessment to identify top priority areas and align on Energizer's ESG goals and framework.

Performed a full gap analysis of our top priority areas and established public goals for our top three.

Created an ESG road map through 2030.

Inventoried our Scope 1 and 2 greenhouse gas (GHG) emissions to track progress on our climate goals.

Introduced a data management system to track sustainability data and the progress on our key performance indicators (KPIs).

Maintained the Nordic Swan ecolabel certification in Europe and earned a Call2Recycle Leader in Sustainability award for our commitment to responsible battery collection and recycling in Canada.

Increased recycled content in our Energizer rechargeable battery portfolio.

Spent more than \$10 million on battery recycling initiatives, including campaigns to raise awareness, establish collection points and support safe recycling programs.

Eliminated polyvinyl chloride (PVC) packaging and introduced plastic-free (excluding seals on select packages) packaging for our Energizer round cell batteries in Europe.

1.3 ENERGIZER HOLDINGS AT A GLANCE

We are one of the world's largest manufacturers and distributors of primary batteries, portable lights, and auto care appearance, performance, refrigerant and fragrance products.

We have approximately 6,000 employees located across 38 countries, including approximately 2,400 employees based in North America, 1,900 employees in Asia Pacific, 900 employees in Europe, the Middle East and Africa, and 800 employees in Latin America. Approximately 480 employees

are unionized, primarily at our Fennimore, Wisconsin; Portage, Wisconsin; and Marietta, Ohio, facilities.

Our portfolio of globally recognized brands includes Energizer, Armor All, Eveready, Rayovac, STP, Varta, A/C Pro, Refresh Your Car!, California Scents, Driven, Bahama & Co., Lexol, Eagle One, Nu Finish, Scratch Doctor and Tuff Stuff.

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



1.4 MISSION, PURPOSE AND VALUES

In 2021, Energizer announced a new vision for powering our future, called Energizer 2.0. It reflects a commitment to growing as both a business and a global corporate citizen.

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.



SUSTAINABILITY STRATEGY AND GOVERNANCE

2.1 MATERIALITY

In 2021, we conducted an extensive materiality assessment to better understand the sustainability impacts, risks and opportunities for Energizer Holdings across the organization. This process helped us better understand the constantly evolving priorities of our stakeholders (investors, customers, consumers, colleagues, partners, communities).











A third-party sustainability consulting firm ensured our assessment was thorough and impartial. With the help of our consultant, we sought input from investors, customers, regulators and internal experts. Topics were defined through the Sustainability Accounting Standards Board (SASB) framework and ranked by analyzing stakeholder demands, peer benchmarks, and executive and functional leader input.

Based on the results, we identified the top 10 ESG risks to our company. These risks were divided into three categories:

1. **Focus:** Areas we want to prioritize.
2. **Improve:** Areas where we are doing well but know we can do better.
3. **Maintain:** Areas where we already have excellent programs, processes and mitigation efforts.

For our focus categories, we developed multistep plans with goals and timelines to ensure we make meaningful progress toward our goals. We created a list of next steps for our improve categories so we can address the issues highlighted in the assessment. We also identified best practices for our maintain areas so we can continue to excel in those categories.

Once we understood where we needed to focus our efforts, we performed a gap analysis that shaped Energizer Holdings' plans related to ESG through 2030, something that includes clear timelines and goals.

MATERIALITY ASSESSMENT			
ESG CATEGORIES	FOCUS	IMPROVE	MAINTAIN
SUSTAINABLE PACKAGING			
PRODUCT SUSTAINABILITY & SAFETY			
CLIMATE & ENERGY			
WASTE MANAGEMENT			
RESPONSIBLE SOURCING			
COLLEAGUE HEALTH, WELL-BEING & SAFETY			
DIVERSITY, EQUITY, INCLUSION & BELONGING			
RISK MANAGEMENT & LIABILITY			
STAKEHOLDER ENGAGEMENT			
ENVIRONMENTAL COMPLIANCE			

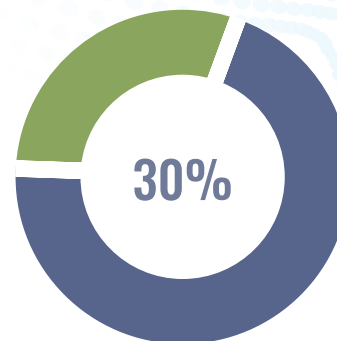
2.2 FRAMEWORK WITH GOALS AND OVERSIGHT

As a company, Energizer Holdings aims to deliver results in a responsible and appropriate manner by safeguarding the environment; ensuring a safe, fair, and inclusive environment for our colleagues; and supporting the communities where we operate. Our cross-functional ESG team leads the day-to-day efforts by prioritizing resources, coordinating across businesses and functions, and engaging internal and external stakeholders.



The ESG team works closely with the global executive team to build ESG into the company's strategic plans and has frequent communication and strong engagement with Energizer Holdings' Board of Directors. While the full board oversees the overarching ESG strategy, the 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.

MORE SUSTAINABLE PACKAGING



30% recycled content in packaging by 2030

*30% is measured by looking at all product packaging by weight. Packaging is defined as all primary (consumer selling unit) and secondary (case, display and shipping unit) packaging. Recycled content includes post-consumer and post-industrial recycled content.

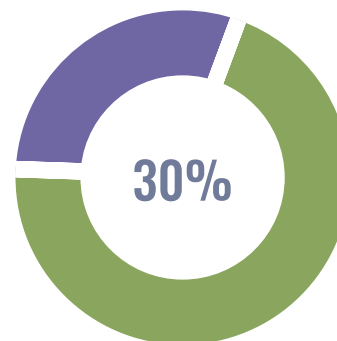
PRODUCT SUSTAINABILITY ASSESSMENT



100% of new products will have a sustainability assessment by 2025

*Beginning in 2025, each new product entering the development process will undergo a sustainability assessment that asks the business to consider how the product can be improved for sustainability, including considerations for reusability, recyclability, energy savings, waste reduction, water savings, responsible sourcing and the use of renewable materials appropriate to the specific product.

CLIMATE & ENERGY



30% reduction of our greenhouse gas (GHG) emissions by 2030 in our direct operations (Scope 1 and Scope 2)

Emissions will be measured using 2021 as the base year.

IMPROVE AREAS



Diversity, equity, inclusion and belonging; colleague health, well-being & safety; responsible sourcing; waste management

Improved data collection and disclosures

The goal for our improve areas is to increase data collection and disclosure. Through the utilization of our new sustainability tool we will improve our data gathering, analysis, and disclosure, and work toward internal improvement goals.

2.3 ETHICS AND COMPLIANCE

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 receives updates periodically from the global ethics and compliance leader.

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 and updated 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. The code applies to all colleagues and the members of our Board of Directors, and is published in 14 languages. In addition to the guiding principles outlined in the code, 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 Energizer Holdings, which is reflected in our supplier code of conduct. The majority of our third parties are required to complete a risk-based 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 help line 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 improvement opportunities. We also analyze data from help line 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

- Number of colleagues who completed code of conduct training: **100%** of salaried and hourly colleagues in fiscal year 2021
- Number of online compliance training courses available to colleagues: **more than 20**
- Percent of colleagues who certified compliance to the code of conduct: **100%** in fiscal year 2021
- Number of languages available for Energizer HelpLine: **14**





PRODUCT SUSTAINABILITY AND SAFETY

3.1 DESIGN FOR SUSTAINABILITY

As society's challenges continue to evolve, so does Energizer Holdings' focus. We are relentlessly innovating and adapting our technologies to help solve present and future problems while driving 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 govern this through policies and standards that allow us to move forward with integrity and confidence.

To continually improve the sustainability of our products, Energizer Holdings plans to create 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 into the product pipeline and allow Energizer Holdings to help customers achieve their sustainability goals by offering more opportunities to collaborate with them.

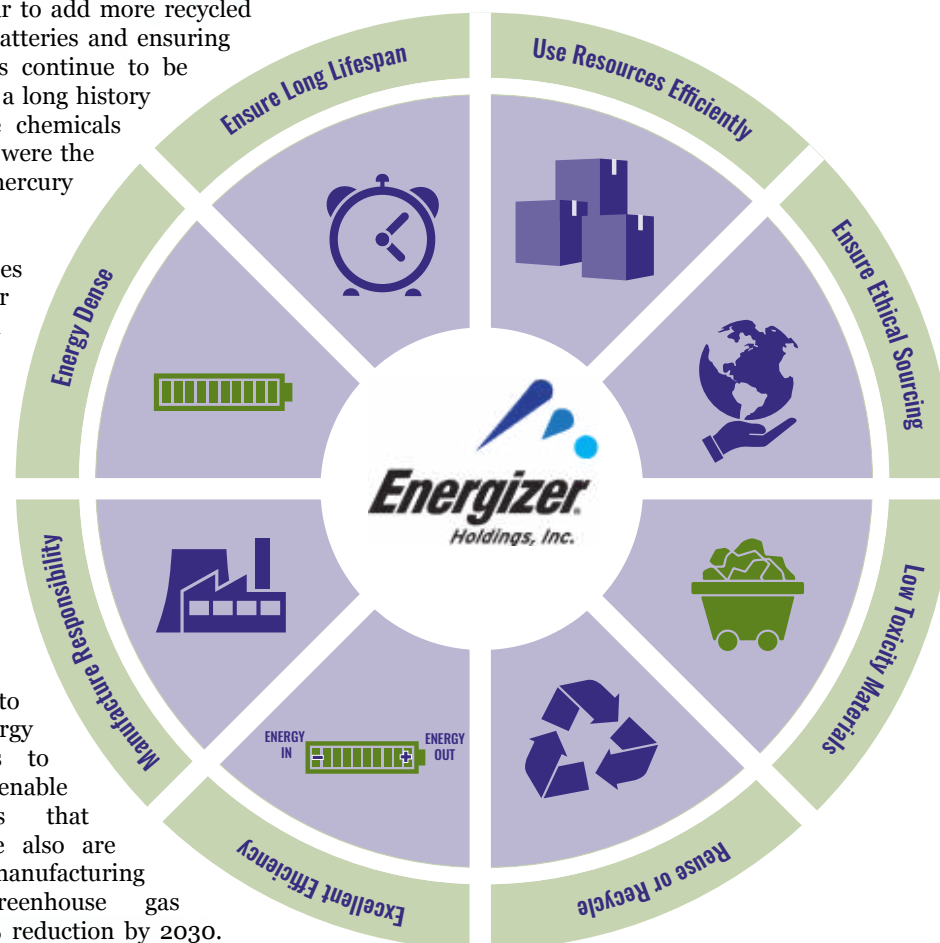
Embedded in Energizer Holdings' sustainability assessment for new products will be reusability, recyclability, energy savings, waste reduction, water savings, responsible sourcing and the use of renewable materials appropriate to the specific product, from the beginning to the end of each product's life cycle. It also will take into account whether products have a core purpose of helping to solve an environmental or social challenge.

FOR BATTERIES

We strive to combine performance and sustainability by offering commercially competitive, high-performance batteries that have minimal environmental impact. We start by working each year to add more recycled content to our rechargeable batteries and ensuring 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 were the first company to eliminate mercury and lead from our batteries.

Additionally, our batteries have long shelf lives, with our Energizer Ultimate Lithium lasting up to 20 years, and Energizer Max and Rayovac High Energy lasting up to 10 years in storage. Our leak-resistant design on our batteries protects devices from damage so fewer need to be discarded. We also spend more than \$10 million dollars annually on battery recycling programs.

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 also are working to improve our manufacturing processes to reduce greenhouse gas emissions with a goal of 30% reduction by 2030.



AUTO CARE

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

- Energizer Holdings sells products with the more environmentally-friendly R-1234yf refrigerant in three regions – North America (both the U.S. and Canada), Europe and Australia-New Zealand (ANZ).
 - We continue to expand our R-1234yf portfolio, which has more than 10 products for both professional technicians and do-it-yourself consumers.
- Armor All Wash Wipes are extra-large, premoistened wipes that give consumers a water-free, easy-to-use option to clean their vehicles and can help save 60 gallons of water per vehicle every year.
- Armor All Waterless Wash & Wax is a water-free option to help our consumers keep their cars spotless all year long.

LIGHTING

Across our line of lighting products, we continue to seek ways to bring multiple functions to our portable lighting products to reduce consumer need for multiple products. We are also placing more focus on hybrid power and rechargeable power-sourced products.

- All of our portable lights use energy efficient LED technology, extending the life of the product and reducing waste.
- In our light bulb business, we have exited CFL bulbs, focusing on LED, which is more energy efficient and extends the life of the bulb, resulting in less waste.

ENERGIZER SOLAR

In September 2020, Energizer Holdings partnered with 8 Star Energy, a manufacturer and distributor of solar panels, home battery backups and inverters in Australia and New Zealand. In their first year, they sold more than 21,000 solar panels for residential use. In 2021, we expanded the partnership to include Europe and North America, and this expansion allows for the entire Energizer Solar ecosystem to be sold across many markets. Learn more at [EnergizerSolar.com](https://www.energizersolar.com).

3.2 RECYCLED CONTENT

Since launching the world's first rechargeable batteries made with recycled batteries in 2016 for AA and AAA sizes, Energizer's use of recycled content has only continued to grow. In 2018, Energizer expanded the 4% recycled content across our AA, AAA, C, D and 9-volt rechargeable portfolio. In 2021, we increased recycled content in our AA and AAA rechargeable batteries to 15% and in our C, D and 9-volts to 7%. We are actively working to continue to increase recycled content for 2023.

3.3 END OF LIFE/CIRCULAR ECONOMY

Energizer Holdings spends \$10 million on battery recycling initiatives a year and partners with third-party organizations around the world to educate consumers about battery recycling.

Energizer Holdings **call2recycle** Sustainability Award



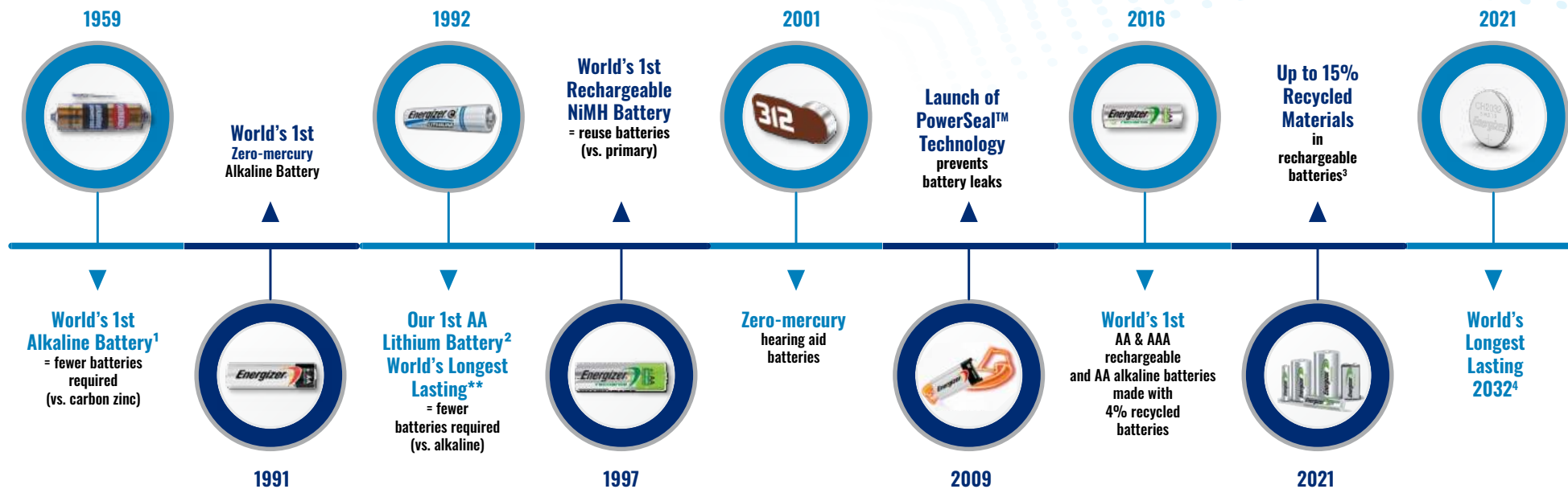
3.4 MORE POWER, LESS WASTE

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.



INNOVATION TIMELINE

Heritage of Innovation Driving Sustainability



¹commercially viable cylindrical alkaline battery ²AA battery ³AA and AAA specially marked packaging ⁴specially marked packaging



3.5 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 10 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 is a key requirement.
- Conflict minerals management system must be confirmed and active.
- 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.
- Projects are underway to increase the certified recycled content in our NiMH batteries in 2023.

3.6 QUALITY ASSURANCE PROCESS

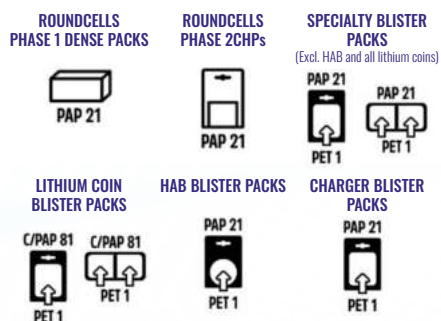
Making quality products is foundational to our organization. We are committed to maintaining and continuously improving our quality management systems.



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. And each year, our quality employees go through various regulatory trainings. We also have a comprehensive quality management system (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](#). 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, and 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.

3.7 LABELING

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 and lights packaging to inform consumers which recycling stream is appropriate for the specific packaging they are recycling.



MATERIAL RECYCLING CODES:
PAP 21: NON CORRUGATED FIBREBOARD/PAPERBOARD
PET 1: POLYETHYLENE TEREPHTHALATE (RECYCLABLE BUT NOT REUSABLE)
C/PAP 81: MIX OF PAPER AND PLASTIC





3.8 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 with instructions for use of our products are both on the packaging as well as on-line for consumers to access when 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 and content of warning icons and text in response to new child-resistant packaging regulations.
- In the EU, we use non-PVC blister packaging to optimize cell visibility and maintain child-resistant packaging.

SPECIFICALLY, WE HAVE LED THE FOLLOWING PRODUCT SAFETY EFFORTS:



- Using child-resistant packaging for all Energizer lithium coin batteries, which require scissors to open.



- Requiring the battery compartment for all Energizer 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.

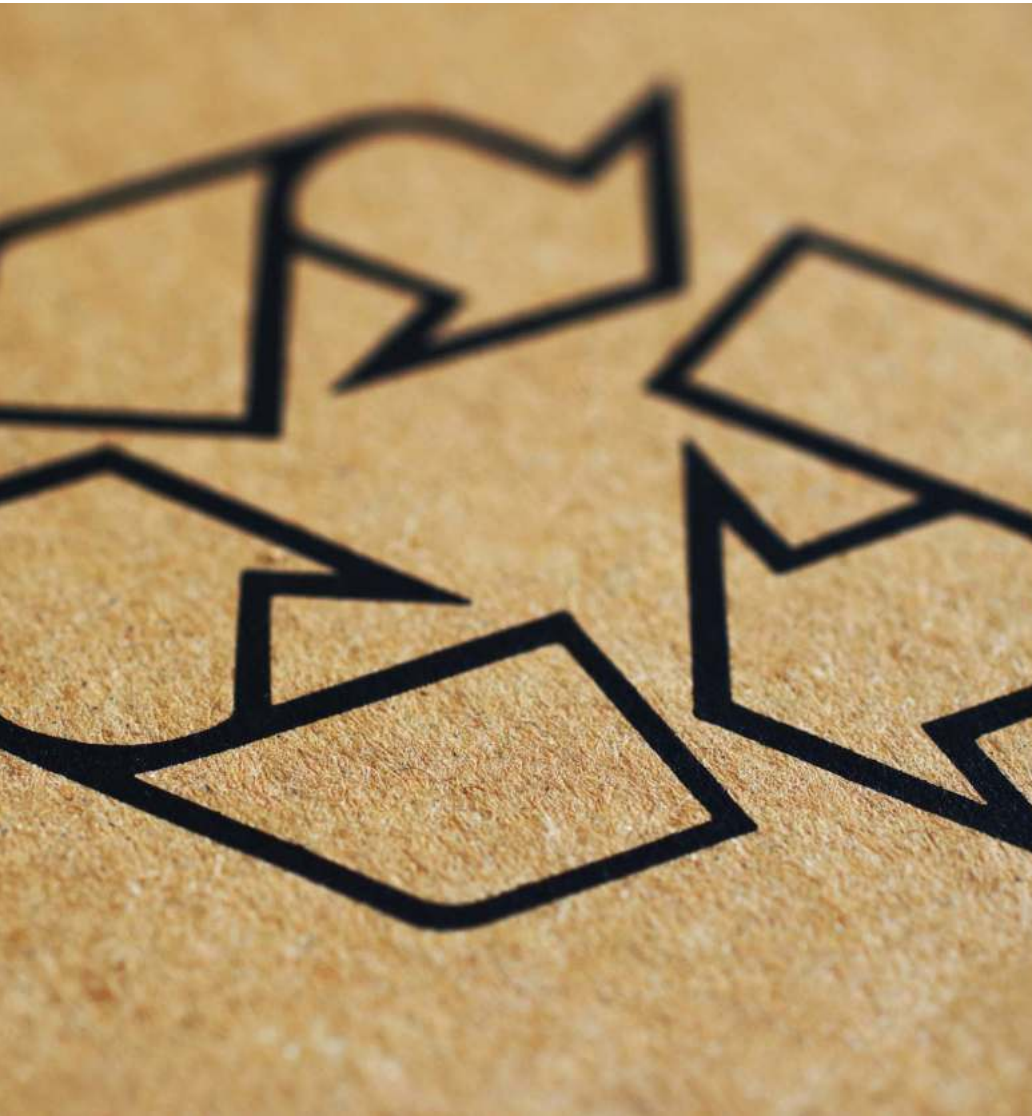


- Conducting ongoing research and development to improve coin lithium battery safety and making much of that research public in the hopes that others can improve upon our significant safety efforts.



- 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.

MORE SUSTAINABLE PACKAGING



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

In the U.S. and Canada our primary battery packaging is recyclable. ¹And our hearing aid battery packaging ²contains 30% recycled content (plastic dials) and supports responsible forestry. Additionally, our corrugated shipping containers for the U.S. and Canada use 100% recycled content and are 100% recyclable.

In Europe, our AA, AAA, C, D and 9-volt battery packing is 100% plastic-free*³ and responsibly sourced (cards). They use up to 50% post-consumer recycled content (excluding Energizer Max Plus C and D DP20s, industrial C and 9-volt DP12s), and the hanging and dense packs are plastic free⁴, which saves up to 3,600 tons of plastic over the next 10 years (based on FY21 production volumes extrapolated over 10 years). Additionally, we have moved some of our European SKUs to Forest Stewardship Council (FSC) Certified Packaging.

We have also removed unnecessary packaging from our STP caps. And our Nu Finish 16 and 12 oz bottles switched from PET to PVC.

In our lighting products all Energizer primary and secondary corrugated packaging is recyclable, and 100% of Energizer and Eveready branded blister packaging is recyclable. We have also eliminated PVC for lighting product packaging for Energizer and Eveready branded products and all European packaging has been updated to include additional recycling information on the packaging.

Although we have made great progress in the area of sustainable packaging, Energizer has chosen to set a public goal of 30% recycled content by 2030.



¹PVC packaging recycling subject to availability.
²Paper materials are certified to support responsible forestry.
³Plastic dials made with 30% post-consumer recycled material.
⁴Excluding seals on select packages
⁵Excludes security seals on DP packs

CLIMATE AND ENERGY

Energizer Holdings recognizes that through our operations and business activities we have an impact on climate. We believe that it is our responsibility to do the right thing and be part of the solution contributing to climate change mitigation.

Our [2021 Materiality Assessment](#) identified energy and climate as a sustainability focus area 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 (GHG) emissions associated with our operations and business activities.

That is why, as part of our work to measure, disclose and reduce our carbon footprint, 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. 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 the organization. It has been approved by our executive leadership team and the Board of Directors and is being implemented by each functional and regional business unit of the company.

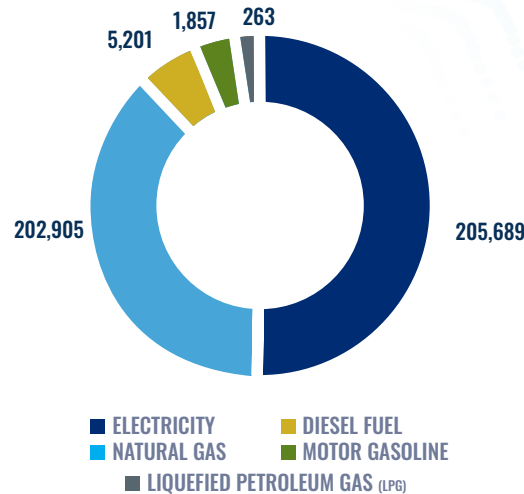
5.1 ENERGY USE AND EFFICIENCY

The main types of energy that Energizer Holdings facilities consume are electricity from the grid (MWh 205 thousand in 2021) and natural gas (MWh 203 thousand in 2021), followed by some diesel fuel primarily for forklifts in warehouses and manufacturing plants, and motor gasoline for company vehicles (owned or long-term leased).

By country, the majority of the energy is consumed in the United States, responsible for 78% percent of

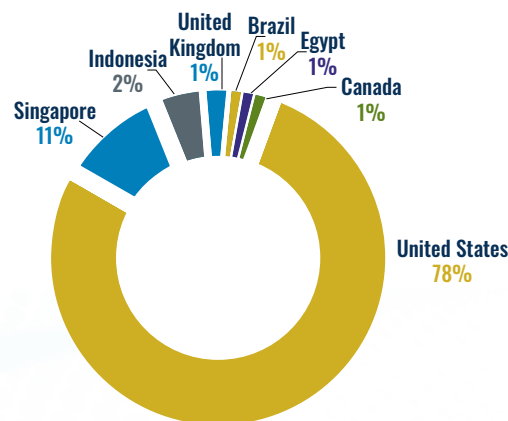
2021 ENERGY USE BY FUEL

(in MWh)



2021 ENERGY USE BY COUNTRY

(in MWh)



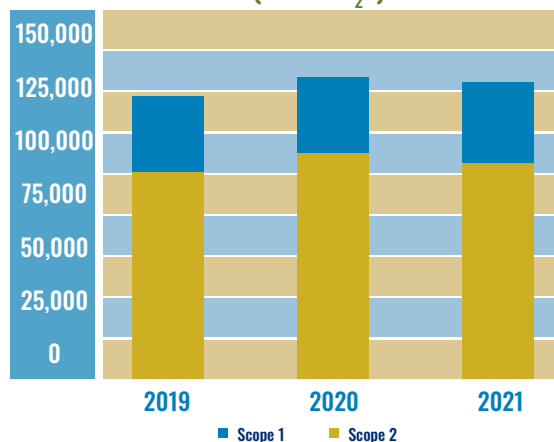
the total usage, followed by Singapore, Indonesia and the United Kingdom. The first step in our roadmap is to increase the energy efficiency of these facilities. Building on past energy audits Energizer has conducted, our Asheboro, North Carolina, plant is partnering with Duke University's Nicholas School of the Environment on a project to evaluate the current energy use and conduct an energy audit of the facility. We will take those learnings and apply the energy efficiency initiatives to our facilities globally when and where appropriate.

5.2 GREENHOUSE GAS EMISSIONS

Since 2019, we have measured and reported our direct (Scope 1) and purchased electricity (Scope 2) emissions. The first step toward achieving any ambitious emissions reduction goal is to accurately measure and monitor a company's carbon footprint. With manufacturing operations and commercial presence in 32 countries across more than 70 sites globally, compiling a complete GHG inventory was a significant undertaking for Energizer Holdings, which took place in 2021 with the help of a third-party expert. They assessed the materiality of different emission sources within the company operations and collected 2019 and 2020 emissions data for all electricity and on-site natural gas combustion. The initial inventory included some refrigerant and mobile source usage as well. This marked an important step for Energizer Holdings on our climate action journey.

This year, we continued to improve on the accuracy and completeness of the data collected from our global sites to report our baseline emissions for the year 2021. We adopted an ESG data management software for better traceability, record keeping and analysis of the data, and conducted a more robust engagement with site leaders not only in the U.S., but also internationally. To further ensure the continuous improvement of this process, our Internal Audit team conducted a review of the process.

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



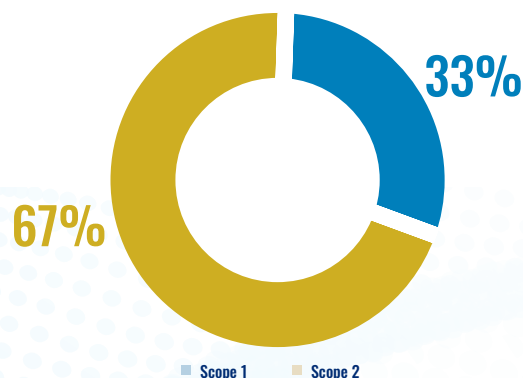
YEAR	2019 ²	2020 ³	2021 ⁴
SCOPE 1	39,949.32	40,308.85	43,121.44
SCOPE 2	82,767.65	93,073.41	88,609.19
TOTAL	122,716.97	133,382.27	131,730.63

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.

³Changes in the 2019 and 2020 inventory are due to recalculations to include the refined methodology and better coverage that we introduced in this year's inventory data collection process.

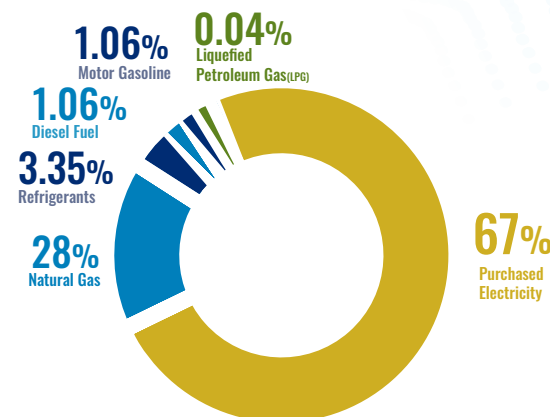
⁴The 2021 emissions include a new manufacturing plant in Bekasi, Indonesia which was acquired at the end of 2020. Its emissions account for 13,079 MTCO₂e.

GREENHOUSE GAS EMISSIONS BY SCOPE (in MTCO₂e)



In 2021, the majority of the emissions from our operations were Scope 2, indirect emissions from purchased electricity: 67%⁵.

2021 GREENHOUSE GAS EMISSIONS BY SOURCE (% OF TOTAL CO₂E)

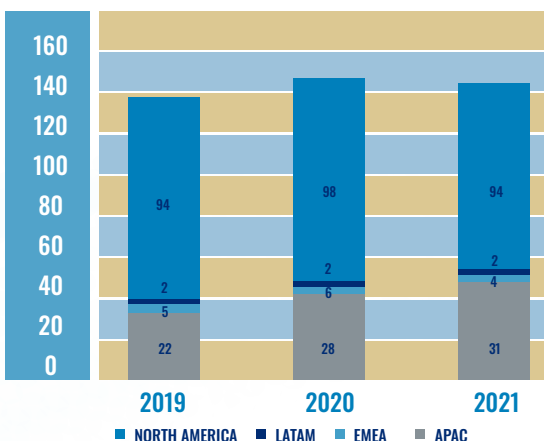


⁵Energizer facilities do not use any purchased heat or purchased cooling which would also form part of Scope 2 emissions.

Purchased electricity is the largest source of emissions for Energizer Holdings (67%) followed by natural gas (primarily in the U.S.) accounting for 28% of total emissions and 85% of Scope 1 emissions.

That is why our ESG roadmap focuses our efforts on these two emissions sources in the United States first.

GREENHOUSE GAS EMISSIONS BY REGION (MTON CO₂E)



METHODOLOGY

We used the Greenhouse Gas Protocol methodology by the World Resources Institute. We report on the emissions from three greenhouse gases (GHGs) because of combustion of fuels and usage of refrigerants: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). This helps us better understand our carbon footprint across our operations.

Emission factors used for purchased electricity were derived from the EPA eGRID for the U.S. and the IEA (International Energy Agency) for the rest of the world, and for natural gas, mobile fuels, purchased steam and heat from the EPA⁶. We used 100-year global warming potentials for methane, nitrous oxide and refrigerants (R-123, R-134A, R-32, R-404A, R-410A, R-422B) from the Fifth Assessment Report, 2014 (AR5) of Intergovernmental Panel on Climate Change (IPCC) of the U.N. For the refrigerants HCR-22 and R-22, the GWP factors were derived from Myher et. al 2013⁷.

As defined by the GHG Protocol, the following emissions were 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. We calculated our Scope 2 emissions using location-based emission factors.

⁶EPA 2021 Emissions Factors

⁷Myher, G., D. Shindell, F.-M. Br  n, W. Collins, J. Fuglestedt, J. Huang, D. Koch, J.-F. Lamarque, D. Lee, B. Mendoza, T. Nakajima, A. Robock, G. Stephens, T. Takemura and H. Zhang, 2013: Anthropogenic and Natural Radiative Forcing. In: Climate Change 2013: The Physical Science Basis. Contribution of Working Group I to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change [Stocker, T.F., D. Qin, G.-K. Plattner, M. Tignor, S.K. Allen, J. Boschung, A. Nauels, Y. Xia, V. Bex and P.M. Midgley (eds.)]. Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA.

5.3 CLIMATE RELATED RISKS AND OPPORTUNITIES

Energizer Holdings is also aware that the changing climate can pose risks and present opportunities to its business. In 2021, we worked to start aligning ourselves with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD).

Our approach to tackling climate-related risks and opportunities at Energizer Holdings is categorized into four pillars:

Governance

Organizational structure, teams and roles involved in the monitoring of climate-related risks and opportunities and their incorporation in the company's strategy.

Strategy

Climate-related physical and transition risks and opportunities that have been identified as crucial for the company and their incorporation in corporate strategy building.

Risk

How climate considerations are incorporated in the corporate ERM system.

Metrics and Targets

Related to setting goals to evaluate performance on the execution of the corporate strategy.

GOVERNANCE

The Board of Directors through the audit committee covers climate-related risks and opportunities, as climate and energy were identified as one of Energizer Holdings' material issues of focus. As of 2021, Energizer Holdings' nominations and governance committee incorporated ESG knowledge and education opportunities for board members into its areas of responsibility and oversight, recognizing the importance of these capabilities in the highest governance organ of the company.

In addition, the 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.

Finally, the Enterprise Risk Management and Internal Audit teams contribute to ensuring that our processes for risk assessment, monitoring and reporting are robust and accurate and no material issues might remain unaddressed.

STRATEGY

In 2021, the corporate ESG team conducted a screening assessment to identify the most relevant risks and opportunities related to climate change that could impact Energizer Holdings. We are working with a specialized third-party provider to conduct an in-depth qualitative and quantitative assessment of the risks and opportunities identified in 2022.

There are two broad categories of risks and opportunities that were considered:

Physical

Related to changes in climate patterns including extreme weather events, overall temperature changes, and the potential resulting disruptions in the supply chain.

Transition

Stemming from any regulatory and market changes that are necessary to achieve deep decarbonization

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 corporate ESG team will 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.

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 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.



ENVIRONMENTAL STEWARDSHIP

6.1 WATER

In the 1970s, our wastewater effluent standards were exemplary enough to become the model for the U.S. Environmental Protection Agency. Over the past 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, for a total of nearly 50 million liters.

6.2 WASTE

Energizer Holdings is working toward landfill-free manufacturing facilities. In the United States, two of our largest facilities recycle approximately 90% of all waste per year. Across all of our international manufacturing sites, approximately 42% 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.

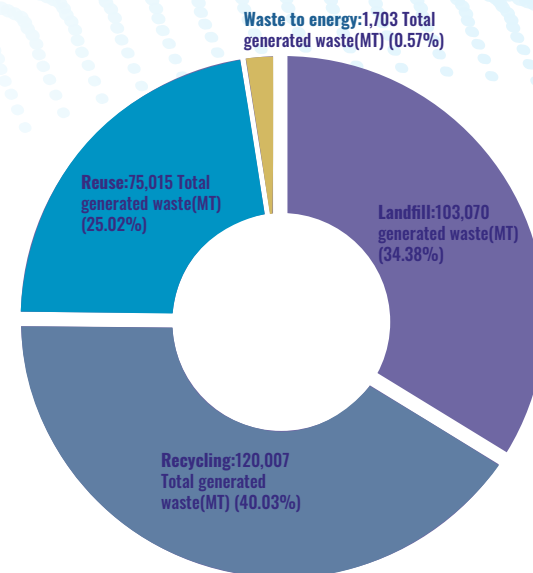
- To bring the best value to our customers, while also demonstrating responsible stewardship, Energizer Holdings strives to remove waste from its manufacturing processes. Our quality systems minimize waste by setting “triggers” that prevent the manufacturing of incorrect products. We also look to reduce 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 if the material is reused, recycled or otherwise disposed, we recognize our environmental and social responsibilities by ensuring the waste goes to a proper outlet. Energizer Holdings conducts 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.
- One of our facilities in Asheboro, North Carolina, found an alternate solution for cleaning sealant containers used in the manufacturing process. Previously, the facility used an N-methylpyrrolidone based cleaning solution, which was disposed of as a hazardous waste after its use. The new cleaning solution is water based and non-hazardous. As a result, this facility will reduce its annual hazardous waste generation by 2,500 lbs.
- In 2021, our Monroe distribution center in Ohio identified recycling and waste-to-energy opportunities for scrap refrigerants and peripherals. Since that time, we have evaluated this waste, determined the most responsible outlet to manage it and removed more than 40,000 pounds from the waste stream.

REAL ESTATE EFFORTS TO REDUCE WASTE:

As with all Energizer Holdings real estate projects around the world, our headquarters remodel focused on the user experience, sustainability and cost containment. For the St. Louis-based project, we reused more than 40 tons of furniture, which translates to more than 45,000 square feet of furniture avoiding the landfill – the equivalent of two full floors in our building.

WASTE MANAGEMENT - NON HAZARDOUS



6.3 CHEMICALS

We use third-party expertise and internal systems to ensure compliance with global chemicals regulations in Energizer Holdings' affiliate sales markets, including but not limited to:

- Conforming to substance restrictions, including the U.S. Toxic Substances Control Act (TSCA) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in Europe.
- Adhering to consumer labeling requirements.
- Consideration of international and local implementations of the globally harmonized system, the worldwide system for classifying and communicating the hazardous properties of industrial and consumer chemicals.
- Executing product registrations in accordance with local laws.

COMMITMENT TO PEOPLE



7.1 OUR CULTURE

Energizer Holdings colleagues are dedicated to working together to win. We learn together, look after each other and do the right thing to achieve our goals. We strive to build a culture that will propel our business forward and create a vibrant future for our brands, products, customers, consumers, shareholders and colleagues. From town halls, to leadership forums, to engagement surveys, we consistently seek feedback and take action to improve our culture and the teammate experience. Our culture is summed up with this phrase - **We Win Together, While Serving Each Other, With A Willingness To Act Boldly, All While Doing Right.**

Our culture champion network, with members across our business, leads local and global efforts to create inclusive and diverse work environments. Through virtual meetings and global events, we strive to bring our colleagues together to help create a sense of community and belonging across our locations worldwide.

7.2 COVID RESPONSE

During fiscal year 2021, as the COVID-19 pandemic persisted, we continued to prioritize the health, safety and well-being of our colleagues. Throughout the pandemic, we adhered to infectious disease preparedness and response plans, which have continually been reviewed and updated as the pandemic evolved. Many of the safety measures introduced in fiscal 2020 remained in place for fiscal year 2021. At various points during fiscal year 2021, these measures included, where practical:

- Practicing social distancing
- Installing physical barriers in manufacturing facilities and offices where social distancing was not possible
- Electronic body temperature monitoring of incoming workers

- Installing touchless (hands-free) appliances
- Deep cleaning our facilities
- Staggering break times and shift changes at our manufacturing locations
- Providing personal protective equipment
- Encouraging hygiene practices advised by health authorities
- Restricting business travel and site visitors
- Implementing remote work for certain office colleagues

7.3 HUMAN RIGHTS

Energizer Holdings is committed to promoting human and labor rights and striving to protect the health, safety and well-being of workers throughout its global supply chain in accordance with the principles expressed in the:

- United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles for Business and Human Rights
- European Human Rights Convention
- Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises
- International Covenant on Economic, Social and Cultural Rights
- International Covenant on Civil and Political Rights
- International Labor Organizations' Declaration on Fundamental Principles and Rights at Work.

In addition, 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 our policies and all applicable laws as well. Our long-standing commitment to promoting human rights is set forth in our [social policy](#). Compliance with our policy is overseen by the Board of Directors and is a crucial part of our governance structure.

7.4 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.

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 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.



7.4.1 SAFETY AND HEALTH POLICY AND MANAGEMENT SYSTEM DISCUSSION

The SHE leaders from each location meet on a monthly basis to drive continuous improvement. Among other things, the meeting reviews:

- Safety, health and environmental performance of their location
- Development of corrective actions for identified trends
- Review of new or pending regulatory changes
- Discussion of best practices

In the event of an injury or near-miss situation, members of plant management, SHE leaders and GSC members will meet at the site of the incident and conduct an incident investigation. Upon collecting all the facts, the incident investigation team will perform a root-cause analysis, and identify and assign appropriate corrective actions. Once the investigation concludes, the site's SHE leader will have a meeting with all site SHE leaders, plant managers and senior managers to review all factors of the incident, along with the identified corrective actions.

These reporting meetings allow us to use what was learned from the investigation to prevent a similar incident from occurring at other locations. The reports also allow others to look at the incident with a new set of eyes to ensure the investigation team did not overlook any pertinent facts.

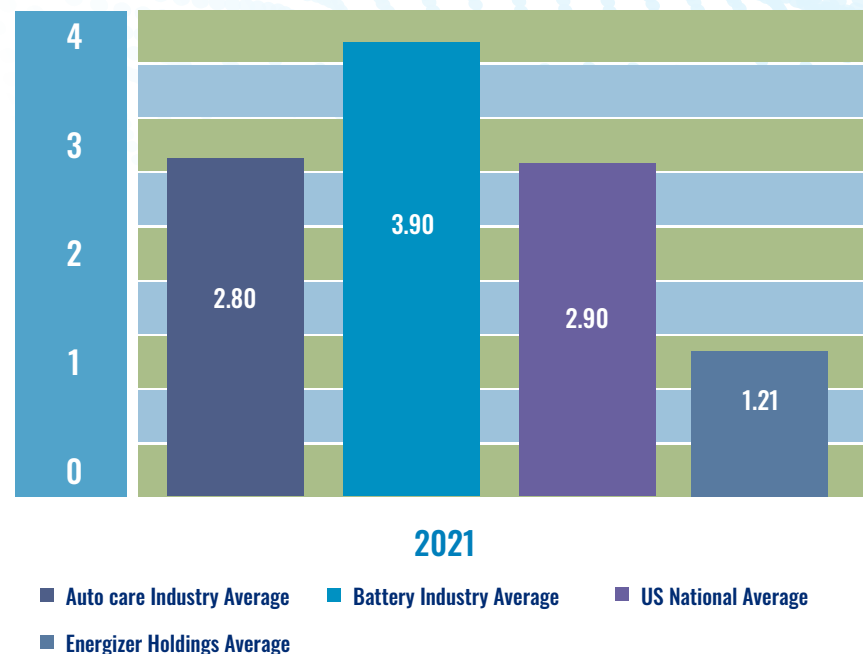
On a monthly basis, a SHE performance report is sent to senior management and the Energizer Holdings executive leadership team. The report shows performance of each location with respect to a mix of leading and lagging indicators. The report also provides updates on SHE initiatives, which are issued to drive continuous improvement and eliminate injuries.

7.4.2. INJURIES AND INJURY RATES

According to the Bureau of Labor Statistics, Energizer Holdings facilities have a total recordable incident rate (TRIR) that's more than 60% below the industry average. Though the TRIR is very favorable compared to similar companies, no injury is acceptable. Our company is committed to continuous improvement and our goal is zero injuries.

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.

Total Recordable Incident Rate Comparison



* TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2020 (bls.gov). For the battery average we used the North America Industry Classification System (NAICS) number 335912 and for auto care we used NAICS number 3259.

7.4.3 SAFETY TRAINING

Safety training is foundational to our SHE program. Our curriculum includes training:

- To meet regulatory requirements.
- To educate colleagues on our SHE policy.
- To emphasize continuous improvement of our safety numbers.

Our goal is to have 100% attendance at our training. Each training session requires documentation of all attendees and those who cannot make it at the specified time can receive the training through a makeup session or by reviewing the information on a safety kiosk.

7.5 WELL-BEING

Creating a culture where all colleagues feel supported and valued is paramount to our corporate mission. Our well-being goals are for colleagues to physically thrive, flourish mentally and emotionally, be socially connected and achieve financial security. To do that:

- 100% of our colleagues have access to an employee assistance plan (EAP).
- Energizer Holdings offers colleagues and their eligible dependents counseling and well-being resources.
- The list of EAP services is extensive, with options to cover all aspects of well-being 24 hours a day, seven days a week by phone, online or via the mobile site.

In addition to the social benefits offered in different countries, we also offer market-competitive core benefit plans in most of our countries, and these are designed to support the four key areas of our colleagues' overall well-being.

That well-being is more important now than ever, and our colleagues value holistic resources to help them balance work and home demands. We launched our flexible working program 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.

7.6 DIVERSITY, EQUITY, INCLUSION AND BELONGING

As a global company, we strive to foster an inclusive and diverse culture where colleagues feel a sense of belonging, feel listened to, are included in discussions and are valued for their contributions. We made important progress in 2021 on diversity, equity,

inclusion and belonging (DEIB) against the following strategic priorities:

- **Community:** Promote a workplace where all colleagues feel safe to express their perspectives and feel they belong to our Energizer Holdings team.
- **Learning:** Build awareness and understanding in inclusion, diversity, unconscious bias and allyship.
- **Talent:** Embrace diversity to attract, recruit, develop and retain top talent.

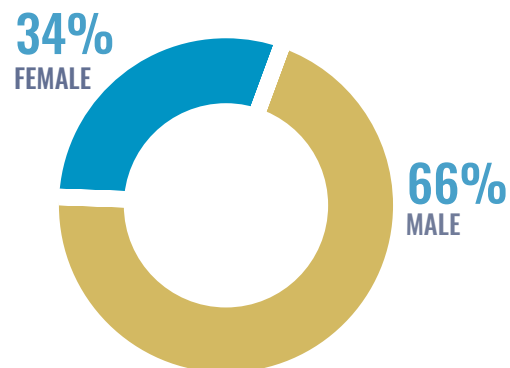
In 2021, our global DEIB council, which is sponsored by our chief executive officer and chief human capital officer, rolled out a learning plan for all global colleagues to build awareness and drive inclusive behavior. During the year, 98% of our salaried workforce completed the *Being Inclusive and Diverse* training program. We also conducted training for people managers, which focused on unconscious biases and inclusive leadership. We publish stories written by our diverse colleagues, who share their experiences with our organization to build community and learning.

By embracing our colleagues' diverse cultures, experiences and ways of thinking, we will deliver better business results and have a more engaged workforce.

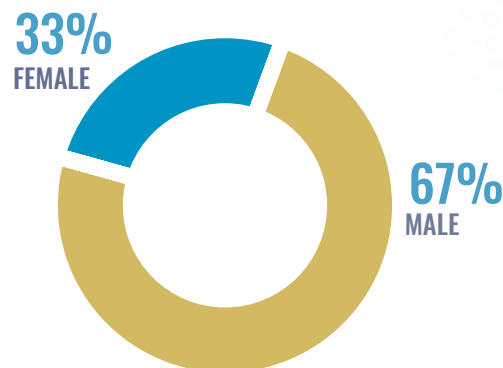
"We're striving to create a culture that truly embraces everyone's differences and empowers people to be their true self. While we have more work to do to leverage all our colleagues' unique insights, we have made great strides and are fully committed to achieving our DEIB goals."
Mark LaVigne, President and CEO.



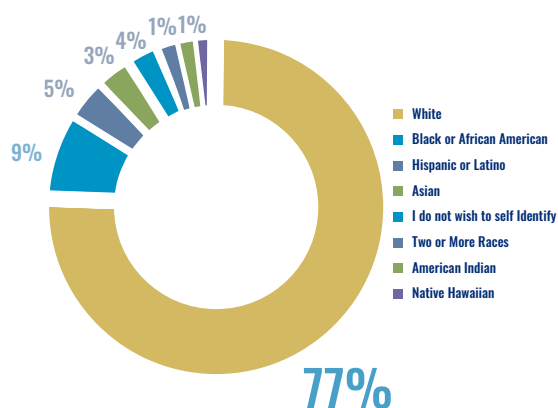
GENDER - GLOBALLY:



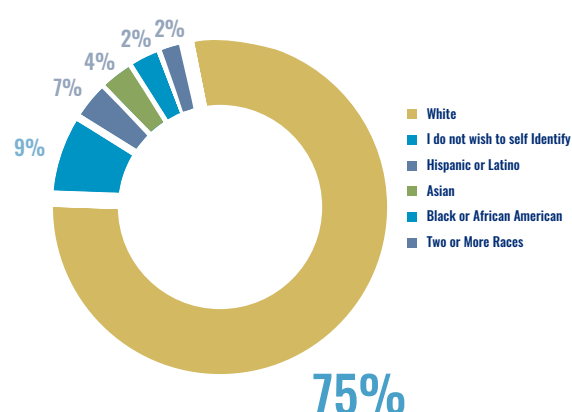
GENDER - LEADERSHIP



U.S. ETHNICITY



U.S. ETHNICITY - LEADERSHIP



Energizer publishes its full EEO-1 reports, which can be found [here](#). 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.

7.6.1 EMPLOYEE RESOURCE GROUPS

Our colleagues have many ways to engage with the company's DEIB strategy and help drive its progress. Energizer Holdings fosters individual growth and empowerment through employee resource groups, notably the Women's Leadership Network (WLN), the African Ancestry Leadership Group, and Mosaic (the Asian American Ancestry Group).

The WLN, our first employee resource group, empowers and supports women at Energizer Holdings by promoting education, mentorship, professional development, networking and community. Since its inception, the WLN has grown to nearly 200 members, including women and allies from countries around the world and across all functions of our business. The group is sponsored by two members of our executive leadership team and hosted seven events last year, including global speed networking and an International Women's Day panel discussion.

The African Ancestry Group was formed in 2020 and spans multiple locations and functions. They host annual corporate events and quarterly meetings to create a sense of community among colleagues of African ancestry, to increase African ancestry representation and to identify opportunities to help in local communities.

Mosaic is Energizer's newest ERG. Their purpose is to drive recruitment, build community, and develop leadership for the Asian Ancestry colleagues.

7.7 TALENT ENGAGEMENT AND RETENTION

In recent years, Energizer Holdings has taken steps to enhance its talent acquisition process across the organization, including implementing diversity training for recruiters, colleague training on interview skills and processes to improve our candidate selection so we can welcome more diverse colleagues to our company. We also have updated our careers websites and increased community outreach to broaden our appeal to a wider range of candidates.

Our total rewards team strives to develop and implement programs that strategically align talent within our organization and reward performance, while also managing the costs of such policies and programs.

7.7.1 TRAINING

Engaged, driven and productive colleagues are essential to achieving growth. All Energizer Holdings colleagues participate in annual training focused on topics related to ethics, compliance, inclusion, belonging and diversity. 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.

7.7.2 COLLEAGUE RECOGNITION

At Energizer Holdings, 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* with three major components – service anniversaries, social recognition, and an improved platform for our CEO Award, which rewards and recognizes both teams and individual colleagues who have made significant and notable contributions to Energizer Holdings' success.

SERVICE ANNIVERSARIES

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.

SOCIAL RECOGNITION

We use the Celebrate platform to recognize each other for:

- Living our culture (Winning Together, Serving Each Other, Acting Boldly, All While Doing Right) in the course of day-to-day work
- Life events: Meaningful personal moments, such as births, marriages, graduations, new homes and more

We can also use the social recognition component to memorialize group experiences including team outings, events and holiday celebrations.

CEO AWARD

Our CEO Award was updated to align with our new culture statement, include an easy team nomination process and provide more timely recognition of colleagues.

7.7.3 COLLEAGUE 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. We reward and recognize both individual and team results relative to our business goals and commitment to shareholders, as well as behaviors that align with our culture statement. We strive to reduce unconscious biases or structural barriers in our hiring practices, performance reviews, promotional guidelines and leadership opportunities which may contribute to pay inequities.





7.7.4 COLLEAGUE ENGAGEMENT

From town halls to leadership forums to surveys, we seek out colleague feedback and take action to improve our culture and the colleague experience. Our average engagement score, which reflects 2021 surveys, is **78** and exceeds the global benchmark from our third-party survey partner by more than **5%**. We had an average global colleague response rate of **73%**.

We have taken strides to improve awareness of what drives engagement and the role each colleague plays. We do this by embedding online learning resources through the engagement platform.

WHAT HAPPENS WITH OUR SURVEY RESULTS

- **People managers** receive survey results for their immediate team, or for their wider team if response thresholds aren't met. They then collaborate with team members to create a focus area and better understand the sentiments behind the scores, then work together to implement small goals and make incremental progress.
- Members of our **executive leadership team** receive a report outlining feedback themes, strengths and opportunities. They then consider this feedback as part of larger company initiatives and plans
- **Functional leaders** receive curated reports relevant to core responsibilities (e.g., Corporate Communications) and consider that feedback as it relates to existing processes and procedures.
- Various Energizer Holdings **committees** receive curated reports relevant to specific focus areas, and they reflect on the feedback as it relates to the existing environment in the organization.

ENGAGEMENT SURVEY RESULTS

AUDIENCE



PEOPLE MANAGERS



EXECUTIVE LEADERSHIP



SPECIALIST FUNCTIONS



COMMITTEES

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. In times of natural disasters or other crises, such as hurricane destruction, colleagues' charitable contributions made to qualifying relief agencies are eligible for a 200% match. Energizer also supports disaster relief efforts through a partnership with Feed the Children.

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, our Rayovac brand 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.

While the COVID-19 pandemic decreased most community engagement efforts through 2021, our colleagues still went above and beyond to volunteer, donate and assist those in need.



\$386,719

Donations to 371
unique charities

Colleague Contributions

\$193,587

(Offline + Credit Card + CauseCard)

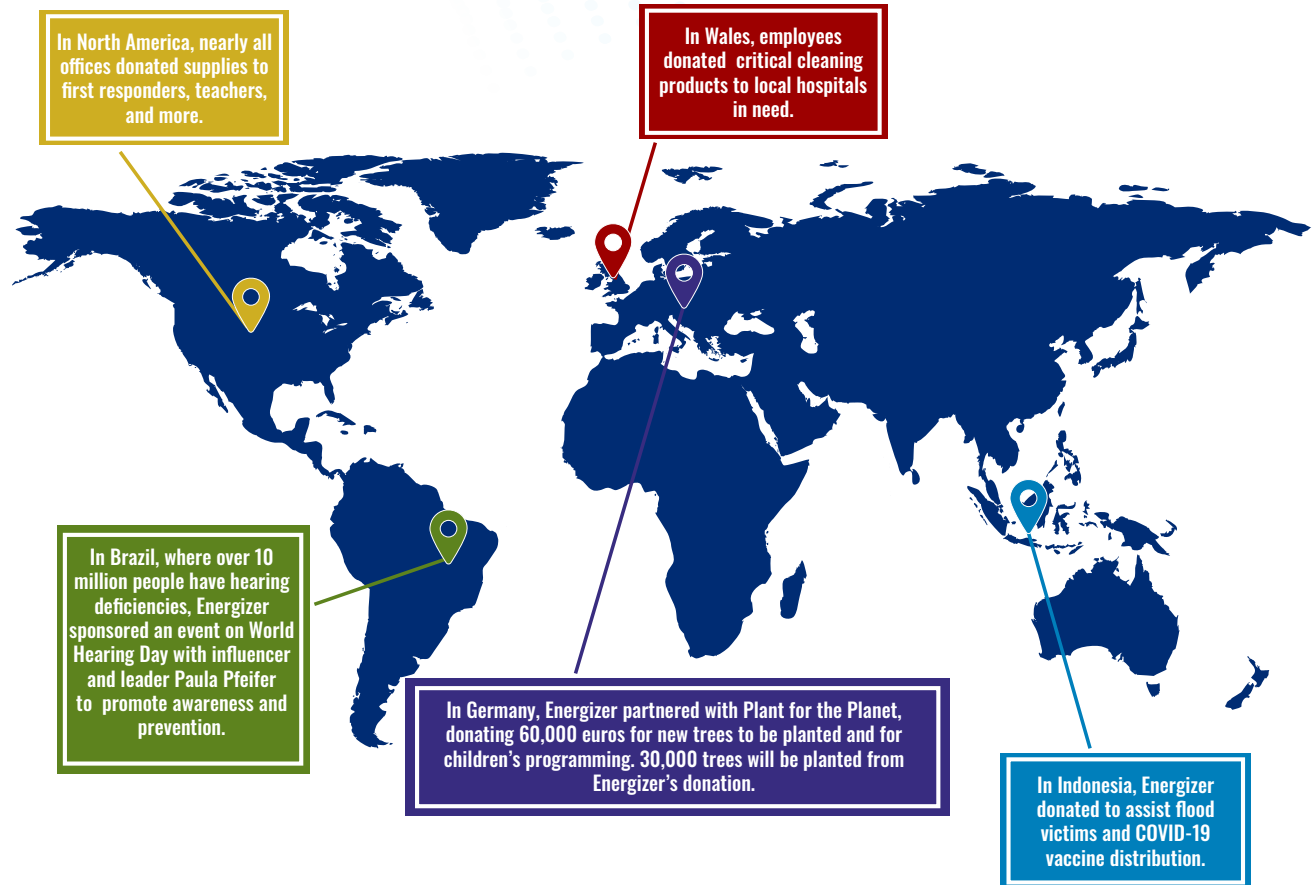
Energizer Foundation Match

\$193,133

(Offline Match + Credit Card Match)

Giving Overview (Matching Gifts) – 2021
Donation Timeframe: 1/1/21 to 12/31/21

ENERGIZER GIVING





RESPONSIBLE SOURCING



9.1 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

9.2 CONFLICT MINERALS

Energizer has adopted a conflict minerals policy which expresses Energizer's goal to ensure all 3TG (tin, tantalum, tungsten and gold) used in our products is DRC conflict free. Our policy is publicly available on our website.

ANNUAL REVIEW PROCESS

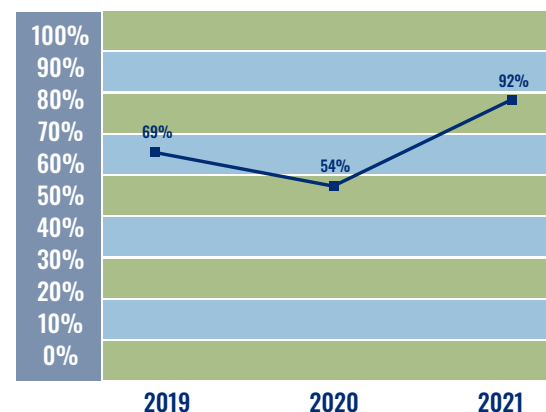
To ensure compliance with our policy on conflict minerals and responsible cobalt sourcing, we survey all of our applicable suppliers each year. A cross functional team including our Corporate Sustainability and Procurement team, compile a list of suppliers to be audited based on the goods or services that they provide to Energizer Holdings. We then work with a third-party provider to confirm whether our suppliers use any of the 3TG minerals or cobalt. If their answer is yes, we ask them to provide further information confirming their compliance with international regulations pursuant to Rule 13p-1 under the Securities Exchange Act of 1934. The 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.

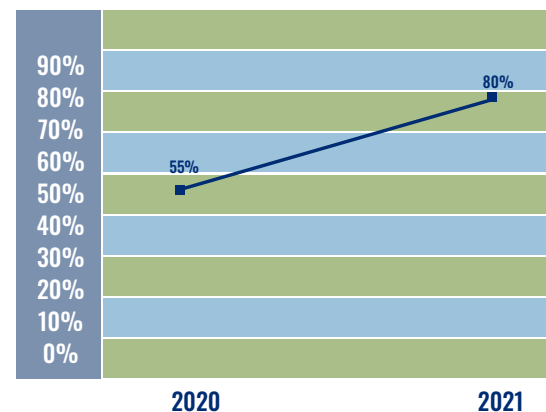
PERFORMANCE

In 2021, we achieved the highest response rate from our suppliers yet due to the improvements we made in the annual review process: 92% for conflict minerals and 80% for cobalt:

CONFLICT MINERALS SUPPLIER RESPONSE RATE



COBALT SUPPLIER RESPONSE RATE



CORPORATE GOVERNANCE

10.1 OUR BOARD OF DIRECTORS

The Board of Directors provides governance and oversight for the strategy, operations and management of Energizer Holdings. The primary mission of the board is to represent and protect the interests of our shareholders. They oversee our senior leadership team, to whom it has delegated the authority to manage the day-to-day operations of the company.

We have a diverse and independent Board of Directors with outstanding skills, experience and perspectives to help chart the course for our company. 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 11 members

We are committed to board refreshment:

- Four directors appointed in the last three years
- Average tenure of directors is 4.5 years
- A recently adopted mandatory retirement policy

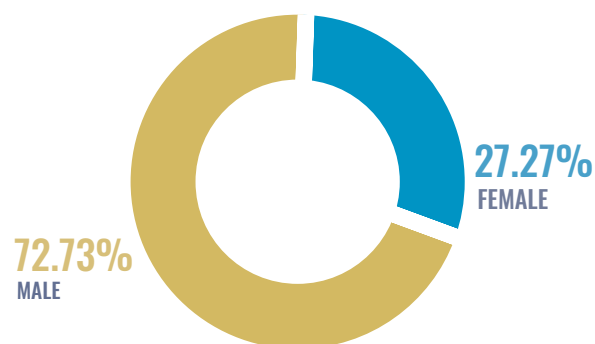
We are similarly committed to independence:

- 10 of our 11 directors are independent
- Independent board chair
- All Committee chairs are independent
- All members of our audit, human capital, and nominating and governance Committees are independent

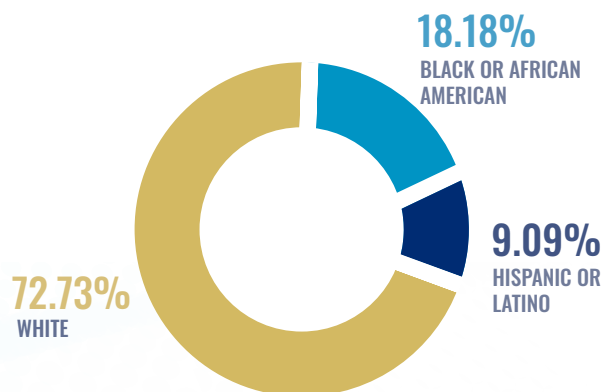
We are committed to both the excellence and diversity of our board members. All board candidates are evaluated and considered for the diverse perspectives they bring, including in terms of gender, ethnicity, background and expertise. Energizer Holdings also has clear membership criteria for

its directors: Integrity, independence, energy, forthrightness, analytical skills and commitment to devote the necessary time and attention to the company's affairs.

DIVERSITY, EQUITY, INCLUSION & BELONGING - BREAKDOWN BY GENDER



DIVERSITY, EQUITY, INCLUSION & BELONGING - BREAKDOWN BY ETHNICITY



10.2 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 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. The corporate governance principles and Committee charters are available on our website.

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

The Board of Directors is committed to our business being conducted in an ethical and responsible manner in all ways. Our board members embody the highest personal and professional integrity and focus on the long-term interests of our shareholders. Our directors possess a wide range of operational, executive leadership and core business skills, and work collaboratively with management to enable and secure the long-term future of the company. Their work ensures Energizer Holdings continues to foster a culture of ethics, integrity and compliance with laws, regulations and company policy for all business activities, including environmental, social and governance matters.

10.3 ENTERPRISE RISK MANAGEMENT

Management has established a comprehensive risk management process that is facilitated by our vice president, internal audit and our senior director of global ethics and compliance and includes our executive leadership team. Semi-annually, top risks are identified and assessed, and owners of the key areas of risk develop mitigation strategies, while the Board of Directors oversees our enterprise risk management process.

10.4 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 2021, 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 contributes to a number of state and national trade associations. Our colleagues frequently serve in a leadership capacity within many of these organizations as well, ensuring that our best interests are represented. The state and federal associations

we support focus on educating public officials 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 2021, which may be used for potential political purposes, appear here:

Trade Association Contributions 2021		
Trade, Industry, and Policy Associations	Dues	Amount of dues which may be used for lobbying on behalf of the association
National Electrical Manufacturers Association (NEMA) - North American Trade Group	\$130,000	\$20,800
PRBA - Portable Rechargeable Battery Association	\$25,400	\$7,620
HCPA - The Household Consumer Products Association	\$107,100	\$17,136
Auto Care Association	\$13,900	\$6,950
Alliance For Responsible Atmos. Policy	\$7,000	\$5,600
RILA - Retail Industry Leaders Association	\$125,000	\$81,250
Wisconsin Manufacturers and Commerce	\$7,500	\$1,500

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.

ABOUT THIS REPORT

Our 2022 Environmental, Social and Governance (ESG) Report covers a wide range of environmental, social and governance topics relevant to us and our stakeholders. Data presented throughout this report covers calendar year 2021 activities 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. 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 16, 2021.

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

SASB Code	Topic	Accounting Metric	Category	Unit of Measure	Link
CG-HP-140a.2	Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	6.1 Water (page 20)
CG-HP-250a.3	Product Environmental, Health, and Safety Performance	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	N/A	Product Sustainability and Safety (page 11-15)
CG-HP-410a.1	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 (%)	3.2 Recycled Content (page 12)
CG-HP-410a.2	Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	More Sustainable Packaging (page 16)

SASB Code	Topic	Accounting Metric	Category	Unit of Measure	Link
CG-HP-430a.1	Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	Quantitative	Metric tons (t), Percentage (%)	Not Applicable to Energizer

GRI Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures	2-6 Activities, value chain and other business relationships	Energizer at a glance (page 6)
	2-7 Employees	Energizer at a glance (page 6) , 7.6 Diversity, Equity, Inclusion, and Belonging (page 24-25)
	2-9 Governance structure and composition	Corporate Governance (page 30)
	2-10 Nomination and selection of the highest governance body	Corporate Governance (page 30)
	2-11 Chair of the highest governance body	Corporate Governance (page 30)
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance (page 30)
	2-13 Delegation of responsibility for managing impacts	Corporate Governance (page 30)
	2-22 Statement on sustainable development strategy	Letter from the CEO (page 4)
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance (page 10)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality (page 8)
	3-2 List of material topics	Materiality (page 8)
	3-3 Management of material topics	Framework with Goals and Oversight (page 9)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Community Impact (page 28)
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Related Risks and Opportunities (page 19)

GRI Standard	Disclosure	Location
GRI 301: Materials 2016	301-2 Recycled input materials used	3.2 Recycled Content (page 12)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1 Energy Use and Efficiency (page 17)
	302-5 Reductions in energy requirements of products and services	3.4 More Power, Less Waste (page 12)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6.1 Water (page 20)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.2 GHG Emissions (page 17)
	305-2 Energy indirect (Scope 2) GHG emissions	5.2 GHG Emissions (page 17)
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	6.2 Waste (page 20)
	306-3 Waste generated	6.2 Waste (page 20)
	306-4 Waste diverted from disposal	6.2 Waste (page 20)
	306-5 Waste directed to disposal	6.2 Waste (page 20)
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.5 Well-being (page 24)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	7.4 Health and Safety (page 22-24)
	403-2 Hazard identification, risk assessment, and incident investigation	7.4 Health and Safety (page 22-24)
	403-3 Occupational health services	7.4 Health and Safety (page 22-24)
	403-5 Worker training on occupational health and safety	7.4.3 Safety Training (page 23)
	403-6 Promotion of worker health	7.5 Well-being (page 24)
	403-9 Work-related injuries	7.4.2 Injuries and Injury Rates (page 23)
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	7.7.1 Training (page 34)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	7.6 Diversity, Equity, Inclusion and Belonging (page 24) , 10.1 Our Board of Directors (page 30)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Impact (page 28)

GRI Standard	Disclosure	Location
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	9.2 Conflict Minerals (page 29)
GRI 415: Public Policy 2016	415-1 Political contributions	10.4 Our Political Involvement (page 31)
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	3.7 Labeling (page 14)