2025 SUSTAINABILITY REPORT

Energizer Holdings, Inc.



EMPOWERING LIFE, SUSTAINABLY

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A MESSAGE FROM THE CEO

As I look back at our accomplishments of the past year, I continue to be in awe of our colleagues, our initiatives and the progress we have made on our 2030 ESG Roadmap. As a global, forward-thinking organization, it is so important for us to operate with excellence and always strive for more, and I'm proud of what we've been able to achieve together. Energizer's three focus areas serve a unique and important purpose, and I am excited to once again highlight our global team's accomplishments for fiscal year 2024.

CLIMATE AND ENERGY

- Reduced greenhouse gas (GHG) emissions by more than 27,000 MTCO2e between 2021 and 2024, getting us to 70% of our climate emissions goal.
- Conducted a double materiality assessment to refresh our priorities for the future, identify any additional risks and opportunities throughout our operations, and prepare for future reporting obligations across the globe.
- Acquired a facility in Brazil that sources 100% of its electrical power from solar panels, increasing our global commitment to renewable energy.
- Continued to collaborate and plant trees with Plant for the Planet and Reforest Action, reaching 150,000 trees planted since 2021.

PRODUCT SUSTAINABILITY & SAFETY

- Successfully achieved our goal to establish a sustainability assessment in our New Product Development process across all of our categories.
- Rolled out the world's first coin lithium battery* featuring 3-in-1 Child Shield with three lines of defense: Color Alert, a bitter coating and child-resistant packaging.

RESPONSIBLE PACKAGING

- Following our successful transition to plastic free battery packaging in Europe, in the fall of 2024, we also began installing plastic-free packaging lines at our largest battery manufacturing plant in Asheboro, North Carolina.
- Exceeded our sustainable packaging goal of 30% recycled content by 2030, with a total of 53% recycled content in our packaging for FY24.

As we continue to meet (or exceed) our ESG goals and grow our program, we also reflect on what makes us so successful: our purpose to responsibly create products that make lives better. Our significant progress on our sustainability roadmap is due to our colleagues and stakeholders around the world, and I look forward to celebrating more successes in the coming years.

*Available on Energizer 2032 coin lithium batteries in North America and 2032, 2025, and 2016 in our international markets



Mark LaVigne
President and Chief Executive Officer

1.2 2024 IN REVIEW

27,000 MTCO2e
Total amount of GHG output we've reduced
(since our baseline year of 2021)

TWO
manufacturing sites utilizing
renewable energy

Over **$315,000**
Amount donated through our
Employee Match Program
in FY24

Over **25%**
Increase in **PLASTIC-FREE** packaging in our Lights category
(compared to FY23)

26%
Decrease in the number of
recordable injuries
from last fiscal year

150,000
Total number of trees planted with
Plant for the Planet and Reforest Action
since 2021

53%
amount of recycled content in our packaging

2024 HIGHLIGHTS

*Throughout this report, fiscal year 2024 will be referred to as fiscal year 2024, 2024, FY2024 and FY24.

1.3 ENERGIZER HOLDINGS* AT A GLANCE

As of September 30, 2024*, we had approximately 5,600 employees located across 34 countries. Approximately 65 employees located in the U.S. are unionized, primarily at our Portage, Wisconsin, and Marietta, Ohio, facilities.

BATTERIES: Our battery portfolio spans various price segments to offer affordability and quality in household battery categories, including primary, rechargeable, specialty and hearing aid batteries. Our products do contain various materials such as lithium, alkaline, carbon zinc, nickel metal hydride, zinc air and silver oxide. Batteries are sold under various global brands under the names ENERGIZER®, EVEREADY® and RAYOVAC® brands, and the VARTA® brand in Latin America and Asia Pacific.

AUTO CARE: Our auto care product offering is vast, and we produce items in the appearance, fragrance, performance and air conditioning recharge categories. We manufacture 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®, NEVR-DULL®, CALIFORNIA SCENTS®, DRIVEN®, BAHAMA & CO®, CARNU®, GRAND PRIX®, KIT®, TEMPO®, AND CENTRALSUL®.

Under our STP®-branded fuel and oil additives, which are sold under our performance product category, we sell functional fluids and other chemical products. These products benefit from a rich heritage in the car enthusiast and racing scenes, characterized by a commitment to technology, performance and motor sports partnerships for over 60 years.

We offer do-it-yourself automotive air conditioning recharge products in our air conditioning recharge product category, which are marketed under the A/C PRO® brand name, along with other refrigerant and recharge kits, sealants and accessories.

LIGHTS: We offer our lights under numerous brand names, including ENERGIZER®, EVEREADY® and RAYOVAC®. Our flashlights are marketed under the HARD CASE®, DOLPHIN® AND WEATHERREADY® sub-brands.

LICENSING: Energizer 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.

*This date represents the end of our fiscal year, for which all data for this report was captured
*For the purpose of this report, "Energizer Holdings" and "Energizer" mean Energizer Holdings, Inc. and its subsidiaries globally.





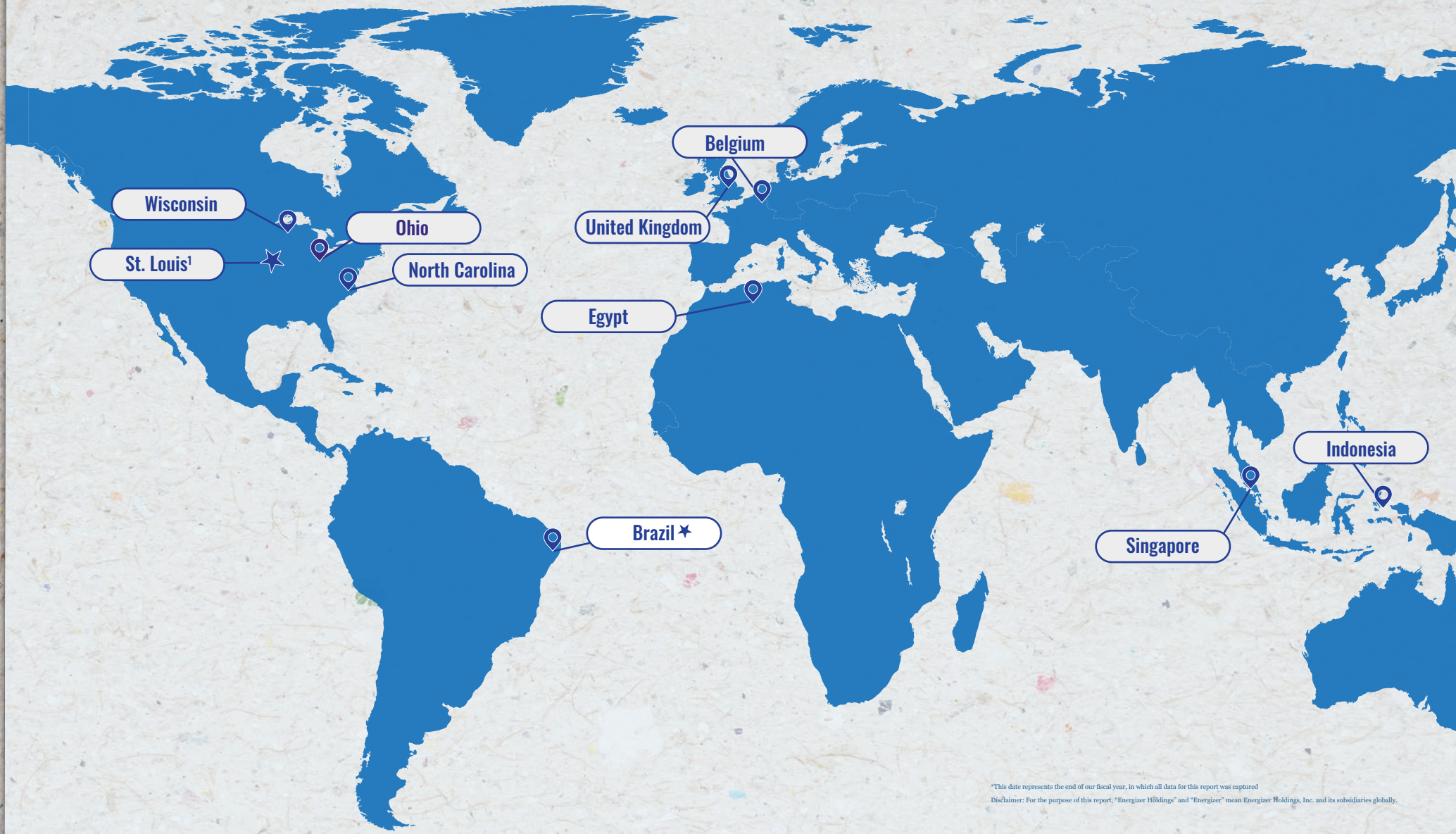


OUR GLOBAL MANUFACTURING PRESENCE (FY24)*

BRANDS: Our portfolio is made up of over 20 brands across all categories

COLLEAGUES: We employ more than 5,000 people globally

HQ: Our global headquarters is in St. Louis, Missouri (USA)



*This date represents the end of our fiscal year, in which all data for this report was captured

Disclaimer: For the purpose of this report, "Energizer Holdings" and "Energizer" mean Energizer Holdings, Inc. and its subsidiaries globally.

1.4 PURPOSE AND MISSION

Energizer responsibly creates products to make lives easier and more enjoyable. Our mission is all encompassing:

We win together, while serving each other, with a willingness to act boldly, all while doing right.

Our focus is on maximizing our revenue potential by winning with our customers and consumers. As a global team of dedicated peers, we set clear goals and work hard to achieve them. Our colleagues bring a wide range of experiences and embrace individual perspectives to create a steady pipeline of innovation, best-in-class category fundamentals and optimized operational execution, with a shared goal of delivering long-term value and success.





2 OUR SUSTAINABILITY JOURNEY

Energizer's commitment to sustainability is rooted in our corporate purpose of responsibly creating products that make lives better. Since establishing our sustainability strategy in 2021, we've made significant progress in reducing our environmental footprint across our operations and our value chain. We have also made progress driving sustainability in other areas that are priorities to our business, including our products, packaging, and the well-being of our people.

2.1 OUR ESG STRATEGY

ASSESSMENT: In 2021, we conducted a materiality assessment which identified key environmental, social and governance factors relevant to our industry. We prioritized and set goals across the areas which needed the most focus. We have continued to make significant progress toward these focus areas, and as a result, we performed a double materiality assessment (DMA) in 2024. This exercise helped us to further identify and prioritize the ESG topics for management and disclosure based on both potential impacts on the business's financial performance as well as our potential impacts on people and the planet.

STAKEHOLDER ENGAGEMENT: We have looked across all our stakeholders, internal and external, to understand what is expected of us now and in the future and align on shared priorities. By consistently benchmarking data, talking to our internal subject matter experts across the globe, meeting with investors and customers, and monitoring upcoming trends and regulations, we ensure that our approach to ESG focuses on the things that are both good for the planet and our people, as well as things that are good for our business.

IMPORTANCE TO OUR BUSINESS: We consider our responsibilities while developing disclosures within our Annual Report on Form 10-K and other filings with the Securities and Exchange Commission (the SEC), including the risk factors included therein. When determining the materiality of risk factors and whether the information is important to a reasonable investor, Energizer considers both the significance of the risk and the probability of occurrence. Our process includes a formal disclosure committee with representatives from various functional areas across our company, and we consider materiality in a variety of contexts including, but not limited to: litigation risk, reputational risk, supply chain risk, environmental matters, insurance and expenditures.

Around the world, we aim to deliver results, while protecting the environment, supporting the communities where we live and operate, and creating a safe and fair environment where our colleagues can feel a sense of belonging. We recognize that building a sustainable business requires continual progress, and we are dedicated to this ongoing journey.

2.2 ESG GOALS AND PROGRESS

Our team has developed three core ESG goals, each of which are fundamental in guiding our program and helping us to stay focused on the agreed-upon areas for improvement. Our 2024 DMA supported our current goals as the focus of our sustainability program, and gave us additional insights which will help us to create updated initiatives. We look forward to sharing our new goals in next year's sustainability report.

GOAL		GOAL YEAR	STATUS	PERCENTAGE TOWARDS GOAL
PRODUCT SUSTAINABILITY	**100%** of new products will have a sustainability assessment by 2025	2025	COMPLETE	100%
SUSTAINABLE PACKAGING	**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	Currently at 53% recycled content in our packaging	100%
CLIMATE & ENERGY	**30%** reduction of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 2030	2030	Reduction of more than 27,000 MTCO2e between 2021 and 2023	70%



"In 2024 we deepened our commitment to sustainability by turning ambition into action - meeting key milestones while laying the foundation for what comes next. ESG is more than just a framework; it's a mindset that challenges us to keep evolving, innovating and setting new goals that reflect the world we want to help build while also delivering results."

- Stephanie Sims
ESG Manager

2.3 TRANSPARENCY AND ASSURANCE

Providing clear and comprehensive information about a company's ESG initiatives, performance and impact is important to stakeholders, and Energizer aspires to provide not only regular reporting through our annual report but also through proactive engagement with rating organizations such as Institutional Shareholder Services, Inc. (ISS), CDP, EcoVadis and MSCI.

We work with our disclosure committee to review our non-financial ESG disclosures, and we partner with our internal audit team to provide additional assurances of the quantitative information we report. Each year, we review our processes to ensure we are tracking our successes as efficiently and accurately as possible. We are excited to report that we have engaged an external third-party to perform a limited assurance engagement, which is currently in process, over our FY24 Scope 1 and Scope 2 emissions for the first time, providing even more confidence to our investors and stakeholders that we are committed to accuracy and transparency.

2.4 OVERSIGHT AND FRAMEWORK

We are committed to sustainability at the highest levels of the company. Energizer's Board of Directors (the "Board") is composed of current and retired executives whose exceptional knowledge and considerable experience strategically guide and support the delivery of long-term value to our shareholders. The Board sets and oversees our overarching ESG strategy, and its committees provide deeper support and oversight for each of the E, S and G areas. Our Executive Leadership Team is also directly engaged with our program through routine leadership meetings, scheduled briefings and key decision-making processes. A cross-functional management ESG team assists our Global Head of Sustainability and helps ensure consistent flow of information throughout the organization.

2.5 A MESSAGE FROM OUR SUSTAINABILITY LEAD



Over the past few years, we have made incredible progress toward achieving our 2030 goals. We have already achieved our packaging goal and now have over 50% post-consumer recycled content globally; we have implemented a sustainability gating item in our new product development process to achieve our product safety and sustainability goal; and we have eliminated over 27,000 MTCO2e since 2021 putting us 70% of the way toward accomplishing our GHG emissions goal.

In light of this fast progress, in 2024 we were ready to challenge ourselves even more. So, we performed a double materiality assessment to identify and prioritize the ESG topics for focus and disclosure based on both potential impacts of the topic on the business's performance, and the business's potential impacts on people and the planet. We are now in the process of creating refreshed targets for the future. I'm excited to announce that as part of that initiative, Energizer has already committed to setting and achieving a near-term Science Based Target by 2035. See our commitment ***here***.

I am proud of the work we continue to do as an organization, and this report showcases that progress. I look forward to the next phase of our program and all the ways we will continue to live our purpose – to responsibly create products to make lives better.



Energizer Holdings, Inc.



3 ETHICS AND COMPLIANCE
3.1 PROGRAM OVERVIEW

Energizer actively supports a culture of "doing the right thing" through its Ethics & Compliance Program. The Audit Committee of the Board oversees the program and regularly receives updates from our Head 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 ("Code") 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, and it is published in 14 languages. In addition to the guiding principles outlined in the Code, we maintain global policies that provide guidance as we conduct our business worldwide.

We hold our business and third-party partners to the same high ethical standards as Energizer colleagues, which is reflected in our Supplier Code of Conduct ("Supplier Code"). 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, and we offer 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 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. Senior leadership and the Board are kept informed of HelpLine reports and relevant updates.

FY2024 COMPLIANCE BY THE NUMBERS:

100 - Percent of active salaried colleagues completed Code of Conduct training
100- Percent of active salaried colleagues certified compliance to the Code
14 - languages available
20+ - compliance training courses available



"I am proud of how Energizer's commitment to a culture of 'doing right' drives our success and empowers our colleagues to thrive."

- Karen Benson, Head of Global Ethics & Compliance

3.2 ANTI-CORRUPTION AND ANTITRUST

Energizer takes a firm stand against bribery and corruption, as we are committed to doing right and following ethical business practices and adhering to applicable anti-corruption laws.

Energizer 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. Additionally, Energizer maintains an Anti-Corruption Policy and related global policies which provide additional guidance and details of our anti-corruption expectations. All salaried colleagues of Energizer have access to an online global policies library, as well as anti-corruption resources, including training videos and red flags information.

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 values and standards of conduct that we require of our own organization. These expectations are set forth in our Supplier Code, and we require compliance with the Supplier Code as 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 anti-corruption risk go through a rigorous due diligence process that includes a questionnaire, risk analysis, compliance screening, other risk-based controls and ongoing monitoring to help mitigate anti-corruption risk.

ANTITRUST

Energizer's Annual Report includes a section focusing on Energizers commitment to antitrust compliance and its approach to competitors. For further reference, please see our 2024 Annual Report on Form 10-K.





4. PRODUCT SUSTAINABILITY

4.1 SUSTAINABLE DESIGN

Sustainability in design is an evolving and innovative practice that Energizer continues to embrace. We recognize the role we play in the lives of our stakeholders and investors, and we continue to use this knowledge to offer safe, reliable and responsible products to those who put their trust in us. In Fiscal Year 2024, we saw an evolution in sustainable design of our products, and we hope to continue that growth throughout all of our category offerings.

SUSTAINABILITY ASSESSMENTS GOAL

In 2021, Energizer set a goal that 100% of all new products would have a sustainability assessment by 2025, and we have achieved that goal. Now, all new products entering the market across all of our categories have a sustainability assessment as part of our new product development process to consider how the product can be improved for sustainability and how it embodies our purpose statement. Embedded in Energizer's sustainability assessment for new products are considerations for reusability, recyclability, energy savings, waste reduction, water savings, responsible sourcing and the use of renewable materials appropriate to the specific product, through the full life cycle of each product.

4.1.1 BATTERY

We strive to offer commercially competitive, high-performance batteries that have minimal impact on the environment. We utilize our sustainability assessment to best understand how we can improve our products year over year. Recent innovations include adding recycled content to our batteries and continuing to expand on our responsible sourcing policy. Energizer is proud to say that we were the first company to eliminate mercury and lead from our batteries, and we have continued to improve on responsible management of chemicals and materials in our batteries ever since. This past year, we've increased the life of our battery offerings even further, resulting in less waste for the same amount of power used.



"Energizer is continuing to invest in research that improves the sustainability of our products, and including recycled content in our offerings is one of our main priorities"

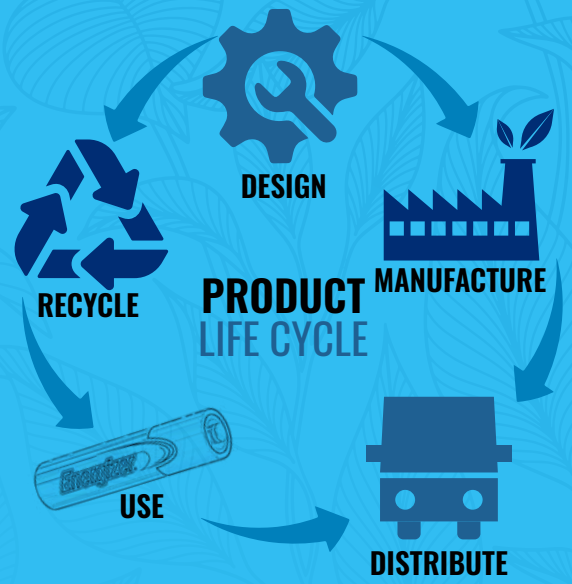
- Jeff Roth
Global Category Leader, Batteries and Lighting



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RAYOVAC FUSION+AA: Up to 30% Longer Lasting*
RAYOVAC FUSION+AA: 15 Year Shelf Life
RAYOVAC High Energy AA/AAA: 12 Year Shelf Life
RAYOVAC RECHARGE: Guaranteed to last ten years when not in use



DESIGN: Our leak resistant construction protects your devices from leakage of fully used batteries for up to 2 years. Our Ultimate Lithium AA and AAA AA, AAA and 9V batteries are leak-proof[+].

MANUFACTURE: We are working to improve our manufacturing processes to reduce green house gas emissions with a goal of 30% reduction by 2030, and we are already over 70% of the way to accomplishing that goal.

DISTRIBUTE: We conducted a peer-reviewed battery Life Cycle Assessment (LCA) to understand our current impact, and identify opportunities for improvement, including among other things, improvements with our transportation and distribution.

USE: Our Energizer Ultimate Lithium batteries battery portfolio includes the world's longest lasting AA battery and the world's longest lasting AAA battery in high-tech devices.

RECYCLE: We are transitioning our Energizer Alkaline Power, Energizer MAX®, Energizer MAX PLUS™ and Energizer ULTIMATE LITHIUM™ packaging to plastic-free, and the new packaging is designed to be easier to open, better for storage and 100% recyclable[1]. We spend more than $14 million dollars annually on battery recycling programs.

Recent life cycle assessments (LCAs) conducted on our battery offerings have demonstrated a 22% decrease in carbon in our AA alkaline batteries since 2009. We will continue to work with our product development teams to build on this exciting innovation.

*vs RAYOVAC Fusion based on ANSI Digital Still Camera test
[+]based on standard use
[1]excludes seals on selected packaging and specialty batteries

4.1.2 AUTO CARE

We are working to improve the effectiveness of our auto care products, to make our products last longer and to help our consumers conserve water when they clean their vehicles.

- All products in Refresh your Car and California Scents Air Freshener portfolio contain worry-free fragrances– our development process requires that fragrances are free from parabens, phthalates, formaldehyde, halogenated substances, or benzophenone*.
- Several of our appearance products leverage hydrophobic technology that help keep exterior surfaces clean longer versus untreated surfaces. This use of advanced technology helps consumers extend the time between car washes, leading to a reduction of water usage, up to 60 gallons per vehicle.
- Our Fragrances come from IFRA (International Fragrance Association) Certified Fragrance Houses which means they meet a voluntary set of global standards for the safe use of fragrances*.
- 80% of our auto care wipes produced in Europe continue to be plastic free.
- Our tire foam and tire shine aerosol portfolio are water-based products in contrast with most of the category, which is solvent based.

4.1.3 LIGHTS

Our lighting portfolio has been carefully designed to incorporate sustainability considerations in each new product. In the past year, we continued to grow our diverse portfolio and lean into rechargeable and hybrid power source options. We are using industry-leading light efficiency Cree 3030E bulbs in roughly 12% of our portable lighting products.

Additionally, We eliminated 43 lead acid flashlight models and replaced them with four new lithium-ion Models. This is beneficial because:

- Lithium-ion batteries are considered more stable than lead acid and do not require charge after three months in order to maintain optimal performance and maintenance.
- Lithium-ion batteries have a much higher energy density than lead-acid batteries. This means lithium-ion lights can store more energy in a smaller and lighter package, making them more portable and efficient.
- Lithium-ion batteries tend to have a longer lifespan than lead-acid batteries. They can endure more charge and discharge cycles before their capacity significantly degrades.

*excluding our newly-acquired business in Brazil, Centralsul



Our Auto Care category offerings are always being reviewed for further innovation, and we are happy with the progress we've made this fiscal year."
- Whitney Young, Global Category Leader, Auto Care



4.2 RECYCLED CONTENT IN PRODUCTS

Energizer was the first company to market batteries with recycled materials in its alkaline and Ultimate Lithium portfolio, which launched in 2022. We have continued leading the way in using recycled content in rechargeable batteries globally with the recent launch of 21% recycled materials making up our AA and AAA battery offerings*.

ENERGIZER'S HISTORY OF SUSTAINABLE INNOVATION

1959 — World's 1st Alkaline Battery[5] = fewer batteries required (vs. carbon zinc)

1991 — World's 1st Zero-mercury Alkaline Battery

1992 — Our 1st AA Lithium Battery[6]World's Longest Lasting[6] = fewer batteries required (vs. alkaline)

1997 — World's 1st Rechargeable NiMH Battery = reuse batteries (vs. primary)

2001 — Our History of Sustainable Innovation hearing aid batteries

2009 — Launch of PowerSeal™ Technology prevents battery leaks

2016 — World's 1st AA & AAA rechargeable and AA alkaline batteries made with 4% recycled batteries

2021 — 15% Recycled Material in rechargeable batteries[3]

2021 — World's Longest Lasting 2032[7]

2022 — Assessed use of Recycled Materials in alkaline and lithium batteries.[3]

2023 — Increased the shelf Life of our Ultimate Lithium Batteries

2024 — Increased the shelf life of our Fusion AA batteries

* AA/AAA specially marked packages C/D Steel up to 10% recycled, 9V Up to 4% recycled, Ultimate Lithium 9V, Hearing Aid, Specialty Batteries



4.3 PRODUCT CERTIFICATIONS

Energizer has 28 batteries licensed for Nordic Ecolabel*, including four rechargeable nickel-metal hydride (NiMH) batteries. This designation requires the following guidelines for licensing:

- Much more demanding purity levels for heavy metals (mercury, cadmium, lead) than the EU Battery Directive – from 10 to 50 times higher purity.
- Service life requirements are minimum 50% 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.
- 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 with future environmental legislation.
- Underwriters Laboratories (UL) provides environmental certifications for our rechargeable batteries containing recycled content.

*Includes all combinations of sub-brands and sizes





4.4 QUALITY ASSURANCE

Energizer is committed to maintaining and continuously improving our quality management system (QMS). Each product we offer undergoes rigorous scrutiny to meet not only quality standards but also stringent safety requirements for its intended use. These parameters serve as the guiding principle of our operations, ensuring that we continue to progress with integrity and confidence in our offerings. This comprehensive approach underscores our dedication to quality and the expectations of those who rely on our products.

Our facilities each have a quality leader, all of whom are supported by the appropriate team members. These team members 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 complete various regulatory training courses. 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***.

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-conformance and problem management

We are evaluated by customers using different auditing and rating criteria, with a consistent "very high" rating as the outcome. We verify the effective implementation of our QMS at our manufacturing and warehousing facilities through internal and third-party audits.



"At Energizer, we responsibly create products to make lives better. Our quality assurance program supports this by upholding top-tier standards and rigorous safety protocols."

- Thomas Bendl, Executive Vice President, SC&O

4.5 CHEMICAL MANAGEMENT

Energizer works to ensure that products comply 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 containing individualized requirements tailored to the 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 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 Globally Harmonized 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 case 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 also 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, Research & Development and Category teams, such as certificates of conformity, full substance disclosures and/or product testing. The main raw materials used by Energizer in battery and lighting production 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 where Energizer sells, including but not limited to:

- Substance restrictions, including the U.S. Toxic Substances Control Act (TSCA) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in Europe
- Consumer labeling requirements.
- International and local implementations of the Globally Harmonized System,







"Our Chemical Management Team is tasked with identifying chemicals of concern and proactively innovating around them. It is an important pre-requisite of sustainable development, and it is a shared responsibility across many functions in the organization. I'm proud of our proactive approach."

- Kevin Rejent – Associate General Counsel, Regulatory and Government Affairs

the worldwide system for classifying and communicating the hazardous properties of industrial and consumer chemicals.

- Product registrations in accordance with local laws.

We also have a cross-functional team that proactively identifies future trends around chemicals of concern and works to identify alternatives that deliver the same or better performance.

4.6 CONSUMER SAFETY

Consumer safety is our priority, and Energizer takes steps to ensure that we spend time reminding our customers of the importance of:

- Consistently testing batteries in smoke alarms and carbon monoxide detectors and changing them when necessary.
- Having emergency preparedness resources available in the case of storms, power outages, or natural disasters.
- Keeping children safe from coin lithium battery ingestion.
- Proper use of our products (by way of packaging instructions and online resources).

COIN CELL BATTERIES INITIATIVES

The safety of children has been consistently exemplified through our work with government and industry groups across the globe for more than 10 years, as well as outreach to the medical community and to the public. Energizer 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). In 2012, we were the first manufacturer to launch 20mm cells in Child Resistant Packaging. Since then, Energizer has brought awareness to coin lithium ingestions and conducted extensive research on delivering a safer coin lithium cell to the market. Through continuous research and development, Energizer investigated the use of a bitter coating to ensure efficacy, and then took it a step further with our new Color Alert technology to ensure incidents are recognized. The packaging has undergone rigorous testing and was certified child-resistant by an independent ISO-17025 accredited child-resistant testing facility. Our coin cell batteries are compliant with all International Electrotechnical Commission (IEC) child safety standards for batteries.



Energizer 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).

In FY2024, Energizer delivered a 3-in-1 Child Shield system for coin lithium batteries, with a 3-step preventative approach utilizing secure packaging, bitter coating, and color alert technology to help keep children safe. There is no other coin lithium cell on the market with this level of safety features, and we are proud to continue leading in this segment.

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

We participate in the development of international and local standards relating to battery compartment design, battery packaging design and battery warning text to reduce risk.

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

Energizer is a proud partner of organizations that continue to advocate for the safety of children, including Kidsafe and Reese's Purpose. Reese's Purpose is non-profit organization founded to identify, advocate and correct safety issues impacting children and their families. Energizer and Reese's Purpose are committed to increasing awareness of the risks of battery ingestions among caregivers, educators and medical professionals.

5 PACKAGING SUSTAINABILITY

5.1 INNOVATION

Our research and development teams spend each year focusing on and investing in ways to improve the sustainability of our packaging through our product categories. We understand the impact that packaging materials have on the broader environment and dedicate resources to innovating our offerings. Our commitment to sustainable packaging aligns seamlessly with our broader ESG goals, and last year we announced that we reached our goal of 30% recycled content in packaging well ahead of our 2030 target. This year, and moving forward, Energizer will strive to increase the recycled content in our packaging. We will make progress on improving the sustainability of our packaging, including reducing our use of plastic and increasing packaging recyclability.

2024 PACKAGING HIGHLIGHTS

BATTERY

We are excited to announce that we will be rolling out plastic free battery packaging in the United States in FY25, to compete with our already plastic-free packaging market in Europe. Our Energizer Alkaline Power, Energizer MAX®, Energizer MAX PLUS™ and Energizer ULTIMATE LITHIUM™ packaging continues to be plastic-free*, with easy-to-open packaging that is 100% recyclable* and resealable for more efficient storage. In FY24, we developed an Energizer-branded battery recycling display stand for retail stores in our ANZ market, and also developed signage for select stores that is placed near our batteries to highlight the battery recycling options and programs available.

LIGHTS

In our lights category, we continue to eliminate unnecessary plastic in our consumer packaging.

- We have removed black plastic twist ties on USB Cables.
- We are in the process of replacing plastic packaging in favor of carbon board for





our lanterns, which drives efficiencies in transportation and contributes to lighter weights for our products overall.

- In the last year, we added QR codes to six models of packaging. This allows for consumers to get more information about a particular product (additional features, operating instructions) without having to print an insert.
- All of our ENERGIZER® brand portable lights packaging is manufactured with recyclable, corrugated card.
- Our plastic blisters on portable lights packaging are PVC-free and recyclable+. Messaging on our packaging has also been updated to include information on the importance of recycling.

Globally, 36% of our consumer packaging is plastic free (vs 10% last year!).

AUTO

In our Auto Care category, we've made the following innovative updates:

- We have replaced most PVC plastics in our North American car wash products with more recyclable PET resins.
- California Scents fiberboard can packaging and Axe fiberboard can packaging are made from 73% recycled content*
- Our Car Wash Pods in North America have an 88% reduction in plastic per use compared to our 64-oz car wash products.
- By the end of 2025, we aim to remove all black plastic in auto care packaging in our Australian market.

*Aluminum fiberboard can and pull-tab lid made from 73% recycled content

APCO

The Australian Packaging Covenant (APCO) is the organization that sets out how governments and businesses across Australia share the responsibility for managing the environmental impacts of packaging. Under this umbrella is The Australasian Recycling Label (ARL), which is a labeling system for Australia and New Zealand. This system provides consumers with easy-to-understand recycling information on packaging. The basis of this is the icons on packaging, letting the consumer know how to recycle each component.

In the last year, Energizer added the APCO Icon to 75 items in our lighting portfolio and 200 items in our autocare portfolio.

Our corrugated cardboard packaging for all products is over 98% recyclable**. In recent years we have also added How2Recycle icons on our battery and lights packaging in the North American market, making it easier for consumers to know how to properly recycle our products.

* Excludes seals on selected packaging and specialty batteries.

** Excludes label, glue and tape.

\+ In areas where applicable recycling facilities exist



6. CLIMATE AND ENERGY

As an organization, we recognize that our global operations and business activities have an impact on the environment. We believe it is our responsibility to do the right thing and contribute to climate change mitigation 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 GHG 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. In 2022, 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. 2023 saw a continuation of this effort, and in 2024 we further aligned with our global plant managers to track the environmental impacts and consumption of our facilities and offices.

In FY2024, we:

- Leveraged the knowledge obtained from our expansive double materiality assessment to inform future planning.
- Recorded renewable energy consumption for the first time.
- Continued to work collaboratively with colleagues from all facilities to accurately track our GHG emissions.

6.1 ENERGY USE AND EFFICIENCY

ENERGY CONSUMPTION

The main types of energy our facilities consume are electricity from the grid and natural gas. We consume renewable energy at two of our manufacturing sites, and we also consume diesel fuel (primarily for forklifts in warehouses and manufacturing plants) and motor gasoline (for company vehicles, primarily leased to colleagues). Most of the energy we use is consumed in the United States, responsible for 76% of the total usage, followed by Singapore and Indonesia.

ENERGY REDUCTION

YEAR	Total Energy Usage (kWh)
2021	407,615,407
2022	372,675,075
2023	336,045,565
2024	331,238,345

6.1.1 RENEWABLE ENERGY

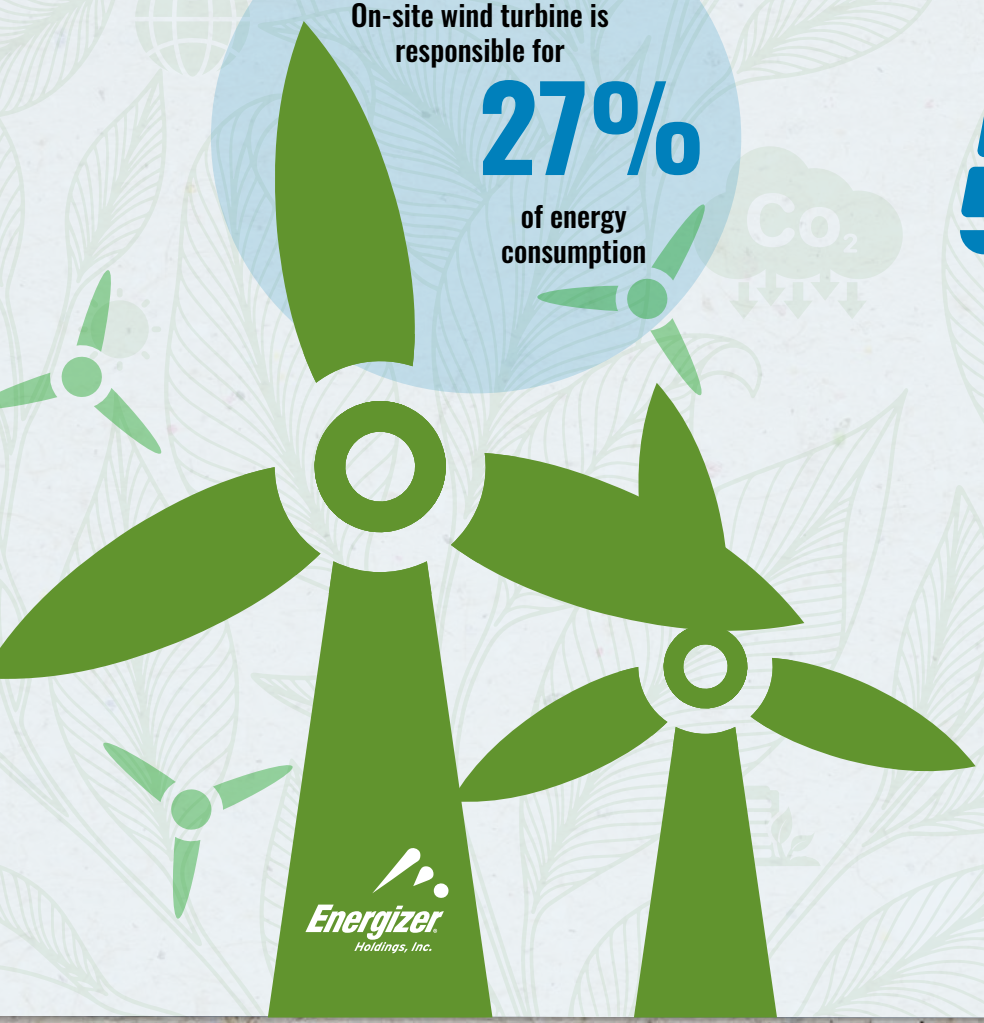
We are excited about the renewable energy capabilities that are now available at two of our manufacturing sites located in Belgium and Brazil. For the first time, Energizer is proud to be able to include renewable energy in our greenhouse gas emissions reporting.

BELGIUM

On-site wind turbine is responsible for

27%

of energy consumption



61%

of

ON-GRID ENERGY

in Belgium is purchased from various renewable sources, such as solar, wind and hydro.

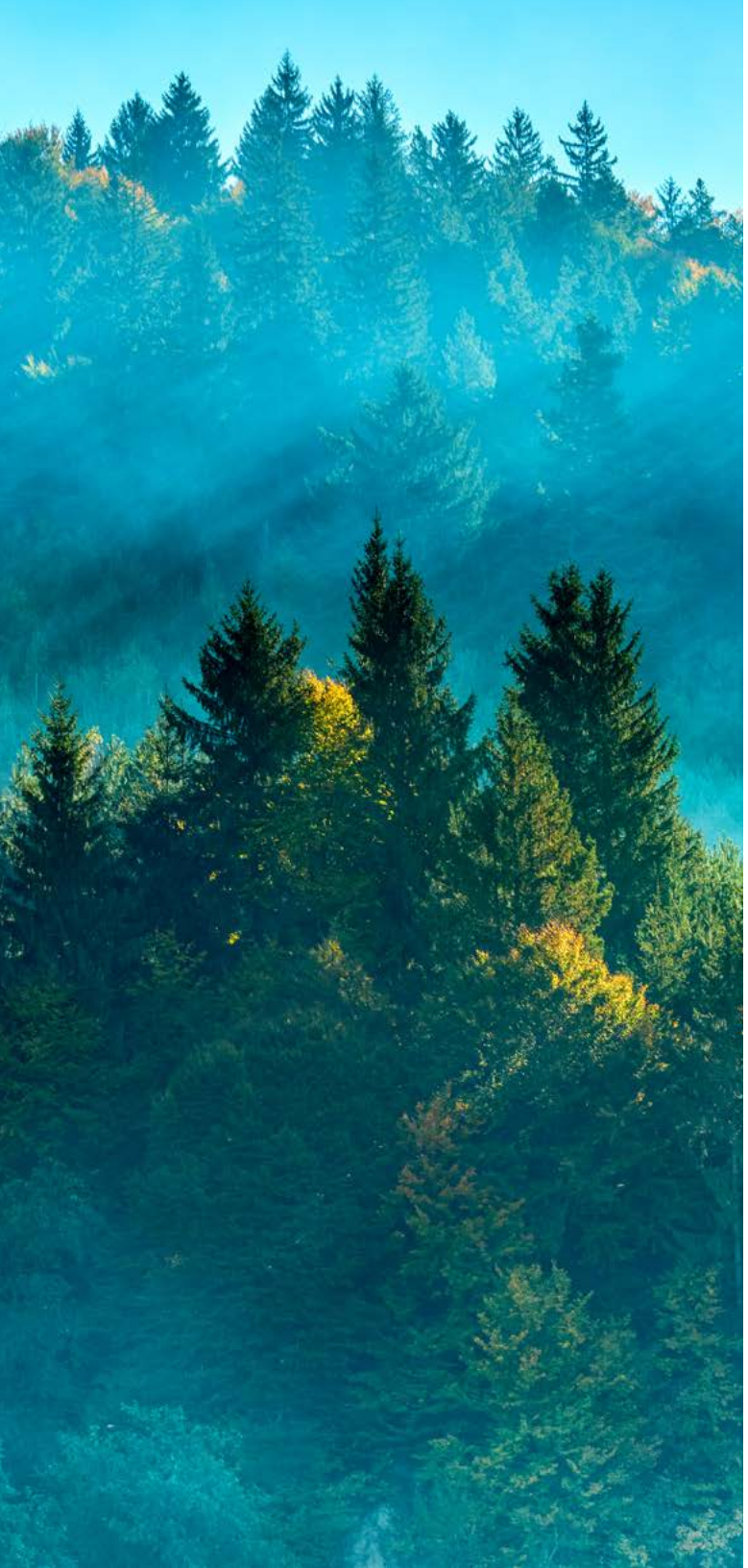
CENTRALSUL BRAZIL

On-site solar panels responsible for

100%

electricity consumption

RENEWABLE ENERGY



6.1.2 EFFICIENCY IN TRANSPORTATION

We are consistently trying to find ways to reduce our impact on the environment when it comes to shipping and transportation. Although we shipped more containers in FY24 versus FY23, we were still able to increase our container utilization for higher efficiency in distribution.

Additionally, we have improved capacity utilization across our warehouse facilities. We will continue monitoring our transportation processes to reduce the environmental impact of our containers globally. Energizer additionally continues to vet partners in global transportation to ensure we partner with companies who have similar sustainability interests in mind.

6.2 GHG EMISSIONS

6.2.1 APPROACH (SCOPE 1-3)

We are proud of our strong commitment to environmental stewardship, demonstrated through our approach to measuring and reducing greenhouse gas (GHG) emissions worldwide. As part of our forward-thinking sustainability goals, Energizer has set a target to reduce our direct (Scope 1) and indirect (Scope 2) GHG emissions by 30% by the year 2030.

In 2024, we continued to work with our cross-functional team of colleagues to measure our total Scope 1 and 2 emissions across all our sites. We also worked with an external group to monitor the effects of our value chain by measuring Scope 3 operations from 2022 to now.

* 9.4m MTCO2e in FY24 vs 11.5m MTCO2e in FY22, based on data gathered by external group

Energizer has reduced our Scope 3 emissions by 18% since FY2022*!

With manufacturing operations and commercial presence across the globe, compiling a complete GHG inventory takes a significant amount of teamwork. Our facility managers work in conjunction with the Sustainability team to ensure site data is as accurate as possible. In 2024, 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 utilized the same data management software for better traceability, record keeping and analysis. We updated our process based on the recommendation of our internal audit team to ensure we are continuously improving our transparency and data reporting accuracy.

To educate site leaders on the importance of GHG reporting, we offered multiple training courses in 2024, and step-by-step training materials are available year-round to all colleagues who work on the software. To ensure this process' continuous improvement, our Sustainability and Internal Audit teams routinely reviewed our process and data, and all feedback is considered for future reporting years.

Our most recent results continued to show improvement in the reduction of our GHG emissions, with a 21% reduction from our baseline year (2021). Although we still have work to do, **we are pleased to report that we are 70% – more than two**

thirds of the way – toward our GHG emissions reduction goal of 30% by 2030.

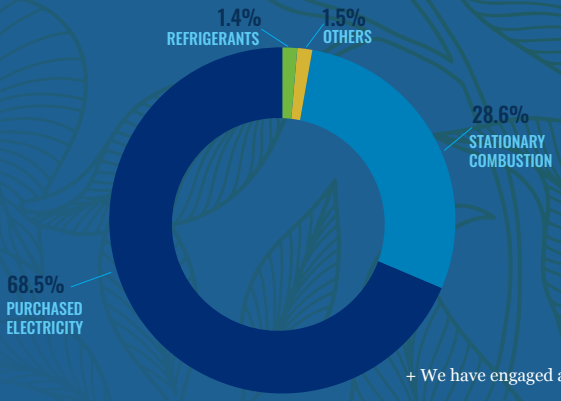
In 2024, most of the emissions from our operations were from Scope 2 (indirect) emissions from purchased energy, at 69% of our total consumption. Although our Scope 1 emissions increased year over year due to higher demand at our Indonesia and Singapore facilities, we still continued to reduce our overall global GHG impact. We expect Scope 1 consumption to improve as years go on.



Reducing our GHG emissions by 27,000 MTCO2e is equivalent to powering 3,626 homes' energy use for one year!*

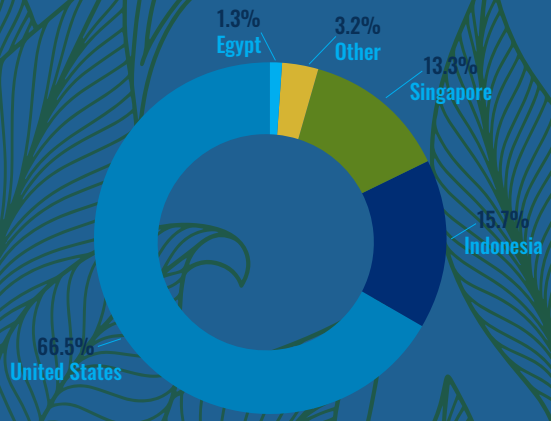
GREENHOUSE GAS EMISSIONS

Greenhouse Gas Emissions by Emission Source (% of Total MTCO2e)

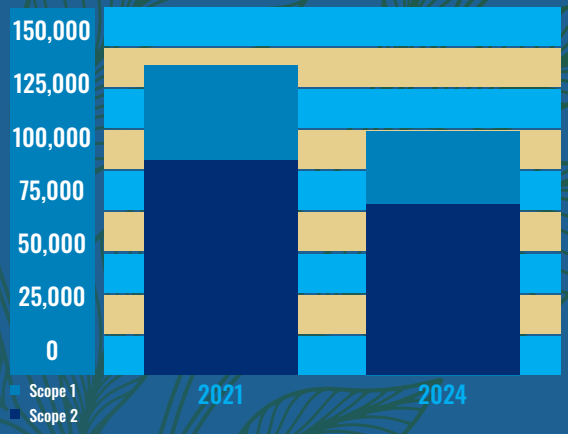


GREENHOUSE GAS EMISSIONS BY LOCATION

(% of Total MTCO2e)



GREENHOUSE GAS EMISSIONS BY SCOPE (MTCO2E)



YEAR	2021	2022	2023	2024
SCOPE 1	40,745.55	33,636.94	30,423.99	31,844.77
SCOPE 2	88,720.96	84,217.86	73,210.24	69,999.90
TOTAL	129,466.50	117,876.08	103,634.24	101,844.66

+ We have engaged an external third-party to perform a limited assurance engagement over our FY24 Scope 1 and Scope 2 emissions for the year ending September 30, 2024, which is currently in process.

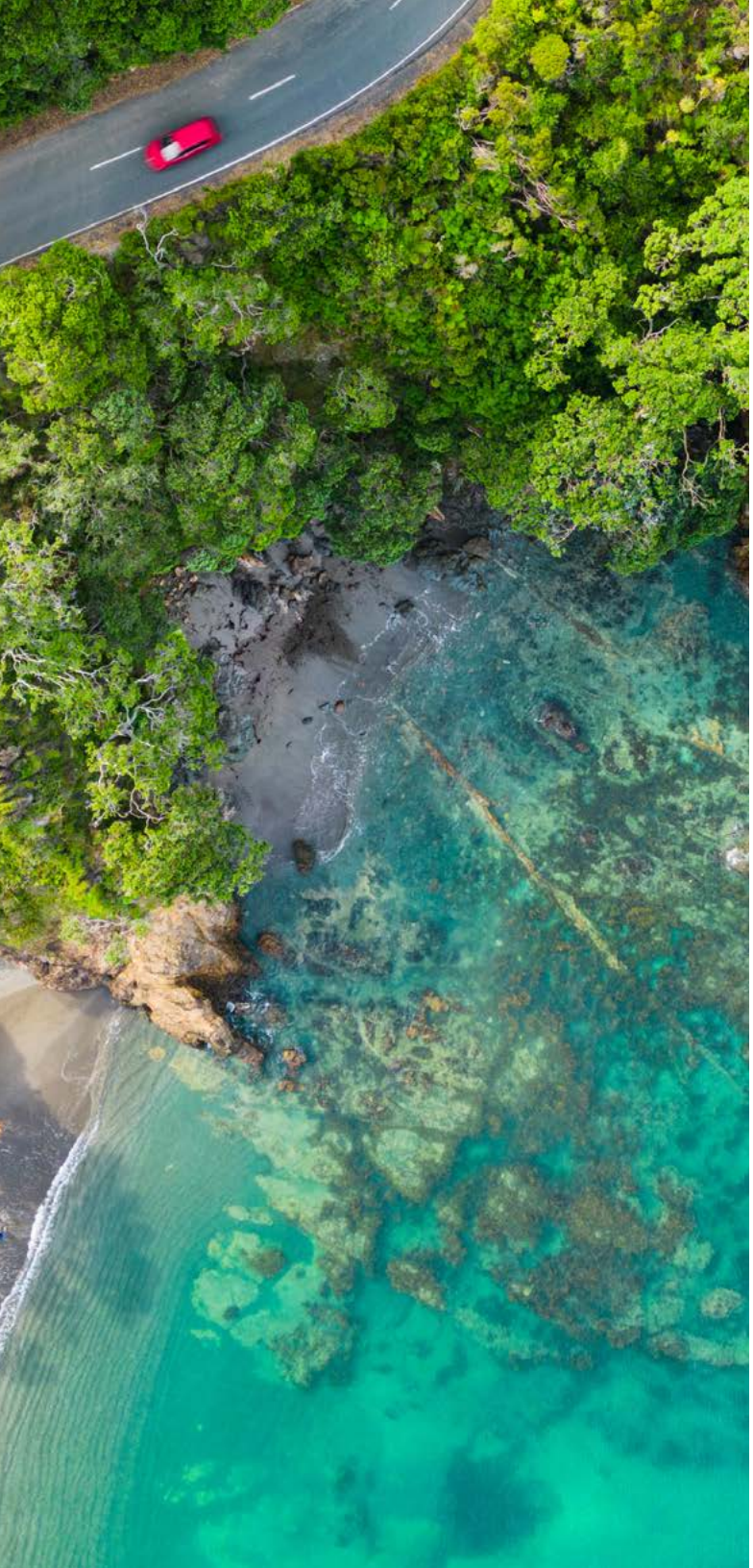
We are 70% of the way toward our greenhouse gas emissions reduction goal!+

When tracking our GHG emissions, we follow the Greenhouse Gas Protocol methodology by the World Resources Institute. We report on the emissions of various GHGs based on the combustion of fuels and mobile fuel sources used in the manufacturing process and our usage of refrigerants at applicable locations. Our GHG inventory also takes account of mobile fuel sources utilized by company leased and owned vehicles. A list of vehicles used in our calculations is included in the EPA's Greenhouse Gas Inventory Calculation Tool. We utilized Emissions Factors from the EPA, DEFRA and the IPCC for the 2024 reporting period. We also added Market Based Emissions (calculated from Climatiq and GreenE) to our calculations, and this has been incorporated into our data from 2021-present.

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

TEMPORAL

To align with an evolving regulatory environment, Energizer switched from a calendar year to a fiscal year approach in 2022. Fiscal year 2021 (October 2020-September 2021) is used as the baseline year for Energizer's goal of reducing Scope 1 and Scope 2 GHG emissions by 2030. Fiscal year 2022



(October 2021-September 2022) is used as the baseline year for measuring Scope 3 GHG emissions.

ORGANIZATIONAL

Energizer has chosen an operational control approach. Our GHG inventory accounts 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 are calculated using actual usage data from utility bills and purchased fuel where data is available. Where data is not available, site consumption is estimated to the best of our ability using globally recognized estimations methods.

EMISSION SOURCE

Energizer collects data for the following emissions sources: purchased electricity, natural gas, renewable energy, fuel used for stationary combustion, mobile fuel usage and refrigerants.

Commitment to SBTi: Because we have made such fast progress toward our 2030 GHG emissions goal, Energizer has decided to challenge ourselves by committing to develop and meet a short-term science-based target aligned with the SBTi framework by the end of 2035. Our SBTi commitment is listed ***here***.



"The audit and sustainability teams at Energizer continue to work together to improve processes and ensure readiness with ESG disclosure regulations."

- Holly Bushur
Sr. Director, Internal Audit

We have engaged an external third-party to perform a limited assurance engagement over our FY24 Scope 1 and Scope 2 emissions for the year ending September 30, 2024, which is currently in process.

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 partners with Walmart on this important initiative, committing to reduce 30 percent of GHG emissions based on a 2021 baseline.

6.3 CLIMATE RISKS AND OPPORTUNITIES

Energizer's approach to managing climate-related risks and opportunities remains categorized into four pillars:

GOVERNANCE

The Audit Committee of our Board of Directors oversees the "environmental" component of Energizer's ESG program.

The Human Capital Committee of our Board oversees the "social" component of Energizer's ESG program.

The Nominating and Governance Committee of our Board oversees the "governance" component of Energizer's ESG program.

Energizer's Global Head of Sustainability, in collaboration with a cross-functional ESG management team, works to refine our climate action and lead our day-to-day strategy. Our CEO is regularly informed of ESG goals, updates and progress. Greenhouse Gas emissions and climate change are consistent topics during executive-level meetings, as both of these are important for our key customers and investors. The Enterprise Risk Management and Internal Audit teams help ensure that our processes for risk assessment, monitoring and reporting minimize the risk of material issues that are not directly addressed.

We are evaluated by customers using different auditing and rating criteria, with a consistent "very high" rating as the outcome. We verify the effective implementation of our QMS at our manufacturing and warehousing facilities through internal and third-party audits.

STRATEGY

We contracted with S&P Global Climanomics (Climanomics) in 2022 to identify risks that may be associated with climate change between now and the year 2100. We worked to build a science-backed climate risk analytics platform that helped us identify and measure climate risk in our assets and business. The two categories of risks and opportunities* that were considered are:

PHYSICAL RISK: Risks related to the physical impacts of climate change.

TRANSITIONAL RISK: Risks related to the transition to a lower-carbon economy.

Energizer's ESG roadmap 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. For the first time, Energizer is proud to report our renewable energy consumption as we've been able to track the use of wind and solar power at our sites in Belgium and Brazil.





RISK MANAGEMENT

The ESG team continues to work closely with the Enterprise Risk Management and Internal Audit teams to ensure that climate considerations are incorporated in the Enterprise Risk Management (ERM) framework used by the company.

SCENARIO ANALYSIS

Our team performed a scenario analysis recommended by TCFD that provides actionable insights about potential future outcomes for reporting purposes. Climanomics incorporates four scenarios based on the Representative Concentration Pathways (RCPs).

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 Climanomics 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:

Climanomics utilizes publicly available 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:

Climanomics 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 scenario. We used this assessment to gain insight into potential impacts on our operations.

FINANCIAL LOSS CALCULATION:

Assessments of hazards and vulnerabilities are considered for each of Energizer's assets to estimate the average annual loss associated with climate risk, providing us an informative evaluation of exposure. 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 Scope 1 and Scope 2 GHG inventory since 2019, which is internally audited each year. 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. Since 2024, we've been using an external vendor to measure our Scope 3 emissions with a baseline year of 2022. We have also committed to set and achieve a near-term Science Based Target by 2035.

*as defined by the U.S. Environmental Protection Agency – EPA.gov *

7 RESOURCE MANAGEMENT
7.1 WASTE

SITE HIGHLIGHT: ASHEBORO

Our Asheboro site performed two major updates in FY24 which contributed to further resource management:

- Installation of an oxidizer to eliminate releasing hazardous air pollutants.
- Lowered water usage by no longer requiring the washing of D cans.

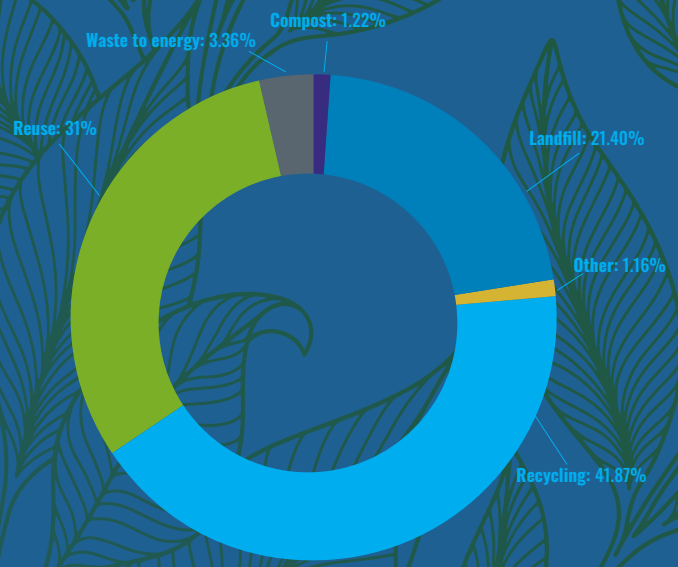
WASTE:

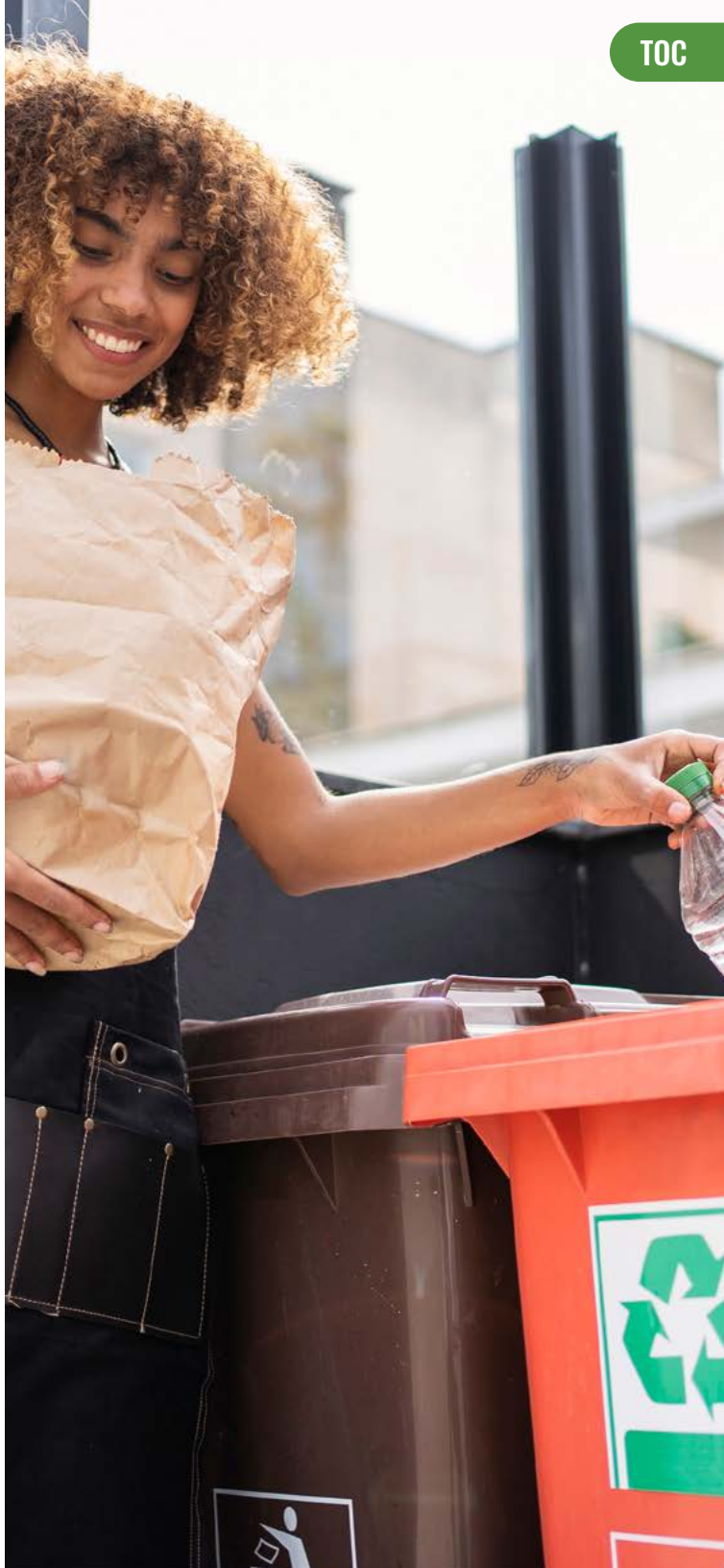
In FY2024, we continued to monitor the waste data we consume at major manufacturing sites as we strive toward landfil-free manufacturing facilities. Energizer continues to work toward landfill-free manufacturing facilities. In the United States, three of our largest facilities are responsible for 61% of our recycling overall, and globally we recycle over 41% of measured waste per year.

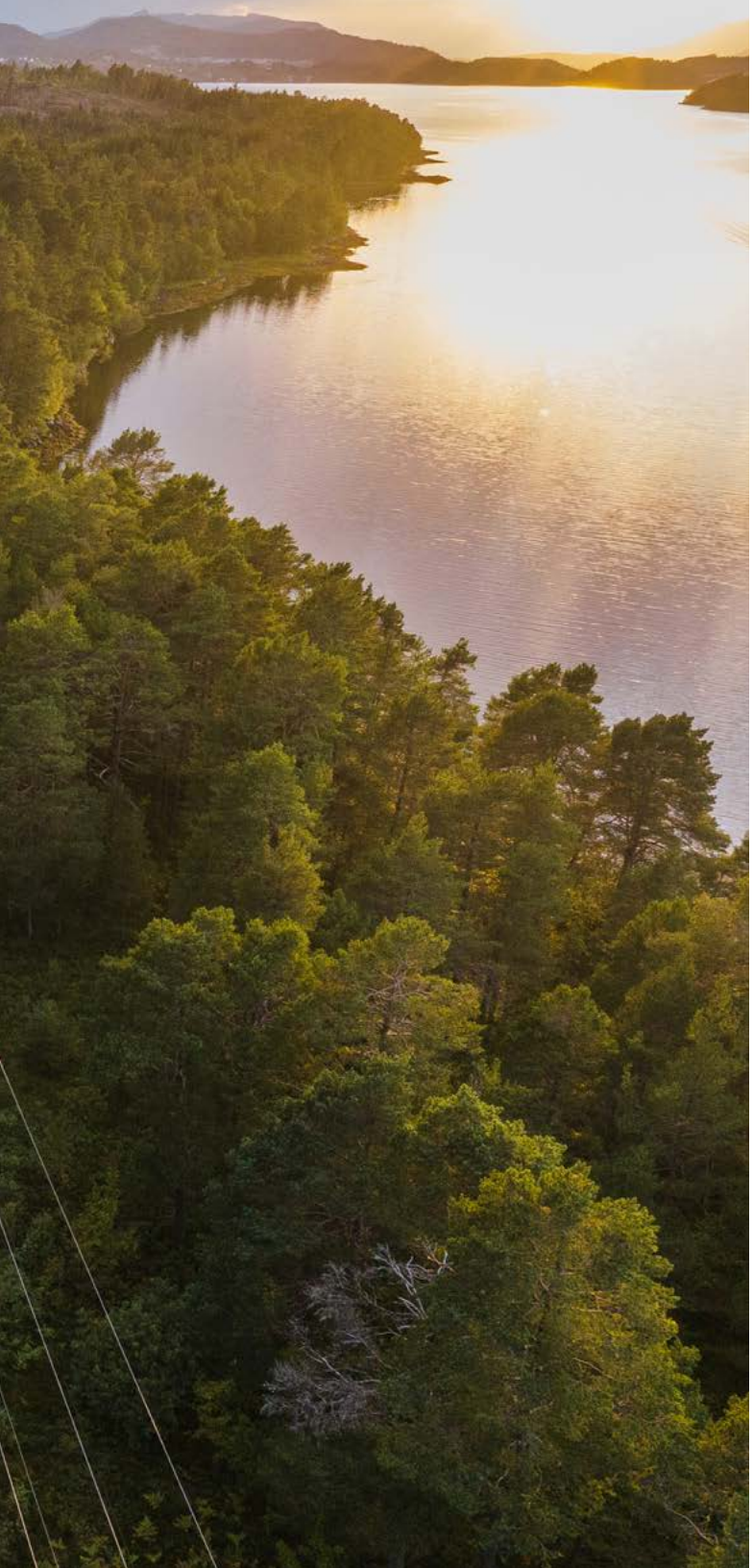
Energizer continuously strives to reduce waste in our manufacturing processes. Our quality systems allow for this by setting “triggers” that prevent the manufacturing of incorrect products, thus reducing the chance of accidental waste. We also look to reduce the hazards of our waste by looking for non-hazardous substitutions, for the benefit of our colleagues, communities and planet. Waste generated as an unavoidable byproduct is evaluated for reuse within our own operations or as an external product.

Waste that cannot be reused is evaluated for recycling. Energizer conducts site audits of the facilities that manage our waste to ensure proper management of waste materials, and we prohibit the use of sites that present undue risks to the community or planet.

FY23 NON HAZARDOUS WASTE*







INNOVATION IN RECYCLING

In FY24, we decommissioned our St. Louis headquarters and relocated to another facility. In doing so, our team redeployed

98 TONS
OF OFFICE FURNITURE



from that location to other spaces in the Energizer portfolio. To put that into perspective, that's about the same weight as

19 SCHOOL BUSES



OR



4 MILLION AA BATTERIES!

7.2 WATER

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. For decades, we have been aware of the importance of water standards, and today, we still recognize the importance of water conservation. In 2024, we expanded on our assessment of environmental impacts our facilities have locally through the implementation of a double materiality assessment. We have initiated the process of tracking water usage at all of our large manufacturing facilities and are excited to report those numbers for FY25.

7.3 BIODIVERSITY

Energizer has continued the development of a biodiversity policy which reflects our commitment to environmental well-being. This policy aims to guide our operations globally, to minimize our impact on biodiversity and contribute to conservation. Once adopted, we plan to continue to build on this policy appropriately as we further develop our understanding of, and measure our impact on, local ecosystems.

We will use the insight from our most recent double materiality assessment to directly inform the development of our biodiversity policy. The DMA will allow us to assess our most significant dependencies and impacts on nature, while also aligning with evolving stakeholder expectations and the frameworks in which Energizer participates. By applying the lens of double materiality, we are better positioned to integrate biodiversity considerations into our strategy and operations.



8 PEOPLE
8.1 OUR CULTURE

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.

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.

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 open with each other, our different perspectives amplify what we can achieve. Doing the right thing is all we know.

We strive to create a culture that will propel our business forward and create a vibrant future for our brands, products, customers, consumers, shareholders and colleagues. Our Culture Champion network, with members across our business, leads local and global efforts to create engaged 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.

8.2 HUMAN RIGHTS

Energizer is committed to promoting human and labor rights and the health, safety and well-being of workers throughout its own operations and throughout its global supply chain consistent 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 5) the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We strive to comply with all applicable laws, rules and regulations ("Laws") in every location where we operate. Any entity working for or doing business with Energizer must comply with Energizer's applicable policies and all applicable laws as well.

We have established certain commitments and standards as described in our company policies that are designed to protect human rights, and we require our suppliers and business partners to follow these standards as well. Namely, Energizer is committed to upholding the following core human rights:

NO CHILD LABOR

Energizer prohibits the use of child labor in its own operations and its supply chain. The company employs only workers who meet the applicable minimum legal age and are at least 16 years of age and requires 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 addresses the risk of human trafficking and modern slavery in its supply chain in compliance with the California Transparency in Supply Chains Act, the Australia Modern Slavery Act, the U.K. Modern Slavery Act, and the Canada Act on Fighting Against Forced Labour and Child Labour in Supply Chain can be found in our respective policies linked here. Leveraging the results of our2023 modern slavery risk assessment, conducted with external expert support, we gained greater insight into the relevant risks within Energizer's supply chain. In 2024, we updated our Supplier Code of Conduct to include a zero-cost recruitment policy. For additional information, please refer to our most recent ***Modern Slavery Act Statement***.

RIGHT TO WATER

Energizer acknowledges that the right to sufficient, safe, accessible and affordable water is unassailable, and is committed to responsibly and efficiently using water resources and providing access to water to our colleagues.

COMMUNITY ENGAGEMENT

We support and strive to positively impact 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 our facilities and offices.

CONFLICT MINERALS AND COBALT

Energizer acknowledges the risk that the following products manufactured and/or 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, 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's commitments and actions undertaken can be found in the company Conflict Minerals Sourcing Policy and Supplier Code.





8.3 WELL-BEING

Energizer's well-being program encompasses all aspects of the colleague experience. The four components of this program come together to provide well-being resources and learning opportunities worldwide. Colleagues are at the core of everything we do at Energizer, and it's important that each person has what they need so they can be and do their best, every day.

We have a holistic approach to well-being, and we strive to build an environment where our colleagues can physically thrive, mentally and emotionally flourish, establish financial security and create social connections.

Energizer is proud to provide 100% of our colleagues with access to an employee assistance program (EAP). Energizer's EAP offers colleagues and their eligible dependents counseling and well-being resources, 24 hours a day, seven days a week by phone or online. We provide ongoing communications and tools to continue meeting our colleagues' needs, including a well-being learning path utilizing LinkedIn Learning to provide colleagues with easy-to-use, relevant education.

Well-being is more important now than ever, and our colleagues value holistic resources to help them cultivate work-life balance. Where the role allows, we utilize our flexible working guidelines to allow colleagues and their managers to establish flexible work arrangements that address when, where and how their work gets accomplished. 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.

8.4 BELONGING

We remain committed to fostering an environment where all colleagues across the globe feel a sense of belonging and feel their voices can be heard. We recognize and understand that having a workplace where colleagues feel a sense of belonging is an ongoing journey, and we want to ensure that every colleague can be their authentic selves where they are provided with the essential tools and resources to reach their full potential. Through this commitment, we are continuing to build a workplace that reflects different cultures and positively impacts our colleagues, customers, consumers and communities.

In fiscal year 2024, we continued to focus on the following strategic priorities:

COMMUNITY:

Promoting a workplace where all colleagues feel safe to express their perspectives and feel they belong to our team.

LEARNING:

Building colleague awareness and



understanding to produce respectful workplace behaviors and actions.

TALENT:
Fostering a positive and collaborative culture to attract, recruit, develop, and retain top talent.



"By embedding belonging into our organizational culture, we ensure that each person feels valued, empowered and essential in our journey toward excellence."

- Jakeim Jackson-Bell, Director - Total Rewards

8.4.1 EMPLOYEE RESOURCE GROUPS (ERGs)

Our colleague-led employee resource groups (ERGs) are pivotal to our culture, providing essential support and advocacy across the organization. Our ERGs are open to all colleagues and showcase our dedication to providing colleagues with resources and networking opportunities contributing to their professional growth and overall well-being. We strive to embrace and celebrate the unique backgrounds, perspectives and identities of all our colleagues.

ENERGIZER WORKING CAREGIVERS

Mosaic

AALG AFRICAN ANCESTRY LEADERSHIP GROUP

WOMEN'S LEADERSHIP NETWORK

8.5 TRAINING

Leaders and colleagues have actively engaged in a variety of learning and awareness forums, continuing their journey toward a greater understanding of our culture.

Energizer offered a series of belonging trainings for both hourly and salaried colleagues in 2024, including Leading Your Team with Empathy and Creating Empathy for Yourself and Others. The completion rate for the Leading Your Team with Empathy training program was more than 92% for salaried colleagues and the Creating Empathy for Yourself and Others training program completion rate was more than 93% for salaried colleagues.

Engaged, driven and productive colleagues are essential to achieving growth. All

Energizer colleagues participate in annual training focused on topics including ethics & compliance and belonging.

For salaried colleagues, we offer a catalog featuring more than 15,000 online courses from digital 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 so they can understand and master 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. Colleagues are encouraged to communicate their career interests to their manager and have access to our career center to view available positions.

8.6 TALENT ENGAGEMENT AND RETENTION

As a company, we know that attracting, developing and retaining the best talent is critical to achieving our ambitions.

In recent years, Energizer has opened our recruiting process to remote roles where possible, allowing us to hire talent from around the globe, without being limited to locations with facilities and offices. Energizer 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 5,000 colleagues who allow us to celebrate and value our unique attributes.

To hear from some of our colleagues and learn more about our culture and life at Energizer see the Careers at Energizer site or follow our posts on LinkedIn using the hashtag #BiggerThanBatteries.

PERFORMANCE AND DEVELOPMENT

Our performance and development platform allows colleagues to identify opportunities for growth and allows Energizer to facilitate processes for setting performance and development goals, conducting performance reviews, and providing feedback. 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.





8.6.1 RECOGNITION, BENEFITS AND ENGAGEMENT

RECOGNITION

We are committed to colleague recognition – acknowledging, appreciating and celebrating each other's contributions and achievements. Energizer uses a global recognition platform called Celebrate, which helps our colleagues recognize professional and personal achievements in three main ways – colleagues' service anniversaries, enabling peer-to-peer recognition and serving as an improved platform for our CEO Awards. 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's success. 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. With Celebrate, we can recognize the milestone anniversaries of colleagues by using a 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 daily 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.

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.

ENGAGEMENT

From town halls and leadership forums to annual engagement surveys conducted through a third-party partner, we consistently seek colleague feedback to help improve our culture and experience. Our fiscal year 2025 engagement score was 77 with an 87% global colleague 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 SAFETY, HEALTH AND ENVIRONMENT (SHEA)

9.1 HEALTH AND SAFETY

To provide our colleagues with a safe workplace, Energizer maintains a global safety, health and environmental affairs (SHEA) policy. We aim to provide products to our customers that cause zero harm to people and our environment. We require all colleagues, contractors and visitors at our plants/manufacturing facilities to understand and follow our global SHEA policy, and we retrain our colleagues on this policy on an annual basis. Each facility maintains additional safety policies, measures and procedures specific to its individual needs. In addition, our facilities comply with established occupational exposure limits, thus contributing to a safer, more comfortable environment for colleagues.

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

- Identifying safety and environmental hazards
- Assessing risks associated with all hazards or conditions identified
- Identifying the root cause of the hazards
- Eliminating or Mitigating risk associated with known hazards and conditions

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

GENERAL SAFETY COMMITTEES

Energizer has established safety, health and environmental teams (general safety committees, or GSCs), comprised of management members and floor operators, at each location to manage all SHEA elements. At the facility level, all colleagues participate directly or indirectly with the GSC, which increases awareness for all things SHEA-related, and reduces risk. Using industry best practices and regulatory compliance, our GSC teams' approach ensures leadership accountability and colleague involvement at our manufacturing facilities. Additionally, the GSC teams work closely with 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.





9.2 HEALTH AND SAFETY POLICY AND MANAGEMENT SYSTEM

Energizer uses 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. Each of our locations maintain additional safety policies, measures and procedures specific to its individual needs.

9.3 INJURIES AND INJURY RATES

Energizer is committed to continuous improvement in all aspects of our business, and injury rates are no exception. We measure total recordable incident rates (TRIR) and days away, restricted or transferred (DART) numbers for all our colleagues. Although no injury is acceptable in our workplace, Energizer reports our fiscal year 2024 TRIR was less than the U.S. national average of similar industries as per 2023 Bureau of Labor Statistics, and in fiscal year 2024, Energizer set a new internal record low for TRIR.

Our year-on-year numbers conclude a

26% DECREASE in TRIR

and an

18% DECREASE in DART

versus fiscal year 2023.

Additionally,

27% of our

MANUFACTURING FACILITIES

achieved our absolute goal of

ZERO RECORDABLE INJURIES

in fiscal year 2024.

Colleague recognition and identification of hazards within their workspace is key to driving the incident rates down.

Energizer saw a **23% INCREASE** in the number of reported hazards and near misses versus fiscal year 2023.

We see this increase as a positive in that it shows increased safety awareness of our colleagues, which in turns drives lower TRIR. In short, an aware workforce is a safer workforce.

Overall, our fiscal year 2024 safety metrics reflect continual improvement in the global safety performance at Energizer.

9.4 SAFETY TRAINING

Training is conducted in-person and via the company's online learning management systems. All colleagues have access to 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.

The numbers in this section are compiled from each manufacturing facility and are limited by the accuracy of the data reported by the manufacturing sites.



10 COMMUNITY IMPACT

Energizer believes in supporting the communities where we live, work and play. Through product donations, charitable contributions, and local volunteer efforts, our colleagues around the world show up each year for their neighbors, friends and communities. This past year, we brought colleagues closer together by making Energizer not just a place to work, but a place to thrive. From a charity raffle and holiday toy drive supporting efforts to end homelessness in England, to painting and refreshing community spaces for youth at LOVEtheLOU in St. Louis, our teams gave back in a number of meaningful ways. We planted trees in collaboration with City Hall in Poland, hosted a wellness-focused bowling tournament in the Philippines, and brought the energy to France with our own version of the Olympic Games featuring fun and engaging sporting events. In St. Louis, colleagues laced up their running shoes once again for the BIZ Dash 5k, which promoted healthy and active lifestyles across our organization.

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.

10.1 MATCH PROGRAM

The Energizer Giving Foundation helps those 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.

Energizer launched a new charitable giving portal in late 2023. This upgraded platform powers charitable donations and allows colleagues to track personal volunteering hours. The total contribution of colleague donation and matches in FY2024 was over $300,000.

PRODUCT DONATIONS

Energizer takes our responsibility to support communities in need during times of crisis and disaster very seriously. We respond to natural disasters such as hurricanes and wildfires with product donations across the globe on an annual basis. To support relief and recovery efforts and help communities rebuild, we were proud to donate more than $1.8 million in products in FY2024.

Since 2016, Energizer has donated more than 19 million batteries and portable lighting products in North America alone.

10.2 LOCAL INITIATIVES

In 2024, Energizer colleagues continued to positively impact their communities around the globe. We are proud to highlight some of our initiatives from the last year.

POWERING AID IN ASHEBORO, NORTH CAROLINA

In September 2024, Hurricane Helene devastated Western North Carolina with historic flooding. The colleagues at our Asheboro facilities quickly rose to action to donate eight pallets of batteries delivered to those in need. Relief efforts continued as a drive was held to donate bottled water, food, baby products and formula, and hygiene items to those impacted.

PLANTING TREES IN WARSAW, POLAND

Colleagues in the Warsaw office volunteered their time and planted more than 400 trees to create more greenspace near the city center.

CLEANING UP IN SÃO PAOLO, BRAZIL

In recognition of World Environment Day, colleagues from the São Paulo office took to the streets to explore the intersection of sustainability and community. The volunteering event was in partnership with a local NGO to bring attention to Brazil's vital waste picker community through education and artistic expression.

THE CHARITABLE SPIRIT OF HIGH WYCOMBE (UK)

In October, the High Wycombe office held a 'Bake a Difference' cake sale and a Wear it Pink day, to encourage colleagues to bake, donate and purchase cakes as well as wear a pink item of clothing into the office to paint the office pink, the symbolic color of breast cancer awareness.

Additionally, the High Wycombe office hosted a Toy Drive for the Salvation Army in December. Colleagues donated over 200 new, unwrapped toys and gifts for children who may have not otherwise received a present over the holidays. The gifts were then wrapped and distributed by the charity.

Colleagues also used Armor-All products during a community car wash to benefit the Wycombe Homeless Connection, a nonprofit that aims to reduce homelessness in the community through providing aid and resources to those in need.

HOSTING A STEAM SUMMER CAMP IN DAYTON, OH

In June 2024, Dayton colleagues opened plant doors to the Miami University's STEAM Day Camp for local kids. Students in 5th – 10th grade joined colleagues to explore concepts like reverse engineering, acids and bases, hydrophobic reactions and more. The hands-on lessons and awe-inspiring setting of our Dayton facility left a big impression, and colleagues enjoyed the opportunity to influence the next generation of engineers, operators and chemists.

ENERGIZER BUILDS WITH LOVETHELOU IN ST. LOUIS, MISSOURI

Energizer colleagues continued their partnership with LOVEtheLOU in FY24. Volunteers in St. Louis spent a day last year





cleaning and refurbishing the non-profit's community center.

Colleagues at our St. Louis headquarters also participated in a canned food drive, which resulted in over 200 meals donated to those in need.

CAR WASH FOR GOOD IN SINGAPORE

Colleagues in Singapore sponsored a car wash in partnership with Movement for the Intellectually Disabled of Singapore (MINDS), which empowers individuals with special needs. Members of the team and our local master distributor partnered with a manual car wash staffed by MINDS clients, who use the job placement for gainful employment and a step toward independence.

ENERGIZER PARK AWARDED LEED GOLD CERTIFICATION

Energizer Park, the newly renamed soccer stadium in St. Louis with the Energizer namesake, was featured recently for establishing LEED Gold status. To find out more information, please visit ***here***.

11 RESPONSIBLE SOURCING

11.1 SUPPLY CHAIN TRANSPARENCY

We have approximately 3,000 active suppliers in our procurement system and spend approximately $2.3 billion with our suppliers annually. The bulk of our supply chain spending, approximately 60%, is related to direct materials for battery, auto care and lighting products. The balance of our spending, approximately 40%, 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.*** Additionally, in 2024, we performed a risk analysis of our suppliers and began developing a third-party risk tool to gain even better insight into our suppliers across multiple different categories of information.



Our ongoing commitment to enhancing our supply risk strategy remains a vital advancement in developing a supplier risk program."

Henok Tekle, Manager, Procurement Risk

11.2 CONFLICT MINERALS

Under Rule 13p-1 of 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 ("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. As trade in these minerals is sometimes controlled by armed insurgent groups using forced labor, particularly in the Democratic Republic of 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 surveys the sources of all 3TG minerals used in our products to avoid those that directly or indirectly finance or benefit armed groups, as defined by the SEC. Each year, we publish the results in an annual Conflict Minerals Report, which is filed with the SEC. Energizer has also 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, as well as our most recent Conflict Minerals report, is publicly available ***here***.

In 2024, we continued to monitor materials use and expand supplier communications. We work with a third party, Assent, to ensure that we are considering options to source our chemicals and conflict minerals in a responsible way.

11.3 SUPPLIER COMMUNICATION AND REQUIREMENTS

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, our ESG and Procurement teams work with a third-party provider, Assent, 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.

ASSENT'S CONFLICT MINERALS SOLUTION OVERVIEW

The Conflict Minerals module by Assent supports companies in meeting their regulatory obligations under the Dodd-Frank Act and the EU Conflict Minerals Regulation. It is designed to streamline





the collection and management of Conflict Minerals Reporting Templates (CMRTs), which are industry-standard tools developed by the Responsible Minerals Initiative (RMI).

KEY FEATURES AND BENEFITS:

1. **COMPLIANCE REPORTING:** Facilitates the submission of Conflict Mineral Reports (CMRs) to the SEC, due annually by May, covering the previous calendar year.
2. **FLEXIBLE DATA COLLECTION:** Enables clients to request CMRTs at different levels:
   - **Company Level:** Covers all parts from a supplier.
   - **Product Level:** Focuses on specific parts/products.
   - **User-Defined Level:** Tailored to specific business units or product ranges.
3. **SUPPLIER PARTICIPATION:** Suppliers are required to provide CMRTs regardless of whether their products contain tin, tungsten, tantalum, or gold (3TGs) and where these are sourced. This includes identifying smelters and refiners within their supply chain.
4. **ITERATIVE UPDATES:** Allows suppliers to update their CMRTs as more feedback is received from their downstream suppliers, ensuring data accuracy over time.

OUR SUPPLIER CODE OF CONDUCT

Energizer only works 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.*** 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. The Supplier Code is available in 14 languages and conveys our expectations in areas such as human rights, health and safety, environmental management, ethics and management systems. 100% of our Global Procurement team has been trained on our Supplier Code.

AUDITS

In late 2024, Energizer joined The Supplier Ethical Data Exchange (Sedex), which is a membership-based data platform that leads work with companies to deliver improvements in responsible and ethical business practices in global supply chains. Sedex will audit Energizer and its suppliers using the Sedex Members' Ethical Trade Audit (SMETA) or similar standards to ensure compliance with ethical trading practices. We also perform third party audits of 3TG smelters and refiners through our participation in the Responsible Minerals Initiative through our supply chain data management service provider, Assent Compliance.



SMETA is the world's most widely used social auditing program.

12 GOVERNANCE AND RISK

12.1 BOARD OF DIRECTORS

Energizer's Board of Directors is responsible for providing governance and oversight of 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's business and strengthen and support our senior management.

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

1. Audit
2. Finance and Oversight
3. Human Capital
4. Nominating and Governance

Our Board is composed of nine members, and we are committed to board refreshment: We have adopted a mandatory retirement policy. The average tenure of our directors is 6.5 years.

We are committed to independence:

- Eight of our nine Directors are independent.
- We have an independent chairman.
- All Committee Chairs are independent.
- All members of our Audit, Human Capital, and Nominating and Governance Committees are independent.

12.2 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.

Energizer's Corporate Governance Principles and Committee Charters are available ***here***.

12.3 SHAREHOLDER RIGHTS AND ENGAGEMENT

One share, one vote. Energizer's 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, 2024, the company did not have any issued or outstanding preferred stock.

Our shareholders have a voice. 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 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.

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.

Several of our shareholder engagements in fiscal year 2024 included our Global Head of Sustainability, who spoke with investors about Energizer's Sustainability Program, underscoring our commitment to transparency and our stakeholders' interest in sustainability.



"Embedding sustainability into our strategic priorities is essential to building a more resilient and forward-looking organization. It strengthens our ability to adapt, innovate, and create value for all of Energizer's stakeholders."

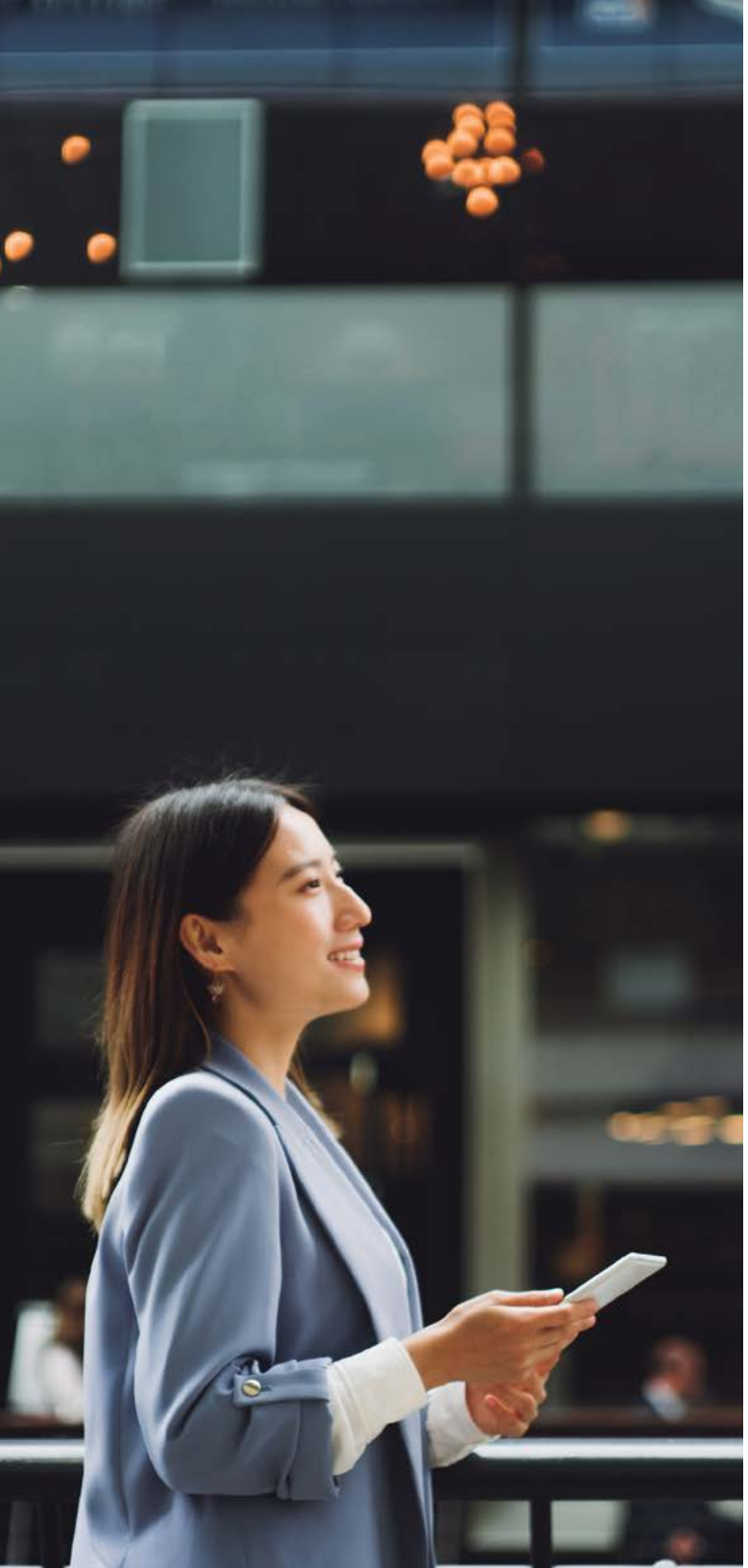
Jon Poldan - VP, Treasurer and Investor Relations

12.4 ENTERPRISE RISK MANAGEMENT

The Board of Directors, acting both directly and through its Committees, is actively involved in oversight of the 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 Associate General Counsel, 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.

12.5 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 Company's General Counsel and working with the functional teams, Energizer's 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 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 FY2024, Energizer spent $466,000 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 participates in several 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 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 2024, 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 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.

13 CYBERSECURITY AND DATA PRIVACY

Energizer is committed to protecting and preserving the confidentiality, integrity and continued availability of the information that we own or that is in our care. Our cybersecurity program strives to comply with applicable industry standards as well as benchmarks from the NIST Cybersecurity Framework (CSF).

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. Moreover, our Supplier Code sets forth our data protection expectations for third parties that we work with.

Our cybersecurity program 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. Energizer colleagues receive annual security training, and we conduct periodic phishing testing to ensure our colleagues remain vigilant and compliant with our expectations.

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. 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 cyberthreats and our cybersecurity program to enhance director literacy on cyber issues.

14 ABOUT THIS REPORT

Our 2024 ESG Report covers a wide range of ESG topics relevant to us and our stakeholders. Data presented throughout this report covers fiscal year 2024 activities unless stated otherwise. Our fiscal year 2024 is from October 1, 2023 – September 30, 2024.

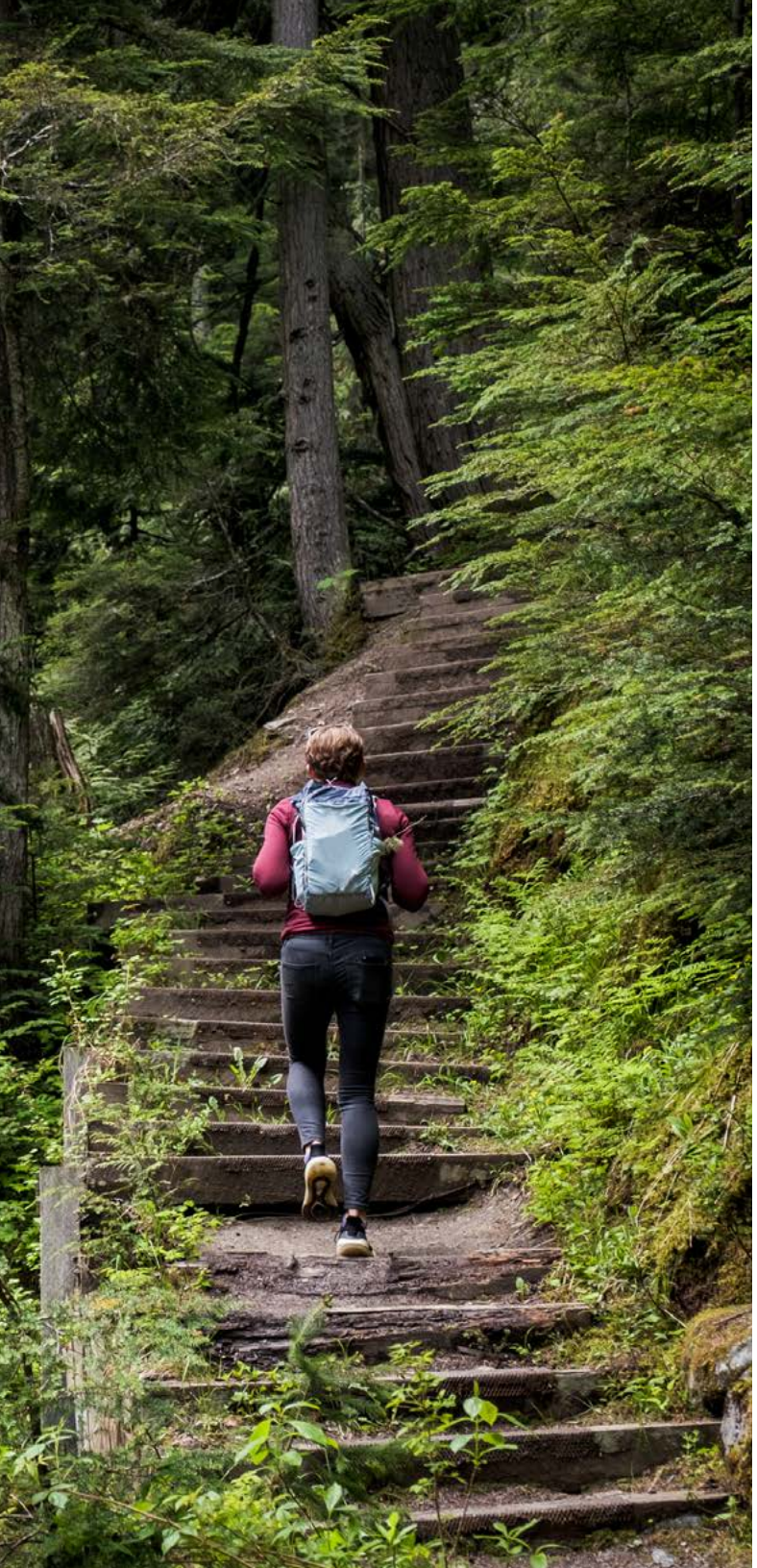
REPORTING FRAMEWORKS USED

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 ESG data.





The information published in this report is true and correct as of June 19, 2025. 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. All forward-looking statements should be evaluated with the understanding of their inherent uncertainty. 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, including those described under the heading "Risk Factors" in our most recent Annual Report on Form 10-K and subsequent 10-Q filings. Any references to "materiality," "material" or "relevant" in this document do not necessarily correspond to the concept of materiality used by the SEC. We currently do not believe that Energizer's ESG initiatives, goals, or risks are material for SEC disclosure purposes, except to the extent referenced in our Annual Report on Form 10-K and subsequent 10-Q filings.

This document also contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that Energizer is required to disclose in its SEC filings. For a discussion on human capital measures or objectives that Energizer focuses on in managing its business, please see the "Human Capital Resources" section in our most recent Annual Report on Form 10-K.

14.1 INDEX

GRI Standard	GRI Disclosure	Sustainability Report Location
GRI 2: General Disclosures 2021	2-1 Organizational details	1.3 Energizer at a Glance; 1.4 Purpose and Mission; 6.2 GHG Emissions
	2-3 Reporting period, frequency and contact point	Section 3: Ethics and Compliance; Section 14: About This Report
	2-6 Activities, value chain and other business relationships	1.3 Energizer at a Glance
	2-7 Employees	1.3 Energizer at a Glance
	2-9 Governance structure and composition	Section 12: Governance and Risk
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	2-11 Chair of the highest governance body	Section 12: Governance and Risk
	2-12 Role of the highest governance body in overseeing the management of impacts	Section 12: Governance and Risk
	2-13 Delegation of responsibility for managing impacts	Section 12: Governance and Risk
	2-16 Communication of critical concerns	12.4 Enterprise Risk Management; Section 3: Ethics and Compliance
	2-17 Collective knowledge of the highest governance body	Section 12: Governance and Risk
	2-22 Statement on sustainable development strategy	1.1 A Message from our CEO
	2-23 Policy commitments	Section 3: Ethics and Compliance; 8.2 Human Rights
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section 2: Our Sustainability Journey
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	201-2 Financial implications and other risks and opportunities due to climate change	6.3 Climate Related Risks and Opportunities
GRI 301: Materials 2016	301-2 Recycled input materials used	Section 4: Product Sustainability
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Section 6: Climate and Energy
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GRI Standard	GRI Disclosure	Location
	302-5 Reductions in energy requirements of products and services	Section 4: Product Sustainability
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	7.2: Water
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Section 6: Climate and Energy
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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	7.1 Waste
	306-2 Management of significant wasterelated impacts	7.1 Waste
	306-4 Waste diverted from disposal	7.1 Waste
	306-5 Waste directed to disposal	7.1 Waste
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Section 11: Responsible Sourcing
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.3: Well-Being
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	9.1 Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	9.1 Health and Safety
	403-3 Occupational health services	9.1 Health and Safety
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	403-9 Work-related injuries	9.1 Health and Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	8.6 Talent Engagement and Retention
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	8.2: Human Rights
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
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Section 10: Community Impact

GRI Standard	GRI Disclosure	Location
GRI 414: Supplier Social Assessment 2016	4414-2 Negative social impacts in the supply chain and actions taken	Section 11: Responsible Sourcing
GRI 415: Public Policy 2016	415-1 Political contributions	12.5: Our Political Involvement
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Section 4: Product Sustainability, Section 5: Packaging Sustainability