

2022 Corporate Citizenship Executive Summary

Together As One

newell
BRANDS



2022 Highlights

OUR PRODUCTS

1,000
attendees across the organization received Design for Sustainability training

12
of our brands now have packaging that is PVC-and-EPS free

30%
WoodWick's Auto Vent Kit plastic packaging is made from 30% post-industrial recycled content, a rapid shift away from virgin material

85%
one of Spontex's best-selling sponges is made from 85% recycled plastic foil



OUR OPERATIONS

35%
Reduced Greenhouse Gas (GHG) emissions by 35% in our global manufacturing sites, exceeding our 2025 target of 30%

12.5%
Shifted 12.5% of our global manufacturing sites' electricity to renewable energy, making progress toward our 2030 target of 30%

97%
Achieved 97% of ton-miles traveled in the U.S. to transport our products, exceeding our goal of 90%

.50
Achieved a .50 global recordable incident rate reflecting world-class safety standards



OUR PEOPLE

140k+
Employees completed over 140,000 LinkedIn Learning courses in six months

75
Maintained an employee engagement score of 75, in line with global benchmarks

2
Created two new career development initiatives for frontline employees through our Operations Reimagined Program

200+
Held over 200 wellness and engagement events and activities for employees during our first annual, company-wide Week of Happiness

2
Launched two Employee Resource Groups (ERGs): Mosaic, which represents the broad spectrum of races, ethnicities and nationalities and MiND, focused on mental health and wellness



OUR COMMUNITIES

15
Supported 15 nonprofits through our Local Impact Grant Program

\$10m
Donated \$10 million in products to charitable organizations

\$100k
Donated more than \$100,000 to Save the Children and nearly \$45,000 of that to support relief efforts in Ukraine



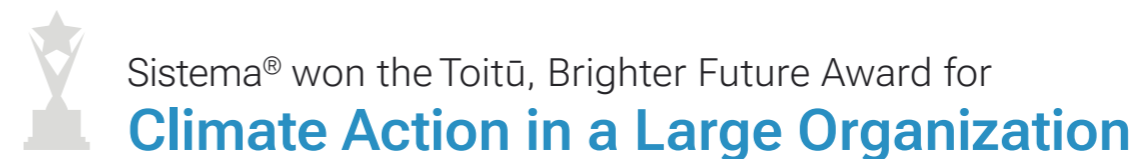
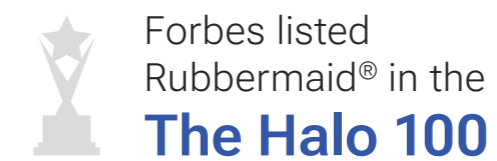
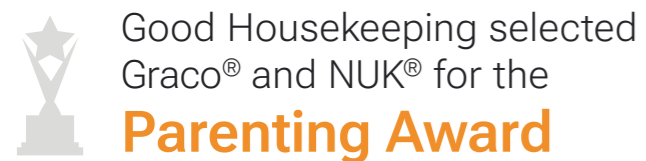
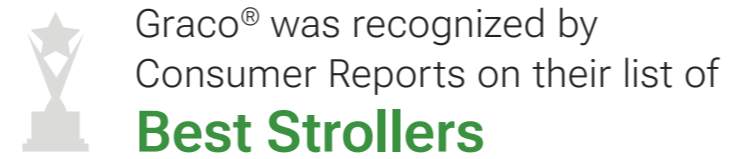
Awards and Recognition

In 2022, we received many prominent awards and recognitions for our company, brands and products. Among them were:

CORPORATE

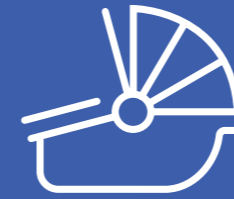


BRANDS



Our Approach to Corporate Citizenship

At Newell Brands, we strive to be a force for good in the world. From ensuring we offer fulfilling career opportunities and comprehensive benefits to our employees, to holding ourselves accountable to the highest safety standards for our products and people and partnering with our suppliers on responsible sourcing, we believe that through the power of One Newell, we can make a meaningful difference.



Our Products

We're committed to innovating across our portfolio and dedicated to delivering quality products to customers and consumers that promote a circular future. We support responsible consumption through our commitment to product and packaging sustainability.



Our People

We strive to be an employer of choice and an amazing place to work, grow and thrive. We're dedicated to investing in our people, supporting their health and wellbeing and fostering an inclusive culture, driven by our values of Truth, Transparency, Teamwork and Trust.



Our Operations (formerly Our Planet)

We recognize the significant impact of climate change and the threat it represents for future generations, and we take our duty seriously to act as good environmental stewards. Through our global supply chain, we're working to reduce the environmental impact of our operations while creating a safe, supportive environment for our frontline workforce.



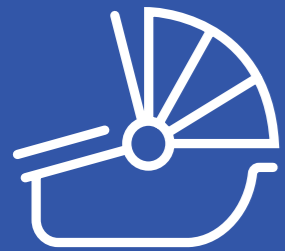
Our Communities

As a global business with operations in over 40 countries, we have a responsibility to give back to the communities in which we operate. We're committed to being a force for good in the world through employee-driven philanthropic initiatives, disaster relief support, product donations and partnerships with impactful nonprofits.

Corporate Citizenship Goals

CATEGORY	GOAL YEAR	2022 PROGRESS
Our Products		
Source 100% of our direct-sourced paper-based packaging from certified, verified or recycled sources	2025	97% globally; 99% North America ¹
Eliminate the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging	2025	99.99% of our direct sourced packaging by weight was EPS-free and 65% was free of PVC. Of our sourced finished goods SKUs surveyed, 81% had EPS-free packaging and 93% were PVC free. Across our portfolio, Newell has 12 brands whose packaging is EPS- and PVC-free ¹ .
Use at least 20% non-virgin (recycled content) in plastic packaging for Newell manufactured goods	2025	16% globally ¹
Our Operations		
Reduce Scope 1 and 2 GHG emissions from manufacturing by 30% (2016 baseline)	2025	35% globally
Divert 90% of manufacturing waste from landfill	2025	55% globally
Use SmartWay-approved carriers for over 90% of ton-miles traveled in U.S.	2025	97% U.S.*
Convert 30% of Newell's manufacturing electricity to renewably produced electricity	2030	12.5% globally
Achieve carbon neutrality for all our Scope 1 and 2 emissions across our global portfolio at all manufacturing, distribution, warehouse, retail and office sites	2040	Work toward our 2025 manufacturing Scope 1 and 2 goal is helping us make progress on carbon neutrality
Our People		
Work toward representation of women and people of color at the people manager level in the U.S. to match the relevant talent market in terms of geography and function	2025	41.44% women; 21.91% people of color in people manager positions in U.S.
Our Communities		
Invest \$1 million in our communities through our United States Local Impact Grant Program	2025	\$665,000
Achieve \$50 million in product donations	2025	\$35.4 million

¹The status for our packaging goals is based on a 2022 survey of 2021 data provided by our major suppliers.
*Reporting reflects prior-year data from 2021.



Our Products

At Newell Brands, we take a collaborative, enterprise-wide approach to product stewardship to ensure that our products and materials are high quality, responsibly sourced, sustainably designed and developed to meet or exceed applicable safety standards.



SUSTAINABLE DESIGN

Our Design for Sustainability Champions Network partners with our businesses to recommend eco-conscious materials and advises on end-of-life considerations, allowing us to apply consistent design strategies across our brands. In 2022, we introduced a more simplified tool that assesses products' life cycle impacts, activities, processes and materials.



RESPONSIBLE SOURCING

We source raw materials and components and finished goods from a network of thousands of suppliers, making us one of the largest importers into the United States. In 2022, we transformed our approach to sourcing to be more strategic and responsive to risks and opportunities and to help our suppliers improve their sustainability performance through ongoing interventions, training and engagement.



REDUCE PACKAGING

Choosing the right materials for packaging has a significant effect on their overall environmental impact. In cases where packaging is necessary to protect products, we prioritize formats and materials that are most sustainable. Our goal is to eliminate the use of Polyvinyl Chloride (PVC) and Expanded Polystyrene (EPS) in all packaging by 2025. Across our portfolio, Newell has 12 brands whose packaging is EPS-and-PVC free.



PRODUCT SAFETY

Consumers around the world use our products for a variety of purposes. They trust us to deliver products that are safe, and we take this responsibility seriously. While materials used and potential safety concerns differ greatly from one product to the next, product safety is a collective effort. We have a cross-functional team that oversees product safety and ensures that safety insights are shared across businesses. Our businesses test and evaluate all products to proactively identify potential issues, and many of our products also receive third-party safety audits to ensure they meet federal standards.



MATERIAL END-OF-LIFE STEWARDSHIP

Eventually, our products will reach the end of their useful lives. At this stage, many of our products include packaging labels to help consumers recycle products correctly. We also embrace the possibilities of advanced recycling, which goes beyond typical mechanical recycling to return post-use plastics to their basic chemical building blocks. The process then uses emerging technologies to create new plastics, chemicals, fuels and other products.

Woodwick® ReNew Candle*



Cork lid made from responsibly sourced trees

Amber glass vessels made from 55 percent post-consumer recycled glass

Fragrances made with traceable bio-based ingredients like Egyptian basil, French lavender and Madagascar vanilla; upcycled materials and essential oils

Use plant-based soy coconut wax blend that is free of dyes and additives

*Launched in early 2023, but developed in 2022

SUSTAINABLE FROM THE START

Newell's Design for Sustainability thinking encourages us to incorporate sustainability into product development at every stage, for example:

NUK® for Nature™ collection

The collection features a range of products whose material can be linked to 100% natural raw materials via the ISCC PLUS (plastics) and REDcert² (silicone) certified mass balance approach.



In addition, All NUK for Nature™ products feature recyclable packaging.



Our Operations

Nowhere is the power of One Newell more evident than in our global supply chain. We're committed to operational excellence and continuously look for ways to reduce our environmental impact and better engage and protect our frontline workforce. By working together, we can delight our consumers and serve our customers while making a positive impact on people and the planet.

Our Operations Goals and Progress

2025

GOAL

Reduce Scope 1 and 2 GHG emissions by 30% (from a 2016 baseline).

PROGRESS

Goal exceeded in 2022 by reducing emissions by 35% globally through energy management programs, investments in renewable energy systems, and other global strategies.

GOAL

Reduce waste to landfill by 90%.

PROGRESS

55% achieved by working with each of our sites around the world to reduce landfill waste through production optimizations and increased recycling.

GOAL*

Use SmartWay® approved carriers for 90 percent or more of the total ton-miles traveled in United States to transport our products.

PROGRESS

Goal exceeded with 97% of ton-miles traveled enabled by improving freight transportation efficiency with emissions accounting methodologies and tools through the U.S. Environmental Protection Agency's SmartWay® Transport Partnership.

2030

GOAL

Convert 30% of Newell's manufacturing electricity to renewably produced electricity.

PROGRESS

12.5% converted globally by participating in local utility renewable energy programs, and implementing on-site renewable energy projects, such as solar installations, at our facilities.

2040

GOAL

Achieve carbon neutrality for all our Scope 1 and 2 emissions across our global portfolio at all manufacturing, distribution, warehouse and office sites.

PROGRESS

Began developing a baseline for our Scope 1 and 2 emissions—an important step toward our carbon neutrality goal.

*Reporting reflects prior-year data from 2021.



BUILDING A SUPPLY CHAIN FOR THE FUTURE

We're transforming our supply chain through two major initiatives: Project Ovid and Operations Reimagined. Project Ovid is our multi-year initiative to consolidate 23 unique supply chains to a single integrated supply chain in the United States. It creates the opportunity for our retail customers to order a broader range of the Newell portfolio on one order, one truck and one invoice. We believe this initiative has the potential to reduce miles driven over time as we optimize our customer ordering patterns and enable more full truck deliveries. Through Operations Reimagined, we're ensuring that our frontline facilities are efficient, highly automated, and great places to work through a focus on technical skills and training. Both initiatives reinforce our commitment to come together as One Newell.





Our People

At Newell, our iconic brands and talented employees are our key differentiators. While each of our 28,000 employees are unique, we're united by our shared values of Truth, Transparency, Teamwork and Trust. As we make progress on our transformation journey as One Newell, these values are at the center of all we do. They guide us at every stage of our employees' time with us, from recruitment, onboarding and retention to engagement, growth and development.



Employee Engagement

We're creating a consistent employee experience across Newell and fostering a culture that will attract, grow, develop and retain top talent.

In 2022, we launched Project One, a new way to drive our One Newell culture that prioritizes the employee voice and identifies solutions to enhance the employee experience. Based on our engagement survey data, we identified three focus areas and assembled a group of employees across businesses and functions globally to address these areas of opportunity:

- Recruiting & Onboarding
- Career & Growth
- Wellbeing & Ways of Working

We expect to implement the ideas and actions generated by the Project One team in 2023.

Talent Development

We're shifting toward a holistic approach to talent management that considers every step in an employee's journey as part of an integrated whole.

We added, expanded and continued programs in 2022 to help employees advance professionally and personally, including:

- Values-Centered Leader Training – This program helps managers develop practical leadership skills in conjunction with our values. In 2022, we opened the program to all people managers. We also have plans to develop programs for entry-level and executive professionals.
- Lead Series – Through this program, we offer 30-minute trainings each month on a new topic, such as building resilience, change management and continuous development. In 2022, sessions averaged around 600 participants.
- Executive Coaching – We continued our program for senior directors and leaders at the VP level and above, which consists of a 360-degree review, identification of focus areas, creation of development plans and professional coaching.
- LinkedIn Learning – LinkedIn Learning enables employees to develop new skills at their own pace and on their own schedule. The platform received over 42,000 course views and 140,332 video completions within six months of its launch.

Diversity, Inclusion & Belonging (DI&B)

At Newell, we aim to be a diverse and inclusive place to work where everyone feels a sense of belonging.

We continue to enhance our efforts to advance diversity, inclusion and belonging (DI&B) across our organization, including:

- Through our ERGs, hosted engaging conversations and led in-person and virtual events to build community and raise awareness of the positive impact diversity has on society and our business.
- We launched two ERGs: Mosaic, which represents the broad spectrum of races, ethnicities and nationalities and MiND, focused on mental health and wellness.
- We are proud that the Human Rights Campaign awarded us the highest score of 100 percent on their 2022 Corporate Equality Index.
- In October 2022, we participated in Global Diversity Awareness Month, which celebrates and increases awareness about the diversity of cultures and ethnicities and the positive impact diversity can have on society. Throughout October, each global region took over a DI&B campaign for one week by spotlighting cultural content related to the diversity of their locations.

Employee Benefits

We expanded our benefits offerings in the United States.

In 2022, we made several enhancements to our family planning and reproductive health benefits for U.S.-based employees effective in 2023, including: increasing our parental bonding leave, tripling our adoption reimbursement, adding an annual surrogacy reimbursement and making reproductive health procedures eligible for reimbursement.



Our Communities

Being a good corporate citizen is core to who we are, and our strength as One Newell is evident when we come together to serve the communities in which we operate. Through the Newell Brands Charitable Foundation, product donations and the generosity of our employees through volunteerism and giving, we strive to be a force for good in the world.

Our Foundation impact is focused in six areas:



Child Safety & Development



Hunger



Diversity, Inclusion & Belonging



Outdoor & the Environment



Education



Disaster Relief



Local Impact Grant Program

Employees can nominate and vote on nonprofits working on initiatives and projects that align with our focus areas. In 2022, the program saw the highest level of employee engagement since its inception. We awarded \$130,000 to 15 nonprofit partners, keeping us on track to achieve our goal to invest \$1 million in our communities through this program by 2025.



Matching Gift Program

All employees globally have the opportunity for their donations to select nonprofits to be matched by the Newell Brands Charitable Foundation dollar-for-dollar up to a predetermined limit. The program begins on Giving Tuesday of each year and runs year-round. For our 2021- 2022 program, we matched donations to Save the Children, The Nature Conservancy and No Kid Hungry.



Philanthropic Support & Product Donations

We provide monetary support to nonprofits that align with our priorities and provide product donations to support communities in need, especially those recovering from disasters and crises in areas where we have business operations.



RESPONDING AS ONE NEWELL IN SUPPORT OF UKRAINE

In partnership with our employees and the generous support of our CEO, Newell donated more than \$100,000 to Save the Children in 2022. Nearly than \$45,000 of these funds were used to directly support efforts in Ukraine and the rest was designated to the areas of greatest need. NUK, Graco, Baby Jogger, Contigo, bubba, Rubbermaid, Coleman, Sunbeam, Sharpie and Paper Mate donated products valued at more than \$200,000 to nonprofit organizations including Czech Red Cross, Ukrainischer Verein Mainz, good360 and others supporting those affected by the war. Our NUK team in Germany alone donated over 40,000 baby items, including baby bottles, pacifiers, sippy cups and teethers. These efforts remain ongoing.



GIVING BACK TO OUR TEACHERS AND COMMUNITIES

In our headquarters city of Atlanta, we support Atlanta Public Schools' (APS) annual Back-to-School Bash. For eight consecutive years, our Foundation has provided monetary support to APS partner, Empty Stocking Fund, and our brands like Sharpie, Paper Mate, Elmer's Contigo and more have contributed product to help local students prepare for the school year. At the 2022 event, Newell volunteers distributed backpacks filled with school supplies and contributed to assisting more than 13,000 individuals who attended the event.