

# GRI Disclosures

GRI Standard/ Other Source	Disclosure	Location/Response 2024
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: General Disclosures 2021</b>		
<b>The organization and its reporting</b>		
2-1	Organizational details -Company name and location	<ul style="list-style-type: none"> <li>Newell Brands, Atlanta, GA</li> </ul>
2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li><a href="#">2024 Annual Report on Form 10-K, p. 1</a></li> </ul>
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>Annual Year ended December 31, 2024 <a href="mailto:media@newellco.com">media@newellco.com</a></li> </ul>
2-4	Restatements of information	<ul style="list-style-type: none"> <li>Restatements are noted where applicable throughout this report.</li> </ul>
2-5	External assurance	<ul style="list-style-type: none"> <li>Sustainable Futures was engaged by Newell Brands to provide a third-party review and verification statement as to whether selected GHG/energy consumption, water intake and non-hazardous-disposed waste data for 2024 calendar year as reported by facilities are reliable for corporate social responsibility reporting purposes.</li> </ul>
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li><a href="#">2024 Annual Report on Form 10-K, Business, p. 1-5</a></li> </ul>
2-7	Employees	<ul style="list-style-type: none"> <li><a href="#">2024 Annual Report on Form 10-K, Human Capital Management, p. 5</a></li> </ul>
2-8	Workers who are not employees	<ul style="list-style-type: none"> <li>Newell Brands does not report on number of contractors.</li> </ul>
<b>Governance</b>		
2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Corporate Governance, pgs. 9-10</li> <li><a href="#">Newell Brands Inc. Corporate Governance Guidelines, pgs. 1-4</a></li> </ul>
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Newell Brands Inc. Corporate Governance Guidelines, pgs. 1-4</a></li> </ul>
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Newell Brands Inc. Corporate Governance Guidelines, pg. 2</a></li> </ul>
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li><a href="#">Newell Brands Inc. Corporate Governance Guidelines, pgs. 4-5</a></li> </ul>
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li><a href="#">Newell Brands Inc. Corporate Governance Guidelines</a></li> <li><a href="#">Nominating/Governance Committee Charter</a></li> </ul>
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li><a href="#">Nominating/Governance Committee Charter</a></li> </ul>
2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Ethics &amp; Compliance, pg. 11</li> <li>Policies and Code of Conduct; pg. 11</li> <li>Enhanced Ethics Hotline, pg. 11</li> </ul>

<b>2-16</b>	Communication of critical concerns	<ul style="list-style-type: none"> <li>• <a href="#">Communication with the Board of Directors</a></li> </ul>
<b>2-17</b>	Collective knowledge of the highest governance body about sustainable development	<ul style="list-style-type: none"> <li>• <a href="#">Nominating/Governance Committee Charter</a></li> </ul>
<b>2-18</b>	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Newell Brands Inc. Corporate Governance Guidelines, pg. 7</a></li> <li>• <a href="#">Nominating/Governance Committee Charter</a></li> </ul>
<b>2-19</b>	Remuneration policies	<ul style="list-style-type: none"> <li>• See 2025 Proxy Statement</li> </ul>
<b>2-20</b>	Process to determine remuneration	<ul style="list-style-type: none"> <li>• See 2025 Proxy Statement</li> </ul>
<b>2-21</b>	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• See <a href="#">2025 Proxy Statement</a></li> </ul>
<b>Strategy, policies and practices Governance</b>		
<b>2-22</b>	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; <a href="#">Approach to Corporate Citizenship &amp; Global Regulations, pg. 7</a></li> </ul>
<b>2-23</b>	Policy commitments	<ul style="list-style-type: none"> <li>• Newell Brands policies to communicate our expectations on specific areas of ethical conduct and business practices in greater detail. We update these policies regularly to remain current with emerging issues and risks.</li> </ul>
<b>2-24</b>	Embedding policy commitments	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; Ethics &amp; Compliance &gt; pg. 11</li> <li>• More information can be found on <a href="#">Ethic &amp; Compliance section of NewellBrands.com</a></li> </ul>
<b>2-25</b>	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; Ethics &amp; Compliance &gt; pg. 11</li> </ul>
<b>2-26</b>	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; Ethics &amp; Compliance, pg. 11</li> <li>• Policies and Code of Conduct; pg. 11</li> <li>• Enhanced Ethics Hotline, pg. 11</li> <li>• <a href="#">Ethics Hotline</a></li> </ul>
<b>2-27</b>	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; Ethics &amp; Compliance &gt; pg. 11</li> <li>• 2024 Corporate Citizenship Report &gt; Products &gt; Product Safety &amp; Consumer Satisfaction, pg. 20</li> <li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Environmental Compliance, pg. 24</li> <li>• <a href="#">Form 2024 10-K</a> provides information on compliance laws and regulation</li> </ul>
<b>2-28</b>	Membership associations	<ul style="list-style-type: none"> <li>• Not currently reported by Newell Brands</li> </ul>
<b>Stakeholder engagement</b>		
<b>2-29</b>	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• 2024 Corporate Citizenship Report &gt; Appendix &gt; Stakeholder Engagement &gt; pg. 32</li> </ul>
<b>2-30</b>	Collective bargaining agreements	<ul style="list-style-type: none"> <li>• Newell Brands maintains strong partnerships with its collective organizations around the world, including unions, trade unions, local works councils and our European employee forum.</li> </ul>

### GRI 3: Material Topics 2021

#### Material Topics

3-1	Process to determine material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Approach to Corporate Citizenship &amp; Global Regulations &gt; pg. 7</li></ul>
3-2	List of material topics	<ul style="list-style-type: none"><li>• <a href="#">See our 2021 Materiality Assessment for list of material topics, pg. 4</a></li></ul>

#### GRI 300: Environmental

##### GRI 301: Materials

3-3	Management of material topic	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Products &gt; Products &amp; Packaging Sustainability &gt; pgs. 18-19</li></ul>
301-1	Materials used by weight or volume	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
301-2	Recycled input materials used	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
301-3	Reclaimed products and their packaging materials	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

##### GRI 302: Energy

3-3	Management of material topic	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; pgs. 24-25</li></ul>
302-1	Energy consumption within the organization	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Appendix</li></ul>
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
302-3	Energy intensity	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
302-4	Reduction of energy consumption	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Emissions &gt; pg. 24</li></ul>
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

##### GRI 303: Water and Effluents

3-3	Management of material topic	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Water &gt; pg. 25</li></ul>
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"><li>• Not material</li></ul>
303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"><li>• Not material</li></ul>
303-3	Water withdrawal	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Water &gt; pg. 25</li></ul>
303-5	Water consumption	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

## GRI 305: Emissions

3-3	Management of material topic	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Emissions &gt; pg. 24</li> </ul>
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Emissions &gt; pg. 24</li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Emissions &gt; pg. 24</li> </ul>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>Newell is evaluating our Scope 3 emissions in line with regulatory requirements in California and Europe</li> </ul>
305-4	GHG emissions intensity	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Appendix</li> </ul>
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Emissions &gt; pg. 24</li> </ul>
305-6	Emissions of ozone-depleting substances (ODS)	<ul style="list-style-type: none"> <li>Not currently reported by Newell Brands</li> </ul>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<ul style="list-style-type: none"> <li>Not currently reported by Newell Brands</li> </ul>

## GRI 306: Waste

3-3	Management of material topics	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Waste Diversion &gt; p. 25</li> </ul>
306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Waste Diversion &gt; p. 25</li> </ul>
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Waste Diversion &gt; p. 25</li> </ul>
306-3	Waste generated	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Waste Diversion &gt; p. 25</li> </ul>
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Operations &gt; Environmental Sustainability &gt; Waste Diversion &gt; p. 25</li> </ul>
306-5	Waste directed to disposal	<ul style="list-style-type: none"> <li>10,636 MT</li> </ul>

## GRI 308: Supplier Environmental Assessment

3-3	Management of material topic	<ul style="list-style-type: none"> <li>2024 Corporate Citizenship Report &gt; Responsible Sourcing, pg. 26</li> </ul>
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>All new suppliers were screened using our set of criteria which includes environmental components</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>We take responsibility for environmental remediation obligations arising from events such as spills or historical operations, working with relevant authorities and stakeholders as needed. Our <a href="#">2024 Annual Report on Form 10-K</a> provides more information on environmental remediation projects.</li> </ul>

## GRI 400: Social

### GRI 401: Employment

3-3	Management of material topic	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Values &amp; Workforce Strategy pg. 14</li></ul>
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Total Rewards, pg. 15</li></ul>
401-3	Parental leave	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Total Rewards, pg. 15</li><li>• More information can be found on the Careers section of <a href="https://www.newellbrands.com">NewellBrands.com</a></li></ul>

### GRI 403: Occupational Health and Safety

3-3	Management of material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety &gt; pg. 23</li></ul>
403-1	Occupational health and safety management system	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety &gt; Health &amp; Safety Management &gt; pg. 23</li></ul>
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety &gt; Safety Performance &gt; pg. 23</li></ul>
403-3	Occupational health services	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Total Rewards pg. 15</li><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety &gt; Health &amp; Safety Management &gt; pg. 23</li></ul>
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety, pg. X</li></ul>
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety, pg. X</li></ul>
403-6	Promotion of worker health	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Total Rewards, pg. X</li></ul>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety, pg. X</li></ul>
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety, pg. X</li></ul>
403-9	Work-related injuries	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Promoting a Culture of Health &amp; Safety &gt; Safety Performance &gt; p. X</li></ul>
403-10	Work-related ill health	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

## GRI 404: Training and Education

3-3	Management of material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People, pg. 13</li><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Unified Global Supply Chain &gt; Supporting Our Frontline Employees &gt; pg. 22</li></ul>
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People, pg. 13</li><li>• 2024 Corporate Citizenship Report &gt; Operations &gt; Unified Global Supply Chain &gt; Supporting Our Frontline Employees &gt; pg. 22</li></ul>
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

## GRI 405: Diversity and Equal Opportunity

3-3	Management of material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; People &gt; Inclusion, pg. 15</li></ul>
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Corporate Governance &gt; Board Composition, pg. 9</li><li>• 2024 Corporate Citizenship Report &gt; People &gt; Inclusion, pg. 15</li></ul>
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

## GRI 414: Supplier Social Assessment

3-3	Management of material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Responsible Sourcing and Social Compliance, pg. 26</li></ul>
414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"><li>• All new suppliers were screened</li></ul>
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"><li>• Not currently reported by Newell Brands</li></ul>

## GRI 416: Customer Health and Safety

3-3	Management of material topics	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Product Safety &amp; Consumer Satisfaction &gt; pg. 20</li></ul>
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"><li>• 2024 Corporate Citizenship Report &gt; Product Safety &amp; Consumer Satisfaction &gt; pg. 20</li></ul>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"><li>• After discussions with Japan's Ministry of Economy, Trade and Industry, Coleman provided fix kits for Japanese consumers who own the Coleman® Converta™ Cot. The fix kit addressed issues related to a small number of reported incidents. The company has coordinated with a retail partner to ship more than 53,000 kits to consumers. Four SKUs totaling 83,859 units were recalled.</li></ul>