

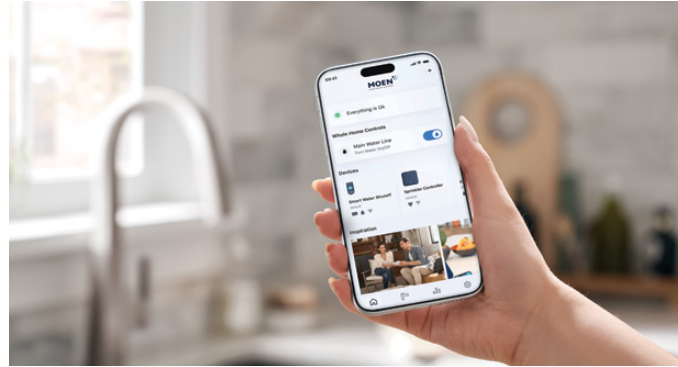
ONE Home

2023 ESG Report



Fortune Brands
Innovations

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Unless the context otherwise requires, references in this ESG Report to “Fortune Brands,” “FBIN,” the “Company,” “we,” “our” or “us” refer to Fortune Brands Innovations, Inc., including its subsidiaries. Published June 2024.

CEO Message



Fortune Brands Innovations makes lives better by transforming ordinary spaces into the extraordinary with innovative products and brands that create positive impact for all of us. Whether it's saving water with our ecosystem of smart products, protecting people at home or at work, using recycled inputs to manufacture composite decking, or reducing carbon emissions through energy and water saving products, we are a company that has success while benefiting people and our planet. In short, we seek to do well by doing good.

We are a growth company with a business structure designed to target strategic, outsized growth opportunities, such as in sustainability, safety, connected products and material conversion. Combined with our ONE Home approach to how environmental, social and governance processes and initiatives can contribute to brand, innovation and channel leadership, we are set to grow well into the future.

We cannot achieve success without our people and are committed to helping our associates thrive. We are especially proud of our strong safety performance. We achieved a 2023 total recordable incident rate of less than 1.0, excluding businesses acquired in 2023. We continued our diversity, equity & inclusion initiatives — including launching new Employee Resource Groups (ERGs) — in order to attract and retain the best talent and make and market innovative products to a wider range of consumers.

“In short, we seek to do well by doing good.”

We have made progress on our emissions goals and are using more on-premises renewable energy. We are also taking steps to ensure FBIN is prepared to comply with new and applicable regulations related to sustainability, both in the U.S. and abroad.

As part of that work, we have begun the process of preparing to have our Scope 1 and 2 emissions data externally assured.

I'm proud to lead a company where our associates are so passionate about serving our customers and consumers in an ethical, responsible and sustainable way. I am also extremely enthusiastic about our opportunities for growth as our portfolio increasingly has positive impact on the world. Our strong governance practices and high standards extend into our efforts to build responsible supply chains that protect the rights and safety of all. We will continue to build on our strong foundation to enable even greater progress ahead for our business and our stakeholders.



Nicholas I. Fink
Chief Executive Officer
Fortune Brands Innovations, Inc.

Fortune Brands Innovations

We are a brand, innovation and channel leader focused on exciting, supercharged categories in the home products, security and commercial building markets.

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Company Overview

Fortune Brands Innovations (NYSE: FBIN) is an industry-leading innovation company focused on creating smarter, safer and more beautiful homes and improving lives. We're focused on exciting opportunities within the home, security and commercial building markets.

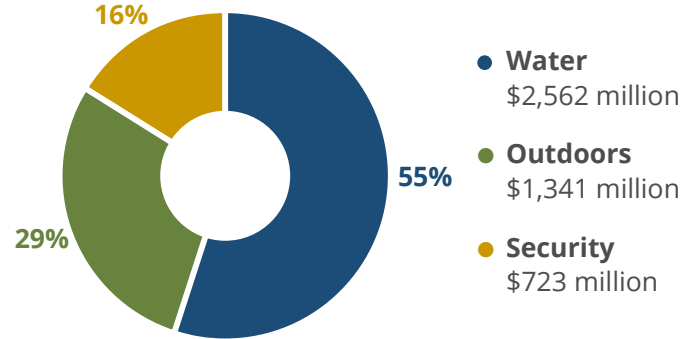
2023 SALES*

\$4.6B

ASSOCIATES*

11,700

2023 SALES BY SEGMENT*



BRAND PORTFOLIO

MOEN

HOUSE OF ROHL

Riobel

PERRIN & ROWE LONDON



victoria + albert

ROHL

EMTEK

Schaub

AQUALISA



THERMA TRU DOORS

LARSON

fiberon

FYPON

SOLAR INNOVATIONS ARCHITECTURAL GLAZING SYSTEMS

Master Lock

AMERICAN LOCK

SentrySafe

Yale

eugust

* As of the year ended 2023

Water

Exciting Opportunities in **Connected Products** and **Safety** and **Sustainability**



Outdoors

Exciting Opportunities in **Material Conversion** and **Outdoor Living** and **Sustainability**



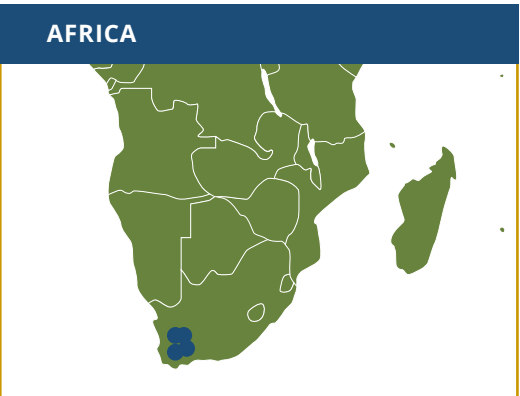
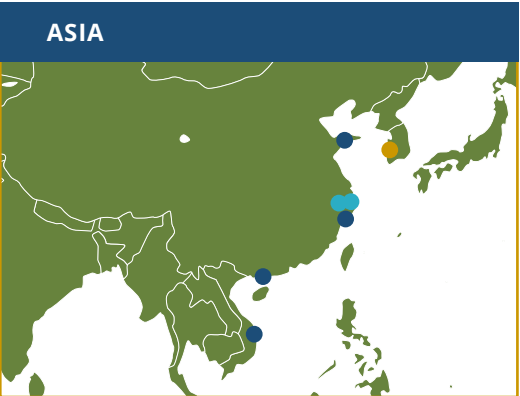
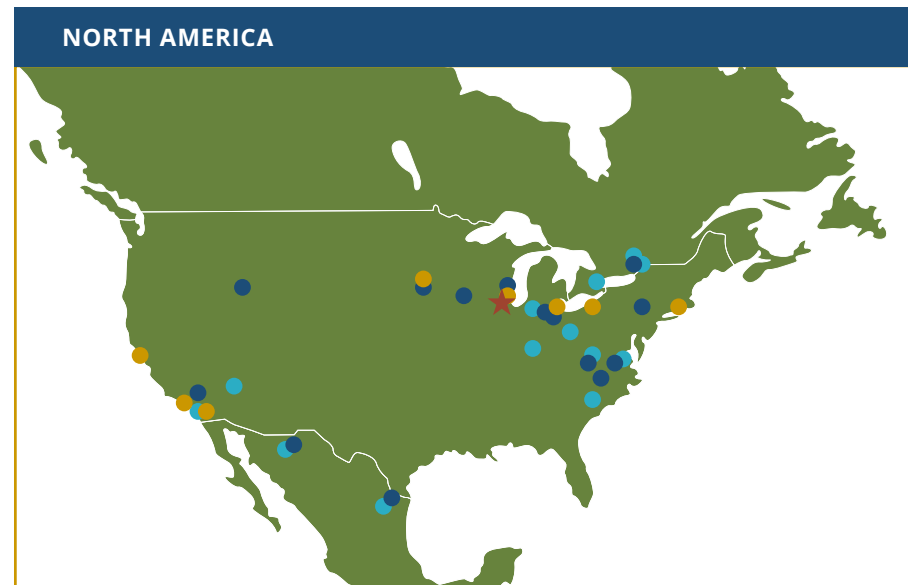
Security

Exciting Opportunities in **Connected Products** and **Safety**



Locations

We work around the world.



Key

- Manufacturing plants
- Distribution centers and warehouses
- Key offices
- ★ HQ: Deerfield, IL

By the Numbers*

Manufacturing Plants

31

Distribution Centers and Warehouses

41

Key Offices

14

* As of the year ended 2023. Some of our facilities are considered to be multi-use and have been included in more than one facility category.

Awards & Recognitions



ESG

- **2024 Newsweek's America's Most Responsible Companies**, 5th consecutive year
- **2024 US News & World Report's Best Companies to Work For**, Construction and Materials Industry
- **2024 Green Builder Media Sustainable Product of the Year**, Fiberon Wildwood composite cladding
- **2023 JUST Capital top 10 in industry**, 6th consecutive year
- **2023 The Home Depot Eco Actions Partner**, Moen Smart Water Network
- **2023 MSCI "AAA" ESG Rating**
- **2023 Green Builder Magazine Sustainable Brand Leader**, Door Category, Therma-Tru

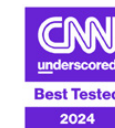
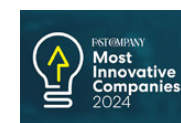
Brands

- **2024 KBIS Best Large Booth Award**, House of Rohl
- **2024 America's Most Trusted Faucet Brand**, by Lifestory Research, Moen
- **2024 Green Builder Media Brand Used Most**, Door category, 6th consecutive year, Therma-Tru
- **2023 America's Most Trusted Faucet Brand**, by Lifestory Research, Moen
- **2023 Best of KBIS Finalist**, Victoria + Albert Wanderlust palettes
- **2023 Best of KBIS Finalist**, Rohl Amahle Collection
- **2023 Kitchen and Bath Business Readers Choice Award**, ROHL
- **2023 Builder Brand Use Study Brand Used Most by Building Professionals**, Entry Door Category, Therma-Tru
- **2023 Builder Brand Use Study Brand Used Most in Past 2 Years**, Decorative Mouldings/Trim Columns: Interior category, Fypon

Innovation

- **2024 Fast Company "Most Innovative Companies"**, Consumer Products category, Moen, Moen Smart Water Network
- **2024 CNN Best Smart Lock**, Yale Assure Lock 2
- **2024 CEPro Brand Leader Award**, Yale
- **2024 Forbes Magazine Best Smart Locks**, Fingerprint and Key Code category, Yale Assure Lock 2
- **2024 CNET's Best Smart Home Devices**, August Wi-Fi Smart Lock
- **2023 Best of KBIS Gold Award**, Smart Home category, Moen Smart Sprinkler
- **2023 CES Innovation Award**, Moen Smart Sprinkler
- **2023 CEPro Mark of Excellence Award Winner**: Automation Technology of the Year, Moen Smart Water Network
- **2023 IoT Breakthrough Award**, Smart Home category, Moen Smart Water Network
- **2023 Better Homes & Gardens' 30 Most Innovative Products**, Moen Smart Faucet with Motion Control
- **2023 Good Design Award**, Perrin & Rowe Armstrong Bath Collection
- **2023 Good Design Award**, Rohl Amahle Collection
- **2023 Good Design Award**, Emtek Select Cabinet Hardware Collection

To view more of our awards, visit fbin.com/awards-recognitions.



PARTNER

Creating Value

A Supercharged Growth Opportunity

As a more focused and aligned Company, we operate in three high-growth categories — Water, Outdoors and Security — powered by strong secular tailwinds and underpinned by leading brands. These are all supported by our Fortune Brands Advantage — key capabilities like digital and supply chain excellence — that help us to perform in any environment.

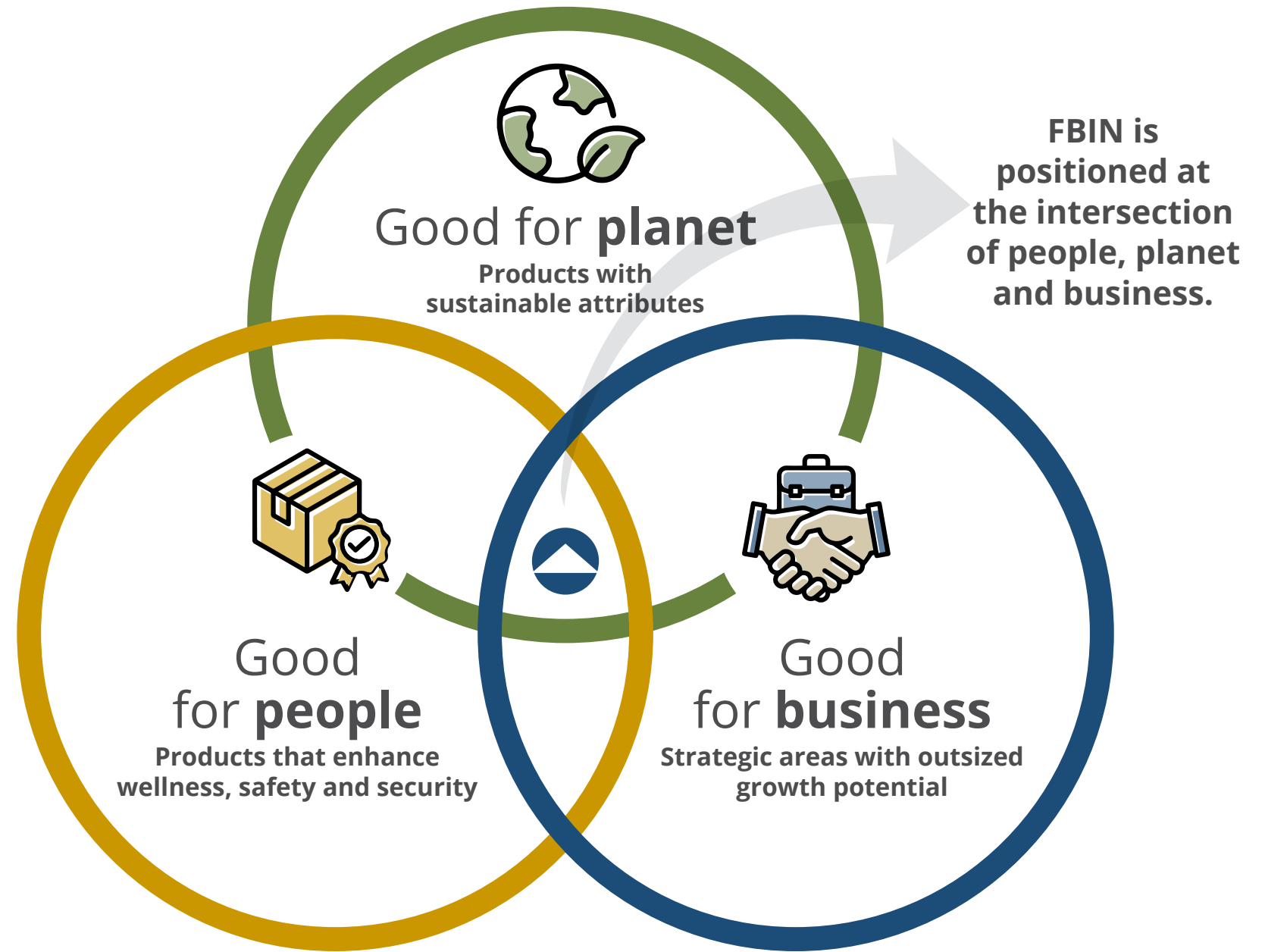
We believe we have big opportunities to grow in ways that are good for Fortune Brands, people and the planet, including:

- **\$1 billion potential future sales opportunity** for Flo Smart Water Monitor and Shutoff.
- **Driving conversion from traditional decks**, such as wood, which is estimated to be 75% of the share of decks, to PE* composite decking, which is estimated at just 25% of all decks.**
- **Expanding the commercial lockout tagout market and driving adoption of connected lockout tagout solutions**, which have added ability to help improve safety, increase efficiency and enhance compliance.
- **Increasing our presence in the U.S. residential water filtration and water quality market**, which we believe is approximately \$4 billion.

Learn more in our [Products & Innovation](#) section.

* PE composite decking and cladding refers to our Fiberon products that are made from post-industrial wood and polyethylene, or "PE," which is the most common plastic in use today

** Principal/Barclays data for the U.S. (2022)



Our ESG Approach: ONE Home

Fortune Brands ONE Home is our unifying approach to environmental, social and governance, where ESG contributes to brand, innovation and channel leadership through our emphasis on Home Planet, Home Safe, and Home For All.

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ONE Home Overview

Fortune Brands ONE Home is our unifying approach to ESG, where ESG contributes to **brand, innovation** and **channel leadership** and helps to unify associates. Underscoring our ONE Home approach is our ESG philosophy, where we aim to have ESG strategy, communications and reporting be **authentic** to who we are as a Company, be **holistic** to our strategy, and for us to **always be improving**. We believe Fortune Brands ONE Home ultimately makes us a stronger Company, for the benefit of all stakeholders. We choose to focus on those areas where we can make the most meaningful impact.

Our Fortune Brands ONE Home focus areas:



ONE Home Overview CONTINUED

Materiality ESG Topics

Our process for determining material ESG topics is to review SASB’s industry-specific material topics, the TCFD reporting framework, key ESG raters’ assessment of material topics for our industry, and by collecting feedback from key stakeholders. We then add our own business insights to determine the areas in which Fortune Brands has the most significant impact on sustainable development, as well as the most influence on stakeholder decisions.

Policies and programs are in place or in development to monitor each of the issues identified here: Associate Safety; Advancing DEI; Climate; Efficient

Operations; Environmental and Social Impact of Products; Strong Governance and Ethics; and Responsible Sourcing. These ESG topics align with our Fortune Brands ONE Home ESG approach.

The term “materiality,” as used in this ESG Report, is different than how “materiality” is used in the context of our SEC filings or other regulatory disclosures or reports.

Key Stakeholders

Investors are a primary ESG stakeholder. We engage with investors on ESG through Company-hosted events, including investor days, face-to-face meetings,

calls, the FBIN website, and press releases. Associates are another key ESG stakeholder. We engage with our associates through town halls and other meetings, email newsletters, and our intranet site. We also engage with customers and suppliers — often through new product discussions or surveys — as well as by reviewing and completing questionnaires and other requests for information on our ESG practices. Finally, we engage with our community stakeholder group.

Dialogue with our stakeholders helps Fortune Brands Innovations make sure we are reporting meaningful information now and staying abreast of what topics may become more important in the future.

ESG Materiality Focus Areas

Environment



- **Climate**
- **Efficient Operations**
- **Environmental Impact of Products**

Social




- **Associate Safety**
- **Advancing Diversity, Equity and Inclusion**
- **Social Impact of Products**

Governance



- **Strong Governance and Ethics**
- **Responsible Sourcing**

ONE Home Program Highlights

Offering products that are good for people, the planet and business

2030 climate goals to reduce emissions



Strong safety performance

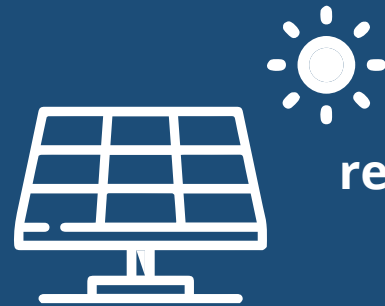


Numerous **ESG awards** and recognitions

Women make up **50%** of leadership team and 44% of the Board*




Community partnerships with Yellowstone Forever and Habitat for Humanity



Using on-premises **renewable energy** at select locations



9 Employee Resource Group options for our associates



Reporting to CDP and aligning with TCFD

* Board composition is shown as of May 7, 2024, immediately following the annual shareholder meeting, and leadership team as of year end 2023

ESG Timeline

Over the last several years, we have taken important steps to better demonstrate our commitment to capturing opportunity in ESG where we can do well by doing good, and to further engrain ESG into our business in value-adding ways. Check out some of our most noteworthy milestones.



* First report issued in 2019 was the 2018 ESG Report

** Global metrics were first included in our 2021 ESG Report, which was published in April 2022

† First FBIN report issued in 2023 was the 2022 ESG Report

Products & Innovation

We are leveraging our brand power, leading positions and talented team to innovate products that help address some of the world's most pressing sustainability and safety issues.

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Product Impacts

Our portfolio is geared toward products with value-add, meaningful sustainable and safety attributes. We leverage our leading positions, advantaged business model and talented team to deliver inspiring products that can help:



Save Water
with smart products



Save Water
with WaterSense products

MISSION MOEN™
Inspiring consumers to save without sacrifice, and help protect water

Utilize Recycled Materials
with Fiberon PE composite decking and cladding



Conserve Energy
with energy-efficient entry doors from Therma-Tru



Conserve Energy
by reducing wasted water with Flo Smart Water Monitor and Shutoff



Protect People
with lockout tagout solutions from Master Lock



Protect People
with Yale and August smart residential products



Protect People
with water filtration solutions and smart leak detection



Save Water

Led by Mission Moen and the Moen Smart Water Network, we are designing products that save water while also improving people’s experience with water.

Moen Smart Water Network

Moen creates products designed to help connect people with water in revolutionary ways. The future driver of water conservation in the home lies in the performance of our award-winning and innovative Smart Water Network. Not only do Smart Water Network products allow more control, comfort and security around water, but each is designed to conserve water.

The Smart Water Network is a first-of-its-kind whole-home smart water ecosystem that includes smart water security, smart faucets, smart showers and even smart irrigation. Through the Moen Smart Water app, homeowners can monitor and track their water usage and also set conservation goals.

Meet the Moen Smart Water Network

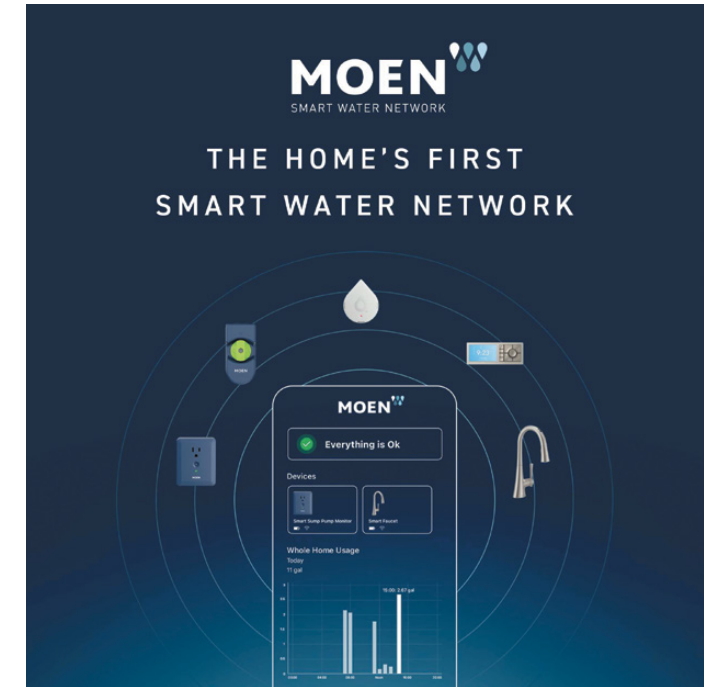
- **Flo Smart Water Monitor and Shutoff** – The Flo Shutoff is the hub of the Moen Smart Water Network. It allows homeowners to monitor their water usage, detect small leaks in their pipes and automatically shut off their water supply before a catastrophic leak damages their home.

According to the Environmental Protection Agency (EPA), the average family can waste 9,400 gallons of water annually from household leaks,* leading to higher water bills, excessive water waste, and disruptive and costly water damage. Water damage claims are six times more common than theft, and eight times more common than fire, with 40% of homes affected by water damage.** The Flo Smart Water Monitor and Shutoff can decrease water damage claim frequency events by 96%.†

Because of its ability to help prevent or minimize water damage, this product is gaining traction with insurance companies, municipalities and consumers.

- **Smart Leak Detector** – Smart Leak Detectors are standalone sensors that continuously monitor for moisture. Users can place them anywhere leaks are a concern, including in the basement, laundry room, bathroom or garage, and receive real-time alerts when they detect moisture.
- **Moen Smart Sump Pump Monitor** – The Moen Smart Sump Pump Monitor turns any existing sump pump into a smart sump pump by tracking its water levels and performance in real time and notifying users the moment something changes.

- **Smart Faucets** – Our Smart Faucets offer convenience, precision and intuitive voice-activation technology to help complete tasks in the kitchen. Users can create customized presets or Amazon Alexa and Google Assistant voice commands to dispense the exact amount and temperature of water that’s needed. In the event someone accidentally leaves the water running, the Smart Faucet will automatically turn off the water.
- **Smart Showers** – These allow users to start the shower from the Moen Smart Water App and pause it once the desired temperature has been reached to avoid wasting water.
- **Smart Sprinkler Controller and Smart Wireless Soil Sensors** – These new network components launched in 2023 address the area of the home where the most water is used: outdoors. The Smart Sprinkler Controller can reduce an average home’s irrigation water use by up to 30%, saving the home up to 15,000 gallons of water annually compared with a clock-based controller.‡ The Smart Sprinkler was recognized with a 2023 CES Innovation Award, and a 2023 Best of KBIS Gold Award, Smart Home category. In 2024, this product achieved WaterSense certification.



Learn more about the Moen Smart Water Network at www.moen.com/smart-home.

* EPA Fix a Leak Week

** Insurance Information Institute, U.S. data for “water damage and freezing” claims

† Based on a 2020 Lexis Nexis Study of 2,306 U.S. homes with a Flo Shutoff device

‡ EPA WaterSense Labeled Irrigation Controller Fact Sheet

Save Water CONTINUED

Mission Moen

Moen designs for water to celebrate its power and beauty, but also to protect the water of tomorrow.

In 2020, Moen launched Mission Moen: our promise to protect and preserve the world’s most precious resource by creating products that save water without sacrificing style or performance.

We’ve announced two bold goals related to the mission:

- **Innovate to help consumers save 1 trillion gallons of water by 2030 through the use of our products, all while helping people enjoy water more.**
- **Repurpose 2,000 tons of ocean plastic by 2030.**

Since our Mission Moen launch through 2023, we estimate that Moen products have helped to save 257 billion gallons of water and 750 U.S. tons of ocean plastic have been repurposed for use in our products. Learn more at www.moen.com/missionmoen.



Aqualisa Digital Showering Portfolio

Aqualisa, a leading manufacturer of showering products in the U.K., is a recognized innovator in smart digital shower systems, well-matched with our focus on connected products and sustainability. Offering full connectivity to the smart home, Aqualisa Smart Showers combine the precise electronic control of a digital shower with the modern convenience of voice and app activation. In addition to a sensational showering experience, Aqualisa Smart Digital Showers include water saving and temperature safety features.

Save Water with WaterSense Certified Products

Moen bathroom faucets and showering solutions are WaterSense certified, and most bathroom faucets and showering solutions from the House of Rohl are also WaterSense certified. Many of our faucets meet the more stringent California flow rate requirements, all with the design principles of *Save, Don't Sacrifice*, ensuring users retain a great water experience.

Salt-Free Water Softeners

SpringWell water filtration offers the Futuresoft salt-free water softener. Unlike traditional salt-based systems, the Futuresoft water softening system wastes no water and does not discharge salt brine into the environment. Futuresoft eliminates scale, extends the life of home appliances and makes cleaning easier, without the need to use extra water to flush the system.



Utilize Recycled Materials

We are incorporating recycled components into our products which helps reduce waste.

Fiberon Advanced Material Technology

Our Fiberon PE* composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content.

Recycled wood — sawdust and leftover material that would otherwise be discarded — makes up about half of our PE composite products.

We also use recycled plastic, such as grocery bags and recycled packaging material. Our in-house recycling facility recycles around 100 million pounds of plastic annually, on average, that we use in our Fiberon PE composite products.

All that recycling amounts to a great outcome for our consumers and customers. Fiberon products are nearly maintenance free and retain their beauty for years to come. That means families can spend more time enjoying the outdoors.

Learn more at www.fiberonbalance.com, and visit SCS Global Services to [view Fiberon Environmental Product Declarations \(EPD\)](#).



Beyond the Home: Commercial Offerings with Fiberon Wildwood PE Composite Cladding

In 2022, Fiberon launched its Wildwood composite cladding. Wildwood composite cladding is perfect for architects and trade professionals who want a long-lasting, maintenance-free, sustainable alternative to traditional wood cladding. Wildwood PE composite cladding has received numerous awards for its design, innovation and sustainability. Most recently, it was named a 2024 Green Builder Media Sustainable Product of the Year.

Our Fiberon PE composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content.

* PE composite decking and cladding refers to our Fiberon products that are made from post-industrial wood and polyethylene, or “PE,” which is the most common plastic in use today. These products account for the vast majority of the decking and cladding products Fiberon makes.

Repurposing Manufacturing Scrap

Leftover materials from the production of our Fiberon PE composite decking can be recycled back into the manufacturing process, effectively reducing waste. In addition, Therma-Tru reuses most of the scrap lite frame material from the manufacturing process to make new lite frames. End rails and lite frames are just some of the many components that make up Therma-Tru’s complete door system.

Ocean Plastics

Mission Moen not only sets out to conserve water, but it also includes a goal to utilize 2,000 tons of ocean plastic by 2030. In 2020, Moen began using plastic recovered from discarded fishing nets and ropes as an installation tool component for one of its highest volume products, the Posi-Temp valve. In 2021, Moen designers found ways to utilize recycled plastics in even more product components. Learn more at www.moen.com/missionmoen.



Conserve Energy

We make products that conserve energy to help consumers reduce carbon emissions.

Advanced Materials and Complete Door Systems

Complete door systems from Therma-Tru are built to help protect against energy loss, keeping heat and air conditioning sealed inside the home.

Therma-Tru has long been delivering industry-leading innovations. Therma-Tru pioneered the fiberglass door in 1983 upon realizing that fiberglass offers superior design and performance characteristics. Today, Therma-Tru is the leading entry door brand most preferred by building professionals in North America. We offer fiberglass doors in a wide range of colors and styles. They capture the beauty of wood while requiring minimal maintenance and being more

energy efficient than wood doors. In fact, Therma-Tru doors help to conserve energy in two ways. First, our fiberglass doors have a polyurethane foam core that offers up to four times the insulating R-Value of wood.*

Second, we engineer complete door systems to work together at the most critical points. By forming a tight seal against drafts and leaks, these components can help protect the door system and home against costly damage and deterioration, and help insulate against cold and heat for exceptional energy efficiency.

Many Therma-Tru doors are ENERGY STAR qualified. In 2023, more stringent ENERGY STAR requirements for entry doors went into effect. We continue to offer

energy efficient products and evaluate Therma-Tru designs to enhance product energy efficiency.

Therma-Tru is proud to be recognized as the 2023 Sustainable Brand Leader, Door Category** by Green Builder magazine for offering durable, well-insulated products.

Saving Water, Reducing Emissions

The collection, treatment and distribution of the water we use in homes takes energy. When water is wasted, so is the energy it took to clean and treat that water.

By achieving our 2030 Mission Moen goal, we estimate that we can help avoid 4.7 metric tons of carbon dioxide, the equivalent to greenhouse gas (GHG) emissions from 1 million gasoline-powered passenger vehicles driven for one year.†

Therma-Tru is building a better world, beyond its own doors. Therma-Tru Thrive is the brand's commitment to make safe and sustainable products, support the communities where our associates live and work, and leave a positive, lasting impact on the environment. Making life better at home — and, in particular, boosting energy efficiency at home — is one of three key pillars of Therma-Tru Thrive, along with helping take care of our planet, and being a good neighbor. Learn more at www.thermatru.com/thrive.



* Based on studies comparing 1 ½-inch-thick doors in fiberglass versus wood, each with no glass insert

** Brand Index, 2023 Green Builder magazine

† [BuildingGreen](#) and [EPA Carbon Equivalencies Calculator](#)

Protect People

Our products provide solutions to protect people at work and at home.

A Legacy of Safety and Security

Whether through traditional keyed or combination locks, smart home locks, or advanced access management and tracking solutions, we have products that help keep property and people safe.



With Master Lock’s well-established installed base and extensive distribution channels, the brand is well positioned to offer customers an effective migration path from mechanical to connected lockout tagout solutions.

Protecting People at Work

Master Lock is a pioneer and recognized leading global provider of mechanical lockout tagout (LOTO) solutions. Master Lock is well positioned to deliver new and innovative products in the emerging field of connected LOTO (cLOTO).

Master Lock cLOTO will be developed to offer real-time data, automated workflows and enhanced auditing that can increase safety, improve efficiency and enhance compliance. This can positively impact millions of people across the globe.

[Learn more](#) about how we are embarking into cLOTO.

Today, Master Lock offers professional safety services, including site risk assessments. Our safety industry experts work with companies around the world to develop lockout solutions to help keep their workers safe. Master Lock safety service offerings also include arc flash risk assessments and other electrical safety services. These are run by an experienced team of PE-licensed electrical engineers who specialize in power system studies, as well as our electrical field technicians. Master Lock wants to help companies comply with NFPA 70E and OSHA 29 CFR 1910 Subpart S and ensure that organizations employ best practices to mitigate the potential for electrical-related injuries.

Fortune Brands believes there is a significant and growing long-term opportunity in the U.S. and around the globe as companies seek to automate and provide real-time tracking of processes and procedures that will improve safety in the work environment and make it more secure in the future.

What is Lockout Tagout (LOTO)



LOTO solutions can improve worker safety by helping to prevent equipment from releasing hazardous energy while employees are working with machinery. LOTO compliance is a common workplace challenge; in the U.S. alone, **LOTO was the 6th most frequently cited violation following inspections of worksites by federal OSHA officials for all industries in 2023**,* with millions of dollars in LOTO-related fines assessed on an annual basis.

* [Top 10 Most Frequently Cited Standards for Fiscal Year 2023](#)

Protect People CONTINUED

Protecting People at Home

Home Water Filtration Systems

It's estimated that drinking water from nearly half of U.S. residences contain potentially harmful chemicals.* Our water filtration systems from SpringWell and Moen help to remove harmful contaminants from tap water so residents can enjoy clean, filtered water directly from the tap.



Smart Water Leak Detection

Water damage in homes is a pain point for many homeowners. In fact, water damage is claimed six times more than fire and eight times more than theft, accounting for 24 percent of all insurance claims.** Flo Smart Water Monitor and Shutoff can help to prevent leaks as well as the disruption and costs that leaks can impose on homeowners.

* [USGS 2023 Tapwater Study](#)

** Insurance Information Institute, U.S. data for "water damage and freezing" claims

† FBI Uniform Crime Reporting Program, "2019 Crime in the United States"

‡ Comparison of Therma-Tru doors in pendulum impact test: fiberglass versus standard steel. Visit www.thermatru.com for details

Therma-Tru Doors

Our Therma-Tru doors are designed for durability and enhanced security with pieces and parts engineered as a complete system. From the door slab and glass to the hinges and sill, Therma-Tru specifies each piece to work together at the most critical points where an ordinary door system's performance can fail.

Some of the ways in which our doors keep residents protected:

- Therma-Tru composite door frames are more reliable and up to 50% stronger on average than standard wood door frames when withstanding a simulated forced kick-in entry attempt.†
- Our fiberglass door slabs are up to 30% more resistant to kick-ins than standard steel doors.‡
- Glass options feature double- or even triple-pane construction and include two panes of tempered glass for enhanced safety and performance.

Moen Home Care

Moen Home Care products help prevent falls in the bathroom. As older generations are "aging in place," it's important to make adjustments to homes to accommodate. Moen Home Care products include bath grips, hand grips and shower chairs.

Smart Residential Locks

The U.S. and Canadian Yale and August residential smart lock brands joined Fortune Brands Innovations' portfolio of connected and digital products in 2023. These smart connected locks provide residents with key-free convenience and peace of mind. Rather than worry about losing a key or becoming accidentally locked out of the home, users of our residential smart locks can unlock their door using a keypad, Auto-Unlock, smartphone app, Apple home keys or a unique fingerprint. Our smart residential products cover a wide range of offerings, from keypad replacement locks, to retrofit smart locks and even multi-family solutions.

Master Lock

Master Lock is helping people feel safe and secure with products like the Master Lock Folding Door Security Bar. It's the only adjustable door bar on the market designed to offer both robust strength and compact storage and portability — making it convenient for travelers and homeowners to use, adding an additional layer of protection to most standard entryway and sliding patio doors.



Product Design & Innovation

Fortune Brands Innovations has an exciting opportunity to drive incremental growth as our portfolio continues to evolve toward supercharged tailwinds, such as connected products, outdoor living and material conversion, safety and wellness, and sustainability.

Increased demand for sustainable building products and packaging is driven by consumers, retailers, architects and builders that are responding to both consumer demand, regulation, or increasing focus on industry groups and certifications, such as National Green Building Standard, the U.S. Green Building Council LEED rating system and ENERGY STAR certified homes. We believe there is an incredible opportunity to deliver products that are good for our Company, while also being good for people and the planet.

We make significant investments in research and development, including product development, product improvement, product engineering and process improvement.

FBIN has approximately 300 global associates who are part of our Innovation and Global Product Development Center of Excellence. The team works to create better experiences and outcomes with our brands, find product adjacency and new category opportunities, as well as to explore new-to-world and new-to-company innovations.

Sustainability is factored into design in many ways, including finding opportunities to incorporate more recycled plastics, increase our proportion of ENERGY STAR qualified entry doors, innovate new LOTO solutions, and ensure we provide products that help to save water while maintaining a great experience. For products in the new-to-world and new-to-company categories, the team’s design default is to incorporate as much recycled raw material as possible

unless otherwise not available or cost-prohibitive. Additionally in 2024, the team is beginning to track the carbon footprint of new-to-world and new-to-company products.

Another important aspect within FBIN’s product development strategy is packaging strategy and execution. Many of our brands are looking at how we can reduce packaging, increase recycled content of packages, or make packaging more recyclable.

Industrial engineers design with a variety of consumer needs and preferences in mind, and we conduct physical properties and performance testing to ensure we are delivering quality products that will be enjoyed for years.

Our Innovation and Global Product Development Center of Excellence works closely with our recently formed Connected Products Group to help accelerate our work in connected and digital products. In 2023, approximately 100 engineers joined FBIN resulting from the acquisition of the U.S. and Canada Yale and August smart residential business and Emtek and Schaub luxury hardware business. Their digital expertise is helping us to reach our connected product ambitions.



25%+

New Product Vitality Target

New Product Vitality is a metric that shows annual sales coming from innovations/new products launched in the past three years.

In 2023, FBIN’s Innovation and Global Product Development Center of Excellence reviewed 1,000+ ideas, some of which were crowd sourced from associates in other parts of the Company.



Product Design & Innovation CONTINUED

Spark Idea & Innovation Lab



The Spark Idea & Innovation Lab (Spark) is designed to empower our internal talent to drive transformative change. Spark hosts events to help associates gain a deeper understanding of innovation and how it can be applied to their work, invites them to participate in product testing and consumer research, and encourages associates to send ideas for new products, features or improvements.

Designing for All Abilities

Master Lock offers an Americans with Disabilities Act (ADA)-Compliant built-in combination and keyed locker lock that operates like the other locks in the system — so no lock looks different, and no student is singled out. The lock is designed specifically to meet the Federal regulations and also address special needs beyond those outlined in the “2010 ADA Standards for Accessible Design.” These portable locks are designed to be easy to use and assist those with physical or cognitive challenges operate a lock independently. All ADA inspired locks fit most standard lockers.

In addition, many Moen faucets, shower valve controls, and sinks also comply with ADA specifications. Providing products that support the growing number of adults who want to age in home is important to our purpose and our growth.

Our robust network of ERGs provide more opportunities to enable strategic collaboration between those groups of diverse employees and product teams to better understand and anticipate the needs of our consumers and deliver innovative outcomes.

Partnering with Northwestern University’s Trienens Institute for Sustainability and Energy

Fortune Brands Innovations partners with the Paula M. Trienens Institute for Sustainability and Energy (ISEN). ISEN forms strategic alliances between corporate, civic and not-for-profit partners. By leveraging shared expertise and resources across disciplines and locations, ISEN and its partners are able to discover, develop, and deploy sustainability and energy-related solutions more quickly and with transformative impacts. In addition to sharing our expertise in material conversion and science and manufacturing, we believe bringing in outside voices can also help to spark new ideas for our products.

Women’s Engagement Network for STEM and Advocacy

Women’s Engagement Network for STEM and Advocacy (WENSA) is an internal community of associates that serves to further the professional development of women in STEM so that they can contribute to the organization to their fullest potential. WENSA helps women in STEM focus on development efforts that drive growth in current roles and build greater competence. WENSA additionally facilitates networking, outreach, and advocacy to further themselves, their workplaces and the greater community. WENSA is Fortune Brands’ longest-running ERG, having started with the Water Innovations segment. In 2023, this group merged with Fortune Brands’ Women’s Impact Network ERG, opening up more opportunities for learning and networking across our entire organization.



Home Planet

Fortune Brands Innovations believes the protection of our natural resources is important to our business. We strive to reduce the energy, water and materials we use, as well as reduce, reuse or recycle the waste generated.

- 25 Carbon Emissions & Energy
- 28 Conserving Water
- 30 Waste Reduction



Carbon Emissions & Energy

Fortune Brands recognizes the importance of developing a proactive and holistic approach toward climate change. We are committed to being part of solutions that keep our collective home — earth — safe and healthy.

We are committed to reducing our carbon impact on the environment while continuing to manufacture our products, serve our customers and create value for all our stakeholders. We have invested in software and systems to improve and streamline

environmental data collection processes, capture global data, enhance future reporting, and better evaluate opportunities. This data is key to helping us understand our direct carbon emission impacts and evaluate progress on goals.

Progress

As of 2024, three Fortune Brands sites are using renewable energy from on-premises solar power panels, and one additional site expects to use on-premises solar panels starting in 2025. Additionally, in 2024, Fortune Brands Innovations expects to identify and help fund a renewable energy project by

entering into a virtual power purchase agreement. By supporting a renewable energy project, we will offset electricity usage with a renewable source and contribute to adding long-term green energy options to the existing supply of energy in the United States.

We feel our goals and path to achieve them are both appropriate for our industry and realistic.

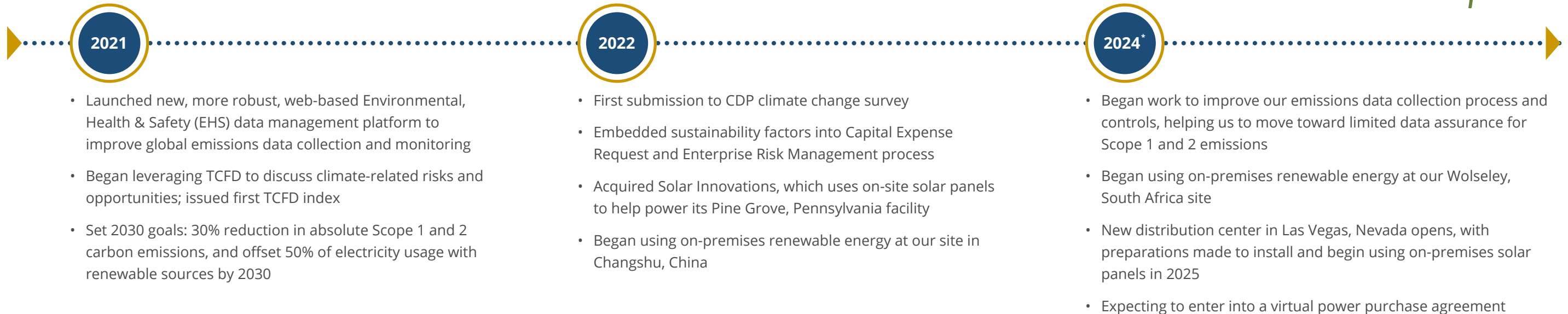
As we work toward these targets, we will also remain open as new or more options to reduce carbon emissions become available in the future.

OUR 2030 GOALS

30%

To reduce Fortune Brands' absolute Scope 1 and 2 carbon emissions by 30%, and to offset 50% of our electricity usage with renewable sources.

Emissions Reduction Progress



* 2024 and in-progress

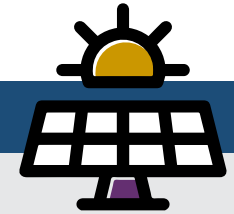


Carbon Emissions & Energy CONTINUED

Carbon Mitigation Strategy

Our carbon mitigation strategy includes:

- **Using renewable energy:** We look for smart opportunities to use on-premises solar panels and are also initiating a VPPA.
- **Reducing our own energy usage:** The majority of our locations have switched to energy-efficient lighting, and we routinely check and repair our equipment to ensure it is running efficiently. We also invest in new equipment that is more energy efficient. While we have already taken many actions to run more energy-efficient operations, we are on the lookout for more opportunities to conserve energy.
- **Producing products that help:** Manufacturing energy-efficient Therma-Tru doors and using recycled inputs as the main components for our Fiberon PE composite decking is part of how we can help to mitigate carbon emissions. Additionally, our products that save water also have the ability to contribute to reducing emissions.



SPOTLIGHT

New Renewable Energy at FBIN

We are excited that in 2024, our production facility in Wolseley, South Africa began using on-premises renewable energy. We expect the solar panels to generate over 40% of this site's electricity.



Carbon Emissions & Energy CONTINUED

Carbon Emissions

<i>In metric tons of CO₂ unless otherwise noted</i>	2021	2022	2023
Scope 1 from Energy Used	29,759	28,081	24,432
By Country			
United States	20,052	19,772	17,287
Mexico	2,464	2,190	1,825
Canada	391	456	562
China	0	0	0
Rest of World	6,852	5,663	4,758
Scope 2 from Energy Used	104,224	99,088	96,202
By Country			
United States	87,836	85,080	82,522
Mexico	10,932	8,744	8,604
China	3,172	2,694	2,182
Canada	<1	40	38
Rest of World	2,284	2,530	2,856
Total Scope 1 and 2 from Energy Used	133,983	127,169	120,634
CO₂ Intensity from Energy Used (Scope 1+2) <i>(In metric tons of CO₂ / Unit net global sales (x10⁻⁵))</i>	2.79	2.69	2.61

Updates were made to some previously reported 2022 Carbon Emissions and Energy Usage metrics. See [ESG Data Tables](#) for details.

Energy Usage

<i>In million GJ unless otherwise noted</i>	2021	2022	2023
Total Energy	1.57	1.47	1.38
By Country			
United States	1.18	1.12	1.06
Mexico	0.19	0.18	0.17
Canada	0.02	0.02	0.02
China	0.01	0.01	0.01
Rest of World	0.16	0.14	0.12
Electricity <i>(In million kWh)</i>	270.8	253.3	249.4
Electricity from On-premises Renewable Sources <i>(In million kWh)</i>	0	1.0	1.4
Natural Gas <i>(In million therms)</i>	5.6	5.3	4.6

Carbon Intensity

In metric tons of CO₂/Unit net global sales (x10⁻⁵)



About the Data

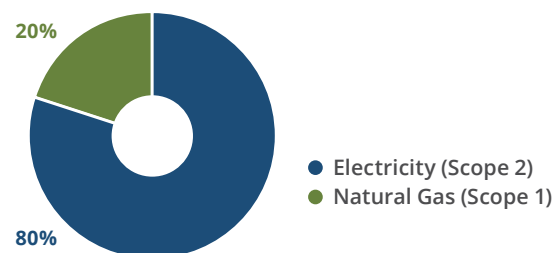
Our energy data is based on the criteria for Scope 1 direct and Scope 2 indirect GHG emissions, as defined by the GHG Protocol. Direct GHG emissions, or Scope 1, occur from sources that are owned or controlled by the Company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc. Indirect GHG emissions, or Scope 2, accounts for GHG emissions from the generation of purchased electricity consumed by the Company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the Company. Scope 2 emissions physically occur at the facility where electricity is generated.

Environmental metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired late December 2020, is included in 2021 data. Solar Innovations and Aqualisa, both acquired in 2022, are included in 2022 data for the full year. In June 2023, Fortune Brands acquired the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business; those businesses are included in Fortune Brands' emissions and energy usage metrics for the last six months of the year, July to December 2023. 2021 and 2022 data does not include the Cabinets business, which was spun-off in December 2022.

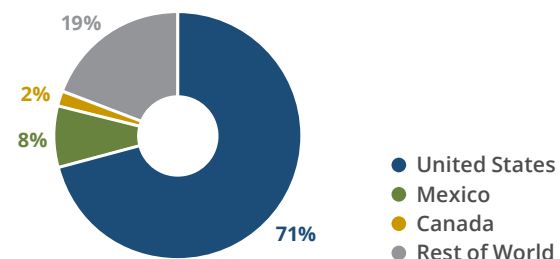
On the Path to Data Assurance

In 2024, we have begun work to improve our emissions data collection process and controls, helping us to move toward limited data assurance for Scope 1 and 2 emissions.

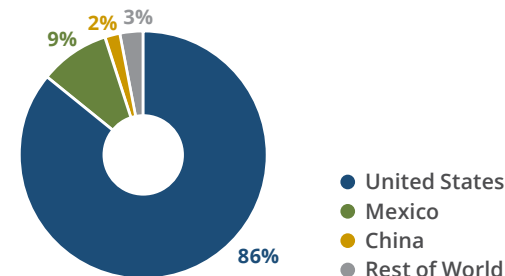
2023 Carbon Emissions by Type



2023 Scope 1 Carbon Emissions by Geography



2023 Scope 2 Carbon Emissions by Geography



Conserving Water

Water is one of Earth’s most precious resources and a key to having healthy communities around the world. Water is also a component of Fortune Brands Innovations’ manufacturing process, and we are focused on utilizing water in the most practical and efficient ways in our more water-intensive manufacturing processes.

Our facilities track water usage to allow FBIN to report on total water use. We rely on our operational and EHS teams to identify water-related impacts to our manufacturing, primarily by finding ways to reduce the amount of water used, implement or maintain recycled water systems, or clean wastewater.

For example, our Fiberon plants utilize a closed- loop water system for minimal waste discharge, enabling Fiberon to reuse water, and saving nearly 3.5 billion

gallons of water annually. We continue to look for ways to improve how we manage water in the manufacturing process.

Using the World Resource Institute’s Aqueduct Water Risk Atlas, we have identified the level of water-stress for our FBIN sites; we will be starting conversations with site leads in manufacturing locations of higher risk for water scarcity regarding actions that are being taken or can be initiated to further conserve water and help to mitigate the risk of water shortages and higher water costs.

Water Use Intensity

In gallons / Unit net global sales



About the Data

Environmental metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired late December 2020, is included in 2021 data. Solar Innovations and Aqualisa, both acquired in 2022, are included in 2022 data for the full year. In June 2023, Fortune Brands acquired the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business; those businesses are included in Fortune Brands’ water metrics for the last six months of the year, July to December 2023. 2021 and 2022 data does not include the Cabinets business, which was spun-off in December 2022.

Water Metrics

<i>In million gallons</i>	2021	2022	2023
Total Water Withdrawn	225.7	186.9	176.6
Water Use Intensity <small>(In gallons / Unit net global sales)</small>	0.047	0.040	0.038

An update was made to previously reported 2022 Total Water Withdrawn as we received more accurate information after the 2022 ESG Report was published.

Conserving Water CONTINUED

Helping Consumers Save Water

Innovative offerings like the Moen Smart Water Network exemplify how we are leading the charge into a new era of monumental change in how people encounter water every day. Moen is focused on creating exceptional experiences with water and helping raise awareness around ways to leverage more water efficient products within the home.

Household leaks are the cause of a lot of wasted water. In fact, the EPA estimates that annual household leaks waste 1 trillion gallons of water nationwide. That's the equivalent of water use in 11 million+ homes.*

Not only does our Water segment make low flow and WaterSense certified faucets, but our Moen Smart Water Network has incredible water saving potential. The hub of the Moen Smart Water Network is the Flo Smart Water Monitor and Shutoff. The Smart Water

Monitor and Shutoff can identify small leaks and also help prevent catastrophic leaks.

Additionally, the Moen Smart Water app helps users track how much water they're using and set conservation goals. Excitingly, we are partnering with Alliance for Water Efficiency and are finding opportunities to help raise awareness for the need for smart leak detection in homes, drive adoption of our innovative smart leak detection, and help maximize water use efficiency.

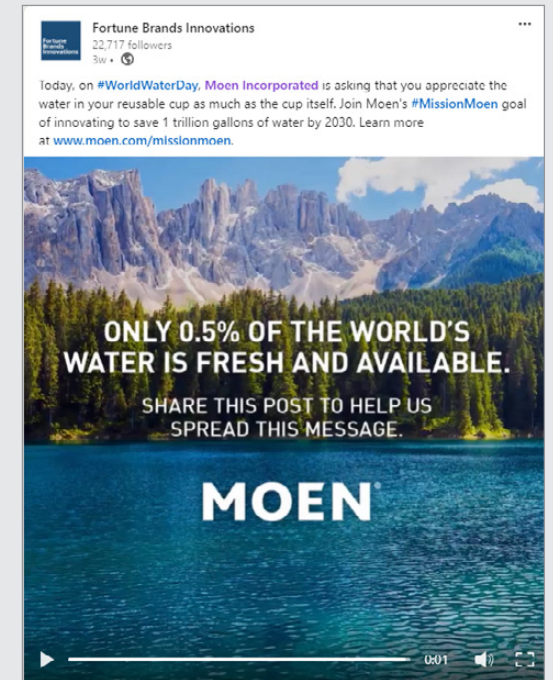
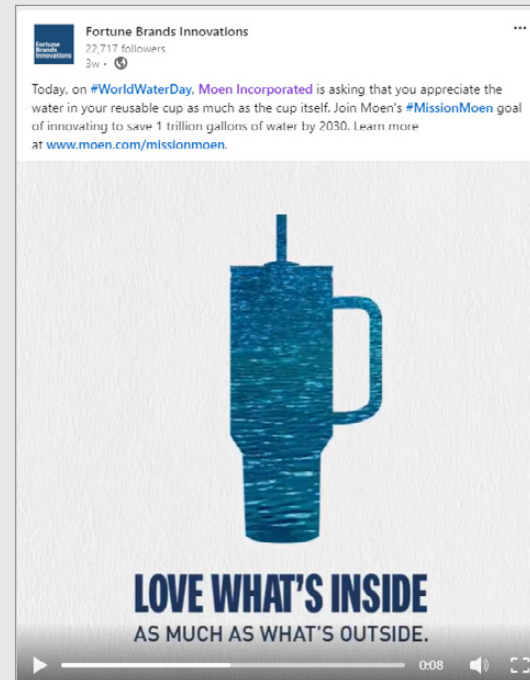


* [EPA.gov/watersense/fix-leak-week](https://www.epa.gov/watersense/fix-leak-week)

WATER SPOTLIGHT

World Water Day

As part of Mission Moen, we helped to raise awareness of the scarcity of water and why it's important to conserve it. For World Water Day 2024, Moen debuted its "Love What's Inside" campaign to highlight the ongoing necessity of water conservation amidst the hype of trendy cups that help us drink water fashionably. Moen's campaign spotlights what is inside our cups and bottles – H₂O – and the need to conserve this crucial resource.



Waste Reduction

For Fortune Brands Innovations, our responsible approach to business means finding a way to balance our commitment to environmental stewardship with delivering exceptional products. Reducing waste streams is better for the environment and can also help us save money.

All Fortune Brands Innovations facilities have a commitment to manage waste streams in support of our EH&S principles. In 2023, ten of our manufacturing and distribution center sites achieved a recycling rate of 75% or better.

Many of our facilities assess waste streams and help find ways to reduce, reuse or recycle. Some of the most common materials we recycle or reuse are metals, wood pallets and cardboard, and we participate in recycling programs in most of our locations for these materials.

Less than one half of 1% of the waste we produce is hazardous waste. We adhere to global rules and regulations related to hazardous waste management, conduct internal audits of our processes, and ensure any associates who deal with hazardous waste receive the proper training. To complete our cradle-to-grave focus on safe material use, we work with transportation, storage and disposal partners that adhere to compliant methods.


Our associates look for innovative opportunities to reduce our contribution to the waste stream. Their innovation and stewardship help us reduce our environmental impact and strengthen FBIN with additional value creation.

About the Data

Environmental metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired late December 2020, is included in 2021 data. Solar Innovations and Aqualisa, both acquired in 2022, are included in 2022 data for the full year. The businesses acquired in 2023 are not included in our 2023 waste metrics. We are working to integrate the new businesses into FBIN's waste data collection process. 2023 Waste Intensity is normalized to full-year 2023 organic sales.

Not included in our "Diverted" metric are the tons of recycled plastic and post-industrial wood used to make our Fiberon PE composite decking and cladding products in a year, or the ocean plastic we use in Moen products to help fulfill our Mission Moen goal. 2021 and 2022 data does not include the Cabinets business, which was spun-off in December 2022.

SPOTLIGHT



Planet vs. Plastics

In 2024, Earth Day's campaign was "Planet vs. Plastics." Earth Day organizers raised awareness of the damaging impacts of plastic pollution and what people can do to fight back. Leveraging the Earth Day theme, Fortune Brands highlighted to associates and on social media how Fiberon and Moen are helping tackle the issue by using plastic waste in products. We also made a commitment to reduce single-use plastic water bottles in our offices, and some of our associates volunteered to clean up local parks, beaches and waterfronts.

Waste Metrics

<i>In thousand U.S. tons</i>	2021	2022	2023
Total Waste Generated	46.3	65.4	42.9
Diverted (Recycled, Reused, Re-purposed)	18.3	36.2	21.2
Landfill	27.7	29.0	21.5
Hazardous Waste	0.2	0.2	0.2
Waste Intensity <small>(In U.S. tons / Unit net global sales (x10³))</small>	0.96	1.38	0.98

Home Safe

Associate safety is a top priority. Providing a safe workplace is not only the right thing to do, it's essential to maintaining our high-performance culture, attracting new talent and outperforming our markets.

32 Safety

37 Health & Benefits



Safety

Associate safety is a top priority. Providing a safe workplace is not only the right thing to do, it's essential to maintaining our high performance culture, attracting new talent and outperforming our markets.

Global Safety Metrics

Metric	2019	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)	1.33	1.07	1.65	1.16	1.04
Lost Time Incident Rate (LTIR)	0.50	0.47	0.66	0.45	0.28
Total Number of Work-Related Fatalities	0	0	0	0	0

OUR SAFETY GOALS



<1.0 Maintain a global TRIR of less than 1.0, excluding acquisitions

Improve safety for newly acquired businesses

Each location sets its own annual TRIR and LTIR improvement targets

Our Safety Goals

We are proud of our safety results. Each location has set annual improvement targets for Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). In addition, we are putting more focus on identifying and measuring leading indicators to prevent incidents.

As Fortune Brands Innovations acquires new businesses, we work closely with them on safety processes and controls. One of the most powerful ways we can add value to our new businesses is that we make acquired companies safer through assessment and investment in sustainable safety systems and establishment of safe work practices.

About Our Safety Metrics

Safety metrics include all global full-time employees, temporary workers and contractors under our direct supervision, and are calculated per 100 employees. Year-end safety data includes information reported up until January 5 of the following year.

Metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired in December 2020, is included in 2021 data and is the primary driver of the increase in 2021 TRIR and LTIR. Solar Innovations and Aqualisa, acquired in 2022, are included in 2022 data. In June 2023, Fortune Brands acquired the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business; those businesses are included in Fortune Brands' global safety metrics for the last six months of the year, July to December 2023. 2019 through 2022 data does not include the Cabinets business, which was spun-off in December 2022.

Excluding our 2023-acquired businesses, **FBIN achieved a 2023 global TRIR of less than 1.0.**

Safety CONTINUED

FBIN's New, Aligned Structure is Helping to Drive Safety Improvements

Toward the end of 2022, Fortune Brands announced its transition from a decentralized organizational structure to a more centralized and aligned operating structure. As part of that transition, we have increased visibility into safety performance. Leaders and managers now have even more access to weekly environmental, health, safety and security (EHSS) incident reviews and safety wins, as well as visibility into more safety data, including valuable insights from leading metrics.

Additionally, our supply chain and operations team have been breaking down internal silos and enabling important connections across the Company. Fortune Brands' global EHSS network holds monthly update calls where they share best practices. Additionally, the EHSS network has identified internal subject matter experts for each key EHSS topic, helping to further spread important knowledge. In 2023, and as part of our effort to harmonize processes under our new and aligned organizational structure, our EHSS team began to standardize policies, procedures and tools across our locations, helping us to use global best practices. These standards will also help us to more quickly integrate acquired companies with our safety processes.

In 2023, we also hosted FBIN's first in-person Global EHSS Day. This new annual event brings together Fortune Brands EHSS professionals and key partners within supply chain and human resources. Associates share best practices, highlight progress and challenges, and continue to build relationships.

Our Approach to Safety

Our commitment to creating and maintaining safe work environments is highlighted in our [EH&S Principles](#) and comes to life through our EHSS strategies, which are: strong management systems, relentless risk mitigation, foundational compliance, operational leadership, engaged and caring culture, and integration precision.

We track organization-wide health and safety metrics using our EHS data management system. Weekly EHSS incident reviews are held with our Chief Supply Chain Officer to discuss safety issues and best practices. Each month, safety updates are presented to the CEO and the CEO's leadership team. We report on health and safety strategy, metrics, and initiatives to the NESG Committee of the Board.



SAFETY SPOTLIGHT

Fortune Brands Innovations EHSS Day

Building off 2022's inaugural Safety Day virtual event, in 2023, associates from around the globe gathered in person for EHSS Day. This two-day meeting was led by our EVP and Chief Supply Chain Officer as well as other operations leaders. Each plant and distribution center manager presented their safety performance, wins and challenges. The event helps to raise awareness of safety at the highest levels and increases accountability in all locations. It's also a great opportunity to recognize performance and improvements and share best practices that other locations can implement.



Safety CONTINUED

We keep safety at the forefront of everything we do. Safety is routinely emphasized by leaders during trainings, town halls, video messages and other communications channels.

Associates participate in regular safety trainings tailored to their work environment and are empowered to speak up if they see unsafe behavior.

The majority of our locations have years of strong safety protocols and experience, resulting in strong safety performance.

As Fortune Brands Innovations continues to evolve, we have been reimagining safety and looking at how we can make incremental improvements to reach the next level of strong safety performance. Going forward, we will continue to:

- Place more emphasis on leading safety indicators, such as on-time corrective action closure rate, near miss incident rate, first aid rate, number of learning teams organized, and number of safety suggestions or concerns reported by employees.
- Make investments in technology and leverage data to inform safe decision making.
- Increase our associate feedback and engagement with tools like Learning Teams to better encourage both top-down and bottom-up involvement and drive even safer outcomes.

Critical Elements Program

We are working to heighten awareness and mitigate risk on 15 critical safety components within our global manufacturing and distribution operations. These include:

- Combustible dust
- Confined space
- Contractor management
- Dock safety and material storage
- Electrical safety and arc flash
- Fall protection
- Fire prevention
- Industrial hygiene
- Integrated emergency response
- Lockout tagout
- Machine guarding
- Overhead doors
- Physical security
- Powered industrial vehicles
- Pre-startup safety reviews and management of change

We have also developed customized auditing protocols that score progress around each Critical Elements Program component. In addition, we flag and capture specific incident data to enhance our understanding of causation and drive subsequent corrective action activities. We then share lessons learned with the EHSS leadership and senior management.

Safety Training

We believe it is our responsibility to make sure people go home in the same condition they came to work. Safety training is the foundation of that commitment and our management systems.

We require our manufacturing and distribution associates to participate and demonstrate knowledge in appropriate and required employee and environmental safety programs.

As part of our [Supplier Code of Conduct](#) process, EHSS resources assist our suppliers with training on topics such as environmental health & safety and labor topics.

60%
of our associates are working in manufacturing plants, distribution centers and warehouses, where safety is especially important.

Safety CONTINUED

Ergonomics

Fortune Brands pays special attention to how we can prevent strains associated with manual material handling. We look for ways to reduce or eliminate the need to lift weight and the distances it needs to be taken, as well as improve postures and minimize force or vibrations.

Increasingly, we are adding automation to help improve ergonomics, reduce the amount of repetitive motions and minimize the physical labor required of our associates. For example, Master Lock implemented automated lock testing, reducing the need to physically twist a padlock or enter a key hundreds of times each day. At Shaws, vacuum lifts and lifting


tables eliminated the need for associates to lift sinks, which can weigh around 150 pounds, by hand. New machinery and process improvements in our Therma-Tru lines remove points of higher ergonomic strain when building doors. Fortune Brands invests in new machines and technologies to continue to improve ergonomics and improve associates' workdays.

In 2023, Fortune Brands began our first company-wide, comprehensive industrial ergonomics program with the help of VelocityEHS Ergonomics, a leader in industrial ergonomics support. Through the program, associates are attending safety workshops to receive ergonomics training, helping them identify risks at their sites and then implement and maintain strong ergonomic practices to help prevent soft tissue injuries and

musculoskeletal disorders. This program is available to all of Fortune Brands' locations.

Our newly aligned organizational structure has moved our previously decentralized supply chain and operations to now report through one supply chain team, making it easier than ever before for EHSS investments like the powerful VelocityEHS Ergonomic program to be leveraged across the Company. Having a consistent program also provides associates with a common language and understanding of ergonomics to help teams discuss safety enhancement opportunities, challenges and progress, making it easier to find solutions and share best practices across the full organization.


SAFETY SPOTLIGHT



Powered Industrial Vehicles

Powered Industrial Trucks (PIT), such as forklifts, have been identified as one of our highest risks across our facilities. In 2023, we made several improvements to reduce this risk. Our work in this area has made this critical element one of the strongest across our sites. Some improvements we have implemented include:

- Reduced PIT speed to 4 miles per hour across all of our sites.
- Conducted site-specific risk assessments to address the separation of PIT and pedestrian paths of travel through facilities.
- Added lights around busy intersections and at crosswalks.
- Added technology to forklifts, such as pedestrian avoidance systems, to make them safer to drive. These systems increase visibility by using cameras and detection systems.



Safety CONTINUED

Learning Teams Strengthen Safety Across Fortune Brands Innovations

Learning Teams at Fortune Brands Innovations:

- Use an associate-focused engagement approach to problem identification and problem solving.
- Are small, informal and collaborative teams; they include associates from the area of concern or those who have similar job functions.
- Set out to understand context around an event or incident, helping to increase understanding of how any associate might act outside of the formal safety procedures and systems to complete a task.
- Are assembled reactively, following an incident, or proactively, to address a potential issue before someone is hurt.
- Have senior leaders' support and commitment to hearing the Learning Teams' findings and recommendations.
- Will provide a more proactive indication of engagement.

Learning Teams are being deployed across Fortune Brands Innovations to help us continuously improve safety and enabling us to reach the next level of strong safety performance and add to our operational excellence.

Improving Safety at Acquired Businesses

Strategic acquisitions are a key part of how Fortune Brands Innovations intends to grow and create shareholder value. FBIN is committed to ensuring that newly acquired locations are safe and productive parts of our Company by making immediate investments into their safety practices. Even before acquisitions are finalized, our EHSS and operations leaders create improvement plans to implement in the first 90 days. Fiberon and Larson, acquired in 2018 and 2020, respectively, are great illustrations of how FBIN can make companies safer. We are working to ensure our latest acquisitions — Solar Innovations, Aqualisa, Yale residential, August, Emtek, Schaub and SpringWell — can learn from our rigorous safety standards. Integrating future businesses into Fortune Brands Innovations' safety practices will continue to be a part of our success.

Celebrating Safety

We love to celebrate safety achievements, both big and small. In addition to major safety achievements, we recognize individual departments, shifts and teams for reaching memorable safety milestones and for their important contributions to the culture of safety at Fortune Brands. Groups have earned special gear and meals to celebrate their success, and their achievements are promoted organization-wide through the Fortune Brands Innovations' intranet and app. Often, teams earning safety awards give back to their local communities by turning their award into a financial donation.

Visit our website at www.fbhs.com/corporate-responsibility/safety-milestones-recognitions to see our safety milestones.



Health & Benefits

Meaningful Benefits

We value our people and believe that taking care of our associates within the workplace, and providing tools to support health outside of work, is critical to our collective well-being and company performance. We offer a total rewards package designed to help associates and their families maintain or improve their physical, emotional and financial health. Offering meaningful benefits is part of how we can attract and retain the best talent. In 2023, Fortune Brands Innovations invested more than \$200 million toward associate health and well-being programs.*

Health & Wellness

We place a high priority on our associates' health, which includes health insurance and wellness services. Our leadership and HR teams work extensively to control rising long-term costs while maintaining quality health and wellness benefits. Fortune Brands Innovations offers market competitive health care plans to our U.S. associates, which make up a majority of our workforce.

Associates on our health care plan are encouraged to take advantage of Company-provided services to help them stay healthy, reduce costs and make the most of their benefits, which include:

- Healthcare concierge services to help associates and their dependents with a number of healthcare areas, including to find doctors or specialists, solve issues with medical bills, and access support for finding low-cost, high-quality health care services.
- Specialized resources focused on helping associates plan and pay for surgery with top surgeons based on outcomes and experience.

- Coordinated cancer care support before, during and after cancer diagnosis and treatment.
- Telehealth and virtual care for easy, no-cost, 24/7 doctor visits, including a virtual primary care option.
- Virtual health screenings that include an at-home blood pressure monitor and easy-to-use blood test kit.
- Musculoskeletal program with access to experts and at-home exercise therapy for back, neck and joint pain.
- Health coaching for weight management, diabetes management, high blood pressure, stress management and many more conditions.
- Company provided critical illness coverage with enrollment in a high deductible health plan to help offset unexpected costs.
- Employer Health Savings Account contributions.
- Fitness reimbursement programs.

In addition to the programs associated with our medical plan enrollment, Fortune Brands offers a healthcare and veterinary care financing program with an interest free line of credit to pay for unexpected bills. Associates are also able to elect additional coverages at discounted rates – we offer the ability to enroll in legal pre-paid services, pet insurance, identity theft coverage, accident insurance, critical illness, hospital indemnity, and additional life insurance for extra levels of protection.

Additionally, tobacco cessation assistance is available to all U.S. FBIN associates, regardless of if they are on our health care plan.

Visit <https://myfbinrewards.com> for additional details about some of the benefits listed here.

Live **Better**
@Fortune Brands



HEALTH & BENEFITS SPOTLIGHT

High Enrollment in FBIN Health Benefits

Our team works hard to ensure associates have the information they need to enroll in benefits.

90% of U.S. associates took action during FBIN's 2024 Annual Enrollment.

83% of U.S. associates are enrolled in a 2024 FBIN health care plan.

11,500 total people receive health insurance through FBIN.

* Investment amount includes related taxes paid by the Company

Health & Benefits CONTINUED

Balancing Work and Life

Flexibility - Our associates are encouraged to take their paid time off. Additionally, the majority of U.S. and Canada professional associates work in the office for three days of the week, with the option to work from home twice a week. We also offer U.S. salaried associates the option to participate in summer hours.

Mental Health - We offer an Employee Assistance Program (EAP) that provides free counseling to our associates and their family members. The EAP is available to all FBIN associates in North America. Virtual counseling visits are available to associates on our health care plan through our telemedicine provider. These visits help with managing stress, relationship issues, depression and other behavioral and mental health topics. We provide teams with resources to help associates avoid burnout, manage stress and develop healthful habits.

For Parents - Associates and their partners in the U.S. can take advantage of a parental support program to help navigate through the parenthood journey; it encompasses preconception, fertility, surrogacy, adoption, pregnancy, postpartum and return to work after parental leave. Additionally, we offer paid parental leave and adoption assistance programs.

Personal Causes - Matching gift programs are available to 100% of our U.S. associates, allowing them to increase their support of non-profit organizations most important to them. Learn more in our [Enriching Communities](#) section.

ERGONOMICS SPOTLIGHT



Benefits for Musculoskeletal Issues

Associates on Fortune Brands' medical plan can access a free, digital musculoskeletal program to discover healthy ways to manage back, neck and joint pain. This unique program provides personalized treatments related to four distinct treatment paths: prevention, acute pain, chronic pain and support with pre- and post-rehab surgery.

Each path includes advanced motion sensors, an all-in-one app experience, wearable pain management, plus access to experts, such as nurses, nutritionists, health coaches, physical therapy doctors, orthopedic surgeons and more. We receive a lot of positive feedback from our associates about this benefit.

Additionally, some of our locations leverage an Active Release Techniques initiative, which provides associates with free therapeutic sessions with the goal of alleviating pain and learning how to manage and prevent conditions from occurring in the future.

Financial Benefits

Our associates share in Fortune Brands' success.

- **Bonus Program** - The majority of our associates participate in our annual cash incentive plan.
- **Additional Retirement Contribution** - The majority of salaried associates receive an annual contribution from the Company into their 401(k) account.

Additionally, all FBIN associates in the U.S. are eligible to participate in a Company-sponsored 401(k) plan, and the Company matches contributions to their retirement account. We have strong participation in our 401(k). As of January 1, 2024, 91% of U.S. associates are contributing to their retirement savings account and receiving matching funds from the Company. Our associates also have access to personalized retirement planning services, budgeting tools, college savings resources, debt management, and other financial education and resources through our 401(k) plan.

9 out of 10

U.S. associates participates in FBIN's 401(k) plan and receives matching funds from FBIN.

Through our cybersecurity awareness trainings and communications, we also reinforce what associates can do to protect against cyber-scams, phishing attempts and other malicious digital attempts that work to gain personal and financial information.

Home For All

We want all associates to feel welcomed and valued, have a sense of belonging, and be able to bring their whole, authentic selves to the workplace. This includes a commitment to helping all our associates and leaders develop skills and to grow within Fortune Brands Innovations.

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Diversity, Equity & Inclusion



Progress on our Home For All Journey



Diversity, Equity & Inclusion CONTINUED

We are taking many actions to create a Home For All that contribute to increased associate engagement, retention and productivity. These are all important outcomes as Fortune Brands Innovations charts a new path as a more collaborative company striving for accelerated growth and productivity.

Our Approach: Home For All

Having diverse teams that feel welcomed, engaged and listened to helps drive greater product and solution innovation that is a key part of our business strategy. It is important that our workforce represents our consumers and communities so we can better understand, predict and meet consumers' needs with new products to drive customer loyalty and profitability.

DEI at Fortune Brands is more than increasing representation of underrepresented groups. We want all associates to feel welcomed and valued, have a sense of belonging, and be able to bring their whole, authentic selves to the workplace. This includes a commitment to helping all our associates and leaders develop skills and grow within the Company.



OUR DEI ASPIRATIONS

Fortune Brands Innovations has key DEI aspirations to increase representation of people of color in our U.S. senior leader and professional positions. We also aspire to expand our already above-industry metrics for women leaders. In 2023, we achieved our meaningful DEI associate representation aspirations, ahead of plan, to support our efforts of finding the right talent for the right role.

DEI Strategy

Fortune Brands joined the W.K. Kellogg Foundation's Expanding Equity program in 2021 to gain access to more tools to advance racial equity and DEI. As part of Expanding Equity, select Fortune Brands senior leaders attended workshops focused on tactical methods for establishing a racial equity strategy, and identifying initiatives that can quickly be put into action. A diverse group of cross-functional associates then worked to adapt and apply many of the principles from the Expanding Equity program, helping to build our comprehensive DEI strategy.

Our DEI strategy revolves around four pillars: Attract, Belong, Promote and Influence.

- **Attract.** We aim to increase representation of professionals of color and women. We will identify key partnerships to help us recruit a more diverse pool of qualified talent, as well as standardize and optimize the interview process to help our hiring managers make fact-based hiring decisions.
- **Belong.** We will look for ways to reduce the barriers to inclusion through our policies, programs, business practices and education. "Belonging" is one of the attributes we are measuring in our engagement pulse surveys, and we are leveraging the feedback associates provided to help us do even better in this area. Additionally, we will continue DEI trainings and listening sessions.
- **Promote.** We want to better prepare our professionals of color and women for potential promotion into manager-level positions and above, and launched Mentoring Circles in 2022 to support this pillar.
- **Influence.** We will publicly demonstrate our DEI commitment. We have increased diversity at the highest levels of our organization — both our Board of Directors and our Leadership Team — and we are supporting many community organizations that promote equity.

Fortune Brands' Chief Human Resources Officer and other members of HR report on our DEI strategy progress to the NESG Committee, as well as the full Board. Fortune Brands has strict [Anti-Harassment and Whistleblower Policies](#) to ensure compliance in creating a safe and respectful culture.

Diversity, Equity & Inclusion CONTINUED

Inclusive Culture Council

Fortune Brands' Inclusive Culture Council (ICC)'s goal is to attract and retain the best talent that represents the diversity of our consumers and communities and allows us to outperform our markets and competitors. The council is sponsored by our CEO and FBIN's Chief Transformation Officer, and includes leaders across the business. The ICC's responsibilities have grown since its formation in 2019. Now, it establishes DEI priorities for the Company and ensures each part of our business is held accountable to our diversity and inclusion ambitions, in line with our DEI strategy.

Partnering with CEO Action for Diversity & Inclusion

In the summer of 2020, Fortune Brands joined as a signatory of the CEO Action Pledge, underscoring our commitment to ensuring our associates feel accepted and heard, and can fully contribute their unique perspectives to our business. We also commit to continue to cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about race, identity and belonging; encourage unconscious bias training education to find and improve our blind spots; and continue to create strategic plans to further progress in these areas.

75%

Compared to our 2021 baseline, we continue to see a 75% increase in applications from diverse candidates. The sizeable increase has given us a wider pool of qualified applicants, and has helped us progress toward our representation aspirations.

Expanding Our Talent Search

One recent outcome from our Expanding Equity partnership is that Fortune Brands is leveraging more ways to increase representation in our talent pipeline. We have embedded DEI into our recruitment metrics and talent processes to gain a better sense of current state, future opportunities and to assess progress. FBIN recruiters are also working to generate diverse candidate slates for key areas where we need more diverse talent, including in manufacturing, mid-level management, sales, and technology and engineering. In our online channels, such as LinkedIn, we are showcasing ways in which Fortune Brands is a Home For All, and making sure to share perspectives from a variety of associates. Finally, our recruiters and ERG members are tapping into more diverse networks and recruiting platforms than ever before.

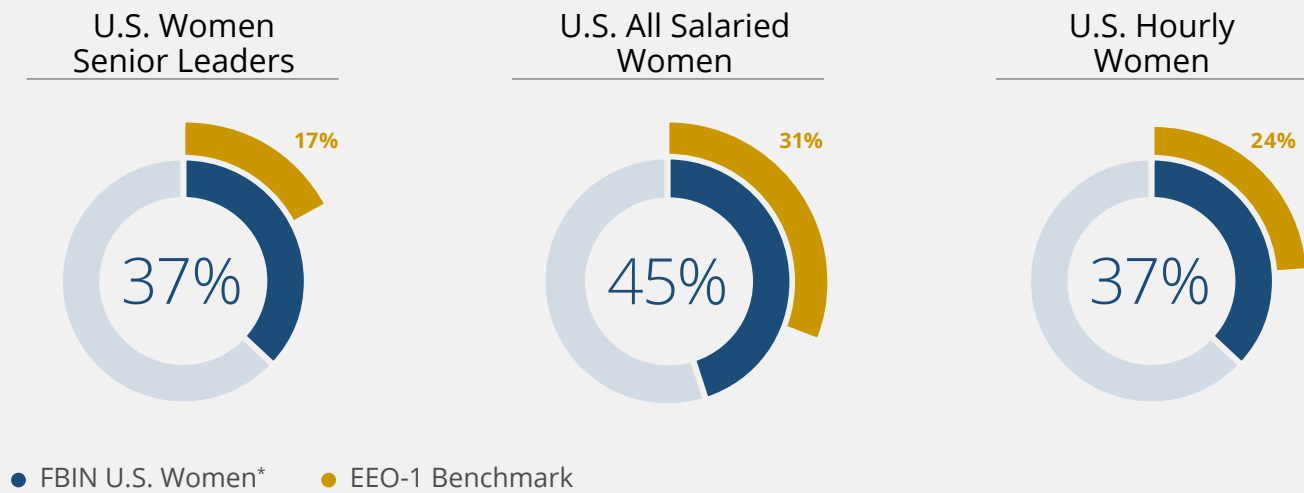


Diversity, Equity & Inclusion CONTINUED

Advancing Gender Equality

Studies also show that greater gender diversity in leadership roles leads to greater innovation and fosters a more inclusive culture. While women are often underrepresented in manufacturing industries, Fortune Brands Innovations is above benchmarks for manufacturing companies. Fortune Brands Innovations and the Women’s Impact Network ERG continue to partner with NextUp, a premiere learning and leadership community, to help eliminate barriers for women in the workplace.

Women in FBIN’s U.S. Workforce Exceed EEO-1 Benchmarks



44%

Women make up 44% of Fortune Brands’ Board of Directors** and 50% of the Company’s leadership team.*

Visit our [Board](#) and [Leadership](#) pages to learn more.

* As of year-end 2023 and includes businesses acquired in 2023

** Following the annual shareholder meeting on May 7, 2024

Diversity, Equity & Inclusion CONTINUED

Employee Resource Groups

Associates across the Company have the option to participate in any of our ERGs. Each group has an executive sponsor, a team that leads programming and membership, and a dedicated site on our Company intranet.



Asian, Asian American, and Pacific Islander (AAAPI)



Our AAPI ERG celebrates the uniqueness and cultural heritage of members and provides a platform for development and networking. AAPI members hosted events across the Company to celebrate Lunar New Year, where associates sampled a variety of culturally significant foods and learned more about new year traditions and celebrations.

Balance

In early 2024, we launched Balance, a mental health and wellness ERG. Its purpose is to serve as a vital resource for employees, offering support and guidance on mental and physical health matters. This ERG provides a safe space where individuals can access resources, engage in physical wellness activities, and participate in initiatives aimed at shifting workplace culture towards greater openness about mental health. Additionally, the group strives to combat stigma and encourage dialogue, ensuring that all employees feel empowered to prioritize their wellbeing. This group is tuned into the evolving landscape of the hybrid workplace, ensuring that mental health remains a central focus in our organizational policies and benefits.

Black Employee Impact and Networking Group (BEING)

BEING builds and sustains an equitable company where people of color feel truly included and have networking and mentoring opportunities that can expand their personal and professional mobility. BEING guest speakers — including an FBIN Board member and outside financial savings experts — have addressed inclusive leadership, the science behind bias that affects decision making, and how to help build and protect net worth. Additionally, through community outreach, this ERG demonstrates Fortune Brands' commitment to issues facing the black community.



Fortune Brands Professional Network (FBPN)

Focused on career, connection and community, the FBPN promotes learning and development opportunities, enables access to leaders and key speakers and sets up volunteer opportunities. FBPN is also a platform to increase cross-functional collaboration across Fortune Brands Innovations, something that is even more important in our aligned organizational structure. Through networking, collaboration and connection, we want to develop and retain our young leaders and other professionals, helping them grow into increasing positions of responsibility and impact at Fortune Brands.

Diversity, Equity & Inclusion CONTINUED

INSPIRA

INSPIRA aims to empower the professional development of Hispanic associates to achieve more and be successful. In 2023, this group curated a virtual learning path for associates to help amplify the histories, cultures and contributions of Hispanic and Latino communities. This group partners with the Hispanic Alliance for Career Enhancement (HACE). HACE helps us bring in diverse talent and provides additional educational and awareness-building resources about the Hispanic community. Members of Fortune Brands Innovations have participated in HACE's national leadership summit, leveraged the organization's virtual career fairs for recruiting and attended professional development workshops.

Military Excellence Recognition and Integration Team (MERIT)

MERIT is an ERG for all current and former military personnel and their allies across Fortune Brands. MERIT wants this community to thrive and have the chance to apply what they've learned during their years of military service to Fortune Brands to create good working relationships and business outcomes. This ERG focuses on recruitment and retention of veterans and currently serving military personnel, community outreach and support of our local military and veteran communities, and internal veteran support and recognition. Guest speakers at MERIT events have included Army veteran and Super Bowl champion Rocky Bleier, and Medal of Honor recipient Kyle Carpenter. MERIT is a supporter of FBIN's work with organizations such as Operation Homefront, Jared Allen's Homes for Wounded Warriors, and Rebuilding Together's Veterans at Home program.



Parents and Caregivers Together (PACT)

PACT is dedicated to developing a supportive community of parents and caregivers and fostering a working environment that can support associates facing the challenges of being a caregiver. This ERG also aims to encourage communication among associates, their human resources partners and managers. PACT has partnered with AARP to host several webinars for associates, such as Prepare to Care for Working Caregivers, which provided tips and advice for working caregivers, as well as education and awareness of the resources available to make the job of caring for a loved one more manageable. Member spotlights provide opportunities for associates to share words of wisdom and build connections.

Pride Alliance

Pride Alliance is an ERG for the Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual+ community, including all gender and sexually diverse employees and straight allies across Fortune Brands. Pride Alliance elevates the visibility of this community and encourages individuals to be proud to be their authentic selves within a safe and inclusive work environment. This group sponsors multiple Pride events throughout the U.S., as well as hosts an educational series for managers. We have also partnered with Plexus, one of the affiliates of the National LGBT Chamber of Commerce, to enhance this group's educational and awareness-building offerings. In 2024, Pride Alliance is leveraging the Human Rights Equality framework to help assess and guide additional initiatives at FBIN.

Women's Engagement Network for STEM and Advocacy (WENSA)

WENSA, a chapter of our Women's Impact Network, is an internal community of associates that serves to further the professional development of women in STEM so that they can contribute to the organization to their fullest potential. WENSA helps women in STEM focus on development efforts that drive growth in current roles and build greater competence. WENSA additionally facilitates networking, outreach, and advocacy to further themselves, their workplaces and the greater community. In 2024, we sponsored and attended the Design and Build Challenge with the Great Lakes Science Center. At this annual event, corporations, schools and families compete in a design challenge to raise awareness for the Science Center's mission.



Women's Impact Network (WIN)

WIN empowers and raises the visibility of women through networking, professional development, engagement, and business opportunities within an inclusive culture. Through WIN, top women leaders at Fortune Brands and its Board of Directors have been able to share their experiences with a broader group. This ERG also offers monthly professional development events called Sharpen the Saw. WIN partners with Dress for Success to raise money and collect professional attire for the organization. This group has expanded to include WENSA, which had traditionally been an internal community of associates from our water segment and is now open to the whole Company.

Diversity, Equity & Inclusion CONTINUED

Global Workforce

<i>As of Year-End 2023</i>	2023 People	2023 %
Total Global Workforce	11,729	
Job Type		
Production Hourly	7,090	60%
Salaried*	4,639	40%
People Managers	1,242	11%
Senior Leaders**	131	1%
Production Hourly		
Men	4,334	61%
Women	2,756	39%
Salaried*		
Men	2,592	56%
Women	2,047	44%
People Managers		
Men	814	66%
Women	428	34%
Senior Leaders**		
Men	86	66%
Women	45	34%

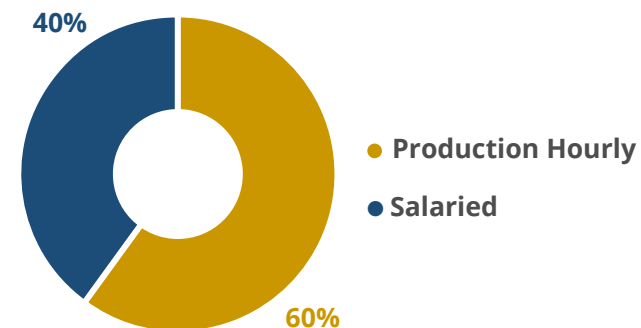
U.S. Workforce

<i>As of Year-End 2023</i>	2023 People	2023 %
Total U.S. Workforce	7,448	
Job Type		
Production Hourly	4,191	56%
Salaried*	3,257	44%
People Managers	921	12%
Senior Leaders**	116	2%
Production Hourly		
Men	2,632	63%
Women	1,559	37%
Salaried*		
Men	1,788	55%
Women	1,469	45%
People Managers		
Men	610	66%
Women	311	34%
Senior Leaders**		
Men	73	63%
Women	43	37%
People of Color		
Production Hourly	2,120	51%
Salaried*	839	26%
People Managers	196	21%
Senior Leaders**	24	21%

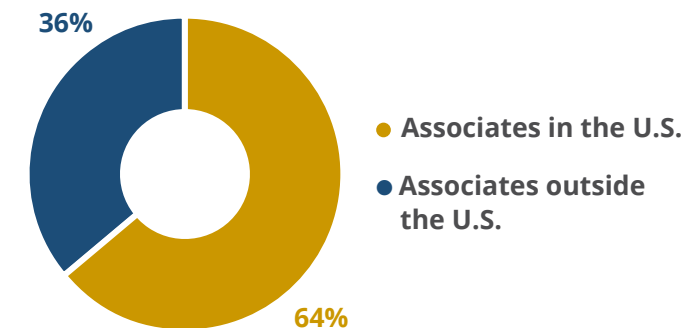
See the [ESG Data Tables](#) for prior-year workforce metrics. Metrics are as of year-end 2023 and include businesses acquired in 2023.

* Salaried population includes people managers and senior leaders
 ** Senior leaders who are people managers included in people manager total

2023 Global Workforce by Job Type



2023 Global Workforce by Location



DEI SPOTLIGHT



More Inclusive Parental Benefits

In 2022, Fortune Brands enhanced key parental benefits to be more inclusive.

In alignment with the Belong pillar of our DEI strategy, we offer a program that provides all U.S. associates and their partners with specialized support through their parenthood journey, encompassing preconception, fertility, surrogacy, adoption, pregnancy, postpartum and return to work after parental leave. The program includes many providers who are experienced in serving LGBTQIA+ couples along their journey to parenthood.

We also enhanced our medical plan to eliminate the requirement of a diagnosis of infertility, enabling same-sex couples to also gain access to benefits such as in-vitro fertilization, embryo transfer and artificial insemination.

Learning & Development

Part of our commitment to building a Home For All includes empowering our team members to develop new skills and have opportunities to pursue their career goals with us.

Learning-Centric Culture

At Fortune Brands Innovations, we grow and develop our people by fostering a learning-centric culture that embeds continuous learning opportunities into every element of what we do. Whether that's through formal development programs, on-the-job training, mentorship, stretch assignments, or individual coaching, we provide our associates with the programs and tools to be successful in the role they have today, while helping them develop the tangible skills needed to advance their professional careers.

A Unified Performance Management Approach

It's important to the growth of both our Company and our associates that associates clearly understand our enterprise-wide strategy to ensure individual, team, and department goals align with that strategy. Awareness and alignment with the Company's strategy empower us to remain agile in the face of change and help everyone feel connected to and accountable for delivering on our goals. We've developed a performance management process to support this by enabling conversations between managers and associates that help us define, individually and collectively, what we want to accomplish.

In 2023, we launched a unified, company-wide performance management process for all global salaried associates to further align our efforts and build equity in associate performance management. One-to-one dialogue between managers and associates is the most important piece of the process. These conversations focus on measurable goals and behaviors to achieve those. By doing this, we not only support high-performance outcomes, but we strengthen employee development, engagement and belonging.

Leadership Development Programs and Learning Tools

We recognize the benefits of formalized leadership development programs for our associates. We offer a variety of programs designed to build key leadership skills in the areas of cultivating inclusive cultures, emotional intelligence, team effectiveness, communications, conflict management, negotiation, feedback delivery and more. We partner with best-in-class learning and development partners and leverage globally recognized learning tools to not only deliver — but augment — these programs.

In 2023, 10% of our people leaders participated in a learning and development opportunity.



Learning & Development CONTINUED

Front-Line Supervisors and Managers

Our TrueLeader program, targeted to front-line and first level leaders, establishes a sustainable foundation of supervisory skills and supports our positive associate relations culture initiatives. This program also helps implement consistent front-line leadership experiences across the enterprise, something that’s even more important in our aligned organization. Fortune Brands Innovations also leverages Development Dimensions International (DDI), a global leadership consulting firm, to provide science-based insights that help us customize and implement our TrueLeader materials for our associates.



Mid-Level Leaders

These leaders receive targeted support through a program called Building Elevated Skills for Tomorrow (BEST). BEST is a cohort program that develops the skills essential for managing a high-performing team while preparing for leading in the future. Fortune Brands Innovations also leverages DDI to help us customize and implement our BEST materials for our associates.

Directors and Above

These leaders receive targeted support through a program called Leadership Experiences for Accelerated Development (LEAD). This program is a joint venture in leadership development between Fortune Brands Innovations and The Weatherhead School of Management at Case Western Reserve University. The program provides focused development experiences to selected talent in competency and skill areas that are key to achieving the Fortune Brands Innovations strategy.

High Potential Senior Leaders

We support our high-potential senior leaders through an accelerated development program. FBIN makes a significant investment in ensuring our leaders are prepared for greater levels of responsibility and can successfully transition into new roles. This program includes targeted assessment and a customized development program for executive successor candidates. Nominees complete an online 360 survey, and an interview covering career history, achievements, and leadership approach. Nominees also receive an Executive Coach through The Vaya Group.

Additional Learning Opportunities

Our associates have access to LinkedIn Learning, an award-winning online learning platform with a digital library of over 16,000 courses taught by real-world experts. Our digital talent also has access to Pluralsight, an online learning platform that specifically helps to develop critical tech skills through online assessments and exercises. We also offer Ezra Coaching, personalized digital coaching at scale; and Predictive Index, a talent optimization platform that helps to develop top talent through a robust behavioral assessment.

LEARNING SPOTLIGHT



Get to the Point

In a world where associates are getting hundreds of pieces of information a day, making sure we communicate effectively is even more important. To help, we offer Korn Ferry's Get to the Point training. This training helps our associates fine-tune presentation skills and learn to get their points across quickly, concisely and with confidence.

Engaging Associates

We know an engaged workforce is more productive and effective. We use employee pulse surveys, leverage community relations and make sure associates can hear from and ask questions of senior leaders.

Fortune Brands Innovations' Voice of the Employee Strategy

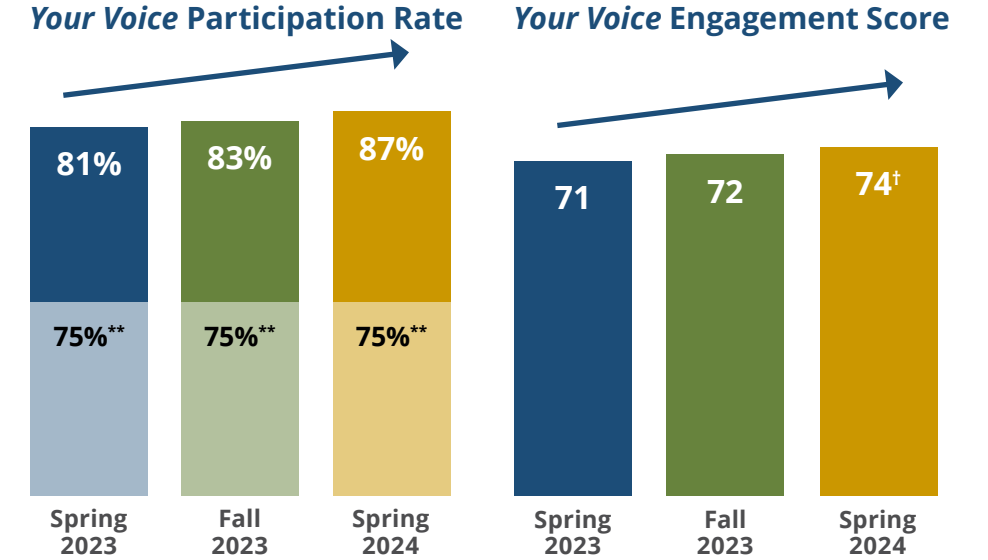
Gathering associate feedback has always been important. With the accelerated pace of change in our business and in a more connected world, it's even more critical to have frequent touch points with our associates to help monitor and assess employee engagement. Our "Voice of the Employee" strategy includes third-party administered pulse engagement surveys, onboarding surveys for U.S. and salaried and hourly associates at 10 and 90 days, and exit surveys for U.S. salaried associates who voluntarily leave the Company. This allows us to more quickly gather data-driven, focused people insights to help us understand how specific drivers of engagement, such as belonging, work-life balance, growth and inclusion, relate to our people and business outcomes, like productivity, turnover, wellbeing and satisfaction.

Your Voice Associate Engagement Pulse Survey

We invite all 11,000+ associates* across plants, distribution centers and offices around the world to participate in our engagement pulse survey. We achieve participation rates that are well above the benchmark.

We provide support sessions, specific tools and resources to people leaders to help them discuss survey results and facilitate ongoing team dialogues. Our leaders and teams leverage the feedback from these short pulse surveys and work together on taking action at all levels across our Company.

As a result of the feedback we've received, our Supply Chain group implemented key leader meetings to improve communication and strategy focus areas; our Commercial team refreshed their town hall and all-hands meetings cadence; and the Finance group launched monthly lunch and learns to support belonging. Actions like these, along with the overall excitement about our Company's future, serve as strong indicators that we are progressing in the right direction.



Your Voice Associate Engagement Pulse Survey

- Global participation rate consistently above industry benchmarks
- Over 20,000 comments collected and analyzed in 2023
- Third-party administered twice a year
- All associates invited to participate*

Our overall engagement score and participation rate has sequentially increased from Spring 2023 to Spring 2024.

* U.S. associates from FBIN's June 2023 acquisition were included in the Your Voice survey in the Spring of 2024, and we plan to incorporate the global associates from the 2023 acquisition by the end of 2024

** Benchmark participation rate 75%

† FBIN Overall Engagement Score and Spring 2024 benchmark Engagement Score were both 74

Engaging Associates CONTINUED

Retaining Top Talent

Inviting associate feedback and taking action on improvement areas is a key part of retaining top talent, along with offering a competitive total rewards plan, an inclusive work environment, meaningful work and opportunities to grow careers.

In addition to associate feedback, we also track and review voluntary turnover rates. In 2023, we saw a year-over-year improvement in our voluntary turnover rate for both our professional and production workforce.

Fortune Brands Innovations Front Door, Our New, Unifying Intranet

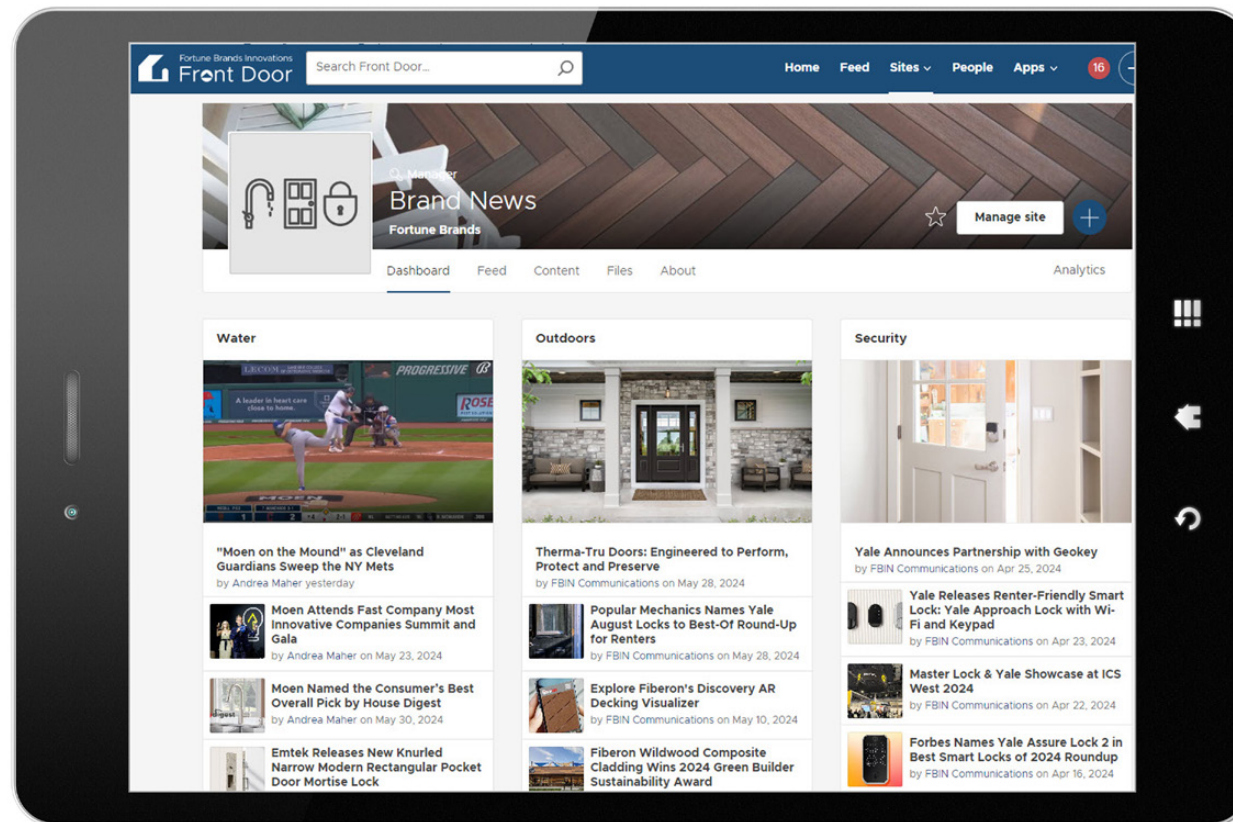
At the start of 2023, we rolled out the digital welcome mat to our associates with Fortune Brands Front Door, our unifying intranet.

Front Door is the main entrance to everything our associates need to know about Fortune Brands news, events and activities, people, announcements and culture. This virtual hub allows associates to easily access and find the information needed to become more effective in their roles, connect with other associates, support key initiatives, and keep

up with what's going on across the Company. The extraordinary amount of change our Company has recently undertaken makes it even more important to have unifying and centralized information all in one place.

Associate visitor rates to our intranet were above benchmark in 2023, showing the site's importance and how eagerly associates adopted this tool. In 2024, we made it easier to access company news on-the-go by launching the Front Door app to our professional associates.

Front Door is currently available to all our global professional associates with translations available. We are working to expand access to this new tool to all of our associates.



Engaging Associates CONTINUED

Connecting with Leaders

We offer multiple opportunities for associates to hear directly from, and ask questions of, our highest-ranking leaders through Town Halls and our FYI Series.

Our CEO’s virtual Town Halls are open to all associates. During these quarterly events, associates get to hear our CEO’s thoughts about our Company’s performance, our markets and what’s ahead.



In 2022, we also launched a series called Fortune Brands For Your Information (FYI). At each virtual FYI session, a senior leader is featured, and associates get to know the leader better, deepening associates’ organizational knowledge and understanding of our business. In 2023, we expanded the series to include topics of interest, helping our associates learn more about company financial statements, what it means to be a publicly traded company, artificial intelligence, and more.

As a more aligned company, we are ensuring that associate audiences across Fortune Brands get the touch points they need from senior leaders from different functions and businesses. We share recordings and information from most of these meetings on our intranet, Front Door, for easy access and for those who couldn’t make the live meeting, in order to accommodate everyone’s schedules.

We frequently request feedback on the different meetings with leaders to make sure the content is meaningful for associates and to learn about any opportunities to improve.

Hybrid Ways of Working

We are committed to hybrid ways of working, which prioritizes meaningful in-person interaction while still offering valuable flexibility. The majority of U.S. and Canada professional associates work in the office for three days of the week, with the option to work from home twice a week. To align schedules across the organization, we made in-office days for all locations Tuesday, Wednesday and Thursday. By bringing our teams together for three days a week, consistently across the organization, we aim to inspire innovation, enhance collaboration, and collectively contribute to our success.



Enriching Communities

Everyone wants to be proud of where they work. Being involved in our communities is one of the ways to build that pride. By helping others, we are supporting the communities in which we live and work, and we are also positioning the Company to better attract and retain an engaged workforce.

Our Approach

We support organizations that positively impact housing, the environment and DEI. In addition to financial gifts, we aim to build meaningful community partnerships by providing FBIN products and our expertise. These partnerships are aligned with our focus on housing and help us to build a Home For All.

Supporting and Engaging Our Associates

Giving back is important to our associates, and we are proud to support the organizations that are meaningful to them by offering opportunities to volunteer and a company match on personal financial gifts.

In 2023, FBIN donated \$1.1 million to our communities through cash, in-kind and company-portioned matching gift contributions.

Fortune Brands associates participate in a variety of company-organized volunteer activities, ranging from Habitat for Humanity Build Days to beach and river clean ups. They enjoy getting to participate in events where they can make a difference in their community without using their paid time off hours. Additionally, associates participate in a number of product drives for local organizations, volunteer at community food pantries, engage in employee giving campaigns, and more.

Matching gift programs are available to 100% of our U.S. associates, allowing them to double their impact for nonprofit organizations that are the most important to them.

In 2023, FBIN donated \$1.1 million to our communities through cash, in-kind and company-portioned matching gift contributions. This does not include the gifts our associates personally contributed.

Partnership Highlights

Take a look at some of our key community partnerships to learn how we're helping these organizations and the communities that they serve.

Expanding and Repairing Housing

Habitat for Humanity

Fortune Brands' focus on supporting housing initiatives fits right into the work of Habitat for Humanity. We are proud to partner with our local Habitat for Humanity chapters to build and rehab affordable housing for low-income Habitat Partner Families by volunteering on construction sites, donating product and providing financial support.

Rebuilding Together

Fortune Brands works with Rebuilding Together — a national nonprofit organization with the mission to repair the homes of people in need. In 2021, Fortune Brands partnered with Rebuilding Together



to create the Dreams of Home community revitalization project. As part of the project, FBIN has donated \$500,000 to support critical home repairs for underserved neighbors in communities near several of its operations. In 2022, we expanded our work with Rebuilding Together to fund their Veterans at Home program, which provides preventative home modifications and repairs for veterans and their families to improve safety and accessibility, increase independence and facilitate aging-in-place. Additionally, we have donated safety products — like grab bars, handheld shower heads, shower seats, padlocks and personal safes — to support homeowners in need who would prefer to age in place or cannot afford assisted living.

Jared Allen's Home for Wounded Warriors

Therma-Tru has been a long-time supporter of Jared Allen's Homes for Wounded Warriors. Through product and financial contributions, we're helping this organization build and remodel handicap-accessible homes for veterans. Therma-Tru helps veterans and their families to have secure, durable and stylish entrances that fit their everyday needs.

Enriching Communities CONTINUED

Environmental Support

Yellowstone Forever

In 2022, Fortune Brands announced a new partnership with Yellowstone Forever, the official nonprofit partner of Yellowstone National Park, to provide cash and product donations over the next three years to help the park reach its sustainability goals.



Yellowstone has launched a major effort to revitalize employee housing and enhance sustainability efforts throughout the park. Since this partnership began, Fortune Brands has provided over \$150,000 in both cash and in-kind donations, the majority of which are Therma-Tru doors and Moen plumbing products to help update housing for park staff and some of the park's facilities. These new products will help the nation's oldest national park meet its goals to reduce water consumption and conserve energy while increasing the comfort and functionality of employee housing and common spaces. We are also lending our expertise for how the park can conserve water and secure its facilities.



Water Efficiency Partnership

Fortune Brands is a partner of the Alliance for Water Efficiency, an organization that promotes the efficient and sustainable use of water, advocates for water-efficient products and programs in North America, and provides support on water conservation efforts.

Moen Presents: Water City at the Chicago Children's Museum

In 2021, Moen announced a partnership with the Chicago Children's Museum to construct a new exhibit, "Moen Presents: Water City," dedicated to Moen's mission of protecting and elevating experiences with our most precious resource, water.



The exhibit, which opened in spring 2023, connects water play and STEM experiences for the next generation of young explorers and their families.

Drink Local Drink Tap

Moen is a longtime partner of Drink Local Drink Tap, an organization that inspires individuals to recognize and solve the challenges facing water through creative education, events, and providing safe water access to people in need. With our support, we've helped Drink Local Drink Tap bring clean water to nearly 50,000 people in Uganda, removed more than a 16,000 pounds of trash from Lake Erie's shores, and have educated more than 20,000 students in Northeast Ohio, United States. Moen associates in the Cleveland area, where Drink Local Drink Tap is based, participate in several volunteer beach cleanups each year. In 2023, approximately 175 associates volunteered their time to remove over 200 pounds of garbage from Lake Erie's shores.

Advancing DEI in Our Communities

Our conviction to build a Home For All at Fortune Brands extends to our community giving efforts, and through strategic charitable partnerships we actively contribute to making a positive impact on our communities. Our ERGs have been especially helpful in increasing associates' exposure to charitable organizations that align with their purpose and offering ways for associates to get involved.

Partnerships with Habitat for Humanity chapters and Rebuilding Together affiliates reinforce our dedication to building and repairing affordable housing for those in need. Additionally, many of our sites actively support local United Way chapters, and we are proud to support local schools in under-resourced communities, minority trade associations, organizations serving people with disabilities and more.

Ravinia Festival's Reach Teach Play Program

Reach Teach Play is part of Ravinia Festival, the nation's oldest outdoor music venue, which is a nonprofit organization located near FBIN's headquarters. Reach Teach Play impacts over 20,000 students annually in Illinois' Lake and Cook counties. Through these programs, underserved students receive quality music education and the gift of live music performances right in their schools and communities, and at Ravinia. Our associates get to volunteer and listen to kids celebrate their accomplishments at "Ravinia Days," where students have the opportunity to perform at Ravinia's historic theatre.

Fortune Brands was the first corporate sponsor of the Sistema Ravinia: Harza Nucleo student orchestra, part of nonprofit Ravinia Festival's Reach Teach Play initiative in the Northern Chicago area.

Governance

Our commitment to operating with integrity, accountability and fairness is the foundation of our culture and continues to be a priority for our Company. We are driven by our culture of doing the right thing, as evidenced by the way we conduct business, our strong governance practices and Board oversight of our programs and related risks.

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Board of Directors

Our Board of Directors is committed to maintaining a strong corporate governance program designed to promote the long-term interests of our stockholders, strengthen Board and management accountability and drive long-term success of Fortune Brands Innovations.

Governance Principles and Oversight

The Board has a set of standards that assists in the exercise of their responsibilities and creates a common set of expectations for how the Board, its committees and directors should perform their respective functions. These standards can be viewed in [Fortune Brands' Corporate Governance Principles](#) and within each Committee Charter.

Responsible business operations and strong governance are good for our shareholders, associates, and our business, and contribute to long-term value creation.

View more on our Board, SEC filings and corporate governance policies at www.FBIN.com/investors.

Board Composition

Since 2019, the Board has undergone continuous refreshment, adding six new members as part of its succession planning process. The majority of directors appointed during this time demonstrates the Board's commitment to increasing diversity. Our Board's succession planning process has helped expand the expertise and experience of our Board, enhanced diversity and demonstrated our commitment to Board refreshment while maintaining the continuity brought by members with longer tenure. Today, our Board consists of nine qualified, highly experienced business leaders.



FBIN
LISTED
NYSE

Fortune Brands Innovations is a publicly traded company on the New York Stock Exchange.



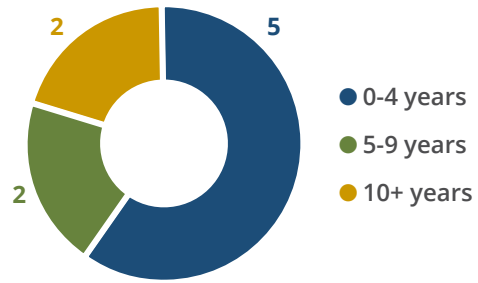
Non-executive Chair of the Board Susan Saltzbart Kilsby

Learn more about our Board of Directors on [Fortune Brands Innovations' website](#).

Board of Directors CONTINUED

Board Composition*

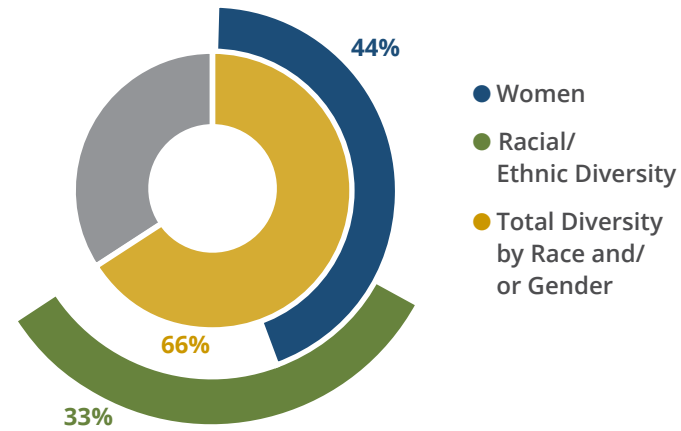
Tenure



5.7 yrs

Average Tenure

Diversity by Race and/or Gender



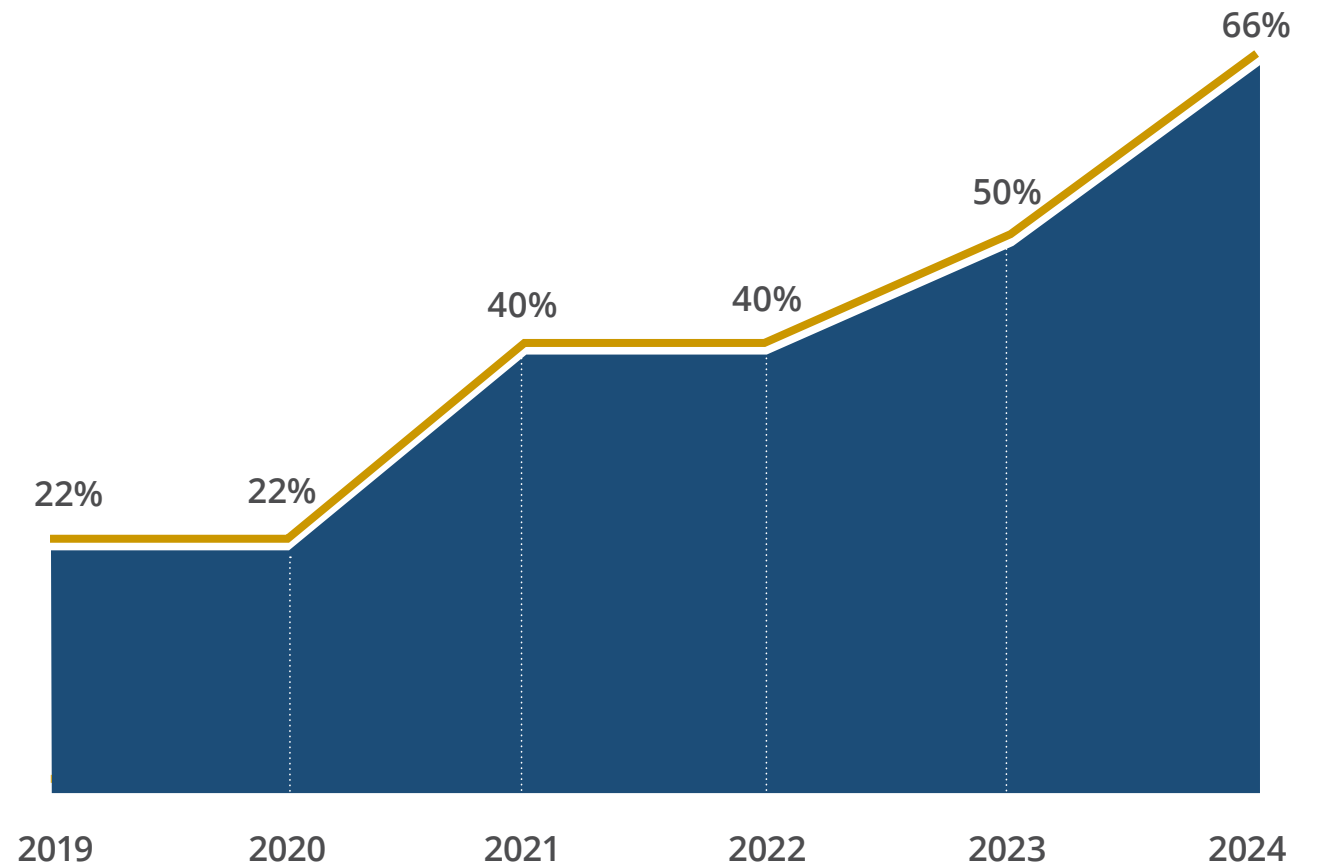
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Diverse by Race and/or Gender

89% of the Board of Directors is Independent

Board Refreshment*

Diversity by Race and/or Gender Over Time



* Reflects the composition of the Board immediately following the annual shareholder meeting

Board Oversight

The Board has an active role in overseeing the Company’s strategy and processes for managing risk. The Board’s three main committees oversee and monitor specific risks and management’s efforts to mitigate such risks, further promoting accountability at the highest level of our organization.

Audit Committee

The Board’s Audit Committee maintains oversight of Fortune Brands’ financial and operational risks, as well as our enterprise risk management program, which includes monitoring cybersecurity and climate-related risks. See the [Audit Committee Charter](#).

Compensation Committee

The Board’s Compensation Committee sets executive compensation and oversees risks associated with the Company’s executive compensation programs and policies. See the [Compensation Committee Charter](#).

Nominating, Environmental, Social and Governance (NESG) Committee

The Board’s NESG Committee oversees director independence, conflicts of interest and the Company’s governance structure. The NESG Committee also maintains oversight of Fortune Brands’ ESG programs and related risks. See the [NESG Committee Charter](#).

Our Board of Directors has three main committees:

BOARD COMMITTEE	MAIN AREAS OF OVERSIGHT
Audit	<ul style="list-style-type: none"> Oversees the integrity of the financial statements, financial reporting process and internal controls Oversees the performance of the external and internal auditors, compliance program and whistleblower helpline calls Monitors enterprise risk program Monitors developing risks, such as cybersecurity and climate-related Oversees regulatory compliance
Compensation	<ul style="list-style-type: none"> Develops executive compensation philosophy to attract, motivate and retain key talent Sets compensation for executives and grants equity Sets performance metrics for the executive compensation programs Oversees risks related to compensation programs
Nominating, Environmental, Social and Governance (NESG)	<ul style="list-style-type: none"> Develops corporate governance policies and practices Recruits, identifies and nominates director candidates Monitors environmental, social and governance programs, progress and risks, including safety, environmental, diversity, equity and inclusion, talent and global citizenship initiatives

ESG Governance

Our commitment to sustainability, social responsibility and inclusion efforts and related risks reaches the highest levels of our organization. We believe that Board oversight provides appropriate emphasis on reviewing ESG in a strategic, holistic manner, and underscores the Company’s commitment to meaningful ESG activities and disclosures.

ESG Steering Committee

Fortune Brands has a cross-functional management committee designed to support the Company’s ongoing ESG commitments. This committee assists the Company’s leadership team in setting our ESG strategy, implementing and monitoring initiatives based on that strategy, and overseeing ESG-related communications and reporting. The ESG Steering Committee reports directly to Fortune Brands’ CEO. Representatives from the Committee regularly report to the NESG Committee and, at times, to the full Board on ESG initiatives and progress.

Cybersecurity Governance

Fortune Brands Innovations has a comprehensive enterprise-wide cybersecurity program that is informed by the U.S. Department of Commerce National Institute of Standards and Technology Cybersecurity Framework. We maintain an incident response plan, which is tested by conducting tabletop exercises on an annual basis. Fortune Brands also maintains cybersecurity risk insurance coverage.

Our associates receive annual cybersecurity training, and we conduct mock phishing campaigns to better enable our associates to recognize phishing emails and other social engineering tactics. We have established reporting processes for our associates if they encounter suspicious activity that may give rise to a cybersecurity incident.

The cybersecurity team provides regular updates to our senior executives. Historically, the Chief Information Officer (CIO) typically reports twice a year to the Audit Committee covering topics such as the status of our data security positions, results for third-party assessments, our incident response plan, and any material cybersecurity risks and developments. In 2023, the CIO also reported to the Board of Directors on cybersecurity programs and risk mitigation efforts.

For more information on cybersecurity oversight, please refer to Item 1C, “Cybersecurity” in our most recent Annual Report on Form 10-K.

Continual Improvement Goals

Our philosophy is to have a holistic ESG program, integrated throughout our business, that focuses on what matters to our Company and its stakeholders, with the goal of continual improvement.

Governing with High Standards

We believe that the high standards by which we conduct our business will help us to build on our strengths and continually improve how we measure and monitor our progress on responsible business operations.

Conducting business ethically, responsibly and sustainably is one way that we generate economic value. We hold our contractors and our suppliers to the same high standards. Our responsible approach to business is interwoven into our daily work, from our accounting practices to our dealings with customers, to our employment practices, to our respect for the environment.

Ethical Conduct

The [Code of Business Conduct and Ethics](#) applies to every Fortune Brands associate, at every level and in every location, as well as the members of our Board of Directors. The Code of Conduct is a comprehensive set of guidelines for ethical conduct and covers topics such as conflicts of interest, fair competition, insider trading, and data privacy, among others. The Board has also adopted a [Code of Ethics for Senior Financial Officers](#), a set of standards applicable to the CEO, Chief Financial Officer and principal accounting officer to ensure accuracy of our financial reporting.

Compliance Program

We have a comprehensive compliance program that educates associates on the importance of understanding Company policies, applicable laws affecting our businesses, and how to comply with these policies and laws.

Elements of our program include:

- **Online and in-person trainings** in the U.S. and our international locations, with certain trainings conducted in the local language to help increase understanding. In 2023, our associates completed training sessions on a variety of topics covered by our corporate compliance program, including:
 - Anti-Discrimination
 - Anti-Trust
 - Code of Conduct
 - Confidentiality
 - Conflicts of Interest
 - Cybersecurity
 - Dignity and Respect in the Global Workplace
 - FCPA (anti-bribery)
 - HIPAA Privacy and Security
 - Reporting Fraud
 - Safety Compliance
 - Sexual Harassment
 - Workplace Violence
- **The Corporate Compliance Committee**, which includes Fortune Brands' Chief Financial Officer, Chief Legal Officer and other senior members of management, oversees compliance with our compliance program. The Corporate Compliance Committee reports to the Board of Directors annually.
- **A Compliance Helpline** for anonymous reports of fraudulent activity, which is well-publicized across the Company and results are reviewed with the Audit Committee.
- **Third-party audits** of many of our vendors. Learn more in our [Supply Chain](#) section.

Elements of our compliance program are included as part of new hire onboarding. We also hold special events to raise awareness around corporate compliance and to educate associates. Associates are required to review and sign-off on certain policies applicable to their roles and

participate in required corporate compliance trainings both online and in-person, depending on the nature of their role. In 2023, we refreshed our Code of Conduct and deployed an updated Code of Conduct training to our global, salaried associates.



COMPLIANCE HELPLINE

Our associates are trained to seek out guidance if they become involved in or aware of a situation that involves possible wrongdoing or ethical misconduct. They are trained to understand the importance of bringing those concerns to their manager, a human resources representative, the Fortune Brands legal department or Corporate Compliance Committee.

Associates can also relay concerns through the Company's confidential Compliance Helpline, operated by a third party.

Information on how to access the helpline is available on the Company's website and www.fbincompliance.com, as well as internal communications channels, such as our intranet site and associate app.

Fortune Brands investigates any reports of ethical violations and follows a strict "no retaliation" policy for reports made in good faith. Concerns brought forward through the Compliance Helpline are reported to the Audit Committee on a quarterly basis.

Suppliers who believe the Supplier Code of Conduct is not being supported may also report concerns through the Compliance Helpline or website.

Governing with High Standards CONTINUED

Compliance & Ethics Week

During 2023, we prepared to launch Fortune Brands Innovations' first annual company-wide Compliance & Ethics Week. During this time, we spotlight our values, policies and our Compliance Helpline. Using contests and giveaways, as well as messages from senior leaders, we use this week to raise awareness of our strong compliance program and to affirm our commitment to doing the right thing, every day.

\$0

Policy Against Political Contributions

Fortune Brands Innovations has never used corporate funds or assets to participate or intervene in any campaign of a candidate for public office, or to influence any political election or referendum. We continue to follow our policy against political contributions.



Supply Chain

Our supply chain is a critical element in meeting our commitment to responsible business.

Evaluating Potential Suppliers

Fortune Brands Innovations qualifies potential suppliers on the basis of several factors, including quality, reliability, labor standards, health and safety, environment, and business ethics.



FBIN is a Supplier Ethical Data Exchange (SEDEX) member and user of SEDEX Members Ethical Trade Audit (SMETA).

Expectations for Our Suppliers

We expect our suppliers to adhere to the same strict standards we set for ourselves.

We expect all suppliers and contractors to comply with our strict standards for the respect of human rights, workplace safety and protection of the environment in the work they perform and the services they provide, in accordance with our [Human Rights Policy](#) and our [Supplier Code of Conduct](#), which address:

- Working conditions and health and safety.
- The prohibition of illegal child labor; the prohibition of forced, compulsory, or slave labor.
- The prohibition of discrimination and/or harassment.
- The prohibition of corruption and/or bribery.
- Working hours.
- Wages and benefits.
- Environmental laws, regulations, and promotion of the protection of the environment as well as the conservation of natural resources.
- Management systems.
- International trade compliance.
- Suppliers' maintenance of appropriate measures and evidence to demonstrate compliance with our policies, which may include certification forms, written questionnaire, announced or unannounced audits, inspections from internal or external consultants, or other appropriate documentation.

RELATED RESOURCES

- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Statement on Forced & Child Labour in Supply Chains](#)
- [Conflict Minerals Disclosure](#)

All new suppliers must attest compliance with Fortune Brands' Supplier Code of Conduct. Each year, we ask our existing suppliers who are in the high risk category or are in a developing country to re-affirm their compliance with our Supplier Code of Conduct.

Assessing Supplier Risk

Fortune Brands has developed and implemented a Supply Chain Risk Management (SCRM) program. As part of the program, Fortune Brands' supply chain activities and locations are mapped, and we identify and assess risks, categorizing them into six categories: financial viability, image and compliance, operational performance, supply chain, geopolitical, and natural disasters. As we identify risks, we begin planning for any needed mitigation activities.

Fortune Brands uses third-party tools, such as those in SMETA, as well as internal tools, such as our Supplier Code of Conduct procedures, to enable ongoing monitoring and assessment of risks. Our Supplier Code of Conduct procedures cover risks within the image and compliance category.

Through our SCRM program, we re-assess supplier risk on an annual basis.

Supply Chain CONTINUED

Auditing Suppliers

We take a targeted approach to supplier audits. Based on our risk assessment, we identify the appropriate level of audit for that supplier, which could indicate no audit needed; light audit needed, which could include a self-survey or desktop review; or a more in-depth audit, which could include a full on-site audit. Suppliers in developing countries that have been identified as “high risk” through Fortune Brands’ SCRM program are scheduled for a Supplier Code of Conduct audit handled by the FBIN team. Typically, our suppliers do not know the exact date on which they will be audited.

Suppliers who show areas for improvement are tracked for corrective action. Suppliers who fall below our standards and do not have the capacity or desire to make necessary adjustments may be removed.

In 2023, Fortune Brands launched a pilot program to conduct audits through SEDEX. While our Code of Conduct audits are very similar, SEDEX audits have some added advantages, including:

- Independently conducted.
- Globally recognized for comprehensive supply chain code of conduct management that encompasses labor standards, health and safety, environment, and business ethics.

- Extensive network of participating companies, which helps FBIN to more easily audit global suppliers, and they can help us to expand audits across more of our supply chain, including for suppliers not located in developing countries.
- Additionally, we are seeing an increasing number of our own customers who request SEDEX audits, and leveraging SEDEX helps us to meet our customers’ expectations.

Through our risk assessment and auditing practices, Fortune Brands works to ensure compliance with anti-modern slavery and transparency in supply chain acts, including those in Canada and the United Kingdom. We file a conflict minerals report with the Securities and Exchange Commission, which describes our due diligence process.

Partnering with Suppliers

Fortune Brands supplements our efforts with tailored training, both internally and externally, on compliance matters, updates and best practices. We offer Supplier Code of Conduct-related trainings to suppliers covering EH&S and labor topics in China and Vietnam. Suppliers in these regions continuously build up their awareness of legal compliance and Fortune Brands’ requirements.

Our internal management system processes are intended to support the International Standards Organization (ISO) and the Occupational Health and Safety Assessment Series (OHSAS) standards.

Resources & Indices

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- 69 [Task Force on Climate-related Financial Disclosures \(TCFD\) Index](#)
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- 75 [Forward-Looking Statements](#)



Links to Supporting Materials

- [Annual Report](#)
- [Code of Business Conduct & Ethics \(English\)](#)
- [Code of Business Conduct & Ethics \(multi-language\)](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Corporate Governance Principles](#)
- [EEO-1 Report](#)
- [Environmental, Health & Safety Principles](#)
- [FCPA/Anti-Corruption Policy](#)
- [Form SD on Conflict Minerals](#)
- [Human Rights Policy](#)
- [Mergers & Acquisitions History](#)
- [Proxy Statement](#)
- [Statement on Forced & Child Labour in Supply Chains](#)
- [Supplier Code of Conduct \(English\)](#)
- [Supplier Code of Conduct \(multi-language\)](#)
- [Whistleblower Policy](#)



ESG Data Tables

Environmental Data

CARBON EMISSIONS			
<i>In metric tons of CO₂ unless otherwise noted</i>	2021	2022	2023
Scope 1 from Energy Used	29,759	28,081	24,432
By Country:			
United States	20,052	19,772	17,287
Mexico	2,464	2,190	1,825
Canada	391	456	562
China	0	0	0
Rest of World	6,852	5,663	4,758
Scope 2 from Energy Used	104,224	99,088	96,202
By Country:			
United States	87,836	85,080	82,522
Mexico	10,932	8,744	8,604
China	3,172	2,694	2,182
Canada	<1	40	38
Rest of World	2,284	2,530	2,856
Total Scope 1 and 2 from Energy Used	133,983	127,169	120,634
CO ₂ Intensity from Energy Used (Scope 1+2)	2.79	2.69	2.61
<i>(In metric tons of CO₂ / Unit net global sales (x10⁻³))</i>			
WATER			
<i>In million gallons</i>	2021	2022	2023
Total Water Withdrawn	225.7	186.9	176.6
Water Use Intensity (In gallons / Unit net global sales)	0.047	0.040	0.038

ENERGY USAGE			
<i>In million GJ unless otherwise noted</i>	2021	2022	2023
Total Energy Used	1.57	1.47	1.38
By Country:			
United States	1.18	1.12	1.06
Mexico	0.19	0.18	0.17
Canada	0.02	0.02	0.02
China	0.01	0.01	0.01
Rest of World	0.16	0.14	0.12
Electricity (In million kWh)	270.8	253.3	249.4
Renewable Energy (in million kWh)	0	1.0	1.4
Natural Gas (In million therms)	5.6	5.3	4.6
WASTE			
<i>In thousand U.S. tons</i>	2021	2022	2023
Total Waste Generated	46.3	65.4	42.9
Landfill and Incinerated Vs. Diverted			
Diverted (Recycled, Reused, Re-purposed)	18.3	36.2	21.2
Landfill	27.7	29.0	21.5
Hazardous Waste	0.2	0.2	0.2
Waste Intensity (In U.S. tons / Unit net global sales x10 ⁻³)	0.96	1.38	0.98

Metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired in December 2020, is included in 2021 data. Solar Innovations and Aqualisa, acquired in 2022, are included in 2022 data. In June 2023, Fortune Brands acquired the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business; those businesses are included in Fortune Brands' environmental metrics including Carbon Emissions, Water, and Energy Usage, though excluding Waste, for the last six months of the year, July to December 2023. 2021 and 2022 data does not include the Cabinets business, which was spun-off in December 2022.

Updates were made to previously reported 2022 Carbon Emissions and Energy Data as we received additional and/or more accurate information after the 2022 ESG Report was published in these areas: Scope 1 total carbon emissions; Scope 1 U.S. carbon emissions; Scope 1 Rest of World carbon emissions; Scope 2 total carbon emissions; Scope 2 U.S. carbon emissions; Scope 2 Rest of World carbon emissions; total energy; U.S. energy; 2022 Rest of World energy; electricity and natural gas. Additionally, 2022 Scope 2 Canada carbon emissions calculation was corrected with a more appropriate emissions factor. An update was made to previously reported 2022 Total Water Withdrawn as we received more accurate information after the 2022 ESG Report was published.

When actual sustainability data was not able to be retrieved, reasonable estimates were made. We continue to make efforts to improve our environmental data collection processes.

ESG Data Tables CONTINUED

Social

SAFETY					
	2019	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)	1.33	1.07	1.65	1.16	1.04
Lost Time Incidence Rate (LTIR)	0.50	0.47	0.66	0.45	0.28
Total Number of Work-Related Fatalities	0	0	0	0	0

Metrics from acquired businesses are generally included for the year in which the acquisition took place. Larson, acquired in December 2020, is included in 2021 data. Solar Innovations and Aqualisa, acquired in 2022, are included in 2022 data. In June 2023, Fortune Brands acquired the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business; those businesses are included in Fortune Brands' safety metrics, for the last six months of the year, July to December 2023. 2019 through 2022 data does not include the Cabinets business, which was spun-off in December 2022. Year-end safety data includes information reported up until January 5 of the following year.

COMPANY DONATIONS*				
	2020	2021	2022	2023
Cash and In-Kind Donations (In millions)	\$1.12	\$2.51	\$1.86	\$1.1

* In addition to Company donations, Fortune Brands associates donate their own time and money

ESG Data Tables CONTINUED

GLOBAL WORKFORCE (as of Year-End)				
	2022		2023	
	(people)	(% of global population)	(people)	(% of global population)
Total Global Workforce	11,236	100%	11,729	100%
Job Type				
Production Hourly	6,639	59%	7,090	60%
Salaried*	4,597	41%	4,639	40%
People Managers	1,149	10%	1,242	11%
Senior Leaders**	142	1%	131	1%
Production Hourly	6,639	59%	7,090	60%
Men	3,911	59%	4,334	61%
Women	2,728	41%	2,756	39%
Salaried*	4,597	41%	4,639	40%
Men	2,797	61%	2,592	56%
Women	1,800	39%	2,047	44%
People Managers	1,149	11%	1,242	11%
Men	780	68%	814	66%
Women	369	32%	428	34%
Senior Leaders**	142	1%	131	1%
Men	100	70%	86	66%
Women	42	30%	45	34%

U.S. WORKFORCE (as of Year-End)				
	2022		2023	
	(people)	(% of U.S. population)	(people)	(% of U.S. population)
Total U.S. Workforce	6,888	100%	7,448	100%
Job Type				
Production Hourly	4,291	62%	4,191	56%
Salaried*	2,597	38%	3,257	44%
People Managers	807	12%	921	12%
Senior Leaders**	121	2%	116	2%
Production Hourly	4,291	62%	4,191	56%
Men	2,673	62%	2,632	63%
Women	1,618	38%	1,559	37%
Salaried*	2,597	38%	3,257	44%
Men	1,497	58%	1,788	55%
Women	1,100	42%	1,469	45%
People Managers	807	12%	921	12%
Men	544	67%	610	66%
Women	263	33%	311	34%
Senior Leaders**	121	2%	116	2%
Men	82	68%	73	63%
Women	39	32%	43	37%
People of Color	2,289	8%	2,959	40%
Production Hourly	1,688	39%	2,120	51%
Salaried*	461	18%	839	26%
People Managers	119	15%	196	21%
Senior Leaders**	21	17%	24	21%

* Salaried population includes people managers and senior leaders
 ** Senior leaders who are people managers are included in people manager total

2022 data does not include the Cabinets business, which was spun off in December 2022.
 2023 workforce metrics include the U.S. and Canadian Yale and August residential smart lock business and Emtek and Schaub luxury hardware business.

ESG Data Tables CONTINUED

Governance

BOARD OF DIRECTORS*					
	2020	2021	2022	2023	2024
Total Number of Directors	9	10	10	10	9
Number of Independent Directors	7	9	9	9	8
Number of Female Directors	2	2	2	3	4
Number of Ethnically / Racially Diverse Directors	0	2	2	2	3
Percentage Diverse by Race and/or Gender	22%	40%	40%	50%	66%

* Board of Directors data reflects the composition of the Board immediately following the annual shareholder meeting

POLITICAL CONTRIBUTIONS					
	2019	2020	2021	2022	2023
Total Contributions	\$0	\$0	\$0	\$0	\$0

Task Force on Climate-related Financial Disclosures (TCFD) Index

GOVERNANCE

Disclose the organization's governance around climate-related risks and opportunities.

FORTUNE BRANDS DISCLOSURE

Board oversight of climate-related risks and opportunities

Our Board of Directors is committed to overseeing the integration of ESG initiatives and progress throughout the Company. The Nominating, Environmental, Social & Governance Committee (the "NESG Committee") maintains oversight of the Company's ESG programs, progress and related risks. Environmental and social programs, progress, risks and strategies are reported to the Board and its committees on a regular basis. In addition, the Board's Audit Committee oversees the Company's enterprise risk management (ERM) program, including the Company's major financial, external, strategic, operational and compliance risk exposures, as well as climate-related risks. The Audit Committee oversees management's efforts to mitigate, monitor and control such exposures. In addition to reviewing the annual assessment of enterprise-wide risks, the Audit Committee is also updated on enterprise-wide risks throughout the year as needed, to account for quickly changing business dynamics.

Management's role in assessing and managing climate-related risks and opportunities

The Company formalized an ESG Steering Committee in 2021. The ESG Steering Committee is a cross-functional management committee created to assist the Company's senior leadership team in setting ESG strategy; developing, implementing, and monitoring initiatives and policies based on that strategy, including climate-related risks and opportunities. The ESG Steering Committee reports directly to the Company's CEO. Representatives from the ESG Steering Committee provide updates to the NESG committee and, at times, to the full Board.

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

FORTUNE BRANDS DISCLOSURE

Climate-related risks and opportunities

The Company has identified the following short-, medium- and long-term risks and opportunities related to climate change. We consider short-, medium- and long-term risks to be those that could have a sizeable impact on our business within the next 1 to 2 years, 3 to 5 years, and 6 to 10 years, respectively.

PHYSICAL RISKS

Short-term climate-related risks include acute physical risk to our operations and supply chains due to severe weather events. Any prolonged disruption in our operations — or supply chain — due to the destruction of, or damage to, any facility as a result of natural disasters, including fires, floods, hurricanes and tornadoes, could negatively impact our profitability and competitive position and adversely affect our results of operations, cash flows and financial condition.

To mitigate acute physical risks, we have created operational contingency plans, which include distributing production across multiple lines or facilities, and identifying alternate third-party suppliers. The adequacy of our partners' supply is analyzed routinely in considering sourcing options and inventory planning. Business interruption and property insurance is in place for significant losses. On an annual basis, associates in storm areas undergo emergency preparedness training and store materials on-site to protect against weather-related emergencies. The Company also is strengthening its supply chain and has the agility to make adjustments as needed in the case of supply constraints due to severe weather events. Additionally, we have included climate-related considerations into our capital expense request process.

Medium-term chronic physical risk includes the impact of increased insurance premiums for our facilities located in areas more likely to be impacted by severe weather, including fires, tornadoes and flooding. Fortune Brands considers the likelihood of severe weather and natural disasters when deciding where to locate new facilities.

Task Force on Climate-related Financial Disclosures (TCFD) Index CONTINUED

STRATEGY

FORTUNE BRANDS DISCLOSURE

TRANSITION RISKS & OPPORTUNITIES

Market

- Risks: As the call from consumers for more sustainable products and packaging grows, we need to be ready to meet that need in order to continue gaining share. Additionally, we are subject to raw material and commodity price volatility that may be caused by weather. From time to time, we use derivative contracts to manage our exposure to commodity price volatility, and we enter into commodity swaps to manage the price risk associated with forecasted purchases of materials used in our operations.
- Opportunities: As the threats of climate change increase and awareness builds, we have an opportunity to engage new environmentally conscious customers with high quality options to meet their needs, and an added opportunity to successfully introduce new sustainable products. We believe we have significant opportunities to grow our sales through products that have sustainability attributes. See our Creating Value page for additional information. Climate-related opportunities are generally incorporated into product strategies at a brand level.
- Opportunities for Our Products with Sustainable Impacts: Fortune Brands has opportunities to continue selling and expanding its product offerings that have environmentally friendly or climate-aware attributes, such as:
 - Water products that help people save water, manage their water, and reduce energy costs associated with wasted water. Offerings in the Moen Smart Water Network can help to significantly conserve water, which we believe can also reduce carbon emissions. The Mission Moen goal helps to underscore the importance of water conservation and sustainability, and can make our Moen brand even more appealing to sustainability-minded consumers.
 - Fiberon PE composite decking and cladding that is certified for containing a minimum 94% mixed recycled wood fiber and plastic content. The Fiberon Balance story, which also emphasizes manufacturing processes that conserve water and reusing almost all waste, helps to underscore the importance of sustainability, and can make our Fiberon brand even more appealing to sustainability-minded consumers.
 - Complete door systems from Therma-Tru that are built to help protect against energy loss, keeping heat and air conditioning sealed inside the home. Many Therma-Tru door offerings are ENERGY STAR qualified. Therma-Tru Thrive is the brand's commitment to make safe and sustainable products, support the communities where Therma-Tru associates live and work, and leave a positive, lasting impact on the environment. Therma-Tru's energy-conserving doors are part of this brand commitment.
 - Weather-durable and storm-resistant decking, entry and storm doors, and security devices from Fiberon, Therma-Tru, LARSON and Master Lock.

Regulation

- Risks: We, like all companies, are subject to federal, state, and local laws and regulations, and certain international laws and regulations, designed to protect the environment. These laws and regulations could impose liability for remediation costs and civil or criminal penalties in cases of non-compliance. Compliance with environmental laws increases our costs of doing business. Because these laws are subject to frequent changes, we are unable to predict the future costs resulting from environmental compliance.
- Opportunities: Demand for our products and services could be positively impacted by the introduction of tax incentives for purchasers of our products and services that contribute to reducing energy use, conserving water, or that are made predominantly from recycled inputs.

Reputation

- Risks: Like all companies, if Fortune Brands is perceived as being irresponsible regarding climate change, that may adversely impact our business and reputation. Management and the Board of Directors have been focused on assessing the current impact of climate change on our operations and taking action to contribute to renewable energy, and increasing the quality and transparency of our ESG performance and disclosures of our management approach — to better demonstrate our commitment to sustainability.
- Opportunities: Fortune Brands' ability to demonstrate it is a responsible corporate citizen and is acting responsibly regarding climate change may positively impact our business and reputation. The more we can be seen as a responsible company, the more we can improve our ESG ratings, increase our investors through ESG outreach, leverage ESG publicity opportunities, and attract and retain talent.

To date, the Company has not undertaken climate change scenario planning.

Task Force on Climate-related Financial Disclosures (TCFD) Index CONTINUED

RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

FORTUNE BRANDS DISCLOSURE

Our processes for identifying and assessing climate-related risks

The Company's leadership team has identified and defined key External, Strategic, Operational, Financial, and Compliance risks for the management team to consider as part of the annual Enterprise Risk Management (ERM) assessment process.

Each year, members of management systematically review and rank a diverse array of factors associated with these risk categories. During this process, key leaders provide input and identify any emerging risk indicators. Key risk indicators, year-over-year changes and trends, and related mitigation activities are meticulously compiled and presented to the FBIN Executive Committee. This committee offers additional insights and aligns on the top risk areas for the Company.

Within the ERM process, climate-related risks are regarded as influential drivers that indirectly affect various risk components, rather than being treated as a standalone risk category. For instance, climate-driven regulatory risks are integrated into our comprehensive assessment of government and industry regulatory risks, while the impact of weather events is evaluated within our broader analysis of catastrophic loss. Each identified risk is addressed with a tailored strategy to either accept, mitigate, share, or avoid the risk, ensuring a holistic and proactive approach to risk management.

The results of the ERM assessment, along with the Executive Committee's perspectives, are then presented annually to the Audit Committee of the Board of Directors for further review and guidance.

Our processes for managing climate-related risks

All our facilities operate under a common set of EH&S principles, which provide an overall foundation for environmental stewardship. The specific ways in which each location manages climate-related risks varies due to the diversity of our business, the products we make and where we are located. We maintain contingency plans and production is distributed among multiple lines, or alternate third-party suppliers have been identified to mitigate short-term acute risks. On an annual basis, associates in storm areas undergo emergency preparedness training and store on-site materials to protect against weather-related emergencies. To mitigate short- and medium-term risks, the adequacy of supply is analyzed routinely in considering sourcing options and inventory planning. Business interruption and property insurance is in place for significant losses. We are addressing medium- and long-term climate-related transition risks to our reputation by increasing the quality of our disclosure around our sustainability programs and commitments and approach to managing our ESG focus areas.

Integration into overall risk management

Climate-related risks are indirectly incorporated into our ERM program.

METRIC AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

FORTUNE BRANDS DISCLOSURE

Greenhouse gas (GHG) emission metrics

Currently, the primary metrics Fortune Brands uses to measure climate-related risks and performance are Scope 1 and Scope 2 carbon emissions.

The 2023 emissions are:

Scope 1: 24,432 metric tons CO₂
 Scope 2: 96,202 metric tons CO₂
 Total Scope 1+2: 120,634 metric tons CO₂

Management uses this data to help evaluate opportunities for using renewable energy and to identify focus areas for energy reduction efforts. At this time, Fortune Brands is not tracking our Scope 3 emissions; we continue to monitor Scope 3 requirements FBIN may need to fulfill.

Targets

We have set goals to reduce our absolute Scope 1 and 2 carbon emissions by 30% by the year 2030, and offset 50% of our electricity usage with renewable sources by 2030. We have adjusted our baseline year from 2020 global operations, to year-end 2022, to best reflect the Company's operating footprint after the separation of the Cabinets business in December 2022. To help reach our targets, Fortune Brands plans to identify and help fund a renewable energy project by entering into a virtual power purchase agreement (VPPA). In 2024, we have begun the work to improve our emissions data collection process and controls, helping us to move toward limited data assurance for Scope 1 and 2 emissions.

Sustainability Accounting Standards Board (SASB) Index

TOPIC	ACCOUNTING METRIC	CODE	FBIN RESPONSE
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-BF-130a.1	<p>(1) Total energy consumed in 2023: 1.38 million gigajoules.</p> <p>(2) We currently purchase nearly 100% of our electricity from energy companies. Our plant in Changshu, China installed solar panels in 2022, which provide energy to that site. Additionally, our plant in Pine Grove, Pennsylvania, has solar panels, which provide some of its energy. In 2023, we made preparations to add solar panels to our South Africa site and to our new Las Vegas, Nevada site.</p> <p>(3) Percentage renewable energy in 2023: 0.55%. Additionally, while we know some of our energy providers include renewable sources in their energy mix, we are still working to determine what, if any, renewable energy derived from our energy providers can be attributed as renewable energy used by FBIN.</p> <p>In 2021, Fortune Brands set goals to reduce our absolute Scope 1 and 2 carbon emissions by 30% by the year 2030, and to offset 50% of our electricity usage with renewable sources by 2030.</p> <p>We have adjusted our baseline year from 2020 global operations, to year-end 2022, to best reflect the Company's operating footprint after the separation of the Cabinets business in December 2022.</p>
	Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-BF-250a.1
	Percentage of eligible products meeting VOC emissions and contents	CG-BF-250a.2	Fortune Brands does not consider this metric to be material to our business or our products.

Sustainability Accounting Standards Board (SASB) Index CONTINUED

TOPIC	ACCOUNTING METRIC	CODE	FBIN RESPONSE
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	<p>Increased demand for sustainable building products and packaging is driven by consumers, retailers, architects and builders that are responding to both consumer demand, regulation, or increasing focus on industry groups and certifications, such as National Green Building Standard, the U.S. Green Building Council LEED rating system, ENERGY STAR certified homes, Passive House Institute, and Department of Energy Certified Net Zero Energy Homes.</p> <p>Across Fortune Brands Innovations, sustainability is factored into design, including input materials and packaging. We design products to improve water savings while ensuring high performance and excellent user experiences; this is part of one of Water Innovations’ key pillars: “Save, but don’t sacrifice.”</p> <p>Not only does Therma-Tru design energy-efficient doors, it designs and manufactures entire door systems, resulting in superior air and water tightness, which helps conserve energy for the consumer. Many Therma-Tru door offerings are ENERGY STAR qualified.</p> <p>We also strive to design products that can be manufactured with recycled input materials, when feasible. Fiberon PE composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content. Moen is incorporating recycled plastics in its designs for components, such as faucet docks, with a goal to repurpose 2,000 tons of ocean plastic by 2030.</p> <p>Our Master Lock business works through retailers and take-back organizations to follow Extender Producer Responsibility regulations that require electrical and electronic equipment and batteries to be recycled at end-of-life. Our other businesses do not have formal take-back programs; however, WINN handle returns and have programs in place to resell, recycle or reuse parts to keep those out of waste streams.</p>
	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	CG-BF-410a.2	<p>We are currently tracking the weight of end-of-life material recovered for use in our product manufacturing for Fiberon and Moen.</p> <p>(1) Fiberon: Approximately 37,347 metric tons of recycled plastic, and approximately 72,517 metric tons of post-industrial wood were incorporated into Fiberon composite deck boards and cladding products in 2023. Moen: 181 metric tons of ocean recycled plastic was incorporated into products in 2023, including in an installation tool component for one of its highest volume products, the Posi-Temp valve.</p> <p>(2) Fiberon: PE composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content.</p>
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard	CG-BF-430a.1	<p>Fiberon PE composite decking and cladding is certified for containing a minimum 94% mixed recycled wood fiber and plastic content. In 2023, Fiberon purchased approximately 37,347 metric tons of recycled plastic, and approximately 72,517 metric tons of post-industrial wood.</p> <p>Fiberon completed a voluntary product lifecycle assessment and environmental product declaration in 2021 for its PE composite decking, and another voluntary product lifecycle assessment and environmental product declaration in 2022 for its PE composite cladding to gain an even better understanding of its environmental impacts and future opportunities.</p>

Sustainability Accounting Standards Board (SASB) Index CONTINUED

TOPIC	ACCOUNTING METRIC	CODE	FBIN RESPONSE
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for direct and contract employees	RT-CH-320a.1	Fortune Brands' direct and contract employees achieved a 1.04 TRIR in 2023 and 0 fatalities. For 2023, excluding our 2023-acquired businesses, FBIN achieved a TRIR of less than 1.0.
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	<p>Our commitment to creating and maintaining safe work environments is highlighted in our EH&S Principles and through our EH&S strategies and Critical Elements Program. Fortune Brands has identified 15 Critical Elements, or safety components, that have the most potential for severe injury in our manufacturing and distribution operations. Each business focuses on the Critical Elements most relevant to its operations. Read more in the Safety section of this report.</p> <p>We track health and safety metrics for full-time, part-time and contract or temporary workers at each of our businesses using our organization-wide EH&S management system. We report on health and safety metrics annually to the NESG Committee of our Board of Directors.</p>

ACTIVITY METRIC	CODE	FBIN RESPONSE
Annual production	CG-BF-000.A	Fortune Brands believes "annual production" is not a meaningful data point for a large, diversified company that produces a variety of products.
Annual sales	CG-BF-250a.1	<p>\$4,626,200,000 total 2023 net sales.</p> <p>Fortune Brands uses sales to normalize environmental metrics.</p>
Area of manufacturing facilities	CG-BF-000.B	Approximately 911,000 square meters.

Forward-Looking Statements

Cautionary Statement Concerning Forward-Looking Statements

Certain forward-looking statements included in this report are made within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include all statements that are not historical statements of fact and those regarding our intent, belief, or expectations for our business, operations, financial performance or financial condition, in addition to statements regarding our expectations for the markets in which we operate, general business strategies, the market potential of our brands, trends in the housing market, the potential impact of costs, including material and labor costs, the potential impact of inflation, expected capital spending, expected pension contributions, the expected impact of acquisitions, dispositions and other strategic transactions including the expected benefits and costs of the spin-off

of MasterBrand, Inc. and the tax-free nature of the spin-off transaction, the anticipated effects of recently issued accounting standards on our financial statements, and other matters that are not historical in nature. Statements that include the words “believes,” “expects,” “anticipates,” “intends,” “projects,” “estimates,” “plans,” “look to,” “outlook,” “positioned,” “confident,” and “opportunity,” and similar expressions or future or conditional verbs such as “will,” “should,” “would,” “may” and “could” are generally forward-looking in nature and not historical facts. Where, in any forward-looking statement, we express an expectation or belief as to future results or events, such expectation or belief is based on current expectations, plans, estimates, assumptions, and projections of our management about our industry, business and future financial results available at the time this report is filed with the Securities and Exchange Commission (the “SEC”). Although we believe that these statements are

based on reasonable assumptions, they are subject to numerous factors, risks and uncertainties that could cause actual outcomes and results to be materially different from those indicated in such statements, including, but not limited to, those listed in Item 1A of our Annual Report on Form 10-K for the year ended December 30, 2023, filed with the SEC. We undertake no obligation to, and expressly disclaim any such obligation to, update, amend, clarify, or revise any forward-looking statements to reflect changed assumptions, the occurrence of anticipated or unanticipated events, new information or changes to future results over time or otherwise, except as required by law.



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Throughout this ESG Report, we refer to numerous trademarks, trade names and brands. Moen, Riobel, Rohl, Perrin & Rowe, Shaws, Victoria + Albert, Fiberon, Therma-Tru, Larson, Master Lock, SentrySafe, Yale residential, August, Emtex, Schaub and SpringWell are among the trademarks or trade names held by subsidiaries of Fortune Brands Innovations, Inc., and are registered, pending registration, and/or common law marks in the U.S. and/or various countries.

Occasionally, in conveying information, we refer to trademarks of third parties. Such trademarks are the property of their respective owners.

Therma-Tru was awarded the No. 1 most-used entry door brand in the United States among residential building professionals, based on the 2023 Builder magazine Brand Use Study.

Fortune Brands was named to Newsweek's 2024 list of America's Most Responsible Companies. For questions regarding this report, contact Investor.Questions@FBIN.com.

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