



HILLMAN[®]

2024

RESPONSIBILITY REPORT



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MESSAGE FROM OUR CEO

“

At Hillman, responsibility has always been part of how we do business. For us, being responsible means creating lasting value for our people, customers, communities, and the world at large. We believe our responsibility is to strengthen the places where we live and work - today and for the future.

Over the past several years, we've made meaningful progress towards building a more responsible and resilient Hillman. We've invested in technology and infrastructure by modernizing our distribution network, expanding our service organization and unifying our systems to drive efficiency, sustainability, and long-term growth. We can further evolve by leveraging these investments to be more efficient; our Distribution Center of the Future is just one upcoming example of this, and how we can better serve our customers, our communities, and our environment.

Hillman's responsibility is more than an internal initiative — it's a shared priority with many of our customers. Hillman regularly partners with our largest customers to support their social impact and sustainability goals through joint initiatives and detailed reporting that help them achieve their own corporate responsibility objectives.

In addition to these partnerships, Hillman contributes to a variety of community outreach programs that reflect our employees' values, including Hillman Cares, Forever Kings, and the National Forest Foundation, among others. We also proudly support City of Hope, a leading research and treatment center for cancer, diabetes, and other life-threatening diseases. This partnership is embraced by many peers and industry leaders in our field.

These actions all stem from our belief that building a business the right way, ethically, sustainably, and collaboratively, is the foundation for lasting success. As we look ahead, we'll continue improving our transparency, and pursuing new and innovative ways to serve our communities and people.

To our employees, investors, customers, suppliers, and community partners: thank you for being part of this journey. Together, we're building a stronger and more responsible Hillman for the future.

President & Chief Executive Office



Jon Michael Adinolfi

ABOUT HILLMAN

Hillman Solutions Corp. (“Hillman”) is a leading provider of hardware-related products and solutions to home improvement, hardware, and farm and fleet retailers across North America. Renowned for its commitment to customer service, Hillman has differentiated itself with its competitive moat built on direct-to-store shipping, a dedicated in-store sales and service team of over 1,200 professionals, and over 60 years of product and industry experience.

Our extensive portfolio includes hardware solutions (fasteners, screws, nuts and bolts), protective solutions (work gloves, jobsite storage and protective gear), and robotic and digital solutions (key duplication and tag engraving). By leveraging our world-class distribution network and talented people, we remain true to the tools of our trade.

[READ MORE](#)



HARDWARE & HOME IMPROVEMENT

Hardware and home improvement products are essential for professional contractors and DIY enthusiasts alike. Whether you're renovating your home or building something from scratch, having the right hardware and supplies can make all the difference.



PROTECTIVE & JOBSITE GEAR

Protective & jobsite gear products are essential for ensuring the safety and well-being of workers on the job. These products help prevent injuries and accidents. Investing in research and development, we strive to provide the best gear on the market. Our customers have come to trust our products and the protection they provide.



ROBOTICS & DIGITAL SOLUTIONS

By combining cutting-edge technology with intuitive design, our products address real needs in people's everyday lives from the kitchen to the car to their front door. We are building a stronger tomorrow by innovating today, leveraging advanced tools and insights to create solutions that are practical, reliable, and make daily life easier.

OUR BRANDS

[LEARN MORE](#)

Hardware Solutions

POWERPRO[®]
ENGINEERED PERFORMANCE

paulin[®]

HILLMAN[®]

THE STEELWORKS

OOK[®]

HARDWARE ESSENTIALS[™]

FASTENING HILLMAN

DECK+PLUS
LIFETIME GUARANTEE

Protective Solutions

GORILLA GRIP

GREASE MONKEY[®]

TRUEGRIP[®]

AWP[®]

MAGNIFÉYE
READING GLASSES

intex[®]

McGuire-Nicholas[®]
EST. 1932

FIRM GRIP[®]

digz[®]

Robotic Digital Solutions

minute@key[®]



Axxess+[®]

ABOUT HILLMAN

2024 Achievements & Awards

Hillman continues to grow and evolve, building on a legacy of excellence and innovation. We employ one of the largest direct sales and service teams in the industry, consistently providing customers with flexibility and swift solutions. As we look to expand on these efforts, Hillman has earned industry recognition and awards, reflecting our unwavering commitment to exceptional service and the continued success of our customers.

Acquisitions



Premier provider and merchandiser of rope and twine, chain and wire rope, and related hardware products.



Leading supplier of wiping cloths, consumable rags, and cleaning textiles.

Pro Tool Innovation Awards (PTIA)



[READ MORE](#)



ABOUT HILLMAN

Our Communities

For us, it's a point of pride to give back to the communities where we work and live across North America. Our team members actively participate and volunteer at charities of their choice. Alongside our customers, we support a variety of missions such as clothing drives, educational opportunities, homeless shelters, at-risk children, and more each day.

Internships remain a key focus at our organization, fostering growth and opportunity through partnerships like our collaboration with Forever Kings Inc., an empowerment organization for young men of color providing tools and resources for an equitable opportunity to achieve personal and professional success. Since 2013, Hillman has been granting scholarships



for students. In 2024, over \$14,000 was awarded by Hillman. We were also awarded the Corporate Champion Award by Forever Kings.

HILLMAN CARES

Hillman Cares Inc. is a U.S.-based non-profit charitable organization created to assist employees who experience financial hardship due to a qualifying event beyond their control, such as a natural disasters or a significant personal emergency.

Donations are made possible through voluntary payroll deductions from U.S.-based employees in the company. Due to legal and regulatory requirements, Hillman Cares currently operates only in the United States.

Since its inception in 2021, Hillman Cares' fund has provided 73 grants to employees, amounting to ~\$195,000 in relief, offering critical support during some of life's toughest moments.

This generosity reflects the compassion, unity, and strength of our Hillman family.

In 2024, Hillman and its customers donated a total of **\$387.4K** to organizations including:



OUR APPROACH TO RESPONSIBILITY

8



OUR RESPONSIBILITY

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At Hillman, corporate responsibility means being a good corporate citizen and giving back as much as we take. It's not only about financial success, but ensuring that our people feel valued, our communities continue to thrive, and our business remains sustainable for the long term.

From the start of our responsibility journey, we've adopted an ecosystems approach, which is recognizing that every function and every employee plays a role in making a lasting impact. This collaborative mindset helps us embed sustainability into our daily operations, from how we collect and analyze data to how we engage our associates and serve our communities.

Evolving climate disclosure requirements across the U.S. and globally, have strengthened our Responsibility Program by revealing opportunities to improve data accuracy and compliance readiness. These efforts not only enhance transparency but also ensure we're building a more resilient and accountable organization.

While the broader responsibility and sustainability landscapes continue to shift as time progresses, Hillman's program remains steady because it was built on what's core to our business. Whether through employee engagement, greenhouse gas emissions reporting, or community investment, our focus is on meaningful and measurable actions that reflect our company's values.

Ultimately, sustainability at Hillman is about ensuring the longevity and strength of our business. By connecting every part of our organization to a shared north star. By doing the right thing for our people, communities, and planet, we're securing a future where both our shareholders and stakeholders can thrive.

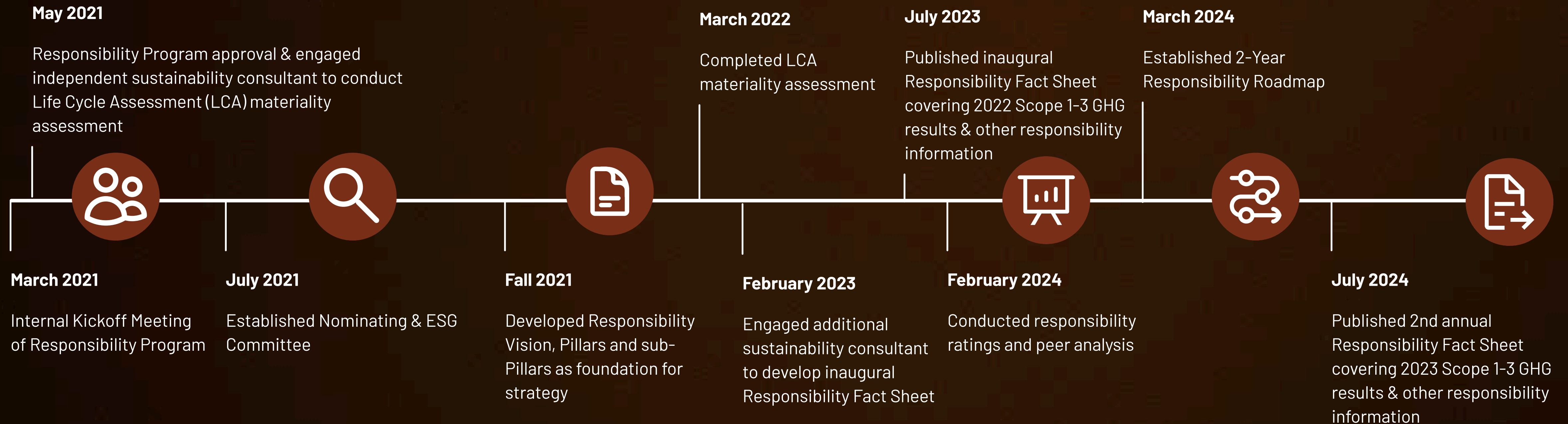
Chief Legal Officer



Amanda Kitzberger

OUR APPROACH TO RESPONSIBILITY

Timeline



OUR APPROACH TO RESPONSIBILITY

Timeline



ABOUT THIS REPORT

This report was published in December 2025. The data and initiatives present throughout this report, unless otherwise stated, is from January 1, 2024, to December 31, 2024 – referred to as 2024 throughout this report. Various aspects of Hillman as an organization are discussed within this report. From the Responsibility Program, to achievements and awards, corporate governance and other valued considerations like health and safety, our team, and more, Hillman aims to bring awareness and recognition to an array of 2024 and future programs, initiatives, and progress within this report.

As indicated throughout this report, data gaps may exist within certain areas of our business. Therefore, calculations may be made based on the best available data or assumptions. Exclusions may also be made based on these gaps as indicated. Primary procurement-based model operation results in some emission calculations associated with Purchased Goods and Services, and Products Sold. Refer to the “Environmental Impact” section of our [2024 Corporate Responsibility Fact Sheet](#) for more information. In order to calculate the certain metrics for our National Forest Foundation (NFF) partnership, a previously used tool, The USDA Forest Service CUFR Tree Carbon Calculator (CTCC), was replicated using species- and region-specific sequestration factors from the CUFR, as referenced in the California Urban Forest Project Protocol.

During January 2024, Hillman acquired Koch Industries, Inc., a premier provider and merchandiser of rope and twine, chain and wire rope, and related hardware products.

[READ MORE ABOUT KOCH](#)

During the same year in August, Intex DIY, Inc. was acquired; a leading supplier of wiping cloths, consumable rags and cleaning textiles. For each of these acquisitions, Purchased Goods and Services and End of Life data is not included.

[READ MORE ABOUT INTEX](#)

The purpose of this inaugural report is to disclose and expand upon the [Hillman 2024 Corporate Responsibility Fact Sheet](#) published on July 31, 2025, shaping the work and dedication Hillman, and our Responsibility Program, has made towards its responsibility values and overall organizational sustainability. Responsibility topics involved with Hillman and our stakeholders are covered and discussed. Key stakeholders, partnerships, initiatives, and other efforts have been spotlighted throughout this report as they pertain to the innerworkings of Hillman and its values and responsibilities.

This report was prepared in line with our industry’s Sustainable Accounting Standards Board (SASB) standards, the GHG Protocol standards, the Task Force on Climate-related Financial Disclosures (TCFD), and more.

For convenience purposes, certain trademark and service marks referred to in this report appear without the ® or ™ symbols, but those references are not intended to indicate, in any way, that we will not assert, to the fullest extent under applicable law, our rights to these trademarks and service marks.

A glossary of key terms is provided in the Appendix of this report. For any questions, refer to the Contacts page in the Appendix.

OUR GOVERNANCE



OUR GOVERNANCE

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As an independent Director on Hillman's Board of Directors, I'm committed to ensuring our strategies align with strong governance and responsible action – socially, environmentally, and ethically. Governance matters because it keeps us accountable, not just legally but morally, ensuring we act in society's best interest.

I'm proud to be part of Hillman, a company that produces products supporting safety and comfort, from the buildings we live in, to the 'For Sale' signs we put up, Hillman is a part of everyday living. To remain responsible, we must partner with suppliers who share our values and pursue sustainability across economic, social, and environmental dimensions.

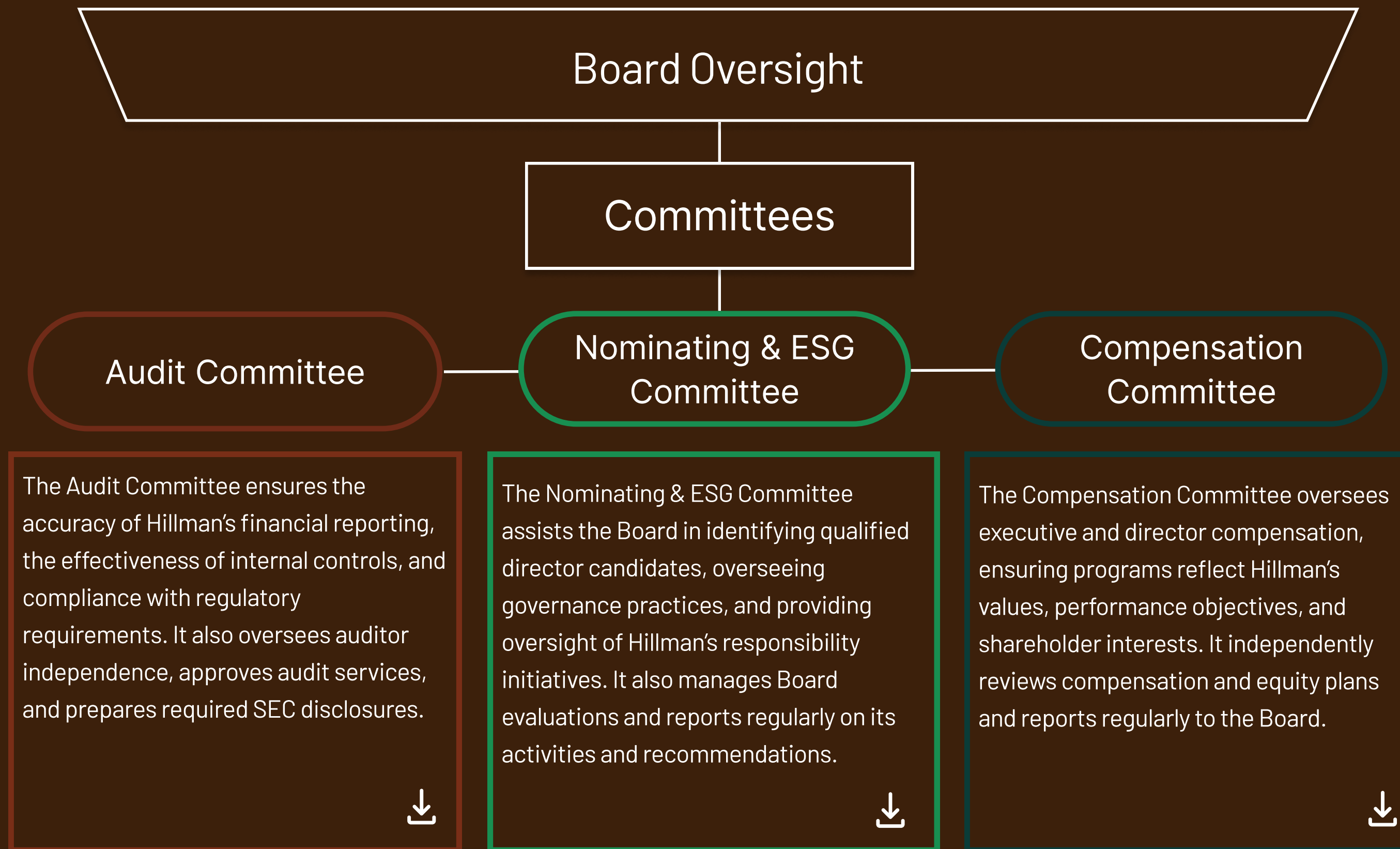
I also see the public debate around sustainability as proof of its importance – people don't challenge what doesn't matter. With experience as a professor, CEO, management consultant, and technical innovator, my focus is on turning ideas into sustainable, impactful business practices. For me, responsible leadership means turning our commitments into action and bringing collective insight together to strengthen our impact.

**Chair Of Nominating &
ESG Committee**



Dr. David A. Owens

OUR GOVERNANCE



Key Policies & Documents

[Code of Conduct & Ethics](#)

[Fact Sheet 2022](#)

[Conflict Minerals Policy Statement](#)

[Fact Sheet 2023](#)

[Responsible Sourcing Policy](#)

[Fact Sheet 2024](#)

[Anti-Bribery & Corruption Policy](#)

Hillman’s management team, commonly referred to as the Executive Leadership Team (ELT), in collaboration with our Board of Directors, and the newly launched Enterprise Risk Management (ERM) Working Group, provides overall strategic guidance and oversight of the organization.

[READ MORE](#)

Hillman’s performance, management, and long-term growth are maintained at a high level of responsibility for the purpose of protecting stakeholder interests, ensuring effective governance practices, and overseeing key areas such as financial integrity, risk management, leadership, and sustainability; in more than just the environmental sense.

Through Hillman’s committees, Responsibility Program, and ERM Working Group, the Board supports sound decision-making and accountability across all aspects of the business; for the betterment of our people and the communities we serve. Leadership succession plans were announced in August of 2024 to ensure the continuity of leadership and strategy, as Jon Michael Adinolfi (“JMA”), Hillman’s previous Chief Operating Officer (COO) since 2023, and Divisional President of Hillman U.S. since first joining in 2019, transitioned to the role of President, Chief Executive Officer (CEO), and Director as of January 1, 2025, and February 13, 2025, respectively. Doug Cahill, currently serves as Hillman’s Executive Chairman, transitioned from serving as the company’s Chairman, President, and CEO at the end of 2024.

[READ MORE](#)

OUR PEOPLE



OUR PEOPLE

“ As a North American-based company with a global reach, Hillman is committed to doing things the right way — ethically, responsibly, and sustainably. Our people bring enthusiasm, productivity, and engagement to everything they do.

Employee engagement is central to our success. We recruit and train based on our culture and core values, fostering belonging and encouraging authenticity. We empower associates to speak up, ask questions, and grow through clear expectations and development opportunities.

Open communication keeps our teams aligned through town halls, meetings, short videos, and regular updates on business performance and external trends. We also embrace technology responsibly, as we continue to leverage and integrate AI as a tool to enhance human potential, increase efficiency, and strengthen strategic decision-making while maintaining clear policies and oversight.

Chief People Officer



Aaron Parker

OUR PEOPLE

Overview

Our business success depends on the skills and contributions of the people on our team. We recruit, develop, and retain talent who embody our values, while bringing their diverse backgrounds and skill sets to their role. We invest in employee development through internal and external programs and are committed to providing a healthy environment and safe workplace in the field and at each of our facilities. Through our total rewards philosophy, we offer competitive benefits including equity awards, health coverage, retirement plans, flexible scheduling, tuition assistance, and performance-based pay.

We are committed to actions that build an inclusive and equitable workplace where diversity is valued and leveraged. We ask our employees to bring their authentic selves to work every day and this shows in both our products and our services. It's this authenticity that allows us to fulfill our mission to empower those who relentlessly build for tomorrow.

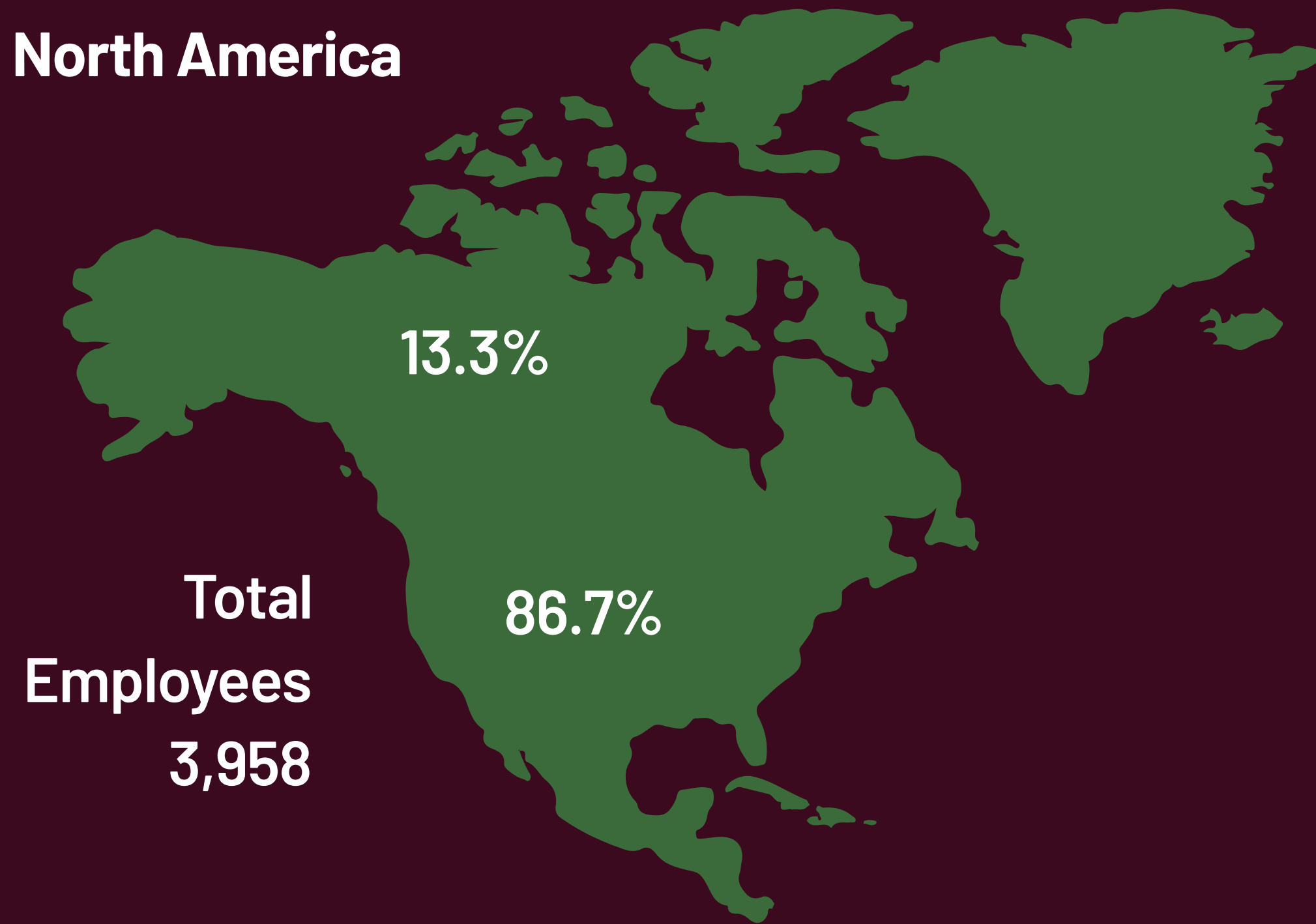


OUR PEOPLE

Demographics

Our workforce spans across North America, bringing together a wide range of backgrounds, experiences, and perspectives that strengthen our culture and drive our collective success. This diversity enables us to better understand the communities we serve, foster innovative solutions, and cultivate a workplace where every team member feels valued and empowered.

North America



Overall Population



New Hires



Leadership Roles



| | US | Canada | Total |
|--|-------|--------|-------|
| Avg # of Permanent Employees by Region | 3,433 | 525 | 3,958 |
| Avg # of Full-Time Employees by Region | 3,317 | 471 | 3,788 |
| Avg # of Part-Time Employees by Region | 116 | 54 | 171 |

| | Female | Male | Total |
|--|--------|-------|-------|
| Avg # of Permanent Employees by Gender | 1,419 | 2,539 | 3,958 |
| Avg # of Full-Time Employees by Gender | 1,380 | 2,407 | 3,788 |
| Avg # of Part-Time Employees by Gender | 39 | 132 | 171 |

OUR PEOPLE

Recruitment & Development

In 2024, we launched the Hillman Leadership Institute, which is dedicated to programs geared towards cultivating a pipeline of exceptional leaders within the company through three key programs tailored to different career stages. The IMPACT program accelerates the growth of our new managers by providing them with essential policies, practices, and skills in leadership and business acumen. The Emerging Leaders Program (ELP) empowers independent contributors who aspire to managerial positions by equipping them with the knowledge and tools needed for success. For high-potential leaders, the Advanced Leadership Program (ALP) offers advanced strategies and insights to enhance their leadership capabilities and promote organizational excellence. Alongside these programs, Hillman demonstrates its value for continuous learning by utilizing a Learning Management System (LMS) to further empower employees and enhance performance, while remaining compliant.

Our Talent Acquisition Team actively participates in various virtual and in-person hiring fairs to attract a diverse pool of talent. In 2024, our partnerships included Virtual Indeed Recruiting Fairs, the Black Family Reunion (BFR) Career Fair, Center for Employment Opportunities (CEO) Open Interviews, and Veterans Volunteers Reentry Program (VOA) Open Interviews. Additionally, we engaged with the UC Career Fairs and collaborated with women and minority professional groups, particularly within the engineering sector, to further enhance our commitment to diversity and inclusion in the workplace.

We also formed valuable partnerships with organizations such as the National Society of Black Engineers (NSBE) and Women in Engineering (WIE) to further strengthen our outreach to underrepresented groups in engineering and technology. These collaborations align with our ongoing commitment to diversity and inclusion in the workforce. Furthermore, we extend our efforts by partnering with several neighboring high schools to continue our impact on the next generation of professionals. Our goal was not only to connect with recent graduates, but also to engage with their parents, empowering them to support their children's aspirations.

Hillman's Women's Impact Group continues to raise awareness around women's roles in the workplace. The Women's Impact Network (WIN) has had company wide events and celebrates Women's History month in March. This year, a speaker was brought in and a panel discussion was had featuring women throughout the company.

ALP (Advanced Leadership Program) **19** Participates

ELP (Emerging Leaders Program) **24** Graduates In Inaugural Year

Learning And Development Events
26 Events **51** Event Hours

IMPACT: Manager Orientation & Leadership Coaching
4 Month Program
58 New Managers Graduated

SmarterU Employee Training Platform **80.7K** Courses/Learning Events Completed **93** New Courses Added To LMS

New Hire Buddy Program **371** New Mentorship Matches **16%** Increase From 2023

OUR PEOPLE

Hurricane Emergency Response Team

Hillman's Hurricane Emergency Response Team operates under a structured three-phase framework:

Prepare, Rescue, and Rebuild.

In the *Prepare* phase, hurricane-susceptible retailers are proactively overstocked with essential products such as cap nails — used to secure tarps and seal out moisture — ensuring readiness ahead of potential impact. The team closely monitors severe weather and projected impact zones while maintaining communication with at-risk stores.



This network includes Demand Planning, DC Managers, Field Service Representatives (FSRs), and National Account Managers (NAMs), who work together to plan store coverage and travel logistics.

In the *Rebuild* phase, the team capitalizes on the understanding of store needs and consumer purchasing patterns, shipping products based on findings to meet projected needs. With an initial response time of 24–48 hours, Hillman's coordinated and safety-focused approach enables rapid recovery support for our retail partners and the communities they serve when needed most.



During the *Rescue* phase, the team visits all impacted stores within one week to assess damage, coordinating with first responders to gain access to impacted areas and ensure the safety of our 12+ member Rapid Response Team.



HILLMAN SUPPORTED HURRICANES

2024

Milton & Helene



2023

Idalia



2022

Ian



2021

Ida



2020

Laura, Sally & Zeta



HEALTH & SAFETY TEAM



“ At Hillman, a clean, safe workplace is a core responsibility that extends beyond our facilities to the communities we serve. Through strong training, accountability, and leadership engagement, we ensure associates work safely and responsibly wherever they operate.

World-class safety requires full participation. Our corporate team designs programs, while leaders across the business execute, measure, and support improvement.

Compliance is essential, but success is defined by reducing injuries, equipping associates, and building a safety-driven culture.

Engagement and leadership are key. Our Safety Steering Committee meets monthly to assess progress and adapt plans, while activities like the annual MHE Rodeo and Safety Bingo keep safety visible, fun, and connected to overall well-being.

At every level, we share one goal — sustaining a culture of safety that protects our people, customers, and communities.

CHRIS COLLINS
Director Of North
America Safety



“ Safety isn't a moment
– it's a mindset.

SUMINTRA SEEPAUL
Safety System Analyst



“ Safety: not a cost, but a
commitment to tomorrow.

SHERRI JEFFERESON
Safety Risk Analyst



“ What you train is how you
work — train for safety.

RHONDA HAZELWOOD
Sr. Safety &
Compliance Analyst

HEALTH & SAFETY

The health, safety, and well-being of our people remains a top organizational priority for Hillman. We maintain full compliance through jurisdictional training, active Joint Health and Safety Committees (JHSC), safety representatives, and more. Regular emergency drills including fire, evacuation, and shelter-in-place, help to ensure safety preparedness alongside certified First Aid responders and on-site equipment such as Automated External Defibrillators (AEDs), eye wash stations, and fire extinguishers providing immediate response capabilities.

To maintain high standards, we conduct routine inspections, track performance through status report cards, and reinforce safety through standardized policies, procedures, and training. These efforts are supported by a centralized safety management system.

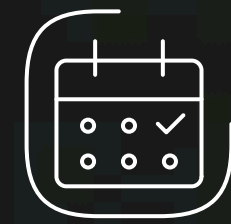
This system is an all-in-one safety software that has been fully implemented since 2024. It is designed to foster a strong culture of safety and supports full regulatory compliance. This system helps us manage safety more effectively and engage employees at every level, all while ensuring accountability, enabling data-driven decision-making and reporting transparently.



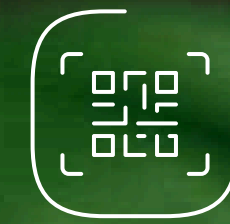
Efficient SDS Management



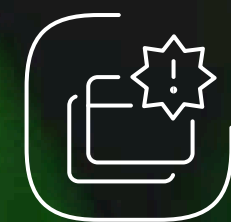
Mobile Check



Intelligent Compliance Calendar



Smart Asset Management



Robust Incident Management

Looking ahead, we are expanding our focus on sprain and strain risk management. New targeted training and prevention measures within the ergonomics space are being developed and further improved upon to reduce incidents of this type. The implementation of this enhanced program is underway for 2026 and will further strengthen our commitment to the health, safety, and well-being of our workforce.

Engagement remains key. These help keep safety top of mind across all levels.



1.96
2024 Total Recordable Incident Rate (TRIR)



0.00
2024 Fatality Rate

1.73
Direct Employees



0.10
Contract Employees

2024 Near Miss Frequency Rate (NMFR)

HEALTH & SAFETY

Engagement

Hillman's commitment to health, safety, and wellness extends beyond compliance – it's embedded in our culture through engagement and continuous improvement. There are a variety of ways in which we reinforce this commitment through engagement opportunities like Safety in 60 Seconds, Safety Conversations, Wellness Fairs, and more. One of our most anticipated events is the annual Material Handling Equipment (MHE) Rodeo; a friendly competition held between different facilities across North America that promotes safe equipment operation, teamwork, and technical excellence. The event provides counterbalance, single-reach, and order picker operators with the opportunity to build confidence, refresh safety best practices, and demonstrate their skills in handling MHE safely and efficiently.

By fostering engagement through interactive learning and collaboration, the MHE Rodeo and other activities strengthens our safety culture, enhances employee well-being, and supports our goal of achieving a zero-incident workplace.



OUR ENVIRONMENT

25



OUR ENVIRONMENT

“

Like our leadership team, I believe in an ecosystems approach. I've had the opportunity to work with diverse teams across Human Resources, Health & Safety, Compliance, and now Legal, allowing me to experience firsthand what Hillman truly stands for. Our Responsibility Program embraces the support and recognition deserved throughout the organization.

For me, organizational success hinges on two fundamental aspects, process management and behavior management. Showcased throughout this report and every day at Hillman, both internal and external stakeholders look to streamline processes to improve efficiency, increase productivity, and reduce cost and waste. However, processes can only be finitely streamlined, this is where the importance of behavior management is made abundantly clear.

Whether reflected in engagement levels, attitudes, or the development of high-trust relationships, Hillman fosters a positive and inclusive culture that enables all to not just exist but thrive. This principle lies at the core of an ecosystems approach, and enables us to remain competitive and sustainable through our evolution in the economic, social, and environmental realms.

For these reasons, I am proud to be a part of the Hillman team and its Responsibility Program. By focusing on high-impact initiatives that deliver strategic values to our shareholders, employees, and customers, the program amplifies our potential to drive positive change across our shared environment.

Compliance & Data Analyst



Marcus Avolio

OUR ENVIRONMENT

Carbon Footprint

At Hillman, our commitment to building a stronger future drives our innovative, collaborative, and responsible business practices. Our Responsibility Program focuses on high-impact initiatives that deliver strategic value to our shareholders, employees, and customers. With our products reaching almost every household across North America, our program amplifies our potential to drive positive change for both our stakeholders and our shared environment.

As a company that is part of the distribution, supply chain, and service network, our continued commitment to reduce environmental impact is realized by our Responsibility Program as we meet and exceed the promises made to our shareholders, stakeholders, and customers.

In 2022, Hillman completed an Environmental Materiality Assessment, using life cycle assessment (LCA) in alignment with the International Organization for Standardization (ISO) 14040 and 14044 standards.

In 2024 and 2025, we successfully completed an assessment of Scope 1-3 Greenhouse Gas (GHG) emissions for 2023 and 2024, expanding on our previous assessment of 2020 to 2023.

The assessment is conducted in accordance with the GHG Protocol to understand annual trends, especially as we continue to improve data quality.

FIGURE 1
2023-2024 Scope 1,2, & 3
Absolute GHG Emissions by Business Unit + Emissions Intensity

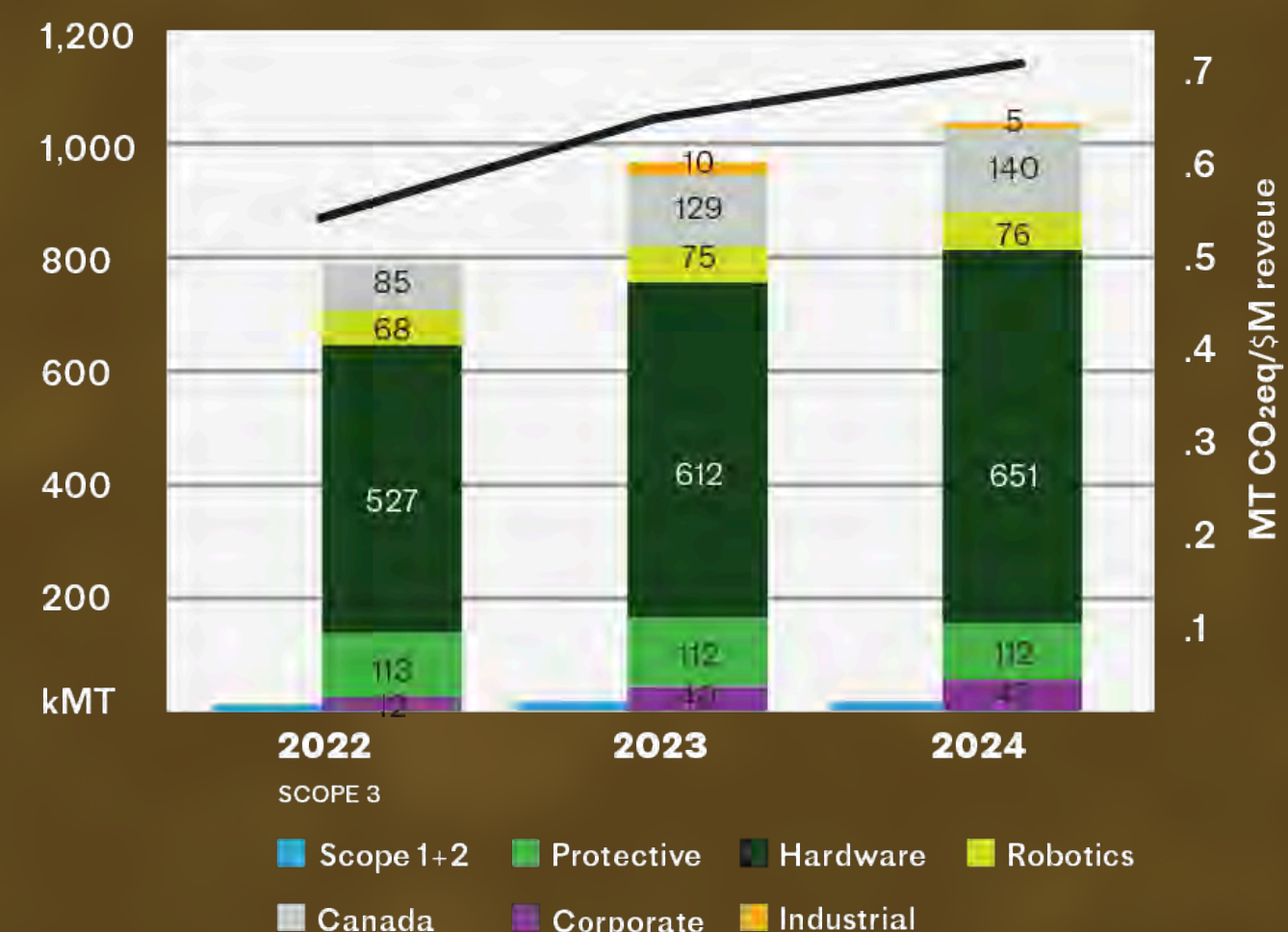


TABLE 1
2023-2024 Scope 1,2, & 3 MTCO2e

| CATEGORY | 2023 | 2024 |
|---|---------|---------|
| Scope 1 Total | 13,293 | 13,574 |
| Scope 2 Total | 11,997 | 18,151 |
| Purchased Goods and Services | 744,760 | 809,831 |
| Capital Goods | 15,476 | 7,804 |
| Upstream & Downstream Transportation + Distribution | 138,207 | 144,601 |
| Waste Generated in Operations | 27 | 38 |
| Business Travel | 4,252 | 4,122 |
| Employee Commuting | 4,998 | 4,045 |
| Processing of Sold Products | 15,191 | 7,769 |
| End-of-life Treatment of Sold Products | 29,032 | 23,080 |

Key updates were made in 2024, where indirect packaging was added, resulting in an increase to Scope 3 emissions. In 2023, improvements to utility data sources enhanced the accuracy of Scope 2 reporting; Waste Generated in Operations was introduced as a new reporting category, slightly increasing Scope 3; Enhanced company vehicle data sources led to a significant increase in Scope 1 emissions, while refined upstream and downstream transportation data across all Business Units substantially increased Scope 3 reporting.

OUR ENVIRONMENT

Carbon Footprint

Approximately 97% of Hillman's total emissions are categorized under Scope 3. This is due to supplier impacts associated with Purchased Goods and Services, which is expected due to Hillman's extensive supply chain network and product mix (Table 1).

Hardware Solutions (HS) contributes the most impact due to steel products. Steel is known for its durability but is also energy intensive during raw material extraction and production processes.

With an understood area of focus, Hillman will continue to leverage its assets to reduce Scope 3 greenhouse gas (GHG) emissions. Collaboration with suppliers, service providers, and customers is of utmost importance, ensuring jurisdictional compliance, energy efficiency, minimal-impact material sourcing, among other opportunities along our value and supply chains.

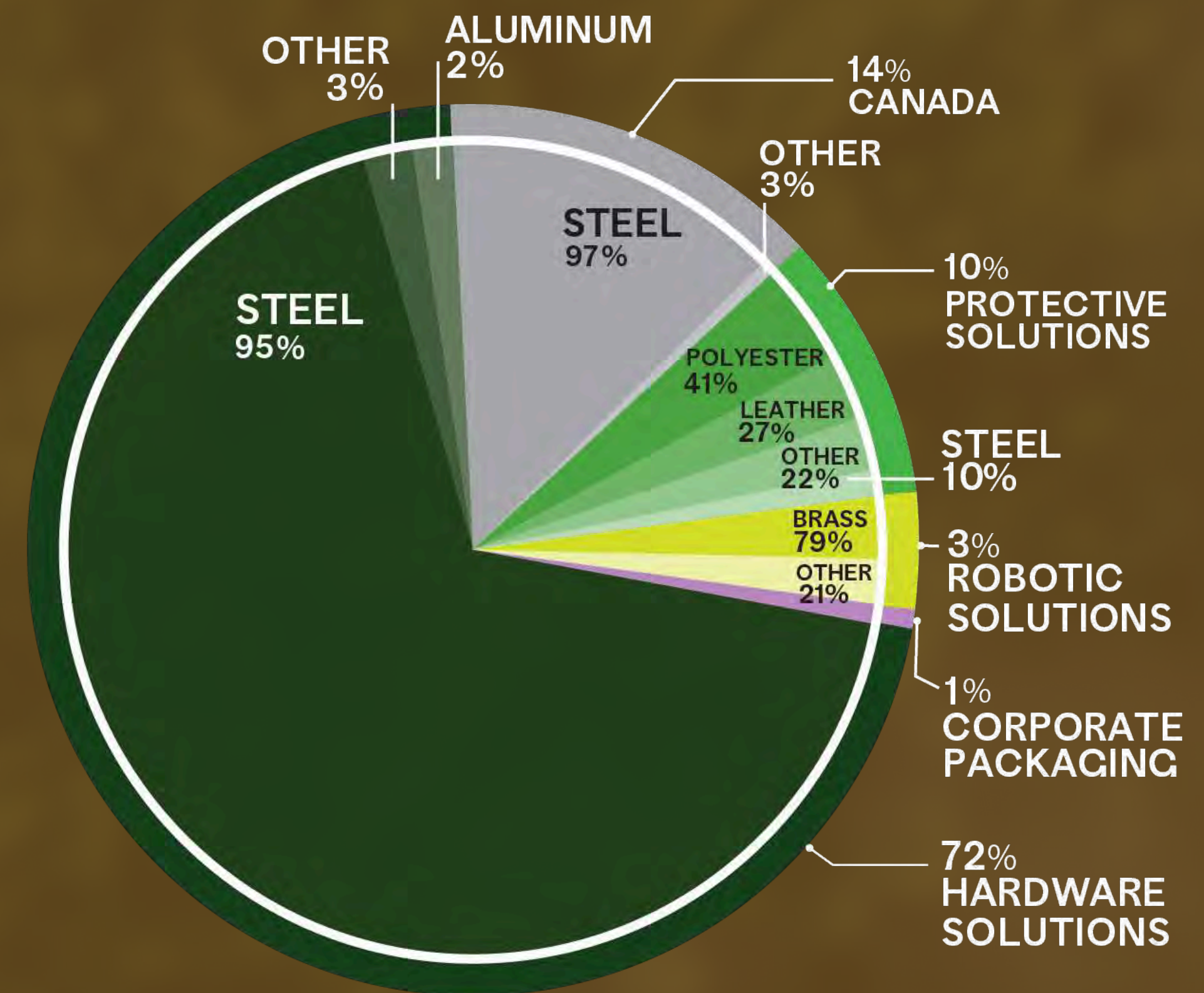
These assets involved include our skilled and knowledgeable workforce, innovative and strategic leadership team, and other resources and tools which can be used to streamline data collection, analysis, reporting, and most important of all, action.

Hillman will continue to invest in the future to further evolve ourselves and the communities we serve. This includes expanding on our partnerships with different organizations varying in purpose; as diversification not only exists within our workforce, but also these partnerships. Working with an ecosystems approach is critical to achieving a better today for a stronger tomorrow.

FIGURE 2

2024 Purchased Goods & Services

GHG Emissions by Business Units + Material Type



OUR ENVIRONMENT

Products & Packaging

Innovation and continuous improvement are what keeps Hillman growing. These principles are at the heart of our goals and help us maintain a competitive edge.

Our renewed focus on product development began in 2017, when we strategically expanded our engineering team. Since then, we've seen significant growth in the quantity and quality of our products. Now, we have taken another step forward by opening our Innovation Center in Cincinnati, Ohio.

This new, accredited lab will be a place for product development, from product to package, concept to execution. Additionally, product testing and packaging vetting will be valuable focuses of the engineering team. By bringing these processes in-house and integrating with our existing lab in Toronto, Ontario, Hillman will be able to gain insight into product performance at its earliest stages - saving money and helping us stay ahead of the competition.

The Innovation Center is more than just a space; It's a testament to our commitment to progress, quality, and the future of our organization.

With the right tools and resources, our teams push boundaries — testing our products and themselves through curiosity and creativity. Our packaging team of engineers and specialists actively reduces the use of Hex chemicals and prohibits the use of polyvinyl chloride (PVC) as a packaging substrate*. Hillman works with corrugated fiberboard and paperboard supplier partners that are members of the Forest Stewardship Council (FSC), a global non-profit organization that promotes responsible forest management and certifies sustainably sourced forest products.

[Shop FSC](#)

**Traces of PVC may still be present due to cross-contamination along the procurement process.*

HILLMAN CONTINUES TO MAKE PROGRESS ON THE INITIATIVES THAT WE LAUNCHED IN 2023:



ECO-FRIENDLY GARDENING GLOVE

Glove shell made from recycled PET/plastic bottles. Biodegradable grip coating with 38% biodegradation in 60 days.



RECYCLING PROGRAM

Collecting more data & standardizing waste portal to increase efficiency & transparency.



WOOD SCREWS

Designed for durability in both interior & exterior environments, offering superior resistance to the elements.



SAVINGS OF 30%

STRUCTURAL SCREWS

30% faster installation of structural screws reduces energy consumption.

Product Packaging and Materials
2024

95-99%
of packaging is recyclable*

60-66%
of packaging is made of recycled content*

75%
of compressed paper board & corrugated fiber board are comprised of recycled material

100%
of domestic paper board is recyclable

*% range accounts for offshore suppliers



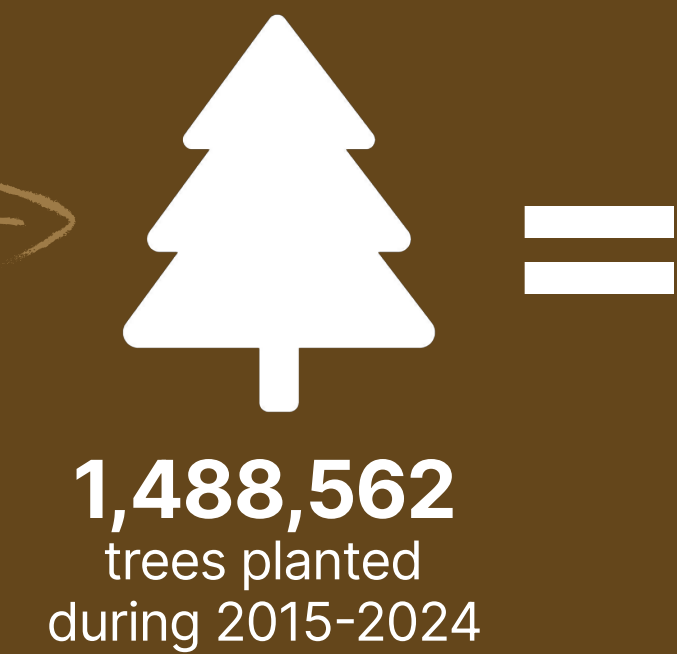
OUR ENVIRONMENT

National Forest Foundation (NFF) Spotlight

Hillman and Minute Key are proud partners of the National Forest Foundation (NFF) since 2015 with the goal of supporting reforestation and the long-term health of America's national forests. Through this collaboration, we contribute to tree-planting initiatives that restore vital ecosystems, improve air and water quality, and combat climate change. Our commitment to environmental stewardship aligns with the NFF's mission to promote the sustainable management and restoration of public lands for future generations.

By-way of innovative thinking, 85% of all Minute Key kiosk issues can be remotely resolved. In the past year, 78,000 kiosks were fixed remotely, meaning 7 million miles worth of driving - equal to 390,000 gallons of gasoline - were avoided.

[LEARN MORE](#)



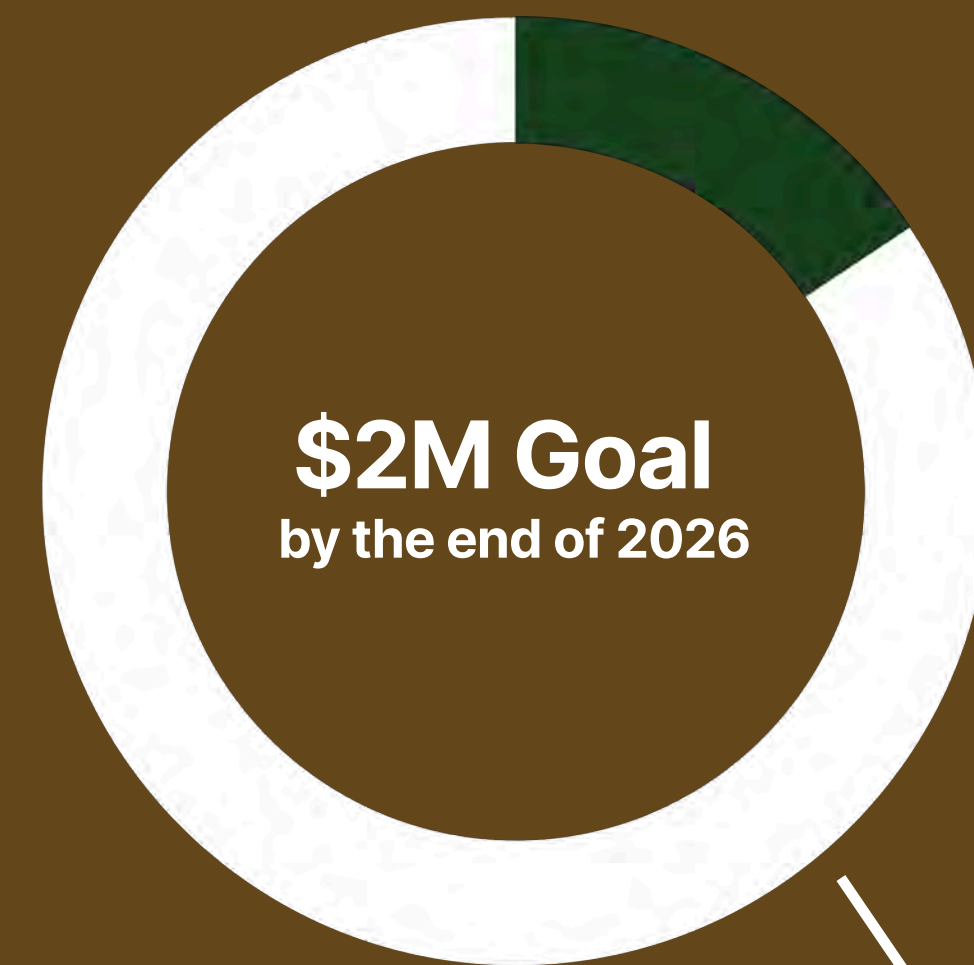
total cumulative carbon storage of planted trees 2015-2024



≈9,000 cars
driven for one year

≈54% of RDS's
carbon footprint in 2024

≈4% of Hillman's
enterprise carbon footprint in 2024



\$1,690,032.62
donated to NFF as of the end of September 2025

OUR ENVIRONMENT

National Forest Foundation (NFF)



| Region | High-performing species (CO ₂ efficiency + resiliency) | Characteristics ^{1,2,3} |
|--------------------------|---|---|
| Pacific Northwest/ North | Douglas-fir, Monterey Pine, Western Hemlock | Fast carbon gain, high survival |
| Southwest | Ponderosa Pine | Moderate carbon gain, drought-tolerant |
| Southeast | Longleaf Pine, Loblolly Pine | Slower start, high long-term storage |
| Midwest | Eastern White Pine, Mixed Oak | Balanced growth + biodiversity benefits |
| High elevation (MT/CO) | Whitebark Pine, Englemann Spruce | Slower but high ecological value |

1. Burns, R. M., & Honkala, B. H. (Tech. coords.). (1990). *Silvics of North America: Vol. 1 (Conifers); Vol. 2 (Hardwoods)*. U.S. Department of Agriculture, Forest Service, Agriculture Handbook 654.
 2. U.S. Forest Service. (FEIS). *Pinus ponderosa (ponderosa pine): Fire Effects Information System species review*.
 3. U.S. Forest Service, Southern Research Station. (2000). *Carbon sequestration by southern pines, with emphasis on longleaf pine (Research Note SRS-24)*. U.S. Forest Service, Northern Region. (2022).



OUR ENVIRONMENT

Sustainability Software

Hillman has integrated an industry leading sustainability software as part of our Responsibility Program. This software is a cloud-based sustainability management platform that helps track, manage, and report on environmental, social, and governance performance. It provides powerful tools for data collection, analytics, and reporting, enabling Hillman to confidently meet regulatory requirements and stakeholder expectations. With customizable dashboards and real-time insights, the software supports holistic decision-making and drives continuous improvement through our Responsibility Program.

Hillman aligns with leading frameworks including [TCFD](#), [CDP](#), [SASB](#), and the [GHG Protocol](#) to guide its climate risk management, environmental disclosure, industry-specific reporting, and greenhouse gas measurement and reduction efforts.



LOOKING FORWARD

California SB 261 & 253

Hillman is proactively preparing to meet upcoming climate disclosure requirements under various state disclosure bills. We are developing reports under commonly accepted frameworks like the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB), and the Greenhouse Gas Protocol, among others. We will continue to track Scope 1-3 GHG emissions.

These initiatives reflect our commitment to transparency, accountability, and continuous improvement in managing climate-related risks and impacts in line with global best practices.

Artificial Intelligence (AI)

Our organization recognizes the transformative potential of Artificial Intelligence (AI) in different spaces like sustainability, operational efficiency, and innovation. We see AI as a strategic asset, and continue to integrate it into our business practices. We believe AI will elevate the talents of our people, not replace those talents, being a catalyst for innovation, agility, and leadership. We remain cognizant of managing its environmental footprint; specifically, its energy and water implications. We will prioritize AI providers where net footprint is reduced and transparently disclose any material Hillman AI information in future reporting*.

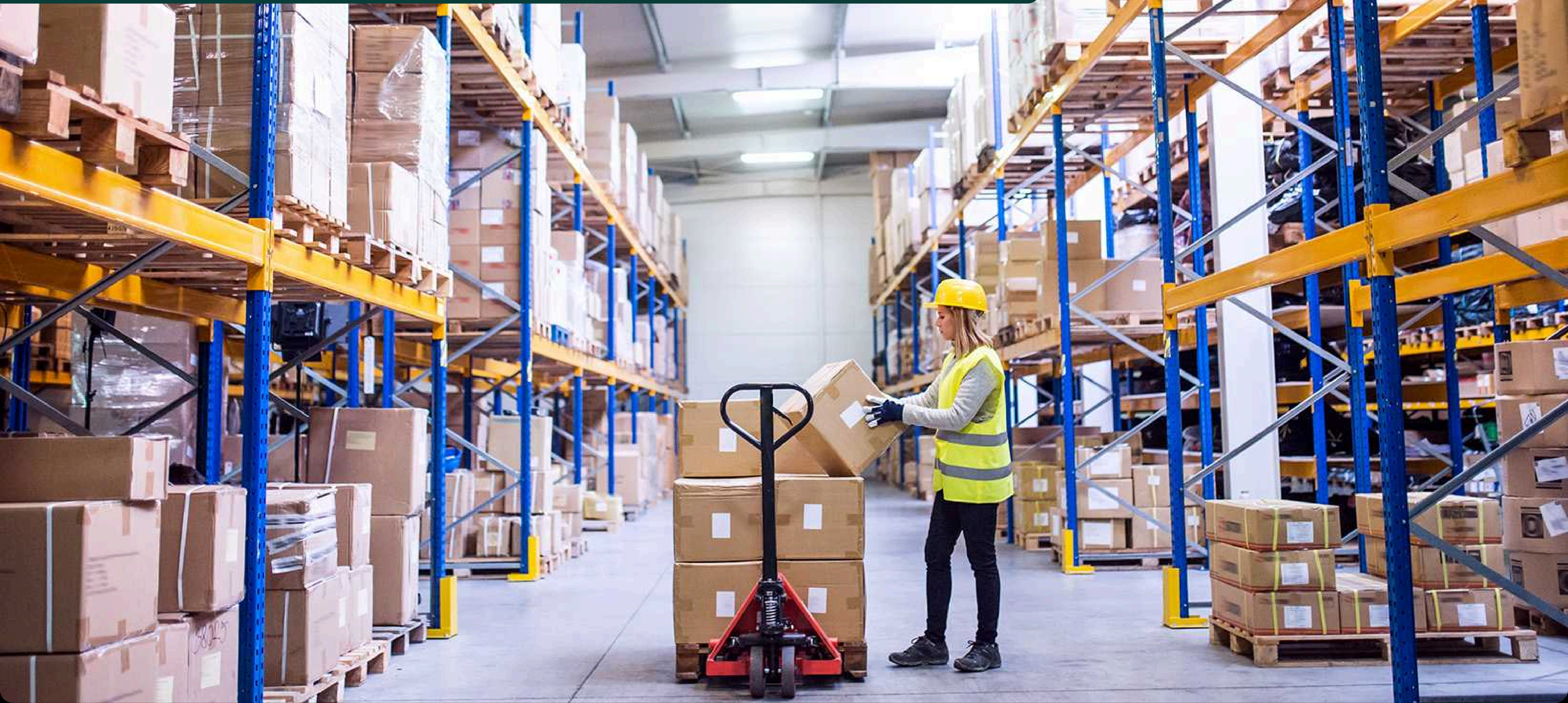
Our goal is to harness the power of AI responsibly, leveraging its benefits while simultaneously maintaining an awareness and consideration of its impacts.

**Where data is made available for calculation purposes.*



APPENDIX

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GLOSSARY

Greenhouse Gas (GHG) Emissions: Atmospheric gases that trap heat and contribute to the greenhouse effect, influencing global temperature and climate patterns. Gases like carbon dioxide, methane, and nitrous oxide are classified as GHGs.

Life Cycle Assessment (LCA): Comprehensive, standardized methodology used to quantify and evaluate the environmental impacts associated with all stages of a product's life, from resource extraction through production, use, and final disposal.

Forest Stewardship Council (FSC): International organization that sets standards for responsible forest management and certifies products sourced from sustainably managed forests - environmentally, socially, and economically.

Recyclable: Material or product that can be collected, processed, and re-manufactured into new items rather than being discarded as waste.

Scope 1 Emissions: Directly released emissions from owned and operated facilities.

Scope 2 Emissions: Indirectly released emissions generated from purchased energy sources.

Scope 3 Emissions: All indirectly released upstream and downstream emissions from sources not included in Scope 2 occurring throughout the company's value chain.

Key Policies & Documents

Our policies and documents promote integrity and accountability, forming the foundation of our responsibility and compliance. They are available [here](#).

[Code of Conduct & Ethics](#)

[Fact Sheet 2022](#)

[Conflict Minerals Policy Statement](#)

[Fact Sheet 2023](#)

[Responsible Sourcing Policy](#)

[Fact Sheet 2024](#)

[Anti-Bribery & Corruption Policy](#)

SASB INDEX

(Sustainability Accounting Standards Board)

The information represented in the SASB Index below is in accordance with the Industrial Machinery and Goods industry for January 1, 2024 - December 31, 2024, and is referred to as “2024” unless otherwise stated. For additional information about the organization’s financial performance, please refer to Hillman’s quarterly earnings materials as well as quarterly and annual reports on Form 10-Q and Form 10-K respectively.

| Topic | SASB Code | Metric(s) | Unit of Measure | Response (FY24 Data) | | | | |
|---------------------------|--------------|--|-----------------------------------|----------------------|-----------|------|------|------|
| | | | | Year | 1 | 2 | 3 | |
| Energy Management | RT-IG-130a.1 | (1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable | Gigajoules (GJ) Percentage (%) | 2024 | 174349 GJ | 100% | 0% | |
| | | | | 2023 | 116193 GJ | 100% | 0% | |
| | | | | 2022 | 104742 GJ | 100% | 0% | |
| | | | | 2021 | 99957 GJ | 100% | 0% | |
| | | | | 2020 | 94971 GJ | 100% | 0% | |
| | | | | Year | 1 | 2 | 3 | |
| Workforce Health & Safety | RT-IG-320a.1 | (1) Total recordable incident rate (TRIR) (2) Fatality rate, (3) Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees | Rate | 2025(YTD 9/10/2025) | 1.82 | 0.00 | 2.06 | 0.00 |
| | | | | 2024 | 1.96 | 0.00 | 1.73 | 0.10 |
| | | | | 2023 | 2.37 | 0.00 | — | — |
| | | | | Year | 1 | 2 | 3a | 3b |

| Topic | SASB Code | Metric(s) | Unit of Measure | Response (FY24 Data) |
|---------------------------------------|--------------|---|---------------------------------|--|
| Fuel Economy & Emissions in Use Phase | RT-IG-410a.1 | Sales-weighted fleet fuel efficiency for medium-heavy duty vehicles | Litres per 100 tonne-kilometers | Hillman does not manufacture medium and heavy-duty vehicles. |
| | RT-IG-410a.2 | Sales-weighted fuel efficiency for non-road equipment | Litres per hour | Hillman does not manufacture any non-road equipment that require fuel sources. |
| | RT-IG-410a.3 | Sales-weighted fuel efficiency for stationary generators | Kilojoules per litre | Hillman does not manufacture stationary generators. |
| | RT-IG-410a.4 | Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines 1 | Grammes per kilojoule | Hillman does not manufacture engines. |
| Material Sourcing | RT-IG-440a.1 | Description of the management of risks associated with the use of critical materials | n/a (Discussion & Analysis) | Hillman responsibly sources the materials used in our products. We adhere to our Conflicts Minerals Policy and Form SD . |
| Remanufacturing Design & Services | RT-IG-440b.1 | Revenue from remanufactured products and remanufacturing services (2) | Presentation Currency | Hillman does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services. |
| Activity Metrics | RT-IG-000.A | Number of units produced by product category (3) | Number | Sales and revenue information broken out by segment is provided in Hillman's reports to shareholders on Forms 10-K . See Item 7 in Forms 10-K. All documents can be found here . |
| Activity Metrics | RT-IG-000.B | Number of employees as of December 28, 2024 | Number | 3,958 (FT &PT) |

FORWARD LOOKING STATEMENT

All statements made in this report that are considered to be forward-looking are made in good faith by the Company and are intended to qualify for the safe harbor from liability established by Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934, and the Private Securities Litigation Reform Act of 1995. You should not rely on these forward-looking statements as predictions of future events. Words such as "expect," "estimate," "project," "budget," "forecast," "anticipate," "intend," "plan," "target," "goal," "may," "will," "could," "should," "believes," "predicts," "potential," "continue," and similar expressions are intended to identify such forward-looking statements. These forward-looking statements include, without limitation, the Company's expectations with respect to future performance. These forward-looking statements involve significant risks and uncertainties that could cause the actual results to differ materially from the expected results. Most of these factors are outside the Company's control and are difficult to predict. Factors that may cause such differences include, but are not limited to: (1) unfavorable economic conditions that may affect our and our customers', suppliers' and other business partners' operations, financial condition and cash flows including spending on home renovation or construction projects, inflation, recessions, instability in the financial markets or credit markets; (2) increased supply chain costs, including tariffs, raw materials, sourcing, transportation and energy; (3) the highly competitive nature of the markets that we serve; (4) the ability to continue to innovate with new products and services; (5) seasonality; (6) large customer concentration; (7) the ability to recruit and retain qualified employees; (8) the outcome of any legal proceedings that may be instituted against the Company; (9) adverse changes in currency exchange rates; or (10) regulatory changes and potential legislation that could adversely impact financial results. The foregoing list of factors is not exclusive, and readers should also refer to those risks that are included in the Company's filings with the Securities and Exchange Commission ("SEC"), including the Annual Report on Form 10-K filed on February 20, 2025. Given these uncertainties, current or prospective investors are cautioned not to place undue reliance on any such forward looking statements.

Except as required by applicable law, the Company does not undertake or accept any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements in this communication to reflect any change in its expectations or any change in events, conditions or circumstances on which any such statement is based.

CONTACTS

Hillman Solutions Corp. Fraud Reporting Hotline:

For within the United States and Canada: 844-797-8646

For International Calls: See the below table - Enter Country Code you are calling from:

| Country | Line Type | Steps to Dial | Dialing-Step 1 | Dialing-Step 2 |
|----------|---------------------------------|---------------|---|----------------|
| India | Worldwide Connect | 2-Step | Enter Country Specific Access Code Found on AT&T Access Codes | (844)797-8646 |
| China | Global Inbound Service | 1-Step | 4006612784 | N/A |
| Korea | International Toll-Free Service | 1-Step | 00368-11-0142 | N/A |
| Mexico | International Toll-Free Service | 1-Step | 001-844-916-0705 | N/A |
| Thailand | International Toll-Free Service | 1-Step | 1-800-013-027 | N/A |

CORPORATE SUSTAINABILITY & COMPLIANCE:

Amanda Kitzberger, Chief Legal Officer

CORPORATE COMMUNICATIONS & PUBLIC AFFAIRS:

Helena Earl, Sr Communications Manager

INVESTOR RELATIONS:

Michael Koehler, VP Investor Relations

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