

ABOUT THE HILLMAN GROUP

(HILLMAN SOLUTIONS - HLMN)

- We are a leading North American provider of hardware products and solutions, including:
 - Hardware and home improvement products (bolts, screws, fasteners, etc.)
 - Protective and job site gear (work gloves, job site storage, etc.)
 - Robotic kiosk technologies (home/office and auto key duplication, tag engraving, etc.)
- Our differentiated service model provides direct to-store shipping, in-store service, and category management solutions.
- We have long-standing partnerships with North America's top retailers: Home Depot, Lowe's, Walmart, Tractor Supply, and Ace Hardware.
- Customer-focused for over six decades since our founding in 1964 in Cincinnati, Ohio.

FAST FACTS

\$1.55B
2025 Net Sales

39K+
Total Retail Locations

29K+
Direct Ship Retail Locations

90%
Revenue from Hillman-Owned Brands

111K+
SKUs Managed and Delivered to Customers

~4m
Sq. Ft. Across Distribution Centers and Offices

GOVERNANCE

We pride ourselves on operating with integrity, accountability, and transparency. Strong oversight by our executive leadership team and Board of Directors ensures that the long-term interests of our stakeholders are factored into our decision making.

BOARD OVERSIGHT

- Audit Committee: Finance, Ethics & Risk Management
- Compensation Committee: Human Capital & Incentives
- Nominating and ESG Committee: Governance & Responsibility Program

BOARD INDEPENDENCE

8/10

Independent Board Members

100%

Independent Committees



Lead Independent Director

KEY POLICIES & DOCUMENTS

[Code of Conduct & Ethics](#)
[Conflict Minerals Policy Statement](#)
[Responsible Sourcing Policy](#)
[Anti-Bribery & Corruption Policy](#)

[Fact Sheet 2022](#)
[Fact Sheet 2023](#)
[Fact Sheet 2024](#)
[See More](#)

OUR VISION

To be the most trusted hardware partner for our customers — owning retail, DIY, and the PRO.

OUR MISSION

Hillman empowers our customers with industry-leading products and the highest level of service to meet the needs of people who fix, build, and create.

OUR VALUES



Customer Commitment



People First



Integrity & Trust



Accountability & Ownership



Resilience

ACHIEVEMENTS & AWARDS



**HOME DEPOT
HARDWARE
PARTNER OF
THE YEAR**
paulin CANADA



**VENDOR OF
THE YEAR**
DO IT BEST &
TRUE VALUE



2025 PTIA WINNER
PRO TOOL INNOVATION AWARDS
POWER PRO JOIST TAPE

APPROACH TO RESPONSIBILITY

At the Hillman Group, 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.

SHARE PURCHASE PROGRAM

Hillman and its Board of Directors approved a share repurchase program (SRP) for up to \$100 million of the company's outstanding common stock.

This is the first SRP that Hillman has implemented as a public company.

[Learn more](#)

ENVIRONMENTAL IMPACT

As a company 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 expectations set by our shareholders, stakeholders, and customers.

PRODUCT PACKAGING & MATERIALS

Hillman is focused on reducing the environmental impact of its packaging.

- Hillman actively reduces the usage of Hex chemicals and prohibits the use of polyvinyl chloride (PVC) as a packaging substrate, substituting it with PET where possible.
- Hillman works with corrugated fiberboard and paperboard supplier partners that are members of the Forest Stewardship Council (FSC).

95-99%
of packaging is recyclable*

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

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

100%
of domestic paper board is recyclable and plastic clam shells are 25% recyclable

*% range accounts for offshore suppliers

CLIMATE CHANGE & GHG EMISSIONS

In 2025, we utilized our new sustainability software to complete an assessment of Scope 1-3 Greenhouse Gas (GHG) emissions, in accordance with the GHG Protocol.

- Scope 3 emissions dominate due to supplier impacts associated with Purchased Goods and Services, which is expected due to Hillman’s extensive supply chain network and product mix. (See Table 1).
- Hardware Solutions 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.

OUTPUTS AT-A-GLANCE

 **\$1.72M**
Donated to NFF
2015-2025

 **150K**
Trees planted in 2025

 **3,986**
Employees in 2025

 **7+ YRS**
Average employee tenure

PRODUCT RESPONSIBILITY

In 2025, Hillman finalized the implementation of a cloud-based sustainability software as part of our Responsibility Program.

We use this platform to:

- Track, manage, and report on our environmental, social, and governance (ESG) performance.
- Meet regulatory requirements and stakeholder expectations.
- Support holistic decision-making and drive continuous improvement.
- Align Hillman with leading frameworks including TCFD, CDP, SASB, and the GHG Protocol.

We continue to improve our products and initiatives:

ECO-FRIENDLY GARDENING GLOVE

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

WOOD & STRUCTURAL SCREWS

- 30% faster installation of structural screws – reduces overall energy consumption.
- Compliant with the International Building Code® (IBC) & International Residential Code® (IRC) with ICC-ES Evaluation Reports (ESR):

[ESR-4017](#), [ESR-4948](#), [ESR-4955](#), [ESR-5300](#)

KEY UPDATES

2025

- Utilizing newly implemented Sustainability Software for improved consistency, repeatability, and overall manageability.
- No longer using LCA method – reduced assumptions & use of publicly available emission factors.
- Improved utility data sources using location-based emission factors
- Separated upstream and downstream transportation and distribution Scope 3 data.

2024:

- Indirect packaging added increasing Scope 3.

2023:

- Improved utility data sources increasing Scope 2.
- Started reporting on Waste Generated in Operations, increasing Scope 3 slightly.
- Company vehicle data source improved, increasing Scope 1 significantly.
- Improved data sources for upstream and downstream transportation for all Business Units significantly increasing the category for Scope 3.

ENVIRONMENTAL IMPACT CONTINUED

TABLE 1 2023-2025 Scope 1-3
GHG Emissions (MT CO₂e)

CATEGORY	LCA METHOD		SYSTEMATIC METHOD	
	2023	2024	2024	2025
Scope 1 Total	13,293	13,574	8,375	8,940
Scope 2 Total	11,997	18,151	12,930	8,903
Scope 3 Total	951,943	1,001,290	613,671	750,195
Purchased Goods & Services	744,760	809,831	447,410	506,807
Capital Goods	15,476	7,804	14,359	13,164
Upstream Transportation & Distribution	138,207	144,601	109,992	184,040
Downstream Transportation & Distribution			9,737	10,288
Waste Generated in Operations	27	38	140	154
Business Travel	4,252	4,122	2,571	3,265
Employee Commuting	4,998	4,045	5,838	5,401
Processing of Sold Products	15,191	7,769	6,143	5,481
End-of-Life Treatment of Sold Products	29,032	23,080	17,481	21,595

FIGURE 1 2024-2025 Scopes 1-3
Emissions Intensity CO₂e (kMT)

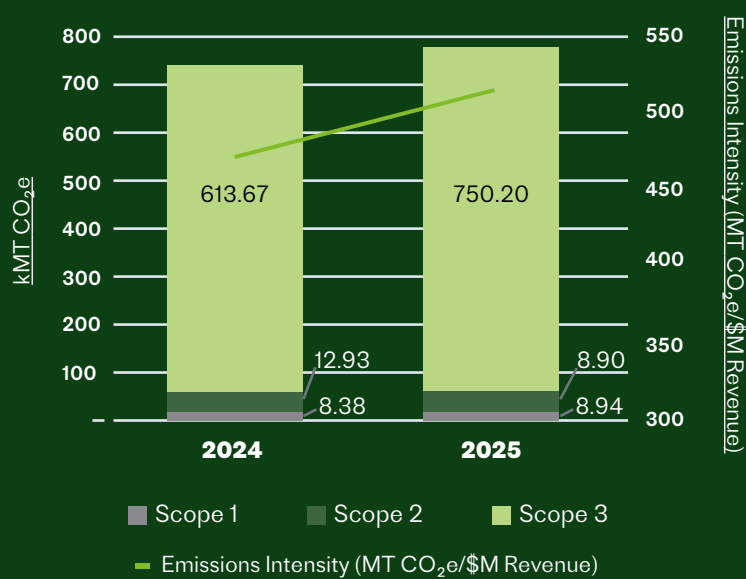
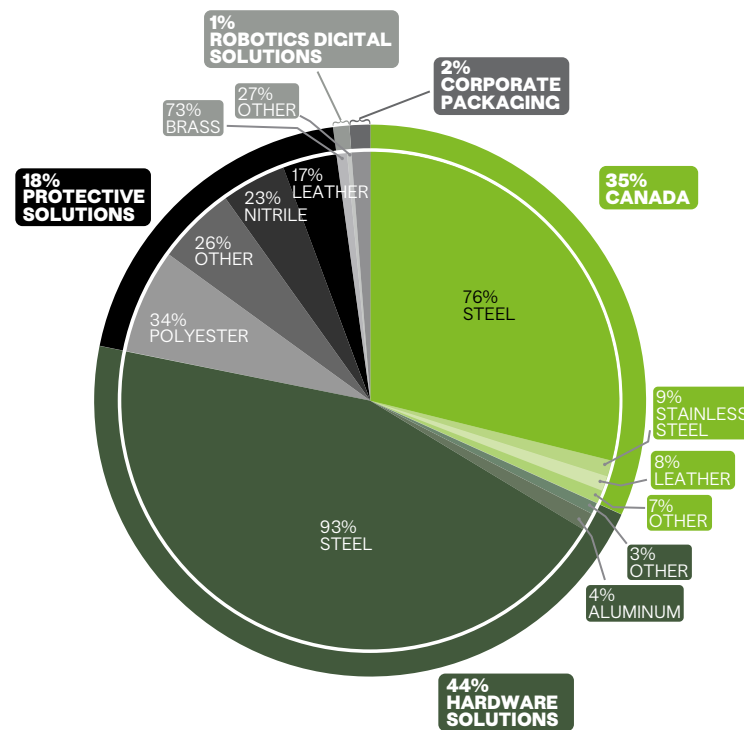


FIGURE 2 2025 Purchased Goods & Services
GHG Emissions by Business Units + Material Type



1. For Scopes 1-3 Emissions: Where utility data gaps exist, calculations are based on the best available data or assumptions in certain cases, utilizing the most recent figures or estimates aligned with publicly available and internal sources (i.e. location-based).
2. Exclusions Due to Data Gaps: Exclusions due to data unavailability include waste generation in all Hillman operations, with minimal impact anticipated due to their low volumes and packaging material data assumed as virgin material.
3. The category of Purchased Goods and Services primarily focuses on the products themselves, excluding direct packaging materials from consideration in lesser instances than previous years.
4. Utility data for 3PL (Third Party Locations) has not been included in 2025 GHG calculations.
5. Assumption made for transportation data based on best available data; 90% of mixed "Outbound/Inbound" data being considered as "Outbound".
6. Since Hillman operates primarily on a procurement-based model, where the majority of its products are directly purchased from suppliers before being sold to customers, the same data source is being used for calculating emissions associated with Purchased Goods and Services and Products Sold.
7. Data sources are continuously being improved for Hardware Solutions in the Purchased Goods and Services category given the outsize impact of that area.
8. Purchased Goods and Services and End of Life data now includes 2024 acquisition Intex, but not Koch.

PEOPLE

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 at all of our facilities and in the field.

RECRUITMENT & ENGAGEMENT

- Our competitive benefits include health coverage, retirement plans, flexible scheduling, performance-based pay, and equity awards.
- Hillman's Women's Impact Network (WIN), hosted an event in 2025 featuring a panel of leaders within our organization, activities focused on refining leadership as a brand, personal journey sharing, and strategies for success.
- 83% participation in our 2025 Employee Engagement Survey.

HEALTH & SAFETY

- We have a dedicated Safety team that implements robust safety protocols, maintains our Safety Compliance program and conducts regular assessments of safety procedures.
- In 2025, a new safety effort called Safe Motion Dynamics was initiated, as ergonomics is a main focus within our industry.
- Information, resources, and other training materials were developed and are continuously shared across the organization.

Safety Measures	2023	2024	2025
Total Recordable Incident Rate (TRIR)	2.21	1.96	1.81

LEARNING & DEVELOPMENT

In 2025, Hillman phased in the Dayforce Learning Management System (LMS). This LMS offers an improved user experience through updated courses and other multi-lingual training material; all the while offering a unified ecosystem for both personal and professional growth.

Hillman demonstrates its value for continuous learning by utilizing its LMS among other tools and resources to further empower employees and enhance performance, while remaining compliant.



PART OF THE HILLMAN LEADERSHIP INSTITUTE

ADVANCED LEADERSHIP PROGRAM (ALP)

26 Sr. Managers & Sr. Directors

NEW BUDDIES ASSIGNED

213

RATING FOR ALP



COURSE LENGTH



COMMUNITY

Alongside our customers, we support meaningful initiatives including clothing drives, educational programs, homeless shelters, and organizations serving at-risk children, and more each day.

PARTNERSHIPS & CHARITABLE CONTRIBUTIONS

In 2025, Hillman and its customers donated a total of **\$350K+** to organizations including:

- **National Organizations:** American Nurses Foundation; National Forest Foundation (NFF); Freedom Service Dogs of America; United Service Organizations (USO); Military Makeover; National Breast Cancer Foundation
- **Local Organizations:** Dress for Success Cincinnati; Forever Kings Inc; Make-A-Wish; Ohio; New Life Furniture Bank; WordPlay Cincinnati; YMCA Cincinnati; Young Life; Kindervelt; Wayne's Cup

EMPLOYEE GRANTS & SCHOLARSHIPS

Hillman Cares Inc. is a non-profit charitable organization funded internally. 100% of donations are used to provide financial assistance to employees who need it.

- **\$70.6K+** raised
- **\$82.5K** issued across **29** grants
- **\$16K** awarded to students of employees through the Max W. Hillman, Jr. Scholarship Award (est. in 2013)

