

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, Lowes, Walmart, Tractor Supply, and ACE Hardware.
- Customer-focused for over six decades since our founding in 1964 in Cincinnati, Ohio.

FAST FACTS

\$1.5B
2024 Net Sales

39K+
Ship-to Locations

29K+
Direct Ship
Retail Locations

92%
Revenue from
Hillman-Owned
Brands

111K+
SKUs Managed
and Delivered to
Customers

~4m
Sq. Ft. Across 24
Distribution Centers
and 7 Offices

HILLMAN VALUES

- ✓ ABSOLUTE INTEGRITY
- ✓ ACCOUNTABLE TO TEAM AND CUSTOMER
- ✓ BUILD ON DIFFERENCES
- ✓ TRUST & RESPECT

ACHIEVEMENTS & AWARDS



VENDOR OF THE YEAR
LOWE'S AND HOME DEPOT



KENT OVERALL PARTNER OF THE YEAR
CANADA



2024 PRO TOOL INNOVATION AWARDS
HIGH PERFORMANCE TOOL RIG
DURABLE WORK GLOVE



TWO AQISITIONS
KOCH INDUSTRIES INC.
INTEX DIY INC.

GOVERNANCE

CORPORATE 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 and Risk Management
- Compensation Committee: Human Capital & Incentives
- Nominating and ESG Committee: Governance and Corporate Responsibility.

STRATEGIC LEADERSHIP CHANGES

Leadership succession plans announced in August 2024 to ensure continuity of leadership and strategy, effective January 1, 2025:

- Jon Michael Adinolfi has transitioned to President & CEO
- Doug Cahill transitioned to Executive Chairman

BOARD INDEPENDENCE

8/10

Independent Board Members

100%

Independent Committees



Added a Lead Independent Director in 2023

APPROACH TO CORPORATE RESPONSIBILITY

At the Hillman Group, our commitment to building a stronger future drives our innovative, collaborative, and responsible business practices. Our Corporate 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.

KEY POLICIES AND DOCUMENTS

- Code of Conduct & Ethics
- Conflict Minerals Policy Statement
- Responsible Sourcing Policy
- Anti-Bribery & Corruption Policy
- Fact Sheet 2022
- Fact Sheet 2023

ENVIRONMENTAL IMPACT

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 Corporate Responsibility Program, as we meet and exceed the promises made to our shareholders, stakeholders, and customers.

PRODUCT PACKAGING & MATERIALS

- Hillman actively reduces the usage 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).

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 AND GHG EMISSIONS

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.

- 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.

PRODUCT RESPONSIBILITY

In 2022, Hillman completed an Environmental Materiality Assessment, using life cycle assessment (LCA) in alignment with ISO 14040 and 14044 Standards. We continue 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 to increase transparency

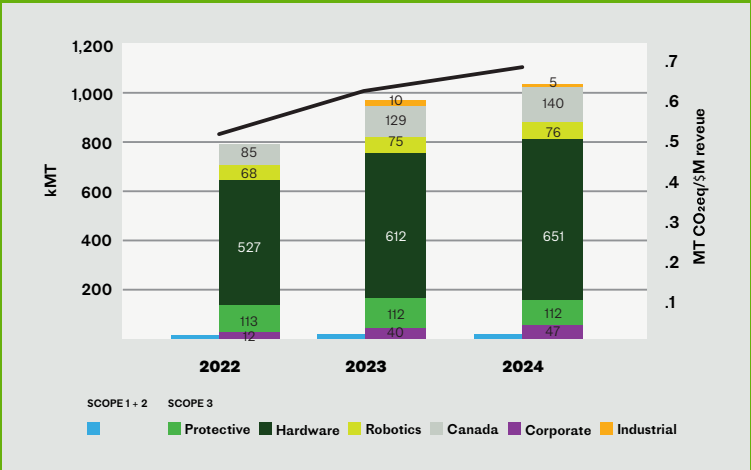
WOOD SCREWS

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

STRUCTURAL SCREWS

- 30% faster installation of structural screws reduces energy consumption.

FIGURE 1 2022-2024 Scope 1, 2, & 3
Absolute GHG Emissions by Business Unit + Emissions Intensity



1. For Scope 2 Emissions: Where utility data gaps exist, calculations are based on the best available data or assumptions, utilizing the most recent figures or estimates aligned with the building type and size.
2. Exclusions Due to Data Gaps: Exclusions due to data unavailability include Protective Solutions’ upstream and downstream transportation for purchased services and waste generation in all Hillman operations, with minimal impact anticipated due to their low volumes.
3. The category of Purchased Goods and Services primarily focuses on the products themselves, typically excluding direct packaging materials from consideration.
4. 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.
5. Data sources were improved for Hardware Solutions in the Purchased Goods and Services category given the outsize impact of that area. Updates were applied to all years.
6. Purchased Goods and Services and End of Life data is not included for 2024 acquisitions (Koch, Intex).
7. Number has been updated due to miscalculation (Table 1).

ENVIRONMENTAL IMPACT CONTINUED

TABLE 1 2022-2024 Scope 1, 2, & 3

	MT CO ₂ eq	MT CO ₂ eq	MT CO ₂ eq
CATEGORY	2022	2023	2024
Scope 1 & 2	11,786	25,290	31,725*
Scope 3 Total	793,614	951,943	1,001,291
Purchased Goods and Services	672,286	744,760	809,831
Capital Goods	10,447	15,476	7,804
Upstream & Downstream Transportation + Distribution	69,660	138,207	144,601
Waste Generated in Operations	-	27	38
Business Travel	5,052	4,252	4,122
Employee Commuting	5,123	4,998	4,045
Processing of Sold Products	9,141	15,191	7,769
End-of-life Treatment of Sold Products	21,905	29,032	23,080

KEY UPDATES

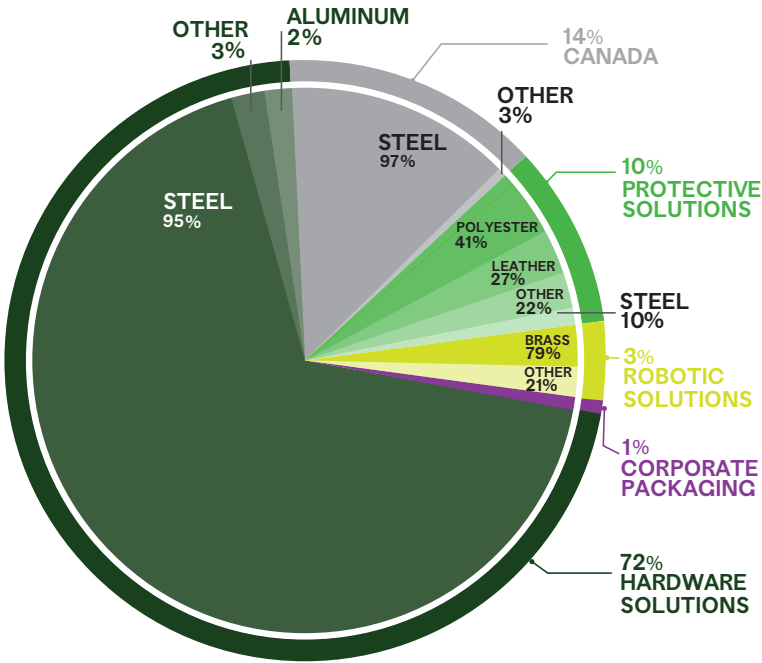
2024:

- 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.

FIGURE 2 2024 Purchased Goods & Services
GHG Emissions by Business Units + Material Type



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.



PEOPLE CONTINUED

RECRUITMENT & ENGAGEMENT

- Our competitive benefits include equity awards, health coverage, retirement plans, flexible scheduling, tuition assistance, and performance-based pay.
- Maintain 5 active recruiting partnerships
- Attended 6 career fairs in 2024
- Hillman's Women's Impact Network (WIN), formalized in 2023, hosted 2 events in 2024 and celebrated Women's History Month with a speaker & panel discussion
- 83% Participation in 2025 Employee Engagement Survey

HEALTH AND 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 2024, Hillman launched a new KPA FLEX safety system enabling streamlined incident reporting, Safety Data Sheet (SDS) management, and further advanced reporting.

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

LEARNING AND DEVELOPMENT

LEARNING & DEVELOPMENT EVENTS

26

Events

51

Event Hours

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

LAUNCH OF HILLMAN LEADERSHIP INSTITUTE

IMPACT: MANAGER ORIENTATION AND LEADERSHIP COACHING

4

Month Program

58

New Managers Graduated

(ELP) EMERGING LEADERS PROGRAM

24

Graduates in Inaugural Year

(ALP) ADVANCED LEADERSHIP PROGRAM

19

Participants

COMMUNITY

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.

PARTNERSHIPS AND CHARITABLE CONTRIBUTIONS

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

- **National Organizations:** American Nurses Foundation; National Forest Foundation (NFF); Freedom Service Dogs of America; USO
- **Local Organizations:** Dress for Success Cincinnati; Forever Kings Inc; Make-A-Wish; Ohio, Kentucky, Indiana; New Life Furniture Bank; WorkPlay Cincinnati; YMCA Cincinnati; Young Life; Kindervelt; Run for the Cure

EMPLOYEE GRANTS & SCHOLARSHIPS

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

- **\$34.7K+ raised**
- **\$78.9K issued across 28 grants**
- **\$14K awarded to students of employees** through the Max W. Hillman, Jr. Scholarship Award (est. in 2013)
- The "Arthur Paulin Memorial Scholarship Award"